

EMPLOYMENT

FACT SHEET

The Wage Gap by State for Hispanic Women

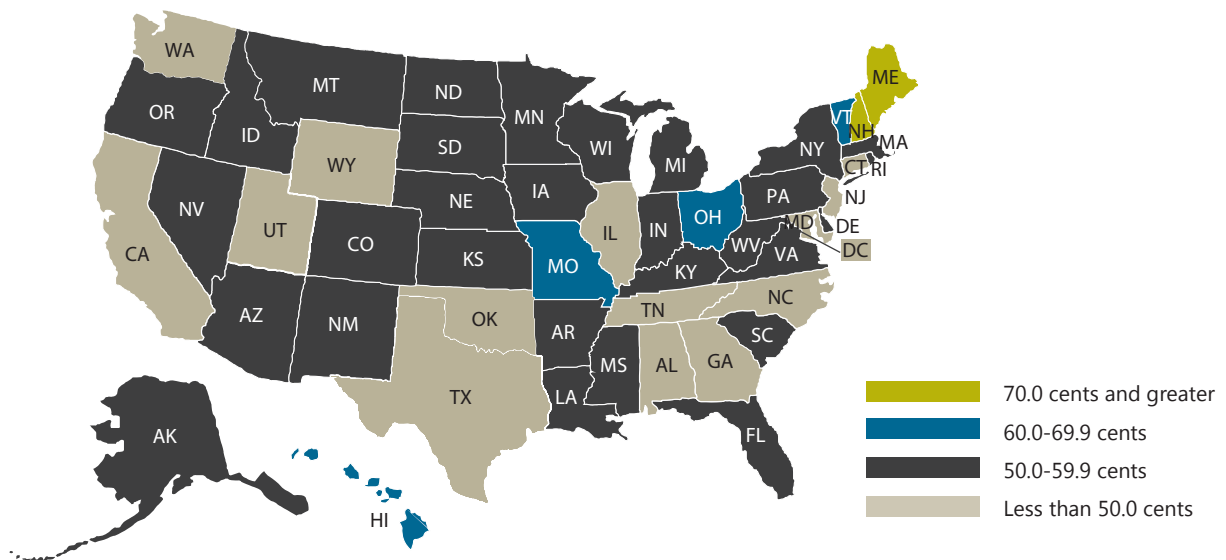
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Families depend on women's wages more than ever, but women working full time, year round are typically paid less than full-time, year-round male workers in every state. For Hispanic women the wage gap is even larger than for women overall, with Hispanic woman working full time, year round typically making only 54.1 cents for every dollar white, non-Hispanic men make. The wage gap for Hispanic women working full time, year round also varies widely by state.

Hispanic women fare best in Maine, where Hispanic women working full time, year round typically make 76.4 cents for every dollar their white, non-Hispanic male counterparts make. New Hampshire and Vermont follow Maine with the ratio of Hispanic women's to white, non-Hispanic men's earnings at 71.5 percent and 68.2 percent, respectively.

Hispanic women fare worst in New Jersey, where they are typically paid just 43.1 percent of what their white, non-Hispanic male counterparts are paid. In 14 states and Washington, D.C., Hispanic women make less than half of what their white, non-Hispanic male counterparts make.

What a Hispanic Woman Makes for Every Dollar a White, non-Hispanic Man Makes



Source: NWLC calculations from U.S. Census Bureau, 2010-2012 American Community Survey Three-Year Estimates. Figures in this map are the ratio of annual median earnings for women and men working full time, year round. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings.

