Analyzing the Effect of Federal Agency Budget Cuts on EEOC Charge Filings

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Overview

- The Equal Employment Opportunity Commission enforces laws against discrimination in the workplace
- Federal agencies are required to make public the number of EEOC charges filed in a given year in that agency
- Congressional committees oversee federal agencies and petition for their budgetary needs
- The most senior members of a congressional committee hold the most influence and would presumably be more able to direct funds towards agencies with a significant presence in their jurisdiction

Data and Method

- EEOC charge filings 2003 – 2014
- Federal agency budgets
- House and Senate committees that oversee each federal agency
- Seniority and party affiliation of the chairs, ranking members, and ordinary members of a committee
- Results of the EEOC Federal Employee Viewpoint Survey 2010 – 2012
- R to model panel data with $k$ regressors:
  \[ Y_{it} = (X_{1it}, X_{2it}, X_{kit}) \text{, where } i = 1, \ldots, n \text{ and } t = 1, \ldots, T \]
  \[ n = \text{number of agencies} \]
  \[ T = \text{number of years} \]

References

1. Charles Stewart III and Jonathan Ween. Congressional Committee Assignments, 103rd to 114th Congresses, 1993–2017

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Impact

- Discrimination charge filings not determined by budget cuts or committee chair party
- Further analysis required:
  - Incorporate FEVS data
  - Identify complaints due to layoffs by using percent change in workforce as a predictor of complaints