

The Wage Gap by State for Women Overall — Sept. 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 paid to men	Including part-time and part-year workers: what women were paid for every dollar paid to men
	United States	\$0.83	\$0.75
1	Rhode Island	\$0.89	\$0.80
2	Hawaii	\$0.88	\$0.79
3	Vermont	\$0.88	\$0.83
4	California	\$0.87	\$0.79
5	Delaware	\$0.87	\$0.79
6	New York	\$0.87	\$0.78
7	North Carolina	\$0.87	\$0.78
8	Alaska	\$0.86	\$0.81
9	District of Columbia	\$0.86	\$0.83
10	Maryland	\$0.86	\$0.81
11	Massachusetts	\$0.86	\$0.75
12	Florida	\$0.85	\$0.78
13	Maine	\$0.85	\$0.78
14	Minnesota	\$0.85	\$0.75
15	Nevada	\$0.85	\$0.80
16	Oregon	\$0.85	\$0.78
17	Arizona	\$0.84	\$0.78
18	Colorado	\$0.84	\$0.76
19	Connecticut	\$0.84	\$0.71
20	New Mexico	\$0.84	\$0.76
21	Nebraska	\$0.83	\$0.73
22	New Jersey	\$0.83	\$0.74
23	Ohio	\$0.83	\$0.73
24	Tennessee	\$0.83	\$0.76
25	Wisconsin	\$0.83	\$0.76
26	Arkansas	\$0.82	\$0.78
27	Georgia	\$0.82	\$0.75
28	Illinois	\$0.82	\$0.76
29	Kentucky	\$0.82	\$0.73
30	Michigan	\$0.82	\$0.70
31	Texas	\$0.82	\$0.71
32	Iowa	\$0.81	\$0.72
33	Kansas	\$0.81	\$0.73
34	Pennsylvania	\$0.81	\$0.72
35	South Carolina	\$0.81	\$0.75
36	South Dakota	\$0.81	\$0.73
37	Virginia	\$0.81	\$0.74
38	Missouri	\$0.80	\$0.73
39	Washington	\$0.79	\$0.72
40	Indiana	\$0.78	\$0.71
41	Mississippi	\$0.78	\$0.72
42	Oklahoma	\$0.78	\$0.72
43	West Virginia	\$0.78	\$0.70
44	Idaho	\$0.76	\$0.63
45	Montana	\$0.76	\$0.70
46	New Hampshire	\$0.76	\$0.69
47	North Dakota	\$0.76	\$0.67
48	Alabama	\$0.74	\$0.65
49	Wyoming	\$0.74	\$0.64
50	Utah	\$0.73	\$0.61
51	Louisiana	\$0.71	\$0.67

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. Earnings are in 2023 dollars. "What women are paid for every dollar paid to men" 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.