



## **RULES OF OUR ECONOMY ARE HARMING PEOPLE OF COLOR, WOMEN AND IMMIGRANTS DURING COVID-19**

An analysis of a selection of jobs most likely impacted by the COVID-19 pandemic in California reveals that the jobs most at risk are overwhelmingly low-wage jobs, held primarily by people of color, women and immigrants. With a median annual income of just \$22,900 a year, these jobs pay poorly and have little to no benefits, making it so workers are unlikely to have savings to fall back on while weathering the effects of the pandemic. As California grapples with the necessary disruption to everyday life, communities with the least amount of power are dealing with the worst economic consequences.

### **KEY FINDINGS:**

- People of color hold a majority of the at risk jobs in California including domestic, care and service work.
- Households of color make up 57% of all California households, but constitute 72% of all households struggling to make ends meet in California
- Women make up 94% of childcare workers and 80% of personal care aides in California
- Black people make up just 6.5% of California's population, but are 19% of our home health aides, 14% of our personal care aides, and 11% of our barbers
- While making up 39% of the population, Latinx workers are 71% of California's cooks, 77% of the state's dishwashers, and more than 80% of the Golden State's housekeepers
- Asian people make up 90% of manicurists, 24% of wait staff, and 20% of home health and personal care aides
- Immigrants make up 26.9% of California's population, but are 64% of the state's manicurists and 53% of California's cafeteria attendants

**WITHOUT MEANINGFUL INTERVENTIONS FROM STATE AND FEDERAL GOVERNMENTS, WORKERS OF COLOR AND WOMEN WILL BE LEFT STRUGGLING WITH THE FALLOUT FROM COVID-19 FOR DECADES TO COME.**

**AT-RISK JOBS IN CALIFORNIA**

Occupations at-risk	Latinx	Black	White	Asian	Native	Immigrant	Women	Median Annual Wage
Childcare workers	51%	9%	26%	12%	1%	34%	94%	\$13,000
Cooks	71%	3%	12%	12%	1%	44%	35%	\$25,000
Food preparation Workers	58%	6%	21%	12%	2%	39%	51%	\$23,000
Bartenders	38%	1%	47%	11%	3%	21%	38%	\$35,000
Fast Food and Counter Workers	49%	7%	25%	16%	3%	31%	56%	\$20,000
Waiters and Waitresses	42%	3%	27%	24%	2%	35%	58%	\$25,000
Dishwashers	77%	1%	13%	7%	2%	43%	15%	\$20,800
Janitors and Building Cleaners	65%	8%	16%	8%	2%	37%	27%	\$28,000
Maids and Housekeeping Cleaners	81%	2%	7%	8%	1%	46%	88%	\$20,000
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	59%	4%	28%	6%	3%	23%	78%	\$22,000
Barbers	54%	11%	15%	21%	0%	33%	15%	\$9,500
Manicurists and Pedicurists	3%	0%	7%	90%	0%	64%	88%	\$17,000
Cashiers	52%	8%	21%	17%	2%	37%	63%	\$22,000
Personal Care and Service Workers	37%	10%	38%	14%	1%	27%	48%	\$25,000
Home Health Aides	31%	19%	27%	20%	2%	32%	78%	\$24,000
Personal Care Aides	37%	14%	25%	20%	1%	34%	80%	\$24,600
Dining Room and Cafeteria Attendants and Bartender Helpers	60%	9%	18%	11%	0%	53%	27%	\$22,900

Source: Insight analysis of 2018 One-year American Community Survey data.