



WORKPLACE JUSTICE

EQUAL PAY FOR LATINAS

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Latinas¹ who work full time, year round are paid just 53 cents² for every dollar paid to white, non-Hispanic men.³ This gap, which amounts to an annual loss of \$28,386, means that to make as much as white, non-Hispanic men typically do in one 12-month calendar year, Latinas have to work 22 months—until the beginning of November in the following calendar year.⁴ The wage gap between Latinas and white, non-Hispanic men 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 typically paid 80 cents for every dollar paid to their male counterparts.⁵ The wage gap between Latinas and white, non-Hispanic men has barely budged over the past 30 years and actually increased by one cent in 2017.

Some Latinas⁶ experience substantially wider wage gaps than the wage gap for Latinas overall.⁷

- Latinas of Central American origin experience the highest wage gap and typically make less than half—47.3 percent—of what white, non-Hispanic men typically make. And Mexican and Dominican women typically make barely more than half of what white, non-Hispanic men make (50.9 percent and 54.5 percent, respectively).
- Cuban (57.1 percent), South American (63.6 percent), and Puerto Rican (65.5 percent) Latinas all make less than two thirds of what white, non-Hispanic men make.
- Latinas of various origins also earn less than their Latino counterparts, although the disparity in pay is less than that between Latinas and white, non-Hispanic men.

Latinas working full time, year round are typically paid only 53 cents for every dollar paid to their white, non-Hispanic male counterparts.

Latinas' Wage Equality by Subgroup

Nationality	Latinas' Earnings	Latinas' Earnings/White, non-Hispanic Men's Earnings	Latinas' Earnings/ Latino Men's Earnings (within subgroup)
Central American	\$26,000	47.3%	86.7%
Mexican	\$28,000	50.9%	85.9%
Dominican	\$30,000	54.5%	83.3%
Cuban	\$31,400	57.1%	80.5%
South American	\$35,000	63.6%	80.3%
Puerto Rican	\$36,000	65.5%	90.0%

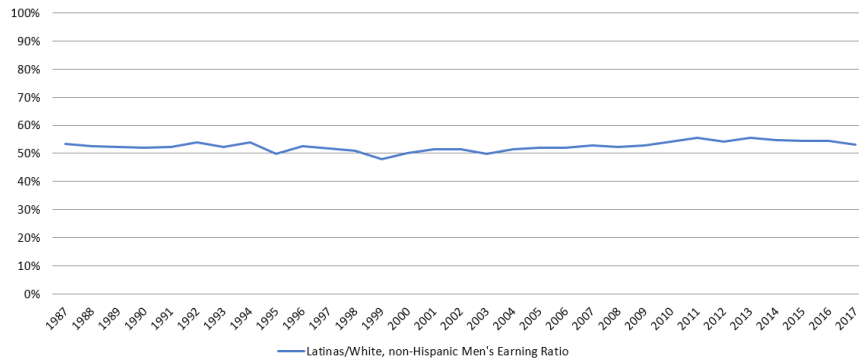
NWLC calculations based on 2016 American Community Survey One-Year sample using IPUMS-USA available at <https://usa.ipums.org/usa/> (IPUMS). Figures are based on women's and men's median earnings for full-time, year-round workers. The median income for white, non-Hispanic men is \$55,000. Figures are not adjusted for inflation. Earnings are in 2016 dollars. Origin is defined by the Census Bureau as ancestry, lineage, heritage, nationality group, or country of birth.



The wage gap between Latinas and white, non-Hispanic men was virtually the same in 2017 as it was in 1987.⁸

- The wage gap for Latinas grew in 2017—up one cent from 2016.
- In 1987 Latinas were paid 53.5 percent of what white, non-Hispanic men were paid; in 2017 Latinas were paid 53.0 percent.⁹
- The wage gap between Latinas and white, non-Hispanic men was the smallest in 2013, and even then Latinas were paid only 55.6 percent of what white, non-Hispanic men were paid.

Latinas' Earnings Compared to White, non-Hispanic Mens' Earnings Over Time



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/> (last visited Oct.17, 2018). Median earnings are in 2017 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 2002-2017, “white, not Hispanic” from 1987-2001. Hispanic people may be of any racial group.

