

TZICC 永裕製衣有限公司

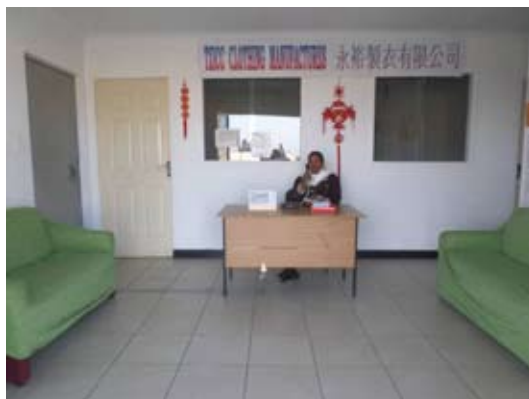
Tzicc Exporting And Importing (Pty) Ltd.



負責人 陳俊裕先生
Owner : Mr. Chen, Chun-Yu



廠區 Factory



接待區 Reception

負責人 Owner : 陳俊裕 Chen, Chun-Yu

地址 Address : Plot 12&13 Ha Thetsane Industrial Maseru, Lesotho

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推薦單位 Recommended by :

駐南非臺北聯絡代表處

Taipei Liaison Office in the RSA

財團法人海華文教基金會 董事長(第六屆立法委員) 吳松柏

Overseas Chinese Culture and Education Foundation Chairman – Wu Song

Bo

世界台灣商會聯合總會

World Taiwanese Chambers of Commerce

總統府國策顧問-黃正勝先生

The Honorary President of World Taiwanese Chambers of Commerce and

Presidential Advisor, Huang Zheng Sheng

非洲台灣商會聯合總會

African Taiwanese Chambers of Commerce

賴索托台灣商會

Lesotho Taiwanese Chambers Of Commerce

國際佛光會約堡協會

Buddha's Light International Association Johannesburg

南部非洲台灣同鄉會

Taiwanese Association of Southern Africa

慈濟功德會賴索托 聯絡處

Buddhist Compassion Relief TCBC Foundation Lesotho Liaison Offices

南部非洲台灣客屬聯誼會

Taiwanese Association of Southern Africa

豪登省台灣商會

Gauteng Taiwanese Chambers of Commerce

營業項目 Business Items :

製衣廠 Clothing Manufactures

產品名稱 Main Products :

服裝 Garments



工廠大門 Factory Gate



辦公室 Office

1977年負責人跟隨父親來到賴索托，在南非完成大學的學位後，回到了賴索托幫忙父親的事業，並於1999年決定擴大經營，成立了現在的製衣廠，希望能造就更多的工作機會給在地居民。

美國政府因為要幫助非洲的落後國家，成立了AGOA(African Growth And Opportunity Act)法案，來增加當地居民就業機會。製衣廠專業於戶外休閒功能性服裝的生產製造，目前有AGOA法案的支持下，銷到美國都是免關稅和免配額，目前製衣廠的產品都是行銷美國。工廠在剛成立時，員工約500人次，2006年增加約900人次，2010年增加約1400人次直至今。

營運策略及模式

製衣廠的流程，從進料、裁剪、車縫、品檢、整燙、包裝，每一個過程都無法馬虎，才能在交期日順利的出口，我們主要的指導人員幾乎都來自於亞洲，華人幹部有40幾位，20幾位來自於菲律賓，人事部門就由當地員工組成，每一個部門都相輔相成，對於和當地員工的交流也都不成問題。

關於財務方面，財務部門裡有一套完整的財務系統，全部的高級主管都可以進入系統內

看財務報表，每年的營業額也都漸進式成長。

對員工的互動性也很注重，體恤從國內來的員工會對家鄉的思念，每年的新年晚會，端午節、中秋節聚餐也都不能少，彼此之間的交流還可因為團聚而更融洽。

提供當地居民更多的就業機會，並指導更完善的技術，讓在地居民有更好的在職訓練機會，甚至能自行創業，為我們自始自終所堅持的經營理念。

公司加入世界組織(Better Work)，定期舉辦員工訓練，指導員工有更好的工作精神，一貫作業的製造流程都不能馬虎。

公司的管理制度，注重整體工作團隊的向心力，相信大家目標一致，有負責任的態度，就可以讓公司日益進步，更上一層樓，並完成自創品牌的願力。

人道主義，利益共享

以人道主義的關懷為重點，為在地人民提供就業機會及技術能力，對內部員工都持共享利益的心態，也吸引大部份員工長期就職。

每年參與賴索托災害救濟中心、賴索托慈濟和南非佛光山南華寺的發放和捐款，也配合政府駐外館處的捐助公益活動，並配合僑委會及非洲台灣商會發起的綠色造林及賑災活動，充份發揮大愛精神及熱心公益的力量回饋當地社會。

2006年加入非洲台灣商會，得到很多商會領袖照顧及指導，雖然在遙遠的賴索托，但也不斷響應非洲台灣商會，提供台灣最好的幫助，如僑委會發起的植樹造林、捐血袋，台灣重大的風災，歷年來回饋台灣從不落人後。

