

Women and the Minimum Wage, State by State

January 2021

State	Share of minimum wage workers who are women ¹	Statewide minimum wage ²	Statewide tipped minimum cash wage ³
United States	About two-thirds	\$7.25	\$2.13
Alabama	About three-quarters	\$7.25	\$2.13
Alaska	About half	\$10.34	N/A*
Arizona	Nearly 6 in 10	\$12.15	\$9.15
Arkansas	About two-thirds	\$11.00	\$2.63
California	Nearly 6 in 10	\$14.00 ⁱ	N/A*
Colorado	More than 6 in 10	\$12.32	\$9.30
Connecticut	About two-thirds	\$12.00	\$6.38-\$8.23 ⁱⁱ
Delaware	More than 8 in 10	\$9.25	\$2.23
District of Columbia	More than half	\$15.00	\$5.00
Florida	More than 6 in 10	\$8.65	\$5.63
Georgia	More than 8 in 10	\$7.25	\$2.13
Hawaii	About half	\$10.10	\$9.35 ⁱⁱⁱ
Idaho	Nearly 8 in 10	\$7.25	\$3.35
Illinois	More than half	\$11.00	\$6.60
Indiana	About three-quarters	\$7.25	\$2.13
Iowa	About two-thirds	\$7.25	\$4.35
Kansas	More than 6 in 10	\$7.25	\$2.13
Kentucky	More than half	\$7.25	\$2.13
Louisiana	About three-quarters	\$7.25	\$2.13
Maine	More than 6 in 10	\$12.15	\$6.08
Maryland	Nearly 6 in 10	\$11.75	\$3.63
Massachusetts	Nearly 6 in 10	\$13.50	\$5.55
Michigan	Nearly 6 in 10	\$9.87	\$3.75
Minnesota	Nearly two-thirds	\$10.08 ^{iv}	N/A*
Mississippi	Nearly 7 in 10	\$7.25	\$2.13
Missouri	About three-quarters	\$10.30	\$5.15
Montana	About 6 in 10	\$8.75	N/A*
Nebraska	About 7 in 10	\$9.00	\$2.13
Nevada	About 7 in 10	\$9.00 ^v	N/A*
New Hampshire	About two-thirds	\$7.25	\$3.26
New Jersey	Nearly two-thirds	\$12.00	\$4.13
New Mexico	About two-thirds	\$10.50	\$2.55
New York	More than half	\$12.50	\$8.35-\$10.40 ^{vi}
North Carolina	Nearly two-thirds	\$7.25	\$2.13
North Dakota	About half	\$7.25	\$4.86
Ohio	Nearly two-thirds	\$8.80 ^{vii}	\$4.40
Oklahoma	About 6 in 10	\$7.25	\$2.13
Oregon	More than half	\$12.00	N/A*
Pennsylvania	Nearly 8 in 10	\$7.25	\$2.83
Rhode Island	Nearly 7 in 10	\$11.50	\$3.89
South Carolina	More than half	\$7.25	\$2.13
South Dakota	More than 7 in 10	\$9.45	\$4.73
Tennessee	Nearly half	\$7.25	\$2.13
Texas	Nearly 6 in 10	\$7.25	\$2.13
Utah	More than 4 in 10	\$7.25	\$2.13
Vermont	More than 6 in 10	\$11.75	\$5.88
Virginia	More than half	\$7.25	\$2.13
Washington	Nearly 6 in 10	\$13.69	N/A*
West Virginia	More than 6 in 10	\$8.75	\$2.62
Wisconsin	Nearly two-thirds	\$7.25	\$2.33
Wyoming	About three-quarters	\$7.25	\$2.13

- * N/A indicates that a state does not allow employees to count tips towards wages (i.e. does not allow a “tip credit”). The state’s minimum wage applies equally to tipped and non-tipped workers.
- 1 NWLC calculations based on unpublished U.S. Department of Labor, Bureau of Labor Statistics data for all wage and salary workers. Figures are annual averages for 2019 and are therefore calculated based on the minimum wage in effect in 2019. Available data do not permit a precise calculation of the percentage of women making the state minimum wage in all states due to the increments by which wages are reported. Estimates are based on the share of workers who are women at or below the reported wage levels immediately above and below the relevant state’s minimum wage. “Minimum wage workers” at the national level refers to workers making the federal minimum wage or less. “Minimum wage workers” at the state level refers to workers making their state’s minimum wage or less.
 - 2 State minimum wage rates are current as of January 1, 2021. See U.S. Department of Labor, State Minimum Wage Laws, <https://www.dol.gov/agencies/whd/minimum-wage/state> (updated Jan. 1 2021). Some sub-state localities have adopted minimum wages above their state minimum wage, and some state minimum wage laws (e.g., New York) provide for minimum wage rates in specified metropolitan areas that vary from the statewide base wage. For more detail on local minimum wage rates, see the Economic Policy Institute’s Minimum Wage Tracker, <https://www.epi.org/minimum-wage-tracker/>.
 - 3 State tipped minimum cash wage rates are current as of January 1, 2021. See U.S. Department of Labor, Minimum Wages for Tipped Employees, <https://www.dol.gov/agencies/whd/state/minimum-wage/tipped> (updated Jan. 1 2021).
- i Minimum wage is \$13.00 for employers with 25 or fewer employees.
 - ii Minimum wage is \$6.38 for hotel workers and restaurant servers and \$8.23 for bartenders.
 - iii Hawaii only allows employers to take a \$0.75 tip credit if an employee’s combined base wage plus tips is at least \$7.00 per hour above the regular minimum wage.
 - iv Minimum wage is \$8.21 for small employers (annual revenue less than \$500,000) and for employees under 18 years old.
 - v Minimum wage is \$8.00 for employees who are offered qualifying health insurance benefits by the employer.
 - vi Tipped minimum wage is \$8.35 for tipped food service workers and \$10.40 for other tipped service employees in the hospitality industry. New York no longer allows a tip credit for tipped workers in other industries, such as nail salon technicians and valet attendants.
 - vii Minimum wage is \$7.25 for employers with annual gross receipts under \$323,000 and for employees under 16 years old.