

Section 12

LABOR FORCE, EMPLOYMENT, AND EARNINGS

This section presents statistics on the size and composition of the labor force, employment by occupation, industry, and class of worker, payrolls, wage rates, hours, industrial safety, unionization, and strikes. Related series appear in Sections 3, 9, 10, and 19 through 23.

The civilian labor force averaged 583,000 in 1993; of this total, 558,000 persons were employed and 25,000 were unemployed and seeking work. The civilian jobcount rose from 454,000 in 1983 to 590,000 a decade later. (The jobcount differs from employment because the latter counts multiple jobholders--"moonlighters"--only once. Eight percent of all persons currently employed in the summer of 1988 held two or more jobs.) Areas with large concentrations of workers in 1980 included downtown Honolulu (46,000), Waikiki (30,000), and Pearl Harbor-Hickam (15,000); data for 1990 should soon become available. The unemployment rate averaged 4.2 percent in 1993, with individual island levels ranging from 3.2 to 11.4 percent. By occupation, three out of ten civilian workers are classified as professional or managerial. Activities with especially large numbers of employees include services (164,000 in 1993), retail trade (111,000), and government (112,000). The average annual earnings of wage and salary workers under the Hawaii Employment Security Law reached \$25,500 in 1992, or 4.1 percent more than the 1982 average after adjustment for inflation. Average weekly hours in 1992 were 38.6 for all civilian workers and 48.6 for those on full-time schedules, and by industry ranged from 28.1 (for retail trade) to 44.9 (for communication and utilities). Labor union membership was estimated at 165,000 in 1992. Work stoppages in the five-year period ended in 1993 involved more than 7,600 workers.

Principal sources for the data on labor force, employment, place of work, hours, earnings, unions and strikes are the decennial reports of the U.S. Bureau of the Census, the same agency's Current Population Survey, reports by the U.S. Bureau of Labor Statistics, monthly and annual tabulations by the Hawaii State Department of Labor and Industrial Relations, and annual surveys of pay rates by the Hawaii Employers Council. *Historical Statistics of Hawaii*, Section 4, includes figures for earlier years. Statistics for the nation as a whole are published in Section 13 of the *Statistical Abstract of the United States: 1993*.

Table 12.1-- LABOR FORCE STATUS, BY SEX: 1960 TO 1990

Sex and labor force status	1960	1970	1980	1990
BOTH SEXES				
Persons 16 years and over	402,937	522,018	723,479	855,518
Labor force	263,450	344,269	494,223	602,348
Percent in labor force	65.4	65.9	68.3	70.4
Armed forces	47,255	49,785	58,443	54,001
Civilian labor force	216,195	294,484	435,780	548,347
Employed	207,456	285,556	415,181	529,059
Unemployed	8,739	8,928	20,599	19,288
Percent of civ. labor force	4.0	3.0	4.7	3.5
Not in labor force	139,487	177,749	229,256	253,170
MALE				
Persons 16 years and over	219,822	272,726	370,683	424,203
Labor force	186,507	222,221	290,420	335,651
Percent in labor force	84.8	81.5	78.3	77.3
Armed forces	46,626	48,860	54,032	47,441
Civilian labor force	139,881	173,361	236,388	288,210
Employed	135,481	168,940	225,331	277,735
Unemployed	4,400	4,421	11,057	10,475
Percent of civ. labor force	3.1	2.6	4.7	3.6
Not in labor force	33,315	50,505	80,263	98,552
FEMALE				
Persons 16 years and over	183,115	249,292	352,796	421,315
Labor force	76,943	122,048	203,803	266,697
Percent in labor force	42.0	49.0	57.8	63.3
Armed forces	629	925	4,411	6,560
Civilian labor force	76,314	121,123	199,392	260,137
Employed	71,975	116,616	189,850	251,324
Unemployed	4,339	4,507	9,542	8,813
Percent of civ. labor force	5.7	3.7	4.8	3.4
Not in labor force	106,172	127,244	148,993	154,618

Source: U.S. Bureau of the Census, *U.S. Census of Population: 1960, and Detailed Characteristics, Hawaii*, PC(1)-13D (1962), table 115; *1970 Census of Population, General Social and Economic Characteristics, Hawaii*, PC(1)-C13 (December 1971), table 53; *1980 Census of Population, General Social and Economic Characteristics, Hawaii*, PC80-1-C13 (June 1983), table 61; 1990 CPH-L-80, table 2.

Table 12.2-- LABOR FORCE CHARACTERISTICS, BY COUNTIES: 1990

Subject	The State	Hawaii	Hono- lulu	Kala- wao	Kauai	Maui
Population 16 years and over..	855,518	88,999	651,920	130	38,348	76,121
Female.....	421,315	44,417	320,345	55	19,124	37,374
Percent in labor force	70.4	64.2	71.1	31.5	68.9	72.5
Female.....	63.3	58.6	63.6	25.5	63.7	66.2
Civilian labor force.....	548,347	56,986	410,023	41	26,185	55,112
Percent unemployed	3.5	4.6	3.5	-	3.6	2.7
Worked in 1989	639,859	62,296	490,444	55	28,258	58,806
40 or more weeks.....	509,005	47,196	393,023	42	22,290	46,452
Usually worked 35 or more hours per week, 50 to 52 weeks	369,436	33,652	287,224	35	15,594	32,931
Females with own children under 6 years	68,218	7,584	51,261	-	3,228	6,145
Percent in labor force	63.4	60.5	63.1	-	70.5	65.5
Own children under 6 years in families and sub-families, all parents in household in labor force.....	57,489	6,274	42,594	-	2,983	5,638

Source: U.S. Bureau of the Census *1990 Census of Population and Housing, Summary Social, Economic, and Housing Characteristics, Hawaii*, 1990 CPH-5-13 (April 1992), table 6.

Table 12.3-- SELECTED LABOR FORCE AND COMMUTING CHARACTERISTICS, FOR THE STATE AND OAHU: 1990

Subject	State total	Oahu only
LABOR FORCE STATUS		
Females 16 years and over	421,315	320,345
With own children under 6 years	68,218	51,261
Percent in labor force	63.4	63.1
With own children 6 to 17 years only	68,083	50,385
Percent in labor force	81.6	81.6
Own children under 6 years in families and subfamilies....	95,622	71,395
All parents present in household in labor force	57,489	42,594
Own children 6 to 17 years in families and subfamilies	171,939	124,553
All parents present in household in labor force	126,493	91,916
Persons 16 to 19 years	57,184	43,946
Not enrolled in school and not high school graduate	4,267	3,096
Employed or in Armed Forces	2,063	1,440
Unemployed	564	408
Not in labor force	1,640	1,248
COMMUTING TO WORK		
Workers 16 years and over	567,765	437,518
Percent drove alone	60.5	57.6
Percent in carpools	20.5	20.9
Percent using public transportation	7.4	9.3
Percent using other means	2.6	2.8
Percent walked or worked at home	9.0	9.3
Mean travel time to work (minutes)	23.8	24.8

Source: U.S. Bureau of the Census, 1990 CPH-L-80 and 81, table 2.

