

## 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.

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: 1997*.

**Table 12.01-- LABOR FORCE STATUS, BY SEX: 1960 TO 1990**

<b>Sex and labor force status</b>	<b>1960</b>	<b>1970</b>	<b>1980</b>	<b>1990</b>
<b>BOTH SEXES</b>				
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
<b>MALE</b>				
Persons 16 years and over	219,822	272,726	370,683	434,203
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
<b>FEMALE</b>				
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, 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	State	Hawaii	Honolulu	Kalawao	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, 1994 TO 1995**

[Numbers in thousands]

Labor force status	Persons 16 years and over			16 to 19 years (both sexes)
	Both sexes	Men	Women	
1994				
Civilian noninstitutional population	856	402	453	55
Civilian labor force	583	298	284	26
Percent of population	68.1	74.1	62.8	47.3
Employment	547	277	270	22
Percent of population	64.0	68.9	59.6	39.3
Unemployment	35	21	14	4
Rate 1/	6.1	7.1	5.0	16.9
Not in civilian labor force	273	104	169	29
1995				
Civilian noninstitutional population	862	398	464	59
Civilian labor force	580	296	284	27
Percent of population	67.3	74.3	61.2	45.3
Employment	546	275	270	22
Percent of population	63.3	69.3	58.2	38.2
Unemployment	34	20	14	4
Rate 1/	5.9	6.8	4.9	15.7
Not in civilian labor force	282	102	180	32

1/ Percent of civilian labor force. The 1995 error ranges for these rates, at the 90-percent confidence level, are: both sexes, 5.2-6.6; men, 5.7-7.9; women, 3.9-5.8; 16-19 years (both sexes), 10.9-20.6.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1994* (Bulletin 2469, December 1995), p. 39, and *Geographic Profile of Employment and Unemployment, 1995* (Bulletin 2486, February 1997), p. 39.

**Table 12.05-- CIVILIAN LABOR FORCE, TOTAL AND FEMALE, BY RACE  
AND HISPANIC ORIGIN: 1995**

Race or origin 1/	Both sexes	Female
All races	579,800	274,450
White	188,450	86,900
Asian or Pacific Islander	372,800	178,850
Japanese	144,500	69,000
Filipino	95,150	46,900
Hawaiian	65,900	31,000
Chinese	38,450	18,050
Korean	12,650	6,850
Other Asian or Pacific Islander	16,150	7,100
Black	7,400	3,650
American Indian, Eskimo, Aleut	2,800	1,400
Other race	8,350	3,600
Minority group	391,300	187,550
Hispanic (all races)	35,300	16,500

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 1997**

Year	Civilian labor force	Civilian employed	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	3.1
1989	524,000	511,000	13,000	2.5
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	580,150	545,000	35,150	6.1
1995	576,400	542,650	33,800	5.9
1996	590,200	552,550	37,650	6.4
1997	592,000	554,150	37,900	6.4

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 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,  
FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1987 TO 1997**

[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							
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	420,350	65,350	28,650	65,800	1,500	61,400	2,900
1995	418,150	64,150	28,350	65,800	1,600	61,200	2,950
1996	426,850	66,850	28,850	67,650	1,650	62,900	3,100
1997	425,950	68,750	28,500	68,800	1,700	64,300	2,850
CIVILIAN EMPLOYED							
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	400,850	58,300	24,550	61,300	1,350	57,350	2,600
1995	398,950	57,600	25,100	61,000	1,550	56,850	2,600
1996	404,300	60,200	25,350	62,700	1,550	58,550	2,600
1997	403,400	61,750	25,300	63,650	1,600	59,650	2,400

Continued on next page.

**Table 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE, FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1987 TO 1997 -- Con.**

Year	Oahu	Hawaii County	Kauai County	Maui County			
				County total	Lanai	Maui	Molokai
UNEMPLOYED							
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	19,500	7,100	4,100	4,500	100	4,050	300
1995	19,200	6,550	3,250	4,800	100	4,400	350
1996	22,550	6,650	3,500	4,950	100	4,350	500
1997	22,500	7,000	3,200	5,150	100	4,650	400
PERCENT UNEMPLOYED							
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	14.3	6.8	7.1	6.6	10.8
1995	4.6	10.2	11.4	7.3	5.3	7.2	11.4
1996	5.3	9.9	12.2	7.3	5.8	6.9	16.0
1997	5.3	10.2	11.3	7.5	6.0	7.2	14.8

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

**Table 12.08-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:  
ANNUAL AVERAGES, 1996**

[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	1/ 100.0	Industry--con.:	
Age:		Finance	4.1
Under 22 years	2.6	Services	22.9
22 to 24 years	5.3	Hotel	4.2
25 to 34 years	28.2	Others	4.3
35 to 44 years	29.3	Occupation:	
45 to 54 years	21.1	Prof., tech., mgr.	19.1
55 to 64 years	10.5	Clerical, sales	18.7
65 years and over	3.0	Services	11.8
Sex:		Farm, fish., forest	4.1
Male	65.9	Processing	0.8
Female	34.1	Machine trades	2.0
Industry:		Bench work	0.8
Government	6.0	Structural work	33.9
Agriculture	4.1	Miscellaneous	7.3
Construction	30.6	Not available	1.7
Manufacturing	4.5	Duration:	
Trans., commun., util.	6.5	1 to 4 weeks	33.5
Wholesale, retail trade	17.0	5 to 14 weeks	38.0
		15 weeks and over	28.5

1/ Percentages may not add exactly to indicated total, due to rounding.

