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# CHAPTER II

# THE NUMBER OF EMPLOYEES.

How important was the reduction in the number of employees brought about by the decline in business activity occurring between 1920 and 1922? The object of this chapter is to answer the above question.

# THE COMPARATIVE MEASURABILITY OF EMPLOYMENT AND UNEMPLOYMENT

It will be observed that the purpose is to measure change in the number working as employees rather than variations in the amount of unemployment. This form of stating the problem is imperative and not optional. Several statisticians have compiled satisfactory indices of *un*employment but none has succeeded in measuring its absolute volume, and it is safe to say that none will ever obtain a quantitative statement of the extent of this malady which will successfully withstand the attacks of careful critics. The obstacle which prevents the accurate measurement of the quantity of *un*employment is the fact that it is a condition subject to as many definitions as there are writers on the subject. This fact becomes apparent when we analyze the conditions that cause people to work or stop working.

Obviously the potential maximum of employment is very much higher than anything ever experienced by present-day Americans. Under conditions of extreme stress all able-bodied persons over seven years of age might work from twelve to fourteen hours daily. Household duties might be reduced to a fraction of their present extent and the entire population outside of the sick, infirm, and small children might devote part or all of the day to what the Census Bureau calls "gainful occupations." Under such circumstances, one could say that employment had reached a maximum. As the country returned to normal, there would, of course, be a tremendous decline in the volume of employment. Would all of this decline represent unemployment? If so, it follows that under normal conditions we experience perhaps fifty per cent of idleness. To most people, however, such They will say that only those desiring employa statement seems absurd. ment can be classed as unemployed and that, when the emergency is past, the new percentage of unemployment must be based upon the number desiring work under normal conditions—in other words, that what is sought is a measure of *voluntary* unemployment.

# THE NUMBER OF EMPLOYEES

Experience shows, however, that it is exceedingly difficult to ascertain just who is to be counted as desiring work and what conditions are to be considered normal. Thousands of persons are on the border line. Is the sick man to be counted as unemployed? If so, does he still continue in this status if he remains disabled for years? If he is unemployed, does the same hold true of the cripple who has never been able to work regularly?

These problems are not easy to solve, but they are simple as compared to those involving the relations of employment to pay and working conditions in different phases of the business cycle.

It will perhaps be easier to see this last problem in its true light if we consider in connection with it an analogous case in another field. When cotton prices fell sharply during the autumn of 1920, many a farmer felt that prices were too low and refused to sell his crop. True, he could market it readily enough if he were willing to sell for any price offered; but the price he could get commonly would not cover production costs and frequently its acceptance spelled ruin. Therefore, he held on, and much of his cotton remained His refusal to market his crop helped to check the on his farm unsold. price decline and probably prevented prices from falling as low as they otherwise would have done. If he was financially able, he may have held his cotton until prices rose again at the close of 1921. If, however, he was poor, he was forced to sell earlier-even at a serious loss. Eventually. however, either a forced sale, the rising market price. or the deterioration of the old cotton caused his unsold stock to disappear.

Is there not a close parallel between this situation and what occurred in the labor market at about the same dates? It is a well-known fact that, in the latter part of 1920, there was a serious diminution in the volume of orders for factory products with a resulting collapse in the prices of these goods. Since labor is the second largest item of factory costs, employers could not retain their entire force at the old wage level. Not only must they reduce purchases of raw materials: they must also either cut wages or lay off their less essential employees. At a much lower wage rate, many employers could have afforded to manufacture for stock and many more workers could have been retained on the pay rolls. Most of the employees, however, were not disposed to accept a cut when the option was offered -and it was not offered in all cases, for many employers, knowing that a wage reduction meant trouble, closed their factories without stopping to discuss the matter. Like the cotton planters, wage earners very generally held out for the old rates. As a result, many were laid off-in other words, their labor, like the cotton on the Southern plantation, remained unsold. In economic parlance, the price bid by the employer fell below the price asked by the employee, and unemployment was the inevitable result.

Are we to consider the idleness of the employees under such circum-4

stances voluntary or involuntary? The cotton farmer held his cotton because he thought it unwise to accept a serious loss when the prospects were that he would get a better price later. The laborers deemed it bad policy to accept a cut because they feared it would be hard to reëstablish the wage rates which they had fought hard to win.<sup>1</sup>

Eventually, as has been noted, poverty compelled many of the cotton farmers to sell their cotton below cost of production. Table LVII indicates that, by the beginning of 1921, factory laborers were also being compelled by hard times to market their labor at lower prices, and that this process went on throughout the year, for wage rates continued slowly to decline. Table V shows that, by the last quarter of 1921, this process, coupled presumably with a reduction in the stocks of manufactured products on hand, had caused the number of employees at work in manufacturing to increase noticeably. By the spring of 1922 there was, then, less labor unsold, just as on the cotton plantation there was less cotton unsold. In more technical terms, we may say that either when the price at which the employee holds his labor falls below the price which the employer is willing to pay, or when the employer's demand price for labor rises above the holding price of the employee, unemployment disappears.

Whether it was wise or unwise for the cotton farmers to hold their cotton or the factory employees to stand out for the old wage rates must remain largely a matter of opinion. The statistician is not concerned, however, with the merits or demerits of any policy. The only question at issue here is whether the cyclical unemployment of 1921 was voluntary or involuntary. Does the evidence not indicate that many workers had a measure of choice between unemployment and wage maintenance, just as cotton planters had a measure of choice between selling and holding for a better price? Probably, in particular sections, some grades of cotton could not be sold for any price. Presumably, likewise, in certain localities, given classes of workers might not have been able to sell their labor at any wage, but there are no data showing the number of such cases. Without such figures, how can we measure the amount of unemployment which is involuntary?

The crucial difficulty in measuring the per cent of involuntary unemployment is, then, the fixing of a base. The evidence shows that this base is practically indeterminate. The best method of dealing with the problem seems therefore to be to cut the Gordian knot and to treat of employment

<sup>&</sup>lt;sup>1</sup> Colonel M. C. Rorty, one of the Bureau's directors, comments as follows: "Laborers might not necessarily lose in the long run if, in times of depression, they were prompt to accept wage liquidations. There is a theory, which is at least worthy of consideration, that the principal reason for the greater severity of business crises in modern times is that wage earners are better organized and hold out for a longer time against necessary wage liquidations."

rather than unemployment. Here we have a really tangible quantity. No elusive base is involved. We can deal with a unit susceptible of statistical measurement—a week's work, a day's work, or an hour's work for one employee. We can ascertain the changes that have taken place from time to time in the total number of days or of employee hours worked and in this way we can measure definitely one of the effects of the business cycle upon the employees of the country. It is this method that is pursued in the following pages.

# DO EMPLOYEES SHIFT FROM ONE INDUSTRY TO ANOTHER?

Pay roll statistics have been compiled for a number of years by the Massachusetts Bureau of Statistics for Massachusetts factories. In recent years, similar data have been collected elsewhere. These records have shown large fluctuations in the numbers employed. It has, however, always been a matter of doubt as to whether diminutions in the numbers on the factory pay rolls did or did not represent a falling off in the total volume of employment. Might it not be true that the decline in factory employment represented mainly a shift of employees from the manufacturing field to other industries? Hitherto, no information has been available which would enable one to answer this question. In the present investigation, the attempt has been made to throw light upon this subject from two different directions. First, inquiries have been made to ascertain whether given individuals have shifted their occupations from one industry to another. Second, employers in all important industries have been canvassed to see whether any industry has taken on the employees laid off by the factorics. The results of the first inquiry are shown in Tables II. III, and IV.

The chief impression received from a careful study of Table II is one of stability. Manifestly there has been no tendency worth mentioning for the sons or daughters to change occupations because of the fluctuations of the business cycle. The number of factory workers in this group declined by less than a dozen persons. The only shift of moment was the movement of those not gainfully occupied into the ranks of professional service, commerce, and trade, and this change is explained mainly by the fact that a considerable number of boys and girls finished school during the period and began clerking in stores or teaching school.

Table III gives a similar record for the families of entrepreneurs. Those reporting this information for their families are for the most part men doing business on a small scale. They have given quarter by quarter the occupations followed by themselves or by members of their respective families. This table shows even less evidence of change than does Table II. Evidently, the period 1920 to 1922 witnessed no important shift in the industrial affiliations of the members of the families of the reporting entrepreneurs.

