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## Labor Force Characteristics by Race and Ethnicity, 2014

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## Labor Force Characteristics by Race and Ethnicity, 2014

### Abstract

[Excerpt] In 2014, 77.2 million workers age 16 and older in the United States were paid at hourly rates, representing 58.7 percent of all wage and salary workers. Among those paid by the hour, 1.3 million earned exactly the prevailing federal minimum wage of \$7.25 per hour. About 1.7 million had wages below the federal minimum. Together, these 3.0 million workers with wages at or below the federal minimum made up 3.9 percent of all hourly paid workers.

### Keywords

labor force, demographics, race, ethnicity, labor market, employment

### Comments

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# Characteristics of Minimum Wage Workers, 2014



In 2014, 77.2 million workers age 16 and older in the United States were paid at hourly rates, representing 58.7 percent of all wage and salary workers. Among those paid by the hour, 1.3 million earned exactly the prevailing federal minimum wage of \$7.25 per hour. About 1.7 million had wages below the federal minimum. Together, these 3.0 million workers with wages at or below the federal minimum made up 3.9 percent of all hourly paid workers.

The percentage of hourly paid workers earning the prevailing federal minimum wage or less declined from 4.3 percent in 2013 to 3.9 percent in 2014. This remains well

below the figure of 13.4 percent in 1979, when data were first collected on a regular basis. (See table 10.)

This report presents highlights and statistical tables describing minimum wage workers in 2014. The data are obtained from the Current Population Survey (CPS), a national monthly survey of approximately 60,000 households conducted by the U.S. Census Bureau for the U.S. Bureau of Labor Statistics (BLS). Information on earnings is collected from one-fourth of the CPS sample each month.

The CPS does not include questions on whether workers are covered by the minimum wage provisions of the federal Fair Labor Standards Act (FLSA) or by individual state or local minimum wage laws. The estimates of workers paid at or below the federal minimum wage are based solely on the hourly wage they report (which does not include overtime pay, tips, or commissions.) See the accompanying technical notes section for more information, including a description of the source of the data and an explanation of the concepts and definitions used in this report.

## Highlights

*Age.* Minimum wage workers tend to be young. Although workers under age 25 represented only about one-fifth of hourly paid workers, they made up nearly half of those

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## CONTENTS

Highlights .....	1
Statistical Tables .....	3
Technical Notes .....	16

paid the federal minimum wage or less. Among employed teenagers (ages 16 to 19) paid by the hour, about 15 percent earned the minimum wage or less, compared with about 3 percent of workers age 25 and older. (See tables 1 and 7.)

*Gender.* Among workers who were paid hourly rates in 2014, about 5 percent of women had wages at or below the prevailing federal minimum, compared with about 3 percent of men. (See table 1.)

*Race and Hispanic or Latino ethnicity.* The percentage of hourly paid workers with wages at or below the federal minimum wage was little different among the major race and ethnicity groups. About 4 percent of White workers and Black workers earned the federal minimum wage or less. Among Hispanic or Latino workers and Asian workers, the percentage was about 3 percent for each group. (See table 1.)

*Education.* Among hourly paid workers age 16 and older, about 7 percent of those without a high school diploma earned the federal minimum wage or less, compared with about 4 percent of those who had a high school diploma (with no college), 4 percent of those with some college or an associate degree, and about 2 percent of college graduates. (See table 6.)

*Marital status.* Of those paid an hourly wage, never-married workers, who tend to be young, were more likely (7 percent) than married workers (2 percent) to earn the federal minimum wage or less. (See table 8.)

*Full- and part-time status.* About 10 percent of part-time workers (people who usually work fewer than 35 hours

per week) were paid the federal minimum wage or less, compared with about 2 percent of full-time workers. (See tables 1 and 9.)

*Occupation.* Among major occupational groups, the highest percentage of hourly paid workers earning at or below the federal minimum wage was in service occupations, at about 10 percent. Almost two-thirds of workers earning the minimum wage or less in 2014 were employed in service occupations, mostly in food preparation and serving-related jobs. (See table 4.)

*Industry.* The industry with the highest percentage of workers earning hourly wages at or below the federal minimum wage was leisure and hospitality (18 percent). Over half of all workers paid at or below the federal minimum wage were employed in this industry, the vast majority in restaurants and other food services. For many of these workers, tips may supplement the hourly wages received. (See table 5.)

*State of residence.* The states with the highest percentages of hourly paid workers earning at or below the federal minimum wage were Arkansas, Indiana, Louisiana, Mississippi, and Tennessee (all between 6 percent and 7 percent). The states with the lowest percentages of hourly paid workers earning at or below the federal minimum wage were Alaska, California, Oregon, and Washington (all between 1 percent and 2 percent). It should be noted that some states have minimum wage laws establishing standards that exceed the federal minimum wage. (See tables 2 and 3.)

# Statistical Tables

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 1. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by selected characteristics, 2014 annual averages**

