

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. Census Bureau, 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 12 of the *Statistical Abstract of the United States: 2001*.

Table 12.01-- LABOR FORCE STATUS, BY SEX: 1960 TO 2000

Sex and labor force status	1960	1970	1980	1990	2000
BOTH SEXES					
Persons 16 years and over	402,937	522,018	723,479	855,518	950,055
Labor force	263,450	344,269	494,223	602,348	612,831
Percent in labor force	65.4	65.9	68.3	70.4	64.5
Armed forces	47,255	49,785	58,443	54,001	39,036
Civilian labor force	216,195	294,484	435,780	548,347	573,795
Employed	207,456	285,556	415,181	529,059	537,909
Unemployed	8,739	8,928	20,599	19,288	35,886
Percent of civ. labor force	4.0	3.0	4.7	3.5	6.3
Not in labor force	139,487	177,749	229,256	253,170	337,224
MALE 1/					
Persons 16 years and over	219,822	272,726	370,683	434,203	473,542
Labor force	186,507	222,221	290,420	335,651	331,177
Percent in labor force	84.8	81.5	78.3	77.3	69.9
Armed forces	46,626	48,860	54,032	47,441	34,368
Civilian labor force	139,881	173,361	236,388	288,210	296,809
Employed	135,481	168,940	225,331	277,735	276,483
Unemployed	4,400	4,421	11,057	10,475	20,326
Percent of civ. labor force	3.1	2.6	4.7	3.6	6.8
Not in labor force	33,315	50,505	80,263	98,552	142,365
FEMALE					
Persons 16 years and over	183,115	249,292	352,796	421,315	476,513
Labor force	76,943	122,048	203,803	266,697	281,654
Percent in labor force	42.0	49.0	57.8	63.3	59.1
Armed forces	629	925	4,411	6,560	4,668
Civilian labor force	76,314	121,123	199,392	260,137	276,986
Employed	71,975	116,616	189,850	251,324	261,426
Unemployed	4,339	4,507	9,542	8,813	15,560
Percent of civ. labor force	5.7	3.7	4.8	3.4	5.6
Not in labor force	106,172	127,244	148,993	154,618	194,859

1/ Calculated by the Hawaii State Department of Business, Economic Development & Tourism.

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; Census 2000, Table DP-3. Profile of Selected Economic Characteristics: 2000, Geographic area: Hawaii.

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, 1999

[Numbers in thousands]

Population group	Persons 16 years and over			16 to 19 years (both sexes)
	Both sexes	Men	Women	
Civilian noninstitutional population	888	419	469	68
Civilian labor force	595	297	298	29
Percent of population	67.0	70.7	63.6	42.9
Employment	561	276	285	23
Percent of population	63.2	65.9	60.8	33.6
Unemployment	33	20	13	6
Rate 1/	5.6	6.8	4.4	21.6
Error range of rate 2/	4.9-6.3	5.7-7.9	3.5-5.3	16.5-26.7
Not in civilian labor force	293	122	171	39

1/ Percent of civilian labor force.

2/ Calculated at the 90-percent confidence interval.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1999* (Bulletin 2537, June 2001), table 12; 'Not in civilian labor force' was calculated by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.05-- CIVILIAN LABOR FORCE, TOTAL AND FEMALE, AND
UNEMPLOYMENT RATE, BY RACE AND HISPANIC ORIGIN:
2000 AND 2001**

Race or origin 1/	Civilian labor force				Unemployed (percent)	
	2000		2001		2001	
	Both sexes	Female	Both sexes	Female	Both sexes	Female
All races	595,450	281,800	605,550	286,450	4.6	4.4
White	194,700	89,450	198,200	91,100	4.9	5.4
Asian or Pacific Islander	381,900	183,550	388,150	186,450	4.4	3.8
Japanese	148,800	71,150	150,950	72,150	2.2	1.6
Filipino	97,700	48,300	99,400	49,100	5.3	4.4
Hawaiian	67,250	31,700	68,650	32,350	7.8	7.2
Chinese	39,000	18,350	39,550	18,600	3.2	3.0
Korean	12,800	6,950	13,000	7,050	4.7	4.7
Other Asian or Pacific Islander	16,250	7,100	16,550	7,250	8.3	8.3
Black	7,400	3,650	7,550	3,750	7.1	7.1
American Indian, Eskimo, Aleut	2,850	1,450	2,900	1,450	7.7	8.6
Other race	8,550	3,700	8,700	3,750	6.5	7.1
Minority group	400,700	192,300	407,300	195,400	4.5	4.0
Hispanic (all races)	36,050	16,850	36,750	17,200	7.9	7.6

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.

**Table 12.06-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:
ANNUAL AVERAGES, 1980 TO 2001**

Year	Labor force	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	594,700	556,650	38,050	6.4
1998	594,350	557,200	37,150	6.2
1999	592,800	559,600	33,200	5.6
2000	595,450	569,900	25,500	4.3
2001 1/	605,500	577,450	28,100	4.6

1/ Preliminary.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual)
<<http://www.state.hi.us/dlir/rs/loihi/LFR/LAUS.HTM>> accessed February 27, 2002.

**Table 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,
FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1991 TO 2001**

Year	Oahu	Hawaii County	Kauai County	Maui County			
				County total	Lanai	Maui	Molokai
CIVILIAN LABOR FORCE							
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	428,100	68,750	28,600	69,250	1,700	64,700	2,850
1998	427,150	68,600	28,650	69,950	1,650	65,350	2,950
1999	423,150	69,400	28,900	71,400	1,750	2/ 66,650	3,000
2000	2/ 423,700	2/ 70,000	29,400	2/ 72,350	2/ 1,850	2/ 67,600	2/ 2,900
2001 1/	429,250	72,250	29,850	74,200	1,900	69,400	2,900
CIVILIAN EMPLOYED							
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	405,450	61,750	25,400	64,050	1,600	60,000	2,450
1998	404,250	61,950	25,800	65,200	1,600	61,100	2,500
1999	402,250	63,350	26,650	67,300	1,650	2/ 63,100	2/ 2,550
2000	2/ 407,800	2/ 65,350	27,500	2/ 69,300	2/ 1,800	2/ 65,050	2/ 2,500
2001 1/	411,750	67,300	27,750	70,650	1,800	66,300	2,550

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Table 12.07-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE, FOR COUNTIES AND ISLANDS: ANNUAL AVERAGES, 1991 TO 2001 -- Con.

