

abstracts

The opposite side of the law?

António Manuel Hespanha

(pp. 265)

As the author pointed out about a year ago in this magazine, we are uncertain and perplexed as to how to organize and control the organization of society. In the field of law, we inherited the concept of a link between law and justice and the State which, although not always, was deeply rooted in the civic awareness following the French Revolution. Currently, these ideas are in crisis and even the servants of the law are rebelling against them in preference of a legal system which grows spontaneously from a common feeling of justice. This system dispenses with the State or even revolts against it. It is based on a sense of justice free from hierarchical constraints, free to impose fair rules of conduct not only on citizens but also on the State. It represents such a major turn-about that thoughts are cast back to the past wondering whether or not we have reached the opposite side of the law.

Macau: an investment opportunity in South China

Vítor M. S. Rodrigues Pessoa

(pp. 281)

The author takes a general approach to the main features of Macau's economy in the context of development throughout the region in which it is located: South China.

While benefitting from an exceptional geographical location, Macau offers extremely favourable structural and economic conditions both as a base for entering an expanding market and also for industrial projects and services.

The intention behind this article is to contribute to a better understanding of Macau and its business conditions amongst Japan's business community.

Tourism in Macau: a challenging opportunity

António Manuel Salavessa da Costa

(pp. 287)

Located within a vast, rapidly-developing region, Macau is a cultural city and an open door into China which offers excellent opportunities.

This article deals with these opportunities, describing Macau's tourism potential and the major challenges confronted by this sector with particular regard to the market and those employed in it.

Macau has served as a cultural and commercial entrepot since the

sixteenth century and over its four hundred years' history it has been the site of extensive cultural and commercial exchange which is still reflected in its precious cultural and architectural heritage. The article highlights the economic and social development of Macau which enables us to face the future and the challenges it brings with confidence.

Macau's International Airport

Jorge Guimarães

(pp. 291)

Macau is an important feature of the development occurring in the Pearl River Delta and has been experiencing rapid growth since China implemented more open trading policies with other countries.

In order to retain its position in the future, Macau must serve as a hub providing opportunities for commercial exchange and a flourishing service industry supported by important infrastructure such as the airport and a modern, efficient civil aviation system operating in the competitive Asia-Pacific region.

The article traces the development of the construction of Macau's airport in terms of its facilities and projected regional air traffic, both passenger and freight. It also discusses existing and planned air transport agreements and incentives which shall be offered to those operating in the airport.

In closing, there is a brief mention of Macau's future airline, to be called Air Macau, including its composition and main objectives.

Macau in transition—for the preservation of Macau's identity towards the next century

Ngai Mei Cheong

(pp. 299)

One of the main concerns during Macau's transition towards 1999 is how to preserve its identity towards the next century. The article analyses Macau's identity from 3 different areas — political, economy and culture, comparing it with neighbouring areas like Hongkong and mainland China, underlining its difference from other areas, especially on the cultural side, and stressing the necessity of preserving it as Macau does not want to lose in the long term competition for its survival after 1999. Based on its identity created throughout its long history of over 4 centuries, Macau can still play an important role in the future as a special link between China and the latin speaking world.

Public housing in Macau

Joaquim Mendes Macedo de Loureiro

(pp. 323)

Housing is an essential asset on a par with health, education and employment.

Housing issues concern any government to a greater or lesser degree but

in Macau its social aspect is of a specific nature given the fact that it is conditioned by different social, economic and political factors. Even if other factors were not so significant, the very density of the population means that housing takes on a special importance.

This article attempts to provide as objective as possible a picture of housing in Macau.

It opens with a look at the early 1960s before moving on to the 1980s and the period following 1988. There is an examination of the present situation and short term perspectives while the article closes with some views on the issue of improvised housing.

General features of Macau's civil service

José Hermínio Paulo Rato Rainha

(pp. 337)

Although Macau is administered by the Portuguese Republic, its public services are private bodies which means that the civil service is governed by an autonomous regime described in this article. The regime governing staffing is characterised by a career structure although this does not apply to positions as director, head of department, assistants, auxiliary and operational staff.

