

工月商刊 THE Bulletin

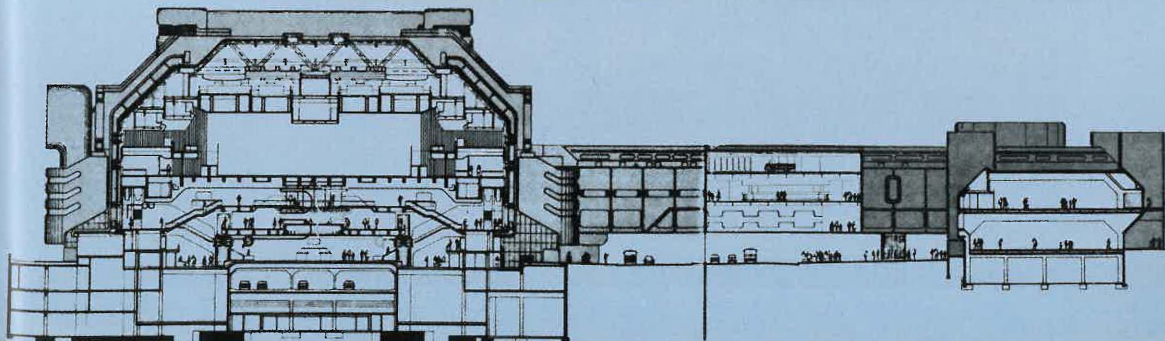
A Hong Kong General Chamber of Commerce Magazine 香港總商會月刊



Hong Kong at the Berlin Fair



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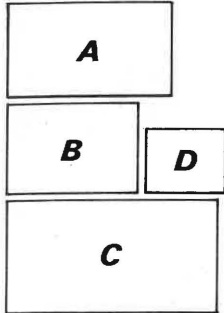


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Cover Pictures:



- A. Mr. E.U. Lyen, Mr. Sidney Fung and Mr. Bernard Wong are seen talking with the President of Burundi at the Hong Kong Pavilion on 28th September.
- B. Mr. Sidney Fung (centre) is introducing Dr. Richard von Weizsacker, Governing Mayor of Berlin to Mr. E.U. Lyen, a member of the Chamber's West Europe Area Committee at the opening of the 1983 Berlin Fair, 28th September.
- C. The Hong Kong Pavilion at the 1983 Berlin Fair "Partners for Progress".
- D. Mr. E.U. Lyen and Mr. Kenneth Chiu in an exhibition booth of the Hong Kong Pavilion.

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3	Chamber in Action Extracts from the Director's monthly report on recent activities of the Chamber.
6	The 1997 Issue The Chamber welcomes Richard Luce
7	Correspondence Albert Gazeley replies to Sir John Bremridge
11-23	Federal Republic of Germany Chamber does good business at the Berlin Fair
11	West Germany on road to recovery
15	Hong Kong exports to Germany begin to exceed those to Britain?
16	Food and drink from the world's beer and sausage paradise
23	Hong Kong Labour Scene New tactics from non-aligned unions?
25-31	Not wages, but conditions of service are the issue
25	Chamber surveys its members on sick pay
27	Law and Order Police commissioner discusses the changing law and order picture with <u>The Bulletin</u>
30	The "legs threat" in local economic espionage
32-38	In Tray Trade in Progress
32	貿易數字一覽
36	本會動態
39	本文內容摘錄自執行董事的每月報告。
42	基士利就彭勵治爵士來函答辯
45	一九九七前途問題
46	本會設宴歡迎雷斯
46	德意志聯邦共和國特稿
47-50	柏林商品展上本會取得佳績
47	西德踏上復甦之途
48	港貨銷德開始超越銷英貨值？
49	德國名酒美食介紹
50	香港勞工近況 工會採取新策略爭取通過勞工法例？
51-55	勞工爭取的是服務條件而非工資
51	本會向會員調查有薪病假意見
53	治安近貌 與警務處長一席談
54	本港的經濟間諜活動
55-59	簡報滙編
55	
58	
60	



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Jimmy McGregor Reports...

Membership

Chamber membership has reached 2,811, with additional applications being processed. Membership subscription collection for 1984 will be done through our computer system. This will not only reduce handling time and manual work but will also reduce the cost of printing debit notes and provide more accurate, up-dated information.

Committee Work

Home Affairs Committee

Liaison is being maintained with the Postmaster General over several aspects of the postal services. A mini survey has been carried out among larger member companies to obtain information on the methods used in processing their mail. This in turn will be used in further discussion with the Postmaster General.

The Committee has also approached the Transport Branch to offer assistance in the provision of information resulting from the initial development of the first phase of the Electronic Road Pricing Scheme.

Taxation Committee

The Committee met on 23rd September to consider outstanding matters in past Chamber submissions to the Government on taxation. In a number of cases, the Chamber has not received a response from the Government. Some of these are relatively non-controversial and a Government response will be requested on these. The Government's position on the withholding tax on Hong Kong dollar deposits was considered. The Committee agreed that there did not appear to be a case for recommending that this tax should be abolished at the present time.

China Committee

Members of the Committee met on 29th September to discuss the organisation of a Chamber delegation to visit Xiamen in late October. Also on the agenda was the organisation of the annual Chamber reception on 24th November for Officials of PRC agencies and organisations in Hong Kong. As in previous years, the reception will be held at the Hotel Furama Inter-Continental.

Arab Area Committee

In September, a detailed analysis of major imports into Hong Kong's principal trading partners in the Middle East was conducted, based on statistical data obtained from overseas Chambers of Commerce and from economic reports on the area. The Committee will use the results of this study to assess the business potential in the region and recommend a trade promotion programme for the Chamber.

Central & South America Area Committee

At a meeting on 2nd September, the Committee suggested that the Government Trade Department should issue Commercial information circulars to individual companies directly on a paid subscription basis. Subsequently, this proposal was forwarded to the Department. The Committee also recommended that the Chamber should not despatch trade missions to Central and South America until the political and economic situation there improves.

Japan, Taiwan & Korea Area Committee

The Committee has agreed to organise a goodwill mission to several cities in Japan in the spring of 1984. The delegation will consist of the Committee Chairman, Vice-Chairman, interested

Committee members and a Chamber executive.

North America Area Committee

Headed by Premier Peter Lougheed, a 6-member delegation from the province of Alberta, Canada, visited the Chamber on 16th September and held useful discussion with members of the Committee and the Chamber Directorate.

South Asia/Pacific Area Committee

Members met on 5th September to discuss promotion of the trade links between Hong Kong and countries in the South Asia/Pacific region. It was agreed that the Chamber should write to its counterparts in the region to request information on incoming trade missions and to offer appropriate assistance.

West Europe Area Committee

Discussion at a meeting on 6th September centred on preparation for the buying and selling mission to Switzerland and Spain from 4th to 15th October. Mrs. Helen Chan of the Trade Division will travel ahead of the mission to finalise arrangements. The Committee received a large business delegation organised by the Stadtsparkasse Koln of West Germany on 27th September.

Council Meeting

The Secretary for Trade & Industry, the Hon. E.P. Ho, spoke to Chamber Council members at a meeting on 12th September. Mr. Ho explained Government policies on current issues affecting Hong Kong's economy, trade and industry. Such meetings as this are useful in establishing and maintaining friendly and constructive contact with senior Government officials and Government Departments.

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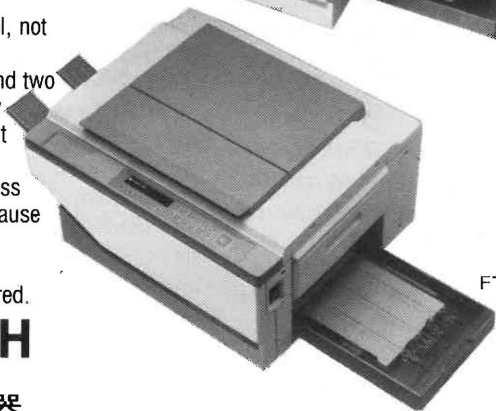
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The Chamber in Action

Joint Associations' Meeting

A meeting among major employers' associations was held on 13th September to discuss the Employment (Amendment) Bill on sick leave. The meeting discussed the results of a survey carried out among Chamber member companies to obtain their views on the Government proposal to increase the statutory maximum accumulated sick leave entitlement with 2/3 pay to 120 days from the present 36 days.

Information provided by 371 member companies representing a workforce of 92,214 was considered in the survey. Most considered the present legislation already provides adequate protection to sick workers. Some members suggested an increase to a maximum of 60 days which they believe would not create undue difficulty to employers and a few believed that the Government should share the responsibility by improving social security services generally.

At the meeting, a joint statement was agreed to condemn the repeated violation of confidentiality by employee representatives on the Labour Advisory Board. It was regretted that not only do these representatives reveal matters confidential to the Board but they have also presented distorted and inaccurate information.

Good Citizen Award Presentation

A presentation ceremony was held at the Henry G. Leong Yaumati Community Centre on 18th September. The Chamber was represented by Mr. Daniel Koo who presented awards ranging from \$1,000 to \$5,000, totalling \$73,000, to 41 awardees. I should point out that, at the present rate of expenditure, we have funds for less than two years. If the award scheme is to continue, the Chamber will have to consider soon how to raise additional funds.

Video Equipment

The equipment, which includes 3 television sets, two video cassette recorders and other supporting items, was installed in the Boardroom in early September. It was used by the North of England Development Council mission at a Roundtable Luncheon on 8th September with satisfactory results. The first cassette in our library is a dubbed copy of the Industry Department film "Two Steps Ahead". We are still seeking films from other Government Departments and organisations. I anticipate that the video unit will also be used by incoming missions, members and other organisations and, in this respect, I am considering a modest charge for its use.

Industry

Yokohama Conference for Economic Development in Asia (YACEDA)

Mr. Dennis Ting and Mr. Dennis Yeung, Assistant Manager of the Industry Division, will participate in the 3rd YACEDA Conference to be held in late October. The Chamber has participated in and supported this biennial event for several years. It presents a forum for better business co-operation among Asian countries.

Trade

Overseas Import Fair "Partners for Progress"

A Chamber delegation left Hong Kong on 26th September to take part in the 1983 "Partners for Progress" Exhibition in Berlin from 28th September to 2nd October. The uncertainty over economic recovery in Europe has tended to discourage participation by some Hong Kong companies and we therefore have a smaller than usual representation.

A German Asian Information Conference will also be held to celebrate the 20th anniversary of the first participation by Asian countries in the Berlin Fair. Mr. E.U. Lyen, a member of the West Europe Area Committee will represent the Chamber at this Conference and speak on Hong Kong's trade prospects. □

The Chamber Welcomes Richard Luce

Members of the Chamber's General Committee were given the opportunity of meeting Mr. Richard Luce, M.P., Minister of State at the Foreign and Commonwealth Office with special responsibility for Hong Kong Affairs, at an informal luncheon held in the Mandarin on 27th September. Mr. Luce was accompanied by Alan Donald, formerly the Political Adviser to the Hong Kong Government and other personal staff.

During the very lively working lunch, members concentrated on the 1997 issue and, in particular, on the serious effects being felt within the Hong Kong economy as a result of a substantial loss of confidence among Hong Kong investors since the issue was first raised formally in September 1982.

Members were pleased to hear of the determination of the British Government to secure a settlement which could be supported by the people of Hong Kong and which would allow the Hong Kong economy to continue to develop and expand successfully. □



Albert Gazeley replies to Sir John Bremridge

Mr. Albert Gazeley has replied to Financial Secretary, Sir John Bremridge, who wrote in the October issue of *The Bulletin* correcting Mr Gazeley for saying "In the past few years 50% of our Government revenue has come from land sales" and "We have the most expensive electricity in the world."

Mr. Gazeley writes:



I am most grateful to Sir John Bremridge for supplying more precise information on the drop in revenue from land sales, and the cost of electricity (*mentioned in the Chamber's Bulletin October 1983*), and I realise that when these figures are viewed in isolation and taken out of context, they make my generalisation look like a gross exaggeration. Therefore, I would like to explain why I "inadvertently" made such statements.

Firstly, had I written an "article" as suggested by Sir John, I would of course have researched the content, especially if I were trying to make a specific point related to the figures in question. However, this was not so in either case. The remarks that "half of Government revenue comes from land sales" and "Hong Kong has the world's most expensive electricity" were made during an off the cuff interview in which I was generalising on a wide range of topics beginning with the 1979 Diversification Report relating to industrial developments and investments and then ending with inflation, tax and the effects of 1997.

The point I was trying to make (and not doing it very well) was that diversification is not that simple and that Hong Kong is in for some difficult times also the major drop in Government revenue from land sales (according to Sir John, land sales were responsible from more than 30 per cent in 1980/81 and have dropped to less than 10 per cent in 1983/84 which means in land sales alone, a deficit of HK \$7,690 billion) could affect taxation in the near future.

Concerning the mention of electricity, this was just one of several costly items that make Hong Kong less competitive and I was trying to make a point in this part of the interview that the UK, Swiss and American overheads are becoming more attractive as the Hong Kong Government's "non-intervention policy" begins to wear thin. This becomes more obvious when viewed in the light of many offers being made by duty free economic development areas in Europe and America. This is also aggravated by the many newly made labour laws being forced upon employers causing their costs to jump considerably—in my own case, company insurance premiums have increased by half a million Hong Kong dollars for the coming year. Since the interview which took place more than a month ago, the Hong Kong dollar has taken a terrible tumble, oil prices have jumped, inflation is rampant and the cost of living has soared (I hesitate to put the figures), and discontent and uncertainty can be heard from all sides—this being the very point about which I was and still am extremely worried.

I hope my explanation will make Sir John and your readers understand my views more clearly, and I would be most interested in Sir John's general views on the Hong Kong situation as I see it, especially with regard to inflation and possible further taxation.

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EXCHANGE RATES at 15:45 (19/05/83)

	Per	Buy	Sell
Australia-Dollar	1	6.188	6.204
Canada-Dollar	1	5.694	5.707
China-Renminbi	100	28.47	28.61
England-Sterling	1	10.30	10.33
France-Franc	1	94.32	94.56
Germany (W)-Mark	100	0.838	0.845
Indonesia-Rupiah	100	0.68	0.75
Japan-Yen	100	3.000	3.008
Korea-Won	100	78	88
Macao-Pataca	100	90	97
Malaysia-Ringgit	1	0.51	0.56
New Zealand-Dollar	1	4.642	4.658
Philippines-Peso	1	5.653	5.693
Singapore-Dollar	1	3.356	3.366
Switzerland-Franc	1	3.402	3.412
Taiwan-Dollar	100	16.50	17.00
Thailand-Baht	100	29.30	30.19
U.S.-Dollar	1	29.022	30.026

From Sun Hung Kai Research Ltd. 19MAY83

Financial Vision GOLD Service 03:12
FINANCIAL INFORMATION on 05/05/83

LOCO LONDON		H.K. GOLD	
SPOT	434.50/5.00	CLOSE	3547.00
LONDON FIXING: AM	433.50	PM	431.50
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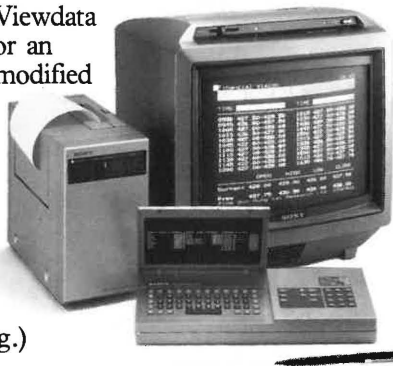
- 9:32 Switch on Financial Vision. HK gold is at HK\$3,454. Hmm... Almost the same as previous closing at HK\$3,456.
- 10:08 Gold now at HK\$3,433. Something's going on.
- 11:04 Gold now at HK\$3,392. Sliding! Call broker to sell portfolio — Cash \$339,200.
- 11:49 Gold at HK\$3,318. Still sliding! Call broker to short sell 100 Taels.
- 12:31 Gold now at HK\$3,321. Keep watching!
- 15:11 Even lower at HK\$3,125. Good!
- 15:16 Now at HK\$3,155. Going up... Call broker to buy 100 Taels. Have made \$16,300 profit!

Financial Vision				16:36			
H.K. GOLD (HK\$/TAEL) on 28/02/83							
09:30	HK\$ 3454.00	12:15	HK\$ 3325.00				
09:45	HK\$ 3430.00	12:30	HK\$ 3321.00				
10:00	HK\$ 3433.00	14:30	HK\$ 3328.00				
10:15	HK\$ 3427.00	14:45	HK\$ 3268.00				
10:30	HK\$ 3423.00	15:00	HK\$ 3125.00				
10:45	HK\$ 3410.00	15:15	HK\$ 3155.00				
11:00	HK\$ 3392.00	15:30	HK\$ 3233.00				
11:15	HK\$ 3305.00	15:45	HK\$ 3290.00				
11:30	HK\$ 3320.00	16:00	HK\$ 3250.00				
11:45	HK\$ 3318.00	16:15	HK\$ 3257.00				
12:00	HK\$ 3334.00	16:30	HK\$ 3270.00				
OPEN \$3454.00		HIGH \$3455.00		LOW \$3115.00		CLOSE \$3270.00	
PREVIOUS PRICE on 26/02/83							
\$3490.00	\$3491.00	\$3444.00	\$3456.00				
KRUGERRAND 16:30				BID N.A. ASK N.A.			
From Sun Hung Kai Research Ltd. 28MAY83							

Actual HK Gold Prices on 28 FEB 83

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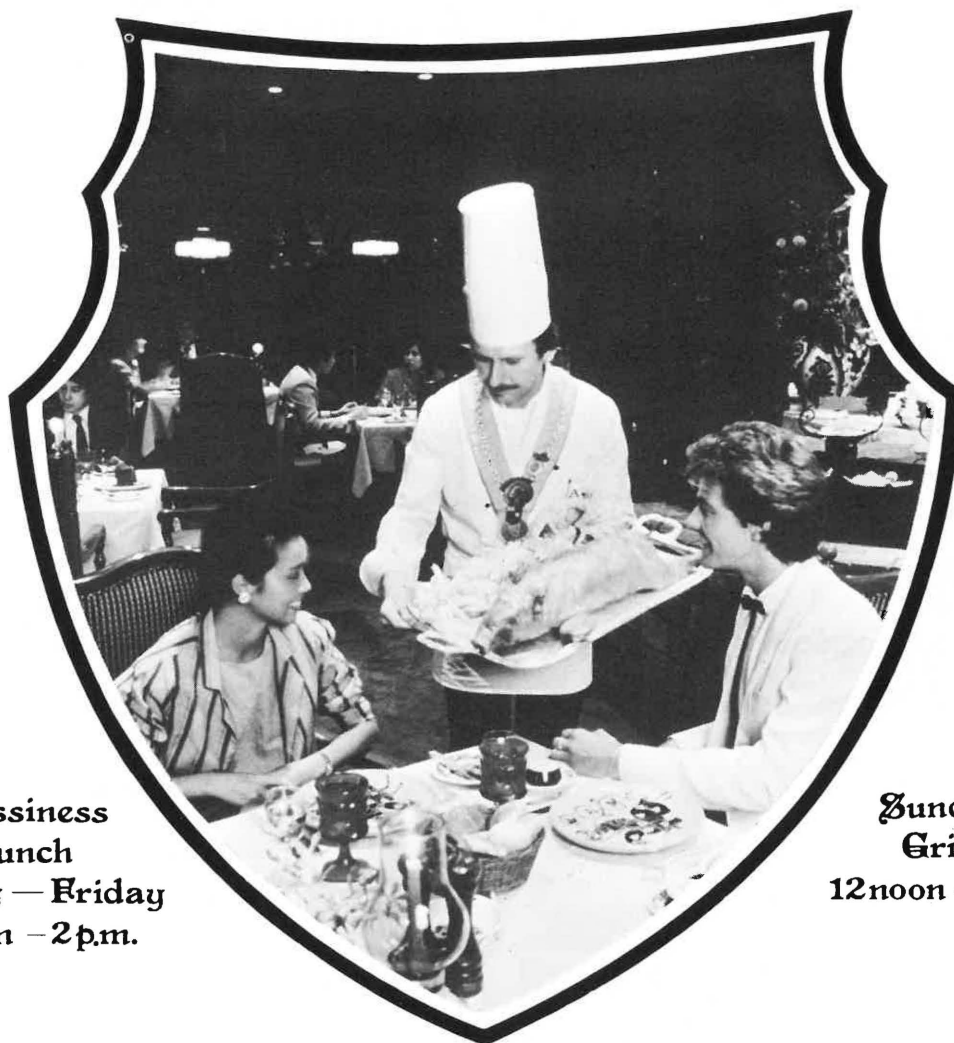
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Chamber does good business for Hong Kong at the Berlin Fair

The Hong Kong General Chamber of Commerce once again organised one of the most outstanding pavilions exhibiting Hong Kong-made products at this year's Berlin "Partners for Progress" Overseas Import Fair between September 28 and October 2 (See *The Bulletin's* full-colour front page picture).

Fewer Chamber members exhibited this year than last. Thirteen representatives of Chamber member firms manned 11 booths and an additional seven member companies exhibited in the Chamber pavilion's general display area. Last year there were 26 representatives from 20 firms and another 13 firms in the general display area.

Ernest Leong, the Chamber's assistant director for trade, explains the reason for the drop.

He says: "We had to begin organising Hong Kong's participation back in February before Hong Kong saw any real signs of recovery from recession. Many Hong Kong companies held back then on their overseas promotion waiting for signs of recovery which did come later — but too late to participate at Berlin.

"Now recovery is actually being experienced I am sure the level of interest in this important Fair, which can promote our domestic exports not just to the Federal Republic of Germany but the whole of Europe, will rise again in 1984.

"For those who did exhibit this year the timing couldn't have been better. Two-way trade with West Germany is now recovering fast."

Last year the Chamber pavilion generated about HK\$3 million in direct sales and HK\$11 million in follow-up orders.

Better Business

Sidney Fung, The Chamber's Trade Manager, telexed this report on this year's Fair:

"The 21st Overseas Import Fair "Partners for Progress" (28 Sept.-2 Oct.) concluded today in Berlin. A total of 1156 companies from 63 countries displayed their goods at the Fair. 16 HK firms participated at this year's Fair. This was the 17th time that the Chamber has organised group participation.

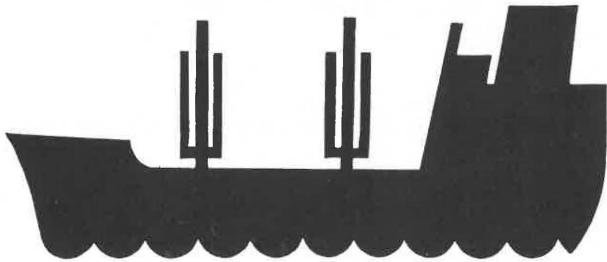
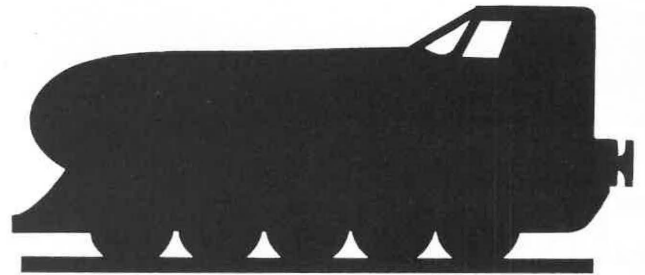
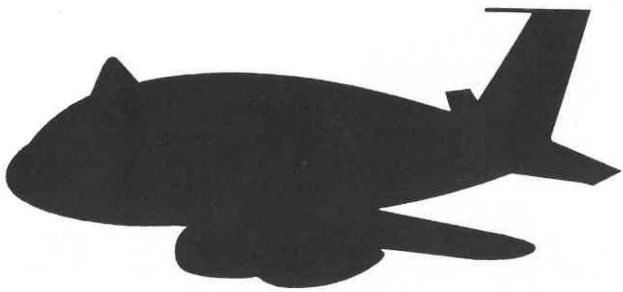
"The Hong Kong stand (250 sq.m.)

near the main entrance to the Fair was considered as one of the best and most attractive stands with extensive displays of Hong Kong products. Many important buyers visited the Hong Kong stand and were impressed by the range of products. Other important visitors included: Mr. Karl Carstens, President of F.R. Germany, Mr. Jean Baptiste Bagaza, President of Burundi, Dr. Richard von Weizsaecker, Governing Mayor of Berlin, Elmar Pieroth, Senator for Economy and Transport, Dr. Michael Otto, Chairman of the Advisory Council of the Overseas Import Fair. Chairman and members of the Parliamentary Committee of Economics from Bonn also visited our stand.

