



# Highlights of Women's Earnings in 2004



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In 2004, median weekly earnings for women who were full-time wage and salary workers were \$573, or 80 percent of the \$713 median for their male counterparts. This ratio was about the same in 2003. In 1979, the first year of comparable earnings data, women earned 63 percent as much as men did. (See chart 1.)

The women's-to-men's earnings ratio varies significantly by demographic group. The ratio was about 89 percent for blacks and 87 percent for Hispanics or Latinos in 2004. For whites, it was 80 percent, and for Asians it was 76 percent. Young women, those 16 to 24 years old, earned almost as much (94 percent) as young men did, while women 35 years and older earned about 75 percent as much as did 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, please see the Technical Note in this report.

## Highlights

Following are some highlights of women's and men's earnings in 2004.

### Full-time workers

- Among women, 45- to 54-year-olds had the highest median weekly earnings (\$625), followed closely by 55- to 64-year-olds (\$615), and 35- to 44-year-olds (\$608). Men's earnings also were highest among 45- to 54-year-olds (\$857) and 55- to 64-year-olds (\$843). The difference between women's and men's earnings was much larger among middle-aged and older workers than among younger workers. For instance, among workers aged 45 to 54, women earned 73 percent as much as men did. By comparison, among 16- to 24-year-olds, women earned 94 percent as much as their male

counterparts, and, among workers 25 to 34 years old, women earned 88 percent as much as did men. (See table 1.)

- Between 1979 and 2004, 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, rose from 58 percent in 1979 to 76 percent in 2004, and that for 45- to 54-year-olds rose from 57 percent in 1979 to 73 percent 25 years later. The earnings ratios for teenagers and for workers 65 years old and older, however, showed no consistent movement over the period. (See table 12.)

- Asian workers of both sexes earned more than their white, black, or Hispanic or Latino counterparts did. Asian women's median weekly earnings (\$613) were 5 percent higher than white women's earnings (\$584), 21 percent more than black women's earnings (\$505), and 46 percent higher than the earnings of Hispanic or Latino women (\$419). In comparison, Asian men's earnings (\$802) were 10 percent higher than the earnings of white men (\$732), 41 percent greater than the earnings of black men (\$569), and 67 percent higher than those of Hispanic or Latino men (\$480). (See tables 1 and 13 and chart 2.)

- Earnings differences between women and men in 2004 were widest for whites and Asians. White women earned 80 percent as much as white men did, and Asian women earned 76 percent as much as Asian men did. Both black women (89 percent) and Hispanic or Latino (87 percent) women had earnings that were much closer to those of their male counterparts. (See table 1.)

- Growth in earnings for white women has outpaced that for their black and Hispanic or Latino counterparts. Between 1979 and 2004, inflation-adjusted earnings for white women grew fairly steadily, rising by 32 percent. Earnings over the period grew by 24 percent for black women and by 11 percent for Hispanic or Latino women. In contrast, real earnings for white and for black men rose only slightly, while those for Hispanic or Latino men fell by 9 percent. (See table 13.)

- Median weekly earnings in 2004 varied significantly by level of education. Among women, those with less than a high school diploma earned \$334 per week, compared with \$860 for those with a college degree. Among men, high school dropouts earned \$446 a week, compared with \$1,143 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 have experienced a decline in inflation-adjusted earnings since 1979, the drop for women—9 percent—was significantly less than that for men—27 percent. Earnings for women with college degrees have increased by 35 percent since 1979 on an inflation-adjusted basis, while earnings for male college graduates have risen by 20 percent. (See table 14 and chart 3.)

- Women working full time in management, business, and financial operations occupations earned a median of \$812 per week in 2004. 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 \$767 per week. Within management fields, the highest paying occupations for women were chief executives, computer and information systems managers, human resources managers, purchasing managers, medical and health services managers, and management analysts. Within professional occupations, women working as pharmacists, lawyers, computer software engineers, computer programmers, and physicians and surgeons had the highest median weekly earnings. (See table 2.)

- Within occupational groups, women and men tend to work in different occupations. In professional and related occupations, for example, women were much less likely than men to be employed in the highest paying occupations—engineers and computer and mathematical scientists. Women were more likely than men to work in lower paying education, training, and library occupations. (See table 2.)

- The ratio of female-to-male earnings varied by place of residence, from a high of 87 percent in California to a low of 66 percent in Wyoming. The differences among the States reflect, in part, variations in the occupations and industries found in each State and in the 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 estimates; thus, one should be especially careful when comparing State estimates. (See table 3.)

- Just 5 percent of women earned \$1,500 or more per week, compared with 13 percent of men. Not surprisingly, given their higher earnings overall, Asian women were more likely than other women to earn at least \$1,500 per week. (See table 7.)

- Median weekly earnings of married women with children under the age of 18 were 21 percent higher than the earnings of unmarried mothers. The difference was even greater for men: married fathers earned 33 percent more than unmarried fathers did. (See table 8.)

### **Part-time workers**

- Women who worked part time—that is, less than 35 hours per week—accounted for 25 percent of all female wage and salary workers in 2004. 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 \$201, compared with \$183 for male part-time workers. The men have lower earnings than the women because male part-time workers are more highly concentrated in the youngest age groups, which typically have low earnings. Half of male part-time workers were 16 to 24 years old, compared with just under a third of female part-timers. (See table 4.)

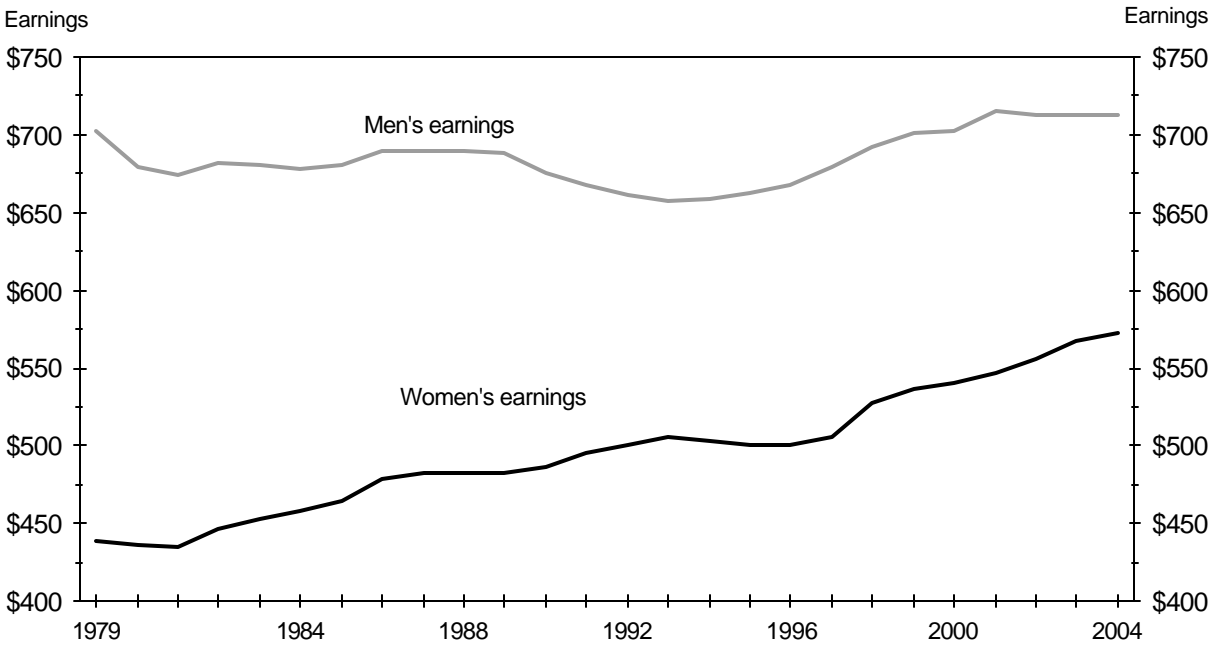
### **Workers paid by the hour**

- About 63 percent of women and 57 percent of men employed in wage and salary jobs were paid by the hour in 2004. Women in this category had median hourly earnings of \$10.17, or 85 percent of the median for men paid by the hour (\$12.02). (See tables 5, 9, 10, 15, and 16.)

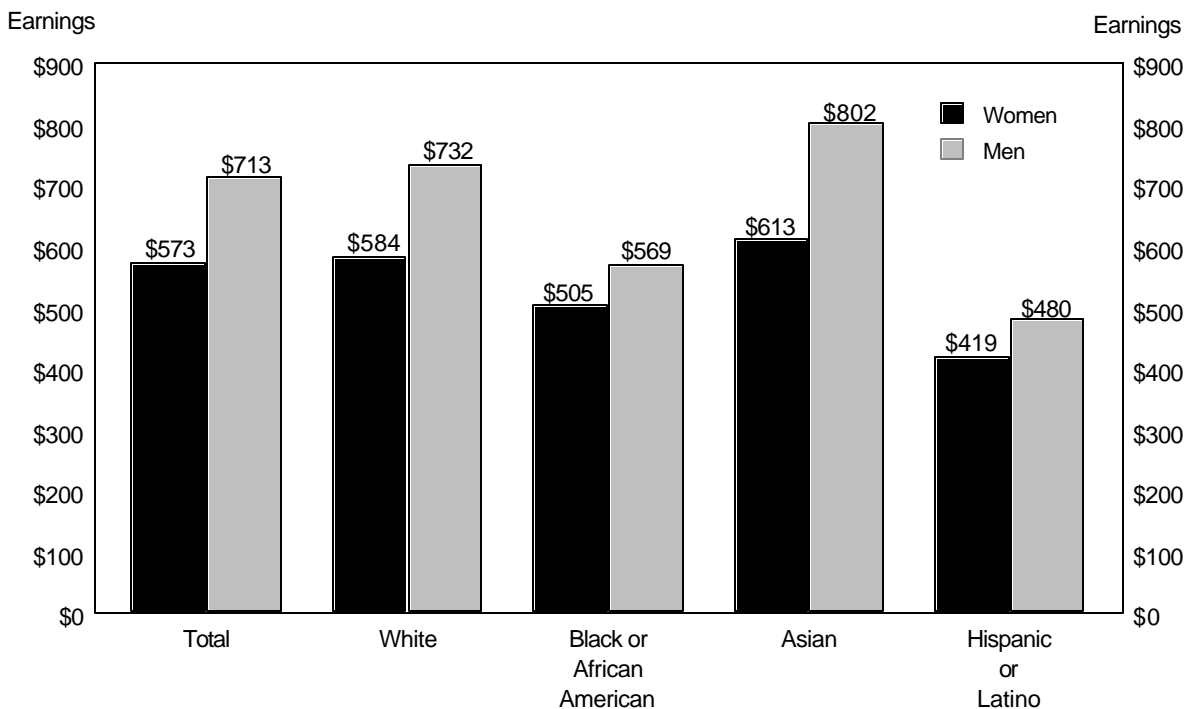
- Among women who were paid hourly rates in 2004, about 4 percent reported hourly earnings at or below the prevailing Federal minimum wage of \$5.15 an hour. This share compared with 2 percent of men who were paid by the hour. (See tables 11 and 17 and chart 4. Also see the Technical Note for information about workers with earnings below the Federal minimum wage.)

- As would be expected, 16- to 19-year-old women and men paid by the hour were the most likely to have earnings at or below the minimum wage. Workers 25 years of age and older were very unlikely to earn the minimum wage or less, although for women aged 65 and older the incidence of minimum wage work rose. (See table 11 and chart 4.)

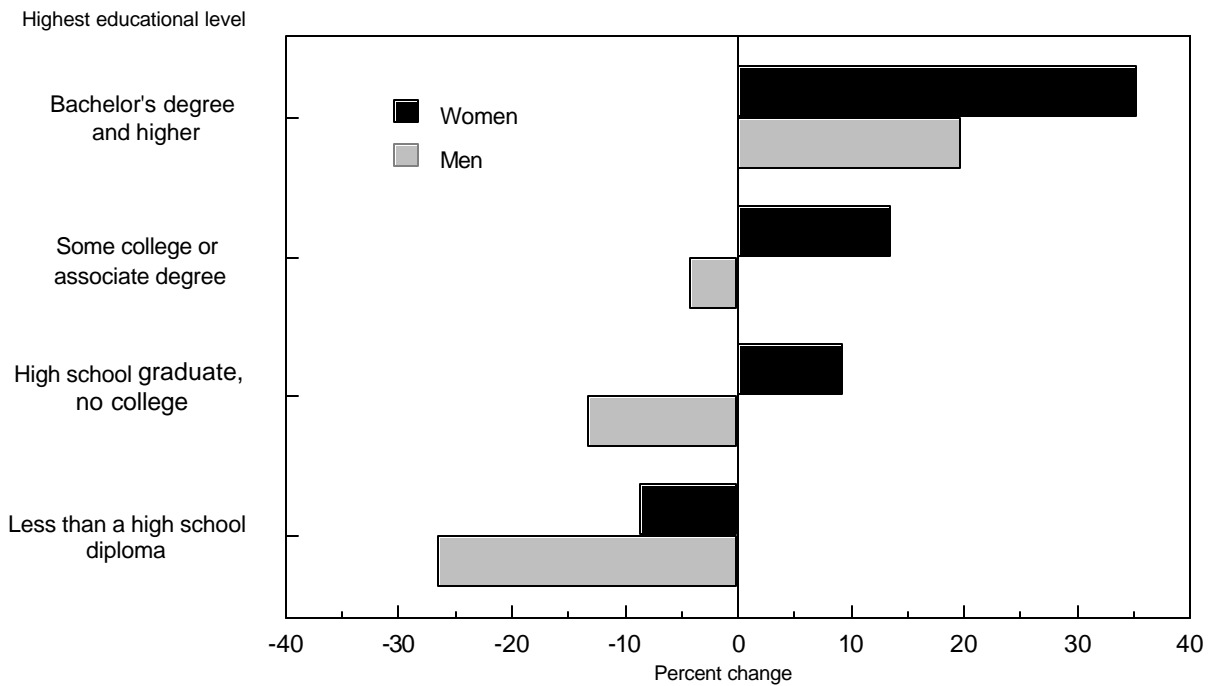
**Chart 1. Median usual weekly earnings of full-time wage and salary workers in constant (2004) dollars by sex, 1979-2004 annual averages**



**Chart 2. Median usual weekly earnings of full-time wage and salary workers by sex, race, and Hispanic or Latino ethnicity, 2004 annual averages**

