

工月商刊 THE Bulletin

A Hong Kong General Chamber of Commerce Magazine 香港總商會月刊

A fashion advertisement featuring a woman in a fur coat and hat. The woman is wearing a dark brown fedora, a voluminous fur coat with brown and black patches, and black leather pants. She is posing against a light-colored wall with a large, dried leaf on the floor next to her. The text 'FUR & LEATHER garments~ small industries growing big in exports' is written in a stylized font, followed by the Chinese text '出口續增的香港皮草時裝業'.

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Similarly, expansion and development of industry by home grown industrial companies rely heavily on many of the features that may also attract the foreign investor. It is not at all difficult to ascertain the main attractions. Indeed, they appear regularly in the Hong Kong press, in speeches and articles by our Government and business leaders and throughout a variety of publications on Hong Kong. They include but are by no means restricted to, such things as low taxation, free trade, free enterprise, lack of Government controls on business and finance, high worker efficiency and productivity and close and effective liaison between the public and private sectors. These and many more have contributed to the development of our business growth and economic success.

But one particular attraction is paramount to local and foreign investors in this increasingly technology oriented world of ours. Industrial knowledge and skills must be learned and the training system in an industrial society becomes steadily more sophisticated and extensive. At some point in a country's industrialisation, it is no longer enough to rely on master craftsmen and technicians to pass on their knowledge to apprentices by word of mouth and physical demonstration and observation. There is still room of course for such methods of training but increasingly, the classroom and the professional teacher are needed to provide the academic, scientific and technical information and standards which a skilled industrial workforce must have if it is to upgrade itself to meet the challenge of technology.

Hong Kong has developed such a system which is today a vital element in our progress. We were rather late in getting to grips with the problem of providing for organised and effective industrial, technical, and trade training. When the Industrial Training Advisory Committee was set up in the early 1960's, very little indeed was known about standards of skill and even job descriptions throughout our rapidly expanding industry. After many years of hard work (largely unreported) by the Labour and Education Depart-

ments, the ITAC became the Hong Kong Training Council, the Polytechnic Planning Committee gave birth to a brand new Polytechnic, six Technical Training Institutes were progressively set up, dozens of manpower studies provided the information needed for comprehensive planning and Hong Kong's industrial workforce responded to the various stimuli and opportunities, so much so that Hong Kong's transition from low technology labour intensive industries to more capital and skill intensive industries has been relatively rapid by developing country standards.

Nonetheless, problems remain. In *The Bulletin* this month, we highlight some of these problems. In the next issue, the Polytechnic, one of the pillars of our training system, will present its own viewpoint. Many would suggest that the Polytechnic is the nucleus of the system. Its contribution to industry is certainly very significant and this can only increase in future.

I had the good fortune (although I didn't realise it at the time) to undergo several years of technical training as a young RAF apprentice at one of the best training centres in England. I can attest to the significance of this training for highly specialised technical work on aircraft and armaments in which I was engaged for the next twelve years.

Technology has advanced by leaps and bounds during the last two or three decades and any industrial country must continually improve its technical training system to stay in the game. Although this process is never ending and although, as readers of *The Bulletin* will discover in other articles, there are divided views on our speed of advance and the directions our policies and programmes are taking, there cannot be much doubt that in the overall sense Hong Kong is very well prepared for the future.

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May, 1980

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Only 5 per cent of the Chamber's 1979 membership has decided not to renew their subscriptions for the current year. As our 1979 membership is the highest in the history of the Chamber, and as the drop-out was the lowest in recent years, this is an encouraging indication of the Chamber's status and services to members. By the end of March, new members had increased to a total of 2,338, only three short of the 1979 total of 2,341 members. *We shall obviously finish 1980 with another record membership.*

The Membership Section now regularly organises receptions in the Chamber premises for new and recently joined members. These have been well received by participants, improving their knowledge of Chamber organisation and services.

Chamber sells Worldwide

A joint HKGCC and TDC *Business Group* to several Arab countries accompanied by W.S. Chan, Manager of our Trade Division, secured firm orders worth more than \$13 million, with another \$13 million under negotiation.

A Chamber Buying & Selling *Mission* visited Spain, France, Luxembourg and Denmark during March. Mr. W.S. Chan, who accompanied the group, has ascertained that \$4 million worth of orders were concluded in Barcelona with further orders valued at another \$2-3 million negotiated in the other countries.

A 22-member Chamber *Business Group* left for South America last month for a 4 weeks visit to Chile, Argentina & Venezuela. This is the 6th trade mission organised by the Chamber to visit the area in recent years and is accompanied by Ernest Leong, Manager of Trade Division. Francis Lo, Assistant Manager of Trade Division was despatched to coordinate premission arrangements.

A joint Chamber/TDC *Business Mission* to African countries is planned for later this year. 17 member companies have expressed interest in participating. Similar joint chamber/TDC missions have visited East and West Africa each year during the past five years.

Briefing Sessions for a Milan Chamber of Commerce group and a VIP Mission from Saudi Arabia were held in the Chamber recently.



Starting this month, we summarise for members' information recent activities of the Chamber. These are extracts from the Director's monthly reports issued to General and other committee members.

Building links with China

The Industry Division arranged a number of factory visits for a group of officials from the Fujian Province Planning Commission which visited Hong Kong recently to study various aspects of industrial development in Hong Kong.

Prior to the Guangzhou Spring Trade Fair, a Chamber group headed by W.M. Sulke, Chairman of the China Committee, made a special call on senior representatives of the China Resources Co. to discuss arrangements for the Fair. The China Committee also met to consider cable and telex services to China; joint venture/compensation trading agreements with the PRC and the work of the Ad Hoc Committee on PRC Organisations. The latter has been set up by the Chamber to improve our knowledge of different official, economic, trading and industrial organisations in China.

The Chamber and several other organisations sponsored a 'Forum on Hong Kong & Guangdong in the 1980's' on 12th April organised by the Baptist College. This is one of a series of seminars on China and Hong Kong to be arranged by the Baptist College.

Sailing into Smoother Waters

The Shipping Committee met to consider Government's response towards certain recommendations made by the Shipping Committee to improve the provision of shipping statistics. There has in fact been a

positive and helpful response and discussions are continuing. The Committee also discussed relaxation of certain provisions of the *Dangerous Goods Ordinance*, and the recent wage increase of 15 per cent for stevedores and tally clerks. The Committee decided to press Government to look into the possibility of building a second container terminal.

The Rental Issue . . .

The Chamber's recently established Ad Hoc Committee on Rents & Accommodation met to consider liaison and consultation between itself and the Government's Committee of Review and appropriate Government departments. As a result of this, various points were made to Government and a discussion was held with the Review Committee on 28th April. The function of this Committee is to contribute to the work of the Government in promoting an adequate supply of accommodation and a stable rental situation. Rent control legislation, information required by planners, land supply and utilisation, development of land in the New Territories are among the subject falling within its brief.

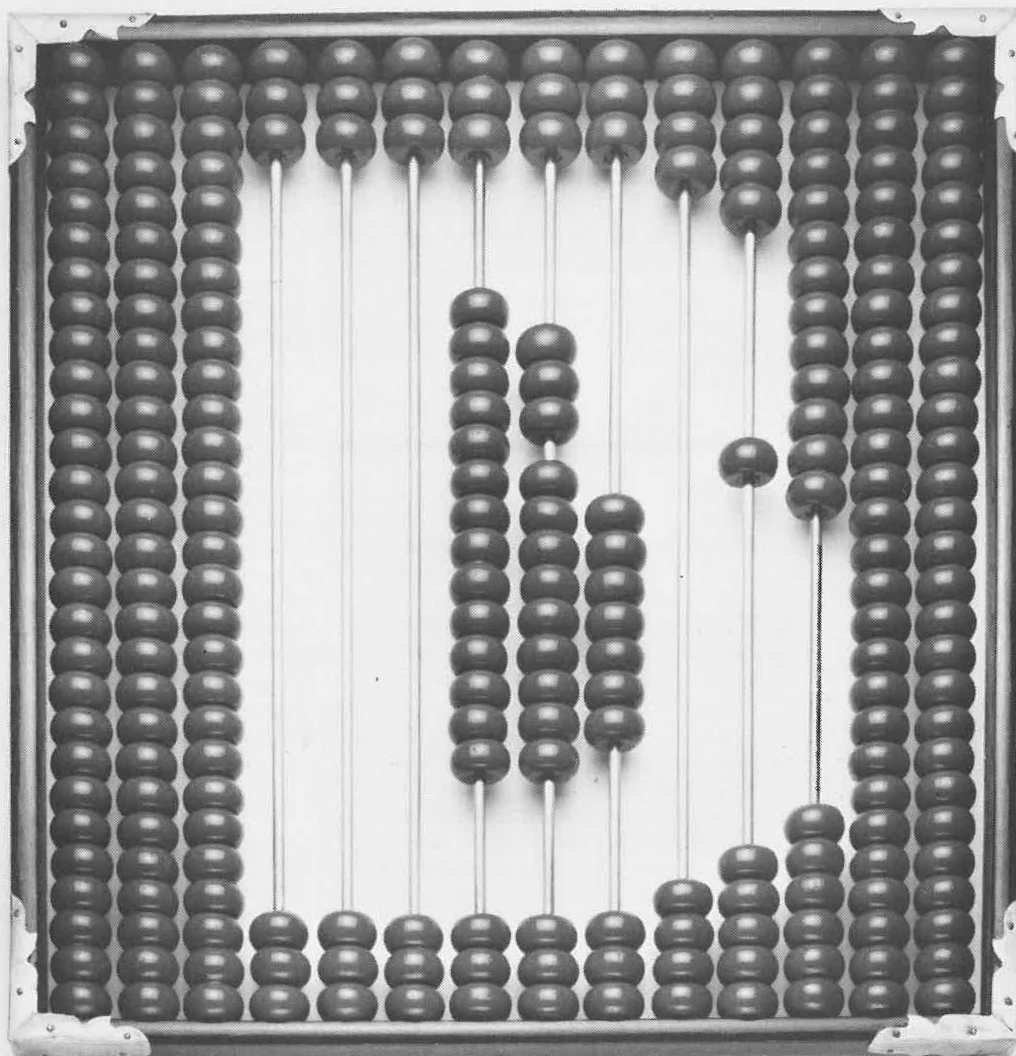
. . . and other issues

Legislation, or proposed legislation, in a variety of fields has recently been considered by the Home Affairs, Industrial Affairs and other committees of the Chamber. These cover matters such as *Maternity Leave* for Female Employees, Revision to the *Employee's Benefits* proposed for the Employment Ordinance, the need for *Hire Purchase Legislation* in Hong Kong, and the Compulsory Employment of *Industrial Safety Officers*.

As a result of a small-scale survey, the Hong Kong Examinations Authority was advised that there was opposition to a proposal that the language of examination should not be recorded in School Certificates.

Any member who would like fuller information on any of the matters reported above is invited to contact the Director's PA, Miss Louise Wong at 5-237177 Ext. 30.

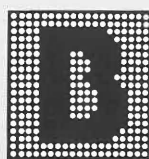
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The big training talk-in...

Few subjects during the past few months have caused such heated discussion in the boardrooms of the private sector and around the conference tables of officialdom as that of industrial training and particularly its financing. The Bulletin invited editor and journalist Graham Jenkins to report on the various points of view being put forward — and more importantly, on what action is being taken.

HONG KONG cannot afford the enormous sums that are spent on pure research such as in the United States, Japan and Western Europe. But it can afford to train design engineers to apply that research in our export industries to produce reliable and attractive, new and saleable products to keep us competitive on world markets and sustain our export growth.

Yet, per capita, Hong Kong produces annually only about half the number of graduate engineers Singapore does. Nor, are we producing enough craftsmen and technicians reliably to assemble, from components bought overseas, the new designs produced by what design engineers we do have.

Our industrialists may in some cases be able to buy consultation with experts in our tertiary educational institutions in producing new designs. But they have no central organisation to go to, such as in South Korea and Taiwan, where there are Science and Technology Institutes to do it for them. These institutes are manned by designers trained in the United States.

The result is, in the opinion of some working for transnational companies in Hong Kong, we are, at least in the electronics industry, beginning to fall behind our competitors for the same markets with the same products.

Yet, in the opinion of the same people, our graduate engineers, after initial training, are brilliant at applying pure research to producing for our markets. And our craftsmen and technicians, properly trained, are capable of 30 percent greater productivity than our competitors.

Legislative Councillor Allen Lee, of Ampex, for example, compares the creative ability of our design engineers with our workers' widely recognised innate dexterity with their nimble fingers.

And, Mr. D.J. Peake, Associate Director of our Polytechnic, Division of Engineering, says our top technicians are equivalent to University graduates in the United Kingdom.

The capability of our industrial workforce is clearly there to assure Hong Kong's future dollar-earning power abroad. But today it faces a threat from its low end-product competitors because we have neither enough engineers, nor technicians, nor craftsmen.

