



WORKPLACE JUSTICE

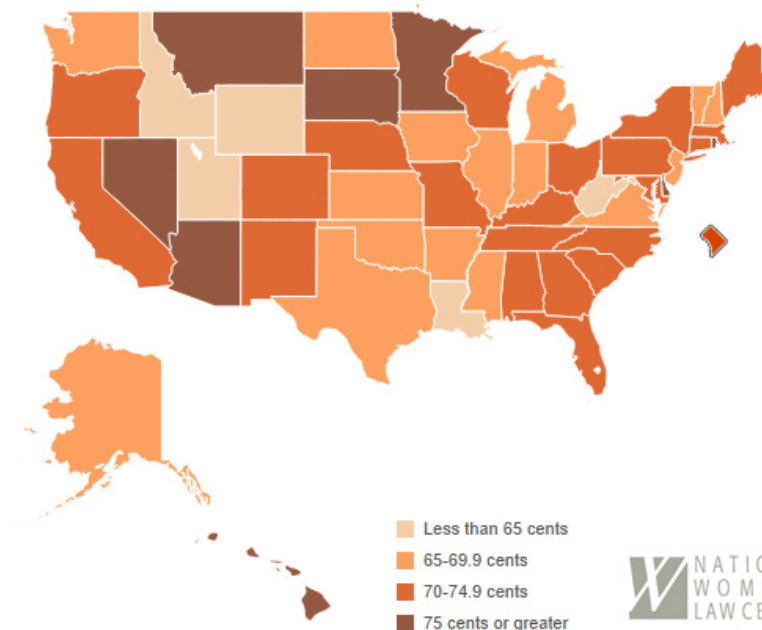
THE WAGE GAP FOR MOTHERS, STATE BY STATE

Women in the U.S. who work full time, year round are typically paid just 80 cents for every dollar paid to their male counterparts. However, the wage gap between mothers and fathers is even larger - mothers who work outside the home full time, year round typically make just 71 cents for every dollar paid to fathers. Compared to white, non-Hispanic fathers, some groups of mothers fare even worse: African American mothers are paid 51 cents, Native American mothers are paid 49 cents, and Hispanic mothers are paid just 46 cents for every dollar paid to white, non-Hispanic fathers.

Single mothers are paid 55 cents for every dollar paid to all fathers, and mothers in low-wage jobs are paid just 66 cents for every dollar paid to fathers in low-wage jobs.

Mothers make less than fathers in every state, but the wage gap varies. In Utah and Louisiana, where the gap is largest, mothers are paid 58 cents for every dollar paid to fathers, while in Delaware, where it is smallest, mothers are paid 83 cents.

