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A HONG KONG GENERAL CHAMBER OF COMMERCE MAGAZINE
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一九九四年十一月 NOVEMBER 1994



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THE Bulletin

A Hong Kong General Chamber of Commerce magazine

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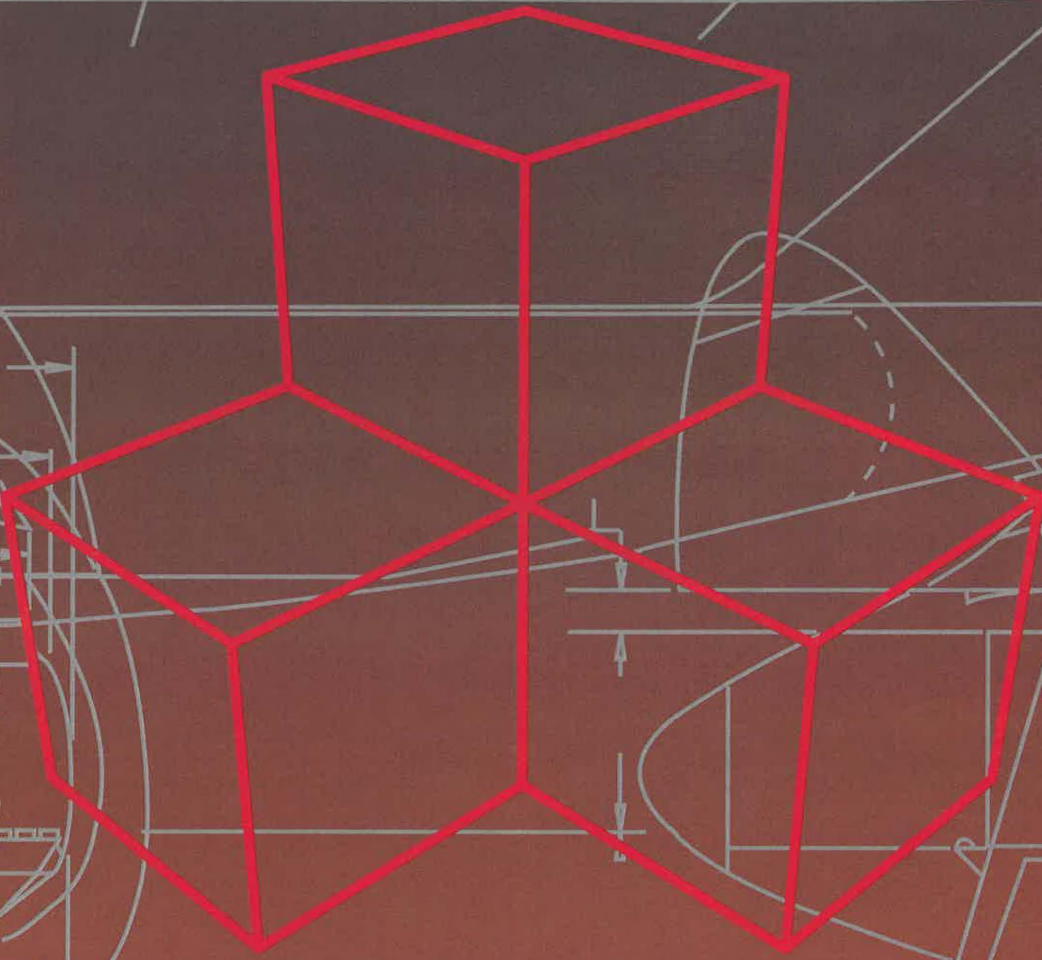
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Chamber Listens to Members on OPS Proposals

In the great debate over retirement protection for the people of Hong Kong no one can accuse the Chamber of adopting a "top-down" attitude, of making decisions at the top - or at Committee level - and passing them down to the membership.

The Chamber instead adopted a "bottom up" approach, using a detailed questionnaire in Chinese and English to give each and every member the opportunity to have their say on the Government's plans for an Old Age Pension Scheme (OPS) for Hong Kong.

Members responded enthusiastically to the Chamber's initiative, reflecting both their interest in Chamber activities and, more specifically, their desire to express their views on what is a vital issue for Hong Kong's future.

This resulted in an excellent, statistically valid, response to the Chamber's OPS questionnaire with more than 11.4 per cent of 3,800 members/questionnaire recipients returning their forms, either fully or partially completed.

The overwhelming numbers of completed forms are from small/medium enterprises (about 80 per cent), the bulk of the Chamber's membership, although there is a broad cross-section of larger companies as well. About 25 per cent of forms were completed in Chinese version.

A large majority of respondents believed there should be a clear distinction between retirement schemes to provide for the elderly and the basic Government welfare system (Question 1). Almost 93 per cent of respondents were in favour of a clear split.

There was overwhelming opposition to "the OPS as drafted by Government" among Chamber members (both large companies and SME's) (Question 2). All respondents answered this question and 85.3 per cent opposed the OPS, with only 14.7 per cent in favour.

On the preferred alternative to OPS (Question 3) the response rate was fairly high, with some members indicating one preference, others two and still others attempting to place them in order of preference.

In simple terms, the biggest percentage of members (41 per cent) favoured option (ii) (enhanced welfare and voluntary schemes), followed by option (iii) (enhanced welfare and mandatory scheme) by 33 per cent and option (i) (no change) with 24 per cent.

A surprisingly large number - although still a minority - of respondents were prepared to accept a "modest" increase in taxes to provide for the needy elderly (Question 4). However, a clear majority, 56 per cent to 41 per cent were against any tax increase.

Respondents favoured means-testing (Question 5) by an overwhelming 4 to 1 (80 per cent to 20 per cent). This was also confirmed in the Chamber's check question [Question 6(v)] where the response was 74 to 16 per cent.

There was generally good majority support for the changes the Chamber had suggested should the OPS go ahead (Question 6) - 37 per cent liked a defined benefit scheme and 61 per cent a defined contribution scheme (with some voting for both), 66 per cent said the Revenue should be responsible for collection, 58 per cent wanted a change from quarterly payments and 73 per cent voted for a strong OPS means test.

There were fewer responses on what companies might do with their own retirement schemes should an OPS be introduced (Question 7), but those who did reply, a majority (slim) said they would continue with their own schemes - that is, 51 per cent. Only 31 per cent said they would amend it by the 1.5 per cent payable by employers and just 12 per cent said they would replace their scheme with the OPS.

A majority of all respondents to the whole Questionnaire (39 per cent) and an overwhelming majority of those completing Question 8 (70 per cent) said they would be discouraged from setting up private sector retirement scheme in the future if an OPS were brought in.

There was very little difference in the response rates whether the respondent company already had a private sector provident fund scheme in place or not. Of those without schemes, 88 per cent were opposed to the OPS and among those with schemes 84 per cent were opposed.

Members can be assured that their views, as reflected in the questionnaire responses, have already been communicated forcefully to Government and to the public, and will continue to be put as long as the debate on the issue continues.



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會員就老年退休金計劃表態

在激烈的退休保障辯論過程中，沒有人可以指摘本會高層將本身的意見強加於全體會員身上，因為本會所採取的決策方式，是「由下而上」而非「由上而下」。

本會最近向全體會員發出了一份詳盡的問卷，讓每位會員都有機會就港府建議的老年退休金計劃發表意見。該份問卷同時備有中英文版本，方便會員作答。

會員對於問卷反應熱烈，充份顯示出他們在積極參與本會會務之餘，亦希望就一些與香港前途息息相關的問題發言。

是項問卷調查成績美滿，而且在統計學上亦可說是相當具代表性。交回問卷的會員共佔總數的百分之十一點四。本會現時共有會員三千八百。

回覆者大部分是中小型企業（約佔總數的八成），當然，從事各行各業的大公司也為數不少。約有四分之一的回覆者選擇以中文作答。

大部分回覆者認為不應把老人退休金計劃與政府的基本福利制度混為一談（問題一）。接近百分之九十三的回覆者贊成將兩者清楚劃分。

絕大部分回覆者（包括大公司和中小型公司）反對港府目前建議的老年退休金計劃（問題二）。所有回覆者都就這條問題作答，其中百分之八十五點三反對，百分之十四點七贊成。

有關其他可行選擇的問題（問題三），回覆率亦相當高。有的只作出一項選擇，有的甚至把三個選擇按本身喜好依序排列。

總的來說，最多會員選擇方案二（百分之四十一），即提高社會福利及實行自願性退休保障計劃，其次是方案三（百分之三十三），即提高社會福利及實行強制性退休保障計劃，贊成方案一（即維持不變）的只有百分之二十四。

令人感到意外的，是為數不少的會員（儘管只佔百分之四十一的少數）願意政府略為調高稅率，以幫助有需要的老人（問題四）。不過，百分之五十六的大多數明確反對加稅。

贊成與反對進行經濟審查（問題五）的回覆者的比例是四比一，這個結果與問題六（V）的答案大致吻合（百分之七十四贊成，百分之十六反對）。

假如老年退休金計劃真的推行，大部分回覆者表示會支持本會所建議作出的修訂（問題六）。百分之三十七贊成維持固定的退休金制度，百分之六十一贊成限額供款制度，百分之六十六認為稅務局應負責收取供款，百分之五十八認為應改變按季度收取供款的建議，百分之七十三贊成進行嚴格的入息審查。

當被問到假如老年退休金計劃真的推行，將如何處理現有的退休金計劃時（問題七），回覆者的人數明顯較少，但回答這條問題的會員當中，百分之五十一表示會繼續推行現有的計劃，百分之三十一表示會將僱主供款比率降低百分之一點五，只有百分之十二表示會以老年退休金計劃取代現有的計劃。

大部分（百分之三十九）回覆者將整份問卷完成，而絕大多數回答問題八（百分之七十）的回覆者均表示，一旦老年退休金計劃推行，將成為他們日後設立公積金計劃的障礙。

回覆者的公司是否已經設有私人公積金計劃，似乎並不影響他們回覆的意欲。在目前仍未設立公積金計劃的回覆者當中，百分之八十八反對政府的老年退休金計劃，而在那些已經設立公積金計劃的回覆者當中，亦有百分之八十四表示反對。

本會已經把問卷收集所得的會員意見強而有力地由政府及社會大眾反映，並會繼續把有關結果用於日後的辯論中。





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New Chamber strategy

Chairman William Fung explains two moves to give members more value for money

Chamber Chairman, William Fung, announced a new Chamber strategy of giving more value-for-money-to-members in opening up international markets on his return from leading the Chamber's first foray into North China with a high-level, week-long mission to Shandong Province.

He said he hoped to set the Chamber moving in two new concrete directions during his tenure as Chamber Chairman:

- Concentrate on 2-3 day missions targetted on specific industries and specific cities in Shandong with potential for trade and investment instead of sending missions abroad to one place one month and another the next without follow-up missions.

- Establish an expert panel of members knowledgeable about Shandong that any member could go to for advice and thus encourage member-to-member exchanges of experience and information that are more useful to members than just factual information that a big data base could spew out.

Premise

William Fung said the development of the new Chamber strategy begins from the premise that the Chamber does not have the same resources as the Trade Development Council (TDC).

"Other than the General Chamber's representational role, in terms of what we can do for members in organising missions, in developing markets and so on, my contention is that we should really concentrate on a few specific places with maximum potential for the majority of our members, rather than be all over the world trying to open up one market one month and another the next month," he said.

"What we need to do is what we did very successfully, I think, with Vietnam. That is, to establish our reputation in a market with potential so that people will know the Chamber's missions are better and more useful than anybody else's in the Territory."

He gave the reasons why the Chamber settled on Shandong as the specific place where there is maximum potential for members:

"First of all, we think we should look at China again. Vietnam was an obvious place a couple of years ago. The potential there looked very good and still is, so we



The black ceramic vase is unique to Shandong and an appropriate souvenir symbol.

本會獲贈山東特產
黑瓷花瓶作為紀念

are continuing our efforts there.

"In terms of China, I think our efforts in the past have primarily been in the Pearl River Delta where assembly is very active. And rightly so, because of the size of that particular set of constituents. They cannot venture too far.

Beijing

"We, of course, do our once-a-year high level mission to Beijing. That is always important in order to keep track of what is happening on overall national policy.

"But having said that, we must look at other alternatives.

"When Paul Cheng was Chamber Chairman we went to Fujian and Swatow (Shantou). Looking further up there is Shanghai. But Shanghai is a big metropolis and a lot of members may already be involved in Shanghai.

"Following basically a coastal strategy we should then look at Shandong as the next potential area for our members to trade and invest when they leave the areas they know best which is probably Guangdong and Shanghai.

"We think that Shandong really has a lot of potential for our members involved with trade, with manufacturing for export and with services of one kind or another primarily dealing with the more developed parts of China.

"We don't think going to the interior at this point in time would be very beneficial. The first thing we must follow is a coastal strategy."

North China

William Fung said Shandong was really the General Chamber's first foray into North China. Alternatives in the North and North-East could have been Dalian and places like that.

"But we think Shandong should come first because it is closer and because it has the best port facilities. A lot of investments have been made there from Korea and Japan, though Hong Kong is Shandong's No 1 investor."

Q. Hong Kong is the No 1 investor?

William Fung: "Yes, it is. I think Taiwan is No 2 and Japan is No 3. Korea and Singapore follow, hard on the heels of Japan.

"I have never been there before myself. But Hong Kong and the Chamber have always known Shandong well. Within our Chamber membership there are some very strong advocates of Shandong who are very knowledgeable about the Province and are very influential there."

Chen Hsong

William Fung named the Chen Hsong Group of Companies and Ms Lily Chiang on the Chamber's General Committee.

"So we set the stage for what we call a high-level mission which involved myself as Chamber Chairman, James Tien, Second Vice Chairman, and Lily Chiang from the General Committee. Her father Dr Chiang Chen, was our honorary mission head.

"What we intend to do as far as the

總商會新策略

本會主席馮國綸闡釋兩項加倍物有所值的會員服務

理事會主席馮國綸最近率領總商會高層代表團訪問位於華北的山東省，進行為期一周的考察活動。這是本會歷來首次訪問該省。他返港後表示，本會計劃實行一套新策略，讓會員可以獲得更加「物有所值」的服務。

他表示希望在兩年任期裡，為總商會奠定具體的發展路向。

首先，他希望本會集中籌辦為期兩至三天的商團，目標是山東省一些具備貿易及投資潛力的工業及城市。他不希望經常組團四出考察，但事後又沒有跟進的訪問活動。

其次是成立一個諮詢小組，集合一些對山東省有深切認識的會員，讓有興趣的會員可以尋求意見。此舉可鼓勵會員與會員之間進行交流，彼此分享經驗，他認為這樣較諸建立龐大的資料庫更為有用。

大前題

馮國綸說，制訂這套新策略的大前題，是本會的資源及不上香港貿易發展局。

「總商會透過組織外訪商團和拓展市場等等活動，發揮本身的化表性功能，但除此以外，我們其實應該把注意力集中在幾個潛質最優厚的地點，而非將目標分散在世界各地，這個月組團到某個地區，下個月又組團到另一個地區。」

「我們所需要的，其實就像過往極其成功的越南訪問計劃一樣，在一個具潛力的市場致力建立聲譽，讓人們相信，總商會所舉辦的代表團比本港其他組織的更加有用和更優勝。」

他列舉了數個理由，說明本會為何要選擇魯作為致力拓展的地點。他說：「首先，我認為應該再次把焦點放在中國。無可否認，越南是過去兩年的首選投資地點，那裡的潛力至今仍然存在。因此，我們會繼續予以拓展。」

「至於中國，我認為我們過去的注意力主要集中在珠江三角洲一帶，那裡的裝嵌工業十分蓬勃。不過，基於種種特殊因素，珠江三角洲的發展頗為局限。」

北京

「當然，總商會每年都會組織高層代表團訪問北京，這項活動非常重要，因為我們可藉此掌握中國的最新發展形勢，瞭解整體國家政策。」

「話是這樣說，但我們亦需要尋求其他選擇。」

「當鄭明訓在任的時候，我們曾經訪問過福建和汕頭，以及再北一點的上海。不過，上海是個大都會，很多會員已經在當地投資。」

「根據沿海策略，我們應該考慮為會員拓展山東省的貿易及投資機會，因為一般會員心目中的投資地點大概只有廣東和上海。」

「我認為山東省確實具備相當優厚的潛力，特別是在貿易、出口製造業、服務業等方面。」

「我們相信現在並非深入內陸的適當時機，我們目前應該採取沿海策略。」

華北

馮國綸說，山東其實是本會拓展華北市場的第一站，其他可行的地點包括北部和東北部，例如大連等城市。

「不過，我們認為應該把山東省放在首位，因為該省距離香港較近，而且港口設施優良。雖然香港是山東省最大的投資者，但韓國、日本等國家在當地的投資也為數不少。」

問：香港是山東省最大的投資者？

馮：「不錯，其次是台灣、日本、韓國和新加坡。」

「我本人以前從未到過山東，但港商和總商會會員對山東省已有相當認識。部分會員更強烈推薦山東省，他們對於該省極之熟悉，而且在當地也有一定的影響力。」

震雄

馮國綸提到震雄集團，該集團的董事總經理蔣麗莉正是本會理事會理事。

「有見及此，我們便組成了一個高層代表團訪問山東，團員除了我本人外，尚包括本會第二副主席田北俊、理事會理事蔣麗莉等，蔣麗莉的父親蔣震博士更是代表團的名譽團長。」

「我們這次的目標，是在適當的地點建立高層聯繫，確保日後派往該省的實務性代表團獲得週全的接待。」

馮國綸說，這次考察的行業和地點相當廣泛。「其中包括化學品廠、柴油引擎廠、紡織及製衣廠等等，那裡的發展確實頗為多元化。我們的用意是為會員探求整個山東省的投資機會。」

「我希望總商會秘書處會將注意力集中在某幾個範疇。山東省的輕工業、農業和一般工商業都很值得投資。」

中電

馮國綸說，代表團成員除了部分來自紡織業外，亦有部分來自中華電力有限公司，

該公司正在山東省參與建造一間發電廠。

「我們希望其他的跟進商團會集中於一些實務性的範疇，例如與適當的人士會晤，集中考察一些有興趣的領域及城市。」

在這次為期七天的考察活動中，代表團訪問了四個城市。代表團由濟南市出發，途經濰坊、蓬萊（純粹觀光）、煙台及青島。

「相信日後會員毋需花費大量時間揀選自己希望考察的項目。要會員把時間花在冗長的旅程上，很多時都會出現困難。將來他們只需用上最多兩、三天的時間，便可在心目中的城市完成預定的考察過程。」

「我們計劃集中資源籌辦幾項國際性商務訪問活動，而不是像以往一樣，足跡遍及世界各地。經過此行後，我們與山東省及其轄下多個城市的政府建立了非常良好的關係，特別是與我們的對口組織，例如山東省工商總會、中國國際貿易促進委員會山東省分會等。」

「我們日後會安排會員考察具體的經貿項目，毋需他們浪費時間建立聯繫。透過這種方式，相信可為會員提供真正的諮詢和真正的服務。」

諮詢小組

馮國綸續稱，除了集中籌辦這類代表團外，本會又計劃匯集一些對山東省有相當認識的會員，組成一個諮詢小組。

「舉例說，蔣震博士、蔣麗莉小姐及其他參加是次訪問的會員，他們已在山東省進行了很多投資，他們經驗之豐富，足可為其他會員提供意見。他們將成為山東省諮詢小組的骨幹。」

「我們會公布他們的姓名，讓那些有意在山東經商或投資的會員與他們接觸。」

「只消和他們傾談數分鐘，便勝過翻閱大量資料，因為他們會道出一些實際要注意的地方。這些不是空泛的建議。光是說應否到濟南和濰坊投資，以及應在哪些行業投資，其實幫助不大。」

「這是一項有別於其他組織所能提供的服務。由於我們的資源有限，最佳的做法莫如會員互相幫助。」

「這種做法很值得推廣。諮詢小組一方面可以就山東省提供意見，另一方面又可與到訪的會員在其他問題上交換心得，結果雙方都會獲益。」

交流心得

「我們希望鼓勵會員進行資訊交流，而不是會員向秘書處求助。開展會員與會員之間的資訊交流十分重要。」

本刊向馮國綸提出了一些與山東省有關

At the motor-cycle factory.

代表團參觀電單車廠



的問題：

問：語言是否一個問題？

馮：「對於那些不諳普通話的會員來說，確實是個問題。當地人的山東口音很重，懂英語的人又不多。語言障礙是個有待解決的問題，但另一方面，隨著九七臨近，大部分會員就算不能說流利的普通話，最少亦應學會怎樣溝通。只要一踏出廣東省，這個語言問題便會出現。在山東省，只要當地人把說話的速度減慢一點，問題應該不大。」

問：山東省的港口設施怎樣？

馮：「山東省擁有許多港口，其中最具規模的是青島。以吞吐量計算，青島是中國四大港口之一，但我認為這個港口尚有很大的發展潛力。它是個天然港口，其發展歷程與香港很相似。它和香港最大的分別，是海水非常清澈。有關當局計劃擴建港口，青島港並非位於河口，淤泥不會構成重大問題。」

問：日本和韓國的商人已有本身的固定運貨航線。香港廠商會把製成品運往甚麼地方？

馮：「除了國內一些港口外，尚有連接香港、新加坡、印支國家及日本幾個港口的定期航線。」

問：香港有沒有通往青島的定期航線？

馮：「這點我不太清楚，不過，青島的船運服務一年比一年好。市政府有計劃把港口大幅擴建，現時港口已有一些貨櫃船泊位，當然，規模仍然不甚理想。他們現時正在青島港以南近黃島的地方興建一個名為『前灣港』的大型港口。」

問：香港哪些行業有可能會在山東投資？

投資環境

馮：「讓我首先介紹一下山東的投資環境吧。第一，以國民生產總值計算，山東省的排名僅次於廣東省。該省的道路網絡相信是全國最完善的。基於種種原因，山東省政府一向非常重視道路系統的基建。他們擁有自己的輸電網絡，據我所知，山東省的電力供應十分充裕。以往山東省曾經遇過供水問題，但現時問題已經解決，現時黃河已經成為了該省的主要水源。從基建角度看，山東省是我到過的眾多省份中數一數二的。」

「山東省的人口很多，是繼四川、河南後人煙最稠密的省份，因此，該省的勞動力供應絕對不成問題，而且價錢比南方的省份便宜。價錢與北方省份相比，不算特別便宜，但質素稱得上頗佳。」

Chamber is concerned is to open up Shandong to us with contacts in the right places and at a high enough level to ensure that all our subsequent missions at perhaps a more practical level will be well received."

William Fung said that the places and industries the Chamber Mission visited were very general.

"What we looked at ranged all the way from a motor-cycle factory, to a chemical plant, a diesel engine establishment and a textiles and garment mill. It was quite a range of development. Our idea really was to scout out the whole Province in terms of opportunities for our members."

"Thereafter what I hope I can ask the Chamber Secretariat to do is focus in on some special interest groups. Shandong is very strong in light manufacturing, in the agricultural sector and, of course, in general investment."

China Light

William Fung said those on the mission ranged all the way from several people in textiles and garments to a delegation from China Light and Power which already is involved in power plants in the Province.

"What we hope to do in terms of follow-up trade missions is to be more practical. In other words meet the right people, be more focused in what we ask to see

「山東省的農業發展歷史悠久，礦產如煤、金等亦頗為豐富。」

「該省的輕工業發展完備，當然，仍然未達到例如瀋陽市重工業的階段。該省的工業發展水平與江蘇省的相若，主要包括紡織、製衣、玩具、鞋履及其他勞工密集工業。整體而言，山東省的工業發展和其他沿海省份很相似。該省勞動力充裕，設有出口開發區及自由貿易開發區。」

國內市場

問：中國國內市場對港商應該非常吸引吧？

馮：「我相信大部分到那裡投資的人都著眼於國內市場，就算現在不是這樣，將來也會如是。山東省擁有良好的港口，適合以國內市場為對象的製造業及出口業。」

問：你剛才提到的農產品，究竟是哪些產品？

馮：「主要是水果，其次是著名的青島啤酒。青島設有一間釀酒廠，而首間西式釀酒廠則設於煙台，創辦人是一位華僑。」

問：絲綢又怎樣？

馮：「產量不及江蘇省，但山東絲亦相當著名。山東亦盛產棉花，因而連帶紡織及製衣業亦相當蓬勃。」



At a garments factory.

代表團攝於一間製衣廠



With Lily Chiang and the owner.

蔣麗莉與部分團員攝於製衣廠

and more focused on the cities we go to."

The seven-day mission went to four cities. It started at Jinan, went to Weifang and from there to Peng Lai (sightseeing only), Yantai and Qingdao.

"I think in the future the more focused missions will not have to spend so much time to see what they want. I think it has always been difficult to ask our members to spend time on a very long trip. In future they ought to be able to spend no more than 2-3 days on practical missions, focusing on specific industries in

specific cities.

"So that's what we would like to do for the next few of our international trips rather than go all over the world. And, as a result, build up a particularly strong relationship with the Shandong Provincial Government, the governments in the cities and our counterparts which are the Federation of Industry and Commerce and people like the CCPIT in Shandong.

"In that way I think we will be able to start to offer our members genuine ad-

vice and genuine service when we take them on these missions and be more targeted and not waste their time by connecting them with the right people right away."

Panel

William Fung said that, in addition to focusing its missions, the General Chamber also intends to set up alongside and simultaneously with the missions a panel of Chamber members who are knowledgeable about Shandong.

"For example, Dr Chiang Chen and Lily Chiang as well as other people who have been with us on this mission. We feel they have done enough investment in Shandong that they could offer advice to their fellow members — a panel of expert people on the Province.

"We could publish their names. We could have other members interested in trade with Shandong and investment in the Province contact these knowledgeable people.

"As you know a few minutes talking with knowledgeable people is worth more than a big data base that can spew out all kinds of factual information. But factual information is not the same as someone saying whether or not you should go to Jinan or Weifang to invest in this or that particular industry.

"So that's another initiative we have got to take to differentiate ourselves from what other organisations offer. Given our limited resources our strategy is more like members helping each other.

"I think that is always good to encourage because I'm sure in return for what advice our panel people can give on Shandong there must be other members who they can turn to for advice on other subjects.

Exchange

"We want to foster more member-to-member information exchange rather than member-to-the-secretariat. Starting these member exchanges is very important."

The Bulletin asked William Fung a number of questions about Shandong:

Q. Language. Is it a problem?

William Fung: "It will be a problem for our members who are not fluent in Mandarin. Even then there is a very heavy Shandong accent. English is not very widespread. Yes, it is a problem that will have to be overcome. On the other hand, I think that now we are approaching 1997 if most of our members are not fluent in Mandarin they are at least conversant enough to be able to get along with that problem. Of course, this problem exists in any province you go to other than Guangdong. In Shandong if

continued on page 14



James Tien and William Fung at a toy factory in Jinan.

田北賢、馮國倫攝於濟南市一間玩具廠



Dr Chiang Chen and delegates visit the wine cellar at Yantai's Changyu Pioneer Wine Co.

蔣震博士帶領團員參觀張裕葡萄酒公司的酒窖



Factories the Mission visited: At China Qingqi Group, one of the biggest motor-cycle factories in China.

代表團參觀全國數一數二的電單車製造廠輕騎集團

A toast with Qingdao draught beer at the Qingdao Brewery's No 2 factory.

團員在青島啤酒二廠暢飲新鮮釀製的生啤



Layout of the Qingdao Economic and Technical Development Zone.

青島經濟技術開發區簡圖

With the
Vice Mayor
of Yantai,
Wang De He.

代表團與煙台市
副市長王德和合攝



With Yang Zai Mao, chairman of the CPPCC Chairman Qingdao City Committee and Zou Li Jian, Executive Vice Mayor of Qingdao.

代表團與青島市政協委員會主席楊在茂、青島市常務副市長鄒立健合攝



Vice Mayor of Weifang, Fang Zong Chang, presents Weifang kites from the Kite Capital of the World.

濰坊市副市長房忠昌向代表團致送馳名中外的濰坊風箏。
該市素有「世界風箏都」的美譽



The people the Mission met: Xie Yu Tang, Mayor of Jinan with the mission co-leaders, Dr Chiang Chen and William Fung.

濟南市市長謝玉堂接見代表團團長蔣震博士及馮國綸



William Fung wrote: "Yantai Development Zone, the door between Hong Kong and Northern China." after the mission went to the Yantai Economic and Technical Development Zone.

馮國綸參觀煙台經濟技術開發區後即席揮毫，
題書「香港華北之門，煙台開發區」



Delegates in Jinan's Handong toys factory.

團員參觀濟南市翰東玩具廠



At the springs at Pao Tu, Jinan.

代表團於濟南趵突泉合照留念

they speak a little slowly it is not a major problem."

Q. Shandong has good port facilities?

William Fung: "There are many ports in Shandong, the biggest of which is Qingdao. It is one of the four big ports in China in terms of throughput and I think has physical potential to be much bigger. It's an ideal natural harbour with a very similar history to Hong Kong. The only difference I noticed when travelling in a ferry is that the water is much cleaner. They have plans to expand it. It is not on a river estuary so silt is not a big problem."

Q. The Japanese and Koreans have their own shipping. Where would Hong Kong industrial investors send their goods?

Destinations include HK

William Fung: "Destinations of regular shipping, other than Chinese ports, are Hong Kong, Singapore, Inchon and several ports in Japan."

Q. There is shipping to here?

William Fung: "We didn't study in detail but shipping services from Qingdao are getting better every year. They have big plans for the port. They have container berths now though the scale is not as large as we would like to see. But they are building a huge port to the south at a place across from the Qingdao harbour near Huangdao, called Qianwan Harbour."

Q. Who from here is likely to invest in Shandong?

Investment environment

William Fung: "Let me tell you the investment environment. First, Shandong is generally acknowledged as No 2 in GNP after Guangdong. In terms of road networks it is probably the best in the country. For some reason the Provincial Government has always invested in

Qingdao skyline.

青島市鳥瞰圖



road systems. They have their own electricity grid. It is not part of a bigger grid. I understand electricity supply is plentiful. Shandong used to have some water problems. They have solved them by bringing water from the Yellow River. So in terms of infrastructure, Shandong is better than most provinces I've seen.

"The population is very large. Shandong is the most populous province after Sichuan and Henan. Labour should not be a problem at all. And it's obviously cheaper than the South. I would say comparable to a lot of the northern provinces. Not particularly cheap but fairly good labour."

"Shandong has a long history as a base in agricultural products. It is also one of the provinces with extractive industries, like coal and gold."

"They are very strong in light industries but not the same strength in heavy industries, like Shenyang has. Their industries are similar to those in Jiangsu — textiles, garments, toys, shoes and all those products that use China's labour. Overall they are like any other place on the Coast. Labour is readily available.

They have export processing zones and they have set up a free trade zone within the Qingdao development area."

Domestic market

Q. The Chinese domestic market would be very attractive to a Hong Kong industrial investor?

William Fung: "I think most people would tend to go in with their eye toward the domestic market, if not now at least some time down the road. There are good ports for manufacture and export and for the domestic market."

Q. You mentioned agricultural. What products?

William Fung: "Fruit is one of the biggest. You know about Qingdao beer. They have a wine industry. The first Western-style wine is produced in a factory at Yantai, started by an overseas Chinese."

Q. What about silk?

William Fung: "Production is not as large as Jiangsu. But Shandong silk is, as you know, famous. Shandong is a big grower of cotton. That's the basis of the textile and garment industry in the province."



Briefing at Weifang's Huanguang Electric (Group) Co Ltd.

代表團參觀濰坊華光電子(集團)股份有限公司

From left: Lily Chiang, Dr Chiang Chen, William Fung, Liu Chi Min, Chairman of the Shandong Chamber of Commerce and Huang Sheng, Deputy Secretary General of Shandong.

左起：蔣麗莉、蔣震博士、馮國綸、山東民間商會會長劉志民、山東省副秘書長黃勝



"Billy Jeans" shop in Jinan. Billy Ng (4th right) the owner, was one of the Mission delegates.

代表團於濟南比利牛士牛仔褲商店外合攝。
店主吳文寧(右四)亦是代表團成員之一

Development Zones the Mission saw: Briefing on the Weifang High and New technology Industries Development Zone.

代表團參觀濰坊高新技術產業開發區



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US Consul-General to address Chamber Luncheon

**Island Ballroom,
Island Shangri-La Hotel
Friday, November 18, 1994**

The Chamber is pleased to announce that the Consul-General of the United States of America in Hong Kong, Mr Richard Mueller, will address a Chamber luncheon on November 18.

Mr Mueller is expected to speak about US trade policy in Asia and policy to Hong Kong. These are very important issues in the light of current development in China's application to re-enter GATT and Hong Kong's role as a commercial and financial centre in Asia after 1997 and into the next century.

(Bookings: Marina Wong, telephone 823 1253)

Chamber Forecast

Date	Time	Events and Meetings
Nov 7	3.30 pm	Meeting: Asia II Group from Brazil
Nov 7	7.00 pm	Dinner for HK-Canada Business Association
Nov 8	12.30 pm	CHAMBER: Americas Committee meeting
Nov 8	12.30 pm	CHAMBER: Roundtable Luncheon: Intellectual Property Rights in the PRC (In Putonghua)
Nov 10	12.30 pm	CHAMBER: Roundtable Luncheon: "Urban Growth & Environmental Stability"
Nov 10	2.30 pm	CHAMBER: Delegation from Ishinomaki Chamber of Commerce & Industry, Japan
Nov 12-13		Pacific Basin Economic Council (PBEC) Steering Committee Meeting & Business Symposium, Jakarta, Indonesia
Nov 14	6.30 pm - 9.30 pm	CHAMBER: Commencement of Practical Office Management Training Workshop
Nov 15-16	9.00 am - 5.00 pm	CHAMBER: Management Writing Skills Training Course
Nov 16	9.00 am - 1.00 pm	Seminar: Company Policies & Management for the Environment
Nov 17	9.00 am -	CHAMBER: Training on Selling on the Telephone (In Cantonese)
Nov 18	12.30 pm	SUBSCRIPTION LUNCHEON: Richard Mueller, US Consul-General in Hong Kong, Island Shangri-La Hotel
Nov 21	9.00 am - 5.00 pm	HK Franchising Association: Conference on Franchising Opportunities in HK, HK Convention & Exhibition Centre
Nov 22	9.00 am - 4.30 pm	Seminar: How to bid for ADB-Financed Procurement & Consultancy Contracts
Nov 22-23	9.00 am - 5.00 pm	CHAMBER: Minute & Report Writing Skills Training Course
Nov 25	9.00 am - 5.00 pm	Hong Kong Business Summit 94, Theatre 1, HK Convention & Exhibition Centre
Dec 4-11		CHAMBER Study Mission to Indonesia
Dec 8	12.30 pm	CHAMBER/CANADIAN CHAMBER SUBSCRIPTION LUNCHEON: Commissioner of Canada

本會動態

工業及行政事務部

重要事項回顧

港督彭定康於十月十四日應邀出席一個由本會及香港工業總會聯合舉辦的午餐會，當日的參加者人數共四百五十七位。另一個矚目的午餐會於十月十日舉行，主講嘉賓是英國報業鉅子，《聯合報》主席史蒂文斯勳爵。

月內共就勞工問題舉行了四個圓桌午餐會。九月十五日，教育及人力統籌科代表范偉明於會上闡釋各種輸入外勞計劃。九月二十八日，智仁顧問公司代表祈雅理於會上從商界角度討論勞工短缺問題。第三個圓桌午餐會於九月二十七日舉行，香港理工學院代表余偉業分析酒店業本地化問題。最後一個圓桌午餐會於十月四日舉行，主講者是立法局議員唐英年，他為與會者分析勞工法例的改變對工商界所造成的影響。

委員會動態

中小型企業委員會

委員會於九月二十七日召開會議，除其他事項外，討論明年二月舉辦春茗的事宜。是項活動的報名程序及勸捐獎品工作將於十一月展開。

人力資源委員會

委員會於九月二十二日舉行會議，討論本港平等就業機會、輸入外地勞工計劃、取銷十二個月遣散費及長期服務金上限的經濟影響等。

環境委員會

委員會於十月四日舉行會議，會上，政府渠務署策略性污水排放計劃部總工程師譚澄邦應邀闡釋第一和第二階段的「策略性污水排放計劃」。另一個討論的議題是《環境影響評估條例草案》。

活動回顧

- 本會於九月十六日與智仁顧問公司合辦一個培訓課程，主講者是史丹福研究院茨維科維奇，主題是《競爭：形或、事實與幻覺》。
- 九月二十三日，彩道舍(國際)色彩與設計中心總裁許立賢在本會舉辦的一個圓桌午餐會上介紹「環保紡織註冊商標」概

THE CHAMBER IN ACTION



Ian Christie Reports

INDUSTRIAL AND CORPORATE AFFAIRS REPORT

Highlights

Governor Patten spoke at a luncheon jointly organised by the FHKI and the Chamber on 14 October to 457 participants on his Policy Speech of 1994. Another important Chamber luncheon was held on 10 October with guest speaker the Lord Stevens of Ludgate, Chairman of

United Newspapers, UK.

Four roundtables were organised in the month on labour issues. The many labour importation schemes were discussed on 15 September with speaker Mr Raymond Fan from the Education & Manpower Branch, followed by a discussion on labour shortage from the business view by Mr Anthony Griffiths of GML Consulting Ltd on 28 September. The third event, held on 27 September, was a case study by Mr Ricky Hui of Hong Kong Polytechnic on the localisation of management of the hotel industry, and the last



Tong Fung greets the Mayor of Dalian. On the right is Sidney Fung, Assistant Director of the Chamber for International Affairs.

馮永祥歡迎大連市市長薄熙來到訪。圖右是本會國際事務助理總裁馮棟澤

Mayor from Dalian

The Mayor of Dalian, Bo Xilai, led a delegation from the Dalian Municipal Government to the Chamber on September 30 and was received by Tony Fung, Vice Chairman of the China Committee (in the chair), members of the General Committee and members of the China Committee. The Mayor said Dalian's total trade was second only to Shanghai and there was huge potential for expansion. Dalian was a shipbuilding centre and 70% of its contracts were with US and European countries. It was also a tourist destination and expects 30% growth in tourism next year. The real estate industry was also growing. Bo Xilai talked of a trend toward Northward investment and a shift of foreign investment from the South. This, he said, was because of cheaper labour, management expertise, well-developed transport and shipping facilities and a good climate.



Bo Xilai addresses the meeting. 薄熙來於會上發言

大連市市長

九月三十日，大連市市長薄熙來率領市政府代表團到訪，本會中國委員會副主席馮永祥聯同理事會及中國委員會多位成員予以接待。薄市長說，大連的外貿總額僅次於上海，投資機會多不勝數。他指出，大連是個造船業中心，百分之七十的製成品遠銷歐美各國。此外，大連亦是個旅遊勝地，預計明年的旅客數目會增加三成。薄市長又談到外商投資逐漸向北伸展的趨勢，他說，大連市工資低廉，擁有豐富的管理知識，交通發達，船運設施優良，投資氣候十分理想。

The meeting.

圖為接待會議舉行情況



Preston Townley dies

Preston (Pete) Townley, president and CEO of the US Conference Board Inc, widely respected for his views on the American political scene and the economy, died on September 30 while playing tennis and attending a Conference Board Council meeting in Florida. Director Ian Christie said the Chamber was very sad to hear of the late Pete Townley's death.

The late Pete Townley had addressed a Chamber lunch, hosted by Chamber Chairman, William Fung, on September 16. It was his second visit to Hong Kong within a year and he planned under the reorganisation of the Conference Board eventually to establish a branch in Hong Kong.

John R Hall, head of Ashland Oil Inc and Chairman of the Board of Trustees, in a message to the Chamber describes the late Pete Townley's death as a profound loss. He said, "In directing a major restructuring of the organisation he gave the Conference Board a new focus and a business discipline that increased its effectiveness and stature around the world."

Jack Wirts, the Board's Senior Vice President (Development) has assumed the duties of Acting President and CEO.

湯斯利遽然辭世

享譽美國政經社會的美國聯合會議會主席兼總監湯斯利於九月三十日突然去世，本會總裁祈仕德對此深表難過。湯斯利於當日前赴佛羅里達州參加議會委員會會議，臨終前正在打網球。

湯斯利曾於今年九月十六日應邀參加一個由本會主席馮國綸主持的午餐會，並且擔任主講嘉賓。這是他在過去一年內第二次訪問香港。他計劃重組議會局，最終希望在香

港設立分支機構。

聯合會議會信託委員會主席霍爾將湯斯利的死訊告知本會，他在信中表示，湯斯利的去世，肯定是議會局的一大損失。他說：「他領導聯合會議進行大規模的重整計劃，將本會的目標重新定位，令本局的效率及在國際間的地位大為提高。」

議會高級副總監(發展)沃茨已接替湯斯利的工作。



The late Pete Townley addressing the Chamber lunch on September 16. On the right of the picture is his host, William Fung, Chamber Chairman.

