

# 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%
<b>Total</b>	<b>822</b>	<b>314</b>	<b>38.20%</b>

### 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%
<b>Total</b>	<b>822</b>	<b>314</b>	<b>38.20%</b>

### 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%
<b>Total</b>	<b>822</b>	<b>314</b>	<b>38.20%</b>

#### 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%
<b>Total</b>	<b>822</b>	<b>314</b>	<b>38.20%</b>

## 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	<b>14.33%</b>
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%
<b>Total</b>	<b>314</b>	<b>100.0%</b>

## 2. Domicile

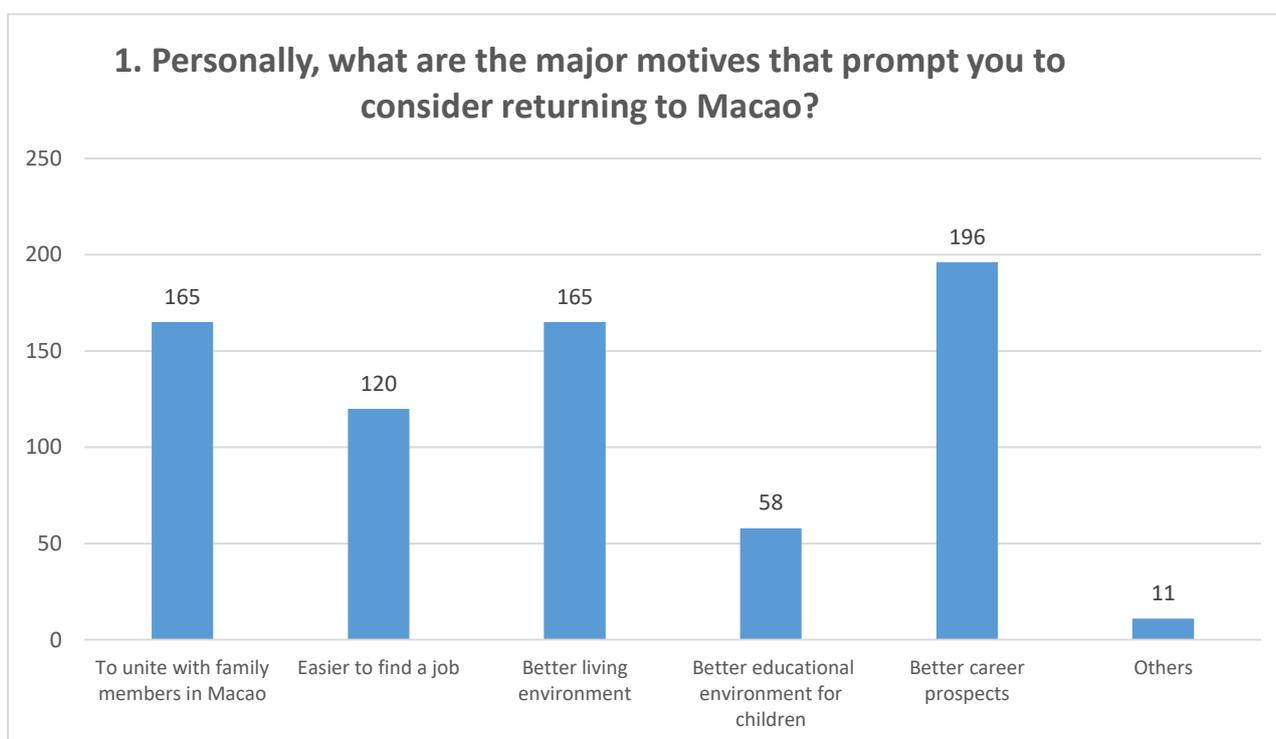
Domicile	Respondents	Percentage
<b>Hong Kong</b>	113	<b>35.99%</b>
<b>Mainland China</b>	79	<b>25.16%</b>
<b>Taiwan</b>	32	<b>10.19%</b>
<b>United States</b>	20	6.37%
<b>England</b>	19	6.05%
<b>Australia</b>	14	4.46%
<b>Canada</b>	8	2.55%
<b>Japan</b>	7	2.23%
<b>Portugal</b>	7	2.23%
<b>Others</b>	15	4.77%
<b>Total</b>	<b>314</b>	<b>100.0%</b>

## 3. Educational Attainment

Educational Attainment	Respondents	Percentage
<b>Doctor Degree</b>	29	9.24%
<b>Master Degree</b>	110	35.03%
<b>Bachelor Degree</b>	175	<b>55.73%</b>
<b>Total</b>	<b>314</b>	<b>100.0%</b>

## (II) Statistical Results of Each Question

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



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

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%
<b>Not applicable (e.g., Did not taken the exams for civil services of Macao SAR Government )</b>	<b>176</b>	<b>56%</b>
<b>Total</b>	<b>314</b>	<b>100%</b>

