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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: 1999*.

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

Sex and labor force status	1960	1970	1980	1990
BOTH SEXES				
Persons 16 years and over	402,937	522,018	723,479	855,518
Labor force	263,450	344,269	494,223	602,348
Percent in labor force	65.4	65.9	68.3	70.4
Armed forces	47,255	49,785	58,443	54,001
Civilian labor force	216,195	294,484	435,780	548,347
Employed	207,456	285,556	415,181	529,059
Unemployed	8,739	8,928	20,599	19,288
Percent of civ. labor force	4.0	3.0	4.7	3.5
Not in labor force	139,487	177,749	229,256	253,170
MALE				
Persons 16 years and over	219,822	272,726	370,683	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
FEMALE				
Persons 16 years and over	183,115	249,292	352,796	421,315
Labor force	76,943	122,048	203,803	266,697
Percent in labor force	42.0	49.0	57.8	63.3
Armed forces	629	925	4,411	6,560
Civilian labor force	76,314	121,123	199,392	260,137
Employed	71,975	116,616	189,850	251,324
Unemployed	4,339	4,507	9,542	8,813
Percent of civ. labor force	5.7	3.7	4.8	3.4
Not in labor force	106,172	127,244	148,993	154,618

Source: U.S. Bureau of the Census, *U.S. Census of Population: 1960, 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, 1997 AND 1998

[Numbers in thousands]

Labor force status	Persons 16 years and over			16 to 19 years (both sexes)
	Both sexes	Men	Women	
1997				
Civilian noninstitutional population	873	413	460	55
Civilian labor force	592	300	292	26
Percent of population	67.8	72.8	63.4	46.9
Employment	554	279	275	21
Percent of population	63.5	67.5	59.9	38.0
Unemployment	38	22	16	5
Rate 1/	6.4	7.2	5.6	19.0
Error range of rate 2/	5.7-7.1	6.1-8.3	4.6-6.5	13.8-24.3
Not in civilian labor force	281	113	168	29
1998				
Civilian noninstitutional population	886	410	476	56
Civilian labor force	597	296	301	21
Percent of population	67.4	72.2	63.2	37.5
Employment	560	277	282	16
Percent of population	63.2	67.6	59.2	28.6
Unemployment	37	19	18	5
Rate 1/	6.2	6.4	6.1	25.2
Error range of rate 2/	5.5-6.9	5.4-7.4	5.1-7.1	18.9-31.5
Not in civilian labor force	289	301	175	35

1/ Percent of civilian labor force.

2/ At the 90-percent confidence level.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment*, 1997 (Bulletin 2515, June 1999), table 12, and *Geographic Profile of Employment and Unemployment*, 1998 (Bulletin 2524, November 1999), table 12 and <<http://stats.bls.gov/opub/gp/gpsec2.htm>> and calculations by Hawaii State Department of Business, Economic Development & Tourism.

Table 12.05-- CIVILIAN LABOR FORCE, TOTAL AND FEMALE, BY RACE AND HISPANIC ORIGIN: 1998 AND 1999

Race or origin 1/	1998		1999	
	Both sexes	Female	Both sexes	Female
All races	597,050	282,450	594,800	281,350
White	194,750	89,750	194,450	89,500
Asian or Pacific Islander	383,200	183,750	381,400	183,050
Japanese	148,100	70,650	147,750	70,500
Filipino	98,100	48,300	97,700	48,150
Hawaiian	68,150	32,050	67,750	31,900
Chinese	39,250	18,450	38,950	18,300
Korean	12,950	7,000	12,850	6,950
Other Asian or Pacific Islander	16,650	7,300	16,450	7,200
Black	7,600	3,750	7,500	3,700
American Indian, Eskimo, Aleut	2,900	1,450	2,850	1,450
Other race	8,650	3,750	8,600	3,700
Minority group	402,300	192,700	400,400	191,900
Hispanic (all races)	36,550	17,100	36,300	17,000

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: 1999

Race or origin 1/	Civilian labor force		Unemployed (percent)	
	Both sexes	Female	Both sexes	Female
All races	594,800	281,350	5.6	5.4
White	194,450	89,500	5.9	6.5
Asian or Pacific Islander	381,400	183,050	5.3	4.7
Japanese	147,750	70,500	2.7	2.0
Filipino	97,700	48,150	6.3	5.4
Hawaiian	67,750	31,900	9.3	8.7
Chinese	38,950	18,300	3.9	3.7
Korean	12,850	6,950	5.6	5.7
Other Asian or Pacific Islander	16,450	7,200	10.0	10.0
Black	7,500	3,700	8.5	8.5
American Indian, Eskimo, Aleut	2,850	1,450	9.3	10.2
Other race	8,600	3,700	7.9	8.5
Minority group	400,400	191,900	5.5	4.8
Hispanic (all races)	36,300	17,000	9.5	9.1

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, Research and Statistics Office, unpublished estimates.

