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## **USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS: SECOND QUARTER 2007**

Median weekly earnings of the nation's 106.9 million full-time wage and salary workers were \$690 in the second quarter of 2007, the Bureau of Labor Statistics of the U.S. Department of Labor reported today. This was 4.7 percent higher than a year earlier compared with a gain of 2.7 percent in the Consumer Price Index for All Urban Consumers (CPI-U) over the same period.

Data on usual earnings are collected as part of the Current Population Survey, a nationwide sample survey of households in which respondents are asked, among other things, how much each wage and salary worker usually earns. (See the Technical Note.) Highlights from the second-quarter data are:

- Women who usually worked full time had median earnings of \$607 per week, or 79.6 percent of the \$763 median for men. The female-to-male earnings ratios were higher among Hispanics or Latinos (89.9 percent) and blacks (87.3 percent) than among whites (79.2 percent) or Asians (75.3 percent). (See table 1.)
- Median earnings for black men working at full-time jobs were \$597 per week, 76.2 percent of the median for white men (\$783). The difference was less among women, as black women's median earnings (\$521) were 84.0 percent of those for their white counterparts (\$620). Overall, median earnings of Hispanics or Latinos who worked full time (\$503) were lower than those of blacks (\$562), whites (\$713), and Asians (\$827). (See table 1.)
- Among men, those age 55 to 64 had the highest median weekly earnings (\$950). Women age 45 to 54 had median earnings of \$668, about the same as those age 55 to 64 (\$664) and age 35 to 44 (\$657). (See table 2.)
- Among the major occupational groups, persons employed full time in managerial, professional, and related occupations had the highest median weekly earnings—\$1,176 for men and \$859 for women. Men and women in service jobs earned the least. (See table 3.)
- Full-time workers age 25 and over without a high school diploma had median weekly earnings of \$440 compared with \$597 for high school graduates (no college) and \$1,092 for those holding at least a bachelor's degree. Among college graduates with advanced degrees (professional or master's degree and above), the highest earning 10 percent of male workers made \$2,914 or more per week compared with \$1,979 or more for their female counterparts. (See table 4.)

# Technical Note

The estimates in this release were obtained from the Current Population Survey (CPS), which provides the basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics by the U.S. Census Bureau from a scientifically selected national sample of about 60,000 households, with coverage in all 50 states and the District of Columbia. The earnings data are collected from one-quarter of the CPS monthly sample and are limited to wages and salaries. The data, therefore, exclude self-employment income.

Information in this release will be made available to sensory impaired individuals upon request. Voice phone: 202-691-5200; TDD message referral phone number: 1-800-877-8339.

## 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 exact difference, or *sampling error*, varies depending on the particular sample selected, and this 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 a full discussion of the reliability of data from the CPS and information on estimating standard errors, see the "Explanatory Notes and Estimates of Error" section of *Employment and Earnings*.

## Definitions

The principal definitions used in connection with the earnings series are described briefly below.

*Usual weekly earnings.* Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders.) Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, other) and how much they usually earn in the reported time period. Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is as perceived by the respondent. If the respondent asks for a definition of usual,

interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

*Medians (and other quantiles) of weekly earnings.* The median (or upper limit of the second quartile) is the amount which divides a given earnings distribution into two equal groups, one having earnings above the median and the other having earnings below the median. Ten percent of a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings); 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings); 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings); and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The estimating procedure places each reported or calculated weekly earnings value into \$50-wide intervals which are centered around multiples of \$50. The actual value is estimated through the linear interpolation of the interval in which the quantile boundary lies.

Over-the-year changes in the medians (and other quantile boundaries) for specific groups may not necessarily be consistent with the movements estimated for the overall quantile boundary. The most common reasons for this possible anomaly are: (1) There could be a change in the relative weights of the subgroups. For example, the medians of both 16-to-24 year olds and those 25 years and over may rise; but if the lower-earning 16-to-24 group accounts for a greatly increased share of the total, the overall median could actually fall. (2) There could be a large change in the shape of the distribution of reported earnings, particularly near a quantile boundary. This could be caused by survey observations that are clustered at rounded values, e.g., \$250, \$300, \$400. An estimate lying in a \$50-wide centered interval containing such a cluster or "spike" tends to change more slowly than one in other intervals.

