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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 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. *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*.

Table 12.01-- LABOR FORCE STATUS, BY SEX: 2017 TO 2023

[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]

Sex and labor force status	2017	2018	2019	2021	2022	2023
Both sexes						
Persons 16 years & over	1,153,457	1,147,756	1,147,569	1,166,220	1,175,667	1,172,357
Labor force	753,340	752,795	745,236	739,336	746,185	738,940
Percent in labor force	65.3	65.6	64.9	59.2	63.5	63.0
Armed forces	43,073	40,660	46,356	49,136	46,258	46,681
Civilian labor force	710,267	712,135	698,880	690,200	699,927	692,259
Employed	680,505	684,905	671,768	636,963	674,532	667,835
Unemployed	29,782	27,230	27,112	53,237	25,395	24,424
% of civ. lab. force	4.2	3.8	3.9	7.7	3.6	3.5
Not in labor force	400,117	394,961	402,333	426,884	429,482	433,417
Male						
Persons 16 years & over	575,702	572,111	569,056	582,516	588,800	584,198
Labor force	406,005	400,523	393,021	390,423	400,047	390,871
Percent in labor force	70.5	70.0	69.1	58.6	67.9	66.9
Armed forces	38,087	35,068	39,213	40,482	40,438	39,997
Civilian labor force	367,918	365,455	353,808	349,941	359,609	350,874
Employed	352,523	350,203	339,001	322,938	345,284	337,299
Unemployed	15,415	15,252	14,807	27,003	14,325	13,575
% of civ. lab. force	3.8	4.2	4.2	7.7	4.0	3.9
Not in labor force	169,697	171,588	176,035	192,093	188,753	193,327
Female						
Persons 16 years & over	577,755	575,645	578,513	583,704	586,867	588,159
Labor force	347,335	352,272	352,215	348,913	346,138	348,069
Percent in labor force	60.1	61.2	60.9	59.8	59.0	59.2
Armed forces	4,986	5,592	7,143	8,654	5,820	6,684
Civilian labor force	342,349	346,680	345,072	340,259	340,318	341,385
Employed	327,982	334,702	332,767	314,025	329,248	330,536
Unemployed	14,367	11,978	12,305	26,234	11,070	10,849
% of civ. lab. force	4.1	3.5	3.6	7.7	3.3	3.2
Not in labor force	230,420	223,373	226,298	234,791	240,729	240,090

Source: U.S. Census Bureau, American Community Survey 1-Year Estimates: Hawaii "DP03 Selected Economic Characteristics" (annual) <<https://data.census.gov>> accessed September 12, 2024; and calculations by Hawaii Department of Business, Economic Development & Tourism.

Table 12.02-- LABOR FORCE CHARACTERISTICS, BY COUNTY: 2019-2023

[In number and percent. Average of 2019-2023. 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	888,024	118,715	625,343	32	43,402	100,532
Male	455,699	58,828	325,138	26	21,766	49,941
Worked in past 12 months (percent)	82.0	74.1	83.6	92.3	79.8	81.9
Usually worked 35 or more hours per week (percent)	67.9	57.5	70.6	76.9	63.9	64.9
50 to 52 weeks (percent)	59.8	49.3	62.8	38.5	53.3	55.8
Female	432,325	59,887	300,205	6	21,636	50,591
Worked in past 12 months (percent)	76.9	73.1	77.0	100.0	81.1	79.0
Usually worked 35 or more hours per week (percent)	55.3	49.9	56.0	100.0	57.5	56.5
50 to 52 weeks (percent)	48.5	43.8	49.6	100.0	47.9	48.1
Females 16 years and over	587,838	84,105	405,755	14	30,109	67,855
In labor force	352,824	46,768	244,953	6	18,689	42,408
Employed or in armed forces	336,291	43,965	234,063	6	18,112	40,145
Own children under 18 years in families and subfamilies	278,910	38,888	193,179	-	14,611	32,232
Under 6 years	90,886	11,580	64,864	-	4,219	10,223
All parents in family in labor force	61,297	8,392	42,068	-	2,997	7,840
All parents in family in labor force (percent)	67.4	72.5	64.9	0.0	71.0	76.7
Living with two parents, both parents in labor force	37,544	3,817	27,605	-	1,737	4,385
Living with two parents, mother only in labor force	2,181	272	1,594	-	146	169
Living with one parent (mother), mother in labor force	16,089	3,040	10,089	-	551	2,409

Source: U.S. Census Bureau, 2019-2023 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: 2019-2023" <<https://data.census.gov/>> accessed March 7, 2025; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

**Table 12.03-- SELECTED LABOR FORCE AND COMMUTING CHARACTERISTICS
BY COUNTY: 2019-2023**

[Average of 2019-2023. 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	1,175,666	165,882	816,807	43	59,420	133,514
In labor force	752,761	94,938	534,096	30	37,482	86,215
Civilian labor force	703,472	94,540	485,957	30	37,255	85,690
Employed	668,094	88,698	462,629	30	35,807	80,930
Unemployed	35,378	5,842	23,328	-	1,448	4,760
Percent unemployed	5.0	6.2	4.8	0.0	3.9	5.6
Armed forces	49,289	398	48,139	-	227	525
Not in labor force	422,905	70,944	282,711	13	21,938	47,299
Females 16 years and over	587,838	84,105	405,755	14	30,109	67,855
In labor force	352,824	46,768	244,953	6	18,689	42,408
Civilian labor force	345,351	46,737	237,620	6	18,604	42,384
Employed	328,818	43,934	226,730	6	18,027	40,121
Own children under 6 years	90,886	11,580	64,864	-	4,219	10,223
All parents in family in labor force 1/	61,297	8,392	42,068	-	2,997	7,840
Commuting to work						
Workers 16 years and over	697,455	86,317	498,111	30	34,071	78,926
Car, truck, or van - drove alone	459,918	59,114	318,972	14	25,298	56,520
Car, truck or van - carpooled	96,519	13,712	68,297	-	4,481	10,029
Public trans. (excluding taxicab)	28,259	685	26,205	10	334	1,025
Walked	29,515	1,649	25,124	5	898	1,839
Other means	21,973	1,771	17,707	-	374	2,121
Worked at home	61,271	9,386	41,806	1	2,686	7,392
Mean travel time to work (min.)	26.4	27.7	27.1	(2/)	21.7	22.8

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

2/ The estimate cannot be displayed because there were an insufficient number of sample cases in the selected geographic area.

Source: U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates, "DP03 Selected Economic Characteristics: 2019-2023 State of Hawaii, and County: Honolulu, Hawaii, Kauai, Maui, Kalawao" <<https://data.census.gov/>> accessed March 7, 2025.

Table 12.04-- LABOR FORCE STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION 16 YEARS AND OVER: ANNUAL AVERAGE, 2022 TO 2024

[Numbers in thousands and percent. The source sample reflects the distribution of the population as of the 2010 Census]

Population group	Persons 16 years and over			20 to 24 years (both sexes)
	Both sexes	Men	Women	
2022				
Civilian noninstitutional population	1,124	547	577	66
Civilian labor force	672	352	321	45
Percent of population	59.8	64.3	55.6	68.9
Employment	648	339	309	41
Percent of population	58	62	54	62
Unemployment	25	12	12	5
Rate	3.7	3.5	3.8	10
Not in civilian labor force	452	195	256	21
2023				
Civilian noninstitutional population	1,123	547	576	82
Civilian labor force	674	348	326	59
Percent of population	60.0	63.7	56.6	72.4
Employment	654	337	317	56
Percent of population	58	62	55	68
Unemployment	20	11	9	3
Rate	3.0	3.2	2.8	5.8
Not in civilian labor force	449	199	250	23
2024				
Civilian noninstitutional population	1,124	545	578	82
Civilian labor force	668	338	331	59
Percent of population	59.5	61.9	57.2	72.6
Employment	648	327	321	56
Percent of population	57.6	59.9	55.5	68.8
Unemployment	20	11	9	3
Rate	3.1	3.3	2.8	5.2
Not in civilian labor force	456	207	247	23

Source: U.S. Bureau of Labor Statistics, *Local Area Unemployment Statistics*, "Expanded State Employment Status Demographic Data: "2022", Ibid. "2023", and Ibid. "2024"
<<https://www.bls.gov/lau/ex14tables.htm>> accessed June 19, 2025; 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: 2024

[Totals may not add due to rounding. Estimates from 2024 Local Area Unemployment Statistics (LAUS) and based on U.S. Census Bureau, American Community Survey 5-year average 2017-2021]

Race or origin 1/	Civilian labor force	Employed	Unem- ployed	Unemploy- ment rate (percent)
Total both sexes	680,300	660,100	20,250	3.0
Non-Hispanic or Latino				
One race (excluding Hispanic-Latino)				
White	142,800	138,350	4,500	3.1
Black or African American	10,150	9,450	700	7.0
American Indian and Alaska Native	950	900	50	3.7
Asian	276,800	271,350	5,450	2.0
Native Hawaiian and other Pacific Islander	62,250	59,400	2,900	4.6
Some other race	1,400	1,350	50	3.6
Two or more races	123,950	119,800	4,150	3.4
Hispanic or Latino	62,000	59,500	2,500	4.0
Minority group (excludes white, non-Hispanic)	537,500	521,750	15,750	2.9
Female	332,100	322,500	9,600	2.9
As percent of both sexes	48.8	48.9	47.4	(X)
Non-Hispanic or Latino				
One race (excluding Hispanic-Latino)				
White	65,650	63,500	2,200	3.3
Black or African American	4,050	3,850	200	4.9
American Indian and Alaska Native	450	450	(2/)	4.9
Asian	142,500	139,700	2,800	2.0
Native Hawaiian and other Pacific Islander	28,600	27,300	1,300	4.6
Some other race	750	700	50	6.1
Two or more races	59,850	57,950	1,900	3.2
Hispanic or Latino	30,150	29,050	1,100	3.7
Minority group (excludes white, non-Hispanic)	266,400	259,000	7,400	2.8

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: 2024" (May 2025)

<<https://www.hirenethawaii.com/vosnet/gsipub/documentView.aspx?enc=BVzGoQIQELb3tLn81l6rDw==>> accessed July 2, 2025.

**Table 12.06-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE:
ANNUAL AVERAGE, 1997 TO 2024**

[Data rounded to nearest 50, except percent unemployed which is rounded to 0.1 percent. In March 2025, the source benchmarked (annual alignment of the sample data to the universe data) 2010 to 2023 data, where 2019 - 2024 reflect revised inputs, 1990-2024 reflect revised population controls and model reestimation, and 1976-2024 reflect aggregation to 2020-based geography, however, only the 1997 to 2024 data are presented in this table]

Year	Labor force 1/	Employed 1/	Unemployed	
			Number	Percent
1997	599,150	563,550	1/ 35,600	5.9
1998	600,600	565,750	1/ 34,800	5.8
1999	602,700	571,550	1/ 31,150	5.2
2000	605,900	580,250	25,650	4.2
2001	612,600	586,400	1/ 26,200	1/ 4.3
2002	609,550	584,850	1/ 24,700	4.0
2003	614,900	591,000	1/ 23,900	3.9
2004	625,150	604,450	1/ 20,700	3.3
2005	641,750	623,600	1/ 18,200	2.8
2006	653,650	637,100	1/ 16,550	2.5
2007	657,900	639,750	1/ 18,150	1/ 2.8
2008	665,100	638,050	1/ 27,050	1/ 4.1
2009	658,600	615,750	1/ 42,850	1/ 6.5
2010	660,800	616,400	1/ 44,400	1/ 6.7
2011	667,200	622,450	1/ 44,800	1/ 6.7
2012	657,900	619,750	1/ 38,150	1/ 5.8
2013	660,500	629,250	1/ 31,250	1/ 4.7
2014	675,750	647,200	1/ 28,550	4.2
2015	683,100	659,800	1/ 23,350	3.4
2016	694,200	674,050	1/ 20,150	2.9
2017	696,700	681,150	1/ 15,500	2.2
2018	693,450	676,800	1/ 16,650	2.4
2019	688,550	671,150	1/ 17,350	2.5
2020	666,100	588,600	1/ 77,500	1/ 11.6
2021	669,400	629,400	40,050	6.0
2022	673,000	650,900	1/ 22,100	3.3
2023	678,000	658,200	1/ 19,800	1/ 2.9
2024	680,300	660,100	20,250	3.0

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 14, 2025.

