WAGE INEQUALITY IN THE U.S.



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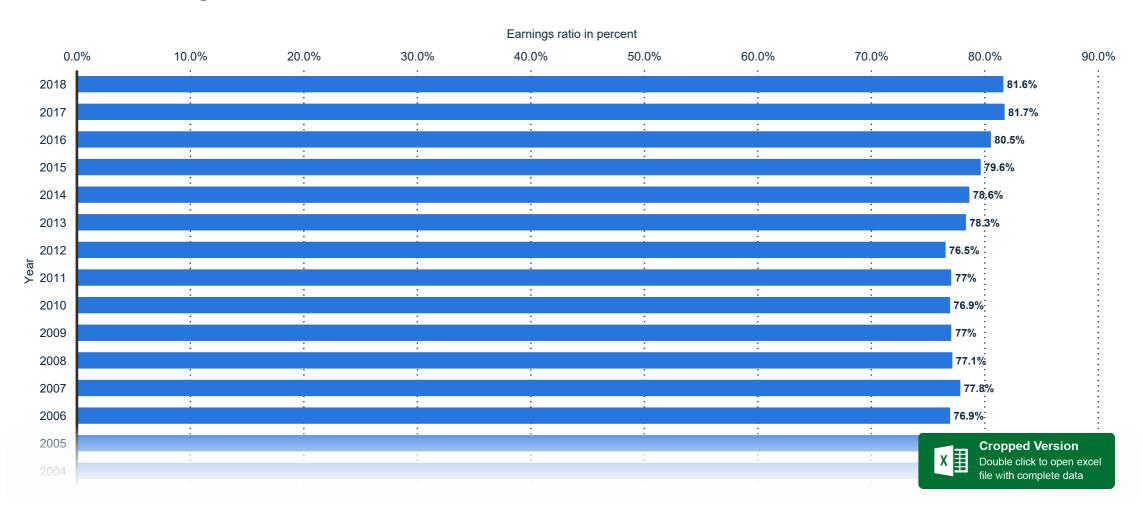
THE GENDER PAY GAP

Wage inequality in the U.S.



Female to male earnings ratio of workers in the U.S. from 1990 to 2018

U.S. worker earnings - female to male ratio 1990-2018



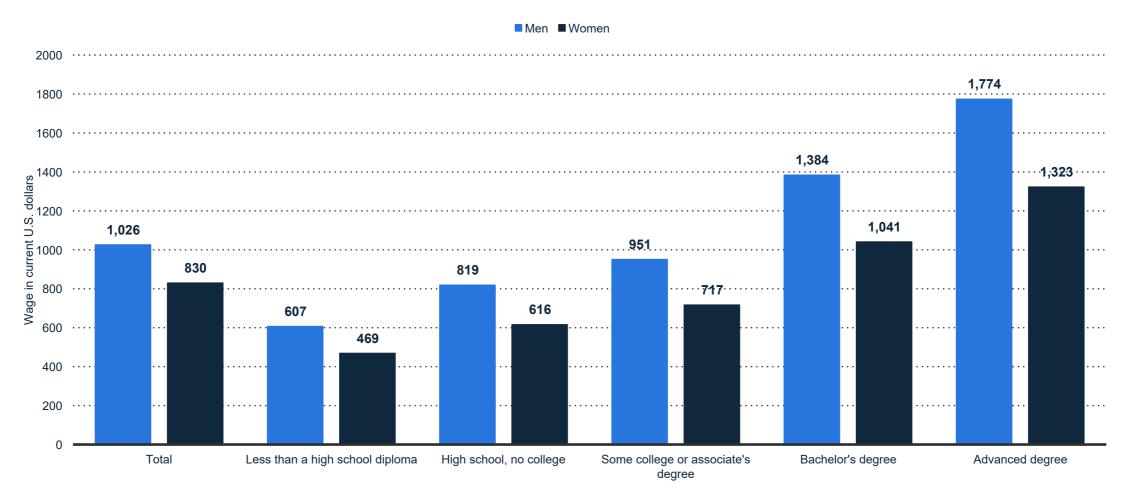
Note: United States; 1990 to 2018

Further information regarding this statistic can be found on page 27.

Source(s): US Census Bureau; ID 203459

Median weekly earnings of full-time wage and salary workers in the United States in 2018, by educational attainment and gender (in current U.S. dollars)

U.S. wage and salary workers: weekly earnings by education and gender 2018

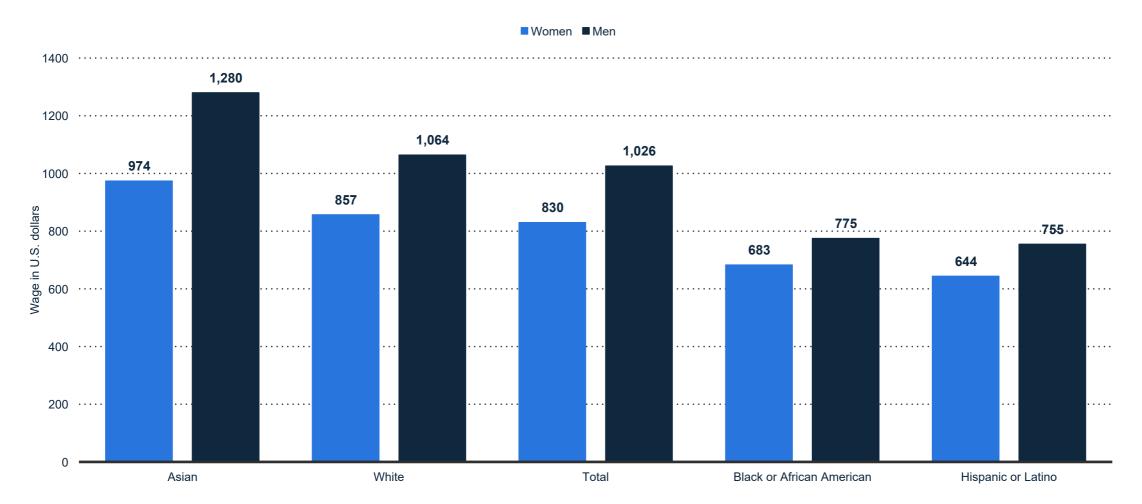


Note: United States; 2018

Further information regarding this statistic can be found on page 28.

