Latinas and the Wage Gap

APRIL 2018

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. Overall, women employed full time, year-round are typically paid 80 cents for every dollar paid to men employed full time, year-round.

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.

- 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. 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.

- 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.

<table>
<thead>
<tr>
<th>Wage Gap for Latinas by State</th>
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<tbody>
<tr>
<td>An analysis of the wage gap in the 25 states with the largest number of Latinas who work full time, year-round</td>
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<table>
<thead>
<tr>
<th>State</th>
<th>Number of Latinas Working Full Time, Year-Round</th>
<th>Median Wages for Latinas</th>
<th>Median Wages for White, Non-Hispanic Men</th>
<th>Annual Wage Gap</th>
<th>Cents on the Dollar</th>
</tr>
</thead>
<tbody>
<tr>
<td>California</td>
<td>1,598,564</td>
<td>$30,624</td>
<td>$71,875</td>
<td>$41,251</td>
<td>$0.43</td>
</tr>
<tr>
<td>Texas</td>
<td>1,217,007</td>
<td>$27,085</td>
<td>$61,496</td>
<td>$34,411</td>
<td>$0.44</td>
</tr>
<tr>
<td>Florida</td>
<td>661,657</td>
<td>$30,208</td>
<td>$50,161</td>
<td>$19,953</td>
<td>$0.60</td>
</tr>
<tr>
<td>New York</td>
<td>457,532</td>
<td>$35,191</td>
<td>$62,558</td>
<td>$27,367</td>
<td>$0.56</td>
</tr>
</tbody>
</table>
## 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. 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 Latinas\(^14\) – 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.\(^18\)

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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-6FEB5-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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