

Latinas Paid Just 54 Cents on the Dollar in 2024, and Pay Equity Is More than 150 Years Away

KEY FINDINGS

- **Among all workers, a typical Latina¹ was paid just 54.1 cents on the dollar paid to a typical White² man in 2024³**—a slight improvement from 51.3 cents in 2023. However, the earnings gap for full-time year-round workers remained flat, with a typical Latina being paid 58.0 cents on the dollar paid to a typical White man, compared to 57.8 cents in 2023.⁴
- **Latinas earned less than White men in every state and the District of Columbia across all workers with earnings in 2023.** The worst state for all workers, which includes both full-time and part-time work, was **Connecticut**, with a typical Latina being paid just 40.1 cents for every dollar paid to a typical White man. For full-time year-round workers, **California** was the worst state, as Latinas earned just 44.4 cents for every dollar earned by White men.
- **Among all Latinas with earnings—those working part-time, seasonally, or part-year—they experienced the highest earnings ratio in Vermont**, making 82.2 cents on the dollar paid to White men. Among full-time year-round workers, Latinas faced the highest earnings ratio in **West Virginia**, being paid 81.8 cents on the dollar paid to White men.
- **Based on trends since 2002, it will take more than a century for Latinas to reach pay equity with White men.** It will take until 2178 for all Latinas with earnings, and until 2160 for Latinas working full-time year-round, to reach pay equity with White men in the same group (respectively).
- **Several factors contribute to the lower earnings of Latinas**, including lifelong systemic inequities such as discrimination, educational attainment, immigration status, and overrepresentation in lower-paid fields.
- **Promoting pay equity and long-term economic stability for Latinas requires comprehensive policy solutions**, including enforcing pay equity laws, improving wages and benefits in undervalued sectors, expanding access to paid leave, investing in affordable child and elder care, and removing barriers to education to support Latinas' full participation in the workforce.



Introduction

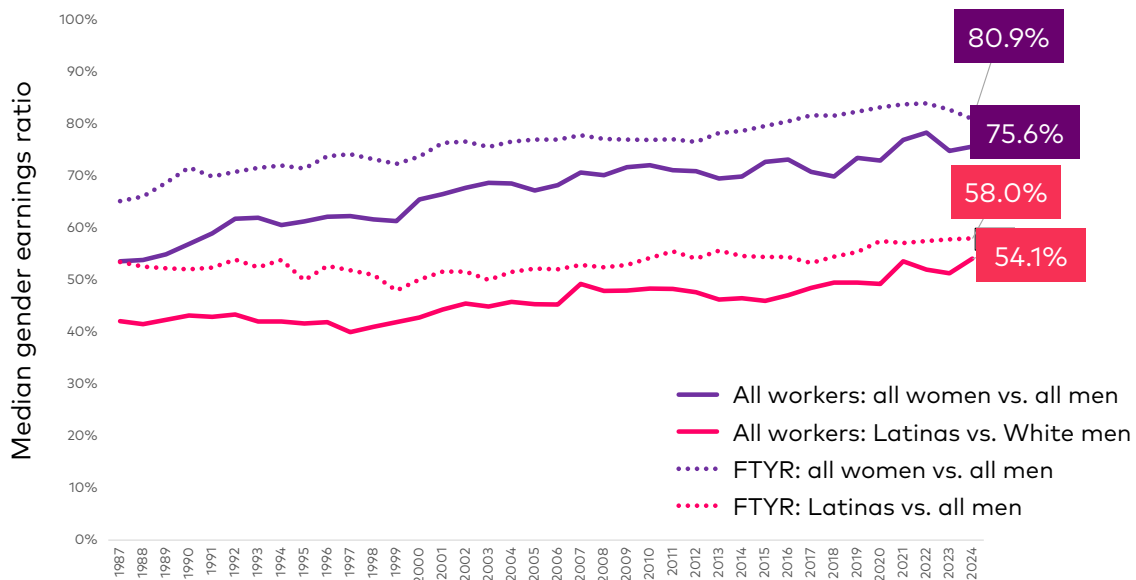
October 8, 2025, marks the 10th anniversary of Latina Equal Pay Day—a campaign dedicated to recognizing the hard work, resilience, and economic contributions of Latinas across the United States. For the past decade, this initiative has brought national attention to the persistent wage gap that Latinas face, highlighting its profound impact on their financial security and that of their families. Yet, despite these efforts, Latinas continue to face a substantial wage gap that undermines their long-term economic security.

If no progress is made, Latinas will still have to wait more than a century to achieve fair pay. Based on the present trajectory of the earnings ratio, **it will take until the year 2178 for all Latina workers to reach pay equity with White men.**⁵ Latinas working full-time year-round would have to wait until the year 2160 to achieve equal pay, highlighting the urgent need for systemic change.⁶ This sobering reality underscores the barriers Latinas encounter in the workplace and their ongoing struggle for economic equity.

In 2024, gender and racial wage gaps compared to White men's earnings stayed essentially unchanged for Latinas. A typical Latina earned \$33,620 less for working full-time year-round than a typical White man, being paid just 58.0 cents per dollar.⁷ This gap between Latinas' and White men's earnings for full-time year-round work has hardly improved over the last 40 years (Figure 1).

Across all workers in 2024, Latinas earned an average of \$30,700 less per year than White men, being paid just 54.1 cents on the dollar—an enormous wage gap of 45.9 percent.⁸ Since 1987, progress in narrowing the wage gap faced by all Latinas with earnings has been marginally better than for full-time year-round workers, but the rate of change has been much lower than that of the wage gap for all women compared to all men.