"As stand director for Hong Kong, I was invited to attend a dinner reception hosted by the President of F.R. Germany on 29/9 at the Bellevue Palace. I was interviewed by the press and radios in Berlin, including Deutsche Welle.

"Despite a smaller number of Hong Kong exhibitors at this year's fair, it was reported that more business has been concluded on a per company basis, indicating that the German mar-

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ket is in steady recovery. Orders received by Hong Kong exhibitors amounted to HK\$3.6 millions. Orders under negotiation amounted to HK\$ 8.6 millions.

"The general display attracted about 50 enquiries. Most popular items included: sportswear, leather goods, briefcases, electronic goods, LCD watches and clocks, stationary, electrical household items and giftware."

Ernest Leong says the main purpose of Hong Kong's participation is to provide exposure for Hong Kong products and, through perseverance, to develop buyer contacts that lead eventually to first orders and then successive repeat orders because the buyers find Hong Kong goods profitable to sell.

Hong Kong's big garment trade with the Federal Republic of Germany, for instance, is built on this principle. Department stores, mail order houses and even the German garment manufacturing industry itself find it profitable to sell Hong Kong-made, medium-priced products that, through Hong Kong's unique know-how in producing fashion and finish, are attractive to German consumers.

Ernest Leong says the main lesson learned by exhibitors is that good workmanship and quality for money is what makes sales. But the trend is away from standard merchandise toward the latest in design and Hong Kong has learned to be quick and flexible.

This year's exhibitors sold not only garments but the growth-area Hong Kong products like watches, toys

and radios and even travel goods, though this item has been adversely affected by global recession.

In addition to the booths of individual member firms the Chamber's Hong Kong Pavilion comprised a conference area where representatives held business discussions with their contacts and the general display area. The pavilion was attractively decorated and well located in the fair grounds.

The Chamber has been the honorary representative in Hong Kong of the Berlin Fair organisers since 1967. This year it was the 17th time the Chamber organised exhibitors from among its membership.

Each year representatives of the Fair come to Hong Kong to plan with the Chamber Hong Kong's participation. The space is given free to the Chamber by the organisers.

Ernest Leong explains the Berlin Fair is organised by the liberal-minded Germans mainly to give Third World countries an opportunity to display their exports and to encourage sales. At first, the opportunities for sales were more or less confined to West Germany. But as the Fair grew year by year in size, scope and reputation it has become the Third World's principal platform for sales promotion throughout Europe.

The idea of the Fair grew out of technical training programmes arranged in West Germany for promising workers in Third World countries struggling to improve their economies. Besides training key Third World personnel, the Germans then created

the Fair to display what these trained people accomplish when they go back home.

Of course, the Berlin Fair has a bonus for the West Germans. The familiarity it creates with the high standards of industry in the Federal Republic helps sell German capital goods in the Third World. It also helps the West German consumer get some of his every day needs at highly competitive prices.

Asian participation in the 1983 "Partners for Progress" Berlin Fair, besides Hong Kong, came from Brunei, Burma, China, Indonesia, Iran, Korea, Malaysia, Nepal, Pakistan, the Philippines, Singapore, Thailand and Vietnam.

In recent years the Berlin Fair has further broadened in dimension to include an information conference on science, politics, administration and economic matters of common interest. It takes the form of lectures and discussions.

The Chamber was asked to send a representative to this important forum. Mr. E.U. Lyen, managing director of World Light Manufacturing Ltd. and a member of the Chamber's West European Area Committee, attended. Mr. Lyen has been a staunch supporter of the Berlin Fair and an exhibitor on a number of occasions.

The Chamber also, on the initiative of its own West European Committee, adds its own promotional dimension to the Berlin Fair. Last year it sent a trade mission, after the Fair, to Scandinavia and Finland. This year another ten member trade mission went to Barcelona, Madrid and Zurich. Hong Kong exhibitors at the Berlin Fair usually form part of the membership of these missions that seek to expand trade with specific areas, in addition to what they accomplish at Berlin by making contacts with buyers from all over Europe.

In 1981 1,200 companies from 62 countries exhibited. In 1982 and this year the figure was about the same. The Fair is mainly confined to buyers and exhibitors.

Says Ernest Leong: "The Berlin Fair is not only an annual international trading post. It has become a supranational trading forum at which current issues and policies affecting trade are discussed. We have the advantage of being able to take part in this, hearing others views and able to express our own." □



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By Albrecht Conze,
Vice Consul, Consulate General of the Federal Republic
of Germany in Hong Kong.

West Germany on road to recovery

“ The West German economy is back on the road to recovery. Recent figures show, however, that a number of obstacles on this road remain to be overcome.

While unemployment is still running high with 2.2 million people (7.9% of the total work force) out of work, inflation does not seem to be a major problem for the time being. The rate has been below 3% for most of this year.

Mainly due to the increase of domestic demand, GNP growth has been accelerating since the beginning of 1983. The newly flourishing construction business seems to be leading the way, with consumer goods and industrial products following closely. It would, however, be premature to speak of a new boom, since industrial output is still well beneath the existing capacities.

Since domestic demand has always been only the second most important factor of German economic performance, analysts tend to focus much more on the first: how is the German economy doing at the international level?

Though her international accounts still show robust health, Germany's trade balance has been suffering from the continuing strength of the US dollar. The increasing cost of some dollar-related imports has restrained Germany's trading results. Rising prices on world commodity markets begin to show their impact, as bills payable in US dollars are now considerably higher than a year ago. Increased domestic demand has boosted imports during the first eight months of 1983. The result is, that within this period, the country's trade balance produced a surplus of 26.8 billion marks less than in the same period of 1982.

Consequently, it has to be doubted whether the Federal Republic of Germany will manage to exceed last year's record 51.3 billion mark (HK\$155 billion) trade surplus. The country's exports have shown only moderate signs of revival since late last year. While sales to the United States and to a number of EEC countries — the UK in particular — have improved, exports to France, traditionally Germany's first export market, have suffered from the relative weakness of the French franc. Export orders from the Middle East and Latin America are now well below previous levels due to liquidity problems in these regions. This year's figures about the development of trade between Germany and most Asian countries, however, seem to be encouraging.

These examples may give some indications about the overall importance the German government attributes to the continuous and balanced development of the world economy. As an export-oriented country, Germany — just like Hong Kong — remains highly dependent on the freedom of world trade. She shares this very basic interest with most Asian nations, and the German government never leaves out an opportunity to reiterate its commitment to the principles of free trade as they are laid down in the GATT.

If, on the road to economic recovery, a number of obstacles still have to be overcome, this does not seem to be the case regarding Germany's trade with Hong Kong. German exports to the territory were up 20% within the first six months of 1983, as compared to the same period in 1982, while imports from Hong Kong rose by 5%. This is a good road, and it should be pursued. ”

Hong Kong's exports to Germany begin to exceed those to Britain?

The Federal Republic of Germany (FRG) is Hong Kong's 7th most important trading partner in terms of Hong Kong's total trade. It ranks after the United States, China, Japan, Singapore, the United Kingdom and Taiwan.

Clement W.S. Yeung, assistant director for the European Economic Community (EEC) at the HK Government's Trade Department, says that in 1982 the FRG accounted for 4.2% of Hong Kong's total trade with the world. The balance of trade has been constantly in Hong Kong's favour.

In the last 10 years trade between the two partners has generally been growing and the ratio between Hong Kong exports to the Federal Republic and what Hong Kong imports from the Germans appears to be narrowing. In 1979 the ratio was 1:0.44. But the figure now is 1:0.50.

Hong Kong's domestic exports in value terms to the FRG constitute Hong Kong's third largest market after the United States and the U.K. (some German traders in Hong Kong think this year Hong Kong may export the equivalent in value of what it exports to the U.K., or, perhaps surpass the U.K. figure).

In 1982 Hong Kong's domestic exports to the Federal Republic were mainly in garments (61.6%). Other major items were toys and games (7.1% in 1982), watches and clocks (6.6%), radios (4.5%) and travel goods (2.4%).

Clement Yeung says that while clothing remains the predominant domestic export item it is a slow growth area. A comparison between the first half of 1982 and 1983 shows only a 0.5% clothing increase.

Toys and games, on the other hand, showed 6.9% growth, watches and clocks (16.2%), radios (8.5%). Travel goods recorded a decline (2.4%).

Toys and games, watches and clocks and radios are doing well on the FRG market and constitute an important growth area compared with clothing

and travel goods. In fact, the FRG is Hong Kong's second largest market for watches, especially quartz watches. Clement Yeung says in the 12 months ending March, 1983, Hong Kong sold 16.1 million watches to the Federal Republic. But the average unit price in that period has declined by almost half, from HK\$48.8 to HK\$24.9 per piece.

He says this is due to competition and a lot of trading down in the watch industry to remain competitive. It could also be an early symptom of over-production.

Nevertheless, Hong Kong domestic exports to the FRG in the first half of this year compared with the first half last year show an increase in value terms of 7.4%. After allowing for the effect of an estimated increase of 2% in prices, the growth rate was about 5.4% in real terms.

Eighth Supplier

Clement Yeung says the FRG is Hong Kong's eighth largest supplier of imports after China, Japan, the United States, Singapore, Taiwan, the U.K. and the Republic of Korea. FRG exports to Hong Kong accounted for 2.5% of total imports.

He says what we sell to the Federal Republic are consumer products. What we buy from the FRG are industrial raw materials, machinery and equipment and passenger cars. In 1982, 7% of our total imports of synthetic and organic dyestuffs came from the FRG.

German motor-cars represented 4.8% of Hong Kong's total 1982 car imports. Textile yarns and fabrics made up 5.2% of total 1982 imports of those items. German textiles and leather machinery constituted 3.8% of total Hong Kong imports in that category. Television sets and telephones made up 3.4% of Hong Kong's total TV and phone imports.

Clement Yeung thinks Hong Kong imports textile yarns and fabrics from

the FRG largely to be made-up and returned as finished garment products. German buyers confirm his view.

He says there has been a significant 14.6% increase in the first half of this year in the importation of dyestuffs from the FRG. He believes this is because the garment industry has picked up rapidly and requires more of these raw materials.

The increase of 4.5% in German yarns and fabrics in the first half of this year also reflects a measure of recovery in Hong Kong's garment trade with the FRG.

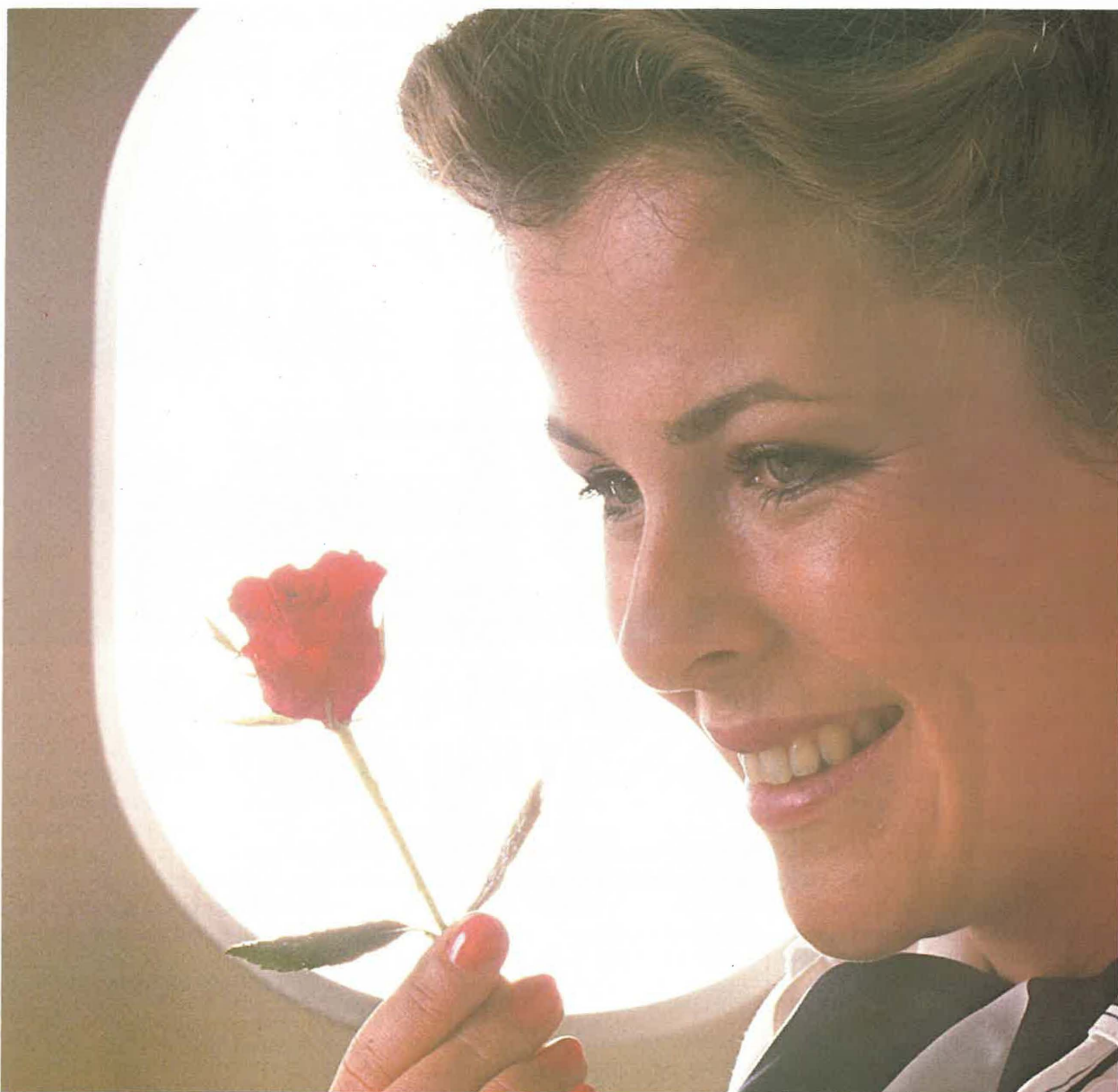
Imports from the FRG in the first half of this year compared with last year of textiles and leather machinery have gone up 35%. But there has been a big drop (39.3%) in car imports and telecommunications equipment (61.6%). Nevertheless, Hong Kong's overall imports from the FRG increased 20% in the first half of this year compared to last.

The West German garment industry itself is the biggest buyer of Hong Kong's predominant domestic export, garments. It is followed by the four big department stores and the big mail order houses. All maintain buying offices in Hong Kong for the East Asian region. But what they buy in Hong Kong is probably no more than 20% of what West Germans consume in the relevant categories.

Martin Caspar Korn, resident representative for the Far East of Kaufhof department stores, says West German garments purchases mainly are made in Hong Kong, whereas the hardware items the West Germans import tend to come either from Japan or South Korea and Taiwan.

Garments, he says, turn a better profit than hardware items. But cheap and simple clothing won't also earn a cent for a West German department store. Their interest in Hong Kong is that it produces profitable, fast-selling fashion items using sophisticated materials. It has know-how that Taiwan and South Korea don't have. It can manu-

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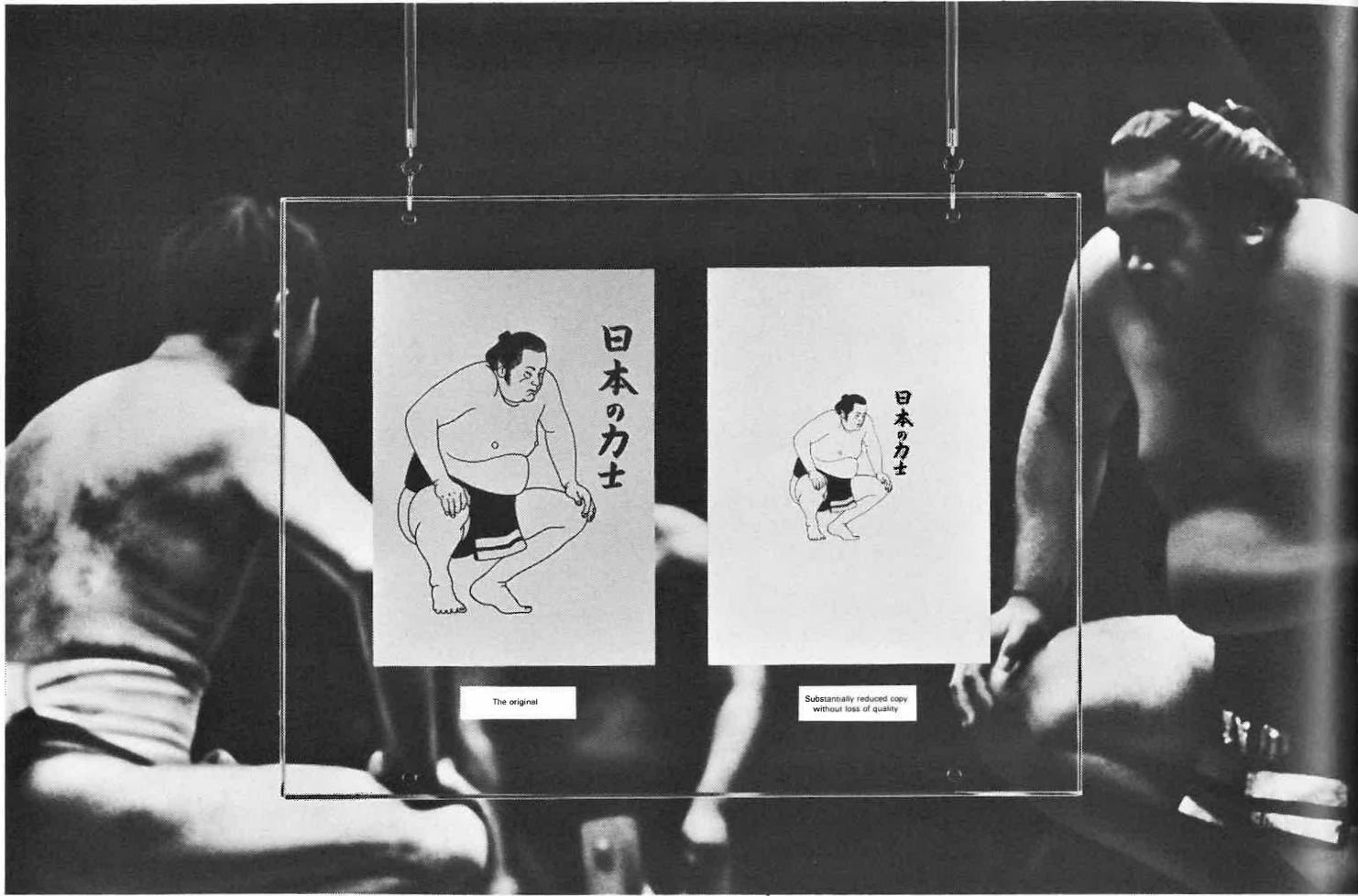


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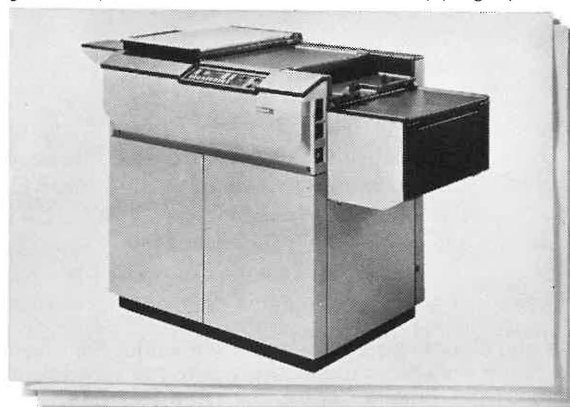
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facture in prevailing trends toward cotton, twill, calico and poplin and allow perfectly for shrinkage which isn't an easy task.

Hong Kong can produce sophisticated cuttings and novel applications. It knows all about pockets, pleats and flaps and was the first to produce the stone-washed item, a process it has developed to perfection and is in great demand.

The result, says Mr. Korn, is that his own figures show an incredible 28% increase in purchases this year. In jeans, he says, his company is taking four times what it used to order in 1981. He puts his Hong Kong clothing purchases as 70-80% of his total business done with the region.

Mr. Korn complains of the high price of quotas for sensitive items and says his firm might have bought more this year if quotas had been cheaper. He agrees quota prices are now going down but says it's because most garment manufacturers can't accept more orders for 1983 delivery.

Kaufhof, Mr. Korn says, buys canvas shoes, tents for camping, car accessories like radios, cassette players, etc. and swim goggles and masks from Hong Kong manufacturers. He is also beginning to go into China for standard merchandise, jeans, track suits, hardware, basketware, fabrics, glassware and even rubber air mattresses.

The manager of the liaison office of another West German department store chain who asks to remain anonymous says the market in the FRG for Hong Kong quartz watches is not yet saturated as prices are reduced by competition in what no longer is a new technology.

His company, seeking quality in a now mature technology, is still placing its largest quartz watch orders in Hong Kong but Korea and Taiwan are becoming cheaper.

This is because Hong Kong must buy a lot of its components in Japan with U.S. dollars and the weakness of the Hong Kong dollar against the greenback is making these components dearer for the Hong Kong manufacturer.

West German watch import specialists have offices in Hong Kong and do most of the watch business with the FRG, he says. They are able to import into West Germany, in greater quanti-

ties than an individual buyer, the full variety of models in the product range. They then distribute them in smaller quantities to West German outlets. They back-up their business with after-sales service.

He says his department store chain imports a higher proportion of garments than the official figures show on the composition of Hong Kong's domestic exports to the FRG. Fashion items this year for his firm increased 40%.

He believes buyers favour Hong Kong because they can come later than they used to and place their seasonal orders. Lead time in manufacturing has been reduced. Hong Kong manufacturers are adaptable and flexible in meeting the latest fashion trends to meet consumer requirements.

As a result, what the FRG takes from Hong Kong are fewer standard items but more items with changing styles and design variations. German buyers were also taking smaller quantities more often and of greater variety enabling them to follow their own market more closely.

Co-operative

The West German department store chain's liaison man in Hong Kong says local manufacturers are more co-operative with their clients than, say, manufacturers in Japan, who want orders for bigger quantities. His company is able also to buy piecegoods in China and have them made-up in Hong Kong. Shirts, for instance.

Quotas per dozen went as high at HK\$160 per trousers and HK\$120 for sweaters at the height of garment purchases this year, he says. But they are now coming down. His own assessment is that quotas won't be fully utilised this year on even the five most sensitive clothing items Hong Kong produces.

He says quotas got so dear this year, West German buyers wouldn't have placed so many orders in Hong Kong if it were not for the high and flexible standard of local production.

Besides watches, the FRG is most active in buying toys and games from Hong Kong. The toys are mainly plastic and mechanical but do include remote control items, operating on radio frequencies approved in West Germany.

More sophisticated dolls is another item. There is a problem with video games because Hong Kong isn't competitive with after-sales service. Few Hong Kong companies have their own distribution and service centres in the FRG and it is therefore difficult for them to compete with Japan.

West Germans also buy photographic accessories in Hong Kong. But cameras are largely brand-oriented and that means Japan. Thus, Hong Kong is usually confined to exporting items like photo albums, canvas bags and magnifying glasses.

Another strong item the FRG buys from Hong Kong is Christmas decorations. Many are re-exported from China, including plastic Christmas trees and the trimmings, including wooden decorations.

Germany also buys porcelain in Hong Kong in traditional Chinese styles. The bodies are imported usually from China or Japan and hand-painted in Hong Kong.

He says the FRG takes reasonable quantities of travel goods from Hong Kong but sales of these items have been affected by recession. It also buys casual canvas shoes, fur and cosy-slipper re-exports from China and kung fu shoes, though the latter are now losing their popularity.

The four big department store chains in the FRG, he says, are Karstad, Kaufhof, Hertie and Horten. The big supermarket chain is Metro. He says sales turnover has increased about 2% this year. But, measured against inflation, turnover is still showing negative growth.

He says profit, due to competition, finds its own limits. It has also been affected by variations in the form of distribution. These variations include the growth of supermarkets and hypermarkets, petrol stations who have gone into the retail business and even coffee houses where the consumer can buy anything from a surfboat to a shirt.

