一九九七年十月號 · 1997 OCTOBER ISSUE

企業雄才

HONG KONG ENTREPRENEUR

香港中華廠商聯合會月刊
A Monthly Publication of
The Chinese Manufacturers'
Association of Hong Kong

廠商會
第三十二屆會董互選
梁欽榮膺選連任會長

Herbert Liang Re-elected as CMA President
by the 32nd General Committee

協助中小型企業發展成長

是我們一貫的經營宗旨!

在今天的商業社會，經營中小型企業無疑是一項異常艱巨的挑戰，而成功尋得一位各方面皆能配合得宜的融資夥伴就更是難上加難。

東亞興萊能幫助閣下衡量您的業務需要和拓展計劃，重審現有的融資安排；從而為您度身訂造最佳的企業融資方案。

我們致力為客戶提供非一般的銀行服務——東亞興萊的融資方案極具彈性，乃綜合參考客戶的應收賬、存貨和廠房及設備而製訂；不需要客戶提供房地產或現金作抵押，有別於一般的銀行融資組合。

東亞興萊助您精打細算，為您打開成功之門！

東亞興萊有限公司
東亞銀行及興萊國際集團聯營機構

香港灣仔港灣道18號中環廣場901－903室
電話: 2586 0000 傳真: 2827 2632 網址: http://www.eahhk.com

香港特別行政區行政長官董建華先生於十月八日發表其上任後的首份施政報告，本會表示歡迎，並認為這是香港未來發展的一份具體而實在之藍圖。此外，本會歡迎政府着意重建市區舊工業區，並建議政府認真考慮在新界設立新工業區，以促進本港工業進一步發展。

有關成立一個策略發展委員會，以研究本港在經濟、人力資源、教育、房屋、土地、環保以至與內地關係等方面的事項，本會認為此舉實極需要，並指出這委員會的工作將有助協調和善用資源，使香港社會能穩定發展。

至於董先生強調政府不會忽略傳統製造業例如紡織和製衣業的發展，本會至感欣慰，並歡迎政府準備向應用研究基金再注資五億元，以支持工商界將資訊和其他高科技的研究成果轉化成商品。

此外，施政報告指出政府會在有需要的情況下按個別行業以至個別職位的人力需求，考慮容許有關行業輸入外勞，以解決這些行業長期人手不足的問題，本會深表贊同。業界人士均認同應先顧及本港市民的就業機會，但在本港勞工市場無法應付某些工種的需求之情況下，讓有關行業輸入外勞有助它們繼續發展和維持競爭力，而本港的整體經濟亦得以進一步發展。

施政報告提及政府會採取多項措施，包括把舊工業區重新發展，用以興建住宅樓宇，本會表示支持，認為此舉能充份利用市區內寶貴的土地資源，又有助改善市容。然而，在促進廠商繼續投資發展工業方面，本會建議政府進行全面檢討和重新規劃新界土地用途，按需要將部分農地改變用途為工業用地，並斥資興建配套設施完備的現代化工業區，然後以廉宜的價錢將廠房租售予廠商，並協助現時仍在市區舊工業區內經營的廠商，使他們有足夠資金將廠房從舊工業區遷往建議中的新界新工業區經營。

對於政府決定撥款五億元推行信貸保證試驗計劃，以幫助中小型企業申請銀行商業貸款，應付貨物付運前的各項開支，本會深表贊同。事實上，本會近年曾多次向政府建議推行類似的計劃，今次政府的行動對中小型企業而言是一個極大的協助和鼓舞。

本會亦贊同政府着意發展與內地鄰近地區在各方面的協調和合作，例如與有關部門重新設立「香港與內地大型基建協調委員會」等。本會認為，本港工商界在內地鄰近地區的投資活動至為頻繁，而隨着香港回歸祖國，本港與國內的經貿關係更為緊密，政府積極與內地鄰近地區有關部門加強協調和合作，將促使香港和內地之間的經貿投資更趨旺盛。

出版人 PUBLISHER
香港中華廠商聯合會
The Chinese Manufacturers' Association of Hong Kong

會長 PRESIDENT
梁鈞榮 Herbert Liang, MBE

常務副會長 EXECUTIVE VICE-PRESIDENT
梁乃榮 Leung Nai Wing

副會長 VICE-PRESIDENTS
葉慶忠 Yip Hing Chung, MBE, JP
陳永棋 Chan Wing Kee, OBE, JP
楊孫西 Jose Yu
呂明華 Lui Ming Wah, JP
林輝實 Lin Fai Shat
盧文端 Lo Man Tuen
陸增鏸 Eddie T Y Lu, CBE

執行幹事 EXECUTIVE SECRETARY
劉達明 Francis Lau

編輯 EDITOR
企業雄才編輯委員會
Hong Kong Entrepreneur Editorial Board
電話 Tel: 2545 6166
圖文傳真 Fax: 2541 4541

廣告代理 ADVERTISING AGENT
富年有限公司 Front Ages Limited
葉小姐 Ms Yip, 李小姐 Ms Lee
九龍觀塘觀塘道 452 號觀塘工業中心第三期六樓 C 座
Block C, 6/F, Phase 3, Kwun Tong Industrial Bldg.,
Kwun Tong Rd., Kwun Tong, Kowloon
電話 Tel: 8130 2069
圖文傳真 Fax: 2343 6555

承印 PRINTER
耀林印刷有限公司 Sunland Printing Limited
香港柴灣康民街2號康民工業中心2215室
Room 2215, Hong Man Ind. Centre, 2 Hong Man St.,
Chai Wan, Hong Kong

總辦事處 HEAD OFFICE
香港中環干諾道中64號廠商會大廈
CMA Building, 64 Connaught Road Central, Hong Kong
電話 Tel: 2545 6166 / 2542 8600
圖文傳真 Fax: 2541 4541
網址 Web Site: http: //www.cma.org.hk
電子郵件 E-mail: cma@hkstar.com

旺角辦事處 MONGKOK OFFICE
九龍旺角彌敦道664號惠豐中心701-3室
Room 701-3, Wai Fung Plaza, 664 Nathan Road, Mongkok, Kowloon
電話 Tel: 2393 2189
圖文傳真 Fax: 2789 1869

尖沙咀辦事處 TSIMSHATSUI OFFICE
九龍尖沙咀廣東道5號海洋中心521室
Room 521, Ocean Centre, 5 Canton Road, Tsimshatsui, Kowloon
電話 Tel: 2736 0288
圖文傳真 Fax: 2730 3769

觀塘辦事處 KWUN TONG OFFICE
九龍觀塘觀塘道414A號星光電訊大樓地下
G/F, Star Telecom Tower, 414A Kwun Tong Road,
Kwun Tong, Kowloon
電話 Tel: 2344 3380
圖文傳真 Fax: 2790 4850

廠商會檢定中心
CMA TESTING & CERTIFICATION LABORATORIES
新界沙田火炭黃竹洋街9-13號仁興中心1401-3室
Room 1401-3, Yan Hing Centre,
9-13 Wong Chuk Yeung Street, Fo Tan, Shatin, NT
電話 Tel: 2698 8198
圖文傳真 Fax: 2695 4177
網址 Web Site: http: //www.cma.org.hk
電子郵件 E-mail: tcl@hkstar.com

本刊歡迎轉載 ● 惟須註明來源
Reproduction of articles is welcome
as long as credit is duly given to the CMA.

企業雄才

HONG KONG ENTREPRENEUR

一九九七年十月號 1997 OCTOBER ISSUE

本會評論 1

專稿
4 廠商會第三十二屆會董互選 梁鈞榮膺選連任會長

神州經貿
8 珠江三角洲勞動市場
簽訂勞動合同防止員工流失
10 十五大落實國企改革

港深經貿信箱
12 深圳市口岸辦公室回應
深圳海關扣車查貨引致之問題

廠商會動態
14 北京市政府代表團訪會／
河北省人民政府代表團訪會／
香港工業獎支票頒贈典禮／
97亞洲工業博覽會／
廠商會與河北省工商業聯合會「合作計劃」協議書簽署儀式／
中華全國工商業聯合會代表團／
宜興環保科技工業園代表團／
廣州市政府代表團訪會／
管理研討會：「怎樣有效實施製造業資訊系統？」／
「人事管理」證書課程／
山東省對外經濟貿易委員會代表團訪會／
美國國會議員幕僚訪港／

檢定中心通訊
18 香港電器產品（安全）規例（下）

工業概況
21 「舊式商業樓宇消防安全改善措施」諮詢文件

勞資消息
24 強制性公積金計劃與職業退休計劃之銜接

投資地區
26 秘魯

貿易概況
28 中國仲裁制度的重大改革
29 新款玩具熱潮接踵而來
31 日本推出數碼電視廣播

企業管理
32 個案剖析－崇真學校的革新（二）

中西部透視
34 山西省

洽談會／展覽會 36

研討會／訓練課程 36

目 錄 CONTENTS

EDITORIAL
37

SPECIAL FEATURE
38 *Herbert Liang Re-elected as CMA President by the 32nd General Committee*

CHINA ECONOMY
42 *Labour Shortage in the Pearl River Delta: Labour Contract to Avoid Staff Turnover*
44 *Economic Reforms of State Enterprises*

CMA ACTIVITIES
46 *US Congressional Staffers' Visit to Hong Kong / 1997 Hong Kong Awards for Industry / Seminar on "How to Implement a Manufacturing Information System Effectively?" / Certificate Course on Personnel Management / Asian Industrial Expo '97*

TCL BRIEFING
48 *Specific Safety Requirements for Prescribed Products*

INDUSTRY AFFAIRS
52 *Consultation Paper on Fire Safety Improvements to Old Commercial Buildings*

LABOUR NEWS
56 *Interface with ORSO Schemes*

INVESTMENT PROFILE
58 *Peru*

TRADE NEWS
62 *Channel Open to Foreign Firms in Commercial Disputes*
63 *Mania for New Toys*
67 *Digital TV Network Makes Debut*

THE MID-WEST OUTLOOK
68 *Shanxi Province*

CONFERENCES / EXHIBITIONS 71

SEMINARS / TRAINING COURSES 71

thePrincipal® 信安
僱員福利 盡掌先機

信安保險
全球先驅

· 退休金計劃
· 團體人壽
· 傷殘入息
· 危疾保險
· 健康資產保障

香港灣仔港灣道18號，中環廣場十樓1001—3室，
電話：2827 1234 傳真：2827 1848

專稿 Special Feature

廠商會第三十二屆會董互選 梁欽榮膺選連任會長

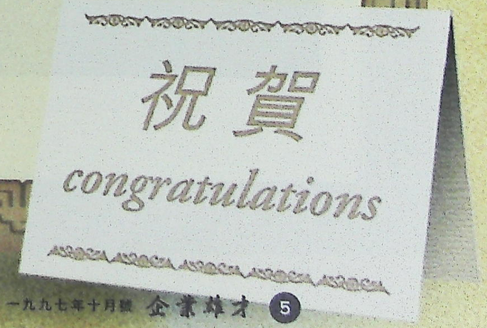
本會第三十二屆會董於九月二十六日互選正副會長，常務會董及各委員會主席，結果全體會董一致同意通過由梁欽榮連任會長；梁乃榮爲常務副會長、葉慶忠、陳永棋、楊孫西、呂明華、林輝實、盧文端及陸增鏞爲副會長。林學甫及周敏爲會長助理。

梁欽榮再度膺選連任會長後致辭時表示，香港順利回歸祖國，前景一片光明，作為一國際大都會，香港與世界各地維持良好的經貿關係至為重要。在國際貿易方面，香港去年高踞全球第七大貿易地區，今年首七個月，本港總出口額達8,082億港元，較去年同期增長3.2%，其中本地出口佔1,161億港元，比去年同期微降3.2%，而轉口貨額則佔6,921億港元，較同期上升4.4%。進口方面，本港今年首七個月進口貨額達9,393億港元，較去年同期攀升6.3%，其中

留用進口貨值達3,466億港元，比去年同期上升6.6%，充份顯示本港經濟動力強勁，生產活動頻繁。

梁欽榮表示，香港是一個多元化的社會，亦必須維持一個多元化的經濟體系，不能單靠一、兩個行業來支持長遠和健康的發展。作為區內的金融、服務、航運及資訊中心，香港完全具備足夠條件來維持和發展製造業。他籲請政府制訂和推行明確而長遠的工業政策和措施，充份發揮牽頭作用，以推動現有工業擴充發展、吸引更多本土和境外的工業投資、及提升本港工業科技含量。在吸引本土和境外工業投資方面，他認為政府應考慮降低利得稅標準稅率，此舉實符合本港整體經濟利益，工業投資不但能支持製造業和服務業的發展，亦能製造大量就業機會，確保市民生活安定，共享繁榮。

至於會務方面，他透露現正致力加強本港與國內和海外市場的經貿合作。最近，廠商會已展開計劃與大陸各主要省市建立更密切的聯繫，透過與各地的工商團體簽訂合作協議，為兩地業界人士提供具體服務，以促進會員企業間的投資合作。有關協議主要就兩地的經貿政策、展覽推廣等項目交流信息，並就商會之間合辦經貿研討會、培訓班、互訪考察和促進會員企業在業務合作等方面，互相提供協助。廠商會在過去兩個月分別與河北省工商業聯合會和福建省工商業聯合會簽訂了合作協議，而兩省政府亦明確表示會支持廠商會的工作計劃。梁氏續稱，廠商會會董人才濟濟，很多會董在國內個別省市關係密切，熟悉當地情況，對推動有關省市與本港的經貿合作，必能作出重大貢獻。



為配合國家近年大力拓展中西部地區發展，廠商會每年皆組織代表團前赴內陸省份訪問和考察，深入了解各地的經濟發展情況和投資環境，協助會員在當地進行投資和貿易合作。廠商會近年訪問的省、自治區包括湖北、河南、甘肅、內蒙古和陝西等，並與各地區建立了良好關係，廠商會今後仍將向會員和港商推介其他內陸省份，擴大關係網絡，同時在這網絡的基礎上，為會員在各地拓展業務方面提供實質協助，促成兩地業界的經貿合作。

談及國際方面，梁欽榮謂廠商會亦將加強本港與海外市場的聯繫，並計劃設立國際事務委員會，統籌廠商會與海外各工商團體的合作事宜，宣傳香港，同時協助會員和港商拓展新市場，及尋求國際間貿易和投資合作的新機會。廠商會於兩週前與羅馬尼亞工商會在該國政府高層代表團訪港期間簽定合作協議，當時更蒙該國總統蒞臨主持簽署儀式，足見該國對兩地工商界建立聯繫非常重視。事實上，許多國家近年皆採取經濟開放政策，實施不同的投資優惠，對港商來說，實是擴展國際業務的好機會。梁氏強調，廠商會一向以促進國際間的合作為目標，日後更將透過不同渠道，協助會員以至港商在這方面的發展。

香港中華廠商聯合會
第三十二屆會董會名單(1997-1999)

會　　長：梁欽榮

常務副會長：梁乃榮

副 會 長：葉慶忠　陳永棋　楊孫西　呂明華　林輝實　盧文端　陸增鏞

會長助理：林學甫　周　敏

常務會董：徐秀夫　洪克協　蔡宏豪　尹德勝　羅　展　黃丙西　鄭正訓
劉文煒　蔡衍濤　朱本善　周潤賞　趙振邦　蔡德河　黃友嘉

會　　董：楊木盛　魯廣雄　曾金城　李宗德　陳鴻基　黃宜弘　周克強
霍震霆　黃慶苗　司徒健　冼漢鏞　彭顯璋　鄭學禮　馬介欽
孫佐民　陳福慶　李雨川　翁　祐　馮元侃　馮繼海　李漢忠
梅應春　麥　雄　鄭文彪　李仲潮　趙耀祖　劉漢華　李嘉惠
嚴燦枝　郭應道　丁午壽　李明生　周林邦　何煜榮　曹金霖
方志強　李秀恆　周亦卿　葉志光　馮　就　劉漢欽　崔少全
林慕南　馮　彥　許晉廉　蘇包陪慶　陸宗霖　唐宏洲　郭迎明
莊競雄

名譽會長：蔡章閣　胡文瀚　洪祥佩　周忠繼　黃保欣　雷康侯　朱祖涵
倪少傑

總務委員會主席：梁乃榮
財務委員會主席：葉慶忠
會計委員會主席：黃丙西
審核委員會主席：魯廣雄
福利委員會主席：楊木盛
工業仲裁委員會主席：洪克協
工業教育委員會主席：鄭正訓
工業展覽委員會主席：蔡宏豪
工業資料委員會主席：林學甫
工業標準委員會主席：尹德勝
貿易促進委員會主席：蔡德河
工業土地委員會主席：周潤賞
交際委員會主席：羅　展
宣傳委員會主席：盧文端
調查委員會主席：馮元侃

祝賀
congratulations

神州經貿 China Economy

珠江三角洲勞動市場

簽訂勞動合同 防止員工流失

本欄於上期刊載有關珠江三角洲地區的勞動力供應日趨緊張的報導及分析，今期我們將進一步探討有關問題，與及提出解決辦法，供業內人士借鏡。

現時，珠江三角洲一帶的員工流失情況已十分嚴重，尤其以中層的內地管理技術人員，以及熟練的生產工人，其「轉工跳槽」的情況更為普遍，對企業及廠商造成沉重的壓力。如何挽留員工、防止他們流失，頗成廠商們最為關注的課題。

在深圳市寶安區開設摩打生產廠的新生摩打集團主席佘繼標的應付對策，乃透過實行與員工簽訂勞動合同制度，防止員工流失，收效亦頗理想。

在深圳市已投資設廠十多年的佘繼標指出，憑他個人的所見所聞，珠江三角洲地區近兩、三年的勞動力緊張情況，是歷年來從未出現的。很多在深圳、東莞等地設廠的外商，也飽受聘請員工困難，以及工人嚴重不足等問題所困擾。因此，廠商們除了想盡辦法招聘員工外，也攪盡腦汁挽留他們，防止他們流失。佘繼標繼而想到透過執行勞動合同制度去挽留工人。

「工人不足問題愈趨嚴重，而人才流失問題更令廠商困擾，特別是一些中層的內地人才，轉工跳槽的情況更加普遍，影響企業的正常生產和引致商業秘密外洩。單純以加工資、增福利的辦法，並不能真正解決問題，反而令工資成本無止境地上升。經過詳細研究，我們終於想出了以簽訂勞動合同的辦法，一方面可以「綁」住工人，另一方面又配合法例需要，可謂一舉兩得。」佘繼標道出了他的想法。

一般而言，外資企業主動提出與員工簽訂勞動合同，都不會受到太大的抗拒。因為一方面這是法例規定的，必須依從；另一方面，大部份員工認同簽訂勞動合同，有助保障他們的利益，免受廠商「欺負」，所以大多樂於接受。

以往很多廠商不願執行勞動合同制度，主要因為顧慮與員工簽訂勞動合同後，會削弱了廠方控制和管理員工的自由度和靈活性，對廠方運作不利。

佘繼標承認，他過去曾有上述的想法，但後來經過認真研究《勞動法》的有關規定後，發現只要小心訂出勞動合同的條文內容，是可以同時令勞資雙方都得到保障的。

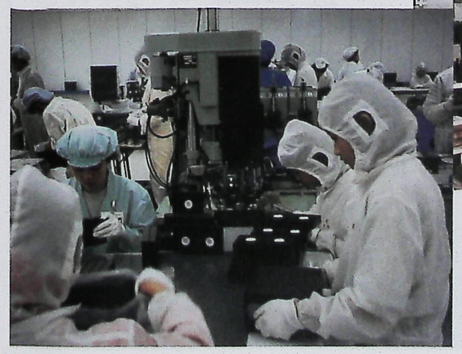
其實，根據《勞動法》第十九條，只規定勞動合同有幾項必載條款，其餘的內容，勞資雙方可自行協商約定。

這些必載條款包括：一、勞動合同期限；二、工作內容；三、勞動保護和勞動條件；四、勞動報酬；五、勞動紀律；六、勞動合同終止的條件；以及七、違反勞動合同的責任。

除這七項必備條款外，其他的條文均可由勞資雙方自行協商制定。由此可見，勞動合同制度並不會偏袒任何一方。

廠商如果擔心勞動合同出現問題，更可以向地方勞動部門要求審核蓋章，這樣就可以萬無一失了。

佘繼標指出，與工人簽訂勞動合同後，工人的穩定性大幅提高，流失率較實行勞動合同制度前下跌了九成。因此，廠方更放心培訓這些工人，讓他們的潛能有更大的發揮。日後即使有其他公司要「挖角」，礙於有勞動合同的約束，工人也不能隨意「跳槽」。因此，與員工簽訂勞動合同制度對於工廠的整體運作和長遠發展，發揮了很大的作用。



十五大落實國企政革

九月二十三日，廣州市當局把虧損嚴重以致破產的廣州異型鋼材廠進行公開拍賣，反應極為熱烈，競投者包括國內企業、外資企業和私人企業，經過一輪激烈競投後，結果由廣東輕工業機械集團的廣州鋼管廠以五千萬元人民幣投得。

中國共產黨第十五次全國代表大會確立全力推動國有企業改革的方向，對中國經濟和社會發展，以及外商在中國的投資前景，起著重大作用和深遠影響。國家主席江澤民今年五月底曾公開表示，體制改革必須有所突破，表明加速推進國企改革是勢在必行的。

