



Hong Kong General Chamber of Commerce
香港總商會 1861

PEARL FOR YOUTH

BUSINESS SECTOR STUDY REPORT

**Employment Opportunities for Hong Kong Youth
in the Pearl River Delta**

13 October 2003

**PEARL FOR YOUTH
BUSINESS SECTOR STUDY REPORT
Summary of Recommendations**

General Picture

- R1. Hong Kong youth should look to the PRD for jobs, which are indeed available. Manufacturing still provides many opportunities though a large variety is now available from the service sectors, many of them from foreign companies.
- R2. The CEPA creates a positive impact on the employment market in the Pearl River Delta region, across all sectors for young people. Hong Kong youth should develop a long-term vision of their career path.

Equipping Hong Kong Youth

- R3. It pays for Hong Kong youth to equip themselves in management and professional expertise, as well as broaden their scope of interest in the diverse range of service industries.
- R4. Hong Kong youth must further strengthen their international ability. They should learn more about the outside world, travel more and improve their English.
- R5. They must learn more about Mainland China, its politics, economics and its culture, and improve their Putonghua and Chinese writing skills.

Improving Competitiveness

- R6. Hong Kong youth must be realistic in their expectations about salary and terms of employment.
- R7. Hong Kong youth should understand more about the nature of different businesses operating in the PRD, their diversity and their differing needs.
- R8. “Hongkongness” still commands a premium, in the form of higher salaries and benefits. However, that premium must be justified by better value-for-money. Hong Kong youth should weigh their expected package with their own competitiveness carefully.
- R9. Hong Kong youth should look longer-term and seek to develop a career path for themselves. They should take on-the-job training seriously. They will in time become more competitive as they accumulate more experience and demonstrate better value-for-money.

R10. It pays to be a “knowledge” worker. Hong Kong youth do have opportunities in the Mainland, in a wide range of positions in different sectors, with different job responsibilities. Large companies and manufacturing companies remain a major source of employment, but they are also likely to be more demanding in terms of experience. The service sectors are more flexible in terms of the form of employment offered and experience required. The key is to equip themselves, especially with skills and knowledge needed by qualified CEPA companies.

Providing Support

R11. There should be “Mainland familiarisation courses” for Hong Kong youth, to introduce them to the Mainland system, help them overcome the negative perception of the PRD and prepare themselves for the job market there.

R12. Similarly, more should be done to educate Hong Kong youth about the nature of industries in the PRD, their composition and characteristics, etc. The business sector should offer PRD internship, which could serve as a qualification or pre-requisite for subsequent permanent placement.

R13. In the university education, there should be more explicit policy and facilities to encourage interaction between local and foreign (including Mainland) students, e.g. by increasing the number of foreign university students.

R14. More promotion should be done jointly by the government, universities and industry to encourage Hong Kong youth to develop their career path in the PRD. There should be a clear division of labour, i.e. the business sector to outline a PRD career roadmap, the academic institutions to promote the PRD employment prospect to the youth, and the government to provide one-stop services to back up in the recruitment process.

R15. There should be more support in the Mainland for Hong Kong youth. They should be encouraged to expand their social networks wider through more youth-organisations in the Mainland. Such organisations should, however, be of an inclusive nature (i.e. not just limited to Hong Kong youth themselves) to encourage interaction between Hong Kong youth and their Mainland counterparts.

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PEARL FOR YOUTH BUSINESS SECTOR STUDY REPORT

The Hong Kong General Chamber of Commerce conducted a questionnaire survey through its members from 10 February to 7 March 2003. The aim is to examine the market situation in the PRD and to articulate a clear picture of the employment opportunities for Hong Kong's young people in the region.