Year	Oahu	Hawaii County	Kauai County	Maui County			
				County total	Lanai	Maui	Molokai
UNEMPLOYED							
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	22,650	7,000	3,250	5,200	100	4,650	400
1998	22,950	6,600	2,850	4,750	50	4,250	450
1999	20,900	6,050	2,200	4,050	100	3,550	450
2000	15,900	4,650	1,900	3,050	50	2,550	450
2001 1/	17,500	4,950	2,100	3,500	100	3,100	350
PERCENT UNEMPLOYED							
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	9.6	9.9	6.8	3.5	6.5	14.9
1999	4.9	8.7	7.7	5.7	4.4	5.3	2/ 14.4
2000	3.8	6.7	6.5	4.2	2/ 3.4	3.8	2/ 14.9
2001 1/	4.1	6.8	7.0	4.8	4.5	4.4	12.5

1/ Preliminary.

2/ Revised.

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

<<http://www.state.hi.us/dlir/rs/loihi/LFR/LAUS.HTM>> accessed February 27, 2002.

**Table 12.08-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:
ANNUAL AVERAGES, 2000**

[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	5.0
Under 22 years	2.1	Services	26.2
22 to 24 years	4.3	Hotel	5.0
25 to 34 years	24.1	Others	6.0
35 to 44 years	29.2	Occupation:	
45 to 54 years	25.2	Prof., tech., mgr.	19.2
55 to 64 years	12.0	Clerical, sales	19.9
65 years and over	3.2	Services	14.5
Sex:		Farm, fish., forest	5.6
Male	63.8	Processing	1.0
Female	36.2	Machine trades	1.5
Industry:		Bench work	0.8
Government	5.0	Structural work	28.5
Agriculture	6.3	Miscellaneous	7.4
Construction	24.1	Not available	1.6
Manufacturing	3.4	Duration:	
Trans., commun., util.	7.3	1 to 4 weeks	38.4
Wholesale, retail trade	16.7	5 to 14 weeks	36.8
		15 weeks and over	24.8

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 1999-2000*.

**Table 12.09-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGES,
1980 TO 2001**

[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	404,950	51,650	24,100	57,000
1998	538,850	402,850	52,500	24,750	58,700
1999	542,750	403,650	53,350	25,400	60,300
2000	2/ 559,200	2/ 414,250	2/ 55,950	2/ 26,450	2/ 62,450
2001 1/	560,950	413,900	57,000	26,400	63,550

1/ Preliminary.

2/ Revised.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual) <<http://www.state.hi.us/dlir/rs/loihi/LFR/CES1.HTM>> accessed February 27, 2002. Hawaii State Department of Business, Economic Development and Tourism combined the non-agriculture and agriculture wage and salary jobs.

**Table 12.10-- JOBCOUNT, BY INDUSTRY: ANNUAL AVERAGES,
1997 TO 2001**

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

Industry	1997	1998	1999	2000	2001 1/
Nonagriculture, wage and salary	531,500	531,250	535,050	2/ 551,350	553,550
Construction & mining	22,300	21,650	21,650	2/ 23,800	23,700
Manufacturing	16,550	16,450	16,550	2/ 17,450	17,850
Durable goods	3,300	3,300	3,400	2/ 3,800	4,200
Nondurable goods	13,300	13,150	13,150	2/ 13,650	13,650
Food processing	6,400	6,500	6,600	(NS)	(NS)
Printing & publishing	3,100	3,050	3,050	(NS)	(NS)
Transp., comm., & utilities	41,300	41,150	41,200	2/ 42,250	42,050
Transportation	31,150	31,000	31,250	2/ 32,350	32,200
Communication	6,600	6,750	6,600	6,500	6,400
Utilities	3,550	3,400	3,350	3,400	3,450
Trade	134,350	132,200	133,150	2/ 137,000	136,250
Wholesale	20,950	21,000	21,150	2/ 21,700	20,700
Retail	113,350	111,200	112,000	2/ 115,300	115,550
Finance, ins., & real estate	36,150	35,500	34,800	2/ 33,150	32,700
Services & miscellaneous	169,200	172,200	174,900	2/ 183,050	186,100
Hotels	38,350	37,750	37,100	2/ 38,600	38,650
Health services	34,700	35,300	35,800	2/ 36,600	37,150
Government	111,700	112,200	112,800	114,600	114,950
Federal	30,650	30,400	30,300	30,950	30,050
Air Force	2,050	2,050	2,050	2,100	2,100
Army	5,000	4,900	4,700	4,700	4,600
Navy	9,250	9,100	9,000	8,750	8,800
State	64,250	64,950	65,800	66,950	68,150
Local	16,750	16,850	16,650	16,700	16,700
Agriculture, wage & salary	7,200	7,550	7,700	7,850	7,400
Labor disputes	-	50	-	-	1,250

NS Not shown separately.

1/ Preliminary.

2/ Revised.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual)
<<http://www.state.hi.us/dlir/rs/loihi/LFR/CES1.HTM>> accessed February 27, 2002.

Table 12.11-- EMPLOYMENT BY INDUSTRY: 2000

[Based on the North American Industry Classification System (NAICS)]

Industry	Number	Percent
Employed civilian population 16 years and over	537,909	100.0
Agriculture, forestry, fishing and hunting, and mining	12,119	2.3
Construction	32,180	6.0
Manufacturing	18,979	3.5
Wholesale trade	17,188	3.2
Retail trade	65,693	12.2
Transportation and warehousing, and utilities	33,559	6.2
Information	13,278	2.5
Finance, insurance, real estate, and rental and leasing	37,867	7.0
Professional, scientific, management, administrative, and waste management services	51,039	9.5
Educational, health and social services	102,254	19.0
Arts, entertainment, recreation, accommodation and food services	86,189	16.0
Other services (except public administration)	23,853	4.4
Public administration	43,711	8.1

Source: U.S. Bureau of the Census, Census 2000, Table DP-3. Profile of Selected Economic Characteristics: 2000, Geographic area: Hawaii.

