

# EMPLOYMENT

## FACT SHEET

### Equal Pay for Latinas

October 2014

Women overall working full time, year round in the United States are paid only 78 cents for every dollar paid to their male counterparts.<sup>1</sup> But the wage gap is even larger for Latinas who work full time, year round—they are paid only 56 cents for every dollar paid to white, non-Hispanic men.<sup>2</sup> This gap, which amounts to a loss of \$23,279 a year, means that Latinas have to work more than 21 months—past the beginning of October—to make as much as white, non-Hispanic men did last year alone.

*Latinas working full time, year round are typically paid only **56 cents** for every dollar paid to their white, non-Hispanic male counterparts.*

#### Latinas experience a wage gap at every education level—and it is widest among those with the least education.<sup>3</sup>

- Among full-time, year-round workers, Latinas without a high school degree typically make only 58 cents for every dollar white, non-Hispanic men without a high school degree make.
- Latinas must obtain a bachelor's degree or more before their typical wages exceed those of white, non-Hispanic men without a bachelor's degree. Latinas with a bachelor's degree or more make \$50,602—essentially the same as white, non-Hispanic men with some college but no degree (one dollar for every dollar). Latinas with only an associate's degree typically make less—by about \$1,400—than white, non-Hispanic men without a high school degree (96 cents for every dollar).

#### Latinas' Wage Equality by Educational Attainment

Educational Attainment	Latinas' Earnings	White, non-Hispanic Male Earnings	What a woman makes for every dollar a man makes	Wage Gap
No high school degree	\$21,044	\$36,021	58.4¢	41.6¢
High school degree	\$26,343	\$42,367	62.2¢	37.8¢
Some college, no degree	\$32,749	\$50,441	64.9¢	35.1¢
Associate's degree	\$34,627	\$52,032	66.6¢	33.4¢
Bachelor's degree or more	\$50,602	\$79,161	63.9¢	36.1¢
Bachelor's Degree	\$46,259	\$71,032	65.1¢	34.9¢
Master's Degree	\$60,008	\$86,825	69.1¢	30.9¢

"What a woman makes for every dollar a man makes" is the ratio of female and male median earnings for full-time, year-round workers. Earnings are in 2013 dollars. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2014 Annual Social and Economic Supplement, Table PINC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2013, available at [http://www.census.gov/hhes/www/cpstable/032014/perinc/pinc03\\_000.htm](http://www.census.gov/hhes/www/cpstable/032014/perinc/pinc03_000.htm).

**Latinas’ wage gap is wider among older women.**

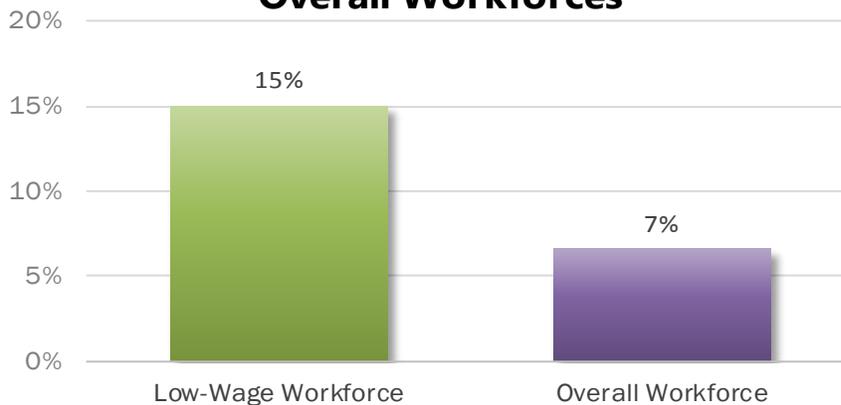
- Among full-time, year-round workers ages 15-24, Latinas typically make 80 cents for every dollar white, non-Hispanic men make—but this figure is far worse for older women. Among workers 25-44 it is 60 cents and among those 45-64 it is 51 cents.<sup>4</sup> These larger gaps mean that Latinas are falling behind at the very time they need additional resources to invest in their families and save for retirement.
- Over the course of a 40-year career, Latinas typically lose \$931,165 to the wage gap—this means Latinas would have to work 71 years to earn what white, non-Hispanic men earned in 40 years.<sup>5</sup>

**Latinas experience a wage gap across occupations.**

- In a wide variety of occupations—those that are well-paid and poorly paid, those that are female-dominated and those that are non-traditional for women—Latinas working full time, year round make less than white, non-Hispanic men.<sup>6</sup>
  - o Latinas working as physicians and surgeons—a traditionally male, high-wage occupation—make 46 cents for every dollar paid to their white, non-Hispanic male counterparts.