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

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

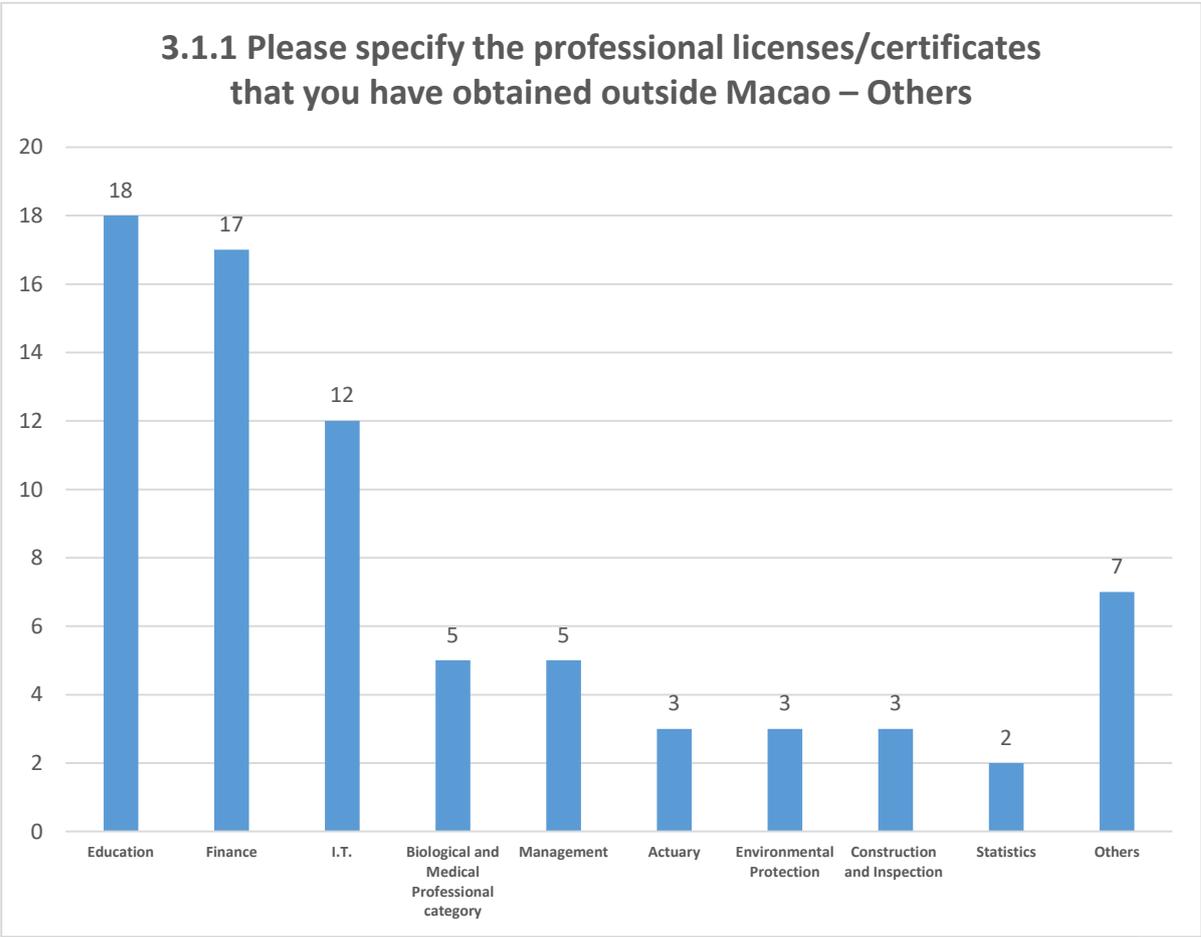
**3.1 Please specify the professional licenses/certificates that you have obtained outside Macao**