Source: Hawaii State Department of Labor and Industrial Relations, *Characteristics of the Insured Unemployed in Hawaii 1996*.

**Table 12.09-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGES,  
1980 TO 1997**

[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 excluded]

<b>Year</b>	<b>State total</b>	<b>City and County of Honolulu</b>	<b>Hawaii County</b>	<b>Kauai County</b>	<b>Maui County</b>
1980	414,900	335,750	31,750	16,700	30,750
1981	416,300	335,050	32,600	16,700	31,950
1982	410,700	328,400	32,500	16,550	33,300
1983	417,400	332,750	33,150	17,100	34,400
1984	423,450	336,900	34,200	17,000	35,400
1985	436,150	344,950	35,700	18,000	37,550
1986	448,700	354,050	36,550	19,150	38,950
1987	470,500	369,300	39,000	20,600	41,600
1988	488,050	380,800	40,650	22,200	44,400
1989	515,100	397,900	44,950	24,350	47,900
1990	537,950	412,950	48,950	25,100	50,850
1991	548,700	417,850	51,650	26,400	52,850
1992	552,100	420,250	51,300	25,650	54,900
1993	547,450	416,900	50,800	23,550	56,200
1994	544,200	413,600	50,250	24,050	56,300
1995	540,150	410,250	49,600	24,450	55,850
1996	538,150	406,750	50,700	24,150	56,200
1997	539,050	405,300	51,900	24,100	57,150

Source: Hawaii State Department of Business, Economic Development and Tourism, computed from data provided by Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual), and Internet site <http://www.hawaii.gov/workforce/index.html>.

**Table 12.10-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES,  
1992 TO 1997**

[Data rounded to nearest 50. Totals may not add due to rounding or residual categories]

Industry	1992	1993	1994	1995	1996	1997
Nonagriculture, wage and salary	542,800	538,900	536,200	532,850	530,750	531,850
Construction, mining	31,550	32,350	29,200	26,300	23,650	22,300
Manufacturing	19,700	19,150	17,750	17,000	16,650	16,600
Durable goods	4,250	4,100	4,100	3,550	3,450	3,250
Nondurable goods	15,450	15,050	13,650	13,400	13,200	13,350
Food processing 1/	8,350	7,850	6,700	6,350	6,300	6,450
Sugar	2,200	2,050	(NS)	(NS)	(NS)	(NS)
Pineapple	1,200	900	(NS)	(NS)	(NS)	(NS)
Other	(NS)	(NS)	(NS)	(NS)	(NS)	(NS)
Textile, apparel 2/	2,100	2,250	2,250	2,200	2,150	2,250
Printing, publishing	3,500	3,500	3,350	3,300	3,200	3,100
Other nondurable goods	(NS)	(NS)	(NS)	(NS)	(NS)	(NS)
Transp., commun., utilities	43,250	41,300	41,800	40,700	41,050	41,400
Transportation 3/	32,900	31,350	31,900	30,700	31,000	31,350
Communication	6,900	6,400	6,250	6,250	6,400	6,500
Utilities	3,400	3,550	3,650	3,750	3,700	3,600
Trade	135,750	133,000	133,300	135,800	135,200	134,550
Wholesale	22,500	21,950	21,550	21,550	21,400	20,950
Retail	113,250	111,100	111,750	114,250	113,850	113,600
Finance, insur., real estate	37,950	38,950	38,400	37,150	36,900	36,100
Services and miscellaneous	163,550	162,550	163,900	164,500	166,650	169,200
Hotels	40,950	38,000	38,000	37,750	38,350	38,450
Other services, misc.	122,600	124,550	125,900	126,750	128,300	130,750
Government	111,100	111,600	111,850	111,400	110,550	111,650
Federal	33,250	31,800	31,250	31,050	3,110	30,650
Air Force	2,200	2,150	2,000	2,100	2,100	2,050
Army	4,800	4,600	4,600	4,450	4,850	5,000
Navy	11,100	10,700	10,250	10,200	9,850	9,250
Other	(NS)	(NS)	(NS)	(NS)	(NS)	(NS)
State	62,600	64,250	65,000	63,950	62,250	64,250
Local 3/	15,250	15,500	15,600	16,450	16,600	16,750
Agriculture, wage and salary	9,300	8,550	8,000	7,300	7,400	7,200
Sugar	2,850	2,500	(NS)	(NS)	(NS)	(NS)
Pineapple	1,450	1,350	(NS)	(NS)	(NS)	(NS)
Other	5,000	4,700	(NS)	(NS)	(NS)	(NS)
Nonagric., self-employed 2/	34,850	38,300	34,050	(N/A)	(N/A)	(N/A)
Agric., self-employed 3/	4,350	3,950	3,850	(N/A)	(N/A)	(N/A)
Labor disputes	-	(Z)	(Z)	-	-	-

Footnotes and source on next page.

