

Latinas and the Wage Gap

MARCH 2017

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 20 states with the largest numbers of Latinas working full time, year-round, pay for Latinas ranges from 43 to 60 cents for every dollar paid to white, non-Hispanic men in those states.³
- ▶ Of the 20 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 56 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 43 cents for every dollar paid to white, non-Hispanic men.⁵
- ▶ Among the 20 states, Florida and Michigan have the smallest cents-on-the-dollar wage gaps, but Latinas in these states still face substantial disparities. Latinas in Florida are paid just 60 cents and Latinas in Michigan are paid just 57 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 20 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
New Jersey	224,172	\$31,577	\$73,546	\$41,969	0.43
California	1,541,918	\$30,421	\$70,805	\$40,384	0.43
Texas	1,172,205	\$26,733	\$60,705	\$33,972	0.44
Washington	79,260	\$28,115	\$60,662	\$32,547	0.46

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
Maryland	69,793	\$32,275	\$69,360	\$37,085	0.47
Connecticut	59,894	\$32,815	\$69,740	\$36,925	0.47
North Carolina	76,468	\$23,337	\$48,923	\$25,586	0.48
Illinois	238,331	\$28,971	\$60,296	\$31,325	0.48
Georgia	88,228	\$25,649	\$51,838	\$26,189	0.49
Massachusetts	77,245	\$33,041	\$66,379	\$33,338	0.50
Oregon	43,194	\$26,278	\$51,448	\$25,170	0.51
Virginia	94,543	\$31,966	\$60,967	\$29,001	0.52
Colorado	126,008	\$31,131	\$57,895	\$26,764	0.54
Nevada	91,968	\$29,240	\$53,760	\$24,520	0.54
Arizona	219,944	\$29,198	\$53,386	\$24,188	0.55
New York	449,726	\$34,299	\$61,751	\$27,452	0.56
New Mexico	118,295	\$30,078	\$54,021	\$23,943	0.56
Pennsylvania	81,122	\$29,546	\$52,031	\$22,485	0.57
Michigan	43,312	\$29,794	\$51,851	\$22,057	0.57
Florida	632,408	\$29,830	\$49,707	\$19,877	0.60

Sources: U.S. Census Bureau. (2016). American Community Survey 5-Year Estimates 2015, Geographies: All States within United States, Table B20017I: Median Earnings in the Past 12 Months (in 2015 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 2015 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 2015 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 \$31,109 per year, compared to median wages of \$57,204 annually for white, non-Hispanic men. This amounts to a difference of \$26,095 each year.⁷ These lost wages mean Latinas and their families 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 approximately:

- ▶ More than three additional years of child care;⁸
- ▶ More than three additional 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
- ▶ More than 17 additional months of mortgage and utilities payments;¹¹ or
- ▶ More than 27 additional months 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.

- ▶ Forty percent of Latina mothers bring in 40 percent or more of their families' income, 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 Latinas.¹⁴ And 38 percent of all Latina-headed family households live below the poverty level.¹⁵ This means that more than 1.1 million Latina-headed family households live in poverty.

The Public Overwhelmingly Supports Fair Pay Policies

- ▶ **About half of all 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) say they are supportive.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. (2016). *Current Population Survey (CPS), Annual Social and Economic (ASEC) Supplement: Table PINC-05: Work Experience in 2015 – People 15 Years Old and Over by Total Money Earnings in 2015, Age, Race, Hispanic Origin, and Sex*. Retrieved 7 March 2017, 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 2015; full-time is defined as 35 hours a week or more)

2 Ibid.

3 U.S. Census Bureau. (2016). *American Community Survey 5-Year Estimates 2015, Geographies: All States within United States, Table B20017I: Median Earnings in the Past 12 Months (in 2015 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 7 March 2017, from http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_5YR_B20017I&prodType=table; U.S. Census Bureau. (2016). *American Community Survey 5-Year Estimates 2015, Geographies: All States within United States, Table B20017H: Median Earnings in the Past 12 Months (in 2015 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)*. Retrieved 7 March 2017, from http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_5YR_B20017H&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.

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- Census Bureau. (2016). *American Community Survey 5-Year Estimates 2015, Geographies: All States within United States, Table B20005: Sex by Work Experience in the Past 12 Months by Earnings in the Past 12 Months (in 2015 Inflation-Adjusted Dollars) for the Population 16 Years and Over (Hispanic or Latino)*. Retrieved 7 March 2017, from http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_5YR_B20005&prodType=table
- 4 Ibid; U.S. Census Bureau. (2016). *American Community Survey 5-Year Estimates 2015, Geographies: All States within United States, Table B20005: Sex By Work Experience in the Past 12 Months by Earnings in the Past 12 Months (in 2015 Inflation-Adjusted Dollars) for the Population 16 Years and Over*. Retrieved 7 March 2017, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_5YR_B20005&prodType=table (Latinas comprise 19.2 percent of the full-time, year-round workforce in New Mexico and 13.3 percent of the full-time, year-round workforce in California.)
- 5 See note 3.
- 6 Ibid.
- 7 See note 1.
- 8 Tercha, J. (2017, February). Personal communication. (Research Analyst, Child Care Aware of America). Unpublished calculation of \$8,468.63 based on the averaged cost of center-based child care for a 4-year-old. This average is not representative of the mean and is an approximation based off an unweighted average of averages and is not to be considered a "national average."
- 9 U.S. Department of Education, National Center for Education Statistics. (2016). *Digest of Education Statistics: 2015* (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 2014-15), Chapter 3. Retrieved 7 March 2017, from https://nces.ed.gov/programs/digest/d15/tables/dt15_330.10.asp?current=yes (The average total cost of undergraduate tuition and required fees is \$8,543 for a four-year public college or university or \$2,955 for a two-year college.)
- 10 U.S. Bureau of Labor Statistics. (2016, September). *Consumer Expenditure Survey, Table 1800. Region of Residence: Annual Expenditure Means, Shares, Standard Errors, and Coefficient of Variation, 2015*. Retrieved 7 March 2017, from <http://www.bls.gov/cex/2015/combined/region.pdf> (Unpublished calculation)
- 11 U.S. Census Bureau. (2016). *American Community Survey 1-Year Estimates 2015, Table GCT2511: Median Monthly Housing Costs for Owner-Occupied Housing Units with a Mortgage (Dollars): United States – States; and Puerto Rico*. Retrieved 7 March 2017, from http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_1YR_GCT2511.US01PR&prodType=table (Unpublished calculation)
- 12 U.S. Census Bureau. (2016). *American Community Survey 1-Year Estimates 2015, Table GCT2514: Median Monthly Housing Costs for Renter-Occupied Housing Units (Dollars): United States – States; and Puerto Rico*. Retrieved 7 March 2017, from http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_14_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 7 March 2017, from <https://iwpr.org/publications/breadwinner-mothers-by-raceethnicity-and-state/>
- 14 U.S. Census Bureau. (2016). *American Community Survey 1-Year Estimates 2015, Table B11001I: Household Type (Including Living Alone) (Hispanic or Latino)*. Retrieved 7 March 2017, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_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. (2016). *American Community Survey 1-Year Estimates 2015, Table S0201: Selected Population Profile in the United States (Hispanic or Latino (of any race))*. Retrieved 7 March 2017, from https://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_15_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 2015 was \$19,073 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 7 March 2017, 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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