Hispanic Workers in the United States

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Acknowledgements

Executive Summary

There are about 24 million Hispanic workers in the United States. They come from a variety of backgrounds and face unique challenges in the U.S. labor market. Focusing on trends in the overall Hispanic community can conceal notable differences among Hispanics of different ethnic subgroups.

This paper presents data on the Hispanic workforce, highlighting the similarities and differences among Hispanics of different ethnic subgroups. The first section focuses on the diversity of the Hispanic workforce, examining differences based on gender, educational attainment, and citizenship. The second section provides data on several challenges that Hispanics currently face in the labor market, including unemployment, low wages, poverty, language barriers, and low access to health and retirement benefits. The last section shows the impact that union representation has in these areas.

Some highlights include:

- Workers of Mexican descent are by far the largest subgroup of the Hispanic workforce (14.9 million);

- Women make up only 43.3 percent of the overall Hispanic workforce, but they are a majority of several subgroups, including Panamanians (58.1 percent), Bolivians (53.2 percent), and Paraguayans (51.0 percent);

- About half of Hispanic workers are immigrants. Hondurans are the subgroup most likely to be immigrants (86.8 percent), while Puerto Ricans are least likely to be immigrants (2.3 percent);

- About two-thirds of Hispanic workers are U.S. citizens, with Puerto Ricans (98.7 percent) and Spaniards (90.9 percent) most likely to be citizens;

- 6.4 million Hispanic workers live in California, followed by Texas (4.5 million), and Florida (2.2 million);

- 15.4 percent of Hispanic workers have a college degree or more. Venezuelans are the most likely to have a college degree (52.0 percent);

- The most common industry for Hispanic women is restaurants (10.3 percent), while the most common for men is construction (17.5 percent);

- The most common occupation for Hispanic women is maid or housekeeper (6.4 percent), and the most common for men is construction laborer (5.0 percent);

- In 2014, the unemployment rate for Hispanics was about 8.5 percent. Puerto Ricans had the highest unemployment rate (11.2 percent);

- In addition to having lower wages, wage inequality among Hispanic workers has generally been lower than among workers of other races/ethnicities;

- Hispanic workers in general are more likely than workers of any other race/ethnicity to be in poverty. Among Hispanics, Guatemalans are most likely to be members of the working poor (19.1 percent);

- About 30 percent of Hispanic workers do not have health insurance, but over half of Guatemalan and Honduran workers lack health insurance;

- About 17 percent of Hispanic workers live in what the U.S. Census Bureau defines as a limited English speaking household. This is even more likely for Guatemalan (40.7 percent), and Honduran (38.5 percent) workers;

- Hispanic union workers earn 24.9 percent (about $3.99 per hour) more than their non-union peers, are 30.3 percentage points more likely to have employer-provided health insurance, and are 27.7 percentage points more likely to have employer-sponsored retirement plans.

Introduction

There are about 24 million workers of Hispanic descent in the United States.[1] Although Hispanic workers are often referred to as one homogeneous group, in reality, they come from a variety of backgrounds and face a multitude of challenges in the current labor market. This paper uses U.S. Census Bureau data to provide a broad overview of the Hispanic workforce in the U.S.[2]

The first section of this report focuses on the diversity of the Hispanic workforce, addressing topics like gender, educational attainment, citizenship, and state of residence and how these differ for Hispanics of various origin groups. The second section provides data on some challenges that Hispanics currently face in the labor market, including unemployment, low wages and poverty, language barriers, and low access to health and retirement benefits. The last section shows how labor unions have responded to these challenges.

1 Diversity

Hispanic workers come from diverse backgrounds. Focusing on trends in the overall Hispanic community can obscure notable differences among Hispanics of different origin groups. This section focuses on demographic differences within the Hispanic workforce in the U.S., including origin group, gender, citizenship status, educational attainment, state of residence, industry, and occupation.

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1 The race/ethnicity categories used in this paper are mutually exclusive. Black, Asian, and white refer to non-Hispanic people of those races. Hispanic refers to people who identify themselves as having Hispanic ethnicity, and they may be of any race. For more on the U.S. Census Bureau's data on Hispanics, please see http://www.census.gov/topics/population/hispanic-origin/about.html.

2 For more on the data used in this report, see the Data Appendix.

Hispanic Origin

There are 24.0 million Hispanic workers in the United States (**Figure 1-1** and **Table 1-1**). Hispanic workers make up 16.2 percent of the U.S. workforce, and come from a variety of different backgrounds. The largest group by far is workers of Mexican descent, who comprise 62.1 percent of the Hispanic workforce (14.9 million). The second largest group is those of Puerto Rican descent, who make up 8.7 percent of the Hispanic workforce (2.1 million). Salvadorans (1.1 million), Cubans (1.0 million), and Dominicans (780,000) are the next largest origin groups.

FIGURE 1-1
Distribution of Hispanic Workers, by Origin Group, 2014
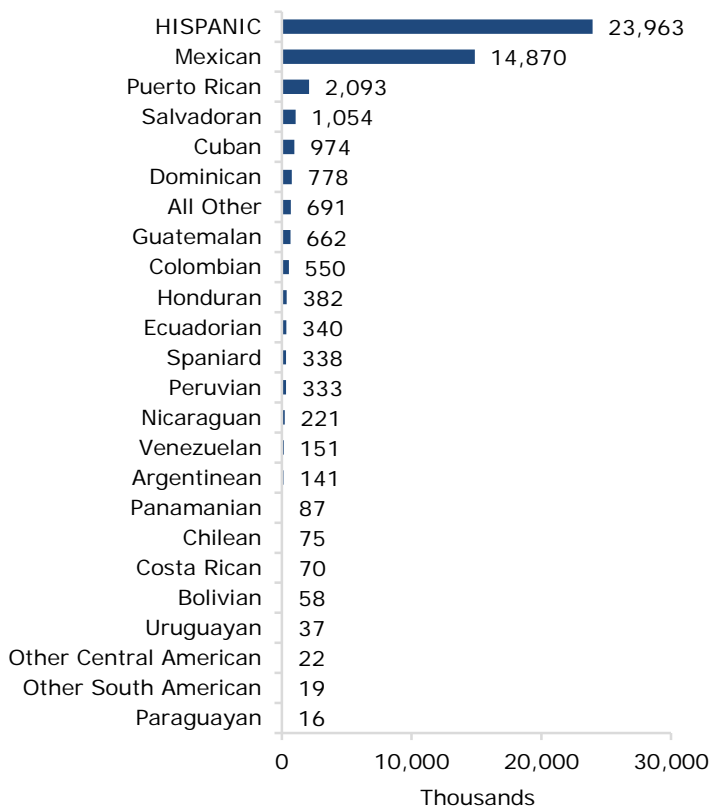
Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

TABLE 1-1
Distribution of Hispanic Workers, by Origin Group, 2014

	Percent	Thousands of Workers
Hispanic		23,963
As share of total U.S. workforce	16.2	
Mexican	62.1	14,870
Puerto Rican	8.7	2,093
Cuban	4.1	974
Dominican	3.2	778
Costa Rican	0.3	70
Guatemalan	2.8	662
Honduran	1.6	382
Nicaraguan	0.9	221
Panamanian	0.4	87
Salvadoran	4.4	1,054
Other Central American	0.1	22
Argentinean	0.6	141
Bolivian	0.2	58
Chilean	0.3	75
Colombian	2.3	550
Ecuadorian	1.4	340
Paraguayan	0.1	16
Peruvian	1.4	333
Uruguayan	0.2	37
Venezuelan	0.6	151
Other South American	0.1	19
Spaniard	1.4	338
All Other	2.9	691

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

Gender

Although women make up only 43.3 percent of the overall Hispanic workforce (the lowest of all races/ethnicities), they make up over half of the workforce among several Hispanic subgroups (**Figure 1-2** and **Table 1-2**). For example, 58.1 percent of workers of Panamanian descent are women, followed by 53.2 percent of Bolivian workers, and 51.0 percent of Paraguayan workers. The three origin groups with the lowest share of women workers are Guatemalans (33.3 percent), other South Americans (38.9 percent), and Hondurans (40.5 percent).

FIGURE 1-2

Female Hispanic Workers as Share of Hispanic Workforce, by Origin Group, 2014

Origin Group	Percent
Panamanian	58.1
Bolivian	53.2
Paraguayan	51.0
Colombian	51.0
Dominican	50.7
Chilean	49.8
Peruvian	49.7
Nicaraguan	49.4
All Other	49.0
Puerto Rican	48.4
Spaniard	47.8
Venezuelan	47.6
Other Central American	45.7
Costa Rican	45.4
Cuban	45.0
Ecuadorian	43.1
Argentinean	42.4
Mexican	41.6
Salvadoran	41.4
Uruguayan	40.8
Honduran	40.5
Other South American	38.9
Guatemalan	33.3
Hispanic	43.3
White	47.2
Black	54.2
Asian	48.4

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.
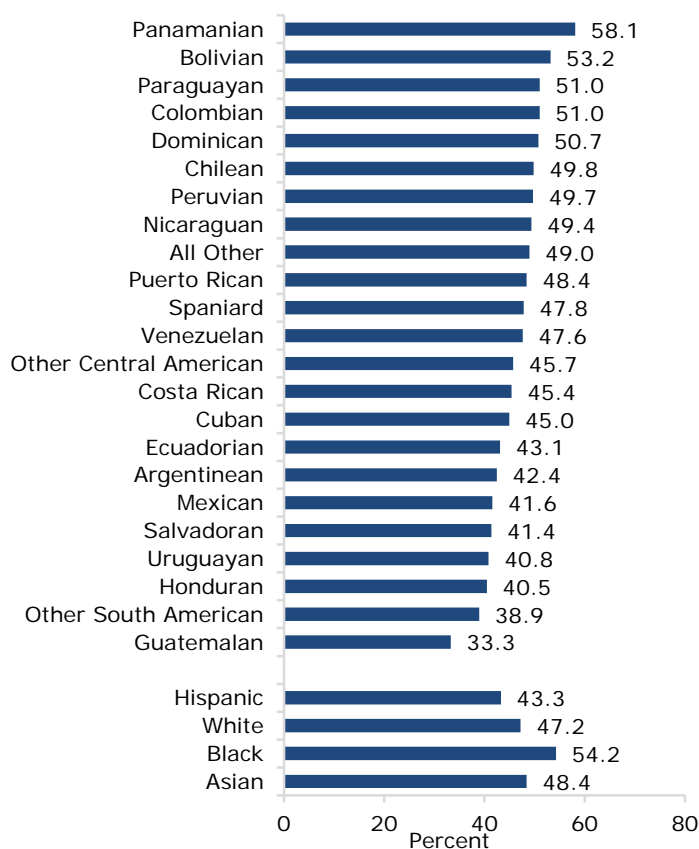
TABLE 1-2

Hispanic Workers, by Origin Group and Gender, 2014
(percent of total workforce within each origin group)

