

WOMEN IN LOW-PAID JOBS, STATE BY STATE

TABLE 1: THE 40 LOWEST-PAYING JOBS, 2024

LOW-PAID OCCUPATION		MEDIAN HOURLY WAGE	NUMBER OF WORKERS	SHARE OF WORKERS WHO ARE WOMEN
1	Cooks, Fast Food	\$14.50	2,005,000	43%
2	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$14.61	310,000	82%
3	Fast Food and Counter Workers	\$14.65	831,000	67%
4	Ushers, Lobby Attendants, and Ticket Takers	\$14.98	40,000	-
5	Cashiers	\$14.99	2,569,000	69%
6	Shampooers	\$15.13	146,000	67%
7	Childcare Workers	\$15.41	984,000	94%
8	Dining Room and Cafeteria Attendants and Bartender Helpers	\$15.71	274,000	44%
9	Animal Caretakers	\$16.09	334,000	74%
10	Bartenders	\$16.12	450,000	54%
11	Dishwashers	\$16.19	277,000	27%
12	Waiters and Waitresses	\$16.23	1,786,000	68%
13	Sewers, Hand	\$16.23	65,000	77%
14	Laundry and Dry-Cleaning Workers	\$16.25	111,000	77%
15	Pressers, Textile, Garment, and Related Materials	\$16.29	25,000	-
16	Food Preparation Workers	\$16.45	895,000	59%
17	Hotel, Motel, and Resort Desk Clerks	\$16.48	85,000	74%
18	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	\$16.51	23,000	-
19	Telemarketers	\$16.54	22,000	-
20	Food Servers, Nonrestaurant	\$16.57	221,000	67%
21	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	\$16.60	62,000	45%
22	Entertainment Attendants and Related Workers, All Other	\$16.61	201,000	44%
23	Retail Salespersons	\$16.62	2,734,000	48%
24	Parking Attendants	\$16.63	54,000	10%
25	Funeral Attendants	\$16.64	19,000	-

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LOW-PAID OCCUPATION		MEDIUM HOURLY WAGE	NUMBER OF WORKERS	SHARE OF WORKERS WHO ARE WOMEN
26	Maids and Housekeeping Cleaners	\$16.66	1,413,000	88%
27	Manicurists and Pedicurists	\$16.66	309,000	86%
28	Food Preparation and Serving Related Workers, All Other	\$16.74	10,000	-
29	Automotive and Watercraft Service Attendants	\$16.76	75,000	15%
-	Home Health and Personal Care Aides	\$16.78		
30	Home Health Aides		656,000	89%
31	Personal Care Aides		1,667,000	81%
32	School Bus Monitors	\$16.82	30,000	-
33	Hairdressers, Hairstylists, and Cosmetologists	\$16.95	726,000	91%
34	Cleaners of Vehicles and Equipment	\$16.96	371,000	18%
35	Recreation Workers	\$17.01	156,000	69%
36	Graders and Sorters, Agricultural Products	\$17.03	50,000	66%
37	Packers and Packagers, Hand	\$17.10	661,000	53%
38	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$17.27	2,304,000	36%
39	Sewing Machine Operators	\$17.31	114,000	74%
40	Library Assistants, Clerical	\$17.31	66,000	84%

¹Low-paid occupations can be defined in a variety of ways. For this analysis, NWLC defines low-paid jobs as the 40 occupations with the lowest hourly median wages, according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2024 National Occupational Employment & Wage Estimates (NOWES), https://www.bls.gov/oes/current/oes_nat.htm. To conduct a thorough demographic analysis of the workforce in these jobs, NWLC uses data from U.S. Census Bureau 2024 American Community Survey (ACS) data using IPUMS-USA along with 2024 Annual Averages from Table 11 of the BLS Current Population Survey (CPS). In the NOWES table, several occupations that are considered low-paid could not be matched to a corresponding 2024 ACS occupation code and did not have a matching occupation name in BLS CPS Table 11. Thus, to reach 40 occupations for analysis, several additional occupations from the NOWES table were substituted for those that did not have a matching ACS occupation code and matching occupation name in BLS CPS Table 11. Those occupations were excluded from this analysis and include: gambling and sports book writers; amusement and recreation attendants; gambling dealers; lifeguards, ski patrol, and other recreation protective services workers; physical therapist aides; gambling service workers, all other; locker room, coatroom, and dressing room attendants; gambling change persons and booth cashiers; cooks, short order; farmworkers and laborers, crop, nursery, and greenhouse; and shoe and leather workers and repairers.