Characteristic	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
<b>Age and gender</b>											
Total, 16 years and older.....	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
16 to 24 years.....	15,324	1,443	705	738	19.8	48.2	56.2	42.5	9.4	4.6	4.8
16 to 19 years.....	4,178	639	362	277	5.4	21.4	28.8	15.9	15.3	8.7	6.6
25 years and older.....	61,883	1,549	550	999	80.2	51.8	43.8	57.5	2.5	0.9	1.6
Men, 16 years and older.....	38,405	1,114	516	598	49.7	37.2	41.1	34.4	2.9	1.3	1.6
16 to 24 years.....	7,701	572	299	273	10.0	19.1	23.8	15.7	7.4	3.9	3.5
16 to 19 years.....	2,006	261	151	110	2.6	8.7	12.0	6.3	13.0	7.5	5.5
25 years and older.....	30,704	542	217	325	39.8	18.1	17.3	18.7	1.8	0.7	1.1
Women, 16 years and older.....	38,802	1,878	739	1,139	50.3	62.8	58.9	65.6	4.8	1.9	2.9
16 to 24 years.....	7,623	870	406	464	9.9	29.1	32.4	26.7	11.4	5.3	6.1
16 to 19 years.....	2,172	377	210	167	2.8	12.6	16.7	9.6	17.4	9.7	7.7
25 years and older.....	31,179	1,007	333	674	40.4	33.7	26.5	38.8	3.2	1.1	2.2
<b>Race and Hispanic or Latino ethnicity</b>											
White <sup>1</sup> .....	60,245	2,284	891	1,393	78.0	76.3	71.0	80.2	3.8	1.5	2.3
Men.....	30,420	857	377	480	39.4	28.6	30.0	27.6	2.8	1.2	1.6
Women.....	29,825	1,427	514	913	38.6	47.7	41.0	52.6	4.8	1.7	3.1
Black or African American <sup>1</sup> .....	10,669	460	257	203	13.8	15.4	20.5	11.7	4.3	2.4	1.9
Men.....	4,845	168	91	77	6.3	5.6	7.3	4.4	3.5	1.9	1.6
Women.....	5,824	292	166	126	7.5	9.8	13.2	7.3	5.0	2.9	2.2
Asian <sup>1</sup> .....	3,498	109	41	68	4.5	3.6	3.3	3.9	3.1	1.2	1.9
Men.....	1,670	40	17	23	2.2	1.3	1.4	1.3	2.4	1.0	1.4
Women.....	1,828	69	24	45	2.4	2.3	1.9	2.6	3.8	1.3	2.5
Hispanic or Latino <sup>1</sup> .....	15,301	519	249	270	19.8	17.3	19.8	15.5	3.4	1.6	1.8
Men.....	8,656	223	104	119	11.2	7.5	8.3	6.9	2.6	1.2	1.4
Women.....	6,645	297	145	152	8.6	9.9	11.6	8.8	4.5	2.2	2.3
<b>Full- and part-time status</b>											
Full-time workers <sup>2</sup> .....	56,607	1,031	373	658	73.3	34.5	29.7	37.9	1.8	0.7	1.2
Men.....	31,333	438	178	260	40.6	14.6	14.2	15.0	1.4	0.6	0.8
Women.....	25,273	593	195	398	32.7	19.8	15.5	22.9	2.3	0.8	1.6
Part-time workers <sup>2</sup> .....	20,482	1,954	880	1,074	26.5	65.3	70.1	61.8	9.5	4.3	5.2
Men.....	7,003	672	338	334	9.1	22.5	26.9	19.2	9.6	4.8	4.8
Women.....	13,479	1,283	543	740	17.5	42.9	43.3	42.6	9.5	4.0	5.5

<sup>1</sup> Estimates for the race groups—White, Black or African American, and Asian—do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

<sup>2</sup> The distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders. Full time is 35 hours or more per week; part time is less than 35 hours.

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

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 2. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by census region and division, 2014 annual averages**

Region and division	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older....	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
Northeast.....	13,044	477	149	328	16.9	15.9	11.9	18.9	3.7	1.1	2.5
New England.....	3,768	118	25	93	4.9	3.9	2.0	5.4	3.1	0.7	2.5
Middle Atlantic.....	9,276	357	123	234	12.0	11.9	9.8	13.5	3.8	1.3	2.5
Midwest.....	18,626	768	315	453	24.1	25.7	25.1	26.1	4.1	1.7	2.4
East North Central.....	12,718	512	176	336	16.5	17.1	14.0	19.3	4.0	1.4	2.6
West North Central.....	5,908	256	139	117	7.7	8.6	11.1	6.7	4.3	2.4	2.0
South.....	27,428	1,417	667	750	35.5	47.4	53.1	43.2	5.2	2.4	2.7
South Atlantic.....	13,796	645	270	375	17.9	21.6	21.5	21.6	4.7	2.0	2.7
East South Central.....	4,567	264	145	119	5.9	8.8	11.6	6.9	5.8	3.2	2.6
West South Central.....	9,065	508	252	256	11.7	17.0	20.1	14.7	5.6	2.8	2.8
West.....	18,109	331	125	206	23.5	11.1	10.0	11.9	1.8	0.7	1.1
Mountain.....	5,668	176	55	121	7.3	5.9	4.4	7.0	3.1	1.0	2.1
Pacific.....	12,441	155	70	85	16.1	5.2	5.6	4.9	1.2	0.6	0.7

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

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

Northeast:

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

Middle Atlantic: New Jersey, New York, and Pennsylvania

Midwest:

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

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

South:

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

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

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

West:

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

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

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 3. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by state, 2014 annual averages**

State	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older....	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
Alabama.....	1,160	57	30	27	1.5	1.9	2.4	1.6	4.9	2.6	2.3
Alaska.....	206	3	1	2	0.3	0.1	0.1	0.1	1.5	0.5	1.0
Arizona.....	1,593	43	8	35	2.1	1.4	0.6	2.0	2.7	0.5	2.2
Arkansas.....	724	46	24	22	0.9	1.5	1.9	1.3	6.4	3.3	3.0
California.....	9,133	108	45	63	11.8	3.6	3.6	3.6	1.2	0.5	0.7
Colorado.....	1,219	37	5	32	1.6	1.2	0.4	1.8	3.0	0.4	2.6
Connecticut.....	883	19	2	17	1.1	0.6	0.2	1.0	2.2	0.2	1.9
Delaware.....	223	9	4	5	0.3	0.3	0.3	0.3	4.0	1.8	2.2
District of Columbia.....	106	3	1	2	0.1	0.1	0.1	0.1	2.8	0.9	1.9
Florida.....	4,340	183	40	143	5.6	6.1	3.2	8.2	4.2	0.9	3.3
Georgia.....	2,150	119	57	62	2.8	4.0	4.5	3.6	5.5	2.7	2.9
Hawaii.....	335	17	12	5	0.4	0.6	1.0	0.3	5.1	3.6	1.5
Idaho.....	412	21	12	9	0.5	0.7	1.0	0.5	5.1	2.9	2.2
Illinois.....	3,157	115	31	84	4.1	3.8	2.5	4.8	3.6	1.0	2.7
Indiana.....	1,846	113	56	57	2.4	3.8	4.5	3.3	6.1	3.0	3.1
Iowa.....	996	50	24	26	1.3	1.7	1.9	1.5	5.0	2.4	2.6
Kansas.....	814	40	22	18	1.1	1.3	1.8	1.0	4.9	2.7	2.2
Kentucky.....	1,144	56	26	30	1.5	1.9	2.1	1.7	4.9	2.3	2.6
Louisiana.....	1,087	68	30	38	1.4	2.3	2.4	2.2	6.3	2.8	3.5
Maine.....	387	12	3	9	0.5	0.4	0.2	0.5	3.1	0.8	2.3
Maryland.....	1,311	53	19	34	1.7	1.8	1.5	2.0	4.0	1.4	2.6
Massachusetts.....	1,657	57	11	46	2.1	1.9	0.9	2.6	3.4	0.7	2.8
Michigan.....	2,614	99	23	76	3.4	3.3	1.8	4.4	3.8	0.9	2.9
Minnesota.....	1,524	50	34	16	2.0	1.7	2.7	0.9	3.3	2.2	1.0
Mississippi.....	647	40	24	16	0.8	1.3	1.9	0.9	6.2	3.7	2.5
Missouri.....	1,552	72	34	38	2.0	2.4	2.7	2.2	4.6	2.2	2.4
Montana.....	305	7	4	3	0.4	0.2	0.3	0.2	2.3	1.3	1.0
Nebraska.....	547	26	16	10	0.7	0.9	1.3	0.6	4.8	2.9	1.8
Nevada.....	767	20	9	11	1.0	0.7	0.7	0.6	2.6	1.2	1.4
New Hampshire.....	385	15	6	9	0.5	0.5	0.5	0.5	3.9	1.6	2.3
New Jersey.....	1,928	66	19	47	2.5	2.2	1.5	2.7	3.4	1.0	2.4
New Mexico.....	478	15	1	14	0.6	0.5	0.1	0.8	3.1	0.2	2.9
New York.....	3,898	137	32	105	5.0	4.6	2.5	6.0	3.5	0.8	2.7
North Carolina.....	2,227	113	68	45	2.9	3.8	5.4	2.6	5.1	3.1	2.0
North Dakota.....	228	7	3	4	0.3	0.2	0.2	0.2	3.1	1.3	1.8
Ohio.....	3,335	113	18	95	4.3	3.8	1.4	5.5	3.4	0.5	2.8
Oklahoma.....	900	34	17	17	1.2	1.1	1.4	1.0	3.8	1.9	1.9
Oregon.....	985	10	3	7	1.3	0.3	0.2	0.4	1.0	0.3	0.7
Pennsylvania.....	3,450	156	73	83	4.5	5.2	5.8	4.8	4.5	2.1	2.4
Rhode Island.....	275	10	2	8	0.4	0.3	0.2	0.5	3.6	0.7	2.9
South Carolina.....	1,117	50	30	20	1.4	1.7	2.4	1.2	4.5	2.7	1.8
South Dakota.....	247	11	6	5	0.3	0.4	0.5	0.3	4.5	2.4	2.0
Tennessee.....	1,617	110	65	45	2.1	3.7	5.2	2.6	6.8	4.0	2.8
Texas.....	6,354	361	182	179	8.2	12.1	14.5	10.3	5.7	2.9	2.8
Utah.....	722	28	14	14	0.9	0.9	1.1	0.8	3.9	1.9	1.9
Vermont.....	181	5	1	4	0.2	0.2	0.1	0.2	2.8	0.6	2.2
Virginia.....	1,878	90	36	54	2.4	3.0	2.9	3.1	4.8	1.9	2.9
Washington.....	1,781	17	9	8	2.3	0.6	0.7	0.5	1.0	0.5	0.4
West Virginia.....	443	26	16	10	0.6	0.9	1.3	0.6	5.9	3.6	2.3
Wisconsin.....	1,766	71	47	24	2.3	2.4	3.7	1.4	4.0	2.7	1.4
Wyoming.....	172	5	2	3	0.2	0.2	0.2	0.2	2.9	1.2	1.7