In electronics, we have not yet lost the race with our post-Confucian competitors in the Far East in trading-up with technology. In 15 years our electronics industry has grown to our second largest export industry with spectacular annual growth rates. But we would be foolish to be smug about our successes.

We should be examining why the leading horse is tiring near the winning post, and ensuring that Hong Kong is not going to be an "also-ran". Are we making the most of the latent potential of our main natural resource, our manpower?

In textiles and clothing, using our enterprise and ingenuity, we have successfully traded-up for years to combat quotas. Those industries are still in good shape. Our others cannot afford to be in bad shape if protectionist policies are expanded.

My own inquiries show it is not our training and educational institutions that are holding us back but possibly the heavy hand of indecisive policy makers. And money may be at the root of it all. Money we've got but apparently don't spend on assuring our economic future.

Indecision extends from the factory floor to the corridors of legislative power. It begins with the boss of a small factory who is still living in the days when he could switch production from plastic flowers to wigs, or what-have-you,

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overnight. Who won't buy that automatic machine that could double his production, though his workers may know how to read a blueprint and punch the perforated tape to set that machine in motion.

It ends in hassles like the one over how to fund centralised industry-wide industrial training that could give industrialists greater flexibility in their struggle to remain competitive and cut down the high-cost of basic training in often universal skills caused by the extraordinary mobility of our labour force, only a third of whom remain with the factory that trains them.

Our need for centralised industrial training was recognised as long ago as about 1969 when Hong Kong was in a mood to discuss labour reform after the riots of 1966 and 1967. But it was 1977 before clothing and construction both got going with centralised training funded from levies on each industry.

Both schemes worked so well that in 1978 the Industrial Training Council proposed a small general levy on imports and exports, to be collected simultaneously with the levy for the Trade Development Council, to fund training schemes for our other main industries.

The Council's proposal was considered by the Advisory Committee on Diversification. The Committee's recommendation to fund all industrial training by discretionary subvention to an Industrial Training Authority has split our industrialists right down the middle and there is so far no decision from our Government on how industrial training is to be funded.

Both the clothing and construction authorities set up to train in their industries are adamantly and understandably opposed to their being abolished. And the Training Boards of the other industries fear red tape in getting money by subvention would preclude them from working efficiently and flexibly.

The Chamber has supported the Diversification Committee's recommendation. One reason was opposition to a levy on imports. Other opponents of the Diversification Committee's recommendation have since said they agree with the Chamber, but why not double the levy and confine it to exports?

The Spinners' Association and the Chinese Manufacturers' Association, both of whom operate prevocational schools under subvention, favour general revenue. But the Federa-



Students operating a cylindrical grinding machine, *HK Polytechnic*

tion of Hong Kong Industries, which functions on a subvention, favours a levy.

The wisdom of a King Solomon is now needed to silence this Tower of Babel. And I suspect if Solomon were around, he might well ask who decided to raise the hornet's nest in the first place? Why not leave industry to do its own industrial training which is still Government policy anyhow, Solomon might well suggest.

Among other things, centralised industry-wide training is designed to produce first-year apprentices which for two years now have been short in several industries. The other source is our five technical institutes (soon to be six) where another hassle is still in progress.

Industrialists complain there aren't enough places. Mr. E.P. Ho, Secretary for Social Services, responded to this criticism in the Legislative Council budget debate by pointing to a shortfall in enrolment of apprentices before adding that the Institutes had had some difficulty in recruiting qualified staff, something our Polytechnic doesn't seem to encounter. Some industrialists however claim existing places had all been filled at the time Mr. Ho spoke.

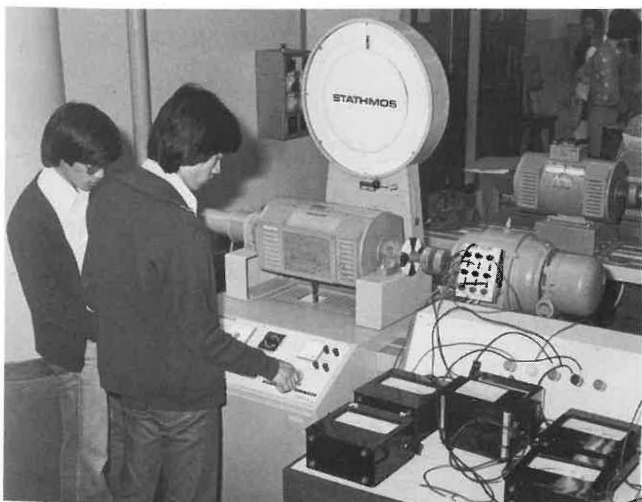
Whatever the situation may have been, the Technical Institutes still need a lot more places as they are committed to take over craftsmen's courses from the Polytechnic to enable it to concentrate on the technician level. It is, of course, probable that more technical institutes than six will be built. But Government has not yet said when.

To stir the pot a little more, the Diversification Committee has recommended policy on technical education ought to be transferred from the Secretary for Social Affairs to the Secretary for Economic Services which is hardly likely to improve the enthusiasm for quick solutions in Mr. Ho's Secretariat.

The Diversification Committee also suggested our Government might consider putting our Technical Institutes under the Polytechnic or, alternatively, under the proposed Industrial Training Authority. But this is something our Polytechnic might find invidious and the staff of the Institutes might well resent. Government has so far come to no decision on these recommendations.

The hassle does not end at the technical institutes level. It extends in several ways into tertiary technical education.

There is, for example, the so far undetermined hassle over



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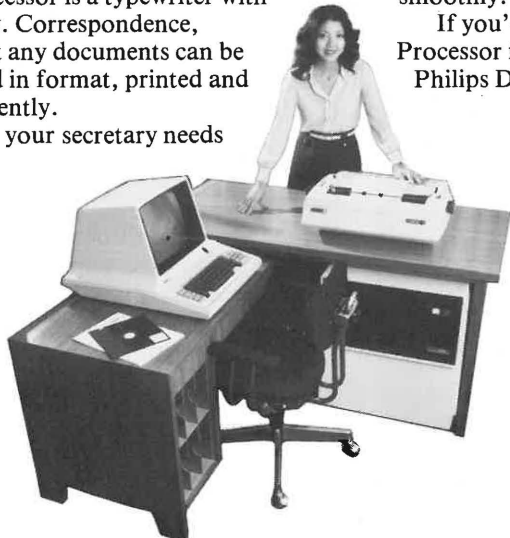
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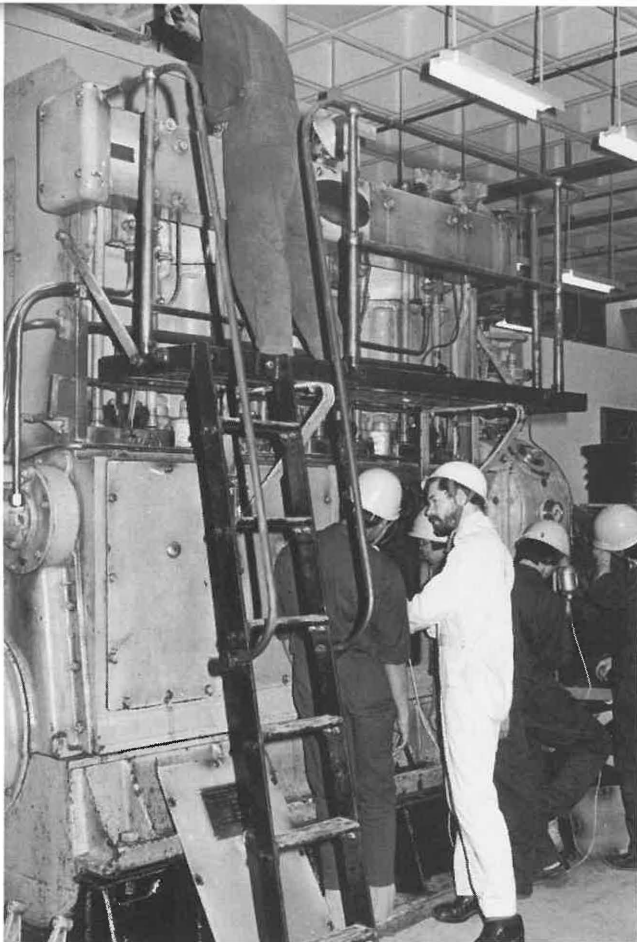
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Students adjusting 230 kw diesel alternator in the Marine Power Laboratory, *HK Polytechnic*

whether or not our Polytechnic should have degree courses. Their claim is that the Associate Engineers they do now produce are just as well qualified as the graduate engineers from our two universities, and if they were to set-up four-year courses they could produce about 100 graduate engineers annually, instead of the 50 associates that now pass a London examination, and at no appreciable additional cost to what is incurred to produce the 50 associates.

Then, there is that old hardy annual of the hassle or tussle between our tertiary educational institutions and the University and Polytechnic Grants Committee that recommends what funds each will be given in the next triennial, ending in 1984. The Committee is working on its recommendations and refreshingly does seem to be making decisions, though not everybody may agree with them.

The Polytechnic, which has recently undertaken paramedical training in four disciplines and is squeezed for space trying to please everybody, has received the bad news from the UPGC that no further building programme will be entertained in the next triennial.

But the news seems to have been received at the Polytechnic rather philosophically for millions upon millions have been poured into that institution, which is aware construction of a new engineers' school at the Chinese University is a year behind schedule. But, even when construction is completed, it won't necessarily mean the Chinese University will produce more engineers.

One redeeming feature about that nil exercise in improving productivity is that the Chinese University does give some instruction to its electronics students in integrated circuits. But there is no formal two-year curriculum in this very latest development in the science of electronics at any of our tertiary institutions, such as exists in the United States.

Meanwhile, Hong Kong will have to go on buying its electronic chips from either the United States or Japan for TV games, the latest calculators, mini-computers and a host of other applications needed to keep us competitive.

And the investors in two factories in Taipo Industrial Park, who plan to make their own chips in Hong Kong, will at least initially have to import their skills and train their own staff.

The third hassle at the tertiary level is over the proposed introduction of what are called "sandwich courses" for engineers which require a student to spend about a year in practical training on the factory floor before graduating. These courses are a British invention, found psychologically to accustom the graduate to his future environment, spur his enthusiasm to complete the final year of his course and produce engineers with practical basic knowledge who don't take too long to become useful.

One argument in Hong Kong is that many factories are so small, the year of practical training on a properly prepared and supervised syllabus is difficult to arrange. But the Chinese University is doing it and a pilot scheme has been quite successful. Now the University of Hong Kong has been advised from abroad to attempt it.

Still, it remains another area of indecision in the training of our engineers, though a minor part of my catalogue of hassles and delayed decision-making.

The sad picture I have painted is a serious matter for Hong Kong's future. But it would be unfair of me not to add a few bright highlights:

The most important of these is the fact that our supply of graduate engineers, and even some technicians, doesn't come entirely from Hong Kong's resources in technical education. It is estimated that anything up to half our engineer need is now being satisfied by graduates who have returned to Hong Kong after successfully completing their courses in the United Kingdom, Canada, the United States and other countries.

These are young people who either couldn't get into our technical tertiary stream because of shortage of places or who had decided to go abroad and make their careers in countries that now find domestic unemployment precludes them from accepting our students permanently.

They are a gift from the gods, costing Hong Kong nothing, yet contributing to our industrial development. The trouble with them according to some of our industrialists, is that there aren't nearly enough of them. But they are grateful for such small, unforeseen mercies though they are uncertain those returning from overseas won't begin soon to dry up as education in the United Kingdom and elsewhere gets dearer and dearer. Our Government is reported to be querying the status of our students in the United Kingdom who may next academic year be asked to pay three times as much for their education.

To give my catalogue of hassles and indecision a final dignified balance I must also add that there does seem to be some genuine fear, mainly coming from officialdom, that we could find ourselves oversupplied with engineers, like India and a number of Western nations, including the United Kingdom.

Unless a particularly severe recession were to bite, this fear seems unfounded. And if a recession of this magnitude hits us, then what better than to use it as a breathing space to set our house in order?■

Industrial training-

we may be losing the race, says Allen Lee

Graham Jenkins spoke to Legislative Councillor Allen Lee for an on-the-record personal assessment of how our industrial training and technical education met Hong Kong's industrial needs and found him disappointed with what we had so far achieved at the craftsman, technician and technologist levels.

Mr. Lee heads Ampex World Operations, S.A., is a general committee member of the General Chamber and until recently chaired our Electronics Industrial Training Board, under the Industrial Training Council. He was one of two Legislative Councillors who raised questions about industrial training in the recent Budget debate.

Mr. Lee told me the Hong Kong electronics industry now employed over 90,000 workers. Every factory was doing its own training in workers' basic skills: soldering, component identification and stuffing, quality board, electronics harnessing and bonding. Turnover was tremendously high and the retention rate of workers was less than one-third. The result was that the cost of training was high.

For years he had been advocating centralised training in the electronics industry, not to control the pay of the basically-trained worker, but to keep those with that training in the industry.

"Higher pay, that's fine with me," said Mr. Lee. "This is Hong Kong, it's free enterprise. But it does send the cost of labour up. It's inflationary."

