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CE ADDRESSES
BUSINESS COMMUNITY
行政長官與商界會面

HKGCC: The Voice of Business in Hong Kong

bulletin

工商月刊

REVIVING TOURISM IN HONG KONG

重振香港 旅遊業



BUSINESS
PROSPECTS
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Returning to Business as Usual

The resounding success of the financial summit and fintech week has signalled to the world that Hong Kong is ready for action



HKMA Government

商業運作回復正常

金融峰會和金融科技周圓滿成功，向世界證明香港已準備就緒

「國際金融領袖投資峰會」和「香港金融科技周」最近圓滿結束，加上氣氛熱烈的「香港國際七人欖球賽」，香港在11月初成為全球焦點。

香港金融管理局於11月首周主辦投資峰會，期間可以感受到市場一片樂觀。行政長官李家超在開幕致辭時表示：「我們在過去、現在和未來都是全球領先的金融中心之一，地位毋庸置疑。」事實上，為期三天的峰會反覆傳達出一個訊息：香港一切如常。

儘管社交限制和「0+3」檢疫安排持續生效，250位來自120家國際企業的高管仍然親臨香港，適逢颱風尼格裏港亦無損眾人興致，豐富緊湊的活動如期進行。全球主要銀行、投資機構和基金公司的重量級人物於首天進行閉門會議，其後前往M+當代視覺文化博物館參加歡迎晚宴。此外，多位頂尖企業主管參與小組討論，探討環境、社會及管治（ESG）、市場不確定性和可持續金融等議題。

憑藉我們與內地和大灣區緊密的地理和文化聯繫，香港作為北亞重要樞紐的地位得到國際持份者肯定，互聯互通可說是貫穿整個峰會的主

軸。聯通世界是成就香港作為國際金融中心的關鍵因素，而隨着全球各地仍忙於應對疫情帶來的經濟和社會影響，這項優勢將更形重要。

「香港金融科技周」是另一項標誌香港重開復常的旗艦盛事。儘管競爭對手新加坡差不多在同一時間舉辦「金融科技節」，香港金融科技周仍吸引了來自銀行、初創公司和跨國科技企業等500多家企業近兩萬名專家雲集灣仔會議展覽中心，以及以網上形式參與一系列活動，足證香港長久以來作為金融中心的美譽實至名歸。

除了商業活動以外，香港最近亦成功舉辦了亞洲其中一項最受歡迎、最精彩刺激的體壇盛事「香港國際七人欖球賽」。一眾球迷——當中包括不少出席金融峰會的與會者——蜂擁前往香港大球場觀賞多場精彩的欖球賽事，氣氛熾熱。

金融機構對香港前景充滿信心，加上企業渴望與國際重新無縫接軌，海外公司和人才亦有意來港，種種跡象顯示政府是時候撤銷所有限制措施，讓經濟重新起飛。

Basking in the glow of the recently concluded Global Financial Leaders' Investment Summit and Hong Kong FinTech Week – as well as the buzzing Hong Kong Sevens – our city kicked off November in the global spotlight.

The optimism was palpable during the investment summit organized by the HKMA in the first week of November. To quote Chief Executive John Lee in his opening remarks: “We were, we are and we will remain one of the world's leading financial centres. And you can take that to the bank.” In fact, an oft-heard statement during the course of the three-day event was that it is business as usual in Hong Kong.

Despite the social restrictions and “0+3” quarantine arrangements in place, 250 executives from 120 international companies flew into the city. Even Typhoon Nalgae couldn't dampen spirits or disrupt the packed schedule of events. Heavyweights from the world's foremost banks, investment companies and funds met behind closed doors on the first day, and attended an exclusive gala dinner at the M+ museum of contemporary art. C-suite speakers took part in panel discussions on topics ranging from ESG to uncertainty in markets and sustainable finance.

With international players endorsing Hong Kong's position as an important hub in North Asia, thanks to our geographical and cultural connections to the Mainland and Greater Bay Area, connectivity was the underlying theme of the

summit. Connectivity defines Hong Kong in its role as an international financial centre, and in a world still reeling from the economic and social fall-out of the coronavirus pandemic, we need it more than ever.

Hong Kong FinTech Week was the other big flagship event signalling that the city was open for business, even as rival Singapore held its FinTech Festival around the same time. The numbers indicate Hong Kong's longstanding reputation as a trusted financial centre: Hong Kong's iteration drew nearly 20,000 participants, with over 500 companies – banks, start-ups and tech multinationals – invited to the Convention and Exhibition Centre in Wan Chai. A series of virtual events were also held.

Off business, the city hosted one of the most popular and exciting sporting events in Asia, the Hong Kong Sevens. Crowds thronged to the stadium – including many participants of the financial forums – to enjoy this thrilling rugby tournament.

With financial powerhouses extremely bullish about Hong Kong's future, and businesses eager to seamlessly reconnect with the world – not to mention overseas companies and talent hoping to come to Hong Kong – it is time for the Government to lift all restrictions so that the economy can flourish.

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HKGCC

Hong Kong General Chamber of Commerce
香港總商會 1861

The Voice of Business 商界之聲

The Hong Kong General Chamber of Commerce has been representing and safeguarding the interests of business in Hong Kong since 1861.

自1861年起，香港總商會一直代表香港商界，致力捍衛企業的權益。



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享受駕駛樂趣



The Bulletin is delivered in eco-friendly envelopes. This packaging is made from plant-based materials including soy, wheat, corn and others. So, besides being re-usable and water-resistant, the packaging is also 100% compostable, conforming to the latest strict E.U. standards. We thank members for your continued support as we try to reduce our environmental impact at the Chamber.

《工商月刊》以環保信封寄發。這封信封以植物原料製成，成分包括大豆、小麥和粟米等。因此，新包裝除了可重用和防水，更為百分百可分解，符合嚴格的最新歐盟標準。總商會一直致力減少對環境的影響，感謝各位會員一如既往的支持。





Preserving Economic Vitality

While the Mainland's relaxed quarantine restrictions will aid Hong Kong's growth, counter-cyclical measures are needed to support enterprises and safeguard jobs



保經濟元氣

內地放寬檢疫限制有助香港經濟復蘇，政府亦有必要推出逆周期措施，以撐企業、保就業

內地最近放寬入境隔離要求，入境人員及密切接觸者調整為五天集中隔離加三天居家隔離，期間賦碼管理，不得外出。我歡迎內地調整入境隔離政策，這對於香港經濟重拾動力，有一定的支撐作用。

展望未來，商界期待內地落實「外防輸入、內防反彈」策略的同時，防疫措施繼續朝「鬆綁」方向出發，以促進中港兩地的聯通往來。

內地推出優化防控工作 20 條措施，除了取消入境航班熔断機制及登機前 48 小時內調整為一次核酸證明，我留意到其中一項措施是「閉環泡泡」，即是對入境重要商務人員及體育團組等實施「點對點」轉運至免隔離閉環管理區，開展商務、訓練及比賽等活動，期間賦碼管理，不可離開管理區。

我認為，有關措施是一個好開始，希望在「閉環泡泡」運作順暢後，可以推而廣之，激活更多與香港的商務活動有序進行，充分發揮本港「背靠祖國、聯通世界」的獨特優勢。

疫情持續三年，根據世界衛生組織的最新報告，世界各地染疫死亡率呈下降趨勢，因此，全球防疫政策拆牆鬆綁是大勢所趨。

自從新政府上任以來，防疫政策以精準抗疫、風險可控為本，有序鬆綁，拒走回頭路，為經濟復甦創造最有利的條件。

然而，香港作為外向型的開放經濟體，無可避免受到環球經濟和地緣局勢等因素影響。政府對此亦心中有數，一方面向下修訂全年經濟增長預測至負 3.2%，另一方面財政司司長陳茂波承認在利得稅及印花稅收入減少下，赤字過千億是在所難免，有需要時會推出逆周期措施。

鑒於本港經濟前景不樂觀，政府有必要再推出逆周期措施，以保存重振經濟的元氣，從而達到「撐企業、保就業、振經濟」的效果。政府應積極考慮推出新一輪「保就業」計劃，展示當局與市民共度時艱的決心，並全力支持各行各業走出「疫境」。

The Mainland recently eased its quarantine requirements to a five-day centralized arrangement, followed by three days of home observation for inbound visitors and close contacts – a welcome update to its Covid policy that will support Hong Kong's economic revival.

Going forward, the business community hopes that, while adhering to the strategy of “preventing importation of cases and resurgence of domestic infections,” the Central Government will continue to adjust anti-epidemic restrictions, allowing for better connectivity between Hong Kong and the Mainland.

The Mainland has introduced 20 measures to optimize pandemic prevention and control, among them removing the flight circuit breaker mechanism and requiring only one PCR test within 48 hours before boarding. Noteworthy is the fact that a “closed-loop bubble” system has been implemented for inbound important business personnel and sports groups to participate in business activities, training programmes and competitions. Visitors will be transferred “point-to-point” to a quarantine-free, closed-loop management area. Once there, they will be assigned with a health code and are not allowed to go out.

In my opinion, this measure is an encouraging start to reconnecting with the Mainland. I hope that once the “closed-loop bubble” is up and running, it will be gradually extended to cover more business activities with Hong Kong, so that we can give full play to our unique strength of leveraging on the Mainland while engaging with the world.

Three years since the pandemic began, the infection fatality rate

has been on a downward trend globally, according to the latest report from the World Health Organization. As such, more and more countries around the world are lifting anti-pandemic restrictions.

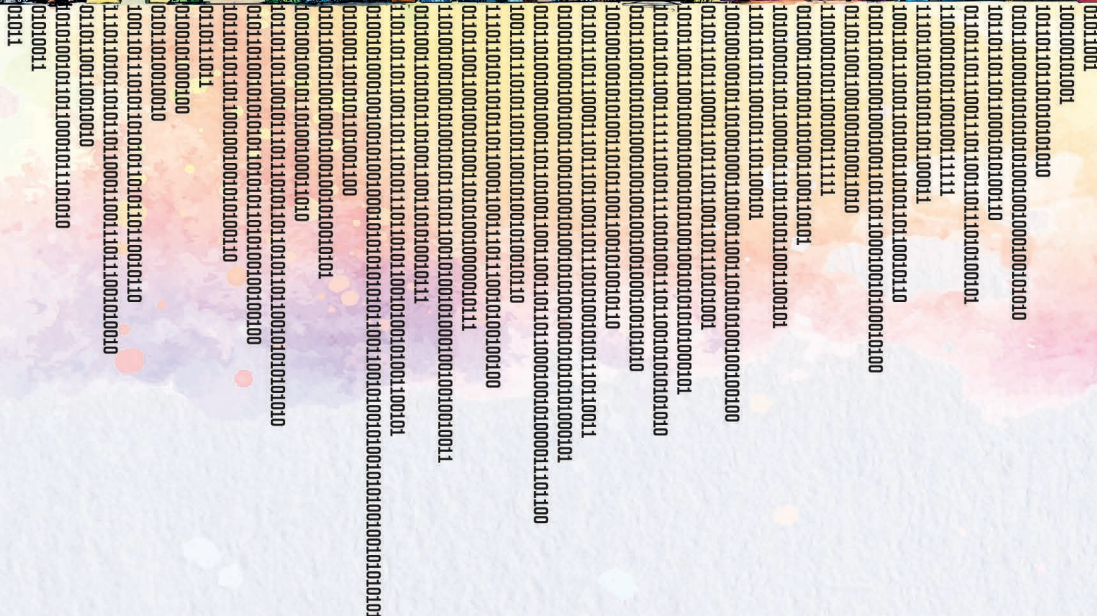
Since the new Government took office, the guiding principle to combat the epidemic has been to adopt targeted measures with proper risk management and to avoid backtracking by easing restrictions in an orderly manner, which will ensure favourable conditions for economic recovery.

However, as an externally oriented and open economy, Hong Kong is vulnerable to factors such as global economic and geopolitical issues. With this in mind, the Government downgraded its full-year growth forecast to -3.2%. Meanwhile, Financial Secretary Paul Chan admitted that a fiscal deficit of more than 100 billion dollars is inevitable due to shrinking revenues from profits tax and stamp duties, and said counter-cyclical measures will be rolled out if necessary.

Given Hong Kong's bleak economic outlook, such counter-cyclical measures are needed to preserve our economic vitality, thus supporting enterprises, safeguarding jobs and stimulating the economy. The Government should also proactively consider launching a new round of the Employment Support Scheme. This would go a long way to show its determination to face challenges along with the community, and to reinforce support for businesses as the city emerges from the pandemic.

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HKECIC Exports Hassle-free





A Year of Good Returns

The Chamber rose to the challenges of the pandemic and kept to a busy calendar of events throughout 2022



碩果纍纍的一年

總商會在2022年積極應對疫情挑戰，繼續舉辦各式各樣活動

一年過去，是時候回顧和檢討過去 12 個月的成績。我很高興告訴大家，儘管面對疫情限制，總商會仍能繼續為會員創優增值。年內，我們一如既往全力遊說政府支援企業和放寬防疫限制，又撰寫逾 20 份政策建議書，適時向政府建言獻策；其中最重要的要數《財政預算案》和《施政報告》建議書。本會亦為會員舉辦了超過 380 場活動，包括網上研討會和培訓工作坊。

本會除了不時就規管變動表達意見，還會向政府提呈我們的會員調查結果，如實反映企業面對的困境；當中以有關人才流失和旅遊檢疫限制的調查最備受關注。

為配合防疫規定，大部分活動須改以網上形式進行，惟我們仍成功舉辦 12 場實體會議接待多國總領事、與政府官員會面，更特意舉辦午餐會，邀來行政長官李家超向會員講解其首份《施政報告》。

值得一提的是，總商會於 9 月舉辦了 160+1 周年會慶晚宴。當晚，政要商賈聚首一堂，同賀總商會創會 161 周年。因應防疫要求，120 名賓客只能透過屏幕觀賞精彩豐富的表演，但仍無阻眾人的熱情，盡興而歸。

政府表示短期內撤銷「0+3」入境檢疫安排的機會不大，這個消息難免令人失望；畢竟不少香港

企業都殷切期盼業務重回正軌，世界各地亦希望恢復與香港通商。

總商會亦舉辦更多以青年為對象的活動，包括為大專生而設的商業競賽。本會卓青社舉辦的「完美求職計劃」為學生提供培訓和導師交流機會；「商校交流計劃」繼續是總商會學生社區工作不可或缺的一環。

本會卓研社定期舉辦活動，為扶助社會上有需要的人士不遺餘力，亦令我們引以自豪；其中彰拍香港社區組織協會的公益項目，便籌得 64.4 萬港元善款。我們亦很高興於 8 月舉行了「好市民獎勵計劃」，原定在 1 月份舉辦的頒獎典禮因第五波疫情而取消；明年是好市民獎成立 50 周年，屆時我們將為這個重要里程碑誌慶一番。

我們還計劃於 2023 年復辦「香港商業高峰會」和海外商務考察團，並籌辦活動提振香港，冀能協助會員掌握疫情下的不確定因素。為此，本會網站剛推出了「數據儀表板」專頁，目的是整合數據，讓企業能因時制宜，適時調整業務策略。

12 月亦是會員續會的月份，本人衷心希望總商會的服務能對各位有所助益，我們定當繼續竭誠服務會員。謹祝各位讀者聖誕快樂、新年進步！

It's that time of year when we take stock and look back at what we have accomplished over the past 12 months. And I am happy to report that, despite the Covid-related restrictions, the Chamber remained productive. As always, we worked tirelessly to lobby the Government to support businesses and ease Covid restrictions, and provided timely input through over 20 policy submissions – forefront among them being the Budget and Policy Address – as well as consultations and proposals. The Chamber also organized over 380 events, including webinars and online training workshops, for our members.

While many of our submissions were related to regulatory changes, we also provided updates to the Government on the findings of our surveys of members to drive home the hardships businesses were facing. Notable among these was our survey on the worrying brain drain and a survey targeted specifically on travel and quarantine restrictions.

Despite curbs dictating that many events had to be conducted virtually, we held 12 in-person meetings with Consuls General, met with government officials, and also hosted a special luncheon for Chief Executive John Lee, who discussed his inaugural Policy Address with members.

Special mention must be made of our 160+1 anniversary celebration in September. The business community and dignitaries came together to mark the Chamber's 161st birthday. Even though the 120 guests at the banquet had to adhere to Covid regulations, it was a memorable evening with fantastic entertainment, albeit virtual.

It was disappointing to hear that the "0+3" quarantine period for visitors is unlikely to be removed for the near future. Many Hong Kong companies are literally dying to get back to business, and the

world wants to get back to doing business with us.

The Chamber also stepped up its youth-focused projects, including business competitions for third-level students. The Pitch Perfect Programme, run by our Young Executives Club, provided training and mentorships for students. And the Business-School Partnership Programme continues to be integral to the Chamber's student community work.

We also are proud to have done a lot to help those in need, with regular activities organized by our Women Executives Club, such as the HKGCC Community Project with SoCO, which raised donations worth HK\$644,000. Also this year, we were delighted that the Good Citizen Award was held in August, though the one in January was cancelled due to the fifth wave of the Covid-19 epidemic. Next year marks the 50th anniversary of the award, and we will be making plans to celebrate the amazing milestone.

In 2023, we also plan to restart the Hong Kong Business Summit, overseas business missions, and programmes to relaunch Hong Kong. We hope these will help members gain insights into the uncertainties of the pandemic. In relation to this, we have just launched the Chamber's Data Dashboard, which you can access on our website. The purpose of the dashboard is to consolidate available data, allowing firms to make timely changes to their business strategies.

December is also the month for membership renewal. I hope you have found our services beneficial, as we continue to serve you to the best of our abilities. I wish all our readers a merry Christmas and a new year that brings prosperity and growth.

George Leung
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Reviving Tourism in Hong Kong

With the city's tourism industry facing a difficult and protracted recovery from the pandemic, experts say axing all restrictions is the only way to put Hong Kong back on the map

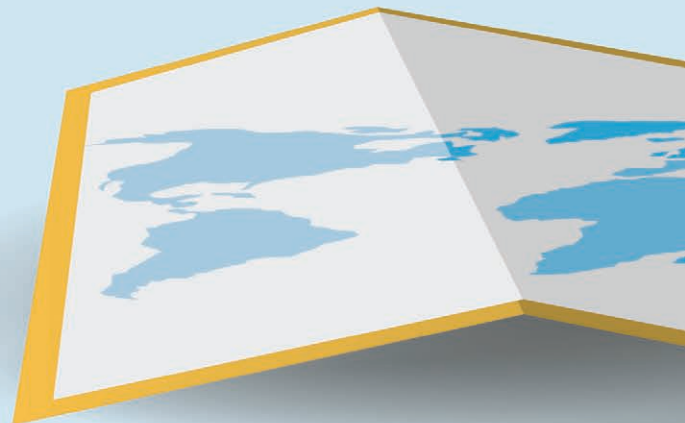
At the end of October, Hong Thai Travel Services, one of Hong Kong's oldest and biggest travel agencies, shut its doors citing plummeting profitability. Since the pandemic began three years ago, nearly 100 of the city's 1,600 tour companies have quietly folded, according to the Hong Kong Tourism Association. As Covid-related travel restrictions and border closures continue to affect the tourism sector, recovery is forecast to be arduous and long-drawn.

