

## 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: 1998*.

**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, 1995 AND 1996**

[Numbers in thousands]

Labor force status	Persons 16 years and over			16 to 19 years (both sexes)
	Both sexes	Men	Women	
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
1996				
Civilian noninstitutional population	865	402	463	63
Civilian labor force	591	304	286	29
Percent of population	68.3	75.7	61.9	46.2
Employment	553	283	270	23
Percent of population	64.0	70.5	58.3	36.8
Unemployment	38	21	17	6
Rate 1/	6.4	6.9	5.8	20.4
Not in civilian labor force	274	98	177	34

1/ Percent of civilian labor force. The 1996 error ranges for these rates, at the 90-percent confidence level, are: both sexes 5.7-7.1, men 5.8-8.0, women 4.8-6.8, 16-19 years (both sexes) 15.3-25.4.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1995* (Bulletin 2486, February 1997), table 12, and *Geographic Profile of Employment and Unemployment, 1996* (Bulletin 2498, April 1998), table 12.

**Table 12.05-- CIVILIAN LABOR FORCE, TOTAL AND FEMALE, BY RACE AND HISPANIC ORIGIN: 1996 AND 1997**

Race or origin 1/	1996		1997	
	Both sexes	Female	Both sexes	Female
All races	590,900	279,600	592,000	280,050
White	192,350	88,750	193,000	89,000
Asian or Pacific Islander	379,600	182,000	380,050	182,200
Japanese	146,750	70,000	146,850	70,050
Filipino	97,050	47,750	97,150	47,800
Hawaiian	67,450	31,700	67,700	31,850
Chinese	39,000	18,350	38,950	18,300
Korean	12,900	7,000	12,850	6,950
Other Asian or Pacific Islander	16,550	7,250	16,550	7,250
Black	7,550	3,750	7,550	3,750
American Indian, Eskimo, Aleut	2,850	1,450	2,850	1,450
Other race	8,500	3,700	8,550	3,700
Minority group	398,550	190,850	399,000	191,050
Hispanic (all races)	36,150	16,900	36,250	16,950

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, Research and Statistics Office, unpublished estimates.

**Table 12.06-- CIVILIAN LABOR FORCE, TOTAL AND FEMALE, AND UNEMPLOYMENT RATE, BY RACE AND HISPANIC ORIGIN: 1998**

Race or origin 1/	Civilian labor force		Unemployed (percent)	
	Both sexes	Female	Both sexes	Female
All races	597,050	282,450	6.2	6.0
White	194,750	89,750	6.6	7.3
Asian or Pacific Islander	383,200	183,750	5.9	5.2
Japanese	148,100	70,650	3.0	2.2
Filipino	98,100	48,300	7.1	6.0
Hawaiian	68,150	32,050	10.4	9.7
Chinese	39,250	18,450	4.3	4.0
Korean	12,950	7,000	6.1	6.2
Other Asian or Pacific Islander	16,650	7,300	10.9	10.9
Black	7,600	3,750	9.3	9.2
American Indian, Eskimo, Aleut	2,900	1,450	10.4	11.6
Other race	8,650	3,750	8.7	9.4
Minority group	402,300	192,700	6.1	5.4
Hispanic (all races)	36,550	17,100	10.6	10.1

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 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:  
ANNUAL AVERAGES, 1980 TO 1998**

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	1/ 593,600	1/ 555,750	1/ 37,850	6.4
1997	1/ 596,750	1/ 558,600	1/ 38,200	6.4
1998	597,050	559,750	37,300	6.2

1/ Revised.

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-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,  
FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1988 TO 1998**

[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
<b>CIVILIAN LABOR FORCE</b>							
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 1/	429,350	67,250	29,000	68,050	1,650	63,250	3,100
1997 1/	429,600	69,000	28,700	69,450	1,700	64,900	2,850
1998	429,050	68,700	29,050	70,200	1,700	65,550	2,950
<b>CIVILIAN EMPLOYED</b>							
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 1/	406,650	60,550	25,450	63,050	1,550	58,900	2,600
1997 1/	406,850	61,950	25,500	64,250	1,600	60,250	2,450
1998	406,100	62,050	26,200	65,400	1,600	61,250	2,500

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**Table 12.08-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE, FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1988 TO 1998 -- Con.**

Year	Oahu	Hawaii County	Kauai County	Maui County			
				County total	Lanai	Maui	Molokai
UNEMPLOYED							
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 1/	22,700	6,650	3,550	4,950	100	4,400	500
1997 1/	22,750	7,050	3,250	5,200	100	4,650	450
1998	22,950	6,650	2,850	4,800	50	4,300	450
PERCENT UNEMPLOYED							
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	1/ 15.9
1997	5.3	10.2	11.3	7.5	1/ 5.9	7.2	14.8
1998	5.4	9.7	9.8	6.8	3.5	6.6	15.0

1/ Revised.

