

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 579,800 in 1995; of this total, 545,800 persons were employed and 34,000 were unemployed and seeking work. The civilian jobcount rose from 473,150 in 1985 to 576,200 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 are still unavailable. The unemployment rate averaged 5.9 percent in 1995, with individual island levels ranging from 4.6 to 11.4 percent. By occupation, almost three out of ten civilian workers are classified as professional or managerial. Activities with especially large numbers of employees include services (165,000 in 1995), retail trade (114,000), and government (also 111,000). The average annual earnings of wage and salary workers under the Hawaii Employment Security Law reached \$26,700 in 1994, or 0.7 percent more than the 1984 average after adjustment for inflation. Average weekly hours in 1995 by industry ranged from 25.6 (for eating and drinking places) to 42.0 (for communication and utilities). Labor union membership was estimated at 166,000 in 1994. Work stoppages in 1994 involved more than 12,000 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: 1995*.

Table 12.01-- 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 Census of Population, Social and Economic Characteristics, Hawaii*, 1990 CP-2-13 (September 1993), table 24.

Table 12.02-- 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 12.03-- SELECTED LABOR FORCE AND COMMUTING CHARACTERISTICS,
BY GEOGRAPHIC AREA: 1990**

Subject	State total	Oahu	Other islands
LABOR FORCE STATUS			
Females 16 years and over	421,315	320,345	100,970
With own children under 6 years	68,218	51,261	16,957
Percent in labor force	63.4	63.1	64.3
With own children 6 to 17 years only	68,083	50,385	17,698
Percent in labor force	81.6	81.6	81.4
Own children under 6 years in families and subfamilies..	95,622	71,395	24,227
All parents present in household in labor force	57,489	42,594	14,895
Own children 6 to 17 years in families and subfamilies...	171,939	124,553	47,386
All parents present in household in labor force	126,493	91,916	34,577
Persons 16 to 19 years	57,184	43,946	13,238
Not enrolled in school and not high school graduate	4,267	3,096	1,171
Employed or in Armed Forces	2,063	1,440	623
Unemployed	564	408	156
Not in labor force	1,640	1,248	392
COMMUTING TO WORK			
Workers 16 years and over	567,765	437,518	130,247
Percent drove alone	60.5	57.6	70.1
Percent in carpools	20.5	20.9	18.9
Percent using public transportation	7.4	9.3	0.9
Percent using other means	2.6	2.8	2.0
Percent walked or worked at home	9.0	9.3	8.0
Mean travel time to work (minutes)	23.8	24.8	20.3

Source: U.S. Bureau of the Census, *1990 Census of Population, Social and Economic Characteristics, Hawaii*, 1990 CP-2-13 (September 1993), tables 36 and 37.

Table 12.04-- LABOR FORCE STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION 16 YEARS AND OVER: ANNUAL AVERAGES, 1992 AND 1993

[Numbers in thousands]

Labor force status	Persons 16 years and over			16 to 19 years (both sexes)
	Both sexes	Men	Women	
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 <u>1/</u>	4.5	4.8	4.2	16.4
Not in civilian labor force	260	92	167	25
1993				
Civilian noninstitutional population.....	854	405	449	46
Civilian labor force.....	583	305	277	19
Percent of population	68.2	75.4	61.8	41.7
Employment.....	558	292	266	17
Percent of population	65.4	72.0	59.4	36.0
Unemployment.....	25	14	11	3
Rate <u>1/</u>	4.2	4.5	3.9	13.9
Not in civilian labor force	271	100	172	27

1/ Percent of civilian labor force. The 1993 error ranges for these rates, at the 90-percent confidence level, are: both sexes, 3.6-4.8; men, 3.7-5.3; women, 3.1-4.7; 16-19, 8.7-19.0.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1992* (Bulletin 2428, July 1993), p. 40, and *Geographic Profile of Employment and Unemployment, 1993* (Bulletin 2446, Sept. 1994), p. 40.

**Table 12.05-- CIVILIAN LABOR FORCE, TOTAL AND FEMALE, BY RACE
AND HISPANIC ORIGIN: 1994**

Race or origin <u>1/</u>	Both sexes	Female
All races	583,000	276,000
White	189,400	87,400
Asian or Pacific Islander	374,950	179,850
Japanese	145,300	89,350
Filipino	95,650	47,100
Hawaiian	66,300	31,200
Chinese	38,650	18,200
Korean	12,750	6,900
Other Asian or Pacific Islander	16,300	7,150
Black	7,450	3,700
American Indian, Eskimo, Aleut	2,800	1,400
Other race	8,400	3,650
Minority group	393,600	188,600
Hispanic (all races)	35,550	16,650

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 12.06-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:
ANNUAL AVERAGES, 1980 TO 1995**

Year	Civilian labor force	Civilian employment	Unemployed	
			Number	Percent
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.....	542,000	527,000	15,000	2.8
1991.....	573,750	557,750	16,000	2.8
1992.....	584,050	557,450	26,650	4.6
1993.....	586,000	560,900	25,100	4.3
1994.....	582,850	547,550	35,300	6.1
1995.....	579,800	545,800	34,000	5.9

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual) and Internet site <http://www.hawaii.gov/workforce/index.html>.

