

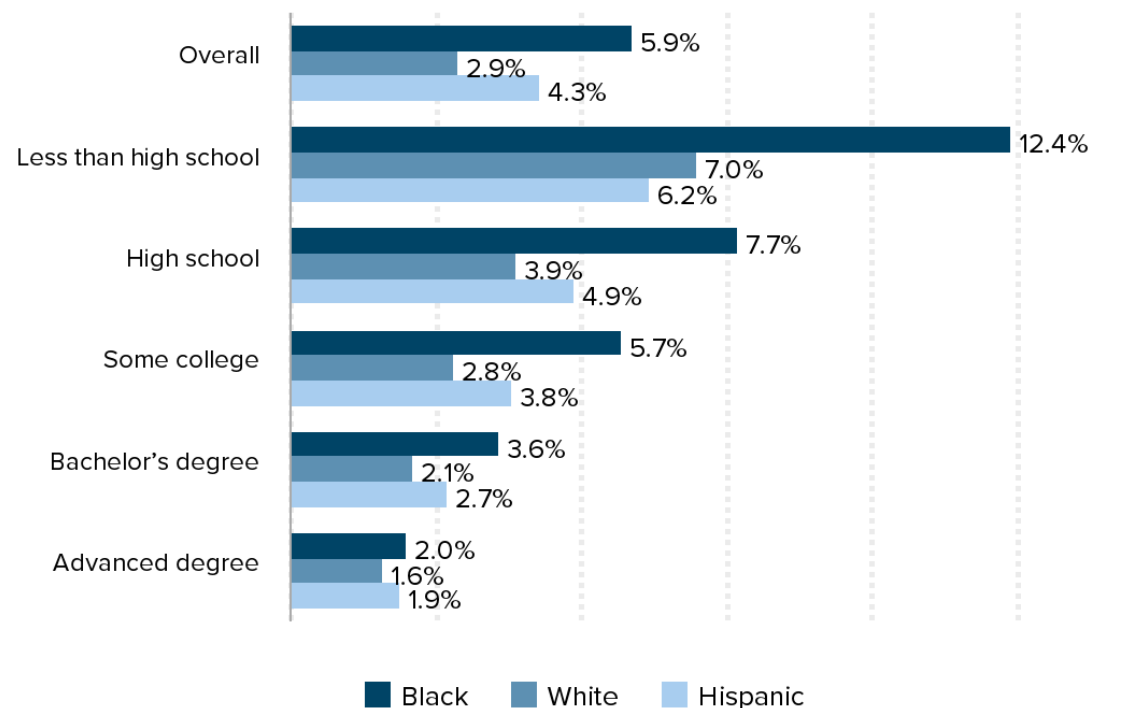
Presented to
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Valerie R. Wilson, PhD
Director, Program on Race,
Ethnicity and the Economy
Economic Policy Institute

AN OVERVIEW OF UNEMPLOYMENT & WAGES BY RACE & ETHNICITY IN THE U.S. AND NEW YORK LABOR MARKETS

Black and Hispanic workers face higher rates of unemployment than similarly, and sometimes less educated, white workers