He describes Hong Kong as a place where in manufacturing there are acquired skills and experience that, at a medium price, can be transferred into a product with the most sophisticated fashion and finish.

Industry here, he says, is flexible and quick to meet demand. As a free port and free market it can buy all the components it needs to manufacture. □



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Food and drink from world's beer and sausage paradise

Hong Kong consumers tend to think of rich food and good drink when trade with the Federal Republic of Germany is mentioned. Products like beer, Rhine and Moselle wines, sausages, cheese and ham.

According to the German Agricultural Marketing Board (GAMB) that has an office in Hennessy road, Wanchai, Hong Kong consumes not only large quantities of these goodies, but also increasing quantities of chocolates, cheese, processed meats, coffee, fruit juices and biscuits and cakes.

GAMB in Hong Kong distributes an attractive 290-page colour-illustrated mouth-watering catalogue, called "'82 Lucull", to potential and established importers. The Catalogue says there are 4,732 beers in the Federal Republic produced by 1,400 breweries. Annual production is around the 100 million hectolitre mark, of which 2.9 million hectolitres are exported to 140 countries, including Hong Kong. It attributes Germany's image for good quality beer to a 460-year-old purity law, which was only recently adopted throughout the European Economic Community.

German beer nowadays includes special beers, like diet beer and non-alcoholic beer. The more intoxicating bulk of beer varieties include everything from a black to a white beer that are both said to be gaining in popularity.

The Federal Republic ranks fourth among nations exporting agricultural products. In 1981 their value was 22 billion DM. They are mainly speciality products that appeal to gourmets and housewives from New York to London and on to Hong Kong and Tokyo.

1,500 Types

GAMB describes Germany as the "True Sausage Paradise." It has a range of 1,500 types of sausages and sausage meats. Germany has the highest per capita consumption of sausages in the world.

For every 38 kilos of meat consumed by Germans, 37 kilos are sausages and sausage products. Making them used to be purely manual work. But today it is a streamlined, high technology operation.

For those who don't know, sausages are graded into three main groups—raw, scalded and cooked.

Raw sausages are made from raw meat and are smoked or air-dried, a process which not only produces a typical smoky flavour but also guarantees long life.

The term scalded sausage refers to an important part of the processing method during which fresh sausages are scalded for a short period. This type of sausage includes meat sausage, hunter's sausage, beer sausage, beef sausages and frankfurters. They are not suitable for long storage.

Cooked sausages are made from precooked meat. Typical examples are blood sausage, chawl, tongue sausage and liver sausage. All these are fresh sausages and should be consumed soon after purchase. However, their life can be extended either by smoking or by storage in jars or tins.

German wine ranges from table varieties to high-quality labels with distinctive flavours to sparkling types. A German wine law that came into force in 1971 establishes quality control and forbids the adding of sugar.

Sweetmeats producers in Germany employ 60,000 workers with a turnover of 11 billion DM. They are the third largest employers in the food and drink industry. Products imported into Hong Kong range from chocolates in packages that protect them from climatic changes to chocolate-coated and cocktail biscuits and even pyramid cake.

A large selection of German specialities was recently airfreighted to Hong Kong for the opening of a new German delicatessen in Central. Many gourmet products appeared on the local market for the first time when it opened. Of course, the group of stores concerned includes sauerkraut on their shelves.

The German foods being imported are expected to appeal not only to Westerners but also local Chinese consumers. □



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New tactics from the non-aligned unions?

Hong Kong's four employers' organisations have publicly deplored the tactics recently employed by an element in our local politically non-aligned unions in dealing with two new proposed labour reforms.

Jack Cheetham, secretary of the Employers' Federation, accuses this element of trying to create a harder "them-and-us" atmosphere in the Labour Advisory Board (LAB) that could harm the hitherto reasonable and harmonious way a consensus on labour reforms is reached through discussion between representatives of organised labour and the employers.

The employers' worry is that the tactics would appear to be attempting to short-circuit the whole consultative legislative machinery through which these proposed reforms normally pass. They think the tactics amount to an attempt to present inconclusive LAB discussions on proposed severance pay and sick pay changes to Hong Kong's 2.4 million workforce as if they were already cut-and-dried.

The attempted *fait accompli*, they say, could unjustifiably heighten workers' expectations. The misled workforce could exert political pressure on the LAB to agree to what some politically non-aligned unions might want fully recommended by the LAB to the Executive Council, whereas employers may wish to compromise on some points in the Labour Commissioner's original proposals.

The employers organisations also think such artificial pressure could perhaps have an influence on the Executive Council and the Legislative Council that are the final decision-makers on all labour reforms. An aggrieved and misled labour force is the last thing anybody wants in Hong Kong while negotiations on the political future of Hong Kong after 1997 continue in Beijing.

The inconclusiveness so far of the Beijing confidential talks themselves and a lot of China comment have af-

fecting the Hong Kong dollar and created fears in the workforce about the rising cost of living.

Some analysts see some connection between some non-aligned unions and the organisers of the rally in September in Victoria Park on dollar deflation and price inflation. However, the Government has responded quickly to the fears expressed at the rally and, as promised, has since done what it can about re-stabilising the dollar.

Nonetheless, the subject remains a lively issue in all classes of the community and those who express themselves loudly on the rising cost of living are likely to get the sympathetic ear of many workers.

Targets

This current mood could also rub off favourably on advocates of generous labour reforms, such as the new 120-days sick pay and a lot more severance pay. These are the two targets of the new non-aligned tactics. Employers think some proposals were too generous and feared the consequences.

The employers have made urgent representations to Labour Commissioner, Ron Bridge, who is LAB chairman, to ask him to do everything he can to see that LAB discussions don't degenerate in future into confrontation. This will require stricter observation of the rules of confidentiality applied to members. Employers are also concerned that one of the central figures in the new apparent tactics of the politically non-aligned unions is Mr. Wong Wai-hung, chairman of the Association of Government Land and Engineering Surveying Officers, a registered civil service union. The Association staged a work-to-rule in July and August 1982 for more pay and better conditions of service. The work-to-rule failed to move the Government and the Association's tactics now could be a backlash.

Mr. Wong gave his own press briefing after the September meeting of the

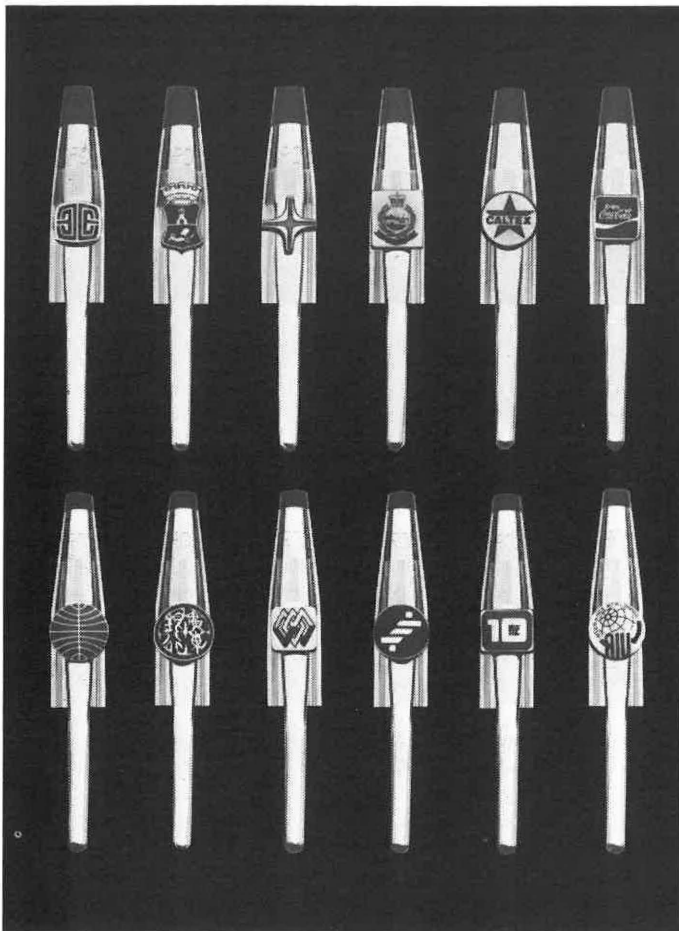
LAB. The four employers' organisations — the Hong Kong General Chamber of Commerce, the Federation of Hong Kong Industries, the Chinese Manufacturers' Association and the Employers' Federation — afterwards publicly accused Mr. Wong, without naming him, of not only a breach of confidentiality but also of grossly misrepresenting their views on severance pay proposals, specifically covering entitlements on the period of qualification and the rate of payment.

Mr. Wong's response to the employers' associations was anything but contrite. He said, in part: "Opinions from millions of people certainly will be of more value than the wisdom of a dozen brains in the LAB." He thought the workforce of Hong Kong had a right to know LAB thinking when a proposal had reached a conclusive stage.

From Mr. Wong's remarks it is clear the new tactics are not an accident. He pursued them further by attempting a second time in public remarks to involve the worried workforce, though his own union represents only a tiny fraction of them and organised labour is still only a minority of Hong Kong's 2.4 million workers.

There are 205 politically independent unions in Hong Kong and their 110,000 membership is largely drawn from the civil service and the teaching profession. Their membership is mainly people in career occupations where prospects for better pay and conditions depend more on the independent unions' organisational strength than is the case with the bigger industrial unions where the workforce tends to use its individual mobility in a supply and demand situation to achieve better benefits.

Besides the Government surveying officers, the teachers are on the LAB, together with representatives of the right-wing Hong Kong and Kowloon Trades Union Council, the printers,



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About 160 new or amending laws regulating conditions of service for workers have been passed in little more than ten years. Hong Kong now adheres to 31 International Labour Conventions in full and another 19 with modifications.

The result has been a vastly improved quality of life for the average Hong Kong worker. That is, the worker at his work bench, quite apart from other reforms he now enjoys for himself and his dependants in the social infrastructure, such as better education, housing and medical services.

The consultative legislative process on labour reform usually begins in Hong Kong with the Commissioner of Labour submitting papers to the LAB. The LAB comprises six elected representatives of the unions and six nominated from the employers' side.

Board members reach a consensus on each paper through discussion and the LAB recommendations, usually a compromise between employers and organised labour, go to the Governor-in-Council (Executive Council) for decision. A bill is then drafted according to Governor-in-Council instructions and gazetted. After publication of the proposed legislation in the Government Gazette, about a fortnight usually elapses for public discussion before it is first read in the Legislative Council.

UMELCO (Exco and Legco councillors sitting together) receives public representations on the bill from the time it is gazetted. Legco goes into the committee stage when the bill is read a second time and it is at this stage each bill could be amended to take into consideration public reaction. It becomes law after the third reading.

Where vested interests plead to UMELCO the legislative schedule on a bill is too short to enable them fully to consult on its economic or social implications, the bill is usually delayed and inserted later in the year's legislative programme. A deadline is however fixed on further consideration and reacting interests making representations have to conform.

The Employment (Amendment) Bill, changing the number of days with pay allowed sick employees from 36 to 120 is an example where UMELCO has agreed to pay.

Not wages, but conditions of service are the issue

Basic wages are not the issue on which the Labour Advisory Board (LAB) is asked to reach a consensus. There is no statutory minimum wage rate in Hong Kong.

The wage levels prevailing in each industry and service sector is essentially the result of an interplay of the economic forces of supply and demand. But the working environment in which this wage determining mechanism operates has increasingly been regulated by law in the 'Seventies and early 'Eighties.

In the period between 1949 and 1967 Hong Kong was more concerned about finding work for its enormous influxes of people from China than their pay or their conditions of service. But this changed radically after the civil disturbances in 1967-68.

The spark for these politically oriented disturbances were industrial disputes in two factories in Sanpokong and Hungghom. Then Governor, Sir David Trench, subsequently ordered a complete review of the labour situation and even the introduction of a minimum wage was discussed.

The Labour Department by 1969 had drawn up a comprehensive programme of how worker conditions could be improved, influenced naturally to some extent by experience of internal security considerations. Internal security is still a vital underlying consideration in current labour reform proposals while the labour atmosphere is emotionally charged with cost of living worries and uncertainties about 1997.

The impetus for reform has always also been influenced by protectionist sentiment in Hong Kong's overseas markets. This sentiment has often been manifest in criticism of Hong Kong's working conditions.

Unions overseas and, even sometimes their employers, have expressed fears about losing business and escalating their own unemployment, as a result of Hong Kong's competitiveness. They have labelled Hong Kong a "sweat shop", accused it of exploiting child labour and even of producing shoddy, sometimes dangerous, goods.

The Labour Department's reform

programme, prompted by internal security and protectionist criticism, was seen to assume wider domestic social objectives in the Seventies in the MacLehose era. As reform progressed into law and the labour infrastructure improved, emphasis switched from physical and economic security to meeting the community's expectations and more equitable distribution of the fruits of the labour force's admirable work ethics that were seen as one of Hong Kong's greatest assets in productivity potential.

Employers generally in a highly competitive labour market went along with the reforms. The prosperity boom of the late 'Seventies made the reforms affordable and workers benefited from substantial real wage increases in addition to regulated better conditions of work and service. However, the effects of global recession have in more recent years forced employers to look hard at further reforms, weighing what they think the economy can afford against what remains socially desirable and the labour reform "window-dressing" by poor enforcement of some neighbouring competitor countries.

Recession

At the same time recession has hit real growth in wages for the worker. Census and Statistics Department surveys have found some negative growth. But Financial Secretary, Sir John Bremridge, recently revising his mid-year forecast for the 1983 economy to 5.5-6% GDP growth, made a point of saying he expected the labour force will shortly start sharing the benefits of the export-led economic recovery in the form of higher real wages.

The results of recession have sometimes prompted some employers to suggest, in considering further labour reform that has gone on through the

leaner economic period, that the Labour Department is really doing the job of organised labour. Some also claim the Department's conciliation system in disputes favours the employee and Labour Tribunal decisions reflect a similar bias.

They complain the multiplicity of the reforms becoming law is creating an element within the labour force that exploits the workers' new entitlements and these same people are seen in and out of the Labour Tribunal year after year. They say this could be denuding Hong Kong's work ethic as an indispensable asset to its export competitiveness. The increase now enacted in sick pay entitlements is tending further to popularise this view.

The workers on the other hand complain about bad employers who don't even know of the "bible" of workers' rights in the comprehensive Employment Ordinance. The economy, they say, is fragmented into nearly 50,000 factories and 50,000 other businesses employing small numbers of workers. Employer comprehension of workers' rights, accomplished through labour reform, is a major problem.

The result of whatever is the reality behind the opposing views is that the Labour Tribunal, itself one of the reforms, is overloaded with work. Workers are experiencing delay in getting their cases against employers heard because they cannot all be included on each month's scheduled hearings.

Assistant Commissioner for Labour, David Lin Huo-fu, says his Department is experimenting with a new way of settling disputes to reduce this backlog. It has introduced a two-tier conciliation system to achieve prompt settlements.

A dispute that cannot be resolved at the first echelon of conciliation now goes before more senior Labour Department officials at the second tier. He says the new system is already

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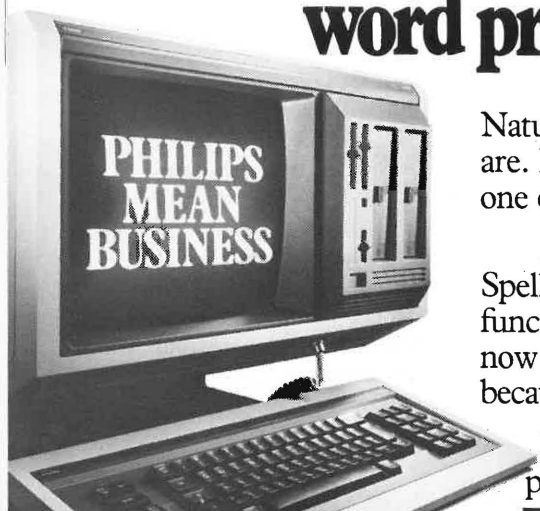


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having good results and the waiting period for cases that do go on to the Labour Tribunal is shortening.

David Lin describes the Employment Ordinance as the major vehicle of labour reform. Its provisions have been gradually improved for the worker. He points to the Employees' Compensation for Injury Ordinance as the last major labour reform. He says the level of compensation was increased by 40% but there was no outcry from employers.

Yet insurance companies that accepted the new level of risk for employers had put up their premiums and it would cost employers real money. He considers this Ordinance will cost them more than the additional sick pay entitlements because there is unlikely to be more than a few cases where sick employees would want their full entitlement.

Employers respond to the comparison by saying the additional compensation enacted for injured workers constitutes a desirable social reform. Whereas the sick pay entitlements could have a bad influence on the work ethic of the community, encouraging some workers to try to take advantage of the proposed generous in-

crease in entitlement.

David Lin says apart from the improvements proposed in severance pay and sick pay the Labour Department does not have a great deal in the pipeline in labour reform. New proposals include increasing the statutory ceiling for non-manual workers in line with the general increases in wages. The wage now enacted is \$8500 a month.

Another is to expand the definition of prescribed occupational diseases to catch up with what is in the United Kingdom laws on the subject. And another requires safety officers and safety supervisors be employed in designated industries. He says the last named will be definitely cost some employers money.

Answering the criticism that Hong Kong is ahead of its neighbouring country competitors in at least the enforcement of its labour reforms, David Lin suggests Hong Kong's yardstick ought to be Singapore.

He thinks the real advantage in the Hong Kong system is that it has fewer institutional barriers than most places to the interplay of the forces of supply and demand of labour that determine wage levels, enabling it to weather

recessions better than most countries.

He says in the last recession piece workers worked fewer days and no overtime. Besides, Hong Kong has no union work demarcation problem. Workers can be shifted from one job to another freely. There is no union closed shop.

It is less rigid in many other ways. There is usually no resistance to cutting the amount of work available and thus wages. Most workers in Hong Kong have seen worse days. Their interest is mainly in getting a good employer and not to overburden him with demands.

Another example of the lack of rigidity comes often from the employers' side. Manufacturers in recession sometimes produce for stock just to keep their own workforce intact.

He says the result has been there has been no major strikes in Hong Kong for a number of years. The few disputes that do happen don't attract much public attention. They are settled by conciliation in one or two days. The Labour Department finds both workers and employers willing to settle. Labour management relations in Hong Kong are generally excellent. □



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Chamber surveys its members on sick pay

The Hong Kong General Chamber of Commerce has done its own survey of its members' views on the sick pay Employment (Amendment) Bill. It found that the 400 company respondents, employing some 100,000 workers, almost wholly critical of the Government's 120-day entitlement now enacted.

Many companies expressed the view that the entitlement of 36 paid sick leave days already provides adequate protection for sick workers. A few accepted that an extension from 36 to 60 days maximum entitlement would not create much difficulty. But some suggested that the Government has a responsibility itself to improve social security generally if it wanted to improve sick pay entitlement instead of placing the direct burden upon employers.

However, these respondents didn't seem to realise that expansion of social services could result in additional direct taxation.

Many companies also felt that unnecessarily generous sick leave with pay entitlement would certainly encourage malingering.

As a result of the survey the Chamber subsequently recommended that the current 36 days limit might be increased to 60 days (similar to Singapore) for a trial period of two years and that detailed surveys should be carried out during that trial period to determine whether or not a further increase may be justified.

The Chamber also concluded from its survey that any new law should include provisions to protect employers against malingering and false reporting.

The Chamber, in fact, does not necessarily think that malingering will occur nor be encouraged by 120-days paid sick leave. But it does feel that this entitlement is unnecessary and unwise at a time when business and industry are facing great problems in maintaining a competitive position in world markets with serious currency volatility and comparatively high inflation.

The origin of the sick pay proposal dates back to a Green Paper published in November, 1977, entitled "Help for Those Least Able to Help Themselves." The paper proposed a system of voluntary employee insurance whereby employees could opt to have insurance cover for which they would contribute and in each case their own contributions would be matched by similar sums from their employers. The proposal was opposed by both employees and employers, a factor being its voluntary nature.

Employers' response : The Joint Associations' Committee on Employer/Employee Relations (Hong Kong General Chamber of Commerce, Chinese Manufacturers' Association, Federation of Hong Kong Industries and Employers' Federation) subsequently wrote on April 4, 1978, to the Commissioner for Labour.

The Joint Committee said it hadn't sufficient detail from the Paper to make a detailed comment but it had concluded consideration ought to be given to introducing the additional sickness benefits proposed in the Employment Ordinance.

It also said the sick pay proposal would also warrant further investiga-

tion into the cost to employers which would have to insure against this entitlement.

The Joint Committee's letter also made clear the CMA, while being sympathetic to the provision of the additional sick leave benefits felt there was insufficient detail available on which to take any specific view.

Subsequently the Employers' Federation carried out a survey of 11 companies which provided better sick leave conditions than the Ordinance currently required to try to estimate the incidence of total man-days of sick leave taken in 1975, 1976 and 1977. Also the number of sick days taken between 30 and 120 days. The 11 companies comprised eight with a large number of blue collar workers and three others.

The results showed that in 1977 out of a total of 9,722,000 man-days worked a total of 197,000 man-days' sick leave had been taken, or 2% of the total man-days worked.

Of the 197,000 man-days total sick leave taken only a total of 14,500 man-days lay between 30 - 120 days duration, or 0.14% and over half of this was from one large company.

One significant factor which, however, did come out of the survey was that the number of sick days taken in 1977 when compared with 1975 and 1976 had in general increased, perhaps indicating an increased awareness of and willingness to take sick leave.

At this stage, it was clear that many companies were apparently unaware that the employer is not required to pay for sick leave up to three days and it is likely that a large number of the 197,000 days mentioned would

not call for sick pay if the employer applied the terms of the Ordinance. It is only if the employee takes more than three consecutive days that the first three days qualify for pay. The results of the Federation survey indicated that an extension of sick leave over the present legal limit would not in general occasion undue hardship to employers.

**Labour Advisory Board Meeting
June 1981**

In June 1981 the Labour Advisory Board considered an increase in sick leave pay. The Employers Federation representative on that Board attended the meeting when the present proposed amendments were considered. After the meeting he wrote to the Commissioner for Labour, saying that although he did not voice any objection to the new proposals, it did not mean that this Federation will agree and it is possible that it may put forward counter proposals.

The proposals were discussed at the Federation's Council on June 23, 1981. It agreed in principle but felt concern for :

- a) the possible effect on the small employer and
- b) the possibility of abuse.

It also had some reservations on the large increase from 36 to 120 days, but evidence available indicated that this was not likely to seriously affect the overall position and that it was not possible to legislate simply for perhaps a very few unfortunate small employers.

The Present : Though the introduction of the Employment (Amendment) Bill

apparently came as a surprise to many employer associations, there is little doubt that the larger associations represented on the Labour Advisory Board should have known of the imminence of the Bill. On the other hand, Government should have been more specific in approaching employer groups for their views before issuing the Bill. However, it concluded that with the information available to them the Government felt that the proposed legislation should have little impact on the economy and especially when related to the social P.R. thereby achieved.

Government was possibly also influenced by legislation applying in neighbouring countries which suggest that Hong Kong would not be placed at a general economic disadvantage :

	Rate of Benefit	Duration
Indonesia	{ 75%	1st 6 months
	{ 40%	2nd 6 "
Japan	60%	18 "
South Korea	60%	120 days
Malaysia	100%	60 "
Philippines	85%	120 "
Singapore	100%	60 "
Taiwan	50%	6 - 9 months

Results of Protests: As is well known, the third reading of the Bill was postponed until after the LEGCO's summer recess.

Official protests have resulted in meetings between LEGCO and employer associations and extensive correspondence with the Commissioner for Labour.

One result of these meetings is that a

survey by the Census and Statistics Department was carried out to seek an indication of the current incidence of sick pay. In the event the survey was too late to affect deliberation by UMELCO which however had the results of the surveys conducted by the four main employer organisations. All produced similar results.

In addition a letter signed by the Joint Associations Committee has been sent to UMELCO laying down objections not only to the proposals in the Bill, but also the way in which the Bill was so precipitately presented.

In the meantime the Joint Associations Committee has taken action in regard to future procedures whereby they will be able to ensure a closer joint liaison with the Labour Department and also better coordination with other interested employer organisations. □

Police Commissioner, Roy Henry discusses the changing law and order picture

The increasing reliance placed on modern communications and computerisation in conducting trade and commerce adds yet another dimension to the Hong Kong law and order picture, says Police Commissioner, Roy Henry, in a wide-ranging interview with The Bulletin.