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



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

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



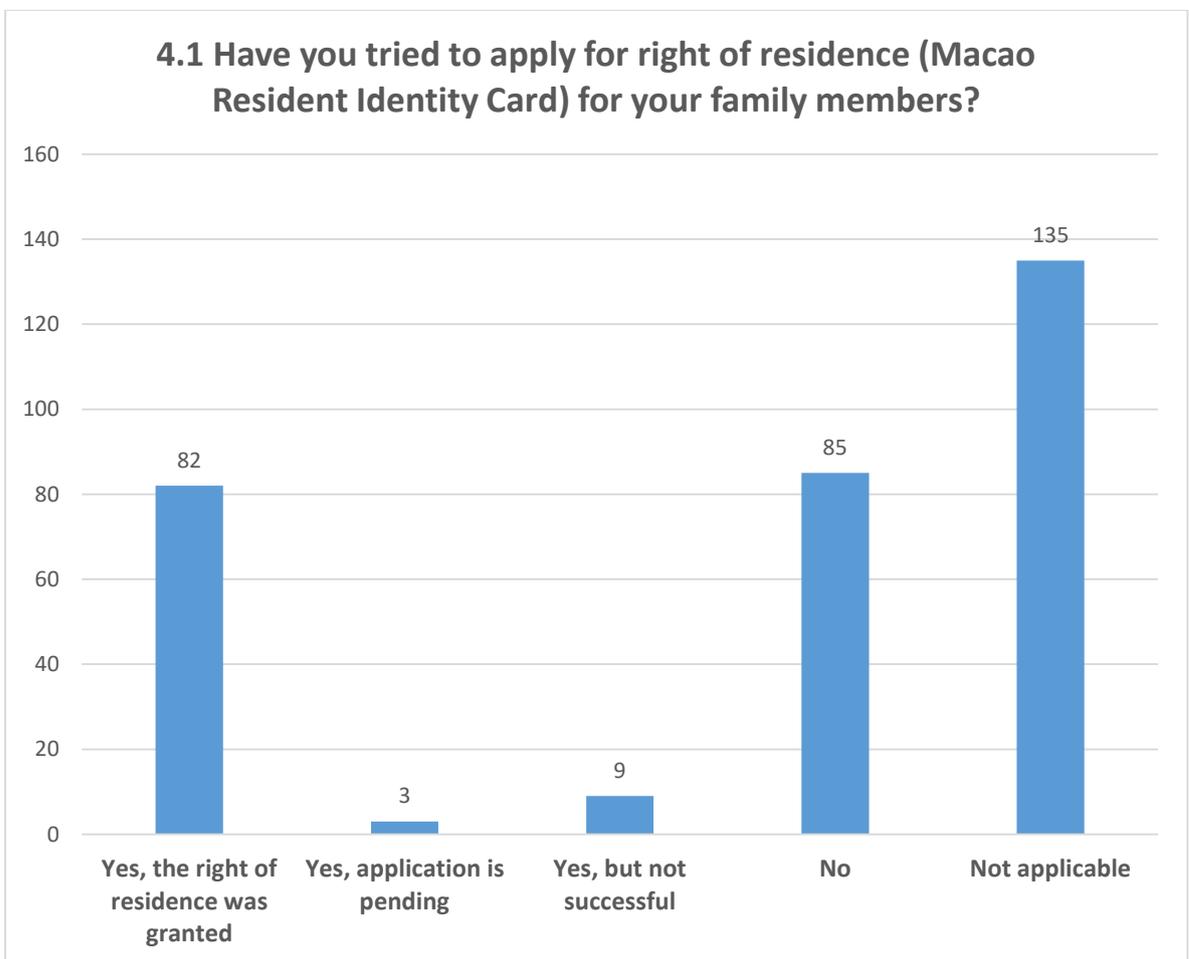
### 3.2 Have you tried to register your professional qualifications in Macao?

<b>Yes, registration is successful</b>	23	7%
<b>Yes, registration is pending</b>	5	2%
<b>Yes, but not successful</b>	10	3%
<b>No</b>	124	40%
<b>Not applicable (e.g., Did not register professional qualifications in Macao)</b>	152	48%
<b>Total</b>	<b>314</b>	<b>100%</b>