Unemployment rates by race and ethnicity and education, 2023

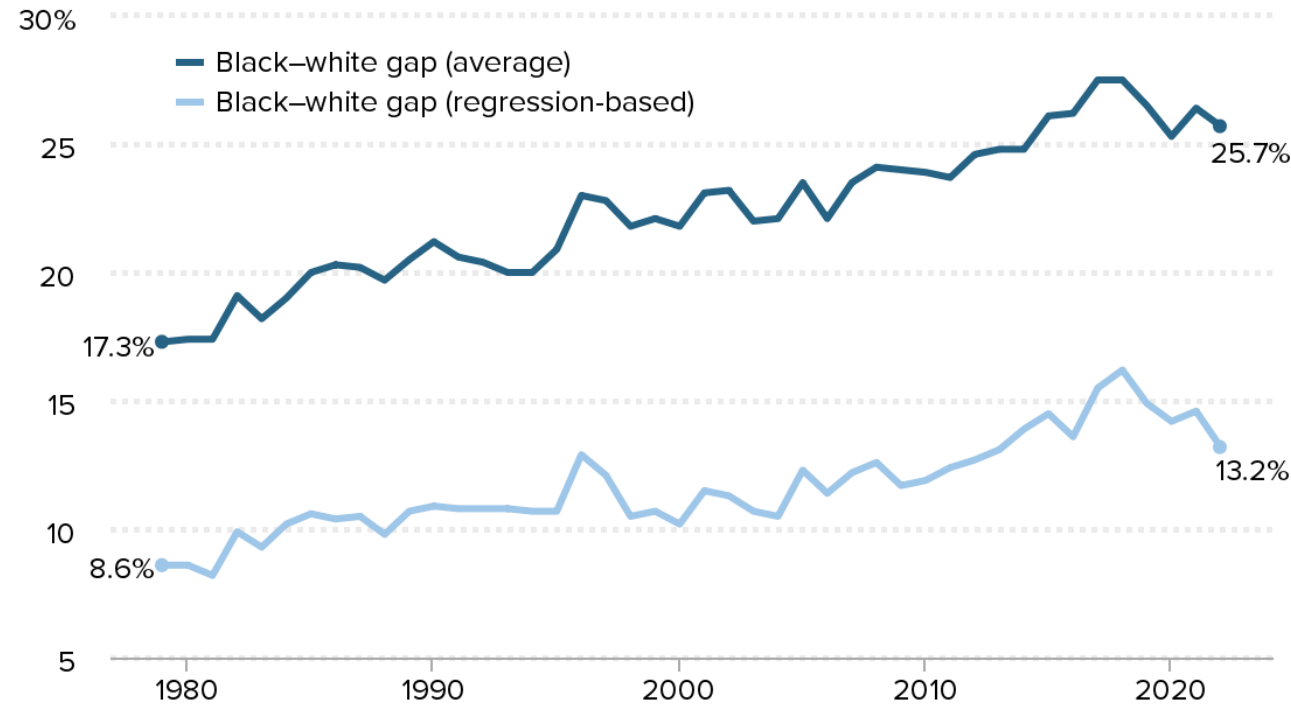


Notes: Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic, Black non-Hispanic, and Hispanic any race). Educational categories are mutually exclusive and represent the highest education level attained for all individuals ages 16 and older.

Source: Economic Policy Institute, *State of Working America Data Library*, [Unemployment by race and education], 2023.

Black–white wage gaps are wider now than 43 years ago and largely unexplained by factors associated with individual productivity

