

# TEN YEARS WITHOUT A RAISE

A SIMPLE INCREASE IN THE FEDERAL MINIMUM WAGE WOULD BENEFIT MILLIONS OF AMERICAN WORKERS

## HOW BLACK & LATINA WOMEN WOULD BENEFIT

Since 2009, the federal minimum wage has been stuck at \$7.25 an hour (\$290 a week, \$15,080 a year). In that time, the cost of food has risen 25 percent, shelter 28 percent, transportation 38 percent, and medical care 40 percent.

No matter how hard and long they work, families are falling behind and losing hope.

Raising the federal minimum wage would offer an immediate and powerful boost to millions of workers, their families, and the economy.

Gradually raising the wage to \$15 by 2024 would lift wages for 27 percent of America's workers. Of the 40 million seeing a raise, 28 million workers would directly benefit, 12 million would indirectly benefit.\* Most of these workers are adults, working full time, and supporting families.

### THE IMPACT ON WOMEN WORKERS OF COLOR

Women of color (specifically, Black and Latina) are disproportionately represented in the low-wage workforce. While 22 percent of the male workforce would benefit from the raise, and 32 percent of women workers would benefit, nearly 40 percent of Black and Latina women workers would benefit.

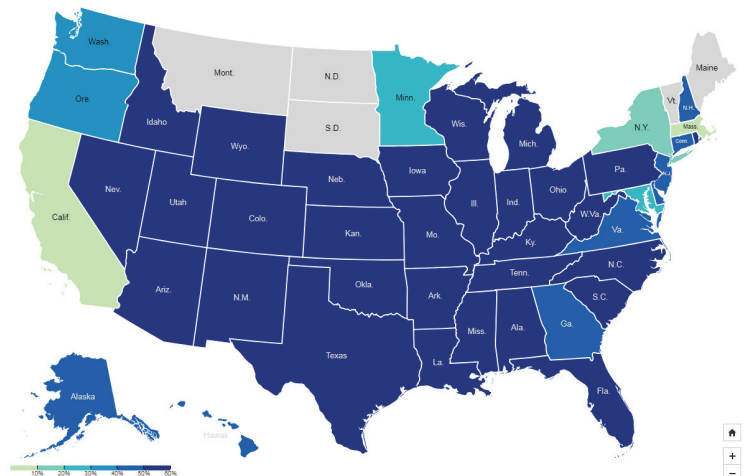
The geographical disparities are striking; the percentages for women of color who would benefit range from 68.6 percent in Idaho to a tenth of a percent in California. While the variation in state minimum wages accounts for some of this differentiation, it's not the only factor at work. For example, Nebraska ranks third in the list of states on this measure, with 65 percent who would benefit; but the state minimum wage is above the federal,

at \$9.00, and the share of the total workforce which would benefit is 33.3 percent (which puts it roughly in the middle overall). Clearly, other social factors are suppressing wages for women of color in this state.

In 30 states, over HALF of all Black and Latina working women would benefit from the raise in the minimum wage. In 11 states, over 60 percent would benefit.

The historical division of the economy into gender-based jobs has had long-lasting effects on women at work. "Women's work" jobs tend to pay lower wages than "men's work" jobs, even if the occupations require more training or education.

### SHARE OF BLACK & LATINA WOMEN WHO WOULD BENEFIT



## WHY RAISE THE WAGE IN 2019? SIX REASONS FOR FIFTEEN

### THE RAISE THE WAGE ACT OF 2019 WOULD:

- Raise the federal minimum wage to \$8.55 this year and increase it over five years until it reaches \$15 in 2024;
- After 2024, adjust the minimum wage each year to keep pace with growth in the typical worker's wages;
- Phase out the subminimum wage for tipped workers, which has been frozen at \$2.13 since 1991;
- Sunset the ability of employers to pay workers with disabilities a subminimum wage; and,
- Phase out the subminimum wage for workers under the age of 20.

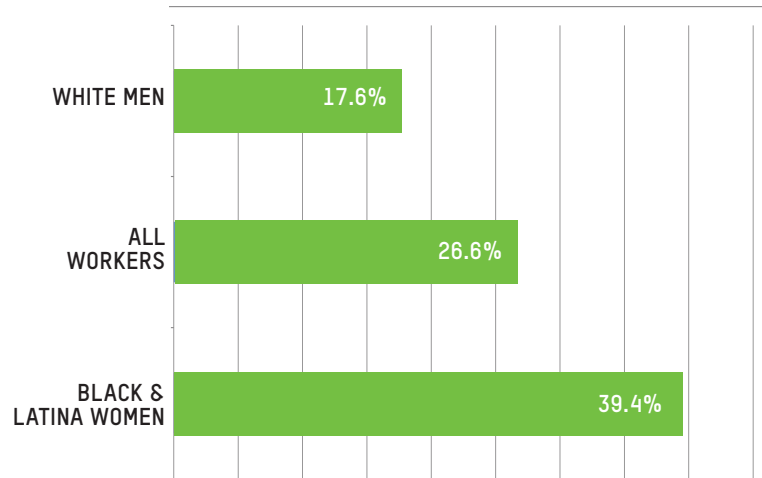
### SIX REASONS TO RAISE THE MINIMUM WAGE

