



# Highlights of Women's Earnings in 1999



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## Introduction

In 1999, women earned approximately 77 percent as much as men did. Median weekly earnings of female full-time wage and salary workers were \$473, compared to \$618 for their male counterparts. In 1979, when comparable earnings data were first available, the female-to-male earnings ratio was about 63 percent.

Gender differences in earnings varied considerably by demographic group in 1999. Among blacks and Hispanics, for example, the female-to-male earnings ratios were 84 and 86 percent, respectively; for whites, the ratio was about 76 percent. Young women and men (those under age 25) had fairly similar earnings (young women's earnings were 91 percent of young men's); however, women's earnings were much lower than men's in older age groups—women 35 and over made less than 80 percent of what men in the same age group earned.

This report presents earnings data from the Current Population Survey (CPS). The CPS is a national monthly survey of approximately 50,000 households conducted by the U.S. Census Bureau for the Bureau of Labor Statistics. The earnings data are collected from one-fourth of the CPS monthly sample. For a detailed description of the source of the data and an explanation of the concepts and definitions used, please see the technical note included at the end of this report.

## Highlights

Following are some highlights of women's earnings in 1999:

### Full-time workers

- Median weekly earnings of female full-time wage and salary workers were \$473, or 76.5 percent of the \$618 median for men. The proportion was 62.5 percent in 1979, the first year for which comparable estimates are available. (See tables 1 and 13 and chart 1.)

- Among women, 45- to-54-year-olds had the highest earnings (\$534), followed by 35- to 44-year-olds (\$503). Men's earnings also peaked among 45- to 54-year-olds (\$763). The difference between women's and men's earnings is relatively large among middle-age and older work-

ers. For workers ages 45 to 54, women's earnings were 70.1 percent of men's; for 55- to-64-year-olds, the earnings ratio was 67.8 percent. In contrast, among workers 20 to 24 years old, women's earnings were 90.5 percent of those of men, and, among teenagers (16 to 19 years), the earnings ratio was 91.3 percent. (See table 1.)

- Between 1979 and 1999, earnings for women ages 20 to 64 grew closer to their male counterparts' earnings. The women's-to-men's earnings ratio among 35- to 44-year-olds, for example, increased from 58.3 percent in 1979 to 71.7 percent in 1999, and that for 45- to 54-year-olds rose from 56.9 percent to 70.1 percent. The earnings ratio for teenagers and the ratio for workers age 65 and over showed no definitive trend over the period. (See table 13.)

- White workers of either gender earned more than did their black or Hispanic counterparts. The differences among women were much smaller than those noted among men. White women's earnings (\$483) were 18.1 percent higher than black women's (\$409), and 38.8 percent higher than those for Hispanic women (\$348). In contrast, white men's earnings (\$638) were 30.7 percent higher than the earnings of their black counterparts (\$488) and 57.1 percent greater than those of Hispanic men (\$406). (See table 1.)

- The earnings difference between women and men was widest for whites, with white women earning 75.7 percent of what white men did. Among blacks, women earned 83.7 percent of what men earned, and Hispanic women made 85.7 percent of Hispanic men's earnings. (See table 1 and chart 2.)

- Between 1979 and 1999, inflation-adjusted earnings for white women increased 22.0 percent, while black women's real earnings rose 12.4 percent.<sup>1</sup> Earnings for Hispanic women were little changed over the period. (See table 14.)

- Median weekly earnings for women age 25 and over without a high school diploma have fallen since 1979 on

<sup>1</sup> Inflation-adjusted earnings trends in this report may differ from those published in *Highlights of Women's Earnings*, Report 928 (Bureau of Labor Statistics, April 1999) in part because a new price index series was used. See the Technical Note.

an inflation-adjusted basis, while those for female college graduates have grown. In 1979, inflation-adjusted weekly earnings of women without a high school diploma were \$326 (in 1999 dollars), 57.5 percent of those of female college graduates (\$567). In 1999, women without a high school diploma had earnings (\$290) that were only 39.2 percent of those of female college graduates (\$740). (See table 15 and chart 3.)

- At all levels of education, women have fared better with regard to earnings growth than have their male counterparts. Although both women and men without a high school diploma have experienced a decline in inflation-adjusted earnings since 1979, women's earnings have fallen significantly less—11.0 percent, compared with a drop of 27.1 percent for men. Earnings for women with college degrees, on the other hand, have increased 30.5 percent since 1979 on an inflation-adjusted basis. Real earnings of male college graduates have risen only about half as much, 14.8 percent, over the same period. (See table 15 and chart 3.)

- Women working full time in professional specialty occupations earned \$707 in 1999, more than women employed in any other major occupation category. Within this occupation group, women working as pharmacists, lawyers, and engineers had the highest median earnings. (See tables 2 and 3.)

- Women's share of employment in occupations typified by high earnings has grown. In 1999, 46.7 percent of full-time wage and salary workers in executive, administrative, and managerial occupations were women, up from 34.2 percent in 1983, the first year for which comparable data are available. Over the same period, women as a proportion of professional specialty workers rose from 46.8 percent to 52.0 percent. (See table 2.)

- Despite women's increased representation in managerial and professional occupations, men remained more likely than women to work in some higher-paying occupations. Men were about 8 times as likely as women to be employed in precision production, craft, and repair occupations (where earnings are somewhat above the overall median), while women were 4 times as likely to work in administrative support occupations (where pay is about 19 percent lower than the overall median). (See tables 2 and 3.)

- Within each broad occupational category, women and men tend to work in different specific occupations. In the professional specialty occupations, where women earned the most, they were much less likely than men to be employed in some higher-paying occupations, such as engineers and mathematical and computer scientists. Women were more likely to work in professional occupations with lower earnings, such as teachers (except college and university) and registered nurses. (See table 3.)

- The ratio of female-to-male earnings varied by State, from a high of 98.6 percent in the District of Columbia to a low of 62.6 percent in Wyoming. The differences among the States reflect in part variations in the occupation, industry, and age composition of State labor forces. In addition, sampling error in the State estimates is considerably larger than it is for the national data. (See table 4.)

### **Part-time workers**

- Women who worked part time—that is, less than 35 hours per week—represented 25.4 percent of all female wage and salary workers in 1999. In contrast, 10.6 percent of men in wage and salary jobs worked part time. (See tables 5 and 6.)

- Median weekly earnings of female part-time workers were \$168, 35.5 percent of the median for women who worked full time. The earnings of male part-time workers (\$154) were somewhat lower than those of female part-timers. This is partly because male part-time workers are highly concentrated in the youngest age groups, while part-time work is fairly common among women of all ages. About two-thirds of female part-time workers were at least 25 years old, compared with fewer than half of male part-timers. (See table 5.)

- Unlike full-time workers, whose earnings increased for each successive 10-year age category within the 25-to-54-year-old group, female part-timers earned essentially the same, regardless of age category within this group. Female part-time workers younger than 25 and over age 55 earned less than did women in the central age categories. (See table 5.)

- In contrast to those for full-time workers, earnings for both female and male part-timers varied little by race or Hispanic origin. (See table 5.)

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

- About 64 percent of women and 58 percent of men employed in wage and salary jobs are paid by the hour. Women who worked at jobs in which they were paid by the hour had median hourly earnings of \$8.64 in 1999. This was 83.8 percent of the hourly median for men. (See table 10.)

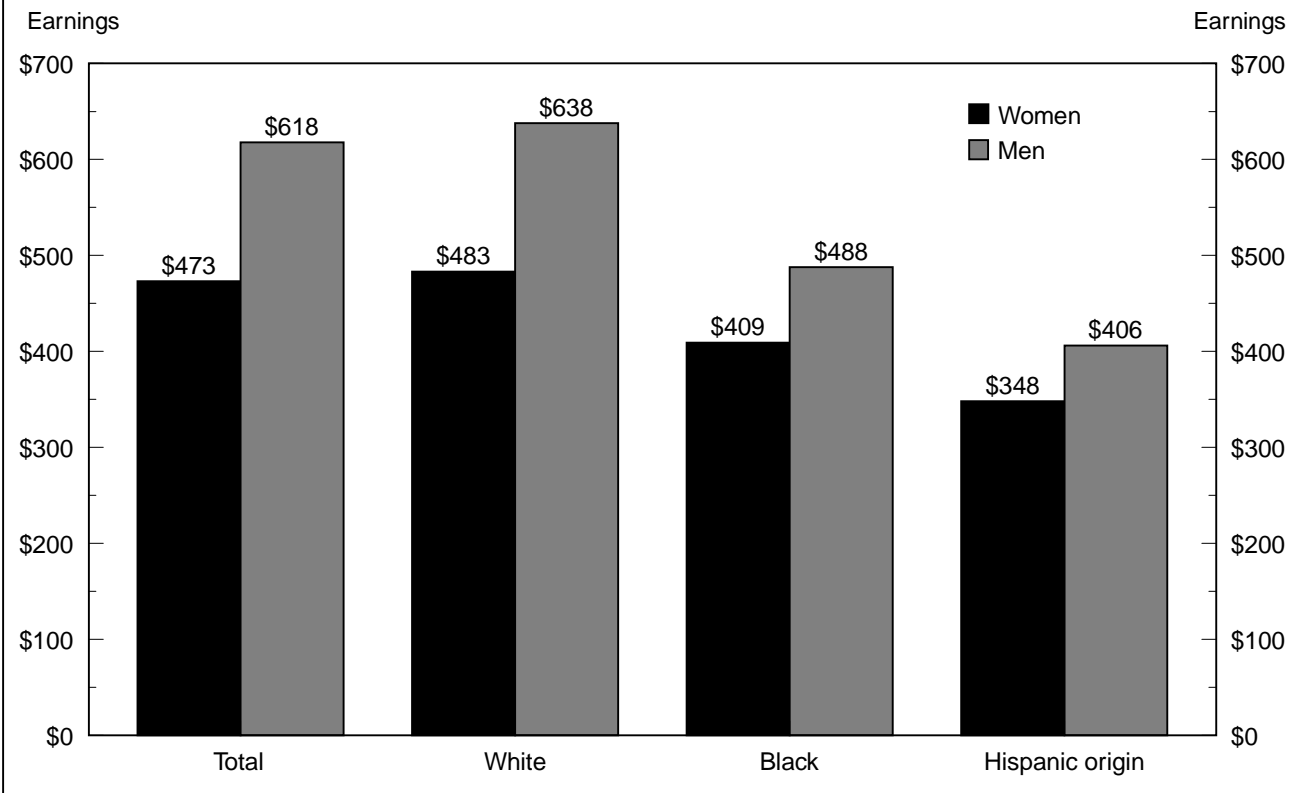
- In 1999, about 6 percent of women who were paid hourly rates had hourly earnings at or below the prevailing Federal minimum wage of \$5.15. This compares with approximately 3 percent of men in jobs paid by the hour. (See table 12 and chart 4. See the Technical Note for information about workers with earnings below the Federal minimum wage.)

- Among women paid hourly rates, the proportion earning the minimum wage or less varied considerably by age. Those ages 16 to 19 years were the most likely to have earnings at or below the minimum, while women 45 to 54 years old were the least likely. (See table 12 and chart 4.)

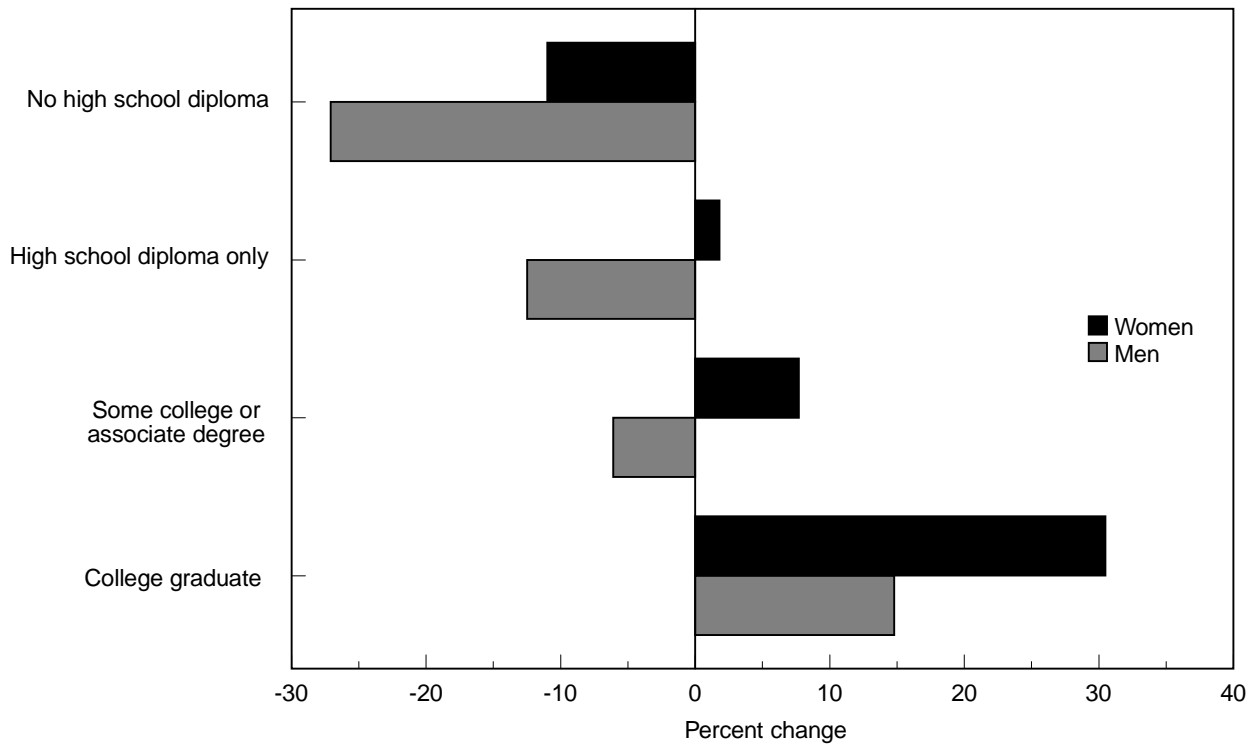
**Chart 1. Median usual weekly earnings of full-time wage and salary workers in constant (1999) dollars by sex, 1979–99 annual averages**



**Chart 2. Median usual weekly earnings of full-time wage and salary workers by sex, race and Hispanic origin, 1999 annual averages**

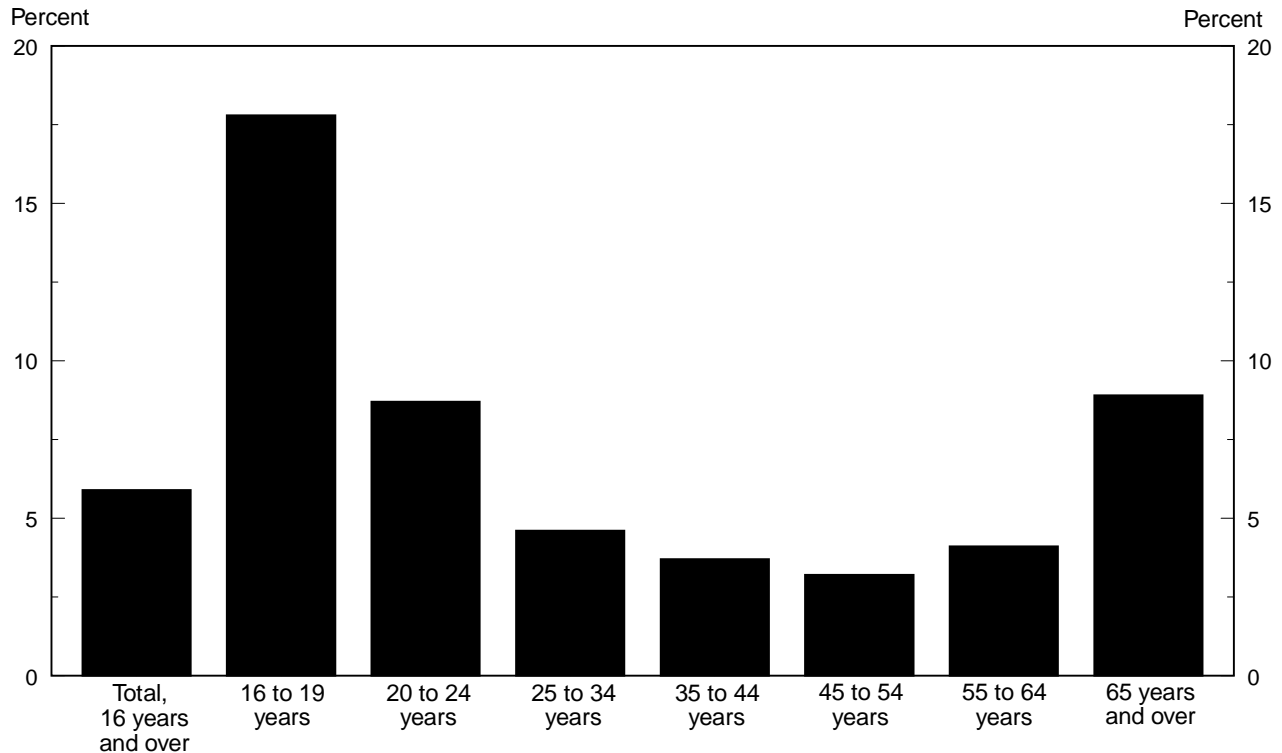


**Chart 3. Percent change in constant-dollar median usual weekly earnings by educational attainment and sex, 1979–99**



NOTE: Data relate to full-time wage and salary workers 25 years and over.

**Chart 4. Percent of women with earnings at or below the Federal minimum wage by age, 1999 annual averages**



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

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Table 1. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, 1999 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 .....           | 97,626                           | \$549                  | \$2                      | 42,444                           | \$473                  | \$1                      | 55,181                           | \$618                  | \$2                      | 76.5  |
| 16 to 24 years .....                     | 11,273                           | 341                    | 2                        | 4,830                            | 324                    | 2                        | 6,444                            | 356                    | 2                        | 91.0  |
| 16 to 19 years .....                     | 2,170                            | 281                    | 2                        | 831                              | 266                    | 3                        | 1,338                            | 291                    | 3                        | 91.3  |
| 20 to 24 years .....                     | 9,104                            | 363                    | 2                        | 3,998                            | 343                    | 2                        | 5,105                            | 379                    | 2                        | 90.5  |
| 25 years and over .....                  | 86,352                           | 592                    | 1                        | 37,615                           | 497                    | 1                        | 48,738                           | 668                    | 2                        | 74.4  |
| 25 to 34 years .....                     | 25,354                           | 518                    | 2                        | 10,826                           | 470                    | 3                        | 14,528                           | 577                    | 3                        | 81.5  |
| 35 to 44 years .....                     | 28,746                           | 611                    | 2                        | 12,287                           | 503                    | 2                        | 16,460                           | 702                    | 4                        | 71.7  |
| 45 to 54 years .....                     | 22,002                           | 652                    | 3                        | 10,057                           | 534                    | 4                        | 11,945                           | 763                    | 4                        | 70.1  |
| 55 to 64 years .....                     | 9,054                            | 604                    | 4                        | 3,957                            | 492                    | 4                        | 5,097                            | 725                    | 7                        | 67.8  |
| 65 years and over .....                  | 1,196                            | 404                    | 8                        | 489                              | 370                    | 12                       | 708                              | 470                    | 30                       | 78.7  |
| <b>RACE AND HISPANIC ORIGIN</b>          |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| White .....                              | 80,849                           | 573                    | 2                        | 34,024                           | 483                    | 1                        | 46,825                           | 638                    | 2                        | 75.7  |
| Black .....                              | 12,190                           | 445                    | 3                        | 6,344                            | 409                    | 3                        | 5,846                            | 488                    | 4                        | 83.7  |
| Hispanic origin .....                    | 10,950                           | 385                    | 3                        | 4,162                            | 348                    | 4                        | 6,788                            | 406                    | 3                        | 85.7  |
| <b>MARITAL STATUS</b>                    |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| Never married .....                      | 24,697                           | 436                    | 2                        | 10,540                           | 417                    | 2                        | 14,158                           | 454                    | 3                        | 92.0  |
| Married, spouse present .....            | 56,607                           | 614                    | 1                        | 22,383                           | 499                    | 2                        | 34,224                           | 706                    | 3                        | 70.7  |
| Other marital status .....               | 16,321                           | 510                    | 2                        | 9,522                            | 466                    | 3                        | 6,799                            | 596                    | 4                        | 78.1  |
| Divorced .....                           | 11,137                           | 542                    | 5                        | 6,470                            | 493                    | 3                        | 4,666                            | 619                    | 5                        | 79.6  |
| Separated .....                          | 3,727                            | 448                    | 6                        | 1,906                            | 399                    | 5                        | 1,821                            | 508                    | 7                        | 78.5  |
| Widowed .....                            | 1,457                            | 447                    | 10                       | 1,145                            | 418                    | 6                        | 312                              | 620                    | 39                       | 67.5  |
| <b>UNION AFFILIATION<sup>2</sup></b>     |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| Members of unions <sup>3</sup> .....     | 14,974                           | 672                    | 3                        | 5,509                            | 608                    | 3                        | 9,464                            | 711                    | 4                        | 85.6  |
| Represented by unions <sup>4</sup> ..... | 16,501                           | 667                    | 3                        | 6,269                            | 606                    | 3                        | 10,232                           | 708                    | 4                        | 85.6  |
| Not represented by a union .....         | 81,125                           | 516                    | 1                        | 36,176                           | 449                    | 2                        | 44,949                           | 599                    | 2                        | 74.9  |
| <b>EDUCATIONAL ATTAINMENT</b>            |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| Total, 25 years and over .....           | 86,352                           | 592                    | 1                        | 37,615                           | 497                    | 1                        | 48,738                           | 668                    | 2                        | 74.4  |
| Less than a high school diploma .....    | 8,459                            | 346                    | 2                        | 2,988                            | 290                    | 2                        | 5,471                            | 395                    | 3                        | 73.5  |
| High school graduates, no college .....  | 27,314                           | 490                    | 2                        | 11,847                           | 405                    | 1                        | 15,467                           | 580                    | 2                        | 69.8  |
| Some college or associate degree .....   | 23,949                           | 580                    | 2                        | 11,196                           | 488                    | 2                        | 12,752                           | 665                    | 3                        | 73.5  |
| College graduates, total .....           | 26,630                           | 860                    | 3                        | 11,583                           | 740                    | 3                        | 15,047                           | 977                    | 5                        | 75.7  |

<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.