**Table 12.10-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES,  
1992 TO 1997 -- Con.**

NS Not shown separately.

Z Fewer than 50.

1/ Data beginning with 1994 are not directly comparable with data for earlier years.

2/ Data for 1993 and 1994 are not directly comparable with data for earlier years.

3/ Data for 1995 are not directly comparable with data for earlier years.

Source: Hawaii State Department of Labor and Industrial Relations Internet site <http://www.hawaii.gov/workforce/ces.htm#jci>.

**Table 12.11-- 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 12.12-- JOBCOUNT BY INDUSTRY, BY COUNTIES:  
ANNUAL AVERAGES, 1997**

[Data rounded to nearest 50. Totals may not add due to rounding or residual categories]

Industry	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
Nonagriculture, wage and salary	531,850	403,350	49,450	23,300	55,200
Construction, mining	22,300	17,300	2,100	950	1,950
Manufacturing	16,600	12,750	1,650	400	1,850
Durable goods	3,250	2,800	200	50	250
Nondurable goods	13,350	9,950	1,450	400	1,600
Food processing	6,450	3,950	1,000	200	1,300
Textile, apparel	2,250	2,050	(NS)	(NS)	(NS)
Printing, publishing	3,100	2,550	200	150	250
Other nondurable goods	1,550	1,400	250	50	50
Transp., commun., utilities	41,400	33,400	2,650	1,550	3,700
Transportation	31,350	25,450	1,750	1,200	2,900
Communication	6,500	5,450	400	(NS)	(NS)
Utilities	3,600	2,500	500	(NS)	(NS)
Trade	134,550	99,850	12,850	6,600	15,050
Wholesale	20,950	17,350	1,700	500	1,350
Retail	113,600	82,500	11,150	6,100	13,700
Finance, insur., real estate	36,100	28,950	2,600	1,500	3,100
Services and miscellaneous	169,200	122,350	17,400	8,300	22,050
Hotels	38,450	17,500	6,750	3,350	11,000
Other services, misc.	130,750	104,850	10,650	4,950	11,050
Government	111,650	89,750	10,250	3,950	7,500
Federal	30,650	28,850	900	400	500
Air Force, Army, Navy	16,300	16,000	100	200	-
Other	14,350	12,850	800	200	500
State	64,250	49,350	7,150	2,550	5,100
Local	16,750	11,550	2,200	1,050	1,900
Agriculture, wage and salary	7,200	1,950	2,450	800	1,950
Labor disputes	-	-	-	-	-

NS Not shown separately.

Z Fewer than 50.

Source: Hawaii State Department of Labor and Industrial Relations Internet site <http://www.hawaii.gov/workforce/ces.htm#jci>.

**Table 12.13-- OCCUPATION: 1970 TO 1990**

<b>Occupation</b>	<b>1970</b>	<b>1980</b>	<b>1990</b>
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 occupations	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]

<b>Year</b>	<b>All employed civilians</b>	<b>Private wage and salary workers</b>	<b>Government workers</b>	<b>Self-employed workers</b>	<b>Unpaid family workers</b>
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-C-13 (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, 1995**

[Thousands]

Year, sex, and age	Full- and part-time	Full-time	Part-time			
			Total	Non-economic reasons	Economic reasons	Not at work
Total	545	441	104	82	17	6
Male	275	242	33	25	6	2
Female	270	199	71	57	11	4
16 to 19 years (both sexes)	23	6	17	14	2	1

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1995* (Bulletin 2486, February 1997), table 13.

**Table 12.16-- OCCUPATION OF EMPLOYED CIVILIANS, BY SEX:  
ANNUAL AVERAGES, 1995**

<b>Occupation</b>	<b>Both sexes</b>	<b>Men</b>	<b>Women</b>
All occupations (number in thousands)	546	275	270
Percent	100.0	100.0	100.0
Managerial and professional specialty:			
Executive, administrative, and managerial	13.4	13.6	13.2
Professional specialty	13.9	11.0	16.8
Technical, sales, and administrative support:			
Technicians and related support	2.4	3.2	1.6
Sales	14.1	11.9	16.5
Administrative support, including clerical	16.5	6.7	26.4
Service occupations	18.2	17.3	19.0
Precision production, craft, and repair	9.7	18.2	1.1
Operators, fabricators, and laborers:			
Machine operators, assemblers, and inspectors	1.7	2.0	1.5
Transportation and material moving	3.3	5.8	0.9
Handlers, equipment cleaners, helpers, and laborers	3.4	5.5	1.3
Farming, forestry, and fishing	3.3	4.8	1.8

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1995* (Bulletin 2486, February 1997), table 15.