**Table 12.12-- JOBCOUNT BY INDUSTRY, BY COUNTIES:
ANNUAL AVERAGES, 2000**

[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	551,350	412,000	53,300	25,500	60,500
Construction & mining	23,800	17,150	2,800	1,000	2,800
Manufacturing	17,450	13,550	1,650	500	1,750
Durable goods	3,800	3,200	250	50	300
Nondurable goods	13,650	10,350	1,400	400	1,450
Transp., comm., & utilities	42,250	33,100	2,800	1,750	4,550
Transportation	32,350	25,300	2,000	1,450	3,550
Communication	6,500	5,550	350	(NS)	450
Utilities	3,400	2,250	450	(NS)	550
Trade	137,000	99,300	13,600	7,450	16,650
Wholesale	21,700	17,500	2,150	550	1,500
Retail	115,300	81,800	11,450	6,900	15,150
Finance, ins., & real estate	33,150	26,800	2,350	1,100	2,900
Services & miscellaneous	183,050	130,400	19,100	9,600	24,000
Hotels	38,600	16,400	6,950	3,800	11,450
Health services	36,600	29,700	3,000	1,450	2,400
Government	114,600	91,650	10,950	4,100	7,850
Federal	30,950	28,900	1,000	450	600
Air Force	2,100	2,000	(Z)	(Z)	-
Army	4,700	4,650	50	-	-
Navy	8,750	8,600	-	150	-
State	66,950	51,350	7,650	2,600	5,350
Local	16,700	11,450	2,300	1,050	1,900
Agriculture, wage & salary	7,850	2,250	2,650	950	1,950

NS Not shown separately.

Z Fewer than 50.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual)
<www.state.hi.us/dlir/rs/loihi/LFR/CES1.HTM> accessed February 27, 2002.

**Table 12.13-- JOBCOUNT BY INDUSTRY, BY COUNTIES:
ANNUAL AVERAGES, 2001 PRELIMINARY**

[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	553,550	411,600	54,350	25,750	61,800
Construction & mining	23,700	16,650	3,100	1,000	2,900
Manufacturing	17,850	14,000	1,600	450	1,800
Durable goods	4,200	3,550	300	50	350
Nondurable goods	13,650	10,450	1,350	400	1,450
Transp., comm., & utilities	42,050	32,950	2,800	1,800	4,550
Transportation	32,200	25,200	2,050	1,550	3,550
Communication	6,400	5,450	300	(NS)	450
Utilities	3,450	2,300	450	(NS)	550
Trade	136,550	97,800	13,600	7,400	17,450
Wholesale	20,700	16,500	2,200	500	1,450
Retail	115,550	81,300	11,400	6,900	15,950
Finance, ins., & real estate	32,700	26,500	2,250	1,100	2,800
Services & miscellaneous	186,100	131,950	19,950	9,800	24,350
Hotels	38,650	16,100	7,150	3,850	11,500
Health services	37,150	30,000	3,100	1,550	2,500
Government	114,950	91,800	11,100	4,150	7,950
Federal	30,050	28,150	1,000	400	550
Air Force	2,100	2,000	(Z)	(Z)	-
Army	4,600	4,550	50	-	-
Navy	8,800	8,700	-	150	-
State	68,150	52,250	7,800	2,650	5,450
Local	16,700	11,400	2,300	1,100	1,900
Agriculture, wage & salary	7,400	2,300	2,650	650	1,750

NS Not shown separately.

Z Fewer than 50.

Source: Hawaii State Department of Labor and Industrial Relations, *Labor Force Data Book* (annual)
<<http://www.state.hi.us/dlir/rs/loihi/LFR/CES1.HTM>> accessed February 27, 2002.

Table 12.14-- OCCUPATION: 2000

Occupation	Number	Percent
Employed civilian population 16 years and over	537,909	100.0
Management, professional, and related occupations	173,437	32.2
Service occupations	112,660	20.9
Sales and office occupations	151,025	28.1
Farming, fishing, and forestry occupations	6,909	1.3
Construction, extraction, and maintenance occupations	46,054	8.6
Production, transportation, and material moving occupations	47,824	8.9

Source: U.S. Bureau of the Census, Census 2000, Table DP-3. Profile of Selected Economic Characteristics: 2000, Geographic area: Hawaii.

Table 12.15-- EMPLOYMENT BY CLASS OF WORKER: 1940 TO 2000

[Persons 14 years and over through 1960; 16 years and over, 1970 to 2000]

Year	All employed civilians	Private wage and salary workers	Government workers	Self-employed workers 1/	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
2000	537,909	381,606	112,999	41,109	2,195

1/ In own not incorporated business.

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; Census 2000, Table DP-3. Profile of Selected Economic Characteristics: 2000, Geographic area: Hawaii.

