

**Table 44. Wage and salary workers paid hourly rates with earnings at or below the prevailing Federal minimum wage by selected characteristics**

(Numbers in thousands)

Characteristic	2004				
	Workers paid hourly rates			Total at or below prevailing Federal minimum wage	
	Total	Below prevailing Federal minimum wage	At prevailing Federal minimum wage	Number	Percent of hourly-paid workers
<b>SEX AND AGE</b>					
Total, 16 years and over .....	73,939	1,483	520	2,003	2.7
16 to 24 years .....	16,174	750	272	1,021	6.3
25 years and over .....	57,765	733	249	982	1.7
Men, 16 years and over .....	36,806	470	210	680	1.8
16 to 24 years .....	8,305	239	127	366	4.4
25 years and over .....	28,500	231	83	314	1.1
Women, 16 years and over .....	37,133	1,013	310	1,323	3.6
16 to 24 years .....	7,869	510	145	655	8.3
25 years and over .....	29,265	502	166	668	2.3
<b>RACE, SEX, AND HISPANIC OR LATINO ETHNICITY</b>					
White, 16 years and over .....	59,877	1,286	395	1,681	2.8
Men .....	30,255	393	161	555	1.8
Women .....	29,621	892	234	1,126	3.8
Black or African American, 16 years and over .....	9,417	128	99	228	2.4
Men .....	4,243	49	40	89	2.1
Women .....	5,174	79	59	138	2.7
Asian, 16 years and over .....	2,672	30	8	38	1.4
Men .....	1,295	12	3	15	1.2
Women .....	1,378	18	5	23	1.7
Hispanic or Latino, 16 years and over .....	12,073	168	82	250	2.1
Men .....	7,183	66	32	99	1.4
Women .....	4,890	102	49	151	3.1
<b>FULL- AND PART-TIME STATUS AND SEX<sup>1</sup></b>					
Full-time workers .....	55,739	583	177	760	1.4
Men .....	30,951	223	77	300	1.0
Women .....	24,788	360	100	460	1.9
Part-time workers .....	18,046	897	343	1,240	6.9
Men .....	5,770	246	132	378	6.6
Women .....	12,276	651	210	861	7.0

<sup>1</sup> The distinction between full- and part-time workers is based on hours usually worked. These data will not sum to totals because full- or part-time status on the principal job is not identifiable for a small number of multiple jobholders.

NOTE: The prevailing Federal minimum wage was \$5.15 per hour in 2004. Data are for wage and salary workers, excluding the incorporated self-employed. They refer to a person's earnings on their sole or principal job, and pertain only to workers who are paid hourly rates. Salaried workers and

other nonhourly workers are not included. The presence of workers with hourly earnings below the minimum wage does not necessarily indicate violations of the Fair Labor Standards Act, as there are exceptions to the minimum wage provisions of the law. In addition, some survey respondents might have rounded hourly earnings to the nearest dollar, and, as a result, reported hourly earnings below the minimum wage even though they earned the minimum wage or higher. Beginning in January 2004, data reflect revised population controls used in the household survey.