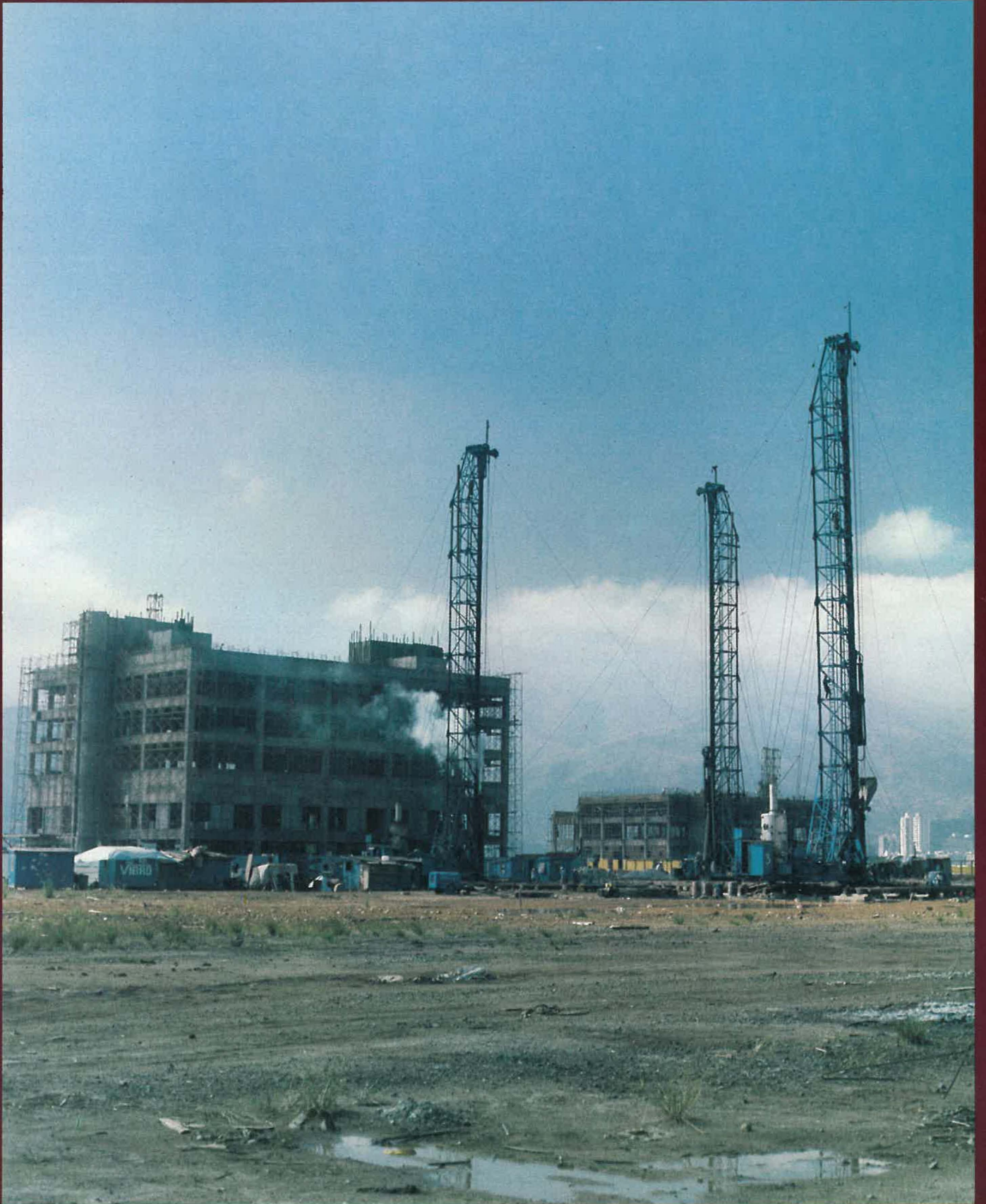


工月商刊 THE Bulletin

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



工業邨的新工業發展 **New Industries Set for Take-off**

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Tai Po Industrial Estate's overall view. Page 21.



Labour force and labour unions in Hong Kong. page 7.

Cover picture
A factory under construction at the Tai Po Industrial Estate.

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Of Hong Kong's 2.3 million labour force, less than 400,000 belong to unions, and union membership may even be declining. Graham Jenkins reports on the origins and structure of Hong Kong's labour unions and workforce.

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Oil wealth plus strong consumer demand offer choice business opportunities in Nigeria

This oil-rich state in black Africa is now the 15th largest market for Hong Kong's exports. Many traders believe the market will continue to expand. The Bulletin considers the opportunities.

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香港職工會與勞動力

在本港二百三十萬勞動人口當中，不足四十萬人附屬工會組織，職工會會員人數甚至有下降的趨勢。本文對香港工會及勞動力的根源和組織，有詳盡的報導。

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尼日利亞石油收益及消費需求堅穩，提供可選擇的工商業發展機會。

目前，這個盛產石油的非洲國家是香港第十五大的出口市場。很多港商皆認為尼日利亞市場會日益擴展。本文對這個市場的發展機會有深入探討。

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首期工業邨的新工業發展

工業多元化是個廣泛討論的題目。大埔及元朗工業邨提供廉價工業用地，使多元化計劃的推進成爲了事實，爲探討實況，今期本刊訪問了幾家獲批地的廠商。

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簡報匯編

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The Chamber in Action

These two pages 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.

Chamber Mission to the U.K.

Although the results of this mission were fully reported in the November Bulletin, I am sure that Chamber members will be interested to hear that the Chamber has received a constant stream of congratulatory messages from leading businessmen and Government officials in Britain in regard to the organisation and impact of the mission on British business opinion, especially in those areas of direct interest to Hong Kong's future trade relations with Britain. The main organisations which we visited have also expressed the view that **our mission succeeded in its main task, that of alerting members of these organisations to the opportunities which may exist in Hong Kong for them now and in the future.** Finally perhaps I should add that I have received a whole series of newspaper extracts sent to me by the London office of the Hong Kong Government indicating the extent of press comment which the mission achieved in Britain. I must also give



David Newbigging, Chairman of the Chamber, is welcomed by Britain's Secretary of State for Trade, Mr. John Nott, at the beginning of the Chamber mission's three day programme of visits and seminars in London and Birmingham. The mission also had discussion with Sir Keith Joseph, Secretary of State for Industry.

credit to Chamber staff who were directly involved in making the detailed arrangements for the mission. **The Chamber's thanks are due to the Hong Kong Association and to the Hong Kong Government Office in London**

for the excellent liaison and assistance provided to the Hong Kong Group without which the very full programme entered into would not have been possible.



J.D. McGregor, OBE, ISO



Cecilia Fung



Dennis Ting

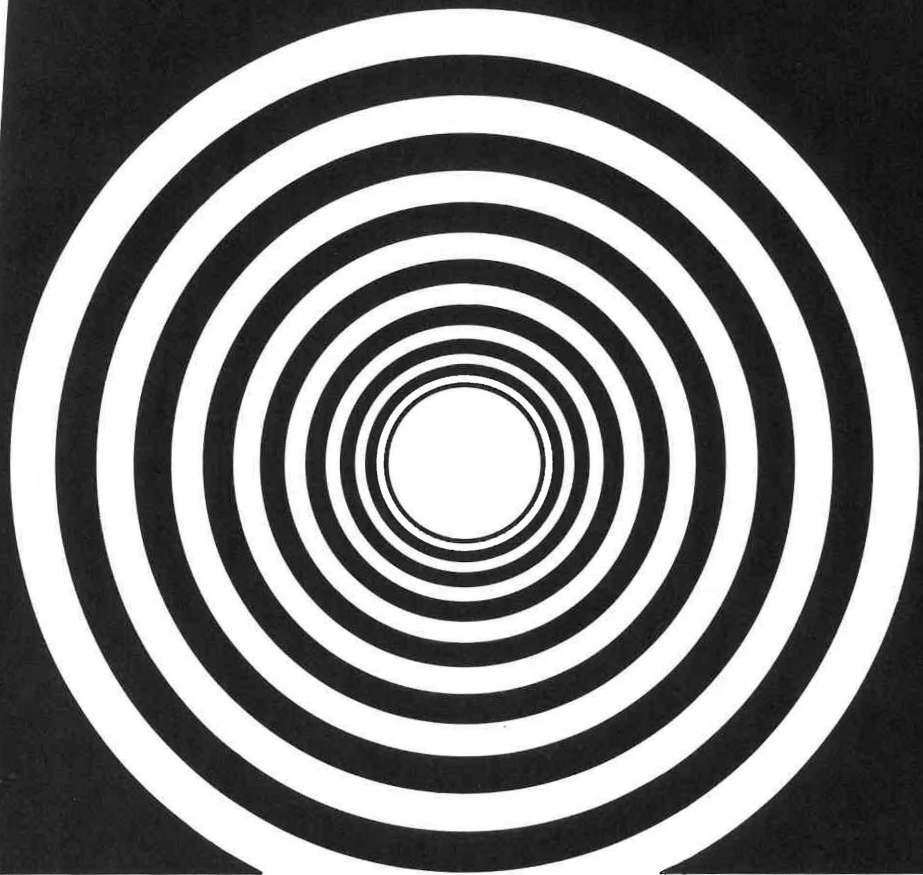
Japanese Conferences

I took part, with Ms. Cecilia Fung, Assistant Director, Industry, in the second Kagoshima/Hong Kong Conference held in Kagoshima from 18th to 21st November. Ms. Fung attended a similar conference last year. **The theme was the expansion of two way trade, tourism and industrial invest-**

ment. I have reported separately on this conference to the I.D. Fund Management Committee and I consider that it was relatively successful in achieving its purpose. **The Kagoshima authorities will hold their 1981 conference in Hong Kong** and the Chamber, together with the other Hong Kong organisations involved in the 1980

conference, will no doubt be asked to assist in various ways. I have promised Chamber assistance to the extent possible.

Dennis Ting, General Committee member, Ms. Cecilia Fung and I formed the Hong Kong team which addressed a seminar in Yokohama organised by the Yokohama Chamber of Commerce and Industry and the Yokohama International Relations Committee at which **we set out the attractions of Hong Kong for Japanese industrial investment to approximately 80 representatives of interested Japanese companies.** 15 companies requested additional interviews and the Chamber will have a good deal of work in following up these connections. It was particularly noticeable that **the Yokohama authorities regarded Hong Kong as a most**



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The Chamber in Action

These two pages 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.

useful base for their Asian operations and it seems clear that Hong Kong will be used more extensively in future by Yokohama in seeking greater Asian trade and industrial cooperation.

Seatrade Exhibition

The Chamber, as members are aware, participated as a sponsor of the Seatrade Maritime Exhibition which was held on the roof of the Ocean Terminal from 17th to 21st November. The organisers indicated that this was successful and the Chamber, for the first time, took a small stand (free of charge) to distribute Chamber publicity materials. **We shall be asked to sponsor another Seatrade Maritime Exhibition in two years time and in the meantime, the Seatrade organisation is preparing to hold a Hong Kong Trade Fair at the Ocean Terminal in Hong Kong from 16th to 20th November 1981.** Again the Chamber has agreed with other organisations to be a sponsor and it is the intention of the organisers to make this an international trade fair insofar as this can be done with the limited space available.

PBEC

Arrangements are going ahead with the organisation of the Annual Meeting to be held in Hong Kong in early May 1981. **Michael Sandberg will open the Conference for Hong Kong and other Hong Kong speakers will take part in various of the functions arranged during the meeting.** I was very pleased with the response to my invitation to members of the Hong Kong Group of PBEC to provide entertainment in their homes and at appropriate restaurants for groups of guests and participants from overseas who will be attending the Annual Meeting. **At present we have offers from 12 members who will entertain over 160 guests in various ways.** If any Chamber member wishes to join the Hong Kong PBEC Group and/or offer hospitality to PBEC guests on 5th May 1981 during the Annual

Meeting, I would be pleased to hear from them. The annual fee for membership is very modest i.e. \$200.

Hong Kong Association Recruitment

As members of the Chamber will be aware, the Hong Kong Association is headquartered in London and consists of several hundred individual businessmen who have a special interest in Hong Kong and most of whom have had long experience here in business and Government. The Hong Kong Branch of the Association is similarly a private sector organisation of which I am the Hon. Secretary. **Sir Y.K. Kan recently became the Chairman of our Branch and we decided that it was necessary to expand our membership to provide a sufficient back up for the efforts of the London headquarters in promoting Hong Kong interests in Britain.** This effort is expressed in a variety of ways such as assistance with the recent Hong Kong VIP group visit to Britain. I should like to advise members that **our recruitment campaign was remarkably successful and that Hong Kong membership increased from approximately 150 to about 550 members.** It should therefore be possible to hold special luncheon meetings of Hong Kong Branch members to hear noted British speakers on subjects of interest to us all.

Visit of CBI Official

Following the successful seminar organised in London by the CBI at which about 100 of their members had the opportunity to listen to the presentation on Hong Kong made by the Chamber's mission to the UK recently, Mr. G.H. Campbell, Head of the Asia and Pacific Section of the Confederation, came to Hong Kong during the week beginning 1st December. As the CBI representative here and also in my capacity as Director of the Chamber, I arranged a useful programme which enabled Mr. Campbell to see for him-

self the obvious advantages for British trade and industry in this area. **Mr. Campbell held a press conference before leaving and expressed his surprise and pleasure at the major economic and social developments in Hong Kong with which he had been brought into contact during his stay.**

Committee and Other Meetings

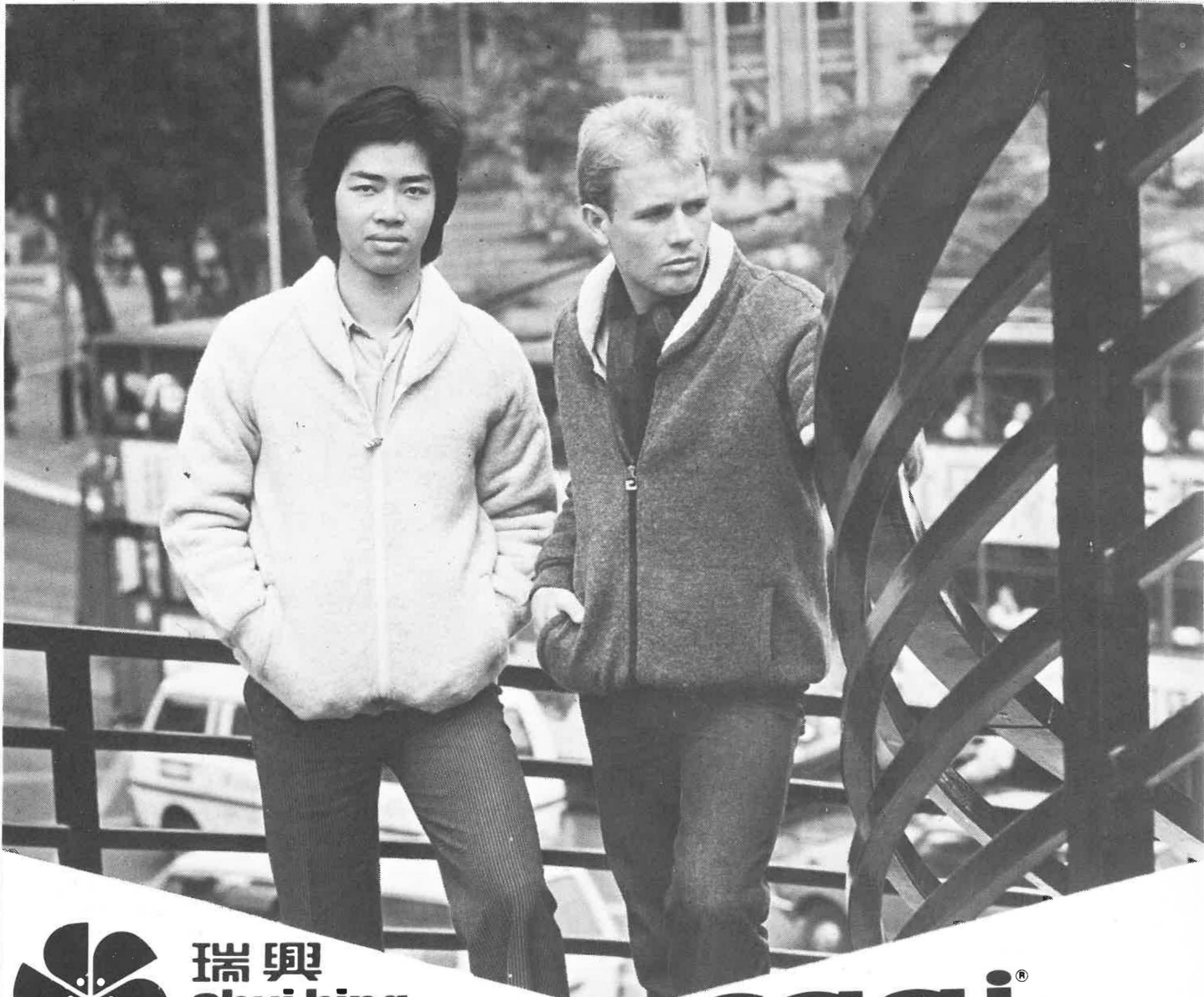
The Ad Hoc Tax Committee met to consider submissions to the Government related to the 1981/82 budget. Comment by this Committee will be circulated to the General Committee shortly for consideration.

