

The Talents Development Committee

The Task Force of Encouraging Talents to Return to Macao

A Brief Analysis of the 2020 Survey On the “Challenges of Returning to Macao”

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I. Survey Title

Challenges of Returning to Macao

II. Survey Objectives

To learn about overseas Macao talent's willingness, concerns and potential challenges regarding their return, thereby collecting practical data and opinions as references to formulate policies to encourage overseas Macao Talent to return to Macao.

III. About the Survey

(I) Period : 15 September to 13 October 2020

(II) Content

This survey was designed to explore various challenges that may be faced by overseas Macao Talent. Including educational qualifications recognition, professional license and practicing certificate, residence of family members in Macao, education for children, employment of spouse, etc.

(III) Respondents and Methods

Regarding to the information of Talent Information Registration System, Talents Development Committee invited respondents (Bachelor Degree or above) who had an overseas residence during the survey period for answering this survey. The valid respondent would receive it when he/she log in to Talent

Information Registration System. The Committee will protect all the private information in the process of analyzing the data collected. A code will be assigned to each respondent and used only for statistical purpose.

(IV) Response Rate

This survey invited 822 overseas Macao Talent (Bachelor Degree or above) via email invitation. Collected 314 valid survey responses and the response rate was 38.2%. The following was the response rate calculated under different conditions:

1 Response Rate – Gender

Gender	Invited (Pax)	Collected (Pax)	Response Rate
Male	523	186	35.56%
Female	299	128	42.80%
Total	822	314	38.20%

2 Response Rate – Age

Age	Invited (Pax)	Collected (Pax)	Response Rate
60 or above	16	7	43.75%
50-59	39	10	25.64%
40-49	121	37	30.58%
30-39	297	82	27.61%
20-29	349	178	51.00%
Total	822	314	38.20%

3 Response Rate – Domicile

Domicile	Invited (Pax)	Collected (Pax)	Response Rate
Hong Kong	310	113	36.45%
Mainland China	235	79	33.62%
Taiwan	78	32	41.02%
United States	45	20	44.44%
England	44	19	43.18%
Australia	42	14	33.33%
Canada	11	8	72.73%
Japan	13	7	53.84%
Portugal	18	7	38.89%
Other	26	15	57.69%
Total	822	314	38.20%

4 Response Rate – Educational Attainment

Educational Attainment	Invited (Pax)	Collected (Pax)	Response Rate
Doctor Degree	73	29	39.72%
Master Degree	366	110	30.05%
Bachelor Degree	383	175	45.69%
Total	822	314	38.20%

IV. Findings and Analysis

(I) Profile of Survey Respondents - Age, Domicile and Educational Attainment

1. Age

Age	Respondents	Percentage
20-24	78	24.84%
25-29	100	31.85%

Age	Respondents	Percentage
30-34	45	14.33%
35-39	37	11.78%
40-44	18	5.73%
45-49	19	6.10%
50-54	2	0.64%
55-59	8	2.50%
60 or above	7	2.23%
Total	314	100.%

2. Domicile

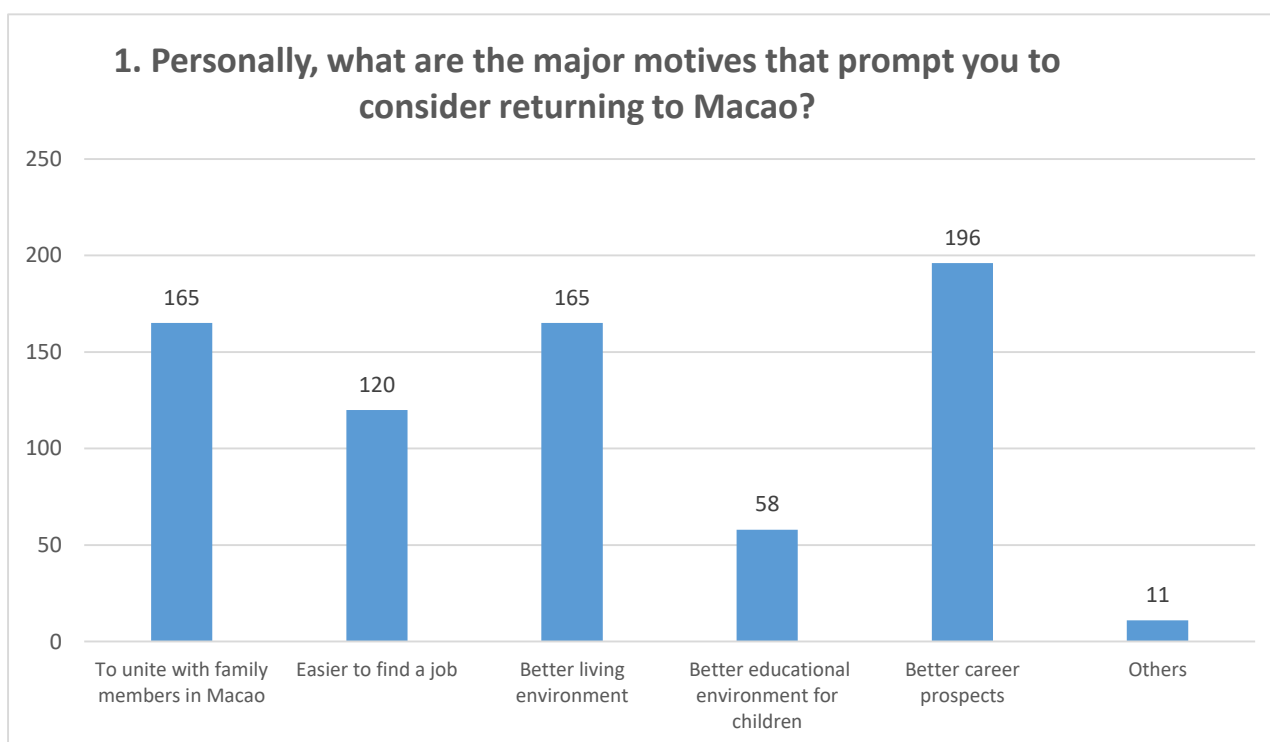
Domicile	Respondents	Percentage
Hong Kong	113	35.99%
Mainland China	79	25.16%
Taiwan	32	10.19%
United States	20	6.37%
England	19	6.05%
Australia	14	4.46%
Canada	8	2.55%
Japan	7	2.23%
Portugal	7	2.23%
Others	15	4.77%
Total	314	100.%

