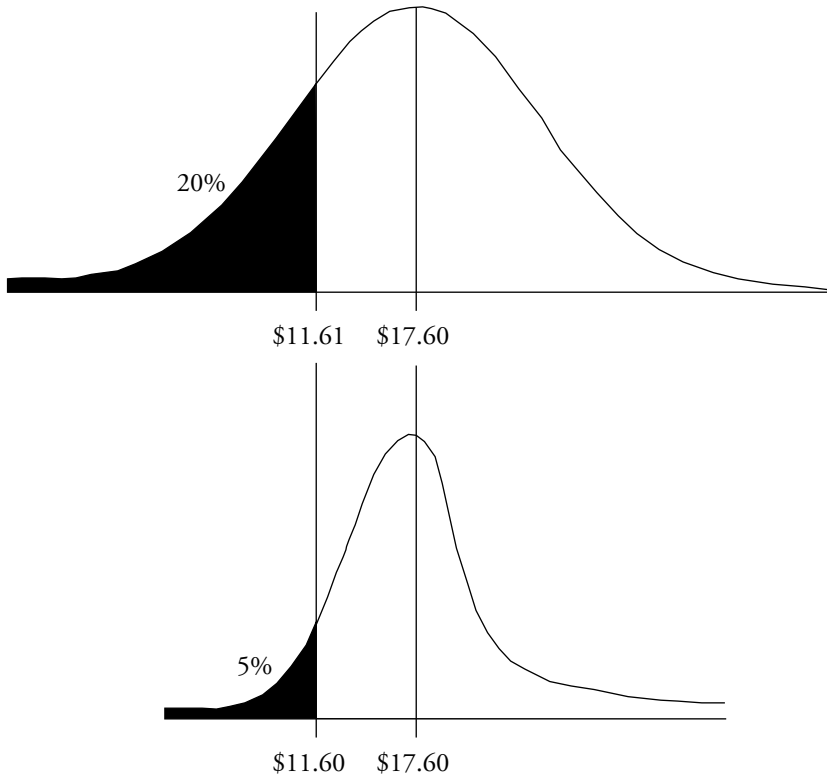
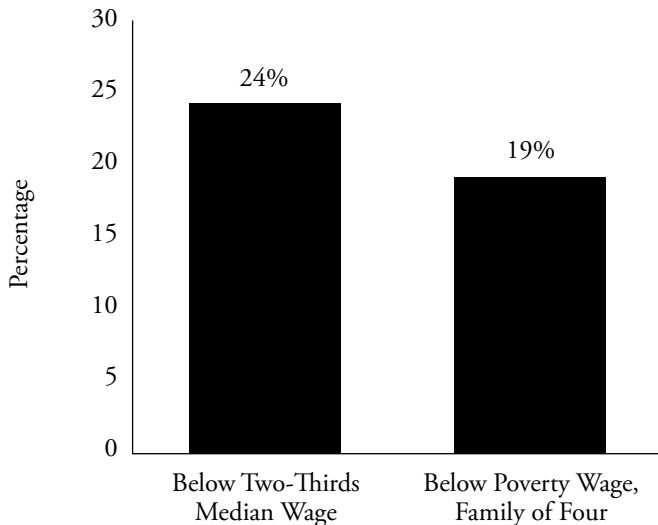


Figure 1.1 Two Distributions of Hourly Earnings



Source: Authors' figure.

Figure 1.2 Working Adults Whose Hourly Wages Fall Below the Basic Standard, 2010



Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Table 1.1 Working Adults Whose Hourly Wages Fall Below a Decent Work Standard, by Various Characteristics, 2010

	Below Two-Thirds-of-Median Standard	All Workers Below the Standard
All	24.0%	100%
Men	19.7	40.1
Women	28.5	58.1
High school dropout	60.4	21.4
High school degree	35.3	39.2
Some college	22.9	26.9
College degree	8.2	12.4
White	18.4	53.4
African American	33.2	13.9
Hispanic	43.1	28.2
Asian	21.8	4.3

Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Notes: Whites, Asians, and African Americans are non-Hispanic. Hispanics can be any race. Non-Hispanics who report themselves as multiple races (for example, Asian–African American) are excluded. After these exclusions, the data on race-ethnicity includes 97.6 percent of the population.

