



Highlights of Women's Earnings in 2003



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Introduction

Median weekly earnings for women who were full-time wage and salary workers were \$552 in 2003. This amount equaled 80 percent of men's \$695 weekly median, up from 78 percent in 2002. In 1979, the first year of comparable earnings data, women earned 63 percent as much as men. (See chart 1.)

The women's-to-men's earnings ratio varied significantly by demographic group. The ratio was about 88 percent for both blacks and Hispanics or Latinos in 2003; for whites it was 79 percent; and for Asians it was 78 percent. Young women (16 to 24 years old) earned almost as much as young men, while women aged 35 years and older earned about three-fourths as much as their male peers.

This report presents earnings data from the Current Population Survey (CPS). The CPS is a national monthly survey of approximately 60,000 households conducted by the U.S. Census Bureau for the Bureau of Labor Statistics. Information on earnings is collected from one-fourth of the CPS sample each month. Users should note that the comparisons of earnings in this report are on a broad level and do not control for many factors that can be significant in explaining earnings differences. For a detailed description of the source of the data and an explanation of the concepts and definitions used, see the Technical Note.

Highlights

Following are some highlights of women's and men's earnings in 2003:

Full-time workers

- Among women, 45- to 54-year-olds had the highest median weekly earnings (\$609), followed closely by 55- to 64-year-olds (\$601) and 35- to 44-year-olds (\$590). Men's earnings were highest among 45- to 54-year-olds (\$834) and 55- to 64-year-olds (\$827). The difference between women's and men's earnings was much larger among middle-aged and older workers than it was among younger workers. For instance, among workers aged 45 to 54, women earned 73 percent as much as men. By comparison, among 16- to 24-year-olds, women earned 93 percent as much as men. (See table 1.)

- Between 1979 and 2003, the earnings gap between women and men narrowed for most major age groups. The women's-to-men's earnings ratio among 35- to 44-year-olds, for example, was 76 percent in 2003 compared with 58 percent in 1979, and that for 45- to 54-year-olds was 73 percent in 2003 compared with 57 percent in 1979. The earnings ratios for teenagers and for workers aged 65 and older, however, showed no consistent movement over the period. (See table 12.)

- Asian workers of both sexes earned more than their white, black, and Hispanic or Latino counterparts, although the differences among women were smaller than those among men. Asian women's median weekly earnings (\$598) were 5 percent higher than white women's earnings (\$567), 22 percent greater than black women's earnings (\$491), and 46 percent higher than the earnings of Hispanic or Latino women (\$410). In comparison, Asian men's earnings (\$772) were 8 percent higher than the earnings of white men (\$715), 39 percent greater than the earnings of black men (\$555), and 66 percent higher than those of Hispanic or Latino men (\$464). (See tables 1 and 13 and chart 2.)

- Earnings differences between women and men were widest for whites and Asians. White women earned 79 percent as much as white men in 2003, and Asian women earned 78 percent as much as Asian men. Both black and Hispanic women's earnings were about 88 percent of their male counterparts' earnings. (See table 1.)

- Growth in the earnings of white women has outpaced that of their black and Hispanic or Latino counterparts. Between 1979 and 2003, inflation-adjusted earnings for white women grew fairly steadily, rising by 31 percent. Earnings growth over the period was 24 percent among black women and 11 percent among Hispanic or Latino women. In contrast, real earnings for white and black men rose only slightly, while those for Hispanic or Latino men fell by 10 percent. (See table 13.)

- Median weekly earnings varied considerably by educational level in 2003. Among women, those with less than a high school diploma earned \$329 per week, compared with \$832 for those with a college degree. Among men, high school

dropouts had earnings of \$429 a week, compared with \$1,131 for college graduates. (See table 6.)

- At all levels of education, women have fared better than men with respect to earnings growth. Although both women and men with less than a high school diploma experienced a decline in inflation-adjusted earnings from 1979 to 2003, the drop for women was significantly less than that for men—8 percent compared with 28 percent. Earnings of women with college degrees increased by 34 percent on an inflation-adjusted basis, while earnings of male college graduates rose by 22 percent. (See table 14 and chart 3.)

- Women working full time in management, business, and financial operations occupations earned \$799 per week in 2003. This was more than women earned in any other major occupational category. The second highest paying job group was professional and related occupations, in which women earned \$739 per week. Within management and business fields, the highest paying occupations for women were chief executives, computer and information systems managers, management analysts, and general and operations managers. Within professional occupations, women working as computer software engineers, computer programmers, physicians and surgeons, pharmacists, and lawyers had the highest median weekly earnings. (See table 2.)

- In both managerial and professional occupational groups, women and men tend to work in different specific occupations. In professional and related occupations, for example, women were much less likely than men to be employed in some of the highest paying fields, such as engineering and computer and mathematical occupations. Instead, women were more likely to work in lower paying professions, such as education, training, and library occupations. (See table 2.)

- The ratio of women's to men's earnings varied by place of residence, from a high of 95 percent in the District of Columbia to a low of 65 percent in Wyoming. The differences among the States reflect, in part, variations in the occupational, industrial, and age composition of each State's labor force. In addition, sampling error for the State estimates is considerably larger than it is for the national data; thus, comparisons of State estimates should be made with particular care. (See table 3.)

- Just 5 percent of women earned \$1,500 or more per week, compared with 12 percent of men. Not surprisingly, given their higher earnings overall, Asian women were more likely to earn at least \$1,500 per week than were white, black, or Hispanic or Latino women. (See table 7.)

- Among parents of children under the age of 18, married mothers' earnings were 22 percent higher than the earnings of unmarried mothers. The difference was even greater for men: married fathers earned 34 percent more than unmarried fathers. (See table 8.)

Part-time workers

- Women who worked part time—that is, fewer than 35 hours per week—made up 25 percent of all female wage and salary workers in 2003. In contrast, just 11 percent of men in wage and salary jobs worked part time. (See tables 4 and 5.)

- Median weekly earnings of female part-time workers were \$197, compared with \$180 for male part-time workers. The men had lower earnings than the women because male part-time workers tend to be highly concentrated in the youngest age groups, which typically have low earnings. One-half of male part-time workers were 16 to 24 years old, compared with about 30 percent of female part-timers. (See table 4.)

Workers paid by the hour

- About 63 percent of women and 57 percent of men employed in wage and salary jobs were paid by the hour in 2003. Women in this category had median hourly earnings of \$10.08. This was 85 percent of the median for men (\$11.89). (See tables 9, 10, 15, and 16.)

- About 4 percent of women who were paid hourly rates in 2003 reported earnings equal to or less than the prevailing Federal minimum wage of \$5.15 an hour. The corresponding share of men was 2 percent. (See tables 11 and 17 and chart 4. Also see the Technical Note for information about workers with earnings below the Federal minimum wage.)

- As would be expected, 16- to 19-year-old women and men who are paid hourly rates are the most likely to have earnings at or below the minimum wage. Relatively few workers aged 25 and older earn the minimum wage or less, although for women the incidence of minimum wage work rises again at age 65. (See table 11.)

Chart 1. Median usual weekly earnings of full-time wage and salary workers in constant (2003) dollars by sex, 1979-2003 annual averages

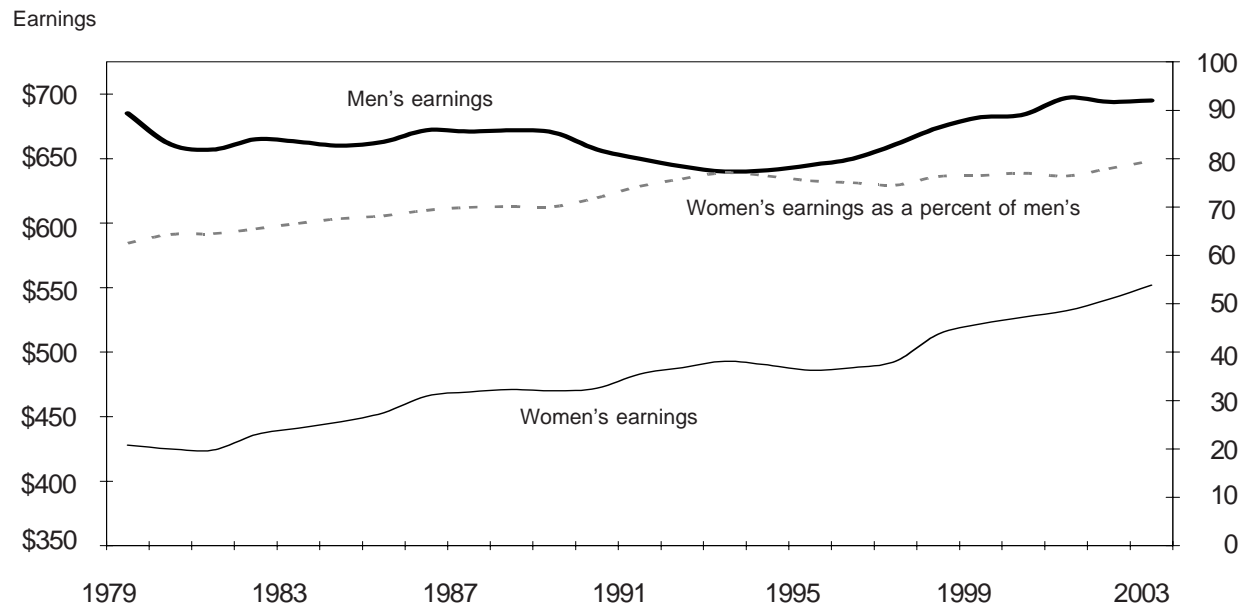


Chart 2. Median usual weekly earnings of full-time wage and salary workers by sex, race, and Hispanic or Latino ethnicity, 2003 annual averages

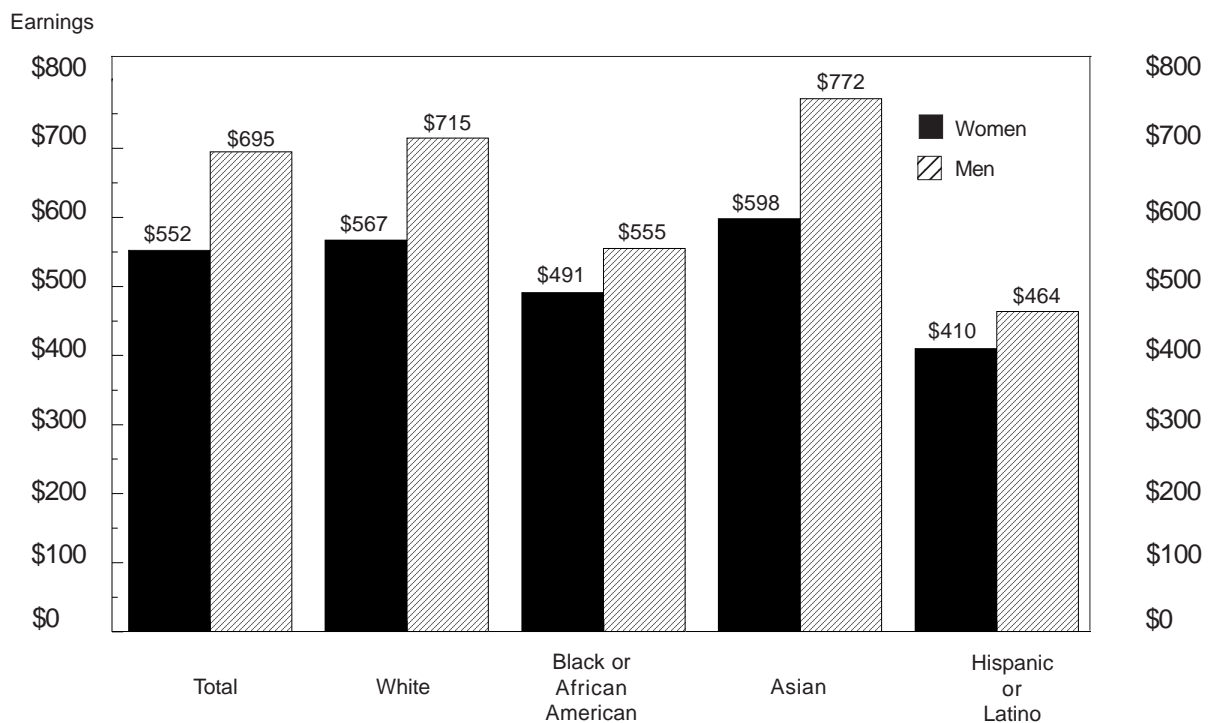
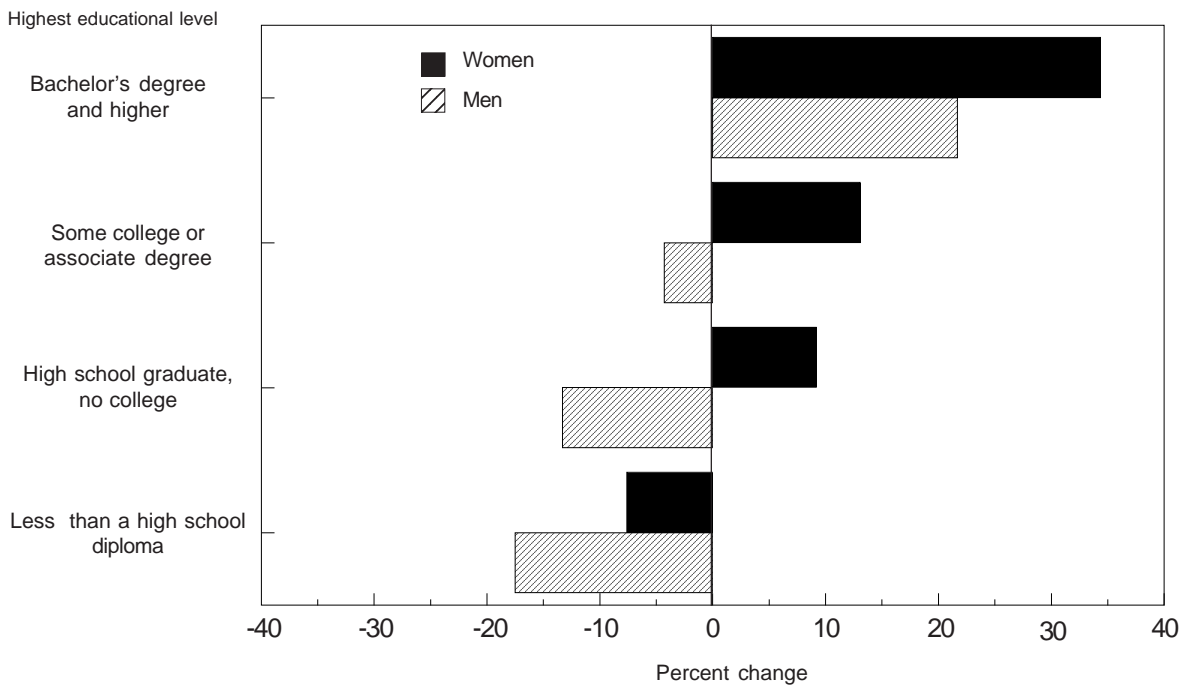
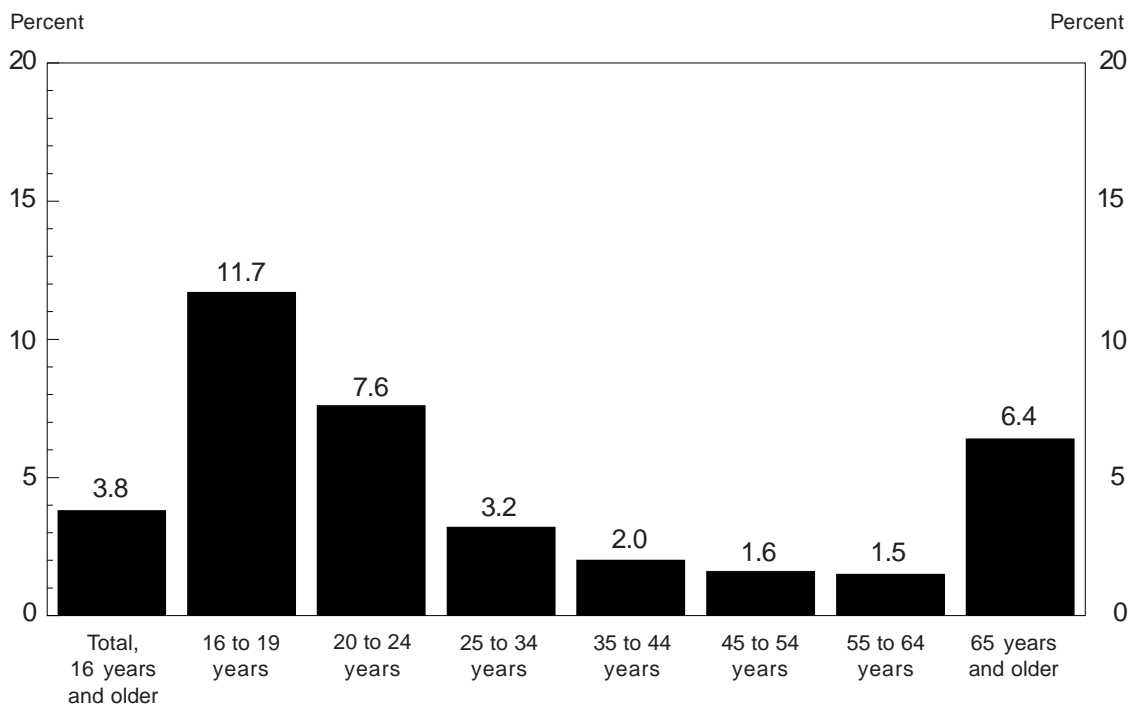


Chart 3. Change in median usual weekly earnings from 1979 to 2003 by educational attainment and sex



NOTE: Data relate to earnings of full-time wage and salary workers 25 years old and older. Changes are calculated from constant-dollar annual averages.

