Latinas and the Wage Gap

JANUARY 2013

On average, women in the United States are paid just 77 cents for every dollar paid to men.\(^1\) For Latinas, this disparity is much worse. Overall, Latinas in the United States are paid just 60 cents for every dollar paid to men\(^2\) and just 55 cents for every dollar paid to white, non-Hispanic men.\(^3\)

Even in states with large populations of employed Latinas, rampant wage disparities persist – with potentially devastating consequences for Latinas and their families.

- In the 20 states with the largest number of Latinas working full time, year round, pay for Latinas ranges from 51 to 68 cents for every dollar paid to men in those states.\(^4\)
- The states with the largest populations of Latinas working full time, year round are Texas and California. In Texas, Latinas are paid 59 cents for every dollar paid to Texan men. In California, Latinas are paid 60 cents for every dollar paid to men in the state.\(^5\)
- Among these states, Latinas in Washington and New Jersey suffer from the largest wage gap, bringing home just 51 cents for every dollar paid to men in their states.\(^6\)
- Among the 20 states, Florida and New Mexico have the smallest wage gaps – but Latinas in those states still face a substantial disparity of 68 cents for every dollar paid to men in the two states.\(^7\)

### Wage Gap for Latinas by State

An analysis of the wage gap in the 20 states with the largest number of Latinas who work full time, year round

<table>
<thead>
<tr>
<th>State</th>
<th>Number of Latinas Working Full Time, Year Round</th>
<th>Median Earnings for Latinas</th>
<th>Median Earnings for All Men</th>
<th>Annual Wage Gap</th>
<th>Cents on the Dollar</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Jersey</td>
<td>209,938</td>
<td>$30,883</td>
<td>$60,568</td>
<td>$29,685</td>
<td>51</td>
</tr>
<tr>
<td>Washington</td>
<td>67,725</td>
<td>$26,922</td>
<td>$53,046</td>
<td>$26,124</td>
<td>51</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>66,518</td>
<td>$31,511</td>
<td>$60,264</td>
<td>$28,753</td>
<td>52</td>
</tr>
<tr>
<td>North Carolina</td>
<td>65,669</td>
<td>$22,286</td>
<td>$41,950</td>
<td>$19,664</td>
<td>53</td>
</tr>
<tr>
<td>Connecticut</td>
<td>55,085</td>
<td>$32,107</td>
<td>$60,705</td>
<td>$28,598</td>
<td>53</td>
</tr>
<tr>
<td>Oregon</td>
<td>38,483</td>
<td>$24,646</td>
<td>$45,976</td>
<td>$21,330</td>
<td>54</td>
</tr>
<tr>
<td>Maryland</td>
<td>60,902</td>
<td>$30,736</td>
<td>$56,708</td>
<td>$25,972</td>
<td>54</td>
</tr>
<tr>
<td>Illinois</td>
<td>217,559</td>
<td>$27,539</td>
<td>$50,746</td>
<td>$23,207</td>
<td>54</td>
</tr>
</tbody>
</table>
What Does the Wage Gap Mean for Latinas?

The median salary for Latinas is $29,020 per year, compared to a median salary of $48,202 for all men — or a difference of $19,182 each year. If the wage gap were eliminated, a Latina working full time, year round would have enough money for approximately:

- Nearly three years’ worth of food.  
- More than one year of mortgage and utilities payments; 
- Nearly two years of rent; 
- Almost five more years’ worth of family health insurance premiums; or 
- 5,743 additional gallons of gas.

Latinas and Their Families Cannot Afford Discrimination

Eliminating the wage gap would provide much-needed income to Latinas, whose salaries are critically important for their families.

- More than two million family households in the United States are headed by Latinas. 
- Nearly 40 percent of all Latina-headed households live below the poverty level. Among Latina-headed households with children under five years of age, that percentage increases to more than 50 percent. This means that half of Latina-headed households with young children live in poverty.
Congress Must Pass the Paycheck Fairness Act

The economic security of Latinas and all working women and their families is put at risk when women are paid less than men. The Paycheck Fairness Act would strengthen the Equal Pay Act of 1963 and help women fight wage discrimination. The Paycheck Fairness Act would:

- Prohibit employers from retaliating against workers who discuss salaries with colleagues;
- Put gender-based discrimination on equal footing with other forms of wage discrimination – such as race or national origin – and allow women to take legal action for damages;
- Require employers to prove that pay differences exist for legitimate, job-related reasons;
- Create a negotiation skills training program for women and girls;
- Recognize employers for excellence in their pay practices;
- Provide businesses, especially small ones, assistance with equal pay practices; and
- Enhance the Department of Labor’s and the Equal Employment Opportunity Commission’s abilities to investigate and enforce pay discrimination laws.

2. Ibid.
3. Ibid.
5. Ibid.
6. Ibid.
7. Ibid.
14. Ibid.
15. Ibid.

The National Partnership for Women & Families is a nonprofit, nonpartisan advocacy group dedicated to promoting fairness in the workplace, access to quality health care and policies that help women and men meet the dual demands of work and family. More information is available at www.NationalPartnership.org.

© 2013 National Partnership for Women & Families. All rights reserved.