Table 12.16-- CIVILIAN EMPLOYMENT, FULL- AND PART-TIME, WAGE AND SALARY, AND SELF EMPLOYED: 1969 TO 2000

Year	Full- and part-time	Wage and salary	Self-employed	Percent self-employed
1969	346,310	299,298	47,012	13.6
1970	364,607	316,233	48,374	13.3
1971	371,245	323,523	47,722	12.9
1972	386,611	333,745	52,866	13.7
1973	402,546	347,977	54,569	13.6
1974	414,329	355,015	59,314	14.3
1975	427,051	362,291	64,760	15.2
1976	435,620	371,588	64,032	14.7
1977	442,859	382,541	60,318	13.6
1978	460,295	402,179	58,116	12.6
1979	491,161	423,103	68,058	13.9
1980	508,707	432,908	75,799	14.9
1981	506,139	434,912	71,227	14.1
1982	505,718	431,051	74,667	14.8
1983	512,944	437,971	74,973	14.6
1984	516,758	443,095	73,663	14.3
1985	532,650	456,309	76,341	14.3
1986	548,101	467,528	80,573	14.7
1987	578,300	490,174	88,153	15.2
1988	605,118	506,804	98,314	16.2
1989	633,991	534,742	99,249	15.7
1990	663,462	558,033	105,429	15.9
1991	684,392	568,388	116,004	16.9
1992	687,161	575,025	112,136	16.3
1993	658,350	569,150	116,200	17.0
1994	682,559	564,731	117,828	17.3
1995	683,030	560,679	122,351	17.9
1996	684,424	558,883	125,541	18.3
1997	1/ 685,733	1/ 559,047	126,686	18.5
1998	1/ 688,522	1/ 559,040	1/ 129,482	1/ 18.8
1999	1/ 693,891	1/ 561,749	1/ 132,142	1/ 19.0
2000	713,813	578,143	135,670	19.0

1/ Revised.

Source: U.S. Bureau of Economic Analysis, Regional Economic Information System, *State Personal Income 1929-99*, November 2000; *Hawaii SA25*, extracted October 23, 2001.

**Table 12.17-- CIVILIAN EMPLOYMENT, FULL- AND PART-TIME:
ANNUAL AVERAGES, 1999**

[Number in thousands]

Population group	Full- and part-time	Full-time		Part-time			
		Total	Not at work	Total	Economic reasons	Non-economic reasons	Not at work
Total	562	452	19	110	23	80	7
Men	276	239	10	37	10	26	2
Women	285	213	9	72	13	55	5
16 to 19 years (both sexes)	23	7	1/	16	1	15	1/

1/ Less than 500 persons.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1999* (Bulletin 2537, June 2001), table 13; 'Full-and part-time' was calculated by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.18-- OCCUPATION OF EMPLOYED CIVILIANS IN PERCENT, BY SEX:
ANNUAL AVERAGES, 1999**

Occupation	Both sexes	Men	Women
All occupations (number employed in thousands)	561	276	285
Percent	100.0	100.0	100.0
Managerial and professional specialty			
Executive, administrative, and managerial	15.0	15.9	14.1
Professional specialty	14.2	12.6	15.7
Technical, sales, and administrative support			
Technicians and related support	3.1	2.5	3.8
Sales	14.4	11.5	17.2
Administrative support, including clerical	13.9	5.9	21.6
Service occupations	19.1	16.4	21.7
Precision production, craft, and repair	7.3	14.4	0.4
Operators, fabricators, and laborers			
Machine operators, assemblers, and inspectors	2.1	2.7	1.6
Transportation and material moving	2.9	5.1	0.7
Handlers, equipment cleaners, helpers, and laborers	3.5	6.0	1.1
Farming, forestry, and fishing	4.6	7.2	2.0

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1999* (Bulletin 2537, June 2001), table 15.

Table 12.19-- MULTIPLE JOBHOLDERS, NUMBERS AND PERCENT OF EMPLOYED: ANNUAL AVERAGES FOR 1997 TO 2001

Subject	1997	1998	1999	2000	2001
Employed, 16 years and over	556,700	557,200	559,600	569,900	577,400
Multiple jobholders	48,400	49,000	54,800	53,000	(NA)
Percent of employed	8.7	8.8	9.8	9.3	(NA)
Rank (50 States and D.C.) 1/	12	9	4	4	(NA)
U.S.: percent multiple jobholders	6.1	6.0	5.8	5.6	5.4

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 WAGES OF WORKERS COVERED BY
THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT
COMPENSATION FOR FEDERAL EMPLOYEES: 1990 TO 2000**

Year	Number of reporting units, December 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
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
1999	31,263	537,678	16,016,370	29,788
2000	33,560	552,955	16,935,897	30,628
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
1999	31,257	429,179	12,083,701	28,155
2000	33,554	443,221	12,932,829	29,179
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
1999	30,516	418,402	11,830,068	28,274
2000	32,725	432,185	12,659,300	29,291

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 WAGES OF WORKERS COVERED BY
THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT
COMPENSATION FOR FEDERAL EMPLOYEES, BY COUNTIES: 2000**

County	Number of reporting units, December	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
INCLUDING GOVERNMENT				
State total	33,560	552,955	16,935,897	30,628
City and County of Honolulu	23,301	408,821	13,033,438	31,881
Hawaii County	4,115	55,242	1,473,847	26,680
Kauai County	1,938	26,509	699,253	26,378
Maui County	4,212	62,383	1,729,360	27,722
EXCLUDING GOVERNMENT				
State total	33,554	443,221	12,932,829	29,179
City and County of Honolulu	23,298	321,582	9,816,244	30,525
Hawaii County	4,112	44,684	1,105,554	24,742
Kauai County	1,935	22,436	555,755	24,771
Maui County	4,209	54,518	1,455,277	26,694

Source: Hawaii State Department of Labor and Industrial Relations, 2000 *Employment and Payrolls in Hawaii* (October 2001).

**Table 12.23-- EMPLOYMENT AND WAGES OF WORKERS COVERED BY
THE HAWAII EMPLOYMENT SECURITY LAW AND UNEMPLOYMENT
COMPENSATION FOR FEDERAL EMPLOYEES, BY INDUSTRY: 2000**

Industry	Number of reporting units, December	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
All industries	33,560	552,955	16,935,897	30,628
Government	6	109,734	4,003,068	36,480
Federal	1	30,390	1,397,123	45,973
State	1	62,343	1,958,076	31,408
County	4	17,002	647,869	38,105
Private	33,554	443,221	12,932,829	29,179
Agriculture, forestry, fisheries	829	11,036	273,529	24,785
Mining	15	266	15,156	56,978
Construction	2,759	23,418	1,063,851	45,429
Manufacturing	1,107	17,284	594,121	34,374
Food processing	266	6,724	177,064	26,333
Other manufacturing	841	10,560	417,056	39,494
Transportation	1,449	32,341	1,095,583	33,876
Communications	193	6,519	320,270	49,129
Utilities	118	3,393	213,714	62,987
Wholesale trade	2,641	21,728	754,543	34,727
Retail trade	7,637	115,154	2,099,575	18,233
Eating and drinking places	2,846	50,094	692,144	13,817
Other retail trade	4,791	65,060	1,407,431	21,633
Finance, insurance, real estate	3,991	33,314	1,299,090	38,994
Services	12,595	178,561	5,194,021	29,088
Hotels, rooming houses, etc.	346	38,398	1,090,531	28,401
Health services	2,518	36,559	1,467,504	40,141
Other services	9,731	103,604	2,635,987	25,443
Nonclassifiable establishments	220	207	9,427	45,539

Source: Hawaii State Department of Labor and Industrial Relations, 2000 *Employment and Payrolls in Hawaii* (October 2001).