Median weekly earnings of full-time wage and salary workers in the United States in 2018, by gender and ethnicity (in U.S. dollars)

U.S. wage and salary workers: weekly earnings by gender and ethnicity 2018

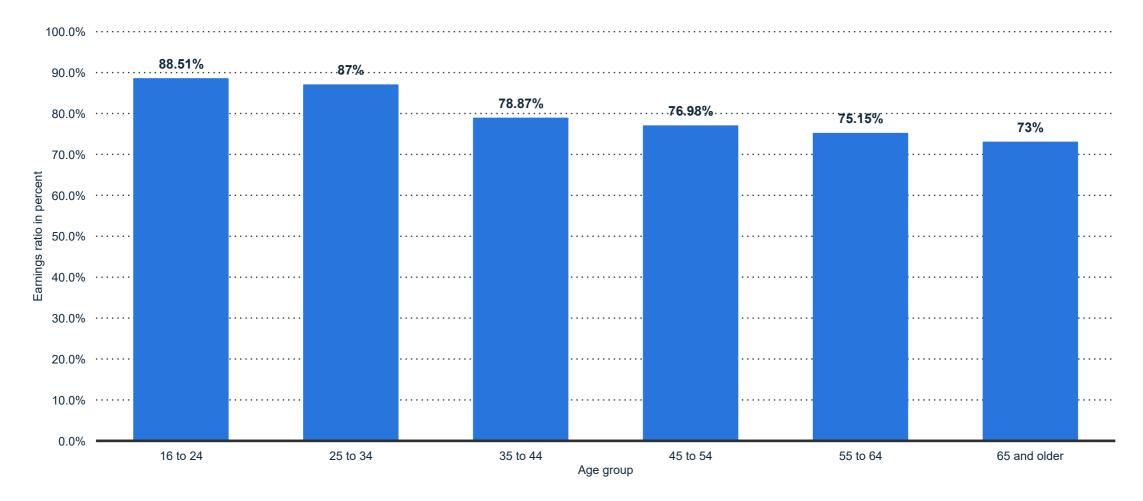


Note: United States; 2018; 25 years and over

Further information regarding this statistic can be found on page 29.

Female to male earnings ratio of workers in the U.S. in Q4 2018, by age group

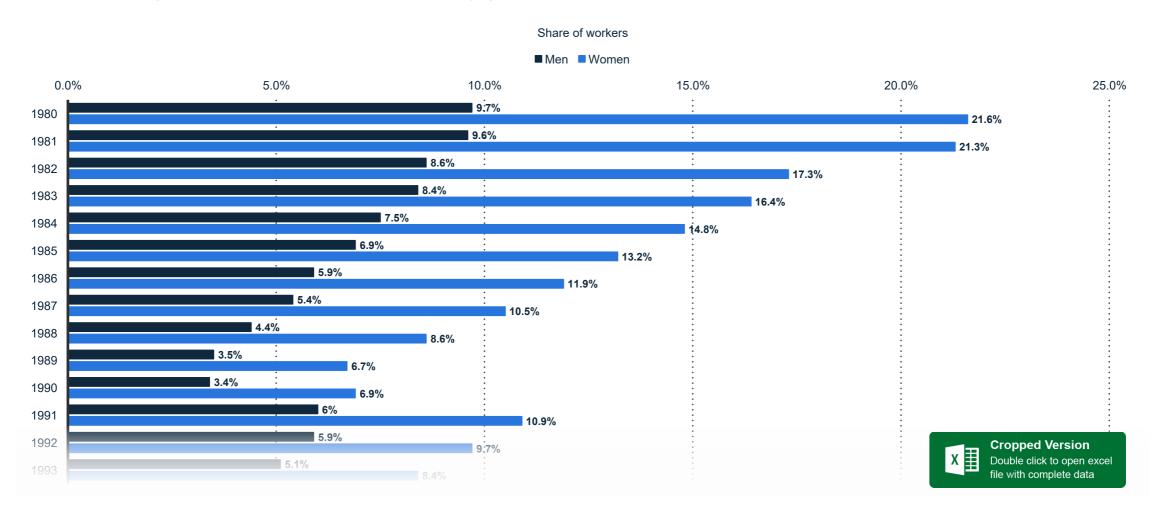
U.S. gender pay gap by age group Q4 2018



Note: United States; Q4 2018; 16 years and older; Full-time, year-round workers Further information regarding this statistic can be found on page 30.

Share of workers paid hourly rates at or below prevailing federal minimum wage in the United States from 1980 to 2018, by gender

Minimum wage in the U.S.: share of workers by gender 1980-2018

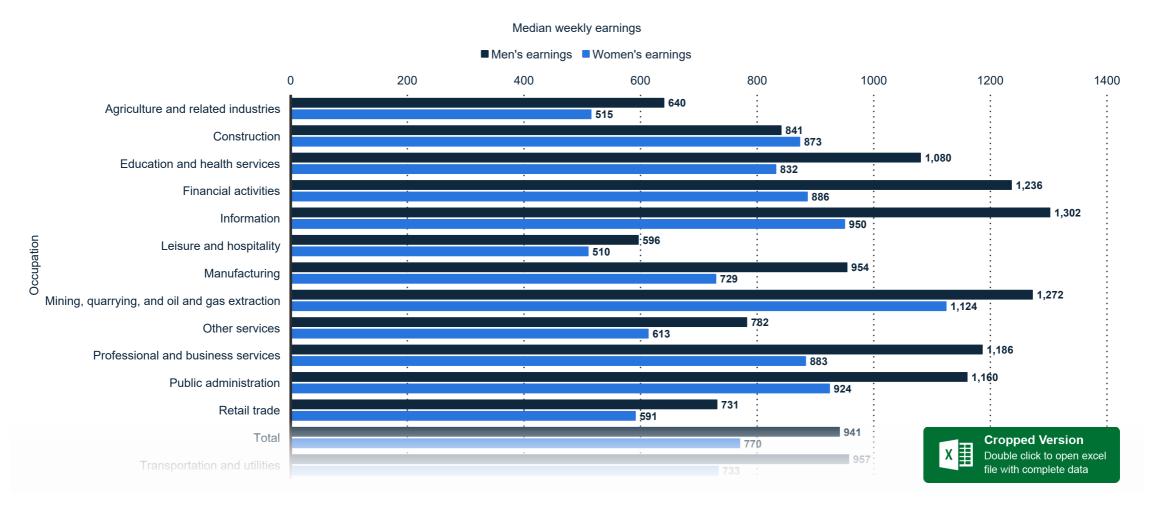


Note: United States; 1980 to 2018; 16 years and older

Further information regarding this statistic can be found on page 31.

Gender wage gap by industry in the United States in 2017, by median weekly earnings (in U.S. dollars)

U.S. gender wage gap, by industry 2017

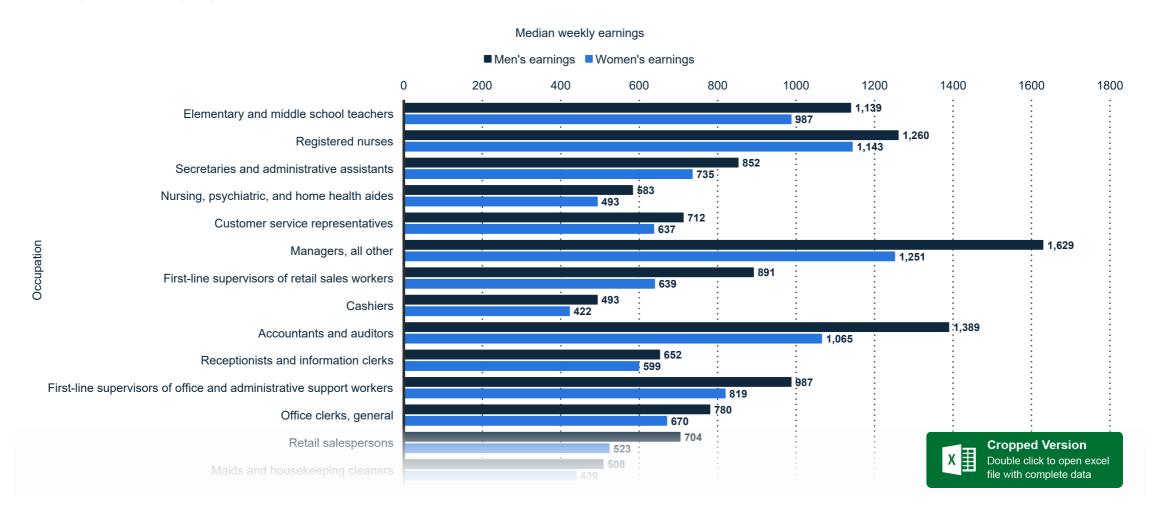


Note: United States; 2017; 16 years and older

Further information regarding this statistic can be found on page 32.

