

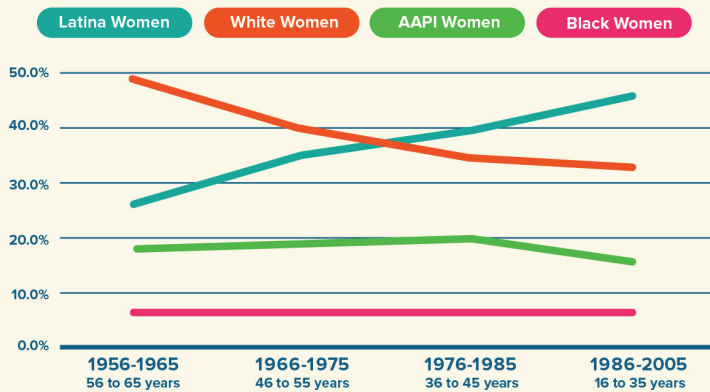
LATINA FUTURES, 2050 LAB

The gender wage gap remains shockingly high in California and is particularly stark for Latinas and other women of color.

On Latina “Equal Pay Day” we raise awareness about the persistent wage gap that Latinas continue to face in our country, contributors to the gap, and strategies to close it. At the national level, Latinas on average face a wage gap of 52 cents to every dollar paid to white, non Hispanic men. This number includes all Latinas with reported earnings (full-time year-round, part-time, and seasonal workers). For Latinas working full-time year round, the wage gap is 57 cents. In looking at the wage gap, California is no exception.



California Female Workforce by Race/Ethnicity and Birth Cohort, 2021



The Latina workforce in California is large and growing. There are currently more than 3.3 million Latina workers in the state. Among young workers sixteen to forty-four years of age, Latinas outnumber women in other major racial/ethnic groups.

Latina workers experience a large wage gap, especially if they have a college education.

The stark reality is that Latinas in California earned 51 cents less for every dollar earned by non-Hispanic white men and those with a bachelor’s degree earned 42 cents less per dollar earned by non-Hispanic white men with a similar level of education.

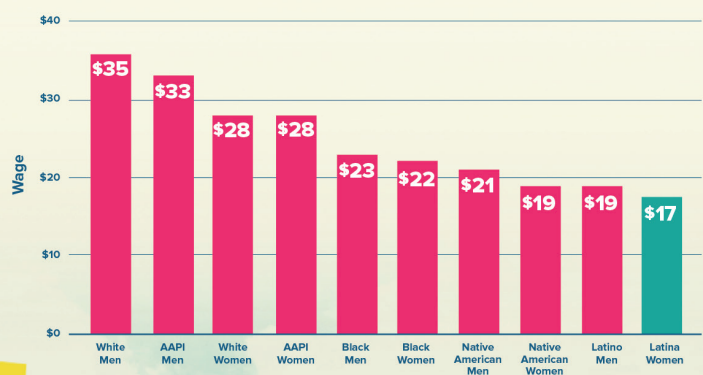
Latina workers earn the lowest median wages.

In 2021, the median hourly wage for Latinas in California was only \$17 per hour—lower than the wage for workers in other major racial/ethnic groups.

Working-age Latina workers experience a large wage gap even after considering factors that determine pay.

Educational attainment, years of work experience, occupation and industry, and even our citizenship status can explain some of the gender differences in pay. The remaining gaps not explained by these factors are, in part, attributed to gender and racial discrimination.

Median Hourly Wages by Race and Gender in California, 2021



Latinas workers have power. Latinas in California have increasingly joined forces with diverse groups of workers and advocates to demand equal opportunities and wages



UCLA Latino Policy & Politics Institute

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Data Source: Retrieved on September 14, 2023, from LatinoDataHub.org, which uses data from the 2021 American Community Survey five-year sample for ages sixteen and over. Updated 2/29/2024

