Solutions to maintain manpower of HK:
A study of Quality Migrant Admission Scheme (QMAS)

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Executive Summary

As human capital is an essential asset under globalization, a tendency of competing for talents begins to emerge between countries and cities. Especially for HK, which is facing a major challenge of aging population and low birth rate problems, admitting talents is a necessity. Consequently, Quality Migrant Admission Scheme is implemented in 2006. After that, there were plenty of positive and negative comments. This project is carried out to study QMAS, as one of the solutions to maintain HK manpower.

Since the whole working population cannot be interviewed and evidence showed that there are manpower shortages in Account & Financing & IT industries, the workers of these two sectors and university students are chosen for survey. To achieve the objectives of this project, secondary data, interviews and questionnaires have been used. Mr.Cheng Ka Foo, Miss Chan Yuen Han, Mr.Wong Kwok Hing and the Immigration Department have been interviewed for comments. The survey is implemented by distributing questionnaires. Quota-based and Snow-ball Sampling is used for collecting data. The survey of workers is conducted at Central. The collected data are analyzed by Excel and interpreted in the forms of charts and tables.

The conclusion of this project reflects that QMAS is effective in some aspects like enhancing the competitiveness or promoting the international image of HK. Further, Account & Financing & IT industries can be benefited from the scheme. Nevertheless, time is needed to observe whether the scheme can maintain the manpower in HK. Still, QMAS brings advantages far more than disadvantages for HK.
Acknowledgement

This project would not have been completed if we had not received support from some parties. We would like to express our sincere thank to Ms. Chan Wing Mui, the assistant director of Immigration Department, Mr. Cheng Kar Foo, the member of The Democratic Party, Ms. Chan Yuen Han and Mr. Wong Kwok Hing, the members of The Hong Kong Federation of Trade Unions for their kindness in providing real data for us. We are most grateful to our Supervisor for her valuable assistance and her patience in providing guidance.

Thanks are also due to those who commented on our work.
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Chapter 1: Background

This project is a social research. Since it is interesting to find out whether the Quality Migrant Admission Scheme (QMAS) can maintain manpower of HK and whether the scheme is useful, this project is carried out.

It was found that HK government did little consultation before implementing QMAS. It is unfair to the stakeholders, in particular workers and local graduates in the Account and Financing and I.T fields.

The purpose of this project is to collect the stakeholders' opinions about the QMAS through survey, especially Account and Financing workers, IT workers and universities students, as they are the main targets and affected by the scheme.

The structure of this project will be presented in the order of background, literature review, methodology, findings, data analysis and discussion, and then conclusion and recommendation.

1.1 Reasons of choosing Account, I.T and Finance Fields

According to the turnover rate of Finance, Accounting and I.T fields when comparing with other fields, there are huge shortages of these industries. (http://www.censtatd.gov.hk/hong_kong_statistics/statistical_tables/index_te.jsp?charsetID=2&subjectID=2&tableID=017) HK government needs to import talents from
other countries to fulfill vacancies.

Based on the “Third Quarter 2007 Survey of Manpower Statistics”, the average job vacancy rate is 3.97%, which increased 0.46 and 0.88% when comparing with the second quarter and the same quarter in 2006 respectively. The average job vacancy rate of financial, banking and insurance is 5.36%, it showed that there are huge demands of talents.


On the other hand, in “Quarterly Report of Employment and Vacancies Statistics December 2007”, the job vacancies of Financing, insurance, real estate and business fields (other than those in civil services) are 13,042 in December 2007. In December 2006, the job vacancies are only 10,496, which increased 24.6% in comparing with 2007. It once again showed that there are huge demands of talents. (Quarterly Report of Employment and Vacancies Statistics December 2007, Employment Statistics Section Census and Statistics Department, 25/2/2008)
According to “Accounting & Finance Market Survey 2007”, which produced by Association of Chartered Certified Accountants (ACCA) and Michael Page International, it indicated that there are vibrant employment market in account and financial fields.

59% of employers said they will recruit more Financial and Account talents, it increased 2% in comparing with 2006. 62% of them represented they will employ Financial and Accounting talents who have 5-10 working experiences. The survey also showed that the employers will increase the Financial and Accounting talents’ salaries to retain them.

Morison Chan, President of ACCA Hong Kong, agreed with the positive recruitment market and said that there are huge demands on Financial and Accounting fields in HK, especially the talents who have 5 to 10 years’ experiences.

In Information Technology field, there are also huge demands of talents in HK. According to the interviewee of I.T, there is a shortage of creative and researching talents in I.T field.

Gabriel Bouchard, the vice president and general manager of Monster.ca, which is a large scale career website, indicated that the talents of I.T. are in needed in every
department of each corporation. There are high demands for management software
and internet sector, especially in lead application developers and web design
professional in Hong Kong.


As evidences showed that there is a need for talents in Accounts, Finance and I.T.
fields, therefore, our group chose to collect the stakeholders’ opinions that are in
these fields.

1.2 Background of the Quality Migrant Admission Scheme (QMAS)

In recent years, the economy of HK is growing rapidly. Being the international
financial centre, HK has a huge demand of manpower, especially in Accounts &
Finance and Information Technology fields.

setID=2&subjectID=2&tableID=017). However, HK Government cannot supply its
own labor in those fields. Besides, talents need a long time to cultivate, it’s a
long-term investment. Moreover, there are low birth rate and aging population
problems in HK, the government needs to immigrate talents. Due to globalization,
HK is competing for talents globally.

(http://www.dab.org.hk/tr/main.jsp?content=article-content.jsp&articleId=4985&cate
Therefore, the government decided to implement the QMAS. (http://www.ncforum.org.hk/zt/news_detail.asp?id=54, 06/3/2001)

HK government implemented QMAS in 2006. The scheme allows the talents from China and overseas to migrate in order to maintain the manpower and competitiveness of HK in long term. The purpose of the scheme is to attract talents to work in Hong Kong. The scheme is non-sector specific, which means talents from different industries can apply to the scheme. However, the skills possessed by the applicants should be one that HK is lacking or in shortage.

1.3 **Statement of Issue**

Since there is a shortage of talents in HK, QMAS is important. Some people appreciate the scheme because Chinese talents make wealth for them because they may make more vacancies for the local people.

However, there are drawbacks of the scheme. One of the drawbacks is that it will affect the job holders and the undergraduates. Some people believe that the scheme may affect their job opportunities.
1.4 **Purposes of this project - Aim**

Find out whether the QMAS would be one of the solutions to satisfy the demand of labour market in Hong Kong.

The purposes of this project are carried out in detail under the following objectives:

1. Identify the purposes of the Quality Migrant Admission Scheme.
2. Identify the views from the people who are affected by the QMAS.
3. Assess the advantages and drawbacks of this scheme.
4. Draw conclusions whether the scheme can maintain manpower in Hong Kong.
5. Provide recommendations to improve the scheme and other ways to maintain the manpower in Hong Kong.
Chapter 2: QMAS and Foreign experiences

2.1 What is Quality Migrant Admission Scheme (QMAS)-(Scheme 1)

The Scheme is quota-based and there are 1000 initial annual quotas. Quotas are issued to highly skilled or talented people to come to HK and enhance HK’s economic competitiveness in global market. Applicants are not required to secure a job before they come to Hong Kong.

However, all applicants are required to fulfil a set of requirements (Appendix 1) before their applications are permitted. Successful applicants can bring their spouses and unmarried children under the age of 18 to HK.


