



**NATIONAL  
WOMEN'S  
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# Equal Pay for Latinas

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Latinas<sup>1</sup> who work full time, year round in the United States are typically paid just 54 cents<sup>2</sup> for every dollar typically paid to white, non-Hispanic men.<sup>3</sup> This gap, which amounts to an annual loss of \$28,036, means that to make as much as white, non-Hispanic men typically do in one 12-month calendar year, Latinas have to work almost 23 months—until nearly the end of November in the following calendar year.<sup>4</sup> 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 82 cents for every dollar paid to their male counterparts.<sup>5</sup> If we don't act to close this wage gap, Latinas starting their careers today stand to lose more than \$1.1 million to the wage gap over a 40-year career. In fact, the wage gap between Latinas and white, non-Hispanic men has closed by only 4 cents in the past 40 years.

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

**Some Latinas<sup>6</sup> experience substantially wider wage gaps than the wage gap for Latinas overall.<sup>7</sup>**

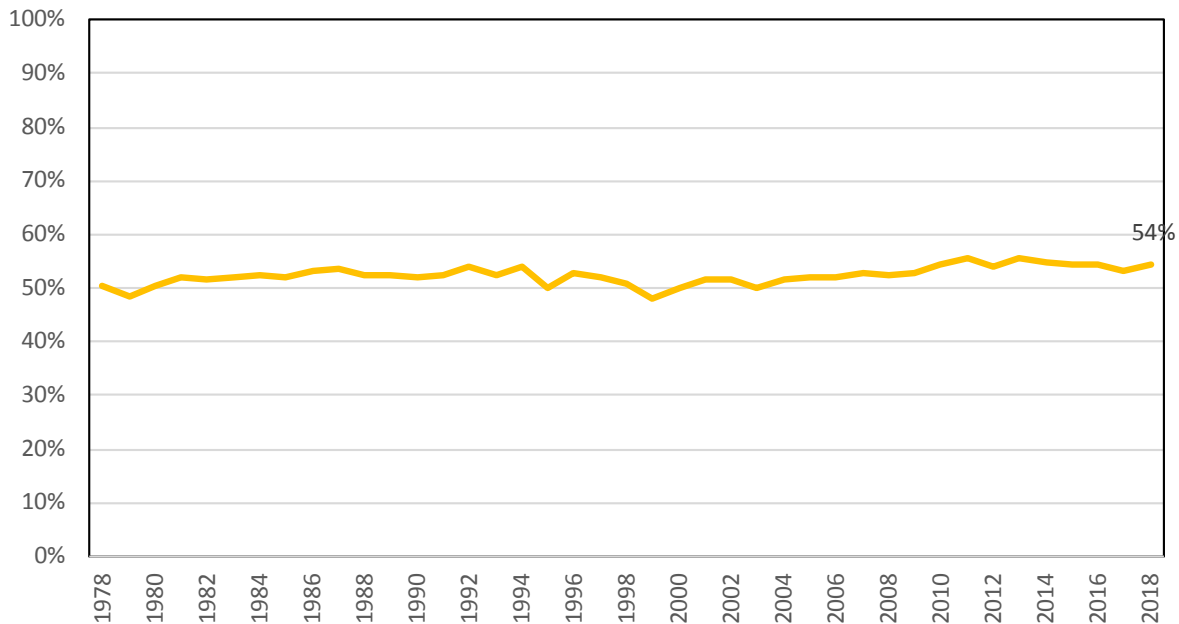
- Honduran women experience the steepest wage gap among Latinas living in the U.S., typically making less than half – 42.1 percent – of what white, non-Hispanic men typically make. Guatemalan women and Salvadoran women also typically make less than half – 43.1 percent and 46.6 percent, respectively – of what white, non-Hispanic men typically make.
- Spaniard women in the U.S. fare the best compared to white, non-Hispanic men, typically making 81.0 cents for every dollar typically paid to white, non-Hispanic men.
- With the exception of Costa Rican women, Latinas of every origin are also typically paid less than their Latino counterparts in the U.S., although the disparity in pay is usually less than that between Latinas and white, non-Hispanic men.