"To the better educated criminal of today communications and computerisation represent increased scope for the commission of serious crime", the Police Commissioner warns. He says unquestionably the maintenance of law and order is becoming more difficult and complex and this is to be expected in Hong Kong.

Mr. Henry says we should recognise that countering present and anticipated crime trends is not a matter for the Force alone. The accent should be on prevention and this calls for contributions by Government, Police and the community.

He says the Good Citizen Award Scheme, jointly organised by the Hong Kong General Chamber of Commerce and the Police, has done much to encourage the public to play an active role in helping fight crime.

Mr. Henry has been Police Commissioner since March 25, 1979. He has been in Hong Kong since February 1973. Prior to his appointment as head of the Royal Hong Kong Police Force Mr. Henry was deputy commissioner.

He began his police career in September 1948 in Malaya (now Malaysia). He first became a Commissioner at the young age of 39 when he was appointed Police Commissioner in Sarawak, Borneo (now part of Malaysia). He later served as Police Commissioner in Fiji before coming to Hong Kong.

His interview with The Bulletin was in question and answer form:



Stability and prosperity may be affected by political uncertainties, but basically they depend on law and order. Is law and order getting more difficult and complex to maintain? What is the trend in our society and why?

Unquestionably the maintenance of law and order is becoming more difficult and complex, and this is to be expected.

Our society is more free and open, no doubt as a result of better education and exposure through the media to outside influences. Youth are less restrained by family values; more aware of their rights and privileges. These developments have implications for the maintenance of law and order. Changes in our economic fortunes can have serious consequences, given the social and environmental backdrop.

Maintaining a high level of employment is vitally important, as is our ability to maintain a credible rate of social progress.

The increasing reliance placed on modern communications and computerisation in conducting trade and commerce adds yet another dimension to the law and order picture. To the better educated criminal of today they represent increased scope for the commission of serious crime.

These developments, amongst others, will feature prominently in the future.

Could you please outline briefly your fundamental problems in dealing with the current trend?

Firstly we should recognize that countering present and anticipated crime trends is not a matter for the Force alone. The accent should be on prevention and this calls for contributions by Government, Police and the Community.

For the Force's part, we must strive to get closer to youth and thus obtain a better understanding of the problems and the disruptive influences which

draw them towards crime. Our primary vehicle in this regard is the Junior Police Call movement which has proved its worth.

The ways and means of coming to grips with serious and violent crime are well defined. We require a sophisticated intelligence system and a highly professional investigative capability. The precursor is prudent preventive action on the part of the Force and potential victims — be they high risk businesses or the fairer sex.

In dealing with white collar crime it is essential that the Commercial Crime Bureau develops in step with the problem — preferably one step ahead of the problem. Specialized training is the key and this is fully recognized.

How do you think your problems compare with other East Asian cities? And with major Western capitals?

It is difficult to draw meaningful comparisons as differences in the cultural, political, social and environmental aspects produce different patterns. However, it is true to say that in comparing Hong Kong with other places there are a number of common denominators.

With the possible exception of certain communist countries the changing attitudes of young people are being experienced world-wide. The western world was first to see the effects of such changes but they are now being felt in many places in this region.

The increase in violent crime is also being experienced on a broad front. Here in Hong Kong the trend has been most pronounced over the last three years. Of particular concern is the use of firearms by criminals.

In this region we have yet to feel the full impact of sophisticated white collar crime but it is only a matter of time until we do. However, as a side-effect of the recession, we have seen an upturn in major commercial frauds.

What briefly is your strategy in maintaining law and order. How has it evolved and is it still changing?

Our strategies hinge on two fundamental aims that are of paramount importance in maintaining law and order. Firstly, to utilize the resources available to the best possible effect and, secondly, to cultivate and develop public support for the Force in the discharge of its duties.

In practice this means that maximum

Police ground coverage must be achieved, drawing on both the Regular and Auxiliary Police Forces. Flexibility in deployment is an important consideration.

This is one of the current accentuated policies now being disseminated throughout the Force. The local police district commander is the man to determine the method and employment of his resources. Gone are the days when autocratic tight control of manpower deployment is exercised from Police Headquarters. Police Headquarters is too remote from the ground to do this effectively.

As mentioned earlier, the development of good criminal intelligence, and the exploitation of such intelligence, is essential. Ever increasing reliance will be placed on scientific support services and technical aides.

Pre-planned offensive action to neutralise crime syndicates and triad gangs, and the maintaining of an effective investigative capability, have their part to play.

Pro-active crime prevention activities with the emphasis on serious and violent crime more-or-less completes the picture. Here the accent is placed on education to induce people to help themselves and others.

Proposals have been made to change the structure of the RHKPF into regional commands, etc. How is this progressing?

There is no intention to change the basic structure of the Force which has stood the test of time and has evolved into its present structure. Our intention is to devolve more authority and command and control to regional and district levels. To this end we have already completed the restructuring of command at district level, thereby providing the capability of assuming greater responsibility and, indeed, accountability at that level. Our next step is to apply the same formula at regional level, providing regional commanders and their staffs with greater autonomy operating, of course, within the policies declared by myself and my Headquarters.

Recruiting young and better educated people has in recent years been considerable. What percentage of the Force is now relatively young and inexperienced? When do you think you will achieve a better balance of capa-

bility?

In 1978 the overall strength of disciplined officers in the Force was 18,630. Today, it is 23,655, an increase of some 5,000 or 21%. The average age of recruits is 21 years so it follows that a considerable number of officers are below the age of 25 years, and, further, many are still comparatively inexperienced. This situation is gradually improving in terms of age and experience but given wastage, particularly retirements, it will not happen overnight due to our continuing recruiting. At supervisory level, particularly in the Superintendent rank, we are now consolidating and this augurs well for the medium and long-term future. In short, a better balance is being achieved but the Policeman on the ground, will, as ever, be our youngest officer.

Do you see the RHKPF's relations with the public as improving in recent years? What now do you estimate is the percentage of unreported crime? And the percentage of people actively helping the police in maintaining law and order?

Our overall Police community relations programme—personal contact at District level, campaigns on fighting crime, police recruiting, crime prevention, anti-narcotics and road safety and our extensive use of TV and radio—have all helped create an atmosphere of closer understanding and cooperation between the public and ourselves. For example: in 1982 over 620,000 people sought our help or advice—and over 80 per cent were on matters not related to crime; Junior Police Call membership is now over 350,000 (over 40% of the population in that age group); despite raising our educational standards, we are still being flooded by applications from educated young men and women who see the Police as a good career.

Difficult to answer the 1982 crime victimisation survey found that overall unreported crime had been reduced from 81.8% in 1979 to 71.4% in 1981. We have done much to streamline our reporting procedures and reduce the inconvenience to people reporting crime but you will always have a fairly high percentage who won't report. Fortunately, most unreported crime is of a petty nature. We have also been helped by the introduction of tighter legislation regarding the



carrying of identity cards. People who have had their ID cards stolen must report to the Police.

Of the total number of persons prosecuted for crime in 1982 (32,015) the number arrested by members of the public was 3,411 (10.7%). That is a figure which would be welcomed by most Police forces throughout the world.

The Good Citizen Award Scheme, jointly organized by the Hong Kong General Chamber of Commerce and the Police, has done much to encourage the public to play an active role in helping us to fight crime. Since its inception in 1973 awards totalling HK\$1,669,400 have been given to 1,448 citizens who took positive action to help us arrest criminals.

Another great source has been the TV Hotline telephone (5-277177) attached to our weekly Police 15 and Police Report television shows. This weekend, I will be announcing the 2,000th arrest directly attributable to those programmes. We have also received some 36,000 calls, about one-fifth of which have provided us with useful information.

Other useful sources of information have been the Crime Information Form, which produces about 100 returns a month, and our GPO Box 999.

Can you please tell me briefly what the RHKPF does to prevent crime? What are the inherent problem areas?

Crime prevention lends itself to three related approaches. Firstly the so-called traditional approach which is essentially watch and ward policing. The second is the specific approach, the provision of information on security measures to the public to enable them to take certain basic precautions. Lastly there is the sociological aspect, in effect measures to prevent persons from turning to crime.

In practical terms the principle problem is to persuade potential victims to take adequate precautions to safeguard their own premises and possessions. There is still a feeling amongst many people that it can never happen to them. Regrettably it does happen to them and all too often.

High risk premises such as goldsmith and jewellery shops are a special problem, and while the proprietors of many such establishments now have taken reasonable measures there is still much room for improvement. In this area we look for the support of the insurance companies in the expectation that coverage will not be provided unless adequate precautions have been taken.

Burglaries of all types of premises remain at an unacceptably high level. Again, we have had only limited success in persuading members of the community to take adequate security precautions to safeguard the integrity of their dwellings and places of business.

As regards the individual, we remain

concerned at the incidence of pick-pocketing, theft from vehicles and theft of vehicles all of which could be reduced by increased vigilance on the part of the public.

How do you see discipline in the Force? Is it improving and how is any improvement been achieved?

I think in general terms the standard of discipline is markedly good particularly in comparison with other police forces I have known.

Part of the reason for this is that the police officer reflects the high standard of self-discipline that exists within the community itself. A very high standard of turnout in uniform comes to the uniformed officer almost automatically. He has the same pride in his appearance that is evident in the normal day-to-day life of the Hong Kong believer.

Following the introduction of the new Police (Discipline) Regulations in August 1982 it is considered that the powers which are available to deal with officers who are guilty of a breach of discipline are now adequate. With an organization as large as the Royal Hong Kong Police Force and the strict standards of conduct which are required of its members it is inevitable that a small minority will conduct themselves in a manner which reflects poorly on the Force. When this occurs, we are quick to take action against those concerned and considerable importance is attached at all levels of command throughout the Force to keeping this number to a minimum.

A combination of an updated disciplinary code, the administration of it and the inbuilt traditional discipline of this Force augurs well for the future. I have great confidence that such standards will continue to be maintained, if not improved.

Are you satisfied with the work of the Complaints Against the Police office. Is the relationship with the Umelco Police Group working well?

In one word, yes. Not that this should be taken as an indication of complacency, for we are constantly striving to strengthen public confidence in the complaint investigation process, and also to improve the performance of CAPO and the service it gives to the

public. Nonetheless, I believe implicitly in the dedication and integrity of CAPO officers. Every effort is made, not only to fully investigate all complaints but to identify causation factors upon which remedial action can be based so as to reduce, so far as possible, areas of conflict.

The UMELCO function of providing an independent means for the monitoring of investigations carried out by CAPO is, without doubt, an essential and integral part of the complaints investigation process and has the fullest support of the Force.

How does the RHKPF's relationship with the ICAC work nowadays?

Ever increasingly well. The progress in liaison and in joint activity has been most heartening. There is now a vastly improved understanding between the two law enforcement agencies at the important working level. No longer is this understanding confined to the very senior level.

As the Hong Kong economy expands and business life becomes more sophisticated with the introduction of computers, etc. is commercial crime becoming more of a problem for you?

During the past few years Hong Kong has emerged as one of the major financial centres of the world. The majority of the world's exchange banks are represented here, as are the large merchant banks and brokerage houses. There is an active commodity market as well as four stock exchanges. Additionally there are excellent communications available from Hong Kong to all parts of the world.

Concurrent with the growth in trade and commerce has come a corresponding increase in the number of cases of fraud, no doubt accentuated by recessionary pressures. These frauds have become ever more complex and sophisticated, often with international ramifications and necessitate protracted investigations.

Computerization presents particular problems, for although there are built-in controls such mechanisms are not infallible. We are very much aware of the potential for international crime in this area, a problem which has been recognized by Interpol which in 1981 held its first seminar for investigators of computer crime and at which this

Force was represented. On the matter of training I would mention that three officers of the Commercial Crime Bureau have attended the FBI course on investigative techniques of computer crime.

Increasing attention is being given to the training locally of police officers at all levels in the Commercial Crime Bureau. Such training has included a course at the Chinese University on the basic concepts of accountancy and financial investigation, extra mural courses on subjects relevant to the Bureau's activities and a course for junior police officers on elementary banking run by a well-established bank.

Do you think you will ever get your new headquarters on the Wanchai Reclamation?

The need for a new police complex, which will include a new Police Headquarters, is recognized by Government. Plans so far are not just for a new Police Headquarters but headquarters for the Hong Kong Region, the Wanchai Police Station, our Auxiliary Police and its training establishment. The location of this future complex is currently under re-examination. It matters not to me exactly where this is. Whether it is on the Wanchai Reclamation or another site is equally acceptable.

Why did you go abroad to recruit your new Deputy Commissioner?

I have three deputy commissioner posts. Two of these are currently filled by long-serving Hong Kong officers. When one of those three posts became vacant I naturally looked around for experience and skill and my search was not just confined to Hong Kong. I found vast experience and proven skill in the shape of Mr. Ray Anning, who has a London Metropolitan Police background. Possibly more significant, he has for the past four years been one of Her Majesty's Inspectors of Constabulary in England and Wales. He was available and he has now joined the senior leadership team, bringing with him his enormous background of experience.

There were some misgivings when junior police officers got their own association. Do you now think those fears were justified?

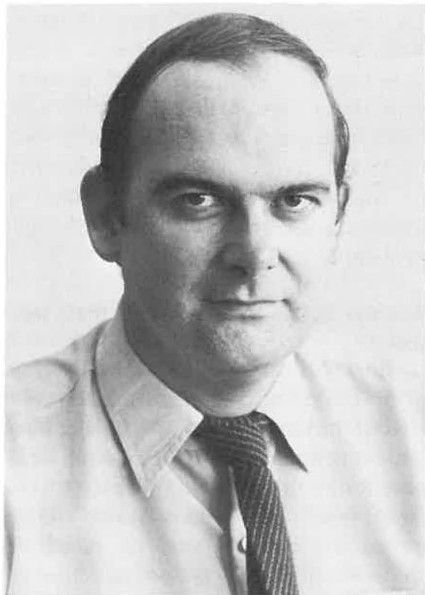
Any initial misgivings, in my opinion, were unwarranted. It stands to reason that, in a modern sophisticated Police Force of our size with its present day quality of junior police officers, their aspirations and attitudes must be properly represented to me and to Government through the medium of an effective staff relations machine.

This means a Junior Police Officers' Association. The JPOA now is a responsible and well-motivated association that projects a constructive and meaningful attitude in carrying out its role. That role is basically one of making representations reflecting junior police officers' views and their problems.

Are the Police satisfied with their pay scales?

Firstly, it is essential to the well-being of any community that its police force is well-motivated, has job satisfaction and is content with its terms and conditions of service. There, therefore, must be a system which determines the correct level of salary. I think we have that system and that at present the role of responsibilities of the police officer are adequately represented by his salary and remuneration. On this subject I am constantly hearing comment from the business world that starting levels of police salaries are such that many good quality young men and women are being deflected from a commercial career to a career in the Police. □

The 'legs threat' in economic espionage



What Barry L.T. James, a local ethically-minded security consultant, describes as the "legs threat" appears to be the main way commercial and industrial espionage is conducted in Hong Kong : people just walk out with vital knowledge of a competitor's plans either in their heads or on a copy.

Barry James doesn't think bugging devices are used all that much for eavesdropping, though those who do discover their plans have become known to their competitors do sometimes think they must have been bugged — their telephone tapped or their room bugged, for instance.

He says most losses of information happen by word of mouth. Yet bugging devices are freely sold in certain Hong Kong shops, ranging from anything as cheap as \$50 to sophisticated bugs that pick up vibrations on window panes costing several thousand dollars.

Barry James says these devices are mainly bought by tourists and visiting businessmen. They are, per-

haps, used in their own countries when they return from a Hong Kong visit.

Loyalty to the employer, he thinks, is at a premium in Hong Kong. Most employees' loyalty is to the family and the Almighty Dollar, not the employer.

He says bosses should be careful who they talk to and what they say when they do talk. It all boils down to proper staff training in security : a security attitude has to be a trained one.

Barry James is Chief Consultant at the security consultancy firm called HKS Consultants, which is an autonomous part of Hong Kong Security Group. But he's quick to say that as consultants, his firm does not favour the parent group, unless it has an expertise other commercial security agencies do not have.

He says he invariably advises his clients to go out to tender for any services or equipment he may recommend they need.

When HKS Consultants first began in 1982 it was the only security consultant firm listed in local business directories. But now seven or eight are listed and Barry James wonders whether or not all will have the same ethical outlook he practices or have a vested interest in sales?

He says when people come to him after having lost the confidentiality of business secrets he usually finds it is not a tapped telephone or some other bug but a lack of office security that is to blame.

Barry James says it could be the boss's executive secretary who could have been unwittingly careless, or the boss leaving a confidential letter on his desk.

It could be a skilled interrogator who grilled someone without his knowing it, or who could have disarmed somebody by getting him drunk.

It could be the cleaners who were paid to deliver the contents of rubbish bins to a competitor, or merely the result of cleaners selling discarded letters to a paper merchant.

The paper merchant could have a contract to deliver from one firm to another. Those receiving the discarded letters could put two-and-two together by reading and analysing over a long period spoiled carbons that had merely been screwed up and thrown away.

Freightening

He says it is also rather frightening what a skilled interrogator can find out by using a sprat of confidential information to get somebody talking and thus catch a mackerel.

Chinese and Japanese people are generally easily obligated to someone who does them a favour or entertains them. They feel duty bound to do something in return, and to give information that costs the individual little.

Though Hong Kong may still be relatively unsophisticated at commercial espionage the application of micro-processor technology is coming to the local business community. Barry James warns about the loss of valuable "chips" in their course of manufacture affecting the electronics industry and the need for security in firms providing computer on-line data services.

Access control, by using a simple card issued to an employee with his photograph, is easily enough defeated he says. Micro-processor technology has as a result begun to be used in Hong Kong for employee identification purposes. One method used so far identifies the geometry of the employee's hand : no two hands are alike.

He says other methods that could be adopted are devices that identify the

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way an employee writes his signature or that check the characteristics of his voice. Another method of identifying is the individual pattern of blood vessels on the retina of the eye. Devices using this factor have not yet become commonplace.

How soon these more sophisticated electronic applications will come to Hong Kong, Barry James says, will depend largely on their cost-effectiveness. He says that as a security consultant he tries to optimise security for Hong Kong business, not to recommend costly maximum security measures that are overkill.

Most Hong Kong firms do not so far make much of a conscious effort to look to their security. Most just muddle through until some important information or goods are lost. Then they may decide something has got to be done.

But their own expertise is not in security. They could, as a result, end up buying the wrong system. It could be sold by a security salesman, not a consultant. He says it is the consultant who can give independent and unbiased advice that gives clients optimum security at a price they can afford to pay.

Barry James says what a good security consultant does is make his own survey and analysis of a client's problems. He does not necessarily accept what the client has to say.

The good consultant is systems-oriented and is rather like a general practitioner in medicine. He treats the firm's security problems as a doctor would a patient's health problem. He recommends a specialist if it is a specialist problem.

A difference is that security consultants in Hong Kong do not have any externally defined standards like doctors. The fact that there are virtually no independent standards has led to a debate on whether or not Hong Kong security consultants should have their own association or even a government authority to regulate their work. But to date it's still the old story: Buyer Beware!

Security consultancy originated in the United States and spread to Europe. Definitions internationally also remain

blurred because there is as yet no international institute of security consultants. Barry James is, however, a Member of the Institute of Industrial Security, a body incorporated by the International Professional Security Association. The latter has a very active Hong Kong Branch.

After a good consultant has surveyed and analysed a client's security problems and made his recommendations he should help his client draw up specifications so that he can call for tenders for whatever services or equipment may be needed.

Optimum

Barry James says the most cost-effective designs for optimum security should be made at the planning stage for any development. In Hong Kong most consider security too late.

Personally, he finds this a little paradoxical. The Hong Kong population as a whole is very security conscious. He says he's never been in a place so riddled with metal gates, grilles, barbed-wire, burglar bars on windows, intercoms, peep-holes in front doors, door chains, and even 10-foot high perimeter walls, with broken bottles cemented on top and guard dogs roaming the yard.

He thinks this siege mentality is a legacy of a lack of law and order in China from time to time in its history and the local high population density. Everybody believes they must look after themselves exclusively.

He says Hong Kong's iron bar syndrome can have its dangers. For instance, it blocks fire escapes. Burglar bars that are not hinged can also block escape from fire and smoke.

Barry James says good security consultants don't talk about their clients and their unfortunate experiences nor the security steps consultants may recommend that could help commercial spies or just plain burglars.

But he does list a few of the jobs he has undertaken, like guarding the QE2 when she's in port with a host of millionaire passengers and protecting the pretty entrants in the Miss Universe contest when it was held in Hong Kong. (Miss Israel was the prob-

lem and she was the contest winner.) Barry James says his clients include banks and property companies, or just VIPs (Very Important Persons). Multi-national companies are sometimes also concerned about their senior staff who may be a kidnap risk, not necessarily for political reasons but for a big ransom.

He says Hong Kong has a colourful past history of piracy on the surrounding seas. But today shipping is virtually free of this menace. Singapore is a different story, because so many Indonesian islands are so close and protect pirates.

Barry James emphasises his work is essentially preventive unlike the police who play a criminal investigative role as well as providing prevention.

He says local murders are not generally political. In Hong Kong there exists an underground gangster world, not political terrorists. The gangster world's motivation is money.

The nearest Hong Kong has recently come to political terrorism is the threat of, e.g., the Japanese Red Army mounting a local attack. But the Japanese Red Army is now largely a spent force.

He says little usually surfaces about the industrial spy in Hong Kong who seeks information to copy other people's new products. Most cases just do not become known, even of computer fraud, because the victim seldom reveals what happened to him. He's afraid it could affect public confidence in his firm. The same is probably true of kidnap victims who, after ransom is paid, remain quiet for fear of reprisals.

Barry James thinks the trend in Hong Kong, as elsewhere, will be toward more eavesdropping using electronic devices but so far it's mainly the "legs threat" and rumours on the stock exchanges.

"That's the way it's going to go and it is already moving in that direction internationally." He says, "Rich rewards could lie in premature information about company dividends and mergers. It is going to happen in a matter of time." □



New members

Seventeen members joined the Chamber in October:-

Arusa Asia Ltd.
Cahners Exposition Group
Corona Co.
Digital Microsystems (Asia) Ltd.
Foo Wor Wool Knitting Factory
Fordby Knitters
Fu Yuen Trading Co.
Golden Mile Holiday Inn
Home-Pack Transport (HK) Ltd.
Hong Kong Traders
Jackson Mercantile Trading Co. Ltd.
Johnny Kon China Trading Ltd.
Mercuries-Jeantex (HK) Ltd.
Robertson, Double & Boase
Rolm Hong Kong Ltd.
Teradyne Hong Kong Ltd.
Winsa Trading Co. Ltd.

Cheap Electricity

Robert Ip, Public Affairs Manager at China Light and Power has written to *The Bulletin* to clarify the comparative table in Financial Secretary, Sir John Bremridge's letter published in our October Issue.

Mr. Ip says: "The comparative table in the release does not specify that the costs listed are "costs per unit (kWh) in Hong Kong cents". Some readers could have taken it to mean that a Domestic consumer of China Light using 150 kWh per month pays HK\$57.50 while a Large Industrial consumer using 4,600,000 kWh per month pays HK\$39.94!

If your readers understand that the figures in the table are costs per 100 units (kWh), there will not be any confusion.

Personnel Annual Convention

The Hong Kong Institute of Personnel Management is holding its fourth annual convention at the Shangri-La Hotel on November 3 and 4. The theme will be Business Progress Through People.

Prominent businessmen and specialists will speak on subjects as varied as Positive Labour Relations, Information Technology and Living with Change and Uncertainty.

Further information can be obtained from Miss Ivy Chiu, HKIPM Convention Secretariat, c/o of The Inter-Type Ltd., 4th floor, 13 Queen Victoria Street, Central, telephone 5-221304.

Exchange Students

The Hong Kong National Committee of the International Association of Students in Economics and Business Management is again looking for participating organisations and sponsors for its annual reciprocal student exchange programme.

The programme enables foreign university graduates and undergraduates from 58 countries to take up management assignments in Hong Kong while a similar number of Hong Kong students go abroad for the same purpose.

The Hong Kong students thus get international exposure that rubs off in a better quality of academically qualified manpower for Hong Kong and a better insight among young executives abroad into what makes Hong Kong tick.

AIESEC-HONG KONG has been sending Hong Kong students abroad annually since 1967. Many prominent local banks and business firms take part annually.