**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 2000**

[Including government]

Year	Current dollars	1982-1984 dollars 1/	Year	Current dollars	1982-1984 dollars 1/
1969	6,876	17,452	1985	17,335	16,231
1970	7,424	17,889	1986	18,069	16,516
1971	7,677	17,771	1987	19,060	16,588
1972	7,989	17,913	1988	20,454	16,807
1973	8,479	18,195	1989	21,635	16,810
1974	9,087	17,645			
1975	9,767	17,348	1990	23,109	16,734
			1991	24,051	16,251
1976	10,347	17,508	1992	25,532	16,462
1977	10,903	17,557	1993	26,544	16,580
1978	11,630	17,384	1994	26,718	16,242
1979	12,429	16,728	1995	26,983	16,052
1980	13,548	16,323	1996	27,359	16,028
1981	14,471	15,781	1997	28,356	16,496
1982	15,367	15,810	1998	29,029	16,927
1983	16,115	16,229	1999	29,788	17,189
1984	16,714	16,149	2000	30,628	17,373

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 CPI reports.

**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: 1990 AND 2000**

Class of worker	1990: current dollars	2000		Percent change, 1990-2000	
		Current dollars	Deflated to 1990 current dollars 1/	Current dollars	1990 dollars 2/
All classes	23,156	30,628	23,992	32.3	3.6
Federal	29,088	45,973	36,012	58.1	23.8
State	25,534	31,408	24,603	23.0	-3.7
County	28,275	38,105	29,849	34.8	5.6
Private	22,235	29,179	22,857	31.2	2.8

1/ The all-items consumer price index (CPI-U) for Honolulu increased 27.7 percent from 1990 to 2000.

2/ Percent change from 1990 current dollars to 2000 current dollars that were deflated to 1990 current dollars.

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 CPI reports.

**Table 12.26-- NONGOVERNMENTAL REPORTING UNITS AND EMPLOYMENT,
BY SIZE OF FIRM: DECEMBER 2000**

Subject	All units	Employment-size class					
		0 to 4	5 to 9	10 to 19	20 to 49	50 to 99	100 or more
Reporting units	33,569	19,015	6,158	4,081	2,716	930	669
Employment	455,531	30,279	40,659	54,889	81,960	63,137	184,607

Source: Hawaii State Department of Labor and Industrial Relations, *2000 Employment and Payrolls in Hawaii* (October 2001).

**Table 12.27-- ANNUAL WAGES PER EMPLOYEE, TOTAL AND PRIVATE
INDUSTRY: 1990 TO 2000**

[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
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
1999	29,771	28,135	89.4	84.7	4/ 26	4/ 31
2000	30,630	29,181	86.8	82.7	5/ 29	5/ 32

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.

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

4/ Among 49 States and D.C., no data available for New Jersey. Excluding D.C. and New Jersey, Hawaii ranked 25th for all workers and 30th for private workers.

5/ Among 50 States, D.C., Puerto Rico and Virgin Islands. Excluding D.C., Hawaii ranked 28th for all workers and 31st for private workers. Data are preliminary and subject to revision.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Employment and Wages Annual Averages* (annual report), tables 3 and 5; calculations by Hawaii State Department of Business Economic Development & Tourism.

**Table 12.28-- HOURS AND EARNINGS IN SPECIFIED INDUSTRIES:
ANNUAL AVERAGES, 1996 TO 2001**

Subject	1996	1997	1998	1999	2000	2001
Average weekly earnings (dollars)						
Construction and mining	936.21	957.29	964.40	984.25	1/ 1,065.96	1,016.69
Manufacturing	487.30	496.87	490.87	530.16	1/ 520.50	527.87
Food and kindred products	423.71	427.93	403.90	454.85	2/ (NA)	(NA)
Communication and utilities	863.59	884.38	870.70	898.84	949.70	950.71
Trade	293.78	303.39	306.90	302.23	296.11	295.21
Wholesale trade	445.94	467.87	498.71	524.10	1/ 490.72	478.54
Retail trade	267.33	273.83	273.31	262.43	261.33	263.03
Eating, drinking places	185.67	186.21	189.47	177.28	187.75	186.71
Banking & credit agencies	412.91	434.28	456.74	469.94	1/ 487.54	485.58
Hotels	411.40	422.73	433.90	437.16	442.62	437.78
Average weekly hours						
Construction and mining	36.4	35.8	35.6	35.7	37.6	35.4
Manufacturing	38.1	37.9	37.3	39.3	38.3	37.2
Food and kindred products	37.2	35.9	34.2	36.8	2/ (NA)	(NA)
Communication and utilities	41.8	42.6	41.7	42.1	41.8	41.9
Trade	30.1	30.4	30.6	29.4	29.7	29.2
Wholesale trade	37.1	37.4	38.6	38.2	38.7	38.1
Retail trade	28.9	29.1	29.2	27.8	28.1	27.6
Eating, drinking places	25.4	25.3	25.5	23.7	24.9	24.6
Banking & credit agencies	39.4	40.1	41.0	38.3	38.0	37.7
Hotels	34.0	33.9	34.3	34.1	34.1	32.5
Average hourly earnings (dollars)						
Construction and mining	25.72	26.74	27.09	27.57	1/ 28.35	28.72
Manufacturing	12.79	13.11	13.16	13.49	1/ 13.59	14.19
Food and kindred products	11.39	11.92	11.81	12.36	2/ (NA)	(NA)
Communication and utilities	20.66	20.76	20.88	21.35	22.72	22.69
Trade	9.76	9.98	10.03	10.28	9.97	10.11
Wholesale trade	12.02	12.51	12.92	13.72	1/ 12.68	12.56
Retail trade	9.25	9.41	9.36	9.44	9.30	9.53
Eating, drinking places	7.31	7.36	7.43	7.48	7.54	7.59
Banking & credit agencies	10.48	10.83	11.14	12.27	1/ 12.83	12.88
Hotels	12.10	12.47	12.65	12.82	12.98	13.47

NA Not available.