"The Training Council asked me to delay my proposal for centralised training in electronics because the Advisory Committee on Diversification was recommending a centralised training scheme industry-wide. But personally I don't agree with the proposed method of funding the scheme from general revenue because I think then our Government is going to run it."

"Our Government are not industrialists. I think they'll give the money but they'll want to control how it is spent. If then you wanted quickly to train a group of people you would have to go through all sorts of red tape."

"I'm sure the clothing and construction industries that have their own centralised training scheme will oppose the proposal for funding from general revenue. They are happy to do the basic training on their own and to control it."

"They tell the administration within their training centres when and what type of people they want to have trained. And what kind of capital equipment is required to do the training."

"Now if the money is coming from general revenue you have got to go through Economic Services, through Finance Branch and through the Finance Committee to get approval. By the time you get it approved it is probably 18 months later and you're a couple of years down the technological stream."

"That machine you probably wanted them trained on is now obsolete. It's something else you need your workers trained on... I think a lot of people in industry would rather pay for it. I've said it before: the levy we'd have to pay is relatively low. We are willing and happy to pay for basic training."

I said several critics had opposed the levy.

"Yes that's right," said Mr. Lee. "And they have a point."

But they are opposing a levy on imports. I don't think importers should subsidise exports."

I said wouldn't the levy then have to be higher?

Mr. Lee said, "Fine, it could be double, but that's nothing comparatively speaking. You are talking about \$500 in every \$1 million worth of exports."

Mr. Lee said that reducing the mobility of labour in the electronics industry was becoming increasingly important as Hong Kong moved toward higher technology products because we could no longer compete with low end-products at cheaper labour rates from South Korea, Taiwan and now the Philippines.

"I am thoroughly disappointed with the way our Government is looking into our future," Mr. Lee went on.

He explained Hong Kong needed **three** types of skills in the technical field. We needed craftsmen to do the final assembly, some assembly testing and for maintenance. We needed technicians to do simple designs, systems testing and large-scale testing. And we definitely needed more graduate engineers. Design engineers to design a product rather than copy somebody else's.

The first two categories are trained in our technical institutes, of which Hong Kong had five and possibly, in the future, three or four more. But today there was a tremendous shortage of technicians. The shortage was more than 1,200 in the electronics industry alone.

"Until April I used to chair the Electronic Training Board," Mr. Lee went on. "Every two years we would come out with a survey. How many technologists we would need. How many technicians and how many craftsmen we were short of. The last survey had a 96 percent response so the numbers in our survey were fairly accurate."

"But it turns out the technical institutes said they've been limited by recruiting technical teaching staff. That's why they are only accepting so many entrants. That's why we are all so disappointed."

"On the one hand, a young man who wants to get into the technical education stream cannot because the technical institutes say the places are all full. On the other, industry is screaming for people with technical training."

"I accept the fact Government has been trying, doubling the output every few years. But, we in industry have to do a better job, produce a better product to sustain our export growth. Workers alone can't do that. Technical people are the key. So that is why I think we are lacking in essential co-ordination."

"We have sent all our reports from the Training Board and the Training Council to Government. They review these reports. But where are the plans using our reports as their guidelines?"

"At the higher level of technical education the situation is even more pathetic," Mr. Lee said. "The classes at the University of Hong Kong, the Chinese University and the

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Polytechnic were all determined years in advance. Even young people who pass the entrance examinations may not have a chance to get into the technical education stream.

"For years there's been an annual shortage of over 125 engineers at the level of graduate or higher post-graduate education.

"Fortunately, there is some compensation. People who go to the United Kingdom or the United States for their education have to return. So we're hiring them. But the returning graduates are still not enough.

Mr. Lee said another manpower survey in the electronics industry would be produced in June or July. He estimated the shortage of engineers would be even greater than in the last survey in 1978. Industrial growth was pretty fast. Tertiary education was not keeping up with that growth. It just was not producing enough.

"That is my opinion. The surveys indicate it and the shortages in industry also indicate it," Mr. Lee said. "The shortages hinder our design activities.

"A graduate engineer in any company spends at least two years in a training cycle before he can do some kind of design. The two-year initial stage is an investment. In our company, where we have a couple of thousand people, we have about 150 in the engineer grade. Within that grade possibly 40 or 50 are design engineers.

Mr. Lee said he did not experience a tremendous turnover in his Company's engineering grade. But there were people, for example, section managers, who somebody else wanted to hire as their chief engineer. He let them go, by all means, because they were being upgraded.

I suggested he seemed to be training for *his* industry?

"There are a couple of companies doing that, overselves and Fairchild," he replied.

Mr. Lee suggested the University of Hong Kong, the Chinese University and the Polytechnic should get together to look at the technical stream throughout industry. Though electronics in Hong Kong had been through 15 years of tremendous growth to become our second largest industry, it still did not have a very solid foundation.

Electronics was still a new industry throughout the world. New applications were being produced almost every day.

Last year Hong Kong's electronics industry showed tremendous growth. This year it would still be doing well though there were some recessionary indications in the United States, which was our major market.

"But we'll come out of it, it won't be as bad as 1974... Gradually it will even off, probably after the presidential election. Then we will be looking at growth in electronics again."

Mr. Lee said he had been advocating for many years that his company should automate some of its processes to compensate for labour shortages. But to automate required good engineers. Good engineers who could sit down and think.

"Now without those engineers we're dead, we can't do it. Yet we are feeling the pressure more and more from South Korea and Taiwan. They are very aggressive. The South Korean Institute of Science and Technology is very, very aggressive. They have a centralised body to advise their government. In fact, the government formed it.

"The Taiwan Institute of Science and Technology is parti-

cularly aggressive in application research. They are designing for industry. You say to them, I know something I think there's an export market for. They will design it. We don't have that."

I asked Mr. Lee whether or not he thought Hong Kong was in danger of falling behind?

He replied: "In the last two years I believe we have fallen behind."

Already?

"Already getting behind," he told me, "as far as engineered products are concerned. Hong Kong has done very well in upgrading its products. But these countries I am talking about don't want to produce low end-products either.

"For example, today micro processes are widely applied in electronics. They are mini computers used in TV games, in calculators and all sorts of things. I see Hong Kong moving into micro-computers, office computers. In fact, there are people designing just that. I have seen the prototypes. They look very good and their price is competitive. But I am sure other people in other countries that compete with us are doing the same thing. And probably doing it faster than we are."

"These designs require good engineering. Not only good electronics engineering but good mechanical engineering, too. You know, it's for your office. How's it going to look compared with the other fellow's.

"I think there is a tremendous world market for this kind of product. We in Ampex, are doing that, too."

I said as an international company I supposed Ampex could get its design done elsewhere?

Mr. Lee replied: "Hong Kong engineers are more efficient. Very efficient. They are good at mathematics and very good at creating from new technology and in using new components... They design very sophisticatedly. We design right here in Hong Kong and market to the world.

"Brilliant engineers, that's the way I would describe them. And think about it. Last year the growth in electronics factories was from about 670 to about 1,075. Now if each only had one engineer that's about 350 we must need right away.

"How are our tertiary educators going to catch up with that, though we are absorbing returning graduates from Canada, the United States and many other countries?" Mr. Lee asked.

He said the proportion of engineer graduates in his company was about half and half between local and overseas.

"If the pressure from the EEC and the US on quotas hadn't been so great, leading to our having to talk about diversification, I believe our problem with the technical education stream might have been more overlooked than it has been."

But Mr. Lee said he firmly believed there was nothing about Hong Kong's problems that could not be solved, even though we faced more and more competition from countries that had the same markets and similar products.

"It's a little late. But with a centralised training scheme and more people moving into our technical institutes from encouraged apprenticeship I think our problem could be a lot less, looking three to five years downstream.

"But the University and Polytechnic Grants Commission will have to expand our engineering stream." ■

These are first two in a series of articles written by Graham Jenkins on Industrial Training and Technical Education in Hong Kong. The third will appear in the next issue of The Bulletin.



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B

Hong Kong's fur & leather garments- growing fast to win global recognition

In the face of continuous and still growing trade barriers against clothing imports from Hong Kong, the history of the local garment industry is one of repeated diversification into those higher priced, "less sensitive" products which do not suffer so much from import restrictions, especially quota constraints.

Diversification at present is increasingly directed at two of the quota-free garments, namely, fur clothing and leather clothing. Although the two types of garments together as yet represent only four percent of Hong Kong's total clothing exports in dollar terms, their export growth over the past decade has been rapid.

The export value of fur garments last year shot up to \$723.5 million, compared to only about \$1 million in 1971. Over the same period, exports of leather clothing jumped from \$38 million in 1971 to \$181 million last year.

Today Hong Kong has about 100 fur manufacturers, who employ more than 4,000 skilled workers. Many in the industry believe that the fur garment sector, in particular is well placed to become the leading exporter in the world if the current growth rate is maintained for the next five years.

The history of Hong Kong's fur clothing industry can be traced back to the pre-World War II period, when a number of experienced furriers from

Shanghai set up shops in Hong Kong. It was a modest start and at that time their business was mainly limited to the domestic market.

With growing affluence among local consumers and the increasing influx of tourists in the 1960s, the existing furriers expanded production capacities and additional fur factories were formed.

The opening up of export markets in the latter half of the seventies fuelled this development, and since then the industry has witnessed a more remarkable expansion. In 1978, the

total export amounted to \$412 million, representing a rise of 75 percent over 1977. The increase in 1979 was better, up more than 80 percent over 1978 to reach \$723.5 million.

Statistics show that last year Hong Kong imported a total of \$621 million worth of dressed and raw furskins. This represented an increase of about 50 percent over 1978. The major source was China which accounted for more than 50 percent of the total imports. In the supply of mink skins, China and Scandinavia topped the list.

The cost of furskins during 1979 went up by 20 to 30 percent, and many fur garment makers said that they could pass only part of the increase on to their customers. They had to cut margins, but this was offset by the upsurge in volume. When recently contacted by *The Bulletin*, they reported that the skin price has stabilized, and some skins such as fox had come down in price.

Imports of furskins into Hong Kong illustrates its growing importance as a fur garment manufacturing centre, and this has attracted overseas suppliers to set up sales offices. For instance, Saga Furs established its office here two years ago to market their mink skins under "Saga" label.

The potential of this industry is so vast that the Trade Development Council this year, in association with manufacturers and exporters, stepped



Top ten export markets for Hong Kong fur garments in 1979 HK\$ '000

Japan	362,538
W Germany	116,796
USA	115,035
Netherlands	39,027
United Kingdom	33,170
France	21,909
Switzerland	14,772
Austria	8,636
Sweden	3,725
Belgium	3,377

Top ten export markets for Hong Kong leather garments in 1979 HK\$ '000

USA	70,471
W Germany	44,412
Japan	23,302
Switzerland	13,277
Saudi Arabia	9,034
United Kingdom	9,370
Austria	3,008
Canada	2,885
Australia	1,233
Netherlands	1,106

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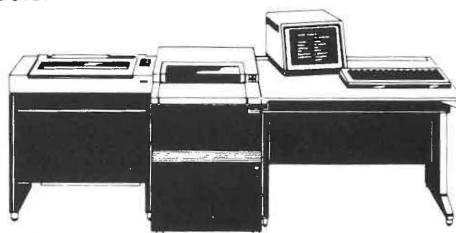
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up their promotional efforts in the U.S. and European markets. This is designed to strengthen our hold in two expanding markets, instead of relying heavily on Japan, which is traditionally Hong Kong's biggest single fur garment market. Japan takes about half of Hong Kong fur garment exports each year.

For the first time, Hong Kong fur garments are on show this year at the world's biggest international fur trade fairs in America and West Germany.

Besides showing the quality and variety of fur garments manufactured in Hong Kong, these 1980 promotional activities also highlight one of the main objectives of the recently inaugurated Federation of Fur Manufacturers and Dealers (Hong Kong) Ltd, which is to encourage and coordinate export promotion of Hong Kong fur garments in major overseas markets.

Apart from promoting exports, the Federation is aimed at providing a more systematic training programme for apprentices in the industry, and encouraging competition in quality of fur garments and not in price alone. The Federation was established last year and now has 64 member companies.

Mr. Ole Borresen, area manager of Saga Furs of Scandinavia which is a member of the Federation, said the TDC's promotion this year, plus the establishment of the Federation, clearly demonstrates the great potential of the industry.

