

Latinas and the Wage Gap

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A persistent gender-based wage gap continues to harm women, their families and the economy – and it is particularly damaging for Latinas. Latinas in the United States are typically paid just 54 cents for every dollar paid to white, non-Hispanic men.¹ Overall, women employed full time, year-round are typically paid 80 cents for every dollar paid to men employed full time, year-round.²

Even in states with large populations of Latinas in the workforce, rampant wage disparities persist, with potentially devastating consequences for Latinas and their families.

- ▶ In the 25 states with the largest numbers of Latinas working full time, year-round, pay for Latinas ranges from 42 to 61 cents for every dollar paid to white, non-Hispanic men in those states.³
- ▶ Of these 25 states, New Mexico and California have the largest shares of Latinas working full time, year-round (as a percentage of their state's overall full-time workforce). Latinas in New Mexico are paid 55 cents and Latinas in California are paid 43 cents for every dollar paid to white, non-Hispanic men.⁴ In California and New Jersey, Latinas also face the largest overall cents-on-the-dollar wage gaps; Latinas in New Jersey are paid just 42 cents for every dollar paid to white, non-Hispanic men.⁵
- ▶ Among these 25 states, Ohio and Florida have the smallest cents-on-the-dollar wage gaps, but Latinas in these states still face substantial disparities. Latinas in Ohio are paid just 61 cents and Latinas in Florida are paid just 60 cents for every dollar paid to white, non-Hispanic men in these states.⁶

Wage Gap for Latinas by State					
An analysis of the wage gap in the 25 states with the largest number of Latinas who work full time, year-round					
State	Number of Latinas Working Full Time, Year-Round	Median Wages for Latinas	Median Wages for White, Non-Hispanic Men	Annual Wage Gap	Cents on the Dollar
California	1,598,564	\$30,624	\$71,875	\$41,251	\$0.43
Texas	1,217,007	\$27,085	\$61,496	\$34,411	\$0.44
Florida	661,657	\$30,208	\$50,161	\$19,953	\$0.60
New York	457,532	\$35,191	\$62,558	\$27,367	\$0.56

Illinois	250,300	\$29,566	\$60,904	\$31,338	\$0.49
New Jersey	232,145	\$31,629	\$74,524	\$42,895	\$0.42
Arizona	229,691	\$29,685	\$53,958	\$24,273	\$0.55
Colorado	131,419	\$31,455	\$58,778	\$27,323	\$0.54
New Mexico	119,240	\$30,440	\$54,898	\$24,458	\$0.55
Nevada	97,044	\$30,035	\$54,486	\$24,451	\$0.55
Virginia	96,882	\$32,224	\$61,274	\$29,050	\$0.53
Georgia	93,160	\$25,361	\$52,202	\$26,841	\$0.49
Pennsylvania	85,941	\$30,039	\$52,763	\$22,724	\$0.57
Washington	84,464	\$28,622	\$61,201	\$32,579	\$0.47
Massachusetts	81,275	\$34,785	\$67,267	\$32,482	\$0.52
North Carolina	80,140	\$24,228	\$49,896	\$25,668	\$0.49
Maryland	72,923	\$32,270	\$70,241	\$37,971	\$0.46
Connecticut	63,441	\$33,504	\$70,724	\$37,220	\$0.47
Oregon	46,919	\$26,433	\$52,252	\$25,819	\$0.51
Michigan	45,608	\$30,318	\$52,066	\$21,748	\$0.58
Ohio	43,354	\$31,075	\$50,832	\$19,757	\$0.61
Utah	42,866	\$25,547	\$54,814	\$29,267	\$0.47
Indiana	42,344	\$27,014	\$50,086	\$23,072	\$0.54
Wisconsin	38,389	\$26,941	\$51,064	\$24,123	\$0.53
Oklahoma	37,053	\$23,987	\$49,334	\$25,347	\$0.49

Sources: U.S. Census Bureau. (2017). American Community Survey 5-Year Estimates 2012-2016, Geographies: All States within United States, Table B20017I: Median Earnings in the Past 12 Months (in 2016 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months (Hispanic or Latino); Table B20017H: Median Earnings in the Past 12 Months (in 2016 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months (White Alone, not Hispanic or Latino); and Table B20005I: Sex by Work Experience in the Past 12 Months by Earnings in the Past 12 Months (in 2016 Inflation-Adjusted Dollars) for the Population 16 Years and Over (Hispanic or Latino).

