

The Wage Gap by State for Women Overall — March 2024



Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what women were paid for every dollar men were paid	Including part-time and part-year workers: what women were paid for every dollar men were paid
	United States	\$0.84	\$0.78
1	California	\$0.89	\$0.77
2	Vermont	\$0.89	\$0.85
3	New York	\$0.88	\$0.78
4	Arizona	\$0.87	\$0.79
5	Nevada	\$0.87	\$0.82
6	Alaska	\$0.86	\$0.78
7	Oregon	\$0.86	\$0.75
8	New Mexico	\$0.86	\$0.80
9	North Carolina	\$0.85	\$0.78
10	Maryland	\$0.85	\$0.78
11	Connecticut	\$0.85	\$0.74
12	Florida	\$0.85	\$0.77
13	Maine	\$0.84	\$0.79
14	Massachusetts	\$0.84	\$0.73
15	District of Columbia	\$0.84	\$0.87
16	Minnesota	\$0.83	\$0.75
17	New Jersey	\$0.83	\$0.72
18	Hawaii	\$0.83	\$0.76
19	Rhode Island	\$0.83	\$0.77
20	Georgia	\$0.82	\$0.76
21	Pennsylvania	\$0.82	\$0.71
22	Delaware	\$0.82	\$0.80
23	Washington	\$0.82	\$0.70
24	Nebraska	\$0.82	\$0.72
25	Tennessee	\$0.82	\$0.73
26	Montana	\$0.81	\$0.73
27	Wisconsin	\$0.81	\$0.73
28	Illinois	\$0.81	\$0.74
29	Ohio	\$0.81	\$0.71
30	Iowa	\$0.81	\$0.72
31	Michigan	\$0.81	\$0.68
32	Colorado	\$0.81	\$0.73
33	South Dakota	\$0.80	\$0.76
34	Arkansas	\$0.80	\$0.75
35	Texas	\$0.80	\$0.70
36	Virginia	\$0.80	\$0.73
37	Kentucky	\$0.80	\$0.74
38	Oklahoma	\$0.80	\$0.74
39	Wyoming	\$0.79	\$0.65
40	South Carolina	\$0.79	\$0.73
41	Missouri	\$0.79	\$0.74
42	Kansas	\$0.78	\$0.71
43	West Virginia	\$0.77	\$0.71
44	Indiana	\$0.77	\$0.69
45	North Dakota	\$0.77	\$0.71
46	Mississippi	\$0.77	\$0.74
47	Idaho	\$0.76	\$0.67
48	New Hampshire	\$0.75	\$0.72
49	Alabama	\$0.75	\$0.69
50	Louisiana	\$0.75	\$0.66
51	Utah	\$0.73	\$0.60

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 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.