

hours of labour, selection of foremen, workshop conditions, even rates of pay, which might at once be dealt with through appropriate bodies by the workers concerned; and in the category of workers the managing director and the office lad will alike be included. But in the general organisation, management and development of the industry there may be need for leadership and skilled direction which, owing to the limited experience and education of most of us, a management by committees, with unlimited discussion, cannot always give. We all need further education into that sensitive stage of democracy which will be able to recognise and develop true leaders and submit itself to their direction. Here again we make appeal to the hopes that rise from the interaction of our New Town education with our New Town industry, foreseeing that the second or third generation of New Town Citizens may be ready for more complete forms of co-operation than we can attain. In this matter, as in others, the aim of the promoters will be to try to secure that each industry is started in the right spirit, and to leave as wide an opportunity as possible for experiment and variety of machinery, subject to the acceptance of certain general principles. Around this question of a share of control in industry (which means more to the man behind the tool than any increase of wage or of leisure) much of the thought and struggle in the industrial world in the near future will centre, and we desire New Town to be a field of fruitful experiment in this fundamentally important matter.

Another way in which the claims of association in industry will be recognised is to be found in the right, which the town will claim, to exercise a limited measure of control over each business, and to receive a proportion of its "surplus" production. Just as the State makes its own claims, so will the city, for the common good, and as a recognition of the fact of the general association of the whole of the town in a common