

Illinois's Equal Pay Registration Certificate (EPRC)

Gender Equality · Good practice · United States of America

Quality score: 74/100

Evidence strength: Strong

Summary

Since 2021, Illinois has required large private employers to obtain a biennial equal-pay certificate with individual-level wage/demographic data. A 2025 university evaluation of 3 years of data found a modest but persistent gender gap and unresolved racial disparities.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-23

[Illinois Department of Labor](#) — accessed 2026-09-23

[Illinois Department of Labor – Equal Pay Registration Certificate \(EPRC\)](#) — accessed 2026-09-23

[University of Illinois Project for Middle Class Renewal – Illinois Equal Pay Act: Comprehensive Evaluation and Policy Recommendations \(2021–2023\)](#) — accessed 2026-09-23

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