<sup>2</sup> Differences in earnings levels between men and women with 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.

NOTE: Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Table 2. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, 1983 and 1999 annual averages

| Occupation   | 1983                             |               |                        |                  |   | 1999                             |               |                        |                  |   |
|--|----------------------------------|---------------|------------------------|------------------|---|----------------------------------|---------------|------------------------|------------------|---|
|  | Number of workers (in thousands) | Percent women | Median weekly earnings |                  | Women's earnings as percent of men's <sup>1</sup> | Number of workers (in thousands) | Percent women | Median weekly earnings |                  | Women's earnings as percent of men's <sup>1</sup> |
|  |                                  |               | Women                  | Men              |   |                                  |               | Women                  | Men              |   |
| Total, 16 years and over .....                         | 70,976                           | 40.4          | \$252                  | \$379            | 66.6  | 97,626                           | 43.5          | \$473                  | \$618            | 76.5  |
| Managerial and professional specialty .....            | 17,451                           | 40.9          | 358                    | 516              | 69.2  | 30,704                           | 49.4          | 681                    | 952              | 71.5  |
| Executive, administrative, and managerial .....        | 8,117                            | 34.2          | 340                    | 530              | 64.0  | 14,973                           | 46.7          | 652                    | 967              | 67.5  |
| Professional specialty .....                           | 9,334                            | 46.8          | 368                    | 506              | 72.6  | 15,731                           | 52.0          | 707                    | 939              | 75.3  |
| Technical, sales, and administrative support .....     | 21,641                           | 62.5          | 247                    | 386              | 64.0  | 27,388                           | 61.6          | 431                    | 626              | 68.8  |
| Technicians and related support .....                  | 2,574                            | 44.5          | 299                    | 424              | 70.6  | 3,550                            | 49.3          | 528                    | 728              | 72.6  |
| Sales occupations .....                                | 6,313                            | 39.0          | 205                    | 389              | 52.7  | 9,728                            | 44.5          | 399                    | 666              | 59.9  |
| Administrative support, including clerical .....       | 12,755                           | 77.7          | 249                    | 362              | 68.7  | 14,109                           | 76.5          | 427                    | 539              | 79.1  |
| Service occupations .....                              | 7,321                            | 49.2          | 173                    | 256              | 67.8  | 10,841                           | 52.0          | 304                    | 402              | 75.7  |
| Private household .....                                | 278                              | 96.0          | 116                    | ( <sup>2</sup> ) | ( <sup>3</sup> )                                  | 384                              | 95.5          | 240                    | ( <sup>2</sup> ) | ( <sup>3</sup> )                                  |
| Protective service .....                               | 1,453                            | 9.5           | 251                    | 356              | 70.4  | 2,138                            | 16.2          | 492                    | 613              | 80.3  |
| Service, except private household and protective ..... | 5,590                            | 57.1          | 176                    | 218              | 81.0  | 8,318                            | 59.1          | 302                    | 336              | 90.0  |
| Precision production, craft, and repair .....          | 9,963                            | 7.9           | 256                    | 387              | 66.1  | 11,927                           | 8.9           | 428                    | 606              | 70.6  |
| Operators, fabricators, and laborers .....             | 13,319                           | 26.2          | 205                    | 308              | 66.5  | 15,182                           | 23.0          | 337                    | 472              | 71.4  |
| Machine operators, assemblers, and inspectors .....    | 6,990                            | 40.8          | 202                    | 320              | 63.3  | 6,814                            | 35.9          | 340                    | 487              | 69.7  |
| Transportation and material moving occupations .....   | 3,358                            | 4.7           | 253                    | 335              | 75.5  | 4,401                            | 7.2           | 394                    | 522              | 75.5  |
| Handlers, equipment cleaners, helpers, and laborers .. | 2,970                            | 16.0          | 211                    | 252              | 83.9  | 3,967                            | 18.6          | 314                    | 377              | 83.2  |
| Farming, forestry, and fishing .....                   | 1,280                            | 11.2          | 169                    | 201              | 84.2  | 1,583                            | 13.8          | 283                    | 341              | 82.8  |

<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.



Table 3. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 1999 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 .....                                 | 97,626                           | \$549                  | \$2                      | 42,444                           | \$473                  | \$1                      | 55,181                           | \$618                  | \$2                      | 76.5  |
| Managerial and professional specialty .....                    | 30,704                           | 797                    | 3                        | 15,167                           | 681                    | 3                        | 15,537                           | 952                    | 4                        | 71.5  |
| Executive, administrative, and managerial .....                | 14,973                           | 792                    | 6                        | 6,992                            | 652                    | 3                        | 7,981                            | 967                    | 6                        | 67.5  |
| Administrators and officials, public administration .....      | 610                              | 877                    | 19                       | 310                              | 725                    | 24                       | 300                              | 1,007                  | 30                       | 72.0  |
| Administrators, protective services .....                      | 55                               | 889                    | 95                       | 11                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 44                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Financial managers .....                                       | 697                              | 878                    | 25                       | 353                              | 703                    | 28                       | 344                              | 1,154                  | 41                       | 60.9  |
| Personnel and labor relations managers .....                   | 181                              | 831                    | 40                       | 108                              | 742                    | 28                       | 74                               | 1,014                  | 106                      | 73.2  |
| Purchasing managers .....                                      | 139                              | 803                    | 34                       | 65                               | 699                    | 22                       | 74                               | 989                    | 36                       | 70.7  |
| Managers, marketing, advertising, and public relations .....   | 695                              | 1,036                  | 33                       | 254                              | 800                    | 34                       | 441                              | 1,241                  | 21                       | 64.4  |
| Administrators, education and related fields .....             | 703                              | 913                    | 21                       | 420                              | 819                    | 23                       | 282                              | 1,076                  | 32                       | 76.2  |
| Managers, medicine and health .....                            | 602                              | 759                    | 13                       | 462                              | 714                    | 30                       | 139                              | 1,006                  | 43                       | 71.0  |
| Managers, food serving and lodging establishments .....        | 946                              | 524                    | 13                       | 449                              | 461                    | 11                       | 498                              | 617                    | 12                       | 74.7  |
| Managers, properties and real estate .....                     | 338                              | 600                    | 13                       | 189                              | 578                    | 14                       | 149                              | 679                    | 48                       | 85.2  |
| Management-related occupations .....                           | 4,026                            | 704                    | 6                        | 2,349                            | 630                    | 5                        | 1,677                            | 847                    | 13                       | 74.4  |
| Accountants and auditors .....                                 | 1,362                            | 723                    | 10                       | 813                              | 651                    | 7                        | 549                              | 891                    | 22                       | 73.1  |
| Underwriters .....   | 119                              | 744                    | 29                       | 80                               | 653                    | 36                       | 39                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Other financial officers .....                                 | 684                              | 758                    | 12                       | 360                              | 615                    | 11                       | 324                              | 923                    | 32                       | 66.7  |
| Management analysts .....                                      | 244                              | 908                    | 35                       | 118                              | 790                    | 25                       | 126                              | 1,080                  | 44                       | 73.2  |
| Personnel, training, and labor relations specialists           | 475                              | 674                    | 13                       | 326                              | 653                    | 12                       | 149                              | 727                    | 27                       | 89.9  |
| Buyers, wholesale and retail trade, except farm products ..... | 140                              | 643                    | 19                       | 65                               | 588                    | 32                       | 75                               | 675                    | 26                       | 87.0  |
| Construction inspectors .....                                  | 67                               | 730                    | 32                       | 4                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 63                               | 748                    | 31                       | ( <sup>3</sup> )                                  |
| Inspectors and compliance officers, except construction .....  | 234                              | 755                    | 17                       | 73                               | 707                    | 59                       | 161                              | 772                    | 30                       | 91.6  |
| Professional specialty .....                                   | 15,731                           | 800                    | 4                        | 8,175                            | 707                    | 4                        | 7,556                            | 939                    | 5                        | 75.3  |
| Engineers, architects, and surveyors .....                     | 2,084                            | 1,033                  | 10                       | 219                              | 907                    | 32                       | 1,865                            | 1,052                  | 11                       | 86.3  |
| Architects .....   | 129                              | 918                    | 56                       | 21                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 108                              | 983                    | 49                       | ( <sup>3</sup> )                                  |
| Engineers .....  | 1,945                            | 1,041                  | 11                       | 197                              | 933                    | 19                       | 1,749                            | 1,058                  | 12                       | 88.2  |
| Aerospace engineers .....                                      | 84                               | 1,201                  | 34                       | 10                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 74                               | 1,202                  | 32                       | ( <sup>3</sup> )                                  |
| Chemical engineers .....                                       | 75                               | 1,260                  | 56                       | 13                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 62                               | 1,312                  | 60                       | ( <sup>3</sup> )                                  |
| Civil engineers .....  | 255                              | 965                    | 31                       | 25                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 229                              | 984                    | 47                       | ( <sup>3</sup> )                                  |
| Electrical and electronic engineers .....                      | 618                              | 1,073                  | 19                       | 55                               | 956                    | 22                       | 564                              | 1,087                  | 21                       | 87.9  |
| Industrial engineers .....                                     | 259                              | 970                    | 26                       | 43                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 216                              | 991                    | 25                       | ( <sup>3</sup> )                                  |
| Mechanical engineers .....                                     | 324                              | 1,035                  | 27                       | 19                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 304                              | 1,041                  | 27                       | ( <sup>3</sup> )                                  |
| Mathematical and computer scientists .....                     | 1,638                            | 983                    | 12                       | 522                              | 876                    | 16                       | 1,117                            | 1,056                  | 23                       | 82.9  |
| Computer systems analysts and scientists .....                 | 1,348                            | 1,008                  | 12                       | 390                              | 907                    | 19                       | 959                              | 1,079                  | 23                       | 84.0  |
| Operations and systems researchers and analysts ..             | 242                              | 864                    | 29                       | 115                              | 781                    | 41                       | 128                              | 952                    | 27                       | 82.1  |
| Natural scientists .....                                       | 514                              | 873                    | 26                       | 143                              | 731                    | 30                       | 370                              | 939                    | 27                       | 77.9  |
| Chemists, except biochemists .....                             | 131                              | 970                    | 29                       | 31                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 100                              | 1,002                  | 61                       | ( <sup>3</sup> )                                  |
| Physical scientists, n.e.c. .....                              | 50                               | 987                    | 25                       | 12                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 38                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Biological and life scientists .....                           | 95                               | 762                    | 44                       | 42                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 52                               | 801                    | 25                       | ( <sup>3</sup> )                                  |
| Medical scientists .....                                       | 93                               | 724                    | 35                       | 38                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 54                               | 800                    | 149                      | ( <sup>3</sup> )                                  |
| Health diagnosing occupations .....                            | 539                              | 1,192                  | 80                       | 150                              | 888                    | 48                       | 389                              | 1,342                  | 39                       | 66.2  |
| Physicians .....   | 460                              | 1,266                  | 83                       | 125                              | 852                    | 58                       | 335                              | 1,364                  | 68                       | 62.4  |
| Health assessment and treating occupations .....               | 2,219                            | 760                    | 6                        | 1,851                            | 746                    | 6                        | 368                              | 887                    | 19                       | 84.1  |
| Registered nurses .....  | 1,585                            | 750                    | 6                        | 1,443                            | 747                    | 6                        | 141                              | 791                    | 51                       | 94.4  |
| Pharmacists .....  | 165                              | 1,159                  | 21                       | 77                               | 1,105                  | 34                       | 88                               | 1,222                  | 32                       | 90.5  |
| Dietitians .....   | 55                               | 577                    | 45                       | 47                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 8                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Therapists .....   | 356                              | 728                    | 18                       | 256                              | 707                    | 20                       | 101                              | 793                    | 28                       | 89.1  |
| Respiratory therapists .....                                   | 69                               | 689                    | 26                       | 38                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 31                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Physical therapists .....                                      | 86                               | 877                    | 31                       | 58                               | 808                    | 41                       | 28                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Speech therapists .....  | 65                               | 780                    | 35                       | 61                               | 770                    | 37                       | 5                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Physicians' assistants .....                                   | 58                               | 908                    | 45                       | 29                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 29                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Teachers, college and university .....                         | 638                              | 953                    | 16                       | 241                              | 859                    | 29                       | 397                              | 1,038                  | 26                       | 82.7  |
| Teachers, except college and university .....                  | 4,259                            | 688                    | 6                        | 3,129                            | 659                    | 5                        | 1,130                            | 768                    | 11                       | 85.8  |
| Teachers, prekindergarten and kindergarten .....               | 432                              | 440                    | 19                       | 423                              | 442                    | 17                       | 9                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Teachers, elementary school .....                              | 1,837                            | 710                    | 10                       | 1,529                            | 697                    | 9                        | 308                              | 785                    | 34                       | 88.8  |
| Teachers, secondary school .....                               | 1,179                            | 756                    | 9                        | 658                              | 722                    | 12                       | 521                              | 803                    | 17                       | 89.9  |
| Teachers, special education .....                              | 326                              | 677                    | 29                       | 273                              | 664                    | 15                       | 53                               | 744                    | 33                       | 89.3  |
| Counselors, educational and vocational .....                   | 207                              | 786                    | 26                       | 144                              | 742                    | 25                       | 62                               | 902                    | 32                       | 82.3  |
| Librarians, archivists, and curators .....                     | 210                              | 701                    | 28                       | 171                              | 684                    | 36                       | 39                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Librarians .....   | 183                              | 700                    | 30                       | 151                              | 684                    | 37                       | 32                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Social scientists and urban planners .....                     | 306                              | 740                    | 18                       | 164                              | 682                    | 26                       | 142                              | 847                    | 30                       | 80.5  |

See footnotes at end of table.

Table 3. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 1999 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 |   |
| Economists .....   | 120                              | 863                    | 57                       | 63                               | 774                    | 33                       | 57                               | 977                    | 63                       | 79.3  |
| Psychologists .....  | 141                              | 673                    | 36                       | 86                               | 623                    | 38                       | 55                               | 760                    | 39                       | 82.0  |
| Social, recreation, and religious workers .....                  | 1,177                            | 596                    | 8                        | 634                              | 557                    | 12                       | 542                              | 654                    | 27                       | 85.1  |
| Social workers .....   | 705                              | 601                    | 10                       | 485                              | 579                    | 11                       | 220                              | 661                    | 33                       | 87.7  |
| Recreation workers .....   | 85                               | 416                    | 18                       | 58                               | 417                    | 22                       | 27                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Clergy .....   | 295                              | 657                    | 32                       | 38                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 256                              | 676                    | 30                       | ( <sup>3</sup> )                                  |
| Lawyers and judges .....   | 613                              | 1,198                  | 55                       | 201                              | 971                    | 37                       | 412                              | 1,369                  | 48                       | 70.9  |
| Lawyers .....  | 577                              | 1,168                  | 30                       | 191                              | 974                    | 39                       | 386                              | 1,340                  | 56                       | 72.7  |
| Writers, artists, entertainers, and athletes .....               | 1,327                            | 681                    | 11                       | 604                              | 605                    | 9                        | 722                              | 748                    | 16                       | 80.9  |
| Technical writers .....  | 63                               | 861                    | 29                       | 38                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 25                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Designers .....  | 453                              | 642                    | 22                       | 220                              | 512                    | 14                       | 233                              | 757                    | 21                       | 67.6  |
| Actors and directors .....                                       | 65                               | 784                    | 90                       | 20                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 45                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Painters, sculptors, craft artists, and artist printmakers ..... | 93                               | 595                    | 21                       | 41                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 52                               | 647                    | 76                       | ( <sup>3</sup> )                                  |
| Photographers .....  | 56                               | 617                    | 28                       | 9                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 47                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Editors and reporters .....                                      | 212                              | 750                    | 23                       | 98                               | 709                    | 25                       | 113                              | 803                    | 29                       | 88.3  |
| Public relations specialists .....                               | 155                              | 735                    | 34                       | 97                               | 684                    | 41                       | 58                               | 881                    | 92                       | 77.6  |
| Athletes .....   | 54                               | 613                    | 24                       | 8                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 46                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Technical, sales, and administrative support .....               | 27,388                           | 488                    | 2                        | 16,863                           | 431                    | 2                        | 10,525                           | 626                    | 4                        | 68.8  |
| Technicians and related support .....                            | 3,550                            | 618                    | 5                        | 1,749                            | 528                    | 7                        | 1,802                            | 728                    | 10                       | 72.6  |
| Health technologists and technicians .....                       | 1,304                            | 511                    | 6                        | 1,011                            | 489                    | 6                        | 292                              | 594                    | 12                       | 82.4  |
| Clinical laboratory technologists and technicians .....          | 292                              | 623                    | 21                       | 215                              | 593                    | 23                       | 77                               | 709                    | 26                       | 83.7  |
| Radiologic technicians .....                                     | 139                              | 619                    | 22                       | 99                               | 596                    | 29                       | 40                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Licensed practical nurses .....                                  | 259                              | 498                    | 9                        | 243                              | 492                    | 9                        | 16                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Engineering and related technologists and technicians .....      | 874                              | 662                    | 10                       | 158                              | 625                    | 16                       | 716                              | 673                    | 13                       | 92.9  |
| Electrical and electronic technicians .....                      | 412                              | 690                    | 16                       | 64                               | 649                    | 27                       | 348                              | 701                    | 18                       | 92.6  |
| Drafting occupations .....                                       | 212                              | 665                    | 21                       | 35                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 177                              | 663                    | 25                       | ( <sup>3</sup> )                                  |
| Surveying and mapping technicians .....                          | 51                               | 557                    | 57                       | 7                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 44                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Science technicians .....  | 250                              | 582                    | 19                       | 100                              | 480                    | 25                       | 150                              | 656                    | 22                       | 73.1  |
| Biological technicians .....                                     | 86                               | 500                    | 20                       | 50                               | 388                    | 28                       | 36                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Chemical technicians .....                                       | 71                               | 677                    | 36                       | 25                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 46                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Technicians, except health, engineering, and science .....       | 1,122                            | 761                    | 10                       | 479                              | 624                    | 12                       | 643                              | 902                    | 15                       | 69.2  |
| Airplane pilots and navigators .....                             | 99                               | 1,048                  | 52                       | 3                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 97                               | 1,050                  | 51                       | ( <sup>3</sup> )                                  |
| Computer programmers .....                                       | 564                              | 898                    | 19                       | 159                              | 788                    | 25                       | 405                              | 935                    | 24                       | 84.3  |
| Legal assistants .....   | 313                              | 589                    | 12                       | 270                              | 581                    | 12                       | 43                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Sales occupations .....  | 9,728                            | 523                    | 5                        | 4,326                            | 399                    | 3                        | 5,402                            | 666                    | 7                        | 59.9  |
| Supervisors and proprietors .....                                | 3,275                            | 587                    | 6                        | 1,351                            | 454                    | 8                        | 1,924                            | 691                    | 9                        | 65.8  |
| Sales representatives, finance and business services .....       | 1,817                            | 708                    | 16                       | 798                              | 589                    | 8                        | 1,019                            | 821                    | 22                       | 71.7  |
| Insurance sales .....  | 391                              | 622                    | 13                       | 190                              | 539                    | 23                       | 201                              | 750                    | 24                       | 71.9  |
| Real estate sales .....  | 364                              | 657                    | 26                       | 191                              | 585                    | 13                       | 173                              | 767                    | 18                       | 76.3  |
| Securities and financial services sales .....                    | 399                              | 791                    | 27                       | 123                              | 616                    | 17                       | 276                              | 979                    | 94                       | 63.0  |
| Advertising and related sales .....                              | 155                              | 747                    | 23                       | 88                               | 626                    | 55                       | 66                               | 892                    | 89                       | 70.2  |
| Sales occupations, other business services .....                 | 508                              | 721                    | 29                       | 206                              | 611                    | 25                       | 302                              | 809                    | 54                       | 75.5  |
| Sales representatives, commodities, except retail .....          | 1,279                            | 749                    | 9                        | 311                              | 610                    | 15                       | 968                              | 792                    | 19                       | 77.1  |
| Sales workers, retail and personal services .....                | 3,324                            | 329                    | 4                        | 1,849                            | 296                    | 2                        | 1,475                            | 423                    | 9                        | 70.0  |
| Sales workers, motor vehicles and boats .....                    | 268                              | 665                    | 39                       | 29                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 240                              | 679                    | 33                       | ( <sup>3</sup> )                                  |
| Sales workers, apparel .....                                     | 148                              | 298                    | 9                        | 104                              | 286                    | 10                       | 43                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Sales workers, shoes .....                                       | 57                               | 302                    | 18                       | 24                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 33                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Sales workers, furniture and home furnishings .....              | 118                              | 511                    | 23                       | 57                               | 497                    | 24                       | 62                               | 536                    | 75                       | 92.7  |
| Sales workers, radio, television, hi-fi, and appliances .....    | 213                              | 495                    | 16                       | 56                               | 413                    | 40                       | 157                              | 512                    | 19                       | 80.7  |
| Sales workers, hardware and building supplies .....              | 204                              | 426                    | 20                       | 41                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 163                              | 473                    | 23                       | ( <sup>3</sup> )                                  |
| Sales workers, parts .....                                       | 146                              | 400                    | 18                       | 15                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 132                              | 403                    | 19                       | ( <sup>3</sup> )                                  |
| Sales workers, other commodities .....                           | 645                              | 333                    | 10                       | 396                              | 315                    | 5                        | 249                              | 392                    | 17                       | 80.3  |
| Sales counter clerks .....                                       | 94                               | 335                    | 23                       | 60                               | 303                    | 10                       | 34                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Cashiers .....   | 1,289                            | 280                    | 3                        | 989                              | 275                    | 3                        | 301                              | 296                    | 6                        | 92.9  |
| Street and door-to-door sales workers .....                      | 117                              | 431                    | 33                       | 70                               | 387                    | 25                       | 47                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Administrative support, including clerical .....                 | 14,109                           | 447                    | 2                        | 10,788                           | 427                    | 2                        | 3,322                            | 539                    | 8                        | 79.1  |
| Supervisors .....  | 650                              | 603                    | 9                        | 368                              | 560                    | 16                       | 282                              | 701                    | 16                       | 79.9  |
| General office .....   | 348                              | 595                    | 13                       | 233                              | 539                    | 26                       | 115                              | 706                    | 23                       | 76.3  |

See footnotes at end of table.