PART I: GENERAL PICTURE

Brief Description of the Companies Surveyed

1. A total of 329 replies were received. Of these 67% are HK-based, and 25% are foreign (including Mainland) companies. A small number (7%) are non-profit or government organisations.
2. The *industrial composition* is quite even, and broadly reflects the diversified nature of Hong Kong businesses in the Mainland, as follows (in %):

<i>Business Sector</i>	<i>%</i>
Manufacturing	19.8
Trade and Logistics	26.7
Professional Services & Information Technology	49.2
Other Services	31.9

** total bigger than 100% due to overlapping*

3. In the above classification, "trade and logistics" include general trade and merchandising, distribution, wholesale and logistics industries. "Professional services and information technology" refers to the following:

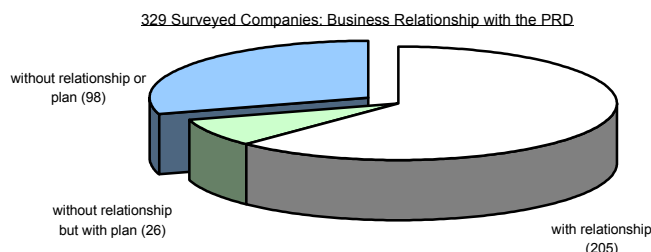
- business consultancy / legal / professional services
- information technology / telecommunications
- architectural / construction / engineering services
- banking / accounting services
- insurance / financial services
- human resources / education / training

"Other services" include a wide range of sectors:

- retail / restaurant / catering services
- advertising / public relations / event organiser
- tourism / airlines / hotel / hospitality
- property development / management / services
- government / social services
- medical / healthcare / welfare services
- utilities / public transportation
- mechanical / technical / maintenance services
- environmental services
- leisure/entertainment services

Business Presence in the PRD

4. 62% of the companies surveyed have business relationship with the PRD, while 8% do not but plan to. The remaining 30% have no business in the PRD nor any plan to expand there. For the analysis below, we shall describe the result from the full sample of 329 companies where relevant, but for some items, it would be more appropriate to concentrate on the 70% companies (total 231) which have businesses in the PRD or plan to.



5. Of those who are having business relationship with the PRD (205 companies), manufacturers tend to have bigger presence than services firms – 76% manufacturers have operations with more than 100 people, while only 23-34% services firms do.
6. For all sectors, the majority of companies having business in the PRD are HK-based, especially for manufacturing and trading companies, and to a lesser extent for services companies.
7. In terms of typical company size for local HK-based firms, there is also a noticeable difference between manufacturing and trading on the one hand, and services on the other. Generally, manufacturing and trading companies are more likely to be smaller in scale than their counterparts in the services sectors.

(numbers in %)	MFG	Trade & Logistics	Professional & IT	Other Services
<i>Business Presence</i>				
With business presence in the PRD (<100)	8.2	35.6	37.5	32.0
With business presence in the PRD (>100)	75.5	33.9	22.9	26.0
No business presence in the PRD	10.2	18.6	27.1	34.0
<i>Business Origin</i>				
Hong Kong based company/corporation	81.5	74.2	63.3	63.3
Non HK based enterprises	18.5	25.8	33.0	23.3
<i>HK-based companies with business in PRD</i>				
Employment size in HK: less than 100	52.3	47.8	33.3	31.6
Employment size in HK: more than 100	18.2	17.4	26.1	31.6

Employment of Hong Kong People in the PRD

8. In terms of size of their business presence in the PRD, about one-third have big operations (more than 100 employees), another one-third with smaller operations (less than 100 employees), while about one-fourth does business with the PRD but have no commercial presence there.

Employment Size in the PRD	%
With business presence in the PRD (<100)	31.7
With business presence in the PRD (>100)	30.7
No business presence in the PRD	24.8
Without business relation but plan to expand to PRD	12.9

* based on completed information of 202 respondents who have business relationship with the PRD (176) or plan to (26)

9. Of the companies that have or will have business in the PRD, about half (48%) are employing Hong Kong people in the PRD now, while the other half (51%) do not. By implication, the latter group will have to manage their PRD business offshore, relying more on their Mainland employees or business counterparts to conduct their business there, with their Hong Kong employees making only occasional visits.
10. For those who do employ Hong Kong people, the typical profile of the Hong Kong employee is as follows:
 - University graduate (71%)
 - As manager (56%) or professional (38%)
 - With more than 5 years experience (57%), or at least 3-5 years (24%)
 - Aged 30 or above (65%)
11. By comparison, the services sectors (professional, IT and other services) are less likely to employ non-graduates than manufacturing and trading sectors. Naturally, the professional and IT service industries require more professional staff than the manufacturing and trading sectors. All employers prefer experienced employees, but the services sectors seem more ready to offer opportunities to less experienced people.