3. Educational Attainment

Educational Attainment	Respondents	Percentage
Doctor Degree	29	9.24%
Master Degree	110	35.03%
Bachelor Degree	175	55.73%
Total	314	100.%

(II) Statistical Results of Each Question

1. Personally, what are the major motives that prompt you to consider returning to Macao?	
To unite with family members in Macao	165
Easier to find a job	120
Better living environment	165
Better educational environment for children	58
Better career prospects	196
Others	11



2.1 Have you taken the exams for civil services of Macao SAR Government?		
Yes	43	14%
No	271	86%
Total	314	100%

2.2 Are your educational qualifications recognized by the authorities as equivalent qualifications for taking the exams, and accepted in the selection process?		
Yes	129	41%
No	9	3%
Not applicable (e.g., Did not taken the exams for civil services of Macao SAR Government)	176	56%
Total	314	100%

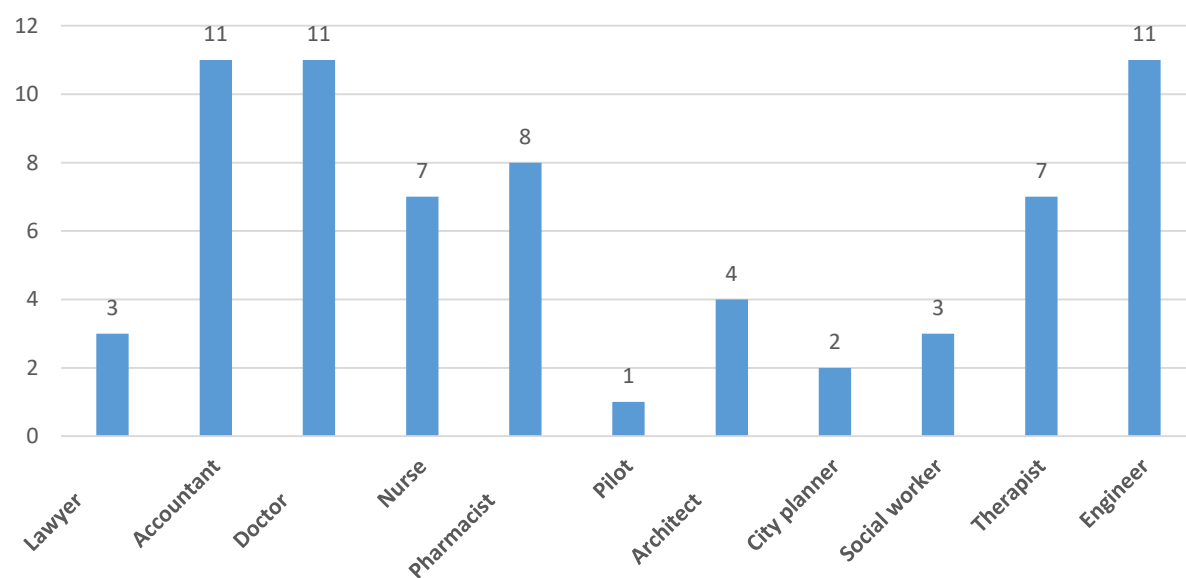
2.3 Have you looked for a job in the private sector in Macao?		
Yes	90	29%
No	224	71%
Total	314	100%

2.4 Are your educational qualifications recognized by the private business?		
Yes	183	58%
No	5	2%
Not applicable (e.g., Did not looked for jobs in the private sector in Macao)	126	40%
Total	314	100%

3.1 Please specify the professional licenses/certificates that you have obtained outside Macao

Lawyer	3
Accountant	11
Doctor	11
Nurse	7
Pharmacist	8
Pilot	1
Architect	4
City planner	2
Social worker	3
Therapist	7
Engineer	11

