

# The Bulletin

Magazine of The Hong Kong General Chamber of Commerce

香港總商會工商月刊



Korea Inc.

- A Force to be Reckoned With

韓國經濟潛力剖析



October, 1977

一九七七年十月號

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IT HAS always been easier to complain than to make constructive proposals. It is also a quirk of the human condition that success in any field attracts the attention of those who are less successful. Detractors have always used the technique of selecting the worst examples and the lower ranges of performance and presenting them as the norm. So it has been in recent years with Hong Kong.

The more we advance the more critical and the more demanding become our detractors, particularly those who do not live among us. Much of the criticism of our society and our development has emanated from the constitutional mother country, Britain. It is indeed ironical that the country that should be proudest of our remarkable progress in the face of what in earlier years seemed insuperable problems, should be the source of most of the publicly stated criticisms of our policies, programmes and progress.

It is also significant that the greater the economic and social problems that beset Britain and the more the comparison between the British and Hong Kong economies favours the Hong Kong economic philosophy, the more detractors we seem to attract and the more unbalanced their criticisms.

#### Motives

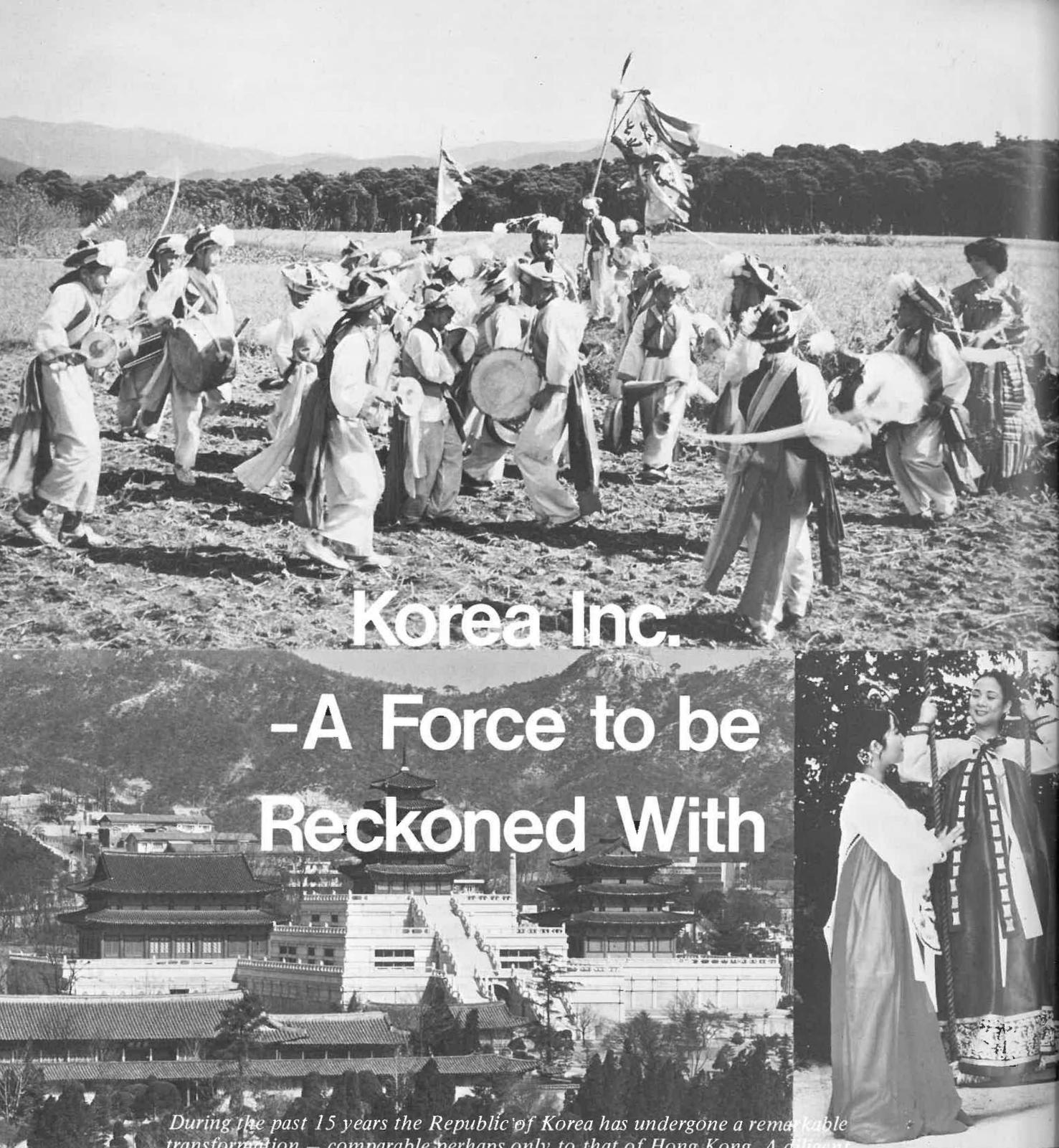
It is a reasonable assumption to make that very few of these external critics have any real regard for the development of our society. Several of them have lived here and worked here and have returned to Britain with a score to settle. Others have not lived here at all and one must question their motives. Are they really deeply concerned with the rate of growth of our massive housing programme or are they more concerned with reducing the ability of Hong Kong to continue to produce goods that can penetrate and hold a sizeable proportion of their markets? Are they more concerned with Hong Kong's social development or with British unemployment? It is difficult to escape the conclusion that some at least are not sociologically inclined and that politics is the name of the game.

How easy it is to score points based on prejudice and disregard for the facts. All one needs are a few cases of official neglect and a good imagination to produce an apparent case to answer, especially if the audience is not aware of the real situation in Hong Kong.

Britain is not judged by the death of a coloured boy forcibly drowned in a public swimming pool in full view of hundreds of people. The United States is not judged by the spectacle of widespread looting when New York power fails. Hong Kong must not be judged either by the problems that remain but by the progress made and the vigour of new planning.

Any objective study of our progress during the past three decades based on a full evaluation of the problems that have had to be overcome (without British or any other aid) is bound to concede a truly remarkable economic revolution and social development surpassing that of most of the developing countries of the world.

Let the critics come. We have nothing to fear from them for they have very little to say or do that will damage us.



# Korea Inc. -A Force to be Reckoned With

*During the past 15 years the Republic of Korea has undergone a remarkable transformation – comparable perhaps only to that of Hong Kong. A diligent workforce, forward-looking entrepreneurs, and dynamic government leadership and organisation have combined to turn Korea into one of the most active trading countries in the world. This month The Bulletin focuses on this success-story and assesses Korea's importance to the Hong Kong economy.*



LOOK OUT, the Koreans are coming! With exports last year worth HK\$36,270 million, South Korea was already breathing ominously down our neck. In 1977 South Korea appears to be all set to attain two magical export targets at a single stroke – firstly, to overtake Hong Kong and secondly, to pass the US\$10 billion mark. The \$10 billion target was originally fixed for the early 1980s, but after last year's remarkable performance, when exports increased by 56 per cent, the target was brought forward a few years.

South Korea has been described as an 'export mad' nation and the South Korean people as 'workaholics'. Both descriptions are apt. The nation's export growth has been phenomenal. During the decade from 1966 to 1975 exports increased 20 times, growing at an average rate of 39.7 per cent annually, outstripping even Hong Kong's performance during the same period. As a result, Korea's share of worldwide exports increased from 0.14 per cent to 0.64 per cent, and during the same period Gross National Product grew at an annual rate of almost 11 per cent (in real terms), which was one of the highest economic growth rates in the world. Last year South Korea's GNP grew by a further 15.2 per cent.

The Korean worker is disciplined, comparatively well educated, intelligent and respectful towards his boss. And he works longer hours than any of his Asian counterparts – an average 50.7 hours per week. This hard work and resolve is the result of what *Fortune* magazine described recently as the "Confucian work ethic": 'Work, as Koreans see it, is not a hardship. It is a heaven-sent opportunity to help family and nation.'

When one compares our respective populations (Hong Kong 4.5 million, South Korea 35.9 million) Hong Kong's export performance is still as impressive as that of Korea, particularly so when one also considers our total absence of raw materials (although South Korea is also far from well endowed in this respect). Nevertheless, Koreans understandably take pride in the fact that they are about to overtake Hong Kong in the value of export trade.

Perhaps a more appropriate comparison is that of South Korea and Japan. The British Permanent Secretary for Industry, Sir Peter Carey, likened Korea to 'Japan 15 years ago' during his visit there earlier this year. South Korea's growth in the 1970s brings to mind that of Japan in the '50s and '60s, while the plan to double GNP by 1981 (the end of the current five-year plan) recalls Japan's grand strategy in 1960 to double real income by 1970.

### Major Economic Indicators

	(Average for 1972-76)					
	1972	1973	1974	1975	1976	Planned Achieved
GNP Growth Rates	7.0	16.7	8.7	8.3	15.2	8.6
Population Growth Rates	1.9	1.8	1.7	1.7	1.6	1.5
Per Capita GNP (in US dollars)	293	361	481	532	698	

But the comparison with Japan is at best superficial and at worst misleading, for the two countries differ in more respects than they resemble each other. First of all, South Korea is much smaller and less developed than Japan was in

the 1950s. Secondly, the world in which South Korea has had to work its miracle is less conducive to the sort of export-led growth possible during the 1950s and '60s. And while Japan (like West Germany) had no need to – indeed would not have been allowed to – build up its defence forces during this period, the South Korean Government, ever conscious of an external threat to her security, has felt obliged to apportion a substantial chunk of GNP (6.7 per cent in 1976) on defence.

The World Bank recently coined a new phrase to describe the Korean economy: 'semi-industrialised'. In other words, like Hong Kong, Korea can no longer be easily classified as a 'less developed' country although, like HK, it is still 'developing'. The primary sector today accounts for about 21 per cent of GNP, while secondary industries (manufacturing and mining) account for some 34 per cent and the tertiary sector for 45 per cent. But by the end of the fourth five-year plan (1981) the primary sector is expected to decline to 18.5 per cent, while the secondary sector will have grown to 41 per cent.

Economic development plans are drawn up by the Economic Planning Board headed by Deputy Premier Nam Duck Woo and overseen by President Park Chung Hee. The current plan, which began this year, envisages an average GNP growth of nine per cent per annum. This would take South Korean GNP to US\$35,000 million (at 1975 prices) and per-capita GNP to US\$1,512 by 1981. (By comparison Hong Kong's Gross Domestic Product in 1976 was US\$10,024 million and per-capita GDP was US\$2,287.)

### On target

Exports are expected to grow by 16 per cent per annum and imports by 12 per cent. The chronic balance of payments problem of earlier years has already been virtually eradicated (last year Korea's trade deficit was only US\$274 million). By 1979, perhaps even earlier, the deficit will have become a surplus.

But can such ambitious targets be met?

Barring unforeseen catastrophes, such as war or a further leap in oil prices, there is little doubt that they will not merely be met, but surpassed. One only has to examine the record in recent years. The third five-year plan (1972-76) saw the oil crisis, followed by the worst world recession in 40 years – yet most of the plan's tough targets were met with ease.

How did they do it? The entrepreneurial drive of Korean businessmen coupled with the discipline and energy of the labour force were obviously important factors. But equally important was the government's refusal to deflate the economy during the recession, a gamble which paid handsome results. Instead of following the text-book and deflating, the government raised taxes by 20 per cent and increased the money supply by 54 per cent; real wages declined as inflation jumped from three per cent in 1973 to 23.6 per cent in 1974 and 26.3 per cent in 1975. But the result was continued growth – real growth: 8.7 per cent in 1974 and 8.3 per cent in 1975, culminating in last year's whopping 15.2 per cent.

So far this year the Korean economy appears to be more or less on target. The first six months saw a growth rate of 8.6 per cent and an expected improvement during the second half should bring the annual rate to around 10 per

cent. Exports are expected to grow by almost one-third. Inflation, which last year was still in double figures, is now down to around six per cent.

Korea's economy is highly export-oriented and exports now account for some 27 per cent of GNP. Light industrial goods still dominate, but the fourth five-year plan places a strong emphasis on so-called "strategic" industries like machine-building, chemicals, shipbuilding and electronics.

Like Hong Kong, South Korea is trying to develop high technology, capital intensive industries. Both the government and the private sector in Korea are stepping up efforts to facilitate the introduction of advanced technology, through direct foreign investment, licensing arrangements with overseas companies, or local R & D, and this is coupled with the continuing improvement of technical education.

Unlike Hong Kong, however, South Korea has the space and the capability to develop a comprehensive heavy industrial base. For many industries Hong Kong's domestic market for industrial products is insufficiently large to allow the 'economies of scale' which are needed to make production profitable. But this is not the case with Korea.

Take petro-chemicals for example – in 1975 Korea was already 52 per cent self-sufficient in petro-chemicals with three oil refineries, one 100,000 ton naptha-cracking plant and production facilities for 17 downstream products, many of which served the local textiles and plastics industries. Another huge petro-chemical plant, a joint venture with Mitsui of Japan, is currently being constructed on the south coast of Korea.

In the iron and steel industry the picture is similar. By last year South Korea was over 80 per cent self-sufficient in

iron and steel products, and the industry accounted for some 10 per cent of the country's total exports. The largest steel works, at Pohang on the east coast, was completed in 1973 at a cost of almost HK\$2,000 million. POSCO (the Pohang Iron and Steel Co.) is producing 2.6 million tons of steel a year, with productivity rates roughly 50 per cent above those in the US and just below those of Japan. By 1979 POSCO will have an annual capacity of 5,500,000 tons and will probably supply about 60 per cent of total domestic requirements for crude steel. South Korea also exports steel and leading overseas buyers are the United States, Saudi Arabia and Iran.

