

Characteristics of Minimum Wage Workers: 2012

Bureau of Labor Statistics
U.S. Department of Labor

February 26, 2013

In 2012, 75.3 million workers in the United States age 16 and over were paid at hourly rates, representing 59.0 percent of all wage and salary workers.¹ Among those paid by the hour, 1.6 million earned exactly the prevailing federal minimum wage of \$7.25 per hour. About 2.0 million had wages below the federal minimum.² Together, these 3.6 million workers with wages at or below the federal minimum made up 4.7 percent of all hourly paid workers. Tables 1 through 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 2012 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 about half of those paid the federal minimum wage or less. Among employed teenagers paid by the hour, about 21 percent earned the minimum wage or less, compared with about 3 percent of workers age 25 and over. (See table 1 and table 7.)
- In 2012, 6 percent of women paid hourly rates had wages at or below the prevailing federal minimum, compared with about 3 percent of men. (See table 1.)
- About 5 percent of White, Black, and Hispanic or Latino hourly paid workers earned the federal minimum wage or less. Among Asian workers paid at hourly rates, about 3 percent earned the minimum wage or less. (See table 1.)
- Among hourly paid workers age 16 and over, about 10 percent of those who had less than 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.)
- Never-married workers, who tend to be young, were more likely than married workers to earn the federal minimum wage or less (about 8 percent versus about 2 percent). (See table 8.)
- About 11 percent of part-time workers (persons who usually work less than 35 hours per week) were paid the federal minimum wage or less, compared with about 2 percent of full-time workers. (See table 1 and table 9.)
- By major occupational group, the highest proportion of hourly paid workers earning at or below the federal minimum wage was in service occupations, at about 12 percent. About three-fifths of workers earning the minimum wage or less in 2012 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 19 percent). About 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 and commissions supplement the hourly wages received. (See table 5.)
- The states with the highest proportions of hourly paid workers earning at or below the federal minimum wage were Louisiana, Oklahoma, Texas, and Idaho (all between 7 and 8 percent). The states with the lowest percentages of hourly paid workers earning at or below the federal minimum wage were Alaska, Oregon, California, Montana, and Washington (all under 2 percent). 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 declined from 5.2 percent in 2011 to 4.7 percent in 2012. This remains well below the figure of 13.4 percent in 1979, when data were first collected on a regular basis. (See table 10.)

Source: U.S. Department of Labor, Bureau of Labor Statistics (BLS). These data on minimum wage earners are derived from the Current Population Survey (CPS), a monthly nationwide sample survey of households. Data in this summary are 2012 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. Hourly earnings for hourly paid workers do not include overtime pay, commissions, or tips received. All self-employed persons are excluded whether or not their businesses are incorporated.

² The presence of a sizable number of workers with wages below the federal 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 small 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.

