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NEW EMPLOYMENT OPPORTUNITIES FOR TEXAS WOMEN

Recent history has demonstrated a dramatic increase in the number of women employed in the Texas labor force, contributing substantially to the growth and vigor of the Texas economy. Future economic growth in Texas will continue to depend on the contribution of women to the Texas work force. If these resources are to be fully utilized, employment opportunities for women must be forthcoming.

The role of women in the work force has gradually changed. Additional employment opportunities for women have arisen and will continue to arise through the expansion of the traditional industries and occupations as well as through the formation of new industries. An indication of future employment opportunities for this vital segment of the Texas work force can be derived from information on new businesses incorporating and qualifying to do business in Texas.

Previous issues of the *Texas Business and Commercial Quarterly* (April and July 1984) presented information provided by a survey of new Texas corporations and out-of-state corporations moving to Texas. This information provided insight into the industrial composition and anticipated employment by industry of these new Texas business enterprises. This issue of the *Quarterly* will utilize these data to analyze the potential contribution of these firms to the employment of women workers.

The potential demand for women workers by the new and out-of-state firms is analyzed on the basis of three ethnic women's groups within the state. If there are differences in the industrial concentration and occupational status of Anglo, Hispanic and Black women within the state, the opportunities offered by the new and out-of-state business development will vary by ethnic group.

Additional data used in this analysis are provided by the Public Use Sample of the 1980 Census of Population. These data provide information as to the occupation and industry of women workers in the Texas Standard Metropolitan Statistical Areas by ethnic group and consequently limit this study to the Texas SMSAs. The analysis also is limited to the sample of full-time women workers from 25 through 64 years of age. Women under 25 years of age are primarily engaged in completing their education, while many over 65 years of age are retired. These two groups were therefore excluded from the analysis.

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Table 1

Female Labor Force Percentage Participation Rates By Ethnic Group: 1980

Ethnic Group	Participation Rate of Women from 25 to 64 years of age
Anglo	60.9
Hispanic	51.1
Black	69.8

Source: Public Use Sample, 1980 of Population

Women's Participation in the Labor Market

Labor force participation rates indicate the importance of productive employment to women. Table 1 provides information on participation rates. It is evident from the data in Table 1 that the availability of outside the home employment opportunities is of vital importance to Texas women. More than one-half of these women were in the labor force in 1980. Specifically 60.9 percent of Anglo women, 51.1 percent of Hispanic women, and 69.8 percent of Black women were either the primary income earner in the family or provided a substantial contribution to family income.

The Industrial Incidence of Women Workers

Women have recently made inroads into non-traditional industries and occupations. Although the woman worker ratio in non-traditional industries has changed, it has changed slowly. Thus, the Texas woman worker should look to expansion in traditional industries for employment opportunities. To assess the contribution of the new business formation in Texas to these opportunities, it is useful to analyze the current status of women's employment by industry. The analysis can then relate opportunities for employment of women to the industries developing as a result of new business formation and anticipated growth within these industries.

Table 2 presents data on employment of women by industry as of 1980. If the relative number of women workers in the service industry remains constant, growth in the service industries will provide substantial opportunities for women. In 1980, the service industry employed 46.19 percent of all working women: 56.02 percent of Black working women, 47.55 percent of Hispanic working women, and 44.06 percent of Anglo working women. No other industry class approached this level of importance. In fact, one sub-category within this class, "Other Services," was relatively more important than any other industry class. ("Other services" includes among others legal services, schools, other educational services, child care services, and museums).

Health services were responsible for providing employment to a relatively large number of women workers, accounting for 12.14 percent of full-time women workers: 18.31 percent of the Black women, 12.93 percent of the Hispanic women, and 10.82 percent of the Anglo women (Table 2).

Second in importance as an employer of women was the manufacturing class, the only industry class which approached the "other services" category in employment importance for women. Over fifteen percent of full-time women workers were employed in this industrial class. The representation of ethnic groups varied. This industry employed 22.02 percent of working Hispanic women, 15.88 percent of Black working women, and 14.05 percent of Anglo women. The electric and electronic equipment category, at 2.63 percent, was the most important employer of women in this class, slightly more important than the apparel category, which employed 2.31 percent.

Women's employment in the manufacturing industry varies on an ethnic basis. Hispanic women are more apt to work in apparel manufacturing, 8.92 percent, while Black women and Anglo women are more likely to work at electronics, 3.40 percent and 2.53 percent respectively. The balance of the manufacturing sub-categories are relatively less important.

The retail trade industry is also important as an employer of women. This industry hired 15.38 percent of Anglo women, 16.22 percent of Hispanic women, and 12.37 percent of Black women. (Table 2). The balance of the industries presented in Table 2 hired less than 20 percent of all working women, although Finance, Insurance and Real Estate hired nearly 10 percent (9.77 percent).

Some differences in the sub-categories within broad industrial classes are apparent. Anglo women are more often employed in banking, insurance and real estate, mining, constructions, building and garden stores, and business services. Hispanic women tend to be employed in general merchandise stores, eating and drinking places, and personal services. Black women are frequently employed in communications, eating and drinking places, and health services.

Relative Women's Employment

Table 2 shows the relative employment of women by broad industry classes and allows for comparison of employment importance by ethnic group. Table 3 presents an index of the relative employment of all women, Black women, Hispanic women, and Anglo women. This employment index was computed on the basis of the percentage of all women and women in each ethnic group employed in each broad industrial class as a ratio to the percent of all workers employed in the various industry classes.