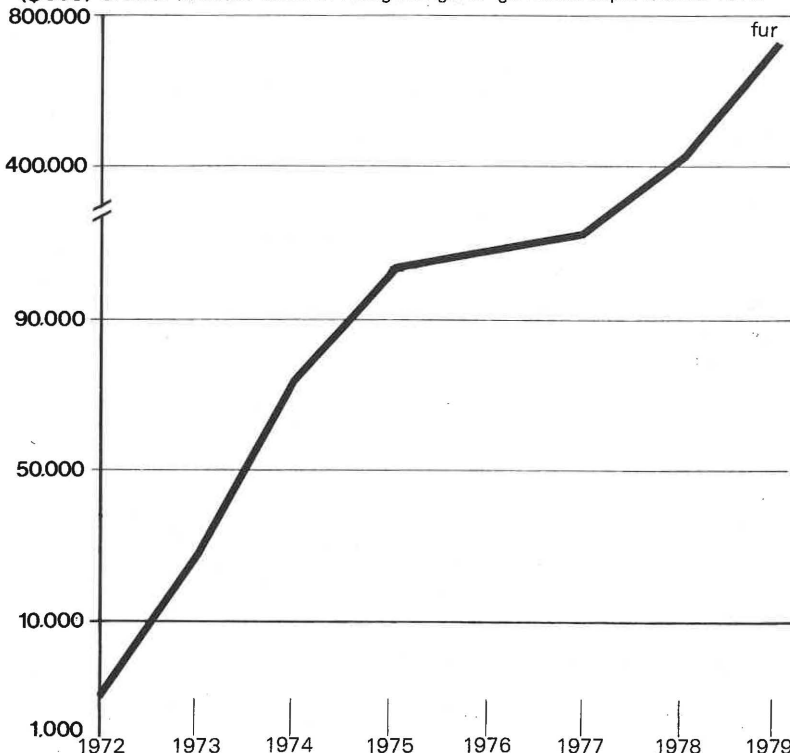
He considers that promotion is critical at a time when Hong Kong's major market, Japan, is not expanding as fast as in previous years. "There must be no delay in directing our marketing efforts to new export outlets in America and Europe, rather than putting all the eggs in one basket in the Japanese market," he commented.

However, he noted that it is unfair to be critical of Hong Kong's manufacturers because the exports of fur garments from Hong Kong is new and has only truly developed during the past two or three years.

"Manufacturers have enjoyed a seller's market in Japan over the past few years, and seemed to neglect the possibility that the market could witness a slowdown," he explained.

Mr. Borresen believes Hong Kong is well poised to take advantage of both US and European markets because

(\$'000) Growth in dollar value of Hong Kong Fur garments exports since 1972



production capacity, which is dominated by small, family-type workshops, is at present under utilised. According to him, the manufacturing of fur clothing in Hong Kong in general is up to international standards, but styling and design has room for improvement before it can meet the demands of the high-end sector of the market in Europe and America.

One of the reasons identified by Mr. Borresen for the weak design capability of local makers is that they have concentrated on the Japanese market, which prefers fur garments with a traditional, conservative appearance.

In response to this, Saga Furs will hold a seminar between May 26 and May 30 in Hong Kong to introduce the latest techniques in making a finished fur garment, including skin matching, skin glazing, and design.

"It is the first time we have ever organized such a seminar in Hong Kong, but we see Hong Kong with great potential for the future. With this seminar, we hope Saga can contribute to the development of the industry," Mr. Borresen said.

Saga Furs of Scandinavia is the joint Scandinavian marketing company of the Fur Breeders' Associations in Denmark, Finland, Norway and Sweden. Founded in 1954, it is

responsible for the global marketing of farm-produced Scandinavian skins, especially mink. Six months ago, the company began marketing fox skins as well.

While upgrading the quality of finished fur garments, the industry has been given another boost by the emergence of fur dressing and dyeing. This development further demonstrates the increasing importance of fur as an important material in the diversification of the textile industry.

Until late 1978, local fur garment makers had most of their raw skins dressed in America and Europe. The dressing capacities in those countries are limited, and this leads to delivery problems, especially during peak business periods. Sometimes, three to five months lapses between placing an order and delivery.

With local dressing facilities, Hong Kong will be in a better position to control the supply and delivery of dressed furskins. Moreover, the dressing cost will be lower, and makers can save on transportation costs. Another advantage of building up the dressing industry here is that it becomes much easier for exporters to qualify for the Certificate of Origin, Form A, for goods shipped under the Generalised Preference Scheme. Both these advantages ultimately keep down prices to the customer.

The fur dressing industry in Hong

Kong is however small, with three established factories at present being committed to dressing high quality mink and fox skins. Their combined production volume is far from enough to meet the local demand, and therefore a large portion of dressing has still to be done abroad. However, many in the industry believe capacity will increase and newcomers will join the industry as demand grows.

The largest dressing plant for mink skins is Marco Ling Processing Ltd, which is a joint venture set up in April, 1978, between Marco Fur Asia Ltd and Hong Kong Fur Dressing Factory. Marco Fur Asia is the local office of Marco Pelz, Germany, a leading fur company world-wide.

With an initial investment of some HK\$2 million, Marco Ling specializes in dressing high quality skins, especially mink. It sends technicians regularly to West Germany for training. It has the capacity to dress 15,000 female mink skins per week. Marco Ling moved to a bigger plant in January this year to facilitate expansion in mink dressing and to allow for diversification into skins other than mink.

Mr. W.K. Li, assistant manager of Marco Ling, said that fur dressing is labor intensive and the company has difficulties in recruiting skilful labour. Training takes at least six months.

Rofur Dressing & Dyeing Fur Factory was formed in February, 1978, with a total investment of about \$3 million. The company plans to move from its

existing 30,000 square feet factory to a 50,000 square feet factory by June to increase output. Rofur mainly dresses mink and fox skins.

Although the company is also involved in making and retailing fur garments and wholesaling dressed skins, its president, Mr. H.C. Pau, told *The Bulletin* he hopes eventually to concentrate on skin dressing. "I am confident that fur dressing can provide a stable, long-term business," he noted. "The expansion of our factory is already an indication of my conviction," he added. "The Hong Kong fur export industry could simply wither and die without the development of its own dressing and dyeing facilities."

To further his fur business, Mr. Pau early this year entered into an agreement with the Chinese Government to build a farm in Zhejiang province to raise Rex rabbits for furskins.

With an initial investment of 250,000 RMS (about HK\$750,000), the farm now has some 4,000 rabbits and the

number is expected to increase to about 7,000 in June. The first batch of some 200 rabbit skins has already been shipped to Hong Kong.

"If we are successful in raising Rex rabbits, we shall definitely consider raising other animals for furskins," Mr. Pau added.

Hong Kong & Kowloon Fur Dressing Co Ltd is the third established dressing plant in Hong Kong which began operation in 1976 and is a subsidiary of Siberian Fur Store. Unlike Rofur and Marco Ling, Hong Kong & Kowloon Fur Dressing manufactures dressed skins mainly for its own consumption.

There is no doubt that many in the business have been hurt by the downfall in the Japanese fur apparel market this year, despite increased



Black fur jackets made by Saga Furs (top) and garments ready for workers and Yick Fung's (from top) before being dyed, before dressing and stretching a



*et with leather trimming from
o right). Mass production of fur
ires a combination of skilful
achinery. For instance, in
roduction procedure, it includes
achine drying of furskins after
areful cutting of raw mink skins
g, nailing of dressed skins for
d sewing of fur clothing.*

exports to America and West Germany. The biggest worry however, is the unclear reason behind the Japanese market decline, and how long slack demand will continue.

Hong Kong Tientsin Fur Co Ltd, which is committed to making expensive fur garments, has only 20 percent of its total sales directed at the Japanese market. Europe, particularly Germany and Switzerland, is its biggest customer, accounting for 60 percent of its sales, with the remaining 20 percent going to the United States.



To illustrate the cost advantage, Mr. Li pointed out that there is an average HK\$6 to \$7 price difference between a locally dressed mink skin and one dressed in the United States. The difference becomes substantial for a mink garment using ten or more skins.

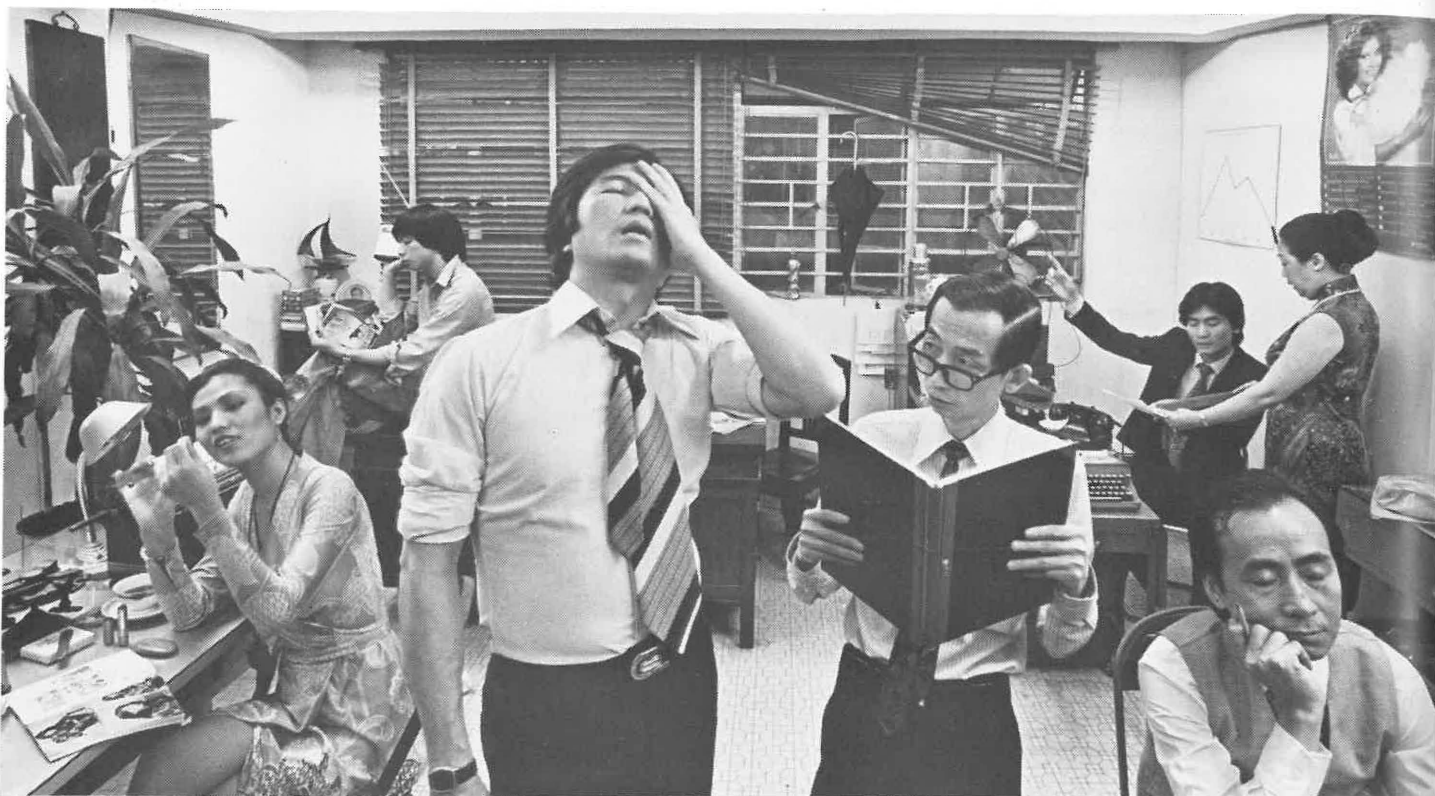
According to Mr. Daniel Yung, manager of Hong Kong Tientsin, the company witnessed a better sales record in the first quarter of this year than in 1979. He said that demand in Europe for high-end fur garments is picking up.

Current sales in Japan might drive many small operators in the industry to cut prices in order to secure more orders. "If that happens, a fierce price war will be generated. In the long run, this will damage the quality image of the industry and defeats the TDC's efforts to promote fur garments in other markets," he said.

Yick Fung Garment Factory Ltd, which is heavily engaged in making low- and medium-priced fur garments, also puts its marketing emphasis on America and Europe.

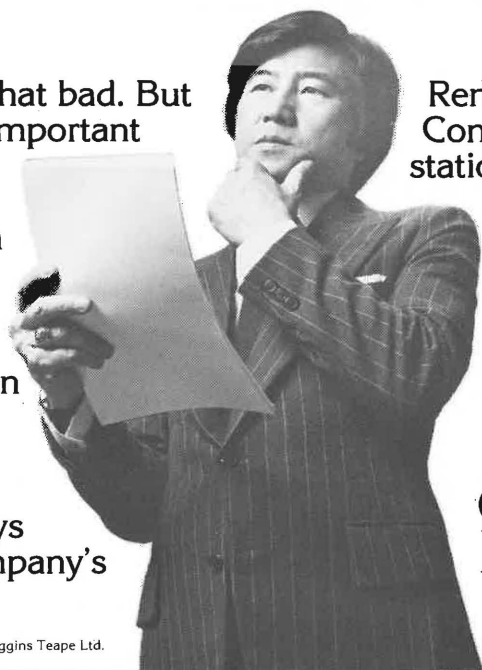
However, the company's managing director Mr. S.H. Lam pointed out the demand for low-priced fur garments from America has dropped since October last year. "Buyers tends to place fewer orders and to place bookings late this year. I think they are careful because of the credit squeeze and the beginning of an economic slowdown," he commented. Established 17 years ago, the company started off in the leather garment production and then shifted to fur garment manufacturing in 1970. It is one of the few companies in Hong Kong which concentrates on the mass production of low- and medium-priced fur garments made of rabbit and dog fur skins, with a monthly output of about 20,000 pieces. With a workforce of 400, Yick Fung has its own dressing and dyeing facilities. It secures most of its materials from China.