Table 1. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage by selected characteristics, 2012 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.....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
16 to 24 years.....	14,909	1,797	862	935	19.8	50.6	55.0	47.1	12.1	5.8	6.3
16 to 19 years.....	4,044	854	484	370	5.4	24.1	30.9	18.6	21.1	12.0	9.1
25 years and over.....	60,367	1,753	704	1,049	80.2	49.4	45.0	52.9	2.9	1.2	1.7
Men, 16 years and over.....	37,113	1,263	567	696	49.3	35.6	36.2	35.1	3.4	1.5	1.9
16 to 24 years.....	7,454	673	333	340	9.9	19.0	21.3	17.1	9.0	4.5	4.6
16 to 19 years.....	1,922	366	207	159	2.6	10.3	13.2	8.0	19.0	10.8	8.3
25 years and over.....	29,659	591	235	356	39.4	16.6	15.0	17.9	2.0	0.8	1.2
Women, 16 years and over.....	38,163	2,287	999	1,288	50.7	64.4	63.8	64.9	6.0	2.6	3.4
16 to 24 years.....	7,455	1,124	529	595	9.9	31.7	33.8	30.0	15.1	7.1	8.0
16 to 19 years.....	2,122	489	278	211	2.8	13.8	17.8	10.6	23.0	13.1	9.9
25 years and over.....	30,708	1,163	470	693	40.8	32.8	30.0	34.9	3.8	1.5	2.3
RACE AND HISPANIC OR LATINO ETHNICITY											
White ¹	59,180	2,760	1,185	1,575	78.6	77.7	75.7	79.4	4.7	2.0	2.7
Men.....	29,691	984	444	540	39.4	27.7	28.4	27.2	3.3	1.5	1.8
Women.....	29,490	1,776	741	1,035	39.2	50.0	47.3	52.2	6.0	2.5	3.5
Black or African American ¹	10,049	533	277	256	13.3	15.0	17.7	12.9	5.3	2.8	2.5
Men.....	4,522	183	85	98	6.0	5.2	5.4	4.9	4.0	1.9	2.2
Women.....	5,527	350	193	157	7.3	9.9	12.3	7.9	6.3	3.5	2.8
Asian ¹	3,403	117	48	69	4.5	3.3	3.1	3.5	3.4	1.4	2.0
Men.....	1,568	39	16	23	2.1	1.1	1.0	1.2	2.5	1.0	1.5
Women.....	1,835	78	32	46	2.4	2.2	2.0	2.3	4.3	1.7	2.5
Hispanic or Latino ¹	14,404	718	337	381	19.1	20.2	21.5	19.2	5.0	2.3	2.6
Men.....	8,114	295	127	168	10.8	8.3	8.1	8.5	3.6	1.6	2.1
Women.....	6,290	423	210	213	8.4	11.9	13.4	10.7	6.7	3.3	3.4
FULL- AND PART-TIME STATUS											
Full-time workers ²	54,745	1,261	501	760	72.7	35.5	32.0	38.3	2.3	0.9	1.4
Men.....	30,052	491	197	294	39.9	13.8	12.6	14.8	1.6	0.7	1.0
Women.....	24,693	770	304	466	32.8	21.7	19.4	23.5	3.1	1.2	1.9
Part-time workers ²	20,411	2,286	1,063	1,223	27.1	64.4	67.9	61.6	11.2	5.2	6.0
Men.....	6,998	772	370	402	9.3	21.7	23.6	20.3	11.0	5.3	5.7
Women.....	13,413	1,513	693	820	17.8	42.6	44.3	41.3	11.3	5.2	6.1

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. 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.

