

TWC Texas Labor Code Chapter 21 Reporting Overview

Texas Labor Code Chapter 21 requires three key reports to promote transparency, accountability, and enforcement of anti-discrimination laws in employment. These reports are outlined in Sections 21.0035, 21.504, and 21.553:

1. Civilian Workforce Composition (CWC) Report (Section 21.0035):

- Provides a demographic baseline of Texas' civilian workforce by job category and subsets, including African Americans, Hispanic Americans, and females.
- Helps state agencies analyze workforce representation and identify areas of underutilization.
- Created by the Texas Demographic Center using data from the U.S. Census Bureau's American Community Survey (ACS).
- Delivered to the governor and legislature. The timing of this report depends on ACS data availability.

2. Hiring Practices Annual Report (Section 21.504):

- Summarizes the number of African Americans, Hispanic Americans, females, and others hired by state agencies annually.
- Compiled by the Texas Workforce Commission (TWC) using data from the Uniform Statewide Accounting System (overseen by the Texas Comptroller).
- Excludes the State Bar of Texas and the Board of Law Examiners, which report directly to TWC.
- Submitted to the governor and the Legislative Budget Board.

3. Equal Employment Opportunity (EEO) Report (Section 21.553):

- A biennial report ensuring state agencies' workforces reflect Texas' population and comply with anti-discrimination laws.
- Relies on the CWC report as a baseline.
- Submitted to the legislature, the Legislative Budget Board, and the governor.

Together, these reports provide public transparency and ensure state agencies align with the requirements of Chapter 21 of the Texas Labor Code.