According to the managing director, Yick Fung will place its marketing emphasis this year on Europe by introducing a series of new medium-priced fur garments that have "an expensive and deluxe look".



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Alongside Hong Kong's growth in fur garments has come a parallel growth in the leather garment industry. Stimulated by the worldwide trend towards the use of natural materials for apparel, exports of leather garments have built up steadily since 1969. Reliable quality standards and price competitiveness have been important factors in the industry's development.

Leather garment manufacturing has existed in Hong Kong for more than two decades, although its main growth has come in the last eight or so years. Annual exports of leather garments prior to 1969 did not exceed \$87,000. Since 1969, they have surged at an impressive rate, from \$2.5 million to \$159 million in 1978, which was a 60-fold increase in nine years.

Last year, exports went up further to reach \$181 million, with the United States, West Germany and Japan as the top three markets.

Production of hides, skins and leather in Hong Kong is minute, and therefore most leather has to be imported. The major suppliers of tanned leather include the U.S., Japan, Taiwan, Italy, France, China, the U.K. and Australia. Cattle, sheep and pig skins are most popular for leather garments.

Despite the increase in export sales of leather garments, a steep rise of 60 to 90 percent in the price of leather skins since the beginning of 1979 has hit garment manufacturers hard. It is estimated that between 70 and 80 percent of costs are accounted for by materials. This has led to a sharp increase in the price of end products, making overseas buyers hesitant to place orders. As a result, some makers have closed down or switched to other product lines.

Several reasons are given for the drastic increase in leather prices. First, there is a reduction in the worldwide slaughter of cattle, which fell by more than 18 percent in 1978 and another 10 percent last year. Second, the uncertain political situation in Iran and Afghanistan, the two key suppliers of sheep skins, has cut the supplies substantially. Third, there has not been a major increase in leather prices for many years, and once the supply becomes tight, the price spirals up quickly.

Mr. Michael Schapira, managing director of Jardine Wicking Ltd, told *The Bulletin* that the leather garment business is by nature cyclical. This



Mr. Michael Schapira, Jardine Wicking's managing director

year, he noted, is a cyclical low of a severe nature, occurring as it does during a year of widespread economic recession.

As a result, many leather garment makers have to work with a lower stock of materials and trim sales. "For the first time in many years, both the U.S. and European markets have suffered slow retail sales of leather garments. Usually when the U.S. market is down, Europe holds up well, or vice versa. But the two markets this time are going through a hard time together. 1980 will be a bad year for everyone in this business," he said.

The local leather garment industry received another blow early this year when the U.S. International Trade Commission proposed placing an extra import tax on leather apparel from Hong Kong and other neighbouring countries.

American buyers therefore adopted a wait-and-see attitude towards placing orders in the first quarter of the year. Fortunately, President Jimmy Carter in March rejected the recommendation. Mr. Schapira anticipates that orders will now pick up.

Jardine Wicking has been making leather garments for over 10 years. With a workforce of 150, the company has its own design division and many are the work of Mr. Schapira himself. Unlike other leather garment makers who opt for the basic items, Jardine Wicking aims at the high-priced fashion bracket of the market.

The company is unusual in that it aims at promoting and establishing its own brand in leather garments, although it also produces products

under buyers' labels.

"We have been promoting our own brand, Michel Sazarin, for over three years, and at present more than 75 percent of our total sales are exported under this brand. We are very proud of it although it is a difficult task to establish a Hong Kong brand in overseas markets," Mr. Schapira said. Jardine Wicking's major export market is in America and Europe, each taking up about 40 percent of its total sales. The remaining 20 percent goes to Japan and other countries.

Apart from promoting its own label, the company directs its sales to big department stores, such as Bloomingdale. Each year, it holds private shows in Europe and the U.S. to introduce new designs to customers. "We seldom go to international fashion shows to display our products to every visitor. We prefer to display our designs exclusively to our established customers," Mr. Schapira noted.

Another leather garment manufacturer which has been engaged in the business for over 10 years is Amerex Manufacturing Ltd, which claims to be the pioneer in Hong Kong in mass produced leather clothing.

Mr. Samson Shen, Amerex's director, told *The Bulletin* that his company was also hurt by the sharp rise in leather prices and weak market demand.

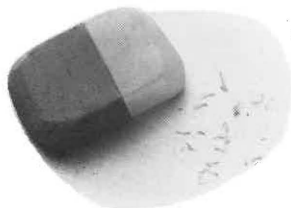
He commented, "Now that leather prices have become stable, we hope the market might recover gradually. But I am still not very optimistic about the rate of recovery because of the economic uncertainty in America, which is Hong Kong's largest export market for leather garments." ■



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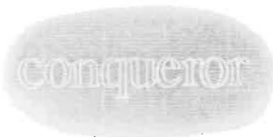
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The In-tray

New members

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 Takara Toys Co. Ltd.
 Unicon System (HK) Ltd.
 Universal Container Services (HK) Ltd.
 Walco Electronics
 Well Scoped Limited
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Sir Yue-Kong Pao addressed a turnout of 500 Chamber members on the development of Hong Kong's shipping industry at a luncheon meeting at the Furama Hotel on April 10.



Groups of recently joining members are invited to "Meet the Chamber" at informal receptions. The most recent reception was held on March 21, when the Chamber's Director, Mr. Jimmy McGregor (left), explained the operation and services of the Chamber to new members.



More than 20 businessmen joined the Chamber's trade mission to South America this year which left Hong Kong last month (April). The countries they visited included Argentina, Venezuela and Chile.

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Chamber's Annual General Meeting

The Hon. David Newbigging was elected Chairman of the Chamber, following the Chamber's AGM on April 14 at the Mandarin Hotel. Mr. John Marden was elected Vice-Chairman.

Mr. Newbigging has been Vice-Chairman of the Chamber for the past two years, and on the Chamber's General Committee since 1975. Mr. John Marden has been on the General Committee since 1973, and Chairman of the Chamber's Home Affairs Committee since 1974.

The following were newly elected to the General Committee:—

Sir Y.K. Kan, G.B.E., J.P.; T. Clydesdale, Esq.; J.F. Holmes, Esq.; F.L. Walker, Esq., J.P.; C.H. Tung, Esq. and Jack Tang, Esq., O.B.E.

With the six new members, the General Committee now has a total of 20 members. Other members include Mr. Nigel Rigg, the outgoing Chairman; Hon. J.H. Bremridge; Sir Lawrence Kadoorie; Mr. Daniel Koo; Hon. Allen Lee; Mr. S.J. Osmond; Mr. G.R. Ross; Hon. M.G.R. Sandberg; Mr. S.H. Sung; Mr. Dennis Ting; Mr. J.M. Weedon; and Mr. James Wu.

Addressing more than 150 Chamber's members at the AGM, the outgoing Chairman Mr. Rigg expected 1980 to be another good growth year for Hong Kong's economy, adding that both local and international pro-



blems and uncertainties would however result in a lower rate of expansion than that in 1979.

Cooperation between the Government and trade organizations such as the Chamber is good, he said. But he noted that there is scope for further improvement and the Chamber would contribute to press for better and wider representation and consultation.

Touching on the trade relationship between Hong Kong and China, Mr. Rigg commented, "We believe that the economic opportunities of Hong Kong and China are parallel and may even be converging. Nearly everyday there is news of some major new corporate projects or of some new proposal or agreement which would further strengthen our ties and interdependence."

He concluded that China's efforts to improve administrative and legal procedures to cope with growth are to be welcomed. ■



Top — Nigel Rigg, the outgoing Chairman, congratulates David Newbigging on his election as Chairman. Centre — Mr. Rigg addresses the meeting. Bottom — The Hon. Wong Po Yan seconds the resolution to adopt the Report and Accounts.

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科技,技術人員 與技術訓練

執行董事麥理覺專欄



只有從比較顯示某發展中國家比其他競爭國具有更大的投資優點，才會吸引外國投資者在當地從事工業投資。各外資公司的投資目標和計劃重點都未必相同。

本地廠商推廣及發展工業亦同樣需依賴這些可能吸引外資者的有利條件。來港投資的優點十分明顯。事實上，有關吸引外資的問題從報章刊物、港府及商界領袖發表的講辭和論文都經常可以看到。這些優點主要包括低稅率、自由貿易、自由企業、政府對工商業及金融事務不加限制、工人的高度工作效率與生產能力、公私營部門保持密切有效聯繫等。以上及其他利好因素促進了本港工商業的發展和成就。

然而，在我們今日日益注重科技的世界裏，有一項特別條件是對港外投資者尤為重要的。工業知識和技術必須循學習途徑領會，而工業社會的訓練制度亦正在日趨精密和廣泛。一國的工業化達到某一階段時，已不能單靠熟練技工及技術人員以口授、示範及觀察方式，將技藝知識傳授予學徒。當然，這種訓練方法尚有使用的餘地，但愈益需要的是課室和專業教師提供學術、科技知識和水準方面的訓練。此乃提高工業勞動力質素，俾能應付技術挑戰所必須具備的條件。

香港已逐步設立了這樣一個訓練制度——此制度並成為促進發展的一個要素。當局研究採取適當措施，以設立有系統和有效的工商業與技術訓練制度，是近二十年的事。在六十年代初，工業訓練諮詢委員會成立之時，一般對於本港急劇發展工業的技術水平和甚至工作種類都沒有多大認識。經過勞工處及教育司署多年來的艱苦工作，工業訓練諮詢委員會發展成為今日的香港訓練局，而在理工計劃委員會統籌下，理工學院亦於一九七二年正式成立。

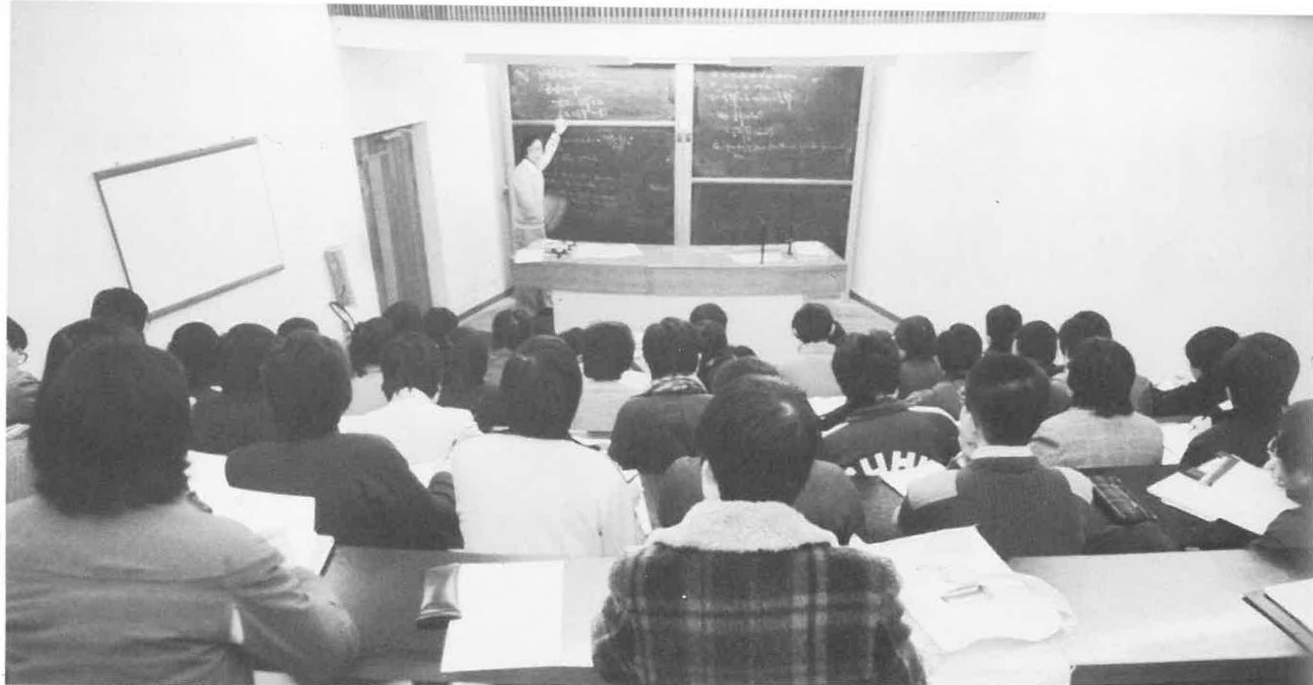
此外，六間工業訓練學院亦已先後設立。多項研究為綜合人力訓練計劃提供了必需的資料。香港工業工人對各種激勵和機會反應良好，使香港由低技術勞工密集工業迅速邁向較資本和高技術密集的工業方面發展。

