

Latinas Will Not Reach Pay Equity with White Men until 2207 if Current Trends Persist

Wage Gaps and Earnings for Hispanic or Latina Women by State, for All Workers and Full-Time Year-Round Workers

RESEARCH HIGHLIGHTS

- **In 2022, Latinas working full-time year-round were paid just 57.5 cents for every dollar paid to White, non-Hispanic men nationally (a wage gap of 42.5 percent).** Among all workers, including those working full-time, part-time, full-year, or part-year, Latinas were paid only 51.9 cents per dollar compared to White, non-Hispanic men (a wage gap of 48.1 percent).
- **During 2022, the gender wage gap widened for all Latinas with earnings, and inflation-adjusted earnings fell.** The median annual earnings ratio for all Latinas and White non-Hispanic men with earnings was 53.6 percent in 2021; median annual earnings in 2022 were \$40,720, 4.1 percent lower than real median earnings in 2021.
- **The gender wage gap between Latinas and White men will not be closed within the lifetime of anyone working today.** Based on trends from 2002 to 2022, it will take until 2207 for all Latinas with earnings to reach pay equity with White, non-Hispanic men, and until 2171 for full-time year-round working Latinas.
- **Latinas were paid less than White, non-Hispanic men in every state and the District of Columbia in 2021.** This is regardless of whether they worked full-time year-round or whether all workers were included in the earnings calculations.
- **Latinas faced the worst wage gap in California.** Among all workers in that state, median annual earnings for Latinas were just 39.5 cents for every dollar of median earnings for White, non-Hispanic



men (a wage gap of 60.5 percent). Full-time year-round working Latinas received just 43.8 cents per dollar paid to White, non-Hispanic men (a wage gap of 56.2 percent).¹

- **The wage gap for Latinas was smallest in Maine.** Latinas were paid 65.3 cents per dollar paid to White, non-Hispanic men when all with earnings are included (a wage gap of 34.5 percent), and 72.0 cents per dollar paid to White, non-Hispanic men (a wage gap of 28.0 percent) for full-time year-round work.

This fact sheet analyzes the earnings of Hispanic or Latina women and White, non-Hispanic men in the United States using two different measures: median annual earnings for all Latinas and White, non-Hispanic men with earnings, regardless of whether they worked full-time, part-time, year-round, or part-year, and median annual earnings for Latinas and White, non-Hispanic men who worked full-time year-round.² National data are based on the 2022 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) 2017-2021.³

The Wage Gap for all Latinas Worsened even as the Overall Economy Recovered from COVID-19

COVID-19 job losses were much higher in low-wage than in high-wage jobs. Because Latinas were more likely to work in low-wage jobs than were White, non-Hispanic men, as the number of low-wage workers fell among all Latina workers, average earnings increased.⁴ In 2019, before the pandemic, average earnings for all working Latinas were 49.5 percent of average earnings for White, non-Hispanic men; among full-time year-round workers, the corresponding ratio was 55.4 percent.⁵ In 2021, when low-wage jobs remained below their pre-pandemic number, average earnings for all working Latinas improved to 53.6 percent⁶ of those for White, non-Hispanic men, while the ratio for full-time year-round workers reached 57.1 percent.⁷ However, as unemployment declined in 2022, low-wage jobs also returned (albeit not as fully as higher-wage jobs)⁸, and the gender earnings ratio for all Latinas with earnings fell once again, to 51.9 percent. The 2022 ratio for full-time year-round workers, by contrast, improved marginally over 2021, to 57.5 percent.⁹

Nationally and in every state¹⁰, whether working full-time year-round or whether all workers with earnings were counted, Latina women were paid substantially less than White, non-Hispanic men. In just a single year, in 2022, the differences in earnings nationally meant \$20,110 less for a typical Latina and her family when part-time and part-year workers were included, and \$24,170 less than White non-Hispanic men for full-time year-round workers.¹¹ Progress towards eliminating pay inequity for Latinas has been painfully slow. Based on the trends of the last two decades, it will take almost two hundred years, until 2207, for all Latinas with earnings to reach pay equity with White, non-Hispanic men, and nearly 250 years, until 2171, for full-time year-round working Latinas.¹²