2.2 Modification of QMAS

Mr. Chiu, supervisor in Quality Migrants and Mainland Residents Section of Immigration Department, explained the reasons of altering QMAS. His views were also mentioned in Policy Address (2007-2008). In the address, Chief Executive said that HK government would enhance manpower, promotion and vacant positions of Finance and Account industries in the future, so the scheme is to attract the talents from mainland to apply works in HK.
It was found that talents immigrated under scheme 1 were few, there were only 322 successful applications until 18 January 2008. Therefore, the Immigration Department has relaxed the requirements since January 2008 (Appendix 2). (http://www.immd.gov.hk/ehtml/QMAS_8.htm)

Immigration Department reviews QMAS every year. They will collect the suggestions of all local people in order to optimize the scheme. In 2008, they lower the requirements of working experience, age and language as mentioned in Policy Address (2007-2008) by HKSAR Chief Executive. Age requirement altered to no upper limit, 5 years working experience decreased to 2 years. Applicants can obtain extra bonus marks if they know one language in addition to Chinese and English. (http://www.singpao.com/20080116/local/945114.html, 16/1/2008)

2.3 Foreign experiences

Several publications regarding the experiences of foreign countries were read.

In “Hong Kong as a Hub for talents”, the paper selected different countries to study the experiences in attracting talents. Canada and Australia, which described in the paper as “countries that are most successful in attracting quality migrants”, are also using point-based test to select the talents which is the most suitable for their
In United Kingdom (U.K.), the Highly Skilled Migrant Programs allows the applicants from outside European countries to enter the country without a secure job. Like HK, Canada and Australia, U.K. has used the point-based system.

Other countries like Singapore and Ireland are also active in attracting talents. Ireland’s measures include working visas to admit talents to the labor market where skill shortage is serious. It also assists intra-company transfer of employees without quotas for a maximum of 4 years.

One of the measures in Singapore government include setting the “Contact Singapore” offices in Australia, North America, Europe, India to attract foreign talents and overseas Singaporeans to work and stay in Singapore.

2.4 Research on Recommendations of QMAS

According to “Hong Kong as a Hub for Talents”, HK government may imitate the policies of importing talents of some countries. For example, many talents are moving to Singapore mainly for working purposes instead of seeking permanent residency. It can reduce the burden of finance of Singapore. (Commission on Strategic Development, Committee on Economic Development and Economic
Cooperation with the Mainland, 11 April 2006)

In “Chief Executive's Second and Final Report”, it is suggested that the universities should offer more multi-disciplinary programs at both undergraduate and postgraduate levels. Furthermore, it is suggested that no quota should be set on the talents. With the high-skilled talents, the economy and the employment market will be benefited (Chief Executive's Commission on Innovation and Technology Second and Final Report, June 1999) (United Nations Asia-Pacific Leadership Forum “Sustainable Development for Cities”, 26 February 2004)
Chapter 3: Methodology

3.1 Deviation from the proposal

In our proposal, we proposed the research of IT workers will be carried out in Cyberport. It was adjusted to carry out in Central because the required quotas have been obtained.

In order to obtain higher response rate, the data collection was performed by the snowball sampling as well as street intercept interview (quota sampling). Due to the higher response rate obtained, we adjusted to distribute only 320 questionnaires.

It was proposed in the proposal that Mr. Cheng Kar Foo will be interviewed for negative comments. However, he changed his opinions of QMAS. Therefore, Ms. Chan Yuen Han and Mr. Wong Kwok Hing were interviewed.

For positive comments, since Mr. Lai Kam Tong was not available, Ms. Chan Wing Mui and Mr. Cheng Kar Foo were interviewed.

Further, as it is time consuming to focus on the students of 2 universities, all universities students were selected for sampling.
3.2 Data collection method

Data were collected through examination of secondary data, survey and interviews. The reason for using secondary data is that they were analyzed before, it is more reliable, so we used them for our reference.

The survey was carried out by using street intercept survey (quota sampling) and snowball sampling method. The instrument to perform survey was questionnaire. Non Probability Sampling was chosen for our research. Due to time constraint, data cannot be collected from the entire population. Besides, statistical inferences needed not be made from the sample in this project. Thus, non-probability sampling was used. (Saunders et al 2003).

The effectiveness of the questionnaires was guaranteed by pilot test, which was carried out before commencing survey. The questionnaires were distributed to friends, classmates or family members of team members.

The questionnaires distributed were anonymous. Wordings were stated in the questionnaires that the collected data will be used for research study only.

In this report, 4 interviews were conducted for obtaining both positive and negative comments towards the QMAS. We used the method of face-to-face, fax and
telephone to conduct the interviews.

The data collected was analyzed by using Microsoft Excel, charts and tables.

3.3 Questionnaires

Questionnaires were used to perform the survey. One of the reasons for using questionnaires is easy to analyze. On the other hand, the questionnaires was set according to our objectives, if the questionnaires set appropriately, the answers desired can be generated from the stakeholders which were selected for our research.

The population is divided into two groups, one group is students and the other one is workers. Account and Financing workers and IT workers were selected from workers’ group who were university graduates. They were selected for sampling because there was huge manpower shortage of those industries. HK government needs to import talents from other countries to fulfill vacancies, and the scheme mainly imports quality migrants from Account and Financing and IT industries. (http://www.michaelpage.com.hk/pdf/ACCA_MP_survey_English_20070905.pdf, 5/9/2007) (http://www.mingpaotor.com/htm/News/20080121/waa.htm, 1/21/2008) (http://www.info.gov.hk/gia/general/200103/09/0309142.htm, 9/3/2001)

Universities students were chosen because they are going to work soon. They may
have the views about the scheme and the ways to maintain manpower of Hong Kong. Students and workers, being the future and present manpower, were suitable for us to investigate their views concerning the QMAS.

As mentioned in chapter 3.1, we distributed 320 questionnaires which included 130 for students and the other 195 for workers. We successfully received 220 questionnaires. 100 questionnaires were received from students and 120 questionnaires were received from workers.

3.3.1 Workers

85 questionnaires were distributed to IT workers and 110 questionnaires to Account and Financing workers. As a result, 120 questionnaires were received from the respondents, which 52 questionnaires were received from the IT workers and 68 questionnaires were received from Account & Financing workers.

The actual response rate is higher than our expect in proposal, as we used snowball sampling, it was 120/198 x 100% = 61.5%.

3.3.2 Students

Based on student population 1,433,500 from Hong Kong Census and Statistics Department.(http://www.censtatd.gov.hk/hk/FileManager/TC/Content_809/)
education.pdf)

130 questionnaires were distributed to university students in HK. As a result, 100 questionnaires were received from university students in Hong Kong. The actual response rate of students was 100/130 x 100% = 77%.

3.4 Interviews

For positive comments, Mr. Cheng Kar Foo, the member of The Democratic Party was interviewed. Ms. Chan Wing Mui, assistant director of Immigration Department was also interviewed.

For negative comments, Ms. Chan Yuen Han and Mr Wong Kwok Hing, members of The Hong Kong Federation of Trade Unions were interviewed. The reasons for interviewing them are that they disagree with the scheme because it will increase the unemployment rate. (http://www.singtao.com/archive/fullstory. asp?andor=or&year1=2000&month1=07&day1=13&year2=2000&month2=07&day2=13&category=all&id=20000713a05&keyword1=&keyword2=, 13/7/2000)
Chapter 4: Findings and Results

4.1 Questionnaires analysis

In this survey, bar charts were used to illustrate the range of responses. It analyzed the responses of 100 students and 120 workers.

The followings are the findings:

**Chart 1: Years of working experience of the respondents.**

<table>
<thead>
<tr>
<th>Year of working experience of workers in Hong Kong</th>
</tr>
</thead>
<tbody>
<tr>
<td>Workers</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>0</td>
</tr>
<tr>
<td>Above 10 years</td>
</tr>
</tbody>
</table>

In the above figure, there are 13% of workers have over 10 years working experiences, about 46.7% have 5-10 years of working experience, and there are 40% of workers have below 5 years working experiences.
Chart 2: Why does Hong Kong import talents from China?

