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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. Census Bureau, the same agency's Current Population Survey and American Community Survey, reports by the U.S. Department of Agriculture- NASS, Hawaii Field Office, 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: 2012*.

The 2020 American Community Survey 1-year estimates were disrupted due to the COVID-19 pandemic. As a result, only experimental estimates were released. Because the experimental estimates should not be compared to other American Community Survey releases, 2020 estimates are not included in this section. Experimental estimates may be viewed at <https://www.census.gov/programs-surveys/acs/data/experimental-data/1-year.html>. The 2021 American Community Survey 1-year estimates are comparable to 2008 to 2019 and are included in Section 12 tables.

**Table 12.01-- LABOR FORCE STATUS, BY SEX: 2015 TO 2021**

[Data are based on a sample and are subject to sampling variability. The U.S. Census Bureau did not release its standard 1-year estimates from the 2020 American Community Survey (ACS) because of the impacts of the COVID-19 pandemic on data collection. The Census Bureau released selected experimental estimates developed from 2020 ACS 1-year that are not reflected in *Data Book 2021* nor *Data Book 2022*. For more information on the experimental data, please see <<https://www.census.gov/newsroom/press-releases/2021/experimental-2020-acs-1-year-data.html>>]

<b>Sex and labor force status</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2021</b>
Both sexes						
Persons 16 years & over	1,152,884	1,152,321	1,153,457	1,147,756	1,147,569	1,166,220
Labor force	754,691	756,610	753,340	752,795	745,236	739,336
Percent in labor force	65.5	65.7	65.3	65.6	64.9	59.2
Armed forces	44,452	38,327	43,073	40,660	46,356	49,136
Civilian labor force	710,239	718,283	710,267	712,135	698,880	690,200
Employed	675,214	686,487	680,505	684,905	671,768	636,963
Unemployed	35,025	31,796	29,782	27,230	27,112	53,237
% of civ. lab. force	4.9	4.4	4.2	3.8	3.9	7.7
Not in labor force	398,193	395,711	400,117	394,961	402,333	426,884
Male						
Persons 16 years & over	582,188	576,426	575,702	572,111	569,056	582,516
Labor force	412,721	408,395	406,005	400,523	393,021	390,423
Percent in labor force	70.9	70.8	70.5	70.0	69.1	58.6
Armed forces	40,417	33,604	38,087	35,068	39,213	40,482
Civilian labor force	372,304	374,791	367,918	365,455	353,808	349,941
Employed	354,372	357,986	352,523	350,203	339,001	322,938
Unemployed	17,932	16,805	15,415	15,252	14,807	27,003
% of civ. lab. force	4.8	4.5	3.8	4.2	4.2	7.7
Not in labor force	169,467	168,031	169,697	171,588	176,035	192,093
Female						
Persons 16 years & over	570,696	575,895	577,755	575,645	578,513	583,704
Labor force	341,970	348,215	347,335	352,272	352,215	348,913
Percent in labor force	59.9	60.5	60.1	61.2	60.9	59.8
Armed forces	4,035	4,723	4,986	5,592	7,143	8,654
Civilian labor force	337,935	343,492	342,349	346,680	345,072	340,259
Employed	320,842	328,501	327,982	334,702	332,767	314,025
Unemployed	17,093	14,991	14,367	11,978	12,305	26,234
% of civ. lab. force	5.1	4.4	4.1	3.5	3.6	7.7
Not in labor force	228,726	227,680	230,420	223,373	226,298	234,791

Source: U.S. Census Bureau, American Community Survey 1-Year Estimates: Hawaii "DP03 Selected Economic Characteristics" (annual) <<https://data.census.gov>> accessed January 10, 2023; and calculations by Hawaii Department of Business, Economic Development & Tourism.

**Table 12.02-- LABOR FORCE CHARACTERISTICS, BY COUNTY: 2017-2021**

[In number and percent. Average of 2017-2021. Data are based on a sample and are subject to sampling variability]

Subject	State total	Hawaii	Honolulu	Kalawao	Kauai	Maui
Population 16 to 64 years	905,722	119,347	640,633	37	43,999	101,706
Male	464,879	59,392	332,728	24	22,057	50,678
Worked in past 12 months (percent)	82.7	75.1	84.3	79.2	81.6	82.1
Usually worked 35 or more hours per week (percent)	69.0	58.9	71.3	79.2	67.0	66.7
50 to 52 weeks (percent)	60.3	50.2	63.0	66.7	56.2	56.3
Female	440,843	59,955	307,905	13	21,942	51,028
Worked in past 12 months (percent)	76.9	73.3	76.9	84.6	80.2	79.7
Usually worked 35 or more hours per week (percent)	55.8	50.6	56.0	84.6	58.2	59.5
50 to 52 weeks (percent)	48.6	43.6	49.1	76.9	50.5	50.6
Females 16 years and over	586,446	81,844	407,725	22	29,830	67,025
In labor force	357,237	46,951	248,231	12	19,005	43,038
Employed or in armed forces	339,645	43,825	237,075	12	18,307	40,426
Own children under 18 years in families and subfamilies	288,722	40,321	200,841	-	14,651	32,909
Under 6 years	97,650	13,024	69,362	-	4,683	10,581
All parents in family in labor force	63,875	8,797	43,634	-	3,424	8,020
All parents in family in labor force (percent)	65.4	67.5	62.9	0.0	73.1	75.8
Living with two parents, both parents in labor force	39,022	3,746	28,343	-	1,940	4,993
Living with two parents, mother only in labor force	2,532	310	1,950	-	84	188
Living with one parent (mother), mother in labor force	17,232	3,149	10,921	-	957	2,205

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates, for Hawaii State and counties "S2303 Work Status in the Past 12 Months"; "B23008 Age of Own Children Under 18 Years in Families and Subfamilies, by Living Arrangements, by Employment Status of 'Parents'" and "DP03 Selected Economic Characteristics: 2017-2021" <<https://data.census.gov/>> accessed March 20, 2023; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.03-- SELECTED LABOR FORCE AND COMMUTING CHARACTERISTICS, BY COUNTY: 2017-2021**

[Average of 2017-2021. Data are based on a sample and are subject to sampling variability]

Subject	State total	Hawaii	Honolulu	Kalawao	Kauai	Maui
Employment status						
Population 16 years and over	1,174,511	162,088	821,265	47	58,868	132,243
In labor force	764,801	96,234	543,130	31	38,211	87,195
Civilian labor force	717,453	95,926	496,987	31	37,972	86,537
Employed	680,301	89,319	473,065	31	36,294	81,592
Unemployed	37,152	6,607	23,922	-	1,678	4,945
Percent unemployed	5.2	6.9	4.8	0.0	4.4	5.7
Armed forces	47,348	308	46,143	-	239	658
Not in labor force	409,710	65,854	278,135	16	20,657	45,048
Females 16 years and over						
In labor force	357,237	46,951	248,231	12	19,005	43,038
Civilian labor force	349,971	46,806	241,296	12	18,957	42,900
Employed	332,379	43,680	230,140	12	18,259	40,288
Own children under 6 years						
All parents in family	97,650	13,024	69,362	-	4,683	10,581
in labor force 1/	63,875	8,797	43,634	-	3,424	8,020
Commuting to work						
Workers 16 years and over						
Car, truck, or van - drove alone	475,631	60,935	330,835	19	25,979	57,863
Car, truck or van - carpooled	95,425	13,486	67,058	3	4,253	10,625
Public trans. (excluding taxicab)	34,618	672	31,987	1	317	1,641
Walked	31,226	1,901	26,405	5	868	2,047
Other means	21,451	1,435	17,601	2	430	1,983
Worked at home	49,254	8,221	32,299	1	2,933	5,800
Mean travel time to work (min.)	26.8	27.1	27.9	4.7	21.1	21.9

1/ Both parents in family where both parents in labor force, or single-parent family where parent is in labor force.

Source: U.S. Census Bureau, 2017-2021 American Community Survey 5-Year Estimates, "DP03 Selected Economic Characteristics: 2017-2021 State of Hawaii, and County: Honolulu, Hawaii, Kauai, Maui, Kalawao" <<https://data.census.gov/>> accessed March 20, 2023.

**Table 12.04-- LABOR FORCE STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION 16 YEARS AND OVER: ANNUAL AVERAGE, 2020 AND 2021**

[Numbers in thousands and percent. The source sample was redesigned to reflect the 2010 population and incorporated other changes, including collapsed age categories]

Population group	Persons 16 years and over			16 to 19 years (both sexes)	20 to 24 years (both sexes)
	Both sexes	Men	Women		
2020					
Civilian noninstitutional population	1,086	523	563	64	83
Civilian labor force	647	336	311	20	53
Percent of population	59.6	64.2	55.2	30.8	64.0
Employment	571	296	275	15	46
Percent of population	52.6	56.6	48.8	22.7	55.3
Unemployment	76	40	36	5	7
Rate	11.7	11.8	11.6	26.3	13.7
Not in civilian labor force	439	187	252	44	30
2021					
Civilian noninstitutional population	1/ 1,117	1/ 539	1/ 578	73	1/ 71
Civilian labor force	667	350	316	19	1/ 49
Percent of population	59.7	65.0	54.7	25.9	1/ 68.6
Employment	626	1/ 328	1/ 297	17	1/ 44
Percent of population	56.0	1/ 60.8	51.5	22.9	61.9
Unemployment	1/ 41	1/ 22	1/ 19	2	5
Rate	6.1	6.3	5.9	11.5	1/ 9.8
Not in civilian labor force	1/ 450	1/ 189	1/ 262	54	22

1/ Revised from previous *Data Book*.

Source: U.S. Bureau of Labor Statistics, *Local Area Unemployment Statistics*, "Expanded State Employment Status Demographic Data: "2020" and Ibid. "2021" <<https://www.bls.gov/lau/ex14tables.htm>> accessed January 10, 2023; and calculations by Hawaii State Department of Business, Economic Development & Tourism.



**Table 12.05-- CIVILIAN LABOR FORCE, AND UNEMPLOYMENT RATE, TOTAL AND FEMALE, BY RACE AND HISPANIC ORIGIN: 2021**

[Totals may not add due to rounding. Estimates from 2021 Local Area Unemployment Statistics (LAUS) and based on U.S. Census Bureau, American Community Survey 5-year average 2006-2010]

Race or origin 1/	Civilian labor force	Employed	Unemployed	Unemployment rate (percent)
Total both sexes	668,400	630,200	38,250	5.7
Non-Hispanic or Latino				
One race (excluding Hispanic-Latino)				
White	161,100	151,550	9,550	5.9
Black or African American	8,350	7,850	550	6.4
American Indian and Alaska Native	950	950	50	3.0
Asian	276,050	267,100	8,950	3.2
Native Hawaiian and other Pacific Islander	58,650	53,350	5,300	9.0
Some other race	9,000	7,850	1,150	12.9
Two or more races	106,250	98,150	8,150	7.6
Hispanic or Latino	48,000	43,450	4,600	9.6
Minority group (excludes white, non-Hispanic)	507,350	478,650	28,700	5.7
Female	320,350	305,100	15,300	4.8
As percent of both sexes	47.9	48.4	40.0	(X)
Non-Hispanic or Latino				
One race (excluding Hispanic-Latino)				
White	71,750	68,000	3,750	5.2
Black or African American	3,200	3,000	150	5.3
American Indian and Alaska Native	500	500	(2/)	2.2
Asian	139,300	135,700	3,550	2.6
Native Hawaiian and other Pacific Islander	26,650	24,500	2,150	8.0
Some other race	4,250	3,750	500	12.2
Two or more races	51,250	48,150	3,100	6.0
Hispanic or Latino	23,450	21,450	2,000	8.6
Minority group (excludes white, non-Hispanic)	248,600	237,100	11,500	4.6

X Not applicable.

1/ Based on Census definitions. Race is classified by self-identification.

2/ Less than 25 but not equal to zero.

Source: Hawaii State Department of Labor & Industrial Relations, Labor Force Info for Affirmative Action Programs, "Table 1. Labor Force Information by Sex & Race: 2021" (April 2022)

<<https://www.hirenethawaii.com/vosnet/gsipub/documentView.aspx?enc=BVzGoQIQELb3tLn8116rDw==>> accessed July 11, 2022.

**Table 12.06-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:  
ANNUAL AVERAGE, 1990 TO 2022**

[Data rounded to nearest 50, except percent unemployed which is rounded to 0.1 percent. Source benchmarked 2018 to 2022 data in March 2023, data for 2021 and 2022 reflect revised inputs, and data for 2010 to 2022 reflect revised population controls and model reestimation.

Year	Labor force	Employed	Unemployed	
			Number	Percent
1990	550,500	536,150	14,350	2.6
1991	564,850	549,050	15,800	2.8
1992	576,950	553,000	23,950	4.1
1993	582,100	556,750	25,400	4.4
1994	583,200	552,950	30,300	5.2
1995	585,350	553,100	32,250	5.5
1996	594,950	559,600	35,350	5.9
1997	601,750	566,000	35,750	5.9
1998	602,650	567,550	35,100	5.8
1999	603,650	572,300	31,350	5.2
2000	605,400	579,750	25,650	4.2
2001	607,550	579,900	27,650	4.6
2002	601,800	577,600	24,150	4.0
2003	603,950	580,350	23,600	3.9
2004	611,750	591,600	20,150	3.3
2005	625,550	607,850	17,700	2.8
2006	635,400	619,350	16,050	2.5
2007	636,700	619,200	17,500	2.7
2008	641,550	615,750	25,750	4.0
2009	631,950	589,800	42,150	6.7
2010	648,550	604,200	44,350	6.8
2011	660,650	615,450	45,150	6.8
2012	650,400	612,000	38,450	5.9
2013	651,000	620,000	30,950	4.8
2014	664,000	635,900	28,100	4.2
2015	670,600	647,600	23,000	3.4
2016	679,100	659,550	19,550	2.9
2017	695,300	679,850	15,450	2.2
2018	1/ 692,450	1/ 675,850	1/ 16,600	2.4
2019	1/ 686,100	1/ 668,750	1/ 17,350	2.5
2020	1/ 664,100	1/ 586,200	1/ 77,900	1/ 11.7
2021	1/ 670,000	1/ 629,650	1/ 40,350	1/ 6.0
2022	676,300	652,700	23,600	3.5

1/ Revised from previous *Data Book*.

Source: Hawaii State Department of Business, Economic Development & Tourism, "State of Hawaii Not Seasonally Adjusted Civilian Labor Force" <<http://dbedt.hawaii.gov/economic/unemployment-statistics/>> accessed March 10, 2023.

**Table 12.07-- ALTERNATIVE MEASURES OF LABOR UNDERUTILIZATION FOR HAWAII AND THE UNITED STATES AVERAGE: 2010 TO 2022**

[In percent. The official concept of unemployment includes all jobless persons who are available to take a job and have actively sought work in the past four weeks. This concept has been thoroughly reviewed and validated since the inception of the Current Population Survey (CPS) in 1940. The other measures are provided to data users and analysts who want more narrowly (U-1 and U-2) or broadly (U-4 through U-6) defined measures. All as a percent of the civilian labor force: U-1, persons unemployed 15 week or longer; U-2, job losers and persons who completed temporary jobs; U-3, total unemployed (this is the definition used for the official unemployment rate); U-4, total jobs, unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers; U-5, total unemployed, plus discouraged workers, plus all other marginally attached workers; and U-6, total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers]

Year	Unemployment rate					
	U-1	U-2	U-3	U-4	U-5	U-6
<b>Hawaii</b>						
2010	3.9	3.8	7.0	7.9	8.9	16.9
2011	4.5	4.2	7.3	7.8	9.0	15.1
2012	3.3	3.2	6.0	6.4	7.5	12.8
2013	2.4	2.1	4.8	5.5	6.6	11.5
2014	1.9	1.8	4.4	4.7	5.6	10.2
2015	1.5	1.6	3.7	4.1	5.3	9.7
2016	1.1	1.4	3.0	3.4	4.2	7.5
2017	0.7	1.2	2.4	2.7	3.4	6.0
2018	0.9	1.3	2.6	2.8	3.5	6.1
2019	0.9	1.2	2.8	3.0	3.8	6.8
2020	5.3	10.1	11.7	11.9	12.9	19.4
2021	3.9	4.4	6.1	6.7	7.4	11.9
2022	1.5	1.4	3.7	3.8	4.4	7.5
<b>United States</b>						
2010	5.7	6.0	9.6	10.3	11.1	16.7
2011	5.3	5.3	8.9	9.5	10.4	15.9
2012	4.5	4.4	8.1	8.6	9.5	14.7
2013	3.9	3.9	7.4	7.9	8.8	13.8
2014	3.0	3.1	6.2	6.6	7.5	12.0
2015	2.3	2.6	5.3	5.7	6.4	10.4
2016	2.0	2.3	4.9	5.2	5.9	9.6
2017	1.7	2.1	4.4	4.6	5.3	8.5
2018	1.4	1.8	3.9	4.1	4.8	7.7
2019	1.3	1.7	3.7	3.9	4.5	7.2
2020	2.8	6.1	8.1	8.4	9.2	13.6
2021	2.8	3.2	5.3	5.6	6.4	9.4
2022	1.3	1.7	3.6	3.9	4.5	6.9

Source: U. S. Bureau of Labor Statistics, "Alternative Measures of Labor Underutilization for States, 2022 Annual Averages" (January 27, 2023) <<https://www.bls.gov/lau/stalt.htm>> and Archived Tables (annual) <<https://www.bls.gov/lau/stalt-archived.htm>> accessed January 30, 2023.