**Table 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:
ANNUAL AVERAGES, 1980 TO 1999**

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	593,600	555,750	37,850	6.4
1997	1/ 594,700	1/ 556,650	1/ 38,050	6.4
1998	1/ 595,000	1/ 557,850	1/ 37,150	6.2
1999	594,800	561,500	33,350	5.6

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, 1989 TO 1999**

[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							
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	429,350	67,250	29,000	68,050	1,650	63,250	3,100
1997	1/ 428,100	1/ 68,750	1/ 28,600	1/ 69,250	1,700	1/ 64,700	2,850
1998	1/ 427,650	1/ 68,650	1/ 28,700	1/ 70,050	1,700	1/ 65,400	2,950
1999	424,250	69,900	29,000	71,650	1,750	66,850	3,050
CIVILIAN EMPLOYED							
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	406,650	60,550	25,450	63,050	1,550	58,900	2,600
1997	1/ 405,450	1/ 61,750	1/ 25,400	1/ 64,050	1,600	1/ 60,000	2,450
1998	1/ 404,700	62,050	1/ 25,850	1/ 65,250	1,600	1/ 61,150	2,500
1999	403,300	63,850	26,800	67,550	1,650	63,300	2,600

Continued on next page.

Table 12.08-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE, FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1989 TO 1999 -- Con.

Year	Oahu	Hawaii County	Kauai County	Maui County			
				County total	Lanai	Maui	Molokai
UNEMPLOYED							
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	22,700	6,650	3,550	4,950	100	4,400	500
1997	1/ 22,650	1/ 7,000	3,250	5,200	100	4,650	1/ 400
1998	22,950	1/ 6,600	2,850	1/ 4,750	50	1/ 4,250	450
1999	20,950	6,050	2,250	4,100	100	3,600	450
PERCENT UNEMPLOYED							
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	15.9
1997	5.3	10.2	11.3	7.5	5.9	7.2	14.8
1998	5.4	1/ 9.6	1/ 9.9	6.8	3.5	1/ 6.5	1/ 14.9
1999	4.9	8.7	7.7	5.7	4.4	5.3	14.2

1/ Revised.

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

**Table 12.09-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:
ANNUAL AVERAGES, 1998**

[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	4.9
Under 22 years	2.3	Services	25.4
22 to 24 years	4.6	Hotel	6.5
25 to 34 years	25.5	Others	3.7
35 to 44 years	29.7	Occupation:	
45 to 54 years	23.1	Prof., tech., mgr.	17.2
55 to 64 years	11.4	Clerical, sales	20.8
65 years and over	3.5	Services	17.0
Sex:		Farm, fish., forest	4.7
Male	61.8	Processing	0.7
Female	38.2	Machine trades	1.7
Industry:		Bench work	1.1
Government	5.5	Structural work	27.9
Agriculture	4.3	Miscellaneous	6.7
Construction	24.8	Not available	2.1
Manufacturing	3.9	Duration:	
Trans., commun., util.	7.5	1 to 4 weeks	35.8
Wholesale, retail trade	20.0	5 to 14 weeks	36.6
		15 weeks and over	27.5

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 1998*.

**Table 12.10-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGES,
1980 TO 1999**

[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]

Year	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
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	488,150	380,850	40,650	22,200	44,400
1989	515,100	397,900	44,950	24,350	47,900
1990	538,600	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	49,550	24,450	55,850
1996	538,150	406,750	50,700	24,150	56,200
1997	538,700	1/ 404,950	1/ 51,650	1/ 24,100	1/ 57,000
1998	1/ 538,850	1/ 402,850	1/ 52,500	1/ 24,750	1/ 58,700
1999	541,400	401,650	53,750	25,500	60,500

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,
1995 TO 1999**

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

Industry	1995	1996	1997	1998	1999
Nonagriculture, wage and salary	532,850	530,750	531,500	1/ 531,250	533,700
Construction, mining	26,300	23,650	22,300	1/ 21,650	21,550
Manufacturing	17,000	16,650	16,550	1/ 16,450	16,450
Durable goods	3,550	3,450	3,300	3,300	3,400
Nondurable goods	13,400	13,200	13,300	1/ 13,150	13,050
Food processing 2/	6,350	6,300	6,400	1/ 6,500	6,500
Textile, apparel	2,200	2,150	(NA)	(NA)	(NA)
Printing, publishing	3,300	3,200	3,100	1/ 3,050	3,050
Transp., commun., utilities	40,700	41,050	41,300	1/ 41,150	41,000
Transportation 3/	30,700	31,000	31,150	1/ 31,000	30,900
Communication	6,250	6,400	6,600	1/ 6,750	6,750
Utilities	3,750	3,700	3,550	1/ 3,400	3,300
Trade	135,800	135,200	134,350	1/ 132,200	132,700
Wholesale	21,550	21,400	20,950	21,000	21,050
Retail	114,250	113,850	113,350	1/ 111,200	111,700
Finance, insur., real estate	37,150	36,900	36,150	35,500	34,950
Services and miscellaneous	164,500	166,650	169,200	1/ 172,200	174,250
Hotels	37,750	38,350	38,350	37,750	37,100
Health services	33,900	34,100	34,700	1/ 35,300	35,650
Government	111,400	110,550	111,700	112,200	112,800
Federal	31,050	31,100	30,650	30,400	30,350
Air Force	2,100	2,100	2,050	2,050	2,050
Army	4,450	4,850	5,000	4,900	4,700
Navy	10,200	9,850	9,250	9,100	9,000
State	63,950	62,800	64,250	64,950	65,800
Local 3/	16,450	16,600	16,750	16,850	16,650
Agriculture, wage and salary	7,300	7,400	7,200	7,550	7,700
Nonagric., self-employed	(NA)	(NA)	(NA)	(NA)	(NA)
Agric., self-employed	(NA)	(NA)	(NA)	(NA)	(NA)
Labor disputes	-	-	-	50	-

NA Not available.