<table>
<thead>
<tr>
<th>Workers and Students</th>
<th>Low birth rate</th>
<th>Globalization competition</th>
<th>Shortage of talents</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>22</td>
<td>59</td>
<td>34</td>
<td>3</td>
</tr>
<tr>
<td>Workers</td>
<td>25</td>
<td>56</td>
<td>44</td>
<td>6</td>
</tr>
</tbody>
</table>

Majority of the students and workers choose globalization competition, they are 59% and 46.7% respectively. There are 36.7% of workers and 34% of students choose shortage of talents. There are 22% of students and 20.8% of workers choose low birth rate for their reason.

For details, please refer to appendix 6.
Chart 3: Do you think that QMAS will affect the jobholders directly?

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>66</td>
<td>34</td>
</tr>
<tr>
<td>Workers</td>
<td>52</td>
<td>68</td>
</tr>
</tbody>
</table>

In the above figure, there are 66% of students believe that it will affect the jobholders directly and 34% of them disagree.

On the other hand, there are 43.3% of workers believe that it will affect the jobholders directly and 56.6% of them disagree.
Chart 4: Is QMAS effective?

<table>
<thead>
<tr>
<th>Workers and Students</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>63</td>
<td>37</td>
</tr>
<tr>
<td>Workers</td>
<td>68</td>
<td>52</td>
</tr>
</tbody>
</table>

There are 63% students and 56.6% of workers think that the scheme is effective.

Besides, 37% of students and 43.3% of workers said that this scheme is not effective.

Effective means achieved the goals of QMAS.
Chart 5: Can the scheme achieve the following goals?

Most respondents, 40% of students and 25.8% of workers indicate this scheme can increase the competitive advantages of HK. Moreover, 32% of students and 11.6% of workers think this scheme can maintain HK manpower. 18.3% of workers and 40% of students said that it can promote international image of Hong Kong.

For details, please refer to appendix 6.
Chart 6: What are the drawbacks of this scheme?

<table>
<thead>
<tr>
<th></th>
<th>Workers and Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strict Requirements</td>
<td></td>
</tr>
<tr>
<td>Few quotas</td>
<td></td>
</tr>
<tr>
<td>Not enough promotion</td>
<td></td>
</tr>
<tr>
<td>Others</td>
<td></td>
</tr>
<tr>
<td>Students</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>32</td>
</tr>
<tr>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Workers</td>
<td>44</td>
</tr>
<tr>
<td></td>
<td>28</td>
</tr>
<tr>
<td></td>
<td>49</td>
</tr>
<tr>
<td></td>
<td>1</td>
</tr>
</tbody>
</table>

Chart 6 exhibits that both the students and workers consider the lack of promotion as the main drawback of the scheme.

In the next place, both of them express that the requirements of the scheme are too strict and high. 16% of students and 23.3% of workers indicate that there are too few quotas of the scheme.

For details, please refer to appendix 6.
Question 7: Does the scheme need any improvements?

There are 23% of students and 32% of workers said that the scheme needed to enhance promotion such as advertising. 6% students and 16% workers said that the scheme needed to increase quotas.

For details, please refer to appendix 6.
Chart 8: Apart from the scheme, are there any ways to maintain manpower in Hong Kong?

Apart from the scheme, are there any ways to maintain manpower in Hong Kong? (may choose more than one item)

<table>
<thead>
<tr>
<th>Workers and Students</th>
<th>Enhance local training</th>
<th>Improve the quality of education</th>
<th>Increase the training resources</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students</td>
<td>52</td>
<td>62</td>
<td>48</td>
<td>3</td>
</tr>
<tr>
<td>Workers</td>
<td>44</td>
<td>26</td>
<td>56</td>
<td>0</td>
</tr>
</tbody>
</table>

52% students express that the government should improve the quality of education while the majority of the workers think that the government should increase the training resources and only 21.7% of them indicated that the quality of education should be improved.

Secondly, 52% of students and 36.7% of workers would like the government to enhance local training. 48% of students recommended that the government should increase the training resources.
4.2 Interviewees analysis

4.2.1 Positive interviewees' analysis

For details, please refer to appendices 4.1 & 4.2.

Both Mr. Cheng Kar Foo and Ms. Chan Wing Mui, assistant director of Immigration Department held positive views of the scheme.

1. The purposes of the Quality Migrant Admission Scheme

The interviewees said that the scheme facilitates local economic development which would in turn create more jobs and labor demand for the local population.

It also enhances Hong Kong's competitiveness in the global market and improves the quality of our population.

2. The advantages and drawbacks of this scheme

Advantages:

Both interviewees indicated that admitted talents will foster economic development of HK. They enhance Hong Kong's competitiveness in global market, establishes an international sight and standard for HK.
It also creates more employment opportunities for the local workforce and optimizes our population. Moreover, the scheme brings good competition between the admitted talents and the talents of HK. It also brings inspiration to certain industries.

In the long run, all sectors will be benefited from the scheme when the talents made contributions to Hong Kong.

**Mr. Cheng Ka Fu** said that HK students can be benefited from Lang lang and Yundi Li if they give lessons to them. They are long term contributions.

Moreover, IT and Accounting and Finance sectors can be benefited from the scheme.

Since IT industry is prospering and it takes time to cultivate talents, it is good to import talents to satisfy the manpower demands instantly.

Besides, IT development, skills and its technology change from time to time, the imported manpower can surely supplement the vacant space. In Accounting and Finance industries, the turnover rate is high. Therefore, the most practical way is to import talents.

**Disadvantages:**

**Mr. Cheng Ka Fu & Ms. Chan Wing Mui** said that the scheme is not attractive enough due to its lack of promotion.
3. Recommendations to improve the scheme and other ways to maintain the manpower in Hong Kong

Both interviewees indicated that the scheme should be promoted actively to attract more talents to come and contribute to the development of HK. Besides, there is a need to relax the requirements on age limit and other prerequisites. However, the scheme must be monitored. Otherwise, it will affect the employment opportunities of local labor.

On the other hand, the SAR government should place special emphasis on education, training and re-training to nurture local talent. The courses in local universities should be designed to fit the social needs.

Ms. Chan Wing Mui said that they are conducting a review of the scheme.

Apart from QMAS, Immigration Department has different schemes to facilitate entry of non-local talents such as Admission Scheme for Mainland Talents and Professionals, General Employment Policy and arrangement for Mainland students graduated from educational institutions in HK.
4.2.2 Negative interviewees' analysis

Both Ms. Chan Yuen Han and Mr. Wong Kwok Hing held negative views of the QMAS.

1. The purposes of the Quality Migrant Admission Scheme

Both interviewees stated that under globalization, the scheme satisfy the labor demand of HK, it enhances local economic development and competitiveness. The scheme is a strategy for attracting professional and outstanding talents.

2. The advantages and drawbacks of this scheme

Advantages:

The interviewees indicated that if the government imported talents which are lacking in HK, it is an advantage. Otherwise, it is a disadvantage if it admitted talents which already exist.

Disadvantages:

The scheme will affect the employment opportunity and development of local talents if employers admit low-salary workers. Besides, the scheme is audited by Immigration Department only, it is unfair and it cannot protect the local talents
completely. Moreover, the scheme is not clear, people cannot acquire the details of the scheme clearly. **Ms. Chan Yuen Han** pointed out that the scheme only focus on a few industries, such as Account, Finance and I.T., it is not fair to talents who are specialists in other sectors.

3. **Recommendations to improve the scheme and other ways to maintain the manpower in Hong Kong**

Both interviewees expressed that the scheme should be reviewed by the government, companies, organizations and experts frequently.

Apart from this scheme, the government has other schemes to admit talents.

Furthermore, companies in HK have different policies to attract talents on their own.