## LATINAS' WAGE EQUALITY BY SUBGROUP

	Latinas' Earnings	Latinas' Earnings/White, non-Hispanic Men's Earnings	Latinas' Earnings/ Latinas Earnings (within subgroup)
Argentinian	\$42,400	73.1%	73.1%
Bolivian	\$36,000	62.1%	83.5%
Chilean	\$40,000	69.0%	80.0%
Colombian	\$36,000	62.1%	81.8%
Costa Rican	\$40,000	69.0%	100.0%
Cuban	\$32,000	55.2%	82.1%
Dominican	\$30,000	51.7%	85.7%
Ecuadorian	\$32,000	55.2%	82.1%
Guatemalan	\$25,000	43.1%	83.3%
Honduran	\$24,400	42.1%	81.3%
Mexican	\$30,000	51.7%	85.7%
Nicaraguan	\$32,000	55.2%	80.0%
Panamanian	\$42,000	72.4%	93.3%
Paraguayan	\$35,000	60.3%	67.3%
Peruvian	\$38,000	65.5%	86.4%
Puerto Rican	\$35,900	61.9%	85.5%
Salvadoran	\$27,000	46.6%	77.6%
Spaniard	\$47,000	81.0%	85.5%
Uruguayan	\$36,000	62.1%	72.0%
Venezuelan	\$35,000	60.3%	76.1%

NWLC calculations based on 2017 American Community Survey 1-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. Using the 2017 ACS, the median income for white, non-Hispanic men in 2017 was \$57,700. Earnings are in 2017 dollars. Respondents self-identified their specific Hispanic, Latino, or Spanish origin.

### Latinas' Earnings Compared to White, non-Hispanic Mens' Earnings (1978-2018)



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. 29, 2019). Median earnings are in 2018 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 2002-2018, "white not Hispanic" from 1987-2001 and "white" from 1978-1986.

## The wage gap between Latinas and white, non-Hispanic men has only closed 4 cents in the past 4 decades.<sup>8</sup>

- In 1978 Latinas were typically paid 50 percent of what white, non-Hispanic men were typically paid; in 2018 Latinas were typically paid 54 percent.<sup>9</sup> This means the gap has closed at a rate of about 1 cent per decade.
- The wage gap between Latinas and white, non-Hispanic men was the smallest in 2013, and even then Latinas were typically paid only 56 percent of what white, non-Hispanic men were typically paid.

## In ten states Latinas are typically paid less than half of what their white, non-Hispanic male counterparts are typically paid.<sup>10</sup>

- While Latinas nationally are typically paid just 54 cents for every dollar paid to white, non-Hispanic men, they can face even steeper wage gaps depending on where they live. In California and New Jersey – the worst states for Latinas’ wage equality – Latinas are typically paid just 42 cents for every dollar paid to their white, non-Hispanic male counterparts.
- Latinas in 25 states<sup>11</sup> and the District of Columbia typically lose over \$25,000 in wages every year due to the wage gap. In twelve of these states – Alabama, California, Connecticut, Georgia, Illinois, Maryland, New Jersey, North Carolina, Rhode Island, Texas, Utah, and Washington – Latinas typically 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
	<b>United States</b>	<b>\$33,540</b>	<b>\$61,576</b>	<b>\$0.54</b>	<b>\$0.46</b>
10	Georgia	\$26,294	\$53,348	\$0.49	\$0.51
9	Illinois	\$30,502	\$62,028	\$0.49	\$0.51
8	Alabama	\$25,040	\$51,283	\$0.49	\$0.51
7	Connecticut	\$34,861	\$72,356	\$0.48	\$0.52
6	Washington	\$30,042	\$62,566	\$0.48	\$0.52
5	Utah	\$26,955	\$56,726	\$0.48	\$0.52
4	Maryland	\$33,449	\$72,309	\$0.46	\$0.54
3	Texas	\$28,030	\$62,775	\$0.45	\$0.55
2	California	\$31,351	\$74,055	\$0.42	\$0.58
1	New Jersey	\$32,159	\$76,180	\$0.42	\$0.58

