

State by State, Mothers Are Paid Much Less than Fathers

The Gender Wage Gap between Mothers and Fathers by Race and Ethnicity

Research and Policy Highlights

- **Nationally, in 2022, employed mothers were paid just 62.5 cents per dollar paid to fathers.** Mothers who worked full-time year-round were paid 71.4 cents per dollar compared to fathers.
- **Mothers earned less than fathers in every state, but the gap varied significantly.** Among all with earnings (including part-time and part-year workers), mothers in Utah earned just 46.0 cents per dollar made by fathers, compared to 76.5 cents on the dollar in Vermont. For mothers and fathers who worked full-time year-round, the gap varied from 62.5 cents in Louisiana to 87.8 cents in Vermont.
- **Race and ethnicity dramatically widened earnings differences between parents.** Nationally, in 2022, Latina¹ mothers earned 41.0 cents, other/multicultural mothers earned 48.7 cents, Black mothers earned 51.3 cents, White mothers earned 64.1 cents, and Asian and Pacific Islander mothers earned 79.5 cents for each dollar earned by White² fathers for all with earnings. Earnings differences by race/ethnicity and parenthood for full-time year-round workers were slightly smaller but still substantial.
- **Mothers face intersectional challenges that contribute to their wage gap compared to fathers.** These include a motherhood penalty, being pushed into low-wage and undervalued jobs, lack of affordable child care, and lack of access to paid leave and other benefits.
- **Mothers need actionable policies to address the intersectional wage gap they face.** Mothers would greatly benefit from social welfare programs, subsidized child care, greater workplace and pay equity protections, paid leave policies, and expansive reproductive and maternal health care.



Introduction

Mothers' earnings are crucial for their own and their families' economic security. Mothers are more likely than ever to be in the labor market: almost three-quarters (74.0 percent) of mothers of children under 18 were employed or looking for work in 2023, a higher rate than before the COVID-19 pandemic.³ Yet, whether they work full-time year-round or not, nationally and in every state, they earn substantially less than fathers. In 2022, the median annual earnings for mothers amounted to just 62.5 cents on the dollar paid to fathers for all with earnings, and for those who worked full-time year-round, mothers made just 71.4 cents on the dollar paid to fathers,⁴ substantially worse than the earnings ratio between all women and men with earnings (78.3 cents on the dollar) or all women and men full-time year-round workers (84.0 cents per dollar).⁵ The gaps in earnings are even worse for women of color and their families (Figure 1). Mothers' lower earnings contribute to high poverty rates, particularly for single mothers.⁶

This fact sheet provides national and state-by-state median annual earnings data for mothers and fathers of children younger than 18 years old and highlights parental earnings gaps by race and ethnicity.⁷ Median annual earnings are provided in two ways: for all mothers and fathers with earnings irrespective of how many hours they worked, and for mothers and fathers who worked full-time year-round. State-level data are based on the most recently available state-level earnings data from the American Community Survey (ACS) 2018–2022.⁸ National data for earnings of mothers and fathers of the largest racial and ethnic groups are based on the 2022 Current Population Survey Annual Social and Economic Supplement (CPS-ASEC).

Mothers Earn Less than Fathers across All States

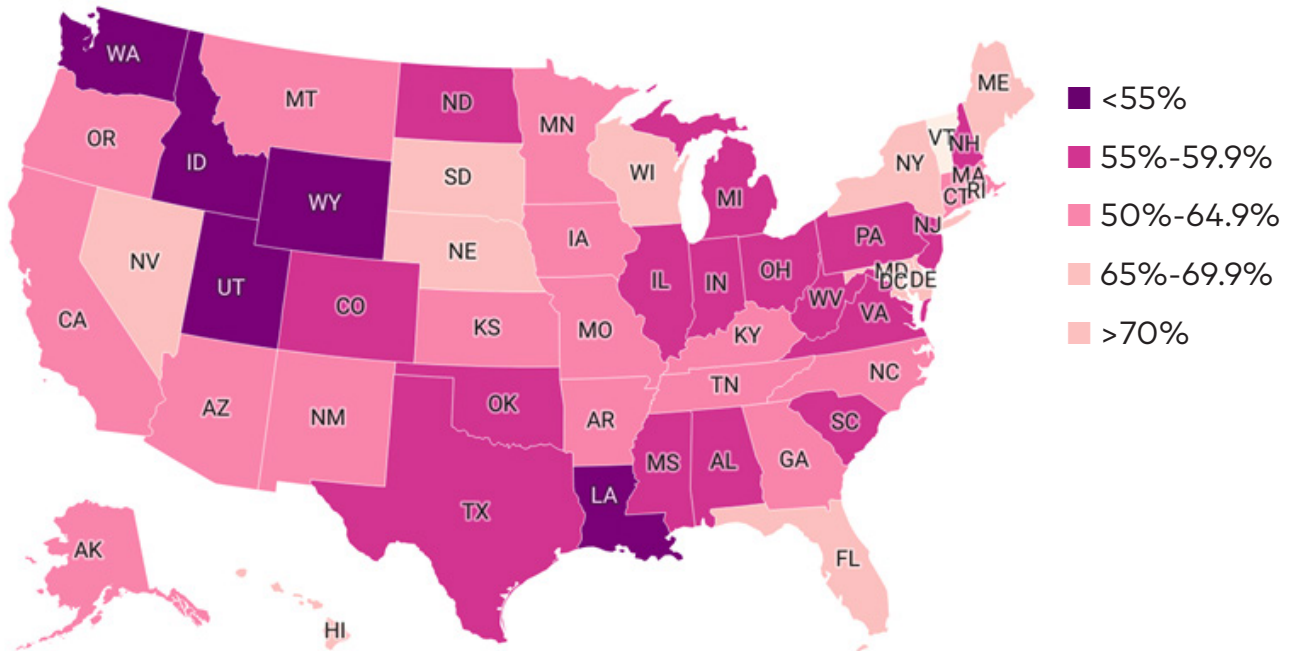
Mothers' typical annual earnings⁹ were less than fathers' in every single state and the District of Columbia (Table 1).

- **Utah** has the highest wage gap between all parents with all earnings. Mothers in Utah were paid only 46.0 cents per dollar paid to fathers (a parental gender wage gap of 54 percent).
- **The District of Columbia** has the largest absolute gap in parents' annual earnings. Mothers earned \$40,773 less than fathers.
- **Vermont** has the highest earnings for mothers compared to fathers for all with earnings. Mothers were paid 76.5 cents per dollar compared to fathers. Mothers in Vermont also faced the lowest absolute gap, earning only \$14,071 less than fathers.

In five states—**Idaho, Washington, Louisiana, Wyoming, and Utah**—the median annual earnings of all mothers with earnings were less than 55 percent of fathers. In only one state, **Vermont**, were mothers' median annual earnings at least 70 percent of fathers' (Map 1).



