

## **Characteristics of Minimum Wage Workers: 2007**

Bureau of Labor Statistics  
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According to Current Population Survey estimates for 2007, 75.9 million American workers were paid at hourly rates, representing 58.5 percent of all wage and salary workers.<sup>1</sup> On July 24, 2007, the Federal minimum wage increased to \$5.85 per hour from \$5.15 per hour. Data in this report reflect the average number of workers earning the prevailing Federal minimum wage or less for the year (those who earned \$5.15 or less from January 2007 through July 2007 and those who earned \$5.85 or less from August 2007 through the end of the year). Among those paid by the hour in 2007, 267,000 were reported as earning exactly the prevailing Federal minimum wage. Nearly 1.5 million were reported as earning wages below the minimum.<sup>2</sup> Together, these 1.7 million workers with wages at or below the minimum made up 2.3 percent of all hourly-paid workers. Tables 1-10 present data on a wide array of demographic and socioeconomic characteristics for hourly-paid workers earning at or below the Federal minimum wage. The following are some highlights from the 2007 data.

-- Minimum wage workers tend to be young. Although workers under age 25 represented only about one-fifth of hourly paid workers, they made up almost half of those paid the Federal minimum wage or less. Among employed teenagers paid by the hour, about 7 percent earned the minimum wage or less, compared with fewer than 2 percent of workers age 25 and over. (See table 1 and table 7.)

-- About 3 percent of women paid hourly rates reported wages at or below the prevailing Federal minimum, compared with about 1 percent of men. (See table 1.)

-- The percent of workers earning the minimum wage did not vary much across the major race and ethnic groups. About 2 percent of white, black, Asian, and Hispanic hourly-paid workers earned the Federal minimum wage or less. (See table 1.)

-- Among hourly-paid workers age 16 and over, about 3 percent of those who had less than a high school diploma earned the minimum wage or less, compared to 2 percent of those who had a high school diploma (with no college) and 1 percent of college graduates. (See table 6.)

-- Never-married workers, who tend to be young, were several times more likely than married workers to earn the minimum wage or less. (See table 8.)

-- Part-time workers (persons who usually work less than 35 hours per week) were more likely than their full-time counterparts to be paid the Federal minimum wage or less (about 5 percent versus 1 percent). (See table 1 and table 9.)

-- By major occupational group, the highest proportion of workers earning at or below the Federal minimum wage was in service occupations, about 7 percent. Nearly three in four workers earning the minimum wage or less in 2007 were employed in service occupations, mostly in food preparation and service jobs. (See table 4.)

-- The industry with the highest proportion of workers with reported hourly wages at or below the Federal minimum wage was leisure and hospitality (about 12 percent). About three-fifths of all workers paid at or below the Federal minimum wage were employed in this industry, primarily in the food services and drinking places component. For many of these workers, tips and commissions supplement the hourly wages received. (See table 5.)

-- Among the States, Louisiana, Massachusetts, Mississippi, South Carolina, and Texas had the highest proportions of hourly-paid workers earning at or below the Federal minimum wage (at about 4 percent). The percentage of workers earning at or below the Federal minimum wage was lowest (1 percent or less) in Alaska, California, Montana, Oregon, and Washington. It should be noted that some states have minimum wage laws establishing standards that exceed the Federal minimum wage. (See table 2 and table 3.)

-- The proportion of hourly-paid workers earning the prevailing Federal minimum wage or less has trended downward since 1979, when data first began to be collected on a regular basis. (See table 10.)

Source: U.S. Department of Labor, Bureau of Labor Statistics. Bureau of Labor Statistics' data on minimum wage earners are derived from the Current Population Survey (CPS), a nationwide sample survey of households that includes questions enabling the identification of hourly-paid workers and their hourly wage rate. Data in this summary are 2007 annual averages.

<sup>1</sup> Data are for wage and salary workers, excluding the unincorporated and incorporated self-employed, and refer to earnings on a person's sole or principal job.

<sup>2</sup> It should be noted that the presence of a sizable number of workers with reported wages below the minimum does not necessarily indicate violations of the Fair Labor Standards Act, as there are exemptions to the minimum wage provisions of the law. The estimates of the numbers of minimum and subminimum wage workers presented in the accompanying tables pertain to workers *paid at hourly rates*; salaried and other non-hourly workers are excluded. As such, the actual number of workers with earnings at or below the prevailing minimum is undoubtedly understated. Research has shown that a relatively smaller number and share of salaried workers and others *not* paid by the hour have earnings that, when translated into hourly rates, are at or below the minimum wage. However, BLS does not routinely estimate hourly earnings for non-hourly workers because of data concerns that arise in producing these estimates. For further information, see Steven Haugen and Earl Mellor, "Estimating the number of minimum wage workers," *Monthly Labor Review*, January 1990.

**Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2007 annual averages**

Characteristic	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
<b>AGE AND SEX</b>											
Total, 16 years and over.....	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
16 to 24 years.....	16,275	814	145	669	21.5	47.1	54.3	45.8	5.0	0.9	4.1
16 to 19 years.....	5,434	373	93	280	7.2	21.6	34.8	19.2	6.9	1.7	5.2
25 years and over.....	59,597	915	122	793	78.5	52.9	45.7	54.2	1.5	0.2	1.3
Men, 16 years and over.....	37,790	546	86	460	49.8	31.6	32.2	31.5	1.4	0.2	1.2
16 to 24 years.....	8,314	242	52	190	11.0	14.0	19.5	13.0	2.9	0.6	2.3
16 to 19 years.....	2,652	136	37	99	3.5	7.9	13.9	6.8	5.1	1.4	3.7
25 years and over.....	29,476	304	34	270	38.8	17.6	12.7	18.5	1.0	0.1	0.9
Women, 16 years and over.....	38,082	1,183	181	1,002	50.2	68.4	67.8	68.5	3.1	0.5	2.6
16 to 24 years.....	7,961	572	93	479	10.5	33.1	34.8	32.8	7.2	1.2	6.0
16 to 19 years.....	2,782	238	56	182	3.7	13.8	21.0	12.4	8.6	2.0	6.5
25 years and over.....	30,121	611	88	523	39.7	35.3	33.0	35.8	2.0	0.3	1.7
<b>RACE, SEX, AND HISPANIC OR LATINO ETHNICITY</b>											
White <sup>1</sup> .....	61,061	1,420	204	1,216	80.5	82.1	76.4	83.2	2.3	0.3	2.0
Men.....	30,944	471	73	398	40.8	27.2	27.3	27.2	1.5	0.2	1.3
Women.....	30,117	949	131	818	39.7	54.9	49.1	56.0	3.2	0.4	2.7
Black or African American <sup>1</sup> .....	9,965	205	55	150	13.1	11.9	20.6	10.3	2.1	0.6	1.5
Men.....	4,482	49	10	39	5.9	2.8	3.7	2.7	1.1	0.2	0.9
Women.....	5,483	156	45	111	7.2	9.0	16.9	7.6	2.8	0.8	2.0
Asian <sup>1</sup> .....	2,730	51	1	50	3.6	2.9	0.4	3.4	1.9	0.0	1.8
Men.....	1,260	14	-	14	1.7	0.8	-	1.0	1.1	-	1.1
Women.....	1,469	37	1	36	1.9	2.1	0.4	2.5	2.5	0.1	2.5
Hispanic or Latino <sup>1</sup> .....	13,168	246	41	205	17.4	14.2	15.4	14.0	1.9	0.3	1.6
Men.....	7,796	114	19	95	10.3	6.6	7.1	6.5	1.5	0.2	1.2
Women.....	5,372	132	22	110	7.1	7.6	8.2	7.5	2.5	0.4	2.0
<b>FULL- AND PART-TIME STATUS AND SEX</b>											
Full-time workers <sup>2</sup> .....	57,745	752	94	658	76.1	43.5	35.2	45.0	1.3	0.2	1.1
Men.....	32,003	283	30	253	42.2	16.4	11.2	17.3	0.9	0.1	0.8
Women.....	25,743	469	64	405	33.9	27.1	24.0	27.7	1.8	0.2	1.6
Part-time workers <sup>2</sup> .....	17,997	971	172	799	23.7	56.2	64.4	54.7	5.4	1.0	4.4
Men.....	5,721	260	56	204	7.5	15.0	21.0	14.0	4.5	1.0	3.6
Women.....	12,276	711	117	594	16.2	41.1	43.8	40.6	5.8	1.0	4.8

<sup>1</sup> Estimates for the above race groups (white, black or African American, and Asian) do 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.

<sup>2</sup> 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: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. Dash indicates no data or data that do not meet publication criteria.

**Table 2. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by census region and division, 2007 annual averages**

Region and division	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over....	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
Northeast.....	12,903	292	20	272	17.0	16.9	7.5	18.6	2.3	0.2	2.1
New England.....	3,694	105	5	100	4.9	6.1	1.9	6.8	2.8	0.1	2.7
Middle Atlantic.....	9,209	187	15	172	12.1	10.8	5.6	11.8	2.0	0.2	1.9
Midwest.....	18,846	410	39	371	24.8	23.7	14.6	25.4	2.2	0.2	2.0
East North Central.....	12,989	280	21	259	17.1	16.2	7.9	17.7	2.2	0.2	2.0
West North Central.....	5,856	130	18	112	7.7	7.5	6.7	7.7	2.2	0.3	1.9
South.....	26,335	817	180	637	34.7	47.3	67.4	43.6	3.1	0.7	2.4
South Atlantic.....	13,710	374	57	317	18.1	21.6	21.3	21.7	2.7	0.4	2.3
East South Central.....	4,577	141	49	92	6.0	8.2	18.4	6.3	3.1	1.1	2.0
West South Central.....	8,048	302	74	228	10.6	17.5	27.7	15.6	3.8	0.9	2.8
West.....	17,789	209	28	181	23.4	12.1	10.5	12.4	1.2	0.2	1.0
Mountain.....	5,576	105	14	91	7.3	6.1	5.2	6.2	1.9	0.3	1.6
Pacific.....	12,214	105	14	91	16.1	6.1	5.2	6.2	0.9	0.1	0.7

NOTE: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated.

The four major regions and nine census divisions of the United States are as follows:

Northeast:

New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont

Middle Atlantic: New Jersey, New York, and Pennsylvania

Midwest:

East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin

West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota

South:

South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia

East South Central: Alabama, Kentucky, Mississippi, and Tennessee

West South Central: Arkansas, Louisiana, Oklahoma, and Texas

West:

Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming

Pacific: Alaska, California, Hawaii, Oregon, and Washington

**Table 3. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by State, 2007 annual averages**

State	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over..	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
Alabama.....	1,132	37	14	23	1.5	2.1	5.2	1.6	3.3	1.2	2.0
Alaska.....	197	2	-	2	0.3	0.1	-	0.1	1.0	-	1.0
Arizona.....	1,560	28	2	26	2.1	1.6	0.7	1.8	1.8	0.1	1.7
Arkansas.....	677	17	1	16	0.9	1.0	0.4	1.1	2.5	0.1	2.4
California.....	8,785	74	9	65	11.6	4.3	3.4	4.4	0.8	0.1	0.7
Colorado.....	1,164	25	1	24	1.5	1.4	0.4	1.6	2.1	0.1	2.1
Connecticut.....	923	14	-	14	1.2	0.8	-	1.0	1.5	-	1.5
Delaware.....	234	5	-	5	0.3	0.3	-	0.3	2.1	-	2.1
District of Columbia.....	109	3	1	2	0.1	0.2	0.4	0.1	2.8	0.9	1.8
Florida.....	4,261	114	15	99	5.6	6.6	5.6	6.8	2.7	0.4	2.3
Georgia.....	2,216	70	11	59	2.9	4.0	4.1	4.0	3.2	0.5	2.7
Hawaii.....	338	4	-	4	0.4	0.2	-	0.3	1.2	-	1.2
Idaho.....	424	12	4	8	0.6	0.7	1.5	0.5	2.8	0.9	1.9
Illinois.....	3,335	74	3	71	4.4	4.3	1.1	4.9	2.2	0.1	2.1
Indiana.....	1,826	36	7	29	2.4	2.1	2.6	2.0	2.0	0.4	1.6
Iowa.....	933	24	2	22	1.2	1.4	0.7	1.5	2.6	0.2	2.4
Kansas.....	796	25	5	20	1.0	1.4	1.9	1.4	3.1	0.6	2.5
Kentucky.....	1,152	35	9	26	1.5	2.0	3.4	1.8	3.0	0.8	2.3
Louisiana.....	937	40	17	23	1.2	2.3	6.4	1.6	4.3	1.8	2.5
Maine.....	399	9	-	9	0.5	0.5	-	0.6	2.3	-	2.3
Maryland.....	1,317	27	2	25	1.7	1.6	0.7	1.7	2.1	0.2	1.9
Massachusetts.....	1,505	60	2	58	2.0	3.5	0.7	4.0	4.0	0.1	3.9
Michigan.....	2,678	58	1	57	3.5	3.4	0.4	3.9	2.2	0.0	2.1
Minnesota.....	1,565	21	2	19	2.1	1.2	0.7	1.3	1.3	0.1	1.2
Mississippi.....	691	31	16	15	0.9	1.8	6.0	1.0	4.5	2.3	2.2
Missouri.....	1,577	33	3	30	2.1	1.9	1.1	2.1	2.1	0.2	1.9
Montana.....	289	1	-	1	0.4	0.1	-	0.1	0.3	-	0.3
Nebraska.....	553	17	3	14	0.7	1.0	1.1	1.0	3.1	0.5	2.5
Nevada.....	747	12	3	9	1.0	0.7	1.1	0.6	1.6	0.4	1.2
New Hampshire.....	372	9	1	8	0.5	0.5	0.4	0.5	2.4	0.3	2.2
New Jersey.....	1,697	29	4	25	2.2	1.7	1.5	1.7	1.7	0.2	1.5
New Mexico.....	479	11	2	9	0.6	0.6	0.7	0.6	2.3	0.4	1.9
New York.....	4,078	88	7	81	5.4	5.1	2.6	5.5	2.2	0.2	2.0
North Carolina.....	2,156	46	4	42	2.8	2.7	1.5	2.9	2.1	0.2	1.9
North Dakota.....	191	5	2	3	0.3	0.3	0.7	0.2	2.6	1.0	1.6
Ohio.....	3,422	79	5	74	4.5	4.6	1.9	5.1	2.3	0.1	2.2
Oklahoma.....	849	25	10	15	1.1	1.4	3.7	1.0	2.9	1.2	1.8
Oregon.....	1,050	9	2	7	1.4	0.5	0.7	0.5	0.9	0.2	0.7
Pennsylvania.....	3,434	69	3	66	4.5	4.0	1.1	4.5	2.0	0.1	1.9
Rhode Island.....	315	7	-	7	0.4	0.4	-	0.5	2.2	-	2.2
South Carolina.....	1,178	47	10	37	1.6	2.7	3.7	2.5	4.0	0.8	3.1
South Dakota.....	241	6	1	5	0.3	0.3	0.4	0.3	2.5	0.4	2.1
Tennessee.....	1,602	39	10	29	2.1	2.3	3.7	2.0	2.4	0.6	1.8
Texas.....	5,585	221	46	175	7.4	12.8	17.2	12.0	4.0	0.8	3.1
Utah.....	748	11	1	10	1.0	0.6	0.4	0.7	1.5	0.1	1.3
Vermont.....	181	4	-	4	0.2	0.2	-	0.3	2.2	-	2.2
Virginia.....	1,761	46	5	41	2.3	2.7	1.9	2.8	2.6	0.3	2.3
Washington.....	1,844	17	3	14	2.4	1.0	1.1	1.0	0.9	0.2	0.8
West Virginia.....	478	16	9	7	0.6	0.9	3.4	0.5	3.3	1.9	1.5
Wisconsin.....	1,730	32	4	28	2.3	1.9	1.5	1.9	1.8	0.2	1.6
Wyoming.....	164	4	1	3	0.2	0.2	0.4	0.2	2.4	0.6	1.8

NOTE: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. Users are reminded that these data are based on a sample and are therefore subject to sampling error; the degree of error may be quite large for less populous States. It is not possible to clearly determine whether workers surveyed in the CPS are actually covered by the Fair Labor Standards Act (FLSA) or by individual State minimum wage laws. Thus some workers reported as earning the prevailing Federal minimum wage may not in fact be covered by Federal or State minimum wage laws. Also, there are a number of States that have minimum wages that exceed the Federal minimum wage. At the same time, the presence of a sizable number of workers with wages below the prevailing Federal minimum wage does not necessarily indicate violations of the FLSA or applicable State laws, because there are numerous exclusions and exemptions to these minimum wage statutes. Dash indicates no data or data that do not meet publication criteria.