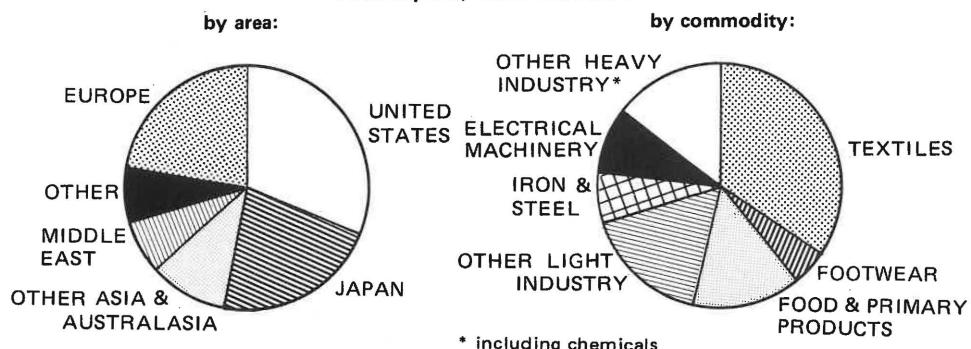
There is a burgeoning automobile industry. 1975 saw the appearance of the "Pony", the first production model passenger car to be wholly conceived, designed, engineered and built in Korea. But foreign cars have been assembled in Korea since the early 1960s, starting with Nissan, followed by Toyota, Ford, Fiat, General Motors, Honda and Mazda. In recent years the South Korean government has encouraged manufacturers to replace many of the imported auto parts and components with domestic production.

The past few years have also seen a dramatic expansion in the shipbuilding industry, although in this case the timing was somewhat unfortunate since the worldwide demand for new ships has remained depressed since the oil crisis, particularly with regard to super-tankers. Hyundai Shipbuilding and Heavy Industries at Ulsan, down the coast from Pohang, is reportedly the largest single-company shipyard in the world.

But for the time being South Korea continues to place heavy reliance on light consumer-oriented industries such as garments, textiles, footwear and electronics. Last year these

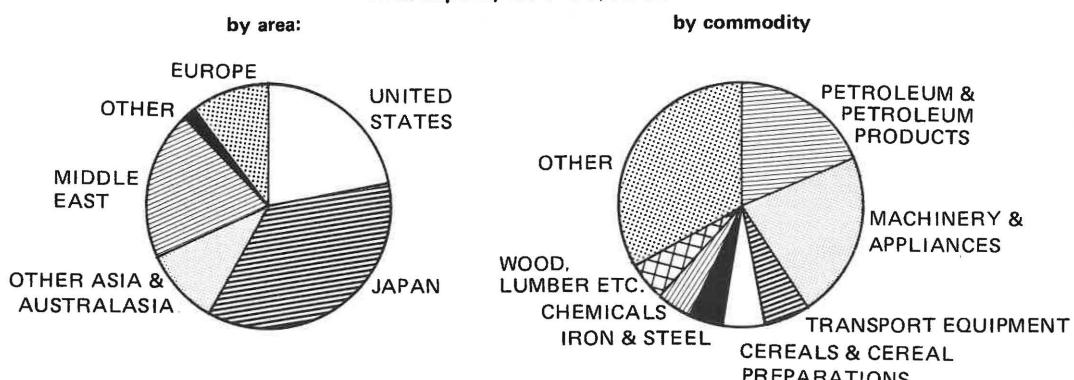
#### SOUTH KOREA'S EXPORTS

Total exports, 1976: US\$7.8 bn



#### SOUTH KOREA'S IMPORTS

Total imports, 1976: US\$8.8 bn



still accounted for well over half the country's total exports and textiles and garments alone accounted for 34 per cent.

Garment making has been one of Korea's fastest growing industries in recent years and many local manufacturers and exporters will testify to the effect this has had on Hong Kong's own garment industry (see article Pg. 9). About 35 per cent of garment exports go to the United States, with the EEC countries taking 30 per cent and Japan another 13 per cent — a familiar pattern. As with Hong Kong, the prospects for future growth are dimmed by rising protectionism in the leading importing countries. The relative importance of the industry to Korea's overall economic development is expected to progressively decline in the future.

The electronics industry in South Korea dates back to the early 1960s with the assembly of simple transistor radios. Now the industry is turning out colour TVs and sophisticated components and in 1975 accounted for nearly 12 per cent of the country's total exports. As in Hong Kong, the industry has been built up largely through foreign investment. Sixty-four per cent of production is accounted for by companies which are either foreign owned or joint ventures.

Under the fourth five-year plan electronics has been designated a "strategic" industry calling for priority development. The emphasis will shift from the production of parts and components to the production and assembly of finished goods. By 1981 annual exports of electronic goods are expected to reach HK\$7,800 million.

### Lop-sided dependence

Again like Hong Kong, South Korea suffers from a lop-sided dependence on three areas: North America, Japan and the EEC. As Korea's closest neighbour, Japan assumes an even greater importance, firstly as a supplier, secondly as a market and thirdly as a source of overseas investment. The balance of trade is heavily in favour of Japan and last year the deficit in trade with Japan accounted for a large portion of Korea's overall trade deficit. The United States is also a major supplier of industrial and consumer goods and trade with the US has shown consistent deficits in recent years. On the other hand, the balance of trade with the EEC and EFTA countries has been heavily in favour of Korea.

One of Korea's more remarkable economic achievements is the fact that it is the first developing country to have succeeded in paying for its imports of oil from the Middle East through sales to the area. Last year Saudi Arabia jumped from almost nowhere to become Korea's fourth largest market, taking HK\$1,692 million worth of goods, while Kuwait, the eighth largest, took \$1,128 million. The Middle East as a whole took around 12 per cent of Korean exports. By way of comparison, only 3.6 per cent of HK's 1976 sales were destined for that area.

South Korea even exports labour. Last year more than 70,000 Korean workers were involved in construction projects in the Middle East, Africa and South America. One of the Middle East contracts alone was worth HK\$5,000 million. It has reached the stage where officials in Seoul are beginning to worry about the 'brawn drain'.

What is the secret of Korea's remarkable export success? The government's planners deserve some of the credit. They set annual targets by sector, which companies are encouraged to meet. For example, this year the target is

US\$10 billion — Japan \$3.1 billion, the UK \$320 million, Bahrain \$50 million and so on. The target psychology seems to work well. Last year's target of \$6.5 billion was exceeded by \$3.1 billion.

The number of companies registered for trade is strictly limited. Only firms which fill the annual export requirement (set at US\$1 million this year) are qualified to be an 'import-export trader' the following year and companies which fail to attain a certain performance stand to lose their entitlement. At present there are some 2,100 registered trading companies.

A few of the largest trading companies in Korea qualify for the designation 'General Trading Company' (GTC). To do so they must have annual exports worth more than US\$150 million; a record of over one million US dollars in sales in at least 10 different product categories; capital of over two billion Korea won (HK\$19 million) and — to encourage market diversification — over 20 branch offices around the world, including two or more in the Middle East, South America and Africa.



Large numbers of businessmen, from Korea and overseas, take part in the Seoul Trade Fair.

These 'mini-zaibatsus', of which there are now about a dozen, are given various incentives to encourage them to meet the government's export targets rather than lose them. Although the largest of the GTCs — Samsung — is still small by Mitsubishi or Mitsui standards, they are growing fast. Last year Samsung's exports were valued at HK\$1,725 million or 4.6 per cent of Korea's total. The company is aiming for \$2,585 million this year and about \$8,000 million by 1981.

Foreign investment has played a vital role in South Korea's economic development, particularly in industry. At the end of last year total foreign investment in Korea amounted to almost US\$1,000 million, of which three-quarters was in manufacturing industry. Two thirds of this investment originated from Japan, with a further 16.7 per cent coming from the United States and less than eight per cent from Europe (see table). The industries with the greatest concentration of foreign capital were textiles and clothing, fertiliser and electronics.

The Foreign Capital Inducement Act (FCIA) regulates foreign equity investment, foreign loans and technological cooperation. The Act further stipulates conditions and procedures for licensing, tax incentives and repatriation of capital as well as remittance of dividends. There is no legal limit to the degree of foreign participation, although joint ventures are preferred and in practice more than 50 per cent foreign ownership is rarely granted. Incentives offered under the FCIA include tax privileges (both corporate and

**Foreign Investment in  
South Korean Industry  
(As of the end of 1976)**

(unit: US\$ thousand)

By Industry

	Amount Invested	% of total
Textiles & clothing	183,447	19.2
Fertiliser	178,138	18.7
Electrical & electronics	114,495	12.0
Petrochemicals	80,972	8.5
Machinery & spare parts	45,873	4.8
Transportation equipment	39,546	4.1
Iron/steel & other metals	39,501	4.1
Chemicals	21,325	2.2
Ceramics	17,898	1.8
Medicine	5,490	0.6
Food & beverages	3,746	0.4
Other mfg. industries	18,855	2.1
Services	189,585	19.8
Agriculture Forestry & Fisheries	11,984	1.3
<b>Total:</b>	<b>953,724</b>	<b>100.0</b>

By Country

	No. of projects	Amount Invested	% of total
Japan	649	634,039	66.5
USA	111	159,095	16.7
Netherlands	4	57,455	6.0
W. Germany	14	8,201	0.9
France	5	5,750	0.6
UK	3	2,736	0.3
Italy	2	1,149	0.1
Switzerland	2	204	-
Others	30	85,096	8.9
<b>Total:</b>		<b>953,724</b>	<b>100.0</b>

personal), guaranteed remittance of profits and guarantees against expropriation. But the greatest incentive of all is the availability of low-cost hard-working labour.

Clearly, in South Korea government initiative has played a major role in economic development. The government sets the targets, indicates the direction and provides the guidance.

The entrepreneurs and workers respond by channelling their efforts and enthusiasm into the most productive areas. It is essentially a team effort, well planned and coordinated all the way down the line. The epithet 'Korea Inc.' is not at all inappropriate.

The Chairman of the Chamber's Japan, Korea and Taiwan Area Committee, industrialist Wong Po-yan, led a Chamber business group to Korea in June last year and came back tremendously impressed by what he saw of Korean industry:- 'It was a real eye-opener', he told *The Bulletin*. 'They are well on the way towards building a comparatively comprehensive industrial structure, ranging from heavy industries such as iron and steel, petrochemicals, shipbuilding and automobiles to light industries such as textiles, electronics and plastics. Moreover, development is balanced, so that light industry is not built up to the neglect of heavy industry, and vice-versa.'

The Korean success story is almost as remarkable as our own. Devastated by war at the beginning of the '50s (while we were being overrun by refugees) the country has pulled itself up, with a little help from its friends, but mainly through the efforts of the Korean people. If the next 10 or 15 years see progress comparable to that of the last decade it will no longer be a case of 'look out Hong Kong', but more likely 'look out Japan'.

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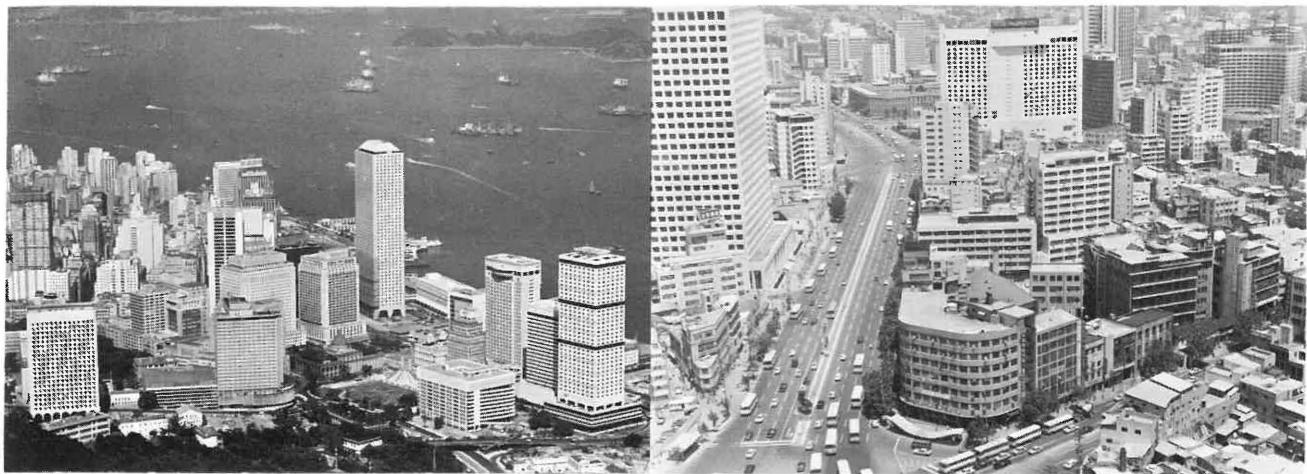
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## Competitors and Partners

HONG KONG'S relationship with South Korea is that of neighbour, customer, investor and competitor. Local manufacturers, particularly of garments, bemoan the fact that many of 'our' buyers are going to Korea instead. Yet at the same time, Korea is an important supplier of yarn, thread, fabrics, petrochemicals, machinery and many other industrial requisites.

Last year South Korea was Hong Kong's seventh largest supplier, and its sixth largest re-export market. As a market for direct exports, however, it did not even figure in the top 30. This is hardly surprising, since Korea is developing most of the same consumer industries and products as Hong Kong, and at lower cost. And to make doubly sure that few Koreans will buy shirts, watches or calculators from Hong Kong the government imposes a range of import restrictions. These are being progressively liberalised, however, since a country which relies on free access to the markets of the world for its own exports can scarcely justify restrictions on imports from competitors.