Chart 4. Women with earnings at or below the prevailing Federal minimum wage by age, 2003 annual averages



NOTE: Data relate to female wage and salary workers paid hourly rates.

Technical Note

The estimates in this report were obtained from the Current Population Survey (CPS), which provides a wide range of information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics (BLS) by the U.S. Census Bureau using a national sample of about 60,000 households, with coverage in all 50 States and the District of Columbia. The earnings data are collected from one-fourth of the CPS monthly sample.

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Recent survey changes

Beginning in January 2003, several major changes were introduced into the CPS. As a result, most data for 2003 forward are not strictly comparable with data for earlier years. Among these changes:

- Population controls were updated by the Census Bureau to incorporate new intercensal information and assumptions about the growth of the population, especially regarding estimates of net international migration. Employment and earnings estimates prior to 2003 were not revised to reflect the new population controls.
- Survey questions on Hispanic ethnicity and race were modified to comply with new standards on race and ethnicity data from Federal agencies. In accordance with the new standards, individuals now are asked whether they are of Hispanic ethnicity before being asked about their race. Also, individuals now are asked directly if they are Spanish, Hispanic, or Latino, instead of being asked a general question on country of origin. With respect to race, the response category of Asian and Pacific Islanders was split into two categories: Asian, and Native Hawaiian or Other Pacific Islanders. Population controls were developed for Asians; as a result, data for Asians are presented in this report for the first time. Also in accordance with the new standards, individuals were allowed to choose more than one race category. Prior to 2003, individuals who considered themselves to belong to more than one race were required to select a single primary race. In this report, data by race for 2003 include only those who chose a single race category.
- New occupational and industrial classification systems were introduced. These systems were derived from the 2000 Standard Occupational Classification (SOC) and the 2002 North American Industry Classification System (NAICS). The new classification systems differ substantially from the previous systems.

In addition, the introduction of the new occupational and industrial classification systems effectively created a break in series from 2000 forward for data disaggregated by class of worker status—that is, the classification of workers as either self-employed or wage and salary. This change resulted in a slightly lower estimate of the number of wage and salary workers (those featured in this publication) and minor revisions to the earnings measures for 2000-2002. Users therefore will note some differences with previously published women's-to-men's earnings ratios for those years in this publication. For more information about these and other recent changes to the survey, see "Revisions to the Current Population Survey Effective in January 2003" in the February 2003 issue of *Employment and Earnings* on the Internet at www.bls.gov/cps/rvcps03.pdf or the "Explanatory Notes and Estimates of Error" section of the February 2003 and subsequent issues of *Employment and Earnings*.

Concepts and definitions

The principal concepts and definitions used in connection with the earnings data in this report are described below.

Usual weekly earnings. Data are collected on wages and salaries before taxes and other deductions, and include any overtime pay, commissions, or tips usually received (at the principal job in the case of multiple jobholders). Self-employed workers are excluded, regardless of whether their businesses are incorporated. Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is as perceived by the respondent. If the respondent asks for a definition of usual, interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

Medians (and quantiles) of weekly earnings. Most of the earnings estimates shown in this report are medians. The median (or upper limit of the second quartile) is the amount that divides a given earnings distribution into two equal groups, one having earnings above the median, and the other having earnings below the median. Ten percent of workers in a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings); 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings); 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings); and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The BLS estimating procedure for determining the median of an earnings distribution places each reported or calculated weekly earnings value into a \$50-wide interval that is centered on a multiple of \$50. The actual value of the median is estimated through the linear interpolation of the interval in which the median lies.

Over-the-year changes in the medians (and quantile boundaries) for specific groups may not necessarily be consistent with the movements estimated for the overall quantile boundary. The most common reasons for this possible anomaly are:

- There could be a change in the relative weights of the subgroups. For example, the medians of both 16- to 24-year-olds and those 25 years and older may rise, but if the lower earning 16-to-24 age group accounts for a greatly increased share of the total, the overall median could actually fall.

- There could be a large change in the shape of the distribution of reported earnings, particularly near a quantile boundary. This could be caused by survey observations that are clustered at rounded values, for example, \$250, \$300, or \$400. An estimate lying in a \$50-wide centered interval containing such a cluster, or “spike,” tends to change more slowly than one in other intervals. For example, medians measure the central tendency of a multip peaked distribution that shifts over time. As the distribution shifts, the median does not necessarily move at the same rate. Specifically, the median takes relatively more time to move through a frequently reported interval but, once above the upper limit of such an interval, it can move relatively quickly to the next frequently reported earnings interval. BLS procedures for estimating medians (and other quantile boundaries) mitigate such irregular movements of the measures; however, users should be cautious of these effects when evaluating short-term changes in the medians, as well as in ratios of the medians.

Constant dollars. The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. BLS has made numerous improvements to the Consumer Price Index (CPI) over the past quarter-century. While these improvements make the present and future CPI more accurate, historical price index series are not adjusted to reflect the improvements. Because many researchers need a historical series that measures price change consistently over the entire period, the CPI-U-RS provides an estimate of the CPI that incorporates most of the methodological improvements made since 1978 into the entire series. For further information, see “CPI research series using current methods, 1978-98” by Kenneth J. Stewart and Stephen B. Reed, *Monthly Labor Review*, June 1999, pp. 29-38; and “Questions and Answers: Consumer Price Index Research Series Using Current Methods” on the Internet at www.bls.gov/cpi/cpirsdc.htm.

This report uses the most recent version of the CPI-U-RS

available at the time of production. Users should note, however, that the CPI-U-RS is subject to periodic revision. As a result, the rate of inflation incorporated into the constant-dollar earnings estimates in this report may differ from that used in previous reports in this series or in other publications.

Wage and salary workers. These are workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for purposes of the earnings series, excludes all self-employed persons, whether or not their businesses are incorporated.

Full-time workers. Workers who usually work 35 hours or more per week at their sole or principal job are defined as working full time for estimates of earnings.

Part-time workers. Workers who usually work fewer than 35 hours per week at their sole or principal job are defined as working part time for estimates of earnings.

Hourly paid workers. Workers who are paid an hourly wage make up approximately three-fifths of all wage and salary workers. Workers paid by the hour are, therefore, included in the full- and part-time worker tables in this report, along with salaried workers and other workers not paid by the hour. (Data for workers paid at hourly rates are presented separately in tables 9 to 11 and 15 to 17.)

Workers paid at or below the Federal minimum wage. The estimates of the numbers of workers with reported earnings at or below the Federal minimum wage in tables 11 and 17 pertain only to workers who are paid hourly rates. Salaried workers and other workers who are not paid by the hour are not included, even though some have earnings that, when converted to hourly rates, are at or below the minimum wage. Consequently, the estimates presented in this report likely understate the actual number of workers with hourly earnings at or below the minimum wage. Research has shown, however, that the degree of understatement is small. BLS does not routinely estimate hourly earnings for workers not paid by the hour because of data quality concerns associated with such an estimation process.

The prevailing Federal minimum wage was: \$2.90 effective January 1979; \$3.10 effective January 1980; \$3.35 effective January 1981; \$3.80 effective April 1990; \$4.25 effective April 1991; \$4.75 effective October 1996; and \$5.15 effective September 1997. Data for 1990-91 and 1996-97 in table 17 reflect changes in the minimum wage that took place during those years.

The presence of workers with hourly earnings below the minimum wage does not necessarily indicate violations of the Fair Labor Standards Act, as there are exemptions to the minimum wage provisions of the law. In addition, some workers might have rounded their hourly earnings to the nearest dollar in response to survey questions. As a result, some

might have been reported with hourly earnings below the minimum wage when, in fact, they earned the minimum wage or higher. This may be more likely to occur in years during which the minimum wage level is just above a whole dollar value, as has been the case since September 1997 (\$5.15).

Reliability

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than an entire population, is surveyed, there is a chance that the sample estimates may differ from the “true” population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more

than 1.6 standard errors from the “true” population value because of sampling error. BLS analyses generally are conducted at the 90-percent level of confidence. Estimates of earnings and their standard errors can be used to construct approximate confidence intervals, or ranges of values that include the true population value with known probabilities.

The CPS data also are affected by nonsampling error. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in data collection or processing.

For a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the “Explanatory Notes and Estimates of Error” section of *Employment and Earnings*.

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Table 1. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, 2003 annual averages

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
AGE										
Total, 16 years and over	100,302	\$620	\$1	44,076	\$552	\$2	56,227	\$695	\$2	79.5
16 to 24 years	10,790	387	2	4,632	371	3	6,158	398	2	93.3
16 to 19 years	1,602	311	3	666	299	4	936	321	4	93.2
20 to 24 years	9,187	402	2	3,965	387	3	5,222	412	3	94.0
25 years and over	89,513	662	2	39,444	584	2	50,069	744	2	78.5
25 to 34 years	24,776	594	2	10,475	546	4	14,301	628	4	87.0
35 to 44 years	27,095	687	3	11,646	590	3	15,449	775	5	76.2
45 to 54 years	24,446	723	4	11,296	609	3	13,150	834	6	73.0
55 to 64 years	11,439	708	6	5,286	601	5	6,154	827	9	72.6
65 years and over	1,756	516	11	742	435	15	1,015	612	13	71.2
RACE AND HISPANIC OR LATINO ETHNICITY										
White	81,916	636	2	34,916	567	3	47,001	715	3	79.4
Black or African American	11,887	514	3	6,301	491	4	5,585	555	7	88.4
Asian	4,314	693	9	1,872	598	8	2,442	772	13	77.5
Hispanic or Latino	13,634	440	4	4,957	410	4	8,677	464	5	88.3
MARITAL STATUS										
Never married	25,210	502	2	10,941	488	3	14,269	514	3	95.0
Married, spouse present	58,228	697	2	23,230	588	2	34,997	786	4	74.9
Other marital status	16,865	588	3	9,904	545	5	6,960	647	7	84.3
Divorced	11,520	616	3	6,788	579	4	4,731	692	8	83.6
Separated	3,793	496	5	1,939	464	8	1,854	528	14	87.8
Widowed	1,552	535	13	1,177	510	8	375	622	22	82.0
UNION AFFILIATION²										
Members of unions ³	14,263	760	4	5,687	696	6	8,576	805	5	86.4
Represented by unions ⁴	15,732	755	4	6,421	691	6	9,311	802	5	86.1
Not represented by a union	84,571	599	1	37,655	523	2	46,916	667	3	78.5
EDUCATIONAL ATTAINMENT										
Total, 25 years and over	89,513	662	2	39,444	584	2	50,069	744	2	78.5
Less than a high school diploma	8,594	396	2	2,839	329	4	5,755	429	4	76.7
High school graduates, no college	27,082	554	3	11,810	474	2	15,272	628	3	75.6
Some college or associate degree	24,610	639	3	11,719	560	3	12,891	740	4	75.7
Bachelor's degree and higher	29,226	964	4	13,075	832	4	16,151	1,131	5	73.6

¹ These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

² Differences in earnings levels between workers with and without union affiliation reflect a variety of factors in addition to coverage by a collective bargaining agreement, including the distribution of male and female employees by occupation, industry, firm size, or geographic region.

³ Data refer to members of a labor union or an employee association similar to a union.

⁴ Data refer to 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.

NOTE: Estimates for the above race groups (white, black or African American, and Asian) include persons who selected this race group only; persons who selected more than one race group are not included. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2003 annual averages

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Total, 16 years and over	100,302	\$620	\$1	44,076	\$552	\$2	56,227	\$695	\$2	79.5
Management, professional, and related occupations	35,680	887	4	17,962	758	3	17,718	1,059	6	71.6
Management, business, and financial operations occupations	14,493	961	5	6,446	799	7	8,047	1,143	7	69.9
Management occupations	10,115	1,023	9	3,973	849	9	6,143	1,172	13	72.4
Chief executives	1,040	1,558	24	244	1,243	46	796	1,736	37	71.6
General and operations managers	662	1,136	19	173	966	93	490	1,170	30	82.6
Advertising and promotions managers	57	800	159	34	(²)	(²)	22	(²)	(²)	(³)
Marketing and sales managers	800	1,127	30	302	904	51	498	1,271	85	71.2
Administrative services managers	75	910	29	24	(²)	(²)	51	997	27	(³)
Computer and information systems managers	331	1,401	37	99	1,280	89	233	1,437	61	89.1
Financial managers	952	1,004	22	491	823	21	461	1,314	39	62.6
Human resources managers	246	971	38	161	872	36	85	1,242	40	70.2
Industrial production managers	269	1,046	52	45	(²)	(²)	224	1,135	40	(³)
Purchasing managers	168	1,108	48	65	844	33	102	1,297	166	65.1
Transportation, storage, and distribution managers	215	776	45	29	(²)	(²)	187	797	45	(³)
Farm, ranch, and other agricultural managers	92	631	44	11	(²)	(²)	81	655	41	(³)
Construction managers	352	1,014	34	23	(²)	(²)	329	1,016	32	(³)
Education administrators	646	981	26	411	878	31	235	1,172	56	74.9
Engineering managers	77	1,484	129	8	(²)	(²)	68	1,476	106	(³)
Food service managers	506	648	20	217	584	25	289	706	31	82.7
Lodging managers	97	687	76	54	609	45	43	(²)	(²)	(³)
Medical and health services managers	416	986	36	285	954	31	132	1,149	160	83.0
Property, real estate, and community association managers	316	722	26	176	638	36	140	849	76	75.1
Social and community service managers	258	788	45	163	770	28	94	848	54	90.8
Business and financial operations occupations	4,378	842	8	2,474	744	7	1,904	1,014	22	73.3
Wholesale and retail buyers, except farm products	163	737	35	73	670	39	90	812	90	82.5
Purchasing agents, except wholesale, retail, and farm products	207	784	55	108	718	51	99	873	55	82.2
Claims adjusters, appraisers, examiners, and investigators	258	735	33	161	648	24	97	868	42	74.6
Compliance officers, except agriculture, construction, health and safety, and transportation	126	887	59	63	783	38	63	1,062	94	73.7
Cost estimators	89	875	46	15	(²)	(²)	74	882	41	(³)
Human resources, training, and labor relations specialists	602	819	21	421	774	19	181	961	39	80.6
Management analysts	302	1,115	42	135	977	47	166	1,267	77	77.1
Accountants and auditors	1,344	862	11	784	756	12	561	1,041	28	72.6
Appraisers and assessors of real estate	54	765	56	19	(²)	(²)	36	(²)	(²)	(³)
Personal financial advisors	212	1,094	76	64	800	115	148	1,242	65	64.4
Insurance underwriters	102	752	55	72	683	76	29	(²)	(²)	(³)
Loan counselors and officers	385	786	46	227	668	21	158	1,115	94	59.9
Tax examiners, collectors, and revenue agents	73	711	36	48	(²)	(²)	25	(²)	(²)	(³)
Professional and related occupations	21,186	845	4	11,516	739	4	9,671	1,005	7	73.6
Computer and mathematical occupations	2,790	1,049	11	777	906	21	2,013	1,130	12	80.2
Computer scientists and systems analysts	614	1,001	24	186	869	44	428	1,073	41	81.0
Computer programmers	492	1,065	22	131	973	37	362	1,115	40	87.3
Computer software engineers	701	1,242	25	156	1,005	32	545	1,336	31	75.2
Computer support specialists	307	748	23	109	727	37	198	769	46	94.6
Database administrators	71	1,073	181	30	(²)	(²)	41	(²)	(²)	(³)
Network and computer systems administrators	166	979	23	41	(²)	(²)	126	1,007	22	(³)
Network systems and data communications analysts	291	1,045	33	62	817	130	229	1,113	49	73.4

