

The Wage Gap by State for Women Overall — March 2023

Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what women make for every dollar men make	Including part-time and part-year workers: what women make for every dollar men make
	United States	\$0.84	\$0.77
1	Vermont	\$0.93	\$0.89
2	Alaska	\$0.89	\$0.76
3	New York	\$0.89	\$0.79
4	California	\$0.88	\$0.75
5	Maryland	\$0.86	\$0.79
6	Rhode Island	\$0.86	\$0.77
7	Massachusetts	\$0.86	\$0.74
8	Nevada	\$0.86	\$0.79
9	Delaware	\$0.86	\$0.76
10	District of Columbia	\$0.85	\$0.86
11	New Mexico	\$0.85	\$0.78
12	North Carolina	\$0.85	\$0.75
13	Oregon	\$0.84	\$0.77
14	Colorado	\$0.84	\$0.74
15	Arkansas	\$0.84	\$0.78
16	Arizona	\$0.84	\$0.78
17	Georgia	\$0.83	\$0.76
18	Connecticut	\$0.83	\$0.74
19	Florida	\$0.83	\$0.77
20	Maine	\$0.82	\$0.77
21	New Jersey	\$0.82	\$0.72
22	Minnesota	\$0.81	\$0.74
23	Tennessee	\$0.81	\$0.76
24	Pennsylvania	\$0.81	\$0.71
25	Texas	\$0.81	\$0.72
26	Virginia	\$0.81	\$0.72
27	Kansas	\$0.81	\$0.71
28	Wisconsin	\$0.81	\$0.71
29	Hawaii	\$0.81	\$0.77
30	Ohio	\$0.81	\$0.71
31	Illinois	\$0.80	\$0.72
32	South Dakota	\$0.80	\$0.74
33	Missouri	\$0.80	\$0.74
34	Iowa	\$0.79	\$0.71
35	North Dakota	\$0.79	\$0.68
36	Kentucky	\$0.79	\$0.74
37	Idaho	\$0.79	\$0.65
38	Nebraska	\$0.78	\$0.72
39	Indiana	\$0.78	\$0.70
40	Mississippi	\$0.78	\$0.71
41	South Carolina	\$0.78	\$0.74
42	Michigan	\$0.78	\$0.70
43	Washington	\$0.78	\$0.69
44	Oklahoma	\$0.78	\$0.71
45	West Virginia	\$0.77	\$0.68
46	New Hampshire	\$0.76	\$0.72
47	Alabama	\$0.75	\$0.66
48	Montana	\$0.75	\$0.73
49	Utah	\$0.73	\$0.60
50	Louisiana	\$0.73	\$0.64
51	Wyoming	\$0.68	\$0.61

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 2022 Current Population Survey, Annual Social and Economic Supplement. What women make for every dollar men make is the ratio of women's and men's median earnings for both full-time, year-round workers and for all workers who have earnings, including part-time and part-year workers. Ranks based on unrounded data for full-time, year-round workers. People in Census surveys self-identify as either male or female.