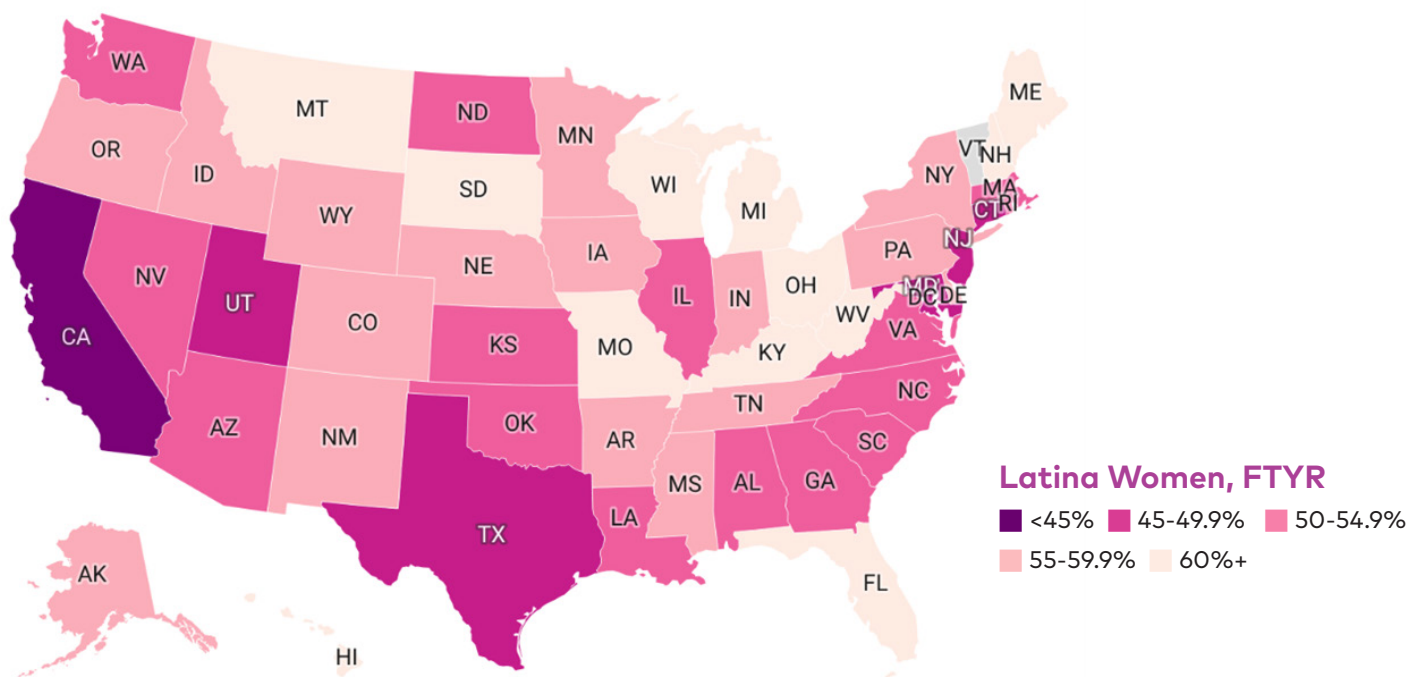
Latinas Earn Less than White Men in Every State

Latinas' median annual earnings were lower than White, non-Hispanic men's in every state and the District of Columbia in 2021, regardless of whether the earnings of all workers (including full-time, part-time, full-year, and part-year) or only full-time year-round workers were calculated (Appendix Tables 1 and 2).