Table 12.4-- LABOR FORCE STATUS OF THE CIVILIAN NON-INSTITUTIONAL POPULATION 16 YEARS AND OVER: ANNUAL AVERAGES, 1991 AND 1992

[Numbers in thousands]

Labor force status	Persons 16 years and over			16 to 19 years (both sexes)
	Both sexes	Men	Women	
1991				
Civilian noninstitutional population	817	387	430	50
Civilian labor force	561	296	265	22
Percent of population	68.6	76.4	61.7	44.6
Employment	546	288	258	20
Percent of population	66.8	74.3	60.0	39.8
Unemployment	15	8	7	2
Rate ^{1/}	2.8	2.7	2.8	10.9
Not in civilian labor force	256	91	165	28
1992				
Civilian noninstitutional population	832	393	438	51
Civilian labor force	572	301	271	26
Percent of population	68.8	76.5	61.9	50.9
Employment	547	287	260	22
Percent of population	65.7	72.9	59.3	42.5
Unemployment	26	14	11	4
Rate ^{1/}	4.5	4.8	4.2	16.4
Not in civilian labor force	260	92	167	25

^{1/} Percent of civilian labor force. The 1992 error ranges for these rates, at the 90-percent confidence level, are: both sexes, 3.9-5.1; men, 3.9-5.6; women, 3.4-5.1; 16-19, 11.6-21.2.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1991* (Bulletin 2410, August 1992), p. 40, and *Geographic Profile of Employment and Unemployment, 1992* (Bulletin 2428, July 1993), p. 40.

Table 12.5-- CIVILIAN LABOR FORCE, TOTAL AND FEMALE, BY RACE AND HISPANIC ORIGIN: 1992

Race or origin ^{1/}	Both sexes	Female
All races.....	573,000	271,200
White	187,050	86,050
Asian or Pacific Islander	367,850	176,700
Black	7,150	3,550
Amer. Indian, Eskimo, or Aleut	2,750	1,400
Other race.....	8,250	3,550
Minority group.....	385,950	185,150
Hispanic (all races)	34,750	16,250

^{1/} Based on census definitions. Persons of mixed race are classified by self-identification or race of mother.

Source: Hawaii State Department of Labor and Industrial Relations, unpublished estimates.

**Table 12.6-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:
ANNUAL AVERAGES, 1970 TO 1993**

Year	Civilian labor force	Civilian employment	Unemployed	
			Number	Percent
1970	321,550	305,650	15,900	4.9
1971	336,800	313,450	23,350	6.9
1972	351,000	324,050	26,950	7.7
1973	364,600	338,350	26,250	7.2
1974	375,000	345,350	29,650	7.9
1975	382,950	351,100	31,850	8.3
1976	410,000	370,000	40,000	9.8
1977	418,000	388,000	31,000	7.3
1978	420,000	388,000	32,000	7.7
1979	422,000	395,000	26,000	6.3
1980	440,000	418,000	21,000	4.9
1981	451,000	427,000	24,000	5.4
1982	461,000	430,000	31,000	6.7
1983	472,000	442,000	30,000	6.5
1984	472,000	445,000	27,000	5.6
1985	479,000	452,000	27,000	5.6
1986	492,000	468,000	24,000	4.8
1987	514,000	494,000	20,000	3.8
1988	518,000	502,000	16,000	3.2
1989	525,000	511,000	13,000	2.6
1990	543,000	528,000	15,000	2.8
1991	567,000	551,000	16,000	2.8
1992	578,000	552,000	26,000	4.5
1993	583,000	558,000	25,000	4.2

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book*, April 1994.

Table 12.7-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE, FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1980 TO 1993

[Island data may not add exactly to State totals in preceding table]

Year	Oahu	Hawaii County	Kauai County	Maui County			
				County total	Lanai	Maui	Molokai
CIVILIAN LABOR FORCE							
1980	338,350	43,550	19,550	37,550	1,300	33,900	2,350
1981	345,700	45,450	20,100	39,800	1,250	36,000	2,500
1982	350,100	47,200	20,800	42,850	1,300	38,950	2,600
1983	357,100	48,350	21,650	44,850	1,150	40,950	2,750
1984	357,100	48,650	21,300	44,950	1,150	41,250	2,550
1985	359,600	50,400	22,050	46,950	1,050	43,550	2,300
1986	368,700	51,300	23,400	48,600	1,050	45,050	2,500
1987	383,400	54,050	24,900	51,600	1,000	48,050	2,600
1988	384,100	54,900	26,000	52,750	1,050	49,200	2,450
1989	384,500	56,900	27,600	55,000	1,450	51,300	2,250
1990	404,550	56,800	26,050	55,600	1,350	51,500	2,800
1991	416,950	62,050	28,200	59,800	1,500	55,500	2,800
1992	421,200	63,700	29,000	64,150	1,600	59,450	3,100
1993 <u>1/</u>	425,450	64,200	28,150	65,250	1,550	60,700	3,000
CIVILIAN EMPLOYMENT							
1980	322,800	40,850	18,700	35,650	1,200	32,450	2,050
1981	328,500	42,150	18,900	37,450	1,150	34,150	2,150
1982	328,600	42,700	19,150	39,550	1,100	36,250	2,200
1983	336,550	44,050	20,000	41,450	1,050	38,150	2,200
1984	338,050	44,900	19,800	42,250	1,000	39,000	2,200
1985	341,150	46,150	20,550	44,150	850	41,300	2,000
1986	352,500	47,500	22,000	46,050	900	42,950	2,150
1987	369,850	50,950	23,850	49,350	850	46,250	2,250
1988	373,500	52,200	25,050	51,000	950	47,800	2,250
1989	375,950	54,700	26,800	53,550	1,300	50,200	2,050
1990	394,750	54,750	25,150	53,300	1,300	49,650	2,400
1991	407,550	59,450	27,100	56,950	1,450	52,950	2,550
1992	407,850	58,800	26,300	59,100	1,500	54,950	2,650
1993 <u>1/</u>	411,700	59,500	24,900	61,900	1,400	57,700	2,750

Continued on next page.

Table 12.7-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE, FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1980 TO 1993 -- Con.

Year	Oahu	Hawaii County	Kauai County	Maui County			
				County total	Lanai	Maui	Molokai
UNEMPLOYED							
1980	15,550	2,700	850	1,900	100	1,500	350
1981	17,150	3,350	1,150	2,350	150	1,900	300
1982	21,500	4,500	1,700	3,300	250	2,700	400
1983	20,600	4,350	1,650	3,400	100	2,800	550
1984	19,100	3,700	1,500	2,700	150	2,200	350
1985	18,450	4,250	1,500	2,800	200	2,250	300
1986	16,200	3,850	1,400	2,550	100	2,100	350
1987	13,550	3,100	1,100	2,250	150	1,800	300
1988	10,600	2,700	950	1,750	100	1,450	200
1989	8,550	2,200	800	1,450	100	1,100	200
1990	9,750	2,050	900	2,300	50	1,850	400
1991	9,400	2,600	1,100	2,900	100	2,550	250
1992	13,350	4,950	2,700	5,050	100	4,500	450
1993 ^{1/}	13,750	4,650	3,200	3,350	150	3,000	250
PERCENT UNEMPLOYED							
1980	4.6	6.2	4.2	5.1	7.7	4.4	13.9
1981	5.0	7.3	5.8	5.9	10.6	5.2	12.9
1982	6.1	9.6	8.1	7.7	17.1	6.9	15.2
1983	5.8	9.0	7.7	7.6	9.0	6.8	19.4
1984	5.3	7.7	7.0	6.0	11.1	5.4	13.8
1985	5.1	8.5	6.8	5.9	20.1	5.2	13.0
1986	4.4	7.5	5.9	5.3	11.5	4.7	13.4
1987	3.5	5.8	4.3	4.4	14.9	3.7	12.2
1988	2.8	4.9	3.7	3.3	7.5	2.9	8.8
1989	2.2	3.9	2.8	2.6	8.3	2.2	9.8
1990	2.4	3.6	3.5	4.1	5.3	3.6	14.6
1991	2.3	4.2	3.9	4.8	5.5	4.6	8.5
1992	3.2	7.7	9.3	7.9	7.1	7.6	13.8
1993 ^{1/}	3.2	7.3	11.4	5.2	9.2	4.9	7.8

^{1/} Provisional.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book*, April 1994.