**In order to attract talents to stay in HK, Ms. Chan Yuen Han** recommended that the scheme should admit more talents from the innovative and technical industries.

On the other hand, the government should enhance the quality and resources of education for local talents training.
Chapter 5: Data analysis and discussion

5.1 Analysis based on our objectives

1. The purposes of the Quality Migrant Admission Scheme

In the findings of interviewees, Immigration Department indicated that the scheme facilitates Hong Kong economic development which would in turn create more jobs for the local population. Besides, it enhances Hong Kong's competitiveness in the global market and improves the quality of our population.

Equally, in the part of survey, a majority of students and workers considered that Hong Kong Government imports talents due to globalization competition. It seems that QMAS is necessary to implement in Hong Kong.

Interviews also agreed QMAS can serve its purposes.

2. The views from the stakeholders who are affected by the QMAS

Majority of respondents believed that there are no direct competition between the talents and the local workers of related experience. It is benign competitions rather than vicious competitions. The views of workers are consistent with the interviewees.
57% of workers believed that it does not affect them directly. It seems workers are not worrying their foreground after implementation of the QMAS. However, the views of students are reverse.

66% of students believed that it will affect the jobholder directly. It seems they are lack of real life job experience and afraid that QMAS will affect them directly after they graduate.

Moreover, QMAS seemed to be effective which is agreed by 63% and 56.7% of student and workers respectively.

In addition, 40% of students and 25.8% of workers believed that the scheme can achieve the goal of enhancing the competitiveness of HK. 40% of students and 18.3% of workers believed that the scheme can achieve the goal of promoting international image of HK.

3. The advantages and drawbacks of this scheme

Advantages:

The interviewees indicated the scheme can achieve its goals. It fosters economic development of HK by admitting talents and enhances Hong Kong’s competitiveness in the global market.
Second, the scheme can promote international image and establishes an international sight and standard for HK. Moreover, it creates more employment opportunities for the local workforce and optimizes of our population.

The scheme brings good competition between the admitted talents and the talents of HK, it overcomes locals' weaknesses by acquiring the talents' strengths. In the long run, all sectors will benefit from the scheme by the imported talents who contribute to Hong Kong.

Especially in IT and Accounting and Finance sectors which changes from time to time, the imported manpower can surely supplement the vacancy.

Disadvantages:

Most people admitted that the main disadvantage of the scheme is not attractive enough. Due to its lack of promotion, people cannot acquire the details of the scheme clearly. Besides, the scheme only focus on few industries in Hong Kong, such as Account, Finance and I.T, there are few employment opportunities for admitted talents and they cannot utilize their strengths. On the other hand, few quotas and the strict requirements are the major disadvantages.
Some of them said that the scheme will affect the working opportunities of local talents completely and they are afraid the competition will affect their development. Since the scheme is audited by Immigration Department only, it becomes lack of diaphaneity. The employers may abuse the scheme to immigrate low-salary workers.

4. Conclusions whether the scheme can maintain manpower in Hong Kong

Conclusions:

At the present stage, information collected from the survey and the interviewees revealed that QMAS may achieve various goals, such as enhance HK competitiveness in the global market and improve the quality of our human capital. More than that, the scheme also fosters local economic development.

QMAS can promote international image and establishes an international sight and standard for HK. Also, it creates more employment opportunities for the local workforce. In specific sectors, Accounting and Finance and IT industry can be benefit from the scheme.

Nevertheless, QMAS's promotion is not very successful and the details of the scheme cannot be acquired easily and clearly. Moreover, the requirements of the scheme are too strict.
It is discovered that now is not an appropriate time to ascertain whether QMAS can maintain the manpower of HK. As Immigration Department said, "It depends on whether it can build up a critical mass of quality human capital." Also, since its implementation implemented on 28 June 2006, Immigration Department permitted 322 applicants only until 18 January 2008.

(http://www.immd.gov.hk/ehtml/20080128.htm) It is difficult to assess whether this scheme achieve the goal of maintaining the manpower.

Discussions:

To sum up, time is needed to observe whether the scheme can maintain the manpower of HK, it is not an appropriate time to ascertain. However, QMAS brings advantages over disadvantages for HK. Still, the scheme has its own defects. As a matter of fact, Immigration Department reviews the scheme regularly and makes amendments every year. Therefore, it is believed that the scheme can be improved in someplace.

In conclusion, QMAS achieved its goals in specific dimensions, such as enhancing HK competitiveness and fosters local economic development. In the long-term, it is convinced that QMAS is needed in Hong Kong.
5.2 Limitations

The sample size of our report is small, as we only focus on Accounts & Finance and Information Technology fields, and the university students in Hong Kong. All industries and citizens' opinions of QMAS cannot be generalized. Therefore, it is not very representative. Besides, our report was done in snap nature. It just represents the present stage rather than in long term, so it can't ascertain the effectiveness of the QMAS.

Moreover, Mr. Cheng Kar Foo changes his views of QMAS to positive comments. Therefore, Mr Wong Kwok Hing was interviewed for negative comments. Finally, the Hong Kong Government introduces the Scheme 2 during our research, we have not enough time to study further of it.
Chapter 6: Recommendation of QMAS

6.1 Ways to improve the scheme itself

Relying on the findings from different views, there are some recommendations about the QMAS:

Due to lack of promotion, there are few applications of the talents each year and the scheme is not clear. People cannot acquire information in detail of the scheme. Therefore, the scheme is not attractive. If the government enhances promotion, it will make sure that overseas talents know more and increase admission about the scheme. Also, it can attract more mainland talents to come and contribute to HK.

Moreover, the QMAS is not attractive as its requirements are too high. There are few successful applications, so it limits the effects of the scheme. Thus, the government should re-adjust the scheme by relaxing the requirements on age limitation and other prerequisites.

Also, it should increase the quota of applications of talents. As the shortage of the talents is different in different period, the government has to ensure that the scheme is flexible enough to meet the changing needs of Hong Kong.
On the other hand, the balance between the protection of local labor and the demand of the imported talents should be maintained. The government should focus on the quality of the talents but not the quantity. If the government just imports the talents whom Hong Kong is already available, it is not useful. Meanwhile, the government should ensure that the talents produce job opportunities to the local people. It must ensure that the local people do not lose their jobs. Otherwise, it will be detrimental. Therefore, the scheme must be monitored.

Meanwhile, since the scheme is only audited by the Immigration Department, there is question to the fairness of approval of the scheme. Therefore, the Department should consider different aspects of opinions, such as the official, the employers, the employees and the experts.

In order to increase local job opportunities, the government should focus on innovative and technical industries of the mainland talents. It can attract the talents and they will stay in Hong Kong to develop their skills.

6.2 Other ways to maintain Hong Kong manpower

Apart from the QMAS, there are other ways to maintain the manpower of Hong Kong. For example, the government can put in much more resources to emphasis on
education, training and retraining the local talents. However, the courses of the local universities should be designed to fit the social needs. If the local talents fulfill the shortage of talents, it means Hong Kong will not need to import talents from China. As we know, the aging population is becoming serious in the future of Hong Kong. Nevertheless, the Hong Kong Government relaxed the requirements in Scheme 2 of QMAS. For example, it allows the talents who are 50 years old to come to HK. No doubt, the aging population is threatening. The government can imitate the foreign countries such as Singapore and Japan. It avoids an aging population by attracting younger talents to look for all sorts of opportunities, whilst the older population moves out for less exciting and less costly life styles. This continuous circulation and flow of population keeps the cities economically vibrant.

Finally, since there are so many non-local students studying in HK, if the government allows them to seek local employment after graduation, it would strengthen our human capital and add vitality to the aging population in the long run.

