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Characteristics of Minimum Wage Workers: 2008

Abstract

[Excerpt] According to Current Population Survey estimates for 2008, 75.3 million American workers age 16 and over were paid at hourly rates, representing 58.2 percent of all wage and salary workers. On July 24, 2008, the Federal minimum wage increased to \$6.55 per hour from \$5.85 per hour. Data in this report reflect the average number of workers earning the prevailing Federal minimum wage or less for the year (those who earned \$5.85 or less from January 2008 through July 2008 and those who earned \$6.55 or less from August 2008 through the end of the year). Among those paid by the hour, 286,000 earned exactly the prevailing Federal minimum wage in 2008. About 1.9 million had wages below the minimum. Together, these 2.2 million workers with wages at or below the minimum made up 3.0 percent of all hourly-paid workers. Tables 1-10 present data on a wide array of demographic and socioeconomic characteristics for hourly-paid workers earning at or below the Federal minimum wage.

Keywords

minimum wage, wage and salary workers, income, employment, demographics

Comments

Suggested Citation

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Characteristics of Minimum Wage Workers: 2008

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Characteristics of Minimum Wage Workers: 2008

According to Current Population Survey estimates for 2008, 75.3 million American workers age 16 and over were paid at hourly rates, representing 58.2 percent of all wage and salary workers.¹ On July 24, 2008, the Federal minimum wage increased to \$6.55 per hour from \$5.85 per hour. Data in this report reflect the average number of workers earning the prevailing Federal minimum wage or less for the year (those who earned \$5.85 or less from January 2008 through July 2008 and those who earned \$6.55 or less from August 2008 through the end of the year). Among those paid by the hour, 286,000 earned exactly the prevailing Federal minimum wage in 2008. About 1.9 million had wages below the minimum.² Together, these 2.2 million workers with wages at or below the minimum made up 3.0 percent of all hourly-paid workers. Tables 1-10 present data on a wide array of demographic and socioeconomic characteristics for hourly-paid workers earning at or below the Federal minimum wage. The following are some highlights from the 2008 data.

- Minimum wage workers tend to be young. Although workers under age 25 represented only about one-fifth of hourly-paid workers, they made up half of those paid the Federal minimum wage or less. Among employed teenagers paid by the hour, about 11 percent earned the minimum wage or less, compared with about 2 percent of workers age 25 and over. (See table 1 and table 7.)
- About 4 percent of women paid hourly rates had wages at or below the prevailing Federal minimum, compared with about 2 percent of men. (See table 1.)
- The percentage of workers earning the minimum wage did not vary much across the major race and ethnicity groups. About 3 percent of white, black, and Hispanic hourly-paid workers earned the Federal minimum wage or less. Among Asian hourly-paid workers, about 2 percent earned the minimum wage or less. (See table 1.)
- Among hourly-paid workers age 16 and over, about 5 percent of those who had less than a high school diploma earned the Federal minimum wage or less, compared with about 3 percent of those who had a high school diploma (with no college) and about 2 percent of college graduates. (See table 6.)
- Never-married workers, who tend to be young, were more likely than married workers to earn the Federal minimum wage or less (about 5 percent versus about 2 percent). (See table 8.)
- Part-time workers (persons who usually work less than 35 hours per week) were more likely than their full-time counterparts to be paid the Federal minimum wage or less (about 7 percent versus about 2 percent). (See table 1 and table 9.)
- By major occupational group, the highest proportion of workers earning at or below the Federal minimum wage was in service occupations, about 9 percent. About 7 in 10 workers earning the minimum wage or less in 2008 were employed in service occupations, mostly in food preparation and serving related jobs. (See table 4.)
- The industry with the highest proportion of workers with hourly wages at or below the Federal minimum wage was leisure and hospitality (about 14 percent). About three-fifths of all workers paid at or below the Federal minimum wage were employed in this industry, primarily in the food services and drinking places component. For many of these workers, tips and commissions supplement the hourly wages received. (See table 5.)
- Among the States, Mississippi, South Carolina, Tennessee, and Oklahoma had the highest proportions of hourly-paid workers earning at or below the Federal minimum wage (about 6 percent). The percentage of workers earning at or below the Federal minimum wage was lowest (1 percent or less) in Alaska, California, and Oregon. It should be noted that some states have minimum wage laws establishing standards that exceed the Federal minimum wage. (See table 2 and table 3.)
- The proportion of hourly-paid workers earning the prevailing Federal minimum wage or less has trended downward since 1979, when data first began to be collected on a regular basis. (See table 10.)

Source: U.S. Department of Labor, Bureau of Labor Statistics. Bureau of Labor Statistics data on minimum wage earners are derived from the Current Population Survey (CPS), a nationwide sample survey of households that includes questions enabling the identification of hourly-paid workers and their hourly wage rate. Data in this summary are 2008 annual averages.

¹ Data are for wage and salary workers age 16 and over and refer to earnings on a person's sole or principal job. All self-employed persons are excluded whether or not their businesses are incorporated.