Figure 1. Latinas Earnings Ratio Compared to All Men and All Women from 1987–2024, for All Workers and Full-Time Year-Round Workers



Source: IWPR calculations. Data for all women and all men come from: Melissa Kollar and Zach Scherer, "Table A-7. Number and Real Median Earnings of Total Workers and Full-Time, Year-Round Workers by Sex and Female-to-Male Earnings Ratio: 1960 to 2024," *Income in the United States: 2024* (Washington, DC: US Census Bureau, 2025), <https://www2.census.gov/library/publications/2025/demo/p60-286.pdf>. Data for race and ethnic groups come from: US Census Bureau, Current Population Survey 2025, "Historical Income Tables: Table P-38. Full-time, year-round workers by Median Earnings and Sex," and "Historical Income Tables: Table P-41. Work Experience—Workers by Median Earnings and Sex," accessed September 9, 2025, <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-people.html>.

Notes: White alone, not Hispanic, and Hispanic/Latina/o (may be of any race). Annual earnings data include self-employed workers. Annual earnings are for people aged 15 years and older. Before 1989, annual earnings are for civilian workers only. Full-time is working for at least 35 hours per week, full-year is working for at least 50 weeks per year.

Over the past decade, Latinas have made gains in labor force participation and education, becoming key contributors to the post-COVID-19 economic recovery. Yet, the pandemic deepened existing inequalities, especially for Black and Latina women, who are overrepresented in low-wage service jobs. Occupational segregation remains a major driver of the gender wage gap,⁹ particularly for Latinas. One in four (25 percent) Latinas worked in low-paying service occupations in 2024, up from 22.5 percent in 2020.¹⁰

Additionally, Latinas embody diverse and intersecting identities that shape their economic experiences. In 2024, in rural communities, Latinas were paid just 43 cents on the dollar compared to White men, and Latinas born in Mexico, Guatemala, or Honduras working in the United States were paid less than 35 cents on the dollar paid to White men.¹¹ Identity, geography, and national origin exacerbate other determinants of pay inequity.



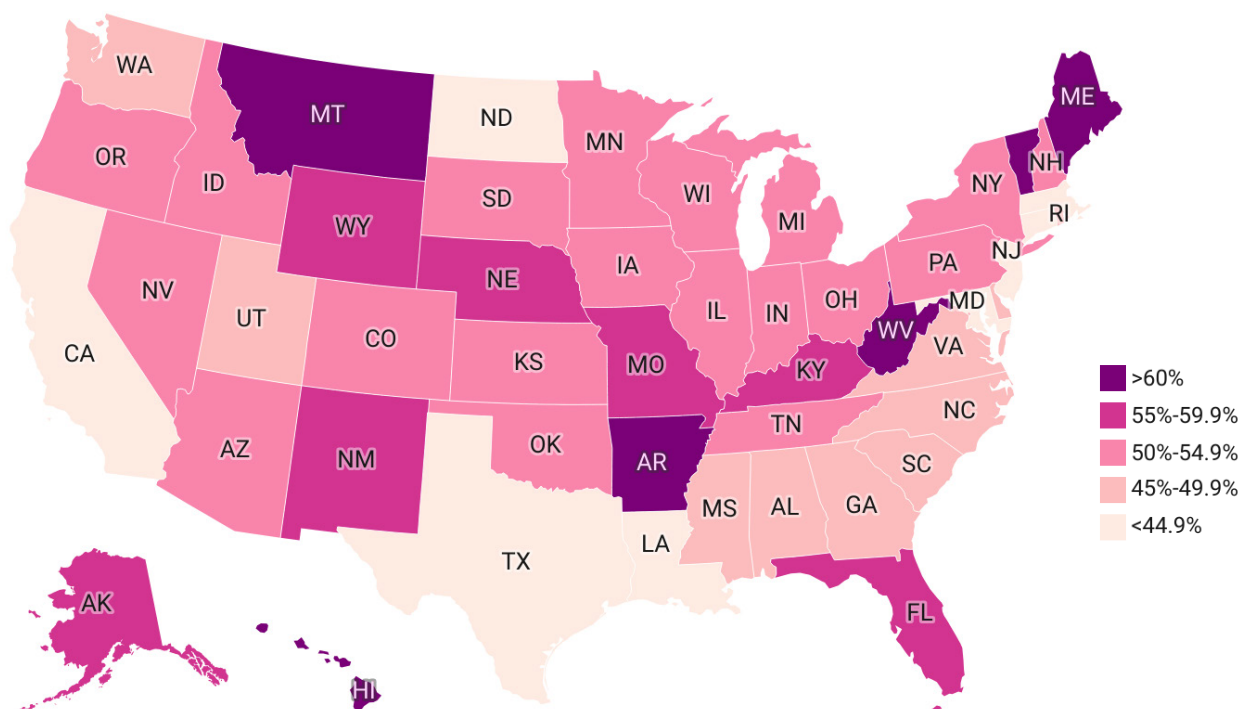
Over nearly 40 years of tracking the Latina wage gap, progress has been slow. From 1987 to 2020, Latinas earned less than half of what White men made, only surpassing the 50 percent mark in 2021, with an earnings ratio of just 53.6 percent. The wage gap between Latinas and White men has long been significant and continues to shape Latinas' economic futures. **A typical Latina employed full-time year-round loses more than \$1.2 million in earnings over a 40-year career,**¹² missing out on opportunities to build wealth, invest in her education, support her family's well-being, and secure retirement savings, which undermines her long-term economic stability.

