

WORKPLACE JUSTICE
EQUAL PAY FOR LATINAS

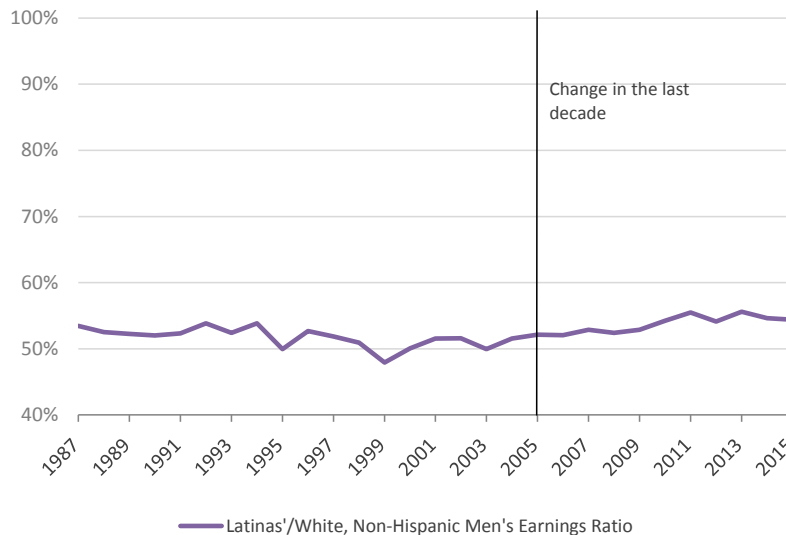
Latinas¹ who work full time, year round are paid just 54 cents for every dollar paid to white, non-Hispanic men.² This gap, which amounts to a loss of \$26,095 each year, means that to make as much as white, non-Hispanic men did in one 12-month calendar year, Latinas have to work 22 months—until the beginning of the following November. The wage gap Latinas experience is far larger than the wage gap between all women and all men; women overall working full time, year round in the United States are paid 80 cents for every dollar paid to their male counterparts.³

Latinas working full time, year round are typically paid only 54 cents for every dollar paid to their white, non-Hispanic male counterparts.

Latinas' wage gap has persisted for decades.

- The wage gap has remained mostly constant over time. In 1987, Latinas working full time, year round made 54 cents for every dollar paid to their white, non-Hispanic male counterparts – the same as in 2015.⁴
- And in the last decade, the wage gap has narrowed by only 2 cents. In 2005 Latinas working full time, year round were paid 52 cents for every dollar paid to their white, non-Hispanic male counterparts.⁵

Latinas' Earnings Compared to White, Non-Hispanic Mens' Earnings
 Ratio of Median Earnings of Full Time, Year Round Workers



Source: Census Bureau, Current Population Survey



Latinas experience a wage gap at every education level—and it is widest among those with the least education.⁶

- Among full time, year round workers, Latinas without a high school degree typically make only 60 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 with only some college education, but no degree. Latinas with a bachelor’s degree or more make \$52,037—less than what white, non-Hispanic men with associate’s degrees make (\$54,620). Latinas with an associate’s degree make about \$9,700 less than white, non-Hispanic men with only a high school diploma or equivalent.

Latinas’ Wage Equality by Educational Attainment

Educational Attainment	Latinas’ Earnings	White, non-Hispanic Male Earnings	What a Latina Makes for Every Dollar a White, non-Hispanic Man Makes	Wage Gap
No high school degree	\$21,806	\$36,480	59.8¢	40.2¢
High school degree	\$28,485	\$46,729	61.0¢	39.0¢
Some college, no degree	\$35,030	\$51,546	68.0¢	32.0¢
Associate’s degree	\$37,022	\$54,620	67.8¢	32.2¢
Bachelor’s degree or more	\$52,037	\$80,974	64.3¢	35.7¢
Bachelor’s degree	\$49,791	\$75,080	66.3¢	33.7¢
Master’s degree	\$60,816	\$87,051	69.9¢	30.1¢

“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 2015 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, 2016 Annual Social and Economic Supplement, Table PINC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2015, available at <http://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-03.html>.

The wage gap persists for Latinas of all ages – and is widest for working women nearing retirement.

- Among full time, year round workers ages 15–24, Latinas typically make 79 cents for every dollar white, non-Hispanic men make—but this figure is far worse for older women. Among workers 25–44 it is 58 cents and among those 45–64 it is 49 cents.⁷
- These larger gaps mean that Latinas are falling even further behind at the very time they need additional resources to invest in their families and save for retirement.