Table 2

Percentage Distribution of All Women
Black Women, Anglo Women, and Hispanic
Women by Industry

Full-Time Workers in Texas SMSAs, 1980

Industry	Anglo	Hispanic	Black	Total
Mining	2.43	.39	1.30	2.00
Oil and Gas	2.39	.28	1.30	1.95
Other	.04	.11	0	.05
Construction	2.27	.78	.81	1.87
Manufacturing	14.05	22.02	15.88	15.37
Food Products	.72	2.17	1.19	.98
Textile Mills	.14	.17	.11	.14
Apparel	1.20	8.92	1.73	2.31
Printing and Publishing	1.25	1.00	.38	1.09
Chemicals	1.40	.50	2.16	1.39
Rubber and Plastics	.43	.39	.43	.43
Leather Products	.07	.28	.05	.10
Primary Metals	.32	.67	.38	.37
Fabricated Metals	1.01	.45	.43	.86
Machinery	1.83	1.78	2.49	1.92
Electric—Electronic	2.53	2.40	3.40	2.63
Transportation Equipment	.99	.45	1.19	.94
Instruments	1.00	1.11	.92	1.01
Other	1.12	1.73	1.03	1.19
Transportation and Communication	6.00	3.68	6.21	5.72
Local Transportation	.09	.11	.27	.12
Trucking	.77	.39	.27	.65
Water Transportation	.09	.11	.05	.09
Air Transportation	.68	.17	.54	.59
Transportation Services	.21	0.00	.27	.19
Communication	2.63	1.67	2.92	2.54
Other	1.52	1.22	1.89	1.53
Wholesale Trade	4.55	3.57	1.62	4.02
Durable Goods	2.35	1.28	.76	1.98
Nondurable Goods	2.20	2.29	.86	2.04
Retail Trade	15.38	16.22	12.37	15.07
Building and Garden General Merchandise	2.35	.28	.16	.46
Food Stores	2.21	3.85	3.40	3.35
Automobile Dealers	2.41	2.62	1.46	2.31
Apparel	.65	.22	.11	.52
Eating and Drinking	1.18	1.39	1.13	1.20
Miscellaneous Retail	3.45	4.96	3.73	3.69
Other	2.46	2.17	1.51	2.29
Finance, Insurance, and Real Estate	1.42	.72	.86	1.25
Banking	11.25	5.80	5.83	9.77
Credit Agencies	3.59	2.45	1.94	3.21
Security/Commodity	.70	.61	.16	.61
Insurance	.40	.22	.22	.35
Real Estate	3.60	1.45	2.38	3.14
Services	2.95	1.06	1.13	2.45
Personal	44.06	47.55	56.02	46.19
Business	3.17	7.30	9.83	4.65
Auto Repair	4.01	2.68	3.46	3.76
Entertainment and Amusement	.40	.11	.11	.32
Health	.57	.39	.22	.49
Other	10.82	12.93	18.31	12.14
	25.10	24.14	24.10	24.83

Source: Public Use Sample, 1980 Census of Population

When the information presented in Table 3 is considered, women are underrepresented in all industrial categories except services; and finance, insurance and real estate. The degree of underrepresentation can be inferred from the difference between the index number and 100. On this basis, the degree of underrepresentation is greatest in construction and the least in transportation, communication and utilities. The degree of underrepresentation of the other categories varies between these extremes

When each ethnic group is considered, the picture changes slightly. Black women are about equally represented in manufacturing, and Anglo women are overrepresented in finance, insurance and real estate. All women, Anglo, Black and Hispanic, are overrepresented in the service sector. This overrepresentation may be a mixed blessing. Quite often the wage scale in this sector is lower than in the balance of the economy generally. On the other hand, this industrial class has grown relative to the other industries, over the period between 1973-1983 (April 1984, *Quarterly*, Table 1), and is also the industry of choice of the new Texas businesses and the out-of-state businesses moving to Texas. Thus, this growth implies an increase in the demand for women workers greater than the demand for workers generally. This increase in demand will be of special importance to Black and Hispanic women because they are more likely to be employed in this industrial class.

The second most important employer of women in Texas is the manufacturing sector. This industrial sector declined relatively from 1973-1983, and the indications of the survey by the Secretary of State of Texas point to a further relative decline (Table 1, April 1984, *Quarterly*). This adverse trend suggests fewer new employment opportunities for Black women and Hispanic women who are more likely to work in this industry.

Table 3
Index of Relative Employment of All Women,
Black Women, Hispanic Women, and Anglo
Women to Total Employment by Broad
Industrial Category
Texas SMSAs 1980

Industry	All Women	Anglo Women	Black Women	Hispanic Women
Mining	42	51	8	27
Construction	22	27	9	10
Manufacturing	74	68	106	77
Trade	62	65	65	46
Finance, Insurance, Real Estate	130	150	77	78
Transportation, Communication and Utilities	81	85	52	87
Services	219	209	226	266

Source: Computed from Table 2 and Table 2, *Texas Business and Commercial Quarterly*, January 1984.
1980 Texas Employment computed by interpolation

Trade appears to follow the same trend as manufacturing. The relative importance of trade changed very little over the decade from 1973-1983. Yet the survey indicates that fewer new enterprises are entering this field. The relatively fewer new employment opportunities in this sector will have the greatest impact on Anglo and Black women.

The finance, insurance and real estate industry was also popular with new businesses in Texas. This industrial sector, which grew slightly over the 1973-1983 decade, appears destined to increase relatively in the future. (Table 1, April 1984, *Quarterly*). This growth will increase the employment opportunities for all women, but especially Anglo women. Anglo women are more likely to work in this industry generally, and they are also more likely to be employed in this industry than either Hispanic or Black women.