湯斯利攝於九月十六日一個總商會午餐會上，圖右為本會主席馮國綸

one, held on 4 October, was presented by the Hon Henry Tang on the impact on business of the various recent changes in Labour Legislation.

COMMITTEES

Small & Medium Enterprises Committee

The Committee held a meeting on 27 September to discuss, amongst other agenda items, the organisation of a Spring Dinner in February next year. Subscription for the event and solicitation for lucky draw prizes will start in November.

Human Resources Committee

The Committee met on 22 September to discuss issues on equal employment opportunities in Hong Kong, the labour importation scheme and the economic im-

plications of the removal of the 12 months wage ceiling on severance payment and long service payment.

Environment Committee

The Committee met on 4 October. Mr Thomas Thumb, Assistant Director of Sewage Services Trading Fund Branch, was invited to answer questions on Stage I and Stage II of the Strategic Sewage Disposal Scheme. Another topic discussed was the Environmental Impact Assessment Bill.

Events

- A training workshop was organised, jointly with GML Consulting Ltd, on 16 September. The guest speaker was Mr Emilio Cvitkovic of Stanford Research Institute. The topic was on the speaker's newly published book entitled "Competi-

tion. 當日共有二十一位會員參加。

- 九月二十九日，李道安主持為期一天的「中國貿易風險」培訓課程，參加者共有八位。
- 十月三日，來自瓦努阿圖的商界知名人士拜爾，他的講題是《瓦努阿圖：稅務天堂》。
- 本會於十月五日舉行公司董事晚宴暨研討會，證券及期貨事務監察委員會副主席兼執行董事喬偉能應邀擔任主講嘉賓。
- 十月五日，城市規劃顧問有限公司董事盧秉新應邀於本會舉辦的一個圓桌午餐會上以《新工業區及商業園》為題發表演說，並向參加者闡釋正在進行的研究計劃。當日共有二十五位會員參加。
- 十月七日，瑞典(中國)有限公司經理王仁昌應邀於本會舉辦的圓桌午餐會上以《外國投資企業在中國的開業須知》為題與參加者分享經驗。
- 十月十二日，本會舉辦一個題為《中國土地法則》的圓桌午餐會，主講者是鄭家賢律師行主任律師鄭家賢。當日共有參加者三十位。

國際事務部

重要事項回顧

本會代表團於九月二十五日至十月一日訪問山東省，團長是本會主席馮國綸及震雄集團主席蔣震博士。這是本會歷來首個訪問山東省的代表團，主要目標是評估當地的投資及貿易機會。

在這個為期七天的訪問期間，代表團途經濟南、濰坊、煙台及青島，並獲得山東省副省長宋法棠及多位市長親自接見。期間，代表團重點考察省內的工廠、高科技開發區、經濟開發區、港口等。團員均對該省的發展機會極感興趣。山東省的發展潛力從當地廣為流傳的一句順口溜即可見一斑：「八十年代看廣東，九十年代看浦東，二千年看山東。」

委員會動態

美洲委員會

委員會於十月六日設晚宴款待多位拉丁美洲國家駐港領事館官員，他們包括：巴西駐港總領事館一等秘書馬亞；墨西哥駐港總領事古思定、商務專員歐偉棟；秘魯駐港總領事卡皮奧；委內瑞拉駐港總領事(署理)歌沙力南施。

阿拉伯及非洲委員會

委員會於十月六日舉行會議，並且邀請博茨瓦納駐港總領事就該國的投資機會發表演說。

截至最後限期為止，共有三十一間公司報名參加本會及香港貿易發展局聯合舉辦的

tion: Forms, Facts & Fiction". 13 members attended.

- Ms Olivia Hui of Colortech & Design International introduced the concept of Eco-tex at a roundtable luncheon on "Eco-labelling" on 23 September. The event attracted 21 participants.

- Mr T O Lee conducted an one-day workshop on "Trading Risks in China" on 29 September. Eight members participated in the event. Mr Thomas Bayer, a leading businessman from Vanuatu, spoke on "The Advantages of Vanuatu as an Offshore Jurisdiction" to 20 members on 3 October.

- 23 members participated in the Directors' Dinner on 5 October. The guest speaker was Mr Robert Gilmore of the Securities & Futures Commission, Hong Kong.

- Mr Graeme Roberts of Townland Consultants Ltd spoke at a roundtable luncheon on "Study on the Provision of Industrial Premises and the Development of Planning Guidelines and Design Parameters for New Industrial Areas and Business Parks" on 5 October. Mr Roberts explained to members the objectives and progress of the study currently underway. 25 members participated.

- Members attended a roundtable luncheon on "The Do's and Don'ts of setting up Foreign Funded Enterprises in the PRC" on 7 October with Mr Tony Wong, Manager of The Shui Hing Co (China) Ltd. Mr Wong shared with members his experience in setting up Foreign Funded Enterprises in the PRC.

- Ms Phyllis Kwong, Principal lawyer of Phyllis K Y Kwong & Co, spoke to members on the laws and regulations in acquiring lands in Shanghai at a roundtable luncheon on "Land Laws and Regulations in the PRC - With special attention to Shanghai" took place on 12 October. 30 members participated.

INTERNATIONAL AFFAIRS DIVISION

Highlights

A 19-member delegation visited Shandong province from 25 September to 1 October. The mission, co-led by the Chamber Chairman, Mr William Fung and Dr Chiang Chen, Chairman of Chen Hsong Holdings Ltd, was the first Chamber mission to Shandong province for many years. It was an exploratory tour to assess the potential for trade and investment in Shandong.

During the week-long visit, delegates visited four cities: Jinan, Weifang, Yantai and Qingdao. The delegation was well received by high level officials like Mr Song Fa Tang, Vice Governor of Shandong Province, and Mayors of various

Hari Harilela entertains staff

Hari Harilela, a well-known and respected member of the Hong Kong community and a member of the Chamber's General Committee, entertained the Chamber's staff and their wives to an enjoyable dinner at his home on October 4.

夏利萊宴請本會職員

十月四日，夏利萊設晚宴款待本會職員。夏利萊是本會理事會理事，一向廣受香港工商界的尊崇。



Hari Harilela greets Director Ian Christie and his wife, Anne.

夏利萊歡迎本會總裁祈仕德伉儷

From: left: Connie Hui, Polly Leung, Eva Chow, George Harilela, Daisy Lo and Alice Yao.

左起：許仲瑩、梁小筠、周紫樺、佐治·夏利萊、盧淑賢、姚雯姑



Chief Economist Ian Perkin and his wife, Kylie, meet their host.

本會首席經濟學家洗柏堅伉儷與主人家寒喧一番

Charles Hendey MP

Charles Hendey, a new Conservative MP, elected in 1992, called on the Chamber on September 26 and was warmly received by Anthony Griffiths and other Chamber members. He heard Chamber members and some members of the Chamber staff express their views on Hong Kong's current political, economic and social developments.

Charles Hendey and Anthony Griffiths.

圖為亨迪、祈雅理

保守黨議員亨迪

新晉保守黨議員亨迪於九月二十六日到訪，祈雅理及多位會員予以接待。亨迪於接待會議上聽取會員及本會職員就香港政治、經濟、社會現狀抒發己見。



cities. The delegation programme included visits to factories, high technology zones, economic development zones and ports. Delegates were impressed by the tremendous business opportunities in the province that are reflected in a popular saying in Shandong i.e. "Guangdong was the main area of economic development in China in the eighties; Pudong is the main area in the nineties; Shandong could well be the main area in 2000s".

COMMITTEES

Americas Committee

The Americas Committee hosted a dinner reception on 6 October in honour of some members of the Consular Corps from Latin America. The guests included Mr Carlos R Rubio, Deputy Consul-General of Argentina; Mr Gabriel Lino Maia, Chancellor of Brazil; Mr Agustin Gutierrez Canet, Consul-General of Mexico; Mr Gabriel Alvarado Torres, Trade Commissioner of Mexico; Mr Jorge Abarca Capio, Consul-General of Peru; Ms Nancy de Gonzalez, Acting Consul-General of Venezuela.

Arab & African Committee

The Committee met on 6 October, at which Mr M K L Masisi, Consul General of the Republic of Botswana, was invited to give a briefing on "Botswana: A Viable Investment Alternative".

The Chamber and the TDC were able to recruit 31 companies for participating in the 25th Motexha/Childexpo International Trade Fair on 19-22 October in Dubai. Delegates were invited to join a side trip to Beirut after the fair.

The Committee proposed two outgoing missions for 1995, i.e. a Business Group to South Africa (March 1995) and a Business Group to the Middle East (November 1995). Both are to be organised jointly with the TDC.

Asia Committee

The Committee met on 11 October, during which discussions were held on, among other things, projects for 1995. Indonesian Consuls for Trade and Economic Affairs, Messrs Fadillah Nurwawi and Paiman Turnip, attended the meeting as guest speakers.

China Committee

A study group of 30-members from Guangdong called on the Chamber on 23 September. The group was led by Mr Ye Ding-feng, Department Manager of the Commission of Foreign Economic Relations & Trade of Guangdong Province.

On 30 September, the Chamber received a VIP delegation led by the Mayor of Dalian, Mr Bo Xi-lai. The delegation was received by Mr Tony Fung, Vice

Briefing for Executives

Sidney Fung, Assistant Director for International Affairs, briefed a group of 40 Guangdong trade executives from the 3rd Export Training Course when they visited the Chamber on September 23. He spoke on the Chamber's role and functions. The Group was led by Ye Ding-feng, Department Manager of the Commission of Foreign Economic Relations and Trade of Guangdong Province.

廣東省代表團

九月二十三日，本會國際事務部助理總裁馮棟澤與到訪的廣東省代表團舉行會議。代表團成員全是「第三屆高級國際商業及貿易管理課程」的學員，他們此行希望瞭解本會的功能及角色。代表團團長是廣東省外經貿委員會處長葉鼎芬。



Sidney Fung addressing the visiting Group.

馮棟澤向到訪的代表團發言

The briefing scene.
簡介會舉行情況



Russian buyers

An eager group of Chamber members met on October 4 a large contingent of Russian businessmen and women visiting Hong Kong to source a variety of consumer goods. Manohar Chugh, a general committee member, took the chair.

俄羅斯採購團

十月四日，本會理事會理事文路視為到訪的俄羅斯採購團主持接待會議。採購團此行旨在選購各類消費品。

Manohar Chugh with a leading buyer.

文路視與其中一位團員合照



The scene.
接待會議一景

杜拜訪問商團。商團將於十月十九至二十二日遠赴杜拜，參加第二十五屆紡織及兒童用品國際展銷會，並且順道訪問貝魯特。

委員會建議明年與香港貿易發展局合辦兩項外訪活動，包括明年三月的南非訪問團及十一月的中東訪問團。

亞洲委員會

委員會於十月十一日舉行會議，除其他事項外，討論明年活動計劃。此外，印尼駐港領事館的商務及經濟事務參贊應邀於會上發言。

中國委員會

九月二十三日，廣東省三十人代表團到訪，團長是廣東省外經貿委員會處長葉鼎芬。

九月三十日，大連市市長薄熙來率領市政府代表團到訪，本會中國委員會副主席馮永祥聯同理事會及中國委員會多位成員予以接待。薄市長向會員介紹大連的投資機會，他指出，大連是造船業及時裝中心，亦是個旅遊勝地。他說，大連市已經成為了出口往華東地區的窗戶，是「華北的香港」。

尹湛棠在委員會派駐上海聯絡人許乃的安排下答允主持將於明年一月二十四至二十六日在上海舉行的上海高峯會。

歐洲委員會

九月二十三日，歐洲委員會委員韓錦志代表本會參加假座富麗華酒店舉行的漢堡研討會。是項活動由本會及德國商業協會聯合舉辦。

月內共有兩個俄羅斯代表團到訪，兩次接待會議的參加者人數均十分踴躍。

十月十二日，波蘭商人什基皮佐特羅向會員介紹波蘭的商業環境及機會。

香港國際委員會

本會於九月十六日為聯合會議會主席兼總監湯斯利舉行午餐會，他這次到訪主要希望讓會員瞭解美國最新的政治及經濟情況。

十月十日，聯合會議會代表團在該會國際發展部主任托比女士的率領下到訪。他們此次東來旨在考察中國的投資機會。代表團與會員就中國合資經營企業的發展交換意見。當日的接待會議由委員會主席鄭明訓主持。

九月二十三日，英國保守黨議員米徹爾到訪，委員會主席、霍士傑、薩秉達等予以接待。米徹爾曾於八九年訪問本會。

月內尚有另外兩位英國保守黨議員到訪，他們分別是亨迪和埃勒頓。本會代表向他們介紹香港的經濟及社會發展。

港台經貿合作委員會

第五屆聯席會議的籌備工作業已展開。聯席會議將於十一月三日在香港舉行，兩會並會於十一月四至五日組成聯合代表團訪問廣州。聯合代表團由來自香港及台灣的商界人

Latin Americans

Robert Dorfman, chairman of the Chamber's Americas Committee, was host at a dinner in honour of members of the Consular Corps from Latin American countries. The guest list included: Gabriel Lino Maia, Chancellor at the Brazilian Consulate General; Augustin Gutierrez Canet, Consul General for Mexico; Gabriel Alvaro Torres, Mexican Trade Commissioner; Jorge Abarea Capio, Consul General of Peru; and Nancy de Gonzalez, Acting Consul General of Venezuela.



Robert Dorfman addresses the Consular officials.

多爾夫曼於席上發言

Director Ian Christie entertains at one of the tables.

本會總裁新仕德與賓客談笑甚歡

拉丁美洲駐港領事

本會美洲委員會主席多爾夫曼設晚宴款待多位拉丁美洲國家駐港領事館官員，他們包括：巴西駐港總領事館一等秘書馬亞；墨西哥駐港總領事古思定、商務專員歐偉棟；秘魯駐港總領事卡皮奧；委內瑞拉駐港總領事署理 歌沙力南施。



Robert Dorfman with some of his Latin American guests.

多爾夫曼與部分嘉賓合照



Andrew Mitchell MP

Andrew Mitchell, a Conservative MP in the UK House of Commons visited the Chamber of September 23 and was warmly received by H M (Gerry) Forsgate and fellow members of the Chamber, including Peter Sutch, a General Committee member. Andrew Mitchell last visited Hong Kong in 1989.



From left: Andrew Mitchell and H M G (Gerry) Forsgate. 左起：米歇爾、霍士傑

英國保守黨議員

九月二十三日，英國眾議院保守黨國會議員米歇爾到訪，霍士傑、薩秉達及一行人等予以熱烈歡迎。米歇爾曾於一九八九年訪問香港。

Director's dinner

Robert B (Randy) Gilmore, Deputy Chairman of the Securities and Futures Commission, overseeing the activities and development of the Hong Kong securities and futures exchanges, was the guest speaker at the Board of Directors' Dinner on October 5. The moderator was Peter Barrett.

公司董事晚宴

本會於十月五日舉行公司董事晚宴暨研討會，證券及期貨事務監察委員會副主席兼執行董事喬偉能應邀擔任主講嘉賓。當晚的主持人是畢烈。



The dinner.
晚宴舉行情況

Randy Gilmore.
喬偉能



士組成，多位廣東省政府高層官員已答允向代表團介紹廣東省的服務業及稅制發展。

服務業小組及製造業小組分別於十月五日及十日召開會議，討論上一次聯席會議所得出的結論，並且研究應與台方討論哪些新課題。金融及銀行業小組已邀得東亞銀行代表於聯席會議上發表演說。

太平洋地區經濟理事會

和記黃埔及規殼公司應邀加入太平洋地區經濟理事會香港委員會，令到委員會成員的總數增至十三個。

太平洋地區經濟理事會外國直接投資特別委員會最近公布了一項題為外國直接投資的法律及稅制問題研究結果，有關報告可向秘書處索閱。

本地及經濟事務部

該部在過去一個月忙於就港府建議的老年退休金計劃進行一項問卷調查研究。最後共收回四百三十四份問卷，佔全體會員總數的百分之十一點五。

由於調查結果甚具代表性，當可作為本會與政府討論時的依據。回覆者大部分是中小型公司，而大公司也為數不少。此外，從事服務業及貿易的本地公司亦相當多，充份反映出本會會員的多元化程度。調查結果顯示，百分之八十五的回覆者都反對港府建議的老年退休金計劃，百分之九十三認為應該清楚劃分退休保障和老人福利。

月內，該部又就來年政府財政預算案及薪酬增長幅度進行研究。

委員會動態

經濟政策委員會

委員會於九月二十日舉行會議，討論老年退休金計劃問卷調查、政府下一財政年度的預算案、明年薪酬趨勢等問題。

法律委員會

委員會於十月六日召開會議，研究下一立法年度的立法計劃，以及討論港府建議的平等機會法案。

其他活動

首席經濟學家在過去一個月出席了國際會計師公會的聚會（討論中港經濟發展）、新亞經理會議及多個研討會。此外，他又遠赴新加坡，於新亞經理會議上分別就區內經營環境及香港及華南的經理人員供求問題發表演說。

月內，首席經濟學家與多個來自美國、歐洲、加拿大、新西蘭的代表團會晤，並且接受傳媒訪問，以及參加十月一日的中國國慶酒會。

Advice on EU quotas

David Rimmer, Chairman of the Europe Committee, chaired a meeting with Julian Doyle, from the English law firm, Gouldens, on October 18. Julian Doyle spoke on the political structure of the European Union and gave advice in lobbying Brussels on European quotas on China origin products.

歐盟配額

十月十八日，歐洲委員會主席萬大衛為多伊爾舉行接待會議。多伊爾是一間英國律師行的律師，他為與會者講解歐洲聯盟的架構，並就如何游說布魯塞爾歐盟總部改變中國產品配額政策提供意見。



Julian Doyle and David Rimmer.
多伊爾、萬大衛

The meeting.
會議舉行情況



Opportunities in Poland

Hilton Cheong-leen chaired the meeting on October 12 with Michal Skapietrow, Chairman and General Director of Mostostal Export Corp., a publicly listed company in Poland. He spoke on the business opportunities Poland can offer as an export base to Western Europe.

波蘭商業機會

十月十二日，張有興為到訪的波蘭商人什基皮佐特羅舉行接待會議。什基皮佐特羅是波蘭一間上市公司的主席，他在會上介紹波蘭的商業機會，例如可以作為輸往西歐的出口基地等。



Michal Skapietrow and Hilton Cheong-leen.

什基皮佐特羅、張有興

The meeting.
會議舉行情況



Visiting UK MP

Harold Elletson, a Conservative member of the House of Commons called on the Chamber on October 12 and exchanged views with Hilton Cheong-leen, Chamber Director, Ian Christie and Assistant Director, Sidney Fung on Hong Kong's current political and economic development. Harold Elletson discussed with the Chamber executives Hong Kong's role and contributions toward developing business cooperation with China.

英國國會議員

十月十二日，英國眾議院保守黨國會議員埃勒頓到訪，並就香港目前的政治及經濟發展情況與張有興、本會總裁祈仕德、國際事務部助理總裁馮棟澤等交換意見。此外，埃勒頓又與本會職員暢論香港在中國經濟發展過程中所扮演的角色，以及如何拓展與中國的商業合作。



From left: Ian Christie, Harold Elletson, Hilton Cheong-leen and Sidney Fung.

左起：祈仕德、埃勒頓、張有興、馮棟澤

服務業部

香港服務業聯盟

代表性功能

服務業聯盟應邀提名「獨立貿易專家」加入關貿總協定的付運前巡查檢討小組。執行委員會決定提名祈雅理、李馬、華利德及服務業聯盟秘書長加入該小組。

在諮詢執行委員會意見後，聯盟就監管地產代理商工作小組報告向政府提交意見。聯盟贊成報告中建議的發牌制度，並就發牌程序、資料提供、佣金比率、訂金會計制度等方面提出了一些具體的意見。

聯盟主席史文信及秘書長應邀加入一個由財政司成立的推廣服務業籌劃指導委員會。委員會首次會議於十月十五日舉行，與會者贊成由政府委任一個顧問公司研究有否需要推廣服務業，以及就這項工作提出建議。

十月十五日，聯盟主席及秘書長與財經事務司簡德倫會面，就香港服務業聯盟的工作進展及與政府的合作交換意見。

聯盟秘書長於十月一日參加電訊管理局電訊服務用戶及消費者諮詢委員會首次會議，會上討論多項問題，包括資訊線路服務、流動電話、入銀式電話機、「垃圾」傳真、為傷殘人士提供的服務、反歧視法例等。

此外，聯盟秘書長分別於九月六日、二十七日及十月十一日出席交通諮詢委員會貨運研究工作小組會議。

委員會動態

運輸 / 分發服務委員會

委員會於十月五日與運輸署官員黎福根、丘家泰舉行會議，討論貨物運輸研究。委員會又與港口發展局秘書討論九號、十號、十一號貨櫃碼頭。

執行委員會

委員會於九月二十八日召開會議，除其他事項外，討論推廣香港作為服務業中心、推出香港服務業聯盟經營守則等事宜。此外，委員會又歡迎九龍倉代表陳世彪加入成為新委員。

法律服務工作小組

工作小組於九月二十九日舉行會議，討論法律服務成本及收費問題。

香港特許經營權協會

協會於九月十六日及二十二日舉行圓桌午餐會，主講嘉賓分別是主講嘉賓是 Theme 時裝店中國營運經理何雪兒及高露雲律師行律師郭心儀。她們就國內零售業發表意見。兩個午餐會的參加者均非常踴躍。

New NZ Consul General

Carl Worker, the new New Zealand Consul General in Hong Kong, paid a courtesy call on the Chamber on October 14. He was received by Chamber Director, Ian Christie and Assistant Director for International Affairs, Sidney Fung. They discussed further cooperation between the NZ Consulate General and the Chamber.

新任新西蘭駐港總領事

新任新西蘭駐港總領事沃克於十月十四日禮節性登門造訪，本會總裁祈仕德、國際事務部助理總裁馮棟澤等予以接待。雙方就如何加強合作交換意見。



Carl Worker. 沃克

Coordinated by Nathan Hsu, the Committee's Convenor for Shanghai, Mr Simon Wan was invited to chair one of the sessions in the Business Summit on Shanghai to be held in Shanghai from 24-26 January 1995.

Europe Committee

Mr Michael Hon, Europe Committee Member, represented the Chamber at a seminar on Hamburg in the Furama Hotel on 23 September. The event was a joint effort by the Chamber and the German Business Association in Hong Kong.

Two business delegations from Russia visited the Chamber on 4 and 11 October. Both meetings were well attended by members.

Mr Michael Skiptetrow, Chairman of Mostostal Export Corporation, spoke to members on 12 October on the business environment and opportunities in Poland.

Hong Kong International

The Chamber hosted a luncheon in honour of Mr Preston Townley, President and Chief Executive Officer of the Conference Board, on 16 September. The objective of his visit was to brief members on the current US political and economic scene.

On 10 October, a delegation from The Conference Board led by its Director, Ms Susan Tobey, visited the Chamber. The delegation was visiting Hong Kong with the objective of obtaining more information on investment opportunities in China. The delegation exchanged views with Chamber members on key factors contributing to successful joint ventures development in China. The meeting was chaired by Mr Paul Cheng, HKI Chairman.

Mr Andrew Mitchell, Con MP UK, visited the Chamber on 23 September and was greeted by the meeting Chairman, Mr H M G Forsgate, and fellow members such as Mr Peter Sutcliffe.

Two more Conservative MPs visited the Chamber during the month. They were Mr Charles Hendry and Mr Harold Elletson. Both were briefed on the current economic and social developments in Hong Kong.

Hong Kong Taipei Business Cooperation Committee

Preparations are well in hand for the 5th Joint Meeting with the CTHKBCC to be held in Hong Kong on 3 November and the following joint mission to Guangzhou on 4 and 5 November. The delegation would consist of senior businessmen from Hong Kong and Taiwan enterprises. Senior officials of Guangdong Province would be invited to brief the participants on the latest development of tertiary industry and the tax reform in Guangdong.

The Service Industries Working Group

Indonesian briefing

Fadillah Murwawi, Indonesian Consul Economics and Paiman Turnip, Indonesian Consul for Trade, briefed the Asia Committee on the current business environment in Indonesia on October 11. The Chamber plans to send a mission to Indonesia in December.

印尼商業環境

十月十一日，印尼駐港經濟事務參贊馬爾瓦維及商務參贊圖爾納普應邀於亞洲委員會會議上講述印尼目前的商業環境。本會計劃於今年十二月組團訪問印尼。



From left: Paiman Turnip, Fadillah Murwawi and Asia Committee Chairman, S L Chellaram.

左起：圖爾納普、馬爾瓦維、亞洲委員會主席卓拉蘭

The meeting.
會議舉行情況



協會高級經理於九月二十三日出席半島獅子會的聚會，並以中港特許經營活動為題發表演說。

協會正就將於十一月舉行的特許經營研討會進行籌備工作，並與《英文虎報》及《星島日報》安排於十一月十四日加插特許經營特稿。

Chairman of China Committee. Mr Bo briefed members on the investment opportunities in Dalian that has become an important ship-building base, a fashion centre and a tourist destination in China. Dalian is also the window for exports to the northeast region of China and indeed the city has become "Hong Kong of the North".

and the Manufacturing Sector Working Group met respectively on 5 and 10 October to review the conclusions of the last Joint Working Group meetings and suggest new issues to be discussed with their Taiwan counterparts. The Banking and Finance Working Group has invited a speaker from the Bank of East Asia to lead discussion during the forthcoming Joint Meeting.

Pacific Basin Economic Council

Two prominent companies, Hutchison Whampao Ltd. and Shell Hong Kong Ltd., joined the PBEC family and became supporter members of the Hong Kong Committee. The total number of supporters of the Committee now stands at 13.

The PBEC Special Committee on Foreign Direct Investment recently published the findings of its survey on Legal and Tax Considerations regarding Foreign Direct Investment. The report is available from the Secretariat.

LOCAL AFFAIRS AND ECONOMICS DIVISION

The Division was extremely active in the past month issuing, collecting and collating the answers to the Chamber's questionnaire to members on the Government's proposed Old Age Pension Scheme (OPS). The Division was gratified at the response from members with 434 questionnaires being returned, representing 11.5% of the total membership. The response provided a statistically valid base for putting its case to Government on the OPS plans. In essence, the responses reflected the Chamber membership profile in terms of company size, the economic sector in which they operate and whether they were locally or foreign owned. The majority of responses came from small and medium enterprises, although there was a good representation of larger companies as well. There was also a large representation from the service/trading sector and from locally owned companies (both again reflecting Chamber membership). But manufacturers and foreign firms operating in Hong Kong were also well represented. Among the findings, more than 85% of members indicated their opposition to the OPS proposal put forward for public consultation by Government, and 93% said there should be a clear delineation between Government-funded welfare benefits and savings schemes for retirement.

Two other policy projects were also completed during the period, the annual budget submission to Government and the annual Chamber recommendation on wages and salaries increases.

Committees

Both the Economic Policy Committee and

the Legal Committee met during the past month, the Economic Policy Committee on 20 September and the Legal Committee on 6 October. Issues before the Economic Policy Committee mainly included work in progress such as the OPS questionnaire, the Budget Submission and wages, while the Legal Committee examined the legislative programme for the forthcoming Legislative Council (Legco) session and briefly discussed the Government's proposed Equal Opportunities legislation.

Activities

The Chief Economist addressed to major seminars during the month, a gathering of international accountants in Hong Kong and the New Asian Manager Conference in Singapore. At the accountants meeting, he discussed economic developments in Hong Kong and China and the relationship between the two. In Singapore, he delivered two speeches, the first on the regional operating environment for the New Asian Manager and the second on the demand and supply situation for managers in Hong Kong and southern China.

The Chief Economist also briefed visiting delegations from the US and Europe, Canada, New Zealand and the region during the past month, as well as several visiting journalists. He was in Beijing for the China National Day celebrations on 1 October.

SERVICE INDUSTRIES DIVISION

Hong Kong Coalition of Service Industries (HKCSI)

Representation

The CSI was invited to nominate "independent trade experts" to serve on GATT's review panels on pre-shipment inspection. After discussion by the Executive Committee, the CSI has nominated Messrs Anthony Griffiths, Joop Litmaath, Ralph Sidney-Woollett, and the CSI Secretary-General to the list of independent trade experts.

After consultation among the Executive Committee, the Coalition submitted its comments on the Report of the Working Group on Regulation of Estate Agents on 11 October. The Coalition supported the positive licensing framework as proposed in the Report, and made suggestions on specific points relating to the licensing process, the supply of information, the commission rate, and the trust money accounting system.

The CSI Chairman, Brian Stevenson, and the Secretary-General were invited to join a steering committee established by the Financial Secretary on promotion of services. The first meeting of the steering committee was held on 15 October, in

which it was agreed that the government would appoint a consultant to study the need for and make recommendations on promotion of services.

On 15 October, the CSI Chairman and Secretary-General met Mr Michael Cartland, Secretary for Financial Services, to exchange views on progress of HKCSI and cooperation with government.

The CSI Secretary-General attended the first meeting of the OFTA Telecom Users and Consumers Advisory Committee on 1 October. A range of issues were discussed, including infoline services, mobile phones, coin-operated phones, unsolicited fax, services for the handicapped, and the anti-discrimination legislation.

The CSI Secretary-General attended three meetings of the Working Group on the Freight Transport Study established under the Transport Advisory Committee on 6 and 27 September and 11 October respectively.

Committees

Transport/Distribution Services Committee. The Committee met on 5 October with Transport Department officials, Messrs F K Lai and K T Yau, to discuss the Freight Transport Study. The Committee also discussed current development in Container Terminals 9, 10 and 11 with the Port Development Board Secretary.

Executive Committee. The Committee met on 28 September to discuss the promotion of Hong Kong as a service centre, and the launch of the HKCSI codes of ethics, among other things. The Committee also welcomed new member, Mr Benny Chan of the Wharf Group, from the broadcasting sector.

Legal Services Working Group. The Working Group met on 29 September and discussed the subject of legal cost and fees.

Hong Kong Franchise Association (HKFA)

The Association organised two business roundtable luncheons on 16 and 22 September. Ms Doris Ho, China Operations Manager of Theme, and Ms Shirley Kwok of Wilkinson & Grist shared with participants their experience and advice on retailing in China. The luncheons were over-subscribed.

The HKFA Senior Manager talked to members of the Peninsula Lions Club on 23 September on Franchising in Hong Kong and China.

Preparation work for the Franchising Conference on 21 November was underway. Franchising Supplements have been arranged for 14 November with Hong Kong Standard and Sing Tao Daily. ■



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Governor makes two promises to the Chamber

He'll study our survey on OPS and he'll look at the Singapore labour importation system

The Governor, answering questions after addressing a joint business lunch of about 500 top businessmen on October 14, promised to study the results of the Chamber's survey on OPS and to look at Singapore's labour importation system.

The lunch, organised by the Chamber, included members from the Federation of Hong Kong Industries and was a joint function.

After his speech, the Governor answered questions:

Q. (Wei Siu-hsiung) May I ask the first question?

Chris Patten: Certainly.

Q. The people of Hong Kong, probably including our international friends, are mostly business-minded or employment-minded. They have no time for politics. Unfortunately the political gambling which the Hong Kong Government has been indulging in with China, using the Hong Kong people as the main stick, is causing chaos to Hong Kong. The operating cost for the businessman has been skyrocketing and the standard of life of the common people deteriorating, thus eroding your initial popularity. I'm sure your supporters would like to see you regaining your popularity. So I would appreciate any encouraging words from you on how to resuscitate the situation?

Chris Patten: Well, I hope you won't regard it as uncivil of me, if I suggest you might have thought of that question before I made my speech. A good deal of my speech was directed to answering some of those points which I had just an inkling might come up during this half hour or so of questions. I must say that if what we have in Hong Kong today is chaos a great deal of the rest of the world would settle for it very happily. And I don't know...

Not plutonic dialogue

Q. May I mention many are deprived of...

Chris Patten: Well, this is not a plutonic dialogue. I get the chance of answering your question and I'm sure you will want to give my answer to your question the attention which I'm sure



Raymond Chi'en, President of the Federation of Industries, the Governor, Chris Patten and William Fung, Chairman of the Hong Kong General Chamber of Commerce.

香港工業總會主席錢果豐、港督彭定康、香港總商會主席馮國綸

you gave my speech. The standard of living in Hong Kong far from declining has been going up. So again, I'm not quite sure of the basis for your proposition. As for operating costs in Hong Kong, I have referred to those. Whatever they may have something to do with, they don't have anything to do with the nature of functional constituencies and the 1995 Legislative Council elections.

Two other thoughts: First of all we were determined that, in the argument that alas raged over how we could fight clean elections here in Hong Kong, it should be the people of Hong Kong who took the final decisions. Who should decide whether we should go further or less far. That's what's happened. It wasn't a decision imposed on an ungrateful or unreceptive electorate by the Government. We were responding to pressures. Pressures from many people to go a great deal further than we were prepared to go beyond what was allowed in the Joint Declaration and the Basic Law.

And finally, on popularity. It is for others to make a judgement on what is a



First questioner, Wei Siu-hsiung.

韋少雄

satisfactory level of popularity. But what I suggest you do sometime if you think the figures here are unsatisfactory is to go and tell President Clinton or the Prime Minister of the United Kingdom or most other Prime Ministers of OECD countries that a 57% approval rating is pretty bad.

港督向本會作出保證

港督保證會研究本會的老年退休金計劃問卷調查結果，以及探討新加坡的輸入外地勞工制度

港督彭定康於十月十四日應邀參加一個由香港總商會及香港工業總會聯合主辦的午餐會，並向到場的五百位工商界人士發表演說（詳見附文）。他在回答台下問題時向本會作出保證，他定會研究本會的老年退休金計劃問卷調查報告，以及探討新加坡的輸入外地勞工制度。

港督在演辭完畢後回答台下問題。

章少雄：請問我可否提出第一個問題？
彭定康：當然可以。

問：香港人，包括我們來自世界各地的朋友，大部分都是專心經商或就業的，他們沒有時間談論政治。很可惜，由於港府沉醉於與中國進行的政治賭博，並且利用香港人作為主要籌碼，導致香港出現混亂。商人的經營成本已經急劇上升，港人的生活水平每況愈下，你的受歡迎程度也因而日走下坡。我相信你的支持者必定希望你重拾昔日的光輝。請問你計劃如何力挽狂瀾呢？

彭定康：首先希望你不要介意。我估計你這個問題是在我發表演說前已經預先準備好。事實上，我的演辭中有很多篇幅正是談論你剛才提到的幾個問題，我早知道在這大約半個小時的答問環節裡，多半會有人提出類似的問題。我必須指出一點，假如香港現時稱得上是處於一片混亂，相信有很多其他國家都樂於陷入這種混亂狀況當中。我不知道……

並非激辯

問：我想指出的是，很多人被剝奪了……

彭定康：這並非激辯時間，我獲得機會回應你的問題，相信你亦希望我就你的問題作答。香港人的生活質素正在改善而絕非下降，因此，我不知道你的論點有何依據。至於香港的經營成本方面，我較早時已經說過，經營成本無論如何也絕對與功能組別及九五年立法局選舉的性質無關。

我想回應其餘兩個問題：第一，社會大眾曾就如何確保本港的選舉廉潔公正進行激辯，我們一致堅決認為應由香港人作出最終決定，香港人應該自行決定〔民主進程的〕步伐，這些都是事實。政府並沒有將不受歡迎的選舉安排強加於市民身上，我們只是就各種壓力作出回應，這些壓力來自很多人，他們所爭取的〔民主步伐〕甚至遠比我們原先預計的為快，而且超出《聯合聲明》和《基本法》

所能容許的限度。

最後是受歡迎程度的問題，究竟受歡迎程度是否理想，應由其他人作出判斷。不過，假如你認為香港的政治人物並不受歡迎，你大可向美國總統克林頓、英國首相或大部分經濟合作及發展組織成員國的總理說，百分之五十七的受歡迎程度真是十分差勁，我相信他們當中，大部分都會非常滿足於這個「差勁」的數字。

新仕德（香港總商會總裁）：總督先生，香港總商會過去一直被批評為香港政府的第二把聲音，我們極少和政府意見相左，因此，我希望本會的意見可以獲得政府的充份考慮。港府目前正非常積極地推銷一套「隨收隨支式」的老年退休金計劃，但反觀現今世界輿論，包括世界銀行最近發表的一篇題為《避開老人危機》的報告，全都支持私人環節自行儲蓄，然後由政府從整體收入中支付福利計劃的做法。我希望總督先生可以作出保證，政府在作出最終決定前，會認真地考慮我們的意見。

彭定康：雖然港府的問題性及制衡程度日漸提高，但我們希望的是一個以行政為主導的政府，換句話說，我們希望政府可以就所有問題作出決定，包括一些最棘手及最具爭議性的問題。

遠早於港人首次聽到彭定康的名字之前，社會大眾已經開始討論怎樣才可為老年人提供最佳的福利。據我所知，這個問題已經爭論了三十年，我亦曾經聽過戴麟趾爵士慣用一個生動的比喻，說明他為何未能根據本身的意願解決老人退休金問題。

從任何角度看，我也深信香港應該讓私人機構盡量提供最理想的退休保障，並且盡量減少納稅人在社會福利方面的開支。我絕不希望看到香港墮進社會福利的無底洞，以致像部分經合組織國家般經濟衰退。這個必定是我們的共同願望，問題是怎樣才可以在不致於陷入你剛才提到的福利主義社會的情況下，為老年人提供最理想的安全網。順帶一提，我完全同意世界銀行就這個問題所得出的結論。

我們認為，若要避免納稅人無止境地增加支出，以應付日益提高的社會福利，最佳的辦法就是透過僱主及僱員共同負擔小額供款的方式，為老年人提供限額退休金。我們應該鼓勵私人機構提供退休保障，儘管社會人士普遍認為政府的鼓勵並不足夠。

納稅人

我們會繼續鼓勵私人機構提供退休保障，至於那些有迫切需要的老年人，我們會透過納稅人加以援手。不過，正如我剛才提

到，政府近年不斷將稅基收窄，現時每十個人當中，便有六個完全毋須繳稅；換句話說，十個人當中，便有四個需要支付日益增加的老人福利經費。

我會深入研究貴會就老年退休金計劃所進行的調查。但據我瞭解，在交回問卷的那百分之十一的會員當中，五分之二表示願意繳付更多稅款，以應付日益增加的福利開支。這個結果雖然很值得參考，但我不贊成向這麼少的納稅人加徵稅收。我們必須就每項影響社會的建議作出極之審慎的研究，即使我們希望，但也不可以在社會人士未達成共識前輕率行事；坦白說，由於這個問題跨越九七年，假如沒法與中國達成協議，我們絕不會加以實行。

但無論最終的結果是怎樣，我都希望各位相信，我們必會就這個問題作出決定。即使這個問題拖延至一九九七、九八或九九九年，也不見得可以輕而易舉地解決。況且，即使屆時他們可以想出解決辦法，在控制成本方面也不會比我們所建議的更為嚴密。

現時全港超過一成人口年屆六十五歲以上，到了下一代，老人的比例會增至兩成。港人的壽命愈來愈長，香港的平均年齡在全世界排行第二。但願港督的壽命也可以這麼長。

人口統計

單從人口統計的角度已經知道不可以繼續拖延。我很歡迎總商會就這問題發表意見，我們需要找出一個社會人士普遍接受的解決方法。老人問題不會消失，但正當我們繼續爭辯不休的時候，愈來愈多人的活得更久，愈來愈多人需要幫助。

柯禮頓（本會前環境委員會主席）：總督先生，你是否覺得今日的環境問題比你初到香港時所預期的更難應付呢？你是否滿意港府在這方面的工作？

彭定康：環境問題是個巨大的挑戰，沒有人可以輕言進展滿意。我們現時面對的問題，其中包括空氣和水質污染。新界區的實際土地使用問題亦非常嚴重，我們將要為此花費大量公帑作出改善。未來數年，我們將要就這些問題作出艱巨的決定。

即使進展不如理想，我仍希望最低限度會逐步改善。我們的污水排放計劃正是清潔海水的第一步，當然，第二階段的排放計劃必須與中方官員磋商，因為計劃會在九七年後才會實行。目前仍然有人就處理污水的最佳方法進行激辯。

空氣污染

空氣污染是個惹人反感的話題，我不打



At lunch.
午餐會一隅

I think most of them would settle for that figure straight away.