**Table 12.08-- ALTERNATIVE MEASURES OF LABOR UNDERUTILIZATION FOR THE 50 STATES AND THE UNITED STATES AVERAGE: 2022**

[In percent. The official concept of unemployment includes all jobless persons who are available to take a job and have actively sought work in the past four weeks. This concept has been thoroughly reviewed and validated since the inception of the Current Population Survey (CPS) in 1940. The other measures are provided to data users and analysts who want more narrowly (U-1 and U-2) or broadly (U-4 through U-6) defined measures. All as a percent of the civilian labor force: U-1, persons unemployed 15 weeks or longer; U-2, job losers and persons who completed temporary jobs; U-3, total unemployed (this is the definition used for the official unemployment rate); U-4, total jobs, unemployed plus discouraged workers, as a percent of the civilian labor force plus discouraged workers; U-5, total unemployed, plus discouraged workers, plus all other marginally attached workers; and U-6, total unemployed, plus all marginally attached workers, plus total employed part time for economic reasons, as a percent of the civilian labor force plus all marginally attached workers]

Year	Unemployment rate					
	U-1	U-2	U-3	U-4	U-5	U-6
United States	1.3	1.7	3.6	3.9	4.5	6.9
Alabama	1.0	1.0	2.6	2.7	3.1	4.5
Alaska	1.0	2.3	4.4	4.8	6.0	8.2
Arizona	1.0	1.7	4.0	4.1	4.7	6.6
Arkansas	1.0	1.6	3.7	4.0	4.6	6.8
California	1.7	2.1	4.2	4.4	5.2	8.6
Colorado	1.0	1.3	3.1	3.2	3.5	6.5
Connecticut	1.8	2.1	4.2	4.4	5.0	7.8
Delaware	2.0	2.3	4.4	4.8	5.4	8.2
District of Columbia	2.6	2.3	4.6	4.9	5.9	7.8
Florida	1.0	1.3	2.8	3.1	3.7	6.1
Georgia	1.3	1.4	3.1	3.5	4.1	6.1
<b>Hawaii</b>	<b>1.5</b>	<b>1.4</b>	<b>3.7</b>	<b>3.8</b>	<b>4.4</b>	<b>7.5</b>
Idaho	0.6	1.4	2.8	2.9	3.2	5.5
Illinois	1.7	2.2	4.4	4.6	5.3	7.7
Indiana	0.7	1.4	3.2	3.3	3.7	5.7
Iowa	0.6	1.2	2.6	2.7	3.2	5.1
Kansas	0.6	1.2	2.7	2.8	3.1	4.9
Kentucky	1.0	1.3	3.8	4.0	4.6	6.3
Louisiana	1.3	1.8	3.6	4.1	4.7	7.1

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**Table 12.08-- ALTERNATIVE MEASURES OF LABOR UNDERUTILIZATION  
FOR THE 50 STATES AND THE UNITED STATES AVERAGE: 2022 -- Con.**

Year	Unemployment rate					
	U-1	U-2	U-3	U-4	U-5	U-6
Maine	0.8	1.8	3.5	3.5	3.8	5.9
Maryland	1.1	1.2	3.2	3.5	4.2	5.9
Massachusetts	1.2	1.5	3.4	3.6	4.2	6.3
Michigan	1.4	1.9	4.1	4.3	5.0	6.8
Minnesota	0.6	1.2	2.6	2.8	3.3	4.8
Mississippi	1.6	1.7	3.9	4.3	4.9	6.7
Missouri	0.6	1.1	2.7	2.9	3.4	5.1
Montana	0.5	1.2	2.7	2.8	3.3	5.5
Nebraska	0.6	1.2	2.5	2.5	2.9	4.8
Nevada	2.3	2.4	5.4	5.6	6.5	9.4
New Hampshire	0.8	1.3	2.8	2.9	3.4	4.8
New Jersey	1.8	2.1	3.8	4.1	4.7	6.9
New Mexico	1.3	1.5	4.0	4.2	4.9	7.3
New York	2.0	2.2	4.4	4.9	5.7	8.7
North Carolina	1.1	1.5	3.7	4.0	4.7	7.1
North Dakota	0.4	0.6	1.8	1.9	2.2	3.3
Ohio	1.2	1.5	3.9	4.0	4.8	6.9
Oklahoma	1.1	1.8	3.7	3.9	4.6	6.8
Oregon	1.3	1.8	4.2	4.4	5.2	7.5
Pennsylvania	1.3	2.1	4.1	4.4	5.1	7.4
Rhode Island	1.1	1.9	3.5	3.6	4.2	6.3
South Carolina	1.3	1.3	3.4	3.6	4.4	6.5
South Dakota	0.4	0.7	1.8	1.9	2.3	4.2
Tennessee	1.1	1.5	3.5	3.7	4.2	6.1
Texas	1.2	1.8	3.8	4.0	4.5	7.1
Utah	0.6	0.9	2.4	2.5	2.9	4.4
Vermont	0.7	1.4	2.5	2.6	3.2	4.7
Virginia	0.7	1.1	2.8	3.0	3.5	5.7
Washington	1.5	1.8	4.4	4.6	5.2	7.5
West Virginia	1.5	1.8	3.8	4.0	4.5	6.8
Wisconsin	0.9	1.9	3.2	3.4	3.8	5.7
Wyoming	1.1	1.5	3.5	3.6	4.0	6.2

Source: U. S. Bureau of Labor Statistics, "Alternative Measures of Labor Underutilization for States, 2022 Annual Averages" (January 27, 2023) <<https://www.bls.gov/lau/stalt.htm>> accessed January 30, 2023.

**Table 12.09-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,  
BY COUNTY: ANNUAL AVERAGE, 1990 TO 2022**

[Data rounded to nearest 50, except percent unemployed which is rounded to 0.1 percent. Source benchmarked 2018 to 2022 data in March 2023, data for 2021 and 2022 reflect revised inputs, and data for 2010 to 2022 reflect revised population controls and model reestimation.

Year	State	Honolulu	Hawaii	Kauai	Maui
Civilian labor force					
1990	550,500	408,700	58,350	26,100	57,300
1991	564,850	413,350	62,800	28,150	60,550
1992	576,950	418,850	64,300	28,950	64,850
1993	582,100	423,500	64,900	28,200	65,550
1994	583,200	423,500	65,200	28,450	66,050
1995	585,350	425,000	64,950	28,650	66,750
1996	594,950	430,650	67,200	28,950	68,150
1997	601,750	433,550	69,350	28,850	70,000
1998	602,650	433,400	69,350	29,000	70,900
1999	603,650	431,100	70,500	29,400	72,700
2000	605,400	430,500	73,800	30,200	70,900
2001	607,550	429,800	75,350	30,100	72,300
2002	601,800	424,800	75,550	30,000	71,450
2003	603,950	425,050	76,850	30,700	71,350
2004	611,750	428,600	78,450	31,250	73,500
2005	625,550	438,300	80,600	31,850	74,850
2006	635,400	442,800	83,450	32,350	76,850
2007	636,700	441,350	84,550	32,600	78,250
2008	641,550	445,350	85,000	32,750	78,400
2009	631,950	440,300	83,750	31,950	75,950
2010	648,550	445,100	88,550	34,950	79,900
2011	660,650	454,250	89,500	35,600	81,300
2012	650,400	448,000	87,300	34,750	80,400
2013	651,000	448,700	86,850	34,700	80,750
2014	664,000	457,050	88,400	35,350	83,200
2015	670,600	460,600	89,400	35,850	84,750
2016	679,100	463,350	92,450	36,600	86,700
2017	695,300	472,600	95,100	37,850	89,800
2018 1/	692,450	469,800	94,800	37,550	90,350
2019 1/	686,100	464,850	93,800	37,750	89,700
2020 1/	664,100	450,650	91,900	36,400	85,150
2021 1/	670,000	452,600	93,900	36,200	87,300
2022	676,300	458,150	94,250	36,650	87,250

Continued on next page.

**Table 12.09-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,  
BY COUNTY: ANNUAL AVERAGE, 1990 TO 2022 -- Con.**

Year	State	Honolulu	Hawaii	Kauai	Maui
Civilian employed					
1990	536,150	400,150	56,150	25,100	54,750
1991	549,050	404,850	59,950	27,000	57,300
1992	553,000	407,450	59,600	26,200	59,750
1993	556,750	410,200	59,950	24,550	62,050
1994	552,950	406,700	59,100	24,950	62,200
1995	553,100	406,650	58,700	25,600	62,200
1996	559,600	409,500	61,000	25,650	63,500
1997	566,000	412,250	62,800	25,800	65,100
1998	567,550	411,750	63,100	26,300	66,400
1999	572,300	411,400	64,800	27,300	68,850
2000	579,750	412,800	70,100	28,750	68,100
2001	579,900	411,950	71,550	28,550	69,350
2002	577,600	408,150	72,100	28,700	68,700
2003	580,350	409,000	73,250	29,450	68,700
2004	591,600	414,900	75,350	30,150	71,200
2005	607,850	426,250	77,850	30,950	72,850
2006	619,350	431,950	80,950	31,550	75,000
2007	619,200	429,950	81,600	31,700	75,950
2008	615,750	429,400	80,250	31,250	74,850
2009	589,800	415,500	75,750	29,050	69,500
2010	604,200	418,950	80,000	32,000	73,250
2011	615,450	427,300	80,750	32,550	74,900
2012	612,000	424,100	80,250	32,300	75,350
2013	620,000	429,200	81,300	32,800	76,700
2014	635,900	438,900	83,700	33,700	79,600
2015	647,600	445,700	85,700	34,500	81,750
2016	659,550	450,750	89,250	35,450	84,100
2017	679,850	462,550	92,650	37,000	87,650
2018	1/ 675,850	1/ 458,950	92,050	1/ 36,650	88,200
2019 1/	668,750	453,650	90,800	36,800	87,500
2020 1/	586,200	404,350	81,400	30,450	70,000
2021 1/	629,650	427,300	88,450	33,250	80,650
2022	652,700	442,300	90,800	35,350	84,250

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**Table 12.09-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,  
BY COUNTY: ANNUAL AVERAGE, 1990 TO 2022 -- Con.**

Year	State	Honolulu	Hawaii	Kauai	Maui
Unemployed					
1990	14,350	8,550	2,200	1,000	2,550
1991	15,800	8,500	2,850	1,150	3,300
1992	23,950	11,350	4,700	2,750	5,100
1993	25,400	13,300	4,950	3,650	3,500
1994	30,300	16,800	6,100	3,550	3,850
1995	32,250	18,350	6,250	3,100	4,600
1996	35,350	21,200	6,200	3,300	4,650
1997	35,750	21,300	6,550	3,050	4,850
1998	35,100	21,700	6,250	2,700	4,500
1999	31,350	19,700	5,700	2,100	3,850
2000	25,650	17,700	3,700	1,450	2,800
2001	27,650	17,900	3,800	1,550	2,950
2002	24,150	16,650	3,450	1,300	2,750
2003	23,600	16,050	3,600	1,250	2,700
2004	20,150	13,700	3,100	1,050	2,300
2005	17,700	12,050	2,750	900	2,000
2006	16,050	10,900	2,500	800	1,850
2007	17,500	11,400	2,950	850	2,250
2008	25,750	15,950	4,750	1,500	3,550
2009	42,150	24,800	8,000	2,900	6,500
2010	44,350	26,150	8,550	3,000	6,650
2011	45,150	26,950	8,750	3,050	6,400
2012	38,450	23,900	7,050	2,450	5,050
2013	30,950	19,500	5,550	1,850	4,050
2014	28,100	18,200	4,700	1,650	3,600
2015	23,000	14,950	3,750	1,350	2,950
2016	19,550	12,650	3,250	1,100	2,550
2017	15,450	10,050	2,450	800	2,100
2018	1/ 16,600	1/ 10,850	1/ 2,750	900	2,100
2019 1/	17,350	11,200	3,050	950	2,200
2020 1/	77,900	46,300	10,500	5,900	15,200
2021 1/	40,350	25,250	5,450	2,950	6,700
2022	23,600	15,850	3,450	1,300	3,050

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**Table 12.09-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,  
BY COUNTY: ANNUAL AVERAGE, 1990 TO 2022 -- Con.**

Year	State	Honolulu	Hawaii	Kauai	Maui
Percent unemployed					
1990	2.6	2.1	3.8	3.8	4.5
1991	2.8	2.1	4.5	4.1	5.4
1992	4.1	2.7	7.3	9.5	7.9
1993	4.4	3.1	7.6	13.0	5.4
1994	5.2	4.0	9.3	12.4	5.9
1995	5.5	4.3	9.6	10.8	6.9
1996	5.9	4.9	9.3	11.4	6.8
1997	5.9	4.9	9.5	10.5	6.9
1998	5.8	5.0	9.0	9.3	6.3
1999	5.2	4.6	8.1	7.1	5.3
2000	4.2	4.1	5.0	4.8	3.9
2001	4.6	4.2	5.1	5.1	4.1
2002	4.0	3.9	4.6	4.4	3.9
2003	3.9	3.8	4.7	4.0	3.8
2004	3.3	3.2	3.9	3.4	3.1
2005	2.8	2.7	3.4	2.8	2.7
2006	2.5	2.5	3.0	2.5	2.4
2007	2.7	2.6	3.5	2.7	2.9
2008	4.0	3.6	5.6	4.5	4.5
2009	6.7	5.6	9.5	9.1	8.5
2010	6.8	5.9	9.6	8.5	8.3
2011	6.8	5.9	9.8	8.6	7.9
2012	5.9	5.3	8.1	7.1	6.3
2013	4.8	4.3	6.4	5.4	5.0
2014	4.2	4.0	5.3	4.6	4.3
2015	3.4	3.2	4.2	3.8	3.5
2016	2.9	2.7	3.5	3.1	3.0
2017	2.2	2.1	2.6	2.2	2.3
2018	2.4	2.3	1/ 2.9	2.4	2.3
2019	2.5	1/ 2.4	1/ 3.2	1/ 2.5	2.4
2020 1/	11.7	10.3	11.4	16.2	17.8
2021 1/	6.0	5.6	5.8	8.1	7.7
2022	3.5	3.5	3.6	3.6	3.5

1/ Revised from previous *Data Book*.

Source: Hawaii State Department of Business, Economic Development & Tourism, "State of Hawaii, Honolulu MSA, Hawaii County, Kauai County and Maui County Not Seasonally Adjusted Civilian Labor Force" <<http://dbedt.hawaii.gov/economic/unemployment-statistics/>> accessed March 10, 2023.

**Table 12.10-- UNEMPLOYMENT INSURANCE BENEFITS AND DURATION  
FOR THE UNITED STATES, THE 50 STATES, DISTRICT OF COLUMBIA,  
PUERTO RICO AND THE VIRGIN ISLANDS: 2022 4TH QUARTER**

<b>Area</b>	<b>State regular benefits paid (\$1,000) 1/</b>	<b>State extended benefits paid (\$1,000) 1/</b>	<b>Average weekly benefit amt. (dollars) 2/</b>	<b>Average duration (weeks) 3/</b>	<b>Average benefits per first payment (dollars) 4/</b>
United States	5,841,143	15,730.3	415.94	14.21	5,560
Alabama	12,139	-	247.79	7.72	1,897
Alaska	15,189	4.4	287.13	16.56	4,639
Arizona	50,890	15.0	290.11	13.06	3,340
Arkansas	15,425	3.3	296.65	9.17	2,512
California	1,189,715	861.6	355.53	16.25	5,464
Colorado	108,188	98.2	528.75	12.52	6,007
Connecticut	90,612	55.8	452.59	12.71	5,183
Delaware	11,060	9.6	311.52	15.28	4,576
Dist. of Columbia	12,712	-	390.73	16.15	6,163
Florida	88,967	18.2	254.38	9.84	2,443
Georgia	66,061	-	330.35	9.73	3,064
<b>Hawaii</b>	<b>34,795</b>	<b>172.7</b>	<b>578.62</b>	<b>15.50</b>	<b>8,043</b>
Idaho	18,818	-	405.11	8.76	3,294
Illinois	327,617	21.9	452.48	14.95	6,564
Indiana	49,260	2.9	311.08	11.11	3,264
Iowa	45,805	-	485.53	10.69	4,921
Kansas	21,777	14.1	450.69	10.30	4,386
Kentucky	44,115	-	422.40	18.42	7,342
Louisiana	22,656	-	235.08	15.91	3,510
Maine	16,256	6.9	422.18	13.52	5,296
Maryland	78,457	2.6	371.96	16.44	5,767
Massachusetts	345,930	133.5	644.63	16.12	9,557
Michigan	132,725	1,026.0	359.19	10.48	3,651
Minnesota	191,329	0.1	546.78	15.71	7,968
Mississippi	9,283	-	223.27	10.39	2,265
Missouri	37,557	0.0	283.30	11.91	3,201
Montana	19,857	-	471.01	10.91	4,616
Nebraska	10,914	-	402.18	11.47	4,347
Nevada	67,431	42.0	420.97	13.21	5,002
New Hampshire	5,300	-	355.87	9.41	3,071
New Jersey	449,689	12,121.2	557.43	16.79	8,739
New Mexico	32,517	59.3	402.83	15.05	5,730
New York	527,419	61.4	403.19	17.51	6,431
North Carolina	37,085	145.3	291.44	8.98	2,474
North Dakota	10,088	-	497.78	12.16	6,026

Continued on next page.

**Table 12.10-- UNEMPLOYMENT INSURANCE BENEFITS AND DURATION FOR THE UNITED STATES, THE 50 STATES, DISTRICT OF COLUMBIA, PUERTO RICO AND THE VIRGIN ISLANDS: 2022 4TH QUARTER -- Con.**

Area	State regular benefits paid (\$1,000) 1/	State extended benefits paid (\$1,000) 1/	Average weekly benefit amt. (dollars) 2/	Average duration (weeks) 3/	Average benefits per first payment (dollars) 4/
Ohio	137,588	25.5	438.56	12.15	5,140
Oklahoma	40,248	11.9	376.21	13.40	4,788
Oregon	118,539	7.0	507.36	15.02	7,019
Pennsylvania	313,894	17.9	447.08	14.44	6,028
Puerto Rico	38,133	6.0	202.92	14.18	2,805
Rhode Island	28,224	-	438.40	13.59	5,571
South Carolina	28,159	8.0	290.98	9.97	2,768
South Dakota	3,724	-	413.26	13.10	5,292
Tennessee	31,257	3.4	246.80	11.05	2,658
Texas	468,454	372.7	459.84	13.92	6,035
Utah	41,011	-	507.33	10.67	5,162
Vermont	9,060	-	466.12	11.51	4,773
Virgin Islands	472	-	431.30	26.00	12,213
Virginia	34,850	-	347.64	22.90	7,710
Washington	258,083	148.0	646.20	13.23	7,596
West Virginia	24,183	-	352.12	12.55	3,876
Wisconsin	57,715	253.7	334.87	11.69	3,549
Wyoming	9,913	-	441.31	12.10	5,205

1/ Regular benefits are the unemployment benefits paid to individuals under a state program, usually the first 26 weeks of benefits, for all weeks compensated including partial payments (ETA 5159). Extended benefits paid is a supplemental program that pays extended compensation during periods of specified high unemployment in a state to individuals for weeks of unemployment after exhaustion of regular UI benefits. One-half of extended benefits is funded by the state trust fund (ETA 5159).

2/ Benefits paid for total unemployment divided by weeks compensated for total unemployment (ETA 5159).

3/ Source calculated as number of weeks compensated for the year divided by the number of first payments (ETA 5159).

4/ Source calculated as benefits paid for all weeks compensated divided by the number of first payments (ETA 5159).

Source: U.S. Department of Labor, Employment and Training Administration (ETA), Unemployment Insurance Data "Benefits and Duration Information by State for CYQ - 2022.4"

<[https://oui.doleta.gov/unemploy/data\\_summary/DataSum.asp](https://oui.doleta.gov/unemploy/data_summary/DataSum.asp)> accessed May 22, 2023.

**Table 12.11-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:  
ANNUAL AVERAGE, 2022**

[As percent of total. Includes all eligible claimants who filed new claims for unemployment insurance benefits during the year. Includes both intrastate and interstate agent claimants]

Characteristic	Percent	Characteristic	Percent
Total	100.0	Industry (con.)	
		Public administration 1/ Information not available	0.0 12.4
Age		Occupation	
Under 22 years	1.6	Management	5.4
22 to 24 years	3.7	Business/financial operations	2.4
25 to 34 years	21.6	Computer/mathematical	1.1
35 to 44 years	24.5	Architecture/engineering	0.8
45 to 54 years	21.6	Life/physical/social science	0.6
55 to 64 years	19.2	Community/social services	0.8
65 years and over	7.8	Legal	0.3
Sex		Education/training/library	1.6
Male	67.7	Arts/entertainment/sports	3.0
Female	32.3	Healthcare practitioner/technical	1.3
Duration		Healthcare support	1.6
1 to 4 weeks	45.0	Protective service	0.6
5 to 14 weeks	33.3	Food preparation/serving	5.7
15 weeks and over	21.8	Building/grounds maintenance	1.6
Industry		Personal care/service	1.2
Government - state	2.4	Sales related	4.0
Government - county	0.4	Office/administrative support	6.3
Agriculture/forestry/fishing	1.0	Farming/fishing/forestry	0.9
Mining 1/	0.0	Construction/extraction	35.2
Utilities	0.1	Installation/maintenance/repair	3.1
Construction	37.2	Production	1.7
Manufacturing	0.9	Transportation/material moving	3.3
Wholesale trade	1.2	Information not available	17.5
Retail trade	2.9	Race	
Transportation/warehousing	3.6	American Indian	0.7
Information	2.9	Chinese	2.3
Finance/insurance	1.7	Filipino	19.9
Real estate/rental/leasing	1.3	Japanese	8.7
Professional/technical services	3.6	Other Asians	3.1
Management of companies	0.1	Black	1.8
Administrative/waste services	12.0	Hawaiian	25.7
Educational services	0.8	Other Pacific Islander	6.7
Health care/social assistance	4.6	White & Latino	18.9
Arts/entertainment/recreation	1.0	Others	12.4
Accommodation/food services	8.0	Information not available	0.0
Other services	2.0		

Continued on next page.