Average and regression-adjusted Black–white wage gaps, 1979–2022

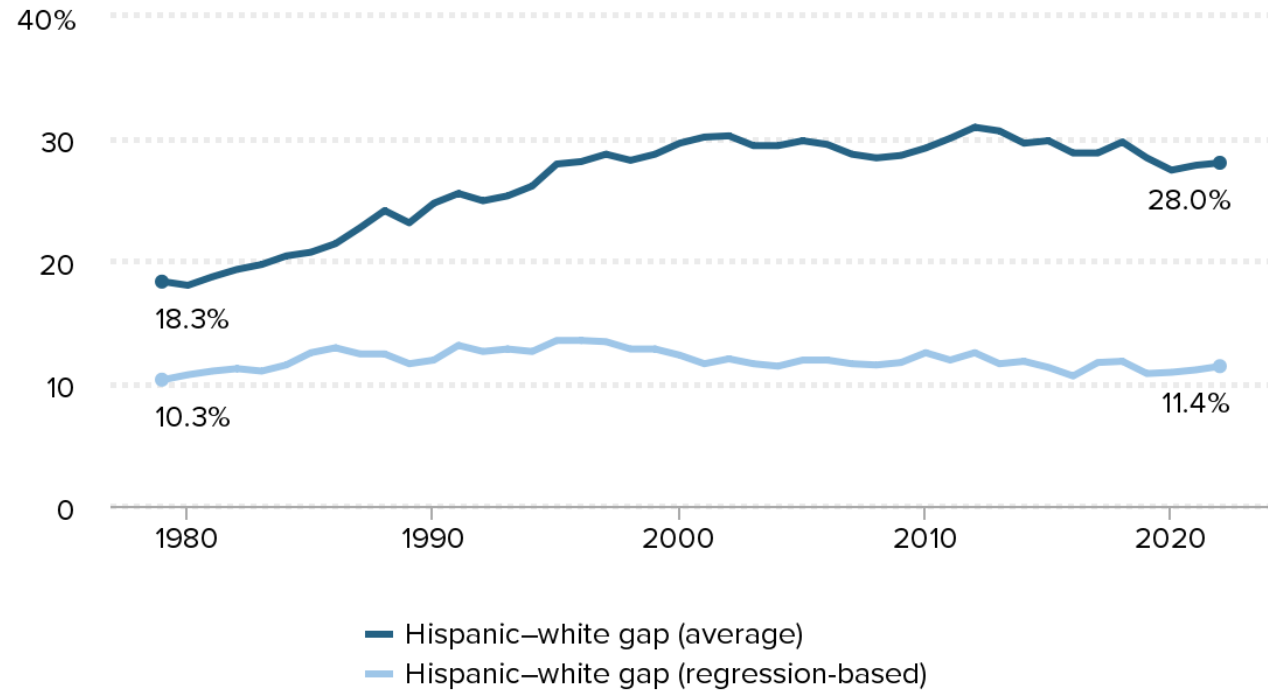


Note: Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic and Black non-Hispanic).

Source: Economic Policy Institute, *State of Working America Data Library*, [Black-white wage gap], 2023.

Hispanic–white wage gaps are wider now than 43 years ago and largely unexplained by factors associated with individual productivity

