

Characteristics of Minimum Wage Workers, 2013



In 2013, 75.9 million workers age 16 and older in the United States were paid at hourly rates, representing 58.8 percent of all wage and salary workers. Among those paid by the hour, 1.5 million earned exactly the prevailing federal minimum wage of \$7.25 per hour. About 1.8 million had wages below the federal minimum. Together, these 3.3 million workers with wages at or below the federal minimum made up 4.3 percent of all hourly paid workers.

The percentage of hourly paid workers earning the prevailing federal minimum wage or less declined from 4.7 percent in 2012 to 4.3 percent in 2013. 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 of minimum wage workers in 2013. 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). For more information on concepts and definitions of minimum wage data, see the technical notes section at the end of 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 about half of those paid the federal minimum wage or less. Among employed teenagers (ages 16 to 19) paid by the hour, about 20 percent

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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 2013, 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 5 percent of Black workers, 4 percent of White workers and Hispanic or Latino workers, and 3 percent of Asian workers earned the federal minimum wage or less. (See table 1.)

Education. Among hourly paid workers age 16 and older, about 10 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) 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 (8 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 (persons 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 11 percent. Almost two-thirds of workers earning the minimum wage or less in 2013 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 (19 percent). Just 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 Tennessee and Idaho (both a little more than 7 percent). The states with the lowest percentages of hourly paid workers earning at or below the federal minimum wage were Washington, California, and Oregon (all less than 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, 2013

Table 1. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by selected characteristics, 2013 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
Age and gender											
Total, 16 years and older.....	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
16 to 24 years.....	15,110	1,663	855	808	19.9	50.4	55.8	45.7	11.0	5.7	5.3
16 to 19 years.....	4,089	797	476	321	5.4	24.2	31.1	18.2	19.5	11.6	7.9
25 years and older.....	60,838	1,638	677	961	80.1	49.6	44.2	54.4	2.7	1.1	1.6
Men, 16 years and older.....	37,544	1,243	622	621	49.4	37.7	40.6	35.1	3.3	1.7	1.7
16 to 24 years.....	7,558	655	382	273	10.0	19.8	24.9	15.4	8.7	5.1	3.6
16 to 19 years.....	1,975	332	205	127	2.6	10.1	13.4	7.2	16.8	10.4	6.4
25 years and older.....	29,985	587	240	347	39.5	17.8	15.7	19.6	2.0	0.8	1.2
Women, 16 years and older.....	38,404	2,058	910	1,148	50.6	62.4	59.4	64.9	5.4	2.4	3.0
16 to 24 years.....	7,552	1,007	473	534	9.9	30.5	30.9	30.2	13.3	6.3	7.1
16 to 19 years.....	2,115	466	272	194	2.8	14.1	17.8	11.0	22.0	12.9	9.2
25 years and older.....	30,852	1,051	437	614	40.6	31.8	28.5	34.7	3.4	1.4	2.0
Race and Hispanic or Latino ethnicity											
White ¹	59,515	2,554	1,160	1,394	78.4	77.4	75.7	78.8	4.3	1.9	2.3
Men.....	29,947	950	470	480	39.4	28.8	30.7	27.1	3.2	1.6	1.6
Women.....	29,569	1,605	691	914	38.9	48.6	45.1	51.7	5.4	2.3	3.1
Black or African American ¹	10,233	500	276	224	13.5	15.2	18.0	12.7	4.9	2.7	2.2
Men.....	4,590	208	121	87	6.0	6.3	7.9	4.9	4.5	2.6	1.9
Women.....	5,643	292	155	137	7.4	8.8	10.1	7.7	5.2	2.7	2.4
Asian ¹	3,495	114	43	71	4.6	3.5	2.8	4.0	3.3	1.2	2.0
Men.....	1,606	44	18	26	2.1	1.3	1.2	1.5	2.7	1.1	1.6
Women.....	1,888	70	25	45	2.5	2.1	1.6	2.5	3.7	1.3	2.4
Hispanic or Latino ¹	14,706	643	318	325	19.4	19.5	20.8	18.4	4.4	2.2	2.2
Men.....	8,365	280	123	157	11.0	8.5	8.0	8.9	3.3	1.5	1.9
Women.....	6,341	363	195	168	8.3	11.0	12.7	9.5	5.7	3.1	2.6
Full- and part-time status											
Full-time workers ²	55,387	1,173	447	726	72.9	35.5	29.2	41.1	2.1	0.8	1.3
Men.....	30,309	475	184	291	39.9	14.4	12.0	16.5	1.6	0.6	1.0
Women.....	25,078	698	263	435	33.0	21.2	17.2	24.6	2.8	1.0	1.7
Part-time workers ²	20,453	2,125	1,085	1,040	26.9	64.4	70.8	58.8	10.4	5.3	5.1
Men.....	7,188	766	438	328	9.5	23.2	28.6	18.6	10.7	6.1	4.6
Women.....	13,265	1,359	648	711	17.5	41.2	42.3	40.2	10.2	4.9	5.4