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

Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics, 2008 annual averages

Characteristic	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
AGE AND SEX											
Total, 16 years and over.....	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
16 to 24 years.....	15,680	1,122	161	961	20.8	50.4	56.3	49.5	7.2	1.0	6.1
16 to 19 years.....	5,137	545	108	437	6.8	24.5	37.8	22.5	10.6	2.1	8.5
25 years and over.....	59,626	1,104	125	979	79.2	49.6	43.7	50.5	1.9	0.2	1.6
Men, 16 years and over.....	37,334	728	90	638	49.6	32.7	31.5	32.9	1.9	0.2	1.7
16 to 24 years.....	7,978	384	58	326	10.6	17.3	20.3	16.8	4.8	0.7	4.1
16 to 19 years.....	2,478	194	39	155	3.3	8.7	13.6	8.0	7.8	1.6	6.3
25 years and over.....	29,356	345	32	313	39.0	15.5	11.2	16.1	1.2	0.1	1.1
Women, 16 years and over.....	37,972	1,498	196	1,302	50.4	67.3	68.5	67.1	3.9	0.5	3.4
16 to 24 years.....	7,701	738	103	635	10.2	33.2	36.0	32.7	9.6	1.3	8.2
16 to 19 years.....	2,660	351	70	281	3.5	15.8	24.5	14.5	13.2	2.6	10.6
25 years and over.....	30,270	759	93	666	40.2	34.1	32.5	34.3	2.5	0.3	2.2
RACE, SEX, AND HISPANIC OR LATINO ETHNICITY											
White ¹	60,464	1,783	215	1,568	80.3	80.1	75.2	80.8	2.9	0.4	2.6
Men.....	30,533	560	65	495	40.5	25.2	22.7	25.5	1.8	0.2	1.6
Women.....	29,931	1,224	151	1,073	39.7	55.0	52.8	55.3	4.1	0.5	3.6
Black or African American ¹	9,866	308	49	259	13.1	13.8	17.1	13.4	3.1	0.5	2.6
Men.....	4,408	122	17	105	5.9	5.5	5.9	5.4	2.8	0.4	2.4
Women.....	5,457	186	32	154	7.2	8.4	11.2	7.9	3.4	0.6	2.8
Asian ¹	2,844	69	11	58	3.8	3.1	3.8	3.0	2.4	0.4	2.0
Men.....	1,301	27	3	24	1.7	1.2	1.0	1.2	2.1	0.2	1.8
Women.....	1,543	42	8	34	2.0	1.9	2.8	1.8	2.7	0.5	2.2
Hispanic or Latino ¹	13,070	324	39	285	17.4	14.6	13.6	14.7	2.5	0.3	2.2
Men.....	7,756	132	15	117	10.3	5.9	5.2	6.0	1.7	0.2	1.5
Women.....	5,313	191	23	168	7.1	8.6	8.0	8.7	3.6	0.4	3.2
FULL- AND PART-TIME STATUS AND SEX											
Full-time workers ²	56,837	873	95	778	75.5	39.2	33.2	40.1	1.5	0.2	1.4
Men.....	31,363	340	27	313	41.6	15.3	9.4	16.1	1.1	0.1	1.0
Women.....	25,474	532	68	464	33.8	23.9	23.8	23.9	2.1	0.3	1.8
Part-time workers ²	18,334	1,353	191	1,162	24.3	60.8	66.8	59.9	7.4	1.0	6.3
Men.....	5,903	388	63	325	7.8	17.4	22.0	16.8	6.6	1.1	5.5
Women.....	12,431	965	128	837	16.5	43.4	44.8	43.1	7.8	1.0	6.7

¹ Estimates for the above race groups (white, black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race.

² The distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

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

Table 2. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by census region and division, 2008 annual averages

Region and division	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over....	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
Northeast.....	13,033	318	21	297	17.3	14.3	7.3	15.3	2.4	0.2	2.3
New England.....	3,690	81	4	77	4.9	3.6	1.4	4.0	2.2	0.1	2.1
Middle Atlantic.....	9,342	238	17	221	12.4	10.7	5.9	11.4	2.5	0.2	2.4
Midwest.....	18,567	522	47	475	24.7	23.5	16.4	24.5	2.8	0.3	2.6
East North Central.....	12,740	347	26	321	16.9	15.6	9.1	16.5	2.7	0.2	2.5
West North Central.....	5,827	175	21	154	7.7	7.9	7.3	7.9	3.0	0.4	2.6
South.....	25,942	1,092	187	905	34.4	49.1	65.4	46.6	4.2	0.7	3.5
South Atlantic.....	13,461	488	54	434	17.9	21.9	18.9	22.4	3.6	0.4	3.2
East South Central.....	4,419	221	47	174	5.9	9.9	16.4	9.0	5.0	1.1	3.9
West South Central.....	8,061	384	86	298	10.7	17.3	30.1	15.4	4.8	1.1	3.7
West.....	17,764	292	30	262	23.6	13.1	10.5	13.5	1.6	0.2	1.5
Mountain.....	5,571	166	19	147	7.4	7.5	6.6	7.6	3.0	0.3	2.6
Pacific.....	12,193	127	11	116	16.2	5.7	3.8	6.0	1.0	0.1	1.0

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

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

Northeast:

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

Middle Atlantic: New Jersey, New York, and Pennsylvania

Midwest:

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

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

South:

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

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

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

West:

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

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

Table 3. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by State, 2008 annual averages

