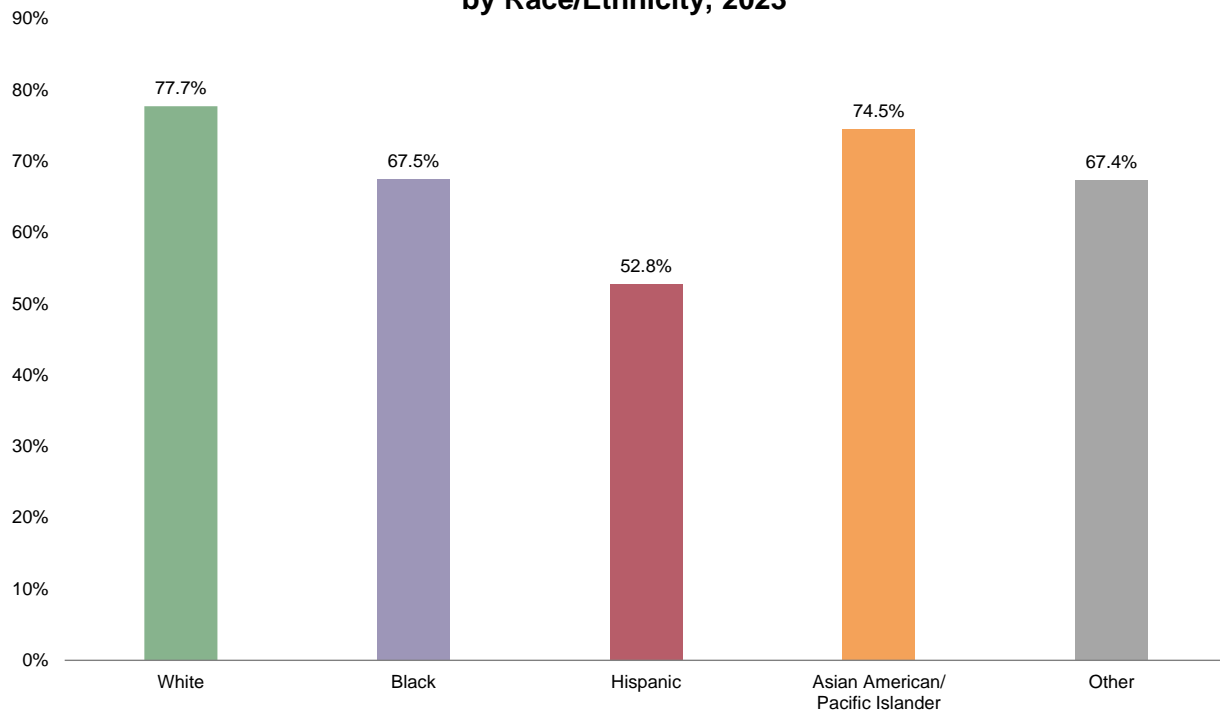


Asian American/Pacific Islander Workers More Likely Than Other Racial/Ethnic Minorities to Have Employment-Based Health Coverage

Asian American/Pacific Islander workers were more likely than other racial/ethnic minority groups to have employment-based health coverage in 2023. Three-quarters of Asian American/Pacific Islander workers had health coverage either from their own job or as a dependent, compared with 67.5 percent of Black workers and 52.8 percent of Hispanic workers. Only White workers were more likely to have employment-based coverage than Asian American/Pacific Islander workers.

