influence over the children in the place he works. So I say to all farmers, be very careful of the man or men you hire. I start out and look for a good man and I pay him good wages. I do not believe in making any very tight bargain because I well know if I am getting a good man he can very easily and quickly save me far more than any little sum that should be between us. Just think that when you place a man with four horses and a binder or seeder that you simply place $1,000 in his hands. I farm a half section and I don't require a man very badly during the winter but I take no chances and I always, when possible, engage by the year. I find it pays even if you have little to do for a few months during winter. A good man will make up when he does get out in the field for any time lost during very cold weather. Do not send your man to the bush when it is 30 below; let him do the necessary chores and clean stables when it is very cold. I believe in arranging work to suit the weather during winter and have inside jobs for cold days. If there is nothing for the man to do let him come into the house and sit down and smoke or read. Do not make work for the man. I know farmers who make it a point to get even with the poor hired slave to, as they say, get his wages out of his hide. They make it a point to send him to the bush on the coldest days and keep him out plowing on the wettest ones. I say these farmers will never get good men to work for them. We all know how hired men tell everybody they meet how so and so treated them. I always make it a point to give my man a nice, cheerful bedroom and good food. I treat him as one of my own children. I find this encourages him to be clean himself and he tries to make himself worthy. Don't treat your hired man as a slave; treat him as an honorable gentleman and you will find that if he is a man at all he will respond and try to do his best. I never order a hired man. I always ask him and often ask his advice. In this way I get him interested in my farm and the management of it and I find by doing this I can go away, and my man simply takes my place. Study your man. Some men do better by having their own way, but if the employer is careful he will watch and by careful management get the best that is in a man. Try to keep your man satisfied. If he wants to go home on Sunday give him a horse, and if there is a horse to feed do it yourself. Don't compel him to stay at home on Sunday just because there are a few chores to do. I will close by saying that there would not be so many farmers without men today if in the past hired men had got a little more consideration.

Sask. ERSKINE ANDERSON.

### HOUSE AND SHARE OF PROFIT
**(Third Prize Article)**

When purchasing labor, the transaction to be just and fair must be of mutual and equal advantage to both parties in the transaction. This rule applies to all business. If a man purchases a furnace, it is because he prefers warmth and comfort to the money expended; the merchant, having several furnaces, prefers the money that he might buy other and for him more necessary articles. They both gain advantages. If the transaction is to be just and fair then the advantages must be equal. To solve the question of farm labor, this same rule must apply.

In an effort to apply this rule the following plan is suggested. Before proceeding, however, I will state the fundamental axiom upon which the whole scheme rests, which unfortunately is not too well understood, viz., that the interests of the farmer and hired man do not conflict. They are mutual. Grant this and a scheme can be built up; without it, "the best concerted schemes are vain, and never can succeed."

The scheme is this, taking a three-quarter section farm as an average. The man, of course, will be hired for the year, preferably and patriotically he should be a married man. This requires a small house which could be built on one of the quarter sections not too far from the barn, the house to have a fenced garden and small outbuildings attached, suitable for keeping a hog and chickens, that the man may desire to own. Then guarantee the man a minimum wage of say $500 to $600 and cottage, the hired man to provide his own fuel, board, etc. In addition give the man as a bonus (or war bonus) 25 per cent. of all receipts over and above all expenses.

Let us say, expenses on the farm such as, hired man's and owner's wages, interest on capital, insurance, seed, threshing, casual labor, feed, etc., amounted to $5,000, and the crop was 3,000 bushels of wheat, making receipts at $2.00 per bushel, $6,000. This gives a net profit of $1,000, which would give the man a bonus of $250. The casual help may board with the hired man, thereby permitting his wife to make a little pin money as her sister has the privilege of doing in the city.

The percentage of course is not rigid but may be changed according to local conditions or based on a sliding scale according to net profits. In any case the advantages to both farmer and hired help should be equal.

To enumerate the advantages of some such scheme over the old method of hiring single men for seven or eight months at a stated wage:—

The scheme eliminates anxiety on the part of the employer, for the stock, etc., would be cared for during his absence as well as when present.