中國是次推動國企改革的核心內容，乃國企將退出投資回報率低的一般性競爭行業，將國家資源集中在控制國家經濟命脈的主要行業。在實行方面，中央將針對大型及中小型國企，如電力、能源、軍工、鋼鐵、運輸和通訊等掌握國民經濟命脈的產業，將推動其發展成為大型國企集團，使國有資產的質量明顯提高，逐步適應社會主義市場經濟的要求。至於為數眾多的國有中小型企業，則在保證國有資產不會流失的前提下，以較直接的方式推向市場，容許集體、私人、外資企業收購兼併，甚至直接宣布破產，從而體現適者生存的市場遊戲規則。

那些屬於一般性競爭行業的中小型國企將主要透過下列形式改造：

一、 把國有企業改造為股份合作制和企業制，讓企業工人入股，成為股東。

二、 企業互相合併或改造為股份制企業，或對外商招股和上市。

三、 至於無法挽救的嚴重虧損企業，則讓其破產關閉。

廠商會會董及香港中港經貿商會會長李秀恆指出，中國政府既然把外商投資列為國有中小企業改革的其中一個出路，中國的外資政策將鼓勵外商投資國企，並作出相應的優惠政策。

其實，中央政府已於今年在百多個城市進行國企改革的試點工作。在這些試點城市收購國企，會有兩方面的優惠政策，首先國企被收購後，其原有負債可免息五至七年，並可在這五至七年間分期清還；其次是被收購的國企，可以有三至五年的免所得稅優惠。而有關當局亦正進一步研究鼓勵外商投資國企的政策方案。

李秀恆強調，外商投資者收購或入股國企亦存在一定風險，特別是國企的虧損、負債，及職工包袱，以至設備及廠房設計是否適合外商的要求等，這些都是有意投資國企的外商必須注意的。

根據中國官方的統計數字，截至一九九六年底，中國國有資產總值約65,900億元人民幣，比九五年增長15.4%。而在全部國有資產總量中，經營性國有資產逾49,900億元，非經營性國有資產約16,000億元；其中由中央部門轄管的國有資產約31,000億元，由地方轄管的國有資產則約35,000億元。

國企的結構主要為郵電通訊業、電力工業、鐵路運輸業、石油工業等基礎產業，資產額逾11,360億元，佔國有資產總額的比重由九五年的24.8%上升至九六年的28.1%，可見這些制約國民經濟發展的壓力正逐步得到緩解。

從國企規模來分析，大中型企業佔總數19.9%，擁有資產總值達89,200多億元，佔總體資產的75%。至於佔總數目80.1%的小型企業，擁有資產總值逾29,700億元，佔總體資產的25%。這些中小國企正適合外商，特別是港商投資。

另一方面，中央政府決意關閉大量效益低劣的企業。事實上，自九三年開始，國企破產的數字每年倍增，九三年有710宗，九四年有1,625宗，到九五年已達2,385宗；去年破產數字更倍增至6,232宗，相信這個數字將會繼續迅速增長。

至於不致破產的國企，為了提高效益，亦會裁減冗員。按最保守估計，目前國企有1,500至2,000萬冗員，在現時的經濟環境下，這些失業工人不易覓得新工作，這可能對中國社會穩定構成影響。而國企改革所產生的失業問題，則遠比經濟問題為大，這正是中央政府一直不全力推行國企改革的最主要原因。解決失業問題的方法是提供再培訓和再就業，在這方面，政府固然扮演最重要的角色，但如果能加上外商的參與，效果應該會更理想。

與此同時，在港資企業密集的珠江三角洲地區，目前工人嚴重不足。國企的工人，一般都具有良好的技術水平，只要給予他們適當的培訓和教育，不難成為外資企業可用之材。

港深經貿信箱

深圳市口岸辦公室回應

深圳海關扣車查貨

引致之問題

月前本會接獲會員投訴，有關深圳海關扣車查貨、簽發加工貿易合同、進入深圳市一線地區的手續等問題，本會港深事務協調委員會致函深圳市政府反映意見，而有關事宜亦已詳載本刊七月號。最近本會收到深圳市口岸辦公室回覆，解釋上述問題的有關政策規定。現將口岸辦之回覆內容撮要刊載如下，供各會員參考。

- 有關深圳海關扣車查貨的問題，口岸辦解釋扣車時間延誤的主要原因有三：（一）目的地海關未能及時將轉關車輛的資料輸入電腦系統，以至口岸海關之電腦未能顯示該車輛的資料而需與目的地海關聯絡確認；（二）為防「三假」（假手冊、假印章、假企業走私），口岸海關對異地報關貨物（即原在企業所在地報關而臨時改在深圳口岸報關的貨物）一般需先聯繫主管海關核實真偽再予辦理；（三）一些原已在內地商檢部門辦理商檢手續的車輛由於資料出現錯漏，而需在深圳口岸重新辦理商檢手續。

  為解決車輛滯留的情況，深圳海關已採取相應措施，包括：（一）實施憑保放行或扣倉等辦法，扣留手續不全的貨物，而車輛則予放行；（二）重申《外勤查驗制度》，要求查驗人員在規定時限內完成查驗工作；（三）嚴格執行扣車審批手續，扣車在24小時內或不足24小時但需過夜的，均須由科長審批；扣車在24至48小時者須經口岸海關分管外勤的副關長批准；而扣車48小時以上者，則須經主管關長批准；（四）針對轉關車輛及異地報關導致扣車時間延誤，深圳海關已加強與其他海關的聯絡，盡量減少車輛滯留口岸。

  至於停車費用問題，目前的收費乃根據國家物價局和財政部核定的收費標準釐定，每輛車每晚為50元人民幣，而並未出現多收費及亂收費的現象。

- 至於海關對退回加工貿易合同申請並未作出解釋，導致廠商無所適從，口岸辦表示現時深圳海關對退回出現問題的加工貿易合同已有明確的管理辦法。審批備案合同的退單必須經口岸海關業務科長批准，並統一使用《退單通知書》列明退單原因。此外，深圳海關正實行《退單管理辦法》新措施，規定審批備案合同的第一次退單須經分管科長批准。如在第一次退單後仍不符合要求，海關則會以電話聯繫，盡量避免第二次退單。第二次退單須經主管科長批准，如第二次退單無充份理由，則扣發主管及分管科長半個月獎金。

- 進入深圳市一線地區手續方面，口岸辦指出深圳口岸已實施多項措施加強處理車輛過關手續的能力，疏導日益繁忙的過關交通。在簡化手續方面，特區檢查站使用了《車輛優先檢查證》（優檢證）。持有優檢證的車輛在過關時乘客毋須下車辦理手續。此外，各檢查站亦設立了「港澳台同胞專用通道」，方便港澳台旅客進出深圳。

港深兩地經貿關係密切，不少會員在深圳擁有投資或進行頻繁的貿易往來。然而，會員在當地經常遇到各種如交通運輸、投資法規、稅務、治安、人身保障等問題。為此，本刊特設「港深經貿信箱」，由本會港深事務協調委員會就個別會員所遇到的問題進行研究，並向深圳市有關方面反映及尋求改善。本會歡迎會員踴躍來信講述實際個案及表達有關意見，來信請寄「香港中華廠商聯合會港深事務協調委員會」收。

商業牌照資料中心
BUSINESS LICENCE INFORMATION CENTRE

政府為方便營商，設立商業牌照資料中心，免費提供一切有關商業運作所需的政府牌照、許可證、證書及批准書的資料。

A free one-stop information service for government licences, permits, certificates and approvals that businesses are required to have in order to operate.

- 中心向你提供所需牌照的申請表格及以下有關資料：
  - ➤ 發牌部門/機構的名稱、地址及電話號碼；
  - ➤ 牌照的費用及年期；
  - ➤ 規管性質的規定。
- The Centre will provide you with the application forms together with the information relating to the identified licences, including:
  - ➤ name, address and phone number of the issuing department/authority;
  - ➤ fee and duration of the licence;
  - ➤ regulatory requirements.

歡迎到訪
尖沙咀廣東道5號 海洋中心5樓501室

電話 2737 2388 **傳真** 2737 2377

Visit us at
Room 501 Ocean Centre 5 Canton Road
Tsim Sha Tsui Kowloon

Call us on
Tel 2737 2388 Fax 2737 2377

方便營商 服務市民
Helping Business Serving the Community

工業署 Industry Department

服務市民 SERVING THE COMMUNITY

北京市政府代表團訪會

由北京市市長助理衣錫群率領之北京市政府代表團一行六人，於七月二十九日至八月四日蒞港訪問，並於七月三十日到訪廠商會，由本會會長梁欽榮主持接待。衣錫群於會上表示，代表團此行目的主要是推介於本年十月二十及二十一日在北京舉行的京港經濟貿易研討洽談會。這個為期兩天的活動，將包括首天的學術研討會、翌日的洽談會以及參觀企業活動，重點項目包括城市基礎建設、最新技術、房地產及服務業等。

梁欽榮會長稱，這個研討會是香港自九七年在北京舉行的最大型洽商活動，意義重大；由於今後香港和北京兩地的關係將更為密切，本會作為主辦單位之一必定對是項活動全力支持。雙方並就如何促進兩地經貿合作交換意見。

該代表團在港期間，分別拜會香港中國企業協會、香港中華總商會、新華社香港分社、香港上海匯豐銀行、香港聯合交易所、香港證券交易及期貨監管局，並於七月三十一日分別舉行北京投資環境與投資項目洽談會及京港經濟合作研討洽談會課題商議會，以介紹北京之最新投資環境及探討十月在北京舉行洽談會之議題。

本會代表與北京市政府代表團合照。

本會會長梁欽榮（左四）接受河北省人民政府副秘書長魏秉禮致送之紀念品。

河北省人民政府代表團訪會

由河北省人民政府副秘書長魏秉禮率領之河北省人民政府代表團一行十六人，於八月十一日到訪本會，由本會會長梁欽榮主持接待。會上，魏秉禮指出，河北省為中國沿海省份，海路交通便利，對內又有公路連接天津、北京等大城市，擁有區域優勢；且有豐富資源，農產量又高，單是夏糧已佔全國農產量的五份之二；河北省更擁有八所國家級的科研單位，工業及科技基礎雄厚，其中包括農產品加工、紡織、石油化工、紡織及汽車等。

身兼河北省政府國際經濟顧問的梁欽榮會長表示，香港在九七後與國內的經貿關係將愈趨緊密，而本會今後在促進這方面的溝通上也擔當一個重要角色。另外，為更直接了解內地各主要省市的最新發展情況，本會計劃與各主要省市的工商團體合作，透過組織考察團及舉辦研討會等活動，協助港商取得內地投資環境的最新資料。

雙方並互就冀港兩地之經貿合作事宜交流意見，加強彼此連繫。

香港工業獎支票頒贈典禮

一九九七香港工業獎支票頒贈典禮已於八月五日舉行，由本會副會長呂明華及其他主辦機構代表接受各贊助商致送支票。今年香港工業獎得到贊助商踴躍支持，共獲贊助金額四百四十萬港元，引證該獎勵計劃在香港工業界已獲得重視。此外，為表揚長期支持是項獎勵計劃的贊助商，主辦機構特別安排致送紀念品予贊助香港工業獎達五年或以上之贊助商，並由工業署署長何宣威主持頒發。

本會副會長呂明華（左）接受肇豐針織有限公司總經理劉劍安致送一九九七年香港工業獎之贊助支票。

'97 亞洲工業博覽會

本會副會長楊孫西（左四）應邀為九七亞洲工業博覽會開幕典禮之主禮嘉賓。

本會會長梁欽榮（前排左二）與河北省工商聯會長韓葆珍（前排右二）簽署合作計劃協議書。

廠商會與河北省工商業聯合會「合作計劃」協議書簽署儀式

本會會長梁欽榮與河北省工商業聯合會會長韓葆珍，於八月十三日簽訂「合作計劃」協議書。是次合作計劃範圍共有九項，分別為（一）經貿合作項目介紹與資料搜集；（二）市場分析、介紹、推廣及引進服務；（三）技術轉讓介紹服務；（四）工貿投資之中介服務，物色對口的合作伙伴；（五）提供與經貿相關的政策法規等資料；（六）協辦或合辦研討會、洽談會及考察團；（七）協辦或合辦管理人才培訓班；（八）協助安排本會會員到訪河北省的工作；及（九）實務工作人員互訪學習交流。

在合作形式方面，本會會員可透過兩會的聯絡和安排，獲取所需服務。而河北省工商聯將定期或按需要提供資料予廠商會，資料範圍包括國家的投資政策、新規定措施、招商引資活動、新投資及市場熱點等訊息。此外，河北省工商聯將委派專人作聯絡點，經常與本會互通訊息，並協助其會員在當地進行投資貿易活動。

韓葆珍於簽署儀式後對本會的高效率、高質量及高水平的工作能力予以讚揚，並表示是次的簽署儀式是一個新開始，日後兩會將在多方面進行深入及詳盡的研究，落實具體工作計劃，以實現促進冀港兩地經貿合作的目的。

中華全國工商業聯合會代表團

中華全國工商業聯合會副主席陳景新率領一行十人的代表團，於八月十一日蒞會訪問，由副會長林輝實主持接待。梁欽榮會長於隨後晚宴上表示香港與國內的經貿日益頻緊，為更直接了解內地各主要省市的最新發展情況，該會計劃與各主要省市的工商團體合作，透過組織考察團及舉辦研討會等活動，協助港商取得內地投資的第一手資料。

中華全國工商業聯合會副主席陳景新（左）接受本會副會長林輝實致送紀念品。

宜興環保科技工業園代表團

宜興環保科技工業園代表團一行四人，由宜興環保科技工業園發展總公司總經理唐寧彪率領，於八月八日蒞會訪問，由本會會長梁欽榮主持接待。

宜興環保科技工業園發展總公司總經理唐寧彪（左二）率領代表團蒞會訪問。

廣州市常務副市長陳開枝（中）率領代表團蒞會訪問。

廣州市政府代表團訪會

由廣州市常務副市長陳開枝率領之廣州市政府代表團一行六人，於八月八日到訪廠商會，由本會會長梁欽榮主持接待。會上，陳開枝表示香港順利回歸，得享「一國兩制」，今後經濟發展必定愈趨蓬勃，加上國家進一步擴大開放發展路向，在互相配合下，中港兩地的合作空間實無可限量。另外，為進一步加強穗港兩地的經貿合作，陳開枝邀請本會組團赴廣州市訪問，參觀該市各項重大的基建項目，與及考察各經濟技術開發區，使香港企業家能更清楚了解廣州市現時的投資環境。

梁欽榮會長透露，本會正計劃透過與國內的工商團體合作，以加強香港與國內之間的經貿發展和聯繫，推動穗港工商業發展。梁氏續稱，本會檢定中心所簽發的測試報告獲國際認可，現正計劃拓展業務，在廣州市設立分處，為廣州市及珠江三角洲企業提供有關之產品測試服務。

梁欽榮會長表示，希望日後穗港兩地工商界繼續加強連繫，共創繁榮。

管理研討會：「怎樣有效實施製造業資訊系統?」

為使會員能循序漸進地建立一套具成本效益而又切合企業電腦化的資訊管理系統，以提高生產效率，本會於八月七日與集信有限公司合辦「怎樣有效實施製造業資訊系統?」研討會，由該公司董事總經理梁峻邦博士，向會員詳細介紹由其編寫之製造業資訊系統軟件。該軟件系統共有十三個項目，包括倉務、採購、銷售、總賬、應收賬、應付賬、產品工程、生產／物料控制、生產文件管理、售後服務、銷貨分析及財務分析，會員可按個別需要選用其中若干項目。是次研討會反應熱烈，出席人數逾四十人。

梁峻邦博士向會員介紹製造業資訊系統。

「人事管理」證書課程

本會於八月四日至二十五日期間舉辦「人事管理」證書課程，吸引逾六十人參加。是項課程由香港管理專業發展中心高級顧問黃昭欽博士及首席顧問邢宏彬先生負責主講，就人力資源課題進行講解，並提供個案剖析，藉此讓中小型企業東主、企業部門主管及從事人力資源管理工作從業員，了解人事管理的概念和重要性，以及協助他們解決人事管理方面的有關問題。

山東省對外經濟貿易委員會代表團訪會

山東省對外經濟貿易委員會代表團一行四人，由該委員會副主任劉國棟率領，於八月十五日到訪廠商會，由副會長呂明華主持接待。

山東省對外經濟貿易委員會副主任劉國棟（左）率領代表團蒞會訪問。

美國國會議員幕僚訪港

本會聯同本港其他五大商會組織，在今年第二次邀請十二位美國國會議員幕僚於八月十日至十六日訪問香港及華南地區，以爭取美國無條件延續中國最惠國待遇。期間，眾幕僚曾與主辦機構代表及特區政府官員會面，並拜訪各政經團體及參觀大型基建項目。此外，眾幕僚曾往廣州作為期兩天的訪問，與當地美國領事和廣東省政府官員會面，及參觀多家外資企業，以瞭解當地的社會及經濟情況。

廣東省人民政府外事辦公室副主任黃印（前排中）與美國國會議員幕僚合照。

檢定中心通訊 TC Briefing

檢定中心諮詢電話 ☎ 2698 8198

香港電器產品（安全）規例（下）

本欄於上期闡釋將於明年五月一日實施的電器產品（安全）規例，今期本欄將簡述插頭、萬能蘇、燈座、軟電線、拖板及無排氣管儲水熱水器的安全指引。

插頭

一、 一般插頭必須是三腳插頭，方腳插頭要符合BS1363或BS5733，額定值為13安培，而圓腳插頭便要符合BS546 或 BS5733；額定值為5或15安培。

二、 插頭外部必須以清楚和耐久方法標明以下五種標記：

(i) 接線位置「相線」、「中性線」及「地線」

(ii) 插頭符合的標準

(iii) 電流值

(iv) 「Fused」或「Fuse」或「⊟」標誌，代表產品已安裝保險絲（熔斷器）。

三、 如兩腳插頭用於浴室電器用品以及符合EN50075或EN4573標準，也可接受。

四、 火牛、滅蚊器和夜明燈的兩腳美式（扁腳）插頭並不符合新規例。

適配接頭(萬能蘇)

一、適配接頭必須符合以下其中一種設計：

(i) 符合BS546的5安培三圓腳；或

- 備有符合BS1362的熔斷連桿以作保護的5安培適配接頭。
- 具有不超過三個5安培插座以及一條符合 BS646 或BS1362 的5安培熔斷連桿。

(ii) 按BS1363第三部設計和製造的13安培三方腳適配接頭。

(iii) 符合BS546的15安培三圓腳適配接頭，該插頭：

- 可以備有符合BS1362的熔斷連桿；
- 其中無熔斷器的15安培插座可換上13安培插座，但必須符合BS1363第二部；
- 裝有一個無熔斷器的13安培或15安培以及不超過兩個5安培插座；並備有一條符合BS646或BS1362的5安培總斷連桿；
- 裝有不超過三個5安培插座並具備一條符合BS646或BS1362的5安培總斷連桿。

二、 適配接頭的插孔必須安裝由接地插腳自動操作的安全活門。

三、 每個配頭座只能容納一種插頭。

四、 適配接頭座的外圈及中性線插腳須有足夠的空隙。

五、 5安培插座須符合BS546以及配合5安培三圓腳插頭的尺寸。13安培插座須符合BS1363第二部。15安培插座須依照BS546，並配合15安培三圓腳插頭的尺寸。

六、 在標貼方面，必須顯示：

(i) 以安培計的合計最高負荷量。

(ii) 「Fused」或「Fuse」或「⊟」標誌代表產品已安裝保險絲。

燈座

一、 設計和構造必須符合IEC61-2。

二、 燈座構造物料所承受的最高溫度亦須依照IEC598。

三、 螺絲燈座必須於鄰近供電纜接駁之用的相線終端之處顯示「L」。

四、 金屬燈座必須在相關的包裝上註明「The lamp-holder must be earthed」字樣或相等字眼；並且在鄰近接地終端之處標明「E」或「⏚」符號。

軟電線

一、 導體的實際標稱橫截面積不可細於在軟電線上標明的標稱橫截面面積。

二、 導電體必須為退火銅導電以外及符合IEC228第五類，其電阻須不適IEC 228所列的最高值。

三、 箔導體須為銅線或銅合金線的絞合線或絞合線群。

四、 絕緣材料及包套須用PVC或橡膠製造，厚度不得小於IEC227和IEC245所指定之尺寸。

五、 於包套上每隔一段適當距離必須附有以下標明：

(i) 導體的標稱橫截面積

(ii) 所符合之有關標準，如滾帶軟電線之標貼須印在紡織滾帶底下的導體絕緣物料上。

(iii) 所用的三線芯導體的每條線芯均用以下顏色：

- 棕色／紅色 — 相線
- 藍色／黑色 — 中性線
- 綠色／黃色 — 地線

拖板

一、必須符合以下其中一項設計：

(i) 5安培拖板裝有一個5安培插頭及一條三線芯軟電線，及備有一個或以上受5安培總熔斷連桿保護的5安培插座。

(ii) 一個13安培拖板，裝有一個13安培插頭及一條三線芯軟電線，具有以下任何的組合：

- 一個或以上無總熔斷連桿的13安培插座。
- 一個或以上沒有熔斷連桿的13安培插座，及一個或於一個具有5安培總熔斷連桿的5安培插座。

(iii) 一個15安培拖板而該拖板裝有一個15安培插頭及一條三線芯軟電線，以及以下任何組合：

- 一個13安培及15安培插座和備有5安培的總熔斷連桿的不多於兩個5安培插座。
- 備有不多於三個5安培插座，而每個插座都附有獨立5安培熔斷連桿。

二、 拖板的軟電線必須符合電線的安全指引。軟電線的最小橫截面面積必須為0.75平方毫米 (5安培拖板)、1.25平方毫米(13安培拖板)及1.5平方毫米(15安培拖板)。

