

Facts on Working Women

U.S. Department of Labor
Women's Bureau



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AMERICAN INDIAN/ALASKA NATIVE WOMEN BUSINESS OWNERS

American Indian/Alaska Native women business owners, like all women business owners, are more likely to own sole proprietorships in the services industries (43 percent) and in retail trade (36 percent). The 6 States with the most sole proprietorships owned by these women are California (19 percent), Oklahoma (11 percent), North Carolina (9 percent), Alaska (6 percent), Texas (5 percent), and Colorado (4 percent). Among sole proprietorships owned by American Indian/Alaska Native women:

- Almost 69 percent were home-based, compared with all women-owned sole proprietorships (61 percent).
- About 94 percent had no employees. Women were employed in 5 percent and minorities were employed in 3 percent of the firms.
- Eighty-nine percent did not export any of their goods or services out of the U.S.
- In 1982, 59 percent had less than \$5,000 in sales and 28 percent had between \$5,000 and \$24,999 in sales.
- Most showed some profits. About one-fifth suffered a net loss. Of firms owned by American Indian/Alaska Native women, 49 percent had 1982 profits of less than \$5,000; 25 percent had profits between \$5,000 and \$19,999; and 19 percent had a net loss less than \$5,000.
- About 20 percent reported none of their income originated with the firm. On the other hand, 21 percent reported that 100 percent of their 1982 income came from their businesses.
- About half had no initial capital and an additional 33 percent began with less than \$5,000.
- Seventy-five percent of American Indian/Alaska Native women reported their firms had no equity capital. Of those with equity capital, the dominant source (11 percent of firms) was family.
- With respect to the firms' initial debt ratio, 68 percent had no debt. However, 10 percent had between 91 and 100 percent debt. Two debt sources dominate in the case of firms owned by American Indian/Alaska Native women. They are banks (46 percent) and family (22 percent).

- About 54 percent of firms owned by American Indian/Alaska Native women in 1982 survived until 1986. The two chief reasons given by those that discontinued operations were insufficient profit gains (42 percent) and personal preference (47 percent).

Characteristics of American Indian/Alaska Native women business owners:

- 82 percent were between the ages of 25 to 54
- 70 percent were married
- 80 percent had been business owners for less than 7 years. About 31 percent had been in business for less than 1 year
- 70 percent were founders of the firm covered in this report. Ten percent had previously owned another business
- 90 percent had had previous paid employment. Although 63 percent had had no managerial experience in paid employment, 45 percent had attended business courses or seminars. Thirty-eight percent had at least 1 year of college.
- Had few role models. Only 23 percent of American Indian/Alaska Native women business owners had a close relative who owned a business. Of those with a role model, 31 percent reported they had worked for a relative. About 39 percent of all women sole proprietors had a role model.

Opportunities for American Indian/Alaska Native and other women business owners should be enhanced by The Women's Business Ownership Act of 1988 which authorizes \$10 million over a 3-year period for private organizations to provide financial, management, and technical assistance to women business owners. Information about programs funded under this Act may be obtained from the Office of Women's Business Ownership in the U.S. Small Business Administration at (202) 653-8000.

The Office of Women's Business Ownership in the U.S. Small Business Administration recently announced a program to foster long-term mentoring relationships between successful women-owned businesses and fledgling women-owned businesses of 1 to 3 years. Additional information about this program, Women's Network for Entrepreneurial Training (WNET), may be obtained from the Office of Women's Business Ownership at the number listed above.

Federal loans or grants for American Indians/Alaska Natives can be obtained by contacting the Division of Financial Assistance, Bureau of Indian Affairs, 18th and C Streets, NW., Washington, DC 20240, (202) 343-3657. For tribal groups or Indian organizations, financial assistance applications are available from the Administration for Native Americans, Office of Human Development Services, Department of Health and Human Services, 200 Independence Avenue, SW., 344F, Washington, DC 20201-1000. For technical assistance or training, contact the National Center for American Indian Enterprise Development Headquarters, 9650 Flair Drive, Suite 303, El Monte, California 91731, 1-800-423-0452 (outside California) or (818) 442-3701.

Sources: "Minorities, Women, Veterans and the 1982 Characteristics of Business Owners Survey, A Preliminary Analysis," Faith Ando and Associates, Haverford, Pennsylvania, September 1988; and U.S. Small Business Administration.



Congressional Caucus for Women's Issues

WOMEN BUSINESS OWNERS

October 1992

The number of women-owned businesses in the United States has increased dramatically in recent years. Today, there are about six million women-owned businesses, roughly three and a half million more than in 1982. (National Women's Business Council, 1991). Businesses owned by women constitute one of the fastest growing sectors of the American economy, with women starting businesses at a rate twice that of men. (Small Business Administration, 1991).

- * 32 percent of all small businesses are owned by women (SBA, 1991)
- * 13.9 percent of all public or "C" corporations are owned by women (SBA, 1991)
- * The Small Business Administration has predicted that, by the year 2000, 40 percent of all small businesses will be owned by women.

Women-owned businesses are spread throughout every sector of the economy, including venture capital, construction, manufacturing, mining, and finance. Three-fifths of businesses owned by women are, however, concentrated in the less profitable service and retail industries. More than 50 percent of all women-owned businesses are service companies and nearly 20 percent are retail industries. In contrast, only about 7 percent of the companies women own are in the areas of construction, manufacturing, and wholesale trade. ("A Status Report to Congress: Statistical Information on Women in Business," Small Business Administration, December 1990).

This uneven distribution is one reason why women-owned businesses accrue only about 14 percent of total business revenue while constituting nearly a third of all small businesses. ("Second Annual Report to the President and Congress," National Women's Business Council, 1990).

However, recent evidence suggests that women are beginning to make significant progress in nontraditional areas. Between 1982 and 1987, women increased their ownership of all construction businesses from 4.7 percent to 5.7 percent. Similarly, women increased their share of all manufacturing businesses from 15.8 percent in 1982 to 21.7 percent in 1987. (Census Bureau, 1991).

A brief examination of the information available on women-owned businesses in the U.S. indicates that these enterprises are highly successful. Fewer than one in four women-owned businesses failed during a recent five year study despite a national failure rate of 60 percent in the first six years of business ownership. (NWBC, 1990). Moreover, women-owned businesses are responsible for a significant portion of our national income.

- * Gross receipts from women-owned businesses were \$278.1 billion in 1987 (NWBC, 1990).
- * 6.5 percent of corporate receipts, totaling approximately \$200 billion, were accrued by women-owned "C" corporations in 1987 (SBA, 1991).

- The annual receipts of women-owned businesses are greater than those of any single state in the nation (SBA, 1991)

Despite successes, there are still many barriers standing in the way of women business owners in the United States, particularly in the areas of credit and federal procurement. These barriers must be addressed in the near future if we are to provide women with equal opportunity in the business world and ensure the health of our nation's economy. Given the large contributions women-owned businesses are making in today's marketplace, the well-being of our economy depends in many ways on fostering the growth of these vital economic resources.

OBSTACLES FACED BY WOMEN BUSINESS OWNERS

Obtaining Commercial Credit

Among the greatest obstacles faced by women entrepreneurs is obtaining the necessary credit to start or expand their ventures. A recent study by the National Foundation for Women Business Owners (NFWBO) found that 76 percent of their members had to rely at least in part on personal capital to finance their business start-ups and that 38 percent lack commercial credit entirely.

The difficulties women have obtaining credit stem primarily from two factors. First, women tend to own the types of businesses that banks and other lenders are least likely to finance. Second, women face sexual discrimination in commercial lending.

In general, securing capital for small businesses is extremely difficult. This problem is most acute when the businesses seeking credit lack hard assets. According to a 1990 report by the National Women's Business Council (NWBC), because women have traditionally owned companies with the softest assets -- service, retail, and wholesale businesses -- they have a disproportionate amount of difficulty acquiring credit.

Other businesses that have unusual difficulty obtaining credit are microenterprises -- loosely defined, these are for-profit companies that have five or fewer employees and require little initial capital. A large number of women-owned businesses are microenterprises.

- At least one study has found that 70 percent of the businesses started by women involve less than \$10,000 in capital, and over 50 percent involve less than \$5,000. (Testimony of Ron Phillips, President of Coastal Enterprises Inc., before the House Committee on Small Business, May 6, 1991).

Because investment in microenterprises usually offers a comparatively low rate of return, creditors are often reluctant to dedicate their resources to financing them. Most traditional lending institutions refuse to make business loans for under \$50,000. This is particularly problematic for women business owners, who are starting microenterprises at a rate three times that of men, according to some estimates.

A related problem involves women who wish to establish a microenterprise but are currently receiving public assistance. Under current law, it is impossible for women receiving welfare to obtain business start-up loans without having their benefits terminated. This is because all personal assets,

including loans, are used to determine a person's financial eligibility for government assistance, regardless of whether the loan is to be used for business, rather than personal reasons. As a result, women who might otherwise be able to climb out of poverty by starting their own businesses are unable to do so because of the immediate loss of benefits.

A second factor thwarting women's access to credit is sexual discrimination. Despite the Equal Credit Opportunity Act of 1974, women continue to have more difficulty obtaining credit than men simply because they are women. *Time* magazine reported as recently as 1988 that "a surprising number of bankers remain skeptical that women can successfully run any kind of company, regardless of experience or credit history." In fact, "many banks will not extend commercial loans to women unless their husbands or other men in the family co-sign the application."