雖則如此，目前仍有問題存在。今期「工商月刊」撰有專文論述其中一些主要的問題。下兩期，本刊將邀請一位工業界知名人士及理工學院發表他們的意見。很多人認為理工是本港訓練制度的核心。它對本港工業貢獻甚大，而且今後的貢獻必會與日俱增。

年輕時，我有幸曾在英格蘭一所最佳的訓練中心接受過幾年的皇家空軍學徒訓練。此項訓練對我在其後十二年間所從事的空軍高度技術工作十分重要。

二、三十年來，科技的發展突飛猛進。任何一個工業國都必須持續改善其技術訓練制度，俾能維持競爭力。雖然，這是個無止境的過程，且各界人士對我們進展的步伐及現有政策與計劃方針所持的意見仍不一致，但總括而言，香港已為將來作好準備是大致可以肯定的。





談香港的工業訓練

近數月來，工商界及港府人士正在熱烈討論有關工業訓練，及為訓練計劃籌措資金的問題。今期「工商月刊」邀請報界名編輯曾說時撰文報述各界提出之觀點及現行的各項措施。

香港不能負擔如美國、日本及西歐國家在純研究上所耗資的巨額經費，但它可以訓練設計工程師把研究應用於發展出口工業，製造出可靠、具吸引力、新穎和有銷路的产品，使本港能在世界市場上保持競爭力和維持出口增長。

按人口平均計算，香港每年培育的大學工科畢業生人數僅相當於新加坡的一半左右。至於能按照新工程設計，精練操作裝配過程的技工及技術人員方面，我們的訓練設施亦同樣未足供應需求。

在若干情況下，本港廠商或能向專上教育機構徵聘專門的工程設計人才。但與南韓及台灣不同，香港並未設有一個中央機構，專門訓練科技人才。

若干在本港跨國公司任職的人士認為，由於香港沒有中央訓練機構，我們以同類產品競爭市場的能力已漸有轉弱之勢。

另方面，他們亦認為本港的工科畢業生才華橫溢，在初期訓練後，即能把純研究工作應用於促進市場的工業生產方面。而嚴格訓練出來的技工及技術人員的生產能力，一般亦比其他競爭國家高出百分之三十。

立法局議員李鵬飛先生把本港設計工程師的創作能力比喻工人的精練操作技術。理工學院工程學部助理院長畢道安表示，我們出類拔萃技術人員的資歷，可與英國大學的工科畢業生等量齊觀。

顯然，工業勞動力的工作效能可使我們對香港未來的市場銷售能力抱有信心。但由於我們的工程師、技術人員及技工人手不足，本港現正面臨來自較低級產品競爭國的威脅。

電子業方面，我們的技術水平並不比遠東的競爭國家遜色。在十五年間，電子業已發展成為本港第二大的出口工業，每年出口增長劇烈。但我們不應對現有的成就感到自滿。

我們應檢討一下市場競爭力何以會日漸衰退？我們

有沒有把主要天然及人力資源加以盡量利用？

在紡織及製衣業方面，多年來我們都能藉着進取及創新精神，成功提高產品質素，對抗配額限制。這些工業仍處於穩好狀態。但倘貿易保護政策繼續擴張，本港的其他工業實難不陷人惡劣境況。

我個人的探究結果顯示，抑制我們前進的並非教育或訓練機構，而可能是決策人士的寡斷措施。資金或許是根本問題所在。金錢我們是有的，但顯然並未適當地用來保障我們的經濟前景。

早在一九六九年左右，有關方面已認識到本港需要一個集體工業訓練制度。繼六六及六七年暴動後，香港已有意着實討論勞工改革的問題。但製衣及建築業訓練局獲准徵收款項，用以維持訓練中心，提供實務訓練，卻只由一九七七年才開始。

鑒於這兩項計劃推行成功，香港訓練局遂於一九七八年提出向出入口貨徵收一般款項的建議，以津貼本港其他主要工業的訓練計劃。

香港訓練局的提議獲得經濟多元化諮詢委員會的考慮。該委員會建議成立一個新的法定工業訓練局，以酌情發給方式，撥付各項工業訓練計劃所需的補助經費。直至目前，政府對如何為訓練計劃籌措資金的問題，仍未能作出決定。

製衣及建築業訓練局堅決反對廢除它們組織的建議。其它工業訓練委員會亦恐怕撥款申請的繁複公事程序，會妨碍它們推行訓練計劃的效率和靈活性。

香港總商會支持經濟多元化委員會建議的其中一個原因，是反對向入口貨徵收款項。

開辦有政府資助職業先修學校的香港棉紡業同業公會及中華廠商會，贊成從政府一般收入中撥出一筆補助金。但香港工業總會（一個政府補助的機構）卻贊成收取一般徵款。

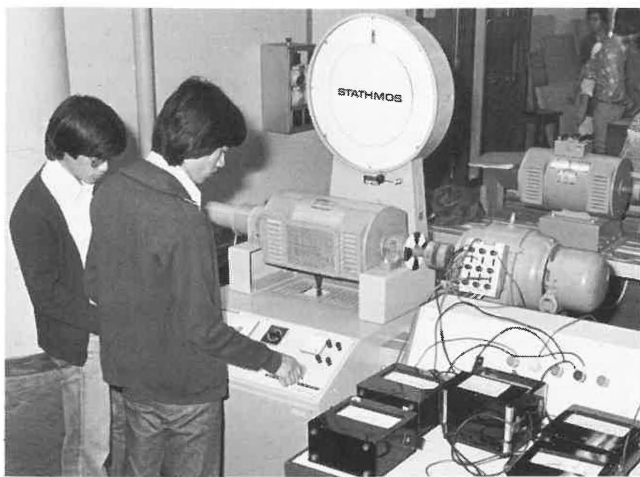
工業界人士申訴現有的工業訓練學位供不應求。社

會事務司何鴻鑾在立法局財政預算案辯論中就此評論指出，學徒註冊入學的人數遞減，使學額出現超剩情況。此外，他又提出工業學院在徵聘資格教員方面遇有困難。（理工似乎並沒有遭遇這個問題）。另方面，有些廠商卻稱當時的學位申請經已全部額滿。

不論怎樣，倘將更多技工水平課程由理工學院轉交各工業學院辦理，使理工能集中主辦技術人員課程，則工業學院方面仍需要大量擴充學位。當然，將來可能會擴建工業學院，但政府對實行此項計劃的時間仍未有明確表示。

經濟多元化諮詢委員會建議政府考慮關於制訂技術教育政策的責任，應由社會服務司轉交給經濟司。該委員會更建議當局考慮將工業學院的行政責任，轉移給建議中的工業訓練局或理工學院。這些都是可能引起爭論的問題。政府至今仍未對上述建議作出任何決定。

爭論並不只於工業學院的水平。反之，還在若干方面延伸至專上技術教育。



在理工學院實驗室進行的機械試驗。

舉例而言，理工應否舉辦學位課程的問題至今仍未有結論。他們提出的論點是，理工目前訓練的工程學士(Associate Engineer)與兩間大學工科畢業生(Graduate engineer)的資歷一般良好。倘理工設立四年制課程，則每年大約可訓練出一百名工科畢業生。與目前訓練學員投考倫敦英國工程師學會聯會資格試的經費比較，改辦學位課程的額外經費亦不會很大。

還有每年總要提出的老問題——就是涉及到專上教育機構與大學及理工教育資助委員會之間的撥款問題。該委員會現正對八一至八四年之三年期發展計劃的撥款草擬建議，並似已有所決定，雖然他們的意見未必獲得各方贊同。

理工學院最近承辦了四科醫護人員訓練課程，但該院卻接到大學及理工教育資助委員會的壞消息，稱該會不準備對在八一至八四年間動工的進一步建築發展計劃考慮撥給經費。

理工接獲此消息後的表現達觀，因為自成立以來，該院已獲當局撥給了大量經費。況且它亦知道，中文大學新工科學院的興建工程將需比預定計劃延遲一年始能完成。但即使新學院落成，亦並不一定意謂中大會訓練出更多的工程師。

雖然，目前中大已向其電子科學員提供一些關於集

成電路的知識，但本港的專上教育機構至今仍未正式開設電子科學一門的兩年制課程。

在此期間，為使香港在世界市場上保持競爭的能力，我們將需繼續向美國或日本訂購集成電路版，用以製造電視機、新式計算機、微型電腦及一系列其他電子產品。

計劃在大埔工業邨投資設廠，自製集成電路版的兩間公司，在投產初期仍需引進技術及訓練本身的技術人員。

專上技術教育引起的第三個爭端，是關於規定工科學生在畢業前需接受一年實習訓練的建議。此項計劃旨在使工科學生有機會熟悉未來的工作環境，激起他們完成最後一年課程的熱忱，和培育具有實用知識的工程師。

有關方面提出的一個論點是，本港現有的大多數都是小型工廠。要籌劃一項安排及管理妥善的一年實習課程實在並不容易。不過，中大現正嘗試推行，而且推行得甚為成功。目前，港大亦有意實行類似的試驗計劃。

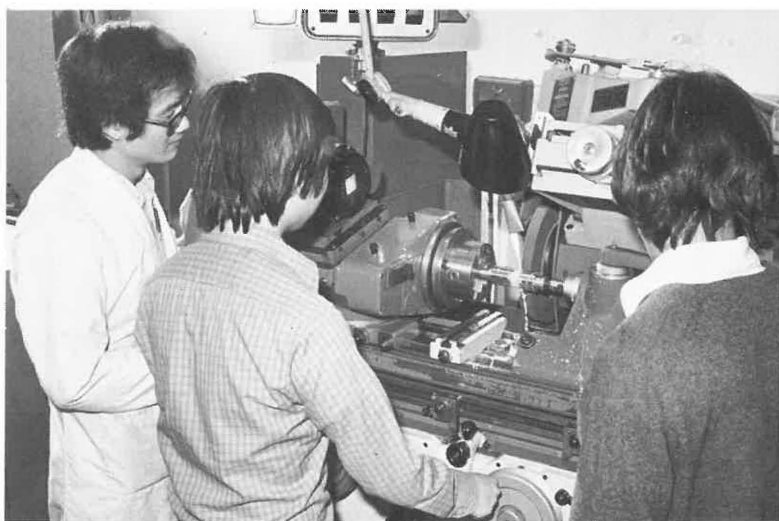
以上種種都是關係到香港前途的嚴重問題。不過，這裏亦應提出本港技術教育與訓練設施的樂觀一面。

其中最重要的是，本港的工科畢業生，甚至技術人員都並非全部由本地的技術教育機構訓練出來。一般估計目前本港所需的工程師人才，約有一半是來自在英國、加拿大、美國及其他國家學成歸來的工科畢業生。

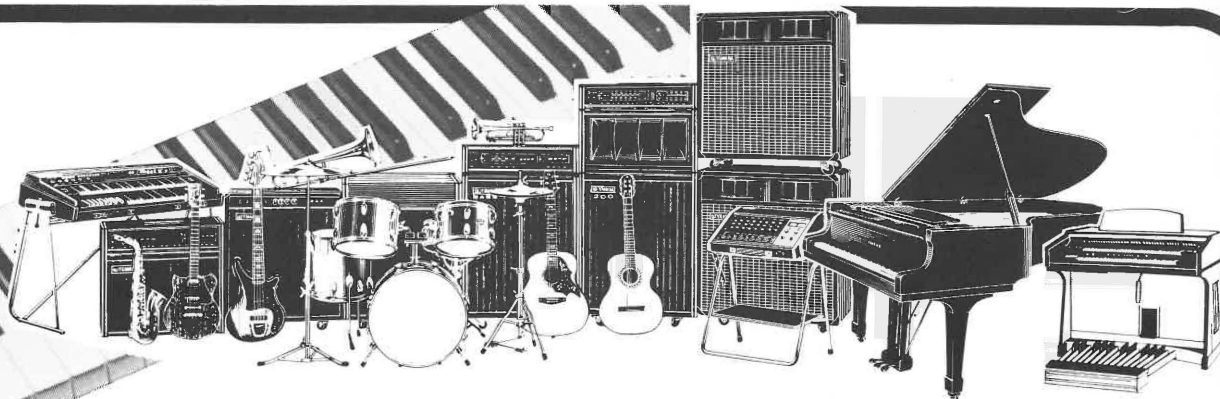
這些年青人一般是因為學位不足，無法進讀本港專上技術教育機構或決定出國謀事業發展，而赴外國深造的。但目前失業問題卻使這些國家不能再永遠收容本港的留學生。

他們是天賦的人力資源——既不需本港撥給訓練經費，卻能為本港的工業發展作出貢獻。但最近英國及若干國家大幅度提高了外國學生的學費負擔，卻可能導致本港出國留學的人數銳減。據報港府已就本港留英學生的地位問題，向英國方面提出詢問。

另一點必須提出的，是本港無需顧慮工程師人才會出現供應過剩的情況。除非呈現嚴重的經濟衰退，否則這個顧慮是似無根據的。即使真的受到如此重大的衰退打擊，我們藉此喘息機會，整頓本港整體技術教育制度豈不是好！



