

WOMEN IN LOW-PAID JOBS, STATE BY STATE

TABLE 1: Women’s Share of the Low-Paid Workforce, 2018

State	Low-Paid Workforce			Overall Workforce		
	Total Number of Workers	Number of Women Workers	Women’s Share	Total Number of Workers	Number of Women Workers	Women’s Share
United States	22,208,869	14,203,905	64.0%	157,964,150	74,816,396	47.4%
Alabama	266,500	179,292	67.3%	2,104,014	1,003,220	47.7%
Alaska	48,370	26,801	55.4%	363,993	166,720	45.8%
Arizona	490,392	300,500	61.3%	3,231,911	1,506,643	46.6%
Arkansas	175,542	118,450	67.5%	1,319,063	625,349	47.4%
California	2,936,184	1,853,440	63.1%	19,074,849	8,740,635	45.8%
Colorado	377,765	225,590	59.7%	3,009,974	1,390,048	46.2%
Connecticut	235,086	151,569	64.5%	1,829,570	887,419	48.5%
Delaware	63,985	40,398	63.1%	469,141	230,941	49.2%
District of Columbia	37,739	23,715	62.8%	382,795	200,077	52.3%
Florida	1,495,644	923,529	61.7%	9,793,002	4,675,189	47.7%
Georgia	643,050	416,182	64.7%	4,989,447	2,397,168	48.0%
Hawaii	127,848	75,356	58.9%	724,136	340,193	47.0%
Idaho	103,812	69,069	66.5%	807,812	366,676	45.4%
Illinois	853,807	539,621	63.2%	6,300,264	2,999,736	47.6%
Indiana	408,862	274,053	67.0%	3,233,065	1,529,983	47.3%
Iowa	228,262	148,953	65.3%	1,630,148	774,731	47.5%
Kansas	183,501	116,048	63.2%	1,461,366	679,963	46.5%
Kentucky	256,570	171,129	66.7%	2,010,916	962,340	47.9%
Louisiana	316,756	222,071	70.1%	2,040,272	998,479	48.9%
Maine	91,003	59,032	64.9%	680,114	333,646	49.1%
Maryland	390,377	247,273	63.3%	3,127,367	1,534,497	49.1%
Massachusetts	471,948	295,235	62.6%	3,632,599	1,794,006	49.4%
Michigan	662,779	421,434	63.6%	4,708,915	2,255,560	47.9%
Minnesota	398,357	252,473	63.4%	2,978,531	1,431,891	48.1%
Mississippi	190,010	132,079	69.5%	1,237,850	600,223	48.5%
Missouri	397,628	253,761	63.8%	2,939,659	1,426,417	48.5%

TABLE 1: Women’s Share of the Low-Paid Workforce, 2018

State	Low-Paid Workforce			Overall Workforce		
	Total Number of Workers	Number of Women Workers	Women’s Share	Total Number of Workers	Number of Women Workers	Women’s Share
Montana	79,612	50,022	62.8%	530,058	249,265	47.0%
Nebraska	128,603	87,706	68.2%	1,007,691	476,224	47.3%
Nevada	308,406	181,540	58.9%	1,446,729	671,173	46.4%
New Hampshire	94,994	61,697	64.9%	731,455	350,017	47.9%
New Jersey	586,870	357,972	61.0%	4,515,059	2,136,812	47.3%
New Mexico	142,609	89,711	62.9%	888,423	417,705	47.0%
New York	1,453,637	920,236	63.3%	9,532,245	4,637,790	48.7%
North Carolina	671,236	433,651	64.6%	4,969,679	2,370,575	47.7%
North Dakota	56,515	35,759	63.3%	409,758	185,159	45.2%
Ohio	747,262	478,153	64.0%	5,657,433	2,728,705	48.2%
Oklahoma	262,281	174,580	66.6%	1,818,772	850,397	46.8%
Oregon	301,880	191,316	63.4%	2,031,680	960,517	47.3%
Pennsylvania	873,106	570,404	65.3%	6,270,512	3,033,737	48.4%
Rhode Island	77,260	49,228	63.7%	534,097	263,364	49.3%
South Carolina	345,637	228,503	66.1%	2,351,433	1,144,611	48.7%
South Dakota	64,751	44,415	68.6%	452,940	219,521	48.5%
Tennessee	439,125	285,438	65.0%	3,157,497	1,511,636	47.9%
Texas	1,975,012	1,277,525	64.7%	13,588,806	6,199,187	45.6%
Utah	171,279	107,471	62.7%	1,538,245	686,884	44.7%
Vermont	48,246	29,031	60.2%	338,324	170,799	50.5%
Virginia	525,296	344,721	65.6%	4,316,320	2,042,011	47.3%
Washington	485,505	317,241	65.3%	3,743,015	1,724,217	46.1%
West Virginia	111,616	77,173	69.1%	744,330	352,458	47.4%
Wisconsin	367,269	247,593	67.4%	3,012,768	1,447,414	48.0%
Wyoming	39,085	25,766	65.9%	296,108	134,468	45.4%

