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CHAPTER V

THE EARNINGS OF EMPLOYEES

TOTAL WAGES AND SALARIES

Since the majority of our inhabitants depend upon wages or salaries as the chief source of income, investigations in this field are of perennial interest. Tables LI to LIV show the approximate totals of wage and salary payments in the United States as computed on the basis of reports furnished by some nine thousand employers scattered over the United States. Unfortunately these figures are subject to error from several sources. For only a few of the industrial fields does the Bureau of the Census ascertain the numbers of employees; hence it has been necessary to fill these gaps by estimates. Some, and perhaps many, of the informants failed to include in their reports the salaries of managerial officers, and, in a number of cases, the office forces are known to have been omitted from consideration. In other instances the reverse was true, and records were furnished only for employees working at the administrative offices of the company. In view of these conditions it is probable that the totals for the various industries are not highly accurate, and, in the case of those industrial groups in which the samples were very small, the errors may be relatively large.

The chances are, nevertheless, that the totals, as given, indicate fairly well the order of magnitude of the payments made to employees in each of the specified groups. The figures show that, during the 1920 boom, enterprises employing fewer than 21 persons paid out about two-sevenths of the aggregate disbursements made by all employers for wages and salaries; concerns employing 21 to 100 persons disbursed about one-seventh of the total; and the larger sized plants accounted for the remaining four-sevenths. By the third quarter of 1921 the respective shares, stated in the order named, had changed to about one-third, one-sixth, and one-half. If the industrial groups, as classified, are ranked according to the totals of their payments to employees, factories turning out metals and their derivatives, vehicles, and miscellaneous products are far in the lead, while purveyors of public and professional service, factories dealing with textiles and leather, steam railways, retail mercantile establishments, enterprises supplying domestic and personal service, and concerns engaged in building and construction follow in the sequence listed.

Table LI indicates that wage and salary payments in 1920 amounted to

EMPLOYMENT HOURS AND EARNINGS

TABLE LI

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE TOTAL QUARTERLY WAGES AND SALARIES PAID TO ALL EMPLOYEES BY ALL ENTERPRISES OF WHATEVER SIZE

INDUSTRY	MILLIONS OF DOLLARS PAID TO EMPLOYEES												MAXIMUM CYCLICAL DECLINE (Per Cent)
	1920				1921				1922				
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Fourth quarter			
All Industries.....	9,463	10,048	10,472	9,905	8,381	8,114	8,047	8,055	7,743	8,055	7,743	23.16	
Agriculture.....	216	323	483	316	201	279	390	250	181	250	181	19.25	
Extraction of Minerals.....	477	488	548	540	465	423	396	364	349	396	349	36.31	
Building and Construction.....	528	656	684	553	446	495	573	575	549	495	549	24.54	
Other Hand Trades.....	180	193	190	195	183	192	189	193	186	189	186	1.02	
Finance.....	156	161	168	173	169	165	164	169	165	164	165	5.20	
Public and Professional Service.....	964	960	912	1,046	1,062	1,002	951	1,124	1,117	1,002	1,117	4.27 ^d	
Domestic and Personal Service.....	666	690	700	695	678	678	672	661	643	678	643	8.15	
All Transportation.....	1,197	1,341	1,512	1,458	1,170	1,119	1,087	1,111	1,005	1,119	1,005	28.11	
Steam Railways.....	811	921	1,073	1,002	772	713	679	691	628	713	628	36.72	
Other Transportation.....	386	420	440	456	398	406	408	420	377	406	377	7.27	
Commerce and Trade.....	828	854	862	887	829	830	823	839	795	830	795	5.41	
Wholesale.....	100	105	107	106	96	99	98	95	88	99	88	17.75	
Retail.....	728	749	756	781	734	731	725	744	707	731	707	4.74	
All Factories.....	4,252	4,382	4,410	4,042	3,176	2,929	2,802	2,769	2,752	2,929	2,752	37.60	
Food, Drink, and Tobacco.....	343	343	359	368	297	279	299	288	257	279	257	30.16	
Lumber and Its Products.....	331	364	361	321	275	296	290	273	267	296	267	19.66	
Metals and Metal Products ^a	2,176	2,223	2,246	2,004	1,405	1,142	988	970	1,060	1,142	1,060	56.85	
Paper and Printing.....	240	249	254	272	244	238	232	248	237	238	237	8.82	
Mineral Products ^b	303	317	334	335	283	265	260	254	248	265	248	25.97	
Textile and Leather Products ^c	859	887	856	742	673	708	733	737	683	708	683	24.12	

^a Vehicles, railroad cars, and all products not elsewhere recorded are included here.^b Includes chemical, stone, glass, and clay products.^c Includes clothing of all kinds.^d Increase—minimum for corresponding quarters.

THE EARNINGS OF EMPLOYEES

TABLE LII

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE TOTAL QUARTERLY WAGES AND SALARIES PAID TO ALL EMPLOYEES BY ALL ENTERPRISES HAVING FEWER THAN 21^c EMPLOYEES

INDUSTRY	MILLIONS OF DOLLARS PAID TO EMPLOYEES												MAXIMUM CYCLICAL DECLINE (Per Cent)
	1920				1921				1922				
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter			
All Industries.....	2,618	2,831	3,026	2,850	2,574	2,680	2,896	2,732	2,604				5.33
Agriculture.....	190	286	449	281	172	251	364	226	162				19.57
Extraction of Minerals.....	16	19	18	18	16	24	25	20	16				11.11
Building and Construction.....	174	211	232	207	150	169	215	218	204				19.91
Other Hand Trades.....	99	106	105	105	100	103	101	101	98				3.81
Finance.....	63	64	66	69	68	69	69	72	70				4.35 ^d
Public and Professional Service.....	540	528	525	519	543	499	542	535	574				5.49
Domestic and Personal Service.....	438	456	465	454	443	447	449	431	418				5.64
All Transportation.....	134	145	146	167	130	139	140	161	128				4.14
Steam Railways.....	..	..	..	..	..	..	..	..	..				..
Other Transportation.....	134	145	146	167	130	139	140	161	128				4.14
Commerce and Trade.....	546	562	564	578	557	558	556	563	541				2.87
Wholesale.....	19	20	20	20	20	20	20	19	19				5.00
Retail.....	527	543	545	557	537	539	537	543	523				2.61
All Factories.....	418	455	454	453	395	421	434	406	392				10.38
Food, Drink, and Tobacco.....	72	80	69	87	72	78	87	78	72				17.24
Lumber and Its Products.....	154	172	170	154	129	145	136	123	118				20.13
Metals and Metal Products ^e	41	45	54	48	41	38	44	40	36				33.33
Paper and Printing.....	66	67	66	71	70	71	70	76	69				1.43
Mineral Products ^f	36	40	43	50	40	42	44	44	42				12.00
Textile and Leather Products ^g	49	50	51	43	43	47	53	45	54				12.24

^a Vehicles, railroad cars, and all products not elsewhere recorded are included here.

^b Includes chemical, stone, glass, and clay products.

^c Includes clothing of all kinds.

^d Increase—minimum for corresponding quarters.

^e Based upon number of employees in first quarter of 1920.

TABLE LIII

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE TOTAL QUARTERLY WAGES AND SALARIES PAID
TO ALL EMPLOYEES IN ALL ENTERPRISES HAVING 21 TO 100^c EMPLOYEES

INDUSTRY	MILLIONS OF DOLLARS PAID TO EMPLOYEES												MAXIMUM CYCLICAL DECLINE (Per Cent)
	1920				1921				1922				
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Fourth quarter			
All Industries.....	1,445	1,569	1,650	1,606	1,447	1,436	1,386	1,387	1,311	1,387	1,311	20.55	
Agriculture.....	18	28	22	23	20	20	18	17	16	17	16	28.57	
Extraction of Minerals.....	71	56	64	72	64	60	49	34	31	34	31	5.69	
Building and Construction.....	157	213	250	222	209	201	190	185	163	185	163	24.00	
Other Hand Trades.....	49	46	47	50	46	46	46	49	45	49	45	8.16	
Finance.....	42	44	47	52	50	51	49	53	51	53	51	1.92 ^d	
Public and Professional Service.....	155	158	163	154	148	152	161	160	152	160	152	4.52	
Domestic and Personal Service.....	161	164	160	165	161	158	151	152	154	152	154	8.48	
All Transportation.....	67	74	80	79	71	70	70	66	64	66	64	20.00	
Steam Railways.....	67	74	80	79	71	70	70	66	64	66	64	20.00	
Other Transportation.....	130	133	137	140	130	129	126	130	124	130	124	8.03	
Commerce and Trade.....	35	36	37	37	34	34	34	33	32	33	32	10.81	
Wholesale.....	95	98	100	103	96	94	92	97	92	97	92	8.00	
Retail.....	594	653	680	649	548	551	527	533	511	533	511	24.85	
All Factories.....	79	82	92	95	74	73	74	78	68	78	68	28.42	
Food, Drink, and Tobacco.....	83	98	96	78	67	72	74	68	70	68	70	26.53	
Lumber and Its Products.....	88	116	136	127	88	70	59	64	75	64	75	56.62	
Metals and Metal Products.....	64	66	66	71	63	61	60	65	63	65	63	9.09	
Paper and Printing.....	78	81	88	87	79	78	79	78	74	78	74	15.91	
Mineral Products.....	202	209	202	191	177	196	181	179	162	179	162	19.80	
Textile and Leather Products.....													

^a Vehicles, railroad cars, and all products not elsewhere recorded are included here.

^b Includes chemical, stone, glass, and clay products.

^c Includes clothing of all kinds.

^d Increase—minimum for corresponding quarters.

^e Based upon number of employees in first quarter of 1920.

THE EARNINGS OF EMPLOYEES

TABLE LIV

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE TOTAL QUARTERLY WAGES AND SALARIES PAID TO ALL EMPLOYEES IN ALL ENTERPRISES HAVING OVER 100 EMPLOYEES

Industry	MILLIONS OF DOLLARS PAID TO EMPLOYEES								MAXIMUM CYCLICAL DECLINE (Per Cent)		
	1920				1921					1922	
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter		First quarter	
All Industries	5,400	5,647	5,796	5,448	4,359	3,998	3,765	3,936	3,829	35.04	
Agriculture	7	9	12	11	9	8	8	6	3	66.67	
Extraction of Minerals	389	413	466	450	386	339	323	310	301	35.41	
Building and Construction	196	232	202	124	87	126	168	172	182	55.61	
Other Hand Trades	33	41	38	40	37	43	42	43	43	4.88 ^d	
Finance	51	53	55	52	52	46	46	44	44	20.00	
Public and Professional Service	269	275	225	374	371	350	248	430	391	5.39 ^d	
Domestic and Personal Service	67	71	75	76	74	73	72	71	71	6.58	
All Transportation	996	1,121	1,286	1,212	968	910	877	884	814	36.70	
Steam Railways	811	921	1,073	1,002	772	713	679	691	628	41.47	
Other Transportation	185	200	213	210	196	197	198	193	185	8.10	
Commerce and Trade	152	158	161	169	143	143	140	147	130	13.02	
Wholesale	46	50	50	48	42	46	45	42	37	12.50	
Retail	106	108	111	121	101	98	96	104	93	14.05	
All Factories	3,240	3,275	3,277	2,940	2,233	1,958	1,842	1,830	1,849	44.16	
Food, Drink, and Tobacco	192	181	198	187	151	128	137	132	117	39.06	
Lumber and Its Products	94	95	95	89	79	79	80	81	79	16.84	
Metals and Metal Products ^a	2,048	2,061	2,057	1,829	1,276	1,034	884	866	949	57.98	
Paper and Printing	110	116	121	129	111	106	102	107	106	17.05	
Mineral Products ^b	188	195	203	199	163	145	138	132	132	34.96	
Textile and Leather Products ^c	608	627	603	508	453	465	499	512	467	27.75	

^a Vehicles, railroad cars, and all products not elsewhere recorded are included here.

^b Includes chemical, stone, glass, and clay products.

^c Includes clothing of all kinds.

^d Increase—minimum for corresponding quarters.

^e Based upon the number of employees in first quarter of 1920.

39,888 millions of dollars. Comparable figures derived from other sources are not, at present, available, but such facts as are at hand make this result seem reasonable.

Tables LI to LIV presumably portray much more accurately the changes occurring from quarter to quarter than they do the absolute quantities. In the case of industries furnishing a number of reports sufficient to make an adequate sample, it is probable that the seasonal and cyclical variations as shown are very near the truth. The figures indicate that the depression caused the smallest sized enterprises to reduce their total wage bills from the peak figure by only about 5 per cent, while concerns hiring over 100 workers each cut their payments by over one-third. The quarterly aggregate for the United States was lowered by more than two and one-half billions of dollars, or not quite one-fourth of the total paid at the peak in the third quarter of 1920. The industries showing the most striking declines in the amounts paid to employees were: first, factories making metals, metal products, vehicles, and miscellaneous goods; second, steam railways; and third, concerns engaged in the extraction of minerals. Enterprises rendering public and professional service actually increased their payments to employees; and concerns classified in the hand trades, finance, or retail merchandising reduced their total wage bills but slightly.