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 12.09-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:  
ANNUAL AVERAGES, 1997**

[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	4.5
Under 22 years	2.4	Services	23.8
22 to 24 years	4.9	Hotel	5.7
25 to 34 years	26.7	Others	3.7
35 to 44 years	29.5	Occupation:	
45 to 54 years	22.6	Prof., tech., mgr.	17.8
55 to 64 years	10.8	Clerical, sales	19.0
65 years and over	3.1	Services	15.0
Sex:		Farm, fish., forest	4.6
Male	64.7	Processing	0.8
Female	35.3	Machine trades	1.8
Industry:		Bench work	0.8
Government	6.4	Structural work	31.5
Agriculture	4.4	Miscellaneous	7.1
Construction	28.1	Not available	1.3
Manufacturing	4.0	Duration:	
Trans., commun., util.	6.5	1 to 4 weeks	34.6
Wholesale, retail trade	18.6	5 to 14 weeks	38.1
		15 weeks and over	27.3

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 1997*.

**Table 12.10-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGES,  
1980 TO 1998**

[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]

<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	1/ 488,150	1/ 380,850	40,650	22,200	44,400
1989	515,100	397,900	44,950	24,350	47,900
1990	1/ 538,600	1/ 413,500	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	1/ 49,550	24,450	55,850
1996	538,150	406,750	50,700	24,150	56,200
1997 1/	538,700	405,000	51,950	24,250	57,400
1998	537,600	402,150	52,050	24,900	58,350

1/ Revised.

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 12.11-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES,  
1993 TO 1998**

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

Industry	1993	1994	1995	1996	1997 1/	1998
Nonagriculture, wage and salary	538,900	536,200	532,850	530,750	531,500	530,000
Construction, mining	32,350	29,200	26,300	23,650	22,300	21,250
Manufacturing	19,150	17,750	17,000	16,650	16,550	16,300
Durable goods	4,100	4,100	3,550	3,450	3,300	3,300
Nondurable goods	15,050	13,650	13,400	13,200	13,300	13,050
Food processing 2/	7,850	6,700	6,350	6,300	6,400	6,450
Sugar	2,050	(NS)	(NS)	(NS)	(NS)	(NS)
Pineapple	900	(NS)	(NS)	(NS)	(NS)	(NS)
Other	(NS)	(NS)	(NS)	(NS)	(NS)	(NS)
Textile, apparel 3/	2,250	2,250	2,200	2,150	(NA)	(NA)
Printing, publishing	3,500	3,350	3,300	3,200	3,100	3,000
Transp., commun., utilities	41,300	41,800	40,700	41,050	41,300	41,000
Transportation 4/	31,350	31,900	30,700	31,000	31,150	30,850
Communication	6,400	6,250	6,250	6,400	6,600	6,700
Utilities	3,550	3,650	3,750	3,700	3,550	3,450
Trade	133,000	133,300	135,800	135,200	134,350	131,750
Wholesale	21,950	21,550	21,550	21,400	20,950	21,000
Retail	111,100	111,750	114,250	113,850	113,350	110,750
Finance, insur., real estate	38,950	38,400	37,150	36,900	36,150	35,500
Services and miscellaneous	162,550	163,900	164,500	166,650	169,200	171,950
Hotels	38,000	38,000	37,750	38,350	38,350	37,750
Health services	33,050	33,700	33,900	34,100	34,700	35,500
Government	111,600	111,850	111,400	110,550	111,700	112,200
Federal	31,800	31,250	31,050	31,100	30,650	30,400
Air Force	2,150	2,000	2,100	2,100	2,050	2,050
Army	4,600	4,600	4,450	4,850	5,000	4,900
Navy	10,700	10,250	10,200	9,850	9,250	9,100
State	64,250	65,000	63,950	62,800	64,250	64,950
Local 4/	15,500	15,600	16,450	16,600	16,750	16,850
Agriculture, wage and salary	8,550	8,000	7,300	7,400	7,200	7,550
Sugar	2,500	(NS)	(NS)	(NS)	(NS)	(NS)
Pineapple	1,350	(NS)	(NS)	(NS)	(NS)	(NS)
Other	4,700	(NS)	(NS)	(NS)	(NS)	(NS)
Nonagric., self-employed 3/	38,300	34,050	(NA)	(NA)	(NA)	(NA)
Agric., self-employed 4/	3,950	3,850	(NA)	(NA)	(NA)	(NA)
Labor disputes	(Z)	(Z)	-	-	-	50

Footnotes and source on next page.