Source: National Women’s Law Center (NWLC) calculations are based on 2018 American Community Survey using IPUMS. Definitions of “low-wage” or “low-paid” jobs vary; this analysis focuses on the 40 lowest-paying jobs according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2018 National Occupational Employment & Wage Estimates, https://www.bls.gov/oes/current/oes_nat.htm, because these jobs particularly illuminate women’s overrepresentation at the low end of the pay spectrum.

TABLE 2: Share of Workers in Low-Paid Jobs, 2018

State	Women			Men		
	Number of Women Workers Overall	Number of Women in the Low-Paid Workforce	Share of Women Workers Who are Low-Paid	Number of Men Workers Overall	Number of Men in the Low-Paid Workforce	Share of Men Workers Who are Low-Paid
United States	74,816,396	14,203,905	19.0%	83,147,754	8,004,964	9.6%
Alabama	1,003,220	179,292	17.9%	1,100,794	87,208	7.9%
Alaska	166,720	26,801	16.1%	197,273	21,569	10.9%
Arizona	1,506,643	300,500	19.9%	1,725,268	189,892	11.0%
Arkansas	625,349	118,450	18.9%	693,714	57,092	8.2%
California	8,740,635	1,853,440	21.2%	10,334,214	1,082,744	10.5%
Colorado	1,390,048	225,590	16.2%	1,619,926	152,175	9.4%
Connecticut	887,419	151,569	17.1%	942,151	83,517	8.9%
Delaware	230,941	40,398	17.5%	238,200	23,587	9.9%
District of Columbia	200,077	23,715	11.9%	182,718	14,024	7.7%
Florida	4,675,189	923,529	19.8%	5,117,813	572,115	11.2%
Georgia	2,397,168	416,182	17.4%	2,592,279	226,868	8.8%
Hawaii	340,193	75,356	22.2%	383,943	52,492	13.7%
Idaho	366,676	69,069	18.8%	441,136	34,743	7.9%
Illinois	2,999,736	539,621	18.0%	3,300,528	314,186	9.5%
Indiana	1,529,983	274,053	17.9%	1,703,082	134,809	7.9%
Iowa	774,731	148,953	19.2%	855,417	79,309	9.3%
Kansas	679,963	116,048	17.1%	781,403	67,453	8.6%
Kentucky	962,340	171,129	17.8%	1,048,576	85,441	8.1%
Louisiana	998,479	222,071	22.2%	1,041,793	94,685	9.1%
Maine	333,646	59,032	17.7%	346,468	31,971	9.2%
Maryland	1,534,497	247,273	16.1%	1,592,870	143,104	9.0%
Massachusetts	1,794,006	295,235	16.5%	1,838,593	176,713	9.6%
Michigan	2,255,560	421,434	18.7%	2,453,355	241,345	9.8%
Minnesota	1,431,891	252,473	17.6%	1,546,640	145,884	9.4%
Mississippi	600,223	132,079	22.0%	637,627	57,931	9.1%
Missouri	1,426,417	253,761	17.8%	1,513,242	143,867	9.5%