¹ 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.

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. 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, 2013

Table 2. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by census region and division, 2013 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....	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
Northeast.....	13,212	577	248	329	17.4	17.5	16.2	18.6	4.4	1.9	2.5
New England.....	3,645	120	31	89	4.8	3.6	2.0	5.0	3.3	0.9	2.4
Middle Atlantic.....	9,567	458	217	241	12.6	13.9	14.2	13.6	4.8	2.3	2.5
Midwest.....	18,149	795	341	454	23.9	24.1	22.3	25.7	4.4	1.9	2.5
East North Central.....	12,319	526	190	336	16.2	15.9	12.4	19.0	4.3	1.5	2.7
West North Central.....	5,829	269	151	118	7.7	8.2	9.9	6.7	4.6	2.6	2.0
South.....	26,851	1,532	769	763	35.4	46.4	50.2	43.2	5.7	2.9	2.8
South Atlantic.....	13,496	695	313	382	17.8	21.1	20.4	21.6	5.1	2.3	2.8
East South Central.....	4,488	282	147	135	5.9	8.5	9.6	7.6	6.3	3.3	3.0
West South Central.....	8,867	556	309	247	11.7	16.8	20.2	14.0	6.3	3.5	2.8
West.....	17,735	396	174	222	23.4	12.0	11.4	12.6	2.2	1.0	1.3
Mountain.....	5,522	216	91	125	7.3	6.5	5.9	7.1	3.9	1.6	2.3
Pacific.....	12,214	179	83	96	16.1	5.4	5.4	5.4	1.5	0.7	0.8