Gender wage gap for the 20 most common occupations for women in the U.S. in 2017, by median weekly earnings (in U.S. dollars)

U.S. gender wage gap for the 20 most common occupations for women 2017

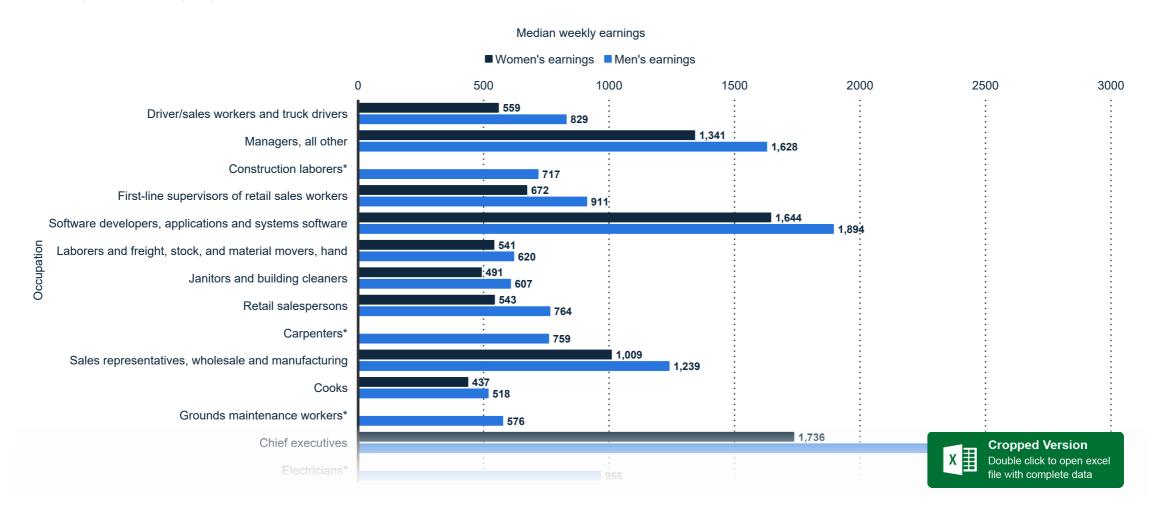


Note: United States; 2017

Further information regarding this statistic can be found on page 33.

Gender wage gap for the 20 most common occupations for men in the U.S. in 2018, by median weekly earnings (in U.S. dollars)

U.S. gender wage gap for the 20 most common occupations for men 2018



Note: United States; 2018

Further information regarding this statistic can be found on page 34.

Female to male earnings ratio of workers in the U.S. in 2018, by state

U.S. gender pay gap in 2018, by state

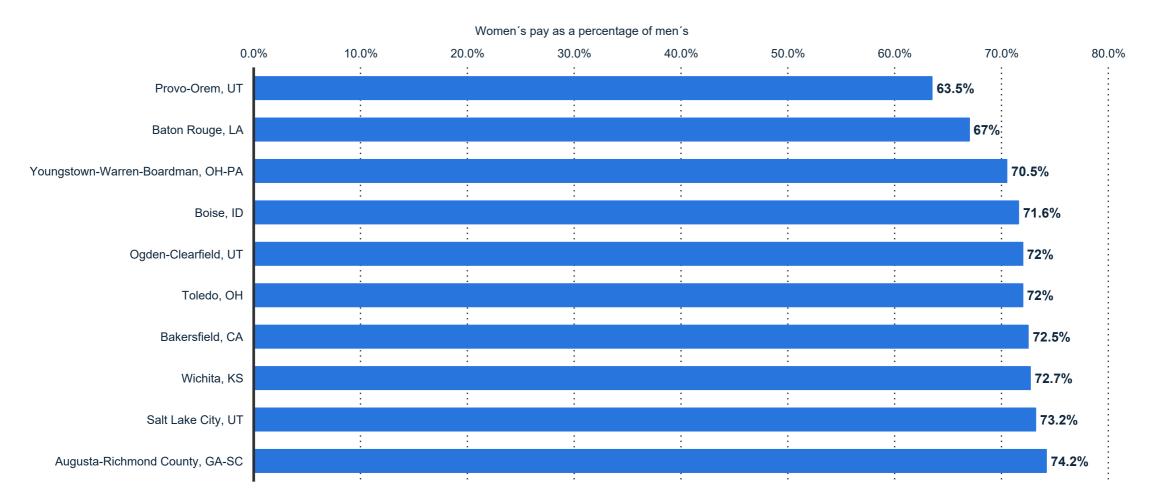


Note: United States; 2018; 16 years and older; Full-time, year-round workers Further information regarding this statistic can be found on page 35.

Source(s): US Census Bureau; ID 244361

The worst-paying cities for women in the U.S. in 2016 (women's pay as a percentage of men's)

The worst-paying cities for women in the U.S. in 2016



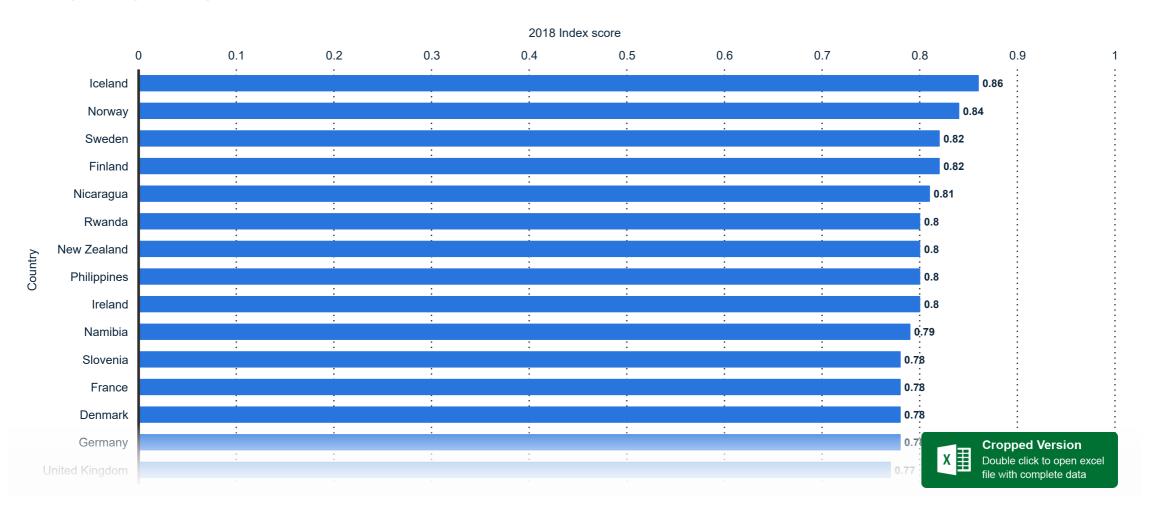
Note: United States; 2016

Further information regarding this statistic can be found on page 36.