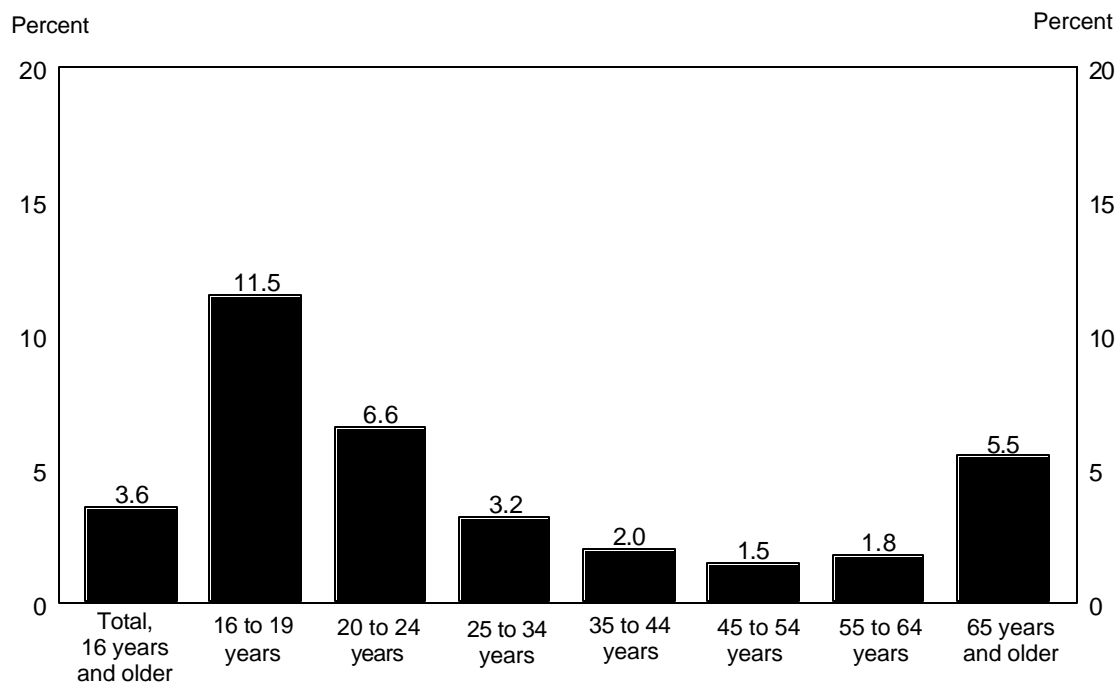


**Chart 3. Change in constant-dollar median weekly earnings from 1979 to 2004 by educational attainment and sex**



NOTE: Data relate to earnings of full-time wage and salary workers 25 years and older.

**Chart 4. Women with earnings at or below the prevailing Federal minimum wage by age, 2004 annual averages**



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

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Table 1. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, 2004 annual averages

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
<b>AGE</b>										
Total, 16 years and over .....	101,224	\$638	\$2	44,223	\$573	\$2	57,001	\$713	\$2	80.3
16 to 24 years .....	10,876	390	2	4,633	375	3	6,243	400	2	93.7
16 to 19 years .....	1,650	309	3	630	293	4	1,020	318	3	92.2
20 to 24 years .....	9,226	406	2	4,003	391	3	5,223	417	3	93.8
25 years and over .....	90,348	683	2	39,590	599	2	50,758	762	2	78.7
25 to 34 years .....	24,757	604	2	10,356	561	4	14,401	639	4	87.9
35 to 44 years .....	26,861	713	3	11,459	608	3	15,402	804	6	75.6
45 to 54 years .....	24,986	743	3	11,519	625	4	13,467	857	6	73.0
55 to 64 years .....	11,932	725	5	5,463	615	5	6,469	843	9	73.0
65 years and over .....	1,812	560	21	793	478	12	1,019	641	19	74.6
<b>RACE AND HISPANIC OR LATINO ETHNICITY</b>										
White .....	82,468	657	2	34,972	584	2	47,495	732	3	79.8
Black or African American .....	12,032	525	4	6,326	505	3	5,706	569	7	88.9
Asian .....	4,457	708	10	1,953	613	9	2,504	802	17	76.4
Hispanic or Latino .....	14,061	456	4	5,065	419	4	8,996	480	3	87.1
<b>MARITAL STATUS</b>										
Never married .....	25,682	510	2	11,071	500	3	14,611	518	3	96.5
Married, spouse present .....	58,590	719	2	23,164	604	2	35,426	811	4	74.5
Other marital status .....	16,952	606	3	9,988	564	5	6,964	680	7	82.9
Divorced .....	11,603	639	5	6,869	593	4	4,734	729	7	81.3
Separated .....	3,836	513	5	1,951	482	8	1,884	570	16	84.5
Widowed .....	1,513	532	15	1,168	515	8	345	615	22	83.7
<b>UNION AFFILIATION <sup>2</sup></b>										
Members of unions <sup>3</sup> .....	14,029	781	4	5,575	723	6	8,454	829	6	87.2
Represented by unions <sup>4</sup> .....	15,463	776	4	6,305	719	5	9,158	828	6	86.8
Not represented by a union .....	85,761	612	1	37,918	541	3	47,843	685	3	79.0
<b>EDUCATIONAL ATTAINMENT</b>										
Total, 25 years and over .....	90,348	683	2	39,590	599	2	50,758	762	2	78.7
Less than a high school diploma .....	8,533	401	2	2,785	334	3	5,748	446	5	74.9
High school graduates, no college <sup>5</sup> ...	27,141	574	2	11,628	488	2	15,513	645	4	75.6
Some college or associate degree .....	24,846	661	3	11,848	577	3	12,998	761	4	75.8
Bachelor's degree and higher <sup>6</sup> .....	29,828	986	4	13,329	860	4	16,499	1,143	5	75.2

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

<sup>2</sup> 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.

<sup>3</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>4</sup> 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.

<sup>5</sup> Includes persons with a high school diploma or equivalent.

<sup>6</sup> Includes persons with a bachelor's, master's, professional, and doctoral degree.

NOTE: 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. In addition, 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, 2004 annual averages

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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 .....	101,224	\$638	\$2	44,223	\$573	\$2	57,001	\$713	\$2	80.3
Management, professional, and related occupations .....	36,149	918	3	18,168	780	4	17,981	1,098	8	71.1
Management, business, and financial operations occupations .....	14,778	965	5	6,609	812	8	8,170	1,158	7	70.2
Management occupations .....	10,221	1,052	10	3,995	871	10	6,226	1,215	17	71.7
Chief executives .....	1,050	1,663	70	248	1,310	74	802	1,875	47	69.9
General and operations managers .....	727	1,129	30	175	872	49	552	1,166	18	74.8
Advertising and promotions managers .....	57	924	71	34	( <sup>2</sup> )	( <sup>2</sup> )	23	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Marketing and sales managers .....	770	1,213	57	298	898	68	472	1,441	32	62.3
Administrative services managers .....	80	937	52	27	( <sup>2</sup> )	( <sup>2</sup> )	53	958	50	( <sup>3</sup> )
Computer and information systems managers .....	325	1,439	32	96	1,228	79	228	1,547	58	79.4
Financial managers .....	961	986	22	535	839	20	427	1,397	52	60.1
Human resources managers .....	261	1,051	51	171	958	42	90	1,259	50	76.1
Industrial production managers .....	269	1,107	43	49	( <sup>2</sup> )	( <sup>2</sup> )	220	1,172	64	( <sup>3</sup> )
Purchasing managers .....	163	1,092	49	59	946	53	104	1,153	46	82.0
Transportation, storage, and distribution managers .....	220	741	24	34	( <sup>2</sup> )	( <sup>2</sup> )	187	753	25	( <sup>3</sup> )
Farm, ranch, and other agricultural managers .....	103	621	30	16	( <sup>2</sup> )	( <sup>2</sup> )	86	612	24	( <sup>3</sup> )
Construction managers .....	425	1,027	27	23	( <sup>2</sup> )	( <sup>2</sup> )	402	1,036	25	( <sup>3</sup> )
Education administrators .....	651	1,019	31	405	905	33	246	1,172	59	77.2
Engineering managers .....	99	1,807	126	6	( <sup>2</sup> )	( <sup>2</sup> )	94	1,783	113	( <sup>3</sup> )
Food service managers .....	568	657	17	232	598	17	336	713	34	83.8
Lodging managers .....	102	733	31	50	659	34	52	778	41	84.7
Medical and health services managers .....	451	973	28	328	943	21	123	1,135	34	83.1
Property, real estate, and community association managers .....	304	681	32	186	623	23	118	767	62	81.3
Social and community service managers .....	241	819	32	156	768	20	85	1,014	170	75.8
Business and financial operations occupations .....	4,558	847	7	2,613	746	6	1,944	1,007	17	74.1
Wholesale and retail buyers, except farm products .....	146	808	45	71	609	42	75	935	39	65.1
Purchasing agents, except wholesale, retail, and farm products .....	267	782	38	141	694	34	125	883	69	78.6
Claims adjusters, appraisers, examiners, and investigators .....	257	762	32	171	677	27	85	952	44	71.1
Compliance officers, except agriculture, construction, health and safety, and transportation .....	116	922	66	62	835	179	54	1,070	247	78.1
Cost estimators .....	88	888	41	14	( <sup>2</sup> )	( <sup>2</sup> )	73	915	54	( <sup>3</sup> )
Human resources, training, and labor relations specialists .....	612	803	24	415	755	15	198	952	45	79.3
Management analysts .....	317	1,017	43	146	922	42	170	1,215	78	75.8
Accountants and auditors .....	1,385	851	10	842	757	10	543	1,016	31	74.5
Appraisers and assessors of real estate .....	78	863	96	29	( <sup>2</sup> )	( <sup>2</sup> )	50	1,021	142	( <sup>3</sup> )
Personal financial advisors .....	229	1,062	103	61	773	185	167	1,170	49	66.1
Insurance underwriters .....	89	859	38	65	772	47	24	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Loan counselors and officers .....	381	799	40	216	695	35	165	1,001	51	69.5
Tax examiners, collectors, and revenue agents .....	77	818	71	49	( <sup>2</sup> )	( <sup>2</sup> )	28	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Professional and related occupations .....	21,371	883	4	11,560	767	4	9,811	1,049	8	73.1
Computer and mathematical occupations .....	2,793	1,114	15	757	972	19	2,037	1,155	11	84.1
Computer scientists and systems analysts .....	604	1,027	29	186	902	44	418	1,092	38	82.6
Computer programmers .....	516	1,118	28	145	1,006	33	371	1,151	20	87.4
Computer software engineers .....	757	1,350	27	184	1,149	24	572	1,429	29	80.4
Computer support specialists .....	297	840	31	88	813	69	209	850	36	95.6
Database administrators .....	76	1,105	70	22	( <sup>2</sup> )	( <sup>2</sup> )	53	1,121	76	( <sup>3</sup> )
Network and computer systems administrators .....	178	1,038	57	33	( <sup>2</sup> )	( <sup>2</sup> )	145	1,064	60	( <sup>3</sup> )
Network systems and data communications analysts .....	233	1,027	57	44	( <sup>2</sup> )	( <sup>2</sup> )	189	1,097	56	( <sup>3</sup> )
Operations research analysts .....	84	1,083	62	41	( <sup>2</sup> )	( <sup>2</sup> )	43	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )

See footnotes at end of table.



Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
Architecture and engineering occupations	2,500	\$1,098	\$14	331	\$880	\$28	2,170	\$1,139	\$9	77.2
Architects, except naval .....	142	1,141	25	38	( <sup>2</sup> )	( <sup>2</sup> )	105	1,242	39	( <sup>3</sup> )
Aerospace engineers .....	105	1,347	51	10	( <sup>2</sup> )	( <sup>2</sup> )	94	1,369	56	( <sup>3</sup> )
Chemical engineers .....	65	1,221	54	10	( <sup>2</sup> )	( <sup>2</sup> )	55	1,242	85	( <sup>3</sup> )
Civil engineers .....	264	1,135	21	32	( <sup>2</sup> )	( <sup>2</sup> )	232	1,159	22	( <sup>3</sup> )
Computer hardware engineers .....	86	1,328	221	13	( <sup>2</sup> )	( <sup>2</sup> )	73	1,487	107	( <sup>3</sup> )
Electrical and electronics engineers .....	311	1,277	71	24	( <sup>2</sup> )	( <sup>2</sup> )	287	1,336	50	( <sup>3</sup> )
Industrial engineers, including health and safety .....	178	1,152	31	32	( <sup>2</sup> )	( <sup>2</sup> )	146	1,195	70	( <sup>3</sup> )
Mechanical engineers .....	292	1,187	65	16	( <sup>2</sup> )	( <sup>2</sup> )	276	1,201	76	( <sup>3</sup> )
Drafters .....	178	768	25	38	( <sup>2</sup> )	( <sup>2</sup> )	140	797	30	( <sup>3</sup> )
Engineering technicians, except drafters .....	394	829	25	73	696	31	320	867	25	80.3
Surveying and mapping technicians .....	66	672	75	9	( <sup>2</sup> )	( <sup>2</sup> )	57	711	90	( <sup>3</sup> )
Life, physical, and social science occupations .....	1,073	957	15	426	884	26	647	1,012	24	87.3
Biological scientists .....	109	929	37	49	( <sup>2</sup> )	( <sup>2</sup> )	60	946	67	( <sup>3</sup> )
Medical scientists .....	83	1,025	158	45	( <sup>2</sup> )	( <sup>2</sup> )	38	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Chemists and materials scientists .....	133	1,048	46	42	( <sup>2</sup> )	( <sup>2</sup> )	91	1,146	37	( <sup>3</sup> )
Environmental scientists and geoscientists .....	75	1,008	61	20	( <sup>2</sup> )	( <sup>2</sup> )	55	1,144	51	( <sup>3</sup> )
Market and survey researchers .....	90	937	74	43	( <sup>2</sup> )	( <sup>2</sup> )	47	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Psychologists .....	75	1,012	40	47	( <sup>2</sup> )	( <sup>2</sup> )	28	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Chemical technicians .....	89	827	45	27	( <sup>2</sup> )	( <sup>2</sup> )	62	869	49	( <sup>3</sup> )
Community and social services occupations .....	1,846	707	12	1,082	661	10	764	766	15	86.4
Counselors .....	513	735	16	338	689	28	175	832	32	82.9
Social workers .....	620	698	18	472	689	22	148	720	29	95.8
Miscellaneous community and social service specialists .....	261	639	25	166	596	20	95	747	29	79.8
Clergy .....	351	771	29	47	( <sup>2</sup> )	( <sup>2</sup> )	304	795	29	( <sup>3</sup> )
Legal occupations .....	1,111	1,070	37	603	845	18	508	1,561	54	54.1
Lawyers .....	621	1,561	42	208	1,255	33	412	1,710	87	73.4
Judges, magistrates, and other judicial workers .....	58	1,333	43	33	( <sup>2</sup> )	( <sup>2</sup> )	25	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Paralegals and legal assistants .....	280	731	28	244	713	19	36	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Miscellaneous legal support workers .....	152	707	28	117	695	37	34	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Education, training, and library occupations .....	5,941	781	7	4,273	729	6	1,668	956	13	76.2
Postsecondary teachers .....	813	1,034	32	337	886	43	476	1,162	25	76.2
Preschool and kindergarten teachers .....	484	521	21	473	515	19	11	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Elementary and middle school teachers .....	2,206	806	11	1,772	776	10	435	917	21	84.7
Secondary school teachers .....	1,013	885	16	555	824	19	458	955	22	86.3
Special education teachers .....	325	804	29	271	795	28	54	841	35	94.6
Other teachers and instructors .....	297	776	28	158	654	36	139	873	47	74.9
Librarians .....	159	834	28	136	823	32	23	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Teacher assistants .....	545	377	10	500	373	10	45	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Arts, design, entertainment, sports, and media occupations .....	1,426	768	13	618	688	17	808	862	23	79.9
Artists and related workers .....	65	865	79	24	( <sup>2</sup> )	( <sup>2</sup> )	41	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Designers .....	480	714	20	230	646	22	250	818	36	79.0
Producers and directors .....	98	1,030	66	35	( <sup>2</sup> )	( <sup>2</sup> )	63	1,211	175	( <sup>3</sup> )
Athletes, coaches, umpires, and related workers .....	99	745	46	17	( <sup>2</sup> )	( <sup>2</sup> )	82	792	52	( <sup>3</sup> )
News analysts, reporters and correspondents .....	64	835	85	33	( <sup>2</sup> )	( <sup>2</sup> )	31	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Public relations specialists .....	102	823	56	61	739	27	40	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Editors .....	110	856	30	54	759	27	56	946	54	80.3
Writers and authors .....	86	760	47	44	( <sup>2</sup> )	( <sup>2</sup> )	42	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Broadcast and sound engineering technicians and radio operators .....	75	857	104	8	( <sup>2</sup> )	( <sup>2</sup> )	67	871	75	( <sup>3</sup> )
Photographers .....	53	650	47	17	( <sup>2</sup> )	( <sup>2</sup> )	36	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Healthcare practitioner and technical occupations .....	4,680	852	7	3,470	808	8	1,210	1,062	21	76.1
Dietitians and nutritionists .....	57	669	87	49	( <sup>2</sup> )	( <sup>2</sup> )	8	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Pharmacists .....	162	1,578	57	72	1,432	109	90	1,684	167	85.1
Physicians and surgeons .....	555	1,660	100	173	978	65	382	1,874	115	52.2
Physician assistants .....	57	901	77	38	( <sup>2</sup> )	( <sup>2</sup> )	19	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Registered nurses .....	1,800	904	9	1,651	895	9	148	1,031	52	86.8