A further public presentation of awards under the Good Citizen Award Scheme arrangements between the Chamber, the Police, and RTV has been arranged for Tsuen Wan during the evening of 11th December. Mr. S.H. Sung will represent the Chamber in making the presentations.

The Ad Hoc Committee on the Civil Service held a meeting on 26th November with the Director of the British Pay Research Unit who is in Hong Kong to advise on the future organisation of the Hong Kong PIU. Members of the Chamber Committee suggested areas of improvement and these were noted.

Computerisation of Services

The Chamber has been studying for many months the advantages likely to be obtained from the introduction of computerised services and we are now at a late stage in this study. **Significant improvements in the handling of trade enquiries, industrial information and enquiries, and membership classifications would seem possible with an on line computer system.** Such a facility would also permit the introduction of new Chamber services to our members. We will be reporting again on this interesting development after consultation with the General Committee of the Chamber.



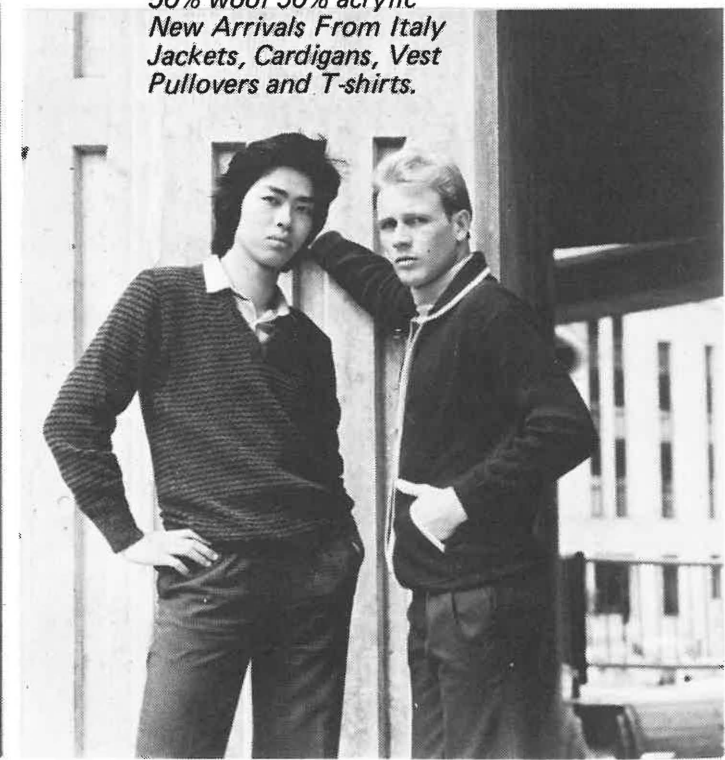
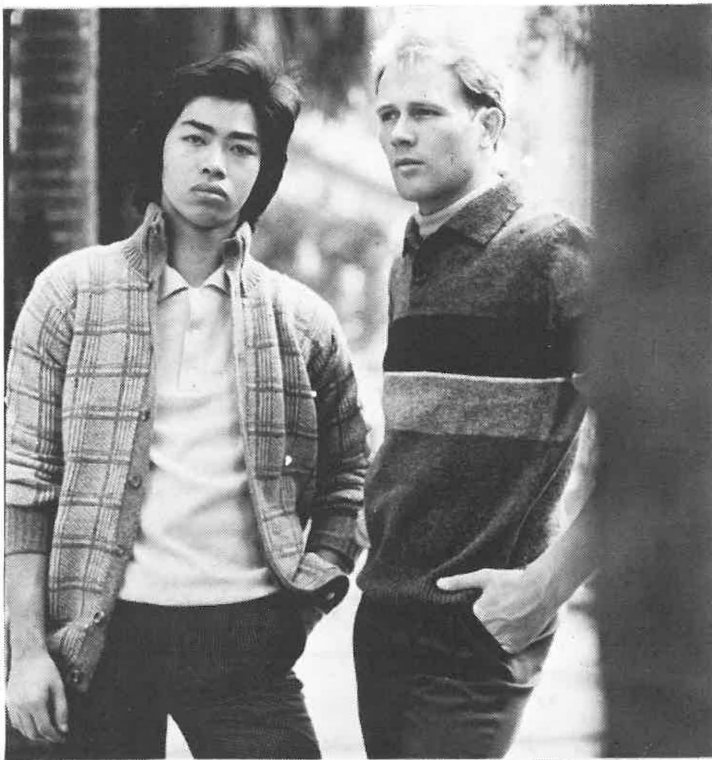
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Hong Kong Labour unions and the Hong Kong workforce

by Graham Jenkins

Hong Kong's labour force is estimated this year to be in the order of 2,280,000 of whom less than 400,000 (less than 20 percent) belong to unions. Moreover, in general, union membership is declining and that trend has at least existed since 1978 (see table below)

Because Hong Kong is a United Kingdom dependency and because its exports are seen to be competitive in world markets, the assumption all too often in Western developed nations, including our Mother country, is that our workers are somehow oppressed and exploited.

But the truth is that the major part of our current labour force either came here from China to improve their economic prospects or are the sons and daughters, born in Hong Kong, of those early immigrants.

Moreover the influx included a small percentage of Chinese industrialists and entrepreneurs with specialised know-how and capital.

Both the immigrant workers, usually with no more than an agrarian background, and the men, with know-how and some silver-dollar capital in suitcases mainly from Shanghai, historically created the genesis of the Hong Kong industrial revolution. It could not have happened without them.

The third force was, of course, our local businessmen who, having lost their entrepot trade with China, helped organise and finance the influx into a new economy that has generated a lot of the wealth of Hong Kong today, and raised the quality of life.

The almost frenetic speed with which our industrial revolution built up was probably due as much to the unpredictable mood of our giant neighbour as it was to any confidence we may have had in ourselves.

With the influx of workers and men with know-how naturally came Chinese traditional concepts of labour relations - for instance, the custom in China of an employee leaving his firm at once if denied a pay rise that that employee had

formally requested from his boss.

Another import with the influx was the bitter political emotion generated in the mainland civil war and later, in some, disillusionment with the social conditions in Hong Kong the enormous influx itself caused.

Indeed, the social conditions were seized upon by the civil war protagonists to attempt politically to influence immigrant labour. Both Taiwan and China affiliated unions developed with the industrial revolution, though both were little more than workers' social and political clubs.

In origin the unions were no more than political recruiting grounds because, to attempt to organise on the Western model even if they understood that concept of labour relations, would have been to court failure in an environment where there was such an excess of labour people gladly worked in any conditions to enable them to survive.

In fact, the mainstream of Hong Kong's then newly arrived labour force never joined either side but with British help and guidance adapted and developed their own Chinese traditional concepts of labour relations into the system we have today that is unique in the world but still widely misunderstood - perhaps sometimes even deliberately by the protectionists.

With no one to turn to for support the influx worker in our industrial revolution relied on his foreman putting his case to the boss. And when the industrial revolution gathered pace he used supply and demand for his skill to improve his lot in life by changing employers if he were dissatisfied, just as he would have done in China before the communist takeover.

His employer, too, sometimes fell back on the principle of mobility, switching almost overnight from producing say wigs to garments taking advantage of the supply and demand situation in world markets.

When our industrial revolution blossomed into full employ-

SUMMARY OF TRADE UNION MEMBERSHIP

(Showing position at 31st December of the year)

	No of Unions		Membership						
			Declared			Estimated Paid-up			
	1978	1979	1978	1979	change	1978	1979	change	
Employees' Unions and/or Federation of Employees' Unions:									
Affiliated to F.T.U.	67*	66*	214,848	196,543	-18,305	194,692	176,841	-17,851	
Friendly towards F.T.U.	29	30	69,922	71,018	+1,096	61,092	63,932	+2,840	
Affiliated to T.U.C.	76	74	33,471	36,941	+3,470	30,730	29,445	-1,285	
Friendly towards T.U.C.	9	9	5,027	1,225	-3,802	3,630	825	-2,805	
Classified as Independent	146	161	76,727	93,665	+16,938	70,594	86,457	+15,863	
Total: Employees' Unions	327	340	399,995	399,392	-603	360,738	357,500	-3,238	
Employers' Associations	42	41	4,668	4,307	-361	4,208	4,054	-154	
Mixed Organisations of Employees & Employers	15	15	5,894	5,639	-255	5,130	4,955	-175	
Grand Total:	384	396	410,557	409,338	-1,219	370,076	366,509	-3,567	

* Including one trade union federation of 4 employees' unions.



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B

The ratification of International Labour Conventions

(As at Oct. 1980)

	No. of Conventions applied	No. of Conventions subsequently denounced
A. United Kingdom	75	6
B. Hong Kong	44	0
C. Hong Kong's Neighbouring Countries*		
Japan	36	1
India	34	2
Pakistan	30	1
Bangladesh	31	0
Sri Lanka	25	3
Vietnam	22	1
Singapore	21	1
Philippines	21	0
Malaysia	11	0
Thailand	11	0
Indonesia	8	0
D. Developed Countries With Fewer Ratifications Than Hong Kong		
Canada	26	1
Japan	36	1
E. Countries With The Same Number Of Ratification as Hong Kong	3	
F. Countries With More Ratifications Than Hong Kong	35	
G. Countries With Fewer Ratifications Than Hong Kong	112	
H. Country With The Largest Number Of Ratifications		
Spain	104	13
I. Countries With No Ratifications		
Bahrain		
Botswana		
Namibia		
United Arab Emirates		

*Taiwan and South Korea are not members of the ILO

ment and even a labour shortage, because of over-attraction to the domestic sector of our economy, then mobility in labour relations became the most powerful weapon of the Hong Kong worker.

But his freedom to pick-and-choose, not just his employer, but one industry after another in which he might seek basic training, sometimes now borders on the frivolous. Yet that same mobility is not shared, as it once was, by his employer who has become more and more committed to one industry because he must trade-up to compete.

Laissez faire Hong Kong and the unpredictability of its future add at least two other dimensions to the extraordinarily high mobility of labour, where often as few as 30 per cent of basically-trained workers remain permanently with their original employers.

One is that practically every worker sees himself as a potential boss and that ambition is probably quite attainable for about one-in-10 of our labour force who are today working at least in some form of supervisory job. Besides, there is the Royal Hong Kong Jockey Club whose activities can provide a quick way for a worker to mount the ladder of success.

The other dimension is that few workers are really satisfied with their current job as a life-time career. A plumber may well decide to become a carpenter, or even a broker, if he

thinks that could make him rich or richer. And in Hong Kong a sudden switch has indeed, made many a man a millionaire, such is the climate of business opportunity.

Attainable expectations run high in Hong Kong and success stories are legend.

In these circumstances unions are unattractive, except as social clubs. Even if they were well run and did possess lavish strike funds joining them would not help many a worker achieve his real ambition.

Besides, why attack the boss when you believe you are a latent boss yourself. It's almost *infra dig!*

Neither have Hong Kong's unions proved useful stepping stones to political power or influence. Union leaders are not potential governors nor prime ministers. Hong Kong is not Singapore.

Nor are the records of our unions impressive. High points most readily remembered are the internecine riots of 1956 and the spill-over of the cultural revolution in 1967. Both put workers' jobs in jeopardy and the welfare of their families.

But 1967 was a turning-point in Hong Kong labour relations. The disturbances began in industrial disputes in two factories. By 1969 the Labour Department had taken a long and hard look at the weaknesses in our labour relations and had come up with a whole array of reforms and new rights. With even later additions, that virtual new Bill of Rights for our workers has since been enacted in our Statute Book and it is still being extended and tidied up.

All our new labour laws add to the workers' armoury as he threads his way, through his foreman, to his boss in our unique form of individual or collective bargaining - usually using not a strike threat but the law of supply and demand and his individual mobility in an undersupplied and highly competitive labour market.

Though a worker's mobility is usually his first choice in resolving dissatisfaction with his employer's decision in our bargaining system it is not his only option. He can go to the Labour Relations Service of our Labour Department and this invariably happens where the dispute involves a work stoppage, as well as in thousands of individual cases.

The Service assigns a labour officer to conciliate between worker and employer. Where conciliation is not achieved there is legal provision for arbitration, though it has so far never been used. Usual recourse is to the Labour Tribunal which is a branch of our Judiciary.

The Tribunal assigns an officer to each case who supervises the preparation of the opposing parties' arguments because professional legal advocates are not allowed to be employed. The accusatory judicial system is followed by the presiding officer who usually begins by suggesting a compromise. He may also do this during the hearing. Where a compromise is not found the presiding officer reaches a legal decision according to his interpretation of our labour laws or precedents in common law.

The presiding officer, who is the equivalent of a magistrate more in the French law sense than the British idea of dispensing justice, is sometimes accused by employers of administering a dressing down. This usually arises from a misunderstanding of his role in the accusatory system. Anyhow, his decision can be appealed to higher courts, in the first instance a District Court judge.

Tribunal decisions are usually accepted without recourse to

appeal so no legal expenses are incurred by either side. No one has the expensive advantage of a good advocate. The Tribunal, as it operates, is unique to Hong Kong and might be described as a successful 'safety valve,' dispensing legal 'fair play' in disputes in which personal emotions may have arisen.

Four Tribunal courts usually sit daily, which is a measure both of our system's acceptance as an integral part of our labour relations and its significance in keeping industrial peace and averting militance growing from unresolved disputes.

The mobility of our labour, conciliation and the Labour Tribunal are not the only ways Hong Kong averts breaches of the industrial peace. For years now our Labour Department has been suggesting employers set up consultative committees of democratically elected representatives from the shop floor regularly to meet with their bosses.

The idea is that the committees might discuss everything from the state of the toilets upward in a sensible and responsible way. Discussion can include the consumer price index and wage rises. But usually in Hong Kong the bosses consider decisions on wages their prerogative.

The consultative system is preferred by most public utility companies to recognising left or rightwing unions, not only because they remember the way leftwingers paralysed them in 1967, but because neither left nor right can successfully claim a majority of the employees as members. Each union can be represented on the consultative committees if their representatives are democratically elected by secret ballot from the shop floor.