The anticipated growth in the relative importance of the construction industry will provide new employment opportunities for women. Relatively few women, however, are employed directly in construction, and the direct impact will be small.

The other industrial sector which will provide employment opportunities for women is the transportation, communication, and utilities sector. This sector, however, declined in relative importance from 1973 to 1983 and was not the dominant sector of choice of the new Texas business. (Table 1, April 1984, *Quarterly*). Thus, this industrial class should become less important as an employer of Texas women workers.

Occupations

Another aspect of the market for women workers which can be analyzed on the basis of the information provided by the Secretary of State's survey and the Public Use Sample of the Bureau of the Census is the industrial employment market by occupation. If the growth industries are those which hire women as salespersons and clerks, then the employment opportunities will arise in those occupations. If the growth industries are more apt to hire women as managers and professionals, the market will expand for these occupations. Occupational opportunities will also vary by ethnic groups, depending on the occupational mix by industry of Anglo, Black, and Hispanic women.

Tables 4a, 4b, and 4c present a matrix of the percent occupation distribution by industry of Anglo, Black and Hispanic women. This information, in conjunction with the information contained in Tables 1 and 2 of the April 1984 issue of the *Quarterly*, gives some indication of future occupational opportunities for women. These occupational categories determine, to a large extent, the returns to women from employment and give rise to questions of qualifications, discrimination, and exploitation. These questions deserve more analysis than can be given in a limited article of this nature.

As noted above, the indications of the survey were that the service industry was the industry of choice by the greatest relative number of new businesses in Texas (Table 1, April 1984, *Quarterly*). "Other services" was the dominant sub-category chosen by new Texas corporations. Moreover, "business services" was the dominant sub-category for new out-of-state corporations. As a second choice, new Texas corporations chose "business services" and out-of-state corporations chose "other services." The growth of new firms in this industry class will provide substantial employment opportunities for women (Table 2). Of the women hired, 11.4 percent of Anglo, 6.0 percent of Hispanic and 8.7 percent of Black women will be managers; 44.9 percent of Anglo, 27.5 percent of Hispanic, and 40.6 percent of Black women will be professionals; 32.6 percent of Anglo, 41.1 percent of Hispanic and 24.4 percent of Black women will be clerical workers; and 6.8 percent of Anglo, 19.9 percent of Hispanic and 21.1 percent of the Black women will be employed as service workers.

"Business services," the other category most preferred by the new business firms, also offer employment opportunities to women but to a lesser degree than "other services." (Table 2). Of the women hired by this industry, 24.9 percent of Anglo, 4.2 percent of Hispanic, and 4.7 percent of Black women will be managers; 9 percent of Anglo, 6.3 percent of Hispanic, and 6.3 percent of Black women will be professionals; 50.8 percent of Anglo, 43.8 percent of Hispanic, and 40.6 percent of Black women will be clerical workers; and 3.8 percent of Anglo, 22.9 percent Hispanic, and 26.6 percent of Black women will be service workers.

The health industry, which also shows some growth, hires substantial numbers of women. The occupations which will benefit from health industry growth are professional, clerical and service workers (Tables 4a, 4b, 4c). There are relatively few women employed as managers in this industry.

The "personal service" sub-category provides employment primarily for those occupations on the low end of the salary scale. Of the women hired by this industry, 59.4 percent of Anglo, 63.4 percent of Hispanic, and 80.2 percent of Black women will be hired to provide services.

The survey by Secretary of State does not indicate a large relative growth in the balance of the service industries (Table 2, April, *Quarterly*). These other industries do, however, provide some occupational and employment opportunities for women. The entertainment industry provides professional opportunities for Anglo women, and clerical and service opportunities for Hispanic women. Black women are not employed in this industry in significant numbers (Table 4c).

The trade sector is important as a provider of jobs for women in Texas (Table 2) and was also the industrial sector of choice of a relatively large percentage of the new Texas and out-of-state firms (Table 1, April, *Quarterly*). If the current occupational

Table 4a

Industry by Occupation Percentage Distribution of Anglo Full-Time Women Workers (1980)