HK Employee in the PRD	MFG	Trade & Logistics	Professional & IT	Other Services
<i>Qualification</i>	%	%	%	%
Master or above	2.8	0.0	18.8	16.0
University graduate	58.3	65.5	87.5	72.0
F.7 graduate	25.0	34.5	8.3	4.0
F.5 graduate	27.8	17.2	4.2	4.0
<i>Employed as:</i>				
Managers/administrators	72.2	79.3	43.8	60.0
Professionals	25.0	13.8	52.1	44.0
Technicians	25.0	13.8	14.6	8.0
<i>Employees with little experience</i>				
1-2 years	8.3	10.3	14.6	12.0
0 year	5.6	0.0	6.3	4.0

Summary of Some Major Observations

12. The above data can be summarised as follows:
 - Companies involved in the PRD are mostly Hong Kong-origin. They comprise a variety of industries.
 - Service firms have higher requirements on educational qualification. There are more opportunities for non-graduates to look to in the manufacturing sector.
 - A bigger diversity of occupations is available for service sector firms than for manufacturers.
 - Experience counts for all industries, but more so for manufacturing.

More Opportunities after CEPA

13. The survey was conducted prior to the signing of the “Mainland-Hong Kong Closer Mainland-Hong Kong Closer Economic Partnership Arrangement (CEPA)”, a substantive agreement with genuine benefits to Hong Kong’s industries and services sectors. Zero-Tariff, liberalisation of trade in services, as well as the concessions in market access will enable Hong Kong companies to expand their business horizon, especially for those working in the Pearl River Delta region.

14. On the other hand, CEPA's early liberalisation measures enable the Mainland to build up the capacity of its own industries in preparation for foreign competition. It also stimulates cooperation, not just between Hong Kong and the Mainland, or Hong Kong and Guangdong, but also between Hong Kong companies and foreign companies who have not yet qualified for CEPA.
15. All the CEPA benefits will prompt more job opportunities for young professionals, and in the longer term it will promote a prosperous regional economy offering high-value career path.

Part I Implication/Recommendation

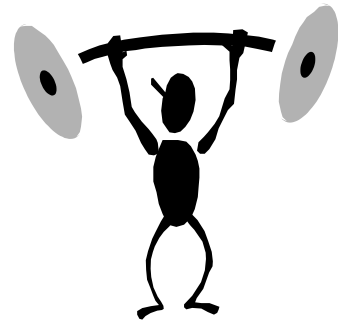
- R1. Hong Kong youth should look to the PRD for jobs, which are indeed available. Manufacturing still provides many opportunities though a large variety is now available from the service sectors, many of them from foreign companies.**
 - R2. The CEPA creates a positive impact on the employment market in the Pearl River Delta region, across all sectors for young people. Hong Kong youth should develop a long-term vision of their career path.**
 - R3. It pays for Hong Kong youth to equip themselves in management and professional expertise, as well as broaden their scope of interest in the diverse range of service industries.**
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PART II: STRENGTH & WEAKNESS OF HONG KONG YOUTH

Strengths

16. The strengths of Hong Kong youth are ranked by respondents as follows:

<i>Strengths of Hong Kong Youth</i>	%
1. Familiarity with the western standard	51.1
2. international exposure/experience	47.7
3. flexibility and ability to meet changes	36.5
4. strong mobility with HKSAR passport	36.2
5. English skills	36.2
6. well-educated	33.4
7. familiarity with the Chinese culture	24.6
8. honest and responsible	21.0
9. professional skills	18.8
10. innovative mind	17.9
11. hardworking	16.1
12. professional appearance	13.4
13. strong technological skills	11.9
14. strong social skills	11.6
15. able to make decisions	6.4