- * The 1990 NFWBO survey found that 17 percent of their members had to provide their husbands' signatures in order to gain access to credit.

In addition to these problems, there is evidence that gaining access to credit is becoming even more difficult for women in the 1990's because of a general economic decline. While all small businesses are hurt by the recession and credit crunch, women-owned businesses take a disproportionately large beating because of their concentration in the economically volatile service sector.

Access to Federal Procurement Contracts

Another major problem area for women business owners is federal procurement. The U.S. government is the world's largest buyer of goods and services. Each year, it contracts billions of dollars out to businesses, but women are rarely the recipients of these lucrative agreements.

- * In 1990, only 1.3 percent of the nearly \$178 billion in federal contracts was awarded to women-owned businesses. (Office of Women's Business Ownership, 1991). While this was a significant increase over 1980, when only about one third of one percent of such contracts went to women, it is far short of where women need and deserve to be.

Women attempting to contract with the federal government face several obstacles. First, the costs of dealing with the government can be prohibitive for small organizations operating on limited assets. Because the federal government is slow to pay its bills and financing costs are not recoverable under government regulations, business owners frequently need temporary financing to participate in the procurement system. The 1990 membership survey conducted by NFWBO revealed that 14 percent of respondents found the length of payment turn-around to be a significant barrier to doing business with the federal government.

A second significant obstacle faced by women business-owners participating in the procurement system is that many are dealing with the federal government for the first time. Their businesses have neither the track record nor the understanding of the procurement process within federal agencies to facilitate favorable contract award decisions. The recent NFWBO survey found that 13 percent of their members felt their unfamiliarity with the government impaired their efforts to obtain federal procurement contracts. Anecdotal evidence also indicates that many federal procurement officers are reluctant to contract with women business owners and provide them with little assistance.

A third problem women encounter in the procurement process is surety bonding. Most public works require the contractor to be bonded by a third party to protect taxpayer dollars from contractor default. However, because women often lack experience and capital and face sex discrimination, they may have more trouble obtaining these bonds than other business owners.

Unfortunately, the federal government has done little to aid women business owners in obtaining procurement contracts. No government-wide program specifically designed to assist women in obtaining federal contracts exists. An Executive Order signed by President Carter in 1979 established the Office of Women's Business Ownership at SBA and directed that federal agencies take steps to increase procurement opportunities for women. However, the Office of Women's Business Ownership reports that, in the absence of any specific laws, many agencies are reluctant to set goals for procuring with women-owned businesses.

The situation for women business owners is markedly different from that for minority-owned businesses, which are classified as "socially and economically disadvantaged businesses." The Small Business Act requires every federal agency to establish goals for contracting and subcontracting with minority-owned businesses. In 1988, that law was amended to establish a five percent government-wide contracting goal.

Minority business owners also have access to the 8(a) program, which permits socially and economically disadvantaged businesses to bid for federal contracts without competition. While technically the law also permits nonminority women business owners who can prove they are socially and economically disadvantaged to participate in the 8(a) program, in reality few women have ever been admitted to the program. Only 16 nonminority women have ever been certified under 8(a). In addition, of the 3,660 businesses that have been certified, only 424 have been owned by minority women. (Government Accounting Office, 1991).

The effect of these laws assisting minority-owned businesses has been to dramatically increase their procurement opportunities. Such businesses in 1989 obtained 4.8 percent of all federal procurement contracts.

A handful of legislation does require that assistance be given to women business owners. The Department of Transportation is required by law to set aside a total of 10 percent of surface transportation funds and airport improvement funds for women- and minority-owned businesses. Ten percent of contracts financed by the Agency for International Development (AID) for development assistance are also set aside for women- and minority-owned businesses, as are 10 percent of Energy Department funds for the development, construction and operation of the Superconducting Supercollider. The Environmental Protection Agency (EPA) is required to set-aside 8 percent and 10 percent, respectively, of contracts for wastewater treatment and clean air research to women- and minority-owned businesses. Most recently, Congress approved legislation requiring the Resolution Trust Corporation to establish a goal for participation of women- and minority-owned businesses and giving such businesses a bonus in evaluating their contract proposals.

While such programs have provided needed assistance to women business owners, a broader effort is needed if women are to overcome the plethora of barriers currently excluding them from the procurement system.



Congressional Caucus for Women's Issues

Selected Statistics on Women:

WOMEN IN THE WORKFORCE

March 1992

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WOMEN IN THE WORK FORCE

abor Force Participation

- * In 1991, 57.3% of women 16 years and over were in the civilian labor force. (Bureau of Labor Statistics, 1991).
- * Participation is highest among women ages 35 through 44, with 76.6% of these women in the labor force. (U.S. Dept. of Labor, Bureau of Labor Statistics. "Employment and Earnings," Vol. 39, No. 1, January 1992).

Table 1:

Employment Status of the Civilian Non-Institutional Population, Age 16 and Up

| Year Population | Female Civilian Non-Institutional Population (in thousands) | Female Civilian Labor Force Number (in thousands) | As a % of |
|--------------------|--|---|-----------|
| 1965 | 66,731 | 26,200 | 39.3 |
| 1970 | 72,782 | 31,543 | 43.3 |
| 1975 | 80,860 | 37,475 | 46.3 |
| 1980 | 88,348 | 45,487 | 51.5 |
| 1985 | 93,736 | 51,050 | 54.5 |
| 1988 | 96,630 | 54,742 | 56.5 |
| 1990 | 98,399 | 56,554 | 57.5 |
| 1991 | 99,214 | 56,893 | 57.3 |

("Employment and Earnings," 1992).

- * In March 1991, over 58% of all women with children under age six and 74% of all women with children between ages six and seventeen were in the labor force. (Bureau of Labor Statistics, 1991).
- * 69% of all women in the workforce were in their childbearing years (ages 18-44) in 1991. (Bureau of Labor Statistics, 1991).
- * Labor force participation rates for women of different races are nearly identical. In 1991, 57% of black women, 57% of white women, and 52% of Hispanic women were in the labor force. ("Employment and Earnings," 1992).
- * The majority of women work out of economic need. In 1991, nearly two-thirds of all women in the labor force were either single (25%), divorced (12%), widowed (4%), separated (4%), or had husbands whose 1990 earnings were less than \$17,500 (17.7%). (U.S. Dept. of Labor, Women's Bureau. "20 Facts on Women Wacteristics of the Labor Force from the March 1991 Current Population Survey," September 1991).

Unemployment

- * In 1991, the unemployment rate for all adult women was 6.3%. In the same year, the unemployment rate for all adult men was 7.0%. ("Employment and Earnings," January 1992)
- * Unemployment figures for minority women are continually higher than for white women. In 1991, the unemployment rate was 5.5% for white women age 16 years and older, while for black women the unemployment rate was 11.9%, and for Hispanic women the rate was 9.5%. ("Employment and Earnings," 1991).
- * Unemployment was 25.2% among black single-parent mothers with children under age six. This was over twice the jobless rate for white mothers with preschoolers (12.8%), and slightly higher than the jobless rate for Hispanic mothers (21.1%). (Bureau of Labor Statistics, 1991).
- * Among black female teenagers between the ages of 16 and 19, the unemployment rate in 1991 was 36.1%. For teenage black males in the same age group, it was 36.5%. ("Employment and Earnings," 1991).

Working Wives

- * Between 1950 and 1991, the number of married women in the work force more than tripled from 8.6 million to 30.2 million. ("Employment and Earnings," 1992).
- * In 1991, more than half (53%) of women workers were married. (Bureau of Labor Statistics, 1991).

Table 2: Labor Force Participation Rates by All Women and Married Women by Age of Children

| Year | All Women | Married, Spouse Present | | |
|------|-----------|-------------------------|-----------------------|--------------------------|
| | | Total | Children Ages 6-17 | Children Under 6 yrs. |
| 1978 | 47.6 | 50.2 | 57.2 | 41.6 |
| 1983 | 51.8 | 57.2 | 63.8 | 49.9 |
| 1987 | 55.8 | 63.8 | 70.6 | 56.8 |
| 1988 | 56.5 | 65.0 | 72.5 | 57.1 |
| 1991 | 57.0 | 58.5 | 73.6 | 59.9 |

("News" U.S. Dept. of Labor, Bureau of Labor Statistics, 1988 and "Marital and Family Characteristics" September 1991).

- * In 1991, 59% of married women worked outside the home in comparison to 25% in 1950. ("Employment and Earnings," 1992).
- * On average, wives worked 32% more hours in 1989 than in 1979. Without the increased hours and wages of wives, incomes for 60 percent of American families would have been lower in 1989 than in 1979. ("Families on a Treadmill: Work and Income in the 1980s," Joint Economic Committee, January 1992).