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TABLE

THE NUMBER OF MEMBERS OF 8,477 REPRESENTATIVE<sup>®</sup> FARMERS' FAMILIES WHO WERE 16 YEARS OF AGE OR OVER IN 1922 AND THE INDUSTRIES IN WHICH THEY HAD BEEN EMPLOYED

INDUSTRY         First         Second         Third         Fourth         First         Second         Third         Fourth         First         Second         Quarter         Quarter <th></th> <th></th> <th></th> <th>19</th> <th>1920</th> <th></th> <th></th> <th>19</th> <th>1921</th> <th></th> <th>1922</th>				19	1920			19	1921		1922
All Industries         14,643         14,643         14,643         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,643         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         14,642         132         1232993         117         123224         323         323         321         1233         131         132         133         131         132         133         133         132         13	SEX	INDUSTRY	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
Agriculture       Il,671 $12,312$ $12,993$ $11,810$ $11,717$ $12,324$ $322$ Extraction of Minerals       30       99       93       107       100       73         Construction       100       99       113       107       100       73         Construction       100       99       113       125       134       152       163       131         Transportation       100       107       174       192       198       201       182         Construction       100       174       192       134       152       163       131         Transportation       273       220       232       277       295       249         Finance       273       220       233       131       124       1057         Not Gainfully Occupied       1,361       1,24       1,05       1,24       105         Not Gainfully Occupied       1,31       1,24       1,05       1,24       105         Moustry Unknown       133       1,126       433       1,057       1,24       105         Moustry Unknown       133       121       125       1,125       115		All Industries	14,643	14,643	14,643	14,643	14,642	14,641	14,639	14,637	14,637
$\mathbb{E}$ Attraction of Minerals       30       24       28       37       38       32         Factory Production       100       90       93       107       85       133         Construction       197       174       192       198       101       82         Construction       197       174       192       198       201       82         Construction       197       174       192       198       201       82         Construction       197       174       192       198       201       82         Construction       273       220       232       277       295       249         Finance       273       220       232       277       295       249         Finance       273       221       380       405       87       105         Domestic and Professional Service       1,126       1,126       125       115       1,423       1,057         Not Gainfuly Occupied       1,33       121       125       115       1,22       1,661       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611		Agriculture	11,671	12,312	12,993	11,810	11,717		12,909	11,786	11,739
Eactory Production         100         90         93         107         100         73           Construction         101         125         134         152         163         131           Construction         107         102         99         113         152         163         131           Construction         107         102         299         134         152         163         131           Transportation         273         220         232         277         295         249         65         63         67         63         131         182           Public and Professional Service         406         278         221         380         405         287         286         66         67         63         131           Domestic and Professional Service         1,424         1,126         423         1,371         1,423         1,06         73         221         221         231         132         131         132         131         132         1,425         1,06         73         1,66         1,66         1,66         1,66         1,66         1,66         1,66         1,66         1,56         1,61         6,61         1,		Extraction of Minerals.	30	24	28	37	38		44	46	51
Tansportation         102         99         113         104         85         113           Other Hand Trades         197         125         134         152         163         133           Transportation         Transportation         232         277         295         249           Finance         273         220         232         277         295         249           Finance         221         164         278         221         380         405         287           Finance         221         124         1,126         273         13,121         1,423         1,068           Not Gainfully Occupied         1,434         1,126         425         1,137         1,423         1,068           Mutustries         6,614         6,612         6,612         6,611         6,611         6,611         6,611           Agriculture         121         122         121         122         134         1,068           Agriculture         5         12         12         12         12         12         1           Agriculture         12         5         12         12         12         1         1		Factory Production	100	06	89	107	100		83 83	94	88
Transportation         161         125         134         152         163         131           Transportation         Transportation         197         174         192         198         201         182           Commerce and Trade         273         220         232         277         295         249           Finamportation         273         220         232         277         295         249           Finamerce and Professional Service         406         278         221         380         405         287           Domestic and Personal Service         22         16         273         221         380         405         287           Not Gainfully Occupied         1,126         1,126         23         1,151         124         1,057           Industries         6,614         6,612         6,612         6,611         6,612         26 <td></td> <td>Construction</td> <td>102</td> <td>66</td> <td>113</td> <td>104</td> <td>85</td> <td></td> <td>134</td> <td>124</td> <td>98</td>		Construction	102	66	113	104	85		134	124	98
Transportation       197       174       192       198       201       182         Finance       and Professional Service       273       220       232       277       295       249         Finance       273       220       232       277       295       249         Finance       273       220       232       277       295       249         Finance       273       221       380       405       287       65       249         Public and Professional Service       22       16       278       221       380       405       287         Domestic and Personal Service       22       16       423       1,371       1,423       1,057         Industries       6,614       6,614       6,612       6,612       6,611       6,611         Agriculture       15       15       12       124       108         Extraction of Minerals       15       15       12       16       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,611       6,612       6,612		Other Hand Trades	161	125	134	152	163		125	138	165
Commerce and Trade273220232277295249FinanceFinance645860696763Fublic and Personal Service406162323245Domestic and Personal Service1,1261,1264231,3711,4231,057Domestic and Personal Service1,4841,1264231,3711,4231,057Domestic and Personal Service1,4841,1264231,1622Not Gainfully Occupied1331211251,15124108Agriculture1331211256,6136,6136,6136,6116,611Agriculture5,6146,6146,6126,6136,6116,6116,611Construction151515151516Construction252727272726Construction26289202331Construction151515151616Public and Professional Service6035535,7236,0045,6105,596Not defairfully Occupied5,6835,7236,0045,6105,6965,661Fatasportation5,5335,7236,0045,6105,6965,661Public and Professional Service5,6335,7236,0045,6105,696Not defairfully Occupied5,7336,0045,6105,5965,656<	MALE	Transportation	197	174	192	198	201		191	197	198
Finance $64$ $58$ $60$ $69$ $67$ $63$ Public and Professional Service $406$ $278$ $221$ $380$ $405$ $287$ Domestic and Professional Service $121$ $115$ $131$ $1,423$ $1057$ Domestic and Professional Service $1,484$ $1,126$ $423$ $1371$ $1,423$ $1057$ Not Gainfully Occupied $1,348$ $1,126$ $423$ $1,371$ $1,423$ $1057$ Agriculture $1331$ $1,216$ $4,23$ $1,126$ $4,23$ $1,057$ Agriculture $115$ $126$ $4,32$ $29$ $43$ $29$ $28$ $32$ Agriculture $5,614$ $6,614$ $6,612$ $6,611$ $6,611$ $6,611$ $6,611$ Agriculture $15$ $15$ $15$ $12$ $125$ $126$ $32$ Construction $15$ $15$ $12$ $12$ $134$ $108$ Construction $26$ $29$ $43$ $29$ $28$ $32$ Construction $26$ $27$ $27$ $27$ $27$ $26$ Construction $26$ $26$ $26$ $29$ $29$ $31$ Commerce and Trade $126$ $128$ $145$ $134$ $100$ Public and Professional Service $603$ $553$ $5,723$ $6,004$ $5,610$ $5,694$ Not Gainfully Occupied $5,683$ $5,723$ $6,004$ $5,610$ $5,694$ $5,664$ Not Gainfully Decupied $5,733$ $6,004$		Commerce and Trade	273	220	232	277	295		265	311	325
Public and Professional Service406278221380405287Domestic and Personal Service22112311,126232422Domestic and Personal Service1,3841,126231,4231,05723Industry Unknown1,3311,1211251,1241,08Agriculture <b>All Industries6,6146,6126,6126,6116,611Agriculture<math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math>Extraction<math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math>Construction<math><b>1</b>;</math><math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math><math><b>5</b>,<b>6</b></math>Construction<math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math>Construction<math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math>Construction<math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math>Construction<math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math>Construction<math><b>2</b>;</math><math><b>2</b>;</math><math><b>2</b>;</math><math><b>2</b>;</math><math><b>2</b>;</math><math><b>2</b>;</math>Construction<math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math><math><b>1</b>;</math>Construction<math><b>2</b>;</math><math><b>2</b>;</math><math><b>2</b>;</math><math><b>2</b>;</math><math><b>2</b>;</math><math><b>2</b>;</math>Construction<math><b>2</b>;</math><math><b>2</b>;</math></b>		Finance.	64	58	09	69	67		99	75	70
$ \begin{array}{ c c c c c c c c c c c c c c c c c c c$		Public and Professional Service	406	278	221	380	405		225	423	420
Not Gainfully Occupied1,4841,1264231,3711,4231,057Industry Unknown1331211251151241,08All Industries6,6146,6126,6126,6116,611Agriculture262943292832Extraction of Minerals1515121516Extraction of Minerals1515121316Construction252727272727Other Haad Trades2626302931Commerce and Trades2626302931Commerce and Trades2626302931Dublic and Professional Service63553228650664Not Gainfully Occupied5,6835,7236,0045,6105,596Not destruction5,335,7236,0045,6105,596Domestic and Personal Service5,335,7236,0045,610Not destruction5,335,7236,0045,6965,651		Domestic and Personal Service	22	16	29	23	24		31	26	26
Industry Unknown133121125115124108All Industries6,6146,6126,6126,6116,6116,6116,611Agriculture262943292832Extraction of Minerals1515151516Factory Production1515124108Construction262943292832Construction252727272726Other Hand Trades26262980134110Commerce and Trades126128145134130134Finance108553228650664604Not Gameule5,6835,7236,0045,6105,5965,651Not destruction5,6835,7236,0045,6105,5965,651		Not Gainfully Occupied.	1,484	1,126	423	1,371	1,423	_	444	1,290	1.336
All Industries6,6146,6126,6126,6116,611Agriculture262943292832Extraction of Minerals1515151516Factory Production1515121516Construction2527272727Construction2626302931Construction2526302931Construction2626302931Commerce and Trades2626302931Public and Professional Service63553228650664Not Gameule5,6835,7236,0045,6105,5965,651Transcortic and Personal Service5,6835,7236,0045,6105,5965,651		Industry Unknown	133	121	125	115	124		122	127	121
Agriculture.       26       29       43       29       28         Extraction of Minerals.       15       15       15       15       15       15         Factory Production       15       15       12       15       16       17       17       17       17       17       17       17       17       17       17       17       17       130       16       16       11       17       16       16       16       16       16<	;	All Industries	6,614	6,614	6,612	6,612	6,611	6,611	6,611	6,609	6,609
Extraction of Minerals       15       15       12       15       15         Factory Production       15       15       12       15       15       15         Construction       25       27       27       27       27       27       27         Other Hand Trades       26       26       26       26       29       29       29         Transportation       26       26       26       26       30       29       29         Commerce and Trade       126       128       145       134       130         Finance       9       8       9       10       11         Public and Professional Service       663       5733       5,723       6,004       5,610       5,566         Not Gainfully Occupied       5,723       6,004       5,610       5,566       5,566		Agriculture	26	29	43	29	28	32	48	32	34
Factory Production         15         15         12         15         27         27         27         27         27         27         27         26         26         26         26         20         26         20         26         20         26         20         27         27         27         27         27         27         27         27         27         27         27         27         26         26         26         26         26         26         26         26         26         26         26         27         27         27         27         27         27         27         27         27         27         27         26         26         26         26         26         26		Extraction of Minerals.		:	:	:	:	:	:	:	:
Construction         25         27         29         29         29         29         29         29         29         29         29         29         29         29         29         29         20         664         11         75         76         664         664         664         664         75         76         76         77         76         77         76         75         76         76         75         76         76         75         76         75         76         76         76         76         76         76         76         76         76         76         76         76		Factory Production	15	15	12	15	15	16	13	19	18
Other Hand Trades         25         27         29         29         29         29         29         29         29         29         29         29         20         29         29         29         20         29         29         20         29         29         20         264         11         27         26         30         51         25         36         50         664         566         664         566         664         566         664         566         566         566         566         566         566         566         566         566         556         566         556         566         556         566         556         566         556         566         556         566         556         566         566         556		Construction	•1	:	•	•1	:	•	•	:	:
Transportation         26         26         30         29         20         11         10         11         11         70         11         70         11         70         11         75         70         71         75         75         75         75         75         75         76         75         76         75         76         75         76         76         75         76 <th76< th="">         76         76</th76<>	FEMALE	Other Hand Trades	$25_{-25}$	17	27	27	27	26	28	27	27
ee and Trade         126         128         145         134         130           ad Professional Service         9         8         9         10         11           ad Professional Service         603         553         228         650         664           and Personal Service         64         67         79         71         75           fully Occupied         5,533         5,723         6,004         5,610         5,596		Transportation	26	26	30	29	29	31	31	31	31
ad Professional Service         9         8         9         10         11           ad Professional Service         603         553         228         650         664           and Personal Service         64         67         79         71         75           fully Occupied         5,723         6,004         5,610         5,596		Commerce and Trade	126	128	145	134	130	134	152	145	137
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		Finance.	6	x	6	10	11	10	×	8	×
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		Public and Professional Service	603	553	228	650	664	604	245	716	722
5,683 $5,723$ $5,723$ $6,004$ $5,610$ $5,596$		Domestic and Personal Service	64	67	62	71	75	74	88	81	84
37 38 35 37 36		Not Gainfully Occupied	5,683	5,723	6,004	5,610	5,596	5,651	5,965	5,513	5,508
		Industry Unknown	37	38	35	37	36	33	33	37	40