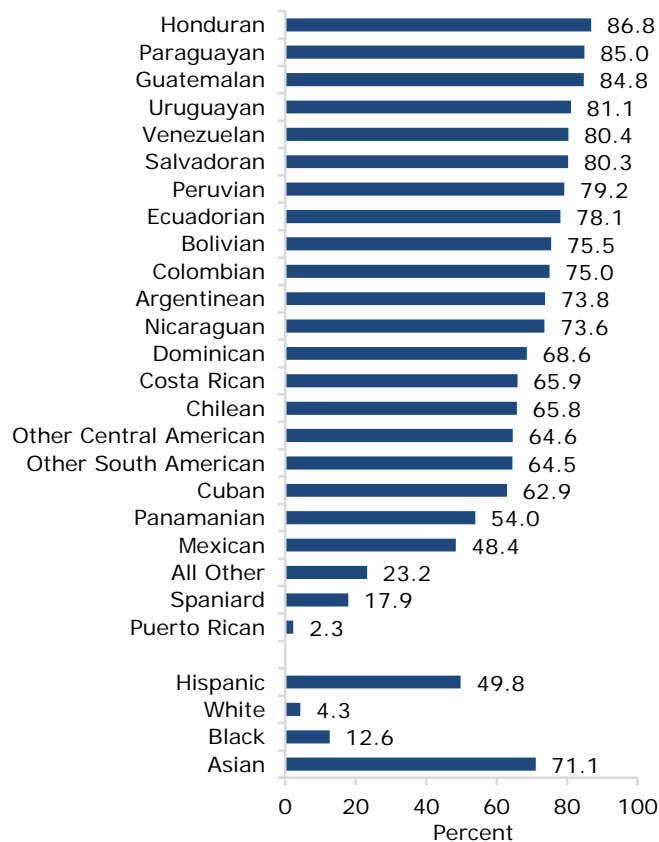|	Male	Female
Hispanic	56.7	43.3
Mexican	58.4	41.6
Puerto Rican	51.6	48.4
Cuban	55.0	45.0
Dominican	49.3	50.7
Costa Rican	54.6	45.4
Guatemalan	66.7	33.3
Honduran	59.5	40.5
Nicaraguan	50.6	49.4
Panamanian	41.9	58.1
Salvadoran	58.6	41.4
Other Central American	54.3	45.7
Argentinean	57.6	42.4
Bolivian	46.8	53.2
Chilean	50.2	49.8
Colombian	49.0	51.0
Ecuadorian	56.9	43.1
Paraguayan	49.0	51.0
Peruvian	50.3	49.7
Uruguayan	59.2	40.8
Venezuelan	52.4	47.6
Other South American	61.1	38.9
Spaniard	52.2	47.8
All Other	51.0	49.0
White	52.8	47.2
Black	45.8	54.2
Asian	51.6	48.4

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

Immigrants and Citizenship

About half (49.8 percent) of Hispanic workers are immigrants (**Figure 1-3**). In comparison, 71.1 percent of Asian workers are immigrants, followed by 12.6 percent of Black workers, and 4.3 percent of white workers.

Hispanic workers of Honduran descent are the group most likely to be immigrants (86.8 percent), followed by Paraguayans (85.0 percent), Guatemalans (84.8 percent), Uruguayans (81.1 percent), and Venezuelans (80.4 percent). Hispanic workers of Puerto Rican descent are by far the least likely to be immigrants (2.3 percent), followed by Spaniards (17.9 percent), all other (23.2 percent), Mexicans (48.4 percent), and Panamanians (54.0 percent).

FIGURE 1-3

Immigrant Hispanic Workers as Share of Hispanic Workforce, by Origin Group, 2014

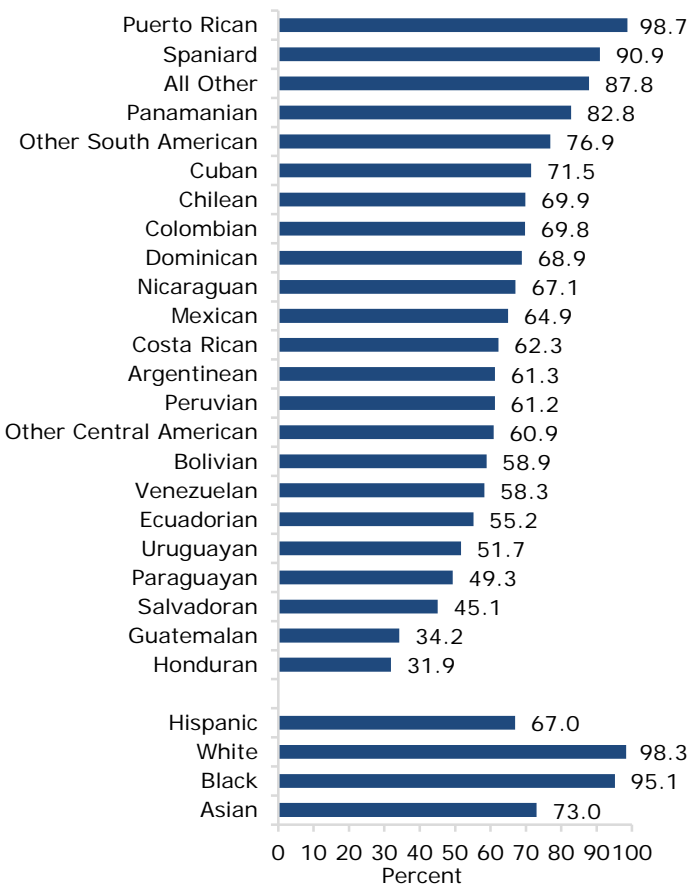| Origin Group	Percent
Honduran	86.8
Paraguayan	85.0
Guatemalan	84.8
Uruguayan	81.1
Venezuelan	80.4
Salvadoran	80.3
Peruvian	79.2
Ecuadorian	78.1
Bolivian	75.5
Colombian	75.0
Argentinean	73.8
Nicaraguan	73.6
Dominican	68.6
Costa Rican	65.9
Chilean	65.8
Other Central American	64.6
Other South American	64.5
Cuban	62.9
Panamanian	54.0
Mexican	48.4
All Other	23.2
Spaniard	17.9
Puerto Rican	2.3
Hispanic	49.8
White	4.3
Black	12.6
Asian	71.1

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

About two-thirds (67.0 percent) of Hispanic workers are U.S. citizens (**Figure 1-4** and **Table 1-3**). A large majority of white and Black workers are citizens (98.3 percent and 95.1 percent, respectively). Also, 73.0 percent of Asian workers are U.S. citizens.

Hispanic workers of Puerto Rican descent are most likely to be U.S. citizens (98.7 percent), followed by Spaniards (90.9 percent) and all other (87.8 percent). Hondurans are the least likely to be citizens (31.9 percent), followed by Guatemalans (34.2 percent) and Salvadorans (45.1 percent).

FIGURE 1-4

U.S. Citizen Hispanic Workers as Share of Hispanic Workforce, by Origin Group, 2014

Origin Group	Percent
Puerto Rican	98.7
Spaniard	90.9
All Other	87.8
Panamanian	82.8
Other South American	76.9
Cuban	71.5
Chilean	69.9
Colombian	69.8
Dominican	68.9
Nicaraguan	67.1
Mexican	64.9
Costa Rican	62.3
Argentinean	61.3
Peruvian	61.2
Other Central American	60.9
Bolivian	58.9
Venezuelan	58.3
Ecuadorian	55.2
Uruguayan	51.7
Paraguayan	49.3
Salvadoran	45.1
Guatemalan	34.2
Honduran	31.9
Hispanic	67.0
White	98.3
Black	95.1
Asian	73.0

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

TABLE 1-3

Hispanic Workers, by Origin Group, Immigrant Status, 2014
(percent of workers within each origin group)

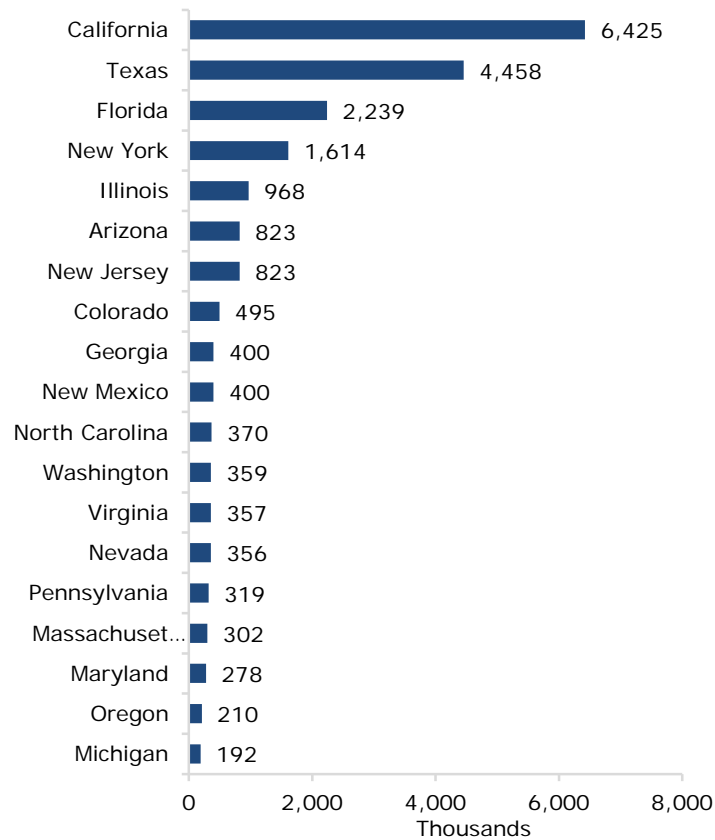|	All Foreign Born	Share of Foreign Born Who Are Naturalized U.S. Citizens	U.S. Citizen
Hispanic	49.8	33.7	67.0
Mexican	48.4	27.5	64.9
Puerto Rican	2.3	42.8	98.7
Cuban	62.9	54.7	71.5
Dominican	68.6	54.6	68.9
Costa Rican	65.9	42.8	62.3
Guatemalan	84.8	22.4	34.2
Honduran	86.8	21.5	31.9
Nicaraguan	73.6	55.3	67.1
Panamanian	54.0	68.0	82.8
Salvadoran	80.3	31.7	45.1
Other Central American	64.6	39.5	60.9
Argentinean	73.8	47.5	61.3
Bolivian	75.5	45.5	58.9
Chilean	65.8	54.2	69.9
Colombian	75.0	59.7	69.8
Ecuadorian	78.1	42.6	55.2
Paraguayan	85.0	40.3	49.3
Peruvian	79.2	51.1	61.2
Uruguayan	81.1	40.4	51.7
Venezuelan	80.4	48.1	58.3
Other South American	64.5	64.1	76.9
Spaniard	17.9	49.4	90.9
All Other	23.2	47.6	87.8
White	4.3	61.1	98.3
Black	12.6	61.3	95.1
Asian	71.1	62.0	73.0

Source and notes: CEPR analysis of American Community Survey (ACS), 2014. US Citizen includes US and foreign born.

State of Residence

Hispanic workers can be found in every state and the District of Colombia, but are most likely to live in the state of California, where 6.4 million of Hispanic workers live (**Figure 1-5** and **Figure 1-6**). The next highest concentration of Hispanic workers is in Texas (4.5 million), followed by Florida (2.2 million), New York (1.6 million), and Illinois (970,000).

