

# Latinas Won't Reach Pay Equity with White Men Until 2198

## RESEARCH HIGHLIGHTS

- In 2023, the wage gap facing Latina<sup>1</sup> women compared to White<sup>2</sup> men worsened, with Latina women earning 51.3 percent of what White men earned in one year—a wage gap of 48.7 percent, compared to 48.0 percent in 2022. Among full-time year-round workers, Latina women earned only 57.8 percent of what White men earned.
- **Latina women workers earned less in every state and the District of Columbia and fared worst in New Jersey and California.** Among all earners in 2022, including both full-time and part-time, Latina women were paid only 40.3 percent of what White men were paid in New Jersey, 40.5 percent in California, and 40.6 percent in Connecticut. Among full-time year-round workers in California, Latina women were paid only 43.7 percent of what White men earned.
- Among all workers, **Latina women fared best in Vermont in terms of their relative earnings, making 77.3 cents per dollar compared to White men.** For full-time year-round workers, Latina women in Maine earned the most at 78.4 cents per dollar.
- Based on current rates of convergence in earnings, it will take until **2198 for Latina women workers with any earnings to reach pay parity with White men** and until 2338 for Latina women working full-time year-round to reach pay equity with White men.
- There are a variety of factors that contribute to Latina women's lower earnings, including **immigration status, lower levels of education, overrepresentation in low-paying jobs, and discrimination.**
- Addressing the wage gap faced by Latina women must include making education accessible and affordable, supporting pathways to immigration legalization and visas, mitigating hiring and workplace discrimination, supporting mobility into better-paying jobs, and providing supports for families to balance caregiving and work.



This fact sheet analyzes the relative earnings of Hispanic or Latina women compared to White non-Hispanic men using two different measures: 1) median annual earnings for both groups inclusive of part-time and full-time work hours and part-year and full-year work history and 2) median annual earnings for both groups for only full-time year-round workers. National data are based on the 2023 Current Population Survey Annual Social Economic Supplement (CPS ASEC); state-level analysis is based on the most recently available annual earnings data from the American Community Survey (ACS) 2018–2022.

## Introduction

The recovery from the COVID-19 pandemic's economic crisis resulted in a tight labor market in which many workers gained through switching jobs and finding higher earnings. However, Latina women workers were hit hardest and are still facing lower labor force participation than before the pandemic, and data in this fact sheet find that their earnings gaps compared to White men's are persistently wide.

Just before the pandemic, in February 2020, Latina women's labor force participation reached its historic high at 62.2 percent.<sup>3</sup> Two months later, in April 2020, it had fallen to 56.4 percent. By the fall of 2023, it had nearly recovered to its pre-pandemic levels but has plateaued at just below 62 percent for the 12 months since.

Along with labor force participation, the convergence in earnings between Latina women and White men has also faltered. The ratio of earnings between Latina women and White men decreased by 0.7 percentage points between 2022 and 2023, from 52.0 percent to 51.3 percent, respectively, representing a widening in the wage gap facing Latina women workers.<sup>4</sup> It is clear that Latina women have not shared equitably in the gains of the economic recovery.

Nationally, for both all workers with earnings and full-time year-round workers only, Latina women were paid significantly less than White men in 2023. This difference means that, among all workers, Latina women earned \$30,800 less than White men, and among full-time year-round workers, Latina women earned \$32,070 less than White men. Based on trends for the last two decades, **it will take until 2198 for Latina women workers with any earnings to reach pay parity with White men and until 2338 for Latina women working full-time year-round to reach pay equity with White men workers.**