State	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over..	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
Alabama.....	1,119	47	17	30	1.5	2.1	5.9	1.5	4.2	1.5	2.7
Alaska.....	204	2	-	2	0.3	0.1	-	0.1	1.0	-	1.0
Arizona.....	1,533	46	5	41	2.0	2.1	1.7	2.1	3.0	0.3	2.7
Arkansas.....	703	26	5	21	0.9	1.2	1.7	1.1	3.7	0.7	3.0
California.....	8,778	86	6	80	11.7	3.9	2.1	4.1	1.0	0.1	0.9
Colorado.....	1,211	48	1	47	1.6	2.2	0.3	2.4	4.0	0.1	3.9
Connecticut.....	892	16	1	15	1.2	0.7	0.3	0.8	1.8	0.1	1.7
Delaware.....	220	6	-	6	0.3	0.3	-	0.3	2.7	-	2.7
District of Columbia.....	110	3	-	3	0.1	0.1	-	0.2	2.7	-	2.7
Florida.....	4,058	127	5	122	5.4	5.7	1.7	6.3	3.1	0.1	3.0
Georgia.....	2,084	76	13	63	2.8	3.4	4.5	3.2	3.6	0.6	3.0
Hawaii.....	338	5	-	5	0.4	0.2	-	0.3	1.5	-	1.5
Idaho.....	412	15	4	11	0.5	0.7	1.4	0.6	3.6	1.0	2.7
Illinois.....	3,211	80	-	80	4.3	3.6	-	4.1	2.5	-	2.5
Indiana.....	1,812	64	10	54	2.4	2.9	3.5	2.8	3.5	0.6	3.0
Iowa.....	927	21	1	20	1.2	0.9	0.3	1.0	2.3	0.1	2.2
Kansas.....	791	31	5	26	1.1	1.4	1.7	1.3	3.9	0.6	3.3
Kentucky.....	1,101	45	9	36	1.5	2.0	3.1	1.9	4.1	0.8	3.3
Louisiana.....	953	48	9	39	1.3	2.2	3.1	2.0	5.0	0.9	4.1
Maine.....	397	7	-	7	0.5	0.3	-	0.4	1.8	-	1.8
Maryland.....	1,339	37	5	32	1.8	1.7	1.7	1.6	2.8	0.4	2.4
Massachusetts.....	1,543	35	2	33	2.0	1.6	0.7	1.7	2.3	0.1	2.1
Michigan.....	2,641	73	2	71	3.5	3.3	0.7	3.7	2.8	0.1	2.7
Minnesota.....	1,511	40	6	34	2.0	1.8	2.1	1.8	2.6	0.4	2.3
Mississippi.....	667	40	9	31	0.9	1.8	3.1	1.6	6.0	1.3	4.6
Missouri.....	1,592	50	4	46	2.1	2.2	1.4	2.4	3.1	0.3	2.9
Montana.....	287	4	2	2	0.4	0.2	0.7	0.1	1.4	0.7	0.7
Nebraska.....	551	20	3	17	0.7	0.9	1.0	0.9	3.6	0.5	3.1
Nevada.....	736	16	2	14	1.0	0.7	0.7	0.7	2.2	0.3	1.9
New Hampshire.....	380	11	-	11	0.5	0.5	-	0.6	2.9	-	2.9
New Jersey.....	1,781	53	5	48	2.4	2.4	1.7	2.5	3.0	0.3	2.7
New Mexico.....	495	13	-	13	0.7	0.6	-	0.7	2.6	-	2.6
New York.....	4,105	100	6	94	5.5	4.5	2.1	4.8	2.4	0.1	2.3
North Carolina.....	2,235	78	11	67	3.0	3.5	3.8	3.5	3.5	0.5	3.0
North Dakota.....	199	8	1	7	0.3	0.4	0.3	0.4	4.0	0.5	3.5
Ohio.....	3,329	77	5	72	4.4	3.5	1.7	3.7	2.3	0.2	2.2
Oklahoma.....	878	48	19	29	1.2	2.2	6.6	1.5	5.5	2.2	3.3
Oregon.....	999	8	2	6	1.3	0.4	0.7	0.3	0.8	0.2	0.6
Pennsylvania.....	3,457	85	6	79	4.6	3.8	2.1	4.1	2.5	0.2	2.3
Rhode Island.....	296	6	-	6	0.4	0.3	-	0.3	2.0	-	2.0
South Carolina.....	1,111	66	6	60	1.5	3.0	2.1	3.1	5.9	0.5	5.4
South Dakota.....	256	6	1	5	0.3	0.3	0.3	0.3	2.3	0.4	2.0
Tennessee.....	1,533	89	12	77	2.0	4.0	4.2	4.0	5.8	0.8	5.0
Texas.....	5,527	262	54	208	7.3	11.8	18.9	10.7	4.7	1.0	3.8
Utah.....	736	18	5	13	1.0	0.8	1.7	0.7	2.4	0.7	1.8
Vermont.....	183	4	-	4	0.2	0.2	-	0.2	2.2	-	2.2
Virginia.....	1,809	70	5	65	2.4	3.1	1.7	3.4	3.9	0.3	3.6
Washington.....	1,875	26	3	23	2.5	1.2	1.0	1.2	1.4	0.2	1.2
West Virginia.....	494	26	10	16	0.7	1.2	3.5	0.8	5.3	2.0	3.2
Wisconsin.....	1,748	53	9	44	2.3	2.4	3.1	2.3	3.0	0.5	2.5
Wyoming.....	160	7	1	6	0.2	0.3	0.3	0.3	4.4	0.6	3.8

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

Table 4. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by major occupation group, 2008 annual averages

Occupation	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over.....	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
Management, professional, and related occupations.....	14,774	114	25	89	19.6	5.1	8.7	4.6	0.8	0.2	0.6
Management, business, and financial operations occupations.....	4,118	30	2	28	5.5	1.3	0.7	1.4	0.7	0.0	0.7
Professional and related occupations.....	10,656	84	23	61	14.2	3.8	8.0	3.1	0.8	0.2	0.6
Service occupations.....	17,261	1,541	143	1,398	22.9	69.2	50.0	72.1	8.9	0.8	8.1
Healthcare support occupations.....	2,564	57	3	54	3.4	2.6	1.0	2.8	2.2	0.1	2.1
Protective service occupations.....	1,895	46	5	41	2.5	2.1	1.7	2.1	2.4	0.3	2.2
Food preparation and serving related occupations.....	6,649	1,170	83	1,087	8.8	52.6	29.0	56.0	17.6	1.2	16.3
Building and grounds cleaning and maintenance occupations.....	3,627	106	19	87	4.8	4.8	6.6	4.5	2.9	0.5	2.4
Personal care and service occupations.....	2,526	162	34	128	3.4	7.3	11.9	6.6	6.4	1.3	5.1
Sales and office occupations.....	20,563	363	91	272	27.3	16.3	31.8	14.0	1.8	0.4	1.3
Sales and related occupations.....	7,713	224	58	166	10.2	10.1	20.3	8.6	2.9	0.8	2.2
Office and administrative support occupations.....	12,850	138	32	106	17.1	6.2	11.2	5.5	1.1	0.2	0.8
Natural resources, construction, and maintenance occupations.....	9,434	52	6	46	12.5	2.3	2.1	2.4	0.6	0.1	0.5
Farming, fishing, and forestry occupations.....	636	13	-	13	0.8	0.6	-	0.7	2.0	-	2.0
Construction and extraction occupations.....	5,388	29	5	24	7.2	1.3	1.7	1.2	0.5	0.1	0.4
Installation, maintenance, and repair occupations.....	3,410	10	-	10	4.5	0.4	-	0.5	0.3	-	0.3
Production, transportation, and material moving occupations.....	13,273	157	22	135	17.6	7.1	7.7	7.0	1.2	0.2	1.0
Production occupations.....	7,191	44	7	37	9.5	2.0	2.4	1.9	0.6	0.1	0.5
Transportation and material moving occupations.....	6,082	113	15	98	8.1	5.1	5.2	5.1	1.9	0.2	1.6