Staff must normally be recruited by public competition prior to joining the career structure. Recruitment may only be governed by other means in case of certain posts or positions within the career structure. In addition to public competition (the normal and compulsory method for appointing the majority of staff in the civil service), secondments (for directors, heads of department and assistants), contracts for positions outside the civil service career structure and salary contracts, there are also other methods for government departments to employ staff which offer the public administration greater flexibility and adaptability.

Employees of the public administration are entitled to social security which, in the case of civil servants or employees contracted for positions outside the civil service career structure also includes a retirement and unemployment scheme. In terms of the terminology employed in the administration, «remuneration» refers to income which the employee receives as a result of his or her public duties while «salary» is the remuneration arising from a specific function or duty and is linked to a scaled index.

Reference is made to training programmes and professional training with an indication of the prospects for the legal regime governing the public administration taking into account the special period confronting Macau's public administration with the hand-over of sovereignty in 1999.

The classification of functions in the public administration — a basic tool for management

Rui Rocha

(pp. 351)

Position classification presents a special area of concern in personnel

management among the Asia governments. By the systematic use of titles, that reflects actual duties and responsibilities, public agencies and departments will find it easier not only to assign pay but also to make decisions affecting selection, placement, promotion, transfer and training.

The personnel classification system existing in most Asian public administrations varied in their design depending upon historical factors and the proposes for which governments were using the systems.

In this article the author explains, in short, the clarifying role of the position classification practice in public personnel management and proposes a position classification plan as a foundation of a job-oriented career system in Macau civil service.

Developments in foreign language awareness amongst employees of Macau's public administration: 1985-1993

Manuel G. Abreu

(pp. 383)

In 1986 a report was published by the Committee for Implementing the Use of Chinese. This article seeks to evaluate developments in the use of written and spoken Portuguese, Cantonese, Mandarin and English over the period 1985 to 1993 on the basis of a general and also detailed analysis of several factors.

Its major conclusion is that in 1993 56% of Macau's Public Administration employees (8,813 people) were «multi-lingual», in other words they could understand at least three languages as compared to 1985 when the figure stood at around 50% (4,283) of the total.

Over the period in question, the number of Chinese employees with a good command of written and spoken Portuguese rose from ten to 79. With regard to employees of Portuguese nationality, there were more significant developments: from 317 employees in 1985 with a good command of written and spoken Mandarin, the figures rose to 1,202 in 1993, an improvement of over 280%. Command of Portuguese rose by 90% (from 1,955 to 3,721) and Cantonese by about 50% (from 4,222 to 6,343). Nevertheless, there are only around 2,270 employees in Macau's Public Administration with a good command of both Portuguese and Cantonese, although this represents an increase of around 90% compared to the situation in 1985 when there were only 1,200 similar employees.

The Orient and ancient and medieval travel

Pedro Catalão

(pp. 403)

The voyages undertaken during the Era of the Discoveries were based on a knowledge of travel and a knowledge of the ancient and medieval world which had developed slowly, richly, over centuries of travelling and encounters. In the excitement of studying the history of the Discoveries, there is a tendency to neglect this source of knowledge.

During Antiquity and the Middle Ages, images were constructed of East and West which pushed men to try to discover ever more and to reach out to the limits of the Earth. By the late Middle Ages, the notion of the poles of the Earth was imbued with complex meanings which the modern world has tried to unravel.

What should be done is to look at these fifteenth century images while avoiding the tendency to deal with them in terms of a division between the «real» and the «imaginary».

Towards greater political, economic and social democracy in the world

Henrique Nascimento Rodrigues

(pp. 417)

As we commemorate the 75th Anniversary of the Founding of the ILO and the 50th Anniversary of the Philadelphia Declaration, the author takes a look at the history of the ILO's activities, the current situation and future perspectives and projects. There is also an examination of the ruling values and principles which guided the founding of the ILO and have been the hallmark of its continuing international action. The article mentions the values and principles inherent to men's fundamental rights and those rights which require social justice.

Macau and the objectives of ILO

José António Pinto Belo

(pp. 435)

The International Labour Organization is one the most important United Nations organization, which is celebrating its 75th Anniversary this year. Therefore, the reflexion of the deep concerns which have been around it, yet comparing with the aims of social and modernization progress as well as economic development, are strengthening on the territory of Macau, with its fundamental values of whom ILO has achieved.