**Table 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,
FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1985 TO 1995**

[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							
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.....	402,300	57,500	25,750	56,500	1,400	52,400	2,700
1991.....	419,850	63,800	28,600	61,500	1,550	57,300	2,650
1992.....	423,350	65,350	29,450	65,900	1,600	61,250	3,050
1993.....	426,400	65,300	28,350	66,000	1,550	61,600	2,850
1994.....	422,350	65,650	28,800	66,100	1,500	61,700	2,900
1995.....	420,850	64,300	28,450	66,200	1,650	61,600	3,000
CIVILIAN EMPLOYMENT							
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.....	393,300	55,200	24,700	53,800	1,300	50,300	2,200
1991.....	411,250	60,900	27,400	58,200	1,450	54,350	2,400
1992.....	410,700	60,050	26,400	60,250	1,500	56,200	2,550
1993.....	413,250	60,400	24,700	62,500	1,400	58,500	2,600
1994.....	402,750	58,550	24,700	61,600	1,400	57,600	2,600
1995.....	401,500	57,700	25,150	61,400	1,550	57,200	2,650

Continued on next page.

Table 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE, FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1985 TO 1995 -- Con.

Year	Oahu	Hawaii County	Kauai County	Maui County			
				County total	Lanai	Maui	Molokai
UNEMPLOYED							
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.....	8,950	2,300	1,050	2,700	100	2,100	500
1991.....	8,600	2,900	1,200	3,300	100	2,950	250
1992.....	12,650	5,250	3,050	5,650	150	5,050	500
1993.....	13,150	4,850	3,600	3,450	150	3,100	250
1994.....	19,600	7,100	4,100	4,500	100	4,100	300
1995.....	19,300	6,600	3,250	4,850	100	4,400	350
PERCENT UNEMPLOYED							
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.....	2.2	4.0	4.1	4.8	5.9	4.1	18.1
1991.....	2.0	4.5	4.1	5.4	6.7	5.1	10.1
1992.....	3.0	8.1	10.3	8.6	7.8	8.3	16.0
1993.....	3.1	7.5	12.8	5.3	8.9	5.0	8.4
1994.....	4.6	10.8	14.2	6.8	7.1	6.6	10.8
1995.....	4.6	10.2	11.5	7.3	5.3	7.2	11.4

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual), and Internet site <http://www.hawaii.gov/workforce/index.html>.

**Table 12.08-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:
ANNUAL AVERAGES, 1994**

[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	4.5
Under 22 years	2.4	Services	23.0
22 to 24 years	5.8	Hotel	5.0
25 to 34 years	30.3	Others.....	3.3
35 to 44 years.....	30.6	Occupation:	
45 to 54 years.....	18.5	Prof., tech., mgr.....	19.9
55 to 64 years.....	9.5	Clerical, sales	17.0
65 years and over.....	2.9	Services	13.1
Sex:		Farm, fish., forest	3.7
Male	66.6	Processing.....	0.7
Female	33.4	Machine trades	2.1
Industry:		Bench work.....	1.0
Government	6.0	Structural work.....	35.0
Agriculture	4.1	Miscellaneous.....	6.1
Construction	31.8	Not available.....	1.5
Manufacturing.....	4.6	Duration:	
Trans., commun., util.....	6.6	1 to 4 weeks.....	32.3
Wholesale, retail trade.....	16.2	5 to 14 weeks.....	38.5
		15 weeks and over.....	29.2

Source: Hawaii State Department of Labor and Industrial Relations, *Characteristics of the Insured Unemployed in Hawaii 1994*.

**Table 12.09-- JOBCOUNT, BY COUNTIES: ANNUAL AVERAGES,
1980 TO 1995**

[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	441,850	59,400	28,800	58,250
1992.....	591,300	443,850	58,950	27,900	60,600
1993.....	589,700	442,650	58,800	25,850	62,400
1994.....	582,100	436,250	57,550	26,150	62,150
1995.....	576,200	431,750	56,300	26,500	61,600