**Table 12.11-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES,  
1993 TO 1998 -- Con.**

NA Not available.

NS Not shown separately.

Z Fewer than 50.

1/ Revised.

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

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

4/ 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 12.12-- 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-- JOBCOUNT BY INDUSTRY, BY COUNTIES:  
ANNUAL AVERAGES, 1997 REVISED**

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

<b>Industry</b>	<b>State total</b>	<b>City and County of Honolulu</b>	<b>Hawaii County</b>	<b>Kauai County</b>	<b>Maui County</b>
Nonagriculture, wage and salary	531,500	403,000	49,500	23,450	55,450
Construction, mining	22,300	17,250	2,050	950	2,000
Manufacturing	16,550	12,800	1,600	400	1,800
Durable goods	3,300	2,800	200	50	250
Nondurable goods	13,300	9,950	1,400	400	1,550
Food processing	6,400	3,950	950	200	1,250
Printing, publishing	3,100	2,550	200	100	250
Transp., commun., utilities	41,300	33,250	2,650	1,600	3,800
Transportation	31,150	25,250	1,750	1,200	2,950
Communication	6,600	5,550	400	(NS)	450
Utilities	3,550	2,500	500	(NS)	400
Trade	134,350	99,650	12,900	6,550	15,150
Wholesale	20,950	17,300	1,750	450	1,400
Retail	113,350	82,300	11,150	6,150	13,750
Finance, insur., real estate	36,150	29,050	2,600	1,400	3,050
Services and miscellaneous	169,200	121,250	17,350	8,500	22,050
Hotels	38,350	17,550	6,550	3,400	10,850
Health services	34,700	28,300	2,750	1,400	2,200
Government	111,700	89,750	10,300	3,950	7,550
Federal	30,650	28,900	900	400	500
Air Force	2,050	1,950	-	50	-
Army	5,000	4,900	100	-	-
Navy	9,250	9,150	-	150	-
State	64,250	49,350	7,200	2,550	5,100
Local	16,750	11,550	2,250	1,050	1,900
Agriculture, wage and salary	7,200	2,000	2,450	800	1,950
Labor disputes	-	-	-	-	-

NS Not shown separately.

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



**Table 12.14-- JOBCOUNT BY INDUSTRY, BY COUNTIES:  
ANNUAL AVERAGES, 1998**

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

<b>Industry</b>	<b>State total</b>	<b>City and County of Honolulu</b>	<b>Hawaii County</b>	<b>Kauai County</b>	<b>Maui County</b>
Nonagriculture, wage and salary	530,000	399,950	49,550	24,100	56,350
Construction, mining	21,250	16,250	1,900	1,050	2,050
Manufacturing	16,300	12,700	1,500	400	1,750
Durable goods	3,300	2,800	200	50	250
Nondurable goods	13,050	9,900	1,250	400	1,500
Food processing	6,450	4,150	900	200	1,150
Printing, publishing	3,000	2,450	200	100	250
Transp., commun., utilities	41,000	32,600	2,800	1,600	4,000
Transportation	30,850	24,650	1,900	1,250	3,100
Communication	6,700	5,650	400	(NS)	500
Utilities	3,450	2,350	500	(NS)	400
Trade	131,750	96,650	13,100	6,800	15,200
Wholesale	21,000	17,300	1,800	450	1,450
Retail	110,750	79,350	11,300	6,350	13,750
Finance, insur., real estate	35,500	28,400	2,750	1,250	3,100
Services and miscellaneous	171,950	123,350	16,950	9,000	22,650
Hotels	37,750	16,800	6,600	3,550	10,800
Health services	35,500	29,050	2,750	1,450	2,300
Government	112,200	90,000	10,550	4,000	7,600
Federal	30,400	28,650	900	350	500
Air Force	2,050	1,950	-	50	-
Army	4,900	4,800	100	-	-
Navy	9,100	8,950	-	150	-
State	64,950	49,850	7,350	2,550	5,200
Local	16,850	11,500	2,350	1,100	1,950
Agriculture, wage and salary	7,550	2,200	2,500	800	2,000
Labor disputes	50	-	-	-	-

NS Not shown separately.

