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Does Race and National Origin Influence the Hourly Wages That Latino Males Receive?

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Invisible No More

Understanding the Disenfranchisement of Latino Men and Boys

Edited by Pedro Noguera, Aída Hurtado, and Edward Fergus



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Latino men and boys in the United States are confronted with a wide variety of hardships that are not easily explained or understood. They are populating prisons, dropping out of high school, and over-represented in the service industry at alarming degrees. Young Latino men, especially, have among the lowest wages earned in the country, a rapidly growing rate of HIV/AIDS, and one of the highest mortality rates due to homicide. Although there has been growing interest in the status of men in American society, there is a glaring lack of research and scholarly work available on Latino men and boys.

This groundbreaking interdisciplinary volume, edited by renowned scholars Pedro Noguera, Aída Hurtado and Edward Fergus, addresses the dearth of scholarship and information about Latino men and boys to further our understanding of the unique challenges and obstacles that they confront during this historical moment. The contributors represent a cross section of disciplines from health, criminal justice, education, literature, psychology, economics, labor, sociology and more. By drawing attention to the sweeping issues facing this segment of the population, this volume offers research and policy a set of principles and overarching guidelines for decreasing the invisibility and thus the disenfranchisement of Latino men and boys.

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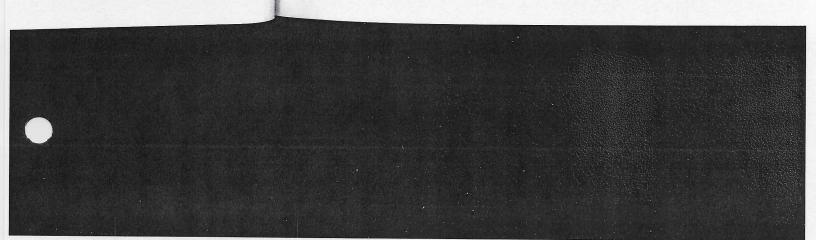
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INVISIBLE NO MORE

Understanding the Disenfranchisement of Latino Men and Boys

Edited by Pedro Noguera Aída Hurtado Edward Fergus





12

DOES RACE AND NATIONAL ORIGIN INFLUENCE THE HOURLY WAGES THAT LATINO MALES RECEIVE?

Clara E. Rodríguez Grigoris Argeros Michael H. Miyawaki

In the process of writing this chapter, law SB 1070 was passed by the state of Arizona, which requires that police determine the immigrant status of people they stop and suspect are in the country illegally. Some referred to this as sanctioning racial profiling. The passage of this law raised the importance of "race" and brought new attention to the way individuals are identified by others, in particular by people in positions of political or hiring authority. How people are identified by others can substantially impact what happens to them in everyday life and in the labor market. In the case of Latinos, there is extensive literature on the impact of race, skin color, and phenotype on their life chances and socioeconomic outcomes (see, for example, Arce et al., 1987; Cotton, 1993; Darity et al., 2002; Espino & Franz, 2002; Frank et al., 2010; Gomez, 2000; Logan, 2004; Murguia & Telles, 1996; Rodríguez, 1990, 1991; Tafoya, 2004; Telles & Murguia, 1990). It is, however, only recently that this issue has moved to a more public and political arena, where it has been tied to the contested issue of undocumented immigration. Indeed, replicating the results of earlier studies on all Latinos, Frank and colleagues' (2010) study of immigrants who were granted legal permanent residency in 2003 found that darker-skinned Latinos earned less than their lighter-skinned

The research undertaken in this chapter seeks to examine whether the selfreported race of Latino males is related to the hourly wages they receive. Additionally, this study investigates the influence of national origin on the hourly wages of Latino males. We examine these questions within the context of the intersectionality of race, national origins, and other variables (i.e., educational attainment, English language proficiency, occupation, nativity status, length of

time in the United States, region of employment, and employment status). We also proceed from the perspective that race is a social construction and that it exists as a part of other interlocking systems of oppression. We recognize that these systems affect individuals differently depending on where they stand at the intersections of race, class, gender, ethnicity, sexuality, and, we might add, color. Their location or positioning at these intersections influences not just the way in which they come to view themselves and to perform their roles, but also how they are viewed and regarded by others (Collins, 2004).