Under the 1977 tariff schedule the maximum rates, ranging from 80 to 100 per cent, have been lowered to 60 per cent. The number of steps in the tariff range has now been reduced to three and these three levels will be reduced to 20 per cent, 30 per cent and 40 per cent by 1981. The highest tariff rates are imposed on so-called 'strategic' industries such as machinery, shipbuilding, electronics and plastics, while the lower rates apply to established industries such as textiles,

paper, rubber and other light industries. The 1977 tariff schedule encompasses a total of 2,521 items.

Nevertheless, Hong Kong managed to boost its sales to South Korea by 23 per cent in the first half of this year to \$45 million (see table). The most significant increases were those for cotton fabrics (up 83 per cent), certain types of electrical machinery (up 59 per cent) and telecommunications apparatus (up by almost 500 per cent).

### Five times

The value of our re-exports to South Korea is more than five times that of direct exports (although of course the benefit accruing to Hong Kong is comparatively small). Principal items are textile dyestuffs, electrical machinery and apparatus and medicinal and pharmaceutical products. An interesting item is coffee, re-exports of which were worth nearly \$9 million in the first half of this year, but perhaps this merely reflects the soaring cost of that commodity. Overall, our re-exports to South Korea increased by 15 per cent in the first half of this year.

But it is as a supplier that South Korea makes its main contribution to the Hong Kong economy. Last year our imports from Korea grew by 75 per cent, to reach \$1,636 million and in the first half of this year increased by a further 11 per cent. This has resulted in a balance of over \$558 million in Korea's favour.

The main items we buy from South Korea are textile yarn and thread, woven non-cotton fabrics, electrical

machinery, petroleum products (i.e. petrochemicals) and watches and clocks (mainly watch movements). During the first half of this year the recession in our textile industry resulted in a sharp drop in purchases of textile items from Korea. But this decline was more than compensated for by a strong upswing in purchases of machinery (+72 per cent) and watches and clocks (+79 per cent).

Hong Kong is a fairly substantial investor in Korean industry. According to figures released by the Korean Economic Planning Board, in 1975 there were 10 industrial projects with Hong Kong investment totalling US\$5.2 million. *The Bulletin* has not been able to find out the identity of these Hong Kong companies, but at a guess we would say that at least some of them are textile manufacturers. As for Korean industrial investment in Hong Kong, there does not appear to be any. However, there is a strong Korean presence in the form of trading companies (fifty-seven), shipping companies (three), banks (five), a finance company and the national airline, KAL. The Korean population in Hong Kong numbers about 800, including dependents.

The Chairman of the Japan, Korea and Taiwan Area Committee, Wong Po-yan, believes that despite the obvious differences between Hong Kong and South Korea in terms of size, population and resources, there are many ways in which we can increase cooperation. He advocated more frequent visits by local businessmen to study Korean industrial deve-

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**HONG KONG TRADE WITH SOUTH KOREA**  
Jan. — June 1977 (HK\$M)

	Value	% increase over Jan. — June 1976
Total trade	1,109	+12
Domestic exports	45	+23
Re-exports	230	+15
Total exports	275	+16
Imports	834	+11
Balance of trade	559	+ 8

**Exports**

Woven Cotton Fabrics 35%
Electrical Machinery & Apparatus 21%
Telecommunications Apparatus 6%
Pulp and Waste-paper 6%
Special textile fabrics 3%
Iron & steel scrap 3%
Other 26%

**Re-exports**

Dyestuffs 31%
Electrical Machinery & Apparatus 18%
Medicinal & Pharmaceutical products 8%
Textile yarn & thread 5%
Crude vegetable materials 4%
Coffee 4%
Organic chemicals 3%
Others 27%

**Imports**

Textile yarn & thread 19%
Electrical Machinery & Apparatus 19%
Woven textile fabrics 11%
Petroleum products 8%
Watches & clocks 6%
Others 37%

lopment as well as to buy and sell. He also believed that Korea provides excellent investment opportunities for local banks and financial institutions and that such investment would naturally lead to enhanced cooperation.

**Competition**

Others adopt a less sanguine view. It is difficult to talk of cooperation when one's own rice bowl is being threatened and this is increasingly the case as local manufacturers feel the pressure of competition from Korea and Taiwan. This is particularly true of the textiles and garments industry, but other leading industries are in more or less the same boat.

Hong Kong will find difficulty in competing with Korea cost-wise. A comparison of wage rates shows that the average monthly manufacturing wage in Korea (HK\$485) is far below that of Hong Kong (\$734). Some of the difference, however, is made up by the higher non-wage labour costs in Korea. Land is plentiful and therefore much cheaper than in Hong Kong and water is also plentiful and inexpensive. And of course there is a large domestic market of over 35 million people which accounts for a substantial proportion of manufacturing output.

As a result, the average price of garments made in Korea is anything from 15 to as much as 40 per cent below that of Hong Kong manufactured items. The Hong Kong product may still be generally superior in terms of quality and design, but, say local exporters, the gap is rapidly closing. Delivery-wise, Korea used to have rather a poor reputation, although here too its record is improving.

**Seoul Trade Fair**

As this *Bulletin* went to print a 21-member business group was in Korea to attend the Seoul Trade Fair and to meet buyers and sellers. The group was led by Mr. A. W. Howe of the Hongkong & Shanghai Banking Corporation and accompanied by Ernest Leong of the Chamber's Trade Division.

The Seoul Trade Fair, held in spring and autumn, is the largest exhibition of Korean merchandise. The current fair lasts from October 7th to November 12th and is the fifth to be held since the fairs began in 1975.

We will report on some of the results of the mission next month.

# Training for Tomorrow Technical Education Today

*'THOSE who work with their minds govern others; those who work with their hands are governed by others'* (Mencius, circa 300 BC) is an attitude which has persisted down to the present day, in every part of the world.

The feeling in Hong Kong society that education should be primarily academic and aimed at equipping young people for white collar careers has undoubtedly tended to inhibit the growth of technical education in the past. Even today many parents discourage their children from embarking upon careers in industry, although it is becoming increasingly apparent that industry can provide opportunities which are more challenging and rewarding than those available to most white collar workers. It is probably true to say that the majority of our industrial workers are drawn from the less well educated sector of the workforce. This situation is slowly changing and will change in future at a greater rate as new industry requires higher skills and better techniques.

Technical education — like the industry it is designed to serve — has come a long way in recent years. In the 1930s the Salesian Brothers offered some basic training in printing, shoe-making and tailoring at their school in Western District. In 1937 the government established a Trade School in Wanchai which was the forerunner of the Hong Kong Technical College established after the war. But throughout the 1950s and most of the '60s the Technical College represented the extent of technical education in Hong Kong. Incidentally the College was strongly supported by the Chinese Manufacturers Association which donated large sums of money to its development.

After several years of planning and debate the Polytechnic finally came into being in August 1972, replacing the Hong Kong Technical College. Dr. S.Y. Chung had called for its establish-

ment as early as 1965 and he and the late Dr. P.Y. Tang played a major role in the planning and groundwork for the Polytechnic.

The Morrison Hill Technical Institute was founded in 1969 and was followed by further post-secondary technical institutes at Kwai Chung and Kwun Tong (1975) and Cheung Sha Wan (1977). A fifth institute is planned for Kowloon Tong and scheduled for completion in 1979. Meanwhile the Polytechnic is undergoing a vigorous expansion programme aimed at providing for some 30,000 students by 1980.



As Hong Kong continues the transformation from a developing industrial economy where the emphasis is on low-cost mass production of light consumer goods, to a sophisticated industrialised economy where high technology industry will produce a diversified range of top quality goods — in short, a technological revolution — the relative importance of technical education will increase. The technical education of today will help to fuel the industrial development of tomorrow.

Technical education in Hong Kong can be broadly divided into four levels, with secondary technical and prevocational schools at the bottom, post-secondary technical institutes on the second rung, the Polytechnic next and the two universities at the top. The education and training provided by these is supplemented by on-the-job in-plant training and apprenticeship schemes.

Secondary technical schools

normally provide five years of general secondary education, although some offer an additional two years at Form Six level. In addition to standard academic subjects students can study metalwork, woodwork, technical drawing or practical electricity if they are boys and commercial subjects, home economics and pottery if they are girls.

After five years the majority of students at the secondary technical schools commence their careers in the industrial, commercial or professional fields, while some enrol in full time or part time courses in a post-secondary technical institute or the Polytechnic and a few of the most able spend two years in Form Six prior to entering a university.

At present there are 17 secondary technical schools in Hong Kong, of which 10 are government run, four are government aided and two are private. Total enrolment in 1976/77 was 12,300 students.

Prevocational schools provide three years of education leading from primary school to apprenticeship schemes, or often directly to employment. The aim in these schools is not to equip students with complete skills or knowledge of a specific trade or occupation, but rather to provide them with a broad grounding in technical skills upon which future vocational training may be based. They learn in a variety of technical areas, including mechanical and electrical engineering, textiles and garment making, printing, retailing and merchandising, hotel work, catering and home economics. This constitutes a link between general education and training for employment. The importance of work discipline, cooperation and team work is stressed.

There are eight prevocational schools in Hong Kong, all government-aided, with an enrolment of just under 6,000 pupils. Very recently one such school, supported by the CMA,

was opened by the Governor. Five more schools are either under construction or in the planning stage and the target is to provide 10,000 places by 1980.

In addition, there are five subsidised secondary modern schools providing a similar three year course, where the emphasis is on practical learning. A number of other subsidised or private secondary schools also offer some form of technical and trade training not leading to the Certificate of Education examination.

At post-secondary level there are currently four technical institutes with a fifth planned for completion in 1979. They offer a wide variety of courses at craft and technician levels. Full time courses are of one or two year duration. Part-time day release courses normally require attendance on one full day and two evenings a week — these courses are reserved for students sponsored by industry. An alternative is the block release course, where students are released by their employers to attend an institute on a full-time basis for a specified period each year. They then return to work with the employer for additional on-

the-job training. Short courses in specialised technical and commercial subjects are also available according to requirements. Each of the technical institutes has a capacity of about 1,400 full-time students, but this represents only a fraction of total enrolment. For example, Morrison Hill, the oldest of the technical institutes, catered for almost 12,000 students last year, of whom about 10,000 attended classes conducted mainly in outside centres.

#### Wide range of studies

Practically every technical subject you can think of is taught at the institutes, with one or two specialising in particular subjects (for example, printing at Kwun Tong, catering at Cheung Sha Wan, and so on). Broken down into broad categories they reflect the overall economic structure of Hong Kong: textiles and clothing, electronics, electrical engineering, mechanical and production engineering, marine engineering and fabrication, printing, footwear technology, construction, commercial studies, hotel management and tourism and general studies.

Positioned between the technical institutes and the two universities is the Hong Kong Polytechnic. Three kinds of full-time course are offered — two year courses leading to the technician or ordinary diploma, three year courses leading to the higher diploma and one year post-higher diploma courses leading to the award of Associateship of the Hong Kong Polytechnic, AP (HK). Also offered are part-time day release and sandwich courses of various duration and many part-time evening courses leading to the higher, ordinary or technician certificates or other qualifications in a wide range of technical and commercial subjects at professional and technician levels.

In the last academic year enrolment at the Polytechnic reached 23,579, of whom 5,651 were full-time, 2,577 were part-time day-release and 15,371 were evening students.

Last year the Polytechnic established an Industrial Centre to provide students with practical training complementary to their academic studies. The Centre is supported by a team of professional engineers and well qualified staff specialising in the

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theoretical and practical elements of industrial training and technology.

The Head of the Industrial Centre, Mr. D. V. Lindsay, explained the Centre's function: purpose of technical education is to raise the level of expertise, to ensure that there is sufficient trained manpower at every level to encourage investment in industry. It should be obvious to everyone in Hong Kong that this is necessary.

'The idea of an industrial centre is to provide students with practical training. Theoretically it would be best if all this training were carried out in industry, planned, supervised and monitored by specially trained people. But that would be too expensive and problematical. So we have done something which is probably unique, which is to establish an industrial centre where the industrial situation is simulated.'

'In some ways we can do an even better job here because we are professionals, we are not trying to make a profit all the time and we can take the time to supervise students properly. But I would stress that we are looking for real projects in order to provide students with the same sort of pres-

sures, the same deadlines and the same motivations as they would find in a factory. We also try to ensure that training is balanced, whereas if a student went to one particular firm for training he might get training in one area but not in another.'

### Meeting demand

Mr. Lindsay stressed the importance of maintaining a close liaison with industry in Hong Kong. His own staff are expected to spend at least one day every week with industrial companies in order to build up a relationship of mutual trust so that they will feed the Centre with jobs and keep it informed of problems and requirements. 'Industrialists are generally interested in today and they don't have time to look forward four or five years. It is our job to do this. We cannot live in an ivory tower. We can only exist as long as we are able to give industrialists what they need.'

He hoped that local industrialists would become more involved in technical education in general and in the work of the Industrial Centre in particular. They could help by donating machinery, for example. China has led

the way in this respect by donating a \$200,000 machine tool, the result of a visit to the centre by representatives of New China News Agency and China Resources.

The majority of the Polytechnic's output consists of middle management personnel and higher technicians, who help to fill a large and very important gap between ordinary technicians and top management. Technical graduates must be flexible enough to meet changes in technology. Instruction at the Polytechnic emphasises professional conduct and the fact that technicians and technologists are not working in isolation, but have an important social role.