**Table 12.8-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:
ANNUAL AVERAGES, 1992**

[Percent distributions. Includes all eligible claimants who filed new claims for unemployment insurance benefits during the year. Includes both intrastate and interstate agent claimants]

Characteristic	Percent	Characteristic	Percent
Total.....	100.0	Industry--con.:	
Age:		Fin., ins., real estate.....	3.8
Under 22 years.....	3.1	Services.....	22.8
22 to 24 years.....	6.1	Hotel.....	7.0
25 to 34 years.....	32.0	Others.....	1.7
35 to 44 years.....	30.9	Occupation:	
45 to 54 years.....	16.9	Prof., tech., mgr.....	19.0
55 to 64 years.....	8.6	Clerical, sales.....	14.2
65 years and over.....	2.5	Services.....	9.8
Sex:		Farm, fish., forest.....	3.4
Male.....	66.7	Processing.....	0.7
Female.....	33.3	Machine trades.....	1.8
Industry:		Bench work.....	1.1
Government.....	4.8	Structural work.....	24.9
Agriculture.....	4.3	Miscellaneous.....	5.0
Construction.....	34.2	Not available.....	20.1
Manufacturing.....	6.8	Duration:	
Trans., commun., util.....	7.1	1 to 4 weeks.....	35.6
Wholesale, retail trade.....	16.3	5 to 14 weeks.....	41.5
		15 weeks and over.....	22.9

Source: Hawaii State Department of Labor and Industrial Relations, *Characteristics of the Insured Unemployed in Hawaii 1992*.

**Table 12.9-- JOBCOUNT, BY COUNTIES: ANNUAL AVERAGES,
1980 TO 1993**

[Persons holding more than one job are counted in each position. As a result, these data differ from corresponding estimates of employment, reported elsewhere in this section. Active-duty armed forces are excluded, unless also employed in civilian jobs. Persons not working because of labor disputes are included. Because of a change in the method of estimating nonagricultural self-employed and unpaid family workers, jobcount estimates for 1987 and later years are not exactly comparable to those for earlier years]

Year	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
1980	448,150	357,900	38,200	18,400	33,850
1981	449,900	357,350	39,050	18,300	35,150
1982	446,050	352,150	39,050	18,300	36,600
1983	453,750	357,100	39,850	18,900	37,850
1984	460,450	361,600	41,000	18,950	38,850
1985	473,150	369,800	42,400	19,900	41,100
1986	486,850	379,800	43,300	21,200	42,500
1987	504,950	391,800	45,600	22,450	45,100
1988	524,500	404,550	47,500	24,250	48,100
1989	552,000	421,650	52,000	26,600	51,850
1990	574,950	435,950	55,850	27,250	55,650
1991	588,200	411,850	59,400	28,800	58,250
1992	591,300	443,850	58,950	27,900	60,600
1993	590,250	442,900	58,850	25,800	62,750

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (April 1994).

Table 12.10-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES, 1980 AND 1990 TO 1993

Industry	1980	1990	1991	1992	1993
Nonagriculture, wage and salary	404,100	528,400	539,150	542,800	539,400
Contract construction <u>1/</u>	23,950	32,300	33,550	31,550	32,300
Manufacturing.....	23,350	21,050	20,450	19,700	19,150
Durable goods	4,700	4,400	4,450	4,250	4,100
Nondurable goods	18,650	16,650	16,000	15,450	15,050
Food processing	11,150	9,350	8,750	8,350	7,850
Pineapple.....	2,900	1,650	1,350	1,200	900
Sugar.....	3,900	2,550	2,350	2,200	2,050
Other.....	4,350	5,150	5,050	4,950	4,900
Textile, apparel	3,050	2,200	2,100	2,100	2,250
Printing, publishing	3,100	3,600	3,650	3,500	3,500
Other nondurables.....	1,350	1,500	1,500	1,500	1,450
Transp., commun., utilities	31,200	42,250	43,300	43,250	41,100
Transportation	21,500	31,850	32,850	32,900	31,100
Communication.....	7,150	7,400	7,350	6,900	6,450
Utilities	2,550	3,000	3,100	3,400	3,550
Trade	105,250	135,950	136,450	135,750	132,700
Wholesale.....	18,600	22,500	22,750	22,500	21,850
Retail	86,700	113,450	113,700	113,250	110,850
Finance, insur., real estate	32,850	36,800	37,400	37,950	39,050
Services and miscellaneous..	98,450	154,400	159,100	163,550	163,550
Hotels	24,900	38,750	40,800	40,950	38,000
Other services, misc.....	73,550	115,650	118,300	122,600	125,550
Government.....	89,050	105,600	108,900	111,100	111,600
Federal	30,000	34,150	33,850	33,250	31,850
Air Force	2,650	2,300	2,250	2,200	2,200
Army	4,100	5,600	5,400	4,800	4,650
Navy	11,950	11,450	11,200	11,100	10,700
Other.....	11,250	14,800	15,000	15,150	14,300
State	45,150	57,050	60,250	62,600	64,250
Local	13,900	14,400	14,750	15,250	15,500
Agriculture, wage and salary	10,650	9,550	9,550	9,300	8,550
Sugar	4,950	3,100	2,950	2,850	2,500
Pineapple.....	2,500	1,850	1,700	1,450	1,350
Other	3,200	4,600	4,850	5,000	4,700
Nonagric., self-employed <u>2/</u>	28,300	32,750	35,250	34,850	38,350
Agric., self-employed <u>3/</u>	4,600	3,600	4,250	4,350	3,950
Labor disputes.....	500	650	-	-	(Z)

Footnotes and source follow next table.

