

Characteristics of Minimum Wage Workers: 2003

According to Current Population Survey estimates for 2003, some 72.9 million American workers were paid at hourly rates, representing 59.6 percent of all wage and salary workers.¹ Of those paid by the hour, 545,000 were reported as earning exactly \$5.15, the prevailing Federal minimum wage, and another 1.6 million were reported with wages below the minimum.² Together, these 2.1 million workers with wages at or below the minimum made up 2.9 percent of all hourly-paid workers. [Tables 1 - 10](#) present data on a wide array of demographic and socioeconomic characteristics for these low-wage workers. The following are some highlights from the 2003 data.

- Minimum wage workers tend to be young. Slightly over half of workers earning \$5.15 or less were under age 25, and about one-fourth were age 16-19. Among teenagers, about 10 percent earned \$5.15 or less. About 2 percent of workers age 25 and over earned the minimum wage or less. However, among those age 65 and over, the proportion was 4 percent. (See [table 1](#) and [table 7](#).)
- About 4 percent of women paid hourly rates reported wages at or below the prevailing Federal minimum, compared with 2 percent of men. (See [table 1](#).)
- Three percent of white hourly-paid workers earned \$5.15 or less, roughly the same proportion as for blacks and for Hispanics. The figure was slightly lower for Asians, at 2 percent. For whites and Hispanics, women were about twice as likely as men to be low-wage earners. (See [table 1](#).)
- Never-married workers, who also tend to be quite young, were more likely to earn the minimum wage or less than persons who are married. (See [table 8](#).)
- Among hourly-paid workers age 16 and over, a little over 2 percent of those who had a high school diploma but had not gone on to college earned the minimum or less, compared with less than 2 percent for those who had obtained a college degree. (See [table 6](#).)
- Part-time workers (persons who usually work less than 35 hours per week) were much more likely than their full-time counterparts to be paid \$5.15 or less (about 7 percent versus slightly over 1 percent). (See [table 1](#) and [table 9](#).)
- By occupational group, the proportion of hourly-paid workers whose earnings were reported at or below \$5.15 ranged from a low of less than 1 percent for persons employed in management, professional, and related occupations and in natural resources, construction, and maintenance positions, to a high of about 10 percent for those in service occupations. More than two-thirds of all low-wage workers in 2003 were in service-type occupations, mostly in food service jobs. (See [table 4](#).)
- Among industry groups, the proportion of workers with reported hourly wages at or below \$5.15 was highest in leisure and hospitality (about 15 percent). About three-fifths of all low-wage workers were employed in this industry, mostly in food services and drinking places. It should be recognized that for many of these workers, tips and commissions might supplement the hourly wages received. (See [table 5](#).)
- Among the four broad geographic regions, the West had the lowest proportion of hourly-paid workers with earnings at or below \$5.15 (about 2 percent), while the

South had the highest (about 4 percent). For a number of States, the proportion of hourly-paid workers earning at or below the Federal minimum wage exceeded the national average; in many other States, the proportion was much lower. Some States have minimum wage laws establishing minimum wage standards that exceed the Federal level of \$5.15 per hour. (See [table 2](#) and [table 3](#).)

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

Source: U.S. Department of Labor, Bureau of Labor Statistics. BLS data on minimum wage earners are derived from the Current Population Survey (CPS), a nationwide sample survey of households that includes questions enabling the identification of hourly-paid workers and their hourly wage rate. Data in this summary are 2003 annual averages. Originally Posted: May 10, 2004.

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

2 It should be noted that the presence of a sizable number of workers with reported wages below the minimum does not necessarily indicate violations of the Fair Labor Standards Act, as there are exemptions to the minimum wage provisions of the law. Indeed, the relatively large number of workers with reported wages below the minimum in 2003 includes about 350,000 hourly-paid workers reported as earning exactly \$5.00 per hour; to some extent, this may reflect rounding in the responses of survey participants. The estimates of the numbers of minimum and subminimum wage workers presented in the accompanying tables pertain to workers paid at hourly rates; salaried and other non-hourly workers are excluded. As such, the actual number of workers with earnings at or below the prevailing minimum is undoubtedly understated. Research has shown that a relatively smaller number and share of salaried workers and others not paid by the hour have earnings that, when translated into hourly rates, are at or below the minimum wage. However, BLS does not routinely estimate hourly earnings for non-hourly workers because of data concerns that arise in producing these estimates. For further information, see Steven Haugen and Earl Mellor, "Estimating the number of minimum wage workers," *Monthly Labor Review*, January 1990 ([PDF](#) 415K).

Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2003 annual averages

Characteristic	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
AGE AND SEX											
Total, 16 years and over.....	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
16 to 24 years.....	15,871	1,106	330	776	21.8	52.7	60.6	49.9	7.0	2.1	4.9
16 to 19 years.....	5,412	534	212	322	7.4	25.4	38.9	20.7	9.9	3.9	5.9
25 years and over.....	57,075	995	215	780	78.2	47.4	39.4	50.2	1.7	0.4	1.4
Men, 16 years and over.....	35,853	706	213	493	49.2	33.6	39.1	31.7	2.0	0.6	1.4
16 to 24 years.....	8,031	391	154	237	11.0	18.6	28.3	15.2	4.9	1.9	3.0
16 to 19 years.....	2,608	205	109	96	3.6	9.8	20.0	6.2	7.9	4.2	3.7
25 years and over.....	27,823	314	58	256	38.1	15.0	10.6	16.5	1.1	0.2	0.9
Women, 16 years and over.....	37,093	1,394	332	1,062	50.8	66.4	60.9	68.3	3.8	0.9	2.9
16 to 24 years.....	7,841	713	175	538	10.7	34.0	32.1	34.6	9.1	2.2	6.9
16 to 19 years.....	2,804	329	103	226	3.8	15.7	18.9	14.5	11.7	3.7	8.1
25 years and over.....	29,252	681	157	524	40.1	32.4	28.8	33.7	2.3	0.5	1.8
RACE, SEX, AND HISPANIC OR LATINO ORIGIN											
White ¹	59,109	1,746	421	1,325	81.0	83.1	77.2	85.2	3.0	0.7	2.2
Men.....	29,441	553	163	390	40.4	26.3	29.9	25.1	1.9	0.6	1.3
Women.....	29,668	1,192	257	935	40.7	56.8	47.2	60.1	4.0	0.9	3.2
Black ¹	9,419	250	105	145	12.9	11.9	19.3	9.3	2.7	1.1	1.5
Men.....	4,246	112	41	71	5.8	5.3	7.5	4.6	2.6	1.0	1.7
Women.....	5,173	138	64	74	7.1	6.6	11.7	4.8	2.7	1.2	1.4
Asian ¹	2,528	51	5	46	3.5	2.4	0.9	3.0	2.0	0.2	1.8
Men.....	1,208	22	2	20	1.7	1.0	0.4	1.3	1.8	0.2	1.7
Women.....	1,320	29	3	26	1.8	1.4	0.6	1.7	2.2	0.2	2.0
Hispanic or Latino ¹	11,462	308	94	214	15.7	14.7	17.2	13.8	2.7	0.8	1.9
Men.....	6,775	128	39	89	9.3	6.1	7.2	5.7	1.9	0.6	1.3
Women.....	4,687	180	55	125	6.4	8.6	10.1	8.0	3.8	1.2	2.7
FULL- AND PART-TIME STATUS AND SEX											
Full-time workers ²	54,887	795	156	639	75.2	37.9	28.6	41.1	1.4	0.3	1.2
Men.....	30,141	303	60	243	41.3	14.4	11.0	15.6	1.0	0.2	0.8
Women.....	24,745	493	97	396	33.9	23.5	17.8	25.5	2.0	0.4	1.6
Part-time workers ²	17,932	1,298	388	910	24.6	61.8	71.2	58.5	7.2	2.2	5.1
Men.....	5,651	402	153	249	7.7	19.1	28.1	16.0	7.1	2.7	4.4
Women.....	12,282	896	235	661	16.8	42.7	43.1	42.5	7.3	1.9	5.4

NOTE: Data exclude all the self employed, both unincorporated and incorporated.

1 Beginning in 2003, the race categories include persons who selected one race only; persons who selected more than one race group are not included. Detail for the race groups (white, black or African American, and Asian) will 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 race.

2 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.

Table 2. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by census region and division, 2003 annual averages

Region and division	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over....	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
Northeast.....	12,876	412	82	330	17.7	19.6	15.0	21.2	3.2	0.6	2.6
New England.....	3,745	82	10	72	5.1	3.9	1.8	4.6	2.2	0.3	1.9
Middle Atlantic.....	9,131	330	72	258	12.5	15.7	13.2	16.6	3.6	0.8	2.8
Midwest.....	18,623	546	127	419	25.5	26.0	23.3	26.9	2.9	0.7	2.2
East North Central.....	12,875	376	77	299	17.7	17.9	14.1	19.2	2.9	0.6	2.3
West North Central.....	5,748	170	50	120	7.9	8.1	9.2	7.7	3.0	0.9	2.1
South.....	24,875	889	270	619	34.1	42.3	49.5	39.8	3.6	1.1	2.5
South Atlantic.....	12,668	399	102	297	17.4	19.0	18.7	19.1	3.1	0.8	2.3
East South Central.....	4,362	142	47	95	6.0	6.8	8.6	6.1	3.3	1.1	2.2
West South Central.....	7,845	347	120	227	10.8	16.5	22.0	14.6	4.4	1.5	2.9
West.....	16,572	254	67	187	22.7	12.1	12.3	12.0	1.5	0.4	1.1
Mountain.....	4,942	163	57	106	6.8	7.8	10.5	6.8	3.3	1.2	2.1
Pacific.....	11,631	91	10	81	15.9	4.3	1.8	5.2	0.8	0.1	0.7

NOTE: Data exclude all the self employed, both unincorporated and incorporated.

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

Northeast:

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

Middle Atlantic: New Jersey, New York, and Pennsylvania

Midwest:

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

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

South:

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

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

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

West:

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

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

Table 3. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by State, 2003 annual averages