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, 2012 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.....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
Northeast.....	12,951	648	280	368	17.2	18.3	17.9	18.5	5.0	2.2	2.8
New England.....	3,649	125	30	95	4.8	3.5	1.9	4.8	3.4	0.8	2.6
Middle Atlantic.....	9,302	523	250	273	12.4	14.7	16.0	13.8	5.6	2.7	2.9
Midwest.....	18,100	808	327	481	24.0	22.8	20.9	24.2	4.5	1.8	2.7
East North Central.....	12,321	510	163	347	16.4	14.4	10.4	17.5	4.1	1.3	2.8
West North Central.....	5,779	298	164	134	7.7	8.4	10.5	6.8	5.2	2.8	2.3
South.....	26,675	1,674	809	865	35.4	47.2	51.7	43.6	6.3	3.0	3.2
South Atlantic.....	13,473	777	301	476	17.9	21.9	19.2	24.0	5.8	2.2	3.5
East South Central.....	4,484	256	128	128	6.0	7.2	8.2	6.5	5.7	2.9	2.9
West South Central.....	8,718	640	379	261	11.6	18.0	24.2	13.2	7.3	4.3	3.0
West.....	17,551	420	150	270	23.3	11.8	9.6	13.6	2.4	0.9	1.5
Mountain.....	5,533	237	82	155	7.4	6.7	5.2	7.8	4.3	1.5	2.8
Pacific.....	12,017	183	68	115	16.0	5.2	4.3	5.8	1.5	0.6	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, 2012 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.....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
Alabama.....	1,083	65	31	34	1.4	1.8	2.0	1.7	6.0	2.9	3.1
Alaska.....	194	2	1	1	0.3	0.1	0.1	0.1	1.0	0.5	0.5
Arizona.....	1,472	68	17	51	2.0	1.9	1.1	2.6	4.6	1.2	3.5
Arkansas.....	725	50	33	17	1.0	1.4	2.1	0.9	6.9	4.6	2.3
California.....	8,805	127	45	82	11.7	3.6	2.9	4.1	1.4	0.5	0.9
Colorado.....	1,234	42	7	35	1.6	1.2	0.4	1.8	3.4	0.6	2.8
Connecticut.....	853	23	2	21	1.1	0.6	0.1	1.1	2.7	0.2	2.5
Delaware.....	219	11	4	7	0.3	0.3	0.3	0.4	5.0	1.8	3.2
District of Columbia.....	103	5	1	4	0.1	0.1	0.1	0.2	4.9	1.0	3.9
Florida.....	4,164	214	49	165	5.5	6.0	3.1	8.3	5.1	1.2	4.0
Georgia.....	2,114	136	60	76	2.8	3.8	3.8	3.8	6.4	2.8	3.6
Hawaii.....	331	14	7	7	0.4	0.4	0.4	0.4	4.2	2.1	2.1
Idaho.....	404	31	16	15	0.5	0.9	1.0	0.8	7.7	4.0	3.7
Illinois.....	3,065	85	21	64	4.1	2.4	1.3	3.2	2.8	0.7	2.1
Indiana.....	1,785	93	50	43	2.4	2.6	3.2	2.2	5.2	2.8	2.4
Iowa.....	920	46	25	21	1.2	1.3	1.6	1.1	5.0	2.7	2.3
Kansas.....	780	44	29	15	1.0	1.2	1.9	0.8	5.6	3.7	1.9
Kentucky.....	1,147	60	30	30	1.5	1.7	1.9	1.5	5.2	2.6	2.6
Louisiana.....	1,043	74	35	39	1.4	2.1	2.2	2.0	7.1	3.4	3.7
Maine.....	378	11	3	8	0.5	0.3	0.2	0.4	2.9	0.8	2.1
Maryland.....	1,327	67	25	42	1.8	1.9	1.6	2.1	5.0	1.9	3.2
Massachusetts.....	1,567	62	17	45	2.1	1.7	1.1	2.3	4.0	1.1	2.9
Michigan.....	2,449	90	19	71	3.3	2.5	1.2	3.6	3.7	0.8	2.9
Minnesota.....	1,522	60	35	25	2.0	1.7	2.2	1.3	3.9	2.3	1.6
Mississippi.....	700	45	21	24	0.9	1.3	1.3	1.2	6.4	3.0	3.4
Missouri.....	1,538	97	49	48	2.0	2.7	3.1	2.4	6.3	3.2	3.1
Montana.....	274	4	1	3	0.4	0.1	0.1	0.2	1.5	0.4	1.1
Nebraska.....	561	32	17	15	0.7	0.9	1.1	0.8	5.7	3.0	2.7
Nevada.....	730	23	9	14	1.0	0.6	0.6	0.7	3.2	1.2	1.9
New Hampshire.....	370	13	5	8	0.5	0.4	0.3	0.4	3.5	1.4	2.2
New Jersey.....	1,777	103	49	54	2.4	2.9	3.1	2.7	5.8	2.8	3.0
New Mexico.....	488	23	6	17	0.6	0.6	0.4	0.9	4.7	1.2	3.5
New York.....	4,075	224	113	111	5.4	6.3	7.2	5.6	5.5	2.8	2.7
North Carolina.....	2,206	137	74	63	2.9	3.9	4.7	3.2	6.2	3.4	2.9
North Dakota.....	205	7	3	4	0.3	0.2	0.2	0.2	3.4	1.5	2.0
Ohio.....	3,277	147	31	116	4.4	4.1	2.0	5.8	4.5	0.9	3.5
Oklahoma.....	890	64	29	35	1.2	1.8	1.9	1.8	7.2	3.3	3.9
Oregon.....	982	11	3	8	1.3	0.3	0.2	0.4	1.1	0.3	0.8
Pennsylvania.....	3,450	195	87	108	4.6	5.5	5.6	5.4	5.7	2.5	3.1
Rhode Island.....	298	10	2	8	0.4	0.3	0.1	0.4	3.4	0.7	2.7
South Carolina.....	1,084	59	28	31	1.4	1.7	1.8	1.6	5.4	2.6	2.9
South Dakota.....	253	12	6	6	0.3	0.3	0.4	0.3	4.7	2.4	2.4
Tennessee.....	1,554	86	46	40	2.1	2.4	2.9	2.0	5.5	3.0	2.6
Texas.....	6,060	452	282	170	8.1	12.7	18.0	8.6	7.5	4.7	2.8
Utah.....	758	37	21	16	1.0	1.0	1.3	0.8	4.9	2.8	2.1
Vermont.....	184	5	1	4	0.2	0.1	0.1	0.2	2.7	0.5	2.2
Virginia.....	1,803	123	48	75	2.4	3.5	3.1	3.8	6.8	2.7	4.2
Washington.....	1,705	29	11	18	2.3	0.8	0.7	0.9	1.7	0.6	1.1
West Virginia.....	453	26	13	13	0.6	0.7	0.8	0.7	5.7	2.9	2.9
Wisconsin.....	1,745	94	41	53	2.3	2.6	2.6	2.7	5.4	2.3	3.0
Wyoming.....	173	9	4	5	0.2	0.3	0.3	0.3	5.2	2.3	2.9

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 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. Hourly earnings do not include overtime pay, commissions, or tips.