In twelve states (New Jersey, California, Texas, Alabama, Connecticut, Utah, Maryland, Washington, Illinois, Georgia, North Carolina, and Oklahoma) Latinas are typically paid less than half of what their white, non-Hispanic male counterparts are paid.¹⁰

- While Latinas nationally are paid just 53 cents for every dollar paid to white, non-Hispanic men, they can face even steeper wage gaps depending on where they live. In New Jersey and California, the worst states for Latinas’ wage equality, Latinas typically make close to 60 percent less than white, non-Hispanic men (58 percent and 57 percent, respectively).
- Latinas in 19 states¹¹ and the District of Columbia lose over \$25,000 in wages every year due to the wage gap. In three of these states—Alabama, North Carolina, and Georgia¹²—Latinas lose more to the wage gap than they are paid in a year.

Ten Worst States for Latinas’ Wage Equality

Rank	State	Latinas’ Earnings	White, non-Hispanic Men’s Earnings	What a Latina Makes for Every Dollar a White, non-Hispanic Man Makes	Wage Gap
	<i>United States</i>	\$32,002	\$60,388	\$0.53	\$0.47
10	Georgia	\$24,729	\$51,520	\$0.48	\$0.52
9	Illinois	\$29,000	\$60,758	\$0.48	\$0.52
8	Washington	\$28,851	\$60,758	\$0.47	\$0.53
7	Maryland	\$32,708	\$70,000	\$0.47	\$0.53
6	Utah	\$25,316	\$54,682	\$0.46	\$0.54
5	Connecticut	\$32,442	\$70,885	\$0.46	\$0.54
4	Alabama	\$22,278	\$50,227	\$0.44	\$0.56
3	Texas	\$26,734	\$60,828	\$0.44	\$0.56
2	California	\$30,379	\$70,966	\$0.43	\$0.57
1	New Jersey	\$31,361	\$74,007	\$0.42	\$0.58

NWLC calculations for the national wage gap for Latinas is based on U.S. Census Bureau, Current Population Survey, 2018 Annual Social and Economic Supplement, Table PINC-05 Work Experience in 2017--People 15 Years Old and Over by Total Money Earnings in 2017, Age, Race, Hispanic Origin, and Sex. Educational Attainment, People 25 years old and over, by total money earnings in 2017. Women’s and men’s median earnings are for full-time, year-round workers. Earnings are in 2017 dollars. NWLC calculations based on 2012-2016 American Community Survey Five-Year sample using IPUMS-USA available at <https://usa.ipums.org/usa/>. “What a woman makes for every dollar a white, non-Hispanic man makes” is the ratio of women’s and men’s median earnings for full-time, year-round workers. Earnings are in 2016 dollars. The “wage gap” is the additional money a woman would have to make for every dollar made by a white, non-Hispanic man in order to have equal annual earnings. Ranks based on unrounded data.



Latinas living in cities and suburban areas are paid less than half of what white, non-Hispanic men are paid.¹³

- Latinas who live in cities and suburban areas are paid more than 50 percent less than their white, non-Hispanic male counterparts, making 46 cents and 49 cents respectively for every dollar paid to white non-Hispanic men.
- Latinas living in rural areas make just over half (56 percent) of what white, non-Hispanic men living in rural areas make.
- Typically, people working in cities have higher incomes than those in rural areas, resulting in an income premium. The income premium for Latinas living in cities is \$5,000 compared to their Latina counterparts living in rural areas, who typically earn \$25,000. While white, non-Hispanic men living in cities receive a premium 4 times that (\$20,000), compared to their white, non-Hispanic counterparts living in rural areas, who typically earn \$45,000.

Latinas' Wage Equality by Metropolitan Status

	Latinas' Earnings	White, non-Hispanic Men's Earnings	What Latinas Are Paid for Every Dollar Paid to white, non-Hispanic Men	Wage Gap
Rural	\$25,000	\$45,000	\$0.56	\$0.44
City	\$30,000	\$65,000	\$0.46	\$0.54
Suburban Areas	\$31,400	\$64,000	\$0.49	\$0.51

NWLC calculations based on 2016 American Community Survey One-Year sample using IPUMS-USA available at <https://usa.ipums.org/usa/>. Figures are based on women's and men's median earnings for full-time, year-round workers. Figures are not adjusted for inflation. Earnings are in 2016 dollars. "Rural" refers to households located outside of a metro area. "City" refers to households located inside a metro area and in a central/principal city. "Suburban" refers to households located inside a metro area, but outside of a central/principal city.