Source(s): 24/7 Wall St.; ID 220263

The global gender gap index 2018

The global gender gap index 2018



Note: Worldwide; 2018

Further information regarding this statistic can be found on page 37.

Source(s): World Economic Forum; ID 244387

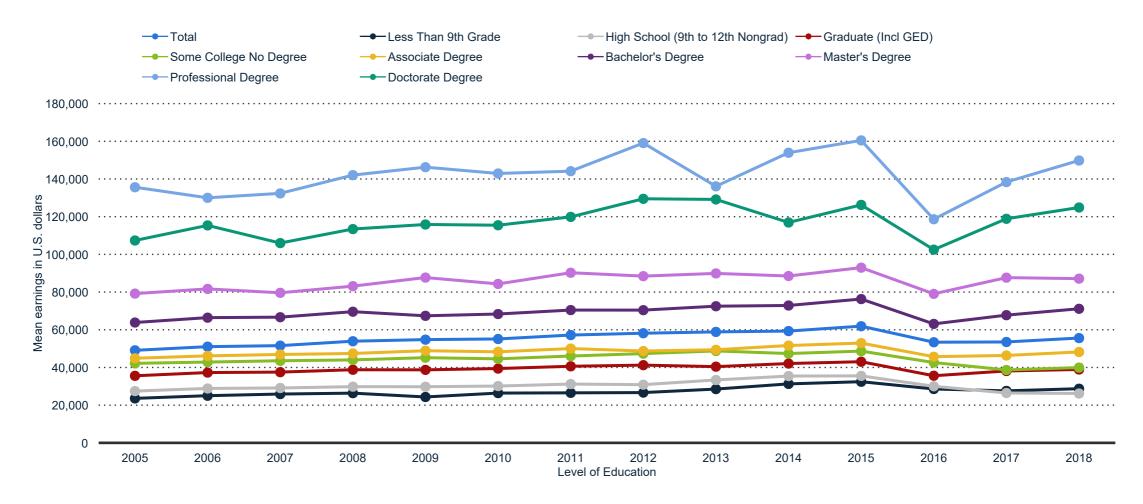
IMPACT OF EDUCATION

Wage inequality in the U.S.



Mean earnings in the United States from 2005 to 2018, by highest educational degree earned

Mean earnings in the U.S. by educational attainment 2005-2018

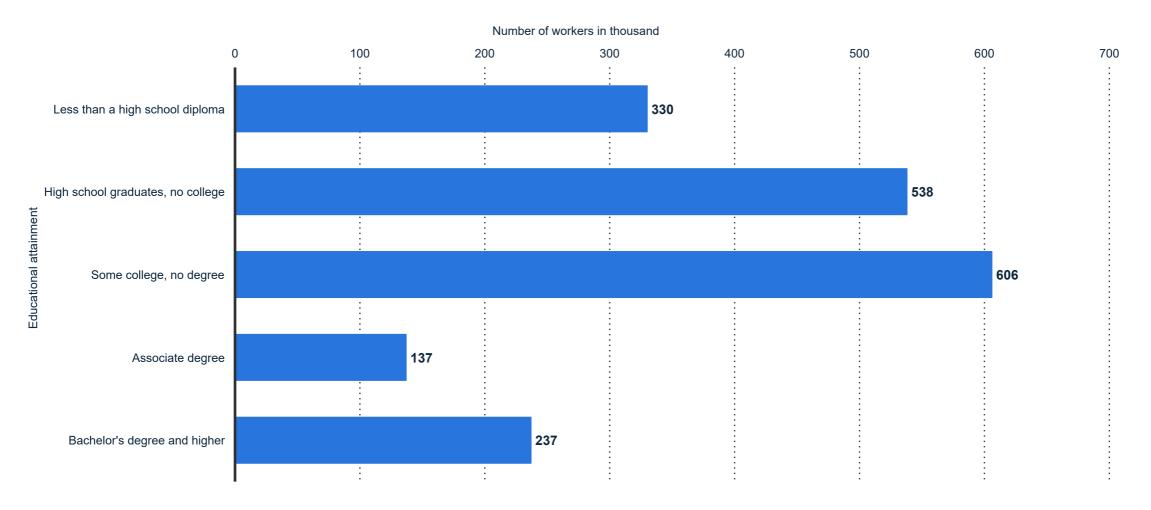


Note: United States; 2005 to 2018; 18 years and older; Persons with earnings Further information regarding this statistic can be found on page 38.

Source(s): US Census Bureau; ID 184242

Number of workers paid hourly rates with earnings at or below the minimum wage in the U.S. in 2018, by educational attainment (in thousands)

Number of U.S. minimum wage workers in 2018, by education



Note: United States; 2018; 16 years and older

Further information regarding this statistic can be found on page 39.

Rate of new entrepreneurs in the United States from 2000 to 2017, by education

New entrepreneur rate in the U.S. from 2000 to 2017, by education

	Less than high school	High school graduate	Some college	College graduate
2017	0.61%	0.37%	0.31%	0.3%
2016	0.56%	0.32%	0.31%	0.28%
2015	0.5%	0.35%	0.33%	0.33%
2014	0.48%	0.34%	0.27%	0.32%
2013	0.48%	0.28%	0.27%	0.28%
2012	0.52%	0.34%	0.28%	0.28%
2011	0.57%	0.33%	0.31%	0.29%
2010	0.59%	0.34%	0.31%	0.33%
2009	0.49%	0.38%	0.3%	0.34%
2008	0.46%	0.35%	0.3%	0.3%
2007	0.42%	0.3%	0.28%	0.33%
2006	0.38%	0.29%	0.33%	0.3%
2005	0.35%	0.28%	0.31%	0.29%
2004	0.39%	0.29%	0.3%	0.33%
2003	0.44%	0.31%	0.32%	0.29%
2002	0.35%	0.29%	0.27%	0.31%
2001	0.31%	0.26%	0.27%	0.31%
2000	0.35%	0.29%	0.28%	0.26%

