

EMPLOYMENT

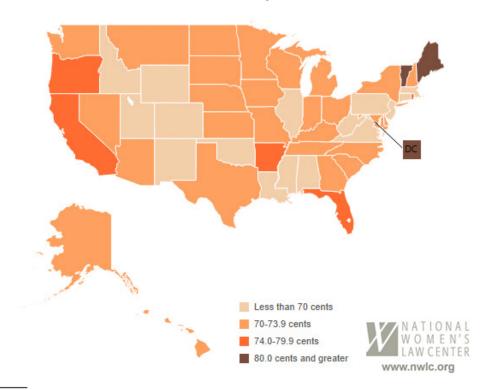
FACT SHEET

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.¹ Research shows that mothers of color,² single mothers,³ and mothers who work in low-wage jobs⁴ 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.⁵ 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



¹ 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.

² National Partnership for Women and Families, An Unlevel Playing Field, (April 2015) at 6-7 available at http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/an-unlevel-playing-field-americas-gender-based-wage-gap-binds-of-discrimination-and-a-path-forward.pdf
³ Id at 5

⁴ 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.

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/

⁵ 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.

June 2015

United States \$49,000 \$36,999 70.2¢ 28,8 Alabama \$33,000 \$50,000 \$17,000 60.0¢ 34.0¢ Alaska \$49,000 \$70,000 \$21,000 70.0¢ 30.0¢ Arborna \$36,000 \$50,000 \$10,200 74.6¢ 25.4¢ Culifornia \$12,000 \$50,000 \$20,000 76.4¢ 25.4¢ Culorado \$40,000 \$50,000 \$25,000 66.7¢ \$3.3¢ Connecticut \$50,000 \$59,000 \$50,000 66.7¢ \$3.3¢ Connecticut \$50,000 \$59,000 \$60,000 \$72.9¢ \$7.1¢ Delaware \$43,000 \$59,000 \$50,000 \$90.0¢ \$10.0¢ Horida \$35,000 \$50,000 \$50,000 \$90.0¢ \$10.0¢ Hawaii \$49,000 \$80,000 \$70.0¢ \$30.0¢ Hawaii \$49,000 \$50,000 \$51,000 \$70.5¢ \$29.5¢ Illinois \$30,000 \$45,000	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
Alaska \$49,000 \$70,000 \$21,000 70.01 30.01 Arizona \$36,000 \$50,000 \$14,000 72.01 28.04 Arizona \$36,000 \$40,000 \$10,200 74.66 25.41 California \$42,000 \$50,000 \$10,200 76.44 23.64 California \$42,000 \$50,000 \$20,000 66.74 23.34 Connecticut \$50,000 \$75,000 \$25,000 66.74 33.34 Delaware \$43,000 \$50,000 \$15,000 72.96 27.11 District of Columbia \$72,000 \$80,000 \$10,000 72.96 27.11 District of Columbia \$72,000 \$80,000 \$10,000 72.96 27.11 District of Columbia \$72,000 \$80,000 \$12,000 74.55 25.50 Arizona \$10,000 \$10,000 Florida \$35,000 \$47,000 \$12,000 74.55 25.54 Georgia \$35,000 \$50,000 \$15,000 70,04 30.01 Hawaii \$40,900 \$58,000 \$17,100 70.54 25.54 Illinois \$30,000 \$45,000 \$15,000 70,04 30.01 Hawaii \$40,900 \$58,000 \$17,100 70.54 25.54 Illinois \$30,000 \$45,000 \$15,000 70,04 30.01 Haiana \$35,000 \$50,000 \$15,000 70,04 30.01 Haiana \$32,000 \$50,000 \$15,000 71,44 28.64 Maine \$38,000 \$47,000 \$50,000 \$15,000 71,44 28.64 Maine \$38,000 \$50,000 \$15,000 71,44 28.64 Maine \$38,000 \$50,000 \$15,000 71,44 28.64 Maine \$38,000 \$50,000 \$15,000 71,44 28.64 Maine \$36,000 \$50,000 \$10	United States	\$40,000	\$56,999	\$16,999	70.2¢	29.8¢