FIGURE 1-5

Top 20 States of Residence for Hispanic Workers, 2014

State	Value
California	6,425
Texas	4,458
Florida	2,239
New York	1,614
Illinois	968
Arizona	823
New Jersey	823
Colorado	495
Georgia	400
New Mexico	400
North Carolina	370
Washington	359
Virginia	357
Nevada	356
Pennsylvania	319
Massachuset…	302
Maryland	278
Oregon	210
Michigan	192

Thousands

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

FIGURE 1-6

Distribution of Hispanic Workers, by State, Percent, 2014

DISTRIBUTION OF HISPANIC WORKERS BY STATE (PERCENT)

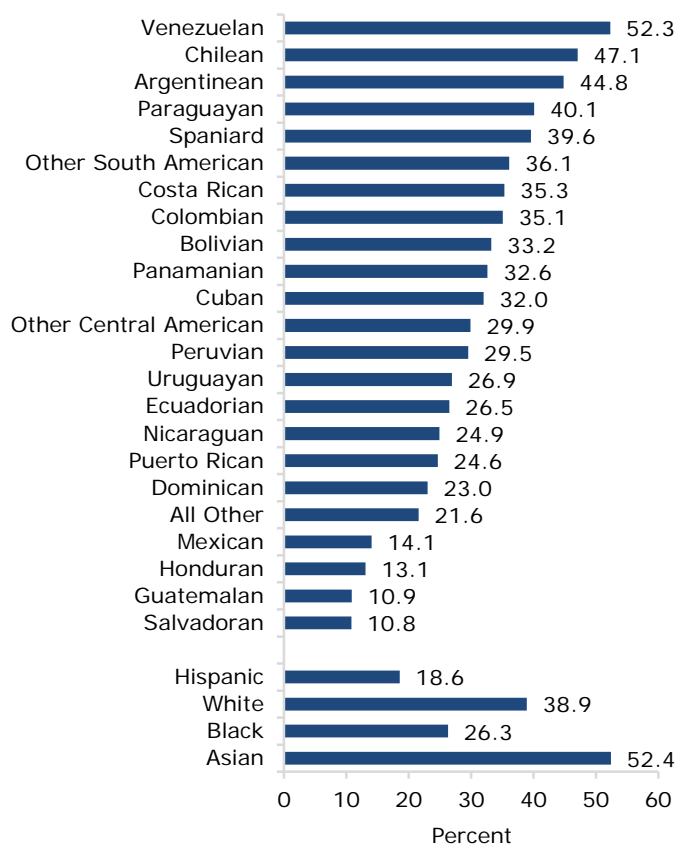0   26.8
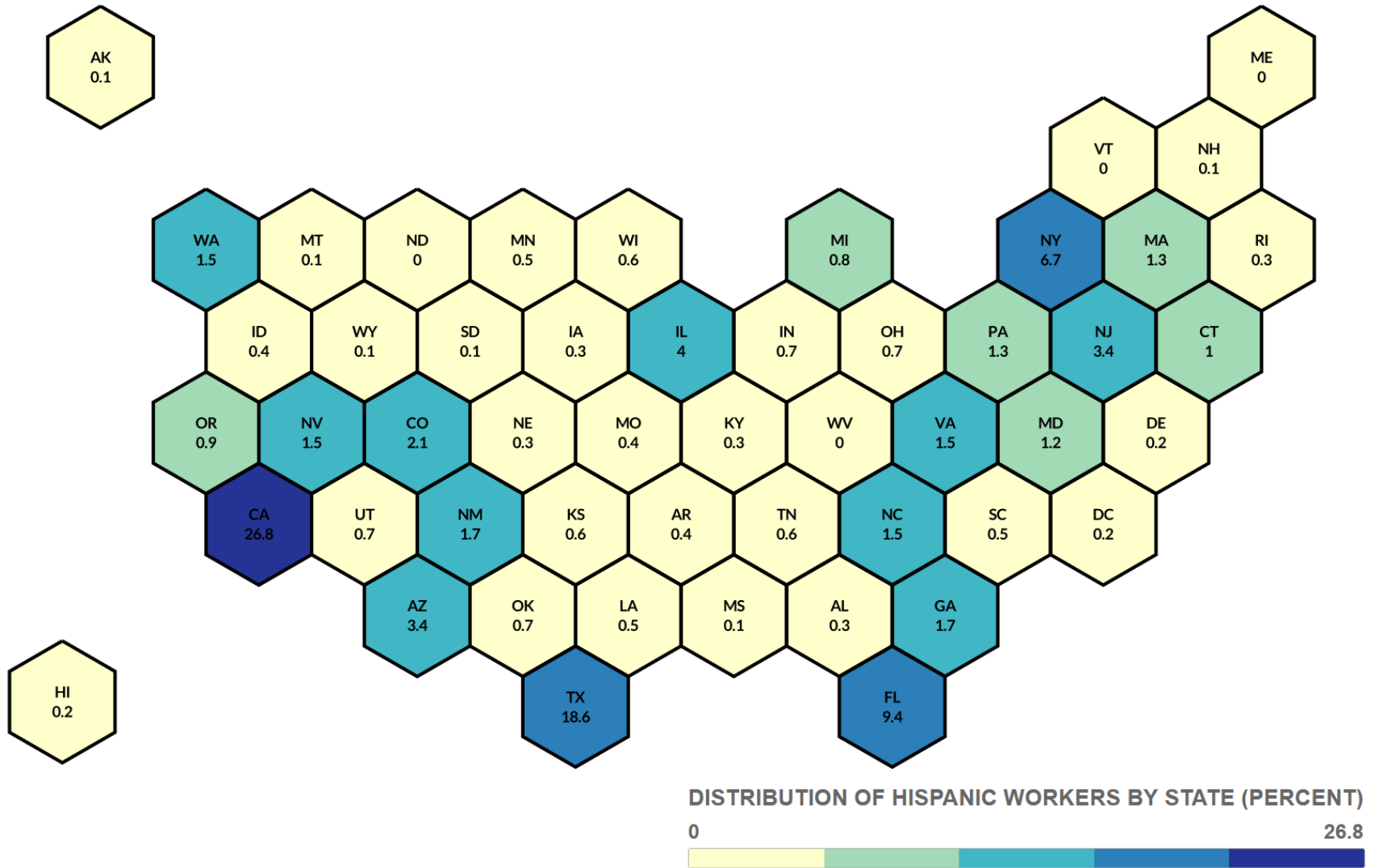
Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

Educational Attainment

Overall, Hispanic workers have a lower level of educational attainment than workers of other races/ethnicities. 15.4 percent of Hispanic workers (18.6 percent of women and 12.9 percent of men) have a college degree or more (**Figure 1-7** and **Figure 1-8**). Asian workers have a much higher level of educational attainment, with 53.3 percent having a college degree or more (52.4 percent of women and 54.2 percent of men). 37.3 percent of white workers have a college degree or more (38.9 percent of women and 35.8 percent of men), as do 24.0 percent of Black workers (26.3 percent of women and 21.2 percent of men).
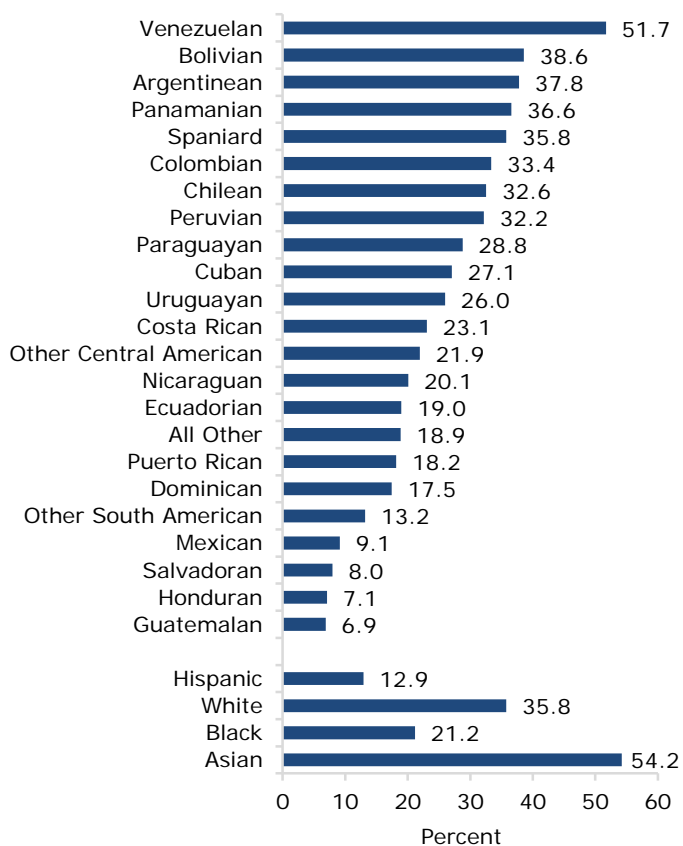
FIGURE 1-7

Share of Female Hispanic Workers with a College Degree or More, by Origin Group, 2014

Origin Group	Percent
Venezuelan	52.3
Chilean	47.1
Argentinean	44.8
Paraguayan	40.1
Spaniard	39.6
Other South American	36.1
Costa Rican	35.3
Colombian	35.1
Bolivian	33.2
Panamanian	32.6
Cuban	32.0
Other Central American	29.9
Peruvian	29.5
Uruguayan	26.9
Ecuadorian	26.5
Nicaraguan	24.9
Puerto Rican	24.6
Dominican	23.0
All Other	21.6
Mexican	14.1
Honduran	13.1
Guatemalan	10.9
Salvadoran	10.8
Hispanic	18.6
White	38.9
Black	26.3
Asian	52.4

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

FIGURE 1-8

Share of Male Hispanic Workers with a College Degree or More, by Origin Group, 2014

Origin Group	Percent
Venezuelan	51.7
Bolivian	38.6
Argentinean	37.8
Panamanian	36.6
Spaniard	35.8
Colombian	33.4
Chilean	32.6
Peruvian	32.2
Paraguayan	28.8
Cuban	27.1
Uruguayan	26.0
Costa Rican	23.1
Other Central American	21.9
Nicaraguan	20.1
Ecuadorian	19.0
All Other	18.9
Puerto Rican	18.2
Dominican	17.5
Other South American	13.2
Mexican	9.1
Salvadoran	8.0
Honduran	7.1
Guatemalan	6.9
Hispanic	12.9
White	35.8
Black	21.2
Asian	54.2

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.
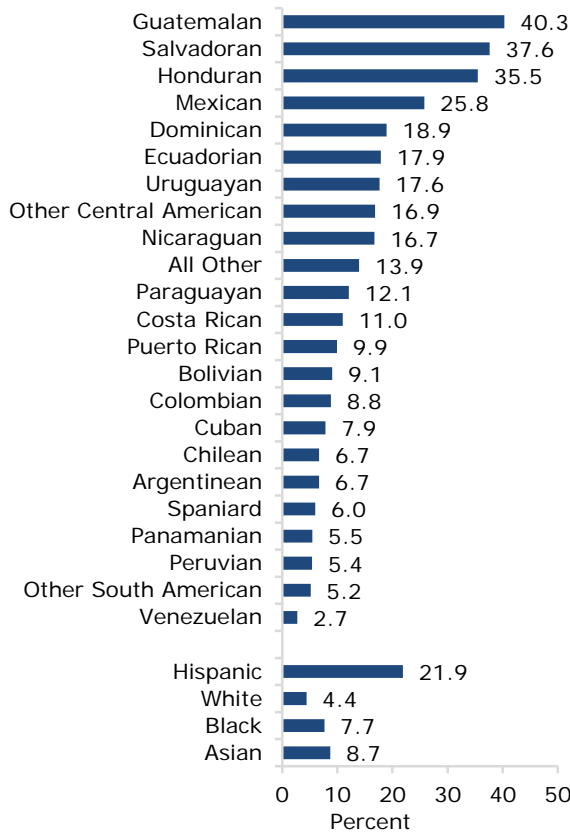
Among Hispanic workers, there are striking differences by origin group. Venezuelan workers have the highest level of educational attainment, with 52.0 percent of them having a college degree or more (52.3 percent of women and 51.7 percent of men). Argentinean workers have the second highest educational attainment, with 40.8 percent having a college degree or more (44.8 percent of

women and 37.8 percent of men). 39.8 percent of Chilean workers (47.1 percent of women and 32.6 percent of men) and 37.6 percent of Spanish workers (39.6 percent of women and 35.8 percent of men) have a college degree or more.