Q. (Ian Christie, HKGCC Director): Sir, the Chamber has often been criticised in the past as the second voice of Government in Hong Kong. So, on the very rare occasions when we take issue with the Administration on some subjects, I hope that our criticism will be received in the constructive manner in which it is intended.

OPS

The Government currently is very actively promoting a pay-as-you-go universal scheme for the elderly under its Old Age Pension Scheme. Now this flies in the face of current world practice and opinion, including that of the World Bank which in a recent report entitled, "Averting the Old Age Crisis," supports private sector savings for retirement and Government welfare payments from general revenue. We seek your assurance, Sir, that the Government has a genuinely open mind in respect of its chosen course at the end of its current period of consultation.

Chris Patten: People very often say what we want in Hong Kong and what we want to see continue, despite the development of accountability, despite the proper development of checks and balances in the community. What we want is executive-led government. We want, in other words, a government that takes decisions, which makes up its mind, which gives a lead on all issues, including the most difficult and contentious.

Now, long before anybody had heard of Christopher Patten, the community had been discussing and debating the question of how we could best provide for the elderly. I'm told the question has been debated in the community for 30 years. I'm told that Sir David Trench used to have a very interesting anecdote about how he hadn't

been able to do what he would have liked in respect to old age pensions. But I had better leave that to the 30-year rule before that becomes too public. So the issue has been debated over and over again.

In every philosophical sense I believe strongly that we should provide as much through the private sector as possible and that we should limit the amount of exposure the taxpayer has to bear on welfare spending. Because I would not wish to see this community go anywhere near the sort of welfare blackhole down which economies are disappearing in some of the OECD countries. That must be common ground to all of us. The question is how do you best achieve the objective of providing a safety welfare net for the elderly without running all the risks of rampant, bankrupting welfareism to which you properly referred and to which the World Bank referred and I agree with everything the World Bank has to say on the issue.

We conclude that the best way of avoiding the taxpayer endlessly being hit for increased welfare spending is to provide for the elderly through a ring-fenced scheme with small contributions from the employer and the employee. Now there are others who say we shouldn't do that. We should go on encouraging private provision, though I think the view of the community is that there isn't enough to encourage it. There had to be some mandatory element. But leave that on one side.

Taxpayer

We will go on encouraging private provision and, as for the needy elderly, we will meet their needs through the taxpayer. But it stands to reason that, as soon as your talking about meeting their needs through the taxpayer, you are narrowing the base on those who pay the bill. I said in my remarks that six out of

10 in Hong Kong don't pay tax at all. So the other four out of 10 fetch up on their salary tax scale rates having to pay the costs for increasing the provision for the elderly.

I noticed, and I want to study the survey, which you produced on attitudes to old age pensions. And I think I noticed that two-fifths of the 11% who had responded said that on balance they would be prepared to pay extra tax to meet the additional cost of welfare. I have to say, while I think that is an interesting finding, I don't think I could base increasing taxes on a base as narrow as that. We will look very carefully at any and every thought-through option that is produced in the community. We can't, even if we wanted to, simply blaze away without having a consensus in the community and, let's be frank, without having the understanding and agreement of China as well, because this is all going to affect above all what happens after 1997.

But whatever decision we come to, what I beg you to believe is that sooner or later we must come to a decision. It is not going to be any easier to deal with in 1997 or 1998 or 1999. And, at the end of the day as well, I doubt whether anyone will come forward, though they may do, with a solution which ring-fences the costs of a welfare provision as tightly as we have proposed in this scheme.

At the moment about 10% of the population of Hong Kong are over 65. In another generation it will be 20%. More and more people are living longer. The longevity rates in this community are the second best in the world. I hope it goes for governors too. It certainly goes for the rest of the community.

Demography

Demography itself precludes procrastination. So I welcome the Chamber of Commerce's contribution to the debate. We do all have to thrash out a solution which is acceptable to the community. The problem is not going to go away. And while we debate it, more and more people will live longer and alas, more and more people will live longer in real need.

Q. (Guy Clayton, former — and first — chairman of the Chamber's Environment Committee) Governor, have you found environmental matters more intractable than you had expected when you first came here? And are you satisfied with your Administration's progress in this matter?

Chris Patten: I think the environmental challenge is so great that nobody could be satisfied with the progress



Second questioner: Ian Christie.
祈仕德



Third questioner, Guy Clayton.
柯禮頓



Fourth questioner, Joop Litmaath.
李馬

Luncheon scene.
午餐會一景

算深入討論。我們已投入相當多資源，試圖解決這個問題，而且已經取得了一點進展。

我在施政報告中建議訂出更多措施，以解決柴油引擎及一般車輛排放廢氣的問題。此外，我又就噪音問題提出建議。我所指的噪音並非政客或總督的聲音，我亦希望在未來三年各方可心平氣和地進行理性討論。我所指的噪音是地盤柴油打樁機所發出的嘈雜聲。

我們需要制訂出一套慎重及全面的計劃，當然，當我們制訂環保策略時，定會有人抱怨政府過份干預經濟，部分人甚至會埋怨環保的代價過高。我相信，若要在本世紀末至下世紀初取得持衡的經濟發展，保護環境是必須的。我們愈早及投入愈多資源解決這個問題，成效也會愈佳。

最佳爵士樂手

李馬(總商會理事會理事)：(未及發言)
彭定康：他是全港最佳的爵士樂手。

李馬：謝謝總督先生的免費宣傳。我可以毋須介紹自己了，我是李馬，一名音樂家，我在空閒的時候會替總商會做點事。

總督先生，我的情況和第一位發言的那位先生相同，我在你到場前已經準備了一條問題。但不同的是，我仔細聽過你的演辭。我留意到你談及勞工短缺問題，你在施政報告中也曾提到這個問題。你說需要有限度及有節制地輸入外地勞工，以紓緩本地勞工市

場的樽頸情況，這正是本會的強烈願望。勞工短缺不但會桎梏經濟增長，更會直接或間接地刺激通貨膨脹。這是經濟學者的話，並非我憑空臆測。有人請我說出這番話，但我想補充幾點……

總督先生，最新的數字顯示，現時全港的菲律賓家務助理共有十一萬名，但你只容許輸入三萬二千名外地勞工，約佔整個勞動人口的百分之一。這個做法只是杯水車薪，並不足以解決問題。政府把外勞人數限額定為三萬名，但總商會認為這個數字實在太低。

我想提出一項建議。政府可以考慮參照新加坡的模式。新加坡目前共有二十五萬名外地勞工，若以人口比例計算，香港需要輸入的外勞人數最少應為五十七萬五千名。對不起，總督先生，我的問題委實太長了。音樂家的音樂造詣不佳，往往便會多說話，少玩音樂。

彭定康：很多謝你的問題。我想就勞工短缺問題提出兩點。第一，我很高興你提到菲律賓家務助理，因為我近日一直注視這個問題。她們對香港作出了很多貢獻，我有時在想，僱主既然很滿意這些家務助理的表現，為甚麼又不願意為她們提供工餘的活動場地呢？我認為我們應該為她們提供一些康樂設施，讓她們在周日及公眾假期使用。

正如我剛才提到，香港在過去三十多年一直遇到勞工短缺問題。我很有興趣知道勞

工市場的轉變和通貨膨脹有何關係。事實上，在一九九二年，本港的失業人士數字下降，而在九三年，失業人士在勞動人口中所佔的比例低於百分之三，我估計約為百分之二點九。今年頭半年，數字升至百分之三點五。

即使香港經濟膨脹，失業人數仍然維持不變。因此，我認為在過去十八個月，失業人數對於勞工短缺及工資帶動通貨膨脹並無直接影響。令人感到意外的，是在過去十八個月內，失業人數正持續上升。當然，我們確有應付勞工短缺問題的具體辦法。

具體辦法

我們有一般輸入外地勞工計劃。當我們進行龐大的工程，例如興建新機場時，我們會有其他特別計劃。政府已經宣布輸入一些內地專上學院畢業生來港填補某些職位空缺。這項計劃相信會十分成功，希望日後可予以擴展。此外，我們亦會增加再培訓的資源，希望可以充分利用現有的勞動力。

我十分懷疑日後能否完全取銷輸入外勞的限制。社會人士將難以接受這種做法。不過，假如在別的地方，例如新加坡等，有值得參考的做法，我們會加以考慮。由於勞工短缺問題持續，我相信香港確有需要參考其他地方的經驗。新加坡不時向香港取經，我們當然也可以借鑑他們的成功之處。 ■

made. I think about some of the problems we face: I think about the dirty air that we breathe and the filthy water around our shores. I think, too, of the real land-use planning problems that we have in the New Territories and what we have to cope with at considerable expense. And, of having to take some tough and difficult decisions over the next few years.

Even if we are not going fast enough, as fast as the imperative is obligatory on us, I hope that we are making progress. I think that our sewage strategy scheme is the right way of starting to clear up our waters. Though the second stage of it needs to be properly discussed with Chinese officials because it will only happen after 1997 and there are serious environmental arguments about whether the best means of disposal involved investment in secondary treatment of the stuff or whether it is enough to have primary treatment and a long sea outfall.

Plumes

These are rather unpleasant subjects and I won't get into a discussion about plumes. But, I think we are at least now putting our money where the problem is and we are starting to see some progress. I think we have seen progress as well in waste disposal and I think we have seen some progress, though there is a lot further to go, in cleaning up the air.

As you know, in my Legco speech, I proposed additional measures to deal with the emissions from diesel engines and from cars in general. I also put forward some proposals on noise which I hope will be popular — not noise from anything generated by politicians or governors in Hong Kong, though I hope we can all see a quieter discussion and debate over the next three years — but noise from building sites and that has implications for hydraulic as opposed to diesel hammers.

So, I do think we have got a serious and comprehensive programme worked out. But, of course, what will happen as we develop our environmental policies is that some people will complain that we are now regulating the economy too much and some people will grumble about the costs of environmentalism. I happen to believe that the only sustainable economic development in the end of this Century and the beginning of the next has to be environmentally friendly development. The sooner we can face up, with all our resourcefulness to that problem, the better.

Best jazz

Q. Joop Litmaath (member of the HKGCC General Committee):

Chris Patten: The best jazz band in Hong Kong.

Joop Litmaath: Thank you Governor, for the free advertising. So I don't have to introduce myself. My name is Joop Litmaath. I'm a musician (he is also a businessman) and in my spare time I work a little bit for the Chamber.

Governor, I did the same as the first gentleman who asked you a question. I prepared a question before you came in but, contrary to what he did, I listened to you speech first. And I noticed that you did address the labour shortage, as you did in your policy address. You referred to the need to import on a limited and controlled basis and foreign workers were needed to overcome the most acute bottleneck in our labour market. That is the strong feeling of the Chamber. Apart from the constraints on economic growth caused by the chronic labour shortage, which are widely acknowledged, many economists believe that the acute labour shortage is a primary cause, both directly and indirectly, of inflation. These are not my words. I have been asked to say these things. But now I will add a few things...

Chris Patten: I know the feeling. I quite often...

Joop Litmaath: Music together. You do allow, Governor, and by now the latest figure is 110,000, Filipina domestic servants to come to Hong Kong. On the other hand, you allow only 32,000 foreign workers, about 1% of the work force, to come here. They barely scratch the surface of the problem. The Government's retraining scheme has indeed retrained 30,000 workers but the Chamber feels unfortunately, the jobs you have saturated are still pretty low.

One suggestion, if I may: We do not always want to listen to what Singapore has to tell us but may be here's one to consider: Why will not the Government agree to look at a scheme similar to the Singapore market oriented labour import scheme as probably the most effective means currently available on the use and constraints on economic growth and inflation. For your information, on a comparative basis, Singapore imports right now approximately 250,000 workers. If you multiply Hong Kong's larger population under the same scheme then Hong Kong would be able to import about 575,000. I am sorry Governor for the length of my question but you know musicians, when they are not good enough, they would rather talk than play.

Chris Patten: Thanks very much. Can I say a couple of things about labour shortage. First of all, in order to just offer a controversial introduction. I'm glad you mentioned those Filipina workers be-

cause I've been thinking about them quite recently. They do make quite a considerable contribution to our community and I do sometimes wonder why those who are perfectly happy to let Filipinas look after their children seem rather more reluctant to work to provide them with some where to go on their days off. I think we should be looking more imaginatively as a community which we have been trying to do in Government and find them facilities on Sundays and other public holidays.

Hong Kong, as I said in my speech, has suffered from chronic labour shortages for over 30 years. It is interesting to see how that has affected both changes in our labour market and inflation. In fact, it is interesting to look at the actual increase in the labour market in the last couple of years against that background of a tight market. In 1992 the number of people in our labour market actually fell. In 1993 it increased just under 3%, I think about 2.9%. In the first half of this year the number in our labour market went up by almost 3.5%.

Even though we were expanding, unemployment didn't move. It stayed about the same and I don't think there was any direct impact on labour tightness and labour cost-push inflation in the last 18 months or so. That is because, surprisingly given the longer historical trend, the number in our labour market has actually been going up for the last 18 months. We do have specific schemes which are directed, of course, to try to meet particular labour shortages.

Specific

We have the general importation scheme. We have particular schemes when we have big projects like the airport and we have introduced, as you'll know, a particular scheme to bring the graduates of Chinese tertiary institutions down to Hong Kong to do particular jobs. I think that scheme has begun to work and work successfully. I hope we will be able to do more in the future. We have also attempted to increase substantially our investment in training and retraining in order to make the best use of the skills we actually have.

I very much doubt whether it will be possible in the future to abandon any restrictions on the import of labour. I think the community would find that extremely difficult. But if there are good ideas elsewhere, such as in Singapore, which we should consider then I am sure that we will need, because of the continuing problems of labour shortage, to look at them. Just as I am sure Singapore learns from us from time to time so we may be able to learn from them too.

Address to Joint Luncheon

Full text of Governor's speech

Thank you for your hospitality today. This isn't quite as large an occasion as the feeding of the 5,000 but I guess the per capita income is rather higher.

It is almost exactly two years since I spoke to you after my first Legco speech. It certainly hasn't been an uneventful period. I rather wish it had been. There's nothing I would have liked more than a quiet life.

But what has actually happened here in Hong Kong during that period? How have you all done? Is Hong Kong still a good place to do business? Or, has it turned into a Welfare State on the road to bankruptcy, unfriendly to business, over-regulated, over-taxed, riven by social disorder as people assume the limited political responsibilities they have long been promised?

Perhaps you will allow me briefly to review what's happened in Hong Kong. Then, to give you my four priorities for the last 990 days or so of British administration.

First, what's actually happened: Let's follow that old Chinese precept to seek truth from facts. Has business had a rough, tough time in the last couple of years?

Fact: Hong Kong today is up from the 10th to the 8th largest trading entity in the world. If you count the European Union as one, we are the 5th largest trading community.

Fact: Our economy grew by 5.5% last year and we should hit 5.7% this year. That will be our 34th successive year of growth.

Fact: Our stock market is up from about 5,500 to over 9,000. It's capitalisation has risen from about HKD1,300 billion to over HK2,500 billion. It has gone up to the 7th largest market in the world.

And take the position of individual companies: The net corporate profits of the

top five listed companies were 50% higher last year than the year before. And profits are almost double the figures for the year before that.

The share prices of those companies have soared, too. In one case the share price has more than doubled in two years, in two cases it has almost doubled and the other two companies have registered handsome advances.

Another fact: Our per capita GDP is up 7.5% on 1992. It is now higher than the United Kingdom or Australia, the highest in Asia after Japan and Brunei.

So what does the rest of the world think about doing business here? Do others run a mile — well slightly more than a mile — but when they run it is in our direction.

There are nearly 30,000 Americans working here, up 28% on August, 1992. Over 24,500 Britons, up 42%. Over 23,000 Canadians, up 42%.

No wonder. Over 153,600 new businesses — I'll repeat that figure 153,600 NEW businesses — have been set up in Hong Kong in the last two years. No wonder, there are now 714 regional headquarters based in Hong Kong, up from 588 in 1992. And 1,132 regional offices compared with 757 two years ago.

The number of foreign companies registered here is up from around 3,200 two years ago to over 3,800 in August this year.

Why have they all come?

Is it because we are allegedly turning socialist? Red skies over Hong Kong! Welfare-ism strikes back! Bankruptcy looms! Rampant civic consciousness threatens to undo decades of success!

Is that it? Is that why they are here?

Well, hardly.

港督向商界發表演說

港督演辭的全文如下

多謝各位今天的盛情款待。今天出席午餐會的商界人士，總數雖然遠不及耶穌分贈五餅二魚時的五千多人，但我相信各位的人均收入肯定比他們高出很多倍。

記得在大約兩年前，我發表首份施政報告後，亦曾與各位共聚。在過去的一段日子，香港肯定並非風平浪靜，當然，我確是希望香港風平浪靜的。我夢寐以求的，其實是平靜的生活。

然而，在這段期間，香港究竟發生了甚麼事故呢？香港是否仍然是一處營商的理想地點呢？或者她已經成為了一個福利社會，正在步向經濟崩潰、不利經商、監管嚴苛、賦稅過重的境地，而社會又由於人民履行早已獲得許下的政治責任而出現動盪呢？

我想在此簡單地回顧一下香港〔在過去兩年〕所發生的事，接著，我會透露英國政府在未來大約九百九十天希望進行的四項首要工作。

首先是實際發生的事：套用中國一句格言——實踐是檢驗真理的唯一標準。究竟在過去兩年，工商界有沒有經歷一個困難時期呢？

事實是：今日香港的全球貿易排名已從第十位躍升至第八位，如果你把歐洲聯盟當作一體，香港便是全球第五大貿易實體。

事實是：去年本港的經濟增長幅度是百

分之五點五，預計今年的增幅更可高達百分之五點七。這是本港連續第三十四年的增長。

事實是：本港股市由大約五千五百點攀升至九千多點，資產總值由大約一萬三千億元暴增至超過二萬五千億元。香港已躍升為全球第七大股票市場。

請看看個別公司的表現：五間最大的上市公司去年的純利，較對上一年急升百分之五十，盈利較對上一年增加接近一倍。

這些公司的股價亦告急升，其中一間公司的股價較兩年前上升一倍以上，兩間的升幅接近一倍，其餘兩間亦錄得可觀的升幅。

另一項事實是：九二年香港的本地生產總值上升百分之七點五，較英國、澳洲有過之而無不及，在亞洲的排名亦僅次於日本及汶萊。

在這個情況下，世界其他國家的人將如何評估香港的經營環境呢？

現時在港工作的美國人約有三萬名，較九二年八月增加了百分之二十八。在港工作的英國人超過二萬四千五百名，增幅約百分之四十二，加拿大人二萬三千多名，增幅亦是百分之四十二。

難怪在過去兩年，香港共新增了十五萬三千六百間公司，我重複，是十五萬三千六百間新公司。難怪現時香港跨國公司區域總部的數目，由九二年的五百八十八間增至今

日的七百一十四間。區域辦事處的數目亦由兩年前的七百五十五個增至一千一百三十二個。

在港註冊的外資公司總數亦由兩年前的三千二百間增至今年八月的三千八百間。

它們為何來港經營？

是因為我們被指稱正步向社會主義制度？是因為香港的天空已經赤化？是因為福利主義大反攻？是因為經濟瀕臨崩潰邊緣？是因為公民意識要將香港數十年的成就毀於一旦？

事實是這樣嗎？這是它們來港的原因嗎？

肯定不是這樣。

在過去五十年的生涯，作為一個保守黨員，一個自由市場倡導者，我不會到現在才改為投奔社會主義。香港肯定亦不會。我不打算討論思想探索和研究人生觀的改變，相信今日如果陳方安生和麥高樂出席這個盛會，亦會說同樣的話。

無可否認，我們確是在社會福利方面投入更多資源。房屋便是其中一例。

可是，假如我們未能在改善臨屋、木屋和籠屋問題方面取得進展，香港可以稱得上是日益富裕嗎？

相信在此座各位之中，極少是在木屋區長大的。居住環境改善，醫療福利增加，社會日趨和諧，難道不是香港成功的要素嗎？

I haven't spent the last 50 years of my life as a Conservative, as a Tory, as a Free Marketeer, to turn Socialist in middle age. Certainly not in Hong Kong. I leave ideological adventures and philosophical changes of gear to others. And, I guess, if they were here, Anson Chan and Hamish Macleod would say exactly the same.

It is true, however, that we are spending more on social programmes. More on housing, for example.

But do we think Hong Kong would be better off if we left the temporary housing areas, the squatter settlements and the cage men exactly as they are?

I guess there are quite a few people in this room today who grew up in squatter housing. Isn't it a fact that massively improved housing conditions are one of the main reasons for Hong Kong's success, as well as for Hong Kong's improved health and for Hong Kong's social harmony?

Yes, we are spending more on education. And, so we should if we want to stay ahead of the game. Ten years ago, 3% of our young people were going to university to study for degrees. Now, we are up to 18% for degrees and another 6% for diplomas.

Oh! and yes, we are spending 67% more on research this year. Is that a waste of our money?

Yes, we are spending more on welfare. On the elderly, for example. And so we should be. The money that the elderly could have put by for their old age was in many cases spent on educating their children, investing in the future of Hong Kong. They deserve a modest share in today's success.

Let me say three other things about spending. About alleged welfare-ism. About learning truth from facts:

First yes, we have increased spending in some areas. But we have kept and will keep public spending growth within the broad rate of growth of the economy as a whole. We intend that public spending should remain below 20% as a proportion of GDP. Where else does this happen?

In Germany, for example — I was looking at the figures this morning — one of the best examples of a successful market economy over the last 40 years, public spending as a proportion of GDP is two and a half times the level that it is in Hong Kong.

We confidently predict that public spending in 1997 will be lower as a percentage of GDP than it was in 1982 before the Joint Declaration was signed. Where else in the world do you think that has happened?

不錯，我們確是在教育方面撥出更多經費。如果我們要著著領先，我們必須要這樣做。十年前，全港只有百分之三的適齡學生有機會進入大學攻讀學士學位，但時至今日，比例已增至百分之十八，另有百分之六有機會修讀文憑課程。

今年我們也決定增加研究方面的開支，但這是浪費金錢嗎？

對，我們又增加福利開支，例如在老人福利方面。但我們應該是這樣做的，老人家的畢生儲蓄，很多時都用於培育子女，為香港的未來作出投資。他們理應可以分享社會今日的成就。

讓我談談開支以外的事情，例如關於福利主義的指控，關於透過實踐檢驗真理的問題：

第一，不錯，我們在好些方面增加開支，可是，我們日後會繼續把公共開支增長控制在不過宏觀經濟增長的水平，我們認為公共開支應該不超過本地生產總值的兩成。捨香港以外，有甚麼國家可以做到這點？

舉德國為例，今晨我剛好收到一些有關這個在過去四十年最成功的市場經濟實體的數據，德國的公共開支在國民生產總值中所佔的比例，是香港的兩倍半。

我們可以充滿信心地預測，到了一九九七年，我們的公共開支在本地生產總值中所佔的比重，將較一九八四年《中英聯合聲明》

簽署前的水平更低。試想想，還有甚麼地方可以取得這樣的成績？

真理又一次離棄事實：我們已慣於取得增長，我們不單會審慎地增加開支，亦會減低工商和個人入息稅。以一九九二年而言，香港是亞洲區稅率最低的地方，就算環顧全球，當年香港的稅率也可能是最低的。

在九二年後，我們仍然繼續減稅。

無論是理念上或是實際上，我也相信應該保持開支與稅收的平衡，我堅信政府的公帑是市民的钱，市民在花費方面通常都比我們來得明智。我完全反對為了控制社會或經濟而徵稅。

因此，我們連續兩年減低稅率，與此同時，我們又增加庫房的儲備。我們把利得稅減低百分之一，把家庭和單身納稅人的免稅額提高百分之五十六。今年和去年我們分別讓四十二萬人和二十五萬人脫離稅網。今年我們把無需繳稅的勞動人口的總數，由原來總人口的五分之一增至五分之三，需要按標準稅率繳稅的人，比例已由百分之六降至百分之二。

這是社會主義制度嗎？

只有百分之二的勞動人口須按百分之十五的標準稅率繳稅，這就是我所冀求的財富分配局面，因為這樣可以把更多財富分給更多人。

關於稅收和開支的最後一點：假如一個

Truth from facts department once again: We have used growth, not just to raise spending prudently, but to cut taxes both for business and for the work force. In 1992 Hong Kong had the lowest, most business friendly, tax regime in Asia, may be in the world.

Well, since then we have cut taxes even further.

Ideologically as well as gubernatorially, while I believe you have to keep a balance between sensible spending and taxes, I am unshakeably of the view that the money we tax is your money and you usually spend it more sensibly than we do. I am wholly against taxes for social or economic engineering.

So, we have cut taxes two years running. And, at the same time, we have put money into our reserves as well. We cut profits tax by 1%. We raised allowances for families and for single taxpayers by 56%.

We took 420,000 people out of the tax net this year and 250,000 last year. We cut the tax burden for 1.3 million this year and for 1.2 million last year. We have increased the proportion of the working population who pay no tax at all by about one fifth to about six out of every 10. We have cut the proportion paying the full rate from 6% to 2% in the last two years.

How's that for Socialism?

Only 2% of the working population pay a top rate of tax of 15%. That is the sort of wealth distribution that I'm keen on because it fetches up to distributing more wealth to more people.

Last point about tax and spending: If a market economy is going to survive and continue to prosper it has to show that it is socially responsible. If we say to people in this community we want to go on growing but as for your ambitions for better health care, for better teachers, for a better environment, we'll forget about them. We are going to squirrel all the money away.

If we were to say that it would be a recipe for social tension, for disharmony, for undermining faith in our economic system and in the morality as well as in the authority of our system of government.

I don't believe there is any community in the world where it should be easier to put the case for prudent spending, Adam Smith and Milton Friedman. But that requires us to accept that men and women are not just economic variables. They have social and political — political with a small "p" — ambitions and hopes which we cannot ignore.

So we have got a tip-top economic record. But we are not complacent. We may

市場經濟要繼續發展，繼續欣欣向榮，必須顯示出本身對社會的責任。假如我們對社會人士說，我們希望繼續發展，但不會改善醫療，不會改善教育，不會改善環境，我們打算把所有財富儲存起來。

假如我們說，要不是這樣，便會導致社會動盪，社會矛盾，削弱人們對香港經濟制度的信心，打擊政府的士氣，各位會有何反應。

要提出支持審慎開支的論據實在易如反掌，我們只要隨便列舉阿當·史勿夫或者米爾頓·弗里德曼的理論即可。可是，我們必須先行接受一個假設，那就是人類只不過是經濟變數。事實上，人類有著不可忽視的社會及政治理想。

香港的經濟成就有目共睹，但我們不會因此而感到自滿。我們在全球經濟的排名或許是高踞第四位，我們的競爭力或許比歐洲國家更強，但我們仍然希望百尺竿頭，更進一步，繼續爬升到第三位，第二位，甚至第一位。

香港是一處經商成本很高的地方，回顧過去，通脹率曾經一度升至百分之十三，現在的水平仍然太高，這是持衡經濟增長和全民就業所帶來的獨特現象。

香港自六十年代開始一直間歇性地遇到勞工短缺問題，為此，我們實行亞太區內最自由的輸入勞工政策，任何公司只要能夠證

be 4th in the world in the competitiveness league, higher than any European country, but we want to be third, or second, or best of all, first.

This is a costly place to do business. We have got inflation back from 13% at its worst. But it is still far too high — the uncomfortable consequence of our unique position as well as the result of sustained growth and full employment.

We have suffered from chronic labour shortages since the 1960s. And we have responded with the most liberal immigration policies in the region. In almost every case where firms can point to a need you can import professionals or qualified staff.

The community understandably opposes the unrestricted importation of cheap labour. It is worried about the social costs, for example for education and for public housing. And it doesn't want to return to the days when the world alleged that Hong Kong was just a sweat shop economy.

Nevertheless, we will continue to support vigorously the employer's case to import labour under carefully controlled conditions. Conditions that don't disrupt the orderly working of Hong Kong's labour market.

We have acted this year on property prices. Never a subject to brag about, but by concentrating mainly on the supply side of the equation and on inexcusable speculation, we have, I believe, dampened the market successfully.

To mix my metaphors, we are walking a tight rope. The last thing any of us would want to do is turn a slackening of prices into a slump. If you think people get cross when prices soar you should see how they react when property prices plummet.

So, no complacency on competitiveness, no complacency on inflation. But no easy open-and-shut solutions neither.

So much for the past, what of the future?

I have four priorities and I'll express them telegraphically today. And I won't be budged from them tomorrow, the day after, or the day after that.

First, I'm obliged by treaty, by honour, by the policy of the British Government, by the will of all parties at Westminster — but first and foremost by our responsibilities to the people of Hong Kong — to work right down to the stroke of midnight at the end of June, 1997, for the full implementation of the Joint Declaration, Hong Kong's guarantee of stability and prosperity.

The Joint Declaration means what it says. It has to mean what it says. You can't pick and choose. You can't say, well I'll take the economic bits and trade in the rest.

Hong Kong's success is not just the capitalist allocation of resources but also

on the rule of law, on clean accountable government and on the free institutions of civil society. Start to unpick any of that and you risk wrecking the whole of the system.

For most of our population their only communal insurance is that faithful implementation of the Joint Declaration. For most there is no foreign passport in the bottom drawer.

So, if I'm ever asked for a job description or for a vision statement I turn to the Joint Declaration and recall the only advice of Mark Twain, often quoted by Harry Truman. 'When in doubt,' he said, 'always try to do right. This will gratify some people and astonish the rest.'

Second, I'm sorry that in standing up for the principles in the Joint Declaration we had two years of argument with China, not it has to be said, the first argument since 1989 or even since 1984. I say with all the force I can muster there is no point in our continuing those arguments. We have disagreed. It is a great pity. But the time has come to close that chapter and to move on.

That is what we intend to try to do. We hold out a hand of cooperation. We don't think that has to involve undermining the authority of our executive-led government. Nor, do we think it need involve, undermining our institutions in Hong Kong or our way of doing things.

We have proposed special measures to improve cooperation and to smooth the transition. Measures which we hope will speed up the work — heavens we need to do so — in the joint liaison group. Measures which will reassure people about the future and avoid any fall in confidence in the next two and a half years.

Measures that will get the SAR Government off to a flying start.

The measures we have suggested are not exclusive. If Chinese officials have other ideas I hope they will put them forward. We don't have a monopoly of wisdom on this subject. We are open-minded, genuinely open-minded and keen to do business. That is the commonsense way forward. I hope we can take it. I'm sure that we all want to feel we are driving forward along a highway, not backing up a cul-de-sac.

Third, our economic success and China's are closely related. We have benefited hugely from China's economic revolution. So has the whole world. And we have also contributed to it. We are China's largest source of foreign investment. We account for about two-thirds of the total.

So China's success is our opportunity. And we will continue, Britain, I might

明有需要輸入專業或技術人員，幾乎都可以如願。

社會人士明顯反對無限制地從外地輸入廉價勞工，他們擔心香港將要為此付出社會代價，例如在教育及公共房屋等方面，此外，他們更不希望香港倒退到昔日以搾取工人血汗而聞名於世的日子。

無論如何，我們會繼續大力支持僱主的建議，審慎地輸入外地勞工。我們會以不擾亂本地勞工市場秩序為先決條件。

今年我們又就物業價格採取行動。我們採取前所未有的措施，一方面增加土地供應，一方面打擊不可原諒的炒賣活動，成功地把樓價穩定下來。

我們的處境其實就像路綫一樣，假如採取過份干預，可能會導致樓價暴瀉。

我們不會因競爭力強而感到躊躇滿志，不會因通脹回落而感到驕傲，但我們也沒法找到顯而易見的解決方法。

這就是香港的過去，至於將來又怎樣呢？

我今天希望向各位透露我的四大優先目標，這是我矢志不移的目標。

第一，我以個人及英國政府的名譽保證，我會肩負起對港人的責任，由現在至一九九七年六月三十日午夜，全力落實《中英聯合聲明》，確保香港的穩定繁榮。

《中英聯合聲明》經已簽訂，我們不能選

擇性地遵守其中部分條文，我們不能只是履行其中的經濟及貿易部分。

香港的成就不是單是建基於資本主義式資源分配，我們非常倚賴一個法治的社會、廉潔負責的政府和自由的公民社會。要是失卻其中任何一條支柱，我們的整個制度勢必蕩然無存。

對於本港大部分市民來說，《中英聯合聲明》是他們唯一的保障，相信那些衣櫃中沒有外國護照的人，對此定有同感。

假如有人問我，我的工作範圍是怎樣？我對於未來有何計劃？我會轉向聯合聲明，並且想起已故總統杜老門經常引用的馬克·吐溫名句：「每當你有疑問的時候，嘗試做正確的事。這樣做會令一些人大為感激，但亦會令其餘的人大感震驚。」

第二，過去兩年，我由於捍衛《聯合聲明》的原則而與中國出現爭拗，我對此感到十分遺憾。我深信我們絕不應糾纏在這些爭拗之中，我們意見分歧，這是一大憾事，但現在是時候揭開新的一頁，繼續大步向前了。

這是我們嘗試達成的願望。我們已伸出合作之手，這樣做相信不會削弱香港行政主導政府的地位，亦不會衝擊香港的制度或處事方式。

我們已提出改善合作、確保順利過渡的特別措施，我們希望這樣可以加速聯合聯絡

小組的工作，幫助港人重建對前途的信心，避免在未來兩年半再次出現信心危機。

我們提出一些可以令未來特區政府昂首展步的措施。

這些並非獨一無二的構思，假如中方官員有其他建議，希望他們會提出。我們樂於接受別人的意見。我們希望大家都覺得自己在暢通無阻的高速公路上縱橫馳騁，而不是被困於死胡同內。

第三，中港經濟成就緊密相連，我們從中國的經濟改革中獲益非淺，其他國家亦是。我們亦為中國的改革作出了很大的貢獻。香港是中國最大的外資來源地，佔外資總額的幾近三分之二。

因此，中國的成就也是我們的機會，英國和香港都會繼續爭取給予中國在世界經濟體系中一個重要席位，中國的經濟力量和潛力都是無可置疑的。我們堅決爭取延續中國的最惠國待遇，我們的良好聲譽，當可確保我們的聲音會受到重視。

我們企盼中國可成為世界貿易組織的創始成員。

第四，我會竭盡所能，確保香港在一九九七年主權移交時處於最佳狀態。我們會確保香港的財政穩健，並且留給未來政府巨額盈餘。

香港在九七年剩餘的儲備，將遠比原先預計的為多。雖然這是個估計上的失誤，但

add, as well as Hong Kong, to argue for giving China the place in the world economy that her economic strength today and her potential tomorrow wholly justifies. We argued the case for MFN renewal without strings. And we have the credibility that ensured we were heard.

Today we want to see China as a founding member of the World Trade Organisation. Nothing less will do.

Fourth, I intend to do everything I can to see Hong Kong is in the best possible shape when we hand over responsibility for its destiny in 1997. We will ensure that our finances continue to be carefully looked after and that we have a big surplus to hand over.

A surplus which some people seem to think we should apologise for now, predicted at a much higher level than we originally anticipated. I must say as mistakes go, that one appears to me to be in the right direction.

We will do all we can to get our infrastructure in as good condition as our finances. I hope that we can see agreement soon on our airport, which despite the lack of signatures at the bottom of the page, rises magnificently from the South China Sea.

I hope, too, that we can move ahead sensibly with the development of our port. Hong Kong needs it. So does Southern China and, the sooner we can get into a dialogue with officials in Peking and Guangdong about coordinating our infrastructure development on a regional basis, the better.

We have a HKD30 billion road-building programme under way. We want to invest massively in our railways, bring the New Territories closer to our urban heartland and producing better north-south links for our trade with the North.

Chinese officials have made clear that they want to get things moving in this area. They have suggested talks and we will respond enthusiastically to that.

We will naturally go on ensuring that our policies are business friendly, which in my book means Hong Kong friendly. We don't intend to try to second-guess your business judgements. But we will help where we can.

We have set up the Applied Research and Development Fund that you asked for. We have established the Hong Kong Technology Centre. We are liberalising the telecommunications market. We are going to set up an Applied Research Centre to

bring together out tertiary institutions and the Chinese Academy of Sciences.

We are cutting red tape, abolishing and simplifying government forms and we are trying to improve our service to you through performances pledges. We are spending HKD300 million to raise the standard of Putongua and English in our schools. We are making more land available for industrial building.

All that and more, we'll do to keep Hong Kong business at the top of the league.

Of course, the biggest job belongs to you. Above all to go on outperforming the competition. But if I may say so you will also have to recognise that life moves on. And whether it's before or after 1997 Hong Kong has changed, come of age, and your relationship with Government and the community has to adjust to that.

Frankly, that seems to me a rather less substantial an adjustment than many you have had to make in the last 45 years.

So where should all that leave Hong Kong when the 28th British Governor flies or sails off into the night on the 1st of July in 990 days' time. I hope and intend to be able to say that Hong Kong has been well-governed to the end. Does anyone seriously argue that over the last years it has been badly governed?

And, I hope that those responsible for our good government, those civil servants who manage our public services, those police officers who defend the rule of law and who have — where else has this happened — helped to cut crime by 10% in the last decade. To cut it, I add, to below Singapore's hardly excessive levels, at least on the last figures we have.

I hope, I repeat, that those civil servants and police officers will be resolved to stay in Hong Kong, to write an even more successful chapter in the history of this remarkable community. And, I hope you will stay and prosper, too.

You, many of you, made Hong Kong. Literally made it. And I think it is fair to say that Hong Kong helped to make you. So to borrow a phrase from the Romans, the toast to Hong Kong and to you has to be, Ad morphous annis — To many years.

Many years of market economics. Many years of decency and integrity in government and public life. Many, many years of the rule of law.

And with all that, will come many years of happiness and fulfillment for all the people of Hong Kong.

Thank you very much.

我認為方向是正確的。

我會竭盡所能，確保基建和財政狀況同樣良好。我希望可盡快達成機場財務安排協議。新機場雖然尚欠一紙協議，但已在南中國海一隅拔地而起。

我同樣希望可以盡快進行港口發展計劃，香港很需要這個港口，華南亦一樣，我們愈快與北京及廣東當局就基建發展協調工作展開對話，成效便會愈佳。

我們現時正進行一項耗資三百億元的道路興建計劃，我們會斥巨資興建鐵路，把新界和市區的距離拉近，改善南北交通的聯繫。

中國官員曾經一再重申，他們希望在這方面取得進展，他們提出要求進行討論，我們會作出積極回應。

我們會確保港府的政策有利於商業發展，因為對我來說，這相等於有利香港的發展。我們不希望預測各位的商業判斷，但我們會盡力提供協助。

我們已應各位的要求成立了一項「應用研究及發展基金」，成立了香港科技中心，開放電訊市場。此外，我們又計劃成立應用研究中心，結合香港專上學院和中國科學院的研究工作。

我們摒棄繁瑣的官僚程序，取銷或簡化政府表格，透過服務承諾改善服務。

我們耗資三億元提高學校普通話和英語水平，並且增撥工業用地。

諸此種種，旨在確保香港的工商業處於最有利的地位。

當然，最艱巨的工作還要仗賴各位的努力，例如在競爭環境中脫穎而出。時移世易，無論是在九七年前或九七年後，香港也不斷在變，各位與政府及社會的關係也必須作出相應調整。

坦白說，若與各位在過去四十五年所作的調整相比，這種調整其實微不足道。

當香港第二十八任總督於九百九十年後午夜時份乘搭航機或輪船離開香港時，香港

會變成甚麼模樣呢？我希望香港仍會受到良好的管治。有誰可以認真地說，香港過去數年的管治是十分差勁的呢？

此外，我希望那些負責維持政府良好運作，負責管理公共服務，負責維護法治社會的警務人員，都會繼續留下。順帶一提，在過去十年，香港的罪案率下降了百分之十。

我想強調一點，我希望這些公務員及警務人員會堅決留在香港，為香港歷史編寫更加光輝燦爛的一頁。我亦希望各位留下，共享繁榮的果實。

在座各位當中，很多都曾經參與建設香港。各位共同建設香港，而香港亦協助各位取得今天的成就。

但願香港卓越的市場經濟、廉潔的政府、體面的社交生活、良好的法治社會等，都可繼續長久維持。

有了這些要素，港人當可長期得到快樂和滿足。

謝謝各位。

Vital Partnership

Chamber Chairman, William Fung, introducing the Governor said:

Your Excellency, Ladies and Gentlemen,

On behalf of the members and guests of the Federation of Hong Kong Industries and

the Hong Kong General Chamber of Commerce, may I say how pleased we are to welcome the Governor to our luncheon today.