**Table 4. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by major occupation group, 2007 annual averages**

Occupation	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over.....	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
Management, professional, and related occupations.....	14,447	75	12	63	19.0	4.3	4.5	4.3	0.5	0.1	0.4
Management, business, and financial operations occupations.....	4,033	22	4	18	5.3	1.3	1.5	1.2	0.5	0.1	0.4
Professional and related occupations.....	10,413	53	8	45	13.7	3.1	3.0	3.1	0.5	0.1	0.4
Service occupations.....	16,882	1,248	130	1,118	22.3	72.2	48.7	76.5	7.4	0.8	6.6
Healthcare support occupations.....	2,514	37	10	27	3.3	2.1	3.7	1.8	1.5	0.4	1.1
Protective service occupations.....	1,823	29	7	22	2.4	1.7	2.6	1.5	1.6	0.4	1.2
Food preparation and serving related occupations.....	6,479	1,013	71	942	8.5	58.6	26.6	64.4	15.6	1.1	14.5
Building and grounds cleaning and maintenance occupations.....	3,573	58	22	36	4.7	3.4	8.2	2.5	1.6	0.6	1.0
Personal care and service occupations..	2,495	111	20	91	3.3	6.4	7.5	6.2	4.4	0.8	3.6
Sales and office occupations.....	20,951	240	85	155	27.6	13.9	31.8	10.6	1.1	0.4	0.7
Sales and related occupations.....	7,851	125	50	75	10.3	7.2	18.7	5.1	1.6	0.6	1.0
Office and administrative support occupations.....	13,099	115	35	80	17.3	6.7	13.1	5.5	0.9	0.3	0.6
Natural resources, construction, and maintenance occupations.....	10,116	44	4	40	13.3	2.5	1.5	2.7	0.4	0.0	0.4
Farming, fishing, and forestry occupations.....	628	12	4	8	0.8	0.7	1.5	0.5	1.9	0.6	1.3
Construction and extraction occupations.....	6,009	27	-	27	7.9	1.6	-	1.8	0.4	-	0.4
Installation, maintenance, and repair occupations.....	3,480	5	-	5	4.6	0.3	-	0.3	0.1	-	0.1
Production, transportation, and material moving occupations.....	13,477	121	35	86	17.8	7.0	13.1	5.9	0.9	0.3	0.6
Production occupations.....	7,373	42	13	29	9.7	2.4	4.9	2.0	0.6	0.2	0.4
Transportation and material moving occupations.....	6,104	79	22	57	8.0	4.6	8.2	3.9	1.3	0.4	0.9

NOTE: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. Dash indicates no data or data that do not meet publication criteria.

**Table 5. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by major industry group, 2007 annual averages**

Industry	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over.....	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
Private sector.....	66,432	1,618	232	1,386	87.6	93.6	86.9	94.8	2.4	0.3	2.1
Agriculture and related industries.....	688	9	-	9	0.9	0.5	-	0.6	1.3	-	1.3
Nonagricultural industries.....	65,744	1,609	232	1,377	86.7	93.1	86.9	94.2	2.4	0.4	2.1
Mining.....	436	-	-	-	0.6	-	-	-	-	-	-
Construction.....	6,041	34	3	31	8.0	2.0	1.1	2.1	0.6	0.0	0.5
Manufacturing.....	9,862	38	10	28	13.0	2.2	3.7	1.9	0.4	0.1	0.3
Durable goods .....	6,226	25	4	21	8.2	1.4	1.5	1.4	0.4	0.1	0.3
Nondurable goods .....	3,637	12	5	7	4.8	0.7	1.9	0.5	0.3	0.1	0.2
Wholesale and retail trade.....	12,658	151	52	99	16.7	8.7	19.5	6.8	1.2	0.4	0.8
Wholesale trade.....	1,986	9	2	7	2.6	0.5	0.7	0.5	0.5	0.1	0.4
Retail trade.....	10,671	142	50	92	14.1	8.2	18.7	6.3	1.3	0.5	0.9
Transportation and utilities.....	3,160	18	4	14	4.2	1.0	1.5	1.0	0.6	0.1	0.4
Information.....	1,505	19	6	13	2.0	1.1	2.2	0.9	1.3	0.4	0.9
Financial activities.....	3,409	24	7	17	4.5	1.4	2.6	1.2	0.7	0.2	0.5
Professional and business services.....	5,767	43	6	37	7.6	2.5	2.2	2.5	0.7	0.1	0.6
Education and health services.....	11,455	144	41	103	15.1	8.3	15.4	7.0	1.3	0.4	0.9
Leisure and hospitality.....	8,520	1,059	93	966	11.2	61.2	34.8	66.1	12.4	1.1	11.3
Other services.....	2,932	80	10	70	3.9	4.6	3.7	4.8	2.7	0.3	2.4
Public sector.....	9,441	111	35	76	12.4	6.4	13.1	5.2	1.2	0.4	0.8
Federal.....	1,729	15	4	11	2.3	0.9	1.5	0.8	0.9	0.2	0.6
State.....	2,596	43	16	27	3.4	2.5	6.0	1.8	1.7	0.6	1.0
Local.....	5,115	53	15	38	6.7	3.1	5.6	2.6	1.0	0.3	0.7

NOTE: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. Dash indicates no data or data that do not meet publication criteria.

