

WOMEN IN THE LOW-WAGE WORKFORCE BY STATE

WOMEN ARE OVERREPRESENTED IN THE LOW-WAGE WORKFORCE IN EVERY STATE.

- In all but one state (Nevada), women make up at least 60 percent of the low-wage workforce, even though they are less than half of the overall workforce in every state. (In the District of Columbia, women are 51.2 percent of the overall workforce and 60.8 percent of the low-wage workforce.)
- Women make up more than two-thirds of the low-wage workforce in 29 states.
- In Iowa, Louisiana, and Mississippi, more than 7 in 10 workers in the low-wage workforce are women.

FIGURE A: WOMEN'S SHARE OF LOW-WAGE WORKFORCE, STATE BY STATE

State	LOW-WAGE WORKFORCE			OVERALL WORKFORCE		
	Total Number	Number of Women	Women's Share	Total Number	Number of Women	Women's Share
United States	23,547,404	15,508,962	65.9%	148,938,864	70,380,895	47.3%
Alabama	306,126	213,285	69.7%	2,053,141	972,273	47.4%
Alaska	53,080	33,499	63.1%	369,580	165,466	44.8%
Arizona	466,973	296,233	63.4%	2,892,377	1,343,304	46.4%
Arkansas	197,912	136,608	69.0%	1,271,312	600,269	47.2%
California	2,960,045	1,866,989	63.1%	17,715,678	8,078,268	45.6%
Colorado	401,346	254,116	63.3%	2,724,940	1,255,541	46.1%
Connecticut	268,369	179,576	66.9%	1,801,490	872,253	48.4%
Delaware	67,686	43,805	64.7%	439,679	216,821	49.3%
District of Columbia	40,481	24,631	60.8%	352,130	180,162	51.2%
Florida	1,550,272	990,036	63.9%	8,811,877	4,206,066	47.7%
Georgia	665,425	446,292	67.1%	4,531,464	2,158,715	47.6%
Hawaii	127,198	79,713	62.7%	704,727	324,769	46.1%
Idaho	115,931	77,046	66.5%	735,048	333,747	45.4%
Illinois	946,014	620,549	65.6%	6,151,644	2,937,187	47.7%
Indiana	465,187	317,419	68.2%	3,083,714	1,462,316	47.4%
Iowa	236,404	166,518	70.4%	1,582,954	754,817	47.7%
Kansas	205,909	140,601	68.3%	1,423,498	663,542	46.6%
Kentucky	291,491	197,284	67.7%	1,930,179	913,127	47.3%
Louisiana	346,270	247,218	71.4%	2,040,865	980,952	48.1%
Maine	106,176	71,943	67.8%	653,993	321,010	49.1%
Maryland	419,844	276,076	65.8%	3,039,689	1,496,545	49.2%
Massachusetts	517,934	340,413	65.7%	3,464,534	1,707,361	49.3%
Michigan	716,363	488,025	68.1%	4,446,504	2,146,348	48.3%
Minnesota	429,032	287,987	67.1%	2,866,871	1,378,646	48.1%
Mississippi	201,339	143,529	71.3%	1,222,392	592,646	48.5%
Missouri	449,393	297,368	66.2%	2,856,875	1,378,494	48.3%
Montana	79,993	54,125	67.7%	490,781	230,941	47.1%
Nebraska	145,418	101,661	69.9%	982,259	464,736	47.3%
Nevada	312,394	181,283	58.0%	1,306,954	602,189	46.1%
New Hampshire	100,434	67,527	67.2%	708,784	339,094	47.8%
New Jersey	629,242	399,966	63.6%	4,330,739	2,054,589	47.4%
New Mexico	157,657	105,510	66.9%	884,447	417,924	47.3%
New York	1,602,697	1,031,331	64.3%	9,358,430	4,536,038	48.5%
North Carolina	701,868	476,802	67.9%	4,541,300	2,169,229	47.8%
North Dakota	63,272	43,939	69.4%	399,188	180,063	45.1%
Ohio	839,526	565,188	67.3%	5,434,378	2,623,265	48.3%
Oklahoma	264,587	178,480	67.5%	1,751,326	805,818	46.0%
Oregon	306,285	199,343	65.1%	1,834,245	871,258	47.5%
Pennsylvania	947,641	638,358	67.4%	6,034,404	2,911,392	48.2%
Rhode Island	84,712	54,589	64.4%	522,742	255,474	48.9%
South Carolina	346,038	238,453	68.9%	2,159,713	1,040,715	48.2%
South Dakota	67,256	46,153	68.6%	436,763	206,739	47.3%
Tennessee	455,679	302,862	66.5%	2,947,065	1,403,085	47.6%
Texas	1,960,018	1,297,826	66.2%	12,462,256	5,648,380	45.3%
Utah	184,970	115,103	62.2%	1,374,373	604,833	44.0%
Vermont	47,437	32,492	68.5%	327,750	160,365	48.9%
Virginia	591,505	394,462	66.7%	4,143,743	1,967,249	47.5%
Washington	502,411	331,918	66.1%	3,381,786	1,555,694	46.0%
West Virginia	124,923	86,913	69.6%	753,927	353,880	46.9%
Wisconsin	435,423	297,491	68.3%	2,909,429	1,404,388	48.3%
Wyoming	43,818	30,428	69.4%	294,927	132,912	45.1%