Over her career, the typical Latina loses over \$1 million.

- Annual losses due to the wage gap compound over time. Based on today’s gap, over the course of a 40-year career, the typical Latina loses \$1,043,800. This means Latinas need to work for 74 years to earn what white, non-Hispanic men earned in just 40 years.⁸
- In some states, the situation is even worse. In the 10 worst states for Latinas’ lifetime losses due to the wage gap, Latinas lose more than \$1.1 million over a 40-year career.⁹ In the District of Columbia, they would lose more than \$1.7 million over a 40-year career.¹⁰

Ten Worst States for Latinas' Lifetime Losses Due to Wage Gap

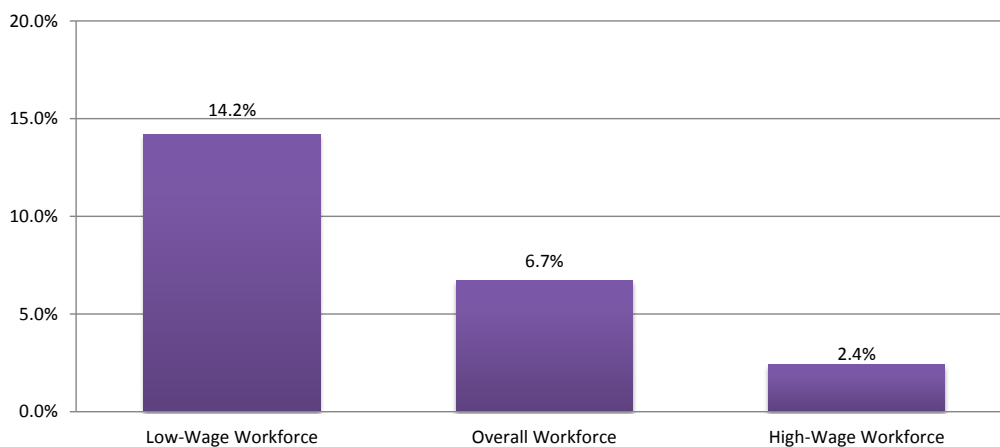
Rank	State	Latina Earnings	White, non-Hispanic Male Earnings	Lifetime Losses Due to Wage Gap	Number of Years a Latina Must Work to Earn What a non-Hispanic White Male Makes in 40 Years
	<i>United States</i>	\$31,109	\$57,204	\$1,043,800	73.6
10	Rhode Island	\$27,444	\$56,965	\$1,180,840	83.0
9	Illinois	\$28,759	\$60,047	\$1,251,520	83.5
8	Washington	\$28,085	\$60,440	\$1,294,200	86.1
7	Massachusetts	\$33,009	\$66,021	\$1,320,480	80.0
6	Texas	\$26,622	\$60,185	\$1,342,520	90.4
5	Connecticut	\$33,526	\$69,452	\$1,437,040	82.9
4	Maryland	\$32,804	\$69,647	\$1,473,720	84.9
3	California	\$30,392	\$70,805	\$1,616,520	93.2
2	New Jersey	\$31,423	\$73,551	\$1,685,120	93.6
1	District of Columbia	\$45,208	\$89,751	\$1,781,720	79.4

Figures are based on women's and men's median earnings for full time, year round workers. "Latinas' lifetime losses due to wage gap" is what Latinas would lose, based on today's wage gap, over a 40-year career, compared to white, non-Hispanic men. Figures are not adjusted for inflation. Earnings are in 2014 dollars. Ranks based on unrounded data. State wage gaps calculated by National Women's Law Center (NWLC) are based on 2010-2014 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2016 Current Population Survey, Annual Social and Economic Supplement (<http://www.census.gov/hhes/www/income/>). National earnings are in 2015 dollars.

Latinas are concentrated in ten occupational categories, many of which are low-wage.

- About 9.6 million Latinas are employed either part or full time, comprising 6.7 percent of the overall workforce.
- Latinas are overrepresented in jobs that pay \$10.50 per hour or less. Latinas' share of this low-wage workforce (14.2 percent) is more than double their share of the overall workforce (6.7 percent).¹¹
- Latinas are grossly underrepresented in well-paid occupations, particularly those that pay a salary of \$100,000 or more annually (2.4 percent).
- While Latinas are employed in a variety of occupations, there are several jobs that are especially common among them. Approximately 45% of Latinas are concentrated in the ten occupational categories in the table on the following page.
 - o The single most common occupation for Latinas is that of maids, housekeepers, janitors, or building cleaners, where they make up 22 percent of people employed in those jobs. Latinas in these occupations who work full time, year round, are paid just 58 cents for every dollar paid to white, non-Hispanic men in the same occupations.