Latinas Earn Less than Half of White Men's Earnings in Most States Across All Workers with Earnings

In 2023, when comparing all workers with earnings, Latinas' median annual earnings remained below those of White men, even when performing equivalent work. This means Latinas were paid less than White men in every state and the District of Columbia, irrespective of employment type—whether full-time, part-time, or seasonal. The difference in earnings led to a persistent gender wage gap across all states, and although some states showed progress compared to 2022, others exhibited a widening gap (Map 1 and Table 1).

- Latinas in **Connecticut, New Jersey, and Texas** experienced the largest wage gaps among all workers with earnings nationwide. In these states, Latinas earned just 40.1 cents, 41.5 cents, and 41.6 cents, respectively, of every dollar earned by White men (a gender wage gap of 59.9 percent, 58.5 percent, and 58.4 percent, respectively).
- **Latinas earned less than half** of what White men were paid in 28 states in 2023. In these states, they also earned less than \$23,000 a year, which is an income below the 2023 federal poverty threshold of \$24,549 for a single adult supporting two children.¹³
- **Vermont** ranked first once again as the state where Latinas fared best among all workers with earnings, with an earnings ratio of 82.2 percent (up from 77.3 percent in 2022) compared to White men. Vermont was also the state where Latinas had the second-highest median earnings, at \$37,000, with an earnings gap of \$8,020 compared to White men. Following Vermont, the second- and third-highest ranking states were **West Virginia** and **Hawaii**, with earnings ratios of 62.7 percent and 62.2 percent, respectively (Map 1 and Table 1).
- In 2023, Latina workers in the **District of Columbia** had the highest median annual earnings nationwide—about \$55,000 for all workers with earnings. Yet, they still earned \$55,299 less than White men, the largest dollar gap in the country. Latinas here earned just 49.9 percent of what White men made, placing the District of Columbia 33rd in the national ranking for all workers with earnings.

Map 1. Median Annual Earnings Ratio for Latinas Compared to White Men for All Workers with Earnings, by State



Source: IWPR analysis of 2019–2023 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Grace Cooper, Julia A. Rivera Drew, Stephanie Richards, Renae Rodgers, Jonathan Schroeder, and Kari C.W. Williams. IPUMS USA: Version 16.0 2019–2023 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2025, <https://doi.org/10.18128/DO10.V16.0>.

Notes: Workers 16 years and older. White alone, non-Hispanic; Latinas may be of any race.

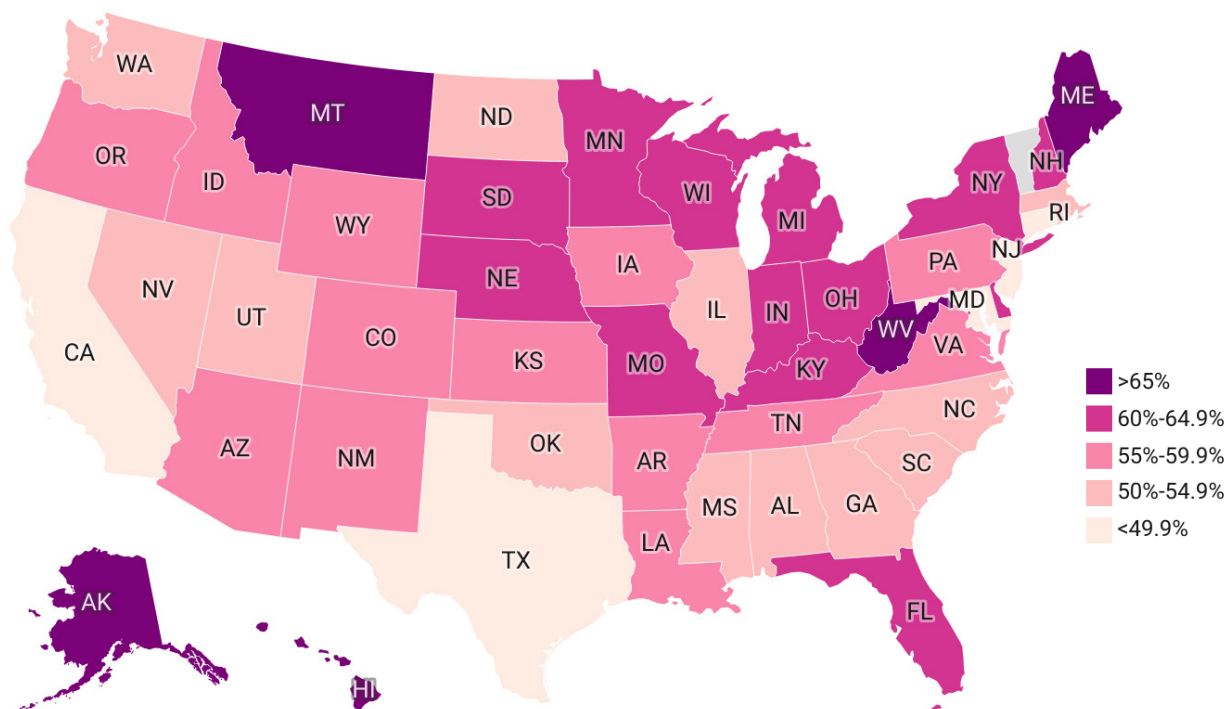
Latinas Working Full-Time Year-Round Continue to Earn Less than White Men in Every State

The large wage gap for Latinas working full-time year-round compared to White men is evidence of the uphill battle for equality in the workplace that they still face in every state. Nationally, in 2023, despite being fully employed, Latinas' median annual earnings were just 57.1 percent of those of White men, and below 60.0 percent in 32 states, proving that even in more stable and secure work arrangements, they still face significant income disparities (Map 2 and Table 2).