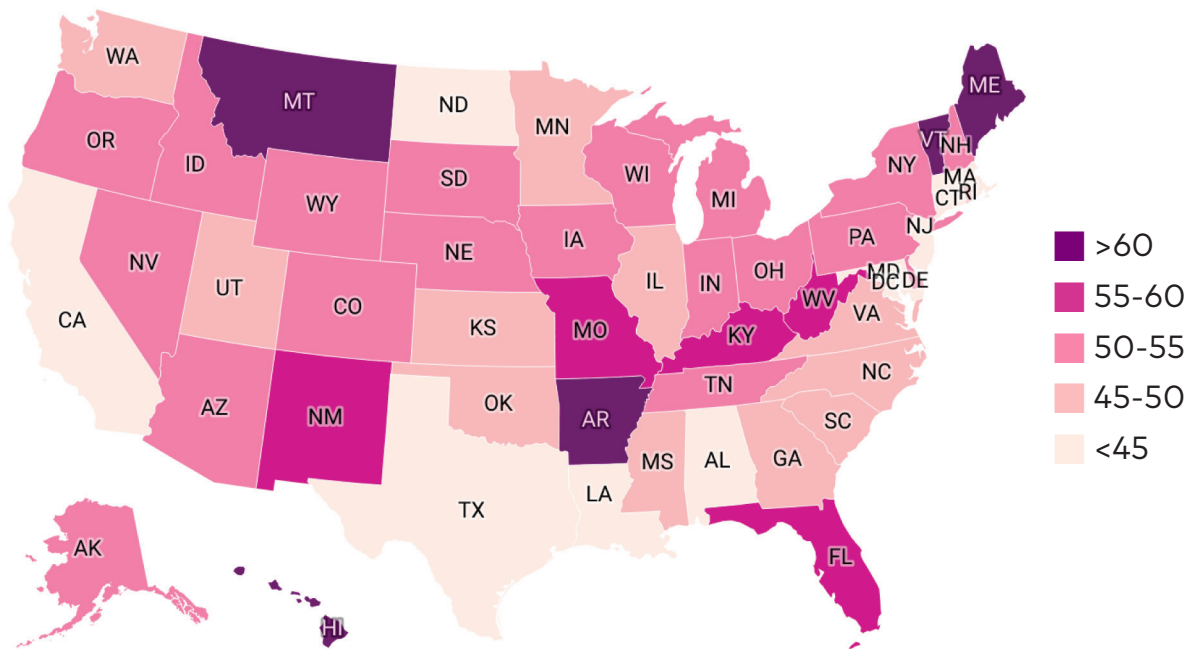
## Latinas Earn Less than White Men in Every State

Across the entire country, Latinas earn less than White men—the group that faces the fewest labor market barriers. This is true of both part-time workers and full-time year-round workers. The wage gap exists in every state and the District of Columbia, although the size varies between states.

- **New Jersey, California, and Connecticut** had the worst earnings ratio between Latina women and White men among all workers with earnings at 40.3 percent, 40.5 percent, and 40.6 percent, respectively (and wage gaps of 59.7 percent, 59.5 percent, and 59.4 percent, respectively, see Table 1). These are also states with some of the highest household income inequality in the United States.<sup>5</sup> **Texas** and **Maryland** follow, with earnings ratios for all workers of 40.9 percent and 41.9 percent, respectively (Table 1 and Map 1).

- **California** continued to rank at the bottom in the earnings ratio of full-time year-round Latina women and White men at 43.7 percent. **Texas** has the second lowest earnings ratio for full-time year-round workers at 46.2 percent (Table 2). California and Texas, respectively, have the first and second largest Hispanic populations in the United States,<sup>6</sup> resulting in an outsized impact of these earnings disparities for Latina women (Map 2).
- Latina women in **Vermont** fared the best among all workers, earning 77.3 percent compared to White men (Table 1). Latina women in **Maine** had the highest earnings ratio among full-time year-round workers at 78.4 percent (Table 2). Maine also had the closest ratio of Latina women working full-time year-round compared to White men (Table 3).
- The largest absolute gap in earnings for all workers was Latina women in the **District of Columbia**, where they earned \$57,287 less than White men (Table 1). Among full-time year-round workers, Latina women in **California** earned \$51,690 less than White men (Table 2).