To sum up, if the government can improve the QMAS according to promoting the scheme, relaxing the requirements on age limitation and other prerequisites, and increasing the quota of applications; also, if the government puts in much resource to
emphasis on education of the local talents, attracts young talents from China and allows non-local students studying in HK to seek local employment after graduation, no doubt, the Government can maintain manpower in Hong Kong.

6.3: **Implications:**

Since our group just focuses on one of the schemes about importing talents, there are some other schemes implemented by the government that we ignored. It is difficult to determine whether it is effective or not. Therefore, if we analyze the scheme with the other schemes, it is more reliable and more comprehensive.
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Appendices

Appendix 1: The requirements of Scheme 1

General Points Test

Details of the five point-scoring factors of the General Points Test are listed below:

<table>
<thead>
<tr>
<th>Factors</th>
<th>Points</th>
<th>Claimed Points</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1  Age (Maximum 30 points)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18-24</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>25-29</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>30-34</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>35-39</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>40-44</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>45-50</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td><strong>2  Academic/Professional Qualifications (Maximum 45 points)</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two or more Doctoral Degrees</td>
<td>45</td>
<td></td>
</tr>
<tr>
<td>Doctoral Degree / Two or more Master Degrees</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td>Master Degree / Two or more Bachelor Degrees</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Bachelor Degree / Professional Qualification awarded by a nationally or internationally recognized or acclaimed professional body which demonstrates that the holder has a very high level of technical expertise or skill</td>
<td>20</td>
<td></td>
</tr>
</tbody>
</table>
3. **Work Experience (Maximum 50 points)**

Not less than 10 years' graduate or specialist level work experience, including at least 5 years in a senior role 50

Not less than 5 years' graduate or specialist level work experience, including at least 2 years in a senior role 40

Not less than 5 years' graduate or specialist level work experience 30

4. **Language Proficiency (Maximum 20 points)**

Being proficient both in written and spoken Chinese (Putonghua or Cantonese) and English 20

5. **Family Background (Maximum 20 points)**

5.1 At least one immediate family member (married spouse, parents, siblings, children) is a Hong Kong permanent resident residing in Hong Kong 5

5.2 Accompanying married spouse is educated to the equivalent level of a degree or above 5

5.3 5 points for each accompanying unmarried dependent child under the age of 18, maximum 5 / 10 10 points

**Minimum passing mark**

A minimum passing mark is set under the General Points Test. Interested parties are advised to assess whether their credentials are adequate to meet the minimum passing mark before submitting an application. The minimum passing mark is subject to change from time to time.
Appendix 2: The requirements of Scheme 2

General Points Test

Details of the five point-scoring factors of the General Points Test are listed below:

The prevailing minimum passing mark is 80.

<table>
<thead>
<tr>
<th>Factors</th>
<th>Points</th>
<th>Claimed Points</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Age (Maximum 30 points)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18-39</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>40-44</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>45-50</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>51 or above</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>2. Academic/Professional Qualifications (Maximum 45 points)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Two or more Doctoral Degrees</td>
<td>45</td>
<td></td>
</tr>
<tr>
<td>Doctoral Degree / Two or more Master Degrees</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td>Master Degree / Two or more Bachelor Degrees</td>
<td>35</td>
<td></td>
</tr>
<tr>
<td>Bachelor Degree / Professional Qualification awarded by a nationally or internationally recognized or acclaimed professional body which demonstrates that the holder has a very high level of technical expertise or skill</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>3. Work Experience (Maximum 50 points)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Not less than 10 years' graduate or specialist level work experience, including at least 5 years in a senior role</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>Not less than 5 years' graduate or specialist level work experience, including at least 2 years in a senior role</td>
<td>40</td>
<td></td>
</tr>
<tr>
<td>Not less than 5 years' graduate or specialist level work experience</td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>Not less than 2 years' graduate or specialist level work experience</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>4. Language Proficiency (Maximum 20 points)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Being proficient both in written and spoken</td>
<td>10</td>
<td></td>
</tr>
</tbody>
</table>
Chinese (Putonghua or Cantonese) and English

Being proficient in at least one foreign language (written and spoken) in addition to written and spoken Chinese (Putonghua or Cantonese) or English 15

Being proficient in written and spoken Chinese (Putonghua or Cantonese) or English 10

5. Family Background (Maximum 20 points)

5.1 At least one immediate family member (married spouse, parents, siblings, children) is a Hong Kong permanent resident residing in Hong Kong 5

5.2 Accompanying married spouse is educated to the equivalent level of a degree or above 5

5.3 5 points for each accompanying unmarried dependent child under the age of 18, maximum 10 points 5 / 10

Maximum 165 Points
Appendix 3: Sample questionnaires

3.1 Survey

Questionnaire

Topic: Solutions to maintain manpower of HK

1. Student □
   Worker □
   Experience: Above 10 years □
   5-10 years □
   Below 5 years □

2. Why does Hong Kong import talents from China? (may choose more than one item)
   Low birth rate □
   Globalization competition □
   Shortage of talents □
   Others □
   Remarks: ________________________________

3. Do you think that it will affect the jobholders directly?
   Yes □
   Remarks: ________________________________
   No □

4. Is this scheme effective?
   Yes □ ...Q5
   No □ ...Q6

5. Can the scheme achieve the following goals? (may choose more than one item)
   Maintain HK manpower □
   Promote international image of HK □
   Increase competition advantages of HK □
   Increase employment rate □
   Others □
   Remarks: ________________________________

6. What are the drawbacks of this scheme? (may choose more than one item)
   Strict requirements □
   Few quotas □
   Not enough promotion □
   Others □
   Remarks: ________________________________
7. Is the scheme needed any improvements?

8. Apart from the scheme, are there any ways to maintain manpower in Hong Kong? (may choose more than one item)

   Enhance local training  [ ]  Improve the quality of education  [ ]
   Increase the training resources  [ ]
   Others  [ ]  Remarks:  ____________________________

The collected data will be used for research study only.

Thank you
問卷調查

題目：輸入內地優才計劃

1. 學生：

在職人士：

在職人士：

年資：10年以上

5-10年

5年以下

2. 你認為香港為何推行輸入內地專才計劃？（可選多項）

出生率低

全球性競爭

人才短缺

其他

請註明：________________________

3. 你認為會否對相關人士有直接的競爭？

會

請註明原因：________________________

不會

4. 你覺得這計劃有沒有成效？

有

Q5

沒有

Q6

5. 你認為這計劃能達到下列那些成效？（可選多項）

維持香港人力資源

提升香港國際形象

提升香港競爭力

提升就業機會率

其他

請註明：________________________

6. 這個計劃有什麼不足之處？（可選多項）

門檻過高

配額不足

政府宣傳不足

其他

請註明：________________________

52
7 你認為這個計劃有什麼需要改善的地方？


8. 除了這個計劃，有什麼其他方法維持香港的人力資源？（可選多項）

  加強本地培訓 ☐ 改善教育質素 ☐ 增加培訓資源 ☐

  其他 ☐ 請註明：__________________________

完

The collected data will used for research study only.
3.2: Questionnaire for interviewees

Title: Solutions to maintain manpower of Hong Kong

A study of Quality Migrant Admission Scheme

1  The HK Government implements QMAS. Do you agree? Why?
   請問你是否贊同香港政府推行『輸入內地優才計劃』?為什麼?

2  Can this scheme maintain the manpower of HK?
   這個計劃可否維持香港人力資源?

3  Can IT and Account and Financing industries benefit from the scheme?
   資訊科技和會計行業是否可以受惠?

4  Do you think that the scheme will cause to direct competition between the
talents and the local workers of related experience?
   你認爲會否對相關人士有直接的競爭?

5  Someone recommended that the quota of the scheme should be increased and
the requirements should be lowered. What do you think?
   現時，不同人士提出這個計劃需增加配額及降低申請門檻的說法，就這些
   說法，你有什麼看法?