Latinas' Share of Low-Wage, High-Wage, and Overall Workforces



Source: NWLC calculations based on 2010-2014 American Community Survey 5-year averages using IPUMS. Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay \$10.50 per hour or less. The high-wage workforce is comprised of workers in occupations that typically pay the equivalent of \$100,000 or more annually.

Aracelis, New Jersey

Aracelis has worked at a hotel in Atlantic City, New Jersey for seven years as a guest room attendant. A single mother with three children, she came to the United States from the Dominican Republic in search of a better life for her family. Despite the fact that Aracelis did her job well and did not have any problems at work, she continued to be passed up for promotions and better job opportunities, and consequently higher wages. When she complained to her supervisor, she was told that she was not qualified because she did not speak English -- although she does speak English and communicates with her supervisors exclusively in English. Aracelis joined Unite Here Local 54, a union that represents workers in the hotel, gaming, food service, airport, textile, manufacturing, distribution, laundry, and transportation industries. She eventually became a shop steward and leader in her local union. Aracelis has made it her mission to educate the other room attendants, most of whom are women, about their rights, including the right to be paid equally for their work and to be free from other forms of gender discrimination. Aracelis, along with about 1,000 bartenders, housekeepers, servers, cooks, and casino workers, has been engaged in a strike against their employer for healthcare and pension benefits since July 2016.

New Jersey is the second worst state for Latinas' lifetime losses due to the wage gap.

Common Occupations for Latina Workers

Occupation	Percent of Latina Workers Employed in Occupation	Percent of Workers in Occupation who are Latinas	Median Hourly Wage for Latinas in Occupation	Median Hourly Wage for White, non-Hispanic Men in Occupation	What a Latina Makes for Every Dollar a White, non-Hispanic Man Makes
1 Maids, housekeepers, janitors, and building cleaners	9.2%	22.0%	\$9.13	\$15.66	58¢
2 Cashiers and retail salespeople	8.1%	11.3%	\$9.40	\$18.32	51¢
3 Secretaries, administrative assistants, office clerks, receptionists, and information clerks	7.2%	11.8%	\$14.68	\$18.69	79¢
4 Nursing, psychiatric, and home health, and personal care aides	4.8%	13.5%	\$10.86	\$13.41	81¢
5 Pre-K, K-12, and special education teachers	3.6%	6.9%	\$21.63	\$26.10	83¢
6 Cooks	2.8%	11.8%	\$8.31	\$9.91	84¢
7 Customer service representatives	2.7%	10.5%	\$14.10	\$19.23	73¢
8 Waiters and waitresses	2.6%	11.4%	\$8.58	\$11.64	74¢
9 Child care workers	2.6%	19.4%	\$8.41	\$12.53	67¢
10 Retail sales supervisors	1.8%	5.7%	\$14.66	\$22.77	64¢

Source: NWLC calculations based on 2010-2014 American Community Survey 5-year averages using IPUMS. Figures are in 2014 dollars. Median hourly wages are for full time, year round workers. Hourly wages for Latinas and white, non-Hispanic men are derived by dividing median annual earnings by 2,080 hours, which assumes a 40-hour work week for 52 weeks.

Latinas experience a wage gap across occupations.

- While Latinas are more likely to work in low-wage jobs, and that is one cause of the wage gap, they also are consistently paid less than white, non-Hispanic men within 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 are paid less than white, non-Hispanic men.¹²
- Latinas in low-wage jobs that pay \$10.50 per hour or less make just 62 cents for every dollar paid to their white, non-Hispanic male counterparts.
 - Latinas working as agricultural sorters and graders – a low-wage job where Latinas make up more than half of the workforce – are paid just 49 cents for every dollar paid to white, non-Hispanic men.
- Latinas in high-wage occupations that pay \$100,000 per year annually make just 58 cents for every dollar paid to white, non-Hispanic men.
 - Latinas working as physicians and surgeons – a high-wage job where Latinas make up less than 1 percent of the workforce – make just 48 cents for every dollar paid to their white, non-Hispanic male counterparts.
- Several of the occupations that are common for Latinas would not be considered low-wage occupations (paying \$10.50 per hour or less) overall or for white, non-Hispanic men. But because Latinas are paid substantially less, they are low-wage occupations for Latinas.
 - For example, white, non-Hispanic men working as waiters are paid \$11.64 per hour. However, Latinas working as waitresses are paid just 74 cents for every dollar paid to white, non-Hispanic men – about \$8.58 per hour.