For full-time year-round workers, in five jurisdictions—**Maine, Montana, West Virginia, the District of Columbia, and Hawaii**—the median annual earnings of Latinas were at least 65 percent of White, non-Hispanic men. Latinas made less than 50 percent of White, non-Hispanic men’s median annual earnings in six states—**California, New Jersey, Texas, Maryland, Connecticut, and Utah** (Map 2).

Latinas were paid thousands of dollars less each year than White, non-Hispanic men. In California, the state with the largest wage gap, Latina women made \$48,553 less than White, non-Hispanic men for full-time year-round work in a single year (Appendix Table 2).¹³ From 2017 and 2021, this meant \$242,765 less for Latina women.

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



Notes: Workers 15 years and older. White alone, not Hispanic; Latinas may be of any race. For Vermont, sample size is insufficient for calculating median annual earnings. Full-time is defined as at least 35 hours per week, year-round as 50 weeks per year.

Source: IWPR analysis of 2017-2021 American Community Survey Microdata (Integrated Public Use Microdata Series, Version 13.0)

The Majority of Latinas Worked Full-Time Year-Round in most States but Were Less Likely to do so than White, non-Hispanic Men

Nationally, in 2022, a substantial majority of Latinas, 62.7 percent, worked full-time year-round. This compared with 76.3 percent of White, non-Hispanic men. The differences in the likelihood of full-time year-round work varied substantially among states. The states with the largest differences between Latinas’ and White, non-Hispanic men’s likelihood of full-time year-round work were **North Dakota,**

West Virginia, and **Vermont** (23.4, 22.8, and 21.6 percentage points lower, respectively; Appendix Table 3). The states with the smallest differences were **Maine** and **Florida** (2.0 and 7.4 percentage points lower, respectively; Appendix Table 3).

Latinas spend almost twice as many hours each day on unpaid family care work as White, non-Hispanic men.¹⁴ This unequal distribution of care work makes it more difficult to work full-time year-round; yet full-time year-round work is also less available in predominantly female occupations, particularly in lower-paid service sector jobs, irrespective of how many hours workers would like to work.¹⁵

The Reasons behind Latina Women's Lower Earnings

Latinas face multiple structural barriers in the United States that disproportionately affect their earnings.¹⁶ These factors include:

Concentration in lower-paid jobs, particularly undervalued service sector jobs: Latinas are overrepresented in undervalued service sector jobs, including child care and elder care.¹⁷ The COVID-19 pandemic accentuated the essential nature of such work, yet such jobs pay much less per hour than jobs requiring comparable educational credentials in other fields.¹⁸ Service sector jobs are also less likely to provide access to full-time stable work with benefits.¹⁹

Educational opportunity: Latinas are less likely than women of other large racial and ethnic groups to have higher levels of educational attainment²⁰ and Latinos/as are underrepresented²¹ at two and four-year institutions.²¹ They also experience lower graduation rates from college compared to their White, non-Hispanic counterparts.²² High college costs and limited financial aid for students without citizenship²³ create additional barriers to higher education and reduces Latinas' ability to improve their socioeconomic status and secure better paying jobs.

Lack of Work-Family Benefits: The lack of statutory leave benefits and the child care crisis make it particularly hard for Latinas to maintain stable employment. Compared with non-Hispanic women, Latinas are particularly likely to have dependent children.²⁴ The wage gap is even wider for Latina mothers than it is for all Latinas.²⁵ Over a quarter of Latina mothers are the sole breadwinners for their families.²⁶ Latina and Black mothers had less access than other women to remote work during the COVID-19 pandemic –and continue to do so--and they were more likely to live in areas where child care services broke down.²⁷ Latinas are also particularly unlikely²⁷ to have access to paid medical leave, paid sick time, or paid vacations.²⁸

Immigration status: A third of Latinas and Latinos are foreign-born.²⁹ While many are naturalized citizens, a high proportion are on temporary or work visas or are undocumented.³⁰ Undocumented Latinas suffered significantly during the COVID-19 pandemic because they did not qualify for government assistance programs, such as the CARES Act, although they were risking their own and their family's health by working in the service industry as essential workers.³¹ The lack of legalization pathways and visa programs in the care sector perpetuates the cycle and forces Latinas into the lowest-paid care and service sector jobs.³²

