



DAILY INFORMATION BULLETIN

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WEDNESDAY, SEPTEMBER 20, 1978

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HENDERSON SPELLS OUT FACTORS INFLUENCING LABOUR RELATIONS

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THE MAJOR FACTORS WHICH INFLUENCE LABOUR RELATIONS IN THE ASIAN PACIFIC REGION WERE DESCRIBED BY THE COMMISSIONER FOR LABOUR, MR. NEIL HENDERSON, AT THE OPENING OF THE SECOND ASIAN CONFERENCE ON HUMAN RESOURCES MANAGEMENT HELD IN HONG KONG TODAY.

THE THREE-DAY CONFERENCE ON CONTEMPORARY LABOUR RELATIONS ISSUES IN THE REGION IS BEING ATTENDED BY DELEGATES FROM 14 COUNTRIES.

IN HIS OPENING ADDRESS, MR. HENDERSON SAID THAT COUNTRIES WITHIN THE REGION HAD, FOR HISTORICAL REASONS, TAKEN ON MUCH OF THE WESTERN METHOD AND APPROACH TO LABOUR RELATIONS. HE CALLED FOR MORE ADAPTATION TO LOCAL CULTURAL INFLUENCES AND TRADITIONS.

+MANY OF THE TRADE DISPUTES DEALT WITH BY THE LABOUR DEPARTMENT IN HONG KONG HAVE ARISEN FROM LOCAL CIRCUMSTANCES AND ATTITUDES, AND HAVE HAD TO BE RESOLVED BY METHODS AND APPROACHES THAT YOU WILL NOT FIND IN THE CASE STUDIES OF THE HARVARD BUSINESS SCHOOL OR THE LONDON SCHOOL OF ECONOMICS,+ MR. HENDERSON SAID.

HE REFERRED TO THE RAPID GROWTH OF THE COMMUNICATION MEDIA IN THE REGION, AND URGED DELEGATES TO TAKE ACCOUNT OF THE EFFECTS ON LABOUR RELATIONS ISSUES WHICH INEVITABLY RESULTED FROM MEDIA COVERAGE OF TRADE DISPUTES.

THE REPORTING OF STRIKES, PICKETTINGS AND SHUT-DOWNS HAD QUITE UNDERSTANDABLY BECOME WELCOME FODDER FOR THE NEWS MEDIA, HE SAID, ADDING THAT THE NEWSPAPER OR TV STATION WHICH FAILED TO REPORT SUCH EVENTS WOULD SOON FIND ITSELF IN TROUBLE.

+BUT WE ALL KNOW HOW UNBALANCED A PICTURE THIS PRESENTS INSOFAR AS IT REPRESENTS ONLY A MINUTE FRACTION OF THE OVERALL FIELD OF LABOUR RELATIONS AND THE DAY-TO-DAY ADMINISTRATION OF THE PERSONNEL AFFAIRS OF COMPANIES AND ORGANISATIONS,+ THE COMMISSIONER SAID.

HE ADDED: +THOSE MEMBERS OF THE PUBLIC WHO LACK SOPHISTICATION OR ARE NOT PARTICULARLY WELL INFORMED, OR WHO MAY NOT FULLY UNDERSTAND THE REAL ISSUES, FREQUENTLY DRAW THE WRONG CONCLUSIONS. IN FACT, HOWEVER TRULY AND HONESTLY THIS REPORTING IS DONE, IT CAN AND DOES AFFECT THE LABOUR RELATIONS SITUATION, PARTICULARLY DURING THE COURSE OF A DISPUTE.

+MY POINT IS NOT THAT THE PRESS AND OTHER MEDIA COULD OR SHOULD BE DISCOURAGED, BUT SIMPLY THAT THOSE WORKING IN THE LABOUR RELATIONS FIELD MUST IN THEIR WORK INCREASINGLY TAKE ACCOUNT OF THIS FACTOR.