There is also a high percentage of Hispanic workers who never obtained a high school diploma (**Figure 1-9**, **Figure 1-10**, and **Table 1-4**). Overall, 27.7 percent of Hispanic workers have not completed high school (21.9 percent of women and 32.1 percent of men). The origin groups with the highest shares of workers with less than a high school degree are Guatemalans (50.0 percent overall, 40.3 percent of women, and 54.9 percent of men), Hondurans (43.4 percent overall, 35.5 percent of women, and 48.7 percent of men), Salvadorans (42.3 percent overall, 37.6 percent of women, and 45.6 percent of men), Mexicans (32.2 percent overall, 25.8 percent of women, and 36.8 percent of men), and Ecuadorians (23.0 percent overall, 17.9 percent of women, and 26.9 percent of men).
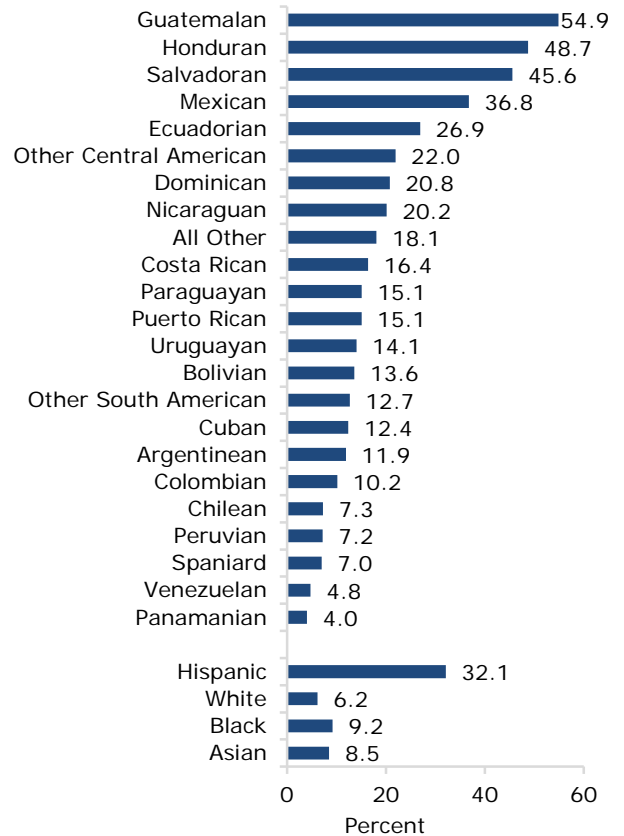
Share of Female Hispanic Workers with Less than a High School Diploma, by Origin Group, 2014

Share of Male Hispanic Workers with Less than a High School Diploma, by Origin Group, 2014

Origin Group (Female)	Percent
Guatemalan	40.3
Salvadoran	37.6
Honduran	35.5
Mexican	25.8
Dominican	18.9
Ecuadorian	17.9
Uruguayan	17.6
Other Central American	16.9
Nicaraguan	16.7
All Other	13.9
Paraguayan	12.1
Costa Rican	11.0
Puerto Rican	9.9
Bolivian	9.1
Colombian	8.8
Cuban	7.9
Chilean	6.7
Argentinean	6.7
Spaniard	6.0
Panamanian	5.5
Peruvian	5.4
Other South American	5.2
Venezuelan	2.7
Hispanic	21.9
White	4.4
Black	7.7
Asian	8.7

Origin Group (Male)	Percent
Guatemalan	54.9
Honduran	48.7
Salvadoran	45.6
Mexican	36.8
Ecuadorian	26.9
Other Central American	22.0
Dominican	20.8
Nicaraguan	20.2
All Other	18.1
Costa Rican	16.4
Paraguayan	15.1
Puerto Rican	15.1
Uruguayan	14.1
Bolivian	13.6
Other South American	12.7
Cuban	12.4
Argentinean	11.9
Colombian	10.2
Chilean	7.3
Peruvian	7.2
Spaniard	7.0
Venezuelan	4.8
Panamanian	4.0
Hispanic	32.1
White	6.2
Black	9.2
Asian	8.5

Percent

Percent

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

TABLE 1-4

Hispanic Workers, by Origin Group, Gender, and Educational Attainment, 2014

(percent of all workers within each origin and gender group)

	Less than High School			High School			Some College			College or More		
	Men	Women	All	Men	Women	All	Men	Women	All	Men	Women	All
Hispanic	32.1	21.9	27.7	29.7	26.2	28.2	25.2	33.3	28.7	12.9	18.6	15.4
Mexican	36.8	25.8	32.2	30.3	27.5	29.1	23.8	32.7	27.5	9.1	14.1	11.2
Puerto Rican	15.1	9.9	12.6	34.0	25.4	29.9	32.7	40.0	36.3	18.2	24.6	21.3
Cuban	12.4	7.9	10.4	32.6	26.5	29.8	28.0	33.6	30.5	27.1	32.0	29.3
Dominican	20.8	18.9	19.8	30.6	24.0	27.3	31.2	34.1	32.7	17.5	23.0	20.3
Costa Rican	16.4	11.0	13.9	29.1	18.2	24.1	31.5	35.5	33.3	23.1	35.3	28.6
Guatemalan	54.9	40.3	50.0	22.9	23.6	23.1	15.3	25.3	18.6	6.9	10.9	8.2
Honduran	48.7	35.5	43.4	28.1	27.2	27.8	16.1	24.2	19.4	7.1	13.1	9.5
Nicaraguan	20.2	16.7	18.5	29.5	26.9	28.2	30.3	31.5	30.9	20.1	24.9	22.5
Panamanian	4.0	5.5	4.9	22.5	17.7	19.7	36.9	44.2	41.2	36.6	32.6	34.3
Salvadoran	45.6	37.6	42.3	28.2	27.8	28.0	18.3	23.9	20.6	8.0	10.8	9.1
Other Central American	22.0	16.9	19.6	31.9	21.5	27.1	24.3	31.7	27.7	21.9	29.9	25.6
Argentinean	11.9	6.7	9.7	22.5	19.0	21.0	27.8	29.4	28.5	37.8	44.8	40.8
Bolivian	13.6	9.1	11.2	15.1	17.4	16.3	32.8	40.3	36.8	38.6	33.2	35.8
Chilean	7.3	6.7	7.0	22.5	15.4	19.0	37.7	30.8	34.3	32.6	47.1	39.8
Colombian	10.2	8.8	9.5	24.6	23.1	23.8	31.9	33.0	32.5	33.4	35.1	34.3
Ecuadorian	26.9	17.9	23.0	28.8	23.6	26.6	25.3	32.0	28.2	19.0	26.5	22.2
Paraguayan	15.1	12.1	13.6	14.0	20.1	17.1	42.1	27.7	34.8	28.8	40.1	34.6
Peruvian	7.2	5.4	6.3	24.7	25.2	24.9	36.0	39.9	37.9	32.2	29.5	30.9
Uruguayan	14.1	17.6	15.5	34.1	25.2	30.5	25.8	30.2	27.6	26.0	26.9	26.4
Venezuelan	4.8	2.7	3.8	15.2	11.2	13.3	28.3	33.8	30.9	51.7	52.3	52.0
Other South American	12.7	5.2	9.8	34.6	25.4	31.0	39.5	33.4	37.1	13.2	36.1	22.1
Spaniard	7.0	6.0	6.5	20.9	16.8	18.9	36.4	37.6	37.0	35.8	39.6	37.6
All Other	18.1	13.9	16.0	29.3	24.5	26.9	33.8	40.0	36.9	18.9	21.6	20.2
White	6.2	4.4	5.3	26.5	21.6	24.2	31.5	35.0	33.2	35.8	38.9	37.3
Black	9.2	7.7	8.4	33.2	24.9	28.7	36.4	41.1	39.0	21.2	26.3	24.0
Asian	8.5	8.7	8.6	14.9	14.7	14.8	22.4	24.2	23.3	54.2	52.4	53.3

Source and notes: CEPR analysis of American Community Survey (ACS), 2014. College or more refers to those with a four-year college degree or advanced degree.

Industry

Hispanic workers work in a variety of industries, but are most likely to work in traditionally low paying ones (**Table 1-5**). Among Hispanic women, the most common industry is restaurants and other food services, where 10.4 percent of them work. The next four most common industries for Hispanic women are elementary and secondary schools (7.3 percent), hospitals (4.9 percent), services to buildings and dwellings (3.4 percent), and private households (3.0 percent). Hispanic men are most likely to work in construction (17.5 percent), followed by restaurants (9.3 percent), landscaping services (3.8 percent), crop production (2.7 percent), and truck transportation (2.2 percent).

TABLE 1-5

Top 20 Industries of Hispanic Workers, 2014

(percent of all Hispanic workers)

	Women	
1	Restaurants and Other Food Services	10.4
2	Elementary and Secondary Schools	7.3
3	Hospitals	4.9
4	Services to Buildings and Dwellings	3.4
5	Private Households	3.0
6	Child Day Care Services	2.6
7	Traveler Accommodation	2.4
8	Grocery Stores	2.3
9	College, Universities, and Professional Schools, including Junior Colleges	2.1
10	Department and Discount Stores	2.1
11	Home Health Care Services	2.0
12	Individual and Family Services	1.9
13	Offices of Physicians	1.8
14	Clothing Stores	1.7
15	Banking and Related Activities	1.6
16	Outpatient Care Centers	1.5
17	Insurance Carriers and Related Activities	1.5
18	Real Estate	1.5
19	Nursing Care Facilities	1.4
20	Other Amusement, Gambling, and Recreation Industries	1.4
	Other Industries, Total	43.2
	Men	
1	Construction, Including Cleaning During and Immediately After	17.5
2	Restaurants and Other Food Services	9.3
3	Landscaping Services	3.8
4	Crop Production	2.7
5	Truck Transportation	2.2
6	Grocery Stores	2.1
7	Elementary and Secondary Schools	2.0
8	Automotive Repaid and Maintenance	1.9
9	Services to Buildings and Dwellings	1.7
10	Justice, Public Order, and Safety Activities	1.5
11	Real Estate	1.5
12	Hospitals	1.4
13	Other Amusement, Gambling, and Recreation Industries	1.3
14	Traveler Accommodation	1.3
15	College, Universities, and Professional Schools, including Junior Colleges	1.2
16	Grocery and Related Product Merchant Wholesalers	1.2
17	Automobile Dealers	1.1
18	Department and Discount Stores	1.1
19	Support Activities for Mining	0.9
20	Services Incidental to Transportation	0.8
	Other Industries, Total	43.8

Source and notes: CEPR analysis of American Community Survey, 2014.

Occupation

Hispanic workers also work in a variety of occupations (**Table 1-6**). The five most common occupations for Hispanic women are maids and housekeeping cleaners (6.4 percent), cashiers (5.1 percent), secretaries and administrative assistants (3.5 percent), retail salespersons (3.1 percent), and janitors and building cleaners (2.8 percent). The five most common occupations for Hispanic men are construction laborers (5.0 percent), drivers (4.6 percent), grounds maintenance workers (3.9 percent), cooks (3.6 percent), and janitors and building cleaners (3.4 percent).

