

This PDF is a selection from an out-of-print volume from the National Bureau of Economic Research

Volume Title: Employment Hours and Earnings in Prosperity and Depression  
United States, 1920-1922

Volume Author/Editor: Wilford Isbell King

Volume Publisher: NBER

Volume ISBN: 0-87014-004-3

Volume URL: <http://www.nber.org/books/king23-1>

Publication Date: 1923

Chapter Title: The Hours Worked per Week

Chapter Author: Wilford Isbell King

Chapter URL: <http://www.nber.org/chapters/c4868>

Chapter pages in book: (p. 81 - 102)

## CHAPTER IV

### THE HOURS WORKED PER WEEK

#### FULL-TIME HOURS PER WEEK

According to some historians, our great-grandfathers thought twelve hours a reasonable day's work. For more than a hundred years, however, the length of the working day has been declining steadily, until, as Table XXXIII shows, the average American employee, in the first quarter of 1922, was expected by his employer to work only 50.3 hours per week—just a trifle more than the eight hours for six days set forth as an ideal by reformers of a generation or two ago. This table indicates that the length of the working week declined 36 minutes during the two years covered by the study. It is likely that the data at hand somewhat exaggerate the decline as there is reason to believe that a number of the informants, because of plant shut downs and the like, reported too few full-time hours in 1922. It is probable, nevertheless, that at least part of this reported diminution in working time is real.

As previously stated, it is difficult to define accurately the term full-time hours. The quantity sought under this title in this inquiry was the hours that the employer scheduled for work for the average of his employees when his plant was in full operation. This quantity, when reported correctly, is not affected by temporary shut downs or by any of the ordinary devices used in times of depression to spread work. Many informants, however, confused this term with "hours actually worked" and, despite careful efforts to eliminate all errors, some probably remained among the data tabulated.

Of all classes of employers reporting, those engaged in rendering domestic and personal service<sup>1</sup> record the longest full-time hours for those working under their direction, the average being slightly more than eight hours daily for a seven day week. Farmers and retail merchants each require over 53 hours of work per week from their employees. Employers in a considerable group of industries usually call for less than 48 hours per week from their workers. This group includes building and construction, finance, public and professional service, paper and printing establishments, and factories making textiles, clothing, leather, and leather goods.

The evidence presented in the chapter just preceding shows clearly that the man who is anxious to have a steady job in dull times as well as in good

<sup>1</sup> Mostly keepers of hotels and restaurants.

## EMPLOYMENT HOURS AND EARNINGS

TABLE XXXIII

## AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE FULL-TIME HOURS PER WEEK FOR THE AVERAGE EMPLOYEE IN ALL ENTERPRISES OF WHATEVER SIZE

INDUSTRY	AVERAGE FULL-TIME HOURS PER WEEK								
	1920				1921				1922
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
All Industries.....	50.9	51.1	51.3	50.7	50.5	50.7	51.0	50.4	50.3
Agriculture.....	53.8	55.8	55.4	51.8	54.2	51.8	55.6	51.6	53.6
Extraction of Minerals.....	50.5	50.4	50.5	50.7	49.5	50.7	49.3	49.0	49.4
Building and Construction.....	46.3	46.4	46.5	46.6	46.5	46.6	46.4	46.2	42.9
Other Hand Trades.....	51.2	51.3	51.6	51.5	51.4	51.5	51.5	51.4	51.5
Finance.....	45.9	45.2	45.9	45.9	45.8	45.9	45.7	45.9	45.8
Public and Professional Service.....	48.8	48.9	49.3	48.0	47.5	48.0	48.1	47.3	47.6
Domestic and Personal Service.....	57.1	56.7	56.8	56.7	56.7	56.7	57.1	56.8	56.7
All Transportation.....	49.3	49.4	49.5	49.7	49.4	49.7	49.4	49.6	49.2
Steam Railways.....	48.2	48.2	48.2	48.2	48.1	48.1	48.1	48.2	48.1
Other Transportation.....	51.4	51.6	51.8	52.2	51.2	51.2	51.4	51.8	50.7
Commerce and Trade.....	53.2	53.4	53.2	52.8	53.1	53.2	53.3	52.8	52.9
Wholesale.....	50.1	50.7	50.6	50.1	50.2	50.1	50.7	50.3	50.3
Retail.....	53.5	53.7	53.5	53.2	53.5	53.2	53.7	53.1	53.2
All Factories.....	50.3	50.4	50.7	50.2	49.4	49.6	49.7	49.8	49.6
Food, Drink, and Tobacco.....	51.1	51.5	53.0	52.8	51.3	51.5	52.6	52.4	51.6
Lumber and Its Products.....	53.4	53.7	53.6	52.5	51.7	53.2	52.1	52.1	52.4
Metals and Metal Products <sup>a</sup> .....	51.0	51.2	51.4	51.0	50.0	49.7	49.8	50.0	50.2
Paper and Printing.....	48.3	48.3	48.4	48.3	48.2	48.3	47.3	47.7	47.8
Mineral Products <sup>b</sup> .....	50.4	50.4	50.1	50.5	50.8	50.8	50.9	51.1	50.7
Textile and Leather Products <sup>c</sup> .....	47.5	47.5	47.7	46.9	46.5	47.3	47.5	47.7	47.2

<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.

THE HOURS WORKED PER WEEK

TABLE XXXIV

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE FULL-TIME HOURS PER WEEK FOR THE AVERAGE EMPLOYEE IN ALL ENTERPRISES HAVING FEWER THAN 21<sup>c</sup> EMPLOYEES

INDUSTRY	AVERAGE FULL-TIME HOURS PER WEEK								
	1920				1921				1922
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
All Industries.....	53.6	54.0	54.1	52.9	53.2	53.6	53.9	52.6	53.0
Agriculture.....	53.8	55.9	55.4	51.5	54.2	55.5	55.7	51.3	53.5
Extraction of Minerals.....	43.7	42.9	41.1	45.1	45.1	44.0	47.9	44.3	43.6
Building and Construction.....	47.5	48.5	48.4	47.6	47.5	47.5	47.9	47.7	47.2
Other Hand Trades.....	51.2	51.6	52.0	51.5	51.5	51.8	51.7	51.6	51.6
Finance.....	47.7	45.8	47.5	47.6	47.3	47.5	47.4	47.5	47.5
Public and Professional Service.....	52.1	51.9	52.0	51.0	50.0	49.6	50.1	49.9	50.8
Domestic and Personal Service.....	57.7	57.7	57.7	57.3	57.7	57.7	58.1	57.9	57.8
All Transportation.....	53.1	53.5	53.6	54.5	53.1	53.2	53.2	54.1	52.7
Steam Railways.....	53.1	53.5	53.6	54.5	53.1	53.2	53.2	54.1	52.7
Other Transportation.....	55.0	55.2	55.2	54.6	54.6	55.0	55.1	54.1	54.1
Commerce and Trade.....	50.4	50.3	50.4	50.4	50.4	50.5	50.4	50.4	50.3
Wholesale.....	50.2	50.3	50.3	50.4	50.4	50.5	50.4	50.4	50.3
Retail.....	55.2	55.3	55.3	54.8	54.7	55.1	55.3	54.2	54.2
All Factories.....	51.3	51.6	52.1	51.2	51.0	51.6	51.9	51.0	51.0
Food, Drink, and Tobacco.....	52.5	52.6	55.6	55.5	52.2	52.5	55.3	54.7	52.4
Lumber and Its Products.....	54.8	54.9	54.8	54.4	53.5	54.9	54.5	53.8	54.1
Metals and Metal Products.....	49.7	50.7	52.2	51.2	50.6	50.7	51.5	50.0	49.6
Paper and Printing.....	47.6	47.6	48.0	47.7	47.8	47.8	47.8	47.5	47.7
Mineral Products <sup>b</sup> .....	48.1	48.9	48.2	49.4	49.8	49.9	50.1	49.9	49.7
Textile and Leather Products <sup>c</sup> .....	45.3	45.5	45.6	45.2	45.4	45.5	45.5	45.1	45.0

<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> Enterprises have been classified upon the basis of the number of employees at work in the first quarter of 1920.