+GENERALLY SPEAKING, SOLUTIONS TO TRADE DISPUTES ARE NOT FOUND IN PUBLIC EXPRESSIONS OF OUTRAGE BY EMPLOYERS OR EMPLOYEES. EVENTUALLY SOLUTIONS ARE FOUND IN PRIVATE -- IN SMOKE-FILLED ROOMS PERHAPS LATE AT NIGHT. IN ESSENCE, UNDISTURBED DIALOGUE OUT OF THE PUBLIC VIEW IS ESSENTIAL FOR SETTLEMENT OF LABOUR DISPUTES, HOWEVER MUCH POSTURING AND CLAMOUR MAY GO ON ELSEWHERE,+ MR. HENDERSON SAID.

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THE COMMISSIONER LISTED FOUR ELEMENTS WHICH HE SAID WERE COMMON AND UNIVERSAL IN THE FIELD OF LABOUR RELATIONS -- INFORMATION, COURTESY, SENSITIVITY AND COMMUNICATION.

HE SAID THE PROCESS OF INFORMING EMPLOYEES OF THEIR ENTITLEMENTS PRESENTED A LABOUR ADMINISTRATION WITH IMMENSE PROBLEMS WHEN THE CLIENT WAS THE WHOLE WORKFORCE. IT WAS NECESSARY TO TRY AND CONVEY IN COMPARATIVELY SIMPLE FASHION WHAT WAS OFTEN QUITE COMPLEX LEGISLATION.

ON THE QUESTION OF COURTESY, MR. HENDERSON SAID: +I HAVE LOST COUNT OF THE NUMBER OF DISPUTES -- MANY MINOR BUT SOME EVEN MAJOR -- WHICH WERE STARTED BY OR WERE AGGRAVATED BY ACTS OF DISCOURTESY. THESE RANGE FROM THE SWEARING FOREMAN TO THE DELIBERATE AND CALCULATED AFFRONT.+

HE DESCRIBED SENSITIVITY AS PERHAPS THE MOST IMPORTANT ASPECT OF LABOUR RELATIONS. +I CONTINUE TO BE SURPRISED AT THE DISPUTES THAT ARE SET OFF BY QUITE ELEMENTARY MISTAKES OF INSENSITIVITY. TO TAKE A SIMPLE EXAMPLE -- THE TAKING ON OF NEW LABOUR AND PAYING THEM MORE THAN THE EXISTING WORKFORCE ON THE SAME JOBS. THIS IS A SURE RECIPE FOR DISASTER, SIMPLY BECAUSE OF THE OUTRAGE OF THE WORKERS' FEELINGS AT THE NATURAL INJUSTICE OF IT.+

IN THE FIELD OF COMMUNICATION, MR. HENDERSON SAID THAT LINGUISTIC DIFFERENCES WERE AN IMPORTANT FACTOR IN MANY AREAS OF THE REGION. DISPUTES WERE NOT INFREQUENTLY CAUSED BY MISTRANSLATIONS AND MISINTERPRETATIONS, PARTICULARLY WHERE THE CONCEPTUAL BASES FOR THE LANGUAGES BEING USED WERE DIFFERENT.

HE SUGGESTED THAT MORE ATTENTION NEEDED TO BE PAID TO THIS PROBLEM BY MANAGERMENTS, AND MORE RESOURCES DEVOTED TO IT IN LARGER CONCERNS WHERE MIXED LANGUAGE GROUPS WERE EMPLOYED OR A LINGUA FRANCA WAS USED.

THE COMMISSIONER CONCLUDED BY EMPHASISING THE NEED FOR THE HEADS OF MAJOR ORGANISATIONS TO TAKE A PRIME INTEREST IN THE PEOPLE-ASPECT OF THEIR BUSINESSES. HE SAID: +IT IS VITAL THAT THE PERSONNEL POLICIES AND THE CLIMATE OF GOOD LABOUR RELATIONS SHOULD STEM FROM A HIGH LEVEL, AND CONVERSELY THE FEELINGS OF THE PEOPLE ON THE SHOP FLOOR SHOULD BE MADE KNOWN TO THE VERY TOP.+

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WARNING AGAINST LIGHTING FIRE IN COUNTRYSIDE
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THE FIRE SERVICES DEPARTMENT TODAY URGED VISITORS AND PICNICKERS TO THE COUNTRYSIDE TO TAKE EXTRA PRECAUTION AGAINST FIRE NOW THAT THE DRY SEASON IS APPROACHING.