ANNUAL EARNINGS OF EMPLOYEES ATTACHED TO THE VARIOUS INDUSTRIES

The third quarter of 1920 was the busiest period during the 2 $\frac{1}{4}$ years covered by this study, and at that time the number of persons actually at work probably included most of those who were reported to the Census enumerators as "gainfully employed." During the other quarters studied it seems reasonable to assume that about the same number of persons were potential employees and that they considered themselves as attached to the industries in which they normally worked. The fact that during some of the quarters many were idle did not reduce the number of persons who derived their chief support from wage or salary payments. If, then, we wish to study changes in the welfare of the workers normally employed in the various industries, we must in every instance divide the total payments to employees among all attached to the industry and not merely among those at work, for if we were to use the number at work as the divisor, the results would indicate that unemployment had no effect on the welfare of the employed class—a conclusion manifestly absurd. Table LV, therefore, shows the average sum which the potential workers attached to the industry would have received had the total wage and salary payments made by the industry been distributed equally among them.

In some groups the number of reports received was too small to yield a

significant average. In others, however, the samples were adequate in number,¹ and the results as presented are presumably quite close to the truth.

The figures show that the average person normally working in an enterprise employing 20 persons or less received only \$44 less pay in 1921 than in 1920; the average employee who worked for a concern employing 21 to 100 persons at the same time lost \$132 from his annual pay envelope; while the worker employed in a still larger-sized plant saw his earnings diminish by \$432. However, despite the much heavier decline, the employee in the larger-scale plant still received in 1921 more dollars than did the worker in the small enterprise, but the employee in the medium-sized plant was, in that year, the most prosperous of all, for he then received over a hundred dollars larger income than either of the others.

The employees who, on the average, earned most in 1920 were (in order from largest down) those working in mines, on railways, in financial institutions, and in plants manufacturing metals and metal products. In 1921, by contrast, the last mentioned class had the lowest earnings of any except farm laborers, who received the least pay in both years. The low earnings of employees in domestic and personal service are accounted for largely by failure to include allowances for board and lodging in their reported pay,² and by the large number of female workers in this class.

Much greater reliance can undoubtedly be placed upon the totals for considerable groups than upon the individual items in the table, but in general, the figures show enough consistency to lead to the conclusion that a relatively small proportion of these items are widely in error.

The data presented in the preceding pages have all been obtained from the records furnished by employers. It is perhaps worth while to insert for purposes of comparison Table LVI, which shows average quarterly earnings of employees in different industries as reported by the workers themselves. These figures purport to record the actual pay received, and hence it is unnecessary to make any deductions from them for losses due to unemployment. As is made evident by the second column of the table, the number of persons reporting is too small in most industries to furnish a dependable sample; nevertheless, there are certain indications which are of interest.

Female employees show earnings about three-fourths as large as those of the males. The earnings of both sexes declined noticeably between the spring of 1920 and the winter of 1921-1922. Males in finance show a gain—a peculiarity which parallels the exception shown for this industry by the tables derived from records furnished by employers. Agricultural and

¹ For the number of complete reports received from each class, see Table I.

² Farmers were the only class of employers who were asked to include in their wage records allowances for board, lodging, etc., furnished to employees.

TABLE LV

**THE AVERAGE AMOUNTS DISBURSED AS WAGES AND SALARIES IN 1920 AND
IN 1921 PER PERSON EMPLOYED IN THE INDUSTRY IN THE
THIRD QUARTER OF 1920^a**

INDUSTRY	YEAR	IN ENTERPRISES EMPLOYING THE GIVEN NUMBER OF PERSONS IN THE FIRST QUARTER OF 1920			
		Any number	20 or under	21-100	Over 100
All Industries.....	1920	\$1,367	\$1,121	\$1,354	\$1,544
	1921	1,117	1,077	1,222	1,112
Agriculture.....	1920	582	569	710	781
	1921	486	478	575	614
Extraction of Minerals.....	1920	1,832	1,179	1,880	1,868
	1921	1,471	1,400	1,465	1,477
Building and Construction.....	1920	1,519	1,445	1,589	1,510
	1921	1,306	1,319	1,481	1,105
Other Hand Trades.....	1920	1,380	1,482	1,202	1,382
	1921	1,377	1,442	1,171	1,511
Finance.....	1920	1,645	1,748	1,847	1,407
	1921	1,669	1,852	2,029	1,247
Public and Professional Service.....	1920	1,294	1,320	1,572	1,142
	1921	1,380	1,325	1,553	1,399
Domestic and Personal Service.....	1920	976	944	1,083	963
	1921	954	922	1,050	966
All Transportation.....	1920	1,610	1,482	1,365	1,648
	1921	1,312	1,427	1,263	1,300
Steam Railways.....	1920	1,730	..	..	1,730
	1921	1,298	..	..	1,298
Other Transportation.....	1920	1,394	1,482	1,365	1,347
	1921	1,338	1,427	1,263	1,306
Commerce and Trade.....	1920	1,320	1,364	1,352	1,164
	1921	1,278	1,354	1,286	1,042
Wholesale.....	1920	1,394	1,585	1,453	1,292
	1921	1,293	1,559	1,351	1,166
Retail.....	1920	1,310	1,357	1,318	1,115
	1921	1,276	1,348	1,265	996
All Factories.....	1920	1,503	1,309	1,321	1,580
	1921	1,027	1,218	1,107	975
Food, Drink, and Tobacco.....	1920	1,261	1,026	1,241	1,403
	1921	1,038	1,050	1,070	1,015
Lumber and Its Products.....	1920	1,312	1,383	1,184	1,329
	1921	1,080	1,135	937	1,140
Metals and Metal Products ^b	1920	1,663	1,340	1,112	1,723
	1921	866	1,168	670	875
Paper and Printing.....	1920	1,586	1,598	1,569	1,690
	1921	1,504	1,693	1,467	1,418
Mineral Products ^c	1920	1,416	1,214	1,335	1,509
	1921	1,167	1,210	1,256	1,112
Textile and Leather Products ^d	1920	1,365	1,375	1,519	1,318
	1921	1,163	1,337	1,383	1,085

^a The third quarter of 1920 represents the peak of employment for all industries combined.

^b Vehicles, railroad cars, and all products not elsewhere recorded are included here.

^c Includes chemical, stone, glass, and clay products.

^d Includes clothing of all kinds.

TABLE LVI

THE AVERAGE AMOUNTS EARNED PER QUARTER BY A SMALL NUMBER OF REPORTING EMPLOYEES SCATTERED OVER THE CONTINENTAL UNITED STATES

SEX	AVERAGE NUMBER OF EMPLOYEES REPORTING	INDUSTRY	1920	1921			1922
			March April May	March April May	June July Aug.	Sept. Oct. Nov.	Dec. Jan. Feb.
MALE	436	All Industries.....	\$398	\$361	\$355	\$339	\$339
	26	Agriculture.....	279	255	259	260	217
	34	Extraction of Minerals.....	275	178	315	150	93
	41	Building and Construction....	477	451	462	413	373
	8	Other Hand Trades.....	408	346	366	379	357
	15	Finance.....	385	402	439	367	409
	29	Public and Professional Service	522	492	444	482	457
	23	Domestic and Personal Service	363	295	283	291	293
	57	Transportation.....	421	432	414	398	366
	75	Commerce and Trade.....	394	351	332	337	327
	120	Factories.....	419	375	342	336	310
	8	Industry Unknown.....	182	153	218	188	132
FEMALE	111	All Industries.....	\$274	\$270	\$240	\$252	\$237
	1	Building and Construction....	342	380	380	371	360
	4	Other Hand Trades.....	104	171	184	163	142
	7	Finance.....	304	336	312	275	267
	18	Public and Professional Service	386	391	292	349	353
	21	Domestic and Personal Service	232	216	182	191	180
	10	Transportation.....	277	242	247	242	262
	21	Commerce and Trade.....	251	254	243	255	239
	28	Factories.....	263	249	231	234	195
	1	Industry Unknown.....	195	..	..	..	..

factory workers report sharp reductions in earnings—a change which again corresponds to the evidence derived from the other type of returns. The earnings of miners are highly irregular, which agrees with information concerning this industry received from numerous extraneous sources. On the whole, therefore, it appears that even this very limited sample gives a rather good impressionistic picture of earnings in some of the leading industrial fields. The reader is warned, however, against accepting these figures as adequate, and he should not overlook the fact that, in a number of the industries listed, the reports received are too few in number to justify one in placing any reliance upon the results.

AVERAGE EARNINGS PER HOUR

Tables LVII to LX record the average earnings per hour of employees in different industries according to the reports of employers in those fields. One important caution is necessary in the interpretation of these reports. Average earnings per hour are likely to be affected much less by a cyclical depression than are wage rates for specific kinds of work. The reason for their greater stability is that, when the working force is reduced, the general rule is to retain the executives and "key men" in the organization. Under such circumstances, even though every man's wage or salary were cut sharply, the average earnings might rise; for the retention of the high salaried class and the dismissal of the low paid workers would tend to increase the average and offset the fall which would otherwise be occasioned by the lower price of labor. With this point in mind, we can safely proceed to a consideration of the tables.

Table LVII indicates that the cycle caused average earnings to fall materially only in the fields of agriculture, manufacturing, mining, and steam railways. Agriculture, although it laid off few workers, kept them employed at the expense of a sharp wage reduction. Enterprises employing 20 workers or less show almost the same average earnings in the first quarter of 1922 as two years earlier. The fall in average earnings is much more marked in the medium-sized than in the small concerns, but the maximum change occurs in the largest plants, for they show a reduction of just about one-eighth. Although there are numerous exceptions, earnings on the average increase with the size of the plant; hence it follows that the average employee, when working for the large concern, puts in fewer hours at higher pay per hour, but, in return for this extra compensation, he sacrifices much of the security of employment which he would have if he worked for a small enterprise.

Industries are strikingly different in the average rates that they pay for labor. Let us, for example, consider the first quarter of 1922. At that date farm employees earned on the average only 20 cents per hour. There certainly must have been marked advantages not apparent in the reported rate of pay that induced agricultural employees to work for that rate at the same time that employees in factories were getting 53 cents per hour, those on steam railways 67, those in mining 71, and those engaged in building and construction 73 cents for the same unit of time. At the same date employees in the financial field were receiving higher earnings than those in any other branch, but it is also probable that they were, on the average, more highly trained than those in a number of the other industries. Workers in the field of domestic and personal service are shown to have received pay much lower than in other lines, but the figures here presented are inaccurate in that they fail to include, in most cases, the board, room, tips, and other

THE EARNINGS OF EMPLOYEES

TABLE LVII

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE AVERAGE EARNINGS PER HOUR PER EMPLOYEE IN ALL ENTERPRISES OF WHATEVER SIZE

