

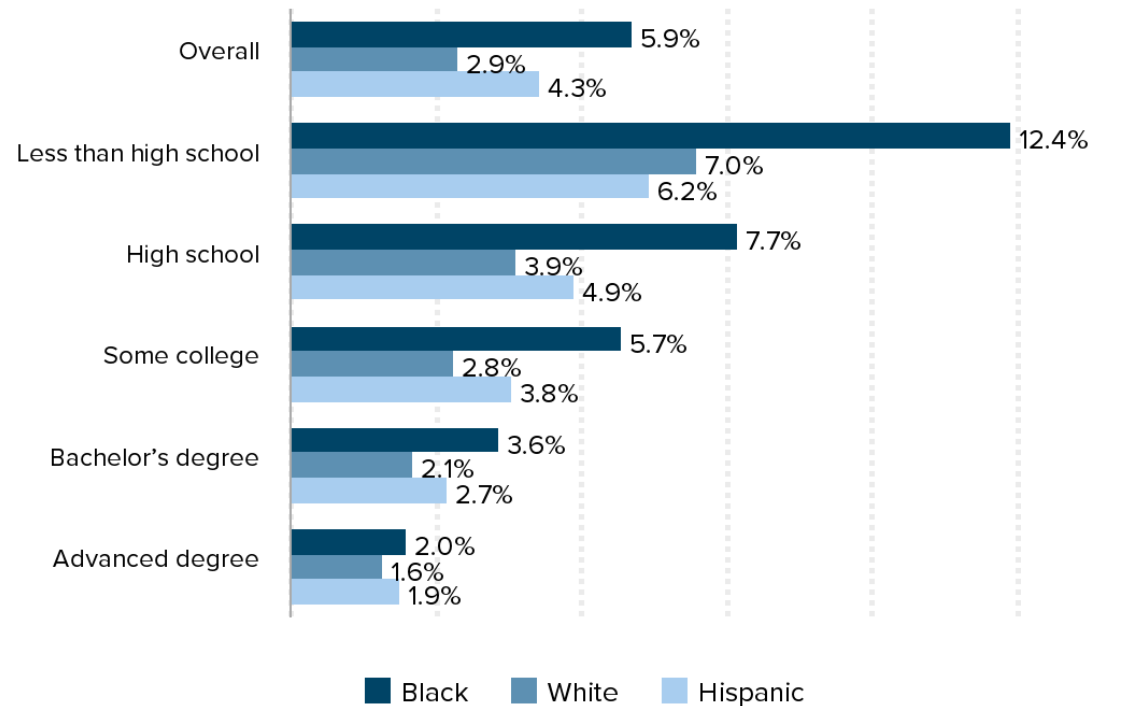
Presented to  
New York State Child Poverty  
Reduction Advisory Council  
May 17, 2023

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# 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