Sir, in your Policy Address to the Legislative Council nine days ago, we noted with appreciation the heading of

your section dealing with the economy, which was - "The Economy Comes First". That is a sentiment which I hope everybody in this room will subscribe to. Hong Kong's prosperity has been created by a highly (perhaps uniquely) successful partnership be-

tween business and government over many decades. We look forward to hearing from you today, amongst other things, how you see that vital partnership developing in the future.

Ladies and Gentlemen, please welcome the Governor. ■

Chamber reaction

Chamber Chairman, William Fung, reacted the same day to the Governor's opening address on October 5 to the new Legislative Council session, welcoming Chris Patten's commitments made to continued economic growth, Hong Kong's international competitiveness and the fight against inflation.

However, in the second paragraph of the Chamber's press release William Fung said: "But the Chamber is disappointed that the Governor did not go further in attempting to improve co-operation with the Mainland and the Preliminary Working Committee (PWC) and smooth the transition process through to 1997."

The press release went on: "We were pleased to hear the Governor acknowledge some of the Business Community's major concerns, including the need to continue the battle against inflation. However, the Governor fell short in really addressing these concerns."

"In particular while he gave a commitment to continue labour imports, he did not commit to increasing flexibility and relaxing the number of workers allowed under the General Import Scheme."

William Fung said "the Chamber welcomed what appeared to be a more flexible Government approach to consultations on the proposed Old Age Pension

Scheme (OPS)."

"Until now, the Government had appeared to be more interested in marketing the OPS rather than consulting on it," he said.

"With the Governor's announcement of a Task Force to review the OPS proposal that appears to have changed. We hope that the Business Community will be invited to participate in the Task Force."

On Hong Kong-China relations, while Mr Fung welcomed the Governor's acknowledgment of the importance of improving relations, he said "the Chamber was disappointed with the Governor's remarks on co-operation with the PWC."

"We were hoping that

the Governor would allow the Hong Kong Government to cooperate officially and broadly with the PWC, especially given the myriad of transitional matters to be resolved in the next 1,000 days to the handover of sovereignty. Unfortunately, the Governor seems to want official contact to begin only with the establishment of the Preparatory Committee and the designation of the future Chief Executive in 1996," he said.

Mr Fung said that the Chamber was disappointed that more attention had not been paid to the "rule of law" issue in the address, especially the delay in setting up the Court of Final Appeal." ■

評港督施政報告

港督在十月五日發表未來一年的施政報告，本會主席馮國綸隨即作出評論。他在新聞公布中表示，香港總商會歡迎港督就維持經濟增長、保持香港在國際間的競爭力及遏抑通脹等方面作出承擔。

不過，對於港督沒有作出更多努力，以嘗試改善與中國大陸及預委會的關係及確保平穩過渡九七，本會深表失望。

馮國綸指出：「本會欣聞港督在施政報告中談及商界所面對的一些重要問題，包括有需要打擊通脹等；然而，他並沒有提出實際的解決方法。」

「特別是當談到政府決心繼續輸入外地勞工時，他並沒有就增加輸入外勞計劃的彈性及放寬限額作出任何承諾。」

他說，港府似乎對於老年退休計劃的諮詢採取更加靈活的態度，本會對此表示歡迎。

「港府以往似乎只是著重於推銷這套計劃，對於進行諮詢興趣不大。」

「不過，隨著港督宣布計劃成立特別工作小組，專責檢討老年退休金計劃的建議，港府的態度看來已經出現了轉變。本會希望工商界會獲邀參與小組的工作。」

馮國綸雖然歡迎港督在施政報告明言改善中港關係的重要性，但對於港督針對港府與預委會合作一事所作出的評論深感失望。

「我們一直希望港督批准港府正式及廣泛地與預委會合作，因為由現在至九七主權移交的一千日裡，我們需要處理非常大量的過渡問題。很可惜，港督似乎要等到九六年特區籌委會正式成立及未來特區行政長官人選塵埃落定後，才容許正式的官方接觸。」

馮國綸稱，本會對於施政報告並沒有適當重視法治問題尤感失望，特別是遲遲未能成立終審法院方面。 ■

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HKGCC membership opposes Government-proposed OPS

A press release on October 13 said, the Hong Kong General Chamber of Commerce membership survey has indicated an overwhelming opposition to the Old Age Pension Scheme (OPS) as presently proposed by the Government.

"More than 85% of the respondents opposed the OPS as drafted by the Government. Ninety-three per cent believe there should be a clear distinction between retirement schemes to pro-

vide for the elderly and the basic government welfare system," the Chamber press release said.

"Respondents favoured means-testing, an enhanced welfare scheme, by an overwhelming four to one. However, a majority of 57% was against any tax increase. From the survey results 70% of respondents would be discouraged from setting up private sector retirement schemes in the future, if an OPS were brought in.

Respondents accounted

for 11.4% of the Chamber's 3,800 members. Of these, about 85% were from small and medium enterprises which make up the bulk of the Chamber's membership. There was also a broad cross-section of larger companies as well," the press release said.

"The response rate was extremely encouraging and indicated our members' interest in and concern about the OPS," Ian Christie, Director of the Chamber, said.

"We are also delighted

that there was generally good majority support for the changes the Chamber had suggested, should the OPS go ahead," he remarked.

It is also worth noting that about 25% of the valid responses were completed in Chinese. This suggests that the responses were not biased to English speakers.

"Based on the survey results, the Chamber is preparing alternative recommendations for discussion with the Government," Ian Christie said. ■

會員反對老年退休金計劃

本會於十月十三日向新聞界公布會員對老年退休金計劃的反應。

本會最近曾就港府建議的老年退休金計劃向全體會員進行問卷調查，結果顯示，大部分會員都對計劃表示反對。

本會在當日發表的新聞公布中指出：「收回的問卷當中，超過八成半反對港府目前提出的老年退休金計劃，其中接近百分之九十三認為應把老人退休保障和政府基本的社會福利清楚分開。

「大部分回覆者認為應在實行經審查的

情況下提供更佳的老人福利，贊成與反對這項建議的比例是四比一。不過，多達百分之五十七的回覆者反對因此而加稅。調查結果又顯示，假如老年退休金計劃真的實行，七成回覆者將不會設立私人退休金計劃。

「現時本會共有會員公司三千八百間，交回問卷的會員共佔百分之十一點四，其中約有八成半是中小型企業，從事各行各業的大公司也為數不少。

本會總裁祈仕德說：「這個回覆率令人十分鼓舞，充份顯示出會員對老年退休金計

劃的關注。

「同樣令人感到鼓舞的，是大部分回覆者都表示，假如真的老年退休金計劃，他們將支持本會就這項計劃所提出的修訂。

「值得一提，收回的問卷當中，約有四分之一是以中文填寫，顯示出回覆者並非全部是操英語的人士。」

他總結說：「本會將根據調查結果研究其他可行的建議，並且和港府進行討論。」 ■



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Regional Management

Ian Perkin tells Singapore audience talent is limited

Hong Kong, with its own vibrant economy and its strong links with a fast growing China, will continue to be a magnet for attracting top management talent in the region, according to the Chamber's Chief Economist, Ian K. Perkin.

But he warned that the supply of top quality management talent was limited and that this limited supply was likely to continue to push up the costs of attracting and retaining the very best people available.

In two separate addresses to the IN-FOCUS-sponsored New Asian Manager Conference in Singapore recently, Ian Perkin outlined his views on the regional management outlook and the situation in Hong Kong.

He said the two biggest problems facing the region in management recruitment were the issues of supply (the availability of talent) and price (remuneration).

"It is these two problems which per-

haps loom largest in Hong Kong," he said.

"There is tremendous demand for all types of labour in the territory, from the least skilled labourers to the very senior management level. Hong Kong is still attempting to grapple with the twin problems of supply and price."

Mr Perkin said that on the supply side, the Hong Kong Government had attempted to intervene in a limited way to help ease the supply problem.

"First, the order has gone out to ease the entry of expatriates at the management level, and this is being taken advantage of especially by multinational companies," he said.

"Second, and more recently, it has announced a proposal to allow an initial 1,000 Managers to enter from China (although the practical implementation of this scheme is proving difficult, especially the problem of documentation - official v. unofficial passports etc - and the sources of these new managers - the



Ian Perkin.
洗柏堅

千金易得 人才難求

總商會首席經濟學家洗柏堅講述
招聘管理人才所遇到的困難

香港總商會首席經濟學家洗柏堅指出，由於本港經濟持續表現強勁，再加上與中國市場的緊密聯繫，香港仍然是吸引頂級管理人才工作的好地方。

不過，由於高質素管理專才供應有限，吸引和挽留他們的成本相信會因此上升。

洗柏堅向最近在星加坡舉行的「新一代亞洲經理會議」發表了兩篇演說，其中談到區內管理人才的供應情況，以及香港在這方面的經驗。

他認為「供應」（專門人才的供應）和「價格」（薪金）仍然是區內招聘人才時所遇到的最大困難。

「這兩個難題在香港還有惡化的趨勢。」

「本港對各種勞工需求甚殷，其中包括非技術勞工及高層的管理專才。我們還在努力解決上述難題。」他指出，政府曾經嘗試作出有限度干預，希望可藉此紓緩勞工短缺問題。

「首先，政府放寬輸入外地管理級人員的限制，很多跨國企業都因此獲益。」

「其次，政府於近日公布了准許輸入一千名內地經理的計劃。（不過，計劃施行時將產生不少技術性問題。繁複的程序是其中之一，限制聘用特定大專院校的畢業生又是另一問題。）

「第三，政府放寬了香港公司招聘國內短期見習員的限制（這對解決問題的幫助甚大）。「當然，香港亦積極培訓本土的管理專才。（有趣的是，香港科技大學雖以『科技

為名，但校內卻以工商管理學院最具規模。）

「第五點與政府的努力無關。來港居住的外國人當中，有不少屬於管理級的專業人才。他們為服務業（特別是金融業）帶來了新的動力。

「最後一點雖與管理專才無關，但我也希望在此順帶一提。港府已批准輸入二萬五千名一般勞工（分屬各行各業，多為非技術工人）及專為興建新機場招聘的七千五百名建築工人。

「每年約有三萬八千名中國公民來港定居。這些人當中有老有少，雖然大部分都是跟家人團聚而來，但亦有可能為本港的勞動大軍加添新血。

「以上各點雖有助紓緩勞工短缺問題，但並不足夠。本人所服務的香港總商會仍在積極游說政府採取更靈活的輸入勞工政策。

incorrect schools, tertiary institutions have been chosen.

"Third, the Government has relaxed a little the criteria for allowing trainees in to specific Hong Kong firms, from the Mainland, for short periods of time (this is a valuable source of staff).

"Fourth, of course, Hong Kong is training its own managers (even the new Hong Kong University of Science and Technology has a business school - and despite the University's name its business school is the biggest on its Campus).

"Fifth, and this is quite separate from the initiatives taken by the Government, the influx of new multi-nationals into the territory, especially in the services sector (again, especially in financial services) is bringing a new group of expatriate managers.

"Finally, and this has nothing to do with management level, but I will mention it anyway, the Government has instituted a scheme to allow in 25,000 general workers (employers from across the spectrum, but mainly in lower end jobs) as well as a 7,500 quota for the territory's \$US16 billion airport project," he said.

"In addition, some 38,000 immigrants a year are allowed across the border from China, although many of these may be family reunion cases, children and the elderly, skilled and unskilled, who may or may not add to the employable skills base in Hong Kong.

"All this has helped ease the supply situation, but it is hardly enough and the body I represent, the Hong Kong General Chamber of Commerce, is continuing to lobby hard to make the Government more flexible on the labour

import front.

"We see such flexibility as vital to Hong Kong's future. At the management level, demand for skilled people is high, not just for Hong Kong itself, but also for China - managers domiciled/resident in Hong Kong, but doing most of their work in China.

"There are estimated to be 50,000 Hong Kong managers who routinely cross the border to operate firms, negotiate deals and trade etc in China.

"Hong Kong and China will be formidable competitors for management skills regionally and globally as the rapid development of China continues. Moreover both Hong Kong and China have the ability to compete on price - a key advantage," he said.

Commenting on the issue of price, Ian Perkin pointed out that Hong Kong is already a costly place to do business, or to base a business (including wages and salaries, rents, school, Clubs, cars etc - all parts of the normal benefits package).

"It is also a place which, unusually at this time in the world, is adversely affected by high annual inflation (both consumer price and asset price inflation)," he said.

"This means that the annual cost increments of doing business in Hong Kong, and employing managers to do that business is substantial.

"With inflation running at 8 to 10 per cent and the average mobility of labour at more than 20 per cent per annum firms have to pay to keep good staff. Real wage and salary increases of three to four per cent have therefore proven normal.

"More recently, in one specific area,

the increases in costs have been especially significant - and that is the area of the skilled Mainland China manager," he said.

"A Mainland China manager with, say, three to four years experience in operating across the border from a base in Hong Kong can virtually their own ticket on salary.

"The situation is, of course, being made more difficult with the arrival of new players, especially American players, anxious for a piece of the China action who are willing to pay outrageous remuneration to attract skilled (and sometimes not-so-skilled) managers.

"Even without taking into account these new factors, however, the cost of employing a competent management level person in Hong Kong was already high."

Ian Perkin said one of the reasons Hong Kong had been able to pay the price of this skilled management is the China factor - the attractiveness of China initially as a low cost production base and subsequently - and skill - as a potential market.

But he said one of the key concerns is that of productivity.

"Hong Kong has been gaining from the one-off increase in productivity that comes from people moving from relatively low productivity manufacturing jobs to (in the main) much higher productivity service sector jobs," he said.

"And Hong Kong has seen more than 500,000 people - more than one-sixth of its workforce - make the move in the last 10 years.

"The problems now are: first, productivity growth in service sector jobs, while initially larger, tends to grow

「這點對於本港的未來極其重要。不但香港需要大量的中層管理專才，國內的情況亦一樣。事實上，不少本地居民和受聘於香港公司的經理都有大部分時間留在國內工作。

「據估計，本港現時約有五萬名經理級僱員好經穿梭中港兩地，負責管理國內的業務和洽談生意。

「如中國繼續改革開放，中、港兩地將與區內其他國家出現爭聘管理人才的情況。在招聘條件方面，中、港兩地的優勢是甚為明顯的。

談到「價格」因素時，冼柏堅指出，在港營商的成本早已令人有「居大不易」之感。除了基本薪金外，經理級僱員的一般聘用條件還包括房屋津貼、子女學費津貼、交際費及公司汽車等等。

「香港也是世界上少數還受高通脹困擾的地區之一（包括消費物價及資產價格）。

「這表示香港的經營成本和工資水平將不斷上漲。

「本港的通脹率徘徊在百分之八至十之間，員工平均流失率則超過兩成。要挽留優秀的員工，僱主非提出更優厚的條件不可。事實上，對香港人來說，每年百分之三至四的實質工資增長才是平常事呢！

「最近，有一類人的工資上漲幅度特別明顯，那就是對中國業務擁有豐富經驗的管理人才。

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冼柏堅總結說，只要提供適當的聘用條件，香港和中國仍可吸引各地專才前來工作。

「不過，對於其他需要與中、港兩地爭奪人才的國家來說，它們的難題尚有待解決。

「然而，香港並非高枕無憂。商界人士是否願意長期付出高昂的薪金來聘用這羣專才呢？」

「現時已有不少公司盡量節省在港的經營開支。」

（把業務遷移到內地及其他地方曾一度被認為是解決成本上漲的良方妙藥。然而，隨著國內工資水平不斷提高，以及其他種種問題，當年的妙策已經不合時宜了。） ■

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MANAGEMENT

more slowly than in manufacturing and, second, productivity in the service sector tends to have slipped in Hong Kong's service sector in recent years.

"Part of that is due to the volatility of productivity in the trading sectors (especially financial services).

"The question that has to be asked in the short-to-medium term is what happens when the trend of ever-rising costs of employees hits the trend of declining productivity.

"That is when there will be employer resistance to higher remuneration and increased employment in the territory," he said.

Mr Perkin said the other unique problem that may confront Hong Kong in the short term is emigration due to the 1997 factor.

"Experience in the past has shown that this emigration tends to be more

prevalent amongst middle class, middle level managers with high, and mobile, skill levels," he said.

"There may be more of this as 1997 and the handover of sovereignty to the Mainland authorities becomes an imminent prospect.

"This despite the protection available under the two documents - the Joint Declaration and the Basic Law - guaranteeing Hong Kong's existing way of life for at least 50 years.

"It also raises the question of a declining skill level in some Hong Kong industries as relatively junior employees are thrust into senior jobs," he said.

Summing up he said it was perhaps fortunate that the opening up of China and Hong Kong itself are sufficiently strong magnets to continue to draw very competent managers from around the region and the globe - provided

the remuneration package is right.

"But that does not help those other countries in the region which must compete with Hong Kong and China for management talent," he said.

"Nor does it answer the question of how long Hong Kong business will be prepared to pay the ever-escalating price of top management talent to reside in Hong Kong.

"Already we are seeing resistance to the high costs of doing business in Hong Kong and some firms looking at ways to minimize their Hong Kong-based costs.

(Moving some operations to China [and elsewhere] was once, briefly, thought to be an option, but with the rise in costs of employment there - together with other difficulties of basing people in China - is causing problems with that too.) ■

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Build CT10 and CT11

The Hong Kong General Chamber of Commerce expressed deep concern, in a press release on October 12, for the delay in development of container terminal facilities.

Ian Christie, Chamber Director, said: "Financial losses over a 10-year period from 1997 are estimated to be HK\$616 billion at 1992 prices, should CT9 not be completed as scheduled. For trans-shipments, an annual loss of HK\$28 billion has been quoted for each un-

completed berth at CT9."

"We are most concerned that, with demand outstripping supply, there is every likelihood that handling charges will appreciate. This will naturally erode Hong Kong's competitiveness and may lead to diversion of cargo traffic to ports in southern China."

Ian Christie said: "The Chamber urges the Government to bring forward plans for the Lantau Port development programme and to proceed swiftly with the development of CT10 and

CT11. The Chamber believes that contracts for development of these projects should be awarded through open tenders.

"We recommend that a body similar to NAPCO be established to take charge of the steering of port-related activities, particularly in bringing CT10 and CT11 on stream. This body should also be responsible for co-ordinating work on the Lantau Fixed Crossing to enable the project to be completed ahead of the forecast opening in 1997,"

Ian Christie explained that neither the airport at Chek Lap Kok nor the Lantau port could operate unless the Lantau Fixed Crossing is in place.

The Chamber also recommends more land be allotted to container port and mid-stream operators, as a short-term measure in respect of capacity constraint.

"Because of the lead time required to complete a new terminal, extra back-up land could help maximise throughput on existing terminal facilities," he explained. ■

新貨櫃碼頭宜盡速興建

本會於十月十二日發表新聞公布，表示對貨櫃碼頭工程出現延誤感到十分憂慮。

本會總裁祈仕德在新聞公布中指出：「假如九號貨櫃碼頭無法如期完成，由一九九七年起計的未來十年裡，本港的經濟損失將達到六千一百一十六億元（以九二年價格計算）。而單在貨物轉運方面，每個未完成的泊位估計將引致每年損失二百八十億元。」

「貨櫃服務供不應求，勢必導致收費上升，最終會削弱香港的競爭能力，甚至令部

分貨運交通轉往華南港口。」

祈仕德呼籲政府提早進行大嶼山港口發展計劃，並且盡快興建十號及十一號貨櫃碼頭。此外，本會認為有關工程合約應透過公開招標方式批出。

「我們建議成立一個類似新機場工程統籌處的機構，全盤負責與港口發展有關的活動，並且確保十號和十一號貨櫃碼頭工程計劃依期完成。這個機構亦應負責統籌青衣至大嶼山幹線工程，務求可於九七年前落成啟用。」

他解釋說，在青衣至大嶼山幹線工程完成前，赤鱸角新機場和大嶼山港口根本無法投入運作。

此外，本會又建議增撥土地，以供貨櫃港口經營者及中流作業者使用，作為紓緩港口壓力的短期措施。

他補充：「新貨櫃碼頭工程非朝夕可成，假如能夠額外撥出後勤用地，當有助把現有貨櫃碼頭設施的吞吐能力充份發揮。」 ■

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Equal employment opportunities

The Hong Kong General Chamber of Commerce disclosed in a press release on October 12 that it is the only employers' organisation, out of five represented on the Labour Advisory Board, which supports legislative approach as a tool to assist attitudinal change in matters relating to equal employment opportunities.

Ian Christie, the Chamber's Director, said: "Having said that, the Chamber feels

it is important that legislation should be carefully worded to avert the extremes and unnecessary time-wasting and costly litigation experienced in some Western countries.

"Moreover, we are actively developing, together with other employers' bodies, a code of conduct for voluntary adoption by employers. We hope this will help restrain government from excessive legislation."

Though the Chamber

supports the spirit of equal opportunities, it does not support the Equal Opportunities (EO) Bill in its current form.

"The EO Bill covers a wide range of discriminatory areas. Since it is a private member's bill and therefore cannot include the setting up of an Equal Opportunities Commission, the EO Bill resolves all issues through the court.

"We envisage difficulties in managing the complexities of the issues without

such a Commission and we believe that there should be opportunities for mediation before court hearings," Ian Christie explained.

He pointed out that the proposed legislation on sex and disability discrimination covers only specific and limited areas of community life.

"But this proposed legislation includes the establishment of an Equal Opportunities Commission and this we support," Ian Christie said. ■

平等就業機會

香港總商會在十月十二日發表的新聞公報中指出，在列席勞工顧問委員會的五家僱主機構中，只有本會支持以立法手段協助改變人們對平等就業機會的看法。

本會總裁**祈仕德**表示：「儘管如此，在草擬有關法例時，必須小心斟酌字眼，以免重蹈部分西方國家的覆轍，把大量時間和金錢浪費在訴訟方面。」

「此外，本會亦積極與其他僱主機構合

作，制訂一套非強制性的守則，以供僱主參考，希望可藉此避免出現立法過嚴的情況。

儘管總商會支持平等機會的精神，但不贊同現時提出的平等機會條例草案。

「草案所涉及的範圍極廣。由於以私人草案形式提出，內容不可以包括成立平等機會委員會，因此，一切有關糾紛必須經由法庭裁決。」

「在處理這些複雜的問題時，假如沒有

委員會的協助，事情自然棘手得多。況且在訴諸法律之前，應讓爭議雙方有調解的機會。」

祈仕德指出，建議中的條例只針對性別及傷殘歧視，並未涵蓋日常生活中的各個層面。

「不過，我們支持法案中提到成立平等機會委員會的建議。」 ■

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Chamber says realign the two tax rates at 15 %

The Hong Kong General Chamber of Commerce in a media statement on October 21 called on the Government to aim for a realignment of profits and flat salaries tax rates at 15%.

The suggestion was made in the Chamber's submission on the 1995-96 Budget. The submission has been delivered to the Financial Secretary, Sir Hamish Macleod.

"Taking into account the substantial surpluses of re-

cent years, the Government's healthy fiscal position and expected good economic growth, the Chamber believes the ultimate objective should be to return to the profits tax rate of the 15% level in line with the flat salaries tax rate," The Chamber's submission says.

"Preferably this should be done in the 1995-96 Budget year, but if a 1.5% cut in one year is not possible, then the rate should be reduced by another 1% this

Budget year."

Chamber Assistant Director and Chief Economist, Ian K Perkin, said the realignment of the profits and salaries tax rates would rule out the possibility of avoiding tax by paying out large salaries to business owners.

"It is simply more logical to have the salaries and profits taxes at the same rate," he said.

"A lower profits tax rate would also help Hong Kong maintain its competitive position compared to other

tax regimes in the region."

"We were pleased the Government took up our suggestion of a profits tax cut in this year's (1994-95) Budget and hope they will view our new suggestion favourably," he said.

The profit tax reduction is just one of a number of recommendations contained in the Chamber's Budget submission, which again this year includes an easy-to-read summary of its recommendations in table form. ■

劃一利得稅及標準薪俸稅率

本會於十月二十一日發表新聞公布，呼籲港府將利得稅率與百分之十五的標準薪俸稅率看齊。

本會最近就九五至九六年度財政預算案向財政司麥高樂遞交了一份意見書，上述正是意見書的其中一項建議。

意見書指出：「鑑於本港近年連續出現可觀的財政盈餘，政府的財政狀況十分健康，再加上預期的經濟增長，本會認為應將利得稅率回復到百分之十五的水平，與標準薪俸稅率看齊。」

「最理想的做法，是在九五至九六的財政年度實行上述建議。若政府不能於一年內把稅率降低百分之一點五，則應首先於本財政年度把有關稅率降低百分之一。」

本會助理總裁兼首席經濟學家冼柏堅指出，把利得稅與標準薪俸稅率看齊，可避免公司東主將大量利潤以個人薪金入帳，藉此減低應課利得稅稅額。

他說：「把利得稅及薪俸稅率劃一，是較為合理的做法。」

「況且，較低的利得稅率有助香港保持

在區內的競爭優勢。」

他表示：「對於政府在九四至九五年度財政預算案中採納了總商會減低利得稅的建議，我們深表高興，並希望當局會再次接納這次建議。」

減低利得稅只是總商會財政預算案意見書的其中一項提議。和以往一樣，本年度的意見書仍包括一個表列形式的建議摘要，方便各界閱讀。 ■

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China Market

Too big to be viewed as a single entity

The China market is constantly changing and offering new opportunities as different sectors of the economy are liberalising, the immediate past chairman of the Chamber, Mr Paul Cheng, told a visiting delegation recently.

Mr Cheng was chairing a meeting between Chamber members and a delegation from The Conference Board, the US-based but globally orientated business representative organisation.

He emphasised to the visitors that the China market might not be for all foreign investors despite the euphoria which currently surrounded it due to its open door policy and rapid growth.

He said the market was far too big to be viewed as a single entity and the best approach for foreign investors was therefore to research it carefully and pick an appropriate starting point.

He emphasised the need to generate and cultivate relationships at a provincial level but also with the central authorities in Beijing as and when required.

"Some (foreign) companies are ahead of others because they have been in China longer and they have cultivated relationships over a longer period of time," he said. "Some companies have also had their entry to the market treated as experiments by the authorities."

The Conference Board mission, which was visiting Shenzhen and Shanghai as well as Hong Kong included company



Susan Tobey and Paul Cheng

圖為托比女士及鄭明訓

representatives with a wide range of interests, some with experience in the China market and others without.

Mission leader was Ms Susan C Tobey, the Board's director of international development. Other members included Mr Salim S. Al-Aydh, a vice president of the Saudi Arabian Oil Company (Aramco), Mr Daniel Koo of Shui Hing Company (and a member of the Chamber's General Committee), Mr Atsushi Nishijo of Sumitomo Corporation in the US, Mr Athanasios D Ghertsos of Viachrom of Greece, Mr Hans Jager of Sulzer Ltd of Switzerland and Mr Frank Schnewlin of the Zurich Insurance Company.

Founded in 1916, the Conference Board says its twofold purpose is to improve the business enterprise system and to enhance the contribution of business to society. Apart from its New York headquarters, it maintains offices in Washington DC, Chicago, California and Brussels.

To achieve its aims the Conference Board seeks global membership that enables senior executives from all industries to explore and exchange ideas on business policies and practices.

It provides a variety of forums for its members and runs a professionally managed research program. ■

中國市場生機無限

中國不應被視為單一市場

本會前任主席鄭明訓最近向一個到訪的代表團指出，中國市場瞬息萬變，經濟改革為各行各業締造了無限生機。

鄭明訓為到訪的聯合會議會代表團主持接待會議。聯合會議會是一個放眼全球的商業組織。

他向眾位訪客強調，雖然中國目前實行門戶開放政策，而且經濟急速增長，但尚待開發的市場，比外商現時看到的要大得多。

他說，中國市場非常龐大，不應被視作單一市場，而外商最佳的方法，就是加以仔細研究，以確定最適當的起步點。

他認為除了應該建立及加強與省級政府

的聯繫外，如有需要，亦應與北京政府發展關係。

「部分(外資)公司開始把對手拋離，因為它們早已在中國市場建立了據點，其中部分公司更被中國有關當局視為外商進軍中國市場的試金石。」

聯合會議會代表團此行的目的地包括深圳、上海及香港。團員來自各行各業，部分已經擁有對華貿易的經驗。

代表團團長是議會國際發展部主任托比女士，團員計有：沙地阿拉伯石油公司副總裁阿爾迪；瑞典公司主席古勝祥(本會理事會理事)；美國住友公司代表西條惇；希臘維奧赫羅公司代表蓋爾杜蘇斯；瑞士蘇爾澤

公司代表賈格爾；蘇黎世保險公司代表施內維林。

聯合會議會於一九一六年創立，宗旨是改善工商企業制度，加強工商界對社會的貢獻。該會總部設於紐約，並在華盛頓、芝加哥、加里福尼亞、布魯塞爾設有辦事處。

為了達致既定的目標，議會在世界各地招收會員，希望可藉此讓各行各業的高層行政人員就商業政策及慣例進行共同研究及交換意見。

該會為屬下會員提供各種匯集意見的渠道，並且進行專業管理的研究計劃。 ■

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New media technologies

Lord Stevens travels the much-hyped information superhighway and discusses the consequences

The inevitable short-term consequence of new media technologies will be media fragmentation but the longer-term result for the consumer will be a wider choice of news and information delivered in a customised manner.

Lord Stevens of Ludgate, Chairman of United Newspapers plc, came to this conclusion in his address to a joint subscription business lunch jointly organised by the Hong Kong General Chamber of Commerce and the British Chamber of Commerce on October 10.

United Newspapers is a broadly-based international publications, exhibitions and information services group operating in Europe, the US and the Pacific Rim. It employs nearly 12,000 people in over 500 magazines, newspapers, newsletters and exhibitions throughout the world. These include the Daily Express

and Sunday Express in the UK, six regional daily newspapers in Britain right through to specialist publications covering nearly every industrial classification.

Lord Stevens examined how the focus of his Group's business is expanding out of its core newspapers into the role of an all-purpose information provider in both the business-to-business and general consumer areas.

"We are conscious that our business is changing. The pace of technological change is accelerating, and if we are all to live (or drive) happily — and probably — on the much-hyped information superhighway, then we have to address ourselves to the changing needs and wants of our customers for up-to-date news and information," he said.

Opportunities

"We recognise that Asia and the Pacific



Lord Stevens.

史蒂文斯

媒體科技日新月異 傳播機構變革求存

聯合報系主席史蒂文斯勳爵暢論「資訊膨脹」的現象及其影響

雖然媒體科技的發展將無可避免地導致「媒體斷裂」的短期現象，不過，長遠來看，消費者在接收新聞和資訊時將有更多方式可供選擇。

英國聯合報有限公司主席**史蒂文斯勳爵**在十月十日香港總商會及香港英國商會聯合主辦的午餐會上作出了上述結論。

《聯合報》是一個國際性的出版、展覽及資訊服務機構，業務遍及歐洲、美國及亞太等地，全球員工總數接近一萬二千人，分別服務於集團旗下的五百間雜誌、報社及展覽公司。集團出版的報刊包括英國《每日快報》和《星期日快報》，六份於該國發行的區域性報章，以及為數不少的刊物。

史蒂文斯於席上分析該集團如何從核心報章業務發展到其他各項資訊業務，包括為商界及普羅大眾提供各式各樣的最新資料。

他說：「我們注意到公司的業務性質正在不斷轉變。由於科技急速發展，為了適應

這個資訊膨脹的年代，我們必須正視客戶對最新消息和資訊的需求。

良機湧現

「亞太地區是一個充滿機會的地方。我們希望通過提供適當、準確和最新的商業資訊，幫助商人運籌帷幄，大展鴻圖。」

史蒂文斯表示，廣告開支正是反映有關地區發展潛質和經濟表現的其中一種最佳的「寒暑表」。據他估計，遠東地區在一九九四及九六年的廣告支出將分別高達五百六十億及七百億美元。

據稱，中國今年的廣告開支就較去年驟增百分之四十一。印尼則有超過兩成的增長。此外，菲律賓、南韓及泰國等地亦出現了兩位數字的增幅。

他向在座人士指出，充足的資訊可增強商人的競爭優勢。因此，他將為亞太地區的商家提供最優良的通訊設備和資源。

「有鑑於此，我們在遠東區進行了數項重要的收購行動，目標包括亞洲商業出版社（譯名）及香港交易會有限公司。這也是我們

大舉投資電子出版及其他嶄新媒體科技的原因。」

資訊膨脹

史蒂文斯表示，聯合報系一向密切注意通訊過程的演變情況，以及怎樣才可利用嶄新科技為客戶提供更優良的服務。

「我對這些『新科技』並非全盤接受。事實證明，它們有部分的確是『名過其實』，甚至經不起時間考驗。」

「不過，我希望在這兒談談三項對現代通訊模式產生了重大影響的變革。」

「第一項變革跟大眾傳播有關。」談到這點時，他用上了「非大眾化」這個術語。所謂「非大眾化」，乃指「某些特別內容可以傳達給不同接收者的程度」，換句話說，就是接收者可以「隨意」選擇資訊的能力。

他指出，照相機、電影、電報、電話、留聲機、收音機、電視機和電腦等發明均對「電子通訊革命」和「大眾傳播年代」的來臨作出了巨大貢獻。交互式通訊

然而，「大眾傳播年代」正面臨急速的轉

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The luncheon scene.
午餐會一景

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Lord Stevens said advertising expen-

變，「交互式通訊年代」即將興起。

「我們已進入了『非大眾化』的通訊年代！隨著科技的日新月異，消費者可按個人的喜好從眾多媒體中作出選擇，毋須再與他人共同分享『大眾傳媒』的標準產物。

「隨著電腦、電視及各種電子通訊設備漸趨一體化，消費者可隨意與無限數量的人士同時進行個別對話。」

史蒂文斯指出，這個「聯網」在四年前約有二百至三百萬用戶。時至今日，「聯網」的用戶已高達二千五百萬人，分佈於全球一百三十七個國家。個人訊息

除了應付廣大受眾的需要外，未來的訊息傳播者（包括廣告商）必須學習如何利用各種渠道把「多重信息」傳播給個別接收者，並使其擁有「度身訂造」的個人感覺。

「舉個極端的例子，『非大眾化』既然意味著每位接收者都可以隨意選擇適合自己的資訊，『個人化』報紙和雜誌的面世（讀者只選取自己喜歡的內容），不論其以印刷或電子形式出現，亦是在情理之中。」

他表示，他對這種發展趨勢有點保留。不過，「個人化」的報紙的確已經面世。偉達

度是 one of the key barometers by which growth potential and economic performance can be judged. Forecasts he gave are for an expenditure in the Far East of USD56 billion in 1994 and over USD70 billion in 1996.

In China advertising expenditure is estimated to have grown by 41% this year on last. Indonesia is up 20% plus and the

經濟資訊新聞社就曾經與麻省理工學院合作，在美國推出一份利用個人電腦出版的「報紙」。

「個人化」報紙的特色是讓讀者可預選自己感到興趣的訊息或新聞。杜瓊斯公司就設置了類似的聯機服務，讀者可隨意選取《華爾街日報》及其他刊物的文章節錄。

交流活動

他指出，新科技帶來的第二個變革，就是接收者可以反過來與傳媒對話，選取自己喜歡的資訊，直至失去興趣為止。

通過電視螢幕，接收者將可就五百多個「頻道」的訊息作出回應。這些「頻道」都是直接廣播、衛星、同軸電纜、光學纖維或其他新科技所帶來的成果。

個人所需的資訊交流可能有極限。更重要的是，我們應該從大量的資訊中選取有意義的部分。商界應用的光盤唯讀儲存器、高容量的電腦裝置及聯機服務都是為這個目標而製造的。

然而，這並不表示多媒體、圖形、攝影、聲音和電影已缺乏發展市場的機會。

Philippines, South Korea and Thailand each show double digit growth, he said.

He described information as the key to competitive advantage and he said he planned to help provide Pacific Rim business with the best possible communication tools and resources.

“That is why we have made strategic acquisitions in the Far East, such as Asian Business Press and the Hong Kong International Trade Fair Group. And that is why United Newspapers is beginning to invest heavily in electronic publishing and other new media technology.”

Hype

Lord Stevens said his Group is constantly looking at how the whole communication process is changing and how new media technologies can help the Group best serve the end user.

“I do not accept all the hype that is accompanying these new technologies. There is more balldhoo than substance in several of them. Some have already fallen on stony ground. And others will follow,” he said.

“But there are major changes taking place and it is perhaps worth highlighting three of them which are underlying changes in modern day communication.”

The first, he said, affected mass communication. He used the word “demassification” and said it was defined in academic circles as the degree to which specialised content can be delivered to different individuals — in other words the ability of the consumer to choose *a la carte*.

He said the camera, motion pic-

客戶需要

第三個變革就是接收者可表示是否願意接收某一訊息。

以往，人們都喜歡錄影心愛的電視節目，並通過電腦聯網發送各種訊息。可是，最近在美國進行的一項調查發現，有六成的錄影節目始終沒有被翻看。

他表示，有些人認為廣告公司已面臨「絕境」。它們的收入源自大眾傳播。不過，假如它們要在將來兼顧數目眾多的傳播渠道，高昂的成本將會使經營者面臨困境。

然而，無論科技如何轉變，人類始終需要進行面對面的接觸。這就是展覽會和會議繼續流行的原因。

在其後舉行的新聞發布會中，史蒂文斯表示聯合報系無意把旗下的報紙在中國發行。

在回答記者的提問時，他似乎對於聯合報系收購精英國國際展覽有限公司在遠東區業務的報導一無所知，並再三強調，不會就此事作出評論。

tures, the telegraph, telephone, phonograph, radio, television and computers had all contributed to the telecommunications revolution and the Age of Mass Communication.

Intracative communication

However, that Age may be passing into a New Age of Interactive Communication or, at the very least, the current Age is being radically altered.

"We have entered a New Age of 'demassification' where the consumer is empowered by new(er) technologies to make individual choices from a huge selection of media (the menu) which previously had to be enjoyed in concert with others as 'mass media' items.

"More recently the convergence of computers, television and telecommunications is leading to the establishment of a much-hyped information superhighway where travellers are able to conduct simultaneous individual conversations with literally as many people as they like on a global basis."

Lord Stevens said this Internet — or loose connection of many networks throughout the world — had two or three million users four years ago. In 1994 nearly 25 million worldwide are using the "Net" as it is known across 16,000 networks in 137 countries.

Individual message

Instead of addressing mass audiences only, tomorrow's communicators, including advertisers, will need to learn how to send multiple messages through a myriad channels tailored in such a way that the contents appear to be an individual message for the receiver.

"Taken to the extreme, 'demassification' means that everyone can choose a *la carte* and this has given birth to the notion of the personalised newspaper or magazine whereby the reader or viewer can choose whatever takes his/her fancy and only those items are included in the end product, whether it is printed or in electronic form."

Lord Stevens said he was somewhat sceptical about this kind of development. But prototypes already existed. Knight-Ridder had produced such a newspaper in the US in conjunction with MIT. It can be imported into a personal lap-top computer.

The so-called electronic newspaper prescreens the items for whatever information or news the reader might be interested in, say financial news, specific sports or European news. Dow Jones has a similar electronic on-line service which includes extracts from the Wall Street Journal and a host of other publications.

Interactivity

Lord Stevens said the second main change in communication heralded by new technology is what he called, Interactivity. That is, the ability for the customer to talk back to the medium, to choose what he/she wants and to follow that line of inquiry until the customer's interest is exhausted.

The interactive television viewer will be able to respond to what he/she sees on any of more than 500 channels which will become increasingly available by direct broadcast, satellite, coaxial cable, fibre optics or other technologies.

There may be a real limit to how much interaction a person might want. Much more useful is the ability to explore huge chunks of information in a meaningful way. Therein lies the business application of CD-ROM, other high storage computer mediated devices and on-line services.

But that is not to say there won't be huge opportunities in the consumer market for multimedia, the mixture of text, graphics, photography, sound and moving pictures.

What they want

Lord Stevens said the third major change in the communication process facilitated by new media technologies is the ability of consumers to dictate when they want to receive a message, if at all.

