



加強監察確保工資補貼落到僱員手上

Strengthen supervision to ensure wage subsidies go to employees

原文

特區政府公布「保就業」計劃首批已領取工資補貼的僱主名單。政府公布名單，希望借助社會力量，共同監察僱主，確保補貼完全落到打工仔手上。政府相關部門要調配人手和資源主動監察，僱員及工會更應積極協助，防止部分蠱惑僱主剝削補貼自肥，對違規者必須嚴厲處罰，以儆效尤。同時政府有必要根據實施情況檢討完善計劃，確保僱主信守不裁員承諾，與僱員共度時艱。

受示威和疫情雙重夾擊，本港經濟直插低谷，政府為避免企業倒閉、出現大規模裁員潮，採取保企業、保就業相結合策略，大手筆動用財政儲備，推出800億元史無前例的「保就業」計劃，協助僱主渡過難關，亦保住打工仔飯碗。從昨日公布的領取僱主名單可見，遭疫情重創的旅遊、零售、航空、酒店業皆有公司申領，當中不乏為人熟知的大品牌、大企業，共涵蓋

25,500名僱主，涉及48億元工資補貼，承諾受薪人數超過20萬個。

目前社會最關注的是，工資補貼能否百分百落到打工仔手上。雖然可以相信大多數僱主是良心僱主，按求用足工資補貼、信守不裁員承諾。但也不排除有蠱惑僱主打政府工資補貼的主意，申請保就業計劃後，採用鑽空子的手法自肥，比如會在員工數目不變下，僱用較低薪的員工取代舊有員工，甚至先解僱原有員工再以較低薪重新聘用，以賺取差額。這樣做，顯然是濫用公帑、損害打工仔利益，令「保就業」計劃失去應有意義。有調查發現，有42.6%同意、35.2%受訪者非常同意保就業計劃存漏洞，不認為僱主會全數把津貼發還給僱員，近八成受訪者認為，「保就業」計劃的監管罰則不足。

政府發言人強調，每月的補貼必須全數用於支付僱員當月的工資；若僱主濫用或違反計劃條件，僱員或社會人士可向「保

就業」計劃秘書處舉報，當局必定會積極跟進。但是，有工會人士指出，即使政府公布領取補貼的僱主名單，但基層員工未必有精神、體力及知識翻查資料；而且僱主僱員地位不對等，基層員工難以保障自己利益。因此，社會各界希望政府主動承擔監察責任，真正落實對違規僱主的處罰，防範僱主佔用補貼。政府既要對蠱惑僱主的陰招作出針對性的防範和懲罰，並動員僱員、工會加入監察行列，尤其要鼓勵僱員捍衛自己權益，主動舉報僱主的違規行為。

「保就業」計劃吸納各界意見，進行過優化，但仍需密切關注首批企業執行計劃的情況，及時發現問題和漏洞，繼續作出必要的完善修訂，進一步減少補貼被濫用的機會，確保第二期計劃更好發揮保就業的作用。

(摘錄自香港《文匯報》社評 2020-6-23)



特区政府公布「保就業」計劃幫助打工仔。資料圖片

Exercise

1. 工會 2. 集體談判 3. 裁員 4. 財政儲備 5. 公帑

4. fiscal reserves 5. public funds
1. trade union 2. collective bargaining 3. layoff / redundancy

Answer

譯文

The SAR government published the list of the first batch of employers who have received wage subsidies under the Employment Support Scheme. By adopting a transparent approach, the government is aiming at a combined effort with the community to monitor employers and ensure that the wage subsidies go completely to employees. To prevent dishonest employers from abusing the subsidies, the government must set an example and punish severely those who are found to have violated the conditions of the scheme. Relevant government departments should make available ample manpower and resources for this purpose, and employees and trade unions should provide necessary assistance when needed. Meanwhile, the government should also regularly review and improve the scheme based on the feedbacks of its implementation, so as to ensure employers who applied for the scheme comply with its undertakings and weather the storm with their employees.

First hit by anti-government protests and then battered by the Covid-19 pandemic, the economy of Hong Kong has hit a deep trough. In order to save enterprises from the brink of collapse and avert the subsequent large-scale layoffs, the government has adopted a two-pronged strategy of supporting both enterprises and employment at the same time. With HK \$80 billion drawn from the fiscal reserves, the government's unprecedented Employment Support Scheme could help employers to ride out the storm and let employees keep their jobs.