**Table 12.11-- JOBCOUNT BY INDUSTRY, BY COUNTIES:
ANNUAL AVERAGE, 1993**

Industry	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
Nonagriculture, wage and salary	539,400	415,050	47,650	23,950	54,250
Construction, mining.....	32,300	24,050	3,000	1,400	2,500
Manufacturing.....	19,150	14,000	2,250	900	2,100
Durable goods	4,100	3,550	200	(Z)	250
Nondurable goods	15,050	10,450	2,050	900	1,850
Food processing.....	7,850	4,100	1,650	750	1,550
Textile, apparel.....	2,250	2,150	(NS)	(NS)	(NS)
Printing, publishing	3,500	2,900	(NS)	(NS)	(NS)
Other nondurables.....	1,450	1,300	400	150	300
Transp., commun., utilities	41,100	33,850	2,550	2,350	3,200
Transportation	31,100	26,000	1,650	(NS)	2,350
Communication.....	6,450	5,300	(NS)	(NS)	(NS)
Utilities	3,550	2,500	(NS)	(NS)	(NS)
Trade	132,700	100,150	12,350	7,050	14,750
Wholesale.....	21,850	18,200	1,800	500	1,350
Retail	110,850	81,950	10,550	6,550	13,450
Finance, insur., real estate	39,050	32,100	2,600	1,400	3,050
Services and miscellaneous..	163,550	120,500	14,950	7,500	21,500
Hotels	38,000	18,350	6,000	3,800	11,600
Other services, misc.....	125,550	102,150	8,950	3,700	9,900
Government.....	111,600	90,400	9,950	3,350	7,100
Federal	31,850	30,100	850	350	450
Air Force, Army, Navy .	17,550	17,250	(NS)	(NS)	(NS)
Other.....	14,300	12,850	(NS)	(NS)	(NS)
State	64,250	49,750	7,000	2,100	4,800
Local	15,500	10,550	2,100	900	1,850
Agriculture, wage and salary	8,550	2,100	3,200	1,150	2,200
Sugar	2,500	350	500	950	850
Pineapple.....	1,350	600	-	-	750
Other	4,700	1,150	2,700	200	650
Nonagric., self-employed <u>2/</u>	38,350	24,900	5,600	1,900	5,850
Agric., self-employed <u>3/</u>	3,950	850	2,400	250	450
Labor disputes.....	(Z)	(Z)	-	(Z)	-

Footnotes and source on next page.

**Table 12.11-- JOBCOUNT BY INDUSTRY, BY COUNTIES:
ANNUAL AVERAGE, 1993 -- Con.**

Z Fewer than 50.
 NS Not shown separately.
 1/ Construction and mining after 1990.
 2/ Includes unpaid family workers and domestics. Data for 1980 are not comparable to later years. Data for 1990-1992 are revised.
 3/ Includes unpaid family workers. Data for 1990-1992 are revised.
 Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (April 1994).

**Table 12.12-- CIVILIAN EMPLOYMENT, FULL- AND PART-TIME:
ANNUAL AVERAGES, 1992**

[Thousands]

Year, sex, and age	Full- and part-time	Full time	Part-time		
			Total	Voluntary	Economic reasons
Total.....	547	458	89	76	12
Male	287	254	32	27	5
Female	260	204	56	49	7
16 to 19 years (both sexes).....	22	7	15	14	1

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1992* (Bulletin 2428, July 1993), table 13.

Table 12.13-- EMPLOYMENT BY INDUSTRY: 1970 TO 1990

Industry	1970	1980	1990
Employed persons 16 years and over.....	285,556	415,181	529,059
Agriculture, forestry, and fisheries.....	13,161	14,560	16,509
Mining.....	322	233	323
Construction.....	26,637	29,888	42,071
Manufacturing.....	31,188	32,914	32,348
Nondurable goods.....	21,173	21,234	18,976
Durable goods.....	10,015	11,680	13,372
Transportation, communications, and other public utilities.....	26,403	36,478	46,953
Wholesale and retail trade.....	61,044	98,542	121,627
Finance, insurance, and real estate.....	14,356	31,648	39,506
Business and repair services.....	8,978	17,832	23,629
Personal services.....	20,301	31,288	43,721
Entertainment and recreation services.....	3,756	6,862	10,312
Professional and related services.....	48,310	73,363	109,110
Public administration.....	31,100	41,573	42,950

Source: U.S. Bureau of the Census, *1980 Census of Population, General Social and Economic Characteristics, Hawaii*, PC80-1-C13 (June 1983), table 61; 1990 CPH-L-80, table 2.

Table 12.14-- EMPLOYMENT BY CLASS OF WORKER: 1940 TO 1990

[Persons 14 years and over through 1960; 16 years and over, 1970 to 1990]

Year	All employed civilians	Private wage and salary workers	Government workers	Self-employed workers	Unpaid family workers
1940.....	153,796	113,551	18,553	15,967	5,725
1950.....	167,571	111,036	34,400	19,192	2,943
1960.....	209,370	144,602	46,078	17,009	1,681
1970.....	285,556	200,912	70,547	12,832	1,265
1980.....	415,181	300,315	90,401	22,965	1,500
1990.....	529,059	385,061	107,777	34,291	1,930

Source: U.S. Bureau of the Census, *U.S. Census of Population: 1960, General Social and Economic Characteristics, Hawaii*, Final Report PC (1)-13C (February 1962), table 56; *1970 Census of Population, General Social and Economic Characteristics, Hawaii*, PC(1)-C13 (December 1971), table 56; *1980 Census of Population, General Social and Economic Characteristics, Hawaii*, PC80-1-C13 (June 1983), table 67; 1990 CPH-L-80, table 2.

Table 12.15-- OCCUPATION: 1970 TO 1990

Occupation	1970	1980	1990
Employed persons 16 years and over	285,556	415,181	529,059
Managerial and professional specialty occupations	58,242	97,606	139,523
Executive, administrative, and managerial occupations..	25,048	48,671	67,907
Professional specialty occupations	33,194	48,935	71,616
Technical, sales, and administrative support occupations ...	83,698	132,651	172,654
Technicians and related support occupation	7,442	11,982	18,404
Sales occupations	28,227	47,475	66,596
Administrative support occupations, including clerical ...	48,029	73,194	87,654
Service occupations	44,024	74,149	92,882
Private household occupations	2,131	1,547	1,075
Protective service occupations.....	4,304	7,578	10,956
Service occupations, except protective and household ..	37,589	65,024	80,851
Farming, forestry, and fishing occupations	12,572	14,154	15,328
Precision production, craft, and repair occupations	43,484	48,198	55,518
Operators, fabricators, and laborers	43,536	48,423	53,154
Machine operators, assemblers, and inspectors.....	13,589	14,000	15,380
Transportation and material moving occupations.....	13,767	16,430	18,796
Handlers, equipment cleaners, helpers, and laborers.....	16,180	17,993	18,978

Source: U.S. Bureau of the Census, *1980 Census of Population, General Social and Economic Characteristics, Hawaii*, PC80-1-C-13 (June 1983), table 61; 1990 CPH-L-80, table 2.

**Table 12.16-- OCCUPATION OF EMPLOYED CIVILIANS, BY SEX:
ANNUAL AVERAGES, 1992**

Occupation	Both sexes	Men	Women
All occupations (number in thousands)	547	287	260
Percent	100.0	100.0	100.0
Managerial and professional specialty:			
Executive, administrative, and managerial.....	14.1	15.1	12.9
Professional specialty.....	13.7	12.8	14.8
Technical, sales, and administrative support:			
Technicians and related support.....	3.4	2.8	4.0
Sales	11.8	9.3	14.5
Administrative support, including clerical	16.7	6.6	27.8
Service occupations	17.1	14.4	20.2
Precision production, craft, and repair.....	10.9	19.3	1.5
Operators, fabricators, and laborers:			
Machine operators, assemblers, and inspectors..	2.2	3.3	1.0
Transportation and material moving.....	2.8	4.7	0.6
Handlers, equipment cleaners, helpers, and laborers.....	3.7	6.3	0.9
Farming, forestry, and fishing.....	3.7	5.4	1.8

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1992* (Bulletin 2428, July 1993), table 15.

