

Lifetime Wage Gap Losses by State for White, non-Hispanic Women — March 2026



Rank	State	Lifetime losses due to the wage gap	Full-time year-round workers: What white, non-Hispanic women were paid for every dollar white, non-Hispanic men were paid	Age at which a woman's career earnings catch up to men's career earnings at age 60
	United States	\$740,000	\$0.77	72
1	Vermont	\$274,960	\$0.90	65
2	Maine	\$412,880	\$0.84	68
3	Hawaii	\$438,000	\$0.86	66
4	South Dakota	\$453,120	\$0.82	69
5	Arkansas	\$484,800	\$0.80	70
6	Alaska	\$502,520	\$0.85	67
7	Kentucky	\$507,960	\$0.79	70
8	North Carolina	\$521,560	\$0.81	69
9	Montana	\$523,400	\$0.79	71
10	Rhode Island	\$523,400	\$0.84	68
11	New Mexico	\$523,520	\$0.82	69
12	Minnesota	\$526,600	\$0.83	68
13	Delaware	\$527,320	\$0.82	69
14	Oregon	\$534,800	\$0.82	69
15	Nebraska	\$536,160	\$0.80	70
16	Missouri	\$542,400	\$0.79	71
17	Tennessee	\$542,880	\$0.79	71
18	Wisconsin	\$543,240	\$0.80	70
19	Ohio	\$553,600	\$0.80	70
20	Iowa	\$554,360	\$0.79	71
21	New York	\$567,680	\$0.84	68
22	Pennsylvania	\$568,320	\$0.81	70
23	Florida	\$569,400	\$0.80	70
24	West Virginia	\$580,320	\$0.76	73
25	Kansas	\$587,120	\$0.78	71
26	North Dakota	\$591,800	\$0.78	71
27	Arizona	\$593,120	\$0.81	70
28	South Carolina	\$598,000	\$0.78	71
29	Indiana	\$600,560	\$0.77	72
30	Mississippi	\$608,600	\$0.76	73
31	Oklahoma	\$608,680	\$0.76	73
32	Michigan	\$622,840	\$0.78	71
33	Colorado	\$639,360	\$0.81	69
34	Idaho	\$655,400	\$0.75	73
35	Massachusetts	\$656,920	\$0.83	68
36	Nevada	\$660,560	\$0.79	71
37	Connecticut	\$670,120	\$0.82	69
38	Georgia	\$670,440	\$0.77	72
39	New Hampshire	\$681,280	\$0.78	71
40	Alabama	\$707,920	\$0.74	74
41	Virginia	\$725,520	\$0.78	71
42	Illinois	\$733,480	\$0.77	72
43	Washington	\$734,760	\$0.79	70
44	Wyoming	\$751,320	\$0.73	75
45	Maryland	\$754,520	\$0.80	70
46	District of Columbia	\$781,560	\$0.86	67
47	California	\$785,720	\$0.81	70
48	Texas	\$833,320	\$0.75	73
49	Louisiana	\$874,560	\$0.70	77
50	New Jersey	\$884,160	\$0.78	72
51	Utah	\$898,040	\$0.71	76

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2020-2024 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2025 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.