Arizona \$36,000 \$60,000 \$14,000 72.0 28.0 Arizansas \$30,000 \$40,000 \$10,000 74,66 25,46 California \$42,000 \$55,000 \$13,000 76,64 23,66 Colorado \$40,000 \$60,000 \$20,000 66,76 33,36 Connecticut \$50,000 \$75,000 \$52,000 66,76 33,36 Delaware \$43,000 \$59,000 \$10,000 72.94 27,16 District of Columbia \$72,000 \$80,000 \$16,000 72.94 27,16 District of Columbia \$72,000 \$80,000 \$16,000 72.94 27,16 District of Columbia \$73,000 \$50,000 \$15,000 74,54 25,56 Georgia \$35,000 \$50,000 \$12,000 74,54 25,56 Georgia \$35,000 \$50,000 \$15,000 70,04 30.06 Hawaii \$40,900 \$58,000 \$17,100 70,54 29,56 Illinois \$40,000 \$60,000 \$15,000 70,04 30.06 Georgia \$15,000 \$60,000 \$15,000 70,04 30.06 Illinois \$40,000 \$60,000 \$15,000 66,74 33,36 Indiana \$35,000 \$50,000 \$15,000 66,74 33,36 Indiana \$35,000 \$50,000 \$15,000 70,004 30.06 Iowa \$36,000 \$50,000 \$15,000 70,004 30.06 Iowa \$36,000 \$50,000 \$15,000 70,004 30.06 Iowa \$36,000 \$50,000 \$15,000 70,004 30.06 Kentucky \$35,000 \$50,000 \$15,000 70,004 30.06 Marine \$38,000 \$57,000 \$52,000 \$82,000 71,44 28,66 Marsachusetts \$52,000 \$75,000 \$23,000 71,44 28,66 Marsachusetts \$52,000 \$75,000 \$15,000 71,44 28,66 Marsachusetts \$52,000 \$75,000 \$15,000 71,44 28,66 Marsachusetts \$52,000 \$50,000 \$15,000 70,004 30.06 Maryland \$50,000 \$50,000 \$15,000 70,004 30.06 Mortana \$31,600 \$50,000 \$15,000 70,004 30.06 Mortana \$31,600 \$45,000 \$15,000 70,004 30.06 Mortana \$	Alabama	\$33,000	\$50,000	\$17,000	66.0¢	34.0¢
Arkansas \$30,000 \$40,200 \$11,000 74.6¢ 22.6¢ Colorado \$40,000 \$55,000 \$13,000 76.4¢ 22.6¢ Colorado \$40,000 \$55,000 \$20,000 66.7¢ 33.3¢ Connecticut \$50,000 \$75,000 \$20,000 66.7¢ 33.3¢ Connecticut \$50,000 \$75,000 \$20,000 66.7¢ 33.3¢ Delaware \$43,000 \$59,000 \$16,000 72.9¢ 27.1¢ District of Columbia \$72,000 \$80,000 \$80,000 90.0¢ 10.	Alaska	\$49,000	\$70,000	\$21,000	70.0¢	30.0¢
California 44,2000 \$55,000 \$13,000 76.44 22.64 Colorado \$40,000 \$60,000 \$20,000 66.74 33.34 Connecticut \$50,000 \$75,000 \$22,000 66.74 33.34 Delaware \$43,000 \$59,000 \$16,000 72.94 27.14 District of Columbia \$72,000 \$80,000 \$36,000 72.94 27.14 District of Columbia \$72,000 \$80,000 \$47,000 \$12,000 74.54 25.54 Georgia \$35,000 \$50,000 \$115,000 74.54 25.54 Georgia \$35,000 \$50,000 \$115,000 74.54 25.54 Georgia \$35,000 \$50,000 \$115,000 74.54 25.54 Georgia \$35,000 \$50,000 \$17,100 70.54 29.54 Illinois \$30,000 \$44,000 \$50,000 \$17,100 70.54 29.54 Illinois \$30,000 \$45,000 \$15,000 66.74 33.34 Indiana \$35,000 \$50,000 \$15,000 70.04 30.04 Iowa \$36,000 \$47,500 \$30,000 \$20,000 71.44 28.66 Iowa \$36,000 \$16,000 \$75,000 \$20	Arizona	\$36,000	\$50,000	\$14,000	72.0¢	28.0¢
Colorado	Arkansas	\$30,000	\$40,200	\$10,200	74.6¢	25.4¢
Connecticut	California	\$42,000	\$55,000	\$13,000	76.4¢	23.6¢
Delaware	Colorado	\$40,000	\$60,000	\$20,000	66.7¢	33.3¢
District of Columbia \$72,000 \$80,000 \$80,000 \$12,000 74.5¢ 25.5¢	Connecticut	\$50,000	\$75,000	\$25,000	66.7¢	33.3¢
Florida	Delaware	\$43,000	\$59,000	\$16,000	72.9¢	27.1¢