**Table 12.17-- WORKERS 16 YEARS AND OVER, BY PLACE OF RESIDENCE
AND PLACE OF WORK, FOR OAHU: 1990**

Place of work	Place of residence		
	Oahu	Honolulu CDP <u>1/</u>	Remainder of Oahu <u>1/</u>
Total.....	437,518	193,364	244,154
Oahu	432,293	191,982	240,311
Honolulu CDP <u>1/</u>	277,583	171,387	106,196
Remainder of Oahu <u>1/</u>	154,710	20,595	134,115
Remainder of State	1,610	550	1,060
Out of State	3,615	832	2,783

1/ Not corrected for erroneous omission of Aliamanu and Fort Shafter from Honolulu CDP in census tabulations. Honolulu CDP is coterminous with Honolulu District and Honolulu Census County Division.

Source: U.S. Bureau of the Census, *1990 Census of Population and Housing, Population and Housing Characteristics for Census Tracts and Block Numbering Areas, Honolulu, HI MSA*, 1990 CPH-3-174 (May 1993), table 17.

Table 12.18-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES: 1982 TO 1992

Year	Number of employers, December 1/	Average employment	Wages and salaries	
			Total (\$1,000)	Per worker (dollars)
INCLUDING GOVERNMENT				
1982	20,259	408,791	6,281,953	15,367
1983	20,937	413,767	6,668,001	16,115
1984	21,288	421,821	7,050,512	16,714
1985	21,945	434,400	7,530,505	17,335
1986	24,510	446,756	8,072,318	18,069
1987	24,686	468,027	8,920,628	19,060
1988	24,787	484,483	9,909,719	20,454
1989 (rev.)	26,149	510,232	11,038,771	21,635
1990 (rev.)	27,277	534,432	12,350,266	23,109
1991 (rev.)	29,688	543,397	13,069,372	24,051
1992	30,496	547,883	13,988,506	25,532
EXCLUDING GOVERNMENT				
1987	24,680	373,955	6,738,448	18,019
1988	24,781	389,024	7,564,054	19,444
1989 (rev.)	26,143	413,046	8,532,379	20,657
1990	27,271	432,910	9,625,759	22,235
1991 (rev.)	29,682	439,337	10,183,763	23,180
1992	30,490	440,881	10,837,155	24,581
PRIVATE NON-AGRICULTURAL				
1987	24,145	362,271	6,543,781	18,063
1988	24,211	376,884	7,341,568	19,480
1989 (rev.)	25,554	401,002	8,304,991	20,711
1990	26,647	420,717	9,386,430	22,311
1991 (rev.)	29,031	427,001	9,933,990	23,265
1992	29,823	429,022	10,584,046	24,670

1/ Beginning in 1986, includes employers reporting 1 or more employees at any time during the year, even if they reported no employees for December. Beginning in 1991, data were collected at the establishment (rather than county) level.

Source: Hawaii State Department of Labor and Industrial Relations, *Employment and Payrolls in Hawaii* (annual) and records.

Table 12.19-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY COUNTIES: 1990

[Revised from *Data Book 1991*, table 351]

County or island	Number of employers, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	27,277	534,432	12,350,266	23,109
City and Co. of Honolulu	19,432	409,756	9,816,024	23,956
Hawaii County	3,313	48,706	967,947	19,873
Kauai County	1,493	24,888	488,627	19,633
Maui County	3,045	51,083	1,077,667	21,096
EXCLUDING GOVERNMENT				
State total	27,271	432,910	9,625,759	22,235
City and Co. of Honolulu	19,429	325,809	7,562,150	23,210
Hawaii County	3,310	40,306	744,567	18,473
Kauai County	1,490	21,527	398,445	18,509
Maui County	3,042	45,268	920,596	20,337

Source: Hawaii State Department of Labor and Industrial Relations, *1990 Employment and Payrolls in Hawaii* (September 1991) and *1992 Employment and Payrolls in Hawaii* (September 1993).

**Table 12.20-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION
FOR FEDERAL EMPLOYEES, BY COUNTIES: 1991**

[Revised from *Data Book 1992*, table 364]

County or island	Number of employers, Dec. 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	29,688	543,397	13,069,372	24,051
City and Co. of Honolulu	20,988	413,048	10,292,759	24,919
Hawaii County	3,684	50,955	1,071,832	21,035
Kauai County	1,646	26,393	541,485	20,516
Maui County	3,376	53,001	1,163,296	21,949
EXCLUDING GOVERNMENT				
State total	29,682	439,337	10,183,763	23,180
City and Co. of Honolulu	20,985	327,726	7,930,256	24,198
Hawaii County	3,681	42,056	825,104	19,619
Kauai County	1,643	22,857	442,419	19,356
Maui County	3,373	46,698	985,984	21,114

1/ Not comparable to data for earlier years.

Source: Hawaii State Department of Labor and Industrial Relations, *1991 Employment and Payrolls in Hawaii* (September 1992) and *1992 Employment and Earnings in Hawaii* (September 1993).

Table 12.21-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY COUNTIES: 1992

County or island	Number of employers, Dec. 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	30,496	547,883	13,988,506	25,532
City and Co. of Honolulu	21,528	417,055	11,064,438	26,530
Hawaii County	3,791	50,382	1,105,544	21,943
Kauai County	1,729	25,430	565,038	22,219
Maui County	3,454	55,016	1,253,486	22,784
EXCLUDING GOVERNMENT				
State total	30,490	440,881	10,837,155	24,581
City and Co. of Honolulu	21,525	329,820	8,492,229	25,748
Hawaii County	3,788	41,071	835,431	20,341
Kauai County	1,726	21,650	453,065	20,927
Maui County	3,451	48,340	1,056,430	21,854

1/ Not comparable to data for years before 1991.

Source: Hawaii State Department of Labor and Industrial Relations, *1992 Employment and Payrolls in Hawaii* (September 1993).

Table 12.22-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1992

Industry	Number of employers, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
All industries	30,496	547,883	13,988,506	25,532
Government.....	6	107,003	3,151,351	29,451
Federal	1	33,364	1,069,394	32,052
State	1	58,246	1,593,897	27,365
County	4	15,392	488,059	31,709
Private	30,490	440,881	10,837,155	24,581
Agriculture, forestry, fisheries.....	667	11,859	253,109	21,343
Sugar	16	2,999	75,178	25,068
Pineapple.....	6	1,512	33,556	22,193
Other.....	645	7,348	144,374	19,648
Mining	10	303	14,182	46,806
Construction	2,805	31,414	1,254,093	39,921
Manufacturing.....	1,046	19,725	535,064	27,126
Sugar mills.....	12	2,210	57,730	26,122
Pineapple canning	2	1,209	32,362	26,768
Other food processing	224	4,939	111,636	22,603
Other manufacturing.....	809	11,368	333,336	29,322
Transportation	1,343	33,017	948,542	28,729
Communications.....	200	6,894	266,781	38,698
Utilities.....	88	3,431	170,131	49,587
Wholesale trade.....	2,474	22,647	657,931	29,052
Retail trade	7,244	113,879	1,777,735	15,611
Eating and drinking places	2,376	47,039	567,099	12,056
Other retail trade.....	4,868	66,840	1,210,637	18,112
Finance, insurance, real estate	3,955	37,852	1,147,368	30,312
Services.....	10,517	159,551	3,805,106	23,849
Hotels, rooming houses, etc.	315	40,982	840,992	20,521
Health services.....	2,197	32,436	1,083,170	33,394
Other services	8,005	86,133	1,880,944	21,838
Nonclassifiable establishments	141	310	7,111	22,939

Source: Hawaii State Department of Labor and Industrial Relations, *1992 Employment and Payrolls in Hawaii* (September 1993), pp. 6-7.