Latinas experience a wage gap at every education level, and the wage gap is greatest for Latinas with a Bachelor's degree.¹⁴

- Among full-time, year-round workers, Latinas without a high school diploma typically make only 64 cents for every dollar white, non-Hispanic men without a high school diploma make.
- Latinas have to obtain a Bachelor's degree to get paid only slightly more than white, non-Hispanic men with only a high school diploma (\$46,932 and \$45,458, respectively).
- Latinas with an Associate's degree make only slightly more (\$36,871) than what white, non-Hispanic men without a high school diploma are typically paid (\$35,096).
- Latinas with a Bachelor's degree or higher are typically paid almost \$30,000 less than their white, non-Hispanic male peers.

Latinas' Wage Equality by Educational Attainment

Educational Attainment	Latinas' Earnings	White, non-Hispanic Men's Earnings	What a Latina Makes for Every Dollar a White, non-Hispanic Man Makes	Wage Gap
No high school diploma	\$22,405	\$35,096	\$0.64	\$0.36
High school diploma	\$29,176	\$45,458	\$0.64	\$0.36
Some college, no degree	\$32,857	\$51,845	\$0.63	\$0.37
Associate's degree	\$36,871	\$56,007	\$0.66	\$0.34
Bachelor's degree or more	\$52,207	\$81,985	\$0.64	\$0.36
Bachelor's degree	\$46,932	\$75,282	\$0.62	\$0.38
Master's degree	\$65,167	\$91,901	\$0.71	\$0.29

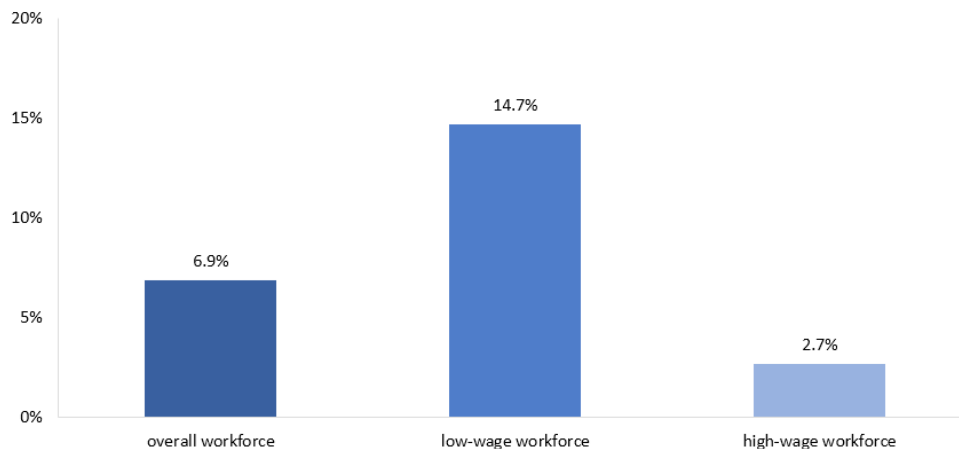
NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2018 Annual Social and Economic Supplement, Table PINC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2017. "What a Latina makes for every dollar a white, non-Hispanic man makes" is the ratio of female and male median earnings for full-time, year-round workers. Earnings are in 2017 dollars. The "wage gap" is the additional money a woman would have to make for every dollar made by a white, non-Hispanic man in order to have equal annual earnings.



Latinas are overrepresented in low-wage jobs and underrepresented in high-wage jobs, but this alone does not explain why they are typically paid less than their white, non-Hispanic male peers.¹⁵