Appendix Table 1A.1 Employees Without Employer-Paid Health Insurance, 2007

	All Employees	Below Decent Wage Standard	Between Decent Wage Standard and 1.6 Times the Median Wage	Above 1.6 Times the Median Wage
Employees with no employer-paid health insurance	39.1%	67.5%	33.1%	21.9%

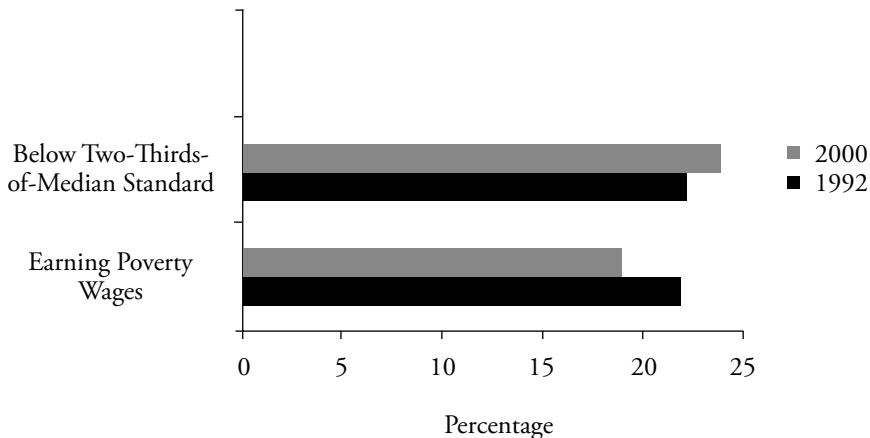
Source: Authors' calculations. See chapter 1 appendix text for further details on data sources.

Appendix Table 1A.2 Employees Who Are Not Included in an Employer Pension Plan, 2007

	All Employees	Below Decent Wage Standard	Between Decent Wage Standard and 1.6 Times the Median Wage	Above 1.6 Times the Median Wage
Employees not included in a pension plan	46.8%	77.3%	41.6%	25.7%

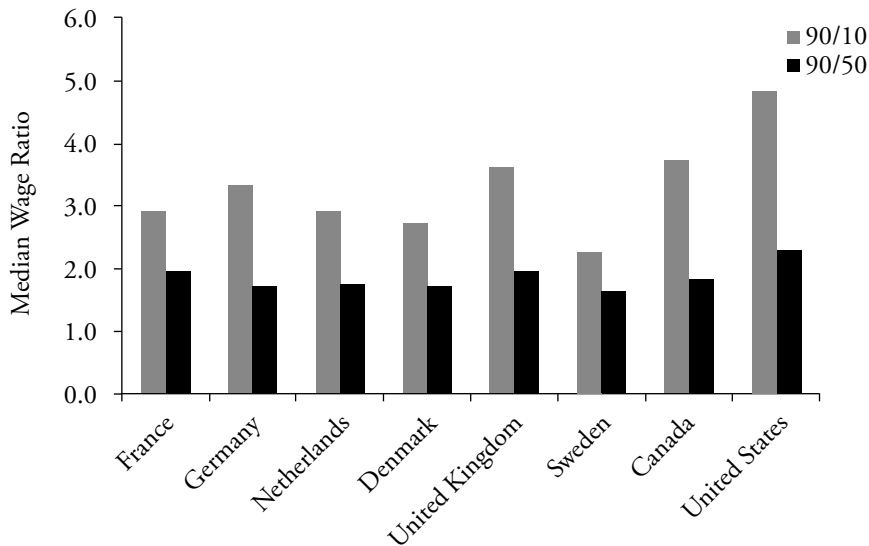
Source: Authors' calculations. See chapter 1 appendix text for further details on data sources.