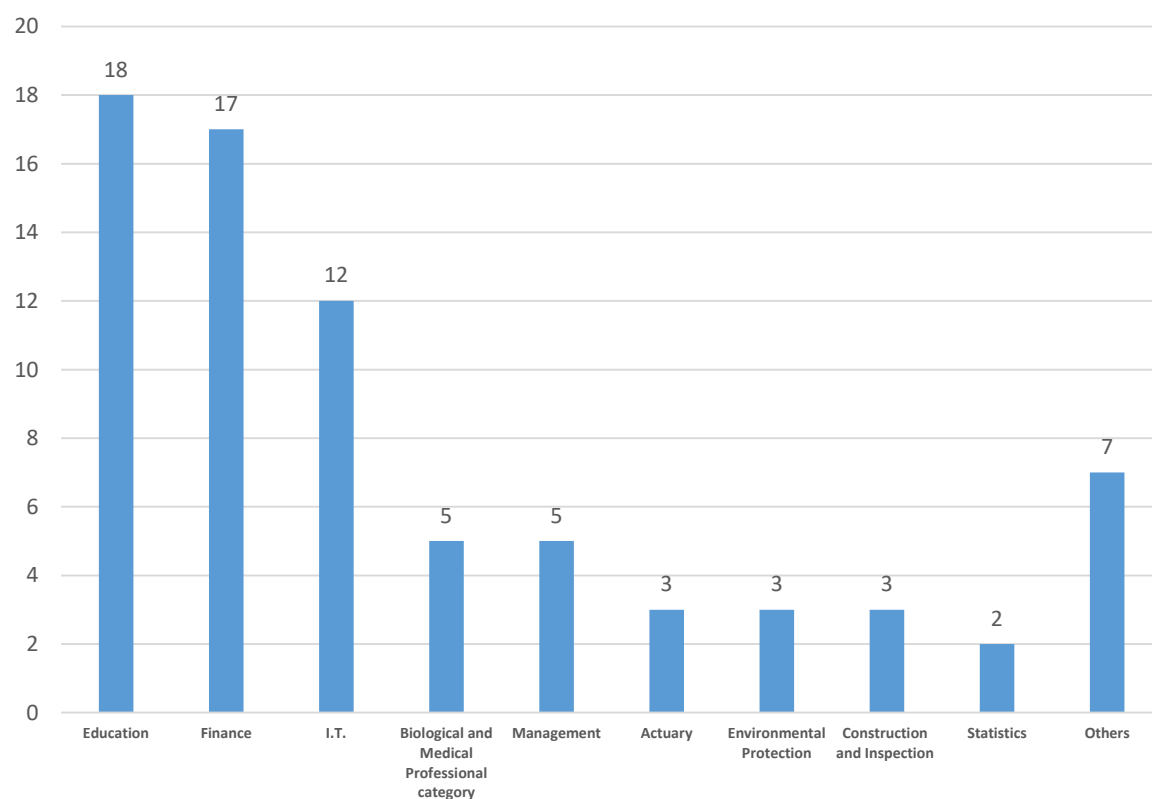
3.1 Please specify the professional licenses/certificates that you have obtained outside Macao



3.1.1 Please specify the professional licenses/certificates that you have obtained outside Macao – Others

Education	18
Finance	17
I.T.	12
Biological and Medical Professional category	5
Management	5
Actuary	3
Environmental Protection	3
Construction and Inspection	3
Statistics	2
Others (Tea, Art, etc)	7

3.1.1 Please specify the professional licenses/certificates that you have obtained outside Macao – Others

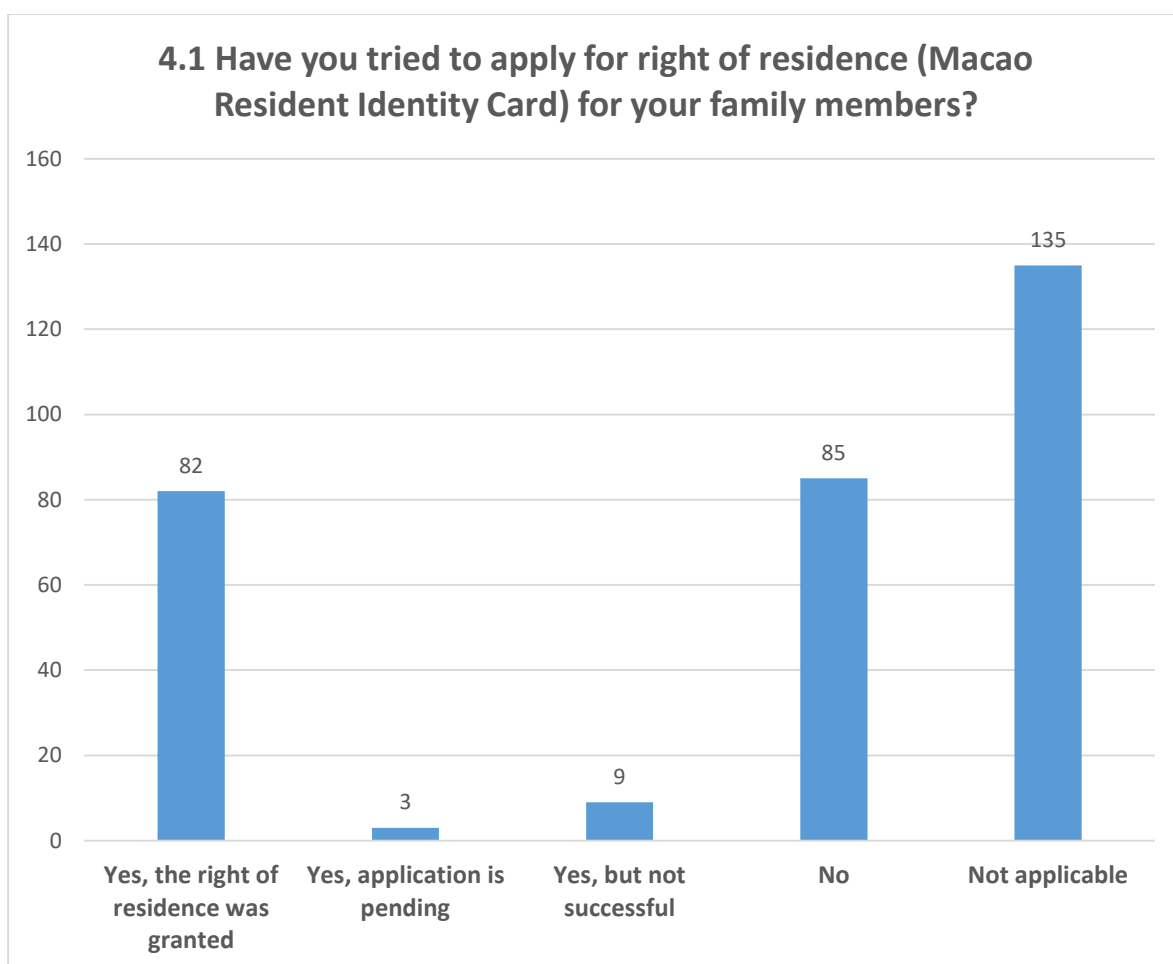


3.2 Have you tried to register your professional qualifications in Macao?		
Yes, registration is successful	23	7%
Yes, registration is pending	5	2%
Yes, but not successful	10	3%
No	124	40%
Not applicable (e.g., Did not register professional qualifications in Macao)	152	48%
Total	314	100%