" Information obtained from U. S. Agricultural Department's Crop Reporters. All Sections of the Continental United States represented in approximately correct proportions. Many farmers failed to report the occupations of other members of their families; hence the relatively small number of women accounted for otherwise than as "Not Gainfully Occupied."

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EMPLOYMENT HOURS AND EARNINGS

TABLE III

				1000						0001
SEX	INDUSTRY		TA	R			1921	17		7761
		First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
	All Industries	1,415	1,415	1,415	1,414	1,414	1,414	1,415	1,415	1,415
	Agriculture	. 163	175 6	219	168	165	177	220	172	169
	Factory Work	147	145	147	145	148	148	150	0 148	0 149
	Building and Construction	20	73	74	20	88	69	12	88	68
M	Other Hand Trades	92	8;	83	88	16 16	92	<u>93</u>	6	66 6
TALAL	TIGINAL TOURS I TO THE TOTAL TOTAL TO THE TOTAL T	14		01	0 <b>1</b>	٩I	10	17	16 1	16
	Commerce and Trade	615	615	626	616	616	616	629	622	621
	Finance	19	19	19	18	20	19	19	20	18
	Public and Professional Service	22	22	24	23	22	21	22	17	17
	Domestic and Personal Service	86	87	91	89	87	89	92	89	88
	Not Gainfully Occupied	163	148	82	157	159	143	74	148	152
	Industry Unknown	20	20	21	19	19	18	22	20	22
	All Industries	487	487	487	487	487	487	487	487	487
	Agriculture	1	П	3	6	I	I	c0	2	1
	Factory Work.	17	16	18	16	16	16	18	16	16
	Other Hand Trades	12	12	12	12	12	12	. 13	13	13
F	Transportation.	24	67 <mark> </mark>	67 	0	0	2	7	5	0
F EMALE	Commerce and Trade	70	70	72	20	12	. 71	72	20	72
	Finance	3	م	3	5	က	e C	5	3 G	ç
	Public and Professional Service	37	37	36	39	39	39	36	41	40
	Domestic and Personal Service	29	31	34	32	31	33	35	32	31
	T 1 Canning Occupied	067	697	792	784	887.	1.87	7.87	282	280
		07	20	24	25	24	23	21	23	23

<sup>a</sup> Females working on the home farm are classed as "Not Gainfully Occupied."

THE NUMBER OF EMPLOYEES

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	1920		1921	-1922	
	Mar. Apr. May	Mar. Apr. May	June July Aug.	Sept. Oct. Nov.	Dec. Jan. Feb.
Male Employees All Industries	516	534	535	536	542
Agriculture Extraction of Minerals Factories Building and Construction Other Hand Trades Transportation	130	34 41 131 45 11 57	40 42 129 48 11 66	34 40 132 49 9 61	$     \begin{array}{r}       33 \\       39 \\       135 \\       50 \\       10 \\       63     \end{array} $
Commerce and Trade Finance Public and Professional Service Domestic and Personal Service Industry Unknown Not Gainfully Occupied	75 16 31 23 10 45	90 18 36 25 9 37	96 19 32 30 11 11	92 20 36 31 9 23	90 21 39 30 10 22
Female Employees           All Industries	142	145	147	148	147
Factories Building and Construction Other Hand Trades Transportation Commerce and Trade	28 2 3 10 20	30 2 4 11 23	$32 \\ 1 \\ 4 \\ 12 \\ 24$	30 1 4 10 26	31 1 5 10 25
Finance Public and Professional Service Domestic and Personal Service Industry Unknown Not Gainfully Occupied	7 21 23 2 26	7 23 24 1 20	9 23 26 1 15	10 26 30 1 10	10 26 30 1 8

### THE INDUSTRIAL ATTACHMENTS OF 658 PERSONS WHO WERE EMPLOYEES AT LEAST PART OF THE TIME IN 1920 OR 1921 AND WHO WERE OVER 15 YEARS OLD IN 1922

Table IV records the changes in the industrial attachments of 658 employees scattered over the United States. Those who were out of work were assigned for this classification to the last industry in which they had been employed. This accounts for the small number reported as not gainfully occupied. Those doing clerical work of an unspecified nature were assigned arbitrarily to "Commerce and Trade." When this fact is considered, the table seems simply to emphasize the same points brought out by the two previously considered—namely, that the only change of moment has been occasioned by boys and girls finishing school and going to work.

The combined evidence of the three tables is that the transition from a boom to a depression is accompanied by practically no shift of workers from one industrial field to another. If this is true, employees laid off in an industry must, for the most part, either remain idle or go to work on their own account—often at such casual work as canvassing or peddling. More light upon the validity of this conclusion will be furnished by Tables V, VI, VII, and VIII, which show the average numbers of employees on the pay rolls of the various industries in each quarter during the period.

# CHANGES IN THE NUMBERS EMPLOYED IN VARIOUS INDUSTRIES

In the last column of these tables are entered figures intended to show the decline in employment brought about by the cycle. Since many of the industries under consideration are seasonal and since no data are available which make it possible to eliminate the seasonal swings, it has been necessary to compare the figures for corresponding quarters only, in order to avoid gross error in the case of seasonal industries. In such instances, the procedure followed has been first to ascertain the maximum difference between corresponding quarters and then to divide this difference by the number employed in the first quarter of the pair chosen. While frequently this method will produce results somewhat smaller than the actual maximum decline, the error is not likely to be large enough to vitiate the comparison of one industry with another.

When the figures show an increase from one year to another, the rule followed has been to take the minimum increase between corresponding quarters. This method seems to give a fair comparison, for, in most instances, the quarters compared are the same as those used in measuring the maximum decline in several other industries. Practically the same procedure has been followed in computing the last column of a large number of the tables in this volume.

The figures that appear in this and many of the succeeding tables are not the totals of the samples sent in, but rather the estimated totals for the country as a whole. The items have been given weights representing the estimated numbers employed in the respective industrial fields in order that errors due to faulty sampling may be reduced to a minimum.<sup>1</sup> This procedure enables us to form an intelligible picture of what really happened to the number employed in the United States as a whole.

Table V indicates that 5,033,000 fewer workers were on the pay rolls in the early part of 1922 than were employed in the third quarter of 1920. However, part of this decline was seasonal. If we compare the third quarters, we discover that there were 4,102,000 fewer people at work in 1921 than in 1920, or about one-seventh of all who had been employed at the earlier date.

<sup>1</sup>As is shown in Table I, in certain important industries reports were received for relatively few employees; while in other less important fields, many more employees were accounted for.