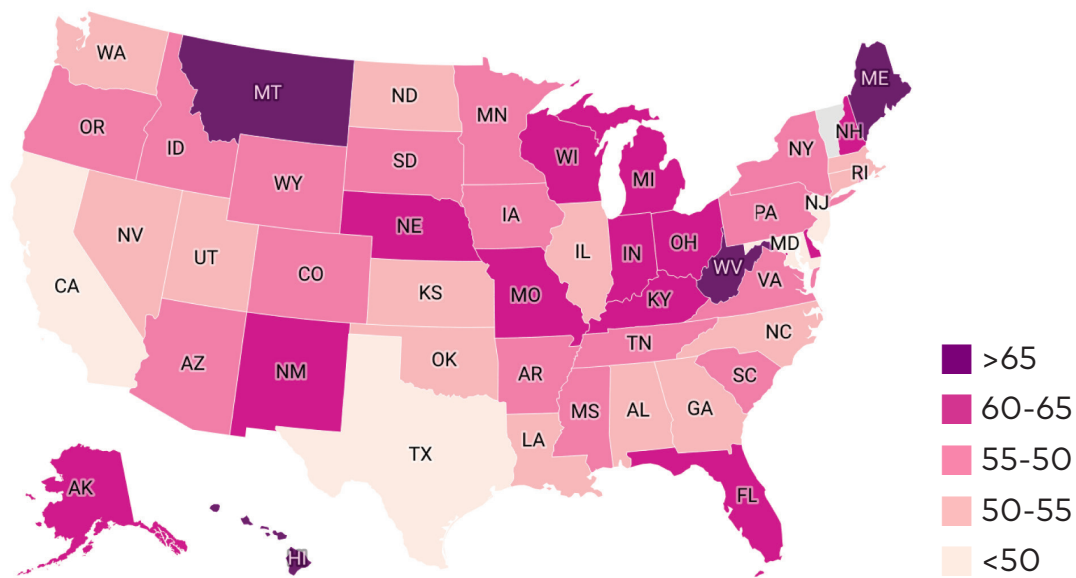
**Map 1. The Median Annual Earnings Ratio for Latina Women Compared with White Men for All with Earnings, by State**



**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American.

**Notes:** Workers 16 years and older. White alone, not Hispanic; Latinas may be of any race.

## Map 2. The Median Annual Earnings Ratio for Latina Women Compared with White Men for Full-Time Year-Round Workers, by State



**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018-2022 American.

**Notes:** Workers 16 years and older. White alone, not Hispanic; Latinas may be of any race. For Vermont, sample sizes were insufficient for calculating median annual earnings.

### The Reasons Behind the Wage Gap

There are several barriers Latina women face to obtaining equal pay. Factors such as educational attainment, concentration in lower-paid occupations, immigration status, discrimination, and lack of job security can all contribute to the Latina wage gap.

- **Concentration in Lower-Paid Jobs:** Latina women are more likely than other women in the United States to work in the service sector, many of which are low-wage jobs.<sup>7</sup> Service sector positions, such as care work, also often have unpredictable schedules and lack benefits. Research has found that occupations such as maids and housekeepers are common jobs for Latina women and pay very low wages.<sup>8</sup> In 2023, 12.8 percent of all men were employed in the service sector, compared with 29.7 percent of Latina women.<sup>9</sup>
- **Educational Attainment:** Compared to other races/ethnicities, such as White, Black, and Asian, Native Hawaiian, and Pacific Islanders, Latinos/as have lower levels of educational attainment. Though Latina women are more likely to hold a bachelor's degree compared to



Latino men, they are still much less likely than White men to have a bachelor's degree. In 2023, 41.0 percent of White men aged 25 and older held a bachelor's degree, compared to 23.0 percent of Latina women aged 25 and older.<sup>10</sup>

