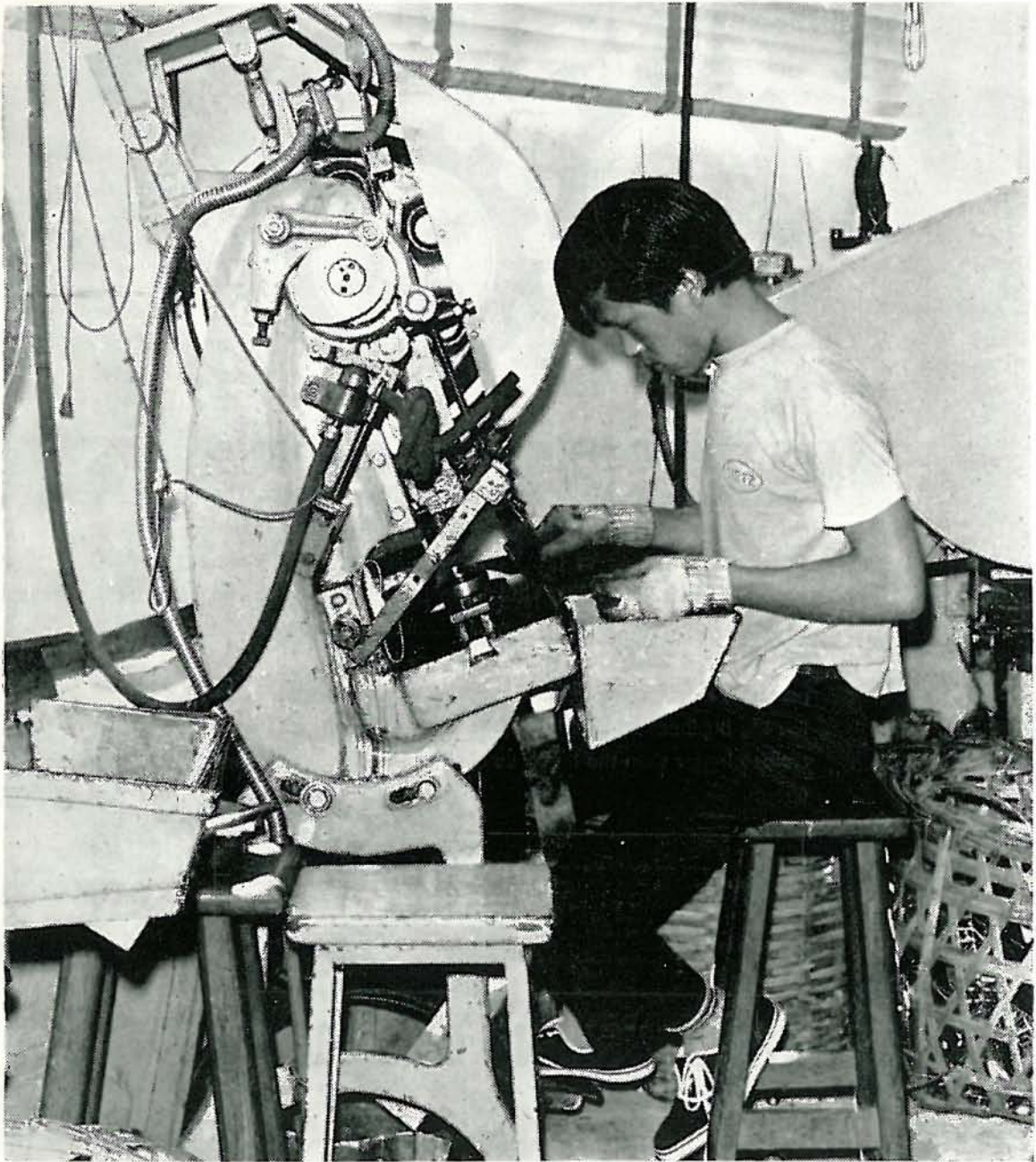




# THE HONG KONG GENERAL CHAMBER OF COMMERCE

## BULLETIN





## IN THE FAR EAST & BEYOND

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## THE HONGKONG BANK GROUP

THE HONG KONG  
GENERAL CHAMBER  
OF COMMERCE

# The Bulletin

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R. T. GRIFFITHS

*Bulletin Editor:*

Miss B. CHIU

**COVER**

Picture shows an apprentice at the factory of R. E. Dietz Limited. Our leading article this month—see pages 4, 5, 6 and 12—considers some problems of industrial training in Hong Kong.

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## Better Training . . . . . Better Profit

**T**HE schools have now returned and in a fortnight's time the universities will also recommence. As a result many Hong Kong companies will find themselves short of labour.

Visits made to Chamber members during the Summer revealed that many companies were making extensive use of student temporary labour in order to cope with export orders. In some factories, one out of every five workers was a student.

The reliance on students does not appear to be confined to any particular industry. Manufacturers in textiles, plastics, electronics, toy making, and others

found it necessary to take on students to a greater or lesser extent. The only industry that did not appear to be affected was wig-making, in which wages are well above the Hong Kong average.

The widespread use of temporary labour highlights one of Hong Kong's most crucial problems — labour shortage.

As a result, companies were competing with each other to maintain an adequate work force. Higher wages were offered by manufacturers desperate to keep personnel up to strength.

This leads to a race between manufacturers, who find themselves competing not only for orders, but also for workers. And those who pay the higher rates find of course that their profit margins are reduced. Others are reluctant to take on too many new orders for fear of being unable to meet delivery promises.

The Chamber has not carried out a full scale survey to measure just how widespread this problem is. Nonetheless, comments made to our membership executive—who visits some 100 companies each month—show that the problem certainly exists on a large scale.

### Serious Problem

Reliance on student labour is only one of the labour problems facing the Colony, and an overall shortage of unskilled labour would seem to be merely a temporary problem. Undoubtedly, more serious in the long term is the shortage of men at the technician and skilled craftsman level.

These are key people in any industrial structure and as manufacturing becomes more automated and sophisticated their role becomes more crucial.

The pattern established in Western industrial countries shows that as an industry becomes more sophisticated and capital intensive, demand for unskilled labour drops. For example, when a production line is automated, operatives may no longer be required to participate directly in the production process. On the other hand, men with a high level of training and skill are required to maintain the highly complex machinery.

So far, Hong Kong industry still remains overwhelmingly labour intensive, but as the economy develops, the demand for skilled men is likely to increase while the demand for unskilled labourers drops.



**Dr. The Hon. S. Y. Chung — summed up training problems.**

In a recent speech, General Committee member, the Hon. Dr. S. Y. Chung, summed up the position in an extremely clear manner. Taking figures produced by the manpower survey reports of the Industrial Training Advisory Committee, he pointed out that the five major industries of electronics, textiles, plastics, machines and metal products, currently needed an extra 4,500 technicians each year. The actual output of fully trained technicians was however only about 1,000.

The same survey also showed that the annual demand for craftsmen of various skills amounts to over 12,000 persons. Despite this, the apprenticeship sub-committee of the Industrial Training Advisory Board estimates that the number of craftsmen under training in Hong Kong is less than 8,000.

### Nothing Being Done

What is Hong Kong doing to improve the immediate situation and plan for the future? The honest answer would be — precious little. Although the wheels have been put in motion, via the work of the Industrial Training Advisory Committee, not much has yet emerged in the way of specific results.

The Labour Department has recently created a post of Senior Training Officer (Apprenticeship), and a Bill on apprentice training is being prepared by the Department. Industry itself has done little apart from drawing attention to the problem, and looks hopefully towards Government.

Government on the other hand has made it clear that it is prepared to sponsor only the theoretical side of skill training, by means of institutional courses. The Commissioner of Labour stated earlier this year that the responsibility for practical training must be accepted by industry itself.

The problem facing the individual firm wishing to train craftsmen was however summed up clearly by Dr. Chung.

"A factory manufacturing garments with a labour force of about 1,000 workers may require only 10-20 basic engineering skilled craftsmen," he said. "But this factory is not really qualified or even able to train any basic engineering skilled craftsmen."

It is argued that only companies of a minimum economic size can operate their own training schemes.

Factories employing less than 300 people, it is claimed, have neither the ability nor the resources to run an apprenticeship scheme. As a result it is usually only the larger public utilities, the dockyards, aircraft and engineering companies that are able to run apprenticeship schemes.

The individual managing director also regards training with some suspicion since he is likely to find that any scheme he installs becomes of more benefit to his competitors than to himself. The men or women whose training he has subsidised leave his company and take up employment elsewhere, so that the other factory secures the rewards of his investment in training.

### U.K. Example

It was to combat a situation somewhat similar to



The Chamber has made use of temporary student labour this summer. Miss Tao Pei Lin, of HKU, has spent most of her vacation here, assisting Certification Department.

this that the UK Parliament introduced an Industrial Training Act some five years ago. This Bill provided for the imposition of a training levy on all companies within an industry.

The level of the levy is set by an Industrial Training Board with responsibility for that particular industry. It is imposed on all companies in proportion to the number of people they employ.

Companies that carry out their own training schemes can however claim a training grant from the Board. Depending on the amount of training carried out, this grant can be greater than the levy paid by the company.

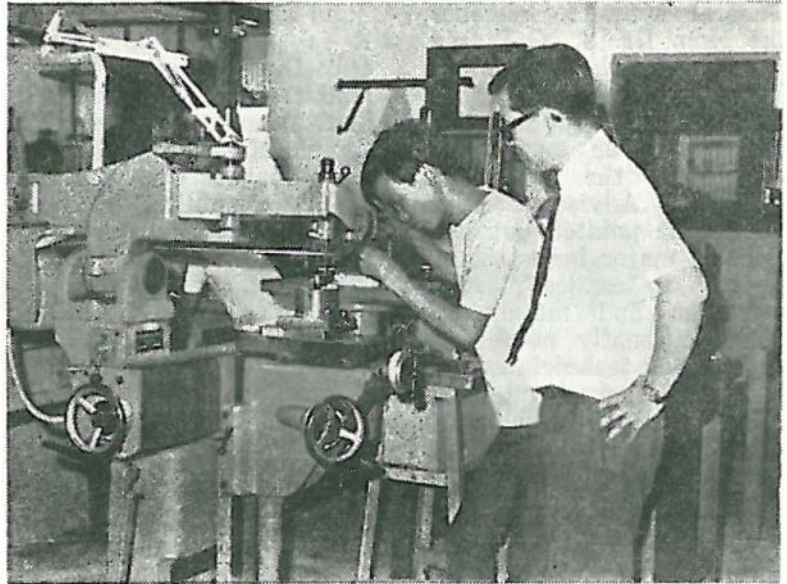
This move accepted in a realistic fashion the fact that smaller companies get free training at the expense of the larger companies.

