

# EMPLOYMENT

## FACT SHEET

### Equal Pay for Latinas

October 2015

Women overall working full time, year round in the United States are paid only 79 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 55 cents for every dollar paid to white, non-Hispanic men.<sup>2</sup> This gap, which amounts to a loss of \$25,177 a year, means that Latinas have to work 22 months—until the end 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 **55 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 \$50,952—essentially the same as white, non-Hispanic men with some college but no degree (\$1.01 for every \$1). Latinas with only an associate's degree typically make less—by about \$3,500—than white, non-Hispanic men without a high school degree (90 cents for every dollar).

#### Latinas' Wage Equality by Educational Attainment

Educational Attainment	Latinas' Earnings	White, non-Hispanic Male Earnings	What Latinas Make for Every Dollar	
			White, Non-Hispanic Men Make	Wage Gap
No high school degree	\$21,011	\$35,961	58.4¢	41.6¢
High school degree	\$27,481	\$44,976	61.1¢	38.9¢
Some college, no degree	\$31,998	\$50,571	63.3¢	36.7¢
Associate's degree	\$32,482	\$52,336	62.1¢	37.9¢
Bachelor's degree or more	\$50,952	\$77,356	65.9¢	34.1¢
Bachelor's degree	\$47,277	\$71,320	66.3¢	33.7¢
Master's degree	\$53,196	\$85,312	62.4¢	37.6¢

"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 2014 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. Figures are for full-time, year-round workers. NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2015 Annual Social and Economic Supplement, Table PINC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2014, available at [http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03\\_000.htm](http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03_000.htm).



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

- Among full-time, year-round workers ages 15-24, Latinas typically make 73 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 50 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.
- Based on today’s wage gap, over the course of a 40-year career, Latinas typically lose \$1,007,080 to the wage gap—this means Latinas would have to work 73 years to earn what white, non-Hispanic men earned in 40 years.<sup>5</sup>

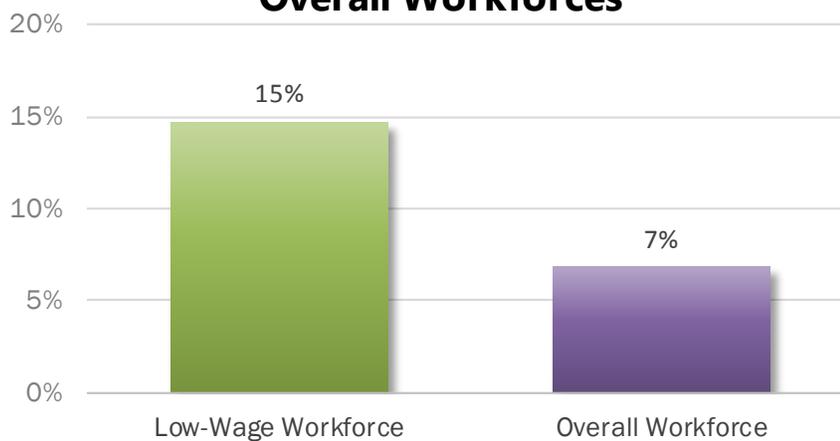
**Latinas experience a wage gap across occupations.**

- 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 (14.7 percent) is more than double their share of the overall workforce (6.8 percent).<sup>7</sup> Even in these low-wage occupations that typically pay \$10.50 per hour or less, Latinas working full time, year round experience a wage gap, making only 67 cents for every dollar white, non-Hispanic men make.<sup>8</sup>

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



Source: NWLC, *Chartbook: Women’s Overrepresentation in the Low-Wage Workforce*. Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay \$10.50 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 2014, the most recent year for which data are available, that gap had narrowed by 6 cents and Latinas working full time, year round were still only paid 55 cents for every dollar paid to their white, non-Hispanic male counterparts.

### The Wage Gap Over Time for Latinas Compared to White, Non-Hispanic Men

Ratio of Median Earnings of Full-Time, Year-Round Workers



Source: Census Bureau, Current Population Survey

www.nwlc.org 

## Latinas' wage gap is substantially wider in some states.

- In 17 states and D.C., Latinas typically make less than half of what white, non-Hispanic men make.<sup>9</sup>
- In 2013, the most recent year for which data are available, Latinas in California had the worst wage gap in the country at 56 cents,<sup>10</sup> even though in 2014 women overall in California had the eighth 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	California	\$30,078	\$69,004	43.6¢	56.4¢
2	New Jersey	\$31,538	\$72,160	43.7¢	56.3¢
3	Texas	\$26,196	\$59,248	44.2¢	55.8¢
4	North Dakota	\$21,751	\$48,670	44.7¢	55.3¢
5	Utah	\$23,636	\$52,306	45.2¢	54.8¢
6	North Carolina	\$22,456	\$48,502	46.3¢	53.7¢
7	Washington	\$27,584	\$59,302	46.5¢	53.5¢
8	Maryland	\$31,466	\$67,581	46.6¢	53.4¢
9	Illinois	\$27,531	\$58,993	46.7¢	53.3¢
10	Connecticut	\$32,273	\$67,989	47.5¢	52.5¢

"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. State wage gaps calculated by NWLC are based on 2010-2013 American Community Survey Three-Year Estimates (<http://www.census.gov/acs/www/>).

www.nwlc.org 

<sup>1</sup> National Women’s Law Center (NWLC) calculations from U.S. Census Bureau, Current Population Survey, 2015 Annual Social and Economic Supplement, (hereinafter CPS-ASEC 2015) Table PINC-05: Work Experience in 2014—People 15 Years Old and Over by Total Money Earnings in 2014, Age, Race, Hispanic Origin, and Sex, available at [http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc05\\_000.htm](http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc05_000.htm) (last visited Sept. 30, 2015).

<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 60 cents for every dollar made by white, non-Hispanic men, Asian American women, 84 cents, white non-Hispanic women, 75 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 2014, Tables B20017H and B20017C, available at <http://www.census.gov/acs/www/>.

<sup>3</sup> CPS-ASEC 2015, *supra* note 1, Table PINC-03: Educational Attainment, People 25 years old and over, by total money earnings in 2014, available at [http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03\\_000.htm](http://www.census.gov/hhes/www/cpstables/032015/perinc/pinc03_000.htm). Figures are for full-time, year-round workers.

<sup>4</sup> NWLC calculations based on CPS-ASEC 2015, *supra* note 1, Table PINC-05.

<sup>5</sup> Figure assumes a wage gap of \$25,177—the gap in median earnings between full-time, year-round working Latinas (\$30,293) and white, non-Hispanic men (\$55,470) in 2014—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> Anne Morrison & Katherine Gallagher Robbins, NWLC, *Chartbook: Women’s Overrepresentation in Low-Wage Jobs*, available at <http://www.nwlc.org/resource/chartbook-womens-overrepresentation-low-wage-jobs>. Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay \$10.50 per hour or less.

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

<sup>9</sup> NWLC, The Wage Gap By State for Latinas (Oct. 2014) available at <http://www.nwlc.org/resource/wage-gap-state-hispanic-women>.

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

<sup>11</sup> NWLC, The Wage Gap By State for Women Overall (Sept. 2015) available at <http://www.nwlc.org/resource/wage-gap-state-women-overall-2014>.