**Table 12.07-- ALTERNATIVE MEASURES OF LABOR UNDERUTILIZATION
FOR HAWAII AND THE UNITED STATES AVERAGE: 2014 TO 2024**

[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
Hawaii						
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
2023	1.2	1.3	3.0	3.1	3.8	6.1
2024	0.8	1.1	3.1	3.2	4.0	6.4
United States						
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
2023	1.3	1.7	3.6	3.9	4.5	6.9
2024	1.5	1.9	4.0	4.3	4.9	7.5

Source: U. S. Bureau of Labor Statistics, "Alternative Measures of Labor Underutilization for States, 2024 Annual Averages" (January 31, 2025) <<https://www.bls.gov/lau/stalt24q4.htm>> and Archived Tables (annual) <<https://www.bls.gov/lau/stalt-archived.htm>> accessed January 31, 2025.

**Table 12.08-- ALTERNATIVE MEASURES OF LABOR UNDERUTILIZATION
FOR THE 50 STATES AND THE UNITED STATES AVERAGE: 2024**

[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	1.5	1.9	4.0	4.3	4.9	7.5
Alabama	0.9	1.4	3.0	3.1	3.5	5.1
Alaska	1.3	2.5	5.0	5.4	6.2	7.9
Arizona	1.1	1.4	3.6	3.8	4.6	7.0
Arkansas	1.1	1.6	3.6	3.8	4.5	6.4
California	2.2	2.7	5.2	5.5	6.3	10.1
Colorado	1.6	1.8	4.4	4.5	5.1	8.1
Connecticut	1.4	1.9	3.5	3.6	4.1	7.1
Delaware	1.3	1.6	3.5	3.7	4.5	7.1
District of Columbia	2.3	2.4	5.2	5.4	6.0	8.2
Florida	1.1	1.5	3.1	3.5	4.2	6.6
Georgia	1.1	1.6	3.4	3.7	4.5	7.0
Hawaii	0.8	1.1	3.1	3.2	4.0	6.4
Idaho	0.9	1.8	3.7	3.8	4.4	6.6
Illinois	2.0	2.6	4.9	5.2	5.9	8.6
Indiana	1.3	2.1	4.3	4.5	5.2	7.8
Iowa	0.7	1.8	3.1	3.3	3.9	6.0
Kansas	1.2	1.7	3.8	3.9	4.3	6.9
Kentucky	1.7	1.9	5.2	5.4	6.1	8.5
Louisiana	1.7	2.2	4.4	4.7	5.3	7.9

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**Table 12.08-- ALTERNATIVE MEASURES OF LABOR UNDERUTILIZATION
FOR THE 50 STATES AND THE UNITED STATES AVERAGE: 2024 -- Con.**

Year	Unemployment rate					
	U-1	U-2	U-3	U-4	U-5	U-6
Maine	0.7	1.2	3.1	3.2	3.7	6.3
Maryland	1.7	1.7	3.9	4.1	4.9	7.0
Massachusetts	1.3	1.9	4.0	4.1	4.8	7.2
Michigan	1.7	2.3	4.6	4.9	5.7	8.5
Minnesota	1.1	1.7	3.3	3.4	3.8	6.4
Mississippi	1.2	1.3	3.1	3.4	3.9	5.7
Missouri	1.0	1.5	3.5	3.7	3.9	5.8
Montana	0.6	1.4	2.9	3.0	3.5	5.8
Nebraska	0.6	1.4	2.8	2.8	3.5	5.8
Nevada	1.9	2.4	5.2	5.6	6.4	9.3
New Hampshire	0.8	1.6	2.8	2.9	3.4	5.6
New Jersey	2.1	2.3	4.5	4.7	5.2	8.2
New Mexico	1.6	1.8	4.1	4.2	4.9	7.4
New York	1.9	2.1	4.2	4.5	5.3	8.0
North Carolina	1.4	1.9	3.5	3.7	4.2	6.7
North Dakota	0.9	1.4	3.0	3.2	3.6	5.2
Ohio	1.3	1.9	4.3	4.5	5.2	7.5
Oklahoma	1.1	1.6	3.5	3.7	4.5	7.0
Oregon	1.5	1.7	4.1	4.4	5.3	8.0
Pennsylvania	1.3	1.9	3.6	3.7	4.3	6.6
Rhode Island	1.6	2.8	4.5	4.8	5.2	7.9
South Carolina	1.5	1.9	4.2	4.5	5.3	7.4
South Dakota	0.5	1.0	1.9	2.0	2.3	3.6
Tennessee	1.6	1.3	3.3	3.6	4.2	5.9
Texas	1.4	1.8	4.1	4.4	4.9	7.7
Utah	0.9	1.4	3.6	3.7	4.4	6.9
Vermont	0.6	1.3	2.4	2.5	3.1	4.7
Virginia	1.0	1.4	3.0	3.1	3.7	5.9
Washington	1.9	2.2	4.7	5.0	5.6	9.0
West Virginia	1.5	1.8	3.9	4.2	4.6	6.7
Wisconsin	0.9	1.4	3.0	3.2	3.6	5.4
Wyoming	1.0	1.5	3.2	3.3	3.6	5.8

Source: U. S. Bureau of Labor Statistics, "Alternative Measures of Labor Underutilization for States, 2024 Annual Averages" (January 31, 2025) <<https://www.bls.gov/lau/stalt24q4.htm>> accessed January 31, 2025.

**Table 12.09-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,
BY COUNTY: ANNUAL AVERAGE, 2010 TO 2024**

[Data rounded to nearest 50, except percent unemployed which is rounded to 0.1 percent. In March 2025, the source benchmarked (annual alignment of the sample data to the universe data) 2010 to 2023 data, where 2019 - 2024 reflect revised inputs, 1990-2024 reflect revised population controls and model reestimation, and 1976-2024 reflect aggregation to 2020-based geography, however, only the 2010 to 2024 data are presented in this table]

Year	State	Honolulu	Hawaii	Kauai	Maui
Civilian labor force 1/					
2010	660,800	453,600	90,150	35,600	81,400
2011	667,200	458,850	90,300	35,950	82,100
2012	657,900	453,200	88,250	35,100	81,300
2013	660,500	455,300	88,100	35,200	81,900
2014	675,750	465,150	89,950	35,950	84,650
2015	683,100	469,200	91,100	36,500	86,300
2016	694,200	484,650	88,200	36,750	84,550
2017	696,700	484,750	88,900	37,200	85,800
2018	693,450	481,650	88,600	36,950	86,250
2019	688,550	477,750	87,900	37,200	85,650
2020	666,100	462,300	86,350	35,900	81,600
2021	669,400	462,800	87,750	35,650	83,250
2022	673,000	466,200	87,700	35,950	83,150
2023	678,000	468,500	89,850	36,600	83,050
2024	680,300	470,950	90,950	36,850	81,550
Civilian employed 1/					
2010	616,400	427,450	81,600	32,650	74,750
2011	622,450	432,100	81,650	32,900	75,750
2012	619,750	429,500	81,250	32,700	76,350
2013	629,250	435,600	82,500	33,300	77,850
2014	647,200	446,700	85,200	34,300	81,000
2015	659,800	454,050	87,300	35,150	83,300
2016	674,050	471,600	84,900	35,600	81,950
2017	681,150	474,550	86,450	36,400	83,750
2018	676,800	470,700	85,850	36,050	84,200
2019	671,150	466,500	84,900	36,300	83,500
2020	588,600	415,950	75,900	30,050	66,700
2021	629,400	437,550	82,350	32,750	76,750
2022	650,900	451,300	84,500	34,700	80,400
2023	658,200	456,150	87,000	35,650	79,400
2024	660,100	458,150	88,000	35,900	78,000

Continued on next page.

**Table 12.09-- EMPLOYMENT STATUS OF THE CIVILIAN LABOR FORCE,
BY COUNTY: ANNUAL AVERAGE, 2010 TO 2024 -- Con.**

Year	State	Honolulu	Hawaii	Kauai	Maui
Unemployed					
2010	1/ 44,400	1/ 26,200	8,550	3,000	6,650
2011	1/ 44,800	1/ 26,750	1/ 8,650	3,050	1/ 6,350
2012	1/ 38,150	1/ 23,700	1/ 7,000	2,450	1/ 5,000
2013	1/ 31,250	1/ 19,700	1/ 5,600	1/ 1,900	4,050
2014	1/ 28,550	1/ 18,500	1/ 4,750	1,650	1/ 3,650
2015	1/ 23,350	1/ 15,150	1/ 3,800	1,350	1/ 3,000
2016 1/	20,150	13,100	3,300	1,150	2,600
2017	1/ 15,500	1/ 10,200	2,450	800	2,100
2018	1/ 16,650	1/ 10,950	1/ 2,700	900	2,100
2019	1/ 17,350	1/ 11,300	3,000	950	1/ 2,150
2020	1/ 77,500	46,300	1/ 10,450	1/ 5,850	1/ 14,900
2021	40,050	1/ 25,250	5,400	2,900	1/ 6,500
2022	1/ 22,100	1/ 14,900	3,200	1,250	1/ 2,750
2023	1/ 19,800	1/ 12,350	2,850	950	1/ 3,700
2024	20,250	12,800	2,900	950	3,550
Percent unemployed					
2010 1/	6.7	5.8	9.5	8.4	8.2
2011 1/	6.7	5.8	9.6	8.4	7.8
2012 1/	5.8	5.2	7.9	6.9	6.1
2013	1/ 4.7	4.3	6.4	1/ 5.3	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	1/ 3.7	3.1	1/ 3.1
2017	2.2	2.1	1/ 2.7	2.2	1/ 2.4
2018	2.4	2.3	1/ 3.1	1/ 2.5	1/ 2.4
2019	2.5	2.4	1/ 3.4	2.5	1/ 2.5
2020 1/	11.6	10.0	12.1	16.3	18.2
2021	6.0	1/ 5.5	1/ 6.1	8.1	1/ 7.8
2022	3.3	3.2	1/ 3.7	3.4	1/ 3.3
2023	2.9	2.6	1/ 3.2	2.6	4.4
2024	3.0	2.7	3.2	2.6	4.4

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 14, 2025.

**Table 12.10-- UNEMPLOYMENT INSURANCE BENEFITS AND DURATION
FOR THE UNITED STATES, THE 50 STATES, DISTRICT OF COLUMBIA,
PUERTO RICO AND THE VIRGIN ISLANDS: 2024 4TH QUARTER**

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/
United States	8,692,283	1,457.0	461.39	15.27	6,808
Alabama	17,108	-	257.01	7.35	1,854
Alaska	17,771	0.8	307.82	17.60	5,196
Arizona	77,618	2.1	313.22	14.29	4,458
Arkansas	14,687	0.0	333.53	9.08	2,826
California	1,551,155	171.4	371.96	18.07	6,659
Colorado	198,810	550.7	633.09	14.13	8,736
Connecticut	140,619	8.1	502.31	15.01	7,210
Delaware	18,633	-	367.46	19.68	7,087
Dist. of Columbia	31,627	-	408.23	17.89	7,099
Florida	64,711	1.1	264.62	9.24	2,422
Georgia	86,004	11.9	344.31	8.90	2,986
Hawaii	41,122	-	684.63	15.77	9,959
Idaho	26,204	-	470.10	9.92	4,362
Illinois	529,340	0.3	514.26	16.68	8,493
Indiana	68,494	-	327.07	11.89	3,845
Iowa	72,804	-	552.26	9.04	4,716
Kansas	38,168	-	504.12	9.88	4,761
Kentucky	43,833	-	503.98	13.47	6,596
Louisiana	26,830	-	253.39	14.37	3,584
Maine	28,239	-	482.62	14.53	6,699
Maryland	97,456	-	392.36	18.01	6,920
Massachusetts	505,708	9.5	731.10	18.82	13,188
Michigan	197,260	208.4	347.94	11.15	3,824
Minnesota	292,445	-	592.98	15.57	8,598
Mississippi	13,041	-	222.74	13.11	2,874
Missouri	51,158	-	295.32	12.67	3,623
Montana	26,373	-	452.49	12.90	5,274
Nebraska	22,987	-	464.45	12.12	5,392
Nevada	133,284	8.8	485.04	16.61	7,686
New Hampshire	11,057	0.2	385.72	12.02	4,389
New Jersey	674,198	352.6	604.48	19.38	11,172
New Mexico	49,012	8.7	455.71	16.47	7,265
New York	716,519	7.9	431.60	18.18	7,495
North Carolina	121,825	1.6	443.73	9.12	3,145
North Dakota	20,093	-	593.03	10.73	6,160

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**Table 12.10-- UNEMPLOYMENT INSURANCE BENEFITS AND DURATION
FOR THE UNITED STATES, THE 50 STATES, DISTRICT OF COLUMBIA,
PUERTO RICO AND THE VIRGIN ISLANDS: 2024 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	236,661	2.4	489.34	13.83	6,617
Oklahoma	41,628	1.3	432.86	11.93	4,947
Oregon	208,408	-	581.03	13.51	7,665
Pennsylvania	481,874	6.2	487.34	15.25	6,978
Puerto Rico	39,388	-	218.91	16.01	3,439
Rhode Island	47,082	-	486.23	15.19	6,990
South Carolina	37,192	-	303.60	11.89	3,512
South Dakota	7,255	-	463.51	14.66	6,556
Tennessee	45,253	-	304.38	11.62	3,227
Texas	746,665	48.3	497.37	15.53	7,459
Utah	76,755	-	573.55	13.55	7,589
Vermont	13,826	-	556.87	11.90	6,105
Virgin Islands	1,686	-	443.63	14.70	6,276
Virginia	73,795	-	365.31	12.14	4,241
Washington	476,432	53.4	720.71	15.27	10,436
West Virginia	38,275	-	459.94	13.71	5,905
Wisconsin	80,729	1.4	347.00	12.15	3,967
Wyoming	13,186	-	496.19	12.81	6,217

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 - 2024.4"

<https://oui.doleta.gov/unemploy/data_summary/DataSum.asp> accessed May 1, 2025.