From the list of employers announced yesterday, enterprises in the tourism, retail, aviation, and hospitality industries, sectors that have been hit the hardest by the pandemic, have all applied for the government subsidies. Among them, many are well-known brands and big enterprises. The list covered close to 25,500 employers who received a total wage subsidy of HK \$4.8 billion with a combined committed headcount exceeding 200,000.

At present, what the society most concerned about is whether the wage subsidy will 100 per cent go to the employees or not. Although it is safe to say that most employers are trustworthy and will keep their words by spending all subsidies on employees and not making redundancies, there may still be dishonest employers out there who would abuse the wage subsidies and steal from their employees' pockets. For instance, some might work around the undertakings by keeping the number of employees unchanged, but replace existing employees with new and lower-paid ones. Some might even lay-off the same employees and then proceed to rehire them with lower salary offers. These actions are obvious misuses of public funds. Employers who do so are blatantly damaging the interests of employees, and would defeat the purpose of the scheme. A survey found that 42.6 per cent of the respondents agreed, and 35.2 per cent strongly agreed that there are loopholes in the Employment Support Scheme. They did not think that employ-

ers would fully spend the wage subsidies on their employees. Nearly 80 per cent of the respondents believed that there is not enough supervision from the government, and that the penalties for violators of the scheme are lacking.

The government spokesperson stressed that all wage subsidies received each month during the subsidy period must be fully spent on paying wages to their employees. The spokesperson also said that if an employer is found to have abused or violated the conditions of the scheme, employees concerned or members of the public may report to the Employment Support Scheme Secretariat who will proactively follow up on it. However, labour unionists have pointed out that even if the government has published the list of employers who have applied for the subsidies, workers of the lower levels might not have the time, vigour and knowledge to look at the published information. Moreover, the unionists raised a concern that the inequality between employees and employers would make it even hard-

er for workers to protect their interests. Therefore, the society hopes that the government will take the responsibility to punish violators of the scheme, and prevent employers from abusing the subsidies. The government should take targeted precautions for fraudulent employers' tricks and punish them accordingly. The government should also mobilise employees and trade unions to monitor employers together. In particular, they should encourage employees to defend their rights and interests and report dishonest employers.

The Employment Support Scheme has absorbed opinions from the society and has been optimised, but it is still necessary to pay close attention to how the first batch of enterprises make use of the subsidies. Problems and loopholes must be found in time, and improvements must be made continuously to further reduce the chance of the subsidies being abused. Only then will the second phase of the scheme give full play to its role in supporting employment.

Jeffrey Tse

系統收集數據 AI學習駕駛

科技暢想

自動駕駛模式的運作，主要是靠先進的人工智能技術(AI)作基本的探測和規劃，再配合具有推理和斷定能力的硬件(inference hardware)，使汽車能於道路上自動行駛。雖然香港運輸署現時限制了能夠使用自動駕駛技術的路段，但這種「駕駛」技術亦能為駕駛者在沉悶的道路上(例如在高速公路)增添些許樂趣。

其中一款電動車在硬件方面使用了矽片(silicon chips)來建構這個自動駕駛技術，在提高矽片性能的同時，亦十分重視建築結構(architectural)的改良和進步，將平面規劃、時間和能量的技術都展現在汽車的設計上。同時亦使用完善和隨機的測試和記分板以驗證其功能和性能，並編寫了編譯器(compiler)和驅動器(driver)以對芯片進行編程和通信，並特別關注性能最大化和能源節能方面的問題，更使用最先進的方法來訓練深度神經網絡(Deep Neural Network)，解決從感知到控制的問題。它又用分析原始圖像技術來進行語義分割(semantic segmentation)、對象檢測和深度探測，可以從世界上多個複雜場景中學習，能夠實時地從近百萬輛車

中獲得不同資訊。

一個完整的自動駕駛網絡系統涉及48個網絡，及需要70,000個GPU小時進行訓練。實際上，所有車輛(無論是否啟用了自動駕駛功能)都可以將數據直接發送到雲端。每輛車都有軟件自動「修復」功能，從而避免意外發生，這項技術亦不需用到太多資源和成本。通過內部和外部傳感器，系統能有效地從其所有車輛及其駕駛員中收集數據，這些傳感器可以獲取有關駕駛員的手放置在儀表上的位置，以及他們如何操作車輛的信息。