TABLE 1-6

Top 20 Occupations of Hispanic Workers, 2014

(percent of all Hispanic workers)

	Women	
1	Maids and Housekeeping Cleaners	6.4
2	Cashiers	5.1
3	Secretaries and Administrative Assistants	3.5
4	Retail Salespersons	3.1
5	Janitors and Building Cleaners	2.8
6	Customer Service Representatives	2.7
7	Cooks	2.6
8	Nursing, Psychiatric and Home Health	2.6
9	Child Care Workers	2.5
10	Waiters and Waitresses	2.5
11	Elementary and Middle School Teachers	2.2
12	Personal and Home Care Aides	2.1
13	Receptionists and Information Clerks	1.9
14	First-line Supervisors/Managers of Retail Sales Workers	1.8
15	Office Clerks, General	1.6
16	Registered Nurses	1.6
17	Teacher Assistants	1.5
18	Food Preparation Workers	1.3
19	Medical Assistants	1.2
20	Misc, Managers, including Postmasters and Mail Superintendents	1.2
	Other Occupations, Total	49.6
	Men	
1	Construction Laborers	5.0
2	Drivers/Sales Workers and Truck Drivers	4.6
3	Grounds Maintenance Workers	3.9
4	Cooks	3.6
5	Janitors and Building Cleaners	3.4
6	Laborers and Freight, Stock, and Material Movers	3.0
7	Misc. Agricultural Workers, Including Animal Breeders	2.8
8	Carpenters	2.7
9	Retail Salespersons	2.0
10	Painters and Paper Hangers	1.9
11	Misc, Managers, including Postmasters and Mail Superintendents	1.9
12	First-line Supervisors/Managers of Retail Sales Workers	1.6
13	Misc. Production Workers, Including Semiconductor Processors	1.5
14	Stock Clerks and Order Fillers	1.4
15	Automotive Service Technicians and Mechanics	1.4
16	Cashiers	1.4
17	Customer Service Representatives	1.3
18	Waiters and Waitresses	1.2
19	Industrial Truck and Tractor Operators	1.1
20	Security Guards and Gaming Surveillance Officers	1.0
	Other Occupations, Total	53.4

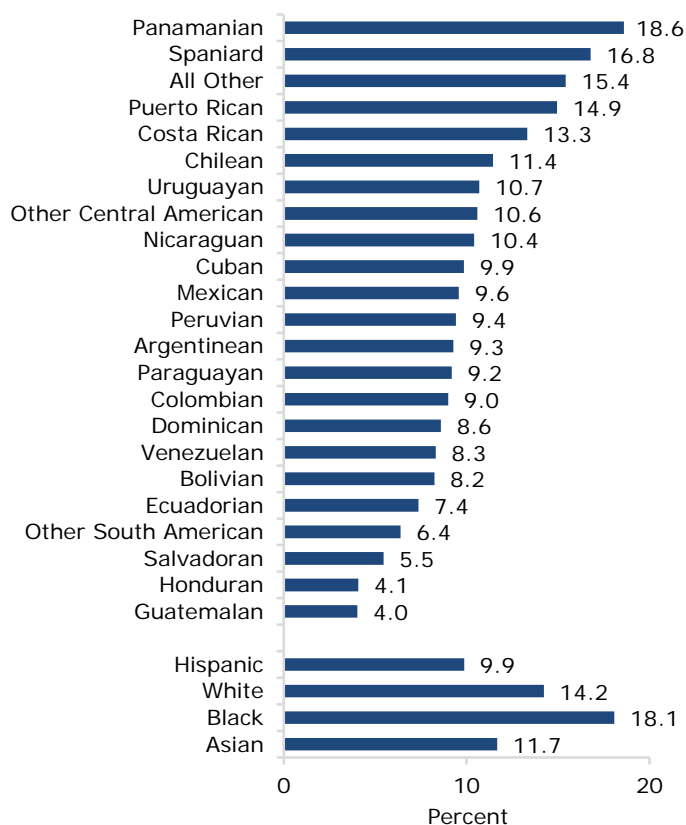**Source and notes:** CEPR analysis of American Community Survey, 2014.

Public Sector

About 10 percent of Hispanic workers have jobs in the public sector (**Figure 1-11**). This is noticeably lower than workers of other races/ethnicities. 18.1 percent of Black workers, 14.2 percent of white workers, and 11.7 percent of Asian workers have jobs in the public sector.

Among Hispanic workers, those of Panamanian descent are the most likely to work in the public sector (18.6 percent). The others included in the top five are Spaniards (16.8 percent), all other (15.4 percent), Puerto Ricans (14.9 percent), and Costa Ricans (13.3 percent). Guatemalans are the least likely to work in the public sector (4.0 percent), followed by Hondurans (4.1 percent) and Salvadorans (5.5 percent).

Public Sector Hispanic Workers as Share of Hispanic Workforce, by Origin Group, 2014

Origin Group	Percent
Panamanian	18.6
Spaniard	16.8
All Other	15.4
Puerto Rican	14.9
Costa Rican	13.3
Chilean	11.4
Uruguayan	10.7
Other Central American	10.6
Nicaraguan	10.4
Cuban	9.9
Mexican	9.6
Peruvian	9.4
Argentinean	9.3
Paraguayan	9.2
Colombian	9.0
Dominican	8.6
Venezuelan	8.3
Bolivian	8.2
Ecuadorian	7.4
Other South American	6.4
Salvadoran	5.5
Honduran	4.1
Guatemalan	4.0
Hispanic	9.9
White	14.2
Black	18.1
Asian	11.7

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

2 Challenges

Hispanic workers face a multitude of challenges in the U.S. labor market. Some of these challenges are lingering effects of the Great Recession, while others are longer-standing concerns that they have faced for decades. This section reviews several of these challenges, including high unemployment, wage inequality, poverty, disability, language barriers, and low access to health and retirement benefits.

Unemployment

Hispanics have high unemployment rates, second only to Blacks (**Figure 2-1** and **Table 2-1**). In 2014, the overall unemployment rate for Hispanics was 8.5 percent, compared to 13.4 percent for Blacks, 5.9 percent for Asians, and 5.8 percent for whites. Hispanic men had an unemployment rate of 7.6 percent, and Hispanic women had an unemployment rate of 9.6 percent. A number of Hispanic origin groups had unemployment rates well above the average for Hispanics. Hispanics of Puerto Rican descent had the highest unemployment rate (11.2 percent), followed by other South Americans (10.6 percent), Chileans and Dominicans (10.0 percent), and Panamanians (8.8 percent).

These racial/ethnic differences in unemployment rates persist even when education is taken into account. **Figure 2-2** displays unemployment rates by race/ethnicity and educational attainment. Even with the same levels of educational attainment, Hispanics and Blacks consistently have unemployment rates that are higher than whites and Asians.

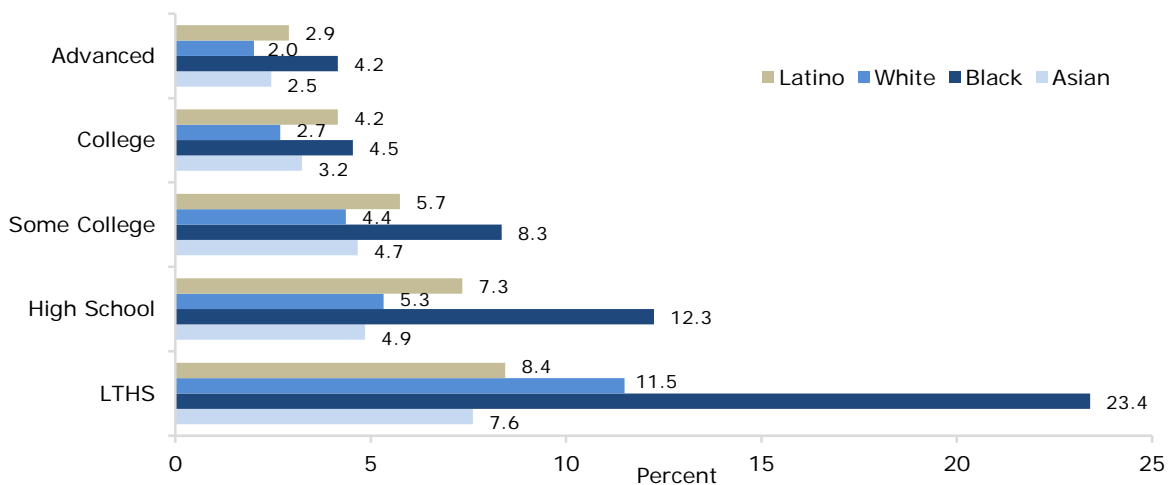## FIGURE 2-1
Hispanic Unemployment Rate, by Origin Group, 2014

	Percent
Puerto Rican	11.2
Other South American	10.6
Chilean	10.0
Dominican	10.0
Panamanian	8.8
Honduran	8.7
Mexican	8.4
All Other	8.1
Venezuelan	7.9
Spaniard	7.6
Other Central American	7.5
Cuban	7.4
Ecuadorian	7.3
Salvadoran	7.2
Guatemalan	7.2
Bolivian	7.1
Colombian	7.0
Paraguayan	6.9
Nicaraguan	6.9
Costa Rican	6.5
Peruvian	6.5
Argentinean	5.3
Uruguayan	4.0
Hispanic	8.5
White	5.8
Black	13.4
Asian	5.9
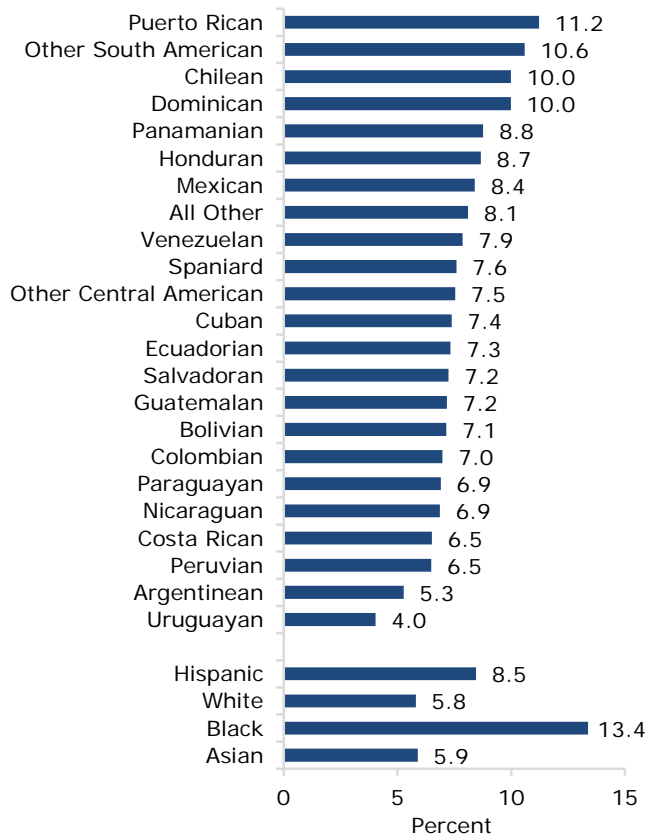
Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

TABLE 2-1
Hispanic Unemployment Rate, by Origin Group and Gender, 2014
(percent)

	All	Men	Women
Hispanic	8.5	7.6	9.6
Mexican	8.4	7.5	9.7
Puerto Rican	11.2	11.1	11.4
Cuban	7.4	6.9	7.9
Dominican	10.0	9.3	10.7
Costa Rican	6.5	6.0	7.1
Guatemalan	7.2	5.3	10.7
Honduran	8.7	6.6	11.5
Nicaraguan	6.9	6.3	7.4
Panamanian	8.8	9.5	8.2
Salvadoran	7.2	6.0	9.0
Other Central American	7.5	6.3	9.0
Argentinean	5.3	4.6	6.2
Bolivian	7.1	8.9	5.5
Chilean	10.0	10.7	9.2
Colombian	7.0	5.8	8.1
Ecuadorian	7.3	6.3	8.7
Paraguayan	6.9	8.6	5.2
Peruvian	6.5	5.2	7.8
Uruguayan	4.0	4.2	3.8
Venezuelan	7.9	7.2	8.5
Other South American	10.6	2.9	20.4
Spaniard	7.6	8.2	6.9
All Other	8.1	8.6	7.6
White	5.8	6.1	5.5
Black	13.4	14.7	12.2
Asian	5.9	5.9	5.8

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

FIGURE 2-2
Unemployment Rate by Race/Ethnicity and Educational Attainment, 2015

Latino, White, Black, Asian

	Latino	White	Black	Asian
Advanced	2.9	2.0	4.2	2.5
College	4.2	2.7	4.5	3.2
Some College	5.7	4.4	8.3	4.7
High School	7.3	5.3	12.3	4.9
LTHS	8.4	11.5	23.4	7.6

Source and notes: CEPR analysis of Current Population Survey Outgoing Rotation Group (CPS ORG), 2015. "LTHS" indicates less than a high school diploma.