1/ Revised.

2/ Series discontinued.

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

<<http://www.hawaii.gov/dlir/rs/loihi/LFR/H&E.HTM>> accessed June 12, 2002.

Table 12.29-- AVERAGE HOURLY PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 1998 TO 2001

[In dollars]

Job classification	1998	1999	2000	2001 1/
Clerk, entry level	2/ 9.06	2/ 9.74	2/ 9.98	10.27
Cashier	2/ 12.86	2/ 12.75	2/ 13.33	13.39
Secretary	2/ 13.71	2/ 13.93	2/ 14.76	14.46
Switchboard operator	2/ 11.65	2/ 12.22	2/ 11.73	13.00
Bookkeeper, full-charge	2/ 16.09	2/ 15.19	2/ 16.03	17.38
Engineering drafting technician	2/ 18.80	2/ 19.53	2/ 18.92	21.41
Housekeeper	11.07	11.54	11.53	11.79
Cook, general	13.48	15.00	14.59	14.84
Wait help	5.96	5.93	6.02	6.20
Laborer, light	8.98	9.46	9.30	11.21
Carpenter, maintenance	16.36	20.20	18.39	18.60
Electrician, maintenance	21.86	22.90	21.56	21.50
Automotive mechanic	16.58	16.78	18.21	18.56
Truck driver (trailer)	14.12	14.17	13.56	14.64

1/ The 14 job titles are meant to be only illustrative of the 90 reported.

2/ Hourly wages have been calculated by dividing the average annual pay rate by a "year-round, full-time" hours figure with 2,080 hours.

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

Table 12.30-- AVERAGE HOURLY PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY, BY COUNTIES: 2001

[In dollars. Pay rates reported were effective for the period July 1-31, 2001]

Job classification 1/	State	County of Kauai	City and county of Honolulu	County of Maui	County of Hawaii
Clerk, entry level	10.27	...	10.22	12.57	9.02
Cashier	13.39	10.58	13.75	13.25	11.75
Secretary	14.46	12.76	14.57	15.11	12.93
Switchboard operator	13.00	11.51	13.13	13.07	12.18
Bookkeeper, full-charge	17.38	...	17.52	17.02	17.09
Engineering drafting technician	21.41	...	21.76
Housekeeper	11.79	10.88	11.91	11.79	11.37
Cook, general	14.84	12.00	13.52	16.96	14.41
Wait help	6.20	...	6.33	6.14	5.83
Laborer, light	11.21	...	11.50	11.61	10.56
Carpenter, maintenance	18.60	...	18.68	18.49	18.17
Electrician, maintenance	21.50	...	22.45	19.68	18.26
Automotive mechanic	18.56	15.24	19.18	17.54	15.37
Truck driver (trailer)	14.64	...	14.99	...	13.41

... Jobs reported by fewer than three facilities or when fewer than eight employees were reported.

1/ The 14 job titles are meant to be only illustrative of the 90 reported.

Source: Hawaii Employers Council, *Pay Rates in Hawaii* (Research Report Number 3906, October 2001).

Table 12.31-- WAGES OF HAWAII'S 25 LARGEST OCCUPATIONS: 2000

SOC Code	Occupation title	Employment	Mean wage in dollars	
			Hourly	Annual 1/
35-3021	Combined food preparation and serving workers, including fast food	25,440	6.44	13,400
41-2031	Retail salespersons	22,710	9.44	19,630
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	12,880	8.79	18,280
41-2011	Cashiers	12,480	8.79	18,290
35-3031	Waiters and waitresses	12,400	8.84	18,400
43-9061	Office clerks, general	12,060	11.04	22,970
37-2012	Maids and housekeeping cleaners	11,310	10.94	22,760
33-9032	Security guards	9,280	8.86	18,440
11-1021	General and operations managers	7,780	33.15	68,950
29-1111	Registered nurses	7,740	26.46	55,040
43-3031	Bookkeeping, accounting, and auditing clerks	7,530	12.98	26,990
43-5081	Stock clerks and order fillers	7,250	10.82	22,510
25-2021	Elementary school teachers, except special education	7,180	2/	38,660
43-4051	Customer service representatives	6,480	12.94	26,910
37-3011	Landscaping and groundskeeping workers	6,440	10.86	22,600
41-1011	First-Line supervisors/managers of retail sales workers	6,290	15.53	32,300
43-6014	Secretaries,except legal, medical, and executive	6,070	13.98	29,090
53-7062	Laborers and freight, stock, and material movers, hand	5,920	11.78	24,510
43-1011	First-line supervisors/managers of office and administrative support workers	5,840	18.85	39,210
49-9042	Maintenance and repair workers, general	5,000	16.05	33,380
35-2021	Food preparation workers	4,950	9.73	20,240
35-2014	Cooks, restaurant	4,660	11.66	24,250
35-1012	First-line supervisors/managers of food preparation and serving workers	4,440	13.07	27,180
53-3033	Truck drivers, light or delivery services	4,400	11.29	23,490
43-6011	Executive secretaries and administrative assistants	4,290	16.51	34,350

1/ Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published.

2/ Hourly wage rates for occupations where workers typically work fewer than 2,080 hours per year are not available.

