

# EMPLOYMENT

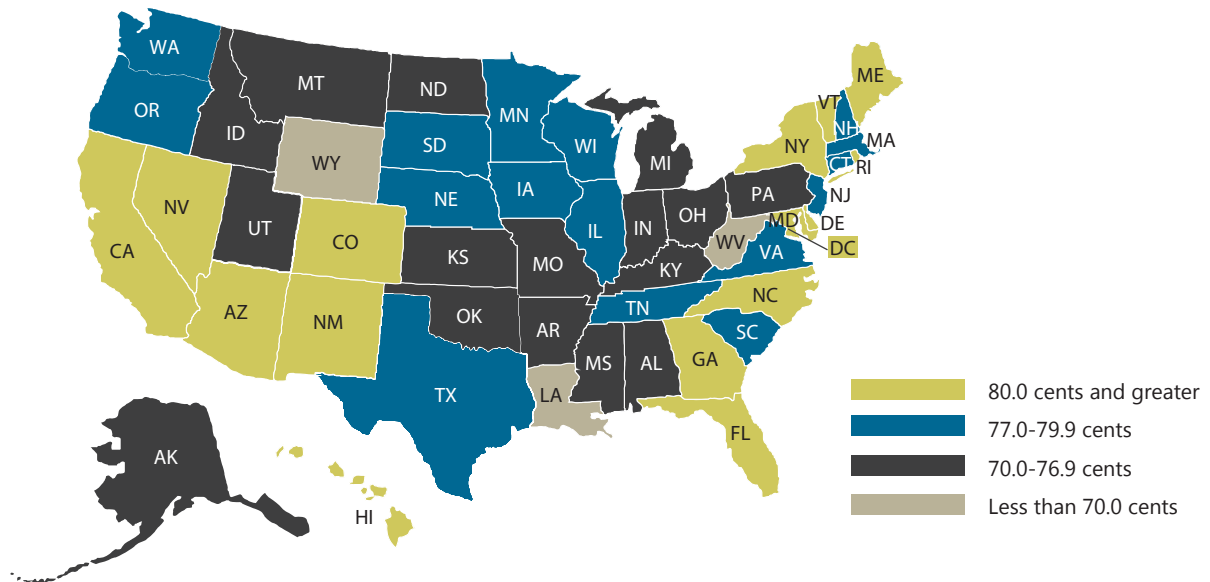
**FACT SHEET**

## 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.

[www.nwlc.org](http://www.nwlc.org)



## 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/>).

## Wage Gap for African-American Women - State Rankings

Rank	State	African-American Female Earnings	White non-Hispanic Male Earnings	What a woman makes for every dollar a man makes	Wage Gap
	<i>United States</i>	\$33,885	\$52,535	64.5¢	35.5¢
1	Montana	\$35,825	\$42,727	83.8¢	16.2¢
2	Idaho	\$37,127	\$45,157	82.2¢	17.8¢
3	Vermont	\$36,379	\$45,066	80.7¢	19.3¢
4	New Hampshire	\$40,124	\$54,621	73.5¢	26.5¢
5	Oregon	\$35,613	\$50,684	70.3¢	29.7¢
6	Kentucky	\$30,608	\$43,878	69.8¢	30.2¢
7	Maryland	\$47,111	\$67,657	69.6¢	30.4¢
8	North Dakota	\$31,694	\$46,083	68.8¢	31.2¢
9	Delaware	\$36,800	\$53,614	68.6¢	31.4¢
10	Tennessee	\$30,867	\$45,087	68.5¢	31.5¢
11	Missouri	\$31,304	\$45,739	68.4¢	31.6¢
12	Hawaii	\$36,138	\$53,024	68.2¢	31.8¢
13	Pennsylvania	\$34,774	\$51,047	68.1¢	31.9¢
14	Michigan	\$34,740	\$51,623	67.3¢	32.7¢
15	Indiana	\$31,990	\$47,604	67.2¢	32.8¢
16	New York	\$40,277	\$60,509	66.6¢	33.4¢
17	Arizona	\$34,947	\$52,532	66.5¢	33.5¢
18	Arkansas	\$27,908	\$42,019	66.4¢	33.6¢
19	Maine	\$29,365	\$44,703	65.7¢	34.3¢
20	Illinois	\$38,046	\$58,146	65.4¢	34.6¢
21	Ohio	\$32,009	\$49,069	65.2¢	34.8¢
22	Kansas	\$30,969	\$47,954	64.6¢	35.4¢
23	North Carolina	\$30,545	\$47,603	64.2¢	35.8¢
24	Colorado	\$36,223	\$56,496	64.1¢	35.9¢
25	Nevada	\$33,703	\$52,963	63.6¢	36.4¢
26	California	\$43,395	\$68,464	63.4¢	36.6¢
27	Alaska	\$40,348	\$63,852	63.2¢	36.8¢
28	Oklahoma	\$28,907	\$45,923	62.9¢	37.1¢
29	Wisconsin	\$30,985	\$49,293	62.9¢	37.1¢
30	South Dakota	\$25,801	\$41,215	62.6¢	37.4¢
31	Nebraska	\$28,805	\$46,079	62.5¢	37.5¢
32	Georgia	\$32,213	\$51,894	62.1¢	37.9¢
33	Washington	\$36,819	\$59,508	61.9¢	38.1¢
34	Minnesota	\$32,654	\$52,799	61.8¢	38.2¢
35	Florida	\$30,217	\$48,864	61.8¢	38.2¢
36	New Mexico	\$32,421	\$52,649	61.6¢	38.4¢
37	Iowa	\$28,198	\$45,962	61.4¢	38.6¢
38	Massachusetts	\$39,014	\$63,993	61.0¢	39.0¢
39	Rhode Island	\$33,127	\$54,713	60.5¢	39.5¢
40	Connecticut	\$40,466	\$67,489	60.0¢	40.0¢
41	Texas	\$33,848	\$57,406	59.0¢	41.0¢
42	Virginia	\$35,398	\$60,222	58.8¢	41.2¢
43	West Virginia	\$25,988	\$44,218	58.8¢	41.2¢
44	Utah	\$30,245	\$51,865	58.3¢	41.7¢
45	New Jersey	\$42,109	\$72,251	58.3¢	41.7¢
46	South Carolina	\$27,103	\$47,917	56.6¢	43.4¢
47	Alabama	\$27,876	\$49,653	56.1¢	43.9¢
48	District of Columbia	\$48,390	\$86,831	55.7¢	44.3¢
49	Mississippi	\$24,930	\$45,807	54.4¢	45.6¢
50	Wyoming	\$26,398	\$53,845	49.0¢	51.0¢
51	Louisiana	\$26,030	\$53,334	48.8¢	51.2¢