THE APPEAL* FOLLOWS REPORTS OF 37 GRASS FIRES DURING THE THREE DAYS OF THE MID-AUTUMN FESTIVAL HOLIDAYS BETWEEN LAST SATURDAY AND MONDAY.

FOUR GRASS FIRES BROKE OUT ON HONG KONG AND OUTLYING ISLANDS, SEVEN IN KOWLOON AND 26 IN THE NEW TERRITORIES. THREE OF THE FIRES IN THE NEW TERRITORIES RAGED FOR MORE THAN TWO HOURS.

A SPOKESMAN FOR THE DEPARTMENT WARNED THAT THERE HAS ALREADY BEEN AN INCREASE IN THE NUMBER OF HILL FIRES IN RECENT WEEKS, BELIEVED TO HAVE BEEN CAUSED MOSTLY BY CARELESSNESS OF VISITORS TO COUNTRYSIDE.

HE SAID THAT EACH YEAR THOUSANDS OF TREES WERE DESTROYED AND HUNDREDS OF ACRES OF BEAUTIFUL LANDSCAPE WERE BLACKENED BECAUSE OF CARELESSNESS OF HOLIDAYMAKERS.

HE APPEALED TO THE PUBLIC TO ENSURE THE FOLLOWING SIMPLE RULES ARE ADHERED TO WHEN VISITING THE COUNTRYSIDE:

- * CIGARETTE ENDS AND MATCHES SHOULD BE PROPERLY EXTINGUISHED BEFORE BEING DISPOSED OF=
- * LIGHT BARBECUE FIRES ONLY IN DESIGNATED PLACES AND DO NOT LEAVE BURNING PAPER AND CHARCOAL UNATTENDED=
- * TAKE CARE WHEN HANDLING JOSS STICKS, CANDLES, LANTERNS OR WHEN BURNING PAPER DURING GRAVESIDE CEREMONIES OR OTHER FESTIVALS= AND
- * CLEAR AWAY ALL RUBBISH BEFORE LEAVING THE SCENE.

THE SPOKESMAN REMINDED THE PUBLIC THAT APART FROM DESIGNATED AREAS, IT IS AN OFFENCE TO LIGHT A FIRE NEAR A FOREST PLANTATION OR A PROHIBITED AREA IN THE COUNTRYSIDE.

+ANY PERSON WHO IS FOUND COMMITTING SUCH AN OFFENCE IS LIABLE TO A FINE OF UP TO \$2,000 AND ONE YEAR'S IMPRISONMENT,+ HE WARNED.

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C.Y.C. MOVEMENT OFFERS STUDENTS CHANCE
TO ASSUME ADULT RESPONSIBILITY, SAYS TOPLEY

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THE EDUCATION DEPARTMENT'S COMMUNITY YOUTH CLUBS MOVEMENT IS OFFERING STUDENTS AN OPPORTUNITY TO TAKE AN ACTIVE PART IN COMMUNITY AFFAIRS AND TO LEARN TO ASSUME ADULT RESPONSIBILITY TO BECOME USEFUL CITIZENS WHILE STILL AT SCHOOL, THE DIRECTOR OF EDUCATION, MR. KENNETH TOPLEY, SAID TODAY.

MR. TOPLEY WAS SPEAKING TO MEMBERS OF THE CITY LIONS CLUB AT THEIR REGULAR LUNCHEON MEETING ON THE C.Y.C. MOVEMENT IN WHICH THE CLUB PLAYED AN ACTIVE ROLE. THE CLUB DONATED \$250,000 TO THE MOVEMENT AND TWO OF ITS MEMBERS ARE ALSO ACTIVELY INVOLVED.