Note: Data exclude all self-employed persons whether or not their businesses are incorporated. These data are based on a sample and therefore are subject to sampling error; the degree of error may be quite large for less populous states.

Source: U.S. Bureau of Labor Statistics.



CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 4. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by occupation, 2014 annual averages**

Occupation	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older.....	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
Management, professional, and related occupations.....	16,347	128	61	67	21.2	4.3	4.9	3.9	0.8	0.4	0.4
Management, business, and financial operations occupations.....	4,623	36	10	26	6.0	1.2	0.8	1.5	0.8	0.2	0.6
Professional and related occupations.....	11,724	91	50	41	15.2	3.0	4.0	2.4	0.8	0.4	0.3
Service occupations.....	18,762	1,958	595	1,363	24.3	65.4	47.4	78.5	10.4	3.2	7.3
Healthcare support occupations.....	2,852	85	29	56	3.7	2.8	2.3	3.2	3.0	1.0	2.0
Protective service occupations.....	1,964	53	22	31	2.5	1.8	1.8	1.8	2.7	1.1	1.6
Food preparation and serving related occupations.....	7,086	1,501	378	1,123	9.2	50.2	30.1	64.7	21.2	5.3	15.8
Building and grounds cleaning and maintenance occupations.....	3,946	136	77	59	5.1	4.5	6.1	3.4	3.4	2.0	1.5
Personal care and service occupations..	2,915	182	89	93	3.8	6.1	7.1	5.4	6.2	3.1	3.2
Sales and office occupations.....	20,186	574	427	147	26.1	19.2	34.0	8.5	2.8	2.1	0.7
Sales and related occupations.....	7,998	412	315	97	10.4	13.8	25.1	5.6	5.2	3.9	1.2
Office and administrative support occupations.....	12,187	162	112	50	15.8	5.4	8.9	2.9	1.3	0.9	0.4
Natural resources, construction, and maintenance occupations.....	8,741	55	17	38	11.3	1.8	1.4	2.2	0.6	0.2	0.4
Farming, fishing, and forestry occupations.....	662	16	6	10	0.9	0.5	0.5	0.6	2.4	0.9	1.5
Construction and extraction occupations.....	4,801	15	5	10	6.2	0.5	0.4	0.6	0.3	0.1	0.2
Installation, maintenance, and repair occupations.....	3,278	23	5	18	4.2	0.8	0.4	1.0	0.7	0.2	0.5
Production, transportation, and material moving occupations.....	13,171	278	156	122	17.1	9.3	12.4	7.0	2.1	1.2	0.9
Production occupations.....	6,871	66	38	28	8.9	2.2	3.0	1.6	1.0	0.6	0.4
Transportation and material moving occupations.....	6,300	212	118	94	8.2	7.1	9.4	5.4	3.4	1.9	1.5

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

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 5. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by industry, 2014 annual averages**

