

Wage Gap Overall State Rankings: 2021

September 2022

Rank	State	Women's Earnings	Men's Earnings	What a Woman Makes for Every Dollar a Man Makes	Wage Gap
	United States	\$51,226	\$61,180	\$0.84	\$0.16
1	Vermont	\$51,931	\$55,803	\$0.93	\$0.07
2	Alaska	\$55,285	\$62,134	\$0.89	\$0.11
3	New York	\$59,869	\$67,512	\$0.89	\$0.11
4	California	\$57,373	\$65,324	\$0.88	\$0.12
5	Maryland	\$62,190	\$71,995	\$0.86	\$0.14
6	Rhode Island	\$54,188	\$63,219	\$0.86	\$0.14
7	Massachusetts	\$66,536	\$77,636	\$0.86	\$0.14
8	Nevada	\$44,906	\$52,398	\$0.86	\$0.14
9	Delaware	\$51,827	\$60,608	\$0.86	\$0.14
10	District of Columbia	\$87,244	\$103,222	\$0.85	\$0.15
11	New Mexico	\$43,227	\$51,149	\$0.85	\$0.15
12	North Carolina	\$44,297	\$52,421	\$0.85	\$0.15
13	Oregon	\$51,057	\$60,831	\$0.84	\$0.16
14	Colorado	\$54,635	\$65,217	\$0.84	\$0.16
15	Arkansas	\$39,526	\$47,329	\$0.84	\$0.16
16	Arizona	\$46,309	\$55,458	\$0.84	\$0.16
17	Georgia	\$45,405	\$54,422	\$0.83	\$0.17
18	Connecticut	\$60,672	\$73,022	\$0.83	\$0.17
19	Florida	\$42,228	\$51,151	\$0.83	\$0.17
20	Maine	\$47,018	\$57,009	\$0.82	\$0.18
21	New Jersey	\$61,802	\$75,297	\$0.82	\$0.18
22	Minnesota	\$52,535	\$64,611	\$0.81	\$0.19
23	Tennessee	\$41,863	\$51,538	\$0.81	\$0.19
24	Pennsylvania	\$50,272	\$62,096	\$0.81	\$0.19
25	Texas	\$45,393	\$56,100	\$0.81	\$0.19
26	Virginia	\$53,414	\$66,014	\$0.81	\$0.19
27	Kansas	\$44,368	\$54,902	\$0.81	\$0.19
28	Wisconsin	\$46,762	\$57,925	\$0.81	\$0.19
29	Hawaii	\$49,816	\$61,812	\$0.81	\$0.19
30	Ohio	\$46,068	\$57,177	\$0.81	\$0.19
31	Illinois	\$51,131	\$63,819	\$0.80	\$0.20
32	South Dakota	\$41,792	\$52,405	\$0.80	\$0.20
33	Missouri	\$43,065	\$54,140	\$0.80	\$0.20
34	Iowa	\$44,801	\$56,427	\$0.79	\$0.21
35	North Dakota	\$45,182	\$57,121	\$0.79	\$0.21
36	Kentucky	\$40,991	\$51,842	\$0.79	\$0.21
37	Idaho	\$40,803	\$51,941	\$0.79	\$0.21
38	Nebraska	\$44,037	\$56,121	\$0.78	\$0.22
39	Indiana	\$43,215	\$55,191	\$0.78	\$0.22
40	Mississippi	\$37,056	\$47,546	\$0.78	\$0.22
41	South Carolina	\$40,739	\$52,296	\$0.78	\$0.22
42	Michigan	\$46,914	\$60,293	\$0.78	\$0.22
43	Washington	\$57,567	\$74,068	\$0.78	\$0.22
44	Oklahoma	\$39,781	\$51,289	\$0.78	\$0.22
45	West Virginia	\$39,897	\$51,981	\$0.77	\$0.23
46	New Hampshire	\$51,880	\$68,566	\$0.76	\$0.24
47	Alabama	\$39,338	\$52,177	\$0.75	\$0.25
48	Montana	\$41,725	\$55,496	\$0.75	\$0.25
49	Utah	\$44,707	\$61,269	\$0.73	\$0.27
50	Louisiana	\$40,136	\$55,078	\$0.73	\$0.27
51	Wyoming	\$40,976	\$59,853	\$0.68	\$0.32

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2021 American Community Survey 1-year estimates. National wage gap calculated by NWLC is based on 2021 Current Population Survey, Annual Social and Economic Supplement. Earnings are in 2021 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.