Discrimination: Research suggests persistent hiring bias against Hispanic and Latina workers³³, reducing their access to the most highly-paid jobs in their fields. Latinas in professional and managerial jobs are much less likely to hold senior leadership positions than White men, and much more likely to report

discrimination and unsupportive work environments.³⁴ Latinas in the construction and manufacturing trades report discrimination in hiring and lay-offs, access to overtime, and promotions, and are less likely than men, or other women, to hold the highest paying jobs.³⁵

Sexual harassment: Latinas, particularly migrant and immigrant women, face particularly high risks of sexual harassment and violence at work because of their overrepresentation in low-paying service jobs³⁶ and other low-wage fields such as agriculture, cleaning, and janitorial work.³⁷ On top of damage to individuals' mental and physical health, workplace sexual harassment can have high long-term financial costs.³⁸

Equity-Focused Policies are Needed to Achieve Equal Pay and Economic Security for Latinas

Latinas face large wage gaps compared to White men in every single state. There are no signs that earnings differences are improving. These gaps in earnings mount up year after year and mean Latinas have fewer resources to support themselves and their families, build wealth, or prepare for retirement.

Because no single factor accounts for Latinas' lower earnings, policy action is needed on many fronts, including comprehensive immigration reform; affordable access to higher education; the strengthening of equal pay laws and more effective enforcement of non-discrimination statutes, including in well-paying jobs in male-dominated fields; universal access to paid family and medical leave and paid sick time; and investments in quality affordable care provided by well-paid workers. A focus on job quality and equity will benefit Latinas, and all workers and their families. Now is the time to act. Waiting another 200 years for pay equity is not an option.

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APPENDIX TABLE 1. Median Annual Earnings for Latina Women and White, Non-Hispanic Men: Anyone with Earnings