Source: Occupational Employment Statistics, U.S. Bureau of Labor Statistics
 <http://stats.bls.gov/oes/2000/oes_hi.htm> accessed December 18, 2001.

**Table 12.32-- WAGES OF HONOLULU METROPOLITAN STATISTICAL AREA'S
25 LARGEST OCCUPATIONS: 2000**

SOC Code	Occupation title	Employment	Mean wage in dollars	
			Hourly	Annual 1/
41-2031	Retails salespersons	16,670	9.36	19,460
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	9,880	8.73	18,150
43-9061	Office clerks, general	9,070	10.96	22,790
41-2011	Cashiers	7,800	8.96	18,630
33-9032	Security guards	7,180	8.43	17,530
37-2012	Maids and housekeeping cleaners	5,980	10.50	21,830
29-1111	Registered nurses	5,970	27.13	56,420
43-5081	Stock clerks and order fillers	5,710	11.12	23,140
43-3031	Bookkeeping, accounting, and auditing clerks	5,620	13.19	27,430
11-1021	General and operations managers	5,560	34.30	71,350
43-4051	Customer service representatives	5,170	12.94	26,910
43-6014	Secretaries, except legal, medical and executive	4,580	14.38	29,900
53-7062	Laborers and freight, stock, and material movers, hand	4,460	11.90	24,760
41-1011	First-line supervisors/managers of retail sales workers	4,400	15.54	32,320
43-1011	First-line supervisors/managers of office and administrative support workers	4,140	19.65	40,870
37-3011	Landscaping and groundskeeping workers	3,650	10.28	21,390
43-6011	Executive secretaries and administrative assistants	3,460	16.66	34,660
41-4012	Sales representatives, wholesale and manufacturing, except technical and scientific products	3,390	19.43	40,410
35-2021	Food preparation workers	3,360	9.80	20,390
35-1012	First-line supervisors/managers of food preparation and serving	3,340	12.97	26,970
53-3033	Truck drivers, light or delivery	3,330	11.38	23,660
49-9042	Maintenance and repair workers, general	3,150	16.18	33,660
53-7064	Packers and packagers, hand	3,140	8.57	17,820
25-9041	Teacher assistants	2,860	2/	19,410
43-4181	Reservation and transportation ticket agents and travel clerks	2,840	14.46	30,080

1/ Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published.

2/ Hourly wage rates for occupations where workers typically work fewer than 2,080 hours per year are not available.

Source: Occupational Employment Statistics, U.S. Bureau of Labor Statistics
<http://stats.bls.gov/oes/2000/oes_3320.htm> accessed December 18, 2001.

**Table 12.33-- ANNUAL COMPENSATION OF HIGHEST PAID EXECUTIVES OF
HAWAII-BASED PUBLIC FIRMS: 1998 TO 2000**

Annual compensation 1/	1998	1999	2000
Number of firms	7	7	7
Number of executives	17	17	17
Less than \$249,999	-	-	-
\$250,000 to \$499,999	10	4	3
\$500,000 to \$999,999	6	10	10
\$1,000,000 to \$1,999,999	1	3	4
\$2,000,000 or more	-	-	-
Highest (\$1,000)	1,361	1,535	1,611

1/ Includes salary, bonus, stock awards, payments under the companies' long-term incentive plans, and other compensation.

Source: Pacific Business News, *2002 Book of Lists* (December 2001), p. 80.

Table 12.34-- MINIMUM WAGE CHRONOLOGY: 1942 TO 2003

[Dollars per hour. As of July 1, unless otherwise specified. Since January 1, 1970, tip credit allowed under certain circumstances]

Effective date	Oahu	Other islands	Effective date	State	Effective date	State
1942 1/	0.25	0.20	1962	1.15	1980	3.10
1943	0.30	0.25	1964 2/	1.25	1981	3.35
1945	0.40	0.40	1969	1.40	1988 2/	3.85
1953	0.65	0.55	1970 2/	1.60	1992 3/	4.75
1955	0.75	0.65	1974	2.00	1993 2/	5.25
1957	0.90	0.85	1975 2/	2.40	2002 2/	5.75
1958	1.00	1.00	1978	2.65	2003 2/	6.25
			1979	2.90		

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

2/ January 1.

3/ April 1.

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office <http://www.hawaii.gov/dlir/rs/loihi/OMI/OTHER/MIN_WAGE.HTM> accessed February 12, 2002.

**Table 12.35-- SALARIES OF LEADERS OF LARGE LABOR UNIONS:
1999 AND 2000**

[Gross salary during fiscal year]

Salary	1999	2000
All leaders	12	11
Less than \$75,000	2	3
\$75,000 to \$99,999	4	2
\$100,000 go \$149,999	4	4
\$150,000 or more	2	1
Not available	-	1
Highest (dollars)	360,626	187,030
Median (dollars)	102,223	98,197

Source: Frank Cho, "Top Scale," *The Honolulu Advertiser*, June 17, 2001, p. G1.

Table 12.36-- NUMBER OF PERSONS AT WORK BY WEEKLY HOURS OF WORK: ANNUAL AVERAGES, 1995 TO 1999

[In thousands]

Weekly hours at work	1995	1996	1997	1998	1999 1/
Total	518	528	528	532	536
1 to 14 hours	29	30	26	25	25
15 to 29 hours	67	77	80	75	77
30 to 34 hours	50	45	49	59	44
35 to 39 hours	26	27	28	28	25
40 hours	218	223	221	217	230
41 to 48 hours	41	37	37	42	45
49 hours and over	88	88	87	87	90

1/ Average hours at work is 38.4 and for persons who usually work full-time is 42.7 hours per week.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 1999*, Bulletin 2537 (June 2001), table 19, and earlier reports.