Households Maintained by Women

- * The number of households maintained by women has more than doubled in the past 30 years. In 1991, 22% of families were headed by a single parent. (Bureau of Labor Statistics, 1991).
- * Of the more than 9.7 million single-parent families with children under age 18 in 1990, nearly 8.4 million were maintained by women. Women accounted for 86% of single-parent families, slightly below the 90% rate in both 1970 and 1980. (Bureau of the Census, 1990).
- * Single mothers are usually younger than single fathers. The average age of a single mother is 32.7, compared with 36.5 for single fathers. ("Single Parents and their Children," Statistical Brief, Bureau of the Census, 1989).
- * In 1991, 74% of white single-parent mothers, 70% of black single-parent mothers, and 55% of Hispanic single-parent mothers were in the labor force. (Bureau of Labor Statistics, 1991).
- * The average family income (including any child support payments) for children living with a single mother was \$17,574, compared with \$29,834 for single fathers and \$47,989 for married couples. (Bureau of the Census, 1990).
- * In 1990, the poverty rate for all families maintained by women was 33.4%, while the poverty rate for families maintained by men was 12.0%. (Bureau of the Census, 1990).
- * Women maintained 52% of all families living below the poverty line in 1989. 73% of poor black families, 47% of poor Hispanic families, and 42% of poor white families were maintained by women in 1989. (Department of Labor, Women's Bureau, 1990).

Wage Gap

- * In 1991, women working full-time, year-round, earned an average of 71 cents for every dollar earned by men. Although this is an increase from the 1989 figure of 68 cents, the change is mainly due to a recent decrease in men's wages. (National Committee on Pay Equity, 1992).
- * In 1991, the median weekly earnings for women over age 16 were \$368, compared to \$497 for men. (Bureau of Labor Statistics, 1991).

Table 3: Median weekly earnings in 1991 of full-time workers by occupation and sex

| Occupation | Male | Female |
|--|-------|--------|
| Managerial and professional specialty | \$753 | \$527 |
| Engineers, architects and surveyors | 851 | 719 |
| Health assessment and treating | 703 | 616 |
| Lawyers and judges | 1089 | 817 |
| Technical, sales, and administrative support | 509 | 350 |
| Administrative support, including clerical | 459 | 348 |
| Service occupations | 330 | 244 |
| Precision production, craft and repair | 494 | 341 |
| Operators, fabricators, and laborers | 387 | 273 |

(Bureau of Labor Statistics, 1992).

- * Men at all levels of educational attainment have traditionally earned more than women. In 1990, full-time female workers with college degrees earned, on average, \$28,316, while male college graduates averaged \$43,808. (Bureau of Labor Statistics, 1990).

Table 4:**Median Earnings of Year-Round, Full-Time Workers by Educational Attainment, 1990**

| Level of Education | <u>Men</u> | | <u>Women</u> | |
|----------------------|------------|----------|--------------|----------|
| | White | Black | White | Black |
| Elementary | \$16,901 | \$16,961 | \$11,826 | \$11,364 |
| Some high school | 21,048 | 16,752 | 14,010 | 13,643 |
| High school graduate | 26,526 | 20,281 | 17,552 | 16,531 |
| Some college | 31,336 | 25,834 | 21,547 | 19,922 |
| College (4+ years) | 41,661 | 32,325 | 29,109 | 28,094 |

(Bureau of the Census, 1991).

- * Of the 5.6 million hourly and salaried workers who earned minimum wage or less in 1991, nearly two-thirds (65%) were women. (Bureau of Labor Statistics, 1991).
- * Differences in skill and experience between women and men account for less than half the wage gap: 27% of the gap for non-high school graduates, 23% for high school graduates, and 47% for college graduates. (National Committee on Pay Equity, 1989).
- * Women's lower earnings cannot be explained by work interruptions, although women do have more interruptions from work than men. Female-male wage ratios are virtually the same for those workers with no interruptions as for all workers. (National Committee on Pay Equity, 1989).

- * At least half of the difference between men's and women's earning is attributable to discrimination. (Testimony of Heidi Hartmann, PhD, Institute for Women's Policy Research, before the House Education and Labor Committee, February 27, 1991).

Occupational Segregation

- * 17 to 30% of the wage gap between men and women is due to the over-representation of women in certain occupations. (National Committee on Pay Equity, 1989).
- * In general, the more women employed in a certain occupation, the lower the pay. According to a 1986 National Academy of Sciences study, every additional percentage point of the female population in a specific occupation is associated with a loss of \$42 in median annual earnings. (National Committee on Pay Equity, 1990).
- * Despite progress by women in entering occupations predominantly held by men in the past, the overall labor market remains sharply segregated by sex. Half of all year-round full-time female employees worked in just 19 out of a possible 503 occupations classified in the 1980 census. ("Women in the American Economy," 1986).

Table 5: Proportion of Female Workers In Selected Occupations, 1975, 1985 and 1989

| Occupation | Women as Percent of Total Employed | | |
|---------------------|------------------------------------|------|------|
| | 1975 | 1985 | 1991 |
| Architect | 4.3 | 11.3 | 17.3 |
| Child care worker | 98.4 | 96.1 | 96.0 |
| Computer programmer | 25.6 | 34.3 | 33.6 |
| Lawyer, judge | 7.1 | 18.2 | 18.9 |
| Mail carrier | 8.7 | 17.2 | 27.7 |
| Physician | 3.0 | 17.2 | 20.2 |
| Registered nurse | 97.0 | 95.1 | 94.8 |

(Bureau of Labor Statistics, 1989, 1991; and "Facts on Working Women," U.S. Department of Labor, Women's Bureau, No 90-3, October 1990).

- * Half of all black (53.8%) and Hispanic (51.3%) women workers were in clerical and service occupations in 1991. (Bureau of Labor Statistics, 1991).
- * Women and girls continue to be enrolled in education and training programs that prepare them for low-wage jobs in traditionally female occupations. 70% of female secondary school students are enrolled in programs leading to traditional female jobs. ("Women and Work," National Commission on Working Women of Wider Opportunities for Women, 1990).

Women and Nontraditional Occupations

- * In 1988, only 9% of all working women were employed in nontraditional occupations, which are defined as those jobs in which 75% or more of those employed are men. ("Women and Nontraditional Work," National Commission on Working Women of Wider Opportunities for Women, 1990).
- * Women in nontraditional jobs earn 20% to 30% more than women in traditionally female jobs. ("Women and Nontraditional Work," 1990). However, women who work in the same occupations as men still do not get equal pay:

Table 6: Wage Gap in Nontraditional Occupations

| Occupation | Women's Wage | Men's Wage | Wage Gap |
|------------------------|--------------|------------|----------|
| Police and Detective | \$483 | \$550 | 12% |
| Motor vehicle operator | 328 | 412 | 20% |
| Mail carrier | 547 | 587 | 7% |
| Construction worker | 394* | 480* | 18% |

(Bureau of Labor Statistics, 1991)

*Figures for 1990

- * In 1986, little more than 9% of all females who were enrolled in classroom training under the Job Training Partnership Act (JTPA) were trained for nontraditional jobs. ("Women and Nontraditional Work," 1990).

Women in Part-time Work

- * In 1991, an average of 13.6 million women worked part-time, accounting for more than two-thirds of all persons on such schedules (Bureau of Labor Statistics, 1991).
- * 26% of women in the labor force worked part-time and 74% were employed full-time in 1991. ("Employment and Earnings," 1992).
- * The female rate of involuntary part-time work -- part-time workers who would prefer full-time hours -- is 44% greater than that for men. ("Short Hours, Short Shift; Causes and Consequences of Part-time Work," Economic Policy Institute, 1990).
- * The average part-time worker earns only 60% of the hourly wage of the average full-time worker. 22% part-time workers are covered by employer sponsored health insurance, compared with 78% of full-time workers. ("Short Hours, Short Shift," 1990).
- * One in six part-time workers has a family income below the poverty level, compared to one in 37 year-round, full-time workers. ("Short Hours, Short Shift," 1990).

EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET

**STANDARD
INDUSTRIAL
CLASSIFICATION
MANUAL**

1972

PREPARED BY THE STATISTICAL POLICY DIVISION



1987 Survey of Women-Owned Businesses
Number of Firms by Four-Digit SIC Code

- National
Level

14

| SIC code | All firms | Firms with paid employees | |
|----------|-----------|---------------------------|-------------|
| 4226 | 35 | 35 | |
| 4231 | 9 | 9 | |
| 4400 | 1011 | 58 | |
| 4411 | 4 | 4 | |
| 4421 | 2 | 1 | |
| 4422 | 1 | 1 | |
| 4431 | 1 | 1 | |
| 4441 | 8 | 8 | |
| 4452 | 9 | 9 | |
| 4453 | 8 | 8 | |
| 4454 | 37 | 36 | |
| 4459 | 31 | 30 | |
| 4463 | 22 | 20 | |
| 4469 | 404 | 383 | |
| 4500 | 1333 | 48 | |
| 4510 | 1 | 1 | |
| 4511 | 41 | 39 | |
| 4521 | 82 | 75 | |
| 4580 | 6 | 6 | |
| 4582 | 79 | 76 | |
| 4583 | 12 | 12 | |
| 4610 | 2 | 0 | |
| 4700 | 11195 | 713 | |
| 4712 | 128 | 122 | |
| 4720 | 2 | 2 | |
| 4722 | 18636 | 5267 | |
| 4723 | 347 | 262 | |
| 4742 | 5 | 5 | |
| 4782 | 3 | 3 | |
| 4783 | 54 | 53 | |
| 4784 | 1 | 1 | |
| 4789 | 34 | 31 | |
| 4800 | 7090 | 372 | |
| 4811 | 122 | 116 | Telephone |
| 4820 | 1 | 1 | |
| 4821 | 4 | 4 | Telegraph |
| 4830 | 96 | 28 | |
| 4832 | 394 | 390 | Radio |
| 4833 | 26 | 26 | ✓ |
| 4899 | 166 | 161 | Cable Misc. |
| 4900 | 2227 | 186 | |
| 4911 | 28 | 18 | |
| 4920 | 33 | 20 | |
| 4922 | 3 | 3 | |
| 4924 | 4 | 4 | |
| 4930 | 9 | 3 | |
| 4931 | 4 | 4 | |
| 4932 | 2 | 2 | |
| 4939 | 6 | 6 | |

Communications

NOTE: SIC codes ending in "00" and "0" in this listing were not classifiable at the 4-digit level. The firm counts for these cases may fall anywhere within the designated 2- or 3-digit groups, respectively.