+THE MOVEMENT WAS ORIGINALLY PLANNED AS PART OF THE 'KEEP HONG KONG CLEAN' DRIVE IN 1974 AND WAS REBORN LAST YEAR UNDER THE WING OF THE ADVISORY INSPECTORATE OF THE EDUCATION DEPARTMENT AS 'COMMUNITY YOUTH CLUBS',+ MR. TOPLEY SAID. IT NOW HAS A MEMBERSHIP OF OVER 16,000 PUPILS FROM 314 PARTICIPATING SCHOOLS.

VISITS ARE ARRANGED FOR C.Y.C. MEMBERS TO ORGANISATIONS SERVING THE COMMUNITY AND THEY ARE THEN ENCOURAGED TO TAKE AN ACTIVE PART EITHER IN HELPING SUCH ORGANISATIONS OR BY DOING SOMETHING ON THEIR OWN.

MR. TOPLEY SAID THE SIMPLE SLOGAN +LEARN, BE CONCERNED AND SERVE+ MIGHT WELL BE ADOPTED FOR THE C.Y.C. MOVEMENT.

HE ADDED THAT OVER 1,000 C.Y.C. MEMBERS WOULD BE INVOLVED LATER THIS WEEK IN HELPING ACAN TO DISTRIBUTE LEAFLETS AS PART OF AN ANTI-DRUG CAMPAIGN.

+NOW IF MEMBERS NOT ONLY TAKE PART IN THE LEAFLET DISTRIBUTION BUT ALSO FIND OUT FOR THEMSELVES AS MUCH AS POSSIBLE ABOUT DRUG ADDICTION PROBLEMS THEY WILL PROBABLY COME TO REALISE THE IMPORTANCE OF SOCIAL ACCEPTANCE OF EX-DRUG ADDICTS AND COULD HELP ACAN BY SPREADING THIS MESSAGE IN THEIR OWN DISTRICT,+ HE SUGGESTED.

HE SAID THE SAME APPLIED TO A WIDE RANGE OF OTHER ACTIVITIES SUCH AS FIRE PREVENTION, CLEAN HONG KONG, ROAD SAFETY AND COURTESY CAMPAIGNS AND IN FACT ANYTHING THAT CONTRIBUTED TOWARDS WELFARE AND COMMUNITY BUILDING.

+THE C.Y.C. MOVEMENT,+ MR. TOPLEY ADDED, +IS INTENDED TO BRIDGE THE GAP BETWEEN STUDY AND APPLICATION= IT IS DESIGNED TO ENSURE THAT FORMAL STUDY IN SCHOOL CAN BE DIRECTLY RELATED TO PERSONAL INVOLVEMENT OUT OF SCHOOL.

+HAVING STUDIED, HE TRIED TO GET INVOLVED, TO SEE HOW HE CAN CONTRIBUTE TO WHAT IS GOING ON AND IN DOING SO BECOMES A USEFUL AND ACTIVE MEMBER OF THE COMMUNITY WHEN HE IS STILL AT SCHOOL.

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+IT IS THIS MARRYING OF EDUCATION TO REAL LIFE THAT DISTINGUISHES THE C.Y.C. MOVEMENT FROM OTHER YOUTH GROUPS, THAT JUSTIFIES ITS PLACE IN THE EDUCATION DEPARTMENT AND MAKES IT ONE OF THE FINEST WAYS A STUDENT CAN SERVE HIS COMMUNITY.+

ON FUTURE DEVELOPMENTS FOR THE MOVEMENT, MR. TOPLEY SAID THE DEPARTMENT HAD STARTED A RECRUITMENT DRIVE TO DOUBLE ITS MEMBERSHIP. PLANS WERE ALSO IN HAND TO SET UP COMMITTEES TO CO-ORDINATE THE ACTIVITIES OF GROUPS OF 30 SCHOOLS AND TO SEEK OUT THE PARTICULAR INTERESTS AND NEEDS OF THE C.Y.C.'S IN THE SCHOOLS THEY CO-ORDINATE.

TO ENCOURAGE MEMBERS TO SET AN EXAMPLE OF CONCERNED CITIZENSHIP BY TAKING PART IN COMMUNITY SERVICE PROJECTS AND BY TAKING A PERSONAL INTEREST IN COMMUNITY PROBLEMS AND THE WELFARE OF SOCIETY, A MERIT AWARD SCHEME WILL BE INTRODUCED THIS SCHOOL YEAR.