OCCUPATIONAL DISTRIBUTION (PERCENT)*

INDUSTRY	Total	Managerial	Professional	Technical, Sales, Admin. Support	Sales	Clerical	Service	Blue Collar Craft & Repair	Operatives & Laborers
Mining									
Oil and Gas	100.0	18.1	6.0	3.9	1.7	65.5	0.0	3.9	0.9
Other	100.0	0.0	0.0	0.0	0.0	75.0	0.0	25.0	0.0
Construction	100.0	18.6	3.2	2.3	0.9	62.0	0.5	7.2	5.4
Manufacturing									
Food Products	100.0	7.1	1.4	0.0	1.4	48.6	0.0	2.9	38.6
Textile Mills	100.0	14.3	0.0	0.0	0.0	14.3	0.0	7.1	64.3
Apparel	100.0	5.1	0.9	0.9	1.7	10.3	0.0	8.5	72.6
Printing & Publishing	100.0	9.9	13.2	2.5	8.3	37.2	1.7	4.1	23.1
Chemicals	100.0	7.3	5.8	7.3	1.5	65.0	1.5	5.1	6.6
Rubber & Plastics	100.0	4.8	0.0	0.0	2.4	35.7	0.0	9.5	47.6
Leather Products	100.0	14.3	0.0	0.0	14.3	28.6	0.0	14.3	28.6
Primary Metals	100.0	9.7	0.0	6.5	0.0	54.8	0.0	6.5	22.6
Fabricated Metals	100.0	11.1	0.0	1.0	3.0	53.5	0.0	4.0	27.3
Machinery	100.0	10.1	5.6	1.7	1.7	51.7	0.0	9.6	19.7
Electric-Electronic	100.0	5.7	4.5	6.5	1.6	24.0	0.4	22.4	35.0
Transportation Equipment	100.0	7.3	4.2	4.2	1.0	59.4	0.0	3.1	20.8
Instruments	100.0	8.2	3.1	6.1	4.1	34.7	2.0	12.2	29.6
Other	100.0	8.3	1.8	0.9	2.8	35.8	0.9	5.5	44.0
Transportation and Communications									
Local Transportation	100.0	22.2	0.0	11.1	0.0	33.3	11.1	0.0	22.2
Trucking	100.0	8.0	0.0	0.0	2.7	61.5	1.3	2.7	24.0
Water Transportation	100.0	11.1	0.0	0.0	0.0	66.7	11.1	11.1	0.0
Air Transportation	100.0	4.5	1.5	1.5	1.5	71.2	13.6	0.0	6.1
Transportation Services	100.0	0.0	0.0	0.0	0.0	80.0	5.0	0.0	15.0
Communications	100.0	7.0	5.9	2.0	4.3	70.7	0.4	8.2	1.6
Other	100.0	9.5	2.7	3.4	1.4	78.4	0.7	1.4	2.7
Trade									
Wholesale									
Durable goods	100.0	15.8	1.3	0.0	13.6	63.6	0.4	1.3	3.9
Nondurable goods	100.0	13.0	1.9	1.4	17.2	55.3	0.0	1.9	9.3
Retail									
Building & Garden	100.0	13.0	3.7	0.0	38.9	42.6	0.0	0.0	1.9
General Merch	100.0	11.7	0.9	0.0	47.2	29.7	1.9	3.5	5.1
Food Stores	100.0	8.5	0.4	0.0	54.7	16.2	1.7	5.6	12.8
Automobile Dealers	100.0	12.7	0.0	7.9	23.8	50.8	0.0	1.6	3.2
Apparel	100.0	14.8	0.0	0.0	71.3	12.2	0.0	0.9	0.9
Eating & Drinking	100.0	21.8	0.0	0.0	7.2	4.8	65.4	0.6	0.3
Miscellaneous Retail	100.0	9.6	11.7	0.8	50.2	20.9	0.4	3.3	2.9
Other	100.0	14.5	2.9	0.7	31.2	40.6	0.7	3.6	5.8
Finance, Insurance & Real Estate									
Banking	100.0	21.8	0.6	0.0	1.7	75.4	0.6	0.0	0.0
Credit Agencies	100.0	42.6	0.0	0.0	1.5	55.9	0.0	0.0	0.0
Security Commodity	100.0	23.1	2.6	5.1	15.4	53.8	0.0	0.0	0.0
Insurance	100.0	12.0	2.3	1.7	18.0	65.1	0.3	0.6	0.0
Real Estate & Other	100.0	24.7	0.7	1.0	48.4	22.6	2.4	0.0	0.0
Service									
Personal	100.0	8.8	2.6	1.0	5.5	14.0	59.4	2.9	5.8
Business	100.0	24.9	9.0	3.8	3.3	50.8	3.8	1.0	3.3
Auto Repair	100.0	10.3	0.0	2.6	10.3	51.3	0.0	12.8	12.8
Entertainment & Amusement	100.0	25.4	21.8	0.0	12.7	27.3	7.3	0.0	5.5
Health	100.0	6.6	32.1	15.8	0.2	23.1	21.1	0.8	0.4
Other	100.0	11.4	44.9	2.1	0.7	32.6	6.8	0.4	1.0

*Totals may not equal 100% due to rounding error.
Source: Public Use Sample, 1980 Census of Population

Table 4b

Industry by Occupation Percentage Distribution of Hispanic Full-Time Women Workers (1980)
 OCCUPATIONAL DISTRIBUTION (PERCENT)*