INDUSTRY	AVERAGE EARNINGS IN DOLLARS PER HOUR ⁴												MAXIMUM CYCLICAL DECLINE (Per Cent)		
	1920				1921				1922						
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter			
All Industries.....	0.53	0.55	0.55	0.56	0.54	0.52	0.51	0.51	0.51	0.52	0.51	0.51	0.51	0.51	8.93
Agriculture.....	0.24	0.26	0.30	0.27	0.23	0.22	0.25	0.22	0.22	0.22	0.25	0.22	0.22	0.20	18.52
Extraction of Minerals.....	0.74	0.78	0.78	0.80	0.79	0.77	0.74	0.71	0.77	0.74	0.74	0.71	0.71	0.71	11.25
Building and Construction.....	0.75	0.77	0.75	0.74	0.72	0.72	0.71	0.72	0.72	0.72	0.71	0.72	0.73	0.73	7.79
Other Hand Trades.....	0.51	0.51	0.53	0.53	0.52	0.51	0.51	0.52	0.51	0.51	0.51	0.52	0.52	0.52	3.77
Finance.....	0.57	0.68	0.71	0.74	0.72	0.73	0.73	0.76	0.73	0.73	0.73	0.76	0.75	0.75	2.70 ^e
Public and Professional Service.....	0.49	0.50	0.47	0.55	0.54	0.54	0.52	0.58	0.54	0.54	0.52	0.58	0.55	0.55	1.85 ^e
Domestic and Personal Service.....	0.34	0.35	0.34	0.34	0.34	0.34	0.33	0.34	0.34	0.34	0.33	0.34	0.33	0.33	5.71
All Transportation.....	0.57	0.62	0.65	0.65	0.65	0.64	0.60	0.60	0.64	0.60	0.60	0.60	0.61	0.61	7.69
Steam Railways.....	0.60	0.67	0.71	0.72	0.72	0.71	0.64	0.64	0.71	0.64	0.64	0.64	0.67	0.67	11.11
Other Transportation.....	0.52	0.53	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.54	0.53	0.54	0.54	1.85
Commerce and Trade.....	0.48	0.48	0.49	0.49	0.49	0.49	0.49	0.48	0.48	0.48	0.48	0.48	0.48	0.48	2.04
Wholesale.....	0.54	0.53	0.55	0.57	0.53	0.53	0.53	0.54	0.53	0.53	0.53	0.54	0.52	0.52	5.26
Retail.....	0.47	0.48	0.48	0.48	0.48	0.48	0.48	0.47	0.48	0.48	0.48	0.47	0.47	0.47	2.08
All Factories.....	0.60	0.61	0.61	0.62	0.59	0.57	0.56	0.54	0.57	0.57	0.56	0.54	0.53	0.53	14.52
Food, Drink, and Tobacco.....	0.51	0.52	0.48	0.52	0.52	0.50	0.48	0.46	0.52	0.50	0.48	0.46	0.46	0.46	11.54
Lumber and Its Products.....	0.51	0.52	0.52	0.54	0.52	0.49	0.49	0.48	0.52	0.49	0.49	0.49	0.48	0.48	11.11
Metals and Metal Products ^a	0.64	0.67	0.67	0.68	0.63	0.61	0.59	0.56	0.63	0.61	0.59	0.56	0.56	0.56	20.59
Paper and Printing.....	0.61	0.63	0.64	0.66	0.65	0.66	0.66	0.65	0.63	0.61	0.66	0.65	0.64	0.64	3.03
Mineral Products ^b	0.54	0.55	0.57	0.59	0.57	0.56	0.55	0.52	0.57	0.56	0.55	0.52	0.52	0.52	11.86
Textile and Leather Products ^c	0.58	0.60	0.60	0.60	0.57	0.55	0.60	0.59	0.57	0.55	0.56	0.55	0.54	0.54	10.00

^a Vehicles, railroad cars, and all products not elsewhere recorded are included here.

^b Includes chemical, stone, glass, and clay products.

^c Includes clothing of all kinds.

^d Rates of pay for any given work probably decline more in times of depression than do the average earnings, the latter being kept up by the retention of the more highly paid employees.

^e Increase—minimum for corresponding quarters.

TABLE LVIII

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE AVERAGE EARNINGS PER HOUR PER EMPLOYEE IN ALL ENTERPRISES HAVING FEWER THAN 21¹ EMPLOYEES

INDUSTRY	AVERAGE EARNINGS IN DOLLARS PER HOUR ^d								MAXIMUM CYCLICAL DECLINE (Per Cent)	
	1920				1921					1922
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter		First quarter
All Industries.....	0.44	0.44	0.44	0.45	0.45	0.43	0.43	0.44	0.44	4.44
Agriculture.....	0.23	0.25	0.30	0.27	0.27	0.22	0.25	0.22	0.20	18.51
Extraction of Minerals.....	0.74	0.84	0.83	0.84	0.84	0.74	0.67	0.72	0.74	20.24
Building and Construction.....	0.70	0.69	0.69	0.70	0.67	0.65	0.67	0.69	0.71	5.80
Other Hand Trades.....	0.55	0.54	0.56	0.55	0.55	0.53	0.55	0.54	0.53	5.36
Finance.....	0.69	0.69	0.70	0.74	0.71	0.71	0.71	0.75	0.74	1.35 ^e
Public and Professional Service.....	0.50	0.49	0.48	0.53	0.52	0.52	0.55	0.54	0.53	1.89
Domestic and Personal Service.....	0.34	0.34	0.33	0.33	0.33	0.33	0.32	0.33	0.33	5.88
All Transportation.....	0.52	0.53	0.53	0.52	0.53	0.52	0.52	0.52	0.53	1.89
Steam Railways.....										
Other Transportation.....	0.52	0.53	0.53	0.52	0.52	0.53	0.52	0.52	0.53	1.89
Commerce and Trade.....	0.48	0.48	0.48	0.49	0.49	0.48	0.48	0.48	0.48	2.04
Wholesale.....	0.61	0.61	0.61	0.62	0.61	0.60	0.60	0.60	0.59	3.23
Retail.....	0.48	0.48	0.48	0.49	0.48	0.48	0.48	0.48	0.48	2.04
All Factories.....	0.55	0.54	0.50	0.56	0.55	0.52	0.52	0.54	0.54	3.70
Food, Drink, and Tobacco.....	0.47	0.47	0.46	0.46	0.45	0.48	0.45	0.45	0.46	4.26
Lumber and Its Products.....	0.52	0.52	0.52	0.56	0.52	0.48	0.50	0.53	0.50	7.69
Metals and Metal Products ^e	0.63	0.60	0.57	0.60	0.59	0.58	0.56	0.58	0.57	6.35
Paper and Printing.....	0.64	0.64	0.64	0.65	0.63	0.64	0.64	0.64	0.62	3.12
Mineral Products ^b	0.48	0.49	0.49	0.53	0.50	0.49	0.49	0.49	0.50	7.55
Textile and Leather Products ^c	0.68	0.64	0.61	0.66	0.72	0.62	0.64	0.68	0.75	3.12

^a Vehicles, railroad cars, and all products not elsewhere recorded are included here.

^b Includes chemical, stone, glass, and clay products.

^c Includes clothing of all kinds.

^d Rates of pay for any given work probably decline more in times of depression than do the average earnings, the latter being kept up by the retention of the more highly paid employees.

^e Increase—minimum for corresponding quarters.

^f Enterprises are classified according to the numbers employed in the first quarter of 1920.

TABLE LIX

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE AVERAGE EARNINGS PER HOUR PER EMPLOYEE IN ALL ENTERPRISES HAVING 21 TO 100^c EMPLOYEES

INDUSTRY	AVERAGE EARNINGS IN DOLLARS PER HOUR ^d												MAXIMUM CYCLICAL DECLINE (Per Cent)		
	1920			1921			1922								
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter			
All Industries.....	0.53	0.55	50.6	0.56	0.55	0.54	0.53	0.52	0.52	0.55	0.54	0.53	0.52	0.52	7.14
Agriculture.....	0.24	0.29	0.25 ^e	0.29	0.26	0.23	0.22	0.20	0.20	0.25	0.23	0.22	0.20	0.20	31.03
Extraction of Minerals.....	0.82	0.78	0.78	0.78	0.75	0.67	0.58	0.58	0.58	0.72	0.67	0.58	0.58	0.58	29.27
Building and Construction.....	0.70	0.78	0.80	0.78	0.76	0.72	0.73	0.71	0.71	0.77	0.72	0.73	0.71	0.71	11.25
Other Hand Trades.....	0.46	0.44	0.46	0.47	0.44	0.44	0.46	0.44	0.44	0.43	0.44	0.46	0.44	0.44	8.51
Finance.....	0.75	0.77	0.79	0.86	0.83	0.82	0.87	0.85	0.85	0.84	0.82	0.87	0.85	0.85	1.16 ^f
Public and Professional Service.....	0.59	0.62	0.62	0.61	0.62	0.63	0.64	0.65	0.65	0.62	0.63	0.64	0.65	0.65	1.61 ^f
Domestic and Personal Service.....	0.34	0.36	0.37	0.37	0.36	0.36	0.36	0.35	0.35	0.36	0.36	0.36	0.35	0.35	5.41
All Transportation.....	0.48	0.50	0.51	0.52	0.51	0.49	0.48	0.47	0.47	0.50	0.49	0.48	0.47	0.47	9.62
Steam Railways.....	0.48	0.50	0.51	0.52	0.51	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	0.50	9.62
Other Transportation.....	0.50	0.52	0.53	0.53	0.52	0.52	0.52	0.51	0.51	0.52	0.52	0.52	0.51	0.51	3.77
Commerce and Trade.....	0.55	0.57	0.58	0.59	0.56	0.57	0.57	0.56	0.56	0.57	0.57	0.57	0.56	0.56	3.39
Wholesale.....	0.49	0.50	0.52	0.51	0.51	0.50	0.50	0.50	0.50	0.51	0.50	0.50	0.50	0.50	3.85
Retail.....	0.56	0.58	0.58	0.58	0.56	0.56	0.54	0.54	0.54	0.57	0.56	0.54	0.54	0.54	6.90
All Factories.....	0.47	0.49	0.49	0.47	0.48	0.46	0.44	0.46	0.46	0.47	0.46	0.44	0.46	0.46	10.20
Food, Drink, and Tobacco.....	0.48	0.49	0.49	0.50	0.47	0.45	0.44	0.44	0.44	0.47	0.45	0.44	0.44	0.44	12.00
Lumber and Its Products.....	0.60	0.61	0.63	0.66	0.59	0.63	0.57	0.58	0.58	0.63	0.57	0.56	0.58	0.58	15.15
Metals and Metal Products ^g	0.61	0.63	0.65	0.64	0.65	0.66	0.62	0.64	0.64	0.65	0.66	0.62	0.64	0.64	3.12
Paper and Printing.....	0.47	0.49	0.52	0.50	0.50	0.50	0.47	0.47	0.47	0.50	0.50	0.47	0.47	0.47	9.62
Mineral Products ^h	0.69	0.68	0.67	0.68	0.65	0.67	0.68	0.68	0.68	0.65	0.67	0.66	0.64	0.64	7.25
Textile and Leather Products ⁱ															

^a Vehicles, railroad cars, and all products not elsewhere recorded are included here.

^b Includes chemical, stone, glass, and clay products.

^c Includes clothing of all kinds.

^d Rates of pay for any given work probably decline more in times of depression than do the average earnings, the latter being kept up by the retention of the more highly paid employees.

^e Probably not representative as record is taken from only six reports.

^f Increase—minimum for corresponding quarters.

^g Enterprises are classified according to the numbers employed in the first quarter of 1920.

TABLE LX

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE AVERAGE EARNINGS PER HOUR PER EMPLOYEE IN ALL ENTERPRISES HAVING OVER 100^a EMPLOYEES

INDUSTRY	AVERAGE EARNINGS IN DOLLARS PER HOUR ^d										MAXIMUM CYCLICAL DECLINE (Per Cent)	
	1920					1921						1922
	First quarter	Second quarter	Third quarter	Fourth quarter		First quarter	Second quarter	Third quarter	Fourth quarter	First quarter		
All Industries.....	0.59	0.62	0.63	0.64		0.61	0.60	0.57	0.57	0.56	0.56	12.50
Agriculture.....	0.40	0.43	0.44	0.49		0.40	0.40	0.38	0.37	0.38	0.38	24.49
Extraction of Minerals.....	0.72	0.74	0.79	0.81		0.80	0.80	0.76	0.76	0.73	0.73	9.88
Building and Construction.....	0.86	0.85	0.75	0.73		0.72	0.75	0.76	0.76	0.77	0.77	16.28
Other Hand Trades.....	0.50	0.54	0.54	0.54		0.53	0.54	0.54	0.55	0.58	0.58	0.00
Finance.....	0.60	0.62	0.65	0.64		0.65	0.66	0.68	0.68	0.67	0.67	0.00
Public and Professional Service.....	0.44	0.46	0.39	0.56		0.55	0.56	0.43	0.62	0.55	0.55	0.00
Domestic and Personal Service.....	0.34	0.36	0.37	0.37		0.37	0.37	0.36	0.36	0.36	0.36	2.70
All Transportation.....	0.58	0.64	0.68	0.69		0.69	0.67	0.62	0.62	0.64	0.64	10.14
Steam Railways.....	0.60	0.67	0.71	0.72		0.72	0.71	0.64	0.64	0.67	0.67	11.11
Other Transportation.....	0.53	0.55	0.57	0.57		0.57	0.57	0.57	0.57	0.57	0.57	0.00
Commerce and Trade.....	0.45	0.45	0.47	0.48		0.46	0.45	0.45	0.44	0.43	0.43	10.42
Wholesale.....	0.51	0.49	0.50	0.53		0.49	0.48	0.48	0.50	0.46	0.46	9.80
Retail.....	0.43	0.44	0.46	0.46		0.45	0.44	0.44	0.42	0.42	0.42	8.70
All Factories.....	0.61	0.63	0.64	0.64		0.60	0.58	0.56	0.54	0.53	0.53	17.19
Food, Drink, and Tobacco.....	0.54	0.56	0.57	0.57		0.56	0.52	0.50	0.47	0.46	0.46	19.30
Lumber and Its Products.....	0.52	0.53	0.53	0.54		0.55	0.52	0.51	0.50	0.49	0.49	10.91
Metals and Metal Products.....	0.65	0.67	0.68	0.68		0.63	0.62	0.59	0.56	0.54	0.54	20.59
Paper and Printing.....	0.59	0.63	0.65	0.68		0.67	0.67	0.67	0.69	0.67	0.67	0.00
Mineral Products ^b	0.58	0.60	0.62	0.65		0.64	0.62	0.60	0.56	0.56	0.56	13.85
Textile and Leather Products ^c	0.55	0.57	0.57	0.57		0.53	0.51	0.52	0.50	0.49	0.49	14.04

^a Vehicles, railroad cars, and all products not elsewhere recorded are included here.