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AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE TOTAL NUMBER OF EMPLOYEES ON THE PAY ROLLS OF ALL ENTERPRISES OF WHATEVER SIZE

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			THOUSAN	DS OF EA	APLOYEES	THOUSANDS OF EMPLOYEES ON THE PAY ROLLS	Рат Кош	Ŋ		
INDUSTRY		1920	0			1921			1922	Maximum Cyclical Decline
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	(Per Cent)
All Industries.	27,232	28,378	29,180	27,416	24,828	24,598	25,078	24,774	24,147	14.06
Agriculture. Extraction of Minerals	1.370	1,871	2,300	1,724 1.077	1,355	1,823 960	2,204	1,666 862	1,372	4.17 26 88
Building and Construction	1,240	1,492	1,600	1,307	1,104	1,211	1,415	1,404	1,320	18.83
Vuter riand Irages	390 390	399	400	396 396	398 398	382	380 380	373	374	6.75
Public and Professional Service	3,075	3,022	3,000	3,047	3,120	2,973	2,940	3,161	3,269	2.00
Domestic and Personal Service	2,683	2,763	2,820	2,781	2,741	2,753	2,786	2,701	2,661	2.88 16 33
All Itansportation Steam Railways	<b>0,103</b> 2.032	2.044	2,200	2,004 2,101	1.724	1.599	2,000	1.741	1.586	22.27
Other Transportation.	1,136	1,199	1,220	1,251	1,123	1,140	1,155	1,181	1,088	5.60
Commerce and Trade	2,562	2,606	2,600	2,656	2,507	2,527	2,520	2,582	2,477	3.08
Wholesale	288	303	300	286	274	284	284	273	265	6.27
Ketall	2,214	2,303	2,300	2,3/U	2,233	2,242	2,230	2,309	212,2	2.18
All Factories	11,149	11,334	11,370	10,507	9,189	8,648	8,460	8,532	8,621	25.59
Food, Drink, and Tobacco	1,048	1,015	1,120	1,075	188	858 858	959	952	861	15.94
Lumber and Its Products	300	1,002	1,000	716	800 C	976 0	010	700 6	000 000	14.82
Netals and Metal Products"	0,104 630	0,210 636	0,200 640	4,740 666	108,6 619	0,000 602	2,9/9	0,020 623	0,230 620	42.80 6.46
Mineral Products <sup>b</sup>	878	881	910	892	793	748	750	763	760	17.80
Textile and Leather Products <sup>c</sup>	2,495	2,525	2,450	2,220	2,155	2,206	2,257	2,322	2,287	14.65

EMPLOYMENT HOURS AND EARNINGS

<sup>a</sup> Vehicles, railroad cars, and all products not elsewhere recorded are included here. <sup>b</sup> Includes chemical, stone, glass, and clay products. <sup>c</sup> Includes clothing of all kinds.

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Though one is impressed by the very great seasonal fluctuations in agricultural employment, there is no evidence of any startling change brought about in that field by the business cycle. There was apparently a slight tendency for farmers to hire fewer employees during the depression, but in corresponding quarters the number of employees diminished by only about 100,000. In the light of this evidence there is then no reason to believe that the farmers took on any considerable number of the workers whom the factories, mines, and railways laid off. Since the sample of farms secured is large enough to be representative, this conclusion seems to rest on a firm foundation and strengthens the indications given by the figures pertaining to entrepreneurs' families that the depression was accompanied by a striking decline in the total volume of employment in the urban industries of the United States. When the agricultural industry is excluded, the decline in other fields is shown to be almost exactly 4,000,000, which accords very well indeed with the estimates by experts made for the President's Conference on Unemployment in September, 1921.<sup>1</sup>

In Tables VI, VII, and VIII, the pay-roll records are divided according to the size of the enterprise as measured by the number of workers employed. These tables show that concerns having over 100 employees in the first quarter of 1920 laid off 3,300,000 out of the 4,100,000 who were removed from the pay rolls, while two-thirds of the remaining reduction occurred in enterprises employing 21 to 100 persons at the date mentioned and this despite the fact that about one-third of all employees work for employers hiring fewer than 21 persons. Of the seventeen industrial groups for which records appear in the table, only five showed a cyclical falling off in numbers employed of as much as 6 per cent for enterprises in which fewer than 21 employees were working in 1920, while, in the large scale enterprises, 12 out of the 17 register declines of more than 10 per cent.

Although these records give unequivocal evidence that it is primarily the large concern which is affected by a business depression, it is by no means easy to determine why this should be the case. It is possible that the small employer keeps less accurate accounts, and since he is not in a position to judge as to what size of working force is most advantageous, the number of persons on his pay roll depends largely upon custom rather than upon the size of current profits. Perhaps the small employer, being well acquainted with his employees, is so much interested in the welfare of the latter that his relationships with them are not governed primarily by purely business considerations. It may be that the demand for the products of small establishments is inherently more stable than that for the output of the larger concerns. It is not unlikely that the smaller concern, as compared to the larger one, is usually in closer touch with the consumer of its products—for

<sup>1</sup> See pages 38 and 47 to 58 of the *Report* of that Conference.

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TABLE	

# AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE TOTAL NUMBER OF EMPLOYEES ON THE PAY ROLLS OF ALL ENTERPRISES HAVING FEWER THAN 21° EMPLOYEES

×	1.4	ati ti				•		.0	0.	LUK			L	-							, 
MAXIMIIM	CYCLICAL	(Per Cent)	2.64	2.88	0.04 13.55	1.73	0.654	5.82	3.61	3.23	3.23	0.72	2.00	0.68	8.01	5.67	16.17	30.00	1.08	4.20	10.08
	1922	First quarter	8,739	1,246	203	283	153	1,637	1,756	360	360	1,624	49	1,574	1,121	231	344	101	184	134	127
		Fourth quarter	9,162	1,524	555	284	155	1,526	1,789	444	444	1,662	50	1,612	1,156	253	339	107	195	137	125
Y ROLLS	21	Third quarter	9,843	2,059	546 546	280	155	1,526	1,908	395	395	1,640	50	1,590	1,251	283	394	115	180	137	142
N THE PAY	1921	Second quarter	9,235	1,667	453	293	155	1,490	1,841	390	390	1,642	50	1,591	1,227	238	435	98	185	133	138
EMPLOYEES ON		First quarter	8,555	1,199	406	277	153	1,545	1,817	366	366	1,627	50	1,577	1,111	225	364	106	186	124	107
		Fourth quarter	9,273	1,562	522 522	289	151	1,471	1,856	453	453	1,674	51	1,623	1,242	268	404	121	185	143	120
THOUSANDS OF	1920	Third quarter	10,110	2,120	570	280	150	1,600	1,920	400	400	1,650	50	1,600	1,360	300	470	140	170	140	140
T	19	Second quarter	9,449	1,670	20 524	298	154	1,582	1,832	403	403	1,646	50	1,597	1,283	249	475	113	174	130	142
		First quarter	8,656	1,231	00 443	277	146	1,582	1,762	377	377	1,620	49	1,570	1,165	226	430	100	170	121	119
	INDUSTRY		All Industries		Building and Construction	Trade	Finance	Public and Professional Service	Domestic and Personal Service	All Transportation.	Other Transportation	Commerce and Trade	Wholesale	Retail	All Factories	; an	Lumber and Its Products	Metals and Metal Products <sup>a</sup>	Paper and Printing	Mineral Products $b$	Textile and Leather Products <sup>e</sup>

<sup>a</sup> Vehicles, railroad cars, and all products not elsewhere recorded are included here. <sup>b</sup> Includes chemical, stone, glass, and clay products. <sup>c</sup> Includes clothing of all kinds.

<sup>d</sup> Increase—minimum for corresponding quarters. • Enterprises are classified according to the number of employees in the first quarter of 1920.

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# EMPLOYMENT HOURS AND EARNINGS

BLE VII
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TAB

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE TOTAL NUMBER OF EMPLOYEES ON THE PAY ROLLS OF ALL ENTERPRISES HAVING 21 TO 1004 EMPLOYEES

	MAXIMUM Cyclical	DECLINE (Per Cent)	<b>14.56</b> <b>23.78</b> <b>3.57</b> <b>3.57</b> <b>3.57</b> <b>3.56</b> <b>9.43</b> <b>9.43</b> <b>9.43</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b> <b>11.79</b>	
	1922	First quarter	3,956 114 114 114 162 162 192 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,573 1,574	
		Fourth quarter	4,098 112 1698 1693 103 192 191 245 245 245 245 245 245 245 245 245 245	
THE PAY ROLLS	51	Third quarter	4,084 111 1544 166 166 166 103 391 5391 202 202 202 202 202 202 202 202 202 20	
ON THE P	1921	Second quarter	4,125 125 125 125 125 168 105 165 195 195 195 192 245 245 245 245 245 245 245 245 245 24	
EMPLOYEES ON		First quarter	4,190 153 163 163 163 163 197 1,615 285 285 285 285 285 285 285 285 285 28	
OF EM		Fourth quarter	4,457 1418 1416 1416 165 101 165 101 212 212 212 212 212 212 212 212 212	
THOUSANDS OF	1920	Third quarter	4,630 1,100 1,1000	
	19	Second quarter	4,536 164 164 163 163 163 163 163 1,886 1,	}
		First quarter	4,213 113 147 147 379 391 197 197 197 197 197 197 197 197 197 1	,
		LNDUSTRY	All Industries Extraction of Minerals Extraction of Minerals Building and Construction Other Hand Trades Finance Public and Personal Service Domestic and Personal Service Mil Transportation Steam Rajways Other Transportation Steam Eaglways Other Transportation All Pactories Molesale Mineral Products <sup>4</sup> Mineral Products <sup>4</sup> Mineral Products <sup>4</sup>	

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

<sup>b</sup> Includes chemical, stone, glass, and clay products.
 <sup>e</sup> Includes clothing of all kinds.
 <sup>d</sup> Enterprises are classified according to the number of employees in the first quarter of 1920.

