

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**.



NAIL FILES

A STUDY OF NAIL SALON WORKERS AND INDUSTRY IN THE UNITED STATES

UCLA Labor Center



CALIFORNIA
HEALTHY NAIL SALON
COLLABORATIVE

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