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

**Table 12.10-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES,
1990 TO 1995**

Industry	1990	1991	1992	1993	1994	1995
Nonagriculture, wage and salary	528,400	539,150	542,800	538,900	536,200	532,700
Construction, mining	32,300	33,550	31,550	32,350	29,200	26,400
Manufacturing	21,050	20,450	19,700	19,150	17,750	16,950
Durable goods.....	4,400	4,450	4,250	4,100	4,100	3,500
Nondurable goods	16,650	16,000	15,450	15,050	13,650	13,400
Food processing <u>1/</u>	9,350	8,750	8,350	7,850	6,700	6,400
Pineapple.....	1,650	1,350	1,200	900	(NS)	(NS)
Sugar.....	2,550	2,350	2,200	2,050	(NS)	(NS)
Other	5,150	5,000	4,950	4,900	(NS)	(NS)
Textile, apparel.....	2,200	2,100	2,100	2,250	2,250	2,200
Printing, publishing	3,600	3,650	3,500	3,500	3,350	3,300
Other nondurables.....	1,500	1,500	1,450	1,450	1,400	1,500
Transp., commun., utilities ...	42,250	43,300	43,250	41,300	41,800	40,700
Transportation.....	31,850	32,850	32,900	31,350	31,900	30,700
Communication.....	7,400	7,350	6,900	6,400	6,250	6,250
Utilities.....	3,000	3,100	3,400	3,550	3,650	3,750
Trade.....	135,950	136,450	135,750	133,000	133,300	135,650
Wholesale.....	22,500	22,750	22,500	21,950	21,550	21,500
Retail	113,450	113,700	113,250	111,100	111,750	114,150
Finance, insur., real estate ...	36,800	37,400	37,950	38,950	38,400	37,100
Services and miscellaneous.	154,400	159,100	163,550	162,550	163,900	164,800
Hotels.....	38,750	40,800	40,950	38,000	38,000	37,900
Other services, misc.....	115,650	118,300	122,600	124,550	125,900	126,900
Government.....	105,600	108,900	111,100	111,600	111,850	111,050
Federal.....	34,150	33,850	33,250	31,800	31,250	30,700
Air Force	2,300	2,250	2,200	2,150	2,000	2,100
Army	5,600	5,400	4,800	4,600	4,600	4,450
Navy.....	11,450	11,200	11,100	10,700	10,250	10,200
Other.....	14,800	15,050	15,200	14,350	14,050	13,950
State	57,050	60,250	62,600	64,250	65,000	63,950
Local	14,400	14,750	15,250	15,500	15,600	16,450
Agriculture, wage and salary	9,550	9,550	9,300	8,550	8,000	7,300
Sugar.....	3,100	2,950	2,850	2,500	(NS)	(NS)
Pineapple.....	1,850	1,700	1,450	1,350	(NS)	(NS)
Other.....	4,600	4,850	5,000	4,700	(NS)	(NS)
Nonagric., self-employed <u>2/</u>	32,750	35,250	34,850	38,300	34,050	32,350
Agric., self-employed <u>3/</u>	3,600	4,250	4,350	3,950	3,850	3,850
Labor disputes	650	-	-	(Z)	(Z)	(Z)

Footnotes and source follow next table.

**Table 12.11-- JOBCOUNT BY INDUSTRY, BY COUNTIES:
ANNUAL AVERAGES, 1995**

Industry	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
Nonagriculture, wage and salary	532,700	408,400	46,850	23,500	53,900
Construction, mining	26,400	20,400	2,550	1,500	2,000
Manufacturing	16,950	12,900	1,750	500	1,750
Durable goods	3,500	3,000	250	(Z)	250
Nondurable goods	13,400	9,950	1,500	450	1,500
Food processing <u>1/</u>	6,400	3,750	1,150	300	1,200
Textile, apparel	2,200	2,100	(NS)	(NS)	(NS)
Printing, publishing	3,300	2,700	(NS)	(NS)	(NS)
Other nondurables	1,500	1,400	(NS)	(NS)	(NS)
Transp., commun., utilities....	40,700	33,200	2,550	1,500	3,400
Transportation	30,700	25,350	(NS)	(NS)	(NS)
Communication	6,250	5,150	400	200	500
Utilities	3,750	2,700	500	200	400
Trade	135,650	101,450	12,550	6,650	15,000
Wholesale	21,500	17,850	1,700	550	1,400
Retail	114,150	83,550	10,900	6,100	13,600
Finance, insur., real estate....	37,100	30,500	2,300	1,400	2,950
Services and miscellaneous..	164,800	120,500	15,050	7,900	21,400
Hotels	37,900	18,200	5,550	3,150	10,950
Other services, misc.	126,900	102,300	9,500	4,750	10,450
Government	111,050	89,500	10,100	4,050	7,400
Federal	30,700	28,950	900	400	450
Air Force, Army, Navy .	16,750	16,450	(NS)	(NS)	(NS)
Other	13,950	12,550	(NS)	(NS)	(NS)
State	63,950	49,300	7,100	2,550	5,000
Local	16,450	11,300	2,100	1,100	1,950
Agriculture, wage and salary.....	7,300	1,950	2,500	950	1,900
Nonagric., self-employed <u>2/</u>	32,350	20,650	4,600	1,750	5,350
Agric., self-employed <u>3/</u>	3,850	750	2,350	300	450
Labor disputes	(Z)	(Z)	-	-	-

Footnotes and source on next page.

**Table 12.11-- JOBCOUNT BY INDUSTRY, BY COUNTIES:
ANNUAL AVERAGE, 1995 -- Con.**

Z Fewer than 50.

NS Not shown separately.

1/ Data for 1994 and 1995 not comparable with earlier years.

2/ Includes unpaid family workers and domestics.

3/ Includes unpaid family workers.

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

Table 12.12-- 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 Census of Population, Social and Economic Characteristics, Hawaii*, 1990 CP-2-13 (September 1993), table 26.

Table 12.13-- 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 Census of Population, Social and Economic Characteristics, Hawaii*, 1990 CP-2-13 (September 1993), table 25.

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 Census of Population, Social and Economic Characteristics, Hawaii*, 1990 CP-2-13 (September 1993), table 27.