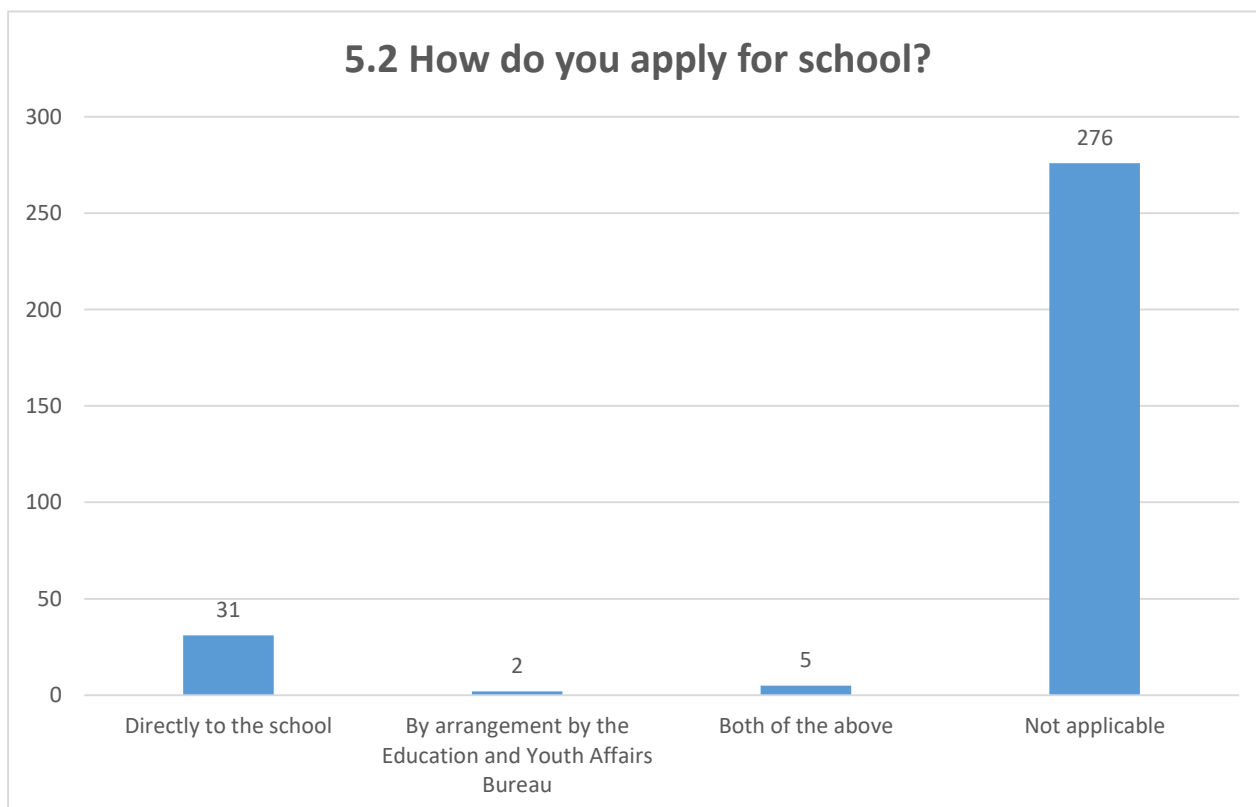
4.1 Have you tried to apply for right of residence (Macao Resident Identity Card) for your family members?

Yes, the right of residence was granted	82	26%
Yes, application is pending	3	1%
Yes, but not successful	9	3%
No	85	27%
Not applicable (e.g., Did not apply for right of residence for family members)	135	43%
Total	314	100%