*Wage and salary workers.* Workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for the purposes of the earnings series, excludes all self-employed persons, regardless of whether or not their businesses are incorporated.

*Full-time workers.* Workers who usually work 35 hours or more per week at their sole or principal job.

*Part-time workers.* Workers who usually work fewer than 35 hours per week at their sole or principal job.

*Constant dollars.* The Consumer Price Index for All Urban Consumers (CPI-U) is used to convert current dollars to constant (1982) dollars.

*Hispanic or Latino ethnicity.* Refers to persons who identified themselves in the enumeration process as being Spanish, Hispanic, or Latino. Persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race.

**Table 1. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted**

Characteristic	Number of workers (in thousands)		Median weekly earnings			
	II 2006	II 2007	In current dollars		In constant (1982) dollars	
			II 2006	II 2007	II 2006	II 2007
<b>SEX AND AGE</b>						
Total, 16 years and over .....	105,881	106,879	\$659	\$690	\$315	\$320
Men, 16 years and over .....	59,983	60,507	731	763	349	355
16 to 24 years .....	6,684	6,537	421	436	201	203
25 years and over .....	53,299	53,970	783	819	374	381
Women, 16 years and over .....	45,897	46,372	593	607	283	282
16 to 24 years .....	4,710	4,633	395	404	188	188
25 years and over .....	41,188	41,739	619	635	295	295
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>						
White .....	85,831	86,393	678	713	323	331
Men .....	49,804	50,162	753	783	359	364
Women .....	36,026	36,232	602	620	287	288
Black or African American .....	12,748	13,048	534	562	255	261
Men .....	6,084	6,190	573	597	274	278
Women .....	6,664	6,858	511	521	244	242
Asian .....	4,858	5,025	765	827	365	384
Men .....	2,780	2,766	843	942	402	438
Women .....	2,078	2,258	688	709	328	330
Hispanic or Latino ethnicity .....	15,715	15,943	485	503	231	234
Men .....	10,044	10,249	504	523	241	243
Women .....	5,671	5,694	434	470	207	218

NOTE: 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. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2007, data reflect revised population controls used in the household survey.

**Table 2. Median usual weekly earnings of full-time wage and salary workers by age, race, Hispanic or Latino ethnicity, and sex, second quarter 2007 averages, not seasonally adjusted**

Age, race, and Hispanic or Latino ethnicity	Total		Men		Women	
	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings
<b>TOTAL</b>						
16 years and over .....	106,879	\$690	60,507	\$763	46,372	\$607
16 to 24 years .....	11,170	421	6,537	436	4,633	404
16 to 19 years .....	1,659	317	1,003	338	657	302
20 to 24 years .....	9,510	445	5,535	464	3,976	426
25 years and over .....	95,709	735	53,970	819	41,739	635
25 to 54 years .....	79,296	730	45,052	804	34,244	632
25 to 34 years .....	25,854	635	15,025	683	10,829	588
35 to 44 years .....	26,991	770	15,539	871	11,453	657
45 to 54 years .....	26,451	788	14,489	905	11,962	668
55 years and over .....	16,413	761	8,918	917	7,495	648
55 to 64 years .....	14,049	790	7,514	950	6,535	664
65 years and over .....	2,364	611	1,404	664	960	548
<b>White</b>						
16 years and over .....	86,393	713	50,162	783	36,232	620
16 to 24 years .....	9,114	425	5,487	442	3,627	410
25 years and over .....	77,279	755	44,675	846	32,605	654
25 to 54 years .....	63,459	749	36,998	827	26,461	651
55 years and over .....	13,820	787	7,677	940	6,143	667
<b>Black or African American</b>						
16 years and over .....	13,048	562	6,190	597	6,858	521
16 to 24 years .....	1,352	389	681	401	671	368
25 years and over .....	11,696	591	5,509	623	6,187	554
25 to 54 years .....	10,065	589	4,772	616	5,293	560
55 years and over .....	1,630	602	737	681	894	533
<b>Asian</b>						
16 years and over .....	5,025	827	2,766	942	2,258	709
16 to 24 years .....	314	535	135	677	179	502
25 years and over .....	4,711	862	2,631	959	2,080	737
25 to 54 years .....	3,997	872	2,265	969	1,732	742
55 years and over .....	714	803	366	894	348	697
<b>Hispanic or Latino ethnicity</b>						
16 years and over .....	15,943	503	10,249	523	5,694	470
16 to 24 years .....	2,219	391	1,431	397	789	373
25 years and over .....	13,724	522	8,818	559	4,905	488
25 to 54 years .....	12,411	520	7,976	555	4,435	486
55 years and over .....	1,313	556	843	585	470	507