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TABLE

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AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE TOTAL NUMBER OF EMPLOYEES ON THE PAY ROLLS

		101	MEL	01	IVI I	י אדה			U.	ac	) 1	ΤĻ	Ϋ́	,	Ľ	71	<b></b>	L Y.	11	10	G
	MAXIMIIM	CYCLICAL	Per Cent)	22.78	65.79/ 25.76	45.93 9.63d	22.67	2.20d	4.25 24.25	27.91	10.83	10.36	8.33	11.14	31.66	29.20	8.42	43.18	14.71	27.12	16.07
•		1922	First quarter	11,452	13 683	427	611	1,271	2.121	1,586	535	482	127	356	5,927	405	260	2,921	273	383	1,685
			Fourth quarter	11,515	30	414	116	1,250	2.287	1,741	546	532	132	400	5,769	435	268	2,711	261	379	1,715
YEES	Y ROLLS	- 13	Third quarter	11,151	34	412	122	1,022	2.268	1,710	558	502	143	359	5,668	429	261	2,689	264	381	1,644
EMPLOYEES	N THE PAY	1921	Second quarter	11,240	32 729	310	124	1,111	2,153	1,599	555	502	143	359	5,861	390	248	3,015	263	385	1,560
<b>OVER</b> 100 <sup>e</sup>	EMPLOYEES ON		First quarter	12,082	38 806	226	143	1,211	2,284	1,724	560	496	132	364	6,463	424	247	3,532	274	429	1,556
HAVING OV	s of Emp		Fourth quarter	13,687	44 878	310 114	145	1,193	2.686	2,101	586	573	139	434	7,438	511	264	4,273	306	491	1,594
ISES HA	THOUSANDS OF	0	Third quarter	14,440	50 920	500	150	1,000	2.800	2,200	600	550	150	400	8,060	540	280	4,640	300	520	1,780
ENTERPRISES	L	1920	Second quarter	14,392	37 881	506 114	149	1,053	2.630	2,044	586	560	156	404	8,165	513	279	4,719	294	509	1,852
OF ALL E			First quarter	14,363	26 845	418	149	1,102	2.595	2,032	563	552	141	410	8,294	572	285	4,771	300	511	1,854
0		INDUSTRY	•	All Industries	Agriculture.	Building and Construction	Finance	Public and Professional Service.		Steam Railways	Other Transportation	Commerce and Trade	Wholesale	Retail	All Factories.	Food, Drink, and Tobacco	Lumber and Its Products	Metals and Metal Products <sup>6</sup>	Paper and Printing	Mineral Products <sup>6</sup>	Textile and Leather Products <sup>6</sup>

<sup>a</sup> Vehicles, railroad cars, and all products not elsewhere recorded are included here. <sup>b</sup> Includes chemical, stone, glass, and clay products. <sup>c</sup> Includes clothing of all kinds.

<sup>d</sup> Increase—minimum for corresponding quarters. • Enterprises are classified according to the number of employees in the first quarter of 1920. <sup>f</sup> Sample too small to be dependable.

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example, makes more of its goods to order-and that this more direct connection lessens the tendency to accumulate too large stocks or to overproduce in periods when business men in general are unduly optimistic. Perhaps in times of depression, when "hand-to-mouth" buying is the rule, the small concern profits by taking numerous small orders, none of which would justify the attention of a large plant that had shut down or reduced its force. Without further research, it is impossible to say whether the tendency of large employers to give less stable employment than do the smaller concerns arises from some of the causes just suggested or whether it has an entirely different origin. The discovery that unemployment is directly correlated with the size of the enterprise opens up, however, a whole vista of surmises concerning the probable history of unemployment and its relation to industrial organization. Did cyclical unemployment come into being only after the advent of concerns hiring thousands of employees? Is the business cycle an outgrowth of industrial concentration? Such questions are alluringbut, unfortunately, this interesting field of speculation lies beyond the scope of the present inquiry.

Although the tables record a wide divergence between different industries in the extent of the decline, nearly all of them are alike in showing at the time of the depression a reduction in total numbers employed. True, the miscellaneous hand trades show the numbers on the pay rolls increased, but the gain was entirely negligible. Agriculture, public, professional, and domestic service, miscellaneous transportation enterprises, retail and wholesale concerns, paper and printing establishments, and financial institutions all succeeded in retaining the bulk of their employees. Mines, steam railways, factories, and building enterprises were, as a rule, hard hit. Factories engaged in turning out metal products, vehicles, and the like suffered most of all, the medium-sized establishments in this group reducing their working forces by more than one-half. The large factories included in this category laid off more than forty per cent of their working forces and conditions were reported to be as bad in medium-sized mines and in large scale construction enterprises.

The Bureau of the Census compiled for this study more detailed tables than it is possible to present in the limited space here available and it is worth while to note a few points therefrom in regard to the effect of the cycle in different geographical sections of the United States. The decline in employment in financial institutions was confined almost entirely to large scale enterprises in the northeastern part of the country. The South laid off a larger proportion of workers in textile and chemical mills than did other regions. In most industries, however, the effects of the cycle appear to have been much the same throughout the United States.

### THE NUMBER OF EMPLOYEES ON FARMS

Statistics concerning employment in agriculture have heretofore been almost non-existent, and the information secured by this inquiry appears to be so thoroughly representative that it is worth while to present the results in some detail. Table V shows that the farmers of the country, even though they apparently did not allow the cycle to affect materially the number of men hired, nevertheless employed about 900,000 more workers in the third than in the first quarter of each year. Seasonal unemployment among agricultural workers represents, then, a quantity of the first magnitude.

Table IX records the average number of employees working on a single farm in each of the quarters under consideration. The fact should be kept in mind, however, that the Crop Reporters of the United States Department of Agriculture are not typical farmers but employ far more help than do the average of their neighbors. That such is the case is made evident by the figures in Table IX. This table shows that, in 1920, the average Crop Reporter kept in his employ 1.46 men. If every farmer employed an equal number of male workers, the total for the United States would amount to about nine million hired men. The Census of Occupations for 1920, however, shows that on January 1 of that year there were only 1,843,307 males classed as hired agricultural laborers. Though the Census count, because of the season of the year when made, may be too low to represent the average it is, nevertheless, clear that the typical Crop Reporter hires three to five times as much labor as do farmers in general. The figures in Tables IX to XII, therefore, cannot be considered representative as to absolute numbers but there is, notwithstanding, every reason to believe that they are satisfactory criteria of the relative conditions existing in different sections of the United States: for it is highly probable that, in regions where much help is hired, the Crop Reporters hire many employees, and vice versa.

Table IX shows how much greater are the seasonal variations in the North than in the South—and the striking seasonal changes characterizing the Rocky Mountain section. This table also makes the fact clear that, as a rule, farmers in the extreme East and West hire much more help than do those in the Mississippi Valley, the New England or Pacific farmer finding work for approximately three times as many assistants as does the farmer in the North Central section.

In general, five times as many men as women are employed on the farms of the United States. Of the male employees, about as many are hired by the month as by the day, and of the female employees nearly twice as many are hired by the day as by the week. As might be expected, day

NUMBER OF HIRED EMPLOYEES WORKING ON THE AVERAGE FARM OWNED BY A UNITED STATES DEPARTMENT OF AGRICULTURE CROP REPORTER
MUN

		5	L AUNIC	310 170	OF AGRICULLURE CROF REFORIEM	EL ON LE	4				
a	Sex OF			19	1920			1921	21		1922
SECTION	WORKERS	WORKING BY	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
F	Both	Total	1.30	1.77	2.24	1.67	1.28	1.78	2.19	1.62	1.33
UNITED	Male	Month	0.63	0.82	0.88	0.73	0.62	0.81	0.86	0.71	0.63
STATES .	Female Female	Day Day Weck	0.13 0.09 0.09	0.10	0.24	0.09	0.12	0.10	0.22	0.09	0.09
	Both	Total	1.77	2.43	3.52	2.51	1.82	2.53	3.66	2.54	1.79
NEW	Male	Month	0.83	1.01	1.15	0.99	0.85	1.08	1.16	1.02	0.86
ENGLAND	Male Female	Day Dav	0.62	1.02	1.75 0.39	1.07	0.65	1.05 0.20	$1.82 \\ 0.45$	1.07 0.25	0.63
	Female	Week	0.16	0.19	0.23	0.19	0.17	0.20	0.23	0.20	0.17
	Both	Total	1.35	1.89	2.61	1.75	1.38	1.93	2.53	1.78	1.45
MIDDLE	Male	Month	0.86	1.02	1.24	0.99	0.86	1.06	1.19	0.98	0.89
ATLANTIC	Male .	Day	0.33	0.59	0.85	0.57	0.35	0.60	0.91	0.60	0.41
	Female Female	Day Week	0.09	0.17	0.28	0.08	01.0	0.18	0.25	0.09	0.08
	Both	Total	0.65	1.00	1.27	0.83	0.62	10.1	1.21	0.85	0.62
EAST	Male	Month	0.38	0.56	0.59	0.45	0.37	0.55	0.57	0.45	0.36
NORTH	Male	Day	0.18	0.32	0.54	0.28	0.16	0.34	0.50	0.29	0.17
OENTRAL	Female	Week	0.040 0.04	0.06	0.06 0.06	0.05	0.03	0.06	0.06 0.06	0.05	0.03
	Both	Total	0.61	1.02	1.63	0.95	0.59	1.00	1.48	0.87	0.62
WEST	Male	Month	0.42	0.64	0.72	0.53	0.40	0.59	0.66	0.49	0.40
North	Male	Day	0.11	0.26	0.76	0.31	0.12	0.29	0.67	0.29	0.14
CENTRAL	Female	Week	0.00	0.08	0.10	0.06	0.02	0.07	0.00	0.06	0.06

THE NUMBER OF EMPLOYEES

TABLE LY

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(CONT.)
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TABLE