State	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over..	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
Alabama.....	1,112	30	11	19	1.5	1.4	2.0	1.2	2.7	1.0	1.7
Alaska.....	191	1	-	1	0.3	0.0	-	0.1	0.5	-	0.5
Arizona.....	1,320	48	13	35	1.8	2.3	2.4	2.3	3.6	1.0	2.7
Arkansas.....	644	23	11	12	0.9	1.1	2.0	0.8	3.6	1.7	1.9
California.....	8,537	59	5	54	11.7	2.8	0.9	3.5	0.7	0.1	0.6
Colorado.....	1,139	32	5	27	1.6	1.5	0.9	1.7	2.8	0.4	2.4
Connecticut.....	840	17	1	16	1.2	0.8	0.2	1.0	2.0	0.1	1.9
Delaware.....	206	5	1	4	0.3	0.2	0.2	0.3	2.4	0.5	1.9
District of Columbia.....	116	4	2	2	0.2	0.2	0.4	0.1	3.4	1.7	1.7
Florida.....	3,886	133	33	100	5.3	6.3	6.1	6.4	3.4	0.8	2.6
Georgia.....	1,921	55	16	39	2.6	2.6	2.9	2.5	2.9	0.8	2.0
Hawaii.....	309	4	1	3	0.4	0.3	0.2	0.2	1.3	0.3	1.0
Idaho.....	368	11	2	9	0.5	0.5	0.4	0.6	3.0	0.5	2.4
Illinois.....	3,111	71	19	52	4.3	3.4	3.5	3.3	2.3	0.6	1.7
Indiana.....	1,787	46	6	40	2.4	2.2	1.1	2.6	2.6	0.3	2.2
Iowa.....	890	23	8	15	1.2	1.1	1.5	1.0	2.6	0.9	1.7
Kansas.....	761	23	5	18	1.0	1.1	0.9	1.2	3.0	0.7	2.4
Kentucky.....	1,103	36	10	26	1.5	1.7	1.8	1.7	3.3	0.9	2.4
Louisiana.....	1,083	48	20	28	1.5	2.3	3.7	1.8	4.4	1.8	2.6
Maine.....	392	9	2	7	0.5	0.4	0.4	0.5	2.3	0.5	1.8
Maryland.....	1,334	28	6	22	1.8	1.3	1.1	1.4	2.1	0.4	1.6
Massachusetts.....	1,661	37	4	33	2.3	1.8	0.7	2.1	2.2	0.2	2.0
Michigan.....	2,842	95	13	82	3.9	4.5	2.4	5.3	3.3	0.5	2.9
Minnesota.....	1,553	32	10	22	2.1	1.5	1.8	1.4	2.1	0.6	1.4
Mississippi.....	702	28	13	15	1.0	1.3	2.4	1.0	4.0	1.9	2.1
Missouri.....	1,586	58	13	45	2.2	2.8	2.4	2.9	3.7	0.8	2.8
Montana.....	252	10	6	4	0.3	0.5	1.1	0.3	4.0	2.4	1.6
Nebraska.....	533	18	9	9	0.7	0.9	1.7	0.6	3.4	1.7	1.7
Nevada.....	580	12	8	4	0.8	0.6	1.5	0.3	2.1	1.4	0.7
New Hampshire.....	367	7	2	5	0.5	0.3	0.4	0.3	1.9	0.5	1.4
New Jersey.....	1,810	75	11	64	2.5	3.6	2.0	4.1	4.1	0.6	3.5
New Mexico.....	471	25	13	12	0.6	1.2	2.4	0.8	5.3	2.8	2.5
New York.....	4,077	164	40	124	5.6	7.8	7.3	8.0	4.0	1.0	3.0
North Carolina.....	2,086	70	19	51	2.9	3.3	3.5	3.3	3.4	0.9	2.4
North Dakota.....	192	7	3	4	0.3	0.3	0.6	0.3	3.6	1.6	2.1
Ohio.....	3,306	113	28	85	4.5	5.4	5.1	5.5	3.4	0.8	2.6
Oklahoma.....	860	41	15	26	1.2	2.0	2.8	1.7	4.8	1.7	3.0
Oregon.....	947	11	1	10	1.3	0.5	0.2	0.6	1.2	0.1	1.1
Pennsylvania.....	3,243	91	21	70	4.4	4.3	3.9	4.5	2.8	0.6	2.2
Rhode Island.....	310	7	-	7	0.4	0.3	-	0.5	2.3	-	2.3
South Carolina.....	980	39	14	25	1.3	1.9	2.6	1.6	4.0	1.4	2.6
South Dakota.....	232	8	2	6	0.3	0.4	0.4	0.4	3.4	0.9	2.6
Tennessee.....	1,445	47	12	35	2.0	2.2	2.2	2.3	3.3	0.8	2.4
Texas.....	5,258	235	74	161	7.2	11.2	13.6	10.4	4.5	1.4	3.1
Utah.....	664	19	8	11	0.9	0.9	1.5	0.7	2.9	1.2	1.7
Vermont.....	175	5	1	4	0.2	0.2	0.2	0.3	2.9	0.6	2.3
Virginia.....	1,688	47	2	45	2.3	2.2	0.4	2.9	2.8	0.1	2.7
Washington.....	1,646	14	2	12	2.3	0.7	0.4	0.8	0.9	0.1	0.7
West Virginia.....	452	19	10	9	0.6	0.9	1.8	0.6	4.2	2.2	2.0
Wisconsin.....	1,829	50	11	39	2.5	2.4	2.0	2.5	2.7	0.6	2.1
Wyoming.....	148	6	3	3	0.2	0.3	0.6	0.2	4.1	2.0	2.0

NOTE: Data exclude all the self employed, both unincorporated and incorporated. Users are reminded that these data are based on a sample and are therefore subject to sampling error; the degree of error may be quite large for less populous States. It is not possible to clearly determine whether workers surveyed in the CPS are actually covered by the Fair Labor Standards Act (FLSA) or by individual State minimum wage laws. Thus, some workers reported as earning an hourly wage of \$5.15 may not in fact be covered by Federal or State minimum wage laws. At the same time, the presence of a sizable number of workers with wages below the prevailing Federal minimum wage does not necessarily indicate violations of the FLSA or applicable State laws, because there are numerous exclusions and exemptions to these minimum wage statutes. Dash represents zero.

Table 4. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by major occupation group, 2003 annual averages

