

The Wage Gap by State for Women Overall — Sept. 2025



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	\$0.81	\$0.76
1	New York	\$0.91	\$0.81
2	Vermont	\$0.91	\$0.81
3	Maryland	\$0.89	\$0.82
4	California	\$0.88	\$0.77
5	Massachusetts	\$0.88	\$0.78
6	Hawaii	\$0.88	\$0.78
7	District of Columbia	\$0.88	\$0.86
8	Delaware	\$0.88	\$0.82
9	Maine	\$0.87	\$0.81
10	Oregon	\$0.86	\$0.79
11	Rhode Island	\$0.85	\$0.84
12	Alaska	\$0.85	\$0.82
13	Colorado	\$0.85	\$0.75
14	Minnesota	\$0.85	\$0.76
15	Arizona	\$0.84	\$0.79
16	Florida	\$0.84	\$0.79
17	North Carolina	\$0.84	\$0.77
18	Illinois	\$0.83	\$0.74
19	Kentucky	\$0.83	\$0.74
20	New Mexico	\$0.83	\$0.77
21	Nebraska	\$0.83	\$0.75
22	Connecticut	\$0.83	\$0.75
23	Tennessee	\$0.83	\$0.74
24	Nevada	\$0.83	\$0.76
25	Virginia	\$0.83	\$0.74
26	South Dakota	\$0.83	\$0.79
27	Montana	\$0.83	\$0.74
28	South Carolina	\$0.83	\$0.74
29	Pennsylvania	\$0.82	\$0.76
30	Kansas	\$0.82	\$0.73
31	Washington	\$0.82	\$0.72
32	Missouri	\$0.82	\$0.74
33	New Jersey	\$0.82	\$0.75
34	Texas	\$0.82	\$0.72
35	Indiana	\$0.82	\$0.73
36	Arkansas	\$0.82	\$0.75
37	New Hampshire	\$0.81	\$0.73
38	Mississippi	\$0.81	\$0.70
39	Wisconsin	\$0.81	\$0.76
40	Georgia	\$0.81	\$0.76
41	Oklahoma	\$0.81	\$0.74
42	Iowa	\$0.81	\$0.72
43	Wyoming	\$0.80	\$0.69
44	Ohio	\$0.79	\$0.74
45	Michigan	\$0.79	\$0.71
46	North Dakota	\$0.79	\$0.75
47	Alabama	\$0.77	\$0.69
48	West Virginia	\$0.76	\$0.73
49	Idaho	\$0.76	\$0.64
50	Utah	\$0.74	\$0.64
51	Louisiana	\$0.73	\$0.65

Source: State wage gaps calculated by National Women’s Law Center (NWLC) are based on 2024 American Community Survey 1-year estimates. National wage gap calculated by NWLC is based on 2025 Current Population Survey, Annual Social and Economic Supplement. Earnings are in 2024 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.