- In 2023, **California** once again ranked in the lowest position, after Latinas working full-time year-round experienced an earnings ratio of just 44.4 percent (up from 43.7 percent in 2022) compared to White men's median annual earnings (Map 2 and Table 2). Latinas in California earned \$52,113 less than White men—a gender wage gap of 55.6 percent, and the highest gap nationally. California has the largest population of working-age Latinas with earnings nationwide at 3.5 million,¹⁴ comprising 40.1 percent of the women in the state.¹⁵
- **New Jersey** and **Texas** ranked second- and third-lowest, with earnings ratios for Latinas working full-time year-round of 46.6 percent and 46.9 percent, respectively, compared to White men's median annual earnings.
- Latinas in **West Virginia** earned 81.8 percent (up from 68.0 percent in 2022) compared to White men's median annual earnings—the highest earnings ratio among full-time year-round workers across all states and the District of Columbia (Map 2 and Table 2), and well above the 57.1 percent national earnings ratio. However, Latinas in West Virginia represent only 2 percent of the total female population in this state.¹⁶ For this small group, a 17.6 percent growth in their median annual earnings between 2023 and 2024—from \$38,259 to \$45,000—led to an outstanding improvement in their earnings ratio.

- **Maine** and **Alaska** ranked second- and third-best for earnings ratios in 2023, with full-time year-round working Latinas earning 80.0 percent and 69.4 percent, respectively, of White men's median annual earnings.
- The **District of Columbia** once again had the highest median annual earnings for full-time year-round working Latinas at \$78,094, followed by **Alaska** at \$52,063 and **Hawaii** at \$50,000. The national median annual earnings for Latinas working full-time year-round was \$40,000 in 2023.

Map 2. Median Annual Earnings Ratio for Latinas Compared to White Men for Full-Time Year-Round Workers, by State



Source: IWPR analysis of 2019–2023 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Grace Cooper, Julia A. Rivera Drew, Stephanie Richards, Renae Rodgers, Jonathan Schroeder, and Kari C.W. Williams. IPUMS USA: Version 16.0 2019–2023 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2025, <https://doi.org/10.18128/D010.V16.0>.

Notes: Workers 16 years and older. White alone, non-Hispanic; Latinas may be of any race.

Despite High Labor Force Participation, Latinas Are Still Less Likely to Work Full-Time Year-Round Compared to White Men

Latina's labor force participation rate was 61.3 percent in 2023—the second highest among adult women, following Black women at 62.3 percent,¹⁷ and up from 59.9 percent in 2022.¹⁸ Although their labor force participation grew, Latinas were still less likely to work full-time year-round than White men in 2023.

- Nationally, 58.2 percent of all Latinas with earnings were employed full-time year-round compared to 71.2 percent of White men (Table 3). **Arkansas**, the **District of Columbia**, and **Florida** had the highest proportion of Latinas with earnings employed full-time year-round at 66.7 percent, 65.6 percent, and 63.7 percent, respectively.
- **Arkansas** had the lowest percentage difference, with only 6.0 percent fewer women working full-time year-round (66.7 percent) compared to White men (72.7 percent; see Table 3).

- In **North Dakota** and **Montana**, less than 50 percent of Latinas with earnings worked in full-time year-round jobs in 2023—49.5 percent and 48.1 percent, respectively. North Dakota also had the highest gap—21.2 percent—in full-time work participation compared to White men (at 70.7 percent).

Reasons Behind the Latina Wage Gap

Latinas in the United States face persistent wage gaps, explained by structural barriers such as discrimination, occupational segregation, and limited access to high-paying jobs and education. These barriers are compounded by intersecting factors—including gender, race and ethnicity, immigration status, and language—that further hinder their path to fair and equal pay. Without systemic reforms, Latinas will continue to be underrepresented in high-wage sectors and remain vulnerable to long-term economic insecurity.¹⁹

Concentration in Lower-Paid and Lower-Quality Jobs

Latinas are disproportionately concentrated in the lowest-paying service occupations, particularly in roles such as food preparation and serving, health care support, child and elder care, and other forms of domestic work. Among Latinas working full-time year-round in 2024, 1 in 4 (25 percent) was employed in these occupations, which offer the lowest average earnings among intermediate-level jobs.²⁰ Along with being lower in pay, these jobs tend to lack job security—one of the reasons why Latinas' employment was severely hit during the COVID-19 pandemic. Lower-paid jobs are lower quality because they often lack benefits such as paid sick leave, parental leave, health insurance, or retirement accounts, and are limited in opportunities for advancement to higher-paying positions.²¹ Moreover, Latinas are underrepresented in high-paying managerial roles, including management, business, and financial operations.²² Even when they do attain these positions, they face significant wage disparities: Full-time Latina workers earn just 79.4 percent of what Latino men earn and only 64.0 percent of what White men earn in the same fields.²³

Immigration Status

As of 2024, the Latino population in the United States reached 68 million, representing 20 percent of the total US population and making Latinas and Latinos the largest racial or ethnic minority group in the country.²⁴ Within this population, Latinas accounted for approximately 33.6 million individuals (49.4 percent). Of these, 67.0 percent were native-born, while 33.0 percent were foreign-born, with the vast majority originating from Latin America.²⁵ Many foreign-born Latinas may have temporary employment authorization or lack work authorization and other necessary documentation.²⁶ For the latter, the risk of poverty, health care barriers, and workplace discrimination has been worsened by the uncertainty and risks²⁷ posed by continuous changes to immigration policy and the growing lack of clear and equitable pathways to immigration status.²⁸ Undocumented Latinas in lower-paid jobs are also more exposed to exploitation, dangerous working conditions, wage theft, and emotional abuse.²⁹ Additionally, the intersection of gender, immigration status, and informal labor leaves Latinas—especially agricultural, care, and domestic workers—vulnerable to abuse and labor violations, often with limited legal recourse or access to support services and exacerbating their gender wage gap.³⁰