1/ Revised.

2/ Data beginning with 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 12.12-- 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, 1998 REVISED**

[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	1/ 531,250	1/ 400,650	1/ 50,000	1/ 23,950	1/ 56,700
Construction, mining	1/ 21,650	1/ 16,600	1/ 2,100	1/ 900	2,050
Manufacturing	1/ 16,450	1/ 12,750	1,500	400	1,750
Durable goods	3,300	1/ 12,750	1/ 250	1/ (Z)	250
Nondurable goods	1/ 13,150	1/ 10,000	1/ 1,300	400	1,500
Food processing	1/ 6,500	1/ 4,200	1/ 950	200	1,150
Printing, publishing	1/ 3,050	1/ 2,500	200	100	250
Transp., commun., utilities	1/ 41,150	1/ 32,550	1/ 2,850	1/ 1,650	1/ 4,050
Transportation	1/ 31,000	1/ 24,600	1/ 1,950	1/ 1,300	1/ 3,150
Communication	1/ 6,750	5,650	400	(NS)	500
Utilities	1/ 3,400	1/ 2,300	500	(NS)	400
Trade	1/ 132,200	1/ 96,900	1/ 13,200	1/ 6,750	1/ 15,350
Wholesale	21,000	1/ 17,150	1/ 1,900	450	1,450
Retail	1/ 111,200	1/ 79,750	1/ 11,250	1/ 6,250	1/ 13,900
Finance, insur., real estate	35,500	1/ 28,500	1/ 2,700	1,250	1/ 3,050
Services and miscellaneous	1/ 172,200	1/ 123,300	1/ 17,100	9,000	1/ 22,800
Hotels	37,750	16,800	6,600	3,550	10,800
Health services	1/ 35,300	1/ 28,900	1/ 2,650	1,450	2,300
Government	112,200	90,000	10,550	1/ 4,050	1/ 7,650
Federal	30,400	28,650	900	350	500
Air Force	2,050	1,950	-	1/ (Z)	-
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	(Z)	(Z)	(Z)	(Z)

NS Not shown separately.

Z Fewer than 50.

1/ Revised.

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, 1999**

[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	533,700	399,450	51,300	24,600	58,350
Construction, mining	21,550	15,900	2,400	800	2,400
Manufacturing	16,450	12,750	1,550	450	1,750
Durable goods	3,400	2,850	250	50	300
Nondurable goods	13,050	9,900	1,300	400	1,450
Food processing	6,500	4,250	950	250	1,050
Printing, publishing	3,050	2,450	200	100	300
Transp., commun., utilities	41,000	31,850	2,850	1,750	4,500
Transportation	30,900	24,100	1,950	1,400	3,500
Communication	6,750	5,650	400	(NS)	500
Utilities	3,300	2,150	500	(NS)	500
Trade	132,700	96,500	13,350	7,050	15,800
Wholesale	21,050	16,900	2,150	500	1,500
Retail	111,700	79,650	11,250	6,550	14,250
Finance, insur., real estate	34,950	27,950	2,700	1,250	3,100
Services and miscellaneous	174,250	124,000	17,800	9,300	23,200
Hotels	37,100	16,100	6,450	3,650	10,950
Health services	35,650	28,750	3,000	1,500	2,400
Government	112,800	90,500	10,600	4,050	7,650
Federal	30,350	28,550	850	400	550
Air Force	2,050	2,000	(Z)	(Z)	-
Army	4,700	4,650	50	-	-
Navy	9,000	8,850	-	150	-
State	65,800	50,450	7,450	2,600	5,250
Local	16,650	11,450	2,250	1,050	1,900
Agriculture, wage and salary	7,700	2,200	2,450	900	2,150
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 12.15-- OCCUPATION: 1970 TO 1990

Occupation	1970	1980	1990
Employed persons 16 years and over	285,556	415,181	529,059
Managerial and professional specialty occupations	58,242	97,606	139,523
Executive, administrative, and managerial occupations	25,048	48,671	67,907
Professional specialty occupations	33,194	48,935	71,616
Technical, sales, and administrative support occupations	83,698	132,651	172,654
Technicians and related support 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]

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

Source: U.S. Bureau of the Census, *U.S. Census of Population: 1960, General Social and Economic Characteristics, Hawaii*, Final Report PC (1)-13C (February 1962), table 56; *1970 Census of Population, General Social and Economic Characteristics, Hawaii*, PC(1)-C13 (December 1971), table 56; *1980 Census of Population, General Social and Economic Characteristics, Hawaii*, PC80-1-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, 1997 AND 1998**

[Thousands]