Table 3. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 1999 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 |   |
| Financial records processing                            | 77                               | 678                    | 39                       | 62                               | 622                    | 19                       | 15                               | (2)                    | (2)                      | (3)   |
| Distribution, scheduling, and adjusting clerks          | 207                              | 590                    | 17                       | 67                               | 511                    | 17                       | 140                              | 668                    | 56                       | 76.6  |
| Computer equipment operators                            | 298                              | 525                    | 18                       | 170                              | 485                    | 11                       | 128                              | 610                    | 15                       | 79.5  |
| Computer operators                                      | 292                              | 528                    | 20                       | 168                              | 485                    | 11                       | 124                              | 612                    | 15                       | 79.3  |
| Secretaries, stenographers, and typists                 | 2,629                            | 446                    | 4                        | 2,582                            | 446                    | 4                        | 47                               | (2)                    | (2)                      | (3)   |
| Secretaries   | 2,162                            | 443                    | 5                        | 2,136                            | 443                    | 4                        | 26                               | (2)                    | (2)                      | (3)   |
| Stenographers   | 67                               | 490                    | 18                       | 63                               | 488                    | 16                       | 4                                | (2)                    | (2)                      | (3)   |
| Typists   | 400                              | 454                    | 10                       | 382                              | 455                    | 9                        | 17                               | (2)                    | (2)                      | (3)   |
| Information clerks                                      | 1,467                            | 393                    | 4                        | 1,285                            | 386                    | 4                        | 182                              | 497                    | 18                       | 77.7  |
| Interviewers  | 120                              | 408                    | 13                       | 103                              | 396                    | 12                       | 17                               | (2)                    | (2)                      | (3)   |
| Hotel clerks  | 89                               | 315                    | 9                        | 67                               | 308                    | 9                        | 22                               | (2)                    | (2)                      | (3)   |
| Transportation ticket and reservation agents            | 218                              | 486                    | 18                       | 147                              | 464                    | 19                       | 70                               | 527                    | 32                       | 88.0  |
| Receptionists   | 727                              | 374                    | 5                        | 697                              | 373                    | 4                        | 30                               | (2)                    | (2)                      | (3)   |
| Records processing, except financial                    | 753                              | 440                    | 9                        | 582                              | 421                    | 6                        | 171                              | 513                    | 14                       | 82.0  |
| Order clerks  | 249                              | 493                    | 14                       | 179                              | 460                    | 13                       | 70                               | 629                    | 23                       | 73.2  |
| Personnel clerks, except payroll and timekeeping        | 58                               | 523                    | 25                       | 49                               | (2)                    | (2)                      | 10                               | (2)                    | (2)                      | (3)   |
| Library clerks  | 58                               | 434                    | 25                       | 43                               | (2)                    | (2)                      | 15                               | (2)                    | (2)                      | (3)   |
| File clerks   | 206                              | 361                    | 11                       | 162                              | 349                    | 10                       | 43                               | (2)                    | (2)                      | (3)   |
| Records clerks  | 174                              | 437                    | 22                       | 142                              | 423                    | 11                       | 32                               | (2)                    | (2)                      | (3)   |
| Financial records processing                            | 1,480                            | 440                    | 5                        | 1,322                            | 435                    | 5                        | 157                              | 489                    | 19                       | 89.1  |
| Bookkeepers, accounting, and auditing clerks            | 1,084                            | 443                    | 7                        | 977                              | 440                    | 6                        | 107                              | 478                    | 21                       | 92.1  |
| Payroll and timekeeping clerks                          | 127                              | 474                    | 19                       | 111                              | 459                    | 22                       | 16                               | (2)                    | (2)                      | (3)   |
| Billing clerks  | 145                              | 428                    | 14                       | 131                              | 428                    | 13                       | 14                               | (2)                    | (2)                      | (3)   |
| Billing, posting, and calculating machine operators     | 74                               | 404                    | 12                       | 63                               | 400                    | 11                       | 10                               | (2)                    | (2)                      | (3)   |
| Communications equipment operators                      | 117                              | 384                    | 16                       | 88                               | 367                    | 11                       | 29                               | (2)                    | (2)                      | (3)   |
| Telephone operators                                     | 107                              | 377                    | 15                       | 83                               | 365                    | 12                       | 24                               | (2)                    | (2)                      | (3)   |
| Mail and message distributing                           | 829                              | 629                    | 11                       | 325                              | 575                    | 18                       | 504                              | 665                    | 15                       | 86.5  |
| Postal clerks, except mail carriers                     | 298                              | 687                    | 10                       | 142                              | 670                    | 18                       | 156                              | 701                    | 14                       | 95.5  |
| Mail carriers, postal service                           | 301                              | 697                    | 11                       | 82                               | 646                    | 22                       | 218                              | 714                    | 13                       | 90.5  |
| Mail clerks, except postal service                      | 135                              | 389                    | 11                       | 85                               | 382                    | 9                        | 50                               | 414                    | 30                       | 92.2  |
| Messengers  | 96                               | 453                    | 32                       | 16                               | (2)                    | (2)                      | 80                               | 457                    | 33                       | (3)   |
| Material recording, scheduling, and distributing clerks | 1,652                            | 448                    | 6                        | 700                              | 417                    | 5                        | 953                              | 485                    | 9                        | 85.8  |
| Dispatchers   | 232                              | 487                    | 19                       | 125                              | 441                    | 16                       | 107                              | 583                    | 21                       | 75.6  |
| Production coordinators                                 | 181                              | 592                    | 18                       | 109                              | 474                    | 21                       | 71                               | 734                    | 22                       | 64.6  |
| Traffic, shipping, and receiving clerks                 | 572                              | 411                    | 5                        | 163                              | 388                    | 9                        | 409                              | 419                    | 6                        | 92.5  |
| Stock and inventory clerks                              | 398                              | 470                    | 9                        | 156                              | 438                    | 10                       | 242                              | 505                    | 15                       | 86.8  |
| Expeditors  | 191                              | 393                    | 17                       | 126                              | 364                    | 18                       | 65                               | 487                    | 28                       | 74.8  |
| Adjusters and investigators                             | 1,596                            | 473                    | 5                        | 1,196                            | 453                    | 5                        | 400                              | 536                    | 23                       | 84.4  |
| Insurance adjusters, examiners, and investigators       | 416                              | 528                    | 16                       | 304                              | 501                    | 10                       | 112                              | 660                    | 30                       | 75.9  |
| Investigators and adjusters, except insurance           | 925                              | 452                    | 7                        | 706                              | 435                    | 7                        | 219                              | 511                    | 13                       | 85.2  |
| Eligibility clerks, social welfare                      | 98                               | 481                    | 20                       | 85                               | 468                    | 15                       | 13                               | (2)                    | (2)                      | (3)   |
| Bill and account collectors                             | 157                              | 451                    | 18                       | 101                              | 429                    | 17                       | 56                               | 489                    | 14                       | 87.7  |
| Miscellaneous administrative support occupations        | 2,593                            | 409                    | 3                        | 2,145                            | 399                    | 3                        | 448                              | 483                    | 16                       | 82.7  |
| General office clerks                                   | 511                              | 419                    | 7                        | 412                              | 413                    | 7                        | 98                               | 461                    | 33                       | 89.7  |
| Bank tellers  | 288                              | 346                    | 7                        | 267                              | 343                    | 7                        | 21                               | (2)                    | (2)                      | (3)   |
| Data-entry keyers                                       | 594                              | 422                    | 6                        | 484                              | 420                    | 6                        | 110                              | 433                    | 18                       | 96.9  |
| Statistical clerks                                      | 80                               | 432                    | 18                       | 63                               | 401                    | 22                       | 17                               | (2)                    | (2)                      | (3)   |
| Teachers' aides   | 368                              | 315                    | 7                        | 341                              | 314                    | 7                        | 28                               | (2)                    | (2)                      | (3)   |
| Service occupations                                     | 10,841                           | 336                    | 2                        | 5,632                            | 304                    | 1                        | 5,209                            | 402                    | 3                        | 75.7  |
| Private household                                       | 384                              | 243                    | 9                        | 367                              | 240                    | 8                        | 17                               | (2)                    | (2)                      | (3)   |
| Child care workers                                      | 157                              | 211                    | 12                       | 156                              | 212                    | 11                       | 1                                | (2)                    | (2)                      | (3)   |
| Cleaners and servants                                   | 220                              | 259                    | 11                       | 205                              | 255                    | 10                       | 15                               | (2)                    | (2)                      | (3)   |
| Protective service                                      | 2,138                            | 592                    | 8                        | 347                              | 492                    | 13                       | 1,791                            | 613                    | 9                        | 80.3  |
| Supervisors   | 180                              | 759                    | 59                       | 23                               | (2)                    | (2)                      | 156                              | 815                    | 36                       | (3)   |
| Police and detectives                                   | 100                              | 817                    | 32                       | 16                               | (2)                    | (2)                      | 84                               | 889                    | 34                       | (3)   |
| Firefighting and fire prevention                        | 221                              | 740                    | 13                       | 5                                | (2)                    | (2)                      | 216                              | 742                    | 12                       | (3)   |
| Firefighting  | 204                              | 744                    | 13                       | 3                                | (2)                    | (2)                      | 202                              | 745                    | 13                       | (3)   |
| Police and detectives                                   | 1,079                            | 657                    | 9                        | 181                              | 574                    | 27                       | 898                              | 681                    | 12                       | 84.2  |
| Police and detectives, public service                   | 602                              | 751                    | 13                       | 83                               | 650                    | 15                       | 519                              | 766                    | 14                       | 84.9  |
| Sheriffs, bailiffs, and other law enforcement officers  | 179                              | 628                    | 22                       | 27                               | (2)                    | (2)                      | 153                              | 645                    | 22                       | (3)   |
| Correctional institution officers                       | 298                              | 521                    | 10                       | 72                               | 492                    | 16                       | 226                              | 540                    | 25                       | 91.1  |
| Guards  | 659                              | 393                    | 8                        | 138                              | 335                    | 27                       | 521                              | 402                    | 8                        | 83.4  |
| Guards and police, exc. public services                 | 618                              | 398                    | 8                        | 118                              | 368                    | 27                       | 501                              | 403                    | 8                        | 91.3  |

See footnotes at end of table.

Table 3. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 1999 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 |   |
| Service occupations, except private household and protective .....  | 8,318                            | 313                    | 1                        | 4,918                            | 302                    | 1                        | 3,400                            | 336                    | 4                        | 90.0  |
| Food preparation and service occupations .....                      | 3,189                            | 298                    | 2                        | 1,607                            | 286                    | 2                        | 1,583                            | 311                    | 3                        | 91.8  |
| Supervisors .....   | 276                              | 342                    | 14                       | 156                              | 310                    | 9                        | 120                              | 415                    | 24                       | 74.8  |
| Bartenders .....  | 167                              | 334                    | 15                       | 70                               | 334                    | 18                       | 97                               | 334                    | 21                       | 100.1   |
| Waiters and waitresses .....  | 652                              | 302                    | 5                        | 480                              | 294                    | 5                        | 172                              | 325                    | 21                       | 90.4  |
| Cooks, except short order .....                                     | 1,311                            | 302                    | 3                        | 511                              | 279                    | 4                        | 800                              | 317                    | 4                        | 88.0  |
| Food counter, fountain and related occupations .....                | 108                              | 252                    | 6                        | 62                               | 247                    | 7                        | 46                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Kitchen workers, food preparation .....                             | 135                              | 297                    | 7                        | 94                               | 295                    | 7                        | 41                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Waiters' and waitresses' assistants .....                           | 229                              | 286                    | 7                        | 110                              | 282                    | 8                        | 119                              | 290                    | 12                       | 97.2  |
| Miscellaneous food preparation occupations .....                    | 312                              | 268                    | 4                        | 124                              | 270                    | 6                        | 188                              | 266                    | 6                        | 101.3   |
| Health service occupations .....                                    | 1,791                            | 324                    | 3                        | 1,574                            | 320                    | 2                        | 217                              | 368                    | 13                       | 87.2  |
| Dental assistants .....   | 127                              | 377                    | 18                       | 123                              | 373                    | 16                       | 5                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Health aides, except nursing .....                                  | 246                              | 318                    | 5                        | 196                              | 317                    | 5                        | 49                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Nursing aides, orderlies, and attendants .....                      | 1,418                            | 322                    | 3                        | 1,255                            | 318                    | 3                        | 163                              | 367                    | 12                       | 86.6  |
| Cleaning and building service occupations .....                     | 2,188                            | 321                    | 2                        | 885                              | 292                    | 3                        | 1,303                            | 363                    | 6                        | 80.6  |
| Supervisors .....   | 153                              | 407                    | 16                       | 55                               | 317                    | 11                       | 97                               | 472                    | 19                       | 67.1  |
| Maids and housemen .....  | 472                              | 296                    | 4                        | 385                              | 289                    | 4                        | 87                               | 330                    | 13                       | 87.5  |
| Janitors and cleaners .....   | 1,496                            | 324                    | 4                        | 442                              | 293                    | 4                        | 1,054                            | 351                    | 6                        | 83.5  |
| Personal service occupations .....                                  | 1,150                            | 321                    | 4                        | 852                              | 310                    | 4                        | 298                              | 379                    | 10                       | 81.9  |
| Supervisors .....   | 56                               | 470                    | 30                       | 32                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 24                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Hairdressers and cosmetologists .....                               | 310                              | 322                    | 6                        | 263                              | 323                    | 7                        | 47                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Attendants, amusement and recreation facilities .....               | 140                              | 384                    | 11                       | 57                               | 384                    | 12                       | 83                               | 384                    | 18                       | 99.9  |
| Public transportation attendants .....                              | 58                               | 604                    | 40                       | 47                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 11                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Welfare service aids .....  | 54                               | 310                    | 18                       | 49                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 6                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Early childhood teachers' assistants .....                          | 266                              | 275                    | 7                        | 256                              | 274                    | 6                        | 10                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Precision production, craft, and repair .....                       | 11,927                           | 594                    | 3                        | 1,066                            | 428                    | 8                        | 10,861                           | 606                    | 3                        | 70.6  |
| Mechanics and repairers .....                                       | 4,263                            | 621                    | 4                        | 206                              | 592                    | 24                       | 4,057                            | 622                    | 5                        | 95.2  |
| Supervisors .....   | 262                              | 816                    | 17                       | 30                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 232                              | 820                    | 22                       | ( <sup>3</sup> )                                  |
| Mechanics and repairers, except supervisors .....                   | 4,001                            | 613                    | 4                        | 176                              | 555                    | 29                       | 3,824                            | 615                    | 4                        | 90.3  |
| Vehicle and mobile equipment mechanics and repairers .....          | 1,455                            | 594                    | 6                        | 18                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 1,436                            | 594                    | 6                        | ( <sup>3</sup> )                                  |
| Automobile mechanics .....  | 635                              | 555                    | 18                       | 7                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 628                              | 555                    | 18                       | ( <sup>3</sup> )                                  |
| Bus, truck, and stationary engine mechanics .....                   | 301                              | 588                    | 14                       | 1                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 300                              | 588                    | 14                       | ( <sup>3</sup> )                                  |
| Aircraft engine mechanics .....                                     | 146                              | 737                    | 17                       | 4                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 142                              | 740                    | 18                       | ( <sup>3</sup> )                                  |
| Small engine repairers .....  | 54                               | 420                    | 26                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 53                               | 419                    | 29                       | ( <sup>3</sup> )                                  |
| Automobile body and related repairers .....                         | 123                              | 584                    | 13                       | 1                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 121                              | 586                    | 13                       | ( <sup>3</sup> )                                  |
| Heavy equipment mechanics .....                                     | 145                              | 667                    | 20                       | 1                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 144                              | 669                    | 20                       | ( <sup>3</sup> )                                  |
| Industrial machinery repairers .....                                | 546                              | 608                    | 10                       | 16                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 530                              | 612                    | 10                       | ( <sup>3</sup> )                                  |
| Electrical and electronic equipment repairers .....                 | 889                              | 698                    | 13                       | 104                              | 616                    | 45                       | 785                              | 703                    | 13                       | 87.6  |
| Electronic repairers, communications and industrial equipment ..... | 201                              | 621                    | 19                       | 17                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 184                              | 630                    | 30                       | ( <sup>3</sup> )                                  |
| Data processing equipment repairers .....                           | 281                              | 689                    | 24                       | 48                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 233                              | 707                    | 24                       | ( <sup>3</sup> )                                  |
| Telephone line installers and repairers .....                       | 55                               | 755                    | 47                       | 3                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 51                               | 760                    | 45                       | ( <sup>3</sup> )                                  |
| Telephone installers and repairers .....                            | 240                              | 770                    | 24                       | 30                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 210                              | 761                    | 24                       | ( <sup>3</sup> )                                  |
| Miscellaneous electrical and electronic equipment repairers .....   | 74                               | 693                    | 17                       | 4                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 70                               | 694                    | 17                       | ( <sup>3</sup> )                                  |
| Heating, air conditioning, and refrigeration mechanics .....        | 310                              | 580                    | 16                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 308                              | 579                    | 16                       | ( <sup>3</sup> )                                  |
| Miscellaneous mechanics and repairers .....                         | 790                              | 607                    | 10                       | 36                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 754                              | 612                    | 10                       | ( <sup>3</sup> )                                  |
| Millwrights .....   | 72                               | 697                    | 32                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 70                               | 700                    | 32                       | ( <sup>3</sup> )                                  |
| Construction trades .....   | 4,143                            | 566                    | 6                        | 85                               | 423                    | 17                       | 4,059                            | 571                    | 6                        | 74.2  |
| Supervisors .....   | 504                              | 720                    | 16                       | 9                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 495                              | 722                    | 16                       | ( <sup>3</sup> )                                  |
| Construction trades, except supervisors .....                       | 3,639                            | 540                    | 7                        | 76                               | 417                    | 15                       | 3,563                            | 545                    | 7                        | 76.5  |
| Brickmasons and stonemasons .....                                   | 128                              | 546                    | 61                       | 3                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 125                              | 564                    | 55                       | ( <sup>3</sup> )                                  |
| Tile setters, hard and soft .....                                   | 58                               | 440                    | 30                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 56                               | 443                    | 35                       | ( <sup>3</sup> )                                  |
| Carpet installers .....   | 62                               | 507                    | 37                       | -                                | -                      | -                        | 62                               | 507                    | 37                       | -   |
| Carpenters .....  | 962                              | 518                    | 6                        | 12                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 950                              | 518                    | 6                        | ( <sup>3</sup> )                                  |
| Drywall installers .....  | 126                              | 483                    | 15                       | 5                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 121                              | 486                    | 16                       | ( <sup>3</sup> )                                  |
| Electricians .....  | 739                              | 645                    | 15                       | 17                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 723                              | 651                    | 14                       | ( <sup>3</sup> )                                  |
| Electrical power installers and repairers .....                     | 134                              | 731                    | 54                       | 1                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 133                              | 730                    | 54                       | ( <sup>3</sup> )                                  |
| Painters, construction and maintenance .....                        | 331                              | 427                    | 13                       | 14                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 317                              | 432                    | 15                       | ( <sup>3</sup> )                                  |
| Plumbers, pipefitters, steamfitters, and apprentices .....          | 417                              | 595                    | 16                       | 9                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 408                              | 596                    | 16                       | ( <sup>3</sup> )                                  |
| Concrete and terrazzo finishers .....                               | 87                               | 501                    | 13                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 85                               | 501                    | 13                       | ( <sup>3</sup> )                                  |
| Insulation workers .....  | 51                               | 546                    | 47                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 49                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Roofers .....   | 147                              | 467                    | 30                       | 1                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 146                              | 469                    | 28                       | ( <sup>3</sup> )                                  |

See footnotes at end of table.