Discrimination and Harassment

Latinas are more likely than Latino men to report sexism and harassment in the workplace, with 52 percent saying sexism is a significant issue.³¹ The intersection of gender, race and ethnicity, immigration status, and nonstandard work arrangements places Latinas at heightened risk of workplace discrimination and harassment.³² Discrimination in hiring practices, microaggressions, and stereotypes,³³ in addition to language, name-based, and/or accent discrimination, can interfere with Latinas' employment opportunities and job mobility.³⁴ Workplace sexual harassment is especially prevalent in low-wage industries where Latinas are disproportionately employed, such as domestic work, hospitality, agriculture, and caregiving.³⁵ These sectors often lack formal protection and oversight, leaving workers more vulnerable to abuse and retaliation.



Educational Attainment

In 2024, 23.9 percent of Latinas had a bachelor's degree, almost half the rate of White women (41.8 percent).³⁶ Higher levels of educational attainment can open pathways to more and better-quality jobs, leading to higher lifetime earnings.³⁷ Although the percentage of Latinas earning a bachelor's degree has nearly doubled since 2010,³⁸ many still encounter significant barriers to accessing and completing higher education, mainly due to a lack of affordability and the low availability of support services focusing on the experiences of this population.³⁹ Some Latinas might face language barriers that impede their ability to navigate the educational system and access better educational opportunities. For those with undocumented or temporary immigration status, access to financial aid, in-state tuition, and even enrollment in certain institutions can be restricted, further limiting educational opportunities.⁴⁰

Policies to Achieve Pay Equity and Improve Employment Quality for Latinas in the United States

Comprehensive policy solutions are essential to ensure fair participation in the labor force, pay equity, and long-term economic stability for Latinas in the United States. While multiple factors contribute to Latinas experiencing the second-largest wage gap among all demographic groups, the current political and economic climate similarly requires a range of policymaker actions to advance equal pay and support better workplaces for Latinas.

Ensure and Enforce Pay Equity and Protections Against Discrimination and Harassment

As previously mentioned, Latinas are overrepresented in the lowest-paying occupations, mainly in service jobs, such as the care, hospitality, and food services sectors. Policymakers must invest in these industries by raising the minimum wage indexed to inflation and improving benefits, including supporting the right of workers to act collectively and join or form a union.

At the same time, policymakers should expand pathways for Latinas to enter higher-paying, traditionally male-dominated fields and advance into management positions, ensuring access to well-compensated and more stable jobs.

Additionally, strengthening legal protections against discrimination and harassment is essential for Latinas and other women of color. Policymakers should protect existing statutes and offices charged with enforcing these protections and support expanding laws and programs that would enhance accountability, increase resources for workers seeking justice, and address the unique challenges Latinas face in the workforce, such as sexual harassment, racial and ethnic or national origin-based

discrimination, and immigration status. These efforts are currently under threat by federal actions rolling back regulations that support diversity, equity, and inclusion,⁴¹ and increased immigration enforcement.⁴²

Promote Salary History Bans and Enforce Salary Transparency

Latinas continuously face a high incidence of pay discrimination, which is more likely when there is a lack of transparency. Enforcing salary transparency can provide workers with an important tool to ensure they're being paid fairly and help job candidates negotiate better pay, especially for Latinas and other women of color.

Furthermore, salary history bans can also contribute to closing the gender and racial wage gaps. State policymakers should require employers to disclose salary ranges, hourly rates, bonus structures, and benefits for all job postings and promotions, and should prohibit all employers and hiring agencies from asking about an applicant's prior compensation.

Improve Access to Paid Leave

Access to comprehensive paid family leave and sick days is critical for all workers, including Latinas, many of whom face the pressure of supporting their families by caring for children or elderly family members and providing financial assistance.⁴³ Policymakers should support a national paid leave program that guarantees a minimum of 12 weeks of paid time off, provides wage replacement for all workers, and protects workers from retaliation for taking leave.

Ensure Access to Affordable and Quality Child and Elder Care

Policymakers should increase investments in the care economy to create a system where child and elder care are accessible and affordable for everyone and promote policies that support the care workforce. These policies would help improve the working conditions for Latinas employed in the care sector while also allowing them to better participate in the workforce without sacrificing their caregiving responsibilities.

Remove Barriers and Improve Access and Affordability for Education

The consideration of how gender, race, ethnicity, immigration status, and other factors influence students' ability to attend and succeed in college plays a significant role in their future economic well-being. At a time of continued rising college costs and increasingly limited financial aid opportunities for students, particularly for those without US citizenship, policymakers must act to make access to education for Latinas easier to obtain, not harder. To do so, policymakers must reduce the cost of education, offer improved financial assistance for students, and address existing student debt obligations.

To learn more about IWPR's federal policy recommendations on Equal Pay, Better Workplaces, Paid Leave, Promoting Access to Care, and College Affordability, go to iwpr.org/federalpolicyagenda/. For additional information on state policy solutions, visit <http://www.statepolicyactionlab.org/>.

This fact sheet was prepared by Dr. Martha Susana Jaimes, Miranda Peterson, and Ariane Hegewisch, with data analysis conducted by Dr. Mrinmoyee Chatterjee. Thank you to our key funders for their generous support of IWPR's core research and flagship products.



