

# HISPANIC WOMEN IN THE LABOR FORCE

There were about 11.1 million Hispanic women in the civilian labor force in 2015, representing 1 in 7 women in the labor force. Of those, 10.3 million were employed.

As a group, Hispanic women tend to have less favorable outcomes than Hispanic men and non-Hispanics, outcomes that could be improved by raising the minimum wage, closing the wage gap, ensuring adequate working conditions and expanding opportunities for higher wage occupations.

The data below highlight the outcomes of Hispanic women, and compares them to their White, non-Hispanic counterparts as a reference group.

## SHARE OF THE LABOR FORCE

Hispanic women's share of the labor force has nearly doubled over the last 20 years.

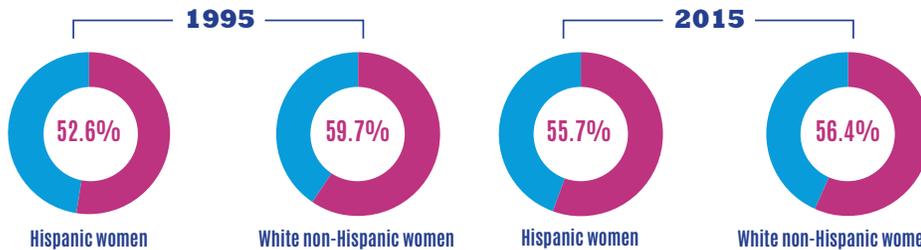


By 2024, Hispanic women are projected to account for 18.1% of the female labor force and 8.5% of the total labor force.\*

\*Source: U.S. Bureau of Labor Statistics, Employment Projections program

## LABOR FORCE PARTICIPATION RATE

Hispanic women are more likely to be in the labor force than 20 years ago, and their labor force participation rate is projected to surpass that of White non-Hispanic women, which has been declining over time.



By 2024, the labor force participation rate of Hispanic women is projected to reach 57.4%, while White non-Hispanic women's participation rate will fall to 55.7%.\*

\*Source: U.S. Bureau of Labor Statistics, Employment Projections program

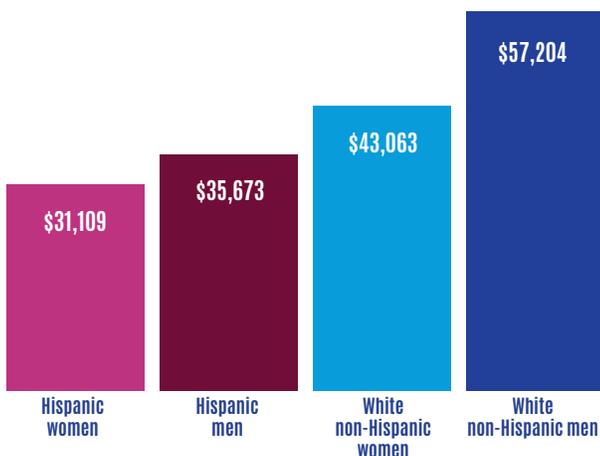
There are 4.5 million working Hispanic mothers with children under 18.

16.9 % of Hispanic families with children under 18 with a single, female householder who works full-time and year-round are in poverty.†

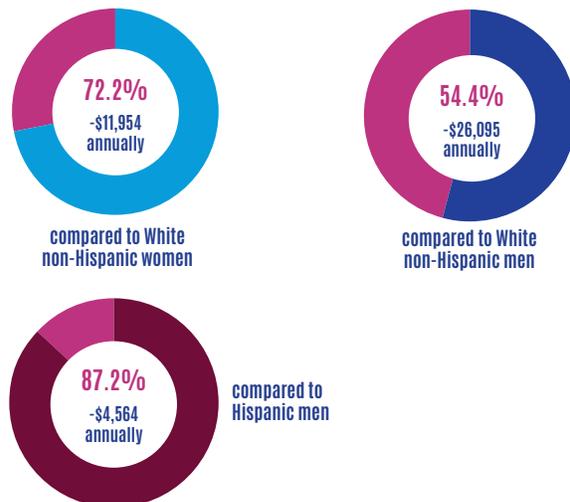
†Source: U.S. Census Bureau, Current Population Survey 2016, Annual Social and Economic Supplement

## EARNINGS\*\*

Hispanic women and men earn well below White non-Hispanics, and Hispanic women earn even less than their male counterparts.