## EMPLOYMENT HOURS AND EARNINGS

TABLE XXXV

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE FULL-TIME HOURS PER WEEK FOR THE AVERAGE EMPLOYEE IN ALL ENTERPRISES HAVING 21 TO 100<sup>a</sup> EMPLOYEES

Industry	AVERAGE FULL-TIME HOURS PER WEEK												
	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.....	51.7	51.9	52.0	51.8	51.4	51.3	51.4	51.5	51.3	51.3	51.4	51.5	51.3
Agriculture.....	53.7	55.1	54.9	54.4	54.2	54.9	55.0	54.2	54.9	55.0	55.3	54.2	53.9
Extraction of Minerals.....	51.4	52.1	52.2	52.1	51.0	51.6	51.9	51.0	51.6	51.9	53.7	53.7	57.8
Building and Construction.....	47.6	46.8	46.8	47.1	46.7	46.5	46.7	46.4	46.5	46.7	46.4	46.4	47.2
Other Hand Trades.....	51.2	51.0	51.0	51.5	51.5	51.2	51.3	51.3	51.2	51.3	51.3	51.3	51.4
Finance.....	45.2	45.1	45.5	45.7	46.1	45.9	45.9	46.5	45.9	45.9	46.5	46.5	46.2
Public and Professional Service.....	51.8	51.7	52.1	51.7	51.9	51.1	50.9	51.0	51.1	50.9	50.9	51.0	50.0
Domestic and Personal Service.....	56.6	56.1	56.5	56.0	56.1	55.9	56.5	56.2	56.1	56.5	56.2	56.2	56.1
All Transportation.....	56.2	56.4	56.5	56.3	55.9	56.3	56.3	56.3	56.3	56.3	56.3	56.3	55.8
Steam Railways.....	56.2	56.4	56.5	56.3	55.9	56.3	56.3	56.3	56.3	56.3	56.3	56.3	55.8
Other Transportation.....	52.3	52.2	51.9	51.2	52.0	52.0	51.8	52.1	52.0	51.8	52.1	52.1	52.2
Commerce and Trade.....	50.1	50.3	50.3	49.8	50.0	50.2	50.2	50.1	50.2	50.2	50.1	50.1	50.1
Wholesale.....	53.0	52.9	52.5	51.6	52.6	52.6	52.3	52.7	52.6	52.3	52.7	52.9	52.9
Retail.....	50.4	51.2	51.8	51.4	50.2	50.1	50.4	50.4	50.1	50.4	50.4	50.4	49.9
All Factories.....	52.5	52.6	55.6	55.5	52.2	52.5	55.3	54.7	52.5	55.3	54.7	54.7	52.4
Food, Drink, and Tobacco.....	54.1	54.4	54.2	53.3	52.1	53.5	53.0	52.5	52.1	53.0	52.5	52.5	52.1
Lumber and Its Products.....	51.5	54.7	55.0	53.2	53.2	51.0	50.1	51.7	53.2	51.0	51.7	51.7	52.2
Metals and Metal Products <sup>c</sup> .....	49.2	49.2	49.0	49.3	49.0	48.0	47.6	48.1	48.0	47.6	48.1	48.1	47.9
Paper and Printing.....	53.3	52.9	52.6	53.0	52.6	52.6	53.0	52.9	52.6	52.5	52.9	52.9	52.3
Mineral Products <sup>b</sup> .....	45.9	46.1	46.5	46.3	46.1	46.1	46.4	46.1	46.1	46.5	46.4	46.1	45.9
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> Enterprises have been classified upon the basis of the number of employees at work in the first quarter of 1920.

THE HOURS WORKED PER WEEK

TABLE XXXVI

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE FULL-TIME HOURS PER WEEK FOR THE AVERAGE EMPLOYEE IN ALL ENTERPRISES HAVING OVER 100<sup>a</sup> EMPLOYEES

INDUSTRY	AVERAGE FULL-TIME HOURS PER WEEK								
	1920				1921				1922
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
All Industries.....	49.0	49.0	49.1	48.9	48.2	48.2	48.3	48.2	47.8
Agriculture.....	55.0	55.0	55.0	55.0	55.0	55.0	55.0	55.0	55.0
Extraction of Minerals.....	50.8	50.7	50.8	50.7	49.5	48.7	49.3	48.8	48.9
Building and Construction.....	44.0	44.0	44.0	44.0	44.0	44.0	43.9	44.0	33.8
Other Hand Trades.....	51.4	51.2	51.2	51.3	51.3	51.1	51.2	51.1	51.3
Finance.....	44.7	44.6	44.5	44.2	44.0	43.3	43.4	43.2	43.2
Public and Professional Service.....	43.0	43.4	43.9	43.0	43.0	43.4	43.9	42.9	42.9
Domestic and Personal Service.....	54.5	51.5	51.5	54.7	51.5	51.5	51.5	51.5	51.6
All Transportation.....	48.2	48.2	48.3	48.3	48.2	48.1	48.2	48.2	48.0
Steam Railways.....	48.2	48.2	48.2	48.2	48.1	48.1	48.1	48.2	48.1
Other Transportation.....	48.5	48.6	48.9	48.9	48.3	48.0	48.4	48.3	47.6
Commerce and Trade.....	48.3	48.8	48.0	48.6	49.1	49.7	48.6	49.4	49.3
Wholesale.....	50.0	51.1	50.9	50.1	50.3	51.8	51.2	50.3	50.4
Retail.....	47.7	47.9	48.0	48.2	48.6	48.9	47.6	49.1	48.9
All Factories.....	50.1	50.1	50.1	49.8	48.9	49.1	49.1	49.4	49.3
Food, Drink, and Tobacco.....	49.9	49.9	50.6	50.5	49.9	49.7	49.5	50.1	49.9
Lumber and Its Products.....	50.7	51.1	50.9	50.6	48.8	49.9	49.1	49.6	50.4
Metals and Metal Products <sup>c</sup> .....	51.0	50.9	51.0	50.8	49.8	49.6	49.8	49.9	50.1
Paper and Printing.....	48.2	48.3	48.2	47.9	47.7	47.7	46.7	47.7	47.9
Mineral Products <sup>b</sup> .....	48.8	48.9	48.3	47.6	45.3	46.9	46.4	47.5	50.0
Textile and Leather Products <sup>c</sup> .....	48.1	48.1	48.2	47.2	46.7	47.7	48.0	48.4	47.8

<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> Enterprises have been classified upon the basis of the number of employees at work in the first quarter of 1920.

ought to seek a position with a small employer. However, if he followed this course during the last few years, he may have discovered that he gained less than he expected by the choice, for Table XXXIV shows that in the last quarter for which reports are available he was asked to work 53.0 hours each week in the small enterprise instead of the 47.8 that the large establishment, on the average, required him to serve. This difference is partly accounted for by the fact that farmers form so large a proportion of small employers. However, the farmers are not the only ones of this class who call for longer hours than the average. According to Tables XXXIV, XXXV, and XXXVI, in 9 out of 17 industries, employers hiring fewer than 21 workers required their employees to work over 50 hours per week in the first quarter of 1922. In the group employing 21 to 100 workers, long hours for employees proved to be even more common than in the smaller enterprises at the same date, for 12 out of the 17 industrial groups had full-time hours of more than 50 per week. Only in concerns employing over 100 men were shorter hours the rule. In that group, only 7 of the 17 industries expected their men to work as much as 50 hours per week.

