

# EMPLOYMENT

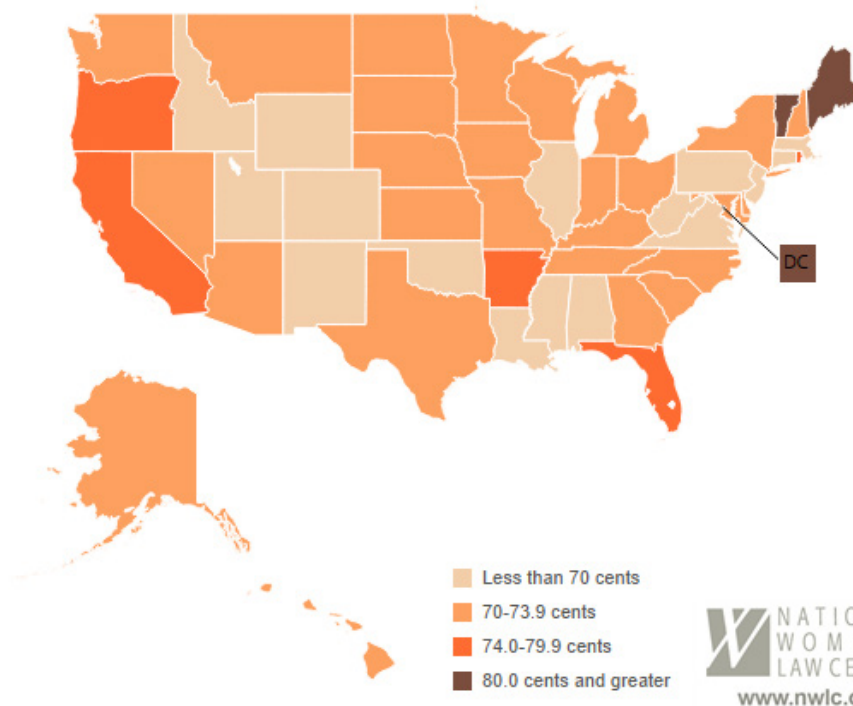
## FACT SHEET

### The Wage Gap for Mothers, State by State

June 2015

Women in the U.S. who work full time, year round are typically paid only 78 cents for every dollar paid to their male counterparts, but the wage gap between mothers and fathers is even larger—mothers who work full time, year round typically make only 70 cents for every dollar paid to fathers.<sup>1</sup> Research shows that mothers of color,<sup>2</sup> single mothers,<sup>3</sup> and mothers who work in low-wage jobs<sup>4</sup> have particularly large wage gaps. Stereotypes about mothers and fathers contribute to this disparity: one study found that mothers are recommended for significantly lower starting salaries, perceived as less competent, and less likely to be recommended for hire than non-mothers whereas fathers are actually recommended for significantly higher pay and were perceived as more committed to their jobs than non-fathers.<sup>5</sup> Mothers typically make less than fathers in every state but the size of the gap varies from 10 cents in D.C. to 42 cents in Louisiana.

#### What Mothers Make for Every Dollar Fathers Make



<sup>1</sup> National Women's Law Center, *How the Wage Gap Hurts Women and Families* (April 2015) available at <http://www.nwlc.org/resource/how-wage-gap-hurts-women-and-families>.

<sup>2</sup> National Partnership for Women and Families, *An Unequal Playing Field*, (April 2015) at 6-7 available at <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/an-unequal-playing-field-americas-gender-based-wage-gap-binds-of-discrimination-and-a-path-forward.pdf>.

<sup>3</sup> *Id.* at 5.

<sup>4</sup> Michelle Budig, *Parenthood Exacerbates the Gender Pay Gap*, The Hill's Congress Blog (Sept. 30, 2010, 12:24 PM), <http://thehill.com/blogs/congress-blog/economy-a-budget/121869-parent-hood-exacerbates-the-gender-pay-gap>.

<sup>5</sup> Shelley J. Correll, Stephen Benard & In Paik, *Getting a Job: Is There a Motherhood Penalty?*, 112 Am. J. Soc. 1297, 1316-23 (Mar. 2007), available at [http://gender.stanford.edu/sites/default/files/motherhoodpenalty\\_0.pdf](http://gender.stanford.edu/sites/default/files/motherhoodpenalty_0.pdf).