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

**Table 12.15-- 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 12.16-- 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 12.17-- CIVILIAN EMPLOYMENT, FULL- AND PART-TIME:  
ANNUAL AVERAGES, 1996**

[Thousands]

Year, sex, and age	Full- and part-time	Full-time	Part-time			
			Total	Economic reasons	Non-economic reasons	Not at work
Total	553	436	117	24	86	8
Male	284	243	41	11	27	2
Female	269	193	76	13	58	5
16 to 19 years (both sexes)	23	5	18	2	15	1

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1996* (Bulletin 2498, April 1998), table 13.

**Table 12.18-- OCCUPATION OF EMPLOYED CIVILIANS IN PERCENT, BY SEX:  
ANNUAL AVERAGES, 1996**

<b>Occupation</b>	<b>Both sexes</b>	<b>Men</b>	<b>Women</b>
All occupations (number in thousands)	553	283	270
Percent	100.0	100.0	100.0
Managerial and professional specialty			
Executive, administrative, and managerial	13.6	14.6	12.6
Professional specialty	13.3	10.4	16.4
Technical, sales, and administrative support			
Technicians and related support	2.6	2.8	2.3
Sales	12.4	10.0	14.9
Administrative support, including clerical	16.3	6.2	26.8
Service occupations	19.2	18.1	20.4
Precision production, craft, and repair	10.0	18.1	1.4
Operators, fabricators, and laborers			
Machine operators, assemblers, and inspectors	2.1	2.5	1.7
Transportation and material moving	3.5	6.0	0.8
Handlers, equipment cleaners, helpers, and laborers	3.6	5.9	1.2
Farming, forestry, and fishing	3.4	5.2	1.6

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1996* (Bulletin 2498, April 1998), table 15.

**Table 12.19-- MULTIPLE JOBHOLDERS, NUMBERS AND PERCENT OF EMPLOYED: ANNUAL AVERAGES FOR 1994 TO 1997**

Subject	1994	1995	1996	1997
Employed, 16 years and over (1,000)	554,000	(NA)	555,000	(NA)
Multiple jobholders (1,000)	48,000	(NA)	52,000	(NA)
Percent of employed	8.7	8.8	9.4	8.7
Rank (50 States and D.C.) 1/	9	8	9	12
U.S.: percent multiple jobholders	6.0	(NA)	6.4	6.3

NA Not available.

1/ Rank of 1 for highest number of multiple jobholders.

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 12.20-- 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 12.21-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII  
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION  
FOR FEDERAL EMPLOYEES: 1987 TO 1997**

Year	Number of reporting units, December 1/	Average employment	Wages and salaries	
			Total (\$1,000)	Per worker (dollars)
INCLUDING GOVERNMENT				
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
1997	31,188	534,050	15,143,623	28,356
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
1997	31,182	426,887	11,516,562	26,978
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
1997	30,467	416,773	11,285,401	27,078

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 12.22-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII  
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION  
FOR FEDERAL EMPLOYEES, BY COUNTIES: 1997**

County	Number of employers, December	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	31,188	534,050	15,143,623	28,356
City and County of Honolulu	21,871	401,500	11,853,538	29,523
Hawaii County	3,782	51,367	1,242,054	24,180
Kauai County	1,748	24,219	600,454	24,793
Maui County	3,793	56,965	1,447,577	25,412
EXCLUDING GOVERNMENT				
State total	31,182	426,887	11,516,562	26,978
City and County of Honolulu	21,868	315,692	8,928,459	28,282
Hawaii County	3,779	41,467	918,364	22,147
Kauai County	1,745	20,288	469,238	23,129
Maui County	3,790	49,440	1,200,500	24,282

Source: Hawaii State Department of Labor and Industrial Relations, *1997 Employment and Payrolls in Hawaii* (October 1998).

**Table 12.23-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII  
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION  
FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1997**