- **Lack of Child Care and Work-Family Supports:** Issues with child care in the United States can significantly impact Latina women's access to equal pay. The high cost of child care and the presence of child care deserts can make it difficult for parents to afford and maintain quality care for their children, especially in multi-children households. On average, Latinx households tend to be larger than households of other races,<sup>11</sup> which means spending more money and time on child care altogether. Additionally, Latina women spend roughly twice as much time on unpaid household work compared to their male counterparts,<sup>12</sup> which can make stable and/or full-time employment difficult, causing Latina women to have less access to paid benefits.<sup>13</sup>
- **Immigration Status:** Research shows that in 2022, 32 percent of those identifying as Hispanic/Latino/a were immigrants.<sup>14</sup> Many immigrants in the United States work on temporary work visas or are undocumented.<sup>15</sup> Additionally, immigration status can cause adversity in the workplace for Latina women. Twenty-one percent of employed Latino/a professionals report having heard negative comments surrounding immigration at some point while in the workplace.<sup>16</sup>
- **Discrimination:** Due to discrimination and hiring biases, Latina women have lower access to higher-paying positions. Even further, Latina women are the least likely group to be represented in the C-suite.<sup>17</sup> Microaggressions and stereotypes can make it difficult for Latina women to feel like they can be themselves in the workplace, and many report feeling like they must assimilate to succeed at work.<sup>18</sup>
- **Lack of Job Security:** Because Latina women are overrepresented in industries that were hit particularly hard during the COVID-19 pandemic, they experienced the most job losses during this time. As a result, Latina women are one of the few groups who have not had their labor force participation levels fully recover.<sup>19</sup> Low-paying jobs in the service sector tend to lack job security, therefore putting Latina women at risk of economic insecurity.<sup>20</sup>

## Policy Recommendations

No single factor accounts for Latina's lower earnings; therefore, policymakers should consider action on the full range of issues that contribute to Latinas facing large wage gaps compared to White men in every single state. In particular, it is critical that policy solutions seek to create new, equitable opportunities while also taking aim at some of the structural inequalities that continue to raise barriers for Latinas in the workplace. These include a number of key policy mechanisms, such as:

- **Comprehensive immigration reform:** Because a third of Latinas and Latinos in the United States are foreign-born,<sup>21</sup> we will not eliminate the Latina pay gap without addressing the failures and inequities within the US immigration system. The lack of legalization pathways and visa programs, including those specifically linked to the care sector, forces Latinas into the lowest-paid care and service sector jobs.<sup>22</sup> Undocumented Latinas continue to suffer the worst impacts of poverty, health care barriers, and other challenges because they generally do not qualify for government assistance programs, including those linked to crises like the COVID-19 pandemic.<sup>23</sup> Immigration policy must be rooted in a commitment that all migrants are treated fairly, equally, and with dignity.

- **Improved access to education:** Policymakers should seek options to remove barriers to higher education and promote degree attainment for Latinas. High college costs and limited financial aid for students without citizenship create particular barriers to higher education and reduce Latinas' ability to improve their socioeconomic status and secure better-paying jobs. Hispanic students are both underrepresented at two- and four-year institutions and have lower graduation rates from college compared to their White counterparts.<sup>24</sup> A recent paper from the National Bureau of Economic Research found that Hispanic women see the greatest benefits from affirmative action policies and thus may face the most severe consequences from bans on these admissions policies and the Supreme Court's ruling in *Students for Fair Admissions v. Harvard*.<sup>25</sup> In the wake of that decision, policymakers should seek opportunities to account for the generational impacts of discrimination and racism in the admissions process, as well as to promote admissions policies that value lived experience, nontraditional qualifications, and diversity on campuses. Policymakers should also explore opportunities to make college more affordable for more students, including proposals to increase available funding assistance such as Pell Grants, create mechanisms to provide tuition-free access to certain institutions, and forgive existing student loan debt.

- **Create pathways to better-paying jobs:** The concentration of Latina workers in undervalued service sector jobs, including child care, is a major contributing factor to the pay gap. Despite the essential nature of these jobs, they pay much less per hour than comparable jobs, and they are less likely to provide access to full-time, stable work with benefits.<sup>26</sup> Policymakers must consider options to both invest in the workforce in these critical industries, including proposals to subsidize the care industry by providing better wages to care workers, and create pathways into the male-dominated industries where pay and benefits are already better.