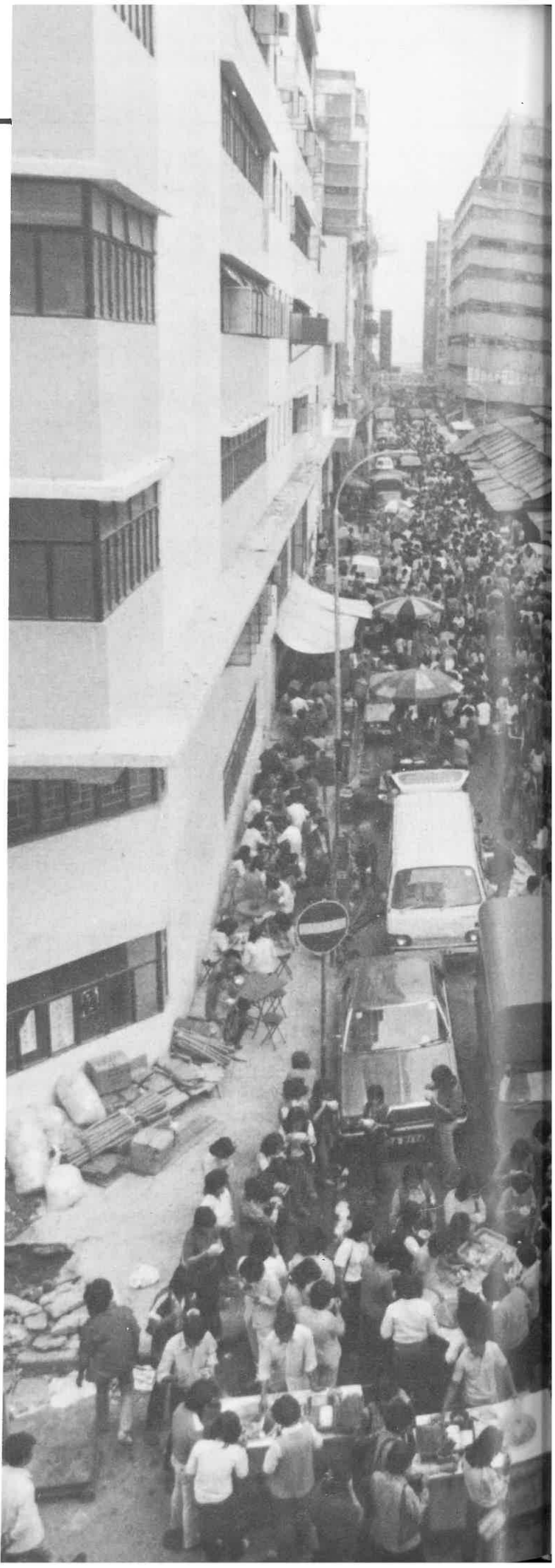
The committees have not, as yet, been very widely adopted by the 40,000-odd firms that might set them up. This is partly because so many of them are small undertakings where the Chinese traditional concepts of labour relations work well on a paternal sort of basis and partly because of a fear, in bigger establishments, of an element of irresponsibility or that elected representatives might say nothing in front of the boss.

The Commissioner for Labour, Mr. J.N. Henderson, announced last month a new step to widen employer and employee acceptance of suitable arrangements or machinery for improving labour relations. He said he was setting up a new promotional unit within the Labour Relations Service to advise employers and employees, the officers in which unit would have no responsibilities for dealing with claims or disputes.

The promotional officers will doubtless be working in a considerably improved atmosphere so far as the leftwing unions are concerned. Our relationship with China has vastly improved since the cultural revolution was stopped in 1976 and our economic aid was sought in achieving the Four Modernisations.

The improved atmosphere has already this year taken our leftwing unions to the Labour Department to make suggestions on current and new labour legislation. And something of a break-through in the leftwingers accepting formal representation has been achieved recently with their decision to accept seats on a new labour safety committee for

This scene is typical of any of the narrow streets of our industrial area when workers take their lunch-break. There are canteens in hundreds of our factories that recently, the Urban Council decided, should be subject to the same hygiene regulations as restaurants. But thousands of workers still prefer to eat at street cooked food stalls that are not subject to Urban Services Department inspection.





the construction industry which indicates a readiness now to become involved responsibly in our social problems.

The leftwingers would appear to be emerging from their role hitherto of acting in claims and disputes as a behind-the-scenes pressure group, unlike the more vocal Christian Industrial Committee which is another pressure group.

My description of Hong Kong's labour relations apparatus and the direction it is moving to achieve greater perfection may leave the reader assuming industrial trouble must be increasing in Hong Kong and that we harbour a lot of bad employers.

Nothing is further from the truth. Actually the figures for both the number of work stoppages and the number of working days lost up to the end of October this year are less than the equivalent figures for 1978 and 1979, with the figure for the number of trade disputes being only marginally higher.

Mr. Henderson told the Legislative Council last month: 'In comparative terms these figures are in any case low. For example, of the 20,000 working days lost so far this year 14,000 are attributable to one dispute only. Nonetheless, I agree that lack of consideration for the employees in some redundancy or transfer of ownership situations has quite unnecessarily exacerbated the position in a few cases.'

Hong Kong's record on real wages is also proof that employers who set the annual increases are not ungenerous, as indeed they must reasonably be in a highly competitive labour market. Since the 1974-75 recession, average daily wages (excluding fringe benefits) had by March, 1980 increased 96 percent while over the same period the consumer price index had risen by 51 percent. Thus the real wage index has gone up from 97 in March 1975 to 130 in March 1980.

Unemployment at 3.2 percent is relatively insignificant, especially when it is adjusted to the United States definition. It then becomes 2.2 percent as of March 1980.

Nevertheless, some people still seem to think there has been a deterioration in labour relations in the private sector. That impression has probably been created by the headlines given disputes involving independent, or politically neutral, unions that are growing in membership in the public service. There are no neutral unions in the private sector and there is so far no sign they will expand into the private sector.

The neutral unions are largely without strike funds to make themselves fully effective like unions working on the Western concept of union conduct, as our postmen seem to know only too well. Nonetheless, the growth of our neutral unions in the public service poses an interesting pointer because their membership includes people with educational standards ahead of what might be expected from our relatively newly-introduced compulsory three years of secondary education.

It could be many years before neutral unions develop in the private sector if they ever do at all. The expectations and ambitions of the private sector worker differ from the life-time career outlook of those in the public service.

Nonetheless, the development of the neutral union on Western union concepts gives point to the Commissioner of Labour's new attempt to improve labour relations machinery within our firms to meet the coming challenge of a better-educated labour force with a life-style that is becoming increasingly westernised. ■

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Oil wealth plus strong consumer demand offer choice business opportunities in Nigeria

Following the relaxation of restrictions, imports into Nigeria have boomed. But Nigeria's real concern is to build up its own industries, to produce for its 90 million population and for export. Hong Kong businessmen can share in both opportunities.

Over the years, Hong Kong's business relationship with Nigeria has seen some switchback ups and downs. This in part stems from Nigerian government policy, which has tended to rely on a stop-go policy in respect of import controls. The Nigerian Government has however been more enlightened than many developing countries in this respect, in that it has avoided a permanently protectionist policy aimed at import substitution, and has instead been inclined to respond to swings in the economic climate by imposing or relaxing controls as the foreign exchange situation dictated.

Domestic exports to Nigeria thus dipped in 1976 from the 1975 total, shot up again by nearly 50 per cent in 1977 and by a further 26 per cent in 1978, to be followed by a fall of 24 per cent in 1979.

Two basic factors stand out in Nigeria's trade. Firstly, it is of course an oil exporting country, the ninth largest in fact. Secondly, it has a large population, in excess of 90 million, many of whom are anxious to enhance their living standards and are avid buyers of consumer goods. The combination of oil wealth and an eager consumer market sounds just right for Hong Kong traders.

And Hong Kong traders have not been slow to see the potential. This African state is now the 15th largest market for Hong Kong's exports. Total domestic exports in the first nine months of this year shot up to HK\$648.73 million, a 153 percent increase over the same period last year.

This remarkable growth has come about largely following a review of the 1979 import restrictions by the Nigerian Government, whereby a number of goods which were hitherto banned can now be imported under licence.

Products made in Hong Kong which can now be imported under licence include consumer electronics, batteries,

some sporting goods, industrial protective footwear, watches and clocks, and jewellery items.

New regulations however are not the only factor. Local traders contacted by The Bulletin took a favourable view of the country's economic growth because of its increasing oil revenues. They estimated that its oil income will reach US\$20 billion this year, which will be twice that of 1979. A stable government also makes for a sound business climate.

Mr. J.M. McKenna, Advances Manager of The Chartered Bank, who has spent 15 years in West Africa, said the improving balance of payments in Nigeria was reflected in its favourable budget in April this year, which abolished import deposits, relaxed import restrictions and requirements, and raised Nigerian workers' minimum wage from US\$120 to \$200.

'This indicates the demand for consumer products, raw materials and construction materials will grow and this will open an important market for Hong Kong,' he noted. 'I look forward to seeing another favourable budget from the Nigerian Government for next year, which will start from January 1.' Recently, the Government has relaxed its restriction on overseas business trips by Nigerian merchants who can now obtain foreign exchange travel allowances of a basic sum equivalent to HK\$9,000, plus an allowance of HK\$900 per day up to a maximum of 60 days per year.

For beginners who want to tap the market, Mr. McKenna advises local traders to find an experienced agent or an associate in Nigeria. They should also visit Nigeria themselves to get an idea of the size and complexity of the market. 'It is not an easy market to break into, as there are a lot of import requirements, strict control on foreign exchange, and other regulations.'

He points out that many traders tend

to concentrate too much on Lagos, the capital of Nigeria, and neglect other potential trading towns such as Port Harcourt, Ibadan and Benin.

The potential of this growing market is reflected by the results of trade missions to Africa organised by the Hong Kong General Chamber of Commerce and the Trade Development Council.

In May this year a 16-member joint trade mission visited Nigeria, Kenya and Ivory Coast. According to Mr. W.S. Chan, who led the delegation and is a Senior Manager of the Chamber's Trade Division, over 1,200 businessmen attended the mission's three-day exhibition in Lagos. Firm orders worth more than \$20 million were received, and suggestions for joint venture manufacturing projects in Nigeria were also put to mission members.

A member of the trade delegation, Chen Hsong Machinery Co. Ltd. received orders for six units of plastic injection moulding machines. Other products which sold well included hurricane lanterns, building materials, ceiling fans, kitchen utensils, mirrors, suitcases, stationery items, and leather belts.

Mr. Chan attributed the results to relaxation of import requirements by the Nigerian Government. 'The relaxation is definitely a shot in the arm for Hong Kong exports as Nigeria represents the biggest West African consumer market,' he said.

The Chamber and the TDC are to send another business group in May next year to Lagos, which will also visit Nairobi, Kenya and Salisbury, Zimbabwe. Already more than 40 applications have been received. Mr. Chan said the response has been so great that the Chamber has decided to organise another mission solely to visit Lagos. 'January may be good timing because it coincides with the announcement of the 1981 budget in Nigeria,' he explained. ▶

As Mr. McKenna points out, Nigeria can be a trap for the unwary because a maze of restrictions and regulations still exists. This is high-lighted by the role of SGS, the Swiss-based international inspection concern, which has been appointed to carry-out pre-shipment inspection of product quality and prices for all goods destined for Nigeria. It does this from a world-wide network of 350 offices. Part of the role of SGS is to eliminate avoidance or evasion of import regulations. Not until it is satisfied with a consignment, will the Central Bank of Nigeria agree to make foreign exchange available.

An official of the SGS in Hong Kong told The Bulletin that some products are up to 90 percent complete when

imported and need little extra assembly work in Nigeria, yet are declared as parts or unfinished products. 'Not only is there no transfer of technology in these cases but more importantly importers cheat the Government by paying the lower duties charged on parts, instead of higher duties on finished goods,' he said. 'This false claim occurs most often in electrical and electronic products.'

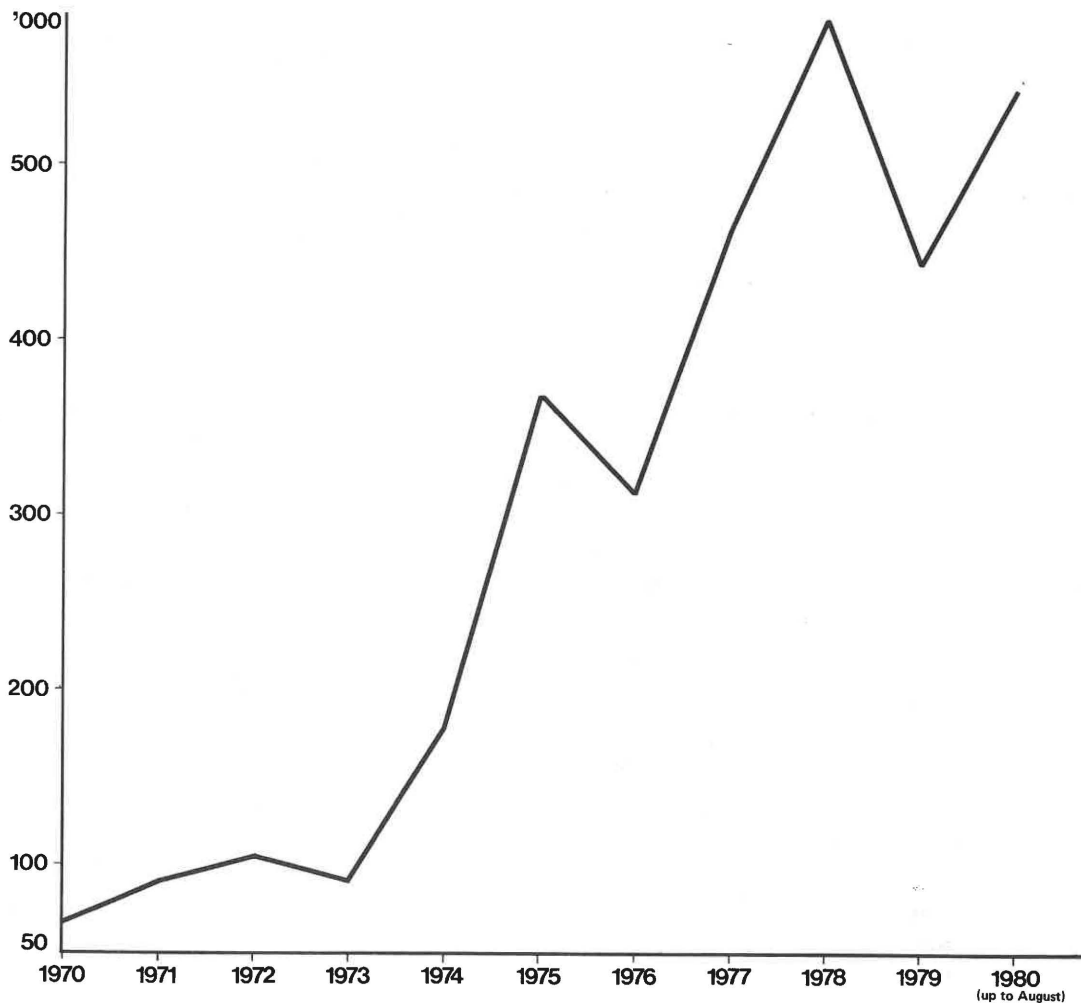
Transfer of technology is important to Nigeria. To balance its trade, Nigeria is attempting to expand local production by wooing foreign industrial investment, so as to become more self-sufficient and to expand exports. Government policy is to accord agriculture the highest priority in industrialization

followed by food processing, building materials, metal products, automotive parts and components, household and industrial electrical products, chemicals and electronic equipment and components.

Incentives offered to overseas investors include three years exemption from import duty on raw materials; three to five years tax holiday for industries granted Pioneer Status; and a ban or import restriction on certain goods to enhance opportunities available to local industries. For instance, to protect assemblers or manufacturers of ceiling fans in Nigeria, import duties were raised in July this year from 50 to 75 percent.

The Nigerian Enterprises Promotion

Domestic exports to Nigeria from 1970 to 1980 (HK\$ million)



Decree encourages partnership and joint venture between Nigerian and foreign investors. Prospective investors are granted a grace period of two years during which they can establish a representative office, conduct market surveys and identify suitable partners. Basically Nigeria operates a free economy, but Government's involvement is sometimes considered necessary, particularly in capital intensive industries, the products of which are seen as essential for economic growth and social well-being, and in which private entrepreneurs are still unable to invest. These include blast furnace steel plant, cement factories, wood factories, paper mills, and car assembly plants. Private sector investments concentrate

on textiles, beer brewing, food processing, metal products, furniture, plastic products, electrical appliances and electrical components assembly. Hong Kong has a sizeable investment in Nigeria, covering textile, enamelware, consumer electronics, steel pipes, aluminium wares, and plastic products. One of the pioneers is China Dyeing Works, which set up a spinning, weaving and printing mill in northern Nigeria in 1964 in partnership with Nigerian Northern Investment. After the success of the initial venture, China Dyeing established three more Nigerian factories. By the end of 1976 an integrated plant to manufacture polyester fibre and filament with spinning,

weaving, dyeing and finishing operations, was in full production in southern Nigeria. It is the first of its kind in Africa.

Mrs. Madeline Wong of China Dyeing said the company is satisfied with its investments in Nigeria and is looking for investment opportunities in other areas. 'Nigeria is one of the few West African countries that has prospered. I think under the leadership of President Alhaji Shehu Shagari, the country will continue to grow and this will inspire confidence in foreign companies,' she commented.

Another substantial investor in Nigeria is K.A.J. Chotirmall & Co. (HK) Ltd. The company set up a textiles and garment factory in 1965, Intra Knitting Weaving & Garment Factory Ltd. In 1976 Chotirmall expanded into consumer electronics in Nigeria by building a factory with Sharp of Japan, which provides the technical know-how. The electronics factory, Three Aces Electronics Co. Ltd. manufactures radios, cassette recorders and hi-fi equipment. There are plans to diversify into the production of household appliances, refrigerators and calculators.

