Labor and wage situation

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PENNSYLVANIA FARM ADJUSTMENTS TO THE WARTIME LABOR SITUATION

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in cooperation with
The Bureau of Agricultural Economics
United States Department of Agriculture

PENNSYLVANIA FARM ADJUSTMENTS TO THE WARTIME LABOR SITUATION*/

In order to obtain concrete information relative to the labor situation on Pennsylvania farms, interviews during the first two weeks of October 1942 were held with operators of 484 dairy, general, and livestock farms. Information with respect to the following was recorded for the period October 194; through September 1942:

1. The labor force and changes in it.
2. Changes in sizes and kinds of enterprises.
3. Operators' intentions as to next year's operations.
4. Other adjustments farmers have made to prevailing labor conditions.

Farms included in the study were selected from a township in each of 19 counties, Table 1. The counties and townships within them were selected after consultation with the Chairman of the State War Board, Chairman of the Pennsylvania Advisory Agricultural Defense Council, the State Agricultural Statistician, the Chairman of the Milk Control Commission, representatives of the United States Employment Service in Pennsylvania, and State and local Agricultural Extension workers. Approximately 25 farm operators were interviewed in each of the 19 townships. The farms included in the sample for each township were selected in such a manner that farms from all parts of the township were included. This selective process was aimed at obtaining information which would be applicable to a large proportion of dairy, livestock, and general farms of the Commonwealth.

Information was obtained concerning the entire farm business of each farm surveyed. On all farms were crop enterprises such as potatoes, apples, tobacco, canning factory crops, or feed crops, depending upon the section of the State in which the farms were located. In October 1942 dairy cows was the only major livestock enterprise on 327 of the farms studied, Table 2.

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The farm businesses included in this study were larger than the average for the State, as far as poultry and dairy enterprises were concerned, Table 3. This was also true with respect to acres in crops. These were probably representative of the farms from which a major portion of the commercial agricultural production comes.

THE SITUATION

1. Of the total number of year-workers in residence on October 1, 1942 about 90 per cent were members of the farm family, Table 4.

   (Year-workers are those other than seasonal workers. They include the operator and other family help, and "regular" hired help, irrespective of the length of time they have been in residence on the farm. This term is used to distinguish them from "seasonal" workers rather than to indicate time worked.)

2. About one fourth of the year-workers in residence on October 1, 1942 were women and girls, Table 4.

3. During 1942, in terms of "man-month equivalents," about 82 per cent of the farm work was done by family workers, 13 per cent by hired year-workers, and about 5 per cent by hired seasonal workers, Table 5.

   (Throughout this report the period October 1940 through September 1941 is referred to as "1941," and the period October 1941 through September 1942, as "1942.")

   (A man-month equivalent was the term applied to the amount of work done by an average mature male worker in a month's time. Farm operators were asked to convert all labor to this basis at the time interviewed.)

4. Of the man-month equivalents contributed by year-workers, 86 per cent $\left(\frac{82.4}{95.5} \times 100\right)$ was done by members of the family, and 14 per cent by hired year-workers. Nine per cent $\left(\frac{8.9}{95.5} \times 100\right)$ of the work done by year-workers was contributed by women and girls, and 91 per cent by men and boys, Table 5.

5. The labor force on about 10 per cent (8.7 + 1.4) of the farms surveyed included 18- and 19-year-old, and 20-year-old men as yet unclassified by Selective Service Boards. Six per cent of the farm businesses had men on the labor force who were in Class IA or IB, and 15 per cent had IIA men on the labor force. These men were contributing approximately 40 per cent of the man-month equivalents of labor done on the farms where they were located, Table 6.

6. Forty per cent of the hired male year-workers in residence on October 1, 1942 on the surveyed farms were married.

CHANGES AND ADJUSTMENTS

Total Labor Supply

7. The number of year-workers in residence on surveyed farms as of October 1, 1941 and October 1, 1942 was approximately the same, Table 4.

8. The decrease in number of hired male year-workers was offset by an increase in number of family year-workers, particularly women and young boys, Table 4.

9. The total months of labor contributed by both hired year-workers and seasonal workers decreased in 1942 as compared with 1941. Total months contributed by family year-workers remained the same. This resulted in an overall decrease in total man-months used on the surveyed farms, Table 5. It must be remembered that although total man-months declined, longer work days have to some extent compensated for this decrease.