- **Take action to reduce discrimination and harassment:** Research indicates persistent hiring bias against Hispanic and Latina workers, who are also more likely to report discrimination and unsupportive work environments.<sup>27</sup> Latinas, particularly those who are migrants or immigrants, face particular risks of sexual harassment and violence at work. Policymakers should explore mechanisms to address workplace discrimination and harassment, such as the BE HEARD Act (H.R. 9228/S. 4902), which would expand key protections for workers as well as improve resources and mechanisms available to workers seeking accountability and justice.
- **Prevent and respond to pay discrimination:** Latina women continue to face pay discrimination, and policymakers have a number of options to improve and expand existing protections. These include passing the Paycheck Fairness Act (H.R. 17), which aims to combat pay discrimination based on sex by protecting workers from retaliation for discussing pay and prohibiting

employers from inquiring about salary history. It further requires the Equal Employment Opportunity Commission (EEOC) to collect compensation and other employment-related data from employers as analyzed by race, sex, and ethnicity of employees to ensure that the EEOC continues to have the tools it needs to effectively enforce laws against pay discrimination. Lawmakers should also consider additional proposals to improve salary transparency, ban employment applications from relying on salary history, and strengthen enforcement of existing anti-discrimination statutes.

- **Improve options for working parents and families:** All workers need access to paid time off to deal with illness or care for loved ones, and access to child care remains one of the most pressing issues for parents in the workforce. A federal paid leave program should provide coverage for all workers, guarantee a minimum of 12 weeks of paid time off, cover an expanded range of purposes (including an expanded definition of "family"), ensure wage replacement for all workers, and protect workers from retaliation for utilizing their paid leave benefits. In addition, policymakers should prioritize investments in child care that ensure all families have access to affordable and accessible care, including policies like child care subsidies and tax credits, as well as the creation of programs that provide care outside of standard business hours.

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**Table 1. Median Annual Earnings for Latina Women and White Men, All with Earnings**

State	Latina women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$22,483	\$50,522	\$28,039	44.5%	43
Alaska	\$32,427	\$62,323	\$29,896	52.0%	18
Arizona	\$29,089	\$54,046	\$24,958	53.8%	12
Arkansas	\$26,700	\$44,192	\$17,492	60.4%	5
California	\$28,329	\$70,000	\$41,671	40.5%	50
Colorado	\$30,045	\$59,450	\$29,405	50.5%	24
Connecticut	\$27,023	\$66,636	\$39,613	40.6%	49
Delaware	\$27,023	\$54,000	\$26,977	50.0%	26
District of Columbia	\$52,713	\$110,000	\$57,287	47.9%	35
Florida	\$28,555	\$50,000	\$21,445	57.1%	8
Georgia	\$25,942	\$54,046	\$28,104	48.0%	34
Hawaii	\$35,595	\$56,657	\$21,062	62.8%	3
Idaho	\$24,589	\$45,929	\$21,340	53.5%	14
Illinois	\$28,705	\$59,450	\$30,745	48.3%	32
Indiana	\$26,000	\$50,000	\$24,000	52.0%	18
Iowa	\$25,018	\$50,000	\$24,982	50.0%	26
Kansas	\$23,003	\$49,858	\$26,855	46.1%	41
Kentucky	\$25,942	\$45,326	\$19,384	57.2%	7
Louisiana	\$23,883	\$55,114	\$31,231	43.3%	45
Maine	\$29,462	\$45,892	\$16,430	64.2%	2
Maryland	\$29,462	\$70,255	\$40,793	41.9%	47
Massachusetts	\$29,226	\$67,988	\$38,762	43.0%	46
Michigan	\$25,942	\$50,000	\$24,058	51.9%	20
Minnesota	\$27,557	\$56,657	\$29,100	48.6%	31
Mississippi	\$22,964	\$47,600	\$24,636	48.2%	33
Missouri	\$27,195	\$46,762	\$19,567	58.2%	6
Montana	\$27,023	\$43,236	\$16,213	62.5%	4
Nebraska	\$26,655	\$50,522	\$23,867	52.8%	16
Nevada	\$28,705	\$55,114	\$26,409	52.1%	17
New Hampshire	\$31,000	\$57,284	\$26,284	54.1%	11
New Jersey	\$28,705	\$71,189	\$42,484	40.3%	51
New Mexico	\$27,023	\$48,652	\$21,629	55.5%	10
New York	\$30,595	\$61,000	\$30,405	50.2%	25
North Carolina	\$23,381	\$50,000	\$26,619	46.8%	38
North Dakota	\$22,964	\$52,474	\$29,510	43.8%	44
Ohio	\$25,719	\$50,000	\$24,281	51.4%	22
Oklahoma	\$23,796	\$47,931	\$24,135	49.6%	30
Oregon	\$27,195	\$51,439	\$24,244	52.9%	15
Pennsylvania	\$27,000	\$54,046	\$27,046	50.0%	26
Rhode Island	\$27,557	\$58,453	\$30,896	47.1%	37
South Carolina	\$23,381	\$50,000	\$26,619	46.8%	38
South Dakota	\$23,381	\$46,762	\$23,381	50.0%	26
Tennessee	\$24,000	\$46,762	\$22,762	51.3%	23
Texas	\$25,500	\$62,323	\$36,823	40.9%	48
Utah	\$25,719	\$55,000	\$29,281	46.8%	38
Vermont	\$34,589	\$44,759	\$10,170	77.3%	1
Virginia	\$28,329	\$60,056	\$31,727	47.2%	36
Washington	\$29,226	\$63,456	\$34,230	46.1%	41
West Virginia	\$24,550	\$43,632	\$19,082	56.3%	9
Wisconsin	\$27,023	\$52,238	\$25,215	51.7%	21
Wyoming	\$28,057	\$52,124	\$24,067	53.8%	12
<b>All (2018–2022)</b>	<b>\$28,000</b>	<b>\$55,114</b>	<b>\$27,114</b>	<b>50.8%</b>	<b>n/a</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 16 years and older. White alone, not Hispanic.