Table 3. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 1999 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 |   |
| Structural metalworkers .....                                      | 55                               | 634                    | 52                       | -                                | -                      | -                        | 55                               | 634                    | 52                       | -   |
| Extractive occupations .....                                       | 128                              | 716                    | 38                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 126                              | 717                    | 37                       | ( <sup>3</sup> )                                  |
| Precision production occupations .....                             | 3,393                            | 583                    | 5                        | 774                              | 403                    | 6                        | 2,619                            | 630                    | 7                        | 63.9  |
| Supervisors .....  | 1,121                            | 668                    | 11                       | 217                              | 515                    | 11                       | 904                              | 704                    | 12                       | 73.1  |
| Precision metalworking occupations .....                           | 869                              | 634                    | 11                       | 60                               | 442                    | 24                       | 809                              | 646                    | 11                       | 68.4  |
| Tool and die makers .....  | 139                              | 785                    | 27                       | 5                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 134                              | 792                    | 30                       | ( <sup>3</sup> )                                  |
| Machinists .....   | 489                              | 604                    | 12                       | 28                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 461                              | 610                    | 12                       | ( <sup>3</sup> )                                  |
| Sheet-metal workers .....  | 128                              | 628                    | 24                       | 8                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 120                              | 635                    | 22                       | ( <sup>3</sup> )                                  |
| Precision woodworking occupations .....                            | 75                               | 457                    | 38                       | 11                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 65                               | 481                    | 50                       | ( <sup>3</sup> )                                  |
| Cabinet makers and bench carpenters .....                          | 58                               | 454                    | 34                       | 4                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 54                               | 465                    | 38                       | ( <sup>3</sup> )                                  |
| Precision textile, apparel, and furnishings machine workers .....  | 115                              | 402                    | 15                       | 50                               | 350                    | 18                       | 65                               | 421                    | 14                       | 83.1  |
| Precision workers, assorted materials .....                        | 460                              | 423                    | 10                       | 257                              | 369                    | 8                        | 203                              | 513                    | 17                       | 71.9  |
| Optical goods workers .....  | 64                               | 465                    | 39                       | 38                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 26                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Electrical and electronic equipment assemblers .....               | 290                              | 391                    | 11                       | 193                              | 359                    | 8                        | 97                               | 476                    | 40                       | 75.5  |
| Precision food production occupations .....                        | 380                              | 400                    | 7                        | 138                              | 342                    | 12                       | 242                              | 440                    | 14                       | 77.7  |
| Butchers and meat cutters .....                                    | 237                              | 400                    | 8                        | 64                               | 322                    | 9                        | 174                              | 428                    | 16                       | 75.2  |
| Bakers .....   | 110                              | 394                    | 29                       | 49                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 61                               | 475                    | 31                       | ( <sup>3</sup> )                                  |
| Precision inspectors, testers, and related workers .....           | 131                              | 618                    | 22                       | 32                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 100                              | 657                    | 28                       | ( <sup>3</sup> )                                  |
| Inspectors, testers, and graders .....                             | 123                              | 619                    | 25                       | 30                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 94                               | 654                    | 28                       | ( <sup>3</sup> )                                  |
| Plant and system operators .....                                   | 241                              | 688                    | 23                       | 9                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 233                              | 689                    | 25                       | ( <sup>3</sup> )                                  |
| Water and sewage treatment plant operators .....                   | 56                               | 625                    | 32                       | 4                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 53                               | 635                    | 40                       | ( <sup>3</sup> )                                  |
| Stationary engineers .....   | 109                              | 621                    | 15                       | -                                | -                      | -                        | 109                              | 620                    | 15                       | -   |
| Operators, fabricators, and laborers .....                         | 15,182                           | 429                    | 2                        | 3,498                            | 337                    | 3                        | 11,685                           | 472                    | 3                        | 71.4  |
| Machine operators, assemblers, and inspectors .....                | 6,814                            | 423                    | 3                        | 2,444                            | 340                    | 3                        | 4,371                            | 487                    | 3                        | 69.7  |
| Machine operators and tenders, except precision .....              | 4,368                            | 416                    | 3                        | 1,538                            | 326                    | 4                        | 2,829                            | 481                    | 4                        | 67.8  |
| Metalworking and plastic working machine operators .....           | 369                              | 509                    | 11                       | 62                               | 410                    | 15                       | 307                              | 534                    | 17                       | 76.8  |
| Punching and stamping press machine operators .....                | 101                              | 458                    | 18                       | 27                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 74                               | 505                    | 36                       | ( <sup>3</sup> )                                  |
| Grinding, abrading, buffing, and polishing machine operators ..... | 113                              | 490                    | 21                       | 16                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 97                               | 507                    | 25                       | ( <sup>3</sup> )                                  |
| Metal and plastic processing machine operators .....               | 142                              | 454                    | 18                       | 32                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 110                              | 471                    | 21                       | ( <sup>3</sup> )                                  |
| Molding and casting machine operators .....                        | 97                               | 452                    | 16                       | 23                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 74                               | 473                    | 26                       | ( <sup>3</sup> )                                  |
| Woodworking machine operators .....                                | 138                              | 385                    | 12                       | 19                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 119                              | 398                    | 11                       | ( <sup>3</sup> )                                  |
| Sawing machine operators .....                                     | 81                               | 386                    | 12                       | 10                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 71                               | 393                    | 12                       | ( <sup>3</sup> )                                  |
| Printing machine operators .....                                   | 325                              | 491                    | 11                       | 74                               | 366                    | 17                       | 251                              | 526                    | 24                       | 69.5  |
| Printing press operators .....                                     | 256                              | 477                    | 15                       | 48                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 208                              | 513                    | 15                       | ( <sup>3</sup> )                                  |
| Textile, apparel, and furnishings machine operators .....          | 745                              | 298                    | 5                        | 534                              | 282                    | 5                        | 211                              | 348                    | 11                       | 80.9  |
| Textile sewing machine operators .....                             | 416                              | 282                    | 8                        | 322                              | 273                    | 4                        | 94                               | 326                    | 16                       | 83.8  |
| Pressing machine operators .....                                   | 67                               | 268                    | 9                        | 50                               | 260                    | 8                        | 17                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Laundering and dry cleaning machine operators .....                | 139                              | 294                    | 11                       | 90                               | 266                    | 7                        | 48                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Machine operators, assorted materials .....                        | 2,622                            | 437                    | 6                        | 809                              | 350                    | 5                        | 1,813                            | 487                    | 5                        | 71.9  |
| Packaging and filling machine operators .....                      | 341                              | 361                    | 10                       | 212                              | 327                    | 10                       | 129                              | 416                    | 14                       | 78.7  |
| Mixing and blending machine operators .....                        | 129                              | 491                    | 22                       | 16                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 112                              | 497                    | 29                       | ( <sup>3</sup> )                                  |
| Separating, filtering, and clarifying machine operators .....      | 58                               | 648                    | 27                       | 8                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 50                               | 657                    | 29                       | ( <sup>3</sup> )                                  |
| Painting and paint spraying machine operators .....                | 186                              | 462                    | 21                       | 25                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 161                              | 480                    | 23                       | ( <sup>3</sup> )                                  |
| Furnace, kiln, and oven operators, exc. food .....                 | 69                               | 591                    | 25                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 67                               | 597                    | 24                       | ( <sup>3</sup> )                                  |
| Slicing and cutting machine operators .....                        | 153                              | 430                    | 18                       | 38                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 115                              | 473                    | 24                       | ( <sup>3</sup> )                                  |
| Photographic process machine operators .....                       | 69                               | 342                    | 19                       | 35                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 34                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Fabricators, assemblers, and hand working occupations .....        | 1,781                            | 444                    | 7                        | 589                              | 365                    | 7                        | 1,192                            | 495                    | 6                        | 73.8  |
| Welders and cutters .....  | 527                              | 520                    | 8                        | 32                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 496                              | 525                    | 12                       | ( <sup>3</sup> )                                  |
| Assemblers .....   | 1,158                            | 412                    | 5                        | 521                              | 368                    | 8                        | 637                              | 463                    | 11                       | 79.5  |
| Production inspectors, testers, samplers, and weighers .....       | 665                              | 424                    | 9                        | 316                              | 369                    | 11                       | 349                              | 506                    | 10                       | 72.9  |
| Production inspectors, checkers, and examiners .....               | 487                              | 456                    | 12                       | 231                              | 395                    | 8                        | 256                              | 530                    | 19                       | 74.6  |
| Production testers .....   | 53                               | 520                    | 40                       | 14                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 39                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Graders and sorters, except agricultural .....                     | 120                              | 305                    | 9                        | 69                               | 288                    | 10                       | 52                               | 347                    | 33                       | 83.0  |
| Transportation and material moving occupations .....               | 4,401                            | 513                    | 4                        | 317                              | 394                    | 9                        | 4,083                            | 522                    | 4                        | 75.5  |
| Motor vehicle operators .....                                      | 3,184                            | 514                    | 5                        | 257                              | 389                    | 10                       | 2,927                            | 524                    | 6                        | 74.2  |
| Supervisors .....  | 78                               | 585                    | 26                       | 17                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 61                               | 621                    | 27                       | ( <sup>3</sup> )                                  |
| Truck drivers .....  | 2,493                            | 527                    | 8                        | 85                               | 412                    | 22                       | 2,409                            | 532                    | 9                        | 77.4  |

See footnotes at end of table.

Table 3. Median usual weekly earnings of full-time wage and salary workers by detailed occupation and sex, 1999 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 |   |
| Drivers-sales workers .....                            | 130                              | 534                    | 36                       | 8                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 122                              | 555                    | 35                       | ( <sup>3</sup> )                                  |
| Bus drivers .....                                      | 284                              | 428                    | 21                       | 119                              | 384                    | 14                       | 166                              | 498                    | 27                       | 77.1  |
| Taxicab drivers and chauffeurs .....                   | 149                              | 427                    | 25                       | 22                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 127                              | 441                    | 30                       | ( <sup>3</sup> )                                  |
| Transportation occupations, except motor vehicles ...  | 154                              | 761                    | 57                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 152                              | 772                    | 50                       | ( <sup>3</sup> )                                  |
| Rail transportation .....                              | 108                              | 816                    | 37                       | 1                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 107                              | 820                    | 64                       | ( <sup>3</sup> )                                  |
| Material moving equipment operators .....              | 1,063                            | 498                    | 6                        | 58                               | 415                    | 18                       | 1,005                            | 503                    | 6                        | 82.6  |
| Operating engineers .....                              | 229                              | 575                    | 23                       | 6                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 223                              | 579                    | 17                       | ( <sup>3</sup> )                                  |
| Crane and tower operators .....                        | 69                               | 580                    | 43                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 67                               | 586                    | 47                       | ( <sup>3</sup> )                                  |
| Excavating and loading machine operators .....         | 81                               | 571                    | 26                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 79                               | 577                    | 27                       | ( <sup>3</sup> )                                  |
| Grader, dozer, and scraper operators .....             | 63                               | 480                    | 23                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 61                               | 477                    | 22                       | ( <sup>3</sup> )                                  |
| Industrial truck and tractor equipment operators ..... | 513                              | 448                    | 9                        | 39                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 474                              | 451                    | 10                       | ( <sup>3</sup> )                                  |
| Handlers, equipment cleaners, helpers, and laborers .. | 3,967                            | 363                    | 3                        | 737                              | 314                    | 3                        | 3,230                            | 377                    | 4                        | 83.2  |
| Helpers, construction and extractive occupations ..... | 106                              | 329                    | 15                       | 3                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 103                              | 330                    | 15                       | ( <sup>3</sup> )                                  |
| Helpers, construction trades .....                     | 93                               | 336                    | 14                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 92                               | 335                    | 14                       | ( <sup>3</sup> )                                  |
| Construction laborers .....                            | 804                              | 414                    | 8                        | 28                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 776                              | 413                    | 8                        | ( <sup>3</sup> )                                  |
| Production helpers .....                               | 53                               | 357                    | 27                       | 11                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 42                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Freight, stock, and material handlers .....            | 1,287                            | 361                    | 6                        | 291                              | 318                    | 6                        | 996                              | 375                    | 6                        | 85.0  |
| Stock handlers and baggers .....                       | 578                              | 314                    | 5                        | 189                              | 300                    | 7                        | 389                              | 320                    | 5                        | 93.8  |
| Machine feeders and offbearers .....                   | 75                               | 395                    | 15                       | 30                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 45                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | ( <sup>3</sup> )                                  |
| Garage and service station related occupations .....   | 134                              | 314                    | 9                        | 3                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 131                              | 313                    | 9                        | ( <sup>3</sup> )                                  |
| Vehicle washers and equipment cleaners .....           | 199                              | 312                    | 7                        | 26                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 173                              | 315                    | 8                        | ( <sup>3</sup> )                                  |
| Hand packers and packagers .....                       | 253                              | 317                    | 6                        | 147                              | 305                    | 6                        | 107                              | 338                    | 12                       | 90.2  |
| Laborers, except construction .....                    | 1,107                            | 373                    | 5                        | 229                              | 315                    | 5                        | 879                              | 393                    | 7                        | 80.1  |
| Farming, forestry, and fishing .....                   | 1,583                            | 331                    | 5                        | 218                              | 283                    | 9                        | 1,364                            | 341                    | 5                        | 82.8  |
| Farm operators and managers .....                      | 72                               | 499                    | 21                       | 11                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 61                               | 525                    | 47                       | ( <sup>3</sup> )                                  |
| Farm managers .....                                    | 67                               | 499                    | 28                       | 11                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 56                               | 543                    | 63                       | ( <sup>3</sup> )                                  |
| Other agricultural and related occupations .....       | 1,441                            | 321                    | 3                        | 204                              | 277                    | 9                        | 1,237                            | 329                    | 6                        | 84.4  |
| Farm occupations, except managerial .....              | 603                              | 311                    | 5                        | 91                               | 268                    | 6                        | 512                              | 317                    | 5                        | 84.5  |
| Farm workers .....                                     | 531                              | 304                    | 5                        | 68                               | 259                    | 7                        | 463                              | 311                    | 6                        | 83.4  |
| Related agricultural occupations .....                 | 838                              | 330                    | 8                        | 113                              | 288                    | 10                       | 725                              | 342                    | 9                        | 84.2  |
| Supervisors, related agricultural .....                | 87                               | 514                    | 25                       | 6                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 81                               | 539                    | 52                       | ( <sup>3</sup> )                                  |
| Groundskeepers and gardeners, except farm .....        | 657                              | 322                    | 4                        | 44                               | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 614                              | 322                    | 5                        | ( <sup>3</sup> )                                  |
| Forestry and logging occupations .....                 | 58                               | 503                    | 21                       | 2                                | ( <sup>2</sup> )       | ( <sup>2</sup> )         | 55                               | 508                    | 21                       | ( <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.

Table 4. Median usual weekly earnings of full-time wage and salary workers by sex and State, 1999 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 .....        | 97,626                           | \$549                  | \$2                      | 42,444                           | \$473                  | \$1                      | 55,181                           | \$618                  | \$2                      | 76.5  |
| Alabama .....              | 1,528                            | 501                    | 8                        | 677                              | 418                    | 10                       | 851                              | 584                    | 12                       | 71.6  |
| Alaska .....               | 204                              | 670                    | 13                       | 85                               | 541                    | 17                       | 119                              | 763                    | 15                       | 71.0  |
| Arizona .....              | 1,714                            | 498                    | 7                        | 734                              | 452                    | 12                       | 981                              | 538                    | 21                       | 83.9  |
| Arkansas .....             | 897                              | 425                    | 8                        | 417                              | 374                    | 10                       | 480                              | 485                    | 9                        | 77.1  |
| California .....           | 11,226                           | 586                    | 4                        | 4,657                            | 524                    | 7                        | 6,569                            | 621                    | 6                        | 84.3  |
| Colorado .....             | 1,607                            | 607                    | 8                        | 685                              | 520                    | 10                       | 922                              | 679                    | 14                       | 76.6  |
| Connecticut .....          | 1,162                            | 677                    | 15                       | 512                              | 590                    | 13                       | 650                              | 765                    | 17                       | 77.1  |
| Delaware .....             | 280                              | 571                    | 14                       | 126                              | 487                    | 11                       | 154                              | 624                    | 16                       | 78.0  |
| District of Columbia ..... | 216                              | 614                    | 9                        | 104                              | 611                    | 9                        | 112                              | 620                    | 18                       | 98.6  |
| Florida .....              | 5,251                            | 489                    | 4                        | 2,362                            | 428                    | 6                        | 2,888                            | 535                    | 11                       | 79.9  |
| Georgia .....              | 3,011                            | 514                    | 7                        | 1,420                            | 443                    | 10                       | 1,591                            | 597                    | 9                        | 74.3  |
| Hawaii .....               | 393                              | 544                    | 16                       | 187                              | 488                    | 8                        | 206                              | 617                    | 15                       | 79.1  |
| Idaho .....                | 418                              | 485                    | 8                        | 161                              | 404                    | 8                        | 257                              | 563                    | 16                       | 71.7  |
| Illinois .....             | 4,534                            | 589                    | 5                        | 1,983                            | 493                    | 5                        | 2,551                            | 678                    | 12                       | 72.8  |
| Indiana .....              | 2,200                            | 540                    | 13                       | 914                              | 428                    | 10                       | 1,285                            | 630                    | 15                       | 67.9  |
| Iowa .....                 | 1,059                            | 513                    | 7                        | 461                              | 429                    | 10                       | 598                              | 593                    | 10                       | 72.3  |
| Kansas .....               | 963                              | 509                    | 7                        | 429                              | 444                    | 11                       | 534                              | 587                    | 14                       | 75.5  |
| Kentucky .....             | 1,369                            | 497                    | 8                        | 586                              | 418                    | 9                        | 783                              | 565                    | 17                       | 73.9  |
| Louisiana .....            | 1,490                            | 466                    | 10                       | 698                              | 383                    | 8                        | 791                              | 553                    | 21                       | 69.3  |
| Maine .....                | 436                              | 502                    | 7                        | 195                              | 455                    | 12                       | 241                              | 545                    | 18                       | 83.3  |
| Maryland .....             | 2,086                            | 635                    | 13                       | 995                              | 582                    | 10                       | 1,091                            | 713                    | 17                       | 81.6  |
| Massachusetts .....        | 2,258                            | 612                    | 6                        | 947                              | 532                    | 12                       | 1,311                            | 684                    | 13                       | 77.7  |
| Michigan .....             | 3,559                            | 609                    | 6                        | 1,436                            | 492                    | 6                        | 2,123                            | 709                    | 10                       | 69.4  |
| Minnesota .....            | 1,744                            | 642                    | 11                       | 728                              | 552                    | 14                       | 1,016                            | 724                    | 13                       | 76.3  |
| Mississippi .....          | 919                              | 470                    | 9                        | 427                              | 380                    | 9                        | 492                              | 545                    | 14                       | 69.6  |
| Missouri .....             | 2,047                            | 544                    | 14                       | 891                              | 480                    | 8                        | 1,156                            | 607                    | 10                       | 79.1  |
| Montana .....              | 271                              | 460                    | 11                       | 114                              | 368                    | 6                        | 157                              | 532                    | 16                       | 69.2  |
| Nebraska .....             | 584                              | 495                    | 8                        | 259                              | 415                    | 7                        | 325                              | 575                    | 14                       | 72.2  |
| Nevada .....               | 719                              | 501                    | 7                        | 310                              | 431                    | 11                       | 409                              | 567                    | 17                       | 76.1  |
| New Hampshire .....        | 443                              | 599                    | 11                       | 193                              | 492                    | 9                        | 251                              | 698                    | 15                       | 70.6  |
| New Jersey .....           | 3,003                            | 637                    | 7                        | 1,293                            | 558                    | 12                       | 1,710                            | 716                    | 14                       | 77.8  |
| New Mexico .....           | 528                              | 498                    | 8                        | 229                              | 425                    | 11                       | 299                              | 573                    | 19                       | 74.2  |
| New York .....             | 6,087                            | 591                    | 4                        | 2,666                            | 513                    | 5                        | 3,421                            | 642                    | 8                        | 79.9  |
| North Carolina .....       | 2,893                            | 493                    | 5                        | 1,307                            | 424                    | 6                        | 1,586                            | 561                    | 13                       | 75.5  |
| North Dakota .....         | 204                              | 467                    | 9                        | 90                               | 377                    | 10                       | 115                              | 532                    | 16                       | 70.9  |
| Ohio .....                 | 4,033                            | 580                    | 6                        | 1,738                            | 476                    | 6                        | 2,295                            | 670                    | 9                        | 71.1  |
| Oklahoma .....             | 1,172                            | 487                    | 8                        | 525                              | 397                    | 8                        | 648                              | 584                    | 10                       | 68.0  |
| Oregon .....               | 1,122                            | 556                    | 14                       | 443                              | 465                    | 9                        | 678                              | 619                    | 13                       | 75.1  |
| Pennsylvania .....         | 4,090                            | 567                    | 8                        | 1,794                            | 472                    | 7                        | 2,296                            | 648                    | 9                        | 72.9  |
| Rhode Island .....         | 337                              | 570                    | 14                       | 145                              | 488                    | 9                        | 192                              | 638                    | 17                       | 76.5  |
| South Carolina .....       | 1,435                            | 507                    | 7                        | 656                              | 429                    | 10                       | 779                              | 583                    | 11                       | 73.6  |
| South Dakota .....         | 263                              | 464                    | 9                        | 122                              | 392                    | 7                        | 141                              | 543                    | 18                       | 72.2  |
| Tennessee .....            | 2,063                            | 467                    | 10                       | 948                              | 385                    | 7                        | 1,114                            | 580                    | 11                       | 66.3  |
| Texas .....                | 7,488                            | 496                    | 4                        | 3,247                            | 444                    | 5                        | 4,241                            | 548                    | 10                       | 81.0  |
| Utah .....                 | 722                              | 518                    | 7                        | 282                              | 432                    | 8                        | 440                              | 613                    | 12                       | 70.5  |
| Vermont .....              | 207                              | 533                    | 12                       | 91                               | 481                    | 11                       | 115                              | 585                    | 13                       | 82.2  |
| Virginia .....             | 2,646                            | 577                    | 9                        | 1,166                            | 489                    | 9                        | 1,479                            | 659                    | 17                       | 74.1  |
| Washington .....           | 2,037                            | 617                    | 8                        | 836                              | 526                    | 13                       | 1,200                            | 706                    | 14                       | 74.4  |
| West Virginia .....        | 564                              | 473                    | 10                       | 244                              | 393                    | 8                        | 320                              | 567                    | 15                       | 69.2  |
| Wisconsin .....            | 1,979                            | 542                    | 10                       | 859                              | 473                    | 8                        | 1,120                            | 618                    | 10                       | 76.6  |
| Wyoming .....              | 166                              | 500                    | 9                        | 67                               | 390                    | 9                        | 99                               | 623                    | 14                       | 62.6  |