Average and regression-adjusted Hispanic–white wage gaps, 1979–2022

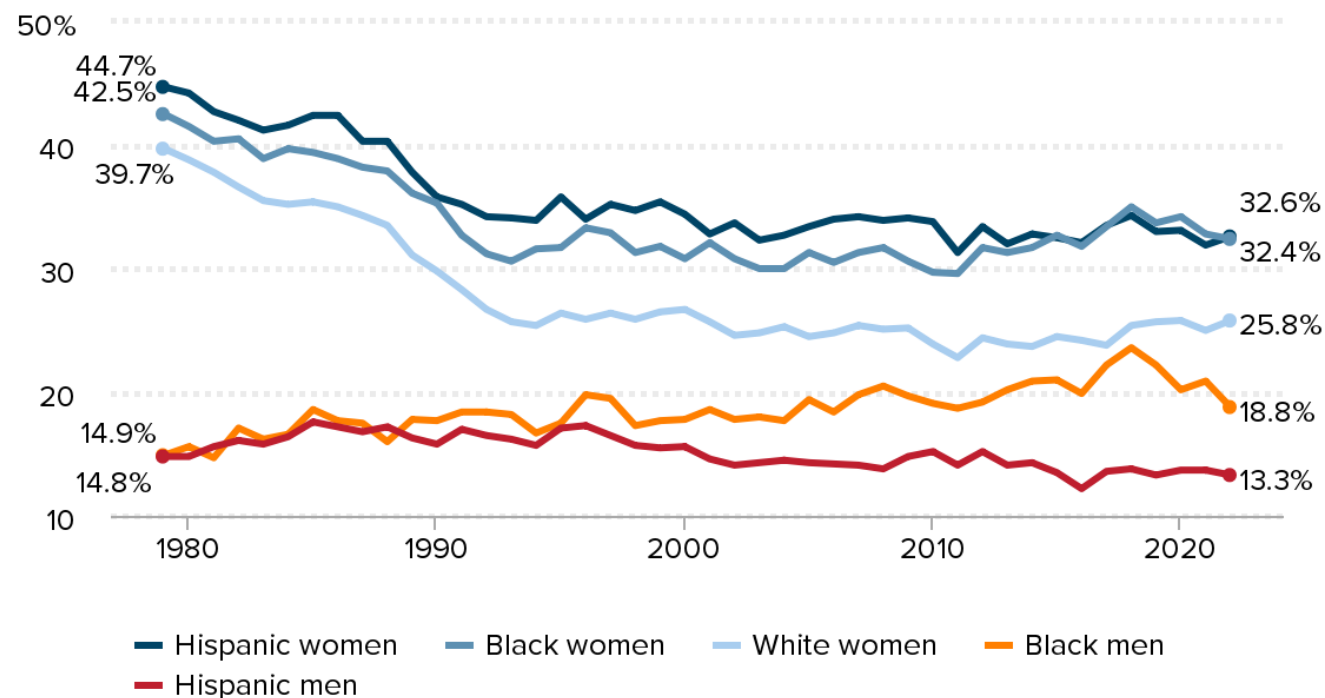


Note: Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic and Hispanic any race).

Source: Economic Policy Institute, *State of Working America Data Library*, [[Hispanic-white wage gap](#)], 2023.

The intersection of race and gender imposes dual wage penalties on women of color

Regression-adjusted hourly wage gaps relative to white men, by race, ethnicity, and gender, 1979--2022

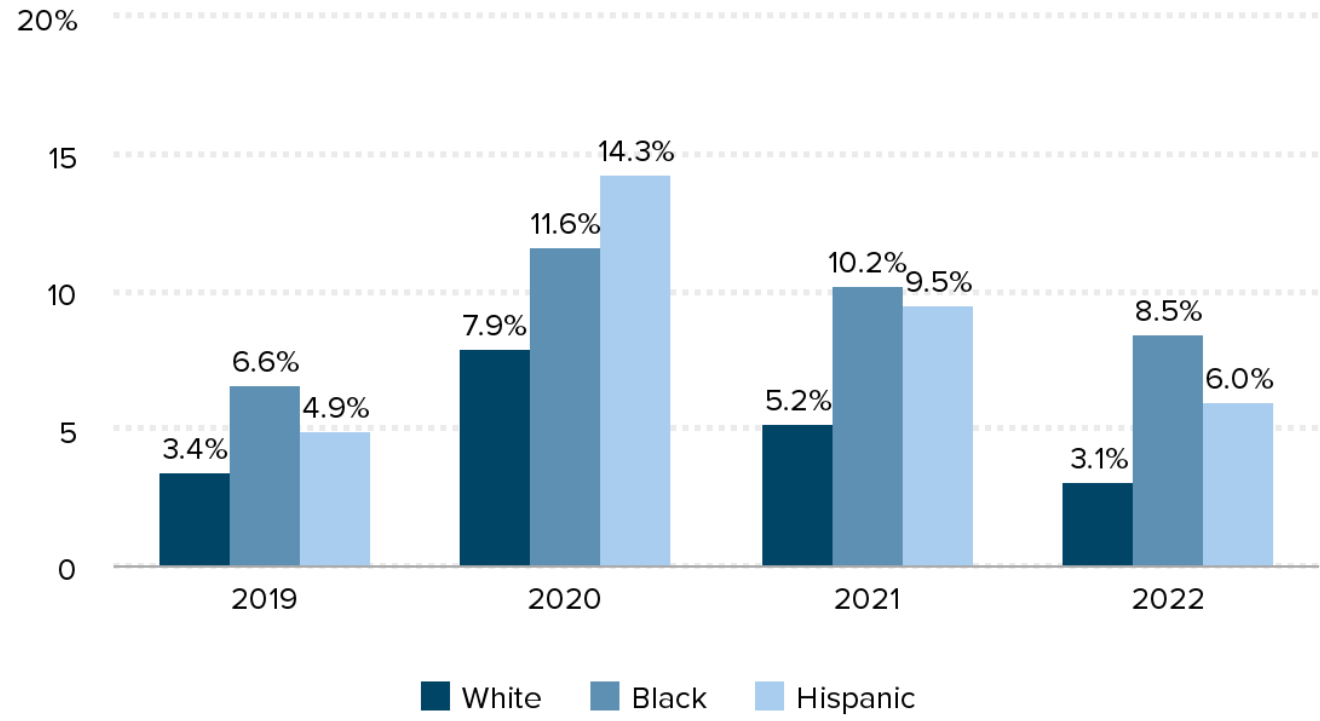


Note: Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic, Black non-Hispanic, and Hispanic any race).