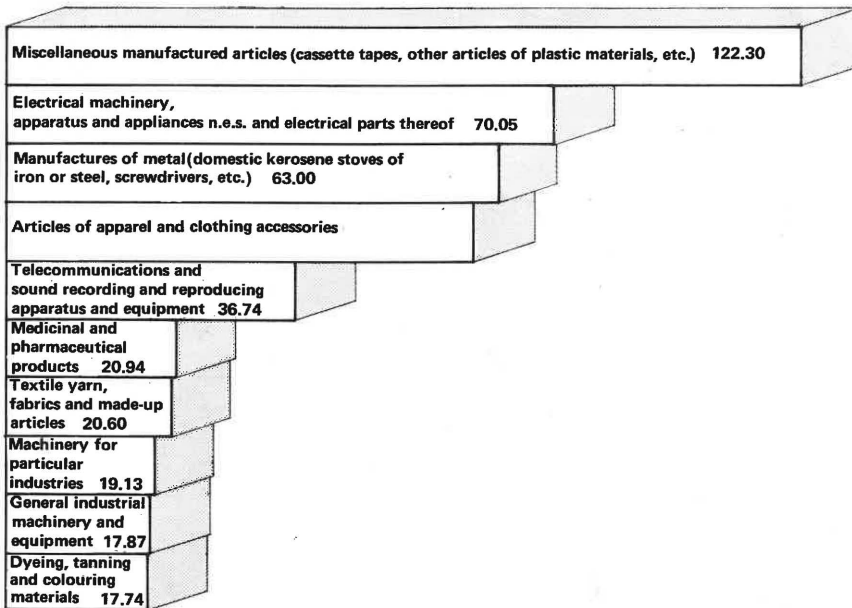
Mr. G.B. Mahbubani, managing director of the company, said Nigeria provides a good market for local industries, but he is increasingly concerned about inflation which is affecting the cost of production.

He said that Nigerians are eager buyers of consumer products, which makes Nigeria an attractive market for foreign exporters. But in reaction, the Government is increasingly concerned by the exchange outflow on imports and is aggressively pushing its own industrialization programme.

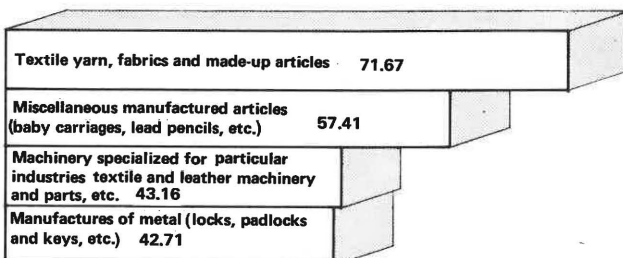
In his opinion, over the next 10 years the demand for imports of consumer goods in Nigeria will decline, while that of raw materials and semi-finished goods will pick up.

Because of Nigeria's oil wealth, capital is not the goal. Foreign investment in all sectors is desirable because it will bring foreign expertise and access to technology. Sounds somewhat like the Hong Kong Story - minus the oil ■

Major Exports : (Unit : HK\$million)



Major Re-exports : (Unit : HK \$million)





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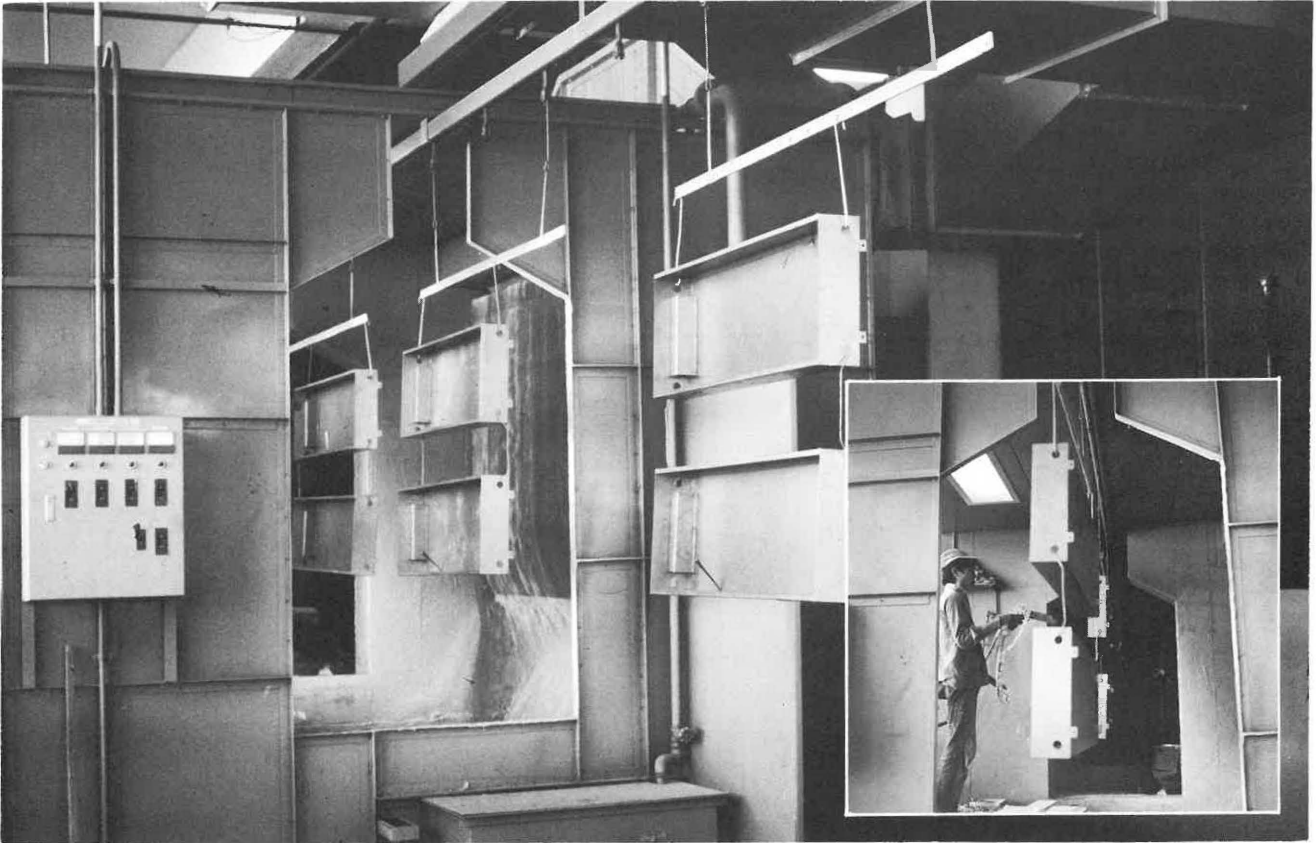
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New industries set for take-off in Hong Kong's first industrial estate



Man Yee Co.

Hong Kong is about to embark on a new industrial revolution. And - surprise, surprise - the credit for this must ultimately go to our so-called *laissez faire* Government.

But the immediate agency of this transformation is the Industrial Estates Corporation, which was established by Ordinance in March 1977.

Perhaps popularly regarded as no more than a supplier of relatively inexpensive land to favoured customers, the Corporation has in fact made a bigger contribution to Hong Kong's much talked about diversification programme than any other single body.

Now that the estates are really beginning to take off, a walk round the Tai Po Estate provides an eye-opener for those who thought that diversification was no more than a pious prayer on the part of policy makers.

The Bulletin recently took just such a walk around Tai Po. Silicon wafer chips, frozen cooked dimsum and entrees, automobile exhaust systems, two piece aluminium cans, reinforced plastic flexible hoses, textile chemicals, television sets ...

These are only some of the new-to-Hong Kong products our local entrepreneurs have considered in the past for manufacture here. But a fatal flaw has been that production could not be carried out in Hong Kong's typical multi-storey factory buildings. Limitations may arise because of the weight and size of machinery or of end products, or because of special requirements, such as the need for vibration free areas or sometimes as a result of safety hazards.

Other factors have also played a part, but a common theme in all cases has been the shortage of land for these special

industries most of which are relatively land intensive. The lack of land at economic prices and the need to wait for land areas to be auctioned by the Government discouraged industrialists from buying land and building factories to their own specifications. The radical change in Government land policy which permitted the establishment of the Industrial Estates Corporation and the creation of millions of square feet of industrial land for lease to special industries opened the door. New industries followed quickly. By the end of next year, the products of these new industrial ventures will be turned out in mass volume from Hong Kong's first industrial estate at Tai Po.

The Tai Po Estate came into being after some two years of reclamation, land formation and construction of infrastructure. Two factories - Man Yee and Ying Kee - are already in production. The Carlsberg Brewery will start a pilot run on its 19,700 square metres site early in December. Another eight companies are expected to commence production in the first quarter of 1981.

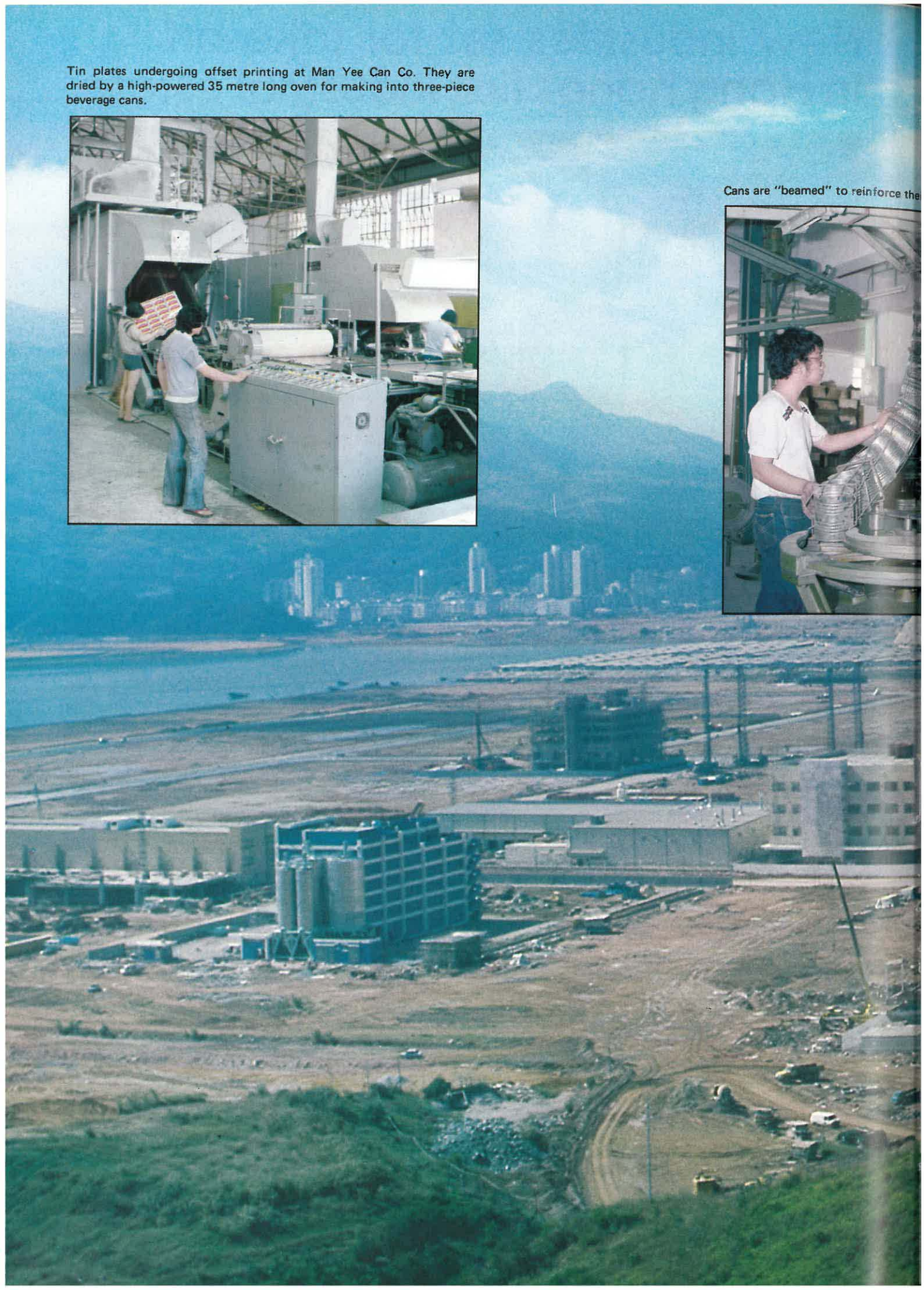
So far 27 companies have signed leases with the Hong Kong Industrial Estates Corporation, and another five are currently under negotiation. Investments in buildings, plant and machinery by these 32 companies represent about HK\$900 million and an annual production of at least \$1,900 million. These companies include local enterprises as well as eight joint ventures with companies from the United Kingdom, Denmark, USA, Japan, Saudi Arabia, Thailand, Australia and Singapore.

Of the Tai Po Estate's total finished area of 76 hectares, 45 hectares are now available for use. Twenty-three hectares

Tin plates undergoing offset printing at Man Yee Can Co. They are dried by a high-powered 35 metre long oven for making into three-piece beverage cans.



Cans are "beamed" to reinforce the



Metal safes and deposit boxes are produced by Ying Kee at the Tai Po Industrial Estate.



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have been leased or allotted. Further reclamation, currently under consideration by the Executive Council, will extend the industrial estate by 20 hectares.

Particularly significant to Hong Kong's future is the electronics industry. But the development of Hong Kong's electronics industry has hitherto been held back by constraints on the establishment of facilities for component manufacture. With the availability of the industrial estates, companies are now moving into wafer fabrication and the production of silicon wafer chips and liquid crystal displays. Wafer fabrication not only marks the birth of a new industry in Hong Kong, but also signifies the colony is on the verge of stepping into a much higher level of technological development. Mr. Cecil Chan, Executive Director of the Federation of Hong Kong Industries has noted that a lack of cheap industrial land has been the main reason for Hong Kong's lagging behind other Southeast Asian countries in making electronic components. He commented, 'We and Taiwan tried producing and assembling television sets in the 50s, but we later dropped out because of lack of land, while Taiwan continued to expand its television industry.'

In his opinion, the Tai Po Industrial Estate should lead to an acceleration in the local manufacture of electronic components such as television kinescopes.

Conic Investment Company, which is Hong Kong's largest manufacturer in consumer electronics, has just obtained a 9,800 square metres site in Tai Po to make television sets for export. Operations will include plastic cabinet moulding and metal chassis stamping.

A spokesman for Conic said the pattern of the consumer electronics industry in Hong Kong had been generally restricted to the audio field and to less bulky items. Although television sets are made in Hong Kong in small quantities, lack of space had inhibited growth in the video field.

The three wafer fabrication plants in the Tai Po Estate are RCL Semiconductors, Tele-Art and Elcap Electronics. Another company, BBC Brown Boveri of Switzerland will produce liquid crystal displays, magnets, printing blocks, and provide electrical and mechanical repair services for marine equipment.

Mr. Thomas Wong, an official of RCL Semiconductors, said the application of chips (integrated circuits) is almost unlimited. 'A whole host of new products will come within the capability of local electronics manufacturers as our microelectronics industry develops,' he said.

Despite its potential, the microelectronics industry still has problems to overcome. For example, a number of supporting industries have still to be established in Hong Kong. These include photolithographic mask making houses, and high-purity chemical manufacturing plants.

In addition, there are very few qualified engineers and technicians available for these specialised industrial processes and products in Hong Kong. 'We either have to hire consultants from overseas or to send local engineers for overseas training,' Mr. Wong said. 'But we hope to work with the universities and the Polytechnic to train people here.'

Hong Kong has for some time been an established source for simple automobile accessories, including mud guards, head lamps, mirrors, compasses and vacuum cleaners. By March next year, Hing Yu Metal Works Ltd. will use Tai Po Industrial Estate to make a more advanced automotive

part - the exhaust system.

Using a site area of 3,700 metres, the company will initially produce aluminium coated steel exhaust systems. At a future stage, production will be expanded to include mild steel and stainless steel exhaust systems.

The company's managing director Mr. Michael Cheung explained that exhaust systems cannot be manufactured in multi-storey buildings because the looping of metal tubes used in the systems calls for heights up to 32 feet above level floor.