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Wage Gap for Hispanic Women - State Rankings

Rank	State	Hispanic Female Earnings	White non-Hispanic Male Earnings	What a woman makes for every dollar a man makes	Wage Gap
	<i>United States</i>	\$28,424	\$52,535	54.1¢	45.9¢
1	Maine	\$34,169	\$44,703	76.4¢	23.6¢
2	New Hampshire	\$39,042	\$54,621	71.5¢	28.5¢
3	Vermont	\$30,721	\$45,066	68.2¢	31.8¢
4	Hawaii	\$34,357	\$53,024	64.8¢	35.2¢
5	Missouri	\$28,497	\$45,739	62.3¢	37.7¢
6	Ohio	\$30,183	\$49,069	61.5¢	38.5¢
7	South Dakota	\$24,264	\$41,215	58.9¢	41.1¢
8	Florida	\$28,491	\$48,864	58.3¢	41.7¢
9	West Virginia	\$25,772	\$44,218	58.3¢	41.7¢
10	Iowa	\$26,696	\$45,962	58.1¢	41.9¢
11	Kentucky	\$25,449	\$43,878	58.0¢	42.0¢
12	Alaska	\$36,584	\$63,852	57.3¢	42.7¢
13	Montana	\$24,273	\$42,727	56.8¢	43.2¢
14	Mississippi	\$25,781	\$45,807	56.3¢	43.7¢
15	Indiana	\$26,509	\$47,604	55.7¢	44.3¢
16	New Mexico	\$28,894	\$52,649	54.9¢	45.1¢
17	Pennsylvania	\$27,984	\$51,047	54.8¢	45.2¢
18	Wisconsin	\$26,955	\$49,293	54.7¢	45.3¢
19	Michigan	\$27,768	\$51,623	53.8¢	46.2¢
20	Nebraska	\$24,740	\$46,079	53.7¢	46.3¢
21	Arizona	\$28,199	\$52,532	53.7¢	46.3¢
22	New York	\$32,386	\$60,509	53.5¢	46.5¢
23	Colorado	\$30,156	\$56,496	53.4¢	46.6¢
24	Delaware	\$28,588	\$53,614	53.3¢	46.7¢
25	Idaho	\$23,879	\$45,157	52.9¢	47.1¢
26	Arkansas	\$22,117	\$42,019	52.6¢	47.4¢
27	Minnesota	\$27,483	\$52,799	52.1¢	47.9¢
28	Nevada	\$27,552	\$52,963	52.0¢	48.0¢
29	North Dakota	\$23,949	\$46,083	52.0¢	48.0¢
30	Virginia	\$31,068	\$60,222	51.6¢	48.4¢
31	Kansas	\$24,725	\$47,954	51.6¢	48.4¢
32	Louisiana	\$27,462	\$53,334	51.5¢	48.5¢
33	Rhode Island	\$28,161	\$54,713	51.5¢	48.5¢
34	Oregon	\$25,981	\$50,684	51.3¢	48.7¢
35	South Carolina	\$24,138	\$47,917	50.4¢	49.6¢
36	Massachusetts	\$32,044	\$63,993	50.1¢	49.9¢
37	Tennessee	\$22,445	\$45,087	49.8¢	50.2¢
38	Wyoming	\$26,611	\$53,845	49.4¢	50.6¢
39	Oklahoma	\$22,624	\$45,923	49.3¢	50.7¢
40	Georgia	\$25,336	\$51,894	48.8¢	51.2¢
41	North Carolina	\$23,087	\$47,603	48.5¢	51.5¢
42	Connecticut	\$32,415	\$67,489	48.0¢	52.0¢
43	District of Columbia	\$41,649	\$86,831	48.0¢	52.0¢
44	Illinois	\$27,710	\$58,146	47.7¢	52.3¢
45	Utah	\$24,091	\$51,865	46.4¢	53.6¢
46	Washington	\$27,220	\$59,508	45.7¢	54.3¢
47	Texas	\$26,021	\$57,406	45.3¢	54.7¢
48	Maryland	\$30,649	\$67,657	45.3¢	54.7¢
49	Alabama	\$22,354	\$49,653	45.0¢	55.0¢
50	California	\$29,829	\$68,464	43.6¢	56.4¢
51	New Jersey	\$31,168	\$72,251	43.1¢	56.9¢

"What a woman makes for every dollar a man makes" is the ratio of female and male median earnings for full-time, year-round workers. Earnings are in 2012 dollars. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. State wage gaps calculated by National Women's Law Center (NWLC) are based on 2010-2012 American Community Survey Three-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2013 Current Population Survey, Annual Social and Economic Supplement (<http://www.census.gov/hhes/www/income/>).