Laura, California

Laura worked on the line sorting lemons in a produce packinghouse in Oxnard, California. Laura and the other women learned that male workers, often with less seniority and less experience, were given the opportunity to work more hours and, consequently, to earn more money than the women. When the company failed to fix the problem, Laura and about sixty other women organized and received help from the local Teamsters Union and a local legal services organization. Ultimately, eight women, including Laura, participated in a discrimination complaint against the company, and the case was settled. Laura eventually took on a different position at the company where she earned \$10.30 an hour. After working in this new position for five years, she learned that male workers who were doing the same job were being paid ten to twelve cents more than she was being paid. She was denied raises given to other workers for the same work. After raising the issue with her supervisors several times, she decided to retire from the company after 40 years of employment.

California is the third worst state for Latinas' lifetime losses due to the wage gap.

Motherhood widens the wage gap for working Latinas.

- Latinas who work are more likely to be moms (41 percent) than women overall (33 percent).¹³
- Latina mothers who work full time, year round (\$28,875) make just 46 cents for every dollar paid to white, non-Hispanic fathers (\$62,975).

Laura, California (continued)

Laura and her female co-workers in a California lemon-packing house were denied the same opportunity to work additional hours and earn additional money offered to male workers with less seniority and experience. When they asked their supervisors to address the issue, some of the supervisors said that “men were the head of the households and needed to earn more than women” and “women should do housework instead.” Laura pointed out that men were not the only ones who supported households, and she spoke out on behalf of single mothers who were denied the extra hours and pay.

Latina immigrants face an even larger wage gap than Latinas overall.

- Among immigrants, Latinas are paid just 37 cents for every dollar made by white, non-Hispanic men.¹⁴ This adds up to a lifetime loss of \$1.74 million to the wage gap over the span of a 40-year career.¹⁵
- Among Latinas who are immigrants, those who are non-citizens experience an even greater wage gap – they make only 35 cents for every dollar made by non-citizen white, non-Hispanic men who are immigrants.¹⁶

Elizabeth, California

Elizabeth, a newly arrived immigrant from Mexico and mother of four small children, worked while she went to nursing school in order to provide for her family. Elizabeth took a job at a grocery store in Oxnard, California, where she worked in the butcher department packing meat, arranging the display case, weighing the meat and working as a cashier. While she worked there, she found out that men were being paid more than her and her female co-workers, even though they had the same seniority and same job function. Since she was new to the United States, she did not know her rights and did not know who to go to for help. She ultimately quit this job and never recovered any of the money that she was owed by the company.

Union membership is especially important for closing the wage gap for Latinas.

- Among full time workers, the wage gap between Latinas and white men who are union workers is about 25 percent smaller than the wage gap among non-union workers (26 cents for union workers, compared to 40 cents for non-union workers). And Latina women who belong to unions earn about \$778 per week – about 44 percent more than non-union Latinas who earn \$541 per week.¹⁷
- Despite these tangible benefits, Latinas are the least likely group of women to be union members - in 2015, just 9.2 percent of employed Latinas were members of unions, compared to 11.6 percent of white women and 13.9 percent of African American women.¹⁸

Kathy, New Mexico

Kathy is National Vice President for the American Federation of Teachers (AFT), President of the Albuquerque Educational Assistants Association (AEAA), and Executive Vice President of the American Federation of Teachers of New Mexico. The AFT is a union comprised of 1.6 million professionals in the school systems, health profession and public employees. In addition to teachers, she advocates on behalf of bus drivers, custodians, cafeteria workers, and teacher's aides, many who live below the poverty line. Many of the individuals she represents are Latinas. Kathy secures equal pay for women and all of her members by negotiating union contracts. "By being part of a strong union, we have the opportunity to be at the bargaining table to ask for fair pay." Kathy said. "Through the union, we have also been able to get raises for the professionals who we represent." In addition to working to secure fair wages through union contracts, they educate their members about their right to be free of discrimination at work, including pay discrimination. Kathy works tirelessly every day to move the needle to improve the conditions for the professionals who she has the honor to represent.