TRANSPORTATION AND PUBLIC UTILITIES

235

Major Group 48.—COMMUNICATION*The Major Group as a Whole*

This major group includes establishments furnishing point-to-point communication services, whether by wire or radio, and whether intended to be received aurally or visually; and radio and television broadcasting. Services for the exchange or recording of messages are also included.

Group Industry
No. No.

481 TELEPHONE COMMUNICATION (WIRE OR RADIO)**4811 Telephone Communication (Wire or Radio)**

Establishments primarily engaged in furnishing telephone communication service by placing the parties in vocal conversation with each other. This industry includes domestic, international, marine, mobile, and aeronautical services. Establishments primarily engaged in providing paging and telephone answering services are classified in Major Group 78.

Telephone cable service, land or sub-
marine

Telephone, wire or radio

482 TELEGRAPH COMMUNICATION (WIRE OR RADIO)**4821 Telegraph Communication (Wire or Radio)**

Establishments primarily engaged in furnishing telegraphic communication service by transmitting nonvocal record communications intended for receipt by designated persons. This industry includes domestic, international, marine, and aeronautical services.

Radio telegraph
Telegraph cable service, land or sub-
marine

Telegraph, wire and radio

483 RADIO AND TELEVISION BROADCASTING**4832 Radio Broadcasting**

Stations primarily engaged in activities involving the dissemination by radio to the public of aural programs (consisting of voice and music and the like). Stations engaged in the sale of time for broadcast purposes, and the furnishing of program material or service, are also included. Establishments primarily engaged in the transmission by radio, in public correspondence from point to point, of voice or record communications are classified in Industries 4811 or 4821.

Radio broadcasting stations

4833 Television Broadcasting

Stations primarily engaged in activities involving the dissemination by radio to the public of visual programs, consisting of moving or still objects, usually accompanied by an aural signal (consisting of voice and music or the like). Stations engaged in the sale of time for broadcast purposes, and the furnishing of program material or service, are also included.

Subscription or closed circuit television
Television broadcasting stations

Television translator stations

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STANDARD INDUSTRIAL CLASSIFICATION

Group Industry
No. No.

489 COMMUNICATION SERVICES, NOT ELSEWHERE CLASSIFIED

L 4899 Communication Services, Not Elsewhere Classified

Establishments primarily engaged in providing point-to-point communication services which do not fall within the scope of either Industry 4811 or 4821.

→ Cablevision service, rental to homes
Communication services, except tele-
phone, videophone, telegraph, radio,
TV
Missile tracking stations, operated on
a contract basis
Phototransmission services
Radar station operation
Radio broadcasting operated by cab
companies
Stock ticker service

Telecommunication, except telephone,
telegraph, radio, videophone, and TV
Telephoto service, leasing
Teletypewriter service, leasing
Television antenna construction and
rental to private households
Ticker tape service, leasing
Tracking missiles by telemetry and
photography on a contract basis
Transradio press service

1987 Economic Censuses

WB87-1

Women-Owned Businesses

Issued August 1990



U.S. Department of Commerce
Robert A. Mosbacher, Secretary
Thomas J. Murrin, Deputy Secretary
Michael R. Darby, Under Secretary
for Economic Affairs

BUREAU OF THE CENSUS
Barbara Everitt Bryant, Director

SUMMARY OF FINDINGS

Women-owned firms increased 57.5 percent from 2,612,621 in 1982 to 4,114,787 in 1987. Receipts increased 183 percent from \$98.3 billion to \$278.1 billion. At least part of the increase can be attributed to a change in IRS regulations which gave tax advantages to business firms filing as subchapter S corporations. Many firms changed their form of ownership from partnerships and other kinds of corporations to subchapter S corporations for the tax benefits. This resulted in artificial increases in total women-owned firms as well as women-owned subchapter S corporations because other corporations are not included in this survey universe.

See table A for a comparison of the increase for women-owned firms and for all U.S. firms.

Table A. Percent Increase by Legal Form of Organization for Women-Owned Firms Compared to All U.S. Firms: 1982 to 1987

| Legal form of organization | Percent Increase | |
|---------------------------------|-------------------|----------------|
| | Women-owned firms | All U.S. firms |
| Individual proprietorships..... | 55.8 | 28.0 |
| Partnerships | 16.1 | 10.4 |
| Subchapter S corporations | 165.5 | 106.4 |
| Other corporations | (NA) | 4.1 |

INDUSTRY CHARACTERISTICS

In 1987 the majority of women-owned firms were concentrated in the service industries. These industries accounted for 55.1 percent of all women-owned firms but only 22 percent of gross receipts. The next largest concentration of women-owned firms was in retail trade with 19.4 percent of the firms and 30.7 percent of the receipts.

The 10 industry groups accounting for the largest dollar volume of receipts for women-owned firms in 1987 are summarized in table B.

GEOGRAPHIC CHARACTERISTICS

California had the largest number of firms (559,821) and receipts (\$31 billion), accounting for 13.6 percent of all women-owned firms and 11.2 percent of their receipts. Texas had the second largest number of firms (298,138) but ranked sixth in receipts with \$13.4 billion, accounting for 7.2 percent of all women-owned firms but only 4.8 percent of their receipts. New York was slightly behind

Table B. Ten Largest Major Industry Groups in Receipts for Women-Owned Firms: 1987

| SIC code | Major industry group | Firms (number) | Receipts (million dollars) |
|----------|---|----------------|----------------------------|
| 51 | Wholesale trade—nondurable goods | 39 514 | 24 008 |
| 59 | Miscellaneous retail | 546 353 | 21 189 |
| 55 | Automotive dealers and service stations | 20 942 | 20 224 |
| 73 | Business services | 680 484 | 18 836 |
| 50 | Wholesale trade—durable goods | 42 999 | 18 797 |
| 54 | Food stores | 48 469 | 14 428 |
| 58 | Eating and drinking places | 90 848 | 14 167 |
| 65 | Real estate | 335 429 | 12 641 |
| 72 | Personal services | 561 695 | 10 289 |
| 80 | Health services | 235 318 | 9 618 |

Texas in number of firms (284,912) but was second in receipts with \$30 billion. New York accounted for 6.9 percent of all women-owned firms but 10.8 percent of their receipts.

Table C shows the 10 metropolitan statistical areas (MSA's) with the largest number of women-owned firms and compares the firms and receipts in these MSA's with the number in their respective States. These 10 MSA's account for 20 percent of the total number of women-owned firms in the United States and 25 percent of the gross receipts.

LEGAL FORM OF ORGANIZATION

The majority of women-owned firms operated as individual proprietorships in 1987 (3,722,544 or 90.5 percent, down from 91.5 percent in 1982). This group accounted for 29 percent of gross receipts compared to 49.7 percent in 1982. Of the total number of firms, 155,760 or 3.8 percent were partnerships, accounting for 10.5 percent of gross receipts. Partnerships accounted for 5.1 percent of the women-owned firms and 19.9 percent of gross receipts in 1982. Subchapter S corporations accounted for only 5.7 percent of the total number of firms but 60.5 percent of gross receipts. This is up from 3.4 percent of the firms and 30.4 percent of gross receipts in 1982. (See the first paragraph of the Summary of Findings.)

SIZE OF FIRM

Women-owned firms with paid employees accounted for 15 percent of the total number of firms and 80.5 percent of gross receipts. There were 2,937 firms with 100 employees or more which accounted for \$53 billion in gross receipts (19.2 percent of the total receipts of employee firms).