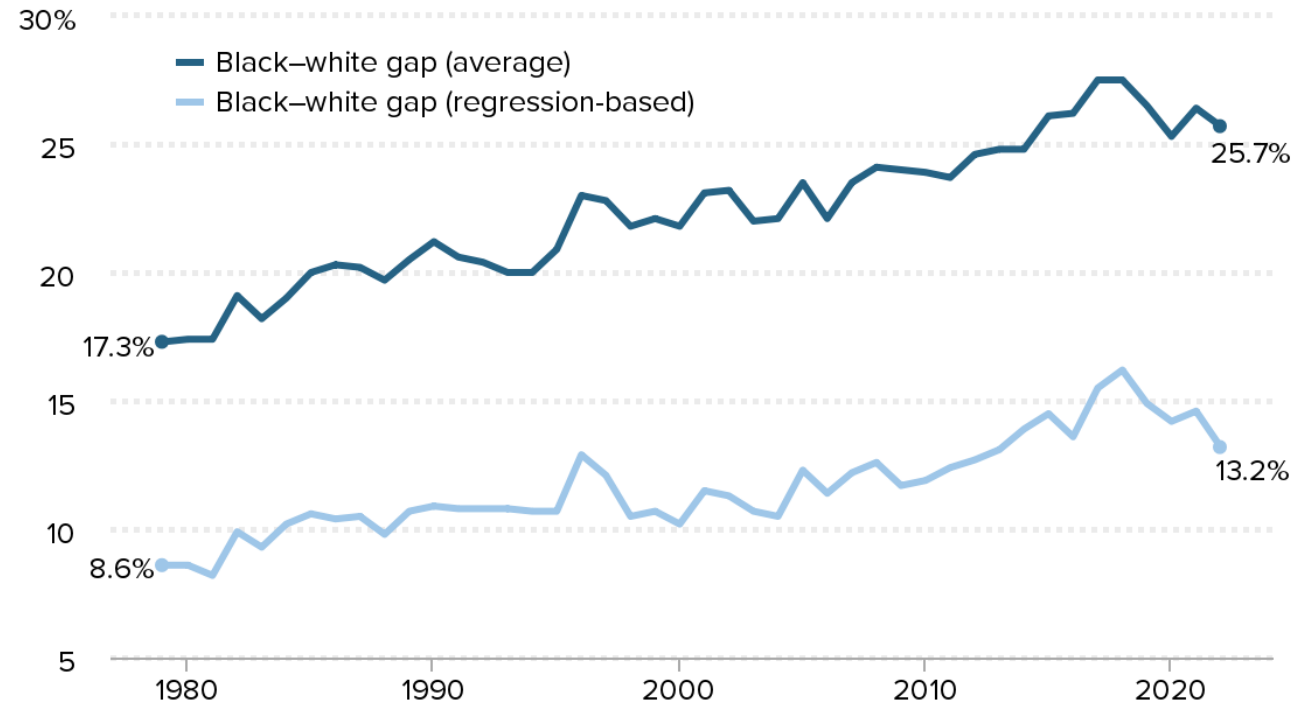


**Notes:** Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic, Black non-Hispanic, and Hispanic any race). Educational categories are mutually exclusive and represent the highest education level attained for all individuals ages 16 and older.