^b Includes chemical, stone, glass, and clay products.

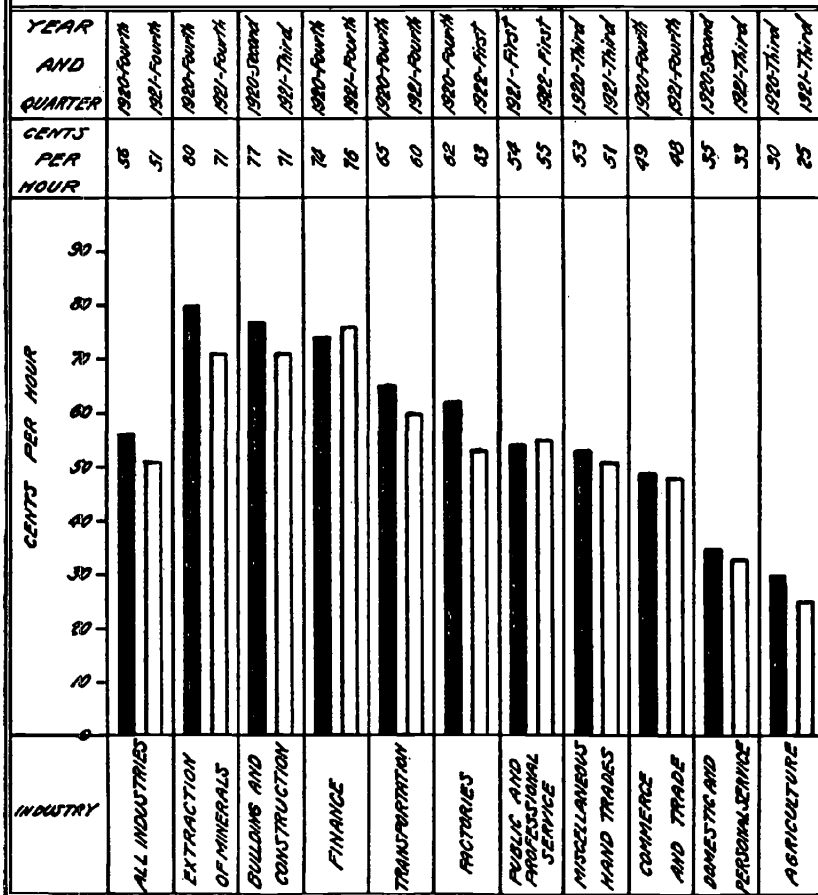
^c Includes clothing of all kinds.

^d Rates of pay for any given work probably decline more in times of depression than do the average earnings, the latter being kept up by the retention of the more highly paid employees.

^e Enterprises are classified according to the numbers employed in the first quarter of 1920.

Chart 9.

**THE AVERAGE EARNINGS PER HOUR
AT THE PEAK AND AT THE TROUGH FOR
EMPLOYEES IN THE DIFFERENT INDUSTRIAL FIELDS
PERIOD COVERED; JANUARY 1, 1920 TO MARCH 31, 1922.**



perquisites commonly enjoyed by this class of workers. Manufacturing, including the hand trades, public and professional service, and commerce and trade all show rates of pay relatively close to the average for all industries.

Chart 9 serves to bring out more clearly the relative earnings in different branches of industry and also the changes in these averages brought about by the cyclical depression of 1921.

EXPENDITURES BY FARMERS FOR LABOR

Table LXI shows the average amounts per week paid out by the Crop Reporters of the United States Department of Agriculture for hired help on their farms. According to these figures the average annual expenditure per farm for labor was \$1,254 in 1920, as compared to \$1,051 in 1921. The Bureau of the Census reports that, on January 1, 1920, there were 6,448,343 farms in the United States. At the average rate of expenditure cited above for 1920, the total wage bill paid by all farmers would have amounted to slightly over eight billions of dollars. On page 10 of the Census of Agriculture, it is stated that, in 1919, the farmers spent for labor only \$1,356,403,452. The inevitable conclusion from this evidence is that, if the Census is correct, the typical Crop Reporter hires about six times as much labor as does the average farmer. Manifestly, then, the data in Table LXI must be considered as illustrating only relative and not absolute conditions in the United States.

The figures indicate that farmers spend more than twice as much for labor in the third quarter as in the first quarter of the year. The expenditures in the second and fourth quarters are intermediate in amount, the outlay in one being about as great as in the other.

Crop Reporters in the Pacific Coast region spend for hired labor nearly three times as much as the average for the entire country. New England and the Rocky Mountain sections are both well above the average in this type of expense. Farmers in the eastern half of the Mississippi Valley expend less for labor than do those in other parts of the country.

THE WAGES OF FARM EMPLOYEES

In the winter, male employees hired by the month draw more total pay than do all other classes combined but, in the summer, they get less in the aggregate than do male day workers. All female employees combined draw only about one-tenth of the total wages paid to farm laborers in general.

While the Crop Reporters employ more help than do the remaining farmers, there seems to be no reason to suppose that they pay other than the market rates of wages. If this assumption is valid, the tables which follow presumably represent with a reasonable degree of accuracy the wage rates prevailing on the farms in different sections of the United States.

Table LXII records the average weekly rates of pay for each class of male

TABLE LXI

AVERAGE WEEKLY WAGE BILLS PER FARM PAID BY THE AGRICULTURAL DEPARTMENT'S CROP REPORTERS TO DIFFERENT CLASSES OF WORKERS

SECTION	SEX OF WORKERS	WORKING BY	1920				1921				1922
			First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
ENTIRE UNITED STATES	Both	Total	\$15.28	\$22.94	\$35.64	\$22.58	\$13.69	\$20.04	\$29.07	\$18.05	\$12.89
	Male	Month	8.33	11.57	13.53	10.17	7.55	9.92	11.31	8.38	6.95
	Male	Day	5.26	9.06	18.72	10.04	4.67	8.05	14.97	7.77	4.48
	Female	Day	0.81	1.23	2.11	1.42	0.68	1.10	1.65	1.03	0.64
NEW ENGLAND	Both	Total	27.69	41.86	64.20	44.29	27.36	38.12	58.21	35.28	25.54
	Male	Month	14.03	17.65	20.49	17.74	14.05	15.74	19.09	14.32	12.96
	Male	Day	8.96	18.66	34.29	20.04	9.08	17.22	30.39	15.19	9.03
	Female	Day	2.19	2.54	6.03	3.46	1.70	2.03	5.20	2.60	1.14
MIDDLE ATLANTIC	Both	Total	20.51	28.93	42.47	28.67	20.06	28.05	38.64	25.94	20.33
	Male	Month	14.12	17.15	20.92	16.38	13.59	16.63	19.50	15.31	13.45
	Male	Day	4.97	9.20	15.60	10.19	5.11	8.96	14.66	8.97	5.48
	Female	Day	0.47	1.28	2.83	0.84	0.55	1.35	2.33	0.68	0.45
EAST NORTH CENTRAL	Both	Total	8.44	13.80	19.35	12.54	7.70	12.45	16.35	10.29	7.06
	Male	Month	5.41	8.07	8.84	6.81	4.96	7.13	7.58	5.92	4.42
	Male	Day	2.23	4.72	9.07	4.79	1.96	4.28	7.42	3.46	1.85
	Female	Day	0.41	0.47	0.86	0.51	0.43	0.48	0.79	0.48	0.39
WEST NORTH CENTRAL	Both	Total	8.51	16.41	35.12	16.01	7.56	13.13	24.92	11.68	6.70
	Male	Month	6.06	10.61	12.76	8.43	5.10	8.00	9.33	6.35	4.46
	Male	Day	1.60	4.54	20.39	6.66	1.77	4.21	14.02	4.53	1.52
	Female	Day	0.19	0.41	0.88	0.23	0.17	0.30	0.71	0.26	0.20
	Female	Week	0.66	0.85	1.09	0.69	0.52	0.62	0.86	0.54	0.52

* Averages based upon reports for the farms of about 6,000 United States Agricultural Department's Crop Reporters.

TABLE LXI (CONT.)

AVERAGE ° WEEKLY WAGE BILLS PER FARM PAID BY THE AGRICULTURAL DEPARTMENT'S CROP REPORTERS TO DIFFERENT CLASSES OF WORKERS

SECTION	SEX OF WORKERS	WORKING BY	1920				1921				1922	
			First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Fourth quarter
SOUTH ATLANTIC	Both	Total	\$23.96	\$27.33	\$29.21	\$26.56	\$19.14	\$23.06	\$22.62	\$32.80	\$16.52	\$16.52
	Male	Month	11.10	12.56	12.25	11.45	9.16	10.34	9.85	9.08	7.80	7.80
	Female	Day	10.02	11.69	13.18	11.40	7.62	9.48	10.04	8.34	6.52	6.52
	Female	Week	1.71	1.96	2.47	2.56	1.24	2.09	1.62	1.60	1.11	1.11
EAST SOUTH CENTRAL	Both	Total	13.06	16.95	17.45	14.70	11.65	15.37	16.36	13.67	12.24	12.24
	Male	Month	6.48	8.10	8.09	6.95	6.16	7.50	7.35	6.64	6.18	6.18
	Female	Day	5.10	6.54	7.08	5.93	4.11	5.83	6.97	5.30	4.39	4.39
	Female	Week	1.05	1.77	1.77	1.38	0.90	1.49	1.52	1.29	0.99	0.99
WEST SOUTH CENTRAL	Both	Total	13.04	19.59	24.17	21.00	11.00	15.45	18.35	14.67	11.02	11.02
	Male	Month	4.35	5.44	6.36	6.01	3.78	4.48	4.74	4.27	3.40	3.40
	Female	Day	6.65	10.76	14.43	11.89	5.94	8.56	11.38	8.38	5.95	5.95
	Female	Week	0.82	1.96	2.31	1.96	0.73	1.43	1.33	1.18	0.88	0.88
MOUNTAIN	Both	Total	11.76	25.10	55.16	24.41	10.18	20.78	43.70	19.26	9.84	9.84
	Male	Month	8.47	15.55	24.23	11.83	7.22	12.94	18.82	8.92	6.79	6.79
	Female	Day	2.36	8.24	28.86	11.05	2.08	6.72	22.69	9.16	2.06	2.06
	Female	Week	0.54	0.71	1.19	1.13	0.54	0.72	1.36	0.85	0.57	0.57
PACIFIC	Both	Total	39.35	56.68	101.07	56.22	36.08	53.20	83.97	48.65	33.49	33.49
	Male	Month	19.45	26.62	32.06	21.53	18.09	24.07	28.90	19.01	17.12	17.12
	Female	Day	18.45	27.32	62.32	29.90	16.51	26.19	50.39	26.70	14.99	14.99
	Female	Week	0.52	1.28	5.18	3.86	0.49	1.49	3.18	1.95	0.50	0.50
			0.93	1.46	1.51	0.93	0.99	1.50	0.99	0.88	0.88	

° Averages based upon reports for the farms of about 6,000 United States Agricultural Department's Crop Reporters.