The numbers speak for themselves. In 2018, the tourism industry was a pillar of Hong Kong's economy, contributing around 4.5% of our GDP and employing almost 7% of the workforce. Add to that related industries such as retail and F&B, and the contribution was a very significant 17% of GDP.

Hong Kong welcomed 65.1 million visitors in 2018, of which nearly four in five were from the Mainland. In 2021, international visitor arrivals fell to about 91,400. This year, from 26 September – when "0+3" was introduced – up to 25 October, over 225,000 travellers entered Hong Kong, up by 35% compared to the same period the month before. However, fewer than a third came from overseas.

Risk Vs. Recovery

In a concession to tour groups, the Government recently announced it would relax some restrictions and permit those with the amber code in the LeaveHomeSafe app to visit sites requiring masks and to dine in designated premises. In a further relaxation of quarantine rules, visitors will only need to undergo nucleic acid tests on the first and third day after arriving, while group tour visitors staying in Hong Kong for fewer than four days will only need one test.



重振香港 旅遊業

本港旅遊業復蘇之路漫長難行，專家表示
全面撤銷防疫限制是香港重返國際舞台的唯一出路

Kevin Yeung, Secretary for Culture, Sports and Tourism, said as the pandemic gradually stabilizes, the Government will continue to adjust measures to strike a balance between epidemic risks and the need for economic development.

"We acknowledge that the '0+3' arrangement has only been a limited boost to the tourism industry, as inbound tourism remained restricted," Yeung said.





New experiences at tourist attractions like Hong Kong Disneyland Resort are among initiatives planned to attract tourists back to the city. 為香港迪士尼樂園度假區一類旅遊景點引入新體驗，是吸引旅客重遊香港的計劃之一。

"Nonetheless, as long as the epidemic situation remains under control and relevant restrictions are relaxed further, socio-economic activities should be able to return to normal gradually."

To alleviate some of the burden, the Government has promised a funding commitment of over HK\$3.88 billion, providing financial support through the Anti-epidemic Fund and incentives for over 1,600 travel agents and around 21,000 practitioners, including travel agents, guides, tour escorts, and tour coach

drivers. Also included are 2,000 hotels and guesthouses, as well as the cruise industry. According to Yeung, initiatives to attract tourists include a 10-year development blueprint for arts and cultural facilities, plus new experiences at key tourist attractions like Hong Kong Disneyland Resort's Castle of Magical Dreams and Ocean Park's all-weather Water World. Also on the agenda is the Sai Kung Hoi Arts Festival 2022, as well as a collaboration with the cultural industry for an annual pop culture festival beginning next year.

The "0+3" Effect

Despite the "0+3" relaxation, measures need to be more attractive to garner interest from international markets, stated Nikki Ng, Chairman of the Chamber's Retail and Tourism Committee. "For the sector to bounce back, it is important to attract overseas visitors, who are significant contributors to Hong Kong's economy – in 2018, per capita spending by overnight visitors was HK\$6,614. Collectively, these visitors spent a total of HK\$331.7 billion."

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Bazak Denizci Guillet, Professor of Revenue Management, School of Hotel and Tourism Management, Hong Kong Polytechnic University, said "O+3" has not had much positive impact. "The average length of stay in Hong Kong is two or three days," she noted. "If travellers to Hong Kong are not able to use many services and facilities during the first three days of their stay, they might not find it worthwhile to choose Hong Kong as their travel destination, especially when other destinations under their choice set do not have any Covid-19 related restrictions."

Paul Chan, Co-founder and CEO of local tour operator Walk in Hong Kong, said his firm had not registered a significant rise in bookings since "O+3" was introduced. "This partial relaxation only brings minimal help to the industry – in the first three days, tourists are restricted from eating out or visiting many attractions," he pointed out. "Such a challenging time for the industry has never been seen since Walk in Hong Kong was launched in 2013. Many local travel agents have been forced to shut down. We also suffered from the harrowing impact in early 2020 as the number of physical tours dropped over 95%."

To adapt to the situation, Chan said they began offering virtual walking tours for people in Hong Kong and overseas who were eager to travel but were stranded. "By joining our interactive virtual tours, they were able to explore Hong Kong right from

the comfort of their own homes," said Chan. "We also took the opportunity to rediscover our city. Leveraging on the rise of local tours in recent years, we offer intriguing experiential tours that focus on Hong Kong's history and culture."

Impact on the Labour Force

One significant fallout of the pandemic has been the reshaping of the sector's labour market. Airlines, hotels and tour agencies have gone through an "ice age" in business. CK Lee, Chairman of the Chamber's Manpower Committee, said: "Most companies had to have massive staff redundancies to contain the regular cost of operations," Lee explained. "Along with a similar situation of the related food and beverages and retail businesses, it will take a year or two for the labour market at large to fully absorb the redundant manpower as the pandemic eases and businesses gradually recover."

He also said that talent in the tourism sector, especially those on the frontlines or in middle management who have joined other businesses, will have a discounted interest or confidence to return to the sector. "There will be quite a gap of talent replenishment in the sector's road to recovery," he added.

Like other local tour agencies, Walk in Hong Kong is facing a manpower shortage too. "A lot of young guides of quality have decided to leave Hong Kong for various reasons, while the more experienced ones are retiring or decided to quit due to the pandemic,"

said Chan. "It is challenging to hire high-quality guides who speak fluent English – even worse when it comes to other languages like Spanish, French, etc."

Between June and August 2022, the number of workers in the retail, accommodation and food service trades was 516,300, 18% lower than the same period in 2018.

"The manpower challenge that the hotel and aviation industries face is just the tip of the iceberg. Unless unfettered travel resumes, this will continue to hamper industry recovery, which would in turn affect the overall economy," said Ng.

According to Denizci Guillet, many employees left the hospitality





An empty arrivals hall at Hong Kong International Airport. Visitor numbers fell to just 91,400 in 2021. 香港國際機場入境大堂人流疏落，訪港旅客在2021年下跌至約91,400人次。

industry and moved into other service industries when they were laid off due to the pandemic two or three years ago. "Their new jobs offered more stability, better income and work-life balance, which are hard to come by in the hospitality and tourism industry," she said. "Those employees are unlikely to return to the hospitality industry due to its risky nature."

With the industry already facing a difficult comeback over the long term, Denizci Guillet said one of the biggest concerns when the demand for hospitality and tourism services

returns will be recruiting qualified employees. "Hospitality and tourism industry leaders in Hong Kong should look for ways to bring people back to these industries," she said. At this point in time, however, she doesn't believe the exodus of talent has had an adverse effect on the tourism industry in Hong Kong, due to lack of demand and the shift of business to the local market. "But the effect will be more pronounced once the restrictions are lifted and demand from international markets and the Mainland picks up," she added.

One positive development, she noted, is that the past few years have given the industry the opportunity to optimize and automate traditional workflows. "An important development is the switch from silo mentality to a collaborative working environment, where different departments such as sales, marketing and revenue management work together through holistic corporate strategies towards a unified goal," she said.

The Best Way Forward

Although there has been a gradual roll-back of pandemic-related curbs, more needs to be done to raise visitor confidence, said Ng. "That means removing restrictions that limit visitor choice on where to dine, requiring three-day surveillance, and being subjected to numerous tests before being allowed to move freely. In short, a complete lifting of existing quarantine measures is necessary if Hong Kong's tourism industry can genuinely rebound."

Pointing to the fact that almost all cities in Asia have dropped tough travel-related Covid-19 rules, Chan said "O+3" is not attractive enough to bring back overseas visitors.

"Travelling in Hong Kong is not as convenient as it was before the pandemic," he said. "We believe that a full relaxation of travel restrictions will be the ultimate solution. If tourists can choose, they will always opt to visit cities or regions that are free of restrictions."



The Government has said it will continue to adjust measures to strike a balance between epidemic risks and the need for economic development. 政府表示會繼續調整措施，以平衡疫情風險及經濟發展。

香港歷史最悠久、規模最大的旅行代理商之一——康泰旅行社於10月底宣布因盈利能力驟減而結業。根據香港旅遊促進會的數據，自疫情在三年前爆發以來，本港1,600家旅行代理商當中已有近100家倒閉結業。防疫旅遊限制和封關措施持續影響旅遊業，距離復蘇可謂長路漫漫、舉步維艱。

數字已說明一切：在2018年，旅遊業是香港經濟的一大支柱，佔本地生產總值約4.5%，聘用全港近7%勞動人口；連同零售和餐飲等相關行業，合共佔本地生產總值達17%，為經濟作出重大貢獻。

香港於2018年接待的旅客量達到6,510萬人，其中近八成來自內地。在2021年，國際旅客入境數字下跌至約91,400人次。香港自今年9月26日起實施「0+3」安排後，截至10月25日的訪港旅客人次已超過22.5萬，較前一個月同期上升35%，惟海外旅客僅佔不足三分之一。

疫情風險與經濟復蘇

政府最近宣布放寬對旅行團的部分限制，容許旅客持黃碼期間進入一般需佩

戴口罩的處所及在指定場所用膳。入境檢疫要求進一步放寬後，旅客只須於抵港後首天及第三天進行核酸檢測，在香港逗留不多於四天的旅行團旅客只須進行一次檢測。

文化體育及旅遊局局長楊潤雄表示，隨着疫情漸趨穩定，政府將繼續調整相關措施，務求在疫情風險與經濟發展需要之間取得平衡。

楊潤雄表示：「我們明白入境旅遊仍然受到限制，『0+3』安排對旅遊業的幫助有限。不過，只要疫情持續受控，相關限制得以進一步放寬，社會經濟活動應能逐步回復正常。」

為減輕業界負擔，政府已承諾撥款逾38.8億港元，透過防疫抗疫基金等提供財政支援，又推出紓困措施，惠及超過1,600家旅行代理商和約21,000名從業員，包括旅行代理商、導遊、領隊及旅遊服務巴士司機等，另有2,000間酒店及賓館和郵輪業界受惠。楊潤雄指出，為吸引遊客訪港，政府已制定「十年文化藝術設施發展藍圖」，加上香港迪士尼樂園度假區奇妙夢想城堡和海洋公園全天候水上樂園等主要

設施，冀能為遊客帶來新體驗。此外，「西貢海藝術節2022」現已揭幕，明年起亦會與文化界合辦年度流行文化節。

「0+3」效應

總商會零售及旅遊委員會主席黃敏華表示，除了放寬至「0+3」，香港亦要推出更具吸引力的措施，以爭取國際市場的青睞。她說：「要提振旅遊業，重點在於吸引海外旅客——在2018年，過夜旅客人均消費額為6,614港元，他們的消費總額達到3,317億港元，對香港經濟貢獻良多。」

香港理工大學酒店及旅遊管理學院丁碧晞教授認為「0+3」的積極作用不大。她指出：「訪港旅客平均逗留兩至三天，如在抵港首三天未能使用各項服務和設施，而其他目的地又不設任何防疫限制，他們未必會選擇來港旅遊。」

本地遊組織活現香港共同創辦人暨行政總裁陳智遠表示，自「0+3」安排實施以來，導賞團的預約人數並無顯著增加。他指出：「局部放寬對業界幫助不



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大，因為遊客在抵港首三天仍不得在餐廳用膳或進入大部分景點。活現香港於2013年成立以來，目前是業界面對最嚴峻的時期，許多本地旅行社已被迫結業，而我們在2020年初亦大受打擊，當時實體導賞活動銳減超過95%。」

陳智遠指出，為應對疫情影響，該公司開始為無法外遊的香港和海外客戶提供虛擬導賞團服務。他說：「透過參與互動虛擬導賞活動，便可安坐家中探索香港的不同景點。我們亦藉着這個契機，重新發掘本港的魅力。近年本地遊興起，我們乘機推出以香港歷史和文化為主題的體驗式導賞團。」

對勞動力的影響

疫情帶來的其中一個重要影響，在於重塑業界的勞動市場。航空公司、酒店和旅行社進入「冰河時期」。總商會人力委員會主席李志強解釋：「大部分公司不得不大規模裁員，以控制日常營運成本，加上相關的餐飲和零售業亦面臨類似情況，待疫情緩和及企業逐步恢復元氣後，勞動市場需要一至兩年才能完全吸納剩餘的人手。」

他補充，旅遊業人才——尤其是已轉投其他行業的前線人員或中級管理層，對重返業界興趣不大，也缺乏信心。「在復蘇的路上，業界要填補人才嚴重流失的缺口。」他續道。

跟其他本地旅行社一樣，活現香港也面對人才荒。陳智遠稱：「許多出色的年青導遊基於各種原因決定離港，那些資歷較深的要不退休在即，要不因疫情而請辭。要羅致說得一口流利英語的優秀導遊並不容易，要覓得能操其他外語如西班牙語、法語的導遊則難上加難。」



An empty restaurant in Lan Kwai Fong, Hong Kong's nightlife district. The Government has relaxed some restrictions for tour groups, who are permitted to dine in designated premises.

香港夜生活熱點——蘭桂坊的一家餐廳門庭冷清。政府已放寬對旅行團的部分限制，團友現可在指定處所用膳。

在2022年6月至8月期間，零售、住宿和餐飲服務業從業員人數為516,300，較2018年同期減少18%。黃敏華表示：

「酒店和航空業面臨的人力挑戰只是冰山一角。除非跨境旅遊全面恢復，否則人手短缺問題將繼續阻礙業界復蘇，令整體經濟受到影響。」

丁碧晞指出，不少款待業從業員在兩三年前因疫情被辭退後已轉投其他服務業。「新工作不但更穩定、收入更高，而且能達到更佳的工作與生活平衡，而款待和旅遊業則相對較難提供這些待遇。考慮到行業風險，他們重返款待業的可能性不大。」她說。

長遠來說，業界要東山再起本已困難重重，丁碧晞解釋，待市場對款待和旅遊服務的需求回升，屆時其中一個最大的挑戰是聘請優秀的員工。她說：「香港的款待和旅遊業領袖應設法吸引人才重返業界。」但在現階段，由於市場缺乏需求，加上業務重點轉移至本地市場，所以她認為人才外流未有對本港旅遊業造成不良影響。「不過，限制措施一旦解除，國際和內地市場需求回升，有關影響將會更加顯著。」她補充。

她指出疫情帶來的一項正面發展，是業界能夠利用過去幾年的時間，完善傳統的工作流程和實現自動化。「其中一個重要趨勢是銷售、營銷、收入管理等不同部門之間不再各自為政，而是以整體企業策略為依歸，在相互協作的環境下朝向共同目標邁進。」她說。

最佳發展路向

黃敏華指出，儘管防疫相關限制逐步撤銷，我們仍要加倍努力，重建旅客訪港的信心。「具體措施應包括取消對訪客的用餐處所限制、三天監察期和各項強制檢測，容許他們在港自由活動。簡單來說，本港旅遊業要真正反彈，就必須全面解除現行的檢疫措施。」

陳智遠指出，亞洲幾乎所有城市都已解除嚴格的旅遊防疫規定，相比之下，「0+3」安排並不足以吸引海外旅客重臨香港。

「現在來港旅遊不及疫情前方便。我們相信，全面放寬旅遊限制是終極解決方案。可以選擇的話，旅客寧可前往不設防疫限制的城市或地區。」他說。

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Far From the Finish Line 與終點線仍有距離

Respondents to the Chamber's annual Business Prospect Survey predict a better year in 2023, even as a return to normalcy seems distant
總商會的年度「商業前景問卷調查」結果預期2023年會較2022年為佳，惟對能夠復常信心不大



Businesses in Hong Kong are cautiously optimistic that the worst may be behind them, according to the latest findings from the Chamber's annual Business Prospects Survey, with 40% of respondents expecting an increase in turnover in 2023 (Figure 1), compared to 60% who

expect business to be worse or the same.