**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

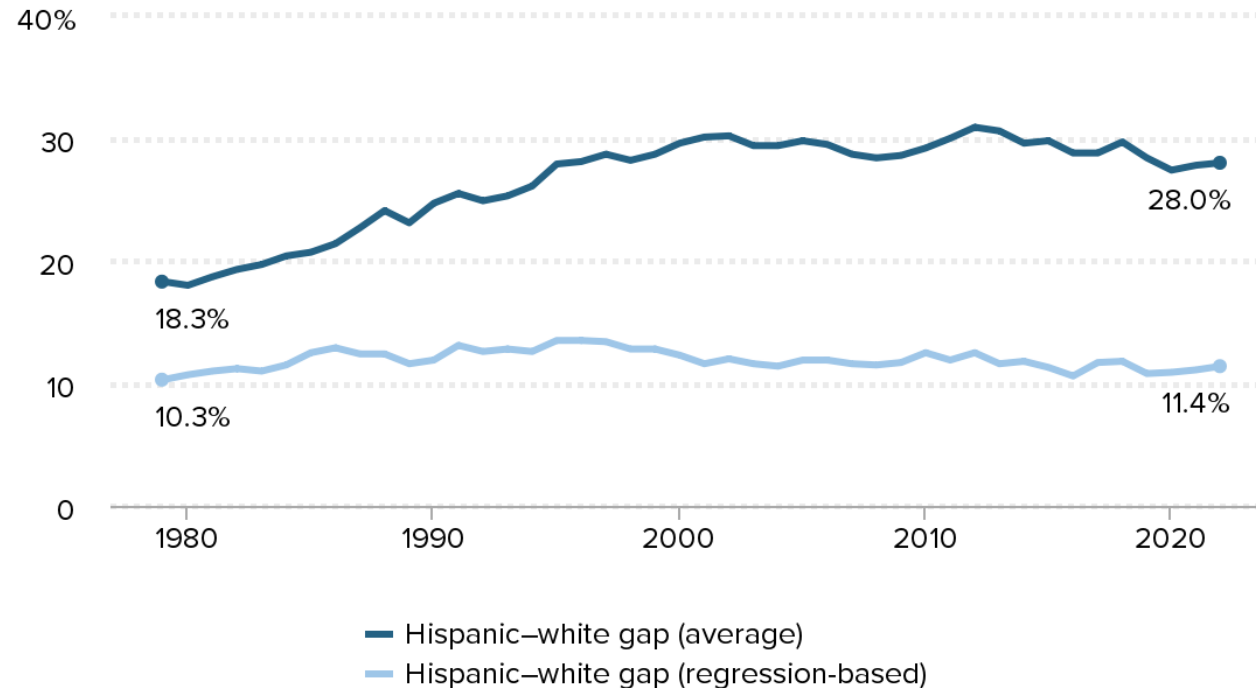


**Note:** Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic and Black non-Hispanic).

**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

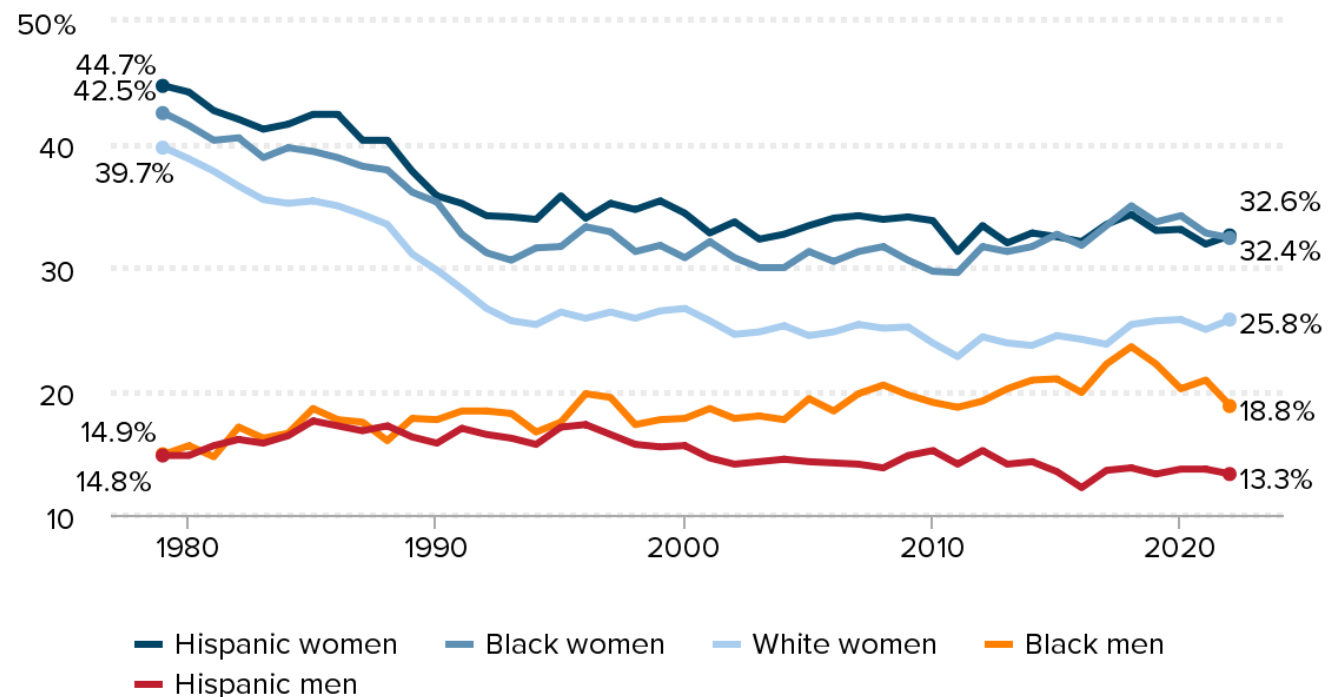


**Note:** Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic and Hispanic any race).