**Table 12.11-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:  
ANNUAL AVERAGE, 2022 -- Con.**

1/ An industry may have claimants in one or more months in 2022 and yet round to 0.0 percent of total, e.g. 'Mining' ranged between 2 and 6 claimants over the 12 months for an average of 4 and 0.0 percent and 'Public administration' ranged between 1 and 10 claimants over the 12 months for an average of 6 and 0.0 percent.

Source: Hawaii State Department of Labor & Industrial Relations "Characteristics of the Insured Unemployed in Hawaii - 2022" < <https://labor.hawaii.gov/rs/characteristics-of-the-insured-unemployed/> > accessed June 9, 2023.

**Table 12.12-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGE,  
1990 TO 2022**

[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. Agriculture jobs and persons not working because of labor disputes are included but active-duty armed forces and excluded, unless also employed in civilian jobs. Data for the component nonagriculture jobs are rounded to nearest 100, and to 50 for Agriculture. Totals may not add due to rounding. Data for Hawaii and Kauai counties are not U.S. Bureau of Labor Statistics-supported]

<b>Year</b>	<b>State total</b>	<b>City and County of Honolulu</b>	<b>Hawaii County</b>	<b>Kauai County</b>	<b>Maui County</b>
1990	537,950	413,000	49,000	25,250	50,850
1991	1/ 548,550	1/ 417,850	51,650	26,350	1/ 52,950
1992	1/ 552,000	1/ 420,100	51,400	25,700	1/ 55,000
1993	547,350	416,800	50,900	23,450	1/ 56,300
1994	544,100	413,400	50,250	23,950	56,350
1995	1/ 540,300	1/ 409,750	49,550	24,450	1/ 56,000
1996	538,300	1/ 406,350	50,850	24,350	56,350
1997	539,000	405,250	51,950	24,300	1/ 57,350
1998	1/ 539,150	1/ 402,500	52,700	24,900	58,800
1999	1/ 543,200	402,800	53,750	25,800	60,550
2000	559,800	413,200	56,400	26,950	1/ 62,700
2001	1/ 563,000	1/ 413,800	57,850	26,750	1/ 64,300
2002	1/ 564,500	1/ 413,850	58,850	27,250	1/ 64,000
2003	1/ 575,400	1/ 420,700	60,700	28,350	1/ 65,400
2004	1/ 591,400	1/ 430,700	63,050	29,300	1/ 68,100
2005	609,400	1/ 443,400	65,550	29,900	1/ 70,250
2006	1/ 624,850	1/ 452,150	68,500	30,950	1/ 72,950
2007	1/ 632,300	1/ 455,200	70,100	31,800	1/ 74,850
2008	626,450	1/ 452,350	68,800	31,300	1/ 73,600
2009	1/ 598,750	1/ 436,700	64,650	28,950	1/ 68,200
2010	594,300	434,050	63,750	28,950	1/ 67,050
2011 2/	601,800	(NA)	(NA)	(NA)	(NA)
2012 2/	614,100	(NA)	(NA)	(NA)	(NA)
2013 2/	626,500	(NA)	(NA)	(NA)	(NA)
2014 2/	635,500	(NA)	(NA)	(NA)	(NA)
2015 2/	645,500	(NA)	(NA)	(NA)	(NA)
2016 2/	653,600	(NA)	(NA)	(NA)	(NA)
2017 2/	661,000	(NA)	(NA)	(NA)	(NA)
2018 2/	664,500	(NA)	(NA)	(NA)	(NA)
2019 2/	663,100	(NA)	(NA)	(NA)	(NA)
2020 1/ 2/ 3/	564,200	(NA)	(NA)	(NA)	(NA)
2021 1/ 2/ 3/	588,500	(NA)	(NA)	(NA)	(NA)
2022 2/ 3/	623,400	(NA)	(NA)	(NA)	(NA)

Continued on next page.

**Table 12.12-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGE,  
1990 TO 2022 -- Con.**

NA Not available.

1/ Revised from previous *Data Book*.

2/ Department of Labor & Industrial Relations (DLIR) discontinued estimates of Agriculture jobs in December 2011 and deleted monthly and annual estimates for the state and counties.

Those estimates prior to 2011 are shown here but other DLIR and DBEDT reports/analysis which are based on monthly data may be inconsistent. DBEDT estimates for Agriculture jobs here and elsewhere for 2011 and beyond are based on National Agricultural Statistics Service survey data.

3/ Data were benchmarked in March 2023.

Source: National Agricultural Statistics Service, Quick Stats - Query Database by Commodity, State, and Year <<http://quickstats.nass.usda.gov/>> accessed February 22, 2023; Hawaii State Department of Business, Economic Development & Tourism, Job Count by Industry - Not Seasonally Adjusted Data <<http://dbedt.hawaii.gov/economic/job-count-by-industry/>> accessed March 10, 2023. See also Hawaii State Department of Business, Economic Development & Tourism, *Quarterly Statistical & Economic Report, 2nd Quarter 2023* revised <[http://files.hawaii.gov/dbedt/economic/data\\_reports/qser/archive-qser-2023q2\\_rev.pdf](http://files.hawaii.gov/dbedt/economic/data_reports/qser/archive-qser-2023q2_rev.pdf)> accessed June 30, 2023.

**Table 12.13-- JOBCOUNT, BY NAICS INDUSTRY: ANNUAL AVERAGE, 2020 TO 2022**

[Data benchmarked in March 2023 and rounded to nearest 50 or 100. Totals may not add due to rounding or residual categories. Data according to the North American Industry Classification System]

Industry	2020	2021	2022
Total wage & salary 1/	2/ 564,300	2/ 591,900	623,400
Nonagriculture, wage & salary	2/ 560,000	2/ 586,900	618,100
Natural resources, mining, construction	2/ 36,800	2/ 37,100	37,300
Manufacturing	12,000	12,100	12,500
Durable goods	3,400	3,300	3,300
Non-durable goods	8,600	8,800	9,300
Trade, transportation & utilities	105,400	2/ 109,500	115,000
Wholesale trade	16,500	2/ 16,500	17,300
Retail trade	61,400	2/ 63,300	64,900
Transportation, warehousing & utilities	27,500	2/ 29,700	32,900
Utilities	3,700	3,600	3,600
Transportation & warehousing	23,800	2/ 26,100	29,300
Air transportation	8,300	2/ 8,300	9,300
Information	7,300	7,900	8,500
Telecommunications	3,400	2/ 3,300	3,300
Financial activities	27,300	2/ 27,300	27,800
Finance & insurance	16,500	2/ 16,100	15,700
Real estate, rental, leasing	10,900	2/ 11,200	12,100
Professional & business services	2/ 65,400	2/ 68,500	71,300
Private education & health services	83,300	2/ 84,900	86,300
Private educational services	12,100	2/ 12,900	14,000
Health care & social assistance	71,200	2/ 72,000	72,400
Ambulatory health care services	30,200	2/ 31,500	32,400
Hospitals	16,500	2/ 16,500	16,100
Nursing & residential care facilities	8,500	2/ 8,300	7,800
Social assistance	16,000	2/ 15,700	16,000
Leisure and hospitality	77,800	2/ 95,000	112,400
Arts, entertainment & recreation	8,200	2/ 9,500	11,900
Accommodation & food services	69,600	2/ 85,500	100,500
Accommodation	21,800	2/ 28,900	37,000
Food service & drinking places	47,800	2/ 56,700	63,500
Full-service restaurants	22,100	2/ 27,900	32,100
Other services	23,700	2/ 24,400	26,200
Government	121,100	120,200	120,800
Federal	35,100	34,700	34,700
State	67,300	2/ 66,800	67,600
Education (DOE & UH)	44,700	2/ 44,800	45,900
State gov't excluding education	22,600	22,000	21,700
Local	18,700	18,600	18,500
Agriculture 1/	4,300	5,000	5,300

Continued on next page.



**Table 12.13-- JOBCOUNT, BY NAICS INDUSTRY: ANNUAL AVERAGE,  
2020 TO 2022 -- Con.**

1/ Estimates for Agriculture were discontinued in December 2011. DBEDT preliminary estimates are based on data from National Agricultural Statistics Service, Hawaii Field Office (NASS- HFO).

2/ Revised from previous *Data Book*.

Source: Hawaii State Department of Business, Economic Development & Tourism, Job Count by Industry - Not Seasonally Adjusted Data, Historical Series <<https://dbedt.hawaii.gov/economic/job-count-by-industry/>> accessed March 10, 2023; and National Agricultural Statistics Service, Quick Stats - Query Database by Commodity, State, and Year <<http://quickstats.nass.usda.gov/>> accessed February 22, 2023. See also Hawaii State Department of Business, Economic Development & Tourism, *Quarterly Statistical & Economic Report, 1st Quarter 2023* <[http://files.hawaii.gov/dbedt/economic/data\\_reports/qser/archive-qser/qser-2023q1.pdf](http://files.hawaii.gov/dbedt/economic/data_reports/qser/archive-qser/qser-2023q1.pdf)>.

**Table 12.14-- EMPLOYMENT BY NAICS INDUSTRY: 2019 AND 2021**

[Data are based on a sample and are subject to sampling variability. Based on the North American Industry Classification System. The U.S. Census Bureau did not release its standard 1-year estimates from the 2020 American Community Survey (ACS) because of the impacts of the COVID-19 pandemic on data collection. The Census Bureau released selected experimental estimates developed from 2020 ACS 1-year that are not reflected in *Data Book 2021* or *2022*. For more information on the experimental data, please see experimental data, please see <<https://www.census.gov/newsroom/press-releases/2021/experimental-2020-acs-1-year-data.html>>]

Industry	Number		Percent	
	2019	2021	2019	2021
Employed civilian population 16 years and over	671,768	636,963	100.0	100.0
Agriculture, forestry, fishing and hunting, and mining	10,265	7,192	1.5	1.1
Construction	48,408	49,127	7.2	7.7
Manufacturing	19,190	17,007	2.9	2.7
Wholesale trade	15,576	14,493	2.3	2.3
Retail trade	77,599	68,195	11.6	10.7
Transportation and warehousing, and utilities	41,931	40,772	6.2	6.4
Information	8,761	8,001	1.3	1.3
Finance, insurance, real estate, & rental & leasing	40,725	44,494	6.1	7.0
Professional, scientific, management, administrative, and waste management services	73,511	68,294	10.9	10.7
Educational, health and social services	144,953	155,853	21.6	24.5
Arts, entertainment, recreation, accommodation and food services	108,628	87,169	16.2	13.7
Other services (except public administration)	28,607	24,195	4.3	3.8
Public administration	53,614	52,171	8.0	8.2

Source: U.S. Census Bureau, American Community Survey 1-Year Estimates, "DP-03 Selected Economic Characteristics: Hawaii" (annual) <<http://data.census.gov/>> accessed January 10, 2023.

**Table 12.15-- EMPLOYMENT BY THE 25 LARGEST PRIVATE EMPLOYERS:  
2021 AND 2022**

[As of December 31. Ordered according to number of employees in 2022]

Employer	Year estab. in Hawaii	2021 1/		2022 2/	
		Rank	Employ- ees	Rank	Employ- ees
The Queen's Health Systems 3/	1985	1	8,426	1	9,259
Hawaii Pacific Health	2001	2	7,119	2	7,199
Hawaiian Electric Industries Inc.	1981	4	3,649	3	3,756
Kamehameha Schools	1887	5	3,357	4	3,254
Kaiser Foundation Health Plan	1958	3	4,382	5	2,356
Oahu Transit Services Inc.	1992	7	2,063	6	2,048
Bank of Hawaii Corp.	1897	6	2,146	7	1,973
First Hawaiian Bank	1858	8	1,912	8	1,960
Aulani, A Disney Resort & Spa	2011	11	1,400	9	1,700
Maui Health	1884	9	1,661	10	1,632
Prince Resorts Hawaii Inc.	1999	12	1,354	11	1,290
Hawaii Medical Services Association	1938	10	1,564	12	1,286
Polynesian Cultural Center	1963	20	687	13	1,245
Hawaiian Telcom	1983	13	1,100	14	1,200
Securitas Security Services USA Inc.	1961	15	973	15	900
Central Pacific Bank	1954	19	752	16	791
Adventist Health Castle	1963	14	1,024	17	770
Nan Inc.	1990	21	648	18	761
Hawaiian Dredging Construction Co. Inc.	1902	17	832	19	740
The Royal Hawaiian, a Luxury Collection Resort	1927	(4/)	(4/)	20	707
Kamaaina Care Inc. dba Kamaaina Kids	1987	22	635	21	702
Halekulani Corp.	1980	18	794	22	700
Waianae Coast Comprehensive Health Center	1972	23	632	23	685
Alexander & Baldwin	1870	24	611	24	611
Moana Surfrider, A Westin Resort & Spa	1901	(4/)	(4/)	25	535

1/ Revised on July 12, 2022 to insert previously unranked Hawaii Pacific Health.

2/ Revised on July 17, 2023 to insert previously unranked The Royal Hawaiian, a Luxury Collection Resort, and Moana Surfrider, A Westin Resort & Spa.

3/ Queen's Medical Center established 1859.

4/ Not ranked in year shown.

Source: *Pacific Business News*, "Employers - Statewide, Ranked by Number of Employees as of December 31, 2021" (July 8, 2022, as revised July 12, 2022) <<https://www.bizjournals.com/pacific/subscriber-only/2022/07/08/employers-statewide.html>> accessed June 30, 2023; and *Pacific Business News* "Employers - Statewide, Ranked by Number of Employees as of December 31, 2022" (June 30, 2023, as revised July 17, 2023) <<https://www.bizjournals.com/pacific/subscriber-only/2023/06/30/employers-statewide.html>> accessed July 21, 2023.

**Table 12.16-- JOBCOUNT BY NAICS INDUSTRY, BY COUNTY:  
ANNUAL AVERAGE, 2022**

[Data rounded to nearest 50 or 100. Totals may not add due to rounding or residual categories.  
Data are according to the North American Industry Classification System]

Industry	State total	City & Cty of Honolulu	Hawaii County	Kauai County	Maui County
Total wage & salary 1/	623,400	(NA)	(NA)	(NA)	(NA)
Nonagriculture, wage & salary	618,100	444,700	68,100	30,700	74,400
Natural resources, mining, construction	37,300	26,900	3,700	2,100	4,600
Manufacturing	12,500	9,200	1,600	600	1,200
Durable goods	3,300	2,500	300	100	400
Non-durable goods	9,300	6,700	1,300	400	800
Trade, transportation & utilities	115,000	79,900	14,500	6,000	14,600
Wholesale trade	17,300	13,600	1,700	500	1,400
Retail trade	64,900	42,400	9,600	3,800	9,000
Transportation, warehousing & util.	32,900	23,900	3,100	1,700	4,200
Utilities	3,600	(NA)	(NA)	(NA)	(NA)
Transportation & warehousing	29,300	21,500	(NA)	(NA)	(NA)
Air transportation	9,300	7,800	400	300	800
Information	8,500	7,000	600	200	700
Telecommunications	3,300	2,800	(NA)	(NA)	(NA)
Financial activities	27,800	21,400	2,500	1,100	2,900
Finance & insurance	15,700	13,200	1,100	400	900
Real estate, rental, leasing	12,100	8,200	(NA)	(NA)	(NA)
Professional & business services	71,300	55,200	6,400	2,800	7,000
Education & health services	86,300	65,400	8,700	2,900	9,200
Education services	14,000	11,100	1,300	300	1,300
Health care & social assistance	72,400	54,400	7,400	2,600	7,900
Ambulatory health care services	32,400	23,700	(NA)	(NA)	(NA)
Hospitals	16,100	13,600	(NA)	(NA)	(NA)
Nursing & residential care facilities	7,800	(NA)	(NA)	(NA)	(NA)
Social assistance	16,000	(NA)	(NA)	(NA)	(NA)

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**Table 12.16-- JOBCOUNT BY NAICS INDUSTRY, BY COUNTY:  
ANNUAL AVERAGE, 2022 -- Con.**

Industry	State total	City & Cty of Honolulu	Hawaii County	Kauai County	Maui County
Leisure and hospitality	112,400	66,800	13,900	9,100	22,500
Arts, entertainment & recreation 2/	11,900	7,200	1,500	1,100	2,100
Accommodation & food services	100,500	59,600	12,400	8,000	20,400
Accommodation	37,000	15,900	5,900	3,900	11,300
Food services and drinking places	63,500	43,700	6,500	4,100	9,100
Full-service restaurants	32,100	20,200	3,700	2,400	5,900
Other services	26,200	19,700	2,200	1,000	3,200
Government	120,800	93,200	14,200	4,900	8,600
Federal	34,700	32,100	1,300	600	900
State	67,600	49,300	10,200	3,000	5,100
Education (DOE & UH)	45,900	33,800	6,400	1,900	3,800
Local	21,700	(NA)	(NA)	(NA)	(NA)
Agriculture 1/	18,500	11,800	2,800	1,300	2,600
	5,300	(NA)	(NA)	(NA)	(NA)

NA Not available.

1/ Estimates for Agriculture were discontinued in December 2011. DBEDT preliminary estimates are based on data from the National Agricultural Statistics Service, Hawaii Field Office (NASS- HFO).

2/ Hawaii, Kauai, and Maui county detail no longer provided. DBEDT calculates as residual.

Source: Hawaii State Department of Labor and Industrial Relations, Job Count by Industry - Not Seasonally Adjusted Data, Historical Series <<http://www.hiwi.org/gsipub/index.asp?docid=421>> accessed March 10, 2023; and National Agricultural Statistics Service, Quick Stats - Query Database by Commodity, State, and Year <<http://quickstats.nass.usda.gov/>> accessed February 22, 2023. See also Hawaii State Department of Business, Economic Development & Tourism, *Quarterly Statistical & Economic Report, 1st Quarter 2023* <[http://files.hawaii.gov/dbedt/economic/data\\_reports/qser/archive-qser/qser-2023q1.pdf](http://files.hawaii.gov/dbedt/economic/data_reports/qser/archive-qser/qser-2023q1.pdf)>.

**Table 12.17-- OCCUPATION: 2018, 2019, AND 2021**

[Data are based on a sample and are subject to sampling variability. Based on the North American Industry Classification System. The U.S. Census Bureau did not release its standard 1-year estimates from the 2020 American Community Survey (ACS) because of the impacts of the COVID-19 pandemic on data collection. The Census Bureau released selected experimental estimates developed from 2020 ACS 1-year that are not reflected in *Data Book 2021 or 2022*. For more information on the experimental data, please see <<https://www.census.gov/newsroom/press-releases/2021/experimental-2020-acs-1-year-data.html>>]

Occupation	Number			Percent		
	2018	2019	2021	2018	2019	2021
Civilian employed population 16 years & over	684,905	671,768	636,963	100.0	100.0	100.0
Management, business, science, & arts	234,304	242,749	251,878	34.2	36.1	39.5
Service	166,631	156,717	132,423	24.3	23.3	20.8
Sales and office	150,740	150,373	139,161	22.0	22.4	21.8
Natural resources, construction, and maintenance	63,152	60,575	59,615	9.2	9.0	9.4
Production, transportation, and material moving	70,078	61,354	53,886	10.2	9.1	8.5

Source: U.S. Census Bureau, American Community Survey 1-Year Estimates, "DP-03 Selected Economic Characteristics: Hawaii" (annual) <<http://data.census.gov/>> accessed January 10, 2023.