<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	31,188	534,050	15,143,623	28,356
Government	6	107,163	3,627,061	33,846
Federal	1	30,674	1,244,761	40,580
State	1	59,488	1,770,127	29,756
County	4	17,001	612,172	36,008
Private	31,182	426,887	11,516,562	26,978
Agriculture, forestry, fisheries 1/	715	10,114	231,161	22,856
Mining	9	279	13,999	50,176
Construction	2,590	22,010	931,623	42,327
Manufacturing 1/	1,009	16,623	509,012	30,621
Food processing 1/	247	6,446	165,626	25,694
Other manufacturing	762	10,177	343,387	33,741
Transportation	1,338	31,103	993,506	31,942
Communications	156	6,559	285,346	43,504
Utilities	107	3,550	201,211	56,679
Wholesale trade	2,526	20,888	680,568	32,582
Retail trade	7,264	113,238	1,935,272	17,090
Eating and drinking places	2,576	47,014	615,342	13,088
Other retail trade	4,688	66,224	1,319,930	19,931
Finance, insurance, real estate	3,958	36,115	1,244,201	34,451
Services	11,262	165,914	4,476,809	26,983
Hotels, rooming houses, etc.	325	38,350	974,982	25,423
Health services	2,365	34,678	1,324,921	38,206
Other services	8,572	92,886	2,176,906	23,436
Nonclassifiable establishments	248	495	13,854	27,987

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

Source: Hawaii State Department of Labor and Industrial Relations, *1997 Employment and Payrolls in Hawaii* (October 1998).

**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: 1969 TO 1997**

[Including government]

Year	Current dollars	1982-1984 dollars 1/	Year	Current dollars	1982-1984 dollars 1/
1969	6,876	17,452	1984	16,714	16,149
1970	7,424	17,889	1985	17,335	16,231
1971	7,677	17,771	1986	18,069	16,516
1972	7,989	17,913	1987	19,060	16,588
1973	8,479	18,195	1988	20,454	16,807
1974	9,087	17,645	1989	21,635	16,810
1975	9,767	17,348			
			1990	23,109	16,734
1976	10,347	17,508	1991	24,051	16,251
1977	10,903	17,557	1992	25,532	16,462
1978	11,630	17,384	1993	26,544	16,580
1979	12,429	16,728	1994	26,718	16,242
1980	13,548	16,323	1995	26,983	16,052
1981	14,471	15,781	1996	27,359	16,028
1982	15,367	15,810	1997	28,356	16,496
1983	16,115	16,229			

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 12.25-- 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: 1987 AND 1997**

Class of worker	1987: current dollars	1997		Percent change, 1987-1997	
		Current dollars	Deflated to 1987 dollars 1/	Current dollars	1987 dollars 1/
All classes	19,060	28,356	18,953	48.8	-0.6
Federal	27,615	40,580	27,124	47.0	-1.8
State	20,155	29,756	19,889	47.7	-1.3
County	22,758	36,008	24,068	58.2	5.8
Private	18,019	26,978	18,032	49.7	0.1

1/ The all-items consumer price index (CPI-U) for Honolulu increased 49.6 percent from 1987 to 1997.

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 12.26-- NONGOVERNMENTAL REPORTING UNITS AND  
EMPLOYMENT, BY SIZE OF FIRM: DECEMBER 1997**

[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	31,182	17,033	6,091	4,002	2,558	872	626
Employment	431,342	29,721	40,225	53,668	76,913	59,002	171,813

Source: Hawaii State Department of Labor and Industrial Relations, *1997 Employment and Payrolls in Hawaii* (October 1998).

**Table 12.27-- 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 12.28-- HOURS AND EARNINGS IN SPECIFIED INDUSTRIES:  
ANNUAL AVERAGES, 1993 TO 1998**

Subject	1993	1994	1995	1996	1997	1998
Average weekly earnings (dollars)						
Construction and mining	864.88	898.18	922.27	1/ 936.21	1/ 956.29	964.40
Manufacturing	476.80	468.03	480.75	487.30	1/ 496.87	490.12
Food and kindred products	420.21	414.63	382.69	423.71	427.93	403.90
Communication and utilities	826.10	838.27	845.04	1/ 863.59	1/ 884.38	872.78
Trade 2/	275.40	284.45	288.76	1/ 293.78	1/ 303.39	307.22
Wholesale trade	441.60	461.23	469.94	1/ 445.94	1/ 467.87	498.71
Retail trade	245.10	252.54	257.50	1/ 267.33	273.83	273.31
Eating, drinking places	183.51	184.94	184.06	185.67	186.21	189.47
Banking & credit agencies	397.17	406.15	414.32	412.91	434.28	456.74
Hotels	367.73	386.46	406.90	411.40	422.73	433.90
Average weekly hours						
Construction and mining	37.9	37.3	36.7	1/ 36.4	35.8	35.6
Manufacturing	39.8	38.3	37.5	38.1	37.9	37.3
Food and kindred products	41.4	40.1	35.9	37.2	35.9	34.2
Communication and utilities	44.2	42.9	42.0	41.8	42.6	41.7
Trade 2/	30.0	30.1	30.3	30.1	30.4	30.6
Wholesale trade	38.3	38.5	38.3	37.1	37.4	38.6
Retail trade	28.5	28.6	28.9	28.9	29.1	29.2
Eating, drinking places	24.9	25.3	25.6	25.4	25.3	25.5
Banking & credit agencies	38.3	38.1	37.7	39.4	40.1	41.0
Hotels	33.4	33.9	34.6	34.0	33.9	34.3
Average hourly earnings (dollars)						
Construction and mining	22.82	24.08	25.13	25.72	1/ 26.74	27.09
Manufacturing	11.98	12.22	12.82	12.79	1/ 13.11	13.14
Food and kindred products	10.15	10.34	10.66	11.39	11.92	11.81
Communication and utilities	18.69	19.54	20.12	1/ 20.66	1/ 20.76	20.93
Trade 2/	9.18	9.45	9.53	1/ 9.76	1/ 9.98	10.04
Wholesale trade	11.53	11.98	12.27	1/ 12.02	1/ 12.51	12.92
Retail trade	8.60	8.83	8.91	1/ 9.25	9.41	9.36
Eating, drinking places	7.37	7.31	7.19	7.31	7.36	7.43
Banking & credit agencies	10.37	10.66	10.99	10.48	10.83	11.04
Hotels	11.01	11.40	11.76	12.10	12.47	12.85