NUMBER OF HIRED EMPLOYEES WORKING ON THE AVERAGE FARM OWNED BY A UNITED STATES DEPARTMENT OF ACRIVITATION PRODUCED

	_									
Å	W DWTTO		19:	1920			19	1921		1922
	W OKKING BY	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
	Total	2.95	3.31	3.33	3.10	2.64	3.21	3.14	2.89	2.59
South Male	Month Dav	1.24	1.39	1.35	1.28	1.15	1.31	1.28	1.19	1.12
Female Female	Day Week	0.49	0.18	0.55 0.18	0.51	0.35	0.18	0.47	0.42	0.33
İ	Total	1.82	2.30	2.29	2.00	1.81	2.29	2.33	2.07	2.04
_	Month	0.77	0.93	0.90	0.81	0.80	0.94	0.90	0.88	0.85
SOUTH Male CENTRAL Female	Day Dav	$0.72 \\ 0.26$	0.88	0.91	0.80	0.69	0.88	0.98	0.79	0.81
	Week	0.07	0.09	0.08	0.07	0.08	0.09	0.08	0.08	0.10
	Total	1.42	1.86	1.97	1.94	1.41	1.86	1.91	1.81	1.60
WEST Male	Month	0.43	0.51	0.52	0.52	0.43	0.51	0.50	0.50	0.44
	Day	0.70	0.04	1.04	1.04	0.73	0.95	1.04	0.98	0.82
	Week	0.14	0.15	0.13	0.14	0.13	0.14	0.23 0.14	0.20	0.13
Both	Total	0.64	1.26	2.25	1.07	0.63	1.22	2.23	1.04	0.68
	Month	0.44	0.77	1.03	0.58	0.42	0.74	0.99	0.55	0.44
MOUNTAIN Male	Day	0.13	0.39	1.05	0.39	0.13	0.39	1.08	0.40	0.16
Female	Week	0.03	0.06	0.09	0.03	0.03	0.08	0.10	0.07	0.05
Both	Total	1.82	2.57	3.95	2.53	1.83	2.70	3.93	2.57	1.83
	Month	0.90	1.16	1.29	0.95	0.92	1.21	1.39	0.99	0.92
PACIFIC Male	Day	0.82	1.23	2.26	1.32	0.82	1.29	2.19	1.37	0.81
Female	Day Week	0.04 0.06	60.0 0.09	0.09	0.20	0.03	0.09	0.25	0.14	0.04

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EMPLOYMENT HOURS AND EARNINGS

work by females is most common in the East and the South. The North Central and Rocky Mountain farmers employ little female help of any kind.

Table X shows the way in which the various classes of farm labor are distributed on the farms of the Crop Reporters of the United States Department of Agriculture.

The figures indicate that one employee of either class is the most common number hired. Scarcely one Crop Reporter in a hundred hires as many as ten laborers from either class of employees. But this merely illustrates the well known fact that farming remains a small scale industry.

While it is probable that females are, as a rule, hired by the day to do a different type of work on farms from that performed by those employed by the week, the duties of male agricultural workers are much the same whether they work by the day or by the month. It has appeared worth while, therefore, to construct Table XI which classifies the farms of the United States on the basis of all male employees at work without regard to the form of contract existing. This table shows that the modal Crop Reporter in every section of the United States hires an average of less than two employees and that, even in rush seasons, one-third of these farmers hire no men.

Tables XII and XIII portray the distribution of female workers on the farms of the United States. Table XII indicates that nine-tenths of the Crop Reporters of the country hire no female labor by the day. As might be expected, the number of farms utilizing female day workers is proportionately much larger in the South and East than in other sections of the United States. The most common number of workers, however, does not rise above 2 in any section of the country.

The farm of the novel, with its inevitable "hired girl," seems to be anything but typical in the United States of today. According to Table XIII, only about one Crop Reporter in sixteen can boast of such an assistant to his wife, and, for reasons previously stated, it is probable that female help is still more rare on the average farm. In this regard no section of the country seems to differ widely from any other. The North Central region shows the greatest seasonal swing, indicating that the hired girl is there somewhat more closely connected with the rush of summer work than is the case in other sections.

An extremely small proportion of farmers' wives employ on the average as many as two hired girls, even in the rush seasons. Among Crop Reporters' wives in the entire United States, not even one in sixty had as many as two female assistants hired by the week. It appears that whether or not farm servants ever have been numerous, at the present time they constitute a rare species.

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	NUMBER	
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	FARMS OF CROP REPORTERS FOR THE UNITED STATES DEPARTMENT OF AGRICULTURE CLASSIFIED ACCORDING TO THE NUMBER OF	
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	ATES	EMPLOYEES PER FARM
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TABLE X

				WILL DUIDED LEN FAMM	TATATE					
					ΝŪ	NUMBER OF FARMS	EMB			
	AVERAGE NUMBER PER		19	1920			1921	21		1922
	FARM LUUKING QUARTER	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
уа сална Нако наход	None Under 1 1 and under 2 2 and under 3 3 :: : : 4 4 : :: 6 6 : : : 10 6 : : : 10 10 :: 0ver	5,950 1,4100	5,368 177 1,778 693 693 81 81 81 81 81 81 81	5,381 193 1,584 1,584 1,584 154 193 104 67 8,477	5,730 246 1,481 530 189 189 81 81 55 55	5,975 200 1,427 1,427 127 128 64 44 8,477	5,420 174 1,696 253 253 179 74 53 8.477	5,395 210 1,574 279 277 89 67 89 67 89	5,760 247 1,475 530 154 154 49 49 8,477	5,930 226 1,448 464 173 123 68 44 8477
Мацея Нівер ву Дат	None 1 Under 1 1 and under 2 3 " " 5 6 " " 10 10 " over	64 66 52 10 52 52 52 52 64 64 52 52 64	6,007 6,007 154 176 154 73 86	5,151 5,151 1,063 1,063 252 256 132 137	6,239 534 407 165 100 96	6,833 677 296 54 54 58	5,976 5,976 5,92 1,92 1,92 1,92 1,92 1,92 1,92 1,92 1	$\begin{array}{c} 5,141\\ 5,141\\ 1,092\\ 611\\ 284\\ 244\\ 127\\ 124\end{array}$	6,212 518 851 381 381 158 158 86 86 86	6,636 411 751 326 128 108 56 61
	Total	8,477	8,477	8,477	8,477	8,477	8,477	8,477	8,477	8,477
FEMALES HIRED BY WEEK	None Under 1 1 and under 2 2	8,041 29 321 17 12 8,477 8,477	7,965 42 558 558 15 15 15 8 477 8	7,929 49 384 255 20 20 10 8,477 8,477	8,025 333 324 196 13 9 8,477 8,477	8,064 299 299 15 11 10 10 8,477 8,477	7,975 41 356 15 15 8,477 8,477	7,936 51 374 20 17 12 12 12 8,477	8,033 34 313 313 17 17 13 13 13 13 13 13 13 13 13 13 13 13 13	8,034 39 316 316 146 11 9 8,477 8,477
<b>Females Hired by</b> Day	None Under 1 1 and under 2 2 and under 2 3 :: : 4 6 :: : 10 6 : : : 10 0 ver	7,954 316 57 22 22 15	7,757 128 368 368 368 368 34 251 31 31 31	7,700 125 398 398 398 39 38 338 32 41	7,853 97 335 28 28 28 28 28 28 28 28 28 28 28 28 28	7,962 72 57 17 13 13 13	7,771 375 34 32 32 32 38 32 38 32 38 32 38 32 38	7,718 129 92 32 32 32 32 32 30	7,868 101 325 89 25 25 25 25 25 25 25 25	7,930 84 321 64 64 11 11
	Total	8,477	8,477	8,477	8,477	8,411	8,477	8,411	8,411	8,411

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EMPLOYMENT HOURS AND EARNINGS

### TABLE XI

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### FARMS OF CROP REPORTERS FOR THE UNITED STATES DEPARTMENT OF AGRICULTURE CLASSIFIED ACCORDING TO THE TOTAL NUMBER OF MALE EMPLOYEES PER FARM