MAP 1: The Earnings Ratio for Mothers' and Fathers' Median Annual Earnings by State, All Workers with Earnings



Source: IWPR analysis of 2018–2022 ACS IPUMS microdata (Integrated Public Use Microdata Series Version 14.0; IPUMS USA, University of Minnesota, www.ipums.org).

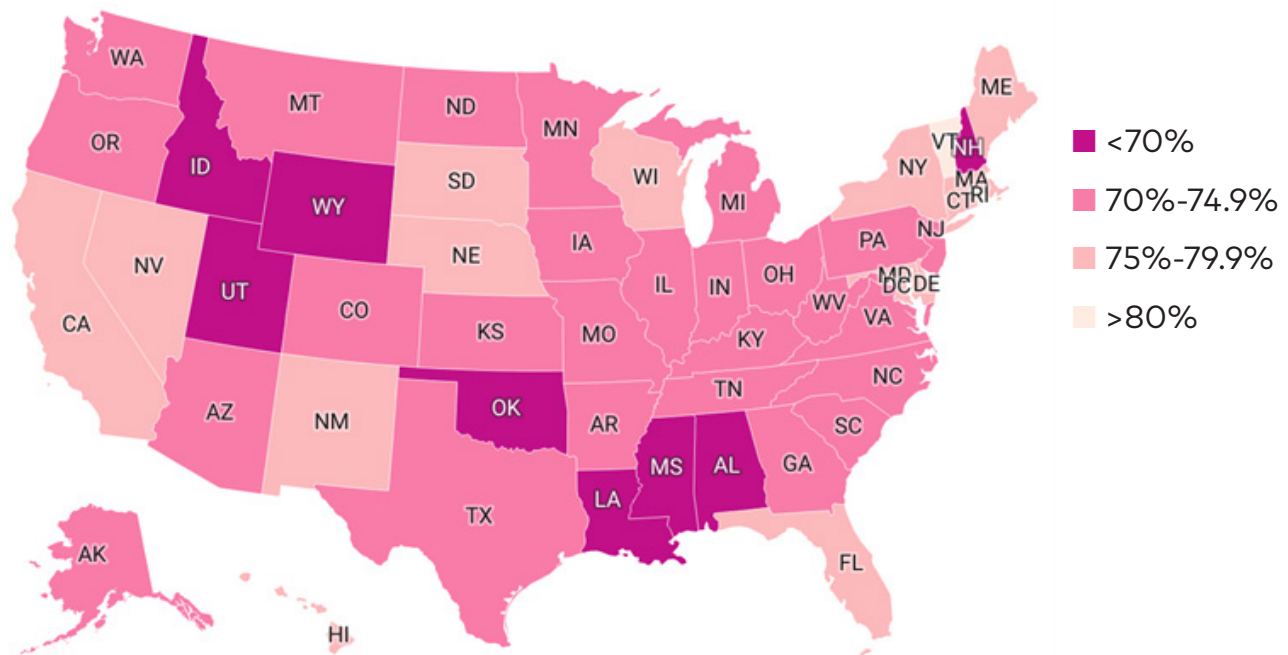
Notes: Mothers and fathers are 16 years and older and defined as having at least one child under 18. All workers include full-time, part-time, year-round, and part-year workers.

While the wage gap is smaller for those who worked full-time year-round, mothers in every state still earned less than fathers for this category of workers (Table 2 and Map 2).

- **Louisiana** had the lowest earnings ratio for mothers who worked full-time year-round. Mothers only earned 62.5 cents per dollar compared to fathers.
- **The District of Columbia** had the highest absolute gap in earnings for full-time year-round workers. Mothers earned \$36,718 less than fathers.
- **Vermont** had the lowest gap of \$8,144.
- **Vermont** also had the highest earnings ratio for mothers, who earned 87.8 cents per dollar compared with fathers who worked full-time year-round.



MAP 2: The Earnings Ratio for Mothers' and Fathers' Median Annual Earnings by State, Full-Time Year-Round Workers



Source: IWPR analysis of 2018–2022 ACS IPUMS microdata (Integrated Public Use Microdata Series Version 14.0; IPUMS USA, University of Minnesota, www.ipums.org).

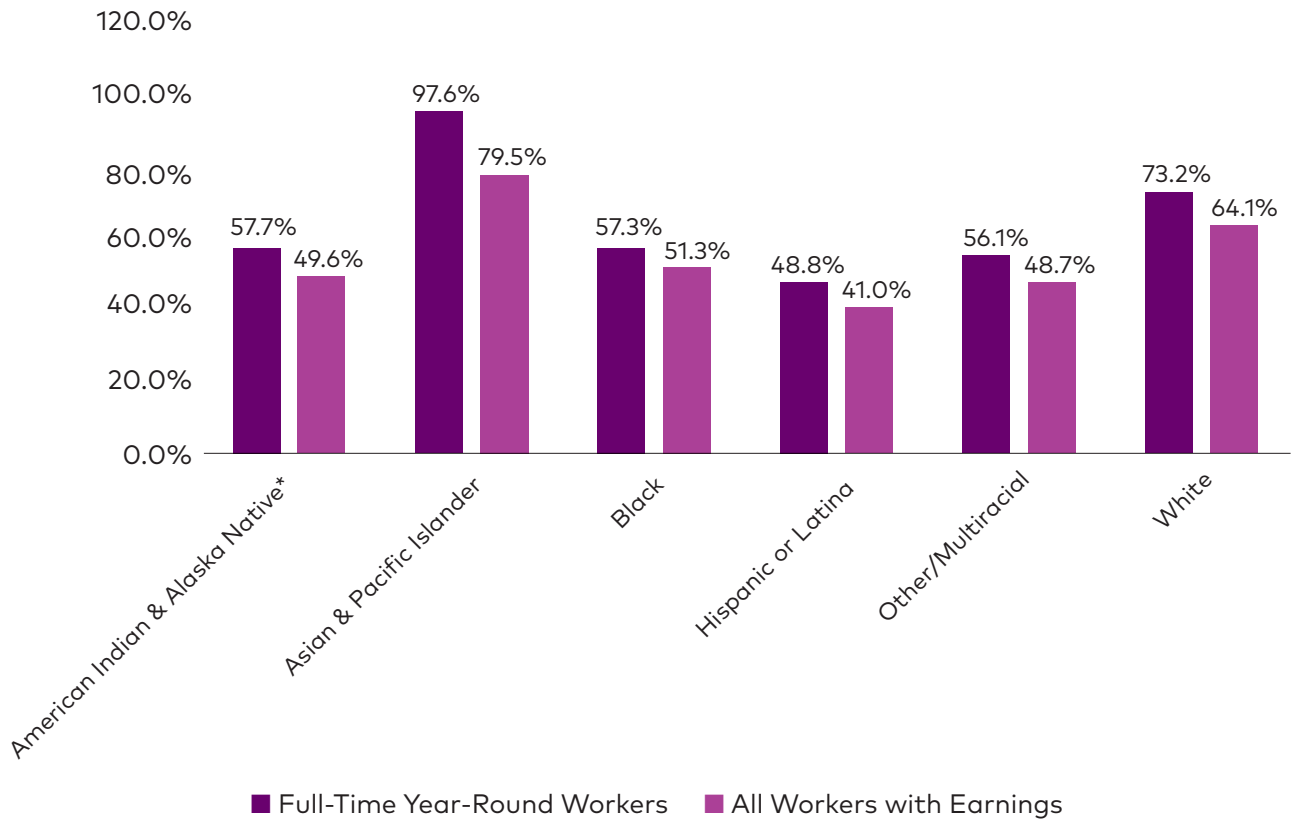
Notes: Mothers and fathers are 16 years and older and defined as having at least one child under 18. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year.

