

THE PROGRESSIVE FARMER

EASTERN EDITION
A Farm and Home Weekly for
The Carolinas, Virginia, Georgia, and Florida.
FOUNDED 1886, AT RALEIGH, N. C.



Reg'd U.S. Pat. Office

Vol. XXXIII. No. 2.

SATURDAY, JANUARY 12, 1918

\$1 a Year; 5c a Copy

Try a Profit-sharing Plan With Your Labor

THERE are two outstanding facts in regard to farm labor that every Southern farmer should understand, and then govern himself accordingly.

1. *Labor for farm work will this year be shorter than ever before.* The draft, the movement of thousands of Negroes north, and the high wages being paid by industries in Southern cities combine to make this certain.

2. *A primary factor in getting labor efficiency is to hold the interest and enthusiasm of the worker.* Give a worker a direct financial interest in the product of his labor, and, nine times in ten, we have sustained, intelligent effort; without such an interest to spur him on, he cares little for the quality of his work or the amount done; he is a dull plodder with



MORE HORSEPOWER MEANS GREATER HUMAN LABOR EFFICIENCY

a certain number of bales of cotton, a certain number of pounds of tobacco, so many bushels of peanuts, or so many bushels of corn are made, with an increased bonus for each additional bale of cotton, each additional 500 pounds of tobacco, or each additional 50 bushels of peanuts or corn.

2. *Get the interest of the hired man.* Where hired labor is employed, the farmer may as well understand at the outset that he cannot get efficient labor at pre-war prices. Other industries are paying on an average probably double what they used to pay, and the wages of our labor must be raised proportionately if we are to hold it. With the high prices of farm products, increased wages are only just and equitable. More than this, it will pay, as with the farm boys, to put hired labor on a profit-sharing basis. Let

no aim other than to "put in his day."

Ninety per cent of the land owners of the South use more or less labor other than their own in making their crops. With hundreds of thousands of our young men gone, the big problem is to maintain and even increase production with the labor supply that we have. Let us consider in their turn our three chief sources or classes of labor, and what may be done to speed them up to the utmost.

1. *The farm boys.* First of all, make partners of them. Call a council of them, and talk business for the new year. Impress upon them first the fact that prices of practically everything we raise are two and three times higher than during pre-war times, and that big profits await the farmer who efficiently manages his business. Then announce to them a plan by which they are to have liberal prizes if

every worker feel a direct interest in the crop he is helping to produce.

3. *Make a business partner of the tenant.* With probably half of all the crops of the South grown by tenant farmers, too little is being done to get the maximum efficiency from tenant labor. First of all, put the tenant on a cash basis, letting him have so much money each month, so that he can buy at cash prices, charging him no more than the legal rate for any money advanced. Second, offer liberal cash prizes for the production of a certain number of bales, bushels or pounds of any crops grown. Finally, use fertilizers liberally to make every acre the tenant works do its best, and provide him with the labor-saving implements he needs to cultivate a maximum crop.

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