

Lifetime Wage Gap Losses by State for White, non-Hispanic Women — February 2025

| Rank | State | Lifetime losses due to the wage gap | Full-time, year-round workers: what white, non-Hispanic women were paid for every dollar paid to white, non-Hispanic men | Age at which a white, non-Hispanic woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60 |
|------|----------------------|-------------------------------------|--|--|
| | United States | \$620,000 | \$0.80 | 70 |
| 1 | Vermont | \$280,360 | \$0.89 | 65 |
| 2 | Hawaii | \$304,800 | \$0.90 | 65 |
| 3 | Maine | \$414,400 | \$0.83 | 68 |
| 4 | Rhode Island | \$462,520 | \$0.85 | 67 |
| 5 | South Dakota | \$470,440 | \$0.81 | 70 |
| 6 | Arkansas | \$484,920 | \$0.79 | 70 |
| 7 | North Carolina | \$504,280 | \$0.81 | 69 |
| 8 | Delaware | \$506,720 | \$0.83 | 68 |
| 9 | Kentucky | \$509,680 | \$0.79 | 71 |
| 10 | Alaska | \$516,440 | \$0.84 | 68 |
| 11 | Missouri | \$521,560 | \$0.79 | 71 |
| 12 | Montana | \$529,520 | \$0.78 | 71 |
| 13 | Florida | \$531,080 | \$0.80 | 70 |
| 14 | Minnesota | \$533,000 | \$0.82 | 69 |
| 15 | Wisconsin | \$534,760 | \$0.80 | 70 |
| 16 | New Mexico | \$537,520 | \$0.81 | 69 |
| 17 | Tennessee | \$539,080 | \$0.78 | 71 |
| 18 | Nebraska | \$546,640 | \$0.79 | 71 |
| 19 | Ohio | \$549,600 | \$0.79 | 70 |
| 20 | West Virginia | \$552,640 | \$0.76 | 73 |
| 21 | Oregon | \$554,560 | \$0.81 | 70 |
| 22 | Iowa | \$555,480 | \$0.79 | 71 |
| 23 | North Dakota | \$568,200 | \$0.79 | 71 |
| 24 | Arizona | \$568,720 | \$0.81 | 70 |
| 25 | New York | \$569,080 | \$0.83 | 68 |
| 26 | Kansas | \$575,200 | \$0.78 | 71 |
| 27 | Pennsylvania | \$579,800 | \$0.80 | 70 |
| 28 | South Carolina | \$591,520 | \$0.78 | 72 |
| 29 | Nevada | \$596,320 | \$0.80 | 70 |
| 30 | Mississippi | \$603,480 | \$0.75 | 73 |
| 31 | Idaho | \$608,480 | \$0.76 | 73 |
| 32 | Indiana | \$619,720 | \$0.76 | 73 |
| 33 | Michigan | \$623,040 | \$0.77 | 72 |
| 34 | Oklahoma | \$624,400 | \$0.75 | 73 |
| 35 | New Hampshire | \$654,200 | \$0.79 | 71 |
| 36 | Georgia | \$659,280 | \$0.77 | 72 |
| 37 | Massachusetts | \$661,880 | \$0.82 | 69 |
| 38 | Connecticut | \$663,520 | \$0.82 | 69 |
| 39 | Colorado | \$672,120 | \$0.80 | 70 |
| 40 | Alabama | \$694,640 | \$0.73 | 74 |
| 41 | Illinois | \$731,840 | \$0.77 | 72 |
| 42 | Virginia | \$734,800 | \$0.77 | 72 |
| 43 | Washington | \$740,440 | \$0.78 | 71 |
| 44 | Maryland | \$751,680 | \$0.80 | 70 |
| 45 | District of Columbia | \$752,120 | \$0.86 | 67 |
| 46 | California | \$786,160 | \$0.80 | 70 |
| 47 | Wyoming | \$814,680 | \$0.70 | 77 |
| 48 | Texas | \$825,920 | \$0.74 | 74 |
| 49 | Louisiana | \$855,080 | \$0.70 | 77 |
| 50 | New Jersey | \$864,720 | \$0.78 | 72 |
| 51 | Utah | \$907,680 | \$0.70 | 77 |

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2019-2023 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2024 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.