

EMPLOYMENT

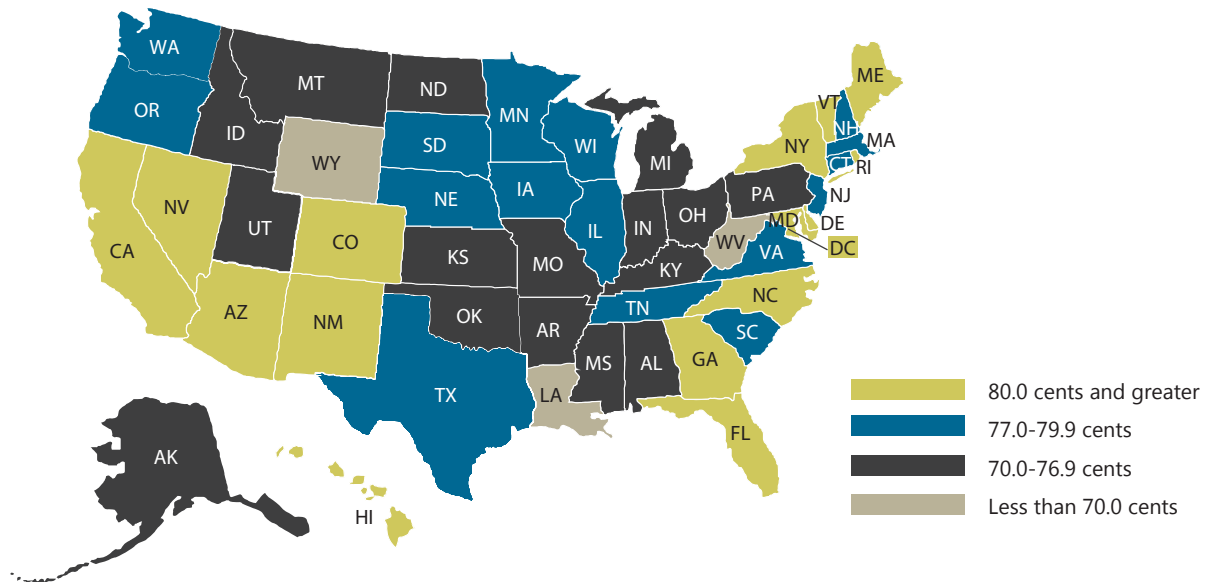
FACT SHEET

The Wage Gap by State for Women Overall

November 2013

Families depend on women's wages more than ever, but women working full time, year round are typically paid less than full-time, year-round male workers in every state. Nationally, women working full time, year round typically make only 76.5 cents for every dollar a man makes and the size of the disparity varies by state. Women fare best in Washington, D.C., where women working full time, year round typically make 90.1 cents for every dollar their male counterparts make. Maryland and Nevada follow Washington, D.C. with the ratio of women's to men's earnings at 85.3 percent in both states. Women fare worst relative to men in Wyoming, where women's earnings represented only 63.8 percent of men's earnings.

What a Woman Makes for Every Dollar a Man Makes



Source: NWLC calculations from U.S. Census Bureau, 2012 American Community Survey. Figures in this map are the ratio of annual median earnings for women and men working full time, year round. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings.

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Wage Gap - State Rankings 2012