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

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

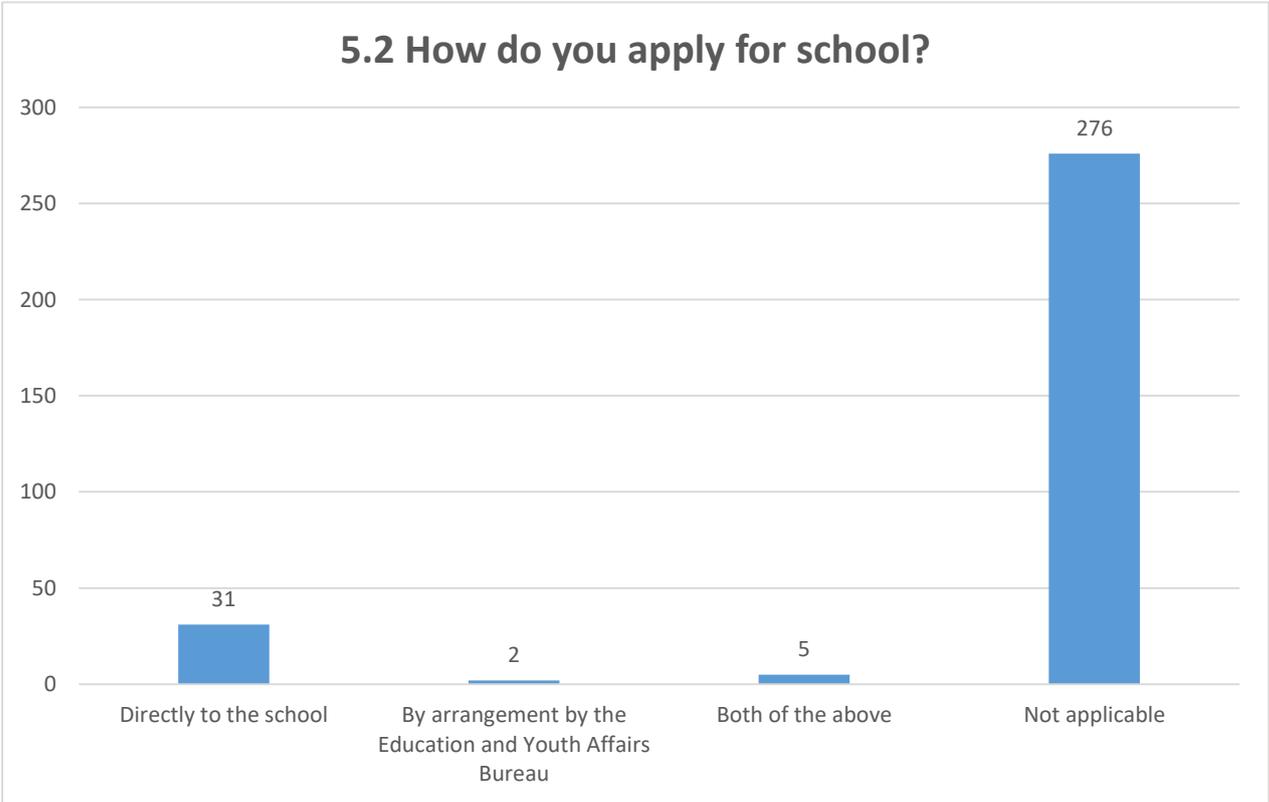


### 5.1 Have you tried to apply for school enrolment for your children in Macao?

<b>Yes</b>	12	4%
<b>No</b>	67	21%
<b>Not applicable (e.g., Without offspring)</b>	235	75%
<b>Total</b>	<b>314</b>	<b>100%</b>

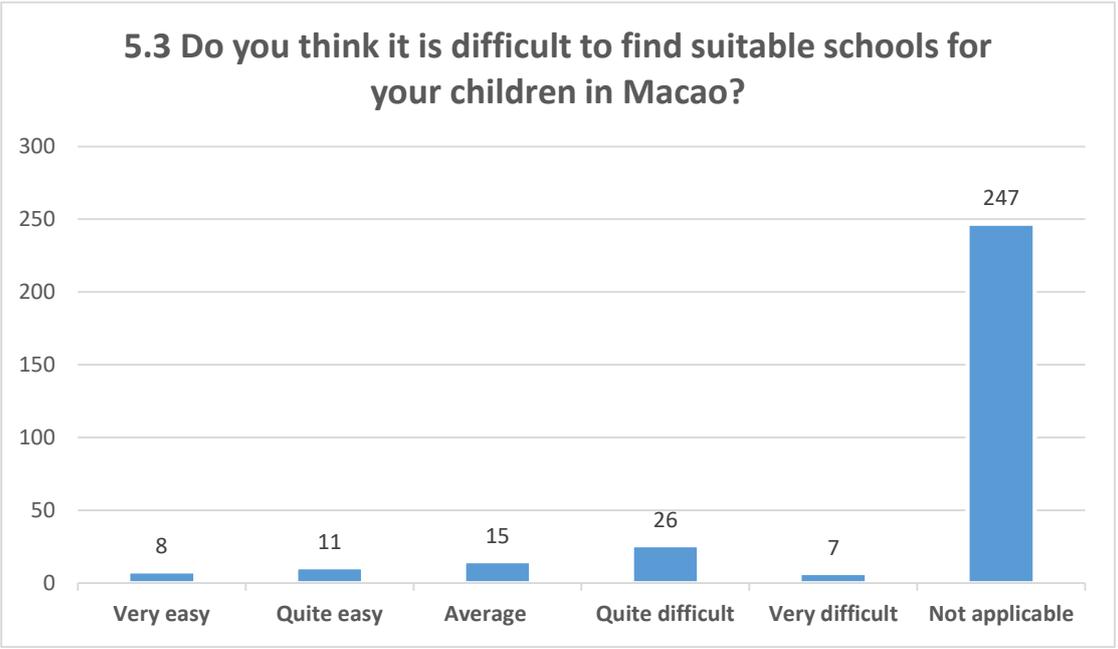
### 5.2 How do you apply for school?