**Table 12.15-- CIVILIAN EMPLOYMENT, FULL- AND PART-TIME:
ANNUAL AVERAGES, 1993**

[Thousands]

Year, sex, and age	Full- and part-time	Full time	Part-time		
			Total	Voluntary	Economic reasons
Total	558	475	83	66	17
Male	292	261	31	24	7
Female.....	266	214	52	42	10
16 to 19 years (both sexes) ...	17	7	9	8	1

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1993* (Bulletin 2446, Sept. 1994), table 13.

**Table 12.16-- OCCUPATION OF EMPLOYED CIVILIANS, BY SEX:
ANNUAL AVERAGES, 1993**

Occupation	Both sexes	Men	Women
All occupations (number in thousands).....	558	292	266
Percent	100.0	100.0	100.0
Managerial and professional specialty:			
Executive, administrative, and managerial.....	14.3	15.1	13.4
Professional specialty	13.3	11.0	15.7
Technical, sales, and administrative support:			
Technicians and related support	3.4	3.3	3.5
Sales	12.2	10.3	14.4
Administrative support, including clerical	16.1	5.7	27.6
Service occupations	17.5	16.1	19.1
Precision production, craft, and repair	10.7	19.0	1.6
Operators, fabricators, and laborers:			
Machine operators, assemblers, and inspectors.	1.9	2.6	1.1
Transportation and material moving.....	3.6	5.8	1.1
Handlers, equipment cleaners, helpers, and laborers.....	3.6	5.8	1.3
Farming, forestry, and fishing	3.4	5.3	1.3

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1993* (Bulletin 2446, September 1994), 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: 1984 TO 1994

Year	Number of reporting units, December 1/	Average employment	Wages and salaries	
			Total (\$1,000)	Per worker (dollars)
INCLUDING GOVERNMENT				
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.....	26,149	510,232	11,038,771	21,635
1990.....	27,277	534,432	12,350,266	23,109
1991.....	29,688	543,397	13,069,372	24,051
1992.....	30,496	547,883	13,988,506	25,532
1993.....	30,944	542,481	14,399,646	26,544
1994.....	31,031	539,559	14,426,932	26,738
EXCLUDING GOVERNMENT				
1989.....	26,143	413,046	8,532,379	20,657
1990.....	27,271	432,910	9,625,759	22,235
1991.....	29,682	439,337	10,183,763	23,180
1992.....	30,490	440,881	10,837,155	24,581
1993.....	30,938	434,931	11,013,510	25,322
1994.....	31,025	431,500	11,066,502	25,647
PRIVATE NON-AGRICULTURAL				
1989.....	25,554	401,002	8,304,991	20,711
1990.....	26,647	420,717	9,386,430	22,311
1991.....	29,031	427,001	9,933,990	23,265
1992.....	29,823	429,022	10,584,046	24,670
1993.....	30,254	423,006	10,741,597	25,393
1994.....	30,330	420,136	10,814,225	25,740

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: 1993

County	Number of reporting units, Dec. <u>1</u> / ¹	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	30,944	542,481	14,399,646	26,544
City and Co. of Honolulu.....	21,714	413,042	11,377,745	27,546
Hawaii County	3,836	49,882	1,132,267	22,699
Kauai County.....	1,842	23,464	585,409	24,949
Maui County.....	3,558	56,094	1,304,225	23,251
EXCLUDING GOVERNMENT				
State total	30,938	434,931	11,013,510	25,322
City and Co. of Honolulu.....	21,711	326,110	8,615,624	26,419
Hawaii County	3,823	40,357	843,291	20,896
Kauai County.....	1,839	19,355	464,112	23,979
Maui County.....	3,555	49,109	1,090,484	22,205

¹/ Not comparable to data for years before 1991.

Source: Hawaii State Department of Labor and Industrial Relations, *1993 Employment and Payrolls in Hawaii* (October 1994).

**Table 12.20-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION
FOR FEDERAL EMPLOYEES, BY COUNTIES: 1994**

County	Number of employers, Dec.	Average employ- ment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	31,031	539,559	14,426,932	26,738
City and Co. of Honolulu.....	21,738	409,149	11,347,140	27,734
Hawaii County	3,827	49,616	1,134,974	22,875
Kauai County.....	1,819	24,240	586,927	24,213
Maui County	3,653	56,554	1,357,891	24,011
EXCLUDING GOVERNMENT				
State total	31,025	431,500	11,066,502	25,647
City and Co. of Honolulu.....	21,735	322,233	8,636,912	26,803
Hawaii County	3,824	39,811	832,125	20,902
Kauai County.....	1,816	20,184	462,622	22,920
Maui County	3,650	49,271	1,134,843	23,033

Source: Hawaii State Department of Labor and Industrial Relations, *1994 Employment and Payrolls in Hawaii* (October 1995).