**Table 12.11-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:
ANNUAL AVERAGE, 2024**

[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.)	
Age		Public administration 1/	0.0
Under 22 years	1.7	Information not available	14.5
22 to 24 years	3.6	Occupation	
25 to 34 years	21.0	Management	7.6
35 to 44 years	24.8	Business/financial operations	3.5
45 to 54 years	21.5	Computer/mathematical	2.2
55 to 64 years	18.9	Architecture/engineering	0.9
65 years and over	8.5	Life/physical/social science	0.8
Sex		Community/social services	0.9
Male	64.1	Legal	0.3
Female	35.9	Education/training/library	1.5
Duration		Arts/entertainment/sports	5.8
1 to 4 weeks	43.2	Healthcare practitioner/technical	1.5
5 to 14 weeks	33.8	Healthcare support	1.5
15 weeks and over	23.0	Protective service	0.7
Industry		Food preparation/serving	8.3
Government - state	2.1	Building/grounds maintenance	1.7
Government - county	0.3	Personal care/service	1.4
Agriculture/forestry/fishing	1.0	Sales related	4.7
Mining 1/	0.0	Office/administrative support	6.6
Utilities	0.2	Farming/fishing/forestry	1.1
Construction	28.5	Construction/extraction	29.9
Manufacturing	1.3	Installation/maintenance/repair	2.8
Wholesale trade	1.2	Production	1.5
Retail trade	1.8	Transportation/material moving	3.6
Transportation/warehousing	3.5	Information not available	10.9
Information	5.3	Race	
Finance/insurance	1.4	American Indian	0.8
Real estate/rental/leasing	1.7	Chinese	2.0
Professional/technical services	3.9	Filipino	18.0
Management of companies	0.2	Japanese	6.3
Administrative/waste services	13.1	Other Asians	3.2
Educational services	0.8	Black	1.8
Health care/social assistance	4.3	Hawaiian	23.7
Arts/entertainment/recreation	1.3	Other Pacific Islander	5.8
Accommodation/food services	11.5	White & Latino	23.3
Other services	2.0	Others	15.1
		Information not available 1/	0.0

Continued on next page.

**Table 12.11-- CHARACTERISTICS OF THE INSURED UNEMPLOYED:
ANNUAL AVERAGE, 2024 -- Con.**

1/ An industry or race may have claimants in one or more months in 2024 and yet round to 0.0 percent of total.

Source: Hawaii State Department of Labor & Industrial Relations "Characteristics of the Insured Unemployed in Hawaii - 2024" < <https://labor.hawaii.gov/rs/characteristics-of-the-insured-unemployed/>> accessed June 12, 2025; and calculations by the Department of Business, Economic Development, & Tourism.

**Table 12.12-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGE,
1995 TO 2024**

[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]

Year	State total	City and County of Honolulu	Hawaii County	Kauai County	Maui County
1995	540,300	409,750	49,550	24,450	56,000
1996	538,300	406,350	50,850	24,350	56,350
1997	539,000	405,250	51,950	24,300	57,350
1998	539,150	402,500	52,700	24,900	58,800
1999	543,200	402,800	53,750	25,800	60,550
2000	559,800	413,200	56,400	26,950	62,700
2001	563,000	413,800	57,850	26,750	64,300
2002	564,500	413,850	58,850	27,250	64,000
2003	575,400	420,700	60,700	28,350	65,400
2004	591,400	430,700	63,050	29,300	68,100
2005	609,400	443,400	65,550	29,900	70,250
2006	624,850	452,150	68,500	30,950	72,950
2007	632,300	455,200	70,100	31,800	74,850
2008	626,450	452,350	68,800	31,300	73,600
2009	598,750	436,700	64,650	28,950	68,200
2010	594,300	434,050	63,750	28,950	67,050
2011 1/	601,800	439,300	64,300	29,300	68,300
2012 1/	614,100	(NA)	(NA)	(NA)	(NA)
2013 1/	626,500	(NA)	(NA)	(NA)	(NA)
2014 1/	635,500	(NA)	(NA)	(NA)	(NA)
2015 1/	645,500	(NA)	(NA)	(NA)	(NA)
2016 1/	653,600	(NA)	(NA)	(NA)	(NA)
2017 1/	661,000	(NA)	(NA)	(NA)	(NA)
2018 1/ 2/	664,500	(NA)	(NA)	(NA)	(NA)
2019 1/ 2/	663,100	(NA)	(NA)	(NA)	(NA)
2020 1/ 2/	564,300	(NA)	(NA)	(NA)	(NA)
2021 1/ 2/	591,900	(NA)	(NA)	(NA)	(NA)
2022 1/ 2/	623,300	(NA)	(NA)	(NA)	(NA)
2023 1/ 2/ 3/	637,300	(NA)	(NA)	(NA)	(NA)
2024 1/ 2/	644,000	(NA)	(NA)	(NA)	(NA)

Continued on next page.

**Table 12.12-- WAGE AND SALARY JOBCOUNT: ANNUAL AVERAGE,
1995 TO 2024 -- Con.**

NA Not available.

1/ 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.

2/ Data were benchmarked in March 2025.

3/ Revised from previous *Data Book*.

Source: National Agricultural Statistics Service, Quick Stats - Query Database by Commodity, State, and Year <<http://quickstats.nass.usda.gov/>> accessed May 25, 2025; 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 May 25, 2025. See also Hawaii State Department of Business, Economic Development & Tourism, *Quarterly Statistical & Economic Report, 2nd Quarter 2025* <http://files.hawaii.gov/dbedt/economic/data_reports/qser/archive-qser/qser-2024q1.pdf> accessed May 28, 2025.

**Table 12.13-- JOBCOUNT, BY NAICS INDUSTRY: ANNUAL AVERAGE,
2021 TO 2024**

[Data benchmarked in March 2024 and rounded to nearest 100. Totals may not add due to rounding. Data according to the North American Industry Classification System]

Industry	2021	2022	2023	2024
Total wage & salary 1/	591,900	623,300	2/ 637,300	644,000
Nonagriculture, wage & salary	586,900	618,000	2/ 632,300	639,000
Natural resources, mining, construction	37,100	37,200	38,100	39,100
Manufacturing	12,100	12,600	12,700	12,900
Durable goods	3,300	3,300	3,300	3,400
Non-durable goods	8,800	9,300	9,400	9,500
Trade, transportation & utilities	109,500	115,200	2/ 117,100	116,500
Wholesale trade	16,500	17,300	17,400	17,300
Retail trade	63,300	64,900	65,300	64,700
Transportation, warehousing & utilities	29,700	33,100	2/ 34,400	34,500
Utilities	3,600	3,600	3,700	3,700
Transportation & warehousing	26,100	29,500	2/ 30,700	30,800
Air transportation	8,300	9,300	2/ 9,900	9,800
Information	7,900	8,700	2/ 8,300	8,100
Financial activities	27,300	27,800	2/ 27,800	27,400
Finance & insurance	16,100	15,700	2/ 15,500	15,400
Real estate, rental, leasing	11,200	12,100	12,200	12,000
Professional & business services	68,500	71,300	2/ 71,800	72,200
Private education & health services	84,900	86,400	2/ 88,600	90,300
Private educational services	12,900	14,000	2/ 14,400	14,500
Health care & social assistance	72,000	72,400	74,200	75,800
Ambulatory health care services	31,500	32,400	33,500	34,100
Hospitals	16,500	16,200	2/ 16,500	16,900
Nursing & residential care facilities	8,300	7,800	7,800	8,000
Social assistance	15,700	16,000	2/ 16,400	16,800
Leisure and hospitality	95,000	112,200	2/ 118,300	119,900
Arts, entertainment & recreation	9,500	11,900	13,000	13,600
Accommodation & food services	85,500	100,200	2/ 105,300	106,300
Accommodation	28,900	36,800	39,100	39,600
Food service & drinking places	56,700	63,400	2/ 66,200	66,700
Other services	24,400	26,000	2/ 26,500	26,800
Government	120,100	120,800	2/ 123,100	125,700
Federal	34,700	34,700	35,100	35,700
State	66,800	67,600	69,300	71,000
Education (DOE & UH)	44,800	45,900	47,400	48,600
State gov't excluding education	22,000	21,700	21,900	22,500
Local	18,600	18,500	2/ 18,700	19,000
Agriculture 1/	5,000	5,300	5,000	5,000

Continued on next page.

**Table 12.13-- JOBCOUNT, BY NAICS INDUSTRY: ANNUAL AVERAGE,
2021 TO 2024 -- Con.**

1/ Estimates for Agriculture were discontinued in December 2011. DBEDT preliminary estimates are based on data from U.S. Department of Agriculture, National Agricultural Statistics Service, QuickStats-Query Database by Commodity.

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://files.hawaii.gov/dbedt/economic/data_reports/DLIR/LFR_CES_JC_2020S.xls> accessed June 26, 2025; and National Agricultural Statistics Service, Quick Stats - Query Database by Commodity, State, and Year <<http://quickstats.nass.usda.gov/>> accessed May 23, 2025. See also Hawaii State Department of Business, Economic Development & Tourism, *Quarterly Statistical & Economic Report, 2nd Quarter 2025* <http://files.hawaii.gov/dbedt/economic/data_reports/qser/archive-qser/qser-2025q2.pdf>.

Table 12.14-- EMPLOYMENT BY NAICS INDUSTRY: 2022 AND 2023

[Data are based on a sample and are subject to sampling variability. Based on the North American Industry Classification System]

Industry	Number		Percent	
	2022	2023	2022	2023
Employed civilian population 16 years and over	674,532	667,835	100.0	100.0
Agriculture, forestry, fishing and hunting, and mining	8,347	7,824	1.2	1.2
Construction	49,451	48,447	7.3	7.3
Manufacturing	22,983	19,364	3.4	2.9
Wholesale trade	11,315	14,541	1.7	2.2
Retail trade	69,870	75,243	10.4	11.3
Transportation and warehousing, and utilities	41,800	45,247	6.2	6.8
Information	12,066	9,436	1.8	1.4
Finance, insurance, real estate, & rental & leasing	42,929	40,733	6.4	6.1
Professional, scientific, management, administrative, and waste management services	76,063	73,376	11.3	11.0
Educational, health and social services	146,813	148,668	21.8	22.3
Arts, entertainment, recreation, accommodation and food services	104,560	97,746	15.5	14.6
Other services (except public administration)	27,884	33,710	4.1	5.0
Public administration	60,451	53,500	9.0	8.0

Source: U.S. Census Bureau, American Community Survey 1-Year Estimates, "DP-03 Selected Economic Characteristics: Hawaii" (annual) <<http://data.census.gov/>> accessed September 12, 2024.

