

Rank	State	What women make for every dollar a man makes	Lifetime Losses Due to Wage Gap	Age at which an Asian woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	United States	\$0.90	\$240,280	64
1	Delaware	\$1.01	\$(23,880)	60
2	Michigan	\$0.96	\$91,840	62
3	Illinois	\$0.93	\$176,680	63
4	Tennessee	\$0.88	\$240,520	66
5	Ohio	\$0.88	\$251,360	65
6	Virginia	\$0.90	\$253,320	64
7	New Mexico	\$0.87	\$292,520	66
8	Pennsylvania	\$0.85	\$332,200	67
9	North Carolina	\$0.84	\$335,160	68
10	Missouri	\$0.83	\$342,520	68
11	Arizona	\$0.84	\$356,920	67
12	West Virginia	\$0.81	\$359,600	69
13	Oregon	\$0.83	\$368,400	68
14	New Jersey	\$0.88	\$372,520	65
15	Georgia	\$0.82	\$408,160	69
16	New York	\$0.85	\$409,960	67
17	Indiana	\$0.79	\$432,160	70
18	Massachusetts	\$0.85	\$435,160	67
19	Connecticut	\$0.84	\$459,520	67
20	Florida	\$0.78	\$459,880	71
21	Kentucky	\$0.76	\$467,520	73
22	Maryland	\$0.84	\$469,320	68
23	Alabama	\$0.78	\$470,240	71
24	Maine	\$0.75	\$496,160	73
25	Texas	\$0.81	\$498,920	70
26	Washington	\$0.81	\$499,160	70
27	Arkansas	\$0.71	\$537,000	76
28	North Dakota	\$0.75	\$543,680	73
29	Montana	\$0.71	\$566,280	76
30	Wisconsin	\$0.74	\$568,960	74
31	South Carolina	\$0.71	\$607,280	76
32	Iowa	\$0.70	\$626,360	77
33	New Hampshire	\$0.74	\$629,720	74
34	Nebraska	\$0.69	\$650,880	78
35	Rhode Island	\$0.73	\$656,920	75
36	Kansas	\$0.68	\$680,760	79
37	Colorado	\$0.73	\$683,760	75
38	Minnesota	\$0.71	\$684,280	76
39	Oklahoma	\$0.67	\$693,280	80
40	Nevada	\$0.69	\$704,200	78
41	Mississippi	\$0.64	\$717,120	82
42	Vermont	\$0.64	\$737,920	83
43	California	\$0.75	\$754,320	73
44	Hawaii	\$0.68	\$764,080	78
45	Idaho	\$0.59	\$829,520	88
46	South Dakota	\$0.57	\$832,080	90
47	Utah	\$0.63	\$862,080	83
48	Louisiana	\$0.57	\$1,010,680	90
49	District of Columbia	\$0.73	\$1,094,960	75
50	Alaska	\$0.54	\$1,235,560	95
	Wyoming*	-	-	-

*State has insufficient data due to small sample sizes to calculate state wage gap for Asian women.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2014-2018 American Community Survey Five 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. Earnings are in 2018 dollars.

"Lifetime losses due to wage gap" or the "Lifetime Wage Gap" is what a woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. "Age at which a woman's career earnings catch up to men's career earnings at age 60" assumes all workers begin work at age 20. Assuming men have a 40-year career, this is the age at which women are able to retire with the same lifetime earnings as their male counterparts. Ranks based on unrounded data. People in both surveys self-identified as either male or female. Asian women in both surveys are those who self-identified as Asian alone. 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.