But before running away with the idea that everyone will be recording their favourite TV programmes or squirreling away all the E-mail and bulletin board messages they can plunder from the Internet, he said it was worth highlighting a recent piece of American research that found more than 60% of programmes recorded on VCRs were not subsequently viewed.

He said there are those who believe that advertising agencies could become "roadkill" on the new information superhighway. Their main skills and revenues are in mass communication and the cost/profit ratio of serving so many communication outlets in the future could be prohibitive.

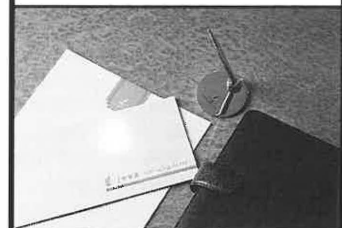
Whatever the new technologies bring, Lord Stevens said, people will still want to meet each other, which is why trade exhibitions and conferences (both trade and consumer) will continue to prosper.

He told a press conference afterwards the Group's newspapers were confined to Britain and the Group has no intention of circulating them in China.

In response to questions, he didn't seem to know about reports that the Group might buy Headways exhibition business in the Far East. He added that he wouldn't say, even if it were negotiating. ■



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Needham says UK's China performance staggering

Britain's total investment to 1993 over two billion sterling

Britain's trade and investment in China over the past two years has been staggering, Richard Needham, UK Trade Minister, told a Chamber businessman's lunch on October 17.

"Two years ago we had some 60 joint ventures. Now, I'm told the figure is 643.

"Our investment up to 1992 was a billion pounds sterling. In 1993 alone British investment in China amounted to two billion," the Minister, accompanied by a number of visiting UK businessmen, said.

It would be ridiculous not to accept there had been disagreements over Hong Kong, he said.

"They don't make life any easier. But with investment like that there is some argument to keeping the difficulties going," he quipped amid laughter.



Richard Needham.
李德衛

Richard Needham spoke as Hong Kong newspapers published reports he had been snubbed by Beijing over a visit to the China capital. But he told the media afterwards he didn't feel he had been

snubbed. There had been difficulty about fitting dates convenient to both sides into his tight schedule that included visits to Singapore, Indonesia and the Philippines.

"It made much more sense to go on to

中英貿易蓬勃發展

英國的對華投資額在九三年超逾二十億英鎊

英國外貿次官李德衛於十月十七日舉行的總商會午餐會上指出，英國的對華貿易及投資總額一直以驚人的幅度增長。

他表示：「中英合資企業的總數已由兩年前的六十間激增至現時的六百四十三間。」

「截至一九九二年為止，英國的對華投資總額已高達十億英鎊。九三年全年的數字更超逾二十億英鎊。」除李德衛外，是次東來的訪客還包括部分英國商界人士。

李德衛並不諱言，中英雙方確曾在香港事務上出現過爭拗。

他幽默地說：「這當然不是一個好現象！不過，假如在這種情況下，貿易發展還是如斯蓬勃，維持現狀亦未嘗不可。」

對於有報導指稱中方對於李德衛訪華反應冷淡，李德衛則加以否認。他表示，由於此次訪問行程安排緊密，其他目的地尚包括星加坡、印尼及菲律賓等國家，雙方官員因而無法安排彼此合適的時間進行會面。

他說：「繼續前赴菲國訪問是較為恰當的安排。」

他在演辭中指出，英國政府的策略是鼓勵商界進行長線投資。對於英國商人能夠因

應這項政策，成功地在中國找到合適的合資對象，他感到十分欣慰。

「英國是中國境內最大海外的投資者。」

李德衛形容英國為全球最大的海外投資者。其海外投資額相等於國民生產總值的四分之三。這個數字遠遠高於德國的百分之五至六。與意大利和法國相比，則距離更遠。

「這就是我們大力支持關貿總協定及世界貿易組織的原因。與此同時，中國維持最優惠國待遇地位及盡快加入上述組織，亦非常重要。」

他指出，英國在歐共體的部長會議中，反對向中國製造的貨品實施配額制度。

「英國一向是維護中國在歐洲經濟利益的堅定盟友。」

英國政府重視長遠的對華投資政策。由於投資期可長達五十至一百年，必須加強兩地人員的相互了解，建立長期的合作基礎。香港正好在這方面發揮了積極的作用。

法治是加強商人投資信心的要素，亦是達致成功的關鍵所在。

他指出，英國為星加坡及印度奠定了法治的基礎，給予在當地投資的商人充的信心。假如香港日後未能維持法治，肯定會出現百害而無一利的局面。

有人認為，英國在這時候才讓香港獲得

未來賴以安定繁榮的支柱，未免晚了一點。他回應說：「這幾年的發展對香港是好事是壞，時間將可證明一切。」

他與一位立法局議員的見解相同。為了確保香港可於未來繼續實行法治，與其靜觀其變，等待好運降臨，倒不如把問題公開討論，再行立法。

「中國、英國和香港是同坐一條船的乘客。中、港兩地更是英國在美國以外的最大投資地點。」

「我們不但在香港擁有龐大的投資，在參與國內項目的比重更是與日俱增。因此，遠東地區（特別是中國）的表現對英國經濟起著舉足輕重的作用。英國將繼續留在這兒發展，我們的信心是堅定不移的。」

「雖然目前的情況並不十分理想，但這只是短暫的現象。我可以肯定的說，英國對香港的信心從來沒有減褪。」

「英國對香港的未來充滿信心，單憑我剛才所列舉的事實和數字，已足以證明一切。」

「隨我訪問中國和香港的英國商人，數目不斷增加。讓我重申，無論是現在或是未來，英國亦會和香港攜手並肩，邁步向前。」

Gerry Higginson presents a souvenir to Richard Needham.

本會理事會理事
許堅信向李德衛
致送紀念品



At the head table (from left): Gerry Forsgate, Richard Needham and Gerry Higginson (host).

主家桌(左起): 霍士傑、李德衛、許堅信

Richard Needham meets some Chinese businessmen.

李德衛
與一些華商會面



The luncheon scene.
午餐會一景

the Philippines," he said.

In his speech he congratulated British businessmen on responding to what he said is Britain's policy strategy to encourage long-term investment in the opportunities British investors see in China and in finding joint venture partners.

"I think I'm right in saying we are the largest investor in China."

Richard Needham described Britain as the largest overseas investor on earth with a sum equivalent of three-quarters of its annual GNP invested abroad compared

with Germany's 5-6% and Italy and France even less.

"That is why Britain is such a strong supporter of GATT/WTO. Why we think it is vital for the Chinese to have MFN and why they should join GATT/WTO as quickly as possible," he said.

The UK Trade Minister pointed out that Britain was the one country that had voted against the imposition of quotas on Chinese-made goods in the European Council of Ministers.

"When it comes to China's interests as

far as Europe is concerned, Britain is China's natural and strongest friend on the trading side," he said.

British Government strategy is to invest in the opportunities in China not for five or 10 years but for 50 to 100 years. It requires people to get to know each other, establishing friendships and working together on a long-term basis. Hong Kong offers the best opportunities for achieving this.

It has the rule of law to give confidence to and to strengthen industrial investment — the vital key to everything.

He said the rule of law which the British left helped Singapore and was giving confidence to investors now in India. Hong Kong would suffer if it could not maintain and sustain the rule of law.

It could be argued the British had left things pretty late in wanting to give Hong Kong the underpinning that is absolutely crucial to its future.

"Time will tell whether the last few years have made things better or worse for Hong Kong's future," Richard Needham said.

He added that he agrees with a distinguished member of Legco who said that raising the issues, debating the facts and legislating now is on balance more likely to underpin the rule of law in Hong Kong than doing nothing very much and hoping for the best.

"In any event we shall know soon enough. We are in the same bed, China, Britain and Hong Kong. It's a bed we're happy to be in. A bed in which Britain's investments in Hong Kong and China are so enormous. Britain's investments, whether they are 50 billion sterling or 90 billion, they are the largest by far outside the US.

"Our investment in Hong Kong is enormous. Our investment in China is growing. If Britain's economy is to grow then, in my view, the Far East, particularly China, is absolutely crucial to Britain's continued economic stability. It's a bed we want to be in, a bed Britain will stick with and is determined to stick with — and stick with you.

"It is in as much Britain's self-interest as it is in yours.

"The bed may be uncomfortable now. But I don't believe for a moment that it will continue for ever that way. I'm delighted to say to you today that Britain's confidence in Hong Kong is no less than it every was.

"Britain's belief in your future is no lower — and the proof is in the facts and figures I have given you today.

"The number of British businessmen who come with me grows ever larger. I believe Britain will stick with you now and in the future."

Waste of resources

Hotel graduates not joining the industry

Ricky Yu Wai-yip, who graduated BA(Hons) in Hospitality Management, estimated at a Chamber round table lunch on September 27 that about 60% of fellow graduates had not joined the hotel industry.

He said he thought this was a waste of resources. But he later explained other countries had the same problem as they industrialised. Fewer and fewer would like to go into the hotel industry.

"It is not only Hong Kong."

Ricky Yu, who is a Master of Philosophy Candidate in the Department of Hotel and Tourism Management at the Hong Kong Polytechnic, was discussing his research topic: "Use of local and expatriate managers in the international hotel and tourism industry — Policies and attitudes toward localisation in Hong Kong."

His supervisor is Dr Ray Pine, a senior lecturer (College of Degree Studies) at the Hong Kong Polytechnic. Ricky Yu and Dr Pine have together written a number of published articles on the hotel industry.

50% Expatriates

Ricky Yu told the round table lunch about 50% of hotel managers in Hong Kong were expatriates. He forecast the expatriate manager "will decrease to a level where we will still need a certain amount. May be not as much as now."

He said he had found from a survey that employment of expatriates is:

- Higher in higher job levels.
- More popular in the food and beverage and marketing departments and in the general management.
- More popular in luxury hotels than medium tariff hotels.
- More popular in foreign-based hotel companies than local companies.
- Less popular in the smaller hotels.

Reasons

The reasons he gave were:

- i. Only luxury hotels can afford to employ expatriates. There may be no difference in basic pay but expatriates had to be provided with accommodation, transport and such other administration costs

as children's education.

ii. Luxury hotels cater well for Europeans and the North American market where customers are prepared to pay more and are from the same culture as the expatriate managers. Medium tariff hotels tend to target the Asian and Chinese customer.

Ricky Yu said there are growing opportunities for lots of local managers because they know the fast growing Asian and Chinese markets better, know the Chinese language and are from a similar culture.

Multinational or foreign-based hotels tend to use expatriates more to exercise strict control over their local subsidiaries and to ensure such things as quality service. But the expatriate managers interviewed agreed with localisation but not always with the methods used.

Some people said Hong Kong didn't use local managers because they are not as well qualified. But Ricky Yu said his survey found that in terms of years of experience local managers were better experienced than their expatriate

徒然浪費資源

酒店業畢業生轉投其他行業

酒店業人士余偉業於九月二十七日日本會舉辦的圓桌午餐會上表示，約有六成酒店業的畢業生轉投其他行業。

他認為這是浪費資源。但他又補充，其他國家亦遇到類似情況。選擇加入酒店業的人愈來愈少。

他強調：「這個並不是香港獨有的問題。」

余偉業目前是香港理工學院酒店及旅遊管理學系的哲學碩士研究生，他的論文選題是《國際酒店及旅遊業聘用當地及外籍經理：香港的本地化政策及態度》。

他的論文導師是香港理工學院高級講師派因博士，他們二人曾以酒店業為題合作出版了多篇文章。

五成外籍員工

余偉業說，現時本港酒店業的經理級人員當中，約有一半是外籍人士。他預期外籍經理的數目會逐漸減少至某個水平。

他說，據一項調查的結果顯示，外籍僱員：

- 較多從事高職位工作
- 通常負責飲食部、市務部及整體管理工作
- 通常於高檔酒店任職
- 通常受僱於外資酒店，受僱於本地酒店的較少
- 較少於小型酒店工作

原因何在

他認為主要原因包括：

第一，只有高檔酒店方有能力聘用外籍人士。雖然本地和外籍人士的薪金水平相若，但酒店要為外籍僱員提供住宿、交通、子女教育津貼等，並須負擔其他行政費用。

其次，高檔酒店的主要市場是歐洲和北美洲，來自這些地區的遊客願意付出較高租金，而且外籍僱員與這些顧客又可說是「同聲同氣」。中檔酒店的服務對象主要是亞洲和中國大陸的遊客。

余偉業續稱，本地僱員的晉升機會很多，因為他們懂中文，對於亞洲人和中國人瞭解又深，而亞洲和中國正是目前增長最快

的市場。

跨國或外資酒店集團傾向於僱用較多外籍員工，藉此嚴格控制本地酒店的質素。接受調查的外籍酒店經理大多贊成實行本地化政策，但對於所用的方法則意見分歧。

他們有的認為香港棄用本地經理，原因是他們的資歷未符要求。不過，余偉業反駁說，據調查所得的資料顯示，以經驗而言，本地經理比外籍經理更勝一籌。但無可否認，外籍經理的教育水平確是比本地經理的為高。

本地化趨勢

他反問說，挑選經理時，究竟學歷或是文化背景較為重要？他說，展望未來，相信本地化的趨勢會持續，原因包括：

- 亞洲市場不斷增長；
- 九七問題的影響。本地經理可爭取更多中國生意；
- 根據發達國家的經驗，僱用愈少外籍員工，對外籍員工文化能力的倚賴便愈少。

counterparts. On the other hand the expatriate manager tended to be better educationally qualified.

Localisation trend

He asked whether the criteria in choosing a manager should be educational qualification or culture capacity? And went on to say that, looking toward the future, he thought a trend toward localisation would go on. He gave reasons:

- The growing Asian market.
- 1997. Local managers could get China business.
- Experience in developed countries is that fewer expatriates are employed and there is less reliance on expatriate cultural capacity.

He warned a localisation policy needed to be properly explained to hotel staff otherwise it could affect their motivation.

Dr Y S Cheung, Chamber Assistant Director for Administration and Home Affairs, said he was surprised about dividing hotel staff into locals and expatriates. He thought more and more people in Hong Kong tended not to divide their staff according to nationalities but who best fulfills the job description. He didn't think there was any programmes to phase out different nationalities. He asked is such a programme going on?

Ricky Yu: "No. It is just my forecast that the expatriate will decrease to a level where we will need a certain amount. May be, not as much as now."

Dr Cheung: "To justify your statement you will need to have a constant supply of suitable people. Is this happening?"

Problem

Ricky Yu: "There are problems in the supply of local managers because lots of people will rely on the educational institutes to supply qualified local managers in the future. Lots of degree holders among the hotel students are not willing to work in the hotel industry."

Dr Cheung: "Where are they going?"

Ricky Yu: "Other industries... It is a waste of resources."

Dr Cheung: "Perhaps you are not paying them enough?"

Harold S H Yung, General Manager of the Metropole Hotel and Development Director of the China Travel Management Services Hong Kong, Ltd: "It is not pay that counts. I think our honeymoon is too tough."

He went on explain what hotels offered the fresh graduate is training for a year or a year and a half in all departments. When they completed this they could end up as a supervisor or at department assistant manager level. Fresh graduates with their educational qualifications are not happy with this offer or to work a shift. He could do better in a bank.

Get-rich-quick

Wei Seu-hsiung, from the Liu Chong

Hing Bank Ltd, said young people nowadays want immediate gains. Some preferred marketing jobs because they were free to go anywhere and did their own business. Most had to hold two posts because of the high cost of transport and housing. In this get-rich-quick society they couldn't afford to spend so many years getting experience.

Tom Armstrong, Managing Director of Howarth Executive Search, said the Hotel Industry and the Polytechnic had not just come together. The Polytechnic was not producing the product the hotel industry wants. Unless something radical happens managers who are basically chefs or waiters would continue to come through the system.

He spoke of the lack of funding for management training schemes.

Harold Yung said the system was not acceptable to educated trainees. He said he knows of fresh graduates were being lost to fast food chains and to the supplier side of the industry. Hotels wanted at least a two-year commitment. But young potential managers don't want to commit two years' of their valuable lives.

"Why, I really don't know."

Tom Armstrong said fresh graduates had high expectations. They had their own agenda. He suggested may be the best idea would be "to take them on board first and send them later to the Polytechnic."

他警告說，實施本地化政策前，必須先得向酒店員工清楚解釋，以免影響士氣。

本會工業及行政事務部助理總裁張耀成博士對於酒店業將員工劃分為本地及外籍兩類深表詫異，他一向認為只會愈來愈多香港人把員工按工作性質而非國籍分類。他不知道目前酒店業已訂出了任何逐步取代某些國籍僱員的計劃。他希望瞭解有關計劃的推行情況。

余偉業答說：「目前沒有這類計劃，我只是預測外籍員工的數目會降至某個水平，屆時我們仍須要外籍員工，只是數目較少而已。」

張耀成博士：「假如情況真的是這樣，香港便需要長期供應合適的人材，目前的情況是否這樣？」

問題所在

余：「本地酒店經理供不應求，正是問題所在。我們未來將倚賴教育機構供應合資格的人材。不過，很多考獲學士學位的酒店系學生都寧願轉投其他行業工作。」

張：「他們轉往甚麼行業工作？」

余：「其他行業……這無疑是浪費資源。」

張：「或許是你們所付出的工資並不吸引吧？」

香港中旅社京華國際酒店總經理容世皓說：「薪酬只是其次，我認為最大的問題是酒店業的培訓期較長。」

他解釋，酒店通常為剛畢業的學生提供一年或年半的在職培訓，他們會給派往各個部門實習。完成訓練後，他們多半會晉升為監督或部門副經理。然而，剛畢業的學生要是不滿這種制度，就是不喜歡輪班工作。他們認為在銀行工作會較為愜意。

迅速致富

廖創興銀行董事會秘書韋少雄指出，今時今日，年青人都希望盡快賺取最多的金錢。部份寧願從事推銷，因為這份工作較為自由。大部分這類推銷員都身兼數職，以應付高昂的交通和住屋開支。在這個人人都希望迅速致富的社會，他們當然不會為了累積

經驗而投資數年時間。

浩華人事顧問公司執行董事顏仕庄說，酒店業和理工學院至今仍未充份互相配合。理工學院所培訓的人材，並不是酒店業所需要的。除非情況出現重大改變，否則酒店廚師和侍應都會繼續在外地招聘。

他說，現時香港缺乏用作管理培訓的資金。

容世皓對此則有不同的看法。他說，這種培訓制度並不適用於受過高等教育的員工。現時香港很多酒店業的畢業生被快餐行業吸引。酒店希望和員工簽訂最少兩年合約，但有潛質晉升為經理年青人卻不願意自己兩年寶貴的光陰被合約繫縛。

「真的，我不知原因所在。」

顏仕庄說，畢業生的期望很高，他們有自己的計劃。他建議香港考慮「先行招聘人手，然後才保送到理工受訓。」

Scrub HK's labour importation schemes

Instead JAWG advocates substituting the Singapore scheme, says Anthony Griffiths

Anthony Griffiths, secretary of the Joint Associations' Working Party (JAWG) on the labour shortage, says JAWG had strongly told the Government it should back off and scrub its three labour importation schemes altogether.

"But the Government throws up its hands in horror and says we are advocating uncontrolled importation of labour," he told a Chamber round table lunch on September 28.

"We are not. We say Government should look at the Singapore labour importation scheme — and start again."

Anthony Griffiths, who says the Government through its schemes is wrongly intervening to control the labour market, constraining Hong Kong's economic growth and endangering local workers' future, explained the Singapore scheme to the round table lunch.

He said in the Singapore scheme overall numeric limits are set for each type of industry. The limits are not in terms of headcount per industry. But total headcount per employer in that industry.

Up to 60% imported

In Singapore up to 60% of each employer's own workforce in a certain industry could be imported labour.

"So that, for example, if you have a workforce of 200 people who are Singaporeans you can bring in up to 120 imported workers, lifting your workforce to 320.

"And you pay a levy for imported unskilled workers and a higher levy for skilled people," he said.

"All that goes into a contract which is administered by the Singapore Labour Department."

JAWG comprises the Hong Kong General Chamber of Commerce, the Hong Kong Construction Association, the Chinese General Chamber of Commerce, the Employers' Federation of Hong Kong, the Hong Kong Tourist Association, the Federation of Hong Kong Hotel Owners, the Federation of Hong Kong Industries and the Hong Kong Retail Management Association.

Anthony Griffiths, JAWG secretary, is Managing Director of GML Consulting Ltd.



Anthony Griffiths.

新雅理

Half Hong Kong's

He told the round table lunch Singapore's population of about 2.7 or 2.8 million is about half of Hong Kong's population. Presumably the Singapore workforce is therefore about 1.5 million.

Singapore has 250,000 imported workers.

"As far as I know we do not have 500,000 foreign nationals here in Hong Kong. We have about 326,000. So on the Singapore basis we are about 170,000 short.

"But we happen to have about the same number (170,000) of job vacancies.

"If the Government were to allow a scheme like Singapore's it would not have to spend nearly so much time on administering the labour importation schemes as they do now. And the market would decide what it wanted."

Alternative

Anthony Griffiths said, if the Government thought the Singapore scheme too radical, JAWG's alternative proposal is to raise the labour importation quotas to 150,000 (now a ceiling of 25,000).

"And then when you come to quota

allocation, instead of saying so much for this industry and so much for that industry, do it on a bid basis. In other words, let employers say how much imported labour they want and how much they are prepared to pay for it.

"Let the market dictate and if the Government feels there should be median levels of pay, then cut off the employers who are not prepared to pay the median levels.

"At least that way, the employers in Hong Kong can determine what they are prepared to pay and how much investment they wish to make. Therefore, how much imported labour they really need."

Anthony Griffiths, who declared his personal preference for the Singapore scheme, said:

Unions

"Now we come to the nub of the problem. The Government assures us very vociferously that it is not afraid of the unions. Quite honestly I don't believe it... I think they are terrified of them!

"But why are they terrified of them? Unions are not powerful here and it is in Hong Kong's interest they remain that way. Hong Kong has done far better for its workers in pay and in distribution of wealth than any country that has a formal union system in place.

"But it doesn't fit the socialist welfare style of society we appear to be bringing in. I think that is a point we as residents of Hong Kong should very much take into account."

Anthony Griffiths said if Government continued to give unions credence, creditability and political clout, as it is doing now by not increasing labour importation, then the unions would get power.

"That's a consequence I don't fancy personally because I doubt they'll use their power intelligently," he said.

Legco bill

He went on: "We are told that we are lucky to have an allocation of 25,000 imported workers. Personally I don't think we are. It is a lot of hassle for not much return.

"We are told there is a private member's bill waiting to veto all importation

應仿效新加坡外勞政策

勞工短缺問題聯會工作小組秘書
祈雅理呼籲當局仿效新加坡模式

勞工短缺問題聯會工作小組秘書祈雅理指出，小組曾強烈要求政府改變初衷，徹底改變現時推行的三個輸入勞工計劃。

祈雅理在出席本會於九月二十八日舉行的圓桌午餐會時表示：「可惜，政府卻認定我們的目的是鼓勵無限制地輸入外地勞工。」

「事實並非如此！我們只是認為政府應參考新加坡的做法，重新制訂一套輸入勞工計劃罷了！」

祈雅理向在座的會員解釋新加坡政府所推行的方法，他同時指出，港府現行的計劃，無疑已經擾亂了勞工市場的運作，限制了香港的經濟發展，並對本地工人的前途構成損害。

新加坡的做法，是規定每個類別的行業不得輸入超過總限額的勞工。計劃並非以每一行業的輸入勞工人數為準，而是對該行業內每位僱主所僱用的輸入勞工總數加以限制。

六成為限

在新加坡，某些行業的僱主聘請外地勞工的比例可高達百分之六十。

「舉例說，假如僱主聘請了二百個當地工人，他同時可另外輸入一百二十名外地勞工，令員工的總數增至三百二十人。」

「僱主需要為這些從外地輸入的非技術勞工繳稅，而技術勞工所需繳納的稅款則更為高昂。」

「所有關於輸入勞工的事宜都是由新加坡勞工部管理。」

勞工短缺問題聯會工作小組的成員包括香港總商會、香港建築業協會、中華總商會、香港僱主聯合會、香港旅遊協會、香港酒店業主聯合會、香港工業總會及香港零售管理協會。

工作小組秘書祈雅理現職智仁有限公司董事總經理。

香港的一半

祈氏指出，新加坡人口約二百七十至二百八十萬人，為本港人口的一半。由此推算，當地的勞動人口約有一百五十萬人。

不過，新加坡的外勞總數卻高達二十五萬人。

「據我所知，居港的外籍人士只有三十二萬六千，還不到五十萬人。以新加坡的標

準來說，本港尚欠十七萬名外籍勞工呢！

「事有湊巧，本地的職位空缺正好有十七萬個！」

「假如港府願意借鑒新加坡的經驗，就不需像現時這般費時失事。市場機制將自行決定所需的外勞人數。」

另一選擇

祈雅理表示，如果港府接受不了新加坡的「急進」模式，也許應該考慮工作小組的另一建議，把輸入勞工的配額提高至十五萬名（現時的配額為二萬五千人）。

「談到分配配額的方法，與其硬性規定每個行業的外勞配額，倒不如使用『價高者得』的『競投』模式。換句話說，就是看看僱主準備付出多少工資來輸入心目中的外勞人數。」

「就讓市場定律來決定吧！假如政府認為有設定工資水平的必要，那麼，把出不起這個價錢的僱主摒諸門外就行了。」

「這樣，僱主可以衡量他們準備『投資』的金額，從而計算出他們真正需要的外勞人數。」

對新加坡模式「情有獨鍾」的祈氏繼續說道：

工會組織

「讓我們看看問題的癥結所在吧。政府信誓旦旦地向我們保證不會怯於工會的反對聲音。我可不相信這一套！依我看來，政府對工會組織實在怕得要命！」

「香港的工會真是那麼可怕嗎？本地工會的勢力有限。為了香港的利益，維持現狀是工會的最佳出路。跟其他有正式工會系統的國家相比，本地工人的待遇和財富分配情況更有過之而無不及呢！」

「當然，這樣並不符合社會主義福利模式的要求，作為香港居民，我們可要對這一點加以認真考慮。」

祈雅理表示，假如政府繼續讓工會的公信力和政治勢力膨脹，例如採納它們的意見而不增加輸入勞工，工會的勢力將日益坐大。

「這是我絕不希望出現的後果。對於它們會否理智地運用手上的權力，我深表懷疑。」

立法草案

他接著說：「有人認為，能夠獲得二萬五千個配額已經很不錯了，我對於這種想法可不敢苟同。僱主花費了不少心血，但回報卻絕不理想。」

「據稱，將有立法局議員以私人草案形式要求否決所有輸入勞工計劃，或由立法局事先批核輸入勞工的上限。」

「假如立即把這個草案提呈局內辯論，倒是一個絕妙的方法。一旦草案獲得通過，我相信市民必定會起而反對自己選出來的民意代表！」

「隨著九五年的選戰迫近，我也不敢肯定這份草案是否會提呈立法局審議。我認為政府應對此表態，多一點關注本港市民的福祉才是。」

求取平衡

祈氏指出，政府一直強調要在僱員和僱主的利益之間取得平衡。

「我想指出一點……形勢已完全傾向於工人的一邊。但這樣又會令誰人得益呢？」

「像香港這種通脹高企的城市，首先受害的必定是收入最少的一羣，也就是政府試圖利用這種所謂『平衡手法』來保護的工人。」

他接著又就工會認為輸入勞工將壓抑本地工資增長的說法提出反駁。

「這個只是一種十分片面的論據！」

「表面是言之成理，實則卻似是而非！」

經濟增長

「為甚麼說它不合邏輯呢？假如社會上沒有足夠的勞動力，經濟還會以正常的速度增長嗎？經濟增長會令所有人得益，本地和外地工人都例外。」

「事實上，本地工人的工資正會因此提高。」

「全民就業，勞工市場緊張，工人當然可以要求更高的工資，但另一方面，亦助長了通貨膨脹的升勢。」

「他們充其量也不過是短暫的勝利者。僱主必定會尋求解決方法，不再以高薪聘請這些工人。」

「強迫僱主支付高薪只會令他們對僱員產生反感。當經濟不景時，工人將成為首當其衝的受害者。」

「跳槽」能力

祈雅理指出，勞動力供應緊張會增強工人的「跳槽」能力。

「工人的流動性強，無形中大大增加了僱主的開支。僱主自然會把這些『成本』計算在售價之內。到頭來，理論上受到保護的工人反而淪為高昂物價的受害者。」

午餐會接近尾聲時，祈氏抨擊政府從不認真考慮工作小組就輸入勞工作出的建議。

schemes. Or, rather to require the limits under the importation schemes be submitted to Legco for approval.

"I would like to see the Government say right now bring your bill forward and let's see if it passes. If it passes I am quite sure the people of Hong Kong will protest against their own legislators.

"I'm not entirely sure that bill would get through Legco, especially if the vote is ahead of the September 1995 elections. I would like to see the Government stand up and say it is not interested in that bill but is interested in the welfare of Hong Kong."

Balance

Anthony Griffiths said the Government emphasised there had to be a balance between workers and employers.

"I would like to say... the balance is now totally tipped in favour of workers and against employers. Who is going to benefit from this?

"At the end of the day, when you have inflation like we have, the people who'll get hurt first will be the people who earn the least. And that tends to be the very workers the Government is trying to protect with this so-called balance."

He answered the concerns of the unions, as expressed by Government, that imported workers will suppress local wage rates. He said demonstrably wage rates don't go down by importing labour.

"That is a very specious argument.

"It sound tremendous and it looks logical. But it is not a fact.

Growth

The reason why it isn't logical is this: If

「只因我們的建議跟政府的想法不同，就受到冷淡的待遇。」

其他要點

祈氏較早時提出的要點還包括下列各項：

「儘管無法提出證據而政府又不曾予以承認，我們相信港府已計劃把興建新機場的輸入勞工配額提高至一萬五千至二萬人。可是，過去五年來，政府一直強烈抗拒把一般勞工的配額提高逾二萬五千人的水平。」

政府的輸入勞工計劃並無解決職位空缺過多的問題。「現時，本港的職位空缺高達十五萬至二十萬個。政府完全漠視這個事實，委實令人費解。」

「現時，本地生產總值的增長率為百分之六（包括服務業的收益）。去年則為百分之五。這個增長率的改變意義重大，而且令我們對量度生產總值的方法產生懷疑。」

「相對來說，香港雖然全民就業，但經

we deprive ourselves of workforce our economy can't grow at the speed it would otherwise grow. But when the economy is allowed to grow the benefits of that growth filter through to everybody — local workers as well as imported workers.

"In real terms you are improving the wages of local workers. You are not suppressing them.

"If, however, you keep a false, tight labour market you may well have a situation where workers can demand higher wages because they are in full employment. That fires up inflation.

"For a short period of time the workers have a winner in real terms. But it will be for a short period of time only because employers will look for ways not to employ them.

"If you oblige employers to keep paying a high price for labour then employers will start to become tight and lean to the disadvantage of the workers who will lose out especially in an inevitable downturn in the economy."

Mobility

Anthony Griffiths said a very tight labour force also encouraged mobility of labour, job hopping.

"That mobility now costs us a lot of money. But employers pass that cost on into prices. At the end of the day the workers who are supposed to get the benefit of being protected are the ones who will pay the higher prices."

Anthony Griffiths ended over 100-minutes of economic arguments for more imported labour by complaining the Government never really looked at JAWG's submissions.

濟增長率還較其他亞洲國家的為低。即使撇開較為落後的馬來西亞和泰國不說，新加坡的增長率也比我們優勝。」

通貨膨脹

「香港的通脹率倒是高踞榜首。回顧服務業收費在過去四年的升幅（與甲類消費物價指數相比），本港的通脹率根本從未回落至兩位數字以下。」

「據經濟學家所言，地價和工資是促使通脹上升的主要因素，其中尤以工資所起的作用較大。」

無限制地輸入外籍家務助理，雖然確為港人帶來不便，但還不至於為本港造成嚴重的治安和衛生問題，更沒有引發大規模的本地工人失業。其實，商界人士根本就沒有表示過要無限制地輸入勞工。

至於政府強調輸入勞工所造成的出入境管理問題，祈氏亦不表贊同。本港的出入境管理向以高效率見稱，因此，可以逃過「天

"They are swept aside and swept under the carpet because they go against the enshrined thinking," he concluded.

Other points

Some of the earlier points in Anthony Griffiths address included:

- "We believe, though we can't prove it and Government won't admit it, that there are plans in hand to raise the import quota for the new airport to somewhere between 15,000-20,000... That's all we are aware the Government may do. What we are also aware of is that over the last five years the Government has strongly resisted any move whatever to raise to 25,000 general quota level."

- Job vacancies in Hong Kong have not been eliminated by the Government's schemes. "The truth is the real job vacancy figure is probably somewhere between 150,000 and 200,000. The Government ignores that. I don't know why it does, but it does."

- "We are now recording 6% GDP growth (including services earnings). Previously we recorded 5%. A change in figures like that is quite quite significant and it also throws into question how people measure GDP."

- "Relatively speaking Hong Kong's growth rate with full employment has been lower than other Asia countries. We could discount some, like Malaysia and Thailand, because they are less developed. We cannot discount Singapore which has had higher growth than we have had."

羅地網」的非法勞工應該少之又少。

克扣工錢

祈氏又反駁政府聲稱僱主克扣外勞工資的指控。他表示，人民入境事務處和勞工處所提出的數字，根本不能證明這個是普遍的現象，甚至說不上有何重要影響。雖然政府一再重申的觀點並非無的放矢，但是卻沒有把論據建基在客觀的事實之上。

他認為，社會上以失業的一羣反對最力。「香港的失業人口只屬少數。很多國家花盡九牛二虎之力，才可以把國內的失業情況改善至我們的水平。可是，港府卻常常把這些人的『權利』掛在唇邊，強調必須讓他們享受經濟繁榮的果實。

本地的失業率只有百分之二，總不能說我們剝奪了香港工人享受成果的權利吧！

「讓我們來分析失業工人的成分吧。這批人當中，有些是永遠無法找到工作的。據我估計，共有二萬至三萬左右。面對這羣

Inflation

●“Our inflation rate has been far higher than anybody else's. In the last four years if we take services inflation, as opposed to the CPI A, we find that our inflation rate has never been below 10%.”

●“Economists tell me that labour is the more important of the two contributors to inflation.” The other contributor, he said, is land.

● Under the unrestricted scheme for domestic helpers Hong Kong has suffered inconvenience, Statue Square, North Point and all that. It was something we had to deal with but Hong Kong had not suffered a rash of major crime nor a rash of ill-health, nor plague nor anything of that nature. Nor had there been any massive local job losses. In fact, nobody from the business side had ever suggested unrestricted labour importation.

● He said he didn't find particularly convincing another Government argument that if you are importing labour it is difficult for Immigration to keep control. Fortunately, Immigration is very efficient and the number who slip through the immigration-police net is relatively small.

Cheating

● He dismissed the Government accusation that employers cheated imported workers on wages, saying figures produced by the Immigration and Labour Departments did not suggest the majority

of employers, or even a significant minority, were involved in this. The argument from the Government side by sheer weight of repetition had taken root but it didn't seem to be based on clearly objective fact.

● He said the great emotional cry in Hong Kong is the unemployed. “Well, we don't have very many of them. Most countries would give arms and legs to have the unemployment situation we have. Yet, we are told we must look after our own. They must have the right to reap the fruits of Hong Kong's success. I think it is a slightly spurious argument...2% unemployment is not Hong Kong workers being deprived of Hong Kong's success.”

● He suggested looking at the unemployed in context. “There is a core in our unemployed who will always be unemployed. I suspect it is around 20,000 to 30,000. If we have got that then I think we should do the decent thing that any society does. Provide them unemployment benefits, assistance or whatever you want to call it. Every country has a core of unemployable unemployed. So therefore let's look at sensible schemes whereby through taxation we can give them some assistance that is far more practical.”

● “The other portion of our unemployed are people in transition between jobs — being retrained, finding new skills, taking time-off, etc. That number will always be there, too. It won't be

the same people but the numbers will be the same. We will always have turnover as our economy changes. Certain sectors will fall away, including services, and new ones will come in to satisfy new demands.

Not good government

● “So I find this issue of Hong Kong's unemployed completely blown out of proportion and it is promoted as an emotional argument to carry the day. The problem with that to my mind is that it is not good government. I think we deserve better of our Government than a lot of emotional response to an issue that needs calm, serious attention.”

● “To put it up as the focal point to justify not bringing in more labour when we need it is almost tantamount to criminal. It is certainly bad government and it is something I trust...our legislators will attack the Government for. Perhaps, they will get the Government to move.”

Anthony Griffiths also answered the argument that when employers got imported labour they gave less work to local workers. He made two points:

● He said employers who invested in imported labour had to pay them monthly. They wanted a return on their money.

“The Hong Kong Government by setting wage levels has effectively obliged Hong Kong employers to invest at a higher rate for imported labour than local labour.

長期失業的人，我們應效法其他國家的措施，為他們提供失業援助。這是存在於每個社會的必然現象。

「另一類的失業人士，大抵是處於轉換工作的過渡期。他們需要幹的事情可多得很，例如再次接受培訓、學習新技能和享受假期等等。這種『失業者』是永遠存在的，雖然失業者不會永遠都是同一批人，但總數卻保持穩定，而且隨著經濟週期的調節產生新的需求。」

正確反應

「香港的失業問題是如此『無關痛癢』，卻終日被政府作為論據，難道這是政府處理事情的正確態度嗎？勞工問題需要政府以冷靜的態度處理，絕不能『感情用事』。」

「利用這樣的藉口來阻止輸入勞工，毋疑跟『犯罪』行為也相去不遠了。不負責任的政府才會這樣胡來！我相信立法局議員應該對此加以抨擊。」

對於輸入勞工會減少本地工人就業機會的說法，祈雅理有以下兩點意見：

第一，聘用外地勞工的僱主需要每月付

出薪金。他們要求『物有所值』，亦是人之常情。通過設定最低薪酬，政府已成功地促使聘用外勞的僱主付出更大代價。

訂單減少

「遇到訂單減少，你會把工作交給件工還是按月支薪的長工呢？」

祈氏認為自己的第二點意見較為敏感，頗有『難於啟齒』的感覺。

「這跟香港的成功有著密切的關係。雖然我並不是香港的長期居民，不過在留港期間，我仍然可清楚察覺到本地工人在態度上的轉變。想當年『初到貴境』，這兒還流行工作五天半甚至六天，怎能想像現在超過一半僱主都採用『五天工作』的模式呢！

「真是經濟繁榮的一大貢獻！」

「員工流失率亦處於高水平。有些行業的員工流失率實在高得令人難以置信。百分之二十五已經算是『合理』的水平了！」

沾沾自喜

「此外，即使技能不符水準，香港工人仍然期望獲得高薪厚職。這便是經濟繁榮的

後遺症了。換句話說，香港工人已漸漸變成『沾沾自喜、自以為是』了。」

「作為僱主，我們不得不正視這個問題。外地勞工的工作態度較佳。有不少僱主曾經表示，儘管他們需要花費不少心血進行培訓，但外勞的工作態度確實較本地工人積極得多！正因為有外勞的存在，連帶本地工人的工作情緒亦有所改善。」

「香港時常向外國誇耀本地工人是如何勤奮，如何進取。這可與事實並不相符！」

「我希望利用這個機會，提醒各位注意當前的危機。經濟繁榮和全民就業已令本地工人培養出一種『漫不在乎』的工作態度。」

「在『事浮於人』的情況下，即使僱員的質素稍稍不符理想，僱主仍然會聘用他們。假如員工的水平嚴重低落，但又要求『十足』工錢，難道僱主還會『委曲求全』嗎？」

「假如讓這種情況繼續下去，香港對於中國的價值亦快將完結了！」

Downturn in orders

"If you've got one person who is paid on productivity (piece rates) and another person who is paid a flat rate and you have a downturn in orders which person are you going to give the work to? You are going to give it to the person who you have got to pay anyway."

• He described his second point as more difficult and sensitive.

"That has to do with Hong Kong's success. I'm not a long-term resident. But in the time I have been here I have seen changes in attitudes. When I came, five-an-a-half and six-day weeks were quite common. Five-day weeks are now being employed by at least 50% of employers.

"Okay, great stuff!

"Mobility of labour is now quite high here. In some industries it's incredibly high and in others it is within what we

call reasonable bounds — 25%.

Complacent

"In addition people in Hong Kong now are expecting to be paid high salaries and wages for below average skills. It is a consequence of our economic success. In other words as a workforce Hong Kong is gradually becoming complacent, which is one of the outcomes of economic success.