Georgia \$35,000 \$50,000 \$15,000 70.06 30.06 Hawaii \$40,000 \$58,000 \$17,100 70.56 29.56 Illinois \$30,000 \$45,000 \$17,100 70.56 29.56 Illinois \$30,000 \$45,000 \$15,000 66.74 33.34 Idaho \$40,000 \$60,000 \$20,000 66.74 33.34 Indiana \$35,000 \$50,000 \$15,000 70.04 30.06 Ilowa \$36,000 \$50,000 \$15,000 70.04 30.06 Ilowa \$36,000 \$50,000 \$15,000 70.04 30.06 Kentucky \$35,000 \$50,000 \$15,000 70.04 30.06 Maryland \$32,000 \$55,000 \$23,000 58.24 41.86 Maine \$38,000 \$47,500 \$2,000 71.44 28.66 Massachusetts \$52,000 \$70,000 \$20,000 71.44 28.66 Massachusetts \$52,000 \$75,000 \$23,000 69.34 30.76 Michigan \$40,000 \$56,000 \$16,000 71.44 28.66 Minnesota \$44,000 \$60,000 \$16,000 73.34 26.74 Mississippi \$30,000 \$45,000 \$15,000 66.74 33.34 Missouri \$35,000 \$45,000 \$15,000 70.04 30.06 Montana \$31,600 \$45,000 \$15,000 70.04 30.00 Montana \$31,600 \$45,000 \$15,000 70.04 30.00 Montana \$31,600 \$45,000 \$15,000 70.04 30.00 Montana \$31,600 \$45,000 \$14,000 70.24 29.86 New Bampshire \$42,000 \$60,000 \$14,000 70.24 29.86 New Hampshire \$42,000 \$60,000 \$14,000 70.44 28.66 New Hampshire \$42,000 \$60,000 \$14,000 70.44 28.66 New Hampshire \$42,000 \$60,000 \$14,000 70.44 28.66 New Hersey \$50,000 \$75,000 \$15,000 66.74 33.34 New Mork \$43,200 \$60,000 \$14,000 70.44 28.66 North Carolina \$34,800 \$45,000 \$14,000 70.04 30.04 New Hersey \$50,000 \$45,000 \$14,000 70.04 28.04 New Herse \$30,000 \$45,000 \$1	District of Columbia	\$72,000	\$80,000	\$8,000	90.0¢	10.0¢
Hawaii	Florida	\$35,000	\$47,000	\$12,000	74.5¢	25.5¢
Hawaii	Georgia	\$35,000	\$50,000	\$15,000	70.0¢	30.0¢
Idaho		\$40,900	\$58,000	\$17,100	70.5¢	29.5¢
Indiana	Illinois	\$30,000	\$45,000		66.7¢	33.3¢
Lowa	Idaho	\$40,000	\$60,000	\$20,000	66.7¢	33.3¢
Lowa	Indiana				70.0¢	30.0¢
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 70.0¢ 30.0¢ Montana \$31,600 \$45,000 \$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 \$14,000 71.4¢ 28.6¢ New Hampshire \$42,000 \$60,000 \$14,000 70.0¢ 30.0¢ New Jersey \$50,000 \$13,000 70.0¢ 30.0¢ New Vork \$43,200 \$60,000 \$18,000 70.0¢ 30.0¢ North Carolina \$34,000 \$45,000 \$11,000 71.4¢ 28.6¢ North Carolina \$34,000 \$60,000 \$18,000 70.0¢ 30.0¢ North Carolina \$34,000 \$45,000 \$11,000 70.0¢ 20.0¢ North Carolina \$34,000 \$45,000 \$11,000 70.0¢ 20.0¢ North Carolina \$36,000 \$50,000 \$11,000 72.0¢ 28.0¢ North Carolina \$36,000 \$50,000 \$14,000 72.0¢ 28.0¢ North Carolina \$36,000 \$50,000 \$14,000 72.0¢ 28.0¢ Oklahoma \$30,000 \$48,000 \$11,000 72.0¢ 28.0¢ Oklahoma \$30,000 \$48,000 \$10,000 72.0¢ 28.0¢ Oklahoma \$30,000 \$48,000 \$10,000 72.0¢ 28.0¢ Ok					72.0¢	28.0¢
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Louisiana \$32,000 \$55,000 \$23,000 \$8.2¢ 41.8¢	Kentucky			\$15,000	70.0¢	
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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<			\$75,000	\$25,000	66.7¢	33.3¢
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wyoming \$38,000 \$60,000 \$22,000 63.3¢ 36.7¢	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.