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

| State | Latina women | White men | Earnings gap each year | Earnings ratio | Ranking of earnings ratio |
|------------------------|-----------------|-----------------|------------------------|----------------|---------------------------|
| Alabama | \$23,636 | \$50,648 | \$27,012 | 46.7% | 41 |
| Alaska | \$35,000 | \$61,903 | \$26,903 | 56.5% | 8 |
| Arizona | \$30,000 | \$55,000 | \$25,000 | 54.5% | 14 |
| Arkansas | \$27,137 | \$45,000 | \$17,863 | 60.3% | 5 |
| California | \$29,497 | \$70,793 | \$41,296 | 41.7% | 48 |
| Colorado | \$31,238 | \$60,174 | \$28,936 | 51.9% | 25 |
| Connecticut | \$27,073 | \$67,530 | \$40,457 | 40.1% | 51 |
| Delaware | \$27,012 | \$55,000 | \$27,988 | 49.1% | 36 |
| District of Columbia | \$55,000 | \$110,299 | \$55,299 | 49.9% | 33 |
| Florida | \$29,497 | \$50,027 | \$20,530 | 59.0% | 7 |
| Georgia | \$27,012 | \$55,000 | \$27,988 | 49.1% | 36 |
| Hawaii | \$35,200 | \$56,634 | \$21,434 | 62.2% | 3 |
| Idaho | \$25,000 | \$47,000 | \$22,000 | 53.2% | 20 |
| Illinois | \$30,000 | \$60,000 | \$30,000 | 50.0% | 31 |
| Indiana | \$27,000 | \$50,000 | \$23,000 | 54.0% | 15 |
| Iowa | \$25,957 | \$50,000 | \$24,043 | 51.9% | 25 |
| Kansas | \$24,990 | \$50,000 | \$25,010 | 50.0% | 31 |
| Kentucky | \$25,887 | \$45,815 | \$19,928 | 56.5% | 8 |
| Louisiana | \$24,542 | \$55,000 | \$30,458 | 44.6% | 44 |
| Maine | \$28,317 | \$46,856 | \$18,539 | 60.4% | 4 |
| Maryland | \$30,000 | \$71,000 | \$41,000 | 42.3% | 47 |
| Massachusetts | \$30,000 | \$68,000 | \$38,000 | 44.1% | 45 |
| Michigan | \$26,344 | \$50,000 | \$23,656 | 52.7% | 21 |
| Minnesota | \$29,700 | \$57,269 | \$27,569 | 51.9% | 25 |
| Mississippi | \$22,908 | \$48,000 | \$25,092 | 47.7% | 39 |
| Missouri | \$27,137 | \$48,000 | \$20,863 | 56.5% | 8 |
| Montana | \$27,073 | \$45,000 | \$17,927 | 60.2% | 6 |
| Nebraska | \$28,317 | \$50,735 | \$22,418 | 55.8% | 12 |
| Nevada | \$30,000 | \$56,228 | \$26,228 | 53.4% | 19 |
| New Hampshire | \$30,700 | \$58,526 | \$27,826 | 52.5% | 22 |
| New Jersey | \$29,497 | \$71,000 | \$41,503 | 41.5% | 50 |
| New Mexico | \$27,500 | \$50,000 | \$22,500 | 55.0% | 13 |
| New York | \$31,238 | \$62,000 | \$30,762 | 50.4% | 30 |
| North Carolina | \$24,990 | \$50,648 | \$25,658 | 49.3% | 35 |
| North Dakota | \$22,735 | \$52,000 | \$29,265 | 43.7% | 46 |
| Ohio | \$27,000 | \$50,000 | \$23,000 | 54.0% | 15 |
| Oklahoma | \$24,761 | \$48,000 | \$23,239 | 51.6% | 28 |
| Oregon | \$28,138 | \$52,063 | \$23,925 | 54.0% | 15 |
| Pennsylvania | \$27,700 | \$54,000 | \$26,300 | 51.3% | 29 |
| Rhode Island | \$28,317 | \$58,526 | \$30,209 | 48.4% | 38 |
| South Carolina | \$24,000 | \$50,648 | \$26,648 | 47.4% | 40 |
| South Dakota | \$25,000 | \$47,800 | \$22,800 | 52.3% | 23 |
| Tennessee | \$25,000 | \$48,000 | \$23,000 | 52.1% | 24 |
| Texas | \$26,000 | \$62,475 | \$36,475 | 41.6% | 49 |
| Utah | \$26,300 | \$56,275 | \$29,975 | 46.7% | 41 |
| Vermont | \$37,000 | \$45,020 | \$8,020 | 82.2% | 1 |
| Virginia | \$30,000 | \$60,777 | \$30,777 | 49.4% | 34 |
| Washington | \$30,000 | \$64,894 | \$34,894 | 46.2% | 43 |
| West Virginia | \$28,114 | \$44,836 | \$16,722 | 62.7% | 2 |
| Wisconsin | \$28,000 | \$52,063 | \$24,063 | 53.8% | 18 |
| Wyoming | \$29,263 | \$52,000 | \$22,737 | 56.3% | 11 |
| All (2018–2022) | \$28,530 | \$56,000 | \$27,470 | 50.9% | n/a |

Source: IWPR analysis of 2019–2023 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 15.0 2019–2023 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2024, <https://www.ipums.org/projects/ipums-usa/d010.V15.0>.