State	Latina Women	White Men	Earnings Gap Each Year	Earnings Ratio	Ranking of Earnings Ratio
Alabama	\$20,934	\$47,689	\$26,755	43.9%	44
Alaska	\$31,168	\$60,000	\$28,832	51.9%	17
Arizona	\$26,526	\$50,000	\$23,474	53.1%	13
Arkansas	\$24,000	\$41,868	\$17,868	57.3%	5
California	\$26,167	\$66,316	\$40,149	39.5%	50
Colorado	\$27,700	\$55,108	\$27,408	50.3%	23
Connecticut	\$25,895	\$62,802	\$36,907	41.2%	48
Delaware	\$24,316	\$50,000	\$25,684	48.6%	29
District of Columbia	\$48,148	\$100,000	\$51,852	48.1%	30
Florida	\$26,526	\$46,421	\$19,895	57.1%	6
Georgia	\$24,074	\$51,790	\$27,716	46.5%	36
Hawaii	\$32,853	\$53,948	\$21,095	60.9%	3
Idaho	\$22,105	\$42,000	\$19,895	52.6%	14
Illinois	\$26,494	\$55,263	\$28,769	47.9%	32
Indiana	\$23,737	\$46,692	\$22,955	50.8%	21
Iowa	\$25,000	\$46,421	\$21,421	53.9%	10
Kansas	\$21,579	\$46,421	\$24,842	46.5%	36
Kentucky	\$23,315	\$42,390	\$19,075	55.0%	9
Louisiana	\$22,900	\$52,869	\$29,969	43.3%	45
Maine	\$27,700	\$42,390	\$14,690	65.3%	1
Maryland	\$27,632	\$66,316	\$38,684	41.7%	47
Massachusetts	\$26,974	\$63,586	\$36,612	42.4%	46
Michigan	\$23,737	\$47,043	\$23,306	50.5%	22
Minnesota	\$25,000	\$52,988	\$27,988	47.2%	34
Mississippi	\$21,579	\$44,885	\$23,306	48.1%	30
Missouri	\$25,121	\$44,211	\$19,090	56.8%	7
Montana	\$23,027	\$39,774	\$16,747	57.9%	4
Nebraska	\$24,375	\$47,101	\$22,726	51.8%	19
Nevada	\$26,691	\$51,466	\$24,775	51.9%	17
New Hampshire	\$27,737	\$53,053	\$25,316	52.3%	16
New Jersey	\$26,494	\$67,000	\$40,506	39.5%	50
New Mexico	\$25,121	\$46,629	\$21,508	53.9%	10
New York	\$29,249	\$58,264	\$29,015	50.2%	25
North Carolina	\$21,579	\$47,526	\$25,947	45.4%	41
North Dakota	\$21,195	\$47,906	\$26,711	44.2%	43
Ohio	\$24,375	\$47,101	\$22,726	51.8%	19
Oklahoma	\$22,105	\$45,316	\$23,211	48.8%	26
Oregon	\$25,000	\$47,689	\$22,689	52.4%	15
Pennsylvania	\$24,375	\$50,000	\$25,625	48.8%	26
Rhode Island	\$25,000	\$53,948	\$28,948	46.3%	38
South Carolina	\$22,000	\$47,474	\$25,474	46.3%	38
South Dakota	\$22,658	\$42,390	\$19,732	53.5%	12
Tennessee	\$22,105	\$43,961	\$21,856	50.3%	23
Texas	\$24,169	\$59,343	\$35,174	40.7%	49
Utah	\$24,000	\$50,869	\$26,869	47.2%	34
Vermont	\$26,494	\$41,868	\$15,374	63.3%	2
Virginia	\$26,494	\$57,185	\$30,691	46.3%	38
Washington	\$26,494	\$59,000	\$32,506	44.9%	42
West Virginia	\$22,658	\$40,895	\$18,237	55.4%	8
Wisconsin	\$23,500	\$49,718	\$26,218	47.3%	33
Wyoming	\$24,798	\$49,809	\$25,011	49.8%	26
U.S. All (2017-2021)	\$24,798	\$49,718	\$24,920	49.9%	N/A

Notes: Workers 15 years and older. White alone, not Hispanic; Latinas may be of any race.

Source: IWPR analysis of 2017-2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0)

APPENDIX TABLE 2. Median Annual Earnings for Latina Women and White, Non-Hispanic Men: Full-time Year-round Workers