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
Occupational therapists .....	56	\$923	\$82	51	\$906	\$67	5	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Physical therapists .....	121	925	53	70	900	89	50	\$955	\$90	94.2
Respiratory therapists .....	79	782	26	38	( <sup>2</sup> )	( <sup>2</sup> )	41	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Speech-language pathologists .....	65	879	46	62	869	27	3	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Clinical laboratory technologists and technicians .....	267	727	25	188	710	37	79	763	52	93.0
Diagnostic related technologists and technicians .....	225	884	24	150	836	42	75	961	55	87.0
Emergency medical technicians and paramedics .....	121	690	25	37	( <sup>2</sup> )	( <sup>2</sup> )	84	717	33	( <sup>3</sup> )
Health diagnosing and treating practitioner support technicians .....	280	516	13	236	508	14	44	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Licensed practical and licensed vocational nurses .....	385	637	19	362	629	18	23	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Medical records and health information technicians .....	81	501	21	71	513	23	10	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Service occupations .....	13,763	411	2	6,773	374	2	6,989	476	5	78.6
Healthcare support occupations .....	1,985	407	4	1,755	402	4	230	453	24	88.8
Nursing, psychiatric, and home health aides .....	1,261	388	5	1,113	383	5	148	420	11	91.1
Dental assistants .....	144	474	24	139	469	26	5	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Protective service occupations .....	2,509	700	11	471	557	23	2,038	733	12	76.1
First-line supervisors/managers of police and detectives .....	134	1,015	27	27	( <sup>2</sup> )	( <sup>2</sup> )	107	1,055	88	( <sup>3</sup> )
Fire fighters .....	263	933	26	13	( <sup>2</sup> )	( <sup>2</sup> )	250	942	25	( <sup>3</sup> )
Bailiffs, correctional officers, and jailers .....	370	622	16	107	558	22	263	654	26	85.4
Detectives and criminal investigators .....	114	995	104	26	( <sup>2</sup> )	( <sup>2</sup> )	88	1,048	198	( <sup>3</sup> )
Police and sheriff's patrol officers .....	654	844	23	83	841	38	571	845	28	99.5
Private detectives and investigators .....	63	812	133	21	( <sup>2</sup> )	( <sup>2</sup> )	41	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Security guards and gaming surveillance officers .....	641	457	17	138	418	15	502	471	18	88.9
Food preparation and serving related occupations .....	3,863	360	4	1,908	339	5	1,955	384	5	88.2
Chefs and head cooks .....	266	508	15	51	416	23	215	524	21	79.4
First-line supervisors/managers of food preparation and serving workers .....	504	435	13	282	418	13	222	464	22	90.0
Cooks .....	1,167	341	6	443	319	5	723	356	8	89.6
Food preparation workers .....	278	321	7	158	323	10	120	319	8	101.3
Bartenders .....	197	426	25	102	392	21	95	482	23	81.3
Combined food preparation and serving workers, including fast food .....	123	311	11	85	308	11	39	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Counter attendants, cafeteria, food concession, and coffee shop .....	91	292	10	56	282	13	35	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Waiters and waitresses .....	799	348	9	538	327	9	261	399	13	82.0
Food servers, nonrestaurant .....	94	363	22	60	333	27	34	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Dining room and cafeteria attendants and bartender helpers .....	152	340	19	61	356	24	91	326	23	109.2
Dishwashers .....	141	306	8	30	( <sup>2</sup> )	( <sup>2</sup> )	111	311	10	( <sup>3</sup> )
Building and grounds cleaning and maintenance occupations .....	3,436	385	3	1,208	335	5	2,228	412	4	81.2
First-line supervisors/managers of housekeeping and janitorial work .....	139	479	23	50	410	32	89	531	36	77.2
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers .....	106	641	35	6	( <sup>2</sup> )	( <sup>2</sup> )	99	661	34	( <sup>3</sup> )
Janitors and building cleaners .....	1,460	405	5	379	343	11	1,081	425	9	80.6
Maids and housekeeping cleaners .....	818	331	7	723	324	5	95	402	24	80.4
Pest control workers .....	65	478	36	4	( <sup>2</sup> )	( <sup>2</sup> )	61	489	31	( <sup>3</sup> )
Grounds maintenance workers .....	848	372	6	46	( <sup>2</sup> )	( <sup>2</sup> )	803	371	7	( <sup>3</sup> )
Personal care and service occupations .....	1,969	402	5	1,431	380	5	538	500	15	75.9
First-line supervisors/managers of gaming workers .....	88	600	40	33	( <sup>2</sup> )	( <sup>2</sup> )	55	673	61	( <sup>3</sup> )
First-line supervisors/managers of personal service workers .....	64	597	49	36	( <sup>2</sup> )	( <sup>2</sup> )	28	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Gaming services workers .....	75	558	51	41	( <sup>2</sup> )	( <sup>2</sup> )	34	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Hairdressers, hairstylists, and cosmetologists .....	291	398	10	267	394	10	24	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
Baggage porters, bellhops, and concierges .....	60	\$498	\$22	11	( <sup>2</sup> )	( <sup>2</sup> )	50	\$491	\$20	( <sup>3</sup> )
Transportation attendants .....	76	575	81	54	\$473	\$59	22	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Child care workers .....	413	334	10	387	334	9	26	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Personal and home care aides .....	360	358	12	308	350	12	52	434	58	80.6
Recreation and fitness workers .....	153	498	21	89	473	24	65	585	30	80.9
Sales and office occupations .....	24,950	558	3	15,540	512	2	9,410	669	6	76.5
Sales and related occupations .....	9,984	604	4	4,422	464	7	5,562	747	6	62.1
First-line supervisors/managers of retail sales workers .....	2,246	613	7	985	505	8	1,260	737	12	68.5
First-line supervisors/managers of non-retail sales workers .....	936	860	21	284	678	36	652	927	21	73.2
Cashiers .....	1,355	322	3	1,016	313	3	339	380	19	82.6
Counter and rental clerks .....	97	429	43	46	( <sup>2</sup> )	( <sup>2</sup> )	51	514	43	( <sup>3</sup> )
Parts salespersons .....	120	530	32	13	( <sup>2</sup> )	( <sup>2</sup> )	107	554	30	( <sup>3</sup> )
Retail salespersons .....	1,865	496	8	766	386	9	1,100	597	10	64.7
Advertising sales agents .....	180	772	66	84	643	45	97	942	50	68.3
Insurance sales agents .....	360	726	28	190	615	19	170	970	49	63.4
Securities, commodities, and financial services sales agents .....	305	973	47	95	651	21	210	1,168	138	55.8
Travel agents .....	69	576	26	59	544	33	10	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Sales representatives, services, all other .....	412	800	43	157	740	45	255	875	77	84.6
Sales representatives, wholesale and manufacturing .....	1,233	867	17	296	754	30	937	895	20	84.3
Real estate brokers and sales agents ..	431	744	27	233	663	46	197	834	31	79.5
Telemarketers .....	93	380	22	61	355	40	32	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Door-to-door sales workers, news and street vendors, and related workers ...	61	442	62	23	( <sup>2</sup> )	( <sup>2</sup> )	38	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Office and administrative support occupations .....	14,966	535	3	11,118	522	2	3,848	587	6	89.0
First-line supervisors/managers of office and administrative support .....	1,441	670	10	1,001	636	10	440	792	42	80.4
Switchboard operators, including answering service .....	55	450	36	50	459	33	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Bill and account collectors .....	200	536	24	139	539	29	61	529	39	102.0
Billing and posting clerks and machine operators .....	363	518	10	330	510	9	32	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Bookkeeping, accounting, and auditing clerks .....	1,004	543	9	916	542	8	88	563	51	96.3
Payroll and timekeeping clerks .....	136	554	31	123	541	36	13	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Tellers .....	301	405	8	265	401	8	35	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Court, municipal, and license clerks ....	82	526	37	76	518	39	6	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Credit authorizers, checkers, and clerks .....	51	600	45	38	( <sup>2</sup> )	( <sup>2</sup> )	13	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Customer service representatives .....	1,379	516	6	967	504	6	412	571	22	88.2
Eligibility interviewers, government programs .....	63	622	33	48	( <sup>2</sup> )	( <sup>2</sup> )	15	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
File clerks .....	264	528	18	205	525	20	58	543	42	96.7
Hotel, motel, and resort desk clerks ....	67	349	20	41	( <sup>2</sup> )	( <sup>2</sup> )	27	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Interviewers, except eligibility and loan .....	102	497	15	89	498	14	12	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Library assistants, clerical .....	51	468	21	47	( <sup>2</sup> )	( <sup>2</sup> )	4	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Loan interviewers and clerks .....	170	536	26	143	522	19	28	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Order clerks .....	90	529	23	67	512	15	23	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Human resources assistants, except payroll and timekeeping .....	53	635	30	42	( <sup>2</sup> )	( <sup>2</sup> )	11	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Receptionists and information clerks ....	847	462	8	795	463	8	52	454	21	102.1
Reservation and transportation ticket agents and travel clerks .....	125	502	20	85	489	19	40	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Couriers and messengers .....	200	648	41	24	( <sup>2</sup> )	( <sup>2</sup> )	176	663	41	( <sup>3</sup> )
Dispatchers .....	232	586	24	122	516	13	109	701	50	73.6
Postal service clerks .....	162	768	20	73	778	23	89	761	23	102.2
Postal service mail carriers .....	314	791	20	112	743	16	203	834	17	89.0
Postal service mail sorters, processors, and processing machine operators ....	103	741	33	41	( <sup>2</sup> )	( <sup>2</sup> )	62	749	59	( <sup>3</sup> )
Production, planning, and expediting clerks .....	266	686	24	143	613	29	123	767	41	79.9
Shipping, receiving, and traffic clerks ...	537	501	9	144	469	15	393	512	10	91.5

