

## Gender Wage Gap Matters to Women in Low-Wage Occupations *Hispanic Women Face Largest Pay Inequities*

Much of the existing research on the gender gap in pay focuses on its impact on women who are middle- and upper-income earners in highly skilled occupations, such as medicine, law, and business. There has been less emphasis on the impact of pay inequity on low-income women working in low-wage occupations.

Table 1 below demonstrates that the wage gap is particularly wide for women at the bottom of the earnings scale in certain occupations in Massachusetts: cashiers/retail salespersons/customer service representatives, nursing assistants/home health aides, janitors/housekeepers, and office/administrative workers. As noted in Table 1, the gender wage gap for Hispanic women is particularly stark.

<b>Table 1. Gender Wage Gap, Selected Occupations, All Women and Hispanic Women, Massachusetts</b>		
<b>Occupations</b>	<b>Wage Gap for All Women, Compared to All Men</b>	<b>Wage Gap for Hispanic Women, Compared to All Men</b>
<b>Cashiers; Retail Salespersons; Customer Service Representatives</b>	88%	50%
<b>Nursing, Psychiatric, and Home Health Aides</b>	75%	75%
<b>Janitors and Building Cleaners; Maids and Housekeeping</b>	63%	54%
<b>Bookkeeping, Accounting and Auditing Clerks; Secretaries and Administrative Assistants</b>	84%	74%

Source: UMass Boston's Center for Women in Politics and Public Policy's calculation of American Community Survey 2013 IPUMS Data. Wage gaps based on median annual earnings for full-time employees.

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Spearheaded by the Center for Women in Politics and Public Policy, the goal of the **New England Women's Policy Initiative** is to ensure economic security for all women and their families given the widening wealth gap in our society, persistent gender wage —especially for women of color— women's continued exclusion from many well-paying occupations, and lack of support for family caregiving.

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