For more information contact AIESEC-HONG KONG, care of the Economics Department, University of Hong Kong, telephone 5-406221.

ICAC Seminar

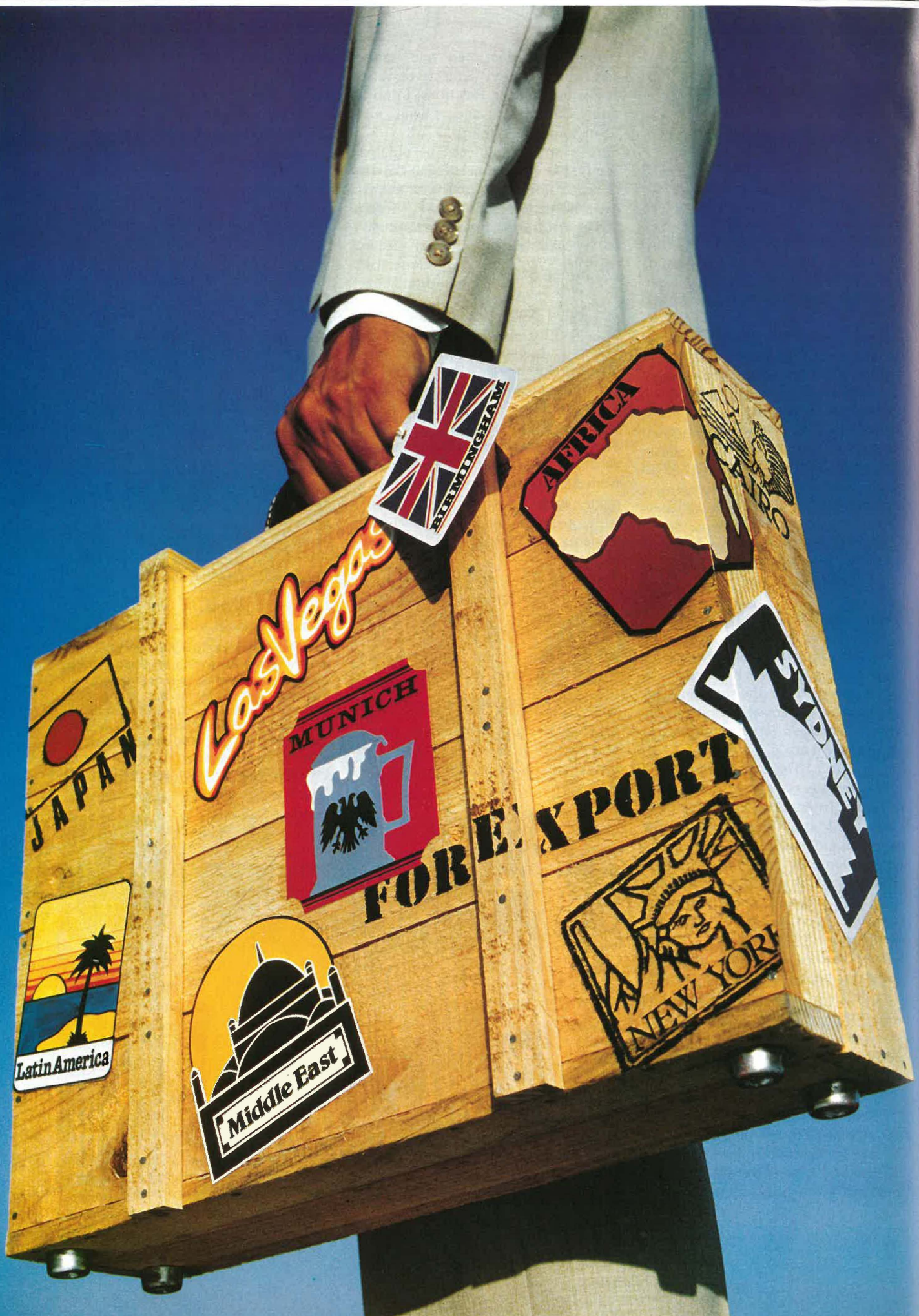
The Independent Commission Against Corruption is organising a two-day "Towards a Fuller Life" seminar and camp for young business executives on December 3 and 4. The organisers are looking for 100 young executives in the private sector who have one or two years' experience in a junior management position to take part.

The seminar topics will be of direct benefit to business executives who may have come across problems in the early stage of their careers which they may have found difficulty in resolving positively.

Applications should be sent to The Secretary, "Towards a Fuller Life" Seminar and Camp, care of the ICAC Tuen Mun Office, 119-122 Ting Lung House, On Ting Estate, Tuen Mun. The closing date is November 10.

Seven taxi drivers who helped the police arrest a taxi robbery gang got Good Citizen Awards at a presentation ceremony on September 18. Mr. Daniel Koo, a Chamber general committee member and Director, Mr. Jimmy McGregor, helped officiate with the Secretary of Security, Mr. D.G. Jeaffreson, Urban Council president, Mr. Hilton Cheong-Leen and Police Commissioner, Mr. Roy Henry.





JAPAN

Latin America

Middle East

Las Vegas

MUNICH

FOREIGN EXPORT

NEW YORK

SYDNEY

AFRICA

BIRMINGHAM

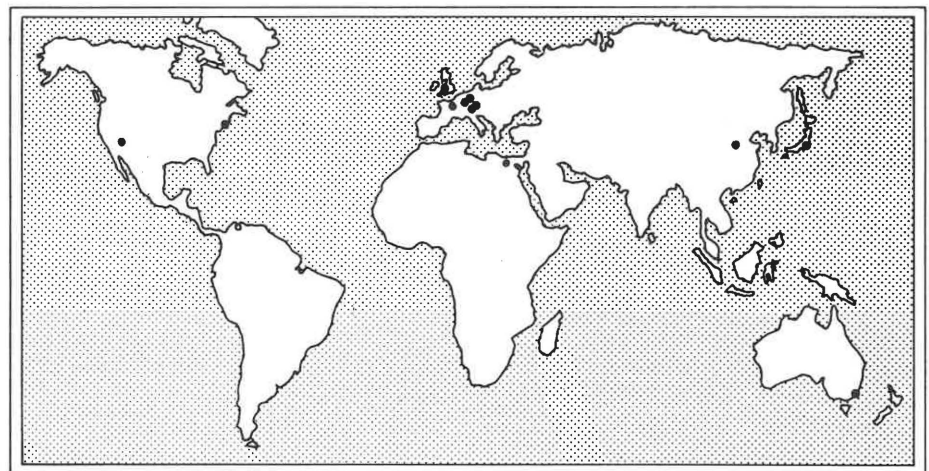
Early next year Hong Kong is really going places

To America, Europe, the Middle East, China, Japan, Australia and Latin America. These are just some of the exciting places where international buyers will be able to see the best Hong Kong has to offer during 1984.

Our special *Made in Hong Kong* products will be featured prominently at leading trade shows and exhibitions being staged in these countries.

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1984 Hong Kong Trade Promotions

January		March	
LAS VEGAS	Winter Consumer Electronics Show.	COLOGNE	DOMOTECHNICA.
CHINA	Hong Kong Product Exhibition	JAPAN	Business Group Selling to Japanese Chain Stores, Osaka, Nagoya and Tokyo.
February		SYDNEY	Int'l Toy and Sporting Goods Trade Fair.
NUREMBERG	Int'l Toy Fair.	RIYADH	Major Hong Kong Solo Exhibition.
BIRMINGHAM	Int'l Spring Fair.	CAIRO	Int'l Fair.
MUNICH	INHORGENTA — Int'l Trade Fair.	PARIS	Prêt-à-Porter.
NEW YORK	American Toy Fair.	JAPAN	Hong Kong Fur Promotion.
FRANKFURT	Int'l Spring Fair.	S.E. ASIA.	Business Group to Singapore, Kuala Lumpur, Bangkok.
MIDDLE EAST	Business Group to Dubai, Doha, Cairo and Kuwait		



**Hong Kong Trade
Development Council**

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Trade in Progress

Hong Kong Overall Merchandise Trade (HK\$M)

	Jan.-July 1983	Jan.-July 1982	% Change
Imports	91,258	81,064	+13
Domestic Exports	53,014	45,497	+17
Re-Exports	28,692	24,990	+15
Total Exports	81,706	70,487	+16
Total Trade	172,964	151,551	+14
Balance of Trade	-9,552	-10,577	-10
Visible Gap as % of Total Trade	10.47	13.05	

Imports : Major Suppliers (HK\$M)

	Jan.-July 1983	Jan.-July 1982
China	21,401	18,157
Japan	20,967	17,903
USA	10,503	8,821
Taiwan	6,499	5,959
Singapore	5,143	6,057
UK	4,170	3,806
South Korea	2,611	2,609
Fed. Rep. of Germany	2,400	1,952
Switzerland	1,762	1,539
Australia	1,439	1,360

Imports : Major Groups (HK\$M)

	Jan.-July 1983	Jan.-July 1982
Raw materials	38,746	32,828
Consumer goods	24,496	21,445
Capital goods	11,880	11,417
Foodstuffs	10,352	9,133
Fuels	5,783	6,241

Domestic Exports : Major Markets (HK\$M)

	Jan.-July 1983	Jan.-July 1982
USA	21,970	16,951
UK	4,294	3,812
Fed. Rep. of Germany	4,077	3,802
China	2,998	2,124
Japan	1,925	1,637
Canada	1,888	1,402
Australia	1,329	1,564
Singapore	1,176	1,079
Netherlands	1,052	931
France	890	836

Domestic Exports : Major Products (HK\$M)

	Jan.-July 1983	Jan.-July 1982
Clothing	17,673	15,970
Toys, dolls and games	4,506	4,913
Textiles	3,618	2,791
Watches	3,167	2,720
Radios	1,801	1,949
Electronic components for computer	1,564	811
Electric fans	842	733
Hairdryers, curlers and curling tong heaters	686	522
Handbags	436	653
Footwear	411	469

Re-exports : Major Markets (HK\$M)

	Jan.-July 1983	Jan.-July 1982
China	5,376	4,730
USA	4,069	3,180
Singapore	2,382	1,931
Indonesia	2,303	2,572
Taiwan	1,740	1,507
Japan	1,558	1,486
South Korea	1,343	927
Macau	1,043	864
Philippines	877	829
Saudi Arabia	779	478

Re-exports : Major Products (HK\$M)

	Jan.-July 1983	Jan.-July 1982
Textiles	3,957	3,954
Chemicals and related products	2,611	2,233
Articles of apparel and clothing accessories	2,406	1,633
Electrical machinery, apparatus and appliances and electrical parts	2,369	1,911
Photographic apparatus, equipment and supplies and optical goods, watches and clocks	2,203	1,682
Crude materials, inedible except fuels	1,966	1,716
Food	1,832	1,513
Non-metallic mineral manufactures	1,348	1,474

Values and volume - monthly progress (HK\$M)

	Imports		Domestic Exports		Re-exports		Total Trade
	\$M	Quantum Index (1981:100)	\$M	Quantum Index (1981:100)	\$M	Quantum Index (1981:100)	\$M
1980	111,651	90	68,171	92	30,072	78	209,894
1981	138,375	100	80,423	100	41,739	100	260,537
1982	142,893	98	83,032	97	44,353	97	270,278
Monthly Average 1982	11,908		6,919		3,696		22,523
Jan. 1983	11,537	91	6,439	90	3,718	95	21,694
Feb.	10,166	79	5,569	76	3,435	87	19,170
Mar.	12,440	97	6,620	91	3,999	101	23,059
Apr.	13,533	104	7,612	103	4,171	103	25,316
May	13,933	106	8,003	107	4,285	103	26,194
June	14,481	109	8,920	116	4,389	106	27,790
July	15,184		9,853		4,718		29,755

Area Comparison (HK\$M)

	Imports Jan.-July 1983	Domestic Exports Jan.-July 1983	Re-exports Jan.-July 1983
Asia (excluding China)	40,899	6,179	13,236
China	21,401	2,998	5,376
West Europe (EEC)	13,392 10,866	13,921 11,442	1,913 3,285
North America	11,166	23,873	4,387
Australia	1,439	1,328	429
Africa	771	1,226	1,038
Middle East	696	2,096	1,752
Latin America	645	683	322
Rest of World	849	710	239

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麥理覺報告...

會員

本會會員數目已達2,811名，另有多家公司的入會申請尚在辦理中。八四年度的徵收會費工作將由本會的電腦系統處理。此舉不但能減少徵收會費的時間及人力，更可減少印刷收條的成本，並可提供更準確、更新的資料。

委員會工作

民政事務委員會

委員會就多項郵政服務問題與郵政署長繼續保持聯絡，並向較大規模會員公司進行調查，以獲取這些公司處理郵件方法的資料。調查所得資料將用於委員會與郵政署長的進一步洽商中。

委員會並曾與運輸科接觸，主動提出在電子道路收費計劃的初步發展階段中，協助提供有關會員對該計劃的反應的資料。

稅務委員會

委員會於九月廿三日集會，研審有關以往總商會就稅務問題向政府提出而尚未有結果的意見。在很多事件上，本會並未獲得政府任何答覆。委員會並研審有關政府對港元存款利息所行的政策，各委員皆同意現時不適宜向政府主張取銷這種稅項。

中國委員會

委員於九月廿九日集會，討論在十月底組織代表團訪廈門事宜。另外並討論在十一月廿四日為中國駐港機構舉行一年一度的酒會。一如往年一樣，酒會將於富麗華酒店舉行。

非洲區委員會

九月間，委員會根據從海外商會統計資料及有關非洲區的經濟報告，對於香港的中東主要貿易夥伴輸入香港的主要產品進行詳細分析。委員會將利用分析結果評估區內商業潛力，並向本會擬定一份貿易拓展計劃。

中南美洲區委會

委員會於九月二日集會上，認為政府貿易署向個別公司直接發佈商業資料通告時，應收取訂費。此項建議已向貿易署提出，委員會並主張本會暫不要派遣貿易團往中南美洲，直至該區的政治狀況改善為止。

日、台、韓區委會

委員會同意在一九八四年春組織一個親善團往訪日本多個城市。代表團將包括本會主席、副主席、委員會成員及本會一名行政人員。

北美區委會

加拿大阿伯特省一個六人代表團於九月十六日到訪本會，並與委員會成員及本會董事舉行有用會談。

南亞太區委會

委員於九月五日集會，商討拓展香港與南亞太區國家之間的貿易連繫。委員於會上同意，本會應致函區內商會，索取有關各地訪港貿易團資料，並為此等貿易團提供適當協助。

西歐區委會

九月六日的集會上，討論集中於籌備十月四日至十五日往西班牙及瑞士的採購推銷團。

委員會並於九月廿七日接待了西德的一個大型商業代表團。

諮議會舉行會議

工商司何鴻燜於九月十二日在本會諮議會成員舉行的一個集會上致詞，解釋政府對現時影響香港經濟、貿易及工業的問題所抱的政策。類似的集會十分有用，可與高級政府官員及政府部門建立及維繫友好及具建設性的聯繫。

聯會會議

本港幾個主要僱主團體於九月十三日舉行會議，討論僱傭（修訂）法案有關有薪病假的條款。會上討論到總商會向會員搜集意見的結果。

共有371家會員公司的意見獲得本會考慮，這些公司聘用員工人數合計達92,214名。大多數公司認為現行的法例已為患病員工提供了足夠的保障。部分會員主張把病假最高限額增至六十日，如此一來對僱主不會過分造成困難，亦有若干會員認為政府應承擔部分責任，做法就是改善一般的社會保障服務。

各與會代表並同意發表一份聯合聲明，指責勞工顧問委員會的勞方代表一再破壞了保密協議，將勞委會的保密討論事項向外透露，所提供資料更屬歪曲及不確者。

好市民頒獎典禮

一項好市民頒獎典禮九月十八日於油麻地梁顯利社區中心舉行。本會由古勝祥先生出任代表，為四十一名得獎者頒發獎狀與獎金，金額由一千至五千港元不等，總額達七萬三千元。以現時送出獎金的情況來看，本會現有的好市民獎勵基金不足兩年之用。如想繼續推行此獎勵計劃，本會不久將須考慮如何籌集更多資金。

視聽器材

九月初，一套包括三部電視機、兩個錄映機及其他輔助項目的視聽器材在本會會議廳內裝置妥當。這套器材於九月八日曾為北英格蘭發展局貿易團所採用，成效良好。本會圖書室的第一卷錄映帶乃錄映自工業署的一套影片。本會現正向其他政府部門及機構尋求合適影片。本人預料這套視聽器材將為訪港貿易團、本會會員及其他團體所採用，而本人現正考慮酌量收取費用。

工業部

亞洲經濟發展橫濱會議

第三屆亞洲經濟發展橫濱會議將於十月底舉行，丁鶴壽先生及本會工業部副經理楊振榮先生將出席會議。本會多年來均有參加及支持此兩年一度的盛事。這個會議能為亞洲國家提供一個較良好商業合作的機會。

貿易部

「攜手邁進」海外進口商品展

本會一個代表團於九月廿六日離港赴柏林參加八三年度「攜手邁進」商品展，展覽日期為九月廿八至十月二日。由於歐洲經濟復甦情況未見明朗，削弱部分香港公司的發展意願，因此今屆香港參展商較平常為少。

一個名為德亞資訊會議亦同時舉行，以慶祝亞洲國家參與柏林展會二十週年紀念。本會西歐區委會委員黎膺宇先生代表本會出席會議，並於席上致詞論及香港的貿易前景。 □

基士利就彭勵治爵士來函答辯

財政司彭勵治爵士會在本刊十月號更正基士利先生較早時所說的「在過去數年間香港政府一半的收入來自賣地收益」以及「我們的電費是全世界最貴的」。基氏現提出答辯，以下為基氏來信譯文：

本人十分感激彭勵治爵士就賣地收益有所減少及電費問題提供較明確資料（見「工商月刊」八三年十月號），而本人明白當這些數字被獨立看待以及被斷章取義時，令到本人的概括性論調看似是嚴重的誇大。因此，本人想解釋為何有此「無心之失」。

首先，本人所說的「政府一半的收入來自賣地收益」，以及「香港電費是全世界最貴的」，是本人在一次非正式訪問中談到的。當時本人就多項話題進行概括性的談論，首先提及一九七九年的多元化報告書有關工業發展及投資的部分，最後則以通貨膨脹、稅務及一九九七的影響作結。

本人當時希望帶出的一點（不過並不能好好地表達出來），是多元化並非

那麼簡單；同時香港現正處於困難時期，而政府賣地收入的大幅下降，在不久將來會影響到稅務（根據彭勵治爵士所言，在八〇至八一年度，賣地收益佔港府總收入的三成以上，而在八三至八四年度，賣地收益佔港府總收入不及一成，亦即是說，單在賣地方面，港府收入的赤字便達到76,900億港元）。

至於電費方面，這只不過是令到香港競爭能力削弱的多個昂貴項目之一，而本人在該部分的訪問中，是想帶出以下一點：就是英國、瑞士及美國的企業經營成本現正更富吸引力，而港府的「積極不干預」政策則開始耐不住。當看到歐美多個免稅經濟發展地區所提供的種種優待時，上述情況更為明顯。同時很多新訂定的勞工法例現時被強加於僱

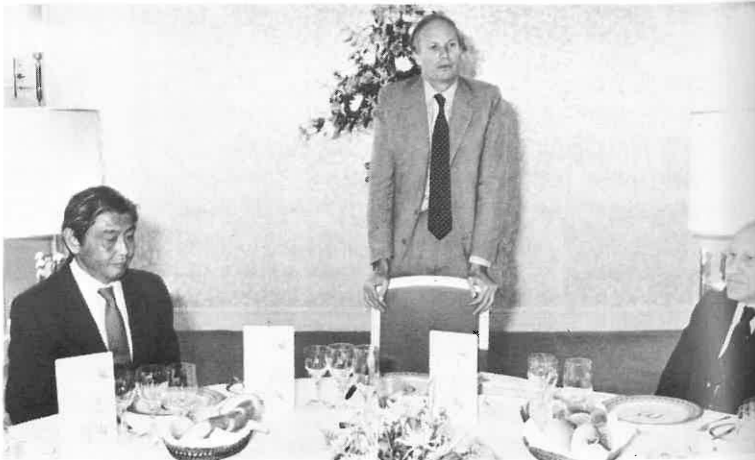
主身上，令到僱主的成本大幅躍升——以本人的情況為例，公司的保險費用在來年便增加達五十萬港元。這亦是令到香港情況惡化的一個原因。該篇訪問是在個多月前進行的。自那時開始，港元的跌幅驚人，油價躍升，通貨膨脹猖獗，而生活費用則標升（我對於列舉數字感到遲疑），同時不滿的情緒與不知何去何從的感覺散佈在週圍——這就是本人一直極度擔憂的一點。

希望以上的解釋能令到彭勵治爵士及貴刊讀者更加清楚明白本人的看法，而本人更想知道彭勵治爵士對香港情況的一般看法為何，特別是有關通貨膨脹及進一步加稅等問題。 □

本會設宴歡迎雷斯

香港總商會理事會成員於九月廿七日假座文華酒店擺設午宴，款待專責香港事宜的英國外交及聯邦事務部次官雷斯。陪同雷斯出席午宴者，有港府前政治顧問唐納德及其他私人隨員。席間賓主交談甚歡，本會理事會成員集中談論一九九七問題，特別是有關此問題自一九八二年九月首次被正式提出以來，投資者對香港信心大失，對香港經濟所造成的嚴重影響。

雷斯則於席上表示，英國政府決意尋求一項解決方案，而這解決方案是香港人所支持以及能夠容許香港經濟繼續成功發展及擴大者。



柏林商品展上 本會取得佳績

今屆的「攜手邁進」海外進口商品展，九月廿八日至十月二日在柏林舉行（見本刊今期彩色封面），香港總商會於展會上一再設有最特出展館之一，展出港製產品。

今屆參展的會員數目比上屆為少，計有十三位會員機構的代表負責十一個攤位，另有七家會員機構參與本會會館的樣本陳列中心展出。去年則有來自二十家公司的廿六名代表赴展，另有十三家公司利用樣本陳列中心展出。

本會貿易部助理董事梁紹輝解釋參展公司減少的原因。

他指出：「我們早在二月便要開始籌備香港的參展事宜，當時香港尚未見到任何經濟復甦的真正跡象。香港很多公司對於從事海外拓展活動都暫時按兵不動，以靜候經濟復甦的跡象來臨，後來經濟果真呈現好轉，不過已來不及參加這次柏林商展了。」

「既然現時港商真正感受到經濟復甦，我相信他們在一九八三年會再度提起參展的興趣，因為這個重要的展會不但能推廣本地運銷德國的出口，更促進港貨去銷整個歐洲。」

本會貿易部經理馮棟澤較早時曾拍發電報，向本會匯報今屆展會的成果。電報內容如下：

(一)第廿一屆「攜手邁進」海外進口商品展（九月廿八至十月二日）今日在柏林閉幕。共有來自六十三個國家的一千一百五十六家公司於會上展出產品。今屆展會上共有十六家香港公司參展。此乃本會組辦參展觀的第十七次。

(二)香港會館佔地二百五十平方米，位於展會主要入口附近，被認為是全個展會中最佳及最美觀的會館之一，廣泛陳列了多種香港產品。多位重要買家曾參觀香港展館，對於香港展出產品種類之多，留有深刻印象。其他的重要參觀者包括西德總統卡斯汀、非洲布隆迪總統巴加沙、柏林市長、經濟及運輸部議員、以及海外進口商品展諮議會主席。來自波恩的國會經濟委員會主席及委員亦有參觀本會攤位。

(三)本人以香港展館館長身份應邀出席西德總統在九月廿九日主持的晚宴，並接受柏林的報章及電台訪問。

(四)雖然今屆參展的港商較少，不過據報每家公司所取得的生意較以往為多

，顯示德國市場正在穩定復甦。港商接獲的訂單數值達360萬港元，而正在洽談的訂單總值則達860萬港元。

(五)樣本陳列中心吸引了大約五十宗諮詢。最熱門的項目包括：體育用品、皮製品、公文箱、電子產品、液晶體跳字錶、文儀用品、家庭電器用品以及禮品等。」

梁紹輝表示，香港參展的主要目的，是令到香港產品有更多接觸外界的機會，同時只要有毅力，希望可以建立起與買家的接觸，最後達成初步交易，繼而進行續單交易，因為買家會發覺銷售香港的產品利潤很高。