Industry	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older.....	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
Private sector.....	67,956	2,843	1,178	1,665	88.0	95.0	93.9	95.9	4.2	1.7	2.5
Agriculture and related industries.....	767	19	9	10	1.0	0.6	0.7	0.6	2.5	1.2	1.3
Nonagricultural industries.....	67,189	2,825	1,170	1,655	87.0	94.4	93.2	95.3	4.2	1.7	2.5
Mining.....	601	3	–	3	0.8	0.1	–	0.2	0.5	–	0.5
Construction.....	4,796	19	7	12	6.2	0.6	0.6	0.7	0.4	0.1	0.3
Manufacturing.....	9,205	83	48	35	11.9	2.8	3.8	2.0	0.9	0.5	0.4
Durable goods .....	5,621	33	21	12	7.3	1.1	1.7	0.7	0.6	0.4	0.2
Non durable goods .....	3,585	50	28	22	4.6	1.7	2.2	1.3	1.4	0.8	0.6
Wholesale and retail trade.....	12,697	417	298	119	16.4	13.9	23.7	6.9	3.3	2.3	0.9
Wholesale trade.....	1,605	19	13	6	2.1	0.6	1.0	0.3	1.2	0.8	0.4
Retail trade.....	11,091	398	285	113	14.4	13.3	22.7	6.5	3.6	2.6	1.0
Transportation and utilities.....	3,405	43	21	22	4.4	1.4	1.7	1.3	1.3	0.6	0.6
Information.....	1,175	28	19	9	1.5	0.9	1.5	0.5	2.4	1.6	0.8
Financial activities.....	3,281	28	12	16	4.2	0.9	1.0	0.9	0.9	0.4	0.5
Professional and business services.....	6,220	111	63	48	8.1	3.7	5.0	2.8	1.8	1.0	0.8
Education and health services.....	13,123	243	130	113	17.0	8.1	10.4	6.5	1.9	1.0	0.9
Leisure and hospitality.....	9,525	1,710	515	1,195	12.3	57.2	41.0	68.8	18.0	5.4	12.5
Other services.....	3,162	136	54	82	4.1	4.5	4.3	4.7	4.3	1.7	2.6
Public sector.....	9,251	149	77	72	12.0	5.0	6.1	4.1	1.6	0.8	0.8
Federal.....	1,677	12	4	8	2.2	0.4	0.3	0.5	0.7	0.2	0.5
State.....	2,596	46	23	23	3.4	1.5	1.8	1.3	1.8	0.9	0.9
Local.....	4,977	92	50	42	6.4	3.1	4.0	2.4	1.8	1.0	0.8

Note: Data exclude all self-employed persons whether or not their businesses are incorporated. Dash indicates no data.

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 6. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by educational attainment, 2014 annual averages**

Educational attainment	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older.....	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
Less than a high school diploma.....	9,403	690	371	319	12.2	23.1	29.6	18.4	7.3	3.9	3.4
Less than 1 year of high school.....	2,821	108	54	54	3.7	3.6	4.3	3.1	3.8	1.9	1.9
1 to 3 years of high school.....	5,340	511	281	230	6.9	17.1	22.4	13.2	9.6	5.3	4.3
4 years of high school, no diploma.....	1,242	71	36	35	1.6	2.4	2.9	2.0	5.7	2.9	2.8
High school graduates or more.....	67,804	2,303	885	1,418	87.8	77.0	70.5	81.6	3.4	1.3	2.1
High school graduates, no college.....	26,540	938	451	487	34.4	31.4	35.9	28.0	3.5	1.7	1.8
Some college or associate degree.....	27,028	1,093	376	717	35.0	36.5	30.0	41.3	4.0	1.4	2.7
Some college, no degree.....	17,636	888	317	571	22.8	29.7	25.3	32.9	5.0	1.8	3.2
Associate degree.....	9,392	205	59	146	12.2	6.9	4.7	8.4	2.2	0.6	1.6
Occupational program.....	4,215	73	29	44	5.5	2.4	2.3	2.5	1.7	0.7	1.0
Academic program.....	5,177	132	30	102	6.7	4.4	2.4	5.9	2.5	0.6	2.0
Bachelor's degree and higher.....	14,236	273	58	215	18.4	9.1	4.6	12.4	1.9	0.4	1.5
Bachelor's degree.....	11,050	232	52	180	14.3	7.8	4.1	10.4	2.1	0.5	1.6
Master's degree.....	2,486	32	5	27	3.2	1.1	0.4	1.6	1.3	0.2	1.1
Professional degree.....	350	7	1	6	0.5	0.2	0.1	0.3	2.0	0.3	1.7
Doctoral degree.....	350	2	–	2	0.5	0.1	–	0.1	0.6	–	0.6

Note: Data exclude all self-employed persons whether or not their businesses are incorporated. Dash indicates no data.

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

Table 7. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by age and gender, 2014 annual averages