Employment

The employment rate, also called the employment-to-population (EPOP) ratio, is another measure used to determine labor market health. It shows the percentage of the working-age population, those who are between the ages of 16 and 64, who are employed. Unlike the unemployment rate, the employment rate is not affected by those who have exited the labor market because they give up trying to find a job. **Figure 2-3** and **Table 2-2** display employment rates for Hispanics ages 16 to 64. Overall, 66.9 percent of Hispanics were employed in 2014 (75.4 percent of men and 58.3 percent of women). In comparison, the employment rates for whites, Asians, and Blacks were 71.2 percent, 68.0 percent, and 61.7 percent, respectively. A number of Hispanic origin groups had substantially higher employment rates, some of which include Uruguayans (74.5 percent), Argentinians (74.4 percent), Nicaraguans (73.8 percent), Peruvians (73.6 percent), and Bolivians (73.3 percent). The origin groups with the lowest employment rates were Puerto Ricans (62.1 percent), all other (64.2 percent), and other Central Americans (64.8 percent).

FIGURE 2-3

Hispanic Employment Rate, by Origin Group, Ages 16-64, 2014

Origin Group	Percent
Uruguayan	74.5
Argentinean	74.4
Nicaraguan	73.8
Peruvian	73.6
Bolivian	73.3
Guatemalan	72.7
Salvadoran	72.6
Ecuadorian	72.4
Other South American	71.9
Costa Rican	70.8
Colombian	70.6
Paraguayan	70.6
Honduran	70.5
Cuban	70.1
Chilean	68.8
Spaniard	68.2
Venezuelan	67.9
Panamanian	66.4
Mexican	66.3
Dominican	64.9
Other Central American	64.8
All Other	64.2
Puerto Rican	62.1
Hispanic	66.9
White	71.2
Black	61.7
Asian	68.0
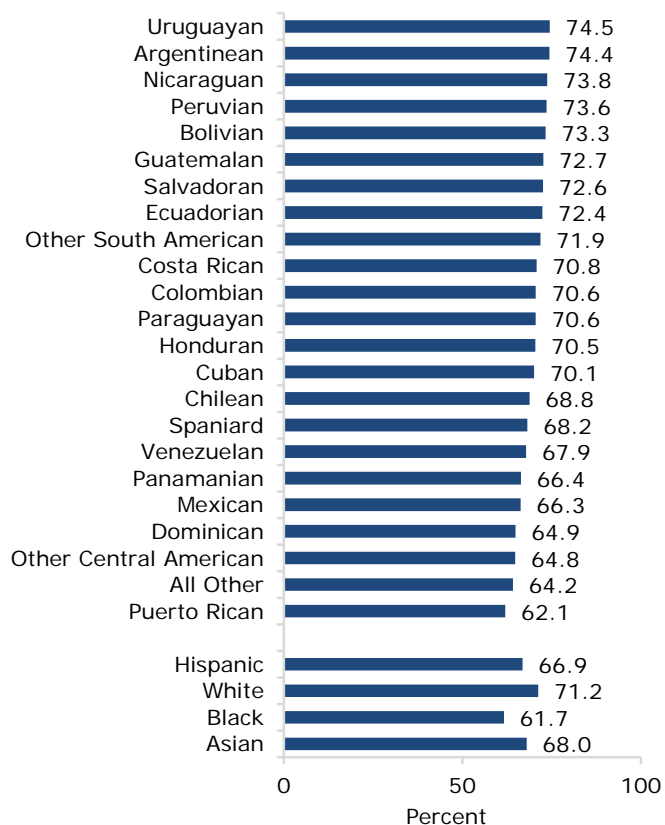
Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

TABLE 2-2

Hispanic Employment Rate, by Origin Group and Gender, Ages 16–64, 2014

(percent)

	All	Men	Women
Hispanic	66.9	75.4	58.3
Mexican	66.3	76.1	56.2
Puerto Rican	62.1	66.1	58.3
Cuban	70.1	74.4	65.5
Dominican	64.9	69.3	61.2
Costa Rican	70.8	79.8	62.3
Guatemalan	72.7	84.9	56.3
Honduran	70.5	81.7	58.5
Nicaraguan	73.8	79.4	68.7
Panamanian	66.4	69.0	64.6
Salvadoran	72.6	81.8	62.5
Other Central American	64.8	72.8	57.4
Argentinean	74.4	83.1	65.1
Bolivian	73.3	74.1	72.7
Chilean	68.8	73.4	64.6
Colombian	70.6	79.0	64.2
Ecuadorian	72.4	79.8	64.6
Paraguayan	70.6	79.1	63.8
Peruvian	73.6	80.4	67.9
Uruguayan	74.5	80.5	67.2
Venezuelan	67.9	75.8	60.8
Other South American	71.9	84.7	57.8
Spaniard	68.2	72.3	64.3
All Other	64.2	67.6	61.0
White	71.2	75.6	67.0
Black	61.7	61.1	62.1
Asian	68.0	74.1	62.6

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.
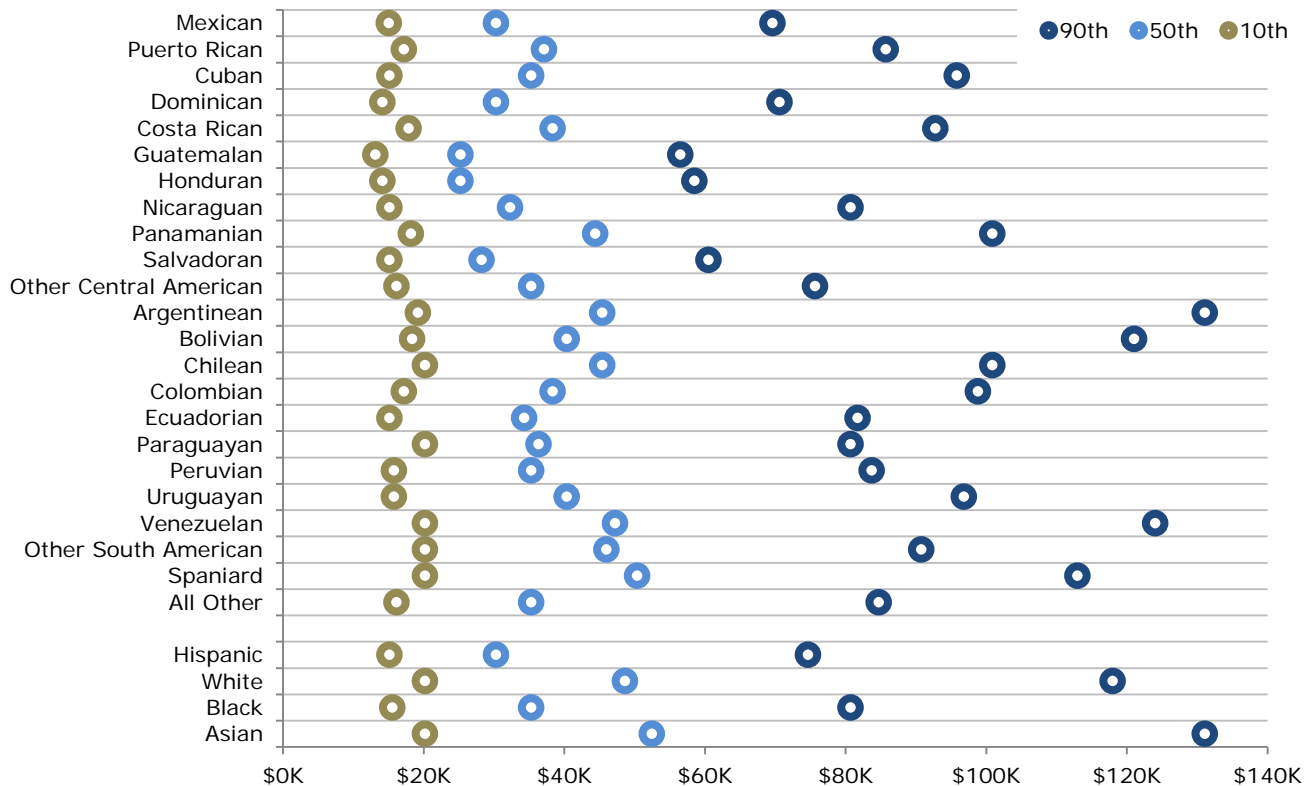
Wages

In addition to having lower wages, wage inequality among Hispanic workers has generally been lower than among workers of other races/ethnicities. One common measure of inequality is the ratio of the typical high-paid worker's wages to the typical low-wage worker's wages. For this report, the typical high-paid worker is defined as a worker at the 90th percentile of the wage distribution who has wages that are lower than 10 percent of workers and higher than 90 percent of workers. The typical low wage worker is at the 10th percentile of the wage distribution and makes less than 90 percent of workers and more than 10 percent of workers. The median worker (at the 50th percentile) is at the middle of the wage distribution and makes more than half of workers and less than the other half of workers.

Using the inequality measure above, the ratio of the typical high-paid to low-paid Hispanic worker is about 5-to-1, compared to 6-to-1 for whites, 7-to-1 for Asians, and 5-to-1 for Blacks (**Figure 2-4** and **Table 2-3**). Among Hispanic workers, Argentinians and Bolivians have the highest ratio (7-to-1) and Guatemalans, Hondurans, Salvadorans, and Paraguayans have the lowest (4-to-1).

Annual Wages of Full-Time, Full-Year Hispanic Workers, by Selected Wage Percentiles and Origin Group, 2014

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

TABLE 2-3

Annual Wages of Full-Time, Full-Year Hispanic Workers, by Wage Percentile, 2014

(thousands of dollars)

	10th	50th	90th
Hispanic	15.1	30.3	74.6
Mexican	15.0	30.3	69.6
Puerto Rican	17.1	37.1	85.7
Cuban	15.1	35.3	95.8
Dominican	14.1	30.3	70.6
Costa Rican	17.8	38.3	92.8
Guatemalan	13.1	25.2	56.5
Honduran	14.1	25.2	58.5
Nicaraguan	15.1	32.3	80.7
Panamanian	18.2	44.4	100.8
Salvadoran	15.1	28.2	60.5
Other Central American	16.1	35.3	75.6
Argentinean	19.2	45.4	131.1
Bolivian	18.4	40.3	121.0
Chilean	20.2	45.4	100.8
Colombian	17.1	38.3	98.8
Ecuadorian	15.1	34.3	81.7
Paraguayan	20.2	36.3	80.7
Peruvian	15.7	35.3	83.7
Uruguayan	15.7	40.3	96.8
Venezuelan	20.2	47.2	124.0
Other South American	20.2	46.0	90.8
Spaniard	20.2	50.3	112.9
All Other	16.1	35.3	84.7
White	20.2	48.6	118.0
Black	15.5	35.3	80.7
Asian	20.2	52.4	131.1

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

Poverty

Hispanic workers are more likely than workers of any other race/ethnicity to be in poverty (**Figure 2-5**). 13.0 percent of Hispanic workers are members of the working poor, compared to 12.0 percent of Blacks, 6.3 percent of Asians, and 5.4 percent of whites. Guatemalans (19.1 percent), Hondurans (17.7 percent), Dominicans (14.2 percent), and Mexicans (14.1 percent) have particularly high levels of poverty, while Chileans (5.3 percent) and other South Americans (5.6 percent) have poverty rates comparable to whites.

