

# Wage Gap Overall State Rankings

March 2021

Rank	State	Women's Earnings	Men's Earnings	What Women Make for Every Dollar Men Make	Wage Gap
	<b>United States</b>	<b>\$47,299</b>	<b>\$57,456</b>	<b>\$0.82</b>	<b>\$0.18</b>
1	Vermont	\$46,616	\$51,212	\$0.91	\$0.09
2	Hawaii	\$46,524	\$52,033	\$0.89	\$0.11
3	Maryland	\$56,545	\$63,272	\$0.89	\$0.11
4	California	\$50,220	\$57,016	\$0.88	\$0.12
5	Nevada	\$40,775	\$46,706	\$0.87	\$0.13
6	New York	\$51,927	\$60,686	\$0.86	\$0.14
7	North Carolina	\$40,640	\$47,524	\$0.86	\$0.14
8	Rhode Island	\$48,556	\$57,278	\$0.85	\$0.15
9	Alaska	\$50,832	\$60,147	\$0.85	\$0.15
10	Connecticut	\$55,636	\$66,477	\$0.84	\$0.16
11	Arizona	\$41,496	\$49,773	\$0.83	\$0.17
12	Delaware	\$46,907	\$56,350	\$0.83	\$0.17
13	District of Columbia	\$72,750	\$87,603	\$0.83	\$0.17
14	Florida	\$37,458	\$45,136	\$0.83	\$0.17
15	New Hampshire	\$49,291	\$60,406	\$0.82	\$0.18
16	Minnesota	\$49,242	\$60,441	\$0.81	\$0.19
17	Massachusetts	\$57,289	\$70,483	\$0.81	\$0.19
18	Wisconsin	\$42,360	\$52,305	\$0.81	\$0.19
19	Georgia	\$40,481	\$50,346	\$0.80	\$0.20
20	Tennessee	\$38,284	\$47,626	\$0.80	\$0.20
21	New Jersey	\$53,810	\$67,007	\$0.80	\$0.20
22	Oregon	\$44,634	\$55,654	\$0.80	\$0.20
23	Missouri	\$40,496	\$50,558	\$0.80	\$0.20
24	Maine	\$40,873	\$51,029	\$0.80	\$0.20
25	Nebraska	\$41,148	\$51,412	\$0.80	\$0.20
26	Colorado	\$48,258	\$60,334	\$0.80	\$0.20
27	Virginia	\$48,209	\$60,285	\$0.80	\$0.20
28	Kentucky	\$38,763	\$48,545	\$0.80	\$0.20
29	Kansas	\$40,848	\$51,291	\$0.80	\$0.20
30	Texas	\$40,670	\$51,125	\$0.80	\$0.20
31	Arkansas	\$35,467	\$44,631	\$0.79	\$0.21
32	Pennsylvania	\$43,791	\$55,221	\$0.79	\$0.21
33	Ohio	\$41,184	\$52,039	\$0.79	\$0.21
34	Washington	\$50,612	\$63,988	\$0.79	\$0.21
35	Illinois	\$45,967	\$58,579	\$0.78	\$0.22
36	Iowa	\$40,681	\$52,070	\$0.78	\$0.22
37	Michigan	\$41,475	\$53,150	\$0.78	\$0.22
38	New Mexico	\$36,659	\$46,982	\$0.78	\$0.22
39	Montana	\$38,752	\$49,778	\$0.78	\$0.22
40	South Carolina	\$37,584	\$48,541	\$0.77	\$0.23
41	Mississippi	\$33,140	\$43,024	\$0.77	\$0.23
42	West Virginia	\$35,748	\$46,946	\$0.76	\$0.24
43	North Dakota	\$41,718	\$54,899	\$0.76	\$0.24
44	Indiana	\$38,913	\$51,322	\$0.76	\$0.24
45	Idaho	\$36,761	\$48,861	\$0.75	\$0.25
46	South Dakota	\$37,765	\$50,196	\$0.75	\$0.25
47	Alabama	\$37,161	\$50,018	\$0.74	\$0.26
48	Oklahoma	\$36,494	\$49,721	\$0.73	\$0.27
49	Louisiana	\$37,075	\$51,733	\$0.72	\$0.28
50	Utah	\$39,784	\$57,117	\$0.70	\$0.30
51	Wyoming	\$37,302	\$57,339	\$0.65	\$0.35

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2019 American Community Survey 1-year estimates. National wage gap calculated by NWLC is based on 2020 Current Population Survey, Annual Social and Economic Supplement. Earnings are in 2019 dollars. "What women make for every dollar men make" is the ratio of women's and men's median earnings for full-time, year-round workers. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Ranks based on unrounded data. People in Census surveys self-identify as either male or female.