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—增長迅速,享譽國際

由於成衣出口持續及日益受到貿易的益到

由於成衣出口持續及日益受到貿易的障礙,香港製衣業多年來不斷致力推行多元化,加強生產較高價及不受嚴厲進口限制(尤其配額)的「次敏感性」項目。

目前製衣業的發展,主要集中在兩類不受配額限制的成衣方面——就是皮草及皮衣時裝。雖然,以幣值計算,皮草及皮衣在本港總成衣出口中僅佔百分之四,但這兩類出口在過去十年的增長卻是異常迅速。

去年,香港皮草服裝的出口總值增至七億二千三百五十萬元,而七一年的出口數字僅約一百萬元。同期間,皮衣出口總值亦由七一年的三千八百萬元增至去年的一億八千一百萬元。

本港現時約有一百家皮草製造廠,僱用技術工人超過四千名。業內人士一般認為,倘在未來五年間,香港的皮草成衣出口能保持現有的增長速率,則本港極有可能成為世界皮草時裝的主要出口地。

香港皮草製衣業的發展史可追溯到第二次世界大戰前期。當時,有數位富經驗的上海皮草商從內地來港開設公司。初時,他們的規模不大,而且業務亦侷限於本地市場。

本港消費者日趨富裕及六十年代訪港的遊客人數大增,使港皮草商不斷增產,以應需求。另方面,新的皮草製衣廠亦陸續開設。

七十年代後期展開的促進市場活動,加速了這個行業的發展。自此,皮草業的增長更為顯著。一九七八年,港製皮草成衣出口總值為四億一千二百萬元,較七七年增加百分之七十五。七九年的增長更佳——逾百分之八十,達至七億二千三百五十萬元。

統計數字指出,去年香港輸入的加工及原毛皮總值達六億二千一百萬元,較七八年增加約百分之五十。中國是主要的供應來源——佔總入口百分之五十以上。在貂皮供應方面,中國及斯堪的納維亞高居首位。

一九七九年間,皮草入口價格上升了百分之二十至三十。一般皮草製衣商表示,他們只能將一部份的成本上漲轉嫁給顧客。幸而,製品銷量增加抵銷了他們的利潤削減。這些皮草商在接受本

刊訪問時指出:毛皮價格現已回穩,若干類毛皮(如狐狸皮)售價甚至下降。

輸港皮草數量續增,足以表明香港作為皮草製衣中心的地位日形重要;不少外國供應商亦因此被吸引來港開設辦事處。舉例而言,Saga Fur 於兩年前便來港開設辦事處,經銷Saga 牌子的貂皮。

鑒於這行業具有極大發展潛力,貿易發展局今年遂聯合了皮草製造及出口商,在美國及歐洲市場加強推銷活動。促銷計劃旨在鞏固港製皮草成衣在歐美市場的地位,和削減本港對日本這個傳統最大出口市場的依賴性。日本每年輸入港製皮草成衣數量,約佔本港該類出口總值的一半。

今年,本港皮草時裝首次參加在美國及西德舉行的大型國際皮草時裝展覽會。

除向外國買家展示港製皮草時裝的品質和款式外,八〇年的促進活動亦強調了香港毛皮廠商聯會成立的其中一個主要目的——就是鼓勵皮草商向主要海外市場推銷本港的皮草時裝。

該會除以促進出口為宗旨外,還計劃為該行業的學徒提供較有系統的訓練課程,鼓勵推行品質上的競爭,(不單

只是價格的競爭)。香港毛皮廠商聯會於去年成立,現有六十四間會員公司。

Saga Furs of Scandinavia 分區經理布力臣(Mr. Borresen)稱,貿易發展局今年的拓展活動及香港毛皮廠商聯會的成立,皆足以顯示這個行業具有極大發展潛力。

他認為,日本市場增長呈現退減,正是推行拓展活動的關鍵時刻。他說:「在歐美市場展開宣傳,為港製皮草成衣尋求新出口銷路,已是刻不容緩。我們不宜孤注一擲,完全依賴日本市場。」

但他又指出,對本港皮草製造商過於苛求是不公平的,因為這是個較新的出口行業,僅在兩三年前才真正發展起來。他解釋說:「由於近年來,港皮草商在日本一直享有貨少價高的市場優勢,因此,他們似乎忽略了市場放緩的可能性。」

布力臣相信香港具有足夠條件,可在歐美市場大展拳腳,因為目前皮草廠(以家庭式小型工場為主)的開工率尚未達到百分之一百。

他認為,港製皮草時裝一般都符合國際水準,但款式及設計方面仍需改進,始能迎合歐美市場的高級產品需求。

布氏又認定港皮草廠商偏重日本市場的要求——以傳統典雅款式為主,是造成款式設計不夠趣時的其中一個原因。

有鑒於此,Saga Furs 定於五月廿六日至三十日在香港舉行研討會,介紹製造皮草服裝的最新技術——包括毛皮配襯、打光及款式設計。

布氏稱:「這是我們第一次在港舉辦這類性質的研討會,我們展望香港皮草業的前景極佳。通過這個研討會,我們希望Saga 能促進港皮草業的發展。」

Saga Furs of Scandinavia 是一間隸屬丹麥、芬蘭、挪威及瑞典皮草生產商聯會的聯營推銷公司,於一九五四年成立,經營斯堪的納維亞出產的各類毛皮(尤其貂皮)的全球銷售業務。

皮草硝染業面世,為皮草成衣業帶來另一股推動力。此項發展再度顯示,毛皮原料對紡織業多元化的重要性日益提高。

直至一九七八年後期,本港皮草商所用的毛皮原料大部份都是在歐美硝染。但歐美國家的硝染產量有限,引起了交貨問題;尤其在旺季期間,交貨遲誤



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本地硝染廠的設立，使香港較能控制毛皮原料的供應及交貨時間。再者，硝染成本減低，亦可節省製造商的運輸成本。在港設立硝染廠的另一個好處，是使出口商更容易申請到普及特惠制產地來源証（表格A）。這兩項利益終會使皮草產品價格下降。

不過，本港皮草硝染業的規模仍小。目前經營高級貂皮及狐皮硝染業務的工廠有三間，它們的綜合產量遠未足夠供應本地需求。因此，皮草硝染大部份仍依靠外國的皮草加工商。但業內人士相信，本港的皮草硝染產量將會提高，因為需求增加必會吸引更多廠商加入這個行業。

馬可林波毛皮硝染有限公司是香港最大的貂皮硝染廠，於七八年四月成立，是由馬高皮草亞洲有限公司與香港皮草硝染有限公司合組的聯營工廠。馬高皮草亞洲是西德著名Marco Pelz 皮草公司的本港辦事處。



着色後用機器弄乾毛皮

馬可林波專營高級毛皮（尤其貂皮）的硝染業務，經常遣派技術人員往西德受訓。目前，該公司每週可以硝染一萬五千塊貂皮。為着提高貂皮硝染產量及擴充業務起見，馬可林波已於今年一月遷往一間面積較大的廠房營業。

馬可林波副經理李偉基稱，毛皮硝染是一門勞工密集的工業。該公司在招聘熟練工人方面頗有困難，訓練至少需要六個月的時間。

李氏指出，在香港硝染一塊貂皮的成本比在美國硝染平均低出六至七港元。以一件需用十多塊皮併製的貂皮大衣來說，差價幅度就會顯得甚為可觀。

萊化硝染毛皮廠有限公司於一九七八年二月成立，投資總額約為三百萬元。該公司計劃於今年六月，由現時的三萬平方呎工廠遷往五萬平方呎的工廠，以增加產量。萊化的業務以硝染貂皮及狐狸皮為主。

雖然，萊化亦經營皮草製衣、零售

及批發硝染毛皮業務，該公司總裁包起昌向本刊表示希望傾力發展硝染業務。他說：「我對毛皮硝染業的前景抱有信心，本廠擴充經營已足以証明我的信念不錯。倘沒有硝染業輔助發展，香港的皮草出口業就有逐漸消亡的可能。」

為促進業務起見，包氏今年初與中國達成一項貿易協議，在浙江省開設養兔場，生產兔皮。耗資廿五萬元人民幣（約七十五萬港元）經營的兔場，目前飼養有四千隻兔子，預期六月間的飼養數量將增至七千隻左右。第一批生產的二百塊兔毛皮經已運抵香港。

包氏續稱：「倘我們飼養兔隻成功，我們定會考慮飼養其他動物，生產各種毛皮。」

香港九龍皮草硝染有限公司是本港第三大的毛皮硝染廠，於一九七六年開始經營，是西伯利亞皮草行的附屬機構。與萊化及馬可林波不同，該公司硝染的毛皮主要是供內部消費。

鑒於毛皮硝染業的前景可觀，某港商正與中國合作，在澳門建設一間硝染廠。

雖則輸往美國及西德的出口量增，但今年港製皮草成衣在日本市場的生意退減，卻使不少業內人士受到打擊。然而，最大的顧慮是港製皮草成衣在日銷路下降的原因不明，及需求放緩將持續多久。

製造高價皮草成衣的香港天津毛皮製品有限公司，只有百分之二十的產品是去銷日本市場。該公司最大的顧客是歐洲（尤其西德及瑞士），佔總銷量達百分之六十。其餘百分之二十則去銷美國市場。

據香港天津的經理容耀忠稱，該公司今年首季的營業額較七九年同期為佳。他說歐洲市場對高級皮草成衣的需求正在日漸增加。

日本市場目前的銷路未如理想，可能會促使皮草製衣業的小型廠商削價，以求取更多訂單。容氏稱：「倘真如此，則必將引起一場劇烈的價格競爭。長期來說，這將破壞港製皮草成衣的優質形象，並使貿易發展局在海外市場的推廣宣傳活動徒勞無功。」

專營中至低價皮草成衣的益豐製衣廠有限公司，亦將推銷主力集中於歐美市場。

然而，該公司董事經理林世鏗指出，自去年十月開始，美國對低價皮草成衣的需求已告縮減。他說：「今年美國買家的來單較小，而且多數是延遲落單。這可能是因信貸緊縮及美國經濟漸呈衰退的緣故。」

益豐製衣廠乃於十七年前成立，初時經營皮衣製造，後於一九七〇年轉營



釘鋪硝皮

毛皮製衣。它是本港數家大量生產中至低價狗兔毛皮成衣的其中一間製衣廠，每月產量約達二萬件。該廠僱用四百名工人，自備硝染廠房設施。所用毛皮原料大部份來自中國。

據益豐的董事經理稱，該公司今年會將推銷主力集中在歐洲市場，推出一系列“高雅新款”的中價皮草成衣。

與毛皮成衣業並肩發展的是皮衣製造業。在世界時裝流行天然質料的刺激下，港製皮衣出口奠定了可信賴的品質標準，而價格競爭能力更成為了該行業發展的重要因素。

雖然，本港的皮衣製造業已有廿多年歷史，但卻只在近八年間才有長足的發展。一九六九年以前，港製皮衣的每年出口總值不超過八萬七千元。自六九年起，出口數量遞增劇烈。在六九至七八年間，皮衣出口總值由二百五十萬元增至一億五千九百萬元，增幅高達六十倍。

去年，皮衣出口再度增至一億八千一百萬元，以美國，西德及日本為三大市場。最大的出口市場美國，去年輸入港製皮衣價值七千萬美元，佔本港皮衣出口總值達百分之三十八。

香港製造的皮衣種類繁多，除大衣及短上衣兩大類外，出口的皮製服裝還包括皮背心、褲子、恤衫及女裙。港製



硝皮前細心剪裁原貂皮

皮衣的優良品質，已在國際享有盛名。

本港出產的皮革甚少，大部份皮革均需仰賴入口。鞣皮的主要供應地包括美國、日本、台灣、意大利、法國、中國、英國及澳洲。牛皮、羊皮及豬皮是製造皮衣最流行的質料。

皮衣出口增長雖然可觀，但自七九年初皮革價格劇漲百分之六十至九十，卻對皮衣製造商打擊甚大。一般估計皮料佔產品成本平均達百分之七十至八十。皮衣價格劇升，使海外買家訂購有所猶豫。結果，若干皮衣製造商遂被迫停業，或將業務轉移至其他生產線。

造成皮革價格暴漲的原因有幾個。第一是全球生牛的屠宰數量減少——七八年的減幅逾百分之十八，去年再度減少百分之十。第二是伊朗及阿富汗政治局勢不穩定，使羊皮供應量大減，因為這兩國是世界羊皮的主要供應地。第三，多年來皮革價格一直維持穩定，一旦供應抽緊，價格遂迅速上升。

Jardine Wicking Ltd. 董事經理斯卓比拉(Mr. Schapira)向本刊表示，皮衣製造是個盛衰循環的行業。他指出，今年這個行業正陷於極度低潮，而今年亦是經濟普遍不景的年頭。

結果，很多皮衣製造商只有依皮料存貨的縮減情況，相應地削減營業額。

他說：「歐美市場的皮衣零售額同時放緩，是多年來首見的。通常每當美國或歐洲其中一個市場的生意退減時，另一個市場都能夠維持穩好。但這次，歐美兩個市場同時遭遇困境。一九八〇年將成為皮衣業一個不景的年頭。」