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
Stock clerks and order fillers .....	946	\$429	\$10	349	\$420	\$10	597	\$438	\$15	95.9
Weighers, measurers, checkers, and samplers, recordkeeping .....	55	543	126	23	( <sup>2</sup> )	( <sup>2</sup> )	31	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Secretaries and administrative assistants .....	2,657	552	7	2,570	550	7	87	598	49	92.0
Computer operators .....	170	579	26	91	580	24	79	575	54	100.9
Data entry keyers .....	394	495	9	315	486	9	78	556	28	87.4
Word processors and typists .....	239	527	15	223	525	15	16	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Insurance claims and policy processing clerks .....	252	536	16	216	534	15	36	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Mail clerks and mail machine operators, except postal service .....	127	457	34	59	479	19	68	433	46	110.5
Office clerks, general .....	667	503	8	559	499	9	109	523	23	95.3
Office machine operators, except computer .....	51	433	21	31	( <sup>2</sup> )	( <sup>2</sup> )	20	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Natural resources, construction, and maintenance occupations .....	11,280	621	4	445	453	18	10,835	626	4	72.3
Farming, fishing, and forestry occupations .....	718	356	8	133	322	9	585	367	9	87.8
Graders and sorters, agricultural products .....	61	355	22	46	( <sup>2</sup> )	( <sup>2</sup> )	15	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Logging workers .....	61	465	31	2	( <sup>2</sup> )	( <sup>2</sup> )	59	470	42	( <sup>3</sup> )
Construction and extraction occupations .....	6,232	604	4	123	504	32	6,109	606	4	83.2
First-line supervisors/managers of construction trades and extraction workers .....	579	812	30	11	( <sup>2</sup> )	( <sup>2</sup> )	568	822	26	( <sup>3</sup> )
Brickmasons, blockmasons, and stonemasons .....	164	577	32	-	-	-	164	577	33	-
Carpenters .....	1,170	576	10	21	( <sup>2</sup> )	( <sup>2</sup> )	1,149	576	10	( <sup>3</sup> )
Carpet, floor, and tile installers and finishers .....	147	517	16	-	-	-	146	518	16	-
Cement masons, concrete finishers, and terrazzo workers .....	95	556	102	-	-	-	95	556	102	-
Construction laborers .....	986	492	9	21	( <sup>2</sup> )	( <sup>2</sup> )	965	492	9	( <sup>3</sup> )
Operating engineers and other construction equipment operators .....	335	689	16	4	( <sup>2</sup> )	( <sup>2</sup> )	331	689	16	( <sup>3</sup> )
Drywall installers, ceiling tile installers, and tapers .....	156	529	21	-	-	-	156	529	21	-
Electricians .....	668	719	11	14	( <sup>2</sup> )	( <sup>2</sup> )	655	718	11	( <sup>3</sup> )
Painters, construction and maintenance .....	410	494	10	15	( <sup>2</sup> )	( <sup>2</sup> )	395	495	10	( <sup>3</sup> )
Pipelayers, plumbers, pipefitters, and steamfitters .....	483	690	14	2	( <sup>2</sup> )	( <sup>2</sup> )	480	690	14	( <sup>3</sup> )
Roofers .....	188	480	14	3	( <sup>2</sup> )	( <sup>2</sup> )	184	482	14	( <sup>3</sup> )
Sheet metal workers .....	132	606	40	6	( <sup>2</sup> )	( <sup>2</sup> )	126	614	42	( <sup>3</sup> )
Structural iron and steel workers .....	53	694	35	-	-	-	53	695	35	-
Helpers, construction trades .....	99	386	16	4	( <sup>2</sup> )	( <sup>2</sup> )	94	386	17	( <sup>3</sup> )
Construction and building inspectors .....	87	718	39	10	( <sup>2</sup> )	( <sup>2</sup> )	77	724	48	( <sup>3</sup> )
Highway maintenance workers .....	81	565	36	2	( <sup>2</sup> )	( <sup>2</sup> )	79	572	42	( <sup>3</sup> )
Installation, maintenance, and repair occupations .....	4,330	704	5	190	611	28	4,140	707	6	86.4
First-line supervisors/managers of mechanics, installers, and repairers .....	326	876	25	22	( <sup>2</sup> )	( <sup>2</sup> )	304	877	25	( <sup>3</sup> )
Computer, automated teller, and office machine repairers .....	309	723	26	38	( <sup>2</sup> )	( <sup>2</sup> )	271	735	20	( <sup>3</sup> )
Radio and telecommunications equipment installers and repairers .....	221	877	35	31	( <sup>2</sup> )	( <sup>2</sup> )	190	891	32	( <sup>3</sup> )
Electronic home entertainment equipment installers and repairers .....	52	668	125	2	( <sup>2</sup> )	( <sup>2</sup> )	50	676	121	( <sup>3</sup> )
Security and fire alarm systems installers .....	52	661	25	2	( <sup>2</sup> )	( <sup>2</sup> )	51	666	24	( <sup>3</sup> )
Aircraft mechanics and service technicians .....	116	856	30	3	( <sup>2</sup> )	( <sup>2</sup> )	113	856	29	( <sup>3</sup> )
Automotive body and related repairers .....	107	630	40	5	( <sup>2</sup> )	( <sup>2</sup> )	102	638	40	( <sup>3</sup> )
Automotive service technicians and mechanics .....	735	637	26	12	( <sup>2</sup> )	( <sup>2</sup> )	723	639	27	( <sup>3</sup> )
Bus and truck mechanics and diesel engine specialists .....	298	706	21	1	( <sup>2</sup> )	( <sup>2</sup> )	297	707	21	( <sup>3</sup> )

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
Heavy vehicle and mobile equipment service technicians and mechanics ....	189	\$708	\$20	2	( <sup>2</sup> )	( <sup>2</sup> )	188	\$708	\$20	( <sup>3</sup> )
Heating, air conditioning, and refrigeration mechanics and installers	298	682	17	5	( <sup>2</sup> )	( <sup>2</sup> )	293	683	16	( <sup>3</sup> )
Industrial and refractory machinery mechanics .....	419	707	12	11	( <sup>2</sup> )	( <sup>2</sup> )	408	708	12	( <sup>3</sup> )
Maintenance and repair workers, general .....	281	665	28	10	( <sup>2</sup> )	( <sup>2</sup> )	270	668	26	( <sup>3</sup> )
Millwrights .....	59	839	53	1	( <sup>2</sup> )	( <sup>2</sup> )	58	844	53	( <sup>3</sup> )
Electrical power-line installers and repairers .....	112	804	60	2	( <sup>2</sup> )	( <sup>2</sup> )	111	813	59	( <sup>3</sup> )
Telecommunications line installers and repairers .....	134	755	54	7	( <sup>2</sup> )	( <sup>2</sup> )	127	771	63	( <sup>3</sup> )
Production, transportation, and material moving occupations .....	15,082	523	3	3,296	\$406	\$3	11,786	578	3	70.3
Production occupations .....	8,478	526	4	2,454	405	4	6,024	597	4	67.8
First-line supervisors/managers of production and operating workers .....	874	726	15	169	546	22	706	765	15	71.4
Electrical, electronics, and electromechanical assemblers .....	213	443	22	117	397	12	96	515	18	77.1
Bakers .....	126	410	14	53	364	18	73	454	38	80.3
Butchers and other meat, poultry, and fish processing workers .....	260	454	12	51	369	19	209	488	19	75.5
Food batchmakers .....	68	466	48	30	( <sup>2</sup> )	( <sup>2</sup> )	39	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Cutting, punching, and press machine setters, operators, and tenders .....	139	517	24	42	( <sup>2</sup> )	( <sup>2</sup> )	97	557	27	( <sup>3</sup> )
Grinding, lapping, polishing, and buffing machine tool setters, operators .....	78	516	27	8	( <sup>2</sup> )	( <sup>2</sup> )	70	527	38	( <sup>3</sup> )
Machinists .....	408	670	17	16	( <sup>2</sup> )	( <sup>2</sup> )	392	679	15	( <sup>3</sup> )
Molders and molding machine setters, operators, and tenders, metal .....	69	459	28	19	( <sup>2</sup> )	( <sup>2</sup> )	50	489	25	( <sup>3</sup> )
Tool and die makers .....	80	764	68	2	( <sup>2</sup> )	( <sup>2</sup> )	78	769	59	( <sup>3</sup> )
Welding, soldering, and brazing workers .....	539	606	12	26	( <sup>2</sup> )	( <sup>2</sup> )	513	614	13	( <sup>3</sup> )
Job printers .....	54	563	35	12	( <sup>2</sup> )	( <sup>2</sup> )	42	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Printing machine operators .....	174	592	23	32	( <sup>2</sup> )	( <sup>2</sup> )	142	622	25	( <sup>3</sup> )
Laundry and dry-cleaning workers .....	136	360	14	74	323	12	62	460	53	70.1
Pressers, textile, garment, and related materials .....	67	293	10	42	( <sup>2</sup> )	( <sup>2</sup> )	24	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Sewing machine operators .....	242	327	11	186	319	7	56	381	34	83.7
Tailors, dressmakers, and sewers .....	50	376	22	33	( <sup>2</sup> )	( <sup>2</sup> )	17	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Cabinetmakers and bench carpenters ..	61	498	21	3	( <sup>2</sup> )	( <sup>2</sup> )	58	503	22	( <sup>3</sup> )
Stationary engineers and boiler operators .....	102	704	25	1	( <sup>2</sup> )	( <sup>2</sup> )	101	701	24	( <sup>3</sup> )
Chemical processing machine setters, operators, and tenders .....	65	790	45	7	( <sup>2</sup> )	( <sup>2</sup> )	58	809	50	( <sup>3</sup> )
Crushing, grinding, polishing, mixing, and blending workers .....	107	587	26	20	( <sup>2</sup> )	( <sup>2</sup> )	87	600	31	( <sup>3</sup> )
Cutting workers .....	73	519	31	17	( <sup>2</sup> )	( <sup>2</sup> )	56	563	38	( <sup>3</sup> )
Inspectors, testers, sorters, samplers, and weighers .....	638	585	12	240	474	15	398	663	24	71.5
Medical, dental, and ophthalmic laboratory technicians .....	76	524	28	41	( <sup>2</sup> )	( <sup>2</sup> )	35	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Packaging and filling machine operators and tenders .....	299	368	9	168	341	12	131	410	18	83.2
Painting workers .....	180	509	18	27	( <sup>2</sup> )	( <sup>2</sup> )	154	530	32	( <sup>3</sup> )
Transportation and material moving occupations .....	6,604	520	4	842	410	6	5,762	549	7	74.8
Supervisors, transportation and material moving workers .....	180	655	28	33	( <sup>2</sup> )	( <sup>2</sup> )	147	688	32	( <sup>3</sup> )
Aircraft pilots and flight engineers .....	95	1,418	219	5	( <sup>2</sup> )	( <sup>2</sup> )	90	1,472	159	( <sup>3</sup> )
Bus drivers .....	366	500	15	152	440	13	215	588	30	74.8
Driver/sales workers and truck drivers	2,587	610	6	93	476	53	2,494	613	6	77.6
Taxi drivers and chauffeurs .....	165	486	17	22	( <sup>2</sup> )	( <sup>2</sup> )	143	494	20	( <sup>3</sup> )
Railroad conductors and yardmasters ..	57	881	265	5	( <sup>2</sup> )	( <sup>2</sup> )	52	903	87	( <sup>3</sup> )
Parking lot attendants .....	52	378	18	8	( <sup>2</sup> )	( <sup>2</sup> )	44	( <sup>2</sup> )	( <sup>2</sup> )	( <sup>3</sup> )
Service station attendants .....	78	319	9	2	( <sup>2</sup> )	( <sup>2</sup> )	76	319	9	( <sup>3</sup> )

See footnotes at end of table.

Table 2. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 2004 annual averages — Continued

Occupation	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
Crane and tower operators .....	66	\$732	\$63	2	( <sup>2</sup> )	( <sup>2</sup> )	64	\$721	\$69	( <sup>3</sup> )
Dredge, excavating, and loading machine operators .....	57	607	39	-	-	-	57	607	39	-
Industrial truck and tractor operators ....	525	486	9	40	( <sup>2</sup> )	( <sup>2</sup> )	485	487	9	( <sup>3</sup> )
Cleaners of vehicles and equipment ....	258	384	11	28	( <sup>2</sup> )	( <sup>2</sup> )	230	387	12	( <sup>3</sup> )
Laborers and freight, stock, and material movers, hand .....	1,342	443	9	196	\$402	\$10	1,146	457	11	87.9
Packers and packagers, hand .....	349	349	9	206	333	11	143	373	15	89.2
Refuse and recyclable material collectors .....	67	508	28	5	( <sup>2</sup> )	( <sup>2</sup> )	62	512	29	( <sup>3</sup> )

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

<sup>2</sup> Data not shown where base is less than 50,000.

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

- Data not available.

Table 3. Median usual weekly earnings of full-time wage and salary workers by sex and State, 2004 annual averages

State	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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 .....	101,224	\$638	\$2	44,223	\$573	\$2	57,001	\$713	\$2	80.3
Alabama .....	1,566	585	9	687	502	11	879	650	15	77.2
Alaska .....	217	741	13	94	633	16	123	843	26	75.0
Arizona .....	1,950	604	8	804	555	14	1,147	661	16	84.0
Arkansas .....	899	509	8	399	445	12	500	580	12	76.7
California .....	11,818	701	6	4,943	650	8	6,875	747	11	87.1
Colorado .....	1,689	691	13	717	622	12	972	767	22	81.1
Connecticut .....	1,199	797	21	518	676	28	681	912	25	74.1
Delaware .....	318	666	15	147	609	10	171	741	17	82.1
District of Columbia .....	230	772	15	114	730	14	116	855	33	85.4
Florida .....	5,902	593	5	2,709	523	6	3,193	648	10	80.7
Georgia .....	3,300	616	8	1,471	571	11	1,828	668	14	85.4
Hawaii .....	442	616	11	201	540	18	241	701	16	77.1
Idaho .....	436	562	12	180	476	12	255	634	19	75.2
Illinois .....	4,440	670	9	1,922	583	7	2,518	768	13	75.9
Indiana .....	2,224	611	8	968	530	17	1,257	699	19	75.9
Iowa .....	1,058	610	8	467	522	13	591	683	18	76.4
Kansas .....	968	615	10	420	550	19	548	676	18	81.3
Kentucky .....	1,368	584	10	607	503	10	761	665	23	75.8
Louisiana .....	1,439	588	8	662	488	13	777	669	20	73.0
Maine .....	425	602	11	189	514	10	236	674	18	76.3
Maryland .....	2,141	740	11	982	653	18	1,159	802	32	81.4
Massachusetts .....	2,259	757	10	1,003	668	14	1,256	842	18	79.3
Michigan .....	3,403	715	9	1,455	602	10	1,948	800	11	75.2
Minnesota .....	1,880	737	12	822	636	12	1,059	836	19	76.1
Mississippi .....	942	555	12	438	463	13	505	617	11	75.0
Missouri .....	2,069	632	12	940	543	15	1,129	727	17	74.7
Montana .....	276	530	13	124	471	14	152	604	11	78.0
Nebraska .....	641	594	9	281	516	9	360	658	17	78.5
Nevada .....	868	595	8	362	518	10	505	660	17	78.5
New Hampshire .....	489	734	14	203	612	15	286	846	24	72.3
New Jersey .....	3,117	755	9	1,342	630	13	1,774	848	14	74.3
New Mexico .....	593	590	10	256	505	14	336	660	19	76.5
New York .....	6,480	672	7	2,890	614	7	3,589	738	9	83.2
North Carolina .....	2,932	594	7	1,296	537	14	1,636	637	14	84.3
North Dakota .....	229	541	14	105	467	10	124	622	13	75.1
Ohio .....	3,947	623	7	1,733	538	12	2,214	703	12	76.4
Oklahoma .....	1,151	559	15	509	483	10	643	637	18	75.9
Oregon .....	1,176	619	9	473	543	17	703	707	21	76.8
Pennsylvania .....	4,258	639	7	1,878	570	9	2,380	714	10	79.9
Rhode Island .....	377	648	14	171	581	16	205	717	21	81.1
South Carolina .....	1,449	595	9	651	531	15	798	679	23	78.2
South Dakota .....	269	541	13	125	480	10	145	608	12	78.9
Tennessee .....	2,100	584	10	964	517	11	1,135	635	16	81.5
Texas .....	7,674	577	6	3,272	517	7	4,402	614	7	84.2
Utah .....	743	616	9	297	497	12	446	716	15	69.4
Vermont .....	225	627	13	100	585	12	125	689	22	85.0
Virginia .....	2,791	676	14	1,256	603	15	1,535	742	16	81.3
Washington .....	2,091	702	14	867	607	16	1,224	780	25	77.9
West Virginia .....	581	585	10	256	488	15	325	656	17	74.3
Wisconsin .....	2,011	637	13	880	545	17	1,131	725	17	75.2
Wyoming .....	176	596	12	73	468	13	103	710	15	65.9