The highest level of technical education is that provided by the two universities, both of which have large faculties of science, with Hong Kong University specialising in Engineering and Architecture and the Chinese University in Business Administration. In the academic year 1976/77 there were some 3,200 undergraduate students studying these subjects at the two universities. In addition, both universities cater for post-graduate students.

**ANALYSES OF POLYTECHNIC GRADUATES AND ASSOCIATESHIP CANDIDATES IN OCCUPATIONAL FIELDS BY DEPARTMENTS (1976)**

Departments \ Occupational fields	Industry	Commerce	Professions	Government	Public Utilities	Education	Non-profit making organisations	Further studies	Un-employed	Details not available	Sub-totals
Accountancy	2	13	88	12	1	1	2	1	2	1	123
Building and Surveying	10	5	17	17	—	—	—	9	—	1	59
Business and Management Studies	10	53	14	1	—	6	1	18	5	1	109
Civil and Structural Engineering	21	2	10	5	—	—	—	24	2	—	64
Computing Science	1	6	—	2	—	3	—	8	—	—	20
Design	23	29	—	2	1	1	1	2	6	—	65
Electrical Engineering	25	12	1	6	21	—	—	18	5	—	88
Electronic Engineering	48	21	1	1	4	—	—	21	2	2	100
Mathematics and Science	10	11	—	3	1	9	—	10	2	—	46
Mechanical and Marine Engineering	13	36	—	1	4	1	1	16	—	—	72
Production and Industrial Engineering	49	4	1	1	3	1	—	32	4	1	96
Textile Industries	90	17	—	—	—	2	—	20	16	2	147
Total	302	209	132	51	35	24	5	179	44	8	989
Percentage	30.5	21.1	13.4	5.2	3.5	2.4	0.5	18.1	4.5	0.8	100

Source: Polytechnic

Two other post-secondary colleges — Baptist College and Shue Yan College — also offer degree courses in Science, Engineering and Business Studies.

Collectively, there are more than 50,000 students receiving full-time technical training at the various schools, colleges, institutes and universities in Hong Kong. If one includes part-time students the figure is around 80,000. But if one compares this with the manufacturing workforce of around 775,000 and the total 'economically active' population of some two million, it does not seem particularly high. However, it does represent a very substantial increase on the level of the 1960s, or even the early '70s.

So much for the facilities available in Hong Kong for technical education, but what about its products, the students themselves? Are the skills they learn at school fully applicable to the 'real world' of industry and commerce? And equally to the point, are industrialists happy with the quality of local technical graduates?

Regarding the first point, the results of a survey carried out by the Polytechnic last year are shown on the opposite page. Of 989 students who graduated in 1976, 43.9 per cent found jobs in industry or the professions, while another 21.1 per cent were employed in a commercial capacity (largely as accountants, managers, designers and engineers). Eighteen per cent of the graduates continued their education, either in Hong Kong or abroad. Only 4.5 per cent of that year's graduates were classified as 'unemployed', in other words were still seeking employment. This is a remarkably low figure when one considers that the survey was conducted in November, only four or five months after graduation, and that finding one's first job is by no means an easy matter.

A similar survey was also conducted recently with regard to graduates of

the three technical institutes at Morrison Hill, Kwai Chung and Kwun Tong (Cheung Sha Wan, having only opened this year, could not, of course, be included in the survey). The results (not yet officially published) reportedly show that 52.3 per cent of the graduates had found employment, 7.3 per cent were continuing their education and 2.4 per cent were still seeking employment at the time of the survey. The circumstances of the remaining 38 per cent were unknown.

The survey also asked graduates to assess the relevance of the jobs they were doing to the training they had received. Replies here were fairly encouraging: 24.3 per cent believed that their training had been 'highly relevant', 54.5 per cent said that it had been of 'moderate relevance' and 21.2 per cent thought it had been of 'slight relevance'. None said that their training had been totally irrelevant.

### Job relevance

Asked to assess 'job satisfaction' 69.7 per cent of the graduates said they were satisfied with their current employment, while 30.3 per cent were dissatisfied. The most prevalent cause of dissatisfaction was, interestingly, 'poor promotion prospects' and not 'low salary'. Some expressed disappointment that there was no on-the-job training.

The results of these two surveys suggest that the majority of technical graduates are able to find employment which matches to a considerable extent the training that they have received at the Polytechnic and the technical institutes — although of course there are bound to be areas where there are too few qualified graduates or, conversely, where there are too many people with a particular qualification chasing too few jobs. This means that, firstly, tax-payers' money is not being wasted on the provision of education which is not relevant to actual social and economic needs, but more importantly, that technical education in Hong Kong is playing an important role in the technological revolution referred to earlier.

Regarding the second point — how do employers feel about the products of the technical colleges in Hong Kong — *The Bulletin* carried out a small survey of some of Hong Kong's largest industrial employers. Most were generally satisfied and praised local



graduates for their flexibility, diligence, eagerness to learn and (an important consideration) their standard of English. For example, a spokesman for a large US-owned electronics company in Hong Kong said that his company's policy was to employ technical personnel strictly according to merit, with no discrimination in favour of either expatriates or local graduates. The company's technicians included graduates from colleges in Taiwan, China and other East Asian countries, but local graduates accounted for over 60 per cent of the total and the company was generally satisfied with their quality.

One employer, however, said that while he was on the whole happy with local graduates, he believed that technical education in Hong Kong should be more specialised and that students should spend more time visiting and working in factories to gain practical experience as part of their overall training. This is a problem of which Mr. Lindsay, for one, is aware, although, as he said, there are difficulties involved in finding local factories willing to devote the time and expense to provide students with such practical training.

The teachers, for their part, would like to see industrialists showing more interest in technical education, not only for their own immediate needs, but from the long term point of view of the development of Hong Kong economy.

Technical education and its continued development and expansion is essential to Hong Kong's industrial progress. The picture set out in this article is an encouraging one and *The Bulletin* believes that the Government and the private sector are well aware of the need to work in concert to provide Hong Kong's technical workforce of tomorrow.



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# The Chamber Worldwide

It was an extra large Hong Kong delegation which attended this year's Overseas Import Fair, "Partners for Progress", held in Berlin from September 21st to 25th. The 30-member group represented 18 local companies and exhibited a wide range of Hong Kong products. Most delegates were pleased with the results of the fair - more than \$4 million worth of business concluded, with a number of orders still under negotiation. A general display held in the Hong Kong pavilion also attracted considerable interest. Group manager was W.S. Chan of the Trade Division. The Director, Jimmy McGregor, attended the opening of the fair on September 21st.

The Chamber has been Honorary Representative of the Berlin Fair Authorities in Hong Kong since 1972. Much assistance is also provided by the German Consulate-General.

## Korea . . .

A 26-member trade delegation headed by Vice Chairman of the Japan, Korea and Taiwan Area Committee, Mr. A.W. Howe, visited South Korea from October 3rd to 9th. In Seoul the group attended the Seoul Trade Fair, met buyers and sellers and called on trade and industrial organisations. Ernest Leong of the Trade Division accompanied the group, pictured here at Kai Tak prior to departure. The Korea Trade Centre (KOTRA) assisted with arrangements for the visit, both in Hong Kong and Japan. (See also article on page 4).



Members of the Business Group to Korea pose for the cameraman at Kai Tak before their departure on October 3rd.

## . . . and Japan

The Senior Manager of the Industry Division, Miss Cecilia Fung, recently participated in a packaging study tour to Japan and Korea organised by the Hong Kong Packaging Council. While in Japan Miss Fung also called on some of the companies and associations involved in the forthcoming Chamber industrial investment promotion mission.

The packaging delegation visited a number of factories and packaging companies in Japan to learn something of the latest techniques, machinery and experience in the packaging field and on October 3rd they flew to Seoul to take part in the 4th Asian Packaging Congress.

The Chamber's industrial investment promotion mission to Japan is scheduled for November 20th to December 3rd and will be headed by the Director, Jimmy McGregor. It will be the second Hong Kong industrial investment promotion in Japan and follow up visits will be paid to several of the companies contacted during the first mission last year. The group expects to see senior officials of about 30 Japanese industrial companies.

## OCEAN Africa

On September 16th the Africa Area Committee met the Tanzanian Ambassador to Japan, His Excellency G.M. Nhigula, and his Commercial Counsellor, Mr. J.F. Samaka, who were here on a familiarisation visit (although based in Tokyo, their 'territory' includes Hong Kong). Then on the 22nd the committee was briefed on the current position of the South African economy by Mr. W.G.L. Olivier, Commercial Consul at the South African Consulate-General. The Africa Area Committee has also been considering the organisation and timing of the next Chamber trade promotion in African countries.

## Western Europe

Two missions from the UK recently attended luncheons organised by the Western Europe Area Committee. On September 22nd the committee played host to the Scottish Council mission headed by Mr. Donald Reid and on October 5th the Chief Executive of the British Overseas Trade Board, Mr. S.D. Wilks, was the guest of honour at a luncheon held at the Mandarin. The committee is also involved in planning for the next Hong Kong retailers group likely to visit Britain and other countries in February/March 1978.



## The In-Tray

### Chamber News

#### More Join Us

New members joining the Chamber over the last two months include:

Abbott Laboratories Ltd.  
Beneficial Mutual Trading Co. Ltd.  
Binnie & Partners (Hong Kong)  
Burroughs Machines (HK) Ltd.  
Carlton International Manufacturing Company.  
Chong Chi Trading Co. Ltd.  
Coates Brothers (Hong Kong) Ltd.  
Cosa Company Limited  
Danzas Freight (H.K.) Ltd.  
Dawson International (S.E. Asia) Ltd.  
De Tas Manufacturing Ltd.  
Degussa China Ltd.  
Drahtlose Nachrichtentechnik (Far East) Ltd.  
Fai Kee Piece Goods  
Floriland Investment Ltd.  
Friday Trading Corp. Ltd.  
Gold Peak Industries Ltd.  
Golden Loch Enterprise  
Gulf Exporters Ltd.  
Hing Fat Garments Manufactory  
Fu Hing Enterprise Co. Ltd.  
Hong Kong Hosiden Ltd.  
Isetan of Japan Limited  
Intelec Electronics Ltd.  
Japan Asia Airways Co. Ltd.  
Kadie Florists Supplies  
Kin Yip Garment Fty. Ltd.  
Lee Kee Enamelware Co.  
Magtina Trading Corp.  
Man Po Plastics Mfy. Ltd.  
Manufacturers Hanover Trust Co.  
Minwa Electronics Co. Ltd.  
Merrill Lynch, Pierce, Fenner & Smith  
Hong Kong Ltd.  
National Westminster (Hong Kong) Ltd.  
Nikim Industries Ltd.

*News, Events, Information  
From Within and Around  
The Chamber*

Oceanrate Trading Co.  
Oriental Commercial Establishment  
Progressive Corporation  
Schenker - ASG (H.K.) Ltd.  
Skidmore, Owings & Merrill  
Standard Chartered Insurance Brokers (Hong Kong) Ltd.  
Sun Hing Wah Garment Mfy. Ltd.  
Sunny Fibreglass Craft Ltd.  
Suzuya International (H.K.) Co. Ltd.  
Swire Loxley Ltd.  
Tai Wah Radio Manufactory Ltd.  
The Toyo Trust and Banking Co. Ltd.  
Tung Sing Company  
Ushio International (HK) Ltd.  
Wing Sang Bakelite Electrical Mfy. Ltd.

#### An Artist in The Making



Thirteen-year old Law Shiu-fong, a student of Hoh Fuk Tong College in Tuen Mun, was recently presented with a special prize — one year's school fees — for her colourful painting of the future Tuen Mun new town which appeared on the cover of last month's *Bulletin*. The award was handed over by the Chamber's Director, Jimmy McGregor.

#### Chamber's Spring Dinner At Ocean Palace

The Chamber's Annual Spring Dinner will be held on the tenth day of the Lunar New Year, February 16, 1978.

The Ocean Palace Restaurant in the Ocean Centre Building in Kowloon has been booked for next year's dinner. The occasion is a relatively informal one and is intended to allow member companies and their staff to get together for an evening of good food and entertainment.

In order to assess the likely number of tables we shall need to book for this festive evening, we shall be writing to you shortly with details. If you wish to make a priority reservation, please ring Miss Marisa Tam (5-237177 Ext. 23).

### Publications

#### Training in Commerce & Services Report

The Chamber has received a copy of the Report by the Ad Hoc Committee on training in Commerce and the Services of the Hong Kong Training Council. The Report is available for perusal in the Chamber Library.

#### Directory of Hong Kong Industries Now on Sale

The Hong Kong Productivity Centre has recently released the second edition of its "Directory of Hong Kong Industries".

The 600-page Directory, compiled by the Centre with assistance from the Census and Statistics Department, contains up-to-date and comprehensive information on manufacturing and related facilities available in Hong Kong. It provides reference to more than 4000 manufacturing companies classified by sectors of industry. It also includes a Brand Name Index.

At HK\$75 a copy, the Directory of

Hong Kong Industries is available from the Centre's offices at Sincere Building, 20th Floor, HK and HK Bank Centre, 13th Floor, 636 Nathan Road, Kowloon or by calling 5-443181.

### Directory of Manufacturers in Europe

The 1977 edition of ABC Europ Production has been released, a copy of which will soon be available for members' perusal in the Chamber Library.

This is a directory covering 30 European countries with over 130,000 manufacturing companies listed.

Published in two volumes, the directory is available for DM 124 from ABC Europ Production, Europ Export Edition GmbH, Postfach 4034, Berliner Allee 8, D-6100 Darmstadt, Germany.

