

Rank	State	What women make for every dollar a man makes	Lifetime Losses Due to Wage Gap	Age at which a Latina's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	United States	\$0.54	\$1,121,440	93
1	Vermont	\$0.78	\$450,320	71
2	Maine	\$0.66	\$678,400	80
3	West Virginia	\$0.61	\$748,440	85
4	Missouri	\$0.61	\$793,800	86
5	South Dakota	\$0.59	\$793,800	88
6	Kentucky	\$0.58	\$814,120	89
7	Ohio	\$0.61	\$839,040	86
8	Florida	\$0.60	\$848,440	87
9	Hawaii	\$0.65	\$855,880	82
10	Arkansas	\$0.54	\$860,720	94
11	Iowa	\$0.59	\$862,600	88
12	Montana	\$0.56	\$870,200	92
13	Indiana	\$0.56	\$924,720	91
14	Michigan	\$0.58	\$926,560	89
15	Mississippi	\$0.54	\$926,560	94
16	Nebraska	\$0.56	\$931,160	92
17	Tennessee	\$0.53	\$934,720	96
18	New Hampshire	\$0.60	\$958,800	86
19	Wisconsin	\$0.55	\$965,680	93
20	Pennsylvania	\$0.57	\$965,840	90
21	Wyoming	\$0.57	\$972,160	90
22	North Dakota	\$0.56	\$975,160	92
23	Delaware	\$0.58	\$980,000	89
24	South Carolina	\$0.53	\$983,440	96
25	Idaho	\$0.50	\$1,011,680	100
26	Kansas	\$0.53	\$1,014,160	96
27	Oklahoma	\$0.50	\$1,035,960	100
28	Oregon	\$0.53	\$1,038,560	95
29	North Carolina	\$0.50	\$1,039,000	100
30	Nevada	\$0.54	\$1,042,200	93
31	New Mexico	\$0.54	\$1,050,920	94
32	Arizona	\$0.54	\$1,053,600	94
33	Alabama	\$0.50	\$1,054,280	100
34	Louisiana	\$0.53	\$1,113,720	96
35	Georgia	\$0.50	\$1,115,360	101
36	Alaska	\$0.58	\$1,124,760	89
37	Minnesota	\$0.53	\$1,127,520	96
38	Colorado	\$0.53	\$1,171,040	95
39	New York	\$0.55	\$1,185,760	92
40	Virginia	\$0.53	\$1,199,320	95
41	Rhode Island	\$0.51	\$1,219,880	99
42	Utah	\$0.48	\$1,235,640	104
43	Illinois	\$0.49	\$1,304,880	102
44	Washington	\$0.48	\$1,343,240	103
45	Texas	\$0.46	\$1,406,160	108
46	Massachusetts	\$0.50	\$1,440,280	100
47	Connecticut	\$0.48	\$1,530,320	103
48	Maryland	\$0.47	\$1,577,600	105
49	California	\$0.42	\$1,787,640	116
50	New Jersey	\$0.43	\$1,803,680	114
51	District of Columbia	\$0.51	\$1,972,240	98

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. Latinas in both surveys are those who self-identified as being of Hispanic, Latino, or Spanish origin. Latinas may be of any race. 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.