Table 12.23--AVERAGE ANNUAL WAGE FOR EMPLOYEES COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, IN CURRENT AND CONSTANT DOLLARS: 1969 TO 1992

Year	Current dollars	1982-1984 dollars ^{1/}	Year	Current dollars	1982-1984 dollars ^{1/}
1969	6,876	17,452	1981	14,471	15,781
1970	7,424	17,889	1982	15,367	15,810
1971	7,677	17,771	1983	16,115	16,229
1972	7,989	17,913	1984	16,714	16,149
1973	8,479	18,195	1985	17,335	16,231
1974	9,087	17,645	1986	18,069	16,516
1975	9,767	17,348	1987	19,060	16,588
1976	10,347	17,508	1988	20,454	16,807
1977	10,903	17,557	1989	21,635	16,810
1978	11,630	17,384	1990	23,156	16,768
1979	12,429	16,728	1991	24,116	16,295
1980	13,548	16,323	1992	25,532	16,462

^{1/} Deflated by the all-items consumer price index (CPI-U) for Honolulu.

Source: Hawaii State Department of Labor and Industrial Relations, *Employment and Payrolls in Hawaii* (annual).

Table 12.24-- NONGOVERNMENTAL REPORTING UNITS AND EMPLOYMENT, BY SIZE OF FIRM: DECEMBER 1992

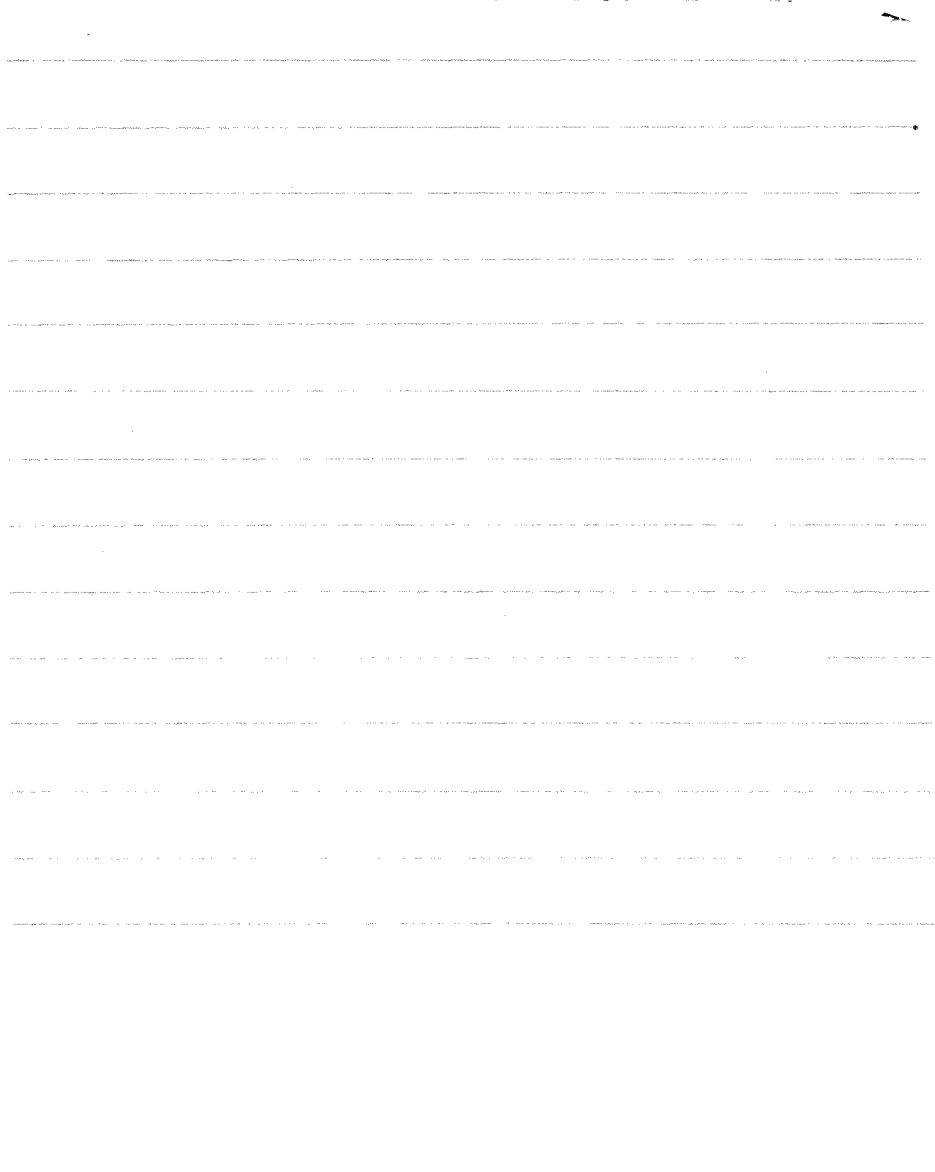
Subject	All units	Employment-size class					
		1 to 4	5 to 9	10 to 19	20 to 49	50 to 99	100 or more
Reporting units	30,490	16,202	6,061	3,959	2,696	941	631
Employment	443,233	28,270	40,010	53,730	81,149	64,173	175,901

Source: Hawaii State Department of Labor and Industrial Relations, *1992 Employment and Payrolls in Hawaii* (September 1992), p. 20.

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**Table 12.25-- ANNUAL WAGES PER EMPLOYEE, TOTAL AND PRIVATE:
1982 TO 1992**

[For earlier years, 1975-1981, see *Data Book 1987*, table 386]

Year	Annual wages per employee (dollars)		Hawaii as percent of U.S.		Rank ^{1/}	
	Total	Private only	Total	Private only	Total	Private only
1982	15,353	14,202	92.0	85.5	31	42
1983	16,108	14,898	92.1	85.8	30	40
1984	16,701	15,456	91.0	85.0	31	41
1985	17,329	16,064	90.3	84.7	31	40
1986	18,101	16,907	90.7	85.6	31	38
1987	19,091	18,024	91.5	87.4	25	35
1988	20,444	19,437	93.5	89.8	22	27
1989	21,624	20,646	95.8	92.7	18	24
1990	23,167	22,244	98.2	95.6	13	18
1991	24,104	23,176	98.1	95.9	13	19
1992	25,613	24,585	98.9	96.2	13	18

^{1/} Among 50 States and D.C. Excluding D.C., Hawaii ranked 12th for all workers and 19th for private workers in 1992.

Source: U.S. Bureau of Labor Statistics, *Employment and Wages, Annual Averages* (annual report).

