

社評
雙語道

適當輸入外勞人手 更須力解資源錯配

Addressing resource mismatch and importing labour to tackle manpower shortage

原文

下文摘錄自11月11日香港《文匯報》：

本港院舍人手短缺，第五波疫情問題更趨凸顯。勞工及福利局局長孫玉菡透露，特區政府明年將推出特別計劃，容許全港安老殘疾院舍輸入外勞擔任護理員，不再只限於私人院舍；同時亦會調整本地與外勞人手比例，以紓緩院舍人手壓力。在保障本地工人優先就業的前提下，根據實際需要適當輸入外地勞工，合理且必要，有助紓緩業界運作的燃眉之急，提升院舍服務質素。特區政府更應認真研究本港產業與人力資源錯配的問題，加強專業培訓，完善職業晉升階梯，提升從業員待遇，吸引年輕力壯人士入行，更有效解決相關行業人手短缺的難題。

本港院舍長期面對人手短缺困擾，業界一直呼籲特區政府放寬引入外勞的限制。第五波疫情期間，因為人手不足導致院舍一度陷於癱瘓，特區政府曾暫放寬輸入護理員的條件，並向內地直接聘請近千名護理員，協助院舍渡過難關。如今疫情逐步退卻，大部分外勞已完成合約離港，院舍再度面對人手短缺的難題。有業內人士指出，目前院舍業人手嚴重不足，

部分院舍人手空缺率高達三成，影響服務質素。

本港人口老化速度加快，隨著安老院宿位增加，人手需求只會更大。吸取第五波疫情下安老院舍淪陷的教訓，特區政府正透過立法提升院舍服務質素，目前《安老院條例》（第459章）及《安老院規例》（第459A章）已進入立法會審議。如果條例實施，業界需額外增加人手，單是照顧員就需增加700人，業界擔心人手不足問題更嚴峻。

事實上，鄰近的日本或新加坡，對於長期缺乏人力的行業，都採用輸入外勞政策應對。今年施政報告提出三大措施，當中包括勞福局在保障本地工人優先就業下，明年推出特別計劃，適度容許輸入安老及殘疾院舍護理員，放寬輸入護理員比例及精簡申請審批程序；同時檢視院舍員工技能及資歷要求，建構專業標準及晉升階梯。

特區政府規定要優先照顧本港工人就業，在此前提下輸入一定數量外勞，相信能有效紓緩安老行業面對的人手短缺問題，減輕前線人員的工作壓力，提升院舍服務質素，服務使用者也受益。這是一個多贏的方案，從安老業良性

發展、保障服務使用者及家人利益、滿足本港人口老化需要等多角度考慮，都應理性看待，支持適當輸入外勞。

其實，除了安老業之外，本港不同行業也都面對不同程度的「人手荒」問題，其根源在於本港產業資源錯配。本港產業結構單一，以製造業為主的實體經濟弱化，除了少數從事金融、法律行業的高端人才不愁工作外，其餘與工程、製造業相關行業的人才，大多較少用武之地，或無奈轉行，或到內地、海外另謀出路，對本港產業多元健康發展、留住人才都不利；安老、餐飲、清潔、建築、運輸等基層行業雖可提供不少職位，但當中不少屬厭惡性工種，年輕一輩不願加入，導致一方面有人無工做，另一方面有工無人做。

要改變這種現象，特區政府需制訂短、中、長的產業和人力發展政策，既要大力推動高增值、多元化的再工業化，創造更多優質職位，也要對不同行業設定培訓機制、職系架構及晉升階梯，例如安老業本地員工經培訓後，可投身更專業、待遇更好、就業更有保障的保健員，從而為業界保留充足人手，從根本上解決人手不足的問題。



◆ 孫玉菡透露特區政府明年將容許全港安老殘疾院舍輸入外勞擔任護理員。圖為孫玉菡今年7月到安老院視察。 資料圖片

譯文

The manpower shortage of care sector was acute in the fifth wave of COVID-19. The Secretary for Labour and Welfare, Mr Chris Sun, revealed that the Government will launch a special scheme next year to allow all Residential Care Homes for the Elderly (RCHEs) and Residential Care Homes for Persons with Disabilities (RCHDs), whether private or not, to hire non-local staff as care workers, and will adjust the ratio of local workers to non-local ones to ease the manpower pressure on the homes. Under the premise of ensuring the priority of local workers in employment, it is reasonable and necessary to import workers according to the actual needs - it helps alleviate the immediate operational needs of the sector and enhances the service quality. The Government should also seriously study the mismatch between local industries and human resources, strengthen professional training, improve the career ladder, and ramp up the remuneration of employees, so as to attract young and strong people to join the industry and solve the problem of manpower shortage more effectively.