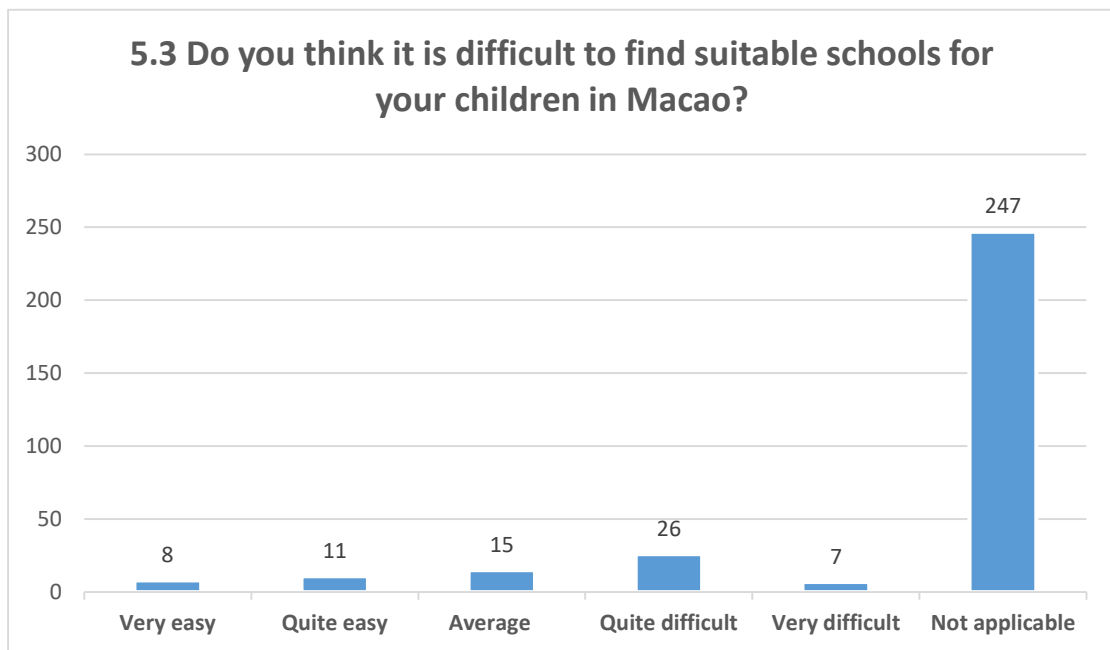


5.1 Have you tried to apply for school enrolment for your children in Macao?		
Yes	12	4%
No	67	21%
Not applicable (e.g., Without offspring)	235	75%
Total	314	100%

5.2 How do you apply for school?		
Directly to the school	31	10%
By arrangement by the Education and Youth Affairs Bureau	2	1%
Both of the above	5	2%
Not applicable (e.g., Without offspring)	276	87%
Total	314	100%

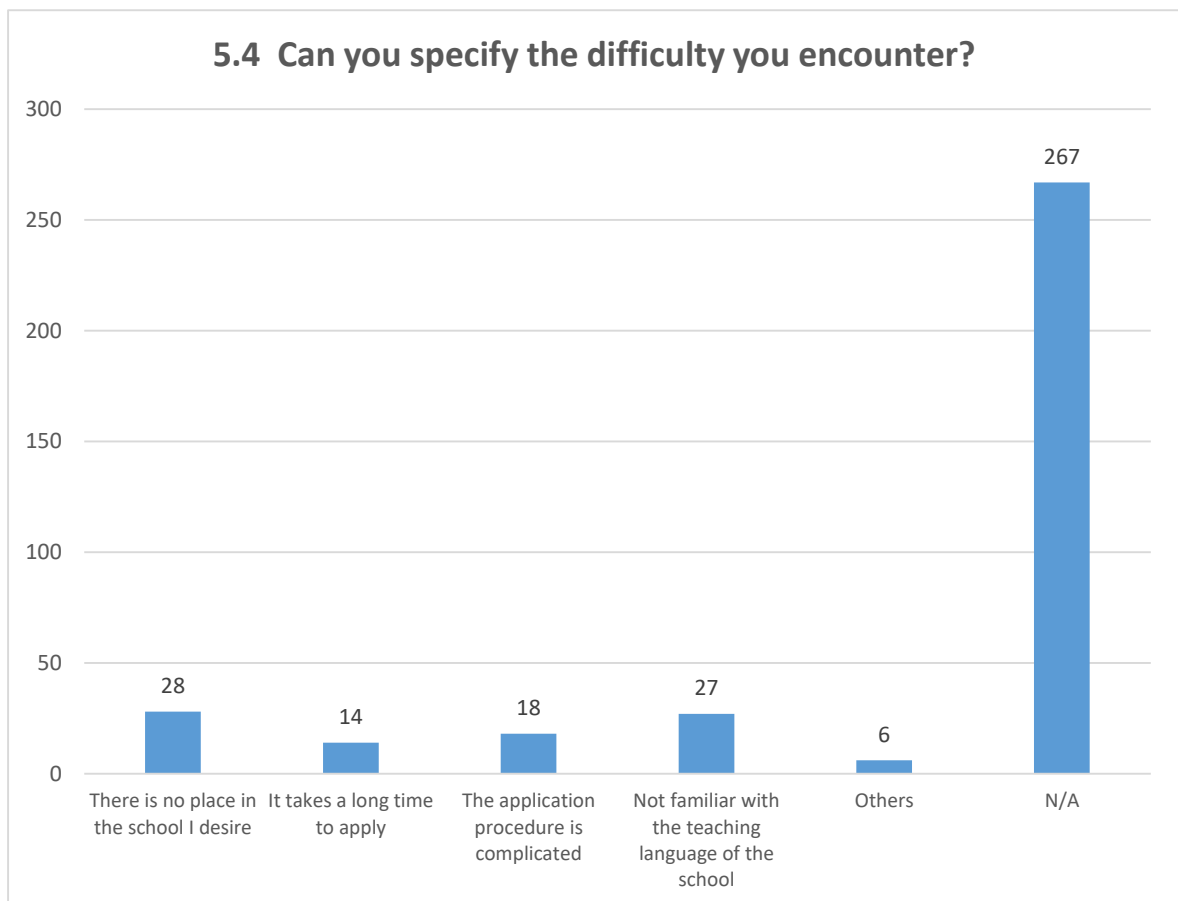


5.3 Do you think it is difficult to find suitable schools for your children in Macao?		
Very easy	8	2%
Quite easy	11	4%
Average	15	5%
Quite difficult	26	8%
Very difficult	7	2%
Not applicable (e.g., Without offspring)	247	79%
Total	314	100%