Table C. Comparison of Women-Owned Firms in 10 Largest Metropolitan Statistical Areas With Women-Owned Firms in State: 1987

[For definition of MSA's, see appendix B]

| MSA | Firms (number) | Receipts (\$1,000) | State | Firms (number) | Receipts (\$1,000) | Percent MSA to State | |
|------------------------------------|-------------------|-----------------------|----------------------------|-------------------|-----------------------|----------------------|----------|
| | | | | | | Firms | Receipts |
| Los Angeles-Long Beach, CA PMSA .. | 162 417 | 10 775 455 | California | 559 821 | 31 026 855 | 29 | 35 |
| New York, NY PMSA | 136 209 | 17 314 335 | New York | 284 912 | 29 969 920 | 48 | 58 |
| Chicago, IL PMSA | 89 424 | 9 195 448 | Illinois | 177 057 | 13 884 278 | 51 | 66 |
| Washington, DC-MD-VA MSA | 78 744 | 4 940 165 | District of Columbia | (X) | (X) | (X) | (X) |
| Philadelphia, PA-NJ PMSA | 68 032 | 6 748 908 | Pennsylvania | 167 362 | 13 339 231 | 41 | 51 |
| Houston, TX PMSA | 59 866 | 2 652 715 | Texas | 298 138 | 13 384 958 | 20 | 20 |
| Boston, MA PMSA | 58 975 | 7 544 694 | Massachusetts | 111 376 | 11 139 810 | 53 | 68 |
| Detroit, MI PMSA | 58 791 | 4 182 607 | Michigan | 133 958 | 7 889 112 | 44 | 53 |
| Dallas, TX PMSA | 55 452 | 2 721 988 | Texas | 298 138 | 13 384 958 | 19 | 20 |
| Anaheim-Santa Ana, CA PMSA | 54 367 | 3 266 368 | California | 559 821 | 31 026 855 | 10 | 11 |

Table D. Comparison of Women-Owned Firms in 10 Largest Counties With Women-Owned Firms in State: 1987

| County | Firms (number) | Receipts (\$1,000) | State | Firms (number) | Receipts (\$1,000) | Percent county to State | |
|-----------------------|-------------------|-----------------------|------------------|-------------------|-----------------------|-------------------------|----------|
| | | | | | | Firms | Receipts |
| Los Angeles, CA | 162 417 | 10 775 455 | California | 559 821 | 31 026 855 | 29 | 35 |
| Cook, IL | 70 922 | 7 611 707 | Illinois | 177 057 | 13 884 278 | 40 | 55 |
| Orange, CA | 54 367 | 3 266 368 | California | 559 821 | 31 026 855 | 10 | 11 |
| New York, NY | 54 186 | 8 914 477 | New York | 284 912 | 29 969 920 | 19 | 30 |
| Harris, TX | 52 474 | 2 420 478 | Texas | 298 138 | 13 384 958 | 18 | 18 |
| San Diego, CA | 47 450 | 2 201 124 | California | 559 821 | 31 026 855 | 8 | 7 |
| Dallas, TX | 40 338 | 2 226 982 | Texas | 298 138 | 13 384 958 | 14 | 17 |
| Marcopa, AZ | 37 407 | 1 800 336 | Arizona | 60 567 | 2 910 886 | 62 | 65 |
| King, WA | 35 267 | 1 852 997 | Washington | 90 285 | 4 689 046 | 39 | 35 |
| Dade, FL | 32 937 | 2 953 640 | Florida | 221 361 | 16 828 094 | 15 | 18 |
| Santa Clara, CA | 31 082 | 1 399 470 | California | 559 821 | 31 026 855 | 6 | 5 |

Table E. Comparison of Women-Owned Firms in 10 Largest Cities With Women-Owned Firms in State: 1987

| City | Firms (number) | Receipts (\$1,000) | State | Firms (number) | Receipts (\$1,000) | Percent city to State | |
|-------------------------|-------------------|-----------------------|--------------------|-------------------|-----------------------|-----------------------|----------|
| | | | | | | Firms | Receipts |
| New York, NY | 109 903 | 14 698 053 | New York | 284 912 | 29 969 920 | 39 | 49 |
| Los Angeles, CA | 71 727 | 4 813 351 | California | 559 821 | 31 026 855 | 13 | 16 |
| Houston, TX | 35 174 | 1 794 397 | Texas | 298 138 | 13 384 958 | 12 | 13 |
| Chicago, IL | 29 812 | 3 423 774 | Illinois | 177 057 | 13 884 278 | 17 | 25 |
| Dallas, TX | 21 787 | 1 407 552 | Texas | 298 138 | 13 384 958 | 7 | 11 |
| San Diego, CA | 21 338 | 1 000 138 | California | 559 821 | 31 026 855 | 4 | 3 |
| San Francisco, CA | 19 894 | 1 907 888 | California | 559 821 | 31 026 855 | 4 | 6 |
| Phoenix, AZ | 16 575 | 834 450 | Arizona | 60 567 | 2 910 886 | 27 | 29 |
| San Antonio, TX | 14 393 | 723 657 | Texas | 298 138 | 13 384 958 | 5 | 5 |
| Seattle, WA | 13 633 | 814 466 | Washington | 90 285 | 4 689 046 | 15 | 17 |
| Philadelphia, PA | 13 533 | 1 820 009 | Pennsylvania | 167 362 | 13 339 231 | 8 | 14 |

Women-owned firms with gross receipts of \$1 million or more accounted for 53.1 percent of the total gross receipts but only 0.8 percent of the total number of firms. Thirty-nine percent of the firms had gross receipts of less than \$5 thousand.

of gross receipts. Women are particularly concentrated in social services, where they own 83.3 percent of all firms and account for 55.7 percent of gross receipts and educational services with 61.3 percent of all firms and 35.3 percent of gross receipts.

X WOMEN-OWNED FIRMS COMPARED TO ALL FIRMS

Women-owned firms accounted for 30 percent of all firms in the United States and 13.9 percent of gross receipts. The largest portion of firms owned by women was in services, with 38.2 percent of all firms and 14.7 percent

The percentage of all firms owned by women is directly related to the receipts size of the firm. For example, women owned 40.9 percent of the firms with receipts less than \$5,000, but only 13.5 percent of the firms with receipts of \$1 million or more. Women owned 34.3 percent of the firms with no paid employees but only 14.3 percent of the firms with 100 employees or more.

Table 1. Statistics for Women-Owned Firms by Major Industry Group: 1987 and 1982

[This table is based on the 1972 SIC system. For meaning of abbreviations and symbols, see introductory text. For explanation of terms, see appendix A]

