

Lifetime Wage Gap Losses for White, non-Hispanic Women State Rankings: 2019

March 2020

Rank	State	What women make for every dollar a man makes	Lifetime Losses Due to Wage Gap	Age at which a white, non-Hispanic woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	\$0.79	\$527,440	71
1	Vermont	\$0.83	\$338,200	68
2	Delaware	\$0.85	\$349,080	67
3	Hawaii	\$0.85	\$373,640	67
4	Maine	\$0.80	\$395,480	70
5	Arkansas	\$0.78	\$408,200	71
6	Florida	\$0.80	\$416,000	70
7	North Carolina	\$0.80	\$418,560	70
8	Rhode Island	\$0.82	\$431,800	68
9	Tennessee	\$0.77	\$446,960	72
10	Kentucky	\$0.77	\$457,200	72
11	Georgia	\$0.79	\$461,400	71
12	South Carolina	\$0.78	\$464,200	71
13	Missouri	\$0.77	\$467,760	72
14	Oregon	\$0.79	\$468,120	71
15	Minnesota	\$0.80	\$472,960	70
16	Iowa	\$0.77	\$473,040	72
17	Wisconsin	\$0.78	\$473,400	71
18	Nebraska	\$0.77	\$474,800	72
19	South Dakota	\$0.76	\$475,120	73
20	Nevada	\$0.79	\$478,080	71
21	Ohio	\$0.77	\$480,960	72
22	Pennsylvania	\$0.78	\$486,520	71
23	Montana	\$0.75	\$494,800	74
24	Arizona	\$0.78	\$495,040	71
25	New Mexico	\$0.78	\$497,080	71
26	New York	\$0.81	\$501,480	69
27	Alaska	\$0.81	\$508,800	69
28	Kansas	\$0.76	\$511,520	73
29	Colorado	\$0.79	\$515,680	70
30	Michigan	\$0.76	\$516,800	72
31	Mississippi	\$0.74	\$519,080	74
32	Indiana	\$0.74	\$549,200	74
33	Idaho	\$0.72	\$557,040	75
34	Alabama	\$0.73	\$561,760	74
35	New Hampshire	\$0.77	\$564,680	72
36	Virginia	\$0.78	\$567,880	71
37	Massachusetts	\$0.80	\$570,880	70
38	West Virginia	\$0.70	\$580,800	77
39	North Dakota	\$0.74	\$581,320	74
40	Washington	\$0.77	\$587,000	72
41	Connecticut	\$0.80	\$592,960	70
42	Oklahoma	\$0.71	\$600,880	76
43	Illinois	\$0.75	\$626,840	73
44	Maryland	\$0.78	\$638,360	71
45	California	\$0.79	\$646,160	71
46	Texas	\$0.75	\$647,000	73
47	Wyoming	\$0.70	\$692,880	77
48	Louisiana	\$0.69	\$726,760	78
49	Utah	\$0.68	\$745,240	79
50	District of Columbia	\$0.81	\$758,080	69
51	New Jersey	\$0.75	\$794,760	74

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. White, non-Hispanic women and men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.