NWLC calculations for the national wage gap for Latinas are based on U.S. Census Bureau, Current Population Survey, 2019 Annual Social and Economic Supplement, Table PINC-05. Women’s and men’s median earnings are for full time, year round workers. Earnings are in 2018 dollars. NWLC calculations for state wage gaps are based on 2013-2017 American Community Survey 5-year sample using IPUMS-USA available at <https://usa.ipums.org/usa/>. “What a Latina makes for every dollar a white, non-Hispanic man makes” is the ratio of Latinas’ and men’s 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. Ranks based on unrounded data. Latinas in both surveys may be of any race and are those who self-identified as being of Hispanic, Latino, or Spanish origin. White, non-Hispanic men in both surveys refer to those who have self-identified as white but who indicated that they are not of Hispanic, Latino, or Spanish origin.

## Latinas living in cities and suburban areas are paid less than half of what white, non-Hispanic men are paid.<sup>12</sup>

- Latinas who live in cities and suburban areas are typically paid less than half of what their white, non-Hispanic male counterparts are typically paid, making 44 cents and 49 cents respectively for every dollar typically paid to white, non-Hispanic men.
- Latinas living in rural areas fare a little better – typically making 58 cents for every dollar paid to white, non-Hispanic men living in rural areas.
- People working in cities typically have higher incomes than those in rural areas, resulting in an income premium. The income premium for Latinas living in cities is \$4,000 compared to their Latina counterparts living in rural areas. However, the income premium for white, non-Hispanic men living in cities is close to six times that (\$23,000) compared to their white, non-Hispanic counterparts living in rural areas.

### 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	\$26,000	\$45,000	\$0.58	\$0.42
City	\$30,000	\$68,000	\$0.44	\$0.56
Suburban Areas	\$32,000	\$65,000	\$0.49	\$0.51

NWLC calculations based on 2017 American Community Survey 1-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. Earnings are in 2017 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.<sup>13</sup>

- Among full time, year round workers, Latinas without a high school diploma typically make only 59 cents for every dollar white, non-Hispanic men without a high school diploma typically make.
- Even when Latinas obtain an Associate's degree, they typically make less (\$39,897) than what white, non-Hispanic men without a high school diploma are typically paid (\$40,636).
- And when Latinas obtain a Bachelor's degree, they are still typically paid less than white, non-Hispanic men with only a high school diploma are typically paid (\$49,402 and \$50,272, respectively).
- Latinas have to earn a Master's degree before they are typically paid slightly more than white, non-Hispanic men who have only earned an Associate's degree are typically paid (\$60,244 versus \$60,172).

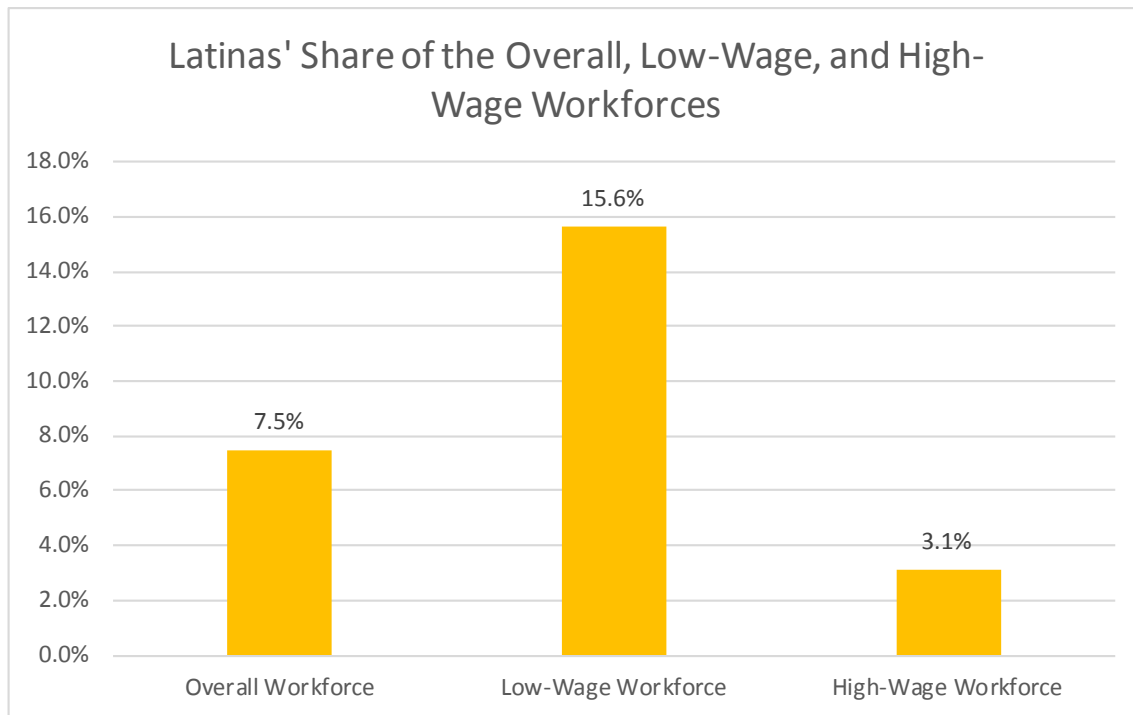
## LATINAS' WAGE EQUALITY BY EDUCATIONAL ATTAINMENT