- Latinas are overrepresented in the low-wage workforce—jobs that typically pay less than \$11.50 per hour, or \$23,920 or less annually. Their share of the low-wage workforce is more than twice than their share of overall workforce—14.7 percent and 6.9 percent, respectively.
- Among workers in low-wage jobs, Latinas typically make 67 cents for every dollar paid to white, non-Hispanic men. Latinas who work full time, year round in these occupations are typically paid \$19,990 annually, compared to \$30,000 typically paid to white, non-Hispanic men in the same occupations. This translates to a typical loss of \$10,010 each year to the wage gap—enough to pay for about ten months' worth of rent or about a year and a half of childcare costs.¹⁶
- Latinas' share of high-wage jobs—those jobs paying \$48 or more per hour, or at least \$100,000 annually—is staggeringly low, at 2.7 percent.
- Among workers in high-wage occupations—such as lawyers, engineers, and physicians or surgeons—Latinas are typically paid just 59 cents for every dollar paid to white, non-Hispanic men in the same occupations. Latinas who work full time, year round in these occupations are typically paid \$61,823 compared to the \$104,536 typically paid to white, non-Hispanic men in these same jobs. This amounts to a typical annual loss of \$42,713 each year, or more than \$1.7 million dollars over a 40-year career.¹⁷

Latina's Share of the Low-Wage and High-Wage Workforces



NWLC calculations based on 2012-2016 American Community Survey Five-Year sample using IPUMS-USA available at <https://usa.ipums.org/usa/>. Figures are for employed workers in 2016. The low-wage workforce and high-wage workforce is defined here as occupations with median wages of \$11.50 or less per hour, or median wage of \$48.00 or more per hour, based on BLS, Occupational Employment Statistics.

Six of the ten occupations that Latinas are concentrated in pay a low wage, and Latinas are paid less than white, non-Hispanic men in every one of these occupations.¹⁸

- While Latinas are employed in nearly every occupation, just under half (46 percent) are concentrated in the ten occupational categories in the table below.
- Latinas working as janitors, building cleaners, maids, housekeepers and supervisors of retail sales workers are paid less than two thirds of what white, non-Hispanic men in these occupations are paid. Latinas working as cashiers and retail salespeople fare even worse—making just over half (52 percent) of what white, non-Hispanic men in these occupations make.
- The single most common occupation for Latinas is that of janitors, building cleaners, maids, or housekeepers; they make up 22.8 percent of people employed in those jobs.
- Even in supervisory roles (supervisors of retail sales workers) Latinas are paid only slightly more than a low wage (\$11.50 per hour), whereas white, non-Hispanic men in the same occupation make twice that.



Common Occupations for Latinas

Rank	Occupation	Percent of Latinas 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	Janitors, building cleaners, maids, and housekeepers	9.0%	22.8%	\$9.62	\$15.77	\$0.61
2	Cashiers and retail salespeople	8.0%	11.9%	\$9.74	\$18.60	\$0.52
3	Secretaries, administrative assistants, office clerks, receptionists, and information clerks	7.1%	12.6%	\$14.62	\$19.23	\$0.76
4	Nursing, psychiatric, home health, and personal care aides	4.8%	14.3%	\$10.90	\$13.07	\$0.83
5	Childcare workers and teacher assistants	3.9%	17.6%	\$9.62	\$12.56	\$0.77
6	Pre-K, K-12, and special education teachers	3.6%	7.3%	\$21.63	\$25.83	\$0.84
7	Customer service representatives	2.8%	11.0%	\$14.07	\$19.23	\$0.73
8	Cooks	2.7%	11.9%	\$8.65	\$10.05	\$0.86
9	Waiters and waitresses	2.6%	12.0%	\$9.11	\$9.62	\$0.95
10	Supervisors of retail sales workers	1.8%	6.0%	\$14.86	\$22.91	\$0.65

NWLC calculations based on 2012-2016 American Community Survey Five-Year sample using IPUMS-USA available at <https://usa.ipums.org/usa/>. Median hourly wages are for full-time, year-round workers. Hourly wages are derived by dividing median annual earnings by 2,080 hours, which assumes a 40-hour work week for 52 weeks.

The wage gap persists for Latinas of all ages - and is widest for working women nearing retirement.¹⁹

- Among full-time, year-round workers ages 15 to 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 age 25 to 44, Latinas typically make 58 cents for every dollar their white, non-Hispanic male peers make, and among those age 45 to 64 Latinas are paid just over half (52 percent) of what their white, non-Hispanic male peers are paid.
- 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 to the wage gap.