**Table 12.15-- EMPLOYMENT BY THE 25 LARGEST PRIVATE EMPLOYERS:
2022 AND 2023**

[As of December 31. Ordered according to number of employees in 2023]

Employer	Year estab. in Hawaii	2022		2023	
		Rank	Employ- ees	Rank	Employ- ees
The Queen's Health Systems 1/	1985	1	9,259	1	9,452
Hawaii Pacific Health	2001	2	7,199	2	7,439
Hawaiian Electric Industries Inc.	1981	3	3,756	3	3,597
Kamehameha Schools	1887	4	3,254	4	3,248
Kyo-Ya Hotels & Resorts	1962	(2/)	(2/)	5	2,806
Bank of Hawaii Corp.	1897	7	1,973	6	2,105
Oahu Transit Services Inc.	1992	6	2,048	7	2,042
First Hawaiian Bank	1858	8	1,960	8	2,004
Aulani, A Disney Resort & Spa	2011	9	1,700	9	1,700
Maui Health	1884	10	1,632	10	1,687
Prince Resorts Hawaii Inc.	1999	11	1,290	11	1,624
Nan Inc.	1990	18	761	12	1,396
Hawaii Medical Services Association	1938	12	1,286	13	1,319
Four Seasons Resort Hualalai	1996	(2/)	(2/)	14	1,300
Polynesian Cultural Center	1963	13	1,245	15	1,231
Hawaiian Telcom	1983	14	1,200	16	1,100
Adventist Health Castle	1963	17	770	17	1,054
Hawaiian Dredging Construction Co. Inc.	1902	19	740	18	923
Hawaii Pacific University	1965	(2/)	(2/)	19	860
Grand Hyatt Kauai Resort & Spa	1990	(2/)	(2/)	20	843
Halekulani Corp.	1980	22	700	21	836
Kamaaina Care Inc. dba Kamaaina Kids	1987	21	702	22	794
Central Pacific Bank	1954	16	791	23	741
Punahou School	1841	(2/)	(2/)	24	725
Waianae Coast Comprehensive Health Center	1972	23	685	25	656
Kaiser Foundation Health Plan	1958	5	2,356	(2/)	(2/)
Securitas Security Services USA Inc.	1961	15	900	(2/)	(2/)
The Royal Hawaiian, a Luxury Collection Resort	1927	20	707	(2/)	(2/)
Alexander & Baldwin	1870	24	611	(2/)	(2/)
Moana Surfrider, A Westin Resort & Spa	1901	25	535	(2/)	(2/)

1/ Queen's Medical Center established 1859.

2/ Not ranked in year shown.

Source: 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//2023/06/30employers-statewide.html>> accessed July 21, 2023; and Pacific Business News, "Employers - Statewide, Ranked by Number of Employees as of December 31, 2023" (July 5, 2024).

**Table 12.16-- JOBCOUNT BY NAICS INDUSTRY, BY COUNTY:
ANNUAL AVERAGE, 2024**

[Data rounded to nearest 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	Maui County	Kauai County
Total wage & salary 1/	637,200	(NA)	(NA)	(NA)	(NA)
Nonagriculture, wage & salary	639,000	461,000	72,500	73,300	32,400
Natural resources, mining, construction	39,100	28,100	4,000	4,800	2,100
Manufacturing	12,900	9,500	1,700	1,100	500
Durable goods	3,400	2,700	300	300	100
Non-durable goods	9,500	6,800	1,500	800	400
Trade, transportation & utilities	116,500	80,800	15,500	14,100	6,200
Wholesale trade	17,300	13,700	1,800	1,400	500
Retail trade	64,700	42,000	10,300	8,600	3,800
Transportation, warehousing & util.	34,500	25,100	3,500	4,100	1,900
Utilities	3,700	(NA)	(NA)	(NA)	(NA)
Transportation & warehousing	30,800	22,700	(NA)	(NA)	(NA)
Air transportation	9,800	8,100	600	800	400
Information	8,100	6,800	600	600	200
Telecommunications	3,100	2,600	(NA)	(NA)	(NA)
Financial activities	27,400	21,100	2,600	2,700	1,100
Finance & insurance	15,400	13,000	1,200	800	400
Real estate, rental, leasing	12,000	8,000	(NA)	(NA)	(NA)
Professional & business services	72,200	56,700	6,000	6,900	2,900
Education & health services	90,300	68,400	9,300	9,600	3,000
Education services	14,500	11,600	1,400	1,300	300
Health care & social assistance	75,800	56,900	8,000	8,300	2,700
Ambulatory health care services	34,100	25,000	(NA)	(NA)	(NA)
Hospitals	16,900	14,200	(NA)	(NA)	(NA)
Nursing & residen- tial care facilities	8,000	(NA)	(NA)	(NA)	(NA)
Social assistance	16,800	(NA)	(NA)	(NA)	(NA)

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**Table 12.16-- JOBCOUNT BY NAICS INDUSTRY, BY COUNTY:
ANNUAL AVERAGE, 2024 -- Con.**

Industry	State total	City & Cty of Honolulu	Hawaii County	Maui County	Kauai County
Leisure and hospitality	119,900	72,900	15,200	21,500	10,300
Arts, entertainment & recreation 2/	13,600	8,600	(NA)	(NA)	(NA)
Accommodation & food services	106,300	64,300	13,500	19,500	9,100
Accommodation	39,600	18,000	6,400	10,600	4,600
Food services and drinking places	66,700	46,300	7,000	8,900	4,500
Full-service restaurants	33,700	21,600	3,900	5,500	2,600
Other services	26,800	20,100	2,400	3,200	1,100
Government	125,700	96,600	15,100	8,900	5,000
Federal	35,700	32,800	1,400	900	600
State	71,000	51,800	10,900	5,300	3,100
Education (DOE & UH)	48,600	35,900	6,800	4,000	1,900
Local	19,000	12,000	2,900	2,700	1,400
Agriculture 1/	5,000	(NA)	(NA)	(NA)	(NA)

NA Not available.

1/ Estimates for Agriculture were discontinued in December 2011. DBEDT preliminary estimates are based on data from U.S. Department of Agriculture, National Agricultural Statistics Service, QuickStats-Query Database by Commodity.

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

Source: Hawaii State Department of Business, Economic Development & Tourism, Job Count by Industry - Not Seasonally Adjusted Data, Historical Series <https://files.hawaii.gov/dbedt/economic/data_reports/DLIR/LFR_CES_JC_2020S.xls> accessed June 26, 2025; and National Agricultural Statistics Service, Quick Stats - Query Database by Commodity, State, and Year <<http://quickstats.nass.usda.gov/>> accessed May 23, 2025. See also Hawaii State Department of Business, Economic Development & Tourism, *Quarterly Statistical & Economic Report, 2nd Quarter 2025* <http://files.hawaii.gov/dbedt/economic/data_reports/qser/archive-qser/qser-2025q2.pdf>.

Table 12.17-- OCCUPATION: 2021 TO 2023

[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]

Occupation	Number			Percent		
	2021	2022	2023	2021	2022	2023
Civilian employed population 16 years & over	636,963	674,532	667,835	100.0	100.0	100.0
Management, business, science, & arts	251,878	267,684	262,494	39.5	39.7	39.3
Service	132,423	145,925	148,448	20.8	21.6	22.2
Sales and office	139,161	140,885	135,387	21.8	20.9	20.3
Natural resources, construction, and maintenance	59,615	60,443	58,099	9.4	9.0	8.7
Production, transportation, and material moving	53,886	59,595	63,407	8.5	8.8	9.5

Source: U.S. Census Bureau, American Community Survey 1-Year Estimates, "DP-03 Selected Economic Characteristics: Hawaii" (annual) <<http://data.census.gov/>> accessed September 12, 2024.

Table 12.18-- CIVILIAN JOBS PROJECTIONS, BY SECTOR AND BY TYPE, BY COUNTY: 2022 TO 2050

[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 2/
State total					
2022	853,100	731,140	121,960	636,240	216,860
2030	894,370	769,780	124,590	659,510	234,860
2040	939,270	812,540	126,730	682,010	257,260
2050	979,350	851,860	127,490	699,140	280,210
Hawaii					
2022	109,990	95,640	14,350	73,710	36,280
2030	117,910	102,870	15,040	78,020	39,890
2040	126,130	110,440	15,690	82,010	44,120
2050	133,520	117,350	16,170	85,160	48,360
Honolulu					
2022	588,030	494,030	94,000	453,670	134,360
2030	612,690	517,210	95,480	467,970	144,720
2040	638,000	541,590	96,410	480,720	157,280
2050	661,150	564,760	96,390	490,590	170,560
Kauai					
2022	45,980	40,990	4,990	32,160	13,820
2030	48,950	43,780	5,170	33,820	15,130
2040	51,950	46,610	5,340	35,240	16,710
2050	54,700	49,260	5,440	36,390	18,310
Maui					
2022	109,110	100,490	8,620	76,700	32,410
2030	114,820	105,920	8,900	79,700	35,120
2040	123,200	113,910	9,290	84,040	39,160
2050	129,980	120,490	9,490	87,000	42,980

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**Table 12.18-- CIVILIAN JOBS PROJECTIONS, BY SECTOR AND
BY TYPE, BY COUNTY: 2022 TO 2050 -- Con.**

1/ Actual figures from the U.S. Bureau of Economic Analysis (BEA) with missing values estimated by DBEDT. Projected values for 2030 to 2050 rounded to the nearest ten.

2/ 'Private' is calculated here as 'Total civilian jobs' less 'Government', and 'Self-employed' is calculated as 'Total' less 'Wage & salary'.

Source: Hawaii State Department of Business, Economic Development & Tourism, *Population and Economic Projections for the State of Hawaii to 2050* (April 2024), Appendix Tables A-34 to A-48
<<http://dbedt.hawaii.gov/economic/economic-forecast/2045-long-range-forecast/>> accessed April 23, 2024.

**Table 12.19-- CIVILIAN JOBS PROJECTIONS, BY NAICS INDUSTRY:
2022 TO 2050**

[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. Projected values rounded to nearest ten]

Industry	2022 1/	2030	2040	2050
Total civilian jobs	857,951	891,950	970,520	1,035,340
Agriculture	15,680	15,980	16,230	16,250
Mining, construction, and utilities	54,020	56,800	59,130	61,370
Manufacturing	16,260	16,620	16,860	16,890
Transportation	44,370	46,780	49,210	51,280
Information	11,020	11,600	12,170	12,690
Wholesale trade	21,690	22,370	23,150	23,820
Retail trade	84,310	87,170	89,970	92,400
Finance and insurance	35,780	37,210	38,890	40,640
Real estate and rentals	53,090	54,850	56,750	58,780
Professional services	49,890	54,130	59,610	64,970
Business services	61,260	63,400	65,540	66,930
Educational services	20,470	21,460	22,620	23,510
Health services	85,950	95,410	107,230	119,120
Arts and entertainment	21,850	23,090	24,370	25,680
Accommodation	38,520	40,050	41,010	42,030
Eating and drinking	67,850	70,990	74,450	77,110
Other services	49,120	51,860	55,350	58,380
Government	121,960	124,590	126,730	127,490

1/ Actual figures from the U.S. Bureau of Economic Analysis (BEA) with missing values estimated by DBEDT. Projected values for 2030 to 2050 rounded to the nearest ten.

Source: Hawaii State Department of Business, Economic Development & Tourism, *Population and Economic Projections for the State of Hawaii to 2050* (April 2024), Appendix "Table A-38. Hawaii State Civilian Total Jobs by Sector, 2022-2050" <<http://dbedt.hawaii.gov/economic/economic-forecast/2050-long-range-forecast/>> accessed April 19, 2024.

Table 12.20-- EMPLOYMENT BY CLASS OF WORKER: 1940 TO 2023

[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]

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	
2022	674,532	477,387	148,564	48,581	
2023	667,835	483,874	134,597	49,364	

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 June 26, 2025.

Table 12.21-- FULL- AND PART-TIME EMPLOYMENT, BY TYPE AND BY STATUS: 1969 TO 2023

[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 1997 are based on the Standard Industrial Classification (SIC), and are based on the North American Industry Classification System (NAICS) thereafter]

Year	Total	By type		By status 1/	
		Wage & salary	Proprietors	Civilian	Military
1969	415,912	368,900	47,012	(NA)	(NA)
1970	433,555	385,181	48,374	(NA)	(NA)
1971	436,830	389,108	47,722	(NA)	(NA)
1972	452,960	400,094	52,866	(NA)	(NA)
1973	473,087	418,518	54,569	(NA)	(NA)
1974	485,226	425,912	59,314	(NA)	(NA)
1975	499,203	434,443	64,760	(NA)	(NA)
1976	504,799	440,767	64,032	(NA)	(NA)
1977	509,265	448,947	60,318	(NA)	(NA)
1978	527,519	469,403	58,116	(NA)	(NA)
1979	556,339	488,281	68,058	(NA)	(NA)
1980	574,555	498,755	75,800	(NA)	(NA)
1981	567,762	496,535	71,227	(NA)	(NA)
1982	566,510	491,843	74,667	(NA)	(NA)
1983	576,830	501,857	74,973	(NA)	(NA)
1984	582,402	508,739	73,663	(NA)	(NA)
1985	597,946	521,605	76,341	(NA)	(NA)
1986	611,862	531,289	80,573	(NA)	(NA)
1987	642,686	554,533	88,153	(NA)	(NA)
1988	668,691	570,377	98,314	(NA)	(NA)
1989	696,362	597,113	99,249	(NA)	(NA)
1990	724,262	618,833	105,429	(NA)	(NA)
1991	745,447	629,443	116,004	(NA)	(NA)
1992	746,137	634,001	112,136	(NA)	(NA)
1993	741,780	625,580	116,200	(NA)	(NA)
1994	736,771	618,941	117,830	(NA)	(NA)
1995	734,039	611,684	122,355	(NA)	(NA)
1996	733,396	607,850	125,546	(NA)	(NA)
1997	733,761	607,070	126,691	(NA)	(NA)

Continued on next page.