<sup>1</sup> 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, 2004 annual averages

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
<b>AGE</b>										
Total, 16 years and over .....	22,047	\$195	\$1	15,062	\$201	\$1	6,985	\$183	\$2	109.9
16 to 24 years .....	8,194	146	1	4,623	145	2	3,572	148	2	97.5
16 to 19 years .....	4,140	119	1	2,287	116	2	1,853	122	2	94.9
20 to 24 years .....	4,054	179	2	2,336	177	3	1,719	181	3	97.7
25 years and over .....	13,852	235	2	10,439	235	2	3,413	235	4	100.3
25 to 34 years .....	3,383	233	4	2,430	232	4	953	236	6	98.2
35 to 44 years .....	3,547	253	4	2,949	251	4	598	262	9	95.7
45 to 54 years .....	2,982	267	5	2,462	266	5	520	274	15	96.9
55 to 64 years .....	2,268	227	4	1,640	224	4	628	238	10	94.0
65 years and over .....	1,673	177	4	958	168	5	715	190	7	88.1
<b>RACE AND HISPANIC OR LATINO ETHNICITY</b>										
White .....	18,623	196	1	12,827	203	2	5,796	182	2	112.0
Black or African American .....	2,036	190	3	1,346	191	3	689	187	5	102.4
Asian .....	819	203	6	510	204	8	308	200	10	101.9
Hispanic or Latino .....	2,444	192	3	1,602	191	4	841	195	5	98.0
<b>MARITAL STATUS</b>										
Never married .....	9,895	157	1	5,448	155	2	4,447	160	2	96.8
Married, spouse present .....	9,391	246	2	7,438	247	3	1,953	245	5	100.8
Other marital status .....	2,761	210	3	2,176	208	3	585	220	7	94.8
Divorced .....	1,499	226	5	1,156	225	5	344	226	11	99.7
Separated .....	589	201	6	440	195	6	149	220	13	88.8
Widowed .....	673	190	6	580	189	6	93	197	17	96.0

<sup>1</sup> 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) do not sum to totals because data are not presented for all races. In addition, 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, 2004 annual averages

Hours of work	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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 .....	123,554	\$561	\$2	59,408	\$475	\$2	64,145	\$653	\$3	72.8
1 to 34 hours .....	19,292	200	1	13,268	206	1	6,024	185	2	111.3
1 to 4 hours .....	452	54	3	306	53	4	147	54	7	99.2
5 to 9 hours .....	1,123	66	1	752	68	2	372	62	2	109.6
10 to 14 hours .....	1,725	99	1	1,160	102	2	565	92	3	110.7
15 to 19 hours .....	2,455	130	2	1,675	137	3	779	119	2	115.0
20 to 24 hours .....	5,961	190	2	4,151	198	2	1,810	172	2	115.0
25 to 29 hours .....	2,582	229	3	1,782	241	4	800	214	3	112.5
30 to 34 hours .....	4,993	301	3	3,442	310	3	1,552	280	5	110.7
35 hours and over .....	95,247	640	2	41,984	578	2	53,264	713	2	80.9
35 to 39 hours .....	7,313	442	5	4,991	450	5	2,322	423	8	106.4
40 hours .....	67,482	596	1	30,820	549	3	36,662	635	3	86.4
41 hours and over .....	20,452	960	4	6,173	843	7	14,279	1,011	6	83.3
41 to 44 hours .....	1,218	720	14	495	663	13	724	769	17	86.1
45 to 48 hours .....	5,895	854	6	2,095	784	12	3,800	894	11	87.7
49 to 59 hours .....	9,000	1,021	8	2,574	915	14	6,426	1,079	12	84.8
60 hours and over .....	4,339	1,096	20	1,009	946	22	3,330	1,143	11	82.8
Hours vary .....	9,015	395	6	4,157	278	5	4,858	566	12	49.1
Usually less than 35 hours .....	2,755	162	3	1,794	160	4	961	166	5	96.5
Usually 35 hours or more .....	5,977	595	7	2,240	433	12	3,737	702	10	61.7

<sup>1</sup> 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, 2004 annual averages**

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
<b>SEX, RACE, AND HISPANIC OR LATINO ETHNICITY</b>						
Total, 16 years and over .....	101,224	\$305	\$421	\$638	\$972	\$1,460
Women .....	44,223	289	388	573	836	1,190
Men .....	57,001	323	469	713	1,095	1,646
White .....	82,468	311	434	657	996	1,495
Women .....	34,972	293	396	584	851	1,212
Men .....	47,495	329	483	732	1,128	1,686
Black or African American .....	12,032	283	371	525	770	1,107
Women .....	6,326	274	351	505	728	1,034
Men .....	5,706	295	391	569	827	1,165
Asian .....	4,457	318	444	708	1,149	1,744
Women .....	1,953	292	400	613	966	1,443
Men .....	2,504	350	498	802	1,329	1,907
Hispanic or Latino .....	14,061	267	322	456	684	1,004
Women .....	5,065	246	306	419	624	938
Men .....	8,996	279	336	480	708	1,046
<b>EDUCATIONAL ATTAINMENT</b>						
Total, 25 years and over .....	90,348	325	461	683	1,019	1,523
Less than a high school diploma .....	8,533	249	305	401	552	772
High school graduates, no college <sup>1</sup> .....	27,141	306	406	574	791	1,074
Some college or associate degree .....	24,846	343	476	661	931	1,269
Bachelor's degree and higher <sup>2</sup> .....	29,828	488	689	986	1,464	2,024
Women, 25 years and over .....	39,590	301	410	599	873	1,238
Less than a high school diploma .....	2,785	227	275	334	429	560
High school graduates, no college <sup>1</sup> .....	11,628	282	361	488	655	876
Some college or associate degree .....	11,848	315	418	577	776	1,046
Bachelor's degree and higher <sup>2</sup> .....	13,329	454	622	860	1,190	1,615
Men, 25 years and over .....	50,758	358	508	762	1,152	1,735
Less than a high school diploma .....	5,748	276	330	446	609	857
High school graduates, no college <sup>1</sup> .....	15,513	341	466	645	897	1,198
Some college or associate degree .....	12,998	388	547	761	1,056	1,440
Bachelor's degree and higher <sup>2</sup> .....	16,499	524	770	1,143	1,717	2,376

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with a bachelor's, master's, professional, and doctoral degree.

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) do not sum to totals because data are not presented for all races. In addition, 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, 2004 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
<b>AGE AND SEX</b>									
Total, 16 years and over .....	101,224	927	3,095	10,857	19,355	25,608	16,762	14,969	9,651
16 to 24 years .....	10,876	239	949	2,989	3,515	2,262	608	241	74
16 to 19 years .....	1,650	92	315	630	434	140	19	11	8
20 to 24 years .....	9,226	147	633	2,358	3,080	2,122	589	230	66
25 years and over .....	90,348	688	2,146	7,869	15,840	23,346	16,153	14,728	9,578
25 to 34 years .....	24,757	162	689	2,753	5,223	7,285	4,170	3,062	1,414
35 to 44 years .....	26,861	179	638	2,156	4,399	6,721	4,940	4,640	3,188
45 to 54 years .....	24,986	171	462	1,769	3,972	6,020	4,748	4,619	3,226
55 to 64 years .....	11,932	102	259	919	1,885	2,956	2,052	2,193	1,567
65 years and over .....	1,812	74	100	272	361	364	244	214	183
Women, 16 years and over .....	44,223	516	1,832	5,853	9,896	11,924	6,812	5,163	2,228
16 to 24 years .....	4,633	128	500	1,310	1,513	884	210	75	13
16 to 19 years .....	630	48	154	237	145	41	4	-	1
20 to 24 years .....	4,003	80	346	1,073	1,369	843	207	74	11
25 years and over .....	39,590	388	1,332	4,543	8,382	11,041	6,601	5,088	2,215
25 to 34 years .....	10,356	72	399	1,384	2,387	3,171	1,608	965	371
35 to 44 years .....	11,459	112	414	1,289	2,365	3,085	1,945	1,533	717
45 to 54 years .....	11,519	99	305	1,144	2,352	3,092	2,049	1,714	765
55 to 64 years .....	5,463	66	165	561	1,106	1,521	886	819	338
65 years and over .....	793	39	48	164	173	172	113	58	24
Men, 16 years and over .....	57,001	411	1,263	5,004	9,459	13,684	9,950	9,807	7,423
16 to 24 years .....	6,243	111	449	1,678	2,001	1,378	398	167	61
16 to 19 years .....	1,020	44	161	393	290	99	16	11	7
20 to 24 years .....	5,223	67	288	1,286	1,712	1,279	382	156	54
25 years and over .....	50,758	300	814	3,326	7,458	12,305	9,552	9,640	7,362
25 to 34 years .....	14,401	91	289	1,369	2,836	4,114	2,561	2,097	1,043
35 to 44 years .....	15,402	67	224	868	2,034	3,637	2,995	3,107	2,471
45 to 54 years .....	13,467	72	157	624	1,620	2,929	2,699	2,906	2,461
55 to 64 years .....	6,469	36	93	358	779	1,435	1,166	1,374	1,229
65 years and over .....	1,019	34	51	108	189	191	131	156	159
<b>RACE, SEX, AND HISPANIC OR LATINO ETHNICITY</b>									
White, 16 years and over .....	82,468	730	2,288	8,334	15,134	20,856	14,015	12,742	8,368
Women .....	34,972	405	1,338	4,374	7,686	9,521	5,587	4,211	1,850
Men .....	47,495	325	951	3,960	7,448	11,335	8,429	8,532	6,517
Black or African American, 16 years and over .....	12,032	127	587	1,789	2,926	3,238	1,695	1,197	474
Women .....	6,326	74	365	1,080	1,567	1,720	787	565	170
Men .....	5,706	54	222	709	1,358	1,518	908	632	304
Asian, 16 years and over .....	4,457	38	121	403	800	967	695	756	677
Women .....	1,953	24	70	237	411	453	287	292	179
Men .....	2,504	14	51	166	389	514	408	464	498
Hispanic or Latino, 16 years and over .....	14,061	152	799	3,087	3,891	3,146	1,497	1,039	451
Women .....	5,065	72	433	1,248	1,365	1,018	502	318	109
Men .....	8,996	80	365	1,839	2,526	2,128	995	721	342

NOTE: 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. In addition, 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, 2004 annual averages

Characteristic	Number of workers (in thousands)	Median weekly earnings	Standard error of median
<b>WOMEN</b>			
Total, all marital statuses .....	44,223	\$573	\$2
With children under 18 years old .....	16,549	551	4
With children 6 to 17, none younger .....	10,550	568	5
With children under 6 years old .....	5,999	524	5
With no children under 18 years old .....	27,674	582	2
Total, married, spouse present .....	23,164	604	2
With children under 18 years old .....	11,010	592	3
With children 6 to 17, none younger .....	6,884	591	4
With children under 6 years old .....	4,125	592	6
With no children under 18 years old .....	12,154	615	3
Total, other marital statuses <sup>1</sup> .....	21,059	523	3
With children under 18 years old .....	5,539	489	4
With children 6 to 17, none younger .....	3,666	519	5
With children under 6 years old .....	1,874	423	6
With no children under 18 years old .....	15,520	546	4
<b>MEN</b>			
Total, all marital statuses .....	57,001	713	2
With children under 18 years old .....	22,097	794	5
With children 6 to 17, none younger .....	11,964	827	6
With children under 6 years old .....	10,133	756	6
With no children under 18 years old .....	34,904	661	3
Total, married, spouse present .....	35,426	811	4
With children under 18 years old .....	20,502	813	5
With children 6 to 17, none younger .....	11,001	842	6
With children under 6 years old .....	9,501	775	7
With no children under 18 years old .....	14,924	807	6
Total, other marital statuses <sup>1</sup> .....	21,575	574	3
With children under 18 years old .....	1,595	610	10
With children 6 to 17, none younger .....	962	695	15
With children under 6 years old .....	632	513	10
With no children under 18 years old .....	19,980	570	4

<sup>1</sup> 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, 2004 annual averages

Characteristic	Both sexes			Women			Men			Women's earnings as percent of men's <sup>1</sup>
	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	
<b>AGE</b>										
Total, 16 years and over .....	73,939	\$11.00	\$0.02	37,133	\$10.17	\$0.02	36,806	\$12.02	\$0.03	84.6
16 to 24 years .....	16,174	7.98	.02	7,869	7.71	.03	8,305	8.21	.03	93.9
16 to 19 years .....	5,433	7.00	.02	2,761	6.86	.03	2,672	7.15	.03	95.9
20 to 24 years .....	10,741	8.78	.03	5,108	8.32	.06	5,633	9.07	.04	91.7
25 years and over .....	57,765	12.23	.03	29,265	11.23	.04	28,500	13.74	.07	81.7
25 to 34 years .....	16,574	11.37	.09	7,645	10.62	.10	8,929	12.03	.05	88.3
35 to 44 years .....	16,715	12.89	.05	8,439	11.45	.10	8,277	14.60	.15	78.4
45 to 54 years .....	14,796	13.23	.08	7,868	11.95	.05	6,928	15.11	.05	79.1
55 to 64 years .....	7,501	12.58	.12	4,099	11.57	.16	3,402	14.54	.24	79.6
65 years and over .....	2,177	9.62	.18	1,213	9.16	.10	964	9.90	.09	92.5
<b>RACE AND HISPANIC OR LATINO ETHNICITY</b>										
White .....	59,877	11.13	.03	29,621	10.21	.03	30,255	12.16	.04	84.0
Black or African American .....	9,417	10.19	.03	5,174	9.93	.05	4,243	10.88	.09	91.3
Asian .....	2,672	11.10	.13	1,378	10.57	.32	1,295	11.90	.18	88.8
Hispanic or Latino .....	12,073	9.81	.03	4,890	9.04	.06	7,183	10.02	.03	90.2
<b>MARITAL STATUS</b>										
Never married .....	25,411	8.98	.03	11,774	8.49	.06	13,637	9.41	.08	90.2
Married, spouse present .....	36,130	12.81	.04	17,584	11.38	.07	18,546	14.29	.09	79.6
Other marital status .....	12,397	11.49	.11	7,774	10.81	.07	4,623	12.89	.10	83.9
Divorced .....	7,932	12.19	.06	4,922	11.48	.14	3,010	13.93	.14	82.4
Separated .....	2,992	10.10	.06	1,656	9.84	.07	1,336	10.99	.18	89.5
Widowed .....	1,473	10.00	.08	1,196	9.90	.08	277	10.83	.50	91.4
<b>UNION AFFILIATION <sup>2</sup></b>										
Members of unions <sup>3</sup> .....	9,784	16.00	.09	3,502	13.86	.11	6,282	17.30	.17	80.1
Represented by unions <sup>4</sup> .....	10,664	15.88	.09	3,942	13.85	.11	6,721	17.18	.12	80.6
Not represented by a union .....	63,275	10.24	.03	33,191	9.98	.02	30,084	11.05	.04	90.3
<b>EDUCATIONAL ATTAINMENT</b>										
Total, 25 years and over .....	57,765	12.23	.03	29,265	11.23	.04	28,500	13.74	.07	81.7
Less than a high school diploma .....	7,946	9.23	.06	3,079	8.06	.04	4,868	10.11	.04	79.7
High school graduates, no college <sup>5</sup> .....	22,423	11.93	.03	10,875	10.44	.07	11,548	13.79	.08	75.7
Some college or associate degree .....	18,058	13.18	.06	9,994	12.07	.04	8,064	14.98	.05	80.6
Bachelor's degree and higher <sup>6</sup> .....	9,338	16.24	.19	5,317	16.12	.19	4,021	16.63	.30	96.9

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

<sup>2</sup> 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.