香港與西德之間的龐大成衣貿易就是基於這個原理。百貨公司、郵購店、甚至德國製衣業本身亦發覺銷售香港製的中價產品會有很高利潤，而香港在製造款式及手工方面的專門技術，對德國消費者的確富於吸引力。

梁紹輝表示，總商會參與柏林商展已有十七年。參展商所獲得的主要經驗，是良好的手工及品質是銷路的保證。不過現時的趨勢是移離一般性的商品，轉向最新穎的設計，而香港在這方面很快上手，且適應性強。

今年香港展商所出售的，不獨是成衣、更有增長甚速的產品如手錶、玩具、收音機、甚至旅遊用品，雖則這項產品受到全球經濟衰退所嚴重影響。

本會貿易部經理馮棟澤負責管理柏林商展上的本會會館。會館內除了個別參展會員機構的攤位外，尚有一個地方供參展代表與業務上有接觸的人士洽談生意，另設有一個樣本陳列中心。展館在會場上位置適中，佈置美觀，所以吸引了不少參觀者。

本會自一九六七年開始，一直是柏林展會主辦當局在香港的名譽代表，今年是本會第十七次安排會員參展。

每年展會的代表都前來香港與本會計劃香港的參展事宜。參展面積由主辦機構免費提供本會。

梁紹輝指出，柏林展會的主辦者是頭腦開明的德國人，他們舉辦此展會的目的，主要是為第三世界國家提供一個展出產品、促進銷路的機會。最初，推廣產品銷路的機會差不多只局限在西德，不過當展會規模、範圍及聲譽與年俱增的同時，柏林商展更成為第三世界國

家向整個歐洲推廣產品銷路的場地。

舉辦這個展會的構思，源自西德為第三世界國家有潛質的員工安排技術訓練的計劃。除了訓練第三世界國家的主要技術人才外，西德更發起了這個展會，展出這些受訓人員在返國後成功產製的產品。

當然，柏林展會對於西德還有另外一個好處。它將西德工業的高水平在會上展示，有助西德的資本財貨去銷第三世界，並有助西德消費人士能夠以極具競爭性的價格獲得他們日常所需的部分日用品。

參加八三年度「攜手邁進」柏林商品展的亞洲國家，除香港外，還有文萊、緬甸、中國、印尼、伊朗、韓國、馬來西亞、尼泊爾、巴基斯坦、菲律賓、新加坡、泰國及越南。

近年柏林展會更進一步拓展範圍，包括舉辦一個有關科學、政治、行政及經濟事務的資訊會議，會議的舉辦形式有講座及討論會等。

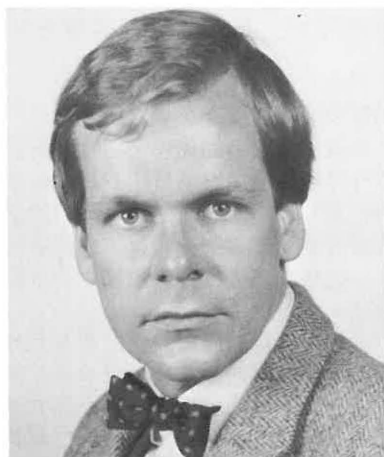
本會被邀派代表出席此重要會議，而代表本會出席會議者為光宇製造廠有限公司董事總經理黎膺宇先生。黎氏為本會西歐區委會委員，是柏林展會的忠實支持者，且曾多次參加展出。

在西歐區委會的發起下，本會除參與柏林展會外，更增強本身的推廣運動。去年本會曾派遣一個貿易團於展會結束後往訪北歐及芬蘭。今年則派遣另一個貿易團往訪巴塞隆納、馬德里及蘇黎世。

參加柏林商展的香港參展商通常亦是這些貿易團的成員，因為他們除了在展會上跟歐洲各地買家有所接觸外，更希望在個別地區擴展貿易。

在一九八一年，有來自六十二個國家的一千二百家公司參加柏林商展。一九八二年的參展商數目也不相上下。柏林展會主要是限於買家及展出商參加。

梁紹輝表示：「柏林商品展不但是是一年一度的國際貿易站，更成為一個跨國貿易場所，可以在這裏討論各種影響貿易的當前問題及政策。我們能夠參與其中，聽取其他人的意見及發表我們的意見，對我們實在大有裨益。」 □



德意志聯邦共和國
副領事康西獻詞

西德踏上 復甦之途

西德經濟已邁向復甦之途，不過近期的數字顯示，這條路途上的若干障礙仍待克服。

際此失業人數偏高（共有二百二十萬人，即勞動人口的7.9%失業），通貨膨脹似乎不是目前的主要問題。本年內大部分時間的通脹率都在3%以下。

自一九八三年初，國民生產總值增長一直有所上升，主要是基於國內需求的增加。新近蓬勃的建築業似乎率先顯現起色，而消費品與工業產品則緊隨之。不過，若談到新的蓬勃期，現時言之尚早，因為暫時的工業產量遠低於生產能力。

由於國內需求一向是德國貿易表現的第二重要因素，因此分析家往往較為集中於第一個因素：德國經濟在國際方面的表現如何？

雖然德國的國際帳目仍然表現健康，不過由於美元持續堅挺，令德國的貿易平衡情況蒙受打擊。若干與美元有關的進口由於成本上漲，使德國的貿易表現有所限制。世界商品市場的價格上升，現時開始顯出其影響力，因為以美元結算的帳單現時比一年前高出許多。在一九八三年首八個月內，國內需求的增加令進口激增。結果是期內德國的貿易平衡數字，比八二年同期減少268億馬克的盈餘。

有鑑於此，德意志聯邦共和國能否超出去年513億馬克（1,550億港元）貿易盈餘的紀錄便頓成疑問。德國的出口自去年底開始，又呈現輕度的復甦跡象。雖然德貨去銷美國及若干歐洲共市國家（尤以英國為然）都有所改善，不過傳統上是德國第一個出口市場的法國，由於法國法郎的弱勢所致，使德貨去銷法國遭受影響。來自中東及拉丁美洲的出口訂單現時遠低於以往的水平，因為這些地區出現資金週轉問題。不過，今年有關德國與大多數亞洲國家的貿易發展卻似乎十分令人鼓舞。

上述例子也許可以顯示世界經濟的持續與均衡發展，對德國政府深具重要性。由於德國是一個以出口為主導的國家，正如香港一樣，因此極之倚賴世界貿易的自由。德國與大多數亞洲國家均十分注重這一點，因此德國政府從來不放棄任何機會重申其遵守關稅貿易總協定下有關自由貿易的原則。

雖然德國在經濟復甦的路途上仍須克服若干障礙，不過這並不適用於港德之間的貿易，因為德貨銷港在一九八三年首六個月內上升了20%（相對於八二年同期而言），而港貨輸德則上升了5%。這是一條良好的路途，應該繼續遵循。 □

港貨銷西德開始超越銷英貨值？

德意志聯邦共和國是香港第七大貿易夥伴，
排名在美國、中國、日本、新加坡、英國及台灣之後。

貿易署歐洲共同市場區助理署長楊偉成表示，在一九八二年，香港與世界各地進行的貿易總額中，西德佔其中的4.2%。香港一直享有兩地的貿易順差。

在過去十年，兩地貿易一般都有所增長，而港貨銷德及德貨銷港的比例似乎正在縮窄。在一九七九年該比例為1:0.44，但現時的數字則為1:0.50。

以貨值計，西德是香港的第三大出口市場，僅次於美國及英國（部分在香港的西德貿易商認為今年香港輸德貨值，可能相等甚或超出香港輸英貨值）。

在一九八二年，出口往西德的港貨主要為成衣（佔61.6%）。其他主要物品則有玩具及遊戲機具（一九八二年佔7.1%）、鐘錶（6.6%）、收音機（4.5%）及旅遊用品（2.4%）。

楊偉成表示，雖然成衣仍然是最主要的本地出口產品，不過增長很緩慢。將一九八二及八三年上半年作個比較，顯示成衣出口只有0.5%的增長。

玩具及遊戲機具則有6.9%的增長、鐘錶（16.2%）、收音機（8.5%）。旅遊用品的出口則下降（2.4%）。

玩具及遊戲機具、鐘錶、以及收音機在德國市場上表現不俗，而相比於成衣及旅遊用品更呈現重大增長。事實上，西德是香港的第二大手表市場，尤以石英錶的去銷最受歡迎。

楊偉成表示，截至一九八三年三月為止的十二個月，香港共有1,610萬隻手錶銷往德國，不過期內手錶的平均單位價格下降幾達一半，由每隻48.8港元下降至24.9港元。

他表示這是由於競爭所致，使手錶業須大幅度割價以保持競爭能力。這也可能是生產過度的早期徵兆。

儘管如此，今年上半年港貨銷德的貨值跟去年同期相比，有7.4%的增長。除估計價格有2%的增長外，以實質計算，港貨銷德也有大約5.4%的增長。

楊偉成指出，西德是香港第八大進口供應國，排名在中國、日本、美國、新加坡、台灣、英國及韓國之後。德貨銷港佔香港總入口的2.5%。

他表示香港銷往西德的是消費產品，而購自西德的則有工業原料、機械儀器及載客汽車。在一九八二年，本港輸入的合成及有機染料總額中，有7%來自西德。

西德汽車佔八二年香港進口汽車總額的4.8%。紡織紗線及布匹則佔八二年該類進口總額的5.2%。西德紡織品及皮革機器佔香港進口該類產品總額的3.8%。西德製電視機與電話機佔香港進口電視機及電話機總額的3.4%。

楊偉成認為香港自西德輸入紡織紗線及布匹，主要是用以製成成衣返銷；西德買家肯定了他的說法。

他說在今年上半年香港自西德輸入的染料大為激增了14.6%。他相信這是由於製衣業復甦迅速，因此對這些原料的需求便有所增多。

今年上半年西德紗線與布匹增長了4.5%，亦反映出香港與西德的成衣貿易有若干程度的復甦。

今年上半年與去年同期相比，香港自西德輸入的紡織品及皮革機器上升了35%，不過在汽車進口及通訊儀器方面則大大下降，跌幅分別為39.3%及61.6%。

西德製衣業本身便是香港主要本地出口——成衣——的最大買家。該國的四大百貨公司及大型郵購商店在香港都設有採購辦事處，負責東亞洲區的採購事宜。不過他們在香港所採購的，不及西德人在有關類目上的二成消費。

德國高富賀百貨有限公司駐遠東代辦剛馬田表示，西德採購的成衣主要是在香港製造，至於西德人所輸入的硬件項目則多數來自日本或南韓與台灣。

他表示成衣比硬件項目能夠取得較高利潤，不過廉價及簡單的衣服在西德的百貨公司內亦不可能賺錢。西德商人對香港成衣感到興趣，是因為香港利用高級衣料製造利潤高、銷售快的時款服飾。

香港具備台灣及南韓所無的技術，能夠順應潮流製造各種質料的時裝，而且這些時裝在縮水之後也不會走樣，這種技術是不易辦到的。

香港能夠造出精巧的剪裁及新穎的設計，對於袋、褶及袋蓋等裝飾都知道得一清二楚，更首創石磨藍的產品，這種生產工序已晉至完善，需求極殷。

剛氏表示，結果他公司的採購數字今年竟有28%不可思議的增加。在牛仔褲方面，他說他的公司現時訂購的數量是八一年的四倍。他指出他在香港從事的成衣採購數量，佔他在東亞洲區內採

購成衣數量的七至八成。

剛氏對於敏感性項目配額的高價有所怨言，並表示如果配額價格較平的話，他的公司今年也許早已購進更多成衣項目。他同意說配額價格現時正在下降，不過指出這是由於大部分製衣商不能再接納更多在一九八三年內交貨的訂單。

剛氏表示，高富賀公司採購的香港製品有帆布鞋、露營用的帳幕、汽車配件如收音機、錄音機等、以及游泳用護目鏡與面罩等。他並開始前往中國採購一般性商品、牛仔褲、田徑套裝、五金、編織物、布匹、玻璃製品、甚至橡膠氣墊褥等。

另一位不願透露姓名的西德連鎖百貨公司駐港聯絡辦事處經理表示，香港石英錶運銷德國市場尚未達到飽和程度，不過他預料這個市場將日趨飽和，因為石英錶的製造不再是一種新技術，其他地區也進行生產，而競爭迫使價格下降。

他的公司正在尋求一種製錶新技術，現時已達到成熟階段。他表示其公司仍在香港訂購大量的石英錶，不過韓國及台灣在這方面的生產正愈趨便宜。

這是由於香港必須以美元在日本購進大部分石英錶零件，而港元兌美元的弱勢使港商的成本加重。

他表示，西德的手錶進口專門商在香港都設有辦事處經營手錶業務，大部分都是與西德打交道。他們可以比個別買家赴運更多手錶進入西德，而品種也更齊全。

手錶運抵西德後，他們就將之分發給西德的分銷處，並提供售後服務。

他表示，他的連鎖百貨公司所輸入的成衣數量相當多，今年輸入的時裝項目上升了四成。

他相信買家喜歡香港的原因，是由於他們可以比以前遲來而仍可趕及落單，以應付季節性的需求。訂貨至交貨間的時間已有所縮短，而香港廠家的適應能力很強，可以順應最新時裝潮流以迎合消費者的要求。

結果，西德自香港輸入的產品之中，一般性商品較少，而款式及設計變化多端的產品則較多。同時德國買家每次採購的貨物數量較少，次數則較頻密，類型也較多。如此一來他們可以更得得上國內市場的需求。

這位西德連鎖百貨公司駐港聯絡人表示，香港的廠商比日本廠商跟客戶的合作關係較為良好，因為日本廠商希望客戶能訂購大批貨物，而香港廠商則不計較數量的多寡。他的公司並在中國購入匹頭，然後在香港加以製造。恤衫便是一例。

他表示，在今年採購成衣的高峯時期，每打西褲的配額價格高達一百六十港元，每打羊毛衫的配額價格高達一千一百二十港元。不過價格現時正在下降。他估計今年最暢銷的五類港製成衣項目配額甚至不會獲得充份利用。

他表示，今年配額價格之高，幾使西德買家裹足不前。若非香港的生產質素高及有彈性，西德買家不會在香港落這麼多的訂單。

除手錶外，西德在香港亦購買大量玩具及遊戲機具。這些玩具主要為塑膠及機動產品，不過亦包括遙控式玩具，其無線電波頻率經由西德當局批准。

較為精細的玩偶是另一個玩具項目。至於電子遊戲機方面則未見暢銷，因為香港的售後服務不足，在這方面的競爭能力較弱。香港公司在西德設有本身的分銷及服務中心者為數不多，因此難以跟日本競爭。

西德亦在香港採購相機配件，不過他們主要是根據牌子採購相機，而這方面自然是日本貨的天下。所以香港出口的有關產品，往往是規限在相簿、帆布袋及放大鏡之類。

西德自香港採購的另一個重要項目是聖誕裝飾品。其中很多是中國的轉口貨，包括塑膠製聖誕樹及飾物（包括木製的裝飾品）。

德國亦在香港採購傳統中國款式的瓷器。這些瓷器本身通常是由中國或日本進口，然後在香港手繪上花紋圖案。

他表示，西德從香港採購不少旅遊用品，不過經濟衰退影響了這些物品的銷路。德國亦在香港選購不少來自中國

的轉口貨，如帆布鞋、皮毛及保暖拖鞋、以及功夫鞋等，不過現時功夫鞋的暢銷程度已逐漸下降。

他表示西德的四大連鎖百貨公司及大型連鎖超級市場今年的營業額增加約2%，不過若將通貨膨脹的因素計算在內，則營業額仍呈現負數增長。

他指出，由於有競爭的關係，利潤受到規限。同時亦受到分銷形式有所變化所影響。這些變化包括超級市場及特級市場的崛起、電油站亦兼營零售業務、甚至咖啡店之中亦售賣各式各樣物品，由滑浪板以至恤衫都在售賣之列。

他形容香港這個地方在製造業取得了技術與經驗，而這些技術與經驗可用於製造最先進、最新穎的產品，價錢卻保持適中。

他表示香港的工業很具彈性，對需求能作出很快反應。由於香港是一個自由港及自由市場，因此可以購買其所需的一切零件。 □

德國名酒美食介紹

談到與德國進行貿易，香港的消費者便很自然想到美酒佳餚，像啤酒、萊恩與慕西爾洋酒、香腸、芝士與火腿等產品。

根據德國農產品推銷協會（該協會在香港灣仔軒尼詩道設有辦事處）表示，香港不但大量吸取上述產品，並輸入愈來愈多的朱古力、芝士、加工肉類、咖啡、果汁以及糕餅。

該駐港協會向潛在性及既定進口商派發一本厚達二百九十頁、附有令人垂涎欲滴彩色插圖的目錄冊，名為八二年華宴出口目錄。冊內指出西德有4,732種啤酒，由1,400家啤酒廠釀製。每年產量達一億百升的水平，其中290萬百升運銷140個國家，包括香港在內。該目錄冊將德國盛產美酒的形象歸功於其460年來奉行的產製純度美酒的律例，而這項律例只是在最近才被各個歐洲共市國家所採用。

今日的德國啤酒包括特製啤酒，如減肥啤酒及不含酒精成份啤酒。較易釀人欲醉的種類有黑、白兩種啤酒，據稱兩者受歡迎的程度日高。

出口農產品的國家之中，西德排名第四。一九八一年西德農產品的出口貨值為220億馬克。這些主要是特產，無論紐約、倫敦、以至香港及東京的講究飲食人士及家庭主婦都為之吸引。

該協會形容德國是嗜吃香腸者的樂園。德國共有一千五百種香腸及香



腸肉，而德國人平均每人每年吃香腸之多，更是全球之冠。

德國人食用的每卅八千克肉類之中，其中卅七千克屬香腸及香腸類產品。德國人製造香腸，傳統上是純粹由人手製造，但時至今日，已演變為高科技機械流水作業。

香腸主要可分為三大類：生香腸、焗香腸和熟肉腸。

生香腸是由未經煮熟的生肉製造，經過煙動或風乾的過程，使到它的味道中帶有煙味，同時藉此保證耐於儲藏。

焗香腸是指新製成的香腸用開水略為焗熟。此類製法的香腸包括有肉腸、獵人腸、啤酒腸、牛肉腸和法蘭克福腸。這類香腸不適宜儲藏太久。

熟肉腸是採用預先烹熟的肉類製成。典型的例子是：釀血腸、Chawl、舌肉香腸和潤腸。這類香腸都屬於鮮腸類，買後便要盡快吃。不過，只要把它們加以煙動，或是藏放在罐中

或密封的樽瓶內，也可以儲藏一段時間。

德國酒的種類有很多，由餐酒以至酒味獨特的名牌洋酒以至發泡汽酒，林林總總，皆應有盡有。一九七一年德國實行了一條釀酒法例，管制酒類品質，同時嚴禁在釀酒時加進糖份。

德國的糖果製造商僱有六萬名工人，營業額達一百一十億馬克，是該國飲食業中第三大僱主。香港自德國輸入的糖果糕餅有朱古力、朱古力糖衣與鷄尾酒會餅食、甚至金字塔式蛋糕等。

多種德國特式食品最近空運抵港，在中區一家新開張德國小食店擺賣。很多美食產品都是首次在本港市場面世，而其中當然少不了著名的德國泡菜。

有關機構輸入這些德國食品不獨為吸引西方人士，更希望招徠本地的華人消費者。 □

工會對於爭取通過勞工法例所採取的新策略？

香港四個資方團體最近對於本港工會的代在爭取改革兩項勞工法例時所採取的手法，曾公開表示遺憾。

僱主聯會秘書池敦指責這些代表企圖在勞工顧問委員會內製造一種「楚河漢界」的情況，這樣實有損勞資雙方在合理及融洽的氣氛下談判，以至在勞工條例改革上難以達成一致協議。

僱主所憂慮的，是工會代表所採取的手法，似乎是企圖走捷徑，縮短改革條例一般所需的立法諮詢程序。最近工會代表就曾將勞工顧問委員會所討論有關遣散費的法例改革向外公佈，似乎這些法例事在必行，而其實有關討論尚未獲得最後決定。

此舉可能會不合理地提高了工人的期望。這批受到誤導的工人可能成為勞委會的政治壓力，迫使勞委會就範，將建議毫無保留的呈交行政局，而其實資方只是希望同意勞工處長最初提出建議的其中幾點。

僱主團體並認為這種人為的壓力可能對行政立法兩局構成影響，而行政立法兩局是一切勞工法例改革的最終決策當局。正當有關香港在一九九七年後的政治前途問題在北京繼續談判，沒有人會願意看到香港的工人受到誤導，以及滋生憤憤不平的情緒。

迄今為止，在北京進行的保密談判由於尚無結果，同時中國方面多次發表言論，已令到港元深受影響，並使勞動階層恐怕生活費用會上漲。

某些分析家認為，部分工會及策劃九月在維多利亞公園舉行羣衆大會的人士有若干關連。該集會主要是針對港元幣值下降以及物價上升等問題，而政府很快便作出反應，設法穩定港元。

當然，有關保障民生的話題依然是社會各階層所不斷談及的，而那些針對生活費用上升而大聲疾呼的人士，自然便得到工人的靜心聆聽。

現時工人的情緒亦大大有利於提倡改革勞工條例的人士。這些人士所提倡

改革的，包括增加有薪病假至一百二十日，以及爭取更多的遣散費。這兩個目標是各工會所致力達到的。資方則認為部分建議過於寬大，恐怕會引起不良後果。

資方現正向勞工處長亦即勞工顧問委員會主席進行陳詞，希望他能夠盡力確保勞委會的討論不會成為感情作用的衝突，而夾雜了港元危機，使情況更趨複雜，不過資方認為港元危機可能是暫時性現象。

代表工會的中心人物是政府土地測量員協會主席黃偉雄。該協會是一個經註冊的公務員工會，曾在八二年七月及八月舉行按章工作，以爭取更高薪酬及服務條件。當時他們的行動並未促使政府妥協，而今次該協會所採取的策略可能是一種強烈的不利反應。資方因而感到有點恐懼。

在勞委會九月開會後，黃氏曾自行召開記者簡報會。其後四個資方團體——香港總商會、香港工業總會、中華廠商會及僱主聯會——公開指責黃氏（並沒有指名導姓）違反了保密協議，並嚴重歪曲了資方對於遣散費建議的意見，特別是有關領取遣散費的年資及數額的規定。

黃氏對於資方團體的指責有以下反應，他指稱：「來自數百萬人的意見肯定比勞委會十二人的智慧更有價值。」他認為當一項建議達到最後階段時，香港的勞動階層有權知道勞委會的想法。

由黃氏的評論可以清楚得知，工會採取的新策略並不是偶然事件。他曾再一次公開評論有關問題，並牽連及憂心忡忡的勞動階層，而其實他本身所屬的工會只佔勞動人口的很少比例，而有組織的勞工亦佔香港二百四十萬工人中的很小部分而已。

香港有二百零五個政治獨立的工會，會員總數為十一萬，大部分為公務員及教師。這些會員主要是有固定職業的人士，他們能否爭取到較佳待遇及服務

條件，有賴個別工會的力量，而不似得較大的工業工會那般，工人靠供求情況決定個別流動性，從而獲取較佳利益。

除了政府測量員代表外，勞委會的委員尚包括教師代表、港九工會聯合會代表、印刷業代表、紡織業代表及大東電報局（香港）有限公司代表。

在過去十年內，約有一百六十項管制工人服務條件的新訂及修訂法例獲得通過。現時香港跟足國際勞工組織所訂立的條例有三十一條，另有十九條則稍加修訂以配合香港的環境。結果是香港工人平均的生活質素為之大大提高。

有關改革香港勞工法例的立法諮詢程序通常先由勞工處長向勞工顧問委員會提交文件。勞委會的成員有六位工會代表及六位資方代表。

委員對每份文件進行討論，達成一致協議後（通常是勞資雙方互相妥協），便呈交行政局作出決定。然後會根據行政局的指示草擬法案，並在憲報上刊登。法案通常會有十四日的時間供社會各界討論，始在立法局進行首讀。

行政及立法兩局非官守議員在法案刊登於憲報時便開始接受社會各界呈遞的陳詞。當法案進行二讀時，立法局會組織委員會處理立法事宜，在這個階段社會各界的意見會受到考慮，而法案也可以在此時加以修訂。法案三讀後便成為法例。

若兩局議員辦事處接獲有關人士或團體懇求，希望能有較多時間充份研審法案對經濟及社會的影響，則立法局通常會延遲討論及通過該法案。不過當局通常規定進一步提交建議的限期，而有關人士或團體必須遵照。

兩局非官守議員辦事處同意押後討論的現成例子，是僱傭（修訂）法案。該法案提議將有薪病假的日數由三十六日增至一百二十日。另一個例子是遣散費的規定，資方現準備前往兩局議員辦事處尋求修訂該法案。 □

It pays to train your own engineers, join the Engineering Graduate Training Scheme 推行訓練工程師 眼光遠大好投資

The Vocational Training Council (VTC) is inviting employers in the following fields to participate in the Engineering Graduate Training Scheme (EGTS):

- (a) Civil Engineering
- (b) Electrical Engineering
- (c) Electronics Engineering
- (d) Mechanical Engineering
- (e) Production/Industrial Engineering
- (f) Structural Engineering

The Committee on Training of Technologists is responsible for the administration of the EGTS. The object of the EGTS is to bring about sufficient practical training opportunities in local industries for Hong Kong engineering graduates. Employers participating in the EGTS will be required to provide the graduates with upto 18 months practical training of a standard acceptable for the Corporate Membership of the Hong Kong Institution of Engineers. The training of the graduates will be monitored by the Committee in conjunction with the HKIE. A subsidy will be granted to each graduate receiving training under the EGTS to be paid through his employer as part of his salary. The current rate of subsidy is HK\$1,600 per graduate per month.