Table 12.21-- FULL- AND PART-TIME EMPLOYMENT, BY TYPE AND BY STATUS: 1969 TO 2023 -- Con.

Year	Total	By type		By status 1/	
		Wage & salary	Proprietors	Civilian	Military
1998	738,175	606,429	131,746	(NA)	(NA)
1999	738,111	607,879	130,232	(NA)	(NA)
2000	749,439	624,169	125,270	(NA)	(NA)
2001	752,548	628,046	124,502	(NA)	(NA)
2002	757,694	631,010	126,684	(NA)	(NA)
2003	773,609	642,314	131,295	(NA)	(NA)
2004	797,234	657,902	139,332	(NA)	(NA)
2005	819,967	674,105	145,862	(NA)	(NA)
2006	842,375	690,283	152,092	(NA)	(NA)
2007	864,610	698,253	166,357	(NA)	(NA)
2008	858,384	692,939	165,445	(NA)	(NA)
2009	829,885	664,680	165,205	(NA)	(NA)
2010	824,450	661,105	163,345	(NA)	(NA)
2011	834,994	668,935	166,059	(NA)	(NA)
2012	849,130	680,809	168,321	(NA)	(NA)
2013	868,191	693,510	174,681	(NA)	(NA)
2014	882,702	702,804	179,898	(NA)	(NA)
2015	901,126	715,002	186,124	(NA)	(NA)
2016	914,921	723,914	191,007	(NA)	(NA)
2017	921,135	729,532	191,603	(NA)	(NA)
2018	924,352	729,548	194,804	(NA)	(NA)
2019 2/	913,949	726,783	187,166	(NA)	(NA)
2020 2/	817,434	626,284	191,150	(NA)	(NA)
2021 2/	860,684	656,720	203,964	(NA)	(NA)
2022 2/	895,043	684,654	210,389	(NA)	(NA)
2023	920,860	698,729	222,131	(NA)	(NA)

NA Not available.

1/ The U.S. Bureau of Economic Analysis discontinued these employment data as of September 27, 2024, see *Data Book 2023* Table 12.21 for archived 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 29, 2023) <<http://www.bea.gov/iTable/iTable.cfm?reqid=70&step=1>> accessed September 29, 2023 data.

2/ Revised from previous *Data Book*.

Source: U.S. Bureau of Economic Analysis, State Annual Personal Income, "SAINC4 Personal income and employment by major component" (March 28, 2025) <<http://www.bea.gov/iTable/iTable.cfm?reqid=70&step=1>> accessed June 16, 2025.

**Table 12.22-- CIVILIAN EMPLOYMENT, FULL- AND PART-TIME,
ANNUAL AVERAGE: 2019 TO 2023**

[Number in thousands]

Subject	2019	2020	2021	2022	2023
Total					
Full- and part-time	643	571	625	647	654
Full-time total	525	471	515	532	541
Full-time not at work	19	20	25	23	21
Part-time total	118	100	110	115	113
Economic reasons	14	19	22	15	10
Non-economic reasons	95	74	81	91	93
Not at work	9	7	8	9	10
Men					
Full- and part-time	327	296	328	340	337
Full-time total	280	258	284	294	295
Full-time not at work	9	10	12	11	11
Part-time total	47	38	44	46	42
Economic reasons	7	8	11	8	5
Non-economic reasons	37	27	30	35	35
Not at work	3	3	3	3	3
Women					
Full- and part-time	316	275	297	309	317
Full-time total	245	213	231	239	246
Full-time not at work	10	10	13	12	11
Part-time total	71	62	66	70	71
Economic reasons	7	10	10	7	6
Non-economic reasons	58	48	50	57	58
Not at work	6	4	5	6	7
16 to 19 years (both sexes)					
Full- and part-time	20	15	17	18	22
Full-time total	5	4	6	5	7
Full-time not at work	(1/)	(1/)	(1/)	(1/)	(1/)
Part-time total	15	11	11	13	15
Economic reasons	1	1	1	1	1
Non-economic reasons	12	9	10	11	13
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 June 30, 2025.

**Table 12.23-- OCCUPATION OF EMPLOYED CIVILIANS, BY SEX:
ANNUAL AVERAGE, 2022 AND 2023**

Occupation	Total	Men	Women
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
2023			
All occupations (in thousands)	654	337	317
Percent	100.0	100.0	100.0
Management, professional, and related	39.6	36.7	42.8
Management, business, and financial operations	17.4	18.0	16.9
Professional and related	22.2	18.7	25.9
Service	21.7	20.1	23.5
Sales and office	20.4	14.2	26.9
Sales and related	9.1	7.6	10.7
Office and administrative support	11.3	6.6	16.2
Natural resources, construction, and maintenance	9.4	16.8	1.5
Farming, fishing, and forestry	0.8	1.1	0.5
Construction and extraction	5.4	9.9	0.6
Installation, maintenance, and repair	3.2	5.8	0.4
Production, transportation, and material moving	8.9	12.3	5.2
Production	2.8	3.5	2.0
Transportation and material moving	6.1	8.8	3.2

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
 June 30, 2025.

Table 12.24-- MULTIPLE JOBHOLDERS, NUMBERS AND PERCENT OF EMPLOYED FOR HAWAII AND PERCENT OF EMPLOYED FOR THE UNITED STATES: ANNUAL AVERAGE, 1994 TO 2024

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
2023	654	47	7.2	5	5.0
2024	648	49	7.6	5	5.2

Continued on next page.

Table 12.24-- MULTIPLE JOBHOLDERS, NUMBERS AND PERCENT OF EMPLOYED FOR HAWAII AND PERCENT OF EMPLOYED FOR THE UNITED STATES: ANNUAL AVERAGE, 1994 TO 2024 -- 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, in 2022 with Maryland, and in 2024 with Kansas.

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: 2014 TO 2023

[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), 2014-2016 are based on the 2012 NAICS, and 2017 to 2021 are based on the 2017 NAICS, and 2022 and 2023 on the 2022 NAICS]

Year	Number of reporting units, Dec. 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
Total, incl. gov't				
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
2022	51,844	619,741	38,131,942	61,529
2023	55,280	633,745	40,667,552	64,170
Total, excl. gov't				
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
2022	51,838	501,500	29,762,062	59,346
2023	55,274	513,304	31,746,876	61,848
Private non-agr. 2/				
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	48,482
2019	42,309	530,711	26,628,597	50,175
2020	44,681	436,892	24,129,035	55,229
2021	47,038	464,935	26,614,484	57,243
2022	51,302	495,713	29,496,944	59,504
2023	54,726	507,652	31,478,900	62,009

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Table 12.26-- EMPLOYMENT AND WAGES: 2014 TO 2023 -- 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'.

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 12, 2025; and calculations by Hawaii State Department of Business, Economic Development & Tourism.

Table 12.27-- EMPLOYMENT AND WAGES, BY COUNTY: 2022 AND 2023

[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), 2021 is based on the 2017 NAICS, and 2022 and 2023 are based on the 2022 NAICS]

County	Number of reporting units, December 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
2022 Total, including gov't				
State total 2/	51,844	619,741	38,131,942	61,529
City and County of Honolulu	35,763	443,389	28,481,749	64,236
Hawaii County	6,400	70,177	3,714,085	52,925
Maui County	6,755	74,846	4,237,597	56,618
Kauai County	2,932	31,329	1,698,511	54,215
2022 Total, excluding gov't				
State total	51,838	501,500	29,762,062	59,346
City and County of Honolulu	35,760	352,402	21,903,424	62,155
Hawaii County	6,397	56,254	2,805,788	49,877
Maui County	6,752	66,401	3,680,759	55,432
Kauai County	2,929	26,444	1,372,091	51,887
2023 Total, including gov't				
State total 2/	55,280	633,745	40,667,552	64,170
City and County of Honolulu	38,436	454,547	30,464,883	67,023
Hawaii County	6,777	72,569	4,011,287	55,276
Maui County	6,987	74,329	4,368,993	58,779
Kauai County	3,086	32,300	1,822,389	56,421
2023 Total, excluding gov't				
State total	55,274	513,304	31,746,876	61,848
City and County of Honolulu	38,433	362,016	23,454,336	64,788
Hawaii County	6,774	58,265	3,035,954	52,106
Maui County	6,984	65,576	3,759,044	57,323
Kauai County	3,083	27,447	1,497,541	54,562

Continued on next page.

**Table 12.27-- EMPLOYMENT AND WAGES, BY COUNTY:
2022 AND 2023 -- Con.**

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 12, 2025.

Table 12.28-- EMPLOYMENT AND WAGES, BY NAICS INDUSTRY: 2023

[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) 2022]

NAICS code	Industry	Number of reporting units, Dec. 1/	Average employment	Total wages (\$1,000)	Average annual wage (dollars)
	Total, including government	55,280	633,745	40,667,552	64,170
	Government	6	120,441	8,920,676	74,067
	Federal	1	35,129	3,291,917	93,710
	State	1	66,587	4,123,287	61,923
	County	4	18,725	1,505,472	80,399
	Total, excluding government	55,274	513,304	31,746,876	61,848
11	Ag., forestry, fishing & hunting	548	5,652	267,976	47,411
21	Mining, quarrying, oil & gas extr.	12	264	29,063	110,121
22	Utilities	107	3,661	453,696	123,927
23	Construction	4,294	37,498	3,233,037	86,220
31-33	Manufacturing	1,144	12,579	684,868	54,445
311	Food manufacturing	413	5,961	246,411	41,341
42	Wholesale trade	2,113	17,241	1,281,334	74,319
44-45	Retail trade	4,672	64,591	2,737,544	42,383
445	Food and beverage retailers	739	15,877	602,275	37,933
48-49	Trans. & warehousing	1,286	30,377	2,175,413	71,613
481	Air transportation	69	9,757	964,437	98,848
51	Information	1,486	8,232	780,785	94,853
52	Finance and insurance	1,955	15,182	1,429,842	94,181
53	Real estate, rental & leasing	2,225	12,100	837,074	69,177
54	Prof. and tech. services	6,351	26,420	2,549,246	96,489
55	Mgt of companies & enterprises	448	8,605	927,147	107,743
56	Admin. and waste services	3,334	36,143	1,777,601	49,183
61	Educational services	1,074	14,168	700,226	49,423
62	Health care and soc. assist.	5,818	73,404	5,197,824	70,811
621	Amb. health care services	3,582	33,166	2,832,208	85,394
622	Hospitals	40	16,367	1,431,130	87,441
623	Nursing and resid. care fac.	197	7,718	375,062	48,596
624	Social assistance	1,999	16,153	559,424	34,633
71	Arts, entertain., and recrea.	916	12,891	494,475	38,357
72	Accom. and food services	4,961	104,249	4,552,545	43,670
721	Accommodation	545	38,732	2,440,848	63,019
722	Food services & drinking places	4,416	65,518	2,111,696	32,231
81	Other serv., exc. public adm.	4,829	25,258	1,204,498	47,687
99	Unclassified	7,701	4,787	432,683	90,385

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

Source: Hawaii State Department of Business, Economic Development & Tourism, *Employment and Payrolls in Hawaii* (October 2024) <<http://dbedt.hawaii.gov/economic/employment-and-wages-by-industry/>> accessed June 12, 2025.