Although this is an improvement, readers should be mindful that 2022 has been an extremely difficult year for businesses as they are still trying to shake off the devastating effects brought on by the fifth wave of the Covid

pandemic, which has plunged the city's economy into three consecutive quarters of contraction since the beginning of the year. For the first 10 months of 2022, nearly two-fifths (38%) of the 357 respondents said that their business turnover had decreased compared to the same period last

Figure 1 圖一

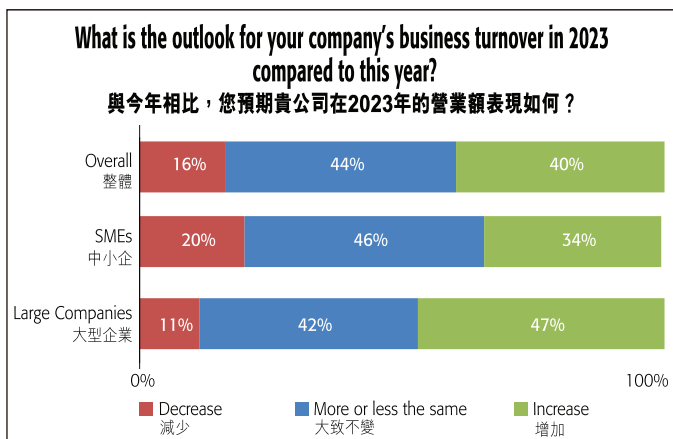


Figure 2 圖二

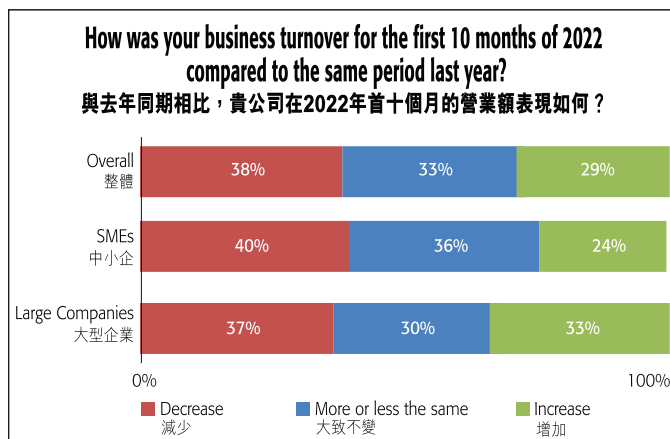
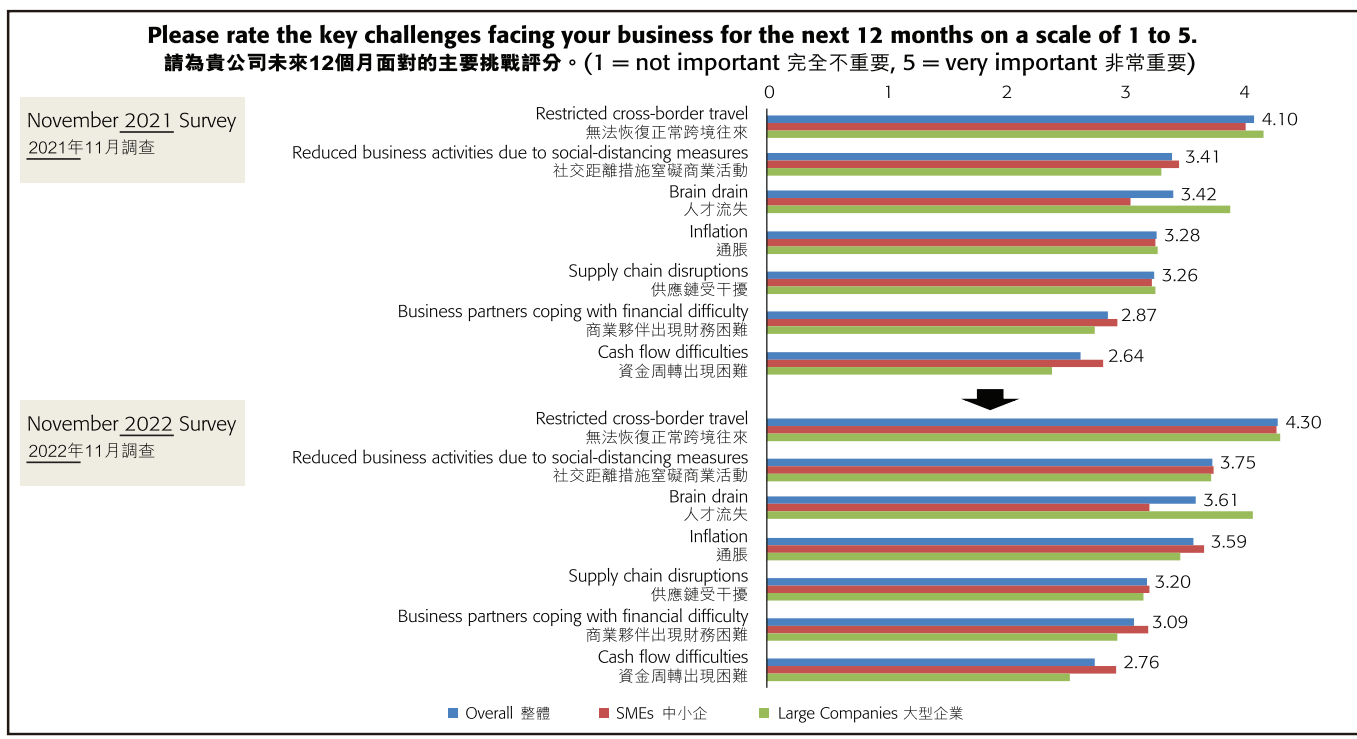




Figure 4 圖四



year (Figure 2). Only 29% said their performance had increased, while 33% asserted that there had been no change.

Almost three years since the pandemic struck, a return to normalcy appears to be quite distant, with 40% of respondents anticipating a reduction in business

turnover in 2023 compared to pre-pandemic levels (Figure 3). This jibes with the economy's performance, which is now 4.4% smaller than that in 2019.

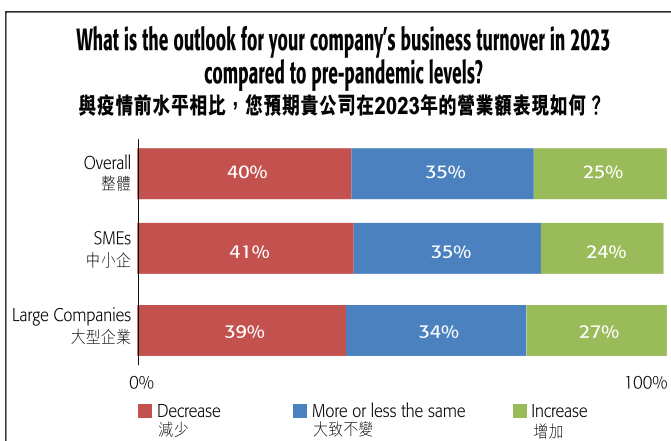
Understandably, businesses continue to fret over restricted cross-border travel with such concerns climbing to 4.3 (the maximum rating is 5) this

year compared to last year's 4.1 (Figure 4). Retaining experienced staff is especially challenging for larger corporations, with "brain drain" identified as the second most important issue. For SMEs, social-distancing restrictions and inflation were cited as bigger challenges as they struggle to stay afloat amidst a choppy economic environment.

Unless Hong Kong re-connects with the rest of the world, the economy is unlikely to make a meaningful recovery. This sentiment is shared by an overwhelming majority (94%) of respondents, who either agree (75%) or somewhat agree (19%) that normalizing cross-border travel with the Mainland and rest of the world should be the top priority for the SAR Government.

Business sentiment on recruitment remains largely unchanged with those preparing to expand their workforce over

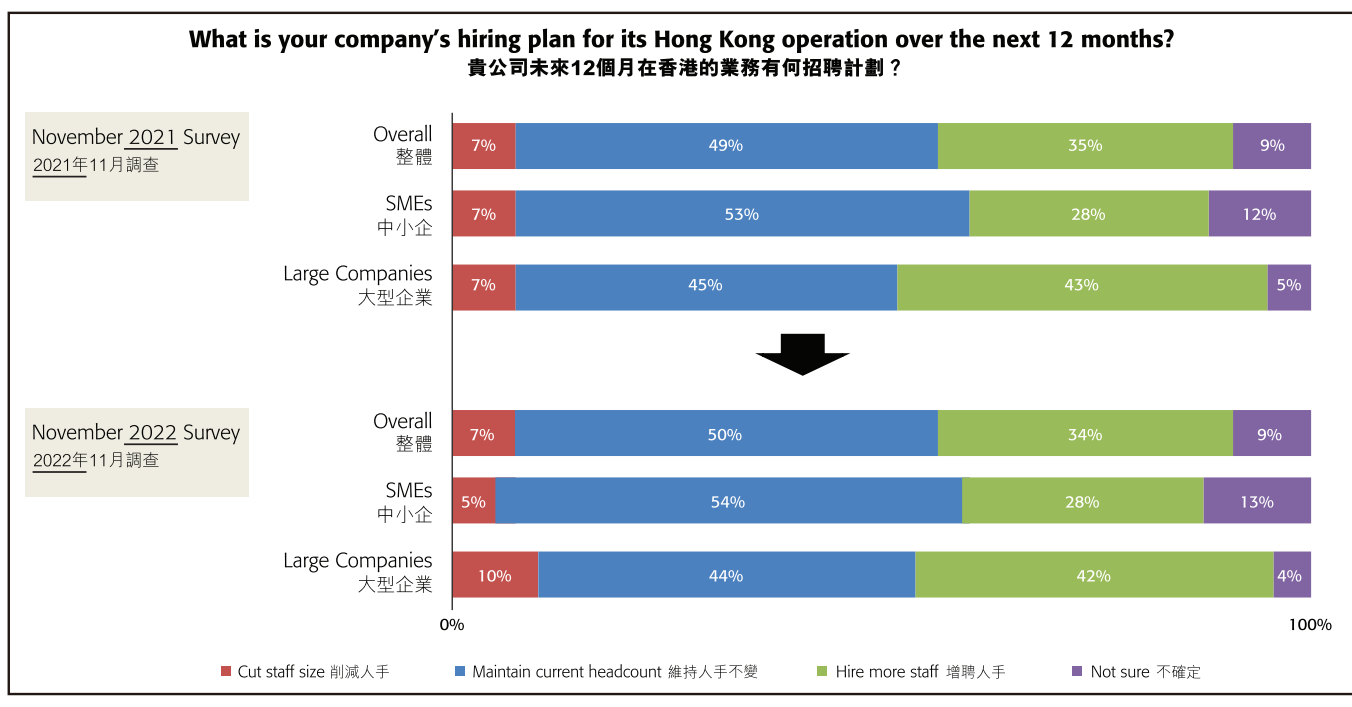
Figure 3 圖三



"A return to normalcy appears to be quite distant, with 40% of respondents anticipating a reduction in business turnover in 2023 compared to pre-pandemic levels."

「復常之路仍然漫長，四成受訪企業預期2023年的營業額將仍低於疫情前水平。」

Figure 5 圖五



the next 12 months dropping slightly to 34% from 35% a year ago (*Figure 5*). Big corporations are more bullish, with 42% planning to hire more staff in Hong Kong, compared to 28% for SMEs.

While companies may be keen to hire, such plans are likely to be frustrated by a steadily shrinking labour pool, which is effectively pushing up wages. Although the Chief Executive has made attracting talent a top priority in his maiden Policy Address, more than half (55%) of respondents felt that his proposals – which include such measures as granting two-year visas to workers with an annual salary of over HK\$2.5 million – did not go far enough, with 16% indicating that both existing and new measures were not sufficiently comprehensive. An additional 39% also shared the same view, although to a lesser degree.

Meanwhile, rising interest rates, weakening global demand, and continuing – albeit a gradual relaxation of – local restrictions are contributing to a pause in investing in Hong Kong, with only 16% of those polled planning to put up additional capital, which is more or less similar to the 17% recorded a year ago (*Figure 6*).

In contrast, the Greater Bay Area (excluding Hong Kong) continues to be a favoured investment destination. Among respondents already operating in the region, 34% said they would increase capital investment over the next 12 months (*Figure 7*). This compares to 26% planning to expand their presence in the rest of the Mainland (*Figure 8*).

Notably, the Government has recently downgraded its full-year GDP growth forecast to -3.2%, which is considerably worse than

the previous estimate of between a contraction of 0.5% and 0.5% expansion. Getting the economy back on track will necessarily involve re-mobilising investment and getting people back to work. While the latest Policy Address has taken positive steps to address these and the many other challenges facing Hong Kong, it will take time for the benefits to trickle through. Until then, the city will struggle to recover its footing.

About the survey

A total of 357 companies responded to the Chamber's survey conducted from 7-11 November 2022. The largest group of respondents (25%) were professional and business services, followed by traders (15%), and manufacturing (11%).

總商會最近進行的年度「商業前景問卷調查」結果顯示，四成受訪企業預期 2023 年營業額將較今年增加，反映港企審慎樂觀地認為最壞的時期或已過去（圖 1）。

儘管情況有所改善，讀者應注意 2022 年是極為艱難的一年；在第五波疫情的衝擊下，本港經濟自年初至今已連續三季收縮，很多企業仍在竭力掙扎，嘗試擺脫困境。

在 357 家受訪企業中，接近四成（38%）表示 2022 年首十個月的營業額較去年同期減少（圖 2），只有 29% 表示營業額增加，其餘 33% 則維持不變。

疫情爆發至今近三年，惟復常之路仍然漫長，四成受訪企業預期 2023 年的營業

額將仍低於疫情前水平（圖 3）。這與整體經濟表現一致，現時的經濟規模較 2019 年縮減 4.4%。

「無法恢復正常跨境往來」繼續困擾商界，企業對這個情況的關注程度由去年的 4.1 攀升至今年的 4.3（最高為 5 分）（圖 4），這實在可以理解。挽留資深員工對於大型企業尤其重要，「人才流失」被視為其第二大挑戰。對中小企來說，要在跌宕起伏的經濟環境下維持經營，社交距離措施及通脹被視為更大挑戰。

除非香港與世界各地重新連接，否則經濟將難以真正邁向復蘇。絕大多數（94%）受訪企業都認同這一觀點，表示同意（75%）或某程度上同意（19%）

特區政府應以恢復與內地和世界各地正常往來為優先要務。

企業招聘趨勢大致不變，有 34% 受訪公司計劃在未來 12 個月增聘人手，較去年的 35% 略為減少（圖 5）。大型企業對招聘相對較為積極，共有 42% 計劃在香港擴充人手，中小企的比率則只有 28%。

不過，現時人手短缺問題除了令企業增聘人手的計劃受阻之外，亦會對工資帶來上升壓力。行政長官在任內發表的首份《施政報告》把吸引人才列為施政重點，但超過半數（55%）的受訪企業認為有關措施（包括向年薪超過 250 萬港元的人才簽發為期兩年的工作簽證）仍不足夠，當中 16% 認

Figure 6 圖六

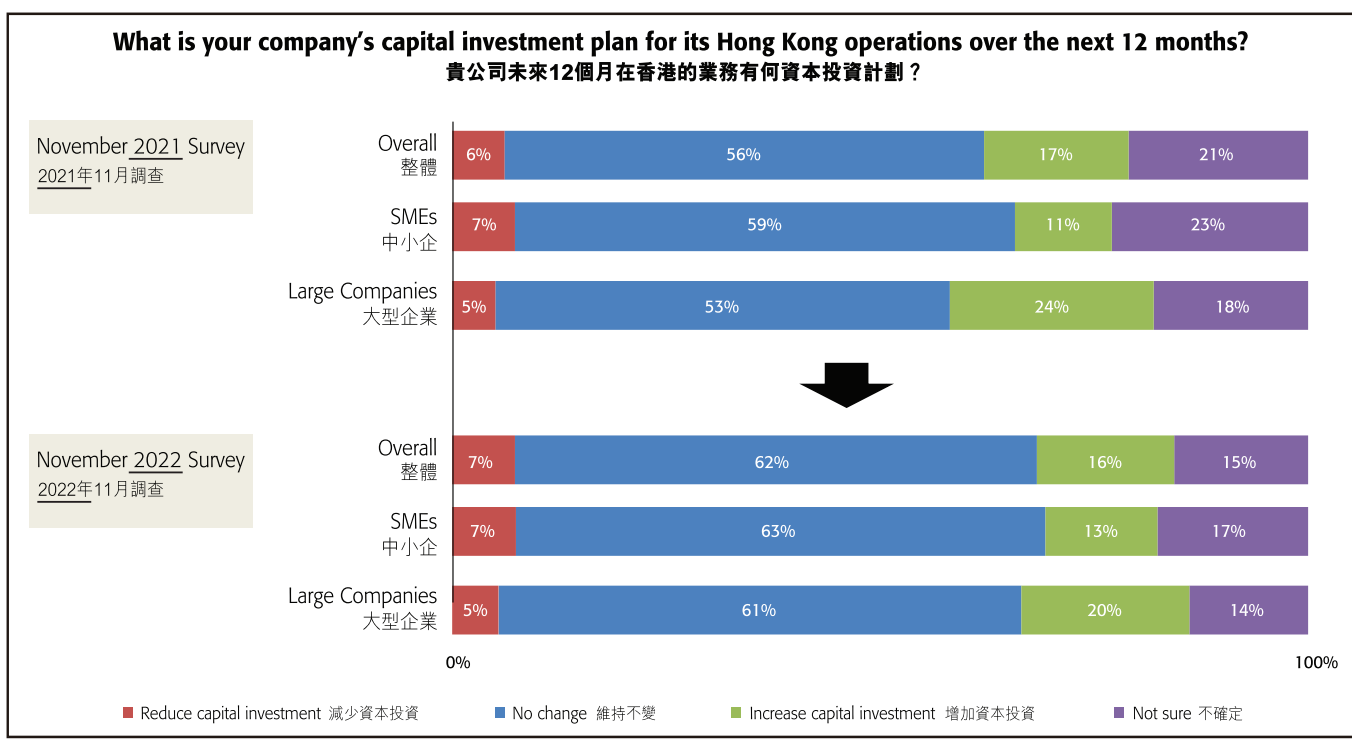


Figure 7 圖七

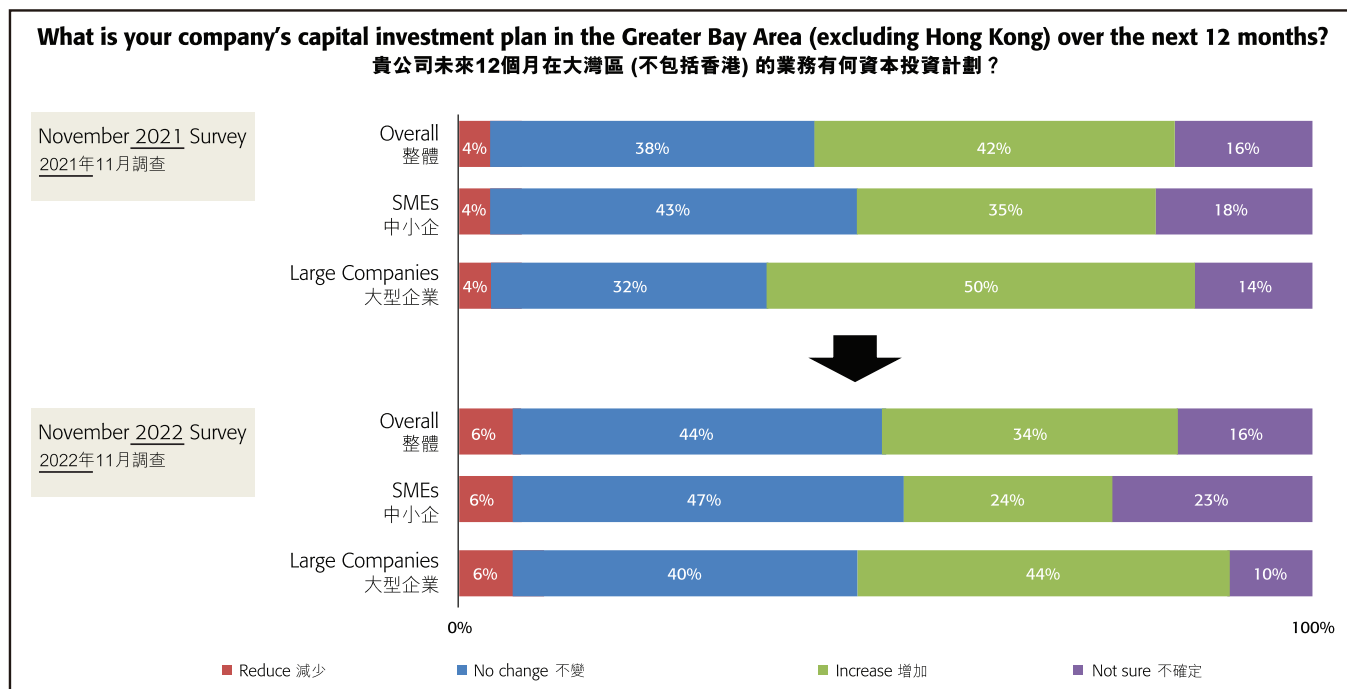
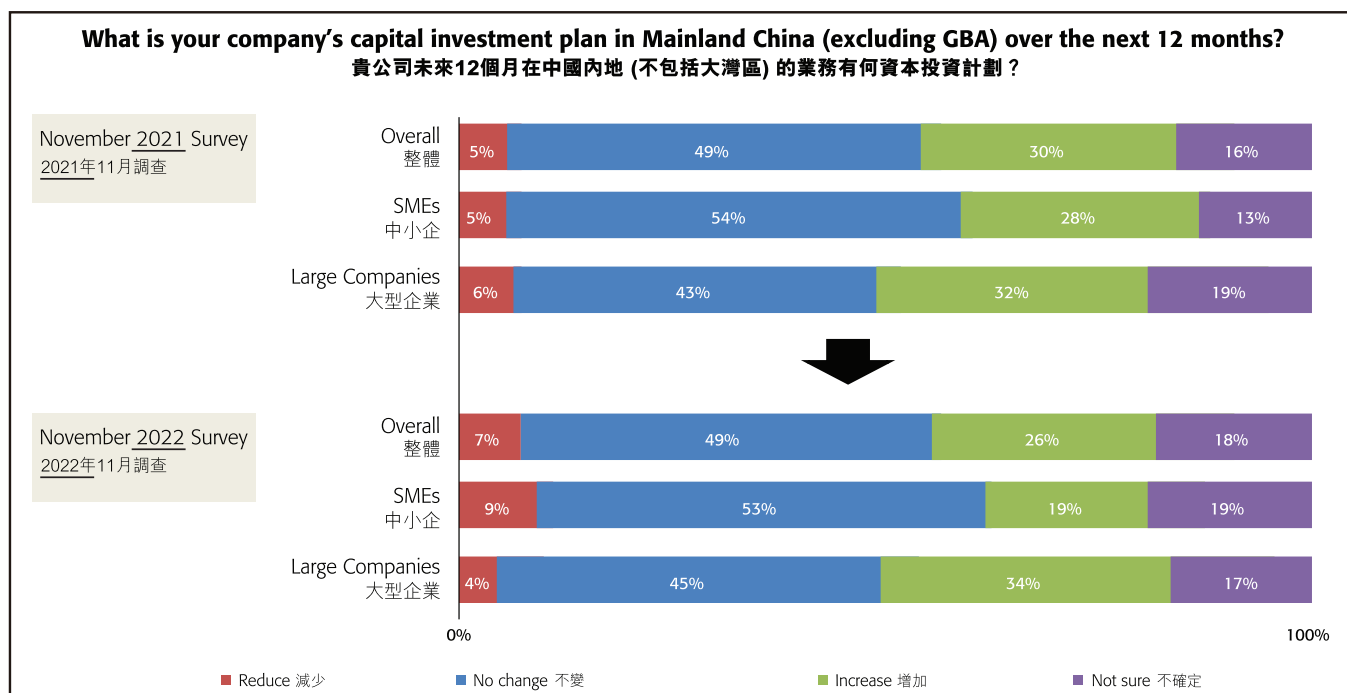