THE EARNINGS OF EMPLOYEES

TABLE LXII

AVERAGE WEEKLY RATES OF PAY REPORTED - FOR MALE AGRICULTURAL WORKERS WHEN THEY WERE EMPLOYED

(Informants Were Instructed to Include in the Pay the Value of Board, Housing, Etc., Furnished)

FORM OF CONTRACT	SECTION	1920				1921				1922	
		First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Fourth quarter
WORKING BY MONTH	Entire United States.....	\$13.27	\$14.14	\$15.60	\$14.13	\$12.17	\$12.35	\$13.31	\$11.89	\$11.04	
	New England.....	17.12	17.50	18.03	18.07	16.48	14.70	16.48	13.93	15.27	
	Middle Atlantic.....	16.39	16.85	17.04	16.50	15.73	15.58	16.50	15.83	15.03	
	East North Central.....	14.38	14.76	15.05	14.83	13.54	12.81	13.15	13.48	12.45	
	West North Central.....	14.40	16.48	18.06	16.12	12.69	13.29	14.17	12.75	10.94	
	South Atlantic.....	8.86	9.11	9.21	9.13	8.10	8.01	7.74	7.71	6.97	
	East South Central.....	8.60	8.50	9.25	8.67	7.53	8.09	8.34	7.59	7.52	
	West South Central.....	9.92	10.84	12.20	11.42	8.69	8.77	9.28	8.29	7.88	
	Mountain.....	18.90	20.34	23.62	20.68	17.38	17.40	18.88	16.65	15.26	
	Pacific.....	21.42	22.76	24.89	22.78	19.72	19.80	20.67	19.27	18.46	
WORKING BY DAY	Entire United States.....	11.80	13.89	18.76	15.20	10.42	12.10	15.27	11.85	9.53	
	New England.....	14.67	18.32	19.35	18.70	13.80	16.42	16.63	14.36	14.34	
	Middle Atlantic.....	15.23	15.54	18.45	18.02	14.38	14.91	16.19	14.88	13.22	
	East North Central.....	12.15	14.69	16.73	17.18	12.15	12.48	15.18	12.12	10.60	
	West North Central.....	14.88	17.54	26.73	21.38	14.98	14.73	20.67	15.62	10.56	
	South Atlantic.....	9.67	9.77	10.71	10.10	7.87	7.82	8.09	7.79	6.68	
	East South Central.....	7.07	7.63	7.96	7.36	6.05	6.71	6.93	6.54	5.46	
	West South Central.....	9.55	11.68	14.03	11.40	7.55	8.91	11.20	8.35	7.10	
	Mountain.....	17.71	20.94	27.25	28.87	16.00	17.34	21.08	22.60	13.34	
	Pacific.....	22.70	21.89	27.34	22.97	20.48	20.14	22.96	19.76	18.68	

^a Averages calculated from reports covering about 6,000 farms.

workers. The 1920 averages for males working by the month are about 5 per cent lower than the corresponding figures presented by the United States Department of Agriculture. The fact that the two estimates check so closely gives one considerable confidence in the substantial accuracy of the present investigation so far as conditions on farms are concerned.

The striking fall in farm wages occurring between 1920 and 1922 has already been mentioned. It is of interest to note, however, that the decline was relatively more severe in the western than in the eastern half of the United States. In the West Central and Rocky Mountain sections wages of day labor in the early part of 1922 were less than half what they were in the late summer of 1920.

Sectional wage differences are surprisingly large. In the third quarter of 1920, for example, male day workers in the West North Central, Rocky Mountain, and Pacific Coast States were getting more than three times as much per week as were those in the East South Central region. Even after the depression was on, almost the same degree of discrepancy between the Pacific and East South Central sections persisted. In general, wages in the South run relatively very low, while, in the West, they are far above the average for the entire country.

Tables LXIII and LXIV illustrate the manner in which male agricultural workers hired by the month are distributed among various wage classes. The interesting feature of this distribution is that there are no fewer than six classes containing roughly equal numbers of workers with a rapid falling off in frequency at each extreme. The modal wage appears to have remained unchanged throughout 1920 and 1921 at approximately \$35.00 per month.

Table LXIV reveals the reason for the peculiarity observed as occurring in the distribution presented in Table LXIII. It arises principally from the fact that the general height of wages—and likewise the mode—varies widely in different parts of the United States. Thus, on the Pacific Coast, in 1920, the modal pay per month was about \$115, in the Rocky Mountain section about \$105, in New England approximately \$85, in the Middle Atlantic and North Central sections around \$65, and in the South only about \$35. The combination of such heterogeneous results naturally produces an odd frequency distribution.

The figures for the third quarter of 1921 show a lowering of wages in all sections of the United States, but in the Middle Atlantic and North Central States the change had not been great enough to move the mode out of the \$60.00 to \$69.99 class.

Table LXV shows for each of the nine quarters the distribution of day workers according to their rates of pay per day. This distribution, like that of the workers hired by the month, reveals a large number of classes containing nearly as many persons as the modal class. An inspection of Table

TABLE LXIII

**FREQUENCY DISTRIBUTION ACCORDING TO THE RATE OF PAY PER MONTH
OF ALL MALE AGRICULTURAL WORKERS HIRED BY THE MONTH**

By CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE
(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

PAY IN DOLLARS PER MONTH	NUMBER OF MALE EMPLOYEES								
	1920				1921				1922
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
\$0.00 to \$9.99	9	11	14	4	5	10	12	7	22
10.00 " 19.99	163	169	102	208	266	270	195	297	367
20.00 " 29.99	545	557	569	498	679	694	709	686	740
30.00 " 39.99	643	721	715	665	664	825	843	723	737
40.00 " 49.99	520	636	633	595	534	675	725	635	563
50.00 " 59.99	593	741	668	593	421	657	713	570	502
60.00 " 69.99	540	655	833	596	570	780	842	658	508
70.00 " 79.99	476	673	710	530	418	730	806	517	364
80.00 " 89.99	298	465	494	393	297	399	592	390	293
90.00 " 99.99	251	329	373	308	208	282	295	130	114
100.00 " 109.99	261	468	515	405	171	171	241	188	73
110.00 " 119.99	51	151	196	83	35	33	59	30	17
120.00 " 129.99	98	141	158	130	57	48	70	42	40
130.00 " 139.99	8	23	20	18	11	19	21	14	3
140.00 " 149.99	13	19	117	38	5	4	27	4	4
150.00 " 169.99	15	16	104	30	13	17	8	10	8
170.00 " 189.99	0	11	5	2	1	5	4	2	1
190.00 " 209.99	1	2	12	1	1	1	5	1	0
210.00 " 229.99	1	1	1	1	0	0	0	0	0
Total.....	4,484	5,788	6,237	5,096	4,355	5,619	6,167	4,904	4,354

LXVI shows that the cause is the same as in the preceding instance—namely, the fact that the modal wage differs widely in different sections of the United States.

The modal daily wage has a proportionally larger seasonal variation than has the monthly wage. This condition is illustrated by the fact that, in 1920, the modal wage rose from about \$2.00 in the first two quarters to approximately \$4.00 in the third quarter, but fell back to about \$3.00 in the last quarter of the year. The effect of the depression of 1921 is shown by the decline of the mode to the \$1.00 to \$1.49 class, where it remained for the first two quarters. It then rose into the \$3.00 to \$3.49 class, but fell back in the fourth quarter to its position in the earlier part of the year and remained there throughout the winter.

Table LXVI brings out the interesting fact that, though in New England and the Middle Atlantic States day workers are concentrated near the

TABLE LXIV

**FREQUENCY DISTRIBUTION ACCORDING TO THE RATE OF PAY PER MONTH
OF MALE AGRICULTURAL WORKERS HIRED BY THE MONTH IN
DIFFERENT SECTIONS OF THE UNITED STATES**

BY CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE
(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

PAY IN DOLLARS PER MONTH	NUMBER OF MALE EMPLOYEES IN THE THIRD QUARTER OF 1920					
	New England	Middle Atlantic	North Central	The South	Moun- tain	Pacific
\$0.00 to \$9.99	0	0	6	8	0	0
10.00 " 19.99	3	0	7	92	0	0
20.00 " 29.99	14	13	12	526	3	0
30.00 " 39.99	20	30	113	548	2	1
40.00 " 49.99	37	20	189	363	19	5
50.00 " 59.99	55	52	275	270	11	4
60.00 " 69.99	95	114	369	181	40	34
70.00 " 79.99	127	96	292	112	48	36
80.00 " 89.99	134	94	177	26	42	21
90.00 " 99.99	72	110	97	16	64	14
100.00 " 109.99	105	24	167	25	126	69
110.00 " 119.99	26	1	45	4	41	80
120.00 " 129.99	27	6	41	25	16	43
130.00 " 139.99	4	3	6	2	5	0
140.00 " 149.99	7	0	45	0	52	14
150.00 " 169.99	3	0	40	15	17	29
170.00 " 189.99	1	0	0	0	2	2
190.00 " 209.99	0	0	3	0	0	9
210.00 " 229.99	0	0	0	0	1	0
Total.....	730	562	1,883	2,213	490	360

PAY IN DOLLARS PER MONTH	NUMBER OF MALE EMPLOYEES IN THE THIRD QUARTER OF 1921					
	New England	Middle Atlantic	North Central	The South	Moun- tain	Pacific
\$0.00 to \$9.99	2	0	7	3	0	0
10.00 " 19.99	2	1	7	185	0	0
20.00 " 29.99	17	18	22	648	4	0
30.00 " 39.99	35	27	187	591	1	2
40.00 " 49.99	53	39	274	301	30	28
50.00 " 59.99	83	51	361	166	41	11
60.00 " 69.99	126	140	380	103	49	45
70.00 " 79.99	186	119	266	68	129	38
80.00 " 89.99	120	126	227	9	83	28
90.00 " 99.99	73	24	63	5	31	99
100.00 " 109.99	32	12	58	24	51	64
110.00 " 119.99	10	0	5	0	26	19
120.00 " 129.99	6	8	8	12	0	36
130.00 " 139.99	4	3	3	5	2	4
140.00 " 149.99	7	0	0	0	11	9
150.00 " 169.99	0	0	5	0	3	0
170.00 " 189.99	1	0	0	0	1	2
190.00 " 209.99	0	0	3	0	2	0
210.00 " 229.99	0	0	0	0	0	0
Total.....	757	567	1,875	2,120	463	385

TABLE LXV

FREQUENCY DISTRIBUTION ACCORDING TO WAGES PER DAY OF ALL MALE AGRICULTURAL WORKERS HIRED BY THE DAY

By CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE
(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

PAY IN DOLLARS PER DAY	NUMBER OF MALE EMPLOYEES											
	1920				1921				1922			
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter
\$0.00 to \$0.49	0	0	0	0	0	0	0	0	0	0	0	0
0.50 "	186	157	136	155	182	216	244	236	338	236	244	236
1.00 "	511	584	507	507	691	961	950	866	1,096	961	950	866
1.50 "	523	680	645	661	628	802	854	781	639	802	854	781
2.00 "	739	884	932	689	623	826	867	774	576	826	867	774
2.50 "	398	631	714	543	248	593	927	572	257	593	927	572
3.00 "	416	712	1,088	780	442	862	1,427	770	395	862	1,427	770
3.50 "	307	424	600	440	225	364	614	330	88	364	614	330
4.00 "	195	460	1,090	496	105	214	585	230	71	214	585	230
4.50 "	37	82	231	178	30	45	120	50	6	45	120	50
5.00 "	37	177	643	246	26	63	471	65	18	63	471	65
5.50 "	0	7	34	12	0	3	41	7	4	3	41	7
6.00 "	41	76	336	125	11	25	107	26	9	25	107	26
6.50 "	5	6	29	11	5	11	13	1	0	11	13	1
7.00 "	5	68	111	42	2	5	65	5	2	5	65	5
7.50 "	2	5	58	19	1	0	2	0	0	0	2	0
8.00 "	5	4	154	1	0	0	77	30	0	0	77	30
8.50 "	0	0	21	6	0	0	7	0	0	0	7	0
9.00 "	0	0	36	0	0	0	1	4	0	0	1	4
9.50 "	0	1	10	0	0	0	0	0	0	0	0	0
10.00 "	0	0	21	0	0	0	3	0	0	0	3	0
Total.....	3,406	4,957	7,396	4,911	3,219	4,989	7,376	4,747	3,501	4,989	7,376	4,747

TABLE LXVI

**FREQUENCY DISTRIBUTION ACCORDING TO WAGES PER DAY OF MALE
AGRICULTURAL WORKERS HIRED BY THE DAY IN DIFFERENT
SECTIONS OF THE UNITED STATES**

By CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE

(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

PAY IN DOLLARS PER DAY	NUMBER OF MALE EMPLOYEES IN THE THIRD QUARTER OF 1920					
	New England	Middle Atlantic	North Central	The South	Moun- tain	Pacific
\$0.00 to \$0.49	0	0	0	0	0	0
0.50 " 0.99	0	1	2	133	0	0
1.00 " 1.49	8	7	25	460	6	0
1.50 " 1.99	4	10	74	553	5	0
2.00 " 2.49	29	18	191	680	7	7
2.50 " 2.99	95	42	206	342	12	16
3.00 " 3.49	292	118	301	241	45	91
3.50 " 3.99	172	99	105	100	48	77
4.00 " 4.49	364	97	280	102	94	153
4.50 " 4.99	79	8	45	10	25	65
5.00 " 5.49	55	36	225	45	134	150
5.50 " 5.99	0	0	27	7	0	0
6.00 " 6.49	11	5	195	25	53	47
6.50 " 6.99	0	0	26	0	0	3
7.00 " 7.49	3	3	68	11	11	15
7.50 " 7.99	0	0	46	4	0	0
8.00 " 8.49	8	0	89	7	32	27
8.50 " 8.99	0	0	20	0	1	0
9.00 " 9.49	0	0	33	3	0	0
9.50 " 9.99	0	0	10	0	0	0
10.00 " 10.49	0	0	17	0	0	4
Total.....	1,120	443	1,983	2,724	471	654
	NUMBER OF MALE EMPLOYEES IN THE THIRD QUARTER OF 1921					
\$0.00 to \$0.49	0	0	0	0	0	0
0.50 " 0.99	0	1	21	217	6	0
1.00 " 1.49	14	6	33	898	0	0
1.50 " 1.99	35	7	133	673	5	0
2.00 " 2.49	17	42	245	516	28	19
2.50 " 2.99	340	76	235	180	69	27
3.00 " 3.49	512	157	372	116	112	158
3.50 " 3.99	135	87	153	18	96	124
4.00 " 4.49	78	41	199	47	58	162
4.50 " 4.99	11	4	56	2	29	18
5.00 " 5.49	7	3	350	23	34	54
5.50 " 5.99	0	0	21	11	0	0
6.00 " 6.49	9	3	50	0	7	47
6.50 " 6.99	0	0	13	0	0	0
7.00 " 7.49	0	0	52	9	0	4
7.50 " 7.99	0	0	2	0	0	0
8.00 " 8.49	0	0	12	3	60	2
8.50 " 8.99	0	0	7	0	0	0
9.00 " 9.49	0	0	1	0	0	0
9.50 " 9.99	0	0	0	0	0	0
10.00 " 10.49	0	0	0	1	3	0
Total.....	1,159	427	1,955	2,713	507	615

modal wage class, in the South and still more in the North Central region, there is a wide scatter in the wages of this class of farm labor. Thus, during the third quarter of 1920, in the first two geographical divisions mentioned, nearly three-fourths of all day workers received between \$3.00 and \$4.49 a day, while in the North Central division it is necessary to consider the whole range from \$2.00 to \$5.49 to include an equal proportion. The same peculiarities of dispersion continued in 1921. The wider scatter characterizing these parts of the nation probably reflects the greater importance of highly paid harvest hands in the regions devoted to the growing of small grain and cotton.

During the third quarter of 1920 the modal wage for day labor on farms, both in New England and the Pacific States, was approximately \$4.00. In the Rocky Mountain region it was higher—being in the neighborhood of \$5.00—and there were nearly as many of the Pacific Coast day workers in this class as in any other. In the Middle Atlantic and North Central regions \$3.00 seems to have been the commonest rate of pay, while, in the South, more day laborers on farms received \$2.00 than any other figure.

In the third quarter of 1921 the mode was the same as a year earlier in the Middle Atlantic, North Central, and Pacific Coast divisions; but in both New England and the South the modal rate was now a dollar lower and in the Rocky Mountain section a fall of \$2.00 had occurred. Only in the North Central States did any considerable number of farm hands continue to draw \$5.00 per day, a rate presumably maintained by the urgency of harvest requirements.

Weekly wages for female workers on farms are recorded in Table LXVII, which shows that in 1920 the average hired girl employed by the week received something over \$10 per week, but that, in the beginning of 1922, her wage had fallen below the \$9 mark. It is of interest to observe that, in the South, she receives scarcely half the amount paid in New England, the Rocky Mountain States, or the Pacific Coast region. Seasonal changes in wage rates are relatively slight.

Wages of female day workers vary from section to section of the country in much the same way as do those of women workers by the week. However, day workers in the South draw decidedly less pay per week than do those hired by the week—the difference being due presumably to greater irregularity of work. Since female day workers are more abundant in the South than in other sections of the country, the low rates there prevailing pull down the average for the Continental United States.

This kind of labor in New England and the Pacific Coast and West North Central divisions earned, in the summer of 1920, well over \$15 per week, while in that part of the South east of the Mississippi river, average earnings were less than \$4.50 per week. The pay for this type of work shows a

TABLE LXVII

AVERAGE WEEKLY RATES OF PAY REPORTED * FOR FEMALES EMPLOYED ON FARMS

(Informants Were Instructed to Include in the Pay the Value of Board, Housing, Etc., Furnished)

FORM OF CONTRACT	SECTION	1920				1921				1922
		First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
WORKING BY WEEK	Entire United States.....	\$10.11	\$10.43	\$10.88	\$10.28	\$8.87	\$9.37	\$9.95	\$9.52	\$8.78
	New England.....	15.40	15.86	14.99	16.44	15.18	15.65	15.52	15.70	14.62
	Middle Atlantic.....	10.92	12.32	13.20	11.55	8.32	11.87	11.88	8.52	11.34
	East North Central.....	9.10	9.37	8.91	9.11	9.10	8.82	9.50	9.23	9.08
	West North Central.....	11.07	10.98	10.87	10.44	9.46	8.54	9.54	9.55	9.02
	South Atlantic.....	6.43	6.27	7.40	6.61	6.19	6.34	5.99	6.27	6.33
	East South Central.....	5.89	5.59	6.17	6.04	5.96	6.28	6.14	5.87	7.17
	West South Central.....	8.84	9.54	8.40	8.21	6.51	7.03	6.60	6.38	6.37
	Mountain.....	12.60	14.93	12.73	14.19	13.55	13.38	12.89	14.67	12.48
	Pacific.....	15.24	16.44	15.93	16.50	15.89	15.45	15.20	14.21	14.33
	Entire United States.....	5.81	6.37	8.90	7.81	5.82	6.06	7.61	6.46	4.93
	New England.....	13.80	12.14	15.57	13.27	11.63	10.41	11.48	10.63	8.58
	Middle Atlantic.....	6.77	7.71	10.15	9.77	7.46	7.54	9.39	7.38	6.70
East North Central.....	8.89	8.26	10.70	9.41	8.74	8.08	10.10	8.66	7.94	
West North Central.....	8.10	8.94	16.07	9.08	8.87	9.01	12.95	9.86	9.37	
South Atlantic.....	3.67	3.49	4.50	5.01	3.67	4.15	3.37	3.89	3.24	
East South Central.....	4.15	4.27	4.20	4.20	3.66	2.86	3.99	3.94	3.44	
West South Central.....	6.60	7.45	8.55	8.08	6.36	5.46	5.96	5.86	4.04	
Mountain.....	12.43	12.70	13.30	15.35	11.85	11.85	13.21	12.48	10.82	
Pacific.....	14.08	14.11	17.09	19.00	15.18	13.10	13.75	13.95	13.59	
WORKING BY DAY										

* Averages calculated from reports covering about 5,600 farms.

TABLE LXVIII

**FREQUENCY DISTRIBUTION ACCORDING TO WAGES PER WEEK OF ALL
FEMALE EMPLOYEES HIRED BY THE WEEK**

By CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE
(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

PAY IN DOLLARS PER WEEK	NUMBER OF FEMALE EMPLOYEES								
	1920				1921				1922
	1st	2d	3d	4th	1st	2d	3d	4th	1st
\$0.00 to \$0.99	0	0	0	0	0	1	1	0	0
1.00 " 1.99	1	4	4	5	5	7	6	8	4
2.00 " 2.99	27	21	15	11	55	34	33	34	38
3.00 " 3.99	21	27	24	22	28	33	41	25	25
4.00 " 4.99	43	56	60	41	32	37	36	35	38
5.00 " 5.99	83	94	87	99	103	116	129	111	87
6.00 " 6.99	39	51	68	52	43	46	49	42	37
7.00 " 7.99	47	55	51	47	44	57	57	41	49
8.00 " 8.99	77	66	74	55	55	64	75	66	64
9.00 " 9.99	22	22	26	20	16	20	34	19	18
10.00 " 11.99	95	105	109	101	54	67	76	64	59
12.00 " 13.99	46	50	83	54	45	58	105	52	70
14.00 " 15.99	32	45	43	45	42	45	61	54	58
16.00 " 19.99	45	66	79	60	37	59	64	37	26
20.00 " 23.99	23	53	53	29	28	38	37	36	23
24.00 " 27.99	24	17	23	20	13	13	14	11	12
28.00 " 31.99	1	1	3	1	0	4	3	1	0
32.00 " 35.99	1	1	3	2	1	2	4	1	1
36.00 " 40.99	0	2	2	0	0	0	1	0	2
Total.....	627	736	807	664	601	701	826	637	611

large seasonal fluctuation. This effect, when added to the cyclical decline, brought the pay for female day workers in the first quarter of 1922 down to \$3 or \$4 per week in the South and \$7 to \$9 per week in the North. Only in the Rocky Mountain region and westward did rates remain well above \$10 weekly.

Table LXVIII shows the same wide scatter in the rates of pay for female workers hired by the week that characterizes similar phenomena for male workers. Table LXIX brings out the reason for this scatter—a reason which previous results have led us to anticipate—namely, the wide difference separating wage rates in different sections of the United States. The result of adding together heterogeneous wage groups is to produce a combination having several distinct sub-modes. Throughout the period the mode for the United States appears to have been \$5.00 per week, but, in some quarters, almost as large a number of hired girls were found in the \$8.00 to \$8.99 class. In 1921 this class had diminished and the modal class

TABLE LXIX

**FREQUENCY DISTRIBUTION ACCORDING TO WAGES PER WEEK OF FEMALE
EMPLOYEES HIRED BY THE WEEK IN DIFFERENT SECTIONS OF
THE UNITED STATES**

BY CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE

(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

PAY IN DOLLARS PER WEEK	NUMBER OF FEMALE EMPLOYEES IN THE THIRD QUARTER OF 1920					
	New England	Middle Atlantic	North Central	The South	Moun- tain	Pacific
\$0.00 to \$0.99	0	0	0	0	0	0
1.00 " 1.99	0	0	0	4	0	0
2.00 " 2.99	1	1	1	10	1	1
3.00 " 3.99	1	0	7	16	0	0
4.00 " 4.99	0	1	8	50	0	0
5.00 " 5.99	7	8	25	48	0	0
6.00 " 6.99	1	3	31	31	1	0
7.00 " 7.99	11	2	16	19	2	0
8.00 " 8.99	4	2	16	44	5	3
9.00 " 9.99	2	3	14	7	0	0
10.00 " 11.99	12	15	44	32	5	2
12.00 " 13.99	30	5	30	15	2	2
14.00 " 15.99	5	3	24	2	6	2
16.00 " 19.99	32	0	22	8	7	10
20.00 " 23.99	25	10	5	7	2	3
24.00 " 27.99	14	1	2	1	6	0
28.00 " 40.00	3	0	4	0	0	2
Total	148	54	249	294	37	25
	NUMBER OF FEMALE EMPLOYEES IN THE THIRD QUARTER OF 1921					
\$0.00 to \$0.99	0	0	0	1	0	0
1.00 " 1.99	0	0	1	3	1	2
2.00 " 2.99	1	1	2	30	0	0
3.00 " 3.99	0	1	6	27	7	0
4.00 " 4.99	2	1	11	22	0	0
5.00 " 5.99	6	5	41	73	3	1
6.00 " 6.99	3	3	19	24	0	0
7.00 " 7.99	12	1	23	19	2	0
8.00 " 8.99	6	3	15	46	2	3
9.00 " 9.99	2	3	16	8	5	0
10.00 " 11.99	10	8	35	18	3	3
12.00 " 13.99	31	30	26	13	1	4
14.00 " 15.99	14	8	12	15	9	3
16.00 " 19.99	35	0	17	0	2	10
20.00 " 23.99	21	5	2	5	2	2
24.00 " 27.99	9	2	2	0	1	0
28.00 " 40.00	3	0	4	0	1	1
Total	155	71	232	304	39	29

TABLE LXX

FREQUENCY DISTRIBUTION ACCORDING TO WAGES PER DAY OF ALL FEMALE EMPLOYEES HIRED BY THE DAY

By CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE

(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

PAY IN DOLLARS PER DAY	NUMBER OF FEMALE EMPLOYEES								
	1920				1921				1922
	1st	2d	3d	4th	1st	2d	3d	4th	1st
\$0.00 to \$0.19	0	0	0	0	0	0	0	0	0
0.20 " 0.39	24	24	4	24	5	28	5	25	30
0.40 " 0.59	146	73	89	68	98	82	92	80	107
0.60 " 0.79	87	125	114	107	145	232	241	249	221
0.80 " 0.99	29	54	41	79	38	42	45	42	82
1.00 " 1.19	249	416	384	248	182	326	355	207	179
1.20 " 1.39	79	144	170	126	79	196	119	104	40
1.40 " 1.59	100	150	195	198	67	118	162	112	79
1.60 " 1.79	19	35	35	21	17	55	61	29	23
1.80 " 1.99	2	3	2	1	0	0	3	0	1
2.00 " 2.19	86	204	263	156	91	124	184	192	96
2.20 " 2.39	16	6	11	6	10	33	20	4	4
2.40 " 2.79	19	94	115	102	40	55	166	40	18
2.80 " 3.19	48	65	131	96	33	25	102	36	11
3.20 " 3.59	15	6	95	31	1	4	7	22	3
3.60 " 3.99	0	1	1	0	0	1	2	0	0
4.00 " 5.99	7	10	54	20	5	7	26	9	6
6.00 " 7.99	2	3	13	1	1	3	3	0	3
8.00 " 10.00	0	1	9	2	2	1	2	3	6
Total.....	928	1,414	1,726	1,286	814	1,332	1,595	1,154	909

had increased in numbers, with the result that \$5.00 had become distinctly the most common wage for the country as a whole.