17. It is noticeable that the top five most valued strengths all relate to “**internationalness**”: familiarity with western standards, international exposure, flexibility, mobility and English skills.
18. The next three traits, less important but still significant, can be regarded as reflecting “**Hongkongness**” vis-à-vis their counterparts in the Mainland, i.e. educated, familiar with Chinese culture, and honesty and being responsible. By comparison, work-related factors like skills and being hardworking are much lower down on the list. This does not mean Hong Kong youth are weak in these areas, but simply that these are not regarded as their competitive strength.
19. By comparison, the services sectors (professional/information technology and other services sectors) weighted “familiarity with the Chinese Culture” higher than the manufacturers and traders. On the other hand, manufacturers counted “honest & responsible” higher than services sectors. It could be due to the need for more personal interaction with their PRD clients for the services sectors, whilst employees of manufacturers and traders mostly deal with materials and routine tasks.

<i>Strengths of Hong Kong Youth</i> <i>(numbers in %)</i>	MFG	Trade & Logistics	Professional & IT	Other Services
familiarity with the Chinese culture	20.4	19.4	30.3	31.7
honest and responsible	31.5	16.1	21.1	16.7

20. Significantly, those companies with operational experience (i.e. business presence) in the PRD do not value “familiarity with the Chinese culture” as much as those that do not, as they are already more familiar with the Mainland due to their business presence.

<i>Strength of Hong Kong Youth</i>	Having business relationship with the PRD (employment size)			No business relationship but plan to
	0	<100	>100	
familiarity with the Chinese culture	34.0%	18.8%	16.1%	34.6%

Weaknesses

21. Employers were asked what weaknesses of Hong Kong youth make them hesitate in hiring them. The following is the ranking by the employers.

<i>Weaknesses of Hong Kong's Youth</i>	%
1. insufficient Putonghua skills	61.4
2. more costly than PRD employees	60.2
3. unfamiliar with the Chinese market/system	54.1
4. lack of social network in the PRD	43.8
5. insufficient Chinese writing skills	33.7
6. unrealistic expectation of employment terms	31.3
7. not hardworking enough	27.1
8. lack of loyalty / unstable (job hopping)	24.6
9. lack of working experience	21.3
10. strong self-esteem / sense of superiority	19.1
11. low sense of responsibility	18.8
12. over dependence on families	13.7
13. unwilling to travel	13.1
14. lack of technical knowledge	10.0
15. like to apply their own ways of doing things	7.0



22. Four of the top five factors all have to do with their “**Chineseness**” compared to Mainlanders: familiarity with the Mainland language (spoken and written), knowledge of Chinese system and lack of social network.
23. Cost (second of the top five), and the next four (employment terms, being hardworking, loyalty or experience) can be regarded together as “**value-for money**” factors. These are considered big disadvantages but as a whole they are not as important as “Chineseness” – with the exception of cost, which stands out as a glaring weakness of Hong Kong youth.
24. In fact, if companies without business in the PRD are discounted, “*cost*” becomes the top, not the second, most important weakness identified.

<i>Weaknesses of Hong Kong's Youth</i>	% based on 329	% based on 231
more costly than PRD employees	60.2	64.5
insufficient Putonghua skills	61.4	61.9