Figure 8 圖八



為現行及最新推出的措施有欠全面，另有 39% 對此亦有同感，只是認同程度較低。

與此同時，面對利率上升、全球需求轉弱和本地防疫限制措施（逐步放寬的同時）持續生效，本地投資活動停滯不前；只有 16% 受訪企業計劃增加資本投資，與一年前的 17% 相若（圖 6）。

相比之下，大灣區（不包括香港）依然是企業的投資熱點。在區內設有業務的受訪企業中，有 34% 表示會在未來 12

個月增加區內的資本投資（圖 7），而計劃在內地其他地區增加投資的相關比率則為 26%（圖 8）。

值得注意的是，政府最近向下修訂全年經濟增長預測，由之前介乎正負 0.5% 大幅下調至負 3.2%。要經濟重回正軌，本港必須提振投資，並吸納人才。最新一份《施政報告》已積極採取措施，着手應對香港面臨的種種挑戰，惟在相關政策發揮成效之前，香港要真正復蘇並不容易。

關於調查

總商會在 2022 年 11 月 7 至 11 日期間進行「商業前景調查」，合共收回 357 份問卷。受訪企業最多來自專業和商業服務界別（25%），其次為貿易（15%）及製造業（11%）。



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Boosting Trade with Asia 促進與亞洲貿易合作

To stay competitive in a less globalized world, Hong Kong must work to strengthen trade links with Asia,
Chamber CEO George Leung said in his keynote speech at the ACCA Hong Kong conference

總商會總裁梁兆基在ACCA香港分會年會上致辭，指出香港面對去全球化的趨勢，必須與亞洲各地加強貿易聯繫，方能維持競爭力



Just as globalization has brought massive benefits over the past decades by improving production efficiency, lowering costs, increasing consumer choices and promoting innovation, its reversal will be consequential in the undoing of such gains. Of greater concern is the likelihood of the lasting effects with such a trend, which could continue for decades instead of years, George Leung, CEO of the Hong Kong General Chamber of Commerce said in his keynote address at the ACCA Hong Kong annual conference 2022.

Leung said that Hong Kong has to adapt to the rapidly changing business landscape and deglobalization by enhancing its

connectivity with Asia – especially the Mainland – to sustain growth and stay competitive.

The 2008 global financial crisis was a watershed event in the history of globalization as international trade slowed from a rate of roughly two times economic output to more or less a similar pace as the latter. At the same time, the ratio of global trade volume to GDP – a proxy for economic integration – fell from its peak of 61% in 2008 to 52% in 2020. Looking back, the onset of “slowbalization” some 10 years ago presaged an increasingly fraught environment for trade and investment, which is especially troubling for open economies such as Hong Kong and their ability

to function effectively as global business hubs.

Collectively, the Sino-U.S. trade conflict, Covid-19 pandemic and war in Ukraine have caused major disruptions to hitherto highly integrated supply chains and impeded globalization. In particular, tensions between the two leading global powers – the U.S. and China – have spilled over from trade into other arenas such as technology and finance.

A recent example of such knock-on effects is the Biden administration’s recent export controls on the sale of sophisticated semiconductors and advanced chip-making equipment to China, effectively cutting off the latter’s access to critical technologies.

Developments outside its borders have given rise to questions over some of Hong Kong’s otherwise key competitive advantages.

“Hong Kong used to have an attractive tax advantage in the 1980s,” Leung said. “But such a tax advantage is being eroded as other jurisdictions slash their corporate tax rates to attract businesses.”

In addition, an international deal to ensure that the world’s largest multinationals pay a minimum corporate tax rate of 15% will reduce the effectiveness of tax concessions as a way to boost competitiveness. Under a framework spearheaded by the Organisation for Economic Cooperation and Development (OECD), companies with sales of at least 750 million euros will be



subjected to the new tax policy. The consequences to Hong Kong are understandably of considerable concern to the SAR Government, not only because of the impact on Hong Kong's reputation as a low-tax regime but also because this coincides with the departure of foreign regional headquarters, with the exception of those from the Mainland.

If there was one positive development arising from the Covid pandemic, that would be the accelerated adoption of digital technology, which offers new opportunities (and some relief) during such a challenging period. "Digital tools are key enablers in the trade of cross-border services, which is less susceptible to supply chain disruptions and an area to which Hong Kong could add value," said Leung.

As a matter of fact, global trade in services has since recovered from the effects of Covid. In the second quarter of 2022, it grew by 17% year-on-year following an 18.9% increase in the previous quarter. In contrast, world merchandise trade is expected to continue to experience headwinds with the World Trade Organization predicting that global merchandise trade volumes would only grow by 3.5% and 1% respectively in 2022 and 2023. With such a gloomy outlook, multinational companies should be mindful of not putting all their eggs in one basket and formulate strategies (if they have not done so) to diversify their supply chains in an increasingly polarised world as notions of reshoring and "friend-shoring" gain currency.

Leung said that as Asia was the epicentre of growth, Hong Kong should waste no time in ensuring that it was well-equipped to tap into the vast opportunities offered by regional markets.

"Sixty-five percent of the global middle class will be concentrated in Asia by 2030. Their increased wealth, spending power and demand for services are something that we cannot afford to ignore," he explained. Despite a less globalized world, Asia's intra-regional trade remains impressive. Leung suggested that Hong Kong should optimise its status as a trade hub to help strengthen linkages between Mainland China and Asia.

There are several key intrinsic issues, such as underinvestment and manpower shortage, that Hong Kong must address as a matter of priority if it is to remain attractive to multinational corporations looking to establish a presence in the region.

"Investment is an important driver of economic and productivity growth. However, Hong Kong's total investment spending only accounts for 18% of its GDP," Leung said. This is slightly lower to the OECD average of just over 22%.

In the meantime, Hong Kong's workforce is shrinking with the working population peaking at 4 million in 2018 and since declining by 6%.

"While the global business environment has become increasingly complex, the fundamentals to post-Covid recovery remains simple: Continue to invest in people, skills, infrastructure and technology," he concluded.

過去數十年來，全球化帶來了巨大的益處，包括提升生產效率、降低成本、增加消費選擇和推動創新；然而，全球化逆轉將導致這些效益付諸東流。總商會總裁梁兆基於ACCA（特許公認會計師公會）香港分會2022年年會發表主題演講時表示，這一趨勢造成的影響可能會持續數年以至數十年，情況令人關注。

梁兆基指出，香港要適應瞬息萬變的商業環境和去全球化趨勢，加強與亞洲（尤其是內地）的聯繫，方能持續增長和維持競爭力。

2008年爆發全球金融危機，成為全球化進程的分水嶺，自此國際貿易增長放緩，增速從經濟產出約兩倍減慢至與經濟產出相若。與此同時，反映經濟融合程度的全球貿易量佔生產總值比例於2008年達到61%的高位後回落，到2020年下跌至52%。現在回看，十多年前世界步入「慢全球化」階段，正是貿易和投資環境日益嚴峻的先兆，香港一類開放型經濟體首當其衝，未能有效發揮作為全球商業樞紐的作用。

在中美貿易糾紛、新冠病毒疫情和烏克蘭戰爭的影響下，高度整合的供應鏈受到嚴重干擾，妨礙全球化進程。其中全球兩大強國——美國和中國的緊張關係已從貿易蔓延至科技和金融等領域。

這種連鎖效應的其中一個例子，是拜登政府最近限制向中國出口精密半導體和先進晶片製造設備，令中國無法取得關鍵技術。

外圍環境變化令香港的重要競爭優勢受到考驗。

梁兆基解釋：「香港在1980年代曾擁有無可比擬的稅務優勢，但隨著其他地區降低企業稅率以吸引企業，這項優勢已被削弱。」

此外，根據一項國際協議，全球最大的跨國企業須以不少於15%的企業稅率繳稅，提供稅務優惠以提升競爭力的成效將不復從前。在經合組織提倡

的框架下，營業額達到7.5億歐元的企業將要遵守新稅務規定。這將損害香港令人稱頌的低稅率制度，加上海外企業（內地企業除外）陸續將地區總部遷離香港，令特區政府深表關注。

若然要數疫情帶來的正面影響，必定是加快應用數碼科技，除了有助紓困，亦能開創商機。梁兆基說：「數碼工具是跨境服務貿易的重要促成因素，較不易受到供應鏈干擾所影響，香港大可在這個領域創優增值。」

事實上，全球服務貿易已走出疫情的影響，逐漸恢復過來，在2022年首季按年上升18.9%後，於第二季再升17%。反之，預期國際商品貿易將繼續面臨逆風；世界貿易組織估計，全球商品貿易

於2022年及2023年的增長分別只有3.5%及1%。面對黯淡前景，加上回岸生產和「友岸外判」的趨勢，跨國企業應避免將所有雞蛋放入同一籃子，並制定供應鏈多元化策略（假如仍未行動），以應對日益分化的全球環境。

梁兆基表示，亞洲是經濟增長核心，香港應該及早做好準備，以把握地區市場提供的龐大機遇。他解釋：「到2030年，全球中產階級有65%集中在亞洲，他們的豐厚財富、消費力及對服務的需求不容小覷。」儘管全球化步伐受阻，亞洲區內貿易仍然表現強勁。梁兆基建議，香港應充分發揮其貿易樞紐的優勢，協助加強中國內地與亞洲之間的聯繫。

香港要維持競爭優勢，吸引有意在亞洲設點的跨國集團落戶，當務之急是處理若干重要問題，包括投資不足和人才短缺。「投資是經濟和生產力增長的重要動力來源。不過，香港的投資開支總值僅佔本地生產總值的18%。」梁兆基說。有關比率略低於經合組織成員國平均稍高於22%的水平。

與此同時，香港的勞動力正在收縮，就業人口於2018年達到400萬的高位後回落，至今下跌6%。

他總結說：「儘管全球商業環境日益複雜，但疫後復蘇仍然取決於一些簡單的基本要素：繼續投放資源推動人才、技術、基礎建設及科技發展。」



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Steering Chamber Policy

為總商會 政策工作領航

Winnie Ho brings a wealth of experience in both Government and the private sector to her new role as Senior Director, Policy & Research. 政策研究高級總監何穎賢最近履新，把效力公私營機構的豐富經驗帶到新的工作崗位。



The Chamber's new Senior Director, Policy & Research has hit the ground running. "There is much to learn. The Chamber covers a wide spectrum of industries, understanding the business interests and concerns of our members is a priority," said Winnie Ho, who joined senior management at HKGCC in November.

Born and raised in Hong Kong, Ho has 30 years of experience across a range of disciplines including policy, public affairs and government relations, corporate communications, stakeholder engagement and sustainability. Before joining the Chamber, Ho spent 15 years in the private sector where she took up leadership positions in property development, public transportation and theme park companies.

Prior to her career in the private sector, Ho was a directorate civil servant with the Hong Kong SAR Government and had held senior positions across various policy bureaux, most notably in policy areas relating to tourism, civil aviation

and air services negotiations, and environmental protection. She also served as the deputy representative of the Hong Kong SAR Government in New York.

Having worked in both the public and private sectors, Ho has a unique insight into the different considerations and work processes involved.

"My career is just about evenly split between both sectors, so I have a good grasp of policy formulation and the engagement process as well as the strategic business context. Communication is key," she said.

Ho holds a Master of Arts degree in Anthropology from The Chinese University of Hong Kong, and a Master of International and Public Affairs degree and a Bachelor of Arts degree in Comparative Literature and French from The University of Hong Kong. In her free time, she practises pottery and reminisces about her days of playing field hockey and rugby.

總商會新任政策研究高級總監何穎賢於11月加入本會管理層，隨即全情投入工作。她表示：「為總商會服務有很多需要學習的地方。由於會員包羅各行各業，首要任務是了解會員的商業利益及關注所在。」

何穎賢在香港土生土長，並在政策、公共事務及政府關係、企業傳訊、持份者參與及可持續發展等不同範疇累積了30年經驗。加入總商會前，她曾任職私營機構15年，分別在房地產、公共運輸及主題樂園企業擔任領導職位。

投身私營機構前，何穎賢曾為香港特區政府的首長級公務員，期間擔任多個決策局的高級職位，主管旅遊、民航和民航運輸談判及環境保護等政策範疇。此外，她亦曾出任香港駐紐約經濟貿易辦事處副處長。

何穎賢同時具備公私營機構的工作經驗，對不同的考慮因素和工作流程均有獨特見解。

她說：「在我的職業生涯中，公私營機構大約各佔一半，這些經驗讓我了解政策制定和參與過程，以及營商環境的策略考慮，而我認為溝通正是箇中關鍵。」

何穎賢分別持有香港中文大學人類學文學碩士學位、香港大學國際與公共事務碩士學位，以及香港大學文學士（比較文學及法語）學位。閒時除了創作陶藝，她亦不時回味參與曲棍球和欖球運動的時光。



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Focus on Flexible Learning

彈性學習專家



Middlesex University collaborates with top Hong Kong institutions to give students an array of study options

密德薩斯大學夥拍香港領先機構，為學生提供多元化的學習選擇

With a 130-year history in education and research, Middlesex University is ranked 48th in the United Kingdom, and in the top 401-500 in the Times Higher Education World University Rankings 2023. The institution has campuses in North London, Dubai, Mauritius and Malta, giving students the choice to study in one or more locations. The range

of courses on offer is wide, with flexible enrollment modes that allow students with time or money constraints to choose from full-time, part-time, distance or work-based learning.

Middlesex's vision is to transform outcomes for individuals, communities and organizations, and to empower people to change their lives. Its learning community has

practised this at the heart of what they do, across education, research and knowledge exchange, and engagement.

In Hong Kong, Middlesex partners with the HKU School of Professional and Continuing Education (HKU SPACE), Hong Kong Metropolitan University Li Ka Shing School of Professional and Continuing Education (LiPACE), and Hong Kong Management Association (HKMA) to give students opportunities to take its courses locally.

"We work in partnership and bring people together to create solutions to complex problems," said Karen Wong, Director of South East Asia.

"We create knowledge and put it into action to develop fairer, healthier, more prosperous and sustainable societies."

For example, Middlesex has noticed a shortage of well-qualified graduates in Hong Kong's building and construction sector, and has therefore designed a programme, "Building Information Modelling Management," to meet the demand.

"We are the only institution in the UK to offer a work-based master's degree in this subject," Wong

explained. "The course is tailor-made for practitioners in full-time employment, as it can be 100% completed in Hong Kong, allowing flexibility for students with work and life commitments."

In this fast-changing world, Wong believes that being flexible and adaptable is one of the keys to success. For instance, during the Covid pandemic, Middlesex moved most of its courses completely online to ensure the safety of students. "Now we take what we've learned during the pandemic and keep enhancing our teaching

methods with new and innovative ways of learning," said Wong.

Looking ahead, Middlesex will continue to focus on learning and assessment through practice, as well as using technology to connect the global community of learners. "We also aim to develop strategic relationships with employers in Hong Kong to benefit our students and support graduate outcomes," said Wong. "That's the main reason we joined HKGCC – we hope to connect with local communities and business sectors to grow our distinctive global reputation."

兼職 Part-time 全職 Full-time 認識權益 Know Your Employees' Rights

《僱傭條例》適用於**所有僱員***，包括全職、兼職、散工、替工或臨時工。

The Employment Ordinance is applicable to **all employees***, whether they are designated as full-time, part-time, casual, substitute or temporary employees.

* 法例指明的若干人士除外 Except for those to whom the Employment Ordinance does not apply

所有受《僱傭條例》保障的僱員，**不論「全職」或「兼職」**工作及其工作時數，都享有條例的一些**基本保障**，例如工資的支付、扣薪的限制及放取法定假日等。

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請瀏覽上載至勞工處網頁的「僱傭條例簡明指南」及「兼職僱員——勞工法例知多點」刊物。
Please refer to the publications "A Concise Guide to the Employment Ordinance" and "Part-time Employment – Know More About Labour Legislation" available on the Labour Department's website.