| SIC code | Major Industry group | 1987 | | | | | | 1982 | | | | | |
|----------|---|----------------|------------------------------|---------------------------|------------------------------|--------------------|--------------------------|----------------|------------------------------|---------------------------|------------------------------|--------------------|--------------------------|
| | | All firms | | Firms with paid employees | | | | All firms | | Firms with paid employees | | | |
| | | Firms (number) | Sales and receipts (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Employees (number) | Annual payroll (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Employees (number) | Annual payroll (\$1,000) |
| | All industries | 4 114 787 | 279 138 117 | 618 168 | 224 008 218 | 3 102 686 | 40 884 833 | 2 612 621 | 98 291 613 | 311 683 | 65 347 448 | 1 864 988 | 11 186 389 |
| | Agricultural services, forestry, and fishing | 47 878 | 1 682 818 | 9 377 | 1 291 282 | 24 689 | 297 819 | 19 467 | 986 728 | 2 843 | 406 226 | 8 988 | 77 475 |
| 07 | Agricultural services | 40 808 | 1 731 303 | 8 651 | 1 203 111 | 23 658 | 281 178 | 15 802 | 862 030 | 2 487 | 365 289 | 7 960 | 67 187 |
| 08 | Forestry | 1 300 | 82 085 | 198 | 37 898 | 803 | 7 266 | 787 | 31 346 | 140 | 17 902 | 493 | 4 134 |
| 09 | Fishing, hunting, and trapping | 6 873 | 149 420 | 630 | 50 473 | 530 | 9 475 | 3 408 | 82 352 | 218 | 36 055 | 645 | 6 204 |
| | Mining | 26 420 | 1 683 822 | 1 942 | 1 428 180 | 11 992 | 271 646 | 19 632 | 2 220 846 | 1 286 | 1 323 480 | 11 832 | 208 977 |
| 10 | Metal mining | 200 | 14 901 | 33 | 10 776 | 183 | 2 089 | 282 | 17 638 | 39 | 12 497 | 242 | 3 137 |
| 11 | Anthracite mining | 27 | 6 858 | 5 | 1 170 | 28 | 339 | 131 | 28 222 | 20 | 14 276 | 814 | 2 465 |
| 12 | Bituminous coal and lignite mining | 186 | 213 890 | 117 | 204 732 | 2 104 | 44 844 | 107 | 148 852 | 99 | 148 218 | 1 458 | 29 547 |
| 13 | Oil and gas extraction | 25 449 | 1 326 428 | 1 519 | 850 902 | 6 309 | 145 280 | 18 778 | 1 918 688 | 1 021 | 1 065 714 | 8 222 | 151 844 |
| 14 | Nonmetallic minerals, except fuels | 558 | 372 945 | 268 | 382 800 | 3 398 | 78 994 | 664 | 106 646 | 158 | 94 787 | 1 398 | 21 894 |
| | Construction | 84 308 | 20 302 124 | 26 178 | 17 632 438 | 180 338 | 3 985 259 | 88 991 | 4 684 914 | 13 221 | 3 204 870 | 86 211 | 886 021 |
| 15 | General building contractors | 21 306 | 7 624 764 | 10 237 | 6 847 545 | 48 711 | 981 913 | 11 098 | 1 483 086 | 3 832 | 1 137 749 | 15 217 | 187 224 |
| 16 | Heavy construction contractors | 2 409 | 2 322 928 | 1 507 | 2 272 808 | 16 693 | 491 184 | 1 854 | 349 187 | 715 | 298 281 | 3 940 | 78 621 |
| 17 | Special trade contractors | 67 138 | 9 152 017 | 23 733 | 8 338 738 | 113 442 | 2 440 849 | 44 853 | 2 498 926 | 8 891 | 1 812 328 | 38 425 | 622 301 |
| 6552 | Subdividers and developers | 3 457 | 1 202 415 | 701 | 573 545 | 3 622 | 71 513 | 1 186 | 235 735 | 183 | 68 532 | 629 | 6 876 |
| | Manufacturing | 83 980 | 20 914 089 | 26 988 | 29 633 678 | 263 638 | 6 848 963 | 44 008 | 5 302 877 | 10 228 | 4 799 366 | 83 470 | 1 128 137 |
| 20 | Food and kindred products | 4 282 | 4 218 129 | 1 445 | 4 184 495 | 31 890 | 688 535 | 986 | 747 728 | 585 | 719 796 | 8 990 | 101 844 |
| 21 | Tobacco manufactures | 4 | (D) | 4 | (D) | (D) | (D) | 2 | (D) | 2 | (D) | (D) | (D) |
| 22 | Textile mill products | 2 431 | 1 234 928 | 578 | 1 214 043 | 17 489 | 295 974 | 564 | 87 234 | 1 160 | 90 117 | 1 938 | 24 080 |
| 23 | Apparel and other textile products | 17 927 | 2 840 667 | 4 118 | 2 502 292 | 54 525 | 848 902 | 4 716 | 825 789 | 1 247 | 481 988 | 21 625 | 189 283 |
| 24 | Lumber and wood products | 6 990 | 2 434 668 | 2 185 | 2 348 844 | 28 729 | 484 500 | 2 663 | 309 994 | 809 | 365 145 | 8 285 | 77 608 |
| 25 | Furniture and fixtures | 2 786 | 956 885 | 818 | 827 121 | 14 883 | 251 407 | 868 | 83 047 | 290 | 82 010 | 2 120 | 22 071 |
| 26 | Paper and allied products | 784 | 1 014 499 | 239 | 1 008 121 | 10 263 | 215 368 | 88 | 85 093 | 78 | 84 205 | 1 224 | 18 062 |
| 27 | Printing and publishing | 19 701 | 3 999 067 | 6 889 | 3 770 744 | 53 371 | 1 084 897 | 12 962 | 848 739 | 2 840 | 887 148 | 14 825 | 177 084 |
| 28 | Chemicals and allied products | 670 | 1 240 286 | 358 | 1 226 445 | 8 121 | 209 820 | 243 | 188 720 | 180 | 182 080 | 1 047 | 18 923 |
| 29 | Petroleum and coal products | 95 | (D) | 43 | (D) | (D) | (D) | 31 | (D) | 21 | (D) | (D) | (D) |
| 30 | Rubber and miscellaneous plastics products | 1 551 | 1 488 819 | 568 | 1 451 510 | 18 297 | 367 774 | 236 | 151 132 | 193 | 148 377 | 2 560 | 37 072 |
| 31 | Leather and leather products | 1 187 | 1 298 795 | 211 | 1 228 164 | 2 486 | 45 628 | 215 | 27 748 | 77 | 24 152 | 873 | 7 101 |
| 32 | Stone, clay, and glass products | 6 702 | 1 146 553 | 1 325 | 1 078 868 | 10 319 | 230 872 | 7 703 | 230 670 | 860 | 170 017 | 2 815 | 39 089 |
| 33 | Primary metal industries | 481 | 745 045 | 255 | 739 154 | 7 093 | 157 501 | 274 | 67 342 | 116 | 63 121 | 1 303 | 18 681 |
| 34 | Fabricated metal products | 4 314 | 2 785 335 | 1 806 | 2 687 863 | 30 871 | 679 249 | 1 047 | 463 458 | 665 | 438 718 | 7 348 | 113 396 |
| 35 | Machinery, except electrical | 3 949 | 2 313 800 | 2 222 | 2 281 974 | 27 940 | 704 468 | 1 254 | 472 845 | 841 | 461 087 | 7 643 | 141 035 |
| 36 | Electric and electronic equipment | 3 203 | 1 214 183 | 703 | 1 179 794 | 16 031 | 324 621 | 649 | 134 956 | 218 | 125 258 | 2 217 | 29 772 |
| 37 | Transportation equipment | 692 | 964 095 | 445 | 875 644 | 10 824 | 213 782 | 282 | 138 180 | 164 | 134 360 | 1 886 | 30 655 |
| 38 | Instruments and related products | 815 | 439 182 | 368 | 427 666 | 5 360 | 129 826 | 152 | 51 100 | 108 | 49 648 | 799 | 13 026 |
| 39 | Miscellaneous manufacturing industries | 13 447 | 1 563 324 | 2 410 | 1 408 668 | 15 968 | 304 233 | 8 822 | 521 936 | 1 215 | 381 341 | 7 124 | 77 708 |
| | Transportation and public utilities | 78 788 | 10 836 278 | 19 083 | 9 488 317 | 106 368 | 1 798 272 | 38 944 | 3 228 923 | 8 431 | 2 500 914 | 38 888 | 484 313 |
| 41 | Local and interurban passenger transit | 8 370 | 471 187 | 1 823 | 359 110 | 12 908 | 124 829 | 8 393 | 155 774 | 622 | 114 978 | 5 188 | 37 912 |
| 42 | Trucking and warehousing | 27 419 | 4 854 268 | 8 813 | 3 915 820 | 48 885 | 953 483 | 16 187 | 1 341 977 | 3 676 | 829 132 | 15 998 | 218 015 |
| 44 | Water transportation | 1 538 | (D) | 569 | 360 800 | 4 005 | 72 063 | 769 | (D) | 254 | (D) | (D) | (D) |
| 45 | Transportation by air | 1 554 | 246 801 | 257 | 211 143 | 2 587 | 54 678 | 782 | 86 861 | 150 | 74 219 | 1 075 | 18 882 |
| 46 | Pipe lines, except natural gas | 2 | (D) | - | - | - | - | 4 | (D) | 2 | (D) | (D) | (D) |
| 47 | Transportation services | 30 406 | 3 988 200 | 6 459 | 3 559 347 | 24 908 | 357 820 | 13 738 | 1 281 649 | 2 913 | 1 103 123 | 10 186 | 118 288 |
| 48 | Communication | 7 889 | 886 330 | 1 068 | 786 386 | 10 917 | 181 706 | 1 392 | 144 097 | 394 | 122 063 | 3 782 | 42 487 |
| 49 | Electric, gas, and sanitary services | 2 581 | 388 711 | 474 | 305 611 | 2 178 | 43 682 | 2 699 | 98 666 | 420 | 89 036 | 1 354 | 14 082 |
| | Wholesale trade | 82 518 | 42 804 588 | 22 891 | 40 324 930 | 187 833 | 4 088 924 | 32 669 | 9 188 634 | 8 784 | 8 241 442 | 48 873 | 688 240 |
| 50 | Wholesale trade—durable goods | 42 989 | 18 796 735 | 12 627 | 17 546 666 | 93 579 | 2 138 534 | 11 499 | 3 682 952 | 4 580 | 3 547 137 | 24 783 | 372 093 |
| 51 | Wholesale trade—nondurable goods | 39 514 | 24 007 853 | 10 164 | 22 778 262 | 94 254 | 1 950 390 | 20 590 | 5 206 572 | 4 194 | 4 694 306 | 24 890 | 318 147 |
| | Retail trade | 798 882 | 85 417 635 | 198 302 | 74 424 287 | 1 090 897 | 9 764 481 | 631 308 | 35 851 430 | 118 453 | 26 788 866 | 641 443 | 3 288 813 |
| 52 | Building materials and garden supplies | 11 297 | 4 098 334 | 5 559 | 3 888 559 | 33 338 | 515 002 | 9 537 | 1 188 464 | 3 284 | 998 616 | 12 379 | 123 975 |
| 53 | General merchandise stores | 10 164 | 1 197 786 | 2 958 | 1 002 475 | 13 901 | 124 636 | 6 282 | 1 181 919 | 1 744 | 1 038 555 | 8 210 | 95 790 |
| 54 | Food stores | 48 489 | 14 427 767 | 22 614 | 12 976 255 | 140 547 | 1 232 332 | 36 774 | 6 046 697 | 13 647 | 4 690 919 | 62 953 | 410 139 |
| 55 | Automotive dealers and service stations | 20 942 | 20 223 543 | 10 899 | 18 359 731 | 88 844 | 1 615 375 | 14 000 | 4 753 573 | 8 206 | 4 045 448 | 27 936 | 280 769 |
| 56 | Apparel and accessory stores | 40 582 | 5 215 895 | 19 682 | 4 545 279 | 71 839 | 589 737 | 27 665 | 2 445 880 | 11 499 | 1 832 983 | 39 067 | 232 489 |
| 57 | Furniture and home furnishings stores | 30 037 | 4 899 740 | 11 159 | 4 342 327 | 43 232 | 588 286 | 18 105 | 1 485 294 | 4 875 | 1 158 381 | 18 137 | 144 188 |
| 58 | Eating and drinking places | 90 848 | 14 167 029 | 59 896 | 13 180 317 | 507 454 | 3 214 048 | 98 182 | 6 584 263 | 38 028 | 5 785 621 | 254 054 | 1 230 717 |
| 59 | Miscellaneous retail | 546 353 | 21 189 461 | 88 667 | 15 149 444 | 183 551 | 1 875 065 | 454 784 | 12 097 640 | 40 171 | 7 141 443 | 120 727 | 800 786 |
| | Finance, insurance, and real estate | 437 360 | 17 633 462 | 86 741 | 9 328 301 | 189 312 | 1 980 570 | 248 403 | 8 289 832 | 16 483 | 3 830 331 | 48 138 | 582 332 |
| 60 | Banking | 270 | 152 921 | 260 | 152 447 | 2 066 | 41 292 | 2 076 | 203 654 | 245 | 174 166 | 2 857 | 40 625 |
| 61 | Credit agencies other than banks | 747 | 333 961 | 639 | 312 017 | 4 850 | 89 481 | 348 | 95 713 | 178 | 99 760 | 1 257 | 17 965 |
| 62 | Security, commodity brokers and services | 7 523 | 592 911 | 956 | 412 490 | 3 396 | 101 304 | 1 396 | 357 000 | 224 | 132 016 | 1 281 | 29 355 |
| 63 | Insurance carriers | 604 | 116 867 | 274 | 98 168 | 1 466 | 35 650 | 181 | 16 340 | 83 | 13 298 | 257 | 2 973 |
| 64 | Insurance agents, brokers, and service | 63 207 | 2 305 728 | 8 948 | 1 559 518 | 20 741 | 388 574 | 29 184 | 881 532 | 3 688 | 480 839 | 8 291 | 101 182 |
| 65 pt | Real estate ¹ | 335 429 | 12 841 087 | 24 008 | 5 907 283 | 69 249 | 1 010 368 | 211 985 | 4 732 788 | 11 459 | 1 908 995 | 34 279 | 330 720 |
| 66 | Combined real estate, insurance, etc. | 38 833 | 688 422 | 1 812 | 150 214 | 1 587 | 30 075 | 635 | 28 155 | 186 | 20 858 | 491 | 4 787 |
| 67 pt | Holding and other investment offices ² | 847 | 791 485 | 144 | 734 183 | 8 157 | 148 848 | 600 | 64 570 | 102 | 30 383 | 313 | 4 735 |
| | Services | 2 288 028 | 81 123 430 | 253 276 | 28 670 289 | 1 015 971 | 11 824 739 | 1 284 837 | 26 277 781 | 122 902 | 14 188 174 | 480 744 | 3 604 386 |
| 70 | Hotels and other lodging places | 22 211 | 8 201 429 | 6 442 | 2 832 314 | 78 476 | 714 838 | 17 487 | 1 870 740 | 5 | | | |