Figure 2.1 Wages, Inequality, and Full Employment, Trough to Peak, 1992 to 2000



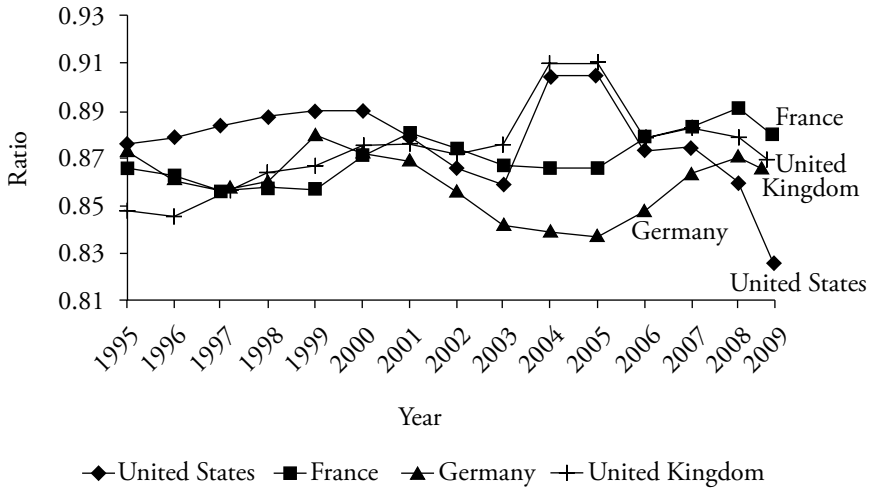
Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Figure 2.2 Earnings Dispersion, 2007



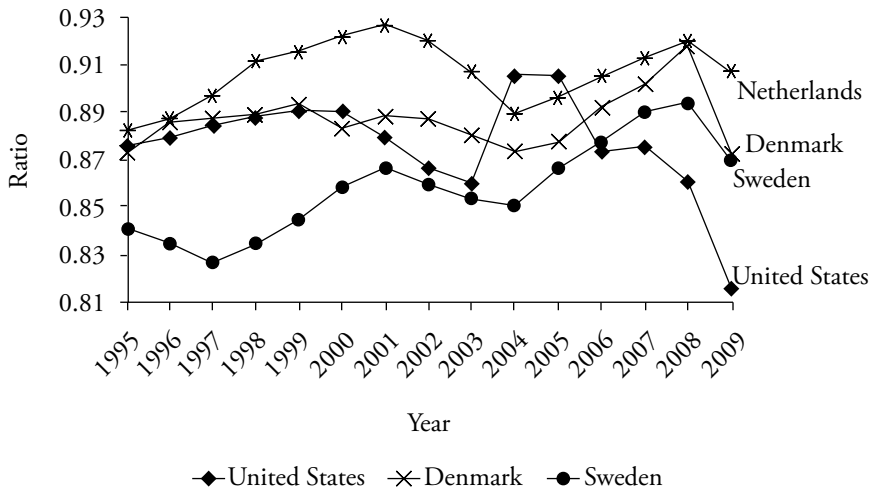
Source: Authors' calculations based on data from *OECD Employment Outlook 2009* (OECD, various years).

Figure 2.3 Employment to Population, Men Ages Twenty-Five to Fifty-Four, 1995 to 2009



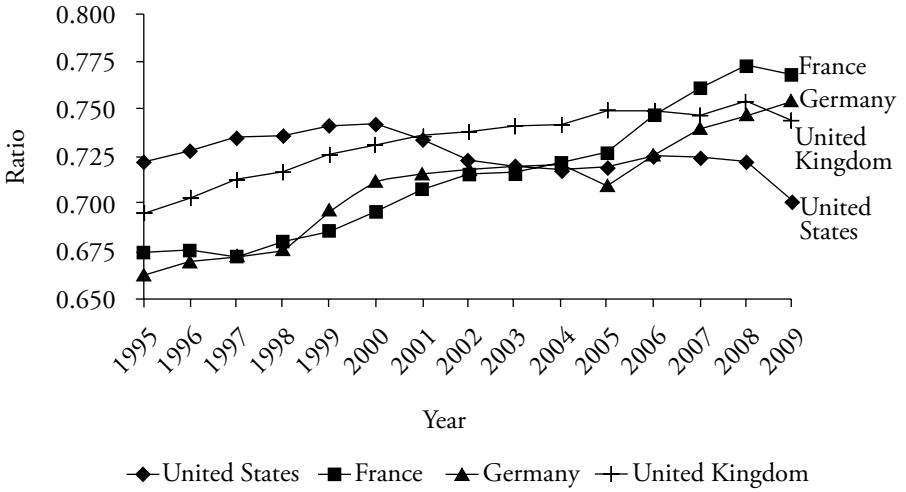
Source: Authors' compilation based on data from *OECD Employment Outlook* (various years).