FIGURE 2-5

Share of Hispanic Workers in Poverty, by Origin Group, 2014

Origin Group	Percent
Guatemalan	19.1
Honduran	17.7
Dominican	14.2
Mexican	14.1
Salvadoran	12.3
Ecuadorian	11.5
Puerto Rican	11.0
Other Central American	10.0
All Other	9.7
Cuban	9.7
Nicaraguan	8.8
Paraguayan	8.4
Costa Rican	8.2
Argentinean	8.0
Colombian	7.9
Venezuelan	7.2
Bolivian	6.9
Spaniard	6.7
Peruvian	6.6
Panamanian	6.5
Uruguayan	6.4
Other South American	5.6
Chilean	5.3
Hispanic	13.0
White	5.4
Black	12.0
Asian	6.3
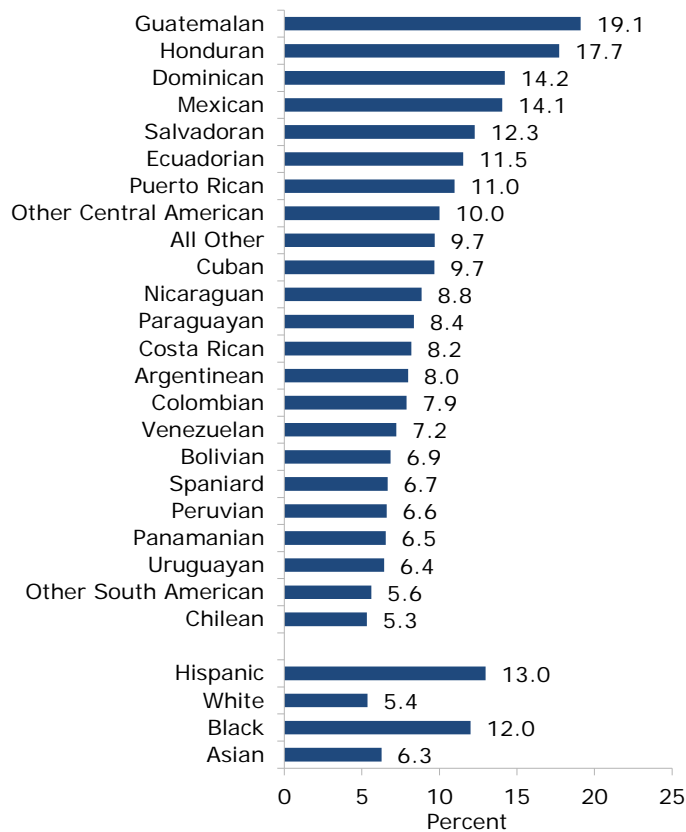
Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

Health Insurance

About 30 percent of Hispanic workers did not have health insurance of any kind in 2014 (**Figure 2-6**). This is much higher than workers of other races/ethnicities, with 15.7 percent of Black workers, 9.9 percent of Asian workers, and 8.9 percent of white workers lacking health insurance.

Over half (53.5 percent) of Guatemalan workers lack health insurance, followed by 52.4 percent of Honduran workers. These shares are striking, even among Hispanics workers, given that the next highest level is for Salvadorans (36.3 percent), followed by Ecuadorians (33.7 percent), and Mexicans (33.2 percent). Spaniards (10.5 percent), Panamanians (13.0 percent), and Puerto Ricans (15.7 percent) are the least likely to lack health insurance.

Origin Group	Percent
Guatemalan	53.5
Honduran	52.4
Salvadoran	36.3
Ecuadorian	33.7
Mexican	33.2
Costa Rican	26.9
Peruvian	25.5
Nicaraguan	24.3
Cuban	22.8
Bolivian	21.6
Other South American	21.5
Other Central…	20.8
Argentinean	19.9
All Other	19.7
Dominican	19.4
Paraguayan	19.3
Uruguayan	18.7
Colombian	18.6
Chilean	18.2
Venezuelan	18.1
Puerto Rican	15.7
Panamanian	13.0
Spaniard	10.5
Hispanic	30.1
White	8.9
Black	15.7
Asian	9.9

Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

Retirement Plan

The share of Hispanic workers with employer- or union-sponsored retirement plans has declined over the years, and remains lower than workers of other races/ethnicities (**Figure 2-7**).[3] In 2014, only 24.3 percent of Hispanic workers had retirement plans, compared to 34.7 percent of Blacks, 36.3 percent of Asians, and 41.9 percent of whites.

Workers with Employer-Sponsored Retirement Plans, Ages 16-64, by Race/Ethnicity, 1979─2014
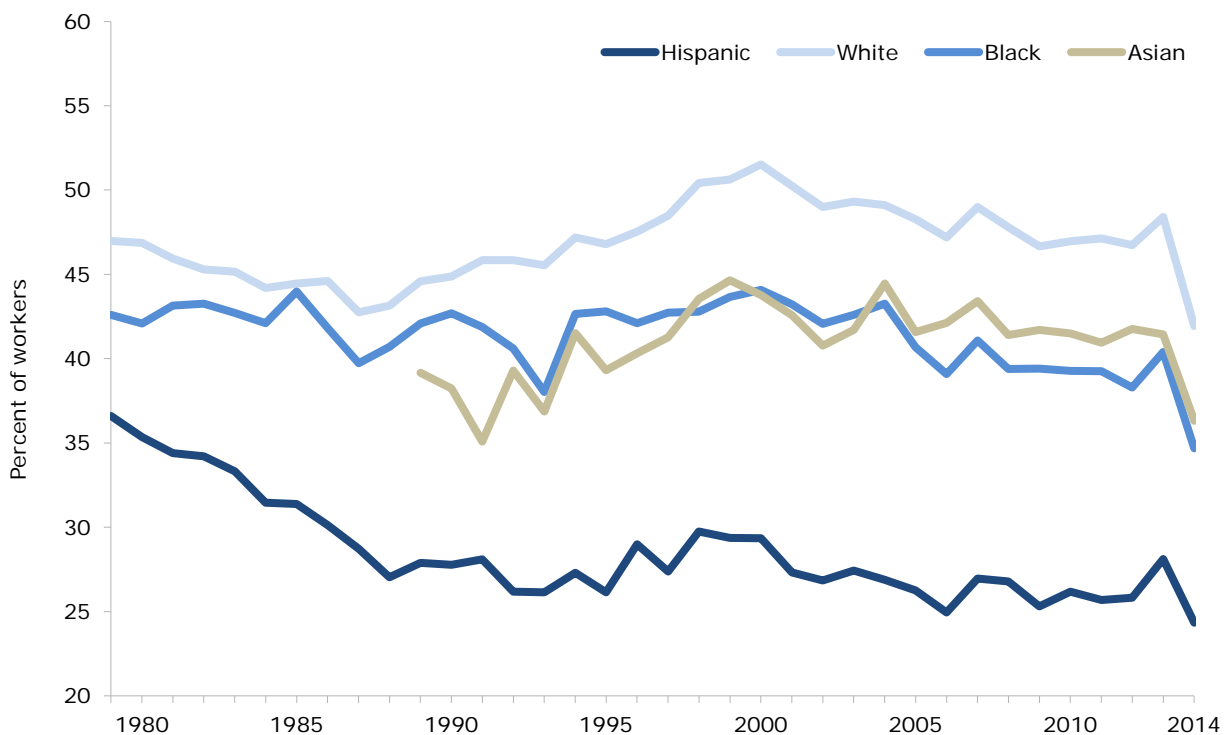
Source and notes: CEPR analysis of March Current Population Survey (CPS March), 1980─2015.

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3   This report defines workers as having retirement plans if their employer or union sponsors a retirement plan and the worker participates, whether or not the employer contributes to the plan. The March CPS does not differentiate between defined benefit and defined contribution plans.

Disability

Hispanic workers are less likely than their Black and white peers to report having any disability (**Figure 2-8**). 4.5 percent of Hispanic workers have a disability, while 6.0 percent of Black and white workers do. The corresponding share for Asian workers is 2.8 percent. Among Hispanic workers, Panamanians are the most likely to have a disability (8.1 percent), followed by all other (7.5 percent), Spaniards (6.8 percent), Puerto Ricans (6.5 percent), and Chileans (5.8 percent).

Share of Hispanic Workers with a Disability by Origin Group, 2014
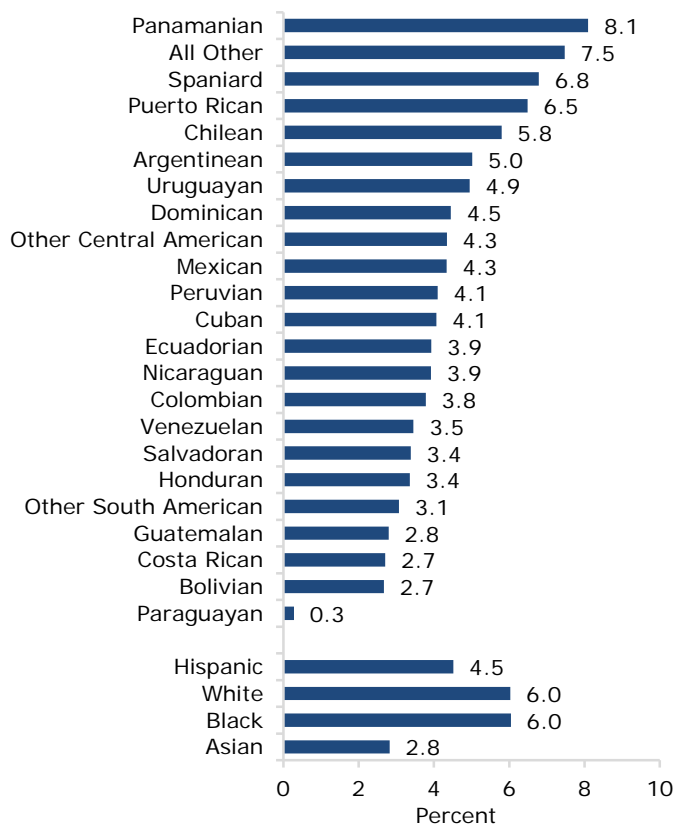
Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

Language

The ACS defines a limited English speaking household as "one in which no member 14 years old and over (1) speaks only English at home or (2) speaks a language other than English at home and speaks English 'very well.'"[4]

About 17 percent of Hispanic workers live in limited English speaking households (**Figure 2-9**). Asian workers are not far behind (14.8 percent), while Black (1.3 percent) and white (0.6 percent) workers are much less likely to live in limited English speaking households. However, looking at the overall Hispanic rate can mask large differences among different origin groups. For example, 40.7 percent of Guatemalan workers and 38.5 percent of Honduran workers live in limited English speaking households. Spaniards (3.1 percent), Puerto Ricans (5.7 percent), and Panamanians (6.0 percent), are much less likely than the average Hispanic worker to live in such a household.