1/ Revised.

2/ Excludes eating and drinking establishments before 1992.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book, May 1999*, pp. 12-15, and Internet site <http://www.hawaii.gov/workforce/ces.htm#h&e>.

**Table 12.29-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 1994 TO 1998**

[In dollars]

<b>Job classification 1/</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>
<b>ANNUAL RATES</b>					
Clerk, entry level	17,170	17,794	17,774	18,833	18,836
Cashier	21,616	23,420	23,307	25,503	26,755
Secretary	25,907	26,636	26,846	28,020	28,514
Switchboard operator	22,110	22,870	23,150	24,503	24,237
Bookkeeper, full-charge	28,710	29,827	30,431	32,137	33,466
Engineering drafting technician	32,654	32,193	35,960	35,298	39,103
Hospital attendant	21,350	21,949	22,401	(NA)	(NA)
Staff nurse	48,995	50,827	52,560	(NA)	(NA)
<b>HOURLY RATES</b>					
Housekeeper	9.85	10.10	10.45	11.07	11.07
Cook, general	11.90	12.94	12.50	13.24	13.48
Wait help	5.45	5.63	5.89	6.03	5.96
Laborer, light	8.96	9.01	9.12	9.38	8.98
Carpenter, maintenance	15.30	15.29	15.64	16.01	16.36
Electrician, maintenance	17.20	17.55	17.51	19.73	21.86
Automotive mechanic	15.22	15.27	15.97	16.04	16.58
Truck driver (trailer)	12.27	12.30	13.40	13.65	14.12

NA Not available.

1/ The 14 job titles with data for 1998 are meant to be only illustrative of the 81 reported in the 1998 publication.

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



**Table 12.30-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS  
IN PRIVATE INDUSTRY, BY COUNTIES OR ISLANDS: 1998**

[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	18,836	...	18,805	20,319	17,396
Cashier	26,755	...	27,397	25,094	20,514
Secretary	28,514	27,458	28,671	27,350	27,211
Switchboard operator	24,237	...	24,247	...	...
Bookkeeper, full-charge	33,466	...	33,935	30,556	...
Engineering drafting technician	39,103	...	...	...	...
Hospital attendant	(NA)	(NA)	(NA)	(NA)	(NA)
Staff nurse	(NA)	(NA)	(NA)	(NA)	(NA)
<b>HOURLY RATES</b>					
Housekeeper	11.07	...	11.18	10.48	...
Cook, general	13.48	...	13.90	13.32	...
Wait help	5.96	...	5.98	5.87	...
Laborer, light	8.98	...	8.93	...	10.07
Carpenter, maintenance	16.36	...	16.79	...	...
Electrician, maintenance	21.86	...	22.65	...	...
Automotive mechanic	16.58	14.27	17.10	...	15.73
Truck driver (trailer)	14.12	...	15.06	...	...

... Base too small for reliable computation.

NA Not available.

1/ The 14 job titles with data are meant to be only illustrative of the 81 reported.

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (Research Report Number 3708, October 1998).