**Table 12.21-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION
FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1993**

Industry	Number of reporting units, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
All industries	30,944	542,481	14,399,646	26,544
Government	6	107,551	3,386,135	31,484
Federal	1	32,040	1,089,063	33,991
State	1	59,991	1,789,957	29,837
County	4	15,520	507,116	32,675
Private	30,938	434,931	11,013,510	25,322
Agriculture, forestry, fisheries ^{1/}	684	11,925	271,913	22,802
Mining	9	303	14,252	47,037
Construction	2,891	32,212	1,295,205	40,209
Manufacturing ^{1/}	1,035	18,729	517,810	27,647
Food processing ^{1/}	244	7,178	171,220	23,853
Other manufacturing	791	11,551	346,590	30,005
Transportation	1,307	31,911	925,908	29,015
Communications.....	217	6,417	253,188	39,456
Utilities	93	3,550	179,916	50,681
Wholesale trade.....	2,428	21,953	663,218	30,211
Retail trade	7,256	111,033	1,775,917	15,994
Eating and drinking places	2,430	45,544	569,714	12,509
Other retail trade.....	4,826	65,489	1,206,203	18,418
Finance, insurance, real estate	3,996	39,040	1,218,467	31,211
Services	10,711	157,331	3,884,855	24,692
Hotels, rooming houses, etc.	321	37,995	822,467	21,647
Health services	2,262	33,026	1,141,929	34,577
Other services.....	8,128	86,310	1,920,459	22,251
Nonclassifiable establishments	311	526	12,859	24,447

^{1/} Separate data for sugar and pineapple are no longer available.

Source: Hawaii State Department of Labor and Industrial Relations, *1993 Employment and Payrolls in Hawaii* (October 1994), pp. 7-8.

Table 12.22-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1994

Industry	Number of reporting units, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
All industries	31,031	539,559	14,426,932	26,738
Government	6	108,059	3,360,430	31,098
Federal	1	31,721	1,093,592	34,475
State	1	60,729	1,738,770	28,632
County	4	15,609	528,068	33,831
Private	31,025	431,500	11,066,502	25,647
Agriculture, forestry, fisheries <u>1/</u>	695	11,364	252,276	22,200
Mining	9	272	13,509	49,666
Construction	2,844	29,010	1,177,422	40,587
Manufacturing <u>1/</u>	1,015	17,825	511,236	28,681
Food processing <u>1/</u>	232	6,691	164,654	24,608
Other manufacturing	783	11,134	346,582	31,128
Transportation	1,299	31,830	934,764	29,367
Communications.....	223	6,231	248,901	39,946
Utilities	94	3,617	185,044	51,160
Wholesale trade.....	2,474	21,519	660,346	30,687
Retail trade	7,290	111,587	1,831,315	16,412
Eating and drinking places	2,493	45,789	583,877	12,751
Other retail trade.....	4,997	65,798	1,247,437	18,959
Finance, insurance, real estate	4,004	38,574	1,191,405	30,886
Services	10,865	159,271	4,050,950	25,434
Hotels, rooming houses, etc.....	311	38,092	864,873	22,705
Health services	2,312	33,675	1,201,491	351,679
Other services.....	8,242	87,504	1,984,586	22,680
Nonclassifiable establishments	213	402	9,333	23,216

1/ Separate data for sugar and pineapple are no longer available.

Source: Hawaii State Department of Labor and Industrial Relations, *1994 Employment and Payrolls in Hawaii* (October 1995).

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 1994

Year	Current dollars	1982-1984 dollars <u>1/</u>	Year	Current dollars	1982-1984 dollars <u>1/</u>
1969.....	6,876	17,452	1983.....	16,115	16,229
1970.....	7,424	17,889	1984.....	16,714	16,149
1971.....	7,677	17,771	1985.....	17,335	16,231
1972.....	7,989	17,913	1986.....	18,069	16,516
1973.....	8,479	18,195	1987.....	19,060	16,588
1974.....	9,087	17,645	1988.....	20,454	16,807
1975.....	9,767	17,348	1989.....	21,635	16,810
1976.....	10,347	17,508	1990.....	23,156	16,768
1977.....	10,903	17,557	1991.....	24,116	16,295
1978.....	11,630	17,384	1992.....	25,532	16,462
1979.....	12,429	16,728	1993.....	26,544	16,580
1980.....	13,548	16,323	1994.....	26,738	16,254
1981.....	14,471	15,781			
1982.....	15,367	15,810			

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-- AVERAGE ANNUAL WAGE FOR EMPLOYEES COVERED BY THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION FOR FEDERAL EMPLOYEES, IN CURRENT AND CONSTANT DOLLARS, BY CLASS OF WORKER: 1984 AND 1994

Class of worker	1984: current dollars	1994		Percent change, 1984-1994	
		Current dollars	1984 dollars <u>1/</u>	Current dollars	1984 dollars <u>1/</u>
All classes.....	16,714	26,738	16,827	60.0	0.7
Federal.....	25,712	34,475	21,696	34.1	-15.6
State	18,217	28,632	18,019	57.2	-1.1
County.....	19,633	33,831	21,291	72.3	8.4
Private	15,502	25,647	16,140	65.4	4.1

1/ Deflated by the all-items consumer price index (CPI-U) for Honolulu. The all-items index increased 58.9 percent during this period.

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

Table 12.25-- NONGOVERNMENTAL REPORTING UNITS AND EMPLOYMENT, BY SIZE OF FIRM: DECEMBER 1994

[Excluding government]

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.....	31,025	16,600	6,271	4,077	2,581	883	613
Employment.....	437,590	29,743	41,532	55,012	78,189	59,944	173,170

Source: Hawaii State Department of Labor and Industrial Relations, *1994 Employment and Payrolls in Hawaii* (October 1994), p. 21.