How Does the Wage Gap Harm Latinas?

Median wages for Latinas in the United States are \$31,522 per year, compared to median wages of \$57,925 annually for white, non-Hispanic men. This amounts to a difference of \$26,403 each year.⁷ These lost wages mean Latinas have less money to support themselves

and their families, save and invest for the future, and spend on goods and services. Families, businesses and the economy suffer as a result.

For example, if the wage gap were eliminated, on average, a Latina working full time, year-round would have enough money for:

- ▶ More than three additional years of child care;⁸
- ▶ Three more years of tuition and fees for a four-year public university, or the full cost of tuition and fees for a two-year community college;⁹
- ▶ 193 more weeks of food for her family (3.7 years' worth);¹⁰
- ▶ Nearly 18 additional months of mortgage and utilities payments;¹¹ or
- ▶ More than two additional years of rent.¹²

Latinas and Their Families Cannot Afford Discrimination and Lower Wages

Eliminating the wage gap would provide much-needed income to Latinas whose wages sustain their households.

- ▶ More than half of Latina mothers are key breadwinners for their families, which means their households rely heavily on their wages to make ends meet and get ahead.¹³
- ▶ Nearly three million family households in the United States are headed by Latinas¹⁴ – and nearly 36 percent of these households live below the poverty level.¹⁵ This means that nearly 1.1 million Latina-headed family households live in poverty, demonstrating the imperative to eliminate the wage gap.

The Public Overwhelmingly Supports Fair Pay Policies

- ▶ **About half of all U.S. voters, and about half of Latino voters, say they believe women have a harder time getting ahead in the workplace than men.**¹⁶
- ▶ **More than two-thirds of U.S. voters (68 percent) say they favor policies that would address women being paid less than men for the same work.** Less than one-quarter of voters say they oppose such a proposal. Both women (72 percent) and men (64 percent) express support for such policies.¹⁷
- ▶ **Nearly two-thirds of voters support the Paycheck Fairness Act.** In a 2014 nationwide survey, 62 percent of likely voters and 66 percent of Latino voters said they support the Paycheck Fairness Act, a federal proposal that would help combat wage discrimination. Support crosses demographic and ideological lines, with 83 percent of Democrats, 58 percent of independents, and 44 percent of Republican voters saying they support the Paycheck Fairness Act.¹⁸

1 U.S. Census Bureau. (2017). *Current Population Survey (CPS), Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2016 – People 15 Years Old and Over by Total Money Earnings in 2016, Age, Race, Hispanic Origin, and Sex*. Retrieved 16 March 2018, from <https://www.census.gov/data/tables/time-series/demo/income->

poverty/cps-pinc/pinc-05.html (Unpublished calculation based on the median earnings of all men and women who worked full time, year-round in 2016; full-time is defined as 35 hours a week or more)

2 Ibid.

3 U.S. Census Bureau. (2017). *American Community Survey 5-Year Estimates 2012-2016, Geographies: All States within United States, Tables B20017I and B20017H: Median Earnings in the Past 12 Months (in 2016 Inflation-Adjusted Dollars) by Sex by Work Experience in the Past 12 Months for the Population 16 Years and Over with Earnings in the Past 12 Months (Hispanic or Latino)*. Retrieved 16 March 2018, from

http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_5YR_B20017I&prodType=table (This calculation is based on a comparison of the median earnings of white, non-Hispanic men working full time, year-round with that of Latinas working full time, year-round.); U.S. Census Bureau. (2017). *American Community Survey 5-Year Estimates 2012-2016, Geographies: All States within United States, Table B20005I: Sex by Work Experience in the Past 12 Months by Earnings in the Past 12 Months (in 2016 Inflation-Adjusted Dollars) for the Population 16 Years and Over (Hispanic or Latino)*. Retrieved 16 March 2018, from http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_5YR_B20005I&prodType=table

4 Ibid.; U.S. Census Bureau. (2016). *American Community Survey 5-Year Estimates 2012-2016, Geographies: All States within United States, Table B20005I: Sex By Work Experience in the Past 12 Months by Earnings in the Past 12 Months (in 2016 Inflation-Adjusted Dollars) for the Population 16 Years and Over*. Retrieved 16 March 2018, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_5YR_B20005I&prodType=table (Latinas comprise 19.3 percent of the full-time, year-round workforce in New Mexico and 13.4 percent of the full-time, year-round workforce in California.)