To be eligible to participate in the EGTS, employers must be able to provide post-graduate training which conforms to the HKIE requirements for Formal Training Scheme 'A'. Details of the HKIE requirements are set out in its Membership Information Booklet which is available from the Secretary, Hong Kong Institution of Engineers, 1005, Capitol Centre, Causeway Bay.

If you are interested to participate in the EGTS, please telephone 5-8932341 for more details or just complete and mail the coupon below.

職業訓練局現邀請下列行業之僱主參與工科畢業生訓練計劃：

- (a) 土木工程
- (b) 電機工程
- (c) 電子工程
- (d) 機械工程
- (e) 生產/工業工程
- (f) 結構工程

技師訓練委員會現負責管理工科畢業生訓練計劃，此項訓練計劃之目的乃為本港工科畢業生提供足夠之本地實務訓練機會而設。參與此項計劃之僱主須為畢業生提供最多可達十八個月之實務訓練，其程度乃香港工程師學會認可為正式會員所具備者。畢業生之訓練進度將由該會及香港工程師學會一同監察。根據此項計劃，每名受訓之畢業生可經由其僱主獲發津貼，作為其薪金之一部份。現時每名畢業生之津貼額為每月一千六百元。

僱主須為畢業生提供一項符合香港工程師學會甲項正式訓練計劃要求之畢業後訓練方有資格參與此項計劃。有關該學會之要求詳見於該會之會員通訊小冊內，索閱地址為銅鑼灣京華中心一〇〇五室香港工程師學會秘書處。

倘有興趣參與此項計劃之人士，詢問詳情可致電5-8932341或填妥下列表格，逕交本委員會。

To: The Committee on Training of Technologists
c/o The Technologist Training Unit
Technical Education and Industrial
Training Department

14/F, Harbour Centre,
Harbour Road, Wan Chai,
Hong Kong.

致：香港灣仔港灣道海港中心十四樓

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We are interested to participate in the EGTS. Please send us more details.
本公司對工科畢業生訓練計劃頗感興趣，請將該計劃詳情寄予本公司為感。

Name of company: _____
公司名稱：

Name of person to contact: _____
聯絡人（請用正楷）： (IN BLOCK)

Address: _____
地址：

Nature of business: _____
業務性質：

Position: _____
職位：

Telephone: _____
電話：

勞工爭取的是服務條件 而非工資

勞工顧問委員會被邀達成一致意見的問題跟基本工資無關。香港並沒有法定的最低工資率。

每一種工業及服務行業的現行工資水平基本上是供求的經濟力量互相影響的結果。不過工人的工作環境在七十年代及八十年代初期則日益受到法例所管制。

在一九四九至六七年期間，香港較注重為來自中國的龐大數目難民找尋工作，至於薪金及服務條件只屬次要。不過在六七、六八、六九年左派份子在香港攪起的動亂平息後，上述情況便急劇改變。

當時引發起政治動亂的導火線，是在新蒲崗及紅磡兩家工廠所發生的工業糾紛。當時的港督戴麟趾爵士便下令對勞工情況作出全面檢討，甚至論及施行一種有最低工資額的制度。

勞工處在一九六九年已擬定好一個全盤計劃，以改善工人的工作環境，這套計劃自然是根據維持香港內部安定的原則而制定。現時有關改革勞工法例的建議，維持香港內部安定仍然是一個重要的考慮因素，特別有鑑於勞工階層現時對生活費用上升感到憂慮，對一九九七不明朗又感到不安。

進行改革的動力亦受到香港海外市場的保護主義情緒所影響。這種情緒往往表現得最明顯的，是在批評香港的工作環境上。

海外的工會，有時甚至他們的僱主，曾表示香港的競爭能力對他們構成極大威脅，使他們害怕會失去生意，而本國的失業數字會上升。他們將香港封為「血汗工場」，指責香港濫用童工，甚至說香港的產品粗製濫造，有些更會構成危險。

勞工處的改革計劃，是為保障香港內部安定以及受到保護主義國家批評而促成。後來這些改革進展成為法例，而勞工的基礎結構亦有所改善，計劃的重點便由保障民生及經濟安定轉為迎合社會的期望，同時將勞動階層辛勤工作

的成果作較平均的分配。勞動階層的勤勞，被認為是香港在生產潛力方面最大的資產之一。

在高度競爭性勞工市場的僱主一般都跟循著這些改革。七十年代後期的繁榮令到這些改革的施行不成問題，而工人亦獲得大幅度的實質工資增長及較佳的服务條件。

不過，由於受到較近期的經濟衰退影響，僱主對於推行進一步的改革便要重新估計，須衡量到本港經濟是否能夠負擔得來，又社會上是否仍然有此需要，以及若干鄰近競爭國為「裝飾門面」而推行勞工改革的情況。

在經濟衰退打擊工資實質增長的同時，政府統計處的調查顯示實質工資有若干負數增長。不過財政司彭勵治爵士最近作出八三年度中期經濟預測時，將本地生產總值的增長預測向上修訂為5.5至6%，並指出他預期本港以出口為主導的經濟體系復甦時，勞動階層不久可分享到復甦帶來的利益，而他們受惠的形式便是獲得較高的實質工資。

經濟衰退的後果促使部分僱主在經濟緊縮期間考慮進一步勞工改革時，認為勞工處實在是站在勞工的一方。有些僱主亦指稱勞工處在處理勞資糾紛的問題上往往偏袒勞工，勞資審裁處的判決亦有同樣的情況出現。

他們怨稱，在改革成為法例之間的複雜程序，令到勞工之中產生一些不良份子，他們濫用工人的最新權利，而這一批人每年都在勞資審裁處進進出出。僱主認為這樣可能有損工人在保持香港出口競爭能力上所作的貢獻。現時建議增加有薪病假的談論，使僱主更加普遍持有上述看法。

另一方面，勞工則怨稱無良僱主甚至不知道全面性僱傭條例內所訂定有關工人的權利。他們指出，本港的經濟體系支離零碎，有近約五萬家工廠及五萬家從事其他業務的小型公司。通過勞工法例改革使僱主明白工人的權利是個大

問題。

無論在勞資雙方所持相反意見的背後真相如何，負責解決勞資糾紛的勞資審裁處卻已經堆滿了工作。工人對僱主的投訴往往要延期舉行聆訊，因為每月的聆訊事件早已安排得密密麻麻。

勞工處助理處長林和甫表示，勞工處現正試行一種解決糾紛的新方法以防止聆訊事件繼續積壓下去，做法就是推行一種兩級制的調解制度去迅速解決問題。

調解過程的初步如果未能解決某項糾紛時，便會由勞工處的高級官員進行第二級聆訊。他表示該新制度現已取得良好成果，而候期接受勞資審裁處聆訊的時間正有所縮短。

林和甫形容僱傭條例是勞工改革的主要媒介。其條款已逐漸將勞工福利加以改善。他指出僱員受傷賠償條例是最後推行的大型勞工改革，賠償的水平因此增加了四成，不過僱主方面並無提出強烈反對。

倒是接受這類投保的保險公司卻提高了保費，此舉難免會加重僱主的負擔。他認為這項條例甚至比建議增加僱員的病假工資對僱主構成的負擔更重，因為患病僱員要求獲得全部應得權利的例子不會很多。

對於這項比較，僱主所作出的反應是，為受傷僱員提供額外賠償是合乎社會改革的需要的。至於增加病假工資的建議，則可能對社會上一般的工作態度構成不良影響，因為部分工人可能會濫用這些權利。

林和甫表示，除了有關改善遣散費及病假工資的建議外，勞工處暫時並沒有太多勞工改革須要處理。新建議包括將非體力勞動僱員的最高工資限額提高，以配合工資的一般性增加。建議的最高工資限額為每月八千港元。

另一項建議是擴大職業病的定義，以追上英國在這方面的法例。尚有另一項建議是規定若干指定工業須僱用安

全主任及安全監督，而這項建議若一旦成爲法例，肯定會加重部分僱主的負擔。

有評論說香港比鄰近競爭國領先，至少在實行勞工改革方面的情形是如此。在答覆這項評論時，林和甫認爲香港其實是以新加坡爲衡量標準。

他認爲香港制度的真正優點，在於香港對勞工供求力量的相互影響沒有其他地方那麼多制度上的障礙，而勞工供求力量的相互影響則決定了工資的水平

，使香港能夠比大多數國家更能抵受經濟衰退的打擊。

例如，在上次經濟衰退的時候，件工工人只好減少開工日數，也沒有加班工作可做。不過他們可以隨意轉換工作，不會受到工會的規限。香港在很多其他方面亦頗具彈性。通常工人對於資方減少工作量及工資都沒有抗拒，大多數香港工人都捱過情況更壞的日子。他們的希望主要是投靠得一名好僱主，其他

的要求則不多。

另一個充滿彈性的例子來自資方。在經濟衰退期間，有時廠方進行生產只爲保持工人繼續有工開而不致流於失業。

因此香港多年來都沒有大型的罷工行動，間有發生的少數糾紛已備受公眾注目，不過在一兩日內便獲得調解。勞工處認爲勞資雙方都很樂意調停糾紛。力量較薄弱的工會根本沒有資金去舉行罷工。 □

本會向會員調查 有薪病假意見

香港總商會最近曾向會員進行問卷調查，搜集他們對僱傭（修訂）法案下關於有薪病假的意見，發覺在問卷上作答的四百家會員公司之中（它們的聘用人數合計約爲十萬名），幾乎全部對政府的一百二十日有薪病假建議都感到不滿。

很多公司表示，三十六日的有薪病假已爲患病工人提供了足夠的保障。若干公司接受將三十六日的最高病假日數延展至六十日，他們認爲這項增加不會造成太大困難。不過部分會員則認爲政府有責任改善一般的社會保障條件，而不應將負擔直接加在僱主身上。

不過，這些人士似乎不了解擴大社會服務，可能會導致直接稅項的增加。

很多公司亦認爲將有薪病假作不必要的大幅增加，肯定會鼓吹裝病之風。

基於調查結果，本會最後建議政府將現行的三十六日有薪病假增至六十日（類似新加坡的制度），先試行兩年，在試行期間進行多次詳盡調查，以決定應否進一步增加有薪病假最高累積的日數。

本會的調查結果亦顯示，任何新法例應包括若干條款，保障僱主不受僱員裝病及虛報所欺騙。

其實本會並不一定認爲裝病的情況會產生，或者會受到一百二十日有薪病假的鼓吹。不過本會的確認爲際此工商業在世界市場上面對強烈競爭，港幣匯價反覆下降，而通貨膨脹率則偏高的情況下，通過一百二十日有薪病假法案是不必要，而且是不明智的。

有薪病假建議的起源可追溯至一九七七年十一月政府發表的一份綠皮書。該綠皮書提出一項僱員與僱主合購保險

的制度。此制度屬自願性質，倘僱員有意參加，便要定期付出供款，而僱主方面亦要付出同等數額的供款。不過此項建議受到勞資雙方所反對，其自願性質是遭受反對的一個因素。

僱主方面的反應：

僱主聯合組織勞資關係委員會（成員包括香港總商會、中華廠商聯合會、香港工業總會以及僱主聯會）遂於一九七八年四月四日致函勞工處長。

聯合委員會於信中寫道，他們並沒有獲得該份綠皮書的足夠資料以作出詳盡評論，不過委員會的結論是，僱傭條例所提議增加有薪病假的條款，應該予以考慮。

該信並指出，關於增加有薪病假的建議的同時，亦應進一步調查此舉對僱主的經營成本有多少影響。

聯合委員會的信件亦表明中華廠商會的意見，該會一方面對於增加有薪病假的條款表示同情，卻認爲沒有足夠的詳情可供該會採取任何具體觀點。

稍後，僱主聯會向十一家公司進行調查，這些公司全都是比現行條例提供較佳的病假條件。調查目的是爲估計在一九七五、七六及七七年間僱員請病假的總日數，以及請病假日數在三十至一百二十日內的僱員人數。該十一家公司之中，包括八家僱有大批藍領工人的機構。

結果顯示，在一九七七年，該十一家公司各僱員合計的9,722,000 工作日之中，共有197,000 工作日成爲病假，亦即佔總工作日的2%。

在197,000 日病假中，只有14,500 日屬於三十至一百二十日的請假期內的

，亦即總數的0.14%，而其中過半的病假屬一家大公司所批出者。

調查的一個重要發現，是一九七七年內僱員請病假總日數，跟七五及七六年相比，一般已有所增加，也許顯示出僱員對請病假這回事的認識已加強，不像以前那樣不願意請病假。

在這階段，很明顯很多公司並不知道僱員患病不足三天，僱主是毋須支薪的。如果僱主將僱傭條例的條款加以實行，則上文提到的197,000 請病假日數中，大部分都是不須支薪的。只有在僱員連續請病假超過三天，則首三日的病假才符合支薪資格。

工業總會的調查結果則顯示，將現時有薪病假的最高累積日數提高，一般來說對僱主並不會構成太大問題。

勞工顧問委員會

一九八一年六月的會議：

一九八一年六月，勞工顧問委員會考慮增加僱員在患病期間的病假工資，會上曾考慮到現時建議中的修訂事項。當時勞委會的僱主聯會代表有出席會議，會後他致函勞工處長，表示他對於新建議不提出任何反對，卻不表示僱主聯會同意這些建議……而僱主聯會有可能會提出異議。

一九八一年六月廿三日上述建議經僱主聯會諮議會開會討論。該會原則上同意上述建議，不過對以下兩點感到關注：

- (一)建議對小僱主可能造成的影響；以及
- (二)濫用的可能性。

僱主聯會對於將有薪病假由目前的三十六日大幅提升至一百二十日亦抱著

保留態度，不過從所得迹象顯示，此舉對於整體情況不會有嚴重影響。

現況：

雖然僱傭（修訂）法案的推行使多個資方團體感到驚奇，不過出任勞工顧問委員會委員的較大團體代表應該知道法案的迫切性。另一方面，政府在公佈法案之前，應該向資方團體徵求意見。不過政府認為建議中的法例對經濟影響不大，同時在社會上更有良好的宣傳作用。

港府亦可能受到鄰近國家所施行法例的影響，以下為亞洲各國工人享有的病假福利：

	津貼比率	最高期限
印尼	75%	第一次6個月
	40%	第二次6個月
日本	60%	18個月
南韓	60%	120日
馬來西亞	100%	60日
菲律賓	85%	120日
新加坡	100%	60日
台灣	50%	6至9個月

僱主抗議結果：

正如眾所週知，法案第三讀已延至立法局夏季休會後。

資方團體正式提出抗議後，曾多次與兩局議員辦事處舉行會議，並曾與勞工處長進行廣泛通信。

這些會議的結果之一，是由統計處就目前的病假工資進行調查。調查結果雖然未能趕及呈交兩局議員辦事處進行審議，不過該處已取得本港四大資方團體的調查結果。這些調查結果都十分相近。

此外，僱主聯合組織委員會簽署了一封函件呈予兩局議員辦事處，列舉委員會對法案內的建議表示反對，同時對於法案倉卒推出亦感到不滿。至於兩局議員辦事處的意見則尚未公佈。

與此同時，僱主聯合組織委員會已採取行動，希望在日後的諮詢過程中，能夠與勞工處取得較密切聯繫，同時與其他資方團體亦取得較佳協調。

與警務處長一席談

警務處長韓義理在接受本刊訪問時表示，香港在進行貿易及商業活動時，愈來愈倚重現代化通訊設備及電腦系統，為香港的治安範圍增添新領域。警務處長提出警告說：「對於時下受過較多教育的罪犯來說，通訊設備及電腦系統的建立，等於擴大了犯上嚴重罪行的範圍。」他表示，維持治安毫無疑問正日趨困難與複雜，而這在香港是意料中事。韓氏指出，我們應該明白，抗衡目前及預期的犯罪趨勢並不單是警隊的責任。重點應該是在防止罪案方面，而這須要政府、警方及社會人士共同作出貢獻。他表示，由香港總商會及警方合辦的「好市民獎勵計劃」，對於鼓勵市民大眾積極協助撲滅罪行，發揮了很大的作用。韓氏自一九七九年三月廿五日已出任警務處長。他是在一九七三年二月來港的，在未被委任為皇家香港警察隊首長之前，他的職位是副警務處長。他早於一九四八年九月在馬來亞（現在的馬來西亞）展開他的警務生涯。他在三十九歲的時候，即獲委任為婆羅州（現屬馬來西亞一部分）沙撈越的警務處長。來港之前他曾出任菲濟的警務處長。以下是韓氏接受本刊訪問的內容：



問：安定與繁榮可能受到政治情況不明朗所影響，不過基本上都有賴治安的維繫。現時維持治安是否愈來愈趨於困難與複雜呢？我們社會現時的趨勢又是怎樣呢？為何會有這樣的趨勢出現？

答：毫無疑問，治安的維持現時正愈趨困難與複雜，而這是意料中事。

我們的社會比以前更自由與開放，無疑這是由於一般市民接受較良好教育及通過傳播媒介接觸到更多外來影響力的結果。年青人受制於家庭價值觀的程度較小，對自己的權利則有較多認識。這些發展對於治安的維持都有所影響。

有鑑於我們的社會及週圍環境的背景，因此經濟方面的變動可能會造成嚴重後果。維持高水平的就業情況是至為重要的，正如我們能夠維持社會進步亦

同樣重要。

在進行貿易及商業活動時，對現代化通訊設備及電腦系統愈趨倚重，使治安範圍另添新領域。對於時下受過較多教育的罪犯來說，通訊設備及電腦系統的建立，等於擴大了犯上嚴重罪行的範圍。

這些發展，再加上其他的，在將來會很明顯。

問：閣下可否簡略說出在應付目前的趨勢方面有哪些基本問題呢？

答：首先我們應該明白，抗衡目前或預期的罪案趨勢並不單是警隊的責任。重點應該是在防止罪案方面，而這是須要政府、警方及社會人士共同作出貢獻的。

至於警隊方面，我們必須致力接近青少年，從而對於導致青少年犯罪的各項問題及不良影響能夠取得較佳了解。在這方面我們的主要媒介是推行「少年警訊」運動，而這項運動已經證明有其價值。

解決嚴重及暴力罪行的方法至為明確。我們需要一個精密的情報系統，以及具備高度專業化的調查能力，而首先，警隊及有可能成為罪案受害者的人士都須採取審慎行動防止罪案發生。

在對付白領罪案方面，商業罪案調查科必須配合問題而發展——最好是能夠比問題早一步發展。推行特別訓練是關鍵之所在，而這點是受到充份承認的。

問：閣下認為在對付罪案方面，香港所遭遇的問題跟其他東亞洲區的比較情形如何？跟主要西方國家首都比較又如何呢？

答：由於各地在文化、政治、社會及環境各方面皆有所不同，製造出不同的情況，因此很難作出有意義的比較。不過，在將香港及其他地方作出比較的時候，亦有很多共同特性。

可能除了若干共產國家外，青年人態度的改變是世界性的現象。西方國家首先體驗到這些改變所帶來的影響，不過現時東亞洲區很多地方亦感受到這些改變。

東亞洲區國家亦正廣泛體驗到暴力罪行的增加。過去三年來這種趨勢在香港至為明顯。特別令人關注的，是罪犯採用槍械的情形屢見不鮮。

部署精密的白領罪案在東亞洲區未算活躍，不過假以時日，我們將感受到白領罪案的影響。另一方面，由於經濟衰退，大型的商業欺詐案件卻有所增加。

問：簡單來說，閣下維持治安的策略是怎樣的呢？這項策略是怎樣演變而成的？是否仍然在轉變中？

答：我們的策略繫於兩個基本目標。這兩個基本目標對於維持治安具有莫大的重要性。第一個目標是將能夠運用的資源予以最佳運用，而第二個目標是培養社會大眾在警隊執行任務時作出支持。

在實行方面，這等於說警方必須維持盡量多的警員人數，由正規及輔助警隊調派人手。調度方面具備彈性是一項重要的考慮因素。

這是整個警隊目前所著重採取的政策之一。現時各分區指揮官就是負責決定怎樣運用屬下資源的人物。以往由警察總部實行人手調動的專制嚴緊手法已一去不復返，因為若要處理緊急事務，警察總部實在太遙遠了，未能即時按照情況採取適當行動。

正如較早前說過，我們必須發展刺探犯罪情報的方法，以及盡量利用這些情報。此外，我們將愈來愈倚重科學化的輔助服務及技術性輔助設施。

採取經過策劃的突擊行動壓制犯罪集團及三合會的活動，以及保持高效率的調查能力，全都有助警方對付罪行。

此外警方並推行積極的防止罪案活動，特別是針對嚴重及暴力罪行。這方面的重點是放在教育方面，引導人們幫助自己及別人。

問：有人曾提出建議將皇家香港警察隊的結構改變，改為地區性的指揮。現時的進展如何呢？

答：警隊的基本結構經歷過時間的考驗而演變成目前的架構，我們並沒有打算加以改變。我們的意思，是將更多權力及指揮與操縱力量移交給地區及分區的級別。為達到這個目的，我們已完成分區性指揮工作的重組，使分區須負上較大的責任。我們下一步將在地區性級別上採取同樣的重組政策，使地區指揮官及他們的屬下有較大的自治權，而當然他們的行動不能逾越本人及警察總部所頒佈的政策範圍。

問：近年警方招募相當多接受過較良好教育的年青人。現時警隊之中較為年青及缺乏經驗的警務人員所佔比例為何呢？閣下認為在何時可以使警隊的能力達到較均衡的程度呢？

答：在一九七八年，警隊的紀律人員共有18,630名。時至今日，警隊的人數為23,655名，增加了大約五千人，增幅為21%。新招聘的警務人員平均年歲為廿一，因此為數不少的警務人員是在廿五歲以下，同時比較上缺乏經驗。這種情況將隨著他們年齡及經驗的增長而逐漸改善，不過亦由於有部份人士退出警隊，特別是退休的警務人員為數不少，因

此我們必須不斷招募新血，而他們經驗不足的情況不會在一夜之間轉變過來。在監督的階層方面，特別是警司職級，我們現正有所加強，而這對中期及長期前景來說是好現象。簡言之，現時我們正達成較均衡的狀況，不過負責巡邏的警員將永遠是警隊之中最年青者。

問：閣下認為皇家香港警察隊跟市民大眾的關係在近年間有改善嗎？閣下認為未被舉報的罪案數字為何呢？又積極協助警方維持治安的市民所佔比例為何呢？

答：我們整體的警察公共關係計劃——包括地區性的親民政策、撲滅罪行運動、招募警員、防止罪案、反吸毒及販毒、道路安全運動、以及電視與電台的廣泛採用——全都有助製造警民之間更密切諒解及合作的氣氛。例如，在一九八二年有超過620,000人尋求我們的協助或意見——而其中八成事件是與罪案無關的；少年警訊的會員人數現時超過350,000名（佔該組年齡人口的四成以上）；雖然我們已提高加入警隊的教育程度，不過不少受過良好教育的年青男女都踴躍申請加入警隊；他們視之為一份理想事業。

