



Using Administrative Data to Address Federal Contractor Violations of Equal Employment Opportunity Laws Public Use Data

Public use datasets conform to federal policy guidelines and are checked for disclosure risk prior to release.

Release Date: July 2013

Learn More About the Study:

- [Using Administrative Data to Address Federal Contractor Violations of Equal Employment Opportunity Laws](#)

Brief Description: Administrative data file: Office of Federal Contract Compliance Programs (OFCCP) Information System (OFIS) records for reviews closed during FY2003 through FY 2012.

List of Data files:

Filename:

[PUBLIC DATA USE FILE using administrative data address federal contractor Violations equal employment law.dta](#) (Stata; 3.57 MB)

Number of Variables: 44

Summary of Variables: [See Appendix A](#)

Number of Observations: 46,198

Links to Codebooks, Documentation, and Instruments:

- [Public Use Data File Documentation for the Study Using Administrative Data to Address Federal Contractor Violations of Equal Employment Opportunity Laws](#)

Time Period of Data Collection: 2003-2012

Geographic Coverage: National

Detailed Coverage: The data file contains a single record for each review (a review is equivalent to a case) undertaken between fiscal years 2003 and 2012. The data file contains several interrelated data entities: contractors, reviews, violations, and remedies. A contractor in the data could be associated with one or more reviews; each review could find zero or more violations; and each violation could be associated with zero or more remedies.

Study Populations: Federal Contractors

Available Disaggregations: None

Unit(s) of Observation: Employers and Firms

Topics: Worker Protection, Labor Standards, and Workplace-Related Benefits

Research Method: Secondary Data Analysis

DOL Partner Agency: Office of Federal Contract Compliance Programs



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Sampling Method: The data file contains administrative data from the OFCCP Information System (OFIS), Conciliation agreement and Consent decree (CA/CD) documents, and BLS data.

The Department of Labor's (DOL) Chief Evaluation Office (CEO) sponsors independent evaluations and research, primarily conducted by external, third-party contractors in accordance with the [Department of Labor Evaluation Policy](#). CEO's [research development process](#) includes extensive technical review at the design, data collection and analysis stage, including: external contractor review and OMB review and approval of data collection methods and instruments per the Paperwork Reduction Act (PRA), Institutional Review Board (IRB) review to ensure studies adhere to the highest ethical standards, review by academic peers (e.g., Technical Working Groups), and inputs from relevant DOL agency and program officials and CEO technical staff. Final reports undergo an additional independent expert technical review and a review for Section 508 compliance prior to publication. The resulting reports represent findings from this independent research and do not represent DOL positions or policies.



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Appendix A

obs: 46,198
vars: 44

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variable name	type	format	display label	value label
mpr_review_id	str8	%9s		Review ID Number
mpr_e_id	str9	%9s		Establishment ID Number
mpr_p_id	str9	%9s		Parent ID Number
size	int	%10.0g		Number of employees
p_size	int	%9.0g		Parent number of employees (imputed)
naics_cd_2	byte	%48.0g	naics_cd_2_label	Industry (2-digit NAICS code)
has_parent	byte	%15.0g	yesnomissing_label	Review includes P-EEO1 or parent name
inv_tool	byte	%27.0g	inv_tool_label	Investigative tool
viol_type	byte	%14.0g	viol_type_label	Violation type
viol_cd_8	byte	%30.0g	yesnomissing_label	Hiring violation
viol_cd_16	byte	%30.0g	yesnomissing_label	Selection/testing violation
viol_cd_17	byte	%30.0g	yesnomissing_label	Salary violation
viol_cd_22	byte	%30.0g	yesnomissing_label	Systemic discrimination violation
viol_cd_100	byte	%15.0g	yesnomissing_label	Other discrimination violation
viol_b_sex	byte	%15.0g	yesnomissing_label	Violation basis sex
viol_b_col	byte	%15.0g	yesnomissing_label	Violation basis color
viol_b_vet	byte	%15.0g	yesnomissing_label	Violation basis veteran
viol_b_dsb	byte	%15.0g	yesnomissing_label	Violation basis disability status
viol_b_nor	byte	%15.0g	yesnomissing_label	Violation basis national origin
viol_b_rlg	byte	%15.0g	yesnomissing_label	Violation basis religion
victims	int	%10.0g		Number of victims
has_cacd	byte	%23.0g	yesnomissing_label	Has a CA/CD
remedy_emp	byte	%15.0g	yesnomissing_label	



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				Employment remedy
remedy_fin	byte	%15.0g	yesnomissing_label	
				Financial remedy
financial_amt	long	%10.0g		Financial agreement amount in dollars
remedy_org	byte	%15.0g	yesnomissing_label	
				Organizational change remedy
region	byte	%15.0g	region_cd_label	
				Regional office
p_region	byte	%15.0g	region_cd_label	
				Parent region (imputed)
year	int	%9.0g	year_label	
				Fiscal year review closed
v_year	int	%15.0g	year_label	
				Year review with violation closed
unemp	float	%9.0g		Local area unemployment rate
p_unemp	float	%9.0g		Parent local area unemployment rate
ofis_discrim	byte	%14.0g	ofis_discrim_label	
				Violation type (OFIS)
ofis_viol_b_sex	byte	%15.0g	yesnomissing_label	
				Violation basis sex (OFIS)
ofis_viol_b_col	byte	%15.0g	yesnomissing_label	
				Violation basis color (OFIS)
ofis_viol_b_vet	byte	%15.0g	yesnomissing_label	
				Violation basis veteran (OFIS)
ofis_viol_b_dsb	byte	%15.0g	yesnomissing_label	
				Violation basis disability status (OFIS)
ofis_viol_b_nor	byte	%15.0g	yesnomissing_label	
				Violation basis national origin (OFIS)
ofis_viol_b_rlg	byte	%15.0g	yesnomissing_label	
				Violation basis religion (OFIS)
ca_remedy_emp	byte	%15.0g	yesnomissing_label	
				Employment remedy (CA/CD)
ca_remedy_fin	byte	%15.0g	yesnomissing_label	
				Financial remedy (CA/CD)
ca_remedy_org	byte	%15.0g	yesnomissing_label	
				Organizational change remedy (CA/CD)
ca_remedy_mis~g	byte	%9.0g	missingflag_label	
				Missing remedies in CA/CD
complaints_flag	byte	%29.0g	complaints_flag_label	
				Review is from complaint investigations file