Occupation ¹	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over.....	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
Management, professional, and related occupations.....	13,588	95	33	62	18.6	4.5	6.1	4.0	0.7	0.2	0.5
Management, business, and financial operations occupations.....	3,640	26	7	19	5.0	1.2	1.3	1.2	0.7	0.2	0.5
Professional and related occupations.....	9,949	69	26	43	13.6	3.3	4.8	2.8	0.7	0.3	0.4
Service occupations.....	15,887	1,521	277	1,244	21.8	72.4	50.8	80.0	9.6	1.7	7.8
Healthcare support occupations.....	2,431	59	18	41	3.3	2.8	3.3	2.6	2.4	0.7	1.7
Protective service occupations.....	1,688	30	5	25	2.3	1.4	0.9	1.6	1.8	0.3	1.5
Food preparation and serving related occupations.....	6,247	1,158	159	999	8.6	55.1	29.2	64.2	18.5	2.5	16.0
Building and grounds cleaning and maintenance occupations.....	3,445	111	48	63	4.7	5.3	8.8	4.1	3.2	1.4	1.8
Personal care and service occupations..	2,076	162	47	115	2.8	7.7	8.6	7.4	7.8	2.3	5.5
Sales and office occupations.....	20,649	287	154	133	28.3	13.7	28.3	8.6	1.4	0.7	0.6
Sales and related occupations.....	7,379	146	72	74	10.1	7.0	13.2	4.8	2.0	1.0	1.0
Office and administrative support occupations.....	13,270	141	82	59	18.2	6.7	15.0	3.8	1.1	0.6	0.4
Natural resources, construction, and maintenance occupations.....	9,121	66	26	40	12.5	3.1	4.8	2.6	0.7	0.3	0.4
Farming, fishing, and forestry occupations.....	598	23	10	13	0.8	1.1	1.8	0.8	3.8	1.7	2.2
Construction and extraction occupations.....	5,111	21	5	16	7.0	1.0	0.9	1.0	0.4	0.1	0.3
Installation, maintenance, and repair occupations.....	3,412	21	10	11	4.7	1.0	1.8	0.7	0.6	0.3	0.3
Production, transportation, and material moving occupations.....	13,700	132	55	77	18.8	6.3	10.1	5.0	1.0	0.4	0.6
Production occupations.....	7,799	54	23	31	10.7	2.6	4.2	2.0	0.7	0.3	0.4
Transportation and material moving occupations.....	5,901	77	32	45	8.1	3.7	5.9	2.9	1.3	0.5	0.8

NOTE: Data exclude all the self employed, both unincorporated and incorporated.

¹ Occupations reflect the introduction of the 2002 Census occupational classification system.

Table 5. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by major industry group, 2003 annual averages

Industry ¹	Number of workers (in thousands)			Percent distribution			Percent of workers paid hourly rates				
	Total paid hourly rates	At or below \$5.15		Total paid hourly rates	At or below \$5.15		At or below \$5.15				
		Total	At \$5.15		Below \$5.15	Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over.....	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
Private sector.....	63,945	1,986	492	1,494	87.7	94.6	90.3	96.1	3.1	0.8	2.3
Agriculture and related industries.....	639	27	12	15	0.9	1.3	2.2	1.0	4.2	1.9	2.3
Nonagricultural industries.....	63,306	1,959	480	1,479	86.8	93.3	88.1	95.1	3.1	0.8	2.3
Mining.....	310	-	-	-	-	-	-	-	-	-	-
Construction.....	5,132	27	6	21	7.0	1.3	1.1	1.4	0.5	0.1	0.4
Manufacturing.....	10,621	58	14	44	14.6	2.8	2.6	2.8	0.5	0.1	0.4
Durable goods manufacturing.....	6,548	26	3	23	9.0	1.2	0.6	1.5	0.4	0.0	0.4
Nondurable goods manufacturing....	4,073	33	12	21	5.6	1.6	2.2	1.4	0.8	0.3	0.5
Wholesale and retail trade.....	12,173	189	87	102	16.7	9.0	16.0	6.6	1.6	0.7	0.8
Wholesale trade.....	1,902	12	6	6	2.6	0.6	1.1	0.4	0.6	0.3	0.3
Retail trade.....	10,270	177	81	96	14.1	8.4	14.9	6.2	1.7	0.8	0.9
Transportation and utilities.....	2,881	20	9	11	3.9	1.0	1.7	0.7	0.7	0.3	0.4
Information.....	1,587	27	15	12	2.2	1.3	2.8	0.8	1.7	0.9	0.8
Financial activities.....	3,433	27	10	17	4.7	1.3	1.8	1.1	0.8	0.3	0.5
Professional and business services....	5,274	65	35	30	7.2	3.1	6.4	1.9	1.2	0.7	0.6
Education and health services.....	10,926	177	67	110	15.0	8.4	12.3	7.1	1.6	0.6	1.0
Leisure and hospitality.....	8,093	1,240	199	1,041	11.1	59.0	36.5	66.9	15.3	2.5	12.9
Other services.....	2,877	129	38	91	3.9	6.1	7.0	5.9	4.5	1.3	3.2
Public sector.....	9,001	114	52	62	12.3	5.4	9.5	4.0	1.3	0.6	0.7
Federal.....	1,734	17	6	11	2.4	0.8	1.1	0.7	1.0	0.3	0.6
State.....	2,303	38	24	14	3.2	1.8	4.4	0.9	1.7	1.0	0.6
Local.....	4,964	58	22	36	6.8	2.8	4.0	2.3	1.2	0.4	0.7

NOTE: Data exclude all the self employed, both unincorporated and incorporated. Dash represents zero.

¹ Industries reflect the introduction of the 2002 Census industry classification system.

Table 6. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by educational attainment, 2003 annual averages

Educational attainment	Number of workers (in thousands)			Percent distribution			Percent of workers paid hourly rates				
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over.....	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
Less than a high school diploma.....	12,405	620	245	375	17.0	29.5	45.0	24.1	5.0	2.0	3.0
Less than 1 year of high school.....	3,338	103	34	69	4.6	4.9	6.2	4.4	3.1	1.0	2.1
1 to 3 years of high school.....	7,765	468	196	272	10.6	22.3	36.0	17.5	6.0	2.5	3.5
4 years of high school, no diploma.....	1,302	50	15	35	1.8	2.4	2.8	2.3	3.8	1.2	2.7
High school graduates or more.....	60,541	1,479	299	1,180	83.0	70.4	54.9	75.9	2.4	0.5	1.9
High school graduates, no college.....	26,944	617	131	486	36.9	29.4	24.0	31.3	2.3	0.5	1.8
Some college or associate degree.....	23,640	700	146	554	32.4	33.3	26.8	35.6	3.0	0.6	2.3
Some college, no degree.....	16,504	595	126	469	22.6	28.3	23.1	30.2	3.6	0.8	2.8
Associate degree.....	7,136	105	20	85	9.8	5.0	3.7	5.5	1.5	0.3	1.2
Occupational program.....	3,948	45	13	32	5.4	2.1	2.4	2.1	1.1	0.3	0.8
Academic program.....	3,188	60	7	53	4.4	2.9	1.3	3.4	1.9	0.2	1.7
College graduates, total.....	9,957	163	23	140	13.6	7.8	4.2	9.0	1.6	0.2	1.4
Bachelor's degree.....	7,956	142	20	122	10.9	6.8	3.7	7.8	1.8	0.3	1.5
Master's degree.....	1,585	18	2	16	2.2	0.9	0.4	1.0	1.1	0.1	1.0
Professional degree.....	284	1	-	1	0.4	0.0	-	0.1	0.4	-	0.4
Doctoral degree.....	132	3	1	2	0.2	0.1	0.2	0.1	2.3	0.8	1.5