三、 拖板的每個插座只能容納一種插頭。

四、 所有插座必須在拖板頂的連接面，設計上亦可容許同時使用。

五、 「Fused」或「Fuse」字樣或「⊟」符號以及所裝上的軟電線最少橫截面面積資料必須顯示於拖板之插座部份的外表面。

六、 拖板上所有的插座須附有經由藉插入接地插腳而自動操作的安全活門。

七、 所採用的5安培總熔斷連桿、5安培熔斷連桿須符合BS646或BS1362標準。

八、 5安培及15安培插座須符合BS546和配合該安培值三圓腳插頭的尺寸。

九、 13安培插座的設計和製造須依照BS1363第二部。

十、 拖板的插座部份可分開供應，但必須符合插座安全指引，而有關插頭的接駁及軟電線最少橫截面面積資料，均在插座部份的外表標明。

沒有伸縮設備的無排氣管儲水熱水器

一、 標貼方面應顯示產品所符合的標準號碼及儲水量(以公升作單位)。

二、 應備有製造商所提供的安裝說明。

三、 電熱水器須有保證測試壓力，其壓力最低限度為在熱水器的靜水壓的1.5培。

四、 必須安裝以下配件：

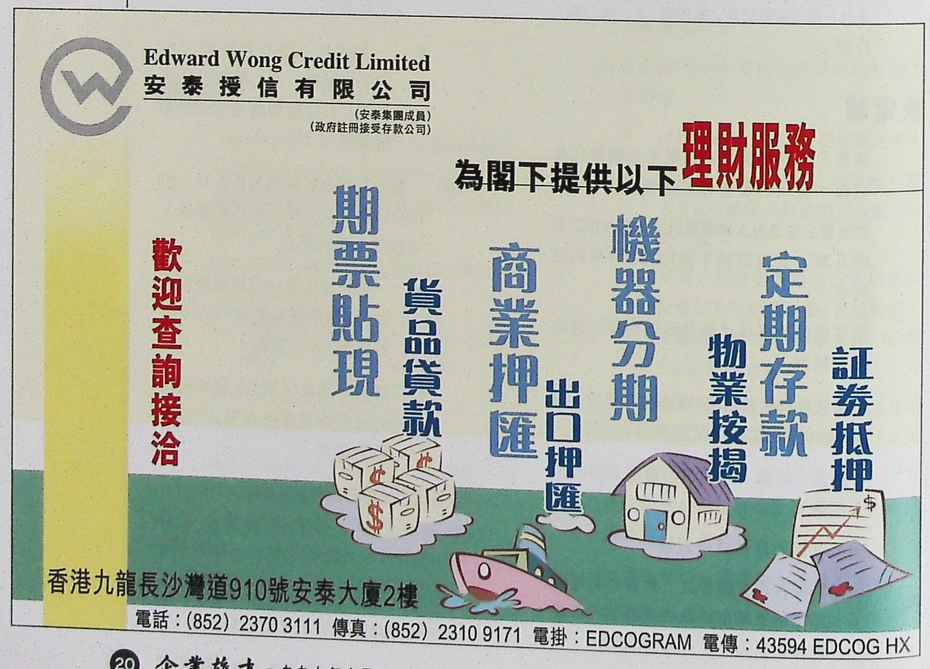
(i) 恆溫器以控制儲水的加熱過程

(ii) 過熱斷路器

(iii) 溫度減卸閥及壓力減卸閥

- 溫度減卸閥是不可重新調校(溫度為90℃)，亦必須附有人手操作的測試機制。
- 壓力減卸閥的校定壓力不可大於電熱水器的最高壓力或1,000Kpa以及人手操作的測試機制。

如對電器產品（安全）規例有任何疑問，歡迎致電本中心查詢。



「舊式商業樓宇消防安全改善措施」

諮詢文件

自去年尖沙咀嘉利大廈發生嚴重火災後，舊式商業樓宇的消防安全問題備受關注。消防處和屋宇署其後抽查了40幢在一九七五年前落成的舊式商業樓宇，這些樓宇在辦公時間內人口密度相當高，但大部分並未設有現代化消防安全設施，而且走火通道、進出通道和抗火結構亦欠妥善，若發生火警，嘉利大廈的慘劇或會重現。有鑒於此，政府建議引進法例，以提高舊式商業樓宇的防火標準。有關諮詢文件之建議及本會意見概述如下：

建議

一、 擴大《消防安全(商業處所)條例》的適用範圍，以涵蓋各類舊式商業樓宇，不論其面積或用途是否有別。

二、 政府於一九七三年硬性規定大廈須安裝灑水滅火系統。諮詢文件建議政府先處理約400幢在該年之前落成的樓宇，並在汲取所得經驗後，進一步將實施範圍擴大，以處理在一九八七年三月一日經大幅度修訂的《最低標準的消防裝置及設備守則》生效前落成之商業樓宇。據估計，這些樓宇約有1,000幢。

三、 根據《消防安全(商業處所)條例》對商業樓宇所作的規定，要求舊式商業樓宇須提供以下一項或多項新增防火措施。這些措施載列於《最低標準的消防裝置及設備守則》內，包括：

- 緊急照明，以便大廈電力中止時疏散大廈內人群；
- 機械通風系統的自動停止設施，阻止濃煙透過機械通風系統擴散；
- 手控火警警鐘，以便火警發生時警報大廈內的市民；
- 消防栓/消防喉轆系統，以提供水源作滅火之用；
- 自動灑水系統，用以控制濃煙擴散，並發出警報。

四、 根據《消防安全(商業處所)條例》，規定舊式商業樓宇對樓宇結構進行以下一項或多項改善措施：

- 走火通道：進行樓梯改善工程，以增加樓梯的闊度和數目；加強出口通道和樓梯的保護牆；改善樓梯通道的安排；及修整防煙門。
- 進出通道：提供或改善消防升降機、及鞏固消防升降機槽。
- 抗火結構：提供或加強樓宇的抗火構件，即橫樑、支柱、牆壁和樓板；加強大廈的分隔牆；及加強地庫的消防保護設備。

費用

諮詢文件以抽查過的兩幢樓宇為例，列出改善消防設施以達致擬議法例的標準所需之費用（數字只供參考之用）。

	A大廈	B大廈
目前採用的消防安全標準	1975年前	1975年前
層數	5層	13層 (另加地庫一層)
為全幢大廈提高消防安全標準的費用總額	978,400元	3,551,000元

諮詢文件指出，為舊式商業樓宇提高消防安全標準所需費用，須視乎現有的消防裝置與新標準的差距，以及樓宇結構是否有欠妥善而定。每個單位負擔的費用，則視乎大廈單位總數而定。不同大廈的單位，所需費用可能相差很大。

益處

提高舊式商業樓宇之消防安全標準，待有關樓宇進行改善工程後，火警危險將會降低，不但可保障業主的生命及財產，更可藉此使樓宇增值，有助物業出租及洽談較佳的火險投保條件。

法例執行

建議立法賦予消防處和屋宇署所須權力，以巡查樓宇和執行法例所訂措施。執行當局可發出指示，規定有關樓宇的業主或佔用人，依照當局所定守則，改善防火措施；有關指示會訂明一段合理時限，規定他們在這段時限內遵從規定。不過，當局在執行擬議的法例時會採取務實和彈性的方法，先專注鼓勵受影響樓宇的業主或佔用人遵從法例所指明的規定。假如業主或佔用人不遵守當局發出的指示，當局才會根據有關法例採取行動，甚至發出限制使用令，以消防安全措施不足為理由，禁止任何人使用有關樓宇。任何人如不遵從限制使用令，即屬犯法，可被判罰款和入獄。

本會意見

一、 統計數字顯示，本港現時仍有約1,400多幢舊式商業樓宇，其消防裝置乃根據七、八十年代的防火標準釐定，發生火警及導致嚴重事故的可能性甚高。作為一個國際商貿中心，香港近年興建了很多設備先進和合符防火標準的新型商業大廈，但假如舊式商業樓宇防火設施不足的情況不加以改善，除令在大廈內工作的市民的生命和財產購成不必要的高風險外，亦容易再次發生類似嘉利大廈的嚴重火災，影響本港的國際聲譽。故此，本會對於政府致力提高舊式商業樓宇的消防安全標準表示歡迎。

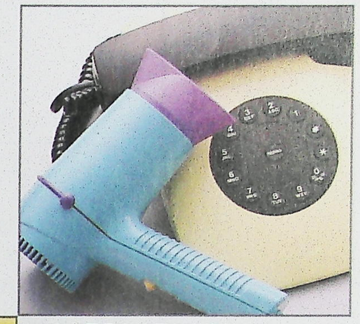
二、 諮詢文件指出，政府計劃分兩階段處理受擬議法例所影響的1,400多幢舊式商業樓宇，規定業主或佔用人在一段合理時限內，須依照當局訂立之規定改善防火措施。然而，諮詢文件並沒有明確指出何謂「合理時限」。本會認為，政府應盡快就「合理時限」定出確實的時間，好使受影響之業主或佔用人有足夠時間作出相應措施，以改善樓宇的消防設備。此外，諮詢文件亦沒有明確指出對違法者施行的最高刑罰，本會希望當局能盡快加以補充。

三、 舊式商業樓宇業權分散，在統籌和集資進行提高樓宇消防安全標準的工程時或會有困難。本會認為有關當局包括消防處及屋宇署在負責巡查樓宇和執行法例之餘，亦須協助個別有需要的樓宇之全體業主或佔用人組織起來，統籌有關工作，使改善舊式商業樓宇消防設備的計劃得以落實。當局在這方面必須調撥足夠的資源和人手，確保有關的樓宇巡查、執法和援助工作得以有效地進行。

四、 諮詢文件列舉的資料顯示，為全幢舊式商業樓宇提高消防安全標準所需的費用，動輒上百萬，甚或高達數百萬港元。據本會了解，現時在舊式商業樓宇中運作的企業大多是中小型企業，要他們霎時間動用資金分擔改善樓宇防火安全標準的工程之費用，或會對他們的財政造成壓力，甚或影響其業務運作。故此，本會建議政府應考慮為受影響而又有需要人士設立若干援助措施，例如提供指定用於改善消防設備的低息貸款等。

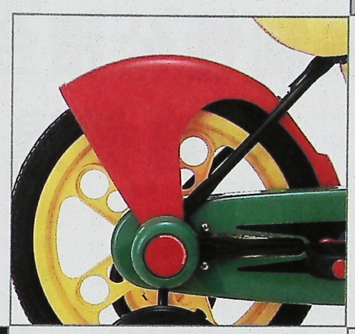
五、 本會認為，要保障在舊式商業樓宇內工作的市民之生命財產免受烈火吞噬，當局除要改善樓宇的消防安全措施外，亦須積極推行教育工作。諮詢文件雖然列舉了若干改善建議，但假如市民對有關建議或其他防火措施掉以輕心，則最完善的防火措施及設備亦起不到作用。故此，本會認為政府應致力推行教育工作，提高市民的防火意識，教導他們如何使用滅火設備，以及在遇上火災時如何應變等。本會強調，立法與教育雙管齊下，才是避免舊式商業樓宇發生火災的最有效方法。

美能達色彩測量計
各行各業 一一賞「色」
電腦配色及色彩控制均可

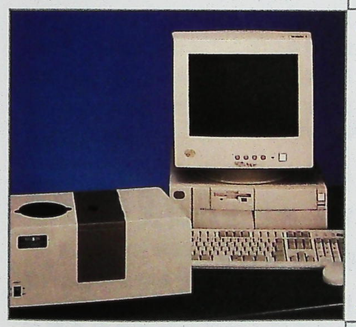

▲ 家庭用品之外層色彩控制

美能達各式色彩測量計，精密準確，色彩上最微細差異，亦能即時辨別，高度提高產品與原料之色彩控制，絕無偏差。

美能達 CM-2002 分光測色計，輕巧便捷，能準確測定物體的光譜反射率，最適合色彩分析及顏料配色之用。美能達 CR-300 色彩色差計，攜帶方便，用途廣泛，能舜間提供準確色彩數據，萬無一失。美能達 CM-2002 及 CR-300，同具電腦接駁功能，可將測量資料直接輸入電腦內，進行分析處理，令效能大大增強，色彩檢定，可說無出其右！


▲ 塑膠業中原料與製品之色彩檢定

▼ 製衣業中布疋與輔料之色彩控制


◀ 電腦配色系統能快速精確提供色彩配方

ISO 9001 CERTIFIED

CM-2002 分光測色計和台式 CM-3500d
- 漫射 /8°(d/8) 標準照明及觀察條件
- 雙光束自動補償系統
- 含鏡面光 / 除鏡面光 / (SCI/SCE) 選擇
- 4xAA 乾電池操作，重 1.6 公斤
- 多種測試條件選擇
- Quck Match 配色軟件系統

CR-300 色彩色差計
- 設計採用 d/0° 幾何位置
- 漫射照明，投射光線更均勻
- 直徑 8 毫米之測試口徑
- 備配 DP301 數據處理器及打印機

▲ 油漆與塗料之色彩控制

MINOLTA

美能達香港有限公司
香港鰂魚涌英皇道 1065 號東達中心二樓 208 室 電話：(852) 2565 8181
傳真機：(852) 2565 5601 （垂詢請電：工業儀器部 電話：2565 2156）

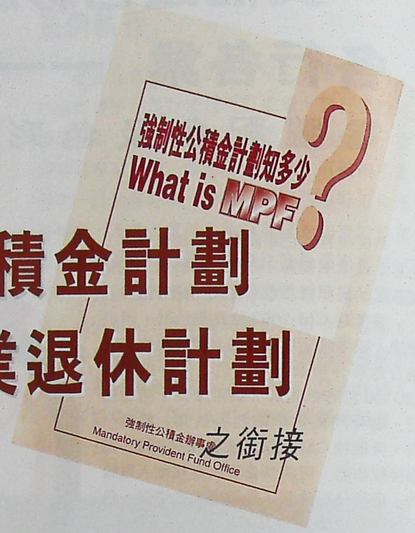
歡迎索取工業儀器說明書。請將 閣下名片及此格，寄回美能達香港有限公司工業儀器部。

HONG KONG ENTREPRENEUR CMA

勞資消息 Labour News

美國友邦退休金管理及信託有限公司行政總裁畢嘉蓮女士

強制性公積金計劃與職業退休計劃之銜接



本欄繼八月和九月號由美國友邦退休金管理及信託有限公司行政總裁畢嘉蓮女士撰文介紹強制性公積金條例之建議內容、推行之時間表，及現行職業退休計劃與新施行的強積金條例的銜接情況，今期，畢女士將爲我們闡釋有關的銜接問題，以及其對僱主和僱員所帶來的影響。

現行的職業退休計劃大致可分為兩類（以一九九五年十月十五日為分隔日期）：第一類計劃指在此日期前成立而在一九九六年一月十五日前已註冊的計劃，以下簡稱為舊職業退休計劃；第二類計劃則指於此日期後而於強制性公積金條例生效前成立的職業退休計劃，以下簡稱為新職業退休計劃。現時業內人士正積極游說政府取消此分隔日期，使新舊職業退休計劃能完全銜接。在強積金條例生效後，僱主可選擇保留職業退休計劃，惟計劃之運作會受到若干限制。

舊職業退休計劃

此類計劃基本上將不會受到強積金條例的影響，即無須遵守條例中最低供款、僱主供款百分比和即時歸屬僱員之權益及退休福利保存等規定，惟此類計劃必須以信託形式管理，而所涉及的投資事項亦受到規限。然而，實際的限制條款仍有待確定。

強積金條例生效前已加入計劃的僱員

對於此等僱員，其利益將維持不變。他們離職時可根據原定的計算方法支取退休福利金額。

強積金條例生效後才加入計劃的僱員

在新例生效後才加入計劃的僱員，其利益計算基本上不受影響，但當該僱員離職時，其可支取的現金福利需要經一項法定保存金額測試，而計算所得的最低金額須保存在一個信託計劃之內，直至達到正常退休年齡才可支取。此最低保存金額的計算方式為1.2乘以最後月薪再乘以服務年資。倘若該僱員的計劃累算利益比最低法定保存金額為大，則該筆餘款仍可於離職時以現金支取。

新職業退休計劃

此類計劃在新例生效後並無豁免，計劃一切內容必須依照強積金條例運作。

強積金條例生效前已加入計劃的僱員

新例生效前已參加計劃的僱員，在離職時可支取於新例生效前所作之供款的累算利益，但於新例生效後所作之供款，則應全數保存，並受強積金條例限制。

強積金條例生效後才加入計劃的僱員

在新例生效之後才參加計劃的僱員，其退休福利將完全受強積金條例所管制。

僱主的選擇

已成立職業退休計劃的僱主，在新例實施後，可選擇繼續推行此計劃。至於選擇終止職業退休計劃的僱主，則必須成立一個強積金計劃或集成信託計劃。

在決定是否終止職業退休計劃時，僱主必須考慮成立新計劃所需費用、支付員工的利益及僱員的要求等。每位僱員均有權選擇參加職業退休計劃或強積金計劃，假若僱員當中有選擇職業退休計劃及強積金計劃，則該僱主必須同時成立兩個退休金計劃。

僱員的考慮因素

僱員可按照不同需要決定參加那一類計劃。強積金計劃確保僱員可獲取全數的僱主供款，這是它明顯較職業退休計劃優勝之處。另一方面，設立強積金計劃的僱主最低供款為月薪的5%，假如僱主在原有的職業退休計劃中為其僱員作出百分比供款高於強積金計劃內之供款，則僱員選擇繼續參加職業退休計劃的機會亦會較大；同時，參加強積金計劃的僱員之福利需要保存至退休年齡才可提取，而參加職業退休計劃的則可於離職時支取福利，這亦是僱員可能選擇留在職業退休計劃的原因之一。

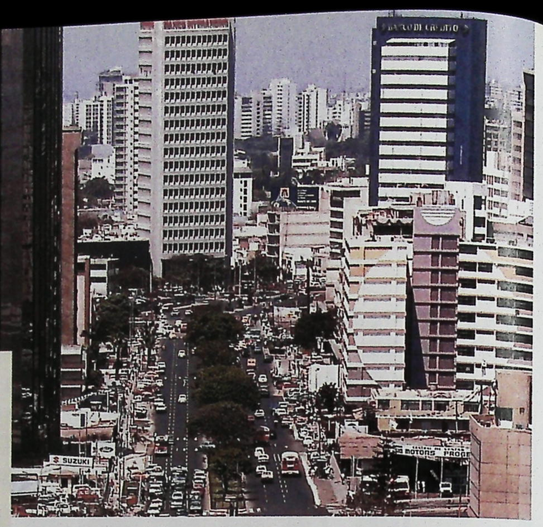
不過，僱主及僱員的選擇均受多方面因素影響，一切的決定仍須待法例正式通過。

《企業雄才》
月刊
誌慶
超時有限公司
趙振邦
致意

投資地區 Investment Profile

秘魯

秘魯在九零年間仍備受高通脹及經濟蕭條之影響，通脹率達70倍，經濟萎縮，國民生活水平驟降。爲恢復該國經濟，秘魯政府進行了連串經濟改革措施，如採取高度自由貿易政策，故此在短短五年間，該國已成爲南美洲其中一個經濟發展最快之國家。



秘魯的天然資源及技術勞工充裕，為近年極具投資潛力的國家。

經濟概況

一九九零年，秘魯通脹率高達76倍（見圖一），國內生產總值下降5.4%，失業率更高達8.3%，國民平均收入只有1,134美元。但經過連串經濟改革後，秘魯經濟迅速反彈。九五年，通脹率已下跌至10.2%，國內生產總值維持在7%水平，失業率則下跌至7.5%，而國民平均收入則以倍數上升。到了九六年，秘魯經濟持續改善，國內生產總值上升3%，通脹率為12%，失業率則處於7.1%之低水平。

由於經濟改革見效，秘魯政府乃致力發展基建及技術水平，以及進一步放寬外貿。該國政府之中期目標為改善大部分秘魯人民之生活水平，與此同時，增加國家之入口及本地生產之物資及服務供應量。

	1990	1996
淨國內生產總值（億美元）	245.0	515.0
淨國內生產總值增長率（%）	-5.4	2.8
人均國內生產總值（美元）	1,134.0	2,155.0
通脹率（%）	7,649.7	11.8
失業率（%）	8.3	7.1

圖一：秘魯近年經濟發展狀況

對外貿易

傳統以來，秘魯以出口原材料為主。過去十年，原材料佔秘魯整體出口七成，九六年總出口上升4%，達58億美元，此增幅主要來自其他地區對礦產及漁粉飼料需求之上升。其中原材料又以採礦業為主，佔九五年總出口額四成，並以銅、鋅、鉛、黃金、銀及鐵為主，其他主要出口品包括漁粉飼料、原油、咖啡、棉、糖、紡織品、海產、機械工具、化學品及珠寶。秘魯主要出口市場包括巴西、中國、哥倫比亞、歐盟、日本及美國。

進口方面，由於貿易開放政策及經濟復甦的關係，秘魯九六年總進口上升77億美元。進口形式亦出現轉變，其中消費耐用品、資本物品，尤其製造業之資本物品增長速度最快，主要進口品包括機械及電器設備、化學品、塑膠產品及交通設備。主要供應國包括阿根廷、巴西、哥倫比亞、德國、日本及美國，香港及中國則為輕工消費品之主要供應國。

香港與秘魯之貿易概況

由於秘魯進口政策相當寬鬆，進口數額限制極少，消費品關稅不高，估計在未來幾年經濟持續增長的情況下，秘魯2,350萬人的收入及消費力將有所提高。

秘魯本身的消費品工業規模不大，然而對消費品需求卻不斷上升，故為香港出口商帶來了龐大的商機。加上秘魯的國民平均收入不高（2,155美元），價廉物美的香港產品正切合他們的需要，其中以玩具、鐘錶、消費類電子產品、家庭用品及手工具等最受歡迎。故此，香港在九一至九五年（見圖二）間輸往秘魯之出口總額上升達七倍，實在不足為奇。

