

# Lifetime Wage Gap Losses by State for Women Overall — February 2025



Rank	State	Lifetime losses due to the wage gap	Full-time, year-round workers: what women were paid for every dollar paid to men	Age at which a woman's career earnings catch up to men's career earnings at age 60
	<b>United States</b>	<b>\$462,000</b>	<b>\$0.83</b>	<b>68</b>
1	North Carolina	\$303,640	\$0.87	66
2	Rhode Island	\$307,840	\$0.89	65
3	Hawaii	\$310,040	\$0.88	66
4	Vermont	\$312,000	\$0.88	66
5	Delaware	\$326,160	\$0.87	66
6	Florida	\$340,920	\$0.85	67
7	Nevada	\$349,960	\$0.85	67
8	California	\$354,720	\$0.87	66
9	New York	\$358,280	\$0.87	66
10	Maine	\$358,360	\$0.85	67
11	New Mexico	\$358,400	\$0.84	68
12	Alaska	\$375,560	\$0.86	67
13	Arkansas	\$380,040	\$0.82	69
14	Tennessee	\$399,720	\$0.83	68
15	Arizona	\$399,960	\$0.84	68
16	Oregon	\$403,480	\$0.85	67
17	Kentucky	\$409,240	\$0.82	69
18	Minnesota	\$415,960	\$0.85	67
19	Nebraska	\$422,160	\$0.83	68
20	Ohio	\$423,560	\$0.83	68
21	Georgia	\$425,440	\$0.82	69
22	Maryland	\$426,120	\$0.86	66
23	South Carolina	\$427,440	\$0.81	69
24	Wisconsin	\$427,600	\$0.83	68
25	Texas	\$445,000	\$0.82	69
26	Kansas	\$454,440	\$0.81	70
27	Michigan	\$457,440	\$0.82	69
28	Massachusetts	\$463,760	\$0.86	67
29	South Dakota	\$466,480	\$0.81	70
30	Mississippi	\$467,040	\$0.78	72
31	Iowa	\$469,280	\$0.81	69
32	Colorado	\$473,200	\$0.84	68
33	Oklahoma	\$482,760	\$0.78	71
34	Missouri	\$485,880	\$0.80	70
35	Connecticut	\$491,880	\$0.84	68
36	Pennsylvania	\$494,720	\$0.81	69
37	West Virginia	\$495,120	\$0.78	71
38	Illinois	\$505,720	\$0.82	69
39	Indiana	\$526,400	\$0.78	71
40	Virginia	\$546,200	\$0.81	69
41	New Jersey	\$546,400	\$0.83	68
42	Montana	\$576,080	\$0.76	72
43	Idaho	\$586,160	\$0.76	73
44	Alabama	\$601,800	\$0.74	74
45	District of Columbia	\$622,000	\$0.86	67
46	North Dakota	\$632,960	\$0.76	73
47	Wyoming	\$646,160	\$0.74	74
48	Washington	\$658,720	\$0.79	70
49	Louisiana	\$697,240	\$0.71	76
50	New Hampshire	\$730,880	\$0.76	73
51	Utah	\$755,120	\$0.73	75

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2023 American Community Survey 1-year estimates. National wage gap calculated by NWLC is based on 2024 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 full-time, year-round workers. Ranks based on unrounded data for full-time, year-round workers. People in Census surveys self-identify as either male or female.