**Table 12.18-- CIVILIAN JOBS PROJECTIONS, BY SECTOR AND BY TYPE, BY COUNTY: 2016 TO 2045**

[See Section 1 for population and Section 13 for gross domestic product and personal income projections from the same source]

Year 1/	Total civilian jobs	By sector		By type	
		Private 2/	Government	Wage and salary	Self-employed
State total					
2016	857,951	730,929	127,022	666,998	190,953
2020	891,950	762,170	129,780	687,640	204,310
2025	932,060	799,430	132,630	711,650	220,410
2030	970,520	835,430	135,090	733,990	236,530
2035	1,004,490	867,130	137,360	752,690	251,800
2040	1,035,340	896,250	139,090	768,740	266,600
2045	1,066,030	925,260	140,770	784,360	281,670
Hawaii					
2016	102,540	89,350	13,190	70,800	31,740
2020	108,790	94,990	13,800	74,280	34,510
2025	116,600	102,050	14,550	78,630	37,970
2030	124,560	109,270	15,290	83,020	41,540
2035	132,260	116,200	16,060	87,180	45,080
2040	139,870	123,060	16,810	91,260	48,610
2045	147,710	130,110	17,600	95,460	52,250
Honolulu					
2016	604,300	505,100	99,200	487,120	117,180
2020	624,800	524,000	100,800	499,980	124,820
2025	648,270	545,980	102,290	514,420	133,850
2030	669,980	566,570	103,410	527,270	142,710
2035	688,030	583,700	104,330	537,160	150,870
2040	703,350	598,570	104,780	544,780	158,570
2045	717,990	612,860	105,130	551,750	166,240

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**Table 12.18-- CIVILIAN JOBS PROJECTIONS, BY SECTOR AND BY TYPE, BY COUNTY: 2016 TO 2045 -- Con.**

Year 1/	Total civilian jobs	By sector		By type	
		Private 2/	Government	Wage and salary	Self-employed
Kauai					
2016	44,430	39,740	4,690	31,690	12,740
2020	46,430	41,580	4,850	32,820	13,610
2025	48,860	43,830	5,030	34,200	14,660
2030	51,300	46,100	5,200	35,550	15,750
2035	53,600	48,230	5,370	36,780	16,820
2040	55,850	50,330	5,520	37,940	17,910
2045	58,210	52,540	5,670	39,150	19,060
Maui					
2016	106,680	96,730	9,950	77,400	29,280
2020	111,930	101,610	10,320	80,550	31,380
2025	118,330	107,570	10,760	84,390	33,940
2030	124,670	113,490	11,180	88,150	36,520
2035	130,590	118,990	11,600	91,560	39,030
2040	136,270	124,290	11,980	94,750	41,520
2045	142,120	129,750	12,370	98,000	44,120

1/ Actual 2016 State data from the U.S. Bureau of Economic Analysis (BEA). DBEDT estimate for counties. Projected values for 2020 to 2045 rounded to the nearest ten.

2/ Calculated here as 'Total civilian jobs' less 'Government'.

Source: Hawaii State Department of Business, Economic Development & Tourism, *Population and Economic Projections for the State of Hawaii to 2045* (June 2018), Appendix Tables A-34 to A-48  
<http://dbedt.hawaii.gov/economic/economic-forecast/2045-long-range-forecast/> accessed June 28, 2018.



**Table 12.19-- CIVILIAN JOBS PROJECTIONS, BY NAICS INDUSTRY:  
2016 TO 2045**

[See Section 1 for population and Section 13 for gross domestic product and personal income projections from the same source. Based on the North American Industry Classification System (NAICS). Actual 2016 data from the U.S. Bureau of Economic Analysis (BEA). Projected values rounded to nearest ten]

Industry	2016	2020	2025	2030	2035	2040	2045
Total civilian jobs	857,951	891,950	932,060	970,520	1,004,490	1,035,340	1,066,030
Agriculture	15,865	15,880	15,970	16,130	16,210	16,360	16,480
Mining & construction	50,449	53,510	56,480	59,160	60,590	61,760	62,710
Food processing	7,337	7,360	7,410	7,490	7,530	7,570	7,610
Other manufacturing	11,135	11,160	11,180	11,280	11,300	11,330	11,350
Transportation	34,698	36,060	37,510	38,880	40,070	41,060	42,070
Information	10,791	10,840	10,930	11,130	11,270	11,570	11,870
Utilities	4,361	4,630	4,940	5,190	5,430	5,590	5,740
Wholesale trade	24,930	25,460	26,070	26,780	27,260	27,780	28,250
Retail trade	90,212	91,970	94,210	96,320	97,720	99,310	100,780
Finance & insurance	28,934	29,600	30,420	31,180	31,780	32,270	32,710
Real estate & rental	42,907	45,050	47,300	49,310	51,120	52,680	54,200
Prof. services	47,679	50,620	54,190	57,780	60,870	63,550	66,220
Business services	72,929	77,860	83,830	89,280	94,560	98,800	103,150
Educ. services	21,622	23,020	24,780	26,520	28,240	29,820	31,440
Health services	81,779	86,440	92,490	98,880	105,210	111,960	118,890
Arts & entertainment	22,677	23,600	24,730	25,670	26,560	27,280	28,030
Accommodation	41,815	42,570	43,420	44,350	45,110	45,810	46,550
Eating & drinking	70,321	74,050	78,670	83,110	87,440	91,240	95,150
Other services	50,488	52,480	54,900	56,990	58,870	60,490	62,060
Government	127,022	129,780	132,630	135,090	137,360	139,090	140,770

Source: Hawaii State Department of Business, Economic Development & Tourism, *Population and Economic Projections for the State of Hawaii to 2045* (June 2018), Appendix "Table A-34. Hawaii State Civilian Total Jobs by Sector, 2016-2045" <<http://dbedt.hawaii.gov/economic/economic-forecast/2045-long-range-forecast/>> accessed June 28, 2018.

**Table 12.20-- EMPLOYMENT BY CLASS OF WORKER: 1940 TO 2021**

[Data are based on a sample and are subject to sampling variability. Persons 14 years and over through 1960; 16 years and over thereafter. The U.S. Census Bureau did not release its standard 1-year estimates from the 2020 American Community Survey (ACS) because of the impacts of the COVID-19 pandemic on data collection. The Census Bureau released selected experimental estimates developed from 2020 ACS 1-year that are not reflected in *Data Book 2021* or *2022*. For more information on the experimental data, please see <<https://www.census.gov/newsroom/press-releases/2021/experimental-2020-acs-1-year-data.html>>]

Year	All employed civilians	Private wage and salary workers 1/	Government workers	Self-employed workers 2/	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
2010	638,191	446,836	140,358	50,997	
2011	629,523	427,447	135,118	66,958	
2012	648,504	447,454	132,852	68,198	
2013	643,571	462,020	135,462	46,089	
2014	664,180	482,208	134,009	47,963	
2015	675,214	491,449	134,419	49,346	
2016	686,487	502,154	136,256	48,077	
2017	680,505	497,822	138,013	44,670	
2018	684,905	446,852	135,441	48,563	
2019	671,768	494,513	129,813	47,442	
2021	636,963	448,532	144,386	44,045	

1/ Includes self-employed in own incorporated business workers.

2/ 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 <<http://www.hawaii.gov/dbedt/census2k/profile-state/04015.pdf>> accessed July 23, 2004; Ibid, American Community Survey 1-Year Estimates - Hawaii "S2408: Class of Worker By Sex and Median Earnings in the Past 12 Months (in Inflation-Adjusted Dollars) for the Civilian Employed Population 16 Years and Over" (annual, 2010 to 2014) and "S2408: Class of Worker By Sex for the Civilian Employed Population 16 Years and Over" (annual from 2015) <<https://data.census.gov/cedsci/>> accessed January 10, 2023.

**Table 12.21-- FULL- AND PART-TIME EMPLOYMENT, BY TYPE AND BY STATUS: 1969 TO 2021**

[In number of jobs, full-time plus part-time, by place of work. Full-time and part-time jobs are counted at equal weight. Employees, sole proprietors, and active partners are included, but unpaid family workers and volunteers are excluded. Proprietors employment consists of the number of sole proprietorships and the number of partners in partnerships. The estimates of employment for 1969 to 1974 are based on the 1967 Standard Industrial Classification (SIC), for 1975 to 1987 on the 1972 SIC, and for 1988 to 1997 on the 1987 SIC. Estimates of employment for 1998 to 2006 are based on the 2002 North American Industry Classification System (NAICS), for 2007 to 2010 on the 2007 NAICS, 2011 to 2016 on the 2012 NAICS, and 2017 forward on the 2017 NAICS]

Year	Total	By type		By status	
		Wage & salary	Proprietors	Civilian	Military 1/
1969	415,912	368,900	47,012	346,309	69,603
1970	433,555	385,181	48,374	364,606	68,949
1971	436,830	389,108	47,722	371,244	65,586
1972	452,960	400,094	52,866	386,610	66,350
1973	473,087	418,518	54,569	402,547	70,540
1974	485,226	425,912	59,314	414,330	70,896
1975	499,203	434,443	64,760	427,061	72,142
1976	504,799	440,767	64,032	435,629	69,170
1977	509,265	448,947	60,318	442,869	66,396
1978	527,519	469,403	58,116	461,103	66,416
1979	556,339	488,281	68,058	491,235	65,104
1980	574,555	498,755	75,800	508,098	66,457
1981	567,762	496,535	71,227	504,818	62,944
1982	566,510	491,843	74,667	503,882	62,628
1983	576,830	501,857	74,973	510,967	65,863
1984	582,402	508,739	73,663	513,996	68,406
1985	597,946	521,605	76,341	529,042	68,904
1986	611,862	531,289	80,573	544,171	67,691
1987	642,686	554,533	88,153	573,624	69,062
1988	668,691	570,377	98,314	599,878	68,813
1989	696,362	597,113	99,249	627,892	68,470
1990	724,262	618,833	105,429	657,037	67,225
1991	745,447	629,443	116,004	677,963	67,484
1992	746,137	634,001	112,136	680,420	65,717
1993	741,780	625,580	116,200	678,710	63,070
1994	736,771	618,941	117,830	675,553	61,218
1995	734,039	611,684	122,355	675,401	58,638
1996	733,396	607,850	125,546	676,955	56,441
1997	733,761	607,070	126,691	678,309	55,452

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**Table 12.21-- FULL- AND PART-TIME EMPLOYMENT, BY TYPE AND BY STATUS: 1969 TO 2021 -- Con.**

Year	Total	By type		By status	
		Wage & salary	Proprietors	Civilian	Military 1/
1998	738,175	606,429	131,746	683,316	54,859
1999	738,111	607,879	130,232	685,032	53,079
2000	749,439	624,169	125,270	696,943	52,496
2001	752,548	628,046	124,502	698,896	53,652
2002	757,721	631,037	126,684	704,802	52,919
2003	773,638	642,343	131,295	720,847	52,791
2004	797,263	657,931	139,332	743,505	53,758
2005	819,997	674,135	145,862	766,978	53,019
2006	842,413	690,321	152,092	788,050	54,363
2007	864,625	698,292	166,333	810,110	54,515
2008	858,402	692,977	165,425	802,355	56,047
2009	829,897	664,720	165,177	774,234	55,663
2010	824,460	661,142	163,318	768,223	56,237
2011	835,012	668,971	166,041	777,925	57,087
2012	849,156	680,842	168,314	791,700	57,456
2013	868,122	693,539	174,583	810,765	57,357
2014	882,732	702,829	179,903	825,585	57,147
2015	901,121	715,002	186,119	843,032	58,089
2016	914,893	723,915	190,978	856,691	58,202
2017 2/	921,123	729,533	191,590	864,198	56,925
2018 2/	924,355	729,572	194,783	872,353	52,002
2019 2/	914,163	726,803	187,360	863,399	50,764
2020 2/	817,748	626,383	191,365	766,950	50,798
2021	850,603	655,084	195,519	798,827	51,776

1/ Includes active duty military personnel that are stationed in the state plus the number of military reserve unit members. Navy personnel assigned to ships and other mobile units and Marines assigned to Fleet Marine Force units are measured according to the units' home ports rather than their actual locations as of the reporting date. The measure of employment of the military reserves, including the National Guard, is confined to members of reserve units that meet regularly for training. The state estimates are based on fiscal year-ending September 30-tabulations of military reserve strength provided by the Department of Defense. See also *State Personal Income and Employment: Concepts, Data Sources, and Statistical Methods* (September 2022) <<https://www.bea.gov/resources/methodologies/spi>>.

2/ Revised from previous *Data Book*.

Source: U.S. Bureau of Economic Analysis, State Annual Personal Income, "SAEMP25S Total Full-Time and Part-Time Employment by SIC Industry" and "SAEMP25N Total Full-Time and Part-Time Employment by NAICS Industry" (September 30, 2022) <<http://www.bea.gov/iTable/iTable.cfm?reqid=70&step=1>> accessed January 10, 2023, and calculations by the Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.22-- CIVILIAN EMPLOYMENT, FULL- AND PART-TIME,  
ANNUAL AVERAGE: 2018 TO 2022**

[Number in thousands]

Subject	2018	2019	2020	2021	2022
Total					
Full- and part-time	661	643	571	625	647
Full-time total	546	525	471	515	532
Full-time not at work	23	19	20	25	23
Part-time total	115	118	100	110	115
Economic reasons	12	14	19	22	15
Non-economic reasons	94	95	74	81	91
Not at work	8	9	7	8	9
Men					
Full- and part-time	340	327	296	328	340
Full-time total	292	280	258	284	294
Full-time not at work	12	9	10	12	11
Part-time total	48	47	38	44	46
Economic reasons	7	7	8	11	8
Non-economic reasons	38	37	27	30	35
Not at work	3	3	3	3	3
Women					
Full- and part-time	321	316	275	297	309
Full-time total	254	245	213	231	239
Full-time not at work	11	10	10	13	12
Part-time total	67	71	62	66	70
Economic reasons	6	7	10	10	7
Non-economic reasons	57	58	48	50	57
Not at work	5	6	4	5	6
16 to 19 years (both sexes)					
Full- and part-time	19	20	15	17	18
Full-time total	7	5	4	6	5
Full-time not at work	(1/)	(1/)	(1/)	(1/)	(1/)
Part-time total	12	15	11	11	13
Economic reasons	1	1	1	1	1
Non-economic reasons	11	12	9	10	11
Not at work	(1/)	1	1	(1/)	1

1/ Fewer than 500 persons.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment*

"Table 16. Employed and unemployed persons by full- and part-time status, gender, age, race, and Hispanic or Latino ethnicity, annual averages" (annual) <<https://www.bls.gov/opub/geographic-profile/archive.htm>> accessed July 18, 2023; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.23-- OCCUPATION OF EMPLOYED CIVILIANS, BY SEX:  
ANNUAL AVERAGE, 2021 AND 2022**

Occupation	Total	Men	Women
2021			
All occupations (in thousands)	626	328	297
Percent	100.0	100.0	100.0
Management, professional, and related	37.3	32.9	42.1
Management, business, and financial operations	14.2	13.5	14.9
Professional and related	23.1	19.4	27.2
Service	23.1	24.0	22.1
Sales and office	21.2	13.9	29.3
Sales and related	9.5	8.1	11.0
Office and administrative support	11.7	5.8	18.3
Natural resources, construction, and maintenance	9.1	16.5	(1/)
Farming, fishing, and forestry	1.2	1.7	0.7
Construction and extraction	4.8	8.9	0.3
Installation, maintenance, and repair	3.1	5.9	(1/)
Production, transportation, and material moving	9.4	12.8	5.6
Production	2.4	2.9	1.9
Transportation and material moving	7.0	9.9	3.7
2022			
All occupations (in thousands)	648	339	309
Percent	100.0	100.0	100.0
Management, professional, and related	39.9	35.4	44.6
Management, business, and financial operations	17.6	17.5	17.6
Professional and related	22.3	17.9	27.0
Service	20.4	21.1	19.6
Sales and office	21.5	13.9	29.9
Sales and related	9.7	8.0	11.7
Office and administrative support	11.8	5.9	18.2
Natural resources, construction, and maintenance	9.7	17.8	1.0
Farming, fishing, and forestry	0.8	1.1	0.4
Construction and extraction	5.4	10.2	0.3
Installation, maintenance, and repair	3.5	6.5	0.3
Production, transportation, and material moving	8.6	11.8	5.0
Production	2.9	3.7	2.0
Transportation and material moving	5.7	8.1	3.0

1/ Component, reported as fewer than 500, does not appear as percent so subtotal can not be calculated.

Source: U.S. Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment*

"Table 18 Percent distribution of employed persons, by occupation, sex, race, and Hispanic or Latino ethnicity and marital status" (annual) <<https://www.bls.gov/opub/geographic-profile/archive.htm>> accessed July 18, 2023.

**Table 12.24-- MULTIPLE JOBHOLDERS, NUMBERS AND PERCENT OF EMPLOYED FOR HAWAII AND PERCENT OF EMPLOYED FOR THE UNITED STATES: ANNUAL AVERAGE, 1994 TO 2022**

Year	Hawaii				United States
	Employed, 16 years & over (1,000)	Multiple jobholders			Multiple jobholders as percent of employed
		Number (1,000)	Percent of employed	Rank 1/	
1994	554	48	8.7	9	5.9
1995	548	48	8.8	9	6.2
1996	555	52	9.4	9	6.2
1997	554	48	8.7	12	6.1
1998	558	49	8.8	9	6.0
1999	563	55	9.8	4	5.8
2000	572	53	9.3	4	5.6
2001	577	57	9.8	3	5.4
2002	568	47	8.2	8	5.3
2003	573	43	7.6	13	5.3
2004	603	46	7.6	13	5.4
2005	624	50	8.0	12	5.3
2006	639	51	8.0	12	5.2
2007	628	52	8.2	8	5.2
2008	633	51	8.1	9	5.2
2009	592	46	7.7	9	5.2
2010	584	41	7.0	11	4.9
2011	586	36	6.1	15	4.9
2012	603	38	6.2	13	4.9
2013	618	36	5.8	21	4.9
2014	639	38	6.0	18	4.9
2015	652	37	5.7	18	4.9
2016	670	37	5.5	23	5.0
2017	668	44	6.5	14	4.9
2018	663	46	6.9	10	5.0
2019	643	45	7.1	11	5.1
2020	573	35	6.2	11	4.5
2021	605	37	6.2	9	4.6
2022	642	35	5.5	19	4.8

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**Table 12.24-- MULTIPLE JOBHOLDERS, NUMBERS AND PERCENT OF EMPLOYED FOR HAWAII AND PERCENT OF EMPLOYED FOR THE UNITED STATES: ANNUAL AVERAGE, 1994 TO 2022 -- Con.**

1/ Rank among 50 states and District of Columbia. Rank of 1 for highest percentage of multiple jobholders. Tied in 1996 with North Dakota, in 1997 with Missouri, in 1998 with Vermont and Wisconsin, in 2004 with Iowa, in 2005 with Idaho; in 2008 with Kansas; in 2009 with Maine; in 2010 with Kansas, Maine, and Rhode Island; in 2011 with New Hampshire, in 2013 with Ohio, in 2016 with District of Columbia, in 2017 with Connecticut; in 2019 with Wyoming; in 2020 with Kansas; in 2021 with Minnesota and Vermont, and in 2022 with Maryland.

Source: U. S. Bureau of Labor Statistics, unpublished data from Current Population Survey microdata and calculations by the Hawaii State Department of Business, Economic Development & Tourism. See also U.S. Bureau of Labor Statistics, *Monthly Labor Review*, February 2017 "Multiple Jobholding in States" <<https://stats.bls.gov/opub/mlr/2017/article/pdf/multiple-jobholding-in-states-in-2015.pdf>>accessed February 24, 2017.