The adoption of a similar scheme in Hong Kong would at least go some way to solving the problem. It would also provide those employers able to train with an incentive for doing so.

That it is perfectly possible for a medium sized company to carry out its own training is shown by the example of member firm, R. E. Dietz Co. Ltd., manufacturers of hurricane lamps and conveyer systems, which employs less than 200 workers.

### Successful Scheme

Mr. L. S. Leung, General Manager of R. E. Dietz, formally started a pilot apprenticeship scheme in his factory last year with six apprentices. Previously, Mr. Leung had already taken some apprentices into his factory, but it was not



**Mr. L. S. Leung, General Manager of R. E. Dietz, inspects the progress made by an apprentice.**

until last year that the scheme was attested by the Labour Department. From now on, apprentices will receive certificates from the Government on completion of their course.

Encouraged by the success of the pilot scheme, Mr. Leung decided this year to take on a second group for training. From twenty-four youths, mostly boys of 16 to 19 years who had completed a pre-apprenticeship course at the Hong Kong Technical College or at other technical training centres, Mr. Leung picked five for the three-year course.

The first eighteen months of the course is devoted to basic training for proficiency in using machine tools. This is machine-shop on-the-job training. Each apprentice is given the chance to do the job himself under the supervi-

sion of the Apprentice Officer.

The next eighteen months are for specialised training. The apprentice has the chance to choose whatever field he likes, subject to the approval of the Apprentice Officer.

In the first year of training, every apprentice is paid \$180 per month, for the second year, \$240 and for the third \$300. The number of working hours is nine per day, six days per week.

Every Wednesday night all the apprentices gather together in the study hall to do homework, as every apprentice is given the opportunity to attend evening school. From time to time, the factory also arranges seminars when all Apprentice Officers give lectures and arrange film shows.

*Contd. on P.12*

# ROUND ABOUT

## Hong Kong Trade Statistics

Hong Kong trade statistics for the period of January—July, 1969 analysed from the published figures of the Census and Statistics Department are now available to members. These include Hong Kong Overall Trade, H.K. Trade with U.K., U.S.A., Canada, West Germany, Sweden, Norway, Denmark, Switzerland, Belgium/Luxemburg, Italy, China, Japan, Australia, Netherlands, New Zealand, South Africa, France, Austria, Portugal, Finland, Spain, Singapore, Indonesia, Taiwan, Philippines, Republic of Korea, India, Thailand, Pakistan, Dominican Republic, Algeria, Ghana, Nigeria, Kenya, Argentina, Sudan, Kuwait, Lebanon, Saudi Arabia, Libya, Zambia, Panama, Mexico, Venezuela, Colombia, Peru, Nicaragua, Ecuador, Costa Rica, Guatemala, Uganda and Tanzania.

## Library List

As a result of the recent expansion of its offices, the Chamber has made its library a more comfortable place for members to read business magazines and directories so as to obtain useful information as well as names and addresses of potential buyers or suppliers overseas. To give members a better idea of what publications the Chamber has in its library, a detailed list has been prepared and is available to members at the Business Promotion Department.



Hon. G. R. Ross, O.B.E. is acting as the Chamber's Chairman during the absence from the Colony of Hon. Michael Herries, O.B.E. M.C.



Trade Commissioner, Union House, Hong Kong, for an appointment.

## Visit of Australian Custom Official

Mr. W. J. Crosse, Customs Attache to the Australian Embassy in Tokyo, will be in Hong Kong from 29th September to 3rd October 1969 and will be pleased to see our members who may wish to discuss any problems connected with the Australian Customs. Members interested please contact the Australian Government

Philip Au Yeung, winner of the Chamber's fashion design contest, left Hong Kong on 15th August to take up his scholarship at the Fashion Institute of Technology, New York. Philip flew via Hawaii, where he spent a few days, and arrived in New York early this month. He finds New York people 'less friendly and sincere than Hong Kong people'.

When he returns to Hong Kong, Philip hopes to concentrate on designing a 'Hong Kong look for Hong Kong girls'.





The Chamber held a lunch-time reception for members of the Chinese Press on 2nd September. Mr. Harry Garlick, Assistant Secretary, in charge of Public Relations (2nd from right), is seen talking with guests.

## Chinese Language Examinations

Arrangements have been made to hold the next series of the Chamber's Chinese Language examinations during October as follows:

### Colloquial Cantonese

Levels: Preliminary, Intermediate and Final.

Date: Saturday, 25th October, 1969 at 9.00 a.m. at the offices of the Chamber, 902 Union House.

### Examination Conditions

Details of the syllabus and conditions for these examinations are available on application to the Chamber.

### Entries

Candidates must register with the Chamber not later than 5.00 p.m. Monday, 6th October, 1969 and should provide particulars of: (a) Level (b) Firm and address of candidate (c) Telephone number at which candidate can be contacted.

### Examination Fee

Examination fee of \$30 per candidate must accompany each entry. The Committee regrets that entries not accompanied by the appropriate fee cannot be accepted.

Cheques should be made payable to the Hong Kong General Chamber of Commerce and crossed.

## Wig Industry Boom

The Colony's total export trade in human hair and synthetic wigs in 1969 is expected to exceed \$500 million.

Between January and May, exports of human hair, wigs and synthetic wigs were valued at \$155 million and \$48 million respectively.

"The monthly growth rate in synthetic-wig production and exports is very high, and there seems little doubt this trend will continue," Mr. J. D. McGregor, Assistant Director of Commerce & Industry said.

Over 12,000 workers were now employed by 342 registered wig factories in Hong Kong.

"In fact, the industry is paying the highest wages of any manufacturing industry in Hong Kong and the high value added in production means a very good economic return to Hong Kong," Mr. McGregor said.

## Bon Voyage to Staff



Not the start of a fight but a farewell party! Mr. P. M. Lam, (right), the Chamber's membership executive, left at the end of August to emigrate to Australia. Miss Agnes Au Yeung, office supervisor, also left on the same day, to take up a University post in Washington, U.S.



## Booklet on Simpler Export Documents

Reductions of up to 70 per cent in the costs of documentation can be expected from the adoption by Hong Kong exporters of the widely anticipated new system of simpler export documents.

This claim was made by Mr. Ian Tomlin, Chairman of the working party on simpler trade documents initiated by the Hong Kong Exporters' Association, when introducing the working party's new booklet describing the system.

"The system relies on two elements — standard sizes and shapes of form and the elimination of repetition when completing these forms" Mr. Tomlin said.

Based on a method now in use in the U.K. and many European countries, the new system makes use of a master document on which all the details of a consignment are recorded. The master document is used in conjunction with a series of masking plates to reproduce automatically the details required for all export forms.

Experience in other countries has shown that this method

saves time and eliminates error, reduces the need for skilled labour, and can lead to considerable reductions in costs.

"The system allows for flexibility and can be used by both large and small firms," said Mr. Tomlin.



Mr. Tomlin's working party — consisting of representatives of trade associations, shipping and insurance companies, together with officials from the Commerce & Industry Department — has spent the past two years developing the European model to meet Hong Kong's needs.

"In adapting the European system, we believe we have made a number of improvements", said Mr. Tomlin.

A number of the forms have been tried out in export offices over the past year. These trials have led to several amendments so that layouts have now been achieved which have the greatest application for the majority of Hong Kong export consignments.

Mr. Tomlin said "We have achieved considerable progress so far, but there is still much to be done." His working party would be very happy to assist any organisation which would like to align their forms to the system.

The new booklet is being sold at \$2.50 per copy and is available on application to the Chamber.

## Berlin Import Exhibition "Partners for Progress"

Such was the success of the Hong Kong delegation organised by the Chamber last year for the Berlin Fair, Partners for Progress, that another delegation has left for Berlin this year.

The German Consulate in Hong Kong in conjunction with the Chamber has organised this year's selling mission.

Fourteen firms are participating in the exhibition. These 14 firms were selected by the Chamber out of a total of 19 applications. They are Chesterfield Manufacturing Co., Ltd., K.C. Chu Company, Columbus Industrial Ltd., Eminent Woollen Knitting Factory, Hoover

Handicraft Works, Hudson & Company, Jan Sin Mee Garments Mfg. Co. Ltd., Kui Hing Trading Co. Ltd., Semitronics Limited, Shui Hing Knitting Fty. Ltd., Standard Knitting Fty. Limited, Tsun Yip Trading Company and United Arts Development Company.

The Delegates were chosen on the product line they offer, so that the mission covers many of the goods manufactured in Hong Kong, such as knitwear, garments, transistor radios, torchlights, umbrellas, watchbands, woollen goods, plastic goods, leather goods, toys and other items.

The Mission left Hong Kong

by specially chartered Boeing jet on the 12th September to spend a fortnight exhibiting their products. Afterwards they will have a further fortnight to follow up trade contacts in Europe.

The exhibition takes place from September 19-28.

"Partners for Progress" is the motto under which the Import Exhibition has taken place annually since 1962.

The Exhibition is the central meeting place of all main importers of the Federal Republic of Germany, and in addition of all organisations interested in the progress and development of the newly emerging nations of Asia, Africa and Latin America.