年份	本港出口總值	轉出口總值
	（百萬港元）	
1991	15.887	51.739
1992	27.585	77.500
1993	20.108	124.662
1994	34.705	245.597
1995	52.512	440.962
1996	44.006	426.010

圖二：香港出口至秘魯之貿易狀況

秘魯對香港所有主要出口產品均需求甚殷。九零年代初，出口至秘魯之貨品如玩具、收音機、消費類電子產品、鐘錶、通訊設備、電腦、運動鞋、塑膠產品、家庭電器及旅遊用品均大幅上升。惟香港之成衣則面對秘魯本土及其他東南亞廠商所造成的劇烈競爭。

與秘魯進行貿易之策略

利馬為秘魯首都及商業中心，為外資提供大量機會。因此，港商應集中在利馬進行推廣工作。

近年，秘魯消費人口不斷上升，確為新的進口商帶來機會。這些進口商一般均會從海外進行採購，故此，港商可考慮直接聯絡他們，但必須注意他們可能會缺乏經驗及財力，對市場瞭解也不深入。

現時，在秘魯直接銷售的主要障礙是進口商對產品需求量甚低，要解決此問題，港商可聘請代理商以聯絡各個買家，將訂單集合處理。

香港出口商亦可聯絡一些與秘魯進口商有直接聯繫之香港貿易公司及採購公司，而這些公司通常按買賣數量收取5%至10%的佣金。此舉之好處是可節省時間，因為代理商可提供各類服務諸如提供樣板、訂貨、送貨及收取款項等。

出口商在秘魯經商，應注意當地消費者之品味。隨著秘魯人生活質素逐漸提高，他們除追求日常基本需求外，亦嚮往購買優質貨品。

投資機會

秘魯由於天然資源豐富及技術勞工充裕，使該國成為極具投資潛力的國家。在農業方面，秘魯的土壤肥沃、四季分明，實為該國構成特別優勢。此外，秘魯的魚產量也特別豐富；至於礦產方面，秘魯在磷酸鹽、銀、銅、鋅及鉛之儲量在世界上均佔有一定的領導地位。

外資政策

秘魯政府積極招攬海外或內地投資者，對外資採取開放政策。《外資法》列明各類投資毋須事先申請批准，而且外國公司可享該國的各項優惠。外資又可隨意撤走利潤及資金，在礦產石油業方面更可獲稅務優惠。

港商之投資機會

由於秘魯可提供大量人力資源及原材料，所以對港商而言，製造業可謂最理想之投資行業，其中相信以紡織、成衣、鞋類、皮製品、漁粉飼料、加工食品等行業最為吸引。

秘魯的紡織業發展擁有高質素原材料及技術性勞工，其棉花的質素可謂全球最佳；秘魯工人造紗及紡織成衣技術也達到一級水準。這些高質產品在國際上都享有高度評價及廣為市場接受。

秘魯亦是港商理想的生產基地，及出口至歐美市場之理想出口據點。作為一個未發展國家，秘魯可享有美國及歐盟之普及特惠稅優惠制度，故此，所有秘魯的產品均可免稅輸入美國及歐盟。

自由貿易區

秘魯在通貝斯及塔克納都設有自由貿易區，在其他地區亦有出口加工區，以吸引國際投資者。進入自由貿易區之物品均獲免稅優惠，但若輸往秘魯其他地區則需以正常稅率繳稅，除非貨品是進口作生產用途或作轉口之用方可免繳進口稅。而出口加工區內之活動則可免關稅及其他稅項達十五年。

（來源：香港貿易發展局）

貿易概況 Trade News

中國仲裁制度

的重大改革

香港國際仲裁中心專責處理經濟糾紛。

當港商在內地投資或貿易時，發生經濟糾紛未能自行協商，或需要請第三者作出調解，可向仲裁機構申請仲裁，或向法院提出訴訟。

在香港主權回歸中國前，內地法院的裁決不能在香港法院申請執行；香港法院的判決也不能在內地法院申請執行。主權回歸後，由於香港與內地屬同一主權國，兩地可互相承認及執行對方法院的判決。至於商務仲裁，則香港仍為英國管治時，已與內地互相承認和執行對方仲裁機構的裁決。

近年，內地的仲裁制度進行了重大改革。一九九五年的《中華人民共和國仲裁法》施行以前，國內仲裁與涉外仲裁乃由不同的仲裁機構負責，惟現時各機構的職權區分已不太明顯了。

一向以來，所有涉外仲裁事務均由「中國國際經濟貿易仲裁委員會」及「中國海事仲裁委員會」共同處理的，兩會同屬中國國際商會，並分別於北京設有總部，而前者更在深圳和上海設有分會。

較早前，負責國內仲裁的機構，主要隸屬於各級工商行政管理部門的「經濟合同仲裁委員會」，或國家科委及各省、市設立的「技術合同仲裁委員會」，許多省市還設立了「房地產仲裁委員會」、「消費糾紛仲裁委員會」及其他各種仲裁委員會等。但自《仲裁法》實施後，有關制度便逐步改為按地區設立的統一仲裁組織，而且每個城市只設一個仲裁委員會。這些仲裁委員會的主要仲裁範圍包括民事合同糾紛及非合同產權糾紛。然而，有關婚姻、孩童之領養、監護和撫養、繼承或其他行政爭議（如僱傭關係）則由行政機關處理。

此外，勞資糾紛及農業承包合同糾紛有別於一般的民事及商業糾紛，仍由各區原有的「勞動爭議仲裁委員會」和「農業承包合同仲裁委員會」處理。

過去，涉外經濟貿易糾紛只能由國際經貿仲裁委員會處理。現在各地統一設立的仲裁委員會已獲授權仲裁處理涉外民商事糾紛。如港商在內地發生經濟貿易糾紛，而雙方希望藉仲裁方法解決，則可向當地的仲裁機構提出申請，因為國際經貿仲裁委員會現已接受處理純屬國內經濟貿易糾紛的仲裁。

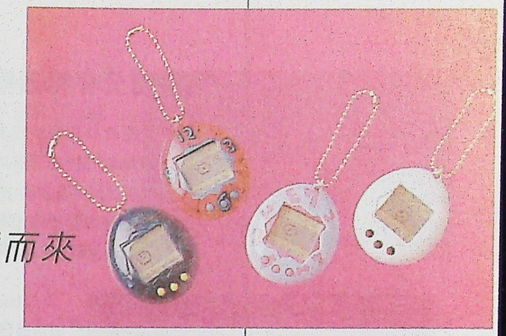
惟須注意香港奉行的普通法，不需要仲裁協議以書面作記錄，而內地《仲裁法》卻規定必須以書面形式訂立仲裁協議，口頭的仲裁協議則無效。因此，如雙方同意接受仲裁，必須向有關仲裁機構提供記載於彼此合約或其他文件內之書面仲裁協議，否則仲裁機構無權處理有關事宜。

至於仲裁程序方面，現在國內仲裁也跟涉外仲裁一樣，都是一裁終局，不得上訴，以便及早結案和節省開支。

（資料：香港中文大學中國法制研究計劃）

新款玩具熱潮

接踵而來



在加拿大，椰菜娃娃、呼拉圈、扭計骰及Tickle Me Elmo等玩具和遊戲均曾風靡一時，可是，與現時橫掃加國的「電子寵物」旋風相比，不免顯得小巫見大巫，該玩具在該國的銷路亦將達一百萬具，而且有供不應求之虞。

電子寵物造成震撼

電子寵物在加拿大玩具業造成強烈震撼，所有零售商的存貨轉瞬間被搶購一空，其銷售速度之驚人，就像長了雙腿會跑一樣，令未曾玩過這種玩具的人大惑不解。

事實上，這片瘋狂搶購之熱潮早已有跡可尋，因為可愛小寵物在北美面市之前，已經在日本本土掀起了連翻哄動。

去年十月，電子寵物在日本甫一推出，瞬即被搶購一空。不少向隅的消費者更不惜付出高達400加元（約2,200港元）的代價，向別人收購，一償心願。加拿大玩具零售商尚未點算去年的利潤，現在這隻電子寵物，又為他們帶來滾滾財源。據他們表示，最初在多倫多推出電子寵物時，就有數百人排隊輪候購買。

迷上電子寵物的消費者年齡組別，令人感到有點意外。這種玩意原本是為兒童和少女而設，但出乎意料之外，愛趕時髦的加拿大青年竟與日本年輕人一樣，對飼養這種小寵物萬分著迷。

在加拿大銷售的電子寵物主要在中國製造。由於需求非常殷切，貨品多不經船運而改用空運。在亞洲，需求更為強勁，以致部分原本輸往加拿大的貨品，都轉運到香港。在香港，常在市面發現一些由加拿大轉運來港的電子寵物，令人感到十分奇怪，後來才得悉，原來不少加拿大人在當地大量搜購這種產品，然後轉售予香港零售商。

在市場供不應求的情況下，部分零售商趁機提高售價，牟取暴利。在多倫多，一位女士便有這樣的遭遇。她經過到處搜尋後，終於發現一家獨立商店仍有四隻電子寵物待售。致電時，該店索價29.99加元（約168港元），比正常售價略貴。然而，幾小時後當她到達該店時，發現只剩下兩隻存貨，而售價卻提高至80加元（約450港元）。

加拿大業內人士均認為這種事件絕無僅有，因為大多數零售商都不會刻意抬高售價，令自己失去競爭力。在加拿大，約九成的電子寵物透過大型超級商店銷售，這些商店把大受歡迎的電子寵物視為吸引顧客的宣傳商品，故此不會隨意調高售價，令其他競爭對手有機可乘。

據加拿大玩具測試局估計，加國這個只有2,700萬人口的市場，於一九九五年花在玩具上的開支高達13億加元（約72.5億港元），由此可見，加拿大人並不計較玩具的售價。

居住在渥太華的一位太太育有三名女兒，對電子寵物的潮流亦有一番見解。她表示，一般學童均十分重視自己在校園同輩中的地位，對同輩夢寐以求的玩具，都會抱著「人有我有」的心態，必定要擁有，因此，令為人父母者難以拒絕孩子索取玩具的要求。所以，玩具店商人若能掌握到這種心理，必定可財源廣進，這也就是所謂的校園經濟。

芝麻街公仔持續吃香

電子寵物在加國掀起的狂熱，正是不久前Tickle Me Elmo毛絨公仔旋風的翻版。Tickle Me Elmo是兒童電視節目「芝麻街」的人物公仔，只要輕按一下，它便會扭動身體咯咯大笑，並發出聲音大叫「that tickles」，十分逗人喜愛。

一名少女對Tickles Me Elmo公仔愛不釋手。

Elmo熱潮可說是由美國電視清談節目主持人所觸發的。由於該主持人表示自己及兒子均極喜歡Elmo，以致市場上形成一股搶購潮。Elmo公仔迷與電子寵物迷一樣，都願意付出極高代價購買這些玩具。據稱，去年十二月曾有家長刊登分類廣告，出價5,000加元（約27,900港元）徵購一個Elmo公仔。製造Elmo公仔的加拿大公司銷售總監指出，這類玩具的熱賣情況通常只能維持六至八個月，但時至今日，該公司在加國每天仍能售出多達三百個Elmo公仔。

電影及電視節目與玩具銷售情況有著密切的關係。其實，Elmo熱潮便是由電視節目帶動的，與其他潮流不同之處，是它的銷量更為驚人。電影比電視更能刺激玩具的銷量，其中荷里活電影的表現尤為突出，一齣電影愈受歡迎，相關的電影玩具銷量也愈佳。荷里活就像一個巨輪，不斷將相關玩具的銷量向前推進。

玩具與電影及電視節目掛鈎的情況日益普遍，透過相輔相承的推廣策略，在世界各地廣泛宣傳。由於大部分玩具必須提前八至十個月訂貨，因此買家現正積極採購聖誕玩具，以供聖誕期間推出。雖然買家有時較難預測玩具潮流，但一些與大製作電影相關的玩具，普遍都有銷量保證。

除了電影玩具外，市場對先進的互動玩具也興趣日濃。現今的兒童比上一代更加聰明和獨立，特別在加拿大地區，由於很多父母均須出外工作，兒童獨自留在家裡的時間較多，從而充份培養了他們的獨立能力。

電視遊戲刺激感官

為了滿足市場要求，玩具公司積極擴大其精巧玩具系列，電視遊戲公司則集中發展更刺激好玩和視覺效果更佳的遊戲。過去六年來，玩具科技突飛猛進，無論在圖像、遊戲方法、感官刺激以至電腦功能等各方面都有很大的躍進。不過，鑒於消費者要求遊戲日新月異，製造商必須不斷推陳出新，以迎合市場需求。

從零售角度來看，電視遊戲的好處是不論在世界各地都可引起共鳴，大受歡迎，言語不通並未構成任何障礙，例如香港兒童愛玩的遊戲，加拿大的兒童也同樣甘之如飴。當然，鑒於兩地對運動的喜好有所不同，對運動電視遊戲的需求也各異，好像在加拿大，曲棍球比賽的電視遊戲最受歡迎，銷量一枝獨秀。

在競爭激烈的遊戲市場，一家電視遊戲公司在加拿大出版了一份遊戲雜誌，吸引了七萬名訂戶，又在國際互聯網絡上推出網頁。鑒於玩具及遊戲市場競爭異常熾熱，業者必須抓緊時機，爭取市場席位。

加拿大玩具業的規模十分驚人，總銷額達13億加元（約72.5億港元）。零售業者預計，舊款玩具必須開創新的賣點，才能在市場上站穩一席位，而且在保持其固有形象之餘，也要重新設計包裝，才得以維持市場地位。

傳統玩具重新包裝

近期家傳戶曉的大富翁推出了香港版和其他地方版，這些不同版本的遊戲規則基本相同，但棋盤內的方格則採用目標市場的當地街道和建築物名稱，例如在香港版大富翁內，便不會出現Broadway或Park Place等外國街道或地方，改用香港的著名建築物及街道名稱。

在開拓市場方面，一家玩具公司意外地在加拿大開拓了一個新領域。該公司的發言人表示，他們突破性地在當地華人報章上刊登廣告，結果獲得了意想不到的強大宣傳效用。他認為有大量亞洲人聚居的地方，市場潛力便會十分可觀，因此，發展亞洲人社區可能成為該公司一個全新的市場推廣策略。例如鑒於英屬哥倫比亞有大量亞裔居民，供應給該省分店的電子寵物的數量便相應比其他地區（如新伯倫瑞克）為多。

電子寵物能在加拿大大行其道，主要因為觸動了人類對寵物的呵護之情。過去數千年來，寵物玩具一直備受歡迎，而第一個嬰兒娃娃更可追溯至古羅馬及希臘時代。人們對寵物的關懷之情，以及透過想像發揮愛心的意慾，正是這類玩具受歡迎的要素。

電子寵物深得人心之處，在乎其性格可受主人行動的影響，例如脾氣可以變得極壞，甚至會以死來報復主人的疏於照顧。一些喜愛電子寵物的人士，在國際互聯網絡上設立了電子寵物墓地網頁，讓痛失寵物的主人追思一番。

然而，由於部分教育界人士認為學童擁有的電子寵物一旦去世，會打擊他們的弱小心靈，因此一些美國學校已禁止學生攜帶電子寵物上課。

在加拿大這個競爭劇烈的玩具市場，只有獨特出色的玩具才有高銷量。而電子寵物最有趣之處，就是主人的行動可對它構成重大影響。假如玩具平平無奇，便不會有任何吸引力了。

（資料：香港貿易發展局）

日本推出

數碼電視廣播

日本首個數碼電視廣播網絡在今年春季開設一百家電視台，而其餘三個數碼網絡，亦將於稍後推出不同類型的日語和外語節目，其中包括華語和巴西語，為觀眾提供多姿多彩的數碼電視節目。

數碼廣播較傳統的模擬衛星轉播先進得多。在傳統制式下，一個轉發器只能發送一家電視台的訊號，但數碼廣播卻能將影音數據加以壓縮，利用同一個轉發器傳輸四、五家電視台的訊號。預計未來日本將有多達四百家數碼電視台可供觀眾選擇。

對多頻道廣播機構而言，嶄新的數碼科技能有助減低節目成本。業內專家表示，一個網絡只要吸納三萬名用戶，便能達到初期收支平衡。一般來說，這些數碼廣播機構採取的經營策略，是集中開拓特定市場，發展受歡迎的頻道，務求爭取觀眾，取得一定的觀眾數目後，便改善節目質素，進而提高廣告收益。

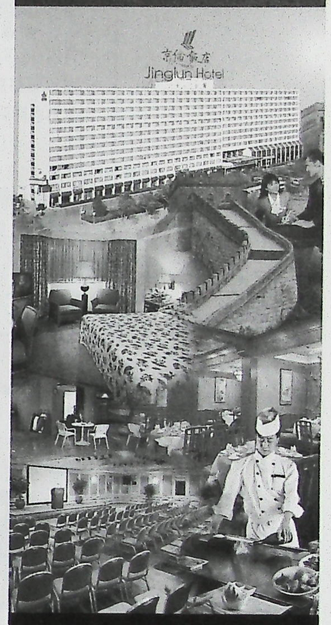
在新頻道日益增加的環境下，預料電視廣播網絡將展開激戰，以爭取客戶；加上觀眾不斷追求新鮮的電影節目，故影片採購業務勢必蓬勃發展。

據一家近期在日本推出多部賣座電影的外國影片發行商預測，日本的數碼電視市場有片源不足之虞。因此，該公司計劃設立電影庫，搜羅外國名片，供數碼電視頻道播放。

數碼電視廣播的崛起，亦惠及多類相關產品的銷路，包括電視機、電視濾光屏、錄影機及遙控器等。對廣告商而言，這些新設數碼電視台也為其產品提供了廣大的接觸面，成為一個上佳的宣傳渠道。

（資料：香港貿易發展局）

京倫飯店
Beijing
Jinglun Hotel



京倫飯店

匯聚當今世界的先進設施和中華民族的殷勤待客之道，
是各國賓客在京下榻的首選之地。

中國北京建國門外大街3號　郵政編碼 100020
電話：(86-10) 6500-2266 傳真：(86-10) 6500-2022
電子信箱：jinglun@public3.bta.net.cn

香港辦事處：
電話：(852) 2850-5857 傳真：(852) 2544-2735

nikko hotels international

企業管理 Business Management

個案剖析一

崇眞學校的革新（二）

崇真學校的一名外籍教師正在教授英語會話。

本欄上期刊載了由香港管理專業發展中心提供之個案，闡述私立小學崇眞學校如何採用市場推廣的概念，以提高學校的知名度，及增加學生的入讀率。

個案剖析

一、試論述如何將市場推廣的概念應用在私立學校？

市場推廣這個概念，能廣泛地應用在不同的機構，甚至是學校。事實上，香港的學校必須具備進取的招生計劃，以達至預定的收生目標。崇真學校正好顯示市場推廣策略對學校招收學生，以及加強公眾對學校認識的好例子。

崇真學校的校長採用的成功策略，包括：

- 推行課外活動以增加公眾對學校的認識。譚校長透過「軟銷技巧」(soft selling techniques) 讓家長認識學校的環境設施、所提供的課程及友善的教職員，以提高學校的知名度。
- 派發宣傳單張予深水埗的居民，及在傳道周刊內附送傳單是直接的宣傳方法。至於在宣傳單張內介紹學校的歷史、課程及課外活動，譚校長則採用了「硬銷技巧」(hard selling techniques)，讓家長認同學校及對學校建立信心。
- 在崇真學校位於深水埗及太子道的兩個入口處豎立指示牌，以清楚指示學校的位置及引起途人的注意。根據崇真學校進行的一項調查顯示，豎立指示牌較前更能引起家長的注意。

二、你認爲崇眞的推廣計劃是否足夠？

崇真的推廣計劃是足夠的，因為：

- 它能全面地概括幾個重點，如教學質素、課外活動，以及學校和家長之間的緊密溝通。
- 最重要的是，學校引入電腦網絡服務系統，既能改善學生的英文寫作及閱讀能力，又能為學校、學生及家長提供一個直接溝通的渠道；另外，這個系統成功營造一個為學生提供最完善設施的現代化形象。
- 透過為校內及校外學生組織家課輔導組來爭取宣傳機會，以加深公眾人士對崇真的認識。
- 為學生提供電腦、數學、國語等課外活動，以滿足學生全面發展的要求。

三、你認爲怎樣可提高家長對崇眞的認識？

- 與區域市政局、宗教團體及自願機構合辦文娛活動，相信可增加學校的知名度。

  崇真可分別與區域市政局及環保團體等合辦各種活動，如實用課程和興趣小組、植樹日等，以宣揚學校關注環境及學生的全面發展，藉此建立學校的崇高形象。

  另外，透過與其他機構合作，學校更可縮減開支，以調配資源作其他宣傳用途。
- 印發季刊
- 崇真學校可編製以學術及課外活動為主要內容的季刊，並透過崇真堂分發給所有教徒。
- 在有關宗教的報刊內刊登廣告—由於一月至六月份是家長為子女選擇學校的黃金時間，崇真學校可於這段期間內在其宗教刊物內刊登廣告，以吸引生。