**Table 12.26-- ANNUAL WAGES PER EMPLOYEE, TOTAL AND PRIVATE:
1984 TO 1994**

[For earlier years, 1975-1983, see *Data Book 1987*, table 386]

Year	Annual wages per employee (dollars)		Hawaii ratio as percent of U.S ratio		Rank <u>1/</u>	
	Total	Private only	Total	Private only	Total	Private only
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	19
1993.....	26,325	25,312	99.9	97.6	12	16
1994.....	26,746	25,647	99.3	96.8	13	17

1/ Among 50 States and D.C. Excluding D.C., Hawaii ranked 12th for all workers and 16th for private workers in 1994.

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

**Table 12.27-- HOURS AND EARNINGS IN SPECIFIED INDUSTRIES:
ANNUAL AVERAGES, 1990 TO 1995**

Subject	1990	1991	1992	1993	1994	1995
Average weekly earnings (dollars)						
Construction	778.95	803.32	792.06	864.88	898.18	922.27
Manufacturing	442.90	453.32	464.40	476.80	468.03	480.75
Food and kindred products.....	385.28	392.20	399.34	420.21	414.63	382.69
Communication and utilities.....	694.85	714.60	788.00	826.10	838.27	845.04
Trade <u>1/</u>	282.94	306.24	262.84	275.40	284.45	288.76
Wholesale trade.....	381.21	417.20	437.31	441.60	461.23	469.94
Retail trade	251.84	269.70	229.86	245.10	252.54	257.50
Eating, drinking places .....	...	...	...	183.51	184.94	184.06
Banking & credit agencies	343.49	373.46	387.39	397.17	406.15	414.32
Hotels.....	318.40	333.00	351.42	367.73	386.46	406.90
Average weekly hours						
Construction	38.6	38.0	36.4	37.9	37.3	36.7
Manufacturing	40.3	39.8	40.0	39.8	38.3	37.5
Food and kindred products.....	40.9	40.6	41.0	41.4	40.1	35.9
Communication and utilities.....	44.8	43.1	44.9	44.2	42.9	42.0
Trade <u>1/</u>	32.9	33.0	29.8	30.0	30.1	30.3
Wholesale trade.....	39.3	39.1	38.7	38.3	38.5	38.3
Retail trade	30.9	31.0	28.1	28.5	28.6	28.9
Eating, drinking places .....	...	...	...	24.9	25.3	25.6
Banking & credit agencies	38.9	38.7	38.7	38.3	38.1	37.7
Hotels.....	34.2	33.4	33.5	33.4	33.9	34.6
Average hourly earnings (dollars)						
Construction	20.18	21.14	21.76	22.82	24.08	25.13
Manufacturing	10.99	11.39	11.61	11.98	12.22	12.82
Food and kindred products.....	9.42	9.66	9.74	10.15	10.34	10.66
Communication and utilities.....	15.51	16.58	17.55	18.69	19.54	20.12
Trade <u>1/</u>	8.60	9.28	8.82	9.18	9.45	9.53
Wholesale trade.....	9.70	10.67	11.30	11.53	11.98	12.27
Retail trade	8.15	8.70	8.18	8.60	8.83	8.91
Eating, drinking places .....	...	...	...	7.37	7.31	7.19
Banking & credit agencies	8.83	9.65	10.01	10.37	10.66	10.99
Hotels.....	9.31	9.97	10.49	11.01	11.40	11.76

1/ Excludes eating and drinking establishments before 1992.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual), and Internet site <http://www.hawaii.gov/workforce/index.html>.

Table 12.28-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 1991 TO 1995

[In dollars]

Job classification ^{1/}	1991	1992	1993	1994	1995
ANNUAL RATES					
Clerk, entry level	14,736	15,588	16,407	17,170	17,794
Cashier.....	19,512	20,592	22,010	21,616	23,420
Secretary.....	22,452	24,072	25,016	25,907	26,636
Switchboard operator.....	17,424	19,596	21,303	22,110	22,870
Bookkeeper, full-charge.....	26,928	24,660	27,552	28,710	29,827
Engineering drafting technician	29,280	30,924	30,768	32,654	32,193
Hospital attendant	18,396	19,800	20,280	21,350	21,949
Staff nurse.....	41,472	44,280	47,196	48,995	50,827
HOURLY RATES					
Housekeeper	8.499	8.943	9.394	9.85	10.10
Cook, general.....	10.909	10.928	9.977	11.90	12.94
Wait help.....	4.614	5.075	5.254	5.45	5.63
Laborer, light	8.229	8.483	8.732	8.96	9.01
Carpenter, maintenance	13.817	14.061	14.859	15.30	15.29
Electrician, maintenance	15.456	15.587	16.145	17.20	17.55
Automotive mechanic.....	13.110	13.567	14.688	15.22	15.27
Truck driver (trailer).....	10.77	10.59	11.642	12.27	12.30

^{1/} The 16 job titles listed in this table are meant to be only illustrative of the 94 reported in the full report; see the source for full information.

