

# The Farmer's Advocate and Home Magazine

"Persevere and  
Succeed."

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## EDITORIAL.

### A Word to the Hired Man.

We often receive letters from wage-earners asking what are the recognized holidays which the farm hand is entitled to claim. Now, the faithful hired man deserves some time to himself for diversion, especially if he has matrimonial intentions, but we sometimes wonder if the men who are interested in Easter Monday, Labor Day and Victoria Day have their minds very earnestly fixed on their work. We have every sympathy with the farm hand; we like to see him get a good wage, and it seems to us employers should be willing to accord the deserving hired man such a chance as they would desire their own boys to receive from a neighbor. Indeed, it looks very much as though the farm service of the future should be mainly a training school for young, prospective farmers, and a means whereby they may acquire the capital with which to start. We cannot see how immigration of inferior races will ever solve the labor problem; it is, at best, only an expedient, and when we consider the character of much of the immigrated labor, and reflect upon the consequences of introducing this element into our citizenship, we may well ask ourselves whether effort in this direction is judiciously calculated. To our mind, the principal ready solution, apart from reform of rural education, that promises any permanent results, is the foresighted adoption of methods that will enable us to accomplish more per man, and thus make it possible for us to pay our help and earn for ourselves a higher wage. To do this is not easy, or it would have been practiced already. It will take as much study and brains as are demanded by any manufacturing or commercial enterprise, but it is not well that we should address ourselves to overcoming the difficulty, rather than waste time looking for an undesirable way around it?

So much by way of suggestion from the employer's standpoint. To the farm hand we would say, remember that the farm is not a gold mine, and that the farmer probably levies a smaller proportionate toll on the proceeds of his laborers than does any other employer. Remember, also, that, while farm wages may look small, it is easier to save from \$100 to \$200 a year than in many city positions where the pay checks run up to a thousand a year. Remember that a dollar honestly earned by a bona-fide producer of wealth brings more genuine satisfaction than a fortune acquired in speculation. Riches do not measure happiness. If one opens his mind to the poetry of the farm, there is more of soulful comfort and heart-gladdening beauty there than anywhere else on earth. Remember that the downright, practical experience acquired at farm work is a valuable asset in assuring future comfort and happiness. No matter what walk of life one may afterwards enter, he will feel that the farm experience is a solid, practical foundation under his feet.

Remember, too, that until one shows an interest in his work, he has no right to expect confidence from his employer, and unless he conducts himself like a gentleman, he has no right to expect courteous treatment from the farmer's wife. There is a very true saying to the effect that the world is a looking-glass in which we see the image of ourselves. Many of us see a hideous picture, because we are always scowling at the looking-glass for the presentment it shows us. The employer and his family are a mirror in which the hired man sees himself reflected, and in the hired man's attitude the employer can frequently see a reflection of his own. Of course, there are bright

and dull mirrors, but the worst of them reflect with amazing accuracy; it is often hard for us to believe how true the reproduction is.

The hired man who is taking care not to earn all he gets, is almost certainly getting more than he earns; the only one who is in danger of earning too much is the one who fears he is hardly "making good." Such a worker is always in demand; if one man cannot pay him as much as he is worth, another will; and if such a one combines integrity, enterprise and perseverance with his industry, he is bound to reap his reward. In a word, then, our advice to the hired man is, take all the wages you can get, be awake to every opportunity, get as good a place as you can, then, by your work, prove yourself fit for a better one. Read, study, think, improve your mind, keep your character clean and husband your physical strength, don't be a slave, don't toady, and don't cringe, but serve your employer as a man, and if friction arises see whether you have been in the least at fault, and let him attend to his side of the case. The man who can do that wins the world's respect. Above all, work to your employer's advantage, that every stroke may count. The waste of effort and time by the pernicious habit of time-serving, common nowadays, is one of the grave economic losses of the age.

As a cheering thought, remember there is always room at the top. The reward of faithful effort sometimes seems slow, but it is exceedingly sure. You can't keep a good man down. The writer's experience as a farm hand has been gained in two Provinces, and under several employers, while he has also tasted the joys of the navy's life in August heat and winter frost. He has never been out of a job at good wages, for, through it all, he kept uppermost in mind that the best way to get more wages is to earn more, and that the only man who deserves a better position is the man who can be relied on to put his very best effort into the job he has in hand.