# CREDIT INFORMATION BUREAU

**Outside a few of the larger organisations, methods of credit control in Hong Kong tend to be somewhat unsophisticated. It was to help improve this situation that the Chamber introduced its Credit Information Bureau some 12 months ago.**

A number of local firms have successfully participated in the scheme during the past twelve months, and at present a total volume of trade worth over \$33 million is covered by the Bureau. As the Bureau has now got off the ground, it is thought likely that other companies may want to join.

The method of credit control—in so far as the term is applicable—adopted by many local business houses is based simply on hunch and an old-boy network. If a customer wishes to increase his credit limits by, say, a further several thousand dollars, the decision will often be taken on what management personally knows about that customer.

In a small community like Hong Kong the system appears to work reasonably well. But by analogy, a company can also prosper for decades without taking out a fire insurance policy. However, *should* a fire break out, it is too late to send for the insurance broker at the same time as phoning for the fire brigade.

## Failures Are Sudden

The analogy applies aptly to credit control. Just as fires start without prior warning, business failures almost always occur without warning. Rumours may circulate beforehand, but when the crash comes, most people—including creditors—are taken by surprise.

The reason for this is simple—a business does not fail because, for instance, its order book falls off, or because it runs

into production difficulties. It fails simply because it runs out of money.

One morning the workers arrive expecting to be paid, or a creditor strongly presses for payment, and suddenly there is no money in the bank to meet this demand.

In this situation, it is almost certain that the bank will have a prior claim on the failed company's assets. Unsecured creditors stand to get nothing. The press has recently given ample coverage to such a case in Hong Kong.

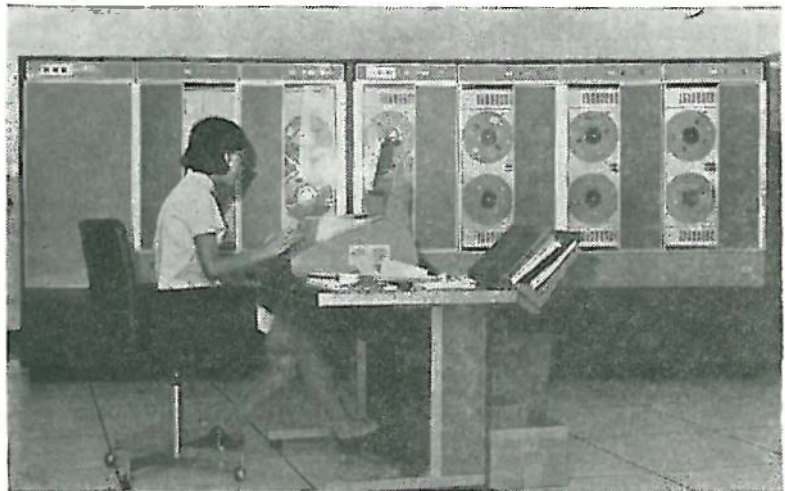
## Replacing Hunch by Facts

The purpose of credit control—like many other techniques of

modern management—is to decrease the area in which decisions are taken by hunch, and to replace hunch by factual information, thus allowing the business a greater chance of controlling the factors that affect its prosperity.

Credit control sets out to do this in the area where decisions are taken on credit limits and periods. While the Chamber's Credit Information Bureau does not claim to act as a system of credit control, it does provide a source of factual data on which credit decisions can be taken.

The use of some form of credit assessment or rating service is a well established business practice in many parts



**Detailed monthly credit analyses are prepared for the Chamber by this ICL computer bureau.**



# THE HONG KONG GENERAL CHAMBER OF COMMERCE

## Commercial News

1st September, 1969

News from D. C. & I.

Membership

Tenders

Trade Fairs

### NEWS FROM D. C. & I.

Commercial Information Circular No. 57/69

#### Philippines

The Philippines Government has announced changes of import duties on a number of commodities of which, the following item is of interest to Hong Kong:—

Item No.	Description	Rate of Duty		Hong Kong's Domestic Exports to Philippines in 1968 (HK\$' 000)
		Old	New	
29.44	Antibiotics:			
A.	When imported by bona fide millers for their exclusive use in the production of animal and/or poultry feeds with previous authorisation by the Secretary of Agriculture and Natural Resources which authorisation shall not be granted when antibiotics are already produced locally to meet the requirements of the poultry feeds industry	5% ad) val.)	10%	43.7
B.	Other	10% ad) val.)		

#### Singapore

The Singapore Government has announced that a specific import licence is no longer required for the following item of interest to Hong Kong:—

Item No.	Description	Hong Kong's Domestic Exports to Singapore in 1968 (HK\$' 000)
93 (Mr. K. Y. Lee, Tel. No. H-453939)	Yeast	9

# Malaysia

The Customs (Prohibition of Imports) (Temporary Protective Measure) Order, 1969, was published in the Malaysian Government Gazette dated 10th July, 1969. The four schedules to this order list the import licensing requirements in the various parts of the Federation for goods originating from all countries which are subject to specific licensing. The Customs (Prohibition of Imports) (Temporary Protective Measure) order, 1968 mentioned in Commercial Information Circular No. 11/69, has been cancelled. Details of the items listed in the four schedules which are of interest to Hong Kong are enumerated below:—

- (i) SCHEDULE I — Goods prohibited from import into any part of the **Federation** without an import licence:

Item No.	Description	H.K.'s Domestic Exports to Malaysia in 1968 (HK\$)
11.01 110	Cereal flours: Of wheat or of meslin (including atta flour) in packings of over 10 lbs. )	847,761
11.01 120	Of wheat or of meslin (including atta flour) in packings of not over 10 lbs.	
33.06 820 ) 48.01 512 ) 48.15 200 )	Scented joss paper ) Joss paper )	164,516

- (ii) SCHEDULE II — Goods prohibited from import into the **States of Malaya** without an import licence:

Item No.	Description	H.K.'s Domestic Exports to States of Malaya in 1968 (HK\$)
28.45 000	Sodium silicate .....	16,300
59.08 000	Textile fabrics impregnated or coated with preparations of cellulose derivatives or of other artificial plastic materials .....	26,534
62.02 121 ) 122 ) 131 ) 132 ) 141 ) 142 )	Cotton towels .....	36,960
62.02	Bed linen, table linen, toilet linen and kitchen linen; curtains and other furnishing articles: Bed linen:	
111 ) 112 ) 119 )	Of terry fabrics ) Of cotton ) Of other textile materials )	131,984
	Table linen	
129	Of other textile materials .....	2,600
85.20	Electric filament lamps and electric discharge lamps (including infra-red and ultra-violet lamps); arc-lamps; electrically ignited photographic flash-bulbs: Electric filament lamps:	
132	For use in decorative illumination of a capacity of: Not over 60 watts ) Over 60 but not more than 200 watts )	117,347
141 ) 142 )	For use in domestic lighting, of a capacity of: Not over 60 watts ) Over 60 but not more than 200 watts )	

- (iii) SCHEDULE III — Goods prohibited from import into **Penang** without an import licence. No separate statistics are available for Hong Kong's domestic exports to Penang.

Item No.	Description
60.03	Stockings, under stockings, socks, ankle socks, sockettes and the like, knitted or crocheted, not elastic or rubberized:
1	Of pure natural silk
2	Of cotton
3	Of wool
4	Of man-made fibre
9	Of other textile materials
61.03 110 )	
210 )	
310 )	Shirts, other than knitted or crocheted
910 )	

- (iv) SCHEDULE IV — Goods prohibited from import into **Labuan** without an import licence. The Schedule contains only one item, which is not at present of interest to Hong Kong.

(Mr. K. Y. Lee, Tel. No. H-453939)

Commercial Information Circular No. 63/69

## E. E. C.

### Suspension of duties in the Common External Tariff (C.E.T.)

The Department has received information that the duties on a number of items being imported into the E.E.C. have been temporarily suspended at a lower rate with effect from 1st July 1969. Of these items the following are of interest to Hong Kong:—

Common Customs Tariff No.	Description	Duty		H.K.'s domestic exports to EEC in 1968 (HK\$'000)
		Former C.E.T. rate	Rate at which suspended	
42.03BIII	Gloves including mittens, of leather or of composition leathers	15.6%	15.2%*	51
ex 60.03	Stockings of synthetic fibres, knitted or crocheted, not elastic or rubberized	18.4%	17.6%*	262
ex 60.05AII	Bathing costumes, knitted or crocheted			
ex 60.06B	— not elastic or rubberized	19.8%	16.8%§	1,849
	— elastic or rubberized	18.4%	16%§	
ex 60.05AII	Outerwear, knitted or crocheted, not elastic or rubberized, infants' wear	19.8%	16.8%§	1,210
ex 61.01	Outergarments of synthetic fibres, not knitted or crocheted, men's and boys' wear	18%	16%§	48,968
ex 61.02B	Outergarments of synthetic fibres, not knitted or crocheted, women's and girls' wear	18%	16%§	30,809
ex 61.02B	Bathing costumes, not knitted or crocheted, women's and girls' wear	18%	16%§	228

Note: \* Rate at which duty is suspended for period July 1, 1969 to December 31, 1969.  
§ Rate at which duty is suspended for period July 1, 1969 to June 30, 1970.