INDUSTRY	Total	Managerial	Professional	Technical, Sales, Admin. Support	Sales	Clerical	Service	Blue Collar Craft & Repair	Operatives & Laborers
Mining									
Oil and Gas	100.0	0.0	12.5	8.3	0.0	79.2	0.0	0.0	0.0
Other	n.a.								
Construction	100.0	7.1	0.0	0.0	0.0	64.3	0.0	14.3	14.3
Manufacturing									
Food Products	100.0	2.6	0.0	0.0	5.1	12.8	5.1	12.8	61.5
Textile Mills	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Apparel	100.0	0.0	0.0	0.0	0.0	1.9	1.3	8.1	88.8
Printing & Publishing	100.0	0.0	0.0	0.0	0.0	33.3	16.7	11.1	38.9
Chemicals	100.0	0.0	0.0	0.0	0.0	88.9	0.0	0.0	11.1
Rubber & Plastics	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Leather Products	100.0	0.0	0.0	0.0	20.0	40.0	0.0	0.0	40.0
Primary Metals	100.0	0.0	0.0	0.0	0.0	16.7	0.0	16.7	66.7
Fabricated Metals	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0
Machinery	100.0	3.1	0.0	3.1	3.1	15.6	0.0	12.5	62.5
Electric-Electronic	100.0	4.7	2.3	0.0	2.3	7.0	0.0	30.2	53.5
Transportation Equipment	100.0	0.0	0.0	0.0	0.0	50.0	0.0	25.0	25.0
Instruments	100.0	5.0	5.0	10.0	0.0	15.0	0.0	10.0	55.0
Other	100.0	0.0	0.0	0.0	0.0	9.7	0.0	16.1	74.2
Transportation and Communications									
Local Transportation	n.a.								
Trucking	100.0	0.0	0.0	0.0	0.0	85.7	0.0	0.0	14.3
Water Transportation	n.a.								
Air Transportation	n.a.								
Transportation Services	n.a.								
Communications	100.0	0.0	6.7	0.0	0.0	86.7	0.0	6.7	0.0
Other	100.0	9.1	0.0	0.0	0.0	81.8	9.1	0.0	0.0
Trade									
Wholesale									
Durable goods	100.0	4.3	0.0	0.0	17.4	52.2	8.7	0.0	17.4
Nondurable goods	100.0	7.3	2.4	0.0	4.9	26.8	0.0	2.4	56.1
Retail									
Building & Garden	100.0	0.0	0.0	0.0	40.0	40.0	0.0	0.0	20.0
General Merch	100.0	2.9	0.0	0.0	55.1	30.4	2.9	5.8	2.9
Food Stores	100.0	12.6	2.1	0.0	51.1	4.3	2.1	8.5	19.1
Automobile Dealers	n.a.								
Apparel	100.0	12.0	0.0	0.0	60.0	20.0	0.0	4.0	4.0
Eating & Drinking	100.0	7.9	0.0	0.0	7.9	0.0	83.1	0.0	1.1
Miscellaneous Retail	100.0	2.6	5.1	0.0	56.4	30.8	0.0	0.0	5.1
Other	100.0	0.0	0.0	0.0	15.4	53.8	23.1	0.0	7.7
Finance, Insurance & Real Estate									
Banking	100.0	2.3	0.0	0.0	0.0	95.4	2.3	0.0	0.0
Credit Agencies	100.0	9.1	9.1	0.0	9.1	72.7	0.0	0.0	0.0
Security Commodity	n.a.								
Insurance	100.0	3.8	0.0	0.0	19.2	73.1	0.0	3.8	0.0
Real Estate & Other	100.0	31.6	0.0	0.0	5.3	21.1	42.1	0.0	0.0
Service									
Personal	100.0	0.0	0.0	0.8	6.1	9.9	63.4	1.5	18.3
Business	100.0	4.2	6.3	4.2	4.2	43.8	22.9	4.2	10.4
Auto Repair	n.a.								
Entertainment & Amusement	100.0	0.0	0.0	0.0	14.3	28.6	42.9	0.0	14.3
Health	100.0	3.9	11.6	15.9	0.4	20.3	44.4	0.9	2.6
Other	100.0	6.0	27.5	0.9	0.7	41.1	19.9	1.4	2.5

*Totals may not equal 100% due to rounding error.

n.a.: Number of women workers too small to compute meaningful data.

Source: Public Use Sample, 1980 Census of Population

Table 4c
 Industry by Occupation Percentage Distribution of Black Full-Time Women Workers (1980)
 OCCUPATIONAL DISTRIBUTION (PERCENT)*

INDUSTRY	Total	Managerial	Professional	Technical, Sales, Admin. Support	Sales	Clerical	Service	Blue Collar Craft & Repair	Operatives & Laborers
Mining									
Oil and Gas	100.0	0.0	0.0	0.0	0.0	80.0	0.0	0.0	20.0
Other	100.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0
Construction	100.0	0.0	0.0	6.7	0.0	53.3	13.3	0.0	26.7
Manufacturing									
Food Products	100.0	4.5	0.0	0.0	0.0	18.2	9.1	4.5	63.6
Textile Mills	n.a.								
Apparel	100.0	3.1	0.0	0.0	0.0	3.1	3.1	3.1	87.5
Printing & Publishing	100.0	0.0	0.0	0.0	0.0	14.3	0.0	28.6	57.1
Chemicals	100.0	5.0	0.0	5.0	0.0	47.5	2.5	7.5	32.5
Rubber & Plastics	100.0	0.0	0.0	0.0	0.0	12.5	0.0	12.5	75.0
Leather Products	n.a.								
Primary Metals	100.0	0.0	14.3	0.0	0.0	14.3	0.0	42.9	28.6
Fabricated Metals	100.0	0.0	0.0	0.0	0.0	25.0	0.0	0.0	75.0
Machinery	100.0	4.3	4.3	6.5	0.0	23.9	4.3	4.3	52.2
Electric-Electronic	100.0	4.8	1.6	7.9	0.0	14.3	0.0	25.4	46.0
Transportation Equipment	100.0	4.5	0.0	0.0	0.0	27.3	0.0	18.2	50.0
Instruments	100.0	5.9	0.0	0.0	0.0	23.5	5.9	5.9	58.8
Other	100.0	0.0	0.0	0.0	0.0	10.5	0.0	10.5	78.9
Transportation and Communications									
Local Transportation	100.0	20.0	0.0	0.0	0.0	40.0	0.0	0.0	40.0
Trucking	100.0	0.0	0.0	0.0	0.0	80.0	0.0	0.0	20.0
Water Transportation	n.a.								
Air Transportation	100.0	0.0	0.0	0.0	0.0	60.0	20.0	20.0	0.0
Transportation Services	100.0	0.0	0.0	0.0	0.0	0.0	20.0	20.0	60.0
Communications	100.0	5.6	5.6	1.9	5.6	70.4	3.7	3.7	3.7
Other	100.0	2.9	2.9	2.9	2.9	80.0	5.7	0.0	2.9
Trade									
Wholesale									
Durable goods	100.0	0.0	0.0	0.0	0.0	57.1	0.0	0.0	42.9
Nondurable goods	100.0	6.3	0.0	0.0	0.0	62.5	6.3	0.0	25.0
Retail									
Building & Garden	n.a.								
General Merch	100.0	14.3	0.0	0.0	36.5	33.3	11.1	1.6	3.2
Food Stores	100.0	7.4	0.0	0.0	63.0	11.1	7.4	0.0	11.1
Automobile Dealers	n.a.								
Apparel	100.0	0.0	0.0	0.0	61.9	28.6	4.8	4.8	0.0
Eating & Drinking	100.0	11.6	0.0	0.0	11.6	0.0	72.5	0.0	4.3
Miscellaneous Retail	100.0	3.6	0.0	0.0	50.0	38.6	3.6	16.7	3.6
Other	100.0	6.3	0.0	0.0	18.8	31.3	25.0	6.3	12.5
Finance, Insurance & Real Estate									
Banking	100.0	11.1	2.8	0.0	0.0	75.0	8.3	0.0	2.8
Credit Agencies	n.a.								
Security Commodity	n.a.								
Insurance	100.0	9.1	0.0	0.0	11.4	75.0	4.5	0.0	0.0
Real Estate & Other	100.0	14.3	4.8	0.0	9.5	28.6	42.9	0.0	0.0
Service									
Personal	100.0	1.6	0.5	0.0	1.1	3.3	80.2	1.1	12.1
Business	100.0	4.7	6.3	10.9	4.7	40.6	26.6	0.0	6.3
Auto Repair	n.a.								
Entertainment & Amusement	n.a.								
Health	100.0	2.1	14.2	17.7	0.9	17.1	44.0	1.2	2.9
Other	100.0	8.7	40.6	1.3	0.4	24.4	21.1	0.0	3.4