State	Latina Women	White Men	Earnings Gap Each Year	Earnings Ratio	Ranking of Earnings Ratio
Alabama	\$30,211	\$57,474	\$27,263	52.6%	40
Alaska	\$40,895	\$72,064	\$31,169	56.7%	23
Arizona	\$35,000	\$64,738	\$29,738	54.1%	35
Arkansas	\$28,261	\$50,869	\$22,608	55.6%	27
California	\$37,764	\$86,317	\$48,553	43.8%	50
Colorado	\$38,684	\$69,944	\$31,260	55.3%	29
Connecticut	\$39,400	\$80,000	\$40,600	49.3%	46
Delaware	\$37,764	\$63,586	\$25,822	59.4%	14
District of Columbia	\$75,000	\$113,394	\$38,394	66.1%	4
Florida	\$35,000	\$57,474	\$22,474	60.9%	8
Georgia	\$31,401	\$62,802	\$31,401	50.0%	43
Hawaii	\$43,158	\$65,705	\$22,547	65.7%	5
Idaho	\$30,354	\$53,948	\$23,594	56.3%	24
Illinois	\$35,606	\$70,129	\$34,523	50.8%	42
Indiana	\$33,158	\$56,167	\$23,009	59.0%	16
Iowa	\$32,853	\$56,106	\$23,253	58.6%	19
Kansas	\$31,401	\$57,568	\$26,167	54.5%	30
Kentucky	\$31,793	\$52,335	\$20,542	60.7%	12
Louisiana	\$33,808	\$63,586	\$29,778	53.2%	38
Maine	\$38,843	\$53,948	\$15,105	72.0%	1
Maryland	\$40,000	\$81,789	\$41,789	48.9%	47
Massachusetts	\$42,390	\$80,684	\$38,294	52.5%	41
Michigan	\$36,474	\$60,000	\$23,526	60.8%	10
Minnesota	\$37,548	\$65,211	\$27,663	57.6%	20
Mississippi	\$29,726	\$53,053	\$23,327	56.0%	25
Missouri	\$33,158	\$54,428	\$21,270	60.9%	8
Montana	\$36,685	\$52,988	\$16,303	69.2%	2
Nebraska	\$33,158	\$57,568	\$24,410	57.6%	20
Nevada	\$34,527	\$64,105	\$29,578	53.9%	37
New Hampshire	\$39,789	\$66,316	\$26,527	60.0%	13
New Jersey	\$38,684	\$84,781	\$46,097	45.6%	49
New Mexico	\$36,634	\$61,895	\$25,261	59.2%	15
New York	\$43,700	\$74,448	\$30,748	58.7%	18
North Carolina	\$31,401	\$57,568	\$26,167	54.5%	30
North Dakota	\$31,793	\$58,287	\$26,494	54.5%	30
Ohio	\$36,668	\$58,000	\$21,332	63.2%	6
Oklahoma	\$29,000	\$55,027	\$26,027	52.7%	39
Oregon	\$36,000	\$62,580	\$26,580	57.5%	22
Pennsylvania	\$35,000	\$62,580	\$27,580	55.9%	26
Rhode Island	\$36,032	\$66,316	\$30,284	54.3%	34
South Carolina	\$30,947	\$57,227	\$26,280	54.1%	35
South Dakota	\$32,000	\$52,335	\$20,335	61.1%	7
Tennessee	\$30,000	\$53,948	\$23,948	55.6%	27
Texas	\$33,158	\$71,842	\$38,684	46.2%	48
Utah	\$32,000	\$64,738	\$32,738	49.4%	45
Vermont	N/A	\$54,428	N/A	N/A	N/A
Virginia	\$38,151	\$70,133	\$31,982	54.4%	33
Washington	\$37,092	\$74,183	\$37,091	50.0%	43
West Virginia	\$34,527	\$51,000	\$16,473	67.7%	3
Wisconsin	\$36,072	\$59,347	\$23,276	60.8%	10
Wyoming	\$35,820	\$60,789	\$24,969	58.9%	17
U.S. All (2017-2021)	\$35,606	\$61,895	\$26,289	57.5%	N/A

Notes: Workers 15 years and older. Vermont is N/A because sample size is insufficient. White alone, not Hispanic; Latinas may be of any race. Full-time is at least 35 hours per week; full-year is at least 50 weeks per year.

Source: IWPR analysis of 2017-2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).

APPENDIX TABLE 3. Full-Time Year-Round Workers as Percent of All Workers with Earnings for Latina Women and White, Non-Hispanic Men, by State