Bevaloid Far East Ltd. a British-based group which has traditionally concentrated on supplying the construction industry established a subsidiary in Tsun Wan to make processing chemicals for textiles, paint, rubber, plastics, pulp and paper. The limited space in this factory, plus government restrictions on the manufacture of flammable materials, has so far restricted production.

Bevaloid therefore applied for a site in the Tai Po Estate and is building a \$10 million plant. Its key product line will be acrylate polymers, used in textile production. At present this processing chemical is entirely imported, but after production commences in the first quarter of 1981, the supply will be sufficient to meet all local needs. Bevaloid is also aiming at the export market.

Two-piece aluminium can-making technology will soon be introduced by Continental Can Hong Kong Ltd. a joint venture between Swire Pacific and Continental Group Inc. in the US. The two-piece can has been chosen for environmental and customer appeal reasons. The plant will run 24 hours a day and is technologically oriented rather than labour intensive.

As the first beverage can manufacturer in Hong Kong, Continental Can expects to pick up business from local beverage manufacturers who currently import their cans primarily from the US. The bulk of its initial production will be for the local market, particularly for Swire Bottlers, one of the largest bottlers of soft drinks in Asia.

The company has been negotiating with China for the supply of beverage cans for Tsingtao beer. It also anticipates sales to other Southeast Asian countries.

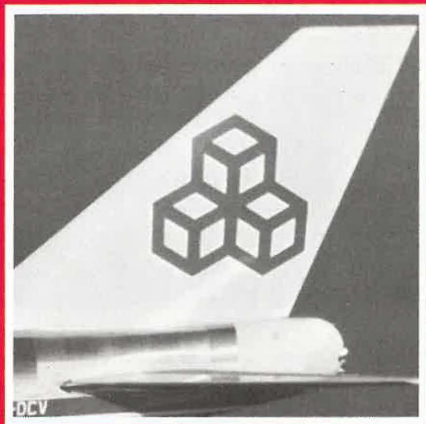
Instead of using aluminium, Man Yee Can Co. (HK) Ltd. utilizes tin plate to make three-piece sanitary cans for beverages and food. The company was among the first to obtain a site in the Tai Po Estate.

In its three-storey factory, three production lines are in operation. More will be added once additional assembly machinery arrives. Next to this factory is a one-storey plant which is specially designed for the offset printing of cans with an oven drying system more than 35 metres long.

The drying process is fuelled by kerosene and a chimney had to be specially constructed to dispose of the exhaust gas. According to Joseph Pan, director of Man Yee, this cannot be done in an ordinary multi-storey factory, particularly with the 35 metre printing and drying system. 'The longer the drying line, the better the printed quality of the tin-plates. This has been achieved through the assistance of the Industrial Estates Corporation in granting the site to Man Yee,' he said.

A new venture by the Industrial Estates Corporation is the construction of standard factories in the estates. These have high ceilings, heavy floor loading and flexible space arrange-

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ments and are designed for industrialists who meet the Corporation's selection criteria and can commence operations without delay.

The standard factories will be offered on leasehold terms similar to the industrial land in the estates. The Corporation is also considering the possibility of leasing them on an annual basis. Piling for the first standard factory block is now under way and this will consist of two units of four floors, each unit with a total area of 4,000 square metres. Mr. V.W. Miller, the Corporation's Chief Executive said, 'If the response is favourable, we will go ahead and build more standard factories in Tai Po and Yuen Long.' Three standard blocks are presently proposed for Tai Po.

Of considerable advantage to the Tai Po Estate will be the development of a coastal highway connecting it with Sha Tin and North Kowloon. Although there has been some delay in this project and in the development of distribution roads to bypass Tai Po town, Mr. Miller hopes to see the coastal highway completed by 1984.

The comprehensive development of Tai Po guarantees adequate labour for the estate. At present Tai Po has a population of about 20,000. Government housing projects due to be completed this year will provide accommodation for another 32,000. Further housing is being developed privately. By the middle 1980s, the total population in Tai Po should reach 220,000.

Construction of the Yuen Long Industrial Estate, which is about 40 kilometres from Central Kowloon, was initially delayed because of difficulties in obtaining materials for land formation. This estate will have an overall area of 98 hectares which will furnish industrial sites totalling 72 hectares. It is expected to be completed by late 1982 or early 1983. Land for leasing is now available, and applications are under consideration by the Corporation.

According to Mr. Miller, the time taken to approve applications is speeding up. Applicants are today more fully aware of the selection criteria than early applicants and can compare their proposed manufacturing processes and products with those of companies that have already been granted leases.

'We received many applications in 1977, our first year of operation, but the approval rate was low because many applicants were speculators who did not understand our selection criteria,' he commented.

Products that are new to Hong Kong and based on new processes and technology obtain a higher rating than a proposal which involves only an improvement to an existing process or product. Other important factors are the level of local added value, the level of investment involved, whether the product is required by existing industry in Hong Kong, or the proportion intended for export.

In explaining the selection methods of the Corporation, P.K. Wong, its Commercial Director, said that at least two of the criteria must be met in an application. Firstly, the industrial process must be of a nature which prohibits it from being carried out in multi-storey industrial buildings, and secondly, it must not be an offensive trade.

'An application which does not meet these two criteria will be rejected. Those that do will be evaluated against the remaining criteria and a level of priority allocated.' All applications are considered on their merits and there is no discrimination between local and overseas companies,' he said.

On July 1 this year, the Corporation further clarified its criteria for selection by including the manufacture of established products by new or improved processes in order to improve quality and productivity.

The lease premium on the Corporation's estates is \$700 per square metre, which is required to be paid as a lump sum at the time of signing the agreement for a lease of 15 years. This is equivalent to a monthly payment in advance of about \$3.9 per square metre. The \$700 level was raised in July from \$595 to cover the increased cost of land formation, construction and the provision of the estate infrastructure.

The price compares favourably with the current market price for high-rise factory buildings in the private sector. For instance, industrial land in Tuen Mun with a plot ratio of 9.5 was sold by auction in mid-June this year at about \$11,600 per square metre. This was about 17 times the price of land on the estates. Land for low-rise development at a plot ratio 2.5, which applies to the industrial estates is in any case not readily available in the private sector or in Government auction.

With the aid of the industrial estates, industrialists are now able to diversify their products which require higher levels of technology and which cannot be carried on in ordinary multi-storey factory buildings.

But many industrialists still hope to have more assistance from the Government in broadening the industrial base. In a recent Legislative Council meeting, The Hon. S.L. Chan said the Government should take the initiative to counteract the drift of capital from industry to the property market. To make matters worse, he said, there have been incidents where large and hitherto profitable factories have succumbed to the temptation of quick profits, by realizing their land assets in preference to continued manufacturing.

Mr. Chen called for the creation of a financial institution to assist industries - a proposal put forward by The Hon. Li Fook-wo and two other Unofficial Legislative Councillors in the 1979 budget debate. Mr. Chen cited the Hong Kong Industrial Estates Corporation as a case in point where low cost industrial land is made available to assist industries which can raise their technological levels, upgrade Hong Kong's products and enhance Hong Kong's image as a manufacturing base. 'The establishment of an industrial finance corporation is a logical parallel,' he stressed.

Regarding more Government aid to industry, Mr. Ngai Shiu-kit, President of the Chinese Manufacturers' Association calls on the Government to sell industrial land direct to manufacturers under special conditions.

The high prices and the large size of many industrial lots auctioned by the Government may discourage small manufacturers, he explained. He suggests the establishment of an industrial development bank to assist small companies which find it difficult to raise financing through commercial banks. Mr. Ngai is of course aware that a small industries loans scheme operated by the Government for several years in the late 1960's and early 1970's failed in its aims and was finally discontinued.

No matter what further assistance the Government may consider for industry, the offer of low cost land at the two industrial estates for special industries definitely marks a welcome change of direction in Government's industrial land policy. ■



Meeting the press are : (from left) John Marden, David Newbigging, Jimmy McGregor and Derek March.

Chamber holds successful meetings in UK

Members of the Chamber's recent top level mission to the UK met the press on their return from Britain on 10th November.

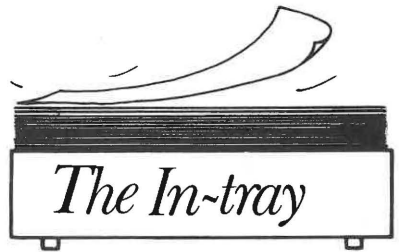
The Chairman told reporters that although it was difficult to quantify the results of a mission such as the Chamber's, an extremely cordial reception had been given to the group and a wide degree of interest was expressed. British companies were already beginning to follow-up the Chamber's initiative.

Chamber at Expoship exhibition

Sponsored by the Chamber and the Hong Kong Shipowners' Association and organised by the Seatrade Publications (Far East), the Expoship Far East '80 was held at the Ocean Terminal last month and attracted some 500 companies from 40 countries.

The Expoship established a meeting place for businessmen involved in the shipping industry, and served as a shop window for the latest technological developments in this business.

The Chamber, together with the Shipowners' Association, held a reception in the Furama Hotel on 19th November for exhibitors. More than 500 guests attended.



New members

A total of 19 companies joined the Chamber as new members during November.

Al-Futtaim Far East Ltd.
 Carlsberg Brewery Hong Kong Ltd.
 Cheung Fai Trading Co. Ltd.
 Easydo Enterprises Co.
 Godspeed Industries Corp. Ltd.
 Heller, Ehrman, White & McAuliffe
 Herland Trading Ltd.

Meet the Chamber



The Governor, Sir Murray MacLehose (right), visits the Chamber's booth at the exhibition and is met by the Chamber's Vice Chairman, Mr. John Marden (second left). They are accompanied by Mr. Francis Lo, Assistant Manager of the Chamber (left).



At the reception in Furama Hotel, the Financial Secretary, Sir Philip Haddon-Cave (centre) talks with the Chamber's Chairman Mr. David Newbigging (right) and Vice Chairman Mr. John Marden (left).



Mr. Jimmy McGregor (left), Director, outlines the wo "Meet the Chamber" reception. The reception was held joined the Chamber.

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First China annual report to be released

The first official annual report on China will be published by the middle of next year by New China Pictures Company, a division of Xin Hua News Agency.

With over 600 pages, the report will provide readers with comprehensive and accurate information on China's politics, economics, agriculture, industry, education, military, religion, technology, etc. There are more than 1,000 photos, tables and charts.

The report will be available in English, Chinese, Japanese and Spanish versions. Editions in other languages, such as French and German, will be published on request.

Kingsway International Publications Ltd. in Hong Kong has been appointed as the sole and exclusive agent on a global basis for this publication. For further information, please contact the company at 20/F., Ritz Building, 625 Nathan Road, Kowloon, Hong Kong.

Parliamentary Committee visits Chamber



The Chairman and members of the Parliamentary Select Committee on Trade and Industry visited the Chamber recently. Picture 1: Immediate past Chairman Mr. Nigel Rigg welcomes Sir Donald Kaberry, Chairman of the Select Committee (right), and Mr. Peter Emery MP (left). Picture 2: The meeting gets under way, as Chamber's members make suggestions on where scope exists for Britain to improve its trade performance in Hong Kong.

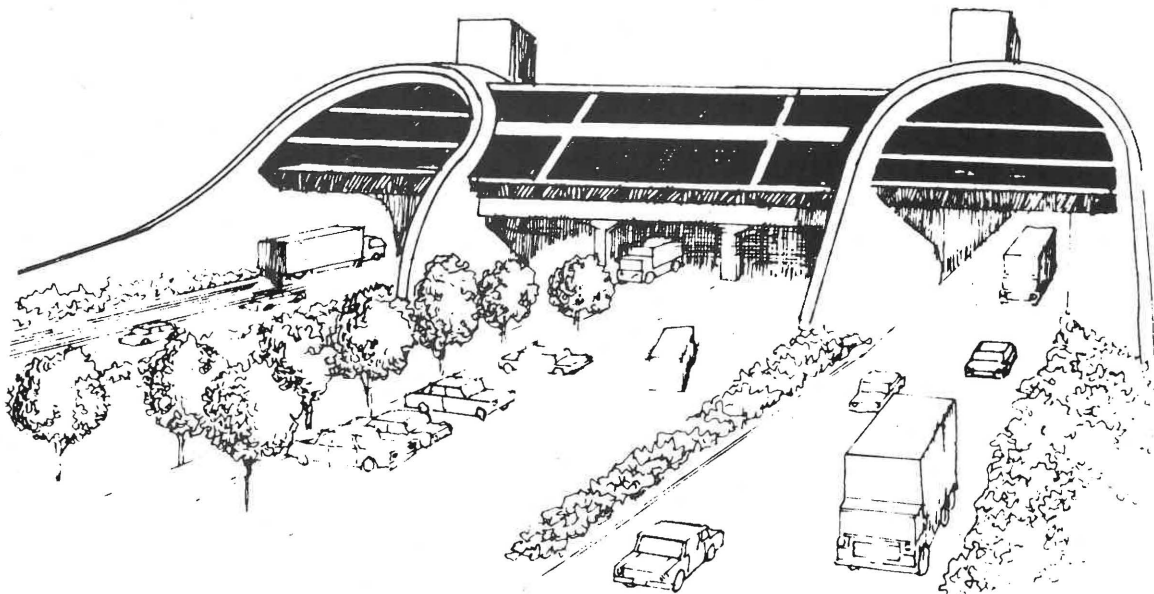


the Chamber to company representatives at the month to welcome 80 companies which have recently



Mr. Francis Lo (left), Assistant Manager, explains the trade enquiry section during last month's "Meet the Chamber" reception.

GEC Technology at work



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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。

訪英代表團

雖則本團訪問所得已在上期「工商月刊」詳盡報導過，相信會員定必有興趣知道本會不斷接獲英國官商界來函，祝賀本團程序安排周詳，及對改變英商對港英未來貿易關係之看法起了一定的影响作用。受訪的主要工商組織皆表示，在引起英商注意香港現有及未來投資機會方面，本團已達到了訪問的主要目的。此外，本會還接到港府駐倫敦辦事處寄來一系列英國新聞界評論本團訪問之報章摘錄。本人在此亦應對參與訪問程序安排的職員加以稱讚，同時更要感謝香港工商協會倫敦總會及港府駐倫敦辦事處的聯繫和協助。

圖示：在首日訪問活動中，本會主席紐璧堅受到英國貿易大臣洛迪的歡迎。代表團亦與工業大臣約瑟夫爵士進行了會談。



麥理覺



馮若婷



丁鶴壽

日本經濟會議

本人與工業部助理董事馮若婷於十一月十八日至廿一日赴日本，出席第二屆鹿兒島／香港經濟交流會議。馮氏亦有出席上屆會議。鹿兒島會議旨在加強雙邊貿易、旅遊及工業投資。本人已向工業發展基金管理委員會滙報了會議結果，我認為會議已達到了舉行的主要目的。鹿兒島縣將於明年來港舉行一九八一年度會議。本會與其他參與今年度鹿兒島會議的香港機構，將協助籌劃下屆會議事宜。本人已答允盡力提供協助。

此外，由本會理事丁鶴壽、馮若婷及本人組成的香港代表團亦出席了由橫濱商工會議所及橫濱國際關係委員會合辦的橫濱工業會議。我們在會議上向八十多位日本公司代表闡述了日商來港投資的各項優點，其中十五間公司要求與港方會議代表作進一步商討。值得注意的是，橫濱當局把香港視作其亞洲業務一個最有用的據點。展望將來，橫濱必將加強利用香港，促進其與亞洲之雙邊貿易及工業合作。

船務博覽會

由本會贊助之「八〇年遠東船務博覽會」於十一月十七日至廿一日假海運大廈天台舉行，主辦機構表示展覽成績良佳，此乃本會首次在展覽會場設攤位陳列本會宣傳性刊物。本會將再度被邀贊助下個兩年一度的船務展覽。海貿機構現正為八一年十一月十六日至二十日假海運大廈舉行之香港貿易展覽展開籌備工作。該貿易展覽將由本會與其他機構聯合贊助。

太平洋區經濟理事會

定於一九八一年五月初在港舉行之太平洋區經濟理事會週年大會籌備工作已在積極進行。沈弼將主持大會開幕儀式，其他香港主講者亦將參加會議期間安排的各項活動。十二位太區經事會香港分會會員已答允款待一百六十名嘉賓及海外與會人士。會員如有意加入太平洋區經事會香港分會或／及款待出席八一年週年大會的嘉賓，請與本會聯絡。每年會費僅二百元。