"We would be foolish as an entity in the community to ignore this fact. If we employ imported workers they are keen to work. And I have heard on a number of occasions from different employers who say they brought in imported labour and had to invest in training them but their attitudes were far better. They really wanted to work. As a consequence of their being there, after a time, the attitude of my

Hong Kong workers improved.

"This is quite a different story to what we say abroad that Hong Kong is an incredibly industrious and hardworking place.

"I'm raising this here so that we are all aware of the danger that lies in front of us. Complacency toward work is a danger that faces us because we are economically successful and because we have tight, full employment.

"When you have full employment you take anybody you can get. If their skills are 10% off what you need you still take them because you need a person. If they are 30% off you will probably take them anyway. But that person expects to be paid as if he had 100% skill level. That's where the danger lies.

"Hong Kong can continue down the track of complacency. But, if it does, China will not carry us for too long." ■

Green challenge hits textiles

The green challenge — the need for environmentally friendly products has begun to change consumer demand and methods of supply in the textiles industry.

New concepts, known as Ecotex, on how to develop environmentally acceptable production are spreading from Europe where by 1995 ecological legislation will be enforced on all imports.

Miss Olivia Hui told a Chamber round table luncheon on September 23 the registered trade mark, Ecotex, is standard for eco-tex-

tiles in Europe. It was established in 1992 by Eco-tex consortium in Germany.

It was brought to Hong Kong in 1993 by Colortech & Design International, a partner of Scotdic, a design and manufacturing consultant, offering a one-stop service for the garment and textile industry. It is also the only certified agent of the consortium authorised to grant certificates and licences in Hong Kong and Macau.

Ms Hui is president of Colortech & Design International. She said Hong Kong manufacturers had largely

taken a wait-and-see attitude to the new standards, but were expected to take more interest from now.

She explained to the Chamber round table all textiles, garments, home textiles and related products imported to Europe must comply with ecological legislation by 1995. Other regions such as North America and Australia are now also studying the issue and are expected to enact similar legislation.

Ms Hui thought the textile industry is therefore facing a revolutionary change.

She said the philosophy of eco-tex is built on four main concepts — to save, to substitute, to reduce and to recycle. The four elements serve as the basic principles for all textiles products.

"Ecology can apply to the entire textiles and garment chain, including raw materials, fibres, chemicals, spinning, weaving, dyeing, printing, finishing, accessories and trims as well as throughout all processes of design, manufacturing, packaging and marketing," Ms Hui told the round table luncheon. ■

綠色旋風吹向紡織業

大力鼓吹製造環保產品的綠色運動正開始改變消費者的需求和紡織業的供應方式。

「環保紡織註冊商標」是一套嶄新的概念，近年在歐洲廣泛流行。這套概念的主旨是發展不損害環境的生產方式。預計到了一九九五年，歐洲針對所有進口貨物的環保法例將全面實施。

彩道舍(國際)色彩與設計中心總裁許立賢於九月二十三日本會舉辦的圓桌午餐會上指出，「環保紡織註冊商標」就是歐洲紡織業所採用的環保標準。

她補充，彩道舍專門為成衣及紡織業提供整套設計及生產的顧問服務，該公司於一九九三年將這套環保概念引進香港。值得一提，該公司是港澳區唯一獲得授權簽發有關證書的機構。

她說，以往香港廠商大多對新準則採取觀望態度，但從今以後，相信他們會較主動地加以研究。

她解釋，到了一九九五年，所有輸往歐洲的紡織品、成衣、家庭紡織品及相關產品都必須符合生態法例，其他例如北美、澳洲等地區正研究這個問題，而且預計亦會訂定

類似的法例。

許氏稱，紡織業正面臨一項革命性的轉變。

她說，生態紡織哲學建基於四大元素，包括節省(成本)、取代(污染物料)、減少(製造污染)、循環(再造)。這四個元素適用於所有紡織品的生產。

她總結說：「生態理論應用於整條紡織及成衣鏈，包括原料、纖維、化學染料、紡紗、織造、漂染、印染、整染、配件、綑邊，以及設計、生產、包裝、促銷等整個過程。」 ■

Using imported labour to free more workers for jobs in the services

Legislative Councillor Henry Tang speaks of success with domestic helpers and the practical difficulties in the industrial sector

Almost 100% put their hands up in favour of replacing our imported Asian domestic helpers with imported Chinese when Legislative Councillor Henry Tang called for a "straw poll" at a Chamber round table lunch on October 4.

He spoke on the implications to employers of recent and future labour legislation.

The "straw poll" came after Henry Tang had described the Government general scheme allocating quotas for 25,000 imported workers as: "Always too little, sprinkled over too many sectors and, in a sense, too complicated. It doesn't help any sector."

"It is not like the scheme for importing domestic helpers of Filipinas, Thais, Indonesians, Sri Lankans and other Asians

which only serves one sector and has made a very positive contribution to our economy because it has freed our housewives from their household duties to join the labour market in the services sector," he said.

Henry Tang said he thought the general labour importation scheme should target certain sectors of industry to free up more local people to join the labour force and relieve certain bottlenecks in the labour market place.

"That is the argument we always have with Government. The scheme draws a lot of fire from the unionists though the imported workers are not actually competing with the local workers."

Painful process

The Liberal Party Legislative Councillor

who takes a special interest in labour matters, spoke from experience in the garment industry — as manufacturing restructures across the border — of the almost impossible "painful process" for female workers of having to transform themselves after long service, learn new skills and readjust to a different environment when sometimes they have little formal education.

While at the same time employers, for example in the hotel industry, found it more convenient to hire an imported worker with the necessary skills rather than retrain a local worker, because the imported worker on a two-year contract was more manageable and unable to perhaps job-hop.

"There is an ideological conflict there," he said. "Should imported

讓更多本地工人投身服務業

立法局議員唐英年暢談輸入外地傭工政策的成功之處及將其擴展到工業界的實質困難

在十月四日舉行的圓桌午餐會上，立法局議員唐英年提議參加者進行一次「模擬投票」，在座的會員差不多一致贊成以國內傭工取代現時的外籍家務助理。

唐氏在會上討論現行及未來的勞工法例對僱主所造成的影響。

他談到政府批准輸入二萬五千名一般外地勞工的計劃時表示：「有限的配額不足以應付各行各業的需要，而且手續繁複，根本幫助不了任何一個行業。」他接著提議在座人士進行一次「模擬投票」。

「輸入勞工與輸入菲律賓、泰國、印尼、斯里蘭卡和其他亞洲國家的家務助理分別甚大。外籍家務助理只是針對某一羣人的需要，她們『解放』了本地的家庭主婦，讓

後者可以投身服務行業。事實證明，她們對本港的經濟發展作出了很大的貢獻。」

他認為一般性輸入勞工計劃應以某些特定的行業為目標，藉此壯大本地的勞工隊伍，紓緩勞工市場所出現的「樽頸」情況。

「這是我們時常與政府爭論的一點。雖然外地勞工事實上並沒有和本地工人競爭，但有關計劃還是受到工會組織的猛烈抨擊。」

艱苦過程

作為自由黨的立法局議員，唐英年一向十分關注勞工事務。他在會上談到自己在製衣業所得的經驗。他說，隨著製衣業向內地遷移，積累了多年經驗的車衣女工亦經歷了一段「艱苦」的適應過程。她們學歷有限，但卻必須學習新的技能，重新適應截然不同的工作環境。

與此同時，以酒店業為例，僱主發現聘用已具備適當技能的外地勞工，遠較重新培

訓本地工人來得方便。外地勞工都需要簽署兩年合約，這項規定令管理人員大為放心，因為他們知道員工不能「跳槽」。

唐英年說道：「這產生了一個理念上的衝突。我們應該容許外地勞工與本地工人直接競爭同一個職位嗎？」

星洲模式

接著，有在座者提問，香港是否可以效法新加坡的做法，讓每位僱主輸入相等於屬下本地員工總數某一比例的外地勞工呢？

唐英年不假思索地回答說：「絕無機會！」

接著，大會的討論焦點轉移到深圳市方面。

唐英年表示，已有很多人談論放寬深圳市的第一線邊界，以便讓更多工人來港就業。深圳經濟特區的第二線邊界則不會予以放寬。這可為香港增加土地供應，「越境」房屋也會應運而生。不過，這個建議在過去兩



Legislative Councillor Henry Tang.

立法局議員唐英年

workers be allowed to compete for the same job as locals?"

Singapore scheme

Henry Tang was then asked what the chances were of introducing into Hong

Kong the Singapore scheme of allowing each employer to import an additional specified percentage of foreign labour to augment his existing local workforce.

Henry Tang: "None."

The discussion then drifted to Shenzhen.

Henry Tang said there had been a lot of talk about the first border with Shenzhen being relaxed allowing more workers to come to Hong Kong, but not from across the second border beyond the Shenzhen SEZ. This might give Hong Kong more land. Housing across the first border would be available. But this talk had got no where in the last two years.

However, he said, there had always been a clear understanding that Hong Kong would be a separate territory. The border would not be a national border but a domestic border.

Henry Tang was asked whether or not the Filipina domestic helpers would be replaced by Chinese.

"I don't know how much support for that there is in Hong Kong," he said.

This led to the "straw poll," after which Henry Tang lifted his eyebrows and commented: "Perhaps we'll get it."

Other points

Henry Tang made these points (mostly paraphrased) in this order in earlier discussion:

- Employers premiums may rise 0.5% (but there is no definite figure yet) as a result of the provision in the Employment Compensation Amendment Ordinance, 1994, making it mandatory

年來毫無進展。

他指出，大家心裡明白，香港是一個獨立的地區，即使沒有國界，我們還是擁有一條「國境內的邊界」。

一位參加者向唐氏問道，在港工作的菲傭會被中國傭工取代嗎？

「我不清楚香港人對這問題的支持程度。」

因此，參加者進行了一次「模擬投票」。投票過後，唐氏發表了自己的意見：「看來有成功的可能！」

其他要點

唐英年提及的要點摘錄如下：

- 根據一九九四年《僱員補償修訂條例》，僱主必須為身在外地工作（主要是中國）的僱員購買工傷保險。因此，僱主需要負擔的保費可能會增加百分之零點五（實際數字尚未確定）。若在國內工作的僱員受傷，賠償金額將以中、港兩地的較高者為準。這是由於國內的法規在某幾方面尚存有「灰色地帶」，與外派員工到其他已發展國家的情況不同。
- 保險公司並不贊同立法局議員指法例的修訂案容許他們「謀取暴利」的說法。在八號風球或黑色暴雨警告訊號高懸的情況下，在上班或直接回家途中受傷的工人可以獲取賠償，但僱主並不需要付出

更高的保費。與此同時，僱主可從最後的賠償金額中扣回較早時分期向因工受傷工人付出的款項。保險公司亦不會因此而增收保費。

- 在懸掛八號風球或黑色暴雨警告時直接回家的工人可望獲得賠償。然而，回家的路線可以超過一條。唐英年提出了以下的疑問：假如工人並非直接回家，而是先到某一地點跟別人會合，或者到另一個地點轉乘別人的汽車，那又應該怎樣處理？
- 現時凡僱用超過一百名工人的地盤及船廠都需要聘請安全主任（以及成立安全委員會）。可惜，有關的職位空缺竟高達所需人數的三成。儘管如此，政府還在考慮把現行法例擴展至所有工業及非工業樓宇（包括辦公室）。因此，本會有責任向政府官員反映市場的實際情況。
- 勞工顧問委員會曾協議把計算長期服務金或遣散費的上限由十八年增至二十四年，但乃維持最高付款額十八萬港元的上限。這將使月入少於一萬五千元的人士得益。不過，此項修訂預料會在立法局引發激烈的辯論。

衝擊顯現

- 國泰工潮所帶來的影響正逐漸顯現。政府現時正考慮就工會有份參與的工業行

動制訂若干規定。當局希望修改現時《勞資關係條例》中有關解決勞資糾紛的程序，容許勞工處長在接獲調解主任的報告後，直接向港督會同行政局建議調停的程序。

- 現時僱主有權把參與罷工的僱員即時辭退。在新的建議下，假如僱員在採取工業行動前七天向僱主發出通知，僱主非但喪失即時解僱該名員工的權利，而且不能中止計算其服務年期。
- 此外，新建議亦為組織工業行動的職工及工會成員提供「免疫」保護。因參加工會而遭僱主解僱的職工可通過勞資審裁處要求賠償。僱主須就此提出反證。
- 何敏嘉議員就輸入勞工問題提出私人草案，其目的可說是顯而易見（在獲得足夠的支持下）。輸入勞工是一個十分敏感的問題，工會和大部分本地工人都認為這會對他們的工作機會構成直接影響。當局需要利用立法局擔任工會中人所說的「試金石」角色。這種做法具有了極深遠的意義。假如草案獲得通過，那麼，政府不論推出何種輸入勞工計劃，都必須先經過立法局投票議決。 ■



The round table on labour legislation and its implications.

午餐會集中討論勞工法例及其影響

on employers to insure employees working abroad against injury, principally in China. Compensation would be at the rate whichever was higher, Hong Kong or China. This was because Chinese rules were grey in some areas, which was not the case for Hong Kong employees assigned to most developed countries.

- Insurance companies were "throwing a bone" to Legislators who had complained every amendment to this Ordinance was a licence for them to print money. There would be no increase in premiums for compensation for injury to workers caught when a Typhoon No 8 Signal or Black Rainstorm Warning goes up while they are on their way to work or taking a direct route home. Nor would premiums increase for employers making period payments for injury at work that could in due course be deducted by employers from final compensation awards.

- There is a strong case for compensation when an employee is injured going home and not some place else when a No 8 or a Black Rainstorm Warning is issued.

And there are more ways than one to go from Point A to B. But Henry Tang said he hadn't got a satisfactory answer to the question: What if you were going some place else to pick up somebody or someone arranged to pick you up in a car at another place other than on your direct way home?

- There is a shortage of up to 30% of safety officers that have to be employed (as well as safety committees) on every building site and shipyard employing 100 workers. Still the Government is considering extending the regulation to all premises, industrial and non-industrial, including offices. The Chamber had a role to play in reflecting to perhaps inexperienced Government officials the true life situation, meaning the real shortage of safety officers.

- An agreement has been struck in the Labour Advisory Board to increase from 18 years to 24 years the reckonable long service of employees eligible for long service or severance payments but retaining the HKD180,000 ceiling. This

would benefit employees earning less than HKD15,000 monthly. But the Amendment when it reaches Legco is expected to be hotly debated as it was this year with an unprecedented conclusion.

Knock-on

- "We are now getting the knock-on effect of the Cathay Pacific strike. Government is considering, but hasn't tabled yet, several provisions on strikes with trade union participation. They are thinking of amending the trade dispute procedure under the Labour Ordinance so that the Labour Commissioner on receipt of a report from a conciliation officer may go to the Governor-in-Council to introduce a mediation procedure."

- If an employee decides to strike you can now summarily dismiss him. But under the proposed changes, if an employee gives seven days' notice that he is going to participate in a strike you will not be able to summarily dismiss him. His reckonable long service cannot be suspended.

- Under the proposed changes, employees and members of trade unions will be given immunity for participation in organising a strike, and employees dismissed on the grounds of union membership may make a compensation claim in the Labour Tribunal. Burden of proof will rest with the employer.

- "The intention of Michael Ho (Private Member's Bill on imported labour which he may introduce if he feels he has the votes) is quite obvious. Importation of labour is a very sensitive issue with the labour unions and most workers in Hong Kong because it has a direct influence on their perceived job opportunities. Michael Ho does not want to let the Administration have a free hand in importing labour. He wants what the unions call a 'check gate' in the Legco. The implication is far reaching. If his Bill were passed and the Government wanted to introduce any new labour importation, be it domestic helpers or anything else, it would have to go through Legco and every time the vote would be tested." ■

1994 SPECIAL REPORT

December Singapore
Forecasting 1995

Business Parks?

Graeme Roberts says they are being considered in a 14 months study on needs for development of our industrial areas

Means of incorporating new property forms, such as "this strange animal called a Business Park," is being considered in a Study that began on June 29 for the Planning Department on the future of Hong Kong industrial development in the next 20 years.

The Study will look at whether or not a Business Park would be an appropriate response to the needs of industrial development found in the Study — including the current problem of access to, and within industrial premises, which is most business operators' main complaint about new industrial premises.

What would a Business Park look like

in the Hong Kong context? Should a developer build a prototype? Or, should Hong Kong substantially expand the activities of the Hong Kong Industrial Estates Corporation (HKIEC)?

Graeme Roberts, Director of Townland Consultants Ltd, a town planning, landscaping and development consultancy doing the Study, told a Chamber round table luncheon on October 5, "a Business Park overseas is traditionally, a low rise, low density, spacious form of industrial development with a level of recreational facilities and supporting services."

"It is not strictly a Science Park," he told a questioner, because a Science Park was the subject of another study commis-

sioned by the Industry Department.

Study outlined

Graeme Roberts said the Study had four main purposes, will be programmed in three main stages and completed in 14 months:

- to examine the current use of new industrial buildings,
- to review the likely future accommodation needs of the manufacturing sector for different kinds of premises,
- to review how Business Parks might, in the Hong Kong context, contribute to meeting these demands, and
- to develop layout standards and design guidelines for the future plan-

商業園能否解決所有問題？

探討工業用地的發展路向

規劃署已委托顧問公司就本港未來二十年的工業用地發展進行研究。有關工作已於六月二十九日展開，而「商業園」這個嶄新的構思將成為其中一個重點研究課題。

研究將探討「商業園」能否切合本港的工業發展的需要，並希望一舉解決目前最遭人詬病的廠房通道問題。

「港式商業園」究竟會是怎樣的？發展商應否先行建築一些「示範單位」，以供廠家參考？

或者，我們是否應該擴大香港工業邨公司的業務範圍？

進行上述研究的城市規劃顧問有限公司董事盧秉新在十月五日舉行的總商會圓桌午餐會上表示，從外國的傳統觀念來看，「商業園」是指一些低密度、層數少的工業廠房。這些建築物佔地極廣，並設有一定程度的康體及輔助設施。該公司的主要業務是進行城市規劃、景觀設計及地產開發策劃。

盧氏同時指出，「商業園」與工業署正在研究的「科學園」在概念上並非如出一轍。

研究大綱

盧秉新表示，有關研究將於十四個月內分三期完成。研究的目的包括：

- 探討新落成的工業大廈的使用情況
- 研究工業界對各類型廠房的需求
- 探討「商業園」是否能切合上述需要
- 為未來的工業用地及「商業園」釐定規劃

準則及發展大綱

盧秉新指出，他們在第一階段（調查及資料整理）對座落於新建成工業大廈的一千八百間公司進行調查，藉此瞭解物業的用途及用戶的滿意程度。隨後，他們向二百間位於新界臨時廠房的廠家進行調查，看看這些人士的實際營運需要。此外，其他國家（特別是東南亞地區）的廠房發展趨勢亦是顧問公司的研究課題之一。

第二階段的工作（分析及制訂策略）主要是分析第一階段搜集所得的資料，並在配合當前土地使用及發展規限的情況下，制訂適當的策略，以迎合工業界的需要。發展新式廠房（例如「商業園」）的可能性將成為其中一個研究課題。

第三階段則是釐定未來工業用地及「商業園」的規劃準則及發展大綱。研究結果將編進經修訂的《香港規劃標準及準則》第五章內。

諮詢工作

盧氏稱，他們需要諮詢廠房使用者及發展商的意見。事實上，已有人建議成立一個「諮詢論壇」，邀請香港總商會、香港工業總會、中華廠商聯合會、地產發展商協會、香港生產力促進局及香港工業公司的代表列席。

論壇預計將於九五年三月或四月成立，就現行廠房的不足之處及未來發展需要等重

要事項向各會代表諮詢。此外，論壇亦會就顧問公司所作出的建議發表意見。

盧秉新指出，以下都是研究的重點：

經濟轉變及對物業的要求：最近進行的調查均指出一個事實，香港經濟的基礎已從製造業轉移到服務業。規劃署的研究發現，製造業所聘用的勞動人口已從八零年的百分之四十七點四下跌至九二年的百分之二十三點九，未來更會下降至百分之二十的水平。這個現象清楚說明本港有必要汲取鄰近國家的經驗，以適應經濟轉型所帶來的改變。

經濟結構以高速度大幅轉型，自然對現存及新建的廠房構成影響。儘管在觀塘及新蒲崗等地工作的工人數目持續下跌，但廠家並未因此縮小所佔用地的規模。舉例說，以往用作生產的場地通常都會改作貨倉用途。

研究在港設立「商業園」的可行性報告指出，用戶對於多用途廠房的需求正與日俱增。有鑑於此，我們已很難把樓宇硬性劃分為純工業或商業用途。事實上，工、商合一的多用途工廠大廈正是現時市場上的普遍取向。

不足之處

多份報告同時指出，現存的廠房尚有甚多不足之處，例如：

- 市場對「單一業權」工廠大廈的需求甚殷
- 內部的發展空間不足
- 成本偏高

ning of new industrial areas and Business Parks.

Graeme Roberts said Stage One (Information assembly and Surveys) was a survey of 1,800 business establishments in new factory premises conducted to ascertain the use of and satisfaction with current premises. A further survey has been conducted of 200 establishments in temporary premises in the New Territories to identify their accommodation and operational needs. A review is also being conducted of current trends in industrial accommodation in other countries with particular focus on the Asian region.

He said Stage Two (Analysis and Strategy Formulation) involves the analysis of implications of results from Stage One investigations and preparation of a strategy to meet expected industry demands within current land disposal and development control mechanisms. Means of incorporation to new property forms, such as Business Parks will be considered.

He explained Stage Three (Development of new Layout Standards and Design Guidelines): will complete the

Study by suggesting a revised set of guidelines and design standards for new industrial areas and Business Parks. These will be incorporated into a revised Chapter 5 of the Hong Kong Planning Standards and Guidelines (HKPSG).

Consultation

Graeme Roberts said the Study requires consultation with industrial development sector interests including potential end users and property developers. A Consultative Forum had been proposed to include representatives of the Hong Kong General Chamber of Commerce, the Federation of Hong Kong Industries, the Chinese Manufacturers' Association, the Real Estate Developers' Association, the Hong Kong Productivity Council and the Hong Kong Industrial Estates Corporation.

The Consultative Forum, in March/April, 1995, would seek the views from participants on Key Issues which the Study should address, such as shortfalls and inadequacies in accommodation and likely future trends in demand. The Forum would also be expected to express views on the content of the Study proposals.

Graeme Roberts covered these broad areas as Key Issues:

Economic Change and New Property Requirements: A consistent finding of all recent studies has been the rapid restructuring of the Hong Kong economy as Hong Kong has moved from a manufacturing to a services dominated base. The ROBINA study of the Planning Department found that manufacturing employment had declined from 47.4% of total employment in 1980 to 23.9% in 1992. It has further declined since then to around 20%, consistent with a developed world economy. The decline suggested Hong Kong should be looking at experience elsewhere, particularly near neighbours and competitors in Asia on how to deal with structural change.

The degree of change has not only been larger than envisaged but quicker and these changes impacted on how existing and new industrial premises are used. The ROBINA study found within Kwun Tong and San Po Kong that while the number of employees in establishments declined, the space occupied had not. Establishments were using their space differently, more storage and less

○ 用途的彈性不足

上述現象固然是由於經濟轉型而導致資源和需求未能互相配合，但亦與現行的規劃慣例和準則有莫大關連。研究必須就下列問題尋求答案：

- 如製造業所聘用的勞動人口持續下降，工業發展對本地經濟是否仍是舉足輕重？這樣一來，本港的工業將有何特色？怎樣的廠房才能切合業者的需要？
- 《香港規劃標準及準則》如何才能切合這些要求？文件現時作為基礎的三大行業是否適合作為未來規劃的藍本？如果適合，怎樣的廠房才能符合要求？

廠房通道

盧氏指出，廠家的投訴主要集中在通道設計、泊車、上落貨等幾個問題。一半以上的被訪者認為以上幾點對他們的運作構成障礙，有百分之六十五的廠家更指出他們的業務因此而受到嚴重影響。

在有關「商業園」的研究中，這也是最受關注的一點。由此看來，廠房內外的通道問題實在有盡速解決的必要。也許，現時的通道設計根本就不足以應付貨櫃車的卸貨需要。

盧氏提及的其他事項包括：

- 一半以上的廠房均在八八及八九年完成，至於分布方面，則集中於新界、荃灣及葵涌一帶。九三及九四年的廠房供

應量預計分別為八八至八九年的百分之四十及六十。「分層工廠大廈」仍是市場主流。

成本問題

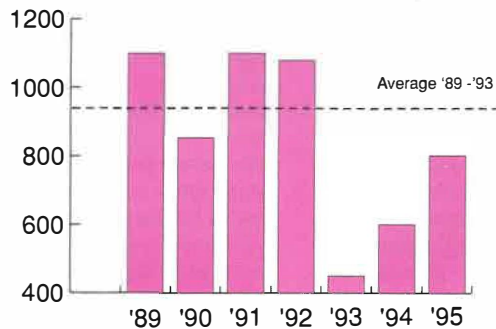
- 現行價高者得的賣地政策促使工業用地成本大幅上升，為新建廠廈內的小單位構成壓力，阻礙「單一業權」式工業大廈的發展，而且未能照顧因不符合工業公司要求而無法在內設廠的業者的特殊需要。
- 增加地積比率以求謀取更高利潤亦是高地價政策的產物。當然，偏低的地積比率亦未必有助解決先前所述的種種難題。
- 以每平方米的平均售價為建築成本的十倍計算，較低的地積比率在不需政府補貼之餘，有助降低廠房售價。
- 香港式的「商業園」將是何等模樣？在提供更多廠房的大前提下，私人發展商又可擔當甚麼角色？政府應設立甚麼優惠或機制，才能保證發展商有利可圖？本港又是否需要就工業發展的地理分布訂定嶄新的策略？
- 一向都有人認為，工業區內問題重重的根本原因並非密度過高，而是容許發展百分之一百的上蓋面積。其中最顯著的問題就是交通阻塞及服務性活動集中在街道上進行。

香港工業

- 工業的特色就是提供地積比率及上蓋面積較低的廠房。在效率方面，位於大埔及元朗的工業只較《香港規劃標準及準則》內引述的一個現代化規劃例子略見遜色。分層工廠大廈的設計模式仍可繼續沿用，但必需隨著時代的轉變而加以改良，以應付規劃、市區發展、交通及環保等各方面的需要。
 - 政府規定，廠廈內的辦公室面積不得超過總樓面面積的三成。現時的使用情況已嚴重違反了這項規定。因此，政府應貫徹條例的執行，並多注意由此而引起的安全問題。
 - 工業區內一向缺乏適當的康體設施。根據現時的標準，每十萬名工人即需要擁有五至十公頃的空地作康體用途。很多國家的經驗告訴我們，改善廠房內部設施及外在環境，都是吸引和挽留人才的有效手段。為了工人的利益著想，我們是否應該鼓勵私人發展商在建築廠房時預留更多的康體空間呢？
 - 「商業園」的研究報告建議在都會區內預留二至三公頃的土地作為試驗，並徵求發展商提供發展簡介。
- 盧秉總結說：「面對經濟轉型所帶來的改變，香港工業公司究竟應該何去何從？是維持現狀，還是擴大業務範圍？」

New Industrial Areas Standards Study

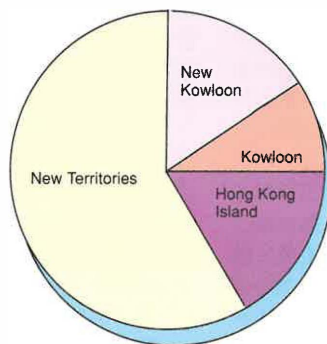
Industrial Floorspace Supply by year



Conclusions and Implications

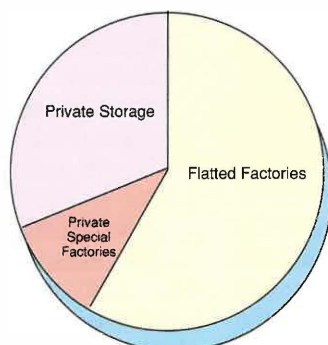
- Large floorspace volumes 1989, 91 & 92
- Below average forecast completions for 1994 & 1995

Industrial Floorspace by Location 1989-1993



- Very strong NT bias has implications for conduct of survey
- NT bias also includes TW & KC which predominate

Industrial Floorspace by Type 1989-1993



- Dominance of flatted factories
- Private storage completions were well above average due to CFS completions at KC container terminals which may distort results

Industrial Property Development Trends 1989 - 1994

Source: Property Review 1994

production, for example.

A study into the concept of applicability of Business Parks in Hong Kong suggested the property market faced a growing demand for premises where there is flexibility in the manner in which premises are used. It is apparent that it is becoming increasingly difficult to delineate and strictly segregate activities into either industrial or office. The current trend is for redevelopment of flatted factory buildings into Industrial/Office buildings.

Deficiencies

Various surveys have identified surprisingly consistent deficiencies in existing stock of industrial premises, including:

- The need for more single ownership buildings.
- Space for expansion within buildings.
- Reduced cost of accommodation.
- Opportunities for flexibility to use the premises.

Some of these changes are being driven by changes to the structural base of the economy leading to a mismatch between accommodation resources and needs, while others are a direct reflection of current planning practices and standards. A number of key questions will have to be answered by the Study:

- If the current rate of decline in manufacturing employment continues, will Hong Kong retain a manufacturing sector of any significance? If so, what will its characteristics be and what types of accommodation will they require?
- How can the HKPSG best accommodate these requirements? Are the three broad types of industry currently used in the HKPSG an appropriate basis on which to base future planning? If so, what will be the characteristics and what types of accommodation will those characteristics require?

Access

Graeme Roberts said the single biggest cause for complaint by existing business operators in surveys of operational needs relates to access, parking and loading/unloading. More than 50% of respondents to ROBINA listed this as their most significant operational constraint and 65% said it was adversely af-

fecting their business performance.

In the Business Park survey this factor was similarly the highest scoring disadvantage. It appears that there is an urgent need to consider the whole question of access to and within industrial buildings. Perhaps current standards are wholly inadequate in relation to current patterns of vehicle use and sizes. Given the high proportion of containerisation in exporting cargoes, perhaps greater provision should be made for on site container stuffing and stripping activities?

Graeme Roberts also made these points:

- More than half the volume of floorspace was completed in 1988 and 1989. There was a strong geographical bias towards the NT, Tseun Wan and Kwai Chung. Forecast completions for 1993-94 showed a marked drop, only 40% and 60% respectively of 1988-89 completions. Flatted factories continue to dominate completions.

Cost

- Current mechanisms for the disposal of industrial land (auction and tender to the highest bidder) had increased the cost of accommodation, created pressures for smaller unit sizes in new buildings and created an inability to develop single ownership buildings and an inability to provide for industries special needs which do not meet Hong Kong Industrial Estates Corporation criteria.

• There has also been pressure to maximise returns by maximising plot ratio, though low plot ratio on its own is no guarantee that previous industrial area problems will be overcome, nor necessarily resolve all the issues.

- With average sales prices per square metre at 10 times the production cost, sales prices could be considerably reduced by lower plot ratios without creating a subsidy situation.

• What form would a Business Park take in the Hong Kong context? What role can the private sector play in future provision of a wider range of accommodation for the industrial sector? What incentives and/or mechanisms will be appropriate to secure this investment? Are new/differing approaches necessary for rural/suburban industrial developments?

• It is arguable that it is not density *per se* which is the root cause of most problems relating to the functioning of industrial areas but rather the practice of permitting 100% site coverage. The single largest observable problem is severe congestion and a predominance of servicing activities taking place on the street.

HKIEC

- The common feature of HKIEC estates are lower plot ratios but perhaps more importantly lower site coverage. The HKIEC estates at Taipo and Yuen Long are more efficient than all but one of the modern industrial area layouts quoted in the HKPSG. There is nothing inherently wrong with the flatted factory, it simply needs to be updated, perhaps with additional controls and requirements to match modern demands and satisfy planning, urban design, traffic and environmental intentions.

• Current policies restrict use of industrial premises for ancillary office use to 30% of total floor area. There is a widespread recognition that this requirement is being substantially breached, creating an enforcement issue and potential safety implications.

• Recreational provision in industrial areas has traditionally been minimal. Current standards for open space provision are 5-10 hectares per 100,000 workers. A striking feature of international experience has been the improvement of internal facilities and external environments in industrial premises and areas in order to attract and retain key staff. Should encouragement be given to the private sector to provide recreational facilities within industrial buildings for the benefit of the workforce?

- The Business Park study recommended that the market be tested with a 2-3 hectare site in the Metro area with submissions sought from potential developers given a development brief?

Graeme Roberts asked in his conclusions: "What is the future role of the HKIEC in industrial development in the light of structural changes in the industrial sector? Should current policies continue or should the Corporation's activities be substantially expanded?" ■

1995 SPECIAL REPORT

January Germany
Office Furniture

Separate ownership of land and buildings in China

Phyllis K Y Kwong addressed a round table luncheon on October 12 on land laws and regulations in the PRC with focus on Shanghai.

She explained in April, 1988 the national law prohibiting buying, selling or leasing land in China was lifted by the National People's Congress. A new law was formulated and promulgated by the NPC. Those who wish to develop and utilise land, can now be granted a "land use right" to develop, use or even assign to a third party a particular piece of land.

However, the ownership of land and that of buildings or structures above the land

is separated by law. The British Common Law concept of fixtures in relation to buildings or structures above the ground, is not applicable in China.

Phyllis Kwong said "the Shanghai legislation on transfer of land use right, for consideration was enacted prior to the national law. The principles and provisions are not in conflict. The Shanghai laws that should be followed are in some ways more comprehensive than the national law."

She went into all the regulations and concluded in China; the legal system and the law relating to real property are still in an early stage of development.

Phyllis Kwong urged people intending to invest in the real property market to be very cautious. Investors from outside China should make sure that the property they are intending to buy are legitimate and that necessary approvals from relevant government authorities have been obtained.

Because the laws and regulations may be different in different parts of China, local laws and regulations have to be complied with in any sale of property outside China.

Documents required are a land use right certificate; permission for construction; ownership certificate of

property registered at the Real Property Administration Bureau; permission for sale outside China; and, permission for sale in an uncompleted project.

Developers must be granted the status of a property developing enterprise. Intending investors must also be aware of the tax implications for investing in real property. Investing in real property is very different from Hong Kong and it is dangerous to neglect the differences.

Phyllis Kwong said if there was any doubt legal advice should be sought from qualified persons before committing to any property investment. ■

土地業權與樓宇業權

鄺家賢律師行主任律師鄺家賢於十月十二日參加本會舉辦的圓桌午餐會，並以上海土地法則為題發表演說。

她指出，中國全國人民代表大會於一九八八年將禁止買賣或租賃土地的法則取銷，並且頒布新的土地法。現時有意發展及使用土地者，可於取得「土地使用權」後，發展、使用甚至向第三者轉讓土地。

不過，法例清楚註明，土地及土地上的建築物或附著物的業權是分開的，英國普通法中有關建築物及土地附著物的概念在中國並不適用。

鄺家賢說，上海的土地使用權轉讓條例在全國土地法頒布前已經施行，但兩者的原則及條文並無衝突。上海土地法中某些條文比全國土地法的更加全面。

她續稱，中國的房地產法例及法則仍在發展初階。她呼籲有意投資中國房地產的人士保持審慎。國外投資者應確定自己有意購買的房地產是合法出售的，而且已經具備有關政府部門發出的所有必須文件。

由於不同的地區有不同的法則，無論在國內或國外進行中國房地產交易，都必須確定符合有關的地方法規。

必備的文件包括土地使用權證、建設許可證、在政府土地管理局登記的房屋所有權證書、外銷許可證、預售許可證等等。

發展商必須具備房地產開發企業的資格。有意投資中國房地產的人士必須注意有關的稅務法規。在中國和香港投資房地產分別很大，要是忽略了兩者的差異，後果往往十分嚴重。

鄺家賢總結說，投資者如有任何疑問，應向合資格的專業人士尋求法律諮詢。 ■

1995 SPECIAL REPORTS

February Malaysia
Chinese New Year

Your Chamber now caters for your social needs

The Chamber now helps cater for members and families' social needs — a box at the Shatin races, playing indoor golf and practising indoor shooting.

These social services are in addition to members' individual and personal business needs, such as arranging visas, driver's licence and vehicle registration renewals, translation services, inspection tours and a discount club.

Response to the Chamber's new social services as they have developed in the last two years has been immediate and at times the availability of facilities have even been oversubscribed.

The Chamber intends to extend its popular social amenities, as and when practical discounted arrangements can be made.

Members can find details of offered amenities and application forms in the Chamber's weekly mailed circulars. Or, on the Chambers' Phonafax service.

For the Shatin racebox the Phonafax file numbers are 888 and 889. For indoor shooting at Gunners Club International the Phonafax file number is 673.

Two Chamber Golf Days were at first arranged with the Golf Workshop in October but the Golf Days had to be extended to four in October to meet Chamber members' response.

HKGCC Shooting Evening are every Friday when each (over 18 years) fires 50 rounds under supervision and a full course set meal is provided.

Next month we'll tell you why our box at Shatin races will be more than useful. ■



總商會照顧會員的康樂需要

本會推出多項商業範疇以外的服務，希望可以照顧到會員及其家庭在康樂活動方面的需要。這些服務其中包括沙田賽馬廂房、室內哥爾夫球、室內射擊等。

除了這些康樂活動外，本會尚提供很多其他與個人商務需要有關的服務，例如簽證文件交收服務、代辦更換車輛及駕駛執照服務、文件翻譯服務、參觀活動、會員折扣優惠計劃等等。

這些服務自兩年前推出以來，深受會員

歡迎，預定的名額往往有供不應求的情況。

有見及此，本會計劃於適當時候擴展深受歡迎的康樂活動計劃。

會員如果有興趣知道上述服務的詳情及索取報名表格，請留意本會每星期寄出的通告。利用本會「電話傳真服務」索取有關資料，亦無任歡迎。

有關沙田賽馬廂房及室內射擊活動的資料，分別儲存於編號 888、889 及 673 的「電話傳真」檔案中。

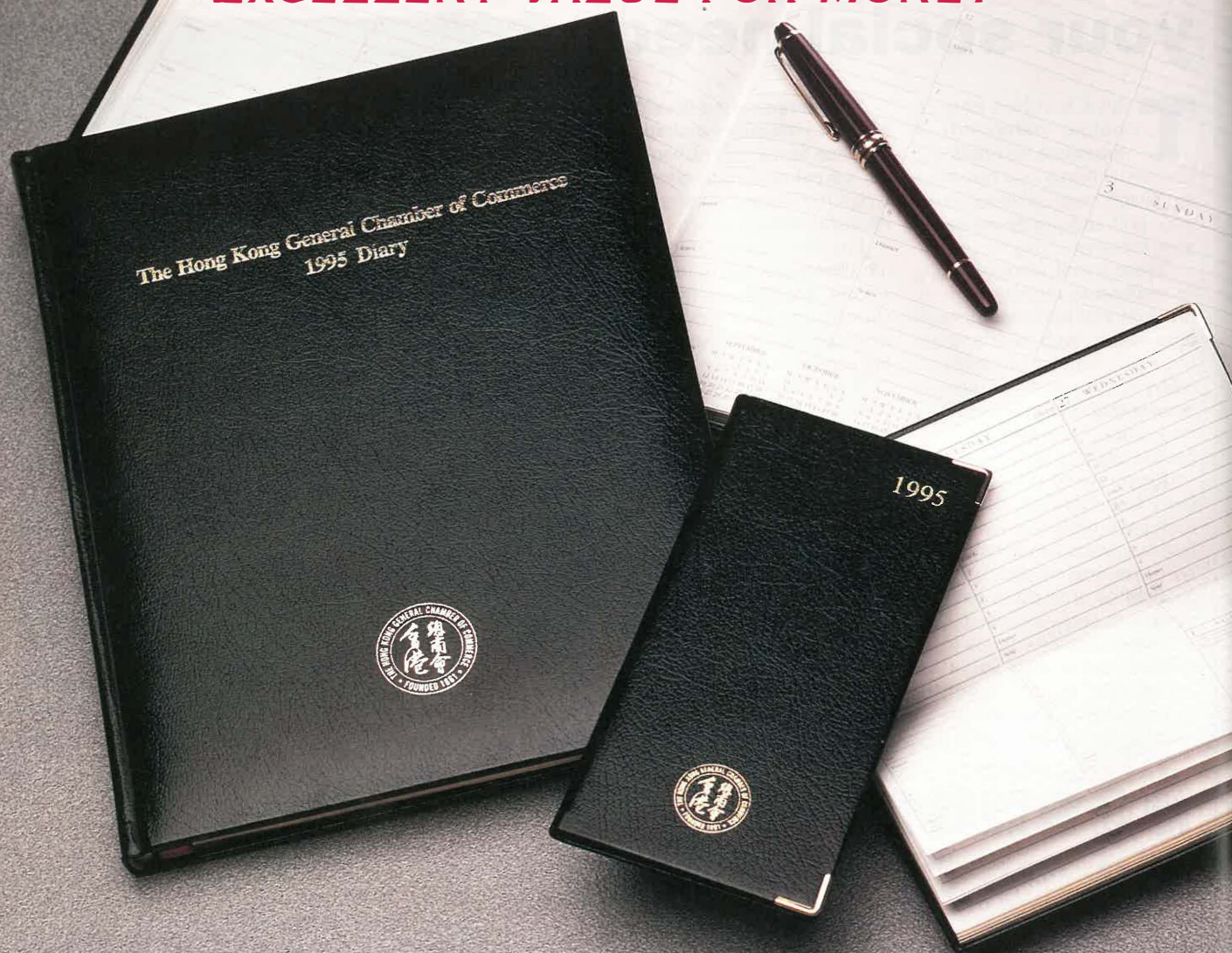
室內哥爾夫球日於十月份首次舉辦，鑒於會員反應熱烈，現將室內哥爾夫球日的總數由兩天增至四天。

室內射擊活動逢星期五傍晚舉行，參加者必須年滿十八歲，每次可獲發五十發子彈，在專人指導下進行練習。收費包括豐富晚餐一份。



1995 CHAMBER DIARY

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Compact yet filled with useful information, the 1995 Pocket Diary is also packed in a red gift box. Also bound in bonded leather with gilt-edged pages and protective gold-on-brass corners, the Pocket Diary is also in a "week-at-a-glance" format.

