**KEY FINDING 1:**

**LOW WAGES**

78% of nail salon workers earn low wage, significantly higher than the national rate of 33% for all workers.

**KEY FINDING 2:**

**A WORKFORCE OF WOMEN, IMMIGRANTS AND REFUGEES**

The labor force is predominantly Vietnamese, Korean, Chinese, Nepali, Tibetan, and Latinx, with 81% women and 79% foreign-born. Nearly half of those born abroad have low English proficiency.

**KEY FINDING 3:**

**MOM-AND-POP OPERATIONS**

The majority of salons are small mom-and-pop businesses. More than two-thirds of nail salons have fewer than 5 employees, and a quarter have fewer than 10.

**KEY FINDING 4:**

**CHALLENGING WORK CONDITIONS**

Studies and investigative reporting found wage and hour violations, harassment and surveillance. Employers and workers often lack information to labor rules and protections.

**KEY FINDING 5:**

**MISCLASSIFICATION**

30% of nail salon workers are self-employed workers, three times the national rate, which includes independent contractors. Some workers may be legitimate independent contractors, but there are concerns that many manicurists are purposely misclassified to avoid labor laws and protections.

**KEY FINDING 6:**

**HEALTH AND SAFETY**

Nail salon workers are exposed to hazardous ingredients and materials present in products and salons and work-related ergonomic body pain.