5 See note 3.

6 Ibid.

7 See note 1.

8 Child Care Aware of America. (2017). *Parents and the High Cost of Child Care*. Retrieved 15 March 2018, from https://usa.childcareaware.org/wp-content/uploads/2017/12/2017_CCA_High_Cost_Report_FINAL.pdf; Unpublished calculation of \$8,670 based on the average cost of center-based child care for a four-year-old. This average is not representative of the mean and is an approximation calculated by weighting state child care cost averages by the number of programs by type reported by each state. It is not to be considered a "national average."

9 U.S. Department of Education, National Center for Education Statistics. (2017, November). *Digest of Education Statistics: 2016* (Table 330.10, Average undergraduate tuition and fees and room and board rates charged for full-time students in degree-granting postsecondary institutions, by level and control of institution: 1963-64 through 2016-17), Chapter 3. Retrieved 16 March 2018, from https://nces.ed.gov/programs/digest/d17/tables/dt17_330.10.asp?current=yes (The average total annual cost of undergraduate tuition and required fees is \$8,804 for a four-year public college or university or \$3,156 for a two-year college)

10 U.S. Bureau of Labor Statistics. (2017, September). *Consumer Expenditure Survey, Table 1800. Region of residence: Annual expenditure means, shares, standard errors, and coefficient of variation, 2015-2016*. Retrieved 16 March 2018, from <https://www.bls.gov/cex/2016/region/region.pdf>

11 U.S. Census Bureau. (2017). *American Community Survey 1-Year Estimates 2016, Table GCT2511: Median Monthly Housing Costs for Owner-Occupied Housing Units with a Mortgage (Dollars)*. Retrieved 16 March 2018, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_1YR_GCT2511.US01PR&prodType=table (Unpublished calculation)

12 U.S. Census Bureau. (2017). *American Community Survey 1-Year Estimates 2016, Table GCT2514: Median Monthly Housing Costs for Renter-Occupied Housing Units (Dollars)*. Retrieved 16 March 2018, from http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_1YR_GCT2514.US01PR&prodType=table (Unpublished calculation)

13 Anderson, J. (2016, September 8). *Breadwinner Mothers by Race/Ethnicity and State*. Institute for Women's Policy Research Publication. Retrieved 16 March 2018, from <https://iwpr.org/publications/breadwinner-mothers-by-raceethnicity-and-state/>

14 U.S. Census Bureau. (2017). *American Community Survey 1-Year Estimates 2016, Table B11001I: Household Type (Including Living Alone) (Hispanic or Latino)*. Retrieved 16 March 2018, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_1YR_B11001I&prodType=table (Calculation uses family households headed by females living in a household with family and no husband. A family household includes a householder, one or more people living in the same household who are related to the householder, and anyone else living in the same household.)

15 U.S. Census Bureau. (2017). *American Community Survey 1-Year Estimates 2016, Table S0201: Selected Population Profile in the United States (Hispanic or Latino (of any race))*. Retrieved 16 March 2018, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_16_1YR_S0201&prodType=table (To determine whether a household falls below the poverty level, the U.S. Census Bureau considers the income of the householder, size of family, number of related children, and, for one- and two-person families, age of householder. The poverty threshold in 2017 was \$19,749 for a single householder and two children under 18.)

16 Anzalone Liszt Grove Research and The Feldman Group, Inc., conducted a national survey among 1,000 likely 2015 voters. Interviews were conducted Jan. 24-29, 2014. The margin of error for the sample as a whole is plus or minus 3.1 percentage points at the 95-percent level of confidence. The margin of error for subgroups varies and is higher. Interviews for the oversample were conducted in both English and Spanish. Retrieved 16 March 2018, from <http://www.americanwomen.org/research/document/PUBLIC-RELEASE-AW-FEB-5-RELEASE.pdf>

17 Ibid.

18 Ibid.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at NationalPartnership.org.

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