Public Use Data File

User Guide

EEO-3
(Referral Unions)

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Overview

EEOC Explore is an interactive data query and mapping application which uses EEO-3 data prepared from reports on member demographics of referral local unions with 100 or more members within the 50 U.S. states and District of Columbia. The Public Use Files (PUF) with selected variables from EEO-3 data were created to accomplish two goals:

1) To prepare a complete and downloadable PUF dataset for each year
2) To create source data for EEOC Explore's EEO-3 (Referral Unions) dashboard

These files were produced after parsing EEO-3 data through a series of confidentiality protection algorithms to ensure sufficient protection from disclosure risk.

Source Data

EEO-3 microdata were aggregated by geographic locations, membership type, and demographic characteristics, such as sex and race/ethnicity. The geographic locations include National and State. The breakdown of geographic locations by count of each category is shown below:

Geo_Location	Count
National	1
State	51

Referral Local Union Types in EEO-3 data were collected under the following categories:

- Membership
- Applicants for Membership
- Number of Persons Referred
- Number of Referrals
- Applicants for Referral

Description of membership or referral can be accessed through the following link: https://eeocdata.org/pdfs/EEO-3_Instruction_Booklet.pdf.

Race/ethnicity and sex were used to delineate employment characteristics by demographic factors. The two options which designate employee gender are:

- Male

- Female

Race and ethnicity information of employees were collected by using the following categories:

- American Indian or Alaska Native

- Asian

- Black or African American

- Hispanic

- Native Hawaiian or Other Pacific Islander

- Two or more Races

- White

Methodology

The data de-identification methodology was developed to ensure safeguard of identifiable information and fulfil legal requirements under the Section 709 (e) of Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972.

Aggregated counts of Referral Local Unions and memberships at each dimension (geography x membership type x race x sex) were processed through suppression steps to protect identifying information. The programming codes were applied to each year's data separately.

Public Use File (PUF)

One PUF dataset is available for all years to download using links above EEOC Explore. Each file has 6 columns. The following table shows a general overview of column attributes:

Columns (start-end)	Contents
1	STATE (2 Letter State Abbreviations)
2	Year
3	Type (The Type of Record. i.e. Applicant, Referral)
4	Race (Black, Hispanic, etc.)
5	Sex (Male or Female)

6	Value (Employment Value)

Variable labels of all columns are shown in Appendix 1.

The data on the EEO-3 PUF is stored by STATE, YEAR, TYPE, RACE and SEX. An example is provided below:

STATE	year	type	race	sex	value
AK	2012	APPLICANTS	AMERICANINDIAN	FEMALE	64
AK	2012	APPLICANTS	AMERICANINDIAN	MALE	216
AK	2012	APPLICANTS	ASIAN	FEMALE	87
AK	2012	APPLICANTS	ASIAN	MALE	132
AK	2012	APPLICANTS	BLACK	FEMALE	34
AK	2012	APPLICANTS	BLACK	MALE	85

The first record shows the employment value for FEMALE AMERICANINDIAN APPLICANTS for ALASKA in the year 2012. The second record shows the employment value for MALE AMERICANINDIAN APPLICANTS for ALASKA in the year 2012.

Comments and Feedback

Data of additional years are expected to be processed and integrated in the future. Please feel free to send your comments to OEDA@EEOC.GOV.

Appendix 1   Variable Labels for the PUF Datasets

Columns (start-end)	Contents
STATE	STATE (2 Letter State Abbreviations)
Year	Year
Type	The Type of Record. i.e. Applicant, Referral
Race	Black, Hispanic, etc.
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Value	Employment Value