另外，在賴斐台商學校已經服務多年，一直



以來協助海外僑教工作，全力以赴推動下一代的中文教育，並積極的參與僑界活動，給予最大的贊助以支持台灣。

經營者－董事長感言

從1999年公司成立至今，轉眼間就到了第15年，製作成衣不外乎就是品質第一，交期準時，所以對員工的管理要求也非常嚴格，總是想要把最好的一面承上給顧客，鼓勵員工保持良好的素質和成衣品質，才可以得到最大的經濟效益。



包裝部門 Packaging Area

董事長一直堅信「只要有心，肯努力，沒有什麼是做不到的」這是他一路走來的心聲，也是最常和員工說的一句話，雖然辛苦，但就是每個人都肯齊心努力，我們才可以順利的走過這每一年，董事長說，「在這裡真的非常感謝和我一起奮鬥的每一個人」，希望這份願可以創造最大的力，讓公司更茁壯成長。 ■



整燙部門 Finishing Area

Owner Mr. Chen followed his father to Lesotho in 1977 and after completing a degree at University in South Africa. He came back to Lesotho to help his father's business and hoping to create more jobs to local residents, he then decided to expend the business in 1999, a garment factory (TZICC) is then formed.

Because the U.S. government to help the poor countries of Africa, set up the AGOA (African Growth And Opportunity Act) Act, to increase employment opportunities for local residents. Under the support of the Act AGOA, all the garments export to United State is duty-free and quota-free. Garment factories are currently marketing in United States. The factory is specializing in the production of leisurewear, and is mainly selling to USA.

When the newly factory is established, there was only 500 staffs, and increase to 900 staffs in 2006, until now, there is about 1400 staffs.

Business Strategy and Mode

Garment factory processes, from the raw materials importing , cutting, sewing, inspection, ironing, packing, each process are all examine by QC to make sure the qualities is all to a standard level before ship out. Our technicians and instructors are mostly come from Asia, we have 40 Asian employees and 20 Philippines, and personnel department is occupied by local staff. Each department is complementary, communication between local employees to also not a problem.

On the financial side, the financial sector in a complete set of financial systems, all of the senior executives can enter the system to see the financial statements, annual turnover are also progressive growth.

Our staff is also very focus on interactive, compassionate staff will come from domestic home

missed, the annual new year's party, the dragon boat festival, mid-autumn festival dinner occur every year, bring more harmonious reunion.

After all, the Business philosophy is to create more jobs and better technical guidance, provide opportunities for better field training to local residents.

The company had joined World Organization (Better Work), which train staff in a regular basis and help them to have a better work ethic.

The company's management system is focusing on team works, coherence, all the staffs are connected and share common aims qualities and beliefs, to help the company to reach higher level.

Social Contribution

The Company participated in the annual disaster relief Center, Lesotho Tzu-Chi and South Africa Fo Guang Shan-Nan Hua Temple issuance and donations, Charity donations with Overseas Office Republic of China, and work with Overseas Chinese Affairs and ATCC to launch green afforestation and relief activities, full play the spirit of love and the power of public-spirited local community feedback.

Also serviced in Fei Lai Taiwanese School for many years, assisting overseas Chinese teaching job, promote the next generation of Chinese Education and actively participate in overseas Chinese activities, to the biggest sponsorship to support Taiwan.

Our company established since 1999 until now, we operated 15 years, the production quality of our garments is nothing more than before and our goals to

be number one quality factory garments in Lesotho.

Our garments manufacturing always put the quality first, our management team is very strictly and tiny to give the value to the buyer. Employees keep their best quality to obtain the maximum economic benefits.

Owner Mr. Chen believes that "Only by determine and hard work. Nothing is impossible." Those inspiration words have always kept in his mind and heart, so he motivates all of his staffs to follow this goal and belief; therefore, they can apply to their works. He is thankful for all of the staffs because they learn properly and working as team.

綜合評語 Commentary

- 該公司整合當地資源，近三年穩健成長，一貫化生產流程，營收成績斐然。雇用當地勞工一千餘人，並給予員工完整的職訓體系，對穩定僑居地的經濟有一定貢獻。
- 負責人對於鞏固僑民與當地社會能維持良好的運作，具有穩健的風範且時常熱心社會公益、身體力行，定期捐助弱勢及提供救濟物資，對當地社會頗具貢獻。
- This company combines local resources, has enjoyed steady growth the past 3 years and possesses standardized manufacturing process with exceptional revenue performance. It has hired over 1,000 local staff, offering them a comprehensive vocational training system. It contributes a certain amount to the economy of the overseas nationals' resident area.
- The company representative devotes his time in strengthening the positive operation and interaction between the overseas residents and the local society. With his solid demeanor, he/she has often personally contributed to charity work, regularly donates to the disadvantaged and donates resources, providing significant contribution to the local society.



車縫部門 Sewing Area