**Table 12.17-- MULTIPLE JOBHOLDER LEVELS AND RATES:  
MAY 1991 AND ANNUAL AVERAGES FOR 1994 AND 1996**

Subject	May 1991	Annual average	
		1994	1996
Employed, 16 years and over (1,000)	(NA)	554,000	555,000
Multiple jobholders (1,000)	52,000	48,000	52,000
Percent of employed	9.9	1/ 8.7	1/ 9.4
Rank (50 States and D.C.)	7	9	9

NA Not available.

1/ The U.S. percentage was 6.0 for 1994 and 8.4 for 1996.

Source: Unpublished data from Current Population Survey microdata, supplied by the U.S. Bureau of Labor Statistics, and the Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office.

**Table 12.18-- 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 1/	Remainder of Oahu 1/
Total	437,518	193,364	244,154
Oahu	432,293	191,982	240,311
Honolulu CDP 1/	277,583	171,387	106,196
Remainder of Oahu 1/	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 12.19-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII  
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION  
FOR FEDERAL EMPLOYEES: 1986 TO 1996**

Year	Number of reporting units, December 1/	Average employment	Wages and salaries	
			Total (\$1,000)	Per worker (dollars)
INCLUDING GOVERNMENT				
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	26,718
1995	30,479	535,750	14,456,304	26,983
1996	31,254	533,310	14,591,094	27,359
EXCLUDING GOVERNMENT				
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
1995	30,473	428,058	11,099,619	25,930
1996	31,248	426,936	11,256,765	26,366
PRIVATE NON-AGRICULTURAL				
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
1995	29,774	417,728	10,865,476	26,011
1996	30,548	416,873	11,032,864	26,466

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 12.20-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII  
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION  
FOR FEDERAL EMPLOYEES, BY COUNTIES: 1996**

County	Number of employers, December	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	31,254	533,310	14,591,094	27,359
City and County of Honolulu	21,938	403,279	11,430,002	28,343
Hawaii County	3,795	49,896	1,183,789	23,725
Kauai County	1,757	24,274	585,998	24,141
Maui County	3,770	55,861	1,391,306	24,907
EXCLUDING GOVERNMENT				
State total	31,248	426,936	11,256,765	26,366
City and County of Honolulu	21,935	317,939	8,757,569	27,545
Hawaii County	3,792	40,120	876,686	21,852
Kauai County	1,754	20,350	462,879	22,746
Maui County	3,767	48,528	1,159,631	23,896

Source: Hawaii State Department of Labor and Industrial Relations, *1996 Employment and Payrolls in Hawaii* (October 1997).

**Table 12.21-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII  
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION  
FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1996**

<b>Industry</b>	<b>Number of reporting units, Dec.</b>	<b>Average employment</b>	<b>Total wages (\$1,000)</b>	<b>Average annual wage (dollars)</b>
All industries	31,254	533,310	14,591,094	27,359
Government	6	106,374	3,334,329	31,345
Federal	1	31,319	1,072,896	34,257
State	1	58,430	1,682,436	28,794
County	4	16,624	578,996	34,829
Private	31,248	426,936	11,256,765	26,366
Agriculture, forestry, fisheries 1/	700	10,063	223,901	22,250
Mining	9	317	15,855	50,016
Construction	2,707	23,442	993,417	42,378
Manufacturing 1/	998	16,644	497,057	29,814
Food processing 1/	230	6,295	157,541	25,026
Other manufacturing	768	10,349	339,516	32,807
Transportation	1,366	30,870	932,477	30,207
Communications	167	6,351	273,595	43,079
Utilities	89	3,673	199,399	54,288
Wholesale trade	2,549	21,445	671,244	31,301
Retail trade	7,313	113,882	1,920,599	16,865
Eating and drinking places	2,579	47,049	608,337	12,930
Other retail trade	4,734	66,833	1,312,262	19,635
Finance, insurance, real estate	3,961	36,814	1,220,282	33,147
Services	11,165	163,077	4,299,878	26,367
Hotels, rooming houses, etc.	335	38,271	937,093	24,486
Health services	2,350	34,077	1,280,737	37,584
Other services	8,480	90,729	2,082,048	22,948
Nonclassifiable establishments	224	360	9,060	25,168

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

Source: Hawaii State Department of Labor and Industrial Relations, *1996 Employment and Payrolls in Hawaii* (October 1997).