#### HOURS ACTUALLY WORKED PER WEEK BY EMPLOYEES ON THE PAY ROLLS

The records secured of hours actually worked per week are probably more accurate than are those of full-time hours. The averages presented in Tables XXXVII, XXXVIII, XXXIX, and XL are obtained in each instance by dividing the total number of employee hours<sup>1</sup> worked by the number of employees on the pay roll. Averages derived in this way are affected by over-time or under-time in the work of those retained on the pay rolls, but, manifestly, half the force might be laid off without changing in any way the average hours shown to have been worked by those still employed.

The percentages of decline in the furthest right hand column, therefore, represent primarily either the elimination of over-time work or the resort to part-time work brought about by the depression, and not the effects of reducing the numbers of employees on the pay rolls. Since this matter has already been discussed rather fully in the preceding chapter, it seems unnecessary to consider it further at this point.

#### HOURS WORKED BY FARM EMPLOYEES

The man who has spent all his life in the city is apt to dream of the leisurely life of the farmer. The boy reared on the farm has, however, a different view of farm life; for he remembers vividly both the mornings in summer when, on being called from a comfortable bed at 4 A.M., he tumbled

<sup>1</sup>The total number of hours actually worked by all employees combined.

THE HOURS WORKED PER WEEK

TABLE XXXVII

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE HOURS ACTUALLY WORKED PER WEEK BY THE AVERAGE EMPLOYEE IN ALL ENTERPRISES OF WHATEVER SIZE

INDUSTRY	AVERAGE HOURS ACTUALLY WORKED PER WEEK								MAXIMUM CYCLICAL DECLINE (Per Cent)	
	1920				1921					
	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter		
All Industries.....	50.1	49.9	50.3	49.4	48.1	48.6	48.8	48.6	48.4	3.99
Agriculture.....	51.2	52.0	53.6	51.2	50.1	52.8	54.2	51.4	50.4	2.15
Extraction of Minerals.....	47.6	46.9	48.0	48.0	44.9	44.0	43.6	45.4	46.2	9.17
Building and Construction.....	43.6	43.9	44.0	44.2	43.2	43.8	43.8	43.7	43.8	1.13
Other Hand Trades.....	49.6	50.5	50.1	50.2	49.3	50.3	50.0	49.9	49.5	0.60
Finance.....	45.7	45.3	45.9	45.5	45.5	45.4	45.5	45.6	45.5	0.87
Public and Professional Service.....	49.1	49.1	49.3	48.1	48.1	47.7	48.0	47.2	47.8	2.85
Domestic and Personal Service.....	56.1	55.5	55.6	55.9	55.4	55.5	55.9	55.1	55.5	1.78
All Transportation.....	51.1	51.3	52.3	51.2	48.6	49.3	49.0	49.1	47.2	7.63
Steam Railways.....	51.5	51.7	52.9	50.9	47.7	48.3	47.9	47.7	45.3	12.04
Other Transportation.....	50.4	50.7	51.1	51.8	50.1	50.6	50.6	51.2	49.8	1.16
Commerce and Trade.....	52.1	52.3	52.1	52.1	52.1	52.5	52.1	52.1	51.9	0.38
Wholesale.....	49.6	50.2	50.1	50.2	50.1	50.8	50.0	49.8	49.7	0.80
Retail.....	52.4	52.6	52.4	52.3	52.4	52.7	52.4	52.4	52.2	0.38
All Factories.....	49.3	48.6	48.7	47.4	45.3	45.8	45.9	46.5	46.3	8.11
Food, Drink, and Tobacco.....	49.8	50.4	50.8	50.9	50.1	50.6	50.4	50.7	49.8	0.79
Lumber and Its Products.....	50.6	51.0	51.3	49.9	48.6	50.4	50.0	49.8	50.0	3.95
Metals and Metal Products <sup>a</sup> .....	50.9	49.2	49.6	47.9	44.3	43.2	43.4	44.2	46.4	15.12
Paper and Printing.....	47.7	47.6	47.9	47.6	46.6	45.9	45.3	46.9	45.7	5.43
Mineral Products <sup>b</sup> .....	49.6	49.9	49.4	48.8	47.8	48.8	48.7	49.2	48.3	4.21
Textile and Leather Products <sup>c</sup> .....	45.6	45.3	45.0	43.0	42.5	44.8	44.8	45.3	43.0	6.80

<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.



## EMPLOYMENT HOURS AND EARNINGS

TABLE XXXVIII

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE HOURS ACTUALLY WORKED PER WEEK BY THE AVERAGE EMPLOYEE IN ALL ENTERPRISES HAVING FEWER THAN 21<sup>c</sup> EMPLOYEES

INDUSTRY	AVERAGE HOURS ACTUALLY WORKED PER WEEK												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		First quarter	Second quarter
All Industries.....	52.4	52.8	52.9	52.3	51.9	52.3	52.7	51.7	51.7	51.7	51.7	51.7	51.7	51.7	1.34
Agriculture.....	51.1	52.8	54.0	51.4	50.2	53.0	54.4	51.4	50.1	54.4	51.4	51.4	50.1	50.1	1.96
Extraction of Minerals.....	31.2	30.8	29.5	32.1	32.1	35.2	35.3	33.2	30.6	35.3	33.2	33.2	30.6	30.6	13.31
Building and Construction.....	43.3	45.1	45.2	43.7	42.7	44.4	45.2	43.9	43.7	45.2	43.9	43.7	43.7	43.7	1.55
Other Hand Trades.....	50.3	50.8	51.0	50.6	49.8	50.7	50.5	50.5	50.3	50.5	50.5	50.3	50.3	50.3	0.99
Finance.....	48.3	46.4	48.2	47.9	48.1	47.9	48.1	47.9	48.0	48.1	47.9	47.9	48.0	48.0	0.62
Public and Professional Service.....	52.8	52.5	52.3	51.6	51.6	50.1	50.1	50.1	51.3	50.1	50.1	50.1	51.3	51.3	5.11
Domestic and Personal Service.....	56.4	56.2	56.0	56.8	56.1	56.2	56.6	55.7	56.3	56.6	55.7	56.3	56.3	56.3	1.94
All Transportation.....	52.7	52.5	53.3	54.8	52.1	52.5	52.4	53.9	51.8	52.4	52.4	53.9	51.8	51.8	1.69
Steam Railways.....	52.7	52.5	53.3	54.8	52.1	52.5	52.4	53.9	51.8	52.4	52.4	53.9	51.8	51.8	1.69
Other Transportation.....	53.9	54.3	54.3	54.2	53.9	54.3	54.1	53.9	53.4	54.1	54.1	53.9	53.4	53.4	0.93
Commerce and Trade.....	49.5	49.7	49.6	49.9	49.6	49.9	49.8	50.1	49.6	49.9	49.8	50.1	49.6	49.6	0.00
Wholesale.....	54.1	54.5	54.5	54.3	54.1	54.4	54.2	54.0	53.6	54.2	54.0	54.0	53.6	53.6	0.92
Retail.....	50.3	50.5	51.0	49.8	49.7	50.3	50.8	49.8	49.7	50.8	50.8	49.8	49.7	49.7	1.19
All Factories.....	52.1	52.8	52.7	52.6	51.5	52.9	52.8	52.2	52.2	52.8	52.8	52.2	52.2	52.2	1.15
Food, Drink, and Tobacco.....	52.7	53.1	53.2	51.8	52.0	53.3	53.2	52.6	48.7	53.3	53.2	52.6	52.6	52.6	1.33
Lumber and Its Products.....	49.5	51.3	52.2	50.2	50.1	51.8	52.3	47.1	47.2	52.3	49.6	48.7	48.7	48.7	2.79
Metals and Metal Products <sup>a</sup> .....	48.0	48.7	47.2	46.1	46.5	46.0	47.1	47.2	46.5	46.0	47.1	47.2	46.5	46.5	2.75
Paper and Printing.....	48.0	48.7	48.6	50.3	49.9	49.4	49.9	49.8	48.5	49.9	49.8	49.8	48.5	48.5	3.58
Mineral Products <sup>b</sup> .....	46.0	42.5	45.5	41.3	42.8	42.1	44.8	41.0	44.2	44.8	44.8	41.0	44.2	44.2	6.96
Textile and Leather Products <sup>c</sup> .....	46.0	42.5	45.5	41.3	42.8	42.1	44.8	41.0	44.2	44.8	44.8	41.0	44.2	44.2	6.96