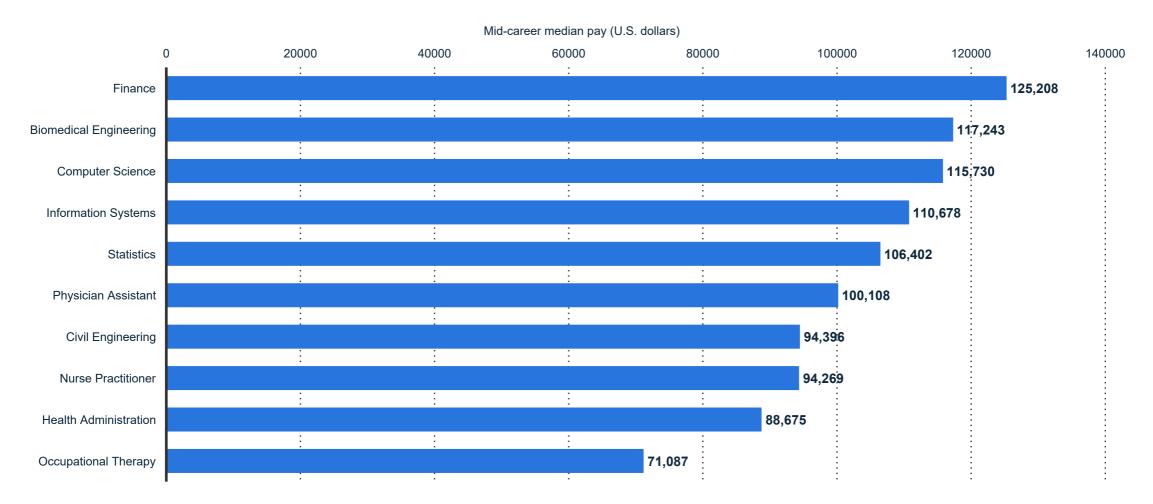
Note: United States; 2000 to 2017

Further information regarding this statistic can be found on page 40.

Source(s): Kauffman Foundation; ID 693492

Masters degrees with the best job prospects in the United States in 2019, by mid-career median pay (in U.S. dollars)

The best master's degrees for jobs in the U.S. 2019

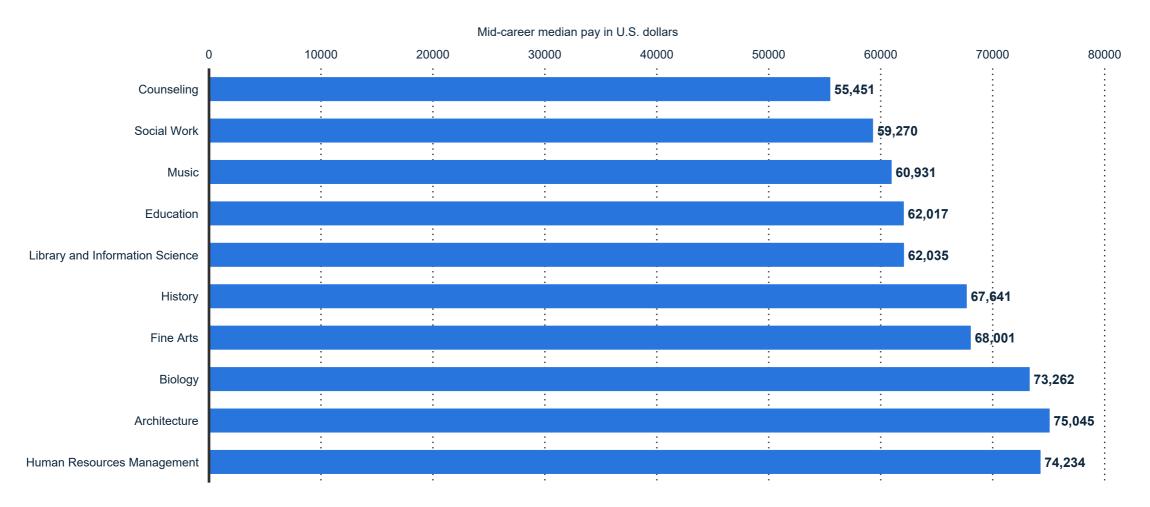


Note: United States; 2019

Further information regarding this statistic can be found on page 41. Source(s): Website (thebalancecareers.com); PayScale; ID 226669

Masters degrees with the worst job prospects in the United States in 2019, by mid-career median pay (in U.S. dollars)

The worst master's degrees for jobs in the U.S. 2019



Note: United States; 2019

Further information regarding this statistic can be found on page 42. **Source(s)**: PayScale; Website (thebalancecareers.com); <u>ID 226674</u>

U.S. colleges whose graduates (All Alumni) earn the most in 2019/20, ranked by starting and mid-career salary (in U.S. dollars)

Top U.S. colleges by starting and mid-career pay of graduates (All Alumni) 2019/20

	Starting salary*	Mid-career salary**
Harvey Mudd College	90,700	161,800
Stanford University	83,500	161,400
Massachusetts Institute of Technology	89,900	159,400
United States Naval Academy	85,000	158,800
California Institute of Technology	89,900	156,900
Harvard University	77,700	156,500
SUNY Maritime College	74,700	156,300
United States Military Academy	83,500	155,000
Princeton University	76,800	154,300
Dartmouth College	73,100	152,700
Yale University	73,900	151,500
University of Pennsylvania	75,000	149,500
Babson College	71,400	149,400
Santa Clara University	70,400	146,700
Duke University	73,500	146,600
United States Air Force Academy	77,800	146,500
Albany College of Pharmacy and Health Sciences	79,600	Cropped Version 0
Stevens Institute of Technology	76,200	Double click to open excel file with complete data

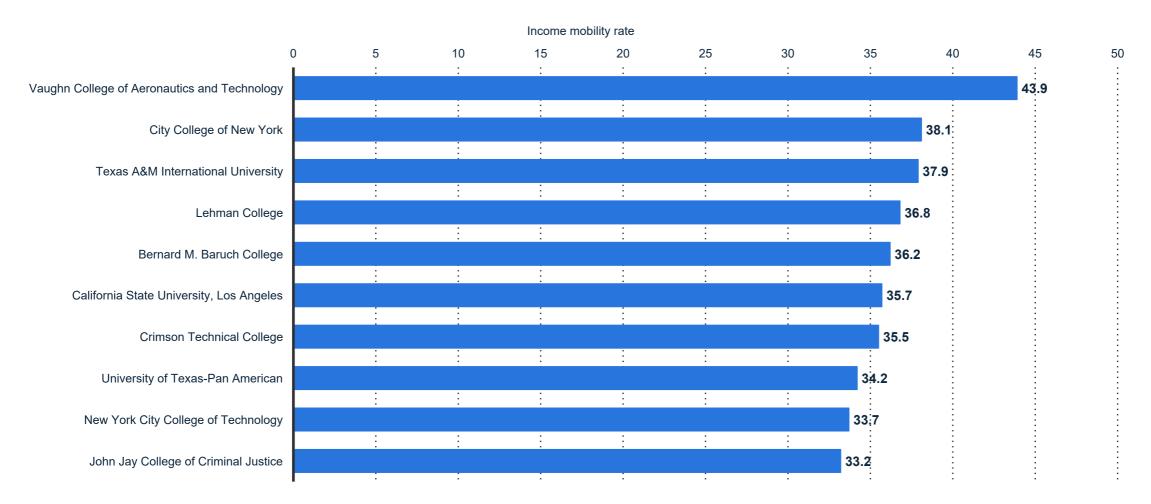
Note: United States; 2019

Further information regarding this statistic can be found on page 43.