僱員連續受僱於同一僱主**4星期**或以上，而每星期最少工作**18小時**，便屬「連續性合約」。他們可享**更多權益**，例如休息日、法定假日薪酬、有薪年假、疾病津貼、生育保障、侍產假、遣散費及長期服務金等。

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密德薩斯大學擁有 130 年的辦學和教研歷史，在英國學府中位列第 48 位，並躋身 2023 年度泰晤士高等教育世界大學排名第 401 至 500 位。密德薩斯在倫敦北部、杜拜、毛里裘斯和馬爾他均設有分校，學生可選擇在不同地點上課。該校除了開辦廣泛的課程種類，還提供靈活彈性的授課形式，包括全日制、兼讀制、遙距或職場學習模式，學生可按個人的時間或經濟考慮選修合適的課程。

密德薩斯大學的願景是幫助個人、團體和組織轉化學習成果，為生活帶來改變。因此，該校的學習社群致力實踐所學，在教學、研究與知識交流和參與方面貫徹履行願景。

在香港，密德薩斯與香港大學專業進修學院、香港都會大學李嘉誠專業進修學院及香港管理專業協會合作，讓學生身處香港亦能報讀該校的課程。

亞太區負責人及東南亞區域總監王惠棋表示：「面對複雜疑難，我們會群策群力，共商對策。我們創造知識，並將之



“We take what we’ve learned during the pandemic and **keep enhancing our teaching methods with new and innovative ways of learning.**”

「我們從疫情中吸取經驗，繼續以創新的學習形式提升教學方法。」

— Karen Wong,
Director of South East Asia, Middlesex Services Ltd

——王惠棋
Middlesex Services Ltd 亞太區負責人及東南亞區域總監

轉化為行動，從而建設更公平、健康、繁榮和可持續的社會。」

舉例說，有見香港建築及建造業畢業生供不應求，密德薩斯遂設計「建築信息模擬管理」課程，以應所需。

王惠棋解釋：「我們是英國唯一就此學科開辦在職碩士課程的學府。該課程專為全職從業員而設，可全程在香港上課，讓學生靈活安排工作與生活。」

世界瞬息萬變，王惠棋認為靈活變通是致勝之道。例如在疫情期間，密德薩斯

大部分課堂改以網上授課，確保學生的安全健康。「我們從疫情中吸取經驗，繼續以創新的學習形式提升教學方法。」她說。

展望未來，密德薩斯將繼續專注學習與評估的實踐，並以科技連繫全球學員。王惠棋表示：「我們亦致力與香港僱主建立策略夥伴關係，以助益學生，同時支援畢業生。這亦是本校加入總商會的主要原因——我們希望與本地社區和商界建立聯繫，藉此提升大學的國際聲譽。」

Company 公司名稱：Middlesex Services Ltd
HKGCC Membership No. 總商會會員編號：HKM0791
Established 創辦年份：1996
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JAC Recruitment specializes in addressing the need for skilled professionals in the post-pandemic world

JAC Recruitment 專注滿足疫後新世界對技術專業人才的需求

Founded in London, JAC Recruitment is an international recruitment consulting firm that connects companies with top talent from across Asia and Europe. Over the past 47 years, the company has expanded to other parts of the world, servicing Japanese and multinational companies.

"In JAC Group, we have a strong presence in 11 countries, across Asia and Europe, with over 1,200 professional consultants,

all of whom possess a deep cultural understanding of the local markets for which they are responsible," said Managing Director Jannet Cheung. "In 2021, JAC was ranked as an FT High-Growth Company in Asia-Pacific."

In Hong Kong, JAC has a strong track record of placing executives in specialized roles within the IT, digital, banking and finance, corporate services and consumer industries, supporting both Japanese and multinational firms.

"We have invested in digital and operational resources to help facilitate growth across all markets."

**– Jannet Cheung,
Managing Director, JAC Recruitment**

"Our mission is to be a reliable recruitment partner for our clients. With this in mind, we are constantly looking for ways to enhance the quality of our services," Cheung said. With direct involvement in clients' business plans and candidates' welfare, working conditions, career progression and livelihoods, JAC is able to gain insights into as well as offer advice on hiring strategies and career moves. "We believe understanding the needs of clients and candidates, and staying connected with them as things progress, are the keys to business success," explained Cheung.

"Apart from specialist recruitment and executive search, JAC Hong Kong began expanding their solutions by recently launching contract and payroll services to their clients," Cheung said. "These new services can help companies struggling to find permanent staff, especially in this fast-changing post-pandemic world."

The current Covid-related restrictions have brought a great challenge to the human resources sector in Hong Kong, leading to a shortage of highly skilled talents and migrants. "Many of our clients are still adapting to a new way of working, and we are here to support them through these changes, with our diversified recruitment and contracting services readily available to them," said Cheung. "Our business has a stronger infrastructure in

place now, which will allow us to maintain operations in case other crises occur."

Looking ahead, JAC plans to expand to new markets and create new service lines by 2030. "We have invested in digital and operational resources to help facilitate growth across all markets. There will be new service lines across the region, including specialist recruitment services, contract and payroll services, outsourcing, RPO and consulting," Cheung said.

By joining the Chamber, JAC hopes to collaborate with its extensive network. "HKGCC has been a pillar for businesses in Hong Kong. We hope to collaborate with other members, learn from one another and help members who might need our services," said Cheung.



國際招聘顧問公司 JAC Recruitment 於倫敦成立，為企業與歐亞各地的頂尖人才穿針引線。過去 47 年，該公司將業務擴展至世界各地，服務日本和跨國企業。

香港執行董事張苓表示：「我們的服務範圍主要包括 11 個亞洲及歐洲國家，旗下超過 1,200 名專業顧問都對他們主管的市場有透徹了解。在 2021 年，JAC 更獲《金融時報》評為亞太區高增長企業之一。」

JAC 在香港屢創佳績，成功為多家日本和跨國企業物色行政人員，涵蓋資訊科技、電子、銀行及金融、企業服務及消費品行業的專業崗位。

「我們的使命是成為深受客戶信賴的招聘夥伴。為此，我們一直致力提升服務質素。」張苓說。JAC 直接參與客戶的業務規劃，協助安排求職者的福利、工作條件、職業發展和生活所需，從中掌握企業的招聘策略和僱員的職涯發展，並就此提供建議。

張苓解釋：「我們認為了解客戶和求職者的需要，以及在招聘過程中與雙方保持溝通，均為業務取得成功的關鍵因素。」

她續道：「除了專業人才、合約員工和行政人員招聘服務，JAC 香港最近亦開拓新業務，為客戶提供合約和發薪服務。在疫後瞬息萬變的環境下，企業較難聘得長工，這些服務對僱主大有幫助。」

現時，防疫限制導致技術人才和外來移民短缺，為香港的人力資源行業帶來重大挑戰。張苓指出：「不少客戶仍在適應新工作模式，而我們提供的多元化招聘和合約員工服務，正好能協助他們應對轉變。我們現已提升基礎設施，一旦爆發其他危機，亦能維持運作。」

展望未來，JAC 計劃在 2030 年前拓展新市場及開設新服務。

「我們正在各個市場展開數碼和營運轉型，在推動業務增長的同時引入新服務，包括專家和合約員工招聘、發薪、外判、招聘流程外判和顧問服務等。」張苓說。

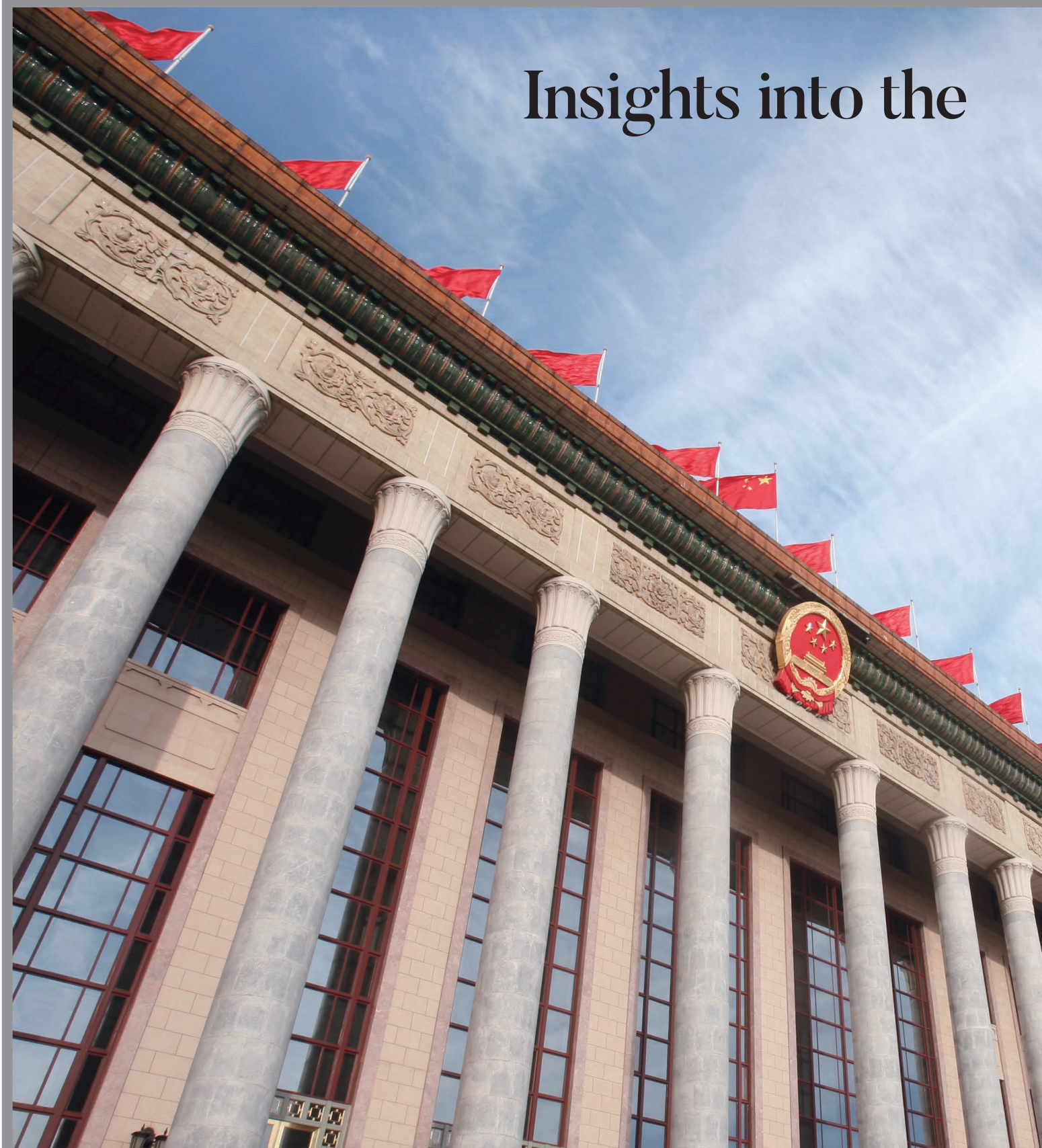
加入總商會後，JAC 期望能善用其廣大的商業網絡。張苓表示：「總商會是香港商界的支柱，我們期待與其他會員合作，互相學習交流，並為有需要的會員提供服務。」

「我們正在各個市場展開大規模的數碼和營運轉型，推動業務增長。」

——張苓
JAC Recruitment 香港執行董事

Company 公司名稱: JAC Recruitment Hong Kong Co Ltd
HKGCC Membership No. 總商會會員編號: HKJ0254
Established 創辦年份: 2011
Website 網站: www.jac-recruitment.hk

Insights into the



20th National Congress Report

剖析二十大報告

At a seminar held by the Chamber, a distinguished panel of experts discussed the policies set out at the CCP's Congress in October 總商會邀得多位專家出席研討會，就中共於 10 月開會期間提出的政策分享見解

"Hong Kong's advancement is an integral part of China's national development, with Beijing reaffirming the importance of One Country, Two Systems," said Anthony Wu, former Chamber Chairman and Member of the Standing Committee of the CPPCC National Committee, at a seminar held to explain the policy report announced at the CCP's 20th National Congress.

Wu was joined by Jeffrey Lam, Chamber's LegCo Representative, Member of the CPPCC National Committee and Vice Chairman of the Committee for Liaison with Hong Kong, Macao, Taiwan and Overseas Chinese, and Nick Chan, Chairman of the Chamber's Legal Committee, Hong Kong Deputy to National People's Congress, and Vice Party Chairman of the Liberal Party.

Titled "The Prospect of the 20th National Congress of China's Communist Party and China's Future," the event was part of the Chamber's "China's National Day Celebration Series."

The speakers highlighted the importance of the National Security Law, which came into effect in Hong Kong in 2020, in relevance to the "One Country, Two Systems" policy. Hong Kong was rocked by unrest a few years ago, and the National Security Law was enforced to bring peace to the city.

Elaborating on the topic, Lam said: "The stability of Hong Kong is of the utmost importance to the Central Government, with an emphasis on patriots governing the city. Thanks to the measures put in place, Hong Kong has been able to enter a new stage of development."

Lam said the successful implementation of "One Country, Two Systems" must be adhered to in the long run – the policy gave the Special Administrative Regions of Hong Kong and Macao a high degree of autonomy, with President Xi Jinping supporting the integration of Hong Kong and Macao with China with the aim of the nation's overall development.

As for Taiwan, Lam said that China would continue to resolutely fight against separatism. "Taiwan is a part of China," Lam stated. "China would strive for peaceful reunification but would not renounce completely the use of all measures to achieve this."

The 15-chapter report read by the party leadership at the Congress established President Xi Jinping's core position on the CPC Central Committee, listed China achievements over the past five years, and laid out the new tasks in the next five years and beyond.

With a whole chapter devoted to invigorating China through science and technological education, innovation, and implementing work force development strategies, Wu said the report underlined China's dedication to become a socialist market economy with a modernized industrial system.

Commenting on the country's economic development, Lam pointed to the achievements of the past decade, and said that vital to economic prosperity was the development of the Greater Bay Area – with Hong Kong as an international financial hub, the city serves as a strategic gateway to the region.

Chan said the party's aim was to transform China into a modern socialist country with Chinese characteristics.



Towards this end, the report outlined advancing people's democracy, law-based governance, pursuing green development, and promoting harmony between humanity and nature. Meanwhile, the focus on the well-being of the people served to highlight a raft of goals, such as more pay for more work, equal opportunity, and preserving traditional Chinese medicine, among others.

In regard to China's position as the second-largest trading country in the world, Chan said the country is advancing high-level opening-up amid challenges from multiple global crises, which will help create favourable conditions for global economic growth. China also opposes protectionism, the erection of "fences and barriers," decoupling, disruption of industrial and supply chains, unilateral sanctions, and maximum-pressure tactics.

Chan also underlined the country's solid progress over the past 10 years. "The economy grew from 54 trillion yuan (US\$7.39 trillion) in 2012 to 114 trillion yuan in 2021, while its share of the world economy rose from 11.3% to 18.5%," he said.

總商會早前舉辦研討會，探討中共二十大報告重點及其對香港的意義。總商會前主席及全國政協常委胡定旭在會上表示：「香港向前邁進是國家發展不可或缺的元素，北京政府亦重申落實『一國兩制』的重要性。」

總商會立法會代表、全國政協委員兼港澳台僑委員會副主任林健鋒以及總商會法律委員會主席、港區全國人大代表兼自由黨副主席陳曉峰亦有與會。

是次活動以「中共二十大展望及中國未來發展」為主題，為總商會「慶祝中華人民共和國國慶」系列的第二場研討會。

香港在數年前經歷社會動盪後，《港區國安法》已於2020年正式實施，鞏固「一國兩制」根基，讓香港恢復和平穩定。幾位講者強調該法例十分重要。

林健鋒就此進一步闡釋：「香港穩定對中央政府至關重要，而確保『愛國者治港』尤其關鍵。隨著相關措施貫徹落實，香港現已進入新發展階段。」

他又指出「一國兩制」必須長期堅持，賦予香港和澳門特別行政區高度自治之餘，國家主席習近平亦支持港澳兩地與內地進一步融合，從而促進國家整體發展。

在台灣議題上，林健鋒表示中國將繼續堅決打擊分裂主義。他說：「台灣是中國的一部分，中國將盡最大努力爭取和平統一，同時保留採取一切必要措施的選項。」

中共領導人於大會上發表共有15節的報告，確立習近平主席在中共中央委員會的核心地位、總結中國在過去五年的成就，並提出未來五年以至更長遠的新使命任務。

報告設有專節闡述科教興國戰略，致力驅動科技教育、創新和人才發展。胡定旭指出，這反映中國決心建立社會主義市場經濟體制，同時建設現代化產業體系。

國家經濟發展方面，林健鋒表示過去十年成就非凡，又指出經濟繁榮取決於大灣區發展，以及香港作為國際金融樞紐和大灣區門戶的戰略角色。

陳曉峰說，建設中國式現代化社會主義國家是黨的目標。就此，報告提出推進人民民主、依法治國、推動綠色發展，以及促進人與自然和諧共生。為了增進民生福祉，報告訂下一系列目標，例如堅持多勞多得、促進機會公平，以及促進中醫藥傳承等。

面對連串國際危機帶來的挑戰，陳曉峰表示中國作為全球第二大貿易國，正推進高水平對外開放，為全球經濟增長創造有利條件。中國反對保護主義、設立屏障和壁壘、經濟脫鉤、干擾產業鏈和供應鏈、單邊制裁及最大壓力戰略。

陳曉峰亦強調，國家在過去十年取得了堅實進展。他說：「在2012年至2021年期間，中國經濟規模已由54萬億元人民幣（7.39萬億美元）增長至114萬億元人民幣，其全球經濟佔比亦從11.3個百分點上升至18.5個百分點。」

China Committee 中國委員會



The pandemic has changed how we work and travel. To help members prepare for and benefit from proper tax planning and utilize preferential policies on remuneration packages and tax rebate, as well as structuring travel to minimize taxation, Louis Lam, Partner and China South Leader, and Iris Lai, Associate Director, Vialto Partners Hong Kong Limited, shared their insights at a seminar on 27 October.

疫情改變了我們的工作和出行模式。為協助會員做好稅務規劃，例如透過預先計劃行程來減少稅款，以便受惠於薪酬及退稅優惠政策，總商會邀得緯邇拓稅務諮詢（香港）有限公司合夥人及中國南部主管林燦榮和副總監黎雅賢出席 10 月 27 日的研討會，就此分享見解。

Chamber Deputy Chairman Agnes Chan delivered a speech at a seminar on the "Celebration of the 70th Anniversary of China Council for the Promotion of International Trade" on 10 November. Chamber representatives held in-depth discussions on facilitating Hong Kong's integration into national development, and how to leverage the city's unique advantages and deepen interaction and cooperation between Hong Kong and the world.