<b>Directly to the school</b>	31	10%
<b>By arrangement by the Education and Youth Affairs Bureau</b>	2	1%
<b>Both of the above</b>	5	2%
<b>Not applicable (e.g., Without offspring)</b>	276	87%
<b>Total</b>	<b>314</b>	<b>100%</b>



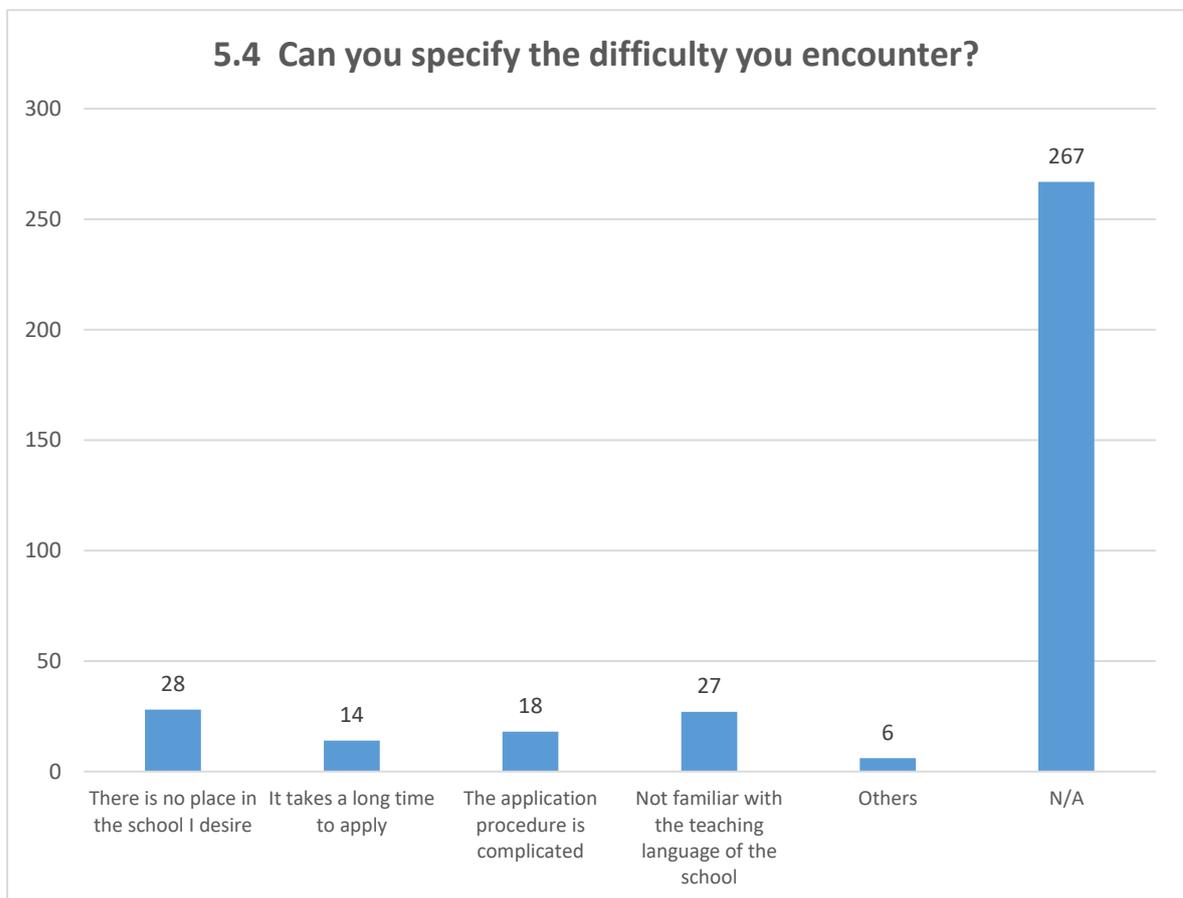
**5.3 Do you think it is difficult to find suitable schools for your children in Macao?**

<b>Very easy</b>	8	2%
<b>Quite easy</b>	11	4%
<b>Average</b>	15	5%
<b>Quite difficult</b>	26	8%
<b>Very difficult</b>	7	2%
<b>Not applicable (e.g., Without offspring)</b>	247	79%
<b>Total</b>	<b>314</b>	<b>100%</b>



