

GENDER AND RACIAL
INEQUITY DURING CRISIS:

Latinx Women

AND

the Pay Gap

New Survey From TIME'S UP
Shows Staggering Impact of Pay
Gap, Recession on Latinx Women



The pay gap is one of the most persistent – yet measurable and, therefore, solvable – indicators of systemic sexism and racism in the United States. While on average women in the United States are paid [82 cents](#) for every dollar paid to men, Latinx women earn just 54 cents on the dollar.

Prior research has shown that there are three main factors that drive the unjust pay gap between men and women in the United States:

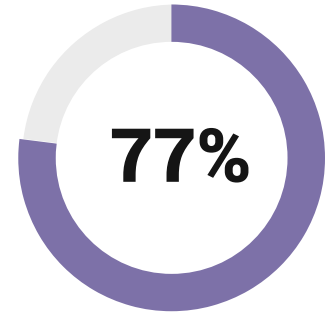
- 1 Women face pervasive gender and racial [discrimination](#);
- 2 Women are [overrepresented](#) in low-wage jobs and underrepresented in higher-wage ones; and
- 3 Women [bear the brunt](#) of home and caregiving responsibilities.

To better understand people's perceptions about the pay gap, study how the COVID-19 pandemic and economic crisis may affect the drivers of the pay gap, and learn what women feel they need to achieve greater financial security, TIME'S UP Foundation commissioned PerryUndem to conduct a national survey of 2,528 diverse adults, ages 18 to 64, between June 2-10, 2020. This survey was generously supported by LUNA bar, a partner in TIME'S UP's campaign to close the pay gap.

Across the board, men and women agree the gender pay gap must be closed – especially now

Pay equity is an important issue right now for 77 percent of Latinx women and 25 percent say equal pay for women is more important during this economic crisis.

Eighty-three percent of *all* survey respondents said pay equity for women is just as or more important in this moment of crisis as before.



Yet Latinx women continue to be underpaid and undervalued

GENDER AND RACIAL DISCRIMINATION PERSISTS

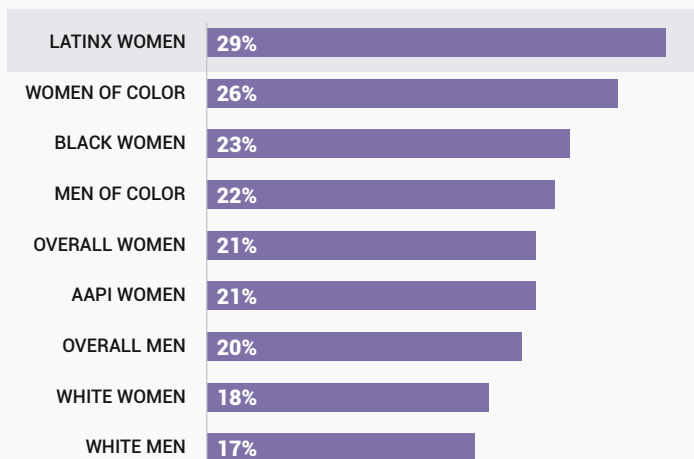
Close to two-thirds of Latinx women in the survey have faced gender or racial discrimination or other related obstacles to higher pay.



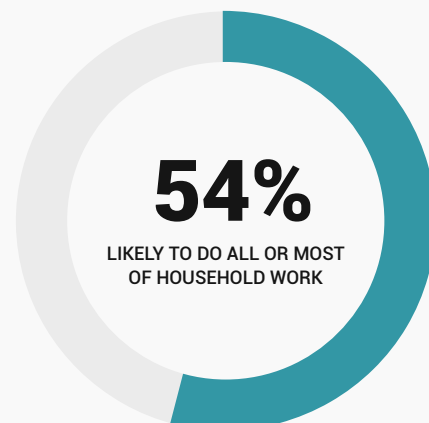
27 percent of Latinx women have stayed in a job or turned down a higher-paying job because the environment was too racist or sexist.

UNPAID LABOR REMAINS UNFAIR

Latinx women are the most likely to say they were caring for a sick or elderly person prior to COVID-19.



Latinx women are likely to be doing all or most of the household work at home.