總商會常務副主席陳瑞娟於 11 月 10 日舉行的「中國國際貿易促進委員會建會 70 週年座談會」致辭。會上，各商會代表深入討論促進香港融入國家發展大局的方案，以及如何發揮香港的獨特優勢，並深化香港與國際的交流合作。



GBA Summit 2022 2022大灣區高峰論壇

The GBA Summit 2022, organized by the Hong Kong Economic Journal, was held on 27 October, with the HKGCC among the supporting organizations. In his speech, Chief Executive John Lee said he hoped that Hong Kong would successfully enter the new stage of transition from governance to prosperity, with the purpose of integration into the overall development of the country in the next five years.

《信報財經新聞》於 10 月 27 日舉辦「粵港澳大灣區高峰論壇」，總商會為活動支持機構之一。行政長官李家超致辭時寄望香港順利進入由治及興的新階段，在未來五年積極融入國家發展大局。

Americas Committee 美洲委員會

Exploring Collaboration between Hong Kong and the U.S.

探索港美合作

Gregory May, U.S. Consul General to Hong Kong and Macao, accompanied by Chief Commercial Consul Bradley Harker, Commercial Consul Paul Frost and Senior Commercial Specialist Boris Meyer, called on the Chamber on 28 October to enhance bilateral exchanges and explore possible areas of collaboration.

Chamber Chairman Betty Yuen greeted the visitors, along with CEO George Leung and PR & Programs Director Malcolm Ainsworth. She pointed out that resuming quarantine-free travel is of utmost importance for Hong Kong, as companies are keen to meet with overseas customers. The Consul General echoed her view, and hoped that Hong Kong business executives would visit the U.S. to participate in larger trade shows. He said American enterprises were looking forward to attending exhibitions in Hong Kong when travel restrictions are lifted. He also encouraged Hong Kong students to choose to study in the U.S.



美國駐港澳總領事梅儒瑞聯同首席商務領事 Bradley Harker、商務領事 Paul Frost 及高級商務專員 Boris Meyer 於 10 月 28 日到訪，由總商會主席阮蘇少涓、總裁梁兆基和公共關係及項目總監麥爾康接待，雙方討論如何促進兩地交流，並探索潛在合作領域。

阮蘇少涓指出，香港當務之急是恢復免疫檢通關，讓企業能與海外客戶面談溝通。總領事和應表示，希望港企高管能赴美參與大型貿易展覽。他還指出美國公司亦期望在旅遊限制撤銷後來港出席展覽活動。他又鼓勵香港學生到美國留學。

Promoting Mutual Cooperation between China and Chile

促進中國與智利合作

Luis Rodolfo Schmidt Montes, two-time Chilean ambassador to China, called on the Chamber on 15 November to deepen understanding and trust between China and Chile as well as promote beneficial mutual cooperation.

Chamber Deputy Chairman Agnes Chan greeted Schmidt Montes, along with Americas Committee Chairman Evaristo Trevino Berlanga and PR & Programs Director Malcolm Ainsworth. Chan was positive about Hong Kong's future as a global financial hub, and said the city would be ready to open for business when restrictions are lifted.

Schmidt Montes shared how China had become Chile's major trade partner and an important buyer of its agricultural produce – over 90% of Chile's cherry exports are shipped to China. There had also been a surge in exports of Chilean salmon to China. He added that a significant inflow of Chinese investment to Chile had also been recorded.



兩屆智利駐華大使 Luis Rodolfo Schmidt Montes 於 11 月 15 日到訪，由總商會常務副主席陳瑞娟、美洲委員會主席 Evaristo Trevino Berlanga 和公共關係及項目總監麥爾康接待。雙方探討如何加深中國與智利的相互了解、加強互信和促進互利合作。

陳瑞娟看好香港作為國際金融樞紐的發展前景，並指出香港已為重開營商之門做好準備，只待政府撤銷防疫限制。

Schmidt Montes 表示，中國已成為智利主要的貿易夥伴和農產品買家——當地車厘子出口有九成以上輸往中國，而智利出口中國的三文魚亦大增。他又指出，中國流入智利的投資亦錄得可觀的增長。

Asia & Africa Committee 亞洲及非洲委員會



Building Closer Ties with Malaysia 與馬來西亞建立更緊密聯繫

Consul General of Malaysia Mozambican Markam and Trade Commissioner Yazrin Syakhairi Mahlan visited the Chamber on 8 November, where they were welcomed by Asia & Africa Committee Chairman Jonathan Lamport and Vice Chairmen Edmond Yue and Dewan Saiful Alam.

Markam said Malaysian companies were interested in the Greater Bay Area, which offered a plethora of opportunities for foreign investment. Hong Kong played a pivotal role in leading foreign businesses into the Mainland market. With geopolitical tensions on the rise, making connections was essential. He also stressed that Malaysia was a strong advocate for Hong Kong's bid to join the Regional Comprehensive Economic Partnership.

Looking at investment into the country, Markam said Malacca port was an important part of the Belt and Road Initiative, thanks to Malaysia's close historical ties with China and its strategic location. Malaysia's rapid developments in ICT, digital economy, industry 4.0, medical tourism and financial services should not be overlooked, he added.

Lamport pointed out that Malaysia was home to a vibrant scene of innovation and technology start-ups, and with the Hong Kong Government banking on the I&T sector to lead the economy, there were many opportunities for companies in both regions to form joint ventures and create exciting new projects.

馬來西亞總領事 Mozambican Markam 及貿易專員 Yazrin Syakhairi Mahlan 於 11 月 8 日到訪總商會，由亞洲及非洲委員會主席林偉全、副主席余國賢及 Dewan Saiful Alam 接待。

Markam 表示大灣區為外資帶來龐大機遇，引起馬來西亞企業對投資當地的興趣，而香港一直擔當引領海外企業進入內地市場的重要角色。隨着地緣政治緊張局勢升溫，建立聯繫至關重要。他亦強調馬來西亞全力支持香港加入《區域全面經濟夥伴關係協定》。

外來投資方面，Markam 指出馬來西亞與中國有深厚的歷史淵源，加上有利的地理位置，使馬六甲港成為「一帶一路」倡議的重要據點。他補充，該國的資訊及通訊科技、數碼經濟、工業 4.0、醫療旅遊和金融服務領域發展迅速，企業宜多加留意。

林偉全指出馬來西亞的創科初創生態系統活力充沛，加上香港政府銳意發展創科業驅動經濟，兩地企業大可把握機遇，成立合資企業及開展新項目。

COMMITTEE CHAIRMEN 委員會主席



Americas Committee
美洲委員會
Mr Evaristo Trevino Berlanga



Asia & Africa Committee
亞洲及非洲委員會
Mr Jonathan Lamport
林偉全先生



China Committee
中國委員會
Mr Eric Fok
霍啟山先生



HKCSI – Executive Committee
香港服務業聯盟 — 執行委員會
Mr James Tong
唐偉邦先生



Digital, Information & Telecommunications Committee
數碼、資訊及電訊委員會
Ms Elsa Wong
黃玉娟女士



Economic Policy Committee
經濟政策委員會
Mr Jim Taylor
戴樂生先生



Environment & Sustainability Committee
環境及可持續發展委員會
Mr Wilson Kwong
鄺永銓先生



Europe Committee
歐洲委員會
Mr Davide De Rosa
戴偉德先生



Financial & Treasury Services Committee
金融及財資服務委員會
Mr Harrison Ho
何樂生先生



Industry & Technology Committee
工業及科技委員會
Mr Victor Lam
林凱章先生



Legal Committee
法律委員會
Mr Nick Chan
陳曉峰先生

Stronger bonds with South Africa 與南非增強聯繫

South Africa's new Consul General to Hong Kong, Mojalefa Mogono, together with Political & Economic Consul Shari Small, visited the Chamber on 18 November. They were welcomed by Asia and Africa Committee Chairman Jonathan Lamport, as well as Vice Chairmen Andrew Wells and Dewan Saiful Alam, to discuss potential collaboration between the two regions.

The Consul General said South Africa and China had long enjoyed a strong and special friendship. For over a decade, China has remained the country's largest trading partner, while investment from China totalled over US\$25 billion in 2021. He added that apart from infrastructure projects, many companies in South Africa were interested in the arts and culture aspect of the Belt and Road Initiative. He encouraged members to look into China's growing sectors such as medical equipment and appliances, automotive manufacturing, finance and tourism.

Both sides agreed to organize more events to keep members abreast of updates on the latest developments and business opportunities in South Africa.



南非新任駐港總領事 Mojalefa Mogono 和政治經濟領事 Shari Small 於 11 月 18 日到訪，由總商會亞洲及非洲委員會主席林偉全、副主席華賢仕和 Dewan Saiful Alam 接待，雙方探討兩地的潛在合作機會。

總領事指出，南非與中國的關係向來穩固友好。十多年來，中國一直是南非最大的貿易夥伴，並於 2021 年向該國投資超過 250 億美元。他表示，不少南非企業除了有意探索「一帶一路」倡議下的基建項目，亦對藝術文化項目感興趣。他鼓勵會員探索中國日益增長的行業，例如醫療儀器和設備、汽車製造、金融和旅遊業。雙方同意籌辦更多活動，協助會員緊貼南非的最新發展和商機。

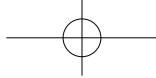
Exploring Hong Kong – Turkiye Cooperation 探索香港與土耳其合作機遇

Murat Kolbaşı, Chairman of the Foreign Economic Relations Board of Turkiye (DEİK), together with Dincer Tatlıoğlu, Commercial Attache at the Consulate General of the Republic of Turkiye, paid a courtesy visit on Asia & Africa Committee Vice Chairman Andrew Wells on 27 October to introduce the latest economic developments in Turkiye and explore cooperation opportunities with Hong Kong.

Kolbaşı said Turkiye was a manufacturing powerhouse because of its unique role as a bridge between Asia and Europe, connectivity with major markets in the region, and the low Turkish lira benefiting exports. He said investments from China in the country had increased significantly since the Industrial and Commercial Bank of China's acquisition of the Turkish bank Tekstilbank in 2015.

He added that geopolitical tensions had disrupted the country's traditional supply chains, therefore part of his duties at DEİK and the Turkiye-Asia Pacific Business Councils was to explore and promote new routes and markets for Turkish trade. He added there had been a lot of interest and exciting developments in "West to East" trade between Turkiye and the Asia Pacific region, especially China.





Forging Connections with the Pan African Chamber 與泛非商會建立聯繫

Dalaya Esayiyyas, Senior Advisor of the Pan African Chamber of Commerce and Industry (PACCI) and Land Bank and Development Corporation, Addis Ababa, visited the Chamber on 16 November. She said the chamber's goals include improving information flows and perceptions about doing business on the continent, as well as investment policies.

HKGCC's Deputy Chairman Agnes Chan and Vice Chairmen of the Asia & Africa Committee, Edmond Yue and Dewan Saiful Alam, exchanged ideas with Esayiyyas and agreed to collect members' views about doing business and investing in Africa as a starting point for the Pan African Chamber to address questions from Hong Kong businesses.

泛非工商會（PACCI）和阿的斯阿貝巴 Land Bank and Development Corporation 高級顧問 Dalaya Esayiyyas 於 11 月 16 日到訪總商會，介紹 PACCI 的宗旨，包括改善資訊流通、提升該區作為營商地點的形象和完善投資政策。

總商會常務副主席陳瑞娟、亞洲及非洲委員會兩位副主席余國賢和 Dewan Saiful Alam 與 Esayiyyas 交流看法，並同意收集會員對非洲營商投資的意見，協助 PACCI 解答港企的疑問。

土耳其對外經濟關係委員會（DEİK）主席 Murat Kolbaşı 及土耳其駐港總領事館商務專員 Dinçer Tatlıoğlu 於 10 月 27 日到訪總商會，與亞洲及非洲委員會副主席華賢仕會晤，介紹土耳其最新經濟發展及探索與香港合作的機會。

Kolbaşı 指出土耳其作為亞洲與歐洲之間的橋樑，與區內主要市場互聯互通，加上土耳其里拉走弱有利出口，使該國成為製造大國。他表示，自中國工商銀行於 2015 年收購土耳其 Tekstilbank 銀行以來，中國在土耳其的投資顯著增加。

他補充，地緣政治緊張局勢對當地的傳統供應鏈造成干擾，因此他在 DEİK 和土耳其—亞太區商務委員會的職責包括探索及推廣貿易新路線和市場。土耳其與亞太區（尤其是中國）之間「由西向東」的貿易發展蓬勃，亦令投資者深感興趣。

COMMITTEE CHAIRMEN 委員會主席



Manpower Committee
人力委員會
Mr CK Lee
李志強先生



Membership Committee
會員關係委員會
Ms Agnes Chan
陳瑞娟女士



Real Estate & Infrastructure Committee
地產及基建委員會
Mr Eric Ma
馬紹祥先生



Retail & Tourism Committee
零售及旅遊委員會
Ms Nikki Ng
黃敏華女士



Shipping & Transport Committee
船務及運輸委員會
Mr Mark Slade
司馬文先生



Small & Medium Enterprises Committee
中小型企業委員會
Mr Norman Yeung
楊敏健先生



Taxation Committee
稅務委員會
Mr Wayne Lau
劉穎先生



Taiwan Interest Group
台灣小組
Mr P C Yu
余鵬春先生



Women Executives Club
卓妍社
Ms Tammy Wu
吳丹女士



Young Executives Club
卓青社
Ms Olivia Kung
龔海欣女士

Europe Committee 歐洲委員會



分享波蘭成功故事

波蘭駐港總領事 Aleksander Dańda 及領事（貿易專員）Blanka Gołębiowska 於 10 月 27 日到訪總商會，雙方討論如何促進雙邊貿易和交流。Dańda 指出，眾所周知中國經濟在過去數十年強勁增長，而較鮮為人知的是，波蘭的經濟增長位居全球第二，僅次於中國內地。展望未來，領事館的主要目標包括加深香港各界對波蘭的認識、分享波蘭的成功故事，以及向波蘭企業推廣香港。

總商會總裁梁兆基、歐洲委員會主席戴偉德、副主席 Alfonso Ballesteros 及李志強分享如何增進香港企業和公眾對波蘭商業文化的認識。

Telling Poland's Success Stories

Aleksander Dańda, Consul General of Poland, and Blanka Gołębiowska, Consul (Trade Commissioner), called on the Chamber on 27 October to discuss ways to increase bilateral trade and exchanges. Dańda pointed out it is well known that China has had the strongest GDP growth for decades, yet very few people are aware that Poland ranks second in the world behind the Mainland. Increasing awareness and understanding of Poland and telling its success stories in Hong Kong is a key goal going forward for the Consulate, as well as promoting the HKSAR to Polish businesses.

Chamber CEO George Leung, Europe Committee Chairman Davide De Rosa, and Vice Chairmen Alfonso Ballesteros and C K Lee shared their ideas on ways to expand business and cultural awareness among companies and the public in Hong Kong.

Digital, Information & Telecommunications Committee 數碼、資訊及電訊委員會

On 20 October, the Digital, Information & Telecommunications Committee hosted an ad-hoc consultative session to gather members' views on issues significant to the development of Hong Kong's information technology industry. Topics discussed included existing talent shortages, as well as the future of the city's start-up ecosystem.

委員會於 10 月 20 日召開特別諮詢會議，就涉及香港資訊科技業發展的重要議題收集會員意見，包括人才短缺問題及本港初創企業生態系統的未來發展。



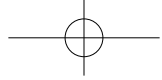
Environment & Sustainability Committee 環境及可持續發展委員會

Climate and sustainability experts from Arup, Tony Lam and Homan Wong, spoke about the challenges of corporate decarbonization at a seminar on 18 October. They also offered advice on the adoption of science-based targets to mitigate climate-induced risks. Their presentation was followed by a panel discussion comprising Gill Meller from MTR, Suzanne Cheung from Swire Coca-Cola HK, and Dennis Wong from HKT, who shared industry-specific issues in driving best practices to promote climate resilience. Cary Chan, Executive Director of the Hong Kong Green Building Council, presided over the seminar. The panel session was moderated by Bruce Chong, East Asia Climate Change, Urban Sustainability & Smart City Director, Arup.

This is the fourth in a series of seminars on "Decarbonizing Hong Kong 2050," which focuses on how the Government, businesses and communities are working towards Hong Kong's goal of achieving carbon neutrality by 2050.

在 10 月 18 日的研討會，奧雅納氣候及可持續發展專家林雁東及黃瀚文探討企業減碳的挑戰，並講解如何制定以科學為本的目標，從而緩減氣候風險。其後，港鐵公司代表馬琳、香港太古可口可樂代表張潔儀及香港電訊代表黃港生進行小組討論，分享不同行業在實踐加強氣候應變力的最佳實務時面對的問題。研討會由香港綠色建築議會執行董事陳永康主持，小組討論則由奧雅納東亞氣候變化、城市可持續發展與智慧城市董事莊宏曦主持。

這是「2050 香港零碳」系列的第四場研討會，該系列致力探討政府、商界和社區如何合力推動香港在 2050 年前實現碳中和。



Business Community Luncheon with Chief Executive 行政長官商界聯席午餐會

Nearly 1,000 local and international business leaders attended the hybrid format Joint Business Community Luncheon on 9 November with Chief Executive John Lee. Lee discussed his inaugural Policy Address and the initiatives designed to attract strategic businesses and talents, support for SMEs, and helping business to find opportunities in the Greater Bay Area. He also answered a wide range of questions from participants, touching on topics including attracting talent and international businesses to work and invest in Hong Kong, innovation and technology development, strategy on reindustrialization, and how Hong Kong can benefit from “Chinese-style modernization.”

行政長官商界聯席午餐會於 11 月 9 日以線上線下同步形式舉行，吸引近千名海內外商界領袖參加。席間，特首李家超講解其首份《施政報告》、招攬戰略企業和人才來港的方案、中小企支援措施，以及如何協助企業探索大灣區機遇。他亦解答與



會者的提問，內容涵蓋廣泛議題，包括吸納人才和國際企業來港工作和投資、創科發展、再工業化策略，以及香港如何受惠於「中國式現代化」。

Financial & Treasury Services Committee 金融及財資服務委員會

At a meeting on 24 October, Benjamin Quinlan, CEO & Managing Partner, Quinlan & Associates, shared highlights from the “Smarter Digital City: Advancing Hong Kong’s fintech Ecosystem” report, which was co-produced with Google Hong Kong. He also discussed ways to hone Hong Kong’s capabilities as a centre of excellence for fintech. Issues he touched on included the fintech regulatory landscape, industry pain-points, as well as key policy initiatives to develop the city into a regional hub for financial services innovation.