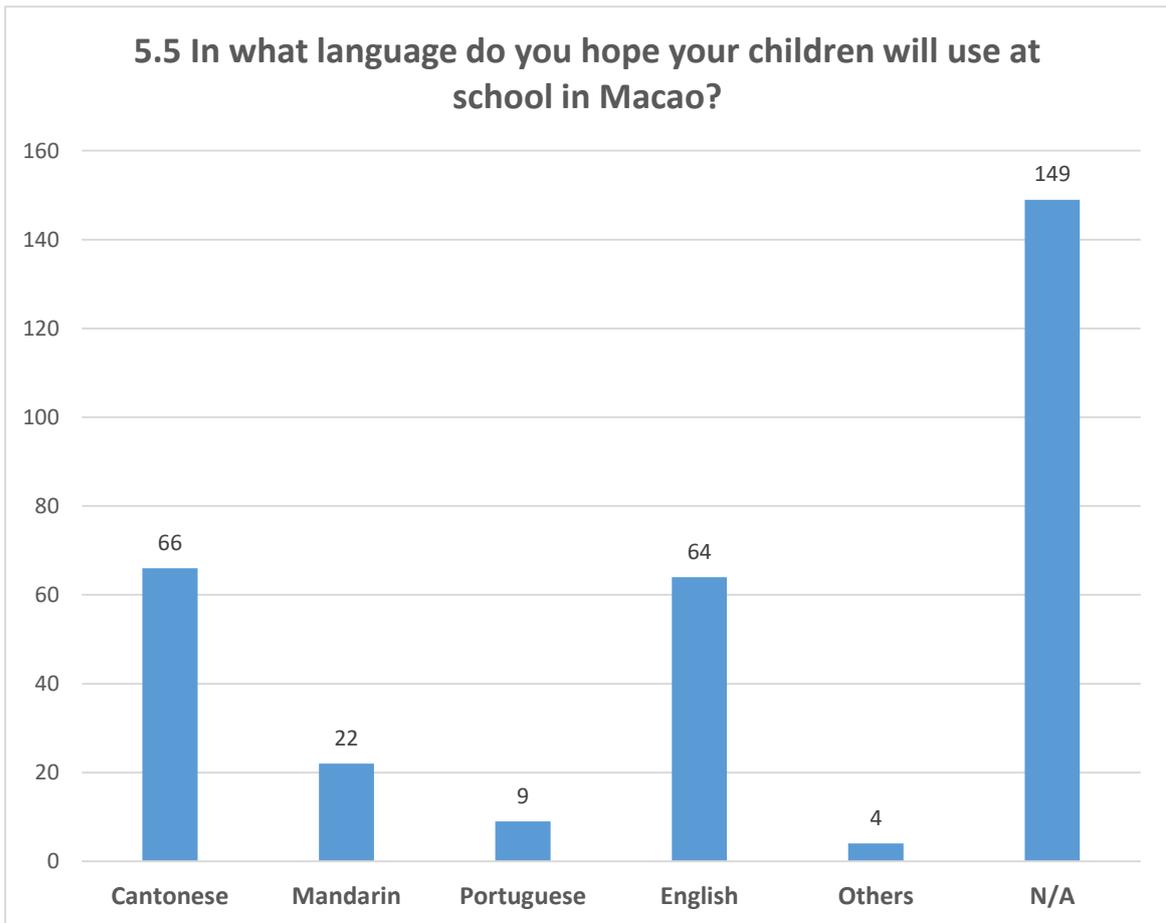
#### 5.4 Can you specify the difficulty you encounter?