Year, sex, and age	Full- and part-time	Full-time	Part-time			
			Total	Economic reasons	Non-economic reasons	Not at work
1997						
Total	555	439	116	24	84	7
Male	278	241	37	10	25	2
Female	275	197	78	14	58	5
16 to 19 years (both sexes)	20	5	15	2	12	1
1998						
Total	560	450	110	23	78	9
Male	277	242	35	9	22	3
Female	282	207	75	13	56	6
16 to 19 years (both sexes)	16	3	13	2	10	1

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment*, 1997 (Bulletin 2515, June 1999), table 13, and *Geographic Profile of Employment and Unemployment*, 1998 (Bulletin 2524, November 1999), table 13 and <<http://stats.bls.gov/opub/gp/gpsec2.htm>> and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.18-- OCCUPATION OF EMPLOYED CIVILIANS IN PERCENT, BY SEX:
ANNUAL AVERAGES, 1997 AND 1998**

Occupation	Both sexes	Men	Women
1997			
All occupations (number in thousands)	554	279	275
Percent	100.0	100.0	100.0
Managerial and professional specialty			
Executive, administrative, and managerial	13.5	13.7	13.4
Professional specialty	13.2	11.4	15.0
Technical, sales, and administrative support			
Technicians and related support	2.4	2.6	2.2
Sales	13.3	9.7	16.9
Administrative support, including clerical	15.9	6.8	25.2
Service occupations	20.4	19.5	21.2
Precision production, craft, and repair	9.3	17.2	1.4
Operators, fabricators, and laborers			
Machine operators, assemblers, and inspectors	2.2	2.1	2.4
Transportation and material moving	3.3	6.3	0.3
Handlers, equipment cleaners, helpers, and laborers	2.9	5.2	0.7
Farming, forestry, and fishing	3.4	5.6	1.2
1998			
All occupations (number in thousands)	560	277	282
Percent	100.0	100.0	100.0
Managerial and professional specialty			
Executive, administrative, and managerial	12.9	14.1	11.3
Professional specialty	13.2	11.6	14.9
Technical, sales, and administrative support			
Technicians and related support	2.5	2.5	2.5
Sales	13.8	10.8	16.3
Administrative support, including clerical	16.1	5.1	27.0
Service occupations	19.6	18.1	21.3
Precision production, craft, and repair	8.6	16.2	1.4
Operators, fabricators, and laborers			
Machine operators, assemblers, and inspectors	2.7	3.2	2.1
Transportation and material moving	2.7	5.1	0.7
Handlers, equipment cleaners, helpers, and laborers	3.4	6.1	0.7
Farming, forestry, and fishing	4.5	7.2	1.8

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment*, 1997 (Bulletin 2515, June 1999), table 15, and *Geographic Profile of Employment and Unemployment*, 1998 (Bulletin 2524, November 1999), table 15 and <<http://stats.bls.gov/opub/gp/gpsec2.htm>>.

Table 12.19-- MULTIPLE JOBHOLDERS, NUMBERS AND PERCENT OF EMPLOYED: ANNUAL AVERAGES FOR 1995 TO 1998

Subject	1995	1996	1997	1998
Employed, 16 years and over (1,000)	(NA)	555,000	(NA)	(NA)
Multiple jobholders (1,000)	(NA)	52,000	(NA)	(NA)
Percent of employed	8.8	9.4	8.7	8.8
Rank (50 States and D.C.) 1/	8	9	12	9
U.S.: percent multiple jobholders	(NA)	6.4	6.3	6.0

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: 1988 TO 1998**

Year	Number of reporting units, December 1/	Average employment	Wages and salaries	
			Total (\$1,000)	Per worker (dollars)
INCLUDING GOVERNMENT				
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
1998	31,259	534,140	15,505,321	29,029
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
1998	31,253	426,255	11,790,625	27,661
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
1998	30,531	415,620	11,547,237	27,783

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: 1998**

County	Number of employers, December	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	31,259	534,140	15,505,321	29,029
City and County of Honolulu	21,906	400,035	12,098,181	30,243
Hawaii County	3,779	51,405	1,297,181	25,235
Kauai County	1,776	24,723	615,206	24,884
Maui County	3,804	57,977	1,494,753	25,782
EXCLUDING GOVERNMENT				
State total	31,253	426,255	11,790,625	27,661
City and County of Honolulu	21,903	313,841	9,103,516	29,007
Hawaii County	3,776	41,266	963,993	23,360
Kauai County	1,773	20,774	482,129	23,208
Maui County	3,801	50,373	1,240,987	24,636

Source: Hawaii State Department of Labor and Industrial Relations, *1998 Employment and Payrolls in Hawaii* (October 1999).