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

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2013

Table 3. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by state, 2013 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....	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
Alabama.....	1,125	77	44	33	1.5	2.3	2.9	1.9	6.8	3.9	2.9
Alaska.....	202	6	4	2	0.3	0.2	0.3	0.1	3.0	2.0	1.0
Arizona.....	1,421	58	24	34	1.9	1.8	1.6	1.9	4.1	1.7	2.4
Arkansas.....	651	44	30	14	0.9	1.3	2.0	0.8	6.8	4.6	2.2
California.....	8,915	118	48	70	11.7	3.6	3.1	4.0	1.3	0.5	0.8
Colorado.....	1,238	39	7	32	1.6	1.2	0.5	1.8	3.2	0.6	2.6
Connecticut.....	845	22	5	17	1.1	0.7	0.3	1.0	2.6	0.6	2.0
Delaware.....	203	11	5	6	0.3	0.3	0.3	0.3	5.4	2.5	3.0
District of Columbia.....	108	4	1	3	0.1	0.1	0.1	0.2	3.7	0.9	2.8
Florida.....	4,058	181	39	142	5.3	5.5	2.5	8.0	4.5	1.0	3.5
Georgia.....	2,162	103	54	49	2.8	3.1	3.5	2.8	4.8	2.5	2.3
Hawaii.....	325	15	10	5	0.4	0.5	0.7	0.3	4.6	3.1	1.5
Idaho.....	411	29	21	8	0.5	0.9	1.4	0.5	7.1	5.1	1.9
Illinois.....	3,026	96	22	74	4.0	2.9	1.4	4.2	3.2	0.7	2.4
Indiana.....	1,731	108	61	47	2.3	3.3	4.0	2.7	6.2	3.5	2.7
Iowa.....	921	50	30	20	1.2	1.5	2.0	1.1	5.4	3.3	2.2
Kansas.....	773	35	21	14	1.0	1.1	1.4	0.8	4.5	2.7	1.8
Kentucky.....	1,150	49	32	17	1.5	1.5	2.1	1.0	4.3	2.8	1.5
Louisiana.....	1,000	53	27	26	1.3	1.6	1.8	1.5	5.3	2.7	2.6
Maine.....	390	13	4	9	0.5	0.4	0.3	0.5	3.3	1.0	2.3
Maryland.....	1,334	66	30	36	1.8	2.0	2.0	2.0	4.9	2.2	2.7
Massachusetts.....	1,573	54	12	42	2.1	1.6	0.8	2.4	3.4	0.8	2.7
Michigan.....	2,531	96	17	79	3.3	2.9	1.1	4.5	3.8	0.7	3.1
Minnesota.....	1,533	64	43	21	2.0	1.9	2.8	1.2	4.2	2.8	1.4
Mississippi.....	637	39	20	19	0.8	1.2	1.3	1.1	6.1	3.1	3.0
Missouri.....	1,561	73	31	42	2.1	2.2	2.0	2.4	4.7	2.0	2.7
Montana.....	285	6	2	4	0.4	0.2	0.1	0.2	2.1	0.7	1.4
Nebraska.....	567	29	17	12	0.7	0.9	1.1	0.7	5.1	3.0	2.1
Nevada.....	757	20	8	12	1.0	0.6	0.5	0.7	2.6	1.1	1.6
New Hampshire.....	369	11	6	5	0.5	0.3	0.4	0.3	3.0	1.6	1.4
New Jersey.....	1,908	92	34	58	2.5	2.8	2.2	3.3	4.8	1.8	3.0
New Mexico.....	460	20	2	18	0.6	0.6	0.1	1.0	4.3	0.4	3.9
New York.....	4,188	178	88	90	5.5	5.4	5.7	5.1	4.3	2.1	2.1
North Carolina.....	2,251	130	73	57	3.0	3.9	4.8	3.2	5.8	3.2	2.5
North Dakota.....	221	7	4	3	0.3	0.2	0.3	0.2	3.2	1.8	1.4
Ohio.....	3,304	137	32	105	4.4	4.2	2.1	5.9	4.1	1.0	3.2
Oklahoma.....	947	60	29	31	1.2	1.8	1.9	1.8	6.3	3.1	3.3
Oregon.....	978	12	4	8	1.3	0.4	0.3	0.5	1.2	0.4	0.8
Pennsylvania.....	3,471	189	96	93	4.6	5.7	6.3	5.3	5.4	2.8	2.7
Rhode Island.....	286	12	2	10	0.4	0.4	0.1	0.6	4.2	0.7	3.5
South Carolina.....	1,128	65	40	25	1.5	2.0	2.6	1.4	5.8	3.5	2.2
South Dakota.....	254	12	6	6	0.3	0.4	0.4	0.3	4.7	2.4	2.4
Tennessee.....	1,575	117	51	66	2.1	3.5	3.3	3.7	7.4	3.2	4.2
Texas.....	6,270	400	223	177	8.3	12.1	14.6	10.0	6.4	3.6	2.8
Utah.....	773	36	22	14	1.0	1.1	1.4	0.8	4.7	2.8	1.8
Vermont.....	182	7	2	5	0.2	0.2	0.1	0.3	3.8	1.1	2.7
Virginia.....	1,806	112	58	54	2.4	3.4	3.8	3.1	6.2	3.2	3.0
Washington.....	1,793	30	18	12	2.4	0.9	1.2	0.7	1.7	1.0	0.7
West Virginia.....	446	22	12	10	0.6	0.7	0.8	0.6	4.9	2.7	2.2
Wisconsin.....	1,728	91	59	32	2.3	2.8	3.9	1.8	5.3	3.4	1.9
Wyoming.....	176	9	5	4	0.2	0.3	0.3	0.2	5.1	2.8	2.3