We seek to determine whether (holding constant variables known to affect labor market outcomes) race and national origin exercise independent effects on hourly wages. By examining the hourly wages of Latino men within the context of the intersection of race, national origin, and other variables, we look to address the following questions: What is the effect of race and national origin on the hourly wages of Latino males? Do White Latino males have higher hourly wages than Black Latino males? Is being of Mexican origin a positive or a negative when it comes to hourly wages? Finally, do Latina females differ from Latino males with regards to these questions? To answer the questions, we turn to data gathered from the 2000 U.S. Census.

Race, National Origin, and Socioeconomic Outcomes of Latinos

It is perhaps belaboring the point to say that race has been and continues to be strongly associated with advantages and disadvantages in the United States. The literature on this subject is extensive, and more recent studies continue to find disparities based on race. Over the years, studies have documented the impact of race on the life chances and socioeconomic outcomes of Latinos. Researchers have found significant racial differences within the Latino community in terms of education, employment, occupation, earnings, household income, and poverty (Cotton, 1993; Darity et al., 2002; Logan, 2004; Rodríguez, 1990, 1991; Tafoya, 2004). In brief, findings from these studies indicate that White Latinos are often associated with a higher socioeconomic standing, whereas Black Latinos and Latinos who report "[some] other race" are associated with lower socioeconomic positions.

With respect to earnings and hourly wages, research demonstrates that race does affect how much Latinos make in the labor market. For example, using data from the 1980 U.S. Census, Rodríguez (1991) examined the hourly wages of Puerto Ricans living in New York City. Findings revealed that even after controlling for variables known to influence earnings, Puerto Rican males who reported that they were White had higher hourly wages than those who reported that they were "[some] other race." There were no statistically significant differences between the hourly wages of Puerto Rican males who reported being White and the who reported being Black. Furthermore, race was not a significant

predictor of hourly wages for Puerto Rican females, thereby suggesting that women faced different labor market dynamics than men at the time. Research by Cotton (1993), using data from the Current Population Surveys (CPS) from 1976 to 1984, noted that White Latino males with less than average schooling and work experience earned higher wages than Black Latinos. In a different study using the 1980 and 1990 Censuses, Darity et al. (2002) found that Black Latino males, regardless of their national origin, had lower earnings than their non-Black Latino counterparts. Findings for Latina females were less consistent across national origins. However, Borrell and Rodríguez (2010), using income and education data from the 2000 to 2003 National Health Interview Surveys (NHIS), found that Black Latinos (both men and women) were more educated and had higher incomes than White Latinos and "some other race" Latinos. These discrepant findings could be a reflection of sampling selection, and it is also possible that the sample used by NHIS is not representative of the income distribution for the Latino population in the United States.

Research also indicates that there are national origin differences among Latinos with regards to socioeconomic outcomes including hourly wages (Melendez et al., 1991; Saenz, 2004). As such, national origin may also matter in the life chances of Latino males. Moreover, due to the increasing numbers of Dominicans and Salvadorans in the United States, this study was expanded beyond an analysis of Mexican, Puerto Rican, and Cuban males to include Dominican and Salvadoran males. In doing so, we assess how race, national origin, and other elements known to affect labor market outcomes influence the hourly wages of Latino males. Throughout our analysis, relevant comparisons to Latinas are made.

Data and Method

Data for this study comes from the 5 percent public use microdata sample of the 2000 Census, extracted from the Integrated Public Use Microdata Series (IPUMS) (Ruggles et al., 2010). The IPUMS, housed at the University of Minnesota's Population Center, provides researchers with a rich, detailed set of individual-level data on the sociodemographic, economic, and housing characteristics of various racial and ethnic groups, unlike the aggregate-level data from the decennial censuses. There are approximately 5,663,214 household records in the 5 percent IPUMS sample of the 2000 Census. For the purpose of this study, the sample is restricted to the 18- to 65-year-old Latino population who reported positive income and selected "White," "Black," or "some other race" on the race question. This results in an unweighted sample of 541,240.