10. The proportion of the total amount of farm work contributed by family year-workers was greater in 1942 than in 1941, Table 5.

11. Although the total labor contributed by the family did not change in 1942 as compared with 1941, a larger proportion of it was performed by young boys and women, Table 5.

Year-Workers Leaving

12. The 484 surveyed farm operators lost 199 male year-workers during the period October 1940 to September 1942, Table 7.

13. More year-workers left the farms in 1942 than in 1941, Table 7.

14. A larger proportion of the year-workers leaving in 1941 went into industry than in 1942. A larger proportion of the men leaving in 1942 went into the armed forces than in 1941, Table 7.

15. Of the total withdrawal during the two-year period, one fourth went to the armed forces and three fourths to other destinations, particularly to industry, in both years, Table 7.

16. One third of the surveyed farm operators lost one or more year-workers during the two-year period. More lost men in 1942 than in 1941, Table 8.

17. About three fourths of the farm operators losing men did not replace them. Fewer of those losing men in 1942 replaced them than in 1941, Table 8.

18. About one out of three year-workers leaving was replaced during the two-year period. Fewer of those leaving in 1942 were replaced than in 1941, Table 9.

19. During both 1941 and 1942, a smaller proportion of year-workers leaving to enter the armed forces were replaced than of those going to other destinations, Table 9.

20. One fourth of the year-workers, 52 out of 199, leaving farms were members of the farm family, Table 10.

21. About twice as great a proportion of the hired year-workers leaving were replaced as were family year-workers leaving, Table 10.

22. Half of the family year-workers leaving went into the armed forces as compared with one sixth of the hired year-workers going to that destination, Table 10.

23. About twice as great a proportion of hired year-workers leaving went into industry as to any other destination, Table 10.

24. Eighty per cent of the hired male year-workers leaving farms were unmarried. In comparison, 72 per cent of the hired male year-workers on the farms during 1942 were unmarried.

Adjustments in Production

25. In spite of a net decrease of 4 per cent in the total man-month equivalents of labor used on the surveyed farms in 1942 as compared with 1941, the total acres of crops increased 2 per cent, Table 11. There was an overall decrease of 1 per cent in the numbers of cows milked, accompanied by increases in all other types of livestock for which data were gethered.

26. Those farm businesses losing non-replaced year-workers in 1941, by October 1942 showed a net reduction in numbers of cows milked of 7 per cent as compared with October 1941. This, in spite of increases in numbers of heifers, hens, and sheep kept, resulted in a net decrease in animal units of 3 per cent, Table 11. Acres of crops on these farms increased 3 per cent. These farms in 1942 were run with 20 per cent less labor than in 1941. Production on these farms dropped relatively less than did the labor supply.

27. Farm businesses losing non-replaced year-workers in 1942, by October 1942 showed a net reduction of 4 per cent in numbers of cows milked, and of 2 per cent in acres of crops, as compared with 1941. The reduction in cow numbers was more than offset by increases in all other types of livestock, so that the total animal units was 5 per cent greater in 1942 than in 1941, Table 11. It is quite probable that the operators, due to the recency of their labor losses, have not as yet made all the downward revisions in the sizes of their businesses that will be necessary if they do not replace their labor losses.

28. Farm businesses which lost no non-replaced year-workers showed only a slight decrease in total man-month equivalents of labor uses in 1942 as compared with 1941. Cow numbers on these farms increased 1 per cent, and total animal units of the types of livestock enumerated increased 7 per cent in 1942 over 1941. Acres of crops on these farms increased 3 per cent, Table 11. The above increases are indicative of what probably would have happened on Pennsylvania commercial farms had not the unfavorable labor situation developed.

29. Of the farm operators losing non-replaced workers in 1941, a greater proportion stated that they made the following adjustments than did farmers losing non-replaced year-workers in 1942, or than did other farmers:

    a. Bought new labor-saving machinery in 1941 and 1942.

    b. Exchanged more work with neighbors than in previous years.

    c. Used more family labor than in previous years.

    d. Paid higher wages.

    e. Gave hired man more farm privileges than in previous years.

    f. Changed to a less intensive type of farming than was followed in 1941.

    g. Applied lime to fewer acres of crop land than formerly.

    h. Did not complete the harvest of some crops, Table 12.