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, 2013

Table 4. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by occupation, 2013 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.....	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
Management, professional, and related occupations.....	16,104	157	103	54	21.2	4.8	6.7	3.1	1.0	0.6	0.3
Management, business, and financial operations occupations.....	4,649	38	16	22	6.1	1.2	1.0	1.2	0.8	0.3	0.5
Professional and related occupations.....	11,455	119	87	32	15.1	3.6	5.7	1.8	1.0	0.8	0.3
Service occupations.....	18,613	2,099	735	1,364	24.5	63.6	48.0	77.1	11.3	3.9	7.3
Healthcare support occupations.....	2,888	87	40	47	3.8	2.6	2.6	2.7	3.0	1.4	1.6
Protective service occupations.....	1,937	61	28	33	2.6	1.8	1.8	1.9	3.1	1.4	1.7
Food preparation and serving related occupations.....	7,107	1,540	428	1,112	9.4	46.7	27.9	62.9	21.7	6.0	15.6
Building and grounds cleaning and maintenance occupations.....	3,801	183	114	69	5.0	5.5	7.4	3.9	4.8	3.0	1.8
Personal care and service occupations.....	2,880	228	125	103	3.8	6.9	8.2	5.8	7.9	4.3	3.6
Sales and office occupations.....	19,934	675	501	174	26.2	20.5	32.7	9.8	3.4	2.5	0.9
Sales and related occupations.....	7,844	477	360	117	10.3	14.5	23.5	6.6	6.1	4.6	1.5
Office and administrative support occupations.....	12,089	196	140	56	15.9	5.9	9.1	3.2	1.6	1.2	0.5
Natural resources, construction, and maintenance occupations.....	8,452	93	46	47	11.1	2.8	3.0	2.7	1.1	0.5	0.6
Farming, fishing, and forestry occupations.....	644	35	16	19	0.8	1.1	1.0	1.1	5.4	2.5	3.0
Construction and extraction occupations.....	4,486	38	18	20	5.9	1.2	1.2	1.1	0.8	0.4	0.4
Installation, maintenance, and repair occupations.....	3,322	21	12	9	4.4	0.6	0.8	0.5	0.6	0.4	0.3
Production, transportation, and material moving occupations.....	12,846	276	147	129	16.9	8.4	9.6	7.3	2.1	1.1	1.0
Production occupations.....	6,646	105	48	57	8.8	3.2	3.1	3.2	1.6	0.7	0.9
Transportation and material moving occupations.....	6,200	171	99	72	8.2	5.2	6.5	4.1	2.8	1.6	1.2

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, 2013

Table 5. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by industry, 2013 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.....	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
Private sector.....	66,622	3,145	1,440	1,705	87.7	95.3	94.0	96.4	4.7	2.2	2.6
Agriculture and related industries.....	742	31	14	17	1.0	0.9	0.9	1.0	4.2	1.9	2.3
Nonagricultural industries.....	65,880	3,113	1,426	1,687	86.7	94.3	93.1	95.4	4.7	2.2	2.6
Mining.....	592	5	2	3	0.8	0.2	0.1	0.2	0.8	0.3	0.5
Construction.....	4,474	37	18	19	5.9	1.1	1.2	1.1	0.8	0.4	0.4
Manufacturing.....	8,889	94	51	43	11.7	2.8	3.3	2.4	1.1	0.6	0.5
Durable goods.....	5,461	50	24	26	7.2	1.5	1.6	1.5	0.9	0.4	0.5
Nondurable goods.....	3,427	44	27	17	4.5	1.3	1.8	1.0	1.3	0.8	0.5
Wholesale and retail trade.....	12,446	487	350	137	16.4	14.8	22.8	7.7	3.9	2.8	1.1
Wholesale trade.....	1,637	19	8	11	2.2	0.6	0.5	0.6	1.2	0.5	0.7
Retail trade.....	10,809	468	343	125	14.2	14.2	22.4	7.1	4.3	3.2	1.2
Transportation and utilities.....	3,310	36	17	19	4.4	1.1	1.1	1.1	1.1	0.5	0.6
Information.....	1,140	32	22	10	1.5	1.0	1.4	0.6	2.8	1.9	0.9
Financial activities.....	3,362	29	14	15	4.4	0.9	0.9	0.8	0.9	0.4	0.4
Professional and business services.....	6,161	129	77	52	8.1	3.9	5.0	2.9	2.1	1.2	0.8
Education and health services.....	12,803	278	162	116	16.9	8.4	10.6	6.6	2.2	1.3	0.9
Leisure and hospitality.....	9,546	1,814	620	1,194	12.6	55.0	40.5	67.5	19.0	6.5	12.5
Other services.....	3,157	172	93	79	4.2	5.2	6.1	4.5	5.4	2.9	2.5
Public sector.....	9,326	157	93	64	12.3	4.8	6.1	3.6	1.7	1.0	0.7
Federal.....	1,749	13	6	7	2.3	0.4	0.4	0.4	0.7	0.3	0.4
State.....	2,627	55	38	17	3.5	1.7	2.5	1.0	2.1	1.4	0.6
Local.....	4,950	88	48	40	6.5	2.7	3.1	2.3	1.8	1.0	0.8