Table 4. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage by occupation, 2012 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.....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
Management, professional, and related occupations.....	15,962	145	69	76	21.2	4.1	4.4	3.8	0.9	0.4	0.5
Management, business, and financial operations occupations.....	4,609	33	11	22	6.1	0.9	0.7	1.1	0.7	0.2	0.5
Professional and related occupations.....	11,353	112	58	54	15.1	3.2	3.7	2.7	1.0	0.5	0.5
Service occupations.....	18,277	2,204	713	1,491	24.3	62.1	45.5	75.2	12.1	3.9	8.2
Healthcare support occupations.....	2,835	100	55	45	3.8	2.8	3.5	2.3	3.5	1.9	1.6
Protective service occupations.....	1,935	49	17	32	2.6	1.4	1.1	1.6	2.5	0.9	1.7
Food preparation and serving related occupations.....	6,971	1,555	408	1,147	9.3	43.8	26.1	57.8	22.3	5.9	16.5
Building and grounds cleaning and maintenance occupations.....	3,772	231	112	119	5.0	6.5	7.2	6.0	6.1	3.0	3.2
Personal care and service occupations..	2,764	268	120	148	3.7	7.5	7.7	7.5	9.7	4.3	5.4
Sales and office occupations.....	20,123	772	549	223	26.7	21.7	35.1	11.2	3.8	2.7	1.1
Sales and related occupations.....	7,956	546	400	146	10.6	15.4	25.5	7.4	6.9	5.0	1.8
Office and administrative support occupations.....	12,167	227	150	77	16.2	6.4	9.6	3.9	1.9	1.2	0.6
Natural resources, construction, and maintenance occupations.....	8,217	79	39	40	10.9	2.2	2.5	2.0	1.0	0.5	0.5
Farming, fishing, and forestry occupations.....	683	40	19	21	0.9	1.1	1.2	1.1	5.9	2.8	3.1
Construction and extraction occupations.....	4,330	23	13	10	5.8	0.6	0.8	0.5	0.5	0.3	0.2
Installation, maintenance, and repair occupations.....	3,204	16	6	10	4.3	0.5	0.4	0.5	0.5	0.2	0.3
Production, transportation, and material moving occupations.....	12,697	349	196	153	16.9	9.8	12.5	7.7	2.7	1.5	1.2
Production occupations.....	6,740	109	60	49	9.0	3.1	3.8	2.5	1.6	0.9	0.7
Transportation and material moving occupations.....	5,957	240	136	104	7.9	6.8	8.7	5.2	4.0	2.3	1.7

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

Table 5. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage by industry, 2012 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.....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
Private sector.....	65,927	3,377	1,484	1,893	87.6	95.1	94.8	95.4	5.1	2.3	2.9
Agriculture and related industries.....	775	35	17	18	1.0	1.0	1.1	0.9	4.5	2.2	2.3
Nonagricultural industries.....	65,152	3,342	1,467	1,875	86.6	94.1	93.7	94.5	5.1	2.3	2.9
Mining.....	538	4	2	2	0.7	0.1	0.1	0.1	0.7	0.4	0.4
Construction.....	4,277	29	15	14	5.7	0.8	1.0	0.7	0.7	0.4	0.3
Manufacturing.....	8,757	116	62	54	11.6	3.3	4.0	2.7	1.3	0.7	0.6
Durable goods	5,399	57	27	30	7.2	1.6	1.7	1.5	1.1	0.5	0.6
Nondurable goods	3,358	58	34	24	4.5	1.6	2.2	1.2	1.7	1.0	0.7
Wholesale and retail trade.....	12,430	583	410	173	16.5	16.4	26.2	8.7	4.7	3.3	1.4
Wholesale trade.....	1,653	22	8	14	2.2	0.6	0.5	0.7	1.3	0.5	0.8
Retail trade.....	10,776	561	402	159	14.3	15.8	25.7	8.0	5.2	3.7	1.5
Transportation and utilities.....	3,187	48	23	25	4.2	1.4	1.5	1.3	1.5	0.7	0.8
Information.....	1,190	35	21	14	1.6	1.0	1.3	0.7	2.9	1.8	1.2
Financial activities.....	3,309	36	17	19	4.4	1.0	1.1	1.0	1.1	0.5	0.6
Professional and business services.....	6,130	150	67	83	8.1	4.2	4.3	4.2	2.4	1.1	1.4
Education and health services.....	12,908	330	190	140	17.1	9.3	12.1	7.1	2.6	1.5	1.1
Leisure and hospitality.....	9,821	1,819	585	1,234	13.0	51.2	37.4	62.2	18.5	6.0	12.6
Other services.....	3,145	193	76	117	4.2	5.4	4.9	5.9	6.1	2.4	3.7
Public sector.....	9,349	173	82	91	12.4	4.9	5.2	4.6	1.9	0.9	1.0
Federal.....	1,767	16	7	9	2.3	0.5	0.4	0.5	0.9	0.4	0.5
State.....	2,576	60	35	25	3.4	1.7	2.2	1.3	2.3	1.4	1.0
Local.....	5,006	98	41	57	6.7	2.8	2.6	2.9	2.0	0.8	1.1