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## Wage Gap for Hispanic Women - State Rankings

Rank	State	Hispanic Female Earnings	White non-Hispanic Male Earnings	What a woman makes for every dollar a man makes	Wage Gap
	<i>United States</i>	\$28,424	\$52,535	54.1¢	45.9¢
1	Maine	\$34,169	\$44,703	76.4¢	23.6¢
2	New Hampshire	\$39,042	\$54,621	71.5¢	28.5¢
3	Vermont	\$30,721	\$45,066	68.2¢	31.8¢
4	Hawaii	\$34,357	\$53,024	64.8¢	35.2¢
5	Missouri	\$28,497	\$45,739	62.3¢	37.7¢
6	Ohio	\$30,183	\$49,069	61.5¢	38.5¢
7	South Dakota	\$24,264	\$41,215	58.9¢	41.1¢
8	Florida	\$28,491	\$48,864	58.3¢	41.7¢
9	West Virginia	\$25,772	\$44,218	58.3¢	41.7¢
10	Iowa	\$26,696	\$45,962	58.1¢	41.9¢
11	Kentucky	\$25,449	\$43,878	58.0¢	42.0¢
12	Alaska	\$36,584	\$63,852	57.3¢	42.7¢
13	Montana	\$24,273	\$42,727	56.8¢	43.2¢
14	Mississippi	\$25,781	\$45,807	56.3¢	43.7¢
15	Indiana	\$26,509	\$47,604	55.7¢	44.3¢
16	New Mexico	\$28,894	\$52,649	54.9¢	45.1¢
17	Pennsylvania	\$27,984	\$51,047	54.8¢	45.2¢
18	Wisconsin	\$26,955	\$49,293	54.7¢	45.3¢
19	Michigan	\$27,768	\$51,623	53.8¢	46.2¢
20	Nebraska	\$24,740	\$46,079	53.7¢	46.3¢
21	Arizona	\$28,199	\$52,532	53.7¢	46.3¢
22	New York	\$32,386	\$60,509	53.5¢	46.5¢
23	Colorado	\$30,156	\$56,496	53.4¢	46.6¢
24	Delaware	\$28,588	\$53,614	53.3¢	46.7¢
25	Idaho	\$23,879	\$45,157	52.9¢	47.1¢
26	Arkansas	\$22,117	\$42,019	52.6¢	47.4¢
27	Minnesota	\$27,483	\$52,799	52.1¢	47.9¢
28	Nevada	\$27,552	\$52,963	52.0¢	48.0¢
29	North Dakota	\$23,949	\$46,083	52.0¢	48.0¢
30	Virginia	\$31,068	\$60,222	51.6¢	48.4¢
31	Kansas	\$24,725	\$47,954	51.6¢	48.4¢
32	Louisiana	\$27,462	\$53,334	51.5¢	48.5¢
33	Rhode Island	\$28,161	\$54,713	51.5¢	48.5¢
34	Oregon	\$25,981	\$50,684	51.3¢	48.7¢
35	South Carolina	\$24,138	\$47,917	50.4¢	49.6¢
36	Massachusetts	\$32,044	\$63,993	50.1¢	49.9¢
37	Tennessee	\$22,445	\$45,087	49.8¢	50.2¢
38	Wyoming	\$26,611	\$53,845	49.4¢	50.6¢
39	Oklahoma	\$22,624	\$45,923	49.3¢	50.7¢
40	Georgia	\$25,336	\$51,894	48.8¢	51.2¢
41	North Carolina	\$23,087	\$47,603	48.5¢	51.5¢
42	Connecticut	\$32,415	\$67,489	48.0¢	52.0¢
43	District of Columbia	\$41,649	\$86,831	48.0¢	52.0¢
44	Illinois	\$27,710	\$58,146	47.7¢	52.3¢
45	Utah	\$24,091	\$51,865	46.4¢	53.6¢
46	Washington	\$27,220	\$59,508	45.7¢	54.3¢
47	Texas	\$26,021	\$57,406	45.3¢	54.7¢
48	Maryland	\$30,649	\$67,657	45.3¢	54.7¢
49	Alabama	\$22,354	\$49,653	45.0¢	55.0¢
50	California	\$29,829	\$68,464	43.6¢	56.4¢
51	New Jersey	\$31,168	\$72,251	43.1¢	56.9¢

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