**Table 6. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by educational attainment, 2007 annual averages**

Educational attainment	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over.....	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
Less than a high school diploma.....	12,202	419	100	319	16.1	24.2	37.5	21.8	3.4	0.8	2.6
Less than 1 year of high school.....	3,438	62	14	48	4.5	3.6	5.2	3.3	1.8	0.4	1.4
1 to 3 years of high school.....	7,442	319	79	240	9.8	18.4	29.6	16.4	4.3	1.1	3.2
4 years of high school, no diploma.....	1,323	38	7	31	1.7	2.2	2.6	2.1	2.9	0.5	2.3
High school graduates or more.....	63,670	1,311	167	1,144	83.9	75.8	62.5	78.2	2.1	0.3	1.8
High school graduates, no college.....	27,701	566	94	472	36.5	32.7	35.2	32.3	2.0	0.3	1.7
Some college or associate degree.....	24,707	602	73	529	32.6	34.8	27.3	36.2	2.4	0.3	2.1
Some college, no degree.....	16,983	506	59	447	22.4	29.3	22.1	30.6	3.0	0.3	2.6
Associate degree.....	7,724	97	14	83	10.2	5.6	5.2	5.7	1.3	0.2	1.1
Occupational program.....	3,970	40	9	31	5.2	2.3	3.4	2.1	1.0	0.2	0.8
Academic program.....	3,754	56	5	51	4.9	3.2	1.9	3.5	1.5	0.1	1.4
College graduates, total.....	11,262	142	-	142	14.8	8.2	-	9.7	1.3	-	1.3
Bachelor's degree.....	8,923	127	-	127	11.8	7.3	-	8.7	1.4	-	1.4
Master's degree.....	1,844	11	-	11	2.4	0.6	-	0.8	0.6	-	0.6
Professional degree.....	327	2	-	2	0.4	0.1	-	0.1	0.6	-	0.6
Doctoral degree.....	167	2	-	2	0.2	0.1	-	0.1	1.2	-	1.2

NOTE: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. Dash indicates no data or data that do not meet publication criteria.



**Table 7. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by age and sex, 2007 annual averages**

Age and sex	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
<b>BOTH SEXES</b>											
Total, 16 years and over.....	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
Under 25 years.....	16,275	814	145	669	21.5	47.1	54.3	45.8	5.0	0.9	4.1
16 to 19 years.....	5,434	373	93	280	7.2	21.6	34.8	19.2	6.9	1.7	5.2
20 to 24 years.....	10,841	441	52	389	14.3	25.5	19.5	26.6	4.1	0.5	3.6
25 years and over.....	59,597	915	122	793	78.5	52.9	45.7	54.2	1.5	0.2	1.3
25 to 34 years.....	16,912	401	35	366	22.3	23.2	13.1	25.0	2.4	0.2	2.2
25 to 29 years.....	9,238	233	20	213	12.2	13.5	7.5	14.6	2.5	0.2	2.3
30 to 34 years.....	7,674	168	16	152	10.1	9.7	6.0	10.4	2.2	0.2	2.0
35 to 44 years.....	16,026	226	39	187	21.1	13.1	14.6	12.8	1.4	0.2	1.2
35 to 39 years.....	7,800	118	20	98	10.3	6.8	7.5	6.7	1.5	0.3	1.3
40 to 44 years.....	8,226	109	20	89	10.8	6.3	7.5	6.1	1.3	0.2	1.1
45 to 54 years.....	15,551	148	20	128	20.5	8.6	7.5	8.8	1.0	0.1	0.8
45 to 49 years.....	8,366	90	14	76	11.0	5.2	5.2	5.2	1.1	0.2	0.9
50 to 54 years.....	7,186	56	5	51	9.5	3.2	1.9	3.5	0.8	0.1	0.7
55 to 64 years.....	8,613	92	17	75	11.4	5.3	6.4	5.1	1.1	0.2	0.9
55 to 59 years.....	5,416	49	6	43	7.1	2.8	2.2	2.9	0.9	0.1	0.8