## The Wage Gap for Mothers, State By State

June 2015

State	Median Annual Earnings of Mothers	Median Annual Earnings of Fathers	Difference in Annual Earnings	What a Mother Makes for Every Dollar a Father Makes	Wage Gap
<b>United States</b>	\$40,000	\$56,999	\$16,999	70.2¢	29.8¢
Alabama	\$33,000	\$50,000	\$17,000	66.0¢	34.0¢
Alaska	\$49,000	\$70,000	\$21,000	70.0¢	30.0¢
Arizona	\$36,000	\$50,000	\$14,000	72.0¢	28.0¢
Arkansas	\$30,000	\$40,200	\$10,200	74.6¢	25.4¢
California	\$42,000	\$55,000	\$13,000	76.4¢	23.6¢
Colorado	\$40,000	\$60,000	\$20,000	66.7¢	33.3¢
Connecticut	\$50,000	\$75,000	\$25,000	66.7¢	33.3¢
Delaware	\$43,000	\$59,000	\$16,000	72.9¢	27.1¢
District of Columbia	\$72,000	\$80,000	\$8,000	90.0¢	10.0¢
Florida	\$35,000	\$47,000	\$12,000	74.5¢	25.5¢
Georgia	\$35,000	\$50,000	\$15,000	70.0¢	30.0¢
Hawaii	\$40,900	\$58,000	\$17,100	70.5¢	29.5¢
Illinois	\$30,000	\$45,000	\$15,000	66.7¢	33.3¢
Idaho	\$40,000	\$60,000	\$20,000	66.7¢	33.3¢
Indiana	\$35,000	\$50,000	\$15,000	70.0¢	30.0¢
Iowa	\$36,000	\$50,000	\$14,000	72.0¢	28.0¢
Kansas	\$35,000	\$50,000	\$15,000	70.0¢	30.0¢
Kentucky	\$35,000	\$50,000	\$15,000	70.0¢	30.0¢
Louisiana	\$32,000	\$55,000	\$23,000	58.2¢	41.8¢
Maine	\$38,000	\$47,500	\$9,500	80.0¢	20.0¢
Maryland	\$50,000	\$70,000	\$20,000	71.4¢	28.6¢
Massachusetts	\$52,000	\$75,000	\$23,000	69.3¢	30.7¢
Michigan	\$40,000	\$56,000	\$16,000	71.4¢	28.6¢
Minnesota	\$44,000	\$60,000	\$16,000	73.3¢	26.7¢
Mississippi	\$30,000	\$45,000	\$15,000	66.7¢	33.3¢
Missouri	\$35,000	\$50,000	\$15,000	70.0¢	30.0¢
Montana	\$31,600	\$45,000	\$13,400	70.2¢	29.8¢
Nebraska	\$36,000	\$50,000	\$14,000	72.0¢	28.0¢
Nevada	\$35,000	\$49,000	\$14,000	71.4¢	28.6¢
New Hampshire	\$42,000	\$60,000	\$18,000	70.0¢	30.0¢
New Jersey	\$50,000	\$75,000	\$25,000	66.7¢	33.3¢
New Mexico	\$30,100	\$48,000	\$17,900	62.7¢	37.3¢
New York	\$43,200	\$60,000	\$16,800	72.0¢	28.0¢
North Carolina	\$34,800	\$49,000	\$14,200	71.0¢	29.0¢
North Dakota	\$36,000	\$50,000	\$14,000	72.0¢	28.0¢
Ohio	\$38,000	\$54,000	\$16,000	70.4¢	29.6¢
Oklahoma	\$30,000	\$45,800	\$15,800	65.5¢	34.5¢
Oregon	\$38,000	\$51,000	\$13,000	74.5¢	25.5¢
Pennsylvania	\$40,000	\$58,000	\$18,000	69.0¢	31.0¢
Rhode Island	\$45,700	\$60,000	\$14,300	76.2¢	23.8¢
South Carolina	\$35,000	\$49,000	\$14,000	71.4¢	28.6¢
South Dakota	\$31,000	\$43,100	\$12,100	71.9¢	28.1¢
Tennessee	\$34,000	\$46,000	\$12,000	73.9¢	26.1¢
Texas	\$35,000	\$50,000	\$15,000	70.0¢	30.0¢
Utah	\$36,000	\$57,000	\$21,000	63.2¢	36.8¢
Vermont	\$41,000	\$50,000	\$9,000	82.0¢	18.0¢
Virginia	\$42,000	\$62,000	\$20,000	67.7¢	32.3¢
Washington	\$42,000	\$60,000	\$18,000	70.0¢	30.0¢
West Virginia	\$33,000	\$52,000	\$19,000	63.5¢	36.5¢
Wisconsin	\$38,000	\$52,000	\$14,000	73.1¢	26.9¢
Wyoming	\$38,000	\$60,000	\$22,000	63.3¢	36.7¢

"What a mother makes for every dollar a father makes" is the ratio of mothers' and fathers' median earnings for full-time, year-round workers. Mothers and fathers have at least one related child under 18 at home. Earnings are in 2013 dollars. The "wage gap" is the additional money a mother would have to make for every dollar made by a father in order to have equal annual earnings. State wage gaps calculated by National Women's Law Center (NWLC) are based on 2013 American Community Survey (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2014 Current Population Survey, Annual Social and Economic Supplement (<http://www.census.gov/hhes/www/income/>). All calculations are performed using IPUMS.