New Jersey's Diane B. Allen Equal Pay Act (2018) — Equal Pay for Substantially Similar Work, Six-Year Back Pay and Mandatory Treble Damages

Gender Equality · Good practice · United States of America

Quality score: 41/100

Evidence strength: Moderate

Summary

Signed 24 Apr 2018, effective 1 Jul 2018: equal pay for substantially similar work across all protected classes, up to six years' back pay and mandatory treble damages; no published pay-gap impact evaluation yet.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

C-NAPSE web research — accessed 2026-11-07

State of New Jersey — Legislature and Governor's Office — accessed 2026-11-07

Lowenstein Sandler analysis — accessed 2026-11-07

Fisher Phillips: one year later — accessed 2026-11-07

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