It encourages independence and self-respect on the part of the hired man. His home life, with his own garden, would be independent, as all homes should be. He would have self-respect, because he would be consulted and encouraged to use his best judgment in matters pertaining to the farm work. He would feel free to attend G.G.A. meetings, school meetings, etc.

It supplies a bond of interest in the farm and forms an attachment that will ripen into permancy.

It encourages production on the part of the hired man as well as the employer.

It gives the hired man an interest in his work instead of merely an interest in his wage, causing him to work extra, and exchange work with neighbors in busy seasons to save expenses and meet the scarcity of labor.

Both farmer and hired man share in the profit and loss, thereby cementing the bonds of friendship.

The wages of the hired man increase as the cost of living increases. If the price of wheat increases, so does the cost of living; the bonus would also.

It eliminates discontent, discord and distrust, and creates contentment, cordiality and confidence.

### VALUES OF FARM LANDS

The average value of farm land for the whole of Canada, including land improved and unimproved, together with dwelling houses, barns, stables and other farm buildings, is approximately $44 per acre as compared with $41 in 1916, according to the latest report of the Census and Statistics branch at Ottawa. The average value by provinces is as follows:

| | |
|---|---|
| Prince Edward Island | $43.70 |
| Nova Scotia | 33.60 |
| New Brunswick | 28.80 |
| Quebec | 53.00 |
| Ontario | 55.30 |
| Manitoba | 31.00 |
| Saskatchewan | 26.00 |
| Alberta | 26.70 |
| British Columbia | 149.00 |

In the last named province the higher average is due to orcharding and fruit growing.

#### Increase in Wages

The average wages paid for farm help during the year 1917 have increase substantially since 1916 and have again reached the highest level on record. In many instances they are double what they were before the war. For the whole of Canada the wages per month of farm help during the summer, including board, average $63.63 for male and $34.31 for female help, as compared with $43.23 and $22.46 in 1916. For the year 1917, including board, the wages advanced $610.60 for males and $364 for females, as compared with $397 and $228 in 1916. The average value of board per month is returned as $19.44 for males and $14.79 for females as compared with $17 for males and $13 for females in 1916.


CASE

Founded 1842 — Famous the World over

Case 9-18 Kerosene Tractor

A Tested Tractor
Is Best and Cheapest

Most farmers know that. Most farmers know how costly it is to experiment.

Case has an experience of 76 years in the power-farming field, and this experience has taught us that our policy of selling only tried and true products is right.

Case Kerosene Tractors have been in the process of development for 26 years, and when you buy one you become the owner of a tried and proven tractor. You do not have to experiment.

From official tests, and from records kept by thousands of farmers owning Case Tractors, it is now an established fact that Case Tractors are most economical in the long run. The cost of fuel per acre is low and upkeep at a minimum. We will be glad to furnish you the evidence to prove these facts.

Case Kerosene Tractors come in four sizes: 9-18, 10-20, 12-25, and 20-40. So there is a size for every farm.

We have a very interesting catalog regarding Case Kerosene Tractors which will be sent free upon request. It contains a lot of valuable data in addition to giving you an opportunity to know the leading tractors.

J. I. CASE THRESHING MACHINE CO., Inc.
(Founded 1842)
948 Erie St., Racine, Wisconsin
CANADIAN BRANCHES:
Calgary, Edmonton, Winnipeg, Brandon, Regina, Saskatoon.
EASTERN CANADA:
Canadian Fairbanks-Morse Co., Limited, Toronto and Montreal

Send for This Description Printed Matter—All Free
Below are listed the different series of booklets and folders. Tell us which interest you.

1—Kerosene Tractors
2—Steam Tractors
3—Grand Detour Plows
4—Threshers
5—Hay Balers
6—Silo Fillers
7—Road Machinery
8—Automobiles

Or, if you wish, ask for our General Catalogue, describing the entire Case line. It is free.

FREE Books

Write Today


If you do not see what you want advertised in this issue, write and let us know and we will put you in touch with the makers.


Fence Posts and Cordwood

We carry the largest stock of **Tamarac Fence Posts and Cordwood** in Saskatchewan. Write us for prices F.O.B. your station.

THE PRINCE ALBERT FUEL COMPANY LTD.
PRINCE ALBERT, SASK.