

1. 引言

1.1 為失業人士提供適切的援助甚為重要，可為其提供入息保障之餘，亦鼓勵他們重投就業市場。不少地方的失業支援均以直接收入援助的形式提供(款項來自供款保險計劃或稅收)，及/或向失業人士提供再就業支援，例如職業培訓、求職及職業輔導。在香港，政府透過綜合社會保障援助("綜援")向合資格失業人士發放收入援助，以協助他們渡過經濟難關。本港並無任何失業保險或為僱員而設的特定失業援助。¹ 合資格領取綜援的失業人士，可獲發現金津貼及用於租金、教育和交通開支的特別津貼，並不設領取期限，但政府同時要求有工作能力的失業人士參與就業支援計劃，以協助他們再就業，從而達致自給自足。

1.2 然而，有意見關注到失業人士，尤其在經濟衰退期間，所獲的支援與就業推廣措施的成效是否足夠。² 另有意見認為，當局應向受影響僱員提供更具針對性的援助及臨時紓困措施。

1.3 應陸頌雄議員要求，資料研究組就 4 個選定地方(即澳洲、新加坡、南韓和泰國)與失業有關的援助進行研究，現已完成工作。研究範圍包括(a)供款計劃及/或須經經濟狀況審查的援助計劃；(b)促進就業的措施；及(c)應付經濟衰退或政局動盪的特殊紓困措施。有關文件經整理後收納於一個資料套，下文概述主要的研究結果。

2. 選定地方與失業有關的援助

2.1 在澳洲，為失業人士提供的援助主要包括稱為"新開始津貼" (Newstart Allowance)的收入援助。³ 申領人可領取由稅收支付的**現金津貼**及**租金與幼兒照顧津貼**，並不設領取期限，但須通過經濟狀況審查。當地亦對申領人施加若干規定，例如須積極求職，以防止制度被濫用。澳洲為多個不同需要的組別

¹ 被裁僱員雖獲發長期服務金和遣散費，但僱主亦可利用強制性公積金的供款抵銷部分長期服務金或遣散費，令這個所謂的"對沖機制"向來為人詬病。

² 在 2009 年環球金融危機期間，政府曾推出紓困措施，集中減輕納稅人、低收入人士和小型企業的經濟負擔，亦包括一些推動就業和技術培訓的措施。

³ 由 2020 年 3 月 20 日起，新設的求職者津貼(JobSeeker Payment)會取代若干適用於工作年齡人士的津貼計劃，包括"新開始津貼"。然而，"新開始津貼"的受助人不會受影響，16 至 21 歲人士則可透過另一項青年津貼(Youth Allowance)計劃領取失業援助。

提供就業援助，涵蓋**青年、年長人士、少數族裔、原住民和偏遠地區的居民**，一般包括為弱勢求職人士提供就業津貼，並向聘用有關人士的僱主提供薪金支援。為應對 2009 年全球金融危機，澳洲政府推出**特殊措施**增加基建項目開支，並加快轉型至高能源效率的科技，以創造新職位，尤其是**環保行業的職位**。⁴

2.2 **新加坡**與香港相似，認為推行**就業獎勵**措施是協助失業人士的最有效方法，而非經濟援助。因此，新加坡並無專門的失業援助計劃。失業人士只能在設有經濟狀況審查的一般福利計劃下，領取由政府基金支付的**短期現金津貼**，當中包括租金、公用事業及醫療開支援助。為促進就業，新加坡不僅為一般求職者提供培訓支援，亦透過提供可觀的薪金支援及培訓津貼，**鼓勵僱主**聘用**長期失業的較年長人士**。新加坡因應 2009 年全球金融危機推出**特殊措施**，藉此保障就業。例如，新加坡推出**僱傭補貼計劃 (Jobs Credit Scheme)**協助公司支付薪金，為每位僱員首 2,500 新加坡元(14,388 港元)月薪提供 12%現金補助，涉及的預算為 45 億新加坡元 (260 億港元)。

2.3 另一方面，**南韓**的綜合計劃則結合**失業保險**及**就業獎勵**元素。⁵ 根據有關計劃，失業人士可獲發**現金津貼**(日薪 50%)，為期最多 **240 天**。此外，受保求職人士如在援助期完結前獲聘，可獲發**職業培訓津貼**和**特別津貼**。這項計劃的開支由**僱傭雙方共同承擔**。⁶ 在 2009 年爆發全球金融危機後，南韓的**特殊紓困措施**主要集中於創造職位及福利援助。除了調撥 89,000 億韓元 (584 億港元)的"**就業預算**"(jobs budget)，用於投資可創造職位的項目，當地政府亦推廣**職位共享制度**，以同時達到減少職位流失及改善工作與生活平衡的目標。南韓政府亦向聘請新職員的公司給予**稅務優惠**，以爭取私營機構支持，並公布促進創造職位的公司名單，以表揚其貢獻。

⁴ 這包括安裝隔熱屋頂，此項設施在冬天可用作室內保暖，夏天則用作隔熱。

⁵ 這項計劃訂有若干資格規定，並不包括部分兼職和新受聘僱員。

⁶ 除了失業保險計劃外，南韓透過國民基本生活保障(National Basic Livelihood Security)福利計劃提供標準的社會援助，包括向通過經濟狀況審查的失業人士提供房屋及幼兒照顧津貼。

2.4 **泰國**設有專門保險計劃，保障私營機構僱員免受失業影響。⁷ 受保僱員若符合**某些規定**，例如向就業中心尋求協助，可獲發**現金津貼**(日薪 50%)，為期最多 **180 天**。保險計劃除了由僱主及僱員供款外，**政府**亦參與供款，唯泰國促進再就業的措施卻似欠全面。⁸ 然而泰國與香港一樣，旅遊業是就業支柱之一，當地在發生政局動盪後便集中推出**特殊措施**，以**維持業界競爭力**。⁹ 為振興本土旅遊和會議展覽業，泰國政府分別向在當地旅遊消費的**居民**及舉辦貿易展覽的**公司**，提供了相關**稅務優惠**。鑒於社會動盪期間旅客一般不受保險保障，泰國與多間信譽良好的保險公司合作推出**特別旅遊保險**，為旅客提供**保障**。儘管以上紓困措施並非直接為失業人士而設，但可帶動市道復蘇，有利於**保障就業**。

⁷ 這項計劃亦涵蓋疾病、懷孕、死亡與高齡等其他狀況。

⁸ 儘管如此，法例規定聘用超過 **100 人** 的私人公司每年須為至少一半僱員提供技術培訓。

⁹ 在 **2014 年** 的軍事政變後，泰國推出多項推廣計劃，提供旅客購物優惠及放寬旅遊簽證政策，以吸引旅客到訪。

Unemployment-related assistance in selected places

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