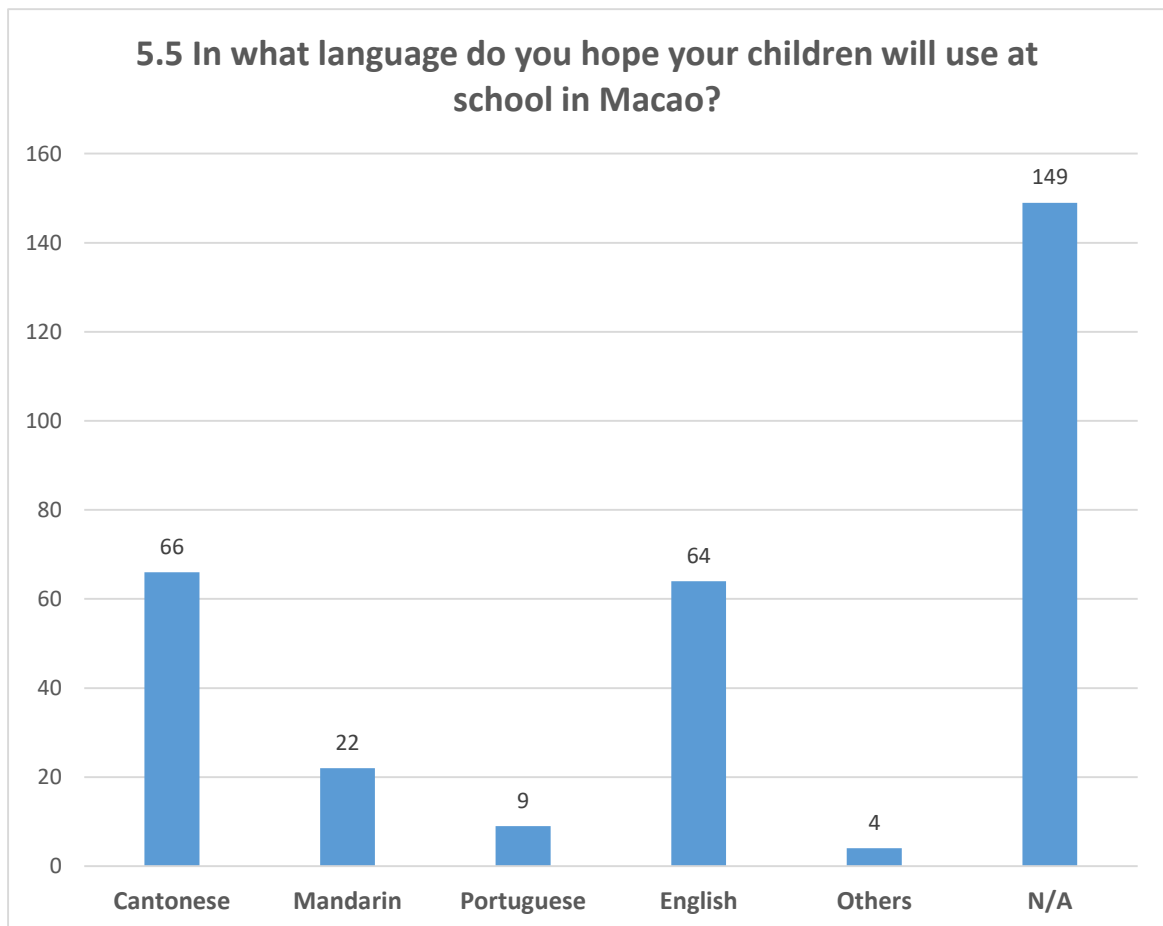
5.4 Can you specify the difficulty you encounter?

There is no place in the school I desire	28
It takes a long time to apply	14
The application procedure is complicated	18
Not familiar with the teaching language of the school	27
Others	6
Not applicable (e.g., Without offspring)	267



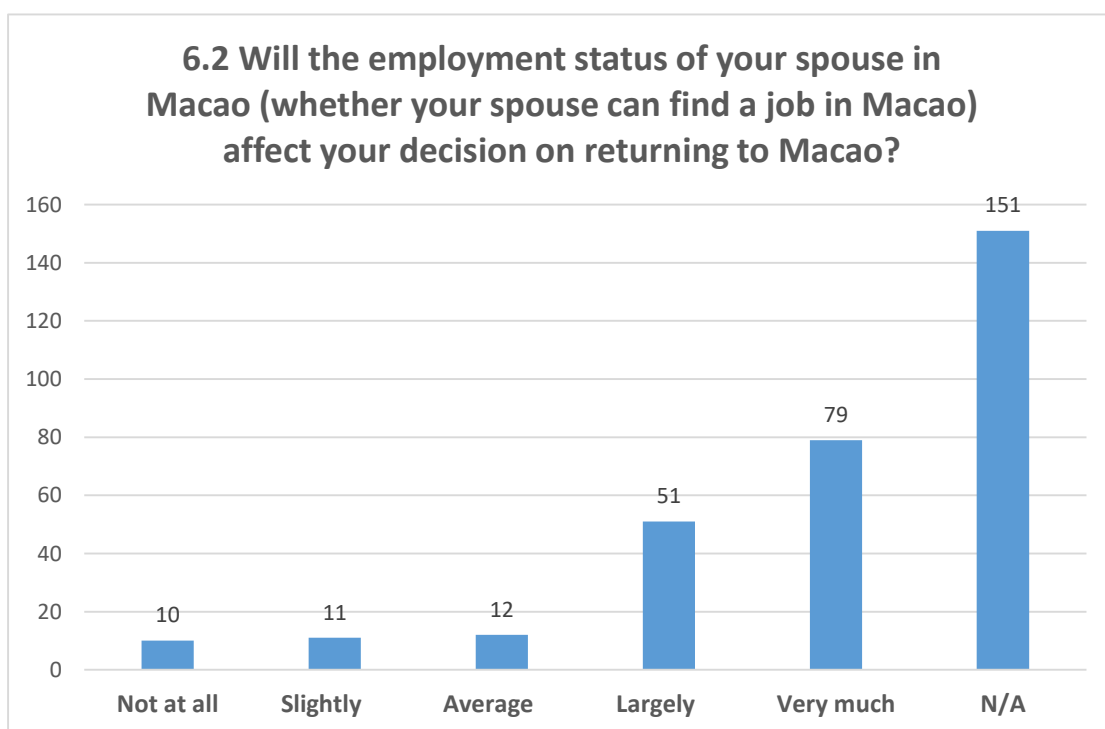
5.5 In what language do you hope your children will use at school in Macao?