**Table 12.22-- 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 1996**

[Including government]

Year	Current dollars	1982-1984 dollars 1/	Year	Current dollars	1982-1984 dollars 1/
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	23,109	16,734
1977	10,903	17,557	1991	24,051	16,251
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	26,718	16,242
1981	14,471	15,781	1995	26,983	16,052
1982	15,367	15,810	1996	27,359	16,028

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

Source: Computed by the Hawaii State Department of Business, Economic Development & Tourism, data from the Hawaii State Department of Labor and Industrial Relations, *Employment and Payrolls in Hawaii* (annual), and U.S. Bureau of Labor Statistics, semi-annual releases.

**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, BY CLASS OF WORKER: 1986 AND 1996**

Class of worker	1986: current dollars	1996		Percent change, 1986-1996	
		Current dollars	1986 dollars 1/	Current dollars	1986 dollars 1/
All classes	18,069	27,359	17,538	51.4	-2.9
Federal	26,457	34,257	21,960	29.5	-17.0
State	20,032	28,794	18,458	43.7	-7.9
County	21,795	34,829	22,326	59.8	2.4
Private	16,886	26,366	16,901	56.1	0.1

1/ The all-items consumer price index (CPI-U) for Honolulu increased 56.0 percent from 1986 to 1996.

Source: Computed by the Hawaii State Department of Business, Economic Development & Tourism, from the Hawaii State Department of Labor and Industrial Relations, *Employment and Payrolls in Hawaii* (annual), and U.S. Bureau of Labor Statistics, semi-annual CPI reports.

**Table 12.24-- NONGOVERNMENTAL REPORTING UNITS AND  
EMPLOYMENT, BY SIZE OF FIRM: DECEMBER 1996**

[Excluding government]

<b>Subject</b>	<b>All units</b>	<b>Employment-size class</b>					
		<b>1 to 4</b>	<b>5 to 9</b>	<b>10 to 19</b>	<b>20 to 49</b>	<b>50 to 99</b>	<b>100 or more</b>
Reporting units	31,248	17,098	6,102	4,040	2,526	850	632
Employment	434,457	29,726	40,355	54,600	76,774	57,682	175,320

Source: Hawaii State Department of Labor and Industrial Relations, *1996 Employment and Payrolls in Hawaii* (October 1997), p. 27.

**Table 12.25-- ANNUAL WAGES PER EMPLOYEE, TOTAL AND PRIVATE:  
1986 TO 1996**

Year	Annual wages per employee (dollars)		Hawaii ratio as percent of U.S ratio		Rank 1/	
	Total	Private only	Total	Private only	Total	Private only
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
1995	26,977	25,913	96.9	94.4	16	21
1996	27,352	26,371	94.4	92.3	22	23

1/ Among 50 States and D.C. Excluding D.C., Hawaii ranked 21st for all workers and 22nd for private workers in 1996.

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, 1992 TO 1997**

Subject	1992	1993	1994	1995	1996	1997
Average weekly earnings (dollars)						
Construction and mining	792.06	864.88	898.18	922.27	1/ 936.21	956.93
Manufacturing	464.40	476.80	468.03	480.75	487.30	495.73
Food and kindred products	399.34	420.21	414.63	382.69	423.71	427.93
Communication and utilities	788.00	826.10	838.27	845.04	1/ 863.59	886.08
Trade 2/	262.84	275.40	284.45	288.76	1/ 293.78	303.09
Wholesale trade	437.31	441.60	461.23	469.94	1/ 445.94	467.50
Retail trade	229.86	245.10	252.54	257.50	1/ 267.33	273.83
Eating, drinking places	...	183.51	184.94	184.06	185.67	186.21
Banking & credit agencies	387.39	397.17	406.15	414.32	412.91	434.28
Hotels	351.42	367.73	386.46	406.90	411.40	422.73
Average weekly hours						
Construction and mining	36.4	37.9	37.3	36.7	1/ 36.4	35.8
Manufacturing	40.0	39.8	38.3	37.5	38.1	37.9
Food and kindred products	41.0	41.4	40.1	35.9	37.2	35.9
Communication and utilities	44.9	44.2	42.9	42.0	41.8	42.6
Trade 2/	29.8	30.0	30.1	30.3	30.1	30.4
Wholesale trade	38.7	38.3	38.5	38.3	37.1	37.4
Retail trade	28.1	28.5	28.6	28.9	28.9	29.1
Eating, drinking places	...	24.9	25.3	25.6	25.4	25.3
Banking & credit agencies	38.7	38.3	38.1	37.7	39.4	40.1
Hotels	33.5	33.4	33.9	34.6	34.0	33.9
Average hourly earnings (dollars)						
Construction and mining	21.76	22.82	24.08	25.13	25.72	26.73
Manufacturing	11.61	11.98	12.22	12.82	12.79	13.08
Food and kindred products	9.74	10.15	10.34	10.66	11.39	11.92
Communication and utilities	17.55	18.69	19.54	20.12	1/ 20.66	20.80
Trade 2/	8.82	9.18	9.45	9.53	1/ 9.76	9.97
Wholesale trade	11.30	11.53	11.98	12.27	1/ 12.02	12.50
Retail trade	8.18	8.60	8.83	8.91	9.24	9.41
Eating, drinking places	...	7.37	7.31	7.19	7.31	7.36
Banking & credit agencies	10.01	10.37	10.66	10.99	10.48	10.83
Hotels	10.49	11.01	11.40	11.76	12.10	12.47

1/ Revised.

