



The Gender Wage Gap

More than 40 years after the passage of the Equal Pay Act, women's wages continue to lag behind their male counterparts' wages—women are paid only 77 cents for every dollar that men are paid. Minority women face an even greater wage disparity. African American women earn 67 cents for every dollar white men earn, while Latina women earn only 56 cents.

To ensure that women's wages are on par with men's, we need a national commitment to train women for jobs that lead to higher earnings and stronger laws against wage discrimination.

State	Earnings Ratio between Full-Time, Year-Round Employed Women and Men 2005		Median Annual Earnings Full-Time, Year-Round for Employed Women 2005
	Percent	Rank	Dollars
Alabama	74.3%	32	\$29,700
Alaska	77.6%	16	\$36,100
Arizona	83.8%	2	\$32,000
Arkansas	71.5%	43	\$24,800
California	82.6%	4	\$35,100
Colorado	76.2%	19	\$34,000
Connecticut	71.9%	40	\$38,200
Delaware	77.5%	17	\$32,000
District of Columbia	85.5%	1	\$42,400
Florida	80.6%	7	\$30,000
Georgia	83.0%	3	\$31,700
Hawaii	79.5%	10	\$31,800
Idaho	67.7%	48	\$27,000
Illinois	76.1%	23	\$33,100
Indiana	72.6%	38	\$30,000
Iowa	75.2%	28	\$29,700
Kansas	75.0%	29	\$30,000
Kentucky	76.1%	23	\$28,900
Louisiana	66.3%	49	\$26,500
Maine	75.8%	25	\$30,300
Maryland	82.2%	5	\$39,300
Massachusetts	72.0%	39	\$37,200
Michigan	69.8%	47	\$32,600
Minnesota	77.8%	14	\$35,000



State	Earnings Ratio between Full-Time, Year-Round Employed Women and Men 2005		Median Annual Earnings Full-Time, Year-Round for Employed Women 2005
	Percent	Rank	Dollars
Mississippi	73.7%	33	\$25,800
Missouri	75.3%	27	\$30,800
Montana	72.9%	36	\$24,800
Nebraska	75.7%	26	\$28,900
Nevada	81.8%	6	\$31,000
New Hampshire	71.1%	45	\$34,000
New Jersey	77.8%	14	\$38,900
New Mexico	71.7%	42	\$25,800
New York	78.4%	12	\$33,300
North Carolina	79.7%	9	\$29,800
North Dakota	71.8%	41	\$26,000
Ohio	74.8%	30	\$31,800
Oklahoma	76.2%	19	\$27,600
Oregon	73.1%	35	\$31,000
Pennsylvania	74.8%	30	\$31,800
Rhode Island	71.1%	45	\$32,000
South Carolina	73.7%	33	\$27,700
South Dakota	76.9%	18	\$26,900
Tennessee	78.0%	13	\$29,000
Texas	80.6%	7	\$30,000
Utah	65.3%	50	\$28,000
Vermont	79.5%	10	\$31,800
Virginia	76.2%	19	\$34,000
Washington	71.3%	44	\$34,100
West Virginia	76.2%	19	\$27,600
Wisconsin	72.9%	36	\$31,000
Wyoming	60.7%	51	\$25,800
United States	77.0%		\$31,800

Source: Institute for Women's Policy Research, *The Best and Worst State Economies for Women*, 2006. Calculations based on U.S. Census Bureau Data.