A study of Table LXIX shows that, in the New England and Pacific Coast sections respectively, the modal wage for hired girls was the same in the third quarters of both 1920 and 1921, falling in the \$12.00 to \$13.99 class in the former and in the \$16.00 to \$19.99 class in the latter region. Strangely enough, modal wage rates rose by one class interval in both the Middle Atlantic States and the South. In the first mentioned group, the shift was out of the \$10.00-\$11.99 into the \$12.00-\$13.99 class; in the South, it was from the \$4.00-\$4.99 into the \$5.00-\$5.99 class. In the North Central States, the number in the \$6.00-\$6.99 class diminished and the number in the \$5.00-\$5.99 class grew, making the latter the mode in the third quarter of 1921.

Table LXX shows that, during 1920, the modal rate for female day workers on farms was rather definitely fixed at \$1.00, though the 75 cent, \$1.50,

and \$2.00 classes were by no means negligible in size. In 1921, the classes receiving the smaller pay began to grow rapidly at the expense of the others until, in the fourth quarter of 1921, 75 cents per day became the most common wage. Since the South employs more than half of all females working by the day on farms, conditions in that section tend to dominate the entire distribution.

Table LXXI compares for different geographical divisions the distributions according to daily wage rates of females employed on farms in the third quarter of 1920 and in the corresponding quarter of 1921 in the Middle Atlantic, the Rocky Mountain, and the North Central States. The figures show that the modal rate was the same in all these localities in both periods—namely, \$2.00. In the South, likewise, there was no change, the modal rate continuing at \$1 per day. In New England, however, there was a sharp rise—the mode moving from \$1.50 to \$2.00. The Pacific Coast alone shows a decline between 1920 and 1921, the modal wage rate for female day workers going from \$2.00 to \$1.25 per day.

In the discussion just presented, wage rates have been classified according to the forms in which they have been reported, that is, by the day, the week, or the month. In order to make them comparable with each other and with wages in other industries it is manifestly necessary to reduce them to some common unit. This has been done in the tables which follow, all wages of farm labor being expressed in terms of cents per hour.

According to Table LXXII, the rates per hour tend to be about the same in winter whether a man works by the month or by the day, but in the summer time the day worker commands about a third higher pay for an hour's work. The cyclical depression reduced wages for day workers by about one-third, while men hired by the month escaped with a reduction of only one-fifth. Hired men receive fifty per cent more pay per hour in the North than in the South, while workers of the same class in the West receive double the Southern rates. Approximately the same relationships between sections are found to apply to the wages of day workers, except at harvest time, when those in the West North Central region draw much higher pay than they do at other seasons.

Unlike male agricultural workers, females working by the day are not as highly paid as are those more regularly employed. Average rates in the third quarter tend to be about the same for both types of employees, but, at other seasons of the year, the difference is in favor of the female hired by the week. In the first quarter of 1920, for example, she received 19 cents per hour, while the day worker was paid only 14 cents. In the first quarter of 1922 the respective rates were 16 and 13 cents per hour.

Female workers on farms were affected somewhat less severely than the

TABLE LXXI

FREQUENCY DISTRIBUTION ACCORDING TO WAGES PER DAY OF FEMALE EMPLOYEES HIRED BY THE DAY

By CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE
(Informants Were Asked to Include in Wages the Value of Board, Lodging, Etc., Furnished)

PAY IN DOLLARS PER DAY	NUMBER OF FEMALE EMPLOYEES IN THIRD QUARTER OF 1920					
	New England	Middle Atlantic	North Central	The South	Moun- tain	Pacific
\$0.00 to \$0.19	0	0	0	0	0	0
0.20 " 0.39	0	0	0	4	0	0
0.40 " 0.59	0	1	2	85	0	1
0.60 " 0.79	5	2	3	104	0	0
0.80 " 0.99	0	0	0	40	0	0
1.00 " 1.19	11	3	22	345	2	0
1.20 " 1.39	4	20	20	123	3	0
1.40 " 1.59	52	3	23	109	1	7
1.60 " 1.79	4	1	7	20	2	2
1.80 " 1.99	0	0	2	0	0	0
2.00 " 2.19	38	41	52	94	16	21
2.20 " 2.39	6	1	1	0	0	2
2.40 " 2.79	15	32	16	38	4	12
2.80 " 3.19	51	18	21	11	11	18
3.20 " 3.59	74	2	5	6	0	7
3.60 " 3.99	0	0	0	0	0	1
4.00 " 5.99	15	2	15	4	3	16
6.00 " 7.99	1	1	19	0	0	0
8.00 " 10.00	0	0	1	0	0	0
Total.....	276	127	209	983	42	87
	NUMBER OF FEMALE EMPLOYEES IN THE THIRD QUARTER OF 1921					
\$0.00 to \$0.19	0	0	0	0	0	0
0.20 " 0.39	0	0	0	5	0	0
0.40 " 0.59	0	0	3	88	0	1
0.60 " 0.79	6	2	0	233	0	0
0.80 " 0.99	0	0	5	40	0	0
1.00 " 1.19	10	14	27	300	2	1
1.20 " 1.39	4	5	18	70	3	20
1.40 " 1.59	47	9	31	70	1	4
1.60 " 1.79	18	5	8	27	3	0
1.80 " 1.99	3	0	0	0	0	0
2.00 " 2.19	57	24	49	38	12	4
2.20 " 2.39	2	11	1	0	3	2
2.40 " 2.79	95	23	16	6	9	16
2.80 " 3.19	50	11	13	3	14	10
3.20 " 3.59	1	0	1	0	1	4
3.60 " 3.99	0	0	0	0	0	2
4.00 " 5.99	2	0	18	3	0	2
6.00 " 7.99	1	0	2	0	0	0
8.00 " 10.00	0	0	2	0	0	0
Total.....	296	104	194	883	48	66

TABLE LXXII

AVERAGE HOURLY RATES OF PAY REPORTED^a FOR MALE AGRICULTURAL LABORERS

(Informants Were Instructed to Include in the Pay the Value of Board, Housing, Etc., Furnished)

FORM OF CONTRACT	SECTION	1920				1921				1922
		First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
		\$0.24	\$0.24	\$0.26	\$0.25	\$0.22	\$0.21	\$0.22	\$0.21	\$0.20
WORKING BY MONTH	Entire United States.....	0.27	0.27	0.28	0.29	0.26	0.23	0.25	0.22	0.24
	New England.....	0.27	0.27	0.27	0.27	0.26	0.25	0.25	0.26	0.25
	Middle Atlantic.....	0.25	0.24	0.24	0.25	0.24	0.21	0.21	0.23	0.22
	East North Central.....	0.25	0.26	0.28	0.27	0.22	0.21	0.22	0.21	0.19
	West North Central.....	0.18	0.17	0.17	0.18	0.16	0.15	0.14	0.15	0.14
	South Atlantic.....	0.17	0.16	0.17	0.17	0.15	0.15	0.15	0.15	0.15
	East South Central.....	0.19	0.20	0.21	0.21	0.17	0.16	0.17	0.16	0.15
	West South Central.....	0.34	0.35	0.41	0.37	0.32	0.30	0.33	0.30	0.28
	Mountain.....	0.37	0.38	0.41	0.39	0.34	0.33	0.34	0.33	0.32
	Pacific.....	0.25	0.29	0.37	0.32	0.23	0.25	0.30	0.25	0.21
WORKING BY DAY	Entire United States.....	0.28	0.36	0.37	0.38	0.28	0.32	0.33	0.29	0.30
	New England.....	0.34	0.33	0.35	0.37	0.31	0.30	0.32	0.30	0.28
	Middle Atlantic.....	0.29	0.31	0.34	0.38	0.30	0.26	0.30	0.27	0.23
	East North Central.....	0.31	0.34	0.34	0.42	0.28	0.29	0.38	0.32	0.23
	West North Central.....	0.19	0.21	0.22	0.22	0.18	0.17	0.17	0.17	0.15
	South Atlantic.....	0.17	0.18	0.17	0.17	0.15	0.15	0.15	0.15	0.13
	East South Central.....	0.22	0.25	0.28	0.25	0.17	0.19	0.22	0.18	0.16
	West South Central.....	0.35	0.39	0.50	0.51	0.32	0.32	0.40	0.42	0.27
	Mountain.....	0.43	0.41	0.49	0.44	0.39	0.38	0.41	0.42	0.36
	Pacific.....									

^aAverages calculated from reports covering about 6,000 farms.

males by the cyclical decline in industry, but, in both cases, it was the day workers whose wages were cut most heavily.

The female employed on the farm receives much better pay for her services both in the East and in the West than she does in the Upper Mississippi Valley or the South. In the last-mentioned section, those hired by the week averaged about 13 cents per hour in the winter of 1921-1922. In the upper Mississippi Valley at the same date the pay was about 3 cents more per hour, while in New England and the Pacific Coast region the pay was 24 cents.

In 1921 the female day worker in the South was averaging about 12 cents per hour, while in other parts of the country she received from fifty to one hundred per cent higher pay. While summer rates for this class of help were lower in 1921 than in 1920, winter rates in most sections declined but slightly, if at all, between the first quarter of 1920 and the same period in 1922, the chief exceptions to this rule being New England and the West South Central States.

Tables LXXIV and LXXV set forth the frequency distribution according to rates of pay per hour of different classes of employees on farms. The reader should observe that the class intervals in Table LXXIV are not uniform throughout, but have been arranged in a rather peculiar way, with an overlap occurring in the seventh and eighth classes. The classification used was adopted when it was discovered that in the detailed classification found in the original table the tendency of hourly rates to concentrate at certain points caused any condensation made on the basis of a uniform class interval to give a misleading picture of the distribution. For the same reason, irregular intervals have been used also in Table LXXV. In order to obtain a better picture of the relations existing between the distributions of wage rates for the four classes of farm employees in the second quarter of 1921, the distributions have been plotted as frequency polygons. These graphs are presented in Chart 11. Different scales have been used for male and female employees, the scale for the latter being so magnified that the shapes of the curves for females are clearly perceptible—which is not true when a common scale is used for both sexes.

In editing the questionnaires sent in by the Crop Reporters, we suspected at first that some of the farmers had forgotten to make allowance for the value of lodging and board furnished to their employees. There is no way of being certain as to how numerous such omissions may have been. It appears probable, however, that, if they were very common, the result would be to cause the frequency curve for employees hired by the month to show more of a "tail" at the left than would be found in the case of day workers—a class for which board and lodging are less commonly furnished. No marked tendency of this kind appears on the chart, hence no support is

EMPLOYMENT HOURS AND EARNINGS

TABLE LXXIII

AVERAGE HOURLY RATE OF PAY REPORTED^a FOR FEMALES EMPLOYED ON FARMS

(Informants Were Instructed to Include in the Pay the Value of Board, Housing, Etc., Furnished)

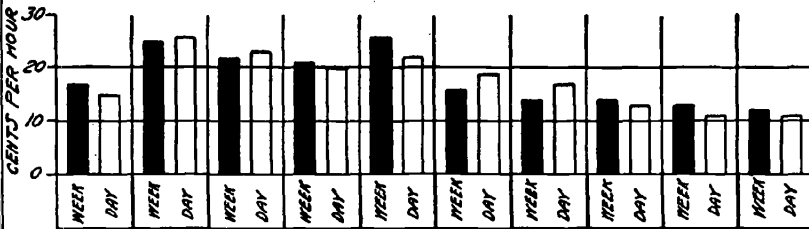
FORM OF CONTRACT	SECTION	1920				1921				1922
		First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
WORKING BY WEEK	Entire United States.....	\$0.19	\$0.19	\$0.20	\$0.19	\$0.17	\$0.17	\$0.18	\$0.18	\$0.16
	New England.....	0.25	0.26	0.27	0.27	0.25	0.26	0.26	0.26	0.24
	Middle Atlantic.....	0.20	0.22	0.25	0.21	0.20	0.21	0.22	0.20	0.20
	East North Central.....	0.17	0.17	0.16	0.17	0.17	0.16	0.17	0.18	0.17
	West North Central.....	0.18	0.18	0.18	0.17	0.16	0.14	0.16	0.16	0.15
	South Atlantic.....	0.14	0.13	0.15	0.14	0.13	0.13	0.12	0.13	0.13
	East South Central.....	0.12	0.11	0.12	0.12	0.12	0.12	0.12	0.12	0.14
	West South Central.....	0.19	0.19	0.17	0.17	0.14	0.14	0.13	0.13	0.12
	Mountain.....	0.20	0.24	0.21	0.23	0.22	0.22	0.21	0.22	0.19
	Pacific.....	0.26	0.27	0.27	0.27	0.26	0.25	0.25	0.24	0.24
	Entire United States.....	0.14	0.16	0.21	0.19	0.15	0.15	0.18	0.16	0.13
	New England.....	0.29	0.26	0.30	0.28	0.25	0.22	0.23	0.23	0.20
	Middle Atlantic.....	0.17	0.21	0.24	0.19	0.20	0.20	0.22	0.20	0.20
East North Central.....	0.19	0.18	0.25	0.21	0.19	0.18	0.22	0.20	0.18	
West North Central.....	0.16	0.17	0.28	0.17	0.17	0.17	0.23	0.19	0.19	
South Atlantic.....	0.09	0.10	0.13	0.14	0.11	0.11	0.10	0.11	0.09	
East South Central.....	0.12	0.12	0.12	0.12	0.11	0.11	0.11	0.11	0.10	
West South Central.....	0.15	0.17	0.19	0.18	0.14	0.13	0.14	0.13	0.11	
Mountain.....	0.24	0.25	0.25	0.31	0.14	0.23	0.26	0.26	0.21	
Pacific.....	0.28	0.28	0.33	0.38	0.30	0.26	0.26	0.29	0.30	

^a Averages calculated from reports covering about 5,600 farms.