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	\$24,009	\$40,636	\$0.59	\$0.41
High school diploma	\$29,919	\$50,272	\$0.60	\$0.40
Some college, no degree	\$38,113	\$55,964	\$0.68	\$0.32
Associate's degree	\$39,897	\$60,172	\$0.66	\$0.34
Bachelor's degree or more	\$52,007	\$89,338	\$0.58	\$0.42
Bachelor's degree	\$49,402	\$79,421	\$0.62	\$0.38
Master's degree	\$60,244	\$100,270	\$0.60	\$0.40

NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2019 Annual Social and Economic Supplement, Table PINC-03. Educational Attainment, People 25 years old and over, by total money earnings in 2018. "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 2018 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.<sup>14</sup>

- Latinas are overrepresented in the low-wage workforce (defined as those in the 40 lowest-paying jobs). Their share of the low-wage workforce is more than twice that of their share of overall workforce – 15.6 percent and 7.5 percent, respectively.
- But even in those low-wage jobs, there is a large wage gap. Among workers in low-wage jobs, Latinas typically make 70 cents for every dollar paid to white, non-Hispanic men. Latinas who work full time, year round in these occupations are typically paid \$21,000 annually, compared to \$30,000 typically paid to white, non-Hispanic men in the same occupations. This translates to a typical loss of \$9,000 each year to the wage gap – enough to pay for more than eight months' worth of rent or more than a year of childcare costs.<sup>15</sup>
- Latinas' share of high-wage jobs (defined as those in the 40 highest-paying jobs) is staggeringly low, at 3.1 percent.
- Among workers in high-wage occupations—such as lawyers, engineers, and physicians or surgeons—Latinas are typically paid just 60 cents for every dollar typically paid to white, non-Hispanic men in the same occupations. Latinas who work full time, year round in these occupations are typically paid \$63,000 compared to the \$105,000 typically paid to white, non-Hispanic men in these same jobs. This amounts to a typical annual loss of \$42,000 each year, or nearly \$1.7 million dollars over a 40-year career.<sup>16</sup>



NWLC calculations based on 2017 American Community Survey using IPUMS-USA available at <https://usa.ipums.org/usa>. Figures are for employed workers in 2017. The low-wage and high-wage workforces can be defined in a variety of ways. Here, low-wage workers are employed in one of 40 detailed occupations with the lowest median hourly wages, based on BLS, Occupational Employment Statistics. High-wage workers are employed in one of 40 detailed occupations with the highest median hourly wages.

**Six of the ten occupations in which Latinas are concentrated pay a low wage, and Latinas are paid less than white, non-Hispanic men in every one of these occupations.<sup>17</sup>**

- While Latinas are employed in nearly every occupation, more than two in five (44 percent) are concentrated in the ten occupational categories in the table below.
- The most common occupational category for Latinas is that of janitors, building cleaners, maids, or housekeepers. Latinas working in these occupations are typically paid just \$9.82 per hour – just 61 cents for every dollar white, non-Hispanic men working in these occupations are typically paid.
- Latinas working as cashiers and retail salespeople are typically paid just 52 cents for every dollar typically paid to white, non-Hispanic men in those same occupations.
- Six out of the ten most common occupations for Latinas – janitors, building cleaners, maids and housekeepers; cashiers and retail salespeople; nursing, psychiatric, home health, and personal care aides; cooks; waiters and waitresses; and child care workers – typically pay Latinas less than \$12 per hour. The only occupation on the list that typically pays white, non-Hispanic men less than \$12 per hour is that of cooks.