**Table 12.25-- WORKERS 16 YEARS AND OVER, BY PLACE OF RESIDENCE AND PLACE OF WORK: 2011-2015**

[Average over the period. Based on a sample and subject to sampling variability]

Place of residence	Place of work				
	State of Hawaii	City and County of Honolulu	Hawaii County	Kauai County	Maui County 1/
Total	679,019	486,682	79,833	33,256	79,248
State of Hawaii	674,760	483,275	79,536	33,116	78,833
City and County of Honolulu	482,699	481,687	411	129	472
Hawaii County	79,932	883	78,955	27	67
Kauai County	33,080	88	109	32,863	20
Maui County 1/	79,049	617	61	97	78,274
U.S. states (excluding Hawaii) 2/	4,259	3,407	297	140	415

1/ Includes Kalawao County.

2/ Persons who are residents of other states and work in Hawaii.

Source: U.S. Census Bureau, Commuting and employment data "Table 2. Residence County to Workplace County Flows for the United States and Puerto Rico Sorted by Workplace Geography: 2011-2015" <<http://www.census.gov/population/metro/files/commuting/Table2.xlsx>> accessed September 3, 2020.

**Table 12.26-- EMPLOYMENT AND WAGES: 2011 TO 2021**

[Workers covered by the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees classified by industry. Since 2001, industries have been classified according to the North American Industry Classification System (NAICS), 2008-2010 are based on the 2007 NAICS, 2011-2016 are based on the 2012 NAICS, and 2017 to current are based on the 2017 NAICS]

Year	Number of reporting units, Dec. 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
Total, incl. gov't				
2011	36,438	594,046	25,219,853	42,454
2012	36,568	605,535	26,259,252	43,365
2013	36,840	618,425	27,104,442	43,828
2014	37,128	626,330	28,310,731	45,201
2015	37,853	637,813	29,924,305	46,917
2016	38,461	647,485	31,194,056	48,177
2017	39,917	654,139	32,491,238	49,670
2018	40,864	658,285	33,555,664	50,974
2019	42,829	658,940	34,713,000	52,680
2020	45,212	560,082	32,451,698	57,941
2021	47,575	588,015	35,070,087	59,641
Total, excl. gov't				
2011	36,432	472,620	18,818,432	39,817
2012	36,562	484,078	19,773,483	40,848
2013	36,834	497,386	20,624,513	41,466
2014	37,122	504,574	21,481,219	42,573
2015	37,847	514,786	22,852,039	44,391
2016	38,455	525,065	23,914,069	45,545
2017	39,911	531,817	25,014,113	47,035
2018	40,858	536,313	25,943,040	48,373
2019	42,823	536,403	26,849,413	50,055
2020	45,206	442,581	24,361,752	55,045
2021	47,569	470,837	26,866,079	57,060
Private non-agr. 2/				
2011	36,003	466,567	18,621,443	39,912
2012	36,139	477,978	19,565,937	40,935
2013	36,407	491,256	20,417,110	41,561
2014	36,677	498,264	21,264,910	42,678
2015	37,389	508,379	22,623,850	44,502
2016	37,986	519,037	23,692,684	45,647
2017	39,427	526,029	24,796,823	47,140
2018	40,366	530,652	25,727,055	3/ 48,482
2019	42,309	530,711	26,628,597	3/ 50,175
2020	44,681	436,892	24,129,035	3/ 55,229
2021	47,038	464,935	26,614,484	57,243

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**Table 12.26-- EMPLOYMENT AND WAGES: 2011 TO 2021 -- Con.**

1/ Nonprofit employers and employers with zero employment are included.

2/ 'Total, excluding government' less 'Goods-producing, Code 11 - Agriculture, forestry, fishing and hunting'.

3/ Revised from previous *Data Book*.

Source: Hawaii State Department of Business, Economic Development & Tourism, *Employment and Payrolls in Hawaii* (annual) and records and <<http://dbedt.hawaii.gov/economic/employment-and-wages-by-industry/>> accessed June 9, 2023; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.27-- EMPLOYMENT AND WAGES, BY COUNTY: 2020 AND 2021**

[Workers covered by the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees classified by industry. Industries classified according to the North American Industry Classification System]

County	Number of reporting units, December 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
2020 Total, including gov't				
State total 2/	45,212	560,082	32,451,698	57,941
City and County of Honolulu	30,445	408,474	24,864,850	60,873
Hawaii County	5,799	62,647	3,050,197	48,689
Maui County	6,254	61,997	3,153,200	50,861
Kauai County	2,720	26,963	1,383,451	51,309
2020 Total, excluding gov't				
State total	45,206	442,581	24,361,752	55,045
City and County of Honolulu	30,442	318,287	18,508,908	58,152
Hawaii County	5,796	48,854	2,177,410	44,570
Maui County	6,251	53,437	2,612,272	48,885
Kauai County	2,717	22,003	1,063,161	48,319
2021 Total, including gov't				
State total 2/	47,575	588,015	35,070,087	59,641
City and County of Honolulu	31,960	422,200	26,374,715	62,470
Hawaii County	6,229	66,873	3,443,656	51,495
Maui County	6,573	70,158	3,747,156	53,410
Kauai County	2,819	28,784	1,504,560	52,271
2021 Total, excluding gov't				
State total	47,569	470,837	26,866,079	57,060
City and County of Honolulu	31,957	332,098	19,914,082	59,964
Hawaii County	6,226	53,239	2,563,163	48,144
Maui County	6,570	61,668	3,206,958	52,004
Kauai County	2,816	23,832	1,181,877	49,592

1/ Nonprofit employers and employers with zero employment are included.

2/ The sum of the components is 6 reporting units higher than the published total as each counts the State and Federal governments separately while at the state level there is only one each.

Source: Hawaii State Department of Business, Economic Development & Tourism, Employment and Payrolls in Hawaii (annual) <<http://dbedt.hawaii.gov/economic/employment-and-wages-by-industry/>> accessed June 9, 2023.

**Table 12.28-- EMPLOYMENT AND WAGES, BY NAICS INDUSTRY: 2021**

[Workers covered by the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees Classified by Industry. Industries classified according to the North American Industry Classification System (NAICS) 2017]

NAICS code	Industry	Number of reporting units, Dec. 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
	Total, including government	47,575	588,015	35,070,087	59,641
	Government	6	117,178	8,204,008	70,013
	Federal	1	34,717	2,975,885	85,718
	State	1	63,876	3,809,909	59,645
	County	4	18,586	1,418,215	76,306
	Total, excluding government	47,569	470,837	26,866,079	57,060
11	Ag., forestry, fishing & hunting	531	5,902	251,595	42,629
21	Mining, quarrying, oil & gas extr.	11	231	22,934	99,282
22	Utilities	98	3,573	389,247	108,941
23	Construction	4,031	36,615	2,939,206	80,273
31-33	Manufacturing	1,077	12,042	599,700	49,801
311	Food manufacturing	383	5,552	199,892	36,004
42	Wholesale trade	2,083	16,436	1,128,308	68,649
44-45	Retail trade	4,622	62,964	2,450,681	38,922
448	Clothing & clothing access.	1,071	7,226	233,898	32,369
48-49	Trans. & warehousing	1,211	25,864	1,601,871	61,934
481	Air transportation	71	8,276	664,262	80,264
51	Information	1,225	7,873	687,039	87,265
52	Finance and insurance	1,840	15,812	1,520,267	96,146
53	Real estate, rental & leasing	2,098	11,097	740,308	66,712
54	Prof. and tech. services	5,584	25,203	2,245,354	89,091
55	Mgt of companies & enterprises	437	8,302	795,028	95,763
56	Admin. and waste services	3,058	34,556	1,469,371	42,521
61	Educational services	982	12,775	625,037	48,927
62	Health care and soc. assist.	5,305	71,527	4,659,082	65,137
621	Amb. health care services	3,395	31,335	2,389,263	76,249
622	Hospitals	38	16,361	1,434,760	87,694
623	Nursing and resid. care fac.	181	8,295	356,514	42,979
624	Social assistance	1,691	15,536	478,545	30,802
71	Arts, entertain., and recrea.	813	9,434	362,345	38,408
72	Accom. and food services	4,501	85,037	3,162,254	37,187
721	Accommodation	484	28,710	1,601,439	55,780
722	Food services & drinking places	4,017	56,327	1,560,815	27,710
81	Other serv., exc. public adm.	4,401	23,032	1,011,360	43,911
99	Unclassified	3,661	2,563	205,093	80,021

1/ Nonprofit employers and employers with zero employment are included.

Source: Hawaii State Department of Business, Economic Development & Tourism, *Employment and Payroll in Hawaii* (October 2022) <<http://dbedt.hawaii.gov/economic/employment-and-wages-by-industry/>> accessed June 30, 2023.

**Table 12.29-- AVERAGE ANNUAL WAGE IN CURRENT AND CONSTANT DOLLARS: 1969 TO 2021**

[For "Employees Covered by the Hawaii Employment Security Law and Unemployment for Federal Employees". Including government]

Year	Current dollars	CPI-U All Items Honolulu, 1982-84 = 100.0	1982-1984 dollars 1/	Year	Current dollars	CPI-U All Items Honolulu, 1982-84 = 100.0	1982-1984 dollars 1/
1969	6,876	39.4	17,452	1996	27,359	170.7	16,028
1970	7,424	41.5	17,889	1997	28,356	171.9	16,496
1971	7,677	43.2	17,771	1998	29,029	171.5	16,927
1972	7,989	44.6	17,913	1999	29,788	173.3	17,189
1973	8,479	46.6	18,195	2000	30,628	176.3	17,373
1974	9,087	51.5	17,645	2001	31,241	178.4	17,512
1975	9,767	56.3	17,348	2002	32,669	180.3	18,119
1976	10,347	59.1	17,508	2003	33,735	184.5	18,285
1977	10,903	62.1	17,557	2004	35,191	190.6	18,463
1978	11,630	66.9	17,384	2005	36,347	197.8	18,376
1979	12,429	74.3	16,728	2006	37,784	209.4	18,044
1980	13,548	83.0	16,323	2007 2/	39,465	219.504	17,979
1981	14,471	91.7	15,781	2008 2/	40,664	228.861	17,768
1982	15,367	97.2	15,810	2009 2/	41,328	230.048	17,965
1983	16,115	99.3	16,229	2010 2/	41,681	234.869	17,746
1984	16,714	103.5	16,149	2011 2/	42,454	243.622	17,426
1985	17,335	106.8	16,231	2012 2/	43,365	249.474	17,383
1986	18,069	109.4	16,516	2013 2/	43,828	253.924	17,260
1987	19,060	114.9	16,588	2014 2/	45,201	257.589	17,548
1988	20,454	121.7	16,807	2015 2/	46,917	260.165	18,034
1989	21,635	128.7	16,810	2016 2/	48,177	265.283	18,161
1990	23,109	138.1	16,734	2017 2/	49,670	272.014	18,260
1991	24,051	148.0	16,251	2018 2/	50,974	277.078	18,397
1992	25,532	155.1	16,462	2019 2/	52,680	281.585	18,708
1993	26,544	160.1	16,580	2020 2/	57,941	286.008	20,259
1994	26,718	164.5	16,242	2021 2/	59,641	296.818	20,093
1995	26,983	168.1	16,052				

1/ Current dollars deflated by the Consumer Price Index (CPI-U), All Items for Honolulu.

2/ U.S. Bureau of Labor Statistics began reporting the CPI in 3-decimal places in January 2007.

Source: Hawaii State Department of Business, Economic Development & Tourism, Employment and Payrolls in Hawaii (annual), beginning with the 2011 <<http://dbedt.hawaii.gov/economic/employment-and-wages-by-industry/>> accessed March 30, 2023; Ibid. The Honolulu Consumer Price Index, 1940-1986 (Statistical Report 187, May 30, 1986), as shifted to 1982-1984 base; for 1987-2021 U.S. Bureau of Labor Statistics, Honolulu Consumer Price Index, All Items, 1982-84=100 for All Urban Consumers (CPI-U) <<http://www.bls.gov/cpi/home.htm>> accessed January 12, 2023; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.30-- AVERAGE ANNUAL WAGE, IN CURRENT AND CONSTANT DOLLARS, BY SELECTED INDUSTRY: 2011 AND 2021**

[Workers covered by the Hawaii Employment Security Law and Unemployment Compensation for Federal Employees classified by industry. Industries classified according to the North American Industrial Classification System (NAICS) 2007 for 2010 and the NAICS 2017 for 2020]

Industry	2011	2021		Percent change, 2011-2021 1/	
		Current dollars	2011 dollars 2/	Current dollars	2011 dollars 2/
All industries	42,454	59,641	48,952	40.5	15.3
Federal	69,803	85,718	70,356	22.8	0.8
State	43,065	59,645	48,955	38.5	13.7
County	55,999	76,306	62,630	36.3	11.8
Private	39,817	57,060	46,834	43.3	17.6

1/ The Consumer Price Index-All Urban Consumers (CPI-U) Honolulu, All Items increased 21.8 percent from 2011 to 2021.

2/ Current dollars deflated by the Consumer Price Index (CPI-U) All Items for Honolulu, base shifted to 2011 = 100 or 121.835.

Source: Hawaii State Department of Business, Economic Development & Tourism, Employment and Payrolls in Hawaii (annual) <<http://dbedt.hawaii.gov/economic/employment-and-wages-by-industry/>> accessed March 31, 2023, U.S. Bureau of Labor Statistics, Honolulu Consumer Price Index, All Items, 1982-84=100 for All Urban Consumers (CPI-U) <<http://www.bls.gov/cpi/home.htm>> accessed January 12, 2023; and calculations by the Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.31-- REPORTING UNITS AND EMPLOYMENT, BY SIZE OF FIRM: DECEMBER 2021**

[Excluding government]

County	Subject 1/	All units	Size of firm								
			0 to 4	5 to 9	10 to 19	20 to 49	50 to 99	100 to 249	250 to 499	500 to 999	1,000 or more
State total	Reporting units	47,569	30,537	7,217	4,918	3,156	1,106	438	132	49	16
	Employment	496,426	40,399	47,720	66,745	94,982	75,159	64,953	45,233	33,208	28,027
City and County of Honolulu	Reporting units	31,957	20,655	4,667	3,254	2,128	792	321	91	34	15
	Employment	348,527	26,955	30,798	44,285	64,067	53,772	47,108	31,206	23,429	26,907
Hawaii County	Reporting units	6,226	4,008	969	678	391	123	37	15	2/ 5	(2/)
	Employment	55,797	5,377	6,437	9,213	11,630	8,602	5,817	5,188	2/ 3,533	(2/)
Maui County	Reporting units	6,570	4,148	1,082	685	439	131	54	22	9	-
	Employment	65,972	5,585	7,210	9,176	13,309	8,815	8,117	7,695	6,065	-
Kauai County	Reporting units	2,816	1,726	499	301	198	60	26	2/ 6	(2/)	(2/)
	Employment	26,130	2,482	3,275	4,071	5,976	3,970	3,911	2/ 2,445	(2/)	(2/)

1/ Multi-establishment employers are counted for each worksite reported, except for the construction industry, which reports separately only for major projects. Some worksites are further distributed by industrial classification.

2/ Data from these classes were combined to prevent the disclosure of confidential information.

Source: Hawaii State Department of Business, Economic Development & Tourism, *Employment and Payrolls in Hawaii* (October 2022), p. 94 <<http://dbedt.hawaii.gov/economic/employment-and-wages-by-industry/>> accessed June 30, 2023.



**Table 12.32-- ANNUAL AVERAGE WAGES, TOTAL AND PRIVATE INDUSTRY FOR HAWAII AND THE UNITED STATES: 2000 TO 2022**

[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 average wages (dollars)				Hawaii as percent of U.S		Hawaii rank 1/	
	Hawaii		U.S.		Total	Private only	Total	Private only
	Total	Private only	Total	Private only				
2000	30,628	29,179	35,323	35,337	86.7	82.6	29	32
2001	31,253	29,816	36,219	36,157	86.3	82.5	31	34
2002	32,671	30,947	36,764	36,539	88.9	84.7	27	32
2003	33,742	31,974	37,765	37,508	89.3	85.2	26	31
2004	35,198	33,583	39,354	39,134	89.4	85.8	25	31
2005	36,353	34,564	40,677	40,505	89.4	85.3	26	31
2006	37,799	35,909	42,535	42,414	88.9	84.7	26	34
2007	39,466	37,437	44,458	44,362	88.8	84.4	26	34
2008	40,675	38,478	45,563	45,371	89.3	84.8	25	33
2009	41,328	38,836	45,559	45,155	90.7	86.0	23	31
2010	41,709	39,294	46,751	46,455	89.2	84.6	25	33
2011	42,473	39,838	48,043	47,815	88.4	83.3	26	38
2012	43,385	40,871	49,289	49,200	88.0	83.1	28	38
2013	43,845	41,485	49,808	49,701	88.0	83.5	29	37
2014	45,210	42,583	51,364	51,296	88.0	83.0	27	37
2015	46,919	44,393	52,942	52,876	88.6	84.0	25	35
2016	48,178	45,546	53,621	53,515	89.8	85.1	24	32
2017	49,671	47,037	55,390	55,338	89.7	85.0	24	30
2018	50,977	48,376	57,266	57,198	89.0	84.6	24	33
2019	52,686	50,062	59,209	59,202	89.0	84.6	24	32
2020	57,934	55,036	64,021	64,247	90.5	85.7	23	29
2021	2/ 59,644	2/ 57,064	67,610	2/ 68,029	88.2	83.9	24	31
2022	61,483	59,290	69,985	70,343	87.9	84.3	30	33

1/ Rank of 1 indicates the highest annual wages per employee. District of Columbia is included.

2/ Revised from previous *Data Book*.

Source: U.S. Bureau of Labor Statistics, *Employment and Wages, Annual Averages* (annual), table 1, see also tables 5, 6, and 10; "Quarterly Census of Employment and Wages" <<http://www.bls.gov/cew/>> QCEW Data Viewer <[http://data.bls.gov/cew/apps/data\\_views/data\\_views.htm#tab=Tables](http://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables)> accessed July 5, 2023; and calculations by the Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.33-- WORKERS, EARNINGS AND HOURS IN SPECIFIED INDUSTRIES: ANNUAL AVERAGE, 2018 TO 2022**

[Number of production workers rounded to nearest 50]

Subject	2018	2019	2020	2021	2022
Production workers					
Nat'l resources, mining & construction	28,000	28,000	1/ 27,300	1/ 26,100	26,800
Manufacturing	10,200	10,300	8,600	8,200	8,500
Trade, transportation and utilities	104,900	105,300	1/ 88,000	1/ 92,300	99,100
Wholesale trade	14,400	14,700	12,900	1/ 13,200	14,000
Retail trade	61,300	60,400	52,100	1/ 54,100	56,400
Financial activities	22,700	22,100	19,900	1/ 19,800	19,600
Accommodation and food services	102,000	101,400	59,700	1/ 74,300	88,900
Food services and drinking places	62,500	62,100	41,100	1/ 49,700	55,100
Average weekly earnings (dollars)					
Nat'l resources, mining & construction	1,570.83	1,604.41	1,605.92	1,684.12	1,670.66
Manufacturing	765.37	823.25	899.28	901.15	959.04
Trade, transportation and utilities	864.96	873.79	938.90	942.25	967.93
Wholesale trade	779.65	842.84	889.25	799.01	1/ 880.7
Retail trade	635.36	629.20	634.63	681.91	696.99
Financial activities	1/ 849.39	858.55	919.32	849.10	782.78
Accommodation and food services	506.23	504.64	445.50	474.94	530.89
Food services and drinking places	375.95	386.01	375.09	430.77	486.07
Average weekly hours					
Nat'l resources, mining & construction	36.9	36.9	35.6	37.4	37.4
Manufacturing	37.1	37.1	38.3	39.3	38.5
Trade, transportation and utilities	34.0	33.3	33.2	33.7	32.8
Wholesale trade	39.9	38.0	35.4	33.6	33.5
Retail trade	32.4	32.3	31.7	32.8	32.6
Financial activities	34.5	35.0	37.6	35.0	32.4
Accommodation and food services	26.7	26.8	25.0	25.7	27.1
Food services and drinking places	23.9	24.4	23.8	24.9	25.8

Continued on next page.