2. U.S. Department of Labor, BLS, May 2024 NOWES, https://www.bls.gov/oes/current/oes_nat.htm.

3. Data on the number of workers and share of workers who are women are from U.S. Department of Labor, BLS, CPS, Household Data, 2024 Annual Averages, Table 11, <https://www.bls.gov/cps/cpsaat11.htm>. Dashes indicate data is unavailable. * In a few instances, the two BLS sources required for this table—i.e., the NOWES and CPS Table 11—define occupations in slightly different ways. Specifically, fast food cooks in the NOWES are part of “cooks” in CPS Table 11; shampooers in the NOWES are included in “other personal appearance workers” in CPS Table 11; baggage porters and bellhops in the NOWES are identified as “baggage porters, bellhops, and concierges” in CPS Table 11; automotive and watercraft service attendants in the NOWES are “transportation service attendants” in CPS Table 11; and dietetic technicians in the NOWES are “dietetic technicians and ophthalmic medical technicians” in CPS Table 11. In each of these cases, the figures for the number of workers and share of workers who are women reflect the occupation as defined by CPS Table 11.

** In the NOWES table, BLS lists home health and personal care aides as a singular occupation, but in CPS Table 11 (and in the 2024 ACS), these two occupations are listed separately and thus have separate numbers of workers and shares of workers who are women listed here.”

TABLE 2: Women’s Share of the Low-Paid Workforce, 2024

	Low-Paid Workforce			Overall Workforce		
STATE	Total Number of Workers	Number of Women Workers	Women’s Share	Total Number of Workers	Number of Women Workers	Women’s Share
United States	24,841,717	15,143,420	61.0%	168,650,666	80,238,135	47.6%
Alabama	321,072	203,314	63.3%	2,353,617	1,120,341	47.6%
Alaska	50,246	27,237	54.2%	368,090	160,522	43.6%
Arizona	546,474	317,204	58.0%	3,634,429	1,688,217	46.5%
Arkansas	208,079	130,926	62.9%	1,413,073	677,065	47.9%
California	3,169,251	1,902,879	60.0%	19,396,750	8,997,781	46.4%
Colorado	412,554	239,903	58.2%	3,232,457	1,486,879	46.0%
Connecticut	263,737	160,719	60.9%	1,911,351	927,455	48.5%
Delaware	74,211	42,804	57.7%	512,058	259,468	50.7%
District of Columbia	34,855	22,351	64.1%	392,942	204,428	52.0%
Florida	1,762,017	1,061,631	60.3%	11,283,100	5,375,542	47.6%
Georgia	753,764	460,079	61.0%	5,518,551	2,702,263	49.0%
Hawaii	126,031	76,251	60.5%	738,592	353,694	47.9%
Idaho	145,161	83,735	57.7%	970,750	446,045	45.9%
Illinois	903,169	559,274	61.9%	6,428,982	3,105,195	48.3%
Indiana	489,988	304,240	62.1%	3,409,532	1,628,910	47.8%
Iowa	224,584	144,322	64.3%	1,673,642	801,043	47.9%
Kansas	200,707	120,697	60.1%	1,518,796	714,195	47.0%
Kentucky	290,739	174,041	59.9%	2,120,416	1,003,724	47.3%
Louisiana	307,436	205,513	66.8%	2,078,929	1,018,301	49.0%
Maine	105,231	65,194	62.0%	718,965	356,454	49.6%
Maryland	418,136	261,390	62.5%	3,288,359	1,624,943	49.4%
Massachusetts	535,825	324,015	60.5%	3,842,009	1,898,223	49.4%
Michigan	750,688	454,107	60.5%	4,887,272	2,324,918	47.6%
Minnesota	448,628	262,973	58.6%	3,079,503	1,477,524	48.0%
Mississippi	194,670	122,766	63.1%	1,325,489	659,476	49.8%
Missouri	462,883	278,410	60.1%	3,100,053	1,494,846	48.2%

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STATE	Total Number of Workers	Number of Women Workers	Women’s Share	Total Number of Workers	Number of Women Workers	Women’s Share
Montana	88,832	53,241	59.9%	578,485	273,904	47.3%
Nebraska	147,877	92,051	62.2%	1,042,625	477,788	45.8%
Nevada	336,258	196,283	58.4%	1,610,121	762,911	47.4%
New Hampshire	102,963	58,172	56.5%	769,698	367,927	47.8%
New Jersey	677,737	407,833	60.2%	4,876,551	2,344,448	48.1%
New Mexico	153,062	93,606	61.2%	971,566	456,422	47.0%
New York	1,595,973	977,285	61.2%	9,749,663	4,782,028	49.0%
North Carolina	760,702	473,040	62.2%	5,479,262	2,631,919	48.0%
North Dakota	54,730	32,592	59.6%	423,543	194,316	45.9%
Ohio	840,873	519,966	61.8%	5,893,342	2,845,296	48.3%
Oklahoma	280,853	166,032	59.1%	1,916,741	899,875	46.9%
Oregon	322,797	191,810	59.4%	2,130,361	1,023,027	48.0%
Pennsylvania	956,543	574,684	60.1%	6,507,920	3,141,308	48.3%
Rhode Island	91,635	54,419	59.4%	583,296	275,633	47.3%
South Carolina	385,841	239,377	62.0%	2,626,055	1,267,316	48.3%
South Dakota	70,729	41,922	59.3%	482,010	222,251	46.1%
Tennessee	528,598	332,616	62.9%	3,557,757	1,696,031	47.7%
Texas	2,252,609	1,408,558	62.5%	15,378,382	7,067,730	46.0%
Utah	234,324	138,053	58.9%	1,805,355	804,456	44.6%
Vermont	50,779	28,126	55.4%	355,676	173,438	48.8%
Virginia	572,759	358,576	62.6%	4,507,274	2,155,003	47.8%
Washington	547,019	340,787	62.3%	4,033,672	1,876,085	46.5%
West Virginia	122,354	74,995	61.3%	774,165	365,391	47.2%
Wisconsin	427,117	258,866	60.6%	3,099,789	1,488,805	48.0%
Wyoming	38,617	24,555	63.6%	299,650	137,375	45.8%