- 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 \$1,135,440. This means, assuming both began their careers at age 20, a Latina would typically need to work until she is 95 years to make what a white, non-Hispanic man would typically make by age 60.²⁰
- In some states, the situation is even worse. In the ten worst states for Latinas' lifetime losses, Latinas lose more than \$1.1 million over a 40-year career. In the District of Columbia, Latinas lose more than \$1.8 million over a 40-year career.²¹



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

Rank	State	Latinas' Earnings	White, non-Hispanic Men's Earnings	Lifetime Losses Due to Wage Gap	Age at Which a Latinas Career Earnings Catch Up to White, non-Hispanic Men's Career Earnings at Age 60
	<i>United States</i>	<i>\$32,002</i>	<i>\$60,388</i>	<i>\$1,135,440</i>	<i>95</i>
10	Virginia	\$31,361	\$60,758	\$1,175,880	97
9	Illinois	\$29,000	\$60,758	\$1,270,320	104
8	Washington	\$28,851	\$60,758	\$1,276,280	104
7	Massachusetts	\$33,900	\$66,975	\$1,323,000	99
6	Texas	\$26,734	\$60,828	\$1,363,760	111
5	Maryland	\$32,708	\$70,000	\$1,491,680	106
4	Connecticut	\$32,442	\$70,885	\$1,537,720	107
3	California	\$30,379	\$70,966	\$1,623,480	113
2	New Jersey	\$31,361	\$74,007	\$1,705,840	114
1	District of Columbia	\$47,649	\$93,000	\$1,814,040	98

NWLC calculations for the national wage gap for Latinas is based on U.S. Census Bureau, Current Population Survey, 2018 Annual Social and Economic Supplement, Table PINC-05 Work Experience in 2017--People 15 Years Old and Over by Total Money Earnings in 2017, Age, Race, Hispanic Origin, and Sex. Educational Attainment, People 25 years old and over, by total money earnings in 2017. Women's and men's median earnings are for full-time, year-round workers. Earnings are in 2017 dollars. NWLC calculations based on 2012-2016 American Community Survey Five-Year sample using IPUMS-USA available at <https://usa.ipums.org/usa/>. Figures are based on women's and men's median earnings for full-time, year-round workers. "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. Ranks based on unrounded data. Earnings are in 2016 dollars.

Latina mothers typically lose more to the wage gap annually than they make in a year and would have to work past age 100 to catch up to their white, non-Hispanic male counterparts make by age 60.²²

- Latinas who work are more likely to be moms (41.2 percent) than women overall (33.4 percent).
- In 2016, Latina mothers who worked full time, year round made just 46 cents for every dollar paid to white, non-Hispanic fathers who worked full time year round (\$30,000 annually versus \$65,000 annually).
- The wage gap accumulates to an annual loss of \$35,000, which is more than Latina mothers are typically paid in an entire year.
- Over their lifetimes, Latina mothers stand to lose \$1.4 million compared to white, non-Hispanic fathers, and would have to work until age 107 to catch up to their white, non-Hispanic male counterparts make by age 60.

Union membership is especially important for closing the wage gap for Latinas.²³

- Among full-time workers who are union members, the wage gap between Latinas and white men is 24 percent smaller, at 29 cents, than the 38 cent wage gap between non-union Latinas and white male workers.
- Latinas who belong to unions typically make about \$810 per week compared to the \$583 per week typically made by non-union Latinas—that is, 39 percent more.
- Despite higher incomes among union members, Latinas are the least likely racial or ethnic group of women to be union members. In 2017, just 9.1 percent of employed Latinas were members of unions, compared to 9.7 percent of white and Asian women and 11.7 percent of Black women.



Foreign-born Latinas face an even larger wage gap than Latinas overall.²⁴

- Latinas who are foreign born are paid just 43 cents for every dollar made by foreign-born white, non-Hispanic men, which is a whopping \$37,000 more per year than foreign-born Latinas.
- Native-born white, non-Hispanic men typically make \$25,000 more each year than native-born Latinas.
- The largest wage gap is between noncitizen Latinas and noncitizen white, non-Hispanic men: noncitizen Latinas make 42 cents for every dollar paid to noncitizen white, non-Hispanic men
- Latinas who are naturalized citizens are typically paid half (\$35,000) of what naturalized white, non-Hispanic men are typically paid (\$70,000), which leads to an annual loss that is equal to naturalized Latinas' typical annual income.