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2003 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Operations research analysts	104	\$1,022	\$65	50	\$955	\$32	54	\$1,145	\$77	83.3
Architecture and engineering occupations	2,487	1,053	13	345	827	21	2,142	1,094	16	75.6
Architects, except naval	118	1,013	41	30	(²)	(²)	87	1,131	54	(³)
Aerospace engineers	74	1,362	38	7	(²)	(²)	66	1,353	36	(³)
Chemical engineers	76	1,250	62	15	(²)	(²)	62	1,289	152	(³)
Civil engineers	264	1,150	19	27	(²)	(²)	238	1,164	21	(³)
Computer hardware engineers	97	1,083	145	11	(²)	(²)	86	1,137	145	(³)
Electrical and electronics engineers	337	1,332	41	25	(²)	(²)	312	1,348	34	(³)
Industrial engineers, including health and safety	180	1,080	65	39	(²)	(²)	140	1,144	29	(³)
Mechanical engineers	268	1,168	43	12	(²)	(²)	256	1,174	45	(³)
Drafters	197	757	20	38	(²)	(²)	158	776	22	(³)
Engineering technicians, except drafters	382	792	19	81	569	49	301	821	23	69.3
Surveying and mapping technicians	62	651	46	11	(²)	(²)	51	632	74	(³)
Life, physical, and social science occupations	1,085	891	16	447	773	21	638	970	25	79.8
Biological scientists	91	874	46	41	(²)	(²)	50	876	58	(³)
Medical scientists	90	864	25	47	(²)	(²)	43	(²)	(²)	(³)
Chemists and materials scientists	126	948	62	44	(²)	(²)	82	997	73	(³)
Environmental scientists and geoscientists	71	1,018	56	22	(²)	(²)	49	(²)	(²)	(³)
Market and survey researchers	105	838	46	65	739	29	40	(²)	(²)	(³)
Psychologists	86	996	57	58	938	69	27	(²)	(²)	(³)
Chemical technicians	73	818	53	19	(²)	(²)	55	859	69	(³)
Community and social services occupations	1,814	686	11	1,063	655	10	751	746	13	87.7
Counselors	514	666	19	339	657	19	175	690	38	95.3
Social workers	576	692	16	444	685	15	132	735	32	93.2
Miscellaneous community and social service specialists	265	647	16	174	611	27	90	761	38	80.3
Clergy	350	761	19	46	(²)	(²)	303	767	19	(³)
Directors, religious activities and education	53	662	88	33	(²)	(²)	21	(²)	(²)	(³)
Religious workers, all other	56	603	34	27	(²)	(²)	29	(²)	(²)	(³)
Legal occupations	1,024	1,051	45	533	796	28	491	1,480	82	53.8
Lawyers	584	1,560	31	184	1,413	112	400	1,619	74	87.3
Judges, magistrates, and other judicial workers	50	1,110	80	27	(²)	(²)	23	(²)	(²)	(³)
Paralegals and legal assistants	238	696	20	206	685	21	32	(²)	(²)	(³)
Miscellaneous legal support workers	152	657	37	116	653	53	36	(²)	(²)	(³)
Education, training, and library occupations	5,884	754	5	4,258	708	8	1,625	904	14	78.2
Postsecondary teachers	748	982	24	305	878	28	443	1,111	47	79.0
Preschool and kindergarten teachers	484	494	22	476	493	21	8	(²)	(²)	(³)
Elementary and middle school teachers	2,208	767	6	1,780	757	6	428	843	23	89.8
Secondary school teachers	1,009	856	12	540	824	20	469	903	27	91.2
Special education teachers	332	799	22	269	785	25	63	870	67	90.2
Other teachers and instructors	292	681	29	181	627	32	111	831	55	75.5
Librarians	142	797	45	122	789	45	21	(²)	(²)	(³)
Teacher assistants	580	351	11	527	344	11	53	422	48	81.4
Arts, design, entertainment, sports, and media occupations	1,473	745	11	637	648	18	836	837	15	77.5
Artists and related workers	80	860	37	24	(²)	(²)	56	929	61	(³)
Designers	479	727	21	227	619	14	252	818	34	75.7
Producers and directors	94	929	93	34	(²)	(²)	60	1,139	141	(³)
Athletes, coaches, umpires, and related workers	90	661	52	25	(²)	(²)	66	733	52	(³)
News analysts, reporters and correspondents	70	733	33	27	(²)	(²)	43	(²)	(²)	(³)
Public relations specialists	105	897	34	70	805	80	35	(²)	(²)	(³)
Editors	122	762	42	62	690	45	61	864	64	79.9
Writers and authors	72	815	82	42	(²)	(²)	30	(²)	(²)	(³)
Broadcast and sound engineering technicians and radio operators	72	845	67	2	(²)	(²)	70	853	66	(³)
Photographers	61	622	41	23	(²)	(²)	38	(²)	(²)	(³)
Healthcare practitioner and technical occupations	4,630	816	9	3,454	770	7	1,176	1,002	25	76.8
Dietitians and nutritionists	54	631	54	49	(²)	(²)	6	(²)	(²)	(³)

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2003 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Pharmacists	156	\$1,477	\$43	74	\$1,364	\$48	82	\$1,533	\$111	89.0
Physicians and surgeons	531	1,405	53	167	989	69	364	1,677	189	59.0
Physician assistants	55	1,003	83	37	(²)	(²)	18	(²)	(²)	(³)
Registered nurses	1,829	899	10	1,650	887	10	179	1,006	40	88.2
Physical therapists	120	892	26	78	837	33	42	(²)	(²)	(³)
Respiratory therapists	72	737	50	37	(²)	(²)	35	(²)	(²)	(³)
Speech-language pathologists	67	867	48	64	868	45	3	(²)	(²)	(³)
Clinical laboratory technologists and technicians	233	751	21	168	738	23	65	810	97	91.1
Diagnostic related technologists and technicians	204	759	30	137	718	41	67	869	65	82.6
Emergency medical technicians and paramedics	109	662	26	31	(²)	(²)	78	683	38	(³)
Health diagnosing and treating practitioner support technicians	288	497	14	229	497	15	59	495	29	100.5
Licensed practical and licensed vocational nurses	401	587	10	380	584	10	22	(²)	(²)	(³)
Medical records and health information technicians	85	505	25	83	502	24	3	(²)	(²)	(³)
Service occupations	13,333	403	2	6,625	366	3	6,708	463	5	79.0
Healthcare support occupations	2,023	400	4	1,802	396	4	221	469	33	84.5
Nursing, psychiatric, and home health aides	1,285	377	5	1,144	372	5	141	438	35	85.0
Dental assistants	169	492	15	157	490	15	12	(²)	(²)	(³)
Protective service occupations	2,405	630	11	441	505	12	1,964	666	12	75.9
First-line supervisors/managers of police and detectives	123	904	31	25	(²)	(²)	98	920	38	(³)
Fire fighters	235	816	35	7	(²)	(²)	229	819	39	(³)
Bailiffs, correctional officers, and jailers	373	629	21	95	521	18	278	671	25	77.7
Detectives and criminal investigators	116	941	77	25	(²)	(²)	91	1,017	84	(³)
Police and sheriff's patrol officers	596	764	18	69	731	38	527	770	26	94.9
Private detectives and investigators	50	637	72	21	(²)	(²)	29	(²)	(²)	(³)
Security guards and gaming surveillance officers	652	445	13	151	387	15	500	468	14	82.6
Food preparation and serving related occupations	3,819	349	4	1,886	326	4	1,933	373	5	87.2
Chefs and head cooks	241	463	22	42	(²)	(²)	199	490	21	(³)
First-line supervisors/managers of food preparation and serving workers	509	413	8	283	391	9	226	485	19	80.6
Cooks	1,149	334	5	452	317	5	697	348	7	90.9
Food preparation workers	305	320	8	152	310	10	152	334	16	92.7
Bartenders	183	408	18	89	361	23	93	466	55	77.4
Combined food preparation and serving workers, including fast food	125	316	13	96	319	15	29	(²)	(²)	(³)
Counter attendants, cafeteria, food concession, and coffee shop	80	276	12	51	271	12	28	(²)	(²)	(³)
Waiters and waitresses	775	335	10	528	318	6	247	385	11	82.6
Food servers, nonrestaurant	90	382	18	53	368	13	37	(²)	(²)	(³)
Dining room and cafeteria attendants and bartender helpers	152	331	15	66	306	18	87	353	20	86.6
Dishwashers	154	288	8	28	(²)	(²)	126	290	9	(³)
Hosts and hostesses, restaurant, lounge, and coffee shop	55	321	17	43	(²)	(²)	12	(²)	(²)	(³)
Building and grounds cleaning and maintenance occupations	3,280	390	4	1,157	329	6	2,123	421	5	78.2
First-line supervisors/managers of housekeeping and janitorial work	151	469	19	65	411	15	86	516	17	79.7
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	111	626	18	3	(²)	(²)	108	628	18	(³)
Janitors and building cleaners	1,405	402	6	364	349	11	1,041	420	7	83.1
Maids and housekeeping cleaners	806	323	4	682	317	4	124	371	12	85.7
Pest control workers	58	528	62	4	(²)	(²)	53	542	97	(³)
Grounds maintenance workers	749	395	7	38	(²)	(²)	711	397	7	(³)
Personal care and service occupations	1,806	391	5	1,339	370	6	467	476	17	77.8
First-line supervisors/managers of gaming workers	87	590	26	36	(²)	(²)	51	685	30	(³)

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2003 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
First-line supervisors/managers of personal service workers	58	\$472	\$62	45	(²)	(²)	13	(²)	(²)	(³)
Gaming services workers	75	446	37	38	(²)	(²)	37	(²)	(²)	(³)
Hairdressers, hairstylists, and cosmetologists	307	390	13	286	\$381	\$13	21	(²)	(²)	(³)
Baggage porters, bellhops, and concierges	57	432	36	7	(²)	(²)	49	(²)	(²)	(³)
Transportation attendants	75	587	44	57	510	37	18	(²)	(²)	(³)
Child care workers	377	330	12	359	326	11	18	(²)	(²)	(³)
Personal and home care aides	270	351	10	237	342	11	33	(²)	(²)	(³)
Recreation and fitness workers	150	453	38	104	408	23	46	(²)	(²)	(³)
Sales and office occupations	25,108	545	3	15,652	502	2	9,456	\$658	\$5	76.3
Sales and related occupations	9,924	598	4	4,367	452	6	5,557	731	7	61.9
First-line supervisors/managers of retail sales workers	2,259	611	7	938	496	8	1,321	705	12	70.4
First-line supervisors/managers of non-retail sales workers	880	828	24	263	732	28	618	887	27	82.5
Cashiers	1,378	319	3	1,040	315	3	338	339	16	93.0
Counter and rental clerks	110	450	37	56	411	38	54	527	100	78.0
Parts salespersons	131	488	46	13	(²)	(²)	118	527	53	(³)
Retail salespersons	1,840	488	8	765	382	9	1,075	599	10	63.7
Advertising sales agents	162	670	40	99	594	28	63	880	64	67.5
Insurance sales agents	380	743	18	183	609	16	197	981	40	62.1
Securities, commodities, and financial services sales agents	315	1,010	39	103	699	35	211	1,255	234	55.7
Travel agents	60	589	26	50	588	23	10	(²)	(²)	(³)
Sales representatives, services, all other	418	826	30	141	760	36	277	861	26	88.3
Sales representatives, wholesale and manufacturing	1,163	885	24	279	675	38	884	947	20	71.3
Real estate brokers and sales agents ..	410	695	58	251	608	18	159	953	30	63.7
Telemarketers	114	375	15	68	346	14	46	(²)	(²)	(³)
Door-to-door sales workers, news and street vendors, and related workers ..	68	409	25	23	(²)	(²)	45	(²)	(²)	(³)
Office and administrative support occupations	15,184	523	2	11,286	513	2	3,899	584	6	87.9
First-line supervisors/managers of office and administrative support	1,450	650	10	984	609	7	467	766	16	79.4
Bill and account collectors	195	498	13	137	491	15	58	518	25	94.7
Billing and posting clerks and machine operators	379	508	8	339	505	9	40	(²)	(²)	(³)
Bookkeeping, accounting, and auditing clerks	978	515	7	894	512	7	84	595	27	86.0
Payroll and timekeeping clerks	143	549	21	129	540	22	14	(²)	(²)	(³)
Tellers	275	395	8	250	393	9	25	(²)	(²)	(³)
Court, municipal, and license clerks	77	563	34	62	551	37	16	(²)	(²)	(³)
Customer service representatives	1,503	514	7	1,038	503	7	465	560	22	89.9
Eligibility interviewers, government programs	78	581	22	59	571	20	19	(²)	(²)	(³)
File clerks	254	482	13	215	478	14	40	(²)	(²)	(³)
Hotel, motel, and resort desk clerks	75	397	29	53	392	50	22	(²)	(²)	(³)
Interviewers, except eligibility and loan	89	504	21	68	505	20	21	(²)	(²)	(³)
Library assistants, clerical	50	449	17	46	(²)	(²)	5	(²)	(²)	(³)
Loan interviewers and clerks	179	572	29	153	554	28	26	(²)	(²)	(³)
Order clerks	88	517	24	61	485	24	26	(²)	(²)	(³)
Human resources assistants, except payroll and timekeeping	57	580	21	51	585	19	6	(²)	(²)	(³)
Receptionists and information clerks	892	449	9	831	446	9	61	500	20	89.2
Reservation and transportation ticket agents and travel clerks	142	542	32	97	502	16	45	(²)	(²)	(³)
Couriers and messengers	166	594	24	28	(²)	(²)	138	599	32	(³)
Dispatchers	224	551	25	121	527	22	103	588	21	89.5
Postal service clerks	175	753	23	71	721	44	104	784	17	92.0
Postal service mail carriers	296	777	17	95	765	38	201	782	23	97.8
Postal service mail sorters, processors, and processing machine operators	109	776	28	48	(²)	(²)	61	822	35	(³)
Production, planning, and expediting clerks	236	634	28	125	601	16	111	722	41	83.3

