



AAUW

Breaking through Barriers

Earnings ratio by state between male and female full-time workers, age 16 and older, all educational levels

	Men	Women	Earnings Ratio	Rank
Alabama	\$40,500	\$29,300	72%	39
Alaska	\$50,600	\$36,400	72%	41
Arizona	\$40,500	\$33,400	83%	4
Arkansas	\$35,400	\$26,300	74%	32
California	\$45,500	\$38,600	85%	3
Colorado	\$45,500	\$36,400	80%	11
Connecticut	\$55,700	\$41,700	75%	31
Delaware	\$48,600	\$39,500	81%	7
District of Columbia	\$56,800	\$48,600	85%	1
Florida	\$40,500	\$32,400	80%	10
Georgia	\$40,500	\$32,900	81%	6
Hawaii	\$44,500	\$35,400	80%	12
Idaho	\$38,500	\$28,300	74%	34
Illinois	\$48,600	\$35,400	73%	37
Indiana	\$42,500	\$30,400	71%	43
Iowa	\$40,500	\$30,400	75%	30
Kansas	\$40,500	\$30,400	75%	29
Kentucky	\$39,500	\$30,000	76%	24
Louisiana	\$40,500	\$27,300	67%	47
Maine	\$40,500	\$31,400	78%	22
Maryland	\$53,600	\$44,300	83%	5
Massachusetts	\$52,600	\$41,700	79%	13
Michigan	\$48,600	\$34,400	71%	44
Minnesota	\$47,600	\$36,400	77%	23
Mississippi	\$36,400	\$26,300	72%	40
Missouri	\$40,500	\$30,400	75%	28
Montana	\$38,500	\$25,300	66%	48
Nebraska	\$37,500	\$30,400	81%	9
Nevada	\$42,500	\$33,700	79%	14
New Hampshire	\$50,600	\$35,400	70%	46
New Jersey	\$54,600	\$42,500	78%	18
New Mexico	\$38,500	\$30,200	78%	17
New York	\$47,600	\$38,500	81%	8
North Carolina	\$39,800	\$31,400	79%	16
North Dakota	\$40,000	\$26,300	66%	49
Ohio	\$44,300	\$32,400	73%	35
Oklahoma	\$37,400	\$28,300	76%	26
Oregon	\$41,700	\$32,400	78%	19
Pennsylvania	\$44,500	\$32,500	73%	36
Rhode Island	\$48,100	\$37,400	78%	20
South Carolina	\$40,500	\$30,400	75%	27
South Dakota	\$36,000	\$25,300	70%	45
Tennessee	\$38,500	\$30,400	79%	15
Texas	\$40,500	\$31,400	78%	21
Utah	\$42,500	\$30,400	71%	42
Vermont	\$39,200	\$33,400	85%	2
Virginia	\$48,600	\$36,800	76%	25
Washington	\$50,600	\$37,400	74%	33
West Virginia	\$40,500	\$26,300	65%	50
Wisconsin	\$44,500	\$32,400	73%	38
Wyoming	\$45,500	\$28,300	62%	51
	Men	Women	Earnings Ratio	
United States	\$44,300	\$34,400	78%	

Source: American Community Survey, the U.S. Census Bureau. Data compiled and analyzed for AAUW by JSI Associates. For more information about JSI Associates, visit www.jobsearchintelligence.com.

Note: The analysis includes all full-time, year-round workers, including teachers who were defined as “year round” workers if they worked 40 weeks or more per year (For other workers, “Year round” is defined as working 48 weeks or more annually). Median earnings for male and female full time workers were calculated using data from the public use micro-sample (PUMS) of the American Community Survey (ACS). Because the PUMS data is a subset of the full ACS sample, these estimates do not match those published by the Census Bureau. Differences are generally small. The data also differ from published ACS estimates because the population of full-time year round workers was defined differently. The PUMS was used so that the gender wage gap between male and female college educated workers could be examined separately from the rest of the work force.