Source(s): PayScale; ID 244473

Top ten colleges for income group mobility in the United States 2017

Mobility rate of top 10 colleges in the U.S., 2017



Note: United States; 2017

Further information regarding this statistic can be found on page 44.

Source(s): New York Times; ID 686274

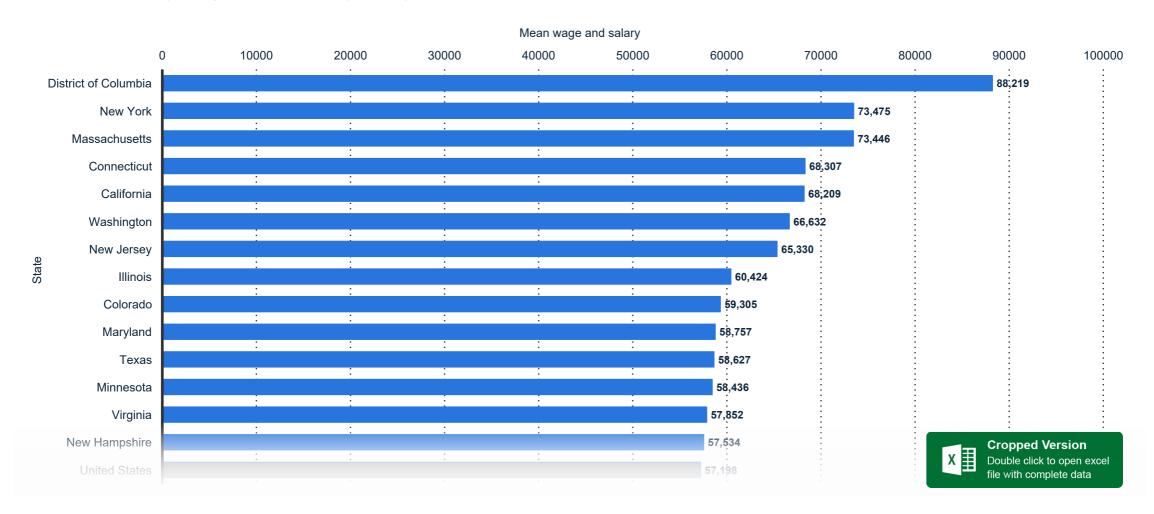
REGIONAL DIFFERENCES

Wage inequality in the U.S.



Annual private industry wages per employee in the United States in 2018, by state (in U.S. dollars)

Private industry wages per employee, by state U.S. 2018



Note: United States; 2018

Further information regarding this statistic can be found on page 45.

Best states to make a living in the United States in 2019

Best states to make a living in the U.S. 2019

Cost of Living Index	Median Income
90.5	40,240
109.4	46,100
91.6	37,100
101.4	42,630
89.2	37,620
88.8	36,040
96.1	39,950
92.8	37,360
98.7	41,340
105.4	42,310
	109.4 91.6 101.4 89.2 88.8 96.1 92.8 98.7

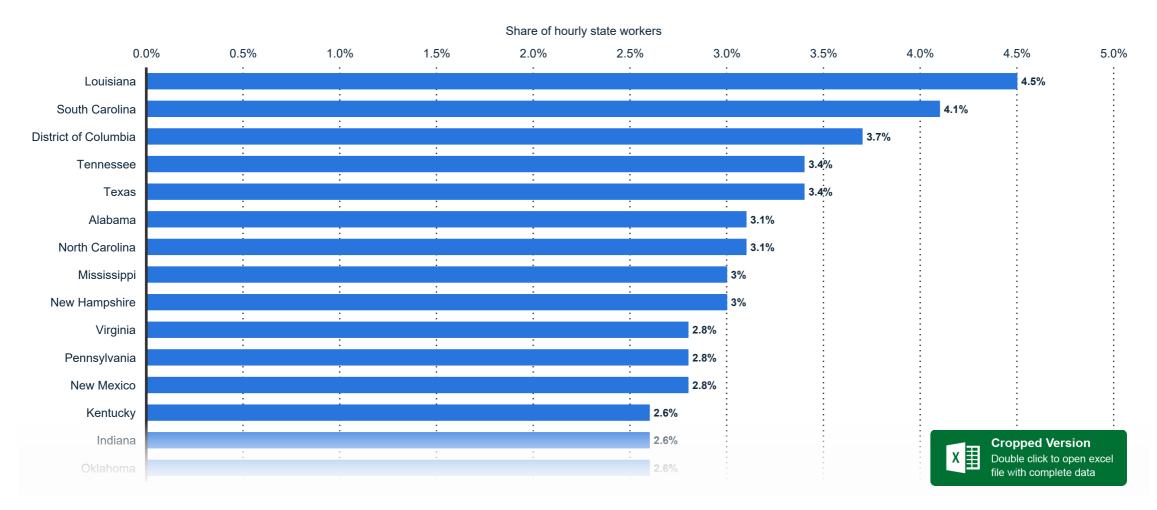
Note: United States; 2019

Further information regarding this statistic can be found on page 46.

Source(s): Website (money-rates.com); ID 226377

Share of workers paid hourly rates with earnings at or below the minimum wage in the U.S. in 2018, by state

U.S. minimum wage workers 2018, by state

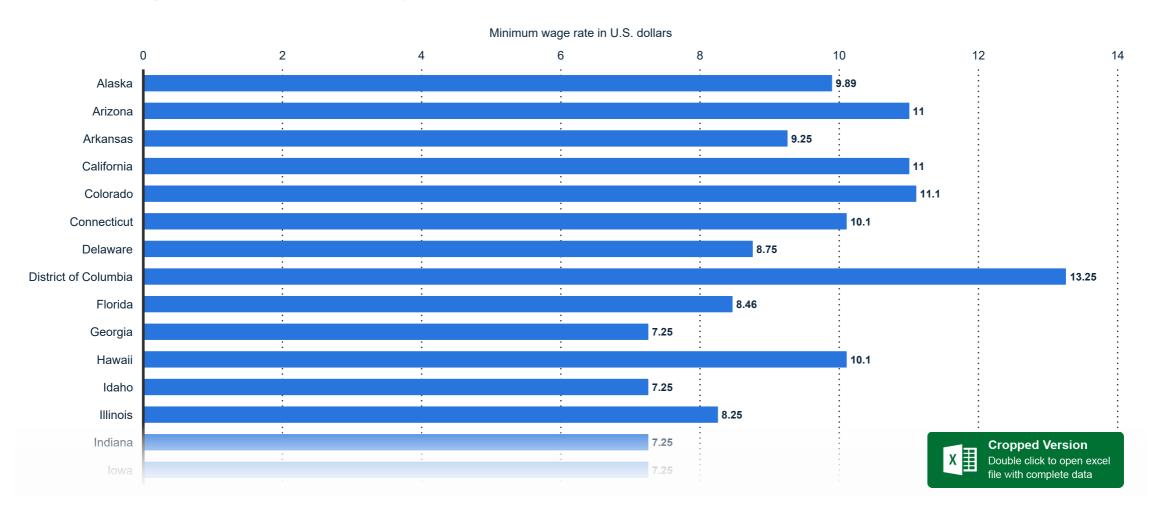


Note: United States; 2018; 16 years and older

Further information regarding this statistic can be found on page 47.