Rank	State	Female Earnings	Male Earnings	What a woman makes for every dollar a man makes	Wage Gap
	<i>United States</i>	\$37,791	\$49,398	76.5¢	23.5¢
1	District of Columbia	\$60,116	\$66,754	90.1¢	9.9¢
2	Maryland	\$49,000	\$57,447	85.3¢	14.7¢
2	Nevada	\$35,941	\$42,137	85.3¢	14.7¢
4	Vermont	\$38,017	\$44,776	84.9¢	15.1¢
5	New York	\$43,000	\$51,274	83.9¢	16.1¢
6	California	\$41,956	\$50,139	83.7¢	16.3¢
7	Florida	\$34,202	\$40,889	83.6¢	16.4¢
8	Hawaii	\$38,040	\$45,748	83.2¢	16.8¢
9	Maine	\$35,057	\$42,280	82.9¢	17.1¢
10	Arizona	\$35,974	\$43,618	82.5¢	17.5¢
11	North Carolina	\$34,421	\$41,859	82.2¢	17.8¢
12	Georgia	\$35,479	\$43,707	81.2¢	18.8¢
13	Delaware	\$41,120	\$50,689	81.1¢	18.9¢
14	Rhode Island	\$41,074	\$50,975	80.6¢	19.4¢
15	New Mexico	\$33,074	\$41,211	80.3¢	19.7¢
16	Colorado	\$40,402	\$50,509	80.0¢	20.0¢
17	Minnesota	\$40,595	\$50,885	79.8¢	20.2¢
18	Massachusetts	\$47,651	\$60,243	79.1¢	20.9¢
18	Texas	\$35,453	\$44,802	79.1¢	20.9¢
20	Oregon	\$37,381	\$47,402	78.9¢	21.1¢
20	Virginia	\$41,104	\$52,125	78.9¢	21.1¢
22	Illinois	\$40,309	\$51,262	78.6¢	21.4¢
22	New Jersey	\$47,878	\$60,878	78.6¢	21.4¢
24	Connecticut	\$47,900	\$61,097	78.4¢	21.6¢
25	Washington	\$41,062	\$52,529	78.2¢	21.8¢
26	South Dakota	\$31,792	\$40,721	78.1¢	21.9¢
27	Wisconsin	\$36,535	\$46,898	77.9¢	22.1¢
28	South Carolina	\$32,402	\$41,740	77.6¢	22.4¢
29	Iowa	\$35,106	\$45,305	77.5¢	22.5¢
29	Nebraska	\$33,218	\$42,878	77.5¢	22.5¢
29	Tennessee	\$32,398	\$41,828	77.5¢	22.5¢
32	New Hampshire	\$41,774	\$54,136	77.2¢	22.8¢
33	Ohio	\$35,984	\$46,789	76.9¢	23.1¢
34	Arkansas	\$30,843	\$40,153	76.8¢	23.2¢
35	Missouri	\$32,868	\$42,974	76.5¢	23.5¢
36	Montana	\$31,775	\$41,656	76.3¢	23.7¢
37	Kansas	\$34,131	\$44,765	76.2¢	23.8¢
37	Oklahoma	\$31,543	\$41,415	76.2¢	23.8¢
39	Kentucky	\$32,157	\$42,321	76.0¢	24.0¢
40	Pennsylvania	\$37,414	\$49,330	75.8¢	24.2¢
41	Mississippi	\$30,287	\$40,081	75.6¢	24.4¢
42	Idaho	\$31,296	\$41,664	75.1¢	24.9¢
43	Alaska	\$42,345	\$57,068	74.2¢	25.8¢
44	North Dakota	\$33,877	\$45,888	73.8¢	26.2¢
45	Michigan	\$36,772	\$49,897	73.7¢	26.3¢
46	Indiana	\$33,419	\$45,620	73.3¢	26.7¢
47	Alabama	\$31,674	\$44,567	71.1¢	28.9¢
48	Utah	\$34,062	\$48,540	70.2¢	29.8¢
49	West Virginia	\$30,885	\$44,159	69.9¢	30.1¢
50	Louisiana	\$31,586	\$47,249	66.9¢	33.1¢
51	Wyoming	\$33,152	\$51,932	63.8¢	36.2¢

"What a woman makes for every dollar a man makes" is the ratio of female and male median earnings for full-time, year-round workers. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. State wage gaps calculated by National Women's Law Center (NWLC) are based on 2012 American Community Survey Data (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2013 Current Population Survey, Annual Social and Economic Supplement (<http://www.census.gov/hhes/www/income/>).