Earnings ratio by state between male and female full-time, college-educated workers, age 25 and older

	Men	Women	Earnings Ratio	Rank
Alabama	\$65,800	\$45,500	69%	40
Alaska	\$72,900	\$50,600	69%	37
Arizona	\$70,800	\$50,600	71%	23
Arkansas	\$60,700	\$41,500	68%	44
California	\$81,000	\$60,700	75%	11
Colorado	\$70,800	\$50,600	71%	24
Connecticut	\$85,600	\$60,700	71%	29
Delaware	\$70,800	\$56,700	80%	3
District of Columbia	\$91,100	\$67,800	74%	13
Florida	\$62,700	\$46,500	74%	14
Georgia	\$70,800	\$50,600	71%	25
Hawaii	\$58,700	\$49,000	83%	2
Idaho	\$60,700	\$42,500	70%	34
Illinois	\$75,900	\$52,600	69%	39
Indiana	\$62,700	\$45,500	73%	20
Iowa	\$59,700	\$40,500	68%	45
Kansas	\$62,700	\$43,500	69%	38
Kentucky	\$59,700	\$43,500	73%	17
Louisiana	\$65,000	\$42,500	65%	51
Maine	\$60,700	\$43,500	72%	22
Maryland	\$86,000	\$60,700	71%	31
Massachusetts	\$81,000	\$56,700	70%	35
Michigan	\$73,900	\$50,600	68%	43
Minnesota	\$70,800	\$50,600	71%	26
Mississippi	\$60,700	\$40,500	67%	49
Missouri	\$60,700	\$44,200	73%	18
Montana	\$49,900	\$38,500	77%	5
Nebraska	\$55,700	\$41,500	75%	12
Nevada	\$64,100	\$48,200	75%	10
New Hampshire	\$74,900	\$50,600	68%	46
New Jersey	\$86,000	\$60,700	71%	32
New Mexico	\$60,700	\$46,500	77%	7
New York	\$74,900	\$58,700	78%	4
North Carolina	\$66,700	\$47,100	71%	33
North Dakota	\$49,200	\$36,400	74%	15
Ohio	\$69,800	\$50,600	72%	21
Oklahoma	\$60,700	\$40,900	67%	47
Oregon	\$62,700	\$47,700	76%	9
Pennsylvania	\$70,800	\$50,600	71%	27
Rhode Island	\$70,800	\$50,600	71%	28
South Carolina	\$64,300	\$45,400	71%	30
South Dakota	\$48,600	\$35,400	73%	16
Tennessee	\$65,800	\$45,500	69%	41
Texas	\$70,800	\$49,600	70%	36
Utah	\$65,800	\$45,500	69%	42
Vermont	\$52,600	\$45,500	87%	1
Virginia	\$83,000	\$55,700	67%	48
Washington	\$73,900	\$53,600	73%	19
West Virginia	\$60,700	\$40,500	67%	50
Wisconsin	\$63,800	\$48,600	76%	8
Wyoming	\$57,700	\$44,300	77%	6

	Men	Women	Earnings Ratio
United States	\$70,800	\$50,600	71%

Source: American Community Survey, the U.S. Census Bureau. Data compiled and analyzed for AAUW by JSI Associates. For more information about JSI Associates, visit www.jobsearchintelligence.com.

Note: The analysis includes all full-time, year-round workers, including teachers who were defined as “year round” workers if they worked 40 weeks or more per year (For other workers, “Year round” is defined as working 48 weeks or more annually). Median earnings for male and female full time workers were calculated using data from the public use micro-sample (PUMS) of the American Community Survey (ACS). Because the PUMS data is a subset of the full ACS sample, these estimates do not match those published by the Census Bureau. Differences are generally small. The data also differ from published ACS estimates because the population of full-time year round workers was defined differently. The PUMS was used so that the gender wage gap between male and female college educated workers could be examined separately from the rest of the work force.