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 | \$33,320 | \$61,354 | \$28,034 | 54.3% | 37 |
| Alaska | \$52,063 | \$75,000 | \$22,937 | 69.4% | 3 |
| Arizona | \$40,000 | \$70,000 | \$30,000 | 57.1% | 28 |
| Arkansas | \$32,640 | \$55,000 | \$22,360 | 59.3% | 21 |
| California | \$41,600 | \$93,713 | \$52,113 | 44.4% | 50 |
| Colorado | \$43,000 | \$78,000 | \$35,000 | 55.1% | 32 |
| Connecticut | \$42,000 | \$84,413 | \$42,413 | 49.8% | 46 |
| Delaware | \$43,000 | \$70,000 | \$27,000 | 61.4% | 13 |
| District of Columbia | \$78,094 | \$125,000 | \$46,906 | 62.5% | 10 |
| Florida | \$38,400 | \$63,000 | \$24,600 | 61.0% | 15 |
| Georgia | \$35,000 | \$67,530 | \$32,530 | 51.8% | 43 |
| Hawaii | \$50,000 | \$72,888 | \$22,888 | 68.6% | 5 |
| Idaho | \$33,765 | \$60,000 | \$26,235 | 56.3% | 30 |
| Illinois | \$40,000 | \$75,000 | \$35,000 | 53.3% | 40 |
| Indiana | \$36,916 | \$60,393 | \$23,477 | 61.1% | 14 |
| Iowa | \$35,397 | \$61,000 | \$25,603 | 58.0% | 26 |
| Kansas | \$35,000 | \$61,903 | \$26,903 | 56.5% | 29 |
| Kentucky | \$35,400 | \$56,634 | \$21,234 | 62.5% | 10 |
| Louisiana | \$38,000 | \$67,530 | \$29,530 | 56.3% | 30 |
| Maine | \$47,195 | \$58,994 | \$11,799 | 80.0% | 2 |
| Maryland | \$42,476 | \$88,491 | \$46,015 | 48.0% | 47 |
| Massachusetts | \$47,195 | \$88,491 | \$41,296 | 53.3% | 40 |
| Michigan | \$40,000 | \$64,894 | \$24,894 | 61.6% | 12 |
| Minnesota | \$44,836 | \$70,793 | \$25,957 | 63.3% | 7 |
| Mississippi | \$32,000 | \$58,526 | \$26,526 | 54.7% | 34 |
| Missouri | \$38,000 | \$60,000 | \$22,000 | 63.3% | 7 |
| Montana | \$40,000 | \$58,000 | \$18,000 | 69.0% | 4 |
| Nebraska | \$37,638 | \$62,000 | \$24,362 | 60.7% | 17 |
| Nevada | \$38,000 | \$70,000 | \$32,000 | 54.3% | 37 |
| New Hampshire | \$44,000 | \$72,888 | \$28,888 | 60.4% | 18 |
| New Jersey | \$42,000 | \$90,040 | \$48,040 | 46.6% | 49 |
| New Mexico | \$40,000 | \$68,723 | \$28,723 | 58.2% | 25 |
| New York | \$48,000 | \$80,000 | \$32,000 | 60.0% | 19 |
| North Carolina | \$34,000 | \$62,475 | \$28,475 | 54.4% | 36 |
| North Dakota | \$32,000 | \$62,534 | \$30,534 | 51.2% | 44 |
| Ohio | \$40,116 | \$62,475 | \$22,359 | 64.2% | 6 |
| Oklahoma | \$32,000 | \$58,994 | \$26,994 | 54.2% | 39 |
| Oregon | \$40,000 | \$69,000 | \$29,000 | 58.0% | 26 |
| Pennsylvania | \$40,000 | \$67,530 | \$27,530 | 59.2% | 23 |
| Rhode Island | \$40,000 | \$72,888 | \$32,888 | 54.9% | 33 |
| South Carolina | \$34,100 | \$62,475 | \$28,375 | 54.6% | 35 |
| South Dakota | \$35,397 | \$58,000 | \$22,603 | 61.0% | 15 |
| Tennessee | \$35,000 | \$58,994 | \$23,994 | 59.3% | 21 |
| Texas | \$36,000 | \$76,692 | \$40,692 | 46.9% | 48 |
| Utah | \$36,000 | \$70,793 | \$34,793 | 50.9% | 45 |
| Vermont* | n/a | n/a | n/a | n/a | n/a |
| Virginia | \$44,836 | \$76,011 | \$31,175 | 59.0% | 24 |
| Washington | \$41,650 | \$80,000 | \$38,350 | 52.1% | 42 |
| West Virginia | \$45,000 | \$55,000 | \$10,000 | 81.8% | 1 |
| Wisconsin | \$40,000 | \$63,516 | \$23,516 | 63.0% | 9 |
| Wyoming | \$37,485 | \$63,000 | \$25,515 | 59.5% | 20 |
| All (2018–2022) | \$40,000 | \$70,000 | \$30,000 | 57.1% | n/a |

Source: IWPR analysis of 2019–2023 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 15.0 2019–2023 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2024, <https://www.ipums.org/projects/ipums-usa/d010.V15.0>.

