

TEN YEARS WITHOUT A RAISE

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

HOW WOMEN WORKERS 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.

Furthermore, raising the wage would address some deep and stubborn inequities, as women and people of color account for a disproportionate share of low-wage workers in the US.

THE IMPACT ON WOMEN WORKERS

Women are disproportionately represented in the low-wage workforce. While 22 percent of the male workforce would benefit from the raise, 32 percent of women workers would benefit (affecting 23 million people and their families).

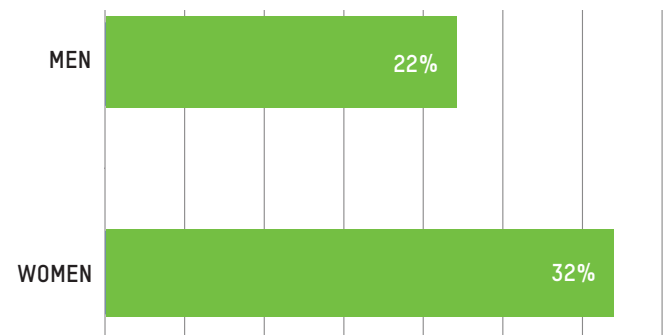
**Directly affected workers* are those who would otherwise be paid less than \$15 in 2024. *Indirectly affected workers* are those expected to have a wage rate just above the new minimum wage. They are likely to receive a raise as employer pay scales are adjusted upward to reflect the new minimum wage.

In 27 states, over 40 percent of women at work would benefit from the increase in the minimum wage. Women in the Southern states (especially Mississippi, Arkansas, Louisiana, and Alabama) are particularly impacted. In Mississippi, half of the women at work would benefit from an increase to \$15 by 2024.

Women of color stand to benefit even more. 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 GENDER THAT 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.

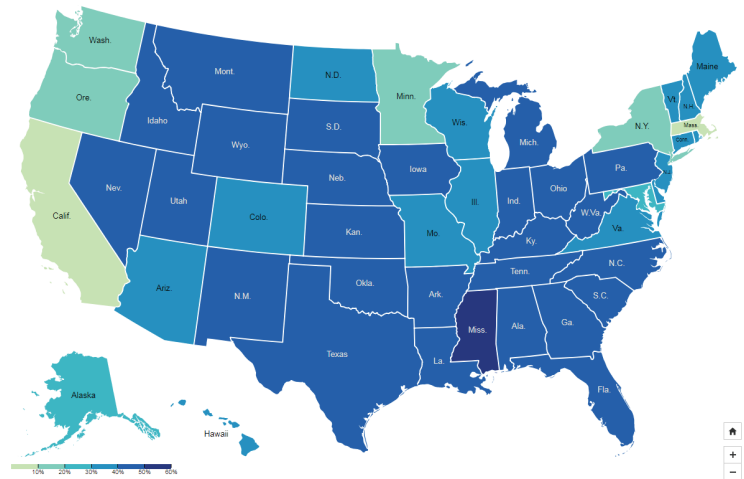
SIX REASONS TO RAISE THE MINIMUM WAGE

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.

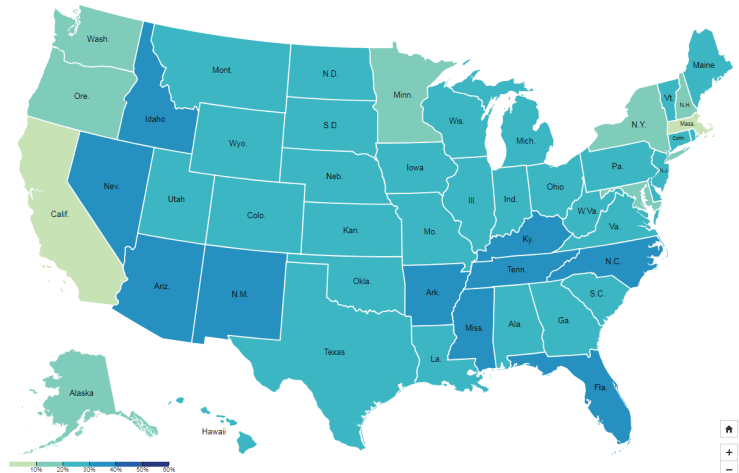
CONCENTRATIONS OF WOMEN WORKERS WHO WOULD BENEFIT, BY STATE

	STATE	TOTAL WORKFORCE	NUMBER AFFECTED	SHARE AFFECTED
	UNITED STATES	72,460,000	22,961,000	31.7%
1	Mississippi	607,000	303,000	49.9%
2	Arkansas	608,000	285,000	46.9%
3	Louisiana	987,000	463,000	46.9%
4	Idaho	333,000	155,000	46.4%
5	Nevada	645,000	297,000	46.0%
6	Alabama	985,000	452,000	45.8%
7	Indiana	1,464,000	671,000	45.8%
8	Utah	610,000	280,000	45.8%
9	New Mexico	449,000	204,000	45.4%
10	West Virginia	342,000	154,000	44.9%
11	Montana	227,000	101,000	44.7%
12	Kentucky	907,000	405,000	44.6%
13	Oklahoma	817,000	357,000	43.7%
14	Iowa	750,000	325,000	43.3%
15	Texas	6,107,000	2,634,000	43.1%
16	Wyoming	129,000	56,000	43.0%
17	Tennessee	1,435,000	616,000	42.9%
18	Ohio	2,618,000	1,109,000	42.3%
19	Kansas	663,000	279,000	42.0%
20	South Dakota	205,000	85,000	41.6%
21	Pennsylvania	2,929,000	1,211,000	41.3%
22	Florida	4,367,000	1,800,000	41.2%
23	Michigan	2,156,000	880,000	40.8%
24	South Carolina	1,063,000	433,000	40.7%
25	North Carolina	2,220,000	901,000	40.6%
26	Nebraska	462,000	187,000	40.5%
27	Georgia	2,238,000	900,000	40.2%
28	Arizona	1,417,000	562,000	39.7%
29	Missouri	1,374,000	544,000	39.6%
30	Wisconsin	1,400,000	547,000	39.0%
31	Illinois	2,987,000	1,161,000	38.9%
32	Maine	317,000	122,000	38.5%
33	Hawaii	350,000	133,000	38.0%
34	Delaware	219,000	83,000	37.7%
35	North Dakota	181,000	66,000	36.3%
36	Virginia	1,981,000	704,000	35.6%
37	Colorado	1,258,000	422,000	33.5%
38	Vermont	154,000	51,000	32.9%
39	Rhode Island	258,000	84,000	32.4%
40	New Hampshire	334,000	105,000	31.5%
41	Connecticut	884,000	272,000	30.8%
42	New Jersey	2,140,000	649,000	30.3%
43	Alaska	166,000	45,000	27.3%
44	Maryland	1,523,000	380,000	25.0%
45	Oregon	871,000	173,000	19.9%
46	Washington	1,566,000	297,000	19.0%
47	Minnesota	1,373,000	245,000	17.8%
48	New York	4,697,000	677,000	14.4%
49	Massachusetts	1,739,000	83,000	4.8%
50	District of Columbia	188,000	8,000	4.1%
51	California	8,760,000	5,000	0.1%

SHARE OF WOMEN WHO WOULD BENEFIT



SHARE OF MEN WHO 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.



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