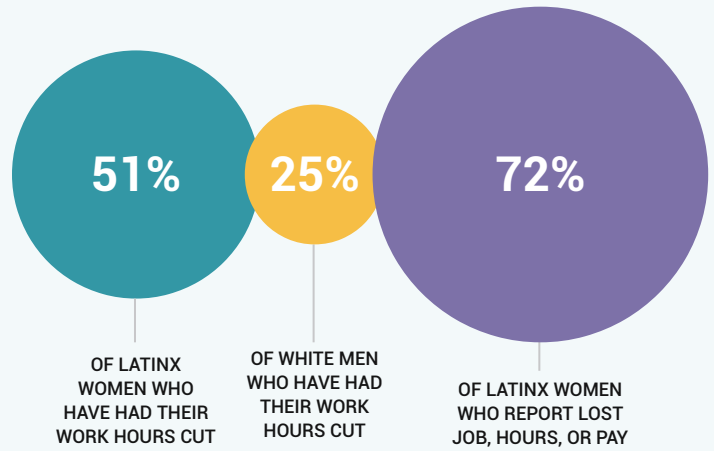


RECESSION FALLS HARDEST ON LATINX WOMEN

Half of Latinx women said they have had their work hours cut back since the coronavirus hit. Only 25 percent of white men said the same.

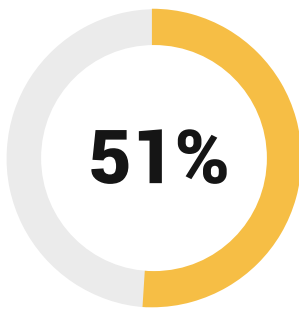
72 percent of Latinx women report having lost a job, hours, or pay since COVID-19.

Note: percentages reflect Latinx women who were working when coronavirus began.

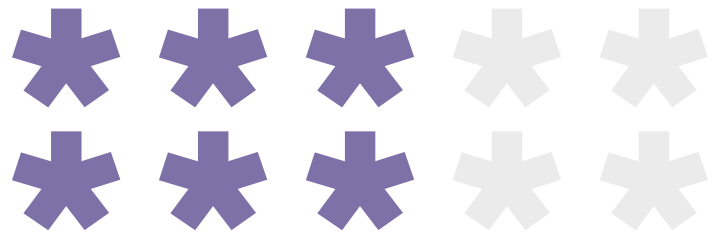


The consequences are staggering

Half of Latinx women are unable to pay for their basic needs like food and housing.

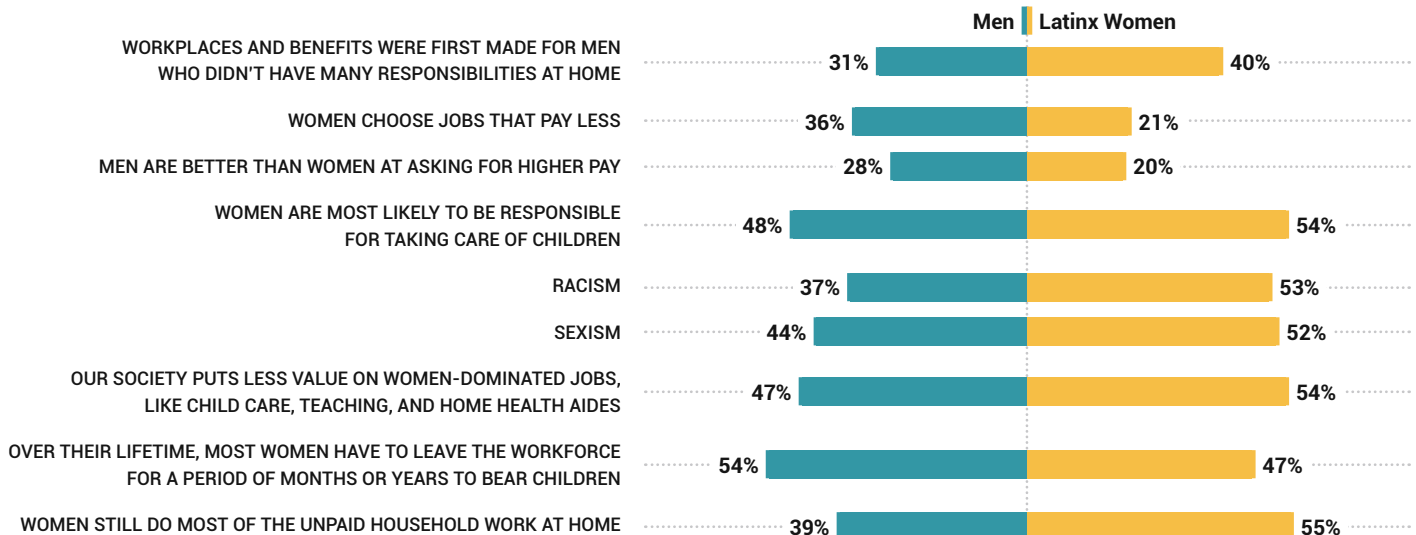


Six in 10 Latinx women have less than \$200 in savings.