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, 2013

Table 6. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by educational attainment, 2013 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.....	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
Less than a high school diploma.....	9,436	927	546	381	12.4	28.1	35.6	21.5	9.8	5.8	4.0
Less than 1 year of high school.....	2,828	146	74	72	3.7	4.4	4.8	4.1	5.2	2.6	2.5
1 to 3 years of high school.....	5,388	671	410	261	7.1	20.3	26.8	14.8	12.5	7.6	4.8
4 years of high school, no diploma.....	1,219	109	62	47	1.6	3.3	4.0	2.7	8.9	5.1	3.9
High school graduates or more.....	66,512	2,373	986	1,387	87.6	71.9	64.4	78.5	3.6	1.5	2.1
High school graduates, no college.....	25,796	980	478	502	34.0	29.7	31.2	28.4	3.8	1.9	1.9
Some college or associate degree.....	26,857	1,133	434	699	35.4	34.3	28.3	39.5	4.2	1.6	2.6
Some college, no degree.....	17,595	933	356	577	23.2	28.3	23.2	32.6	5.3	2.0	3.3
Associate degree.....	9,263	200	78	122	12.2	6.1	5.1	6.9	2.2	0.8	1.3
Occupational program.....	4,140	89	34	55	5.5	2.7	2.2	3.1	2.1	0.8	1.3
Academic program.....	5,122	112	45	67	6.7	3.4	2.9	3.8	2.2	0.9	1.3
Bachelor's degree and higher.....	13,859	260	74	186	18.2	7.9	4.8	10.5	1.9	0.5	1.3
Bachelor's degree.....	10,819	231	67	164	14.2	7.0	4.4	9.3	2.1	0.6	1.5
Master's degree.....	2,386	22	6	16	3.1	0.7	0.4	0.9	0.9	0.3	0.7
Professional degree.....	321	6	0	6	0.4	0.2	0.0	0.3	1.9	0.0	1.9
Doctoral degree.....	333	1	1	0	0.4	0.0	0.1	0.0	0.3	0.3	0.0