(Mr. P. Y. F. Lo, Tel. H-451919)

## South Africa

The South African Government Gazette announced that applications have been made to the South African Board of Trade and Industries for increases in duty on the following items of interest to Hong Kong:—

Brief Description	Hong Kong's Domestic Exports to South Africa in 1968 (HK\$ '000)
Printed fabrics in which cotton predominates by weight (excluding indigo blue discharge print fabrics)	
Fabrics in a plain, twill or sateen weave, unbleached, bleached or piece-dyed in which cotton or flax or rami predominates by weight	19,602
Other fabrics in which cotton or flax or ramie predominates by weight	
Terry towelling and similar terry fabrics of cotton, classifiable under South African tariff items 55.08.90.10 and 55.08.90.90 from 25% ad val. to 45% ad val. with an alternative specific duty of 30¢ (HK\$2.55) per sq. yd.	
'Huckaback' towelling, classifiable under 58.05.90 from 30% ad val. to 40% ad val. or 45¢ (HK\$3.83) per lb.	
Printed fabrics in which man-made fibres predominate by weight (excluding indigo blue discharge print fabrics)	
Fabrics in a plain, twill or sateen weave, unbleached, bleached or piece-dyed in which man-made fibres predominate by weight	349
Other fabrics in which man-made fibres predominate by weight	
Woven fabrics of man-made fibres (discontinuous or waste), classifiable under 56.07.10.90 from duty free to 15% ad val.	
Bed linen, classifiable under 62.02.10, 62.02.20, 62.02.30 and 62.02.40 from 25% ad val., 30% ad val., 30% ad val. and 15% ad val. respectively to 45% ad val. or 50¢ (HK\$4.25) per lb.	1,628
Toilet linen, classifiable under 62.02.50, 62.02.55, 62.02.60 and 62.02.70 from 25% ad val. or 20¢ (HK\$1.70) per lb., 15% ad val., 15% ad val. and 20% ad val. respectively to 40% ad val. or 30¢ (HK\$2.55) per lb.	736
Table linen, classifiable under 62.02.40 from 15% ad val. to 50% ad val. or 50¢ (HK\$4.25) per lb.	220
Bedspreads, classifiable under 62.02.80 from 15% ad val. to 25% ad val. or 60¢ (HK\$5.10) per lb.	18
Curtains and other furnishing articles, classifiable under 62.02.90 from 20% ad val. to 25% ad val. or 60¢ (HK\$5.10) per lb.	33
Floor cloths, dish cloths, dusters and similar cleaning cloths, classifiable under 62.05.15 and 62.05.90 from 15% ad val. and 20% ad val. respectively to 30% ad val.	17

The Department will report on further developments as they become known.

(Mr. T. H. Chau, Tel. No. H-431233)

## East Africa (Kenya, Tanzania and Uganda)

The Finance Bills, 1969, published respectively in the Kenya, Republic of Tanzania and Uganda Gazette Supplements of 19th June, 1969, have made certain amendments to the East African Customs Tariff with effect from 20th June, 1969. Of the items affected, the following item is of interest to Hong Kong:—

East African Tariff Item	Description	Rate of Duty		Hong Kong's Domestic Exports to East Africa in 1968 (HK\$ '000)
		Old	New	
55.07/09	Woven fabrics of cotton: c. Canvas	Sh 1/60, (HK\$1.34), per sq. yd. or 45% ad val.	30% ad val.	1,203 (to Kenya) 502 (to Tanzania)

(Mr. T. H. Chau, Tel. No. H-431233)

## Commercial Information Circular No. 62/69

**Ceylon**

The Ceylon Government has recently announced details of tariff concessions on a variety of articles which are imported for the construction of and use in Hotels and Rest Houses approved by the Ceylon Tourist Board. The notification came into effect from midnight 1st/2nd June, 1969. The articles are divided into three groups, namely, Group One, Group Two and Group Three and are subject to the following rates of duty:—

	<b>Preferential Rate</b>	<b>General Rate</b>
Group One	Free	Free
Group Two	5%	15%
Group Three	25%	35%

The articles which are of interest to Hong Kong are as follows:—

**Articles in Group One  
Item No.****Description**

78	Pantry equipment (stainless steel) — viz., dish washers, draining boards, burnishing machines and parts.
108	Scissors.
122	Sinks — stainless steel with drainers.
201	Carpets.

**Articles in Group Two  
Item No.****Description**

22	Cotton sheeting: threads per inch Warp 62 Weft 57 weight per sq. yard 5.1 ozs.
27	Glassware.
45	Plates.
46	Beakers.
47	Cups.
48	Saucers.
49	Coffee pots.
50	Milk jugs.
51	Teapots.
52	Hot water jugs.
53	Cream pots.
54	Sugar basins.
55	Butter dishes.
56	Egg cups.
57	Fruit/cereal dishes.
58	Jam dishes.
59	Salt and pepper pourers.
69	Light fittings:—Including shades. Dressing table unit. Bed head. Standard lamps. Restaurant. Banqueting. Lounge. Pub. Function bar. Foyer. Ladies' powder room. Discotheque. Coffee shops. Terrace. Balconies. Swimming pool. Air walls.
140	Door and window fittings, locks, padlocks and keys and furnishing hardware.

**Article in Group Three  
Item No.****Description**

58	Cotton drill — diagonal weave long staple weight 5 ozs. to the linear yard and below.
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In 1968, Hong Kong's total domestic exports to Ceylon were valued at HK\$12.6 million.

(Mr. K. Y. Lee, Tel. H-453939)

## Commercial Information Circular No. 59/69

## New Zealand

The Department has received a copy of the 1969/70 New Zealand Import Licensing Schedule which covers the importation of goods from 1st July, 1969 to 30th June, 1970. Details of licensing allocations in respect of items of interest to Hong Kong are given below:—

Brief Description	1969/70 Allocation	Hong Kong's Domestic Exports to New Zealand in 1968 (HK\$' 000)
Cotton yarn .....	Exempt from licensing .....	10,733
Cotton woven fabrics .....	Exempt from licensing .....	41,798
Cotton knitted stockinette ....	Exempt from licensing .....	14,924
Printed books, etc. ....	Exempt from licensing .....	1,004
Clocks, watches and parts thereof .....	Exempt from licensing .....	288
Photographic cameras .....	Exempt from licensing .....	233
Textile fabrics, woven (other than cotton fabrics) .....	Applications for licences will be considered individually .....	973
Footwear .....	Applications for licences will be considered only in the most exceptional circumstances .....	533
Transistor radios .....	Applications for licences will be considered only in the most exceptional circumstances .....	150
Travel goods .....	Applications for licences will be considered only in the most exceptional circumstances .....	75
Furniture .....	Applications for licences will be considered only in the most exceptional circumstances .....	64
Clothing .....	100% of 1968/69 licences .....	1,953
Toys, games, etc. and parts thereof .....	105% of imports under 1968/69 licences ..	1,810
Towels, cotton, not embroidered .....	85% of 1968/69 licences .....	3,168
Household equipment, other manufactures of metal and miscellaneous articles of base metal .....	Various, but in most cases 105% of 1968/69 licences .....	622
Artificial flowers .....	105% of 1968/69 licences .....	81
Wigs and human hair .....	105% of 1968/69 licences .....	15

(Mr. T. H. Chau, Tel. No. H-431233)

## Commercial Information Circular No. 65/69

## Israel

The following items of interest to Hong Kong have been added to the Israeli list of commodities for which import licences are issued without restriction. The first item was liberalised as from 19th May 1969 and the second item as from 3rd June.

Israeli Tariff No.	Description	H.K.'s Domestic Exports to Israel in 1968
71.12-1090 ) 71.13-9919 ) 76.16-3500 ) 73.38-9990 )	Jewellery and other articles of silver .....	HK\$46,625
	Articles of a kind commonly used for domestic purposes of iron or steel and parts thereof (including stainless steel) .....	HK\$47,218

(Mr. K. Y. Lee, Tel. No. H-453939)



**Commercial Information**  
Circular No. 61/69

**U. S. A. — Guides for the Ladies Handbag Industry**

The U.S. Federal Trade Commission has published the following Guides for the Ladies Handbag Industry which will become effective on 26th August, 1969 and will supercede the trade practice rules promulgated in 1936.

The Guide is intended to assist the U.S. industry in interpreting certain legislations administered by the U.S. Federal Trade Commission, and is advisory in nature. Proceedings to enforce the requirements of the law can however be brought under the Federal Trade Commission Act and the Clayton Act against U.S. manufacturers and vendors.

The following is a summary of the provisions:

- (a) All types of ladies' handbags, shoulder bags, purses, pocketbooks, and similar articles of any composition are subject to control under the Guide.
- (b) Any tradename, coined name, trademark, stamping, tag, label should disclose the genuine material composition of the product in question, e.g. (i) Split leather content of a product should be disclosed. (ii) Non-leather material having the appearance of leather should be disclosed, e.g. Non-leather, Imitation Leather, Simulated Leather, Vinyl, Vinyl Coated Fabric, Plastic. (iii) Disclosure should be made of the kind of leather that has been embossed, dyed or otherwise processed to simulate the appearance of a different kind of leather, e.g. "Top Grain Cowhide Simulated Alligator Grain". (iv) Disclosure should be made of the fact that any material in the product is backed with another kind of material, e.g. "Top Grain Cowhide Backed with Split Cowhide." (v) Disclosure as to the composition of a product composed of more than one kind of leather or composed of leather and non-leather material having the appearance of leather should clearly indicate the part to which the

representation is applicable, e.g. "Top Grain Cowhide with Handle of Simulated Leather" or "Top Grain Cowhide with Plastic Handle". (vi) The product should not be represented as "Scuffproof", "Scratchproof" while in fact it is not the case.

A copy of the Guide is available for inspection at the Department's Commercial Relations Registry at Room 14, Fire Brigade Building, 4th Floor, Hong Kong.

Hong Kong's exports of handbags and other similar articles to the United States in 1968 amounted to HK\$49 million.

(Mr. A. T. S. Cheung, Tel. No. H-247316)

**Commercial Information Circular**  
No. 64/69

**Republic of Costa Rica**

Further to Commercial Information Circular No. 49/69, the Consulate of Costa Rica has announced that with immediate effect, consular endorsement of the following documents supporting shipments to the Republic of Costa Rica are no longer required: (a) Commercial Invoice; (b) Bill of Lading; and (c) Certificate of Origin.

(Mr. A. R. Wahab, Tel. No. H-241246)

**Greece**

**Adjustment of Stamp Duty Levies**

The Greek Government have revised the Stamp Duty levied on imported goods to bring it in line with that levied on locally-produced goods. Details of the stamp duty adjustments of interest to Hong Kong are given in the enclosure, which is available for inspection at the Chamber.

