

Lifetime Wage Gap Losses for Women Overall 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	\$0.82	\$406,280	69
1	Vermont	\$0.91	\$183,840	64
2	Hawaii	\$0.89	\$220,360	65
3	Nevada	\$0.87	\$237,240	66
4	Maryland	\$0.89	\$269,080	65
5	California	\$0.88	\$271,840	65
6	North Carolina	\$0.86	\$275,360	67
7	Florida	\$0.83	\$307,120	68
8	Arizona	\$0.83	\$331,080	68
9	Rhode Island	\$0.85	\$348,880	67
10	New York	\$0.86	\$350,360	67
11	Arkansas	\$0.79	\$366,560	70
12	Alaska	\$0.85	\$372,600	67
13	Tennessee	\$0.80	\$373,680	70
14	Delaware	\$0.83	\$377,720	68
15	Kentucky	\$0.80	\$391,280	70
16	Georgia	\$0.80	\$394,600	70
17	Mississippi	\$0.77	\$395,360	72
18	Wisconsin	\$0.81	\$397,800	69
19	Missouri	\$0.80	\$402,480	70
20	Maine	\$0.80	\$406,240	70
21	Nebraska	\$0.80	\$410,560	70
22	New Mexico	\$0.78	\$412,920	71
23	Kansas	\$0.80	\$417,720	70
24	Texas	\$0.80	\$418,200	70
25	Connecticut	\$0.84	\$433,640	68
26	Ohio	\$0.79	\$434,200	71
27	South Carolina	\$0.77	\$438,280	72
28	Oregon	\$0.80	\$440,800	70
29	Montana	\$0.78	\$441,040	71
30	New Hampshire	\$0.82	\$444,600	69
31	West Virginia	\$0.76	\$447,920	73
32	Minnesota	\$0.81	\$447,960	69
33	Iowa	\$0.78	\$455,560	71
34	Pennsylvania	\$0.79	\$457,200	70
35	Michigan	\$0.78	\$467,000	71
36	Colorado	\$0.80	\$483,040	70
37	Virginia	\$0.80	\$483,040	70
38	Idaho	\$0.75	\$484,000	73
39	Indiana	\$0.76	\$496,360	73
40	South Dakota	\$0.75	\$497,240	73
41	Illinois	\$0.78	\$504,480	71
42	Alabama	\$0.74	\$514,280	74
43	North Dakota	\$0.76	\$527,240	73
44	Massachusetts	\$0.81	\$527,760	69
45	New Jersey	\$0.80	\$527,880	70
46	Oklahoma	\$0.73	\$529,080	74
47	Washington	\$0.79	\$535,040	71
48	Louisiana	\$0.72	\$586,320	76
49	District of Columbia	\$0.83	\$594,120	68
50	Utah	\$0.70	\$693,320	77
51	Wyoming	\$0.65	\$801,480	81

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.