60 to 64 years.....	3,197	43	11	32	4.2	2.5	4.1	2.2	1.3	0.3	1.0
65 years and over.....	2,495	49	11	38	3.3	2.8	4.1	2.6	2.0	0.4	1.5
65 to 69 years.....	1,378	24	6	18	1.8	1.4	2.2	1.2	1.7	0.4	1.3
70 years and over.....	1,118	25	5	20	1.5	1.4	1.9	1.4	2.2	0.4	1.8
<b>MEN</b>											
Total, 16 years and over.....	37,790	546	86	460	49.8	31.6	32.2	31.5	1.4	0.2	1.2
Under 25 years.....	8,314	242	52	190	11.0	14.0	19.5	13.0	2.9	0.6	2.3
16 to 19 years.....	2,652	136	37	99	3.5	7.9	13.9	6.8	5.1	1.4	3.7
20 to 24 years.....	5,662	106	14	92	7.5	6.1	5.2	6.3	1.9	0.2	1.6
25 years and over.....	29,476	304	34	270	38.8	17.6	12.7	18.5	1.0	0.1	0.9
25 to 34 years.....	9,114	148	10	138	12.0	8.6	3.7	9.4	1.6	0.1	1.5
25 to 29 years.....	5,081	94	6	88	6.7	5.4	2.2	6.0	1.9	0.1	1.7
30 to 34 years.....	4,033	53	4	49	5.3	3.1	1.5	3.4	1.3	0.1	1.2
35 to 44 years.....	7,981	70	12	58	10.5	4.0	4.5	4.0	0.9	0.2	0.7
35 to 39 years.....	3,988	34	6	28	5.3	2.0	2.2	1.9	0.9	0.2	0.7
40 to 44 years.....	3,993	35	6	29	5.3	2.0	2.2	2.0	0.9	0.2	0.7
45 to 54 years.....	7,372	40	4	36	9.7	2.3	1.5	2.5	0.5	0.1	0.5
45 to 49 years.....	3,985	19	3	16	5.3	1.1	1.1	1.1	0.5	0.1	0.4
50 to 54 years.....	3,387	21	1	20	4.5	1.2	0.4	1.4	0.6	0.0	0.6
55 to 64 years.....	3,899	28	5	23	5.1	1.6	1.9	1.6	0.7	0.1	0.6
55 to 59 years.....	2,478	13	-	13	3.3	0.8	-	0.9	0.5	-	0.5
60 to 64 years.....	1,421	14	5	9	1.9	0.8	1.9	0.6	1.0	0.4	0.6
65 years and over.....	1,110	20	4	16	1.5	1.2	1.5	1.1	1.8	0.4	1.4
65 to 69 years.....	606	8	2	6	0.8	0.5	0.7	0.4	1.3	0.3	1.0
70 years and over.....	504	12	2	10	0.7	0.7	0.7	0.7	2.4	0.4	2.0
<b>WOMEN</b>											
Total, 16 years and over.....	38,082	1,183	181	1,002	50.2	68.4	67.8	68.5	3.1	0.5	2.6
Under 25 years.....	7,961	572	93	479	10.5	33.1	34.8	32.8	7.2	1.2	6.0
16 to 19 years.....	2,782	238	56	182	3.7	13.8	21.0	12.4	8.6	2.0	6.5
20 to 24 years.....	5,179	334	37	297	6.8	19.3	13.9	20.3	6.4	0.7	5.7
25 years and over.....	30,121	611	88	523	39.7	35.3	33.0	35.8	2.0	0.3	1.7
25 to 34 years.....	7,798	254	26	228	10.3	14.7	9.7	15.6	3.3	0.3	2.9
25 to 29 years.....	4,157	139	14	125	5.5	8.0	5.2	8.5	3.3	0.3	3.0
30 to 34 years.....	3,641	115	12	103	4.8	6.7	4.5	7.0	3.2	0.3	2.8
35 to 44 years.....	8,045	156	27	129	10.6	9.0	10.1	8.8	1.9	0.3	1.6
35 to 39 years.....	3,812	83	14	69	5.0	4.8	5.2	4.7	2.2	0.4	1.8
40 to 44 years.....	4,233	73	13	60	5.6	4.2	4.9	4.1	1.7	0.3	1.4
45 to 54 years.....	8,179	107	16	91	10.8	6.2	6.0	6.2	1.3	0.2	1.1
45 to 49 years.....	4,381	72	12	60	5.8	4.2	4.5	4.1	1.6	0.3	1.4
50 to 54 years.....	3,799	36	4	32	5.0	2.1	1.5	2.2	0.9	0.1	0.8
55 to 64 years.....	4,714	65	12	53	6.2	3.8	4.5	3.6	1.4	0.3	1.1
55 to 59 years.....	2,938	36	6	30	3.9	2.1	2.2	2.1	1.2	0.2	1.0
60 to 64 years.....	1,776	29	6	23	2.3	1.7	2.2	1.6	1.6	0.3	1.3
65 years and over.....	1,386	29	7	22	1.8	1.7	2.6	1.5	2.1	0.5	1.6
65 to 69 years.....	771	16	4	12	1.0	0.9	1.5	0.8	2.1	0.5	1.6
70 years and over.....	614	13	3	10	0.8	0.8	1.1	0.7	2.1	0.5	1.6