What Mothers Make for Every Dollar Fathers Make



Summary Table: Motherhood Wage Gap State by State

	Median Annual Earnings of Mothers	Median Annual Earnings of Fathers	Difference in Earnings	What Mothers Make for Every Dollar Fathers Make
<i>United States</i>	\$ 40,000	\$ 56,000	\$ 16,000	\$ 0.71
Alabama	\$ 35,000	\$ 50,000	\$ 15,000	\$ 0.70
Alaska	\$ 41,500	\$ 60,000	\$ 18,500	\$ 0.69
Arizona	\$ 38,000	\$ 50,000	\$ 12,000	\$ 0.76
Arkansas	\$ 30,500	\$ 45,000	\$ 14,500	\$ 0.68
California	\$ 44,500	\$ 60,000	\$ 15,500	\$ 0.74
Colorado	\$ 42,000	\$ 60,000	\$ 18,000	\$ 0.70
Connecticut	\$ 54,000	\$ 77,000	\$ 23,000	\$ 0.70
Delaware	\$ 50,000	\$ 60,000	\$ 10,000	\$ 0.83
District of Columbia	\$ 64,000	\$ 90,000	\$ 26,000	\$ 0.71
Florida	\$ 35,000	\$ 48,000	\$ 13,000	\$ 0.73
Georgia	\$ 36,000	\$ 50,000	\$ 14,000	\$ 0.72
Hawaii	\$ 42,000	\$ 55,000	\$ 13,000	\$ 0.76
Idaho	\$ 32,000	\$ 50,000	\$ 18,000	\$ 0.64
Illinois	\$ 42,000	\$ 63,000	\$ 21,000	\$ 0.67
Indiana	\$ 36,000	\$ 53,000	\$ 17,000	\$ 0.68
Iowa	\$ 37,000	\$ 53,000	\$ 16,000	\$ 0.70
Kansas	\$ 36,000	\$ 54,000	\$ 18,000	\$ 0.67
Kentucky	\$ 35,000	\$ 50,000	\$ 15,000	\$ 0.70
Louisiana	\$ 33,000	\$ 57,000	\$ 24,000	\$ 0.58
Maine	\$ 40,000	\$ 54,000	\$ 14,000	\$ 0.74
Maryland	\$ 52,000	\$ 72,000	\$ 20,000	\$ 0.72
Massachusetts	\$ 57,000	\$ 80,000	\$ 23,000	\$ 0.71
Michigan	\$ 40,000	\$ 59,000	\$ 19,000	\$ 0.68
Minnesota	\$ 45,000	\$ 60,000	\$ 15,000	\$ 0.75
Mississippi	\$ 30,000	\$ 45,000	\$ 15,000	\$ 0.67
Missouri	\$ 36,000	\$ 50,000	\$ 14,000	\$ 0.72
Montana	\$ 40,000	\$ 50,000	\$ 10,000	\$ 0.80
Nebraska	\$ 38,500	\$ 53,000	\$ 14,500	\$ 0.73
Nevada	\$ 37,000	\$ 48,000	\$ 11,000	\$ 0.77
New Hampshire	\$ 45,000	\$ 66,000	\$ 21,000	\$ 0.68
New Jersey	\$ 52,000	\$ 79,000	\$ 27,000	\$ 0.66
New Mexico	\$ 34,000	\$ 46,000	\$ 12,000	\$ 0.74
New York	\$ 45,000	\$ 62,000	\$ 17,000	\$ 0.73
North Carolina	\$ 36,000	\$ 50,000	\$ 14,000	\$ 0.72
North Dakota	\$ 40,000	\$ 60,000	\$ 20,000	\$ 0.67
Ohio	\$ 40,000	\$ 56,000	\$ 16,000	\$ 0.71
Oklahoma	\$ 34,000	\$ 50,000	\$ 16,000	\$ 0.68
Oregon	\$ 40,000	\$ 55,000	\$ 15,000	\$ 0.73
Pennsylvania	\$ 42,000	\$ 60,000	\$ 18,000	\$ 0.70
Rhode Island	\$ 45,000	\$ 60,000	\$ 15,000	\$ 0.75
South Carolina	\$ 35,000	\$ 49,000	\$ 14,000	\$ 0.71
South Dakota	\$ 38,000	\$ 48,000	\$ 10,000	\$ 0.79
Tennessee	\$ 35,000	\$ 50,000	\$ 15,000	\$ 0.70
Texas	\$ 36,000	\$ 52,000	\$ 16,000	\$ 0.69
Utah	\$ 35,000	\$ 60,000	\$ 25,000	\$ 0.58
Vermont	\$ 40,100	\$ 59,000	\$ 18,900	\$ 0.68
Virginia	\$ 44,000	\$ 66,000	\$ 22,000	\$ 0.67
Washington	\$ 45,000	\$ 65,000	\$ 20,000	\$ 0.69
West Virginia	\$ 32,000	\$ 50,000	\$ 18,000	\$ 0.64
Wisconsin	\$ 40,000	\$ 55,000	\$ 15,000	\$ 0.73
Wyoming	\$ 36,600	\$ 60,000	\$ 23,400	\$ 0.61



- 1 National Women’s Law Center, *The Wage Gap: The Who, How, Why, and What To Do* (Sept 2016) available at <https://nwlc.org/re-sources/the-wage-gap-the-who-how-why-and-what-to-do/>.
- 2 National Women’s Law Center calculations based on U.S. Census Bureau American Community Survey 2015 using IPUMS-USA. Figures are for full time, year round workers. Mothers and fathers have at least one related child under 18 at home.
- 3 The “African American” race category includes those who identified themselves in the U.S. Census Bureau survey as Black or African American. The “Native American” race category includes those who identified themselves as American Indian or Alaskan Native. The “white, non-Hispanic” race category includes those who identified themselves as white, but not of Hispanic origin. The “Hispanic” category includes people of any race who identified themselves to be of Hispanic, Latino, or Spanish origin.
- 4 *Id.* Low-wage jobs are jobs that pay a median hourly wage of \$10.50 per hour or less.