<sup>3</sup> Data refer to members of a labor union or an employee association similar to a union.

<sup>4</sup> 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.

<sup>5</sup> Includes persons with a high school diploma or equivalent.

<sup>6</sup> Includes persons with a bachelor's, master's, professional, and doctoral degree.

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) do not sum to totals because data are not presented for all races. In addition, 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, 2004 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
<b>AGE AND SEX</b>										
Total, 16 years and over .....	73,939	983	144	2,320	12,115	13,077	11,661	11,724	11,265	10,649
16 to 24 years .....	16,174	489	64	1,374	5,517	4,073	2,388	1,428	617	225
16 to 19 years .....	5,433	177	27	869	2,665	1,110	391	133	40	21
20 to 24 years .....	10,741	311	38	505	2,852	2,963	1,996	1,295	577	203
25 years and over .....	57,765	495	80	946	6,598	9,004	9,274	10,296	10,648	10,424
25 to 34 years .....	16,574	237	32	292	2,223	2,980	2,896	3,134	2,781	1,999
35 to 44 years .....	16,715	116	23	244	1,728	2,362	2,635	2,976	3,272	3,358
45 to 54 years .....	14,796	82	14	174	1,328	2,033	2,232	2,608	2,975	3,349
55 to 64 years .....	7,501	39	4	121	813	1,154	1,156	1,319	1,387	1,508
65 years and over .....	2,177	20	8	115	505	474	354	259	232	210
Women, 16 years and over .....	37,133	698	97	1,405	7,115	7,239	6,119	5,767	4,490	4,203
16 to 24 years .....	7,869	352	42	783	2,904	1,929	1,008	580	189	82
16 to 19 years .....	2,761	133	19	497	1,400	500	144	54	11	3
20 to 24 years .....	5,108	219	23	285	1,504	1,429	864	526	178	79
25 years and over .....	29,265	346	55	622	4,210	5,310	5,111	5,188	4,301	4,121
25 to 34 years .....	7,645	159	21	171	1,250	1,522	1,322	1,400	999	801
35 to 44 years .....	8,439	81	18	172	1,177	1,456	1,510	1,454	1,273	1,299
45 to 54 years .....	7,868	57	11	118	928	1,328	1,388	1,431	1,257	1,351
55 to 64 years .....	4,099	31	3	79	566	734	695	754	652	585
65 years and over .....	1,213	18	2	83	289	270	197	149	121	85
Men, 16 years and over .....	36,806	286	47	915	5,000	5,838	5,543	5,956	6,775	6,446
16 to 24 years .....	8,305	137	22	591	2,613	2,144	1,380	848	428	143
16 to 19 years .....	2,672	45	8	371	1,264	609	247	79	30	18
20 to 24 years .....	5,633	92	15	220	1,348	1,535	1,132	769	398	124
25 years and over .....	28,500	149	25	324	2,387	3,694	4,163	5,108	6,347	6,303
25 to 34 years .....	8,929	79	10	121	972	1,458	1,574	1,734	1,782	1,198
35 to 44 years .....	8,277	35	5	73	552	907	1,125	1,523	1,999	2,059
45 to 54 years .....	6,928	25	3	57	400	705	844	1,178	1,718	1,998
55 to 64 years .....	3,402	8	1	41	247	420	462	564	736	923
65 years and over .....	964	2	6	33	216	204	157	110	112	125
<b>RACE, SEX, AND HISPANIC OR LATINO ETHNICITY</b>										
White, 16 years and over .....	59,877	865	125	1,819	9,610	10,260	9,325	9,451	9,427	8,994
Women .....	29,621	631	85	1,093	5,553	5,656	4,915	4,565	3,667	3,455
Men .....	30,255	234	40	725	4,057	4,604	4,411	4,886	5,760	5,539
Black or African American, 16 years and over .....	9,417	77	10	372	1,686	1,940	1,617	1,594	1,187	934
Women .....	5,174	45	7	228	1,084	1,123	838	847	574	429
Men .....	4,243	32	3	144	601	817	779	747	613	505
Asian, 16 years and over .....	2,672	19	4	57	445	462	430	373	396	486
Women .....	1,378	13	2	33	256	251	229	208	158	229
Men .....	1,295	6	3	24	189	211	201	165	237	258
Hispanic or Latino, 16 years and over .....	12,073	96	22	350	2,810	2,694	2,119	1,768	1,288	927
Women .....	4,890	63	12	215	1,395	1,095	786	648	402	274
Men .....	7,183	34	9	135	1,415	1,599	1,333	1,121	885	653

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) do not sum to totals because data are not

presented for all races. In addition, 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, 2004 annual averages

(Numbers in thousands)

Characteristic	Workers paid hourly rates <sup>1</sup>				
	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
<b>AGE AND SEX</b>					
Total, 16 years and over .....	73,939	1,483	520	2,003	2.7
16 to 24 years .....	16,174	750	272	1,021	6.3
16 to 19 years .....	5,433	329	168	498	9.2
20 to 24 years .....	10,741	420	103	523	4.9
25 years and over .....	57,765	733	249	982	1.7
25 to 34 years .....	16,574	320	64	384	2.3
35 to 44 years .....	16,715	175	63	238	1.4
45 to 54 years .....	14,796	125	48	173	1.2
55 to 64 years .....	7,501	61	40	101	1.3
65 years and over .....	2,177	53	33	87	4.0
Women, 16 years and over .....	37,133	1,013	310	1,323	3.6
16 to 24 years .....	7,869	510	145	655	8.3
16 to 19 years .....	2,761	229	90	319	11.5
20 to 24 years .....	5,108	282	55	336	6.6
25 years and over .....	29,265	502	166	668	2.3
25 to 34 years .....	7,645	209	35	244	3.2
35 to 44 years .....	8,439	122	46	168	2.0
45 to 54 years .....	7,868	84	31	116	1.5
55 to 64 years .....	4,099	47	27	74	1.8
65 years and over .....	1,213	40	27	67	5.5
Men, 16 years and over .....	36,806	470	210	680	1.8
16 to 24 years .....	8,305	239	127	366	4.4
16 to 19 years .....	2,672	101	78	179	6.7
20 to 24 years .....	5,633	138	49	187	3.3
25 years and over .....	28,500	231	83	314	1.1
25 to 34 years .....	8,929	111	30	140	1.6
35 to 44 years .....	8,277	54	17	70	.9
45 to 54 years .....	6,928	40	17	57	.8
55 to 64 years .....	3,402	14	13	27	.8
65 years and over .....	964	13	7	19	2.0
<b>RACE, SEX, AND HISPANIC OR LATINO ETHNICITY</b>					
White, 16 years and over .....	59,877	1,286	395	1,681	2.8
Women .....	29,621	892	234	1,126	3.8
Men .....	30,255	393	161	555	1.8
Black or African American, 16 years and over .....	9,417	128	99	228	2.4
Women .....	5,174	79	59	138	2.7
Men .....	4,243	49	40	89	2.1
Asian, 16 years and over .....	2,672	30	8	38	1.4
Women .....	1,378	18	5	23	1.7
Men .....	1,295	12	3	15	1.2
Hispanic or Latino, 16 years and over .....	12,073	168	82	250	2.1
Women .....	4,890	102	49	151	3.1
Men .....	7,183	66	32	99	1.4
<b>FULL- AND PART-TIME STATUS AND SEX <sup>2</sup></b>					
Full-time workers .....	55,739	583	177	760	1.4
Women .....	24,788	360	100	460	1.9
Men .....	30,951	223	77	300	1.0
Part-time workers .....	18,046	897	343	1,240	6.9
Women .....	12,276	651	210	861	7.0
Men .....	5,770	246	132	378	6.6

See footnotes on page 24.

<sup>1</sup> Detail may not sum to totals due to rounding. Percents are based on unrounded data.

<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: 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. In addition, 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 (2004) dollars by sex and age, 1979-2004 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
<b>BOTH SEXES</b>										
1979 .....	\$581	\$415	\$347	\$448	\$639	\$616	\$675	\$666	\$630	\$477
1980 .....	568	407	334	435	621	598	655	645	618	441
1981 .....	563	398	320	423	612	588	646	636	613	441
1982 .....	566	390	308	413	612	583	663	647	609	474
1983 .....	563	379	294	400	618	578	665	660	623	469
1984 .....	564	376	292	399	626	580	673	666	632	470
1985 .....	576	375	291	402	634	585	679	671	638	497
1986 <sup>1</sup> .....	590	381	293	408	643	592	689	683	652	491
1987 .....	595	386	295	411	641	594	692	682	645	493
1988 .....	591	382	300	407	635	588	690	695	643	496
1989 .....	587	381	300	406	629	579	694	694	634	491
1990 <sup>1</sup> .....	578	377	294	400	629	571	682	685	641	482
1991 .....	576	375	288	394	632	562	673	686	635	515
1992 .....	581	364	280	382	632	556	663	689	637	499
1993 .....	590	363	275	382	632	562	666	697	633	506
1994 <sup>1</sup> .....	589	361	278	378	630	554	677	714	631	485
1995 .....	590	360	284	376	628	555	677	717	633	479
1996 .....	588	357	287	374	624	555	670	712	641	460
1997 <sup>1</sup> .....	591	360	296	377	634	565	679	712	655	462
1998 <sup>1</sup> .....	605	370	310	392	662	581	691	718	686	469
1999 <sup>1</sup> .....	622	387	319	411	671	587	692	739	685	458
2000 <sup>1</sup> .....	631	396	326	420	667	602	685	733	679	508
2001 .....	636	401	325	421	672	615	701	740	680	521
2002 .....	639	400	320	419	679	620	702	741	708	527
2003 <sup>1</sup> .....	636	397	320	412	679	610	706	742	727	529
2004 <sup>1</sup> .....	638	390	309	406	683	604	713	743	725	560
<b>WOMEN</b>										
1979 .....	439	371	318	389	470	480	471	463	455	410
1980 .....	436	362	315	379	462	473	465	453	444	379
1981 .....	435	358	306	380	462	474	472	447	441	375
1982 .....	447	359	296	377	477	483	484	471	458	396
1983 .....	453	356	284	373	481	488	489	475	463	381
1984 .....	458	352	280	369	490	492	505	483	467	378
1985 .....	465	353	278	370	496	495	514	489	477	406
1986 <sup>1</sup> .....	478	360	279	381	507	503	525	507	486	421
1987 .....	482	360	273	385	511	503	536	515	490	415
1988 .....	483	361	282	386	514	501	543	520	487	429
1989 .....	482	362	289	383	516	500	543	525	489	429
1990 <sup>1</sup> .....	486	356	278	377	518	499	547	529	488	421
1991 .....	496	360	277	380	524	501	551	538	491	432
1992 .....	501	352	270	369	527	504	552	550	496	433
1993 .....	506	352	264	372	534	508	560	566	508	431
1994 <sup>1</sup> .....	503	347	267	365	531	501	565	568	502	424
1995 .....	500	339	264	358	527	497	558	572	496	434
1996 .....	501	340	267	358	532	498	555	576	504	401
1997 <sup>1</sup> .....	506	343	282	359	542	501	565	581	508	408
1998 <sup>1</sup> .....	528	353	288	369	561	523	576	597	551	405
1999 <sup>1</sup> .....	537	367	302	389	563	533	571	606	558	419
2000 <sup>1</sup> .....	541	378	310	402	566	541	571	619	557	430
2001 .....	547	377	308	400	579	547	584	627	572	417
2002 .....	556	385	310	404	597	556	600	632	602	452
2003 <sup>1</sup> .....	567	381	307	398	600	561	606	625	617	447
2004 <sup>1</sup> .....	573	375	293	391	599	561	608	625	615	478

See footnotes at end of table.