**Table 12.31-- WAGES OF HAWAII'S 20 LARGEST OCCUPATIONS: 1997**

OES Code	Occupation Title	Employment	Mean Wage	
			Hourly	Annual
49011	Salespersons, retail	19,650	8.83	18,360
49023	Cashiers	13,620	8.55	17,770
55347	General office clerks	13,470	10.30	21,430
65041	Combined food preparation and service workers	12,760	6.62	13,780
65008	Waiters and waitresses	12,310	5.97	12,420
19005	General managers and top executives	11,730	30.66	63,770
67005	Janitors and cleaners, except maids and housekeeping cleaners	10,940	8.25	17,170
67002	Maids and housekeeping cleaners	10,200	10.56	21,970
55108	Secretaries, except legal and medical	9,850	13.43	27,940
41002	First-line supervisors and managers/supervisors-sales and related workers	8,840	16.27	33,840
55338	Bookkeeping, accounting, and auditing clerks	8,620	12.21	25,400
51002	First-line supervisors and managers/supervisors-clerical and administrative support workers	8,570	16.92	35,200
32502	Registered nurses	8,070	25.54	53,120
63047	Guards and watch guards	8,050	8.46	17,600
31308	Teachers, secondary school	7,320	(NA)	42,700
65038	Food preparation workers	7,240	8.74	18,170
79041	Laborers, landscaping and groundskeeping	6,850	10.52	21,870
85132	Maintenance repairers, general utility	6,500	13.46	27,990
31305	Teachers, elementary school	6,120	(NA)	38,680
97105	Truck drivers, light, include delivery and route workers	5,750	9.86	20,500

NA Not available.

Source: Occupational Employment Statistics (OES) Survey for Hawaii, 1997, U.S. Department of Labor, Bureau of Labor Statistics in cooperation with the Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, Labor Market Research Section - OES.

**Table 12.32-- AVERAGE WEEKLY WAGES FOR SPECIFIED OCCUPATIONS,  
BY LEVEL, FOR THE HONOLULU METROPOLITAN STATISTICAL AREA,  
STATE OF HAWAII, AND MAINLAND UNITED STATES: 1996**

[In dollars]

Occupation and level 1/	Honolulu MSA 2/	State of Hawaii	Mainland U.S.	Ratio 3/
PROFESSIONAL				
Accountants				
2	596	603	626	96
3	759	753	811	93
4	885	885	1,041	85
Engineers				
3	853	870	959	91
4	1,037	1,037	1,167	89
ADMINISTRATIVE AND TECHNICAL				
Computer programmers				
3	672	671	788	85
Systems analysts				
1	744	750	779	96
2	831	829	940	88
3	850	847	1,111	76
Personnel specialists				
2	641	640	611	105
3	796	797	804	99
4	851	854	1,045	82
CLERICAL				
Accounting clerks				
2	422	421	379	111
3	454	454	464	98
4	578	569	549	104
General clerks				
2	332	334	342	98
3	398	403	429	94
4	447	398	493	81

Continued on next page.

**Table 12.32-- AVERAGE WEEKLY WAGES FOR SPECIFIED OCCUPATIONS,  
BY LEVEL, FOR THE HONOLULU METROPOLITAN STATISTICAL AREA,  
STATE OF HAWAII, AND MAINLAND UNITED STATES: 1996 - Con.**

[In dollars]

Occupation and level 1/	Honolulu MSA 2/	State of Hawaii	Mainland U.S.	Ratio 3/
Key entry operators				
1	353	352	353	100
2	424	431	414	105
Secretaries				
2	547	541	476	114
3	610	611	557	110
4	726	721	665	108
Personnel assistants				
2	433	429	409	105
3	502	501	508	99
4	542	545	596	91
PROTECTIVE SERVICES				
Corrections officers	555	551	529	104
Firefighters	604	607	690	88
Police officers				
Level 1	660	649	700	93
TRUCKDRIVER OCCUPATIONS				
Light	9.01	9.13	8.53	107
Heavy	11.87	11.91	13.38	89
Tractor-trailer	14.11	13.82	14.24	97

1/ From level 1, the lowest grade in skill, experience, and responsibility, to level 4, the highest grade.

2/ Honolulu MSA (Metropolitan Statistical Area) is the same geographic area as the City and County of Honolulu.

3/ Ratio of Hawaii to Mainland wages.

Source: Hilery Z. Simpson, "How Do Wages in Hawaii Compare to Wages on the Mainland," *Compensation and Working Conditions* (U.S. Bureau of Labor Statistics), Summer 1998, pp. 31-40.

**Table 12.33-- 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 12.34-- MINIMUM WAGE CHRONOLOGY: 1942 TO 1998**

[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	1998 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, 1998.

