

# Wage Gap Overall State Rankings: 2019

February 2020

Rank	State	Women's Earnings	Men's Earnings	What a Woman Makes for Every Dollar a Man Makes	Wage Gap
	<b>United States</b>	<b>\$45,097</b>	<b>\$55,291</b>	<b>\$0.82</b>	<b>\$0.18</b>
1	California	\$49,009	\$55,646	\$0.88	\$0.12
2	New York	\$50,921	\$58,064	\$0.88	\$0.12
3	District of Columbia	\$70,911	\$81,267	\$0.87	\$0.13
4	Maryland	\$53,421	\$62,167	\$0.86	\$0.14
5	Nevada	\$40,004	\$46,556	\$0.86	\$0.14
6	Vermont	\$43,376	\$50,828	\$0.85	\$0.15
7	Arkansas	\$36,042	\$42,364	\$0.85	\$0.15
8	Florida	\$37,821	\$44,520	\$0.85	\$0.15
9	Oregon	\$43,586	\$51,627	\$0.84	\$0.16
10	Delaware	\$43,803	\$51,923	\$0.84	\$0.16
11	Arizona	\$40,311	\$47,854	\$0.84	\$0.16
12	Connecticut	\$55,155	\$65,948	\$0.84	\$0.16
13	New Mexico	\$35,683	\$42,673	\$0.84	\$0.16
14	North Carolina	\$39,126	\$46,941	\$0.83	\$0.17
15	Massachusetts	\$55,942	\$67,147	\$0.83	\$0.17
16	Maine	\$40,421	\$48,522	\$0.83	\$0.17
17	Hawaii	\$42,584	\$51,413	\$0.83	\$0.17
18	Minnesota	\$46,861	\$56,809	\$0.82	\$0.18
19	Rhode Island	\$47,356	\$57,416	\$0.82	\$0.18
20	Colorado	\$46,498	\$56,377	\$0.82	\$0.18
21	Pennsylvania	\$43,243	\$53,269	\$0.81	\$0.19
22	Illinois	\$45,910	\$56,838	\$0.81	\$0.19
23	Texas	\$40,499	\$50,394	\$0.80	\$0.20
24	Georgia	\$40,254	\$50,133	\$0.80	\$0.20
25	Tennessee	\$37,210	\$46,357	\$0.80	\$0.20
26	Alaska	\$49,020	\$61,226	\$0.80	\$0.20
27	Nebraska	\$40,156	\$50,286	\$0.80	\$0.20
28	Wisconsin	\$41,263	\$51,766	\$0.80	\$0.20
29	South Carolina	\$36,720	\$46,080	\$0.80	\$0.20
30	Virginia	\$47,002	\$59,305	\$0.79	\$0.21
31	Ohio	\$40,913	\$51,681	\$0.79	\$0.21
32	Washington	\$48,706	\$61,666	\$0.79	\$0.21
33	Kentucky	\$37,379	\$47,370	\$0.79	\$0.21
34	Michigan	\$41,205	\$52,332	\$0.79	\$0.21
35	New Jersey	\$52,383	\$66,532	\$0.79	\$0.21
36	Kansas	\$40,045	\$50,872	\$0.79	\$0.21
37	Iowa	\$40,353	\$51,488	\$0.78	\$0.22
38	Missouri	\$38,414	\$49,109	\$0.78	\$0.22
39	Idaho	\$36,846	\$47,182	\$0.78	\$0.22
40	South Dakota	\$36,467	\$46,784	\$0.78	\$0.22
41	Montana	\$36,741	\$48,037	\$0.76	\$0.24
42	Oklahoma	\$35,556	\$47,031	\$0.76	\$0.24
43	Mississippi	\$33,530	\$44,495	\$0.75	\$0.25
44	Indiana	\$38,031	\$50,774	\$0.75	\$0.25
45	New Hampshire	\$45,346	\$61,046	\$0.74	\$0.26
46	Utah	\$39,342	\$53,409	\$0.74	\$0.26
47	North Dakota	\$40,582	\$55,608	\$0.73	\$0.27
48	Alabama	\$35,854	\$49,210	\$0.73	\$0.27
49	West Virginia	\$32,778	\$46,346	\$0.71	\$0.29
50	Wyoming	\$38,434	\$54,834	\$0.70	\$0.30
51	Louisiana	\$35,758	\$51,453	\$0.69	\$0.31

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2018 American Community Survey One Year Estimates (<https://www.census.gov/programs-surveys/acs/>). National wage gap calculated by NWLC is based on 2019 Current Population Survey, Annual Social and Economic Supplement. "What a woman makes for every dollar a man makes" is the ratio of women's and men's median earnings for full time, year round workers. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Ranks based on unrounded data. People in both surveys self-identified as either male or female.