30. That group of farm operators who in 1942 had lost non-replaced year-workers were more pessimistic concerning their 1943 production than were either those losing non-replaced year-workers in 1941, or other farmers, Table 12. This is indicated by the fact that a larger proportion of them intended in 1943 to reduce their volume of business below that of 1942 than did either of the other groups. Of the 484 farm operators surveyed, more indicated intentions of decreasing production in 1943 than indicated intentions of increasing production.

31. Many of the farm operators who had not lost non-replaced year-men had in 1942 made some of the indicated adjustments, Table 12. This was partly in anticipation of future labor losses and partly in order to facilitate the enlargement of their businesses, as shown in Table 11.

32. Among the 484 farms, 8 operators discontinued and 2 operators added dairy enterprises. There was an increase of 9 farm businesses fattening 8 or more steers, Table 2. Several older farm operators reduced the size of the dairy enterprises or eliminated them entirely, and at the same time expanded the poultry enterprises. The explanation was that beef and poultry enterprises required less strenuous work or less work than did the dairy businesses.

33. Twenty-nine per cent of the 484 farm operators increased, and 26 per cent decreased the size of their dairy herds in 1942 as compared with 1941.

34. Farm operators losing non-replaced year-workers to the armed forces have not made as great a reduction in numbers of cows milked as did those losing non-replaced year-workers to other destinations, Table 13.

35. The taking of year-workers into the armed forces resulted in a smaller reduction in the total man-month equivalents on the farms from which they came than did the loss of year-workers going to other destinations, Table 13.

36. A smaller proportion of the farm operators losing non-replaced year-workers to the armed forces indicated that they intended to reduce production in 1943 than did operators losing non-replaced year-men to industry and other destinations, Table 13.

POSSIBLE FUTURE CHANGES IN LABOR SUPPLY

37. In the past more year-workers leaving farms for destinations other than the armed forces have gone into industry than to all other destinations. The largest proportion of those going into industry were young men 18 and 19 years of age, and men in draft classifications IA, IB, and IIIA, Table 14. Many of the 18- and 19-year-old men, and men with IA and IB classifications anticipated being called into the armed forces and, according to the operators of the farms they left, "went after big money while they still had a chance." Unless effective measures are taken to prevent this movement, it will probably continue in the future.

38. On 6 per cent of the farms there were 32 young men who expected to be called into the armed forces in the near future. When they are taken it will constitute a loss of about two fifths of the labor force from the farms on which they are located, Table 6. When they leave, many of the farm businesses with which they are connected will curtail their production.

39. On about 9 per cent of the farms there were forty-seven 18- and 19-year-old boys contributing 30 per cent of the total labor supply on the farms on which they worked, Table 6.

If they are withdrawn into the armed forces, many of the farm businesses with which they are connected will be curtailed more than the 30 per cent contribution would indicate. This is true because many of the 18-year-olds, about half of the entire group, had just graduated from high school and to date their labor contribution had been smaller than it would be in the future. Fathers of these boys had in many cases been building up their businesses anticipating their sons making full-time contributions to the labor force.

40. The drafting of the young men mentioned above will affect some farms more seriously than others. For example, on 30 farms there were 31 draftable young men who were contributing less than 25 per cent of the total labor supply on those farms, Table 15. These 30 farm businesses were about average in size. In contrast, on 14 farms were 15 young men who during 1942 contributed more than 75 per cent of the total labor force to the farms on which they were located. Their withdrawal into the armed forces will probably result in considerable curtailment in the farm businesses with which they are connected.

41. On the 484 farms surveyed there were in residence on October 1, 1942, 260 married male workers 20 to 45 years of age. Thirty-two of these were hired year-workers. A large proportion of these men had been classified as IIIA. It is quite probable that some of the married hired male year-workers will, during the next few years, be attracted by industrial wages and leave the farms on which they are working. In the past the largest proportion of this group leaving farms went into industry, Table 14.

CONCLUSIONS

(Numbers after each statement correspond to supporting evidence presented in numerical order in previous sections of this report.)

