

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

March 2021

Rank	State	What white, non-Hispanic women make for every dollar white, non-Hispanic men make	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
	United States	\$0.79	\$555,360	71
1	Vermont	\$0.86	\$283,000	66
2	Hawaii	\$0.85	\$369,480	67
3	Maine	\$0.81	\$385,520	69
4	Delaware	\$0.84	\$390,600	68
5	Florida	\$0.81	\$397,240	69
6	North Carolina	\$0.81	\$397,280	69
7	Arkansas	\$0.79	\$404,440	71
8	Rhode Island	\$0.83	\$423,440	68
9	Kentucky	\$0.78	\$441,480	71
10	Tennessee	\$0.78	\$447,480	71
11	Missouri	\$0.78	\$450,320	71
12	Wisconsin	\$0.79	\$453,320	70
13	Nebraska	\$0.78	\$465,680	71
14	South Carolina	\$0.78	\$468,360	71
15	Ohio	\$0.78	\$474,080	71
16	Iowa	\$0.78	\$479,720	72
17	Minnesota	\$0.80	\$480,200	70
18	South Dakota	\$0.76	\$481,600	73
19	Georgia	\$0.79	\$490,480	71
20	Alaska	\$0.82	\$491,920	69
21	Nevada	\$0.79	\$492,280	70
22	Oregon	\$0.79	\$494,560	71
23	Montana	\$0.76	\$494,920	73
24	Pennsylvania	\$0.78	\$495,920	71
25	Kansas	\$0.77	\$501,600	72
26	Mississippi	\$0.75	\$510,560	73
27	New Mexico	\$0.78	\$512,240	71
28	Arizona	\$0.78	\$512,800	71
29	Michigan	\$0.77	\$518,320	72
30	Colorado	\$0.80	\$519,160	70
31	Idaho	\$0.74	\$531,240	74
32	New York	\$0.80	\$541,600	70
33	Indiana	\$0.75	\$542,440	74
34	New Hampshire	\$0.78	\$544,920	71
35	Alabama	\$0.74	\$551,000	74
36	West Virginia	\$0.71	\$569,120	76
37	Virginia	\$0.78	\$576,720	71
38	North Dakota	\$0.74	\$585,600	74
39	Oklahoma	\$0.72	\$585,960	75
40	Massachusetts	\$0.80	\$588,600	70
41	Connecticut	\$0.80	\$597,720	70
42	Illinois	\$0.77	\$612,600	72
43	Washington	\$0.76	\$638,440	72
44	Maryland	\$0.79	\$639,800	71
45	Texas	\$0.76	\$648,680	73
46	California	\$0.78	\$694,680	71
47	Wyoming	\$0.69	\$715,400	78
48	Louisiana	\$0.69	\$733,280	78
49	Utah	\$0.68	\$789,880	79
50	District of Columbia	\$0.81	\$792,720	69
51	New Jersey	\$0.75	\$806,800	73

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2015-2019 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2020 Current Population Survey, Annual Social and Economic Supplement. "What white, non-Hispanic women make for every dollar white, non-Hispanic men make" is the ratio of women's and men's median earnings for full-time, year-round workers. Earnings are in 2019 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 white, non-Hispanic woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60" assumes all workers begin work at age 20. Assuming men have a 40-year career and retire at age 60, 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.