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 Latinas and White Men

| State | % of Latina women working FTYR | % of White men working FTYR | Percentage point difference | Rank of difference in FTYR work |
|------------------------|--------------------------------|-----------------------------|-----------------------------|---------------------------------|
| Alabama | 55.9% | 75.2% | 19.3% | 49 |
| Alaska | 59.7% | 66.6% | 6.9% | 2 |
| Arizona | 61.1% | 70.1% | 9.0% | 4 |
| Arkansas | 66.7% | 72.7% | 6.0% | 1 |
| California | 56.0% | 68.8% | 12.8% | 16 |
| Colorado | 58.7% | 70.9% | 12.2% | 13 |
| Connecticut | 52.1% | 70.2% | 18.1% | 47 |
| Delaware | 53.9% | 70.5% | 16.6% | 40 |
| District of Columbia | 65.6% | 78.7% | 13.1% | 18 |
| Florida | 63.7% | 70.8% | 7.1% | 3 |
| Georgia | 59.7% | 73.7% | 14.0% | 24 |
| Hawaii | 57.8% | 69.8% | 12.0% | 10 |
| Idaho | 56.5% | 67.6% | 11.1% | 9 |
| Illinois | 59.9% | 71.9% | 12.0% | 10 |
| Indiana | 55.2% | 71.6% | 16.4% | 38 |
| Iowa | 55.6% | 70.7% | 15.1% | 27 |
| Kansas | 56.7% | 71.8% | 15.1% | 27 |
| Kentucky | 58.6% | 70.8% | 12.2% | 13 |
| Louisiana | 56.5% | 73.0% | 16.5% | 39 |
| Maine | 54.8% | 66.9% | 12.1% | 12 |
| Maryland | 59.7% | 75.2% | 15.5% | 31 |
| Massachusetts | 52.0% | 70.0% | 18.0% | 46 |
| Michigan | 53.0% | 67.9% | 14.9% | 26 |
| Minnesota | 52.5% | 70.0% | 17.5% | 43 |
| Mississippi | 57.9% | 74.0% | 16.1% | 35 |
| Missouri | 59.0% | 72.1% | 13.1% | 18 |
| Montana | 48.1% | 66.2% | 18.1% | 47 |
| Nebraska | 58.8% | 73.3% | 14.5% | 25 |
| Nevada | 59.6% | 68.8% | 9.2% | 5 |
| New Hampshire | 55.0% | 70.9% | 15.9% | 33 |
| New Jersey | 58.6% | 71.4% | 12.8% | 16 |
| New Mexico | 57.4% | 68.2% | 10.8% | 8 |
| New York | 55.8% | 69.6% | 13.8% | 23 |
| North Carolina | 55.9% | 73.1% | 17.2% | 42 |
| North Dakota | 49.5% | 70.7% | 21.2% | 51 |
| Ohio | 55.0% | 71.0% | 16.0% | 34 |
| Oklahoma | 59.3% | 72.5% | 13.2% | 20 |
| Oregon | 54.3% | 66.7% | 12.4% | 15 |
| Pennsylvania | 56.1% | 71.4% | 15.3% | 29 |
| Rhode Island | 56.0% | 69.5% | 13.5% | 21 |
| South Carolina | 55.1% | 72.9% | 17.8% | 44 |
| South Dakota | 52.5% | 72.2% | 19.7% | 50 |
| Tennessee | 56.2% | 72.9% | 16.7% | 41 |
| Texas | 61.0% | 74.5% | 13.5% | 21 |
| Utah | 54.6% | 70.8% | 16.2% | 36 |
| Vermont | 54.4% | 64.3% | 9.9% | 6 |
| Virginia | 59.7% | 75.1% | 15.4% | 30 |
| Washington | 54.2% | 69.9% | 15.7% | 32 |
| West Virginia | 53.3% | 71.1% | 17.8% | 44 |
| Wisconsin | 54.6% | 70.9% | 16.3% | 37 |
| Wyoming | 59.3% | 69.3% | 10.0% | 7 |
| All (2019-2023) | 58.2% | 71.2% | 13.0% | n/a |

Source: IWPR analysis of 2019–2023 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 15.0 2019–2023 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2024, <https://www.ipums.org/projects/ipums-usa/d010.V15.0>.

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

1. In this fact sheet, we use the term Latina to refer to people who self-identify as women and who also identify as Hispanic or Latina women of any race when asked about their ethnicity. We use Latino to refer to Hispanic or Latino men of any race.
2. In this fact sheet, White men and women are defined as White, non-Hispanic.
3. This fact sheet presents an analysis of women's earnings ratios compared to men's using the most recently available data. National-level earnings ratios are based on 2024 data released by the US Census Bureau on September 9, 2025, and are further examined in IWPR's National Wage Gap fact sheet (see note 7 below). State-level earnings ratios are calculated using microdata from the American Community Survey 5-Year Sample (2019–2023).
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5. IWPR calculations based on Melissa Kollar and Zach Scherer, "Table A-7. Number and Real Median Earnings of Total Workers and Full-Time, Year-Round Workers by Sex and Female-to-Male Earnings Ratio: 1960 to 2024," *Income in the United States: 2024* (Washington, DC: US Census Bureau, 2025), <https://www2.census.gov/library/publications/2025/demo/p60-286.pdf>. For race and ethnic groups we use US Census Bureau, Current Population Survey 2025, "Historical Income Tables: Table P-38. Full-time, year-round workers by Median Earnings and Sex," accessed September 9, 2025; and "Historical Income Tables: Table P-41. Work Experience—Workers by Median Earnings and Sex," accessed September 9, 2025, <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-people.html>. We define race and ethnicity as follows: White alone, not Hispanic; Black alone; Asian alone; and Hispanic/Latina/o (may be of any race). We forecast the year when the earnings wage gap will close based on the historical ratios of median annual earnings of all women and men with earnings (whether they work full-time, full-year, part-time, or part-year) and of full-time year-round women and men workers. Our calculations use data from 2000 to 2024. Full-time is defined as working at least 35 hours per week, and year-round as working at least 50 weeks per year.
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