In only two states, **Vermont** and **Rhode Island**, mothers who worked full-time year-round were paid at least 80 cents per dollar paid to fathers. In eight states—**New Hampshire**, **Oklahoma**, **Idaho**, **Mississippi**, **Wyoming**, **Alabama**, **Utah**, and **Louisiana**—mothers who worked full-time year-round were paid less than 70 cents per dollar paid to fathers (Map 2).

Mother's Wage Gap across States and Race/Ethnicity

Earnings differences among parents are even higher by race and ethnicity. All mothers by race and ethnicity were paid less than White fathers, but earnings differences are particularly high for Black and Latina mothers. Nationally, Latina mothers only earned 41.0 cents, and Black mothers only 51.3 cents per dollar paid to White fathers for all with earnings. Gender racial earnings differences among parents are not much better for full-time year-round workers. Latina mothers also face the largest gap, being paid just 48.8 cents—less than half—of what White fathers are paid, and Black mothers are paid just 57.3 cents (Figure 1). Other/multicultural mothers who worked full-time year-round earned slightly over half of what White fathers were paid, 56.1 cents per dollar. Native American mothers who worked full-time year-round earned 49.6 cents per dollar paid to White fathers.

Figure 1. The Median Annual Earnings Ratio for Mothers of the Largest Racial/Ethnic Groups and White Fathers



Source: IWPR analysis of 2022 CP-ASEC IPUMS microdata (Integrated Public Use Microdata Series, Version 11.0; IPUMS USA, University of Minnesota, www.ipums.org) and 2018–2022 ACS IPUMS microdata (Integrated Public Use Microdata Series Version 14.0; IPUMS USA, University of Minnesota, www.ipums.org).

Notes: Mothers and fathers are 16 years and older and defined as having at least one child under 18. Race categories are non-Hispanic; Hispanic or Latinas may be of any race. Fathers are White, non-Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year. All workers include full-time, part-time, year-round, and part-year workers. *American Indian and Alaska Native had an insufficient sample size to calculate the national wage gap for Native American mothers. In this analysis, we used the ACS 5-year data to calculate the earnings ratio of Native American mothers who worked full-time year-round only.

Racial and ethnic parental earnings inequities are even worse in some states. Among all workers with earnings (Table 3):

- **Black mothers** in the **District of Columbia** had the lowest earnings ratio compared with **White fathers**, earning only 30.6 cents per dollar, and the highest in **West Virginia**, at 54.7 cents per dollar.
- **Latina mothers** in **New Jersey** had the lowest earnings ratio at only 29.0 cents per dollar, and the highest in **Montana**, at 57.6 cents per dollar.



- **Native American mothers** faced the biggest gap in **Minnesota**, earning only 35.8 cents per dollar paid to White fathers in the state, and faced the smallest—though still huge—gap in **Oregon**, at 58.2 cents per dollar.
- **Asian and Pacific Islander mothers** fared worst in **Louisiana** and were paid only 43.1 cents per dollar paid to White fathers; the earnings differences were smallest in **Delaware**, at 85.7 cents per dollar.
- **White mothers** in **Utah** had the lowest earnings ratio compared with White fathers, earning only 40.9 cents per dollar. White mothers in the **District of Columbia** fared best, **being paid** 84.3 cents per dollar paid to White fathers.

Among full-time year-round employed parents, the parental gender racial wage gap is smaller but still substantial in every state with sufficient data (Table 4).

- **Black mothers** in the **District of Columbia** earned the least, only 38.4 cents per dollar compared with White fathers. Black mothers earned the most in **Arkansas**, earning 62.3 cents per dollar.
- **Latina mothers** faced the largest earnings differences in **California**, 36.6 cents per dollar, and the smallest in **Hawaii**, 58.1 cents per dollar.
- **Asian and Pacific Islander mothers** earned the least in **Utah**, 52.9 cents per dollar, but the most in **Virginia**, 103.2 cents per dollar compared with White fathers.
- **Native American mothers** faced the largest gap in **Minnesota**, 44.5 cents per dollar, and the smallest in **Oregon**, 65.7 cents per dollar.
- **White mothers** were paid the least in **Louisiana**, earning 62.5 cents per dollar. They earned the most in the **District of Columbia**, 87.4 cents per dollar.

The Majority of Mothers Work Full-Time Year-Round, but Are Much Less Likely to Do So than Fathers in Every State

Mothers are much more likely than fathers to take on responsibilities for child and family care and this can reduce the time they have available for paid work.¹⁰ The high costs of child care and school days that do not match the working day schedule can present big barriers to mothers' employment. Yet, in every state, at least half of all mothers worked full-time year-round. The likelihood of mothers working full-time year-round varied from just over half (52.1 percent) in **Utah** to almost three-quarters (73.7 percent) in the **District of Columbia** (Table 5). Mothers in **Utah**, **Idaho**, and **Washington** are least likely to work full-time year-round. Mothers in the **District of Columbia**, **Hawaii**, and **Louisiana** are most likely to work full-time year-round.

Fathers in every state were more likely to work full-time year-round than mothers but the parental gap in full-time year-round work varies by state. **Utah**, the state with the worst wage gap between parents, was also the state with the largest parental gap in full-time work. Fathers in Utah were 35.5 percentage points—or 1.7 times—more likely to work full-time than mothers (Table 5). The differences were lowest in the **District of Columbia**, where fathers were only 11.8 percentage points—or 1.2 times—more likely to work full-time year-round than mothers. The District of Columbia offers universal pre-K, with an enrollment of 84 percent of all four-year-olds in 2019–2020, the highest level of enrollment in the country. Utah does not offer universal pre-K, and just 3 percent of four-year-olds, the lowest percent, were enrolled.¹¹

Reasons Behind Mothers' Lower Earnings

The wage gap widens as women get older and are more likely to have children.¹² Women who become mothers face a steep “motherhood penalty,” meaning that among two equivalent female workers, the woman with a child earns less than the woman without a child. A recent estimate found that each child under five reduced the earnings of a typical mother by 15.0 percent compared to women who do not have children; the penalty was particularly steep for Black and Native American mothers.¹³ Numerous factors account for the motherhood penalty, such as discrimination, the child care crisis, concentration in lower-paying jobs, and lack of benefits.