+MERIT AWARDS IN THE FORM OF GREEN, ORANGE AND PURPLE BADGES WILL BE GIVEN TO THE MEMBERS WHO HAVE EARNED SUFFICIENT POINTS. POINTS WILL BE AWARDED ACCORDING TO THE PARTICIPATION OF MEMBERS IN ANY KIND OF SERVICE TO THE COMMUNITY IN GENERAL OR TO INDIVIDUALS.

+SUCH SERVICE COULD SIMPLY BE IDENTIFYING OF COMMUNITY DEFICIENCIES, OR HELPING TO KEEP THE COUNTRYSIDE CLEAN, OR PARTICIPATING IN ANY SERVICE THAT THE C.Y.C. HAS FOUND TO BE NEEDED BY THE COMMUNITY,+ MR. TOPLEY SAID.

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NOTE TO EDITORS:

NEW HEADQUARTERS FOR BRITISH FORCES

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THE NEW HEADQUARTERS FOR THE BRITISH FORCES AT H.M.S. TAMAR WILL BE TOPPED OUT AT 11.40 A.M. TOMORROW (THURSDAY) BY MR. JACK STEAN, DIRECTOR OF BUILDING DEVELOPMENT, PUBLIC WORKS DEPARTMENT.

YOU ARE INVITED TO SEND REPRESENTATIVES TO COVER THE EVENT. REPORTERS AND PHOTOGRAPHERS SHOULD REPORT AT THE MAIN GATE OF H.M.S. TAMAR NOT LATER THAN 11.10 A.M. TOMORROW. THEY WILL BE MET THERE BY THE PUBLIC RELATIONS STAFF FROM J.S.P.R.S. AND P.W.D.

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METRICATION BOOKLET PUBLISHED

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AS THE PROCESS OF METRICATION CONTINUES TO MOVE AHEAD IN HONG KONG, A BOOKLET HAS BEEN PUBLISHED TO MAKE IT EASY FOR PEOPLE TO CONVERT FIGURES FROM NON-METRIC TO METRIC UNITS, AND VICE VERSA.

THE BOOKLET TITLED +CONVERSION FACTORS AND CONVERSION TABLES+ IS IN ENGLISH AND CHINESE.

IT IS PREPARED BY THE GOVERNMENT'S METRICATION UNIT, AND IS NOW ON SALE AT THE GOVERNMENT PUBLICATIONS CENTRE, GROUND FLOOR, GPO BUILDING, CONNAUGHT PLACE AND AT LEADING BOOKSHOPS.

THE PRICE, WHICH HAS DELIBERATELY BEEN KEPT AS LOW AS POSSIBLE, IS \$3 A COPY.

THE GOVERNMENT'S METRICATION OFFICER, MR. JAMES MCGUINNIETY, SAID TODAY (WEDNESDAY) THAT THE BOOKLET WAS EASY TO USE AND WOULD BE A HANDY AND ESSENTIAL TOOL FOR BOTH THE GENERAL PUBLIC AND FOR SPECIALISTS.

+I AM SURE THIS PUBLICATION WILL ENJOY AN INCREASINGLY WIDE SALE AS METRICATION COMES TO AFFECT MORE AND MORE PEOPLE,+ HE SAID.

THE 36-PAGE BOOKLET HAS FOUR MAIN SECTIONS. THE FIRST GIVES RECOMMENDATIONS ON HOW TO USE THE TABLES AND ADVICE ON THE DEGREE OF +ROUNDING OFF+ IN CONVERTING FROM NON-METRIC TO METRIC UNITS.

SECTION 2 GIVES A LIST OF COMMONLY USED UNITS AND TWO-WAY APPROXIMATE CONVERSION FACTORS.

IN SECTION 3 THERE IS A COMPREHENSIVE ALPHABETICAL LIST OF UNITS WITH SIX-DECIMAL FIGURE CONVERSION FACTORS. THIS SECTION IS PRIMARILY INTENDED FOR TECHNICAL PURPOSES.