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, 2013

Table 7. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by age and gender, 2013 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
Total											
Total, 16 years and older.....	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
16 to 24 years.....	15,110	1,663	855	808	19.9	50.4	55.8	45.7	11.0	5.7	5.3
16 to 19 years.....	4,089	797	476	321	5.4	24.2	31.1	18.2	19.5	11.6	7.9
20 to 24 years.....	11,021	866	379	487	14.5	26.2	24.7	27.5	7.9	3.4	4.4
25 years and older.....	60,838	1,638	677	961	80.1	49.6	44.2	54.4	2.7	1.1	1.6
25 to 34 years.....	17,607	703	249	454	23.2	21.3	16.3	25.7	4.0	1.4	2.6
25 to 29 years.....	9,430	436	158	278	12.4	13.2	10.3	15.7	4.6	1.7	2.9
30 to 34 years.....	8,177	267	91	176	10.8	8.1	5.9	10.0	3.3	1.1	2.2
35 to 44 years.....	14,195	355	144	211	18.7	10.8	9.4	11.9	2.5	1.0	1.5
35 to 39 years.....	7,035	184	73	111	9.3	5.6	4.8	6.3	2.6	1.0	1.6
40 to 44 years.....	7,160	170	71	99	9.4	5.2	4.6	5.6	2.4	1.0	1.4
45 to 54 years.....	15,097	314	135	179	19.9	9.5	8.8	10.1	2.1	0.9	1.2
45 to 49 years.....	7,464	159	68	91	9.8	4.8	4.4	5.1	2.1	0.9	1.2
50 to 54 years.....	7,633	155	67	88	10.1	4.7	4.4	5.0	2.0	0.9	1.2
55 to 64 years.....	10,713	155	89	66	14.1	4.7	5.8	3.7	1.4	0.8	0.6
55 to 59 years.....	6,558	96	55	41	8.6	2.9	3.6	2.3	1.5	0.8	0.6
60 to 64 years.....	4,155	58	33	25	5.5	1.8	2.2	1.4	1.4	0.8	0.6
65 years and older.....	3,227	111	60	51	4.2	3.4	3.9	2.9	3.4	1.9	1.6
65 to 69 years.....	1,866	51	28	23	2.5	1.5	1.8	1.3	2.7	1.5	1.2
70 years and older.....	1,361	60	33	27	1.8	1.8	2.2	1.5	4.4	2.4	2.0
Men											
Total, 16 years and older.....	37,544	1,243	622	621	49.4	37.7	40.6	35.1	3.3	1.7	1.7
16 to 24 years.....	7,558	655	382	273	10.0	19.8	24.9	15.4	8.7	5.1	3.6
16 to 19 years.....	1,975	332	205	127	2.6	10.1	13.4	7.2	16.8	10.4	6.4
20 to 24 years.....	5,584	325	178	147	7.4	9.8	11.6	8.3	5.8	3.2	2.6
25 years and older.....	29,985	587	240	347	39.5	17.8	15.7	19.6	2.0	0.8	1.2
25 to 34 years.....	9,281	286	109	177	12.2	8.7	7.1	10.0	3.1	1.2	1.9
25 to 29 years.....	4,927	171	71	100	6.5	5.2	4.6	5.7	3.5	1.4	2.0
30 to 34 years.....	4,354	116	39	77	5.7	3.5	2.5	4.4	2.7	0.9	1.8
35 to 44 years.....	7,112	116	44	72	9.4	3.5	2.9	4.1	1.6	0.6	1.0
35 to 39 years.....	3,569	59	22	37	4.7	1.8	1.4	2.1	1.7	0.6	1.0
40 to 44 years.....	3,543	57	22	35	4.7	1.7	1.4	2.0	1.6	0.6	1.0
45 to 54 years.....	7,181	83	36	47	9.5	2.5	2.3	2.7	1.2	0.5	0.7
45 to 49 years.....	3,579	41	18	23	4.7	1.2	1.2	1.3	1.1	0.5	0.6
50 to 54 years.....	3,601	42	18	24	4.7	1.3	1.2	1.4	1.2	0.5	0.7
55 to 64 years.....	4,915	55	29	26	6.5	1.7	1.9	1.5	1.1	0.6	0.5
55 to 59 years.....	3,020	33	17	16	4.0	1.0	1.1	0.9	1.1	0.6	0.5
60 to 64 years.....	1,895	22	12	10	2.5	0.7	0.8	0.6	1.2	0.6	0.5
65 years and older.....	1,496	47	21	26	2.0	1.4	1.4	1.5	3.1	1.4	1.7
65 to 69 years.....	860	21	8	13	1.1	0.6	0.5	0.7	2.4	0.9	1.5
70 years and older.....	636	27	14	13	0.8	0.8	0.9	0.7	4.2	2.2	2.0
Women											
Total, 16 years and older.....	38,404	2,058	910	1,148	50.6	62.4	59.4	64.9	5.4	2.4	3.0
16 to 24 years.....	7,552	1,007	473	534	9.9	30.5	30.9	30.2	13.3	6.3	7.1
16 to 19 years.....	2,115	466	272	194	2.8	14.1	17.8	11.0	22.0	12.9	9.2
20 to 24 years.....	5,437	541	201	340	7.2	16.4	13.1	19.2	10.0	3.7	6.3
25 years and older.....	30,852	1,051	437	614	40.6	31.8	28.5	34.7	3.4	1.4	2.0
25 to 34 years.....	8,326	418	140	278	11.0	12.7	9.1	15.7	5.0	1.7	3.3
25 to 29 years.....	4,503	265	87	178	5.9	8.0	5.7	10.1	5.9	1.9	4.0
30 to 34 years.....	3,823	152	53	99	5.0	4.6	3.5	5.6	4.0	1.4	2.6
35 to 44 years.....	7,082	239	100	139	9.3	7.2	6.5	7.9	3.4	1.4	2.0
35 to 39 years.....	3,465	126	51	75	4.6	3.8	3.3	4.2	3.6	1.5	2.2
40 to 44 years.....	3,617	113	49	64	4.8	3.4	3.2	3.6	3.1	1.4	1.8
45 to 54 years.....	7,916	231	99	132	10.4	7.0	6.5	7.5	2.9	1.3	1.7
45 to 49 years.....	3,885	118	50	68	5.1	3.6	3.3	3.8	3.0	1.3	1.8
50 to 54 years.....	4,031	113	49	64	5.3	3.4	3.2	3.6	2.8	1.2	1.6
55 to 64 years.....	5,798	99	59	40	7.6	3.0	3.9	2.3	1.7	1.0	0.7
55 to 59 years.....	3,538	63	38	25	4.7	1.9	2.5	1.4	1.8	1.1	0.7
60 to 64 years.....	2,260	35	21	14	3.0	1.1	1.4	0.8	1.5	0.9	0.6
65 years and older.....	1,731	64	39	25	2.3	1.9	2.5	1.4	3.7	2.3	1.4
65 to 69 years.....	1,005	31	20	11	1.3	0.9	1.3	0.6	3.1	2.0	1.1
70 years and older.....	725	33	19	14	1.0	1.0	1.2	0.8	4.6	2.6	1.9