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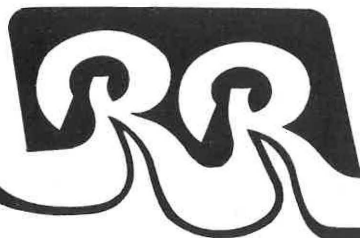
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本會動態

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。

英國工業聯會幹事訪港

繼本會訪英代表團在英工業聯會安排下成功舉辦研討會後，該會亞太區首長甘貝爾於十二月一日來港訪問。身為英工業聯會駐港代表及香港總商會執行董事，本人為甘氏安排了一系列訪問程序，讓他體會英國工商業在港投資及拓展市場之潛力。甘氏在離港前舉行之記者招待會上表示，他對本港社會及經濟的主要發展，感到驚奇和欣悅。

委員會及其他會議

特別稅務委員會開會研審向當局提交有關八一／八二年度財政預算之意見書。該委員會之評議將於短期內發給理事會傳閱考慮。

另一個由本會與香港皇家警察隊

及麗的電視合辦之好市民獎頒獎大會，定於十二月十一日假荃灣大會堂舉行。宋常康理事將代表本會頒發好市民獎。

公務員薪俸特別委員會於十一月廿六日會晤訪港之英國薪俸研究委員會董事。他此次來港是專門研究香港薪俸調查組之未來組織問題。本會特別委員會提出了一些改組建議。

香港工商協會徵求新會員

會員大概知道，香港工商協會是個總會設於倫敦的私人組織，會員由數百名對香港有特別興趣的工商界人士組成。本人是香港工商協會香港分會的名譽秘書，簡悅強爵士是現屆主席。我們認為有必要擴充會員，以對倫敦總會促進香港在英國利益之工作提供充份的輔助服務。本會高層代表

團最近之訪英活動，就是得到該會協助安排。徵求新會員運動進展順利，現時香港分會會員總數已由一百五十名增至五百五十名左右。因此，我們應可為香港分會會員舉行一個特別午餐會，邀請英國知名人士就一些共同興趣的題目，發表演講。

服務推行電腦化

本會多月來一直在研究推行電腦化服務的好處，現時此項研究已接近完成階段。裝置聯機電腦系統，似可以顯著改善本會對貿易諮詢、工業資料與諮詢及會員分類等各方面之處理工作。電腦設備亦可使本會擴充對會員之服務。經理事會考慮完畢後，本刊將再報導此項計劃之進一步發展。

The Director & Staff
of the Chamber
wish you
Merry Christmas
and a
Happy New Year

恭祝

執行董事及

香港總商會

全體職員同寅

聖誕快樂
新年進步

香港職工會與勞動力

根據今年勞動人口統計，香港就業人數共二百二十八萬人，其中不足四十萬人（少過百分之二十）附屬工會組織。一般而言，自一九七八年開始，職工會的會員人數已有下降趨勢（參閱表A）。

由於香港是英國的屬地，及港貨在世界出口市場上具有競爭力，西方先進國家一般都假設本港的工人受到資方的壓迫及剝削。

但事實上，本港現時勞動力大部份是爲了改善經濟前景而來港的中國移民，及早期移民的後代。

中國來港移民包括了少部份擁有資金及專門技術知識的工業家和企業家。這批多以農民出身的大陸來港人士，及帶來資本技能的國內廠商（多來自上海），爲本港工業革命創造了根源。

工業革命的第三股推動力，當然是本港的地道商人。在失去對中國之轉口貿易後，他們一直致力於安排及資助來港移民投入新經濟生產，發展工業創造繁榮，並提高了港人的生活質素。香港工業革命之能夠取得突飛猛進的發展，大概應歸因於國內莫測的情緒及港人的強大自信心。

隨着大陸移民及工業家日漸投身

工業革命，中國勞資關係的傳統概念亦傳入了香港。舉例而言，倘僱員的加薪要求遭僱主拒絕，國內的慣例是該僱員立即辭職。

大陸移民所帶來的另一個重要影響，是對中國內戰產生激烈政治情緒，及由於移民湧入造成環境擠迫，部份移民漸對香港美好生活的憧憬產生了覺悟。

事實上，內戰擁護者確掌握了這個社會環境，試圖對移民工人施加政治上的影響。左右派的職工會組織與工業革命並肩發展，雖然它們只是工人聯誼會及政治會所一類的組織。

最初，職工會的組織僅屬政治會會員招募所。因爲儘管他們了解勞資關係概念，但在衆多工人樂意在任何情況下工作的環境下，試圖模仿西方工會組織必會招致失敗。

其實，當時新勞動力的主流從沒有參加任何一派的工會。他們受到英國的協助和指引，把中國的傳統勞資關係概念適應及發展成爲今日的勞工制度——這個制度雖是世界獨有，但卻仍然遭人誤解——或者，保護主義者有時是故意誤解的。

由於沒有人投靠及給予支持，來港的大陸工人只有依賴工頭向僱主提

出要求。隨着工業革命步伐加速，他們更利用本行技術的供求情況來改善生活水準。倘若對工作條件感到不滿，他們就會轉易新僱主，謀取較優厚的工資和福利。

僱主方面有時亦會按流動原則，利用世界市場的供求情況，隨時轉變製造行業。

當本港工業革命發展至充份就業，甚至出現勞工短缺階段時，由於本地經濟行業過度吸引，勞工的流動性遂成爲了香港工人的最有力武器。

但今日，工人對行業的自由選擇及轉變，有時卻呈現了近乎輕浮的態度。另一方面，由於廠商必須提高產品質素來加強市場競爭力，他們對經營的行業越來越投入，因此不復享有昔日與工人一般的行業轉變適應能力。

香港貿易自由及前途難測，爲工人的高度流動性至少增添了兩個重要方面。一般而言，僅有百分之三十受過基本訓練的工人爲他們原有的僱主持久服務。

其中一方面是個個工人皆認爲自己有當老闆的潛力，而工人達到此願望的成功機會大概爲十分一。此外，皇家香港賽馬會的博彩活動亦爲工人登上成功之途提供了捷徑。

職工會會員數字摘要

（截至年底止之會員數字）

	職工會數目		會員人數					
	1978	1979	1978	1979	變動	1978	1979	變動
僱員工會及/或 僱員工會聯合會：—								
附屬港九工會聯合會的組織	67*	66*	214,848	196,543	-18,305	194,692	176,841	-17,851
擁護港九工會聯合會的組織	29	30	69,922	71,018	+1,096	61,092	63,932	+2,840
附屬港九工團聯合總會的組織	76	74	33,471	36,941	+3,470	30,730	29,445	-1,285
擁護港九工團聯合總會的組織	9	9	5,027	1,225	-3,802	3,630	825	-2,805
獨立工會	146	161	76,727	93,665	+16,938	70,594	86,457	+15,863
合計：僱員工會	327	340	399,995	399,392	-603	360,738	357,500	-3,238
僱主組織	42	41	4,668	4,307	-361	4,208	4,054	-154
勞資雙方聯合組成的工會	15	15	5,894	5,639	-255	5,130	4,955	-175
總計	384	396	410,557	409,338	-1,219	370,076	366,509	-3,567

*包括一個由四個僱員工會組成的工會聯合會

批准國際勞工協約之統計資料

(截至一九八〇年十月)

	申請協約 數目	其後廢止之 協約數目
A. 英國 (截至一九八〇年十月)	75	6
B. 香港 (截至一九八〇年十月)	44	0
C. 香港之鄰近國家*		
日本	36	1
印度	34	2
巴基斯坦	30	1
孟加拉	31	0
斯里蘭卡	25	3
越南	22	1
新加坡	21	1
菲律賓	21	0
馬來西亞	11	0
泰國	11	0
印尼	8	0
D. 批准數目少於香港之先進國家		
加拿大	26	1
日本	36	1
E. 批准數目與香港相同之國家—3		
F. 批准數目多於香港之國家—35		
G. 批准數目少於香港之國家—112		
H. 批准數目最大之國家		
西班牙	104	13
I. 不獲批准的國家		
巴林		
博茨瓦納		
納米比亞		
阿拉伯聯合酋長國		



工廠區午膳時間工人在街邊食檔用膳的情景。本港有數百家工廠設有食堂；最近市政局並通過修訂「食物業附例」，規定工廠食堂必須領牌。然而，工人仍喜歡在街邊熟食檔用膳。這些食檔的食物衛生是由市政事務處負責派員檢查。

*台灣及南韓並非國際勞工組織會員

另一個重要方面，是很少工人會對現職作為終身職業真正感到滿足。管子工人可能決定轉行做木匠或者甚至經紀，只要是他認為可以賺更多錢的，他都會去博一下。而在香港，一些突如其來的轉變確可使很多人立即成為巨富。

在香港，達到期望的機會甚大，成功的事例充滿傳奇性。在此等情況下，除屬聯誼會一類的職工會外，一般工會對工人並沒有吸引力。即使是組織完善及擁有罷工基金的工會，亦未必可以協助會員實現他們的真正願望。再者，當你認為自己是有潛能的老闆時，你又何須去打擊現時的老闆？這幾乎是有失尊嚴的事。

香港工會從未被證實為爭取政權或影響力的有用進身之階。工會領袖不是有潛能的總督或首相人才，香港不是新加坡。

工會的事蹟亦不見得如何令人印象深刻。最轟動一時的事件大概是一九五六年內部衝突引起的騷動及一九六七年文化大革命的外流影響。這兩項事件使工人的職業及家人的幸福陷於險境。

但一九六七年是香港勞資關係的轉捩點。暴動是由兩間工廠發生勞資糾紛開始的。時至一九六九年，勞工處已對本港勞資關係的弱點作出了嚴謹詳盡的檢討，並推行了一系列的改革及新權利。

目前，保障工人福利的各項勞工法例仍在不斷進行修訂。新制訂的勞工法例加強了工人的武器——他們可以通過個人或集體協商方式，向僱主爭取較佳福利。他們一般無需以罷工威脅僱主，只利用高度競爭勞工市場的供求定律，和他們的流動能力去企圖達到目的。

工人流動性雖則是僱員與僱主談判未果一般採取的第一個行動，但這並非唯一的選擇。僱員可以前往勞工處的勞資關係科投訴。該科每年處理的勞資糾紛案數以千計，其中大多屬個別投訴，與追討欠薪、遣散費、終止僱傭時用以代替通知的工資、年假工資及假日工資有關。

勞工處勞工主任的工作是調解勞資糾紛，調停未果雖可訴諸法律仲裁，惟這類事件至今尚無發生。通常的做法是交由隸屬司法部的勞資審裁處接辦。

勞資審裁處的目的在於補充勞資關係科的工作，而非取代勞工處現時之調解服務。

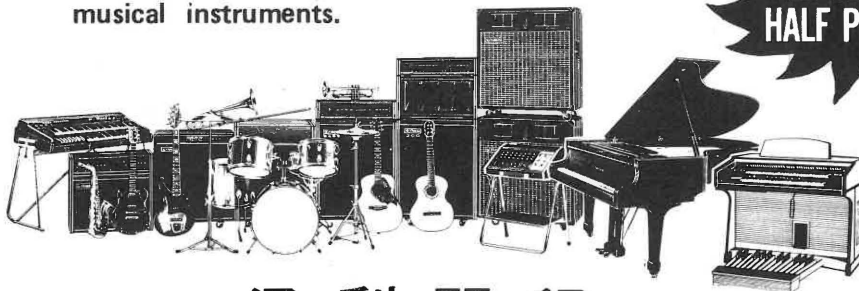
審裁專員負責為個案勞資反對雙方草擬論證，因為雙方皆不准委聘法律專業人士。審裁專員通常先提出妥協辦法，雙方不接納才進行起訴。他

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在聆訊時亦可提供妥協辦法。倘妥協不成，審裁專員就會按照他對勞工法例或習慣法前例的理解，作出判定。如對審裁專員的判定不滿，勞資雙方皆可以向較高等的法庭上訴，首先可向地方法院上訴。

審裁處作出的判定通常都獲勞資雙方接受，無需向法庭上訴，因此雙方都不用繳付堂費，勞資審裁處是香港獨有的處理勞資糾紛制度，或可說是成功的「安全閥」，執行法律公正，解除糾紛。這種審裁方法已獲公認為本港勞資關係的一個整體組成部份，這對保持勞資關係協調，及避免因調解未果引起的戰鬥性，有相當重要的作用。

工人流動性，調解及勞資審裁處並非本港避免工業糾紛／行動的唯一方法。多年來，勞工處一直向僱主提議成立勞資協商委員會，選舉僱員代表與僱主經常進行協商。成立委員會的用意是讓勞方代表有機會與資方洽談工作上的大小事情，包括生活指數及加薪等問題。

一般公用事業機構寧可採取協商制度，而不願承認左右派的職工會組織。這並不單只因為左派工會在六七年暴動事件中使他們的業務陷於停頓，而是因為左右派工會皆未能成功取得大部份僱員的支持。只要工會代表是由全體僱員以不記名投票方式選出來的，任何工會都可以委派代表出席勞資協商委員會。

然而，在本港四萬多間工商機構中，正式設有勞資協商委員會的機構仍屬少數，其中的原因是因為大多數機構都是小型廠戶；中國傳統的勞資關係概念在這些父系經營的機構中，頗能保持關係和諧。另一方面，較大規模的機構則恐怕協商制度會有不負責任的因素存在，或選出的勞方代表會在資方面前保持緘默。

勞工處長韓達誠上月宣稱，該處之勞資關係科現已設立一個增進勞資和諧之小組，根據個別機構之需要及組織之差異，給予意見和協助。促進勞資關係小組的職責並不負責處理索賠或糾紛。

無疑，促進主任將可在改善的環境下，增進與左派職工會的勞資和諧關係。一九七六年文化大革命結束後，中港關係有顯著的改善。目前，中

國並徵求港商為四個現代化計劃提供經濟協助。

今年，左派工會向勞工處提出了有關修訂現行及新勞工法案的建議。左派工會最近應邀委派代表出席新建築業勞工安全委員會更是一項突破性的進展，足以顯示他們樂意參與本港的社會問題。

鑒於其在賠償及糾紛中所擔任的角色較為隱蔽，左派工會似漸成爲一個幕後的壓力集團。這與另一個壓力集團——基督教工業委員會的暢所欲言作風不同。

上文所述香港勞資關係組織及其致力促進和諧的傾向，或會使讀者設想本港的工潮事件必在日增，及僱主多不近人情。

但事實是最佳的證明。截至今年十月底止，本港所發生的停工事件及損失工作日數字均較七八及七九年同期爲低，商事糾紛案件亦僅告略增而已。

勞工處長韓達誠在上月立法局會議上表示：「比較上言，本港的勞資糾紛紀錄算低。舉例而言，今年內損失的二萬個工作日當中，有一萬四千個工作日只是因一宗糾紛引起的。然而，我認爲在若干員工過剩及企業轉讓事件中，僱主未有顧及僱員利益，是造成糾紛加劇的其中因素。

香港實質工資水平是僱主每年工資調整優厚的另一個證明。事實上，在競爭劇烈的勞工市場中，這是合理

和必要的。由七四／七五經濟衰退年起至八〇年三月間，每日平均工資（其他福利除外）已提高了百分之九十六，而同期的消費物價指數則僅上升百分之五十一。因此，在七五年三月至八〇年三月期間，實質工資指數已由九十七點上升至一百三十點。

本港百分之三點二的失業率可算微不足道。八〇年三月的失業率再度下降至百分之二點二。

然而，若干人士似仍認爲私人機構勞資關係亦有惡化趨勢。這個印象大概是從報章大字標題報導有關公務員工會與政府之間的糾紛得來。這些獨立或政見中立的工會會員人數正在日增。另一方面，私人機構則沒有中立的僱員工會，且直至目前仍無跡象顯示中立工會組織會擴展至私人機構。

本港中立工會大多數沒有設立罷工基金，因而他們的工業行動未如西方工會組織一般有力。郵務人員已清楚體會到這一點。

中立僱員工會擴展至私人機構可能是多年以後的事。私人機構僱員的期望及志願與公務員對終身工作的期望或然不同。

然而，中立僱員工會朝向西方工會概念的發展，確增加了勞工處長對改善本港勞資關係組織作出新嘗試的力量，因為透過工會維繫多種不同之關係，將可使我們有更好的準備，去面對受過較高教育及生活西化勞動力的挑戰。



本港有不少工人選搭較昂貴的交通工具（如的士及小巴），而不搭雙層巴士。目前，東九龍工業區已有空氣調節的地下鐵路系統投入服務。時至一九八二年，地鐵服務將擴展至西九龍的荃灣工業區。