NOTE: Data exclude all the self employed, both unincorporated and incorporated. Dash represents zero.

Table 7. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by age and sex, 2003 annual averages

Age and sex	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
BOTH SEXES											
Total, 16 years and over.....	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
Under 25 years.....	15,871	1,106	330	776	21.8	52.7	60.6	49.9	7.0	2.1	4.9
16 to 19 years.....	5,412	534	212	322	7.4	25.4	38.9	20.7	9.9	3.9	5.9
20 to 24 years.....	10,460	570	117	453	14.3	27.1	21.5	29.1	5.4	1.1	4.3
25 years and over.....	57,075	995	215	780	78.2	47.4	39.4	50.2	1.7	0.4	1.4
25 to 34 years.....	16,499	400	71	329	22.6	19.0	13.0	21.2	2.4	0.4	2.0
25 to 29 years.....	8,239	229	36	193	11.3	10.9	6.6	12.4	2.8	0.4	2.3
30 to 34 years.....	8,259	172	35	137	11.3	8.2	6.4	8.8	2.1	0.4	1.7
35 to 44 years.....	16,827	245	52	193	23.1	11.7	9.5	12.4	1.5	0.3	1.1
35 to 39 years.....	8,178	119	20	99	11.2	5.7	3.7	6.4	1.5	0.2	1.2
40 to 44 years.....	8,649	127	33	94	11.9	6.0	6.1	6.0	1.5	0.4	1.1
45 to 54 years.....	14,544	183	38	145	19.9	8.7	7.0	9.3	1.3	0.3	1.0
45 to 49 years.....	8,048	105	25	80	11.0	5.0	4.6	5.1	1.3	0.3	1.0
50 to 54 years.....	6,496	79	14	65	8.9	3.8	2.6	4.2	1.2	0.2	1.0
55 to 64 years.....	7,130	84	23	61	9.8	4.0	4.2	3.9	1.2	0.3	0.9
55 to 59 years.....	4,552	45	12	33	6.2	2.1	2.2	2.1	1.0	0.3	0.7
60 to 64 years.....	2,579	39	11	28	3.5	1.9	2.0	1.8	1.5	0.4	1.1
65 years and over.....	2,075	82	31	51	2.8	3.9	5.7	3.3	4.0	1.5	2.5
65 to 69 years.....	1,155	35	9	26	1.6	1.7	1.7	1.7	3.0	0.8	2.3
70 years and over.....	920	46	21	25	1.3	2.2	3.9	1.6	5.0	2.3	2.7
MEN											
Total, 16 years and over.....	35,853	706	213	493	49.2	33.6	39.1	31.7	2.0	0.6	1.4
Under 25 years.....	8,031	391	154	237	11.0	18.6	28.3	15.2	4.9	1.9	3.0
16 to 19 years.....	2,608	205	109	96	3.6	9.8	20.0	6.2	7.9	4.2	3.7
20 to 24 years.....	5,423	186	45	141	7.4	8.9	8.3	9.1	3.4	0.8	2.6
25 years and over.....	27,823	314	58	256	38.1	15.0	10.6	16.5	1.1	0.2	0.9
25 to 34 years.....	8,765	152	20	132	12.0	7.2	3.7	8.5	1.7	0.2	1.5
25 to 29 years.....	4,429	84	10	74	6.1	4.0	1.8	4.8	1.9	0.2	1.7
30 to 34 years.....	4,336	68	10	58	5.9	3.2	1.8	3.7	1.6	0.2	1.3
35 to 44 years.....	8,224	73	14	59	11.3	3.5	2.6	3.8	0.9	0.2	0.7
35 to 39 years.....	4,134	37	7	30	5.7	1.8	1.3	1.9	0.9	0.2	0.7
40 to 44 years.....	4,089	36	7	29	5.6	1.7	1.3	1.9	0.9	0.2	0.7
45 to 54 years.....	6,691	57	13	44	9.2	2.7	2.4	2.8	0.9	0.2	0.7
45 to 49 years.....	3,719	41	11	30	5.1	2.0	2.0	1.9	1.1	0.3	0.8
50 to 54 years.....	2,972	16	2	14	4.1	0.8	0.4	0.9	0.5	0.1	0.5
55 to 64 years.....	3,202	23	6	17	4.4	1.1	1.1	1.1	0.7	0.2	0.5
55 to 59 years.....	2,034	14	2	12	2.8	0.7	0.4	0.8	0.7	0.1	0.6
60 to 64 years.....	1,168	8	3	5	1.6	0.4	0.6	0.3	0.7	0.3	0.4
65 years and over.....	941	9	5	4	1.3	0.4	0.9	0.3	1.0	0.5	0.4
65 to 69 years.....	534	3	1	2	0.7	0.1	0.2	0.1	0.6	0.2	0.4
70 years and over.....	407	6	4	2	0.6	0.3	0.7	0.1	1.5	1.0	0.5
WOMEN											
Total, 16 years and over.....	37,093	1,394	332	1,062	50.8	66.4	60.9	68.3	3.8	0.9	2.9
Under 25 years.....	7,841	713	175	538	10.7	34.0	32.1	34.6	9.1	2.2	6.9
16 to 19 years.....	2,804	329	103	226	3.8	15.7	18.9	14.5	11.7	3.7	8.1
20 to 24 years.....	5,037	385	72	313	6.9	18.3	13.2	20.1	7.6	1.4	6.2
25 years and over.....	29,252	681	157	524	40.1	32.4	28.8	33.7	2.3	0.5	1.8
25 to 34 years.....	7,734	248	51	197	10.6	11.8	9.4	12.7	3.2	0.7	2.5
25 to 29 years.....	3,810	145	26	119	5.2	6.9	4.8	7.7	3.8	0.7	3.1
30 to 34 years.....	3,923	103	25	78	5.4	4.9	4.6	5.0	2.6	0.6	2.0
35 to 44 years.....	8,604	173	38	135	11.8	8.2	7.0	8.7	2.0	0.4	1.6
35 to 39 years.....	4,044	81	12	69	5.5	3.9	2.2	4.4	2.0	0.3	1.7
40 to 44 years.....	4,560	91	26	65	6.3	4.3	4.8	4.2	2.0	0.6	1.4
45 to 54 years.....	7,852	126	25	101	10.8	6.0	4.6	6.5	1.6	0.3	1.3
45 to 49 years.....	4,329	64	14	50	5.9	3.0	2.6	3.2	1.5	0.3	1.2
50 to 54 years.....	3,524	62	11	51	4.8	3.0	2.0	3.3	1.8	0.3	1.4
55 to 64 years.....	3,928	61	17	44	5.4	2.9	3.1	2.8	1.6	0.4	1.1
55 to 59 years.....	2,518	31	10	21	3.5	1.5	1.8	1.4	1.2	0.4	0.8
60 to 64 years.....	1,410	30	7	23	1.9	1.4	1.3	1.5	2.1	0.5	1.6
65 years and over.....	1,134	73	26	47	1.6	3.5	4.8	3.0	6.4	2.3	4.1
65 to 69 years.....	621	32	8	24	0.9	1.5	1.5	1.5	5.2	1.3	3.9
70 years and over.....	514	41	18	23	0.7	2.0	3.3	1.5	8.0	3.5	4.5