2/ Excludes eating and drinking establishments before 1992.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book, May 1998*, pp. 12-15, and Internet site <http://www.hawaii.gov/workforce/ces.htm#h&e>.

**Table 12.27-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 1993 TO 1997**

[In dollars]

<b>Job classification 1/</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>
<b>ANNUAL RATES</b>					
Clerk, entry level	16,407	17,170	17,794	17,774	18,833
Cashier	22,010	21,616	23,420	23,307	25,503
Secretary	25,016	25,907	26,636	26,846	28,020
Switchboard operator	21,303	22,110	22,870	23,150	24,503
Bookkeeper, full-charge	27,552	28,710	29,827	30,431	32,137
Engineering drafting technician	30,768	32,654	32,193	35,960	35,298
Hospital attendant	20,280	21,350	21,949	22,401	(NA)
Staff nurse	47,196	48,995	50,827	52,560	(NA)
<b>HOURLY RATES</b>					
Housekeeper	9.394	9.85	10.10	10.45	11.07
Cook, general	9.977	11.90	12.94	12.50	13.24
Wait help	5.254	5.45	5.63	5.89	6.03
Laborer, light	8.732	8.96	9.01	9.12	9.38
Carpenter, maintenance	14.859	15.30	15.29	15.64	16.01
Electrician, maintenance	16.145	17.20	17.55	17.51	19.73
Automotive mechanic	14.688	15.22	15.27	15.97	16.04
Truck driver (trailer)	11.642	12.27	12.30	13.40	13.65

NA Not available.

1/ The 16 job titles listed in this table are meant to be only illustrative of the 77 reported in the full 1997 report; see the source for full 1997 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: 1997**

[In dollars]

<b>Job classification 1/</b>	<b>State average</b>	<b>Kauai</b>	<b>Oahu</b>	<b>Maui County</b>	<b>Hawaii County</b>
<b>ANNUAL RATES</b>					
Clerk, entry level	18,833	18,507	18,887	...	16,810
Cashier	25,503	...	26,536	23,854	19,051
Secretary	28,020	25,866	28,187	27,664	25,977
Switchboard operator	24,503	...	24,646	...	...
Bookkeeper, full-charge	32,137	...	32,208	...	32,745
Engineering drafting technician	35,298	...	...	...	...
Hospital attendant	(NA)	(NA)	(NA)	(NA)	(NA)
Staff nurse	(NA)	(NA)	(NA)	(NA)	(NA)
<b>HOURLY RATES</b>					
Housekeeper	11.07	...	11.13	10.91	...
Cook, general	13.24	...	13.50	...	...
Wait help	6.03	...	5.97	...	...
Laborer, light	8.94	...	8.87	...	...
Carpenter, maintenance	16.01	...	16.25	...	...
Electrician, maintenance	19.73	...	20.75	...	...
Automotive mechanic	16.04	14.19	16.79	...	14.83
Truck driver (trailer)	13.65	...	14.15	...	...

... Base too small for reliable computation.

NA Not available.

1/ See preceding table, footnote 1.

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (Special Publication No. 252, September 1997).

**Table 12.29-- WAGE RATES FOR SPECIFIED JOB TITLES: 1996**

[In dollars. Data are shown for only a few of the more than 1,000 job titles listed in the source, primarily to suggest the type of information and occupational detail available there]

Job title	Hourly wage range	
	Minimum	Maximum
Accountant	10.82	20.88
Cannery warehouse worker	6.35	7.35
Clerk, data entry	9.34	10.99
Engineer, civil	13.00	17.90
Host/hostess	8.59	11.90
Laborer, general	8.84	10.04
Nurse, licensed practical	12.16	17.75
Programmer, junior	16.58	20.32
Receptionist	11.02	15.12
Secretary	10.34	18.60

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, *Selected Wage Information for Hawaii* (December 1996).

**Table 12.30-- TOTAL COMPENSATION PAID TO EXECUTIVES OF MAJOR CORPORATIONS AND LABOR UNION LEADERS: 1995**

<b>Category</b>	<b>Total</b>	<b>Less than \$100,000</b>	<b>\$100,000 to \$249,999</b>	<b>\$250,000 to \$499,999</b>	<b>\$500,000 to \$999,999</b>	<b>\$1,000,000 or more</b>	<b>Highest (\$1,000)</b>
Corporate executives 1/	30	-	-	19	8	3	1,487.5
Union leaders 2/	29	20	8	1	-	-	294.5

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

2/ Gross salaries, excluding allowances and expense reimbursements.