6  Is there any improvement for the scheme?
   這計劃有沒有需要改進的地方?

7  Apart from this scheme, is there any ways to fulfill the demands of talents in
HK?
   除了這計劃外，有沒有其他方案能滿足香港人才需求?
Appendix 4: The interview of interviewees.

4.1: Mr. Cheng Kar Foo:

1. 原則上贊成，香港優才計劃令到本港的經濟體系有多方面足夠的人才和專才，而令到香港有持續發展，當然優才計劃裹要有平衡，有監察，不要令到香港現有的人材被奪去工作機會，如果制衡得好，香港某程度上有一些行業缺乏人才，在這些行業去吸納人才來香港。例如 IT，能夠建立香港有一定的國際視野和水平，所以專才很重要的，

2. 仍然吸引力比較低，政府可以做多一些宣傳，特別在中國大陸和東南亞地區。因為我相信香港是一個吸引全世界不同人種的人的國際都會，香港是很多其他大城市都沒有的光彩、競爭力。因為香港是背靠祖國和十三億人民的大市場，這是東京和新加坡也沒有的，所以能以香港作踏腳石。在香港工作十年八年的經驗，我相信對任何其他人來說是一個很好的經驗和發揮，但是香港政府對這個計劃的宣傳和吸引比較低，致今仍然都是幾百人到港，這方面我覺得可以做得更好。

3. 一定可以，因為現在的失業率下降，這些專才一定會令到本地的人才也感覺到良性競爭，而且這些專才一定會對同行帶來一些良性的衝擊和啓發，只會令到這個市場的發揮更好。一方面吸引很多短期來香港服務的專才，長遠對這個行業的貢獻和對香港人才在這方面發揮，培育。例如，郎朗，李宏迪開一些講座，對演藝學生有好處，這個是一個非短暫，是一個長遠深厚，而且是一種無形的貢獻。
4 一定。因爲 IT 是極之發達和培養人才都不能夠即時能培育專才，因爲大學培訓人才也需要幾年的時間，IT 是一個每天都改變技能和科技的發展，所以如果是一個短時間能掌握專才在香港服務，一定能夠補十年樹木百年樹人教育體制培育出的人才，所以 account 也是這樣。Account & finance 很多的產品都是在市場可以在短時間有好多新產品的出現，如果不熟悉這市場的專才，教育或是碩士，MBA 也不如一個專才實制。培育當然都重要，但對科技和社會變遷快速的商業社會，一些專門的技能是要靠實制工作經驗得到。例如 IT & account 這些人才是全世界都需要的，而香港有特別之處是背靠祖國大市場，有很多其他國家人才都好想到香港嘗試和發揮自己的技能。

5 大學教育永遠也趕不上年代的變遷，特別是 IT & account 千變萬化的進展，
大學對培訓人才的培育不只是培育一個對技能的發揮，大學和 IT 都是培育人的思維，處事態度，責任感，對社會的承擔。都是大學和 IT 培訓的最重要的基石。次之是修讀主科讓學生在主修科目間有一定的知識，所以即時有個專才去補充一個經濟發展，教育趕不上專才的空間二者可以各展所長。
每一個社會都要培養他們自己的人才，每一個同樣需要吸納果個時段的專才
問：是不是優才有助培訓本地的人才？
答：當然，但不最重要，是有潛在和間接的功能

6 做好宣傳。例如 CEPA 令很多香港為基地的大公司在中國大陸也有一定
的工作開始，CEPA 是一個溝通，如果這些公司吸納專才，打開珠三角經濟命脈，
所以香港是一個示範單位，不論政治，經濟也應該作一個協助祖國成長和進步的系統，
7. 降低門檻要特別小心，因為需要平衡本地人才會否和那些專才是否香港真的所缺乏。

這方面一定要高門檻，而不是低門檻，如果一降低了就難以回復，所以要慢慢檢討，慢慢地在某些地方降低，比一下子下降門檻開太低還好，要平衡影響香港人的工作機會，大學生們的出路。

8 香港的人力資源培訓計劃做得慢一些，大學在這方面的專注，比較同社會脫節，所以我覺得如要改善，我希望大學能在這方面和社會感應和社會的發展拉近。

我不是在大學工作，但以法律系來說，應該多些中國法律，香港的律師牌應該有多一些科是考更深入的中國法律，但我覺得這是和社會脫節。例如到律師事務所客人會問誰較熟悉中國法律，這些就是實制上現畢業生未能趕得上，時代的需要正因大學缺乏這類培訓，法律如是，會計都是，特別是中醫，新興的行業，

爲何香港的發展追不上，很多的專長 傳統的三司，精算司等等，都是和中國大陸關係，了解，法例，都是太疏離，所以我們的大學要在這方面做好一些。
4.2: Ms. Chan Wing Mui, assistant director of Immigration Department

Q 1. The HK Government implements QMAS. Do you agree? Why

Ans. There is a need to attract talent to the HKSAR. We believe that admitted talents will foster economic development of Hong Kong, create more employment opportunities for the local workforce, enhance the economic competitiveness of Hong Kong in the global market and optimize the quality of our population.

Q 2. Can this scheme achieve its purpose?

Ans. Yes. Qualified elites who meet the prerequisites may apply under the scheme. Once their applications are approved, they may come to Hong Kong to develop their career without having first to secure a local employment offer. They can then decide to take up employment or establish a business after arrival. The scheme facilitates local economic development which would in turn create more jobs for the local population. It also enhances Hong Kong’s competitiveness in the global market and improves the quality of our population.

Q 3. Can this scheme maintain the manpower of HK?

Ans. In the knowledge-based era, an economy’s competitiveness hinges on whether it can build up a critical mass of quality human capital. While the Government will continue to make investment in education and upgrading the local workforce, we need to bring in talented people from outside Hong Kong to meet manpower demand of local enterprises, to rejuvenate our population and to enhance Hong Kong’s competitiveness in the global market.

Q 4. In the view of society, can IT and Account and Financing industries benefit from the scheme?

Ans. The scheme does not give preference to applicants from specific sectors. During each selection exercise, the Advisory Committee will take into account the socio-economic needs of Hong Kong, the sectoral mix of candidates and other relevant factors when recommending quota allocation to the most suitable candidates. In the long run, all sectors will benefit from the scheme.
Q 5. Do you think that the scheme will cause direct competition between the talents and the local workers of related experience?

Ans. All applicants under the scheme must first satisfy all prerequisites, and go through the two selection procedures of a points-based test and the Advisory Committee, before they can be allotted a quota to come to Hong Kong. Those who are able to win in the selection mechanism under the scheme are talented persons, their development in Hong Kong will enhance Hong Kong's competitiveness, make Hong Kong more prosperous, attract more capital and create more jobs.

Q 6. Is there any improvement for the scheme?

Ans. According to the recent Policy Address made by the Chief Executive, the large-scale development projects to be launched in Hong Kong require talented people from everywhere. Last year, 28 000 people from different corners of the globe came to work in Hong Kong and settled here. Among them, about 5 500 came from the Mainland. Global competition means that we have to compete for markets as well as talents. Hong Kong's future development requires more talent from the Mainland and overseas.

Currently, we are conducting a review on the scheme. We will modify the scheme by relaxing the restrictions on age limit and other prerequisites. We will also actively promote the scheme in order to attract more Mainland and overseas talent to come and contribute to the development of Hong Kong.

Q 7. Someone recommended that the quota of the scheme should be increased and the requirement should be lowered. What do you think?

Ans. In accordance with the 2007-08 Policy Address, the scheme will be modified by relaxing the restrictions on age limit and other prerequisites. The scheme is now under active review. Results of the review will be announced once they are finalized.

Q 8. Apart from this scheme, is there any ways to fulfill the demands of talents in HK?