NOTE: 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. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2007, data reflect revised population controls used in the household survey.

**Table 3. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, quarterly averages, not seasonally adjusted**

Occupation and sex	Number of workers (in thousands)		Median weekly earnings	
	II 2006	II 2007	II 2006	II 2007
<b>TOTAL</b>				
Management, professional, and related occupations .....	37,095	38,817	\$967	\$997
Management, business, and financial operations occupations .....	15,267	15,591	1,091	1,115
Professional and related occupations .....	21,827	23,226	911	945
Service occupations .....	14,933	14,811	421	459
Sales and office occupations .....	25,860	25,536	581	595
Sales and related occupations .....	10,682	10,477	615	640
Office and administrative support occupations .....	15,177	15,059	561	578
Natural resources, construction, and maintenance occupations .....	12,430	12,565	643	658
Farming, fishing, and forestry occupations .....	739	762	388	382
Construction and extraction occupations .....	7,204	7,322	610	634
Installation, maintenance, and repair occupations .....	4,487	4,482	736	744
Production, transportation, and material moving occupations .....	15,564	15,149	554	578
Production occupations .....	8,576	8,596	549	583
Transportation and material moving occupations .....	6,988	6,553	565	568
<b>Men</b>				
Management, professional, and related occupations .....	18,713	19,402	1,159	1,176
Management, business, and financial operations occupations .....	8,669	8,763	1,254	1,237
Professional and related occupations .....	10,044	10,639	1,090	1,142
Service occupations .....	7,237	7,526	492	521
Sales and office occupations .....	9,827	9,632	669	722
Sales and related occupations .....	5,952	5,831	735	802
Office and administrative support occupations .....	3,875	3,801	600	613
Natural resources, construction, and maintenance occupations .....	11,947	12,141	648	661
Farming, fishing, and forestry occupations .....	542	612	411	394
Construction and extraction occupations .....	7,071	7,192	611	635
Installation, maintenance, and repair occupations .....	4,334	4,336	734	741
Production, transportation, and material moving occupations .....	12,259	11,806	598	619
Production occupations .....	6,153	6,154	615	643
Transportation and material moving occupations .....	6,105	5,652	587	597
<b>Women</b>				
Management, professional, and related occupations .....	18,381	19,415	829	859
Management, business, and financial operations occupations .....	6,598	6,827	899	952
Professional and related occupations .....	11,783	12,587	781	823
Service occupations .....	7,696	7,285	389	404
Sales and office occupations .....	16,032	15,904	534	546
Sales and related occupations .....	4,730	4,646	491	489
Office and administrative support occupations .....	11,302	11,257	551	569
Natural resources, construction, and maintenance occupations .....	483	425	504	559
Farming, fishing, and forestry occupations .....	197	149	305	351
Construction and extraction occupations .....	133	130	542	566
Installation, maintenance, and repair occupations .....	153	146	837	782
Production, transportation, and material moving occupations .....	3,305	3,343	424	448
Production occupations .....	2,423	2,442	427	448
Transportation and material moving occupations .....	883	901	415	446

NOTE: Beginning in January 2007, data reflect revised population controls used in the household survey.