- **Discrimination:** It is common for mothers who work to face discrimination in the workforce based on their motherhood status. Because mothers hold the majority of responsibility for child care in families, care responsibilities and discrimination against caregivers underlie many of the factors that lead to mothers' lower earnings. This discrimination can start as early as pregnancy.¹⁴ Mothers are often less likely to be hired than women without children and when hired, their salaries are lower, and they are less likely to be promoted.¹⁵



- **Child Care Crisis:** The cost of child care is unattainable for many families, and mothers are bearing the brunt of it. One of the reasons for mothers' lower time in paid work is the high cost of child care. Such high costs can push parents to decide to provide care themselves, and given that women typically earn less than men, in coupled families the mother rather than the father will be more likely to cut back or leave employment. Single mothers are even less likely to be able to afford quality child care given the low pay in jobs predominately held by women. The high cost of child care can deter women from working as the expense often does not offset their wages.¹⁶ Further, many families face child care deserts particularly after the COVID-19 pandemic,¹⁷ meaning that there is a lack of child care in any given city compared to the number of children that need care.¹⁸ Coupled with the decrease in federal child care funding in 2023¹⁹, child care deserts make it difficult for parents to obtain a spot in child care programs altogether.
- **Concentration in lower-paying jobs:** Mothers are much more likely than fathers to work in low-paying service sector jobs.²⁰ Frequently changing shifts and the volatility in work hours common in the sector can make it particularly difficult to find and keep child care, and can lead to greater stress.²¹ Mothers, like other women, are penalized for the undervaluation of care work; such jobs typically pay much less. ²² Because of the lack of availability of reduced hours options, mothers are less likely to hold managerial jobs,²³ and becoming a mother can mean being pushed out of higher-paying fields.²⁴

- **Lack of statutory rights to work-family benefits:** Many employees do not have access to benefits such as paid parental leave, flexible work hours, or pregnancy accommodations in the workplace.²⁵ These benefits can be useful to women raising children as they promote flexibility and aid in accommodating mothers and pregnant women. Due to their caregiving responsibilities, mothers with young children are also less likely to work full-time year-round.²⁶ In turn, this makes mothers' yearly earnings lower, as well as making them less eligible for benefits.
- **Lack of part-time equity:** Mothers are more likely than others to work part-time.²⁷ Access to family and medical leave, employer-provided health care, and retirement contributions typically depend on hours worked, and hence make mothers less likely to qualify for such benefits.

Mothers and Their Families Need Policies to Tackle the Motherhood Penalty

A wide range of factors contribute to the motherhood penalty; therefore, policymakers at the state and federal levels must look to a similarly broad set of policy levers to close the gap.

It is also critical that policy solutions address the ways that racism is interwoven into the discrimination against mothers. Mothers of color such as Black and Latina women earn significantly less than their counterparts, especially fathers. As a result, motherhood pushes women deeper into poverty. Policymakers must utilize an intersectional approach and consider how race and ethnicity impact earnings for mothers.

Policymakers should consider a range of solutions to address the motherhood penalty and the pay gap. These include:

- **Invest in and maintain social benefit programs.** Mothers are more likely to live in poverty and rely on the support of social benefit programs. Programs like the Supplemental Nutrition Assistance Program (SNAP), the Special Supplemental Nutrition Program for Women, Infants, and Children (WIC), and Temporary Assistance for Needy Families (TANF) are instrumental to the survival and well-being of mothers. Congress must ensure that the Farm Bill is enacted quickly without added restrictions such as drug tests and work hour requirements that hinder enrollment in SNAP. The **SNAP Benefits Fairness Act** (H.R. 1765) allows households to deduct housing expenses such as rent, mortgage, and electricity that exceed 50 percent of a household's income to increase eligibility for SNAP benefits. Additionally, programs like WIC must be expanded to ensure that there are no waitlists and that funding is maintained through the next fiscal year. TANF must also be expanded beyond the five-year limit for families while removing state-enacted work-first requirements for eligibility.
- **Increase federal and state investments in child care.** The cost of child care is a significant contributor to the wage gap for mothers. With the expiration²⁸ of COVID-era federal funding in September 2023, there is a critical need for new investments at both the federal and state levels. A number of states²⁹ have taken action, including increasing state funding, expanding eligibility requirements for subsidies, and investing in the child care workforce. In addition, policymakers must pass legislation to increase access to child care, such as the **Child Care for Every Community Act** (H.R. 953/S. 388), which would create affordable child care for children regardless of family income, disability status, citizenship status, or employment. Child care is also essential for mothers who are attending school. States must enact subsidized child care programs with campuses to ensure student parents' ability to attain postsecondary degrees. For example, the Washington State Department of Children, Youth, and Families administers

the Working Connections Child Care program,³⁰ which helps eligible families cover a portion of child care expenses while parents pursue employment or education.