**Table 2. Median Annual Earnings for Latina Women and White Men, Full-Time Year-Round Workers**

State	Latina women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$32,644	\$60,856	\$28,212	53.6%	39
Alaska	\$45,593	\$76,000	\$30,407	60.0%	17
Arizona	\$38,579	\$68,893	\$30,314	56.0%	26
Arkansas	\$30,595	\$54,046	\$23,451	56.6%	25
California	\$40,188	\$91,878	\$51,690	43.7%	50
Colorado	\$42,086	\$75,664	\$33,578	55.6%	28
Connecticut	\$42,484	\$85,000	\$42,516	50.0%	44
Delaware	\$43,236	\$68,097	\$24,861	63.5%	6
District of Columbia	\$76,745	\$124,000	\$47,255	61.9%	10
Florida	\$37,734	\$62,693	\$24,959	60.2%	15
Georgia	\$33,994	\$67,988	\$33,994	50.0%	44
Hawaii	\$46,762	\$70,144	\$23,382	66.7%	4
Idaho	\$32,427	\$58,453	\$26,026	55.5%	30
Illinois	\$39,748	\$75,000	\$35,252	53.0%	41
Indiana	\$36,743	\$60,000	\$23,257	61.2%	13
Iowa	\$35,072	\$60,531	\$25,459	57.9%	23
Kansas	\$34,049	\$62,004	\$27,955	54.9%	34
Kentucky	\$35,127	\$56,657	\$21,530	62.0%	8
Louisiana	\$36,743	\$67,988	\$31,245	54.0%	38
Maine	\$45,000	\$57,411	\$12,411	78.4%	1
Maryland	\$42,156	\$87,679	\$45,523	48.1%	47
Massachusetts	\$45,439	\$86,473	\$41,034	52.5%	42
Michigan	\$39,994	\$64,855	\$24,861	61.7%	11
Minnesota	\$40,991	\$70,144	\$29,153	58.4%	21
Mississippi	\$31,728	\$57,411	\$25,683	55.3%	32
Missouri	\$36,261	\$58,453	\$22,192	62.0%	8
Montana	\$40,000	\$56,657	\$16,657	70.6%	2
Nebraska	\$37,202	\$61,190	\$23,988	60.8%	14
Nevada	\$37,410	\$70,000	\$32,590	53.4%	40
New Hampshire	\$43,236	\$72,000	\$28,764	60.1%	16
New Jersey	\$42,000	\$90,651	\$48,651	46.3%	48
New Mexico	\$40,000	\$64,855	\$24,855	61.7%	11
New York	\$46,762	\$80,000	\$33,238	58.5%	20
North Carolina	\$33,724	\$61,960	\$28,236	54.4%	36
North Dakota	\$34,447	\$63,152	\$28,705	54.5%	35
Ohio	\$40,000	\$62,323	\$22,323	64.2%	5
Oklahoma	\$31,728	\$58,453	\$26,725	54.3%	37
Oregon	\$38,900	\$67,988	\$29,088	57.2%	24
Pennsylvania	\$38,913	\$67,000	\$28,087	58.1%	22
Rhode Island	\$39,039	\$71,000	\$31,961	55.0%	33
South Carolina	\$33,994	\$61,000	\$27,006	55.7%	27
South Dakota	\$33,903	\$56,657	\$22,754	59.8%	18
Tennessee	\$32,427	\$58,369	\$25,942	55.6%	28
Texas	\$35,072	\$75,989	\$40,917	46.2%	49
Utah	\$35,000	\$70,041	\$35,041	50.0%	44
Vermont	n/a	\$58,453	n/a	n/a	n/a
Virginia	\$42,000	\$75,664	\$33,664	55.5%	30
Washington	\$40,188	\$80,000	\$39,812	50.2%	43
West Virginia	\$36,743	\$54,046	\$17,303	68.0%	3
Wisconsin	\$39,660	\$63,152	\$23,492	62.8%	7
Wyoming	\$38,579	\$64,855	\$26,276	59.5%	19
<b>All (2018–2022)</b>	<b>\$39,039</b>	<b>\$69,178</b>	<b>\$30,139</b>	<b>56.4%</b>	<b>n/a</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 16 years and older. White alone, not Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year. For Vermont, sample size was insufficient for calculating median annual earnings.