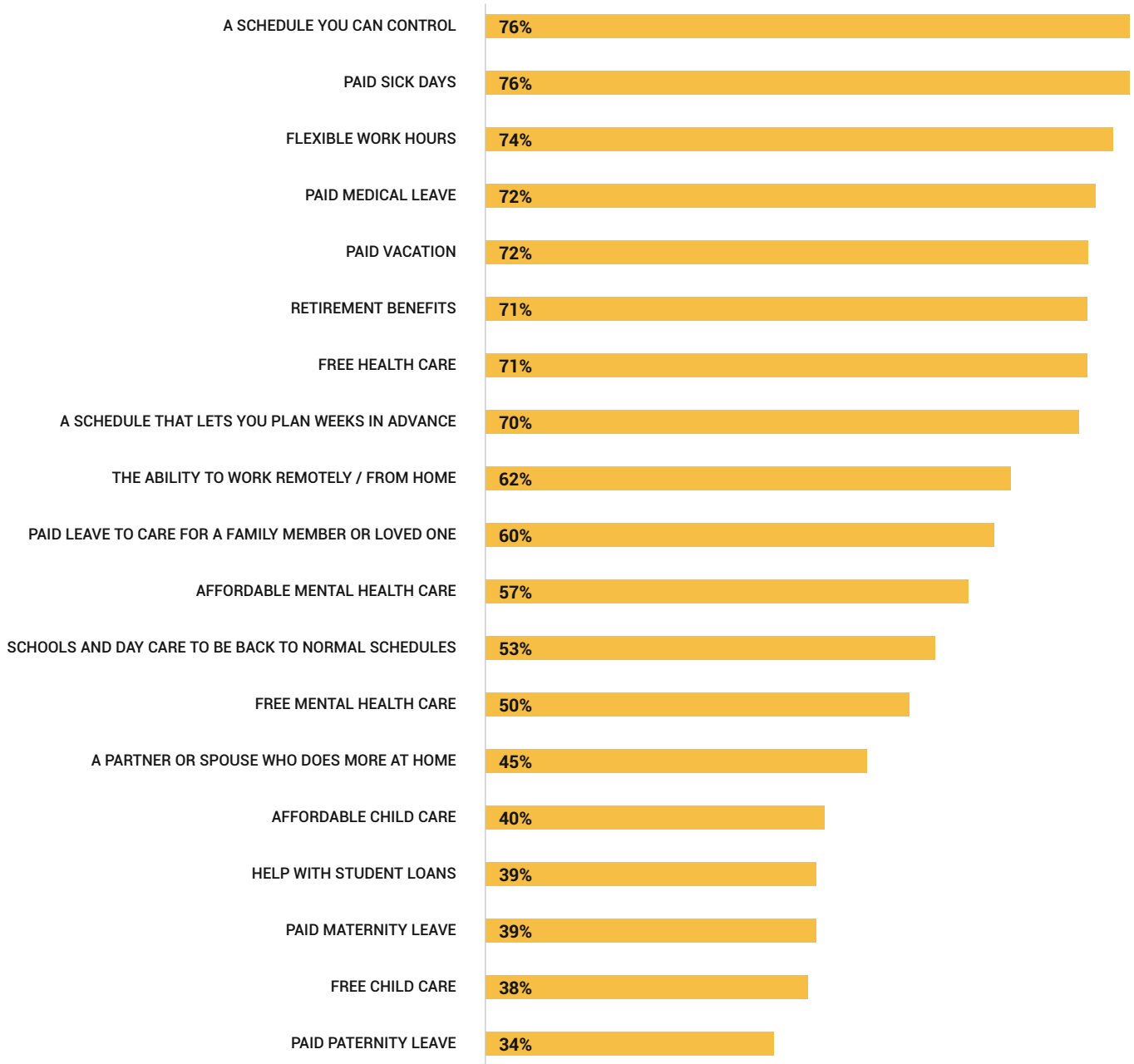
Solutions are clear – but require business leaders and policy makers to act now

Latinx women surveyed understand the broader systemic drivers of pay inequity – such as racism and sexism – better than men.



These systemic problems demand systemic solutions

Latinx women in the workforce identified several benefits they need for economic security.



To learn more and join the fight for pay equity, visit timesupfoundation.org/times-up-pay-up

The TIME'S UP™ Foundation insists upon safe, fair, and dignified work for all by changing culture, companies, and laws. timesupfoundation.org

LUNA® bar has always stood for more than just nutritious food. LUNA champions change and demands that women's equality be a right, not an option. lunabar.com

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