Ans. Apart from this scheme, the Immigration Department also has different schemes/policies to facilitate entry of non-local talents such as Admission Scheme for Mainland Talents and Professionals, General Employment Policy...
and arrangement for Mainland students graduated from educational institutions in Hong Kong.

While drawing global talent to Hong Kong is important, the SAR Government also places special emphasis on education, training and retraining to nurture local talent.
4.3: Mr Wong Kwok Hing

1. The HK Government implements QMAS. Do you agree? Why?

請問你是否贊同香港政府推行『輸入內地優才計劃』? 爲什麼?
計劃必須在一個嚴格，慎密來保障本地人才，應該只輸入香港真的缺乏的優才，
計劃還有空間改善。現時只是由入境處主持，缺乏透明度，應該參照普通輸入
勞工計劃，它由勞工顧問委員會，有勞方，官方，資方三方參與，因有透明度
及公正來確保本地人才的出路，加上僱主，僱員，專家參與。

1. Can this scheme achieve its purposes?

這個計劃可否達成它的目的?
擔心計劃被作爲輸入廉價優才，令本地優才發展和出路有所影響，要進一步檢
討，改善計劃，特別在把關方面。

2. Can this scheme maintain the manpower of HK?

這個計畫可否維持香港人力資源?
如輸入香港缺乏的優才會對香港有好處，如果相反，就沒有好處。

3. In the view of society, can IT and Account and Financing industries benefit
from the scheme?

從社會角度來看，資訊科技和會計及金融行業是否可以受惠?
不能。
5 Do you think that the scheme will cause direct competition between the talents and the local workers of related experience?

你認爲會否對相關人士（大學畢業，持5－10年相關經驗的資訊科技人員和會計及金融人士）有直接的競爭？

把關透明度不足，不能100%保障本地缺乏的專業人才，而普通輸入勞工計劃清楚，如果有僱主申請，一定有一個公開的招聘程序，經過招聘及勞資，資方委員會審批，所以批不批准很清楚。

現時計劃只是由官方政府部門來處理，業界不知道，本地人才，公眾不知，無透明度，怎可100%保障本地大學培養出來的人才。

6 Is there any improvement for the scheme?

這計劃有沒有需要改進的地方？
審批時一定要有勞方，官方，資方加上學者的代表四大原則參與，以增加審批透明度。 不是只是像現在一個官方原則，會處理不足。

6 Someone recommended that the quota of the scheme should be increased and the requirements should be lowered. What do you think?

現時，不同人士提出這個計劃需增加配額及降低申請門檻的說法，就這些說法，你有什麼看法？
只是輸入利益角度來看（不同人士提出的說法），但是是否是公正的角度，問題起原只是官方，所以無透明度。
一定經過審批才可增加配額及降低申請門檻。

7 Apart from this scheme, is there any ways to fulfill the demands of talents in HK?

除了這個計劃外，有沒有其他方案能滿足香港人才需求？
政府有其他計劃輸入人才來香港投資，經過一段時間都可以在香港居留，好多機構已經有其他計劃輸入人才，關卡寬，因最大問題是居留問題。
1. 政府要檢討機制，把好關口。
2. 香港是自由港，很多機構已有各種方法，帶僱用或專業人士來處理，所以香港人才是不缺乏。
3. 再將門檻降低，對本地人才不公度。
職業訓練學院（屯門）

1. 請問你是否贊同香港政府推行「輸入內地人才計劃」？為甚麼？
   正確名稱是「輸入內地人才計劃」，由 03 年 7 月推出。
   輸入內地人才計劃
   輸入內地人才計劃於二零零三年正月推出，目的是吸引內地優秀人才和專業人才來港工作，以滿足本港對人才的需求，從而促進香港在經濟和其他領域上的發展，並提高香港在全球化市場的競爭力。
   輸入內地人才計劃不限行業，亦不設限額。計劃的審批標準與一般來港就業政策的審批標準一致。除了商界和金融界的專才外，計劃也適用於輸入藝術、文化、體育，以至飲食界的人才。
   在計劃下來港人士在香港通常居住連續七年以上後，可依法申請居留權。

2. 這個計劃可否達成它的目的？
   自計劃實施至 2006 年，當局批了 14 155 宗入境申請。

3. 這個計劃可否維持香港人力資源？
   人才匯聚與產業發展是互動關係，人才可以推動產業發展，但產業多元化才能產生凝聚各類人才的力量。
   本港產業過去以單一化，過分集中在金融及其周邊產業，創新科技和創意產業等發展緩慢，在缺乏發展機會的情況下，自然難以吸引其他範疇的人才來港，就算最終來港亦多是以本港作踏腳石，很快就銜接別枝。
   政府應研究強化創新科技和創意產業的基礎，使來港的優秀人才有用武之地，才能留住人才。

4. 從社會角度來看，資訊科技和會計及金融行業是否可以受惠？
   目前輸入最多的人才足「學術研究和教育」，其次是商業和貿易，再其次是金融服務。
   資訊科技的輸入人數反而不多。

5. 你認為會否對相關人士（大學畢業，持 5-10 年相關經驗的資訊科技人員和會計

63
及金融人士)有直接的競爭？

企業，但若門檻不被降低，影響所仍有限。因爲自計劃實施至 2006 年，當局
批准了 14155 宗入境申請。由 03-06 年平均每年 4718 人，平均每月 393 人，
要思考這與大學畢業生構成的競爭會有多大？

6. 這計劃有沒有需要改進的地方？

仍未能起到人才匯聚的效果

7. 現時，不同人士提出這個計劃需要增加配額及降低申請門檻的說法，就這些說
法，你有什麼看法？

降低申請門檻，相信只是變相借口，用輸入廉價人才。

要真正吸引人才，反而是發展產業多元化，加強科研發展，吸引人才，發揮
所長。

8. 除了這計劃外，有沒有其他方案能滿足香港人才需求？

提升大學質素，增加研發資源，培育人才。
4.5: I.T. interviewee

Title: Solutions to maintain manpower of HK:

A study of Quality Migrant Admission Scheme

1. The HK Government implements QMAS. Do you agree? Why?

請問你是否贊同香港政府推行『輸入內地優才計劃』? 爲什麼?

Yes. It can solve talent shortage in HK labour market in certain industries.

2. Can this scheme achieve its purposes?

這個計劃可否達成它的目的?

Partly. Currently only well-known celebrity is advertised as successful care study.

3. Can this scheme maintain the manpower of HK?

這個計劃可否維持香港人力資源?

Yes.

4. In the view of society, can IT and Account and Financing industries benefit from the scheme?

從社會角度來看，資訊科技和會計及金融行業是否可以受惠?

Yes. In I.T. development and China finance regulatory related areas.
5. Do you think that the scheme will cause direct competition between the talents and the local workers of related experience?

你認為會否對相關人士(大學畢業，持5-10年相關經驗的資訊科技人員和會計及金融人士)有直接的競爭？

Partly.

6. Is there any improvement for the scheme?

這計劃有沒有需要改進的地方？

No.

7. Someone recommended that the quota of the scheme should be increased and the requirements should be lowered. What do you think?

現時，不同人士提出這個計劃需增加配額及降低申請門檻的說法，就這些說法，你有什麼看法？

The requirements should not lower.

