

The Wage Gap by State for Asian Women — February 2025



Rank based on full-time, year-round workers' wage gap	State	Full-time, year-round workers: what Asian women were paid for every dollar white, non-Hispanic men were paid	Including part-time and part-year workers: what Asian women were paid for every dollar white, non-Hispanic men were paid
	United States	\$0.94	\$0.83
1	Delaware	\$1.11	\$0.95
2	Michigan	\$0.99	\$0.75
3	Virginia	\$0.97	\$0.80
4	New Jersey	\$0.94	\$0.87
5	Illinois	\$0.94	\$0.80
6	Missouri	\$0.93	\$0.76
7	North Carolina	\$0.93	\$0.75
8	Pennsylvania	\$0.92	\$0.72
9	West Virginia	\$0.91	\$0.89
10	Washington	\$0.91	\$0.79
11	New Mexico	\$0.91	\$0.77
12	Massachusetts	\$0.90	\$0.77
13	Connecticut	\$0.90	\$0.75
14	Ohio	\$0.90	\$0.72
15	Oregon	\$0.90	\$0.82
16	Tennessee	\$0.90	\$0.81
17	Kentucky	\$0.89	\$0.75
18	Maryland	\$0.88	\$0.74
19	New Hampshire	\$0.88	\$0.80
20	New York	\$0.86	\$0.70
21	Georgia	\$0.85	\$0.69
22	Arizona	\$0.83	\$0.76
23	Texas	\$0.82	\$0.69
24	South Carolina	\$0.80	\$0.74
25	California	\$0.80	\$0.73
26	Indiana	\$0.80	\$0.67
27	Florida	\$0.79	\$0.70
28	District of Columbia	\$0.78	\$0.71
29	Wisconsin	\$0.78	\$0.69
30	Rhode Island	\$0.78	\$0.72
31	Kansas	\$0.77	\$0.72
32	Alabama	\$0.76	\$0.65
33	Arkansas	\$0.76	\$0.73
34	Colorado	\$0.76	\$0.68
35	Idaho	\$0.76	\$0.72
36	Minnesota	\$0.75	\$0.70
37	Nebraska	\$0.74	\$0.66
38	Iowa	\$0.73	\$0.66
39	Hawaii	\$0.73	\$0.73
40	Oklahoma	\$0.73	\$0.65
41	Nevada	\$0.73	\$0.69
42	Utah	\$0.72	\$0.67
43	Mississippi	\$0.69	\$0.59
44	Louisiana	\$0.65	\$0.51
45	Alaska	\$0.59	\$0.56
	Maine*	-	\$0.67
	Montana*	-	-
	North Dakota*	-	\$0.62
	South Dakota*	-	\$0.63
	Vermont*	-	\$0.77
	Wyoming*	-	-

* State has insufficient data to calculate full-time, year-round state wage gap for Asian women.

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 Asian 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 and for all workers with earnings, including part-time and part-year workers. Ranks based on unrounded data for full-time, year-round workers. People in both surveys self-identified as either male or female. Asian women in both surveys are those who self-identified as Asian alone. 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. Dashes indicate data is not available.