State minimum wage rates in the United States as of January 1, 2019, by state (in U.S. dollars)

Minimum wages in the United States, by state 2019



Note: United States; January 1, 2019

Further information regarding this statistic can be found on page 48.

Source(s): US Department of Labor; ID 238997

REFERENCES

Wage inequality in the U.S.



Female to male earnings ratio of workers in the U.S. from 1990 to 2018

U.S. worker earnings - female to male ratio 1990-2018

Source and methodology information

Source(s) US Census Bureau

Conducted by US Census Bureau

Survey period 1990 to 2018
Region(s) United States

Number of respondents n.a.

Age group n.a.

Special characteristics n.a

Published by US Census Bureau

Publication date September 2019

Original source Income and Poverty in the United States 2018, page 45

Website URL visit the website

Notes:

n.a.

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Median weekly earnings of full-time wage and salary workers in the United States in 2018, by educational attainment and gender (in current U.S. dollars)

U.S. wage and salary workers: weekly earnings by education and gender 2018

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 2018

Region(s) United States

Number of respondents n.a.

Age group 25 years and older

Special characteristics n.a.

Published by Bureau of Labor Statistics

Publication date January 2019

Original source bls.gov

Website URL <u>visit the website</u>

Notes:

n.a.

Back to statistic

Median weekly earnings of full-time wage and salary workers in the United States in 2018, by gender and ethnicity (in U.S. dollars)

U.S. wage and salary workers: weekly earnings by gender and ethnicity 2018

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 2018

Region(s) United States

Number of respondents n.a.

Age group 25 years and over

Special characteristics n.a

Published by Bureau of Labor Statistics

Publication date January 2019

Original source Bls.gov

Website URL visit the website

Notes:

n.a.

Back to statistic

References

Female to male earnings ratio of workers in the U.S. in Q4 2018, by age group

U.S. gender pay gap by age group Q4 2018

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period Q4 2018

Region(s) United States

Number of respondents n.a.

Age group 16 years and older

Special characteristics Full-time, year-round workers

Published by Bureau of Labor Statistics

Publication date January 2019

Original source Bls.gov

Website URL visit the website

Notes:

The data is based on median usual weekly earnings of full-time wage and salary workers in current U.S. dollars. Fourth quarter averages, not seasonally adjusted.

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Share of workers paid hourly rates at or below prevailing federal minimum wage in the United States from 1980 to 2018, by gender

Minimum wage in the U.S.: share of workers by gender 1980-2018

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 1980 to 2018
Region(s) United States

Number of respondents n.a.

Age group 16 years and older

Special characteristics n.a

Published by Bureau of Labor Statistics

Publication date January 2019

Original source bls.gov

Website URL visit the website

Notes:

Data for 1990-91, 1996-97, and 2007-09 reflect changes in the minimum wage that took place in those years. The prevailing Federal minimum wage was \$2.90 in 1979, \$3.10 in 1980, and \$3.35 in 1981-89. Theminimum wage rose to \$3.80 in April 1990, to \$4.25 in April 1991, to \$4.75 in October 1996, to \$5.15 in September 1997, to \$5.85 in July 2007, to \$6.55 in July 2008, and to \$7.25 in July 2009.

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31 References

Gender wage gap by industry in the United States in 2017, by median weekly earnings (in U.S. dollars)

U.S. gender wage gap, by industry 2017

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 2017

Region(s) United States

Number of respondents n.a.

Age group 16 years and older

Special characteristics n.a

Published by Bureau of Labor Statistics

Publication date December 2018

Original source Women in the labor force: a databook, table 19

Website URL visit the website

Notes:

The data is based on full-time workers only. Earnings data are published only for occupations with an estimated minimum of 50,000 workers.

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Gender wage gap for the 20 most common occupations for women in the U.S. in 2017, by median weekly earnings (in U.S. dollars)

U.S. gender wage gap for the 20 most common occupations for women 2017

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 2017

Region(s) United States

Number of respondents n.a.

Age group n.a.

Special characteristics n.a.

Published by Bureau of Labor Statistics

Publication date December 2018

Original source Women in the labor force: a databook, table 18

Website URL visit the website

Notes:

* Data not available for men's earnings. The data is based on full-time workers only. Earnings data are published only for occupations with an estimated minimum of 50,000 workers.

Gender wage gap for the 20 most common occupations for men in the U.S. in 2018, by median weekly earnings (in U.S. dollars)

U.S. gender wage gap for the 20 most common occupations for men 2018

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 2018

Region(s) United States

Number of respondents n.a.

Age group n.a.

Special characteristics n.a.

Published by Bureau of Labor Statistics

Publication date April 2019

Original source The Gender Wage Gap by Occupation 2018, page 4

Website URL visit the website

Notes:

The data is based on full-time workers only. Earnings data are published only for occupations with an estimated minimum of 50,000 workers. *Women's median weekly earning data not available

Female to male earnings ratio of workers in the U.S. in 2018, by state

U.S. gender pay gap in 2018, by state

Source and methodology information

Source(s) US Census Bureau

Conducted by US Census Bureau

Survey period 2018

Region(s) United States

Number of respondents n.a.

Age group 16 years and older

Special characteristics Full-time, year-round workers

Published by US Census Bureau

Publication date September 2019

Original source census.gov

Website URL visit the website

Notes:

Based on median annual earnings.

The worst-paying cities for women in the U.S. in 2016 (women's pay as a percentage of men's)

The worst-paying cities for women in the U.S. in 2016

Source and methodology information

Source(s) 24/7 Wall St.
Conducted by 24/7 Wall St.

Survey period 2016

Region(s) United States

Number of respondents n.a. Age group n.a. Special characteristics n.a.

Published by 24/7 Wall St.

Publication date March 2017

Original source 247wallst.com

Website URL visit the website

Notes:

n.a.

The global gender gap index 2018

The global gender gap index 2018

Source and methodology information

Source(s) World Economic Forum

Conducted by World Economic Forum

Survey period 2018

Region(s) Worldwide

Number of respondents n.a.

Age group n.a.

Special characteristics n.a.

Published by World Economic Forum

Publication date December 2018

Original source The global gender gap report 2018, page 10

Website URL visit the website

Notes:

The Global Gender Gap Index, is a framework for capturing the magnitude and scope of gender-based disparities and tracking their progress. The Index benchmarks national gender gaps on economic, political, education- and health-based criteria, and is based on a total of 14 indicators from these categories.

Back to statistic

References References

Mean earnings in the United States from 2005 to 2018, by highest educational degree earned

Mean earnings in the U.S. by educational attainment 2005-2018

Source and methodology information

Source(s) US Census Bureau

Conducted by US Census Bureau

Survey period 2005 to 2018

Region(s) United States

Number of respondents n.a.

Age group 18 years and older

Special characteristics Persons with earnings

Published by US Census Bureau

Publication date September 2019

Original source Educational Attainment

Website URL visit the website

Notes:

n.a.

Number of workers paid hourly rates with earnings at or below the minimum wage in the U.S. in 2018, by educational attainment (in thousands)

Number of U.S. minimum wage workers in 2018, by education

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 2018

Region(s) United States

Number of respondents n.a.