Source: Economic Policy Institute (EPI) analysis of Current Population Survey basic monthly microdata, EPI Current Population Survey Extracts, Version 1.0.40 (2023), <https://microdata.epi.org>.

Black and Hispanic New Yorkers faced higher rates of unemployment than white New Yorkers before, during and since the pandemic

New York unemployment rates by race and ethnicity, 2019-2022

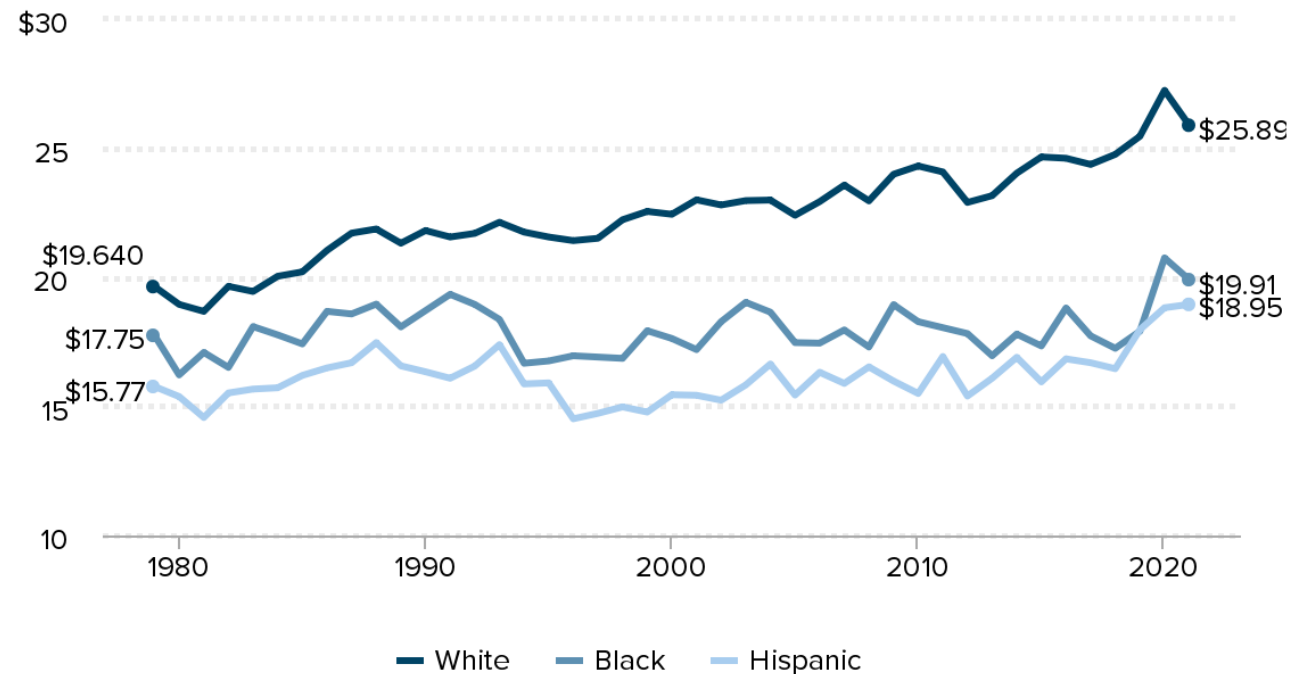


Note: Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic, Black non-Hispanic, and Hispanic any race).

Source: Economic Policy Institute (EPI) analysis of Current Population Survey basic monthly microdata, EPI Current Population Survey Extracts, Version 1.0.40 (2023), <https://microdata.epi.org>.