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2003 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Shipping, receiving, and traffic clerks ...	494	\$476	\$11	134	\$452	\$21	361	\$485	\$13	93.1
Stock clerks and order fillers	967	414	6	375	403	8	592	425	13	94.8
Weighers, measurers, checkers, and samplers, recordkeeping	66	513	31	31	(²)	(²)	35	(²)	(²)	(³)
Secretaries and administrative assistants	2,794	532	6	2,692	531	6	101	573	50	92.7
Computer operators	168	604	30	83	515	15	85	685	24	75.3
Data entry keyers	464	494	10	377	488	10	88	529	19	92.2
Word processors and typists	270	518	11	246	515	10	24	(²)	(²)	(³)
Insurance claims and policy processing clerks	238	549	16	203	546	15	35	(²)	(²)	(³)
Mail clerks and mail machine operators, except postal service	124	451	17	65	425	20	59	475	22	89.4
Office clerks, general	610	502	10	511	502	10	100	502	30	99.9
Natural resources, construction, and maintenance occupations	11,082	608	3	469	449	22	10,612	613	3	73.2
Farming, fishing, and forestry occupations ...	778	369	7	152	318	9	626	384	8	82.7
Graders and sorters, agricultural products	62	387	18	38	(²)	(²)	24	(²)	(²)	(³)
Construction and extraction occupations	5,973	599	5	141	497	16	5,831	602	5	82.6
First-line supervisors/managers of construction trades and extraction workers	569	810	22	13	(²)	(²)	555	815	23	(³)
Brickmasons, blockmasons, and stonemasons	148	597	23	1	(²)	(²)	147	598	24	(³)
Carpenters	1,048	551	14	13	(²)	(²)	1,036	552	14	(³)
Carpet, floor, and tile installers and finishers	160	472	32	2	(²)	(²)	158	478	34	(³)
Cement masons, concrete finishers, and terrazzo workers	102	591	33	2	(²)	(²)	100	596	34	(³)
Construction laborers	871	494	8	28	(²)	(²)	843	496	8	(³)
Operating engineers and other construction equipment operators ..	354	646	25	7	(²)	(²)	347	649	25	(³)
Drywall installers, ceiling tile installers, and tapers	138	477	18	2	(²)	(²)	136	475	25	(³)
Electricians	671	748	20	14	(²)	(²)	657	748	20	(³)
Painters, construction and maintenance	420	480	9	22	(²)	(²)	398	485	10	(³)
Pipelayers, plumbers, pipefitters, and steamfitters	470	678	20	4	(²)	(²)	466	678	19	(³)
Roofers	157	487	15	2	(²)	(²)	155	486	16	(³)
Sheet metal workers	130	703	33	5	(²)	(²)	125	717	34	(³)
Structural iron and steel workers	57	782	35	-	-	-	57	782	35	(³)
Helpers, construction trades	101	420	12	4	(²)	(²)	98	418	12	(³)
Construction and building inspectors	82	778	43	7	(²)	(²)	75	795	33	(³)
Highway maintenance workers	64	546	42	4	(²)	(²)	60	557	41	(³)
Installation, maintenance, and repair occupations	4,331	673	7	176	629	27	4,155	675	7	93.1
First-line supervisors/managers of mechanics, installers, and repairers	316	832	18	26	(²)	(²)	290	832	20	(³)
Computer, automated teller, and office machine repairers	233	672	27	33	(²)	(²)	199	707	37	(³)
Radio and telecommunications equipment installers and repairers	235	786	34	36	(²)	(²)	199	815	33	(³)
Security and fire alarm systems installers	53	669	24	2	(²)	(²)	51	676	48	(³)
Aircraft mechanics and service technicians	122	821	39	3	(²)	(²)	119	834	67	(³)
Automotive body and related repairers	148	531	50	2	(²)	(²)	146	541	62	(³)
Automotive service technicians and mechanics	663	606	14	5	(²)	(²)	658	605	14	(³)
Bus and truck mechanics and diesel engine specialists	317	681	15	-	-	-	317	680	16	(³)
Heavy vehicle and mobile equipment service technicians and mechanics	186	692	38	2	(²)	(²)	184	688	38	(³)

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2003 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Heating, air conditioning, and refrigeration mechanics and installers	302	\$621	\$21	3	(²)	(²)	299	\$621	\$20	(³)
Industrial and refractory machinery mechanics	461	686	19	9	(²)	(²)	452	690	19	(³)
Maintenance and repair workers, general	264	607	18	8	(²)	(²)	256	608	18	(³)
Millwrights	69	809	48	2	(²)	(²)	67	821	55	(³)
Electrical power-line installers and repairers	111	800	29	1	(²)	(²)	110	801	29	(³)
Telecommunications line installers and repairers	152	713	43	11	(²)	(²)	141	699	41	(³)
Production, transportation, and material moving occupations	15,100	519	2	3,367	\$407	\$3	11,733	570	4	71.4
Production occupations	8,599	519	3	2,530	406	4	6,069	583	4	69.6
First-line supervisors/managers of production and operating workers ..	867	693	16	166	516	15	701	737	18	69.9
Electrical, electronics, and electromechanical assemblers	244	440	29	147	404	14	97	510	19	79.1
Bakers	125	418	29	48	(²)	(²)	78	483	20	(³)
Butchers and other meat, poultry, and fish processing workers	275	421	11	73	335	37	202	472	23	71.0
Food batchmakers	86	472	28	25	(²)	(²)	61	450	30	(³)
Computer control programmers and operators	51	616	44	4	(²)	(²)	47	(²)	(²)	(³)
Cutting, punching, and press machine setters, operators, and tenders	147	507	16	40	(²)	(²)	108	535	24	(³)
Grinding, lapping, polishing, and buffing machine tool setters, operators	77	504	17	13	(²)	(²)	64	512	20	(³)
Machinists	438	616	13	23	(²)	(²)	414	626	16	(³)
Molders and molding machine setters, operators, and tenders, metal	66	443	48	18	(²)	(²)	48	(²)	(²)	(³)
Tool and die makers	77	776	46	3	(²)	(²)	74	772	40	(³)
Welding, soldering, and brazing workers	484	577	16	36	(²)	(²)	448	597	15	(³)
Job printers	72	597	19	8	(²)	(²)	64	608	20	(³)
Printing machine operators	167	594	18	23	(²)	(²)	144	606	16	(³)
Laundry and dry-cleaning workers	116	348	14	73	328	18	44	(²)	(²)	(³)
Pressers, textile, garment, and related materials	56	323	13	42	(²)	(²)	14	(²)	(²)	(³)
Sewing machine operators	277	344	13	210	326	13	68	389	29	83.9
Tailors, dressmakers, and sewers	62	472	33	39	(²)	(²)	23	(²)	(²)	(³)
Sawing machine setters, operators, and tenders, wood	62	452	56	11	(²)	(²)	51	481	23	(³)
Stationary engineers and boiler operators	106	711	41	2	(²)	(²)	104	711	40	(³)
Water and liquid waste treatment plant and system operators	58	688	32	3	(²)	(²)	55	695	31	(³)
Chemical processing machine setters, operators, and tenders	67	848	54	9	(²)	(²)	58	881	35	(³)
Crushing, grinding, polishing, mixing, and blending workers	105	582	22	8	(²)	(²)	96	586	25	(³)
Cutting workers	84	460	67	15	(²)	(²)	69	504	36	(³)
Inspectors, testers, sorters, samplers, and weighers	645	571	15	259	448	16	386	657	20	68.2
Medical, dental, and ophthalmic laboratory technicians	82	527	32	43	(²)	(²)	39	(²)	(²)	(³)
Packaging and filling machine operators and tenders	272	390	10	148	362	13	123	430	25	84.0
Painting workers	142	509	20	21	(²)	(²)	121	530	30	(³)
Paper goods machine setters, operators, and tenders	63	435	67	22	(²)	(²)	40	(²)	(²)	(³)
Helpers--production workers	61	412	23	20	(²)	(²)	41	(²)	(²)	(³)
Transportation and material moving occupations	6,501	520	4	837	410	8	5,664	547	7	75.0

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2003 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Supervisors, transportation and material moving workers	185	\$705	\$31	27	(²)	(²)	158	\$705	\$35	(³)
Aircraft pilots and flight engineers	90	1,350	183	4	(²)	(²)	86	1,360	146	(³)
Bus drivers	334	501	15	137	\$470	\$15	197	536	49	87.6
Driver/sales workers and truck drivers	2,611	603	6	101	474	29	2,510	606	6	78.1
Taxi drivers and chauffeurs	188	481	16	21	(²)	(²)	166	497	16	(³)
Railroad conductors and yardmasters ..	54	884	32	2	(²)	(²)	52	892	31	(³)
Service station attendants	68	369	30	8	(²)	(²)	60	371	42	(³)
Crane and tower operators	60	589	33	2	(²)	(²)	58	598	33	(³)
Dredge, excavating, and loading machine operators	62	653	30	1	(²)	(²)	61	656	30	(³)
Industrial truck and tractor operators	502	488	9	39	(²)	(²)	463	488	9	(³)
Cleaners of vehicles and equipment	217	373	14	32	(²)	(²)	186	375	13	(³)
Laborers and freight, stock, and material movers, hand	1,261	464	9	191	415	16	1,069	475	9	87.4
Machine feeders and offbearers	53	437	26	23	(²)	(²)	30	(²)	(²)	(³)
Packers and packagers, hand	350	348	10	217	350	12	133	345	16	101.4

¹ These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

² Data not shown where base is less than 50,000.

³ Data not shown where base for either the numerator or denominator is less than 50,000.

Table 3. Median usual weekly earnings of full-time wage and salary workers by sex and State, 2003 annual averages

State	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
UNITED STATES	100,302	\$620	\$1	44,076	\$552	\$2	56,227	\$695	\$2	79.5
Alabama	1,547	588	10	677	482	19	869	663	18	72.7
Alaska	219	725	12	99	629	20	120	802	22	78.4
Arizona	1,771	623	11	720	558	15	1,051	682	18	81.9
Arkansas	870	515	10	387	445	13	483	587	10	75.8
California	11,816	664	7	4,939	615	5	6,877	706	8	87.1
Colorado	1,631	670	13	682	611	10	949	725	18	84.2
Connecticut	1,163	783	18	525	666	18	638	900	23	74.1
Delaware	309	646	12	144	583	16	165	713	20	81.8
District of Columbia	244	729	14	124	708	23	120	745	17	95.1
Florida	5,641	568	7	2,608	502	5	3,033	623	8	80.7
Georgia	3,222	598	7	1,453	561	14	1,769	639	15	87.7
Hawaii	422	610	9	191	544	24	231	683	23	79.6
Idaho	421	535	14	172	476	11	249	601	11	79.2
Illinois	4,466	645	8	1,951	571	10	2,516	725	12	78.7
Indiana	2,269	612	8	954	520	11	1,315	696	19	74.7
Iowa	1,060	604	8	468	520	11	593	668	17	77.9
Kansas	944	601	10	428	528	16	516	673	19	78.4
Kentucky	1,364	568	11	617	498	12	747	632	20	78.7
Louisiana	1,431	543	14	672	454	13	758	636	17	71.4
Maine	429	591	12	189	505	14	240	657	16	76.9
Maryland	2,089	738	11	971	666	16	1,118	791	26	84.3
Massachusetts	2,322	755	10	1,000	665	13	1,322	853	17	78.0
Michigan	3,329	674	10	1,445	579	10	1,883	778	13	74.3
Minnesota	1,875	730	12	818	615	12	1,057	834	20	73.8
Mississippi	958	517	8	444	454	17	515	580	17	78.3
Missouri	2,104	613	10	944	525	16	1,160	684	17	76.7
Montana	273	518	8	120	449	12	153	603	15	74.5
Nebraska	644	569	14	286	484	10	357	652	17	74.3
Nevada	823	561	14	351	505	8	472	606	10	83.3
New Hampshire	478	690	17	201	572	17	278	794	26	72.1
New Jersey	3,136	750	9	1,379	655	15	1,757	821	15	79.8
New Mexico	583	548	16	262	483	16	321	606	18	79.7
New York	6,456	650	7	2,921	590	6	3,535	723	9	81.7
North Carolina	2,958	579	6	1,318	509	7	1,640	634	13	80.3
North Dakota	218	520	9	97	451	11	121	607	14	74.2
Ohio	4,007	624	8	1,744	524	9	2,263	697	11	75.2
Oklahoma	1,167	550	15	526	485	9	641	620	12	78.2
Oregon	1,155	621	11	480	536	16	675	715	16	74.9
Pennsylvania	4,230	626	8	1,833	539	13	2,398	716	11	75.3
Rhode Island	378	642	15	171	579	14	207	723	22	80.0
South Carolina	1,398	579	11	656	503	12	743	649	19	77.5
South Dakota	278	518	6	127	468	10	150	582	13	80.3
Tennessee	2,024	561	13	927	497	8	1,097	640	18	77.7
Texas	7,715	550	8	3,356	501	6	4,358	600	7	83.5
Utah	748	606	9	297	507	12	451	672	15	75.4
Vermont	213	613	8	96	555	14	117	674	18	82.4
Virginia	2,738	667	15	1,264	581	13	1,474	761	15	76.4
Washington	1,998	691	15	837	579	17	1,161	797	24	72.6
West Virginia	558	552	14	236	457	14	323	621	15	73.6
Wisconsin	2,028	631	10	890	547	14	1,138	713	16	76.8
Wyoming	180	594	11	77	467	15	103	715	13	65.3

¹ These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: Data refer to persons 16 years and over.

Table 4. Median usual weekly earnings of part-time wage and salary workers by selected characteristics, 2003 annual averages

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
AGE										
Total, 16 years and over	21,809	\$192	\$1	14,941	\$197	\$1	6,868	\$180	\$2	109.3
16 to 24 years	8,078	142	1	4,570	140	2	3,508	144	2	97.4
16 to 19 years	4,187	115	1	2,289	114	2	1,898	117	2	97.1
20 to 24 years	3,891	177	2	2,281	173	3	1,610	182	3	95.1
25 years and over	13,731	231	2	10,370	230	2	3,361	235	4	97.9
25 to 34 years	3,348	236	4	2,416	233	4	932	245	7	94.9
35 to 44 years	3,566	251	4	2,969	247	4	598	270	9	91.3
45 to 54 years	3,065	253	4	2,523	252	5	542	255	9	98.9
55 to 64 years	2,159	217	4	1,558	214	5	601	222	6	96.2
65 years and over	1,593	175	4	905	161	6	688	193	6	83.5
RACE AND HISPANIC OR LATINO ETHNICITY										
White	18,450	192	1	12,748	199	2	5,702	178	2	111.3
Black or African American	2,023	182	3	1,319	180	4	704	185	5	97.0
Asian	781	212	6	524	219	8	257	199	11	110.2
Hispanic or Latino	2,419	190	3	1,540	183	4	880	204	5	89.7
MARITAL STATUS										
Never married	9,648	152	1	5,320	150	2	4,328	155	2	96.9
Married, spouse present	9,373	240	2	7,440	238	3	1,933	244	5	97.5
Other marital status	2,788	206	3	2,180	204	3	608	216	7	94.7
Divorced	1,500	223	4	1,155	221	5	344	228	11	96.9
Separated	607	196	7	433	193	8	174	203	13	94.7
Widowed	681	182	6	592	181	6	89	189	20	96.0

¹ These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: Estimates for the above race groups (white, black or African American, and Asian) include persons who selected this race group only;

persons who selected more than one race group are not included. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 5. Median usual weekly earnings of employed (full- and part-time) wage and salary workers by hours usually worked and sex, 2003 annual averages

Hours of work	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	Number of workers (in thousands)	Median weekly earnings	Standard error of median	
Total, 16 years and over	122,358	\$541	\$2	59,122	\$461	\$2	63,236	\$633	\$2	72.8
1 to 34 hours	19,222	196	1	13,288	201	1	5,933	185	2	109.0
1 to 4 hours	478	51	3	333	48	4	144	59	6	81.7
5 to 9 hours	1,150	64	1	779	66	2	371	60	2	109.8
10 to 14 hours	1,735	96	2	1,186	98	2	549	92	3	106.5
15 to 19 hours	2,539	126	2	1,791	132	3	749	120	2	110.0
20 to 24 hours	5,820	187	2	4,052	196	2	1,767	170	2	115.4
25 to 29 hours	2,543	228	3	1,766	230	4	777	224	4	102.9
30 to 34 hours	4,958	298	3	3,381	307	3	1,576	279	5	109.9
35 hours and over	94,517	622	1	41,872	559	2	52,645	696	3	80.2
35 to 39 hours	7,287	418	4	5,048	430	6	2,239	395	6	108.8
40 hours	67,040	583	1	30,795	529	2	36,245	621	2	85.3
41 hours and over	20,191	938	5	6,029	831	7	14,161	989	6	84.0
41 to 44 hours	1,336	721	13	575	657	18	761	770	19	85.4
45 to 48 hours	5,832	817	8	2,010	759	9	3,821	853	10	88.9
49 to 59 hours	8,773	1,015	7	2,486	909	12	6,286	1,066	11	85.3
60 hours and over	4,251	1,060	20	958	896	17	3,293	1,134	13	79.0
Hours vary	8,619	384	6	3,962	271	5	4,657	520	11	52.1
Usually less than 35 hours	2,587	158	3	1,652	162	4	935	151	5	107.2
Usually 35 hours or more	5,785	569	11	2,204	415	9	3,581	666	13	62.3

¹ These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: Data refer to the sole or principal job of full- and part-time workers.