- o Latinas working as customer service representatives—a mid-wage, female-dominated occupation—make 75 cents for every dollar paid to their white, non-Hispanic male counterparts.
- o Latinas working as construction laborers—a traditionally male, mid-wage occupation—make 69 cents for every dollar paid to their white, non-Hispanic male counterparts.
- o Latinas working as personal care aides—a heavily female, low-wage occupation—make 77 cents for every dollar paid to their white, non-Hispanic male counterparts.
- In addition to wage gaps within occupations, Latinas are overrepresented in some of the most poorly paid jobs in the nation. Latinas’ share of the low-wage workforce (15.0 percent) is more than double their share of the overall workforce (6.6 percent).<sup>7</sup> Even in these low-wage occupations that typically pay \$10.10 per hour or less, Latinas working full time, year round experience a wage gap, making only 78 cents for every dollar white, non-Hispanic men make.<sup>8</sup>

**Latinas' Share of Low-Wage and Overall Workforces**

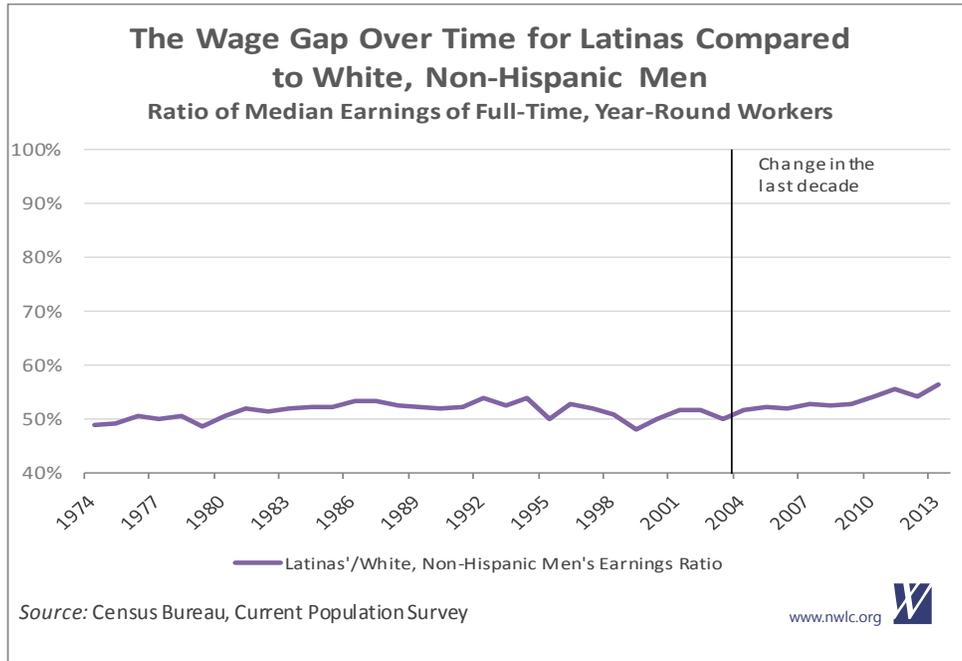


Source: NWLC, *Underpaid & Overloaded: Women in Low-Wage Jobs* (July 2014). Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay \$10.10 per hour or less.



**Latinas’ wage gap has persisted over decades.**

- In 1974, the earliest year for which data are available, Latinas working full time, year round typically made only 49 cents for every dollar paid to her white, non-Hispanic male counterpart.
- By 2013, the most recent year for which data are available, that gap had narrowed by less than 8 cents and Latinas working full time, year round were still only paid 56 cents for every dollar paid to their white, non-Hispanic male counterparts.



**Latinas’ wage gap is substantially wider in some states.**

- In 15 states Latinas typically make less than half of what white, non-Hispanic men make.<sup>9</sup>
- In 2012, the most recent year for which data are available, Latinas in California had the second worst wage gap in the country at 56 cents,<sup>10</sup> even though in 2013 women overall in California had the fifth smallest wage gap at just 16 cents.<sup>11</sup>

**Ten Worst States for Latinas’ Wage Equality**

Rank	State	Latinas Earnings	White, non-Hispanic Male Earnings	What a woman makes for every dollar a man makes	Wage Gap
1	New Jersey	\$31,168	\$72,251	43.1¢	56.9¢
2	California	\$29,829	\$68,464	43.6¢	56.4¢
3	Alabama	\$22,354	\$49,653	45.0¢	55.0¢
4	Maryland	\$30,649	\$67,657	45.3¢	54.7¢
5	Texas	\$26,021	\$57,406	45.3¢	54.7¢
6	Washington	\$27,220	\$59,508	45.7¢	54.3¢
7	Utah	\$24,091	\$51,865	46.4¢	53.6¢
8	Illinois	\$27,710	\$58,146	47.7¢	52.3¢
9	District of Columbia	\$41,649	\$86,831	48.0¢	52.0¢
10	Connecticut	\$32,415	\$67,489	48.0¢	52.0¢