State	Latina Women Working FTYR (%)	White Men Working FTYR (%)	Percentage Point Difference	Rank of Difference
Alabama	57.0%	76.1%	19.0%	45
Alaska	59.9%	69.6%	9.7%	4
Arizona	61.4%	71.2%	9.8%	6
Arkansas	64.1%	74.0%	9.9%	7
California	56.3%	70.8%	14.4%	23
Colorado	58.5%	72.1%	13.5%	19
Connecticut	53.6%	70.9%	17.4%	41
Delaware	54.3%	71.2%	16.8%	34
District of Columbia	63.7%	80.5%	16.8%	34
Florida	64.5%	71.9%	7.4%	2
Georgia	61.5%	74.9%	13.4%	18
Hawaii	60.3%	74.9%	14.6%	25
Idaho	56.3%	68.8%	12.5%	13
Illinois	60.2%	72.8%	12.6%	14
Indiana	55.7%	72.5%	16.8%	34
Iowa	57.0%	71.6%	14.5%	24
Kansas	56.7%	72.9%	16.3%	31
Kentucky	59.4%	71.8%	12.4%	11
Louisiana	58.0%	74.1%	16.1%	30
Maine	66.6%	68.6%	2.0%	1
Maryland	58.7%	75.6%	16.8%	34
Massachusetts	51.6%	70.7%	19.1%	47
Michigan	53.4%	68.9%	15.4%	28
Minnesota	50.3%	70.4%	20.1%	48
Mississippi	65.3%	75.0%	9.7%	4
Missouri	60.7%	72.4%	11.7%	10
Montana	56.1%	65.5%	9.4%	3
Nebraska	60.3%	73.8%	13.5%	19
Nevada	60.5%	70.8%	10.3%	8
New Hampshire	54.1%	71.4%	17.4%	41
New Jersey	59.5%	72.4%	12.8%	15
New Mexico	59.2%	70.2%	11.0%	9
New York	58.5%	70.9%	12.4%	11
North Carolina	56.0%	74.4%	18.4%	44
North Dakota	47.7%	71.1%	23.4%	51
Ohio	55.3%	71.7%	16.4%	32
Oklahoma	59.7%	74.4%	14.7%	26
Oregon	55.0%	68.3%	13.2%	16
Pennsylvania	56.5%	71.8%	15.3%	27
Rhode Island	56.9%	70.8%	13.9%	22
South Carolina	55.9%	73.9%	18.0%	43
South Dakota	52.8%	71.9%	19.0%	45
Tennessee	56.5%	73.7%	17.2%	38
Texas	62.2%	75.7%	13.5%	19
Utah	55.9%	71.4%	15.5%	29
Vermont	44.0%	65.6%	21.6%	49
Virginia	59.2%	75.8%	16.6%	33
Washington	54.0%	71.3%	17.3%	39
West Virginia	48.3%	71.0%	22.8%	50
Wisconsin	54.5%	71.8%	17.3%	39
Wyoming	56.9%	70.2%	13.2%	16
U.S. All (2017-2021)	56.7%	69.3%	12.6%	N/A

Notes: Workers 15 years and older. White alone, not Hispanic; Latinas may be of any race.

Source: IWPR analysis of 2017-2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).

ENDNOTES

¹ Median annual earnings are the midpoint of the earnings distribution at which about half of all workers earn less, and half earn more than the median; full-time is 35 or more hours per week; full year is at least 50 weeks per year.

² See note above.

³ IWPR analysis of 2017-2021 American Community Survey microdata, as made available by Steven Ruggles, Sarah Flood, Matthew Sobek, Danika Brockman, Grace Cooper, Stephanie Richards, and Megan Schouweiler. IPUMS USA: Version 13.0 [dataset]. Minneapolis, MN: IPUMS, 2023.

⁴ Ariane Hegewisch, *Women Earn Less Than Men Whether They Work in the Same or in Different Occupations*, IWPR #C514 (Washington, DC: Institute for Women's Policy Research, 2023). <<https://iwpr.org/women-earn-less-than-men-whether-they-work-in-the-same-or-in-different-occupations/>>.

⁵ IWPR calculations based on Tables P-41 Work Experience by Median Earnings and Sex for Hispanic (any Race) Workers and for White Alone, not-Hispanic Workers; Current Population Survey, 1975 to 2023 Annual Social and Economic Supplements (CPS ASEC) (U.S. Census Bureau, 2023). <<https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-people.html>>.

⁶ As above.

⁷ As note 5 above.

⁸ As note 4 above.

⁹ When fully rounded, the gender earnings ratio is 57 percent.

¹⁰ State data are the most recent available and are for 2017-2021; sample sizes were sufficient to calculate median annual earnings for all workers with earnings for all 50 states and the District of Columbia; Vermont was the only state where the American Community Survey sample size is insufficient for calculating the median annual earnings for Hispanic or Latina women full-time year-round workers.