1. To date, changes in the farm labor supply apparently have not seriously affected agricultural production, as measured by acres of crops and livestock numbers.

   a. The total labor supply on surveyed farms was only slightly less in 1942 than in 1941 - (7), (9).

   b. The losses resulting from a decrease in year-workers leaving the farm and a decrease in seasonal workers hired, have been offset largely by increases in work done by members of the family, particularly by young boys and women - (8), (10), (11).

   c. In spite of labor losses experienced, Pennsylvania farmers have done a commendable job in maintaining and, in many cases, increasing agricultural production in 1942 as compared with 1941 - (25), (26), (28).

   d. Some operators who recently have lost help have not yet adjusted to the loss - (26), (27).

2. During the past two years, withdrawals of year-workers have made it more and more difficult for farmers to maintain production at its present high level.

   a. Year-workers have left in increasing numbers - (13), (16).

   b. It has become increasingly difficult to replace necessary year-workers - (17), (18).

3. During the past two years, withdrawals of year-workers to industry have been the main cause of reducing production on some farms and of preventing greater expansion of production on others. More year-workers left to industry than to the armed forces or to other destinations - (14), (15), (23), (37).

4. Selective Service Boards in most cases have succeeded in following a policy of giving consideration to agricultural production.

   a. Withdrawals to the armed forces did not cause as drastic changes in farm businesses as did withdrawals to industry - (19), (34), (35), (36).

   b. In some cases men have been and others probably will be taken into the armed forces from farms, even though it has or will result in a considerable reduction in the businesses on those farms - (38), (39).

5. Further losses in workers probably will result in a significant decrease in acres of crops and livestock numbers. It is doubtful whether the present farm labor force can do any more than maintain production at its present level.

   a. In many cases the increase in farm work done by members of the family created a serious hardship this past year. Many operators interviewed complained of failing health, of wives having to neglect the household, and of children of school age missing school or working too hard.

   b. Older operators were discouraged, particularly those who had been hardest hit by the lack of reliable, experienced seasonal help.

   c. It is improbable that the present long work days put in by family help can be expanded further. A third of the operators specifically stated that in 1942 their average work day had been about an hour longer than in 1941. The average length of work days in 1942 was about 12 hours.

   d. Ten per cent of the farmers interviewed indicated that they had unsuccessfully tried to get certain new labor-saving machinery. Curtailed farm machinery production will restrict the possibility of maintaining agricultural production.

   e. More operators indicated an intention to reduce production in 1943 than indicated an intention to expand production - (30).

   f. Further reduction in the farm labor supply will probably result in further shifts from dairy to other enterprises - (25), (26), (27), (32).

6. Further reductions in the farm labor force are to be expected.

   a. Losses to industry will probably continue unless effective measures are taken to prevent them - (37), (41).

   b. Some year-workers will be withdrawn into the armed forces in the near future - (38), (39).

   c. On farms there are still some draftable men who may be taken into the armed forces without seriously affecting agricultural production, provided they are taken from farms least in need of their services - (40).

Table 1.--Location of Areas and Number of Farm Records Obtained in Each.

Section of state and county	Township	Number of farms surveyed
Northwest		
Erie	Waterford	25
Mercer	Cool Spring	25
Southwest		
Fayette	Franklin	25
Washington	Mount Pleasant	24
West Central		
Clearfield	Lawrence	29
Indiana	East Mahoning	24
Jefferson	Warsaw	25
South Central		
Bedford	South Woodbury	24
Cumberland	Silver Springs	24
Huntingdon	Walker	27
Juniata	Spruce Hill	25
East Central		
Columbia	Greenwood	30
Union	Buffalo	25
North East		
Bradford	Smithfield	26
Susquehanna	Franklin	24
Tioga	Charleston	25
South East		
Berks	Center	25
Chester	Lower Oxford	25
Lancaster	West Lampeter	27
Total		484

Table 2.--Surveyed Farms Grouped According to Major Livestock or other Enterprises*, October 1940 and October 1942, 484 Selected Pennsylvania Farms.