At the same meeting, Jack Chan, Chairman, China & Regional Managing Partner, Greater China at Ernst & Young, was elected the Committee’s third Vice Chairman.

Quinlan & Associates 行政總裁及管理合夥人 Benjamin Quinlan 出席 10 月 24 日的委員會會議，分享該公司與 Google 香港共同發表的《智慧數碼城市－引領金融科技新生態》報告重點，並討論香港如何提升作為金融科技中心的實力，內容涵蓋金融科技監管環境、業界面對的困難，以及促進香港發展為金融服務創新區域樞紐的主要政策措施。

會上，安永中國主席兼大中華區首席執行官陳凱當選委員會第三位副主席。



Health & Wellness Working Group 醫療與健康工作小組

Mental health issues have become increasingly prevalent since the pandemic due to the resultant social restrictions and from contracting Covid. At a talk on 7 November, Dr Greg Kai-Lok Mak, a registered psychiatrist, discussed the state of mental health in Hong Kong amid the pandemic. He also shared tips on how to stay positive and improve mental well-being.



自疫情爆發以來，防疫社交限制和感染風險令精神健康問題更普遍。在 11 月 7 日的講座，註冊精神科醫生麥樂諾探討香港市民在疫情下的精神健康狀況，並分享保持積極心態和改善精神健康的建議。

HKCSI-Executive Committee 香港服務業聯盟—執行委員會

The HKCSI-Executive Committee's 2022/23 work plan was the focus of a meeting on 10 November. Issues considered included trade in services, Regional Cooperation Economic Partnership and the Greater Bay Area. A seminar was held immediately afterwards on the latest developments with the Mainland and Hong Kong Closer Economic Partnership Arrangement (CEPA). The event, organized jointly with the HKCSI-Executive Committee and China Committee, featured Rita Man, Principal Trade Officer from the Trade and Industry Department, and her colleagues Jacquelin Chan and Eileen Tung, who briefed members on CEPA's latest liberalisation measures and implementation arrangements.



在 11 月 10 日的委員會會議，成員商討 2022/23 年度的工作計劃，涵蓋服務貿易、《區域全面經濟夥伴關係協定》（RCEP）和大灣區等議題。委員會於會後隨即舉行研討會，探討《內地與香港關於建立更緊密經貿關係的安排》（CEPA）的最新發展。是次活動由香港服務業聯盟—執行委員會及中國委員會合辦，邀得工業貿易署首席貿易主任文燕明及同僚陳華蓉和董佩玲出席，講解 CEPA 的最新開放措施和實施安排。

Industry & Technology Committee 工業及科技委員會



On 27 October, a 24-member delegation visited the Sino Inno Lab. Andrew Young, Associate Director (Innovation), the Sino Group, shared the lab's vision to promote innovation while fostering collaboration within the proptech industry. The delegation was presented with a wide range of products and prototypes developed by local start-ups and international tech companies for the lab's simulated hotel rooms and showrooms. The visit ended with a fruitful discussion between participants and industry experts on the outlook for proptech, as well as the development of technology in Hong Kong.

委員會於 10 月 27 日率領 24 名會員參觀信和創意研發室。信和集團創新聯席董事楊孟璋指出，研發室的願景是推廣創新及加強房地產科技業界合作。研發室設有模擬酒店客房和陳列室，分別展出由本地初創公司和國際科技企業開發的多項產品和原型，令團員大開眼界。最後，一行與業界專家討論房地產科技的前景及香港科技發展。

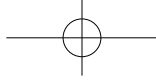
Small & Medium Enterprises Committee 中小型企業委員會

Businesses all across Hong Kong have been losing valuable employees – particularly middle managers who are usually the backbone of a company – and are struggling to fill vacancies. At a hybrid event on 18 November, Mark Lee, Research Director, Asia Pacific Institute for Strategy (APIFS), explained how digital transformation, recruitment process reengineering and integration could help enterprises set themselves apart from competitors.



香港各行各業正在流失寶貴的人力資源，尤其是中層管理人員等公司骨幹，但同時卻難以填補空缺。在 11 月 18 日的線上線下同步研討會，亞太策略研究所研究總監

李卓駿講解數碼轉型、重組招聘流程和人員融合如何幫助企業從競爭對手脫穎而出。



On 23 November, Lawrence Law and Ng Yu On, Security Consultants at HKCERT, spoke at a webinar on how to enhance the resilience of local SMEs in dealing with information security incidents. They also provided advice on maintaining and upgrading system defences. The event was co-organised by the SME Committee of the HKGCC and HKCERT of HKPC.

總商會中小型企業委員會與香港生產力局轄下的香港電腦保安事故協調中心（協調中心）於 11 月 23 日合辦網上研討會，由協調中心資訊保安顧問羅恩諾和吳宇安分享本地中小企如何提升資訊保安事故的應變能力，並就維護和加強系統保安提供建議。

Taxation Committee

稅務委員會

The first Ad Hoc Budget Task Force met on 28 October to discuss fiscal policies to support the initiatives unveiled by the Chief Executive in his Policy Address earlier the same month.

財政預算案特別工作小組於 10 月 28 日召開首次會議，討論如何透過財政措施支持行政長官月內在《施政報告》提出的計劃。

Talent Development

人才發展

Crisis Management in Action

實踐危機管理

Between the socio-political instability and the pandemic, companies in Hong Kong have faced a slew of crises over the past few years. The ability of enterprises to take decisive actions has never been more crucial to maintaining business continuity.

CF Kwan, Professor of Practice (Corporate Communication) at Hong Kong Polytechnic University, led a workshop on crisis management on 19 October, where participants learned about crisis type and responsibility. Kwan also explained various ways to prevent, handle and recover from a crisis through various case studies.



過去數年，香港企業接連經歷社會政治動盪和疫情等危機。因此，企業能否作出果斷行動，對維持業務運作至關重要。

香港理工大學實務教授（企業傳訊）關則輝於 10 月 19 日主持危機管理工作坊，向參加者介紹危機的種類和責任，並透過不同案例講解防範、處理和克服危機的各種方法。

Power of Storytelling for Effective Communication

透過說故事進行有效溝通

Being able to conduct an interesting and easy-to-understand conversation is essential to expressing yourself well and achieving desired results. At a workshop on 1 November, WYH International Consultancy's Harry Wong taught participants storytelling skills and how to conduct meaningful and effective conversations. He also helped them build confidence with practical feedback and encouragement.



要有效表達意見，取得預期成果，關鍵在於以有趣簡明的方式展開對話。在 11 月 1 日的工作坊，WYH International Consultancy 的黃彥衡博士向參加者傳授說故事技巧，並講解如何進行有意義和有效的溝通。他還向學員給予具體意見和鼓勵，幫助他們建立自信。

Women Executives Club 卓妍社

To kick off the "Meet the Female Entrepreneur Series," the Chamber's Women Executives Club (WEC) collaborated with the athleisure brand AUTOPILOT for an exclusive visit to its boutique in Central.

Antonia Li, Co-founder and Creative Director of AUTOPILOT, thanked participants for their support and shared with them the inspiration behind the brand. Those in attendance had the opportunity to try on pieces from the label's Autumn 22 Collection, and learned more about the concepts behind its innovative designs.

The visit was hosted by WEC Chairman Tammy Wu. Members enjoyed a relaxing evening mingling over refreshments sponsored by Lady M.



總商會卓妍社與休閒運動品牌 AUTOPILOT 於其中環分店合辦獨家活動，為「與女性企業家會面系列」揭開序幕。

AUTOPILOT 聯合創辦人暨創意總監李家彤感謝會員參與支持，並分享品牌的創作靈

感。參加者更有機會試穿品牌 2022 秋季系列服飾，了解其創新設計背後的意念。

是次參觀活動由卓妍社主席吳丹主持，期間會員邊交流聯誼，邊享用由 Lady M 贊助的美點，共度輕鬆愉快的黃昏。

Young Executives Club 卓青社

Chamber General Committee Member Roy Ng attended the kick-off ceremony of the Strive and Rise Programme on 29 October. Through collaboration between the Government, business sector and community, the Chief Secretary for Administration is leading an inter-departmental task force to deploy the programme, which aims to help mentees broaden their horizons, reinforce self-confidence, develop a positive outlook on life, set goals for their future and strive for upward mobility.

總商會理事伍俊達於 10 月 29 日出席「共創明『Teen』計劃」啟動禮。該計劃由政務司司長領導跨部門行動小組，通過政、商、民三方協作推行，旨在幫助學員擴闊眼界，提升自信，建立正向人生觀，為未來定下目標，力爭上游。

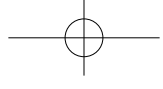
The Young Executives Club held a Youth Development Sub-group meeting on 26 October to discuss the Pitch Perfect Programme 2023 arrangement, during which Chairman Olivia Kung sought ideas on how to raise the programme's popularity.

卓青社青年發展小組於 10 月 26 日召開會議，商討 2023 年度「完美求職計劃」的安排，期間卓青社主席龔海欣向成員收集意見，希望令計劃更受歡迎。



More than 40 members of the Young Executives Club had a fantastic evening of networking at the YEC Happy Hour at Tai Kwun on 3 November. Chairman Olivia Kung welcomed the guests, who enjoyed the opportunity to catch up with friends and make new business connections.

40 多名會員在 11 月 3 日前往大館參加卓青社的歡樂時光聚會，渡過輕鬆愉快的晚上。卓青社主席龔海欣歡迎一眾來賓，眾人藉機暢聚交流，同時拓展業務聯繫。



Chamber members participated in a special Bread Run event in collaboration with Feeding Hong Kong on 8 November. The 15 teams collected surplus bread from bakeries just before closing time and brought it all to Feeding Hong Kong's collection centre in Yau Tong. There, the food was classified and packed for next-day delivery to partner charity organizations. Members also had the opportunity to tour the centre and its storage facilities.

Feeding Hong Kong consists of a team of passionate people committed to reducing food waste and providing food to charities. Its operations are led by logistics professionals dedicated to delivering a high standard of service to partners.

總商會會員於 11 月 8 日參與由樂餉社舉辦的麵包收集義工活動。會員組成 15 支隊伍，在臨近麵包店關門時段到店收集剩餘的麵包，再送往樂餉社位於油塘的收集點。剩食經過分類和包裝後，將於翌日轉送予慈善機構夥伴。會員亦有機會參觀物流中心和儲存設施。

樂餉社由熱心的專業物流團隊組成，致力減少廚餘，以及為慈善機構提供食品和優質服務。



The YEC football team kicked off a boisterous session of practice at Victoria Park on 7 November in preparation for the "7-a-side" football tournament on 13 November. The competition took place at the Jockey Club HKFA Football Training Centre and was organized by the Chinese Manufacturers Association of Hong Kong. On match day, despite not winning, the team gave their best and enjoyed an evening of fun footy.



卓青社足球隊於 11 月 7 日在維多利亞公園進行練習，為 11 月 13 日假賽馬會香港足球總會足球訓練中心舉行的「廠商會工商 7 人足球邀請賽」積極備戰。儘管球隊最終未能獲獎，惟球員在比賽期間表現出色，眾人都全力以赴，投入享受比賽。

General Committee Member and China Committee Chairman Eric Fok, YEC Chairman Olivia Kung and 12 YEC members participated in the Joint Hong Kong Business Youth Community Luncheon. Chief Executive John Lee delivered a speech explaining his priorities on youth development as laid out in his inaugural Policy Address.

總商會理事及中國委員會主席霍啟山、卓青社主席龔海欣及 12 名卓青社成員出席「青年工商界專題午餐交流會」。行政長官李家超在會上致辭，闡述其首份《施政報告》中提出的青年發展政策。



Olivia Kung, Chairman of YEC, represented the Chamber at a dinner held on 18 November to commemorate the CMA Youth Committee's 25th Anniversary of Establishment.

卓青社主席龔海欣於 11 月 18 日代表總商會出席廠商會青年委員會慶祝成立 25 周年晚宴。

Turning Point for Hong Kong

香港轉捩點

Chief Executive shares his Policy initiatives for economic recovery at annual Joint Business Community Luncheon
行政長官出席一年一度的商界聯席午餐會，分享振興經濟的政策方案

HKSAR Chief Executive John Lee discussed his inaugural Policy Address and expressed confidence in the initiatives designed to boost the economy at the Joint Business Community Luncheon on November 9. Co-organised by over 30 chambers, the hybrid event was attended by more than 1,000 local and international business leaders.

In his speech, the Chief Executive applauded the success of November's large-scale events, such as the Global Financial Leaders' Investment Summit, Hong Kong FinTech Week and Hong Kong

Sevens. "For Hong Kong, these glamorous events marked a clear and compelling turning point. A new beginning. Yes, Hong Kong is onstage again. Back on the business stage. Back on the global stage," he noted.

While acknowledging that there was still some way to go, he said: "I am confident that my Policy Address will give the businesses, and the people, of Hong Kong the policies and initiatives that they need – that you need – to start making things happen again. To set us firmly on that path of economic recovery."

He discussed initiatives designed to attract businesses and talents to sectors like life and health technology, artificial intelligence and data science, financial technology, advanced manufacturing, and new energy technology.

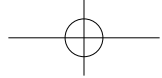
Besides the Office for Attracting Strategic Enterprises and the new HK\$30 billion Co-Investment Fund, Lee said attractive offerings would be made available to the right companies, with incentives for financing, land and tax, and tailor-made facilitation plans on visas and child education.

Addressing the issue of brain drain, Lee spoke about the Government's scheme to attract working graduates from the top 100 universities worldwide, or any person earning HK\$2.5 million a year. He added that non-local graduates of universities in Hong Kong would have their stay extended to two years, as well as graduates of Hong Kong universities with campuses in the Guangdong-Hong Kong-Macao Greater Bay Area.

He also assured Chamber members that the Government was determined to do everything possible to help build their future in Hong Kong.

"That begins with our small and medium-sized enterprises (SMEs),





the heart and soul of Hong Kong's business and trade," he said, adding that the SME Export Marketing Fund has helped around 54,000 companies and 400,000 employees since it was launched in 2001. "My Policy Address has pledged to boost the fund, raising the funding ceiling, per company, from HK\$0.8 million to HK\$1 million. The scope of this fund now covers local exhibitions, whether in person or online. This initiative will stay in place until June 2026."

He stressed that the Government was keen to support Hong Kong businesses in every way possible. In September, Secretary for Commerce and Economic Development Algernon Yau visited Cambodia to attend the sixth ASEAN Economic Ministers-Hong Kong, China Consultation meeting and to promote Hong Kong business in

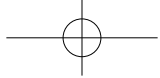
Cambodia and throughout ASEAN. Designed to boost the high levels of trade and investment, the ASEAN-Hong Kong, China Free Trade Agreement and related Investment Agreement entered into force in February last year.

Lee said it helped that Hong Kong could count on the 14 overseas Economic and Trade Offices (ETOs)

and 16 offices and liaison units in the Mainland. Add the external offices of the Hong Kong Trade Development Council (TDC) and Invest Hong Kong, and Hong Kong's global promotion network covers 65 cities in 128 countries.

During his visit, Yau discussed Hong Kong's accession to the Regional Comprehensive Economic





Partnership (RCEP), the world's largest FTA, which includes the GBA. "Hong Kong will be a central player in the Greater Bay Area – in financial and professional services, in trade and transport, in innovation and technology (I&T) and much more," said Lee.

The Chief Executive also discussed his pledge of HK\$10 billion to launch in 2023 a Research, Academic and Industry Sectors One-plus Scheme, which will fund at least 100 university research teams. "The point here is encouraging collaboration among our industry, academic and research sectors in the commercialization of home-grown R&D," he explained.

On education, Lee stressed that the aim was to build and sustain a rich pool of talented I&T professionals. Plans are in place to boost Hong Kong education in STEAM, that is science, technology, engineering, the arts and mathematics. "By the 2024/25 school year, at least 75% of the city's publicly funded schools will offer enriched coding education at the upper primary level, together with artificial intelligence and other I&T elements at the junior secondary level," he noted.

Over the next five years, 35% of students at UGC (University Grants Committee)-funded universities will be studying STEAM subjects. The number of publicly funded research postgraduate places at the city's universities will be boosted by nearly

30%, from about 5,600 now to 7,200 within the next two years.

Touching on Hong Kong's unique position as an East-meets-West centre for cultural exchange, Lee said a Mega Arts and Cultural Events Fund would be established, as well as a 10-year development blueprint for everything from the number of Hong Kong museums to the seats at performance venues. Also planned are an annual pop culture festival, a GBA culture and arts festival, an annual Hong Kong week and a Chinese opera festival.

Lee ended his speech with a warm word of thanks to those in attendance. "My thanks to the over 30 chambers that have come together today to organize this splendid luncheon gathering. You represent Hong Kong and economies from all over the world," he said. "We may sometimes have different views – on policy and politics, or on football and rugby – but know that I am very grateful to call you friends. Friends of Hong Kong."

"I am confident that my Policy Address will give the businesses, and the people, of Hong Kong the policies and initiatives that they need – that you need – to start making things happen again. To set us firmly on that path of economic recovery."