Age and gender	Number of workers (in thousands)				Percent distribution			Percentage of workers paid hourly rates			
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
<b>Total</b>											
Total, 16 years and older.....	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
16 to 24 years.....	15,324	1,443	705	738	19.8	48.2	56.2	42.5	9.4	4.6	4.8
16 to 19 years.....	4,178	639	362	277	5.4	21.4	28.8	15.9	15.3	8.7	6.6
20 to 24 years.....	11,146	804	343	461	14.4	26.9	27.3	26.5	7.2	3.1	4.1
25 years and older.....	61,883	1,549	550	999	80.2	51.8	43.8	57.5	2.5	0.9	1.6
25 to 34 years.....	17,955	670	207	463	23.3	22.4	16.5	26.7	3.7	1.2	2.6
25 to 29 years.....	9,601	389	123	266	12.4	13.0	9.8	15.3	4.1	1.3	2.8
30 to 34 years.....	8,353	280	83	197	10.8	9.4	6.6	11.3	3.4	1.0	2.4
35 to 44 years.....	14,507	331	128	203	18.8	11.1	10.2	11.7	2.3	0.9	1.4
35 to 39 years.....	7,267	167	64	103	9.4	5.6	5.1	5.9	2.3	0.9	1.4
40 to 44 years.....	7,241	163	64	99	9.4	5.4	5.1	5.7	2.3	0.9	1.4
45 to 54 years.....	15,053	265	102	163	19.5	8.9	8.1	9.4	1.8	0.7	1.1
45 to 49 years.....	7,353	132	55	77	9.5	4.4	4.4	4.4	1.8	0.7	1.0
50 to 54 years.....	7,700	133	47	86	10.0	4.4	3.7	5.0	1.7	0.6	1.1
55 to 64 years.....	11,031	206	74	132	14.3	6.9	5.9	7.6	1.9	0.7	1.2
55 to 59 years.....	6,677	123	44	79	8.6	4.1	3.5	4.5	1.8	0.7	1.2
60 to 64 years.....	4,354	82	29	53	5.6	2.7	2.3	3.1	1.9	0.7	1.2
65 years and older.....	3,338	78	40	38	4.3	2.6	3.2	2.2	2.3	1.2	1.1
65 to 69 years.....	1,921	31	18	13	2.5	1.0	1.4	0.7	1.6	0.9	0.7
70 years and older.....	1,417	48	22	26	1.8	1.6	1.8	1.5	3.4	1.6	1.8
<b>Men</b>											
Total, 16 years and older.....	38,405	1,114	516	598	49.7	37.2	41.1	34.4	2.9	1.3	1.6
16 to 24 years.....	7,701	572	299	273	10.0	19.1	23.8	15.7	7.4	3.9	3.5
16 to 19 years.....	2,006	261	151	110	2.6	8.7	12.0	6.3	13.0	7.5	5.5
20 to 24 years.....	5,695	312	148	164	7.4	10.4	11.8	9.4	5.5	2.6	2.9
25 years and older.....	30,704	542	217	325	39.8	18.1	17.3	18.7	1.8	0.7	1.1
25 to 34 years.....	9,523	239	83	156	12.3	8.0	6.6	9.0	2.5	0.9	1.6
25 to 29 years.....	5,050	140	54	86	6.5	4.7	4.3	5.0	2.8	1.1	1.7
30 to 34 years.....	4,473	99	29	70	5.8	3.3	2.3	4.0	2.2	0.6	1.6
35 to 44 years.....	7,361	124	53	71	9.5	4.1	4.2	4.1	1.7	0.7	1.0
35 to 39 years.....	3,749	58	26	32	4.9	1.9	2.1	1.8	1.5	0.7	0.9
40 to 44 years.....	3,612	66	27	39	4.7	2.2	2.2	2.2	1.8	0.7	1.1
45 to 54 years.....	7,168	91	41	50	9.3	3.0	3.3	2.9	1.3	0.6	0.7
45 to 49 years.....	3,530	42	20	22	4.6	1.4	1.6	1.3	1.2	0.6	0.6
50 to 54 years.....	3,638	48	21	27	4.7	1.6	1.7	1.6	1.3	0.6	0.7
55 to 64 years.....	5,123	61	22	39	6.6	2.0	1.8	2.2	1.2	0.4	0.8
55 to 59 years.....	3,102	32	13	19	4.0	1.1	1.0	1.1	1.0	0.4	0.6
60 to 64 years.....	2,021	29	9	20	2.6	1.0	0.7	1.2	1.4	0.4	1.0
65 years and older.....	1,529	26	17	9	2.0	0.9	1.4	0.5	1.7	1.1	0.6
65 to 69 years.....	867	10	8	2	1.1	0.3	0.6	0.1	1.2	0.9	0.2
70 years and older.....	662	16	10	6	0.9	0.5	0.8	0.3	2.4	1.5	0.9
<b>Women</b>											
Total, 16 years and older.....	38,802	1,878	739	1,139	50.3	62.8	58.9	65.6	4.8	1.9	2.9
16 to 24 years.....	7,623	870	406	464	9.9	29.1	32.4	26.7	11.4	5.3	6.1
16 to 19 years.....	2,172	377	210	167	2.8	12.6	16.7	9.6	17.4	9.7	7.7
20 to 24 years.....	5,451	493	196	297	7.1	16.5	15.6	17.1	9.0	3.6	5.4
25 years and older.....	31,179	1,007	333	674	40.4	33.7	26.5	38.8	3.2	1.1	2.2
25 to 34 years.....	8,431	430	124	306	10.9	14.4	9.9	17.6	5.1	1.5	3.6
25 to 29 years.....	4,551	249	69	180	5.9	8.3	5.5	10.4	5.5	1.5	4.0
30 to 34 years.....	3,880	181	54	127	5.0	6.0	4.3	7.3	4.7	1.4	3.3
35 to 44 years.....	7,147	206	75	131	9.3	6.9	6.0	7.5	2.9	1.0	1.8
35 to 39 years.....	3,517	109	38	71	4.6	3.6	3.0	4.1	3.1	1.1	2.0
40 to 44 years.....	3,629	96	36	60	4.7	3.2	2.9	3.5	2.6	1.0	1.7
45 to 54 years.....	7,884	175	61	114	10.2	5.8	4.9	6.6	2.2	0.8	1.4
45 to 49 years.....	3,822	91	36	55	5.0	3.0	2.9	3.2	2.4	0.9	1.4
50 to 54 years.....	4,062	83	25	58	5.3	2.8	2.0	3.3	2.0	0.6	1.4
55 to 64 years.....	5,908	145	52	93	7.7	4.8	4.1	5.4	2.5	0.9	1.6
55 to 59 years.....	3,575	91	31	60	4.6	3.0	2.5	3.5	2.5	0.9	1.7
60 to 64 years.....	2,332	53	20	33	3.0	1.8	1.6	1.9	2.3	0.9	1.4
65 years and older.....	1,809	53	23	30	2.3	1.8	1.8	1.7	2.9	1.3	1.7
65 to 69 years.....	1,054	20	10	10	1.4	0.7	0.8	0.6	1.9	0.9	0.9
70 years and older.....	755	33	13	20	1.0	1.1	1.0	1.2	4.4	1.7	2.6

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

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 8. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by marital status, age, and gender, 2014 annual averages**