Full details of all the stamp duty changes made by Greece are available in the Department's Economic Information Centre, Fire Brigade Building, 4th floor, Hong Kong.

**MEMBERSHIP**

**New Members**

Carter Semiconductor Ltd.  
53A Hung To Road, 2/F, Kwun Tong, Kowloon.

Cathay Arts Co., Ltd. 2A  
Cameron Road Kowloon.

Cathay Manufacturing Co. Ltd. 103-5 Yip Fung Bldg.  
d'Aguilar St. Hong Kong.

Federal & Company 1102  
Underwriters Life Bldg. 51-57  
Des Voeux Road C, Hong Kong.

Fontex Corporation 804 China  
Underwriters Life Bldg. 51-57  
Des Voeux Road C, Hong Kong.

Guan Yick Enterprises Co. Ltd. 159 Des Voeux Road West,  
2nd floor, Hong Kong.

Hung Fung Company 117  
Chatham Road, 2nd floor, Kowloon.

Kung Ping Company 19 Portland Street, Ground floor, Kowloon.

Shui Hing Knitting Factory Ltd. 2-4 Pat Tat Street, 4th floor,  
San Po Kong, Kowloon.

Tony & Company Room 909  
Universal House, 9th floor, 151  
Des Voeux Road C, Hong Kong.

Tung Fong Hat Factory (H.K.) Ltd. 215 Alexandra House Hong Kong.

Wing Cheung Hing 237 Wing Lok Street, 1st floor, Hong Kong.

**Change of Title**

Ess Tee United Traders (HK) Ltd. 403 Peter Building 58-62  
Queen's Road C, Hong Kong.  
(Formerly Ess Tee United Traders)

A. Owen & Company Ltd., 803  
King's Theatre Building, 30  
Queen's Road, C., Hong Kong.  
(Formerly: Owen, A. & Company)

Welchosen Corporation Limited, 1218 The Star House Kowloon.

(Formerly: Welchosen Export Corporation)

**Change of Address**

Hong Hong, Room No. 806, The Hong Kong & Shanghai Bank Building, 673 Nathan Road, Kowloon.

(Formerly: Room 97, New Henry House, Ice House Street, Hong Kong.)

Novelknit Manufacturing Limited, Wah Yuen Building, 17 Beech Street, 3rd floor, Kowloon.

(Formerly: 314 J. Hotung House, 1-15 Hankow Road, Kowloon.)

Wing Cheung Hing, 233 Wing Lok St. W, G/F, Hong Kong.

(Formerly 237 Wing Lok St.) Asia Camphor Mfg. Co., Ltd. 62 Electric Road, Ground floor, Hong Kong.

(Formerly 215 Man Yee Bldg.)

Dodwell & Co., Ltd. Hongkong Hotel Bldg. 5th floor, Canton Road, Kowloon.

(Formerly 232 H.K. Bank Bldg.)

Keyson & Co., Ltd. 602 Prosperous Bldg. 48-52 Des Voeux Road C, Hong Kong.

(Formerly 1501 Entertainment Bldg.)

M. Man International Ltd. 215 Tung Ying Bldg. 100 Nathan Road, Kowloon.

(Formerly Alpha House)

Paul Enterprise Room 904 Lan Shing House 41-47 Queen's Road C, Hong Kong.

(Formerly 907 Manning House)

Transocean Agencies, Room No. 507, China Building, Hong Kong.

(Formerly: Room 517 China Building, Hong Kong)

Thos. Cook & Sons, Room 404, Alexandra House, Hong Kong.

(Formerly: Union House, G/F., Hong Kong.)

Watanmal Boolchand Co., Ltd. Kayamally Bldg. 12th floor, 22 Queen's Road C, Hong Kong. (Formerly 18-20 On Lan Street)

World Button Factory Ltd. The, D.D. 239 Hang Hau, Clearwater Bay Road, Kowloon.

(Formerly: Chung Hing Industrial Mansion, Flat B, 5th floor, San Po Kong, Kowloon.)

## TRADE FAIRS

### FEDERAL REPUBLIC OF GERMANY

The International Bicycle and Motor Cycle Exhibition IFMA will take place in Cologne from 26th to 29th September 1970.

### JAPAN

Osaka International Fair "Inter-Engineering 70" — 16th — 29th April 1970.

5th Japan International Machine Tool Fair, Osaka — 28th October — 8th November 1970.

### U. S. A.

The National Hardware Show will take place in New York City from 29th September to 2nd October 1969.

## TENDERS

### Hong Kong

Tenders are invited for the following:—

Tender Reference	Subject
PT/56/69	Supply of Office Paste
PT/57/69	Purchase from the Hong Kong Government of Old Timber sleepers
PT/58/69	Supply of Steel Racking for Fire Services Department
PT/59/69	Supply of Litter Containers
PT/60/69	Supply of Shoe Polish
PT/61/69	Supply of Storage Batteries
PT/62/69	Supply of Milk Powder
PT/63/69	Making up of Uniforms for the Preventive Service, Commerce & Industry Department

Tender forms and further details are available from the Procurement Division, Government Supplies Department, Oil Street, North Point and the Public Enquiry Centres in Kowloon and Hong Kong.

## Credit Information Bureau *Contd.*

of the world. For instance, the Dun & Bradstreet ratings, which list companies on a scale of credit-worthiness, are well known in the USA and the UK. However, as far as is known, Hong Kong has no equivalent service, and the Bureau established by the Chamber provides the only service of its kind.

It must be made clear that the Bureau functions only within the local market. The service does not yet cover export customers, but there are other means of protection for exporters, notably the services of the Export Credit Insurance Corporation.

It is also worth stressing that the Service operates only for transactions between business houses. No attempt is made to provide a consumer debt service.

### Judging Credit-Worthiness

The function of the Bureau is to provide a source of information on a continuing basis to local businessmen, to enable them to judge the credit-worthiness of customers and potential customers.

It works like this. A company agrees to join the Bureau, and contributes at monthly intervals information on its creditors into a common data pool. In return it receives a comprehensive analysis, compiled from the total of data contributed to the pool, showing the credit position of all companies that have been listed by members of the Bureau. Thus in its dealings with a listed firm, the Bureau member has an instant source of reference to that firm's credit-worthiness.

A more detailed description of the scheme's operation is given below.

To cover the cost of work involved in the service, the Chamber charges participants an annual fee of \$1,200.

The Bureau in no sense attempts to influence a credit decision, nor does it comment on or rate the credit-worthiness of companies appearing on the monthly analysis sheet. In other words, it does not attempt to carry out credit control on behalf of Bureau members. It merely provides a tool to allow

them to make their own decisions on the basis of factual information, rather than guess-work.

### Foolproof

It may be claimed that such a scheme is open to abuse and inaccuracies. The Chamber has however gone to considerable trouble to ensure that the scheme is as foolproof as possible. Before introducing their own scheme, Chamber staff spent a considerable time studying a similar scheme in Singapore, in order to assess its feasibility for Hong Kong.

As a further test, a pilot scheme was introduced in August 1968. This ran for nine months and the results were encouraging.

Lengthy discussions were also held with the Chamber's lawyers before the scheme was introduced, and members who participate in the scheme have to agree to strict conditions before their application is granted. For example, all information and papers issued by the Chamber are confidential and strictly for private circulation within the group of participants only.

Only after it was satisfied with all these precautions did the Chamber decide to go ahead with the Bureau.

However in the final analysis, with any scheme of this nature, the overall effectiveness must depend on trust, co-operation and genuine support from the management of participating firms. The Bureau has so far worked in that spirit.

### Operation of the Scheme:

(1) Each participant submits to the Chamber initially the names and addresses of all their debtors. Within 12 working days of the following month, the participant supplies information showing his debtors' observance of credit terms on forms supplied by the Chamber.

The two most important figures submitted each month are:—

1) Outstanding — the total outstanding at the end of the month.

2) Overdue — any portion outside the normal credit terms given to each particular customer.

(2) In subsequent months the indices and names of debtors are printed on the forms beforehand and all participants have to do is to put in the outstandings and overdues. Participants may sometimes submit information to the Chamber in a format that is most convenient to them.

(3) The Chamber allots individual indices to debtors listed by participants. For easy reference and to ensure confidentiality, a Companies Index showing the names and addresses of various customers is compiled and issued to participants.

(4) Based on details submitted by participants, the Chamber then prepares punch cards which are passed to an ICL computer bureau. The bureau processes these cards on equipment which will print out a Consolidated Monthly Statement for issue to participants.

(5) In respect of each debtor, the Consolidated Monthly Statement shows the following information as at the end of a given month:—

1) Index

2) Name

3) Total number of participants with whom this particular debtor has an active account.

4) Total outstanding. (combined total for all participants)

5) Participant's own outstanding.

6) Total number of participants reporting overdues on that customer.

7) Total overdue (combined total for all participants).

8) Percentage of total overdue/total outstanding.

9) The average percentage of overdue/outstanding for the previous 5 months.

10) Participant's own overdue.

11) Participant's own percentage of overdue/outstanding.

## Better Training... Better Profit *Contd.*

On completion of the three-year course, an apprentice is qualified to enter into full employment with the factory as technician or production worker. The type of job will depend on performance during the course of training. Apprentices do not take any final examination, as their progress during training is sufficient to reveal their ability.

The annual cost of running the apprentice scheme is some \$2,000 per apprentice. But this is often offset by the production output of the apprentice. Even though the factory has to pay wages and school fees as well as any other fringe benefits, the apprentice is all the time working for the factory.

### Starting from Scratch

Hong Kong is fortunate in that—unlike the UK in particular—it does not have to cope with an antiquated craft structure that leads to restrictive practices and unnecessarily wasteful periods of apprenticeship training. As the Colony is starting, as it were, from scratch, it is excellently placed to take advantage of up-to-date skill training methods.

Typical of these newer methods is the so-called Analytical method of training. This is appropriate for imparting basic skills, such as machining, to apprentices, and is particularly appropriate for training semi-skilled operatives. It is essentially a form of on-the-job training, which can be profitably used by quite

small organisations. It has met with great success in the knitwear and garment industries in particular.