## COMMON OCCUPATIONS FOR LATINAS

	Occupation	Percent of Latinas Employed in Occupation	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	8.8%	\$9.82	\$16.20	\$0.61
2	Cashiers and retail salespeople	7.8%	\$9.94	\$19.22	\$0.52
3	Secretaries, administrative assistants, office clerks, receptionists, and information clerks	7.0%	\$14.93	\$19.64	\$0.76
4	Nursing, psychiatric, home health, and personal care aides	4.8%	\$11.13	\$13.15	\$0.85
5	Pre-K, K-12, and special education teachers	3.6%	\$22.10	\$26.44	\$0.84
6	Customer service representatives	2.8%	\$14.38	\$19.64	\$0.73
7	Cooks	2.6%	\$8.96	\$10.45	\$0.86
8	Waiters and waitresses	2.6%	\$9.61	\$12.43	\$0.77
9	Childcare workers	2.4%	\$9.55	\$12.02	\$0.79
10	Supervisors of retail salespeople	1.8%	\$15.18	\$23.78	\$0.64

NWLC calculations based on 2013-2017 American Community Survey 5-year sample using IPUMS-USA available at <https://usa.ipums.org/usa/>. Figures are in 2017 dollars. 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.<sup>18</sup>

- Among full time, year round workers ages 15 to 24, Latinas typically make 82 cents for every dollar white, non-Hispanic men make, but this figure drops drastically for older working women.
- Among workers age 25 to 44, Latinas typically make just 59 cents for every dollar typically paid to their white, non-Hispanic male peers. And among those age 45 to 64, Latinas are typically paid just half (50 percent) of what their white, non-Hispanic male peers are typically 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 their career, Latinas typically lose over \$1.1 million to the wage gap.<sup>19</sup>

- Annual losses due to the wage gap add up over time. Based on today's gap, over the course of a 40-year career, Latinas stand to lose \$1,121,440. This means, assuming both began their careers at age 20, a Latina would typically need to work until she is 93 years to make what a white, non-Hispanic man would typically make by age 60.

- In many states, the situation is even worse. In the ten worst states for Latinas' lifetime losses due to the wage gap, Latinas' losses over a 40-year career all exceed the national figure. In order to catch up to what a white, non-Hispanic man would typically make by age 60, Latinas in New Jersey and California would have to work until 115 and 114 respectively.
- In the District of Columbia, Latinas stand to lose nearly \$2 million to the wage gap over a 40-year career.<sup>20</sup>

### 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
	<b>United States</b>	<b>\$33,540</b>	<b>\$61,576</b>	<b>\$1,121,440</b>	<b>93</b>
10	Rhode Island	\$29,813	\$59,722	\$1,196,360	100
9	Illinois	\$30,502	\$62,028	\$1,261,040	101
8	Washington	\$30,042	\$62,566	\$1,300,960	103
7	Massachusetts	\$35,727	\$69,952	\$1,369,000	98
6	Texas	\$28,030	\$62,775	\$1,389,800	110
5	Connecticut	\$34,861	\$72,356	\$1,499,800	103
4	Maryland	\$33,449	\$72,309	\$1,554,400	106
3	California	\$31,351	\$74,055	\$1,708,160	114
2	New Jersey	\$32,159	\$76,180	\$1,760,840	115
1	District of Columbia	\$48,858	\$97,683	\$1,953,000	100

NWLC calculations for the national wage gap for Latinas are based on U.S. Census Bureau, Current Population Survey, 2019 Annual Social and Economic Supplement, Table PINC-05 Work Experience in 2018. Women's and men's median earnings are for full time, year round workers. Earnings are in 2018 dollars. NWLC calculations for state wage gaps are based on 2013-2017 American Community Survey 5-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 2017 dollars. Latinas in both surveys are of any race and are those who self-identified as being of Hispanic, Latino, or Spanish origin. White, non-Hispanic men in both surveys refer to those who have self-identified as white but who indicated that they are not of Hispanic, Latino, or Spanish origin

### Latina mothers typically lose more to the wage gap annually than they make in a year.<sup>21</sup>

- Latinas who work are more likely to be moms (40 percent) than women overall (33 percent).
- In 2017, 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 \$5,000 more than Latina mothers are typically paid in an entire year.