Latinas' Wage Gap by Immigration Status

Immigration Status	Latinas' Earnings	White, non-Hispanic Men's Earnings	What Latinas Make for Every Dollar a White, non-Hispanic Man Makes	Wage Gap
Native Born	\$35,000	\$60,000	\$0.58	\$0.42
Foreign Born	\$28,000	\$65,000	\$0.43	\$0.57
Naturalized Citizen	\$35,000	\$70,000	\$0.50	\$0.50
Noncitizen	\$25,000	\$60,000	\$0.42	\$0.58

Figures are based on women's and men's median earnings for full-time, year-round workers. Figures are not adjusted for inflation. Earnings are in 2017 dollars. Wage gaps calculated by NWLC are based on 2018 Current Population Survey, Table Creator <https://www.census.gov/cps/data/cpstablecreator.html>.

- Data for Latinas 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 people of any race who identified themselves to be female and of Hispanic, Latino, or Spanish origin.
- The wage gap for Latinas increased in 2017. In 2017, the median earnings of Latinas working full time year round were \$32,002 and for white, non-Hispanic men it was \$60,388. The ratio of these earnings is 52.99. When rounded to a whole number, this ratio was 53 cents. In 2016, the median earnings of Latinas working full time year round were \$ 31,522 and for white, non-Hispanic men it was \$57,925. The ratio of these earnings was 54.42. When rounded to a whole number, this ratio was 54 cents. So in 2017 the wage gap for Latinas increased by one cent - up to 0.47 cents in 2017 from 0.46 cents in 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, Black women make only 61 cents for every dollar made by white, non-Hispanic men, Asian women, 85 cents, white, non-Hispanic women, 77 cents, and Native women, 58 cents. 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.
- National Women's Law Center (NWLC) calculations based on U.S. CENSUS BUREAU, CURRENT POPULATION SURVEY, 2018 ANNUAL SOCIAL AND ECONOMIC SUPPLEMENT [hereinafter CPS, 2018 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. 9, 2018).
- Id.* In 2017, the median earnings of women working full time, year round was \$41,977 and for men it was \$52,146. The ratio of these earnings was 80.50 cents. When rounded to a whole number, this ratio was 80 cents. In 2016, the median earnings of women working full time, year round was \$41,554 and for men it was \$51,640. The ratio of these earnings was 80.47 cents. When rounded to a whole number, this ratio was also 80 cents. For this reason, the rounded wage gap ratio remained at 80 cents in 2017.
- The U.S. Census Bureau, American Community Survey collects data from respondents about their Hispanic, Spanish, or Latino origin. Origin is defined by the CENSUS BUREAU as ancestry, lineage, heritage, nationality group, or country of birth. "Central American" includes those who identified as Costa Rican, Guatemalan, Honduran, Nicaraguan, Panamanian, and Salvadoran. "South American" includes those who identified as Argentinean, Bolivian, Chilean, Colombian, Ecuadorian, Paraguayan, Peruvian, Uruguayan, and Venezuelan.
- NWLC calculations based on American Community Survey 2016 One-Year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 8.0 [dataset]. Minneapolis, MN: IPUMS, 2018. <https://doi.org/10.18128/D010.V8.0>.
- 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/> (last visited Oct.17, 2018). Median earnings are in 2017 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 2002-2017, "white, not Hispanic" from 1987-2001.



Hispanic people may be of any racial group.