NOTE: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. Dash indicates no data or data that do not meet publication criteria.

**Table 8. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by marital status, age, and sex, 2007 annual averages**

Marital status, age, and sex	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
<b>BOTH SEXES</b>											
Total, 16 years and over....	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
Never married.....	26,868	1,088	179	909	35.4	62.9	67.0	62.2	4.0	0.7	3.4
16 to 24 years.....	14,350	756	137	619	18.9	43.7	51.3	42.3	5.3	1.0	4.3
25 years and over.....	12,518	332	42	290	16.5	19.2	15.7	19.8	2.7	0.3	2.3
25 to 54 years.....	11,822	321	41	280	15.6	18.6	15.4	19.2	2.7	0.3	2.4
Married, spouse present..	35,893	391	47	344	47.3	22.6	17.6	23.5	1.1	0.1	1.0
16 to 24 years.....	1,493	43	7	36	2.0	2.5	2.6	2.5	2.9	0.5	2.4
25 years and over.....	34,399	346	39	307	45.3	20.0	14.6	21.0	1.0	0.1	0.9
25 to 54 years.....	27,399	280	26	254	36.1	16.2	9.7	17.4	1.0	0.1	0.9
Other marital status.....	13,112	250	41	209	17.3	14.5	15.4	14.3	1.9	0.3	1.6
16 to 24 years.....	432	14	-	14	0.6	0.8	-	1.0	3.2	-	3.2
25 years and over.....	12,680	236	41	195	16.7	13.6	15.4	13.3	1.9	0.3	1.5
25 to 54 years.....	9,268	173	27	146	12.2	10.0	10.1	10.0	1.9	0.3	1.6
<b>MEN</b>											
Total, 16 years and over....	37,790	546	86	460	49.8	31.6	32.2	31.5	1.4	0.2	1.2
Never married.....	14,444	432	69	363	19.0	25.0	25.8	24.8	3.0	0.5	2.5
16 to 24 years.....	7,474	239	49	190	9.9	13.8	18.4	13.0	3.2	0.7	2.5
25 years and over.....	6,970	193	20	173	9.2	11.2	7.5	11.8	2.8	0.3	2.5
25 to 54 years.....	6,656	177	18	159	8.8	10.2	6.7	10.9	2.7	0.3	2.4
Married, spouse present..	18,265	113	16	97	24.1	6.5	6.0	6.6	0.6	0.1	0.5
16 to 24 years.....	670	2	2	-	0.9	0.1	0.7	-	0.3	0.3	-
25 years and over.....	17,595	111	14	97	23.2	6.4	5.2	6.6	0.6	0.1	0.6
25 to 54 years.....	13,921	80	7	73	18.3	4.6	2.6	5.0	0.6	0.1	0.5
Other marital status.....	5,081	46	3	43	6.7	2.7	1.1	2.9	0.9	0.1	0.8
16 to 24 years.....	170	1	-	1	0.2	0.1	-	0.1	0.6	-	0.6
25 years and over.....	4,911	45	3	42	6.5	2.6	1.1	2.9	0.9	0.1	0.9
25 to 54 years.....	3,891	35	2	33	5.1	2.0	0.7	2.3	0.9	0.1	0.8
<b>WOMEN</b>											
Total, 16 years and over....	38,082	1,183	181	1,002	50.2	68.4	67.8	68.5	3.1	0.5	2.6
Never married.....	12,424	702	113	589	16.4	40.6	42.3	40.3	5.7	0.9	4.7
16 to 24 years.....	6,875	518	88	430	9.1	30.0	33.0	29.4	7.5	1.3	6.3
25 years and over.....	5,548	184	25	159	7.3	10.6	9.4	10.9	3.3	0.5	2.9
25 to 54 years.....	5,166	180	25	155	6.8	10.4	9.4	10.6	3.5	0.5	3.0
Married, spouse present..	17,628	277	30	247	23.2	16.0	11.2	16.9	1.6	0.2	1.4
16 to 24 years.....	823	41	5	36	1.1	2.4	1.9	2.5	5.0	0.6	4.4
25 years and over.....	16,804	237	26	211	22.1	13.7	9.7	14.4	1.4	0.2	1.3
25 to 54 years.....	13,479	200	19	181	17.8	11.6	7.1	12.4	1.5	0.1	1.3
Other marital status.....	8,031	204	38	166	10.6	11.8	14.2	11.4	2.5	0.5	2.1
16 to 24 years.....	262	13	-	13	0.3	0.8	-	0.9	5.0	-	5.0
25 years and over.....	7,769	190	37	153	10.2	11.0	13.9	10.5	2.4	0.5	2.0
25 to 54 years.....	5,377	138	25	113	7.1	8.0	9.4	7.7	2.6	0.5	2.1

NOTE: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. Dash indicates no data or data that do not meet publication criteria.

**Table 9. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by usual hours worked on primary job per week, 2007 annual averages**

Usual hours worked per week on primary job	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over.....	75,873	1,729	267	1,462	100.0	100.0	100.0	100.0	2.3	0.4	1.9
Hours vary.....	4,866	219	38	181	6.4	12.7	14.2	12.4	4.5	0.8	3.7
0 to 34 hours.....	16,158	866	146	720	21.3	50.1	54.7	49.2	5.4	0.9	4.5
0 to 4 hours.....	294	16	2	14	0.4	0.9	0.7	1.0	5.4	0.7	4.8
5 to 9 hours.....	891	53	15	38	1.2	3.1	5.6	2.6	5.9	1.7	4.3
10 to 14 hours.....	1,461	82	13	69	1.9	4.7	4.9	4.7	5.6	0.9	4.7
15 to 19 hours.....	2,212	135	26	109	2.9	7.8	9.7	7.5	6.1	1.2	4.9
20 to 24 hours.....	4,969	261	57	204	6.5	15.1	21.3	14.0	5.3	1.1	4.1
25 to 29 hours.....	2,175	120	14	106	2.9	6.9	5.2	7.3	5.5	0.6	4.9
30 to 34 hours.....	4,156	198	19	179	5.5	11.5	7.1	12.2	4.8	0.5	4.3
35 hours or more.....	54,848	644	83	561	72.3	37.2	31.1	38.4	1.2	0.2	1.0
35 to 39 hours.....	5,338	166	27	139	7.0	9.6	10.1	9.5	3.1	0.5	2.6
40 hours or more.....	49,510	478	56	422	65.3	27.6	21.0	28.9	1.0	0.1	0.9
40 hours.....	42,656	410	48	362	56.2	23.7	18.0	24.8	1.0	0.1	0.8
41 hours or more.....	6,854	70	9	61	9.0	4.0	3.4	4.2	1.0	0.1	0.9
41 to 44 hours.....	760	6	2	4	1.0	0.3	0.7	0.3	0.8	0.3	0.5
45 to 48 hours.....	2,448	15	-	15	3.2	0.9	-	1.0	0.6	-	0.6
49 to 59 hours.....	2,536	37	6	31	3.3	2.1	2.2	2.1	1.5	0.2	1.2
60 hours or more.....	1,110	12	1	11	1.5	0.7	0.4	0.8	1.1	0.1	1.0

NOTE: Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. Dash indicates no data or data that do not meet publication criteria.