Table 1. Statistics for Women-Owned Firms by Major Industry Group: 1987 and 1982—Con.

This table is based on the 1972 SIC system. For meaning of abbreviations and symbols, see introductory text. For explanation of terms, see appendix A)

| SIC code | Major industry group | 1987 | | | | | | 1982 | | | | | |
|----------------------|--|----------------|------------------------------|---------------------------|------------------------------|----------------------|--------------------------|----------------|------------------------------|---------------------------|------------------------------|----------------------|--------------------------|
| | | All firms | | Firms with paid employees | | | | All firms | | Firms with paid employees | | | |
| | | Firms (number) | Sales and receipts (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Em- ployees (number) | Annual payroll (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Em- ployees (number) | Annual payroll (\$1,000) |
| Services—Con. | | | | | | | | | | | | | |
| 78 | Motion pictures | 7 853 | 722 178 | 1 307 | 578 791 | 7 773 | 125 865 | 2 827 | 215 285 | 819 | 166 681 | 4 360 | 30 832 |
| 79 | Amusement and recreation services | 99 504 | 3 099 788 | 9 841 | 2 054 342 | 41 791 | 517 618 | 44 851 | 1 132 088 | 3 578 | 888 551 | 21 200 | 161 218 |
| 80 | Health services | 235 318 | 9 618 420 | 27 819 | 5 261 682 | 161 136 | 1 918 588 | 123 111 | 3 888 388 | 18 888 | 2 280 838 | 78 535 | 683 798 |
| 81 | Legal services | 41 925 | 2 219 741 | 9 519 | 1 574 881 | 19 559 | 386 495 | 23 333 | 863 388 | 4 806 | 545 813 | 9 178 | 118 520 |
| 82 | Educational services | 104 187 | 1 166 804 | 4 634 | 573 194 | 16 885 | 182 706 | 82 813 | 656 403 | 3 647 | 217 463 | 12 023 | 68 298 |
| 83 | Social services | 269 187 | 3 047 448 | 21 209 | 1 383 680 | 70 535 | 686 101 | 2 330 | 229 034 | 2 180 | 225 241 | 14 931 | 83 714 |
| 84 | Museums, botanical, zoological gardens | 13 | 2 866 | 13 | 2 866 | 49 | 484 | 5 | 531 | 5 | 531 | 9 | 137 |
| 88 | Miscellaneous services | 189 023 | 5 006 917 | 10 779 | 2 876 117 | 82 283 | 897 807 | 3 | 20 534 | 20 534 | 2 022 299 | 85 838 | 440 339 |
| | Industries not classified | 184 768 | 4 840 071 | 12 818 | 1 288 237 | 11 527 | 882 540 | 235 840 | 4 589 488 | 8 881 | 1 080 083 | 14 572 | 180 978 |

¹Excludes 8552 which is included in construction industries.
²Excludes 673 (Trusts) and 679 (Miscellaneous investing).

Table 2. Statistics for Women-Owned Firms by State: 1987 and 1982

(For meaning of abbreviations and symbols, see introductory text. For explanation of terms, see appendix A)