The Analytical method consists of breaking each part of a particular operation down into its constituent parts and analysing the actual skills used by an experienced operative in performing them.

For instance, when a sewing machinist is stitching a hem, it may on first impression seem likely that visual skills are used to



Apprentices at Dietz spend their first eighteen months on basic machine shop training.

judge the depth of the hem. Closer analyses may however reveal that the sense of touch is more important. By teaching the trainee to rely on her sense of touch rather than vision, she picks up the job more quickly and becomes proficient in a shorter time than with conventional on-the-job training.

A typical smaller firm might have up to a dozen trainees at any one time. It is regarded as important

that a separate section away from the main production line is used for training and, of course, a full time training supervisor is needed to run the section.

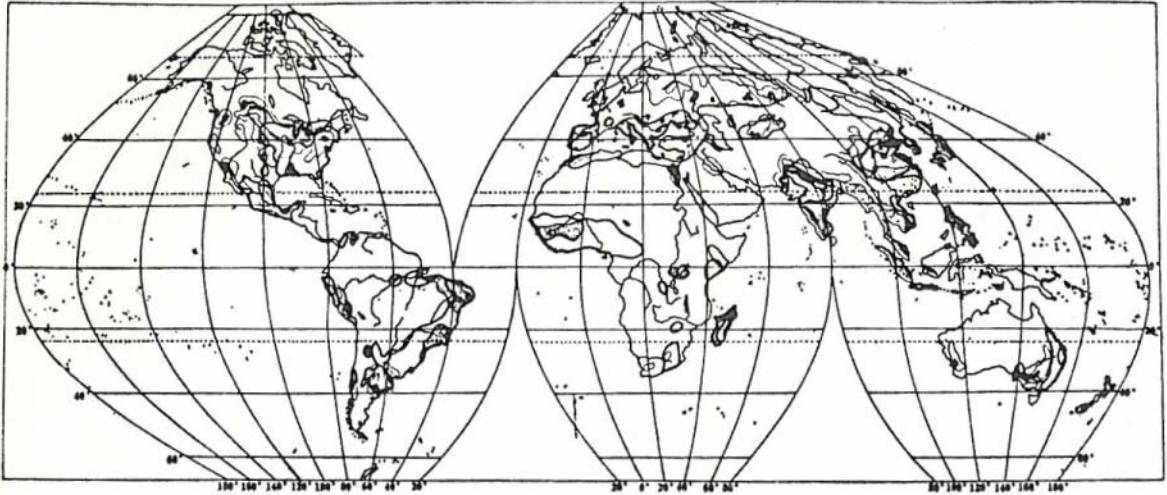
Trainees are taught the operations involved stage by stage and shown how to develop the requisite skills. They go on to combine the different stages involved in the total job, and are then trained to develop speed and stamina, before going onto production runs. Throughout their training, the emphasis is on achievement—each trainee's progress is charted and he or she is able to see the progress made.

### Improved Quality Output

Companies find that this type of training reduces training time by up to 75 per cent in comparison with conventional on-the-job training. Furthermore, quality is improved since the operative does not have the opportunity to acquire bad working habits.

This approach to training is particularly appropriate for Hong Kong, where many industries require semi-skilled workers, often women, whose jobs are not technically complex but do call for the development of distinct skills. The investment in this training would in time pay a handsome return in improved quality, higher output and the elimination of labour problems.

# Economic Report: World Round Up



## Central America Guatemala

Guatemala's trade balance was in deficit to about US\$5 million in 1968, contrary to its earlier estimate of a small surplus of \$1.8 million based on preliminary figures. Nevertheless, there has been a forecast of a trade surplus in the neighbourhood of \$6.4 million for 1968. This is in spite of the fact that the prospect for 1968/69 coffee crop is poor, and the harvest may be 30 to 50 per cent below normal. Guatemala is heavily dependent on a few primary exports, such as coffee, bananas, cotton and sugar. If the harvest of any one of these crops is poor or if the world price paid for any of these commodities falls, Guatemala's trade balance is affected.

Guatemala has lifted its prohibition on trade with Communist countries, which was imposed on June 6, 1955. The re-export of goods from Mainland China is now possible. Import licences are not now required for general merchandise.

Guatemala's foreign exchange reserves have improved during the first quarter of this year by US\$11.1 million to reach \$56.5 million at the end of March, the

highest figure they have attained since last August. Guatemala has received various loans during the last quarter to build a new port and to improve the capital's water supply.

**Hong Kong's exports to Guatemala have fallen by 39 per cent during the first four months of this year, compared with the same period last year: from HK\$760,000 to \$460,000. Our re-exports have fallen from \$80,000 to \$20,000. Exports showing the biggest drop have been electric torches and transistor radios, while plastic toys and watch bands have increased.**

## El Salvador & Honduras

At the beginning of April the economy of El Salvador had deteriorated. The rate of growth was estimated at 3.7 per cent, hardly more than the population increase. This compares with the growth rate of 6.4 per cent for Honduras and a vigorous 8 per cent for Costa Rica (previously reported). However, the value of imports decreased by 2.4 per cent and there was a slight increase in exports. Progress was also made in reducing the current account deficit in the balance of payments. Foreign exchange reserves increased by US\$5.4 million during the first quarter of 1969, to reach \$49.6 million.

Honduran exports, on the

other hand, have risen on an average of 12 per cent annually over the past five years. In 1968, exports were up 14 per cent on the basis of 9 months' preliminary data, while imports were up by 13 per cent for the same period. Honduras' foreign exchange reserves at the end of March 1969 were US\$31.29 million, an increase of \$2.12 million during the first quarter.

The new 30 per cent increase in import duties on goods has been reflected in lower sales of these items in both countries. While the retail trade is maintaining the same pace as that of last year in Honduras, the economy of El Salvador has generally been sluggish since the beginning of the year. Also a new Small Business Protection Law was passed on March 4, prohibiting foreigners from being sole proprietors of industrial firms with net assets of less than US\$20,000 or of commercial firms with net assets of less than \$40,000. This new law has hit the small Arab and Indian traders who have retained their original nationalities. It does not affect Honduran businessmen in El Salvador.

**Hong Kong exports similar manufactures to both markets: plastic toys, electric torches and batteries, metal domestic uten-**

sils, as well as some clothing. In 1968, Hong Kong's domestic exports to El Salvador amounted to US\$1.68 million, a decrease of 10 per cent compared with 1967, and continuing a decline begun in 1964. However, despite this trend and possibly because of the 30 per cent surcharge on imports, we have considerably increased our exports this year at \$620,000 compared with \$380,000 at the end of April 1968. Last year, Hong Kong's domestic exports to Honduras amounted to \$1.31 million. Hong Kong's exports for the first four months of this year have fallen slightly to \$330,000 compared with \$400,000 for the same period last year.

## Africa

### Ghana

The Government's shortage of money has hampered development of import-substituting agricultural and industrial production, and import controls have hampered investment. There has been a serious rise in unemployment and a great deal that should be done to improve the country has been neglected for lack of funds.

The provisional trade figures for the first two months of this year showed an overall surplus of US\$735 million, compared with \$4.704 million in the same period last year. Cocoa shipments accounted for the greater part of the good export figures during January and February, and imports were relatively low during February. The bank's foreign exchange reserves at the end of April amounted to US\$76.1 million, a fall of \$300,000 from the previous month and only \$1.1 million less than in April 1968.

Trade and market conditions in Ghana remained depressed, and money was in short supply. Prices of consumer goods have risen sharply during the second quarter and the trend appears to be continuing.

Hong Kong's domestic exports to Ghana for the first five months of this year have reached HK\$4.08 million, an increase of 16 per cent, compared with the \$3.52 million registered at the end of May 1968. Our re-exports have increased by 23 per cent, from \$7.16 million to \$8.84 million. In keeping with Ghana's policy of fostering

import-substituting industries, there has been a change in our exports during the past year. In 1968, we exported fairly large amounts of clothing and about only one-third the amount of cotton yarn to Ghana, while this year the position is reversed and our exports of cotton yarn are well up, while those of clothing are down. We continue to export approximately the same amounts of miscellaneous manufactures, such as electric torches and batteries, but there has been a large increase in our exports of machinery and appliances.

The Ministry of Trade has decided to allow the importation of rice, sugar and jute during 1969 on sight payment terms. Import licences issued before May 1, 1969 for these goods must be submitted for endorsement to allow for this change in terms. Where bills have already been received for collection in respect of the commodities listed above, and in respect of licences issued prior to May 1, 1969 and endorsed for 180 day credit terms, the terms of collection should not be varied.

Only registered importers, are permitted to import in commercial quantities any of the items on Open General Licences #4 — 10. Importers wishing to place orders for items under 4, 5 and 8 will no longer require Open General Licence Commitment Forms from the Controller of Imports and Exports, but they should inform the bank at least two weeks before payments for the items are due. Spare parts for textile and leather machinery come within this category. In the case of imports under Open General Licences #6, 7, 9 and 10, Commitment Forms should be secured first. Fishing nets of cordage, twine or rope fall within this category.

### Tanzania

With effect from June 20, Tanzania has introduced a sales tax on a wide range of imported goods. The tax is payable by the Tanzanian importer on the landed (c.i.f.) costs of the items affected.

### Zambia

Large amounts of money have been pumped into alternative transportation routes, power supplies and agriculture, with very little in the way of financial return yet. While the new

routes and power supplies have lessened Zambia's dependence upon Rhodesia, none of them cuts Zambia's high costs in exporting. Great sums have been spent on agriculture, but this sector has produced disappointing results. Zambia committed herself to ship annually one million bags of what should have been excess maize to China. However, because of bad weather and the inability of the small farmer to produce, Zambia must import one million bags of maize this year for her own needs and suspend the agreement with China at a considerable loss in foreign exchange.