Source: National Women’s Law Center (NWLC) calculations are based on U.S. Census Bureau, 2024 American Community Survey 1-year estimates using IPUMS USA, University of Minnesota, www.ipums.org. Low-paid occupations can be defined in a variety of ways. For this analysis, NWLC defines low-paid jobs as the 40 occupations with the lowest hourly median wages, according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2024 National Occupational Employment & Wage Estimates (NOWES), https://www.bls.gov/oes/current/oes_nat.htm.

TABLE 3: Poverty and Near-Poverty Rates Among Women in the Low-Paid and Overall Workforce, 2024

	Low-Paid Workforce		Overall Workforce	
STATE	Share of Women Living Under 100% of the Federal Poverty Line	Share of Women Living Under 200% of the Federal Poverty Line	Share of Women Living Under 100% of the Federal Poverty Line	Share of Women Living Under 200% of the Federal Poverty Line
United States	12.0%	33.3%	5.2%	16.4%
Alabama	15.1%	40.4%	7.1%	20.6%
Alaska	-	-	-	11.0%
Arizona	8.9%	30.4%	4.4%	15.6%
Arkansas	13.8%	41.5%	6.4%	21.9%
California	9.8%	30.2%	4.7%	15.3%
Colorado	11.4%	27.5%	4.5%	11.8%
Connecticut	10.6%	28.5%	4.1%	12.4%
Delaware	-	-	-	13.4%
District of Columbia	-	-	-	11.1%
Florida	10.0%	32.0%	4.8%	17.3%
Georgia	12.8%	36.6%	5.8%	18.3%
Hawaii	-	25.6%	3.7%	13.0%
Idaho	-	30.9%	5.5%	18.0%
Illinois	12.1%	32.3%	5.1%	15.9%
Indiana	14.3%	36.4%	5.5%	17.9%
Iowa	14.1%	35.5%	5.8%	17.4%
Kansas	12.0%	36.8%	5.4%	17.8%
Kentucky	14.4%	40.2%	6.3%	20.2%
Louisiana	21.0%	48.7%	9.2%	25.4%
Maine	-	26.7%	3.3%	12.0%
Maryland	8.1%	27.1%	3.7%	11.7%
Massachusetts	8.8%	26.8%	3.7%	10.9%
Michigan	13.5%	35.6%	6.0%	18.0%
Minnesota	10.8%	27.9%	4.0%	13.1%
Mississippi	21.4%	51.3%	8.4%	26.3%
Missouri	11.9%	35.3%	5.5%	17.7%
Montana	-	31.3%	4.5%	16.8%

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Nevada	9.9%	31.4%	5.6%	18.7%
New Hampshire	-	-	-	7.2%
New Jersey	10.2%	29.1%	3.7%	12.1%
New Mexico	14.1%	41.2%	6.9%	22.2%
New York	12.5%	33.9%	5.3%	15.4%
North Carolina	14.0%	38.1%	5.6%	18.1%
North Dakota	-	-	-	15.4%
Ohio	13.2%	34.0%	5.5%	17.1%
Oklahoma	16.2%	38.4%	6.6%	20.7%
Oregon	10.0%	28.6%	5.0%	15.1%
Pennsylvania	11.9%	32.6%	4.9%	15.1%
Rhode Island	-	-	-	13.3%
South Carolina	16.3%	37.6%	6.3%	18.5%
South Dakota	-	30.2%	-	15.9%
Tennessee	13.4%	34.5%	5.7%	17.5%
Texas	15.2%	38.8%	6.4%	19.7%
Utah	-	25.1%	4.4%	14.5%
Vermont	-	-	-	9.6%
Virginia	9.6%	31.1%	4.2%	13.9%
Washington	9.0%	26.8%	4.0%	12.1%
West Virginia	18.0%	40.6%	8.2%	21.7%
Wisconsin	11.0%	30.8%	4.8%	14.9%
Wyoming	-	-	-	16.6%

Dashes indicate data is unavailable due to insufficient sample sizes. Source: National Women’s Law Center (NWLC) calculations are based on U.S. Census Bureau, 2024 American Community Survey 1-year estimates using IPUMS. Low-paid occupations can be defined in a variety of ways. For this analysis, NWLC defines low-paid jobs as the 40 occupations with the lowest hourly median wages, according to U.S. Department of Labor, Bureau of Labor Statistics (BLS), May 2024 National Occupational Employment & Wage Estimates (NOWES), https://www.bls.gov/oes/current/oes_nat.htm.