**Table 12.23-- EMPLOYMENT AND PAYROLLS COVERED BY THE HAWAII
EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT COMPENSATION
FOR FEDERAL EMPLOYEES, BY INDUSTRY: 1998**

Industry	Number of reporting units, Dec.	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
All industries	31,259	534,140	15,505,321	29,029
Government	6	107,884	3,714,696	34,432
Federal	1	30,388	1,275,989	41,990
State	1	60,289	1,819,082	30,173
County	4	17,208	619,625	36,008
Private	31,253	426,255	11,790,625	27,661
Agriculture, forestry, fisheries 1/	722	10,635	243,388	22,886
Mining	12	275	14,079	51,198
Construction	2,553	21,286	927,067	43,553
Manufacturing 1/	990	16,290	512,185	31,442
Food processing 1/	235	6,435	166,107	25,813
Other manufacturing	745	9,855	346,079	35,117
Transportation	1,368	30,695	1,010,880	32,933
Communications	163	6,714	292,526	43,570
Utilities	101	3,390	194,430	57,354
Wholesale trade	2,561	20,986	699,421	33,328
Retail trade	7,145	111,107	1,924,963	17,325
Eating and drinking places	2,623	47,535	628,951	13,231
Other retail trade	4,522	63,572	1,296,012	20,387
Finance, insurance, real estate	3,898	35,495	1,282,683	36,137
Services	11,425	169,069	4,679,300	27,677
Hotels, rooming houses, etc.	345	37,753	980,042	25,959
Health services	2,360	35,349	1,378,405	38,994
Other services	8,720	95,967	2,320,853	24,184
Nonclassifiable establishments	315	314	9,702,713	30,900

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

Source: Hawaii State Department of Labor and Industrial Relations, *1998 Employment and Payrolls in Hawaii* (October 1999).

**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 1998**

[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	1998	29,029	16,927

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: 1988 AND 1998**

Class of worker	1988: current dollars	1998		Percent change, 1988-1998	
		Current dollars	Deflated to 1988 dollars 1/	Current dollars	1988 dollars 2/
All classes	20,454	29,029	20,600	41.9	0.7
Federal	28,133	41,990	29,797	49.3	5.9
State	22,111	30,173	21,411	36.5	-3.2
County	24,387	36,008	25,552	47.7	4.8
Private	19,444	27,661	19,629	42.3	0.6

1/ The all-items consumer price index (CPI-U) for Honolulu increased 40.9 percent from 1988 to 1998.

2/ Percent change from 1988 current dollars to 1998 current dollars that were deflated to 1988 dollars.

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 1998**

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	31,270	17,048	6,172	3,974	2,570	898	608
Employment	432,191	29,429	40,732	53,461	76,717	60,849	171,003

Source: Hawaii State Department of Labor and Industrial Relations, *1998 Employment and Payrolls in Hawaii* (October 1999).

**Table 12.27-- ANNUAL WAGES PER EMPLOYEE, TOTAL AND PRIVATE
INDUSTRY: 1988 TO 1998**

[Based on data submitted by employers subject to State unemployment insurance (UI) laws, and
by Federal agencies subject to the Unemployment Compensation for Federal Employees
(UCFE) program]

Year	Annual wages per employee (dollars)		Hawaii as percent of U.S		Rank 1/	
	Total	Private only	Total	Private only	Total	Private only
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
1997	28,358	26,980	93.5	89.8	2/ 24	2/ 28
1998	29,029	27,662	91.0	87.2	3/ 25	3/ 29

1/ From highest to lowest annual wages.

2/ Among 50 States and D.C. Excluding D.C., Hawaii ranked 23rd for all workers and 27th for private workers in 1997.

3/ Among 49 States and D.C., no data available for New Jersey. Excluding New Jersey and D.C., Hawaii ranked 24th for all workers and 28th for private workers in 1998.

Source: U.S. Bureau of Labor Statistics, *Employment and Wages, Annual Averages* (annual report), tables 3 and 5.

**Table 12.28-- HOURS AND EARNINGS IN SPECIFIED INDUSTRIES:
ANNUAL AVERAGES, 1994 TO 1999**

Subject	1994	1995	1996	1997	1998	1999
Average weekly earnings (dollars)						
Construction and mining	898.18	922.27	936.21	1/ 957.29	964.40	984.61
Manufacturing	468.03	480.75	487.30	496.87	1/ 490.87	529.76
Food and kindred products	414.63	382.69	423.71	427.93	403.90	454.85
Communication and utilities	838.27	845.04	863.59	884.38	1/ 870.70	895.89
Trade	284.45	288.76	293.78	303.39	1/ 306.92	302.23
Wholesale trade	461.23	469.94	445.94	467.87	498.71	524.10
Retail trade	252.54	257.50	267.33	273.83	273.31	262.43
Eating, drinking places	184.94	184.06	185.67	186.21	189.47	177.28
Banking & credit agencies	406.15	414.32	412.91	434.28	456.74	469.94
Hotels	386.46	406.90	411.40	422.73	433.90	437.16
Average weekly hours						
Construction and mining	37.3	36.7	36.4	35.8	35.6	35.7
Manufacturing	38.3	37.5	38.1	37.9	37.3	39.3
Food and kindred products	40.1	35.9	37.2	35.9	34.2	36.8
Communication and utilities	42.9	42.0	41.8	42.6	41.7	42.1
Trade	30.1	30.3	30.1	30.4	30.6	29.4
Wholesale trade	38.5	38.3	37.1	37.4	38.6	38.2
Retail trade	28.6	28.9	28.9	29.1	29.2	27.8
Eating, drinking places	25.3	25.6	25.4	25.3	25.5	23.7
Banking & credit agencies	38.1	37.7	39.4	40.1	41.0	38.3
Hotels	33.9	34.6	34.0	33.9	34.3	34.1
Average hourly earnings (dollars)						
Construction and mining	24.08	25.13	25.72	26.74	27.09	27.58
Manufacturing	12.22	12.82	12.79	13.11	1/ 13.16	13.48
Food and kindred products	10.34	10.66	11.39	11.92	11.81	12.36
Communication and utilities	19.54	20.12	20.66	20.76	1/ 20.88	21.28
Trade	9.45	9.53	9.76	9.98	1/ 10.03	10.28
Wholesale trade	11.98	12.27	12.02	12.51	12.92	13.72
Retail trade	8.83	8.91	9.25	9.41	9.36	9.44
Eating, drinking places	7.31	7.19	7.31	7.36	7.43	7.48
Banking & credit agencies	10.66	10.99	10.48	10.83	11.14	12.27
Hotels	11.40	11.76	12.10	12.47	12.65	12.82