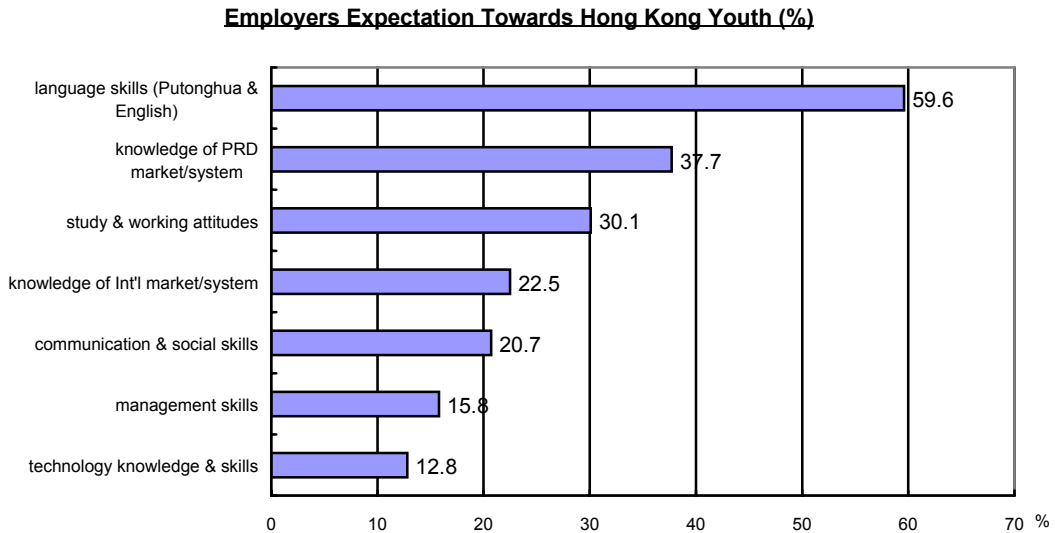
This is consistent with the observation that those with actual business presence in the PRD are more likely to find cost a problem than those which do not.

<i>Weakness of Hong Kong Youth</i>	Having business relationship with the PRD (employment size)			No B/S Relationship Plan to Expand
	0	<100	>100	
more costly than PRD employees	58.0%	71.9%	74.2%	38.5%

25. Besides “Chineseness” and “value for money”, the other weaknesses identified are mostly cultural factors reflecting the weaker side of “Hongkongness”, like self-esteem, sense of responsibility, dependence on families, etc. These do not rank high as factors inhibiting Hong Kong youth’s employment.

Employers Expectation Towards Hong Kong Youth

26. The perceived strength/weakness of Hong Kong youth corroborates with the employers' view about the key improvements needed to strengthen Hong Kong youth's competitiveness.



27. In summary, Hong Kong youth should consider their “**internationalness**” a prized asset, whereas “**Chineseness**” (Putonghua, familiarity with Mainland system) is the most critical element which they need to equip themselves with if they want to be competitive in the PRD market.

Part II Implication/Recommendation

- R4. Hong Kong youth must further strengthen their international ability. They should learn more about the outside world, travel more and improve their English.**
- R5. They must learn more about Mainland China, its politics, economics and its culture, and improve their Putonghua and Chinese writing skills.**
- R6. Hong Kong youth must be realistic in their expectations about salary and terms of employment.**
- R7. Hong Kong youth should understand more about the nature of different businesses operating in the PRD, their diversity and their differing needs.**
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PART III: OPPORTUNITIES FOR HONG KONG YOUTH

Salaries & Benefits

28. In terms of salaries, companies are generally willing to give Hong Kong youth a better package than their PRD counterparts, but not necessarily up to the level of Hong Kong employees.

<i>Salary level offered by total 329 Surveyed Companies</i>	<i>%</i>
higher than PRD employees but lower than HK staff	32.2
same or close to the level of Hong Kong's employees	21.0
same salary level as PRD employees	10.0

29. Among companies that have business with the PRD, most companies are prepared to offer Hong Kong youth on-the-job training, but the extent of other benefits varies from sector to sector. For instance, manufacturing companies are more ready to offer quarter or dormitory.

<i>Company benefits (numbers in %)</i>	<i>MFG</i>	<i>Trade & Logistics</i>	<i>Professional & IT</i>	<i>Other Services</i>
on-the-job training	59.3	56.5	59.6	53.3
living allowance	27.8	37.1	32.1	26.7
dormitory/quarter	55.6	25.8	11.9	20.0
company car	3.7	4.8	0.0	1.7
None	7.4	9.7	8.3	11.7

30. For companies that actually employ people in the PRD, there is also a noticeable difference between small and larger companies in terms of salaries and benefits.