Over the last 42 years, Black-white and Hispanic-white wage gaps have widened for the typical New York worker

New York median wage by race and ethnicity, 1979-2021



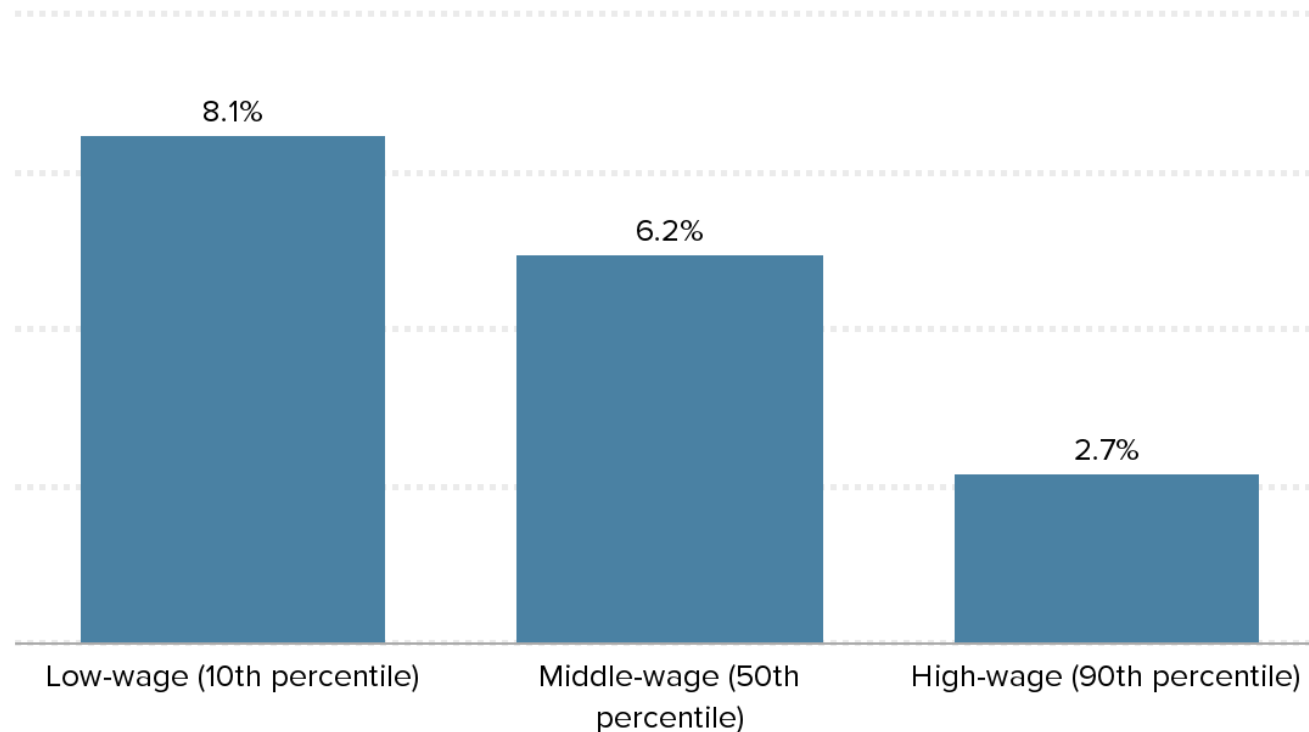
Note: Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic, Black non-Hispanic, and Hispanic any race). All values in 2021 dollars.

Source: Economic Policy Institute (EPI) analysis of Current Population Survey basic monthly microdata, EPI Current Population Survey Extracts, Version 1.0.40 (2023), <https://microdata.epi.org>.

<https://microdata.epi.org/>

The lowest-wage New York workers had the strongest wage growth during the pandemic