「我有信心《施政報告》的政策措施能應企業和市民所需，切實發揮作用，讓經濟穩步邁向復蘇。」

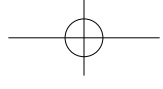
香港特區行政長官李家超出席 11 月 9 日的商界聯席午餐會，闡釋其任內首份《施政報告》，並表示有信心有關措施能有效提振經濟。當天活動由超過 30 家商業機構合辦，以線上線下同步形式舉行，吸引過千名海內外商界領袖參加。

特首致辭時表示，在 11 月舉行的連場大型盛事圓滿成功，包括「國際金融領袖投資峰會」、「香港金融科技周」和「香港國際七人欖球賽」。他形容：「這些盛會正好標誌着香港處於轉捩點，準備邁向新里程。香港已重新出發，重登商業舞台，重返國際舞台。」

特首承認，香港要開新篇仍有一段路要走，但揚言：「我有信心《施政報告》的政策措施能應企業和市民所需，切實發揮作用，讓經濟穩步邁向復蘇。」

他講解專為生命與健康科技、人工智能與數據科學、金融科技、高端製造、新能源科技等領域而制定的企業和人才招攬方案。

李家超指出，除了成立「引進重點企業辦公室」和新設 300 億港元的「共同投資基金」，政府還會向合適企業提供優惠措施，包括融資、土地及稅務優惠，以及專屬的工作簽證和子女教育安排等。



為應對人才流失問題，特首指出政府已訂立計劃吸引畢業於全球百強大學或年薪達 250 萬港元的人士來港工作，又延長本港大學非本地畢業生及本港大學粵港澳大灣區分校畢業生的逗留期限至兩年，以便他們留港就業。

他還向會員保證，政府決心為商界未來發展提供一切可行的協助。

他解釋，中小企業是香港商貿活動的骨幹，而「中小企業市場推廣基金」自



2001 年推出以來，已惠及約 54,000 家企業和 40 萬名僱員。他說：「《施政報告》承諾將該基金下每家企業的資助上限由 80 萬港元提高至 100 萬港元，而資助範圍亦擴大至涵蓋本地實體和網上展覽會，有效期至 2026 年 6 月。」

他強調，政府樂意以一切可行的方式來支持港企。商務及經濟發展局局長丘應樺於 9 月前往柬埔寨，出席第六屆「中國香港—東南亞國家聯盟（東盟）經貿部長會議」，同時向柬埔寨及東盟國家推廣香港。《中國香港與東盟的自由貿易協定》及相關的《投資協定》於去年 2 月生效，旨在進一步促進雙邊貿易和投資。

李家超表示，香港可依靠 14 個海外經濟貿易辦事處和 16 個駐內地辦事處及聯絡處提供支援；還有香港貿易發展局和投資推廣署的海外辦事處，以及香港在全球 65 個城市及 128 個國家的推廣網絡。

丘應樺訪問柬埔寨期間，討論香港加入全球最大自貿區（包括大灣區）——《區域全面經濟夥伴關係協定》的進展。李家超說：「在金融及專業服務、貿易及運輸、創新及科技等多個領域，香港將在大灣區發揮核心功能。」

特首亦提及撥款 100 億港元於明年推出「產學研 1+ 計劃」，以資助不少於 100 支本地大學研發團隊進行科研項目。他解釋：「計劃目的是鼓勵產業、學術界

與科研業協作，推動本地研發成果商品化。」

教育方面，李家超強調目標是建立創科專才庫，以維持充足的人才供應。政府已推出計劃推動香港的 STEAM（科學、技術、工程、藝術及數學）教育。他指出：「在 2024/25 學年前，本港至少四分之三的公帑資助學校將於高小加強編程教育，並在初中課程加入其他創科元素，例如人工智能。」

在未來五年，教資會資助大學的學生當中有 35% 修讀 STEAM 學科。在未來兩年，公帑資助研究院研究課程的學額將會由現時約 5,600 個增加至 7,200 個，增幅接近三成。

談到香港東西文化薈萃的獨特優勢，李家超說政府會成立「文化藝術盛事基金」，並制訂十年發展藍圖，內容涵蓋廣泛，包括增加本港博物館及表演場地座位數目。當局亦計劃每年舉辦「流行文化節」、「香港周」和「中國戲曲節」，以及舉行「粵港澳大灣區文化藝術節」。

最後，李家超感謝各位與會人士。他總結說：「我在此要感謝 30 多個商會聯手舉辦今天的午餐會，您們正代表香港和世界各地的聲音。無論在政策和政治層面，抑或在足球或檯球方面，我們有時會意見不一，但我仍然很感激一路上有您們——香港的朋友——同行。」

Salud! Our Spanish Friends 為西班牙乾杯！



Cava, Rioja, Estrella Damm, tapas and our Spanish friends helped to transport us to Spain for an hour or two on 17 November at our joint happy hour with the Spanish Chamber of Commerce in Hong Kong.

HKGCC Europe Committee Chairman Davide De Rosa and Vice President of the Spanish Chamber Elena Martinez were the official hosts of the event. During a toast, both hoped for continued cooperation to expand networks and opportunities for members from both chambers.





總商會與香港西班牙商會於 11 月 17 日合辦歡樂時光聚會，會員與西班牙好友一同享用卡瓦氣泡酒、里奧哈葡萄酒、金星啤酒及開胃小菜，共渡充滿異國情調的晚上。

總商會歐洲委員會主席戴偉德和香港西班牙商會副主席 Elena Martinez 主持活動，兩人舉杯祝酒，希望雙方延續合作關係，協助會員拓展商業網絡及機遇。



An Immersive Meta Experience

沉浸式元宇宙體驗



Members went on an exclusive tour of Meta's office in Hong Kong, which was led by Alfonso Ballesteros, Vice Chairman of the Chamber's Europe Committee on 18 November. Anita Lam, Director and Head of Industries at Meta Greater China, introduced the

company's metaverse initiatives as well as various associated opportunities across several settings and industries such as gaming, retail, hotel and education. Members also explored the application of virtual reality (VR) technologies in business meetings through Meta Quest, Meta's proprietary VR system.

總商會歐洲委員會副主席 Alfonso Ballesteros 於 11 月 18 日率團參觀 Meta 香港辦事處。Meta 大中華區行業總經理林慧敏介紹該公司的元宇宙項目，以及遊戲、零售、酒店和教育等不同行業及領域的相關機遇。會員亦有機會體驗 Meta 的專利虛擬實境（VR）系統 Meta Quest，了解如何在商業會議中應用 VR 技術。



FOR LEASE

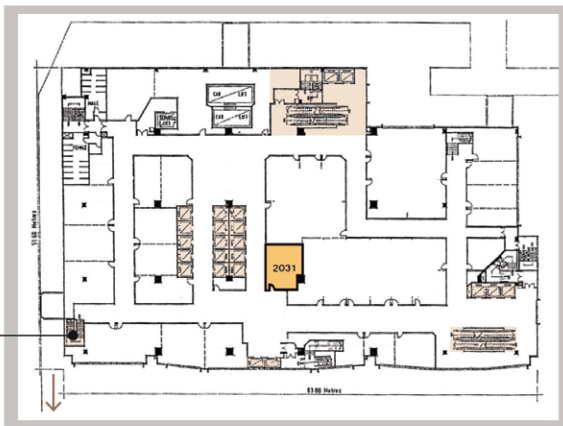
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BreadRun: Preventing Food Waste

麵包收集活動：減少廚餘

Every day, more than 3,000 tonnes of food waste are sent to landfills in Hong Kong, even as 1.65 million people live in poverty and struggle to afford nutritious meals. To help reduce food waste and

alleviate hunger, Chamber members participated in a special Bread Run event in collaboration with Feeding Hong Kong on 8 November.

Fifteen teams collected surplus fresh bread from bakeries just before closing time and brought it all to Feeding Hong Kong's collection centre in Yau Tong.

There, the food was classified and packed for next-day delivery to partner charities feeding the needy, including shelters for the homeless, refugee support centres, children's homes and other non-profit organizations. Members also had the opportunity to tour the centre and its storage facilities. After the event, the Chamber donated HK\$5,000 to support the organization's work.

Feeding Hong Kong consists of a team of passionate people committed to reducing food waste and providing food to charities. Its operations are led by logistics professionals dedicated to delivering a high standard of service to partners.

香港每日有超過 3,000 噸剩食被送往堆填區，與此同時，有 165 萬貧窮人口三餐不繼。為協助減少食物浪費和舒緩飢餓問題，總商會於 11 月 8 日與樂餉社合辦麵包收集義工活動。

會員合共組成 15 支隊伍，在臨近麵包店關門前到店收集剩餘的新鮮麵包，並送往樂餉社位於油塘的收集點。食品經過分類和包裝後，將於翌日轉贈予多個慈善機構夥伴，為有需要的人士送上膳食，包括露宿者庇護所、難民支援中心、兒童之家及其他非牟利機構。此外，會員還參觀了物流中心 and 儲存設施。活動結束後，總商會向樂餉社捐贈 5,000 港元以支持其運作。

樂餉社的團隊充滿熱誠，透過與慈善機構分享食物，致力減少食物浪費。在一班物流專才的領導下，營運隊伍全力為合作夥伴提供優質服務。



Fun Behind the Wheel

享受駕駛樂趣

In a special collaboration with Zung Fu, one of the Chamber's member companies, a group of members went on a behind-the-scenes tour of the Mercedes-Benz Brand Centre on Hong Kong Island on 15 November.

Mercedes-Benz has long been one of the world's leading automotive brands, and participants had the opportunity to explore the brand's various after-sales facilities, including the auto-body repair measure system, painting services, and the "XENTRY Mercedes-Benz Diagnostic System," an all-round specialized diagnostic device used for maintenance work.

They also took part in a series of unique engine-themed activities during a tour of the limited-time exhibition "Ignite the Core – Internal Combustion Engine Experience Centre," and learned about the history, internal structure and operation of engines with interactive visuals. On display was the Mercedes-AMG engine, which offered a 360-degree understanding of the brand's very core.

Mercedes-Benz professionals also gave an in-depth introduction to two signature electric vehicles, EQS 200 Long and EQS 450+, sharing knowledge about the automaker's latest technologies and innovations. Later, participants went on test drives and rides in high-performance models such as the E 200 AMG FL and S 500 4MATIC.

總商會於 11 月 15 日與會員公司仁孚行合辦活動，帶領會員參觀平治港島品牌中心，一探汽車中心的幕後運作。

平治是全球領先的汽車品牌之一，會員在參觀期間一睹品牌的各項售後服務設備，包括車身維修測量系統、噴漆服務和原廠「XENTRY 診斷系統」——這部全方位專業檢測儀器有助進行保養維修。

會員還參觀了期間限定的「Ignite the Core—駁核而行」引擎主題體驗中心，透過一系列活動和互動影像，認識引擎的歷史、內部構造和運作。中心展出整個 Mercedes-AMG 引擎，讓會員全面了解平治核心。

平治專家還深入介紹兩款旗艦電動汽車 EQS 200 Long 及 EQS 450+，講解品牌的最新技術和創新設計。其後，會員更有機會試駕 E 200 AMG FL 及 S 500 4MATIC 等高性能汽車，親身體驗平治座駕的魅力。



WHAT'S ON 最新活動



Due to the ongoing coronavirus health threat, many of our events are now taking place online. Please check our website or app for the latest status of scheduled events.

COMMITTEE MEETINGS

Check with secretariat for details

SME

Update on recent cybersecurity and cybercrimes trends as well as a demonstration of two detection systems, "e@Guard" and "Scameter," by the Cyber Security & Technology Crime Bureau, Hong Kong Police Force

Dec 2 4:00 pm

CHINA

Update from Hong Kong Guangdong Youth Association on latest index research on the development of Hong Kong youth in the GBA

Dec 2 11:00 am

MANPOWER

Dec 6 3:00 pm

LEGAL

Ambrose Lam, Legislative Council Member for the Legal Constituency, will share the latest business-related legislative developments

Dec 19 4:00 pm

WEBINARS (Visit website for full details and to register)



EUROZONE CRISIS OR OPPORTUNITY?

Dec 7 5:00 – 6:00 pm



TOWN HALL FORUM SERIES:

Check website for details and to register at www.chamber.org.hk

THE HON JOHN KC LEE

Chief Executive of the Hong Kong Special Administrative Region

Dec 9 3:00 – 4:30 pm

NETWORKING (Check website for details)



BLING BLING CHRISTMAS PARTY

Dec 13 7:00 – 11:00 pm



A FASHION AND STYLING EXPERIENCE AT MAX MARA

Dec 14 6:00 – 8:00 pm

CHARITY RUN (Check website for details)



LIFEWIRE RUN 2022

Dec 11 9:00 am – 2:00 pm



TRAINING & SEMINARS (Check website for details)



Influencing without Authority

Dec 1 2:00 - 6:00 pm



Hong Kong's Refined Foreign-sourced Income Exemption Regime – A critical assessment of the proposed legislation and administrative guidance

Dec 1 4:00 - 5:30 pm



Analysis of Latest Employment Cases: Legal Reviews in 2022 and How to Properly Handle Employee's Misbehaviour

Dec 7 9:30 am - 5:00 pm



Brand Your Leadership Presence Made Easy

Dec 8 2:30 - 5:30 pm



Mitigating PR Disaster – How to Manage Issues and Communicate in Crises

Dec 9 9:30 am - 12:00 nn



A Resilient Tomorrow: ESG in a Pandemic World

Dec 12 11:00 am - 12:30 pm

SITE VISITS

VISIT TO LOGISTICS AND SUPPLY CHAIN MULTITECH R&D CENTRE

The Chamber is co-hosting a tour of the Logistics and Supply Chain MultiTech R&D Centre, which fosters the development of core competencies in logistics and supply chain technologies.

Dec 6 4:00 - 5:30 pm



VISIT TO HONG KONG RED CROSS HUMANITARIAN LIBRARY

Members (and their children) will learn about the work of the Red Cross during a visit to the Red Cross Library, which focuses on humanitarian issues from different perspectives.

Dec 9 4:00 - 5:00 pm



VISIT TO FUTURE FOODTECH LAB

Explore Hong Kong's first FoodTech prototype display platform, which showcases processing technologies for raising production capacity and prolonging the shelf life of fresh goods.

Dec 14 3:00 - 4:30 pm



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Season's Greetings

&
Best Wishes for 2023





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Brand Your Leadership Presence Made Easy 輕鬆建立領袖風範

As young children, we found it easy to be confident because of the love, attention and praise from the people around us. However, as adults, we rarely receive feedback and appreciation, especially as professionals in the workplace. Understanding how to build self-confidence, as well as brand our projections to stakeholders at work, is vital for those aspiring to become great leaders and star performers.

This half-day workshop focuses on various "DIY" concepts and tools to project an influencing presence, re-discover your well-being, and develop sustainable confidence from the inside out, so that you are trusted and respected both professionally and personally.

Key takeaways from this interactive workshop:

- Be aware of the key mindset and professional presence, which are critical for well-being and confidence from the inside out
- Create and sustain a leadership presence to build trust and understanding with stakeholders at work
- Explore tips on positive thinking and "easy-to-apply" tools to build a unique leadership presence that makes you feel comfortable while making a good impression

童年時，我們透過身邊人所給予的愛、關懷和讚許，從中建立自信；但在成年後，我們（尤其是職場上的專業人士）卻甚少獲得別人的反饋和讚賞。因此，懂得如何建立自信和塑造個人形象，對成就卓越績效以至成為出色領袖至為關鍵。

是次為期半天的工作坊集中利用各種「DIY」概念和工具，協助學員提升影響力、重新發掘自我，並由內至外持續散發自信，從而在工作和生活中獲得信任和尊重。

互動工作坊重點內容：

- 了解對建立自信至關重要的心態及專業形象
- 建立和維持領袖風範，從而在工作上取得持份者的信任和理解
- 探索正向思維，並介紹如何利用一些「簡單易用」的工具，建立獨一無二的領導風格，讓您自然而然地給人留下好印象

Trainer : Dr Harry Wong
導師：黃彥衡博士
Date : 8 December 2022
日期：2022年12月8日
Time : 2:30 - 5:30 p.m.
時間：下午2時30分至5時30分
Venue : HKGCC Theatre, 22/F United Centre
地點：金鐘統一中心22樓香港總商會演講廳
Language : Cantonese
語言：廣東話
Fees : Member \$850/ Non-member \$1,050
費用：會員\$850 / 非會員 \$1,050



Dr Harry Wong,
WYH International Consultancy;
award-winning certified trainer,
training architect and master coach
黃彥衡博士
WYH International Consultancy
認可專業培訓師、培訓課程設計師
和成功教練

Analysis of Latest Employment Cases: Legal Reviews in 2022 and How to Properly Handle Employee Misbehaviour

Under Hong Kong's employment legislation, it is to the benefit of employers to navigate potential pitfalls to prevent employment conflicts or unreasonable complaints resulting from employees' misunderstandings or behaviours. This practical workshop will examine some common court cases relating to employees' behaviours and offers advice on employers' actions to avoid the risks. The following common situations will be discussed:

- Effective methods and procedures for recruiting, selecting and interviewing employees
- Legal issues concerning probation period and staff injury
 - What are the essential elements to be incorporated in "Code of Conduct" and how to monitor its implementation
 - How to prevent staff misbehaviour and conduct "disciplinary action"
- Legal issues when handling sick leave and maternity leave application
 - How to prevent invasion of privacy or other discrimination laws
- Common legal issues when giving verbal and written warnings at work
 - What an employer should pay attention to when dismissing employees or conducting "summary dismissal"

最新僱傭個案分析：2022法律回顧及如何妥善處理僱員的不當紀律行為

香港僱主應了解本地的僱傭法例，以防範或處理因僱員誤會或不當紀律行為而可能引發的僱傭糾紛或不合理投訴。本工作坊將剖析與僱員行為相關的常見法庭案例，以及僱主應如何避免相關風險，同時探討以下常見情況：

- 招聘、甄選及面見僱員的有效方法及程序
- 試用期和工傷相關的法律事宜
- 「行為守則」有何要素？如何監察執行？
- 如何防範員工的不當紀律行為並執行「紀律處分」？
- 處理病假和產假申請的法律事宜
- 如何避免觸犯私隱或其他歧視法例？
- 發出口頭及書面警告的常見法律事宜
- 僱主解僱或「即時解僱」僱員須知

Trainer : Albert So

導師：蘇文傑

Date : 7 December 2022

日期：2022年12月7日

Time : 9:30 a.m. - 5:00 p.m.

時間：上午9時30分至下午5時

Venue : HKGCC Theatre, 22/F United Centre

地點：金鐘統一中心22樓香港總商會演講廳

Language : Cantonese

語言：廣東話

Fees : Member \$1,600/ Non-member \$2,100

費用：會員\$1,600/ 非會員 \$2,100



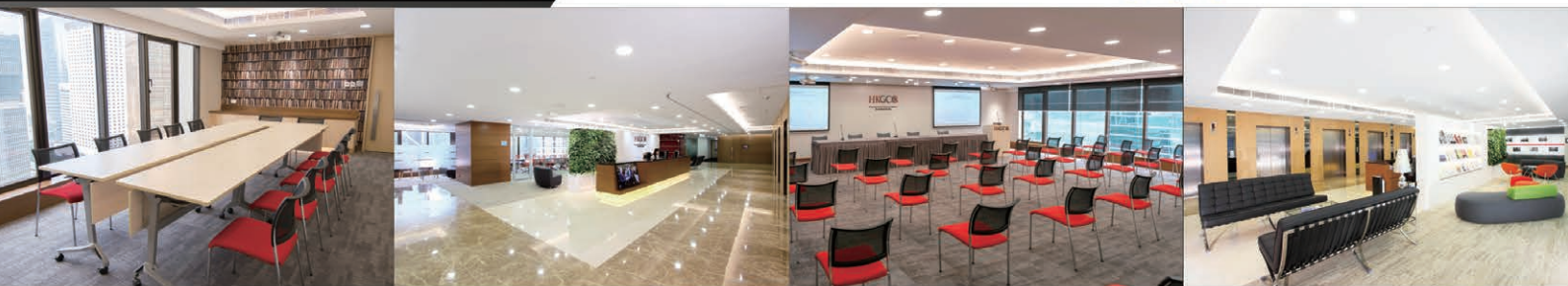
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Chairman,
Hong Kong Mediation and
Arbitration Centre
蘇文傑
香港調解仲裁中心主席

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(Admiralty MTR Station, Exit D)

☎ 2823-1228

✉ venuerental@chamber.org.hk



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