**Table 12.26-- HOURS AND EARNINGS IN SPECIFIED INDUSTRIES:
ANNUAL AVERAGES, 1988 TO 1993**

Subject	1988	1989	1990	1991	1992	1993
Average weekly earnings (dollars)						
Contract construction	706.10	756.56	778.95	803.32	792.06	864.88
Manufacturing.....	393.60	414.80	442.90	453.32	464.40	476.80
Food and kindred products.	362.03	368.34	385.28	392.20	399.34	420.21
Communication and utilities	650.62	683.65	694.85	714.60	788.00	826.10
Trade <u>1/</u>	245.70	259.20	282.94	306.24	262.84	275.40
Wholesale trade.....	342.88	358.27	381.21	417.20	437.31	441.60
Retail trade <u>1/</u>	216.04	228.30	251.84	269.70	229.86	245.10
Banking & credit agencies.....	305.33	321.48	343.49	373.46	387.39	397.17
Hotels	281.22	300.81	318.40	333.00	351.42	367.73
Average weekly hours						
Contract construction	37.8	38.6	38.6	38.0	36.4	37.9
Manufacturing.....	40.0	40.0	40.3	39.8	40.0	39.8
Food and kindred products.	41.0	40.3	40.9	40.6	41.0	41.4
Communication and utilities	44.2	44.8	44.8	43.1	44.9	44.2
Trade <u>1/</u>	32.5	32.4	32.9	33.0	29.8	30.0
Wholesale trade.....	38.7	38.9	39.3	39.1	38.7	38.3
Retail trade <u>1/</u>	30.6	30.4	30.9	31.0	28.1	28.5
Banking & credit agencies.....	38.6	38.5	38.9	38.7	38.7	38.3
Hotels	33.8	34.3	34.2	33.4	33.5	33.4
Average hourly earnings (dollars)						
Contract construction	18.68	19.60	20.18	21.14	21.76	22.82
Manufacturing.....	9.84	10.37	10.99	11.39	11.61	11.98
Food and kindred products.	8.83	9.14	9.42	9.66	9.74	10.15
Communication and utilities	14.72	15.26	15.51	16.58	17.55	18.69
Trade <u>1/</u>	7.56	8.00	8.60	9.28	8.82	9.18
Wholesale trade.....	8.86	9.21	9.70	10.67	11.30	11.53
Retail trade <u>1/</u>	7.06	7.51	8.15	8.70	8.18	8.60
Banking & credit agencies.....	7.91	8.35	8.83	9.65	10.01	10.37
Hotels	8.32	8.77	9.31	9.97	10.49	11.01

1/ Excludes eating and drinking establishments.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (April 1994).

Table 12.27-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 1989 TO 1993

[In dollars]

Job classification ^{1/}	1989	1990	1991	1992	1993
MONTHLY RATES					
Junior (entry level) clerk	1,112	1,181	1,228	1,299	1,367
Clerk-stenographer.....	1,769	1,737	1,849	1,961	2,170
Secretary	1,680	1,762	1,871	2,006	2,085
Switchboard operator	1,333	1,414	1,435	1,633	1,775
Bookkeeper, full-charge	1,914	2,108	2,244	2,055	2,296
Engineering drafting technician	2,216	2,065	2,440	2,577	2,564
Hospital attendant	1,306	1,376	1,533	1,650	1,690
Staff nurse	2,746	2,999	3,456	3,690	3,933
HOURLY RATES					
Housekeeper	7.503	7.856	8.499	8.943	9.394
Cook, general	9.082	9.603	10.909	10.928	9.977
Waiter/waitress	4.259	4.409	4.614	5.075	5.254
Laborer (light)	7.672	7.785	8.229	8.483	8.732
Carpenter (maintenance)	11.701	12.007	13.817	14.061	14.859
Electrician (maintenance).....	13.447	14.300	15.456	15.587	16.145
Automotive mechanic	11.872	12.486	13.110	13.567	14.688
Truck driver (trailer)	10.12	10.13	10.77	10.59	11.642

^{1/} The 16 job titles listed in this table are meant to be only illustrative of the 100 reported in the full report; see the source for full information.

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (annual).

Table 12.28-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY, BY COUNTIES OR ISLANDS: 1993

[In dollars]

Job classification ^{1/}	State average	Kauai	Oahu	Maui County	Hawaii County
ANNUAL RATES					
Junior (entry level) clerk	16,407	15,847	16,432	18,530	14,948
Clerk-stenographer.....	26,035	...	26,267
Secretary	25,016	23,952	25,114	25,326	22,667
Switchboard operator	21,303	...	21,315	21,520	...
Bookkeeper, full-charge	27,548	...	27,593
Engineering drafting technician	30,763	...	32,403
Hospital attendant	20,283	20,621	20,206	20,554	...
Staff nurse	47,191	47,725	47,267	40,649	49,157
HOURLY RATES					
Housekeeper	9.394	9.207	9.415	9.153	...
Cook, general	9.977	9.735	9.881	12.496	8.532
Wait help	5.254	...	5.254	5.259	...
Laborer (light)	8.732	...	8.827	8.831	6.212
Carpenter (maintenance)	14.859	...	14.995	14.438	...
Electrician (maintenance).....	16.145	...	16.916	15.328	...
Automotive mechanic.....	14.688	13.153	15.083	14.314	13.009
Truck driver (trailer).....	11.642	12.085	11.759	9.904	11.980

^{1/} See preceding table, footnote 1.

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (Special Publication No. 226, September 1993).

Table 12.29-- WAGE RATES FOR SPECIFIED JOB TITLES: 1993

[In dollars. Data are shown for only a few of the more than 3,900 job titles listed in the source, primarily to suggest the type of information and occupational detail available there]

Job title	Data source	Pay period	Wage range	
			Low	High
Accountant	Private	Hourly	11.35	19.01
Cannery warehouse worker	Private	Hourly	6.35	7.90
Clerk, data entry	Private	Hourly	8.22	10.57
Engineer, civil	Local govt.	Monthly	2,229	4,887
Host/hostess.....	Private	Hourly	7.56	11.50
Laborer, general	Private	Hourly	6.59	8.54
Nurse, licensed practical	State govt.	Monthly	1,668	2,360
Police officer.....	Local govt.	Monthly	2,452	3,530
Professor	State govt.	Monthly	3,652	7,695
Secretary	Private	Hourly	10.34	17.49

Source: Hawaii State Department of Labor and Industrial Relations, *Selected Wage Information for Hawaii 1993* (November 1993).

Table 12.30-- TOTAL COMPENSATION PAID TO EXECUTIVES OF MAJOR CORPORATIONS AND LABOR UNION LEADERS: 1993

[\$1,000]

Category	Total	Less than 100	100 to 249	250 to 499	500 to 999	1,000 or more	Highest
Corporate executives <u>1/</u> ...	25	-	-	11	10	4	1,446.1
Union leaders <u>2/</u>	20	16	4	-	-	-	249.6

1/ Total compensation includes awards of stock and cash paid under long-term incentive plans.

2/ Gross salaries, excluding allowances and expense reimbursements.

Source: *Honolulu Advertiser*, May 1, 1994, pp. F1 and F2, and June 19, 1994, pp. E1 and E2.