THE LAST SECTION COMPRISES LISTS OF +SIMPLE TO USE+ TWO-WAY CONVERSION TABLES WITH A WORKED EXAMPLE AT THE END OF EACH TABLE.

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JURY LIST

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THE REGISTRAR OF THE SUPREME COURT, MR. SIMON MAYO, ANNOUNCED TODAY THAT A FURTHER LIST OF COMMON JURORS WILL BE POSTED ON THE NOTICE BOARD OF THE SUPREME COURT BUILDING NEXT MONDAY (SEPTEMBER 25).

THE LIST WILL REMAIN POSTED FOR 14 DAYS DURING WHICH PERIOD ANY PERSON MAY APPLY BY NOTICE IN WRITING TO THE REGISTRAR REQUIRING THAT HIS NAME OR THE NAME OF SOME OTHER PERSON BE POSTED OR REMOVED UPON CAUSE DULY ASSIGNED IN SUCH NOTICE.

THE REGISTRAR WILL IN HIS DISCRETION, POST OR REMOVE SUCH NAME ACCORDINGLY AND IF NECESSARY ALTER THE LIST.

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LEI MUK SHUE POST OFFICE BUSINESS HOURS

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THE POST OFFICE ANNOUNCED TODAY THAT FROM TOMORROW (THURSDAY) THE AFTERNOON BUSINESS HOURS OF LEI MUK SHUE POST OFFICE AT BLOCK 10, LEI MUK SHUE ESTATE WILL BE FROM 2.30 P.M. TO 5 P.M. INSTEAD OF 2.15 P.M. TO 5 P.M. UNDER THE EXISTING TIME SCHEDULE.

THE MORNING AND WEEKEND BUSINESS HOURS OF THE POST OFFICE WILL REMAIN THE SAME.

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TRAFFIC ARRANGEMENTS IN KOWLOON TONG

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THE TRANSPORT DEPARTMENT ANNOUNCED TODAY THAT FROM 10 A.M. ON FRIDAY (SEPTEMBER 22) A NUMBER OF TRAFFIC ARRANGEMENTS WILL BE IMPLEMENTED IN KOWLOON TONG.

UNDER THE ARRANGEMENTS NORTHBOUND VEHICLES FROM PRINCESS MARGARET ROAD FLYOVER WILL NOT BE ALLOWED TO LEAVE THE TRAFFIC LANE BEFORE REACHING THE PRINCE EDWARD ROAD FLYOVER. MOTORISTS WISHING TO GO TO MONG KOK WILL HAVE TO USE GROUND LEVEL ROADS.

AT THE SAME TIME, SOUTHBOUND VEHICLES ON WATERLOO ROAD TURNING LEFT FROM PRINCE EDWARD ROAD WESTBOUND AND ALSO THOSE EMERGING FROM THE U-TURN LOOP ON WATERLOO ROAD UNDER THE PRINCE EDWARD ROAD FLYOVER WILL HAVE TO USE THE GROUND LEVEL ROADS INSTEAD OF THE PRINCESS MARGARET ROAD FLYOVER.

APPROPRIATE TRAFFIC SIGNS WILL BE SET UP TO GUIDE MOTORISTS.

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WATER CUT IN MID-LEVEL AREA

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WATER SUPPLY TO A NUMBER OF PREMISES IN THE MID-LEVELS WILL BE STOPPED FOR SIX HOURS FROM MIDNIGHT THURSDAY (SEPTEMBER 21) TO 6 A.M. (FRIDAY) TO ENABLE LEAKAGE TESTS TO BE CARRIED OUT BY THE WATER SUPPLIES DEPARTMENT.

PREMISES TO BE AFFECTED ARE 62-70, 69F-95E ROBINSON ROAD, 1-29, 2A, 4A-4P SEYMOUR ROAD, 10, 2A-39A CASTLE ROAD, 132-156 CAINE ROAD, 4-8 CASTLE STEPS INCLUDING EXCELSIOR TERRACE.

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