The present analysis predicts racial and national origin differences of Latino male earnings from their individual-level characteristics using ordinary least squares (OLS) regression. The dependent variable, hourly wages, is computed using the total wage/salary earnings in 1999, divided by the product of total weeks worked and usual hours worked in 1999. Furthermore, due to total con-linear

distribution of income, the dependent variable is transformed to its natural logarithm. The independent variables in this study are race and national origin. Race is categorized into outcomes of White (reference), Black, and "some other race." National origin is constructed into categories of Mexican, Puerto Rican, Cuban, Dominican, Salvadoran, and other (reference).

In addition to race and national origin as independent variables predicting hourly wages of Latino men, we introduce several control variables known to affect labor market outcomes for Latinos. These include age, nativity, years in the United States, English language proficiency, education, employment status, occupation, and region of employment. In this analysis, age is treated as a continuous variable. Nativity is introduced as a dummy variable (1 = Native-born, 0 = Foreign-born). As for years in the country, the variable is constructed as continuous. English language proficiency is categorized as: Does not speak English, Speaks English not well, Speaks English well, Speaks English very well, and Speaks only English (reference). Educational attainment is divided into categories of less than high school (reference), high school, some college, and college or more. Dummy variables for employment status (1 = Employed, 0 = Unemployed) and occupation (1 = Managerial and professional, 0 = Nonmanagerial and professional) are created. Finally, region is divided into Northeast (reference), Midwest, South, and West.

Results

exception of Latinas from the Midwest, who had lower hourly wages than those trom wage rates. These findings were consistent with the results for Latinas, with the hourly wage rates, while Latino males from the South and West had lower hourly relative to those in the Northeast, Latino males from the Midwest had higher wages than those who had non-managerial and non-professional positions. Lastly, males with managerial and professional occupations also received higher hourly had higher hourly wages than those who were unemployed. Moreover, Latino for those with a high school diploma. Latino males who were gainfully employed degree or more experience a 46 percent increase compared to just 11 percent the higher their hourly wage rates. It is worth mentioning that those with a college well. As for education, the higher the educational attainment of Latino males, in hourly wages compared to less than 2 percent for those who spoke English that those who were more proficient in English received higher hourly wages with higher hourly wage rates. Findings on English language proficiency indicate number of years in the United States was positively and significantly correlated For example, those who did not speak English experienced a 22 percent decrease of Latino males. As expected, Latino males who were native-born had higher hourly wages than those who were foreign-born. Among the foreign-born, the Table 12.1 presents results for the OLS regression predicting the hourly wages Vortheast.

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TABLE 12.1
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	CITIATES	
MALE White, Black, SOR sample	FEMALE le White, Black,	E lack, SOR samp
coef std error	coef	std error
Age squared .155 .001 Education (ref.=Less than High School)	.111	.002
High School .112 .003	.121	.004
.227	.254	.004
Race (ref.=White)	.531	.005
Black –.033 .009 SOR –.015 .002	.018 018	.010
ncy (ref.=Speaks only 222	188	.007
Speaks English well018 .003 Speaks English well049 .004	018 086	.004 .005
Employment Status (ref.=Unemployed)		
Occupation (ref.=Non-managerial & Professional) Managerial & Professional .235 .004	.206	.004
Nativity Status (ref.=Foreign-Born) Native-Born .088 .004	.080	.005
Years in United States .004 .000	.004	.000
Region (ref.=Northeast) Midwest .026 .005	070	000
024	053	.005
South103 .004 Latino Ethnic Group (ref.=other)	162	.005
014	003	.003
.017 050	.057	.005
ican -	- 004	.007
.021	.029	009
Constant 1.289	1.382	
Adjusted r-square 0.195235	0 188210	
	0.62	

 a) The dependent variable, the natural log of hourly wages, is computed by dividing the total wage/salary earnings in 1999 by the product of total weeks worked and usual hours worked in 1999
 b) Figures in bold are not significant

In terms of the effect of race on the hourly wages of Latino males, results reveal that both Black Latinos and those who reported "some other race" had lower hourly wages than White Latinos. Compared to White Latino males, Black Latino males and "some other race" Latino males incurred a 3.3 percent penalty and a 1.5 percent penalty, respectively, in their hourly wage rate. Interestingly, in the case of Latina females, only "some other race" Latinas had a lower hourly wage (1.8 percent penalty) than White Latinas. Though moderately significant, findings indicate that Black Latinas, on the other hand, had a higher hourly wage rate (1.8 percent premium) than White Latinas. The difference in the influence of race on the hourly wages of Latino males and Latina females suggests that race may operate differently for Latinos and Latinas in the labor market. It may also be that Black Latinas are relatively better off but that they also engender greater health costs.