<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> Enterprises are classified upon the basis of the number of employees at work in the first quarter of 1920.

THE HOURS WORKED PER WEEK

TABLE XXXIX

AN ESTIMATE FOR THE CONTINENTAL UNITED STATES OF THE HOURS ACTUALLY WORKED PER WEEK BY THE AVERAGE EMPLOYEE IN ALL ENTERPRISES HAVING 21 TO 100<sup>c</sup> EMPLOYEES

Industry	AVERAGE HOURS ACTUALLY WORKED PER WEEK										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.....	49.9	48.4	48.6	49.2	48.7	49.0	48.8	49.3	49.0		2.40
Agriculture.....	52.0	46.0 <sup>d</sup>	52.1	52.5	50.6	50.1	52.7	52.8	53.3		2.69
Extraction of Minerals.....	45.5	41.7	45.2	48.4	43.0	41.7	35.5	50.4	53.0		26.65
Building and Construction.....	45.8	45.1	45.1	46.0	44.5	44.7	44.4	44.9	45.3		3.48
Other Hand Trades.....	49.6	49.3	49.1	49.7	49.6	49.0	49.0	48.4	48.2		3.02
Finance.....	45.5	45.5	45.4	45.6	45.3	45.0	45.0	45.6	45.3		1.10
Public and Professional Service.....	51.4	50.7	50.7	50.5	50.8	50.6	50.7	49.6	49.8		3.11
Domestic and Personal Service.....	56.1	55.1	55.8	55.4	55.3	55.4	55.8	55.3	55.3		1.43
All Transportation.....	54.2	54.5	55.0	55.4	54.8	55.1	55.0	55.3	54.2		1.09
Steam Railways.....	54.2	54.5	55.0	55.4	54.8	55.1	55.0	55.3	54.2		1.09
Other Transportation.....	51.0	49.7	49.8	49.9	49.8	49.8	49.3	49.8	49.8		2.35
Commerce and Trade.....	49.7	49.7	49.8	50.9	50.8	50.7	49.4	49.6	49.5		2.95
Wholesale.....	51.4	49.7	49.4	49.6	49.5	49.5	49.3	49.9	49.9		3.70
Retail.....	47.9	46.3	46.2	46.8	46.4	47.4	47.2	47.3	46.3		3.55
All Factories.....	51.3	51.3	51.5	51.8	51.1	51.6	50.3	51.9	51.0		2.33
Food, Drink, and Tobacco.....	49.5	49.6	50.6	49.2	47.5	48.9	49.0	49.2	48.5		4.04
Lumber and Its Products.....	48.6	38.5	39.4	42.6	43.7	44.4	45.4	43.5	46.1		20.78
Metals and Metal Products <sup>e</sup> .....	47.8	47.3	46.2	48.3	47.2	45.8	44.9	48.1	46.1		3.56
Paper and Printing.....	51.9	52.4	52.1	51.6	51.0	51.6	51.6	51.5	49.9		3.85
Mineral Products <sup>f</sup> .....	43.4	44.4	43.5	42.7	42.6	44.4	43.9	43.1	41.4		4.61
Textile and Leather Products <sup>g</sup> .....											

<sup>a</sup> Vehicles, railroad cars, and all products not elsewhere recorded are included here; fluctuations in this group affected unduly by one concern having extremely large variations.

<sup>b</sup> Includes chemical, stone, glass, and clay products.

<sup>c</sup> Includes clothing of all kinds.

<sup>d</sup> Probably not representative—based upon six schedules, only one of which is very irregular.

<sup>e</sup> Enterprises are classified upon the basis of the number of employees at work in the first quarter of 1920.

## EMPLOYMENT HOURS AND EARNINGS

TABLE XL

INDUSTRY	AVERAGE HOURS ACTUALLY WORKED PER WEEK												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.....	48.8	48.5	48.9	47.5	45.1	45.5	45.5	45.9	45.6	45.9	45.6	45.6	6.95
Agriculture.....	50.9	43.4	40.9	40.5	44.1	48.2	46.3	44.7	48.6	44.7	46.3	44.7	13.36
Extraction of Minerals.....	49.0	48.8	50.0	48.9	46.1	45.4	46.3	46.0	46.7	46.3	46.3	46.7	7.40
Building and Construction.....	42.0	41.6	41.4	42.4	41.3	41.7	41.2	42.1	42.5	42.1	42.5	42.5	2.83
Other Hand Trades.....	48.0	51.2	49.1	49.9	47.5	51.1	50.3	50.7	49.4	50.3	50.7	49.4	1.04
Finance.....	43.3	44.0	44.0	43.1	43.0	42.7	42.6	42.6	42.6	42.6	42.6	42.6	3.18
Public and Professional Service.....	43.0	43.4	43.9	43.0	43.0	43.4	43.9	42.9	42.9	43.9	43.9	42.9	0.23
Domestic and Personal Service.....	54.4	51.4	52.4	51.3	51.4	51.3	51.3	51.3	51.4	51.3	51.3	51.4	5.70
All Transportation.....	50.6	50.9	51.9	50.3	47.5	48.2	47.9	47.7	45.7	48.2	47.9	47.7	9.68
Steam Railways.....	51.5	51.7	52.9	50.9	47.7	48.3	47.9	47.7	45.4	48.3	47.9	47.7	11.84
Other Transportation.....	47.7	48.0	48.2	48.2	47.1	47.7	47.8	47.5	46.8	47.8	47.8	47.5	1.89
Commerce and Trade.....	47.3	48.3	47.5	47.6	48.0	48.6	47.8	48.3	48.4	47.8	47.8	48.3	0.62 <sup>d</sup>
Wholesale.....	49.5	50.7	50.5	49.9	49.9	51.5	50.4	49.8	49.9	50.4	49.8	49.9	0.20
Retail.....	46.5	47.3	46.4	46.8	47.3	47.7	46.7	47.8	47.8	46.7	46.7	47.8	0.65 <sup>d</sup>
All Factories.....	49.4	48.8	49.0	47.2	44.2	44.4	44.4	45.5	45.7	44.4	44.4	45.5	10.53
Food, Drink, and Tobacco.....	48.2	48.7	49.4	49.4	48.8	48.5	48.8	49.1	47.8	48.8	48.8	49.1	2.05
Lumber and Its Products.....	48.4	49.0	48.7	47.7	44.7	46.8	46.2	46.7	48.0	46.8	46.2	46.7	7.64
Metals and Metal Products.....	51.0	50.0	50.5	48.3	44.1	42.9	42.8	44.1	46.4	44.1	42.8	44.1	16.08
Paper and Printing.....	48.0	48.0	48.2	48.1	46.3	45.8	44.3	45.9	45.0	44.3	44.3	45.9	8.09
Mineral Products <sup>b</sup> .....	48.8	48.9	48.3	47.6	45.3	46.9	46.4	47.5	47.2	46.9	46.4	47.5	7.36
Textile and Leather Products <sup>c</sup> .....	46.2	45.8	45.4	43.2	42.4	45.1	45.1	46.3	43.3	45.1	45.1	46.3	8.23

