

tions, deposit of plans and restrictive covenants, requiring the appointment of inspectors to see to their enforcement. Those who know anything about estate development know how completely such attempts have failed. The spirit of civic dignity and harmony cannot be caught that way.

We propose, therefore, that the governing body of New Town shall take advantage of the fact that they are their own landlords, and become their own builders also. The advantages of this course are plain to see. It will give control without the need for those elaborate regulations and restrictions to which we have just referred, while the directors would try to avoid a cramping uniformity, and to meet the reasonable desires of tenants both of dwellings and of business premises. It will make possible those economies in the purchase and use of material which only a large establishment can achieve. It will allow the formation of a big staff of skilled workers of all kinds, with regular employment. But the Building or Works Department, which will be organised (possibly in the form of a "Subsidiary Company") to carry on all the constructional work of the Company from the start, will aim at a still higher form of efficiency. The principles involved cannot be fully stated without anticipating the argument of our next chapter. To build itself will for years be one of the chief industrial activities of New Town, and New Town principles should find full expression therein. In brief, it may be said that, with the highest standard of work as an aim, all the workers employed in the department will be trained to consider themselves as craftsmen co-operating for a worthy social end, arranging most of the conditions of their own work, and responsible for its efficiency and sincerity. The best leaders and foremen will be sought out in order to give a good start, and by degrees we hope to see evolved something like a true Guild of Builders, self-organised, to suit the conditions of to-day. Any