New York real wage growth across the wage distribution, 2019–2021

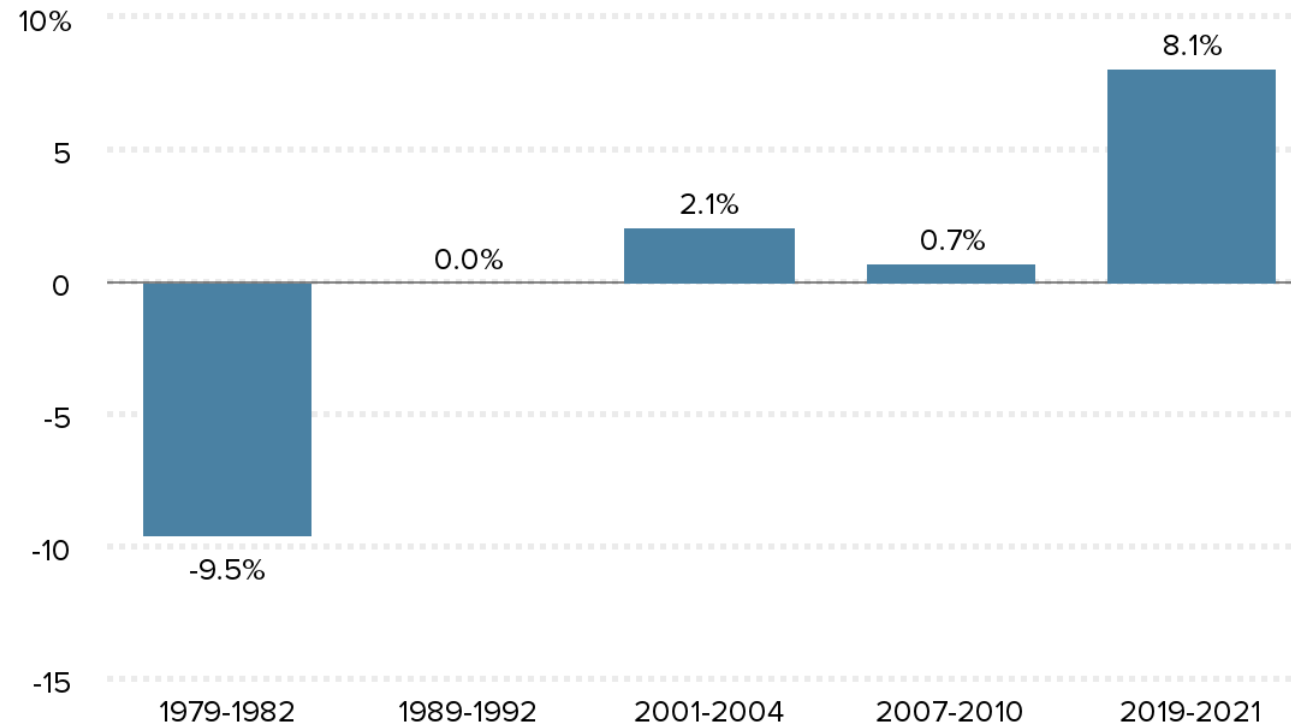


Note: Low-wage is represented by the 10th percentile and high-wage is represented by the 90th percentile.

Source: Economic Policy Institute (EPI) analysis of Current Population Survey basic monthly microdata, EPI Current Population Survey Extracts, Version 1.0.40 (2023), <https://microdata.epi.org>.

New York low-wage workers have experienced stronger-than-usual wage growth in the pandemic business cycle

New York real wage changes at the 10th percentile, three years from prior peak, in current and last four business cycles, 1979--2021



Source: EPI analysis of the Current Population Survey Outgoing Rotation Group microdata, EPI Current Population Survey Extracts, Version 1.0.37 (2023), <https://microdata.epi.org>.

SUMMARY

- Racial disparities in unemployment and wages persist nationally and at the state level – discrimination is a factor
- Women of color face the dual impact of race and gender pay gaps
- As of 2022, Black and Hispanic New Yorkers still had higher rates of unemployment than before the pandemic
- In New York, while the lowest wage workers had the strongest wage growth since the pandemic, median wage growth among Black and Hispanic workers has been very limited since 1979



POLICY GOALS

- Raise wages for workers at or below the median while also closing racial and gender wage gaps
 - Minimum wage
 - Paid leave
- Restructure systems and institutions to prevent discriminatory outcomes rather than enable them
 - Unions
 - Equity as a well-defined goal & systems for supporting those goals
- The pandemic policy response provided an expanded set of income supports that were especially beneficial to low-income working families – those policies should be permanent rather than temporary
 - Unemployment insurance
 - Tax credits
 - Affordable, high-quality & reliable childcare