The manufacturing sector has made progress. Dunlop Tyres has opened a factory and other factories are making bricks, pipes, explosives and textiles. In 1968, for the second year in a row, Zambia was the world's third largest copper producer, after the United States and Russia, surpassing Chile. Copper accounted for over 90 per cent of total export earnings in 1968 and contributed over 40 per cent of the Government's revenues. With world cash prices rising from \$512 per ton in January to \$630 per ton at the end of July, Zambia can look forward to another good year. The foreign exchange reserves have risen appreciably, from US\$97.8 million at the end of August 1968 to \$137.8 million at the end of May 1969, primarily due to copper.

In spite of these good figures, the Government has overspent and has been forced to cut back on its development schemes and to deflate the economy. New income taxes have been imposed. Customs and excise duties have been raised on non-essential and luxury consumer goods. The Government's policy is now one of curtailing the importation of luxury goods in order that scarce foreign exchange may be used for necessary imports. Local borrowings by expatriate businessmen have been made subject to the same exchange controls as those by foreign-owned companies. This will hinder the remaining Asian businessmen from obtaining credit.

The elimination of non-Zambians from prescribed trading areas has continued and is now almost complete.

## 工業界若能提供訓練

# 本港技工缺乏將不成問題 產品亦將獲質量增加

各學校經已復課，而各大學亦將於兩星期內重開。因是之故，本港各公司將感人手不足。

經過本夏對各會員之訪問，吾人發覺很多公司都暫聘學生以應付繁忙的出口業務。在一些工廠裏，每五名工人就有一名是學生。

這種僱用學生的情形，並不限於某種行業。紡織、塑膠、電子及玩具等工業或多或少地僱用學生。唯一不受此影響者，乃是假髮，因此行工業工資高於本港工人平均工資水平。

不過，此種僱用臨時工人的情形，顯示出本港工業有一大難題，就是，頗示出本港工業有一大難題，就是，缺乏工人。

因此，各公司互相競爭以保持一支適當的工作隊伍。廠方不惜以優厚工資以阻止工人外流。所以，目前各廠家不僅在訂單方面要競爭，在工人方面也需要。那些付出較高工資的廠家當然會發覺利潤減少，而其他廠家則不願接受太多訂單，因為恐怕不能準時交貨。

本會雖然未曾全面調查這項問題的嚴重性，但根據本會每月須要訪問近百公司的行政人員所得意見，顯示出該項問題頗為嚴重。

### 嚴重的問題

僱用學生以補充勞工只是本港勞工問題的一面，因為非技術性工人之缺似乎只是一項臨時性的問題。從長遠方面來說，更重要的是技師和技術性工人的缺乏。在任何工業組織內，他們都是中堅份子。當工業生產趨向自動化和技術化，他們的地位就更形重要。

以西方工業國家情形來看，當工

業趨向技術化，而資金又獲高度運用，則非技術性工人的需求就會減少。例如當一個生產部門自動化以後，工人就不需直接參與生產過程。反過來說，那些極之複雜的機器就要有高度訓練和技術的工人來負責保養。

直至目前，香港工業仍然大量僱用勞工。但當經濟繼續發展時，技術工人的需求就會增加，而非技術性工人的需求便會減少。

本會幹事鍾士元博士在最近演講中，曾對本港這種情形作扼要評論。他根據工業訓練諮詢委員會所作人力調查報告書的統計，指出五種主要工業——電子、紡織、塑膠、機器和金屬製品——現時每年需要增用四千五百名技師。但每年經接受全部訓練而畢業之技師，只達一千名左右。

該調查報告書又指出各種技術工匠之需要，每年逾一萬二千名。但據工業訓練諮詢委員會的估計，現時在本港接受訓練的工匠之數字，低於八千名。

### 缺乏技工訓練

關於改進這種情形，香港現時有

什麼工作在進行中，與及又有什麼計劃以備將來？對於這個問題，老實的答案是「十分少」。雖然工業訓練諮詢委員會已開始在這方面工作，但特別的成就尚未產生。

勞工處最近會新置一個高級訓練官（學徒）的職位，並且也在準備草擬一項學徒訓練法案。工業界本身則除了注視此項問題，與及對政府滿懷希望外，便沒有做過什麼工作。

另一方面，政府明白表示它只準備設立課程，以負責理論方面的技術訓練。勞工處長本年初曾強調實習訓練的責任，應由工業本身負起。

鍾士元博士曾扼要地指出工廠在訓練工匠時所面臨的問題。他稱：「一間擁有一千工人的製衣廠可能需用十至二十名基本機械技術工匠。但該廠本身並無資格訓練任何基本機械技術工匠。」

任何公司如不能達到最低的經濟水平，很難能夠實行它自己的訓練計劃。譬如少過三百工人的工廠就沒有可能而且亦無設備以施行學徒訓練計劃。結果，只有較大的公用事業、船塢、飛機及機械等類公司才可施行學徒訓練計劃。

公司的首腦可能會對訓練計劃表示懷疑，因他可能發覺他所施行的計劃對他競爭者更為有利。他用錢訓練好的男女工人常會離開他的公司跑到別處去工作，變成自己撒種，人家收穫。

### 英國的榜樣

為了應付類似本港這種情形，英國國會在五年前通過一項「工業訓練法案」。根據這項法案，每一行業的公司都要付出一種訓練的「徵稅」。

此項「徵稅」的限度，係由各該行業的工業訓練局所定。規定的原則係根據各公司聘用員工數目作比例性的限定。

施行訓練計劃的公司，可向其工業訓練局申請訓練津貼。根據訓練工作的規定，一間公司可能會得到一筆比它所付出的「徵稅」還大的津貼。此項行動，事實上使到較小的公司能夠免費施行訓練。這自然是靠較大的公司底間接幫助。

香港如實施同樣的計劃，將最低限度解決技工缺乏的部份問題。同時亦將鼓勵有能力施行訓練的僱主去執行該項工作。

這項計劃極適宜於中型公司去施行它的訓練工作，此可證諸一間擁有少過二百工人，專門製造颶風燈和設置輸送系的統「施斯有限公司」。

### 成功的訓練計劃

該公司總經理梁利成先生去年在他的工廠實行一項試驗性質的學徒計劃以訓練六名學徒。以前，梁先生也會在他的工廠實行學徒計劃，但到去年，該項計劃始獲勞工處證明。由現在起，所有學徒若經完成訓練，可獲政府頒發文憑。

由於試驗計劃獲得成功之鼓舞，梁先生本年決定繼續訓練第二批學徒。從廿四名曾在香港工業專門學院或其他工業訓練中心完成學徒先修課程的男童（多為十六至十九歲）中，他挑選了五名去接受三年的訓練課程。首十八個月的課程偏重於機械工具運用效能的訓練。這是一項實地工作訓練。在學徒訓練導師的監督下，每一學徒都有機會親身工作。

（轉下頁）

# 會訊

中文  
摘要

## 信用諮詢局計劃 實施情形令人滿意

鑒於香港一般信用管理方法失宜，本會乃於十二個月前設置「信用諮詢局」。在過去一年，好些機構經已成功地參加該項計劃。目前該局所處理有關貿易的總額超過三千三百萬元。

許多本地商業機構所用的信用管理方法都是不健全的。如果一個顧客假定要增加數千元的貨額，那些機構的主管方面總要考慮與該顧客的個人交情而作決定。

在香港這樣小的社會內還可以施行。一間公司可以營業數十年而不用購買火險，但倘若發生火警時才與保險經紀聯絡，豈不遲誤！

### 商業崩潰的危險

以上的比較可用諸信用管理方面。像火警一樣，商業崩潰的發生也是不會預先作警告的。謠言可能預先流傳，但當實際崩潰來臨時，大多數人（包括債權人）都會感到瞠目結舌。

理由很簡單，一間公司的失敗，不會因為訂單少或生產有困難而發生，它的倒閉可能是由於現金週轉不足所致。

例如有一天，工人到來等候支付工資，或者債權人要求還款，公司突然發覺銀行戶口內已沒有現金以支付這些款項。在這樣情形下，銀行當然有優先權要求以公司財產抵償欠款。沒有保障的債權人將會一無所有。本港報章最近便會報導有關此種情況的新聞。

### 信用管理的作用

信用管理的目標在乎減少交情關係在這方面的作祟，代之而起者是事實性資料的探求。此可予商業機構更大機會以控制影響營業的因素。

信用管理的工作主要是以信用限額和時期為決定的參攷。本會信用諮詢局不會建立一種信用管理的系統，但它可以供應事實資料作為貸款決定的參攷。

世界上很多地方都有一些信用估計的服務，例如英美兩國就有機構將公司的信用程度列表。但香港直至目前，仍未有同類的服務。故本會的信用諮詢局將是提供該項服務的唯一機構。

不過，首先要弄清楚，該局服務範圍只限於本地市場，尚未包括出口商的顧客。但出口信用保險公司的服務却可在這方面保障出口商。

要注意的是，該項服務只限於商業機構的營業，並不包括用家個人債項的服務。

### 信用諮詢局會員之義務

該局的工作在向本地商人不斷提供資料，使他們能夠判斷顧客或可能成爲顧客者的信用程度。

同意參加該局的公司每月要供應有關資料給共同資料中心。而它則可收到一份那資料中心編纂的全面資料

分析，據此便可知該局會員所列各公司的信用情形。

爲收回因提供該項服務而花去的成本，本會將要參加者繳納年費一千二百元。

該信用諮詢局不會左右任何有關信用的決定，或是評論列在每月分析表上公司的信用情形。換言之，它不會爲其會員執行信用管理。它只不過向會員提供一種工具以便他們能根據事實而不用盲目地作決定。

### 信用諮詢局計劃完善

也許會有人懷疑該項計劃的完善和準確性。但本會會努力工作去保證該項計劃儘量避免錯漏。在推行此計劃前，本會職員會花去不少時間去研究在星加坡的一項類似計劃，以估計其在香港施行的可能性。