尼日利亞石油收益 及消費需求堅穩，提供可選擇 的工商業發展機會

維尼日利亞政府放寬限制後，該國入口貿易有蓬勃的增長。但尼日利亞深切關注的，是扶助本國工業發展，為九千萬人口及出口貿易生產。港商在雙方面皆享有拓展機會。

歷年來，香港與尼日利亞的貿易關係轉變不定，其中的原因是該國政府採取了寬制兩用的入口管制措施。然而，尼國政府避免施行永久保護主義政策，按外匯經濟情況對嚴厲或緩和管制予以調整的做法，卻比很多發展中國家開明。

一九七六年，香港對尼日利亞的出口較七五年減少，而七七年的出口數字則增近百分之五十，七八年再度增長百分之廿六，然七九年則告下降百分之廿四。

尼日利亞貿易有兩個突出的基本因素。其一，它是個石油出口國家（居世界第九位）；其二，該國人口眾多（超過九千萬），很多都渴望提高生活水準，對花費顯得十分慷慨。石油收入與消費市場需求殷切，正合港商的發展目標。

港商早就體會到這個市場的潛力。尼日利亞現為香港第十五大出口市場。今年首九個月內，本港對尼日利亞的出口總值為六億四千八百七十三萬元，較去年同期躍升百分之一百五十三。

出口紀錄得可觀增長的主要原因，是尼國政府放寬了入口限制。以往若干禁止入口的商品，現在可以申領海外入口許可証。

目前准許進口的商品包括消費電子產品、電池、若干類體育用品、工業保護鞋類、鐘錶及首飾等。

接受本刊訪問的港商皆對尼日利亞的經濟增長表示樂觀，因為該國的石油收入正在不斷增長。他們估計今年尼國的石油收入將達二百億美元，較七九年上升一倍。此外，政治穩定

亦造成了穩健的工商業環境。

渣打銀行貸款部經理麥堅納曾在西非生活了十五年，他表示，尼日利亞國際收支情況改善可從今年四月提出的利好財政預算案中反映出來。今年的財政預算廢除了入口保證金、放寬了入口限制和規定，並將國內工人的最低工資由一百二十美元提高至二百美元。

他指出：「以上顯示消費產品、原料及建築材料的需求將會增加，而且，將為香港打開一個重要的市場。我希望下年度尼國政府提出的預算亦會同樣利好。」

最近，尼國政府對本國商人出國公幹放寬了限制。現在，他們可以獲得一筆相當於九千港元的外匯旅行津貼，和每日九百港元的津貼（津貼最高期限為每年六十日）。

麥氏建議，有意打進尼日利亞市場的港商，宜在當地找尋富經驗的代理或合伙人。此外，他們亦應親訪尼日利亞，考察一下市場的規模和複雜性。他稱：「由於尼國的入口規定、外匯及其他條例管制甚嚴，這實非一個容易拓展的市場。」

他指出，一般港商都把拓展主力集中於首都拉各斯，而忽略了哈爾科特港，伊巴丹及賓恩等其他具潛力的貿易城市。

這個市場的發展潛力，從本會與貿易發展局合辦訪非貿易促進團的美滿成績，可見一斑。

今年五月，由十六人組成的聯合貿易團訪問了尼日利亞、肯尼亞及象牙海岸。據率領該團的本會貿易部高級經理陳煥榮稱，該團在拉各斯舉行

為期三天之產品展覽，共吸引了一千二百多名當地商人前來參觀，接獲訂單總值逾二千萬元。此外，尼國廠商並向團員提出了在當地合營設廠的投資建議。

該團團員之一的震雄機器廠有限公司報稱，共接獲六架螺絲直射塑膠機的訂單。其他暢銷的產品包括防風燈、建築材料、吊扇、廚具、鏡、行李箱、文具及皮帶。

陳氏把該團的美滿收穫歸因於尼國政府的放寬入口政策。他稱：「鑒於尼日利亞乃香港最大的西非消費市場，其放寬措施必會刺激本港的出口貿易。」

明年五月，本會與貿易發展局將再度遣團訪問拉各斯、奈羅比、索爾斯伯利及津巴布韋。目前已接獲四十多家公司申請參加該團。陳氏表示，由於會員反應極之熱烈，本會決定在明年一月另組一團專訪拉各斯。他解釋說：「一月出發是良好時機，因為它正好與尼日利亞宣佈一九八一年財政預算的日期吻合。」

正如麥堅納指出，尼日利亞可以成為大意商人的陷阱，因為該國的入口貿易限制及規則仍使人感到困惑。瑞士日內瓦通用公証行（一間國際檢証行）的工作正好強調了這點。該機構獲尼國政府委任，負責對外地進口貨品在付運前，進行強制性的質量及價格檢訂。瑞士日內瓦通用公証行在世界各地共設有三百五十個辦事處，它一部份的任務是杜絕進口商瞞稅及逃避入口規例的事件。貨品必須取得檢定合格證明，尼日利亞中央銀行才認可提供外匯。

瑞士日內瓦通用公証行在港的一位負責人向本刊表示，若干商人把實則已百分之九十製成，少需在尼日利亞再加裝配的進口貨，申報為零件或半製成品。他稱：「此等情況不單只沒有涉及技術轉移，而更重要的，是入口商欺騙尼國政府，以付較低的零件進口稅，來取代較高的製成品進口稅。這類申報不實的事件在電器及電子產品中最常見。」

技術轉移對尼日利亞的經濟十分重要。為平衡出入口貿易起見，尼國政府現正試圖擴展國內生產，吸引海外工業投資，使更能自給自足，及增加出口。政府的工業多元化計劃給農業以最優先的發展權，其次為食品加工、建築材料、金屬製品、汽車零件／部件、家庭及工業電器產品、化學及電子儀器部件等。

尼國向外商提供的投資鼓勵包括三年豁免原料入口稅，給予最優先發展工業三至五年的稅務優惠，及對若干商品實行入口禁令或限制以加強國內工業發展機會。舉例而言，為對國內的吊扇裝配及製造商給予保障，尼國政府於今年七月，將入口稅由百分之五十提高至百分之七十五。

尼日利亞企業促進法令鼓勵本國廠商與外商合資，組織聯營企業。有興趣的投資者可獲兩年優惠期，以供設立代表辦事處，展開市場調查及鑒定適當的合伙人。

雖然，尼日利亞基本上是個經濟自由的國家，但有時政府的干預卻被視為必要——尤其在資本密集工業方面，有關的產品被視為促進經濟增長及社會福利的要素，而私人企業家仍

無法作這方面的投資。此等工業包括熔爐鋼廠、水泥廠、木廠、製紙廠及汽車裝配廠。

私人投資主要集中於紡織、釀啤酒、食品加工、金屬製品、傢俬、塑膠製品、電器用品及電子部件裝配等行業。

港商在尼日利亞的投資甚大，包括紡織、搪瓷器、消費電子產品、鋼管、鋁質器皿及塑膠製品。

其中一個投資先驅者是中國染廠。該公司於一九六四年與尼日利亞北部投資機構合伙，在尼國北部設立了一間紡織印染廠。鑒於初步投資獲佳績，中國染廠其後又在當地開設多三間工廠。時至一九七六年底，該公司在尼國南部設立的綜合製造聚酯纖維、單纖維（長絲），兼營紡織印染業務的工廠已全面投入生產。此乃非洲同類工廠中的第一家。

中國染廠查美龍女士稱，該公司對其在尼日利亞的投資結果感到滿意，並正在探討其他地區的投資機會。她表示：「尼日利亞是西非繁榮國家中罕有的其中一個。我認為在 Alhaji Shehu Shagari 總統領導下，該國將繼續發展，這必將激發外國公司的投資信心。」

另一間在尼日利亞從事龐大投資的公司是佐都文洋行有限公司，它於一九六五年成立了一間紡織製衣廠。一九七六年，佐都文在尼國的業務擴展至消費電子產品。它與日本聲寶牌合營的電子廠（Three Aces Electronics Co. Ltd）主要生產收音機、卡式錄音機及音響器材。該公司現正計劃推行家庭電器

、雪櫃及計算機的新生產業務。

該公司董事經理馬班尼稱，尼日利亞是個對本港工業具發展潛力的良好市場。然而，他對當地通貨膨脹劇烈影響生產成本的問題，卻表示關注。

他表示，由於尼國人民對消費品的購買力很高，它對外國出口商極具吸引力。但另一方面，尼國政府卻對進口造成的外匯外流日益關注，因此，它現正積極推行國內的工業化計劃。

他認為，未來十年間，尼日利亞對消費品的入口需求將會下降，而原料及半製成品的需求則會增加。

由於尼日利亞的石油收入富裕，資金並不是吸引外資的目標。該國對各行各業的外國投資都同樣歡迎，因為這些投資可為它們引進外國工業技術和知識。由此看來，與香港吸引外資的論調頗為相似——除去石油不算。

在首期工業邨投資設廠的新工業

香港的工業革命即將打開新的一頁——使人詫異的是，這份光榮必須歸功於我們所謂的自由放任政府。

香港工業邨公司是直接參與工業改革及新發展的機構，它於一九七七年三月根據當年法例成立。一般人只知工業邨公司向符合釐訂準則的申請廠商，提供廉價工業用地。然而，該公司對本港工業多元化的貢獻將比任何其他機構為重要。

「工商月刊」最近巡視了大埔工業邨的最新發展。

硅片集成電路、急凍點心及食品、汽車廢氣系統、鋁質罐頭、高壓加固塑料喉管、紡織化工產品、電視機……。

上述只是港商過去曾考慮在港生產的一部份新產品。但這些特種工業無法在普通多層工廈內生產，卻成了一大基本問題。受限制的因素包括機器與製成品的重量及體積，特別規定如機器操作不受震盪或操作危險性等。

雖則其他因素亦有影響，但土地缺乏卻是這些特種土地密集工業無法經營的一個共同影響。缺乏廉價土地及需要等待港府撥地公開拍賣，使工業家對購地及自建合規格廠房的計劃失去信心。直至當局徹底修訂工地政策，批准成立工業邨公司，以批地方式為特種工業提供數以百萬平方呎計的寬敞工業用地，新工業才有機會取得迅速發展。時至明年底，這些新工業的產品將在首期大埔工業邨進行大批生產。

大埔工業邨是經過了兩年的填海、地盤開拓及基本建設工程才建成。現已投入生產的兩間工廠是文宜製罐廠（香港）有限公司及英記夾萬傢俬有限公司。嘉士伯啤酒廠將於十二月初在佔地一萬九千七百平方米的廠房進行試產。另有八間廠商亦將於一九八一年首季開始投產。

直至目前為止，已有廿七位廠商與香港工業邨公司簽署契約，另有五位則仍與該公司積極進行磋商。這三十二間公司的投資總值（包括建築及廠房儀器）約達九億港元，而其每年產品總值估計超過十九億元。

這些公司包括了本港廠商及八間與外商合資的聯營企業。外國廠商中計有分別來自英國、丹麥、美國、日

本、沙地阿拉伯、泰國、澳洲及新加坡。

大埔工業邨填海所得七十六公頃土地，其中四十五公頃已闢作工業用地，二十三公頃已租出或批出。第二期填海工程計劃現已交由行政局考慮，該工程竣工時將可增加二十公頃工業用地。

電子業對香港的經濟前途尤為重要。但本港電子業的發展卻受到零件製造設備不足所牽制。在工業邨提供工業用地下，電子廠商現已把業務擴展至硅片裝配，硅片集成電路及液晶體的製造方面。硅片裝配不單只標誌着香港新工業的誕生，同時亦意味着本港邁向更高級的技术發展。

香港工業總會總幹事陳樹安指出，香港缺乏廉價工業用地，是使本港在製造電子零件方面較其他東南亞國家落後的主要原因。他稱：「五十年代時，香港與台灣一起嘗試生產及裝配電視機，但其後，我們由於缺乏之地而逐步後退，而台灣則繼續發展其電視工業。」

他認為，大埔工業邨應可促進本港電子零件（如電視顯像管）製造業的發展。

本港最大電子產品公司之一的康力投資有限公司，最近與香港工業邨公司簽署了一份租地協議，租用大埔工業邨一幅面積九千八百平方米之工業用地，生產電視機（包括塑膠及金屬機身）及液晶體顯像管產品，供出

口之用。

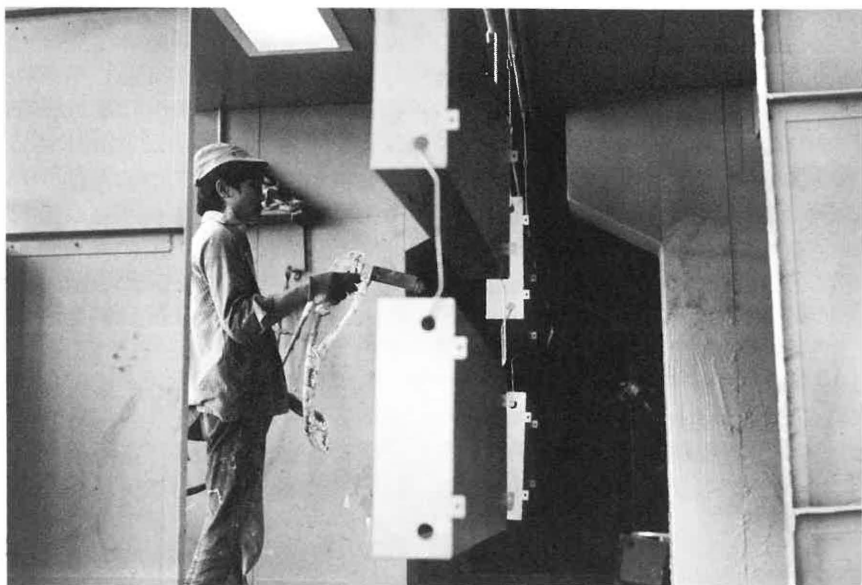
康力一位發言人稱：「香港電子業的發展一向以來只限於音響設備及一些體積較小的產品，雖然仍有電視機在港製造以供本銷及外銷，但廠房問題就成為阻礙這行業在港發展的最大因素。」

三家在大埔工業邨設廠裝配硅片的公司是興華半導體工業有限公司、科苑有限公司及愛卡電器有限公司。另一間瑞士投資的班寶機械工程有限公司將生產液晶體、磁體、印版及為船舶機械提供電機維修服務。

興華半導體一位負責人表示，集成電路的應用無可限量。他稱：「隨着本港微型電子業的發展，港電子廠將可生產一系列的新產品。」

雖則具有潛力，微型電子業仍有需要克服的問題。舉例而言，若干輔助工業尚未在本港奠定基礎。這些包括照相平版印刷的蒙片製造、高純度化工廠等。此外，本港目前仍缺乏這方面的操作知識經驗的資格工程師及技術人員。他稱：「我們需從海外委聘專業顧問來港，或遣派本港工程人員出國受訓。我們希望本港兩間大學及理工學院能訓練更多的人才。」

香港若干時日已成為簡單汽車零件（包括擋泥板、車頭燈、鏡、羅盤及真空吸塵器）的供應商。明年三月，興宇金屬製品廠有限公司將利用大埔工業邨生產較先進的汽車零件——汽車廢氣系統。



文宜製罐廠（香港）有限公司

該公司在元朗工業邨租用的三千七百平方米土地，將初步生產鋁外層的鋼廢氣系統，並計劃將後期生產業務擴展至包括軟鋼及不銹鋼廢氣系統。

興宇金屬製品廠董事經理張萬豪釋稱，廢氣系統不能在多層工廈內生產，因為打環扣着金屬管的生產過程需在卅二呎高樓底的廠房內進行。

在荃灣設附屬工廠的英資寶華萊遠東有限公司的传统業務，是供應建築材料，為紡織、漆油、橡膠、塑膠、紙漿及紙料製造加工化學品。由於工廠面積有限及政府對易燃物料製造加以管制，該廠的生產遂受到限制。

因此，寶華萊在元朗工業邨申請了一幅工業用地，並耗資一千萬元興建廠房。其主要生產綫是紡織業用的丙烯酸聚合物。目前，這種加工化學物全賴外國入口。預料該公司在八一年首季開始投產後，供應將可足夠全港需求。寶華萊亦有意拓展外銷業務。