Cantonese	66	21%
Mandarin	22	7%
Portuguese	9	3%
English	64	20.5%
Others (e.g., French, Spanish, etc)	4	1%
Not applicable (e.g., Without offspring)	149	47.5%
Total	314	100%

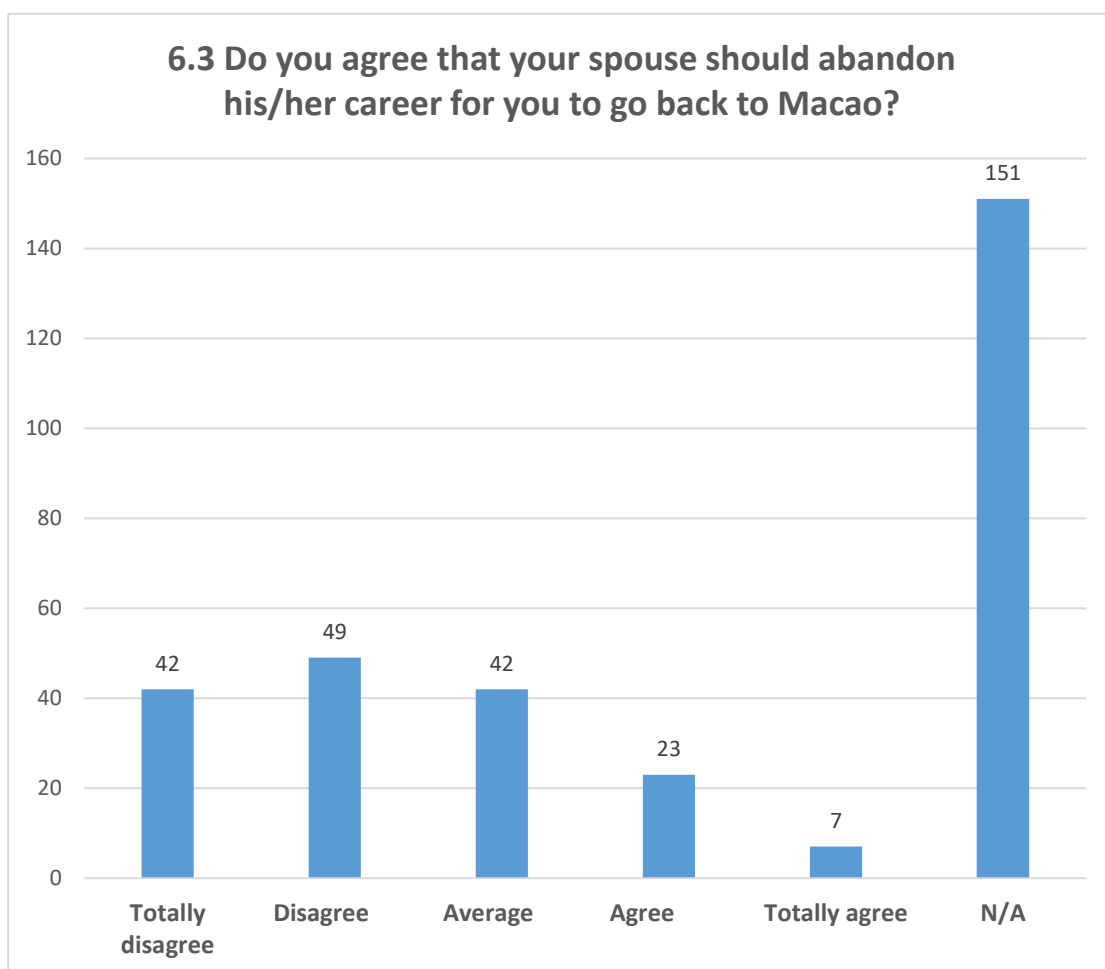


6.1 If your spouse is qualified to work in Macao, can he/she find a job of the similar nature of that in your previous place of residence?		
Yes	71	23%
No	56	18%
Not applicable (e.g., Without spouse)	187	59%
Total	314	100%

6.2 Will the employment status of your spouse in Macao (whether your spouse can find a job in Macao) affect your decision on returning to Macao?		
Not at all	10	3%
Slightly	11	4%
Average	12	4%
Largely	51	16%
Very much	79	25%
Not applicable (e.g., Without spouse)	151	48%
Total	314	100%