Detail for the above "hours vary" groups will not sum to totals because data are not presented for a small number of multiple jobholders whose usual number of hours on the principal job is not identifiable.

Table 6. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2003 annual averages

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
SEX, RACE, AND HISPANIC OR LATINO ETHNICITY						
Total, 16 years and over	100,302	\$301	\$413	\$620	\$948	\$1,419
Women	44,076	284	380	552	806	1,155
Men	56,227	320	456	695	1,066	1,577
White	81,916	306	422	636	972	1,453
Women	34,916	287	386	567	819	1,170
Men	47,001	326	472	715	1,099	1,628
Black or African American	11,887	281	369	514	757	1,069
Women	6,301	268	349	491	724	1,010
Men	5,585	294	390	555	799	1,140
Asian	4,314	305	431	693	1,106	1,654
Women	1,872	286	398	598	908	1,321
Men	2,442	324	479	772	1,247	1,860
Hispanic or Latino	13,634	260	318	440	656	964
Women	4,957	243	302	410	607	873
Men	8,677	275	331	464	687	1,016
EDUCATIONAL ATTAINMENT						
Total, 25 years and over	89,513	318	447	662	994	1,470
Less than a high school diploma	8,594	243	302	396	535	753
High school graduates, no college	27,082	301	399	554	772	1,049
Some college or associate degree	24,610	339	462	639	907	1,235
Bachelor's degree and higher	29,226	477	671	964	1,430	1,976
Women, 25 years and over	39,444	295	400	584	843	1,195
Less than a high school diploma	2,839	217	273	329	430	575
High school graduates, no college	11,810	277	351	474	631	847
Some college or associate degree	11,719	310	409	560	759	1,012
Bachelor's degree and higher	13,075	439	608	832	1,157	1,580
Men, 25 years and over	50,069	352	498	744	1,131	1,655
Less than a high school diploma	5,755	269	324	429	599	827
High school graduates, no college	15,272	339	458	628	875	1,163
Some college or associate degree	12,891	385	524	740	1,023	1,406
Bachelor's degree and higher	16,151	516	755	1,131	1,636	2,293

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the third quartile; and 90 percent earn less than the upper limit of the ninth decile. Estimates for the above race groups (white, black or African American, and Asian)

include persons who selected this race group only; persons who selected more than one race group are not included. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 7. Usual weekly earnings distribution of full-time wage and salary workers by selected characteristics, 2003 annual averages

(In thousands)

Characteristic	Total employed	Usual weekly earnings distribution							
		Under \$150.00	\$150.00 to \$249.99	\$250.00 to \$349.99	\$350.00 to \$499.99	\$500.00 to \$749.99	\$750.00 to \$999.99	\$1000.00 to \$1499.99	\$1500.00 or more
AGE AND SEX									
Total, 16 years and over	100,302	979	3,381	11,252	19,951	25,450	16,130	14,402	8,757
16 to 24 years	10,790	222	963	3,028	3,495	2,202	610	219	50
16 to 19 years	1,602	73	284	643	422	142	20	15	3
20 to 24 years	9,187	149	679	2,385	3,073	2,060	589	204	47
25 years and over	89,513	756	2,418	8,224	16,456	23,248	15,521	14,183	8,707
25 to 34 years	24,776	206	809	2,800	5,396	7,299	3,997	2,992	1,278
35 to 44 years	27,095	203	681	2,308	4,830	6,801	4,790	4,488	2,994
45 to 54 years	24,446	191	534	1,864	3,982	6,016	4,460	4,530	2,869
55 to 64 years	11,439	104	284	945	1,880	2,800	2,057	1,966	1,403
65 years and over	1,756	52	110	306	367	332	217	208	164
Women, 16 years and over	44,076	552	2,016	6,189	10,133	11,857	6,607	4,653	2,068
16 to 24 years	4,632	117	497	1,377	1,466	892	210	61	11
16 to 19 years	666	31	139	289	158	44	1	3	1
20 to 24 years	3,965	86	357	1,088	1,308	848	209	59	10
25 years and over	39,444	435	1,520	4,811	8,667	10,966	6,397	4,592	2,057
25 to 34 years	10,475	114	454	1,422	2,519	3,170	1,603	879	313
35 to 44 years	11,646	121	455	1,405	2,559	3,120	1,891	1,418	678
45 to 54 years	11,296	114	360	1,208	2,338	3,068	1,928	1,567	714
55 to 64 years	5,286	67	190	601	1,070	1,469	895	664	331
65 years and over	742	19	61	175	182	139	80	64	22
Men, 16 years and over	56,227	426	1,364	5,063	9,818	13,593	9,523	9,749	6,689
16 to 24 years	6,158	105	466	1,651	2,029	1,310	400	157	39
16 to 19 years	936	42	144	354	264	98	19	12	3
20 to 24 years	5,222	63	322	1,297	1,765	1,213	381	146	36
25 years and over	50,069	322	898	3,412	7,789	12,283	9,124	9,591	6,650
25 to 34 years	14,301	92	354	1,377	2,877	4,129	2,393	2,113	965
35 to 44 years	15,449	82	226	903	2,271	3,681	2,899	3,070	2,316
45 to 54 years	13,150	77	174	656	1,644	2,948	2,533	2,964	2,155
55 to 64 years	6,154	38	94	344	811	1,331	1,162	1,302	1,072
65 years and over	1,015	33	49	131	186	193	137	144	142
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY									
White, 16 years and over	81,916	770	2,547	8,710	15,608	20,809	13,517	12,271	7,684
Women	34,916	429	1,495	4,690	7,833	9,555	5,371	3,791	1,752
Men	47,001	342	1,052	4,020	7,775	11,253	8,146	8,480	5,932
Black or African American, 16 years and over ...	11,887	144	600	1,780	3,079	3,128	1,613	1,138	405
Women	6,301	89	379	1,086	1,670	1,588	806	523	161
Men	5,585	55	221	694	1,408	1,540	807	616	244
Asian, 16 years and over	4,314	46	151	432	743	950	680	748	565
Women	1,872	24	85	228	363	483	296	262	131
Men	2,442	22	66	204	380	467	383	486	434
Hispanic or Latino, 16 years and over	13,634	189	892	3,019	3,851	3,017	1,374	920	372
Women	4,957	84	447	1,258	1,348	1,014	463	265	80
Men	8,677	105	445	1,761	2,503	2,003	911	655	293

NOTE: Estimates for the above race groups (white, black or African American, and Asian) include persons who selected this race group only; persons who selected more than one race group are not included. Estimates for the race groups will not sum to totals because data are not

presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 8. Median usual weekly earnings of full-time wage and salary workers by sex, marital status, and presence and age of own children under 18 years old, 2003 annual averages

Characteristic	Number of workers (in thousands)	Median weekly earnings	Standard error of median
WOMEN			
Total, all marital statuses	44,076	\$552	\$2
With children under 18 years old	16,772	539	4
With children 6 to 17, none younger	10,663	554	5
With children under 6 years old	6,109	515	5
With no children under 18 years old	27,304	561	3
Total, married, spouse present	23,230	588	2
With children under 18 years old	11,238	582	3
With children 6 to 17, none younger	7,009	581	4
With children under 6 years old	4,230	583	5
With no children under 18 years old	11,992	594	3
Total, other marital statuses ¹	20,845	512	2
With children under 18 years old	5,534	476	4
With children 6 to 17, none younger	3,655	511	5
With children under 6 years old	1,879	404	5
With no children under 18 years old	15,312	526	4
MEN			
Total, all marital statuses	56,227	695	2
With children under 18 years old	22,021	767	4
With children 6 to 17, none younger	11,732	806	7
With children under 6 years old	10,289	727	6
With no children under 18 years old	34,206	646	3
Total, married, spouse present	34,997	786	4
With children under 18 years old	20,344	786	5
With children 6 to 17, none younger	10,764	823	7
With children under 6 years old	9,580	750	6
With no children under 18 years old	14,653	786	5
Total, other marital statuses ¹	21,229	561	4
With children under 18 years old	1,676	587	9
With children 6 to 17, none younger	968	669	17
With children under 6 years old	709	497	10
With no children under 18 years old	19,553	558	4

¹ Includes never-married, divorced, separated, and widowed persons.

NOTE: Children refer to "own" children and include sons, daughters, stepchildren, and adopted

children. Excluded are other related children such as grandchildren, nieces, nephews, and cousins, and unrelated children.

Table 9. Median hourly earnings of wage and salary workers paid hourly rates by selected characteristics, 2003 annual averages

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's ¹
	Number of workers (in thousands)	Median hourly earnings	Standard error of median	Number of workers (in thousands)	Median hourly earnings	Standard error of median	Number of workers (in thousands)	Median hourly earnings	Standard error of median	
AGE										
Total, 16 years and over	72,946	\$10.85	\$0.02	37,093	\$10.08	\$0.02	35,853	\$11.89	\$0.03	84.8
16 to 24 years	15,871	7.90	.02	7,841	7.59	.04	8,031	8.14	.03	93.2
16 to 19 years	5,412	6.93	.02	2,804	6.85	.03	2,608	7.02	.03	97.6
20 to 24 years	10,460	8.66	.05	5,037	8.19	.03	5,423	9.00	.04	91.1
25 years and over	57,075	12.05	.02	29,252	11.01	.03	27,823	13.25	.06	83.1
25 to 34 years	16,499	11.25	.06	7,734	10.51	.09	8,765	12.01	.05	87.6
35 to 44 years	16,827	12.46	.10	8,604	11.17	.06	8,224	14.13	.10	79.0
45 to 54 years	14,544	12.97	.06	7,852	11.79	.07	6,691	14.93	.06	79.0
55 to 64 years	7,130	12.19	.08	3,928	11.05	.08	3,202	14.09	.14	78.4
65 years and over	2,075	9.19	.10	1,134	8.84	.12	941	9.79	.08	90.4
RACE AND HISPANIC OR LATINO ETHNICITY										
White	59,109	10.97	.03	29,668	10.11	.02	29,441	12.03	.03	84.1
Black or African American	9,419	10.15	.03	5,173	9.91	.04	4,246	10.81	.10	91.6
Asian	2,528	11.12	.13	1,320	10.68	.24	1,208	11.89	.14	89.8
Hispanic or Latino	11,462	9.76	.05	4,687	8.88	.06	6,775	10.03	.03	88.5
MARITAL STATUS										
Never married	24,737	8.93	.03	11,633	8.37	.05	13,104	9.42	.09	88.9
Married, spouse present	35,963	12.33	.05	17,802	11.09	.04	18,162	13.97	.05	79.4
Other marital status	12,246	11.12	.05	7,658	10.46	.09	4,587	12.32	.14	84.9
Divorced	7,840	11.91	.05	4,858	11.06	.08	2,983	13.23	.18	83.6
Separated	2,881	10.07	.05	1,576	9.82	.07	1,305	10.59	.31	92.7
Widowed	1,524	9.99	.09	1,224	9.71	.16	300	11.83	.30	82.1
UNION AFFILIATION²										
Members of unions ³	9,906	15.73	.14	3,638	13.58	.19	6,267	17.16	.14	79.1
Represented by unions ⁴	10,802	15.32	.14	4,091	13.45	.19	6,711	16.98	.10	79.2
Not represented by a union	62,145	10.18	.01	33,002	9.89	.02	29,143	10.95	.04	90.3
EDUCATIONAL ATTAINMENT										
Total, 25 years and over	57,075	12.05	.02	29,252	11.01	.03	27,823	13.25	.06	83.1
Less than a high school diploma	8,014	9.16	.04	3,213	8.05	.04	4,801	10.02	.03	80.3
High school graduates, no college	22,114	11.77	.05	10,854	10.19	.03	11,260	13.42	.11	75.9
Some college or associate degree	17,838	12.90	.05	9,872	11.87	.04	7,967	14.77	.11	80.4
Bachelor's degree and higher	9,109	16.20	.17	5,314	16.14	.17	3,795	16.38	.31	98.5

¹ These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

² Differences in earnings levels between workers with and without union affiliation reflect a variety of factors in addition to coverage by a collective bargaining agreement, including the distribution of male and female employees by occupation, industry, firm size, or geographic region.

³ Data refer to members of a labor union or an employee association similar to a union.

⁴ Data refer to 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.

NOTE: Hourly-paid workers account for approximately three-fifths of all wage and salary workers. Estimates for the above race groups (white, black or African American, and Asian) include persons who selected this race group only; persons who selected more than one race group are not included. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 10. Hourly earnings distribution of wage and salary workers paid hourly rates by selected characteristics, 2003 annual averages

(In thousands)

Characteristic	Total employed	Hourly earnings distribution								
		Under \$4.00	\$4.00 to \$4.99	\$5.00 to \$5.99	\$6.00 to \$7.99	\$8.00 to \$9.99	\$10.00 to \$11.99	\$12.00 to \$14.99	\$15.00 to \$19.99	\$20.00 or more
AGE AND SEX										
Total, 16 years and over	72,946	1,053	136	2,596	12,289	12,969	11,772	11,469	10,434	10,228
16 to 24 years	15,871	524	75	1,491	5,544	3,818	2,295	1,288	599	236
16 to 19 years	5,412	178	41	957	2,631	1,023	380	128	55	19
20 to 24 years	10,460	346	34	534	2,913	2,796	1,915	1,160	544	218
25 years and over	57,075	529	61	1,105	6,745	9,150	9,477	10,181	9,835	9,992
25 to 34 years	16,499	237	23	342	2,270	2,880	3,024	3,111	2,611	2,001
35 to 44 years	16,827	128	19	311	1,733	2,583	2,696	2,918	3,112	3,328
45 to 54 years	14,544	98	10	243	1,390	2,038	2,234	2,687	2,720	3,124
55 to 64 years	7,130	28	7	118	850	1,137	1,173	1,238	1,220	1,358
65 years and over	2,075	38	1	91	503	512	350	226	173	181
Women, 16 years and over	37,093	759	87	1,529	7,373	7,339	6,153	5,558	4,298	3,997
16 to 24 years	7,841	390	47	787	2,992	1,800	992	545	206	82
16 to 19 years	2,804	136	29	482	1,429	475	182	47	22	4
20 to 24 years	5,037	254	19	306	1,562	1,325	810	498	185	79
25 years and over	29,252	369	39	742	4,381	5,539	5,161	5,013	4,092	3,915
25 to 34 years	7,734	155	11	197	1,304	1,534	1,412	1,341	1,006	774
35 to 44 years	8,604	86	15	223	1,202	1,598	1,519	1,401	1,265	1,296
45 to 54 years	7,852	69	7	179	976	1,364	1,374	1,462	1,196	1,225
55 to 64 years	3,928	23	6	80	608	762	677	688	544	542
65 years and over	1,134	37	-	63	291	281	180	122	81	79
Men, 16 years and over	35,853	294	49	1,066	4,916	5,629	5,620	5,911	6,136	6,231
16 to 24 years	8,031	135	28	704	2,552	2,018	1,303	744	393	154
16 to 19 years	2,608	42	12	475	1,202	548	198	82	33	15
20 to 24 years	5,423	92	16	229	1,350	1,470	1,105	662	359	139
25 years and over	27,823	160	22	363	2,364	3,611	4,316	5,167	5,743	6,077
25 to 34 years	8,765	82	12	145	966	1,346	1,612	1,770	1,604	1,227
35 to 44 years	8,224	42	4	87	531	984	1,177	1,517	1,848	2,033
45 to 54 years	6,691	28	3	64	413	674	860	1,225	1,525	1,899
55 to 64 years	3,202	5	1	38	242	375	497	550	676	816
65 years and over	941	1	1	28	211	231	170	104	91	102
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY										
White, 16 years and over	59,109	914	115	1,999	9,901	10,230	9,284	9,368	8,682	8,615
Women	29,668	676	77	1,161	5,885	5,776	4,833	4,506	3,520	3,235
Men	29,441	238	39	838	4,016	4,454	4,451	4,862	5,163	5,380
Black or African American, 16 years and over	9,419	79	17	473	1,606	1,928	1,759	1,448	1,134	974
Women	5,173	45	7	291	1,043	1,117	930	735	524	482
Men	4,246	34	10	181	563	811	829	714	611	493
Asian, 16 years and over	2,528	32	2	49	423	426	410	383	368	432
Women	1,320	17	2	30	249	232	224	200	163	203
Men	1,208	15	-	20	175	194	186	184	205	230
Hispanic or Latino, 16 years and over	11,462	125	21	449	2,703	2,505	2,030	1,541	1,241	847
Women	4,687	73	11	248	1,365	1,078	775	532	369	237
Men	6,775	52	10	201	1,338	1,427	1,255	1,009	872	610