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

Table 6. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage by educational attainment, 2012 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.....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
Less than a high school diploma.....	9,601	989	568	421	12.8	27.9	36.3	21.2	10.3	5.9	4.4
Less than 1 year of high school.....	2,979	169	93	76	4.0	4.8	5.9	3.8	5.7	3.1	2.6
1 to 3 years of high school.....	5,464	714	412	302	7.3	20.1	26.3	15.2	13.1	7.5	5.5
4 years of high school, no diploma.....	1,157	106	63	43	1.5	3.0	4.0	2.2	9.2	5.4	3.7
High school graduates or more.....	65,675	2,562	999	1,563	87.2	72.2	63.8	78.8	3.9	1.5	2.4
High school graduates, no college.....	25,732	1,047	474	573	34.2	29.5	30.3	28.9	4.1	1.8	2.2
Some college or associate degree.....	26,544	1,230	465	765	35.3	34.6	29.7	38.6	4.6	1.8	2.9
Some college, no degree.....	17,553	1,007	392	615	23.3	28.4	25.0	31.0	5.7	2.2	3.5
Associate degree.....	8,991	223	74	149	11.9	6.3	4.7	7.5	2.5	0.8	1.7
Occupational program.....	4,073	96	35	61	5.4	2.7	2.2	3.1	2.4	0.9	1.5
Academic program.....	4,918	127	39	88	6.5	3.6	2.5	4.4	2.6	0.8	1.8
Bachelor's degree and higher.....	13,400	284	59	225	17.8	8.0	3.8	11.3	2.1	0.4	1.7
Bachelor's degree.....	10,425	242	51	191	13.8	6.8	3.3	9.6	2.3	0.5	1.8
Master's degree.....	2,370	30	7	23	3.1	0.8	0.4	1.2	1.3	0.3	1.0
Professional degree.....	288	6	—	5	0.4	0.2	—	0.3	2.1	—	1.7
Doctoral degree.....	316	1	1	6	0.4	0.0	0.1	0.3	0.3	0.3	1.9