**Table 12.33-- WORKERS, EARNINGS AND HOURS IN SPECIFIED INDUSTRIES: ANNUAL AVERAGE, 2018 TO 2022 -- Con.**

Subject	2018	2019	2020	2021	2022
Average hourly earnings (dollars)					
Nat'l resources, mining & construction	42.57	43.48	45.11	45.03	44.67
Manufacturing	20.63	22.19	23.48	22.93	24.91
Trade, transportation and utilities	25.44	26.24	28.28	27.96	29.51
Wholesale trade	19.54	22.18	25.12	23.78	26.29
Retail trade	19.61	19.48	20.02	20.79	21.38
Financial activities	24.62	24.53	24.45	24.26	24.16
Accommodation and food services	18.96	18.83	17.82	18.48	19.59
Food services and drinking places	15.73	15.82	15.76	17.30	18.84

1/ Revised from previous *Data Book*.

Source: Hawaii State Department of Business, Economic Development & Tourism, "Production Worker Hours & Earnings, All Selected Industries" <<http://dbedt.hawaii.gov/economic/hours-and-earnings/>> accessed June 5, 2023.

**Table 12.34-- AVERAGE HOURLY PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY: 2005 TO 2013**

[In dollars. Wage data are weighted averages and cover regular full-time and part-time employees. These 14 job titles are meant to be only illustrative of those reported. Over this period, the survey was conducted some time between June through September and covered 90 jobs for the 2005 and 2006 reports, 91 jobs for the 2007, 82 for the 2008, 94 for the 2009 through 2011, and 100 for 2013]

<b>Job classification</b>	<b>Job code</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2013</b>
Clerk, entry level	43.03	10.84	11.15	11.25	11.90	12.30	13.36	13.98	14.54
Secretary	43.06	15.80	16.02	16.39	17.53	18.12	18.59	19.00	19.21
Telephone operator 1/	43.10	15.26	14.79	15.44	15.95	16.52	17.53	17.39	18.47
Bookkeeper 2/	46.06	18.10	19.13	18.00	20.42	18.48	21.68	20.54	22.59
Cashier	46.07	14.91	15.48	16.26	16.90	18.29	16.59	15.87	18.29
Engineering drafting tech.	47.01	28.14	21.86	27.35	30.48	28.17	32.01	29.32	32.87
Housekeeper	48.01	13.07	13.60	13.82	14.35	14.92	14.92	15.44	16.37
Cook, general	48.09	15.48	17.15	16.08	16.64	17.93	17.95	17.55	19.30
Wait help	48.13	6.85	7.57	8.50	7.97	7.95	7.94	8.20	8.73
Laborer, light	50.06	9.55	10.87	10.12	10.68	10.41	10.31	10.67	10.33
Carpenter, maintenance	50.12	20.61	21.35	23.12	21.05	23.88	27.14	26.54	23.80
Electrician, maintenance	50.15	24.13	24.33	29.68	28.80	28.76	31.55	30.24	31.77
Automotive mechanic	50.19	23.47	24.55	23.71	24.69	25.43	27.02	25.42	25.62
Driver III (Tractor trailer) 3/	51.05	15.79	17.43	17.26	16.71	18.73	18.64	19.03	19.32

1/ In earlier reports, this category, job code 43.10, was "Switchboard" or "Communications" operator.

2/ In earlier reports, this category, job code 46.06, was "Bookkeeper, full-charge".

3/ In earlier reports, this category, job code 51.05, was "Truck driver (trailer)".

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

**Table 12.35-- AVERAGE HOURLY PAY RATES FOR SELECTED JOB CLASSIFICATIONS IN PRIVATE INDUSTRY, BY COUNTY: 2013**

[In dollars. Wage data are weighted averages, as of the July through September survey period and were effective for July 1, 2013 and cover regular full-time and part-time employees. The 14 job titles are meant to be only illustrative of the 100 reported]

Job classification	Job code	State	City & County of Honolulu	Hawaii County	Maui County	Kauai County
Clerk, entry level	43.03	14.54	14.65	13.61	(1/)	(1/)
Secretary	43.06	19.21	19.16	(1/)	(1/)	(1/)
Telephone operator 2/	43.10	18.47	18.79	(1/)	(1/)	(1/)
Bookkeeper 3/	46.06	22.59	22.42	(1/)	(1/)	(1/)
Cashier	46.07	18.29	18.26	(1/)	(1/)	(1/)
Engineering drafting technician	47.01	32.87	(1/)	(1/)	(1/)	(1/)
Housekeeper	48.01	16.37	16.73	(1/)	15.65	(1/)
Cook, general	48.09	19.30	17.95	16.69	20.08	(1/)
Wait help	48.13	8.73	9.04	(1/)	8.06	(1/)
Laborer, light	50.06	10.33	9.66	12.38	(1/)	(1/)
Carpenter, maintenance	50.12	23.80	23.73	(1/)	(1/)	(1/)
Electrician, maintenance	50.15	31.77	33.70	(1/)	(1/)	(1/)
Automotive mechanic	50.19	25.62	26.51	(1/)	24.66	(1/)
Driver III (Tractor trailer) 4/	51.05	19.32	19.13	18.90	(1/)	(1/)

1/ Not disclosed. Jobs reported by fewer than five facilities or fewer than eight employees reported.

2/ In earlier reports, this category, job code 43.10, was "Switchboard" or "Communications" operator.

3/ In earlier reports, this category, job code 46.06, was "Bookkeeper, full-charge".

4/ In earlier reports, this category, job code 51.05, was "Truck driver (trailer)".

Source: Hawaii Employers Council, *Pay Rates in Hawaii 2013* (Research Report Number 4381, October 2013).

**Table 12.36-- EMPLOYMENT AND WAGES OF HAWAII'S 25 LARGEST OCCUPATIONS: MAY 2022**

[In descending order by employment. Self-employed are excluded]

SOC Code 1/	Occupation title	Employment	Mean wage in dollars	
			Hourly	Annual 2/
35-3023	Fast food and counter workers	20,340	14.02	29,170
41-2031	Retail salespersons	16,540	18.13	37,710
43-9061	Office clerks, general	16,530	20.66	42,970
41-2011	Cashiers	14,790	15.29	31,810
35-3031	Waiters and waitresses	12,950	16.94	35,240
11-1021	General and operations managers	12,440	55.70	115,850
29-1141	Registered nurses	11,800	54.43	113,220
37-2011	and housekeeping cleaners	11,090	16.69	34,720
25-2031	Secondary school teachers, exc. special & career/technical education	9,800	(3/)	60,790
35-2014	Cooks, restaurant	9,510	20.54	42,710
43-1011	First-line supervisors of office & admin. support workers	9,290	29.45	61,250
33-9032	Security guards	9,100	17.45	36,300
53-7062	movers, hand	8,660	20.42	42,460
37-2012	Maids and housekeeping cleaners	8,520	22.76	47,350
43-4051	Customer service representatives	8,250	20.15	41,910
53-7065	Stockers and order fillers	7,780	18.04	37,530
43-6014	Secretaries & admin. assistants, exc. legal, medical, and executive	7,730	23.06	47,970
35-1012	First-line supervisors of food preparation and serving workers	7,650	22.36	46,520
37-3011	Landscaping and groundskeeping workers	7,490	19.56	40,680
49-9071	Maintenance and repair workers, general	6,810	25.85	53,770
43-3031	Bookkeeping, accounting, and auditing clerks	5,880	23.02	47,880
41-1011	First-line supervisors of retail sales workers	5,570	26.15	54,390
25-9045	Teaching assistants, except postsecondary	5,500	(3/)	33,610
13-2011	Accountants and auditors	5,170	35.00	72,790
47-2031	Carpenters	5,020	38.54	80,160

1/ Standard Occupational Classification (SOC) system.

2/ 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, the annual wage has been directly calculated from the reported survey data.

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

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics, "May 2022 State Occupational Employment and Wage Estimates Hawaii" <[http://www.bls.gov/oes/current/oes\\_hi.htm](http://www.bls.gov/oes/current/oes_hi.htm)> accessed April 25, 2023.

**Table 12.37-- EMPLOYMENT AND WAGES OF URBAN HONOLULU  
METROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS:  
MAY 2022**

[In descending order by employment. Self-employed are excluded]

SOC Code 1/	Occupation title	Employ- ment	Mean wage in dollars	
			Hourly	Annual 2/
35-3023	Fast food and counter workers	14,500	13.92	28,950
43-9061	Office clerks, general	11,630	20.72	43,100
41-2031	Retail salespersons	10,750	17.85	37,130
41-2011	Cashiers	9,450	15.19	31,590
29-1141	Registered nurses	8,970	55.38	115,200
11-1021	General and operations managers	8,790	57.59	119,790
37-2011	Janitors & cleaners, exc. maids & housekeeping cleaners	7,710	16.29	33,870
35-3031	Waiters & waitresses	7,690	16.89	35,140
33-9032	Security guards	7,640	17.09	35,560
25-2031	Secondary school teachers, exc. special and career/technical education	7,270	(3/)	61,040
43-1011	First-line supervisors of office & admin. support workers	6,600	29.47	61,300
53-7062	Laborers & freight, stock, & material movers, hand	6,550	20.73	43,120
43-4051	Customer service representatives	6,180	20.16	41,940
43-6014	Secretaries & admin. assistants, exc. legal, medical, & executive	5,610	23.30	48,470
35-2014	Cooks, restaurant	5,480	19.44	40,440
35-1012	First-line supervisors of food preparation and serving workers	5,380	21.42	44,560
53-7065	Stockers and order fillers	5,150	18.30	38,070
31-1120	Home health and personal care aides	4,730	15.75	32,760
37-2012	Maids and housekeeping cleaners	4,550	23.06	47,960
49-9071	Maintenance & repair workers, general	4,190	25.25	52,520
43-3031	Bookkeeping, accounting, & auditing clerks	4,080	23.01	47,860
13-2011	Accountants and auditors	3,860	35.01	72,820
25-9045	Teaching assistants, exc. postsecondary	3,630	(3/)	33,410
41-1011	First-line supervisors of retail sales workers	3,600	26.33	54,770
37-3011	Landscaping and groundskeeping workers	3,550	19.21	39,950

1/ Standard Occupational Classification (SOC) system.

2/ 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, the annual wage has been directly calculated from the reported survey data.

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

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics, "May 2022 Metropolitan Area Occupational Employment and Wage Estimates Urban Honolulu, HI MSA"

<[http://www.bls.gov/oes/current/oes\\_46520.htm](http://www.bls.gov/oes/current/oes_46520.htm)> accessed April 25, 2023.

**Table 12.38-- EMPLOYMENT AND WAGES OF KAHULUI-WAILUKU-LAHAINA METROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS: MAY 2022**

[In descending order by employment. Self-employed are excluded]

SOC Code 1/	Occupation title	Employment	Mean wage in dollars	
			Hourly	Annual 2/
35-3031	Waiters & waitresses	2,640	18.97	39,450
41-2031	Retail salespersons	2,530	18.74	38,980
35-3023	Fast food and counter workers	2,270	14.92	31,040
37-2012	Maids and housekeeping cleaners	2,190	23.39	48,650
41-2011	Cashiers	2,120	16.17	33,630
43-9061	Office clerks, general	2,010	21.25	44,190
35-2014	Cooks, restaurant	1,910	23.59	49,070
11-1021	General and operations managers	1,670	54.34	113,020
37-2011	Janitors & cleaners, exc. maids & housekeeping cleaners	1,520	17.85	37,140
37-3011	Landscaping and groundskeeping workers	1,480	20.41	42,460
49-9071	Maintenance & repair workers, general	1,270	27.95	58,130
43-1011	First-line supervisors of office & admin. support workers	1,190	29.87	62,130
29-1141	Registered nurses	1,080	52.81	109,840
35-1012	First-line supervisors of food preparation and serving	1,080	25.30	52,620
53-7065	Stockers and order fillers	1,010	18.85	39,200
25-2031	Secondary school teachers, exc. special and career/technical education	930	(3/)	63,540
35-9011	Dining room and cafeteria attendants and bartender helpers	910	18.12	37,690
43-6014	Secretaries & administrative assistants, except legal,	880	23.46	48,800
53-7062	Laborers and freight, stock, and material movers, hand	880	20.36	42,360
41-1011	First-line supervisors of retail sales workers	820	26.61	55,340
43-4051	Customer service representatives	810	20.21	42,040
35-3011	Bartenders	780	22.64	47,090
35-9021	Dishwashers	740	18.16	37,770
39-3091	Amusement and recreation attendants	710	19.36	40,270
43-3031	Bookkeeping, accounting, and auditing clerks	700	24.40	50,750

1/ Standard Occupational Classification (SOC) system.

2/ 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, the annual wage has been directly calculated from the reported survey data.

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

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics, "May 2022 Metropolitan Area Occupational Employment and Wage Estimates Kahului-Wailuku-Lahaina, HI MSA"

<[http://www.bls.gov/oes/current/oes\\_27980.htm](http://www.bls.gov/oes/current/oes_27980.htm)> accessed April 25, 2023.



**Table 12.39-- EMPLOYMENT AND WAGES OF HAWAII-KAUAI NONMETROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS: MAY 2022**

[In descending order by employment. Self-employed are excluded]

SOC Code 1/	Occupation title	Employment	Mean wage in dollars	
			Hourly	Annual 2/
35-3023	Fast food and counter workers	3,560	13.87	28,860
41-2031	Retail salespersons	3,230	18.61	38,700
41-2011	Cashiers	3,190	15.03	31,260
43-9061	Office clerks, general	2,880	20.01	41,630
35-3031	Waiters and waitresses	2,610	15.04	31,270
37-3011	Landscaping and groundskeeping workers	2,460	19.54	40,650
35-2014	Cooks, restaurant	2,120	20.60	42,850
11-1021	General and operations managers	1,970	48.42	100,700
37-2011	Janitors and cleaners, except maids and housekeeping cleaners	1,860	17.43	36,250
37-2012	Maids and housekeeping cleaners	1,780	21.25	44,200
29-1141	Registered nurses	1,750	50.57	105,190
53-7065	Stockers and order fillers	1,620	16.71	34,750
25-2031	Secondary school teachers, exc. special and career/technical education	1,600	(3/)	58,090
43-1011	First-line supervisors of office and administrative support workers	1,490	29.02	60,360
49-9071	Maintenance and repair workers, general	1,340	25.76	53,580
43-4051	Customer service representatives	1,240	20.00	41,600
43-6014	Secretaries and administrative assistants, except legal, medical, and executive	1,230	21.69	45,110
53-7062	Laborers and freight, stock, and material movers, hand	1,230	18.79	39,080
25-9045	Teaching assistants, exc. postsecondary	1,200	(3/)	33,420
35-1012	First-line supervisors of food prep. & serving workers	1,190	23.96	49,840
41-1011	First-line supervisors of retail sales workers	1,140	25.26	52,550
43-3031	Bookkeeping, accounting, and auditing clerks	1,100	22.19	46,160
31-1131	Nursing assistants	1,050	19.11	39,740
47-2031	Carpenters	1,020	34.51	71,780
35-9011	Dining room and cafeteria attendants and bartender helpers	960	14.56	30,280

1/ Standard Occupational Classification (SOC) system.

2/ 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, the annual wage has been directly calculated from the reported survey data.

3/ Wages for some occupations that do not generally work year-round, full time, are reported either as hourly wages or annual salaries depending on how they are typically paid.

Source: U.S. Bureau of Labor Statistics, Occupational Employment Statistics, "May 2022 Nonmetropolitan Area Occupational Employment and Wage Estimates, Hawaii-Kauai Nonmetropolitan Area"

<[http://www.bls.gov/oes/current/oes\\_1500001.htm](http://www.bls.gov/oes/current/oes_1500001.htm)> accessed April 25, 2023.

**Table 12.40-- ANNUAL COMPENSATION OF TOP 50 PAID MEMBERS OF PUBLIC BOARD OF DIRECTORS: 2015 TO 2022**

[Indicates number of board members at each level of total annual compensation. An individual may be a member of, and therefore compensated by, more than one board. Total compensation includes cash, stock awards, and other compensation. Source based list on information obtained from proxy statements filed with the U.S. Securities and Exchange Commission]

Annual compensation (\$)	2015	2016	2017	2018	2019	2020	2021	2022
120,000 to 149,999	1/ 6	1/ 6	1/ 3	1/ 2	-	-	-	-
150,000 to 174,999	14	9	7	8	2/ 16	2/ 17	2/ 9	2/ 8
175,000 to 199,999	3	5	11	12	7	11	6	8
200,000 to 299,999	4	9	8	9	9	9	19	19
300,000 to 399,999	3	6	7	6	5	1	4	3
400,000 to 499,999	2	1	2	3	4	1	1	1
500,000 to 599,999	2	1	-	1	-	1	1	1
600,000 to 699,999	4	2	1	-	-	-	-	-
700,000 to 799,999	1	-	-	-	-	-	-	-
800,000 to 899,999	0	-	1	-	-	-	-	-
900,000 to 999,999	1	-	-	-	-	-	-	-
1,000,000 to 1,499,999	3	3	3	2	1	3	1	1
1,500,000 to 1,999,999	3	2	1	1	1	1	2	2
2,000,000 to 2,999,999	1	1	1	1	1	1	-	2
3,000,000 to 3,999,999	1	2	1	1	2	1	2	1
4,000,000 to 4,999,999	1	2	2	2	1	1	2	2
5,000,000 to 5,999,999	1	1	1	2	2	3	-	-
6,000,000 and over	-	-	1	-	1	-	3	3/ 2

1/ Lowest total annual compensation was \$137, 735 in 2015 (two members tied for 49th); \$124,968 in 2016; \$121,805 in 2017; and \$145,383 in 2018.

2/ Lowest total annual compensation was \$152,065 in 2019; \$152, 620 in 2020; \$160,486 in 2021; and \$161,922 in 2022.

3/ Highest total compensation was \$6,056,524 in 2022.

Source: *Pacific Business News*, "Highest-paid Public Board of Directors Ranked by 2015 Total Compensation" (June 14, 2016); Ibid. "2016" ( June 23, 2017); Ibid. "2017" (June 22, 208)" Ibid. "2018" (June 21, 2019); Ibid. "2019" (June 26, 2020); Ibid. "2020" (June 25, 2021 and updated June 28, 2021); Ibid. "2021" (June 24, 2022) <<https://www.bizjournals.com/pacific/>> accessed July 4, 2022; and Ibid. "2022" (June 23, 2023) <<https://www.bizjournals.com/pacific/>> accessed July 11, 2023.

**Table 12.41-- MINIMUM WAGE CHRONOLOGY: 1942 TO 2028**

[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	2002 2/	5.75
1943	0.30	0.25	1964 2/	1.25	2003 2/	6.25
1945	0.40	0.40	1969	1.40	2006 4/	6.75
1953	0.65	0.55	1970 2/	1.60	2007 4/ 5/	7.25
1955	0.75	0.65	1974	2.00	2015 5/	7.75
1957	0.90	0.85	1975 2/	2.40	2016 5/	8.50
1958	1.00	1.00	1978	2.65	2017 5/	9.25
			1979	2.90	2018 5/	10.10
			1980	3.10	2022 6/	12.00
			1981	3.35	2024 6/	14.00
			1988 2/	3.85	2026 6/	16.00
			1992 3/	4.75	2028 6/	18.00
			1993 2/	5.25		

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

2/ As of January 1.