爲了作進一步考驗，於一九六八年八月施行一項試驗計劃。此試驗計劃爲時九個月，其結果令人興奮。

在正式推行該計劃時，本會會與本會律師作長時間討論。同時，參加該計劃之會員在批准其申請前，必須同意遵守嚴格的條件。例如：所有本會發出之資料與文件均屬機密，只能在參加者範圍內流傳。

當所有這些預防措施經審核滿意後，本會才決定實施該計劃。

不過，在最後的分析中，發覺任何同類性質的計劃，其效果一定要倚靠各參加商行主管階層的信任、合作和衷誠支持。該局一直係以這種精神工作。

印成冊，每本二元五角，有意者可向本會訂購。

△本會圖書目錄經已編妥，會員可向商業促進部索取。

△本港一九六九年度人髮及人造假髮的出口貿易，預料將逾五億元。本港現時有三百四十二間註冊假髮廠，僱用工人逾一萬二千名。英美二地是本行最大的市場。

△因爲去年在柏林入口商展有所成就，本港代表團今年將再度參加在九月十八至廿八日舉行的柏林入口商展。本年代表團由十四家機構組成，分別代表各主要工業。他們將於九月十二日出發，先以兩星期參展，隨後以兩星期在歐洲作貿易聯絡。

## 本會華語考試

### 十月中舉行

本會在十月中將舉行一組華語考試，詳情如後：

科目：粵語會話，分初、中、高三級。

日期：一九六九年十月廿五日至廿六日上午九時在仁行九〇二室本會辦事處舉行。

範圍：考試範圍及其他詳情，可至本會索閱。

手續：考生應在一九六九年十月六日星期一下午五時前到本會註冊，並填具應考水平、考生之公司名稱與地址，及能與考生接觸之電話號碼。

費用：考試費每位三十元，於報名時一併繳交，否則不會接受報名。如用支票，請劃綫付與「香港總商會」。

## 短訊

△可以減低出口文件成本達百分之七十的文件簡化手續詳情，經已編



### 信 用 諮 詢 局 計 劃 參 加 詳 情

(一) 每一參加者首先要向本會呈繳欠債者之名稱及地址。在隨後一月之十二個工作日內，參加者需繳回本會所發有關探詢欠債者對貸款條件遵守情形之表格。

每月還有兩種數字需要呈交，就是：

① 該月稍仍未償還債款之總數。

② 根據貸款合約規定，逾期仍未清償之部份債款數字。

(二) 在隨後之月份，欠債者之索引及名稱將在表格上預先印妥，所有參加者只需填上上述兩種債款數字。參加者有時或要用一種方便的形式向本會呈交一些資料。

(三) 本會將會對參加者所列之欠債者個別分配索引號碼。為方便查閱及保障機密，本會編纂一本公司索引，載有各顧客名稱及地址，以發給參加者。如需要時，本會將重訂索引。

(四) 根據參加者所呈交之資料詳情，本會就製造一些打孔咭，送往ICL電腦部，該部經理處理這些打孔咭後，將會印刷一份「每月綜合報告」，分發給各參加者。

(五) 該份綜合報告在某一月稍發出有關個別欠債者之資料細目如後：

- ① 索引號碼
- ② 名稱
- ③ 該欠債者與參加者有活躍帳戶關係之數目
- ④ 未到期償還債款之總數，(欠有所參加者之總數)

- ⑤ 參加者本身之未償債款數字
- ⑥ 報稱該欠債之顧客逾期未清償債款之參加者數目
- ⑦ 逾期未清償債款之總數，(欠有所參加者之總數)
- ⑧ 逾期未清償債款之總數與未到期償還債款之總數的百分率
- ⑨ 前五個月內逾期未清償債款之總數與未到期償還債款之總數的百分率
- ⑩ 參加者本身逾期未清償債款之數目
- ⑪ 參加者本身逾期未清償債款之總數與未到期清償債款之百分率。

### 本 年 一 度 至 七 月 份 貿 易 統 計 分 析 表

一九六九年一至七月份貿易統計分析，經由統計處發表，各會員可至本會索閱。

此項統計分析，包括本港對外全部貿易，計有英國、美國、加拿大、西德、瑞典、挪威、丹麥、瑞士、比利時、盧森堡、意大利、中國大陸、日本、澳洲、荷蘭、紐西蘭、南非、法國、奧地利、葡萄牙、西班牙、星加坡、印尼、台灣、菲律賓、韓國、印度、泰國、巴基斯坦、多明尼加、阿爾及利亞、加納、尼日利亞、法尼亞、阿根廷、蘇丹、固惹、黎巴嫩、沙地阿拉伯、利比亞、桑比亞、巴拿馬、墨西哥、委內瑞拉、哥倫比亞、秘魯、危地馬拉、厄瓜多爾、哥斯大尼加、危地馬拉、烏干達、及坦桑尼亞等。

### (接上頁)

其餘十八個月則作專門技術訓練。學徒在獲得訓練導師的同意下，可選擇他所喜歡的技術訓練。

在接受訓練的第一年，每一學徒月薪為一百八十元，第二年月薪二百四十元，第三年月薪則為三百元。工作時間，每週六天，每天九小時。

逢星期三晚，所有學徒都要集合在學習大堂裏做功課，因為每一學徒都有機會上夜學。工廠並且不時舉辦研討會，以便各訓練導師進行演講和安排電影。

完成三年課程後，學徒可有資格獲工廠正式錄用，成為技工或生產工人。工作的分配將視乎訓練期間的表現。學徒不需參加船業試，因為他們在訓練期間所表現的進度已足夠表現其能力。

訓練學徒的成本，每年每名約為二千元。但很多時這項成本因為學徒的生產成果而獲抵消。雖然，工廠仍然要付出工資、學費及其他福利費用，但學徒是時常在為工廠服務的。

### 分析法的訓練

香港很幸運，她沒有一個如在英國的古老工匠制度以限制工作和花掉不必要的學徒訓練時間。因此香港一開始就有追上時代的技術訓練方法的優點。

其中一項較新的方法是所謂分析法的訓練。這種方法很適合訓練學徒，尤其是半熟練工人去獲取基本技術，例如機器操縱。基本上這是一項實地工作訓練，小機構亦可如意施行。它在織品和成衣工業方面尤獲顯著成效。

該項分析法包括將某一工作分為

若干基本部份，並且分析一個熟練工人做這些基本工作部份時所用的實際技術。

例如，當一個衣車工人縫衣邊的時候，第一個印象似乎是用眼力來判斷衣邊的深度。但當細加分析時，觸覺可能更為重要。倘若教授受訓者去多用觸覺，她將會比從一般實地工作訓練更能迅速地操縱其工作。

一所典型的較小機構每次最多可以訓練十二人。但是，重要的是在主要生產部門外，要另立一訓練部門，同時應由一全職的訓練監督去負責該部門的工作。

受訓者應該接受有關每一程序的工作與及怎樣發展所需技術等教導。然後他們將各程序合併於總工作路線；同時在實際從事生產工作前，應該接受速度和忍耐力的訓練。訓練的進度都著重於他們的成就；每個受訓者的進度都用圖解表示，使他或她都可看到其進展程度。

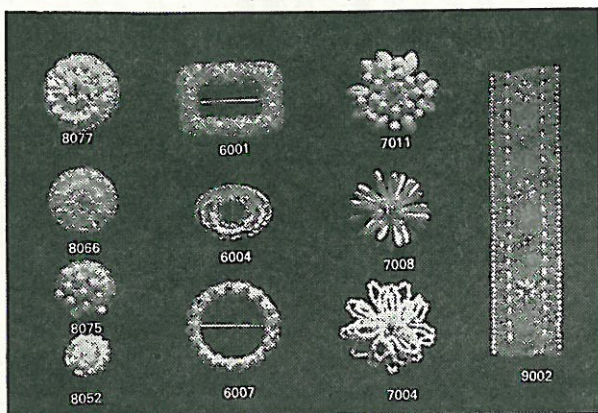
### 質量將獲改進

很多公司發覺這種訓練比以往保守的實地工作訓練省却百分之七十五的訓練時間。除此之外，品質亦獲改進，因為工人不會有機會染上不良的工作習慣。

這一方面的訓練，尤其適合本港，因為香港很多工業都大量需用半熟練工人，許多時是女工。他們的工作並不用複雜的技術，但却要發展特別的技術。此項在訓練方面的投資，將會及時帶來收穫，例如：品質改良、生產增加和解決勞工問題。

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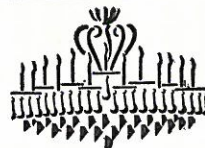
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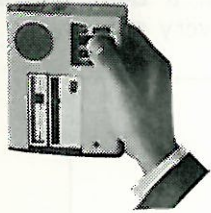
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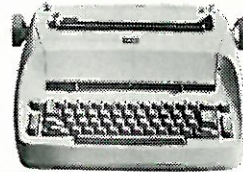
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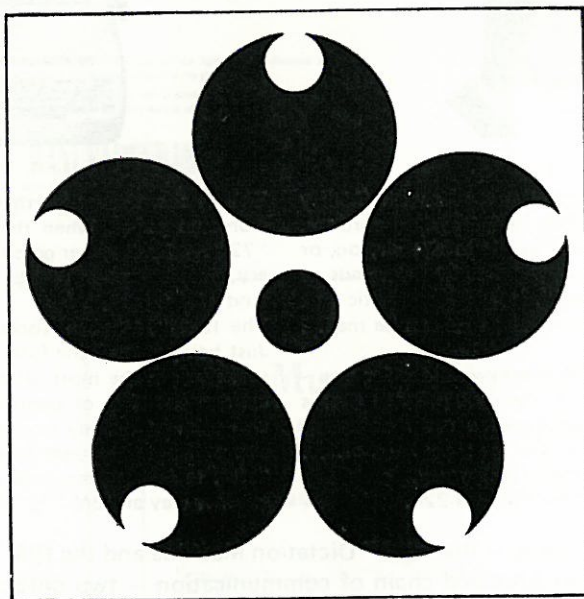
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