今年初，本港皮衣業還受到另一個打擊——就是美國國際貿易委員會提議對香港及其他隣國的皮衣入口徵收附加進口稅。

因此，美國買家對今年首季的訂購採取了觀望態度。幸而，卡達總統於三月拒絕了這項建議。斯卓比拉預期美國來單將會續增。

Jardine Wicking 經營皮衣業已有十多年的歷史。該公司僱有一百五十名職員，並設有設計部門。很多產品款式的設計都是斯氏個人的精心傑作。

與其他專營基本皮衣產品的廠商不同，該公司的製品主要迎合高價時裝市場的需要。雖然，Jardine Wicking 亦有製造買家商標的產品，但它的宗旨是推廣和確立本身產品牌子的聲譽。斯氏稱：「三年來，我們一直致力推廣宣傳自己的牌子。目前，在這個牌子下出口的產品，佔總銷量超過百分之七十五。要在海外市場樹立一個香港商標的聲譽，實不容易。我們對此成績已感到自豪」

他又稱：「一間公司的牌子一旦為顧客接受，就可以創造市場，無需等待買家的訂單。」

該公司的主要出口市場是在美國及歐洲，各佔總銷量百分之四十，其餘百分之二十去銷日本及其他國家。

除推廣及宣傳本身的商標外，Jardine Wicking 亦以大百貨公司如Bloomingdale 為推銷對象。每年，該公司均在歐美兩地舉行私人性質時裝表演，向顧客介紹新款的產品。斯氏稱：「我們甚少參加國際性時裝展覽，向各參觀者展示公司的成衣產品。我們寧願為長期客戶獨家展出精心設計的皮衣時裝。」

另一家在港經營皮衣業逾十年歷史的是雅美皮藝有限公司。該公司自稱是本港從事大批皮衣生產的第一家，其製品主要屬高價貨一類。

雅美董事沈維信向本刊表示，該公司業務亦曾受到皮料價格劇升及市場需求疲弱的打擊。他稱：「目前皮料價格既已回復穩定，我們希望這個市場會逐漸復甦。但鑒於美國——本港皮衣的最大出口市場——經濟前景未明朗，我對市場好轉的展望仍未敢過於樂觀。」

他透露，為着刺激需求，雅美正在考慮生產較高級的昂貴皮衣服裝，（如採用高價小羊皮作為製造質料）■

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會員

七九年本會會員總數創下歷年最高紀錄，及退會比率降至近年最低水平——百分之五，皆是令人鼓舞的現象，足以反映本會在會員心目中的服務和地位。三月底時，會員總數為二千三百三十八家公司，與七九年的二千三百四十一的數字比較，僅相差三名。預料在八〇年度結束時，會員總數必會創下另一個新高紀錄。

會員事務部定期在本部舉行酒會，款待新會員。此項活動很受會員歡迎，並可增進他們對於本會組織和服務的認識。

本會與世界市場

由本會與貿易發展局合辦的中東團於月前訪問了數個阿拉伯國家，接獲訂單總值逾一千三百萬元。此外，尚有一千三百萬元交易仍在商議中。暢銷的產品包括玩具、成衣、腕錶、搪瓷器、人造首飾及塑膠家庭用品。

本會另一個採購／推銷團於三月訪問了西班牙、法國、盧森堡及丹麥。隨團訪問的貿易部經理陳煥榮報稱，該團在巴塞隆納共達成四百萬元交易；除此之外，亦在其他訪問地區接獲總值二、三百萬元的訂單。

一個廿二人貿易團於上月啓程赴智利、阿根廷及委內瑞拉，展開為期四週的訪問。此乃本會近年組織的第六個南美團。

由本會與貿易發展局合辦的非洲團已定於短期內出發。目前已有十七家會員公司報名參加。過去五年，本會每年都與貿易發展局合組貿易團訪問東西非洲。

由科隆自由區總經理蒙迪尼格羅率領的一個高層巴拿馬代表團於最近訪港期間，曾與本會中南美貿易委員會會晤。四月二日，本會與貿易發展局特為該團舉辦了一個工業投資研討會，討論巴拿馬的工業投資機會。

此外，本會最近亦為訪港的米蘭商會及沙地阿拉伯高層代表團舉辦簡報會。

與中國建立聯繫

福建省計劃委員會代表團最近來港訪問，考察本港工業發展的各方面情況。本會工業部為該團安排，前往參觀了數家本港工廠。



由今期開始，「工商月刊」將定期簡報本會動態。本文內容乃摘錄自執行董事向理事會及其他工作委員會發表之每月報告。

工業部副經理區永祥參加了由經濟導報主辦之「八十年代中國經濟」研討會。

廣州春交會開幕前，由中國委員會主席蘇偉澤率領的一個代表團拜會了華潤公司高層人士，商討有關春交會的安排程序。此外，中國委員會亦曾開會研究中港的電報及專用電報服務、聯營企業／補償貿易協議及中國機構特別委員會的工作事宜。本會成立該特委會的目的，旨在提高對中國各官方、經濟及工商機構的認識。

由浸會學院主辦，本會及數個其他工商機構贊助的「八十年代香港與廣東省關係」座談會，於四月十二日舉行。此座談會乃浸會學院舉辦一系列以「八十年代香港」為主題的其中一個座談會。

船務

船務委員會開會研究當局對該會提出擴充船務業統計資料建議的反應。該會亦討論了有關放寬危險品條例若干條款，及最近碼頭工人及理貨員加薪百分之十五的事宜。此外，該會還決定促請政府研究興建第二個貨櫃碼頭的可能性。

租金問題……

本會新成立之租金與住屋特別委員會最近開會，研究該會與租務條例檢討委員會及有關政府部門的聯繫與諮詢關係。結果，本會已向當局提出了意見。四月廿八日，租例檢討委員會接見本會代表，就有關條例進行討論。

租金與住屋委員會的工作是提出意見，協助當局解決住屋供應及維持租金穩定。租金管制法例、策劃人員所需的資料、土地供應及使用、新界土地發展等問題，都在該委員會的討論範圍內。

……其他討論事項

本會民政事務、工業事務及其他委員會最近就各方面的法例及草擬法案進行討論。這些包括女工分娩假期、建議修訂僱傭條例中的僱員福利、本港需要制訂分期付款法例及強制僱用工業安全人員等。

會員欲知有關以上各項報導之詳情，請與董事助理黃麗華小姐聯絡，電話：五—二三七一七七，內線三十。

簡報滙編

歡迎新會員

本刊歡迎廿四間公司於四月份加入本會，成為香港總商會會員。（新會員名單詳列本期英文版）

本會週年大會

在四月十四日舉行的週年大會中，紐璧堅議員及馬登先生分別當選為本會正副主席。

紐璧堅於一九七五年加入本會理事會，並在過去兩年擔任本會副主席。馬登於一九七三年獲委任為本會理事，並由一九七四年起，一直擔任本會民政事務委員會主席。

本會改選的新理事名單如下：簡悅強爵士、格士德、賀明思、霍加、董建華及唐驥千。其他獲選連任的理事成員包括：雷勵祖（卸任主席）、畢力治議員、嘉道理爵士、古勝祥、李鵬飛議員、柯兆文、羅仕、沈弼議員、宋常康、丁鶴壽、韋頌及胡文翰。

在週年大會上，卸任主席雷勵祖致詞時預測，一九八〇年將成為香港另一個繁榮年。不過，現有的內部、國際問題及不穩定情況，將使八〇年的經濟增長較七九年略為放緩。



四月十日應邀出席本會午餐會，以香港航運業的發展為題，發表演講。圖中為包玉剛爵士與本會船務委員會主席李國賢及嘉賓在會上交談。



本會南美貿易團於上月啟程訪問阿根廷、委內瑞拉及智利。



他稱，目前港府與工商機構（如本會）的合作關係良好。然而，這個關係尚有進一步改善的餘地。香港總商會將繼續力請當局改善和推廣官商之間的代表及諮詢制度。

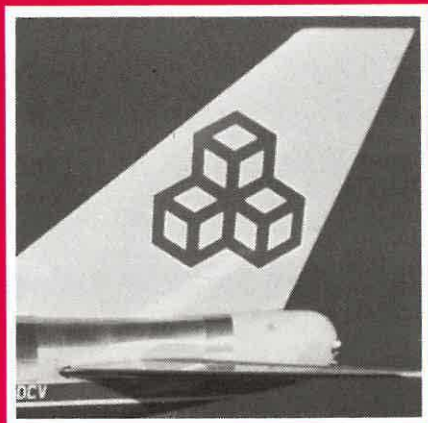
談及中港的貿易關係，雷勵祖並稱：「我們相信中港的經濟發展機會是類似的，而且甚至是互相結合的。幾乎每日都有一些關於新聯營企業計劃、建議和協議的消息報導。這些經濟合作必會加強彼此間的聯繫和互相依存關係。」

他總結表示，中國致力改善行政管理及法律程序，以應付經濟發展，是個可喜的現象。■

本會卸任主席雷勵祖在週年大會上致詞。黃保欣議員附議接納上年度理事會報告書及賬目報告。會後，雷氏向新任主席紐璧堅致賀。



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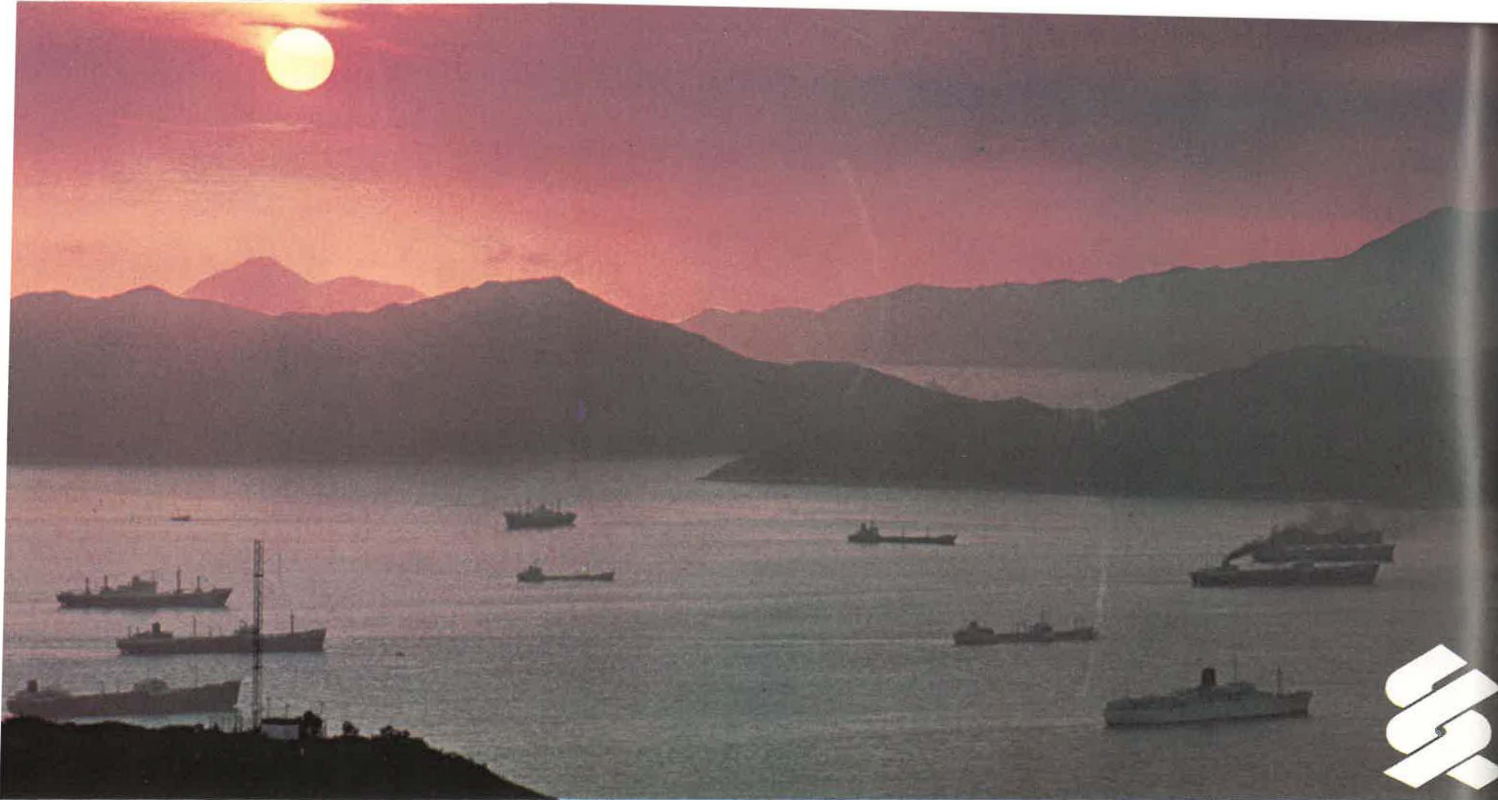
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