### Foreign-born Latinas face an even larger wage gap than Latinas overall.<sup>22</sup>

- Latinas who are foreign born are typically paid just 42 cents for every dollar typically paid to foreign-born white, non-Hispanic men, adding up to a whopping \$38,000 more per year typically paid to foreign-born white, non-Hispanic men than to foreign-born Latinas.
- Native-born white, non-Hispanic men typically make \$22,000 more each year than native-born Latinas.



- The largest wage gap is between non-citizen Latinas and non-citizen white, non-Hispanic men: noncitizen Latinas typically make just 38 cents for every dollar typically paid to non-citizen white, non-Hispanic men.
- Latinas who are naturalized citizens are typically paid a little more than half (\$32,000) of what naturalized white, non-Hispanic men are typically paid (\$62,500).

### 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	\$38,000	\$60,000	\$0.63	\$0.37
Foreign Born	\$27,000	\$65,000	\$0.42	\$0.58
Naturalized Citizen	\$32,000	\$62,500	\$0.51	\$0.49
Non-citizen	\$25,000	\$66,000	\$0.38	\$0.62

NWLC calculations based on U.S. Census Bureau, Current Population Survey, 2019 Annual Social and Economic Supplement using IPUMS. "What Latinas 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 2018 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. Figures are based on women's and men's median earnings for full time, year round workers.

### Union membership is especially important for closing the wage gap for Latinas.<sup>23</sup>

- Among full time workers who are union members, the wage gap between Latinas and white men is 28 percent smaller, at 28 cents, than the 39 cent wage gap between non-union Latinas and their white male peers.
- Latinas who belong to unions typically make about \$836 per week compared to the \$601 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 2018, just 8.6 percent of employed Latinas were members of unions, compared to 8.9 percent of Asian women, 9.6 percent of white women, and 11.9 percent of Black women.