NOTE: Data exclude all the self employed, both unincorporated and incorporated.

Table 8. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by marital status, age, and sex, 2003 annual averages

Marital status, age, and sex	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
BOTH SEXES											
Total, 16 years and over.....	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
Never married.....	24,737	1,295	354	941	33.9	61.7	65.0	60.5	5.2	1.4	3.8
16 to 24 years.....	13,722	1,013	307	706	18.8	48.2	56.3	45.4	7.4	2.2	5.1
25 years and over.....	11,016	282	47	235	15.1	13.4	8.6	15.1	2.6	0.4	2.1
25 to 54 years.....	10,531	273	44	229	14.4	13.0	8.1	14.7	2.6	0.4	2.2
Married, spouse present....	35,963	516	121	395	49.3	24.6	22.2	25.4	1.4	0.3	1.1
16 to 24 years.....	1,741	68	16	52	2.4	3.2	2.9	3.3	3.9	0.9	3.0
25 years and over.....	34,222	447	105	342	46.9	21.3	19.3	22.0	1.3	0.3	1.0
25 to 54 years.....	28,288	374	82	292	38.8	17.8	15.0	18.8	1.3	0.3	1.0
Other marital status.....	12,246	289	70	219	16.8	13.8	12.8	14.1	2.4	0.6	1.8
16 to 24 years.....	409	24	7	17	0.6	1.1	1.3	1.1	5.9	1.7	4.2
25 years and over.....	11,837	266	64	202	16.2	12.7	11.7	13.0	2.2	0.5	1.7
25 to 54 years.....	9,050	182	36	146	12.4	8.7	6.6	9.4	2.0	0.4	1.6
MEN											
Total, 16 years and over....	35,853	706	213	493	49.2	33.6	39.1	31.7	2.0	0.6	1.4
Never married.....	13,104	479	161	318	18.0	22.8	29.5	20.5	3.7	1.2	2.4
16 to 24 years.....	7,055	362	149	213	9.7	17.2	27.3	13.7	5.1	2.1	3.0
25 years and over.....	6,049	116	11	105	8.3	5.5	2.0	6.8	1.9	0.2	1.7
25 to 54 years.....	5,843	115	11	104	8.0	5.5	2.0	6.7	2.0	0.2	1.8
Married, spouse present....	18,162	162	37	125	24.9	7.7	6.8	8.0	0.9	0.2	0.7
16 to 24 years.....	816	21	3	18	1.1	1.0	0.6	1.2	2.6	0.4	2.2
25 years and over.....	17,346	142	35	107	23.8	6.8	6.4	6.9	0.8	0.2	0.6
25 to 54 years.....	14,189	120	27	93	19.5	5.7	5.0	6.0	0.8	0.2	0.7
Other marital status.....	4,587	65	15	50	6.3	3.1	2.8	3.2	1.4	0.3	1.1
16 to 24 years.....	160	9	3	6	0.2	0.4	0.6	0.4	5.6	1.9	3.8
25 years and over.....	4,427	56	12	44	6.1	2.7	2.2	2.8	1.3	0.3	1.0
25 to 54 years.....	3,647	47	9	38	5.0	2.2	1.7	2.4	1.3	0.2	1.0
WOMEN											
Total, 16 years and over....	37,093	1,394	332	1,062	50.8	66.4	60.9	68.3	3.8	0.9	2.9
Never married.....	11,633	816	193	623	15.9	38.9	35.4	40.1	7.0	1.7	5.4
16 to 24 years.....	6,667	651	158	493	9.1	31.0	29.0	31.7	9.8	2.4	7.4
25 years and over.....	4,966	165	35	130	6.8	7.9	6.4	8.4	3.3	0.7	2.6
25 to 54 years.....	4,688	158	33	125	6.4	7.5	6.1	8.0	3.4	0.7	2.7
Married, spouse present....	17,802	354	84	270	24.4	16.9	15.4	17.4	2.0	0.5	1.5
16 to 24 years.....	926	47	13	34	1.3	2.2	2.4	2.2	5.1	1.4	3.7
25 years and over.....	16,876	306	70	236	23.1	14.6	12.8	15.2	1.8	0.4	1.4
25 to 54 years.....	14,099	254	55	199	19.3	12.1	10.1	12.8	1.8	0.4	1.4
Other marital status.....	7,658	224	55	169	10.5	10.7	10.1	10.9	2.9	0.7	2.2
16 to 24 years.....	248	15	4	11	0.3	0.7	0.7	0.7	6.0	1.6	4.4
25 years and over.....	7,410	209	51	158	10.2	10.0	9.4	10.2	2.8	0.7	2.1
25 to 54 years.....	5,403	136	27	109	7.4	6.5	5.0	7.0	2.5	0.5	2.0