**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

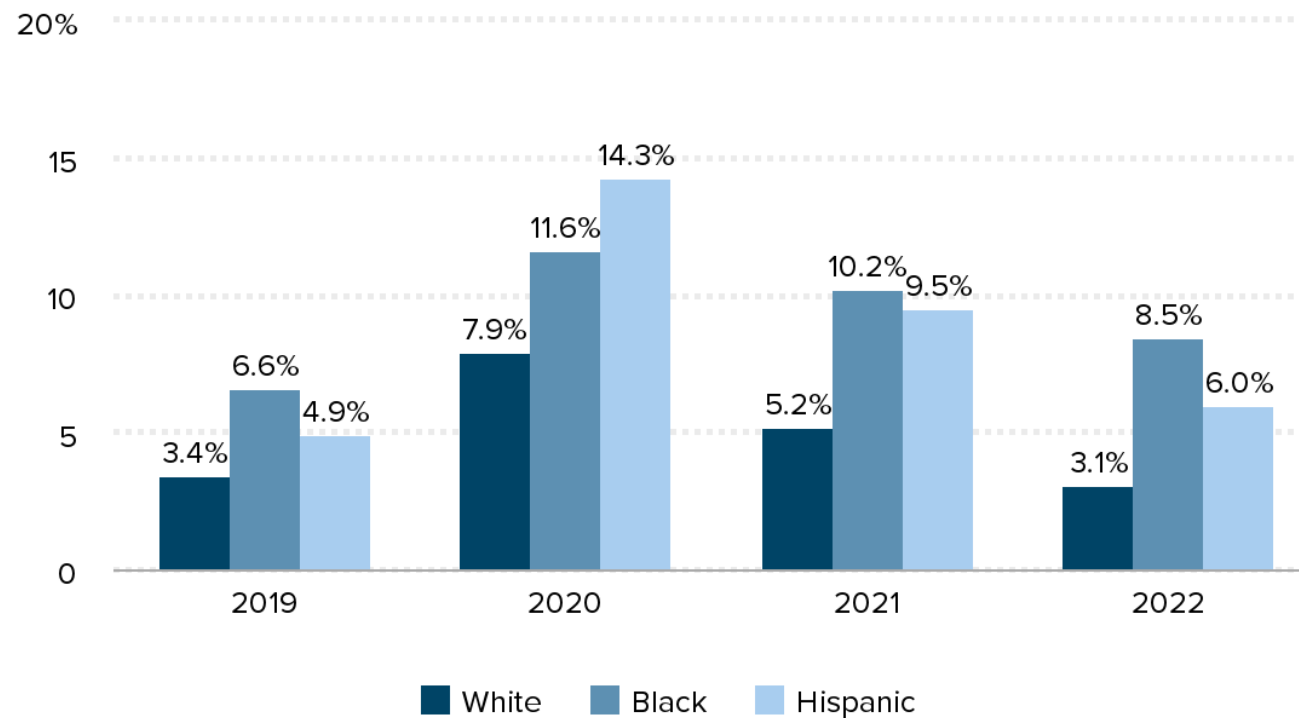


**Note:** Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic, Black non-Hispanic, and Hispanic any race).

**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

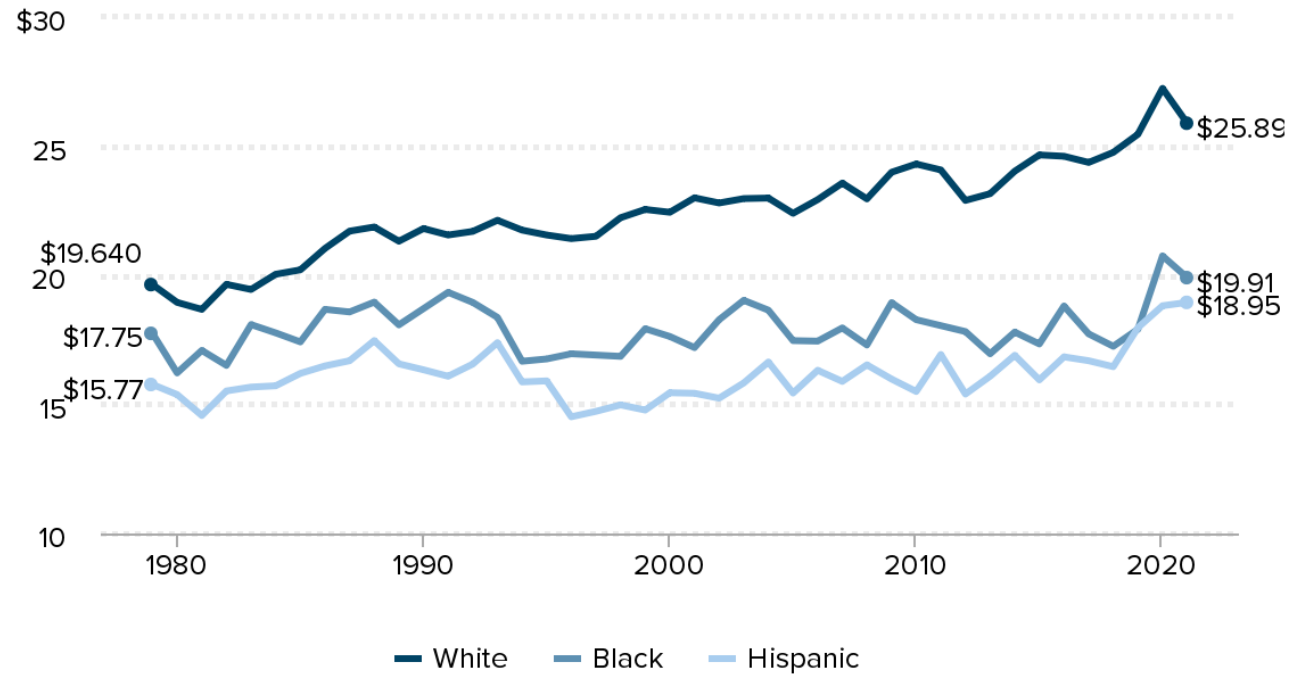