Share of Hispanic Workers in Limited English Speaking Households, by Origin Group, 2014

Origin Group	Percent
Guatemalan	40.7
Honduran	38.5
Salvadoran	29.5
Ecuadorian	25.7
Other Central American	22.9
Cuban	21.9
Dominican	20.6
Uruguayan	18.7
Peruvian	16.7
Colombian	16.5
Nicaraguan	16.5
Mexican	16.3
Other South American	14.9
Costa Rican	14.7
Paraguayan	13.3
Argentinean	13.2
Venezuelan	11.9
Chilean	9.4
Bolivian	8.8
All Other	7.5
Panamanian	6.0
Puerto Rican	5.7
Spaniard	3.1
Hispanic	16.9
White	0.6
Black	1.3

Percent
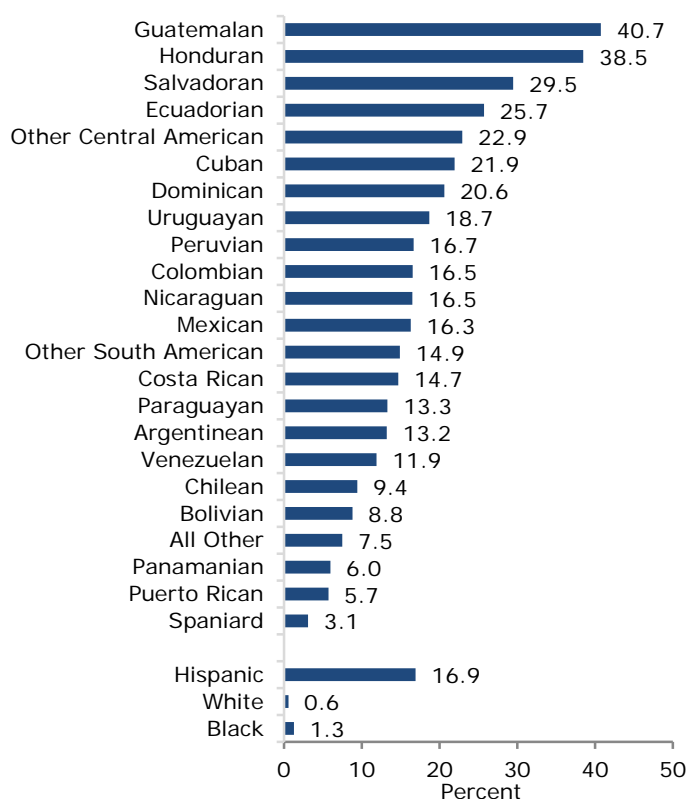
Source and notes: CEPR analysis of American Community Survey (ACS), 2014.

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4   U.S. Census Bureau (2015), p. 46
     https://www2.census.gov/programs-surveys/acs/tech_docs/subject_definitions/2014_ACSSubjectDefinitions.pdf.

3 The Effect of Union Representation

One way that Hispanic workers have responded to the challenges mentioned in the previous section is by joining labor unions. Unions in particular work to boost the pay and access to benefits of not only those workers who are represented by unions, but also non-union workers. They accomplish this by putting pressure on non-union employers to provide better pay and benefits when competing for workers.[5]

Hispanic workers have increased their share of both the overall and union workforce (**Figure 3-1**). In 2015, Hispanic workers accounted for 14.4 percent of union workers and 16.4 percent of the total workforce.[6] In 1983, the earliest year with comparable union data, Hispanic workers were slightly overrepresented in the union workforce, accounting for 5.8 percent of the union workforce, but only 5.4 percent of the overall workforce.

FIGURE 3-1

Share of Hispanic Workers in Overall and Union Workforce, 1983−2015
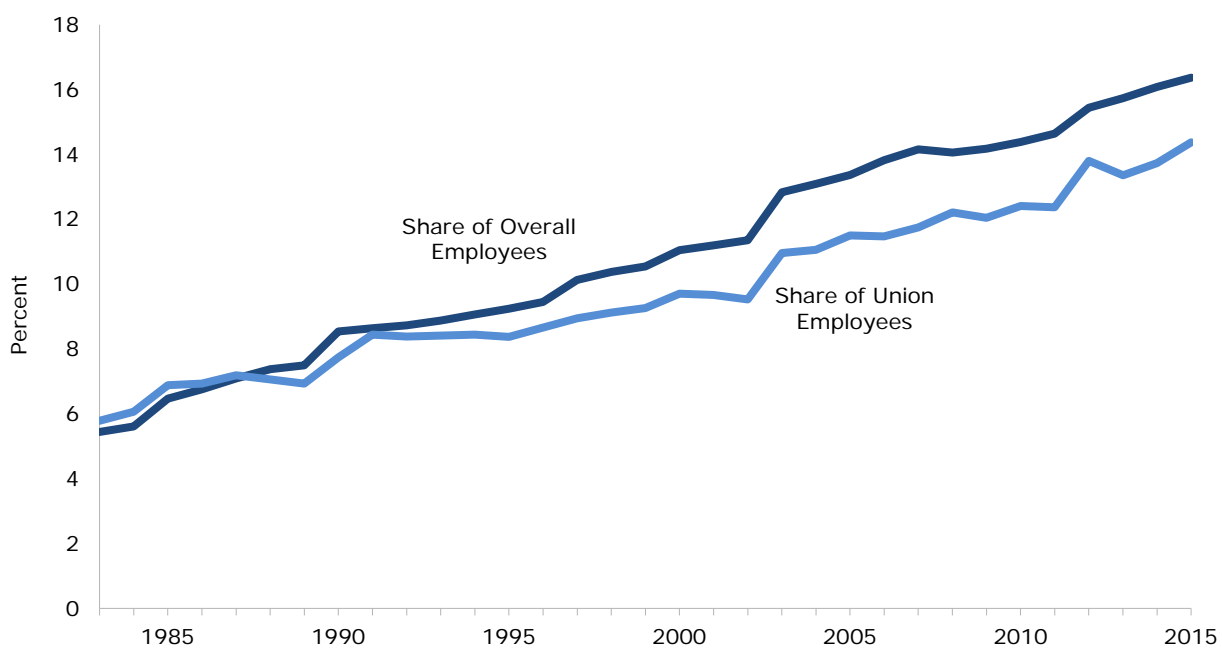
Source and notes: CEPR analysis of Current Population Survey Outgoing Rotation Group (CPS ORG), 1983−2015

Like workers of other races/ethnicities, Hispanic workers have seen a sharp decline in their unionization rate since the early 1980s (**Figure 3-2**). In 1983, 24.2 percent of Hispanic workers were

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5   Rosenfeld, Denice, and Laird (2016) http://www.epi.org/files/pdf/112811.pdf.
6   This paper defines a union worker as someone who is either a member of, or represented by, a union at their current place of employment.

represented by unions, compared to 22.2 percent of white workers, and 31.7 percent of Black workers. Since then, Hispanic workers' unionization rate has dropped 56.3 percent. In 2015, only 10.6 percent of Hispanic workers were represented by unions, compared to 12.5 percent of white workers (a 43.8 percent decline), and 14.2 percent of Black workers (a 55.0 percent decline). Union data on Asian workers were not available in the CPS until 1989, when they had a unionization rate of 18.1 percent. By 2015, the Asian unionization rate had dropped to 11.3 percent, a decline of 37.2 percent.

Hispanic men have seen their unionization rate fall over 60 percent, from 27.0 percent in 1983 to 10.6 percent in 2015 (**Figure 3-3**). Hispanic women's unionization rate has declined from 20.1 percent in 1983 to 10.5 percent in 2015, for a drop of 47.6 percent. Over the same time period, the unionization rate of the overall workforce fell from 23.3 percent to 12.3 percent, for a 47.2 percent decrease.

FIGURE 3-3

Despite falling unionization rates across the board, unions still significantly boost the wages of workers. This is particularly true for Hispanics. Even after controlling for fundamental differences between union and non-union workers, Hispanic union workers on average earn 24.9 percent (about $3.99 per hour) more than their non-union peers (**Table 3-1**). This wage premium is even higher for Hispanic men (29.7 percent or $4.99 per hour). Hispanic women also have a sizable union wage premium (18.7 percent or $2.79), as do Hispanic workers in low-wage occupations (23.6 percent or $2.62).[7]

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7   Dollar value increases are calculated by applying the wage premium to the following mean hourly wages of non-union workers in each group: all Hispanics ($16.01), Hispanic women ($14.93), Hispanic men ($16.81), and Hispanics in low-wage occupations ($11.09). The low-wage occupations include: food preparation and serving workers, cashiers, cooks, child care workers, packers and packagers, maids and housekeeping cleaners, personal and home-care aides, stock clerks, janitors, grounds maintenance workers, teacher assistants, laborers and freight workers, nursing, psychiatric and home health aides, security guards, and first-line supervisors of food prep and serving workers. These occupations were chosen according to the criteria used by Schmitt, Waller, Fremstad, and Zipperer (2007).

TABLE 3-1

Regression-Adjusted Union Wage, Health, and Retirement Advantage for Hispanic Workers, 2010-2015

(percent of all workers within each origin and gender group)

	Unionization rate (percent)	Hourly wage	Health insurance		Retirement plan	
		Union premium (percent)	Union premium (p.p.)	Coverage increase (percent)	Union premium (p.p.)	Coverage increase (percent)
All	10.6	24.9	25.1	70.8	26.2	113.6
Women	10.5	18.7	19.6	52.2	24.9	99.7
Men	10.7	29.7	30.3	89.0	27.7	128.1
In low-wage occupations	8.7	23.6	24.1	112.1	19.0	144.4

Source and notes: CEPR analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group (CPS ORG) and March CPS. Regressions include controls for age, age squared, education (LTHS, high school, some college, college, and advanced), gender (when men and women appear in the same regression), state, and two-digit industry. The wage regressions use ordinary least squares and the health and retirement regressions are probits. Union wage premiums in percent are converted from log points by taking the antilog of regression coefficients and subtracting one. Union health insurance and retirement coverage figures are percentage-point (p.p.) increases associated with union coverage. Coverage increases in percent terms are relative to the current coverage rates for non-union workers. Health and retirement coverage refer to 2009–2014; wages refer to 2010–2015. All regression results are significant at the 1 percent level.

Hispanic workers in unions also enjoy better access to health and retirement benefits. They are 25.1 percentage points more likely than their non-union counterparts to have employer-provided health insurance and 26.2 percentage points more likely to have employer-sponsored retirement plans.[8] Hispanic men in unions are 30.3 percentage points more likely to have health insurance and 27.7 percentage points more likely to have a retirement plan. Hispanic union women are 19.6 percentage points more likely to have health insurance and 24.9 percentage points more likely to have a retirement plan than their non-union counterparts. Hispanic workers in low-wage occupations also enjoy sizable union benefit premiums of 24.1 percentage points for health insurance and 19.0 percentage points for retirement plans.

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8   Workers are defined as having health insurance if their employer or union provides health insurance and pays for some, or all of, the health insurance premium. This report defines workers as having retirement plans if their employer or union sponsors a retirement plan and the worker participates whether or not the employer contributes to the plan. The March CPS does not differentiate between defined benefit and defined contribution plans.

References

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Data Appendix

The data in this report come from three separate U.S. Census Bureau datasets: the American Community Survey (ACS), Current Population Survey Outgoing Rotation Group (CPS ORG), and the March supplement to the CPS (March CPS).

American Community Survey

The ACS is a large, nationally-representative survey of people who reside in the United States. Because of its large sample size (over three million in 2014), and wide range of topics covered, the ACS can be used to analyze small geographies and groups that is not possible with other data sources such as the CPS. For the purposes of this report, the ACS includes a question on Hispanic origin that allows for analysis of 23 ethnic subgroups within the Hispanic population. The ACS data in this report refer to 2014 and are restricted to the civilian non-institutionalized population.

Current Population Survey Outgoing Rotation Group

The CPS ORG is a monthly survey of the civilian non-institutionalized population in the United States. Because of sample size limitations, the CPS ORG does not contain detailed Hispanic origin data beyond several large subgroups. Therefore, the CPS ORG is used throughout this report to show various trends in the overall Hispanic population from 1979 to 2015.

March Current Population Survey

The March CPS is a supplement to the Current Population Survey that is fielded to a subsample of CPS households during the month of March. The March CPS is used to determine the health and retirement benefits data in this report.

Data

All of the data used in this report can be found at http://ceprdata.org. **Table A-1** below shows the sample sizes for the regressions in Table 3.1.

TABLE A-1

Sample Sizes for Regressions in Table 3.1			
	CPS ORG	March CPS	
	Wages	Health Insurance	Retirement Plan
All	80,133	9,090	9,083
Women	36,498	4,030	4,034
Men	43,635	5,053	4,991
In low-wage occupations	21,918	2,387	2,326
Source and notes: CEPR analysis of CEPR extract of the Current Population Survey Outgoing Rotation Group (CPS ORG) and March CPS, 2010−2015.			