- 1 Data for Latina women in this analysis comes from the U.S. Census Bureau and U.S. Department of Labor, Bureau of Labor Statistics. In these sources, Latinas include women of any race who identified themselves to be of Hispanic, Latino, or Spanish origin.
- 2 National Women's Law Center (NWLC) calculations based on U.S. Census Bureau, Current Population Survey, 2016 Annual Social and Economic Supplement [hereinafter CPS, 2016 ASEC], Table PINC-05, *available at* <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html> (last visited Oct. 14, 2016). 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 63 cents for every dollar made by white, non-Hispanic men, Asian American women, 85 cents, white, non-Hispanic women, 75 cents, and Native American women, 58 cents. Data on pay inequality for Native American women compared to white, non-Hispanic men are from the American Community Survey 2015, Tables B20017H and B20017C, *available at* <http://www.census.gov/acs/www/>. Wage gap figures are calculated by taking the median earnings of women and men working full, time year round. Median earnings describe the earnings of a worker at the 50th percentile - right in the middle.
- 3 National Women's Law Center (NWLC) calculations based on U.S. Census Bureau, Current Population Survey, 2016 Annual Social and Economic Supplement [hereinafter CPS, 2016 ASEC], Table PINC-05, *available at* <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html> (last visited Oct. 14, 2016).
- 4 NWLC calculations based on U.S. Census Bureau, Current Population Survey, Historical Data, Table P-38: Full-Time, Year-Round Workers by Median Earnings and Sex, *available at* <http://www.census.gov/hhes/www/income/data/historical/people/>. Median earnings are in 2015 dollars. Figures may differ from those in other reports due to rounding or updated Census estimates. Data for white, non-Hispanic men are "white alone, not Hispanic" from 2002-2014, "white, not Hispanic" from 1987-2001. Hispanic people may be of any racial group.
- 5 *Id.*
- 6 CPS, 2016 ASEC, *supra* note 3, Table PINC-03: Educational Attainment, People 25 years old and over, by total money earnings in 2015, *available at* <http://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-03.html>. Figures are for full time, year round workers.
- 7 NWLC calculations based on CPS, 2016 ASEC, *supra* note 3, Table PINC-05.
- 8 Figure assumes a wage gap of \$26,095—the gap in median earnings between full time, year round working Latinas (\$31,109) and white, non-Hispanic men (\$57,204) in 2015—each year for 40 years. Figures are not adjusted for inflation.
- 9 NWLC, The Lifetime Wage Gap by State for Latinas (April 2016) *available at* <https://nwlc.org/resources/the-lifetime-wage-gap-by-state-for-latinas/>.
- 10 *Id.*
- 11 *Id.*
- 12 NWLC calculations based on American Community Survey 2010-2014 5-year averages using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2015 *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 2015, *available at* http://www.bls.gov/oes/current/oes_nat.htm. Low wage jobs are those that pay less than \$10.50 per hour. High-wage jobs are those that pay at least \$48.07 per hour, or the equivalent of \$100,000 per year for full time, year round workers, assuming a 40-hour work week for 52 weeks.
- 13 NWLC calculations based on American Community Survey 2010-2014 5-year averages using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, Integrated Public Use Microdata Series: Version 6.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2015 *available at* <https://usa.ipums.org/usa/>. Figures are for full time, year round workers. Mothers and fathers have at least one related child under 18 at home.
- 14 NWLC calculations based on CPS, 2016 ASEC, *supra* note 3, using Table Creator. Figures are for full time, year round workers, ages 18-64.
- 15 *Id.* Figure assumes a wage gap of \$43,500—the gap in median earnings between full time, year round working Latinas who are immigrants (\$26,000) and white, non-Hispanic men who are immigrants (\$69,500) in 2015—each year for 40 years. Figures are not adjusted for inflation.
- 16 *Id.*
- 17 NWLC calculations based on Bureau of Labor Statistics (BLS), Union Members - 2015, Table 2: Median Weekly Earnings of Full-Time Wage and Salary Workers by Union Affiliation and Selected Characteristics, *available at* <http://www.bls.gov/news.release/union2.nr0.htm>. Figures include workers represented by unions. Data are also available for workers whose jobs are covered by a union contract but are not reported here. Wage gaps are calculated based on median weekly earnings. These data differ slightly from the often-used measure of median annual earnings for full time, year round workers.
- 18 NWLC calculations based on Bureau of Labor Statistics (BLS), Union Members - 2015, Table 1: Union Affiliation of Employed Wage and Salary Workers by Selected Characteristics, 2014-2015 Annual Averages, *available at* <http://www.bls.gov/news.release/union2.nr0.htm>.