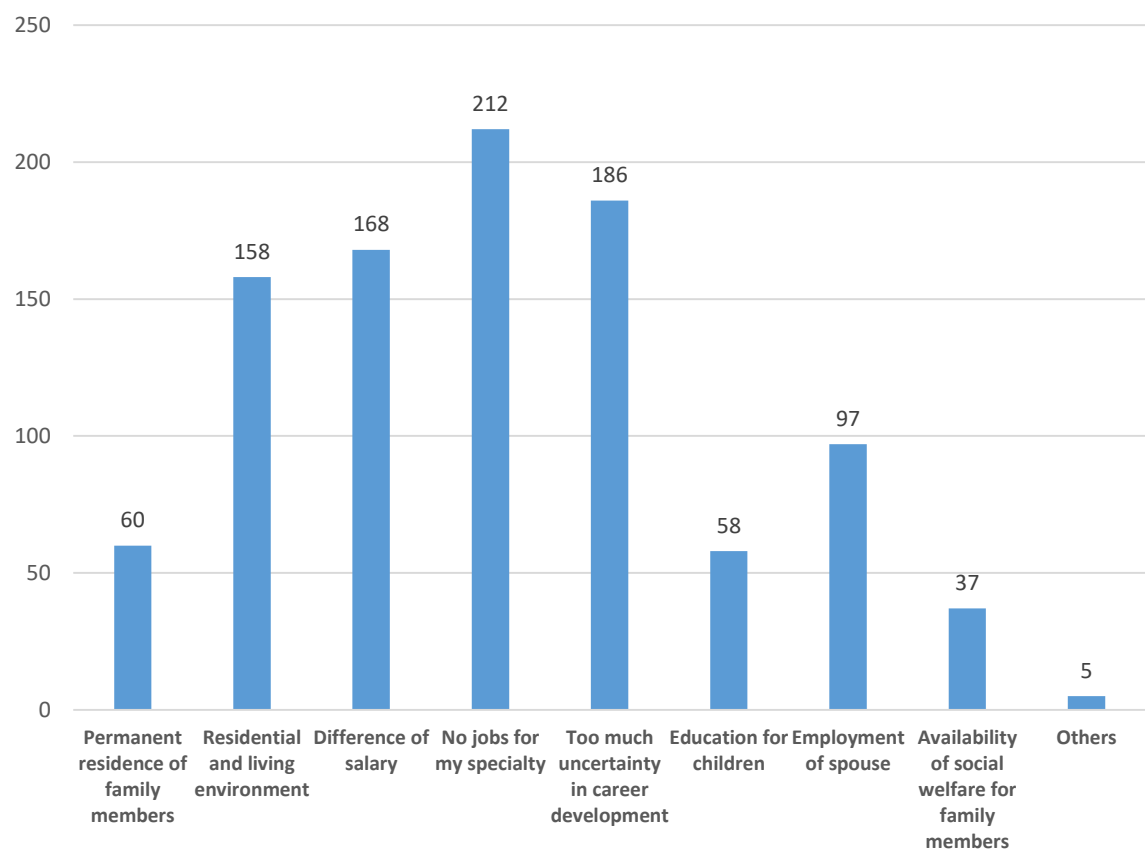
6.3 Do you agree that your spouse should abandon his/her career for you to go back to Macao?		
Totally disagree	42	13.5%
Disagree	49	16%
Average	42	13.5%
Agree	23	7%
Totally agree	7	2%
Not applicable (e.g., Without spouse)	151	48%
Total	314	100%



7.1 What are other major challenges you meet on returning to Macao?

Permanent residence of family members	60
Residential and living environment	158
Difference of salary	168
No jobs for my specialty	212
Too much uncertainty in career development	186
Education for children	58
Employment of spouse	97
Availability of social welfare for family members	37
Others	5

7.1 What are other major challenges you meet on returning to Macao?



7.3 Do you find it difficult to address the challenges mentioned above after careful consideration, and therefore conclude that you will not return to Macao?		
Yes	115	37%
No	199	63%
Total	314	100%

(III) Findings and Recommendations

Group Characteristics:

- 1) Two groups actively responded: 71.02% - the youth (aged 20-34), 23.61% - the middle-aged (aged 35-49).
- 2) 71.34% of the respondents currently live in Hong Kong SAR/Mainland China/Taiwan.
- 3) More than half (55.73%) of the respondents have higher educational background (post-baccalaureate program/bachelor).
- 4) 51.6% of the respondents own professional qualifications/ licenses accredited outside Macao.
- 5) In the options on job applying for public office, the statistical results of the two interrelated single options conflicted, resulting in invalid data.

Driving and Deterring factors on Talents' Return:

1) Driving Factors:

- The most appealing driving factor for the youth group to return is “career development and opportunities”.
- For the middle-aged group, it is “to reunite with their families in Macao”.

2) Deterring Factors:

- The main deterring factor that hinders the return of youth: Being incapable to find a proper job that suits their professional skills, having difficulties to apply for accreditation of their professional qualifications/ licenses that granted outside Macao.
- For the middle-aged group: A lack of potential for professional development, salary deficiency, quality Lower of living environment, and being incapable to pre-process the formalities for family residence/children's school enrollment and other administrative affairs, which all contributes to full **uncertainty for their returns.**

Conclusions:

- 1) A majority of respondents (63%) shows interest to return to Macao;
- 2) The young generation has greater intention to return than the older generation, with less work experience, though;
- 3) “Personal career development” is the key determinant to solve the talents' return challenges, acting as both a driving and deterring factor.
- 4) Many administrative formalities can only be processed after the applicants arrive at Macao. The uncertainty of the application results discourages their intentions of relocating.

Recommendations:

- Regarding the deterring factors on the return of the middle-aged talents, it is recommended to implement returning talent-friendly policies, provide online application for family residence permit registration services, and online application for children's admission services, etc. Currently, the Macao SAR Government is proactively preparing to establish a "Talent Admission Scheme". There is no doubt that prominent talents also need to settle their dependent family members when considering to return to Macao.
- Regarding the deterring factors on the return of young talents, it is recommended to reasonably relax the standards for certification and license accreditation, integrate with national/international authorities at the earliest possible, provide remote registration for professional qualifications/certifications, and flexibly handle application cases for eligible applicants (having non-local professional qualifications with work experience + local assessment of relevant professional qualifications).
- The Macao SAR Government has adopted policies to facilitate the cooperation between the Greater Bay Area and local enterprises/entrepreneurs, promote diversified development to create elite positions, and attract overseas Macao talents to return and devote themselves to the development of the Greater Bay Area. Due to geographic factors, these returned talents who work in the Greater Bay Area will gradually create mature industries in Macao in the future.
- Regarding the problems in administrative affairs for talents intended to return, it is recommended that the secretariat of Talents Development Committee collaborate with relevant public departments to form a coordination group customized for assisting such people in tackling their problems.