1. It is long overdue: it's been a decade since the last raise to \$7.25 an hour.
2. It will address longstanding inequities in pay gaps by gender and race.
3. It is what the overwhelming majority of Americans want.
4. It will reduce poverty.
5. It will fuel economic growth.
6. It will save taxpayers money and reduce need for government benefits.

# CONCENTRATIONS OF BLACK & LATINA WOMEN WORKERS WHO WOULD BENEFIT, BY STATE

	STATE	TOTAL WORKFORCE	NUMBER AFFECTED	SHARE AFFECTED
	<b>UNITED STATES</b>	<b>22,217,000</b>	<b>8,739,000</b>	<b>39.4%</b>
1	Idaho	45,000	31,000	68.6%
2	Utah	97,000	65,000	66.7%
3	Nebraska	63,000	41,000	65.0%
4	Iowa	60,000	39,000	64.8%
5	Wyoming	15,000	10,000	63.7%
6	Mississippi	264,000	164,000	62.0%
7	Nevada	245,000	151,000	61.7%
8	Oklahoma	142,000	87,000	61.6%
9	Kansas	111,000	68,000	61.4%
10	Arkansas	145,000	89,000	61.3%
11	Wisconsin	166,000	100,000	60.2%
12	Louisiana	388,000	232,000	59.8%
13	Indiana	235,000	140,000	59.7%
14	Alabama	332,000	193,000	58.2%
15	Kentucky	110,000	63,000	57.8%
16	Texas	3,161,000	1,770,000	56.0%
17	West Virginia	18,000	10,000	56.0%
18	Arizona	518,000	287,000	55.4%
19	North Carolina	715,000	391,000	54.7%
20	Pennsylvania	493,000	269,000	54.4%
21	Illinois	906,000	493,000	54.4%
22	South Carolina	375,000	202,000	54.0%
23	Ohio	422,000	227,000	53.8%
24	New Mexico	235,000	126,000	53.6%
25	Tennessee	336,000	180,000	53.5%
26	Colorado	309,000	162,000	52.4%
27	Michigan	412,000	213,000	51.6%
28	Rhode Island	50,000	26,000	51.5%
29	Missouri	231,000	117,000	50.7%
30	Florida	1,971,000	995,000	50.5%
31	Connecticut	230,000	114,000	49.4%
32	Georgia	975,000	481,000	49.4%
33	Delaware	70,000	34,000	48.2%
34	Virginia	603,000	288,000	47.9%
35	New Hampshire	15,000	7,000	47.8%
36	New Jersey	738,000	332,000	45.0%
37	Hawaii	34,000	15,000	44.8%
38	Alaska	17,000	7,000	44.6%
39	Washington	236,000	82,000	34.6%
40	Oregon	126,000	39,000	30.9%
41	Maryland	634,000	176,000	27.8%
42	Minnesota	138,000	28,000	20.7%
43	New York	1,592,000	173,000	10.8%
44	District of Columbia	95,000	6,000	5.8%
45	Massachusetts	312,000	14,000	4.4%
46	California	3,832,000	2,000	0.1%
47	Maine	Numbers of Black and Hispanic women workers in these states are too low to estimate accurately.		
48	Montana			
49	North Dakota			
50	South Dakota			
51	Vermont			

## SHARE OF GENDER RACIAL/ETHNIC GROUP THAT WOULD BENEFIT



## ABOUT THE DATA BY STATE

While the federal minimum wage has been stuck at \$7.25 since 2009, many states and cities have made the move to increase the minimum wage in their localities. As the wage floor rises in an area, it lifts wages for most workers.

These differences are reflected in the numbers of workers who would benefit from a raise to \$15. For example, the minimum wage in California is \$11 in 2019, and is increasing to \$15 by 2024; this means that no workers would benefit from the raise in the federal minimum. (It does not mean that no workers are earning low wages.) Some cities within California currently have a minimum of \$15.

For full information on state labor policies, visit [oxfamamerica.org/statemap](http://oxfamamerica.org/statemap).

## ABOUT THE DATA ON WORKERS WHO BENEFIT

\**Directly affected workers* are those who would otherwise be paid less than \$15 in 2024. *Indirectly affected workers* are those expected to have a wage rate just above the new minimum wage. They are likely to receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.



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