Figure 2.4 Employment to Population, Men Ages Twenty-Five to Fifty-Four, 1995 to 2009



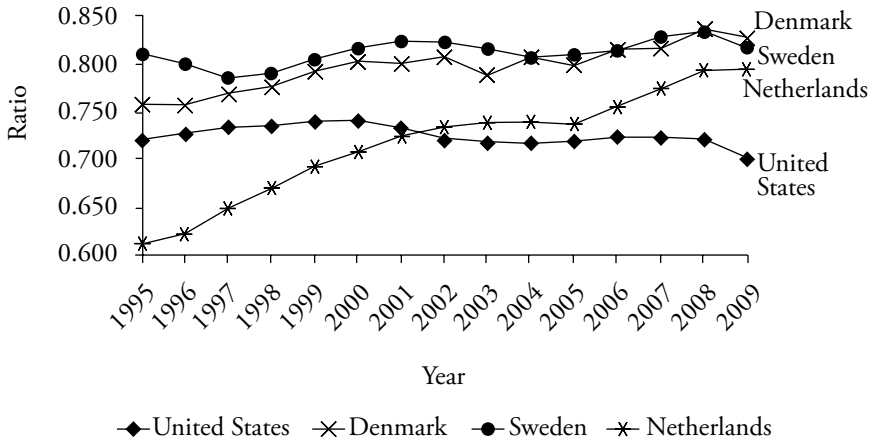
Source: Authors' compilation based on data from *OECD Employment Outlook* (various years).

Figure 2.5 Employment to Population Ratio, Women Ages Twenty-Five to Fifty-Four, 1995 to 2009



Source: Authors' compilation based on data from *OECD Employment Outlook* (various years).

Figure 2.6 Employment to Population Ratio, Women Ages Twenty-Five to Fifty-Four, 1995 to 2009



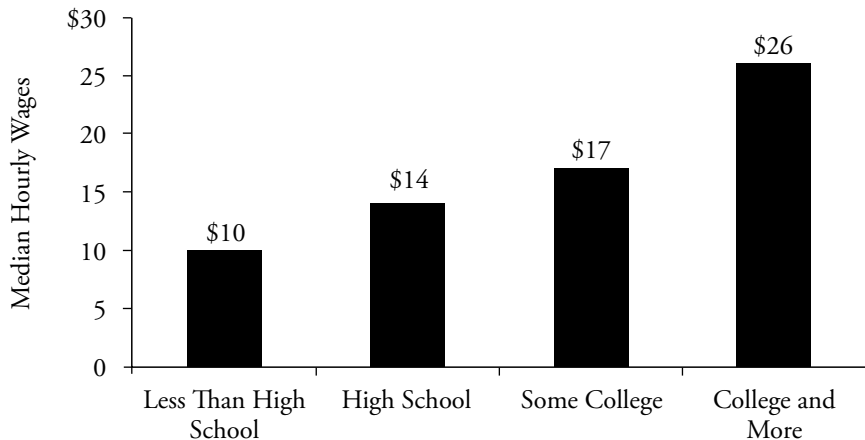
Source: Authors' compilation based on data from *OECD Employment Outlook* (various years).