~	Average			Number	of Farms		
GEOGRAPH- ICAL	Number per Farm		19	20		1921	1922
SECTION	DURING QUARTER	First	Second	Third	Fourth	Second	First
	·	quarter	quarter	quarter	quarter	quarter	quarter
	None Under 1	$4,692 \\ 437$	$3,719 \\ 541$	3,278 701	4,217 549	3,738 538	4,564 483
	1 up to 2	1,620	1,899	1,702	1,595	1,864	1,687
ENTIRE	<u> </u>	666	935	973	734	913	$\begin{array}{c} 648 \\ 284 \end{array}$
United States	3""4 4""6	$\begin{array}{c} 261 \\ 271 \end{array}$	$\begin{array}{c} 378 \\ 372 \end{array}$	470 533	$\begin{array}{c} 347 \\ 363 \end{array}$	374 411	$264 \\ 253$
	6 " " 10	147	205	319	233	208	165
	10 and over	120	160	233	169	162	120
	Total	8,214	8,209	8,209	8,207	8,208	
	None	326	226	166	277	210	296
	Under 1 1 up to 2	41 187	60 188	82 168	51 173	56 188	53 195
New	2 " " 3	84	113	117	84	115	81
ENGLAND	3 " " 4	37	56	69	50	59	42
	4 " " 6 6 " " 10	41 14	$52 \\ 25$	67 43	53 29	61 26	41 21
	10 and over	11	20	29	24	25	12
	Total	741	740	741	741	740	741
	None	274	198	153	211	192	247
	Under 1	24	34	52	41	27	27 159
MIDDLE	1 up to 2 2 " " 3	$138 \\ 53$	160 68	139 87	149 59	161 72	159 55
Middle Atlantic	3 " " 4	13	30	29	26	36	18
	4 " " 6	19	24	42	21	24	$12 \\ 7$
	6 " " 10 10 and over	5 6	9 8	$15 \\ 15$	14 10	11 8	1 7
	Total	532	531	532	531	531	532
	None	901	695	602	797	690	890
	Under 1	66	83	110	91	91	83 344
EAST	$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	335 100	432 151	395 179	356 119	429 144	86
North	3 '' ' 4	32	47	82	40	50	36
CENTRAL	4 " " 6	14	32	54	35	40	$13 \\ 2$
	6 " " 10 10 and over	6 1	11	24 8	$11 \\ 3$	10 2	
	Total	1,455	1,455	1,454	1,452	1,456	1,455
	None	1,182	897	699	1,011	926	1,175
	Under 1	92 201	114	$\begin{array}{c} 185\\ 444 \end{array}$	133	113	93 385
West	1 up to 2 2'''' 3	381 89	497 176	444 207	394 136	$\begin{array}{c} 473\\168\end{array}$	385 88
North	3 " " 4	31	61	100	60	59	26
CENTRAL	4 " " 6	19	43	94	45	42	22
	6 " " 10 10 and over	9 7	12 11	44 36	19     12	19 10	12     6
	Total	1,810	1,811	1,809	1,810	1.810	1,807
	10001				1,010	1 1,010	

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# TABLE XI-(CONT.)

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### FARMS OF CROP REPORTERS FOR THE UNITED STATES DEPARTMENT OF AGRICULTURE CLASSIFIED ACCORDING TO THE TOTAL NUMBER OF MALE EMPLOYEES PER FARM

	Average	; 		NUMBER	of Farms		
Geograph- ical	NUMBER per Farm		19	20		1921	1922
SECTION	DURING	First	Second	Third	Fourth	Second	First
	QUARTER	quarter	quarter.	quarter	quarter	quarter	quarter
	None	413	364	364	395	363	395
	Under 1	72 160	70 171	73 177	76 154	$\begin{array}{c} 68 \\ 169 \end{array}$	69 171
South	1 up to 2 2 " " 3	101	120	101	154 97	109	110
ATLANTIC	3 " " 4	44	46	50	53	46	47
	4 " " 6	62	72	68	64	74	55
	6 " " 10	41	49	62	56	51	50
	10 and over	46	45	44	43	43	40
	Total	939	937	939	938	937	937
	None	540	473	505	540	476	516
	Under 1	65	64	57	71	61	61
East	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 160 \\ 112 \end{array}$	$\begin{array}{c} 177\\122\end{array}$	$\begin{array}{c}157\\109\end{array}$	$135 \\ 111$	$\begin{array}{c} 174\\124\end{array}$	$\begin{array}{c} 168 \\ 121 \end{array}$
SOUTH	3 " " 4	44	56	54	46	53	47
CENTRAL	4 " " 6	60	72	76	62	74	57
	6 " " 10	31	$\begin{array}{c} 39\\ 27\end{array}$	$rac{46}{26}$	$42 \\ 24$	$\frac{39}{29}$	$\frac{34}{26}$
	10 and over	20 <b>1.032</b>	1.030	40 <b>1.030</b>	24 1.031	29 1.030	1.030
	Total	1,034	1,030	1,000	1,031	1,030	<u> </u>
	None	546	481	497	527	496	537
	Under 1 1 up to 2	$\begin{array}{c} 36\\121\end{array}$	53 113	58 84	$\begin{array}{c} 40\\91 \end{array}$	$\begin{array}{c} 50\\114\end{array}$	46 122
WEST	$\begin{array}{cccc}1 \text{ up to } 2\\2 & & 3\end{array}$	63	-83	74	73	82	61
South	3 " " 4	34	44	33	37	36	35
CENTRAL	4 " " 6	30	42	59	38	45	29
	6 " " 10 10 and over	$\frac{28}{15}$	$36 \\ 21$	$\frac{41}{27}$	$\frac{38}{29}$	33 17	$\begin{array}{c} 25\\ 16\end{array}$
	Total	873	873	873	873	873	871
	None	356	254	193	307	252	336
	Under 1	20	$\frac{234}{38}$	. 57	34	$\frac{252}{43}$	34
	1  up to  2	$\overline{72}$	102	90	88	97	80
<b>M</b>	$2^{1} + 3$	31	61	59	29	51	23
Mountain	3""4 4""6	14 8	18 18	$\frac{29}{38}$	17 13	$\frac{19}{27}$	17 11
	$\frac{1}{6}$ " " 10	3	10	21	10	9	3
	10 and over	· 4	7	$2\overline{0}$	9	9	3
	Total	508	508	507	507	507	507
	None	154	131	99	152	133	172
	Under 1	21	25	27	12	29 50	17
	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	66 33	59 41	48 40	$\frac{55}{26}$	$\begin{array}{c} 59\\ 34 \end{array}$	63 23
PACIFIC	$\frac{2}{3}$ " " 4	33 12	20	24	18	16	16
-	4 " " 6	18	17	35	32	24	13
	6 " " 10	10	14	23	14	10	11
	10 and over	10	17	28	15	19	9 <b>324</b>
	Total	324	324	324	324	324	<u> </u>

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### TABLE XII

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### FARMS OF CROP REPORTERS FOR THE UNITED STATES DEPARTMENT OF AGRICULTURE CLASSIFIED ACCORDING TO THE NUMBER OF FEMALE EMPLOYEES HIRED BY THE DAY ON EACH

	Average			Number	of Farms		
Geograph- ical	Number per Farm		19	20		1921	1922
SECTION	DURING	First	Second	Third	Fourth	Second	First
	QUARTER	quarter	quarter	quarter	quarter	quarter	quarter
	None	7,954	7,757	7,700	7,853	7,771	7,930
	Under 1 1 up to 2	$\begin{array}{c} 71 \\ 316 \end{array}$	$\begin{array}{c} 128\\ 368\end{array}$	$\frac{125}{398}$	97 335	$\begin{array}{c} 117 \\ 375 \end{array}$	84 321
ENTIRE	2 " " 3	57	96	89	76	94	64
UNITED	3""4	22	34	38	28	32	26
STATES	4 " " $66$ " " $10$	$\frac{28}{15}$	41 22	54 32	37 21	38     25	$25 \\ 11$
	10 and over	14	31	41	30	25	16
	Total	8,477	8,477	8,477	8,477	8,477	8,477
	None	714	699	692	699	691	713
	Under 1	11 43	12 49	$\frac{8}{46}$	12 43	15 56	13 40
	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	43 2	49 6	40 10	45 6		
New	3 " " 4	1	1	3	4	1	2 2
ENGLAND	4 " " $66$ " " $10$	0	4	3	43	4	
	10 and over	2	2	6	2		
	Total	773	773	773	773	773	773
· .	None	528	513	503	525	514	526
	Under 1	7	$\begin{array}{c} 12\\ 25\end{array}$	10	6	10	
	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$\begin{array}{c} 25\\2\end{array}$	4	$30 \\ 5$	$\begin{array}{c} 28\\2\end{array}$	25 6	$ \begin{array}{c} 28\\ 2 \end{array} $
MIDDLE	3 " " 4	0	$\bar{2}$	3	0	2	0
ATLANTIC	4 " " 6 6 " " 10	1 0	$\overline{3}$	4 4	0	1 3	1 0
	10 and over	0		4			0 0
	Total	563	563	563	563	563	563
	None	1,433	1,413	1,402	1,423	1,409	1,429,
	Under 1 1 up to 2	$\frac{5}{46}$	13 55	$\begin{array}{c} 12\\ 62\end{array}$	9 48	18 55	$\frac{8}{45}$
EAST	2"" 3	3	5	4	- <del>4</del> 0		45
North	3""4	1	2	3	2	2	1
CENTRAL	4 " " 6 6 " " 10		· 0 0	$\frac{3}{2}$	0		0
	10 and over	0	Ö	Ő	Ö	ŏ	1
	Total	1,488	1,488	1,488	1,488	1,488	1,488
	None	1,806	1,782	1,764	1,799	1,794	1,810
	Under 1	6 42	14 53	$\begin{array}{c} 19 \\ 61 \end{array}$	12	10	8
WEST	1 up to 2 2'''' 3	$\frac{42}{3}$	53	61 8	44	49	36 4
North	3 " " 4	2	1	1	1	1	
CENTRAL	4 " " 6 6 " " 10	· 0		$\begin{array}{c} 4\\ 2\end{array}$	0	1	
	10 and over	01		$\frac{2}{1}$			
	Total	1,860	1,860	1,860	1,860	1,860	1,860

### TABLE XII-(CONT.)

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### FARMS OF CROP REPORTERS FOR THE UNITED STATES DEPARTMENT OF AGRICULTURE CLASSIFIED ACCORDING TO THE NUMBER OF FEMALE EMPLOYEES HIRED BY THE DAY ON EACH