1/ Revised.

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/dlir/rs/loihi/LFR/H%26E.HTM>.

Table 12.29-- AVERAGE PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 1995 TO 1999

[In dollars]

Job classification 1/	1995	1996	1997	1998	1999
ANNUAL RATES					
Clerk, entry level	17,794	17,774	18,833	18,836	20,256
Cashier	23,420	23,307	25,503	26,755	26,513
Secretary	26,636	26,846	28,020	28,514	28,983
Switchboard operator	22,870	23,150	24,503	24,237	25,418
Bookkeeper, full-charge	29,827	30,431	32,137	33,466	31,590
Engineering drafting technician	32,193	35,960	35,298	39,103	40,615
Hospital attendant	21,949	22,401	(NA)	(NA)	(NA)
Staff nurse	50,827	52,560	(NA)	(NA)	(NA)
HOURLY RATES					
Housekeeper	10.10	10.45	11.07	11.07	11.54
Cook, general	12.94	12.50	13.24	13.48	15.00
Wait help	5.63	5.89	6.03	5.96	5.93
Laborer, light	9.01	9.12	9.38	8.98	9.46
Carpenter, maintenance	15.29	15.64	16.01	16.36	20.20
Electrician, maintenance	17.55	17.51	19.73	21.86	22.90
Automotive mechanic	15.27	15.97	16.04	16.58	16.78
Truck driver (trailer)	12.30	13.40	13.65	14.12	14.17

NA Not available.

1/ The 14 job titles with data for 1999 are meant to be only illustrative of the 80 reported in the 1999 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: 1999**

[In dollars]

Job classification 1/	State average	Kauai	Oahu	Maui County	Hawaii County
ANNUAL RATES					
Clerk, entry level	20,256	20,385	20,257	...	19,056
Cashier	26,513	...	27,087	25,899	...
Secretary	28,983	25,826	29,206	29,252	24,962
Switchboard operator	25,418	...	25,751	...	...
Bookkeeper, full-charge	31,590	...	31,758	...	...
Engineering drafting technician	40,615	...	41,534	...	...
HOURLY RATES					
Housekeeper	11.54	...	11.70	10.77	...
Cook, general	15.00	...	15.33	15.71	...
Wait help	5.93	...	5.95	...	...
Laborer, light	9.46	...	9.41	...	...
Carpenter, maintenance	20.20	...	20.69	...	...
Electrician, maintenance	22.90	...	23.95	...	...
Automotive mechanic	16.78	...	17.50	15.90	15.35
Truck driver (trailer)	14.17	...	14.45	...	...

... Base too small for reliable computation.

1/ The 14 job titles with data are meant to be only illustrative of the 80 reported.

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (Research Report Number 3790, October 1999).

Table 12.31-- WAGES OF HAWAII'S 25 LARGEST OCCUPATIONS: 1998

OES Code	Occupation Title	Employment	Mean Wage	
			Hourly	Annual
49011	Salespersons, Retail	22,180	8.86	18,430
67005	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	13,250	8.58	17,850
49023	Cashiers	12,730	8.80	18,290
55347	General Office Clerks	12,540	10.58	22,010
65008	Waiters and Waitresses	12,190	6.39	13,280
65041	Combined Food Preparation and Service Workers	11,490	6.73	13,990
19005	General Managers and Top Executives	10,670	31.82	66,190
67002	Maids and Housekeeping Cleaners	10,010	10.86	22,600
41002	First-Line Supervisors and Managers/Supervisors - Sales and Related Workers	9,410	16.82	34,990
55108	Secretaries, Except Legal and Medical	9,230	13.63	28,340
32502	Registered Nurses	8,560	27.11	56,390
63047	Guards and Watch Guards	8,110	8.78	18,250
55338	Bookkeeping, Accounting, and Auditing Clerks	8,040	12.52	26,040
51002	First-Line Supervisors and Managers/Supervisors - Clerical and Administrative Support Workers	7,730	17.62	36,640
65038	Food Preparation Workers	7,650	8.80	18,300
85132	Maintenance Repairers, General Utility	6,440	13.77	28,640
79041	Laborers, Landscaping and Groundskeeping	6,420	10.72	22,300
98999	All Other Helpers, Laborers, and Material Movers, Hand	5,810	13.28	27,630
97105	Truck Drivers, Light, Include Delivery and Route Workers	5,460	10.10	21,020
65026	Cooks, Restaurant	5,390	10.89	22,650
31308	Teachers, Secondary School	5,210	(NA)	42,120
49021	Stock Clerks, Sales Floor	5,170	9.25	19,230
61099	All Other Supervisors and Managers/Supervisors - Service Workers	5,150	13.00	27,040
55305	Receptionists and Information Clerks	5,080	9.99	20,770
21114	Accountants and Auditors	4,230	21.50	44,720

NA Not available.