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

Table 5. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by major industry group, 2008 annual averages

Industry	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over.....	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
Private sector.....	65,758	2,093	261	1,832	87.3	94.0	91.3	94.4	3.2	0.4	2.8
Agriculture and related industries.....	692	12	-	12	0.9	0.5	-	0.6	1.7	-	1.7
Nonagricultural industries.....	65,066	2,080	260	1,820	86.4	93.4	90.9	93.8	3.2	0.4	2.8
Mining.....	471	1	-	1	0.6	0.0	-	0.1	0.2	-	0.2
Construction.....	5,392	29	5	24	7.2	1.3	1.7	1.2	0.5	0.1	0.4
Manufacturing.....	9,557	62	7	55	12.7	2.8	2.4	2.8	0.6	0.1	0.6
Durable goods	6,034	46	2	44	8.0	2.1	0.7	2.3	0.8	0.0	0.7
Nondurable goods	3,523	15	4	11	4.7	0.7	1.4	0.6	0.4	0.1	0.3
Wholesale and retail trade.....	12,437	271	64	207	16.5	12.2	22.4	10.7	2.2	0.5	1.7
Wholesale trade.....	1,752	12	2	10	2.3	0.5	0.7	0.5	0.7	0.1	0.6
Retail trade.....	10,685	260	63	197	14.2	11.7	22.0	10.2	2.4	0.6	1.8
Transportation and utilities.....	3,193	37	6	31	4.2	1.7	2.1	1.6	1.2	0.2	1.0
Information.....	1,475	21	2	19	2.0	0.9	0.7	1.0	1.4	0.1	1.3
Financial activities.....	3,338	33	8	25	4.4	1.5	2.8	1.3	1.0	0.2	0.7
Professional and business services.....	5,688	56	8	48	7.6	2.5	2.8	2.5	1.0	0.1	0.8
Education and health services.....	11,895	203	38	165	15.8	9.1	13.3	8.5	1.7	0.3	1.4
Leisure and hospitality.....	8,642	1,247	101	1,146	11.5	56.0	35.3	59.1	14.4	1.2	13.3
Other services.....	2,978	119	21	98	4.0	5.3	7.3	5.1	4.0	0.7	3.3
Public sector.....	9,547	133	25	108	12.7	6.0	8.7	5.6	1.4	0.3	1.1
Federal.....	1,844	16	1	15	2.4	0.7	0.3	0.8	0.9	0.1	0.8
State.....	2,490	47	12	35	3.3	2.1	4.2	1.8	1.9	0.5	1.4
Local.....	5,213	70	12	58	6.9	3.1	4.2	3.0	1.3	0.2	1.1

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

Table 6. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by educational attainment, 2008 annual averages

Educational attainment	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over.....	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
Less than a high school diploma.....	11,253	578	114	464	14.9	26.0	39.9	23.9	5.1	1.0	4.1
Less than 1 year of high school.....	3,108	93	12	81	4.1	4.2	4.2	4.2	3.0	0.4	2.6
1 to 3 years of high school.....	6,974	450	94	356	9.3	20.2	32.9	18.4	6.5	1.3	5.1
4 years of high school, no diploma.....	1,171	35	7	28	1.6	1.6	2.4	1.4	3.0	0.6	2.4
High school graduates or more.....	64,053	1,648	172	1,476	85.1	74.0	60.1	76.1	2.6	0.3	2.3
High school graduates, no college.....	27,163	709	89	620	36.1	31.9	31.1	32.0	2.6	0.3	2.3
Some college or associate degree.....	25,267	753	75	678	33.6	33.8	26.2	34.9	3.0	0.3	2.7
Some college, no degree.....	17,267	634	63	571	22.9	28.5	22.0	29.4	3.7	0.4	3.3
Associate degree.....	8,001	119	11	108	10.6	5.3	3.8	5.6	1.5	0.1	1.3
Occupational program.....	3,800	46	5	41	5.0	2.1	1.7	2.1	1.2	0.1	1.1
Academic program.....	4,201	74	7	67	5.6	3.3	2.4	3.5	1.8	0.2	1.6
Bachelor's degree and higher.....	11,622	187	9	178	15.4	8.4	3.1	9.2	1.6	0.1	1.5
Bachelor's degree.....	9,215	161	8	153	12.2	7.2	2.8	7.9	1.7	0.1	1.7
Master's degree.....	1,903	18	-	18	2.5	0.8	-	0.9	0.9	-	0.9
Professional degree.....	314	5	1	4	0.4	0.2	0.3	0.2	1.6	0.3	1.3
Doctoral degree.....	190	3	-	3	0.3	0.1	-	0.2	1.6	-	1.6

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

Table 7. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by age and sex, 2008 annual averages