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, 2012 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.....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
16 to 24 years.....	14,909	1,797	862	935	19.8	50.6	55.0	47.1	12.1	5.8	6.3
16 to 19 years.....	4,044	854	484	370	5.4	24.1	30.9	18.6	21.1	12.0	9.1
20 to 24 years.....	10,865	942	377	565	14.4	26.5	24.1	28.5	8.7	3.5	5.2
25 years and over.....	60,367	1,753	704	1,049	80.2	49.4	45.0	52.9	2.9	1.2	1.7
25 to 34 years.....	17,167	720	243	477	22.8	20.3	15.5	24.0	4.2	1.4	2.8
25 to 29 years.....	9,133	415	125	290	12.1	11.7	8.0	14.6	4.5	1.4	3.2
30 to 34 years.....	8,034	305	118	187	10.7	8.6	7.5	9.4	3.8	1.5	2.3
35 to 44 years.....	14,383	388	154	234	19.1	10.9	9.8	11.8	2.7	1.1	1.6
35 to 39 years.....	7,051	204	82	122	9.4	5.7	5.2	6.1	2.9	1.2	1.7
40 to 44 years.....	7,333	185	73	112	9.7	5.2	4.7	5.6	2.5	1.0	1.5
45 to 54 years.....	15,169	368	164	204	20.2	10.4	10.5	10.3	2.4	1.1	1.3
45 to 49 years.....	7,552	194	87	107	10.0	5.5	5.6	5.4	2.6	1.2	1.4
50 to 54 years.....	7,616	173	77	96	10.1	4.9	4.9	4.8	2.3	1.0	1.3
55 to 64 years.....	10,642	190	100	90	14.1	5.4	6.4	4.5	1.8	0.9	0.8
55 to 59 years.....	6,495	104	50	54	8.6	2.9	3.2	2.7	1.6	0.8	0.8
60 to 64 years.....	4,147	87	50	37	5.5	2.5	3.2	1.9	2.1	1.2	0.9
65 years and over.....	3,006	88	44	44	4.0	2.5	2.8	2.2	2.9	1.5	1.5
65 to 69 years.....	1,749	50	25	25	2.3	1.4	1.6	1.3	2.9	1.4	1.4
70 years and over.....	1,257	38	19	19	1.7	1.1	1.2	1.0	3.0	1.5	1.5
MEN											
Total, 16 years and over.....	37,113	1,263	567	696	49.3	35.6	36.2	35.1	3.4	1.5	1.9
16 to 24 years.....	7,454	673	333	340	9.9	19.0	21.3	17.1	9.0	4.5	4.6
16 to 19 years.....	1,922	366	207	159	2.6	10.3	13.2	8.0	19.0	10.8	8.3
20 to 24 years.....	5,532	307	126	181	7.3	8.6	8.0	9.1	5.5	2.3	3.3
25 years and over.....	29,659	591	235	356	39.4	16.6	15.0	17.9	2.0	0.8	1.2
25 to 34 years.....	9,078	252	86	166	12.1	7.1	5.5	8.4	2.8	0.9	1.8
25 to 29 years.....	4,838	143	38	105	6.4	4.0	2.4	5.3	3.0	0.8	2.2
30 to 34 years.....	4,240	109	48	61	5.6	3.1	3.1	3.1	2.6	1.1	1.4
35 to 44 years.....	7,140	120	45	75	9.5	3.4	2.9	3.8	1.7	0.6	1.1
35 to 39 years.....	3,568	66	22	44	4.7	1.9	1.4	2.2	1.8	0.6	1.2
40 to 44 years.....	3,572	55	23	32	4.7	1.5	1.5	1.6	1.5	0.6	0.9
45 to 54 years.....	7,135	114	50	64	9.5	3.2	3.2	3.2	1.6	0.7	0.9
45 to 49 years.....	3,559	66	30	36	4.7	1.9	1.9	1.8	1.9	0.8	1.0
50 to 54 years.....	3,576	48	20	28	4.8	1.4	1.3	1.4	1.3	0.6	0.8
55 to 64 years.....	4,897	67	34	33	6.5	1.9	2.2	1.7	1.4	0.7	0.7
55 to 59 years.....	3,012	36	15	21	4.0	1.0	1.0	1.1	1.2	0.5	0.7
60 to 64 years.....	1,885	30	18	12	2.5	0.8	1.1	0.6	1.6	1.0	0.6
65 years and over.....	1,409	37	20	17	1.9	1.0	1.3	0.9	2.6	1.4	1.2
65 to 69 years.....	798	23	12	11	1.1	0.6	0.8	0.6	2.9	1.5	1.4
70 years and over.....	611	14	8	6	0.8	0.4	0.5	0.3	2.3	1.3	1.0
WOMEN											
Total, 16 years and over.....	38,163	2,287	999	1,288	50.7	64.4	63.8	64.9	6.0	2.6	3.4
16 to 24 years.....	7,455	1,124	529	595	9.9	31.7	33.8	30.0	15.1	7.1	8.0
16 to 19 years.....	2,122	489	278	211	2.8	13.8	17.8	10.6	23.0	13.1	9.9
20 to 24 years.....	5,333	635	251	384	7.1	17.9	16.0	19.4	11.9	4.7	7.2
25 years and over.....	30,708	1,163	470	693	40.8	32.8	30.0	34.9	3.8	1.5	2.3
25 to 34 years.....	8,090	467	156	311	10.7	13.2	10.0	15.7	5.8	1.9	3.8
25 to 29 years.....	4,295	272	87	185	5.7	7.7	5.6	9.3	6.3	2.0	4.3
30 to 34 years.....	3,794	194	69	125	5.0	5.5	4.4	6.3	5.1	1.8	3.3
35 to 44 years.....	7,243	268	109	159	9.6	7.5	7.0	8.0	3.7	1.5	2.2
35 to 39 years.....	3,483	139	60	79	4.6	3.9	3.8	4.0	4.0	1.7	2.3
40 to 44 years.....	3,760	131	50	81	5.0	3.7	3.2	4.1	3.5	1.3	2.2
45 to 54 years.....	8,034	254	114	140	10.7	7.2	7.3	7.1	3.2	1.4	1.7
45 to 49 years.....	3,993	128	57	71	5.3	3.6	3.6	3.6	3.2	1.4	1.8
50 to 54 years.....	4,041	126	57	69	5.4	3.5	3.6	3.5	3.1	1.4	1.7
55 to 64 years.....	5,745	124	67	57	7.6	3.5	4.3	2.9	2.2	1.2	1.0
55 to 59 years.....	3,483	67	35	32	4.6	1.9	2.2	1.6	1.9	1.0	0.9
60 to 64 years.....	2,262	57	32	25	3.0	1.6	2.0	1.3	2.5	1.4	1.1
65 years and over.....	1,597	50	24	26	2.1	1.4	1.5	1.3	3.1	1.5	1.6
65 to 69 years.....	951	26	13	13	1.3	0.7	0.8	0.7	2.7	1.4	1.4
70 years and over.....	646	24	11	13	0.9	0.7	0.7	0.7	3.7	1.7	2.0