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Modest increase this year

Industry faces more competition and promotion focuses into niche markets

Though inward tourism remains Hong Kong's second most important annual foreign currency earner (to garments industry exports), growth in visitor arrivals from abroad this year is forecast to be a relatively modest 2-5% compared with some of the spectacular double digit growth figures achieved in many previous years.

These spectacular growth figures of the past took visitor arrivals last year to 8.9 million and earnings to over HKD60 billion, something which Major Stanley, the first head of the Hong Kong Tourist Association, could scarcely have dreamed of.

The base for this Hong Kong invisible export industry is therefore now so large that the high percentage growth figures of the past must inevitably slow down, similar to percentage GDP growth has slowed down in the whole economy though per capita GDP continues to grow (last year by 7.5%).

Percentage growth tends, therefore, to be a less reliable measurement of the continued prosperity of Hong Kong, nor the health or otherwise of some sectors of the economy, because smaller absolute percentage figures represent such large absolute volumes.

Inward tourism has, in addition, always been an industry vulnerable to changing economic circumstances in Hong Kong's major tourist markets abroad and to current potential consumer perceptions of Hong Kong in those markets.

Films

We haven't this year had anything so adverse at the Gulf War to make tourists stay at home but neither have we had the sort of boost that first set tourism on its upward course. That is the boost to tourism of the magnificent vistas of Victoria Harbour in Clarke Gable's film, "Soldier of Fortune" and William Holden's, "Love is a Many Splendid Thing."

The extraordinary popularity of these Hollywood actors at that time ensured Hong Kong got favourable and free worldwide publicity as a place to visit and gave the tourist industry a wonderful kick-start. Then we had, "The World of

Suzie Wong" and other films as a bonus.

Compare this with the arguable asset or liability of the transition to 1997, world publicity on political differences between Britain and China and the long delay in reaching agreement on the necessary new airport at Chek Lap Kok.

Direct reasons

But this is only background to four more direct reasons why growth this year in Hong Kong's inward tourist industry is likely to be modest:

- Recession in Japan from where visitor arrivals are only now beginning to climb back as a result of the strong yen giving more value for money.
- A tragedy for a Taiwanese group of tourists in China in April which shocked Taiwan into a temporary boycott on tourist visits to China via Hong Kong. Many Taiwanese tourists subsequently chose other destinations to visit. But Taiwan officials have said they think visits to China via Hong Kong will be back to normal about the end of this year.
- More direct airline flights from Southeast Asian markets to China, bypassing Hong Kong as an intermediate destination.
- More competition from rival destinations as more countries wake up to the size of the global tourist industry and, even more pertinent, the increased disposable income of so many Asians. They are seeking through improved facilities, promotion and advertising a bigger share of the foreign currency-earning pie.

Clouds

There are, too, other developments that cloud the local inward tourism picture, perhaps more long-term:

- Some redevelopment of hotels into more lucrative office buildings in central locations seems likely to see a static situation in Hong Kong's hotel rooms stock for the next few years. Hotels are fully booked in the high season months of October and November but there are five months of each year when they have fewer guests. They are June, July August, January and February.

- Current congestion at Kai Tak and

the usual clustering of visitor arrivals in other than the five slowest months.

- Hong Kong's high standard of hotel service is threatened by an inability to fully retrain on the job displaced industrial workers for staff vacancies and the reluctance of Government to allow hotels to import sufficient suitable labour.

- Reluctance of degree graduates specifically trained for the hotel industry to join the industry on terms that are being currently offered.

- Some restructuring of the hotel industry to cater for more Chinese and other Asian tourists on cheaper land sites away from central locations.

More sites

The Hong Kong Tourist Association is recommending the Government auction land sites on the urban periphery specifically designated for hotels. And to agree to higher plot ratios (now lower than commercial buildings) to make such sites more attractive to investors in a restructured hotel market where the trend is toward more Chinese and other Asian tourist arrivals.

The mega-markets last year Taiwan with 1.77 million arrivals, very closely followed by China with 1.73 million. Next came Japan with 1.28 million.

The latest published figures for visitor arrivals this year is for July. At that time Hong Kong had had 5.16 million arrivals, 3.6% ahead of the same period for 1993. The Tourist Association is thus forecasting modest growth for the whole of 1994 of between 2-5%.

The markets that are strong this year include West Europe, with double digit growth and the US with 5.7% growth.

Southeast Asia, on the other hand, has been a negative growth area (5.5% drop) principally because competition from other parts of Southeast Asia is aggressive with cheaper tourist packages, including Australia, and signs of increased frequency of direct flights from Malaysia, the Philippines and Singapore to China.

South Korea

South Korea is on top of the positive

growth rate with a 27.6% increase in arrivals, due to relaxation of the amount of money South Korean tourists have been allowed to take with them and continuing Korean interest in China and Hong Kong.

The Tourist Association has just issued its winter campaign for the slower months of December, January and February. For tourists these months are considered ideal but may be not for

businessmen (25% of the Hong Kong market) who would have bought their requirements for the Christmas season.

The campaign tends to feature the less urbanised areas of Hong Kong. But also Hong Kong as a non-stop exciting city with lots of events. Tastes for night entertainment, food, culture, sports, or heritage are all accessible.

The Tourist Association has now begun to work with Guangdong Provincial

Tourism Bureau and the Macau Tourist Association to jointly promote the Pearl River Delta to business and pleasure seekers.

It has also begun to promote in niche markets, such as in the West what it calls the "silver market," wealthy retirees. In the Far East it is promoting Hong Kong for the family.

"We want to be more focussed," says an official. ■

34 Million outward bound

Harold Wu speaks on the private sector's self-regulatory system

Hong Kong is a unique place in the world for outward tourism. Theoretically on average, the whole Hong Kong population of six million goes abroad five or six times a year, including of course to China and to Macau.

Harold Wu, chairman of the private sector Travel Industry Council of Hong Kong (TIC) says the growth rate of outward tourism has over the years been very high.

This has been the result of China opening up, the restructuring of industry primarily into the Pearl River Delta and steady increases in Hong Kong's per capita GDP as service industries dominate the economy (76%). Median per capita GDP in Hong Kong now exceeds countries like Britain and Australia. Household disposable income is relatively high.

"Last year outbound tourism in head count was 34 million, compared to 8.9 million visitor arrivals inbound," Harold Wu says.

Most people last year made outbound trips to China or Macau but, in addition, nearly three million travelled outbound on holidays or business to short-haul destinations in Asia or long-haul worldwide destinations, such as to Europe or to North America.

Taiwan is now favourite

Until July (most recent published figures) for travel abroad excluding China and Macau is 1,280,000. The favourite destination in Asia this year (up to July) is Taiwan with 208,000 Hong Kong visitors, unlike previous years when Thailand was always Hong Kong's favourite Asian destination.

Following Taiwan Hong Kong's

favourites are Thailand, the Philippines and Japan.

Long-haul favourites showing growth are tied in with new airline services, notably to the United Kingdom with the inception of flights by Virgin Air and to Australia, with Ansett Airways.

"New airlines and higher frequencies of flights always generate new traffic," says Harold Wu.

The short-haul example within Asia is South Korea with the Asiana Airline. England is the favourite destination in Europe because there are so many carriers and a very high flight frequency, he says.

Problems at Kai Tak and Chek Lap Kok

Harold Wu says Kai Tak Airport with its many additions now has a capacity of 28 million passengers a year. It is fast reaching its new saturation level and may in the future restrict the travel industry.

Chep Lap Kok new airport is also not without its problems. The initial single runway will have a capacity for 35 million a year but according to projections this capacity could be reached by 1998. The travel industry again could be restricted.

"Though we have earmarked at Chek Lap Kok a second terminal building and a second runway we haven't even started to talk about when they will be built," he says.

"Besides, there is going to be a delay on building the MTR to the new airport. I think it's going to be expensive getting there, too, with the all the tolls on the highways, bridges and tunnels we are building."

TIC promotion

The TIC each year attends conventions

and organises delegations to travel destinations to promote outbound travel. The delegations exchange views with travel authorities at chosen destinations and arrange new packages to attract the Hong Kong traveller.

"I must say our industry in the last several years has been far better organised," Harold Wu says. "The vendor has been upgraded, professionalism improved and travellers' complaints reduced. All these are good signs but we are not complacent. There is always room for improvement."

There are about 1,200 travel agents in Hong Kong, down from over 3,000 before the industry was self-regulated by law through the TIC. The travel agents all belong to one of eight travel associations that are members of the TIC.

Under the Travel Agents (Amendment) Ordinance, 1988, TIC membership has become a statutory requirement for a travel agent to obtain a licence.

Each licensed agent originally had to contribute 1% of each tour price as a levy to the TIC Reserve Fund which then compensated to 70% Hong Kong tourists for any licensed travel agent's default. In 1993 the Travel Agents (Amendment) Ordinance was enacted and the Travel Industry Compensation Fund was set up.

No abscondments

In September 1992 the TIC obtained approval from the Government to reduce the levy on package tours from 1% to 0.5%. At the same time, the ceiling for compensation in case of a licensed travel agent's default was lifted from 70% to 80%.

"I can't think of any country in the world where the travel industry is so well self-regulated," says Harold Wu. "We haven't had one abscondment since the

TIC had statutory self-regulatory control. It is great news for the Hong Kong outward tourist."

The Board of Directors of the TIC has 21 members, including the Chairman. Eight members are elected. Eight are representatives of the eight associations and there are four independent directors. The TIC is a functional constituency with its own seat in the Legislative Council.

There are 16 committees dealing with every important aspect of the industry's objectives. These are to protect both the trade and the public interest and to maintain a high standard of professionalism within the industry.

"Until now we are the only industry in Hong Kong which gives such a high degree of protection to its consumers," Harold Wu says. "I believe we were the first industry

to have statutory self-regulation."

Fair compensation

"I think 80% compensation is fair. If we ever consider 100% compensation, which a lot of consumers might like to see, I think it would be to their own disadvantage," he says

Harold Wu explains that consumers tend to want to get the cheapest possible package irrespective of the consequences. If 100% compensation were given consumers would not use their own discretion to evaluate between competitive products because they would know that, if the worst comes the worst, they would always get their money back. But in insurance if you want higher compensation you pay a higher premium.

"Our compensation system is so inex-

pensive I think our consumers are very lucky to get compensation so cheap," he says. Now, under our system you can really get cheap tour packages that are of good quality."

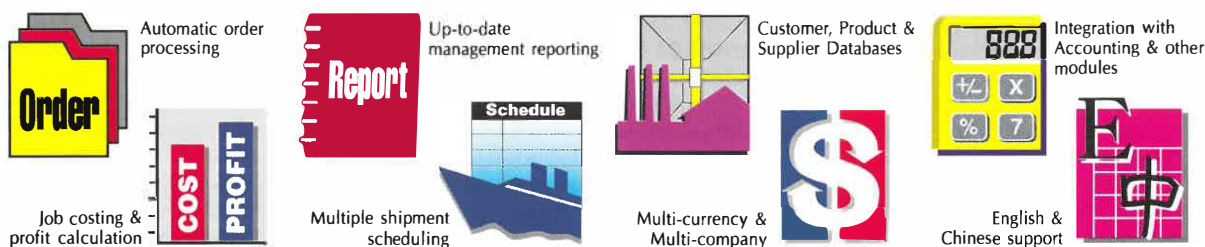
What new tour packages is the ITC looking at?

Harold Yu mentions Australia, South Africa and South America. He says more and more Hong Kong tourists are using cruise ship packages for their holidays, though they are more expensive and time consuming.

He says the travel industry is No 2 foreign currency earner. More and more countries are paying closer attention to tourism not only as an earner but also because it is labour intensive giving domestic employment.

Many Governments now put tourism on a Ministry level. ■

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1. Number of Hotels and Rooms 1984 - 1998

Year End	No. of Hotels	No. of Rooms
<u>Actual*</u>		
1984	50	18,031
1985	51	18,180
1986	57	20,230
1987	56	21,022
1988	65	22,882
1989	69	27,031
1990	75	28,146
1991	82	31,163
1992	86	33,534
1993	88	34,044
1994 (June)	84	33,033
<u>Estimate</u>		
1994	85 + 2 of 2 extension projects	33,586
1995	87	34,103
1996	87	34,103
1997	88	34,803
1998	89	37,203

* *Figures confined to HKTA member hotels only.*

Hypothetical Hotel Occupancy Rate at Respective Room Supply Levels

	Average Daily Room Supply				
	1994	1995	1996	1997	1998
<u>Occupancy Rate</u>					
100%*	30,106 *	30,417 *	30,568 *	31,106 *	31,999 *
95%	31,691	32,018	32,177	32,743	33,683
90%	33,451	33,797	33,964	34,562	35,554
85%	35,419	35,785	35,962	36,595	37,646
80%	37,633	38,021	38,210	38,883	39,999
75%	40,141	40,556	40,757	41,475	42,665
70%	43,009	43,453	43,669	44,437	45,713

Expatriates urged to heed health warnings

Health Travel Clinic

An expatriate working for one of Hong Kong's television stations recently returned home, having contracted hepatitis A. The disease, which he contracted from eating contaminated local shellfish, developed into serious liver complications.

He told colleagues that life was going to be short if he stayed in Asia.

An analysis of Hong Kong's water early in the summer identified that water commonly used to maintain live fish in the territory's restaurants, contained both the hepatitis A virus and cholera-causing bacteria.

More than 350 cases of hepatitis A were recorded between January and May by Hong Kong's Department of Health, though these figures were not highlighted by the media.

More dramatic from the media perspective was the outbreak in the territory of cholera which affected about 20 people.

If you are doing business in Asia, you can't afford the time to recover from a debilitating and lengthy illness. You may also find treatment expensive. You're lucky if you live in this part of the world and have health insurance coverage which fully covers the cost of private hospitalisation.

In Hong Kong, there is generally a significant shortfall between what an insurer agrees to cover and the all-in costs of a stay. There is, of course, the public hospital option.

In Hong Kong, the public hospital system, while by no means perfect, is light years ahead of most other countries in the region.

Better, says specialist in infectious diseases, Dr Andrew Ho, to take precautions.

Dr Ho, who founded Hong Kong's first travel health clinic, warns that expatriates are at significantly greater risk than locally-born people of contracting such diseases as hepatitis A, as they are less likely to have built up antibodies.

Throughout August, Dr Ho worked with Professor Anthony Hedley, head of Community Medicine at Hong Kong University's medical school, to establish a local chapter of the Asia-Pacific



Hong Kong travel medicine expert and specialist in infectious diseases, Dr Andrew Ho, vaccinated Miss Hong Kong (pictured) and more than 30 celebrities to set an example for others in the community to protect themselves against hepatitis A.

何廣志醫生為香港小姐和超過三十位城中名人注射甲型肝炎疫苗，藉此喚起社會人士對這個問題的關注。

Travel Health Medicine Association.

The Association aims to educate the travel industry and corporations about travel-related health problems including malaria, hepatitis, typhoid, Japanese encephalitis and meningitis.

"Infections are the most common cause of morbidity among travellers," said Professor Hedley. "However, to put things into perspective, it's accidents, particularly on worksites, and murder, which more commonly kill people."

Professor Hedley said the Association will alert people working and traveling in Asia to important health precautions they should take.

For instance, the Association will educate people that they must keep themselves fit so they are not so vulnerable to various stresses such as heat exhaustion and long hours of aircraft travel, which is a recognised hazard for people with cardiovascular problems as it impedes the flow of blood to the lower limbs.

Seafood

Entrepreneurial seafood suppliers who can fly clean, live fish into Hong Kong might well capitalise on the territory's love of seafood and its water problems. A New Zealand manufacturer of blue-light fish tank filtration systems has certainly benefited from the cholera scare.

The Regent Hotel in Kowloon, which installed the system, has positioned itself as agent for the New Zealander and recently demonstrated the system to more than 30 of the territory's leading hotels and restaurants. The system, however, requires uncontaminated fish in the first instance. ■

「發財」良機？

毫無疑問，香港人嗜吃海鮮的狂熱，加上最近爆發的「水質危機」，為頭腦靈活的外地海鮮供應商提供了另一個「發財」的黃金機會。

一位生產紫外線魚缸過濾系統的新西蘭商人便因這次「霍亂驚魂」而得益。已經裝置了這套系統的麗晶酒店更索性自任代理，向本港超過三十家頂級食府推介這種設備。當然，最關鍵的問題，還是能否確保供應的海產未受污染。■

"Everyone living or traveling in Asia should be vaccinated against hepatitis A, have their polio topped up and ensure their tetanus is current," Professor Hedley said.

"This should be routine, but people tend to forget."

Hepatitis A is a viral infection of the liver which causes acute liver disease.

The disease is transmitted by eating or drinking food or water contaminated with the virus. It is also highly transmitted through close personal contact with an infected person so activities such as sharing a dish of Chinese food can put diners at risk.

Usually, early symptoms resemble flu and may include stomach cramps, fatigue, headache, muscle pain, loss of appetite, nausea, diarrhoea and

vomiting.

The more severe symptoms of the disease are inflammation and swelling of the liver, often accompanied by jaundice. There are no drugs or herbs which would hasten recovery. Twenty to 30% of patients infected with hepatitis A may need hospitalisation for three months or more. Complete recovery can take up to six months. Very occasionally, hepatitis A can lead to coma or death.

A hepatitis A cost-benefit study conducted in Hong Kong in September 1993 by health economists, Fiscal Health, using BUPA claims data, found that the average cost of treatment for hepatitis A was HK\$7,434 per person (ranging from \$100-\$71,874). Total lost productivity costs due to hepatitis for

middle and upper manager levels were HK\$106,080 per working person — 82 times more than the vaccine cost.

The study showed that for every \$1.00 spent on vaccine, \$5.72 is saved in treatment costs. The lost productivity ratio revealed that for every \$1.00 worth of time lost obtaining the vaccine, \$20.00 worth of time is saved by preventing illness for an average wage earner.

Vaccination requires a course of three injections to ensure protection for 10 years or more. ■

The Asia-Pacific Travel Health Medicine Association can be contacted in Hong Kong on (852) 859 2111 or 819 9280.

注意健康 慎防肝炎

為外籍人士而設的「旅行健康診所」

最近，有位在電視台工作的外籍人士因進食了本地出產的甲殼類海鮮而感染甲型肝炎。經過此事後，他決定離開香港。他臨行時向同事表示，如果繼續留在亞洲生活，恐怕自己命不久矣！

今年初夏，一份研究香港水質的報告指出，本地食肆用以飼養海鮮的海水，一般都含有甲型肝炎病毒和引致霍亂的細菌。單在今年一月至五月期間，衛生署便接獲超過三百五十宗甲型肝炎的發病報告。儘管如此，傳媒並沒有對此事作出廣泛報導。他們的焦點都集中在二十名市民患上霍亂的消息。

對那些在亞洲經商的人士來說，小病固然已非好事，需要長期調養的大病更是令人聞之色變。即使有餘暇養病，醫藥開支亦是一個不易應付的問題。在香港，一般醫療保險都不足以支付在私家醫院留醫的一切開支。幸好，雖然香港政府所提供的醫療服務並非「十全十美」，但與其他亞洲國家相比，總算略勝一籌。

專注研究傳染病的**何廣志**醫生表示，「預防勝於治療」始終是至理名言。

何醫生是本港首間「旅行健康診所」的創辦人。他認為，由於外籍人士已產生抗體的機會較小，他們較本地出生的人更容易感染甲型肝炎這類傳染疾病。

整個八月，何醫生一直與香港大學社會

醫學系系主任**賀達理**教授為組織「亞太旅行健康醫藥協會」香港分會的事而忙個不停。

協會的宗旨是加強旅遊業人士對瘧疾、肝炎、傷寒、日本腦炎和腦膜炎等等與旅遊有關的疾病的認識。

賀達理教授指出：「外遊人士通常是受到傳染而發病。當然，以死亡人數計算，意外（特別是工地意外）和謀殺才是導致死亡的主要原因。」

協會將提醒在亞洲工作和旅遊的人士採取適當預防措施，確保身體健康。

舉例說，協會將提醒這些人士盡量保持體力充沛，避免因心神勞累或長時間乘坐飛機而病倒。眾所周知，上述兩點都會妨礙心臟病人的血液流通，對他們的健康構成威脅。

「在亞洲居住或旅遊的人士都應該接受甲型肝炎、小兒麻痺症及破傷風的防疫注射。

「雖說這是例行的預防措施，但人們卻往往忽略了接受注射的重要性。」

甲型肝炎由病毒傳染，並可引致其他嚴重的肝臟疾病。

疾病主要是由進食或飲用受病毒感染的食物或食水引起。此外，親密的個人接觸也是傳播病毒的主要途徑，換句話說，與患有甲型肝炎的病人同桌進食中菜，亦很有可能

受到傳染。

型肝炎的早期癥狀與流行性感冒極為相似，可能出現的情況包括胃抽筋、疲倦、頭痛、肌肉疼痛、胃口不佳、惡心、腹瀉及嘔吐等等。

較嚴重的病癥則包括肝臟發炎及腫脹，並很多時會併發黃疸病。目前並無藥物可令甲型肝炎加速痊癒。據統計，百分之三十的患者都需要留院醫治三個月或以上，要完全康復更需時半。此外，甲型肝炎更往往會導致病人休克或死亡。

一份以甲型肝炎「成本效益」為主題的研究（九三年九月進行）指出，本港的人均治療成本為七千四百三十四元（實際費用由一百元至七萬一千八百七十四元不等）。因中、上管理階層患上肝炎而損失的平均生產力更高達每名工作人口十萬六千零八十元，是預防疫苗成本的八十二倍。

報告同時指出，每花費一元於防疫注射，便可以節省五點七二元的醫療開支。以一般的工資水平計算，因在工作時間接受注射及因病而損失的生產力更是一對二十之比。

整個注射過程須分三次進行，以保證疫苗最少有效十年。

聯絡「亞太旅行健康醫藥協會」，請電 859 2111 或 819 9280。 ■

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It comprised the Federal Prime Minister, Jean Chretien, the Premiers of nine of Canada's 10 provinces, the leaders of Canada's two territories, North-West and Yukon, the Mayor of Vancouver and a delegation of 300 top Canadian businessmen.

Scott Mullin, Canada's Senior Trade Commissioner in Hong Kong, describes the politically and commercially influential business mission as a public statement of the Canadian Government's and the Canadian business community's enduring traditional interest in China and their determination to continue to work with China and Hong Kong.

He points to a long and friendly relationship with China and the Chinese people, including Norman Bethune, Chairman Mao's doctor on the Long March. He says Pierre Trudeau was the first to recognise China and establish diplomatic relations.

Defenders of HK

Canadians shed their blood in the defence of Hong Kong in World War II and

the Prime Minister Jean Chretien's first duty in Hong Kong, after he flew in from Shanghai, was to visit the Saiwan military cemetery where he laid a wreath on a monument to the graves of hundreds of his compatriots who died bravely in 1941. The wreath-laying ceremony was on Canada's national Remembrance Day.

In Beijing the Canada-China Business Council held its annual general meeting during the big mission's visit. In Hong Kong the Hong Kong-Canada Business Association (HKCBA) held its annual meeting. Lucy Roschat, national chairman of the HKCBA and a 23 member mission, were entertained by the General Chamber at a dinner reception.

The Executive Director of the HKCBA is Ernest Leung, a former Assistant Director in the HKGCC.

The Canadian Prime Minister dined with Governor Chris Patten and addressed 500 businessmen at a luncheon organised by the Canadian Chamber of Commerce in Hong Kong.

Gold

The remarkable, confidence-building Canadian statement of intent came in a year when Scott Mullin says, "Things are looking good for two-way trade between Canada and Hong Kong."

Gold (mainly the Maple Leaf coin) —



Scott Mullin.

which Canada counts as an export but Hong Kong doesn't — was up 43% so far this year compared with 1993. It is Canada's single largest export.

"Our gold exports to Hong Kong are a bit like our wheat sales to China," he says. "They're huge and heading upwards."

Incidentally, China is also buying more wheat this year.

Processed food

Scott Mullin says in other merchandise

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CANADA

goods sectors Canada sold last year USD520 million to Hong Kong. There was a very large increase in processed food sales.

Hong Kong last year sold about USD1 billion to Canada. But this year while Canada's sales are up 15-20%, Hong Kong's sales are falling slightly. Textiles last year comprised about 42% of Hong Kong's exports.

Two-way trade is rising steadily over the last 4-5 years as interest in Hong Kong as the gateway to China increases, he says.

Scott Mullin, who has served in Hong Kong once before his current appointment as Senior Trade Commissioner, says: "In the last year I'm aware of 13 Canadian companies that have opened up in Hong Kong, largely to service the China market.

China focus

"Hong Kong is still seen as an extraordinary gateway to the region, though ev-

eryone suffers a little bit from the 'China focus' dilemma."

He explains Canadian businessmen stationed in Hong Kong, like those of other nationalities, tend to concentrate on the China market and to forget the rest of the region. If they are stationed in Singapore, on the other hand, they tend to have a consuming interest in the Asean countries for obvious geographical reasons and to forget the China market because it's farther away.

"I know of a number of companies that have scratched their heads about where to be. Some have chosen Hong Kong because that's the place to be for the China market. Several others, trying to have an overall focus, have chosen other places in the region.

Costs

"There is no question that Hong Kong's costs of doing business are becoming a factor in decisions to open offices here. I know two companies that have pulled out and moved to Singapore, the reason

being costs. And Canadians are not unique in making decisions like this.

Scott Mullin says traditionally Hong Kong has offered extraordinary value in terms of the China market. But the issue for some people now is rapidly becoming extraordinary value for extraordinary cost. And values have to cover costs.

He says there are 85 Canadian companies in Hong Kong. Manulife is the biggest Canadian company as a corporate employer. Canadian banks are prominent in financial deals. Several big Canadian companies have joint ventures in China.

Hong Kong is the only place in the world where 50% of those emigrating go to Canada. At least 70,000 Hong Kong people working in Hong Kong got their education in Canada.

"We are very much on the Hong Kong map," he says. "Two-way business looks set to keep climbing. We look forward to a long relationship beneficial to both of us."



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Favourite Canadian friend

Citibank's Cecilia Ho helps the Hong Kong migrants

Canada is still, of course, Hong Kong's favourite Commonwealth cousin. And for those Hong Kongers emigrating there, Cecilia Ho, at Citibank, is more than a cousin. She is their favourite Canadian friend in Hong Kong.

Every day a significant proportion of those Hong Kongers who have their visas or are anticipating them, seek out this attractive, young Hong Kong-born Canadian citizen and Citibank Vice President, to set their minds at ease about their retail banking arrangements when they get to their chosen Canadian destination.

The Bulletin found elegantly-dressed and discreetly self-assured, Cecilia, in her well-appointed office in the Citibank Branch at 203 Exchange Square. She set up her office in 1990, dealing with new emigrants and returning residents or emigrants-to-be through referrals and Citibank branches worldwide.

She is in a position to offer them all friendly service.

She says: "Most of my relatives are emigrants, too. So are a lot of my friends." I know their worries — things like how do I



Friendly Cecilia Ho at her desk 何宗慈.

get a driving licence, can you refer some agent or other to us, what are the taxes, where can I buy insurance, etc.

"I have all sorts of information at my fingertips from my own experience."

She offers Citibank's "Smart Move Package," and warms to the Package telling us about its caring comprehen-

siveness to set hearts at ease of understandably anxious Hong Kong emigrants. She says she sees four or five families every day.

The Package, relieving emigration headaches, includes:

- A Liquid Investment Account which provides the customer with a cheque-

移居加國人士的良朋

何宗慈專為準備移居加拿大的港人提供協助

加拿大目前是最受港人歡迎的移民熱點，而對於已經移居加國的香港人來說，生於香港的加籍華人何宗慈，更是最受歡迎的良朋益友。

現時每天都有為數不少的香港人親身拜訪這位年輕貌美的萬國寶通銀行加拿大一亞洲業務發展中心副總裁。到訪者有的正在等候領事館發出移民簽證，有的已經辦妥有關手續，但他們的共同願望，都是為自己預先安排個人銀行服務，確保抵達彼岸後可以安枕無憂。

何宗慈衣著大方得體，臉上充滿自信。她的辦公室位於交易廣場二零三室。她在九零年在該處設立辦事處，專門為萬國寶通銀行世界各地分行所轉介的新移民、回流人士及即將移居他國的人士提供服務。

她的任務就是為這些人提供親切友善的銀行服務。

她說：「我的親戚朋友大都已经移民，因此，我很瞭解他們的憂慮，他們通常希望知道怎樣取得駕駛執照，當地的稅率怎樣，並且要求我們介紹保險公司及各種經紀等。」

「由於我在這方面累積了一定的經驗，我可以即時為他們解答疑難。」

她提到萬國寶通銀行提供的「萬國寶通移民事事通」理財服務。她指出，這是一項綜合理財服務，主要是希望幫助行將移民的香港人紓解心中的憂慮。她現時每天大約會接見四、五個有意使用這項服務的家庭。

「萬國寶通移民事事通」理財服務主要包括：

- 萬利投資戶口。為客戶提供支票往來的方便，並有優厚的利息收益。客戶只須開設萬行儲蓄戶口及支票戶口，即可享用這項服務。

- 萬國寶通現金提款咭。客戶可於加拿大以至世界各地的六萬多部銀行自動櫃員機提款，而且不另收服務費。客戶亦可利用電話理財服務進行轉帳。此外，亦可申請優先批核萬國寶通金咭，避免一般新移民申請信用咭時會遇到的不便。
- 客戶可申請樓宇貸款而毋須提供加拿大的住址及入息證明。按揭申請及手續可於香港辦理，客戶可選擇加幣或美元按揭貸款。
- 抵達加拿大後，萬國寶通銀行會安排一位私人財務主任為客戶提供專業諮詢。這些私人財務主任很多時本身都是移民，因而對於客戶的問題最為瞭解。
- 除了銀行服務外，萬國寶通銀行又提供加國學校、社會福利、保健計劃、房屋、稅制及其他可以幫助客戶的資料。何氏說，她曾經在溫哥華及多倫多居住，但她的家人都在滿地可。

writing facility, plus the benefit of a premium interest rate. And for standard banking requirements, both a Citisavings account and a Citichecking account.

- Most importantly, a Citicard, offering the customer maximum convenient access to his funds at over 60,000 ATMs across Canada and other parts of the world without any service charges. The customer can also make various transactions through CitiPhone, a simple and efficient telephone banking service. Best of all he'll receive a pre-approved Citibank Prestige Visa Card which will give him much-needed credit in his new environment.

- The emigrant can apply for a mortgage loan without having to worry about proof of residence or Canadian income verification. Mortgage applications and approvals can be arranged in Hong Kong and the customer can obtain the loan in Canadian or even US dollars.

- Upon arrival in Canada a Citibank personal account officer is assigned to each customer to give him professional advice. In most cases the officers themselves are emigrants familiar with the procedures and problems of immigrating.

- Besides banking necessities, the Citibank package for emigrants offers convenient references for schools, social benefits, health plans, tax facts and other details that may help the emigrant family from Hong Kong.

Cecilia Ho says she has lived in Vancouver and Toronto but her family is in Montreal.

Citibank's network in Canada is not very big compared to the big five Canadian

banks. But Citibank has a special niche.

"We tailor ourselves to Asian markets because of our extensive Asian and worldwide network," she says. "We have branches in the Asian areas of Canada with a very high concentration of immigrants."

"In Toronto we have two branches, one in downtown Chinatown and the other one is in Scarborough. We also have two branches in Vancouver, British Columbia. One in Main Street in Chinatown and one in Richmond."

"So we have only four branches in Canada and one representative Office in Hong Kong. But we don't feel this is a negative point because we have technology to back ourselves up. Customers who bank with us don't really have to come to our branch personally because of the bank-by-phone service."

"They can call in a 24-hours service. It is very popular nowadays to do normal banking transactions by phone, like inquiries, transfers, etc."

"Though we have a limited branch network we can serve people everywhere in Canada. I'm sure the big banks offer bank-by-phone. But some might have charges or special criteria for people to sign up. But for us, every customer has the bank-by-phone service free of charge."

"Secondly, there is the ATM network, which covers all banks in all provinces without charge and without exception. In Canada our customers can go to any bank, including the big five, to get cash. They don't really have to come to our four branches to get cash."

Cecilia Ho says most Canadian banks might have charges, 30-50 cents per withdrawal.

"Because of the international network Citibank has, our customers who bank with Citibank Hong Kong naturally come to us and link their two banking facilities together."

"We have a special account in Hong Kong that links with their Canadian dollar account. So if they want funds from Hong Kong they can just give Citibank Hong Kong a call and transfer funds over to Canada."

"So my first target is those customers who are landing in Canada very soon. Before they leave Hong Kong we will arrange banking services for them in Canada, and assign a special officer to serve them. etc."

"So when they land there will be a person to give each a warm welcome and give them all the facilities that are needed so that it is easy to adapt to the new environment," Cecilia Ho says.

"My second target will be those investors who want to buy a property in Canada. If you are physically in Hong Kong we can provide the Canadian loan for you."

"Thirdly, are those who want to diversify their sovereign risk through Citibank. Some Hong Kong, Taiwan or Philippines residents might want to place funds in Canada, like Treasury bills. We can also do this in Hong Kong for them. They do not have to go to say, Vancouver, to place funds."

"May be the Canadian economy is not as promising as they may wish. But, at least, political stability is there." ■

若與加拿大五大銀行相比，萬國寶通銀行在加拿大的網絡並不算很大，但萬國寶通具備一個獨特優勢：「我們在亞洲及世界各地建立了龐大的銀行網絡，我們的目標是亞洲市場。我們在加拿大亞洲移民聚居的地點開設分行。」

「我們在多倫多設有兩間分行，一間在唐人街，一間在斯卡伯勒。此外，我們在溫哥華和英屬哥倫比亞亦有分行，一間在唐人街，另一間在里士滿。」

「我們在加拿大的分行共有四間，在香港亦設有一間代表辦事處。我認為分行少並不會構成一個負面因素，因為我們獲得先進科技的支援。客戶不一定要親身到我們的辦事處，我們有電話銀行服務可供他們使用。」

「他們可稱這種服務為二十四小時銀行服務，現時非常流行利用電話進行一般的銀行交易，例如查詢、轉帳等等。」

「雖然我們的分行數目不多，但我們仍

然可以為全加拿大的客戶服務。大銀行多半提供電話銀行服務，但部分是收費的，要不然就是要求客戶簽訂一些特別的條款。但我們提供的電話理財服務完全免費。」

「其次，我們提供幅蓋範圍遍及加拿大各個省份的自動櫃員機服務，而一律不收服務費用。在加拿大，我們的客戶可以利用任何銀行的自動櫃員機提款，利用加拿大五大銀行的可也，他們毋須到我們的四間分行提款。」

何宗慈說，大部分加拿大銀行都會按每次提款收取三十至五十仙作為服務費。

「由於萬國寶通銀行擁有國際性網絡，香港的客戶可以把港、加兩地的銀行帳戶連接起來。」

「我們在港提供一種讓客戶把港元戶口與加元戶口連接的服務，假如他們有需要，可以隨時致電本行，要求把資金調往加拿大。」

「我們的第一類客戶，就是那些即將到加拿大定居的人士。我們會在他們離港前為他們安排所有在加拿大的銀行服務，並會指派一位專責人員為他們服務。」

「他們抵達加拿大後，即會受到萬國寶通銀行駐當地的職員熱烈歡迎，並會給予他們一切所需的銀行服務，務求令他們更容易適應新環境。」

「我們的第二類客戶，就是有意在加國置業的人士。如果你身在香港，我們可以在港為你提供加拿大的按揭服務。」

「第三類是那些希望透過萬國寶通銀行分散投資風險的人。一些香港、台灣、菲律賓人可能希望投資加拿大的國庫債券，我們可以在香港為他們辦理有關手續，他們毋須遠赴重洋，親身到溫哥華進行認購。」

「加拿大的經濟可能並非他們所預計般好，但最低限度，當地的政局十分穩定。」■

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I will be landing in _____ by _____
Province in Canada Month / Year

Opportunities in Canada

Prince Edward Island's Premier launching immigration-linked Island Fund II

Catherine Callbeck, Premier of the Canadian Province of Prince Edward Island, is arriving in Hong Kong to introduce on November 12 her Government's second immigration-linked five-year Economic Development Fund (II).

Island Fund II is being launched after the success of the Provincial Government's first fund that expired in 1991.

The Prince Edward Island Premier is one of nine Canadian Provincial Premiers accompanying the Canadian Prime Minister on a visit this month to Beijing and Shanghai and afterwards arriving in Hong Kong.

Catherine Callbeck will be welcomed by Prince Edward Island's appointed Agent General, prominent Hong Kong businessman, Dr Albert B C Young, general manager and director of the Miramar Group. Since 1991 Dr Young's appointment was expanded from Hong Kong to the whole of the Asia Pacific.

Promoting Fund II is PEI Trade and Development Inc., which is the Asia Pacific Provincial Office in Hong Kong since 1990 of Prince Edward Island, with Daisy Wong as investment counsellor in



Charlottetown. 愛省省會夏洛特敦

the Hotel Miramar Shopping Arcade.

Daisy Wong explains that the PEI office mandate is to promote investment and trade but its focus over the past year has been on marketing the venture capital Island Fund II. The purpose of investors in subscribing to Island Fund II is

to be processed under the business investor category for immigration to Canada as permanent residents who can reside anywhere in Canada.

