

All Labor that Uplifts Humanity has Dignity and Importance... ...Yet Workers of Color Labor in Lower-Quality Jobs than Whites

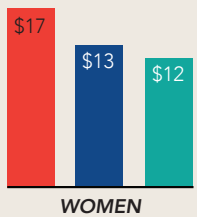
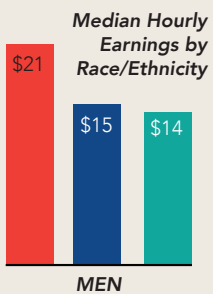
Nearly 50 years ago, Reverend Martin Luther King, Jr. declared, "All labor that uplifts humanity has dignity and importance." Yet despite the important improvements to economic security and racial equity since Dr. King's words in 1968, workers of color today continue to labor in lower-quality jobs than Whites. Here, CLASP provides an overview of both the disparities faced by workers of color and some beacons of hope across the country for reducing these disparities.

Racial Disparities in Access to Job Quality



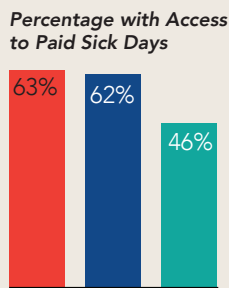
Lower Wages

Median hourly pay for both **Black** and **Latino** workers lags far behind that for **White** workers¹



Less Access to Paid Sick Days

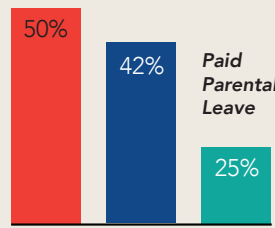
63% of White workers get paid when they stay home sick, but only **46%** of Latinos do.²



Less Paid Parental Leave

Just **14%** of civilian workers are able to earn paid family leave.³

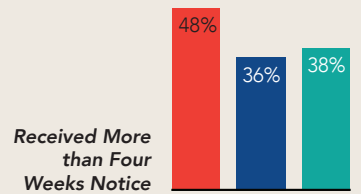
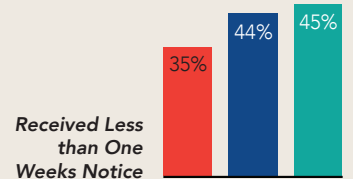
While **50%** of White workers have some paid parental leave—including vacation and sick days that can be used for that purpose—only **43%** of Black and **25%** of Latino workers do.⁴



Inadequate Hours and Unpredictable Work Schedules

Latino and Black worker are nearly twice as likely as Whites to work part-time despite wanting full-time work.⁵

Among adults ages 26 to 32, nearly half of workers of color receive their work schedule less than one week in advance, compared to a third of their White peers.⁶

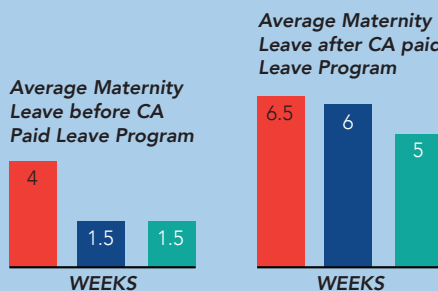


Public Policy Solutions to Address these Disparities



Paid Family and Medical Leave

Four states and DC have passed laws establishing programs to provide paid family and medical leave to most workers. California's paid family leave program reduced racial disparities in the length of maternity leave.⁸



The federal FAMILY Act would build a nationwide paid family and medical leave insurance program.



Paid Sick Days

Seven states, DC, and over 30 cities now legally require employers to provide paid sick days, ensuring all workers, regardless of race, can access this protection. The federal Healthy Families Act would guarantee paid sick days to workers nationwide.



Fair Job Scheduling

Seattle, WA and San Francisco and Emeryville, CA have enacted laws that address a wide range of work scheduling problems. These laws should reduce racial disparities in access to hours and predictable work schedules. The federal Schedules that Work Act would provide some of these protections to workers across the U.S.



Higher Minimum Wages

In November 2016, four states voted to raise their minimum wage. These increases will disproportionately help workers of color, reducing racial disparities in wages.⁷

¹ Eileen Patten, "Racial, Gender Wage Gaps Persist in U.S. Despite Some Progress," Pew Research Center Fact Tank News in the Numbers, July 1, 2016, <http://www.pewresearch.org/fact-tank/2016/07/01/racial-gender-wage-gaps-persist-in-u-s-despite-some-progress/>.

² Institute for Women's Policy Research, Paid Sick Days Access and Usage Rates Vary by Race/Ethnicity, Occupation, and Earnings, 2016, http://www.iwpr.org/publications/pubs/paid-sick-days-access-and-usage-rates-vary-by-race-ethnicity-occupation-and-earnings/at_download/file.

³ Bureau of Labor Statistics, National Compensation Study: Employee Benefits in the United States, March 2016, Table 32, <http://www.bls.gov/nres/ebs/benefits/2016/ebb10059.pdf>.

⁴ Sarah Jane Glynn and Jane Farrell, Latinos Least Likely to have Paid Leave or Workplace Flexibility, Center for American Progress, 2012, <http://www.americaprogress.org/wp-content/uploads/2012/11/GlynnLatinosPaidLeave1.pdf>.

⁵ Lonnie Golden, Still Falling Short on Hours and Pay: Part-Time Work Becoming New Normal, Economic Policy Institute, 2016, <http://www.epi.org/files/pdf/114028.pdf>.

⁶ Susan J. Lambert, Peter J. Fugiel, and Julia R. Henly, Precarious Work Schedules among Early-Career Employees in the U.S.: A National Snapshot, University of Chicago School of Social Service Administration, 2014, https://ssascholars.uchicago.edu/sites/default/files/work-scheduling-study/files/lambert.fugiel.henly_precarious_work_schedules_august2014_0.pdf.

⁷ Ben Henry and Allison Frederickson, Equity in the Balance: How a Living Wage would Help Women and People of Color Make Ends Meet, Alliance for a Just Society, 2014, <https://jobspp2013.files.wordpress.com/2014/11/2014jobgapequity1.pdf>.

⁸ Maya Rossin-Slater, Christopher Ruhm, and Jane Waldfogel, "The Effects of California's Paid Family Leave Program on Mothers' Leave-Taking and Subsequent Labor Market Outcomes," *Journal of Policy Analysis and Management* 32 (2013), <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3701456/>.