Source: National Women's Law Center (NWLC) calculations are based on 2012-2016 American Community Survey 5-Year Estimates, <http://www.census.gov/acs/www/>. The low-wage workforce is defined here as occupations with median wages of \$11.50 or less per hour based on U.S. Dep't of Labor, Bureau of Labor Statistics, May 2017 National Occupational Employment and Wage Estimates, https://www.bls.gov/oes/current/oes_nat.htm.



IN MOST STATES, WOMEN ARE AT LEAST TWICE AS LIKELY TO HOLD LOW-WAGE JOBS AS MEN.

- Women are at least two times more likely than men to hold low-wage jobs in all but nine states (Maryland, Massachusetts, Hawaii, Florida, New Jersey, New York, Rhode Island, Delaware, Nevada) and the District of Columbia.
- Women are 2.5 times more likely than men to hold low-wage jobs in eight states: Wyoming, North Dakota, Louisiana, Mississippi, Iowa, Nebraska, West Virginia, and Alabama.
- Wyoming and North Dakota have the largest disparities between men and women working in the low-wage workforce. In both of these states, the share of women in the low-wage workforce is 2.8 times the share of men in low-wage workforce.
- Nevada has the largest share of women low-wage workers (30.1 percent) and men low-wage workers (18.6 percent).