Major livestock enterprises or enterprise combination/	Number of farms	
	1941	1942
Dairy	340	327
Dairy - Poultry	38	41
Dairy - Beef	9	12
Dairy - Hogs	10	10
Dairy - Sheep	6	7
Dairy - Poultry - Hogs	1	1
Dairy - Poultry - Beef	3	5
Dairy - Beef - Sheep	1	1
Dairy - Beef - Hogs	2	-
Dairy - Poultry - Beef - Hogs	1	1
Poultry	11	9
Beef	12	14
Beef - Hogs	2	2
Beef - Poultry	1	2
Beef - Sheep	1	1
Beef - Hogs - Sheep	1	1
Hogs	1	1
Hogs - Poultry	1	1
Sheep	3	2
General	17	21
Farms other than livestock or general	23	25
Total	484	484

* Farms are grouped here according to livestock enterprises. Crops were also important on all farms surveyed.

/ In combinations, the order of mention is of no significance.
A "dairy" enterprise was so classed if wholesale or retail milk was sold.
A "poultry" enterprise was so classed if 400 or more hens were on hand in October.
A "beef" enterprise was so classed if 8 or more steers were fattened.
A "hog" enterprise was so classed if 40 or more hogs or pigs were raised.
A "sheep" enterprise was so classed if 100 or more ewes were on hand in October.
A "general" farm was so classed if no one type of livestock kept was of sufficient number to be classed as a major enterprise.

Table 3.--Percentage Distribution of Farm Businesses Having Milk Cows and of Farm Businesses Having Hens, According to Numbers Kept, All Pennsylvania Farms and Farms Surveyed.

Dairy herd size*			Poultry flock size*		
Number of cows milked	Pennsylvania/, all farms reporting cows milked	Surveyed farms milking cows	Number of hens	Pennsylvania/, all farms having hens	Surveyed farms having hens
	(per cent)	(per cent)		(per cent)	(per cent)
4 cows or less	53.4	16.6	Less than 25	20.1	5.5
5 - 9 cows	23.5	19.8	25 - 49	23.7	10.3
10 - 14 cows	12.9	29.3	50 - 99	23.7	19.7
15 - 19 cows	5.6	15.8	100 - 199	17.8	24.7
20 - 29 cows	3.5	13.0	200 - 399	9.9	26.3
30 or more cows	1.1	5.5	400 - 799	3.7	10.1
			800 - 1599	0.9	2.8
			1600 or more	0.2	0.6
Total	100.0	100.0	Total	100.0	100.0

* Pennsylvania data as of April 1, 1940 and surveyed farms data as of October 1, 1942.

/ Source of data: United States Census, 1940.

Table 4.--Farm Year-Workers in Residence on Surveyed Farms by Type, Sex and Age Groups, 405 Selected Pennsylvania Farms*, October 1, 1941 and October 1, 1942.

Type, sex and age of year-workers	Farm workers in residence on surveyed farms				Percentage increase or decrease in number October 1942 as compared with October 1941
	October 1941		October 1942		
	Number	Per cent of total number	Number	Per cent of total number	
Family year-workers					
Males					
Less than 18	136	12.3	150	13.5	+10.3
18 and 19	29	2.6	26	2.3	-10.4
20 - 35	217	19.6	199	17.9	- 8.3
36 - 45	96	8.6	96	8.6	0.0
46 - 65	202	18.2	204	18.4	+ 1.0
66 and older	66	6.0	65	5.8	- 1.5
Total males	746	67.3	740	66.5	- 0.8
Females					
Less than 17	43	3.9	48	4.3	+11.6
17 - 45	122	11.0	132	11.9	+ 8.2
46 and older	96	8.7	97	8.7	+ 1.0
Total females	261	23.6	277	24.9	+'6.1
Total family year-workers	1,007	90.9	1,017	91.4	+ 1.0
Hired year-workers					
Males					
Less than 18	7	0.6	7	0.6	0.0
18 and 19	5	0.5	6	0.5	+20.0
20 - 35	44	4.0	41	3.7	- 6.8
36 - 45	16	1.4	13	1.2	-18.8
46 - 65	19	1.7	17	1.6	-10.5
66 and older	6	0.5	6	0.5	0.0
Total males	97	8.7	90	8.1	- 7.2
Females					
Less than 17	1	0.1	1	0.1	0.0
17 - 45	2	0.2	4	0.4	+100.0
46 and older	1	0.1	0	0.0	-100.0
Total females	4	0.4	5	0.5	+ 25.0
Total hired year-workers	101	9.1	95	8.6	- 6.0
Total year-workers	1,108	100.0	1,112	100.0	+ 0.4

* Data on farms from three areas (Clearfield, Union and Juniata) were omitted from this tabulation because the policy followed in enumerating the data for those areas was not consistent with that followed in the other 16 areas.