除了幫助Tesla完善其系統外，這些數據本身也具有巨大的價值。據估計，到2030年，車載數據的市場規模將達到每年7,500億美元。

系統所收集的數據用來建構一個高度數據密集的地圖，能顯示從道路上平均行車速度的增長到導致駕駛員採取行動的危險位置等所有信息。雲端內的機器學習技術負責教育整個車隊，而在個別汽車，邊緣計算(Edge computing)可決定汽車現時需要採取的行動。

汽車能夠與附近的其他車輛形成網絡，共享本地信息。在不久的將來自動駕駛汽車普及情況下，這些網絡很可能還會與其他製造商以及其他系統(例如交通攝像頭，基於道路的傳感器或移動電話)的汽車相連接。

洪文正

簡介：本會培育科普人才，提高各界對科技創意應用的認識，為香港青年人提供更多機會參與國際性及大中華地區的科技創意活動，詳情可瀏覽www.hknetea.org。



流行歷史

由法國遊戲公司育碧軟體(Ubisoft Entertainment SA)發行的歷史遊戲《刺客教條》，5月時公布系列最新作《刺客教條：維京紀元》將於本年年底發售。系列作的上一集《刺客教條：奧德賽》已經是2018年發售的遊戲，經歷了兩年多的等待，想必這個系列的粉絲們已經急不及待地預約了。不過，新作留待發售前再介紹，現在先為大家回顧上一集，即《刺客教條：奧德賽》的內容及其所參考的真實歷史背景吧。

《刺客教條：奧德賽》以公元前431年至前404年間，在古希臘城邦之間的伯羅奔尼撒戰爭為背景。簡單來說，當時古希臘世界由兩股力量支配，一邊是以雅典為首的提洛同盟，另一邊則是以斯巴達為首的伯羅奔尼撒聯盟。這兩股勢力各有千秋，提洛同盟擁有強大的海軍，而斯巴達人則以精銳陸軍聞名，電影《戰狼300》便細膩描寫了斯巴達人的戰鬥能力。

兩個同盟的政治制度亦南轅北轍：提洛同盟是民主政體，而斯巴達因為其傳統軍事特色，採用一種具有特色，同時混合了民主和專制制度的寡頭政治。以下先為大家簡介一下斯巴達人的政治及社會結構，讓大家對這個雖然已經沒落，但在歷史上赫赫有名的民族有多一分了解。

官員管民政 打仗靠國王

斯巴達政治制度的最大特色，是她奉行「雙王政策」，即是斯巴達城邦名義上由兩位國王共同管理。不過，和平時期的雙王其實沒什麼權力，負責國家日常營運的是由斯巴達公民每年投票選出來的五位執政官。五

國王帶隊 戰狼出征



電影《戰狼300》描寫了斯巴達軍隊的戰鬥能力。

資料圖片

國王須御駕親征

位執政官對國家的一切事務均有決定權，甚至有權審判國王。在執政官下設有元老院和國民議會，國家所有法律均是由元老院提案後交由國民議會決議，但國民議會基本不會反對由元老院提出的法案。

斯巴達奉行「二王五官」的特殊政治系統，主要跟他們的好戰性格有關。斯巴達人極為尚武，所有男孩在出生時就要接受體格檢查，如發現體質欠佳，例如天生殘缺，就會被葡萄酒灌死。就算體格合格，成長路也絕不容易：男孩在七歲開始就要接受嚴格軍事訓練，包括被強流放到野外鍛煉生存能力，每年都需要被燒紅的皮鞭鞭打等等，直到二十歲獲准參軍為止；女孩子也被教育成專門用於生育的工具，甚至為了生出健康的子而樂於進行嚴苛的體格訓練。

每當打仗時，斯巴達都會派遣其中一王御駕親征，而另一王則負責留守國內，像是遊戲一開始時的溫泉關之役，就由列奧尼達一世率領300位戰士迎戰波斯軍隊，最終戰死沙場。

總體而言，「二王五官」是史上罕見的政治制度，尤其是雙王之間也有互相制衡和監察的作用，同時國家的權力也分由以民選產生的執政官和元老院等負責，以免國王權力過大，出現失衡的情況。同時，雙王又能滿足斯巴達人在四出征戰時，避免出現國家權力真空的需要。

下一集，將為大家介紹這場戰爭中的另一個勢力：以雅典為首的提洛同盟。

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