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, 2012 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....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
Never married.....	27,453	2,314	1,033	1,281	36.5	65.2	66.0	64.6	8.4	3.8	4.7
16 to 24 years.....	13,213	1,670	802	868	17.6	47.0	51.2	43.8	12.6	6.1	6.6
25 years and over.....	14,240	644	232	412	18.9	18.1	14.8	20.8	4.5	1.6	2.9
25 to 54 years.....	13,123	612	213	399	17.4	17.2	13.6	20.1	4.7	1.6	3.0
Married, spouse present..	34,926	779	323	456	46.4	21.9	20.6	23.0	2.2	0.9	1.3
16 to 24 years.....	1,216	75	37	38	1.6	2.1	2.4	1.9	6.2	3.0	3.1
25 years and over.....	33,710	704	286	418	44.8	19.8	18.3	21.1	2.1	0.8	1.2
25 to 54 years.....	25,135	569	219	350	33.4	16.0	14.0	17.6	2.3	0.9	1.4
Other marital status.....	12,896	457	210	247	17.1	12.9	13.4	12.4	3.5	1.6	1.9
16 to 24 years.....	479	51	23	28	0.6	1.4	1.5	1.4	10.6	4.8	5.8
25 years and over.....	12,417	406	187	219	16.5	11.4	11.9	11.0	3.3	1.5	1.8
25 to 54 years.....	8,461	294	128	166	11.2	8.3	8.2	8.4	3.5	1.5	2.0
MEN											
Total, 16 years and over....	37,113	1,263	567	696	49.3	35.6	36.2	35.1	3.4	1.5	1.9
Never married.....	14,394	920	422	498	19.1	25.9	26.9	25.1	6.4	2.9	3.5
16 to 24 years.....	6,694	648	321	327	8.9	18.3	20.5	16.5	9.7	4.8	4.9
25 years and over.....	7,700	271	100	171	10.2	7.6	6.4	8.6	3.5	1.3	2.2
25 to 54 years.....	7,162	256	92	164	9.5	7.2	5.9	8.3	3.6	1.3	2.3
Married, spouse present..	17,620	241	100	141	23.4	6.8	6.4	7.1	1.4	0.6	0.8
16 to 24 years.....	560	16	7	9	0.7	0.5	0.4	0.5	2.9	1.3	1.6
25 years and over.....	17,060	225	93	132	22.7	6.3	5.9	6.7	1.3	0.5	0.8
25 to 54 years.....	12,594	165	62	103	16.7	4.6	4.0	5.2	1.3	0.5	0.8
Other marital status.....	5,100	103	46	57	6.8	2.9	2.9	2.9	2.0	0.9	1.1
16 to 24 years.....	200	8	4	4	0.3	0.2	0.3	0.2	4.0	2.0	2.0
25 years and over.....	4,900	95	42	53	6.5	2.7	2.7	2.7	1.9	0.9	1.1
25 to 54 years.....	3,598	65	27	38	4.8	1.8	1.7	1.9	1.8	0.8	1.1
WOMEN											
Total, 16 years and over....	38,163	2,287	999	1,288	50.7	64.4	63.8	64.9	6.0	2.6	3.4
Never married.....	13,060	1,395	612	783	17.3	39.3	39.1	39.5	10.7	4.7	6.0
16 to 24 years.....	6,519	1,022	480	542	8.7	28.8	30.7	27.3	15.7	7.4	8.3
25 years and over.....	6,541	372	131	241	8.7	10.5	8.4	12.1	5.7	2.0	3.7
25 to 54 years.....	5,961	356	121	235	7.9	10.0	7.7	11.8	6.0	2.0	3.9
Married, spouse present..	17,307	536	222	314	23.0	15.1	14.2	15.8	3.1	1.3	1.8
16 to 24 years.....	656	59	30	29	0.9	1.7	1.9	1.5	9.0	4.6	4.4
25 years and over.....	16,650	479	193	286	22.1	13.5	12.3	14.4	2.9	1.2	1.7
25 to 54 years.....	12,541	404	157	247	16.7	11.4	10.0	12.4	3.2	1.3	2.0
Other marital status.....	7,796	354	164	190	10.4	10.0	10.5	9.6	4.5	2.1	2.4
16 to 24 years.....	279	43	19	24	0.4	1.2	1.2	1.2	15.4	6.8	8.6
25 years and over.....	7,517	312	146	166	10.0	8.8	9.3	8.4	4.2	1.9	2.2
25 to 54 years.....	4,863	229	101	128	6.5	6.5	6.4	6.5	4.7	2.1	2.6