Table 5.--Proportion and Change in Man-Month Equivalents of Labor Contributed by Family and Hired Workers on 405 Selected Pennsylvania Farms.*

Type of resident workers by sex and age groups	Percentage of total labor furnished		Change in percentage furnished	Per cent change in total man months contributed 1942 compared with 1941
	1941	1942		
Family year-workers				
Males				
Less than 18	5.0	6.0	+1.0	+18.5
18 and 19	2.2	2.2	0.0	- 4.0
20 - 35	23.7	23.7	0.0	- 3.8
36 - 45	11.3	11.7	+0.4	- 0.8
46 - 65	23.1	23.7	+0.6	- 1.3
66 and older	6.7	6.5	-0.2	- 4.9
Total males	72.0	73.8	+1.8	- 1.1
Females				
Less than 17	0.8	0.9	+0.1	+16.2
17 - 45	3.6	4.4	+0.8	+14.9
46 and older	3.0	3.3	+0.3	+ 4.6
Total females	7.4	8.6	+1.2	+10.9
Total family year-workers	79.4	82.4	+3.0	0.0
Hired year-workers				
Males				
Less than 18	1.2	0.8	-0.4	-34.5
18 and 19	1.0	1.0	0.0	- 1.6
20 - 35	7.3	5.6	-1.7	-26.7
36 - 45	2.4	2.0	-0.4	-17.7
46 - 65	2.3	2.7	+0.4	+ 9.4
66 and older	0.7	0.7	0.0	+11.9
Total males	14.9	12.8	-2.1	-16.9
Females				
Less than 17	0.1	0.1	0.0	0.0
17 - 45	0.1	0.2	+0.1	+71.4
46 and older	0.0	0.0	0.0	-25.0
Total females	0.2	0.3	+0.1	+23.5
Total hired year-workers	15.1	13.1	-2.0	-16.4
Total year-workers	94.5	95.5	+1.0	- 2.6
Seasonal workers no longer in residence	5.5	4.5	-1.0	-21.3
Total all labor	100.0	100.0	-	- 3.6

* See footnote, Table 4.

Table 6.--Men in Residence on Surveyed Farms, October 1, 1942, in Indicated Draft or Age Classification Groups, 484 Selected Pennsylvania Farms.

Draft or age group class	Number of men	Percentage of total man-month equivalents furnished by these men to farms on which located	Proportion of all farms having men in each class*
IA and IB	32	38	6.0
Unclassified 20-year-olds	8	47	1.4
18-and 19-year-olds	47	30	8.7
IIA	84	42	15.1
Total number of men	169	38	31.2

* Six farm businesses had year-workers in two classes.

Table 7.--Male Year-Workers Leaving Farms to Indicated Destinations, 484 Selected Pennsylvania Farms, October 1940 through September 1942.

Period in which men left	Year-workers leaving to				All men leaving
	Other farms	Armed forces	Industry	Unknown destinations*	
	(number)	(number)	(number)	(number)	(number)
1941	15	19	32	17	83
1942	24	33	41	18	116
Two-year period	39	52	73	35	199
	(per cent)	(per cent)	(per cent)	(per cent)	(per cent)
1941	18	23	39	20	100
1942	21	28	35	16	100
Two-year period	19	26	37	18	100

* Included four deaths.

Table 8.--Farm Operators Losing Men Classed as Year-Workers and Extent to Which Operators Made Replacements, 484 Selected Pennsylvania Farms, October 1940 through September 1942.

Period	Total number of farms	Farmers losing one or more year-men		Farmers losing one or more year-men but not replacing them		
		Number	Per cent of all farmers	Number	Per cent of all farmers	Per cent of farmers losing men
1941	484	75	16	46	10	61
1942	484	97	20	75	15	77
Two-year period	484	154*	32	118/	24	77

* 18 farmers lost men both years.

/ 3 farmers lost men and failed to replace them during both periods.