Age and sex	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
BOTH SEXES											
Total, 16 years and over.....	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
Under 25 years.....	15,680	1,122	161	961	20.8	50.4	56.3	49.5	7.2	1.0	6.1
16 to 19 years.....	5,137	545	108	437	6.8	24.5	37.8	22.5	10.6	2.1	8.5
20 to 24 years.....	10,542	577	53	524	14.0	25.9	18.5	27.0	5.5	0.5	5.0
25 years and over.....	59,626	1,104	125	979	79.2	49.6	43.7	50.5	1.9	0.2	1.6
25 to 34 years.....	16,893	482	41	441	22.4	21.7	14.3	22.7	2.9	0.2	2.6
25 to 29 years.....	9,309	292	22	270	12.4	13.1	7.7	13.9	3.1	0.2	2.9
30 to 34 years.....	7,584	190	19	171	10.1	8.5	6.6	8.8	2.5	0.3	2.3
35 to 44 years.....	15,478	242	23	219	20.6	10.9	8.0	11.3	1.6	0.1	1.4
35 to 39 years.....	7,683	127	11	116	10.2	5.7	3.8	6.0	1.7	0.1	1.5
40 to 44 years.....	7,795	114	11	103	10.4	5.1	3.8	5.3	1.5	0.1	1.3
45 to 54 years.....	15,625	201	29	172	20.7	9.0	10.1	8.9	1.3	0.2	1.1
45 to 49 years.....	8,246	126	20	106	11.0	5.7	7.0	5.5	1.5	0.2	1.3
50 to 54 years.....	7,379	76	10	66	9.8	3.4	3.5	3.4	1.0	0.1	0.9
55 to 64 years.....	8,987	106	23	83	11.9	4.8	8.0	4.3	1.2	0.3	0.9
55 to 59 years.....	5,660	67	11	56	7.5	3.0	3.8	2.9	1.2	0.2	1.0
60 to 64 years.....	3,327	40	13	27	4.4	1.8	4.5	1.4	1.2	0.4	0.8
65 years and over.....	2,642	72	9	63	3.5	3.2	3.1	3.2	2.7	0.3	2.4
65 to 69 years.....	1,465	37	4	33	1.9	1.7	1.4	1.7	2.5	0.3	2.3
70 years and over.....	1,177	35	5	30	1.6	1.6	1.7	1.5	3.0	0.4	2.5
MEN											
Total, 16 years and over.....	37,334	728	90	638	49.6	32.7	31.5	32.9	1.9	0.2	1.7
Under 25 years.....	7,978	384	58	326	10.6	17.3	20.3	16.8	4.8	0.7	4.1
16 to 19 years.....	2,478	194	39	155	3.3	8.7	13.6	8.0	7.8	1.6	6.3
20 to 24 years.....	5,500	190	20	170	7.3	8.5	7.0	8.8	3.5	0.4	3.1
25 years and over.....	29,356	345	32	313	39.0	15.5	11.2	16.1	1.2	0.1	1.1
25 to 34 years.....	9,029	150	9	141	12.0	6.7	3.1	7.3	1.7	0.1	1.6
25 to 29 years.....	4,963	86	5	81	6.6	3.9	1.7	4.2	1.7	0.1	1.6
30 to 34 years.....	4,066	64	4	60	5.4	2.9	1.4	3.1	1.6	0.1	1.5
35 to 44 years.....	7,696	71	5	66	10.2	3.2	1.7	3.4	0.9	0.1	0.9
35 to 39 years.....	3,885	42	4	38	5.2	1.9	1.4	2.0	1.1	0.1	1.0
40 to 44 years.....	3,810	30	1	29	5.1	1.3	0.3	1.5	0.8	0.0	0.8
45 to 54 years.....	7,365	68	7	61	9.8	3.1	2.4	3.1	0.9	0.1	0.8
45 to 49 years.....	3,899	39	2	37	5.2	1.8	0.7	1.9	1.0	0.1	0.9
50 to 54 years.....	3,467	28	4	24	4.6	1.3	1.4	1.2	0.8	0.1	0.7
55 to 64 years.....	4,092	35	9	26	5.4	1.6	3.1	1.3	0.9	0.2	0.6
55 to 59 years.....	2,593	18	1	17	3.4	0.8	0.3	0.9	0.7	0.0	0.7
60 to 64 years.....	1,499	16	8	8	2.0	0.7	2.8	0.4	1.1	0.5	0.5
65 years and over.....	1,174	22	3	19	1.6	1.0	1.0	1.0	1.9	0.3	1.6
65 to 69 years.....	645	12	1	11	0.9	0.5	0.3	0.6	1.9	0.2	1.7
70 years and over.....	529	10	2	8	0.7	0.4	0.7	0.4	1.9	0.4	1.5
WOMEN											
Total, 16 years and over.....	37,972	1,498	196	1,302	50.4	67.3	68.5	67.1	3.9	0.5	3.4
Under 25 years.....	7,701	738	103	635	10.2	33.2	36.0	32.7	9.6	1.3	8.2
16 to 19 years.....	2,660	351	70	281	3.5	15.8	24.5	14.5	13.2	2.6	10.6
20 to 24 years.....	5,042	387	33	354	6.7	17.4	11.5	18.2	7.7	0.7	7.0
25 years and over.....	30,270	759	93	666	40.2	34.1	32.5	34.3	2.5	0.3	2.2
25 to 34 years.....	7,864	332	32	300	10.4	14.9	11.2	15.5	4.2	0.4	3.8
25 to 29 years.....	4,346	207	18	189	5.8	9.3	6.3	9.7	4.8	0.4	4.3
30 to 34 years.....	3,518	127	15	112	4.7	5.7	5.2	5.8	3.6	0.4	3.2
35 to 44 years.....	7,783	170	17	153	10.3	7.6	5.9	7.9	2.2	0.2	2.0
35 to 39 years.....	3,798	86	7	79	5.0	3.9	2.4	4.1	2.3	0.2	2.1
40 to 44 years.....	3,985	84	10	74	5.3	3.8	3.5	3.8	2.1	0.3	1.9
45 to 54 years.....	8,260	134	23	111	11.0	6.0	8.0	5.7	1.6	0.3	1.3
45 to 49 years.....	4,347	86	17	69	5.8	3.9	5.9	3.6	2.0	0.4	1.6
50 to 54 years.....	3,913	49	6	43	5.2	2.2	2.1	2.2	1.3	0.2	1.1
55 to 64 years.....	4,895	72	15	57	6.5	3.2	5.2	2.9	1.5	0.3	1.2
55 to 59 years.....	3,067	48	10	38	4.1	2.2	3.5	2.0	1.6	0.3	1.2
60 to 64 years.....	1,828	24	5	19	2.4	1.1	1.7	1.0	1.3	0.3	1.0
65 years and over.....	1,469	50	6	44	2.0	2.2	2.1	2.3	3.4	0.4	3.0
65 to 69 years.....	820	25	2	23	1.1	1.1	0.7	1.2	3.0	0.2	2.8
70 years and over.....	648	25	3	22	0.9	1.1	1.0	1.1	3.9	0.5	3.4