四、除了個案中提及的推廣策略，你可有其他建議來幫助崇眞招收更多學生及提高知名度？

新的市場推廣策略包括：

- 出版「百周年學校紀念特刊」—為增加學校的知名度，崇真可出版「百周年紀念特刊」，並透過崇真堂分發給所有教徒及深水埗區的家長，以加深他們對崇真的歷史及所提供的學科之認識，並使他們相信崇真是有助其子女建立良好學習基礎的地方。
- 在校巴上刊登廣告以收宣傳之效—崇真可利用校巴的車身宣傳學校所提供的課程及課外活動，讓家長可透過每日穿梭往來香港的校巴認識崇真學校。

崇真學校的禮堂。

中西部透視 The Mid-West Outlook

山西省

太原迎澤大街

山西省是中國的能源大省，在全國總體經濟佔重要地位。其煤炭總儲量達2,600多億噸，佔全國探明總儲量的三分之一，鋁礬土儲量約5億噸，佔全國儲量逾三分之一，山西每年出口煤炭約兩億噸，佔全國的煤出口總量80%，每年對外輸電量逾百億千瓦時，居全國各省市之首。

山西省產業結構以能源和原材料為主導，隨著世界科技進步、社會主義市場經濟的發展，山西必須調整現時的產業結構來實現其戰略目標。

調整結構實現產業升級

山西調整產業結構的方針是：提高經濟增長的質量和效益，著力推進經濟體制和經濟增長方式的轉變，繼續堅持發展「三個基礎」（農業基礎、基礎工業、基礎設施）、「四個重點」（煤、電、水、路），穩步發展山西能源重化工基地，以市場為導向，全面調整產業結構，加強第一產業，改善第二產業，大力發展第三產業，全力發展「三優工程」。

調整產業結構的目標是：到二零零零年，全省國內生產總值達1,920億元，平均每年增長12%，其中，第一、二、三產業平均每年增長分別為5%、12%及14%，人均國內生產總值達5,960元，全省第一、二、三產業的比例調整到10：52：38。到二零一零年，全省國內生產總值達5,000億元，平均每年增長10%，其中，第一、二、三產業平均每年增長4.6%、9.6%及11.7%，人均國內生產總值14,300元，三種產業的比例為6：50：44。

從資源優勢、市場需求及產業現狀看，山西確定了四個發展的重點產業：

一、焦化產業 — 焦化是煤炭深度加工產業，山西焦煤儲量，焦炭的產量和出口量均為全國第一，具有很強的成本優勢和產業優勢。

二、以特殊鋼和鋁為主的冶金產業 — 山西鋁礦儲量全國第一，山西鋁廠是全國最大的氧化鋁生產基地。

三、旅遊業 — 山西是人文資源和旅遊資源大省，有相當好的旅遊業基礎。

四、汽車產業 — 山西生產載重汽車及汽車零件已有相當的工業規模和基礎，山西省是世界最大的甲醇生產基地，可重點發展具有本省特點的甲醇燃料載重汽車和煤焦專用車。

工作重點

一、**實施產業開發工程，加強第一產業** —— 主要發展兩項工作：首先從農業和農村經濟的整體出發，積極調整農業內部結構，發展以糧食為主的糧、畜、果、菜四大產業。建設好種子開發工程、林田基地工程、畜牧業開發工程和五大蔬菜基地建設，使全省農業結構盡快適應建立現代農業的要求。其次是大力發展縣城經濟，優先協助以農副產品精深加工為主的鄉鎮企業和工業小區的發展。在整體上，積極推動一百戶縣屬企業和鄉鎮企業，發揮龍頭作用，帶動其它企業規模發展，逐步形成具有區域特色的產業群體。目標乃今年全省財政收入七千萬元以上的縣達到七十個，其中四十個縣收入逾億元。

二、**以優化重組資產存量為重點，提高第二產業** —— 致力發展產品和產業結構調整，強調企業技術改造。今年技改項目總投資將比上年有較大幅度的增長，重點發展鋼鐵業、鋁及鋁材業、煤和焦化、汽車及零件、建材等產業技改項目。

至於產業結構調整，主要在擴展煤炭，冶金、化工、機械製造、建材五個傳統產業，淘汰過剩的生產力，使國有資產轉入新的生產經營領域。

三、**發展第三產業** —— 重點發展旅遊、交通、金融和貿易。旅遊業方面，加速發展五台山、黃河壺口瀑布旅遊景區和大同、太原、臨汾、運城四個旅遊經濟區建設。交通業以「三縱八橫」的公路網絡建設為重點，興建大同至北京、晉城至焦作、太原至臨汾之高速公路。郵電通信新增電話交換機容量四十萬台和長途電路兩萬條，建設八個郵件處理中心，建成太原衛星地面接收站。貿易則以建立完善的市場體系為目標，繼續發展糧食、建材、煤焦、生鐵等大宗農副產品和工業品，優先發展一批有經營特色的專賣店、連鎖店、自選商店和配送中心，在城鄉建設一批舊貨市場。積極發展資金市場、資本市場、產權交易市場、勞動力市場、諮詢服務市場。金融業重點乃積極籌建太原、大同、長治的城市合作銀行，加速發展證券業，籌建光大、民生等區域性銀行，積極爭取農業合作銀行試點，同時，充分發展保險、信託投資等機構的業務。

四、**優化投資結構，確保重點建設** —— 按照國家產業政策，集中資金，建設一批骨幹項目。要完善投資管理體制，積極推行投資項目資本金制度、項目法人責任制、工程建設監理制和招標投標制。對重點項目的投資必須嚴格控制概算和工期。

（資料：經濟導報）

服務機構

山西省對外經濟貿易廳
山西省太原市新建路6號
電話：86（351）441 722

山西省經濟委員會
山西省太原市府東街
電話：86（351）346 244

山西省人民政府
山西省太原市府東街
電話：86（351）344 451

山西省計劃委員會
山西省太原市后小河
電話：86（351）346 258

山西省稅務局
山西省太原市水西門街64號
電話：86（351）445 106

香港恒山有限公司
香港灣仔皇后大道東145號
恒山中心27樓
電話：2527 4928
圖文傳真：2528 1088

洽談會／展覽會

日期	項目	地點	洽談會／展覽項目	主辦機構
一九九七年				
十一月廿五日至廿七日	城市環境國際會議 '97	香港會議展覽中心	環境保護	香港工程師學會 電話: 2895 4446
十一月三十日至十二月三日	第四屆國際製造科技會議	同上	製造業	香港蔣氏工業慈善基金 國際會議管理顧問有限公司(代辦) 電話: 2559 9973 圖文傳真: 2547 9528
十二月二日至五日	'97華南地區國際電訊、計算機及辦公室自動化展覽會	廣州中國出口商品交易會展覽館	電訊產品、電腦產品、辦公室用品及電子配件等	香港貿易發展局 電話: 2584 4196

研討會／訓練課程

日期	項目	地點	主辦機構	聯絡人／電話
一九九七年				
十一月廿四日至廿五日；十二月三日、十三日及十六日	小型企業輔導技巧研習班	職業訓練局	香港管理專業發展中心	邢宏彬先生 2836 1826
十一月廿五日	項目管理研習班	同上	同上	黃昭欽博士 2836 1930
十一月廿六日	督導管理小組會議	同上	同上	黎景培先生 2836 1828
十二月二日	中層經理管理技巧系列 —— 談判技巧	同上	同上	駱忠良先生 2836 1891
十二月三日	中層經理管理技巧系列 —— 表達技巧	同上	同上	黃昭欽博士 2836 1930
十二月三日、十二日及十六日	小型企業顧問服務課程	同上	同上	邢宏彬先生 2836 1826
十二月四日	中層經理管理技巧系列 —— 處理疑難	同上	同上	屈麗嫻小姐 2836 1941
十二月五日	成功督導管理系列 —— 時間管理	同上	同上	陳燕琍小姐 2836 1822
十二月十日	卓越管理指引研討會	同上	同上	黃昭欽博士 2836 1930
十二月十一日	中層經理管理技巧系列 —— 遴選面談	同上	同上	鄭彭碧璇女士 2919 1402

The Association welcomes the first Policy Address presented by the Chief Executive of the HKSAR Government Mr Tung Chee-hwa on October 8, 1997, and opines that it serves as a solid and feasible blue-print for the future development of Hong Kong. We are also glad to learn that the government intends to redevelop the old industrial urban areas. We suggest that the government should seriously consider setting up new industrial zones in the New Territories to enhance the development of our manufacturing industry.

The Policy Address mentions that a commission on strategic development will be established to conduct studies on our economy, human resources, education, housing, land supply, environmental protection, and relations with the Mainland. The Association finds this measure most necessary and believes that this commission will work to ensure that our resources are well coordinated and used, ultimately leading to the steady development of our society.

Mr Tung emphasized that the government would not neglect the development of our traditional manufacturing industries, such as the textile and clothing industry. The Association appreciates this attitude and welcomes his decision to inject $500 million into the Applied Research Fund to support the commercialization of research in information technology and other high technology fields.

In addition, the Policy Address indicates that the government will, if necessary, consider the need for importing labour to make up for shortage in specific trades or posts. The Association fully supports this policy. Indeed, the trade also concurs to give priority to our own people in respect of employment. However, if the local labour market cannot meet the demand of specific industries, importation of labour will enable these industries to continue to survive and maintain their competitiveness. The economy of Hong Kong as a whole will subsequently be able to develop further.

The Policy Address also mentions that the government will redevelop old industrial areas to cater for more housing. The Association supports this measure which would maximize the precious land resources in our urban areas and make our city look more beautiful. In respect of encouraging manufacturers to continue investing in industries, the Association opines that the government should conduct an overall review and planning of land use in the New Territories. We suggest converting some farmland into industrial land, spending on needs. The government should construct modern industrial zones with supporting infrastructure and facilities, and rent or sell those factory units to manufacturers at low prices. Financial assistance may also be provided to manufacturers to encourage them to move to these new industrial areas.

The Policy Address indicates that the government will set aside $500 million to establish a pilot Credit Guarantee Scheme to help small and medium enterprises (SMEs) seek loans from commercial banks to finance pre-shipment activities. In fact, the Association has proposed to the government to launch similar schemes. We strongly support this measure and consider the scheme to be a great help and encouragement to our SMEs.

The government also aims to strengthen our cooperation with nearby provinces in mainland China, and will re-establish the "Hong Kong and Mainland Major Infrastructure Projects Coordinating Committee". The Association opines that there are abundant investment activities conducted by our business community in nearby provinces, and with the return of Hong Kong to China, such economic relationship gets closer and closer. The strengthening of coordination and cooperation between our government and relevant authorities in these provinces will further vitalize our economic activities and cooperation.

Special feature 專稿

Herbert Liang Re-elected as CMA President by the 32nd General Committee

Mr Herbert Liang was unanimously re-elected President of the Association on September 26, 1997. Messrs Leung Nai Wing, Yip Hing Chung, Chan Wing Kee, Jose Yu, Lui Ming Wah, Lin Fai Shat, Lo Man Tuen and Eddie Lu were elected Vice-Presidents.

After the election, President Herbert Liang says, "The successful return of Hong Kong to China attracts worldwide attention. We, together with all ethnic Chinese in the world, are proud of the reunification, and are confident that Hong Kong will enjoy a bright future. As an international metropolitan, it is important for Hong Kong to maintain good economic and trade relationships with other overseas countries."

On international trade, Hong Kong ranks as the world's seventh largest trading entity last year. In the first seven months this year, Hong Kong's total exports amount to HK$808 billion, an increase of 3.2% over the same period in 1996. Of which, domestic exports reach HK$116 billion, a slight drop by 3.2%, while re-exports register HK$692 billion, an increase of 4.4%. Imports increase by 6.3% to HK$939 billion, of which retained imports reach HK$346 billion, an increase of 6.6%. The figures fully reflect the strong economy and ongoing manufacturing activities in Hong Kong.

Mr Liang adds, "Hong Kong is a diversified society, and we should also maintain a diversified economic structure. We cannot rely on one or two sectors to sustain the long term and healthy development of our economy. As a regional financial, services, transportation and communication centre, Hong Kong definitely possesses all necessary elements to maintain and develop its manufacturing industry. We urge the government to formulate and put forward a clear and long-term industrial policy and to play a leading role in enhancing the growth and development of existing industries. We should also attract more domestic and foreign industrial investments, and upgrade the technological level of our manufacturing industry. To secure more domestic and foreign industrial investments, the government should consider lowering the standard profit tax rate and this will benefit our economy as a whole. Industrial investments not only support the development of our manufacturing and services industries, but also create employment to ensure our stable livelihood and economic prosperity."

As to the Association's activities, Mr Liang indicates that the Association is devoting efforts in strengthening Hong Kong's economic and trade cooperation with mainland China and overseas markets. Recently, the Association has launched a cooperation programme to strengthen its relationship with major provinces and cities in the mainland. Through the signing of cooperation agreements with industrial and commercial chambers of such provinces and cities, the Association could provide concrete services to the business sectors of the two places to promote investments and trade cooperations. Major contents of the agreement include information exchange on economic and trade policies, exhibition, promotion, etc; and mutual assistance in coorganizing trade and economic seminars, training courses, missions and visits. In the past two months, the Association has signed agreements with the Hebei Federation of Commerce and Industry and the Fujian General Chamber of Commerce. The governments of these two provinces have stated clearly that they will support the Association's working programmes. Many General Committee members of the Association have close ties with individual provinces and cities in the mainland. They are much familiar with the general profile of these areas, and could help contribute towards fostering economic and trade cooperation between Hong Kong and these places.

Mr Liang continues, "To cope with the policy of developing the mid-western part of mainland China, the Association has,

in recent years, paid visits to inland provinces and autonomous regions every year. These visits aim to enhance our understanding on the developments of these areas, and to assist members in conducting trade and investment activities there. We have visited Hubei, Henan, Gansu, Inner Mongolia and Shaanxi, and have established good connections in these areas. The Association will continue to develop other inland provinces, and to expand our connection network. Based on such a network, the Association will offer specific assistance to members in expanding their business, thereby promoting cooperation between Hong Kong and these regions."

Regarding international trade, the Association also aims to strengthen the links between Hong Kong and its overseas markets. It plans to set up an International Affairs sub-committee to coordinate cooperation between the Association and overseas counterparts. The Association will help propagate Hong Kong, and assist members and local businessmen to develop new overseas markets and to seek new opportunities in international trade and investment cooperation. "Two weeks ago, we signed a cooperation agreement with the Chamber of Commerce and Industry of Romania and Bucharest Municipality during the visit of the Romanian high level delegation to Hong Kong. At the signing ceremony, we were honoured to have His Excellency the President of Romania as the officiating guest of honour, thereby reflecting their keenness in establishing business relationship with Hong Kong. In fact, many countries have currently adopted economic open policies and begun to provide various incentives to attract foreign investments. It is indeed a good opportunity for Hong Kong businessmen to develop their international business. The Association, advocating international cooperation, will certainly assist members and our businessmen to expand their business through various channels," Mr Liang remarks.

The Chinese Manufacturers' Association of Hong Kong
32nd General Committee (1997 - 1999)

President	LIANG, Herbert H Y			
Executive Vice-President	LEUNG, Nai Wing			
Vice-Presidents	YIP, Hing Chung	CHAN, Wing Kee	YU, Jose S S	LUI, Ming Wah
	LIN, Fat Shat	LO, Man Tuen	LU, Eddie T Y	
Assistants to President	LAM, Hok Po	CHAU, Tony M		
Executive Committee Members	HSU, Samuel S F	HUNG, Peter H H	CHOI, Patrick W H	YIN, Paul T S
	LO, Chin	WONG, Ping Sai	CHENG, Graham C H	LAU, Joseph M W
	CHOI, Hin To	CHU, Poon Shin	CHOW, Yun Sheung	CHIU, Chun Bong
	CHOY, Milano T H	WONG, David Y K		
General Committee Members	YUONG, Mok Shing	LO, Alexander K H	CHAN, Kim Sing	LEE, Joseph C T
	CHAN, Michael H K	WONG, Philip Y H	CHOW, Donald H K	FOK, Timothy T T
	WONG, Edward C M	SZETO, Vitus K	SIN, Joseph H P	PANG, Peter H C
	CHENG, James H L	MA, Kai Yum	SUN, Michael T M	CHAN, Thomas F H
	LEE, Peter Y C	YUNG, Yau	FUNG, Yuen Hon	FUNG, Kai Hoi
	LEE, Hung Tong	MUI, Robert Y C	MAK, Hung	CHENG, Francis M P
	LEE, Chung Chiu	CHU, Paul Y J	LAU, Steve H W	LI, Johnny K W
	YIM, Chan Chee	KOK, Ying Dao	TING, Kenneth W S	LEE, Ming Sang
	CHOW, Lam Boon	HO, Yuk Wing	CHAO, King Lin	FONG, Benjamin C K
	LI, Eddy S H	CHOW, Yei Ching	YIP, Chi Kwong	FUNG, Chow
	LIU, Han Qin	CHUI, Siu Chuen	LAM, Mo Nam	FUNG, David Y
	HUI, William C L	SOHMEN PAO, Anna	LUK, Chung Lam	TONG, Wang Chow
	GUO, Ying Ming	CHENG, Patrick K H		
Honorary Presidents	CHOI, Cheung Kok	WU, James M H	HUNG, Cheung Pui	CHOW, Chung Kai
	WONG, Po Yan	LAI, Philip K H	CHU, Lawrence C H	NGAI, Shiu Kit

Chairmen of Standing Committees

General Affairs	LEUNG, Nai Wing
Finance	YIP, Hing Chung
Accounts	WONG, Ping Sai
Audit	LO, Alexander K H
Welfare to Members	YUONG, Mok Shing
Arbitration	HUNG, Peter H H
Technical Education	CHENG, Graham C H
Exhibition	CHOI, Patrick W H
Industrial Information	LAM, Hok Po
Industrial Standards	YIN, Paul T S
Trade Promotion	CHOY, Milano T H
Indusrtial Land	CHOW, Yun Sheung
Public Relations	LO, Chin
Publicity	LO, Man Tuen
Investigation	FUNG, Yuen Hon

祝賀
congratulations

China economy 神州經濟

Labour Shortage in the Pearl River Delta:

LABOUR CONTRACT TO AVOID STAFF TURNOVER

Following the "Labour Shortage in the Pearl River Delta Region" featured in last issue's *Hong Kong Entrepreneur*, this issue we will further explore this problem and give suggestions to the trade.

High mobility of work force has become more and more serious in the Pearl River Delta. In particular, the high turnover rate of middle management, technical staff and skilled workers, creating great pressure on the enterprises and manufacturers, was more than common. Manufacturers are most concerned how to retain their employees.

Mr Simon Cshi, Chairman of Sun Motor Industrial Co Ltd, who set up a factory in Shenzhen, attempted to solve this problem by signing labour contracts with his staff members. This proved a rather effective solution.

Having invested in Shenzhen over a decade, Mr Cshi on his own experience said that in recent two to three years the Pearl River Delta experienced a tense labour market that never happened. Many manufacturers in Shenzhen and Dongguan always have difficulties in hiring employees and keeping sufficient workers. They, therefore, tried hard to recruit new workers and retain existing staff. Mr Cshi then believes setting up a labour contract system is one of the solutions to keep the staff members.

"The high mobility of the personnel of middle management, who are always on the path of job-hopping, may lead to a disruption of the regular production and leakage of trade secret . Only improvements in pay rise plus fringe benefits cannot really solve the problem but endlessly escalate cost of wages. After a detailed study, we finally decide to establish a labour contract system which on one hand can retain our workers, and on the other hand, meets the legal requirements," Mr Cshi said.

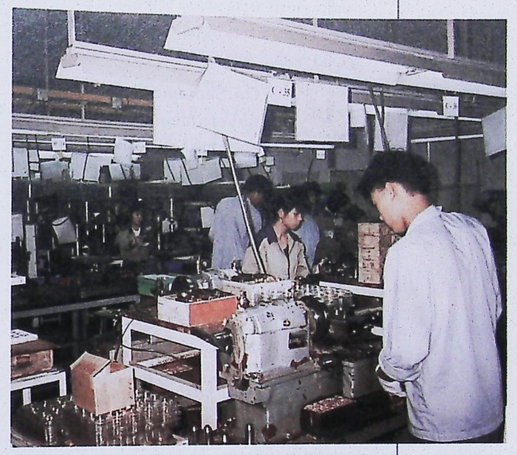
In general, the employers' initiatives of establishing a labour contract system meet no resistance because most workers consider it a safeguard of their interests against being deprived of rights and benefits by their employers. On the other hand, the Labour Law requires all enterprises to pursue the system when recruiting new staff members.

In the past, many manufacturers were reluctant to implement the labour contract system mainly because they were afraid of weakening control over personnel management which in turn might impose adverse impact on operation.

Mr Cshi admitted that he also refused to carry out the labour contract system at earlier stage. But after fully understanding the Labour Law, he believes the labour contracts can benefit both the employers and employees if the terms are clearly defined.

According to Article 19 of the Labour Law, a labour contract should contain the following mandatory provisions: (1) the term of contract; (2) job description; (3) working conditions and labour protection; (4) remuneration; (5) labour discipline; (6) conditions for terminating contracts; and (7) liabilities for breach of the labour contract.

In addition to these mandatory provisions, other clauses can also be included in a labour contract upon mutual agreement between employer and employee.



To ensure the legality of the contract, the signed labour contract should be sent to the local labour administrative department for verification and processing.

"After implementation of the labour contract system, we achieve a 90% decrease in staff turnover. We, as an employer, become more willing to train our staff members to further explore their potential. Also, the employees will not easily "hop" to other companies as they are bounded by the contract. The contract system facilitates the overall operation and long-term development of the factory," Mr Cshi concluded.

Economic Reforms of State Enterprises

On September 23, 1997, the government of Guangzhou auctioned off a steel factory that had suffered great loss. The auction attracted keen response from state firms, foreign enterprises and private companies, and finally a steel pipe company in Guangdong successfully bid RMB50 million for the factory.