至於第二個問題則很難作答……一九八二年的罪案受害人調查顯示，一般未經舉報的罪案數字，由一九七九年的81.8%下降至一九八一年的71.4%。我們已致力簡化我們的報案程序，以及減少報案所造成的不便，不過經常都有很多不去報案的人士。幸而大多數未經舉報的罪案都屬微不足道的事情。由於港府施行更嚴厲的立法，規定市民必須隨身攜帶身份證，這對於我們執行工作很有幫助。被偷去身份證的人士必須向警方報案。

在一九八二年被起訴的32,015名罪犯之中，由市民協助捉拿罪犯的佔10.7%（3,411人）。這個數字相信是世界各地大多數警隊所歡迎者。

由香港總商會及警方合辦的「好市民獎勵計劃」，大大有助於鼓勵市民積極協助警方撲滅罪行。該計劃自一九七三年成立以來，共有1,448名市民由於採取積極行動協助警方捉拿罪犯而獲頒贈獎金，總額達166萬9,400港元。

此外我們還設有熱線電話（5-277177），每週又在中英文電視台推出一個「警訊」電視節目。通過這些電視節目的呼籲而成功捉拿罪犯的個案已達到二千宗。我們所接獲的熱線電話約有三千六百個，其中約有五分一給我們提供了有用的資料。

其他的罪案資料來源則來自「罪案



資料函件」，每月約收到一百封來函，還有我們的九九九郵政信箱。

問：閣下可否簡略說出皇家香港警察隊在防止罪案發生方面所做的工作呢？有哪些固有的問題呢？

答：防止罪案發生可以從三方面著手進行。首先是所謂「傳統」的做法，基本上就是採取不斷監察的方法去維持治安。第二是採用具體的手法，向市民大眾提供有關保安措施的資料，好讓他們能夠採取若干基本的防範罪案措施。最後是社會性的層面，其實就是採取一些措施防止人們犯罪。

實際上，最主要的問題是勸喻有可能成為受害者的人士採取足夠的防範措施，以保障他們本身的財物。很多人仍然以為罪案不會發生在他們身上，而很遺憾，罪案卻經常在他們身上發生。

容易受匪徒光顧的地點如金舖及手飾店是一個特別問題，而雖然很多這些店舖的東主現時已採取不少防盜措施，不過尚待改善的地方還有很多。在這方面我們希望得到保險公司的支持，就是除非這些店舖採取了充份的防盜措施，否則遇有盜竊搶掠事件，將不會獲得賠償。

各類型樓宇遭受爆竊的事件仍然層出不窮，數字之高令人難以接受。我們在勸喻市民採取足夠的保安措施保障他們住所及工作地點的安全方面，只獲得有限度的成功。

至於個人方面，我們對於扒竊、盜取車上物件以及偷車等事件，仍然感到很關注，而其實只要市民大眾提高警覺，這些事件都可以有所減少的。

問：閣下認為警隊的紀律如何？是否不斷在改進呢？若有任何改善，又是怎樣

達到的呢？

答：我認為一般而言，警隊的紀律非常良好，較諸其他我所知道的警隊紀律，香港警隊的表現尤佳。

部分原因是由於警務人員本身即反映出社會內部所存在的高度自律精神。穿著制服的警務人員幾乎自然而然的穿上整齊的制服，這是因為他對於自己的外觀感到很自豪，就如一般香港人很注重自己的外觀一樣。

隨著新的警察（紀律）條例在一九八二年八月施行以來，一般認為現時處理破壞紀律的警務人員的權力是足夠的。

像皇家香港警察隊這樣大的組織，以及這個組織對隊員行為的嚴謹要求，難免會有一小撮隊員的行為欠佳而影響警隊的聲譽。當有這種情況產生時，我們很快會對有關人士採取行動，而我們不會容許警隊內有太多觸犯紀律的人士。

紀律制度的修訂、施行、以及本港警隊固有的傳統紀律，是美好將來的先兆。本人大有信心這些標準將繼續保持，甚或有所提高。

問：閣下對於投訴警察組的工作滿意嗎？該組跟兩局議員辦事處的警方投訴事宜常務小組關係良好嗎？

答：一言以蔽之是的。不過我們並沒有因此自滿，因為我們經常致力加強市民大眾對投訴調查過程的信心，亦致力改善投訴警察組的表現及該組為市民大眾提供的服務。我絕對相信投訴警察組人員的鞠躬盡瘁與正直精神。他們不但致力於調查各項投訴，更找出導致問題發生的成因，希望能採取補救行動以盡量減少衝突。

兩局議員辦事處的警方投訴事宜常

務小組負起監察投訴警察組所進行的調查。毫無疑問，這是投訴調查過程的一個必要部分，是得到警隊充份支持的。

問：皇家香港警察隊現時跟廉政公署的關係如何？

答：關係空前良好。在聯絡及聯合行動方面的進展尤令人告慰。現時這兩個執行法例組織之間的重要工作職級，互相了解的情況已大為改善。這種了解不再局限於最高級的階層上。

問：當香港經濟擴張，而商界普遍採用電腦及其他先進器材，商業罪案是否愈來愈成為警方要對付的難題呢？

答：在過去數年間香港已成為世界主要金融中心之一。世界上大部分交換銀行都在這裏設有辦事處，大型的商人銀行及經紀行亦然。這裏有一個活躍的期貨市場，並有四間股票交易所。此外，香港還有優良的通訊系統可連接世界各地。

貿易與商業發達的同時，亦滋長了欺詐事件的增加，在經濟衰退的壓力下無疑令到情況更甚。這些欺詐事件已經成為前所未有的複雜與精密，往往牽涉國際性的犯罪集團而需要長時期的調查。

電腦的應用更產生了特別的問題，因為雖然電腦有內嵌的操控儀器，不過這些儀器並不是萬無一失的。我們十分了解香港有可能成為國際犯罪地點的可能性，國際警察組織亦察覺到這個問題，因此當該組織在一九八一年首次舉辦電腦罪案調查的研討會時，本港警隊亦派有代表出席。至於訓練方面，商業罪案調查科的三名警務人員曾參加美國聯邦調查局的一個電腦罪案調查技巧課程。

我們亦加強在香港訓練商業罪案調查科的各級警務人員。這些訓練包括由中文大學舉辦一個有關會計及財務調查的基本概念的課程、由兩間大學校外課程部開辦與商業罪案調查科工作有關的科目、以及由一間歷史悠久的銀行為初級警務人員開辦一個基本銀行學的課程。

問：閣下認為新警察總部會在灣仔新填地上建成嗎？

答：政府是明白有需要設立一個新的警察綜合大樓的，而這個綜合大樓亦包括新的警察總部在內。暫時的計劃並不單是為興建新警察總部，更包括香港區警察總部、灣仔警署、後備警察隊、以及警察訓練所。這個未來綜合大樓的地點目前正在重新檢討中。對於我來說，警察綜合大樓設在那裏都無所謂，無論是在灣仔新填地或另一個地點都是一樣。

問：閣下為甚麼要到外國招聘副警務處長？

答：我屬下有兩個副警務處長的職位，

其中兩個目前由服務長久的香港警務人員擔任。當這三個職位之一出現空缺時，我自然到處物色有經驗有能力的人才，而我並不單是在香港物色這樣的人才。我找到顏理寧先生，他有廣泛的經驗及真材實力，曾在倫敦市警務處任職，而更加重要的，是他在過去四年曾任女皇陛下在英國及威爾斯的保安隊督察。他現時已加入我們的警隊，並帶同他廣泛的經驗前來。

問：以往當初級警務人員組織自己的協會時，當局曾有些擔憂。閣下現在認為

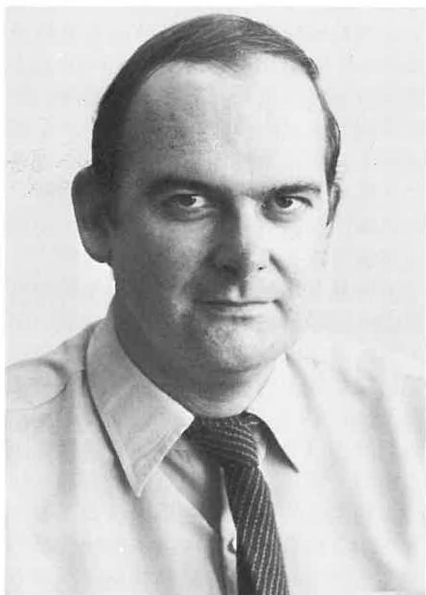
當時的恐懼是合理的嗎？

答：我認為最初有任何憂慮都是毫無根據的。以我們所擁有的一支現代化警隊而言，體積是這麼龐大，初級警務人員目前的質素又有所提高，他們的期望必須得到恰當的反映——就是通過一個有效率僱員關係組織向我及政府反映。於是便有初級警務人員協會之設。現時該協會是一個負責任及有良好宗旨的組織，扮演著一個建設性及有意義的角色——主要就是反映出初級警務人員的意見及他們的難題。

問：警務人員對他們的薪級制度滿意嗎？

答：首先，任何社會的警隊若然有良好宗旨、對工作有滿足感、以及對服務條件感到滿意，這樣對社會是有好處的。因此，必須有一個制度去制定適合的薪金水平。我認為我們擁有這樣的一個制度，而現時警務人員的責任已充份反映在他的薪金與福利之上。有關這方面我經常聽到商界人士的評論，說警隊起薪點之高，使很多質素佳的青年男女棄商從警，商界因而失去不少可造之材。□

本港的經濟間諜活動



本港一名保安顧問詹美士表示，在香港的商業及工業間諜活動中，採用偷聽器的例子不多，雖然很多公司發覺他們的計劃為同業知悉後，大都以為他們的電話或房間一定被裝上偷聽器。

詹美士指出，其實大多數資料的流失是經過口傳的。不過在香港出售的偷聽器也不少，價錢由五十元的普通偷聽器以至數千港元的精密偷聽器都有。

詹美士表示，購買這些儀器的，主要是訪港遊客及商家，他們把儀器買下之後，很可能是帶回本國使用。

他認為忠心於僱主在香港是極之難能可貴的一回事。大多數的僱員只是對家庭及萬能的金錢盡忠。

他指出，做老闆的對於他們的談話對象及內容應該小心。歸根結底，在保安方面必須有恰當的職員訓練，而這種注重保安的態度必須受過訓練。

詹美士是香港保安顧問公司的首席顧問。這家公司是香港保安集團的屬下機構。不過他表示其公司對所屬集團不會偏私，除非集團擁有其他商業保安機構所無的專業知識。

當香港保安顧問公司在一九八二年初開辦時，是唯一一家列載於本地商業指南的保安顧問公司。不過現時這類公司的名單已有七、八家，而詹美士不知道這些公司是否跟他有同樣注重職業道德的觀點，抑或只是對於推銷產品及服務感到興趣。

他說當顧客的商業秘密給洩漏而前往他公司求助時，他往往發覺他們的電話或其他地方並沒有被裝上偷聽器，而只是由於他們在辦公室的保安措施不足。

可能是由於老闆的秘書處事不小心，或者是老闆把一份機密函件隨便放在桌上。也可能是知道秘密的人被人技巧地旁敲側擊，洩漏了秘密也不自知，也可能被人灌醉，把秘密和盤托出。

刺探同業商業秘密的人可能收買清潔工人，將同業辦公室的廢紙轉交給他們，又或者是清潔工人把這些廢紙賣給紙商。紙商可能簽有合約，將廢紙由一家公司運送至另一家公司。那些接收廢紙的人士可能從握成一團的藍印紙中進行長時期的細心閱讀與分析，然後根據所得資料推斷出同業的業務秘密。

他表示，同樣令人吃驚的是，素有查探經驗的人士只須利用一小片資料便可以拋磚引玉，套取知道秘密的人的口供。

中國人及日本人一般對於曾經對他們有好處或款待過他們的人士都感到有回報的必要，而向這些人士提供資料對自己並沒有重大損失。

雖然香港在商業間諜活動方面說不

上精密，不過微型處理器的應用現正在本港商界普遍盛行。詹美士提出警告說，這些微型處理器在製造的過程中可能會失去寶貴的「電路塊」，這樣對電子業是會構成影響的；此外提供電腦按連資訊服務的公司亦有必要設立保安措施。

他表示，利用一個簡單的職員證作為進出工作地點的管制，是很容易被人混水摸魚的。因此，現時香港已開始採用微型處理器的科技，作為鑑別僱員的用途。暫時經採用的一種方法是鑑別職員的手紋，這種方法相當可靠，因為並沒有兩隻手是一模一樣的。

他說其他可以採用的方法是利用一些能夠鑑別僱員簽名或是辨別僱員聲音的儀器。另一個方法是鑑別每名僱員眼球的血管分佈情況，不過利用這種辨別方法的儀器尚未普遍流行。

詹美士表示，這些較精密的電子儀器隔多久才會來到香港，主要須視乎它們的成本效應。他說自己身為一位保安顧問，他的職責是設法為香港的商界盡可能提供完善的保安辦法，並非儘在主張昂貴而不必要的保安措施。

香港大多數商行迄今並沒有下意識的去致力從事保安工作，直至若干重要的資料或貨物有所損失，他們也許才會決定要做些甚麼的。

不過他們本身的專門知識並不是在保安方面。結果他們可能買下不合用的保安系統。這些系統可能是由保安儀器推銷員而不是保安顧問向他們售賣的。他說只有保安顧問能夠提供不偏不倚的建議，使顧客能夠以負擔得來的價錢獲得完善的保安措施。

詹美士表示，一名良好的保安顧問會就顧客的問題進行調查與分析。他不一定須要接受顧客所說的一切。

良好的保安顧問就像一名普通科醫生。像醫生對待病人的健康問題一樣，他則對付商行的保安問題。如果是專門的問題他便會介紹「病人」去接受專科醫生診治。

所不同的是，香港的保安顧問不似得醫生那樣有界定水平。由於保安顧問並沒有自成體系的水準可資鑑定，導致有人爭論究竟香港的保安顧問應否有自己的協會，或甚至應否設立政府機構去監管他們的工作。不過直至現在仍是一句老話：買家要當心！

保安顧問行業源自美國，然後傳至歐洲。在國際上對於保安顧問的定義亦含糊不清，因為暫時尚沒有保安顧問的國際學會。不過詹美士則屬於工業保安協會的成員。這個組織由國際專業保安協會所成立，該協會在香港設有一個十分活躍的分會。

一名良好的保安顧問在調查及分析過顧客的保安問題及提出意見後，便應該協助顧客訂立明細單，以便他能夠購買所需的服務或儀器。

詹美士認為，要獲得最完善的保安措施而又要具備成本效應的，應該在任何商業發展的策劃階段即加以研究。在香港，大多數公司考慮保安措施的時候已經太遲。

他個人覺得這有少許自相矛盾。香港人大致上十分注重保安問題。他說他從沒有到過一處地方有那麼多鐵閘、鐵

柵、鐵絲網、窗門上的防盜鐵枝、對講機、防盜眼、門鍊、甚至十呎高的圍牆，上面黏滿了玻璃碎片，庭園則有狼狗守衛。

他認為這種戒備心態，是由於在中國歷史上時不時發生動亂而遺留下來的意識，以及本港人口密度高所致。每一個人人都相信他們應該照顧自己。

他說香港普遍裝鐵枝的現象可能會造成危險，比如防礙火警逃生。

詹美士表示，良好的保安顧問不會談及他們的顧客及他們的不幸經歷，也不會談及他們可能採取的保安步驟，以免商業間諜或普通竊賊知所防範。

不過他有列舉出他曾經從事的幾項工作，例如，當依莉莎白二世皇后號訪港時，船上乘客盡是百萬富豪，他便是負責遊船上的保安工作。又當環球小姐競選在香港舉行時，他負責保護那些競選佳麗。（保護焦點集中在以色列小姐身上，而她結果榮登寶座。）

詹美士指出，他的顧客包括銀行與地產公司，或者一些重要人物。跨國公司有時對於旗下高級職員的安危感到關注，因為他們可能成為綁架對象。綁匪不一定是為了政治目的，而是為了勒索一筆可觀贖金。

他說香港以往曾經是海盜出沒的地區，不過時至今日，航運實質上已經沒有這種威脅。新加坡的情況則有所不同，因為印尼多個島嶼離新加坡不遠，海

盜得到這些島嶼的蔭庇而有恃無恐。

詹美士強調他的工作基本上是防範性質，不像警方那樣既扮演調查罪案的角色，亦提供防範罪案的措施。

他表示香港的謀殺案一般來說都不含政治因素。在香港有的是地下活動的黑幫，而不是政治恐怖份子。這些黑幫的動機是金錢。

香港近期所受到最近似政治恐怖活動的威脅，是日本赤軍在香港發動的攻擊，不過日本赤軍現時大致上氣數已盡。

他說有關香港的工業間諜個案，往往不大為人所知。所謂工業間諜是指那些想擷取資料模仿別人新產品的人。這些事例的受害者大多不願透露案情，恐防此舉會影響公眾對他公司的信心。情形就如綁票受害人，他們在贖金支付了之後，往往對事情守口如瓶，恐防匪徒會採取報復行動。

詹美士認為香港的趨勢就如其他地方一樣，將採用更多電子儀器進行偷聽活動，不過目前最大的威脅仍然來自人為的手法，以及在股票交易所內的謠傳。

他說：「人們在進行商業間諜活動方面是會鋌而不捨的，而且會採用日益精密的電子儀器，因為如果能及早知道公司的紅利及合併行動等，可能會從中獲得暴利。」

□

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簡報滙編

歡迎新會員

本刊歡迎十七間公司於一九八三年十月份加入本會，成為香港總商會會員。(新會員名單詳列今期英文版)。

低廉電費

中華電力有限公司公共事務經理葉于榮先生投函本刊，就本刊十月號刊登財政司彭勵治爵士來函附表所列的比較數字有所澄清，內容如下：

「貴刊所刊載之比較數字並無指明是『以香港仙士計算的每度電(千瓦小時)費用』。部分讀者可能以為中華電力公司的家庭用戶每月耗電量為150千瓦小時者須支付57.50港元的電費，而大型工業用戶每月的耗電量為4,600,000千瓦小時者則只須支付39.94港元的電費！」

人事管理專業研討會

香港人事管理學會將於十一月三日及四日假座香格里拉酒店舉辦第四屆人事管理專業研討會。屆時多位知名商賈及專家將分別致詞，講題包括正確勞資關係、資訊科技、以及如何在轉變與不

穩定情況中生活。

欲知更詳盡資料，可向香港人事管理學會研討會秘書處索取，地址：中區域多利皇后街十三號四樓，電話：5—221304。

廉政公署研討營

廉政公署將於十二月三日及四日為商界年青行政人員舉辦一個為期兩日的「豐盛人生」研討營。主辦當局希望該研討營能夠有一百名商界年青行政人員參加。

研討營探討的項目，對商界行政人員將有直接裨益。他們可能在事業上的初期遇到困難而未能加以圓滿解決。研討會希望能給予他們協助與啟發。

有意報名參加者，請致函「豐盛人生」研討營秘書，地址：屯門安定邨定龍樓119—122號，廉政公署屯門辦事處。截止日期為十一月十日。

學生交換計劃

國際經濟及商業管理學生協會香港區委員會現正尋求各大機構贊助其一年一度的學生交換計劃。

根據是項計劃，來自五十八個國家的外國大學畢業生及肄業生可在香港從事商業管理工作，而相若數目的香港學生亦可出國爭取同類工作經驗。

香港學生因而可以接觸到世界各地的商業界，使他們的書本知識得到充實；另一方面，外國的年青行政人員對於令到香港繁榮的因素亦有更深認識。

自一九六七年開始，每年均有不少香港學生通過此項計劃出國工作一段時期，而每年參與是項計劃的著名本地銀行及商行為數甚多。

欲知詳情，請與國際經濟及商業管理學生協會香港區委員會接洽。聯絡處：香港大學經濟系，電話：5—406221。

好市民頒獎典禮

曾經協助警方破獲一個搶劫的士集團的七名的士司機在九月十八日的「好市民頒獎典禮」席上獲得嘉獎。本會理事會成員古勝祥先生代表本會致詞及頒獎。另保安司謝法新亦在會上致詞。出席典禮者並有本會執行董事麥理覺先生、市政局主席張有興先生、以及警務處長韓義理先生。





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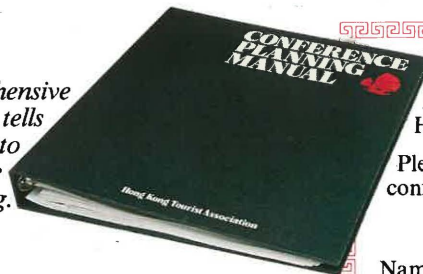


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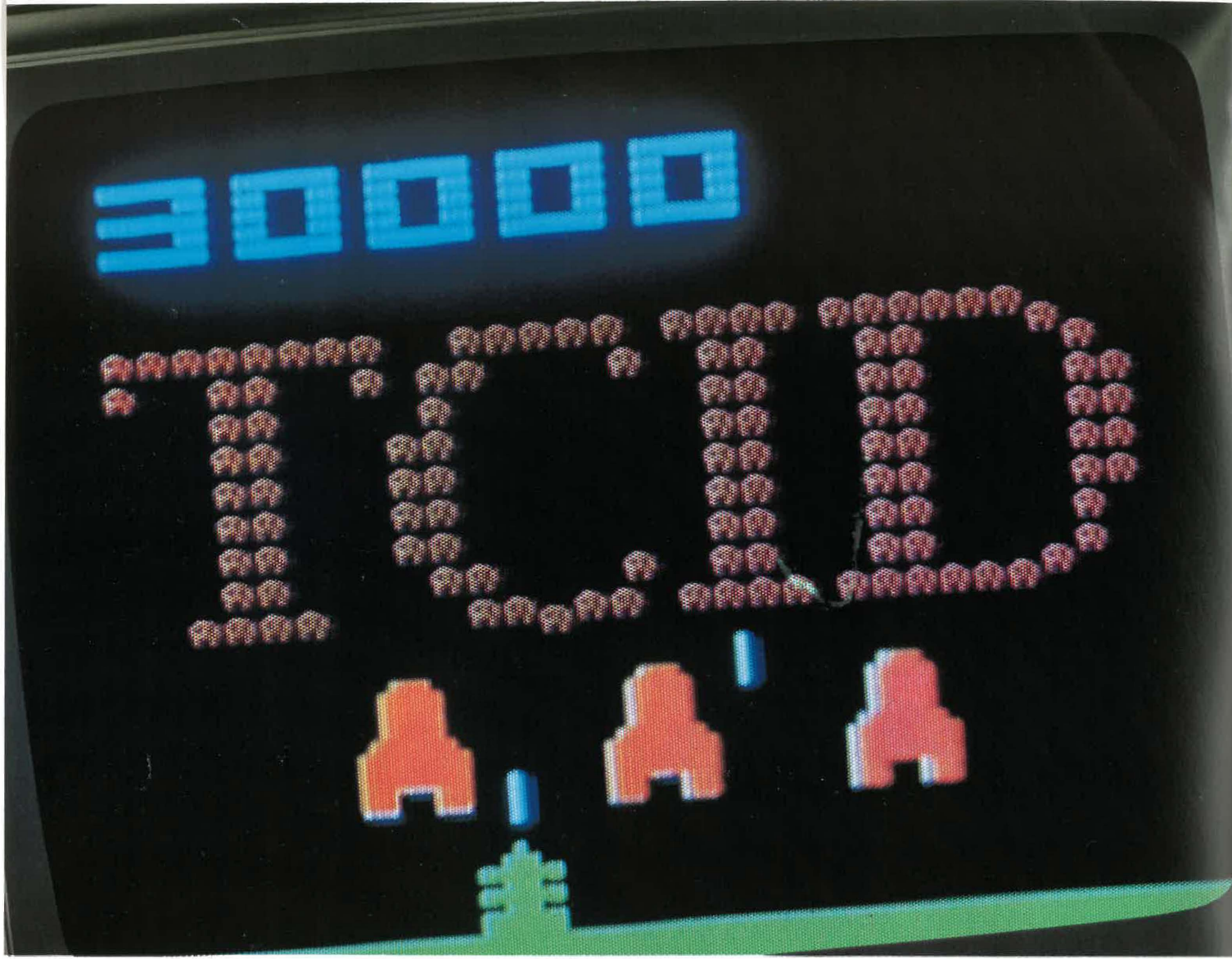
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