- **Improve workplace protections.** Better workplace protections can help ensure that mothers have some safeguards against discrimination, harassment, and unfair practices. This includes full enforcement of existing protections, such as the recently enacted Pregnant Workers' Fairness Act, which requires that employers make reasonable accommodations for pregnancy-related conditions. The **Paycheck Fairness Act** (H.R.17/S. 728) will make it harder for employers to hide discrimination and help challenge pay practices that keep mothers' pay low. Policies like schedule adjustments and access to remote working can help parents balance work and care responsibilities, but these are more likely to be available to women working in professional and managerial occupations than to women in lower-paid jobs.³¹ Unpredictable schedules can make it particularly hard to access child care. Legislation proposed at the federal level, the **Schedules that Work Act** (H.R. 5563/S. 2851), aims to address unstable and unpredictable scheduling practices, giving workers more say over their schedules. In addition, unions are essential to ensure that mothers are paid fairly and are protected in their place of work, and policymakers should consider legislation that expands the ability of workers to bargain collectively, like the **PRO Act** (H.R. 20/S. 567).
- **Pass paid leave legislation.** Congress must also enact comprehensive paid leave policies that include at least 12 weeks of paid time off and expand the definition of "family." The United States is one of only a handful of countries in the world without a statutory right to paid maternity leave, and one of the very few high-income countries without statutory rights to at least some paid paternity leave.³² A strong body of research shows that access to paid parental leave increases mothers' employment continuity and hours at work, as well as improving maternal and infant health outcomes.³³ Paid leave is particularly significant for Black mothers, who are more likely to be the primary breadwinners and caretakers in their families. Currently, 13 states and the District of Columbia have enacted paid leave laws. Despite this state-level progress, federal action remains critical, and federal paid leave legislation must include wage replacement for all workers at a sufficient level, as well as protections for workers' jobs against retaliation. For IWPR's full policy recommendations on paid leave, please see "All Americans Deserve Paid Leave Benefits: Policy Options for Congress."³⁴
- **Expand reproductive health access and maternity care.** In the United States, about 60 percent³⁵ of people who have abortions are already mothers. Lack of access to reproductive health care has economic costs for all women. Due to mothers being more likely to need abortion care, access to reproductive health significantly impacts their economic gains. Additionally, reproductive health restrictions exacerbate the Black maternal health crisis, and states with these restrictions have fewer maternity care providers and higher rates of maternal mortality and infant deaths, especially among women of color. Congress must act to pass the **Women's Health Protection Act** (H.R. 12/S. 701), to nationally codify the right to an abortion and the **Black Maternal Health Omnibus Act** (H.R. 3305/S. 1606), an omnibus bill that comprehensively addresses racial disparities in maternal health in the United States through interventions, including addressing the social determinants of health, maternal mental health, and diversifying the perinatal workforce.

Conclusion

Mothers face many intersectional challenges that contribute to their low earnings compared to fathers. Motherhood is not met with the same kindness and support that fathers receive, not only in the workplace but also in society at large. The earnings ratio for mothers of color is even lower than for White mothers and White fathers. To help mothers reach pay equity, we need to invest in and equip them with the necessary resources to financially support their families in the same way fathers can.

This fact sheet was prepared by Cristy Mendoza, Miranda Peterson, and Salma Elakbawy. It was made possible with the support of the Robert Wood Johnson Foundation.

Table 1. Median Annual Earnings for Mothers and Fathers, All Workers with Earnings

State	Mothers	Fathers	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$33,298	\$60,000	\$26,702	55.5%	46
Alaska	\$43,236	\$70,000	\$26,764	61.8%	23
Arizona	\$38,000	\$59,450	\$21,450	63.9%	17
Arkansas	\$33,994	\$52,818	\$18,824	64.4%	16
California	\$43,000	\$70,000	\$27,000	61.4%	27
Colorado	\$43,255	\$74,634	\$31,379	58.0%	43
Connecticut	\$50,000	\$81,834	\$31,834	61.1%	28
Delaware	\$43,236	\$65,722	\$22,486	65.8%	10
District of Columbia	\$79,227	\$120,000	\$40,773	66.0%	9
Florida	\$36,241	\$55,114	\$18,873	65.8%	10
Georgia	\$37,734	\$61,190	\$23,456	61.7%	26
Hawaii	\$44,424	\$67,805	\$23,381	65.5%	12
Idaho	\$32,000	\$58,453	\$26,453	54.7%	47
Illinois	\$41,075	\$70,259	\$29,184	58.5%	38
Indiana	\$36,007	\$62,000	\$25,993	58.1%	42
Iowa	\$40,188	\$62,323	\$22,135	64.5%	15
Kansas	\$37,832	\$61,000	\$23,168	62.0%	21
Kentucky	\$35,072	\$56,657	\$21,585	61.9%	22
Louisiana	\$33,994	\$64,855	\$30,861	52.4%	49
Maine	\$41,000	\$60,791	\$19,791	67.4%	4
Maryland	\$54,946	\$81,834	\$26,888	67.1%	5
Massachusetts	\$53,258	\$88,635	\$35,377	60.1%	30
Michigan	\$37,410	\$64,855	\$27,445	57.7%	45
Minnesota	\$46,762	\$73,654	\$26,892	63.5%	18
Mississippi	\$32,000	\$54,046	\$22,046	59.2%	37
Missouri	\$37,891	\$60,000	\$22,109	63.2%	20
Montana	\$35,000	\$57,411	\$22,411	61.0%	29
Nebraska	\$41,000	\$62,004	\$21,004	66.1%	8
Nevada	\$37,410	\$54,391	\$16,981	68.8%	2
New Hampshire	\$46,762	\$80,375	\$33,613	58.2%	41
New Jersey	\$50,000	\$86,473	\$36,473	57.8%	44
New Mexico	\$33,994	\$52,608	\$18,614	64.6%	14
New York	\$46,459	\$70,144	\$23,685	66.2%	7
North Carolina	\$37,776	\$59,450	\$21,674	63.5%	18
North Dakota	\$41,246	\$68,893	\$27,647	59.9%	31
Ohio	\$37,900	\$64,855	\$26,955	58.4%	39
Oklahoma	\$33,298	\$56,115	\$22,817	59.3%	36
Oregon	\$40,188	\$65,000	\$24,812	61.8%	23
Pennsylvania	\$40,917	\$68,893	\$27,976	59.4%	35
Rhode Island	\$45,326	\$67,988	\$22,662	66.7%	6
South Carolina	\$35,127	\$58,923	\$23,796	59.6%	34
South Dakota	\$39,994	\$58,453	\$18,459	68.4%	3
Tennessee	\$35,000	\$56,657	\$21,657	61.8%	23
Texas	\$36,743	\$63,000	\$26,257	58.3%	40
Utah	\$32,300	\$70,259	\$37,959	46.0%	51
Vermont	\$45,929	\$60,000	\$14,071	76.5%	1
Virginia	\$45,326	\$75,989	\$30,663	59.6%	33
Washington	\$42,086	\$77,158	\$35,072	54.5%	48
West Virginia	\$32,851	\$55,000	\$22,149	59.7%	32
Wisconsin	\$42,254	\$65,000	\$22,746	65.0%	13
Wyoming	\$35,127	\$67,988	\$32,861	51.7%	50
Total	\$40,000	\$65,467	\$25,467	61.1%	

Source: IWPR analysis of 2018-2022 ACS IPUMS microdata (Integrated Public Use Microdata Series Version 14.0; IPUMS USA, University of Minnesota, www.ipums.org).

Notes: Mothers and fathers are 16 years and older and defined as having at least one child under the age of 18. All workers include full-time, part-time, year-round, and part-year workers.