*Totals may not equal 100% due to rounding error.

n.a.: Number of women workers too small to compute meaningful distribution.

Source: Public Use Sample, 1980 Census of Population

patterns continue, the employment offered by this sector will be primarily of a clerical nature (Tables 4a, 4b, 4c). Few openings will be provided at the managerial level, especially for Hispanic and Black women. There will, of course, be some opportunities for woman sales workers.

The manufacturing sector will also provide employment opportunities for women. Many women also work in the real estate, finance and insurance sector, a sector of choice by a large percentage of the new firms in Texas. Anglo women are over-represented in this industrial sector. As a reflection of the real estate boom within the state, the real estate sub-category was chosen by 38.8 percent of the new financial sector Texas firms and 33.3 percent of the out-of-state financial sector firms. The occupational opportunities provided are primarily in the managerial, sales, and clerical occupations for Anglo women; managerial and clerical jobs for Hispanic women; and managerial, sales and clerical jobs for Black women. (Table 4a, 4b, 4c). The other components of the financial sector will provide opportunities for Anglo women as managers and clerical workers, and for Hispanic and Black women as clerical workers.

The data from the Secretary of State did not indicate substantial growth in the balance of the industrial sectors, nor are they relatively important to the women's labor market. Occupational growth within these industries will be for clerical workers, the primary occupation of women employed in the mining, transportation communications and utilities, and construction industry classes.

Summary and Conclusion

The data from the survey by the Secretary of State of Texas used in connection with the data from the Public Use Sample of the Bureau of the Census gives insights into the employment and occupational opportunities for women which will be provided by the new business formation in Texas. The thrust of the new business development into the service, trade and manufacturing sectors may be advantageous for women since these sectors hire relatively large numbers of women and will undoubtedly continue to do so. These industrial sectors also hire more Black and Hispanic women than Anglo women. Thus, the job opportunities for Black and Hispanic women may increase relatively.

The industrial classes and sub-categories which hire relatively large numbers of women on a full-time basis are generally on the lower end of the wage scale. Primary occupational opportunities will be in the service and clerical worker categories, which also offer low wages. However, one portion of the service industry, "other services," does show promise for the employment of professional women in Texas.

★ ★ ★ ★ ★

The commentary in this issue was prepared by Celia Morgan and Howard Savage, professors in the Department of Finance and Economics at Southwest Texas State University, and was based on data collected by the Office of the Secretary of State.

Secretary of State Barometers

Business and commercial data accumulated by the Office of the Secretary of State includes total transactions, net additions to the business stock, commercial code filings, and corporate charters granted by standard metropolitan area. The second quarter figures for the data reported in our continuing series are discussed in the following section.

Total Transactions:

The number of total transactions recorded by the Statutory Filings Division of the Secretary of State's Office increased in the second quarter of 1984. This volume, presented in Table 5, was 61,390, an increase of 6,220 over the first quarter of this year and an increase of 864 over the same quarter one year ago.

When compared with transactions in the first quarter of 1984, the data in Table 5 show slower rates of entry and exit of businesses in the second quarter of this year. This deceleration for the April through June period is demonstrated by the following data:

- Filings for new corporate charters decreased by 3%, with 11,347 new charters filed

- Filings of new certificates of authority decreased by 5%, with 938 certificates filed
- Filings of new limited partnerships decreased by 6% with 1,197 new partnerships filed.

Slower exit rates were also recorded. The number of dissolutions decreased to 1,532, some 6% fewer dissolutions than in the first quarter. Withdrawals and terminations also decreased to 116 and 76, respectively, some 40% and 25% fewer than in the first quarter.

Indeed, the data in Table 5 suggest that most of the activity which occurred in the second quarter consisted of changes within existing businesses rather than additions. For example, articles of amendment for profit making firms increased 56% to 6,113 and changes of registered agent and office increased 76% to 6,092. Another indicator of future business activity, name reservations were steady with 2,894 reservations filed.

When compared with the same quarter one year ago, the data show a 4% decrease in new corporate charters but increases in certificates of authority and limited partnerships of 2% and 5%, respectively.