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

**Table 12.35-- NUMBER OF PERSONS AT WORK BY WEEKLY HOURS OF WORK: ANNUAL AVERAGES, 1991 TO 1996**

[In thousands]

<b>Weekly hours at work</b>	<b>1991</b>	<b>1992</b>	<b>1993</b>	<b>1994</b>	<b>1995</b>	<b>1996</b>
Total	514	513	526	519	518	528
1 to 14 hours	21	20	18	29	29	30
15 to 29 hours	55	68	59	67	67	77
30 to 34 hours	46	57	47	41	50	45
35 to 39 hours	21	25	23	28	26	27
40 hours	247	223	254	221	218	223
41 to 48 hours	34	38	36	46	41	37
49 hours and over	90	81	90	87	88	88

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1996*, Bulletin 2498, April 1998, table 18, and earlier reports.

**Table 12.36-- 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	1998	4,366	1,502	34

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, 1999*, p. 15, and records.



**Table 12.37-- NONFATAL OCCUPATIONAL INJURIES AND ILLNESSES,  
PRIVATE SECTOR: 1995 AND 1996**

[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	
	1995	1996	1995	1996
Recordable cases	27,100	23,000	26,200	21,900
Per 100 full-time workers	8.0	6.8	7.7	6.5
Lost workday cases	13,900	12,100	13,400	11,600
Per 100 full-time workers	4.1	3.6	4.0	3.4
Nonfatal cases without lost workdays	13,100	10,800	12,800	10,300

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, *1996 Occupational Injuries and Illnesses Survey*, p. 4.

**Table 12.38-- WORK INJURIES, DEATHS, TIME LOST AND  
COMPENSATION COSTS: 1990 TO 1997**

<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
1997	33,255	30	1,258,468	254,915

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

**Table 12.39-- UNION MEMBERSHIP AND EARNINGS, 1988, 1993, AND 1998, AND BY SECTOR, 1998**

Subject	1988	1993	1998		
			Total	Private sector workers	Public sector workers
Sample size	1,842	1,727	1,514	1,199	315
Employment (1,000)	441.5	490.7	491.8	390.4	101.4
Percent union members	30.5	28.1	1/ 26.5	19.4	53.7
Percent covered by collective bargaining agreement	32.9	31.3	2/ 27.7	20.1	57.3
Mean earnings (1996 dollars):					
Weekly	584	588	3/ 545	527	615
Hourly	14.69	15.11	14.02	13.70	15.25
Union workers:					
Employment (1,000)	134.5	137.8	130.2	75.7	54.5
Mean earnings (1996 dollars):					
Weekly	663	685	664	643	693
Hourly	16.59	17.09	16.75	16.91	16.53
Nonunion workers:					
Employment (1,000)	307.0	352.9	361.6	314.7	46.9
Mean earnings (1996 dollars):					
Weekly	549	551	503	500	523
Hourly	13.86	14.33	13.04	12.93	13.77

1/ The U.S. percentage was 13.9. Hawaii ranked 1st among the 50 states.

2/ The U.S. percentage was 15.4. Hawaii ranked 1st among the 50 states.

3/ The U.S. mean was \$577. Hawaii ranked 26th 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., 1999, tables 5a, 5b, and 5c.

**Table 12.40-- 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 12.41-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE  
BARGAINING UNITS, BY EMPLOYING JURISDICTION: 1995 TO 1998**

[As of December 31]

<b>Employing jurisdiction</b>	<b>1995</b>	<b>1996</b>	<b>1997</b>	<b>1998</b>
Total	53,431	53,825	53,773	54,090
State of Hawaii	22,810	22,781	22,869	23,357
City and County of Honolulu	8,127	8,165	8,155	8,106
County of Hawaii	1,716	1,763	1,776	1,805
County of Maui	1,519	1,613	1,629	1,649
County of Kauai	881	859	869	865
Dept. of Education	12,455	12,819	12,651	12,416
Judiciary	1,440	1,428	1,421	1,430
University of Hawaii	4,483	4,397	4,403	4,462

Source: Hawaii Labor Relations Board, *HLRB Informational Bulletin*, No. 36, March 17, 1999, and earlier issues.

**Table 12.42-- 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 12.43-- WORK STOPPAGES: 1989 TO 1998**

[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
1995	-	-	-
1996	1	13	715
1997	-	-	-
1998	1	150	(NA)

NA Not available.

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 12.44-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS:  
1984 TO 1998**

<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	-	-	-	-
1998	-	-	-	-

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.