3/ As of April 1.

4/ The 2005 Legislature passed Senate Bill 294, Senate Draft 3, House Draft 1, Conference Draft 1 "Relating to Employment" which raises the minimum wage to \$6.75 effective January 1, 2006, and to \$7.25 effective January 1, 2007. Governor Linda Lingle had indicated that she would allow it to become law without her signature. Act 240 became law on July 12, 2005. The federal minimum wage of \$5.15 was in effect from September 1, 1997, rose to \$5.85 on July 24, 2007 and to \$6.55 on July 24, 2008, and to \$7.25 on July 24, 2009. On July 24, 2009 the federal wage rose to equal the State, the first time that has happened since January 1, 1988.

5/ On May 23, 2014 Governor Neil Abercrombie (Gov. Msg. No. 1182) signed Act 082 into law which increases minimum wage rate to \$7.75 per hour beginning on January 1, 2015, \$8.50 per hour beginning on January 1, 2016, \$9.25 per hour beginning on January 1, 2017, and \$10.10 per hour beginning on January 1, 2018. Act 82 also increases the tip credit to \$0.50 per hour beginning on January 1, 2015, and \$0.75 per hour beginning on January 1, 2016; provided that beginning January 1, 2015, the combined amount the employee receives in wages and tips is at least \$7 more than the applicable minimum wage.

6/ On June 22, 2022, Governor David K. Ige (Gov. Msg. No. 1214) signed Act 114 into law which increases minimum wage rate to \$12.00 per hour beginning on October 1, 2022, \$14.00 per hour beginning on January 1, 2024, \$16.00 per hour beginning on January 1, 2026, and \$18.00 per hour beginning on January 1, 2028. Act 114 also increases the tip credit to \$1.00 per hour beginning on October 1, 2022, and to \$1.25 cents per hour beginning on January 1, 2024; and to \$1.50 on January 1, 2028, provided that beginning January 1, 2015, the combined amount the employee receives in wages and tips is at least \$7 more than the applicable minimum wage.

Source: Hawaii State Legislature, 27th Legislature, 2014 Measure Status Legislature, 27th Legislature, 2014 Measure Status SB2609 SD1 HD2 CD1 Relating to Minimum Wage <[http://www.capitol.hawaii.gov/measure\\_indiv.aspx?billtype=SB&billnumber=2609&year=2014](http://www.capitol.hawaii.gov/measure_indiv.aspx?billtype=SB&billnumber=2609&year=2014)> accessed July 19, 2014; Hawaii State Legislature, 31th Legislature, 2022 Measure Status Legislature <[https://www.capitol.hawaii.gov/advreport.aspx?year=2022&report=deadline&rpt\\_type=gov\\_acts&measuretype=HB,SB&title=Acts](https://www.capitol.hawaii.gov/advreport.aspx?year=2022&report=deadline&rpt_type=gov_acts&measuretype=HB,SB&title=Acts)> accessed July 4, 2022; Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office "Minimum Wage (Hawaii and Federal)" <<https://labor.hawaii.gov/rs/files/2018/02/2018-Minimum-Wage-for-Web.pdf>> accessed July 4, 2022; and records.

**Table 12.42-- MINIMUM WAGE, BY STATE AND FOR THE DISTRICT OF COLUMBIA: JULY 1, 2023**

[Dollars per hour. Applicable to nonsupervisory nonfarm private sector employment under state and federal laws. Where federal (\$7.25 per hour since July 24, 2009) and state law have different minimum wage rates, the higher standard applies. Some local governments set minimum wage rates higher than their respective state's minimum wage. Contact individual state labor offices for details via <[http://www.dol.gov/whd/contacts/state\\_of.htm](http://www.dol.gov/whd/contacts/state_of.htm)>]

Area	Minimum wage	Area	Minimum wage
Alabama	(1/)	Nebraska 2/	10.50
Alaska	10.85	Nevada 3/	11.25/10.25
Arizona	13.85	New Hampshire	7.25
Arkansas	11.00	New Jersey	14.13
California	15.50	New Mexico	12.00
Colorado	13.65	New York	14.20
Connecticut	14.00	North Carolina	7.25
Delaware	11.75	North Dakota	7.25
Florida	11.00	Ohio 2/	10.10
Georgia 2/	7.25	Oklahoma 2/	7.25
<b>Hawaii</b>	<b>12.00</b>	Oregon	13.50
Idaho	7.25	Pennsylvania	7.25
Illinois	13.00	Rhode Island	13.00
Indiana	7.25	South Carolina	(1/)
Iowa	7.25	South Dakota	10.80
Kansas	7.25	Tennessee	(1/)
Kentucky	7.25	Texas	7.25
Louisiana	(1/)	Utah	7.25
Maine	13.80	Vermont	13.18
Maryland 2/	13.25	Virginia	12.00
Massachusetts	15.00	Washington	15.74
Michigan	10.10	West Virginia	8.75
Minnesota	10.59	Wisconsin	7.25
Mississippi	(1/)	Wyoming	7.25
Missouri	12.00	Dist. of Columbia	16.50
Montana 2/	9.95		

1/ No minimum wage required under state laws.

2/ Some states have different minimum wage based on specific criteria, see U.S. Department of Labor "State Minimum Wage Laws" <<https://www.dol.gov/agencies/whd/minimum-wage/state>> for details.

3/ On July 1, 2023, the minimum wage for employees without health insurance will increase to \$11.25 and those with health insurance to \$10.25.

Source: U. S. Department of Labor, Wage and Hour Division (WHD), "Consolidated Minimum Wage Table - July 1, 2023" (as corrected) <<https://www.dol.gov/agencies/whd/minimum-wage/state>> accessed July 12, 2023.

**Table 12.43-- FEDERAL MINIMUM WAGE WORKERS, ANNUAL AVERAGE:  
TOTAL, 2010 TO 2022, AND BY SEX, 2010 TO 2013 AND 2022**

[The federal minimum wage applies if higher than the State minimum wage. Since July 24, 2009, the federal minimum wage has been \$7.25. On January 1, 2018, Hawaii's minimum wage increased from \$9.25 to \$10.10, and increased to \$12.00 on October 1, 2022. See table 12.41 for chronology. Data are based on a sample and subject to sampling variability]

Group and year	Number of workers (in 1,000)				Workers paid hourly rates (in percent)			Median earnings (in dollars)
	Total paid hourly rates	At or below Federal minimum wage			At or below Federal minimum wage			
		Total	At	Below	Total	At	Below	
2010	318	15	8	7	4.7	2.5	2.2	14
Men	160	5	3	2	3.1	1.9	1.3	15
Women	158	10	5	5	6.3	3.2	3.2	12
2011	321	15	8	7	4.7	2.5	2.2	14
Men	160	8	4	4	5.0	2.5	2.5	15
Women	161	7	4	3	4.3	2.5	1.9	13
2012	331	14	7	7	4.2	2.1	2.1	14
Men	177	7	4	3	4.0	2.3	1.7	15
Women	154	7	4	3	4.5	2.6	1.9	13
2013	325	15	10	5	4.6	3.1	1.5	14
Men	168	7	4	3	4.2	2.4	1.8	14
Women	157	7	5	2	4.5	3.2	1.3	13
2014	335	17	12	5	5.1	3.6	1.5	(NA)
2015	356	10	5	5	2.8	1.5	1.3	(NA)
2016	363	5	1	4	1.3	0.3	1.1	(NA)
2017	372	6	1	5	1.7	0.3	1.4	(NA)
2018	353	8	1	7	2.2	0.2	1.9	(NA)
2019	351	4	-	4	1.2	0.1	1.1	(NA)
2020	303	2	-	2	0.7	0.0	0.7	(NA)
2021	311	3	-	3	1.0	0.1	0.9	(NA)
2022	327	1	-	1	0.3	0.0	0.3	(NA)
Men	172	(1/)	-	(1/)	0.1	0.0	0.1	(NA)
Women	156	1	-	3	0.4	0.0	0.4	(NA)

NA Not available.

1/ Rounds to less than 0.5.

Source: U. S. Department of Labor, West Information Office, "Minimum Wage Workers in Hawaii - 2013" 14-898-SAN (June 25, 2014) <<http://www.bls.gov/ro9/mwhi.pdf>> accessed July 19, 2014; U.S. Bureau of Labor Statistics, *Characteristics of minimum wage workers*, "Table 3. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by state" (annual) <[https://www.bls.gov/opub/reports/#cps\\_minimum\\_wage](https://www.bls.gov/opub/reports/#cps_minimum_wage)> accessed April 8, 2022; and records.

**Table 12.44-- COMPENSATION OF THE PRESIDENT AND PRESIDENT/OTHER OF SELECTED LABOR UNIONS: 2022**

[In reported to the U.S. Department of Labor, Office of Labor-Management Standards (OLMS) via Forms LM-2, or LM-3. Classified as officers rather than employees, then further identified as president alone or in combination with another role such as business agent, etc. Forty-six unions are included and within them are organizations designated as building and construction trades council, branch, chapter, district council, local union, lodge, metal trades council, port council, regional council or state association. OLMS does not have jurisdiction over unions representing solely state, county, or municipal employees. These unions do not file financial reports with OLMS. Database last updated January 27, 2023]

Total compensation	Number	Total compensation	Number
Total	75		
\$250,000 to \$299,999	1	\$10,000 to \$19,999	6
\$200,000 to \$249,999	1	\$2,000 to \$9,999	10
\$150,000 to \$199,999	3	\$1,000 to \$1,999	5
\$100,000 to \$149,999	4	\$1 to \$999	9
\$20,000 to \$99,999	5	\$0 or no data	31

Source: U.S. Department of Labor, Office of Labor-Management Standards (OLMS), Online Public Disclosure Room "Officer/Employee Search" <<https://olmsapps.dol.gov/query/> accessed July 23, 2023.

**Table 12.45-- AVERAGE AND TOTAL WEEKLY HOURS AT WORK:  
2000 TO 2021**

[In thousands of persons and number of hours. No reports were issued for 2005 to 2007]

Year	Weekly hours								Average hours	
	Total	1 to 14 hours	15 to 29 hours	30 to 34 hours	35 to 39 hours	40 hours	41 to 48 hours	49 hrs. & over	Total at work	Persons who usually work full-time
2000	544	26	74	39	29	243	43	91	40.3	43.9
2001	550	28	75	48	31	235	42	91	38.4	42.4
2002	534	24	70	39	24	253	38	87	38.6	42.3
2003	569	26	71	41	26	279	37	89	38.6	42.3
2004	567	25	68	44	31	276	38	85	38.6	42.1
2008	602	29	81	44	28	293	36	91	38.2	41.9
2009	560	31	78	58	30	255	32	76	37.4	41.1
2010	558	29	76	53	32	262	31	75	37.6	41.4
2011	598	30	80	46	26	309	34	74	37.6	41.5
2012	585	29	73	44	27	303	30	79	37.9	41.7
2013	592	25	73	40	26	319	28	82	38.4	42.0
2014	618	27	82	43	24	328	31	84	38.1	41.9
2015	631	30	86	49	26	333	29	78	37.6	41.6
2016	642	24	77	42	27	360	32	80	38.3	41.7
2017	640	28	81	44	30	331	35	91	38.2	41.9
2018	629	32	76	49	28	317	38	90	38.2	41.8
2019	615	32	74	45	31	308	34	90	38.1	41.8
2020	544	35	70	49	22	259	28	79	37.5	41.0
2021	593	30	76	48	28	297	33	81	37.9	41.5

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 2004* (Bulletin 2716) table 22 <<http://www.bls.gov/opub/gp/laugp.htm>> accessed January 16, 2009; Ibid. *2008* (Bulletin 2737, March 2010) <[http://www.bls.gov/opub/gp/pdf/gp08\\_16.pdf](http://www.bls.gov/opub/gp/pdf/gp08_16.pdf)> accessed March 2, 2010; Ibid. *2009*, (Bulletin 2748, July 2010) <[http://www.bls.gov/opub/gp/pdf/gp09\\_22.pdf](http://www.bls.gov/opub/gp/pdf/gp09_22.pdf)> accessed March 16, 2011; Ibid. *2010* <[http://www.bls.gov/opub/gp/pdf/gp10\\_22.pdf](http://www.bls.gov/opub/gp/pdf/gp10_22.pdf)> accessed June 1, 2012; Ibid. *2011* <[http://www.bls.gov/opub/gp/pdf/gp11\\_22.pdf](http://www.bls.gov/opub/gp/pdf/gp11_22.pdf)> accessed May 15, 2013; Ibid. *2012* <[http://www.bls.gov/opub/gp/pdf/gp12\\_22.pdf](http://www.bls.gov/opub/gp/pdf/gp12_22.pdf)> accessed March 4, 2014; Ibid. *2013* <[http://www.bls.gov/opub/gp/pdf/gp13\\_22.pdf](http://www.bls.gov/opub/gp/pdf/gp13_22.pdf)> accessed March 18, 2015; Ibid. *2014* <[http://www.bls.gov/opub/gp/pdf/gp14\\_22.pdf](http://www.bls.gov/opub/gp/pdf/gp14_22.pdf)> accessed February 29, 2016; Ibid. *2015* (May 24, 2018) <<https://www.bls.gov/opub/geographic-profile/2015/home.htm>> accessed July 17, 2018; Ibid. *2016* (July 17, 2018 ) accessed July 18, 2018; Ibid. *2017* accessed July 5, 2018; Ibid. *2018* <<https://www.bls.gov/opub/geographic-profile/home.htm>> accessed January 21, 2020; Ibid. *2019* <<https://www.bls.gov/opub/geographic-profile/home.htm>> accessed October 16, 2020; Ibid. *2020* <<https://www.bls.gov/opub/geographic-profile/home.htm>> accessed July 14, 2021; Ibid. *2021* <<https://www.bls.gov/opub/geographic-profile/home.htm>> accessed April 17, 2023; and earlier reports.

**Table 12.46-- INTERSTATE MOVEMENT OF JOB-SEEKERS PARTICIPATING IN THE UNEMPLOYMENT INSURANCE PROGRAM: 1993 TO 2022**

Year	Island workers on Mainland 1/	Mainland workers in Hawaii 2/	Ratio 3/
1993	9,543	4,356	46
1994	10,121	4,229	42
1995	10,115	4,000	40
1996	8,633	3,338	39
1997	7,051	2,356	33
1998	4,366	2,720	62
1999	3,511	2,572	73
2000	2,845	2,910	102
2001	3,423	3,611	105
2002	3,223	4,325	134
2003	2,826	4,247	150
2004	2,359	3,209	136
2005	2,399	2,680	112
2006	2,731	2,273	83
2007	3,028	2,163	71
2008	3,986	2,559	64
2009	4,072	3,842	94
2010	3,214	3,478	108
2011	3,148	3,384	107
2012	3,001	2,896	97
2013	3,187	2,608	82
2014	3,316	2,054	62
2015	3,060	1,742	57
2016	3,038	1,514	50
2017	2,691	1,378	51
2018	2,451	1,270	52
2019	2,648	1,264	48
2020	13,001	6,789	52
2021	7,952	4,482	56
2022	3,798	1,111	29

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 former Mainland workers living in Hawaii and filing unemployment insurance claims against their former Mainland employers.

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, Research & Statistics Office, Unemployment Insurance, records.



**Table 12.47-- NONFATAL OCCUPATIONAL INJURIES AND ILLNESSES,  
PRIVATE INDUSTRY: 2002 TO 2021**

[Numbers in thousands. For 1995 to 2001, 'Injuries' were also presented separately, see the 2017 *Data Book*. Beginning in 2002, the categories of illnesses were expanded and data not comparable to previous years. Prior to 2003, industries are according to Standard Industrial Classification (SIC). Beginning in 2003, industries are according to the North American Industry Classification System (NAICS)]

Subject	Total cases		Lost workday cases 1/		Cases without lost workdays
	Number	Per 100 full-time workers	Number	Per 100 full-time workers	
2002	19.5	5.8	11.8	3.5	7.8
2003	18.6	5.4	11.6	3.4	7.0
2004	17.8	4.9	10.7	3.0	7.1
2005	18.5	4.9	11.5	3.1	7.0
2006	18.2	4.8	11.5	3.0	6.7
2007	18.1	4.6	11.8	3.0	6.3
2008	16.7	4.3	10.4	2.6	6.3
2009	14.9	4.0	8.9	2.4	6.0
2010	14.0	3.9	8.2	2.3	5.8
2011	12.7	3.5	7.6	2.1	5.0
2012	13.7	3.8	8.2	2.3	5.5
2013	13.5	3.7	8.2	2.3	5.2
2014	14.3	3.7	8.6	2.2	5.7
2015	13.1	3.4	7.9	2.1	5.3
2016	13.7	3.5	8.1	2.1	5.6
2017	18.0	3.7	11.4	2.4	6.6
2018	13.4	3.3	8.2	2.0	5.2
2019	13.5	3.2	8.4	2.0	5.1
2020	10.9	3.0	7.5	2.1	3.4
2021	11.0	3.3	7.0	2.1	4.0

1/ Days away from work, or days of restricted work activity, or both.

Source: Hawaii State Department of Business, Economic Development & Tourism, Research & Economic Analysis Division, *Occupational Injuries and Illnesses Survey* (annual); U.S. Bureau of Labor Statistics, "State Occupational Injuries, Illnesses, and Fatalities" <<http://www.bls.gov/iif/oshstate.htm#HI>> accessed May 22, 2023 and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.48-- FATAL OCCUPATIONAL INJURIES BY EVENT OR EXPOSURE: 2013 TO 2021**

[All workers who died in Hawaii while working, including military personnel, federal government workers and nonresidents, but not residents who died out-of-state. Components may not sum to totals]

Event or exposure 1/	2013	2014	2015	2016	2017	2018	2019	2020	2021
Total	11	31	18	29	20	22	26	16	15
Violence & other injuries by persons or animals 2/	(3/)	4	5	(3/)	3	5	5	(3/)	(3/)
Transportation incidents 4/	4	14	6	20	10	5	12	7	3
Fires and explosions	(3/)	(3/)	(3/)	(3/)	(3/)	(3/)	1	(3/)	(3/)
Falls, slips, trips	4	7	3	5	5	5	(3/)	(3/)	(3/)
Exposure to harmful substances or environ.	2	(3/)	3	(3/)	(3/)	4	4	(3/)	4
Contact with objects and equipment	(3/)	3	(3/)	1	(3/)	3	(3/)	(3/)	3

1/ There have been major revisions to the Occupational Injury and Illness Classification System (OIICS), which is used to describe the characteristics of fatal work injuries. Data for the OIICS case characteristics for 2011 represent a break in series with data for prior years. Subsequent revisions may provide partial reclassified data. More information on OIICS can be found at <[www.bls.gov/iif/oshoiics.htm](http://www.bls.gov/iif/oshoiics.htm)>.

2/ Includes violence by persons, self-inflicted injuries, and attacks by animals.

3/ Indicates no data reported or data that do not meet publication standards.

4/ Includes highway, nonhighway, air, water, and rail fatal injuries, and fatal injuries resulting from being struck by a vehicle.