Table 5
Total Transactions

Type of Transactions	1984 Second Quarter	1984 First Quarter	Change from 1st Quarter 1984 to 2nd Quarter 1984	1983 Second Quarter	Change from 2nd Quarter 1983 to 2nd Quarter 1984
TOTALS	61,550	55,375	6,175	60,526	864
Articles of Incorporation	11,347	11,688	-341	11,818	-471
Articles of Incorporation (non-profit)	1,187	1,154	33	1301	-114
Professional Corporations	182	180	2	194	-12
Professional Associations	121	97	24	137	-16
Certificates of Authority	938	989	-51	921	17
Limited Partnerships	1,197	1,278	-81	1,141	56
Limited Partnership Amendments	1,124	1,133	-9	908	216
Limited Partnership Cancellations	115	82	33	91	24
Trust Companies	2	1	1	1	1
Trust Companies Amendment	7	3	4	7	0
Articles of Amendment (profit)	6113	3,907	2,206	5,511	602
Articles of Amendment (non-profit)	410	311	99	691	-281
Articles of Amendment (professional corporation)	131	41	90	130	1
Articles of Amendment (professional association)	873	83	790	1,092	-219
Amended Certificate of Authority	376	400	-24	430	-54
Articles of Corrections	183	149	34	144	39
Name Reservations	2,894	2,851	43	3,497	-603
Name Registration	92	122	-30	86	6
Dissolutions	1,532	1,626	-94	1408	124
Withdrawals	116	192	-76	135	-19
Terminations	76	102	-26	43	33
Information Letters	2,847	2,951	-104	4,269	-1422
Articles of Merger	160	206	-46	168	-8
Change of Registered Agent and Office	6,092	3,453	2,639	5,279	813
Reinstatements	1,388	1,091	297	1,293	95
No Pay Forfeitures	17	16	1	31	-14
Forfeitures	114	1,154	-1,040	147	-33
Certifications	20,117	18,279	1,838	18,122	1,995
Assumed Names	1,799	1,836	-37	1,530	269

Source: Secretary of State, Statutory Filings Division, Corporations Section (September 1984)

Net Additions to Business Stock

The quarterly net additions to the business stock for 1981 through 1984 are presented in Figure 1. These data show the slower but steady growth of the Texas business community. The 11,758 additions in the second quarter of 1984 are about 2% fewer than those recorded in the first quarter. These additions are about 4% below the additions recorded in the same quarter one year ago. If the rates of addition noted in the first two quarters persist throughout the year, Texas will experience a total increase in the business stock of 47,586 for all of 1984, an increase in excess of any previous year presented in this series.

The business stock includes all existing corporations, limited partnerships, and certificates of authority recorded by the Office of the Secretary of State. The net additions to the business stock equal the sum of new corporate charters, new limited partnerships, and new certificates of authority minus the sum of voluntary dissolutions, withdrawals, and terminations.

UCC

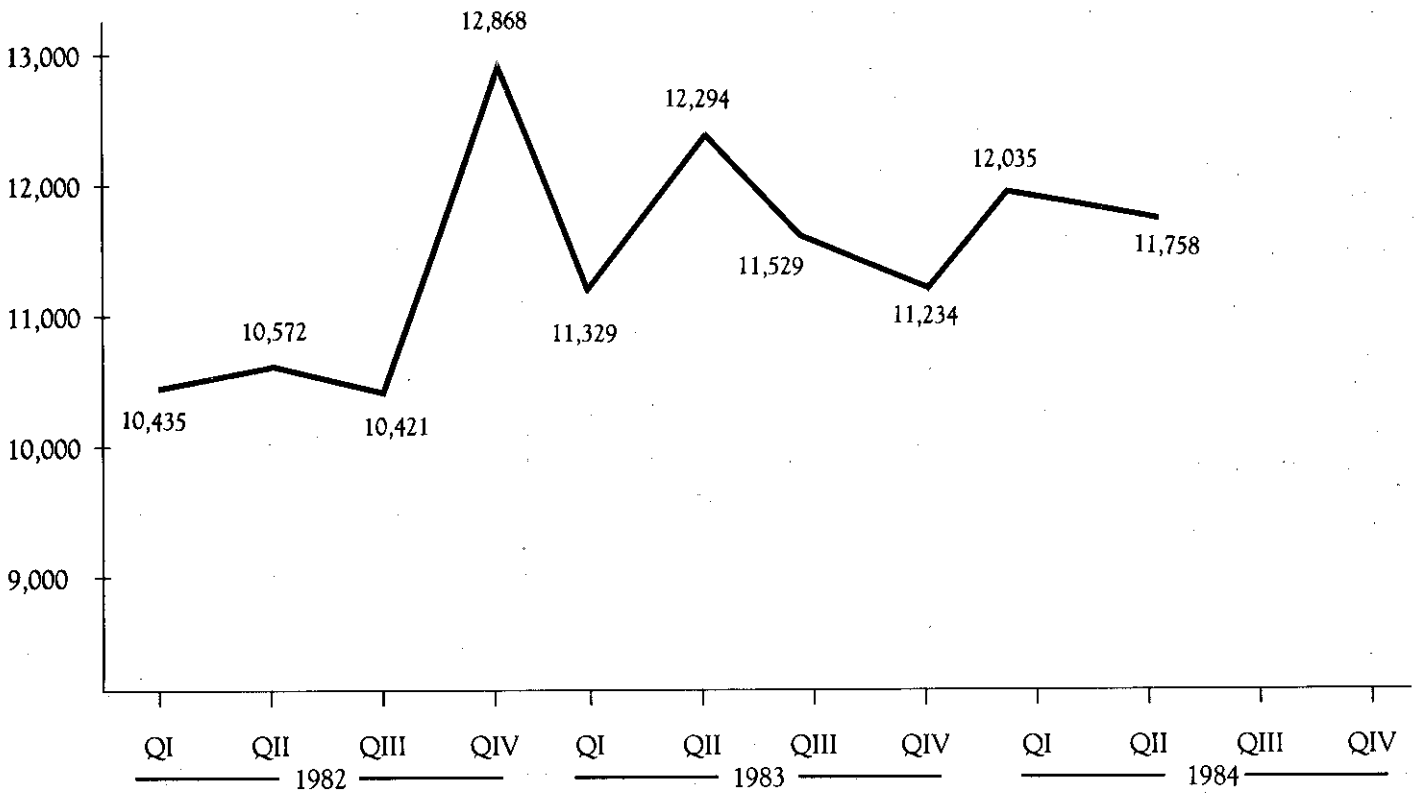
The continued expansion of the Texas business structure can also be noted from the data recorded at the Uniform Commercial Code Section of the Secretary of State's Office. Uniform Commercial Code filings in the second quarter were 8% above those filed in the same quarter of 1983 (see Figure 2).