“What a women makes for every dollar a man makes” is the ratio of female and male median earnings for full-time, year-round workers. Earnings are in 2012 dollars. The “wage gap” is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Calculations are based on 2010-2012 American Community Survey Three-Year Estimates (<http://www.census.gov/acs/www/>).

<sup>1</sup> National Women’s Law Center (NWLC) calculations from U.S. Census Bureau, Current Population Survey, 2014 Annual Social and Economic Supplement, (hereinafter CPS-ASEC 2014) Table PINC-05: Work Experience in 2013—People 15 Years Old and Over by Total Money Earnings in 2013, Age, Race, Hispanic Origin, and Sex, available at [http://www.census.gov/hhes/www/cpstables/032014/perinc/pinc05\\_000.htm](http://www.census.gov/hhes/www/cpstables/032014/perinc/pinc05_000.htm) (last visited Sept. 30, 2014).

<sup>2</sup> *Id.* This fact sheet only addresses the wage gap for Latinas, but the wage gaps for other groups of women compared to white, non-Hispanic men are also substantial. Among full-time, year-round workers African American women make only 64 cents for every dollar made by white, non-Hispanic men, Asian American women, 79 cents, white non-Hispanic women, 77 cents, and Native American women, 59 cents. Data on pay inequality Native American women compared to white, non-Hispanic men are from the American Community Survey 2013, Tables B20017H and B20017C, available at <http://www.census.gov/acs/www/>.

<sup>3</sup> CPS-ASEC 2014, *supra* note 1, Table PINC-03: Educational Attainment, People 25 years old and over, by total money earnings in 2013, available at [http://www.census.gov/hhes/www/cpstables/032014/perinc/pinc03\\_000.htm](http://www.census.gov/hhes/www/cpstables/032014/perinc/pinc03_000.htm). Figures are for full-time, year-round workers.

<sup>4</sup> NWLC calculations based on CPS-ASEC 2014, *supra* note 1, Table PINC-05.

<sup>5</sup> Figure assumes a wage gap of \$23,279—the gap in median earnings between full-time, year-round working Latinas (\$30,209) and white, non-Hispanic men (\$53,488) in 2013—each year for 40 years. Figures are not adjusted for inflation.

<sup>6</sup> NWLC calculations based on American Community Survey 2008-2012 (5-year average) using Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek, Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2010 available at <https://usa.ipums.org/usa/>. Figures are for full-time, year-round workers. Female-dominated occupations are more than 60 percent female and male-dominated occupations are more than 60 percent male based on Bureau of Labor Statistics, Current Population Survey Annual Averages, Table 11: Employed persons by details occupation, sex, race, and Hispanic or Latino ethnicity, available at <http://www.bls.gov/cps/cpsaat11.pdf>. Wage level was determined by examining 817 detailed occupations with annual mean earnings categorized by the Occupational Employment Statistics data for May 2013, available at [http://www.bls.gov/oes/current/oes\\_nat.htm](http://www.bls.gov/oes/current/oes_nat.htm). High-wage jobs were in the top one-fifth, mid-wage jobs were in the middle three-fifths, low-wage jobs were in the bottom one-fifth.

<sup>7</sup> NWLC, Underpaid & Overloaded: Women in Low-Wage Jobs 14 (July 2014), available at <http://www.nwlc.org/resource/underpaid-overloaded-women-low-wage-jobs>.

Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay \$10.10 per hour or less.

<sup>8</sup> *Id.* at 17.

<sup>9</sup> NWLC, The Wage Gap By State for Hispanic Women (Nov. 2013), available at <http://www.nwlc.org/resource/wage-gap-state-hispanic-women>. These states are TN, WY, OK, GA, NC, CT, DC, IL UT, WA, TX, MD, AL CA, and NJ. Figures are for 2012.

<sup>10</sup> *Id.*

<sup>11</sup> NWLC, The Wage Gap By State for Women Overall (Sept. 2014), available at [http://www.nwlc.org/sites/default/files/pdfs/wage\\_gap\\_tables\\_2013\\_final.pdf](http://www.nwlc.org/sites/default/files/pdfs/wage_gap_tables_2013_final.pdf). Figures