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

Table 12.29-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY, BY COUNTIES OR ISLANDS: 1995

[In dollars]

Job classification <u>1/</u>	State average	Kauai	Oahu	Maui County	Hawaii County
ANNUAL RATES					
Clerk, entry level	17,794	18,508	17,792	18,398	17,307
Cashier.....	23,420	24,247	23,805	21,092	23,841
Secretary.....	26,636	24,902	26,778	26,942	23,866
Switchboard operator.....	22,870	...	22,913	23,256	21,240
Bookkeeper, full-charge.....	29,827	...	29,997	29,701	29,267
Engineering drafting technician	32,193	...	32,645	...	...
Hospital attendant	21,949	...	22,024	...	...
Staff nurse.....	50,827	...	50,950	...	...
HOURLY RATES					
Housekeeper	10.10	...	10.21	9.89	...
Cook, general.....	12.94	11.10	12.84	13.72	13.40
Wait help.....	5.63	...	5.73	5.62	...
Laborer, light	9.01	...	8.87	9.06	10.23
Carpenter, maintenance	15.29	...	15.34	15.75	13.30
Electrician, maintenance	17.55	...	18.69	16.60	16.43
Automotive mechanic.....	15.27	14.98	15.37	15.19	14.89
Truck driver (trailer).....	12.30	12.86	12.69	10.60	11.96

1/ See preceding table, footnote 1.

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (Special Publication No. 242, September 1995).

Table 12.30-- WAGE RATES FOR SPECIFIED JOB TITLES: 1994

[In dollars. Data are shown for only a few of the more than 3,000 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	19.73
Cannery warehouse worker	Private	Hourly	6.35	7.90
Clerk, data entry	Private	Hourly	8.54	11.20
Engineer, civil	Local govt.	Monthly	2,319	6,758
Host/hostess	Private	Hourly	7.85	10.74
Laborer, general	Private	Hourly	5.50	10.00
Nurse, licensed practical.....	State govt.	Monthly	1,705	2,413
Police officer	Local govt.	Monthly	2,452	3,530
Professor (9 mo.).....	State govt.	Monthly	3,652	6,577
Secretary	Private	Hourly	10.34	18.02

Source: Hawaii State Department of Labor and Industrial Relations, *Selected Wage Information for Hawaii 1994* (December 1994).

Table 12.31-- TOTAL COMPENSATION PAID TO EXECUTIVES OF MAJOR CORPORATIONS AND LABOR UNION LEADERS: 1994

Category	Total	Less than \$100,000	\$100,000 to \$249,999	\$250,000 to \$499,999	\$500,000 to \$999,999	\$1,000,000 or more	Highest (\$1,000)
Corporate executives ^{1/} ...	26	-	3	12	9	2	1,338.4
Union leaders ^{2/} ...	21	16	4	1	-	-	285.7

^{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*, April 30, 1995, pp. F1 and F2, and July 23, 1995, pp. D1 and D3.

Table 12.32-- MINIMUM WAGE CHRONOLOGY: 1942 TO 1995

[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	1995 <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 September 6, 1995.

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

**Table 12.33-- WEEKLY HOURS OF WORK, FOR CIVILIANS AT WORK:
ANNUAL AVERAGES, 1983 TO 1993**

Year	All civilians at work	Full-time schedules <u>1/</u>	Year	All civilians at work	Full-time schedules <u>1/</u>
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	1993.....	39.5	47.2
1988.....	39.0	44.6			

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 12.34-- WEEKLY HOURS OF WORK, FOR CIVILIAN WORKERS:
ANNUAL AVERAGES, 1993**

Hours of work	Civilian workers (1,000)	Age, sex, or race	Average hours
Total at work	526	Total at work	39.5
1 to 14 hours	18	Full-time schedules <u>1/</u> ..	47.2
15 to 29 hours	59	Men	41.4
30 to 34 hours	47	Women	37.3
35 to 39 hours	23	Both sexes, 15 to 19 years	27.2
40 hours	254	White	40.7
41 to 48 hours	36		
49 hours and over	90		

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, 1993* (Bulletin 2446, September 1994), table 18.

Table 12.35-- INTERSTATE MOVEMENT OF JOB-SEEKERS: 1990 TO 1995

Type of job-seeker	1990	1991	1992	1993	1994	1995
Island workers on Mainland <u>1/</u>	5,275	7,197	9,554	9,543	10,121	10,115
Mainland workers in Hawaii <u>2/</u>	2,910	3,453	4,432	4,356	4,229	4,000
Ratio <u>3/</u>	55	48	46	46	42	40

1/ Interstate liable initial claims, excluding UCFE and UCX. Covers Hawaii workers seeking work and filing for benefits on Mainland.

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, 1996*, p. 15.

Table 12.36-- RECORDABLE OCCUPATIONAL INJURIES AND ILLNESSES OF NONGOVERNMENTAL WORKERS: 1991 AND 1992

[Data exclude agricultural employers with fewer than 11 employees]

Subject	Injuries and illnesses		Injuries only	
	1991	1992	1991	1992
Reportable cases.....	36,200	35,200	35,500	34,300
Per 100 full-time workers	10.6	10.0	10.4	9.8
Lost workday cases	20,500	19,000	20,100	18,500
Per 100 full-time workers	6.0	5.4	5.9	5.3
Nonfatal cases without lost workdays.....	15,700	16,200	15,400	15,700

Source: Hawaii State Department of Labor and Industrial Relations, *1992 Occupational Injuries and Illnesses Survey, State of Hawaii*, p. 2.