Table 2. Median Annual Earnings for Mothers and Fathers, Full-Time Year-Round Workers

State	Mothers	Fathers	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$42,000	\$64,855	\$22,855	64.8%	49
Alaska	\$57,518	\$76,745	\$19,227	74.9%	17
Arizona	\$47,592	\$64,855	\$17,263	73.4%	21
Arkansas	\$41,900	\$56,657	\$14,757	74.0%	20
California	\$60,000	\$79,320	\$19,320	75.6%	16
Colorado	\$58,453	\$81,068	\$22,615	72.1%	31
Connecticut	\$69,178	\$90,651	\$21,473	76.3%	14
Delaware	\$54,391	\$70,259	\$15,868	77.4%	6
District of Columbia	\$97,282	\$134,000	\$36,718	72.6%	27
Florida	\$45,398	\$60,000	\$14,602	75.7%	15
Georgia	\$47,077	\$67,017	\$19,940	70.2%	42
Hawaii	\$55,127	\$71,340	\$16,213	77.3%	8
Idaho	\$43,632	\$64,298	\$20,666	67.9%	46
Illinois	\$55,114	\$78,187	\$23,073	70.5%	40
Indiana	\$46,000	\$65,722	\$19,722	70.0%	43
Iowa	\$48,641	\$66,636	\$17,995	73.0%	24
Kansas	\$47,077	\$65,467	\$18,390	71.9%	34
Kentucky	\$45,000	\$62,004	\$17,004	72.6%	27
Louisiana	\$43,059	\$68,893	\$25,834	62.5%	51
Maine	\$51,777	\$65,467	\$13,690	79.1%	4
Maryland	\$70,144	\$90,000	\$19,856	77.9%	5
Massachusetts	\$75,664	\$98,000	\$22,336	77.2%	9
Michigan	\$51,439	\$71,000	\$19,561	72.4%	30
Minnesota	\$59,450	\$79,987	\$20,537	74.3%	19
Mississippi	\$38,913	\$57,411	\$18,498	67.8%	47
Missouri	\$46,762	\$64,855	\$18,093	72.1%	31
Montana	\$46,371	\$64,298	\$17,927	72.1%	31
Nebraska	\$50,000	\$65,467	\$15,467	76.4%	12
Nevada	\$46,762	\$61,190	\$14,428	76.4%	12
New Hampshire	\$60,000	\$86,000	\$26,000	69.8%	44
New Jersey	\$70,000	\$96,317	\$26,317	72.7%	26
New Mexico	\$44,317	\$57,411	\$13,094	77.2%	9
New York	\$63,456	\$80,000	\$16,544	79.3%	3
North Carolina	\$47,077	\$64,855	\$17,778	72.6%	27
North Dakota	\$50,991	\$72,000	\$21,009	70.8%	36
Ohio	\$50,991	\$70,144	\$19,153	72.7%	25
Oklahoma	\$41,385	\$59,622	\$18,237	69.4%	45
Oregon	\$55,000	\$73,502	\$18,502	74.8%	18
Pennsylvania	\$55,000	\$75,000	\$20,000	73.3%	23
Rhode Island	\$59,450	\$73,502	\$14,052	80.9%	2
South Carolina	\$44,424	\$63,152	\$18,728	70.3%	41
South Dakota	\$46,459	\$60,000	\$13,541	77.4%	6
Tennessee	\$44,424	\$60,531	\$16,107	73.4%	21
Texas	\$48,110	\$68,000	\$19,890	70.8%	36
Utah	\$47,800	\$75,664	\$27,864	63.2%	50
Vermont	\$58,453	\$66,597	\$8,144	87.8%	1
Virginia	\$58,453	\$81,834	\$23,381	71.4%	35
Washington	\$60,791	\$86,116	\$25,325	70.6%	39
West Virginia	\$42,484	\$60,000	\$17,516	70.8%	36
Wisconsin	\$53,048	\$69,178	\$16,130	76.7%	11
Wyoming	\$46,762	\$70,255	\$23,493	66.6%	48
Total	\$51,884	\$71,189	\$19,305	72.9%	

Source: IWPR analysis of 2018–2022 ACS IPUMS microdata (Integrated Public Use Microdata Series Version 14.0; IPUMS USA, University of Minnesota, www.ipums.org).

Notes: Mothers and fathers are 16 years and older and defined as having at least one child under the age of 18. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year.

Table 3. Wage Gap by State for Mothers by Race/Ethnicity Compared to White Fathers, All Workers with Earnings

State	White	Black	Hispanic or Latina	Asian and Pacific Islander	Native American	Other
Alabama	54.4%	41.7%	33.8%	55.0%	n/a	44.5%
Alaska	58.2%	n/a	40.0%	50.0%	45.0%	56.4%
Arizona	60.4%	46.2%	41.8%	65.8%	40.0%	59.6%
Arkansas	64.0%	50.0%	48.9%	69.2%	n/a	58.4%
California	58.1%	42.2%	30.5%	63.3%	36.6%	52.3%
Colorado	58.7%	38.2%	37.0%	56.7%	n/a	52.0%
Connecticut	64.9%	39.7%	30.0%	72.0%	n/a	52.4%
Delaware	68.7%	45.5%	38.6%	85.7%	n/a	48.9%
District of Columbia	84.3%	30.6%	33.4%	n/a	n/a	n/a
Florida	61.9%	47.0%	47.0%	60.2%	n/a	54.8%
Georgia	60.2%	47.5%	38.8%	68.9%	n/a	55.1%
Hawaii	60.5%	n/a	49.8%	54.3%	n/a	57.1%
Idaho	51.4%	n/a	41.5%	57.7%	n/a	51.7%
Illinois	58.6%	42.1%	38.3%	72.6%	n/a	48.8%
Indiana	57.9%	47.4%	43.9%	66.1%	n/a	55.7%
Iowa	65.5%	40.1%	45.9%	58.2%	n/a	59.8%
Kansas	61.1%	43.6%	41.8%	62.4%	n/a	54.1%
Kentucky	62.4%	53.0%	45.9%	59.5%	n/a	49.6%
Louisiana	54.7%	36.7%	35.3%	43.1%	38.2%	44.1%
Maine	67.7%	n/a	n/a	n/a	n/a	48.2%
Maryland	63.5%	49.1%	32.4%	73.7%	n/a	53.0%
Massachusetts	62.6%	40.6%	30.3%	69.6%	n/a	39.7%
Michigan	58.1%	45.8%	42.8%	84.7%	42.4%	52.3%
Minnesota	64.7%	37.3%	35.7%	56.3%	35.8%	55.9%
Mississippi	62.3%	44.0%	44.0%	52.6%	n/a	57.4%
Missouri	63.3%	50.7%	48.3%	72.2%	n/a	55.5%
Montana	59.5%	n/a	57.6%	n/a	48.7%	40.7%
Nebraska	65.3%	43.8%	46.7%	50.8%	n/a	51.2%
Nevada	62.4%	47.0%	42.8%	55.7%	47.6%	48.9%
New Hampshire	58.2%	n/a	41.8%	71.4%	n/a	66.0%
New Jersey	59.9%	39.9%	29.0%	77.9%	n/a	46.1%
New Mexico	58.1%	n/a	46.3%	72.2%	40.6%	49.8%
New York	64.0%	49.3%	39.5%	56.5%	40.7%	50.2%
North Carolina	62.8%	49.2%	36.3%	75.3%	44.4%	53.7%
North Dakota	62.7%	n/a	n/a	n/a	52.0%	n/a
Ohio	60.2%	45.1%	40.9%	63.2%	n/a	50.0%
Oklahoma	57.8%	46.9%	41.3%	46.9%	54.5%	55.3%
Oregon	61.6%	48.4%	40.9%	71.2%	58.2%	56.4%
Pennsylvania	60.3%	46.9%	38.5%	68.3%	n/a	50.7%
Rhode Island	67.6%	43.8%	35.4%	62.5%	n/a	43.8%
South Carolina	60.6%	44.8%	37.1%	59.0%	n/a	50.8%
South Dakota	69.1%	n/a	53.3%	n/a	51.8%	n/a
Tennessee	60.4%	52.1%	42.6%	74.5%	n/a	55.9%
Texas	56.0%	42.7%	33.8%	66.7%	47.3%	50.9%
Utah	40.9%	n/a	36.2%	45.0%	40.3%	45.7%
Vermont	76.8%	n/a	n/a	n/a	n/a	n/a
Virginia	58.8%	44.0%	37.8%	80.0%	n/a	55.0%
Washington	53.1%	40.9%	34.7%	65.5%	40.5%	50.6%
West Virginia	59.1%	54.7%	48.0%	n/a	n/a	38.2%
Wisconsin	65.6%	45.7%	45.9%	56.8%	41.0%	48.6%
Wyoming	51.4%	n/a	50.6%	n/a	n/a	n/a
Total	59.9%	45.5%	39.6%	74.2%	42.9%	52.9%