| Geographic area | 1987 | | | | | | 1982 | | | | | |
|----------------------|------------------|------------------------------|---------------------------|------------------------------|----------------------|--------------------------|------------------|------------------------------|---------------------------|------------------------------|----------------------|--------------------------|
| | All firms | | Firms with paid employees | | | | All firms | | Firms with paid employees | | | |
| | Firms (number) | Sales and receipts (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Em- ployees (number) | Annual payroll (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Firms (number) | Sales and receipts (\$1,000) | Em- ployees (number) | Annual payroll (\$1,000) |
| United States | 4 114 787 | 278 138 117 | 618 188 | 224 008 218 | 3 102 885 | 40 884 830 | 2 812 821 | 98 291 512 | 311 883 | 65 347 448 | 1 354 888 | 11 184 388 |
| Alabama | 48 018 | 3 824 355 | 8 184 | 3 037 188 | 43 141 | 525 917 | 30 856 | 1 257 821 | 4 821 | 841 508 | 17 737 | 180 878 |
| Alaska | 13 878 | 829 328 | 1 929 | 817 878 | 7 215 | 125 285 | 8 489 | 378 943 | 780 | 228 348 | 3 552 | 46 810 |
| Arizona | 80 587 | 2 810 888 | 8 947 | 2 182 859 | 37 881 | 428 262 | 35 085 | 1 027 308 | 3 779 | 683 834 | 16 385 | 169 824 |
| Arkansas | 35 489 | 2 007 852 | 8 415 | 1 607 384 | 25 382 | 281 300 | 84 483 | 1 069 343 | 3 888 | 755 858 | 14 318 | 108 059 |
| California | 559 821 | 31 026 855 | 73 184 | 21 997 497 | 311 273 | 4 130 887 | 354 882 | 12 022 888 | 35 851 | 7 009 232 | 165 368 | 1 249 483 |
| Colorado | 89 411 | 4 285 547 | 12 750 | 3 277 813 | 63 788 | 658 882 | 57 370 | 1 829 435 | 8 113 | 1 180 678 | 27 287 | 223 772 |
| Connecticut | 80 824 | 5 319 710 | 9 297 | 4 237 344 | 51 485 | 825 688 | 36 450 | 1 401 205 | 4 405 | 907 812 | 20 107 | 172 884 |
| Delaware | 9 727 | 753 238 | 1 782 | 602 887 | 9 817 | 113 500 | 5 702 | 195 838 | 821 | 153 897 | 3 177 | 22 785 |
| District of Columbia | 10 987 | 774 019 | 1 230 | 564 883 | 8 343 | 166 781 | 8 883 | 333 841 | 780 | 201 084 | 4 288 | 43 418 |
| Florida | 221 361 | 16 828 094 | 39 496 | 13 582 428 | 195 448 | 2 430 236 | 125 382 | 4 788 745 | 16 755 | 3 188 404 | 78 234 | 576 848 |
| Georgia | 88 050 | 5 873 582 | 14 459 | 4 654 107 | 67 749 | 838 127 | 63 254 | 1 847 886 | 8 821 | 1 186 443 | 24 712 | 183 207 |
| Hawaii | 21 896 | 848 830 | 2 404 | 548 087 | 8 548 | 105 425 | 14 415 | 356 488 | 1 248 | 800 581 | 6 538 | 39 388 |
| Idaho | 18 973 | 613 043 | 3 078 | 838 282 | 10 448 | 105 770 | 13 403 | 427 487 | 1 857 | 284 872 | 8 203 | 43 310 |
| Illinois | 177 257 | 13 884 278 | 25 484 | 11 807 789 | 149 164 | 2 137 622 | 110 278 | 4 686 694 | 13 388 | 3 240 284 | 62 508 | 562 238 |
| Indiana | 89 849 | 8 913 422 | 16 571 | 8 006 788 | 115 173 | 1 387 803 | 82 015 | 3 191 878 | 9 210 | 2 809 757 | 52 084 | 454 149 |
| Iowa | 53 592 | 2 904 511 | 8 800 | 2 488 473 | 41 037 | 443 038 | 38 097 | 1 158 884 | 4 784 | 788 432 | 17 881 | 119 386 |
| Kansas | 83 505 | 2 860 785 | 7 182 | 2 154 808 | 31 015 | 362 572 | 86 770 | 1 234 850 | 4 091 | 800 082 | 18 428 | 125 080 |
| Kentucky | 53 454 | 3 285 168 | 8 585 | 2 848 483 | 40 767 | 454 037 | 38 888 | 1 582 834 | 4 889 | 1 115 779 | 19 289 | 180 844 |
| Louisiana | 65 852 | 2 981 708 | 8 388 | 2 288 000 | 38 388 | 410 383 | 38 315 | 2 200 875 | 8 227 | 1 821 800 | 28 435 | 271 148 |
| Maine | 23 922 | 1 834 638 | 4 003 | 1 388 088 | 20 711 | 287 880 | 14 473 | 420 481 | 1 883 | 267 188 | 5 506 | 41 882 |
| Maryland | 81 891 | 5 508 587 | 10 288 | 4 418 226 | 61 829 | 848 799 | 48 371 | 1 529 802 | 4 797 | 1 015 253 | 21 381 | 178 724 |
| Massachusetts | 111 378 | 11 138 810 | 13 885 | 9 455 887 | 107 885 | 1 888 101 | 83 182 | 1 777 802 | 5 459 | 1 020 883 | 28 304 | 217 889 |
| Michigan | 133 858 | 7 888 112 | 18 585 | 8 372 374 | 82 523 | 1 187 841 | 87 139 | 2 789 882 | 10 507 | 1 873 857 | 42 788 | 330 861 |
| Minnesota | 89 137 | 4 891 483 | 12 388 | 4 072 885 | 85 034 | 783 012 | 58 234 | 1 780 887 | 8 087 | 1 806 004 | 28 788 | 222 506 |
| Mississippi | 28 878 | 2 082 007 | 8 109 | 1 885 148 | 24 279 | 287 883 | 20 411 | 964 838 | 3 887 | 645 737 | 12 407 | 95 291 |
| Missouri | 87 858 | 5 348 138 | 13 488 | 4 452 888 | 84 403 | 770 381 | 84 080 | 1 889 408 | 8 800 | 1 382 800 | 30 110 | 221 343 |
| Montana | 17 747 | 930 377 | 3 256 | 754 388 | 12 538 | 117 885 | 12 782 | 489 100 | 1 825 | 883 201 | 7 320 | 82 438 |
| Nebraska | 32 285 | 1 848 048 | 6 048 | 1 981 038 | 21 442 | 234 814 | 22 748 | 718 883 | 2 889 | 608 885 | 11 884 | 78 127 |
| Nevada | 18 831 | 1 413 858 | 2 889 | 1 147 722 | 17 546 | 228 428 | 11 878 | 450 174 | 1 321 | 811 324 | 7 144 | 85 805 |
| New Hampshire | 22 713 | 1 857 788 | 3 855 | 1 544 887 | 20 038 | 292 184 | 11 812 | 391 716 | 1 383 | 248 782 | 6 371 | 40 840 |
| New Jersey | 117 373 | 13 553 517 | 19 388 | 11 470 775 | 124 665 | 2 128 388 | 83 243 | 3 573 040 | 8 997 | 2 891 238 | 40 881 | 380 356 |
| New Mexico | 25 397 | 1 165 312 | 4 182 | 807 012 | 15 892 | 159 838 | 18 287 | 578 880 | 8 283 | 377 788 | 8 863 | 83 845 |
| New York | 284 812 | 29 889 820 | 43 729 | 25 172 731 | 268 070 | 4 810 254 | 178 485 | 8 352 484 | 21 880 | 6 887 244 | 104 774 | 1 088 586 |
| North Carolina | 83 532 | 8 813 158 | 15 188 | 5 888 489 | 85 825 | 1 057 189 | 67 374 | 1 869 808 | 7 481 | 1 227 741 | 27 407 | 203 805 |
| North Dakota | 12 889 | 871 701 | 2 268 | 475 712 | 8 526 | 82 007 | 8 770 | 340 081 | 1 209 | 262 384 | 4 805 | 36 548 |
| Ohio | 154 084 | 8 872 188 | 22 007 | 7 220 878 | 118 788 | 1 370 880 | 102 518 | 3 815 028 | 12 180 | 2 547 880 | 52 440 | 401 128 |
| Oklahoma | 63 890 | 2 847 868 | 8 809 | 2 206 514 | 35 518 | 397 101 | 49 183 | 2 123 012 | 8 050 | 1 256 844 | 22 897 | 184 357 |
| Oregon | 58 941 | 4 279 187 | 8 528 | 3 857 505 | 46 222 | 572 858 | 40 478 | 1 357 284 | 5 111 | 843 009 | 21 655 | 185 180 |
| Pennsylvania | 167 362 | 13 339 231 | 25 631 | 11 087 283 | 147 109 | 1 880 437 | 108 154 | 4 186 435 | 13 853 | 2 810 334 | 61 878 | 488 412 |
| Rhode Island | 14 517 | 1 340 182 | 2 488 | 1 123 389 | 15 887 | 227 064 | 8 032 | 276 887 | 1 031 | 164 886 | 4 082 | 32 134 |
| South Carolina | 42 804 | 2 849 555 | 7 524 | 2 283 828 | 37 834 | 485 061 | 27 055 | 883 220 | 3 780 | 844 700 | 12 808 | 82 118 |
| South Dakota | 13 374 | 728 047 | 2 233 | 818 391 | 9 800 | 86 082 | 8 867 | 308 044 | 1 246 | 271 884 | 4 588 | 34 728 |
| Tennessee | 87 445 | 4 228 289 | 11 188 | 3 370 530 | 51 353 | 614 443 | 44 643 | 1 707 481 | 6 254 | 1 138 298 | 22 641 | 171 383 |
| Texas | 298 138 | 13 384 858 | 40 421 | 9 718 787 | 143 861 | 1 783 064 | 189 758 | 8 074 340 | 21 020 | 4 833 288 | 90 878 | 829 748 |
| Utah | 29 810 | 1 392 426 | 3 885 | 1 083 789 | 18 478 | 212 627 | 19 072 | 864 587 | 1 084 | 483 858 | 8 130 | 74 886 |
| Vermont | 13 802 | 788 082 | 2 508 | 818 480 | 10 277 | 112 846 | 8 044 | 288 788 | 1 083 | 188 352 | 3 887 | 28 177 |
| Virginia | 84 418 | 5 951 816 | 13 755 | 4 783 510 | 72 888 | 827 888 | 58 882 | 1 753 387 | 8 335 | 1 205 072 | 28 327 | 220 212 |
| Washington | 80 285 | 4 889 046 | 13 218 | 3 733 756 | 56 893 | 709 889 | 59 288 | 1 598 881 | 6 409 | 1 025 880 | 24 315 | 188 804 |
| West Virginia | 22 549 | 1 114 228 | 3 888 | 880 779 | 14 587 | 148 088 | 16 730 | 615 851 | 2 397 | 441 375 | 8 868 | 89 188 |
| Wisconsin | 89 185 | 4 887 030 | 12 192 | 3 898 151 | 82 419 | 718 192 | 44 417 | 1 582 095 | 6 788 | 1 108 418 | 30 850 | 203 827 |
| Wyoming | 10 788 | 523 808 | 1 893 | 422 874 | 7 101 | 78 882 | 8 393 | 312 486 | 1 227 | 210 873 | 4 735 | 38 804 |

**National Women's
Business Council**

**1992 Annual Report to
The President and Congress**

***EXECUTIVE
SUMMARY***

This summary includes the complete text of the 1992 recommendations to the President and Congress which have resulted from the Council's investigations. The implementation of these recommendations is a top priority of the National Women's Business Council, its supporters, and its constituency of women business owners.

The remainder of the report has been summarized. The complete annual report, as well as copies of all hearing transcripts and survey data, is available at the Washington office of the Council. For information on how these may be obtained, contact:

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CAPITAL—THE KEY TO GROWTH

Three years of Council investigations into the status of women-owned businesses left no doubt that the foremost barrier women perceived was that of access to capital. At every level—from the small, home-based business operating on creativity and sheer nerve to the expanding corporation preparing to go public—lack of access to adequate funding was the constant concern and the overwhelming reason cited for failures.

The seriousness of this concern led the Council to focus this year on the problem of access to capital, and the search for remedies to the problem. The results of our investigations led us to change the colors of our logo to the colors of U.S. currency: It is that important.

THE PROBLEM THAT EXISTS AT EVERY LEVEL

Three levels of women-owned businesses come under Council scrutiny:

- **The start-up business or small home-based or service business that is still struggling to establish a foothold in the marketplace.**
- **The "mezzanine" business, established and running well, but needing capital for growth. Recent studies have shown that the number of woman-owned businesses in this phase is increasing at a far greater rate than businesses in general.**
- **The established larger businesses, many of which are capital-intensive, seeking major expansion funding. The number of women-owned firms in capital-intensive sectors grew dramatically in the 1980's, and should continue to expand rapidly if sources of capital increase.**

The list of concerns and barriers at all three levels is strikingly similar. We therefore request that the Congress and the new administration give this common problem—access to capital—their immediate and most serious attention.