<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.

<sup>e</sup> Enterprises are classified upon the basis of the number of employees at work in the first quarter of 1920.

out feeling that the night had scarcely begun, and the late evenings when he milked the cows by the light of a lantern.

Have times changed and is the city man right who dreams of easy life on an idyllic farm, or do the farmers still toil early and late as in former years? The question is partially answered by Tables XLI and XLII.

The first of these tables show that the average farm-hand working by the month now puts in something over 55 hours in winter and 60 hours in summer during each week that he is employed. The day worker, however, has a much easier time, for he, as a rule, works nearly ten hours less per week. In the North, the man working by the month still labors from 62 to 66 hours per week in summer, which means a ten-hour day for six days besides part time on Sunday. The day hand in the same section, even in the busiest season, works less than nine hours a day and has Sunday off.

The old saying that "man works from sun to sun but a woman's work is never done" is belied by the figures in Table XLII, for they show that the hired girl working by the week puts in from one to five hours less per week than does the hired man working by the month and that the female employed by the day works about one-sixth less time than the male day worker.

Another point of interest is the fact that male employees on Southern farms work much shorter hours than do hired men in the North, the difference being most marked in summer, when it amounts in general to at least 10 hours per week. Whether this difference is due to climate or to the racial characteristics of the employees is a point upon which our data throw no light.

On the whole, the figures seem to indicate that the short hours prevailing in the city have brought about somewhat similar hours for day workers in the country but that the typical "hired man"—that is the one who works by the month—still puts in much longer hours in summer than does the city worker and that, even in the winter, if he remains employed, he works for more hours than are required in most urban occupations.

Averages, at best, can give only a condensed picture. In order, therefore, to get a better view of working conditions on the farm, Tables XLIII to L have been prepared. These are frequency tables showing the number of employees working each specified number of hours per week. The situation of the different classes of workers in the second quarter of 1921 is shown in Chart 8. This quarter was chosen because it is recent and because the second quarter is a period devoted to a rather steady type of farm work and hence the statistics are not so likely to be vitiated by errors arising from the fact that the reporting farmers could not compute dependable averages from their recollections of the irregular work done at harvest time. The fact should be noted that the scale for females is ten times as large as that

## EMPLOYMENT HOURS AND EARNINGS

TABLE XLI

## AVERAGE HOURS WORKED PER WEEK BY HIRED MALE EMPLOYEES WHILE EMPLOYED ON THE FARMS OF THE UNITED STATES

FORM OF CONTRACT	NUMBER OF FARMS REPORTING	SECTION	1920				1921				1922
			First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
WORKING BY THE MONTH	6,348	United States	55.3	58.9	60.0	56.5	55.3	58.8	60.5	56.6	55.2
	585	New England	63.4	64.8	64.4	62.3	63.4	63.9	65.9	63.3	63.6
	403	Middle Atlantic	60.7	62.4	63.1	61.1	60.5	62.3	66.0	60.9	60.1
	1,138	East North Central	57.5	61.5	62.7	59.3	56.4	61.0	62.6	58.6	56.6
	1,419	West North Central	57.6	63.4	64.5	59.7	57.7	63.3	64.4	60.7	57.6
	710	South Atlantic	49.2	53.6	54.2	50.7	50.6	53.4	55.3	51.4	49.8
	768	East South Central	50.6	53.1	54.4	51.0	50.2	53.9	55.6	50.6	50.1
	658	West South Central	52.2	54.2	58.1	54.4	51.1	54.8	54.6	51.8	52.5
	407	Mountain	55.6	58.1	57.6	55.9	54.3	58.0	57.2	55.5	54.5
	260	Pacific	57.9	59.9	60.7	58.4	58.0	60.0	60.8	58.4	57.7
WORKING BY THE DAY	5,978	United States	47.2	47.9	50.7	47.5	45.3	48.4	50.9	47.4	45.4
	542	New England	52.4	50.9	52.3	49.2	49.3	51.3	50.4	49.5	47.8
	363	Middle Atlantic	44.8	47.1	52.7	48.7	46.4	49.7	50.6	49.6	47.2
	1,066	East North Central	41.9	47.4	49.2	45.2	40.5	48.0	50.6	44.9	46.1
	1,351	West North Central	48.0	51.6	49.5	50.9	53.5	50.8	54.4	48.8	46.1
	677	South Atlantic	50.9	46.5	48.7	45.9	43.7	46.0	47.6	45.8	44.5
	708	East South Central	41.6	42.4	46.8	43.3	40.3	44.7	46.2	43.6	42.0
	615	West South Central	43.4	46.7	50.1	45.6	44.4	46.9	50.9	46.4	44.0
	396	Mountain	50.6	53.7	54.5	56.6	50.0	54.2	52.7	53.8	49.4
	260	Pacific	52.8	53.4	55.8	52.2	52.5	53.0	56.0	52.0	51.9

TABLE XLII

AVERAGE HOURS WORKED PER WEEK BY HIRED FEMALE WORKERS WHILE EMPLOYED ON THE FARMS OF THE UNITED STATES

FORM OF CONTRACT	NUMBER OF FARMS REPORTING	SECTION	1920				1921				1922
			First quarter	Second quarter	Third quarter	Fourth quarter	First quarter	Second quarter	Third quarter	Fourth quarter	First quarter
WORKING BY THE WEEK	5,687	United States	53.2	54.9	54.4	54.1	52.2	55.1	55.3	52.9	54.9
	506	New England	61.6	61.0	55.5	60.9	60.7	60.2	59.7	60.4	60.9
	327	Middle Atlantic	54.6	56.0	52.8	55.0	41.6	56.5	54.0	42.6	56.7
	978	East North Central	53.5	55.1	55.7	53.6	53.5	55.1	55.9	51.3	53.4
	1,280	West North Central	61.5	61.0	60.4	61.4	59.1	61.0	59.6	59.7	60.1
	619	South Atlantic	45.9	48.2	49.3	47.2	47.6	48.8	49.9	48.2	48.7
	685	East South Central	49.1	50.8	51.4	50.3	49.7	52.3	51.2	48.9	51.2
	656	West South Central	46.5	50.2	49.4	48.3	46.5	50.2	50.8	49.1	53.1
	392	Mountain	63.0	62.2	60.6	61.7	61.6	60.8	61.4	66.7	65.7
	244	Pacific	58.6	60.9	59.0	61.1	61.1	61.8	60.8	59.2	59.7
WORKING BY THE DAY	5,629	United States	41.5	39.8	42.4	41.1	38.8	40.4	42.3	40.4	37.9
	513	New England	47.6	46.7	51.9	47.4	46.5	47.3	49.0	46.2	42.9
	322	Middle Atlantic	39.8	36.7	42.3	51.4	37.3	37.7	42.7	36.9	33.5
	966	East North Central	46.8	45.9	42.8	44.8	46.0	44.9	45.9	43.3	44.1
	1,252	West North Central	50.6	52.6	57.4	53.4	52.2	53.0	56.3	51.9	49.3
	616	South Atlantic	40.8	34.9	34.6	35.8	33.4	37.7	33.7	35.4	36.0
	668	East South Central	34.6	35.6	35.6	35.0	33.3	26.0	36.3	35.8	34.4
	656	West South Central	44.0	43.8	45.0	44.9	45.4	42.0	42.6	45.1	36.7
	392	Mountain	51.8	50.8	53.2	49.5	51.6	51.5	50.8	48.0	51.5
	244	Pacific	50.3	50.4	51.8	50.0	50.6	50.4	52.9	48.1	45.3