<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 5. Median usual weekly earnings of part-time wage and salary workers by selected characteristics, 1999 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 .....  | 21,065                           | \$164                  | \$1                      | 14,495                           | \$168                  | \$1                      | 6,570                            | \$154                  | \$1                      | 108.9   |
| 16 to 24 years .....            | 8,298                            | 122                    | 1                        | 4,647                            | 121                    | 1                        | 3,651                            | 124                    | 1                        | 97.7  |
| 16 to 19 years .....            | 4,882                            | 108                    | 1                        | 2,617                            | 105                    | 1                        | 2,265                            | 111                    | 1                        | 95.4  |
| 20 to 24 years .....            | 3,417                            | 154                    | 1                        | 2,030                            | 151                    | 2                        | 1,386                            | 157                    | 2                        | 96.3  |
| 25 years and over .....         | 12,767                           | 203                    | 1                        | 9,848                            | 201                    | 1                        | 2,919                            | 208                    | 2                        | 96.7  |
| 25 to 34 years .....            | 3,245                            | 209                    | 2                        | 2,481                            | 205                    | 3                        | 764                              | 221                    | 4                        | 93.0  |
| 35 to 44 years .....            | 3,608                            | 216                    | 2                        | 3,097                            | 213                    | 2                        | 511                              | 236                    | 8                        | 90.3  |
| 45 to 54 years .....            | 2,596                            | 223                    | 3                        | 2,184                            | 219                    | 3                        | 412                              | 243                    | 8                        | 90.2  |
| 55 to 64 years .....            | 1,800                            | 191                    | 3                        | 1,289                            | 185                    | 3                        | 510                              | 206                    | 5                        | 89.8  |
| 65 years and over .....         | 1,518                            | 145                    | 3                        | 796                              | 127                    | 4                        | 722                              | 163                    | 4                        | 77.9  |
| <b>RACE AND HISPANIC ORIGIN</b> |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| White .....                     | 18,054                           | 165                    | 1                        | 12,531                           | 170                    | 1                        | 5,523                            | 155                    | 1                        | 110.1   |
| Black .....                     | 2,135                            | 153                    | 2                        | 1,410                            | 155                    | 2                        | 725                              | 149                    | 4                        | 103.8   |
| Hispanic origin .....           | 1,847                            | 160                    | 3                        | 1,190                            | 159                    | 3                        | 658                              | 162                    | 5                        | 97.8  |
| <b>MARITAL STATUS</b>           |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| Never married .....             | 9,618                            | 131                    | 1                        | 5,322                            | 129                    | 1                        | 4,296                            | 133                    | 1                        | 97.2  |
| Married, spouse present .....   | 9,054                            | 208                    | 1                        | 7,251                            | 208                    | 2                        | 1,802                            | 210                    | 3                        | 99.3  |
| Other marital status .....      | 2,394                            | 181                    | 2                        | 1,922                            | 177                    | 3                        | 472                              | 196                    | 5                        | 90.0  |
| Divorced .....                  | 1,273                            | 195                    | 3                        | 992                              | 191                    | 4                        | 282                              | 211                    | 7                        | 90.5  |
| Separated .....                 | 487                              | 191                    | 4                        | 386                              | 189                    | 5                        | 101                              | 197                    | 9                        | 96.1  |
| Widowed .....                   | 633                              | 145                    | 4                        | 544                              | 142                    | 5                        | 89                               | 158                    | 10                       | 90.0  |

<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: Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.



Table 6. Median usual weekly earnings of employed (full- and part-time) wage and salary workers by hours usually worked and sex, 1999 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 .....   | 118,963                          | \$478                  | \$1                      | 57,050                           | \$392                  | \$1                      | 61,914                           | \$579                  | \$2                      | 67.7  |
| 1 to 34 hours .....              | 18,742                           | 167                    | 1                        | 13,010                           | 172                    | 1                        | 5,731                            | 157                    | 1                        | 109.6   |
| 1 to 4 hours .....               | 457                              | 40                     | 3                        | 319                              | 36                     | 3                        | 137                              | 51                     | 6                        | 70.2  |
| 5 to 9 hours .....               | 1,125                            | 59                     | 1                        | 792                              | 60                     | 1                        | 333                              | 58                     | 2                        | 104.2   |
| 10 to 14 hours .....             | 1,724                            | 79                     | 2                        | 1,216                            | 80                     | 2                        | 508                              | 76                     | 3                        | 104.7   |
| 15 to 19 hours .....             | 2,588                            | 115                    | 1                        | 1,758                            | 118                    | 1                        | 830                              | 109                    | 1                        | 108.0   |
| 20 to 24 hours .....             | 5,696                            | 160                    | 1                        | 3,915                            | 165                    | 1                        | 1,781                            | 149                    | 2                        | 110.7   |
| 25 to 29 hours .....             | 2,448                            | 203                    | 2                        | 1,681                            | 208                    | 2                        | 768                              | 191                    | 3                        | 109.1   |
| 30 to 34 hours .....             | 4,703                            | 256                    | 2                        | 3,330                            | 264                    | 2                        | 1,374                            | 236                    | 3                        | 112.0   |
| 35 hours and over .....          | 92,381                           | 552                    | 2                        | 40,466                           | 477                    | 1                        | 51,916                           | 620                    | 2                        | 76.9  |
| 35 to 39 hours .....             | 6,950                            | 384                    | 3                        | 4,840                            | 382                    | 3                        | 2,110                            | 392                    | 8                        | 97.4  |
| 40 hours .....                   | 63,004                           | 499                    | 1                        | 28,993                           | 451                    | 2                        | 34,011                           | 554                    | 3                        | 81.5  |
| 41 hours and over .....          | 22,427                           | 796                    | 4                        | 6,632                            | 689                    | 5                        | 15,795                           | 853                    | 4                        | 80.7  |
| 41 to 44 hours .....             | 1,543                            | 597                    | 7                        | 632                              | 523                    | 11                       | 911                              | 647                    | 12                       | 80.8  |
| 45 to 48 hours .....             | 6,598                            | 702                    | 5                        | 2,327                            | 641                    | 6                        | 4,272                            | 739                    | 7                        | 86.8  |
| 49 to 59 hours .....             | 9,751                            | 865                    | 6                        | 2,679                            | 755                    | 7                        | 7,072                            | 912                    | 7                        | 82.8  |
| 60 hours and over .....          | 4,534                            | 933                    | 8                        | 994                              | 763                    | 11                       | 3,540                            | 973                    | 10                       | 78.5  |
| Hours vary .....                 | 7,841                            | 338                    | 5                        | 3,574                            | 242                    | 4                        | 4,267                            | 465                    | 8                        | 52.1  |
| Usually less than 35 hours ..... | 2,324                            | 136                    | 2                        | 1,485                            | 136                    | 3                        | 839                              | 137                    | 4                        | 99.5  |
| Usually 35 hours or more .....   | 5,244                            | 491                    | 6                        | 1,979                            | 361                    | 9                        | 3,266                            | 579                    | 9                        | 62.3  |

<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.

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.

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

Table 7. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 1999 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 ORIGIN</b>   |                                  |                 |                |                          |                |              |
| Total, 16 years and over .....          | 97,626                           | \$269           | \$365          | \$549                    | \$826          | \$1211       |
| Women .....                             | 42,444                           | 247             | 323            | 473                      | 693            | 983          |
| Men .....                               | 55,181                           | 290             | 406            | 618                      | 934            | 1365         |
| White .....                             | 80,849                           | 275             | 377            | 573                      | 852            | 1246         |
| Women .....                             | 34,024                           | 250             | 331            | 483                      | 707            | 999          |
| Men .....                               | 46,825                           | 295             | 417            | 638                      | 958            | 1399         |
| Black .....                             | 12,190                           | 243             | 311            | 445                      | 654            | 935          |
| Women .....                             | 6,344                            | 234             | 297            | 409                      | 607            | 870          |
| Men .....                               | 5,846                            | 259             | 336            | 488                      | 711            | 989          |
| Hispanic origin .....                   | 10,950                           | 227             | 280            | 385                      | 585            | 848          |
| Women .....                             | 4,162                            | 206             | 259            | 348                      | 518            | 744          |
| Men .....                               | 6,788                            | 238             | 294            | 406                      | 613            | 916          |
| <b>EDUCATIONAL ATTAINMENT</b>           |                                  |                 |                |                          |                |              |
| Total, 25 years and over .....          | 86,352                           | 284             | 393            | 592                      | 872            | 1260         |
| Less than a high school diploma .....   | 8,459                            | 215             | 267            | 346                      | 494            | 680          |
| High school graduates, no college ..... | 27,314                           | 270             | 349            | 490                      | 688            | 932          |
| Some college or associate degree .....  | 23,949                           | 300             | 404            | 580                      | 798            | 1079         |
| College graduates, total .....          | 26,630                           | 430             | 607            | 860                      | 1243           | 1749         |
| Women, 25 years and over .....          | 37,615                           | 258             | 342            | 497                      | 727            | 1020         |
| Less than a high school diploma .....   | 2,988                            | 189             | 236            | 290                      | 375            | 501          |
| High school graduates, no college ..... | 11,847                           | 240             | 304            | 405                      | 546            | 723          |
| Some college or associate degree .....  | 11,196                           | 279             | 359            | 488                      | 665            | 886          |
| College graduates, total .....          | 11,583                           | 393             | 541            | 740                      | 1013           | 1372         |
| Men, 25 years and over .....            | 48,738                           | 312             | 450            | 668                      | 979            | 1425         |
| Less than a high school diploma .....   | 5,471                            | 237             | 294            | 395                      | 550            | 746          |
| High school graduates, no college ..... | 15,467                           | 302             | 407            | 580                      | 781            | 1027         |
| Some college or associate degree .....  | 12,752                           | 340             | 476            | 665                      | 915            | 1208         |
| College graduates, total .....          | 15,047                           | 484             | 681            | 977                      | 1425           | 1921         |

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. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Table 8. Usual weekly earnings distribution of full-time wage and salary workers by selected characteristics, 1999 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 .....           | 97,626         | 1,112                              | 6,469                | 14,231               | 20,904               | 24,431               | 14,097               | 11,097                 | 5,284             |
| 16 to 24 years .....                     | 11,273         | 260                                | 2,095                | 3,417                | 3,265                | 1,677                | 388                  | 141                    | 30                |
| 16 to 19 years .....                     | 2,170          | 96                                 | 710                  | 798                  | 411                  | 122                  | 21                   | 7                      | 4                 |
| 20 to 24 years .....                     | 9,104          | 164                                | 1,385                | 2,619                | 2,853                | 1,555                | 367                  | 134                    | 26                |
| 25 years and over .....                  | 86,352         | 852                                | 4,374                | 10,814               | 17,640               | 22,754               | 13,709               | 10,956                 | 5,254             |
| 25 to 34 years .....                     | 25,354         | 229                                | 1,455                | 3,797                | 6,208                | 7,379                | 3,354                | 2,186                  | 746               |
| 35 to 44 years .....                     | 28,746         | 252                                | 1,368                | 3,416                | 5,544                | 7,458                | 4,843                | 3,911                  | 1,954             |
| 45 to 54 years .....                     | 22,002         | 170                                | 887                  | 2,280                | 3,927                | 5,536                | 3,955                | 3,509                  | 1,739             |
| 55 to 64 years .....                     | 9,054          | 121                                | 490                  | 1,073                | 1,748                | 2,203                | 1,445                | 1,238                  | 737               |
| 65 years and over .....                  | 1,196          | 80                                 | 174                  | 248                  | 212                  | 179                  | 112                  | 113                    | 78                |
| Women, 16 years and over .....           | 42,444         | 645                                | 3,863                | 7,813                | 10,598               | 10,382               | 4,910                | 3,176                  | 1,057             |
| 16 to 24 years .....                     | 4,830          | 130                                | 1,051                | 1,537                | 1,325                | 626                  | 118                  | 34                     | 9                 |
| 16 to 19 years .....                     | 831            | 50                                 | 317                  | 297                  | 135                  | 28                   | 3                    | -                      | 1                 |
| 20 to 24 years .....                     | 3,998          | 80                                 | 734                  | 1,241                | 1,190                | 598                  | 114                  | 34                     | 8                 |
| 25 years and over .....                  | 37,615         | 514                                | 2,812                | 6,275                | 9,274                | 9,756                | 4,792                | 3,143                  | 1,048             |
| 25 to 34 years .....                     | 10,826         | 132                                | 843                  | 2,012                | 2,945                | 2,948                | 1,129                | 632                    | 185               |
| 35 to 44 years .....                     | 12,287         | 165                                | 922                  | 2,030                | 2,931                | 3,125                | 1,656                | 1,065                  | 393               |
| 45 to 54 years .....                     | 10,057         | 110                                | 647                  | 1,452                | 2,312                | 2,619                | 1,465                | 1,079                  | 373               |
| 55 to 64 years .....                     | 3,957          | 70                                 | 312                  | 676                  | 972                  | 988                  | 509                  | 337                    | 92                |
| 65 years and over .....                  | 489            | 37                                 | 88                   | 106                  | 114                  | 77                   | 33                   | 29                     | 5                 |
| Men, 16 years and over .....             | 55,181         | 468                                | 2,606                | 6,418                | 10,306               | 14,048               | 9,187                | 7,921                  | 4,227             |
| 16 to 24 years .....                     | 6,444          | 130                                | 1,044                | 1,880                | 1,940                | 1,051                | 270                  | 107                    | 21                |
| 16 to 19 years .....                     | 1,338          | 46                                 | 393                  | 501                  | 277                  | 94                   | 18                   | 7                      | 3                 |
| 20 to 24 years .....                     | 5,105          | 84                                 | 652                  | 1,378                | 1,663                | 957                  | 253                  | 100                    | 18                |
| 25 years and over .....                  | 48,738         | 337                                | 1,562                | 4,539                | 8,366                | 12,998               | 8,916                | 7,814                  | 4,206             |
| 25 to 34 years .....                     | 14,528         | 97                                 | 612                  | 1,785                | 3,264                | 4,431                | 2,225                | 1,554                  | 561               |
| 35 to 44 years .....                     | 16,460         | 87                                 | 446                  | 1,386                | 2,613                | 4,333                | 3,188                | 2,846                  | 1,561             |
| 45 to 54 years .....                     | 11,945         | 60                                 | 240                  | 828                  | 1,615                | 2,917                | 2,489                | 2,429                  | 1,366             |
| 55 to 64 years .....                     | 5,097          | 51                                 | 178                  | 397                  | 776                  | 1,215                | 936                  | 901                    | 644               |
| 65 years and over .....                  | 708            | 43                                 | 86                   | 143                  | 99                   | 101                  | 79                   | 84                     | 73                |
| <b>RACE, SEX, AND HISPANIC ORIGIN</b>    |                |                                    |                      |                      |                      |                      |                      |                        |                   |
| White, 16 years and over .....           | 80,849         | 894                                | 4,950                | 11,050               | 16,771               | 20,511               | 12,177               | 9,710                  | 4,785             |
| Women .....                              | 34,024         | 523                                | 2,880                | 5,990                | 8,422                | 8,579                | 4,086                | 2,630                  | 913               |
| Men .....                                | 46,825         | 371                                | 2,070                | 5,061                | 8,349                | 11,932               | 8,091                | 7,080                  | 3,871             |
| Black, 16 years and over .....           | 12,190         | 171                                | 1,188                | 2,532                | 3,175                | 2,826                | 1,288                | 791                    | 219               |
| Women .....                              | 6,344          | 95                                 | 784                  | 1,481                | 1,687                | 1,324                | 559                  | 339                    | 76                |
| Men .....                                | 5,846          | 75                                 | 404                  | 1,052                | 1,489                | 1,502                | 729                  | 452                    | 143               |
| Hispanic origin, 16 years and over ..... | 10,950         | 176                                | 1,719                | 2,757                | 2,655                | 2,086                | 832                  | 520                    | 207               |
| Women .....                              | 4,162          | 108                                | 848                  | 1,109                | 956                  | 714                  | 257                  | 133                    | 37                |
| Men .....                                | 6,788          | 68                                 | 870                  | 1,648                | 1,699                | 1,372                | 575                  | 387                    | 169               |

NOTE: Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Table 9. 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, 1999 annual averages

| Characteristic                                   | Number of workers<br>(in thousands) | Median weekly earnings | Standard error of median |
|--|-------------------------------------|------------------------|--------------------------|
| <b>WOMEN</b>                                     |                                     |                        |                          |
| Total, all marital statuses .....                | 42,444                              | \$473                  | \$1                      |
| With children under 18 years old .....           | 16,862                              | 455                    | 2                        |
| With children 6 to 17, none younger .....        | 10,501                              | 468                    | 3                        |
| With children under 6 years old .....            | 6,360                               | 434                    | 4                        |
| With no children under 18 years old .....        | 25,583                              | 483                    | 2                        |
| Total, married, spouse present .....             | 22,383                              | 499                    | 2                        |
| With children under 18 years old .....           | 11,346                              | 487                    | 2                        |
| With children 6 to 17, none younger .....        | 6,946                               | 487                    | 3                        |
| With children under 6 years old .....            | 4,400                               | 486                    | 4                        |
| With no children under 18 years old .....        | 11,037                              | 510                    | 2                        |
| Total, other marital statuses <sup>1</sup> ..... | 20,061                              | 438                    | 2                        |
| With children under 18 years old .....           | 5,515                               | 401                    | 3                        |
| With children 6 to 17, none younger .....        | 3,555                               | 428                    | 4                        |
| With children under 6 years old .....            | 1,960                               | 357                    | 4                        |
| With no children under 18 years old .....        | 14,546                              | 459                    | 3                        |
| <b>MEN</b>                                       |                                     |                        |                          |
| Total, all marital statuses .....                | 55,181                              | 618                    | 2                        |
| With children under 18 years old .....           | 21,889                              | 692                    | 3                        |
| With children 6 to 17, none younger .....        | 11,663                              | 732                    | 4                        |
| With children under 6 years old .....            | 10,226                              | 646                    | 5                        |
| With no children under 18 years old .....        | 33,292                              | 581                    | 2                        |
| Total, married, spouse present .....             | 34,224                              | 706                    | 3                        |
| With children under 18 years old .....           | 20,425                              | 703                    | 3                        |
| With children 6 to 17, none younger .....        | 10,805                              | 741                    | 4                        |
| With children under 6 years old .....            | 9,620                               | 660                    | 5                        |
| With no children under 18 years old .....        | 13,799                              | 709                    | 4                        |
| Total, other marital statuses <sup>1</sup> ..... | 20,957                              | 494                    | 2                        |
| With children under 18 years old .....           | 1,464                               | 557                    | 14                       |
| With children 6 to 17, none younger .....        | 858                                 | 621                    | 12                       |
| With children under 6 years old .....            | 606                                 | 469                    | 12                       |
| With no children under 18 years old .....        | 19,493                              | 491                    | 2                        |

<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 10. Median hourly earnings of wage and salary workers paid hourly rates by selected characteristics, 1999 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 .....           | 72,306                           | \$9.53                 | \$.06                    | 36,233                           | \$8.64                 | \$.05                    | 36,073                           | \$10.31                | \$.09                    | 83.8  |
| 16 to 24 years .....                     | 16,636                           | 6.87                   | .03                      | 8,080                            | 6.60                   | .05                      | 8,556                            | 7.12                   | .05                      | 92.7  |
| 16 to 19 years .....                     | 6,600                            | 6.08                   | .03                      | 3,254                            | 5.98                   | .03                      | 3,346                            | 6.18                   | .04                      | 96.7  |
| 20 to 24 years .....                     | 10,036                           | 7.74                   | .06                      | 4,826                            | 7.22                   | .06                      | 5,210                            | 8.03                   | .06                      | 89.8  |
| 25 years and over .....                  | 55,670                           | 10.47                  | .07                      | 28,153                           | 9.53                   | .07                      | 27,517                           | 12.00                  | .06                      | 79.4  |
| 25 to 34 years .....                     | 17,051                           | 9.98                   | .05                      | 8,101                            | 9.10                   | .07                      | 8,951                            | 10.84                  | .10                      | 84.0  |
| 35 to 44 years .....                     | 18,172                           | 11.02                  | .09                      | 9,165                            | 9.83                   | .06                      | 9,008                            | 12.78                  | .14                      | 76.9  |
| 45 to 54 years .....                     | 12,846                           | 11.33                  | .16                      | 6,867                            | 9.95                   | .08                      | 5,979                            | 13.68                  | .30                      | 72.7  |
| 55 to 64 years .....                     | 5,932                            | 10.38                  | .20                      | 3,147                            | 9.33                   | .20                      | 2,784                            | 12.21                  | .26                      | 76.4  |
| 65 years and over .....                  | 1,669                            | 7.70                   | .18                      | 873                              | 7.50                   | .23                      | 796                              | 7.86                   | .18                      | 95.4  |
| <b>RACE AND HISPANIC ORIGIN</b>          |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| White .....                              | 58,999                           | 9.74                   | .05                      | 29,093                           | 8.73                   | .05                      | 29,906                           | 10.61                  | .11                      | 82.2  |
| Black .....                              | 10,126                           | 8.85                   | .08                      | 5,494                            | 8.13                   | .06                      | 4,632                            | 9.77                   | .11                      | 83.2  |
| Hispanic origin .....                    | 9,402                            | 8.07                   | .08                      | 3,913                            | 7.46                   | .16                      | 5,490                            | 8.61                   | .21                      | 86.6  |
| <b>MARITAL STATUS</b>                    |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| Never married .....                      | 24,976                           | 7.74                   | .05                      | 11,542                           | 7.20                   | .05                      | 13,434                           | 8.05                   | .05                      | 89.4  |
| Married, spouse present .....            | 35,445                           | 10.86                  | .06                      | 17,348                           | 9.63                   | .09                      | 18,097                           | 12.48                  | .14                      | 77.2  |
| Other marital status .....               | 11,885                           | 9.81                   | .06                      | 7,343                            | 8.95                   | .08                      | 4,542                            | 11.18                  | .21                      | 80.1  |
| Divorced .....                           | 7,668                            | 10.19                  | .10                      | 4,617                            | 9.46                   | .17                      | 3,052                            | 11.96                  | .17                      | 79.1  |
| Separated .....                          | 2,833                            | 8.86                   | .16                      | 1,584                            | 8.12                   | .12                      | 1,249                            | 9.94                   | .15                      | 81.6  |
| Widowed .....                            | 1,383                            | 8.30                   | .31                      | 1,142                            | 8.12                   | .16                      | 241                              | 9.77                   | .59                      | 83.1  |
| <b>UNION AFFILIATION<sup>2</sup></b>     |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| Members of unions <sup>3</sup> .....     | 10,871                           | 13.81                  | .14                      | 3,603                            | 11.61                  | .24                      | 7,268                            | 14.94                  | .11                      | 77.7  |
| Represented by unions <sup>4</sup> ..... | 11,815                           | 13.66                  | .18                      | 4,086                            | 11.54                  | .26                      | 7,729                            | 14.87                  | .11                      | 77.6  |
| Not represented by a union .....         | 60,491                           | 8.89                   | .03                      | 32,147                           | 8.25                   | .04                      | 28,343                           | 9.76                   | .06                      | 84.5  |
| <b>EDUCATIONAL ATTAINMENT</b>            |                                  |                        |                          |                                  |                        |                          |                                  |                        |                          |   |
| Total, 25 years and over .....           | 55,670                           | 10.47                  | .07                      | 28,153                           | 9.53                   | .07                      | 27,517                           | 12.00                  | .06                      | 79.4  |
| Less than a high school diploma .....    | 8,029                            | 7.92                   | .06                      | 3,380                            | 6.87                   | .06                      | 4,649                            | 9.02                   | .10                      | 76.2  |
| High school graduates, no college .....  | 22,611                           | 10.12                  | .04                      | 11,158                           | 8.88                   | .06                      | 11,453                           | 12.02                  | .08                      | 73.9  |
| Some college or associate degree .....   | 17,069                           | 11.39                  | .13                      | 9,090                            | 10.18                  | .06                      | 7,979                            | 13.08                  | .13                      | 77.8  |
| College graduates, total .....           | 7,960                            | 14.73                  | .25                      | 4,525                            | 13.96                  | .23                      | 3,435                            | 15.17                  | .34                      | 92.0  |

<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

<sup>2</sup> Differences in earnings levels between men and women with 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.