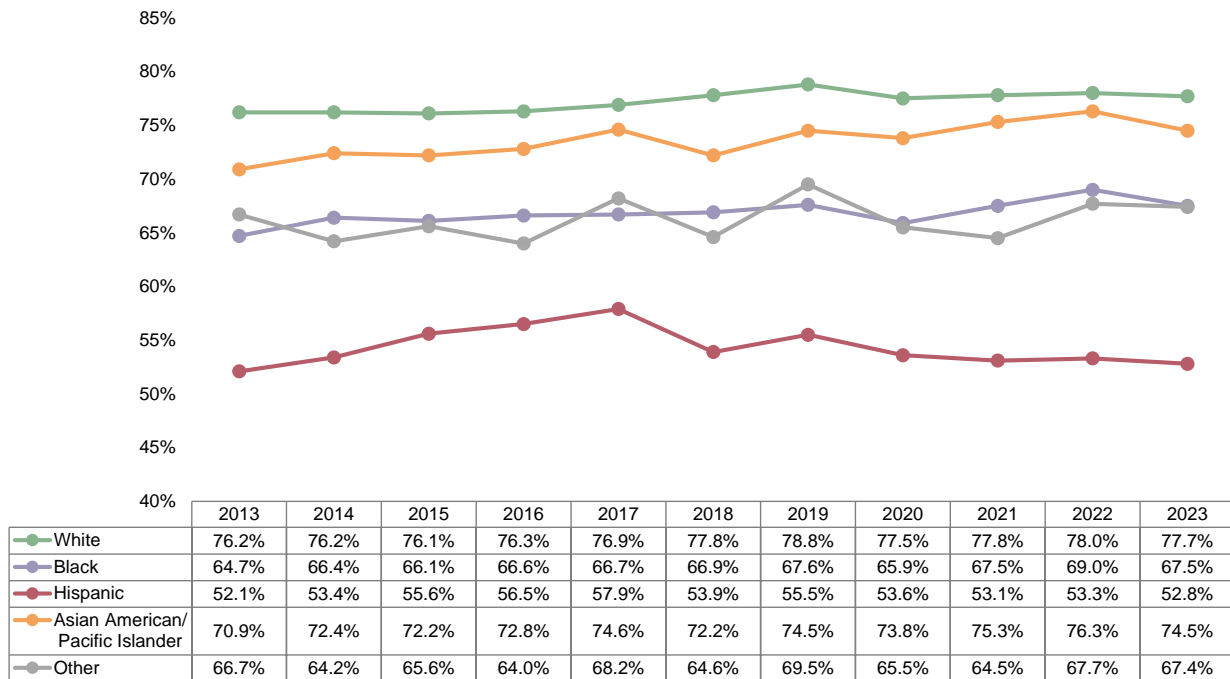
Figure 1
Percentage of Workers With Employment-Based Health Coverage,
by Race/Ethnicity, 2023



Source: Employee Benefit Research Institute estimates from the Current Population Survey, March 2024 Supplement.

The percentage of workers with employment-based health coverage has been relatively steady over the long term regardless of race/ethnicity. Between 2013 and 2023, the percentage of workers with employment-based health coverage increased 2 percent for White workers, 4.4 percent for Black workers, and 1.4 percent for Hispanic workers. It increased the most — 5.1 percent — for Asian American/Pacific Islander workers.

Figure 2
Percentage of Workers With Employment-Based Health Coverage,
by Race/Ethnicity, 2013–2023



Source: Employee Benefit Research Institute estimates from the Current Population Survey, March 2014–2023 Supplements.

The higher rate of employment-based coverage among Asian American/Pacific Islander workers compared with other racial/ethnic minorities can be explained by several factors. For instance:

- Asian American/Pacific Islander workers had much higher levels of education than other workers. One in 10 (29 percent) of Asian American/Pacific Islander workers had completed a graduate degree, compared with 16 percent among White workers, 12 percent among Black workers, and 6 percent among Hispanic workers.
- Asian American/Pacific Islander workers were more likely to be employed by large firms, which are more likely than smaller firms to offer health benefits, than most other workers. Just over one-half (52 percent) of Asian American/Pacific Islander workers were employed by firms with 1,000 or more workers, compared with 44 percent among White workers, 53 percent among Black workers, and 37 percent among Hispanic workers.
- Asian American/Pacific Islander workers had higher incomes than other workers. One-third (33 percent) earned at least \$100,000, compared with 23 percent among White workers, 12 percent among Black workers, and 9 percent among Hispanic workers.
- Asian American/Pacific Islander workers were more likely to be married and less likely to be divorced than other workers. Nearly two-thirds (64 percent) were married, compared with 56 percent among White workers, 35 percent among Black workers, and 47 percent among Hispanic workers.

About EBRI: The Employee Benefit Research Institute is a private, nonpartisan, and nonprofit research institute based in Washington, D.C., that focuses on health, savings, retirement, and economic security issues. EBRI does not lobby and does not take policy positions. The work of EBRI is made possible by funding from its members and sponsors, which include a broad range of public and private organizations. For more information, visit www.ebri.org.