NOTE: Hourly-paid workers account for approximately three-fifths of all wage and salary workers. Estimates for the above race groups (white, black or African American, and Asian) include persons who selected this race group only; persons who selected more than one race group are not

included. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 11. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2003 annual averages

(Numbers in thousands)

Characteristic	Workers paid hourly rates				
	Total	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
				Number	Percent of hourly-paid workers
AGE AND SEX					
Total, 16 years and over	72,946	1,555	545	2,100	2.9
16 to 24 years	15,871	776	330	1,105	7.0
16 to 19 years	5,412	322	212	534	9.9
20 to 24 years	10,460	453	117	571	5.5
25 years and over	57,075	780	215	995	1.7
25 to 34 years	16,499	329	71	401	2.4
35 to 44 years	16,827	193	52	246	1.5
45 to 54 years	14,544	145	38	183	1.3
55 to 64 years	7,130	61	23	83	1.2
65 years and over	2,075	51	31	82	4.0
Women, 16 years and over	37,093	1,062	332	1,394	3.8
16 to 24 years	7,841	538	175	713	9.1
16 to 19 years	2,804	226	103	329	11.7
20 to 24 years	5,037	313	72	385	7.6
25 years and over	29,252	524	157	681	2.3
25 to 34 years	7,734	197	51	248	3.2
35 to 44 years	8,604	135	38	173	2.0
45 to 54 years	7,852	101	25	126	1.6
55 to 64 years	3,928	44	17	61	1.5
65 years and over	1,134	47	26	73	6.4
Men, 16 years and over	35,853	493	213	706	2.0
16 to 24 years	8,031	237	154	392	4.9
16 to 19 years	2,608	96	109	206	7.9
20 to 24 years	5,423	141	45	186	3.4
25 years and over	27,823	256	58	315	1.1
25 to 34 years	8,765	132	20	152	1.7
35 to 44 years	8,224	59	14	73	.9
45 to 54 years	6,691	44	13	57	.9
55 to 64 years	3,202	17	6	23	.7
65 years and over	941	4	5	9	1.0
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY					
White, 16 years and over	59,109	1,325	421	1,746	3.0
Women	29,668	935	257	1,193	4.0
Men	29,441	390	163	553	1.9
Black or African American, 16 years and over	9,419	145	105	249	2.6
Women	5,173	74	64	138	2.7
Men	4,246	71	41	112	2.6
Asian, 16 years and over	2,528	46	5	51	2.0
Women	1,320	26	3	29	2.2
Men	1,208	20	2	22	1.8
Hispanic or Latino, 16 years and over	11,462	214	94	308	2.7
Women	4,687	125	55	180	3.8
Men	6,775	89	39	128	1.9
FULL- AND PART-TIME STATUS AND SEX¹					
Full-time workers	54,887	639	156	796	1.4
Women	24,745	396	97	493	2.0
Men	30,141	243	60	303	1.0
Part-time workers	17,932	910	388	1,299	7.2
Women	12,282	661	235	896	7.3
Men	5,651	249	153	402	7.1

¹ The distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

NOTE: Estimates for the above race groups (white, black or African

American, and Asian) include persons who selected this race group only; persons who selected more than one race group are not included. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

Table 12. Median usual weekly earnings of full-time wage and salary workers in constant (2003) dollars by sex and age, 1979-2003 annual averages

Year and sex	Total, 16 years and over	16 to 24 years			25 years and over					
		Total	16 to 19 years	20 to 24 years	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
BOTH SEXES										
1979	\$566	\$404	\$338	\$437	\$623	\$600	\$658	\$649	\$614	\$465
1980	554	396	326	423	605	583	638	629	602	430
1981	549	388	312	412	597	573	630	620	597	430
1982	552	380	300	402	597	568	646	630	594	462
1983	548	369	286	390	601	562	647	642	606	456
1984	549	365	284	388	609	565	655	648	615	458
1985	561	365	284	392	617	570	662	653	621	484
1986 ¹	575	372	286	398	627	577	671	666	635	478
1987	579	375	288	400	624	578	674	664	628	480
1988	576	372	293	397	619	573	673	677	627	483
1989	571	371	292	396	612	564	677	676	617	478
1990 ¹	562	367	286	389	612	555	664	666	623	468
1991	561	365	280	384	615	547	656	667	618	502
1992	566	355	273	373	615	542	646	672	621	486
1993	575	353	268	372	616	547	648	679	616	492
1994 ¹	574	352	271	368	614	539	659	695	615	472
1995	574	350	277	366	612	541	659	698	616	466
1996	572	347	280	364	607	540	652	693	624	448
1997 ¹	575	350	288	367	617	550	661	694	638	450
1998 ¹	589	360	302	382	645	566	673	700	668	457
1999 ¹	606	377	311	400	653	571	674	720	667	446
2000 ¹	615	386	317	409	650	586	668	715	662	495
2001	619	390	317	410	655	599	683	721	663	508
2002	622	389	312	408	661	604	683	722	689	513
2003 ¹	620	387	311	402	662	594	687	723	708	516
WOMEN										
1979	428	362	309	379	458	467	459	451	443	400
1980	425	353	307	369	450	461	453	441	433	370
1981	424	349	298	370	451	462	460	436	430	366
1982	436	350	288	368	464	470	471	459	446	385
1983	441	346	277	363	469	476	476	462	451	371
1984	446	342	272	359	476	479	491	470	454	368
1985	453	344	271	361	483	482	501	476	464	395
1986 ¹	466	351	272	371	494	490	512	494	474	410
1987	469	351	266	374	497	489	522	502	477	404
1988	471	352	275	376	501	488	529	507	474	418
1989	470	352	282	373	502	487	529	511	477	418
1990 ¹	472	346	270	367	504	486	532	515	474	409
1991	483	351	270	370	510	488	537	524	478	420
1992	488	343	263	360	514	491	537	536	483	422
1993	493	343	257	363	520	495	545	551	495	419
1994 ¹	490	339	260	356	518	488	550	553	489	413
1995	486	330	257	349	513	484	544	556	483	423
1996	488	331	260	348	518	484	540	561	491	390
1997 ¹	493	334	274	350	528	488	551	565	495	398
1998 ¹	514	344	281	360	547	509	561	581	537	395
1999 ¹	522	357	294	379	548	519	556	590	543	408
2000 ¹	527	368	302	391	551	527	556	603	543	419
2001	532	367	300	390	564	532	569	611	557	406
2002	541	375	301	393	581	541	584	615	586	440
2003 ¹	552	371	299	387	584	546	590	609	601	435

See footnotes at end of table.

Table 12. Median usual weekly earnings of full-time wage and salary workers in constant (2003) dollars by sex and age, 1979-2003 annual averages — Continued

Year and sex	Total, 16 years and over	16 to 24 years			25 years and over					
		Total	16 to 19 years	20 to 24 years	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
MEN										
1979	\$685	\$460	\$363	\$495	\$737	\$693	\$788	\$793	\$733	\$514
1980	661	441	343	473	718	665	776	775	729	483
1981	657	423	325	459	719	657	768	767	730	515
1982	665	410	310	446	718	653	770	764	728	548
1983	663	391	294	423	712	649	774	777	729	540
1984	660	390	294	421	711	643	793	791	740	552
1985	663	392	298	422	723	642	794	797	762	599
1986 ¹	672	394	298	423	741	644	799	810	776	574
1987	671	398	303	426	739	638	790	805	767	588
1988	672	391	306	417	729	629	773	821	760	590
1989	670	389	300	416	716	621	777	815	746	564
1990 ¹	657	384	297	407	699	613	764	806	744	549
1991	650	376	288	395	689	604	759	807	742	615
1992	644	365	280	382	689	599	747	814	744	541
1993	640	361	277	379	696	596	747	819	734	566
1994 ¹	641	361	280	377	708	589	758	824	741	542
1995	645	363	293	378	705	587	748	821	746	529
1996	650	358	293	375	699	582	738	814	750	557
1997 ¹	661	363	300	386	703	589	744	814	764	516
1998 ¹	674	376	317	402	720	613	763	825	788	544
1999 ¹	682	393	322	419	737	637	775	842	801	519
2000 ¹	684	400	327	422	740	639	778	824	785	558
2001	697	407	332	424	749	641	784	831	790	588
2002	694	400	319	419	749	642	777	825	820	596
2003 ¹	695	398	321	412	744	628	775	834	827	612
WOMEN'S EARNINGS AS PERCENT OF MEN'S²										
1979	62.5	78.5	85.2	76.5	62.1	67.4	58.3	56.9	60.5	77.8
1980	64.3	80.1	89.5	78.0	62.7	69.4	58.4	56.9	59.4	76.5
1981	64.5	82.6	91.8	80.7	62.7	70.4	59.9	56.8	58.9	70.9
1982	65.5	85.3	92.8	82.5	64.7	72.1	61.2	60.1	61.3	70.4
1983	66.6	88.6	94.1	85.9	65.8	73.3	61.5	59.5	61.8	68.7
1984	67.6	87.9	92.7	85.3	67.0	74.5	61.9	59.4	61.4	66.8
1985	68.2	87.5	90.8	85.5	66.9	75.1	63.1	59.7	60.9	66.0
1986 ¹	69.3	88.9	91.5	87.7	66.7	76.2	64.0	61.0	61.0	71.4
1987	69.9	88.1	87.8	88.0	67.3	76.8	66.1	62.3	62.2	68.7
1988	70.1	90.0	89.8	90.1	68.7	77.7	68.4	61.8	62.4	70.8
1989	70.1	90.7	94.0	89.8	70.2	78.4	68.1	62.7	63.9	74.2
1990 ¹	71.9	90.1	91.0	90.2	72.1	79.2	69.7	63.8	63.7	74.5
1991	74.3	93.3	93.5	93.5	74.0	80.9	70.8	64.9	64.4	68.4
1992	75.8	94.0	93.8	94.2	74.6	82.0	71.9	65.8	64.9	78.1
1993	77.1	94.8	93.0	95.6	74.7	82.9	73.0	67.3	67.4	74.1
1994 ¹	76.4	93.7	92.7	94.5	73.1	82.9	72.5	67.1	66.1	76.3
1995	75.4	90.8	87.9	92.2	72.7	82.4	72.7	67.8	64.8	79.9
1996	75.0	92.4	88.9	92.8	74.1	83.2	73.2	68.9	65.4	70.0
1997 ¹	74.5	92.1	91.4	90.6	75.1	82.9	74.0	69.4	64.7	77.1
1998 ¹	76.3	91.3	88.5	89.4	75.9	83.0	73.5	70.5	68.2	72.6
1999 ¹	76.5	91.0	91.3	90.5	74.4	81.5	71.7	70.1	67.8	78.7
2000 ¹	77.0	92.0	92.3	92.8	74.5	82.5	71.5	73.2	69.2	75.1
2001	76.4	90.2	90.3	91.9	75.3	83.0	72.6	73.5	70.5	69.1
2002	77.9	93.7	94.5	93.9	77.6	84.4	75.2	74.5	71.5	73.8
2003 ¹	79.5	93.3	93.2	94.0	78.5	87.0	76.2	73.0	72.6	71.2

¹ The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2004 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

² These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 13. Median usual weekly earnings of full-time wage and salary workers in constant (2003) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2003 annual averages

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
BOTH SEXES					
1979	\$566	\$581	\$467	—	\$454
1980	554	568	449	—	442
1981	549	562	454	—	431
1982	552	565	448	—	438
1983	548	560	457	—	437
1984	549	566	453	—	437
1985	561	580	452	—	440
1986 ¹	575	594	467	—	444
1987	579	594	466	—	441
1988	576	590	470	—	434
1989	571	586	458	—	427
1990 ¹	562	578	449	—	415
1991	561	583	459	—	412
1992	566	589	458	—	413
1993	575	595	463	—	414
1994 ¹	574	594	456	—	398
1995	574	593	459	—	394
1996	572	590	452	—	395
1997 ¹	575	593	457	—	402
1998 ¹	589	614	480	—	418
1999 ¹	606	632	491	—	425
2000 ¹	615	630	507	\$657	426
2001	619	634	510	665	433
2002	622	637	509	673	433
2003 ¹	620	636	514	693	440
WOMEN					
1979	428	432	397	—	369
1980	425	429	392	—	365
1981	424	427	398	—	368
1982	436	441	396	—	371
1983	441	446	406	—	376
1984	446	452	406	—	376
1985	453	459	412	—	374
1986 ¹	466	472	423	—	387
1987	469	476	427	—	389
1988	471	476	431	—	389
1989	470	478	432	—	386
1990 ¹	472	482	421	—	380
1991	483	491	425	—	385
1992	488	497	431	—	388
1993	493	502	436	—	392
1994 ¹	490	501	425	—	374
1995	486	497	425	—	366
1996	488	499	423	—	369
1997 ¹	493	508	428	—	363
1998 ¹	514	527	450	—	380
1999 ¹	522	534	451	—	384
2000 ¹	527	536	458	584	392
2001	532	542	472	585	404
2002	541	560	484	579	406
2003 ¹	552	567	491	598	410

See footnotes on page 32.

