

Rank	State	What women make for every dollar a man makes	Lifetime Losses Due to Wage Gap	Age at which a Black woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<b>United States</b>	<b>\$0.62</b>	<b>\$941,600</b>	<b>85</b>
1	Kentucky	\$0.66	\$655,840	80
2	Tennessee	\$0.67	\$660,440	80
3	Arkansas	\$0.65	\$665,600	82
4	Missouri	\$0.67	\$666,760	80
5	Hawaii	\$0.72	\$687,240	76
6	Maine	\$0.66	\$692,960	81
7	Delaware	\$0.69	\$719,000	78
8	West Virginia	\$0.63	\$723,800	84
9	Pennsylvania	\$0.67	\$743,440	80
10	Oregon	\$0.65	\$768,200	81
11	North Carolina	\$0.63	\$770,240	83
12	Indiana	\$0.63	\$771,400	83
13	Ohio	\$0.63	\$786,080	83
14	Kansas	\$0.63	\$787,960	83
15	Georgia	\$0.64	\$803,520	83
16	Arizona	\$0.65	\$806,680	82
17	Michigan	\$0.63	\$816,480	84
18	Nevada	\$0.64	\$818,880	82
19	Nebraska	\$0.61	\$820,320	86
20	Florida	\$0.60	\$834,920	86
21	Iowa	\$0.59	\$858,680	88
22	Oklahoma	\$0.58	\$860,680	88
23	South Dakota	\$0.55	\$866,400	92
24	Wisconsin	\$0.59	\$881,080	88
25	Mississippi	\$0.56	\$885,760	91
26	Alabama	\$0.58	\$892,560	89
27	South Carolina	\$0.57	\$894,600	90
28	New Mexico	\$0.61	\$895,520	85
29	Colorado	\$0.63	\$932,920	84
30	Maryland	\$0.68	\$955,280	79
31	New York	\$0.64	\$962,000	83
32	Illinois	\$0.62	\$962,600	84
33	New Hampshire	\$0.60	\$964,560	87
34	North Dakota	\$0.55	\$982,800	92
35	Minnesota	\$0.59	\$986,840	88
36	Washington	\$0.62	\$988,160	85
37	Rhode Island	\$0.58	\$1,026,920	89
38	Virginia	\$0.60	\$1,029,880	87
39	Alaska	\$0.60	\$1,061,160	87
40	Texas	\$0.59	\$1,064,040	88
41	Wyoming	\$0.53	\$1,077,200	96
42	Utah	\$0.52	\$1,138,280	97
43	California	\$0.61	\$1,196,360	86
44	Massachusetts	\$0.58	\$1,226,880	89
45	Louisiana	\$0.47	\$1,249,160	105
46	Connecticut	\$0.57	\$1,273,120	90
47	New Jersey	\$0.56	\$1,393,040	92
48	District of Columbia	\$0.51	\$1,981,800	98
	Idaho*	-	-	-
	Montana*	-	-	-
	Vermont*	-	-	-

\*State has insufficient data due to small sample sizes to calculate state wage gap for Black 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. Black women in both surveys are those who self-identified as Black or African American. 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."