Chart 8

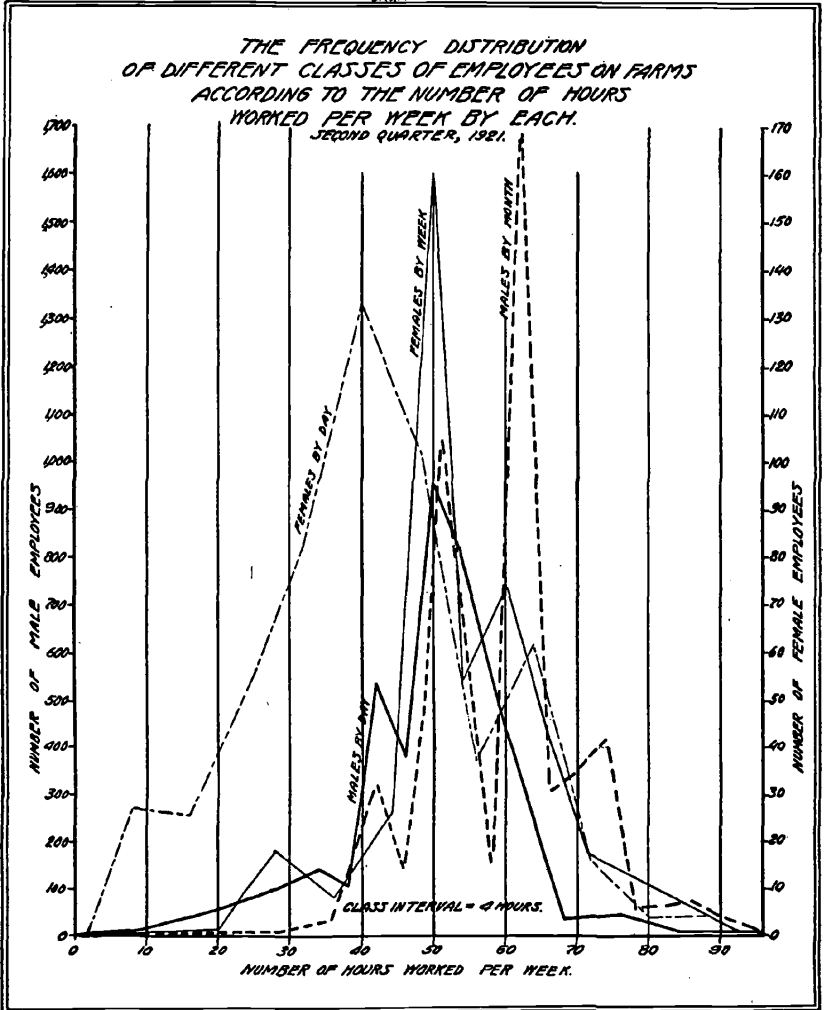


TABLE XLIII

**FREQUENCY DISTRIBUTION OF THE HOURS WORKED PER WEEK BY ALL  
MALE AGRICULTURAL WORKERS HIRED BY THE MONTH**

BY CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE

HOURS WORKED PER WEEK	NUMBER OF MALE EMPLOYEES									
	1920				1921				1922	
	1st	2d	3d	4th	1st	2d	3d	4th	1st	
Under 24	18	11	21	32	15	22	27	38	20	
24 but under 32	32	90	38	31	76	102	13	35	91	118
32 " " 40	40	113	75	44	71	117	67	36	63	94
40 " " 44	44	446	353	206	377	430	326	211	362	410
44 " " 48	48	146	138	113	138	138	139	107	120	132
48 " " 50	50	350	287	301	319	351	263	273	280	319
50 " " 52	52	539	528	708	637	518	523	675	594	481
52 " " 56	56	522	681	638	617	489	665	656	649	574
56 " " 60	60	113	148	167	151	103	155	134	133	114
60 " " 64	64	1,028	1,669	1,873	1,284	994	1,682	1,888	1,255	965
64 " " 68	68	164	315	379	263	152	302	381	257	163
68 " " 72	72	227	343	400	260	225	347	375	253	208
72 " " 76	76	244	492	552	283	257	425	569	262	243
76 " " 80	80	38	60	82	44	39	60	81	43	39
80 " " 84	84	29	59	82	44	71	61	82	46	41
84 " " 88	88	44	76	88	61	0	72	87	58	44
88 " " 92	92	25	40	51	29	21	41	53	42	36
92 " " 100	100	13	22	30	17	12	21	27	16	12
100 " " 112	112	10	12	18	9	13	10	12	8	4
<b>Total</b> .....	<b>4,159</b>	<b>5,347</b>	<b>5,784</b>	<b>4,712</b>	<b>4,047</b>	<b>5,194</b>	<b>5,709</b>	<b>4,570</b>	<b>4,017</b>	

for males. This arrangement has been made in order to bring out more clearly the comparative shapes of the frequency polygons.

The chart presented shows that each class of workers has a clearly dominant mode and that there is a secondary mode only in the case of males employed by the month. The principal modes are approximately as follows:

Females employed by the day.....	40 hours
Females employed by the week.....	50 hours
Males employed by the day.....	50 hours
Males employed by the month.....	63 hours

The dispersion is greatest in the case of females hired by the day, while females working by the week and males employed by the day show rather marked concentration about the mode. The reason for the wide dispersion



