

Characteristics of workers who would be affected by increasing the federal minimum wage to \$12 by July 2020					Pennsylvania	
Category	Estimated workforce	Directly affected	Indirectly affected	Total affected	Percentage of the total affected	Share of this category that is affected
Total	5,769,000	1,241,000	240,000	1,481,000	100.0%	25.7%
Sex						
Female	2,852,000	727,000	153,000	880,000	59.4%	30.9%
Male	2,917,000	514,000	88,000	602,000	40.6%	20.6%
Age						
Under 20	210,000	175,000	4,000	179,000	12.1%	85.2%
20 or older	5,559,000	1,066,000	236,000	1,302,000	87.9%	23.4%
Less than 25	780,000	454,000	44,000	498,000	33.6%	63.8%
25 to 39	1,835,000	331,000	85,000	416,000	28.1%	22.7%
40 to 54	1,874,000	240,000	58,000	298,000	20.1%	15.9%
55+	1,280,000	215,000	53,000	268,000	18.1%	20.9%
Race or ethnicity						
White, non-Hispanic	4,706,000	903,000	192,000	1,095,000	73.9%	23.3%
Black or African American	508,000	158,000	23,000	181,000	12.2%	35.6%
Hispanic of any race	331,000	115,000	14,000	129,000	8.7%	39.0%
Asian or other race/ethnicity	224,000	65,000	11,000	76,000	5.1%	33.9%
Family status						
Married parent	1,424,000	166,000	34,000	200,000	13.5%	14.0%
Single parent	432,000	126,000	30,000	156,000	10.5%	36.1%
Married, no kids	1,690,000	232,000	65,000	297,000	20.1%	17.6%
Unmarried, no kids	2,223,000	717,000	111,000	828,000	55.9%	37.2%
Working moms	951,000	210,000	44,000	254,000	17.2%	26.7%
Single moms	318,000	101,000	24,000	125,000	8.4%	39.3%
Working dads	905,000	82,000	20,000	102,000	6.9%	11.3%
Single dads	N/A	N/A	N/A	N/A	N/A	N/A
Family annual income level						
Less than \$20,000	453,000	215,000	31,000	246,000	16.6%	54.3%
\$20,000–\$39,999	973,000	292,000	52,000	344,000	23.2%	35.4%
\$40,000–\$59,999	1,080,000	255,000	61,000	316,000	21.3%	29.3%
\$60,000–\$74,999	755,000	132,000	30,000	162,000	10.9%	21.5%
\$75,000–\$99,999	928,000	153,000	27,000	180,000	12.2%	19.4%
\$100,000–\$149,999	944,000	112,000	27,000	139,000	9.4%	14.7%
\$150,000 or more	635,000	83,000	12,000	95,000	6.4%	15.0%
Work hours						
Part time (< 19 hours per week)	401,000	256,000	12,000	268,000	18.1%	66.8%
Mid time (20–34 hours per week)	775,000	407,000	40,000	447,000	30.2%	57.7%
Full time (35+ hours per week)	4,593,000	577,000	188,000	765,000	51.7%	16.7%
Education level						
Less than high school	376,000	210,000	21,000	231,000	15.6%	61.4%
High school	1,961,000	508,000	107,000	615,000	41.5%	31.4%
Some college, no degree	808,000	250,000	49,000	299,000	20.2%	37.0%
Associates degree	655,000	92,000	31,000	123,000	8.3%	18.8%
Bachelors degree or higher	1,969,000	180,000	31,000	211,000	14.2%	10.7%

	Total est. # of children	Child has directly affected parent	Child has indirectly affected parent	Total with affected parents	Share of all children
Children with at least one affected parent	2,839,000	515,000	121,000	636,000	22.4%

Category	Average share of family income earned by affected worker	Share of affected workers who are sole providers of their family's income
All affected	46.2%	16.2%
Parents affected	55.2%	22.3%

Note: Estimates describe the national or state population affected by an increase in the federal minimum wage to \$12 by July 2020, via five incremental increases over five years. Demographic profile reflects affected population in final year (i.e., in step up to \$12/hour).

Source: EPI analysis of Current Population Survey Outgoing Rotation Group microdata, 2014