Table 9.--Men Classed as Year-Workers Leaving Farms for Indicated Destinations and Extent of Replacement, 484 Selected Pennsylvania Farms, October 1940 to September 1942.

Period in which men left, and whether or not replaced	Year-workers leaving to				All year-workers leaving
	Other farms	Armed forces	Industry	Unknown destinations*	
	(number)	(number)	(number)	(number)	(number)
1941					
Replaced	7	6	14	8	35
Not replaced	8	13	18	9	48
Total	15	19	32	17	83
1942					
Replaced	10	7	15	5	37
Not replaced	14	26	26	13	79
Total	24	33	41	18	116
Two-year period					
Replaced	17	13	29	13	72
Not replaced	22	39	44	22	127
Total leaving	39	52	73	35	199
	(per cent)	(per cent)	(per cent)	(per cent)	(per cent)
1941					
Replaced	47	32	44	47	42
Not replaced	53	68	56	53	58
Total	100	100	100	100	100
1942					
Replaced	42	21	37	28	32
Not replaced	58	79	63	72	68
Total	100	100	100	100	100
Two-year period					
Replaced	44	25	40	37	36
Not replaced	56	75	60	63	64
Total leaving	100	100	100	100	100

* Includes four deaths.

Table 10.--Destinations of Family and Hired Year-Workers Leaving Farms, 484 Selected Pennsylvania Farms, October 1940 through September 1942.

Destinations	Family year-workers leaving			Hired year-workers leaving			All year-workers leaving		
	Number	Per cent	Per cent replaced	Number	Per cent	Per cent replaced	Number	Per cent	Per cent replaced
Other farms	7	13	0	32	22	53	39	19	44
Armed forces	28	54	21	24	16	29	52	26	25
Industry	15	29	27	58	40	43	73	37	40
Unknown*	2	4	0	33	22	39	35	18	37
Total	52	100	19	147	100	41	199	100	36

*Includes four deaths.

Table 11.--Changes In and Size Of Farm Businesses, 484 Selected Pennsylvania Farms.

Item	Average number per farm on farms losing non-replaced year-workers						Average number per farm on farms not losing non-replaced year-workers			Average number per farm on all farms		
	In 1941			In 1942								
	Number		Per cent change	Number		Per cent change	Number		Per cent change	Number		Per cent change
	1941	1942	1941-1942	1941	1942	1941-1942	1941	1942	1941-1942	1941	1942	1941-1942
Livestock:												
Milk cows	16.4	15.2	- 7	16.0	15.4	- 4	11.6	11.7	+ 1	12.7	12.6	- 1
Heifers, all ages	5.8	6.6	+14	7.8	8.9	+14	5.1	6.3	+24	5.5	6.7	+22
Hens	278.0	282.3	+ 2	174.9	219.7	+26	175.6	190.9	+ 9	185.2	203.9	+10
Ewes, all ages	0.6	1.1	+83	5.4	5.5	+ 2	5.9	6.9	+17	5.3	6.1	+15
Brood sows	1.0	0.9	-10	0.7	0.9	+29	1.2	1.4	+17	1.1	1.3	+18
Hogs and pigs raised	8.9	8.6	- 3	7.3	8.1	+11	9.2	10.3	+12	8.9	9.8	+10
Beef cattle fattened	1.2	1.6	+33	2.4	3.7	+54	2.0	2.3	+15	2.0	2.5	+25
Total animal units in the above*	23.9	23.3	- 3	24.5	25.7	+ 5	18.9	20.2	+ 7	20.2	21.4	+ 6
Acres of crops	82.4	84.7	+ 3	79.8	78.4	- 2	67.8	70.1	+ 3	71.0	72.7	+ 2
Man-mon equivalents of labor used	26.4	21.2	-20	30.3	28.1	- 7	22.5	22.4	- 0.4	24.0	23.1	- 4
Number of farms	46	46		72	72		366	366		484	484	

* An animal unit is the equivalent of the following: 1 cow, 2 heifers, 100 hens, 7 ewes, 5 brood sows, 10 hogs or pigs raised, or 2 beef cattle fattened.

Table 12.--Proportion of Farm Operators Making Indicated Adjustments to the Labor Situation in 1942 Operations and of Farmers Indicating 1943 Intentions to Increase, Maintain, or Decrease 1942 Production.