NOTE: Data exclude all the self employed, both unincorporated and incorporated.

Table 9. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by usual hours worked per week, 2003 annual averages

Usual hours worked per week	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below \$5.15			Total paid hourly rates	At or below \$5.15			At or below \$5.15		
		Total	At \$5.15	Below \$5.15		Total	At \$5.15	Below \$5.15	Total	At \$5.15	Below \$5.15
Total, 16 years and over.....	72,946	2,100	545	1,555	100.0	100.0	100.0	100.0	2.9	0.7	2.1
Hours vary.....	5,291	301	74	227	7.3	14.3	13.6	14.6	5.7	1.4	4.3
0 to 34 hours.....	15,851	1,109	331	778	21.7	52.8	60.7	50.0	7.0	2.1	4.9
0 to 4 hours.....	319	24	3	21	0.4	1.1	0.6	1.4	7.5	0.9	6.6
5 to 9 hours.....	932	72	24	48	1.3	3.4	4.4	3.1	7.7	2.6	5.2
10 to 14 hours.....	1,451	134	56	78	2.0	6.4	10.3	5.0	9.2	3.9	5.4
15 to 19 hours.....	2,218	179	68	111	3.0	8.5	12.5	7.1	8.1	3.1	5.0
20 to 24 hours.....	4,797	327	110	217	6.6	15.6	20.2	14.0	6.8	2.3	4.5
25 to 29 hours.....	2,127	149	26	123	2.9	7.1	4.8	7.9	7.0	1.2	5.8
30 to 34 hours.....	4,009	224	44	180	5.5	10.7	8.1	11.6	5.6	1.1	4.5
35 hours or more.....	51,804	691	140	551	71.0	32.9	25.7	35.4	1.3	0.3	1.1
35 to 39 hours.....	4,960	171	31	140	6.8	8.1	5.7	9.0	3.4	0.6	2.8
40 hours or more.....	46,844	520	109	411	64.2	24.8	20.0	26.4	1.1	0.2	0.9
40 hours.....	40,616	450	101	349	55.7	21.4	18.5	22.4	1.1	0.2	0.9
41 hours or more.....	6,228	70	8	62	8.5	3.3	1.5	4.0	1.1	0.1	1.0
41 to 44 hours.....	801	3	-	3	1.1	0.1	-	0.2	0.4	-	0.4
45 to 48 hours.....	2,306	19	5	14	3.2	0.9	0.9	0.9	0.8	0.2	0.6
49 to 59 hours.....	2,160	24	2	22	3.0	1.1	0.4	1.4	1.1	0.1	1.0
60 hours or more.....	962	24	1	23	1.3	1.1	0.2	1.5	2.5	0.1	2.4

NOTE: Data exclude all the self employed, both unincorporated and incorporated. Dash represents zero.

Table 10. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2003 annual averages