In the 15th Communist Party Congress, the direction of state firms reform was reaffirmed. It not only contributes to the economic and social developments of China, but also has great impact on the investment prospect of foreign investors. In May, Chairman Jiang Zemin publicly expressed that reforms of state enterprises were necessary and imperative to the country.

The goal of the reform is to withdraw investment in low return industries and to concentrate resources on developing the most important ones. To achieve this aim, the central government will focus on developing the large and medium state firms, such as electricity, energy, military, steel, transportation, telecommunication which are most significant to the economy of the country. This will upgrade the quality of the country's assets and enable itself to gradually be capable of meeting the demands of socialistic market economy. For the numerous small and medium state enterprises, the central government will invite merges and acquisitions by private firms or foreign enterprises, or even let them go into liquidation.

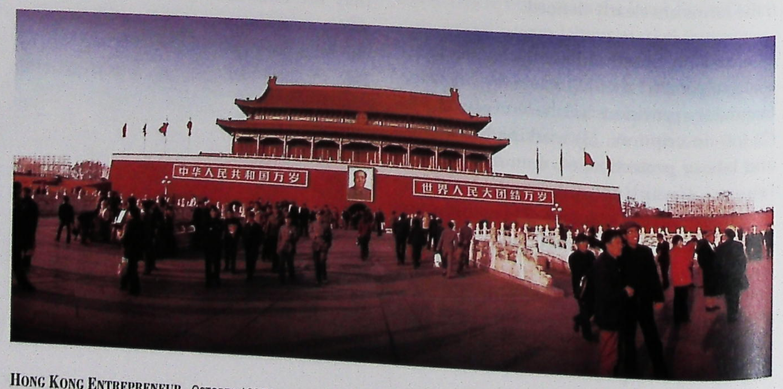
Those small and medium state enterprises will be reformed as follows:

1. Develop into shareholding companies by selling shares to its workers.

2. Become shareholding companies via public listing or selling to foreign enterprises.

3. Allowing the ailing state firms to liquidate.

Mr Eddy Li, CMA General Committee Member and President of Hong Kong Economics and Trade Council, points out that the China government probably will launch policies that are favorable to foreign investors, because the government considers foreign investments as one of the resorts to improve the small and medium state enterprises.



In fact, over one hundred cities have undergone the pilot scheme of reforms. There will be two privileges when the state firms are reformed. Firstly, when a state firm is sold, the debt of the state firm may exempt from interest payment for five to seven years, and the owner can settle the debt within the fifth to seventh years by installments. Secondly, the owner can exempt from profit tax rate for three to five years after purchase of the state enterprises. At present, the government is working on measures to encourage more foreign investments.

Mr Li emphasizes that there is risk when foreign investors buy state firms, especially those which have problems, such as loss-making, debt, redundant workers, or equipment and factory designs do not meet the requirements of foreign investors. Foreign investors have to consider these issues carefully when making decisions.

According to official statistics, as at the end of 1996, the total assets of the country amounted to RMB6,590 billion, a 15.4% increase comparing to 1995. Among the RMB6,590 billion, the operational assets exceeded RMB4,990 billion and the non-operational assets was about RMB1,600 billion.

State firms mainly comprise postal and telecommunication services, electricity, rail and transportation, petroleum, etc with assets exceeding RMB1,136 billion. The importance of these industries has risen from 24.8% in 1995 to 28.1% in 1996, indicating their limitations and difficulties were gradually solved.

To analyze the size of the state firms, about 19.9% of the total are large and medium size having total assets of RMB8,920 billion taking up 75% of the total assets. The remaining 80.1% small state firms have assets over RMB2,970 billion taking up 25% of the total assets. Hence, the medium and small state firms are suitable for foreign enterprises, especially Hong Kong investors, to invest.

On the other hand, the central government determines to close down those state firms of poor return. In fact, bankruptcy of state firms has been increasing every year. In 1993, there were 710 firms declared bankrupt. There were 1,625 in 1994 and 2,385 in 1995. Last year, the number increased to 6,232. It is believed that the number will continue to go up in the coming future.

To improve the efficiency of the state firms, redundant manpower will be laid off. Currently, there are 15 to 20 million redundant manpower. It will be difficult for these staff to find jobs nowadays and this may have an impact on the social stability of China. However, the unemployment problem arising from the state firms' reform is much more serious than the economic problem and this is the main reason the central government did not carry out the reform in the past. To solve the problem of unemployment, retraining courses should be provided to the unemployed. In this respect, the government will play an important role; and if foreign investors participate in these programmes, the result will be much better.

Meanwhile, labour shortage arises in the Pearl River Delta region. Lay-offs from state firms may help solve the problem because they usually possess better skills. If appropriate training is provided, they will become skillful workers of foreign enterprises in the future.

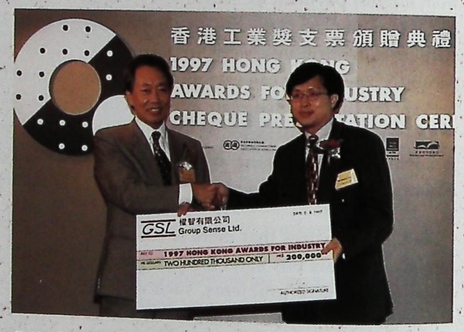
Mr Huang Yin, Deputy Director of the Office of Foreign Affairs of the People's Government of Guangdong Province (front row, centre), poses with the US Congressional staffers.

US Congressional Staffers' Visit to Hong Kong

In collaboration with five other major industrial and trade organizations in Hong Kong, the Association invited 12 US Congressional Staffers to visit Hong Kong and South China for the second time this year. This is a lobbying effort to seek for the unconditional renewal of China's most-favoured-nation (MFN) status. During their visit from August 10 to 16, the staffers met with representatives of the organizers, government officials of the HKSAR, various political and economic groups and visited major infrastructural establishments in Hong Kong. During their two-day trip to Guangzhou, they were received by the US Consulate in Guangzhou and officials of the Guangdong Provincial Government. They also visited a number of successful foreign enterprises in Guangzhou for an in-depth understanding of the socio-economic profile of the region.

1997 Hong Kong Awards for Industry

1997 Hong Kong Awards for Industry Cheque Presentation Ceremony was held on August 5. At the ceremony, CMA Vice President Dr M W Lui together with representatives of other organizers received cheques for the sponsorship of the event. This year, the total amount of sponsorship amounts to $4.4 million. The encouraging result reflects the high regard for the award in the industrial sector. Besides, to thank for the continuous support of the sponsors, souvenirs were presented by Mr Francis Ho, the Director-General of Industry, to those who have sponsored the event for five years or more.



CMA Vice-President Dr M W Lui (left) receives a cheque for the sponsorship of the 1997 Hong Kong Awards for Industry presented by Mr Samson Tam, Chairman of Group Sense Ltd.

Dr Ricky Leung introduces the Manufacturing Information System to members.

Seminar on "How to Implement a Manufacturing Information System Effectively?"

To help our members set up a cost-effective and computerized information system for improving production efficiency, the Association and Integrated Solutions Limited co-organized a seminar on "How to implement a Manufacturing Information System effectively?" At the seminar, Dr. Ricky Leung, director of Integrated Solutions Limited, gave a detailed account of the Manufacturing Information System. The system consists of 13 modules, including inventory control, purchasing, sales, general ledger, accounts receivable, accounts payable, product engineering, production/material control, production, sales, documentation, after-sales service, sales analysis and financial analysis. Members can choose their right modules according to their needs. The seminar attracted an attendance of over 40 members.

Certificate Course on Personnel Management

The Association organized a certificate course on Personnel Management from August 4 to 25 which attracted over 60 participants. Dr C Y Wong, senior advisor and Mr Sam Ying, chief advisor of the Management Development Centre of the Vocational Training Council were invited to speak on the issues relating to human resources management and relevant real cases were raised for discussion. The course aimed to introduce to the owners, supervisors and those human resources practitioners of the small and medium enterprises the concept and the importance of personnel management.

Asian Industrial Expo '97

CMA Vice-President Mr Jose Yu delivers a message at the opening ceremony of Asian Industrial Expo '97.

tcl briefing 檢定中心通訊

TCL Enquiry
☎ 2698 8198

Specific Safety Requirements for Prescribed Products

In last issue, we briefly discussed the Electrical Product (Safety) Regulation that would become effective May 1, 1998. In this issue, we will further elaborate on specific safety requirements for plugs, adaptors, lampholders, flexible cords, extension units and unvented thermal storage type electric water heaters.

Plug

1. In general, the plug shall be 3-pin. A 3-rectangular-pin rated at 13A and shall be designed and manufactured to BS1363 or BS5733. A 3-round-pin plug rated at 5A or 15A shall be conformed to BS546 or BS5733.

2. The plug shall be legibly and durably marked with:

   (i) identity of plug pins - line "L", neutral "N" and earth "E"

   (ii) the number of BS to which the plug conforms

   (iii) rated current in amperes

   (iv) the word "FUSED" or "FUSE" or equivalent symbol (⊟)

3. A 2-pin reversible plug conforming to the standard of EN50075 or EN4573 is acceptable.

Adaptor

1. The adaptor shall be of one of the following designs:

   (i) a 5A 3-round-pin adaptor shall be designed and manufactured to BS546; or protected by fuse-links conforming to BS1362; or with not more than three 5A sockets protected by one 5A main fuse-link conforming to BS646 or BS1362;

   (ii) a 13A 3-rectangular-pin adaptor shall be designed and manufactured to BS1363 Part 3;

   (iii) a 15A 3-round-pin adaptor shall be designed and manufactured to BS546; or

   - protected by fuse-links conforming to BS1362;
   - the 15A non-fused socket of a 15A adaptor may be replaced by a 13A non-fused socket, the construction and dimensions of which shall comply to BS1363 Part 2;
   - a 15A adaptor fitted with a 13A or 15A non-fused socket and not more than two 5A sockets which are protected by one 5A main fuse-link conforming to BS646 or BS1362; or
   - a 15A adaptor fitted with not more than three 5A sockets which are protected by one 5A main fuse-link conforming to BS646 or BS1362.

2. Safety shutters, to be automatically operated by the earthing pin, shall be provided for each socket of the adaptor.

3. Each socket of the adaptor shall be designed to accommodate only one type of plug.

4. Sufficient clearance shall be allowed from the periphery of an adaptor base to line and neutral plug pins.

5. A 5A socket shall be designed and constructed to BS546 and matched with the dimensions of a 5A 3-round-pin plug. A 13A socket shall be designed and constructed to BS133 Part 2. A 15A socket shall be designed and constructed to BS546 and matched with the dimensions of a 15A 3-round-pin plug.

6. In respect of marking and labelling:

   (i) the total maximum loading of an adaptor in amperes (A)

   (ii) the word "FUSED" or "FUSE" or equivalent symbol (⊟)

Lampholders

1. The construction and dimensions of the lampholders shall conform to one of the designs specified in IEC61-2.

2. The material of the lampholders shall be able to withstand the maximum temperatures specified in IEC598.

3. For an Edison screw lampholder, the letter "L" shall be marked adjacent to the line terminal for cable connection;

4. For a metal lampholder, the words "THE LAMP-HOLDER MUST BE EARTHED" or equivalent wording shall be indicated in the associated packaging and the symbol (E or ⏚) shall be marked adjacent to the earthing terminal.

Flexible Cord

1. The actual nominal cross sectional area of a conductor shall not be less than the nominal cross sectional area marked on the flexible cord.

2. The conductor for a flexible cord shall be made of a class 5 annealed copper conductor conforming to IEC228 and the resistance shall not exceed the maximum value given in IEC228.

3. A tinsel conductor shall comprise a number of strands or groups of strands of copper or copper alloy wires.

4. The insulation and sheath of the flexible cord shall be made of appropriate material (PVC or rubber) and the thickness of the insulation shall not be less than the figures given in IEC227 and IEC245.

5. In respect of marking and labelling:

   (i) the nominal cross sectional area of a conductor

   (ii) the relevant standard to which a flexible cord conforms

   (iii) each core of a 3-core conductor shall be identified by the colour – brown or red (line), blue or black (neutral), and green/yellow or green (earth).

Extension Unit

1. The extension unit shall be of one of the following designs:

   (i) a 5A extension unit fitted with a 5A plug and a 3-core flexible cord; and one or more 5A sockets with a 5A main fuse-link for the protection of all the sockets;

   (ii) a 13A extension unit fitted with a 13A fused plug and a 3-core flexible cord; and a combination of:

   - one or more 13A sockets without a main fuse-link;
   - one or more 13A sockets without a main fuse-link and one or more 5A sockets with a 5A main fuse-link for the protection of all the 5A sockets;

   (iii) a 15A extension unit fitted with a 15A plug and a 3-core flexible cord; and a combination of:

- one 13A or 15A socket and not more than two 5A sockets with a 5A main fuse-link for the protection of all the 5A sockets; or

- not more than three 5A sockets with an individual 5A fuse-link for the protection of each of the 5A sockets.

2. The flexible cord of the extension unit shall meet the specific safety requirements. The flexible cords for 5A, 13A and 15A extension units shall be of a minimum cross sectional area of 0.75 sq mm, 1.25 sq mm and 1.5 sq mm respectively.

3. Each socket of the extension unit shall be designed to accommodate only one type of plug.

4. All sockets shall be on the top engagement surface of the extension unit and shall be so designed that they can be used simultaneously.

5. The word "FUSED" or "FUSE" or equivalent symbol (⊟) together with the information regarding the minimum cross sectional area shall be marked on the external surface of the socket portion of an extension unit.

6. Safety shutters, to be automatically operated by the insertion of the earthing pin, shall be provided for all the sockets.

7. A main fuse-link of current rating at 5A conforming to BS646 or BS1362 shall be provided for the protection of all the 5A sockets in the extension unit.

8. The 5A socket shall be designed and constructed to BS546 and matched with the dimensions of a 5A 3-round-pin plug.

9. The 13A socket shall be designed and constructed to BS1363 Part 2.

10. The socket portion or an extension unit may be supplied separately provided it can comply with the corresponding safety requirements and information regarding the connection of the plug and the minimum cross sectional area shall be marked on the external surface of the socket portion.

THE UNVENTED THERMAL STORAGE TYPE ELECTRIC WATER HEATER (WHICH IS NOT PROVIDED WITH AN INDIVIDUAL EXPANSION PIPE)

1. The electric water heater shall be marked with the number of the standard to which the electric water heater conforms and the storage capacity in litres.

2. The electric water heater shall be provided with the manufacturer's installation instructions for the safe installation of the electric water heater.

3. The electric water heater shall have a guaranteed test pressure with at least 1.5 times the static water head at the water heater.

4. The unvented thermal storage type electric water heater shall be fitted with the following:

   (i) a thermostat which shall be fitted to control the heating of the stored water

   (ii) a thermal cut-out

   (iii) a temperature and pressure relief valve which shall be fitted with either

   - a non-resettable temperature relief valve, having a set temperature of 90°C and being provided with manual test mechanism

   - a non-resettable temperature and pressure relief valve, having a set temperature of 90°C and a set pressure not greater than the maximum designed pressure of the water heater or than 1,000 kPa, and being provided with manual test mechanism.

For more information, please contact TCL at tel no. 2698 8198.

SPECIALIST IN TESTING

The ***CMA Testing and Certification Laboratories (TCL)*** is an independent and non-profit making testing and inspection institute which works according to the most up-to-date national and international standards such as ***Association of Official Analytical Chemists (A.O.A.C.), Food and Drug Administration, British Standard Institute, Food Chemicals Codex and United States Pharmacopoeia.***

TCL specializes in testing of foodstuffs and beverages:

- Oil and fats
- Nutritional information
- Microbiological tests
- Metal contaminants
- Food grade plastics
- Preservatives
- Other general food testings

For details, please contact us now.

CMA Testing and Certification Laboratories
廠商會檢定中心
Room 1401-1403, Yan Hing Centre, 9-13 Wong Chuk Yeung Street , Fo Tan, Shatin, NT, Hong Kong
Tel: 2698 8198 Fax: 2695 4177 Email: tcl@hkstar.com

industry affairs 工業概況

Consultation Paper on

Fire Safety Improvements to Old Commercial Buildings

Following the fire disaster at Garley Building last November, the issue of fire safety in old commercial buildings has been a great concern to the public. The Fire Services Department (FSD) and the Buildings Department (BD) have completed a sample survey on 40 pre-1975 old commercial buildings. These buildings have a relatively high population density during office hours. Most of them do not have neither modern fire safety measures nor means of escape and access as well as fire resisting construction. In the event of fire, the Garley Building blaze might recur. In this respect, the government proposes to introduce legislation to upgrade fire safety standards for old commercial buildings. Recommendations of the consultation paper and our opinions are summarized as follows:

Proposals

1. To extend the coverage of the Fire Safety (Commercial Premises) Ordinance (FS(CP)O) to cover old commercial buildings irrespective of their sizes or uses.

2. In 1973, the government made it a mandatory requirement for commercial buildings to install sprinklers. The consultation paper proposes the government to firstly deal with the some 400 commercial buildings that were constructed before the mandatory requirement. Then, the government should further extend the scope to deal with the fire safety standards of the 1,000 or so commercial buildings which were constructed before a substantially revised edition of the Code of Practice on Minimum Fire Service Installations and Equipment (Code) took effect on March 1, 1987.

3. Based on the requirement in the FS(CP)O for commercial premises, old commercial buildings will be required to provide one or more of the following additional fire protection measures as detailed in the Code:

   - Emergency lighting to facilitate the evacuation of occupants of the building in the event of a power failure.

   - Automatic cut-off devices for mechanical ventilation systems to limit the spread of smoke through the ventilation system.

   - A manual fire alarm system to warn occupants of the building in the event of fire.

   - A fire hydrant / hosereel system as a source of water supply for fire fighting.

   - An automatic sprinkler system to control the spread of fire and sound an alarm.

4. According to FS(CP)O, new legislation should require one or more of the following improvements to building structure:

   - Means of escape: to improve staircases in terms of their width and number, to strengthen the protection walls of exit routes and staircases, to improve access arrangements to staircases, and to rectify fire doors.

   - Means of access: to provide or improve firemen's lifts, and to strengthen protection of life well for firemen's lifts.

   - Fire resisting construction: to provide or strengthen the fire resisting construction of building elements, i.e. beams, columns, walls and slabs; to strengthen separation of different compartments in a building; and to strengthen fire protection of basements.

Costs

Two examples were drawn from a sample survey on the range of cost that may be required to upgrade fire safety requirements to the standards required by the proposed legislation (the figures quoted are for reference only).

	Building A	Building B
Current Fire Safety Standard of Building	pre-1975	pre-1975
Number of storeys	5	13 (with 1 basement)
Total cost for upgrading fire safety standards for the whole building	$978,400	$3,551,000

The consultation paper remarks that the cost for upgrading safety standards for old commercial buildings will depend on the difference between the existing and the new standards of fire service installations and the deficiencies in building structure. The cost of each unit depends on the number of co-owners of the buildings, which varies widely between buildings.

Benefits

- Upgrading fire safety standards leads to an increase of the value of the property.

- Taking actions to upgrade fire safety standards may facilitate leasing of the properties.

- Building management may be able to negotiate more favourable fire insurance premium terms following the upgrading works as risk of fire will be lowered.

Enforcement

The consultation paper proposes that the legislation will provide FSD and BD with powers to inspect premises and enforce legislative measures. They may issue directions to require owners and occupiers to improve fire safety measures with the authority's code of practice. A direction shall specify a reasonable time period during which the requirement must be met. However, a flexible approach will be taken in enforcing the proposed legislation. The emphasis shall be on encouraging owners or occupiers of affected buildings to comply with the requirements specified and action will only be taken under the legislation if the owners or occupiers fail to comply with the direction. If they fail to comply, a Use Restriction Order may be issued to prohibit the use of the building due to inadequacy of the fire safety measures. Failure to comply with a Use Restriction Order shall be an offence and shall be punishable by a fine and a prison sentence.

CMA's Views

1. According to statistics, there are still over 1,400 old commercial premises in Hong Kong installed with fire safety measures to the standards in the 70s or 80s. The possibility of fire incurring heavy casualties is extremely high. As a metropolitan city, many modern commercial complexes installed with advanced fire safety facilities have been built in Hong Kong in these few years. However, if old commercial buildings still lack adequate fire safety facilities, it does not only create high risks to tenants and their properties, but also easily lead to serious fire disasters such as the Garley Building blaze, thereby damaging Hong Kong's international prestige. In this respect, the Association welcomes the government's efforts in improving fire safety standards for our old commercial premises.

2. The consultation paper mentions that the government plans to deal with the 1,400 old commercial premises affected by the proposed legislation in two stages. The owners or the occupiers will be required to improve the fire safety facilities complying with the requirements within a reasonable time period. However, the paper lacks a clear definition of "reasonable time period". The Association opines that the government should set forth the exact time schedule as soon as possible so as to allow owners or occupiers sufficient time to make necessary improvements. Furthermore, while the paper has not explicitly indicated the maximum penalty for violation, the Association urges the authority to provide such details without delay.

3. The property ownership of old commercial buildings is of a scattered nature, which may create difficulties in coordinating and collecting funds for the improvement of fire safety facilities. The Association opines that the authorities, including FSD and BD, should on one hand inspect buildings and enforce legislative measures, and on the other offer assistance in organizing individual buildings' owners and landlords to work on the improvement of fire safety facilities. The authorities have to allocate sufficient resources and manpower to ensure that the related building inspection, enforcement of legislative measures and provision of assistance are effectively carried out.