Source: IWPR analysis of 2018–2022 ACS IPUMS microdata (Integrated Public Use Microdata Series Version 14.0; IPUMS USA, University of Minnesota, www.ipums.org).

Notes: Mothers and fathers are 16 years and older and defined as having at least one child under the age of 18. Race categories are non-Hispanic; Hispanic or Latinas may be of any race. Fathers are White, non-Hispanic. All workers include full-time, part-time, year-round, and part-year workers. Sample sizes insufficient for calculating median annual earnings are indicated with n/a.

Table 4. Wage Gap by State for Mothers by Race/Ethnicity Compared to White Fathers, Full-Time Year-Round Workers

State	White	Black	Hispanic or Latina	Asian and Pacific Islander	Native American	Other
Alabama	65.5%	49.9%	45.0%	80.1%	77.1%	64.6%
Alaska	77.4%	n/a	n/a	53.3%	63.9%	60.4%
Arizona	71.4%	50.2%	48.5%	85.5%	47.1%	66.0%
Arkansas	75.5%	62.3%	50.6%	79.2%	n/a	64.8%
California	73.0%	49.5%	36.6%	77.7%	45.8%	68.8%
Colorado	72.7%	45.0%	46.0%	72.7%	n/a	64.2%
Connecticut	78.4%	48.9%	41.5%	86.0%	n/a	66.7%
Delaware	76.0%	50.0%	56.7%	102.5%	n/a	n/a
District of Columbia	87.4%	38.4%	55.9%	n/a	n/a	n/a
Florida	69.7%	51.7%	53.6%	76.8%	n/a	63.7%
Georgia	73.1%	53.5%	41.9%	92.8%	n/a	69.1%
Hawaii	77.3%	n/a	58.1%	60.2%	n/a	67.8%
Idaho	67.9%	n/a	48.0%	n/a	n/a	65.9%
Illinois	70.5%	50.9%	45.5%	91.7%	n/a	64.9%
Indiana	69.5%	57.1%	50.1%	77.2%	n/a	64.9%
Iowa	73.4%	49.1%	50.8%	81.9%	n/a	65.6%
Kansas	72.4%	55.7%	52.7%	74.1%	n/a	66.2%
Kentucky	71.5%	62.2%	54.4%	70.5%	n/a	62.2%
Louisiana	62.5%	44.3%	45.7%	64.6%	n/a	59.1%
Maine	80.0%	n/a	n/a	n/a	n/a	n/a
Maryland	75.6%	57.0%	40.4%	88.9%	n/a	71.3%
Massachusetts	77.0%	47.2%	41.6%	91.9%	n/a	54.5%
Michigan	72.9%	53.8%	54.7%	100.5%	57.9%	65.2%
Minnesota	76.3%	47.3%	47.1%	64.7%	44.5%	64.7%
Mississippi	70.3%	52.0%	47.3%	n/a	n/a	65.3%
Missouri	71.9%	58.8%	55.6%	87.4%	n/a	66.7%
Montana	73.0%	n/a	n/a	n/a	55.2%	n/a
Nebraska	76.9%	58.1%	53.8%	64.0%	n/a	65.4%
Nevada	71.3%	50.8%	47.1%	64.7%	52.4%	62.0%
New Hampshire	70.0%	n/a	49.2%	n/a	n/a	n/a
New Jersey	71.2%	46.7%	37.9%	88.3%	n/a	61.8%
New Mexico	70.7%	n/a	53.0%	n/a	50.1%	n/a
New York	79.2%	56.6%	51.8%	78.2%	n/a	62.1%
North Carolina	73.3%	54.6%	43.4%	101.3%	53.8%	64.5%
North Dakota	72.2%	n/a	n/a	n/a	n/a	n/a
Ohio	74.6%	54.7%	55.4%	79.2%	n/a	67.7%
Oklahoma	67.6%	52.7%	47.6%	70.2%	60.1%	66.5%
Oregon	72.7%	55.4%	48.0%	84.4%	65.7%	70.5%
Pennsylvania	74.9%	56.7%	47.8%	97.3%	n/a	62.7%
Rhode Island	81.8%	n/a	46.3%	77.3%	n/a	n/a
South Carolina	72.4%	50.4%	51.0%	69.2%	n/a	58.6%
South Dakota	76.3%	n/a	n/a	n/a	58.7%	n/a
Tennessee	71.8%	59.9%	49.9%	86.3%	n/a	69.2%
Texas	65.5%	50.0%	40.8%	84.4%	58.8%	63.0%
Utah	63.9%	n/a	44.7%	52.9%	n/a	59.7%
Vermont	87.2%	n/a	n/a	n/a	n/a	n/a
Virginia	69.7%	50.0%	49.0%	103.2%	n/a	71.7%
Washington	72.1%	50.7%	41.4%	85.3%	49.4%	67.9%
West Virginia	70.6%	n/a	n/a	n/a	n/a	n/a
Wisconsin	77.6%	55.2%	55.4%	70.1%	n/a	66.1%
Wyoming	66.7%	n/a	n/a	n/a	n/a	n/a
Total	71.5%	52.5%	49.3%	93.7%	49.6%	67.1%

Source: IWPR analysis of 2018–2022 ACS IPUMS microdata (Integrated Public Use Microdata Series Version 14.0; IPUMS USA, University of Minnesota, www.ipums.org).