The dollar value of these filings is not known because the filings have no stated value when filed at the Secretary of State's Office. However, if the real value per unit does not change, the greater number of these filings indicates increased credit requirements. The modest increase in UCC filings is encouraging, indicating the sufficient credit is being extended to maintain the growth in the business stock.

New Business Incorporations in SMSA Areas

The absolute number of new charters granted in each of the 26 Texas Standard Metropolitan Areas for the second quarter of 1984 are shown in Table 6. The breakdown of new business incorporations between the Standard Metropolitan

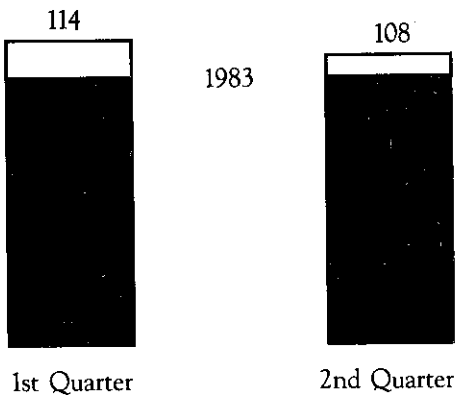
Figure 1
 Net Additions to the Business Stock by Quarter
 1982 - 1984



Source: Secretary of State, Statutory Filings Division

Figure 2

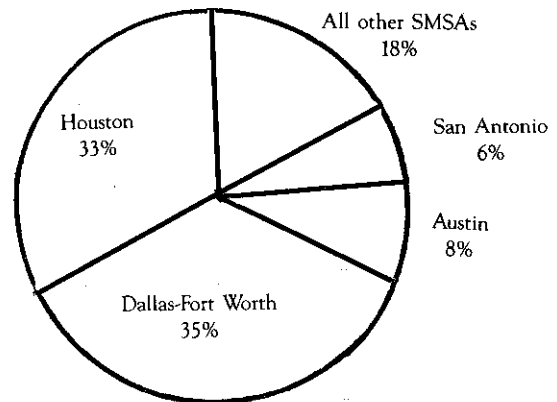
Index of Uniform Commercial Code Financing Statements, Federal Tax Liens, and Utility Security Agreements



Source: Secretary of State, Statutory Filings Division, Uniform Commercial Code Section, September, 1984

Figure 3

Breakdown of New Business Incorporations by SMSA, April - June, 1984



Source: Secretary of State, Statutory Filings Division, Corporations Section, June, 1984

Table 6
Corporate Charters Granted, 26 Texas SMSAs January 1984 — June 1984

Standard Metropolitan Statistical Area	1984 January	1984 February	1984 March	1984 April	1984 May	1984 June	1984 Total
Abilene	29	13	24	30	26	23	145
Amarillo	38	25	33	23	28	31	178
Austin	243	246	285	233	281	271	1559
Beaumont-Port Arthur-Orange	45	52	56	65	50	45	313
Brownsville-Harlingen-San Benito	44	26	43	32	33	26	204
Bryan-College Station	19	20	24	15	32	27	137
Corpus Christi	65	72	81	61	68	60	407
Dallas-Ft. Worth	1,181	1,237	1,269	1,233	1,183	1,140	7,243
El Paso	49	57	58	86	71	59	380
Galveston-Texas City	21	25	32	28	41	28	175
Houston	1,104	1,166	1,322	1,135	1,132	1,159	7,018
Killeen-Temple	11	14	21	18	19	12	95
Laredo	14	15	13	9	19	11	81
Longview-Marshall	38	25	35	20	29	34	181
Lubbock	35	36	34	25	34	32	196
McAllen-Pharr-Edinburg	21	33	35	37	35	21	182
Midland	31	34	32	29	37	23	186
Odessa	29	22	26	23	30	18	148
San Angelo	17	11	14	15	16	6	79
San Antonio	222	185	238	241	223	196	1,305
Sherman-Denison	12	14	12	14	19	15	86
Texarkana	7	8	13	11	9	7	55
Tyler	34	33	41	32	29	26	195
Victoria	8	10	15	10	16	8	67
Waco	23	24	32	10	33	24	146
Wichita Falls	13	18	22	21	15	11	100
Totals	3,353	3,421	3,810	3,456	3,508	3,313	20,816

Source: Secretary of State, Statutory Filings Division, Corporations Section (September, 1984)



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