



Research Brief

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Equal Employment Opportunity (EEO) File Released for Pennsylvania: Black Alone, Not Hispanic Pennsylvanians Experience the Longest Duration of Unemployment

PENN STATE HARRISBURG – The U.S. Census Bureau released the Equal Employment Opportunity (EEO) 2006-2010 American Community Survey Tabulation. The EEO data offers a detailed examination of the diversity of Pennsylvania's labor force and serves as a benchmark for comparing the race, ethnicity and sex composition of an organization's internal workforce. The release marks the first EEO data to be available in a decade and is the first such data to be derived from the American Community Survey.

Data contained in the file includes demographic characteristics of the commonwealth's labor force, such as detail occupations by sex, race and ethnicity. Tables also include data by age, education attainment, median earnings and industry. Also this decade's EEO file contains two new measures - U.S. citizenship and unemployment status. In addition, information is available on where workers live, where they work, and commuting flows.

The geographic levels available in EEO 2006-2010 ACS Tabulation include the nation, states, metropolitan and micropolitan areas, counties and places with populations of 50,000 or more or 100,000 or more depending on the specific table. Population thresholds are based on residence population.

Duration of Unemployment by Race/Ethnicity

One of the new data items included in the EEO 2006-2010 ACS tabulation is the addition of unemployment status, specifically duration of unemployment. According to the data, Black Alone, Not Hispanics age 16 and over in the labor force had the highest unemployment rate (12.2 percent) of any racial and ethnic group in Pennsylvania during the period 2006-2010. Hispanics workers followed with 10.6 percent of those in the labor force unemployed. Meanwhile, the unemployment rate for White Alone, Not Hispanics in the labor force was 5.5 percent. Asian workers had the lowest rate of unemployment of any racial and ethnic group at 5.3 percent during the time period. Note: The universe for unemployment tables in the EEO file consists of individuals in the civilian labor force who were 16 years and over and employed in the past 5 years.

Black Alone, Not Hispanic workers were also more likely to be unemployed for a longer duration compared to other racial and ethnic groups in 2006-2010. During the period 2006-2010, 36.6 percent of the 67,835 unemployed Black Alone, Not Hispanic workers in Pennsylvania were currently unemployed and last worked 1 to 5 years ago compared to 30.8 percent of the 28,920 unemployed Hispanics who did not work in the past year. Similarly, in addition to experiencing lower rates of unemployment, Asian Alone, Not Hispanic and White Alone, Not Hispanic workers also had a lower percentage of unemployed individuals who were unemployed for longer than a year 34.3 percent and 26.5 percent, respectively.

Diversity by Occupation Group

The EEO 2006-2010 ACS tabulation also allows data users to see the level of racial and ethnic diversity in the work force. During the period 2006-2010, minority groups made up 16.7 percent of all Pennsylvanians in the labor force. Minority is defined as anyone who indicated that they were either Hispanic or a race other than white alone. Occupations involved in service and protective services had the highest levels of diversity during the period. Minority population accounted for nearly a quarter of workers in service (24.8 percent) and protective services (24.1 percent) occupation groups in 2006-2010.

White Alone, Not Hispanic workers made up 88 percent or more of the workforce in three occupational groups, including installation, maintenance and repair craft workers (89.3 percent), management, business and financial workers (88.6 percent), construction and extractive craft workers (88.6 percent).

Individual Occupation Data:

Another advantage of the EEO 2006-2010 ACS tabulation is the ability to see the detailed demographic and socio-economic information for individual occupations. Below is a selection of individual occupation data:

- There were a total of 91,480 waiter and waitresses working in Pennsylvania in 2006-2010. Of this total, 3.5 percent were not U.S. citizens. Asian Alone, Not Hispanic waiters and waitresses were most likely not to be U.S. citizens: 40.8 percent of the 2,990 Asian Alone, Not Hispanic waiters and waitress were not U.S. citizens in 2006-2010.
- During the period 2006-2010, a total of 83,825 Pennsylvanians were employed as accountants and auditors. Of these, 78,995 or 94.6 percent actually worked within the Keystone State.
- Women made up the vast majority of teachers at the middle school level and below in Pennsylvania in 2006-2010: more than three-quarters (76.5 percent) of elementary and middle school teachers were women. The percentage of women to men increased to 98.3 percent at the preschool and kindergarten level. The ratio of males and females begins to even out at the secondary level (58.2 percent women to 41.8 percent men). At the post-secondary level a slightly larger percentage of teachers are men (52.0 percent versus 48.0 percent)

More about the Equal Employment Opportunity Special Tabulation

The Census Bureau's EEO 2006-2010 ACS Tabulation is created at the request of the four federal agencies responsible for enforcement of antidiscrimination laws and regulations in the workplace. Those agencies are the Equal Employment Opportunity Commission, the Department of Justice's Employment Litigation Section, the Department of Labor's Office of Federal Contract Compliance Program and the Office of Personnel Management. These agencies use the data to monitor hiring practices by comparing the composition of a particular workforce to the corresponding composition of the labor pool in the same area. In addition, many non-governmental organizations use EEO data to develop and update their affirmative action plans.

Overall, the EEO 2006-2010 ACS Tabulation is similar to the 2000 EEO Special Tabulation, except for the addition of two additional characteristics—U.S. citizenship and employment status—and the inclusion of margins of error. More releases are scheduled from the EEO 2006-2010 ACS Tabulation by mid-December, including place flows, unemployment status at the county-level and the entire file on the Census FTP site. The Disability Employment Tabulation (2008-2010) will be released in spring of 2013. For more information please visit the Census's Equal Employment Opportunity (EEO) Tabulation website at: <http://www.census.gov/people/eetabulation/>.

Unlike previous decades when a separate EEO Data Retrieval Tool was created, tables from EEO 2006-2010 ACS Tabulation are available in American FactFinder. Data users will need to locate and employ the **EEO Occupations Codes Data Filter Option** to select specific occupations for analysis (see image below).



Source: U.S. Census Bureau, Equal Employment Opportunity (EEO) 2006-2010 American Community Survey Special Tabulation

The Pennsylvania State Data Center is the commonwealth's official source for population and economic statistics. It is based at Penn State Harrisburg's Institute of State and Regional Affairs. The Pennsylvania State Data Center is part of the U.S. Census Bureau's National State Data Center Program.

Editors: For additional data, contact the Pennsylvania State Data Center's State Capital Office at 717.772.2710 or for faculty comment on this topic, contact Penn State Harrisburg's Public Information Office at 717.948.6029.

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