Table 12.29-- AVERAGE ANNUAL WAGE IN CURRENT AND CONSTANT DOLLARS: 1969 TO 2023

[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	1997	28,356	171.9	16,496
1970	7,424	41.5	17,889	1998	29,029	171.5	16,927
1971	7,677	43.2	17,771	1999	29,788	173.3	17,189
1972	7,989	44.6	17,913	2000	30,628	176.3	17,373
1973	8,479	46.6	18,195	2001	31,241	178.4	17,512
1974	9,087	51.5	17,645	2002	32,669	180.3	18,119
1975	9,767	56.3	17,348	2003	33,735	184.5	18,285
1976	10,347	59.1	17,508	2004	35,191	190.6	18,463
1977	10,903	62.1	17,557	2005	36,347	197.8	18,376
1978	11,630	66.9	17,384	2006	37,784	209.4	18,044
1979	12,429	74.3	16,728	2007 2/	39,465	219.504	17,979
1980	13,548	83.0	16,323	2008 2/	40,664	228.861	17,768
1981	14,471	91.7	15,781	2009 2/	41,328	230.048	17,965
1982	15,367	97.2	15,810	2010 2/	41,681	234.869	17,746
1983	16,115	99.3	16,229	2011 2/	42,454	243.622	17,426
1984	16,714	103.5	16,149	2012 2/	43,365	249.474	17,383
1985	17,335	106.8	16,231	2013 2/	43,828	253.924	17,260
1986	18,069	109.4	16,516	2014 2/	45,201	257.589	17,548
1987	19,060	114.9	16,588	2015 2/	46,917	260.165	18,034
1988	20,454	121.7	16,807	2016 2/	48,177	265.283	18,161
1989	21,635	128.7	16,810	2017 2/	49,670	272.014	18,260
1990	23,109	138.1	16,734	2018 2/	50,974	277.078	18,397
1991	24,051	148.0	16,251	2019 2/	52,680	281.585	18,708
1992	25,532	155.1	16,462	2020 2/	57,941	286.008	20,259
1993	26,544	160.1	16,580	2021 2/	59,641	296.818	20,093
1994	26,718	164.5	16,242	2022 2/	61,529	316.076	19,467
1995	26,983	168.1	16,052	2023 2/	64,170	325.954	19,687
1996	27,359	170.7	16,028				

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 31, 2025; 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) <<https://www.bls.gov/data/home.htm>> accessed January 12, 2025; 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: 2013 AND 2023**

[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 2013 and the NAICS 2017 for 2023]

Industry	2013	2023		Percent change, 2013-2023 1/	
		Current dollars	2013 dollars 2/	Current dollars	2013 dollars 2/
All industries	43,828	64,170	49,990	46.4	14.1
Federal	68,826	93,710	73,002	36.2	6.1
State	45,300	61,923	48,239	36.7	6.5
County	56,010	80,399	62,632	43.5	11.8
Private	41,466	61,848	48,181	49.2	16.2

1/ The Consumer Price Index-All Urban Consumers (CPI-U) Honolulu, All Items increased 28.4 percent from 2013 to 2023.

2/ Current dollars deflated by the Consumer Price Index (CPI-U) All Items for Honolulu, base shifted to 2013 = 100 or 128.367.

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, 2025, 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, 2025; and calculations by the Hawaii State Department of Business, Economic Development & Tourism.

Table 12.31-- REPORTING UNITS AND EMPLOYMENT, BY SIZE OF FIRM: DECEMBER 2023

[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	55,274	37,979	7,216	4,969	3,313	1,133	466	122	56	20
	Employment	519,604	42,446	47,911	67,089	99,140	77,164	70,187	42,235	38,020	35,412
City and County of Honolulu	Reporting Units	38,433	26,934	4,647	3,302	2,256	810	343	82	40	19
	Employment	368,690	28,966	30,808	44,610	67,207	55,155	51,324	28,850	27,508	34,262
Hawaii County	Reporting Units	6,774	4,416	1,052	676	433	133	44	14	2/ 6	(2/)
	Employment	59,794	5,543	7,080	9,240	13,074	9,057	6,816	4,736	2/ 4,248	(2/)
Maui County	Reporting Units	6,984	4,678	1,009	673	413	131	51	20	9	-
	Employment	63,576	5,349	6,673	8,981	12,518	9,030	8,077	6,833	6,115	-
Kauai County	Reporting Units	3,083	1,951	508	318	211	59	28	2/ 8	(2/)	(2/)
	Employment	27,544	2,588	3,350	4,258	6,341	3,922	3,970	2/ 3,115	(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: 2023* (October 2024), page 94 <<http://dbedt.hawaii.gov/economic/employment-and-wages-by-industry/>> accessed March 31, 2025.

**Table 12.32-- ANNUAL AVERAGE WAGES, TOTAL AND PRIVATE
INDUSTRY FOR HAWAII AND THE UNITED STATES: 2000 TO 2024**

[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	59,644	57,064	67,610	68,029	88.2	83.9	24	31
2022	61,483	59,291	69,986	70,346	87.9	84.3	2/ 27	33
2023	2/ 64,207	2/ 61,894	2/ 72,360	2/ 72,608	88.7	85.2	2/ 26	31
2024	67,379	64,863	75,604	75,878	89.1	85.5	26	30

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 <https://data.bls.gov/cew/apps/data_views/data_views.htm#tab=Tables> accessed July 11, 2025; and calculations by the Hawaii State Department of Business, Economic Development & Tourism.

Table 12.33-- WORKERS, EARNINGS AND HOURS IN SPECIFIED INDUSTRIES: ANNUAL AVERAGE, 2020 TO 2024

[Number of production workers rounded to nearest 50]

Subject	2020	2021	2022	2023	2024
Production workers					
Nat'l resources, mining & construction	27,300	26,100	26,700	28,400	29,200
Manufacturing	8,600	8,200	8,500	8,100	8,200
Trade, transportation and utilities	88,000	92,300	99,300	1/ 101,800	102,400
Wholesale trade	12,900	13,200	14,000	14,600	14,500
Retail trade	52,100	54,100	56,800	57,000	57,800
Financial activities	19,900	19,800	19,600	20,200	20,700
Accommodation and food services	59,700	74,300	88,600	1/ 92,700	96,200
Food services and drinking places	41,100	49,700	55,000	1/ 56,900	58,900
Average weekly earnings (dollars)					
Nat'l resources, mining & construction	1,605.92	1,684.12	1,665.45	1,719.21	1,774.71
Manufacturing	899.28	901.15	961.53	1/ 1,053.42	1,164.40
Trade, transportation and utilities	938.90	942.25	967.93	1/ 1,014.59	1,115.32
Wholesale trade	889.25	799.01	883.34	1/ 1,065.29	1,145.02
Retail trade	634.63	681.91	696.99	712.53	710.73
Financial activities	919.32	849.10	782.78	1/ 994.79	1,053.42
Accommodation and food services	445.50	474.94	530.89	585.09	632.02
Food services and drinking places	375.09	430.77	486.07	533.63	559.98
Average weekly hours					
Nat'l resources, mining & construction	35.6	37.4	37.3	37.1	37.8
Manufacturing	38.3	39.3	38.6	1/ 38.8	39.7
Trade, transportation and utilities	33.2	33.7	32.8	34.3	36.2
Wholesale trade	35.4	33.6	33.6	1/ 37.3	37.2
Retail trade	31.7	32.8	32.6	31.5	31.8
Financial activities	37.6	35.0	32.4	35.9	36.4
Accommodation and food services	25.0	25.7	27.1	27.0	26.4
Food services and drinking places	23.8	24.9	25.8	25.1	24.4

Continued on next page.

Table 12.33-- WORKERS, EARNINGS AND HOURS IN SPECIFIED INDUSTRIES: ANNUAL AVERAGE, 2020 TO 2024 -- Con.

Subject	2020	2021	2022	2023	2024
Average hourly earnings (dollars)					
Nat'l resources, mining & construction	45.11	45.03	44.65	46.34	46.95
Manufacturing	23.48	22.93	24.91	27.15	29.33
Trade, transportation and utilities	28.28	27.96	29.51	1/ 29.58	30.81
Wholesale trade	25.12	23.78	26.29	1/ 28.56	30.78
Retail trade	20.02	20.79	21.38	22.62	22.35
Financial activities	24.45	24.26	24.16	1/ 27.71	28.94
Accommodation and food services	17.82	18.48	19.59	21.67	23.94
Food services and drinking places	15.76	17.30	18.84	21.26	22.95

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 March 14, 2025.

Table 12.34-- EMPLOYMENT AND WAGES OF HAWAII'S 25 LARGEST OCCUPATIONS: MAY 2024

[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	25,850	16.32	33,950
41-2031	Retail salespersons	18,140	19.36	40,280
35-3031	Waiters and waitresses	13,830	28.71	59,710
43-9061	Office clerks, general	13,720	21.55	44,820
29-1141	Registered nurses	13,100	59.48	123,720
11-1021	General and operations managers	13,010	59.90	124,590
35-2014	Cooks, restaurant	12,190	22.27	46,330
29-1141	Cashiers	11,240	17.57	36,540
37-2012	Maids and housekeeping cleaners	11,190	24.92	51,840
43-1011	First-line supervisors of office & admin. support workers	10,310	32.31	67,200
37-2011	Janitors and cleaners except maids and housekeeping cleaners	10,010	18.81	39,130
33-9032	Security guards	9,790	20.82	43,310
53-7062	Laborers & freight, stock, & material movers, hand	9,150	23.07	47,990
53-7065	Stockers and order fillers	8,690	19.88	41,360
49-9071	Maintenance and repair workers, general	7,850	27.78	57,780
43-4051	Customer service representatives	7,460	21.69	45,110
25-2031	Secondary school teachers, exc. special & career/technical education	7,130	(3/)	63,030
37-3011	Landscaping and groundskeeping workers	7,070	21.14	43,970
43-6014	Secretaries & admin. assistants, exc.	6,720	25.35	52,730
35-1012	First-line supervisors of food preparation	6,590	25.58	53,200
41-1011	First-line supervisors of retail sales workers	6,290	27.98	58,190
31-1120	Home Health and Personal Care Aides	6,260	17.61	36,630
25-9045	Teaching assistants, except postsecondary	5,950	(3/)	35,990
47-2031	Carpenters	5,630	41.70	86,730
25-2021	Elementary school teachers, exc. special education	5,270	(3/)	61,040

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 2024 State Occupational Employment and Wage Estimates Hawaii" <http://www.bls.gov/oes/current/oes_hi.htm> accessed April 8, 2025.

**Table 12.35-- EMPLOYMENT AND WAGES OF URBAN HONOLULU
METROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS:
MAY 2024**

[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	18,970	16.01	33,310
41-2031	Retail salespersons	11,950	19.06	39,650
29-1141	Registered nurses	9,930	60.17	125,160
43-9061	Office clerks, general	9,650	21.33	44,360
11-1021	General and operations managers	9,230	60.89	126,640
35-3031	Waiters & waitresses	8,480	25.96	53,990
33-9032	Security guards	8,280	20.40	42,440
35-2014	Cooks, restaurant	7,680	21.30	44,310
43-1011	First-line supervisors of office & admin. support workers	7,400	32.34	67,260
41-2011	Cashiers	7,250	17.05	35,460
37-2011	Janitors & cleaners, exc. maids & housekeeping	7,200	18.20	37,850
53-7062	Laborers & freight, stock, & material movers, hand	6,600	23.11	48,070
37-2012	Maids and housekeeping cleaners	6,440	25.07	52,150
43-4051	Customer service representatives	5,750	21.38	44,470
53-7065	Stockers and order fillers	5,300	19.52	40,610
25-2031	Secondary school teachers, exc. special and career/technical education	5,030	(3/)	62,790
49-9071	Maintenance & repair workers, general	4,920	27.07	56,300
43-6014	Secretaries & admin. assistants, exc. legal, medical, & executive	4,860	25.07	52,140
35-1012	First-line supervisors of food preparation and serving	4,520	24.65	51,270
31-1120	Home health and personal care aides	4,290	17.39	36,160
25-9045	Teaching assistants, exc. postsecondary	4,100	(3/)	35,480
41-1011	First-line supervisors of retail sales workers	4,060	27.56	57,330
13-2011	Accountants and auditors	3,800	36.77	76,480
25-2021	Elementary school teachers, exc. special education	3,710	(3/)	61,090
13-1199	Business operations specialists, all other	3,650	44.28	92,100

Continued on next page.

**Table 12.35-- EMPLOYMENT AND WAGES OF URBAN HONOLULU
METROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS:
MAY 2024 -- Con.**

1/ Standard Occupational Classification (SOC) system.

2/ Annual wages have been calculated by multiplying the hourly mean wage by a "year-round, full-time" hour 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 2024 Metropolitan Area Occupational Employment and Wage Estimates Urban Honolulu, HI MSA"

<http://www.bls.gov/oes/current/oes_46520.htm> accessed April 8, 2025.