Table 2.1 Immigration and the Low-Wage Labor Market, 1994 and 2010

	1994	2010
Overall percentage of low-wage employment	23.6%	24.0%
Percentage of total employment by immigrants	9.8	16.9
Percentage of low-wage work by immigrants	15.8	28.1
Percentage of immigrants in low-wage work	37.8	39.9
Percentage of natives in low-wage work	22.0	20.8

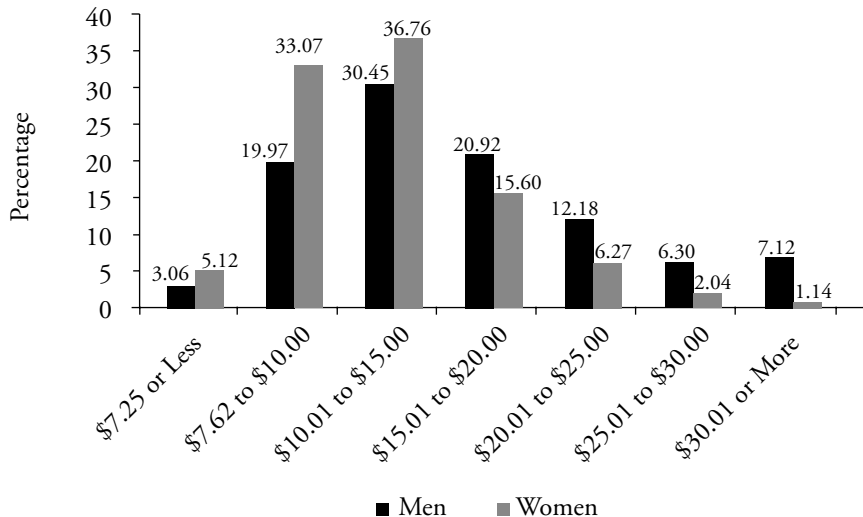
Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Figure 3.1 Median Hourly Wages for Different Education Levels, 2010



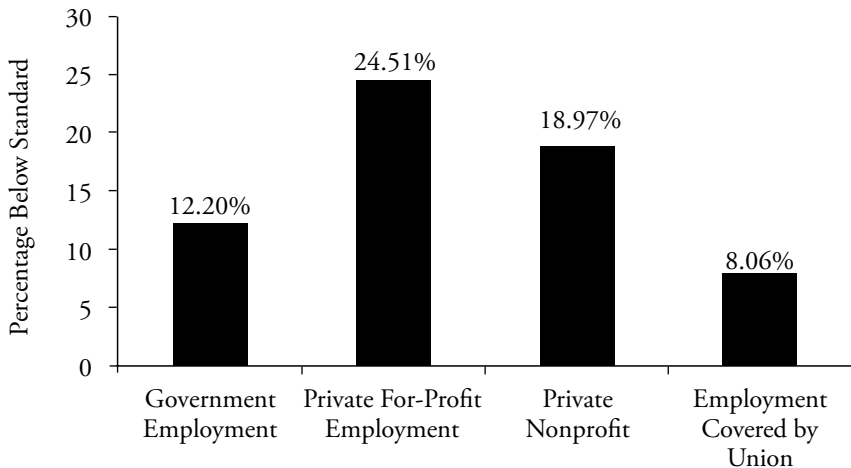
Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Figure 3.2 Hourly Wage Distribution for Men and Women Ages Thirty-One to Thirty-Nine, High School Degree Only, 2010



Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Figure 4.1 Percentage of Employees Below Standard, by Industry Characteristics, 2010



Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Table 4.1 Industry Distribution of Low-Wage Work, 2010

	Percentage of Low-Wage Workers Found in This Industry	Percentage of Workers in This Industry Who Are Low-Wage
Retail trade	18.9%	44.6%
Food and drink	12.4	72.9
Health	10.7	20.5
Manufacturing	8.7	17.5
Education	7.0	14.8
Administration and support services	6.7	45.1
Construction	4.1	17.9
Social assistance	3.9	43.2
Accommodations	2.4	54.7
Arts, entertainment, recreation	2.6	34.9
Personal and laundry services	2.1	65.2
Agriculture	1.8	7.3
Public administration	1.8	7.4
Private household	0.5	61.8

Source: Authors' calculations. See chapter 1 appendix for further information on data sources.