TABLE XLIV

**FREQUENCY DISTRIBUTION OF THE HOURS WORKED PER WEEK BY MALE  
AGRICULTURAL WORKERS HIRED BY THE MONTH**

By Crop Reporters of the United States Department of Agriculture

HOURS WORKED PER WEEK	NUMBER OF MALE EMPLOYEES IN THIRD QUARTER OF 1920				
	New England and Middle Atlantic	North Central	The South	Mountain	Pacific
Under 24	1	0	20	0	0
24 but under 32	1	0	27	1	2
32 " " 40	1	2	40	0	1
40 " " 44	3	30	166	8	0
44 " " 48	3	15	93	1	1
48 " " 50	35	65	84	94	23
50 " " 52	58	122	493	23	11
52 " " 56	164	93	248	69	65
56 " " 60	83	25	25	25	10
60 " " 64	335	646	595	132	166
64 " " 68	112	125	104	36	2
68 " " 72	155	158	47	32	8
72 " " 76	117	259	112	23	41
76 " " 80	31	41	0	4	6
80 " " 84	30	38	10	2	1
84 " " 88	39	41	3	5	0
88 " " 92	13	30	3	2	3
92 " " 100	4	21	0	0	5
100 " " 112	8	4	6	0	0
<b>Total.....</b>	<b>1,193</b>	<b>1,715</b>	<b>2,076</b>	<b>457</b>	<b>345</b>
	NUMBER OF MALE EMPLOYEES IN THIRD QUARTER OF 1921				
Under 24	1	0	26	0	0
24 but under 32	1	0	31	1	2
32 " " 40	2	3	30	0	1
40 " " 44	4	35	163	9	0
44 " " 48	2	16	88	1	0
48 " " 50	37	62	78	83	14
50 " " 52	79	111	437	41	7
52 " " 56	159	93	257	67	80
56 " " 60	66	26	26	10	6
60 " " 64	358	610	590	140	189
64 " " 68	112	132	100	35	3
68 " " 72	153	142	44	29	8
72 " " 76	119	296	86	22	46
76 " " 80	32	40	2	1	6
80 " " 84	25	44	10	3	0
84 " " 88	48	36	3	1	0
88 " " 92	18	31	3	0	1
92 " " 100	1	19	0	0	7
100 " " 112	6	0	6	0	0
<b>Total.....</b>	<b>1,223</b>	<b>1,696</b>	<b>1,980</b>	<b>443</b>	<b>370</b>

TABLE XLV

**FREQUENCY DISTRIBUTION OF THE HOURS WORKED PER WEEK BY ALL MALE AGRICULTURAL WORKERS HIRED BY THE DAY**

By Crop Reporters of the United States Department of Agriculture

HOURS WORKED PER WEEK	NUMBER OF MALE EMPLOYEES								
	1920				1921				1922
	1st	2d	3d	4th	1st	2d	3d	4th	1st
Under 16	39	31	46	49	50	29	65	40	51
16 but under 24	118	104	174	99	107	110	109	108	109
24 " " 32	219	214	188	238	253	200	208	211	222
32 " " 36	151	149	126	151	145	146	127	143	171
36 " " 40	134	126	134	106	98	104	139	133	115
40 " " 44	421	544	636	570	445	534	578	576	507
44 " " 48	210	352	387	361	155	374	386	347	202
48 " " 52	710	952	1,014	1,137	676	960	1,350	1,041	747
52 " " 56	459	697	1,099	668	489	784	1,069	687	470
56 " " 64	407	859	2,152	664	305	875	1,912	666	359
64 " " 72	26	64	222	47	23	65	194	107	39
72 " " 80	38	56	184	43	33	82	185	11	27
80 " " 88	6	15	40	10	6	11	32	3	5
88 " " 96	3	5	6	5	3	13	8	5	3
96 " " 104	1	3	3	1	1	1	4	1	1
<b>Total.....</b>	<b>2,942</b>	<b>4,171</b>	<b>6,411</b>	<b>4,149</b>	<b>2,789</b>	<b>4,288</b>	<b>6,366</b>	<b>4,079</b>	<b>3,028</b>

in the case of female day workers is doubtless that many of them are engaged for odd jobs which do not require an entire day to complete.

Table XLIII shows that, for hired men working by the month, the 60 to 64 hours per week class was the modal one for all nine quarters studied; and the dispersion appears to remain much the same throughout the entire period. According to Table XLIV, the modal number of hours worked in the third quarter was the same in all sections of the United States and did not change from 1920 to 1921. The dispersion is, however, much greater in the South than in other sections of the country. The skewness in the North Central and Northeastern regions is distinctly to the right, while in the South and in the Rocky Mountain sections it is just as definitely toward the shorter numbers of hours.

The modal number of hours worked per week by male agricultural workers hired by the day remains in the 48 to 52 class in every quarter except the third. In that quarter of each year it rose into the 56 to 64 hour class. This rise presumably represents the harvest rush when day workers put in much longer hours.

By studying the comparison of the different sections of the United States

TABLE XLVI

**FREQUENCY DISTRIBUTION OF THE HOURS WORKED PER WEEK BY ALL  
MALE AGRICULTURAL WORKERS HIRED BY THE DAY**

By Crop Reporters of the United States Department of Agriculture

HOURS WORKED PER WEEK	NUMBER OF MALE EMPLOYEES IN THE THIRD QUARTER OF 1920				
	New England and Middle Atlantic	North Central	The South	Mountain	Pacific
Under 16	4	21	21	0	0
16 but under 24	15	27	131	1	0
24 " " 32	28	53	85	19	4
32 " " 36	21	27	68	2	8
36 " " 40	33	8	76	6	10
40 " " 44	81	147	395	13	0
44 " " 48	164	75	132	14	2
48 " " 52	133	396	286	86	113
52 " " 56	451	148	244	96	159
56 " " 64	409	581	797	105	258
64 " " 72	39	63	41	42	36
72 " " 80	8	88	63	18	6
80 " " 88	0	29	2	8	0
88 " " 96	3	3	0	0	0
96 " " 104	0	3	0	0	0
<b>Total.....</b>	<b>1,389</b>	<b>1,669</b>	<b>2,341</b>	<b>410</b>	<b>596</b>
	NUMBER OF MALE EMPLOYEES IN THE THIRD QUARTER OF 1921				
Under 16	6	27	24	8	0
16 but under 24	24	25	57	3	0
24 " " 32	24	74	95	15	0
32 " " 36	28	25	66	0	8
36 " " 40	42	10	71	6	10
40 " " 44	75	93	387	19	4
44 " " 48	138	86	129	27	5
48 " " 52	141	313	709	79	107
52 " " 56	486	125	212	90	156
56 " " 64	407	708	426	142	229
64 " " 72	33	51	46	14	51
72 " " 80	9	106	53	12	6
80 " " 88	1	21	2	8	0
88 " " 96	4	4	0	0	0
96 " " 104	0	3	0	0	0
<b>Total.....</b>	<b>1,418</b>	<b>1,671</b>	<b>2,277</b>	<b>423</b>	<b>576</b>

TABLE XLVII

**FREQUENCY DISTRIBUTION OF THE HOURS WORKED PER WEEK BY ALL  
FEMALE EMPLOYEES HIRED BY THE WEEK**  
By Crop Reporters of the United States Department of Agriculture

HOURS WORKED PER WEEK	NUMBER OF FEMALE EMPLOYEES								
	1920				1921				1922
	1st	2d	3d	4th	1st	2d	3d	4th	1st
Under 16	0	0	1	0	0	0	2	2	2
16 but under 24	22	3	3	5	35	3	3	18	20
24 " " 32	29	39	29	39	31	36	30	16	24
32 " " 40	30	28	16	15	15	16	18	25	17
40 " " 48	56	53	87	59	49	52	64	37	44
48 " " 52	135	142	151	150	142	159	197	132	149
52 " " 56	55	54	41	51	51	54	50	51	67
56 " " 64	102	153	172	114	94	147	167	126	102
64 " " 72	56	74	81	60	55	64	78	90	71
72 " " 80	25	34	36	28	21	35	35	3	8
80 " " 88	14	15	22	15	14	15	21	19	19
88 " " 96	5	6	1	2	2	2	3	2	3
96 " " 104	6	8	6	8	8	1	7	6	6
<b>Total.....</b>	<b>535</b>	<b>609</b>	<b>646</b>	<b>546</b>	<b>517</b>	<b>584</b>	<b>675</b>	<b>527</b>	<b>532</b>

made in Table XLVI, we find that, in the third quarter of each year, the mode was 56 to 64 hours in all sections except New England and the Middle Atlantic States, where it apparently is slightly below 56 hours. The skewness in every part of the country is strongly in the direction of the shorter hours.