Table 12. Median usual weekly earnings of full-time wage and salary workers in constant (2004) dollars by sex and age, 1979-2004 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
<b>MEN</b>										
1979 .....	\$703	\$473	\$373	\$508	\$757	\$712	\$809	\$814	\$753	\$528
1980 .....	679	452	351	486	736	682	797	795	747	496
1981 .....	674	433	333	471	737	674	788	786	749	528
1982 .....	682	421	318	457	736	670	790	784	747	562
1983 .....	681	401	302	434	731	667	795	798	749	554
1984 .....	678	400	302	433	731	661	815	813	760	567
1985 .....	681	403	306	433	742	659	815	819	783	615
1986 <sup>1</sup> .....	690	405	305	434	761	661	820	832	797	589
1987 .....	690	409	311	437	759	655	811	826	788	604
1988 .....	689	401	314	428	748	645	793	842	780	606
1989 .....	688	399	308	427	735	638	798	836	766	579
1990 <sup>1</sup> .....	675	395	305	418	718	630	786	829	765	565
1991 .....	667	386	296	406	708	620	779	829	762	632
1992 .....	661	374	288	392	707	615	767	836	763	555
1993 .....	657	371	284	390	715	612	767	841	754	581
1994 <sup>1</sup> .....	658	371	288	387	727	604	779	846	760	556
1995 .....	663	373	301	389	724	603	768	843	767	543
1996 .....	668	368	301	385	719	598	758	837	770	572
1997 <sup>1</sup> .....	679	372	308	397	722	605	764	836	785	530
1998 <sup>1</sup> .....	692	386	326	413	740	630	784	847	809	558
1999 <sup>1</sup> .....	701	404	330	430	757	654	796	865	823	533
2000 <sup>1</sup> .....	702	411	336	433	760	656	798	846	806	573
2001 .....	715	418	340	436	769	659	804	853	812	603
2002 .....	713	411	328	430	769	659	798	848	842	612
2003 <sup>1</sup> .....	713	409	329	423	764	645	796	856	849	628
2004 <sup>1</sup> .....	713	400	318	417	762	639	804	857	843	641
<b>WOMEN'S EARNINGS AS PERCENT OF MEN'S <sup>2</sup></b>										
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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	74.5	92.1	91.4	90.6	75.1	82.9	74.0	69.4	64.7	77.1
1998 <sup>1</sup> .....	76.3	91.3	88.5	89.4	75.9	83.0	73.5	70.5	68.2	72.6
1999 <sup>1</sup> .....	76.5	91.0	91.3	90.5	74.4	81.5	71.7	70.1	67.8	78.7
2000 <sup>1</sup> .....	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 <sup>1</sup> .....	79.5	93.3	93.2	94.0	78.5	87.0	76.2	73.0	72.6	71.2
2004 <sup>1</sup> .....	80.3	93.7	92.2	93.8	78.7	87.9	75.6	73.0	73.0	74.6

<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 the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

<sup>2</sup> 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 (2004) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2004 annual averages

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
<b>BOTH SEXES</b>					
1979 .....	\$581	\$596	\$479	—	\$466
1980 .....	568	583	461	—	454
1981 .....	563	576	466	—	442
1982 .....	566	580	459	—	450
1983 .....	563	575	470	—	449
1984 .....	564	582	466	—	449
1985 .....	576	595	465	—	452
1986 <sup>1</sup> .....	590	610	479	—	456
1987 .....	595	610	479	—	453
1988 .....	591	605	482	—	445
1989 .....	587	602	470	—	438
1990 <sup>1</sup> .....	578	594	462	—	426
1991 .....	576	599	471	—	423
1992 .....	581	604	470	—	424
1993 .....	590	611	475	—	426
1994 <sup>1</sup> .....	589	610	468	—	409
1995 .....	590	609	471	—	405
1996 .....	588	606	464	—	406
1997 <sup>1</sup> .....	591	609	469	—	412
1998 <sup>1</sup> .....	605	631	493	—	429
1999 <sup>1</sup> .....	622	649	504	—	436
2000 <sup>1</sup> .....	631	647	520	\$674	438
2001 .....	636	651	524	682	445
2002 .....	639	655	523	691	445
2003 <sup>1</sup> .....	636	653	528	712	452
2004 <sup>1</sup> .....	638	657	525	708	456
<b>WOMEN</b>					
1979 .....	439	444	408	—	379
1980 .....	436	440	402	—	374
1981 .....	435	438	409	—	377
1982 .....	447	453	407	—	381
1983 .....	453	458	417	—	386
1984 .....	458	464	417	—	386
1985 .....	465	471	423	—	384
1986 <sup>1</sup> .....	478	484	434	—	397
1987 .....	482	489	438	—	399
1988 .....	483	488	442	—	399
1989 .....	482	491	443	—	396
1990 <sup>1</sup> .....	486	496	432	—	390
1991 .....	496	505	437	—	395
1992 .....	501	510	442	—	398
1993 .....	506	516	448	—	402
1994 <sup>1</sup> .....	503	514	437	—	384
1995 .....	500	510	437	—	376
1996 .....	501	513	435	—	379
1997 <sup>1</sup> .....	506	521	440	—	373
1998 <sup>1</sup> .....	528	541	462	—	390
1999 <sup>1</sup> .....	537	548	463	—	394
2000 <sup>1</sup> .....	541	550	471	599	402
2001 .....	547	557	485	601	415
2002 .....	556	575	497	595	417
2003 <sup>1</sup> .....	567	583	504	614	421
2004 <sup>1</sup> .....	573	584	505	613	419

See footnotes on page 29.

Table 13. Median usual weekly earnings of full-time wage and salary workers in constant (2004) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2004 annual averages — Continued

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
<b>MEN</b>					
1979 .....	\$703	\$719	\$548	—	\$529
1980 .....	679	694	530	—	508
1981 .....	674	694	533	—	499
1982 .....	682	703	521	—	503
1983 .....	681	697	528	—	493
1984 .....	678	693	524	—	496
1985 .....	681	699	510	—	495
1986 <sup>1</sup> .....	690	713	524	—	492
1987 .....	690	716	519	—	487
1988 .....	689	713	533	—	472
1989 .....	688	709	512	—	463
1990 <sup>1</sup> .....	675	693	506	—	446
1991 .....	667	684	507	—	437
1992 .....	661	678	502	—	447
1993 .....	657	674	504	—	445
1994 <sup>1</sup> .....	658	690	505	—	433
1995 .....	663	698	506	—	430
1996 .....	668	696	493	—	426
1997 <sup>1</sup> .....	679	699	507	—	436
1998 <sup>1</sup> .....	692	711	541	—	451
1999 <sup>1</sup> .....	701	724	554	—	460
2000 <sup>1</sup> .....	702	726	559	\$751	457
2001 .....	715	736	565	782	470
2002 .....	713	737	550	794	474
2003 <sup>1</sup> .....	713	734	569	793	476
2004 <sup>1</sup> .....	713	732	569	802	480
<b>WOMEN'S EARNINGS AS PERCENT OF MEN'S <sup>2</sup></b>					
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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	74.5	74.6	86.8	—	85.6
1998 <sup>1</sup> .....	76.3	76.1	85.4	—	86.5
1999 <sup>1</sup> .....	76.5	75.7	83.7	—	85.7
2000 <sup>1</sup> .....	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 <sup>1</sup> .....	79.5	79.4	88.4	77.5	88.3
2004 <sup>1</sup> .....	80.3	79.8	88.9	76.4	87.1

See footnotes on page 29.

<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 the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

<sup>2</sup> 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 (2004) dollars by sex and educational attainment, 1979-2004 annual averages

Year and sex	Total, 25 years and over	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>
<b>BOTH SEXES</b>					
1979 .....	\$639	\$506	\$599	\$679	\$829
1980 .....	621	482	578	659	816
1981 .....	612	475	568	643	807
1982 .....	612	464	565	657	819
1983 .....	618	460	560	653	830
1984 .....	626	456	558	661	840
1985 .....	634	452	558	668	847
1986 <sup>3</sup> .....	643	457	565	673	863
1987 .....	641	451	567	669	896
1988 .....	635	442	564	660	898
1989 .....	629	437	552	665	896
1990 <sup>3</sup> .....	629	425	541	667	895
1991 .....	632	416	537	662	901
1992 .....	632	410	532	639	918
1993 .....	632	404	534	636	920
1994 <sup>3</sup> .....	630	387	531	629	925
1995 .....	628	381	532	625	920
1996 .....	624	380	532	621	909
1997 <sup>3</sup> .....	634	376	541	628	914
1998 <sup>3</sup> .....	662	390	555	646	950
1999 <sup>3</sup> .....	671	393	556	658	975
2000 <sup>3</sup> .....	667	396	554	653	977
2001 .....	672	408	555	659	983
2002 .....	679	408	562	660	988
2003 <sup>3</sup> .....	679	407	568	656	989
2004 <sup>3</sup> .....	683	401	574	661	986
<b>WOMEN</b>					
1979 .....	470	366	446	508	635
1980 .....	462	355	435	501	629
1981 .....	462	347	431	506	631
1982 .....	477	345	442	514	649
1983 .....	481	350	443	517	663
1984 .....	490	345	448	527	675
1985 .....	496	338	448	531	694
1986 <sup>3</sup> .....	507	341	455	542	717
1987 .....	511	341	457	552	740
1988 .....	514	338	457	552	744
1989 .....	516	340	448	557	746
1990 <sup>3</sup> .....	518	337	441	554	751
1991 .....	524	338	444	553	760
1992 .....	527	337	444	537	783
1993 .....	534	339	446	543	786
1994 <sup>3</sup> .....	531	324	443	533	799
1995 .....	527	322	439	525	793
1996 .....	532	322	438	529	788
1997 <sup>3</sup> .....	542	323	444	538	789
1998 <sup>3</sup> .....	561	327	458	551	819
1999 <sup>3</sup> .....	563	329	459	554	839
2000 <sup>3</sup> .....	566	334	461	554	829
2001 .....	579	337	472	555	839
2002 .....	597	341	481	571	850
2003 <sup>3</sup> .....	600	338	487	575	854
2004 <sup>3</sup> .....	599	334	488	577	860

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 (2004) dollars by sex and educational attainment, 1979-2004 annual averages — Continued

Year and sex	Total, 25 years and over	Less than a high school diploma	High school graduates, no college <sup>1</sup>	Some college or associate degree	Bachelor's degree and higher <sup>2</sup>
<b>MEN</b>					
1979 .....	\$757	\$608	\$743	\$794	\$954
1980 .....	736	580	710	777	927
1981 .....	737	567	707	771	943
1982 .....	736	549	700	770	942
1983 .....	731	542	697	760	932
1984 .....	731	533	690	771	972
1985 .....	742	526	682	790	988
1986 <sup>3</sup> .....	761	528	684	798	1,016
1987 .....	759	515	672	790	1,038
1988 .....	748	510	670	772	1,042
1989 .....	735	509	662	760	1,037
1990 <sup>3</sup> .....	718	490	643	761	1,039
1991 .....	708	473	636	762	1,034
1992 .....	707	463	631	732	1,044
1993 .....	715	458	626	736	1,037
1994 <sup>3</sup> .....	727	432	626	740	1,042
1995 .....	724	427	625	734	1,040
1996 .....	719	428	619	724	1,048
1997 <sup>3</sup> .....	722	429	628	729	1,052
1998 <sup>3</sup> .....	740	444	647	745	1,087
1999 <sup>3</sup> .....	757	447	658	753	1,108
2000 <sup>3</sup> .....	760	446	648	758	1,119
2001 .....	769	447	650	772	1,139
2002 .....	769	443	648	768	1,145
2003 <sup>3</sup> .....	764	441	645	759	1,161
2004 <sup>3</sup> .....	762	446	645	761	1,143
<b>WOMEN'S EARNINGS AS PERCENT OF MEN'S <sup>4</sup></b>					
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 <sup>3</sup> .....	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 <sup>3</sup> .....	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 <sup>3</sup> .....	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 <sup>3</sup> .....	75.1	75.2	70.8	73.8	75.0
1998 <sup>3</sup> .....	75.9	73.7	70.9	74.0	75.3
1999 <sup>3</sup> .....	74.4	73.5	69.8	73.5	75.7
2000 <sup>3</sup> .....	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 <sup>3</sup> .....	78.5	76.7	75.6	75.7	73.6
2004 <sup>3</sup> .....	78.7	74.9	75.6	75.8	75.2

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with a bachelor's, master's, professional, and doctoral degree.

<sup>3</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 the February 2005 and subsequent issues of

*Employment and Earnings*, a monthly BLS periodical.

<sup>4</sup> 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 (2004) dollars by sex and age, 1979-2004 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
<b>BOTH SEXES</b>										
1979 .....	\$10.72	\$8.43	\$7.50	\$9.72	\$12.34	\$12.56	\$12.78	\$12.46	\$12.00	\$7.80
1980 .....	10.49	8.08	7.01	9.32	12.06	12.29	12.51	12.28	11.72	7.75
1981 .....	10.24	7.90	7.12	9.16	11.91	12.11	12.33	11.95	11.55	7.79
1982 .....	10.13	7.60	6.77	8.75	11.78	11.90	12.40	12.04	11.46	7.74
1983 .....	10.08	7.35	6.51	8.45	11.79	11.70	12.45	12.12	11.54	7.92
1984 .....	10.10	7.25	6.33	8.35	11.85	11.72	12.43	12.27	11.47	8.03
1985 .....	10.12	7.15	6.17	8.30	11.82	11.61	12.57	12.37	11.59	7.95
1986 <sup>1</sup> .....	10.22	7.27	6.12	8.34	11.91	11.55	12.83	12.74	11.80	8.18
1987 .....	10.30	7.31	6.07	8.30	11.87	11.45	12.63	12.52	11.80	8.09
1988 .....	10.33	7.36	6.19	8.27	11.89	11.42	12.55	12.53	11.49	8.04
1989 .....	10.30	7.29	6.22	8.33	11.70	11.25	12.60	12.40	11.52	7.98
1990 <sup>1</sup> .....	10.16	7.25	6.31	8.31	11.46	11.10	12.38	12.35	11.26	8.08
1991 .....	10.17	7.14	6.36	8.14	11.49	10.89	12.42	12.34	11.09	8.05
1992 .....	10.20	7.10	6.25	7.97	11.53	10.79	12.39	12.37	11.21	8.12
1993 .....	10.14	7.10	6.18	7.93	11.53	10.66	12.38	12.71	11.47	8.24
1994 <sup>1</sup> .....	10.12	7.10	6.20	7.86	11.52	10.58	12.52	12.65	11.39	8.06
1995 .....	10.07	7.16	6.21	7.92	11.54	10.74	12.36	12.49	11.34	8.20
1996 .....	10.08	7.13	6.21	8.04	11.54	10.58	12.18	12.29	11.27	8.13
1997 <sup>1</sup> .....	10.28	7.23	6.47	8.12	11.59	10.63	12.17	12.45	11.44	8.10
1998 <sup>1</sup> .....	10.55	7.63	6.81	8.39	11.73	11.18	12.58	12.70	11.68	8.58
1999 <sup>1</sup> .....	10.82	7.81	6.91	8.79	11.89	11.32	12.51	12.86	11.78	8.74
2000 <sup>1</sup> .....	10.86	7.94	7.03	8.85	11.93	11.16	12.44	12.96	11.86	8.82
2001 .....	10.87	8.21	7.21	8.94	12.17	11.38	12.78	12.99	12.14	9.11
2002 .....	11.00	8.20	7.26	8.90	12.43	11.53	12.80	13.09	12.45	9.52
2003 <sup>1</sup> .....	11.14	8.11	7.11	8.89	12.38	11.55	12.79	13.32	12.51	9.44
2004 <sup>1</sup> .....	11.00	7.98	7.00	8.78	12.23	11.37	12.89	13.23	12.58	9.62
<b>WOMEN</b>										
1979 .....	8.74	7.70	7.32	8.49	9.41	9.76	9.59	9.28	9.07	7.55
1980 .....	8.60	7.50	6.83	8.25	9.22	9.66	9.32	9.19	8.87	7.36
1981 .....	8.50	7.37	7.00	8.14	9.33	9.72	9.49	9.13	8.80	7.39
1982 .....	8.64	7.10	6.67	7.87	9.43	9.74	9.53	9.29	9.01	7.38
1983 .....	8.66	6.88	6.41	7.67	9.42	9.80	9.56	9.35	9.14	7.50
1984 .....	8.61	6.81	6.23	7.56	9.50	9.71	9.72	9.55	9.14	7.58
1985 .....	8.62	6.73	6.06	7.66	9.62	9.71	9.91	9.66	9.16	7.44
1986 <sup>1</sup> .....	8.79	6.77	6.02	7.77	9.80	9.80	10.10	9.87	9.47	7.80
1987 .....	8.91	6.72	5.91	7.79	9.81	9.78	10.11	9.99	9.60	7.73
1988 .....	8.97	6.89	6.01	7.77	9.89	9.77	10.38	10.12	9.34	7.86
1989 .....	9.00	6.91	6.04	7.70	9.99	9.84	10.45	10.17	9.39	7.57
1990 <sup>1</sup> .....	9.04	6.95	6.12	7.83	9.93	9.84	10.35	10.05	9.45	7.65
1991 .....	9.15	6.89	6.29	7.73	9.95	9.74	10.48	10.31	9.42	7.80
1992 .....	9.19	6.83	6.20	7.63	10.11	9.84	10.55	10.48	9.51	7.89
1993 .....	9.18	6.79	6.10	7.69	10.14	9.81	10.51	10.54	9.74	7.97
1994 <sup>1</sup> .....	9.15	6.73	6.11	7.55	10.16	9.83	10.65	10.68	9.87	7.88
1995 .....	9.19	6.77	6.09	7.52	10.08	9.76	10.64	10.76	9.78	7.95
1996 .....	9.28	6.82	6.12	7.52	10.13	9.68	10.67	10.73	9.69	7.75
1997 <sup>1</sup> .....	9.33	7.00	6.37	7.70	10.29	9.64	10.75	10.88	9.76	8.02
1998 <sup>1</sup> .....	9.54	7.23	6.70	8.03	10.58	10.19	11.19	11.33	10.25	8.35
1999 <sup>1</sup> .....	9.81	7.50	6.79	8.19	10.82	10.33	11.15	11.30	10.59	8.52
2000 <sup>1</sup> .....	9.94	7.68	6.83	8.55	10.85	10.62	10.99	11.16	10.79	8.62
2001 .....	10.28	7.73	7.06	8.53	10.89	10.61	11.14	11.58	11.08	8.69
2002 .....	10.39	7.82	7.14	8.52	11.25	10.63	11.53	11.74	11.36	9.17
2003 <sup>1</sup> .....	10.35	7.79	7.03	8.41	11.31	10.79	11.47	12.10	11.34	9.08
2004 <sup>1</sup> .....	10.17	7.71	6.86	8.32	11.23	10.62	11.45	11.95	11.57	9.16