4. According to the consultation paper, the cost of upgrading fire safety standards of an old commercial building may easily amount to one or a few million dollars. In fact, the majority of occupants operating in these old commercial buildings are small- to medium-sized enterprises. It will create financial burden to them or even affect their business operations if they need to share the cost of the improvement work in short time. Hence, the Association suggests the government to consider setting up some measures to assist those affected and in need, such as the provision of low interest loans specifically for improvement of fire safety facilities.

5. In addition to improve fire safety facilities, the Association considers it necessary for the government to launch campaigns to educate the public on fire safety. Though the consultation paper has proposed several measures recommendations, yet the best facilities and equipment could not be effective if the public does not pay heed to the matter. The government should be committed to educate the public on increasing their awareness of fire safety, their knowledge in using fire extinguishers, and their contingent response to fire outbreaks, etc. We emphasize that the most effective way to prevent outbreaks of fire in old commercial premises is through the joint efforts of legislation and education.

Getting Into a World of Safety and Standardization

In the ever expanding and changing world of trade, the most elementary requirement for market acceptance is usually to meet a regional or national standards such as EN, IEC, BS, VDE.

CMA TESTING AND CERTIFICATION LABORATORIES is an independent and non-profit making testing institute accredited by the Hong Kong Laboratory Accredition Scheme (HOKLAS) for a specified range of tests listed in the HOKLAS Directory under registration No. 4.

TCL has an agreement with TUV certification body to act as testing agent for GS mark.

CMA-TCL is a multi-objective organization, ready to provide professional services as follows:

- ☑ Equipment/Material Testing
- ☑ Production & Quality Surveys
- ☑ Application for Safety Approvals
- ☑ Follow-up Programs
- ☑ Inspection Agency
- ☑ Standards and Safety Research

Detailed information please contact us now.

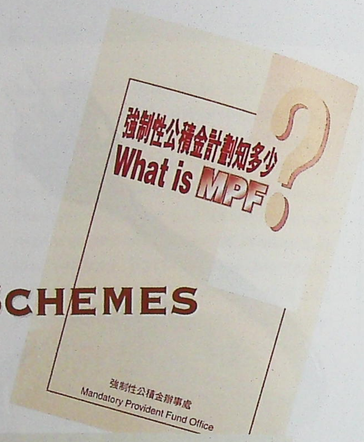
CMA Testing and Certification Laboratories

Room 1401-1403, Yan Hing Centre, 9-13 Wong Chuk Yeung Street , Fo Tan, Shatin, NT, Hong Kong
Tel: 2698 8198 Fax: 2695 4177 Email: tcl@hkstar.com

labour news 勞資消息

Interface with

ORSO Schemes



Ms Carolyn Butler, Managing Director of AIA Pension and Trustee Co Ltd

In the previous issues, Ms Carolyn Butler, Managing Director of AIA Pension and Trustee Co Ltd, introduced the general provisions relating to the Mandatory Provident Fund Schemes Ordinance and discussed briefly on the treatment of the existing Occupational Retirement Schemes Ordinance (ORSO) schemes under the MPF. This issue, Ms Butler will review the treatment in greater detail and how the provisions affect employers and employees.

ORSO schemes are currently divided into two types:

1. established before October 15, 1995 and registered under the ORSO by January 15, 1996 (Pre- October 15 , 1996 schemes) and
2. set up after October 15, 1995 (Post-October 15 schemes)

Lobbying activities are conducted to have this date removed so that the current ORSO schemes can be completely interfaced with the new retirement schemes. Employers have the option of retaining their existing ORSO schemes after the enforcement of the MPF Ordinance and the operation of schemes is subject to several provisions.

Pre-1995 October 15 ORSO Schemes

These schemes will be exempt from the MPF Ordinance in which the minimum contribution level, contribution rate from employers, immediate vesting of employees' benefits and preservation of retirement benefits are regulated. However, these schemes are required to be managed by trustees. There may also be some restrictions to be determined on investments.

Treatment of Existing Employees

The benefits of the existing staff members who joined the Pre-October 15 schemes will remain unchanged. They can still receive their accrued benefits in cash accordingly upon their termination of employment.

Treatment of New Employees

Employees who joined the Pre-October 15 ORSO schemes after the enforcement of the MPF Ordinance have all their interests unchanged except that their accrued benefits are required to be preserved under a MPF master trust scheme. Members are allowed to withdraw until they reaches the retirement age. The minimum amount of preserved benefits is calculated on the formula as follows: 1.2 times final salary times years of service (post-MPF enactment).

If the accrued benefits the employees receive from the scheme are greater than the statutory minimum retained benefits, then the balance remained is still available for cash withdrawal at the time of employment termination.

Post-1995 October 15 ORSO Schemes

These schemes are not exempt from the provisions of the MPF Ordinance and are required to operate under all requirements of the MPF Ordinance.

Treatment of Existing Employees

Employees joining this type of scheme before the commencement of MPF Ordinance will enjoy the accrued benefits as before.

After the enforcement of MPF Ordinance, their benefits will be subject to all MPF provisions, including contribution and preservation of the accrued benefits from that date. Contributions for scheme members should be fully preserved as accrued benefits under the MPF Ordinance.

Treatment of New Employees

The retirement benefits of new employees joining these schemes after the MPF Ordinance will be totally governed by the MPF Ordinance.

Employer Options

Employers who had already set up the ORSO schemes may choose to have it continued or to replace it by establishing a MPF scheme or a MPF master trust scheme that satisfies the legal requirements.

There are various determining factors of setting up a new retirement scheme, such as cost, payment for employees' benefits and employees' demands. All employees must be given the options of joining the existing ORSO scheme (assuming they wish to continue under MPF), or in MPF master trust scheme.

Should the employees choose to join a MPF master trust, employers will be required to provide such a scheme for them even if other employees wish to remain in the ORSO schemes.

Employee Considerations

Employees are entitled to have employers' contribution in full available in the MPF scheme on which they consider to be more attractive than the existing ORSO scheme. This will encourage them to join the MPF master trust scheme instead of the ORSO scheme.

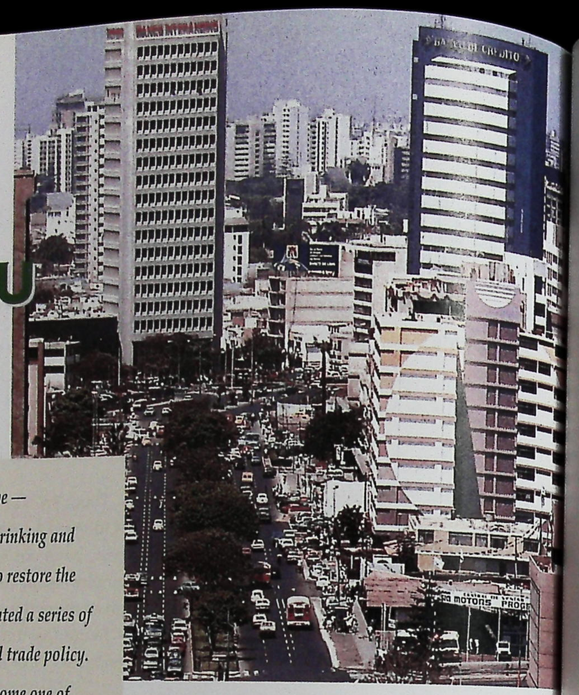
On the other hand, employees may favour to remain in the ORSO scheme if employers provide a higher contribution level in the ORSO scheme than the minimum contribution level required by the MPF scheme (about 5% of the employees' monthly salary).

Another reason for those employees in Pre-October 15 ORSO schemes to select the ORSO scheme over the MPF scheme is the benefits withdrawal from the ORSO scheme at the time of resignation.

Anyway, the choices of retirement schemes for both employers and employees are affected by multiple factors from which the legislation is crucial in making decisions.

investment profile 投資地區

PERU



In 1990, Peru's overall economy was in poor shape — the inflation rate was over 70 times, the economy was shrinking and people's standard of living was lowering, too. In order to restore the strength of its economy, the Peruvian government implemented a series of economic reforms based in part on adopting a highly liberal trade policy. The ensuing rapid economic growth then makes Peru become one of South America's economic "tigers."

The abundant natural resources and skilled labour force allow Peru to become an attractive country for investment.

Economy

In 1990, Peru's inflation rate topped 7,600% (see Table 1). Real GDP shrank by 5.4%. Unemployment stood at 8.3%, and the average per capita income reached only US$1,134. However, following a series of economic reforms, Peru's economy quickly rebounded. By 1995, inflation had fallen to 10.2%. Real GDP growth in 1995 was very healthy at 7%. Unemployment was down to about 7.5% and real GDP per capita had nearly doubled. In 1996, Peru's economy continued to grow, but at more sustainable levels. Real GDP increased by 3%. Inflation was 12% while unemployment remained relatively low at 7.1%.

	1990	1996
Real GDP (US$ billion)	24.5	51.5
Real GDP Growth (%)	-5.4	2.8
Per Capita GDP (US$)	1,134.0	2,155.0
Inflation (%)	7,649.7	11.8
Unemployment (%)	8.3	7.1

Table 1: Peru's Economic Performance

Building on the success of economic reforms, the Peruvian government is turning its attention to improving Peru's infrastructure and technology, as well as further liberalising its foreign trade sector. The medium term goal is to improve the standard of living for the majority of Peru's population. At the same time, an increased supply of goods and services — both imported and domestically produced — will be available for the emerging consumers to buy.

Foreign Trade

Traditionally, Peru is an exporter of raw materials. Over the last decade, raw material accounted for 70% of Peru's total exports. In 1996, total exports increased by 4% to US$5.8 billion, due to the growing demand for minerals and fishmeal. Raw material exports mainly came from the mining sector, which made up 40% of 1995's total exports. Copper, zinc, lead, gold, silver and iron led Peru's mineral exports. Other major exports were fishmeal, crude oil, coffee, cotton, sugar, textiles, seafood, machine tools, chemicals and jewellery. The principal markets of Peruvian exports included Brazil, China, Colombia, the European Union (EU), Japan and the US.

As a result of Peru's trade liberalisation and economic recovery, total imports surged in 1996 to over US$7.7 billion. The composition of Peru's imports is also changing. Import showing the fastest rate of growth are consumer durables and capital goods, especially those directed at the manufacturing industry. Major imports are machinery and electrical equipment, chemicals, plastic products and transport equipment. Major suppliers are Argentina, Brazil, Colombia, Germany, Japan and the US. Hong Kong and mainland China are Peru's major suppliers of light consumer goods.

Trade with Hong Kong

Peru's import policy is relatively liberal. There are few quantitative restrictions on imports and the tariffs on consumer goods are not so high. With sustained economic growth forecast for the next few years, Peru's 23.5 million people are expecting steady increases in incomes and consumption.

Given rising demand, the small scale of the Peru's consumer goods industry suggest ample opportunities for Hong Kong exporters. Furthermore, Peru's modest average per capita income (US$2,155) tends to favour Hong Kong's price-competitive products in several sectors. Leading opportunities are toys, watches, clocks, consumer electronics, household products and hand tools. It is not surprising then that Hong Kong's total exports to Peru increased by more than seven-fold between 1991 and 1995 (see Table 2).

All of Hong Kong's leading export categories are in great demand in Peru. Exports of toys, radios, consumer electronics, watches, clocks, telecommunications equipment, computers, sports shoes, articles of plastic, household electrical appliances and travel goods rose sharply in the early 90s. Clothing, however, faces keen competition from domestic suppliers and other manufacturers from Southeast Asia.

(HK$ million)		
Year	Domestic Exports	Re-exports
1991	15.887	51.739
1992	27.585	77.500
1993	20.108	124.662
1994	34.705	245.597
1995	52.512	440.962
1996	44.006	426.010

Table 2: Hong Kong's exports to Peru.

Strategies for Trading with Peru

Lima -- being the capital and the commercial hub -- offers attractive opportunities for overseas corporations. Hence, Hong Kong businesses should first concentrate their marketing efforts in Lima.

The current consumer boom has spawned scores of new importers. These traders are generally aggressive in sourcing from abroad. Hong Kong businessmen may direct their efforts at the newcomers, though considerable care should be exercised as some traders are lacking in experience and financial support, and are not well versed in the market conditions.

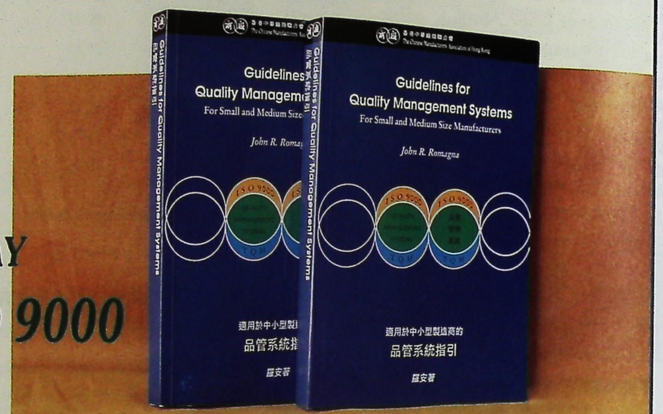
At present, the major obstacle to direct sales is the small volume demanded by importers. To solve this problem, Hong Kong exporters may consider appointing a sales agent who can co-ordinate the orders from multiple buyers in the country.

Exporters may also contact trading companies or buying offices in Hong Kong who directly deal with the Peruvian importers. These agencies usually ask for a commission ranging from 5% to 10%, depending on the value of the deal. This approach can save a lot of time as the agents can provide a wide range of services such as showing samples, taking orders, delivering cargoes and collecting payment.

The Chinese Manufacturers' Association of Hong Kong

GUIDELINES FOR QUALITY MANAGEMENT SYSTEMS

Practical Advice for Combining ISO 9000 and Business Process Re-engineering



A Better Way to do ISO 9000

How we think about and organise our quality management system makes a difference. There are different ways and some are better than others. The "CMA Guidelines" distinguish among various approaches including those based upon ISO 9000 elements, technical processes, departmental organisation and "basic business process". They give practical advice on how to achieve ISO 9000 certification using an integrated approach centred around what has come to be called "business process re-engineering". They show how to use integrated material and production planning and control to cut across and simplify meeting multiple ISO 9000 requirements.

The CMA Guidelines is a dual language book, with alternating pages of Chinese and English and available in soft cover or hard cover. Fax your order to 2541 4541 or 2895 1503.

Crossed cheque should be made payable to "The Chinese Manufacturers' Association of Hong Kong" at 1/F CMA Building, 64 Connaught Road Central, Hong Kong or "QSA-Mortiboys Ltd." at Suite 1303, Eight Plaza, 8 Sunning Road, Causeway Bay, Hong Kong.

I would like to order the Guidelines for Quality Management Systems

_____ copy of the CMA Guidelines (Soft Cover) at HK$380@ for members; HK$450@ for non-members HK$ _____

_____ copy of the CMA Guidelines (Hard Cover) at HK$580@ for members; HK$680@ for non-members HK$ _____

☐ Local courier delivery _____ copies at HK$50@ HK$ _____

☐ Buyer pick at 1/F CMA Building, 64 Connaught Road Central, Hong Kong

☐ Buyer pick at 1303, Eight Plaza, 8 Sunning Road, Causeway Bay, Hong Kong

5% discount on 5 or more copies

Minus HK$ _____

Cheque No: _____ Bank: _____ Total: HK$ _____

Delivery address: _____

Name: _____ Tel No: _____ Fax No: _____

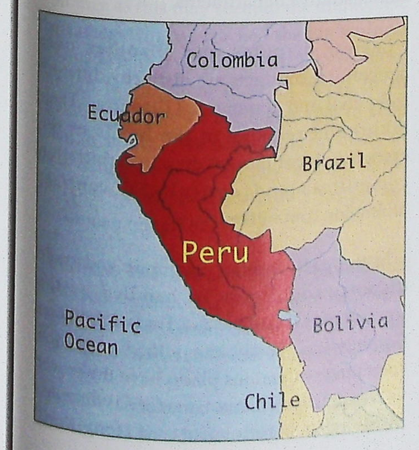
When selling in the Peruvian market, exporters should keep in mind the fairly sophisticated tastes of Peruvian consumers. In addition to satisfying basic needs, the higher purchasing power of many Peruvians allows them to purchase quality products.

Investment Opportunities

The abundant natural resources and skilled labour force allow Peru to become an attractive country for investment. In agriculture, the fertile soil and the diversity of its climate give Peru special comparative advantages. The sea off Peru's coast is one of the richest in the world in terms of fishing resources. In mining, Peru's potential is recognised worldwide, placing it among the leading producers of several minerals, including phosphate, silver, copper, zinc and lead.

Foreign Investment Policy

The Peruvian government eagerly seeks both foreign and domestic investment in all sectors of the economy. Peru has one of the most open foreign investment policies in the region. The Foreign Investment Law permits all kinds of foreign investment without prior approval and grants national treatment to foreign companies. There are no restric-tions on remit-tances of profits or capital. The government also offers tax incentives for investment in mining and petroleum.



Leading Investment Opportunities for Hong Kong Companies

The manufacturing industries may be the most attractive business to Hong Kong companies. Peru offers abundant human resources and raw materials. Textiles and clothing, footwear, leather products, fishmeal and processed foods industries should be especially attractive.

The textiles industry based its development on high quality raw materials as well as highly skilled workers. Peruvian cotton is rated as one of the best in the world due to its long fibre. Peruvian textile workers are highly skilled at making quality yarns, textiles and garments which are sold worldwide.

Furthermore, Peru is a desirable production and export base for Hong Kong companies seeking access to markets across the Americas and Europe. Being an "underdeveloped" country, Peru enjoys Generalised System of Preferences (GSP) status from the US and the EU. Thus, nearly all of Peru's products enter the US and EU duty-free.

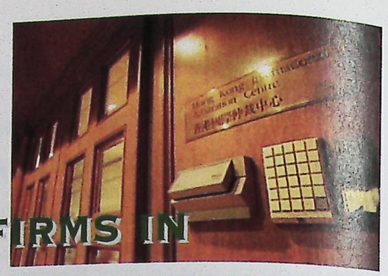
Free Trade Zones

Peru has established free trade zones at Tumbes and Tacna (locating near the Chilean border) and export processing zones at Ilo Chimbote, Matarani, Patita and Trujillo to attract international investors. Items entering the free trade zones are duty-free, but when they pass from the zone into the rest of Peru, they are subject to normal duties. Only if the products are imported for use in the manufacture and re-export of other products are they exempt from import duties. The activities in export processing zones are exempt from customs duties and other taxes for 15 years.

(Sources: Hong Kong Trade Development Council)

trade news 貿易概況

Channel open to



FOREIGN FIRMS IN COMMERCIAL DISPUTES

When Hong Kong people become embroiled in financial disputes in their investment or trade activities in China, and are unable to reach a settlement through consultation or mediation by a third party, they may resort to the arbitration authorities or take their case to court.

Prior to Hong Kong's return to China, verdicts passed by Chinese courts could not be enforced in Hong Kong, and vice versa. However, after the handover, mutual recongnition and enforcement of court rulings cease to be a problem because both Hong Kong and the mainland now belong to the same sovereign state. In commercial arbitration, given that awards made by Chinese arbitration organs were already recognised and implemented by Hong Kong while it was still under British rule, there is no reason for this practice not continue after the handover. Nevertheless, all procedures have to be taken through consultation according to the Basic Law.

China's arbitration system has undergone major changes in recent years. Prior to the promulgation of the "Law on Arbitration of the People's Republic of China" in 1995, domestic arbitration and arbitration involving foreign interests were handled by different arbitration organs. However, this differentiation is getting less obvious.

Formerly, the China International Economic and Trade Arbitration Commission and the China Maritime Arbitration Commission were responsible for handling all disputes involving foreign interests. Both commissions come under the China International Chamber of Commerce and have their headquarters in Beijing. The former organ also has committees in Shenzhen and Shanghai.

As for domestic disputes, the arbitration organs used to include the economic contract arbitration committees under the industrial and commercial administrative departments at all levels, and the technological contract arbitration committees under the State Science and Technology Commission and various provincial and city governments. Many provinces and cities had also established real estate arbitration committees, consumer dispute arbitration committees and other types of arbitration committees. However, following the implementation of the Law on Arbitration, the system was gradually restructured to a unified arbitration organ on a regional basis after September 1, 1996, and each city could only have one arbitration committee. These committees mainly arbitrate civil contractual disputes, as well as disputes over property rights not covered by contracts. However, they cannot arbitrate disputes over marriage, adoption, child custody, maintenance and inheritance, or administrative disputes (such as employment) which must be handled by administrative departments.

Labour disputes and disputes over agricultural contracts are distinctly different from civil and commercial disputes. Their arbitration remains in the hands of the erstwhile local labour dispute arbitration committees and agricultural contract arbitration committees.

In the past, foreign economic and trade disputes could only be handled by the International Economic and Trade Arbitration Commission. Today, the unified arbitration committees of various places have the power to adjudicate civil and commercial disputes involving foreign interests. If Hong Kong businessmen become entangled in economic and trade disputes on the mainland, and the parties concerned are willing to settle by arbitration, they may take their disputes to the local arbitration body. There is no need to go to the International Economic and Trade Arbitration Commission in Beijing or to its committees in Shanghai and Shenzhen. The International Economic and Trade Arbitration Commission now also handles domestic economic and trade disputes.

It must be borne in mind that under common law adopted in Hong Kong, arbitration agreements do not necessarily have to be written. However, under China's Law on Arbitration, arbitration agreements must be set down on paper; verbal agreements have no validity. Thus, contracting parties who agree to settle their disputes by arbitration must include an arbitration agreement in their contract or in other documents. Otherwise the arbitrating body will have no power to handle the case. Any party refusing to accept an award made in an arbitration with no prior written agreement may apply to the court for annulment or non-execution of the award.