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



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

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

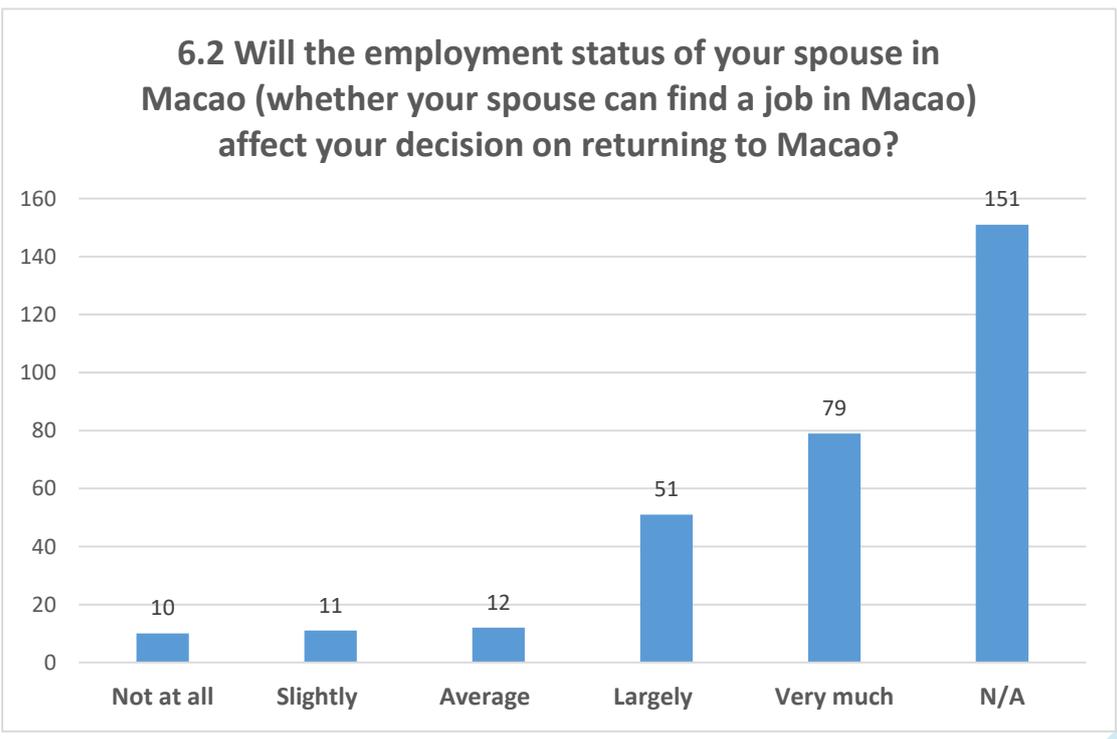


**6.1 If your spouse is qualified to work in Macao, can he/she find a job of the similar nature of that in your previous place of residence?**

<b>Yes</b>	71	23%
<b>No</b>	56	18%
<b>Not applicable (e.g., Without spouse)</b>	187	59%
<b>Total</b>	<b>314</b>	<b>100%</b>

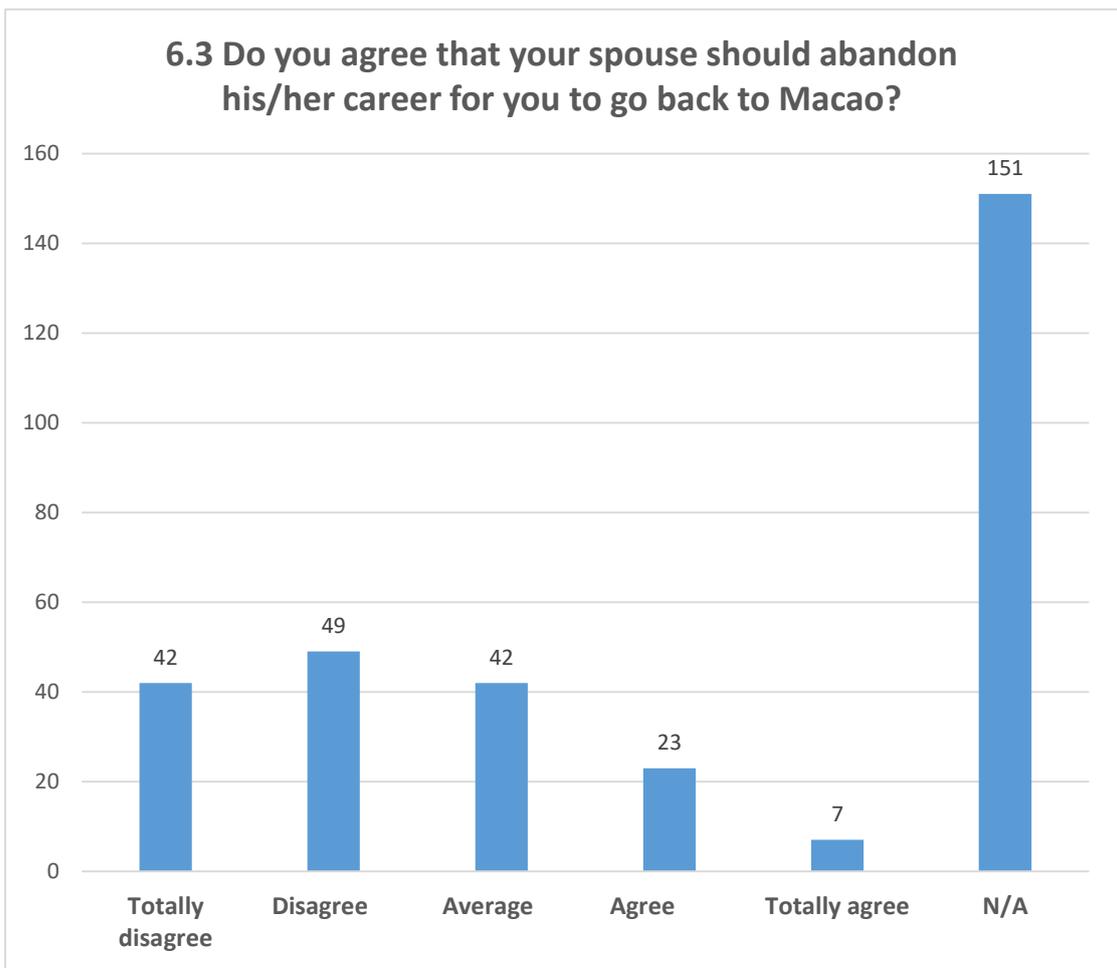
**6.2 Will the employment status of your spouse in Macao (whether your spouse can find a job in Macao) affect your decision on returning to Macao?**