### Judgment Needed in Selecting Cows by Performance.

An awakening of interest in the selection of dairy cows—both pure-breds and grades—according to actual performance, gauged by milk scales and Babcock tests, is a hopeful assurance of future progress in dairy stock-breeding. Co-operative and private testing of common herds, and officially-supervised but privately-conducted testing of pure-breds, must prove a great boon to the dairy business. We have heard the objection raised that official tests of pure-breds, kept after the manner suggested in our issue of January 11th, would be of little reliance to the prospective buyer, as there would be too great an opportunity for the breeder to "stuff" his milk records. This, however, is not so easy as it looks, even were the breeders so disposed, for the official's monthly weighing of milk and sampling for Babcock test would be a check on the private record, any marked discrepancy being sufficient to call for investigation, and either correction or exposure. The plan works well, we believe, in the case of the American Guernsey Cattle Club, and with the admitted integrity of the majority of our breeders, and with a vigilant inspector, we have no reason to anticipate fraud in Canada. Advanced registry, based on official test of each cow for one year, is entirely feasible, and men who have given the matter some thought are convinced there would be no insuperable obstacles in extending the period of test to cover two or more years, at the option of the breeder.

But a word of caution is pertinent at this stage. When cow-testing becomes popular, as we hope it will be, there will be a tendency to run

to extremes after cows with phenomenal records. Such stock will very likely be bid up out of reason, in the hope that its progeny will prove equally heavy producers. Constitution will be slighted, size and substance ignored, and the fact overlooked that the records of phenomenal producers are seldom repeated by their immediate descendants. The result might be expected to be a race of scrawny, ill-favored cattle, incapable of bearing a generation as good as themselves. Of course, this will not be the result in all instances, but unless guarded against it will be the tendency, and then there will come a reaction, a seeking after more constitution, size, substance and type.

Let us avoid the mistake. While welcoming the testing of cows, let us not pin our faith blindly to the cow which gives an extraordinary yield of milk and fat, but to the hearty, vigorous dam—the cow that produces somewhat above the average, and has the stamina to back it up and impart to her progeny sufficient capacity, vitality and nerve force to equal or exceed the matron's own performance. Breeding will never be a science of mathematics purely, though the more exact knowledge one can bring to his aid, the better his chances of success along utilitarian lines. Let us look upon milk records as help rather than an infallible guide. Then may stock improvement proceed gradually along rational lines, and we will not be in danger of defeating our object by undue haste to capture a nest of golden eggs.

### Good Salaries to Good Men.

We were pleased to read in the speech from the throne, at the opening of the present session of the Ontario Legislature, that funds would be asked to increase the teaching facilities of the Ontario Agricultural College at Guelph. This suggests the thought whether it is not time to consider a change in the rule of limiting the salaries of the professors to \$2,000 a year. It is true that some of them get considerable perquisites, such as free light, free heat, free house rent, and so on, but the nominal salary that may be offered to any man is the above sum. Compared with a farmer's income, \$2,000 is a big stipend, and it is a large salary to pay to an ordinary man, but for the kind of men who ought to be kept at that institution it is hardly adequate, for the simple reason that these can get better salaries elsewhere in similar lines of work. The College has suffered already from the loss of promising members of its faculty, and although, fortunately, some good men have, out of loyalty and other considerations, remained with it, the drain must continue unless it is made better worth while for talent to stay. A still greater handicap is the president's inability to introduce needed new blood by going to eminent men and offering sufficient inducements. We have in mind at least one Canadian who would be a tower of strength to the staff, and capable of doing incalculable good to Canadian Agriculture, but who will never be tempted by a salary of \$2,000 a year. The head of a department in an agricultural college should command as high a salary as any university man, for his qualifications demand a rare combination of practical and scientific attributes. A good man, working for a country where agriculture is of such paramount importance as in Canada, is cheap at almost any price. A poor one should not be retained.

Then, too, the members of the staff should have more opportunities to travel around through the country and get in touch with the men they are trying to serve. And, still further, they should travel abroad, not to Britain merely, but in the United States and elsewhere, so as to see how similar institutions are working, to broaden