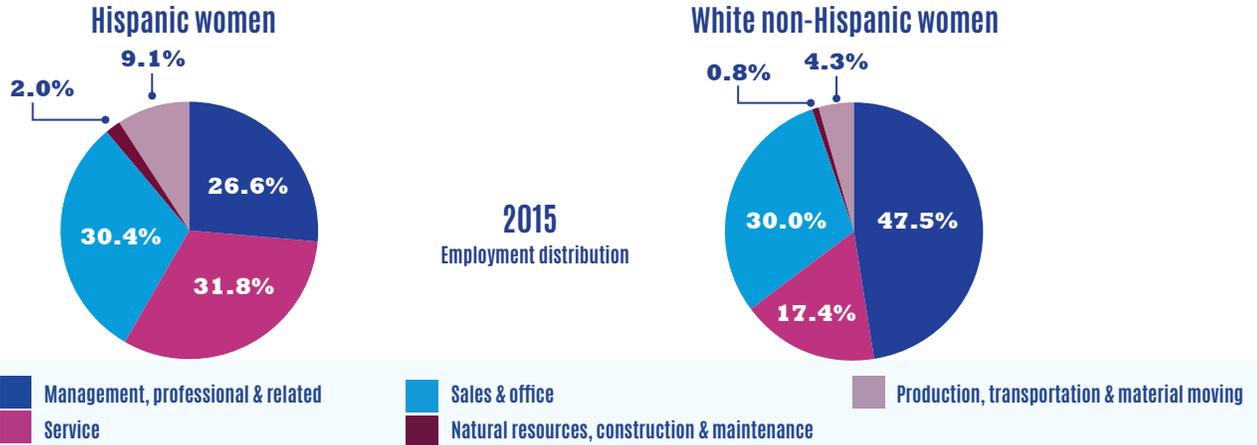
## WAGE GAP



\*\*Note: Based on 2015 median annual earnings of workers 15 years and older who worked full-time and year round, including the self-employed. Source: U.S. Census Bureau, Current Population Survey 2016, Annual Social and Economic Supplement

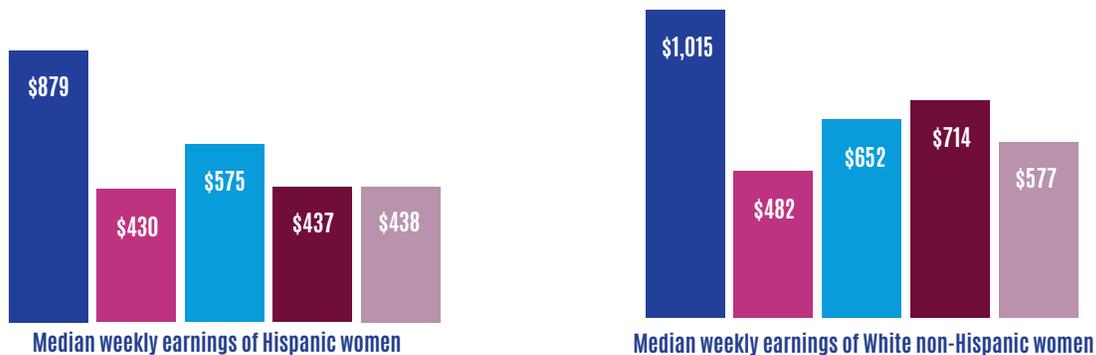
## OCCUPATIONS

Hispanic women are more likely to work in occupations that pay less, with one in three employed in service occupations, compared with one in nine among White non-Hispanic women. Median weekly earnings in service occupations represent less than half of the earnings of workers in management, professional, and related occupations.



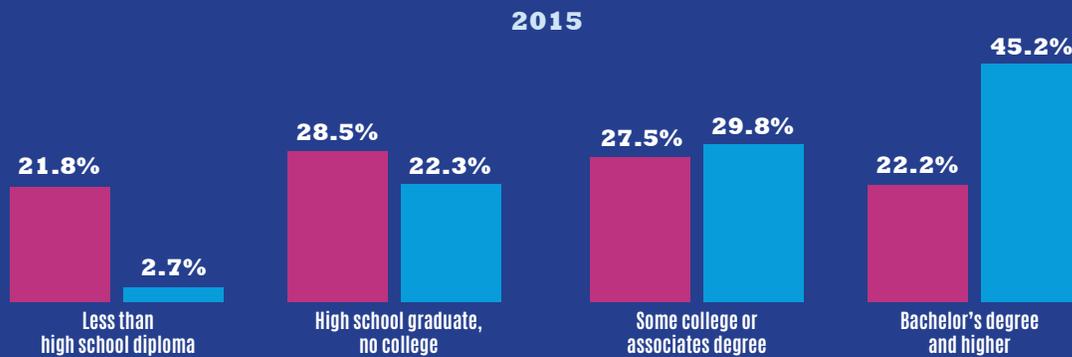
Hispanic women had lower earnings in each of the occupational groups compared to White, non-Hispanic women.\*\*

\*\*Note: Based on 2015 women's median weekly earnings of full-time wage and salary workers, excludes the self-employed.  
Source: U.S. Bureau of Labor Statistics, Current Population Survey



## EDUCATIONAL ATTAINMENT OF WOMEN IN THE LABOR FORCE\*\*

People who participate in the labor force have higher educational attainment compared to the overall population, yet a large proportion of Hispanic women who are in the labor force have not completed high school. Moreover, they are only half as likely to be college graduates compared to White, non-Hispanic women.



Educational attainment varies by nativity. Among Hispanic women, those who are native-born have higher levels of educational attainment than those who are foreign born.

**27.2% of native-born Hispanic women in the labor force are college graduates, compared to just 16.8% of their foreign-born counterparts.**

Meanwhile, foreign-born White non-Hispanic women in the labor force are more likely to be college graduates (56.8%) compared to their native-born counterparts (44.6%).

\*\*Based on people 25 years of age and over.



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WOMEN'S BUREAU  
United States Department of Labor

Note: Data is for White alone, non-Hispanic. Hispanics may be of any race.  
Source: U.S. Bureau of Labor Statistics, Current Population Survey, Annual Averages (unless otherwise noted)

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