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
						Number	Percent of hourly paid workers
BOTH SEXES							
1979.....	87,529	51,721	59.1	2,916	3,997	6,912	13.4
1980.....	87,644	51,335	58.6	3,087	4,686	7,773	15.1
1981.....	88,516	51,869	58.6	3,513	4,311	7,824	15.1
1982.....	87,368	50,846	58.2	2,348	4,148	6,496	12.8
1983.....	88,290	51,820	58.7	2,077	4,261	6,338	12.2
1984.....	92,194	54,143	58.7	1,838	4,125	5,963	11.0
1985.....	94,521	55,762	59.0	1,639	3,899	5,538	9.9
1986 ¹	96,903	57,529	59.4	1,599	3,461	5,060	8.8
1987.....	99,303	59,552	60.0	1,468	3,229	4,698	7.9
1988.....	101,407	60,878	60.0	1,319	2,608	3,927	6.5
1989.....	103,480	62,389	60.3	1,372	1,790	3,162	5.1
1990 ¹	104,876	63,172	60.2	² 1,132	¹ 1,096	³ 2,228	⁵ 1
1991.....	103,723	62,627	60.4	² 3,377	² 2,906	⁵ 2,83	⁸ 4
1992.....	104,668	63,610	60.8	1,939	2,982	4,921	7.7
1993.....	106,101	64,274	60.6	1,707	2,625	4,332	6.7
1994 ¹	107,989	66,549	61.6	1,995	2,132	4,128	6.2
1995.....	110,038	68,354	62.1	1,699	1,956	3,656	5.3
1996.....	111,960	69,255	61.9	¹ 1,863	¹ 1,861	³ 3,724	⁵ 4
1997 ¹	114,533	70,735	61.8	² 2,990	¹ 1,764	⁴ 7,754	⁶ 7
1998 ¹	116,730	71,440	61.2	2,834	1,593	4,427	6.2
1999 ¹	118,963	72,306	60.8	2,194	1,146	3,340	4.6
2000 ¹	122,089	73,496	60.2	1,752	898	2,650	3.6
2001.....	122,229	73,392	60.0	1,518	656	2,174	3.0
2002.....	121,826	72,508	59.5	1,579	567	2,146	3.0
2003 ¹	122,358	72,946	59.6	1,555	545	2,100	2.9
MEN							
1979.....	49,400	28,392	57.5	846	1,353	2,199	7.7
1980.....	48,700	27,709	56.9	983	1,696	2,678	9.7
1981.....	48,844	27,576	56.5	1,119	1,533	2,652	9.6
1982.....	47,591	26,481	55.6	697	1,587	2,284	8.6
1983.....	47,856	26,831	56.1	585	1,658	2,243	8.4
1984.....	50,022	28,140	56.3	490	1,626	2,116	7.5
1985.....	51,015	28,893	56.6	440	1,544	1,984	6.9
1986 ¹	51,942	29,666	57.1	408	1,336	1,743	5.9
1987.....	52,938	30,474	57.6	364	1,283	1,647	5.4
1988.....	53,912	31,058	57.6	311	1,066	1,377	4.4
1989.....	54,789	31,687	57.8	379	733	1,112	3.5
1990 ¹	55,553	32,104	57.8	⁷ 12	³ 85	¹ 1,097	³ 4
1991.....	54,618	31,639	57.9	⁷ 95	¹ 1,114	¹ 1,909	⁶ 0
1992.....	54,826	32,155	58.6	653	1,231	1,885	5.9
1993.....	55,475	32,337	58.3	573	1,091	1,664	5.1
1994 ¹	56,570	33,528	59.3	674	891	1,565	4.7
1995.....	57,669	34,420	59.7	542	796	1,338	3.9
1996.....	58,473	34,838	59.6	⁶ 19	⁷ 55	¹ 1,374	³ 9
1997 ¹	59,825	35,521	59.4	¹ 1,147	⁶ 73	¹ 1,820	⁵ 1
1998 ¹	60,973	35,761	58.7	1,039	628	1,667	4.7
1999 ¹	61,914	36,073	58.3	768	446	1,214	3.4
2000 ¹	63,662	36,720	57.7	582	319	901	2.5
2001.....	63,647	36,544	57.4	497	247	744	2.0
2002.....	63,272	36,000	56.9	582	217	799	2.2
2003 ¹	63,236	35,853	56.7	493	213	706	2.0

See footnotes at end of table.

Table 10. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2003 annual averages -- Continued

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
						Number	Percent of hourly paid workers
WOMEN							
1979.....	38,129	23,329	61.2	2,070	2,644	4,714	20.2
1980.....	38,944	23,626	60.7	2,104	2,990	5,095	21.6
1981.....	39,672	24,294	61.2	2,394	2,778	5,172	21.3
1982.....	39,777	24,365	61.3	1,651	2,561	4,212	17.3
1983.....	40,433	24,989	61.8	1,492	2,603	4,095	16.4
1984.....	42,172	26,003	61.7	1,348	2,499	3,847	14.8
1985.....	43,506	26,869	61.8	1,198	2,356	3,554	13.2
1986 ¹	44,961	27,863	62.0	1,192	2,125	3,317	11.9
1987.....	46,365	29,078	62.7	1,105	1,946	3,051	10.5
1988.....	47,495	29,820	62.8	1,008	1,542	2,550	8.6
1989.....	48,691	30,702	63.1	994	1,056	2,050	6.7
1990 ¹	49,323	31,069	63.0	² 1,420	² 711	² 1,131	² 6.9
1991.....	49,105	30,988	63.1	² 1,582	² 1,792	² 3,374	² 10.9
1992.....	49,842	31,454	63.1	1,286	1,751	3,036	9.7
1993.....	50,626	31,937	63.1	1,133	1,534	2,667	8.4
1994 ¹	51,419	33,021	64.2	1,322	1,241	2,563	7.8
1995.....	52,369	33,934	64.8	1,157	1,161	2,318	6.8
1996.....	53,488	34,418	64.3	² 1,244	² 1,106	² 2,350	² 6.8
1997 ¹	54,708	35,214	64.4	² 1,843	² 1,092	² 2,935	² 8.3
1998 ¹	55,757	35,680	64.0	1,794	965	2,760	7.7
1999 ¹	57,050	36,233	63.5	1,426	700	2,126	5.9
2000 ¹	58,427	36,777	62.9	1,170	579	1,749	4.8
2001.....	58,582	36,848	62.9	1,021	409	1,430	3.9
2002.....	58,555	36,508	62.3	997	350	1,347	3.7
2003 ¹	59,122	37,093	62.7	1,062	332	1,394	3.8

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

2 Data for 1990-91 and 1996-97 reflect changes in the minimum wage that took place in those years.

NOTE: The prevailing Federal minimum wage was \$2.90 in 1979, \$3.10 in 1980, and \$3.35 in 1981-89. The minimum wage rose to \$3.80 in April 1990, to \$4.25 in April 1991, to \$4.75 in October 1996, and to \$5.15 in September 1997. Data exclude the incorporated self employed. Also note that the presence of a sizable number of workers with reported wages below the minimum does not necessarily indicate violations of the Fair Labor Standards Act, as there are numerous exemptions to the minimum wage provisions of the law. Indeed, the relatively large number of workers with reported wages below the minimum in 1998-2003 includes some hourly-paid workers reported as earning exactly \$5.00 per hour (about 1.4 million in 1998, about 900,000 in 1999, about 600,000 in 2000, about 500,000 in 2001, about 500,000 in 2002, and about 350,000 in 2003); to some extent, this may reflect rounding on the part of survey respondents.