Lifetime Wage Gap Losses by State for White, non-Hispanic Women — March 2023

Rank	State	Lifetime losses due to the wage gap	Full-time, year-round workers: what white, non-Hispanic women make for every dollar white, non-Hispanic men	Age to which a white, non-Hispanic woman must work to make as much as white, non-Hispanic men by age 60
	United States	***$556,200***	***$0.80***	***70***
1	Vermont	$255,400	$0.89	65
2	Hawaii	$300,160	$0.89	65
3	Maine	$397,520	$0.82	69
4	Delaware	$438,160	$0.83	68
5	North Carolina	$440,200	$0.81	69
6	Florida	$451,200	$0.81	70
7	New Mexico	$453,200	$0.82	69
8	Arkansas	$453,600	$0.78	71
9	South Dakota	$465,320	$0.78	71
10	Missouri	$472,200	$0.79	71
11	Kentucky	$477,720	$0.78	72
12	Rhode Island	$478,920	$0.82	69
13	Tennessee	$482,800	$0.78	71
14	Montana	$491,160	$0.77	72
15	Minnesota	$499,440	$0.81	69
16	Wisconsin	$499,480	$0.79	71
17	North Dakota	$505,480	$0.79	71
18	Nebraska	$505,960	$0.78	71
19	Iowa	$508,480	$0.78	71
20	Ohio	$512,880	$0.78	71
21	Oregon	$516,280	$0.80	70
22	Arizona	$526,680	$0.80	70
23	Pennsylvania	$529,360	$0.79	71
24	Nevada	$532,560	$0.79	70
25	South Carolina	$532,720	$0.77	72
26	Mississippi	$535,720	$0.75	73
27	Kansas	$544,720	$0.77	72
28	New York	$548,560	$0.82	69
29	Alaska	$550,400	$0.81	69
30	West Virginia	$553,040	$0.73	74
31	Idaho	$554,200	$0.75	73
32	Georgia	$564,480	$0.78	71
33	New Hampshire	$568,240	$0.79	71
34	Indiana	$572,400	$0.75	73
35	Michigan	$593,440	$0.76	73
36	Colorado	$595,800	$0.79	71
37	Oklahoma	$600,800	$0.73	75
38	Connecticut	$603,720	$0.81	69
39	Massachusetts	$615,280	$0.81	69
40	Alabama	$622,360	$0.73	75
41	Virginia	$660,080	$0.77	72
42	Illinois	$681,720	$0.76	73
43	Maryland	$687,640	$0.79	70
44	Washington	$709,840	$0.76	72
45	District of Columbia	$711,480	$0.85	67
46	California	$721,200	$0.79	71
47	Texas	$749,760	$0.74	74
48	Wyoming	$784,720	$0.69	78
49	Louisiana	$793,240	$0.69	78
50	New Jersey	$795,640	$0.77	72
51	Utah	$831,400	$0.68	79

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2017-2021 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2022 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. "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 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.