Table 13. Median usual weekly earnings of full-time wage and salary workers in constant (2003) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2003 annual averages — Continued

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
MEN					
1979	\$685	\$700	\$534	—	\$515
1980	661	676	517	—	495
1981	657	677	519	—	486
1982	665	685	508	—	490
1983	663	678	514	—	480
1984	660	675	510	—	483
1985	663	681	497	—	482
1986 ¹	672	695	511	—	479
1987	671	697	506	—	474
1988	672	695	520	—	460
1989	670	690	499	—	451
1990 ¹	657	674	492	—	434
1991	650	666	494	—	426
1992	644	661	489	—	436
1993	640	656	491	—	433
1994 ¹	641	672	492	—	422
1995	645	679	493	—	419
1996	650	677	480	—	415
1997 ¹	661	680	494	—	424
1998 ¹	674	693	527	—	439
1999 ¹	682	705	539	—	448
2000 ¹	684	707	545	\$731	445
2001	697	717	550	761	458
2002	694	718	535	773	461
2003 ¹	695	715	555	772	464
WOMEN'S EARNINGS AS PERCENT OF MEN'S²					
1979	62.5	61.7	74.3	—	71.7
1980	64.3	63.5	75.8	—	73.6
1981	64.5	63.1	76.7	—	75.6
1982	65.5	64.4	78.0	—	75.7
1983	66.6	65.7	78.9	—	78.3
1984	67.6	67.0	79.6	—	77.8
1985	68.2	67.4	82.8	—	77.7
1986 ¹	69.3	67.9	82.7	—	80.7
1987	69.9	68.2	84.4	—	82.1
1988	70.1	68.5	83.0	—	84.6
1989	70.1	69.2	86.5	—	85.6
1990 ¹	71.9	71.5	85.5	—	87.6
1991	74.3	73.7	86.1	—	90.5
1992	75.8	75.2	88.1	—	89.1
1993	77.1	76.5	88.8	—	90.4
1994 ¹	76.4	74.5	86.5	—	88.8
1995	75.4	73.2	86.3	—	87.3
1996	75.0	73.8	88.1	—	89.0
1997 ¹	74.5	74.6	86.8	—	85.6
1998 ¹	76.3	76.1	85.4	—	86.5
1999 ¹	76.5	75.7	83.7	—	85.7
2000 ¹	77.0	75.8	84.2	79.9	88.0
2001	76.4	75.6	85.8	76.9	88.2
2002	77.9	78.0	90.4	74.9	88.1
2003 ¹	79.5	79.4	88.4	77.5	88.3

See footnotes on page 32.

¹ The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2004 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

² These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

- Data not available

NOTE: Beginning in 2003, estimates for the above race groups (white, black or African American, and Asian) include persons who selected this race group only; persons who selected more than one race

group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Data for 2000-02 are for the category Asians and Pacific Islanders. Starting in 2003, Asians constitute a separate category. For more information, see the Explanatory Notes and Estimates of Error section of *Employment and Earnings*. Data for Asians were not tabulated prior to 2000. The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 14. Median usual weekly earnings of full-time wage and salary workers 25 years and over in constant (2003) dollars by sex and educational attainment, 1979-2003 annual averages

Year and sex	Total, 25 years and over	Less than a high school diploma	High school graduates, no college	Some college or associate degree	Bachelor's degree and higher
BOTH SEXES					
1979	\$623	\$493	\$584	\$662	\$808
1980	605	470	563	642	796
1981	597	463	554	627	787
1982	597	452	551	640	798
1983	601	448	545	635	808
1984	609	443	543	643	818
1985	617	441	544	650	825
1986 ¹	627	445	551	656	841
1987	624	439	552	651	872
1988	619	431	550	643	875
1989	612	426	537	648	873
1990 ¹	612	414	526	649	870
1991	615	405	523	645	877
1992	615	399	518	623	894
1993	616	394	520	619	896
1994 ¹	614	377	517	612	901
1995	612	371	518	609	895
1996	607	370	517	604	885
1997 ¹	617	366	526	612	890
1998 ¹	645	380	540	629	925
1999 ¹	653	382	541	640	949
2000 ¹	650	386	540	637	952
2001	655	397	541	642	957
2002	661	397	547	643	962
2003 ¹	662	396	554	639	964
WOMEN					
1979	458	356	434	495	619
1980	450	346	424	488	613
1981	451	338	420	493	615
1982	464	336	431	501	632
1983	469	341	431	504	646
1984	476	336	436	513	657
1985	483	330	437	517	676
1986 ¹	494	333	444	528	699
1987	497	332	445	538	721
1988	501	330	446	538	725
1989	502	332	436	543	727
1990 ¹	504	328	429	538	730
1991	510	329	433	538	740
1992	514	329	433	523	763
1993	520	330	435	529	765
1994 ¹	518	315	431	519	779
1995	513	314	427	512	772
1996	518	313	426	515	767
1997 ¹	528	314	432	524	768
1998 ¹	547	319	446	537	797
1999 ¹	548	320	447	539	817
2000 ¹	551	325	449	540	807
2001	564	328	460	541	817
2002	581	332	468	556	827
2003 ¹	584	329	474	560	832

See footnotes at end of table.

Table 14. Median usual weekly earnings of full-time wage and salary workers 25 years and over in constant (2003) dollars by sex and educational attainment, 1979-2003 annual averages — Continued

Year and sex	Total, 25 years and over	Less than a high school diploma	High school graduates, no college	Some college or associate degree	Bachelor's degree and higher
MEN					
1979	\$737	\$592	\$724	\$773	\$929
1980	718	565	692	757	904
1981	719	553	689	752	919
1982	718	535	682	751	918
1983	712	528	679	740	908
1984	711	519	671	750	946
1985	723	512	665	770	963
1986 ¹	741	514	666	778	990
1987	739	501	655	769	1,011
1988	729	497	653	752	1,015
1989	716	496	645	741	1,011
1990 ¹	699	477	626	740	1,011
1991	689	460	619	742	1,007
1992	689	452	615	713	1,017
1993	696	446	610	717	1,010
1994 ¹	708	421	610	721	1,015
1995	705	416	608	715	1,013
1996	699	416	603	705	1,020
1997 ¹	703	418	611	710	1,024
1998 ¹	720	432	630	725	1,058
1999 ¹	737	435	640	733	1,078
2000 ¹	740	434	631	738	1,090
2001	749	435	633	752	1,109
2002	749	431	631	748	1,115
2003 ¹	744	429	628	740	1,131
WOMEN'S EARNINGS AS PERCENT OF MEN'S²					
1979	62.1	60.2	60.0	64.0	66.6
1980	62.7	61.3	61.3	64.5	67.8
1981	62.7	61.1	61.0	65.6	66.9
1982	64.7	62.8	63.1	66.7	68.9
1983	65.8	64.6	63.5	68.1	71.1
1984	67.0	64.8	64.9	68.4	69.5
1985	66.9	64.4	65.7	67.2	70.2
1986 ¹	66.7	64.7	66.6	67.9	70.6
1987	67.3	66.1	68.0	69.9	71.3
1988	68.7	66.4	68.3	71.5	71.4
1989	70.2	66.8	67.6	73.3	71.9
1990 ¹	72.1	68.8	68.6	72.8	72.2
1991	74.0	71.5	69.9	72.6	73.5
1992	74.6	72.8	70.3	73.4	75.0
1993	74.7	73.8	71.3	73.7	75.8
1994 ¹	73.1	74.9	70.8	72.0	76.7
1995	72.7	75.4	70.2	71.6	76.2
1996	74.1	75.2	70.7	73.1	75.2
1997 ¹	75.1	75.2	70.8	73.8	75.0
1998 ¹	75.9	73.7	70.9	74.0	75.3
1999 ¹	74.4	73.5	69.8	73.5	75.7
2000 ¹	74.5	74.9	71.2	73.1	74.1
2001	75.3	75.4	72.7	71.9	73.7
2002	77.6	77.1	74.3	74.3	74.2
2003 ¹	78.5	76.7	75.6	75.7	73.6

¹ The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2004 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

² These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

NOTE: The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 15. Median hourly earnings of wage and salary workers paid hourly rates in constant (2003) dollars by sex and age, 1979-2003 annual averages

Year and sex	Total, 16 years and over	16 to 24 years			25 years and over					
		Total	16 to 19 years	20 to 24 years	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
BOTH SEXES										
1979	\$10.44	\$8.21	\$7.31	\$9.47	\$12.02	\$12.23	\$12.45	\$12.14	\$11.69	\$7.60
1980	10.22	7.87	6.84	9.09	11.75	11.98	12.20	11.97	11.42	7.55
1981	9.98	7.70	6.94	8.93	11.61	11.80	12.02	11.65	11.26	7.60
1982	9.87	7.41	6.59	8.53	11.48	11.60	12.09	11.73	11.17	7.54
1983	9.81	7.16	6.34	8.23	11.48	11.40	12.12	11.80	11.24	7.72
1984	9.83	7.05	6.16	8.13	11.53	11.41	12.09	11.94	11.16	7.81
1985	9.85	6.97	6.01	8.08	11.52	11.30	12.24	12.05	11.29	7.74
1986 ¹	9.96	7.08	5.96	8.13	11.60	11.25	12.50	12.41	11.50	7.97
1987	10.03	7.12	5.91	8.08	11.56	11.15	12.30	12.19	11.49	7.88
1988	10.07	7.17	6.03	8.06	11.59	11.13	12.23	12.21	11.19	7.84
1989	10.03	7.10	6.06	8.11	11.40	10.96	12.28	12.08	11.22	7.77
1990 ¹	9.88	7.05	6.14	8.08	11.15	10.80	12.04	12.01	10.96	7.86
1991	9.90	6.95	6.19	7.92	11.19	10.61	12.09	12.01	10.80	7.83
1992	9.93	6.91	6.09	7.77	11.24	10.51	12.07	12.24	10.92	7.91
1993	9.87	6.91	6.02	7.72	11.22	10.38	12.06	12.37	11.17	8.02
1994 ¹	9.86	6.92	6.04	7.66	11.22	10.31	12.20	12.32	11.10	7.86
1995	9.81	6.97	6.05	7.71	11.23	10.46	12.03	12.16	11.04	7.99
1996	9.81	6.94	6.04	7.82	11.23	10.30	11.85	11.96	10.96	7.91
1997 ¹	10.01	7.04	6.30	7.90	11.29	10.35	11.85	12.13	11.14	7.89
1998 ¹	10.27	7.43	6.64	8.17	11.43	10.89	12.26	12.37	11.37	8.36
1999 ¹	10.53	7.60	6.72	8.56	11.57	11.02	12.17	12.52	11.46	8.51
2000 ¹	10.58	7.73	6.85	8.62	11.62	10.87	12.12	12.63	11.56	8.60
2001	10.59	8.00	7.03	8.71	11.85	11.09	12.45	12.65	11.82	8.87
2002	10.71	7.98	7.06	8.66	12.10	11.23	12.46	12.74	12.12	9.27
2003 ¹	10.85	7.90	6.93	8.66	12.05	11.25	12.46	12.97	12.19	9.19
WOMEN										
1979	8.51	7.50	7.13	8.28	9.17	9.50	9.34	9.04	8.83	7.35
1980	8.38	7.31	6.66	8.04	8.99	9.41	9.08	8.96	8.64	7.17
1981	8.29	7.19	6.83	7.94	9.09	9.48	9.25	8.90	8.58	7.20
1982	8.42	6.92	6.50	7.67	9.19	9.50	9.29	9.06	8.78	7.19
1983	8.43	6.70	6.24	7.47	9.18	9.54	9.31	9.11	8.90	7.31
1984	8.38	6.63	6.06	7.36	9.25	9.45	9.46	9.29	8.90	7.38
1985	8.39	6.55	5.90	7.46	9.37	9.45	9.65	9.41	8.92	7.25
1986 ¹	8.56	6.60	5.86	7.57	9.54	9.55	9.84	9.62	9.23	7.60
1987	8.68	6.55	5.75	7.59	9.55	9.52	9.85	9.73	9.35	7.52
1988	8.75	6.71	5.86	7.57	9.64	9.53	10.12	9.86	9.11	7.66
1989	8.77	6.74	5.89	7.51	9.73	9.59	10.18	9.91	9.15	7.38
1990 ¹	8.80	6.76	5.95	7.61	9.66	9.58	10.06	9.78	9.19	7.44
1991	8.91	6.71	6.12	7.53	9.69	9.49	10.20	10.03	9.17	7.60
1992	8.95	6.65	6.04	7.43	9.85	9.59	10.28	10.21	9.27	7.68
1993	8.93	6.61	5.94	7.48	9.87	9.55	10.23	10.26	9.49	7.76
1994 ¹	8.92	6.55	5.95	7.36	9.90	9.57	10.38	10.40	9.61	7.68
1995	8.95	6.59	5.93	7.32	9.81	9.51	10.36	10.47	9.53	7.74
1996	9.03	6.64	5.95	7.32	9.85	9.42	10.39	10.44	9.43	7.54
1997 ¹	9.08	6.81	6.20	7.50	10.02	9.38	10.46	10.60	9.50	7.81
1998 ¹	9.29	7.04	6.52	7.82	10.31	9.93	10.90	11.03	9.98	8.13
1999 ¹	9.55	7.30	6.61	7.98	10.53	10.06	10.86	11.00	10.31	8.29
2000 ¹	9.68	7.48	6.66	8.33	10.57	10.35	10.71	10.87	10.52	8.40
2001	10.02	7.53	6.87	8.31	10.61	10.34	10.85	11.28	10.80	8.46
2002	10.12	7.61	6.95	8.30	10.95	10.35	11.22	11.43	11.05	8.92
2003 ¹	10.08	7.59	6.85	8.19	11.01	10.51	11.17	11.79	11.05	8.84

See footnotes at end of table.

Table 15. Median hourly earnings of wage and salary workers paid hourly rates in constant (2003) dollars by sex and age, 1979-2003 annual averages — Continued

Year and sex	Total, 16 years and over	16 to 24 years			25 years and over					
		Total	16 to 19 years	20 to 24 years	Total	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over
MEN										
1979	\$13.29	\$9.18	\$7.51	\$10.92	\$15.73	\$14.99	\$16.74	\$16.69	\$15.48	\$8.39
1980	12.91	8.70	7.16	10.42	15.28	14.66	16.53	16.48	15.33	8.04
1981	12.72	8.36	7.06	9.90	15.07	14.20	16.07	16.45	15.26	8.17
1982	12.52	8.00	6.70	9.37	14.77	14.01	16.23	16.23	14.88	8.16
1983	12.14	7.69	6.44	8.86	14.57	13.58	16.16	16.06	15.33	8.34
1984	12.01	7.71	6.27	8.71	14.50	13.29	16.03	16.33	14.94	8.28
1985	11.98	7.65	6.14	8.56	14.45	13.06	16.01	16.29	14.77	8.15
1986 ¹	12.18	7.69	6.14	8.71	14.47	12.89	16.03	16.27	15.30	8.32
1987	12.05	7.61	6.14	8.80	14.20	12.80	15.64	15.86	15.05	8.25
1988	11.84	7.53	6.20	8.67	14.03	12.58	15.30	16.00	14.58	8.27
1989	11.62	7.42	6.30	8.64	13.92	12.28	15.19	15.60	14.34	8.46
1990 ¹	11.29	7.43	6.34	8.44	13.44	12.07	14.65	15.20	13.89	8.31
1991	11.33	7.36	6.26	8.22	13.16	11.80	14.49	15.44	13.29	8.20
1992	11.16	7.27	6.18	8.04	12.94	11.61	14.06	15.47	13.36	8.31
1993	11.12	7.21	6.11	7.95	12.77	11.41	14.00	15.24	13.75	8.42
1994 ¹	11.07	7.23	6.14	8.08	12.65	11.20	14.14	14.88	13.60	8.17
1995	11.08	7.25	6.18	8.19	12.87	11.36	14.26	14.78	13.33	8.23
1996	11.13	7.21	6.14	8.17	12.59	11.33	13.90	14.48	13.02	8.22
1997 ¹	11.25	7.38	6.43	8.21	12.70	11.35	13.81	14.64	13.49	7.97
1998 ¹	11.35	7.80	6.75	8.78	13.23	11.54	14.08	14.71	13.79	8.74
1999 ¹	11.39	7.87	6.83	8.88	13.26	11.97	14.12	15.11	13.49	8.69
2000 ¹	11.55	8.15	7.10	8.97	13.08	11.72	14.04	14.85	13.69	8.88
2001	11.77	8.32	7.18	9.27	13.39	12.03	14.47	14.81	13.46	9.36
2002	11.90	8.23	7.18	9.08	13.34	12.16	14.27	14.72	13.68	10.00
2003 ¹	11.89	8.14	7.02	9.00	13.25	12.01	14.13	14.93	14.09	9.79
WOMEN'S EARNINGS AS PERCENT OF MEN'S²										
1979	64.0	81.7	94.9	75.8	58.3	63.4	55.8	54.1	57.0	87.7
1980	64.9	84.1	93.1	77.2	58.8	64.2	54.9	54.4	56.4	89.3
1981	65.2	86.0	96.6	80.2	60.3	66.7	57.6	54.1	56.2	88.1
1982	67.3	86.5	97.1	81.8	62.2	67.8	57.2	55.8	59.0	88.1
1983	69.5	87.1	96.9	84.4	63.0	70.3	57.6	56.7	58.0	87.6
1984	69.8	86.0	96.6	84.5	63.8	71.1	59.0	56.9	59.5	89.1
1985	70.1	85.7	96.1	87.2	64.8	72.4	60.3	57.8	60.4	88.9
1986 ¹	70.3	85.8	95.5	86.9	66.0	74.1	61.4	59.1	60.3	91.3
1987	72.0	86.0	93.7	86.2	67.3	74.4	62.9	61.4	62.1	91.2
1988	73.9	89.1	94.4	87.3	68.7	75.7	66.2	61.6	62.5	92.6
1989	75.5	90.8	93.4	86.9	69.9	78.1	67.0	63.5	63.8	87.2
1990 ¹	77.9	91.0	93.8	90.2	71.9	79.4	68.7	64.3	66.2	89.6
1991	78.6	91.2	97.8	91.6	73.6	80.4	70.4	65.0	69.0	92.6
1992	80.2	91.4	97.7	92.5	76.1	82.6	73.1	66.0	69.4	92.5
1993	80.4	91.6	97.2	94.1	77.3	83.7	73.1	67.3	69.0	92.2
1994 ¹	80.6	90.6	97.0	91.1	78.2	85.5	73.4	69.9	70.7	94.0
1995	80.8	90.9	96.0	89.4	76.2	83.7	72.6	70.9	71.4	94.1
1996	81.2	92.0	96.9	89.5	78.3	83.1	74.7	72.1	72.4	91.7
1997 ¹	80.8	92.3	96.6	91.3	78.9	82.7	75.8	72.4	70.5	98.1
1998 ¹	81.8	90.3	96.7	89.1	77.9	86.1	77.4	75.0	72.4	93.1
1999 ¹	83.8	92.7	96.7	89.8	79.4	84.0	76.9	72.8	76.4	95.4
2000 ¹	83.9	91.8	93.8	92.9	80.8	88.3	76.3	73.2	76.8	94.6
2001	85.1	90.5	95.8	89.6	79.2	85.9	75.0	76.2	80.2	90.4
2002	85.0	92.5	96.8	91.4	82.1	85.1	78.6	77.6	80.8	89.2
2003 ¹	84.8	93.2	97.6	91.1	83.1	87.6	79.0	79.0	78.4	90.4

