

Women in the low-wage workforce by state

WOMEN ARE OVERREPRESENTED IN THE LOW-WAGE WORKFORCE IN EVERY STATE.

- Women are a large majority (about six in ten or more) of the low-wage workforce in every state and the District of Columbia, even though they are half or less of the overall workforce in all 50 states.*
- In ten states women are more than 70 percent of the low-wage workforce: Indiana, Wyoming, New Hampshire, Ohio, Alabama, South Carolina, Maine, Louisiana, Mississippi, and West Virginia.

FIGURE A: WOMEN'S SHARE OF LOW-WAGE WORKFORCE, STATE BY STATE

State	Low-Wage Workforce			Overall Workforce		
	Total Number	Number of Women	Women's Share	Total Number	Number of Women	Women's Share
United States	19,889,200	13,103,500	65.9%	142,593,300	67,486,200	47.3%
Alabama	263,800	188,900	71.6%	2,035,100	962,600	47.3%
Alaska	41,500	28,200	68.0%	359,500	162,800	45.3%
Arizona	381,800	248,600	65.1%	2,755,500	1,280,600	46.5%
Arkansas	178,100	123,200	69.2%	1,258,600	598,600	47.6%
California	2,566,800	1,582,800	61.7%	16,757,200	7,657,200	45.7%
Colorado	317,000	206,000	65.0%	2,534,700	1,170,500	46.2%
Connecticut	228,600	157,800	69.0%	1,771,200	860,600	48.6%
Delaware	55,600	37,500	67.4%	425,200	209,400	49.2%
District of Columbia	33,100	20,000	60.4%	312,000	160,100	51.3%
Florida	1,242,900	815,500	65.6%	8,279,500	3,980,300	48.1%
Georgia	548,600	376,100	68.6%	4,339,800	2,058,300	47.4%
Hawaii	110,300	68,700	62.3%	681,400	317,200	46.6%
Idaho	104,200	65,300	62.7%	703,000	323,600	46.0%
Illinois	802,400	534,100	66.6%	6,043,500	2,890,100	47.8%
Indiana	404,800	283,600	70.1%	2,982,500	1,421,500	47.7%
Iowa	223,700	155,300	69.4%	1,563,800	749,400	47.9%
Kansas	187,900	127,400	67.8%	1,411,700	665,600	47.1%
Kentucky	257,300	176,100	68.4%	1,874,500	892,500	47.6%
Louisiana	289,000	208,800	72.2%	2,011,400	960,600	47.8%
Maine	91,300	65,700	72.0%	650,700	320,400	49.2%
Maryland	341,500	236,000	69.1%	2,951,600	1,460,400	49.5%
Massachusetts	420,300	283,500	67.5%	3,299,000	1,625,500	49.3%
Michigan	630,600	435,400	69.0%	4,274,200	2,089,700	48.9%
Minnesota	371,700	253,000	68.1%	2,751,500	1,330,100	48.3%
Mississippi	171,700	124,100	72.3%	1,216,500	588,000	48.3%
Missouri	386,000	263,400	68.2%	2,796,900	1,356,700	48.5%
Montana	72,700	50,000	68.8%	479,900	228,800	47.7%
Nebraska	135,800	91,100	67.1%	954,300	454,100	47.6%
Nevada	269,000	158,200	58.8%	1,248,700	573,200	45.9%
New Hampshire	81,600	57,200	70.1%	695,800	335,000	48.1%
New Jersey	513,400	332,500	64.8%	4,229,200	2,005,400	47.4%
New Mexico	137,000	89,500	65.3%	891,600	422,700	47.4%
New York	1,333,900	883,600	66.2%	9,098,700	4,413,200	48.5%
North Carolina	583,700	407,200	69.8%	4,339,600	2,069,200	47.7%
North Dakota	57,000	38,400	67.4%	369,100	170,400	46.2%
Ohio	733,400	518,700	70.7%	5,309,100	2,583,100	48.7%
Oklahoma	234,400	163,300	69.7%	1,714,000	794,000	46.3%
Oregon	271,200	176,100	64.9%	1,745,200	835,300	47.9%
Pennsylvania	803,300	561,800	69.9%	5,941,900	2,862,700	48.2%
Rhode Island	76,800	51,500	67.1%	515,100	256,800	49.9%
South Carolina	283,600	203,900	71.9%	2,034,000	978,800	48.1%
South Dakota	61,700	41,300	66.9%	417,400	198,400	47.5%
Tennessee	369,000	255,400	69.2%	2,832,400	1,347,500	47.6%
Texas	1,569,200	1,064,400	67.8%	11,546,900	5,243,800	45.4%
Utah	149,300	97,000	65.0%	1,269,200	563,800	44.4%
Vermont	45,500	30,500	67.0%	330,500	161,300	48.8%
Virginia	470,000	326,600	69.5%	3,987,400	1,898,100	47.6%
Washington	446,200	294,100	65.9%	3,204,700	1,485,900	46.4%
West Virginia	114,100	82,500	72.3%	764,000	361,800	47.4%
Wisconsin	398,400	271,900	68.2%	2,860,000	1,384,000	48.4%
Wyoming	38,100	26,700	70.1%	291,200	131,000	45.0%

