

The Wage Gap by State for Latinas — March 2024



Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what Latinas were paid for every dollar men were paid	Including part-time and part-year workers: what Latinas were paid for every dollar men were paid
	United States	\$0.57	\$0.52
1	Maine	\$0.72	\$0.62
2	Hawaii	\$0.70	\$0.64
3	West Virginia	\$0.68	\$0.58
4	Montana	\$0.67	\$0.56
5	Ohio	\$0.63	\$0.52
6	Alaska	\$0.63	\$0.54
7	District of Columbia	\$0.62	\$0.47
8	Missouri	\$0.62	\$0.57
9	Delaware	\$0.62	\$0.48
10	Kentucky	\$0.61	\$0.55
11	New Mexico	\$0.61	\$0.54
12	Indiana	\$0.60	\$0.52
13	Florida	\$0.60	\$0.57
14	Michigan	\$0.60	\$0.52
15	South Dakota	\$0.59	\$0.57
16	New Hampshire	\$0.59	\$0.53
17	New York	\$0.59	\$0.50
18	Wisconsin	\$0.59	\$0.51
19	Nebraska	\$0.59	\$0.51
20	Iowa	\$0.59	\$0.51
21	Oregon	\$0.58	\$0.53
22	Tennessee	\$0.58	\$0.51
23	Minnesota	\$0.58	\$0.49
24	Wyoming	\$0.58	\$0.50
25	North Dakota	\$0.58	\$0.49
26	Pennsylvania	\$0.57	\$0.50
27	Arkansas	\$0.57	\$0.58
28	Arizona	\$0.57	\$0.54
29	Virginia	\$0.56	\$0.46
30	Idaho	\$0.56	\$0.52
31	Louisiana	\$0.56	\$0.45
32	South Carolina	\$0.55	\$0.47
33	Kansas	\$0.55	\$0.49
34	Colorado	\$0.55	\$0.51
35	Rhode Island	\$0.54	\$0.49
36	North Carolina	\$0.54	\$0.47
37	Mississippi	\$0.54	\$0.47
38	Oklahoma	\$0.54	\$0.48
39	Nevada	\$0.54	\$0.52
40	Massachusetts	\$0.53	\$0.44
41	Illinois	\$0.53	\$0.49
42	Alabama	\$0.53	\$0.44
43	Utah	\$0.51	\$0.48
44	Washington	\$0.51	\$0.45
45	Georgia	\$0.50	\$0.47
46	Connecticut	\$0.50	\$0.41
47	Maryland	\$0.50	\$0.42
48	Texas	\$0.47	\$0.41
49	New Jersey	\$0.46	\$0.40
50	California	\$0.44	\$0.41
-	Vermont*	-	\$0.74

*State has insufficient data to calculate full-time, year-round state wage gap for Latinas. Dashes indicate data is not available.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2018-2022 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2023 Current Population Survey, Annual Social and Economic Supplement. What Latinas 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 and for all workers with earnings, including part-time and year-year workers. Ranks based on unrounded data for full-time, year-round workers. People in both surveys self-identified as either male or female. Latinas in both surveys are those who self-identified as being of Hispanic, Latino, or Spanish origin. Latinas may be of any race. White, non-Hispanic men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.