Marital status, age, and gender	Number of workers (in thousands)				Percent distribution			Percentage of workers paid hourly rates			
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
<b>Total</b>											
Total, 16 years and older...	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
Never married.....	29,460	1,969	854	1,115	38.2	65.8	68.0	64.2	6.7	2.9	3.8
16 to 24 years.....	13,915	1,363	664	699	18.0	45.6	52.9	40.2	9.8	4.8	5.0
25 years and older.....	15,545	605	190	415	20.1	20.2	15.1	23.9	3.9	1.2	2.7
25 to 54 years.....	14,281	574	178	396	18.5	19.2	14.2	22.8	4.0	1.2	2.8
Married, spouse present..	34,863	659	257	402	45.2	22.0	20.5	23.1	1.9	0.7	1.2
16 to 24 years.....	1,043	55	34	21	1.4	1.8	2.7	1.2	5.3	3.3	2.0
25 years and older.....	33,820	604	223	381	43.8	20.2	17.8	21.9	1.8	0.7	1.1
25 to 54 years.....	24,790	460	169	291	32.1	15.4	13.5	16.8	1.9	0.7	1.2
Other marital status.....	12,884	365	144	221	16.7	12.2	11.5	12.7	2.8	1.1	1.7
16 to 24 years.....	366	25	7	18	0.5	0.8	0.6	1.0	6.8	1.9	4.9
25 years and older.....	12,518	340	137	203	16.2	11.4	10.9	11.7	2.7	1.1	1.6
25 to 54 years.....	8,443	231	90	141	10.9	7.7	7.2	8.1	2.7	1.1	1.7
<b>Men</b>											
Total, 16 years and older...	38,405	1,114	516	598	49.7	37.2	41.1	34.4	2.9	1.3	1.6
Never married.....	15,512	805	380	425	20.1	26.9	30.3	24.5	5.2	2.4	2.7
16 to 24 years.....	7,116	559	291	268	9.2	18.7	23.2	15.4	7.9	4.1	3.8
25 years and older.....	8,396	246	89	157	10.9	8.2	7.1	9.0	2.9	1.1	1.9
25 to 54 years.....	7,819	233	86	147	10.1	7.8	6.9	8.5	3.0	1.1	1.9
Married, spouse present..	17,953	214	88	126	23.3	7.2	7.0	7.3	1.2	0.5	0.7
16 to 24 years.....	447	11	8	3	0.6	0.4	0.6	0.2	2.5	1.8	0.7
25 years and older.....	17,505	202	80	122	22.7	6.8	6.4	7.0	1.2	0.5	0.7
25 to 54 years.....	12,782	152	57	95	16.6	5.1	4.5	5.5	1.2	0.4	0.7
Other marital status.....	4,941	95	48	47	6.4	3.2	3.8	2.7	1.9	1.0	1.0
16 to 24 years.....	138	2	0	2	0.2	0.1	0.0	0.1	1.4	0.0	1.4
25 years and older.....	4,803	93	48	45	6.2	3.1	3.8	2.6	1.9	1.0	0.9
25 to 54 years.....	3,451	70	35	35	4.5	2.3	2.8	2.0	2.0	1.0	1.0
<b>Women</b>											
Total, 16 years and older...	38,802	1,878	739	1,139	50.3	62.8	58.9	65.6	4.8	1.9	2.9
Never married.....	13,948	1,163	474	689	18.1	38.9	37.8	39.7	8.3	3.4	4.9
16 to 24 years.....	6,798	804	373	431	8.8	26.9	29.7	24.8	11.8	5.5	6.3
25 years and older.....	7,150	359	101	258	9.3	12.0	8.0	14.9	5.0	1.4	3.6
25 to 54 years.....	6,462	342	92	250	8.4	11.4	7.3	14.4	5.3	1.4	3.9
Married, spouse present..	16,910	445	169	276	21.9	14.9	13.5	15.9	2.6	1.0	1.6
16 to 24 years.....	596	44	26	18	0.8	1.5	2.1	1.0	7.4	4.4	3.0
25 years and older.....	16,314	401	143	258	21.1	13.4	11.4	14.9	2.5	0.9	1.6
25 to 54 years.....	12,008	307	112	195	15.6	10.3	8.9	11.2	2.6	0.9	1.6
Other marital status.....	7,944	269	96	173	10.3	9.0	7.6	10.0	3.4	1.2	2.2
16 to 24 years.....	228	22	7	15	0.3	0.7	0.6	0.9	9.6	3.1	6.6
25 years and older.....	7,715	247	89	158	10.0	8.3	7.1	9.1	3.2	1.2	2.0
25 to 54 years.....	4,992	160	54	106	6.5	5.3	4.3	6.1	3.2	1.1	2.1

Note: Data exclude all self-employed persons whether or not their businesses are incorporated. Other marital status includes married, spouse absent; divorced; separated; and widowed persons.

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 9. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by usual hours worked per week on primary job, 2014 annual averages**

Usual hours worked per week on primary job	Number of workers (in thousands)				Percent distribution				Percentage of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and older....	77,207	2,992	1,255	1,737	100.0	100.0	100.0	100.0	3.9	1.6	2.2
Hours vary.....	4,990	348	153	195	6.5	11.6	12.2	11.2	7.0	3.1	3.9
0 to 34 hours.....	18,563	1,748	779	969	24.0	58.4	62.1	55.8	9.4	4.2	5.2
0 to 4 hours.....	365	28	18	10	0.5	0.9	1.4	0.6	7.7	4.9	2.7
5 to 9 hours.....	1,006	100	45	55	1.3	3.3	3.6	3.2	9.9	4.5	5.5
10 to 14 hours.....	1,550	165	87	78	2.0	5.5	6.9	4.5	10.6	5.6	5.0
15 to 19 hours.....	2,271	238	124	114	2.9	8.0	9.9	6.6	10.5	5.5	5.0
20 to 24 hours.....	5,369	482	212	270	7.0	16.1	16.9	15.5	9.0	3.9	5.0
25 to 29 hours.....	2,960	307	141	166	3.8	10.3	11.2	9.6	10.4	4.8	5.6
30 to 34 hours.....	5,042	427	151	276	6.5	14.3	12.0	15.9	8.5	3.0	5.5
35 hours or more.....	53,654	895	323	572	69.5	29.9	25.7	32.9	1.7	0.6	1.1
35 to 39 hours.....	5,953	267	90	177	7.7	8.9	7.2	10.2	4.5	1.5	3.0
40 hours or more.....	47,701	628	233	395	61.8	21.0	18.6	22.7	1.3	0.5	0.8
40 hours.....	41,332	544	216	328	53.5	18.2	17.2	18.9	1.3	0.5	0.8
41 hours or more.....	6,370	84	17	67	8.3	2.8	1.4	3.9	1.3	0.3	1.1
41 to 44 hours.....	697	4	1	3	0.9	0.1	0.1	0.2	0.6	0.1	0.4
45 to 48 hours.....	2,088	28	5	23	2.7	0.9	0.4	1.3	1.3	0.2	1.1
49 to 59 hours.....	2,349	39	8	31	3.0	1.3	0.6	1.8	1.7	0.3	1.3
60 hours or more.....	1,235	13	3	10	1.6	0.4	0.2	0.6	1.1	0.2	0.8

Note: Data exclude all self-employed persons whether or not their businesses are incorporated. Estimates of usual hours worked presented in this table differ from usual full- or part-time status (as shown in table 1) because of a sizable number of workers whose usual hours vary on the primary job.

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 10. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by gender, 1979–2014 annual averages**  
(Numbers in thousands)