Table 12.37-- INTERSTATE MOVEMENT OF JOB-SEEKERS: 1949 TO 2001

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	1976	7,458	8,334	112
1950	966	1,105	114	1977	5,846	8,154	139
1951	377	1,139	302	1978	4,313	6,261	145
1952	455	1,667	366				
1953	576	1,775	308	1979	4,272	5,250	123
1954	907	1,698	187	1980	5,211	4,956	95
1955	665	1,812	272	1981	5,485	4,396	80
1956	686	1,617	236	1982	5,372	4,848	90
1957	1,100	1,813	165	1983	4,414	4,659	106
1958	1,547	2,219	143	1984	4,123	4,220	102
				1985	4,039	3,993	99
1959	1,280	2,126	166	1986	3,664	3,932	107
1960	1,716	2,595	151	1987	3,805	3,161	83
1961	2,863	3,235	113	1988	3,942	2,974	75
1962	2,966	3,594	121				
1963	2,683	3,787	141	1989	3,961	2,679	68
1964	2,572	3,705	144	1990	5,275	2,910	55
1965	2,257	3,411	151	1991	7,197	3,453	48
1966	1,859	2,655	143	1992	9,554	4,432	46
1967	2,196	3,102	141	1993	9,543	4,356	46
1968	2,014	2,896	144	1994	10,121	4,229	42
				1995	10,115	4,000	40
1969	2,652	3,600	136	1996	8,633	3,338	39
1970	5,078	6,062	119	1997	7,051	2,044	29
1971	6,215	6,908	111	1998	4,366	1,502	34
1972	6,124	5,994	98				
1973	5,255	6,116	116	1999	3,511	1,098	31
1974	5,924	6,988	118	2000	2,845	903	32
1975	7,607	8,785	115	2001	3,423	665	19

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* (annual) and records.

**Table 12.38-- NONFATAL OCCUPATIONAL INJURIES AND ILLNESSES,
PRIVATE SECTOR: 1995 TO 2000**

[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
1999	20,500	6.0	11,400	3.4	9,100
2000	21,400	6.0	12,400	3.5	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
1999	19,700	5.8	11,000	3.2	8,700
2000	20,700	5.8	11,900	3.4	8,800

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" <<http://stats.bls.gov/oshstate.htm>> accessed May 10, 2001; <<http://stats.bls.gov/iif/oshwc/osh/os/pr006hi.pdf> and [pr007hi.pdf](http://stats.bls.gov/iif/oshwc/osh/os/pr007hi.pdf)> accessed August 6, 2002.

**Table 12.39-- WORK INJURIES, DEATHS, TIME LOST AND
COMPENSATION COSTS: 1990 TO 2000**

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
1999	30,309	26	1,108,149	222,056
2000	31,836	34	1,151,879	231,359

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

Table 12.40-- 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 12.41-- UNION AFFILIATION OF EMPLOYED WAGE AND SALARY WORKERS: 2000 AND 2001

[Data refer to the sole or principal job of full- and part-time workers. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated]

Subject	2000	2001
Total employed (1,000)	497	513
Members of unions (1,000) 1/ Percent of employed	124 24.8	123 23.9
Represented by unions (1,000) 2/ Percent of employed	129 26.0	133 25.9

1/ Members of a labor union or an employee association similar to a union.

2/ Members of a labor union or an employee association similar to a union as well as workers who report no union affiliation but whose jobs are covered by a union or an employee association contract.

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Annual, Union Members*, table 5
<<http://www.bls.gov/news.release/union2.t05.htm>> accessed March 25, 2002.

**Table 12.42-- LABOR UNIONS AND EMPLOYEE ASSOCIATIONS:
2000**

Subject	Total	AFL-CIO affiliated	Independent
Unions and associations	113	99	14
Membership 1/	181,932	1/ 159,689	2/ 22,243

1/ Data exclude four unions not reporting membership for Hawaii: Electrical Workers Hawaii Local 368, Graphic Communications International Union Local 501-M, Hawaii Printing and Graphic Communications Union Local 413-N, and Marine Firemen, Oilers, Watertenders and Wipers Association, Pacific Coast. The largest memberships were those reported by Hawaii Government Employees Association, AFSCME, Local 152 (40,100); Longshore and Warehouse Union, Local 142 (25,000); Teamsters, Chauffeurs, Warehousemen and Helpers of America, International Brotherhood Airlines Division, Local 986 (16,000); United Public Workers, AFSCME Local 646 (15,437); Hotel Employees & Restaurant Employees Local 5 (10,294).

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). The largest membership was reported by the Hawaii State Teachers Association (12,000).

Source: Hawaii State AFL-CIO, *Directory of Labor Organizations & Affiliates, 2000*; United Public Workers, records.

**Table 12.43-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE
BARGAINING UNITS, BY EMPLOYING JURISDICTION: 1998 TO 2001**

[As of December 31]

Employing jurisdiction	1998	1999	2000	2001
Total	54,090	54,778	56,426	58,084
State of Hawaii	23,357	23,484	22,052	22,639
City and County of Honolulu	8,106	7,995	7,945	8,077
County of Hawaii	1,805	1,815	1,852	1,874
County of Maui	1,649	1,632	1,670	1,705
County of Kauai	865	875	881	908
Dept. of Education	12,416	13,113	13,276	13,707
Judiciary	1,430	1,434	1,445	1,484
University of Hawaii	4,462	4,430	4,539	4,613
Hawaii Health Systems Corporation	1/	1/	2,766	3,077

1/ Included in 'State of Hawaii'.

Source: Hawaii Labor Relations Board, *HLRB Informational Bulletin*, No. 40, June 17, 2002, and earlier issues.

Table 12.44-- 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 12.45-- WORK STOPPAGES: 1990 TO 2001

[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	-	-	-
2000	-	-	-
2001	2	15,100	195,900

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 12.46-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS:
1983 TO 2001**

Year	Number of stoppages begun in year	Workers involved 1/	Man-days idle during year	Percent of estimated nonagricultural working time
1983	1	2,800	5,600	0.01
1984	1	1,000	70,000	0.01
1985	1	1,000	11,000	0.01
1986-1993	-	-	-	0
1994	1	15,800	136,500	(NA)
1995-1997	-	-	-	-
1998	-	-	-	-
1999	-	-	-	-
2000	-	-	-	-
2001	2	15,100	195,900	(NA)

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.