### Asian Business Directory

Kothari and Sons, a publishing company based in India, is publishing the Asian Business Directory, a comprehensive directory featuring countries in the Asian and Pacific region. The first edition of this new reference manual is scheduled for release at the end of 1978.

The Asian Business Directory's advertising representative is now in Hong Kong. A full page black and white advertisement costs US\$550. Members interested in advertising in the Directory and wishing to meet the representative should contact Harry Garlick, the Chamber's Assistant Director - Administration.

## Bits & Pieces

### Speak Arabic in Six Days

AIMS International, a group based in Brussels, run a basic course in Arabic and other languages for their clients. Such courses have been offered by the London Chamber of Commerce and Industry.

A course in Arabic is now being arranged in Hong Kong. The system, BOL 405 (Basis of Language) requires six days in order to master a basic vocabulary of 450 words. The programme has 10 learning units covering the following themes: introduction, social, items, time and numbers, travel, food, business, family, weather, yesterday today and tomorrow, management and marriage.

The cost for each participant in this six-day full-time course is about HK\$5,000. If you are interested in more information on this course, please call Mr. James Tong of Cathay Pacific Airways at 3-828652.

### Fashion Accessories Show

The Hong Kong Exporters Association is organising for the first time a Fashion Accessories Show to be held in the Excelsior Hotel, Causeway Bay from April 26 to 28, 1978.

To promote the show, extensive advertising will be carried out in the overseas trade press and a direct mail exercise will be conducted through the TDC's overseas offices. The show is also timed to coincide with the Canton Fair so that a large number of visitors will already be travelling via Hong Kong.

Cost of participation will be \$3,500. For more details and an application form, please contact the Hong Kong Exporters Association at 1625 Star House, Kowloon or call 3-683816.

### DCI Now DTIC

All Certificates of Origin, Generalised Preference Certificates, Forms A, Commonwealth Preference Certificates, Certificates of Processing and other certificates issued by the Department will now be issued in the name of Director of Trade, Industry and Customs.

## Overseas Courses

### Safety Management Diploma

The British Safety Council offers 8-week courses in Safety Management for overseas-based students twice a year in London. These courses are held on board the Safety Council's training ship St. Katharine.

The Diploma in Safety Management was launched in 1972 to provide British Safety Council member organisations with the assurance that their safety personnel were adequately trained, well qualified and competent to undertake their responsibilities.

There are currently 1,000 people in the United Kingdom who hold the qualification with a further 200 undergoing study. Courses for U.K. based students are run on a modular basis

where students attend a graduated system of training to include General Safety, Advanced Management, Health and Work Environment, Communications and the latest Total Loss Control techniques.

For Overseas students the Diploma course is based on the same form of study with extra periods on Fire Prevention, First Aid, In-Company visits, Tutorials, etc., and is adapted to international safety problems rather than local British safety problems and legislation. The course is intensive and students are given a great deal of personal attention throughout their period of study.

Since its inception in 1974, the Overseas DipSM course has welcomed students from 73 organisations representing 35 different countries.

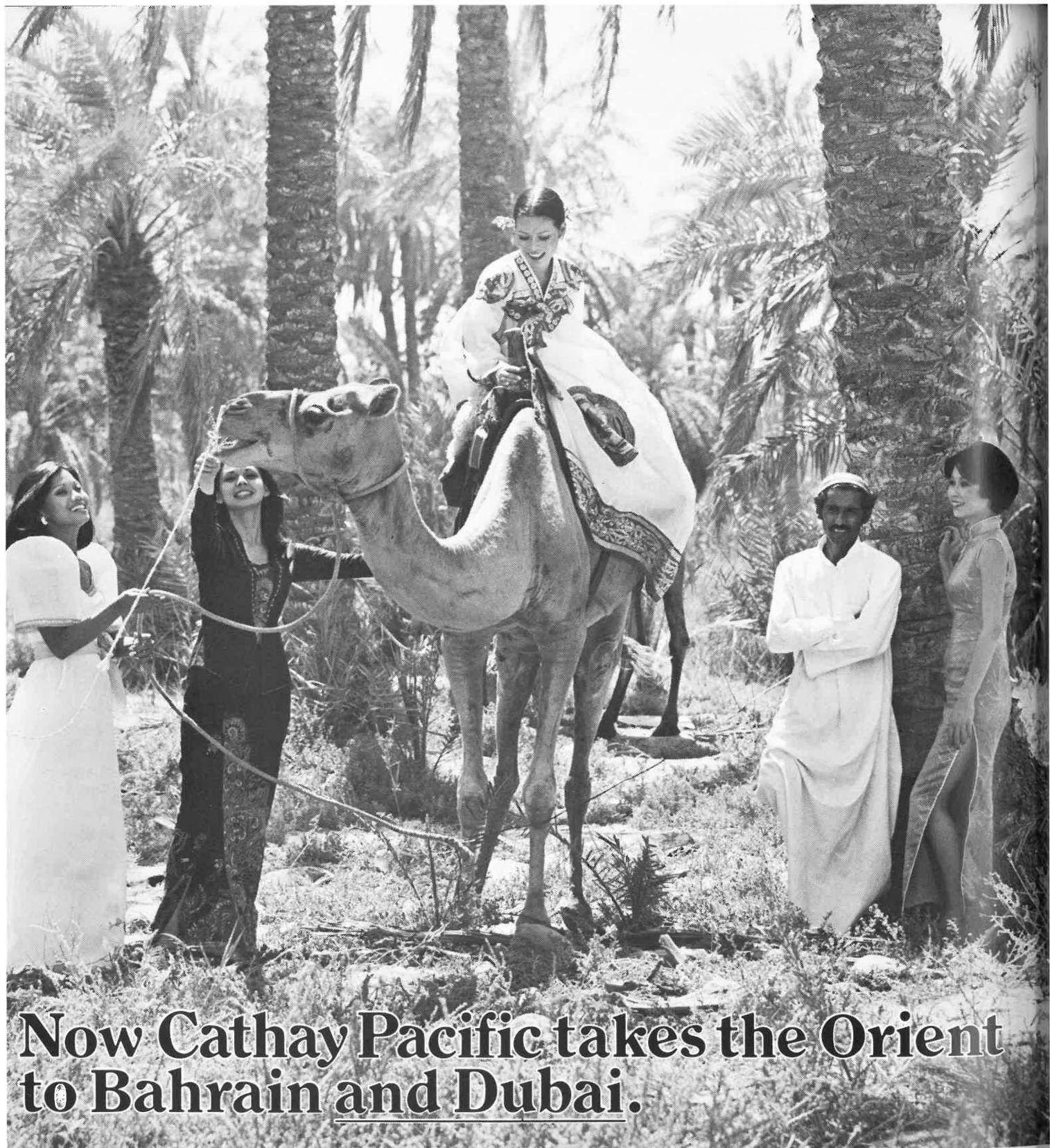
For more information, please write to the British Safety Council, National Safety Centre, Chancellor's Road, London W6 9RS, U.K.

### Management Studies in Melbourne

The University of Melbourne's Graduate School of Business Administration is conducting Advanced Management Training Programs over the Summer and Winter Periods. The next course will be held from January 9 to February 17, 1978. The content of the course include business policy formulation, economics for management, financial management, human behaviour in administration, industrial relations, management government & society, managerial accounting, management process, marketing strategy and quantitative analysis. Total fee for participation in this Advanced Management Program is A\$3,300.

Another program being offered by the school is the Program for Management Development, designed to provide facilities for enabling young people with potential to "improve their management & strengthen their knowledge of the Fundamentals of Management of staff, cash, materials, systems and markets".

For more information on these two programs, please write to Mr. H. F. Craig, Director, Advanced Management Education, University of Melbourne, Graduate School of Business Administration, University Residential Centre, the Melbourne Town House, 701 Swanston Street, Carlton 3053, Victoria, Australia.



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## 自豪的進展

表示不滿的意見總是比提出建設性建議容易得多。而任何一地的成功引起不太成功的人表示注意，也是人之常情。吹毛求疵者總是使用以偏概全的手法，以最壞的事例充做一般的標準。香港在最近幾年來就一直受到此種批評。

香港愈是發展，對香港的苛責者就愈是吹毛求疵，求全責備，尤其以不住在香港的苛責者為然。對香港社會發展的大部份批評，來自於香港的法定宗主國——英國。香港克服了曾經被視為無法克服的困難，獲得了巨大的進展，英國理應最為感到自豪，結果却成了公開指責香港政策、計劃及進展的批評來源地，確實別有諷刺意味。

而且，深具意義的是，英國遭到的經濟及社會困難越多，港英經濟的對比越證明香港經濟制度優越，似乎香港就越能吸引批評者，而他們的批評也就越偏面及荒唐。

理所當然，這些外來的批評者極少真正瞭解香港社會的發展。有些曾在香港居住及工作，又返回英國，或要洩憤算賬。有些從來沒有在香港住過，他們批評的動機確實令人懷疑。他們真的深切關注香港居住發展大計的進展速度，還是更為注意消弱香港的能力，使之不能繼續生產能滲透及佔領其市場的貨品？他們究竟關注香港的社會發展，或是英國的失業問題？人們難以迴避此一結論——至少有部份批評者並不關注社會發展，他們所玩弄的是政治。

不顧事實，僅憑偏見，要提出批評指責是太容易了。只要故意忽略數宗實例，以及運用豐富的想像力想出一項事例來回答就行了，尤其是聽衆如不瞭解香港的真實情況就更容易了。

不能憑一個黑人小孩於衆目睽睽之下溺斃於公共游泳池，就此對英國下結論。不能憑紐約停電時劫匪猖獗，就此對美國下結論。也決不能憑仍然存在的問題，就此對香港下結論；憑據只能是香港已取得的進展及新計劃的宏圖。

任何對香港近三十年進展的客觀研究，只要全面評價香港（沒有英國或其他任何國家的援助）曾經必須克服的種種困難，就必然會承認香港經歷了真正偉大的經濟革命及社會發展，其成就超過了世界上大多數的發展中國家。

讓批評者來吧。香港人對他們毫不懼怕，因為他們的言論及行為絲毫無損於香港。

# 韓國經濟奇蹟剖析

過去十五年來，大韓民國經歷了巨大的轉變——也許只有香港的轉變才可與之媲美。勤奮刻苦的工人、目光遠大的企業家及領導有方的政府，齊心合力使韓國成為全世界最積極拓展貿易的國家之一。本文專題論述韓國的成功歷程，並評價韓國對香港經濟的重大影響。

## 後來居上 可超香港

韓國正在後來居上！韓國去年的出口貿易總值共達三百六十二億七千萬港元，已經與香港相差無幾。一九七七年，韓國看來正在全力以赴，要一箭雙雕，達到兩項出口貿易目標——第一，超過香港；第二，超過一百億美元大關。一百億美元的目標原來定在八十年代初期才超過，但去年出口貿易大增，增幅高達百分之五十六，於是將此一目標提前數年完成。

韓國被稱為「出口狂」國家，而韓國人則被稱為「工作狂」者。兩個外號均甚貼切。韓國出口貿易的增長令人嘆為觀止。從一九六六至一九七五年的十年期間，出口貿易增長了二十倍，每年的平均增幅高達百分之三十九點七，甚至超過了香港在同期的巨大增幅。結果，韓國在全世界出口貿易總值中所佔的比例從百分之〇點一四增加至百分之〇點六四；而韓國的國民總產值在同期內的實際增幅幾達百分之十一，成為全世界最高的經濟增幅之一。去年，韓國的國民總產值又進一步增長了百分之十五點二。

韓國的工人遵守紀律，有較高教育程度，聰明能幹，尊敬上司。每週的平均工作時間為五十點七小時，比任何亞洲國家的工人都長。此種刻苦及毅力來自於「財富」雜誌最近所描述的「孔子工作精神」：「韓國人認為：工作不是苦難，而是齊家治國的天賜良機。」

鑑於港韓兩地人口相差懸殊（香港人口為四百五十萬，韓國人口為三千五百九十九萬），香港的出口貿易與韓國相比並不遜色，何況香港完全沒有原料資源（不過韓國的天然資源也決不算豐富）。然而，韓國人對於將可在出口貿易額方面超過香港，顯然引以自豪。

## 展望未來 再追日本

也許，將韓國與日本比較才更為適當。英國工業部業務部長祈利爵士於今年上半年訪問韓國時，將韓國比作為「

十五年前的日本」。七十年代韓國的發展使人聯想起五十至六十年代的日本；韓國要在一九八一年（目前的五年計劃結束）前增加國民總產值一倍的計劃，也使人回想起日本在六十年代所定要在一九七〇年前增加實際收入一倍的宏偉戰略大計。

但將韓國與日本比較，會失之膚淺甚至誤解，因為兩國的不同之處多於相同之處。韓國比五十年代的日本領土小得多，發展也遲得多。韓國創造其奇蹟所處的世界經濟環境，比五十至六十年代由出口貿易帶動經濟增長的世界形勢也較為不利。此外，日本（如同西德）不必——其實是不准——建立國防軍；而韓國政府却深感國家安全受到外來威脅，必須將國民總產值的相當部份（一九七六年是百分之六點七）用於國防。

世界銀行最近創造了一個新詞來形容韓國的經濟——「半工業化國家」。換言之，韓國就與香港一樣，已不能簡單歸入「較不發展國家」；但也與香港一樣，仍然是「發展中國家」。韓國今日的初級經濟佔國民總產值百分之二十一，二級工業（製造業及礦業）佔百分之三十四，三級行業佔百分之四十五。但到第四個五年計劃結束（一九八一年），預料初級經濟將下降至百分之十八點五，而二級工業將上升至百分之四十一。