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage	Below prevailing federal minimum wage	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
<b>Total</b>							
1979.....	87,529	51,721	59.1	3,997	2,916	6,912	13.4
1980.....	87,644	51,335	58.6	4,686	3,087	7,773	15.1
1981.....	88,516	51,869	58.6	4,311	3,513	7,824	15.1
1982.....	87,368	50,846	58.2	4,148	2,348	6,496	12.8
1983.....	88,290	51,820	58.7	4,261	2,077	6,338	12.2
1984.....	92,194	54,143	58.7	4,125	1,838	5,963	11.0
1985.....	94,521	55,762	59.0	3,899	1,639	5,538	9.9
1986.....	96,903	57,529	59.4	3,461	1,599	5,060	8.8
1987.....	99,303	59,552	60.0	3,229	1,468	4,698	7.9
1988.....	101,407	60,878	60.0	2,608	1,319	3,927	6.5
1989.....	103,480	62,389	60.3	1,790	1,372	3,162	5.1
1990.....	104,876	63,172	60.2	1,096	1,132	1,228	15.1
1991.....	103,723	62,627	60.4	1,296	1,377	1,583	18.4
1992.....	104,668	63,610	60.8	2,982	1,939	4,921	7.7
1993.....	106,101	64,274	60.6	2,625	1,707	4,332	6.7
1994.....	107,989	66,549	61.6	2,132	1,995	4,128	6.2
1995.....	110,038	68,354	62.1	1,956	1,699	3,656	5.3
1996.....	111,960	69,255	61.9	1,861	1,863	1,724	15.4
1997.....	114,533	70,735	61.8	1,764	1,990	1,754	16.7
1998.....	116,730	71,440	61.2	1,593	2,834	4,427	6.2
1999.....	118,963	72,306	60.8	1,146	2,194	3,340	4.6
2000.....	122,089	73,496	60.2	898	1,752	2,650	3.6
2001.....	122,229	73,392	60.0	656	1,518	2,174	3.0
2002.....	121,826	72,508	59.5	567	1,579	2,146	3.0
2003.....	122,358	72,946	59.6	545	1,555	2,100	2.9
2004.....	123,554	73,939	59.8	520	1,483	2,003	2.7
2005.....	125,889	75,609	60.1	479	1,403	1,882	2.5
2006.....	128,237	76,514	59.7	409	1,283	1,692	2.2
2007.....	129,767	75,873	58.5	1,267	1,462	1,729	12.3
2008.....	129,377	75,305	58.2	1,286	1,940	1,226	13.0
2009.....	124,490	72,611	58.3	1,980	1,592	1,572	14.9
2010.....	124,073	72,902	58.8	1,820	2,541	4,361	6.0
2011.....	125,187	73,926	59.1	1,677	2,152	3,829	5.2
2012.....	127,577	75,276	59.0	1,566	1,984	3,550	4.7
2013.....	129,110	75,948	58.8	1,532	1,768	3,300	4.3
2014.....	131,431	77,207	58.7	1,255	1,737	2,992	3.9

See footnote at end of table.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 10. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by gender, 1979–2014 annual averages—Continued**  
(Numbers in thousands)

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage	Below prevailing federal minimum wage	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
<b>Men</b>							
1979.....	49,400	28,392	57.5	1,353	846	2,199	7.7
1980.....	48,700	27,709	56.9	1,696	983	2,678	9.7
1981.....	48,844	27,576	56.5	1,533	1,119	2,652	9.6
1982.....	47,591	26,481	55.6	1,587	697	2,284	8.6
1983.....	47,856	26,831	56.1	1,658	585	2,243	8.4
1984.....	50,022	28,140	56.3	1,626	490	2,116	7.5
1985.....	51,015	28,893	56.6	1,544	440	1,984	6.9
1986.....	51,942	29,666	57.1	1,336	408	1,743	5.9
1987.....	52,938	30,474	57.6	1,283	364	1,647	5.4
1988.....	53,912	31,058	57.6	1,066	311	1,377	4.4
1989.....	54,789	31,687	57.8	733	379	1,112	3.5
1990.....	55,553	32,104	57.8	1,385	1,712	11,097	13.4
1991.....	54,618	31,639	57.9	1,114	1,795	11,909	16.0
1992.....	54,826	32,155	58.6	1,231	653	1,885	5.9
1993.....	55,475	32,337	58.3	1,091	573	1,664	5.1
1994.....	56,570	33,528	59.3	891	674	1,565	4.7
1995.....	57,669	34,420	59.7	796	542	1,338	3.9
1996.....	58,473	34,838	59.6	1,755	1,619	11,374	13.9
1997.....	59,825	35,521	59.4	1,673	1,147	11,820	15.1
1998.....	60,973	35,761	58.7	628	1,039	1,667	4.7
1999.....	61,914	36,073	58.3	446	768	1,214	3.4
2000.....	63,662	36,720	57.7	319	582	901	2.5
2001.....	63,647	36,544	57.4	247	497	744	2.0
2002.....	63,272	36,000	56.9	217	582	799	2.2
2003.....	63,236	35,853	56.7	213	493	706	2.0
2004.....	64,145	36,806	57.4	210	470	680	1.8
2005.....	65,466	37,652	57.5	189	459	648	1.7
2006.....	66,811	38,193	57.2	146	422	568	1.5
2007.....	67,468	37,790	56.0	186	1,460	1,546	11.4
2008.....	66,846	37,334	55.9	190	1,638	1,728	11.9
2009.....	63,539	35,185	55.4	1,368	1,990	11,358	13.9
2010.....	63,531	35,498	55.9	669	943	1,612	4.5
2011.....	64,686	36,457	56.4	648	785	1,433	3.9
2012.....	65,898	37,113	56.3	567	696	1,263	3.4
2013.....	66,794	37,544	56.2	622	621	1,243	3.3
2014.....	68,048	38,405	56.4	516	598	1,114	2.9

See footnote at end of table.



CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2014

**Table 10. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by gender, 1979–2014 annual averages—Continued**  
(Numbers in thousands)

Year and gender	Total wage and salary workers	Workers paid hourly rates					
		Total	Percentage of total wage and salary workers	At prevailing federal minimum wage	Below prevailing federal minimum wage	Total at or below prevailing federal minimum wage	
						Number	Percentage of hourly paid workers
<b>Women</b>							
1979.....	38,129	23,329	61.2	2,644	2,070	4,714	20.2
1980.....	38,944	23,626	60.7	2,990	2,104	5,095	21.6
1981.....	39,672	24,294	61.2	2,778	2,394	5,172	21.3
1982.....	39,777	24,365	61.3	2,561	1,651	4,212	17.3
1983.....	40,433	24,989	61.8	2,603	1,492	4,095	16.4
1984.....	42,172	26,003	61.7	2,499	1,348	3,847	14.8
1985.....	43,506	26,869	61.8	2,356	1,198	3,554	13.2
1986.....	44,961	27,863	62.0	2,125	1,192	3,317	11.9
1987.....	46,365	29,078	62.7	1,946	1,105	3,051	10.5
1988.....	47,495	29,820	62.8	1,542	1,008	2,550	8.6
1989.....	48,691	30,702	63.1	1,056	994	2,050	6.7
1990.....	49,323	31,069	63.0	1,711	1,420	12,131	16.9
1991.....	49,105	30,988	63.1	1,792	1,582	13,374	10.9
1992.....	49,842	31,454	63.1	1,751	1,286	3,036	9.7
1993.....	50,626	31,937	63.1	1,534	1,133	2,667	8.4
1994.....	51,419	33,021	64.2	1,241	1,322	2,563	7.8
1995.....	52,369	33,934	64.8	1,161	1,157	2,318	6.8
1996.....	53,488	34,418	64.3	1,106	1,244	12,350	16.8
1997.....	54,708	35,214	64.4	1,092	1,843	12,935	18.3
1998.....	55,757	35,680	64.0	965	1,794	2,760	7.7
1999.....	57,050	36,233	63.5	700	1,426	2,126	5.9
2000.....	58,427	36,777	62.9	579	1,170	1,749	4.8
2001.....	58,582	36,848	62.9	409	1,021	1,430	3.9
2002.....	58,555	36,508	62.3	350	997	1,347	3.7
2003.....	59,122	37,093	62.7	332	1,062	1,394	3.8
2004.....	59,408	37,133	62.5	310	1,013	1,323	3.6
2005.....	60,423	37,957	62.8	290	944	1,234	3.3
2006.....	61,426	38,321	62.4	263	861	1,124	2.9
2007.....	62,299	38,082	61.1	181	1,002	1,183	13.1
2008.....	62,532	37,972	60.7	196	1,302	1,498	13.9
2009.....	60,951	37,426	61.4	1612	1,603	12,215	15.9
2010.....	60,542	37,404	61.8	1,151	1,598	2,749	7.3
2011.....	60,502	37,469	61.9	1,029	1,366	2,395	6.4
2012.....	61,679	38,163	61.9	999	1,288	2,287	6.0
2013.....	62,316	38,404	61.6	910	1,148	2,058	5.4
2014.....	63,383	38,802	61.2	739	1,139	1,878	4.8