The distribution of "hired girls" working by the week is shown by Table XLVII to be definitely bimodal in each of the nine quarters. The most common number of hours for them to work is about 50, but nearly as many are busy for approximately 60 hours per week. The dispersion does not appear to vary greatly from season to season.

Table XLVIII brings out the fact that, in the harvest season of 1920, females employed by the week on the farms of the Upper Mississippi Valley and in the northeastern part of the United States usually worked from 56 to 64 hours per week, while those in the South having similar duties worked only 48 to 52 hours weekly. In 1921, however, there was a distinct slackening of effort in the New England and Middle Atlantic group, so that 50 hours became almost as common a work period as the 60 hours which had prevailed the year before. The records for the other geographical sections do not show much difference between the two years. The data for the Rocky Mountain and Pacific divisions are too scanty to serve as a basis for dependable conclusions.

TABLE XLVIII

**FREQUENCY DISTRIBUTION OF THE HOURS WORKED PER WEEK BY  
FEMALE EMPLOYEES HIRED BY THE WEEK**

By Crop Reporters of the United States Department of Agriculture

HOURS WORKED PER WEEK	NUMBER OF FEMALE EMPLOYEES IN THIRD QUARTER OF 1920				
	New England and Middle Atlantic	North Central	The South	Mountain	Pacific
Under 16	1	0	0	0	0
16 but under 24	0	1	2	0	0
24 " " 32	0	1	28	0	0
32 " " 40	2	4	10	0	0
40 " " 48	10	23	49	2	3
48 " " 52	26	33	79	9	4
52 " " 56	12	11	17	0	0
56 " " 64	55	62	40	7	8
64 " " 72	33	24	13	4	7
72 " " 80	5	21	4	5	0
80 " " 88	8	6	4	2	1
88 " " 96	1	0	0	0	0
96 " " 104	0	2	3	1	0
<b>Total.....</b>	<b>153</b>	<b>188</b>	<b>249</b>	<b>30</b>	<b>23</b>
NUMBER OF FEMALE EMPLOYEES IN THIRD QUARTER OF 1921					
Under 16	1	1	0	0	0
16 but under 24	0	1	2	0	0
24 " " 32	0	1	29	0	0
32 " " 40	1	6	10	1	0
40 " " 48	6	24	30	1	3
48 " " 52	53	29	99	10	6
52 " " 56	19	12	14	5	0
56 " " 64	47	56	48	7	7
64 " " 72	36	18	13	4	8
72 " " 80	5	20	4	5	0
80 " " 88	7	5	4	2	3
88 " " 96	1	2	0	0	0
96 " " 104	0	3	3	1	0
<b>Total.....</b>	<b>176</b>	<b>178</b>	<b>256</b>	<b>36</b>	<b>27</b>

TABLE XLIX

**FREQUENCY DISTRIBUTION OF THE HOURS WORKED PER WEEK BY  
FEMALE EMPLOYEES HIRED BY THE DAY**

BY CROP REPORTERS OF THE UNITED STATES DEPARTMENT OF AGRICULTURE

HOURS WORKED PER WEEK	NUMBER OF FEMALE EMPLOYEES								
	1920				1921				1922
	1st	2d	3d	4th	1st	2d	3d	4th	1st
Under 4	1	1	1	1	1	1	1	1	1
4 but under 12	50	51	50	54	60	54	54	59	61
12 " " 20	34	67	62	42	39	51	58	51	46
20 " " 28	98	140	116	134	112	105	109	109	144
28 " " 36	104	153	200	111	73	167	193	92	93
36 " " 44	101	263	271	233	93	266	229	183	97
44 " " 52	131	234	354	263	128	204	324	192	140
52 " " 60	73	102	151	99	57	74	143	126	51
60 " " 68	163	106	145	111	90	123	126	107	94
68 " " 76	25	31	45	29	23	32	40	26	25
76 " " 84	6	6	9	3	4	7	10	7	6
84 " " 92	12	11	18	9	13	10	20	8	9
92 " " 100	0	1	2	0	0	1	2	0	0
100 " " 108	1	1	1	1	1	1	1	3	1
<b>Total.....</b>	<b>799</b>	<b>1,167</b>	<b>1,425</b>	<b>1,090</b>	<b>694</b>	<b>1,096</b>	<b>1,310</b>	<b>964</b>	<b>768</b>

The most common working time per week for female employees hired by the day on the farms of the United States is about 44 hours. The general tendency is to work fewer hours in the second quarter of the year than in any other season. The wide dispersion noted in connection with Chart 8 is shown by Table XLIX to continue through all quarters of the period studied. Table L shows that this distribution among many classes is due to the fact that conditions in regard to the hours of women working by the day vary widely in different parts of the country. In the northeastern part of the United States the modal time worked tends to be around 52 hours per week. In the North Central region the most common hours for female day workers were about 64 in 1920 and either 48 or 64 in 1921. In the Rocky Mountain and Pacific Divisions this class of employees put in somewhat less time, normally working about 48 hours weekly; but it is in the South that the largest difference from the average occurs, the modal period there being only about 40 hours per week. Again we see that, for some reason the farm employees of the South put in distinctly fewer hours per week than do those in the higher latitudes of the United States.

TABLE L

**FREQUENCY DISTRIBUTION OF THE HOURS WORKED PER WEEK BY  
FEMALE EMPLOYEES HIRED BY THE DAY**

By Crop Reporters of the United States Department of Agriculture

HOURS WORKED PER WEEK	NUMBER OF FEMALE EMPLOYEES IN THE THIRD QUARTER OF 1920				
	New England and Middle Atlantic	North Central	The South	Mountain	Pacific
Under 4	0	0	1	0	0
4 but under 12	9	9	29	1	1
12 " " 20	3	5	53	0	0
20 " " 28	19	4	94	0	0
28 " " 36	29	6	160	1	4
36 " " 44	20	20	224	3	4
44 " " 52	94	30	177	15	39
52 " " 60	97	13	31	2	8
60 " " 68	17	42	58	8	19
68 " " 76	4	17	17	3	4
76 " " 84	2	3	2	2	0
84 " " 92	7	8	0	1	2
92 " " 100	0	1	0	0	1
100 " " 108	0	1	0	0	0
<b>Total</b> .....	<b>301</b>	<b>159</b>	<b>846</b>	<b>36</b>	<b>82</b>
	NUMBER OF FEMALE EMPLOYEES IN THE THIRD QUARTER OF 1921				
Under 4	0	0	1	0	0
4 but under 12	9	8	34	2	1
12 " " 20	6	8	44	0	0
20 " " 28	21	3	84	0	0
28 " " 36	21	5	166	0	0
36 " " 44	34	12	175	4	4
44 " " 52	102	35	133	18	35
52 " " 60	88	12	29	4	9
60 " " 68	16	38	61	6	5
68 " " 76	5	14	13	4	4
76 " " 84	2	3	3	2	0
84 " " 92	7	8	0	1	4
92 " " 100	0	1	0	0	1
100 " " 108	0	1	0	0	0
<b>Total</b> .....	<b>311</b>	<b>148</b>	<b>743</b>	<b>41</b>	<b>63</b>