Age group 16 years and older

Special characteristics n.a

Published by Bureau of Labor Statistics

Publication date March 2019

Original source Characteristics of minimum wage workers, 2018, Table 6

Website URL visit the website

Notes:

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

Rate of new entrepreneurs in the United States from 2000 to 2017, by education

New entrepreneur rate in the U.S. from 2000 to 2017, by education

Source and methodology information

Source(s) Kauffman Foundation

Conducted by Kauffman Foundation

Survey period 2000 to 2017

Region(s) United States

Number of respondents n.a.

Age group n.a.

Special characteristics n.a.

Published by Kauffman Foundation

Publication date February 2019

Original source 2017 National Report on Early-Stage Entrepreneurship, page 14

Website URL visit the website

Notes:

The rate of new entrepreneurs is calculated as the average percentage of U.S. adults that become entrepreneurs in a given month.

Masters degrees with the best job prospects in the United States in 2019, by mid-career median pay (in U.S. dollars)

The best master's degrees for jobs in the U.S. 2019

Source and methodology information

Source(s) Website (thebalancecareers.com); PayScale

Conducted by Website (thebalancecareers.com)

Survey period 2019

Region(s) United States

Number of respondents n.a.

Age group 18 years and older

Special characteristics n.a

Published by Website (thebalancecareers.com)

Publication date September 2019

Original source thebalancecareers.com

Website URL visit the website

Notes:

To determine the best master's degrees, data was sourced from Payscale.com to determine mid-career salaries of workers with 45 of the most popular degrees. Data on employment projection was also sourced from the Bureau of Labor Statistics.

Masters degrees with the worst job prospects in the United States in 2019, by mid-career median pay (in U.S. dollars)

The worst master's degrees for jobs in the U.S. 2019

Source and methodology information

Source(s) PayScale; Website (thebalancecareers.com)

Conducted by Website (thebalancecareers.com)

Survey period 2019

Region(s) United States

Number of respondents n.a.

Age group n.a.

Special characteristics n.a.

Published by Website (thebalancecareers.com)

Publication date September 2019

Original source thebalancecareers.com

Website URL visit the website

Notes:

To determine the worst master's degrees for jobs, data was sourced from Payscale.com to determine mid-career salaries of workers with 45 of the most popular degrees. Data on employment projection was also sourced from the Bureau of Labor Statistic.

U.S. colleges whose graduates (All Alumni) earn the most in 2019/20, ranked by starting and mid-career salary (in U.S. dollars)

Top U.S. colleges by starting and mid-career pay of graduates (All Alumni) 2019/20

Source and methodology information

Source(s) PayScale

Conducted by PayScale

Survey period 2019

Region(s) United States

Number of respondents n.a.Age group n.a.Special characteristics n.a.

Published by PayScale
Publication date August 2019

Original source College Salary Report 2019

Website URL visit the website

Notes:

Salary combines base annual salary or hourly wage, bonuses, profit sharing, tips, commissions, overtime, and other forms of cash earnings, as applicable. Salary does not include equity (stock) compensation, which can be a significant portion of pay for some executive and high-tech jobs. In addition, salary does not include cash value of retirement benefits, or value of other non-cash benefits (e.g. healthcare). * Starting Employees are full-time employees with five years of experience or less in their career or field who hold a bachelor's degree and no higher degrees. The typical (median) starting employee is 25 years old and has two years of experience. ** Mid-Career Employees are full-time employees with at least 10 years of experience in their career or field who hold a bachelor's degree and no higher degrees. The typical (median) mid-career employee is 42 years old and has 15 years of experience.

Top ten colleges for income group mobility in the United States 2017

Mobility rate of top 10 colleges in the U.S., 2017

Source and methodology information

Source(s) New York Times

Conducted by New York Times

Survey period 2017

Region(s) United States

Number of respondents n.a. Age group n.a.

Special characteristics n.a.

Published by New York Times

Publication date January 2017

Original source nytimes.com

Website URL visit the website

Notes:

The income mobility rate was calculated by taking the percentage of students from the bottom 60 percent of U.S. incomes enrolled in the school divided by the success rate. The success rate is the share of those lower-income students who ended up in the top 40 percent of incomes. This cohort used was those born between 1980 and 1982 as there is less income fluctuation by this stage of life.

Annual private industry wages per employee in the United States in 2018, by state (in U.S. dollars)

Private industry wages per employee, by state U.S. 2018

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 2018

Region(s) United States

Number of respondents n.a.

Age group n.a.

Special characteristics n.a.

Published by Bureau of Labor Statistics

Publication date September 2018

Original source bls.gov

Website URL visit the website

Notes:

n.a.

Best states to make a living in the United States in 2019

Best states to make a living in the U.S. 2019

Source and methodology information

Source(s) Website (money-rates.com)

Conducted by Website (money-rates.com)

Survey period 2019

Region(s) United States

Number of respondents n.a.

Age group n.a.

Special characteristics n.a.

Published by Website (money-rates.com)

Publication date April 2019

Original source MoneyRates.com

Website URL <u>visit the website</u>

Notes:

Source considered five major factors to evaluate as followings: Median wages, State tax rates, Cost of living, The unemployment rate, Incidents of workplace illness, injuries and fatalities. Detailed methodology can be found here.

Share of workers paid hourly rates with earnings at or below the minimum wage in the U.S. in 2018, by state

U.S. minimum wage workers 2018, by state

Source and methodology information

Source(s) Bureau of Labor Statistics

Conducted by Bureau of Labor Statistics

Survey period 2018

Region(s) United States

Number of respondents n.a.

Age group 16 years and older

Special characteristics n.a

Published by Bureau of Labor Statistics

Publication date March 2019

Original source Characteristics of minimum wage workers, 2018, Table 3

Website URL visit the website

Notes:

n.a.

State minimum wage rates in the United States as of January 1, 2019, by state (in U.S. dollars)

Minimum wages in the United States, by state 2019

Source and methodology information

Source(s) US Department of Labor

Conducted by US Department of Labor

Survey period January 1, 2019

Region(s) United States

Number of respondents n.a.

Age group n.a.

Special characteristics n.a.

Published by US Department of Labor

Publication date January 2019

Original source dol.gov

Website URL visit the website

Notes:

State of Alabama, Tennessee, South Carolina, Mississippi, Louisiana do not have a state minimum wage law. *In Minnesota there are two minimum wage rates. The rate for large employers (annual receipts of more than \$500,000) is \$9.86. For employers with enterprises smaller than this the rate is \$8.04. ** In Montana businesses with gross annual sales of less than \$110,000 may pay a minimum wage of \$4.00 per hour. ***In Nevada the rate for employees who no health insurance benefits provided by the employer is \$8.25 per hour. The rate with health insurance provided by the employer is \$7.25 per hour **** In Ohio businesses with gross annual sales of less than \$305,000 may pay a minimum wage of \$7.25 per hour. ***** In Oklahoma businesses with gross annual sales of less than \$100,000 or businesses with less than 10 employees may pay a minimum wage of \$2.00 per hour.