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

Table 8. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by marital status, age, and sex, 2008 annual averages

Marital status, age, and sex	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
BOTH SEXES											
Total, 16 years and over....	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
Never married.....	26,790	1,388	173	1,215	35.6	62.4	60.5	62.6	5.2	0.6	4.5
16 to 24 years.....	13,876	1,034	145	889	18.4	46.5	50.7	45.8	7.5	1.0	6.4
25 years and over.....	12,914	355	29	326	17.1	15.9	10.1	16.8	2.7	0.2	2.5
25 to 54 years.....	12,122	332	23	309	16.1	14.9	8.0	15.9	2.7	0.2	2.5
Married, spouse present..	35,783	532	76	456	47.5	23.9	26.6	23.5	1.5	0.2	1.3
16 to 24 years.....	1,335	61	12	49	1.8	2.7	4.2	2.5	4.6	0.9	3.7
25 years and over.....	34,448	471	64	407	45.7	21.2	22.4	21.0	1.4	0.2	1.2
25 to 54 years.....	27,060	387	51	336	35.9	17.4	17.8	17.3	1.4	0.2	1.2
Other marital status.....	12,732	305	36	269	16.9	13.7	12.6	13.9	2.4	0.3	2.1
16 to 24 years.....	468	28	4	24	0.6	1.3	1.4	1.2	6.0	0.9	5.1
25 years and over.....	12,263	278	32	246	16.3	12.5	11.2	12.7	2.3	0.3	2.0
25 to 54 years.....	8,815	207	19	188	11.7	9.3	6.6	9.7	2.3	0.2	2.1
MEN											
Total, 16 years and over....	37,334	728	90	638	49.6	32.7	31.5	32.9	1.9	0.2	1.7
Never married.....	14,258	510	64	446	18.9	22.9	22.4	23.0	3.6	0.4	3.1
16 to 24 years.....	7,213	363	54	309	9.6	16.3	18.9	15.9	5.0	0.7	4.3
25 years and over.....	7,046	147	10	137	9.4	6.6	3.5	7.1	2.1	0.1	1.9
25 to 54 years.....	6,691	134	6	128	8.9	6.0	2.1	6.6	2.0	0.1	1.9
Married, spouse present..	18,134	152	17	135	24.1	6.8	5.9	7.0	0.8	0.1	0.7
16 to 24 years.....	582	14	3	11	0.8	0.6	1.0	0.6	2.4	0.5	1.9
25 years and over.....	17,552	138	14	124	23.3	6.2	4.9	6.4	0.8	0.1	0.7
25 to 54 years.....	13,666	109	11	98	18.1	4.9	3.8	5.1	0.8	0.1	0.7
Other marital status.....	4,941	67	9	58	6.6	3.0	3.1	3.0	1.4	0.2	1.2
16 to 24 years.....	184	7	1	6	0.2	0.3	0.3	0.3	3.8	0.5	3.3
25 years and over.....	4,758	60	8	52	6.3	2.7	2.8	2.7	1.3	0.2	1.1
25 to 54 years.....	3,733	46	4	42	5.0	2.1	1.4	2.2	1.2	0.1	1.1
WOMEN											
Total, 16 years and over....	37,972	1,498	196	1,302	50.4	67.3	68.5	67.1	3.9	0.5	3.4
Never married.....	12,532	878	109	769	16.6	39.4	38.1	39.6	7.0	0.9	6.1
16 to 24 years.....	6,663	671	91	580	8.8	30.1	31.8	29.9	10.1	1.4	8.7
25 years and over.....	5,869	208	18	190	7.8	9.3	6.3	9.8	3.5	0.3	3.2
25 to 54 years.....	5,431	198	17	181	7.2	8.9	5.9	9.3	3.6	0.3	3.3
Married, spouse present..	17,649	381	60	321	23.4	17.1	21.0	16.5	2.2	0.3	1.8
16 to 24 years.....	753	47	9	38	1.0	2.1	3.1	2.0	6.2	1.2	5.0
25 years and over.....	16,896	333	50	283	22.4	15.0	17.5	14.6	2.0	0.3	1.7
25 to 54 years.....	13,394	277	40	237	17.8	12.4	14.0	12.2	2.1	0.3	1.8
Other marital status.....	7,790	239	27	212	10.3	10.7	9.4	10.9	3.1	0.3	2.7
16 to 24 years.....	285	21	3	18	0.4	0.9	1.0	0.9	7.4	1.1	6.3
25 years and over.....	7,505	218	24	194	10.0	9.8	8.4	10.0	2.9	0.3	2.6
25 to 54 years.....	5,082	161	15	146	6.7	7.2	5.2	7.5	3.2	0.3	2.9

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

Table 9. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by usual hours worked per week on primary job, 2008 annual averages