**Table 10. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2007 annual averages**

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					Total at or below prevailing Federal minimum wage	
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Number	Percent of hourly paid workers	
<b>BOTH SEXES</b>								
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 <sup>1</sup> .....	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 <sup>1</sup> .....	104,876	63,172	60.2	<sup>2</sup> 1,132	<sup>2</sup> 1,096	<sup>2</sup> 3,228	<sup>2</sup> 5.1	
1991.....	103,723	62,627	60.4	<sup>2</sup> 2,377	<sup>2</sup> 2,906	<sup>2</sup> 5,283	<sup>2</sup> 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 <sup>1</sup> .....	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	<sup>2</sup> 1,863	<sup>2</sup> 1,861	<sup>2</sup> 3,724	<sup>2</sup> 5.4	
1997 <sup>1</sup> .....	114,533	70,735	61.8	<sup>2</sup> 2,990	<sup>2</sup> 1,764	<sup>2</sup> 4,754	<sup>2</sup> 6.7	
1998 <sup>1</sup> .....	116,730	71,440	61.2	2,834	1,593	4,427	6.2	
1999 <sup>1</sup> .....	118,963	72,306	60.8	2,194	1,146	3,340	4.6	
2000 <sup>1</sup> .....	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 <sup>1</sup> .....	122,358	72,946	59.6	1,555	545	2,100	2.9	
2004 <sup>1</sup> .....	123,554	73,939	59.8	1,483	520	2,003	2.7	
2005.....	125,889	75,609	60.1	1,403	479	1,882	2.5	
2006.....	128,237	76,514	59.7	1,283	409	1,692	2.2	
2007.....	129,767	75,873	58.5	<sup>2</sup> 1,462	<sup>2</sup> 267	<sup>2</sup> 1,729	<sup>2</sup> 2.3	
<b>MEN</b>								
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 <sup>1</sup> .....	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 <sup>1</sup> .....	55,553	32,104	57.8	<sup>2</sup> 712	<sup>2</sup> 385	<sup>2</sup> 1,097	<sup>2</sup> 3.4	
1991.....	54,618	31,639	57.9	<sup>2</sup> 795	<sup>2</sup> 1,114	<sup>2</sup> 1,909	<sup>2</sup> 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 <sup>1</sup> .....	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	<sup>2</sup> 619	<sup>2</sup> 755	<sup>2</sup> 1,374	<sup>2</sup> 3.9	
1997 <sup>1</sup> .....	59,825	35,521	59.4	<sup>2</sup> 1,147	<sup>2</sup> 673	<sup>2</sup> 1,820	<sup>2</sup> 5.1	
1998 <sup>1</sup> .....	60,973	35,761	58.7	1,039	628	1,667	4.7	
1999 <sup>1</sup> .....	61,914	36,073	58.3	768	446	1,214	3.4	
2000 <sup>1</sup> .....	63,662	36,720	57.7	582	319	901	2.5	
2001.....	63,647	36,544	57.4	497	247	744	2.0	
2002.....	63,272	36,000	56.9	582	217	799	2.2	
2003 <sup>1</sup> .....	63,236	35,853	56.7	493	213	706	2.0	
2004 <sup>1</sup> .....	64,145	36,806	57.4	470	210	680	1.8	
2005.....	65,466	37,652	57.5	459	189	648	1.7	
2006.....	66,811	38,193	57.2	422	146	<sup>c</sup> 568	1.5	
2007.....	67,468	37,790	56.0	<sup>2</sup> 460	<sup>2</sup> 86	<sup>2</sup> 546	<sup>2</sup> 1.4	

See footnotes at end of table.

**Table 10. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2007 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
<b>WOMEN</b>							
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 <sup>1</sup> .....	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 <sup>1</sup> .....	49,323	31,069	63.0	<sup>2</sup> 1,420	<sup>2</sup> 711	<sup>2</sup> 2,131	<sup>2</sup> 6.9
1991.....	49,105	30,988	63.1	<sup>2</sup> 1,582	<sup>2</sup> 1,792	<sup>2</sup> 3,374	<sup>2</sup> 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 <sup>1</sup> .....	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	<sup>2</sup> 1,244	<sup>2</sup> 1,106	<sup>2</sup> 2,350	<sup>2</sup> 6.8
1997 <sup>1</sup> .....	54,708	35,214	64.4	<sup>2</sup> 1,843	<sup>2</sup> 1,092	<sup>2</sup> 2,935	<sup>2</sup> 8.3
1998 <sup>1</sup> .....	55,757	35,680	64.0	1,794	965	2,760	7.7
1999 <sup>1</sup> .....	57,050	36,233	63.5	1,426	700	2,126	5.9
2000 <sup>1</sup> .....	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 <sup>1</sup> .....	59,122	37,093	62.7	1,062	332	1,394	3.8
2004 <sup>1</sup> .....	59,408	37,133	62.5	1,013	310	1,323	3.6
2005.....	60,423	37,957	62.8	944	290	1,234	3.3
2006.....	61,426	38,321	62.4	861	263	1,124	2.9
2007.....	62,299	38,082	61.1	<sup>2</sup> 1,002	<sup>2</sup> 181	<sup>2</sup> 1,183	<sup>2</sup> 3.1

<sup>1</sup> 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 *Employment and Earnings*.

<sup>2</sup> Data for 1990-91, 1996-97, and 2007 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 on April 1, 1990, to \$4.25 on April 1, 1991, to \$4.75 on October 1, 1996, to \$5.15 on September 1, 1997, and to \$5.85 on July 24, 2007. Data exclude all self-employed persons regardless of whether or not their businesses are incorporated. The presence of a sizable number of workers

with reported wages below the minimum does not necessarily indicate violations of the Fair Labor Standards Act, as there are numerous exemptions to the minimum wage provisions of the law. The relatively large number of workers with reported wages below the minimum in 1998-2006 includes some hourly-paid workers reported as earning exactly \$5.00 per hour (about 1.4 million in 1998, about 900,000 in 1999, about 600,000 in 2000, about 500,000 in 2001 and in 2002, about 350,000 in 2003 and in 2004, 300,000 in 2005, and about 200,000 in 2006); to some extent, this may reflect rounding on the part of survey respondents.

c = corrected.