**Table 3. Full-Time Year-Round Workers as Percent of All Workers with Earnings for Latina Women and White Men, by State**

State	% of Latina women working FTYR	% of White men working FTYR	Percentage point difference	Rank of difference in FTYR work
Alabama	54.6%	75.2%	20.6%	50
Alaska	59.0%	67.4%	8.4%	4
Arizona	60.6%	70.3%	9.7%	5
Arkansas	64.9%	73.1%	8.2%	3
California	55.8%	69.0%	13.2%	18
Colorado	57.9%	71.1%	13.2%	18
Connecticut	52.9%	70.0%	17.1%	40
Delaware	52.3%	70.4%	18.0%	44
District of Columbia	64.3%	79.9%	15.6%	31
Florida	63.7%	70.9%	7.2%	2
Georgia	59.9%	73.9%	14.0%	22
Hawaii	59.1%	71.5%	12.3%	14
Idaho	56.4%	67.8%	11.5%	9
Illinois	59.8%	72.1%	12.3%	14
Indiana	55.4%	71.9%	16.4%	34
Iowa	55.6%	70.9%	15.3%	30
Kansas	55.9%	72.2%	16.3%	33
Kentucky	59.3%	70.8%	11.5%	9
Louisiana	55.3%	73.4%	18.0%	44
Maine	61.7%	67.3%	5.6%	1
Maryland	58.5%	74.9%	16.4%	34
Massachusetts	52.2%	70.0%	17.8%	43
Michigan	53.8%	68.0%	14.2%	24
Minnesota	50.1%	69.8%	19.7%	47
Mississippi	63.0%	74.2%	11.2%	8
Missouri	60.4%	71.9%	11.5%	9
Montana	53.7%	65.3%	11.6%	12
Nebraska	59.0%	73.6%	14.6%	28
Nevada	59.1%	69.6%	10.6%	6
New Hampshire	56.4%	70.8%	14.4%	27
New Jersey	59.4%	71.6%	12.3%	14
New Mexico	58.1%	69.1%	11.0%	7
New York	56.6%	69.7%	13.1%	17
North Carolina	55.3%	73.2%	18.0%	44
North Dakota	50.5%	71.0%	20.4%	48
Ohio	54.3%	71.1%	16.8%	38
Oklahoma	59.0%	73.3%	14.3%	26
Oregon	55.2%	66.9%	11.7%	13
Pennsylvania	56.6%	71.3%	14.7%	29
Rhode Island	56.4%	70.4%	14.1%	23
South Carolina	55.3%	72.9%	17.6%	41
South Dakota	51.1%	72.9%	21.8%	51
Tennessee	55.2%	72.8%	17.6%	41
Texas	61.2%	74.7%	13.5%	20
Utah	54.2%	70.9%	16.8%	38
Vermont	50.4%	64.6%	14.2%	24
Virginia	58.5%	75.1%	16.6%	37
Washington	54.0%	70.1%	16.2%	32
West Virginia	50.2%	70.8%	20.5%	49
Wisconsin	54.7%	71.2%	16.5%	36
Wyoming	56.8%	70.4%	13.6%	21
<b>All (2018-2022)</b>	<b>58.2%</b>	<b>71.3%</b>	<b>13.1%</b>	<b>n/a</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 16 years and older. White alone, not Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year.