Table 12.37-- WORK INJURIES, DEATHS, TIME LOST AND COMPENSATION COSTS: 1989 TO 1994

Year	Reported cases	Reported deaths	Time lost (compensated days)	Compensation costs (\$1,000)
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
1992.....	49,204	42	1,832,901	288,003
1993.....	46,762	33	1,957,217	323,763
1994.....	42,658	41	1,821,164	343,080

Source: Hawaii State Department of Labor and Industrial Relations, *Workers' Compensation Data Book* (annual).

Table 12.38-- UNION MEMBERSHIP AND EARNINGS, 1983, 1988, AND 1993, AND BY SECTOR, 1993

Subject	1983	1988	1993		
			Total	Private sector workers	Public sector workers
Sample size.....	2,045	1,842	1,727	1,326	401
Employment (1,000)	385.4	441.5	490.7	375.5	115.2
Percent union members	29.2	30.5	<u>1/</u> 28.1	19.4	56.3
Percent covered by collective bargaining agreement	32.4	32.9	<u>2/</u> 31.3	23.0	58.4
Mean earnings (1993 dollars):					
Weekly	469	517	<u>3/</u> 522	501	590
Hourly	11.96	13.03	13.39	12.91	14.98
Union workers:					
Employment (1,000).....	112.6	134.5	137.8	72.9	64.9
Mean earnings (1993 dollars):					
Weekly.....	592	587	607	596	619
Hourly	14.68	14.71	15.15	15.22	15.08
Nonunion workers:					
Employment (1,000).....	272.9	307.1	352.9	302.6	50.3
Mean earnings (1993 dollars):					
Weekly.....	418	487	488	478	551
Hourly	10.85	12.29	12.71	12.35	14.84

1/ The U.S. percentage was 15.8. Hawaii ranked 2nd among the 50 states.

2/ The U.S. percentage was 17.7. Hawaii ranked 1st among the 50 states.

3/ The U.S. mean was \$483. Hawaii ranked 9th among the 50 states.

Source: Barry T. Hirsch and David A. Macpherson, *Union Membership and Earnings Data Book 1993: Compilations from the Current Population Survey* (Washington, D.C.: The Bureau of National Affairs, Inc., 1994), tables 8a, 8b, and 8c.

Table 12.39-- LABOR UNIONS AND EMPLOYEE ASSOCIATIONS: 1994

Subject	Total	AFL-CIO affiliated	Independent
Unions and associations	71	60	11
Membership <u>1/</u>	166,424	144,508	21,916

1/ Data exclude 4 unions and associations (one of which was the United Public Workers) not reporting membership. The largest memberships were those reported by the HGEA (39,018), ILWU (28,000), and Hotel Employees & Restaurant Employees (12,000).

Source: Hawaii State Department of Labor and Industrial Relations, *Directory of Labor Organizations & Affiliates, 1994*.

Table 12.40-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE BARGAINING UNITS, BY EMPLOYING JURISDICTION: 1993 TO 1995

[As of December 31]

Employing jurisdiction	1993	1994	1995
Total	54,306	56,660	53,431
State of Hawaii	23,243	26,225	22,810
City and County of Honolulu	8,535	8,127	8,127
County of Hawaii	1,691	1,704	1,716
County of Maui	1,609	1,560	1,519
County of Kauai	881	879	881
Dept. of Education	12,184	11,976	12,455
Judiciary	1,459	1,504	1,440
University of Hawaii	4,704	4,685	4,483

Source: Hawaii Labor Relations Board, *HLRB Informational Bulletin*, No. 33, April 4, 1996, and earlier issues.

Table 12.41-- COLLECTIVE BARGAINING AGREEMENTS: 1985 TO 1995

Year	Number of agreements	Workers covered		Year	Number of agreements	Workers covered	
		Total	Per agreement			Total	Per agreement
1985 ^{1/}	350	58,450	167	1991	107	23,700	221
1986	138	13,550	98	1992	1,413	21,400	15
1987	1,375	80,400	58	1993	369	65,900	179
1988	433	16,290	38	1994	84	8,000	95
1989	104	50,950	490	1995	270	57,300	212
1990	194	24,300	125				

^{1/} For earlier years, 1964-1984, see source.

Source: Industrial Relations Center, University of Hawaii at Manoa, *Duration of Collective Bargaining Agreements in Hawaii, 1995* (December 1994), p. 1.

Table 12.42-- WORK STOPPAGES: 1989 TO 1994

[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 ^{1/}	Workers involved ^{1/}	Man-days lost ^{2/}
1989	2	48	3,046
1990	13	7,415	119,509
1991	-	-	-
1992	-	-	-
1993	2	160	6,018
1994 ^{3/}	3	12,202	109,529

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

^{2/} Partly estimated.

^{3/} Data exclude HGEA strikers in Hawaii County.

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

**Table 12.43-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS:
1984 TO 1994**

Year	Number of stoppages begun in year	Workers involved <u>1/</u>	Man-days idle during year	Percent of estimated nonagricultural working time
1984	1	1,000	70,000	0.01
1985	1	1,000	11,000	0.01
1986-1993	-	-	-	0
1994	1	15,800	136,500	(NA)

NA Not available.

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.