Usual hours worked per week on primary job	Number of workers (in thousands)				Percent distribution				Percent of workers paid hourly rates		
	Total paid hourly rates	At or below minimum wage			Total paid hourly rates	At or below minimum wage			At or below minimum wage		
		Total	At minimum wage	Below minimum wage		Total	At minimum wage	Below minimum wage	Total	At minimum wage	Below minimum wage
Total, 16 years and over.....	75,305	2,226	286	1,940	100.0	100.0	100.0	100.0	3.0	0.4	2.6
Hours vary.....	4,938	303	29	274	6.6	13.6	10.1	14.1	6.1	0.6	5.5
0 to 34 hours.....	16,457	1,169	168	1,001	21.9	52.5	58.7	51.6	7.1	1.0	6.1
0 to 4 hours.....	316	22	4	18	0.4	1.0	1.4	0.9	7.0	1.3	5.7
5 to 9 hours.....	892	58	10	48	1.2	2.6	3.5	2.5	6.5	1.1	5.4
10 to 14 hours.....	1,473	119	20	99	2.0	5.3	7.0	5.1	8.1	1.4	6.7
15 to 19 hours.....	2,221	166	21	145	2.9	7.5	7.3	7.5	7.5	0.9	6.5
20 to 24 hours.....	4,935	355	62	293	6.6	15.9	21.7	15.1	7.2	1.3	5.9
25 to 29 hours.....	2,331	177	14	163	3.1	8.0	4.9	8.4	7.6	0.6	7.0
30 to 34 hours.....	4,289	273	38	235	5.7	12.3	13.3	12.1	6.4	0.9	5.5
35 hours or more.....	53,910	753	88	665	71.6	33.8	30.8	34.3	1.4	0.2	1.2
35 to 39 hours.....	5,550	230	34	196	7.4	10.3	11.9	10.1	4.1	0.6	3.5
40 hours or more.....	48,360	525	55	470	64.2	23.6	19.2	24.2	1.1	0.1	1.0
40 hours.....	41,843	439	47	392	55.6	19.7	16.4	20.2	1.0	0.1	0.9
41 hours or more.....	6,517	86	8	78	8.7	3.9	2.8	4.0	1.3	0.1	1.2
41 to 44 hours.....	819	12	2	10	1.1	0.5	0.7	0.5	1.5	0.2	1.2
45 to 48 hours.....	2,235	15	3	16	3.0	0.7	1.0	0.8	0.7	0.1	0.7
49 to 59 hours.....	2,433	37	1	36	3.2	1.7	0.3	1.9	1.5	0.0	1.5
60 hours or more.....	1,030	17	1	16	1.4	0.8	0.3	0.8	1.7	0.1	1.6

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

Table 10. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2008 annual averages

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
						Number	Percent of hourly paid workers
BOTH SEXES							
1979.....	87,529	51,721	59.1	2,916	3,997	6,912	13.4
1980.....	87,644	51,335	58.6	3,087	4,686	7,773	15.1
1981.....	88,516	51,869	58.6	3,513	4,311	7,824	15.1
1982.....	87,368	50,846	58.2	2,348	4,148	6,496	12.8
1983.....	88,290	51,820	58.7	2,077	4,261	6,338	12.2
1984.....	92,194	54,143	58.7	1,838	4,125	5,963	11.0
1985.....	94,521	55,762	59.0	1,639	3,899	5,538	9.9
1986 ¹	96,903	57,529	59.4	1,599	3,461	5,060	8.8
1987.....	99,303	59,552	60.0	1,468	3,229	4,698	7.9
1988.....	101,407	60,878	60.0	1,319	2,608	3,927	6.5
1989.....	103,480	62,389	60.3	1,372	1,790	3,162	5.1
1990 ¹	104,876	63,172	60.2	² 2,132	² 1,096	² 3,228	² 5.1
1991.....	103,723	62,627	60.4	² 2,377	² 2,906	² 5,283	² 8.4
1992.....	104,668	63,610	60.8	1,939	2,982	4,921	7.7
1993.....	106,101	64,274	60.6	1,707	2,625	4,332	6.7
1994 ¹	107,989	66,549	61.6	1,995	2,132	4,128	6.2
1995.....	110,038	68,354	62.1	1,699	1,956	3,656	5.3
1996.....	111,960	69,255	61.9	² 1,863	² 1,861	² 3,724	² 5.4
1997 ¹	114,533	70,735	61.8	² 2,990	² 1,764	² 4,754	² 6.7
1998 ¹	116,730	71,440	61.2	2,834	1,593	4,427	6.2
1999 ¹	118,963	72,306	60.8	2,194	1,146	3,340	4.6
2000 ¹	122,089	73,496	60.2	1,752	898	2,650	3.6
2001.....	122,229	73,392	60.0	1,518	656	2,174	3.0
2002.....	121,826	72,508	59.5	1,579	567	2,146	3.0
2003 ¹	122,358	72,946	59.6	1,555	545	2,100	2.9
2004 ¹	123,554	73,939	59.8	1,483	520	2,003	2.7
2005.....	125,889	75,609	60.1	1,403	479	1,882	2.5
2006.....	128,237	76,514	59.7	1,283	409	1,692	2.2
2007.....	129,767	75,873	58.5	² 1,462	² 267	² 1,729	² 2.3
2008 ¹	129,377	75,305	58.2	² 1,940	² 286	² 2,226	² 3.0

See footnotes at end of table.