Chart 10

THE AVERAGE WAGE PER HOUR
IN THE SECOND QUARTER OF 1921
OF FARM LABOR IN DIFFERENT SECTIONS OF THE
UNITED STATES
INCLUDING VALUE OF BOARD, LODGING, ETC WHEN FURNISHED.

FEMALE EMPLOYEES



MALE EMPLOYEES

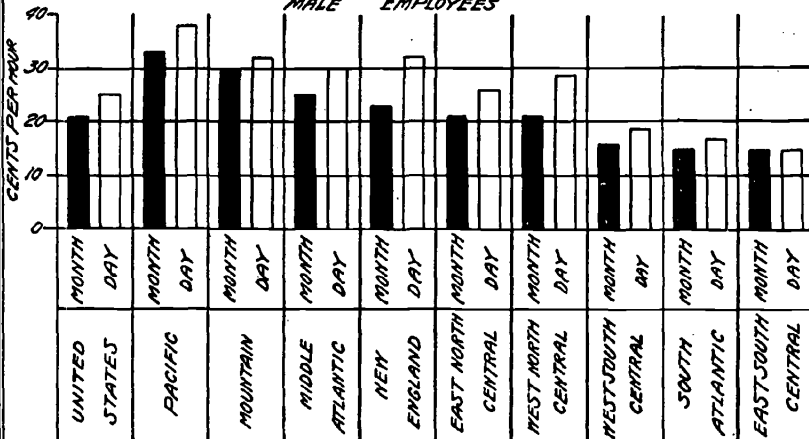


TABLE LXXIV

**FREQUENCY DISTRIBUTION ACCORDING TO WAGES PER HOUR OF ALL
MALE AGRICULTURAL WORKERS HIRED**

By Crop Reporters of the United States Department of Agriculture

(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

WAGES IN CENTS PER HOUR	NUMBER OF MALE EMPLOYEES HIRED BY THE MONTH								
	1920				1921				1922
	1st	2d	3d	4th	1st	2d	3d	4th	1st
0 up to 4	2	2	6	1	1	10	2	7	5
4 " " 8	87	96	92	129	148	184	164	145	206
8 " " 12	319	420	382	330	389	518	566	577	591
12 " " 16	730	833	912	695	837	998	1,021	775	787
16 " " 20	598	833	763	673	613	894	872	753	680
20 " " 24	715	738	785	730	539	809	820	694	521
24 " " 28 ^a	452	550	620	418	368	558	725	439	334
26 " " 30	480	598	710	574	368	529	675	477	345
30 " " 34	294	480	485	330	325	408	494	367	289
34 " " 38	294	475	483	391	199	272	315	211	191
38 " " 42	243	198	234	262	184	166	165	167	86
42 " " 46	97	182	227	178	100	68	75	84	47
46 " " 50	101	131	201	82	51	33	93	50	51
50 " " 54	40	30	57	45	26	20	42	15	12
54 " " 62	40	40	63	57	37	35	26	11	11
62 " " 70	7	5	68	42	8	7	12	14	7
70 " " 78	8	11	38	10	5	1	7	5	4
78 " " 86	1	2	0	0	0	0	0	0	0
86 " " 94	2	0	0	2	1	0	0	1	2
All Rates ^a ...	4,298	5,346	5,781	4,711	4,048	5,270	5,709	4,567	4,016
WAGES IN CENTS PER HOUR	NUMBER OF MALE EMPLOYEES HIRED BY THE DAY								
	1st	2d	3d	4th	1st	2d	3d	4th	1st
0 up to 4	0	0	0	0	0	1	0	0	0
4 " " 8	103	53	26	27	57	76	63	50	114
8 " " 12	295	332	366	306	390	531	505	517	589
12 " " 16	353	497	463	460	415	662	765	625	611
16 " " 20	385	317	323	261	355	412	366	334	377
20 " " 24	437	521	589	410	381	626	558	470	321
24 " " 28 ^a	327	464	561	373	194	325	692	384	239
26 " " 30	129	169	216	595	91	176	274	239	180
30 " " 34	329	585	761	588	377	705	1,054	545	291
34 " " 38	125	177	372	178	81	142	386	196	76
38 " " 42	170	418	690	438	191	293	593	382	117
42 " " 46	218	211	497	267	121	159	253	156	34
46 " " 50	44	55	118	66	7	27	64	3	3
50 " " 54	62	149	465	286	61	65	410	77	42
54 " " 62	27	97	396	161	17	33	227	41	4
62 " " 70	20	59	175	73	15	22	37	19	11
70 " " 78	13	36	162	39	10	16	55	12	6
78 " " 86	6	5	131	13	5	11	55	1	1
86 " " 94	2	12	45	8	0	0	5	31	0
94 " " 102	0	0	20	2	0	0	5	0	1
All Rates ^a ...	3,022	4,113	6,285	4,527	2,742	4,231	6,298	4,040	2,990

^a Because of the overlapping of two classes, the aggregates do not equal the totals of the items as entered.

TABLE LXXV

**FREQUENCY DISTRIBUTION ACCORDING TO WAGES PER HOUR OF ALL
FEMALE AGRICULTURAL WORKERS HIRED**

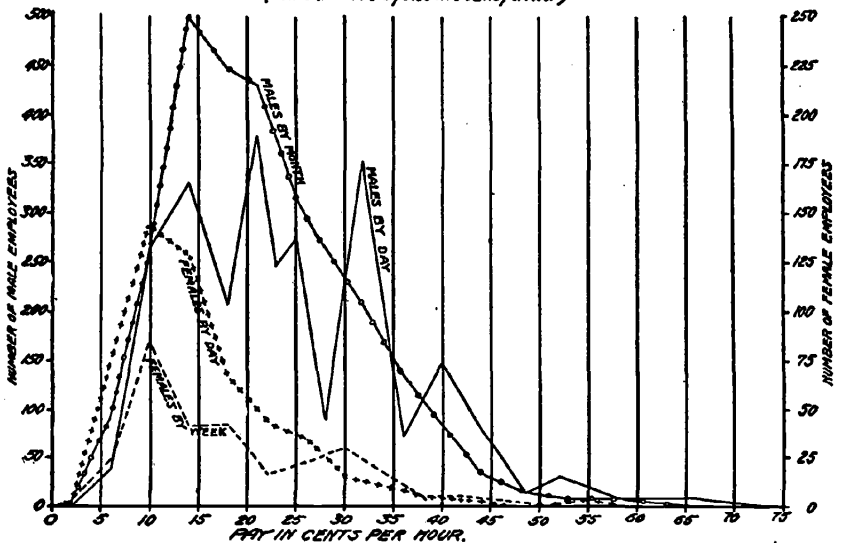
By CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE

(Informants Were Asked to Include the Value of Board, Lodging, Etc., Furnished)

WAGES IN CENTS PER HOUR	NUMBER OF FEMALES EMPLOYEES HIRED BY THE WEEK								
	1920				1921				1922
	1st	2d	3d	4th	1st	2d	3d	4th	1st
0 up to 4	1	5	4	5	3	6	6	3	3
4 " " 8	28	42	39	31	31	47	46	39	54
8 " " 12	137	129	136	120	187	170	174	157	152
12 " " 16	71	81	90	69	71	83	112	73	89
16 " " 20	85	108	120	88	64	84	87	70	67
20 " " 24	76	65	74	73	37	33	53	53	55
24 " " 28	33	38	41	35	21	44	61	37	29
28 " " 32	44	52	53	55	48	58	56	39	35
32 " " 36	13	42	32	26	18	33	27	26	18
36 " " 40	15	18	21	15	17	10	17	7	6
40 " " 44	12	14	21	18	10	10	19	17	8
44 " " 48	7	6	9	7	6	7	11	6	6
48 " " 54	10	3	3	1	0	1	2	0	0
54 " " 62	1	1	2	0	1	1	2	1	1
62 " " 70	1	2	3	2	1	2	2	3	0
70 " " 78	1	0	1	1	1	0	0	4	0
78 " " 86	0	0	0	0	0	0	0	1	0
86 " " 94	0	0	0	0	0	0	2	0	0
Total.....	535	606	649	546	516	589	677	536	523
	NUMBER OF FEMALE EMPLOYEES HIRED BY THE DAY								
0 up to 4	1	1	1	1	5	4	9	4	12
4 " " 8	176	112	117	113	112	147	135	122	124
8 " " 12	186	293	236	197	209	287	337	260	294
12 " " 16	163	211	262	181	124	257	236	184	118
16 " " 20	68	144	155	110	46	135	122	59	51
20 " " 24	53	162	187	167	62	84	113	93	51
24 " " 28	32	64	76	79	39	69	144	114	48
28 " " 32	23	58	114	70	40	29	62	31	11
32 " " 36	41	45	73	80	28	20	59	26	15
36 " " 40	20	17	89	28	5	9	11	25	5
40 " " 44	10	9	10	8	6	8	14	5	3
44 " " 50	1	2	17	1	3	1	6	2	4
50 " " 58	4	7	12	9	3	5	17	8	3
58 " " 66	2	1	1	6	1	1	1	3	2
66 " " 74	2	1	12	3	1	1	1	1	1
74 " " 82	0	0	10	2	0	0	1	0	1
Total.....	782	1,127	1,372	1,055	684	1,057	1,268	937	743

given to the idea that the value of the figures has been seriously impaired by an oversight of the kind just mentioned. The belief that the Crop Reporters did, in fact, make the allowances called for is strengthened by the close correspondence between the respective averages derived in this study for the various classes of employees and the similar figures obtained for corresponding dates by the Department of Agriculture. It is, of course, possible that, since both figures came from the same sources, both are subject to like errors, but this probability is lessened by the fact that the ques-

Chart 11
*FREQUENCY DISTRIBUTION
 OF DIFFERENT CLASSES OF EMPLOYEES ON FARMS
 ACCORDING TO THEIR RESPECTIVE RATES OF PAY PER HOUR
 SECOND QUARTER, 1921
 (Class interval equals two cents per hour)*



tionnaires sent out by the Bureau of Crop Estimates are not similar to those used in the present investigation.

As the records stand, they show for males hired by the month a well-defined mode at 14 cents per hour. Males hired by the day have a much more irregular wage dispersion than do those hired by the month. No definite mode exists for these day workers, but the fact that, on the whole, such men receive slightly higher wages than do those employed by the month is clearly evident. The mode for both classes of female workers is quite definitely located at 10 cents per hour. All the curves are strongly skewed to the right except the one representing males hired by the day.

The evidence presented in this chapter shows that the price of farm labor, when viewed in a broad way, is relatively high along both the Pacific and the upper Atlantic Coasts, but is lower in the interior, and especially low in the South. While most of the workers on farms receive much smaller money wages than do employees in other fields of industry, it is, of course, true that food and lodging cost decidedly less in rural than in urban regions. Furthermore, the customary mode of dress calls for a much smaller expenditure for clothing. It follows that the ability to buy other classes of commodities or to save may not be so much less than that of the city employee, as the figures in this chapter might indicate.

It is believed that the data concerning the earnings of farm labor have been presented in sufficient detail to serve the purposes of most readers, but much of the material has been tabulated in more comprehensive form and investigators especially interested in this field are invited to consult the original tables which are kept on file at the offices of the National Bureau of Economic Research.