**Table 4. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, second quarter 2007 averages, not seasonally adjusted**

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
<b>SEX, RACE, AND HISPANIC OR LATINO ETHNICITY</b>						
Total, 16 years and over .....	106,879	\$328	\$463	\$690	\$1,067	\$1,605
Men .....	60,507	355	502	763	1,182	1,840
Women .....	46,372	309	416	607	913	1,337
White .....	86,393	333	477	713	1,099	1,656
Men .....	50,162	361	514	783	1,213	1,882
Women .....	36,232	313	425	620	936	1,364
Black or African American .....	13,048	305	402	562	807	1,173
Men .....	6,190	328	422	597	880	1,247
Women .....	6,858	293	385	521	756	1,108
Asian .....	5,025	351	511	827	1,329	1,885
Men .....	2,766	406	598	942	1,533	2,029
Women .....	2,258	314	446	709	1,119	1,591
Hispanic or Latino ethnicity .....	15,943	289	361	503	750	1,117
Men .....	10,249	297	379	523	793	1,187
Women .....	5,694	274	333	470	665	964
<b>EDUCATIONAL ATTAINMENT</b>						
Total, 25 years and over .....	95,709	353	494	735	1,130	1,667
Less than a high school diploma .....	9,224	282	328	440	613	868
High school graduates, no college <sup>1</sup> .....	28,326	327	428	597	840	1,151
Some college or associate degree .....	25,654	375	500	704	1,005	1,396
Bachelor's degree and higher <sup>2</sup> .....	32,505	523	746	1,092	1,595	2,291
Bachelor's degree only .....	21,228	499	708	1,014	1,491	2,093
Advanced degree .....	11,277	612	850	1,220	1,832	2,507
Men, 25 years and over .....	53,970	385	545	819	1,247	1,889
Less than a high school diploma .....	6,406	291	355	490	669	931
High school graduates, no college <sup>1</sup> .....	16,424	374	494	680	954	1,280
Some college or associate degree .....	13,402	415	584	820	1,153	1,555
Bachelor's degree and higher <sup>2</sup> .....	17,738	592	838	1,244	1,878	2,710
Bachelor's degree only .....	11,447	552	782	1,169	1,744	2,495
Advanced degree .....	6,291	668	938	1,397	2,034	2,914
Women, 25 years and over .....	41,739	325	441	635	956	1,381
Less than a high school diploma .....	2,818	257	301	377	488	614
High school graduates, no college <sup>1</sup> .....	11,902	299	382	508	685	920
Some college or associate degree .....	12,252	337	444	605	832	1,148
Bachelor's degree and higher <sup>2</sup> .....	14,767	488	671	943	1,324	1,833
Bachelor's degree only .....	9,781	468	633	876	1,242	1,725
Advanced degree .....	4,986	561	760	1,068	1,451	1,979

<sup>1</sup> Includes persons with a high school diploma or equivalent.

<sup>2</sup> Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the

third quartile; and 90 percent earn less than the upper limit of the ninth decile. 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. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2007, data reflect revised population controls used in the household survey.

**Table 5. Median usual weekly earnings of part-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted**

Characteristic	Number of workers (in thousands)		Median weekly earnings	
	II 2006	II 2007	II 2006	II 2007
<b>SEX AND AGE</b>				
Total, 16 years and over .....	21,862	22,470	\$204	\$207
Men, 16 years and over .....	6,660	6,909	190	194
16 to 24 years .....	3,433	3,514	152	161
25 years and over .....	3,227	3,396	248	248
Women, 16 years and over .....	15,202	15,561	210	214
16 to 24 years .....	4,746	4,758	148	153
25 years and over .....	10,456	10,802	249	256
<b>RACE, HISPANIC OR LATINO ETHNICITY, AND SEX</b>				
White .....	18,382	18,834	206	208
Men .....	5,508	5,647	190	193
Women .....	12,874	13,186	212	216
Black or African American .....	2,125	2,194	193	197
Men .....	710	752	187	195
Women .....	1,415	1,442	195	200
Asian .....	876	861	213	227
Men .....	267	313	193	217
Women .....	609	548	228	239
Hispanic or Latino ethnicity .....	2,384	2,521	203	206
Men .....	755	835	219	227
Women .....	1,629	1,686	198	200

NOTE: 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. In addition, persons whose ethnicity is identified as Hispanic or Latino may be of any race and, therefore, are classified by ethnicity as well as by race. Beginning in January 2007, data reflect revised population controls used in the household survey.