Source: Occupational Employment Statistics (OES) Survey for Hawaii, 1998, 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.

http://stats.bls.gov/oes/state/oes_hi.htm; <http://www.state.hi.us/dlir/rs/loihi>

**Table 12.32-- WAGES OF HONOLULU METROPOLITAN STATISTICAL AREA'S
25 LARGEST OCCUPATIONS: 1998**

OES Code	Occupation Title	Employment	Mean Wage	
			Hourly	Annual
49011	Salespersons, Retail	16,140	8.87	18,450
67005	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10,500	8.52	17,710
55347	General Office Clerks	9,370	10.73	22,330
65041	Combined Food Preparation and Service Workers	8,930	6.51	13,540
49023	Cashiers	8,890	8.82	18,340
19005	General Managers and Top Executives	7,950	32.66	67,940
55108	Secretaries, Except Legal and Medical	7,560	13.82	28,740
65008	Waiters and Waitresses	7,160	6.49	13,500
32502	Registered Nurses	6,830	28.10	58,450
41002	First-Line Supervisors and Managers/Supervisors - Sales and Related Workers	6,590	17.57	36,550
63047	Guards and Watch Guards	6,330	8.48	17,630
55338	Bookkeeping, Accounting, and Auditing Clerks	6,060	12.73	26,470
51002	First-Line Supervisors and Managers/Supervisors - Clerical and Administrative Support Workers	5,940	18.20	37,850
67002	Maids and Housekeeping Cleaners	5,720	10.84	22,550
65038	Food Preparation Workers	5,040	8.64	17,970
98999	All Other Helpers, Laborers, and Material Movers, Hand	4,620	13.79	28,670
97105	Truck Drivers, Light, Include Delivery and Route Workers	4,370	10.01	20,830
85132	Maintenance Repairers, General Utility	4,180	13.92	28,950
55305	Receptionists and Information Clerks	3,920	9.70	20,170
61099	All Other Supervisors and Managers/Supervisors - Service Workers	3,670	12.92	26,880
49021	Stock Clerks, Sales Floor	3,610	9.46	19,670
21114	Accountants and Auditors	3,460	22.17	46,110
79041	Laborers, Landscaping and Groundskeeping	3,460	10.64	22,130
39999	All Other Professional, Paraprofessional, and Technical Workers	3,360	19.90	41,390
66008	Nursing Aides, Orderlies, and Attendants	3,140	10.53	21,910

Source: Occupational Employment Statistics (OES) Survey for Hawaii, 1998, 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.
http://stats.bls.gov/oes/msa/oes_3320m.htm; <http://www.state.hi.us/dlir/rs/loihi>

Table 12.33-- MINIMUM WAGE CHRONOLOGY: 1942 TO 1999

[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/ 4/	5.25
1958	1.00	1.00	1978	2.65		

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

2/ January 1.

3/ April 1.

4/ Current minimum as of July 2000.

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

Table 12.34-- NUMBER OF PERSONS AT WORK BY WEEKLY HOURS OF WORK: ANNUAL AVERAGES, 1994 TO 1998

[In thousands]

Weekly hours at work	1994	1995	1996	1997	1998 1/
Total	519	518	528	528	532
1 to 14 hours	29	29	30	26	25
15 to 29 hours	67	67	77	80	75
30 to 34 hours	41	50	45	49	59
35 to 39 hours	28	26	27	28	28
40 hours	221	218	223	221	217
41 to 48 hours	46	41	37	37	42
49 hours and over	87	88	88	87	87

1/ Average hours at work is 38.3 and for persons who usually work full-time is 42.4 hours per week.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment*, 1997, Bulletin 2515 (June 1999), table 18; 1998, Bulletin 2524 (November 1999), table 18, and <<http://stats.bls.gov/opub/gp/gpappend.htm>> and earlier reports.

Table 12.35-- INTERSTATE MOVEMENT OF JOB-SEEKERS: 1949 TO 1999

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	1975	7,607	8,785	115
1950	966	1,105	114	1976	7,458	8,334	112
1951	377	1,139	302	1977	5,846	8,154	139
1952	455	1,667	366	1978	4,313	6,261	145
1953	576	1,775	308				
1954	907	1,698	187	1979	4,272	5,250	123
1955	665	1,812	272	1980	5,211	4,956	95
1956	686	1,617	236	1981	5,485	4,396	80
1957	1,100	1,813	165	1982	5,372	4,848	90
1958	1,547	2,219	143	1983	4,414	4,659	106
				1984	4,123	4,220	102
1959	1,280	2,126	166	1985	4,039	3,993	99
1960	1,716	2,595	151	1986	3,664	3,932	107
1961	2,863	3,235	113	1987	3,805	3,161	83
1962	2,966	3,594	121	1988	3,942	2,974	75
1963	2,683	3,787	141				
1964	2,572	3,705	144	1989	3,961	2,679	68
1965	2,257	3,411	151	1990	5,275	2,910	55
1966	1,859	2,655	143	1991	7,197	3,453	48
1967	2,196	3,102	141	1992	9,554	4,432	46
1968	2,014	2,896	144	1993	9,543	4,356	46
				1994	10,121	4,229	42
1969	2,652	3,600	136	1995	10,115	4,000	40
1970	5,078	6,062	119	1996	8,633	3,338	39
1971	6,215	6,908	111	1997	7,051	2,044	29
1972	6,124	5,994	98	1998	4,366	1,502	34
1973	5,255	6,116	116	1999	3,511	1,098	31
1974	5,924	6,988	118				