Table 10. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2008 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
MEN							
1979.....	49,400	28,392	57.5	846	1,353	2,199	7.7
1980.....	48,700	27,709	56.9	983	1,696	2,678	9.7
1981.....	48,844	27,576	56.5	1,119	1,533	2,652	9.6
1982.....	47,591	26,481	55.6	697	1,587	2,284	8.6
1983.....	47,856	26,831	56.1	585	1,658	2,243	8.4
1984.....	50,022	28,140	56.3	490	1,626	2,116	7.5
1985.....	51,015	28,893	56.6	440	1,544	1,984	6.9
1986 ¹	51,942	29,666	57.1	408	1,336	1,743	5.9
1987.....	52,938	30,474	57.6	364	1,283	1,647	5.4
1988.....	53,912	31,058	57.6	311	1,066	1,377	4.4
1989.....	54,789	31,687	57.8	379	733	1,112	3.5
1990 ¹	55,553	32,104	57.8	² 712	³ 385	⁴ 1,097	⁵ 3.4
1991.....	54,618	31,639	57.9	² 795	¹ 1,114	¹ 1,909	⁶ 0
1992.....	54,826	32,155	58.6	653	1,231	1,885	5.9
1993.....	55,475	32,337	58.3	573	1,091	1,664	5.1
1994 ¹	56,570	33,528	59.3	674	891	1,565	4.7
1995.....	57,669	34,420	59.7	542	796	1,338	3.9
1996.....	58,473	34,838	59.6	⁶ 619	⁷ 55	¹ 1,374	³ 9
1997 ¹	59,825	35,521	59.4	¹ 1,147	⁶ 73	¹ 1,820	⁵ 1
1998 ¹	60,973	35,761	58.7	1,039	628	1,667	4.7
1999 ¹	61,914	36,073	58.3	768	446	1,214	3.4
2000 ¹	63,662	36,720	57.7	582	319	901	2.5
2001.....	63,647	36,544	57.4	497	247	744	2.0
2002.....	63,272	36,000	56.9	582	217	799	2.2
2003 ¹	63,236	35,853	56.7	493	213	706	2.0
2004 ¹	64,145	36,806	57.4	470	210	680	1.8
2005.....	65,466	37,652	57.5	459	189	648	1.7
2006.....	66,811	38,193	57.2	422	146	568	1.5
2007.....	67,468	37,790	56.0	² 460	⁸ 6	⁵ 46	¹ 4
2008 ¹	66,846	37,334	55.9	⁶ 38	⁹ 0	⁷ 28	¹ 9

See footnotes at end of table.

Table 10. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by sex, 1979-2008 annual averages -- Continued

(Numbers in thousands)

Year and sex	Total wage and salary workers	Workers paid hourly rates					
		Total	Percent of total wage and salary workers	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Total at or below prevailing Federal minimum wage	
						Number	Percent of hourly paid workers
WOMEN							
1979.....	38,129	23,329	61.2	2,070	2,644	4,714	20.2
1980.....	38,944	23,626	60.7	2,104	2,990	5,095	21.6
1981.....	39,672	24,294	61.2	2,394	2,778	5,172	21.3
1982.....	39,777	24,365	61.3	1,651	2,561	4,212	17.3
1983.....	40,433	24,989	61.8	1,492	2,603	4,095	16.4
1984.....	42,172	26,003	61.7	1,348	2,499	3,847	14.8
1985.....	43,506	26,869	61.8	1,198	2,356	3,554	13.2
1986 ¹	44,961	27,863	62.0	1,192	2,125	3,317	11.9
1987.....	46,365	29,078	62.7	1,105	1,946	3,051	10.5
1988.....	47,495	29,820	62.8	1,008	1,542	2,550	8.6
1989.....	48,691	30,702	63.1	994	1,056	2,050	6.7
1990 ¹	49,323	31,069	63.0	² 1,420	² 711	² 1,311	² 6.9
1991.....	49,105	30,988	63.1	² 1,582	² 1,792	² 3,374	² 10.9
1992.....	49,842	31,454	63.1	1,286	1,751	3,036	9.7
1993.....	50,626	31,937	63.1	1,133	1,534	2,667	8.4
1994 ¹	51,419	33,021	64.2	1,322	1,241	2,563	7.8
1995.....	52,369	33,934	64.8	1,157	1,161	2,318	6.8
1996.....	53,488	34,418	64.3	² 1,244	² 1,106	² 2,350	² 6.8
1997 ¹	54,708	35,214	64.4	² 1,843	² 1,092	² 2,935	² 8.3
1998 ¹	55,757	35,680	64.0	1,794	965	2,760	7.7
1999 ¹	57,050	36,233	63.5	1,426	700	2,126	5.9
2000 ¹	58,427	36,777	62.9	1,170	579	1,749	4.8
2001.....	58,582	36,848	62.9	1,021	409	1,430	3.9
2002.....	58,555	36,508	62.3	997	350	1,347	3.7
2003 ¹	59,122	37,093	62.7	1,062	332	1,394	3.8
2004 ¹	59,408	37,133	62.5	1,013	310	1,323	3.6
2005.....	60,423	37,957	62.8	944	290	1,234	3.3
2006.....	61,426	38,321	62.4	861	263	1,124	2.9
2007.....	62,299	38,082	61.1	² 1,002	² 181	² 1,183	² 3.1
2008 ¹	62,532	37,972	60.7	² 1,302	² 196	² 1,498	² 3.9

¹ The comparability of historical labor force data has been affected at various times by methodological and conceptual changes in the Current Population Survey (CPS). For an explanation, see the Historical Comparability section of the Household Data technical documentation provided at http://www.bls.gov/cps/eetech_methods.pdf.

² Data for 1990-91, 1996-97, and 2007-08 reflect changes in the minimum wage that took place in those years.

NOTE: The prevailing Federal minimum wage was \$2.90 in 1979, \$3.10 in 1980, and \$3.35 in 1981-89. The minimum wage rose to \$3.80 on April 1, 1990, to \$4.25 on April 1, 1991, to \$4.75 on October 1, 1996, to \$5.15 on September 1, 1997, to \$5.85 on

on October 1, 1996, to \$5.15 on September 1, 1997, to \$5.85 on July 24, 2007, and to \$6.55 on July 24, 2008. Data exclude all self-employed persons whether or not their businesses are incorporated. The presence of a sizable number of workers with reported wages below the minimum does not necessarily indicate violations of the Fair Labor Standards Act, as there are numerous exemptions to the minimum wage provisions of the law. In addition, the relatively large number of workers with reported wages below the minimum in some years may reflect rounding on the part of survey respondents.