

## Demographic characteristics of workers affected by increasing the federal minimum wage to \$15 by 2024

Pennsylvania

Group	Estimated workforce		Share directly affected		Share indirectly affected		Total affected	Share of group who are affected	Group's share of total affected
<b>All workers</b>	5,731,000	1,217,000	21.2%	814,000	14.2%	2,031,000	35.4%	100.0%	
<b>Gender</b>									
Women	2,852,000	708,000	24.8%	487,000	17.1%	1,195,000	41.9%	58.9%	
Men	2,880,000	509,000	17.7%	327,000	11.3%	836,000	29.0%	41.1%	
<b>Age</b>									
Age 20 or older	5,497,000	1,030,000	18.7%	779,000	14.2%	1,809,000	32.9%	89.1%	
Teenager	234,000	187,000	79.8%	35,000	14.9%	222,000	94.7%	10.9%	
16 to 24	845,000	474,000	56.1%	182,000	21.5%	656,000	77.6%	32.3%	
25 to 39	1,796,000	303,000	16.9%	261,000	14.5%	564,000	31.4%	27.8%	
40 to 54	1,699,000	225,000	13.2%	189,000	11.1%	413,000	24.3%	20.3%	
55+	1,392,000	216,000	15.5%	182,000	13.1%	398,000	28.6%	19.6%	
<b>Race/ethnicity</b>									
White	4,489,000	821,000	18.3%	619,000	13.8%	1,441,000	32.1%	70.9%	
Black	524,000	169,000	32.3%	85,000	16.3%	255,000	48.6%	12.5%	
Hispanic	402,000	150,000	37.2%	64,000	15.9%	213,000	53.1%	10.5%	
Asian or other race/ethnicity	316,000	76,000	24.1%	46,000	14.5%	122,000	38.6%	6.0%	
<b>Family status</b>									
Married parent	1,356,000	157,000	11.6%	143,000	10.5%	300,000	22.1%	14.8%	
Single parent	412,000	101,000	24.6%	86,000	20.9%	187,000	45.5%	9.2%	
Married, no children	1,642,000	230,000	14.0%	174,000	10.6%	403,000	24.6%	19.9%	
Unmarried, no children	2,322,000	728,000	31.4%	411,000	17.7%	1,140,000	49.1%	56.1%	
<b>Family income</b>									
Less than \$14,999	313,000	154,000	49.3%	67,000	21.5%	222,000	70.8%	10.9%	
\$15,000 – \$24,999	310,000	127,000	41.0%	88,000	28.3%	215,000	69.3%	10.6%	
\$25,000 – \$34,999	478,000	152,000	31.8%	118,000	24.7%	270,000	56.5%	13.3%	
\$35,000 – \$49,999	678,000	166,000	24.4%	114,000	16.8%	279,000	41.2%	13.8%	
\$50,000 – \$74,999	1,199,000	233,000	19.4%	175,000	14.6%	408,000	34.1%	20.1%	
\$75,000 – \$99,999	1,121,000	183,000	16.3%	132,000	11.8%	315,000	28.1%	15.5%	
\$100,000 – \$149,999	970,000	134,000	13.9%	78,000	8.0%	212,000	21.9%	10.4%	
\$150,000 or more	662,000	67,000	10.1%	42,000	6.3%	109,000	16.4%	5.4%	
<b>Industry</b>									
Construction	295,000	33,000	11.2%	26,000	8.9%	59,000	20.2%	2.9%	
Manufacturing	723,000	111,000	15.4%	68,000	9.5%	180,000	24.9%	8.9%	
Retail trade	665,000	283,000	42.5%	114,000	17.2%	397,000	59.7%	19.5%	
Agriculture, forestry, fishing									
Wholesale trade	135,000	23,000	16.8%	19,000	13.8%	41,000	30.6%	2.0%	
Transportation and utilities	308,000	45,000	14.5%	42,000	13.5%	86,000	28.0%	4.2%	
Information	72,000	7,000	9.2%	7,000	9.5%	14,000	18.7%	0.7%	
Financial activities	377,000	27,000	7.2%	49,000	13.0%	76,000	20.3%	3.8%	
Administrative and waste management services	228,000	69,000	30.3%	25,000	11.0%	94,000	41.3%	4.6%	
Professional, science, management consulting	353,000	16,000	4.5%	18,000	5.1%	34,000	9.6%	1.7%	
Education	510,000	78,000	15.2%	39,000	7.7%	117,000	22.9%	5.8%	
Health care	880,000	159,000	18.0%	124,000	14.0%	282,000	32.1%	13.9%	
Social assistance	162,000	63,000	38.8%	22,000	13.4%	85,000	52.2%	4.2%	
Arts, entertainment, recreation, accommodation	173,000	81,000	46.8%	42,000	24.5%	123,000	71.3%	6.1%	
Food and drink service	333,000	145,000	43.5%	127,000	38.1%	271,000	81.6%	13.4%	
Public administration	219,000	18,000	8.1%	21,000	9.5%	39,000	17.7%	1.9%	
Other industries	299,000	61,000	20.3%	71,000	23.8%	132,000	44.1%	6.5%	
<b>Work hours</b>									
Part time (< 20 hours)	439,000	249,000	56.8%	79,000	17.9%	328,000	74.7%	16.2%	
Mid time (20–34 hours)	833,000	385,000	46.2%	154,000	18.5%	539,000	64.7%	26.5%	
Full time (35+ hours)	4,459,000	583,000	13.1%	581,000	13.0%	1,164,000	26.1%	57.3%	
<b>Education</b>									
Less than high school	387,000	202,000	52.3%	68,000	17.5%	270,000	69.7%	13.3%	
High school	1,837,000	488,000	26.6%	361,000	19.7%	850,000	46.3%	41.8%	
Some college, no degree	868,000	273,000	31.4%	163,000	18.8%	436,000	50.2%	21.5%	
Associate degree	636,000	106,000	16.6%	87,000	13.6%	193,000	30.3%	9.5%	
Bachelor's degree or higher	2,003,000	148,000	7.4%	135,000	6.7%	283,000	14.1%	13.9%	
Children with at least one affected parent	2,802,000	427,000	15.2%	342,000	12.2%	769,000	27.4%		

Notes: The total workforce is estimated from the CPS respondents who were 16 years old or older, employed, but not self-employed, and for whom a valid hourly wage is either reported or can be determined from weekly earnings and usual weekly hours. Directly affected workers would see their wages rise as the new minimum wage rate will exceed their current hourly pay. Indirectly affected workers have a wage rate just above the new minimum wage (between the new minimum wage and 115 percent of the new minimum). They would receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2016

**Economic Policy Institute**