

Long and Winding Road to Equal Pay National Summary Table

**AFL-CIO
Public Policy Department**

	Equal Pay 99-01 Rank	Hourly Wage Gap 99-01	Wage Gap Closing Rank	Wage Gap Closing Pace	Wage Growth Women Rank	Wage Growth Women 89-01	Wage Growth Men 89-01	Estimated Date of Arrival for Equal Pay
AL	28	76.7%	5	11.4%	2	23.6%	11.0%	2025
AK	26	76.8%	13	9.2%	51	-4.5%	- 12.6%	2030
AZ	2	83.8%	16	8.5%	33	9.1%	0.4%	2023
AR	16	79.8%	23	7.4%	14	16.1%	8.1%	2032
CA	5	82.5%	39	4.7%	48	3.0%	- 1.6%	2044
CO	27	76.7%	28	6.8%	7	19.2%	11.6%	2041
CT	37	75.6%	31	5.8%	26	11.3%	5.2%	2050
DE	17	79.6%	27	7.1%	25	11.5%	4.1%	2034
DC	1	96.7%	20	8.1%	19	14.7%	6.1%	2006
FL	6	81.3%	46	2.4%	31	9.7%	7.0%	> 2050
GA	10	80.7%	47	2.2%	29	10.3%	7.9%	> 2050
HI	19	78.9%	34	5.1%	50	0.6%	- 4.3%	2049
ID	30	76.3%	7	10.7%	18	15.1%	3.9%	2027
IL	36	75.7%	18	8.4%	32	9.5%	1.0%	2035
IN	44	73.7%	10	10.2%	5	21.4%	10.3%	2032
IA	21	78.1%	3	12.6%	8	18.8%	5.5%	2021
KS	29	76.6%	25	7.1%	23	12.4%	4.9%	2040
KY	22	78.0%	9	10.3%	10	17.9%	6.9%	2026
LA	48	73.2%	35	5.1%	24	11.7%	6.0%	> 2050
ME	7	81.3%	22	7.4%	38	7.7%	0.2%	2030
MD	4	83.5%	19	8.2%	27	10.9%	2.5%	2024
MA	15	79.9%	41	4.4%	47	4.1%	- 0.3%	> 2050
MI	45	73.6%	2	12.9%	20	14.5%	1.4%	2025
MN	33	75.9%	50	-0.4%	6	19.4%	19.9%	NA
MS	49	72.6%	51	-3.9%	15	16.0%	20.7%	NA
MO	18	79.1%	12	9.7%	3	22.3%	11.6%	2026
MT	47	73.5%	14	9.2%	44	6.2%	- 2.8%	2035
NE	23	77.8%	11	10.0%	12	16.2%	5.7%	2027
NV	8	81.2%	6	11.3%	46	4.4%	- 6.2%	2020
NH	39	74.8%	24	7.3%	42	6.7%	- 0.5%	2042
NJ	25	77.4%	33	5.1%	45	5.5%	0.4%	> 2050
NM	24	77.4%	15	8.8%	17	15.7%	6.4%	2031
NY	13	80.1%	36	5.0%	49	2.3%	- 2.5%	> 2050
NC	9	81.2%	40	4.6%	11	17.2%	12.0%	2048

ND	40	74.4%	43	4.1%	39	7.6%	3.4%	> 2050
OH	46	73.5%	44	4.0%	28	10.8%	6.5%	> 2050
OK	42	73.8%	42	4.1%	41	6.9%	2.7%	> 2050
OR	31	76.3%	32	5.7%	36	8.7%	2.8%	2050
PA	43	73.8%	45	2.9%	30	9.8%	6.7%	> 2050
RI	14	80.0%	17	8.5%	21	14.0%	5.1%	2028
SC	20	78.1%	21	7.8%	4	21.9%	13.1%	2034
SD	12	80.4%	26	7.1%	1	24.0%	15.8%	2033
TN	34	75.8%	49	0.8%	16	15.8%	14.9%	> 2050
TX	11	80.7%	37	4.9%	35	9.0%	3.9%	2046
UT	50	71.1%	48	1.0%	37	8.4%	7.2%	> 2050
VT	3	83.5%	29	5.8%	43	6.7%	0.9%	2033
VA	32	75.9%	38	4.7%	22	12.5%	7.4%	> 2050
WA	38	75.6%	30	5.8%	40	7.0%	1.2%	2050
WV	41	74.2%	1	13.7%	9	18.7%	4.4%	2023
WI	35	75.8%	4	11.9%	13	16.1%	3.8%	2025
WY	51	68.6%	8	10.5%	34	9.1%	- 1.3%	2037

NA = not available. The estimated date of arrival for equal pay could not be determined for two states – Minnesota and Mississippi due to an increased wage gap over the decade.

> 2050 indicates that equal pay will be achieved beyond the year 2050.

Notes:

Hourly Wage Gap - Wages in the hourly wage gap column (99-01) were averaged over a three-year period to minimize the impact of year-to-year fluctuations.

Wage Gap Closing Pace - The wage gap closing pace is the 10-year percent change in the female/male ratio, calculated by comparing the 99-01 average with the 89-91 average.

Wage Growth - Women & Wage Growth - Men - The wage growth figures for women and men are the percent changes for the years 89-01.

This study compares the median hourly wages for women and men by state, using Economic Policy Institute analysis of Current Population Survey (CPS) data. Median hourly wage gap and rank for 1999-2001 are derived by averaging median hourly wages for 1999-2001. Wage gap analyses can be based on annual, weekly or hourly wages. Data in this table are based on hourly wages from 2001 because annual wages are not yet available; and the Census Bureau has not published 2000 annual earnings by state and gender. Wage gaps calculated from hourly wages are somewhat smaller than those based on annual earnings.

For additional information about methodology, contact the AFL-CIO Public Policy Department at (202) 637-5122.