Investors, in addition to normal immigration requirements under the Canadian business immigration programme, are re-

加拿大投資機會

愛德華皇子省省長親臨本港推介投資移民計劃

加拿大愛德華皇子省省長卡爾貝克女士將於十一月十二日來港，介紹該國政府推行與移民有關的第二個「五年經濟發展基金」。

省政府推出的首個基金已於一九九一年期滿。持有由該基金發出道票的投資移民都可收回本金及利息。由於反應良好，當局決定再接再勵，推出第二個「經濟發展基金」。

卡爾貝克女士及其他八位省長曾於十月份陪同加拿大總理訪問北京及上海。

她屆時會受到該省駐港專員楊秉正接待。楊秉正是本港商界名人，現任美麗華集團董事及總經理。自九一年起，楊氏的職權範圍已由香港伸延至整個亞太地區。

負責基金推廣工作的是加拿大愛德華皇子省亞太區辦事處。辦事處設於美麗華酒店購物商場，投資顧問是王游麗。

據王游麗解釋，辦事處的主要職責是促進該省的投資及貿易。不過，近年的焦點則集中於基金推介。投資基金的人士可於申請移民加國時被歸入投資移民類別。如申請獲得批准，有關移民可享有加國的永久居留權，並隨意於國內任何地方定居。

投資者除了必須符合加國政府商業移民計劃的一般要求外，亦須具備良好的商業背景或管理經驗，本身並擁有不少於五十萬加元的資產。

她向本刊展示了有關的文件及申請表格，其中包括由加拿大聯邦政府及愛德華皇子省省政府簽發的批文，以及由香港證券及期貨事務監察委員會發出的准許文件。

「愛德華皇子省政府經濟發展基金(II)」提供了最少十二個及最多一百二十個以無抵押期票為形式的投資單位。每個單位的面值為二十五萬加元。期票以五年為限(由投資者人數達到十二名起計算)。期滿時，每位投資者可一次過領回二十七萬五千加元的本

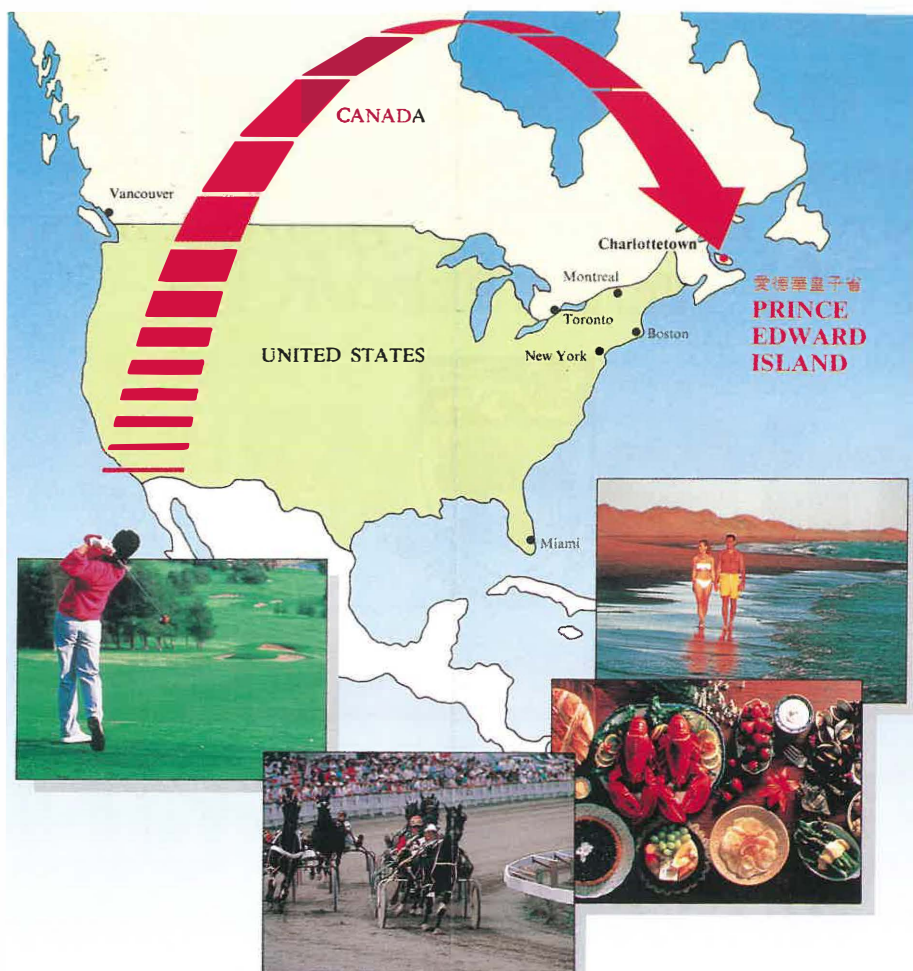
金及利息(以單式年利率兩厘計算)。

投資單位不能再行分拆。投資者可以銀行本票、電匯或保兌支票把款項直接付信託代理。然而，如有關人士在簽署投資協議後二十一日內改變初衷，仍可退出投資計劃而不必繳交罰款。

基金於一九九三年三月十日根據愛德華皇子省的法律註冊成立，由省府負責管理，並屬加拿大投資移民計劃的一部分。

基金董事局(董事局主席為加國經濟發展及旅遊部副部長)將研究由皇子省投資發展有限公司推介的投資建議，並作出所有投資決定。

基金的投資範圍可涉及旅遊業、小型企業、商用物業及基金投資政策許可的其他計劃。此外，基金將考慮與興建「諾伯倫海峽跨海大橋」有關的直接或間接投資機會。大橋連接愛德華皇子省及鄰近的新不倫瑞克省，全長十三公里，造價八億五千萬加元，預計將於九七年十月竣工。



One of the Island's principal industries is tourism.

旅遊業是愛省
其中一項主要工業



Dr Albert Young, Agent General.

楊秉正

quired to have a successful business background or successful management background and from his own endeavours accumulated a minimum of CAD500,000.

Daisy Wong produces the Hong Kong Offering Document and relevant sub-

scription forms. She gives The Bulletin copies of the approval document issued by the Canadian Federal Government, the approval document issued by the Provincial Government of Prince Edward Island and the authorisation document issued by the Hong Kong Securities and Futures Commission.

She explains the Prince Edward Island Government Economic Development Fund (No II) is offering a minimum of 12 units and a maximum of 120 units of unsecured promissory notes in the principal amount of CAD250,000 each. The promissory notes will mature in five years from the commencement date (after funds are available from the minimum of 12 investors). Upon maturity each investor will be repaid in one instalment CAD275,000, representing principal repayment and accumulated simple interest of 2% yield per annum.

No fractions of units will be offered or are available. The subscription price of CAD250,000 is payable to the Escrow Agent — with no intermediate payee — by bank draft, telegraphic transfer or certified cheque. A 21-day cooling off period, following execution of the subscription agreement, is allowed to withdraw from

the scheme without penalty.

Island Fund II was incorporated under the laws of the Province of Prince Edward Island on March 10, 1993. It is a provincial government-administered venture capital fund in the Province under the Canadian Immigration Investor Programme.

The issuer, the Board of Directors of the Island Fund II with the Deputy Minister of Economic Development and Tourism as chairman, will be responsible for considering recommendations made to it by the Island Investment Development Inc. (IIDI), which is promoter and manager, for making all investment decisions.

Investments may be made in projects relating to tourism, small business, commercial properties and such other investments as may fall within the Island Fund II's investment policy. Island Fund II will also examine opportunities directly or indirectly related to the construction of a 13 kilometre, CAD850 million bridge to neighbouring New Brunswick Province, known as the Northumberland Strait Crossing Project. Expected completion of the project is October 1997. ■



加拿大愛德華皇子省政府 經濟發展基金 (第二期)



PRINCE EDWARD ISLAND GOVERNMENT
ECONOMIC DEVELOPMENT FUND (NO. II) INC.

『皇子省基金II』



本計劃是唯一由愛德華皇子省政府管理及策劃的移民基金

- 計劃文件經香港證監會認可及加拿大政府接受為移民基金。
- 本計劃之投資額為加幣二十五萬元。
- 「皇子省基金」之第一期已在投資期滿後發還款項予投資者。
- 投資者可選擇於加拿大任何地區居住。

基金詳情請參閱本基金之香港要約文件。

愛德華皇子省省長 Hon. Catherine Callbeck 將蒞臨香港並於十一月十二日下午於美麗華酒店舉行基金及移民講座。加拿大律師會安大略省移民部之副主席, Green & Spiegel 律師行之律師 Mr. Stephen Green 將講解有關一九九四年十一月一日移民部長公佈之最新移民政策。留座及查詢請聯絡皇子省基金II之經銷代理。

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Langkawi	Sheraton Resort	8,120	8,020

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DEST	HOTEL	ADULT SHARETWIN WITH CAR	ADULT SHARETWIN WITHOUT CAR
Penang	Golden Sands/Rasa Sayang	HK\$8,320	HK\$8,220
Langkawi	Sheraton Resort	8,520	8,420

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DEST	HOTEL	ADULT SHARETWIN WITH CAR	ADULT SHARETWIN WITHOUT CAR
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HKGSS 5.2/016/94 dated 25JAN94
This supercedes 25OCT93 issue

HKANA seminars

The Hong Kong Article Numbering Association (HKANA), of which the Chamber is a founding member, held a seminar on September 28 on Expanding the Global Market and another seminar on September 30 on Managing Production and Distribution.

Both seminars were well received. They served as a common dialogue for enhancing international trade and brought new concepts and ideas for improving the management of logistics, information and quality, says Chief Executive, Anna Lin.

貨品編碼研討會

香港貨品編碼協會於九月份舉辦了兩個研討會，主題分別是《拓展你的國際市場》(九月二十八日)及《提高生產及分銷管理效率》(九月三十日)，兩個研討會的參加者均非常踴躍。

協會總監林潔貽指出，研討會的目標是促進國際貿易，並且引進新的概念，改善支援、資訊、品質等方面的管理。



The speakers at one of the seminars.

其中一個研討會的講者



The audience on September 28.

出席九月二十八日研討會的商界人士



The speakers at one of the seminars.

圖為研討會的講者

The PCR New tax regime comments and highlights

Vivien Chan writes on the implications

On 1st January 1994, the much anticipated new tax regime came into force in the PRC. Under this new tax regime, several new regulations were adopted, making substantial changes to the PRC tax law. However, there are areas of the new law which need clarification and in this connection, the implementing rules to the Land Appreciation Tax Regulation have not been promulgated. It is perhaps not surprising to learn, in practice, the full impact of the tax reform has yet to materialise.

This article written by Vivien Chan, serves to highlight certain points which are of particular interest, or have been the subject of much discussion or controversy, to include recent developments and interpretation of the new law.

A. Enterprise Income Tax

1. Foreign Investment Enterprise/Foreign Enterprise ("FIE/FE")

The regulation which was adopted in 1st July 1991 is still applicable. This regulation applies to all FIE and FE. FIE means Sino-foreign equity joint ventures, Sino-foreign co-operative joint ventures and wholly foreign owned enterprises. FE means foreign companies, enterprises and other economic organizations which have a business establishment in China, or one though without a business establishment or place in China, has derived income from sources within China. The general rate of tax is still 33%. There is a lower tax rate of 20% for FE without a business establishment in China.

Exemptions, reductions and other kinds of tax preferences are still applicable to FIEs/FEs without change which remain as incentives for setting up a FIE or a FE in China.

(a) *Transfer pricing, how will it be dealt with by the tax office?*

Many multi-national corporations may seek to make or locate their profit centre in a low jurisdiction by means of transfer pricing. Transfer pricing has caught the attention of the Chinese Tax Authority when it became aware that a number of foreign investors have used this method to avoid or minimize their income tax payable in the PRC, causing

loss of revenue to the State Treasury. Examples of transfer pricing are numerous including the following:-

- Where a FIE enters into an inter-company loan or a financial agreement under which the interest payable or receivable is higher or lower than that acceptable under a normal loan between two unrelated companies or charged in a similar transaction.

- Where a FIE and its affiliated company provides services to each other and the service fee is not charged or paid in the same way as two unrelated companies would do.

- Where a FIE or its affiliated company assigns or transfers properties or rights to use properties between themselves but fails to charge or pay for them in the same way as two unrelated companies would do.

- Where a sale and purchase transaction between a FIE and its affiliated company is not priced at arm's length.

Under the present regulation, the Local Tax Authority will treat transactions between associated or affiliated corporations as transactions between independent enterprises and will tax accordingly. If such transactions were not made in the same manner as business transactions between independent enterprises and the same result in a reduction of taxable income, the Local Tax Authority has the right to make reasonable adjustments. In the above examples given, the adjustments can be made as follows:-

- making adjustments by reference to normal interest rate;

- making adjustments by reference to normal fee scale for similar service;

- making adjustments by reference to a sum which is acceptable between two unrelated companies in a similar transaction;

- making adjustments by one or more of the following methods:-

- (i) using the price charged in identical or similar business transactions between two unrelated companies.

- (ii) making reference to the profit margin a FIE would have received from the price charged by such FIE to an unrelated third party in the re-sale of the same products;

- (iii) using the costs plus reasonable expenditures and profit method;

- (iv) other reasonable method.

(b) *How does a non-resident corporate tax payer pay tax?*

As indicated earlier, if a FE does not have a business establishment in China but generates income from sources in China, it is subject to a lower tax rate of 20%. Such income may be generated in many ways. The more common ones include, for example, a FE outside China lending money, licensing technologies or leasing equipment to Chinese entities. As the FE does not have an establishment in China, taxes will be collected from the withholding agents. These agents should deduct the amount of taxes from the amount payable by them to the person entitled to the income.

(c) *Flexibility in tax payment*

A FIE/FE shall register with the Local Tax Authority within 30 days of completing the procedures for industrial and commercial registration. If a FIE/FE has more than one business establishment in China, subject to prior approval, the FIE/FE may select one office to make a combined tax declaration but taxes will still be calculated in accordance with the tax rate of the place where the income was derived.

If a FIE/FE is unable to pay taxes on time, it may consult the Local Tax Authority and apply for extension.

A FIE/FE is required to keep all account documents for at least 15 years and the Local Tax Authority has the right to inspect such account documents.

2. PRC Enterprises

For PRC enterprises, they are now subject to a tax rate of 33% instead of the previous 55% in general on their taxable income. One of the purposes of this change is to bring the two rates for domestic and foreign investments in line.

This regulation does not apply to either a FIE or a FE. However, foreign investors contemplating making local investments, e.g. investment in shares of enterprises which are listed and which can be purchased by foreign investors, i.e. B shares and H shares may be concerned with this new law.

B. Individual Income Tax

Amendment to the previous law came into effect on 1st January 1994. It unifies the two income tax systems which were applicable to foreigners and local residents separately. The main purpose for the introduction of the amendment is to simplify the PRC individual income tax system with all the taxpayers being governed by the same law.

Individuals domiciled in the PRC mean individuals who by reason of their household registration, family or economic interest habitually reside in the PRC and they are subject to tax on their worldwide income. Generally, individuals not domiciled in the PRC but who have resided in the PRC for one full year or more are also subject to tax on their worldwide income. However, subject to the approval of the tax authorities, for individuals who have resided in the PRC for more than 1 year but less than 5 years, their income gained outside China is subject to tax if it is paid by companies, enterprises or other economic units or individuals which are within the PRC. One full year means 365 days but no de-

duction will be made for temporary absences, i.e. travelling outside PRC which does not exceed 30 days during a single trip or cumulatively not more than 90 days over a number of trips during the tax year.

Subject to exceptions, individuals who are not domiciled in the PRC but have resided in the PRC for less than 1 full year are subject to tax on income gained in the PRC.

Before the introduction of the amendment, expatriates enjoyed 50% abatement on their income tax paid. The amendment abolishes the 50% abatement and instead allows an expatriate RMB 4,000 monthly deductible allowance. The "break-even" point for an expatriate's monthly tax liability is around RMB 44,000. Expatriates earning in excess of this amount will have to pay more individual income tax under the new law.

C. Value added tax ("VAT")

VAT is an ultimate tax on the final customer. It is collected by the seller on taxable goods and services at various stages

of a business cycle based on the value of supply at each stage. The seller can generally deduct VAT paid at the previous stage (i.e. the output VAT) from the VAT on sale (i.e. the output VAT) he has collected. The standard rate is 17%.

1. Who are small-scale tax payers and how much do they pay?

This system is rather complicated and creates difficulties to certain tax payers, for example the small tax payers who most often than not do not have an up-to-standard accounting system. The law takes this into consideration and allows small scale tax payers to operate on a simple VAT system. They are taxed at 6% on the sale price (without VAT).

Whether or not a normal rate payer will pay less VAT than a small scale tax payer will depend on, for example, the amount of value added. It has been calculated that if the value added is more than 35% of the sale value, a normal tax payer will pay more.

The tax payer is not allowed to freely choose to become a small scale tax payer. Only the following are regarded by the Ministry of Finance as small-scale tax

談中國新稅制

陳韻雲專文分析新稅制所帶來的影響

期 待已久的中國新稅法終於在一九九四年一月一日面世。新稅法包含了數項新訂的條例，不過，由於新稅法中某些方面仍有待澄清，加上《土地增值稅暫行條例》的實施細則尚未公布，現時未能確定新稅法的全面影響。

本人旨在討論其中數項廣受關注或備受爭議的問題，並且探討稅法的最新發展及詮釋。

甲. 企業所得稅

一. 外商投資企業／外國企業

一九九一年七月一日施行的《中華人民共和國外商投資企業和外國企業所得稅法》仍然適用。外國投資企業即中外合資經營企業、中外合作企業及外資企業，外國企業則包括在中國境內從事生產、經營或沒有在中國境內從事生產、經營但在中國境內取得利潤的外國公司、企業及其他經濟組織。所得稅的一般稅率仍然是百分之三十三，沒有在中國境內設立營業機構的外國企業，則只需按百分之二十的稅率繳稅。

原本適用於外商投資企業和外國企業的所有豁免、扣除及其他稅務優惠仍然適用，

以鼓勵在國內成立更多外商投資企業和外國企業。

(1) 稅務

很多跨國企業會透過制定轉讓價格把利潤中心設於低稅率的司法權區。中國國家稅務局已開始注意到制定轉讓價格的情況，很多外商採用這種方法逃避或盡量減低其應課所得稅，導致國庫遭受損失。制定轉讓價格的例子多不勝數，其中包括：

- 一家外商投資企業訂定一項公司與公司之間的借貸或財務協議，雙方所訂明的應付或應收利息，較兩家非關聯企業在正常情況下進行借貸的較高或較低；
- 一家外商投資企業與其關聯企業互相提供服務，而支付或收取的服務費水平並非一如兩家非關聯企業所應該支付或收取的；
- 一家外商投資企業或其關聯企業互相授與或轉讓物業或使用物業的權利，但沒有按兩家非關聯企業所應該收取或支付的費用；
- 一家外商投資企業及其聯營公司並非以正常商業價格進行購銷交易。

根據現行條例，地方稅務機關會將關聯企業之間的交易視作兩家獨立的企業之間的

交易，因而按一般稅率徵稅。如該等交易並非如獨立企業之間所進行的交易，以致減少應課所得稅，地方稅務機關有權作出合理的調整。在上述的情況下，調整可包括：

- 參照正常利率作出調整；
- 參照類似服務的正常價格作出調整；
- 參照兩家互不相關的公司在類似情況下會接受的數額；
- 參照以下一種或多種方法：
 - (i) 按獨立企業之間進行相同或者類似業務活動的價格；
 - (ii) 按再銷給無關聯關係的第三者價格所應取得的利潤水平；
 - (iii) 按成本加合理費用和利潤；
 - (iv) 按其他合理的方法。

(2) 不在中國境內的公司如何繳稅？

正如本文開首部分指出，外國企業可以不在中國境內開設營業機構而在中國境內賺取收益，在這種情況下，稅率是百分之二十。這種收益的產生方法有很多種，最常見的情況是中國境外的外國企業向中國境內的公司借貸、以特許方式轉讓技術或出租設備等。由於有關外國企業並沒有在中國境內開設營業機構，稅款將由稅款扣繳義務人（即代理人）負責收取，這些義務人應從本身應

payers:-

(a) Tax payers who are engaged in manufacturing production and the provision of taxable services or tax payers who are mainly involved in manufacturing production and the provision of taxable services and partly engaged in wholesale retail business with an annual turnover of less than RMB 1 million.

(b) Tax payers engaged in wholesale or retail business with an annual turnover of less than RMB 1.8 million.

(c) Individuals whose annual turnover is less than the small-scale enterprise standard.

Small scale enterprises which have a good accounting system may apply to the tax authority to become an ordinary tax payer. If the tax authority is satisfied with the soundness of the applicant's accounting system, approval will be given for the transfer. Once an ordinary tax payer, an enterprise cannot return to the status of small-scale taxpayer.

2. What if the tax payer is located or sells in different countries?

VAT shall be paid at the following places:-

a) a fixed business entity shall submit its tax return to the tax authority-in-charge at the place where its office is located. If the head office and branch(es) are in different countries (municipalities), the tax return shall be submitted separately to the tax authorities in charge at the places where they are located. Subject to the approval of State General

Administration of Taxation or an authorized tax authority, the head office may submit its tax return and pay tax on a consolidated basis to the tax authority in charge at the place where it is located;

b) if a fixed business entity sells goods in another country (municipality), it shall apply for an outbound certificate. If such entity sells goods or provides taxable services in another country (municipality) without an outbound certificate, it shall submit its tax return and pay tax to the tax authority in charge at the place of transaction. If it fails to submit the tax return and pay tax to the tax authority in charge at the place where its office is located shall collect the tax accordingly;

c) a non-fixed business entity shall submit its tax return to the tax authority-in-charge at the place where the taxable goods or services were provided; and

d) an importer or its agent shall submit its tax return to the Customs where the imported goods were declared.

D. Business Tax ("BT")

The new BT came into effect on the 1st January 1994. Tax rates from 3% to 20% are levied on all units and individuals who in China provide labour services e.g. transportation, banking, telecommunication, entertainment services etc., assign intangible assets e.g. land use rights, patent rights, trademarks, copyrights etc., or sell immovable property e.g. sale

of buildings and other structures built on land. The tax payable is the total turnover multiplied by the applicable tax rate. Foreign investors with or without a business establishment in China are subject to this tax.

1. How to avoid the unnecessarily highest rate?

Some business activities may involve provision of taxable labour services which is taxable under BT and sale of goods which is taxable under VAT. These activities are called mixed sale activities. The tax rates for BT range from 3% to 20% but that for VAT is 17%. BT is however calculated at the turnover value whereas VAT is at the value added. Depending therefore on the value of the goods added and the applicable tax rate of BT, it may be tax saving to either pay BT or VAT. The law provides that for an enterprise engaged mainly in the production, wholesale or retail of goods, its mixed sale activities shall be regarded as sales of goods on which BT is not payable. Mixed business activities conducted by other units and individuals shall be regarded as providing taxable labour services on which BT shall be payable. However, there may be cases where it is not clear as to whether the enterprises, units or individuals are engaged mainly in the production, wholesale or retail of goods or in taxable labour services. In these circumstances, the tax payer may wish to satisfy the Tax Authority that it belongs to that category

付予收款人的款項中扣除稅款。

(3) 繳稅的彈性

外商投資企業和外國企業須於完成工商登記手續後三十天內向地方稅務機關辦理稅務登記。外商投資企業或外國企業在中國境內設有超過一個營業機構者，在事先獲得批准的情況下，可以選定其中一個營業機構合併申報繳納所得稅，但稅款將仍會按照收益來源地的稅率計算。

如外商投資企業和外國企業未能依時繳款，可與地方稅務機關磋商，申請延期。

外商投資企業和外國企業須將所有會計文件保存最少十五年，地方稅務機關有權查核該等文件。

二. 國內企業

中國國內企業的應課稅率由以往的百分之五十五降低至百分之三十三，此舉的其中一個目的是將中外企業的稅率劃一。

此條例不適用於外商投資企業和外國企業，但有意進行地方投資(如投資上市企業可供外商買賣的股票，包括B股和H股)的外商可能對此例感興趣。

乙. 個人所得稅

新的個人所得稅法於一九九四年一月一

日生效。新稅法將以往分別適用於外國人和當地人的稅制劃一，此舉旨在簡化中國的個人所得稅制，以一視同仁的法例向所有納稅人施行。

在中國境內有住所的個人是指因戶籍、家庭、經濟利益關係而在中國境內習慣性居住的個人。一般而言，凡在中國境內居住滿一年，無論其所得於全球何處取得，均須按中國稅率課稅。不過，在中國境內無住所，但是在中國境內居住一年以上五年以下的個人，其來源於中國境外的所得，經主管稅務機關批准，可以只就由中國境內公司、企業以及其他經濟組織或者個人支付的部分繳納個人所得稅。一年是指在一個課稅年度中在中國境內居住滿三百六十五日，但臨時離境的，不扣減日數。臨時離境是指在一個課稅年度中一次不超過三十日或者多次不超過九十日的離境。

在中國境內並無住所但已居住不足一年的個人，亦可能須就其在中國境內的所得繳稅。

在施行新稅法前，外籍人員可享受百分之五十的所得稅減免。新稅法取銷了百分之五十的減免，取而代之的，是每月四千元人民幣的可扣除免稅額。外籍人員繳稅的損益兩平點約為每月四萬四千元人民幣，按照新

稅法，月薪高於此數者須繳納更多所得稅。

丙. 增值稅

增值稅是最終客戶的最後一種稅項。稅款在貨品及服務的商業周期中由賣方按每一階段的供應值收取，賣方可於銷售時從已收的產出增值稅中減除前一階段所繳納的增值稅。標準稅率是百分之十七。

一. 小規模納稅人的定義及稅額

對於某些納稅人而言，稅法是相當複雜的，舉例說，小規模納稅人一般都沒有健全的會計制度，但稅法已經考慮到這個問題，因此容許納稅人實行簡易法計算增值稅應繳稅額。他們的銷售貨物稅是百分之六(免除增值稅)。

至於按正常稅率繳稅者所繳稅額會否比小規模納稅人繳納為少，則要視乎增值的數額而定。據計算所得，假如增值額是售價的百分之三十五以上，按正常稅率繳稅者則要多繳稅額。

小規模納稅人的標準由財政部規定，納稅人不得自由選擇。財政部只會將下列人士界定為小規模納稅人：

(1) 從事貨物生產或提供應課稅服務，以及以從事貨物生產或提供應課稅服務為

主，並兼營貨物批發或零售的納稅人，年應課增值稅在一百萬元人民幣以下者；

- (2) 從事貨物批發或零售業務，年應課增值稅在一百八十萬元人民幣以下者；
- (3) 年營業額少於小規模企業的標準的個人。

具備健全會計制度的小規模企業可向稅務機構申請轉為普通納稅人。如稅務機關認為申請人的會計制度健全，可批准有關申請。小規模納稅人一旦被認定為普通納稅人後，不得再轉為小規模納稅人。

二. 納稅人於不同國家開業或銷售

增值稅須於下列地點繳付：

- (1) 固定的商業實體須向營業機構所在地的稅務機關呈交報稅表。如果總辦事處及分支機構設於不同國家(或城市)，則須分別向所屬地區的稅務機關呈交報稅表。如獲國家稅務局或獲授權的稅務機關許可，總辦事處可向所屬地區的稅務機關提呈綜合報稅表，並一併繳納稅款。
- (2) 如固定的商業實體向另一國家(或城市)銷售貨物，須申請一份出運證。如未有具備出運證而在另一國家(或城市)銷售貨物或提供應課稅服務，則須向進行交易地點的稅務機關呈交報稅表及繳納稅款。如未能向進行交易地點的稅務機關呈交報稅表及繳納稅款，負責的稅務機關將向管轄地區的辦事處收取稅款；
- (3) 非固定商業實體須向提供應課稅貨物或服務的地點的負責稅務機關呈交報稅表；
- (4) 進口商及其扣繳義務人須向進口貨物報關地點的海關呈交報稅表。

丁. 營業稅

新增的營業稅暫行條例於一九九四年一月一日起施行。稅率一般由百分之三至百分之二十，徵收對象是在中國境內提供勞務(例如運輸、銀行、電訊、娛樂服務等等)、讓與無形財產(例如土地使用權、專利權、商標、版權等等)或銷售不動產(例如銷售樓宇及其他在土地上興建的建築物)的所有單位及個人。應課稅額是總營業額乘以適用的稅率。外商無論有否在中國境內開設營業機構，均須繳納營業稅。

- (1) 如何避免繳納不必要的增值稅

假如商業活動包含多於一個應課稅項目，則應將每個項目的營業額分別入帳，否則便要按最高的稅率繳納營業稅。

- (2) 可否單是繳納增值稅或營業稅

有些商業活動可能同時涉及提供應課營業稅的應課稅服務及銷售應課增值稅的貨物，一般統稱為混合銷售活動。運輸服務的應課營業稅稅率是百分之三至百分之二十，

但應課增值稅稅率則是百分之十七，假如可以單是繳納營業稅而不繳增值稅，當可節省不少稅款。法例規定，如果一家企業主要從事貨物生產、批發或零售，其混合銷售服務將被視作貨物銷售，因而毋須繳納營業稅。其他單位或個人混合銷售活動，視為銷售非應課增值稅服務，須徵收營業稅。不過，有時可能不清楚企業、單位或個人是否主要從事貨物生產、批發或零售或提供應課稅勞務，在這種情況下，納稅人可能需要令稅務機關相信自己應課較低稅率；事實上，究竟應課營業稅或是增值稅，須視乎交易的性質而定。

如納稅人目前同時從事提供應課稅勞務、非應課稅勞務及貨物銷售，須就每項業務編整帳目，否則便要繳納增值稅而非營業稅。由於增值稅稅率比營業稅的高，因此，最理想的做法是將每個項目正確入帳。

- (3) 涉及扣繳稅款的責任

有時營業稅是透過扣繳義務人收取而非向納稅人收取。扣繳義務人會在以下三種情況下出現：財政機構獲委批出借款；分判合約中的主要承建商；合約建築或安裝業務，以及其他由財政部具體說明的情況。

- (4) 稅務機關有權調整明顯偏低的營業額

假如營業額明顯偏低，除非能夠提出正當的理由，否則地方稅務機關可能會作出調整，以根據其他納稅人從事類似業務、納稅人最近從事類似業務的平均價格決定應課稅額，或者根據以下公式計算：

應課稅額 = 業務或項目經營成本 × (1 + 成本利潤率) / (1 - 營業稅率)

戊. 消費稅

新的消費稅暫行條例與營業稅暫行條例同日生效。消費稅是向奢侈品徵收的稅項，於徵收增值稅前但關稅後收取。委託他人加工、生產或進口貨物者，於進口或完成生產工序時收取。此條例適用於所有人，包括外商。消費稅是繼增值稅後的另一種稅項，因此，奢侈品所須繳納的總款額非常高。徵收消費稅的目的是減低人民對消費奢侈品的需求，從而遏抑通脹。

應課稅的主要項目計有：首飾及珠寶玉石；非必需品，例如酒精、香煙、化妝品等等；汽車、摩托車及石油產品。稅率由百分之三至百分之四十八。

- (1) 哪些例外

一般而言，出口貨物毋須繳納消費稅。生產作自用及用於直接連續生產應課稅消費品者毋須繳稅。消費稅條例的其中一個特色，就是沒有授權地方稅務機關批准減扣或豁免。

- (2) 稅務機關可就明顯偏低的營業額作出調整

一如營業稅暫行條例，地方稅務機關可就明顯偏低的營業額作出調整，但消費稅暫行條例並無列出計算的公式。

- (3) 受影響的外商可申請退還多繳的增值稅及消費稅

由於增值稅及消費稅暫行條例倉卒施行，很多外商都顯得手足無措。有見及此，稅務機關宣布，凡於一九九三年十二月三十一日前完成商業登記手續的外商，均可申請退還增值稅及消費稅。外商可申請長達五年的寬減期(由一九九四年一月一日起計)，要求退還期間多繳的稅款。詳情請參閱一九九四年五月十八日公布的《關於公布外商投資企業退還多繳稅款的徵收增值稅、消費稅通令後的幾個具體問題》。

稅務負擔的增加被界定為：

(增值稅稅額 + 已繳消費稅) - (綜合工商稅 + 購買摩托車的特別消費稅)

原則上，即使外商投資企業繳付高於原本的工商綜合稅的進口增值稅及進口消費稅，亦不得申請退還高於舊水平的稅款。不過，假如企業進口中國急需的原料或開發中國鼓勵的貨品，而中國又沒法確保可以供應該等原料，多繳的稅款可申請退還。但在這個情況下，須得到國家稅務局的批准。

國家稅務局將負責審批多於一百萬元人民幣的退款申請，不足此數者，由省級稅務機關及市級稅務機關的規劃單位負責審批。

己. 土地增值稅

新的土地增值稅暫行條例於一九九四年一月一日生效，同時適用於本地及外國投資者，包括公司及個人。凡轉讓國有土地使用權、地上的建築物及其附著物並取得收入的單位和個人均須繳納增值稅。土地增值稅實行四級超額累進制，稅率由百分之三十至百分之六十，視乎增值的部分而定。新例定出了多項可扣減的項目，以確定增值數額。

土地增值稅向賣方收取，如賣方未有清繳稅款，土地管理部門不得更改業權擁有人的名稱。不過，暫行條例並沒有定出任何由買方執行清付土地增值稅的機制。實際上，如賣方未能清繳稅款，買方亦沒法得到業權。此舉將妨礙物業轉售。其中一個解決方法，是在合約中訂明賣方有責任清繳土地增值稅，但實際上由買方代為繳納。買賣合約應訂明賣方必須提供有關土地的所有必須資料，例如賣方的買價及可扣除的數額，讓買方可確定土地增值稅的款額，以便向稅務機關繳付。這筆稅款可於買價扣除。不過，實際的困難仍然存在。交易成功與否，須視乎雙方能否就土地增值稅的款額達成一致決定，假如稅務機關評定的土地增值稅較原先預計的為高，買方很難向賣方索還多繳的款額。這項醞釀多時的暫行條例究竟會否列明土地增值稅的繳付或執行條款，仍要拭目以待。

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of person who is subject to the lower tax rate, which may either be BT or VAT depending on the nature of the transaction, to obtain tax advantage.

Where a taxpayer is currently engaged in taxable labour services, sales of goods and non-taxable labour services, separate accounts shall be kept for the different businesses failing which VAT, not BT, shall be levied on these sales and services. Since the tax payer may have to pay a higher tax if VAT instead of BT is levied, it is therefore highly advisable to keep proper records.

3. *Duty for some parties to withhold tax*

Sometimes BT is not collected directly from the taxpayer but through the withholding agent. There are 3 situations where a withholding agent will arise :- a financial institution commissioned to grant a loan; the main contractor in a sub-contractual, or contractual construction or installation business, and other situations specified by the Ministry of Finance.

4. *Authorities have power to adjust turnover which is obviously low*

If the total turnover is obviously low, unless a proper reason is given, the Local Tax Authority may make adjustments to determine the taxable value on the basis of the average price for similar type of business activities engaged by other taxpayers, the average price for such similar activities recently engaged by the taxpayer, or in accordance with of the following formula:-

taxable value = cost of business operations or projects X (1 + profit rate on costs) ÷ (1 - business tax rate)

E. Consumption Tax ("CT")

The new CT regulation came into effect on the same day as BT regulation. It is a tax levied on luxury items before the levy of VAT but after the inclusion of customs duty tax. It is payable either by the person who commissions others to process, manufacture or import, the goods and at the import level where the completed goods are imported or at the completion of the production process. Again, it applies to all persons including foreign investors. It is levied in addition to VAT which makes the total tax levied on luxury items very high. Thus the application of CT serves to reduce inflation by lowering the demand for luxury items.

The main categories of taxable items are jewellery and stones; non-necessities including alcohol, cigarettes, cosmetics etc.; motor vehicles and motor-cycles and petroleum products. The tax rate varies from 3%-48%.

a. *are there exemptions?*

Export goods are generally exempted. Goods manufactured for "own use" and in continuous production of taxable consumer goods are also exempted. "Own use" refers to use in the direct manufacture of completed taxable consumer goods and as component of final products. One noticeable feature of the CT regulation is that the Local Tax Authority cannot grant reduction or exemption.

2. *Authorities similarly may make adjustments for unreasonably low turnover*

Similar to BT, the Local Tax Authority may determine the sales value for the purpose of computing the CT if the sales value of the taxable consumer goods is unreasonably low. But unlike BT, no formula for adjustment has been provided.

3. *Affected foreign investors may claim concessionary relief for Value Added Tax and Consumption Tax*

The speedy introduction of VAT and CT has caught many businesses unprepared. As a result, the Tax Authority has introduced concessionary relief. Foreign investment enterprises which had completed business registration before 31st December 1993 qualify for this relief. The period in which an enterprise may apply for a tax refund is five (5) years, commencing from 1st January 1994. Details of the relief are set out in Several Specific Questions Concerning the Refund of Extra Tax Amount Paid by Foreign Investment Enterprises Following the Levy of Value Added Tax and Consumption Tax Circular announced on 18th May 1994.

An increase in tax burden is defined as :-

[amount of VAT + CT paid] - [consolidated industrial and commercial tax + special CT on the acquisition of motor cars].

In principle, a foreign investment enterprise which pays more import VAT and import CT than Commercial & Industrial Consolidation Tax (replaced by VAT) that would have been payable under the old regime is not entitled to a refund on the excess. However, the excess may be refunded if the enterprise imports materials which are urgently needed in China or for the development of goods which are encouraged in China when the supply of the same cannot be guaranteed in China. Approval from the State Tax Bureau is required.

The State Tax Bureau will be responsible for examination and approval of refund applications in excess of 1 million RMB. For refunds of less than 1 million RMB, refund applications will be examined by the provincial tax bureau and planning units of the municipal tax bureau.

F. Land Appreciation Tax ("LAT")

The new LAT regulations came into effect on 1st January 1994 and it applies to both domestic and foreign investors, whether it is a corporate entity or an individual. Taxpayers are those who derive income from assignment of state owned leaseholds, structures and attachments to land. It is levied on the amount of real property gain on such assignment. LAT has four progressive tax rates which range from 30% to 60% depending on the portion of the value added. There are a number of deductible items under the new law in determining the amount of value added.

LAT is imposed on the vendor and the Land Administration Authorities shall not carry out the change of title procedures should the vendor fail to pay LAT. However, the regulations do not provide any mechanism to enforce payment of LAT on the vendor by the purchaser. In effect, the purchaser would not acquire title in land if the vendor fails to pay LAT. This would defeat the purpose of property transfer. One possible way of overcoming this problem is to contract that the vendor has the duty to pay LAT which is physically paid by the purchaser on his behalf. The sale and purchase contract should specify that the vendor must provide all the necessary information concerning the land e.g. the vendor's purchase price and allowable deductions to enable the purchaser to ascertain the amount of LAT and pay the same to the tax authorities. This amount may be deducted from the purchase price. There is a practical problem involved. The success will depend on the parties being able to accurately determine the LAT. Should the LAT be adjudicated at a higher figure by the tax office, then the purchaser may face the difficulty of obtaining the shortfall from the vendor. It remains to be seen whether the implementing regulations, which have been repeatedly pledged to be forthcoming, will contain any provisions on LAT payment or enforcement. ■

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Akei building



BRIEF INTRODUCTION OF AKEI HOLDINGS COMPANY LIMITED

(Subsidiary) Akei Plastic-Machine Mfy. Ltd. locates at a self-owned 25,000 sq.ft. premises in Hong Kong. China-Foreign joint capital Dong Guan Akei Plastic Machine Manufactory locates at Tai Hang Industrial District, Wai Tak Administration Region, Fu Mun, Dong Guan, Guang Dong Province, with an area of 200,000 sq.ft. It specializes in manufacturing of high quality fully automatic blow moulding machine capable of manufacturing blow moulding products from 10 ml. to 500 litres. Custom made machines are made according to individual customer's requirement. Akei is experienced with blow moulding machine manufacturing with long history in this field and are sold worldwide.

(Subsidiary) Roxy Banny Plastic Bottles Mfy. Ltd. and Mars Line Plastic Mfy. locates at Bai Xia Sha East, Fu Yung, Po On County, Guang Dong Province, in a self-constructed 120,000 sq.ft. factory. It specializes in manufacturing of mineral water bottles, pharmaceutical bottles, peanut oil bottles, tool boxes, marine floats, toys and all other blow moulding products. It is equipped with over twenty high quality blow moulding machines manufactured by Akei operating on a 24 hours basis daily to produce its own products and products from outside customers. Enquiries are most welcomed.

(Subsidiary) Akei Plastic-Machine & Mould Factory locates at Bai Xia Sha East, Fu Yung, Po On County, Guang Dong Province, in a 20,000 sq.ft. factory. It specializes in manufacturing of blow moulding and injection moulds with high skilled engineers and advanced facilities at a compatible price and speedy delivery. Enquiries are most welcomed.

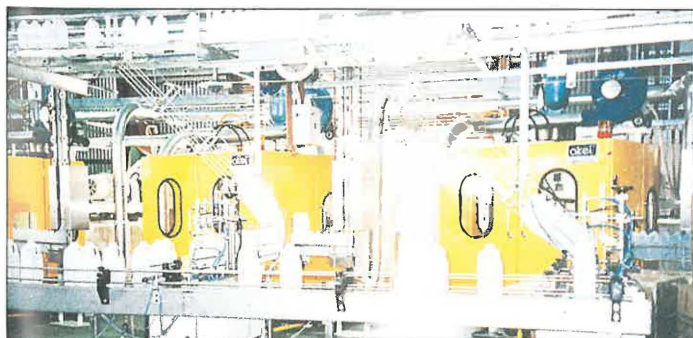


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