

# Lifetime Wage Gap Losses by State for Women Overall — March 2024



Rank	State	Lifetime losses due to the wage gap	Full-time, year-round workers: what women were paid for every dollar paid to men	Age at which a woman's career earnings catch up to men's career earnings at age 60
	<b>United States</b>	<b>\$399,600</b>	<b>\$0.84</b>	<b>68</b>
1	Vermont	\$258,000	\$0.89	65
2	Nevada	\$285,200	\$0.87	66
3	California	\$299,840	\$0.89	65
4	Arizona	\$300,080	\$0.87	66
5	New Mexico	\$309,320	\$0.86	67
6	North Carolina	\$322,560	\$0.85	67
7	Florida	\$332,080	\$0.85	67
8	New York	\$338,040	\$0.88	66
9	Oregon	\$346,240	\$0.86	66
10	Alaska	\$360,880	\$0.86	66
11	Maine	\$374,800	\$0.84	68
12	Arkansas	\$404,920	\$0.80	70
13	Tennessee	\$404,960	\$0.82	69
14	Montana	\$417,480	\$0.81	69
15	Georgia	\$418,240	\$0.82	69
16	Hawaii	\$426,400	\$0.83	68
17	Nebraska	\$431,080	\$0.82	69
18	Oklahoma	\$432,840	\$0.80	70
19	Maryland	\$437,200	\$0.85	67
20	South Dakota	\$440,960	\$0.80	70
21	Minnesota	\$448,000	\$0.83	68
22	Kentucky	\$448,520	\$0.80	70
23	Connecticut	\$450,120	\$0.85	67
24	Delaware	\$455,920	\$0.82	69
25	Pennsylvania	\$456,680	\$0.82	69
26	Iowa	\$459,880	\$0.81	70
27	South Carolina	\$461,720	\$0.79	71
28	Ohio	\$465,160	\$0.81	69
29	Wisconsin	\$467,920	\$0.81	69
30	Mississippi	\$471,840	\$0.77	72
31	Rhode Island	\$472,480	\$0.83	68
32	Texas	\$475,360	\$0.80	70
33	Michigan	\$478,320	\$0.81	70
34	Missouri	\$478,480	\$0.79	71
35	Wyoming	\$498,960	\$0.79	70
36	West Virginia	\$500,280	\$0.77	72
37	Illinois	\$502,400	\$0.81	69
38	Kansas	\$506,880	\$0.78	71
39	New Jersey	\$508,600	\$0.83	68
40	Massachusetts	\$509,560	\$0.84	68
41	Idaho	\$533,000	\$0.76	72
42	Indiana	\$544,840	\$0.77	72
43	Colorado	\$547,840	\$0.81	70
44	Washington	\$549,000	\$0.82	69
45	Alabama	\$550,800	\$0.75	73
46	Louisiana	\$561,920	\$0.75	73
47	Virginia	\$562,120	\$0.80	70
48	North Dakota	\$563,280	\$0.77	72
49	District of Columbia	\$660,600	\$0.84	68
50	Utah	\$701,120	\$0.73	75
51	New Hampshire	\$721,760	\$0.75	73

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2022 American Community Survey 1-year estimates. National wage gap calculated by NWLC is based on 2023 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 full-time, year-round workers. "Lifetime losses due to 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 woman's career earnings catch up to 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 for full-time, year-round workers. People in both surveys self-identified as either male or female.