¹ The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2004 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

² These figures are computed using unrounded medians and may differ

slightly from percents computed using the rounded medians displayed in this table.

NOTE: The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 16. Median hourly earnings of wage and salary workers paid hourly rates in constant (2003) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2003 annual averages

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
BOTH SEXES					
1979	\$10.44	\$10.60	\$9.66	—	\$9.59
1980	10.22	10.33	9.42	—	9.40
1981	9.98	10.05	9.51	—	9.32
1982	9.87	10.00	9.26	—	9.16
1983	9.81	9.94	9.03	—	8.93
1984	9.83	9.95	9.05	—	8.89
1985	9.85	9.97	8.99	—	8.94
1986 ¹	9.96	10.08	9.32	—	9.07
1987	10.03	10.17	9.29	—	9.03
1988	10.07	10.19	9.21	—	8.91
1989	10.03	10.16	9.22	—	8.72
1990 ¹	9.88	10.02	9.30	—	8.58
1991	9.90	10.04	9.23	—	8.53
1992	9.93	10.06	9.09	—	8.56
1993	9.87	10.00	9.01	—	8.57
1994 ¹	9.86	9.97	8.97	—	8.52
1995	9.81	9.98	9.20	—	8.41
1996	9.81	10.01	9.06	—	8.38
1997 ¹	10.01	10.16	9.17	—	8.46
1998 ¹	10.27	10.40	9.47	—	8.94
1999 ¹	10.53	10.76	9.78	—	8.92
2000 ¹	10.58	10.64	9.98	\$10.76	9.12
2001	10.59	10.66	10.17	11.17	9.42
2002	10.71	10.96	10.16	10.59	9.43
2003 ¹	10.85	10.97	10.15	11.12	9.76
WOMEN					
1979	8.51	8.52	8.35	—	8.09
1980	8.38	8.39	8.23	—	8.01
1981	8.29	8.31	8.13	—	7.95
1982	8.42	8.44	8.22	—	7.93
1983	8.43	8.44	8.28	—	7.76
1984	8.38	8.39	8.22	—	7.85
1985	8.39	8.40	8.24	—	7.89
1986 ¹	8.56	8.59	8.30	—	8.03
1987	8.68	8.71	8.38	—	7.92
1988	8.75	8.78	8.41	—	7.91
1989	8.77	8.80	8.44	—	7.94
1990 ¹	8.80	8.83	8.51	—	7.93
1991	8.91	8.93	8.64	—	7.90
1992	8.95	9.00	8.55	—	7.95
1993	8.93	8.98	8.62	—	7.92
1994 ¹	8.92	9.03	8.53	—	7.88
1995	8.95	9.06	8.54	—	7.93
1996	9.03	9.10	8.41	—	7.91
1997 ¹	9.08	9.15	8.68	—	7.80
1998 ¹	9.29	9.41	8.91	—	8.15
1999 ¹	9.55	9.65	8.99	—	8.25
2000 ¹	9.68	9.71	9.46	10.44	8.43
2001	10.02	10.12	9.52	10.46	8.61
2002	10.12	10.16	9.66	10.33	8.73
2003 ¹	10.08	10.11	9.91	10.68	8.88

See footnotes on page 39.

Table 16. Median hourly earnings of wage and salary workers paid hourly rates in constant (2003) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2003 annual averages — Continued

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
MEN					
1979	\$13.29	\$13.62	\$11.49	—	\$11.27
1980	12.91	13.18	10.97	—	10.65
1981	12.72	13.00	11.25	—	10.40
1982	12.52	12.76	10.92	—	10.48
1983	12.14	12.40	10.45	—	10.19
1984	12.01	12.24	10.38	—	10.18
1985	11.98	12.39	10.04	—	9.92
1986 ¹	12.18	12.49	10.54	—	9.94
1987	12.05	12.29	10.45	—	9.87
1988	11.84	12.06	10.39	—	9.74
1989	11.62	11.88	10.15	—	9.55
1990 ¹	11.29	11.68	10.07	—	9.22
1991	11.33	11.64	9.99	—	9.08
1992	11.16	11.44	9.81	—	9.00
1993	11.12	11.38	9.62	—	8.94
1994 ¹	11.07	11.32	9.74	—	8.82
1995	11.08	11.55	9.79	—	8.72
1996	11.13	11.43	9.56	—	8.90
1997 ¹	11.25	11.39	9.92	—	9.04
1998 ¹	11.35	11.48	10.26	—	9.31
1999 ¹	11.39	11.73	10.80	—	9.52
2000 ¹	11.55	11.70	10.66	\$11.53	9.66
2001	11.77	12.07	10.58	12.31	10.05
2002	11.90	12.13	10.47	11.27	10.14
2003 ¹	11.89	12.03	10.81	11.89	10.03
WOMEN'S EARNINGS AS PERCENT OF MEN'S²					
1979	64.0	62.6	72.6	—	71.8
1980	64.9	63.6	75.0	—	75.2
1981	65.2	63.9	72.2	—	76.4
1982	67.3	66.1	75.3	—	75.7
1983	69.5	68.1	79.3	—	76.1
1984	69.8	68.6	79.2	—	77.1
1985	70.1	67.8	82.0	—	79.5
1986 ¹	70.3	68.8	78.8	—	80.8
1987	72.0	70.8	80.2	—	80.3
1988	73.9	72.8	80.9	—	81.2
1989	75.5	74.1	83.2	—	83.1
1990 ¹	77.9	75.6	84.5	—	86.1
1991	78.6	76.7	86.6	—	86.9
1992	80.2	78.7	87.2	—	88.4
1993	80.4	78.9	89.6	—	88.7
1994 ¹	80.6	79.7	87.5	—	89.3
1995	80.8	78.4	87.3	—	90.9
1996	81.2	79.6	88.0	—	88.9
1997 ¹	80.8	80.3	87.5	—	86.3
1998 ¹	81.8	81.9	86.9	—	87.5
1999 ¹	83.8	82.3	83.2	—	86.7
2000 ¹	83.9	83.0	88.7	90.6	87.4
2001	85.1	83.9	89.9	85.0	85.7
2002	85.0	83.8	92.3	91.7	86.1
2003 ¹	84.8	84.1	91.6	89.8	88.5

See footnotes on page 39.

¹ The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2004 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

² These figures are computed using unrounded medians and may differ slightly from percents computed using the rounded medians displayed in this table.

— Data not available.

NOTE: Beginning in 2003, estimates for the above race groups (white, black or African American, and Asian) include persons who selected this race group only; persons who selected more than one race

group are not included. Prior to 2003, persons who reported more than one race were included in the group they identified as the main race. Estimates for the race groups will not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Data for 2000-02 are for the category Asians and Pacific Islanders. Starting in 2003, Asians constitute a separate category. For more information, see the Explanatory Notes and Estimates of Error section of *Employment and Earnings*. Data for Asians were not tabulated prior to 2000. The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. See Technical Note.

Table 17. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2003 annual averages

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
						Number	Percent of hourly paid workers
BOTH SEXES							
1979	87,529	51,721	59.1	2,916	3,997	6,912	13.4
1980	87,644	51,335	58.6	3,087	4,686	7,773	15.1
1981	88,516	51,869	58.6	3,513	4,311	7,824	15.1
1982	87,368	50,846	58.2	2,348	4,148	6,496	12.8
1983	88,290	51,820	58.7	2,077	4,261	6,338	12.2
1984	92,194	54,143	58.7	1,838	4,125	5,963	11.0
1985	94,521	55,762	59.0	1,639	3,899	5,538	9.9
1986 ¹	96,903	57,529	59.4	1,599	3,461	5,060	8.8
1987	99,303	59,552	60.0	1,468	3,229	4,698	7.9
1988	101,407	60,878	60.0	1,319	2,608	3,927	6.5
1989	103,480	62,389	60.3	1,372	1,790	3,162	5.1
1990 ¹	104,876	63,172	60.2	² 1,132	² 1,096	² 3,228	² 5.1
1991	103,723	62,627	60.4	² 2,377	² 2,906	² 5,283	² 8.4
1992	104,668	63,610	60.8	1,939	2,982	4,921	7.7
1993	106,101	64,274	60.6	1,707	2,625	4,332	6.7
1994 ¹	107,989	66,549	61.6	1,995	2,132	4,128	6.2
1995	110,038	68,354	62.1	1,699	1,956	3,656	5.3
1996	111,960	69,255	61.9	² 1,863	² 1,861	² 3,724	² 5.4
1997 ¹	114,533	70,735	61.8	² 2,990	² 1,764	² 4,754	² 6.7
1998 ¹	116,730	71,440	61.2	2,834	1,593	4,427	6.2
1999 ¹	118,963	72,306	60.8	2,194	1,146	3,340	4.6
2000 ¹	122,089	73,496	60.2	1,752	898	2,650	3.6
2001	122,229	73,392	60.0	1,518	656	2,174	3.0
2002	121,826	72,508	59.5	1,579	567	2,146	3.0
2003 ¹	122,358	72,946	59.6	1,555	545	2,100	2.9
WOMEN							
1979	38,129	23,329	61.2	2,070	2,644	4,714	20.2
1980	38,944	23,626	60.7	2,104	2,990	5,095	21.6
1981	39,672	24,294	61.2	2,394	2,778	5,172	21.3
1982	39,777	24,365	61.3	1,651	2,561	4,212	17.3
1983	40,433	24,989	61.8	1,492	2,603	4,095	16.4
1984	42,172	26,003	61.7	1,348	2,499	3,847	14.8
1985	43,506	26,869	61.8	1,198	2,356	3,554	13.2
1986 ¹	44,961	27,863	62.0	1,192	2,125	3,317	11.9
1987	46,365	29,078	62.7	1,105	1,946	3,051	10.5
1988	47,495	29,820	62.8	1,008	1,542	2,550	8.6
1989	48,691	30,702	63.1	994	1,056	2,050	6.7
1990 ¹	49,323	31,069	63.0	² 1,420	² 711	² 2,131	² 6.9
1991	49,105	30,988	63.1	² 1,582	² 1,792	² 3,374	² 10.9
1992	49,842	31,454	63.1	1,286	1,751	3,036	9.7
1993	50,626	31,937	63.1	1,133	1,534	2,667	8.4
1994 ¹	51,419	33,021	64.2	1,322	1,241	2,563	7.8
1995	52,369	33,934	64.8	1,157	1,161	2,318	6.8
1996	53,488	34,418	64.3	² 1,244	² 1,106	² 2,350	² 6.8
1997 ¹	54,708	35,214	64.4	² 1,843	² 1,092	² 2,935	² 8.3
1998 ¹	55,757	35,680	64.0	1,794	965	2,760	7.7
1999 ¹	57,050	36,233	63.5	1,426	700	2,126	5.9
2000 ¹	58,427	36,777	62.9	1,170	579	1,749	4.8
2001	58,582	36,848	62.9	1,021	409	1,430	3.9
2002	58,555	36,508	62.3	997	350	1,347	3.7
2003 ¹	59,122	37,093	62.7	1,062	332	1,394	3.8

See footnotes at end of table.

Table 17. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2003 annual averages — Continued

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
						Number	Percent of hourly paid workers
MEN							
1979	49,400	28,392	57.5	846	1,353	2,199	7.7
1980	48,700	27,709	56.9	983	1,696	2,678	9.7
1981	48,844	27,576	56.5	1,119	1,533	2,652	9.6
1982	47,591	26,481	55.6	697	1,587	2,284	8.6
1983	47,856	26,831	56.1	585	1,658	2,243	8.4
1984	50,022	28,140	56.3	490	1,626	2,116	7.5
1985	51,015	28,893	56.6	440	1,544	1,984	6.9
1986 ¹	51,942	29,666	57.1	408	1,336	1,743	5.9
1987	52,938	30,474	57.6	364	1,283	1,647	5.4
1988	53,912	31,058	57.6	311	1,066	1,377	4.4
1989	54,789	31,687	57.8	379	733	1,112	3.5
1990 ¹	55,553	32,104	57.8	² 712	² 385	² 1,097	² 3.4
1991	54,618	31,639	57.9	² 795	² 1,114	² 1,909	² 6.0
1992	54,826	32,155	58.6	653	1,231	1,885	5.9
1993	55,475	32,337	58.3	573	1,091	1,664	5.1
1994 ¹	56,570	33,528	59.3	674	891	1,565	4.7
1995	57,669	34,420	59.7	542	796	1,338	3.9
1996	58,473	34,838	59.6	² 619	² 755	² 1,374	² 3.9
1997 ¹	59,825	35,521	59.4	² 1,147	² 673	² 1,820	² 5.1
1998 ¹	60,973	35,761	58.7	1,039	628	1,667	4.7
1999 ¹	61,914	36,073	58.3	768	446	1,214	3.4
2000 ¹	63,662	36,720	57.7	582	319	901	2.5
2001	63,647	36,544	57.4	497	247	745	2.0
2002	63,272	36,000	56.9	582	217	799	2.2
2003 ¹	63,236	35,853	56.7	493	213	706	2.0

¹ The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Explanatory Notes and Estimates of Error section of the February 2004 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

² Data for 1990-91 and 1996-97 reflect changes in the minimum wage that

took place in those years.

NOTE: The prevailing Federal minimum wage was \$2.90 in 1979, \$3.10 in 1980, and \$3.35 in 1981-89. The minimum wage rose to \$3.80 in April 1990, to \$4.25 in April 1991, to \$4.75 in October 1996, and to \$5.15 in September 1997. See Technical Note for more information about minimum wage workers.