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, 2000*, p. 15, and records.

**Table 12.36-- NONFATAL OCCUPATIONAL INJURIES AND ILLNESSES,
PRIVATE SECTOR: 1995 TO 1998**

[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]

	Recordable cases	Per 100 full-time workers	Lost workday cases	Per 100 full-time workers	Nonfatal cases without lost workdays
Injuries and illnesses					
1995	27,100	8.0	13,900	4.1	13,100
1996	23,000	6.8	12,100	3.6	10,800
1997	23,500	6.8	12,800	3.7	10,700
1998	21,200	6.5	12,100	3.7	9,100
Injuries					
1995	26,200	7.7	13,400	4.0	12,800
1996	21,900	6.5	11,600	3.4	10,300
1997	22,700	6.6	12,400	3.6	10,300
1998	20,400	6.3	11,700	3.6	8,700

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, *1996 Occupational Injuries and Illnesses Survey*, p. 4.; and for 1996 to 1998, U.S. Bureau of Labor Statistics & Health Statistics, "State Occupational Injuries and Illnesses" at <<http://stats.bls.gov/oshstate.htm>> accessed July 7, 2000.

**Table 12.37-- WORK INJURIES, DEATHS, TIME LOST AND
COMPENSATION COSTS: 1990 TO 1998**

Year	Reported cases	Reported deaths	Time lost (compensated days)	Compensation costs (\$1,000)
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
1998	30,727	17	1,160,365	233,225

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

**Table 12.38-- 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 (1999 Edition)*, The Bureau of National Affairs, Inc., 1999, tables 5a, 5b, and 5c.

**Table 12.39-- LABOR UNIONS AND EMPLOYEE ASSOCIATIONS:
1998 AND 1999**

Subject	Total	AFL-CIO affiliated	Independent
1998			
Unions and associations	109	95	14
Membership 1/	184,694	162,368	2/ 22,326
1999			
Unions and associations	115	100	15
Membership 1/	206,189	183,857	2/ 22,332

1/ Data exclude two unions not reporting membership: Graphic Communications International Union Local 501-M and the Hawaii Printing and Graphic Communications Union Local 413-N. The largest memberships were those reported by Hawaii Government Employees AFSCME, Local 152 (1998 of 39,400 and 1999 of 40,100); Longshoremen's and Warehousemen's Union, Local 142 (1998 of 25,000 and 1999 of 25,000); Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 986 (1998 of 16,000 and 1999 of 16,000).

2/ Two unions submitted membership figures which were estimates: Industrial Workers of the World Oahu General Membership Branch and State of Hawaii Organization of Police Officers (SHOPO).

Source: Hawaii State AFL-CIO, *Directory of Labor Organizations & Affiliates, 1998 and 1999*; survey of non-reporting unions and organizations.

**Table 12.40-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE
BARGAINING UNITS, BY EMPLOYING JURISDICTION: 1996 TO 1999**

[As of December 31]

Employing jurisdiction	1996	1997	1998	1999
Total	53,825	53,773	54,090	54,778
State of Hawaii	22,781	22,869	23,357	23,484
City and County of Honolulu	8,165	8,155	8,106	7,995
County of Hawaii	1,763	1,776	1,805	1,815
County of Maui	1,613	1,629	1,649	1,632
County of Kauai	859	869	865	875
Dept. of Education	12,819	12,651	12,416	13,113
Judiciary	1,428	1,421	1,430	1,434
University of Hawaii	4,397	4,403	4,462	4,430

Source: Hawaii Labor Relations Board, *HLRB Informational Bulletin*, No. 37, February 23, 2000, and earlier issues.

Table 12.41-- COLLECTIVE BARGAINING AGREEMENTS: 1987 TO 1999

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
				1999	123	65,890	535

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

Source: Industrial Relations Center, University of Hawaii at Manoa, *Duration of Collective Bargaining Agreements in Hawaii, 1999* (December 1998), p. 1.

Table 12.42-- WORK STOPPAGES: 1990 TO 1999

[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/
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)
1999	-	-	-

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 12.43-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS:
1984 TO 1999**

Year	Number of stoppages begun in year	Workers involved 1/	Man-days idle during year	Percent of estimated nonagricultural working time
1984	1	1,000	70,000	0.01
1985	1	1,000	11,000	0.01
1986-1993	-	-	-	0
1994	1	15,800	136,500	(NA)
1995-1997	-	-	-	-
1998	-	-	-	-
1999	-	-	-	-

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