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, 2013

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, 2013 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
Total											
Total, 16 years and older...	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
Never married.....	28,651	2,205	1,047	1,158	37.7	66.8	68.3	65.5	7.7	3.7	4.0
16 to 24 years.....	13,536	1,558	813	745	17.8	47.2	53.1	42.1	11.5	6.0	5.5
25 years and older.....	15,115	648	234	414	19.9	19.6	15.3	23.4	4.3	1.5	2.7
25 to 54 years.....	13,891	615	219	396	18.3	18.6	14.3	22.4	4.4	1.6	2.9
Married, spouse present..	34,479	684	310	374	45.4	20.7	20.2	21.2	2.0	0.9	1.1
16 to 24 years.....	1,146	68	30	38	1.5	2.1	2.0	2.1	5.9	2.6	3.3
25 years and older.....	33,333	617	280	337	43.9	18.7	18.3	19.1	1.9	0.8	1.0
25 to 54 years.....	24,592	484	204	280	32.4	14.7	13.3	15.8	2.0	0.8	1.1
Other marital status.....	12,818	411	175	236	16.9	12.5	11.4	13.3	3.2	1.4	1.8
16 to 24 years.....	428	37	12	25	0.6	1.1	0.8	1.4	8.6	2.8	5.8
25 years and older.....	12,390	373	163	210	16.3	11.3	10.6	11.9	3.0	1.3	1.7
25 to 54 years.....	8,416	272	105	167	11.1	8.2	6.9	9.4	3.2	1.2	2.0
Men											
Total, 16 years and older...	37,544	1,243	622	621	49.4	37.7	40.6	35.1	3.3	1.7	1.7
Never married.....	14,954	910	477	433	19.7	27.6	31.1	24.5	6.1	3.2	2.9
16 to 24 years.....	6,867	622	370	252	9.0	18.8	24.2	14.3	9.1	5.4	3.7
25 years and older.....	8,087	288	107	181	10.6	8.7	7.0	10.2	3.6	1.3	2.2
25 to 54 years.....	7,513	272	102	170	9.9	8.2	6.7	9.6	3.6	1.4	2.3
Married, spouse present..	17,514	234	106	128	23.1	7.1	6.9	7.2	1.3	0.6	0.7
16 to 24 years.....	517	21	7	14	0.7	0.6	0.5	0.8	4.1	1.4	2.7
25 years and older.....	16,997	213	99	114	22.4	6.5	6.5	6.4	1.3	0.6	0.7
25 to 54 years.....	12,493	155	66	89	16.4	4.7	4.3	5.0	1.2	0.5	0.7
Other marital status.....	5,076	99	39	60	6.7	3.0	2.5	3.4	2.0	0.8	1.2
16 to 24 years.....	174	14	6	8	0.2	0.4	0.4	0.5	8.0	3.4	4.6
25 years and older.....	4,902	85	33	52	6.5	2.6	2.2	2.9	1.7	0.7	1.1
25 to 54 years.....	3,568	57	21	36	4.7	1.7	1.4	2.0	1.6	0.6	1.0
Women											
Total, 16 years and older...	38,404	2,058	910	1,148	50.6	62.4	59.4	64.9	5.4	2.4	3.0
Never married.....	13,697	1,294	569	725	18.0	39.2	37.1	41.0	9.4	4.2	5.3
16 to 24 years.....	6,669	936	443	493	8.8	28.4	28.9	27.9	14.0	6.6	7.4
25 years and older.....	7,028	358	126	232	9.3	10.8	8.2	13.1	5.1	1.8	3.3
25 to 54 years.....	6,377	343	117	226	8.4	10.4	7.6	12.8	5.4	1.8	3.5
Married, spouse present..	16,965	451	204	247	22.3	13.7	13.3	14.0	2.7	1.2	1.5
16 to 24 years.....	629	47	23	24	0.8	1.4	1.5	1.4	7.5	3.7	3.8
25 years and older.....	16,336	404	181	223	21.5	12.2	11.8	12.6	2.5	1.1	1.4
25 to 54 years.....	12,099	330	138	192	15.9	10.0	9.0	10.9	2.7	1.1	1.6
Other marital status.....	7,742	312	136	176	10.2	9.5	8.9	10.0	4.0	1.8	2.3
16 to 24 years.....	253	24	7	17	0.3	0.7	0.5	1.0	9.5	2.8	6.7
25 years and older.....	7,488	288	129	159	9.9	8.7	8.4	9.0	3.8	1.7	2.1
25 to 54 years.....	4,848	216	84	132	6.4	6.5	5.5	7.5	4.5	1.7	2.7