Source: NWLC calculations for national data based on IPUMS-CPS (2013) and for state data based on IPUMS-ACS (2008-2012) five-year averages. Figures are for employed workers. The low-wage workforce is defined here as occupations with median wages of \$10.10 or less per hour based on BLS, Occupational Employment Statistics.

* In the District of Columbia women are just over half of the workforce (51.3 percent).

IN NEARLY ALL STATES, THE LIKELIHOOD THAT A FEMALE WORKER WILL BE IN A LOW-WAGE JOB IS AT LEAST TWICE THAT OF A MALE WORKER.

- The share of women workers who are in the low-wage workforce is at least twice as large as the share of male workers who are in the low-wage workforce in all but three states (Nevada, Hawaii, and California) and the District of Columbia—and even in these jurisdictions, the share of working women in the low-wage workforce is at least 1.5 times that of men.
- The share of working women in the low-wage workforce is more than 2.5 times larger than the share of working men in nine states: Indiana, Maine, Oklahoma, South Carolina, Mississippi, Alabama, Wyoming, Louisiana, and West Virginia.
- The states with the largest gender disparity between women and men in the low-wage workforce are West Virginia and Louisiana. In West Virginia the share of working women who are in low-wage occupations (22.8 percent) is 2.9 times the share of working men in low-wage occupations (7.8 percent).