wage labor markets. have more skewed income distributions and/or are more concentrated in higher who are citizens may be able to command higher wages, or whether Salvadorans whether Puerto Rican citizenship influences hourly wages so that Latino males personal and salary incomes. Further research is needed to ascertain; for example, tive data analysis also shows that Salvadoran males and females have higher mean higher poverty rates than Mexicans (Saenz, 2004, p. 22). In addition, our descripthat Cubans generally earn higher hourly wages, Puerto Ricans, for example, have cant and positive. These results are curious. Although previous research has shown only the hourly wage rates of Puerto Rican and Salvadoran females were signifi the directionality of the coefficients was consistent with those of Latino males, respectively. Results for the hourly wages of Latinas differed somewhat. Although males received hourly wage advantages of 5.0 percent, 1.7 percent, and 2.1 percent, advantage with regard to hourly wages, Cuban, Puerto Rican, and Salvadoran Mexican males incurred a 1.4 percent and Dominican males a 2.4 percent diswages when compared to all other Latino national origin groups. Whereas hourly wages, while Puerto Rican, Cuban, and Salvadoran males had higher hourly With regards to national origin, Mexican and Dominican males had lower

Summary

The purpose of this investigation was to examine the effect of race and national origin on the hourly wages of Latino males. Using data from the 2000 Census, we uncovered that both race and national origin are related to how much Latino males make in the labor market. Even after controlling for variables known to affect earnings, Latino males who reported being Black or "some other race" were associated with lower hourly wages relative to those who reported being White. Consistent with much of the literature on the role of race on the socioecor mic outcomes of Latinos, we might conclude that White Latino males are advalue at the role of non-White Latinos in the labor market. Whether this

is because they are generally perceived by others to be "White" requires further research, however. Research has shown that the way in which Latinos classify themselves does not always correspond with how they are classified by others (Itzigsohn et al., 2005; Rodríguez & Cordero-Guzman, 1992; Roth, 2010). In addition, given that many Latinos self-report "some other race" in the race question, it is difficult to ascertain how they might be racially classified by others, including their employers. What we can conclude from this analysis is that racial self-classification did make a difference in the hourly wages of Latino males.

In addition to the influence of race, national origin yielded some significant differences in the hourly wage rates of Latino males. While Mexican and Dominican males received lower hourly wages, Puerto Rican, Cuban, and Salvadoran males enjoyed wage premiums relative to all other Latino national origin groups. Although these findings point to the significance of national origin in the hourly wages and perhaps life chances of Latino males, we conclude that more research is needed to better understand the complexities of the Latino male population in terms of national origin.

Implications

Race and National Origin

What are the broader implications of this work for future research? Given these results, we need to investigate to what extent race is a structural factor affecting the economic, health, and criminal justice experience of Latino men. Race is clearly embedded in the historical-political structures of the United States and we have observed that historically it has had economic, political, and social consequences for both men and women. It has played an essential role in determining who is included and who is excluded from participation in all realms of the society. It has also been a factor determining the boundaries, both physical and social-cultural, of distinct communities; and clearly, it has been at the base of community and familial networks for the greater part of the country's existence. We need to further investigate the nexus between Latino males' race, socioeconomic status (SES), and health outcomes. This will help us develop programmatic and community interventions, as well as a more targeted policy for Latino males.

We also need to better understand the complexities of the Latino male population in terms of national origin. Currently, much of the research on wage earnings analyzes the generic group of Hispanics/Latinos, focuses on Mexicans, or excludes Latinos altogether. Although Mexicans are the largest Latino group in the nation, they do not predominate in all areas of the country. For example, in New York City, the largest Latino groups are Puerto Ricans and D inicans. The "Hispanic paradox" of low SES scores but good health may be in quite

differently when we examine disaggregated data, for most studies have focused mainly on the Mexican American population (Borrell & Rodríguez, 2010). We need to examine both race and national origin to see how these variables impact the health outcomes of Latino men.