<b>Not at all</b>	10	3%
<b>Slightly</b>	11	4%
<b>Average</b>	12	4%
<b>Largely</b>	51	16%
<b>Very much</b>	79	25%
<b>Not applicable (e.g., Without spouse)</b>	151	48%
<b>Total</b>	<b>314</b>	<b>100%</b>

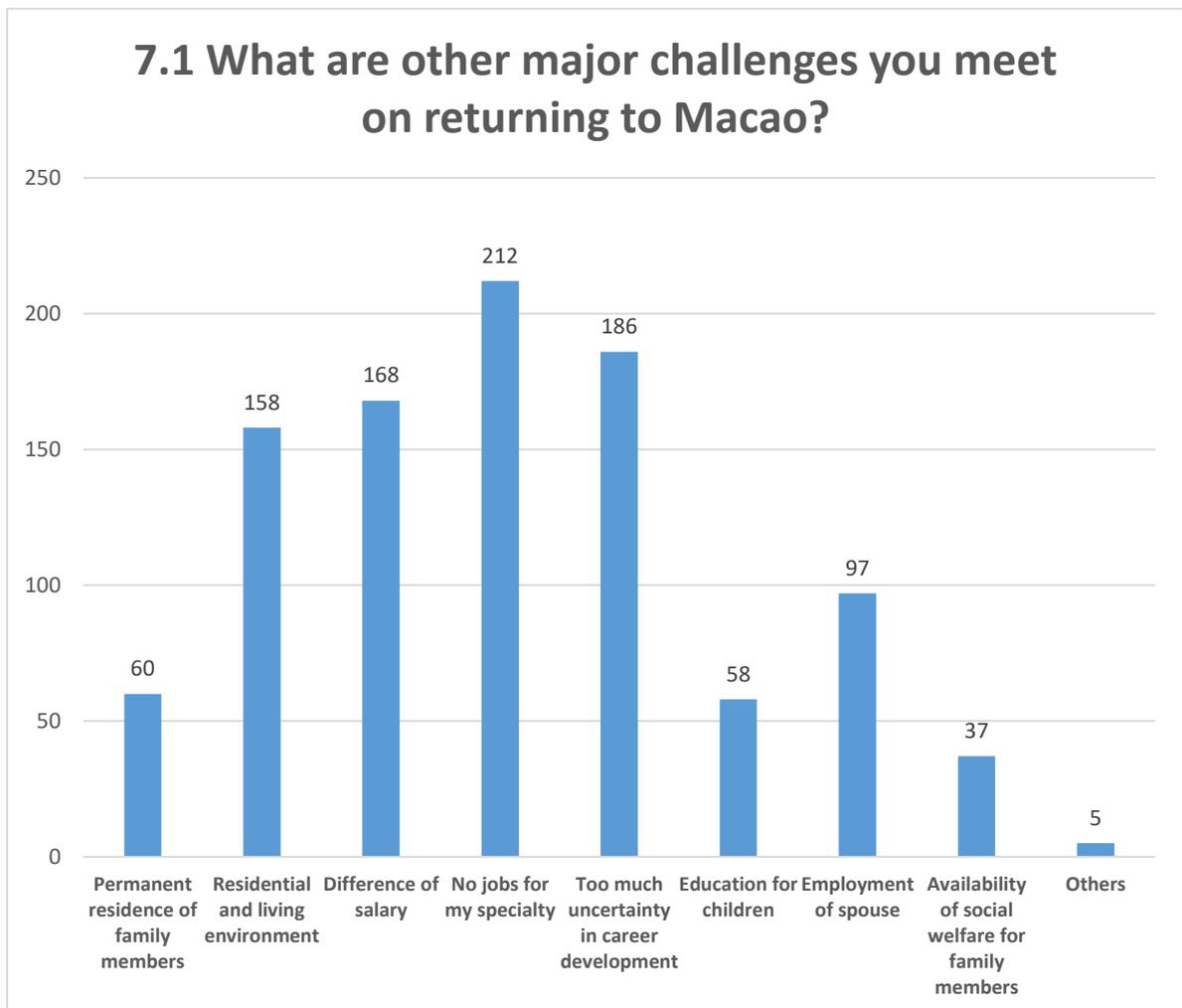


**6.3 Do you agree that your spouse should abandon his/her career for you to go back to Macao?**

<b>Totally disagree</b>	42	13.5%
<b>Disagree</b>	49	16%
<b>Average</b>	42	13.5%
<b>Agree</b>	23	7%
<b>Totally agree</b>	7	2%
<b>Not applicable (e.g., Without spouse)</b>	151	48%
<b>Total</b>	<b>314</b>	<b>100%</b>



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



**7.3 Do you find it difficult to address the challenges mentioned above after careful consideration, and therefore conclude that you will not return to Macao?**

<b>Yes</b>	115	37%
<b>No</b>	199	63%
<b>Total</b>	<b>314</b>	<b>100%</b>

### **(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.