Table 4.2 Employees Compensated Below Standard, by Occupation, 2010

	Percentage of All Below-Standard Employees in This Occupation	Percentage of Employees in This Occupation in Below-Standard Jobs
Office and administration	13.8%	23.9%
Sales and related services	13.5	36.9
Food preparation and service	13.1	74.1
Buildings and grounds, cleaning and maintenance	8.5	58.7
Transportation and material-moving	8.4	34.7
Production	8.2	30.1
Personal care and service	6.4	60.7
Education, training, library	4.7	14.9
Health care support	4.7	46.8

Source: Authors' calculations. See chapter 1 appendix for further information on data sources.

Table 4.3 Firm Size and Below-Standard Work, 2007

	Distribution of All Employees	Employees in Each Size Category Who Fall Below Standard	Distribution of Workers in Below-Standard Jobs
Less than 25 employees	20.5%	40.1%	33.1%
25 to 99 employees	13.6	27.9	15.4
100 to 499 employees	15.1	22.3	13.6
500 employees or more	50.6	18.4	37.7
Total	100		100

Source: Authors' calculations. See chapter 1 appendix for further information on data sources.

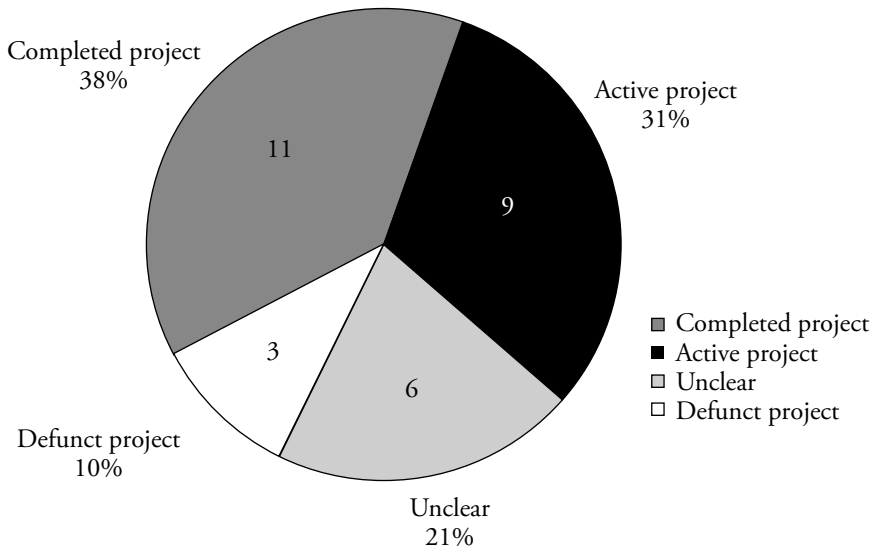
Note: Data refer to civilian wage and salary employees between the ages of twenty-five and sixty-four.

Table 4.4 Employees Receiving Employer-Provided Training, 1995 and 2001

	1995	2001
High school degree or less	22.2%	19.8%
Some college	44.1	44.5
Bachelor's degree or higher	50.0	54.1
Lowest earnings quintile	27.1	22.0
Next earnings quintile	31.3	33.7
Next highest earnings quintile	42.1	46.7
Highest earnings quintile	49.3	48.8

Source: Authors' calculations based on data from Mikelson and Nightingale (2004).

Figure 5.1 CBA Deal Status, 2011



Source: Authors' calculations. See chapter 5, note 27, for further details on data sources.