## 政府統籌 敢作敢為

經濟發展計劃由經濟企劃院制定，該院由南應祐副總理主持，由朴正熙總統監察。今年開始的第四個五年計劃，規定國民總產值每年平均增長百分之九

。因此，韓國的國民總產值到一九八一年就將達到三百五十億美元（按一九七五年價值計算），而按人口平均計算的國民總產值將達一千五百十二美元。（香港一九七六年的全港總產值是一百億二千四百萬美元，按人口平均計算則為二千二百八十七美元。）

韓國的出口貿易預料每年將增長百分之十六，入口貿易則增長百分之十二。多年來一直存在的對外收支逆差問題差不多已經消除了（韓國去年的貿易赤字只有二億七千四百萬美元）。到一九七九前甚至更早，逆差就會變成順差。

但上述的宏偉目標能否達到呢？毫無疑問，不僅能夠達到，而且還能超過，除非發生戰爭或油價再次飛漲等不可預測的災難。近年來的歷程就是明證。第三個五年計劃（一九七二至七六年）先後經歷了石油危機及四十年來最嚴重的世界性經濟衰退，但仍然順利完成了該計劃所規定的大部份艱巨目標。

成功是如何取得的呢？韓國工商界人士的奮發有為及韓國工人的勤勉守紀，顯然是重要的因素。但同樣重要的是政府在經濟衰退期間毅然冒險而拒絕緊縮經濟以抑制通脹，因而獲得了良好的成果。政府不但拒絕盲從經濟學教科書而收縮通脹，反而提高稅收百分之二十及增發貨幣百分之五十四；通脹率從一九七三年的百分之三上升到一九七四年的百分之二十三點六以及一九七五年的百分之二十六點三，而實際工資就下降了。然而，結果却使經濟繼續增長——是實際的增長：一九七四年增長百分之八點七，一九七五年增長百分之八點三

## 主要經濟指數

	1972	'73	'74	'75	'76	1972-76平均數 計劃數	完成數
國民總產值增長率	7.0	16.7	8.7	8.3	15.2	8.6	11.2
人口增長率	1.9	1.8	1.7	1.7	1.6	1.5	1.7
每人平均國民總產值 (美元)	293	361	481	532	698		

，去年更猛增了百分之十五點二。

今年到目前為止，韓國經濟看來也能達到目標。今年上半年增長了百分之八點六，預料下半年將會更趨好景，可使全年增幅達百分之十左右。出口貿易可望增長近三分之一。通脹率去年仍達十位數字，目前已降低至百分之六左右。

### 全面發展 重型工業

韓國的經濟以出口為主，出口貿易目前佔國民總產值的百分之二十七，其中仍以輕工業產品為大宗。但第四個五年計劃特別強調所謂的「戰略」工業，例如機器製造、化工、造船及電子工業。

與香港一樣，韓國正在努力發展高級技術的資本密集工業。韓國政府及私人企業均在大力簡化外國先進技術來韓投資的過程，包括外國公司的直接投資、專利代理及研究發展。韓國工業教育的不斷提高也為此提供了有利的條件。

然而，韓國又與香港不一樣，具備足夠的土地及能力來發展全面的重工業基礎。對於許多重工業而言，香港本地市場對工業產品的需求量不夠大，不足以維持重工業獲利所需的大規模生產。但韓國就並非如此。

以石油化工工業為例，韓國在一九七五年就有三家煉油廠、一家十萬噸石腦油提煉廠以及生產十七種石油化工產品的許多工廠，已可滿足韓國本國所需石油化工產品的百分之五十二。其中許多工廠為地方紡織工業及塑膠工業服務。南部沿海地區還正在興建一所巨大的石油化工廠，是韓國與日本三井集團的合資企業。

鋼鐵工業的情況也是如此。去年，韓國對鋼鐵產品的需求已有百分之八十可以自給自足，而且鋼鐵工業還佔韓國出口貿易總值的約百分之十。韓國最大的鋼鐵聯合企業——位於東部沿海的浦項製鐵株式會社於一九七三年建成，耗資幾達二十億港元。該廠目前每年生產二百六十萬噸鋼，生產率比美國高約百分之五十，已接近日本。該廠的年產量到一九七九年將達五百五十萬噸，也許能滿足全國鋼坯總需求量的約百分之六十。韓國還輸出鋼鐵，主要買家是美國、沙地阿拉伯及伊朗。

還有新興的汽車工業。一九七五年，韓國完全自行策劃、設計、製造及大批生產的「寶駒」小轎車面世。但外國汽車早在六十年代初期起就在韓國裝配，最初是實力，隨後是豐田、福特、快意、通用、本田及萬事達。近年來，

韓國政府鼓勵廠商用本國產品代替入口的汽車部件及零件。

造船工業在近年來也迅速發展，可惜未逢其時，因為全世界對新船尤其是超級油輪的需求，自從石油危機以來就一蹶不振。位於浦項以南蔚山的現代造船廠，據說是全世界最大的單一公司造船廠。

### 暫時仍賴 輕工業品

但暫時而言，韓國仍然主要依賴輕工業及消費產品，例如成衣、紡織品、鞋類及電子產品。去年，此類產品仍然佔韓國出口總值的一半還多，其中僅紡織品及成衣就佔百分之三十四。製衣業是韓國近年來發展最迅速的工業；而此種發展對香港製衣業已造成的影響，可由許多本港製衣業廠商及出口商證實（請參閱本期專文「既競爭又合作的港韓關係」）。

韓國成衣出口的約百分之三十五銷往美國，百分之三十輸往歐洲共市，百分之十三輸往日本——與香港大同小異。韓國紡織業的未來發展與香港一樣，因為主要出口市場保護主義抬頭而前景黯淡。紡織業對韓國整體經濟發展的相對重要性，今後將會逐步降低。

韓國的電子工業開始於六十年代初期裝配簡單的原子粒收音機；如今已在生產彩色電視機及高級精密零件，在一九七五年佔韓國出口總值幾達百分之十二。韓國電子工業與香港一樣，大量是

外國投資。外資及合資公司佔全部生產的百分之六十。

第四個五年計劃已將電子工業作為優先發展的「戰略」工業。重點將從生產部件及零件轉為生產及裝配製成品。電子產品的每年出口總值，到一九八一年可望達到七十八億港元。

### 市場拓展 功效顯著

韓國又與香港一樣，過份依賴北美洲、日本及歐洲共市三大市場。韓國的近鄰——日本既是供應國，又是市場，還是海外投資的來源地，三者均極重要。兩國的雙邊貿易使韓國大量入超，去年對日貿易的赤字佔韓國對外貿易總赤字的大部份。美國也是工業品及消費品的主要供應國，韓國對美國貿易近年來也一直呈現赤字。另一方面，韓國對歐洲共市及歐洲自由貿易聯盟的貿易却有大量的順差。

韓國更傑出的經濟成就之一，是在對中東國家貿易中用推銷出口付清石油入口的唯一發展中國家。去年，沙地阿拉伯一步登天成為韓國的第四大出口市場，購入十六億七千二百萬港元韓國貨；科威特也躍升為第八位，入口額達十一億二千八百萬港元。中東地區共佔韓國出口總值的百分之十二左右。比較下，香港一九七六年輸往中東的港貨僅佔出口總值的百分之三點六。

韓國甚至還輸出勞力。去年，七萬

## 韓國工業中的外國投資

（截至一九七六年底止統計）

（單位：千美元）

### 按工業分類

	投資額	百分比
紡織製衣	183,447	19.2
化肥	178,138	18.7
電機及電子	114,495	12.0
石油化工	80,972	8.5
機械及零件	45,873	4.8
交通設備	39,546	4.1
鋼鐵及其他金屬	39,501	4.1
化學	21,325	2.2
陶瓷	17,898	1.8
製藥	5,490	0.6
食品及飲料	3,746	0.4
其他製造工業	18,855	2.1
服務行業	189,585	19.8
農林漁業	11,984	1.3
總計	953,724	100.0

### 按主要國家分類

	投資項目	投資額	百分比
日本	649	634,039	66.5
美國	111	159,095	16.7
荷蘭	4	57,455	6.0
西德	14	8,201	0.9
法國	5	5,750	0.6
英國	3	2,736	0.3
意大利	2	1,149	0.1
瑞士	2	204	-
其他	30	85,096	8.9
總計		953,724	100.0

多名韓國工人在中東、非洲及南美洲參加建築工程。僅中東合約之一就價值五十億港元。難怪漢城官員目前已開始擔心「勞力外流」了。

### 政府指標 鼓勵出口

韓國出口貿易的成功秘訣究竟何在呢？成績部份歸功於政府的決策者。當局判定各個市場的年度指標，鼓勵工商業公司努力完成。例如，今年的指標是一百億美元——日本三十一億美元，英國三億二千萬美元，巴林五千萬美元，如此等等。指標鼓勵似乎行之有效。去年的指標是六十五億美元，結果不但完成，而且還超額了十三億美元。

貿易商行的註冊數量受到嚴格的限制。只有完成年度出口額（今年規定為一百萬美元）的公司才有資格在翌年繼續註冊為「出入口貿易商行」，而未能完成規定業績的公司就要失去此一稱號。目前註冊的貿易商行共有約二千一百家。

韓國有少數最大的貿易商行有資格稱為「總貿易公司」。該等公司的年度出口額要超過一億五千萬美元；至少十類產品的銷售額要超過一百萬美元；資本要超過二十億韓圓（等於一千九百萬港元）以及——為了鼓勵市場分散化——

世界各地的分公司要超過二十家，包括二家以上設於中東、南美洲及非洲。

此類「小型財團」目前約有十二家，已獲得各種鼓勵去完成政府的出口指標。雖然連其中最大的「三星」公司較之三菱或三井的標準仍屬小型，但均在迅速擴展。去年，三星的出口額達十七億二千五百萬港元，佔韓國出口總值的百分之四點六。該公司計劃在今年達到二十五億八千五百萬港元，到一九八一年達到八十億港元。

### 提供優待 吸引外資

外來投資已在韓國的經濟發展尤其是工業中扮演了重要的角色。截至去年底止，韓國的外來投資總值幾達十億美元，其中四分之三均是製造工業。外來投資的三分之二來自日本，百分之十六點七來自美國，百分之八弱來自歐洲（請參見附表）。外資比例最大的工業是紡織製衣工業、化肥工業及電子工業。

外國資本促進法案規定了外國股本投資、外國貸款及技術合作。該法案進一步規定了註冊條件及程序、納稅優待、資本還歸本國及股息匯寄。外資所佔的比例並無法律限制，不過韓國歡迎合資企業，而且事實上外資佔百分之五十以上就很少被批准。該法案提供的利益

包括納稅優待（包括公司及私人）、滙寄利潤保證及避免徵用保證。但最大的利益是可獲得廉宜而勤力的勞工。

顯而易見，韓國政府主動積極的倡導在韓國經濟發展中發揮了重大的作用。政府規定指標，指出方向及提供指導。企業家及工人積極響應，致力於最具價值的生產活動。舉國上下，齊心合力，全面計劃，充分協調。

本會日、韓、台貿易委員會主席、工業家黃保欣先生曾於去年夏天率領本會貿易團訪問韓國，親眼目睹韓國經濟及工業全面發展突飛猛進，感到大開眼界。黃先生向本刊表示：「韓國的工業發展是重輕工業並進。重工業方面，大力發展石油化工、鋼鐵、汽車及造船等工業。輕工業方面，繼續發展紡織、電子及塑膠工業。總之，韓國正在建成一個較完整的工業體系。」

韓國的成功歷程幾乎可與香港媲美。韓國在五十年代初期燬於戰火而成為廢墟（而香港則被大量難民湧入而難以維持），主要依靠韓國人民自己的奮發努力，只有少量的友邦援助，就在廢墟上重建起自己的家國。韓國今後十至十五年的進展如能保持以往十年的成就，就將不必與香港互較長短，而要與日本一爭高下了。

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# 既競爭又合作的港韓經濟關係

香港對韓國的關係，既是鄰邦、買家、又是投資者及競爭對手。本港的廠商——尤其是製衣業廠商——抱怨許多「本港」買家正在轉向韓國。然而，韓國同時又是紗、線、布、石油化工產品、機械及其他許多工業必需品的重要供應國。

去年、韓國是香港的第七大供應國及第六大轉口市場。但韓國在香港的直接出口市場中，却名落三十名以外。此種情況其實並不奇怪，因為韓國正在發展與香港相同的消費品工業及產品，而且成本還更低廉。為了確保韓國人不買香港的恤衫、手錶以及計算機，韓國政府還實施了一系列的入口限制。但既然韓國有賴於其出口商品自由進入世界市場，就不應對競爭國入口商品實施限制，故正在逐步予以放寬。根據一九七七年關稅表，最高關稅已由百分之八十至一百降低至百分之六十。關稅的級數已減少至三級，而此三級到一九八一年將進一步降低至百分之二十、百分之三十及百分之四十。實施最高關稅的對象是機械、造船、電子及塑膠等所謂的「戰略性」工業，而低關稅的對象則是紡織、造紙、橡膠及其他已有基礎的輕工業。一九七七年關稅表總共包括二千五百二十一項。

然而，香港仍然設法在今年上半年將其對韓國的出口貿易大大拓展，猛增百分之二十三，達到四千五百萬港元（請參見附表）。其中最顯著的增長項目是棉織品（增加百分之八十三）、若干類電機（增加百分之五十九）及電訊器材（增加幾達百分之五百）。