**Table 12.36-- EMPLOYMENT AND WAGES OF KAHULUI-WAILUKU-LAHAINA
METROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS:
MAY 2024**

[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	2,710	17.56	36,520
35-3031	Waiters & waitresses	2,460	37.75	78,510
37-2012	Maids and housekeeping cleaners	2,390	25.84	53,750
41-2031	Retail salespersons	2,350	20.51	42,660
35-2012	Cooks, restaurant	1,840	25.70	53,460
43-9061	Office clerks, general	1,590	23.07	47,980
11-1021	General and operations managers	1,560	61.20	127,300
41-2011	Cashiers	1,560	19.18	39,890
49-9071	Maintenance & repair workers, general	1,310	29.81	62,000
37-3011	Landscaping and groundskeeping workers	1,290	21.99	45,740
37-2011	Janitors & cleaners, exc. maids & housekeeping	1,230	20.44	42,510
53-7065	Stockers and order fillers	1,230	20.77	43,210
43-1011	First-line supervisors of office & admin. supp. workers	1,200	34.20	71,130
29-1141	Registered nurses	1,170	59.86	124,500
53-7062	Laborers and freight, stock, and material movers, hand	1,030	22.84	47,520
41-1011	First-line supervisors of retail sales workers	940	29.34	61,030
35-1012	First-line supervisors of food preparation and	900	28.80	59,900
47-2031	Carpenters	830	41.61	86,540
25-2031	Secondary school teachers, exc. special & career/tech. education	820	(3/)	66,410
35-3011	Bartenders	780	42.21	87,800
35-9011	Dining room and cafeteria attendants and	770	27.35	56,880
43-4081	Hotel, motel, & resort desk clerks	770	28.43	59,140
43-6014	Secretaries & admin. assistants, exc. legal, medical, & executive	770	26.99	56,140
39-3091	Amusement and recreation attendants	760	22.25	46,290
35-9021	Dishwashers	750	20.80	43,260

Continued on next page.

**Table 12.36-- EMPLOYMENT AND WAGES OF KAHULUI-WAILUKU-LAHAINA
METROPOLITAN STATISTICAL AREA'S 25 LARGEST OCCUPATIONS:
MAY 2024 -- Con.**

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 2024 Metropolitan Area Occupational Employment and Wage Estimates Kahului-Wailuku-Lahaina, HI MSA"

<http://www.bls.gov/oes/current/oes_27980.htm> accessed April 8, 2025.

**Table 12.37-- EMPLOYMENT AND WAGES OF HAWAII-KAUAI
NONMETROPOLITAN STATISTICAL AREA'S 25 LARGEST
OCCUPATIONS: MAY 2024**

[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	4,160	16.91	35,170
41-2031	Retail salespersons	3,820	19.59	40,740
35-3031	Waiters and waitresses	2,890	29.06	60,450
35-2014	Cooks, restaurant	2,670	22.71	47,240
37-3011	Landscaping and groundskeeping workers	2,460	21.61	44,940
43-9061	Office clerks, general	2,440	21.42	44,550
41-2011	Cashiers	2,420	18.08	37,600
37-2012	Maids and housekeeping cleaners	2,360	23.59	49,070
53-7065	Stockers and order fillers	2,150	20.27	42,170
11-1021	General and operations managers	2,120	55.00	114,390
29-1141	Registered nurses	1,990	55.91	116,290
43-1011	First-line supervisors of office & admin. supp. workers	1,670	30.69	63,830
49-9071	Maintenance and repair workers, general	1,610	28.33	58,920
37-2011	Janitors and cleaners, except maids and	1,580	20.37	42,360
53-7062	Laborers and freight, stock, and material movers,	1,500	22.87	47,570
31-1120	Home health and personal care aides	1,330	17.80	37,030
25-2031	Secondary school teachers, exc. special &	1,270	(3/)	61,810
41-1011	First-line supervisors of retail sales workers	1,270	28.28	58,820
25-9045	Teaching assistants, exc. postsecondary	1,230	(3/)	36,530
35-1012	First-line supervisors of food prep. & serving workers	1,160	26.70	55,540
47-2031	Carpenters	1,150	38.67	80,440
39-3091	Amusement and recreation attendants	1,100	20.59	42,820
25-2021	Elementary school teachers, exc. special education	1,070	(3/)	59,820
35-9011	Dining room and cafeteria attendants and	1,070	23.11	48,080
43-6014	Secretaries & admin. assistants, exc. legal, medical, & executive	1,070	25.44	52,920

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**Table 12.37-- EMPLOYMENT AND WAGES OF HAWAII-KAUAI
NONMETROPOLITAN STATISTICAL AREA'S 25 LARGEST
OCCUPATIONS: MAY 2024 -- Con.**

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 2024 Nonmetropolitan Area Occupational Employment and Wage Estimates, Hawaii-Kauai Nonmetropolitan Area"
<http://www.bls.gov/oes/current/oes_1500001.htm> accessed April 8, 2025.

**Table 12.38-- ANNUAL COMPENSATION OF HIGHEST-PAID MEMBERS
OF PUBLIC BOARD OF DIRECTORS: 2015 TO 2024**

[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	2023	2024
Ranked	50	50	50	50	50	50	50	50	25	8
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	2/ 11	2/ 1
300,000 to 399,999	3	6	7	6	5	1	4	3	4	-
400,000 to 499,999	2	1	2	3	4	1	1	1	1	-
500,000 to 599,999	2	1	-	1	-	1	1	1	-	-
600,000 to 699,999	4	2	1	-	-	-	-	-	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	-
1,500,000 to 1,999,999	3	2	1	1	1	1	2	2	1	-
2,000,000 to 2,999,999	1	1	1	1	1	1	-	2	-	2
3,000,000 to 3,999,999	1	2	1	1	2	1	2	1	1	-
4,000,000 to 4,999,999	1	2	2	2	1	1	2	2	2	3/ 3
5,000,000 to 5,999,999	1	1	1	2	2	3	-	-	2	1
6,000,000 and over	-	-	1	-	1	-	3	4/ 2	4/ 1	4/ 1

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; \$161,922 in 2022; \$237,000 (among top 25) in 2023, and \$275,476 (among ranked top 8) in 2024.

3/ In light of economic conditions and other considerations, one of the Directors repaid a portion of his compensation.

4/ Highest total compensation was \$6,056,524 in 2022; \$6,165,815 (among top 25) in 2023; and \$6,146,934 (among ranked top 8) in 2024.

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, 2018) 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); Ibid. "2022" (June 23, 2023); Ibid. "2023" (June 21, 2024); and "2024" (July 4, 2025).

Table 12.39-- 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> 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> 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 12.40-- MINIMUM WAGE, BY STATE AND FOR THE DISTRICT OF COLUMBIA: JANUARY 1, 2025

[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 <<https://www.dol.gov/agencies/whd/state/contacts>>]

Area	Minimum wage	Area	Minimum wage
Alabama	(1/)	Nebraska	13.50
Alaska	11.91	Nevada	12.00
Arizona	14.70	New Hampshire	7.25
Arkansas	11.00	New Jersey 3/	15.49
California	16.50	New Mexico	12.00
Colorado	14.81	New York 3/	16.50
Connecticut	16.35	North Carolina	7.25
Delaware	15.00	North Dakota	7.25
Florida	13.00	Ohio 3/	10.70
Georgia 2/	7.25	Oklahoma 3/	7.25
Hawaii	14.00	Oregon 3/	15.95
Idaho	7.25	Pennsylvania	7.25
Illinois	15.00	Rhode Island	15.00
Indiana	7.25	South Carolina	(1/)
Iowa	7.25	South Dakota	11.50
Kansas	7.25	Tennessee	(1/)
Kentucky	7.25	Texas	7.25
Louisiana	(1/)	Utah	7.25
Maine	14.65	Vermont	14.01
Maryland	15.00	Virginia	12.41
Massachusetts	15.00	Washington	16.66
Michigan	10.56	West Virginia	8.75
Minnesota	11.13	Wisconsin	7.25
Mississippi	(1/)	Wyoming 2/	7.25
Missouri	13.75	District of Columbia	17.50
Montana 3/	10.55		

1/ No minimum wage required under state laws.

2/ The state minimum wage is \$5.15 per hour but employers subject to the Fair Labor Standards Act must pay the current Federal minimum wage of \$7.25 per hour.

3/ 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.

Source: U. S. Department of Labor, Wage and Hour Division (WHD), "Consolidated Minimum Wage Table - January 1, 2025" <<https://www.dol.gov/agencies/whd/minimum-wage/state>> accessed July 3, 2025.

**Table 12.41-- FEDERAL MINIMUM WAGE WORKERS, ANNUAL AVERAGE:
TOTAL, 2010 TO 2024, 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, increased to \$12.00 on October 1, 2022; and to \$14.00 on January 1, 2024. 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)
2023	359	2	-	2	0.5	0.0	0.5	(NA)
2024	344	2	-	2	0.6	0.1	0.5	(NA)

Continued on next page.

**Table 12.41-- FEDERAL MINIMUM WAGE WORKERS, ANNUAL AVERAGE:
TOTAL, 2010 TO 2024, AND BY SEX, 2010 TO 2013 AND 2022 -- Con.**

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> accessed July 2, 2025; and records.

Table 12.42-- COMPENSATION OF THE PRESIDENT/OTHER AND PRESIDENT OF SELECTED LABOR UNIONS: 2022 TO 2024

[In reported to the U.S. Department of Labor, Office of Labor-Manangement 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]

Total compensation	President/other	President		
	2022	2022	2023	2024
Total	75	72	72	73
\$250,000 to \$299,999	1	1	-	1
\$200,000 to \$249,999	1	-	2	1
\$150,000 to \$199,999	3	2	2	2
\$100,000 to \$149,999	4	4	4	3
\$20,000 to \$99,999	5	5	3	7
\$10,000 to \$19,999	6	4	2	4
\$2,000 to \$9,999	10	10	14	12
\$1,000 to \$1,999	5	5	11	7
\$1 to \$999	9	9	5	5
\$0 or no data	31	32	29	31

Source: U.S. Department of Labor, Office of Labor-Manangement Standards (OLMS), Online Public Disclosure Room Officer/Employee Search "President/other" <<https://olmsapps.dol.gov/query/>> accessed July 23, 2023; "President" (annual) <<https://olmsapps.dol.gov/query/>> accessed July 5, 2024 and July 14, 2025.

Table 12.43-- AVERAGE AND TOTAL WEEKLY HOURS AT WORK: 2008 TO 202

[In thousands of persons and number of hours]

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
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
2022	616	32	76	49	25	321	33	81	37.9	41.5
2023	623	31	77	49	30	315	36	86	38	41.5

Source: U.S. Department of Labor, Bureau of Labor Statistics, *Geographic Profile of Employment and Unemployment, 2008* (Bulletin 2737, March 2010) <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> accessed March 16, 2011; Ibid. *2010* <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> accessed May 15, 2013; Ibid. *2012* <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> accessed March 18, 2015; Ibid. *2014* <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; Ibid. *2022* <<https://www.bls.gov/opub/geographic-profile/home.htm>> accessed January 11, 2024; Ibid. *2023* <<https://www.bls.gov/opub/geographic-profile/home.htm>> accessed February 25, 2025; and earlier reports.

Table 12.44-- INTERSTATE MOVEMENT OF JOB-SEEKERS PARTICIPATING IN THE UNEMPLOYMENT INSURANCE PROGRAM: 1997 TO 2024

Year	Island workers on Mainland 1/	Mainland workers in Hawaii 2/	Ratio 3/
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	4/ 1,776	1,111	4/ 63
2023	2,577	1,189	46
2024	1,962	1,124	57

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.

4/ Revised from previous *Data Book*.

Source: Hawaii State Department of Labor and Industrial Relations, Research & Statistics Office, Operations Management Information Section (OMI), records.

**Table 12.45-- NONFATAL OCCUPATIONAL INJURIES AND ILLNESSES,
PRIVATE INDUSTRY: 2002 TO 2023**

[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	7.7
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	5.1
2012	13.7	3.8	8.2	2.3	5.5
2013	13.5	3.7	8.2	2.3	5.3
2014	14.3	3.7	8.6	2.2	5.7
2015	13.1	3.4	7.9	2.1	5.2
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	13.0	3.3	7.0	2.1	6.0
2022	12.2	3.2	7.0	1.8	5.2
2023	12.4	3.1	7.5	1.9	4.8

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) <<https://dbedt.hawaii.gov/economic/occupational-injuries-and-illnesses/>> accessed July 9, 2025; U.S. Bureau of Labor Statistics, "State Occupational Injuries, Illnesses, and Fatalities" <<http://www.bls.gov/iif/oshstate.htm#HI>> accessed July 9, 2025 and calculations by Hawaii State Department of Business, Economic Development & Tourism.