**Note:** Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic, Black non-Hispanic, and Hispanic any race).

**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



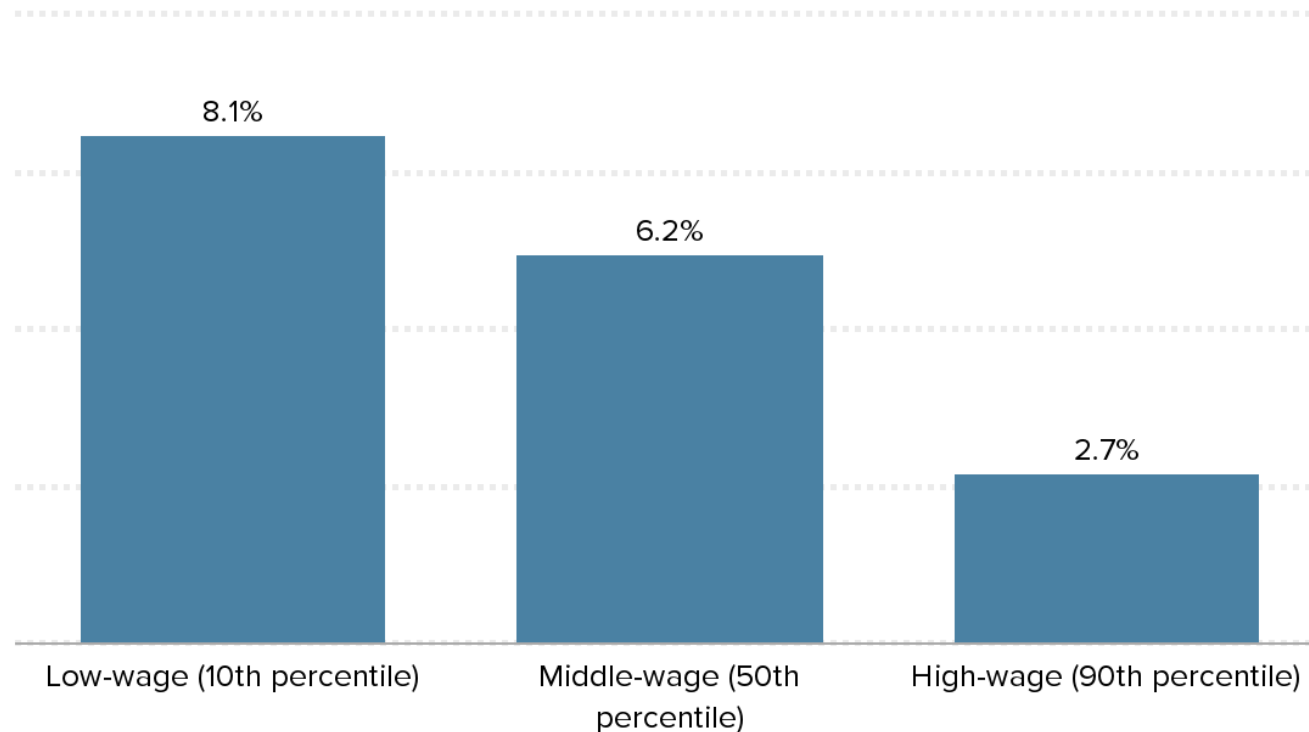
**Note:** Race and ethnicity categories are mutually exclusive (i.e., white non-Hispanic, Black non-Hispanic, and Hispanic any race). All values in 2021 dollars.