TABLE 2: Share of Workers in Low-Paid Jobs, 2018

State	Women			Men		
	Number of Women Workers Overall	Number of Women in the Low-Paid Workforce	Share of Women Workers Who are Low-Paid	Number of Men Workers Overall	Number of Men in the Low-Paid Workforce	Share of Men Workers Who are Low-Paid
Montana	249,265	50,022	20.1%	280,793	29,590	10.5%
Nebraska	476,224	87,706	18.4%	531,467	40,897	7.7%
Nevada	671,173	181,540	27.0%	775,556	126,866	16.4%
New Hampshire	350,017	61,697	17.6%	381,438	33,297	8.7%
New Jersey	2,136,812	357,972	16.8%	2,378,247	228,898	9.6%
New Mexico	417,705	89,711	21.5%	470,718	52,898	11.2%
New York	4,637,790	920,236	19.8%	4,894,455	533,401	10.9%
North Carolina	2,370,575	433,651	18.3%	2,599,104	237,585	9.1%
North Dakota	185,159	35,759	19.3%	224,599	20,756	9.2%
Ohio	2,728,705	478,153	17.5%	2,928,728	269,109	9.2%
Oklahoma	850,397	174,580	20.5%	968,375	87,701	9.1%
Oregon	960,517	191,316	19.9%	1,071,163	110,564	10.3%
Pennsylvania	3,033,737	570,404	18.8%	3,236,775	302,702	9.4%
Rhode Island	263,364	49,228	18.7%	270,733	28,032	10.4%
South Carolina	1,144,611	228,503	20.0%	1,206,822	117,134	9.7%
South Dakota	219,521	44,415	20.2%	233,419	20,336	8.7%
Tennessee	1,511,636	285,438	18.9%	1,645,861	153,687	9.3%
Texas	6,199,187	1,277,525	20.6%	7,389,619	697,487	9.4%
Utah	686,884	107,471	15.6%	851,361	63,808	7.5%
Vermont	170,799	29,031	17.0%	167,525	19,215	11.5%
Virginia	2,042,011	344,721	16.9%	2,274,309	180,575	7.9%
Washington	1,724,217	317,241	18.4%	2,018,798	168,264	8.3%
West Virginia	352,458	77,173	21.9%	391,872	34,443	8.8%
Wisconsin	1,447,414	247,593	17.1%	1,565,354	119,676	7.6%
Wyoming	134,468	25,766	19.2%	161,640	13,319	8.2%

Source: National Women’s Law Center (NWLC) calculations are based on 2018 American Community Survey using IPUMS. Definitions of “low-wage” or “low-paid” jobs vary; this analysis focuses on the 40 lowest-paying jobs according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2018 National Occupational Employment & Wage Estimates, https://www.bls.gov/oes/current/oes_nat.htm, because these jobs particularly illuminate women’s overrepresentation at the low end of the pay spectrum.

TABLE 3: Poverty and Near-Poverty Rates Among Women in Low-Paid Jobs and Workers Overall, 2018