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.

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, 2012 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.....	75,276	3,550	1,566	1,984	100.0	100.0	100.0	100.0	4.7	2.1	2.6
Hours vary.....	5,329	429	185	244	7.1	12.1	11.8	12.3	8.1	3.5	4.6
0 to 34 hours.....	18,393	2,037	977	1,060	24.4	57.4	62.4	53.4	11.1	5.3	5.8
0 to 4 hours.....	381	39	20	19	0.5	1.1	1.3	1.0	10.2	5.2	5.0
5 to 9 hours.....	994	147	71	76	1.3	4.1	4.5	3.8	14.8	7.1	7.6
10 to 14 hours.....	1,620	225	112	113	2.2	6.3	7.2	5.7	13.9	6.9	7.0
15 to 19 hours.....	2,351	273	155	118	3.1	7.7	9.9	5.9	11.6	6.6	5.0
20 to 24 hours.....	5,369	583	303	280	7.1	16.4	19.3	14.1	10.9	5.6	5.2
25 to 29 hours.....	2,649	334	147	187	3.5	9.4	9.4	9.4	12.6	5.5	7.1
30 to 34 hours.....	5,030	436	169	267	6.7	12.3	10.8	13.5	8.7	3.4	5.3
35 hours or more.....	51,554	1,085	405	680	68.5	30.6	25.9	34.3	2.1	0.8	1.3
35 to 39 hours.....	6,122	315	126	189	8.1	8.9	8.0	9.5	5.1	2.1	3.1
40 hours or more.....	45,433	768	278	490	60.4	21.6	17.8	24.7	1.7	0.6	1.1
40 hours.....	39,456	677	256	421	52.4	19.1	16.3	21.2	1.7	0.6	1.1
41 hours or more.....	5,977	92	22	70	7.9	2.6	1.4	3.5	1.5	0.4	1.2
41 to 44 hours.....	672	14	4	10	0.9	0.4	0.3	0.5	2.1	0.6	1.5
45 to 48 hours.....	2,013	24	9	15	2.7	0.7	0.6	0.8	1.2	0.4	0.7
49 to 59 hours.....	2,256	38	9	29	3.0	1.1	0.6	1.5	1.7	0.4	1.3
60 hours or more.....	1,036	16	1	15	1.4	0.5	0.1	0.8	1.5	0.1	1.4

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.

Table 10. Employed wage and salary workers paid hourly rates with earnings at or below the prevailing federal minimum wage by sex, 1979-2012 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	At prevailing federal minimum wage	Below 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	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	1,212	13,228	15.1
1991.....	103,723	62,627	60.4	1,296	1,377	15,283	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	13,724	15.4
1997.....	114,533	70,735	61.8	1,764	1,990	14,754	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	11,729	12.3
2008.....	129,377	75,305	58.2	1,286	1,940	12,226	13.0
2009.....	124,490	72,611	58.3	1,980	1,592	13,572	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

See footnote 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, 1979-2012 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	At prevailing federal minimum wage	Below 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	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

See footnote 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, 1979-2012 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	At prevailing federal minimum wage	Below 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	2,644	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	11,420	12,131	16.9
1991.....	49,105	30,988	63.1	11,792	11,582	13,374	110.9
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	11,106	11,244	12,350	16.8
1997.....	54,708	35,214	64.4	11,092	11,843	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	1181	11,002	11,183	13.1
2008.....	62,532	37,972	60.7	1196	11,302	11,498	13.9
2009.....	60,951	37,426	61.4	1612	11,603	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

¹ Data for 1990-91, 1996-97, and 2007-09 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 online at www.bls.gov/cps/documentation.htm#comp.

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 July 24, 2007, to \$6.55 on July 24, 2008, and to \$7.25 on July 24, 2009. 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.