Notes: Mothers and fathers are 16 years and older and defined as having at least one child under the age of 18. Race categories are non-Hispanic; Hispanic or Latinas may be of any race. Fathers are White non-Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year. Sample sizes insufficient for calculating median annual earnings are indicated with n/a.

Table 5. Full-Time Year-Round Workers as Percent of All Workers with Earnings for Mothers and Fathers, by State

State	% of mothers working FTYR	% of fathers working FTYR	Percentage point difference	Rank of difference
Alabama	67.0%	88.1%	21.0%	29
Alaska	57.9%	73.9%	16.1%	6
Arizona	65.2%	85.6%	20.4%	23
Arkansas	68.8%	86.5%	17.7%	12
California	62.3%	82.9%	20.6%	27
Colorado	62.9%	85.6%	22.7%	42
Connecticut	63.0%	83.7%	20.6%	27
Delaware	70.4%	85.5%	15.1%	4
District of Columbia	73.7%	85.5%	11.8%	1
Florida	68.1%	85.2%	17.1%	9
Georgia	69.1%	86.8%	17.6%	11
Hawaii	68.4%	82.4%	14.0%	2
Idaho	56.7%	84.9%	28.2%	50
Illinois	65.2%	85.0%	19.8%	21
Indiana	62.6%	85.6%	23.0%	44
Iowa	67.0%	87.0%	19.9%	22
Kansas	66.7%	87.1%	20.4%	23
Kentucky	65.5%	84.9%	19.4%	19
Louisiana	68.5%	83.4%	14.9%	3
Maine	63.9%	85.3%	21.4%	37
Maryland	69.8%	86.9%	17.1%	9
Massachusetts	61.5%	84.8%	23.3%	47
Michigan	60.1%	82.7%	22.6%	41
Minnesota	63.3%	84.6%	21.2%	34
Mississippi	70.0%	86.5%	16.4%	7
Missouri	68.1%	86.6%	18.5%	16
Montana	59.4%	80.6%	21.1%	32
Nebraska	68.8%	88.3%	19.4%	19
Nevada	65.2%	80.8%	15.5%	5
New Hampshire	63.6%	87.5%	23.9%	48
New Jersey	63.6%	84.6%	21.0%	29
New Mexico	64.8%	83.3%	18.5%	16
New York	64.1%	82.4%	18.3%	15
North Carolina	65.5%	86.7%	21.2%	34
North Dakota	64.6%	86.4%	21.9%	39
Ohio	63.4%	85.2%	21.8%	38
Oklahoma	66.9%	85.9%	19.0%	18
Oregon	59.5%	82.0%	22.5%	40
Pennsylvania	64.2%	85.5%	21.3%	36
Rhode Island	63.8%	84.9%	21.1%	32
South Carolina	66.7%	87.2%	20.5%	26
South Dakota	67.4%	90.3%	22.9%	43
Tennessee	65.4%	86.4%	21.0%	29
Texas	68.2%	86.2%	18.0%	14
Utah	52.1%	87.5%	35.5%	51
Vermont	64.7%	81.4%	16.7%	8
Virginia	68.0%	88.4%	20.4%	23
Washington	58.5%	82.7%	24.2%	49
West Virginia	65.4%	83.1%	17.7%	12
Wisconsin	64.2%	87.1%	23.0%	44
Wyoming	61.6%	84.6%	23.0%	44
Total	64.9%	85.0%	20.1%	

Source: IWPR analysis of 2018–2022 ACS IPUMS microdata (Integrated Public Use Microdata Series Version 14.0; IPUMS USA, University of Minnesota, www.ipums.org).

Notes: Mothers and fathers are 16 years and older and defined as having at least one child under the age of 18. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year.

ENDNOTES

¹ In this fact sheet, we use the term Latina to refer to Hispanic or Latina women.

² In this fact sheet, White men and women are defined as White, non-Hispanic.

³ Bureau of Labor Statistics, "Employment Characteristics of Families—2023," News Release (Washington, DC: April 24, 2024), <https://www.bls.gov/news.release/pdf/famee.pdf> and Bureau of Labor Statistics, "Employment Characteristics of Families—2019," News Release (Washington, DC: April 21, 2020), https://www.bls.gov/news.release/archives/famee_04212020.pdf. In 2019, the labor force participation rate of mothers of children under 18 was 72.3 percent; for fathers, it was 93.3 percent in 2019 and 93.4 percent in 2023.

⁴ IWPR Calculation based on U.S. Census Bureau, Current Population Survey, 2023, "Historical Income Tables: Table P-41. Work Experience—Workers by Median Earnings and Sex," <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-income-people.html>.

⁵ Ariane Hegewisch and Cristy Mendoza, "Gender and Racial Wage Gaps Marginally Improve in 2022 but Pay Equity Still Decades Away," Fact Sheet (Washington, DC: Institute for Women's Policy Research, September 2023), <https://iwpr.org/wp-content/uploads/2023/09/2023-National-Wage-Gap-September-Factsheet-FINAL.pdf>.

⁶ U.S. Census Bureau, Table S1702, 2022, Poverty Status in the Past 12 months of Families, <https://data.census.gov/table?q=s1702>.

⁷ The median provides the pay of the typical worker; it captures the point in the earnings distribution at which half earn less and half earn more. Full-time is at least 35 hours per week; year-round is working at least 50 weeks per year.

⁸ Earnings by state are calculated using the incwage variable.

⁹ Typical refers to the median, the point in the earnings distribution where 50 percent earn more, and 50 percent earn less.

¹⁰ Cynthia Hess, Tanima Ahmed, and Jeff Hayes, "Providing Unpaid Household and Care Work in the United States: Uncovering Inequality," Briefing Paper (Washington, DC: Institute for Women's Policy Research, 2020), <https://iwpr.org/wp-content/uploads/2020/01/IWPR-Providing-Unpaid-Household-and-Care-Work-in-the-United-States-Uncovering-Inequality.pdf>.

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¹⁶ Leila Schochet, "The Child Care Crisis Is Keeping Women Out of the Workforce," (Washington, DC: Center for American Progress, March 28, 2019), <https://www.americanprogress.org/article/child-care-crisis-keeping-women-workforce/>.

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OUR MISSION

We win economic equity for all women and eliminate barriers to their full participation in society. As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

