

has to pay him. Our boys are not sent out to become drudges. They all have to work, and, at times, work hard. The season on the Canadian farms is short, and in a country where grain is some times twice in the bag within ninety days there is much to do and little time to do it in. But there is all the difference in the world between hard work and drudgery, and if we have reason to believe that a youngster is being overtaxed or hardly driven, we are prompt to interfere. In making arrangements with employers, we allow, in every case, a month's trial before any binding contract is entered into, so that the employer may be able to test the boy's capabilities and his fitness for the place, and that we may see, on the other hand, how the lad is going to settle himself. At the end of the month we draw up the agreements, containing in each case the terms that appear to us fair and reasonable to both master and man. In fixing these terms we have to put on our best thinking cap, and it is a task that we always approach with a sense of important responsibility. We refer to our notes taken on the voyage and take into careful consideration the boy's size, physical strength, intelligence, and also the character of situation and the amount and kind of work that are likely to be required from him.



Length of Engagement. THE younger the boy the longer, as a rule, the term of engagement. We have no faith in making short engagements for young boys. They have to become acclimatized, to learn their business and to get into the ways of the country, and while a boy is doing all this, we consider it far better for him to be settled in one place, which he will regard as a permanent home and where he will be made one of the family and grow up as a child of the household, than be looked upon as a hiring by the month or year. The idea of being "boarded" has unpleasant suggestions, and the term falls harshly upon democratic ears. But we find for young boys the combination of boarding and apprenticeship

indenture, which the spirit and terms of our agreement are intended to embody, is the wisest and best method of placing them on their first start in the country. Every agreement confers the right upon the employer to close the engagement and return the boy to the Home by giving a month's notice in writing, and we reserve to ourselves the same privilege of closing the engagement, with the further proviso that we can do so summarily and without notice if we should have reason to believe that a boy is being ill-treated.



Wages and Settlements. For the older boys different arrangements are made. The terms of engagement are, of course, much shorter, and we stipulate for their receiving so much wages for the year, generally divided over the eight busy months of the season and increasing each year if the term of hiring is for longer than a year. They pay for their own clothing out of their wages, so that they have no inducement to lay out their money to the best advantage and practice care and economy. All amounts advanced by the employer are kept strict account of, and we require a statement of this account at the end of the term of service, which we closely scrutinize to see that no boy is taken advantage of. There are cases in which such a scrutiny is very necessary and useful and has brought very remarkable transactions to light—second hand garments charged to boys at the price of new, or cheap, trashy watches, jewellery or fire arms sold to them at exorbitant figures, sometimes an old horse figures amongst the items, with further charges for his keep on a scale that would maintain a Derby winner. Such cases are exceptional, however, in the accounts submitted to us, possibly because they have to be thus submitted, and we can do with pleasure that a well-conducted boy is honestly and honestly and generously dealt with, where there is any fairness, and where the employer and I make a point of being so intent to be so that the boy is put on a fair and equitable basis, and is not over- or under-treated.