	Average			NUMBER	OF FARMS		
Geograph- ical	Number per Farm		19	20		1921	1922
SECTION	DURING	First	Second	Third	Fourth	Second	First
	QUARTER	quarter	quarter	quarter	quarter	quarter	quarter
	None Under 1	$\begin{array}{c} 824\\22\end{array}$	783 38	789 31	812 30	$\begin{array}{c} 792 \\ 32 \end{array}$	829 20
	1  up to  2	56	64	68	56	60	20 56
~	2 <sup>(†</sup> " 3 2 " " 4	18	21	18	19	23	17
South Atlantic	3""4 4""6	9 11	15 15	12 16	8 11	13 14	11 11
111LANIIC	<b>6</b> " " <b>10</b>	9	7	7	8	12	5
	10 and over	6	12	14	11	9	6
	Total	955	955	955	955	955	955
	None	954	918	930	941	919	944
	Under 1 1 up to 2	14 63	20 65	16 68	13 63	17 71	14 67
East	2 " " 3	19	34	23	25	31	23
SOUTH	3""4	6	10	8	7	12	7
Central	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	8 3	$11 \\ 5$	13 5	$12 \\ 4$	9 5	73
•	10 and over	4	8	8	6	7	3 6
	Total	1,071	1,071	1,071	1,071	1,071	1,071
	None	874	843	. 845	850	846	870
	Under 1 1 up to 2	$\begin{array}{c} 3\\22\end{array}$	$\begin{array}{c} 16\\27\end{array}$	16	$12 \\ 25$	$12 \\ 30$	$\begin{array}{c} 6\\ 24\end{array}$
WEST	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	22	14	25 11	25 11	30 15	
SOUTH	3""4	1	1	4	4	1	8 3 4
Central	4 " " 6 6 " " 10	7 3	6 6	8 5	7 4	7 4	4
	10 and over	1	6	5	6	4	$\frac{1}{2}$
	Total	919	919	919	919	919	919
	None	504	494	484	497	494	495
	Under 1 1 up to 2	$\frac{2}{10}$	3 19	$\begin{array}{c} 7\\20\end{array}$	3 15	3 18	5 16
	2 " " 3	0	0	4	0	<b>2</b>	2
Mountain	3""4 4""6	2	$\frac{2}{1}$	$\frac{2}{1}$	$\frac{1}{2}$	$\begin{array}{c} 0\\2\end{array}$	0
	6 " " 10	$1 \\ 0$		1	$\frac{2}{1}$		1
	10 and over	ŏ	ŏ	Õ	Ō	Ŏ	ŏ
	Total	519	519	519	519	519	519
	None	317	312	291	307	312	314
	Under 1 1 up to 2	1 9	0 11	6 18	0 13	$\begin{array}{c} 0\\ 11\end{array}$	4 9
	2 " " 3	2	5	6	4	5	$\begin{array}{c} 2\\ 2\\ 0\end{array}$
PACIFIC	$\frac{3}{4}$ " " 4	0	0	$2 \\ 2$	1	0	0
	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	0	01	$\begin{vmatrix} 2\\1 \end{vmatrix}$	1	0	
	10 and over	ŏ	0	3	3	1 i	ŏ
	Total	329	329	329	329	329	329

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### TABLE XIII

### FARMS OF CROP REPORTERS FOR THE UNITED STATES DEPARTMENT OF AGRICULTURE CLASSIFIED ACCORDING TO THE NUMBER OF FEMALE EMPLOYEES HIRED BY THE WEEK ON EACH

GEOGRAPH-	Average Number			NUMBER	- of Farms		
GEOGRAPH- ICAL	PER FARM		19	20		1921	1922
SECTION	DURING	First	Second	Third	Fourth	Second	First
	QUARTER	quarter	quarter	quarter	quarter	quarter	quarter
-	None Under 1	8,041 29	7,965 $42$	7,929	8,025	7,975	8,034
		321	42 358	$\begin{array}{c} 49\\ 384 \end{array}$	33 324	$ \frac{41}{356}$	$\begin{array}{c} 39\\ 316\end{array}$
ENTIRE	2 " " 3	42	62	55	46	56	46
UNITED	3 " " 4	17	18	20	19	18	14
STATES	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	$12 \\ 7$	15 9	20 10	13 9	15 8	11 9
	10 and over	8	8	10	8	8	8
	Total	8,477	8,477	8,477	8,477	8,477	8,477
	None	706	696	691	700	692	702
۶	Under 1 1 up to 2	$\begin{array}{c}2\\52\end{array}$	3 51	$     \frac{4}{52} $	1 52	4 55	5 50
	2 '' '' 3	5	14	15	10	12	
New England	3 '' ' 4	2	2	3	2	2	
LINGLAND	4 " " 6 6 " " 10	$\frac{4}{2}$	4	4	43	$\frac{5}{2}$	4
	10 and over		$\begin{vmatrix} 2\\ 1 \end{vmatrix}$	22			2 0
	Total	773	773	773	773	773	773
	None	532	526	518	529	527	531
	Under 1 1 up to 2	$\begin{vmatrix} 2\\ 25 \end{vmatrix}$	824	5 34		5	3
	1 up to 2 2''' 3		24	$\frac{34}{2}$	$\begin{array}{c} 28\\2\end{array}$	26 3	25 1
MIDDLE	3 " " 4	ī	0	0	0	1	20
ATLANTIC	4 " " 6 6 " " 10	1	2	3	3	1	0
	6 " " 10 10 and over		0	01	0		01
	Total	563	563	563	563	563	563
	None	1,429	1,412	1,406	1,425	1,408	1,425
	Under 1 1 up to 2	5 50	4 65	7 64	11 47	3 68	9 50
	1 up to 2 2 " " 3	3	6	9	47		3
EAST NORTH	3 " " 4	1	1	2	ī	Ĭ	1
CENTRAL	4 " " 6	0	0	0	0	0	0
	6 " " 10 10 and over						
	Total	1,488	1,488	1,488	1,488	1,488	1,488
	None	1,763	1,741	1,731	1,758	1,757	1,771
	Under 1	7	11	12	<b>9</b>	7	9
	$\begin{array}{cccccccccccccccccccccccccccccccccccc$	76	· 91 10	98 10	78 10	83	66 11
WEST NORTH	3 " " 4		5	3	4	$\begin{vmatrix} 8\\2\\2 \end{vmatrix}$	
CENTRAL	4 " " 6	0	1	3	Ō		1
	6 " " 10 10 and over			2	1		
	Total	1,860	1,860	1,860	1,860	1,860	0 1,860
	1 IUIAI	1 1,000	1,000	1,000	1,000	1 1,000	1 1,000

### TABLE XIII-(CONT.)

### FARMS OF CROP REPORTERS FOR THE UNITED STATES DEPARTMENT OF AGRICULTURE CLASSIFIED ACCORDING TO THE NUMBER OF FEMALE EMPLOYEES HIRED BY THE WEEK ON EACH

Geograph- ical Section	Average Number	Number of Farms					
	PER FARM	1920				1921	1922
	DURING	First	Second	Third	Fourth	Second	First
	QUARTER	quarter	quarter	quarter	quarter	quarter	quarter
South Atlantic	None Under 1	$\frac{899}{2}$	894 4	891	895	890	893 4
	1 up to 2	36	39	$\frac{8}{40}$	$\frac{2}{40}$	8 40	41
	2 " " 3	7	9	5	7	6	8
	3""4 4""6	$\frac{5}{2}$	$2 \\ 2$	$3 \\ 2$	$\frac{4}{2}$	5	$\begin{array}{c} 3\\ 2\\ 1\end{array}$
	6 " " 10		$\frac{2}{2}$	$\frac{2}{3}$	$\frac{2}{2}$	$\frac{1}{2}$	
	10 and over	3	3	3	3	$\overline{3}$	3
	Total	955	955	955	955	955	955
East South Central	None	1,014	1,010	1,012	1,016	1,010	1,011
	Under 1 1 up to 2	$\frac{5}{38}$	$4 \\ 40$	$\frac{3}{42}$	$\frac{3}{41}$	3 41	3 39
	2 " " 3	6	8	12 6	4	10	Š
	3 " " 4 4 " " 6	2	3	3	2	2	8 3 4
	6 " " 10	4 0	4	$\frac{4}{0}$	4 0	4 0	$\frac{4}{2}$
	10 and over	$\overset{\circ}{2}$	î	1	ĩ	1	ī
	Total	1,071	1,071	1,071	1,071	1,071	1,071
West South Central	None	883	880	884	884	882	885
	Under 1 1 up to 2	3 17	3 \17	$\frac{3}{17}$	$\frac{3}{15}$	3 . 18	$\frac{4}{17}$
	2 " " 3	7	9	5	7	7	5
	3""4 4""6	3	4	4	4	3	$2 \\ 0$
	6 " " 10	$0\\3$	0 3	$\frac{1}{3}$	0 3	`0 3	3
	10 and over	3	3	$\overset{0}{2}$	· 3	3	3
	Total	919	919	919	919	919	919
Mountain	None	503	499	491	504	502	, 504
	Under 1 1 up to 2	$\frac{2}{12}$	$\frac{4}{12}$	5 17	3 9	59	$\begin{array}{c} 2\\ 12\end{array}$
	2 " " 3	0	2	2	1	ĩ	1
	3"".4 4""6	1	1	$\frac{2}{2}$	2	1	0 0
	6 " " 10	1	1 0	$ \begin{array}{c} 2\\ 0 \end{array} $	0	$1 \\ 0$	0
	10 and over	ŏ	Ŏ	Ő	Ŏ	Ŏ	Ŏ
	Total	519	519	519	519	519	519
Pacific	None	312	307	305	314	307	312
	Under 1 1 up to 2	$\frac{1}{15}$	$\frac{1}{19}$	$\frac{2}{20}$	0 14	$\frac{3}{16}$	· 0 16
	2 " " 3	10	19	20	14	10	10
	3 " " 4	0	0	0	0	1	0
	4 " " 6 6 " " 10	0	· 1 0	1 0	0 0	1 0	0
	10 and over	0	0	0	0	0	0 0
	Total	329	329	329	329	329	329

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