Racial segregation has been proposed as a fundamental cause of educational, health, and other SES disparities for African-American men and women (Williams & Collins, 2001). The research on Hispanic residential segregation has found that Hispanics are often in buffer positions between Black and White neighborhoods; but some research has also found that Puerto Ricans are highly segregated from non-Hispanic Whites as a result of their African ancestry (Massey, 1979, 2001; Massey & Bitterman, 1985) and that there is little evidence to suggest that the segregation of Puerto Ricans from Whites declined with increasing socioeconomic status (Massey, 1979). Other scholars have found that Black Hispanics are more segregated than White Hispanics (Iceland & Nelson, 2008; Rosenbaum, 1996). It would be useful to examine the extent to which such segregation continues in those suburban areas that border large cities and whether increasing immigration influences housing patterns (Acosta-Belén & Santiago, 2006; Frey, 2010; Singer et al., 2008).

In addition, we need to address the question of whether Latinos' race plays a role in the criminal justice system. For example, do darker or more stereotypical-looking male Latinos have a higher probability of being arrested, arraigned, and sent to prison? Does the health experience of institutionalized Latino males vary by race? It is important to separate out Latinos by national origin and race and to make researchers aware of how not doing so may influence results and policy. This is particularly important in some institutionalized populations, where the proportion of Latino males is increasing. For example, in the criminal justice system, racial designations are generally determined by others and the question of whether an inmate is classified as "White," "Black," or "Hispanic" may vary from institution to institution. It may also differ from how the inmates classify themselves.

Media and Public Perception

We need to also consider how Latinos are perceived by others and how the media may contribute to the public perception of Latinos and Latino males in particular. There is still a relative absence of Latino male actors and characters both on television and in film (Hoffinan & Noriega, 2004; Rodríguez, 2004). There are also few Latinos represented on network news coverage (Montalvo & Torres, 2006). Their invisibility, for example, on Sunday morning news programs, which influence decision makers, is particularly glaring. However, stereotypical depictions of L+ino males on both the small and large screens are commonplace. Research is that Latino male characters have tended to be more associated

with violence and crime (Lichter & Amundson, 1994; Navarrete & Kannasaki, 1994; Ramirez-Berg, 1997; Rodríguez, 1997). Some authors argue that these persistent and stereotypical images could result in "a belief in the authenticity of these characterizations" and that they may "serve as indicators of norms of treatment in real-world intergroup contexts" (Mastro and Behm-Morawitz, 2005, p. 126; see also ChildrenNow, 1998, 2004; Cortés, 2000).

How does the general public view Latino males? Entman (2006) examined the 2000 National Opinion Research Center (NORC) General Social Survey and found that respondents observed a racial/ethnic hierarchy with regard to whether members of particular groups tended to be violence-prone, hardworking, or intelligent. At the bottom of the hierarchy were Blacks, followed by Latinos, and at the top, Asians equaled or surpassed Whites. The figures are striking— 37.4 percent of those sampled said that Latinos were violence-prone, 23.9 percent said they were unintelligent, and 21.9 percent said they were lazy. Entman (2006) added that, given the tendency of people to hide their racial/ethnic biases, "the prevalence of negative stereotyping is almost certainly greater than suggested" (p. 7).

In essence, research has indicated that we have continuing under-representation and misrepresentation of Latinos on both the entertainment side and the news side, and substantial proportions of the general public that admit that they see Latinos as violence-prone (37.4 percent), unintelligent (23.9 percent), and lazy (21.9 percent) (Entman, 2006). Given the stereotypical depictions of Latino nales in the media and the negative perceptions of Latinos by the general public, how are Latinos affected by such images and expectations? In other words, what is the influence of the media and public perception on the life chances (and consequently, hourly wages) of Latinos? With the recent passage of law SB 1070 in Arizona and the increased media attention on the currently contested issue of undocumented immigration, stereotypical depictions of Latino males could very well impact their economic, health, and social outcomes.