9. In 1987 Latinas were paid a median annual income of \$30,066 and white, non-Hispanic men were paid \$56,249. In 2017 Latinas were paid a median annual income of \$32,002 and white, non-Hispanic men were paid \$30,388. Figures in 2017 dollars.
10. NWLC calculations based on American Community Survey 2012-2016 Five-Year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 8.0 [dataset]. Minneapolis, MN: IPUMS, 2018. <https://doi.org/10.18128/D010.V8.0>.
11. The nineteen states include New Jersey, California, Connecticut, Maryland, Texas, Massachusetts, Washington, Illinois, Virginia, Utah, Rhode Island, Alabama, Colorado, New York, Georgia, Minnesota, Louisiana, North Carolina, and Oregon.
12. The annual income for Latinas in Alabama is \$22,278, in North Carolina Latinas make \$24,043 annually, and in Georgia Latinas are paid \$24,729 every year – in all of these states Latinas lose more to the wage gap than they are paid in a year.
13. NWLC calculations based on American Community Survey 2016 One-Year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 8.0 [dataset]. Minneapolis, MN: IPUMS, 2018. <https://doi.org/10.18128/D010.V8.0>. The U.S. Census Bureau, American Community Survey collects data from respondents about the location of their household. “Rural” refers to those whose households were located outside of a metro area. “City” refers to those whose households were located inside a metro area and in a central/principal city. “Suburban” refers to those whose households were located inside a metro but outside a central/principal city.
14. CPS, 2018 ASEC, *supra* note 3, Table PINC-03: Educational Attainment, People 25 years old and over, by total money earnings in 2017, available at <http://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-03.html> (last visited Oct. 12, 2017). Figures are for full-time, year-round workers.
15. NWLC calculations based on American Community Survey 2012-2016 Five-Year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 8.0 [dataset]. Minneapolis, MN: IPUMS, 2018. <https://doi.org/10.18128/D010.V8.0>. Figures are for employed workers. The low-wage workforce is comprised of workers in occupations that typically pay less than \$11.50 per hour or 23,920 or less, and the high wage workforce is comprised of workers in occupations that typically pay \$48 or more per hour – the equivalent of at least \$100,000 per year.
16. *Id.* Median gross rent for U.S. is \$1,012 per month and comes from U. S. Census Bureau, 2017 American Community Survey (ACS) Table B25064, One-Year sample. Gross rent is the contract rent plus the estimated average monthly cost of utilities (electricity, gas, and water and sewer) and fuels (oil, coal, kerosene, wood, etc.) if these are paid by the renter (or paid for the renter by someone else). Average costs for child care in a center in Tennessee for a four-year-old (\$7,290 annually in 2016 or \$607.50 per month). Tennessee’s cost for this type of child care falls at the median of all state averages (including the District of Columbia). Estimates come from Child Care Aware of America, Parents and the High Cost of Child Care: 2017 Report, (2017), Appendix VII, available at http://usa.childcareaware.org/wp-content/uploads/2018/01/2017_CCA_High_Cost_Appendices_FINAL_180112_small.pdf.
17. *Id.* Figure assumes a wage gap of \$42,713—the gap in median earnings between full-time, year-round working Latinas (\$61,823) and white, non-Hispanic men (\$104,536) in high wage occupations in 2016—each year for 40 years. Figures are not adjusted for inflation.
18. NWLC calculations based on American Community Survey 2012-2016 Five-Year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 8.0 [dataset]. Minneapolis, MN: IPUMS, 2018. <https://doi.org/10.18128/D010.V8.0>.
19. NWLC calculations based on CPS, 2017 ASEC, *supra* note 3, Table PINC-05.
20. NWLC calculations for the national wage gap for Latinas is based on U.S. CPS, 2018 ASEC, Table PINC-05 Work Experience in 2017--People 15 Years Old and Over by Total Money Earnings in 2017, Age, Race, Hispanic Origin, and Sex. Educational Attainment, People 25 years old and over, by total money earnings in 2017. Women’s and men’s median earnings are for full-time, year-round workers. Earnings are in 2017 dollars. Figure assumes a wage gap of \$28,386—the gap in median earnings between full-time, year-round working Latinas (\$32,002) and white, non-Hispanic men (\$60,388) in 2017—each year for 40 years. Figures are not adjusted for inflation.
21. *Id.*
22. NWLC calculations based on American Community Survey 2016 One-Year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 8.0 [dataset]. Minneapolis, MN: IPUMS, 2018. <https://doi.org/10.18128/D010.V8.0>. Figures are for full-time, year-round workers. Mothers and fathers have at least one related child under 18 at home.
23. NWLC calculations based on Bureau of Labor Statistics (BLS), Union Members 2017, Table 1: Union Affiliation of Employed Wage and Salary Workers by Selected Characteristics, 2016-2017 Annual Averages 2016-2017 and, Table 2: Median Weekly Earnings of Full-Time Wage and Salary Workers by Union Affiliation and Selected Characteristics, 2016-2017 Annual Averages, 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.
24. NWLC calculations based on CPS, 2017 ASEC, *supra* note 3, using Table Creator. Figures are for full-time, year-round workers.
25. *Id.* Figure assumes a wage gap of \$35,000—the gap in median earnings between full-time, year-round working Latinas who are non citizens (\$35,000) and white, non-Hispanic men who are non citizens (\$70,000) in 2017—each year for 40 years. Figures are not adjusted for inflation.