Source: *The Honolulu Advertiser*, June 9, 1996, pp. G1 and G2, and June 23, 1996, pp. F1 and F3.

**Table 12.31-- MINIMUM WAGE CHRONOLOGY: 1942 TO 1997**

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

Effective date	Oahu	Other islands	Effective date	State	Effective date	State
1942 1/	0.25	0.20	1962	1.15	1979	2.90
1943	0.30	0.25	1964 2/	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 2/	3.85
1955	0.75	0.65	1974	2.00	1992 3/	4.75
1957	0.90	0.85	1975	2.40	1993 2/	5.25
1958	1.00	1.00	1978	2.65	1997 4/	5.25

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

2/ January 1.

3/ April 1.

4/ Current minimum as of December 31, 1997.

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

**Table 12.32-- NUMBER OF PERSONS AT WORK BY WEEKLY HOURS  
OF WORK: ANNUAL AVERAGES, 1990 TO 1995**

[In thousands]

<b>Weekly hours at work</b>	<b>1990</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>
Total	496	514	513	526	519	518
1 to 14 hours	19	21	20	18	29	29
15 to 29 hours	51	55	68	59	67	67
30 to 34 hours	42	46	57	47	41	50
35 to 39 hours	23	21	25	23	28	26
40 hours	246	247	223	254	221	218
41 to 48 hours	33	34	38	36	46	41
49 hours and over	82	90	81	90	87	88

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1995*, Bulletin 2486, February 1997, table 18, and earlier reports.

**Table 12.33-- INTERSTATE MOVEMENT OF JOB-SEEKERS: 1949 TO 1997**

Year	Island workers on Mainland 1/	Mainland workers in Hawaii 2/	Ratio 3/	Year	Island workers on Mainland 1/	Mainland workers in Hawaii 2/	Ratio 3/
1949	1,030	711	69	1974	5,924	6,988	118
1950	966	1,105	114	1975	7,607	8,785	115
1951	377	1,139	302	1976	7,458	8,334	112
1952	455	1,667	366	1977	5,846	8,154	139
1953	576	1,775	308	1978	4,313	6,261	145
1954	907	1,698	187				
1955	665	1,812	272	1979	4,272	5,250	123
1956	686	1,617	236	1980	5,211	4,956	95
1957	1,100	1,813	165	1981	5,485	4,396	80
1958	1,547	2,219	143	1982	5,372	4,848	90
				1983	4,414	4,659	106
1959	1,280	2,126	166	1984	4,123	4,220	102
1960	1,716	2,595	151	1985	4,039	3,993	99
1961	2,863	3,235	113	1986	3,664	3,932	107
1962	2,966	3,594	121	1987	3,805	3,161	83
1963	2,683	3,787	141	1988	3,942	2,974	75
1964	2,572	3,705	144				
1965	2,257	3,411	151	1989	3,961	2,679	68
1966	1,859	2,655	143	1990	5,275	2,910	55
1967	2,196	3,102	141	1991	7,197	3,453	48
1968	2,014	2,896	144	1992	9,554	4,432	46
				1993	9,543	4,356	46
1969	2,652	3,600	136	1994	10,121	4,229	42
1970	5,078	6,062	119	1995	10,115	4,000	40
1971	6,215	6,908	111	1996	8,633	3,338	39
1972	6,124	5,994	98	1997	7,051	2,044	29
1973	5,255	6,116	116				

1/ Interstate liable initial claims, State Unemployment Insurance Program (UI), excluding Federal Unemployment Compensation for Federal Employees program (UCFE) and Federal Unemployment Compensation for Ex-Service members program (UCX). Covers Hawaii workers seeking work and filing for benefits on the 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 as a percent of 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, 1998*, p. 15, and records.

**Table 12.34-- NONFATAL OCCUPATIONAL INJURIES AND ILLNESSES,  
PRIVATE SECTOR: 1994 AND 1995**

[Data include the following private industries: agriculture, forestry and fishing with more than 10 employees; oil and gas extraction; construction; manufacturing; transportation and public utilities; wholesale and retail trades; finance, insurance and real estate]

Subject	Injuries and illnesses		Injuries	
	1994	1995	1994	1995
Recordable cases	30,200	27,100	29,300	26,200
Per 100 full-time workers	8.7	8.0	8.5	7.7
Lost workday cases	17,000	13,900	16,500	13,400
Per 100 full-time workers	4.9	4.1	4.8	4.0
Nonfatal cases without lost workdays	13,200	13,100	12,800	12,800

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, *1995 Occupational Injuries and Illnesses Survey*, p. 4.