美國大陸製罐（香港）有限公司將引進兩件式鋁罐的生產技術。該公司設於元朗工業邨的工廠將會廿四小時操作——以技術而非勞工密集為主。

作為本港第一間製造飲料用儲罐廠，大陸製罐公司預期將可增加與港飲品廠之交易，因為目前使用的飲料罐主要是由美國進口。投產初期將以內銷為主。

該公司現正與中國磋商為青島啤酒供應飲料罐的合作計劃。此外，它亦有意向其他東南亞國家推銷產品。

另一家獲簽署契約的廠商文宜製罐廠（香港）有限公司則是用錫片製造衛生標準之貯藏食品罐頭，它是其中最早獲批租元朗工業用地的廠商。

其工業邨工廠樓高三層，有三個生產綫在操作。裝配機器運抵後，將全面投產。工廠隔鄰另有一層高的廠房，從事罐身柯式印刷，內面設有一個三十五米長的焗爐烘乾系統。

香港工業邨公司的一項新計劃是發展典型廠房。此種廠房是經特別設計，具高樓底、重樓面負荷及伸縮性間格，以適應符合評選準則廠商之各類需要。此等典型廠房除以售價批租外，還考慮以年租計批租，以協助那些無能力或不願意在廠地及廠房積壓龐大資金之廠商。首座典型廠房打樁工程現已進行，樓高四層，各層單位兩個，每單位總面積為四千平方米。

工業邨公司總裁苗立賢稱：「倘廠商反應良好，我們將在元朗及元朗興建更多典型廠房。初期考慮的三座廠房設於元朗工業邨。」

對元朗工業邨相當有利的一項發展計劃是興建沿海公路貫通沙田與北九龍。雖然，此項計劃及元朗墟之繞道發展切受到阻延，但苗氏仍預期沿海公路可於一九八四年完成。

元朗的全面性發展，為工業邨的足夠勞工提供了保證。元朗現時人口約二十萬名，該區的公共屋邨計劃預期可於年內完成，再為三萬二千名居民提供居屋。此外，還有私人發展的屋宇。八十年代中期的元朗人口應會增加至二十二萬。

第二個元朗工業邨工程初步受阻的原因，是地盤開拓的材料供應有困難。此工業邨總面積約為九十八公頃，可提供之工業用地約七十二公頃，全部工程預期可於八二年底或八三年初完成。現時已有土地可供批租，廠商的申請正由工業邨公司積極考慮中。

據苗氏稱，我們現正在縮短申請批准所需的時間。與早期比較，今日申請的廠商較清楚知道評選準則，並懂得將他們計劃的生產過程及產品與已獲批租的公司進行比較。

他評稱：「一九七七年內（本公司成立第一年內），我們接獲大量申請，但由於有不少是不了解評選準則的投機者，獲批的比率甚低。」申請廠商之各種生產工程次序與現有香港製造業相比，凡符合下列各項條件者將可獲優先考慮：（一）利用全新之生產工程次序或生產全新之產品，（二）提高更高之技術水準，（三）可向更高技術水準之工人提供就業，（四）生產及供應本港市場現有工業所需之產品，（五）生產之產品在其出口上佔一重要的比例，及（六）以本港現有之條件生產有更高增值之產品。工業邨公司商務總監黃伯權解釋評選辦法時表示，申請廠商至少需符合兩項制定的準則：在生產工程次序方面，（一）其性質或需要無法在普通多層工廈內進行；（二）為非厭惡性行業。

他稱：「凡不符合這兩項準則的申請將獲拒絕。符合者將進一步按照其餘準則及優先考慮條件作評選。」

今年七月一日，工業邨公司再度修訂評選準則，包括以新穎或進步生

產工程次序改良現有產品質素及生產力的製造業。

現時，香港工業邨公司十五年契約之批地售價為每平方米七百元，廠商需於簽署契約時一次過繳付，（相當於預付每平方米三點九元的月租）。鑒於發展成本增加，該公司定於今年七月起將地價由每平方米五百九十五元調整至每平方米七百元。

工業邨地價與私人多層工廈的地價比較極之低廉。舉例而言，今年六月中屯門拍賣的一幅工業用地以每平方米一萬一千六百元成交，圖則比例為9.5。此價格約相當於工業邨地價的十七倍。私人地產商或官地拍賣均難以供應圖則比例2.5的低層建設工業邨工地。

在工業邨協助下，廠商已能擴展較高生產技術，和製造一些無法在普通多層工廈內進行生產之產品。

然而，很多工業家仍希望港府能提供更多的協助，擴展本港工業基礎。

陳壽霖議員在最近立法局會議中表示，政府應率先採取行動，抑制資金從工業方面流入地產市場。他說，有些生意一向不俗的大工廠竟然受不住引誘，急於牟利，不再從事生產，故而出售廠址，套取利潤，使情況變得更壞。

他促請設立財經機構，扶助工業。他指出此建議曾在李福和及其他兩位議員於一九七九年預算案會議時提出。陳氏舉例說，香港工業邨公司提供廉價工業用地，使有助於提高工業技術、改良本港產品質素及加強本港為工業港形象的工業受惠，就是個好例子。因此，成立一個資助工業的財務機構實在是順理成章之舉。

對於政府應加強工業扶助方面，香港中華廠商聯合會會長倪少傑呼籲當局以特惠條件向廠商直接出售工業用地。他稱，港府拍賣工地的地價及巨大面積，可能阻礙了小廠商的發展。他建議成立工業發展銀行，協助那些向商業銀行借貸有困難的小廠商。倪氏當然知道，港府在六十年代後期及七十年代初一度推行的小型工業貸款計劃因未能達到目標而告中斷。

不論政府扶助工業的全面政策如何，元朗及元朗工業邨為特種工業提供廉價用地卻無疑是政府工業用地政策方針一個良好的轉變。

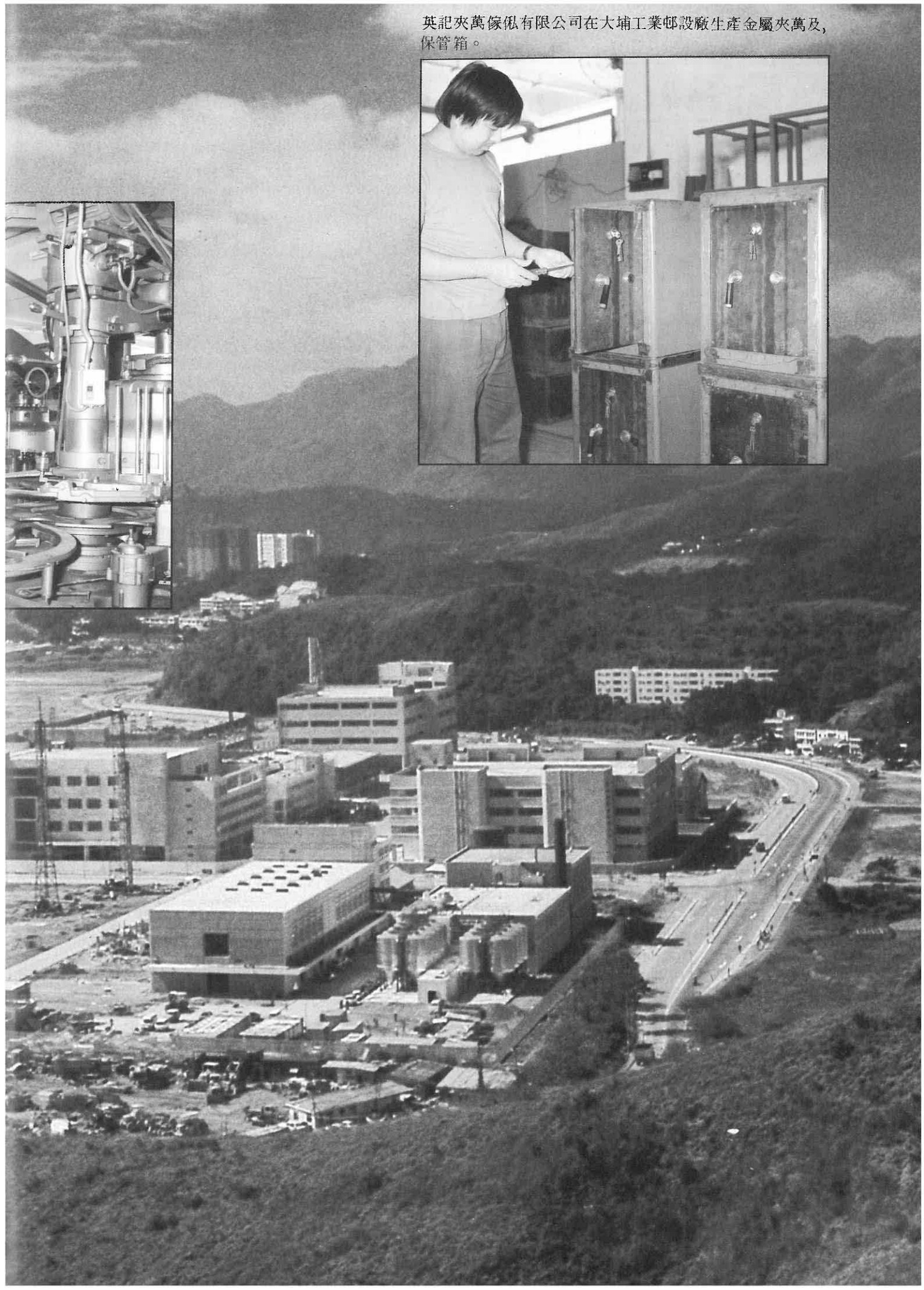
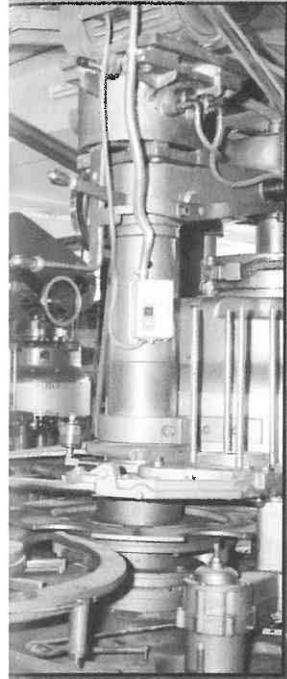
文宜製罐廠的錫片，經過柯式印刷後放進卅五米長的高壓爐烘乾，製成飲料用儲罐。



加強錫罐身強度的操作過程



英記夾萬傢俬有限公司在大埔工業邨設廠生產金屬夾萬及保管箱。



簡報滙編

歡迎新會員

本刊歡迎十九間公司於十一月份加入本會，成為香港總商會會員。(新會員名單詳列本期英文版)。

遠東船務博覽會

由本會與香港船東會聯合贊助，海貿出版社(遠東)公司主辦之「八〇年遠東船務博覽會」於上月假海連

大夏天台舉行，參展者包括來自四十個國家的五百間公司。該展覽為航運界人士提供了聚會地點，並展示了航運業先進技術的發展。

本會與香港船東會於十一月十九日假富麗華酒店舉行酒會，款待參展者，共有五百多名嘉賓出席。

「中國年鑑」即將出版

由北京新華社屬下新中國照片公司編輯之第一本「中國年鑑」將於明年中出版。

「中國年鑑」全書六百多頁，內

容精簡擇要，各欄包涵中國政治、經濟、農工、教育、軍事、宗教及科技等各方面之現況及最新資料。圖文並茂的年鑑，特別選輯超過一千多張最佳、最有價值的圖片，更採用圖表、圖解顯示最新的統計數字。

該年鑑將以中文、英文、日文及西班牙文出版。

京士威國際出版有限公司已獲委任為「中國年鑑」之全球獨家代理。查詢洽購，請與該公司聯絡。(地址：旺角彌敦道六二五號麗斯大廈二十樓)。



港督麥理浩爵士(右)參觀八〇年遠東船務博覽會，在本會攤位前與副主席馬登(左二)會談。旁觀者為本會副經理老元泰(左)。



財政司夏鼎基爵士(中)與本會主席紐璧堅(右)及副主席馬登(左)在富麗華酒會上交談之情況。

英國國會議員訪問本會



英國國會工業與貿易小型特別委員會主席及議員最近訪問本會。圖示：本會上屆主席雷勵祖歡迎英國會特別委員會主席卡百利爵士(右)及議員安曼利先生(左)。

款待新會員



執行董事麥理覺(左)在酒會上，向會員公司代表簡介本會各部門工作情況。本會於上月舉行酒會，款待最近入會的八十間會員公司。

本會代表團成功訪問英國

本會訪英高層代表團於十一月十日舉行記者招待會，與新聞界晤談訪英所得。

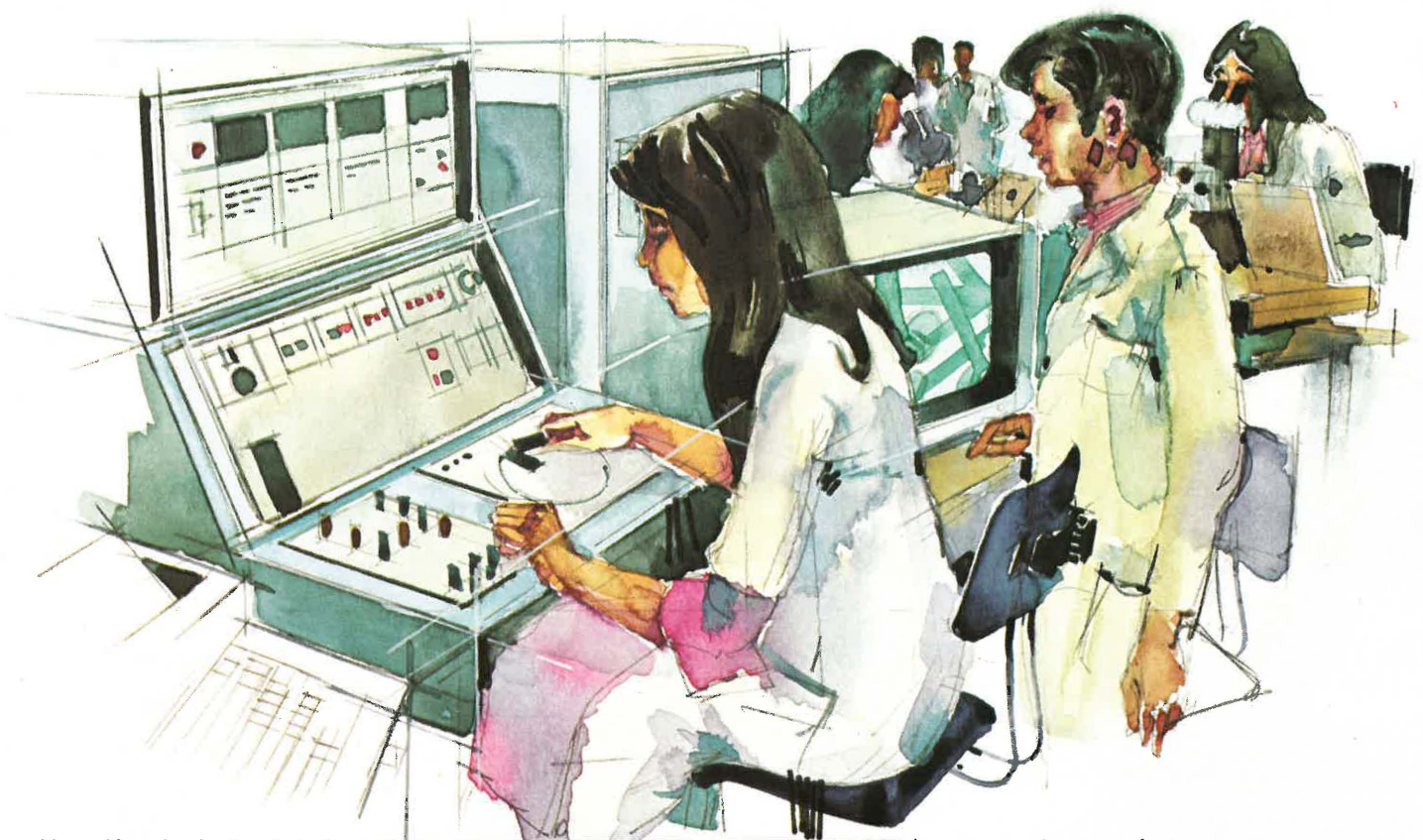
主席向記者表示：目前雖然尚難確定訪問成效，但我們此行獲得了英國工商界的熱誠款待，他們並表示對港投資感興趣。英國公司已開始對本港提供之投資機會作進一步的探討。

(左起)：馬登、紐璧堅、麥理覺及馬卓賢在記者招待會上談訪英所得。



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