NOTE: Hourly paid workers account for approximately three-fifths of all wage and salary workers. Detail for the above race and Hispanic-origin groups will not sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Table 11. Hourly earnings distribution of wage and salary workers paid hourly rates by selected characteristics, 1999 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 \$15.99 | \$16.00 to \$19.99 | \$20.00 or more |
| <b>AGE AND SEX</b>                       |                |                              |                  |                  |                  |                  |                    |                    |                    |                 |
| Total, 16 years and over .....           | 72,306         | 955                          | 296              | 7,056            | 16,250           | 13,046           | 10,345             | 12,145             | 5,808              | 6,406           |
| 16 to 24 years .....                     | 16,636         | 416                          | 148              | 3,840            | 6,266            | 3,154            | 1,593              | 964                | 147                | 108             |
| 16 to 19 years .....                     | 6,600          | 171                          | 91               | 2,440            | 2,842            | 696              | 236                | 99                 | 12                 | 13              |
| 20 to 24 years .....                     | 10,036         | 245                          | 57               | 1,400            | 3,424            | 2,458            | 1,357              | 865                | 135                | 95              |
| 25 years and over .....                  | 55,670         | 539                          | 147              | 3,216            | 9,984            | 9,892            | 8,753              | 11,180             | 5,661              | 6,298           |
| 25 to 34 years .....                     | 17,051         | 226                          | 50               | 1,028            | 3,322            | 3,463            | 2,947              | 3,453              | 1,391              | 1,172           |
| 35 to 44 years .....                     | 18,172         | 167                          | 25               | 927              | 2,988            | 3,016            | 2,832              | 3,780              | 2,045              | 2,393           |
| 45 to 54 years .....                     | 12,846         | 86                           | 27               | 598              | 1,998            | 2,107            | 1,905              | 2,621              | 1,569              | 1,935           |
| 55 to 64 years .....                     | 5,932          | 48                           | 24               | 376              | 1,134            | 1,002            | 875                | 1,174              | 598                | 701             |
| 65 years and over .....                  | 1,669          | 13                           | 21               | 288              | 543              | 305              | 195                | 151                | 57                 | 97              |
| Women, 16 years and over .....           | 36,233         | 710                          | 149              | 4,329            | 9,570            | 7,122            | 5,125              | 5,004              | 1,993              | 2,231           |
| 16 to 24 years .....                     | 8,080          | 298                          | 70               | 2,151            | 3,144            | 1,389            | 634                | 323                | 37                 | 35              |
| 16 to 19 years .....                     | 3,254          | 123                          | 45               | 1,328            | 1,356            | 295              | 83                 | 21                 | 2                  | 2               |
| 20 to 24 years .....                     | 4,826          | 175                          | 25               | 822              | 1,788            | 1,094            | 552                | 302                | 35                 | 33              |
| 25 years and over .....                  | 28,153         | 412                          | 79               | 2,178            | 6,427            | 5,733            | 4,491              | 4,681              | 1,956              | 2,197           |
| 25 to 34 years .....                     | 8,101          | 171                          | 22               | 629              | 1,968            | 1,791            | 1,333              | 1,284              | 485                | 417             |
| 35 to 44 years .....                     | 9,165          | 131                          | 15               | 659              | 2,014            | 1,770            | 1,494              | 1,554              | 698                | 829             |
| 45 to 54 years .....                     | 6,867          | 68                           | 19               | 446              | 1,415            | 1,379            | 1,052              | 1,250              | 556                | 683             |
| 55 to 64 years .....                     | 3,147          | 32                           | 14               | 274              | 744              | 632              | 499                | 518                | 198                | 237             |
| 65 years and over .....                  | 873            | 10                           | 8                | 169              | 286              | 161              | 112                | 76                 | 18                 | 31              |
| Men, 16 years and over .....             | 36,073         | 245                          | 147              | 2,728            | 6,679            | 5,925            | 5,220              | 7,141              | 3,815              | 4,175           |
| 16 to 24 years .....                     | 8,556          | 118                          | 78               | 1,689            | 3,122            | 1,765            | 958                | 641                | 110                | 74              |
| 16 to 19 years .....                     | 3,346          | 48                           | 46               | 1,112            | 1,486            | 401              | 153                | 78                 | 10                 | 11              |
| 20 to 24 years .....                     | 5,210          | 70                           | 32               | 578              | 1,636            | 1,364            | 805                | 563                | 99                 | 63              |
| 25 years and over .....                  | 27,517         | 127                          | 69               | 1,038            | 3,557            | 4,159            | 4,262              | 6,499              | 3,705              | 4,101           |
| 25 to 34 years .....                     | 8,951          | 55                           | 28               | 399              | 1,354            | 1,671            | 1,614              | 2,170              | 906                | 755             |
| 35 to 44 years .....                     | 9,008          | 36                           | 10               | 267              | 974              | 1,246            | 1,337              | 2,226              | 1,347              | 1,565           |
| 45 to 54 years .....                     | 5,979          | 17                           | 9                | 152              | 583              | 728              | 852                | 1,371              | 1,014              | 1,253           |
| 55 to 64 years .....                     | 2,784          | 16                           | 10               | 102              | 390              | 370              | 376                | 657                | 400                | 464             |
| 65 years and over .....                  | 796            | 3                            | 13               | 118              | 256              | 144              | 82                 | 76                 | 39                 | 65              |
| <b>RACE, SEX, AND HISPANIC ORIGIN</b>    |                |                              |                  |                  |                  |                  |                    |                    |                    |                 |
| White, 16 years and over .....           | 58,999         | 834                          | 221              | 5,616            | 12,875           | 10,504           | 8,418              | 10,082             | 4,959              | 5,489           |
| Women .....                              | 29,093         | 639                          | 112              | 3,399            | 7,461            | 5,726            | 4,189              | 4,069              | 1,658              | 1,840           |
| Men .....                                | 29,906         | 196                          | 108              | 2,217            | 5,415            | 4,778            | 4,229              | 6,013              | 3,301              | 3,649           |
| Black, 16 years and over .....           | 10,126         | 82                           | 66               | 1,131            | 2,639            | 1,991            | 1,506              | 1,542              | 614                | 554             |
| Women .....                              | 5,494          | 44                           | 34               | 739              | 1,666            | 1,109            | 721                | 699                | 250                | 232             |
| Men .....                                | 4,632          | 38                           | 32               | 391              | 973              | 882              | 785                | 843                | 364                | 323             |
| Hispanic origin, 16 years and over ..... | 9,402          | 75                           | 31               | 1,336            | 2,804            | 1,893            | 1,204              | 1,171              | 485                | 401             |
| Women .....                              | 3,913          | 49                           | 12               | 727              | 1,321            | 743              | 467                | 371                | 122                | 100             |
| Men .....                                | 5,490          | 27                           | 19               | 609              | 1,484            | 1,151            | 736                | 801                | 362                | 301             |

NOTE: Hourly-paid workers account for approximately three-fifths of all wage and salary workers. Detail for the above race and Hispanic-origin groups will not sum to

totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups.

Table 12. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 1999 annual averages

(Numbers in thousands)

| Characteristic  | 1999              |                                       |                                    |   |      |
|---|-------------------|---------------------------------------|------------------------------------|---|------|
|   | Paid hourly rates |                                       |                                    |   |      |
|   | Total             | Below prevailing Federal minimum wage | At prevailing Federal minimum wage | Total at or below prevailing Federal minimum wage |      |
| Number  |                   |                                       |                                    | Percent of hourly-paid workers                    |      |
| <b>AGE AND SEX</b>                                    |                   |                                       |                                    |   |      |
| Total, 16 years and over .....                        | 72,306            | 2,194                                 | 1,146                              | 3,340   | 4.6  |
| 16 to 24 years .....                                  | 16,636            | 1,064                                 | 632                                | 1,695   | 10.2 |
| 16 to 19 years .....                                  | 6,600             | 577                                   | 429                                | 1,006   | 15.2 |
| 20 to 24 years .....                                  | 10,036            | 486                                   | 203                                | 690   | 6.9  |
| 25 years and over .....                               | 55,670            | 1,130                                 | 514                                | 1,644   | 3.0  |
| 25 to 34 years .....                                  | 17,051            | 397                                   | 180                                | 577   | 3.4  |
| 35 to 44 years .....                                  | 18,172            | 316                                   | 140                                | 456   | 2.5  |
| 45 to 54 years .....                                  | 12,846            | 199                                   | 96                                 | 295   | 2.3  |
| 55 to 64 years .....                                  | 5,932             | 132                                   | 45                                 | 177   | 3.0  |
| 65 years and over .....                               | 1,669             | 86                                    | 54                                 | 140   | 8.4  |
| Women, 16 years and over .....                        | 36,233            | 1,426                                 | 700                                | 2,126   | 5.9  |
| 16 to 24 years .....                                  | 8,080             | 654                                   | 343                                | 996   | 12.3 |
| 16 to 19 years .....                                  | 3,254             | 344                                   | 233                                | 578   | 17.8 |
| 20 to 24 years .....                                  | 4,826             | 309                                   | 110                                | 419   | 8.7  |
| 25 years and over .....                               | 28,153            | 772                                   | 357                                | 1,129   | 4.0  |
| 25 to 34 years .....                                  | 8,101             | 257                                   | 113                                | 370   | 4.6  |
| 35 to 44 years .....                                  | 9,165             | 232                                   | 103                                | 335   | 3.7  |
| 45 to 54 years .....                                  | 6,867             | 146                                   | 73                                 | 219   | 3.2  |
| 55 to 64 years .....                                  | 3,147             | 91                                    | 37                                 | 128   | 4.1  |
| 65 years and over .....                               | 873               | 46                                    | 31                                 | 77  | 8.9  |
| Men, 16 years and over .....                          | 36,073            | 768                                   | 446                                | 1,214   | 3.4  |
| 16 to 24 years .....                                  | 8,556             | 410                                   | 289                                | 699   | 8.2  |
| 16 to 19 years .....                                  | 3,346             | 233                                   | 195                                | 428   | 12.8 |
| 20 to 24 years .....                                  | 5,210             | 177                                   | 93                                 | 271   | 5.2  |
| 25 years and over .....                               | 27,517            | 358                                   | 157                                | 515   | 1.9  |
| 25 to 34 years .....                                  | 8,951             | 140                                   | 67                                 | 206   | 2.3  |
| 35 to 44 years .....                                  | 9,008             | 85                                    | 37                                 | 121   | 1.3  |
| 45 to 54 years .....                                  | 5,979             | 53                                    | 22                                 | 76  | 1.3  |
| 55 to 64 years .....                                  | 2,784             | 41                                    | 9                                  | 49  | 1.8  |
| 65 years and over .....                               | 796               | 40                                    | 23                                 | 63  | 7.9  |
| <b>RACE, SEX, AND HISPANIC ORIGIN</b>                 |                   |                                       |                                    |   |      |
| White, 16 years and over .....                        | 58,999            | 1,803                                 | 895                                | 2,698   | 4.6  |
| Women .....   | 29,093            | 1,200                                 | 539                                | 1,740   | 6.0  |
| Men .....   | 29,906            | 602                                   | 356                                | 958   | 3.2  |
| Black, 16 years and over .....                        | 10,126            | 298                                   | 217                                | 516   | 5.1  |
| Women .....   | 5,494             | 173                                   | 144                                | 316   | 5.8  |
| Men .....   | 4,632             | 126                                   | 74                                 | 199   | 4.3  |
| Hispanic origin, 16 years and over .....              | 9,402             | 275                                   | 238                                | 513   | 5.5  |
| Women .....   | 3,913             | 148                                   | 133                                | 281   | 7.2  |
| Men .....   | 5,490             | 126                                   | 105                                | 232   | 4.2  |
| <b>FULL- AND PART-TIME STATUS AND SEX<sup>1</sup></b> |                   |                                       |                                    |   |      |
| Full-time workers .....                               | 54,931            | 948                                   | 372                                | 1,320   | 2.4  |
| Women .....   | 24,349            | 565                                   | 203                                | 768   | 3.2  |
| Men .....   | 30,582            | 383                                   | 169                                | 552   | 1.8  |
| Part-time workers .....                               | 17,227            | 1,238                                 | 772                                | 2,011   | 11.7 |
| Women .....   | 11,817            | 855                                   | 496                                | 1,351   | 11.4 |
| Men .....   | 5,410             | 383                                   | 276                                | 659   | 12.2 |

<sup>1</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: Detail for the above race and Hispanic-origin groups will not

sum to totals because data for the "other races" group are not presented and Hispanics are included in both the white and black population groups. See technical note for more information about minimum wage workers.

Table 13. Median usual weekly earnings of full-time wage and salary workers in constant (1999) dollars by sex and age, 1979-99 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 .....              | \$518                    | \$370          | \$310          | \$400          | \$570             | \$549          | \$603          | \$594          | \$563          | \$426             |
| 1980 .....              | 507                      | 363            | 298            | 387            | 554               | 534            | 584            | 575            | 551            | 393               |
| 1981 .....              | 501                      | 354            | 285            | 377            | 545               | 524            | 575            | 566            | 546            | 393               |
| 1982 .....              | 505                      | 348            | 274            | 368            | 546               | 520            | 591            | 577            | 543            | 422               |
| 1983 .....              | 502                      | 338            | 262            | 357            | 550               | 515            | 592            | 588            | 555            | 418               |
| 1984 .....              | 502                      | 334            | 260            | 355            | 557               | 516            | 599            | 592            | 562            | 418               |
| 1985 .....              | 512                      | 333            | 259            | 357            | 563               | 520            | 604            | 596            | 567            | 442               |
| 1986 <sup>1</sup> ..... | 525                      | 339            | 261            | 363            | 572               | 527            | 612            | 608            | 580            | 436               |
| 1987 .....              | 529                      | 343            | 263            | 366            | 570               | 528            | 616            | 607            | 574            | 439               |
| 1988 .....              | 526                      | 340            | 267            | 362            | 565               | 523            | 614            | 618            | 572            | 441               |
| 1989 .....              | 521                      | 339            | 266            | 361            | 559               | 515            | 617            | 617            | 563            | 436               |
| 1990 <sup>1</sup> ..... | 513                      | 335            | 261            | 355            | 559               | 507            | 606            | 608            | 569            | 428               |
| 1991 .....              | 511                      | 333            | 255            | 350            | 560               | 498            | 597            | 608            | 563            | 457               |
| 1992 .....              | 515                      | 323            | 248            | 339            | 560               | 493            | 588            | 611            | 565            | 442               |
| 1993 .....              | 523                      | 321            | 244            | 338            | 560               | 498            | 590            | 618            | 561            | 448               |
| 1994 <sup>1</sup> ..... | 521                      | 320            | 246            | 334            | 558               | 490            | 599            | 632            | 559            | 429               |
| 1995 .....              | 521                      | 317            | 251            | 332            | 554               | 490            | 598            | 633            | 559            | 423               |
| 1996 .....              | 519                      | 315            | 254            | 330            | 551               | 490            | 591            | 629            | 566            | 406               |
| 1997 <sup>1</sup> ..... | 522                      | 318            | 261            | 333            | 560               | 499            | 600            | 629            | 578            | 408               |
| 1998 <sup>1</sup> ..... | 534                      | 326            | 274            | 346            | 585               | 513            | 610            | 634            | 606            | 414               |
| 1999 <sup>1</sup> ..... | 549                      | 341            | 281            | 363            | 592               | 518            | 611            | 652            | 604            | 404               |
| <b>WOMEN</b>            |                          |                |                |                |                   |                |                |                |                |                   |
| 1979 .....              | 392                      | 331            | 284            | 347            | 419               | 428            | 421            | 413            | 406            | 366               |
| 1980 .....              | 389                      | 323            | 281            | 338            | 412               | 422            | 415            | 404            | 396            | 338               |
| 1981 .....              | 387                      | 319            | 272            | 338            | 412               | 422            | 420            | 398            | 392            | 334               |
| 1982 .....              | 399                      | 320            | 263            | 336            | 425               | 430            | 431            | 420            | 408            | 353               |
| 1983 .....              | 404                      | 317            | 253            | 332            | 429               | 435            | 436            | 423            | 412            | 339               |
| 1984 .....              | 408                      | 313            | 249            | 328            | 435               | 438            | 449            | 429            | 415            | 337               |
| 1985 .....              | 413                      | 313            | 247            | 329            | 441               | 440            | 457            | 434            | 424            | 361               |
| 1986 <sup>1</sup> ..... | 425                      | 320            | 248            | 338            | 451               | 447            | 467            | 451            | 432            | 374               |
| 1987 .....              | 429                      | 320            | 243            | 342            | 454               | 447            | 477            | 458            | 436            | 369               |
| 1988 .....              | 430                      | 321            | 251            | 343            | 457               | 446            | 483            | 463            | 433            | 382               |
| 1989 .....              | 429                      | 322            | 257            | 340            | 458               | 445            | 483            | 466            | 435            | 382               |
| 1990 <sup>1</sup> ..... | 431                      | 316            | 247            | 335            | 460               | 443            | 486            | 470            | 433            | 373               |
| 1991 .....              | 440                      | 320            | 246            | 337            | 465               | 445            | 489            | 477            | 435            | 383               |
| 1992 .....              | 444                      | 312            | 239            | 327            | 467               | 447            | 489            | 487            | 440            | 384               |
| 1993 .....              | 449                      | 312            | 234            | 330            | 473               | 450            | 496            | 502            | 450            | 382               |
| 1994 <sup>1</sup> ..... | 445                      | 308            | 236            | 323            | 470               | 443            | 500            | 502            | 445            | 375               |
| 1995 .....              | 441                      | 299            | 233            | 316            | 465               | 438            | 493            | 504            | 438            | 383               |
| 1996 .....              | 442                      | 300            | 236            | 316            | 470               | 439            | 490            | 509            | 445            | 354               |
| 1997 <sup>1</sup> ..... | 447                      | 303            | 249            | 317            | 478               | 443            | 499            | 513            | 448            | 361               |
| 1998 <sup>1</sup> ..... | 467                      | 312            | 255            | 326            | 496               | 462            | 509            | 527            | 487            | 358               |
| 1999 <sup>1</sup> ..... | 473                      | 324            | 266            | 343            | 497               | 470            | 503            | 534            | 492            | 370               |

See footnotes at end of table.