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, 2013

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, 2013 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.....	75,948	3,300	1,532	1,768	100.0	100.0	100.0	100.0	4.3	2.0	2.3
Hours vary.....	5,111	402	175	227	6.7	12.2	11.4	12.8	7.9	3.4	4.4
0 to 34 hours.....	18,419	1,893	955	938	24.3	57.4	62.3	53.1	10.3	5.2	5.1
0 to 4 hours.....	371	34	23	11	0.5	1.0	1.5	0.6	9.2	6.2	3.0
5 to 9 hours.....	962	131	70	61	1.3	4.0	4.6	3.5	13.6	7.3	6.3
10 to 14 hours.....	1,498	218	135	83	2.0	6.6	8.8	4.7	14.6	9.0	5.5
15 to 19 hours.....	2,252	263	147	116	3.0	8.0	9.6	6.6	11.7	6.5	5.2
20 to 24 hours.....	5,450	546	275	271	7.2	16.5	18.0	15.3	10.0	5.0	5.0
25 to 29 hours.....	2,733	263	130	133	3.6	8.0	8.5	7.5	9.6	4.8	4.9
30 to 34 hours.....	5,153	437	174	263	6.8	13.2	11.4	14.9	8.5	3.4	5.1
35 hours or more.....	52,418	1,007	403	604	69.0	30.5	26.3	34.2	1.9	0.8	1.2
35 to 39 hours.....	6,039	283	95	188	8.0	8.6	6.2	10.6	4.7	1.6	3.1
40 hours or more.....	46,379	725	308	417	61.1	22.0	20.1	23.6	1.6	0.7	0.9
40 hours.....	40,381	658	294	364	53.2	19.9	19.2	20.6	1.6	0.7	0.9
41 hours or more.....	5,998	67	14	53	7.9	2.0	0.9	3.0	1.1	0.2	0.9
41 to 44 hours.....	595	3	—	3	0.8	0.1	—	0.2	0.5	—	0.5
45 to 48 hours.....	2,038	24	4	20	2.7	0.7	0.3	1.1	1.2	0.2	1.0
49 to 59 hours.....	2,282	29	8	21	3.0	0.9	0.5	1.2	1.3	0.4	0.9
60 hours or more.....	1,083	11	2	9	1.4	0.3	0.1	0.5	1.0	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. Dash indicates no data.

Source: U.S. Bureau of Labor Statistics.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2013

Table 10. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by gender, 1979–2013 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
Total							
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	1,290	1,377	1,523	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

See footnote at end of table.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2013

Table 10. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by gender, 1979–2013 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
Men							
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

See footnote at end of table.

CHARACTERISTICS OF MINIMUM WAGE WORKERS, 2013

Table 10. Wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage, by gender, 1979–2013 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
Women							
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	2,131	6.9
1991.....	49,105	30,988	63.1	1,792	1,582	3,374	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	2,350	6.8
1997.....	54,708	35,214	64.4	1,092	1,843	2,935	8.3
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	3.1
2008.....	62,532	37,972	60.7	196	1,302	1,498	3.9
2009.....	60,951	37,426	61.4	162	1,603	2,215	5.9
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

¹ Data for 1990–1991, 1996–1997, and 2007–2009 reflect changes in the minimum wage that took place during 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.

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 representing 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 number 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 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). 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.) 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 nonsampling 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 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 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.