8. Apart from this scheme, is there any ways to fulfill the demands of talents in HK?

除了這計劃外，有沒有其他方案能滿足香港人才需求？

No.
**Appendix 5: Raw data of questionnaires**

### 5.1 Worker: 120 / 120

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<td>全球性競爭</td>
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<td>不會: 68</td>
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<td>提升香港國際形象</td>
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<td>政府宣傳不足</td>
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Q7: 主要加强港人的認同，而且政府說做而沒有實行，計劃未能確保質素及平衡本地失業率

- 應保持人才質素，不要因爲成功申請少而減低要求
- 今香港人認同及認識計劃，政府不是說就算
- 加強香港人認同
- 多工種
- 適當數量輸入
- 維持一定的門檻，確仔輸入的人才質素
- 只增加那些不足人才的行業，那些行業喺全球競爭的行業
- 增高行業水平和出頭機會
- 配額增加
- 增加宣傳

Q8: 加強本地培訓
改善教育質素
增加培訓資源

44
26
56

5.2 Student: 100 / 100

Q2: 出生率低
  全球性競爭
  人才短缺
  其他: 1. 中國的競爭上升
         2. 發展大陸市場
         3. 維持中港友好關係

22人
59人
34人

Q3: 會:
  不會:
原因: 1. 有相同知識
        2. 因為競爭愈多，找工作難度提高
        3. 專業職位數目有限，可引起良性競爭
        4. 競爭性大
        5. 僱主會選技佳的人才
        6. 多了人才
        7. 提高行業的 quality
        8. 有意見

66
34
5
11
15
28
6
7
10
18
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<th>Q4:</th>
<th>有</th>
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<th>Q5:</th>
<th>維持香港人力資源</th>
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<td></td>
<td>提升香港國際形象</td>
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<td>提升香港競爭力</td>
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<td>提升就業機會率</td>
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<td>其他</td>
<td>1. 可以取長補短</td>
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<td>2. 香港人提升個人競爭力</td>
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<th>門檻過高</th>
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<tr>
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<td>政府宣傳不足</td>
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<td>其他</td>
<td>1. 香港還不夠多人才嗎</td>
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<td>2. 香港有足夠人才</td>
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<tr>
<th>Q7: 1. 這個計劃嚴重影響本地人的工作機會</th>
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<tbody>
<tr>
<td>2. 增強對外宣傳</td>
</tr>
<tr>
<td>3. 專才應重質不重量</td>
</tr>
<tr>
<td>4. 降低門檻，例如年齡和語言資格</td>
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<td>5. 確定本地人有工做</td>
</tr>
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<td>6. 要令本地港人認識</td>
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<td>7. 增加配額</td>
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<td>8. 開放更多城市</td>
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<td>9. 擴闊專才計劃寬的條件</td>
</tr>
<tr>
<td>10. 計劃未夠吸引</td>
</tr>
<tr>
<td>11. 保障本地職位給本地人</td>
</tr>
<tr>
<td>12. 可改成香港與大陸專才交流計劃</td>
</tr>
<tr>
<td>13. 應審視專才計劃，重新為兩者下明確定義</td>
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<th>Q8: 加強本地培訓</th>
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<td>改善教育質素</td>
<td>62</td>
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<tr>
<td>增加培訓資源</td>
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<td>其他 1. 加強本地員工自我增值意識，提升公民教育</td>
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<td>2. 企業自我培訓</td>
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<tr>
<td>3. 增加生育子女資助</td>
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Appendix 6: Findings and Results

Chart 2

Few workers and students chose others as their reasons, including competition increase in the China, the sharp development of China market, the maintenances of relationship between Hong Kong and China, the different culture and language between China and Hong Kong.

Chart 5

There are 2% of students and 0.83% of workers think this scheme can achieve other goals, such as overcome locals' weaknesses by acquiring the talents' strong points, increase the local workers' competition personally, and enhance Hong Kong professional standard.

Chart 6

There are 3% of students think that Hong Kong possess plenty of talents. On the other hand, some workers think that the scheme is not attractive.

Question 7

Students:

1. This scheme is ridiculous. It affects the working opportunity of local workers.
2. Enhance promotion. For example, advertising.
3. Talents should focus on quality but not quantity.
4. Lower requirements. For example, age or qualification of language.
5. Ensure local people do not lose their job.
6. Ensure local people know more the scheme.
7. Increase quota.
8. Relax restrictions of the scheme.
9. The scheme is not attractive

10. May be exchange scheme between Hong Kong and Mainland China of talents.

11. Re-adjust the scheme.

Workers:

1. The scheme does ensued quality

2. The quality of talents should be maintained

3. Ensure the local people know the scheme and the admission.

4. Appropriate number of importation of talents

5. Remains the standard of requirements and ensure the quality of the talents

6. Increase the level and chance of the local industries

7. Increase quota
Appendix 7: Letter of invitation to interview

Dear Sirs, (Mr. Chin)

Invitation to interview

We are students from Hong Kong Institute of Vocational Education (Tuen Mun). We are doing a final year project concerning the solutions to maintain manpower of Hong Kong, a study of Quality Migrant Admission Scheme.

Your valuable views towards the scheme are important to us. We are now requesting to arrange a face-to-face interview with you. In case the said interview cannot be arranged, we are pleased to receive your answers by fax before 10th December 2007.

Enclosed please found the questionnaire for your reference. Please feel free to contact us by calling Ms

Yours faithfully,
Appendix 8: Information of Scheme 2

Unemployment rate

- Unemployment rate remains at 3.4pc
  
  Source: SCMP (A2)/ The Standard/ HKEJ (P2)/ HKET (A6)/ China Daily (HK-1)
  
  The unemployment rate for November to January remains unchanged at 3.4%, according to the Census and Statistics Department. The rate remained the same as that for October and December, with the underemployment rate also steady at 2.1% for both periods. Total employment increased by 18,300 from 3,533,300 to 3,551,600. The industries mainly responsible for the drop in the number of people unemployed were welfare and community services, wholesale and retail, and decoration and maintenance. Falls in underemployment were seen in the communications, construction and transport areas. Last month, the number of private-sector job vacancies received by the Labour Department rose by 27.1% to 48,142 over the same period last year, equivalent to 2,200 vacancies every working day. Secretary for Labour and Welfare Matthew Cheung Kin-chung said despite continued improvement in the employment figures, the government would still help those finding it difficult to enter the labour market. Additionally, Mr Cheung said local and international financial markets and the mainland economy would be closely monitored to assess the impact on the city’s labour market.

Manpower - Quality Migrant Admission Scheme

- Lawmaker attacks changes to admission scheme
  
  Source: SCMP (A2)/ The Standard
  
  Education-sector lawmaker Cheung Man-kwong has criticized changes to the Quality Migrant Admission Scheme, saying they may deprive young people in Hong Kong of development opportunities. Restrictions on people applying to migrate to the city under the scheme were relaxed four months ago. Extra points are given to holders of bachelor’s and master’s degrees, minimum job experience reduced from five years to two. Mr Cheung said the new measures meant many mainlanders would be eligible and many youngsters in Hong Kong may be exploited. It would reduce employment opportunities for young people, where 15% of the population has a degree. However, the government said applicants meeting the basic requirements should still go through a vetting process and it would ensure that only people who were needed were accepted. According to Immigration Department, only 60% of quality migrant applicants were granted a conditional offer to come to Hong Kong in the first assessments after the scheme was revised, compared to 69% since the program began in June 2006.

China Focus: Legislation - labour law

- HK firms brace for labour law
  
  Source: China Daily (P1)
  
  According to a survey conducted by the Hong Kong WTO Research Institute among 37 Hong Kong manufacturers who owned factories on the mainland, 62% said the new labour contract law pushed up their operating costs and 11% said they could no longer survive financially. Only 22% said they fully understood the new law; 46% had a reasonable understanding of it and 32% said they could hardly understand it. Although 41% said it was a reasonable law, they asked for a longer transition period. When asked if they would leave the mainland, 46% said no but 49% said they would wait and see. Priscilla Leung, associate professor of the City University’s School of Law who was in charge of the survey, suggested the National People’s Congress promulgate an implementation regulation to clarify several key areas and make it clear that it would not carry any retroactive effects.

C&B - Guangdong

- Guangdong plans 12.9pc wage rise