

Age Latina Women's Career Earnings Catch Up to White, non-Hispanic Men's at Age 60: 2015 State Rankings

March 2017

Rank	State	What Latinas make for every dollar white, non-Hispanic men make	Lifetime losses due to wage gap	Age at which Latina women's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	54.4¢	\$1,043,800	94
1	Vermont	79.7¢	\$381,680	70
2	Maine	70.8¢	\$539,640	76
3	Hawaii	67.5¢	\$696,360	79
4	New Hampshire	64.1¢	\$807,440	82
5	Ohio	60.8¢	\$791,400	86
6	Missouri	60.2¢	\$748,080	86
7	Florida	60.0¢	\$795,080	87
8	South Dakota	59.9¢	\$700,720	87
9	Delaware	59.0¢	\$888,520	88
10	Alaska	58.4¢	\$1,061,680	89
11	West Virginia	57.7¢	\$772,320	89
12	Kentucky	57.7¢	\$768,240	89
13	Michigan	57.5¢	\$882,280	90
14	Iowa	56.9¢	\$826,200	90
15	Pennsylvania	56.8¢	\$899,400	90
16	Mississippi	56.0¢	\$821,360	91
17	New Mexico	55.7¢	\$957,720	92
18	New York	55.5¢	\$1,098,080	92
19	Arizona	54.7¢	\$967,520	93
20	Nevada	54.4¢	\$980,800	94
21	Nebraska	54.2¢	\$879,800	94
22	Indiana	53.9¢	\$906,680	94
23	Colorado	53.8¢	\$1,070,560	94
24	Arkansas	53.6¢	\$801,320	95
25	Minnesota	53.5¢	\$1,006,520	95
26	South Carolina	53.4¢	\$907,680	95
27	Montana	52.6¢	\$855,680	96
28	Tennessee	52.6¢	\$875,080	96
29	Wisconsin	52.5¢	\$961,080	96
30	Wyoming	52.5¢	\$1,061,600	96
31	Virginia	52.4¢	\$1,160,040	96
32	North Dakota	51.6¢	\$984,560	98
33	Rhode Island	51.5¢	\$1,095,920	98
34	Kansas	51.3¢	\$975,680	98
35	Oregon	51.1¢	\$1,006,800	98
36	Louisiana	50.9¢	\$1,086,880	99
37	Oklahoma	50.0¢	\$964,240	100
38	Massachusetts	49.8¢	\$1,333,520	100
39	Idaho	49.6¢	\$936,880	101
40	Georgia	49.5¢	\$1,047,560	101
41	Alabama	48.8¢	\$1,029,120	102
42	District of Columbia	48.5¢	\$1,910,840	103
43	Illinois	48.0¢	\$1,253,000	103
44	North Carolina	47.7¢	\$1,023,440	104
45	Connecticut	47.1¢	\$1,477,000	105
46	Utah	46.8¢	\$1,146,080	105
47	Maryland	46.5¢	\$1,483,400	106
48	Washington	46.3¢	\$1,301,880	106
49	Texas	44.0¢	\$1,358,880	111
50	California	43.0¢	\$1,615,360	113
51	New Jersey	42.9¢	\$1,678,760	113

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2011-2015 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2015 Current Population Survey, Annual Social and Economic Supplement. "What a Latina makes for every dollar a white, non-Hispanic man makes" is the ratio of Latina women's and white, non-Hispanic men's median earnings for full time, year round workers." Lifetime losses due to wage gap" or the "Lifetime Wage Gap" is what a Latina would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. Earnings are in 2015 dollars. Ranks based on unrounded data. "Age at which Latina women's career earnings catch up to white, non-Hispanic men's career earnings at age 60" assumes all workers begin work at age 20. Assuming white, non-Hispanic men have a 40-year career, this is the age at which Latina women are able to retire with the same lifetime earnings as their male counterparts. Latina women in both surveys are those who self-identified as being of Hispanic, Latino, or Spanish origin. Latinas may be of any race. White, non-Hispanic men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