FIGURE B: SHARE OF WORKERS IN LOW-WAGE JOBS, STATE BY STATE

State	WOMEN			MEN			Likelihood a woman works in a low-wage job compared to a man
	Number Overall	Number Low-Wage	Share Low-Wage	Number Overall	Number Low-Wage	Share Low-Wage	
<i>United States</i>	<i>70,380,895</i>	<i>15,508,962</i>	<i>22.0%</i>	<i>78,557,969</i>	<i>8,038,442</i>	<i>10.2%</i>	<i>2.15</i>
Alabama	972,273	213,285	21.9%	1,080,868	92,841	8.6%	2.55
Alaska	165,466	33,499	20.2%	204,114	19,581	9.6%	2.11
Arizona	1,343,304	296,233	22.1%	1,549,073	170,740	11.0%	2.00
Arkansas	600,269	136,608	22.8%	671,043	61,304	9.1%	2.49
California	8,078,268	1,866,989	23.1%	9,637,410	1,093,056	11.3%	2.04
Colorado	1,255,541	254,116	20.2%	1,469,399	147,230	10.0%	2.02
Connecticut	872,253	179,576	20.6%	929,237	88,793	9.6%	2.15
Delaware	216,821	43,805	20.2%	222,858	23,881	10.7%	1.89
District of Columbia	180,162	24,631	13.7%	171,968	15,850	9.2%	1.48
Florida	4,206,066	990,036	23.5%	4,605,811	560,236	12.2%	1.94
Georgia	2,158,715	446,292	20.7%	2,372,749	219,133	9.2%	2.24
Hawaii	324,769	79,713	24.5%	379,958	47,485	12.5%	1.96
Idaho	333,747	77,046	23.1%	401,301	38,885	9.7%	2.38
Illinois	2,937,187	620,549	21.1%	3,214,457	325,465	10.1%	2.09
Indiana	1,462,316	317,419	21.7%	1,621,398	147,768	9.1%	2.38
Iowa	754,817	166,518	22.1%	828,137	69,886	8.4%	2.61
Kansas	663,542	140,601	21.2%	759,956	65,308	8.6%	2.47
Kentucky	913,127	197,284	21.6%	1,017,052	94,207	9.3%	2.33
Louisiana	980,952	247,218	25.2%	1,059,913	99,052	9.3%	2.70
Maine	321,010	71,943	22.4%	332,983	34,233	10.3%	2.18
Maryland	1,496,545	276,076	18.4%	1,543,144	143,768	9.3%	1.98
Massachusetts	1,707,361	340,413	19.9%	1,757,173	177,521	10.1%	1.97
Michigan	2,146,348	488,025	22.7%	2,300,156	228,338	9.9%	2.29
Minnesota	1,378,646	287,987	20.9%	1,488,225	141,045	9.5%	2.20
Mississippi	592,646	143,529	24.2%	629,746	57,810	9.2%	2.64
Missouri	1,378,494	297,368	21.6%	1,478,381	152,025	10.3%	2.10
Montana	230,941	54,125	23.4%	259,840	25,868	10.0%	2.35
Nebraska	464,736	101,661	21.9%	517,523	43,757	8.5%	2.59
Nevada	602,189	181,283	30.1%	704,765	131,111	18.6%	1.62
New Hampshire	339,094	67,527	19.9%	369,690	32,907	8.9%	2.24
New Jersey	2,054,589	399,966	19.5%	2,276,150	229,276	10.1%	1.93
New Mexico	417,924	105,510	25.2%	466,523	52,147	11.2%	2.26
New York	4,536,038	1,031,331	22.7%	4,822,392	571,366	11.8%	1.92
North Carolina	2,169,229	476,802	22.0%	2,372,071	225,066	9.5%	2.32
North Dakota	180,063	43,939	24.4%	219,125	19,333	8.8%	2.77
Ohio	2,623,265	565,188	21.5%	2,811,113	274,338	9.8%	2.21
Oklahoma	805,818	178,480	22.1%	945,508	86,107	9.1%	2.43
Oregon	871,258	199,343	22.9%	962,987	106,942	11.1%	2.06
Pennsylvania	2,911,392	638,358	21.9%	3,123,012	309,283	9.9%	2.21
Rhode Island	255,474	54,589	21.4%	267,268	30,123	11.3%	1.90
South Carolina	1,040,715	238,453	22.9%	1,118,998	107,585	9.6%	2.38
South Dakota	206,739	46,153	22.3%	230,024	21,103	9.2%	2.43
Tennessee	1,403,085	302,862	21.6%	1,543,980	152,817	9.9%	2.18
Texas	5,648,380	1,297,826	23.0%	6,813,876	662,192	9.7%	2.36
Utah	604,833	115,103	19.0%	769,540	69,867	9.1%	2.10
Vermont	160,365	32,492	20.3%	167,385	14,945	8.9%	2.27
Virginia	1,967,249	394,462	20.1%	2,176,494	197,043	9.1%	2.21
Washington	1,555,694	331,918	21.3%	1,826,092	170,493	9.3%	2.29
West Virginia	353,880	86,913	24.6%	400,047	38,010	9.5%	2.58
Wisconsin	1,404,388	297,491	21.2%	1,505,041	137,932	9.2%	2.31
Wyoming	132,912	30,428	22.9%	162,015	13,390	8.3%	2.77

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