<sup>1</sup> Data for 1990–1991, 1996–1997, and 2007–2009 reflect changes in the minimum wage that took place in those years.

Note: The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). Information about historical comparability is available at [www.bls.gov/cps/documentation.htm#comp](http://www.bls.gov/cps/documentation.htm#comp).

Source: U.S. Bureau of Labor Statistics.

# Technical Notes

The estimates in this report were obtained from the Current Population Survey (CPS), which provides information on the labor force, employment, and unemployment. The survey is conducted monthly for the U.S. Bureau of Labor Statistics (BLS) by the U.S. Census Bureau using a scientifically selected national sample of about 60,000 eligible households in all 50 states and the District of Columbia. The survey also provides data on earnings, which are based on one-fourth of the CPS monthly sample and are limited to wage and salary workers. All self-employed workers, both incorporated and unincorporated, are excluded from these earnings estimates.

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## Concepts and definitions

The principal definitions used in connection with the estimates of minimum wage workers presented in this report are described briefly below.

*Wage and salary workers.* These are workers age 16 and older who receive wages, salaries, commissions, tips, payments in kind, or piece rates on their sole or principal job. This group includes employees in both the private and public sectors. All self-employed workers are excluded whether or not their businesses are incorporated.

*Workers paid by the hour.* These are employed wage and salary workers who report that they are paid at an hourly rate on their job. Historically, workers paid an hourly wage have made up approximately three-fifths of all wage and salary workers. Estimates of workers paid by the hour include both full- and part-time workers unless otherwise specified.

*Hourly earnings.* Data are for wage and salary workers who are paid by the hour and refer to a person's sole or

principal job. Hourly earnings for hourly paid workers do not include overtime pay, commissions, or tips received.

*Workers paid at or below the prevailing federal minimum wage.* The estimates of the numbers of workers with reported earnings at or below the federal minimum wage pertain only to workers who are paid hourly rates. Salaried workers and other nonhourly paid workers are excluded.

Regular collection of earnings data in the basic CPS began in 1979. The prevailing federal minimum wage for 1979 and later years is listed below:

Federal minimum wage	Effective date
\$2.90	January 1, 1979
\$3.10	January 1, 1980
\$3.35	January 1, 1981
\$3.80	April 1, 1990
\$4.25	April 1, 1991
\$4.75	October 1, 1996
\$5.15	September 1, 1997
\$5.85	July 24, 2007
\$6.55	July 24, 2008
\$7.25	July 24, 2009

Estimates of the annual average number of minimum wage workers for years when the minimum wage increased during the year reflect both minimum wage levels in effect during the year. For example, data for 2007 reflect the number of workers at or below the federal minimum of \$5.15 for January to July and \$5.85 for August to December.

*Full-time workers.* People who usually work 35 hours or more per week at their sole or principal job are defined as working full time.

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

*Race.* In the survey process, race is determined by the household respondent. In accordance with the Office of Management and Budget guidelines, White, Black or African American, Asian, American Indian or Alaska Native, and Native Hawaiian or Other Pacific Islander are terms used to describe a person's race. The latter two race groups and people who selected more than one race are included in totals but not separately identified in this report because the number of survey respondents is too small to develop estimates of sufficient quality.

*Hispanic or Latino ethnicity.* This refers to people who identified themselves in the survey process as being of Hispanic, Latino, or Spanish origin. People whose ethnicity is identified as Hispanic or Latino may be of any race.

## Interpreting minimum wage data

The CPS does not determine whether workers are covered by the minimum wage provisions of the federal Fair Labor Standards Act (FLSA) or by individual state or local minimum wage laws. The estimates of workers paid at or below the federal minimum wage are based solely on the hourly wage they report (which does not include overtime pay, tips, or commissions). It should be noted that some respondents might round hourly earnings when answering survey questions. As a result, some workers might be reported as having hourly earnings above or below the federal minimum wage when, in fact, they earn the minimum wage.

Some workers reported as earning at or below the prevailing federal minimum wage may not in fact be covered by federal or state minimum wage laws because of exclusions and exemptions in the statutes. Thus, the presence of workers with hourly earnings below the federal minimum wage does not necessarily indicate violations of the FLSA or state statutes in cases where such standards apply.

Estimates of the number of minimum wage workers in this report pertain only to workers who are paid hourly rates. Salaried workers and other workers who are not paid by the hour are excluded, even though some have earnings that, if converted to hourly rates, would be at or below the federal 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. BLS does not routinely estimate the hourly earnings of workers not paid by the hour because of data quality concerns associated with constructing such an estimate.

A number of states have established minimum wage rates that exceed the federal level. (Information on state minimum wage laws is available at [www.dol.gov/whd/minwage/america.htm](http://www.dol.gov/whd/minwage/america.htm).) Users should be cautious about comparing state estimates in this report because of differing statutory minimum wages. It also should be noted that the CPS sample is based on residence; workers report their earnings on their job, which may or may not be located in the same state in which they live. In addition, the degree of sampling error may be quite large for some state estimates.

## Reliability

Statistics based on the CPS are subject to both sampling and non-sampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as sampling error, and its 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 CPS data also are affected by non-sampling error. Non-sampling 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 example, respondents may round their hourly earnings to whole dollars when answering survey questions.

Information about the reliability of data from the CPS is available on the BLS website at [www.bls.gov/cps/documentation.htm#reliability](http://www.bls.gov/cps/documentation.htm#reliability).