**Table 12.35-- WORK INJURIES, DEATHS, TIME LOST AND  
COMPENSATION COSTS: 1990 TO 1996**

<b>Year</b>	<b>Reported cases</b>	<b>Reported deaths</b>	<b>Time lost (compensated days)</b>	<b>Compensation costs (\$1,000)</b>
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
1995	37,476	26	1,571,539	326,123
1996	33,628	29	1,371,739	288,495

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

**Table 12.36-- UNION MEMBERSHIP AND EARNINGS, 1986, 1991, AND 1996, AND BY SECTOR, 1996**

Subject	1986	1991	1996		
			Total	Private sector workers	Public sector workers
Sample size	1,751	1,873	1,597	1,266	331
Employment (1,000)	406.2	480.2	482.9	384.0	98.8
Percent union members	29.2	29.0	1/ 23.2	16.0	51.1
Percent covered by collective bargaining agreement	31.9	31.1	2/ 24.5	16.8	54.3
Mean earnings (1996 dollars):					
Weekly	542	576	3/ 513	495	580
Hourly	14.11	14.45	13.28	12.86	14.91
Union workers:					
Employment (1,000)	118.5	139.1	111.9	61.4	50.5
Mean earnings (1996 dollars):					
Weekly	627	657	650	641	661
Hourly	15.74	16.56	16.23	16.40	16.03
Nonunion workers:					
Employment (1,000)	287.7	307.1	371.0	322.6	48.3
Mean earnings (1996 dollars):					
Weekly	507	543	471	467	496
Hourly	13.44	13.59	12.39	12.18	13.73

1/ The U.S. percentage was 14.5. Hawaii ranked 3rd among the 50 states.

2/ The U.S. percentage was 16.2. Hawaii ranked 4th among the 50 states.

3/ The U.S. mean was \$529. Hawaii ranked 19th among the 50 states.

Source: Barry T. Hirsch and David A. Macpherson, *Union Membership and Earnings Data Book: Compilations from the Current Population Survey (1997 Edition)*, The Bureau of National Affairs, Inc., 1997, tables 5a, 5b, and 5c.

**Table 12.37-- LABOR UNIONS AND EMPLOYEE ASSOCIATIONS: 1997**

<b>Subject</b>	<b>Total</b>	<b>AFL-CIO affiliated</b>	<b>Independent</b>
Unions and associations	110	98	12
Membership 1/	170,399	148,837	2/ 21,562

1/ Data exclude 5 unions and associations (one of which was the United Public Workers) not reporting membership. The largest memberships were those reported by the Hawaii Government Employees Association (39,200), Longshoremen's and Warehousemen's Union (25,000), and Teamsters, Chauffeurs, Warehousemen and Helpers of America (16,000).

2/ Two labor unions submitted membership figures which were estimates.

Source: Hawaii State AFL-CIO, *Directory of Labor Organizations & Affiliates, 1997*.

**Table 12.38-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE  
BARGAINING UNITS, BY EMPLOYING JURISDICTION: 1994 TO 1997**

[As of December 31]

<b>Employing jurisdiction</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>
Total	56,660	53,431	53,825	53,773
State of Hawaii	26,225	22,810	22,781	22,869
City and County of Honolulu	8,127	8,127	8,165	8,155
County of Hawaii	1,704	1,716	1,763	1,776
County of Maui	1,560	1,519	1,613	1,629
County of Kauai	879	881	859	869
Dept. of Education	11,976	12,455	12,819	12,651
Judiciary	1,504	1,440	1,428	1,421
University of Hawaii	4,685	4,483	4,397	4,403

Source: Hawaii Labor Relations Board, *HLRB Informational Bulletin*, No. 35, May 21, 1998, and earlier issues.

**Table 12.39-- COLLECTIVE BARGAINING AGREEMENTS: 1987 TO 1998**

Year	Number of agreements	Workers covered		Year	Number of agreements	Workers covered	
		Total	Per agreement			Total	Per agreement
1987 1/	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	1996	136	49,250	362
1991	107	23,700	221	1997	1,334	62,800	47
1992	1,413	21,400	15	1998	786	18,900	24

1/ For earlier years, 1964-1986, see source.

Source: Industrial Relations Center, University of Hawaii at Manoa, *Duration of Collective Bargaining Agreements in Hawaii, 1998* (December 1997), p. 1.

**Table 12.40-- WORK STOPPAGES: 1989 TO 1997**

[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]

<b>Year</b>	<b>Number of stoppages 1/</b>	<b>Workers involved 1/</b>	<b>Man-days lost 2/</b>
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
1995	-	-	-
1996	1	13	715
1997	-	-	-

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, unpublished estimates.

**Table 12.41-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS:  
1984 TO 1997**

<b>Year</b>	<b>Number of stoppages begun in year</b>	<b>Workers involved 1/</b>	<b>Man-days idle during year</b>	<b>Percent of estimated nonagricultural working time</b>
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)
1995-1997	-	-	-	-

NA Not available.

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

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