香港對韓國的轉口貿易值是直接出口貿易值的五倍多（當然對香港的利益相對就較小）。主要項目有紡織用染料、電機器具及醫藥產品。另一項有趣的項目是咖啡，今年上半年的轉口額幾達九百萬港元，也許僅能反映咖啡價格飛漲罷了。總體而言，香港對韓國的轉口貿易在今年上半年增加了百分之十五。

韓國對香港經濟的主要貢獻是作為供應國的功能。香港從韓國入口貿易，去年增長了百分之七十五，達到十六億三千六百萬港元，今年上半年又進一步增長了百分之十一，結果使港韓貿易出現了五億五千八百萬港元的逆差。

香港向韓國購買的主要商品是紡織用紗線、非棉織品、電機、石油化工產品以及（很奇怪）鐘錶。香港紡織業今年上半年出現衰退，結果從韓國購買的紡織品也急劇減少；但却由購買機械（增加百分之七十二）及鐘錶（增加百分之七十九）的大量增多而仍能彌補有餘。

香港在韓國工業中的投資頗為可觀。根據韓國經濟企劃院發表的數據，一九七五年有十個工業發展項目中有香港投資，投資總額達五百二十萬美元。本刊未有該等香港公司的資料，但估計其中至少有數間紡織業廠商。至於韓國在香港的工業投資，就似乎尚未出現。然而，韓國在香港有為數頗多的貿易公司

（五十七家）、船務公司（三家）及銀行（五家）、一家財務公司及韓國航空公司。香港的韓國人包括家屬在內，共計約八百人。

本會日、韓、台貿易委員會主席黃保欣先生認為：「香港與韓國雖然地理、人口、環境、資源各不相同，不能強求一律；但應盡量設法加強兩國的合作，利用韓國協助香港發展。第一，爭取韓國供給更多香港所需的原料；第二，組織更多貿易團及考察團訪問韓國，促進進出口貿易，實地學習韓國工業發展的經驗；第三，香港財經界應將韓國作為優良的投資發展市場，並用投資活動促進兩國的經濟合作。」

其他人士的觀點就較不樂觀。自己的飯碗受到威脅就很難談論合作了。本港製造商日益感到韓國及台灣的競爭壓力，尤其以紡織製衣業為然，而其他主要工業也或多或少有相同的處境及感受。

香港在成本方面很難與韓國競爭。將兩地工資比較，韓國製造工業的每月平均工資（四百八十五港元）遠遠低於香港工資（七百三十四港元）。但韓國的非工資勞工成本比香港高，會彌補一些差距。韓國的土地廣闊，因而地價比香港低廉得多；韓國的水源豐富，水費也低廉。當然，韓國擁有三千五百多萬人口的龐大國內市場，更可以吸納韓國工業生產的相當大部份。

因此，韓國製成衣的平均售價要比香港低廉百分之十五直至四十。香港產品在品質及設計方面大致上仍比韓國高級，但本港出口商指出此種差距正在迅速縮短。至於交貨方面，韓國一向以延遲交貨著稱，但目前也已在改善。

本期工商月刊出版時，本會訪韓貿易團一行二十六人正在韓國參加漢城貿易展覽會，會晤韓國買家及供應商。該團由本會日、韓、台貿易委員會副主席哈爾先生率領，由本會貿易部經理梁紹輝隨同協助。

漢城貿易展覽會自從一九七五年開始每年春天及秋天舉行，是韓國最大的貿易展覽會。本屆是第五屆展覽會，於十月七日至十一月十二日舉行。

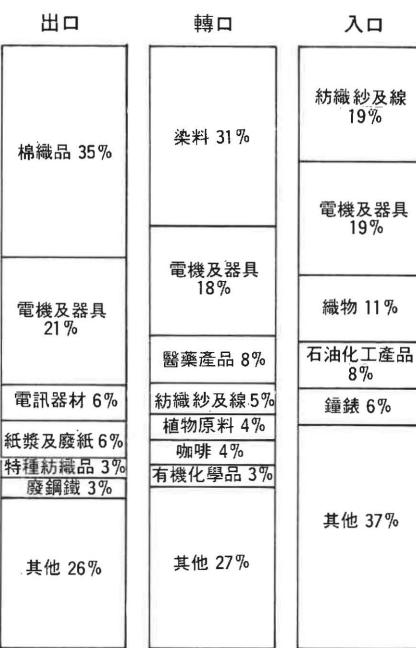
本刊將在下一期中報導該團此行的成果。

## 港韓貿易統計

(1977年1月—6日)

(單位：百萬港元)

	價值	比去年同期 增加百分比
貿易總值	1,109	+12
純出口	45	+23
轉口	203	+15
出口合計	275	+16
入口	834	+11
貿易差額	559	+ 8
(韓國順差)		



# 迅速發展的香港工業教育

為了對付低成本鄰國日益加劇的競爭及主要出口市場日益嚴厲的限制，香港工業必須從過份集中於少數工業轉向工業分散化，從廉價貨轉向高級產品，從勞力密集轉向技術密集。此一問題的必要性及迫切性已越來越為香港工商各界所普遍承認及注重。事實上，香港工業已經開始了此一歷史性轉變的進程。

未來的工業發展極大程度上取決於目前的工業教育。隨着香港工業的不斷發展，香港工業教育近年來也在迅速提高，而且逐步受到社會各界人士的普遍重視。

雖然「勞心者治人，勞力者治於人」的普遍傳統偏見尚未完全消除，但藍領技工在就業、工資、福利及前途等方面均已逐漸超過白領職員，結果促使剛從學校出來就業的畢業生越來越有志於投身工業，而想繼續深造的學生也越來越多選擇工業教育作為日後服務社會的職業途徑。

## 四級教育 統籌協調

香港的工業教育，大致可以分為四級：第一級是中學工業教育，包括工業中學及職業先修學校；第二級是工業學院；第三級是理工學院；第四級是兩所大學的理工院系。

港府教育司署提供的資料表示：該署工業教育部負責統籌及發展香港的工業教育，包括直接管理工商業師範學院、工業學院、工業中學及職業先修學校，並且密切聯絡理工學院及兩所大學。後者各設校董會，成為獨立機構，並由

香港接受工業教育的學生人數總計  
(1976 - 1977財政年度)

學校分類	學校數目	學生總數
工業中學	16	12,380
職業先修學校	8	5,960
實用中學	5	3,879
工業學院	4	5,000
理工學院	1	23,599
大學理工院系	2	2,469
總計	36	53,287

- N.B. 1. 本表數字中包括部份商業課程學生。  
2. 工業學院數字中不包括部份時間課程及短期訓練課程的學生。  
3. 理工學院數字中不包括短期訓練課程的學生。

港府大學及理工教育資助委員會進行協調。

此外，工業教育部經常與香港訓練局、工商業僱主聯會及勞工處、工商署等政府部門討論及協商，制定工業教育的發展方針及未來計劃。

鑑於工業教育近年來發展極為迅速，而其作用及影響也與日俱增，工業教育部在其屬下成立了工業教育顧問科，專門研究工業院校基層提出的問題，提供學制改革及課程革新等戰略性的解決辦法。

## 工業中學 改重工藝

根據一九七六至一九七七財政年度香港政府年報，香港共有十六所工業中學，其中九所是官立，五所是輔助，二所是私立。分設五年制或六年制的課程。學生總數為一萬二千三百八十人。除了普通的中等教育外，還提供木工、金工、電工、繪圖等工學科目。

職業先修學校共有八所，均由政府津貼。學生總數為五千九百六十人。全部為三年制課程，着重基本工業知識技能，便於學生選擇及謀取適當的職業。教授的科目包括機械及電工、紡織及製衣、印刷及商業服務科目。

此外，還有政府津貼的實用中學五所，設三年制課程，偏重實用，學生總數為三千八百七十九人。

一九七五年九月，教育司署鑒於工業中學原有的木工及金工科目已不能充分跟上香港工業發展的實際需要，開始大力推廣「工藝及設計」的新科目，着重提供學生去思考及設計，掌握工具及材料，解決問題，製成產品。迄今為止，已有四十二所中學開設了此一新科目。

## 近年發展 成效空前

回顧以往的經驗及教訓，香港工業教育在五十及六十年代並未獲得充分的重視及應有的發展。當時，不要說沒有理工學院，甚至連一所工業學院都沒有。六十年代香港經濟的不斷繁榮及工業的迅速發展，才迫使有關當局將此一問題提到議事日程上來，採取了切實有效的政策措施。

一九六九年九月，香港成立了第一所工業學院——摩理臣山工業學院，翌年正式開學。從此以後，可能也是為了彌補以往損失的時間，香港的工業教育以空前的規模及速度向前發展了。

一九七二年，經過充分醞釀及籌備，在原有工業專門學校的基礎上，撥地撥款，成立了香港理工學院。一九七三年，將原來的工業訓練諮詢委員會改組為香港訓練局。一九七四年，成立香港工商業師範學院。一九七五年，相繼成立製衣業訓練局及建造業訓練局。一九七六年，開始實行學徒法案，推廣現代化學徒訓練計劃。

上述這份大事記，足以表示香港的工業教育及訓練在近年來確實發展極為迅速，成績極為顯著。

## 工業學院 相繼開始 設

繼摩理臣山工業學院成立以後，在短短數年內，先後成立了葵涌工業學院、觀塘工業學院及黃克競工業學院。另外，第五所工業學院——九龍塘工業學院也在計劃籌備，預定一九七九年正式開學。

工業學院的課程分為技工課程及技術員課程兩種。全日制為期一至二年，還有整段時間給假制，局部時間日校制、夜校制等。此外，還設有各種短期訓練課程。

每所工業學院的全日制學生總數約為一千四百人。部分時間課程的學生人數就要多得多。例如，摩理臣山工業學院在各院中佔地最少，但教授及訓練的學生却最多，共有一萬二千餘人。

各工業學院的課程，包括紡織工業、製衣工業、營造工業、電機工程、電子工業、機械及生產工程、輪機及構造、印刷工業及造鞋工藝等等。

## 理工學院 溝通鴻溝

不言而喻，理工學院在本港工業教育中佔了舉足輕重的地位。據一九七六至七七學年度統計，學生總數為二萬三千五百九十九人，其中全日制五千六百五十一人，部份時間制二千五百七十七人，夜校制一萬五千三百七十一人。分為二年制技術員普通文憑課程，三年制高級技術員高級文憑課程及四年制院士文憑考試。全院共設十五系，其中包括應用科學、建築及測量、土木結構工程、電腦科學、設計、電機工程、電子工程、機械及輪機工程、生產及工業工程、紡織工業等等。此外，還有大量的短期訓練課程，其中最受歡迎的是建築技藝及紡織工業的訓練課程。

理工學院工業中心主任林達禮先生

**理工學院畢業生就業情況調查**  
(一九六六年)

職業系	工業	商業	專業	政府	公共事業	教育事業	不牟利機構	繼續學業	尚未就業	沒有答覆	小計
會計	2	13	88	12	1	1	2	1	2	1	123
建築及測量	10	5	17	17	—	—	—	9	—	1	59
商業及管理	10	53	14	1	—	6	1	18	5	1	109
土木結構工程	21	2	10	5	—	—	—	24	2	—	64
電腦科學	1	6	—	2	—	3	—	8	—	—	20
設計	23	29	—	2	1	1	1	2	6	—	65
電機工程	25	12	1	1	21	—	—	18	5	—	88
電子工程	48	21	1	6	4	—	—	21	2	2	100
數學及科學	10	11	—	1	1	9	—	10	2	—	46
機械及輪機工程	13	36	—	3	4	1	1	16	—	—	72
生產及工業工程	49	4	1	1	3	1	—	32	4	1	96
紡織工業	90	17	—	—	—	2	—	20	16	2	147
總計	302	209	132	51	35	24	5	179	44	8	989
百分比	30.5	21.1	13.4	5.2	3.5	2.4	0.5	18.1	4.5	0.8	100

(資料來源：理工學院)

向本刊表示：「日益重視工業技術人員的實際技能，已不僅是香港，而且是全世界的普遍趨勢。工業教育實際上已是指工業訓練——職業與專業的訓練。理論必須充分地結合實踐。此一方針似乎中國與西方均在大力提倡及積極實行，香港當然更應如此。」

「理工學院的功能，是在工業學院與大學之間起銜接與填充的作用，同時可使學生按質歸類而因材施教。理工學院的目標是培養高級技術員。在英國及美國，只有大學畢業的工程師與低級技工，中間出現了鴻溝。而理工學院畢業的高級技術員就可以溝通此一鴻溝。」

「理工學院的教育重點，是使學生適合所生活的社會——香港，有隨機應變的彈性，迎合工業分散化過程中技術轉變的需求。」

為了達到此一目的，理工學院已實行新的學分制度，使學生在有關學科之間轉移能有更多的自由，因而也更具彈性，更為合理。

### 工業中心 偉大改革

林達禮先生表示理工學院的工業中心具有巨大的意義：「工業中心成立於一年前，目的是將理論的教育運用於實際的訓練。當然，最理想的訓練是在工業工廠中實地進行，但所需費用勢必昂貴。理工學院為此成立了工業中心，在全亞洲是獨一無二的創舉；而就其規模與學生程度及人數而言，在全世界屬一次史前無例的改革及嘗試。」

「工業中心盡量做到與實際的工業一樣；其實確能為學生提供比實際工業

更為良好而全面的訓練。因為中心聘有資深的專業教職員，專職負責管理及訓練，而且不必顧及利潤問題。」

但林達禮先生請本刊強調指出：理工學院工業中心為了與真的工業一樣，正在爭取實際的生產工程項目，增加學生的受訓動力。要有原料，有產品，有精確的規格，有規定的交貨期，最後也可以收回一些基金。