Hong Kong's residential care homes have long been suffering from manpower shortage, and the industry has been calling on the Government to relax the restrictions on hiring non-local workers. When many homes were stricken with manpower shortage in the fifth wave of the COVID-19, the Govern-

ment temporarily relaxed the conditions for importing care workers, bringing in nearly 1,000 temporary workers from the Mainland to help the homes tide over their difficulties. Now that the pandemic has gradually subsided and most of those care workers have returned the Mainland after completion of their contracts, the homes are once again facing the problem of manpower shortage. Some members of the industry pointed out that the manpower shortage in the residential care sector was serious, with the vacancy rate of some homes as high as 30%, which affected the service quality.

With the accelerated ageing of the population in Hong Kong and the increased number of places in residential care homes, the demand for manpower will only step up. Learning from the lessons of the fifth wave of the pandemic, the Government is working to enhance the quality of residential care services through legislation, and Residential Care Homes (Elderly Persons) Regulation (Cap. 459) and Residential Care Homes (Elderly Persons) Regulation (Cap. 459 sub. leg. A) are being considered in Legislative Council. If the regulations are implemented, the industry will expand its manpower, and hire 700 additional carers, among other staff, making the problem of manpower shortage graver.

In fact, neighbouring countries like Japan and Singapore have adopted the policy of importing foreign workers to cope with the chronic shortage of man-

power in some industries. The Policy Address this year proposed three major measures, including the introduction of a special scheme by the Labour and Welfare Bureau next year which, under the condition of safeguarding local workers' priority for employment, will moderately allow RCHEs and RCHDs to hire non-local care workers, relax the ratio of local workers to non-local ones, and streamline the application vetting process. In the meantime, the skill and qualification requirements of residential care workers will be reviewed to develop professional standards and career ladders. Under the Government's provision of according priority to filling available job vacancies with local workers, importation of labour can effectively alleviate the manpower shortage problem faced by the elderly care sector, relieve the work pressure of frontline staff, enhance the quality of residential care services and benefit the service users. As an all-win proposal, the appropriate importation of labour should be rationally considered and supported from perspectives of the healthy development of the elderly care sector, protecting the interests of service users and their families, and meeting the needs of the ageing population in Hong Kong.

In fact, apart from the elderly care sector, different industries in Hong Kong are also facing different degrees of "manpower shortage", the root cause of which lies in the mismatch of local industrial re-

sources. Because of the unitary industrial structure and weakening of manufacturing-based economy in Hong Kong, only high-end talents in the financial and legal sectors do not worry about their jobs, while most of the talents in the engineering and manufacturing-related industries have little room for employment and have no choice but to switch to other trades or seek alternative employment in the Mainland or overseas, which is not conducive to the diversified and healthy development of Hong Kong industries and the retention of talents. Although the elderly care, catering, cleaning, construction and transportation sectors offer plenty of jobs, many of them are offensive types and the younger generation is reluctant to take them, resulting in structural employment.

To change this situation, the Government needs to formulate short, medium and long term policies on industrial and manpower development. It should not only vigorously promote high value-added and diversified re-industrialisation to create more quality jobs, but also set up training mechanism, grade structure and career path for different industries. For example, after training, local staff in the elderly care sector can progress to be health care workers with more professionalism, better pay and more job security, so as to retain sufficient manpower for the sector, and root out the problem of manpower shortage.

◆ Kevin Cheung (CUSCS Lecturer)

英愛仇口大 諺語延續「戰事」

恒 大英萃

隔星期二見報

在疫情陰霾下生活近三年，大家差不多悶出鳥來。現在各國陸續開放予旅客入境，準備好「報復性旅遊」（revenge travel; compensatory travel; binge travelling）沒有？不過，隨之而來就是「報復式搶票」！買不到機票的讀者，何不藉着與國家有關的諺語俚語來「周遊列國」一番？

先從中國出發吧！Chinese whispers雖然直譯是「中國耳語」，但實源於美國傳話遊戲，就是一隊人以耳語方式傳遞訊息。遊戲的精髓就是傳到最後時，訊息往往變得不倫不類，令人發笑。

有說用Chinese whispers代表這遊戲，其實源於不理解，因為以往各國還未開通，英語人士聽到音調會變化的漢語時大惑不解，因此以Chinese whispers泛指口耳相傳、不盡不實的消息，就如中文成語中的「三人成虎」。