Table 13. Median usual weekly earnings of full-time wage and salary workers in constant (1999) dollars by sex and age, 1979-99 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 .....  | 627                      | 422            | 333            | 454            | 675               | 635            | 722            | 726            | 672            | 471               |
| 1980 .....  | 605                      | 403            | 313            | 433            | 657               | 608            | 710            | 709            | 667            | 442               |
| 1981 .....  | 600                      | 386            | 297            | 419            | 657               | 600            | 702            | 700            | 667            | 471               |
| 1982 .....  | 608                      | 375            | 284            | 408            | 657               | 597            | 705            | 699            | 666            | 501               |
| 1983 .....  | 607                      | 357            | 269            | 387            | 652               | 594            | 708            | 711            | 667            | 494               |
| 1984 .....  | 603                      | 356            | 268            | 385            | 650               | 588            | 725            | 723            | 676            | 504               |
| 1985 .....  | 605                      | 358            | 272            | 385            | 659               | 586            | 724            | 727            | 695            | 547               |
| 1986 <sup>1</sup> .....                                 | 613                      | 360            | 272            | 386            | 676               | 587            | 729            | 739            | 708            | 524               |
| 1987 .....  | 614                      | 364            | 277            | 389            | 675               | 583            | 722            | 735            | 701            | 538               |
| 1988 .....  | 613                      | 357            | 280            | 381            | 665               | 574            | 706            | 749            | 694            | 539               |
| 1989 .....  | 612                      | 355            | 274            | 379            | 653               | 567            | 709            | 744            | 681            | 514               |
| 1990 <sup>1</sup> .....                                 | 599                      | 351            | 271            | 371            | 638               | 560            | 698            | 736            | 679            | 501               |
| 1991 .....  | 592                      | 343            | 263            | 360            | 628               | 550            | 691            | 735            | 676            | 560               |
| 1992 .....  | 586                      | 332            | 255            | 348            | 627               | 545            | 680            | 741            | 677            | 492               |
| 1993 .....  | 582                      | 329            | 252            | 345            | 633               | 543            | 679            | 745            | 668            | 515               |
| 1994 <sup>1</sup> .....                                 | 583                      | 328            | 255            | 342            | 643               | 535            | 689            | 748            | 673            | 492               |
| 1995 .....  | 585                      | 329            | 265            | 343            | 639               | 532            | 678            | 744            | 677            | 480               |
| 1996 .....  | 590                      | 325            | 265            | 340            | 634               | 528            | 669            | 739            | 680            | 505               |
| 1997 <sup>1</sup> .....                                 | 600                      | 329            | 272            | 350            | 637               | 534            | 675            | 739            | 693            | 468               |
| 1998 <sup>1</sup> .....                                 | 612                      | 341            | 288            | 365            | 653               | 556            | 692            | 748            | 715            | 493               |
| 1999 <sup>1</sup> .....                                 | 618                      | 356            | 291            | 379            | 668               | 577            | 702            | 763            | 725            | 470               |
| <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              |

<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 1994 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 14. Median usual weekly earnings of full-time wage and salary workers in constant (1999) dollars by sex, race, and Hispanic origin, 1979-99 annual averages

| Year and sex            | Total, 16 years and over | White | Black | Hispanic origin |
|-------------------------|--------------------------|-------|-------|-----------------|
| <b>BOTH SEXES</b>       |                          |       |       |                 |
| 1979 .....              | \$518                    | \$532 | \$428 | \$416           |
| 1980 .....              | 507                      | 520   | 411   | 405             |
| 1981 .....              | 501                      | 513   | 415   | 394             |
| 1982 .....              | 505                      | 517   | 409   | 401             |
| 1983 .....              | 502                      | 513   | 419   | 400             |
| 1984 .....              | 502                      | 518   | 414   | 399             |
| 1985 .....              | 512                      | 529   | 413   | 401             |
| 1986 <sup>1</sup> ..... | 525                      | 542   | 426   | 405             |
| 1987 .....              | 529                      | 543   | 426   | 403             |
| 1988 .....              | 526                      | 538   | 429   | 396             |
| 1989 .....              | 521                      | 535   | 418   | 390             |
| 1990 <sup>1</sup> ..... | 513                      | 528   | 410   | 378             |
| 1991 .....              | 511                      | 531   | 418   | 375             |
| 1992 .....              | 515                      | 536   | 417   | 376             |
| 1993 .....              | 523                      | 542   | 421   | 377             |
| 1994 <sup>1</sup> ..... | 521                      | 540   | 415   | 362             |
| 1995 .....              | 521                      | 537   | 416   | 357             |
| 1996 .....              | 519                      | 535   | 410   | 358             |
| 1997 <sup>1</sup> ..... | 522                      | 538   | 414   | 364             |
| 1998 <sup>1</sup> ..... | 534                      | 557   | 435   | 379             |
| 1999 <sup>1</sup> ..... | 549                      | 573   | 445   | 385             |
| <b>WOMEN</b>            |                          |       |       |                 |
| 1979 .....              | 392                      | 396   | 364   | 338             |
| 1980 .....              | 389                      | 393   | 358   | 334             |
| 1981 .....              | 387                      | 390   | 364   | 336             |
| 1982 .....              | 399                      | 404   | 363   | 340             |
| 1983 .....              | 404                      | 408   | 371   | 344             |
| 1984 .....              | 408                      | 413   | 371   | 343             |
| 1985 .....              | 413                      | 419   | 376   | 342             |
| 1986 <sup>1</sup> ..... | 425                      | 430   | 386   | 353             |
| 1987 .....              | 429                      | 435   | 390   | 355             |
| 1988 .....              | 430                      | 434   | 393   | 355             |
| 1989 .....              | 429                      | 436   | 394   | 352             |
| 1990 <sup>1</sup> ..... | 431                      | 440   | 384   | 347             |
| 1991 .....              | 440                      | 448   | 387   | 351             |
| 1992 .....              | 444                      | 452   | 392   | 353             |
| 1993 .....              | 449                      | 457   | 396   | 356             |
| 1994 <sup>1</sup> ..... | 445                      | 455   | 386   | 340             |
| 1995 .....              | 441                      | 451   | 385   | 332             |
| 1996 .....              | 442                      | 453   | 383   | 335             |
| 1997 <sup>1</sup> ..... | 447                      | 460   | 388   | 330             |
| 1998 <sup>1</sup> ..... | 467                      | 478   | 409   | 344             |
| 1999 <sup>1</sup> ..... | 473                      | 483   | 409   | 348             |

See footnotes at end of table.

Table 14. Median usual weekly earnings of full-time wage and salary workers in constant (1999) dollars by sex, race, and Hispanic origin, 1979-99 annual averages—Continued

| Year and sex  | Total, 16 years and over | White | Black | Hispanic origin |
|---|--------------------------|-------|-------|-----------------|
| <b>MEN</b>  |                          |       |       |                 |
| 1979 .....  | 627                      | 642   | 489   | 472             |
| 1980 .....  | 605                      | 618   | 473   | 453             |
| 1981 .....  | 600                      | 618   | 474   | 444             |
| 1982 .....  | 608                      | 627   | 465   | 448             |
| 1983 .....  | 607                      | 621   | 471   | 440             |
| 1984 .....  | 603                      | 616   | 466   | 441             |
| 1985 .....  | 605                      | 621   | 453   | 440             |
| 1986 <sup>1</sup> .....   | 613                      | 634   | 466   | 437             |
| 1987 .....  | 614                      | 637   | 462   | 433             |
| 1988 .....  | 613                      | 635   | 474   | 420             |
| 1989 .....  | 612                      | 630   | 455   | 411             |
| 1990 <sup>1</sup> .....   | 599                      | 615   | 449   | 396             |
| 1991 .....  | 592                      | 607   | 450   | 388             |
| 1992 .....  | 586                      | 601   | 445   | 396             |
| 1993 .....  | 582                      | 597   | 447   | 394             |
| 1994 <sup>1</sup> .....   | 583                      | 611   | 447   | 383             |
| 1995 .....  | 585                      | 616   | 447   | 380             |
| 1996 .....  | 590                      | 614   | 435   | 376             |
| 1997 <sup>1</sup> .....   | 600                      | 617   | 448   | 385             |
| 1998 <sup>1</sup> .....   | 612                      | 629   | 478   | 398             |
| 1999 <sup>1</sup> .....   | 618                      | 638   | 488   | 406             |
| <b>WOMEN'S<br/>EARNINGS<br/>AS PERCENT<br/>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            |

<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 1994 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: Persons of Hispanic origin maybe of any race; thus they are included in both the white and black population groups. 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 usual weekly earnings of full-time wage and salary workers 25 years and over in constant (1999) dollars by sex and educational attainment, 1979-99 annual averages

| Year and sex            | Total,<br>25 years and<br>over | Less than a<br>high school<br>diploma | High school<br>graduates, no<br>college | Some college or<br>associate degree | College<br>graduates, total |
|-------------------------|--------------------------------|---------------------------------------|---|-------------------------------------|-----------------------------|
| <b>BOTH SEXES</b>       |                                |                                       |   |                                     |                             |
| 1979 .....              | \$570                          | \$452                                 | \$535                                   | \$606                               | \$740                       |
| 1980 .....              | 554                            | 430                                   | 515                                     | 587                                 | 728                         |
| 1981 .....              | 545                            | 423                                   | 506                                     | 573                                 | 719                         |
| 1982 .....              | 546                            | 414                                   | 504                                     | 586                                 | 730                         |
| 1983 .....              | 550                            | 410                                   | 499                                     | 581                                 | 739                         |
| 1984 .....              | 557                            | 405                                   | 496                                     | 588                                 | 747                         |
| 1985 .....              | 563                            | 402                                   | 496                                     | 593                                 | 752                         |
| 1986 <sup>1</sup> ..... | 572                            | 406                                   | 502                                     | 598                                 | 767                         |
| 1987 .....              | 570                            | 401                                   | 504                                     | 595                                 | 797                         |
| 1988 .....              | 565                            | 393                                   | 502                                     | 587                                 | 799                         |
| 1989 .....              | 559                            | 389                                   | 490                                     | 591                                 | 797                         |
| 1990 <sup>1</sup> ..... | 559                            | 378                                   | 480                                     | 593                                 | 794                         |
| 1991 .....              | 560                            | 369                                   | 477                                     | 588                                 | 799                         |
| 1992 .....              | 560                            | 363                                   | 472                                     | 567                                 | 814                         |
| 1993 .....              | 560                            | 358                                   | 473                                     | 563                                 | 815                         |
| 1994 <sup>1</sup> ..... | 558                            | 343                                   | 470                                     | 556                                 | 818                         |
| 1995 .....              | 554                            | 336                                   | 469                                     | 552                                 | 812                         |
| 1996 .....              | 551                            | 335                                   | 469                                     | 548                                 | 803                         |
| 1997 <sup>1</sup> ..... | 560                            | 332                                   | 477                                     | 555                                 | 807                         |
| 1998 <sup>1</sup> ..... | 585                            | 344                                   | 490                                     | 570                                 | 839                         |
| 1999 <sup>1</sup> ..... | 592                            | 346                                   | 490                                     | 580                                 | 860                         |
| <b>WOMEN</b>            |                                |                                       |   |                                     |                             |
| 1979 .....              | 419                            | 326                                   | 398                                     | 453                                 | 567                         |
| 1980 .....              | 412                            | 317                                   | 388                                     | 447                                 | 561                         |
| 1981 .....              | 412                            | 309                                   | 384                                     | 450                                 | 562                         |
| 1982 .....              | 425                            | 308                                   | 394                                     | 458                                 | 578                         |
| 1983 .....              | 429                            | 312                                   | 395                                     | 461                                 | 591                         |
| 1984 .....              | 435                            | 307                                   | 398                                     | 469                                 | 600                         |
| 1985 .....              | 441                            | 301                                   | 398                                     | 472                                 | 617                         |
| 1986 <sup>1</sup> ..... | 451                            | 303                                   | 405                                     | 482                                 | 637                         |
| 1987 .....              | 454                            | 303                                   | 407                                     | 491                                 | 659                         |
| 1988 .....              | 457                            | 301                                   | 407                                     | 491                                 | 662                         |
| 1989 .....              | 458                            | 303                                   | 398                                     | 495                                 | 663                         |
| 1990 <sup>1</sup> ..... | 460                            | 299                                   | 392                                     | 492                                 | 667                         |
| 1991 .....              | 465                            | 300                                   | 394                                     | 490                                 | 675                         |
| 1992 .....              | 467                            | 299                                   | 394                                     | 476                                 | 694                         |
| 1993 .....              | 473                            | 300                                   | 395                                     | 481                                 | 696                         |
| 1994 <sup>1</sup> ..... | 470                            | 286                                   | 392                                     | 472                                 | 708                         |
| 1995 .....              | 465                            | 285                                   | 387                                     | 464                                 | 700                         |
| 1996 .....              | 470                            | 284                                   | 386                                     | 467                                 | 695                         |
| 1997 <sup>1</sup> ..... | 478                            | 285                                   | 392                                     | 475                                 | 697                         |
| 1998 <sup>1</sup> ..... | 496                            | 289                                   | 405                                     | 487                                 | 723                         |
| 1999 <sup>1</sup> ..... | 497                            | 290                                   | 405                                     | 488                                 | 740                         |

See footnotes at end of table.

Table 15. Median usual weekly earnings of full-time wage and salary workers 25 years and over in constant (1999) dollars by sex and educational attainment, 1979-99 annual averages—Continued

| Year and sex  | Total,<br>25 years and<br>over | Less than a<br>high school<br>diploma | High school<br>graduates, no<br>college | Some college or<br>associate degree | College<br>graduates, total |
|---|--------------------------------|---------------------------------------|---|-------------------------------------|-----------------------------|
| <b>MEN</b>  |                                |                                       |   |                                     |                             |
| 1979 .....  | 675                            | 542                                   | 663                                     | 708                                 | 851                         |
| 1980 .....  | 657                            | 517                                   | 633                                     | 693                                 | 827                         |
| 1981 .....  | 657                            | 505                                   | 629                                     | 687                                 | 840                         |
| 1982 .....  | 657                            | 490                                   | 624                                     | 687                                 | 840                         |
| 1983 .....  | 652                            | 483                                   | 621                                     | 677                                 | 831                         |
| 1984 .....  | 650                            | 474                                   | 613                                     | 686                                 | 864                         |
| 1985 .....  | 659                            | 467                                   | 606                                     | 702                                 | 878                         |
| 1986 <sup>1</sup> .....   | 676                            | 469                                   | 608                                     | 710                                 | 903                         |
| 1987 .....  | 675                            | 458                                   | 598                                     | 703                                 | 923                         |
| 1988 .....  | 665                            | 454                                   | 596                                     | 686                                 | 927                         |
| 1989 .....  | 653                            | 453                                   | 589                                     | 676                                 | 922                         |
| 1990 <sup>1</sup> .....   | 638                            | 435                                   | 571                                     | 676                                 | 923                         |
| 1991 .....  | 628                            | 419                                   | 564                                     | 676                                 | 918                         |
| 1992 .....  | 627                            | 411                                   | 560                                     | 649                                 | 925                         |
| 1993 .....  | 633                            | 406                                   | 555                                     | 652                                 | 919                         |
| 1994 <sup>1</sup> .....   | 643                            | 382                                   | 554                                     | 655                                 | 922                         |
| 1995 .....  | 639                            | 377                                   | 551                                     | 648                                 | 918                         |
| 1996 .....  | 634                            | 377                                   | 546                                     | 639                                 | 925                         |
| 1997 <sup>1</sup> .....   | 637                            | 379                                   | 554                                     | 644                                 | 928                         |
| 1998 <sup>1</sup> .....   | 653                            | 392                                   | 571                                     | 658                                 | 960                         |
| 1999 <sup>1</sup> .....   | 668                            | 395                                   | 580                                     | 665                                 | 977                         |
| <b>WOMEN'S<br/>EARNINGS<br/>AS PERCENT<br/>OF MEN'S<sup>2</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>1</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>1</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>1</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>1</sup> .....   | 75.1                           | 75.2                                  | 70.8                                    | 73.8                                | 75.0                        |
| 1998 <sup>1</sup> .....   | 75.9                           | 73.7                                  | 70.9                                    | 74.0                                | 75.3                        |
| 1999 <sup>1</sup> .....   | 74.4                           | 73.5                                  | 69.8                                    | 73.5                                | 75.7                        |

<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 1994 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 (1999) dollars by sex and age, 1979-99 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 .....              | \$9.55                   | \$7.50         | \$6.68         | \$8.65         | \$10.99           | \$11.19        | \$11.39        | \$11.10        | \$10.68        | \$6.94            |
| 1980 .....              | 9.33                     | 7.18           | 6.24           | 8.30           | 10.73             | 10.94          | 11.14          | 10.93          | 10.43          | 6.89              |
| 1981 .....              | 9.10                     | 7.01           | 6.32           | 8.14           | 10.58             | 10.76          | 10.96          | 10.63          | 10.26          | 6.92              |
| 1982 .....              | 9.01                     | 6.76           | 6.02           | 7.78           | 10.49             | 10.59          | 11.04          | 10.72          | 10.20          | 6.88              |
| 1983 .....              | 8.96                     | 6.53           | 5.78           | 7.51           | 10.49             | 10.41          | 11.07          | 10.78          | 10.27          | 7.04              |
| 1984 .....              | 8.97                     | 6.43           | 5.62           | 7.41           | 10.52             | 10.41          | 11.04          | 10.89          | 10.18          | 7.12              |
| 1985 .....              | 8.97                     | 6.34           | 5.47           | 7.35           | 10.49             | 10.30          | 11.15          | 10.97          | 10.28          | 7.05              |
| 1986 <sup>1</sup> ..... | 9.07                     | 6.45           | 5.42           | 7.40           | 10.57             | 10.25          | 11.39          | 11.31          | 10.48          | 7.26              |
| 1987 .....              | 9.15                     | 6.49           | 5.39           | 7.37           | 10.55             | 10.17          | 11.23          | 11.12          | 10.49          | 7.19              |
| 1988 .....              | 9.18                     | 6.53           | 5.49           | 7.34           | 10.56             | 10.14          | 11.15          | 11.13          | 10.20          | 7.14              |
| 1989 .....              | 9.14                     | 6.47           | 5.52           | 7.39           | 10.39             | 9.98           | 11.19          | 11.01          | 10.22          | 7.08              |
| 1990 <sup>1</sup> ..... | 9.01                     | 6.42           | 5.59           | 7.36           | 10.17             | 9.84           | 10.98          | 10.95          | 9.99           | 7.17              |
| 1991 .....              | 9.01                     | 6.32           | 5.63           | 7.21           | 10.19             | 9.65           | 11.00          | 10.94          | 9.83           | 7.13              |
| 1992 .....              | 9.03                     | 6.28           | 5.53           | 7.06           | 10.21             | 9.56           | 10.97          | 11.13          | 9.92           | 7.18              |
| 1993 .....              | 8.97                     | 6.28           | 5.47           | 7.01           | 10.20             | 9.43           | 10.96          | 11.25          | 10.15          | 7.29              |
| 1994 <sup>1</sup> ..... | 8.94                     | 6.27           | 5.48           | 6.94           | 10.18             | 9.35           | 11.07          | 11.18          | 10.07          | 7.13              |
| 1995 .....              | 8.88                     | 6.31           | 5.47           | 6.98           | 10.17             | 9.47           | 10.89          | 11.01          | 10.00          | 7.23              |
| 1996 .....              | 8.89                     | 6.28           | 5.47           | 7.08           | 10.18             | 9.33           | 10.73          | 10.83          | 9.93           | 7.16              |
| 1997 <sup>1</sup> ..... | 9.07                     | 6.37           | 5.71           | 7.16           | 10.22             | 9.37           | 10.73          | 10.98          | 10.09          | 7.14              |
| 1998 <sup>1</sup> ..... | 9.31                     | 6.73           | 6.01           | 7.40           | 10.36             | 9.87           | 11.11          | 11.21          | 10.31          | 7.57              |
| 1999 <sup>1</sup> ..... | 9.53                     | 6.87           | 6.08           | 7.74           | 10.47             | 9.98           | 11.02          | 11.33          | 10.38          | 7.70              |
| <b>WOMEN</b>            |                          |                |                |                |                   |                |                |                |                |                   |
| 1979 .....              | 7.77                     | 6.85           | 6.51           | 7.56           | 8.38              | 8.69           | 8.53           | 8.26           | 8.07           | 6.72              |
| 1980 .....              | 7.65                     | 6.67           | 6.07           | 7.34           | 8.20              | 8.59           | 8.29           | 8.18           | 7.89           | 6.54              |
| 1981 .....              | 7.55                     | 6.55           | 6.22           | 7.23           | 8.29              | 8.64           | 8.43           | 8.11           | 7.82           | 6.56              |
| 1982 .....              | 7.69                     | 6.31           | 5.93           | 7.00           | 8.39              | 8.67           | 8.48           | 8.27           | 8.01           | 6.56              |
| 1983 .....              | 7.70                     | 6.12           | 5.69           | 6.82           | 8.38              | 8.72           | 8.51           | 8.32           | 8.12           | 6.67              |
| 1984 .....              | 7.64                     | 6.04           | 5.53           | 6.71           | 8.44              | 8.62           | 8.63           | 8.48           | 8.11           | 6.72              |
| 1985 .....              | 7.64                     | 5.96           | 5.37           | 6.79           | 8.53              | 8.61           | 8.79           | 8.57           | 8.12           | 6.60              |
| 1986 <sup>1</sup> ..... | 7.80                     | 6.01           | 5.33           | 6.89           | 8.69              | 8.70           | 8.96           | 8.76           | 8.41           | 6.92              |
| 1987 .....              | 7.92                     | 5.97           | 5.24           | 6.92           | 8.72              | 8.69           | 8.98           | 8.88           | 8.53           | 6.86              |
| 1988 .....              | 7.97                     | 6.11           | 5.33           | 6.89           | 8.78              | 8.68           | 9.22           | 8.98           | 8.30           | 6.98              |
| 1989 .....              | 7.98                     | 6.13           | 5.36           | 6.83           | 8.86              | 8.74           | 9.28           | 9.03           | 8.33           | 6.72              |
| 1990 <sup>1</sup> ..... | 8.02                     | 6.16           | 5.42           | 6.94           | 8.81              | 8.73           | 9.17           | 8.91           | 8.38           | 6.78              |
| 1991 .....              | 8.10                     | 6.10           | 5.57           | 6.85           | 8.81              | 8.63           | 9.28           | 9.13           | 8.35           | 6.91              |
| 1992 .....              | 8.13                     | 6.04           | 5.48           | 6.75           | 8.95              | 8.71           | 9.35           | 9.28           | 8.42           | 6.98              |
| 1993 .....              | 8.12                     | 6.00           | 5.39           | 6.80           | 8.97              | 8.68           | 9.30           | 9.33           | 8.62           | 7.05              |
| 1994 <sup>1</sup> ..... | 8.09                     | 5.94           | 5.39           | 6.67           | 8.98              | 8.69           | 9.42           | 9.44           | 8.72           | 6.96              |
| 1995 .....              | 8.10                     | 5.96           | 5.37           | 6.62           | 8.88              | 8.61           | 9.38           | 9.48           | 8.62           | 7.01              |
| 1996 .....              | 8.18                     | 6.01           | 5.39           | 6.62           | 8.93              | 8.53           | 9.41           | 9.46           | 8.54           | 6.83              |
| 1997 <sup>1</sup> ..... | 8.23                     | 6.17           | 5.62           | 6.79           | 9.07              | 8.50           | 9.48           | 9.60           | 8.61           | 7.07              |
| 1998 <sup>1</sup> ..... | 8.41                     | 6.38           | 5.91           | 7.09           | 9.34              | 9.00           | 9.88           | 10.00          | 9.04           | 7.37              |
| 1999 <sup>1</sup> ..... | 8.64                     | 6.60           | 5.98           | 7.22           | 9.53              | 9.10           | 9.83           | 9.95           | 9.33           | 7.50              |

See footnotes at end of table.