Adjustments due to labor situation	Farms losing non-replaced year-workers		Farms not losing non-replaced year-workers	All surveyed farms
	In 1941	In 1942		
	(per cent)	(per cent)	(per cent)	(per cent)
Bought new labor-saving machinery in 1941 and 1942	52	31	29	32
Hired more custom work done than in previous years	15	25	19	19
Exchanged more work with neighbors than in previous years	37	35	34	34
Used more family labor than in previous years	37	19	23	24
Paid higher wages	50	39	38	39
Gave hired man more farm privileges than in previous years	4	3	3	3
Asked for deferment for necessary workers	15	18	17	17
Did less farm maintenance work than normal	26	38	30	30
Changed to less intensive type of farming than was followed in 1941	11	6	2	3
Applied lime to fewer acres of cropland than formerly	15	12	13	13
Less cultivation than normal	30	29	19	21
Did not complete harvest of some crops	20	18	16	17
Operators intending in 1943 to:				
Increase production volume over 1942	4	1	5	4
Maintain 1942 production volume	70	56	83	78
Decrease 1942 production volume	26	43	12	18
Total	100	100	100	100
Number of farms	46	72	366	484

Table 13.--Changes and Intended Changes in Businesses on Farms Losing Non-Replaced Year-Workers to the Armed Forces and on Farms Losing Non-Replaced Year-Workers to Other Destinations.

Items of comparison	Farms losing non-replaced year-workers to armed forces	Farms losing non-replaced year-workers to other destinations
Number of farms	31	87
Per cent changes 1942 over 1941 in number of:		
Milk cows	- 1.1	- 5.4
Heifers, all ages	+11.2	+14.8
Hens	+11.1	+ 7.2
Acres of crops	+ 4.2	- 2.4
Man-month equivalents of labor used	-10.5	-14.4
Intended 1943 production compared with 1942 production:		
Per cent intending to increase	-	4
Per cent intending to maintain	73	51
Per cent intending to decrease	27	45

Table 14.--Draft Classification or Age Groups of Year-Workers Leaving Farms to Indicated Destinations, 484 Selected Pennsylvania Farms, October 1940 Through September 1942.

Draft classification or age group of year-workers leaving	Year-workers leaving to			All workers leaving to other than armed forces
	Other farms	Industry	Unknown destinations	
	(number)	(number)	(number)	(number)
17 years and younger	8	4	7	19
18 and 19 years	4	12	6	22
Unclassified 20-year-olds	0	1	1	2
IA or IB	7	21	6	34
IIA or IIB	1	3	0	4
IIIA	9	24	3	36
IVF	0	1	1	2
45 years and older	10	7	11	28
Total	39	73	35	147
	(per cent)	(per cent)	(per cent)	(per cent)
17 years and younger	20.5	5.5	20.0	12.9
18 and 19 years	10.3	16.4	17.1	15.0
Unclassified 20-year-olds	-	1.4	2.9	1.4
IA or IB	17.9	28.7	17.1	23.1
IIA or IIB	2.6	4.1	-	2.7
IIIA	23.1	32.9	8.6	24.5
IVF	-	1.4	2.9	1.4
45 years and older	25.6	9.6	31.4	19.0
Total	100.0	100.0	100.0	100.0

Table 15.--Farms Having Workers as of October 1, 1942 in Indicated Draft or Age Classifications, 484 Selected Pennsylvania Farms, 19 Areas.

	Per cent of 1942 man-month equivalents furnished by workers in each draft or age class				Farms having workers in each class	
	Less than 25	25 to 49	50 to 74	75 or more	Total number	Per cent
Number of farms having workers in indicated draft or age classifications:						
IA and IB classification	6	16	3	4	29	6.0
Unclassified 20-year-olds	0	3	3	0	6	1.2
18-and 19-year-olds	14	21	2	1	38	7.9
IIA classification	9	36	19	8	72	14.9
18-and 19-year-olds and:						
IA's	1	0	0	0	1	0.2
IIA's	0	2	1	1	4	0.8
Unclassified 20-year-olds	0	1	0	0	1	0.2
Total	30	79	28	14	151	31.2
Average percentage of man-month equivalents furnished by these men	17.5	35.9	57.8	85.5	38.2	-