## ENDNOTES

<sup>1</sup> In this fact sheet, we use the term Latina to refer to Hispanic or Latina women and Latino to refer to Hispanic or Latino men.

<sup>2</sup> In this fact sheet, White men and women are defined as White, non-Hispanic.

<sup>3</sup> U.S. Bureau of Labor Statistics, "Labor Force Participation Rate - 20 Yrs. & over, Hispanic or Latino Women" (St. Louis, MO: Federal Reserve Bank of St. Louis, accessed September 6, 2024), <https://fred.stlouisfed.org/series/LNU01300035>.

<sup>4</sup> Ariane Hegewisch, Miranda Peterson, and Nina Doorley, "Gender and Racial Wage Gaps Worsened in 2023 and Pay Equity Still Decades Away," Fact Sheet, IWPR #C527 (Washington, DC: Institute for Women's Policy Research, September 2024), <https://iwpr.org/wp-content/uploads/2024/09/IWPR-National-Wage-Gap-Fact-Sheet-2024.pdf>.

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<sup>6</sup> "Hispanic Population by State 2024," World Population Review, 2024, <https://worldpopulationreview.com/state-rankings/hispanic-population-by-state>.

<sup>7</sup> Ariane Hegewisch and Hannah Gartner, "Women Earn Less than Men Whether They Work in the Same or Different Occupations," Fact Sheet, IWPR #C521 (Washington, DC: Institute for Women's Policy Research, 2024), <https://iwpr.org/wp-content/uploads/2024/03/Occupational-Wage-Gap-2024-Fact-Sheet-1.pdf>.

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<sup>10</sup> Mohamad Moslimani and Sahana Mukherjee, *How Latinas' Educational and Economic Situation Has Changed in the Last Two Decades*, Report (Washington, DC: Pew Research Center, 2024), <https://www.pewresearch.org/race-and-ethnicity/2024/05/15/how-latinas-educational-and-economic-situation-has-changed-in-the-last-two-decades/>.

<sup>11</sup> Gretchen Livingston, "Family Size Among Mothers," (Washington, DC: Pew Research Center, May 7, 2015), <https://www.pewresearch.org/social-trends/2015/05/07/family-size-among-mothers/#:~:text=On%20average%2C%20a%20Hispanic%20mother,Asian%20mothers%20have%202.2%20children>.

<sup>12</sup> Elyse Shaw, C. Nicole Mason, Valerie Lacarte, and Erika Jaurequi, "Holding Up Half the Sky: Mothers as Workers, Primary Caregivers, & Breadwinners During COVID-1," IWPR #Q801 (Washington, DC: Institute for Women's Policy Research, 2020), <https://iwpr.org/wp-content/uploads/2020/07/Holding-Up-Half-the-Sky-Mothers-as-Breadwinners.pdf>.

<sup>13</sup> Kate Bahn and Will McGrew, "The Intersectional Wage Gaps Faced by Latina Women in the United States" (Washington, DC: Washington Center for Equitable Growth, November 1, 2018), <https://equitablegrowth.org/the-intersectional-wage-gaps-faced-by-latina-women-in-the-united-states/>.

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