Source: U.S. Bureau of Labor Statistics, "National Census of Fatal Occupational Injuries in 2018" <<https://www.bls.gov/news.release/pdf/cfoi.pdf>> accessed January 22, 2020; Ibid "2019" (December 16, 2020) <<https://www.bls.gov/news.release/pdf/cfoi.pdf>> accessed June 6, 2021; Ibid "2020" (December 16, 2021) <<https://www.bls.gov/news.release/pdf/cfoi.pdf>> accessed December 16, 2021; U.S. Bureau of Labor Statistics, Census of Fatal Occupational Injuries (2011 forward) <<https://data.bls.gov/PDQWeb/fw>> accessed January 10, 2023; U.S. Bureau of Labor Statistics, "Fatal Work Injuries in Hawaii – 2018" (February 11, 2020) <[https://www.bls.gov/regions/west/news-release/fatalworkinjuries\\_hawaii.htm](https://www.bls.gov/regions/west/news-release/fatalworkinjuries_hawaii.htm)> accessed February 11, 2020; Ibid. "2019" (April 6, 2021) <[https://www.bls.gov/regions/west/news-release/fatalworkinjuries\\_hawaii.htm](https://www.bls.gov/regions/west/news-release/fatalworkinjuries_hawaii.htm)> accessed July 13, 2021; Ibid. "2020" (March 22, 2022) <[https://www.bls.gov/regions/west/news-release/fatalworkinjuries\\_hawaii.htm](https://www.bls.gov/regions/west/news-release/fatalworkinjuries_hawaii.htm)> accessed June 9, 2022.

**Table 12.49-- FATAL OCCUPATIONAL INJURIES FOR HAWAII AND THE UNITED STATES: 1992 TO 2021**

[All workers who died in Hawaii or the United States while working, including military personnel, federal government workers and nonresidents, but not residents who died out-of-state or out-of-the-country]

Year	Hawaii	United States	Year	Hawaii	United States
1992	28	6,217	2008	19	5,214
1993	26	6,331	2009	13	4,551
1994	21	6,632	2010	19	4,690
1995	24	6,275	Revised OIICS 2/		
1996	27	6,202			
1997	19	6,238	2011	26	4,693
1998	12	6,055	2012	20	4,628
1999	32	6,054	2013	11	4,585
2000	20	5,920	2014	31	4,821
2001 1/	41	5,915	2015	18	4,836
2002	24	5,534	2016	29	5,190
2003	21	5,575	2017	20	5,147
2004	25	5,764	2018	22	5,250
2005	15	5,734	2019	26	5,333
2006	30	5,840	2020	16	4,764
2007	23	5,657	2021	15	5,190

1/ Totals for 2001 exclude fatalities resulting from the September 11 terrorist attacks.

2/ The 2011 data incorporate a major revision in the Occupational Injury and Illness Classification System (OIICS), which is used to describe the characteristics of fatal work injuries. Because of the extensive revisions, data for the OIICS case characteristics for reference year 2011 represent a break in series with data for prior years. See also "Occupational Injury and Illness Classification Manual" <<http://www.bls.gov/iif/oshoiics.htm>>.

Source: U.S. Bureau of Labor Statistics, *Census of Fatal Occupational Injuries All Worker Profile, 1992-2002* (revised data, January 7, 2005) <<http://www.bls.gov/iif/oshwc/foi/cftb0186.pdf>> accessed April 21, 2005; Census of Fatal Occupational Injuries (CFOI) - Current and Revised Data, "Census of Fatal Occupational Injuries Charts, 1992-2015 (revised data)" <<http://www.bls.gov/iif/oshcfoi1.htm>> accessed January 5, 2017; Census of Fatal Occupational Injuries Summary (annual) <<https://www.bls.gov/news.release/cfoi.nr0.htm>> accessed January 10, 2023; State Occupational Injuries, Illnesses, and Fatalities, "Fatal occupational injuries by selected characteristics, by major event or exposure, Hawaii" (annual) <<http://www.bls.gov/iif/oshstate.htm#HI>> accessed January 10, 2023.

**Table 12.50-- WORK INJURIES, DEATHS, TIME LOST AND COMPENSATION COSTS: 1990 TO 2020**

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
2001	30,179	34	1,263,787	252,041
2002	29,757	31	1,277,863	267,827
2003	28,668	27	1,324,577	274,922
2004	26,321	32	1,186,798	271,290
2005	28,018	21	1,094,172	250,779
2006	27,440	32	946,149	242,685
2007	26,105	27	961,564	247,294
2008	24,542	26	957,146	245,763
2009	21,520	20	910,488	244,375
2010	20,654	27	927,096	242,400
2011	20,515	24	945,665	246,780
2012	21,052	22	952,758	248,433
2013	20,721	22	999,969	260,352
2014	20,693	29	1,026,696	270,720
2015	20,805	27	1,129,742	298,237
2016	21,042	33	1,128,972	306,058
2017	20,629	15	1,165,718	325,104
2018	21,388	33	1,269,164	358,433
2019	20,414	26	1,297,261	382,454
2020	14,864	23	1,334,503	362,833

Source: Hawaii State Department of Labor and Industrial Relations, *Workers' Compensation Data Book* (annual) and for 1993 to 2019 <<http://labor.hawaii.gov/rs/home/work-injuries-and-illnesses/workers-compensation-data/>> accessed July 8, 2022; and records.

**Table 12.51-- UNION AFFILIATION OF EMPLOYED WAGE AND SALARY WORKERS FOR HAWAII AND THE UNITED STATES: 2000 TO 2022**

[Data reflect annually revised population controls used in the Current Population Survey which is a monthly survey of households conducted by the U.S. Census Bureau for the U.S. Bureau of Labor Statistics. Data refer to the sole or principal job of full- and part-time workers 16 years and over. Excluded are all self-employed workers regardless of whether or not their businesses are incorporated]

Year	Hawaii					United States				
	Total employed (1,000)	Members of unions (1,000) 1/		Represented by unions (1,000) 2/		Total employed (1,000)	Members of unions (1,000) 1/		Represented by unions (1,000) 2/	
		Total	Percent of employed	Total	Percent of employed		Total	Percent of employed	Total	Percent of employed
2000	503	125	24.8	131	26.0	122,089	16,334	13.4	18,153	14.9
2001	515	118	22.9	129	25.0	122,229	16,305	13.3	18,026	14.7
2002	490	120	24.5	124	25.3	121,826	16,145	13.3	17,695	14.5
2003	511	122	23.8	127	24.8	122,358	15,776	12.9	17,448	14.3
2004	533	126	23.7	132	24.8	123,554	15,472	12.5	17,087	13.8
2005	545	141	25.8	145	26.7	125,889	15,685	12.5	17,223	13.7
2006	562	139	24.7	146	25.9	128,237	15,359	12.0	16,860	13.1
2007	556	130	23.4	135	24.2	129,767	15,670	12.1	17,243	13.3
2008	562	136	24.3	143	25.5	129,377	16,098	12.4	17,761	13.7
2009	526	123	23.5	128	24.3	124,490	15,327	12.3	16,904	13.6
2010	511	111	21.8	120	23.5	124,073	14,715	11.9	16,290	13.1
2011	525	113	21.5	118	22.5	125,187	14,764	11.8	16,290	13.0
2012	537	116	21.6	124	23.2	127,577	14,366	11.3	15,922	12.5
2013	549	121	22.1	129	23.6	129,110	14,528	11.3	16,028	12.4
2014	572	124	21.8	131	22.9	131,431	14,576	11.1	16,152	12.3
2015	583	119	20.4	126	21.7	133,743	14,795	11.1	16,441	12.3
2016	597	119	19.9	125	20.9	136,101	14,555	10.7	16,271	12.0
2017	605	129	21.3	139	22.9	137,890	14,817	10.7	16,444	11.9
2018	601	139	23.1	146	24.3	140,099	14,744	10.5	16,380	11.7
2019	574	135	23.5	147	25.5	141,737	14,574	10.3	16,383	11.6
2020	508	120	23.7	130	25.7	132,174	14,253	10.8	15,939	12.1
2021	541	121	22.4	131	24.1	136,393	14,012	10.3	15,802	11.6
2022	572	125	21.9	134	23.4	141,673	14,285	10.1	16,002	11.3

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. Bureau of Labor Statistics, "Union Members - 2022" (USDL-23-0071, January 19, 2023) <<https://www.bls.gov/news.release/union2.toc.htm>> accessed January 19, 2023 and earlier annual releases. See also "Access to Historical Data for the Tables of the Union Membership News Release", tables 1 and 5 <<https://www.bls.gov/cps/cpslutabs.htm>> accessed January 19, 2023.

**Table 12.52-- LABOR UNIONS AND MEMBERSHIP: 2019 TO 2021**

[As of December 31. Source collected information via questionnaires, phone interviews, company websites, and the most recent LM-2 Labor Organization Annual Reports filed with the U.S. Department of Labor <[www.dol.gov/agencies/olms/public-disclosure-room](http://www.dol.gov/agencies/olms/public-disclosure-room)>. Labor organizations that represent private-section employees and employees of most federal government agencies are required to file the reports although unions composed solely of state and local government employees are not. Greatest membership 2021 ranked 1]

Rank	Labor union	2019	2020	2021
1	Hawaii Government Employees Assn., AFSCME Local 152	39,000	38,647	36,140
2	Hawaii State Teachers Association	13,700	13,500	13,700
3	Longshore & Warehouse Union, Local 142	15,203	13,655	13,271
4	United Public Workers, AFSCME, Local 646	12,800	12,798	11,943
5	UNITE HERE, Local 5	11,254	7,830	9,979
6	Teamsters, Local 996	5,179	6,467	5,778
7	Carpenters, Local 745	4,440	4,262	4,335
8	Hawaii Nurses Association	4,723	4,000	3,993
9	Laborers, Local 368	4,014	3,962	3,819
10	Operating Engineers, Local 3	(1/)	3,500	3,500
11	Electrical Workers, Local 1186	3,471	3,184	3,112
12	Hawaii Fire Fighters Association, Local 1463	3,100	3,100	2,900
13	United Food & Commercial Workers, Local 480	2,404	2,755	2,727
14	University of Hawaii Professional Assembly	3,261	3,402	2,723
15	State of Hawaii Organization of Police Officers (SHOPO)	3,560	3,000	2,700
16	Electrical Workers, Local 1260	2,881	2,571	2,552
17	Plumbers and Fitters, Local 675	2,192	2,251	2,287
18	Carpenters, Local 746	1,848	1,823	1,862
19	Bricklayers, Local 1	982	992	1,040
20	Machinists, Lodge 1998	1,007	990	919
21	SMART, Local 293	839	847	848
22	Iron Workers, Local 625	781	763	719
23	Plasterers and Cement Masons, Local 630	901	798	683
24	Stage & Picture Operators Local 665	598	589	661
25	Electrical Workers, Local 1357	638	557	535
(1/)	Machinists, Lodge 1979	4,545	(1/)	(1/)

1/ Unranked this year.

Source: Pacific Business News, *Book of Lists 2020-2021* "Labor Unions Ranked by Number of Members as of December 31, 2019" (December 11, 2020) <<https://www.bizjournals.com/pacific/subscriber-only/2020/12/11/labor-unions.html>> accessed August 2, 2021 and Ibid. *Book of Lists 2021-2022* "December 31, 2020" (December 10, 2021) <<https://www.bizjournals.com/pacific/subscriber-only/2021/12/10/labor-unions.html>> accessed July 2, 2022; Ibid, *Book of Lists 2022-2023* (December 23, 2022) "Labor Unions Ranked by Number of Members as of December 31, 2021" (December 9, 2022), page 58.

**Table 12.53-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE BARGAINING UNITS, BY EMPLOYING JURISDICTION: 2004 TO 2020**

[As of December 31]

Year	Total	State of Hawaii	City & County of Honolulu	County of Hawaii	County of Maui	County of Kauai	Dept. of Educ.	Judiciary	University of Hawaii	HHSC 1/
2004	64,040	18,436	7,916	1,937	1,790	938	21,789	1,376	6,667	3,191
2005	59,316	13,624	7,863	1,938	1,839	840	21,727	1,394	6,837	3,254
2006	60,256	13,656	8,063	2,056	1,869	942	21,879	1,525	7,035	3,231
2007	60,934	12,988	8,200	2,153	1,915	978	22,238	1,580	7,264	3,618
2008	61,684	13,356	8,411	2,294	2,037	988	22,059	1,507	7,512	3,520
2009	61,528	13,478	8,253	2,241	2,118	987	22,101	1,567	7,363	3,420
2010	59,573	12,362	8,044	2,193	2,133	841	21,598	1,599	7,178	3,625
2011	59,516	12,105	7,884	2,171	2,110	1,024	21,551	1,587	7,335	3,749
2012	60,030	12,458	7,804	2,186	2,068	1,140	21,456	1,575	7,472	3,871
2013	60,830	12,437	7,994	2,229	2,217	1,043	21,801	1,598	7,626	3,885
2014 2/	61,086	12,773	8,181	2,286	2,101	1,119	21,714	1,607	7,519	3,786
2015 2/	60,729	12,368	8,172	2,306	2,125	1,082	21,562	1,599	7,410	4,105
2016 2/	60,607	12,848	8,209	2,322	2,153	1,084	21,633	1,554	7,349	3,455
2017 2/	59,657	12,701	8,125	2,288	2,113	1,197	22,209	1,560	7,272	2,192
2018 2/	59,727	12,676	8,107	2,319	2,142	1,076	22,240	1,539	7,271	2,357
2019 2/	60,747	12,685	8,076	2,350	2,132	1,078	22,420	1,558	8,016	2,432
2020 2/	59,172	12,343	8,124	2,394	2,131	1,078	22,233	1,479	6,962	2,428

1/ HHSC is the Hawaii Health Systems Corporation.

2/ Beginning in 2014, includes new Bargaining Unit 14 State law enforcement officers and state and county ocean safety and water safety officers.

See Table 9.68 for number of employees by bargaining unit and employer.

Source: Hawaii Labor Relations Board, *HLRB Informational Bulletin*, No. 43, June 23, 2005; No. 44, April 5, 2006; No. 45, April 5, 2007; No. 46, March 3, 2008; No. 47, March 3, 2009; No. 48, March 16, 2010; No. 49, June 30, 2011 and unpublished correction; No. 50, April 9, 2012; No. 51, April 30, 2013; No. 52, April 23, 2014; No. 53, May 22, 2015; No. 54 Second Revision, July 27, 2016; No. 55, April 12, 2017; No. 56, February 14, 2018 and unpublished correction; No. 57, March 15, 2019; No. 58, February 26, 2021; No. 59, February 26, 2021; and earlier issues. For No. 43 to current, see also <<http://labor.hawaii.gov/hlrp/find-a-report/>> accessed July 2, 2022.

**Table 12.54-- COLLECTIVE BARGAINING AGREEMENTS: 1964 TO 2018**

Year	Number of agreements	Workers covered		Year	Number of agreements	Workers covered	
		Total	Average per agreement			Total	Average per agreement
1964	275	(NA)	(NA)	1992	1,413	21,400	15
1965	309	31,500	102	1993	369	65,900	179
1966	277	23,800	86	1994	84	8,000	95
1967	257	15,900	62	1995	270	57,300	212
1968	172	15,400	90	1996	136	49,250	362
1969	296	19,100	65	1997	1,334	62,800	47
1970	190	14,900	78	1998	786	18,900	24
1971	151	9,800	65	1999	123	65,890	536
1972	511	47,100	92	2000	(1/)	(1/)	(1/)
1973	390	28,000	72	2001	(1/)	(1/)	(1/)
1974	223	34,700	156	2002	1,187	21,550	18
1975	1,265	36,100	29	2003	252	69,800	277
1976	380	57,450	151	2004	71	8,900	125
1977	2,255	87,350	39	2005	199	61,430	309
1978	967	29,500	31	2006	74	10,850	147
1979	312	61,600	198	2007	249	73,210	294
1980	2,298	49,900	22	2008	202	13,440	67
1981	267	53,700	201	2009	63	66,720	1,059
1982	379	27,400	72	2010	(1/)	(1/)	(1/)
1983	1,019	68,000	67	2011	(1/)	(1/)	(1/)
1984	901	26,200	29	2012	76	9,598	126
1985	350	58,450	167	2013	76	12,528	165
1986	138	13,550	98	2014	90	15,000	167
1987	1,375	80,400	58	2015	74	45,500	615
1988	433	16,290	38	2016	50	3,450	69
1989	104	50,950	490	2017	56	63,000	1,125
1990	194	24,300	125	2018	58	7,644	132
1991	107	23,700	221				

NA Not available.

1/ Report had been suspended in 2000 and 2001, and in 2010 and 2011.

Source: University of Hawaii at Manoa, Industrial Relations Center, *Duration of Collective Bargaining Agreements in Hawaii, 2009*, Occasional Publication No. 188 (January 2009), p. 1; and *Ibid. Hawaii Collective Bargaining Agreement Expirations & Reopenings* (annual), p. 1; and calculations by Hawaii Department of Business, Economic Development & Tourism.



**Table 12.55-- WORK STOPPAGES: 1990 TO 2022**

[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/	Workdays lost 2/
1990	13	7,415	119,509
1991 and 1992	-	-	-
1993	2	160	6,018
1994 3/	3	12,202	109,529
1995	-	-	-
1996	1	13	715
1997	-	-	-
1998	1	150	(NA)
1999 and 2000	-	-	-
2001	2	15,100	195,900
2002	1	1,170	(NA)
2003	5	2,680	(NA)
2004	2	210	(NA)
2005	1	25	(NA)
2006	2	150	(NA)
2007 to 2009	-	-	-
2010	3	1,725	(NA)
2011	3	2,461	(NA)
2012 to 2014	-	-	-
2015 4/	-	-	-
2016 and 2017	-	-	-
2018	1	2,700	(NA)
2019 to 2021	-	-	-
2022 5/	1	Fewer than 100	(NA)

NA Not available.

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

2/ Partly estimated.

3/ Data exclude Hawaii Government Employees' Association (HGEA) strikers in Hawaii County.

4/ The strike by Local 5 employees at Kaiser-Permanente was February 2-7 and not during the DLIR criterion for the workweek containing the 12th.

5/ The Kaiser mental health strike started August 29, 2022 and involved fewer than 100 workers on 3 islands (Oahu, Maui, Hawaii).

Source: Hawaii State Department of Business, Economic Development & Tourism, unpublished estimates; and Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office unpublished estimates; and U.S. Bureau of Labor Statistics, "Major Work Stoppages" (annual) <<https://www.bls.gov/wsp/>> and "Major Work Stoppages Detailed Monthly Listing 2022" <<https://www.bls.gov/wsp/publications/monthly-details/XLSX/work-stoppages-2022.xlsx>> accessed July 3, 2023. See also "Major Work Stoppages Detailed Monthly Listing, 1993-Present" <<https://www.bls.gov/web/wkstp/monthly-listing.htm>> accessed July 3, 2023.

**Table 12.56-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS:  
1983 TO 2022**

Year	Number of stoppages beginning 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 to 1993	-	-	-	-
1994	1	15,800	136,500	(NA)
1995 to 2000	-	-	-	-
2001	2	15,100	195,900	(NA)
2002	1	1,170	(NA)	(NA)
2003	2	2,470	(NA)	(NA)
2004 to 2009	-	-	-	-
2010	1	1,185	(NA)	(NA)
2011	1	1,261	(NA)	(NA)
2012 to 2017	-	-	-	-
2018	1	2,700	(NA)	(NA)
2019 to 2022	-	-	-	-

NA Not available.

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

Source: Hawaii State Department of Labor and Industrial Relations, Research and Statistics Office, records; and U.S. Bureau of Labor Statistics, "Major Work Stoppages" (annual) <<https://www.bls.gov/wsp/>> and "Major Work Stoppages Detailed Monthly Listing 2022" <<https://www.bls.gov/wsp/publications/monthly-details/XLSX/work-stoppages-2022.xlsx>> accessed July 3, 2023. See also "Major Work Stoppages Detailed Monthly Listing, 1993-Present" <<https://www.bls.gov/web/wkstp/monthly-listing.htm>> accessed July 3, 2023.