FIGURE B: SHARE OF WORKERS WHO ARE LOW-WAGE, STATE BY STATE

State	Women			Men			Likelihood a female worker is low-wage compared to a male worker
	Number Overall	Number Low-Wage	Share Low-Wage	Number Overall	Number Low-Wage	Share Low-Wage	
<i>United States</i>	<i>67,486,200</i>	<i>13,103,500</i>	<i>19.4%</i>	<i>75,107,200</i>	<i>6,785,700</i>	<i>9.0%</i>	<i>2.1</i>
Alabama	962,600	188,900	19.6%	1,072,400	75,000	7.0%	2.8
Alaska	162,800	28,200	17.3%	196,700	13,400	6.8%	2.5
Arizona	1,280,600	248,600	19.4%	1,474,800	133,300	9.0%	2.1
Arkansas	598,600	123,200	20.6%	660,000	54,800	8.3%	2.5
California	7,657,200	1,582,800	20.7%	9,100,000	983,900	10.8%	1.9
Colorado	1,170,500	206,000	17.6%	1,364,200	111,000	8.1%	2.2
Connecticut	860,600	157,800	18.3%	910,500	70,800	7.8%	2.4
Delaware	209,400	37,500	17.9%	215,800	18,200	8.4%	2.1
District of Columbia	160,100	20,000	12.5%	151,900	13,000	8.6%	1.5
Florida	3,980,300	815,500	20.5%	4,299,100	427,400	9.9%	2.1
Georgia	2,058,300	376,100	18.3%	2,281,600	172,400	7.6%	2.4
Hawaii	317,200	68,700	21.7%	364,300	41,700	11.4%	1.9
Idaho	323,600	65,300	20.2%	379,500	38,900	10.3%	2.0
Illinois	2,890,100	534,100	18.5%	3,153,400	268,300	8.5%	2.2
Indiana	1,421,500	283,600	20.0%	1,561,000	121,100	7.8%	2.6
Iowa	749,400	155,300	20.7%	814,400	68,400	8.4%	2.5
Kansas	665,600	127,400	19.1%	746,100	60,500	8.1%	2.4
Kentucky	892,500	176,100	19.7%	982,000	81,200	8.3%	2.4
Louisiana	960,600	208,800	21.7%	1,050,800	80,100	7.6%	2.9
Maine	320,400	65,700	20.5%	330,300	25,600	7.8%	2.6
Maryland	1,460,400	236,000	16.2%	1,491,200	105,600	7.1%	2.3
Massachusetts	1,625,500	283,500	17.4%	1,673,400	136,800	8.2%	2.1
Michigan	2,089,700	435,400	20.8%	2,184,500	195,200	8.9%	2.3
Minnesota	1,330,100	253,000	19.0%	1,421,400	118,700	8.4%	2.3
Mississippi	588,000	124,100	21.1%	628,500	47,600	7.6%	2.8
Missouri	1,356,700	263,400	19.4%	1,440,200	122,600	8.5%	2.3
Montana	228,800	50,000	21.9%	251,200	22,800	9.1%	2.4
Nebraska	454,100	91,100	20.1%	500,100	44,700	8.9%	2.2
Nevada	573,200	158,200	27.6%	675,500	110,900	16.4%	1.7
New Hampshire	335,000	57,200	17.1%	360,700	24,400	6.8%	2.5
New Jersey	2,005,400	332,500	16.6%	2,223,800	180,800	8.1%	2.0
New Mexico	422,700	89,500	21.2%	468,900	47,600	10.2%	2.1
New York	4,413,200	883,600	20.0%	4,685,500	450,300	9.6%	2.1
North Carolina	2,069,200	407,200	19.7%	2,270,400	176,600	7.8%	2.5
North Dakota	170,400	38,400	22.5%	198,600	18,600	9.4%	2.4
Ohio	2,583,100	518,700	20.1%	2,726,100	214,700	7.9%	2.5
Oklahoma	794,000	163,300	20.6%	920,000	71,200	7.7%	2.7
Oregon	835,300	176,100	21.1%	909,900	95,100	10.5%	2.0
Pennsylvania	2,862,700	561,800	19.6%	3,079,200	241,500	7.8%	2.5
Rhode Island	256,800	51,500	20.1%	258,300	25,300	9.8%	2.0
South Carolina	978,800	203,900	20.8%	1,055,200	79,700	7.6%	2.8
South Dakota	198,400	41,300	20.8%	219,100	20,400	9.3%	2.2
Tennessee	1,347,500	255,400	19.0%	1,485,000	113,600	7.6%	2.5
Texas	5,243,800	1,064,400	20.3%	6,303,100	504,800	8.0%	2.5
Utah	563,800	97,000	17.2%	705,300	52,300	7.4%	2.3
Vermont	161,300	30,500	18.9%	169,200	14,900	8.8%	2.1
Virginia	1,898,100	326,600	17.2%	2,089,300	143,400	6.9%	2.5
Washington	1,485,900	294,100	19.8%	1,718,900	152,200	8.9%	2.2
West Virginia	361,800	82,500	22.8%	402,200	31,500	7.8%	2.9
Wisconsin	1,384,000	271,900	19.6%	1,476,000	126,500	8.6%	2.3
Wyoming	131,000	26,700	20.4%	160,200	11,500	7.2%	2.8

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