Table 12.31-- MINIMUM WAGE CHRONOLOGY: 1942 TO 1994

[Dollars per hour. As of July 1, unless otherwise specified]

Effective date	Oahu	Other islands	Effective date	State	Effective date	State
1942 <u>1/</u>	0.25	0.20	1962	1.15	1979.....	2.90
1943	0.30	0.25	1964 <u>2/</u>	1.25	1980.....	3.10
1945	0.40	0.40	1969	1.40	1981.....	3.35
1953	0.65	0.55	1970	1.60	1988 <u>2/</u>	3.85
1955	0.75	0.65	1974	2.00	1992 <u>3/</u>	4.75
1957	0.90	0.85	1975	2.40	1993 <u>2/</u>	5.25
1958	1.00	1.00	1978.....	2.65	1994 <u>4/</u>	5.25

1/ At inception of minimum wage law, April 1, 1942.

2/ January 1.

3/ April 1.

4/ Current minimum as of June 15, 1994.

Source: Hawaii State Department of Labor and Industrial Relations, records; Act 264, S.L.H. 1991.

**Table 12.32-- WEEKLY HOURS OF WORK, FOR CIVILIANS AT WORK:
ANNUAL AVERAGES, 1982 TO 1992**

Year	All civilians at work	Full-time schedules <u>1/</u>	Year	All civilians at work	Full-time schedules <u>1/</u>
1982	37.4	43.1	1988	39.0	44.6
1983	37.9	43.2	1989	39.4	46.0
1984	37.8	43.5	1990	39.4	46.8
1985	38.2	44.4	1991	39.2	47.2
1986	38.3	44.3	1992	38.6	48.6
1987	37.6	44.1			

1/ Refers to persons who worked 35 hours or more during the survey week.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment* (annual).

**Table 12.33-- WEEKLY HOURS OF WORK, FOR CIVILIAN WORKERS:
ANNUAL AVERAGES, 1992**

Hours of work	Civilian workers (1,000)	Age, sex, or race	Average hours
Total at work.....	513	Total at work.....	38.6
1 to 14 hours	20	Full-time schedules <u>1/</u> ...	48.6
15 to 29 hours	68	Men.....	40.6
30 to 34 hours	57	Women.....	36.3
35 to 39 hours	25	Both sexes, 15 to 19 years	23.9
40 hours	223	White.....	39.3
41 to 48 hours	38		
49 hours and over	81		

1/ Refers to persons who worked 35 hours or more during the survey week.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1992* (Bulletin 2428, July 1993), table 18.

Table 12.34-- INTERSTATE MOVEMENT OF JOB-SEEKERS: 1987 TO 1992

Type of job-seeker	1987	1988	1989	1990	1991	1992
Island workers on Mainland <u>1/</u>	3,805	3,942	3,961	5,275	7,197	9,554
Mainland workers in Hawaii <u>2/</u>	3,161	2,974	2,679	2,910	3,453	4,432
Ratio <u>3/</u>	83	75	68	55	48	46

1/ Interstate liable initial claims, excluding UCFE and UCX. Covers Hawaii workers seeking work and filing for benefits on Mainland. Includes Federal civilian employees and ex-servicemen.

2/ Interstate agent initial claims (UI), excluding UCFE and UCX. Covers Mainland workers filing claims for unemployment insurance and registered for work with the Hawaii State Employment Service.

3/ Interstate agent initial claims per 100 interstate liable initial claims. Ratios under 100 suggest a net out-migration of workers.

Source: Hawaii State Department of Labor and Industrial Relations, *State of Hawaii Unemployment Insurance Fact Book, 1993*, p. 15.

Table 12.35-- RECORDABLE OCCUPATIONAL INJURIES AND ILLNESSES OF NONGOVERNMENTAL WORKERS: 1991

[Data exclude agricultural employers with fewer than 11 employees]

Subject	Total	Injuries	Illnesses
Recordable cases.....	36,249	35,531	718
Per 100 full-time workers.....	10.6	10.4	0.2
Lost workday cases.....	20,513	20,103	410
Lost workdays	426,454	415,137	11,317
Per lost workday case	21	21	28
Nonfatal cases without lost workdays	15,729	15,426	303

Source: Hawaii State Department of Labor and Industrial Relations, *1991 Occupational Injuries and Illnesses Survey, State of Hawaii*, p. 4.

Table 12.36-- WORK INJURIES, DEATHS, TIME LOST AND COMPENSATION COSTS: 1986 TO 1991

Year	Reported cases	Reported deaths	Time lost (compensated days)	Compensation costs (\$1,000)
1986	39,390	47	1,067,462	127,367
1987	43,108	45	1,266,460	159,196
1988	50,101	46	1,445,052	178,930
1989	52,030	53	1,323,074	173,049
1990	53,050	59	1,434,262	218,837
1991	56,738	51	1,636,375	234,971

Source: Hawaii State Department of Labor and Industrial Relations, *Work Injury Statistics (1987-1988)* and *Worker's Compensation Data Book (1989, 1990 and 1991)*.

Table 12.37-- LABOR UNIONS AND EMPLOYEE ASSOCIATIONS: 1992

Subject	Total	AFL-CIO affiliated	Independent
Unions and associations	72	61	11
Membership <u>1/</u>	165,298	145,573	19,725

1/ Data exclude 3 unions and associations not reporting membership. The largest memberships were those reported by the HGEA (36,804), ILWU (28,000), and Hotel Employees & Restaurant Employees (12,000).

Source: Hawaii State Department of Labor and Industrial Relations, *Directory of Labor Organizations & Affiliates, 1992*.

Table 12.38-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE BARGAINING UNITS, BY EMPLOYING JURISDICTION: 1991 TO 1993

[As of December 31]

Employing jurisdiction	1991	1992	1993
Total.....	51,009	53,137	54,306
State of Hawaii	22,560	23,968	23,243
City and County of Honolulu.....	8,159	8,436	8,535
County of Hawaii	1,625	1,680	1,691
County of Maui	1,427	1,574	1,609
County of Kauai.....	768	801	881
Dept. of Education.....	11,958	12,031	12,184
Judiciary <u>1/</u>	1,459
University of Hawaii.....	4,512	4,647	4,704

1/ Not separately reported before 1993.

Source: Hawaii Labor Relations Board, *HLRB Informational Bulletin*, No. 31, June 8, 1994, and earlier issues.

Table 12.39-- WORK STOPPAGES: 1988 TO 1993

[Data exclude stoppages lasting less than one full shift (8 hours) and stoppages affecting fewer than 6 workers. Data are limited to stoppages begun or in progress during the week containing the 12th of each month]

Year	Number of stoppages <u>1/</u>	Workers involved <u>1/</u>	Man-days lost <u>2/</u>
1988	6	410	25,057
1989	2	48	3,046
1990	13	7,415	119,509
1991	-	-	-
1992	-	-	-
1993	2	160	6,018

1/ Stoppages carrying over from previous year are counted in both years.

2/ Partly estimated.

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, records.

Table 12.40-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS: 1983 TO 1993

Year	Number of stoppages begun in year	Workers involved <u>1/</u>	Man-days idle during year	Percent of estimated nonagricultural working time
1983	1	2,800	5,600	0.01
1984	1	1,000	70,000	0.01
1985	1	1,000	11,000	0.01
1986-1993	-	-	-	0

1/ Workers counted more than once if involved in more than one stoppages during year.

Source: U.S. Department of Labor, Bureau of Labor Statistics, records.