**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



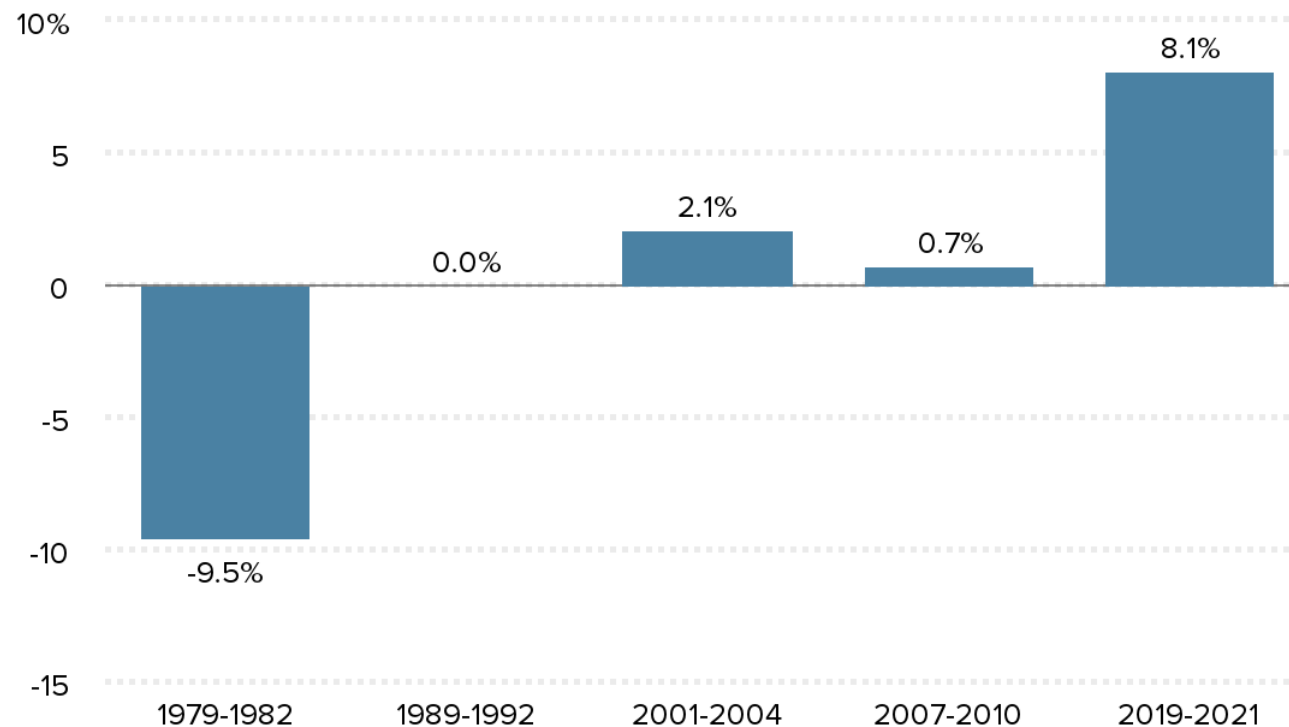
**Note:** Low-wage is represented by the 10th percentile and high-wage is represented by the 90th percentile.

**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