¹¹ IWPR calculation based on Table 1 in Ariane Hegewisch and Cristy Mendoza, *Gender and Racial Wage Gaps Marginally Improve in 2022 but Pay Equity Still Decades Away*. Factsheet. IWPR C519. (Washington, DC: Institute for Women's Policy Research, 2023). <<https://iwpr.org/wp-content/uploads/2023/09/2023-National-Wage-Gap-September-Factsheet-FINAL.pdf>>; 'typical' refers to a Latina who earned the same as the median annual earnings.

¹² IWPR analysis of trends in the ratio of median annual earnings of Latinas and White, non-Hispanic men from 2002 to 2022.

¹³ These median annual earnings calculations are based on ACS 2017-2021 five-year data (see note 4), the most recent data available with sufficient sample sizes to allow gender and racial/ethnic analyses by state; sample sizes are not sufficient to provide state-level analysis for each individual year of data in the five-year data set.

¹⁴ For Latinas, unpaid care related tasks summed to 7.2 hours per day compared with 3.8 hours for White non-Hispanic men; Cynthia Hess, Tanima Ahmed, and Jeff Hayes, *Providing Unpaid Household and Care Work in the United States: Uncovering Inequality*. Brief Paper IWPR #C487 (Washington, DC: Institute for Women's Policy Research, 2020). <<https://iwpr.org/providing-unpaid-household-and-care-work-in-the-united-states-uncovering-inequality/>>.

¹⁵ See, for example, Susan J. Lambert, "Passing the Buck: Labor Flexibility Practices that Transfer Risk onto Hourly Workers." *Human Relations* 6, no. 9(2008) 1203-1227; Sigrid Luhr, Daniel Schneider, and Kristen Harknett, "Parenting without Predictability: Precarious Schedules, Parental Strain, and Work-Life Conflict." *RSF: The Russell Sage Foundation Journal of the Social Sciences* 8, no. 5 (2022): 24-44; Ellen Ernst Kossek, and Brenda A. Lautsch. "Work-life Flexibility for whom? Occupational Status and Work-Life Inequality in Upper, Middle, and Lower Level Jobs." *Academy of Management Annals* 12, no. 1 (2018): 5-36.

¹⁶ Kate Bahn and Will McGrew, *The Intersectional Wage Gaps Faced by Latina Women in the United States*. (Washington DC: Washington Center for Equitable Growth, 2018). <<https://equitablegrowth.org/the-intersectional-wage-gaps-faced-by-latina-women-in-the-united-states/>>.

¹⁷ As note 4 above.

¹⁸ See, for example, Elyse Shaw, Ariane Hegewisch, Emma Williams-Baron, and Barbara Gault, *Undervalued and Underpaid in America: Women in Low-Wage, Female-Dominated Jobs*. Report, IWPR #D508 (Washington, DC: Institute for Women's Policy Research, 2016). < <https://iwpr.org/wp-content/uploads/2020/09/D508-Undervalued-and-Underpaid.pdf>>; Ariane Hegewisch, Marc Bendick, Barbara Gault, and Heidi Hartmann. 2016. *Pathways to Equity: Narrowing the Wage Gap by Improving Women's Access to Good Middle-Skill Jobs*. Report, IWPR #C438 (Washington, DC: Institute for Women's Policy Research, 2016) <https://iwpr.org/wp-content/uploads/2020/12/Middle-skills_layout-FINAL.pdf>; Elise Gould, Marokey Sawo, and Asha Banerjee, *Care workers are Deeply Undervalued and Underpaid: Estimating Fair and Equitable Wages in the Care Sectors*. EPI Blog (Washington DC: Economic Policy Institute, July 16, 2021) .<<https://www.epi.org/blog/care-workers-are-deeply-undervalued-and-underpaid-estimating-fair-and-equitable-wages-in-the-care-sectors/>>.

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²¹ As above.

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OUR MISSION

We win economic equity for all women and eliminate barriers to their full participation in society. As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