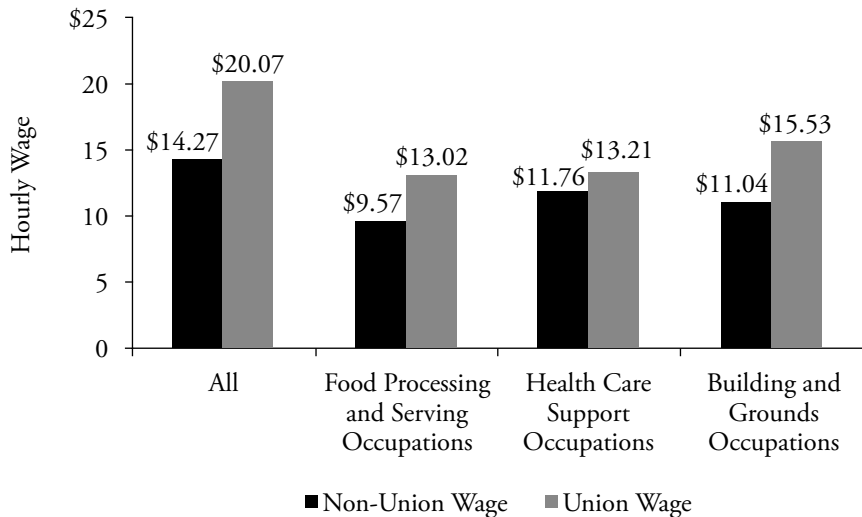
Note: Numbers in pie slices represent number of CBAs.

Table 5.1 Lower and Upper Bounds of Jobs Affected by CBAs, 2011

	Lower Bound	Upper Bound
Construction jobs	16,672	137,108
Permanent jobs	34,841	118,074
Total	51,513	255,182

Source: Authors' calculations. See chapter 5, note 27, for further details on data sources.

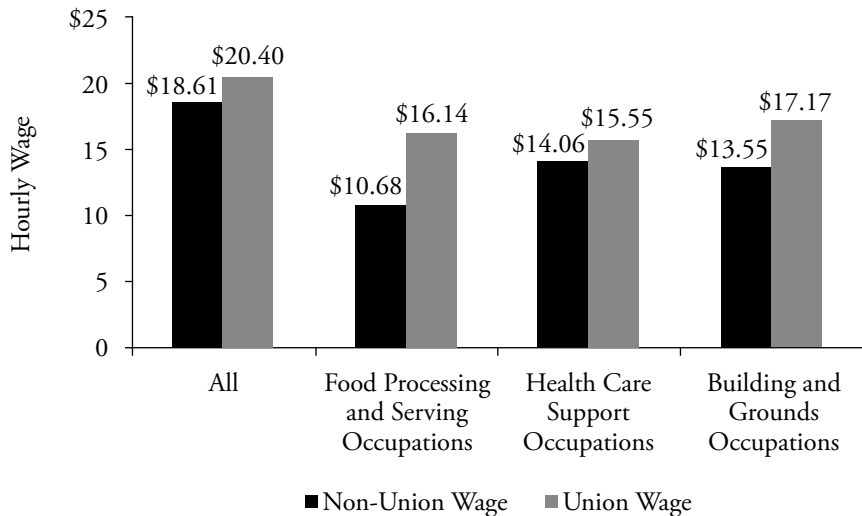
Figure 6.1 Wages and Unionization Among Employees with a High School Degree or Less, by Occupation, 2007 to 2010



Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Note: Data for 2007 to 2009 are combined to obtain larger samples sizes.

Figure 6.2 Wages and Unionization Among Employees with Some College, by Occupation, 2007 to 2010



Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Note: Data for 2007 to 2009 are combined to obtain larger samples sizes.

Table 6.1 Union Premium for People with a High School Degree or Less, 2007 to 2010

	All Occupations	Food Processing and Serving Occupations	Health Care Support Occupations	Buildings and Grounds Occupations
Men	+34%	+25%	+29%	+29%
Women	+20	+26	+13	+31
Blacks	+19	+19	+23	+28
Hispanics	+20	+20	—	+33
Whites	+24	+24	+10	+34

Source: Authors' calculations. See chapter 1 appendix for further details on data sources.

Notes: These are coefficients from a regression of $\ln(\text{wages})$ on union status and age. Each cell is the result of a regression with the sample limited to the group identified in the cell as well as being limited to people with a high school degree or less. For example, the +25 percent in the cell labeled "men, food processing and serving" means that in a regression of men with a high school degree or less whose occupation was food processing or serving, the union coefficient in the regression in which the dependent variable was the logarithm of wage and that also included age was 0.25. The sample size was too small to provide an estimate for Hispanics in health care.