In respect of arbitration procedures, the same processes apply to both domestic arbitration and arbitration involving foreign interests. Disputes may not be taken to court if an arbitration agreement has been made. The decision of the arbitration committee is final and there is no appeal. Such a system expedites settlement and reduces costs.

(Source: Chinese Law Programme, The Chinese University of Hong Kong)

MANIA FOR NEW TOYS

BUYERS GO TO GREAT LENGTHS TO LAY THEIR HANDS ON VIRTUAL PET

Strange as this may seem to the uninitiated, the Tamagotchi has cracked the toy business in Canada with a vengeance, with stores lucky enough to get them in stock being in an enviable position of not being able to keep them in stock. "We are selling so many of these things they're practically walking off the shelves," Wal-Mart Canada's corporate spokesman remarked.

Perhaps the bedlam could have been predicted, considering that before its May 1 North American debut, Bandai's loveable egg had already caused an uproar in its native Japan.

After its October release in Japan, desperate Tamagotchi have-nots offered up to C$400 (HK$2,240) for private sales. But all of this craze was mere preparation for the onslaught of egg madness. The Canadian taste for Tamagotchi has become a bonanza for toy retailers not yet finished counting their good fortune over the outburst of consumer passion for Tickle Me Elmo last December. There were several hundred people in line waiting to buy a Tamagotchi that day when it was first introduced in Toronto.

Tamagotchis ... causing a stir in the toy market.

The hoola hoop, Rubik's Cube, Trivial Pursuit, Cabbage Patch dolls, followed by Tickle Me Elmo. The sale of Tamogotchi reaches one million pieces in Canada but it still cannot meet the increasing demand.

Shopper giving Tickle Me Elmo a once-over before buying it.

The demographics are a little startling for a toy, again as was seen in Japan. Designers expected that teenage girls and young boys would be fans of the electronic egg. The surprise is that fashionable young adults are snapping up the eggs as fast as they can, apparently finding fulfilment in their demanding little companion.

The demand is so high that the stock is flown in from China, where the product on sale in Canada is made, rather than by ship. But Asia appears loath to let it get as far as Canada. It turns out private shoppers in Canada are buying as many Tamagotchis as they can and shipping them off to stores in Hong Kong.

There is a finite supply available because of global demand, so that just adds to the "gotta have it" syndrome. A classic case of this seller's market confronted a lady in Toronto as she tried to track down a Tamagotchi. She finally found an independent store that had four left. She was quoted the already higher than normal price of C$29.99 (HK$168) over the phone. However, when she arrived a few hours later, the store only had two left, and the price had jumped to C$80 (HK$450). She questioned the owner about the ethics of raising the price.

This is a rare case as most retailers keep the price competitive. About 90% of these products are being sold by mass marketers; they do not want to get caught with their prices higher than their competitors.

In fact, in a country of just 27 million population, the Canadian Toy Testing Council pegged the worth of the industry at C$1.3 billion (HK$7.25 billion) in 1995, leading one to believe that price of any toy is not a deterrent in Canada.

"There is a serious demand for status in the school yard. If toy stores can tie into that by selling a toy every kid wants to have or has to have, not too many parents can refuse these days. This is a Playground Economy," an Ottawa mother of three girls said.

Sesame Street keeps popularity

In any case, the rage for Tamagotchis at any price echoes the recent craze for the plush toy Tickle Me Elmo, a doll based on a character from the children's TV show Sesame Street. When you tickle Elmo, he wiggles, giggles, and laughs, "That tickles!"

The Elmo wave was launched when US TV talk show host Rosie O'Donnell mentioned how much she and her son loved Elmo. That incited Elmo delirium, a buying frenzy not seen since the Cabbage Patch dolls hit stores in 1983. And like the Tamagotchi, people were willing to go to rather extreme lengths to get their hands on Elmo. In December 1996, desperate parents were reportedly offering up to C$5,000 (HK$27,900) for a doll through classified ads.

"I have been in this business for 25 years, and I've never seen anything like this," a sales director for Mattel Canada, maker of the Elmo plush doll, said in a recent interview. "Usually toys like this have a shelf life of six to eight months. But we are still selling up to 300 a day across the country. The link between television shows and toy sales has always been firm and the Elmo phenomenon is an exception only in terms of its incredible sales. But far bigger is the demand for cinema-driven toys. "The influence of Hollywood cannot be over-stated. The more successful a film is, the more toys it sells. Hollywood is a huge engine for driving toy sales."

This phenomenon reflects the intersection of entertainment marketing and the release of toys. The buyers are making decisions about Christmas toys eight, nine or ten months in advance. Sometimes, it is hard to predict the trends, but they can usually count on major entertainment events moving toys.

Alongside the interest in cinema-driven toys is the increasing interest in more interactive and sophisticated toys. Kids are smarter and more independent these days, especially in places like Canada where both parents need to work during the day and the kids spend most of their time alone at home.

Great demand for stimulating games

While Disney is expanding its craft line to meet this demand, Nintendo is concentrating on making its games exciting and visually stimulating, because consumers and retailers are not satisfied with less.

"In the last six years, the leap in technology has been phenomenal. When you compare the 8-bit NES system to the Nintendo 64, it is a quantum leap in graphics, game playing, sensory appeal and total computing power," said Ron Bertram, director of communications for Nintendo Canada. "Gamers are always looking for new experiences, and to be successful you have to provide them with a fantastic game experience."

Bertram said the beauty of video games from the retail point of view is that they have virtually global appeal. "Language is not a barrier. The same game that appeals to a kid in Hong Kong will appeal to kids in Canada. Although in Canada, when it comes to sports games, hockey video games are the best-seller."

In the competitive world of gaming, Nintendo also is not missing a trick these days as far as keeping in touch with its audience. They have a magazine with 70,000 paid subscribers in Canada and a website. It is indeed an incredibly competitive business.

Incredibly lucrative, too. With C$1.3 billion (HK$7.25 billion) up for grabs, retailers expect even old standbys to spruce up if they hope to get shelf space. Toys like Mattel's Barbie doll and games like Monopoly are forced to keep pace and update their packaging while maintaining their basic image.

There is a Hong Kong Monopoly, where the squares are named after familiar Hong Kong streets and landmarks, instead of Broadwalk and Park Place. There are other Monopoly cities too, that may only be available in relevant countries. It is still the basic game, but it is skewed to the particular market.

Almost by accident, Bandai found a particular market to skew to within the Canadian market. "We advertised in the Chinese community newspapers this time, something which we had never done before," said Bandai's general manager. "It really worked incredibly well. Where there is a strong Asian community, sales are off the scale. This might be a whole new marketing strategy. For example, Wal-Mart is shipping more Tamagotchis to their stores in British Columbia, where there is a big Asian community, than to, say New Brunswick."

He said the nurturing aspect of the toy has made it appealing in Canada. "Nurturing toys have been popular for thousands of years, going back to Greece and Rome, when the first baby doll was made. It is the caring for the toy, the imaginative input which makes it popular."

As far as Tamagotchi, there are consequences to the owner's action. One can affect the pet's personality. It can become a mean Tamagotchi or it can even die on its owner. If one's Tamagotchi dies, enterprising Webmasters have posted home pages of Tamagotchi cemeteries where bereaved owners can record the deaths of their dearly departed loveable eggs.

Nevertheless, some US schools have banned the Tamagotchi from the classroom after educators claimed dying toys were traumatising children.

(Source: Hong Kong Trade Development Council)

Sesame Street Characters ... new line released.

THE ULTIMATE PROOF

The CMA Testing and Certification Laboratories (TCL) is an independent and non-profit making testing institute accredited under the Hong Kong Laboratory Accreditation Scheme (HOKLAS) for a specified range of tests listed in HOKLAS Directory under registration No.4.

TCL specializes in testing of Toy. We can provide a wide range of physical and chemical tests in accordance with national or international standards such as ASTM F963, EN71, EN50088, CPSC, BS 5665, JIS, AS1647 etc..

TCL is designated as the testing agent for ST Mark, which is a Safe Toy Marking Scheme administered by the Japan Toy Association.

For detailed information please contact us now.

CMA Testing and Certification Laboratories
廠商會檢定中心
Room 1401-1403, Yan Hing Centre, 9-13 Wong Chuk Yeung Street , Fo Tan, Shatin, NT, Hong Kong
Tel: 2698 8198 Fax: 2695 4177 Email: tcl@hkstar.com

DIGITAL TV NETWORK
makes debut

Japanese viewers were treated to digital TV broadcasting this spring when the first digital network, Perfec TV, offered 100 channels. Three other networks — Direc TV, JSkyB and JSkyD — will follow with a variety of programmes in Japanese and foreign languages, including Chinese and Brazilian.

Unlike analogue satellite transmission which requires one transponder for each channel, digital broadcasting compresses audio and visual data, and uses one transponder to transmit signals to four or five channels.

In the long run, Japanese viewers can select up to 400 channels. This is bound to transform the Japanese lifestyles as children and adults alike view a mixed bag of foreign movies and cultural programmes.

For multichannel broadcasters, the new technology will help lower programming costs. They will zero in on specific market segments and develop popular channels. As they win over viewers the programming quality will be improved. By the same token, advertising revenue will increase.

A network catering for only 30,000 subscribers can break even initially, according to industry experts. It is also in a position to offer specialised programmes to satisfy viewers' tastes and interests.

The programming business will further thrive when new channels appear. Broadcasting networks will be fiercely competing for subscribers while viewers will be thirsting for new features or movies.

A foreign movie distributor which has released many hits in Japan foresees a shortage of programmes for the new market. It plans to set up a movie library to stock foreign titles and old blockbusters for digital broadcasting.

The boom in digital TV broadcasting will usher in other benefits for manufacturers of a wide range of products — from TV sets and video cassette recorders to protective screens and remote controls. For advertisers, it will spell extensive product exposure on new channels.

(Source: Hong Kong Trade Development Council)

the mid-west outlook 中西部透视

Shanxi Province

Shanxi, a major province of supplying energy in China, plays an important role in the national economy. Its verified reserves of over 260 billion tons of coal and 500 million tons of aluminium represented one-third of the total reserves in China. Shanxi's annual export of coal is 200 million tons, accounting for 80% of the country's total export. With over 10 billion Kwh of annual electricity output, it ranks the first in China.

Shanxi is basically a province of supplying energy and raw materials. With the worldwide technological advancement and the development of socialist market economy, it is necessary for Shanxi to restructure its existing economic structure.

Organization Restructure to Enhance Productivity

The strategy of Shanxi's property restructure is to accelerate economic growth in terms of quality and efficiency. Strenuous efforts should be devoted to improve the system and mode of growth of the economy. The three primary industries (agriculture, fundamental industry and infrastructure) and four major industries (coal, electricity, water and road) will continue to have their sustained growth in order to achieve the steady growth of Shanxi's energy and heavy chemical industry. The organization structure of Shanxi will be adjusted towards the market-oriented economy in which the primary industry and secondary industry are strengthened and improved, and the tertiary industry is extensively developed.

The objective of the organzation restructure is to reach RMB192 billion Gross Domestic Product (GDP) by 2000 with an average annual growth of 12%. Of the total annual growth, the primary, secondary and tertiary industries will achieve a 5%, 12% and 14% respectively. The per capita GDP amounts to RMB5,960 while the ratio of the three industries is 10 : 52 : 38. By 2010, Shanxi's total GDP is expected to reach RMB500 billion with a 10% annual growth on average. Of the annual GDP growth, the three industries will enjoy a 4.6%, 9.6% and 11.7% respectively. The per capita GDP will reach RMB14,300 and the ratio of the three industries be changed to 6 : 50 : 44.

Base on the natural advantages, market demand and current development, four major industries were selected to develop in Shanxi:

1. Coking: Shanxi's deposit of coking coal, output and export of coke ranked the first in China.

2. Metallurgy with special steel and aluminium: Shanxi's reserves of aluminium is the largest in China and the Shanxi aluminium factories form the largest production base for oxidized aluminium in China.

3. Tourism: Shanxi, a big province of culture and tourism, has a strong foundation of tourism development.

4. Automobile: Shanxi is also strong in production of motor vehicle and parts. It is the largest production base of methanol and this facilitates the development of motor vehicles with methanol and coal as fuel.

Major Developments

1. **Development of the primary industry** — Firstly, to restructure the agriculture and village economy with an emphasis on the development of cereals, livestock, fruits and vegetables to ensure the province can satisfy the nowadays agricultural demand. Secondly, to pay strenuous efforts to develop the county economy. On the whole, enterprises of county, village and township are selected as the leading businesses in order to establish regional establishments. About 70 counties of Shanxi are expected to strive to earn over RMB70 million annual income with 40 earn more than RMB0.1 billion.

2. **Enhance Productivity of the Secondary Industry** — It mainly involves improvement in product structure and restructure of enterprises with special emphasis on improving enterprises technology. This year, the total investment in projects with technological reform experienced a sharp increase as compared to that of last year. Major projects are iron and steel, aluminium, coal, automobile and parts, as well as building materials. Restructuring of enterprises mainly involves five traditional industries including coal, metallurgy, chemical engineering, machinery and building materials. Stated-owned enterprises will enter into a new era of production and operation with elimination of redundant productivity.

3. **Development of the Tertiary Industries** — Efforts are concentrated in developing the tertiary industries such as tourism, transportation, finance and trading. For tourism, the provincial government will quickly upgrade the facilities of many scenic areas, including the magnificent Hukou Waterfall on the Yellow River and the tourist zones of Datong, Taiyuan, Linfen and Yuncheng. Its road network will link all the counties in Shanxi. The expressway linking Datong and Beijing, Jincheng and Jiaozuo, Taiyuan and Linfen was built. For post and telecommunications, 400,000 telephone exchangers, 20,000 long distance call phone lines were newly set up while 8 mail centres and a satellite ground station in Taiyuan were also established. For trading, it is aimed at setting up a well-established market system in which major agricultural products and industrial by-products, including foodstuffs, building materials, coal and iron are continued to develop. Specialty stores, chain stores and distribution centres with their own characteristics are given priority to develop while second hand markets are to be set up in town and rural area. Money market, capital market, property ownership market, labor market and consultancy services are also actively developed In the financial market, the major task is to establish cooperation banks in towns of Taiyuan, Datong and Changzhi. To speed up the development of securities trading, the provincial government will set up regional banks in Guangda and Minsheng and attempt for agricultural co-operation banks. The businesses of insurance and trust investment are also fully developed.

4. **Optimize Investment Structure** — Important infrastructure is ensured to be in line with the national property policy. A batch of core industries were heavily invested and developed. Capital and money system, corporation obligation, construction monitoring system and tender system for investment projects are implemented to optimize the investment management system. Budgets and construction period for investment in key projects should be strictly controlled.

(Source: Economic Reporter)

Are you looking for recognised and independent testing laboratories ?

CMA Testing and Certification Laboratories is your good choice !

Testing and Inspection Scope :

- **T**oys and **C**hildren **P**roducts,
- **T**extiles and **G**arments,
- **E**lectrical and **E**lectronic **P**roducts,
- **F**ood and **D**rugs,
- **M**aterials and **C**ommodities,
- **E**nvironmental **T**esting.

WE also provide a wide range of services including Calibration, Technical Consultancy, ISO 9000 Consultancy and application for various safety and quality marking.

HOKLAS Registration No.4

This Laboratory is accredited by HOKLAS for the specific range of tests listed in the HOKLAS Directory of Accredited Laboratories.

Please contact us now

CMA Testing and Certification Laboratories
廠商會檢定中心
Room 1401-1403 Yan Hing Centre, 9-13 Wong Chuk Yeung Street, Fo Tan, Shatin, N.T., Hong Kong
Tel: (852) 2698 8198 Fax: (852) 2695 4177

CONFERENCES / EXHIBITIONS

Date	Event	Venue	Items	Organizer
1997 Nov 25-27	Pollution in the Metropolitan and Urban Environment 97	Hong Kong Convention and Exhibition Centre	Environment protection	The Hong Kong Institution Engineers Tel: 2895 4446
Nov 30-Dec 3	International Conference on Manufacturing Technology in Hong Kong	Hong Kong Convention and Exhibition Centre	Manufacturing industry	Chiang Industrial Charity Foundation c/o International Conference Consultants Ltd Tel: 2559 9973 Fax: 2547 9528
Dec 2-5	Expo Comm China South 97, Guangzhou	China Foreign Trade Centre, Guangzhou, China	Telecommunications, computers, office automation and electronics parts /components	Hong Kong Trade Development Council Tel: 2584 4196

SEMINARS / TRAINING COURSES

Date	Event	Venue	Organizer	Contact Person/Tel
1997 Nov 19-21; 27-28	Train the Management Trainer Course III	VTC Tower	The Management Development Centre of Hong Kong / Vocational Training Council	Mr S K Chan 2836 1826
Nov 19	Instructing and Coaching Techniques	23/F, Sing Pao Building	INCO Training Consultants	2570 3282
Nov 24-25; Dec 3, 12, 16	Small Business Counselling Skills Workshop	VTC Tower	The Management Development Centre of Hong Kong / Vocational Training Council	Mr Sam Ying 2836 1826
Nov 25	Managing Projects	-ditto-	-ditto-	Dr C Y Wong 2836 1930
Nov 26	Supervisory Management Development Group Conference	-ditto-	-ditto-	Mr Lucius Lai 2836 1828
Nov 28	Creative Thinking	23/F, Sing Pao Building	INCO Training Consultants	2570 3282
Dec 1, 2 & 3	Training Programme For Trainers	-ditto-	-ditto-	-ditto-
Dec 2	Middle Manager Series — Negotiation Skills	VTC Tower	The Management Development Centre of Hong Kong / Vocational Training Council	Mr C L Lok 2836 1891
Dec 3	Presentation Skills	-ditto-	-ditto-	Dr C Y Wong 2836 1930

Dec 3, 12 & 16	Small Business Counselling Skills Workshop	VTC Tower	The Management Development Centre of Hong Kong / Vocational Training Council	Mr Sam Ying 2836 1826
Dec 4	Middle Manager Series — Problem Solving & Decision Making	-ditto-	-ditto-	Ms Lesley Watt 2836 1941
Dec 5	Successful Supervisors Workshop Series — Time Management	-ditto-	-ditto-	Ms Wendy Cheng 2919 1402
Dec 8	Building a Self-directed Work Team	23/F, Sing Pao Building	INCO Training Consultants	2570 3282
Dec 9	Performance Management	-ditto-	-ditto-	-ditto-
Dec 9	TQM Workshop	VTC Tower	The Management Development Centre of Hong Kong / Vocational Training Council	Mr S K Chan 2836 1823
Dec 10	Good Manager's Seminar	-ditto-	-ditto-	Dr C Y Wong 2836 1930
Dec 11	Middle Manager Series — Interviewing for Selection	-ditto-	-ditto-	Ms Wendy Cheng 2919 1402
Dec 11 & 12	Management Development Programme	23/F, Sing Pao Building	INCO Training Consultants	2570 3282
Dec 15	Presentation Skills	-ditto-	-ditto-	-ditto-
Dec 16	Communication and Interpersonal Skills	-ditto-	-ditto-	-ditto-

CMA Government Approved Certification Organization

Provides Quality Certification Services

廠商會 政府授權簽證機構

提供優質的簽證服務

Our strengths in the certification services include : —

* Member of the ***International Chamber of Commerce***
* Membership discounts
* Express certification service
* Branches-in-One monthly account service
* Offices in major business areas
* Free photocopy & fax service (related documents only)
* No limitation on the number of amendments and on time restriction
* Free application forms provided
* Free certificate-typing service

本會簽證服務的優點包括 : —

* 本會為國際商會會員
* 會員享有每證 $22 折扣優惠
* 特快簽證服務
* 聯網月結客戶服務
* 設有辦事處在主要商業地區
* 免費影印及傳真服務（只限有關申請之文件）
* 不限時間或次數修改來源證
* 免費派發申請表格
* 免費代客打印證書服務

CMA Building, 64 Connaught Road C, Central, HK
香港中環干諾道中 64 號廠商會大廈
Tel 電話 : 2542 8613 Fax 傳真 : 2544 2406

the “鱷魚頭，企鵝身?! 還好，生產線收到的信息至少對了一半” solution

IBM為中小型製造業提供錦囊妙方

無論貴公司生產甚麼商品，只要在過程中涉及多個部門以及大量的聯繫工作的話，一旦溝通上出現問題，後果委實難以想像。只有當各部門及員工間有充分的聯繫，能夠接收統一的信息及資料時，錯漏才可大量減少，產量及盈利方得以大幅提升。

IBM的「企業資源規劃」解決方案，能有效協調信息的傳達，讓您全面控制整個生產程序，令業務運作更加暢順。「企業資源規劃」解決方案能加強公司內部之溝通；替您改善公司的生產管理，確保產品質素及準時付運，以及在不妨礙生產的情況下，將存貨量維持在最符合經濟效益的低水平。只需致電IBM，一切有關企業資源規劃的難題，均可一一迎刃而解。

如欲進一步了解詳情，請即致電IBM Direct Marketing：2825 7878或電郵ibmhk_dm@hkl.ibm.com；IBM的商業伙伴自會與您聯絡，為你解決難題。

IBM Business Partner

多種方案，助您解決各項難題 - IBM商業伙伴。

IBM Solutions for a small planet™

IBM中國/香港公司 • 香港鰂魚涌英皇道979號太古坊香港電訊中心10樓 • IBM乃International Business Machines Corporation之註冊商標，Solutions for a small planet及IBM Business Partner乃International Business Machines Corporation之商標。©1997 IBM Corp.