為了與工業保持經常密切的接觸，林達禮主任規定該中心的教職員每週至少一天去工廠與廠商保持相當信任及密切的合作。「因為工業家無暇考慮未來的招聘計劃，只能顧及目前要聘請的人員。但教育家就必須注意長遠的計劃，瞭解工業家的未來需求，使教學計劃及學生配合實際工業的發展；反過來也可希望工業家為學生提供訓練及就業的機會。」

至於在兩所大學內接受工業教育的大學生，香港大學理學院有五百十六人，工程及建築學院有八百八十三人；中文大學的理學院則有一千零七十人。此外，兩所大學的研究院均設有理工科的研究項目。此外，本港兩所專上學院——浸會及樹仁學院亦提供若干工商管理及理工文憑課程。

綜上所述，全港接受各級工業教育的學生總數起碼達五萬多人；如果加上部分時間課程及短期訓練課程的學生，就約達八萬人之多。目前全港工作人口中有百分之四十三，即七十七萬四千人受僱於製造工業。比較而言，香港工業僱員中，受過工業教育人員所佔的比例雖然仍不算多，但顯然正在迅速增長。

### 就業調查 結果良好

接受工業教育的學生畢業後就業的情況是否令人滿意呢？

理工學院一九七五至七六年學年度全日制畢業生的就業調查結果請參見附表。其中有百分之四十四直接投身於工業及專業，百分之二十一從事商業（大都是會計、管理、設計及運輸工業的畢業生）。另有百分之十八繼續深造，其中小部份負笈海外，赴英國、加拿大及美國等地留學。至於尚未就業的百分之四點五，只是一個相對數字，因為調查的截止日期是十一月初。第一次尋找職業的畢業生，花幾個月時間比較選擇，並非就是失業。

教育司署工業教育部與轄下的各工業學院最近也進行了一項畢業生就業情況調查。結果尚未正式發表，據透露：已經就業的佔百分之五十二點三，繼續學業的佔百分之七點三，尚未就業的只佔百分之二點四，可惜沒有答覆的比例太高，佔了百分之三十八。

在所學與所用的關係方面，密切有關的佔百分之二十四點三，相當有關的佔百分之五十四點五，略微有關的佔百分之二十一點二，完全無關的沒有。

該項調查中另一項有趣的內容是畢業生對職業的滿意程度。有百分之六十九點七的人表示滿意，百分之三十點三表示不滿意。至於不滿意的原因，一般人，尤其是僱主，想必會以為是嫌工資低；其實此種原因只佔百分之十。另有百分之十的人不滿意沒有訓練。沒有人埋怨工作條件差。而絕大多數人（百分之八十）不滿意的原因是覺得升級機會渺茫。此項調查結果也許對僱主及經理人員會有相當的啟發意義。

### 僱主反應 多表滿意

另一方面，工業教育產品的最後使用者——工業僱主對於香港工業學育畢業生又作何評價呢？

總體而言，僱主對香港工業教育畢業生表示滿意，而且特別欣賞香港畢業生隨機應變的靈活性及勤奮工作的刻苦性。

一家美資大型電子工業公司的人事部經理表示對本港教育訓練出來的工業技術人員很有信心。該公司的政策是「按需招聘、量才錄用」。既不盲從港府對海外僱員與本地僱員的待遇差別，也不否認中國大陸及台灣等地大學畢業生的資格。所以，該公司既招請港大、理工學院及工業學院的畢業生；也聘用美國、英國、台灣、中國等地的畢業生。前者佔百分之六十，後者佔百分之四十。

只要符合條件，就享受同等待遇。香港的畢業生，足可媲美英美的同等專業人士。一般而言，技術員需時半年，而大學理工科畢業生需時一年，就能完全勝任各自的工作。香港畢業生與中國大陸及台灣的畢業生相比，則有兩項優點：一是頭腦靈活，適應性強，熟悉業務快；二是英文程度高，便於閱讀英文的操作手冊及規格說明書。

安培泛達電子公司董事長李鵬飛先生表示：「本人對於香港培養的技術人才充滿信心。本公司聘用的技術人員，百分之九十五來自香港。但由於技術要求非常高，所以只限於聘用港大畢業生與理工學院院士及高級技術員憑憑；而且均需要集中訓練，後者要兩年，前者如擔任設計工程師則需時四年。本人認為應該敢於訓練技術人員。他們經過訓練後就能勝任工程設計工作，不但達到與美國工程師相同的水平，還能協助美國的設計計劃。可說是為香港的工業教育爭光。」

僑聯企業有限公司也聘用本港大學、理工學院及工業學院的畢業生。該公司董事長黃保欣先生認為：「這些畢業生對公司的貢獻，受僱初期會低於拿同等工資的有經驗職員；但期以時間，約二年以後，就會逐步超過其他的同事。」

## 本會海外動態集錦

### 柏林

本屆「攜手邁進」柏林貿易展覽會已於九月二十一至二十五日舉行。香港參展團今年規模特別大，一行三十人，代表十八間本港公司，展出了種類繁多的香港產品。大多數代表對參展成果極表滿意——短短數天已經成交四百多萬港元生意，另有許多定單仍在洽商。香港攤位還設有綜合陳列台，也吸引了許多歐洲買家的興趣。本會貿易部陳煥榮是香港參展團的經理。本會執行董事麥理覺於九月二十一日應邀出席了柏林展覽會的開幕典禮。

本會自一九七二年以來一直是柏林展覽會當局的香港名譽代表。而西德駐



大學和理工學院的畢業生，頭腦較靈活，思想較廣闊，但工資要求也較高。本人一般而言，表示滿意。」

### 供不應求 仍需擴展

香港工業教育的畢業生與競爭鄰國相比較，究竟孰優孰劣，是關乎香港工業未來發展的大計。林達禮先生曾經三度訪問中國，又去過韓國及台灣。他表示：「毫無疑問，韓國的威脅最大。韓國工業發展的規模及速度，政府及工業界對工業教育的巨大預算及投資，均令人刮目相看，確實比香港大得多，也多得多。中國也十分強調工業教育，雖然尚未達到但却已經接近香港的水準。相比之下，香港教育制度雖然不好，但聘請來的教育專業人才確有高度水準。關鍵是適當運用這些高級專才——工業中心就是範例之一。確切的比較需要科學的調查，但香港或許在工業教育的政策及基金方面比韓國落後一些吧。香港應當盡力彌補損失的時間。」

至於香港工業教育仍有待改進的問題，無論是教育界及工業界均認為首先是供不應求。理工學院今年報名人數達一萬八千多人，學位限額只能錄取二千多人。大東電報局曾向摩理臣山工業學院招聘六十多名電子技術員，但該院全部畢業生才只有三十多名，結果當然是

港領事館也提供了大量的協助。

### 韓國

本會貿易團一行二十六人，由本會日、韓、台貿易委員會副主席哈爾先生率領，於十月三日至九日訪問了韓國。該團在漢城參加了漢城貿易展覽會，會晤了韓國買家及供應商，並訪問了韓國各大工商組織。本會貿易部梁紹輝隨團前往。大韓貿易振興公社在香港及韓國均協助安排該團的訪問。圖為該團離港飛韓前攝於啓德機場。

### 日本

本會工業部高級經理馮若婷女士最近參加香港包裝委員會組織的包裝考察團，訪問了日本及韓國。馮女士在日本期間，還訪問了有關的日本工商組織及工業公司，為本會工業投資促進團今冬訪問日本作準備工作。

香港包裝考察團在日本參觀了若干工廠及包裝公司，考察了日本包裝業的最新技術、機器及經驗。該團於十月三日飛往漢城參加了第四屆亞洲包裝大會。

本會工業投資促進團已定於十一月二十日至十二月三日由執行董事麥理覺率領訪問日本。此行將是香港工業投資促

供不應求了。

一方面，不少僱主希望工業教育更加專業化。黃保欣先生建議：「香港的工業教育應當用更多的時間到工廠參觀實習，更多瞭解實際生產的情況及需要，再結合到課堂教學中去，以便盡量縮短從畢業就業到完全勝任工作之間的時間差距。」

另一方面，許多教育界人士也希望工業僱主更加注重工業教育及訓練。現代化學徒訓練計劃實行已有相當時間，但仍只完成目標三分之一。本港十大工業中僱用五十人以上的工廠共有二千餘家，但實行學徒訓練計劃的迄今仍只有五百家。

林達禮更希望工業家對工業教育給予財務上的支持，例如提供訓練用的機器設備及原料。「理工學院近來的唯一巨額捐贈來自於中國——是新華社及華潤公司代表來本院工業中心參觀時，應本人請求而答應捐贈價值港幣二十萬元的先進機床設備給本中心。本中心希望香港工業家也能慷慨資助香港的工業教育。」

最後，林達禮先生特別要求本刊向香港工業家傳達一個訊息——理工學院及其工業中心熱誠歡迎本港工業界人士隨時蒞臨參觀指導及聯絡。

進團第二次訪問日本，其中將包括再次拜訪上次已訪問過的若干公司。該團將會晤約三十間日本工業公司的高層決策人士。

### 非洲

本會非洲貿易委員會於九月十六日會晤了來港訪問的坦桑尼亞駐日本大使尼古拉先生及其商務參贊薩馬加先生。該大使館駐在東京，但其業務範圍包括香港。

該委員會又於九月二十二日聽取了南非駐港領事館商務領事奧利維爾先生關於南非經濟現狀的介紹。

本會非洲貿易委員會已在考慮本會下次訪非貿易團的組織事宜及適當時間。

### 西歐

本會西歐貿易委員會最近主辦二次午餐會，分別接待來港訪問的二個英國代表團。該委員會於九月二十二日款待了由雷德先生率領的蘇格蘭工商局代表團，於十月五日假文華酒店招待了英國海外貿易司執行司長維爾克斯先生及其他貴賓。

本會西歐貿易委員會也在考慮再組織一個香港零售商貿易團於明年二、三月間訪問英國及其他西歐國家。

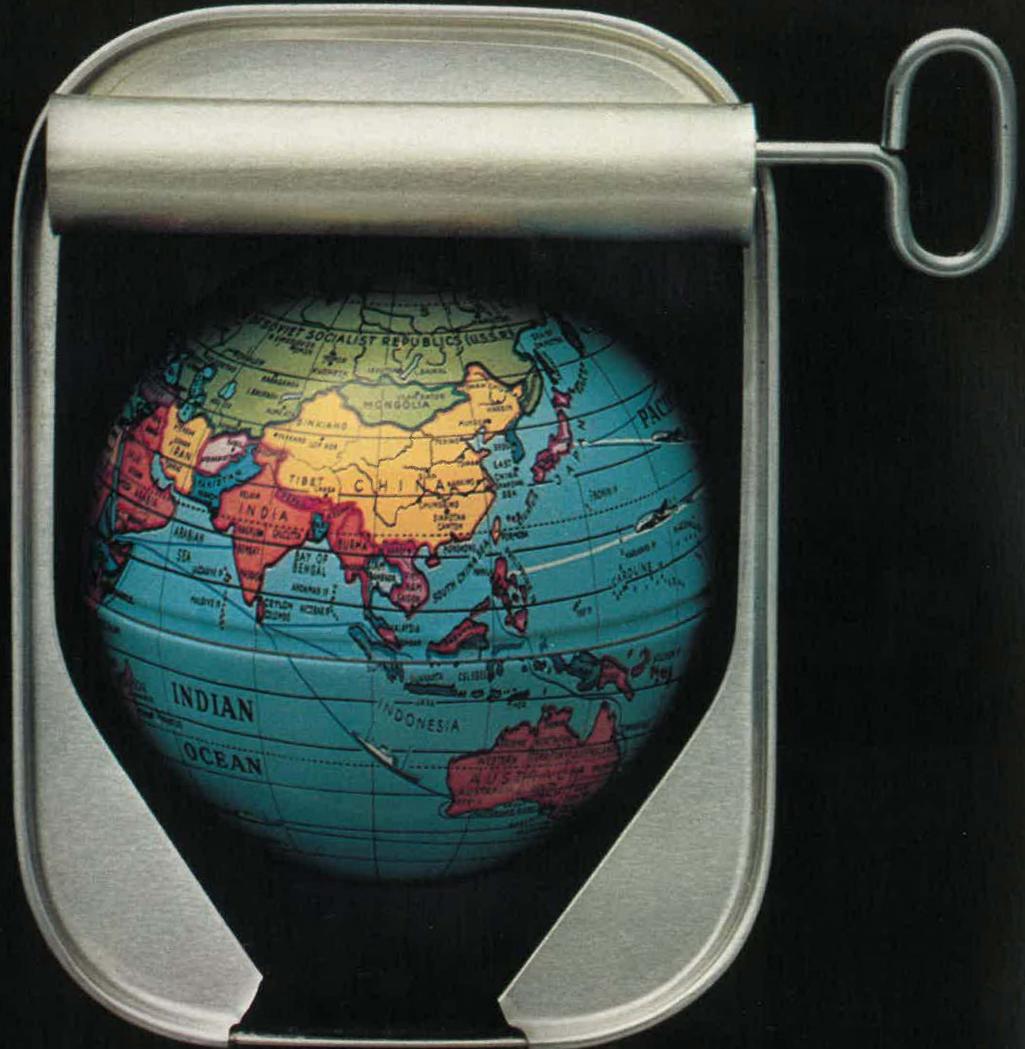
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