State	Women in the Low-Paid Workforce		Overall Workforce	
	Share of Women in Low-Paid Workforce Living Under 100% of the Federal Poverty Line	Share of Women in Low-Paid Workforce Living Under 200% of the Federal Poverty Line	Share of Overall Workforce Living Under 100% of the Federal Poverty Line	Share of Overall Workforce Living Under 200% of the Federal Poverty Line
United States	16.4%	42.0%	6.0%	19.2%
Alabama	20.7%	50.1%	6.9%	22.3%
Alaska	20.1%	35.3%	5.5%	15.8%
Arizona	15.9%	44.0%	6.7%	22.4%
Arkansas	26.0%	57.0%	8.2%	26.0%
California	13.5%	38.4%	5.6%	18.9%
Colorado	13.3%	37.4%	4.6%	16.0%
Connecticut	16.3%	38.4%	4.7%	14.2%
Delaware	12.4%	33.4%	5.7%	17.4%
District of Columbia	23.9%	47.1%	4.6%	11.3%
Florida	14.2%	42.4%	5.9%	22.0%
Georgia	18.8%	45.5%	6.4%	21.1%
Hawaii	8.0%	23.6%	4.1%	13.1%
Idaho	18.5%	44.7%	7.2%	23.6%
Illinois	15.6%	40.3%	5.4%	17.4%
Indiana	18.8%	42.4%	6.2%	19.7%
Iowa	18.0%	40.0%	6.0%	18.2%
Kansas	22.7%	46.7%	7.0%	20.5%
Kentucky	23.6%	46.9%	7.4%	21.9%
Louisiana	21.6%	54.6%	8.1%	25.6%
Maine	13.5%	36.7%	4.9%	17.3%
Maryland	12.0%	32.5%	4.0%	12.6%
Massachusetts	11.5%	33.0%	3.9%	12.5%
Michigan	18.1%	42.9%	6.8%	20.3%
Minnesota	15.7%	36.2%	5.3%	15.8%
Mississippi	26.4%	56.1%	8.7%	26.1%
Missouri	16.6%	43.9%	6.2%	20.4%

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State	Women in the Low-Paid Workforce		Overall Workforce	
	Share of Women in Low-Paid Workforce Living Under 100% of the Federal Poverty Line	Share of Women in Low-Paid Workforce Living Under 200% of the Federal Poverty Line	Share of Overall Workforce Living Under 100% of the Federal Poverty Line	Share of Overall Workforce Living Under 200% of the Federal Poverty Line
Montana	20.8%	48.7%	7.5%	23.7%
Nebraska	20.1%	45.0%	6.5%	19.9%
Nevada	12.0%	34.1%	5.9%	20.5%
New Hampshire	10.5%	34.8%	2.9%	11.9%
New Jersey	12.6%	33.1%	4.0%	13.1%
New Mexico	27.2%	59.1%	10.6%	29.7%
New York	14.6%	40.5%	5.4%	17.1%
North Carolina	18.4%	46.2%	6.8%	22.2%
North Dakota	16.8%	40.8%	6.1%	16.6%
Ohio	19.1%	44.4%	6.4%	19.3%
Oklahoma	21.5%	49.3%	7.7%	24.3%
Oregon	15.7%	42.0%	6.1%	19.8%
Pennsylvania	14.5%	37.9%	5.3%	16.4%
Rhode Island	11.0%	34.0%	4.8%	14.4%
South Carolina	18.8%	48.8%	7.0%	22.9%
South Dakota	21.7%	45.1%	7.3%	20.9%
Tennessee	21.1%	48.5%	7.3%	22.5%
Texas	18.5%	48.6%	6.9%	22.6%
Utah	14.5%	35.0%	5.2%	18.8%
Vermont	13.9%	38.7%	6.4%	18.1%
Virginia	17.6%	39.3%	4.9%	15.4%
Washington	13.9%	36.7%	5.0%	15.9%
West Virginia	22.9%	52.4%	7.7%	23.7%
Wisconsin	15.3%	38.7%	5.7%	17.0%
Wyoming	18.3%	38.1%	5.8%	18.7%

Source: National Women’s Law Center (NWLC) calculations are based on 2018 American Community Survey using IPUMS. Definitions of “low-wage” or “low-paid” jobs vary; this analysis focuses on the 40 lowest-paying jobs according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2018 National Occupational Employment & Wage Estimates, https://www.bls.gov/oes/current/oes_nat.htm, because these jobs particularly illuminate women’s overrepresentation at the low end of the pay spectrum.