- 1 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, respondents self-identify their sex as either male or female. Latinas are women of any race who self-identified that they are of Hispanic, Latino, or Spanish origin. White, non-Hispanic men self-identified their race as white and indicated that they are not of Hispanic, Latino, or Spanish origin.
- 2 In 2018, the median earnings of Latinas working full time, year round were \$33,540 and for white, non-Hispanic men it was \$61,576.
- 3 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 were also substantial. Among full time, year round workers in 2018, Black women made only 62 cents for every dollar made by white, non-Hispanic men, Asian women, 90 cents, white, non-Hispanic women, 79 cents, Native women, 57 cents, and Native Hawaiian and other Pacific Islander women, 61 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.
- 4 National Women’s Law Center (NWLC) calculations based on U.S. Census Bureau, Current Population Survey, 2019 Annual Social and Economic Supplement [hereinafter CPS, 2019 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. 29, 2019).
- 5 *Id.* In 2018, the median earnings of women working full time, year round was \$45,097 and for men it was \$55,291. The ratio of these earnings was 82 cents.
- 6 The U.S. Census Bureau, American Community Survey collects data from respondents about their specific Hispanic, Spanish, or Latino origin. See question 5 in the 2017 ACS survey: <https://www2.census.gov/programs-surveys/acs/methodology/questionnaires/2017/quest17.pdf>.
- 7 NWLC calculations based on American Community Survey 2017 1-year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2019, available at <https://usa.ipums.org/usa/>.
- 8 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. 29, 2019). Median earnings are in 2018 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 2002-2018, “white not Hispanic” from 1987-2001, and “white” from 1974-1986.
- 9 In 1974 Latinas were paid a median annual income of \$27,286 and white men were paid \$55,806. In 2018 Latinas were paid a median annual income of \$33,540 and white, non-Hispanic men were paid \$61,576. All figures are in 2018 dollars.
- 10 NWLC calculations based on American Community Survey 2013-2017 5-year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2019, available at <https://usa.ipums.org/usa/>.
- 11 The 25 states include: Alabama, Alaska, Arizona, California, Colorado, Connecticut, Georgia, Illinois, Louisiana, Maryland, Massachusetts, Minnesota, Nevada, New Jersey, New York, New Mexico, North Carolina, North Dakota, Oklahoma, Oregon, Rhode Island, Texas, Utah, Virginia, and Washington.
- 12 NWLC calculations based on American Community Survey 2017 1-year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2019, available at <https://usa.ipums.org/usa/>. 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.
- 13 CPS, 2019 ASEC, *supra* note 4, 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. 29, 2019). Figures are for full time, year round workers.
- 14 NWLC calculations based on American Community Survey 2017 1-year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2019, available at <https://usa.ipums.org/usa/>. Figures are for employed workers. The low-wage and high-wage workforces can be defined in a variety of ways. Here, the low-wage workforce is defined as the 40 detailed occupations that have the lowest median hourly wages based on U.S. Department of Labor, Bureau of Labor Statistics, May 2018 National Occupational Employment and Wage Estimates, [https://www.bls.gov/oes/current/oes\\_nat.htm](https://www.bls.gov/oes/current/oes_nat.htm). All 40 low-wage jobs have median hourly wages of \$11.82 or less. The high-wage workforce is defined as the 40 detailed occupations that have the highest median hourly wages. All high-wage jobs have median hourly wages of \$51.46 or more.
- 15 *Id.* Median gross rent for U.S. is \$1,058 per month and comes from U. S. Census Bureau, 2018 American Community Survey (ACS) 1-year sample, Table B25031. 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 Michigan for a four-year-old (\$8,678 annually in 2017 or \$723.17 per month). Michigan’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: 2018 Report, (2018), Appendix I, available at <https://usa.childcareaware.org/wp-content/uploads/2018/10/appendices18.pdf?hsCtaTracking=189a8ba7-22d8-476b-aa2e-120483a43702%7Ce7f035de-f88f-4732-8204-a30353610929>.
- 16 *Id.* Figure assumes a wage gap of \$42,000—the gap in median earnings between full time, year round working Latinas (\$63,000) and white, non-Hispanic men (\$105,000) in high wage occupations in 2017—each year for 40 years. Figures are not adjusted for inflation.
- 17 NWLC calculations based on American Community Survey 2013-2017 5-year sample Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2019, available at <https://usa.ipums.org/usa/>.
- 18 NWLC calculations based on CPS, 2019 ASEC, *supra* note 4, Table PINC-05.
- 19 NWLC calculations for the national wage gap for Latinas is based on U.S. CPS, 2019 ASEC, *supra* note 4, Table PINC-05. Women’s and men’s median earnings are for full time, year round workers. Earnings are in 2018 dollars. Figure assumes a wage gap of \$28,036—the gap in median earnings between full time, year round working Latinas (\$33,540) and white, non-Hispanic men (\$61,576) in 2018—each year for 40 years. Figures are not adjusted for inflation.
- 20 *Id.*
- 21 NWLC calculations based on American Community Survey 2017 1-year sample using Steven Ruggles, Sarah Flood, Ronald Goeken, Josiah Grover, Erin Meyer, Jose Pacas, and Matthew Sobek. IPUMS USA: Version 9.0 [dataset]. Minneapolis, MN: IPUMS, 2019, 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.
- 22 NWLC calculations based on CPS, 2017 ASEC, *supra* note 4, using Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, and J. Robert Warren. IPUMS Current Population Survey: Version 6.0 [dataset]. Minneapolis, MD: IPUMS, 2019, available at <https://cps.ipums.org/cps/>.
- 23 NWLC calculations based on Bureau of Labor Statistics (BLS), Union Members 2018, Table 1: Union Affiliation of Employed Wage and Salary Workers by Selected Characteristics, 2017-2018 Annual Averages and, Table 2: Median Weekly Earnings of Full-Time Wage and Salary Workers by Union Affiliation and Selected Characteristics, 2017-2018 Annual Averages, available at <http://www.bls.gov/news.release/union2.nr0.htm>. 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.