

# The Wage Gap by State for Women Overall — October 2023



Rank	State	Earnings for Women Working Full Time, Year Round	Earnings for Men Working Full Time, Year Round	What Women Make for Every Dollar Men Make	Wage Gap
	<b>United States</b>	<b>\$52,360</b>	<b>\$62,350</b>	<b>\$0.84</b>	<b>\$0.16</b>
1	Vermont	\$54,933	\$61,483	\$0.89	\$0.11
2	Alabama	\$41,951	\$55,721	\$0.75	\$0.25
3	Alaska	\$57,087	\$66,109	\$0.86	\$0.14
4	Arizona	\$50,126	\$57,628	\$0.87	\$0.13
5	Arkansas	\$41,123	\$51,246	\$0.80	\$0.20
6	California	\$59,420	\$66,916	\$0.89	\$0.11
7	Colorado	\$56,823	\$70,519	\$0.81	\$0.19
8	Connecticut	\$63,794	\$75,047	\$0.85	\$0.15
9	Delaware	\$51,912	\$63,310	\$0.82	\$0.18
10	District of Columbia	\$86,043	\$102,558	\$0.84	\$0.16
11	Florida	\$45,855	\$54,157	\$0.85	\$0.15
12	Georgia	\$48,397	\$58,853	\$0.82	\$0.18
13	Hawaii	\$52,164	\$62,824	\$0.83	\$0.17
14	Idaho	\$42,715	\$56,040	\$0.76	\$0.24
15	Illinois	\$53,150	\$65,710	\$0.81	\$0.19
16	Indiana	\$46,239	\$59,860	\$0.77	\$0.23
17	Iowa	\$48,239	\$59,736	\$0.81	\$0.19
18	Kansas	\$45,626	\$58,298	\$0.78	\$0.22
19	Kentucky	\$43,557	\$54,770	\$0.80	\$0.20
20	Louisiana	\$41,923	\$55,971	\$0.75	\$0.25
21	Maine	\$49,824	\$59,194	\$0.84	\$0.16
22	Maryland	\$63,733	\$74,663	\$0.85	\$0.15
23	Massachusetts	\$67,043	\$79,782	\$0.84	\$0.16
24	Michigan	\$49,665	\$61,623	\$0.81	\$0.19
25	Minnesota	\$55,984	\$67,184	\$0.83	\$0.17
26	Mississippi	\$39,245	\$51,041	\$0.77	\$0.23
27	Missouri	\$44,882	\$56,844	\$0.79	\$0.21
28	Montana	\$44,550	\$54,987	\$0.81	\$0.19
29	Nebraska	\$48,279	\$59,056	\$0.82	\$0.18
30	Nevada	\$46,691	\$53,821	\$0.87	\$0.13
31	New Hampshire	\$55,028	\$73,072	\$0.75	\$0.25
32	New Jersey	\$63,224	\$75,939	\$0.83	\$0.17
33	New Mexico	\$45,623	\$53,356	\$0.86	\$0.14
34	New York	\$60,899	\$69,350	\$0.88	\$0.12
35	North Carolina	\$47,092	\$55,156	\$0.85	\$0.15
36	North Dakota	\$47,704	\$61,786	\$0.77	\$0.23
37	Ohio	\$48,971	\$60,600	\$0.81	\$0.19
38	Oklahoma	\$42,012	\$52,833	\$0.80	\$0.20
39	Oregon	\$53,693	\$62,349	\$0.86	\$0.14
40	Pennsylvania	\$52,070	\$63,487	\$0.82	\$0.18
41	Rhode Island	\$56,549	\$68,361	\$0.83	\$0.17
42	South Carolina	\$43,614	\$55,157	\$0.79	\$0.21
43	South Dakota	\$45,067	\$56,091	\$0.80	\$0.20
44	Tennessee	\$45,021	\$55,145	\$0.82	\$0.18
45	Texas	\$48,120	\$60,004	\$0.80	\$0.20
46	Utah	\$47,750	\$65,278	\$0.73	\$0.27
47	Virginia	\$56,498	\$70,551	\$0.80	\$0.20
48	Washington	\$61,862	\$75,587	\$0.82	\$0.18
49	West Virginia	\$42,486	\$54,993	\$0.77	\$0.23
50	Wisconsin	\$49,582	\$61,280	\$0.81	\$0.19
51	Wyoming	\$47,938	\$60,412	\$0.79	\$0.21

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 2022 Current Population Survey, Annual Social and Economic Supplement. Earnings are in 2022 dollars. "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. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Ranks based on unrounded data. People in Census surveys self-identify as either male or female.