In conclusion, Roberto Lovato (2007) recently pointed to the limited options that many Latino males face—the military, law enforcement, or jail. We need to investigate why these options are so narrow. Why do so many Latinos choose, or end up in, these situations? How do the media limit the consideration of other options? What role do media portrayals play in channeling Latino males in these directions? How do the stereotyping, brief appearance, and/or constant marginalization of characters (in plots or in character development) influence Latino males? How does the association of Latino characters with crime influence growing children? An offshoot of "Dora, the Explorer" was a similar animated program featuring her cousin, Diego. What has been the impact of this show on growing Latino boys? All of these areas are worthy of further research, but we see few calls to study them or their effects.

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THE RELEVANCE OF SKIN COLOR IN THE CONSTRUCTION OF AN ETHNIC IDENTIFICATION AMONG MEXICAN AND PUERTO RICAN BOYS

Edward Fergus

Puerto Ricans (49 percent). followed by South Americans (61.1 percent), Mexicans (49.3 percent), and identification as White Hispanic was most prevalent among Cubans (85.4 percent). finally Central Americans (4.1 percent) (Logan, 2003). On the other hand percent), followed by Puerto Ricans (8.2 percent), Cubans (4.7 percent), and as an identification marker was most prominent among Dominicans (12.7 identified as "some other race" (Logan, 2003). The descriptor of Black Hispanic 2000, over 900,000 Latinos (2.7 percent) self-identified as Black Hispanic and were Mexican (64 percent), followed by Puerto Ricans (9.1 percent), Cubans 51 percent of the change in racial/ethnic groups between 2000 and 2005 (Pew 17.6 million (47.9 percent) as White Hispanic; another 15 million (42.2 percent) (3.5 percent), Salvadorans (3.0 percent), and Dominicans (1.7 percent). In Census Hispanic Center, 2006). Given our shared border, the majority of the 42 million to 42 million. The rapid and dramatic growth of the Latino population represented were living in the United States at that time. By mid-decade, this number rose diversity within this population. According to Census 2000, over 35 million Latinos discourse on academic variability, there is a predominant situating of the Latino As much as Latino groups are an ever-present component of the educational population as a monolithic group. Yet recent data have documented the vast

In 2007, these identification patterns changed; the American Community Survey estimated 677,000 (1.5 percent) self-identifying as Black Hispanic and 24 million (54.3 percent) as White Hispanic, with another 18 million (40 percent) self-identifying as "other race." These differences in race and ethnic identification between 2000 and 2007 could be signaling a migration pathanong Latino groups entering the United States or a shift in the identification



"This urgent book, masterfully compiled by Noguera, Hurtado and Fergus, paints a nuanced portrait of the lives of the men and boys of America's fastest growing ethnicity in their full and rich complexity: their struggles and travails, hopes and dreams. This is an indispensable book, required reading for anyone concerned with the country our children will inherit."

Marcelo Suárez-Orozco is the Ross University Professor at New York University and co-author of Latinos: Remaking America

"Essential reading for anyone seeking to pierce the veil that distorts and obscures the realities of Latino men and boys. Impressive in scope, ranging from education opportunities, to homophobia, to the loneliness that attends boys' passage into manhood. Excellent and bracing and important."

Junot Diaz is the author of Drown and The Brief Wondrous Life of Oscar Wao

Latino men and boys in the United States are confronted with a wide variety of hardships that are not easily explained or understood. They are populating prisons, dropping out of high school, are becoming overrepresented in the service industry at alarming degrees. Young Latino men, especially, have among the lowest wages earned in the country, a rapidly growing rate of HIV/AIDS, and one of the highest mortality rates due to homicide. Although there has been growing interest in the status of men in American society, there is a glaring lack of research and scholarly work available on Latino men and boys.

This groundbreaking interdisciplinary volume, edited by renowned scholars Pedro Noguera, Aída Hurtado and Edward A. Fergus, addresses the dearth of scholarship and information about Latino men and boys to further our understanding of the unique challenges and obstacles that they confront during this historical moment. The contributors represent a cross section of disciplines from health, criminal justice, education, literature, psychology, economics, labor, sociology and more. By drawing attention to the sweeping issues facing this segment of the population, this volume offers research and policy a set of principles and overarching guidelines for decreasing the invisibility and thus the disenfranchisement of Latino men and boys.

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