See footnotes at end of table.



Table 15. Median hourly earnings of wage and salary workers paid hourly rates in constant (2004) dollars by sex and age, 1979-2004 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
<b>MEN</b>										
1979 .....	\$13.64	\$9.43	\$7.71	\$11.21	\$16.15	\$15.39	\$17.18	\$17.13	\$15.89	\$8.61
1980 .....	13.24	8.92	7.34	10.69	15.68	15.04	16.96	16.91	15.72	8.24
1981 .....	13.05	8.58	7.25	10.16	15.46	14.57	16.48	16.87	15.66	8.38
1982 .....	12.85	8.21	6.87	9.61	15.15	14.37	16.66	16.65	15.27	8.38
1983 .....	12.46	7.90	6.61	9.09	14.97	13.94	16.59	16.49	15.74	8.56
1984 .....	12.34	7.92	6.45	8.95	14.90	13.66	16.47	16.78	15.35	8.51
1985 .....	12.30	7.86	6.31	8.79	14.84	13.41	16.44	16.72	15.16	8.37
1986 <sup>1</sup> .....	12.50	7.90	6.30	8.94	14.85	13.23	16.45	16.70	15.70	8.54
1987 .....	12.37	7.82	6.30	9.04	14.59	13.15	16.07	16.29	15.46	8.47
1988 .....	12.15	7.73	6.36	8.90	14.40	12.91	15.69	16.42	14.96	8.49
1989 .....	11.92	7.62	6.47	8.87	14.29	12.61	15.59	16.02	14.72	8.69
1990 <sup>1</sup> .....	11.61	7.64	6.52	8.68	13.82	12.40	15.07	15.63	14.28	8.54
1991 .....	11.64	7.56	6.43	8.45	13.51	12.12	14.88	15.85	13.65	8.42
1992 .....	11.45	7.46	6.34	8.25	13.28	11.91	14.44	15.87	13.71	8.53
1993 .....	11.42	7.41	6.28	8.17	13.11	11.72	14.38	15.65	14.12	8.65
1994 <sup>1</sup> .....	11.36	7.42	6.30	8.29	12.99	11.49	14.52	15.27	13.96	8.38
1995 .....	11.38	7.45	6.35	8.41	13.22	11.67	14.65	15.18	13.70	8.45
1996 .....	11.43	7.41	6.31	8.40	12.94	11.64	14.29	14.88	13.38	8.45
1997 <sup>1</sup> .....	11.55	7.58	6.60	8.44	13.04	11.66	14.18	15.03	13.86	8.18
1998 <sup>1</sup> .....	11.65	8.01	6.93	9.01	13.58	11.84	14.45	15.10	14.16	8.97
1999 <sup>1</sup> .....	11.70	8.08	7.02	9.12	13.62	12.30	14.50	15.52	13.86	8.93
2000 <sup>1</sup> .....	11.85	8.37	7.29	9.20	13.42	12.03	14.41	15.24	14.05	9.11
2001 .....	12.08	8.55	7.37	9.52	13.75	12.35	14.86	15.21	13.82	9.61
2002 .....	12.23	8.46	7.38	9.32	13.71	12.49	14.66	15.13	14.05	10.27
2003 <sup>1</sup> .....	12.21	8.36	7.21	9.24	13.60	12.33	14.51	15.33	14.46	10.05
2004 <sup>1</sup> .....	12.02	8.21	7.15	9.07	13.74	12.03	14.60	15.11	14.54	9.90
<b>WOMEN'S EARNINGS AS PERCENT OF MEN'S <sup>2</sup></b>										
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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	80.8	92.3	96.6	91.3	78.9	82.7	75.8	72.4	70.5	98.1
1998 <sup>1</sup> .....	81.8	90.3	96.7	89.1	77.9	86.1	77.4	75.0	72.4	93.1
1999 <sup>1</sup> .....	83.8	92.7	96.7	89.8	79.4	84.0	76.9	72.8	76.4	95.4
2000 <sup>1</sup> .....	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 <sup>1</sup> .....	84.8	93.2	97.6	91.1	83.1	87.6	79.0	79.0	78.4	90.4
2004 <sup>1</sup> .....	84.6	93.9	95.9	91.7	81.7	88.3	78.4	79.1	79.6	92.5

<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 the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

<sup>2</sup> 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 (2004) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2004 annual averages

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
<b>BOTH SEXES</b>					
1979 .....	\$10.72	\$10.88	\$9.92	—	\$9.85
1980 .....	10.49	10.60	9.66	—	9.65
1981 .....	10.24	10.31	9.75	—	9.56
1982 .....	10.13	10.26	9.50	—	9.40
1983 .....	10.08	10.21	9.27	—	9.17
1984 .....	10.10	10.22	9.30	—	9.14
1985 .....	10.12	10.24	9.23	—	9.18
1986 <sup>1</sup> .....	10.22	10.34	9.56	—	9.31
1987 .....	10.30	10.45	9.54	—	9.27
1988 .....	10.33	10.46	9.45	—	9.14
1989 .....	10.30	10.43	9.46	—	8.95
1990 <sup>1</sup> .....	10.16	10.30	9.56	—	8.82
1991 .....	10.17	10.31	9.48	—	8.76
1992 .....	10.20	10.33	9.33	—	8.78
1993 .....	10.14	10.27	9.25	—	8.80
1994 <sup>1</sup> .....	10.12	10.24	9.21	—	8.75
1995 .....	10.07	10.25	9.45	—	8.64
1996 .....	10.08	10.29	9.31	—	8.61
1997 <sup>1</sup> .....	10.28	10.44	9.41	—	8.69
1998 <sup>1</sup> .....	10.55	10.68	9.72	—	9.18
1999 <sup>1</sup> .....	10.82	11.05	10.04	—	9.17
2000 <sup>1</sup> .....	10.86	10.92	10.24	\$11.04	9.36
2001 .....	10.87	10.94	10.44	11.47	9.67
2002 .....	11.00	11.25	10.43	10.88	9.69
2003 <sup>1</sup> .....	11.14	11.26	10.42	11.41	10.02
2004 <sup>1</sup> .....	11.00	11.13	10.19	11.10	9.81
<b>WOMEN</b>					
1979 .....	8.74	8.75	8.57	—	8.31
1980 .....	8.60	8.61	8.44	—	8.22
1981 .....	8.50	8.52	8.34	—	8.16
1982 .....	8.64	8.66	8.43	—	8.14
1983 .....	8.66	8.66	8.50	—	7.97
1984 .....	8.61	8.63	8.45	—	8.07
1985 .....	8.62	8.63	8.46	—	8.10
1986 <sup>1</sup> .....	8.79	8.82	8.52	—	8.24
1987 .....	8.91	8.94	8.61	—	8.14
1988 .....	8.97	9.01	8.63	—	8.11
1989 .....	9.00	9.03	8.66	—	8.15
1990 <sup>1</sup> .....	9.04	9.08	8.75	—	8.15
1991 .....	9.15	9.17	8.88	—	8.11
1992 .....	9.19	9.24	8.77	—	8.16
1993 .....	9.18	9.22	8.86	—	8.14
1994 <sup>1</sup> .....	9.15	9.27	8.75	—	8.09
1995 .....	9.19	9.30	8.78	—	8.14
1996 .....	9.28	9.35	8.64	—	8.13
1997 <sup>1</sup> .....	9.33	9.40	8.91	—	8.01
1998 <sup>1</sup> .....	9.54	9.66	9.15	—	8.36
1999 <sup>1</sup> .....	9.81	9.91	9.23	—	8.47
2000 <sup>1</sup> .....	9.94	9.97	9.71	10.72	8.66
2001 .....	10.28	10.39	9.77	10.74	8.84
2002 .....	10.39	10.44	9.93	10.61	8.97
2003 <sup>1</sup> .....	10.35	10.38	10.17	10.97	9.12
2004 <sup>1</sup> .....	10.17	10.21	9.93	10.57	9.04

See footnotes on page 36.

Table 16. Median hourly earnings of wage and salary workers paid hourly rates in constant (2004) dollars by sex, race, and Hispanic or Latino ethnicity, 1979-2004 annual averages— Continued

Year and sex	Total, 16 years and over	White	Black or African American	Asian	Hispanic or Latino
<b>MEN</b>					
1979 .....	\$13.64	\$13.98	\$11.80	—	\$11.57
1980 .....	13.24	13.53	11.26	—	10.93
1981 .....	13.05	13.34	11.54	—	10.67
1982 .....	12.85	13.09	11.21	—	10.75
1983 .....	12.46	12.73	10.73	—	10.47
1984 .....	12.34	12.58	10.67	—	10.46
1985 .....	12.30	12.72	10.31	—	10.18
1986 <sup>1</sup> .....	12.50	12.82	10.82	—	10.20
1987 .....	12.37	12.63	10.73	—	10.14
1988 .....	12.15	12.37	10.66	—	9.99
1989 .....	11.92	12.20	10.42	—	9.81
1990 <sup>1</sup> .....	11.61	12.01	10.35	—	9.47
1991 .....	11.64	11.95	10.26	—	9.33
1992 .....	11.45	11.74	10.07	—	9.23
1993 .....	11.42	11.69	9.88	—	9.18
1994 <sup>1</sup> .....	11.36	11.62	10.00	—	9.05
1995 .....	11.38	11.86	10.06	—	8.95
1996 .....	11.43	11.75	9.82	—	9.15
1997 <sup>1</sup> .....	11.55	11.70	10.19	—	9.28
1998 <sup>1</sup> .....	11.65	11.79	10.53	—	9.55
1999 <sup>1</sup> .....	11.70	12.05	11.09	—	9.78
2000 <sup>1</sup> .....	11.85	12.01	10.94	\$11.83	9.91
2001 .....	12.08	12.39	10.86	12.64	10.32
2002 .....	12.23	12.46	10.75	11.58	10.42
2003 <sup>1</sup> .....	12.21	12.35	11.10	12.21	10.30
2004 <sup>1</sup> .....	12.02	12.16	10.88	11.90	10.02
<b>WOMEN'S EARNINGS AS PERCENT OF MEN'S <sup>2</sup></b>					
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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	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 <sup>1</sup> .....	80.8	80.3	87.5	—	86.3
1998 <sup>1</sup> .....	81.8	81.9	86.9	—	87.5
1999 <sup>1</sup> .....	83.8	82.3	83.2	—	86.7
2000 <sup>1</sup> .....	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 <sup>1</sup> .....	84.8	84.1	91.6	89.8	88.5
2004 <sup>1</sup> .....	84.6	84.0	91.3	88.8	90.2

See footnotes on page 36.

<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 the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

<sup>2</sup> 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, 1979-2004 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
<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> 2,132	<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
<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	1,748	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

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, 1979-2004 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>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	745	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

<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 the February 2005 and subsequent issues of *Employment and Earnings*, a monthly BLS periodical.

<sup>2</sup> 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.

## 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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### 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 of 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 cal-

culated 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 multipeaked 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 and 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. Although these improvements make the CPI more accurate, historical price index series are not adjusted to reflect the improvements. For a historical series that measures price change consistently over the entire period, the CPI-U-RS provides an estimate of the CPI incorporating most of the methodological improvements made since 1978 into the entire series. For more 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 Web at [www.bls.gov/cpi/cpirsdc.htm](http://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 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 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.

*Workers paid by the hour.* 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 number 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 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, 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*, on the BLS Web site at [www.bls.gov/cps/eetech\\_methods.pdf](http://www.bls.gov/cps/eetech_methods.pdf).