Table 16. Median hourly earnings of wage and salary workers paid hourly rates in constant (1999) dollars by sex and age, 1979-99 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 .....  | 12.15                    | 8.39           | 6.86           | 9.98           | 14.39             | 13.71          | 15.31          | 15.27          | 14.16          | 7.66              |
| 1980 .....  | 11.79                    | 7.94           | 6.53           | 9.51           | 13.96             | 13.40          | 15.11          | 15.05          | 14.00          | 7.33              |
| 1981 .....  | 11.60                    | 7.62           | 6.43           | 9.03           | 13.75             | 12.96          | 14.66          | 15.01          | 13.93          | 7.45              |
| 1982 .....  | 11.44                    | 7.30           | 6.11           | 8.55           | 13.49             | 12.80          | 14.83          | 14.83          | 13.59          | 7.45              |
| 1983 .....  | 11.09                    | 7.02           | 5.88           | 8.09           | 13.32             | 12.41          | 14.77          | 14.68          | 14.01          | 7.61              |
| 1984 .....  | 10.96                    | 7.03           | 5.72           | 7.94           | 13.23             | 12.13          | 14.63          | 14.91          | 13.64          | 7.55              |
| 1985 .....  | 10.91                    | 6.97           | 5.59           | 7.79           | 13.17             | 11.90          | 14.59          | 14.84          | 13.46          | 7.42              |
| 1986 <sup>1</sup> .....                                 | 11.09                    | 7.01           | 5.59           | 7.94           | 13.18             | 11.74          | 14.61          | 14.83          | 13.94          | 7.58              |
| 1987 .....  | 10.99                    | 6.94           | 5.59           | 8.03           | 12.96             | 11.68          | 14.28          | 14.48          | 13.74          | 7.53              |
| 1988 .....  | 10.80                    | 6.86           | 5.65           | 7.90           | 12.79             | 11.47          | 13.95          | 14.59          | 13.29          | 7.54              |
| 1989 .....  | 10.59                    | 6.76           | 5.73           | 7.87           | 12.69             | 11.19          | 13.85          | 14.22          | 13.07          | 7.71              |
| 1990 <sup>1</sup> .....                                 | 10.30                    | 6.77           | 5.78           | 7.69           | 12.26             | 11.00          | 13.36          | 13.86          | 12.67          | 7.57              |
| 1991 .....  | 10.32                    | 6.70           | 5.69           | 7.48           | 11.98             | 10.74          | 13.19          | 14.05          | 12.10          | 7.46              |
| 1992 .....  | 10.14                    | 6.61           | 5.61           | 7.30           | 11.77             | 10.55          | 12.79          | 14.06          | 12.15          | 7.55              |
| 1993 .....  | 10.10                    | 6.55           | 5.55           | 7.22           | 11.61             | 10.37          | 12.73          | 13.86          | 12.50          | 7.65              |
| 1994 <sup>1</sup> .....                                 | 10.05                    | 6.56           | 5.56           | 7.33           | 11.48             | 10.16          | 12.84          | 13.50          | 12.34          | 7.41              |
| 1995 .....  | 10.03                    | 6.56           | 5.59           | 7.41           | 11.66             | 10.29          | 12.92          | 13.39          | 12.08          | 7.45              |
| 1996 .....  | 10.08                    | 6.53           | 5.56           | 7.40           | 11.41             | 10.26          | 12.60          | 13.12          | 11.80          | 7.45              |
| 1997 <sup>1</sup> .....                                 | 10.19                    | 6.68           | 5.82           | 7.44           | 11.51             | 10.28          | 12.51          | 13.26          | 12.22          | 7.21              |
| 1998 <sup>1</sup> .....                                 | 10.28                    | 7.06           | 6.11           | 7.95           | 11.99             | 10.45          | 12.76          | 13.33          | 12.50          | 7.91              |
| 1999 <sup>1</sup> .....                                 | 10.31                    | 7.12           | 6.18           | 8.03           | 12.00             | 10.84          | 12.78          | 13.68          | 12.21          | 7.86              |
| <b>WOMEN'S EARNINGS AS PERCENT OF MEN'S<sup>2</sup></b> |                          |                |                |                |                   |                |                |                |                |                   |
| 1979 .....  | 64.0                     | 81.6           | 94.9           | 75.7           | 58.2              | 63.3           | 55.7           | 54.1           | 57.0           | 87.6              |
| 1980 .....  | 64.9                     | 84.0           | 93.1           | 77.2           | 58.7              | 64.2           | 54.9           | 54.3           | 56.3           | 89.2              |
| 1981 .....  | 65.1                     | 85.9           | 96.6           | 80.1           | 60.3              | 66.7           | 57.5           | 54.1           | 56.2           | 88.1              |
| 1982 .....  | 67.2                     | 86.4           | 97.0           | 81.8           | 62.2              | 67.8           | 57.2           | 55.8           | 59.0           | 88.1              |
| 1983 .....  | 69.4                     | 87.1           | 96.9           | 84.3           | 62.9              | 70.2           | 57.6           | 56.7           | 58.0           | 87.6              |
| 1984 .....  | 69.7                     | 85.9           | 96.6           | 84.4           | 63.8              | 71.1           | 59.0           | 56.9           | 59.5           | 89.1              |
| 1985 .....  | 70.0                     | 85.6           | 96.1           | 87.1           | 64.8              | 72.4           | 60.3           | 57.7           | 60.3           | 88.9              |
| 1986 <sup>1</sup> .....                                 | 70.3                     | 85.7           | 95.5           | 86.9           | 65.9              | 74.0           | 61.3           | 59.0           | 60.3           | 91.3              |
| 1987 .....  | 72.0                     | 86.0           | 93.7           | 86.2           | 67.2              | 74.4           | 62.9           | 61.3           | 62.0           | 91.1              |
| 1988 .....  | 73.8                     | 89.1           | 94.4           | 87.2           | 68.6              | 75.7           | 66.1           | 61.6           | 62.4           | 92.6              |
| 1989 .....  | 75.4                     | 90.7           | 93.4           | 86.9           | 69.9              | 78.1           | 67.0           | 63.5           | 63.8           | 87.1              |
| 1990 <sup>1</sup> .....                                 | 77.9                     | 91.0           | 93.8           | 90.2           | 71.8              | 79.3           | 68.6           | 64.3           | 66.1           | 89.5              |
| 1991 .....  | 78.5                     | 91.2           | 97.8           | 91.5           | 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           | 69.3           | 92.5              |
| 1993 .....  | 80.3                     | 91.6           | 97.2           | 94.1           | 77.3              | 83.7           | 73.1           | 67.3           | 68.9           | 92.2              |
| 1994 <sup>1</sup> .....                                 | 80.5                     | 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           | 89.3           | 76.2              | 83.7           | 72.6           | 70.8           | 71.4           | 94.1              |
| 1996 .....  | 81.2                     | 92.0           | 96.9           | 89.5           | 78.2              | 83.1           | 74.7           | 72.1           | 72.4           | 91.7              |
| 1997 <sup>1</sup> .....                                 | 80.7                     | 92.3           | 96.6           | 91.3           | 78.8              | 82.6           | 75.8           | 72.4           | 70.4           | 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           | 72.7           | 76.4           | 95.4              |

<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 1994 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 17. Median hourly earnings of wage and salary workers paid hourly rates in constant (1999) dollars by sex, race, and Hispanic origin, 1979-99 annual averages

| Year and sex            | Total, 16 years and over | White  | Black  | Hispanic origin |
|-------------------------|--------------------------|--------|--------|-----------------|
| <b>BOTH SEXES</b>       |                          |        |        |                 |
| 1979 .....              | \$9.55                   | \$9.69 | \$8.83 | \$8.77          |
| 1980 .....              | 9.33                     | 9.43   | 8.60   | 8.58            |
| 1981 .....              | 9.10                     | 9.16   | 8.66   | 8.50            |
| 1982 .....              | 9.01                     | 9.13   | 8.45   | 8.37            |
| 1983 .....              | 8.96                     | 9.08   | 8.25   | 8.16            |
| 1984 .....              | 8.97                     | 9.08   | 8.25   | 8.11            |
| 1985 .....              | 8.97                     | 9.08   | 8.18   | 8.14            |
| 1986 <sup>1</sup> ..... | 9.07                     | 9.18   | 8.48   | 8.26            |
| 1987 .....              | 9.15                     | 9.28   | 8.47   | 8.24            |
| 1988 .....              | 9.18                     | 9.29   | 8.39   | 8.12            |
| 1989 .....              | 9.14                     | 9.26   | 8.40   | 7.94            |
| 1990 <sup>1</sup> ..... | 9.01                     | 9.13   | 8.48   | 7.82            |
| 1991 .....              | 9.01                     | 9.13   | 8.40   | 7.76            |
| 1992 .....              | 9.03                     | 9.15   | 8.26   | 7.77            |
| 1993 .....              | 8.97                     | 9.09   | 8.18   | 7.78            |
| 1994 <sup>1</sup> ..... | 8.94                     | 9.05   | 8.14   | 7.73            |
| 1995 .....              | 8.88                     | 9.04   | 8.33   | 7.61            |
| 1996 .....              | 8.89                     | 9.07   | 8.21   | 7.59            |
| 1997 <sup>1</sup> ..... | 9.07                     | 9.21   | 8.30   | 7.66            |
| 1998 <sup>1</sup> ..... | 9.31                     | 9.43   | 8.58   | 8.10            |
| 1999 <sup>1</sup> ..... | 9.53                     | 9.74   | 8.85   | 8.07            |
| <b>WOMEN</b>            |                          |        |        |                 |
| 1979 .....              | 7.77                     | 7.79   | 7.63   | 7.39            |
| 1980 .....              | 7.65                     | 7.66   | 7.51   | 7.31            |
| 1981 .....              | 7.55                     | 7.57   | 7.41   | 7.25            |
| 1982 .....              | 7.69                     | 7.70   | 7.50   | 7.24            |
| 1983 .....              | 7.70                     | 7.70   | 7.56   | 7.09            |
| 1984 .....              | 7.64                     | 7.66   | 7.50   | 7.16            |
| 1985 .....              | 7.64                     | 7.65   | 7.50   | 7.18            |
| 1986 <sup>1</sup> ..... | 7.80                     | 7.82   | 7.56   | 7.31            |
| 1987 .....              | 7.92                     | 7.94   | 7.64   | 7.22            |
| 1988 .....              | 7.97                     | 8.00   | 7.66   | 7.20            |
| 1989 .....              | 7.98                     | 8.02   | 7.69   | 7.23            |
| 1990 <sup>1</sup> ..... | 8.02                     | 8.05   | 7.75   | 7.23            |
| 1991 .....              | 8.10                     | 8.12   | 7.86   | 7.18            |
| 1992 .....              | 8.13                     | 8.18   | 7.77   | 7.22            |
| 1993 .....              | 8.12                     | 8.16   | 7.83   | 7.20            |
| 1994 <sup>1</sup> ..... | 8.09                     | 8.19   | 7.74   | 7.15            |
| 1995 .....              | 8.10                     | 8.20   | 7.74   | 7.18            |
| 1996 .....              | 8.18                     | 8.25   | 7.61   | 7.16            |
| 1997 <sup>1</sup> ..... | 8.23                     | 8.29   | 7.86   | 7.06            |
| 1998 <sup>1</sup> ..... | 8.41                     | 8.52   | 8.07   | 7.38            |
| 1999 <sup>1</sup> ..... | 8.64                     | 8.73   | 8.13   | 7.46            |

See footnotes at end of table.



Table 17. Median hourly earnings of wage and salary workers paid hourly rates in constant (1999) dollars by sex, race, and Hispanic origin, 1979-99 annual averages—Continued

| Year and sex  | Total, 16 years and over | White | Black | Hispanic origin |
|---|--------------------------|-------|-------|-----------------|
| <b>MEN</b>  |                          |       |       |                 |
| 1979 .....  | 12.15                    | 12.46 | 10.51 | 10.30           |
| 1980 .....  | 11.79                    | 12.04 | 10.02 | 9.72            |
| 1981 .....  | 11.60                    | 11.86 | 10.26 | 9.48            |
| 1982 .....  | 11.44                    | 11.66 | 9.97  | 9.57            |
| 1983 .....  | 11.09                    | 11.33 | 9.54  | 9.31            |
| 1984 .....  | 10.96                    | 11.17 | 9.47  | 9.29            |
| 1985 .....  | 10.91                    | 11.29 | 9.15  | 9.03            |
| 1986 <sup>1</sup> .....                                 | 11.09                    | 11.38 | 9.60  | 9.05            |
| 1987 .....  | 10.99                    | 11.22 | 9.53  | 9.00            |
| 1988 .....  | 10.80                    | 10.99 | 9.46  | 8.88            |
| 1989 .....  | 10.59                    | 10.83 | 9.25  | 8.70            |
| 1990 <sup>1</sup> .....                                 | 10.30                    | 10.65 | 9.18  | 8.40            |
| 1991 .....  | 10.32                    | 10.59 | 9.09  | 8.26            |
| 1992 .....  | 10.14                    | 10.40 | 8.91  | 8.18            |
| 1993 .....  | 10.10                    | 10.34 | 8.74  | 8.12            |
| 1994 <sup>1</sup> .....                                 | 10.05                    | 10.27 | 8.84  | 8.00            |
| 1995 .....  | 10.03                    | 10.46 | 8.87  | 7.89            |
| 1996 .....  | 10.08                    | 10.36 | 8.65  | 8.06            |
| 1997 <sup>1</sup> .....                                 | 10.19                    | 10.32 | 8.99  | 8.18            |
| 1998 <sup>1</sup> .....                                 | 10.28                    | 10.40 | 9.29  | 8.43            |
| 1999 <sup>1</sup> .....                                 | 10.31                    | 10.61 | 9.77  | 8.61            |
| <b>WOMEN'S EARNINGS AS PERCENT OF MEN'S<sup>2</sup></b> |                          |       |       |                 |
| 1979 .....  | 64.0                     | 62.5  | 72.6  | 71.7            |
| 1980 .....  | 64.9                     | 63.6  | 74.9  | 75.2            |
| 1981 .....  | 65.1                     | 63.8  | 72.2  | 76.4            |
| 1982 .....  | 67.2                     | 66.1  | 75.2  | 75.6            |
| 1983 .....  | 69.4                     | 68.0  | 79.2  | 76.1            |
| 1984 .....  | 69.7                     | 68.6  | 79.2  | 77.1            |
| 1985 .....  | 70.0                     | 67.8  | 82.0  | 79.5            |
| 1986 <sup>1</sup> .....                                 | 70.3                     | 68.7  | 78.7  | 80.8            |
| 1987 .....  | 72.0                     | 70.8  | 80.2  | 80.2            |
| 1988 .....  | 73.8                     | 72.8  | 80.9  | 81.2            |
| 1989 .....  | 75.4                     | 74.0  | 83.1  | 83.1            |
| 1990 <sup>1</sup> .....                                 | 77.9                     | 75.6  | 84.5  | 86.0            |
| 1991 .....  | 78.5                     | 76.7  | 86.5  | 86.9            |
| 1992 .....  | 80.2                     | 78.7  | 87.1  | 88.3            |
| 1993 .....  | 80.3                     | 78.9  | 89.6  | 88.6            |
| 1994 <sup>1</sup> .....                                 | 80.5                     | 79.7  | 87.5  | 89.3            |
| 1995 .....  | 80.8                     | 78.4  | 87.2  | 90.9            |
| 1996 .....  | 81.2                     | 79.6  | 88.0  | 88.8            |
| 1997 <sup>1</sup> .....                                 | 80.7                     | 80.3  | 87.5  | 86.3            |
| 1998 <sup>1</sup> .....                                 | 81.8                     | 81.9  | 86.9  | 87.5            |
| 1999 <sup>1</sup> .....                                 | 83.8                     | 82.2  | 83.2  | 86.6            |

<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 1994 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: Persons of Hispanic origin may be of any race; thus they are included in both the white and black population groups. 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 18. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage, by sex, 1979-99 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                            |
| <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                            |

See footnotes at end of table.

Table 18. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage, by sex, 1979-99 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>21</sup> 097                                 | <sup>23</sup> .4               |
| 1991 .....              | 54,618                        | 31,639                    | 57.9                                     | <sup>2</sup> 795                      | <sup>21</sup> ,114                 | <sup>21</sup> ,909                                | <sup>26</sup> .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>21</sup> ,374                                | <sup>23</sup> .9               |
| 1997 <sup>1</sup> ..... | 59,825                        | 35,521                    | 59.4                                     | <sup>21</sup> ,147                    | <sup>2</sup> 673                   | <sup>21</sup> ,820                                | <sup>25</sup> .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                            |

<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 1994 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 \$5.15 in September 1997. See Technical Note for more information about minimum wage workers.

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## 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 information is collected monthly for the Bureau of Labor Statistics by the U.S. Census Bureau from a scientifically selected national sample of about 50,000 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, bi-weekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term “usual” is as perceived by the respondent. If the respondent asks for a definition of usual, interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

*Medians (and quantiles) of weekly earnings.* 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 a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings); 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings); 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings); and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The BLS estimating procedure for determining the median of an earnings distribution places each reported or calculated weekly earnings value into a \$50-wide interval, cen-

tered around 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: (1) 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 over 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. (2) 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, \$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. Medians, for example, measure the central tendency of a multi-peaked distribution that shifts over time. As the distribution shifts, the median does not necessarily move at the same rate. Specifically, the median takes relatively more time to move through a frequently reported interval, but once above the upper limit of such an interval, it can move relatively quickly to the next frequently reported earnings interval. BLS procedures for estimating medians (and other quantile boundaries) mitigate such irregular movements of the measures; however, users should be cautious of these effects when evaluating short-term changes in the medians, as well as in ratios of the medians.

*Constant dollars.* The Consumer Price Index research series using current methods (CPI-U-RS) is used to convert current dollars to constant dollars. BLS has made numerous improvements to the Consumer Price Index (CPI) over the past quarter-century. While these improvements make the present and future CPI more accurate, historical price index series are not adjusted to reflect the improvements. However, many researchers have expressed interest in having a historical series that measures price change consistently over the entire period. Accordingly, the CPI-U-RS, introduced in mid-1999, presents an estimate of the CPI that incorporates most of the methodological improvements made since 1978 into the entire series.

*Wage and salary workers.* These are workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for purposes of the earnings series, excludes all self-employed persons, regardless of whether 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.

*Part-time workers.* Workers who usually work less than 35 hours per week at their sole or principal job are defined as working part time.

*Hourly paid workers.* Workers who are paid an hourly wage are a subset of wage and salary workers, representing 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 10 to 12 and 16 to 18).

*Workers paid at or below the Federal minimum wage.* The estimates of the numbers of workers with reported earnings at or below the Federal minimum wage in tables 12 and 18 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 18 reflect changes in the minimum wage that took place during those years.

The presence of workers with hourly earnings below the minimum wage does not necessarily indicate violations of

the Fair Labor Standards Act, as there are exemptions to the minimum wage provisions of the law. In addition, some workers might have rounded their hourly earnings to the nearest dollar in response to survey questions. As a result, some might have been reported with hourly earnings below the minimum wage when, in fact, they earned the minimum wage or higher. This may be more likely to occur in years during which the minimum wage level is just above a whole dollar value, as was the case in 1998-99 (\$5.15).

## **Reliability**

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than an entire population, is surveyed, there is a chance that the sample estimates may differ from the “true” population values they represent. The exact difference, or sampling error, varies depending on the particular sample selected, and this variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the “true” population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence. The standard errors included in this report were rounded for presentation purposes, as were the earnings estimates. Consequently, a precise confidence interval cannot be constructed using these data.

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 the collection or processing of the data.

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 the February 1994 and subsequent issues of *Employment and Earnings*.