俄語亦未能倖免，Russian gossip（直譯「俄羅斯傳聞」）或Russian scandal（直譯「俄羅斯醜聞」）亦泛指小道消息、流言蜚語。

中國拼圖 複雜問題

謠言止於智者，那大家有智慧解開Chinese puzzle嗎？相傳中國的七巧板（tangram puzzle）在明清兩代廣傳至歐洲，其互鎖、移動和旋

轉組合激發無窮創意，複雜得叫人無法自拔。中國的火藥、紙和指南針等發明，已叫外國人嘖嘖稱奇，就連娛樂性十足的拼圖都帶有哲學、心理學及美學價值，因此tangram puzzle被泛稱為Chinese puzzle，日常解作「複雜難纏的問題」。

介紹過中國之後，到歐洲走走吧！先到西歐的愛爾蘭：luck of Irish。愛爾蘭的「幸運」可謂好事多磨，這國家19世紀時歷經饑荒、入侵等不幸事件，因此當時luck of Irish其實是指厄運。後來愛爾蘭人在美國淘金淘得盆滿鉢滿，luck of Irish從而得以平反，成為好運代表。

說到福是禍，字面上的表裏不一之狀，對愛爾蘭來說可謂見怪不怪。說白了就是國仇家恨演變為文字獄！1918年愛爾蘭共和軍在愛爾蘭發動游擊戰，反對大不列顛（即英國）及愛爾蘭聯合王國的統治，引起英愛戰爭（Anglo-Irish War）。

戰事雖以休戰協議終止，但戰線卻轉至英語上。英國人認為愛爾蘭人不可靠、屬於社會底層，因此Irish promotion或Irish rise亦不是什麼升職晉起，正解是工作降職，或者明升暗降之人間悲劇。

同樣地，get one's Irish up亦非什麼鼓動別人向上之句語。愛爾蘭人被英國人標籤為脾氣暴躁，因此get one's Irish up就是解動輒發火發怒：I always get my Irish up when my students are late for class! 學生遲到往往叫我大動肝火！

英語世界

隔星期二見報

時間不多了，快要遲到了，要趕緊一點，行動快一點，最常用的英文是「Hurry up」，即是「趕快」。除了這個常用語外，其實還有一些較通俗、較口語化的用語。

趕快即是要加緊行動起來，行動就要靠腿和腳（leg），故此催促他人快一點，抓緊時間，可以說shake a leg。動詞shake是擺動、搖動的意思，但shake a leg（扭動腿）說的並不是緊張或習慣上的抖腿，而是叫人趕快行動，動作快捷一點。早期shake a leg會解作起舞、跳舞，現在與hurry up意思一樣。

Shake a leg or you can't get to the airport in time. 趕快吧，不然你不能準時到達機場。

Come on, shake a leg. There is no time to lose. We have a deadline to meet.

來吧，加把勁。我們沒有時間可以浪費了。我們必須在限期前完成。

另一個類似的短語，同樣用來催促別人行動起來，勤快一點的是stir one's stumps。當中的動詞stir一樣是攪動、活動起來的意思，而stump其實是leg的一種較通俗叫法。所以stir one's stumps（攪動腿）亦是hurry up的意思，是叫人起動、加快、加速。

Don't be a couch potato. Stir your stumps. Stop playing video games, go out and get some fresh air.

不要賴在沙發不動，不要老是打電玩，躍動起來，到外面走走，呼吸一些新鮮空氣。

It's time we stirred our stumps. We need to move faster if we want to reach the destination before sunset. 是時候我們加快速度了。如果我們要在日落前到達目

穿上溜冰鞋 動作要趕快

的地，行動就必須趕快些。

另一個選擇是get / put one's skates on（穿上溜冰鞋）。溜冰（skating）是速度很快的運動。特別在冰地，沒有溜冰鞋（skates），根本是動不了，因此叫人穿上溜冰鞋，是比喻叫人要趕緊行動，動作要快，也是跟hurry up差不多。

You need to put your skates on if you don't want to miss the school bus.

如果要趕上校巴，你的行動就要趕快一些了。

Tickets are selling fast. Arts lovers had better get their skates on and start booking their favorite shows before they are sold out.

門票銷情甚好。藝術愛好者應該火速行動，着手預訂他們喜愛的節目，以免門票售罄而向隅。

嫌別人動作太慢，叫人快點，別磨蹭，還有一個短語get a wiggle on（多加擺動身體）。原本wiggle的意思是扭動，不規則地上下或左右擺動，可能因為加快步伐的時候，身體會不停擺動，所以用了get a wiggle on叫人行動敏捷些，動作快速些，不要蹉跎，亦是跟hurry up類似。

We have plenty to do today, so we should get a wiggle on. We won't be able to finish if we don't hurry.

我們今天有很多工作要做，因此我們的動作要加快點，若不趕快，我們將不能完成。

這些都是一些較通俗、較口語化的用語，認識一下，看得明，聽得明，適當的時候可以應用一下，在一般用語之外多一些選擇。

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