Table 12.46-- FATAL OCCUPATIONAL INJURIES BY EVENT OR EXPOSURE: 2014 TO 2023

[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/	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total	31	18	29	20	22	26	16	15	25	16
Violence & other injuries by persons or animals 2/	4	5	(3/)	3	5	5	(3/)	(3/)	4	(3/)
Transportation incidents 4/	14	6	20	10	5	12	7	3	14	(3/)
Fires and explosions	(3/)	(3/)	(3/)	(3/)	(3/)	1	(3/)	(3/)	(3/)	(3/)
Falls, slips, trips	7	3	5	5	5	(3/)	(3/)	(3/)	(3/)	(3/)
Exposure to harmful substances or environ.	(3/)	3	(3/)	(3/)	4	4	(3/)	4	(3/)	(3/)
Contact with objects and equipment	3	(3/)	1	(3/)	3	(3/)	(3/)	3	4	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/osh/oics.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/foi.pdf>> accessed January 22, 2020; Ibid "2019" (December 16, 2020) <<https://www.bls.gov/news.release/pdf/foi.pdf>> accessed June 6, 2021; Ibid "2020" (December 16, 2021) <<https://www.bls.gov/news.release/pdf/foi.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> accessed February 11, 2020; Ibid. "2019" (April 6, 2021) <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> accessed June 9, 2022; Census of Fatal Occupational Injuries (2011 forward) <<https://data.bls.gov/PDQWeb/fw>> accessed January 11, 2024; Ibid. "Fatal Work Injuries in Hawaii – 2023" (March 4, 2025) <https://www.bls.gov/regions/west/news-release/fatalworkinjuries_hawaii.htm> accessed March 4, 2025.

Table 12.47-- FATAL OCCUPATIONAL INJURIES FOR HAWAII AND THE UNITED STATES: 1992 TO 2023

[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	2009	13	4,551
1993	26	6,331	2010	19	4,690
1994	21	6,632	Revised OIICS 2/	26	4,693
1995	24	6,275			
1996	27	6,202			
1997	19	6,238			
1998	12	6,055			
1999	32	6,054			
2000	20	5,920			
2001 1/	41	5,915			
2002	24	5,534			
2003	21	5,575			
2004	25	5,764	2011	20	4,628
2005	15	5,734	2012	11	4,585
2006	30	5,840	2013	31	4,821
2007	23	5,657	2014	18	4,836
2008	19	5,214	2015	29	5,190
			2016	20	5,147
			2017	22	5,250
			2018	26	5,333
			2019	16	4,764
			2020	15	5,190
			2021	25	5,486
			2022	16	5,283
			2023		

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 year. 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/cfoi/cftb0186.pdf>> accessed April 21, 2005; Census of Fatal Occupational Injuries (CFOI) - Current and Revised Data, "Census of Fatal Occupational Injuries 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; "Census of Fatal Occupational Injuries (2011 forward)" <<https://data.bls.gov/PDQWeb/fw>> accessed January 11, 2024; and Ibid. "Fatal Work Injuries in Hawaii – 2023" (March 4, 2025) <https://www.bls.gov/regions/west/news-release/fatalworkinjuries_hawaii.htm> accessed March 4, 2025.

**Table 12.48-- 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 12.49-- UNION AFFILIATION OF EMPLOYED WAGE AND SALARY WORKERS FOR HAWAII AND THE UNITED STATES: 2000 TO 2024

[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 em- ployed (1,000)	Members of unions (1,000) 1/		Represented by unions (1,000) 2/		Total em- ployed (1,000)	Members of unions (1,000) 1/		Represented by unions (1,000) 2/	
		Total	Percent of em- ployed	Total	Percent of em- ployed		Total	Percent of em- ployed		
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
2023	573	138	24.1	147	25.6	144,541	14,424	10.0	16,193	11.2
2024	556	147	26.5	153	27.5	144,522	14,255	9.9	16,023	11.1

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 - 2024" (USDLE-25-0105, January 28, 2025)
<https://www.bls.gov/news.release/union2.toc.htm> accessed January 28, 2025 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 28, 2025.

Table 12.50-- LABOR UNIONS AND MEMBERSHIP: 2019 TO 2023

[As of December 31. Greatest membership in 2023 ranked 1]

Rank	Labor union	2019	2020	2021	2022	2023
1	Hawaii Government Employees Assn., AFSCME Local 152	39,000	38,647	36,140	35,813	35,343
2	Hawaii State Teachers Association	13,700	13,500	13,700	13,700	13,700
3	Longshore & Warehouse Union, Local 142	15,203	13,655	13,271	13,194	13,264
4	United Public Workers, AFSCME, Local 646	12,800	12,798	11,943	11,690	11,818
5	UNITE HERE, Local 5	11,254	7,830	9,979	8,383	9,197
6	Teamsters, Local 996	5,179	6,467	5,778	5,863	6,148
7	Hawaii Nurses Association	4,723	4,000	3,993	3,979	4,198
8	Carpenters, Local 745	4,440	4,262	4,335	4,168	4,106
9	Laborers, Local 368	4,014	3,962	3,819	3,622	3,692
10	Operating Engineers, Local 3	(1/)	3,500	3,500	3,500	3,500
11	Electrical Workers, Local 1186	3,471	3,184	3,112	2,973	2,956
12	Hawaii Fire Fighters Association, Local 1463	3,100	3,100	2,900	2,900	2,900
13	United Food & Commercial Workers, Local 480	2,404	2,755	2,727	2,582	2,743
14	State of Hawaii Organization of Police Officers (SHOPO)	3,560	3,000	2,700	2,700	2,700
15	University of Hawaii Professional Assembly	3,261	3,402	2,723	2,623	2,642
16	Electrical Workers, Local 1260	2,881	2,571	2,552	2,642	2,641
17	Plumbers and Fitters, Local 675	2,192	2,251	2,287	2,300	2,325
18	Carpenters, Local 746	1,848	1,823	1,862	1,839	1,833
19	Bricklayers, Local 1	982	992	1,040	1,021	932
20	Machinists, Lodge 1979	4,545	(1/)	(1/)	(1/)	911
21	Plasterers and Cement Masons, Local 630	901	798	683	791	845
(1/)	Machinists, Lodge 1998	1,007	990	919	882	(1/)
(1/)	SMART, Local 293	839	847	848	848	(1/)
(1/)	Stage & Picture Operators Local 665	598	589	661	703	(1/)
(1/)	Iron Workers, Local 625	781	763	719	674	(1/)
(1/)	Electrical Workers, Local 1357	638	557	535	539	(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; 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) (p. 58); *Pacific Business News* "Labor Unions Ranked by Number of Members as of December 31, 2022" (December 15-21, 2023) (p.15); and Ibid. "Book of Lists 2024-2025 (December 27, 2024) "Labor Unions Ranked by Number of Members as of December 31, 2024" (December 13, 2024) (p. 53).

Table 12.51-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE BARGAINING UNITS, BY EMPLOYING JURISDICTION: 2004 TO 2024

[As of December 31]

Year	Total incl. charter schools	Total as published	State of Hawaii	City & County of Honolulu	County of Hawaii	County of Maui	County of Kauai	Dept. of Educ.	Judici- ary	Univer- sity of Hawaii	HHSC 1/	Charter schools 2/
2004	(NA)	64,040	18,436	7,916	1,937	1,790	938	21,789	1,376	6,667	3,191	(NA)
2005	(NA)	59,316	13,624	7,863	1,938	1,839	840	21,727	1,394	6,837	3,254	(NA)
2006	(NA)	60,256	13,656	8,063	2,056	1,869	942	21,879	1,525	7,035	3,231	(NA)
2007	(NA)	60,934	12,988	8,200	2,153	1,915	978	22,238	1,580	7,264	3,618	(NA)
2008	(NA)	61,684	13,356	8,411	2,294	2,037	988	22,059	1,507	7,512	3,520	(NA)
2009	(NA)	61,528	13,478	8,253	2,241	2,118	987	22,101	1,567	7,363	3,420	(NA)
2010	(NA)	59,573	12,362	8,044	2,193	2,133	841	21,598	1,599	7,178	3,625	(NA)
2011	(NA)	59,516	12,105	7,884	2,171	2,110	1,024	21,551	1,587	7,335	3,749	(NA)
2012	60,830	60,030	12,458	7,804	2,186	2,068	1,140	21,456	1,575	7,472	3,871	800
2013	61,687	60,830	12,437	7,994	2,229	2,217	1,043	21,801	1,598	7,626	3,885	857
2014 3/	61,479	61,086	12,773	8,181	2,286	2,101	1,119	21,714	1,607	7,519	3,786	393
2015 3/	62,016	60,729	12,368	8,172	2,306	2,125	1,082	21,562	1,599	7,410	4,105	1,287
2016 3/	61,883	60,607	12,848	8,209	2,322	2,153	1,084	21,633	1,554	7,349	3,455	1,276
2017 3/	61,024	59,657	12,701	8,125	2,288	2,113	1,197	22,209	1,560	7,272	2,192	1,367
2018 3/	61,094	59,727	12,676	8,107	2,319	2,142	1,076	22,240	1,539	7,271	2,357	1,367
2019 3/	61,972	60,747	12,685	8,076	2,350	2,132	1,078	22,420	1,558	8,016	2,432	1,225
2020 3/	60,781	59,172	12,343	8,124	2,394	2,131	1,078	22,233	1,479	6,962	2,428	1,609
2021 4/	59,635	57,881	12,026	7,880	2,388	2,112	1,146	21,797	1,441	6,551	2,540	1,754
2022 4/	59,140	57,404	11,749	7,826	2,371	2,110	1,071	21,806	1,377	6,501	2,593	1,736
2023 4/	60,027	58,209	11,743	7,830	2,444	2,405	1,099	22,076	1,390	6,449	2,773	1,818
2024 4/	60,876	58,998	12,112	8,049	2,469	2,238	1,089	22,096	1,406	6,705	2,834	1,878

Continued on next page.

Table 12.51-- STATE AND COUNTY EMPLOYEES IN COLLECTIVE BARGAINING UNITS, BY EMPLOYING JURISDICTION: 2004 TO 2024 -- Con.

NA Not available.

1/ Acronyms: HHSC = Hawaii Health Systems Corporation and BU = Bargaining Unit.

2/ Employees of Charter Schools are represented by appropriate BU and are not included in the Department of Education.

3/ Beginning in 2014, includes new BU 14 State law enforcement officers and state and county ocean safety and water safety officers. BU14 was signed into law as SLH2013 Act 137 and HLRB issued Order #2949 formally establishing BU 14 and classes within on November 7, 2013.

4/ Beginning in 2022, includes reconfigured BU 14 to include State law enforcement officers and BU 15 to include state and county ocean safety and water safety officers. BU15 was signed into law as SLH2020 Act 31 and HLRB issued Decision #500 formally establishing BU 15 and classes within on January 7, 2021. See Section 9 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; No. 60A (May 27, 2022 and revised June 23, 2023) No. 61 (July 5, 2023), and No. 62 (February 21, 2024), No. 63 (February 21, 2025). For No. 43 to current, see also <<http://labor.hawaii.gov/hlrp/find-a-report/>> accessed July 3, 2025;

Table 12.52-- COLLECTIVE BARGAINING AGREEMENTS: 1964 TO 2018

Year	Number of agree-ments	Workers covered		Year	Number of agree-ments	Workers covered	
		Total	Average per agree-ment			Total	Average per agree-ment
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 12.53-- WORK STOPPAGES: 1990 TO 2024

[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)
2023 5/	3	573	(NA)
2024 6/	1	1,800	(NA)

Continued on next page.

Table 12.53-- WORK STOPPAGES: 1990 TO 2024 -- Con.

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).

6/ Other stoppages did not meet inclusion criteria, for example the health services one-week strike did not include the job count reference period of January 12th payroll and other stoppages, e.g. one to three days, should not have affected the industry estimate for that month.

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, 1993-Present" <<https://www.bls.gov/web/wkstp/monthly-listing.htm>> accessed July 7, 2025. See also "Major Work Stoppages Detailed Monthly Listing 2024" <<https://www.bls.gov/wsp/publications/monthly-details/XLSX/work-stoppages-2024.xlsx>> accessed July 7, 2025.

**Table 12.54-- WORK STOPPAGES INVOLVING 1,000 OR MORE WORKERS:
1983 TO 2024**

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 2023	-	-	-	-
2024	1	1,800	(NA)	(NA)

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, 1993-Present"

<<https://www.bls.gov/web/wkstp/monthly-listing.htm>> accessed July 7, 2025. See also "Major Work Stoppages Detailed Monthly Listing 2024" <<https://www.bls.gov/wsp/publications/monthly-details/XLSX/work-stoppages-2024.xlsx>> accessed July 7, 2025.