November 20th is Latina Equal Pay Day

Today, November 20, 2019, is Pay Equity Day for Latinas—the day that symbolizes how far into the year Latinas must work to earn what white non-Hispanic men earned in the previous year. Latinas who work full time are typically paid 54 cents for every dollar paid to white, non-Hispanic men. This means that to earn what a white man earns in a 12-month period, a Latina must work almost twice as long. In order to catch up, Latinas will have to wait until 2224.

Pay Inequality and Other Financial Challenges for Latinas:

- In 2018, the median income for Latinas over age 65 was $12,758 compared to White women $20,054 and Black women $15,817.¹
- Nearly one in five (19.8%) of Latinas aged 65 and over lives in poverty.²
- Almost three-fifths (58%) of Latinas have no retirement income from savings and assets.³
- Longevity—Latinas have the highest life expectancy of any other demographic in the U.S. (88 years). Living longer places Latinas at a higher risk of outliving their assets.
- Forty-five percent of Latinas experience higher burdens from caregiving, spending on average 32 hours per week compared to 20 hours per week for white women.⁴

This wage gap is compounded by the unique challenges all women face. Women earn less, and because they earn less, they save less. Women often work part-time jobs, have jobs without benefits and spend fewer years in the workforce often as a result of caregiving responsibilities. For all women, the pay gap can lead to poverty in old age.

A long-time pay-equity advocate, former Congresswomen Patricia Schroeder noted:

“The pay discrimination and injustice that women endure throughout their working lives comes full circle when they get older—and it strikes its cruelest blow at retirement age when women realize that after a lifetime of hard work and struggling that they are left with very little to live on.”

³ WISER, “Latinas and Retirement: Just the Facts” 2019
⁴ National Hispanic Council on Aging, “2017 Status of Hispanic Older Adults” Survey