	<i>Employment size in the PRD</i>	
	<i><100</i>	<i>>100</i>
<i>Salary Level</i>	<i>%</i>	<i>%</i>
higher than PRD employees but lower than HK staff	31.3	45.2
same or close to the level of Hong Kong's employees	20.3	24.2
same salary level as PRD employees	14.1	14.5
<i>Benefits</i>		
on-the-job training	51.6	66.1
living allowance	26.6	33.9
dormitory/quarter	10.9	50.0
None	12.5	3.2
company car	0.0	4.8

Job Availability

31. Companies were asked if they have job openings for Hong Kong youth. Of those which have business in the PRD or plan to, one-fifth (19%) responded that they have jobs available. We regard this as being quite encouraging, as companies would have very understandable reasons to prefer PRD employees or older, more experienced Hong Kong employees.

<i>Job Availability to Hong Kong Youth (231 Surveyed Companies)</i>	<i>%</i>
Will have job openings in PRD for Youth	19.0
Will not, of which -	
<i>prefer PRD employees</i>	<i>(133 companies)</i> 30.1
<i>prefer experienced HK employees</i>	23.3
<i>no business need</i>	24.1
Not Sure	23.4

32. Between industries, manufacturing still provides more openings than others.

44 Surveyed Companies with Job Openings in PRD for Hong Kong Youth				
Manufacturing	Trade & Logistics	Professional & IT	Other Services	Average
31.5	16.1	18.3	11.7	19.0

33. As expected, larger companies tend to have more job openings.

44 Surveyed Companies with Job Openings in PRD for Hong Kong Youth		
Employment Size in PRD < 100	Employment Size in PRD > 100	Average
10.9	29.0	19.0

34. Most companies recruit Hong Kong youth to work in the PRD through advertising. It reflects the need to enhance communication channels among government, business sector and the academic institutions.

How to recruit Hong Kong youth?	44 Surveyed Companies with Job Openings in PRD for HK Youth
Advertising	50.0%
Universities	27.3%
Labour Department	15.9%
Website	13.6%

35. Significantly, the majority of companies do not know any resources available in the PRD to post for employment information.

Do you know of any channels for posting employment information in the PRD?	329 Surveyed Companies
Don't know	82.4%
Know	17.3%

36. When 231 survey companies were asked whether they would like to make contribution to the “Pearl for Youth” project, the figure rose from 19% with job available to nearly 28% with interest. There is a growing awareness of the need among the business community that we should educate our youth and help them prepare for career development in the PRD.

Companies with Job Openings for Hong Kong Youth

37. The general profile of the company which is ready to employ Hong Kong youth in the PRD is as follows:

- Typically Hong Kong company (75%)
- Of diversified industries, with 39% involved in manufacturing, and 46% in professional and IT services.
- Already having business with the PRD (89%) and employing Hong Kong people there (77%).

Strength & Weakness of Hong Kong Youth

38. It is interesting to compare their assessment and that of the entire 329 companies, in terms of the strength and weakness of Hong Kong youth.

In terms of strength, there is clearly more emphasis among these companies on international exposure, education and English standards, than for companies in general.

	All (329) (%)	Companies with jobs (44) (%)
<i>Strengths of Hong Kong Youth</i>		
familiarity with the western standard	51.1	52.3
international exposure/experience	47.7	59.1
flexibility and ability to meet changes	36.5	27.3
strong mobility with HKSAR passport	36.2	38.6
English skills	36.2	45.5
well-educated	33.4	47.7
familiarity with the Chinese culture	24.6	22.7
honest and responsible	21.0	25.0
professional skills	18.8	18.2
innovative mind	17.9	15.9
hardworking	16.1	25.0
professional appearance	13.4	15.9
strong technological skills	11.9	15.9
strong social skills	11.6	4.5
able to make decisions	6.4	11.4

39. In terms of weakness, these companies which have job opening appear to be more concerned with value-for-money considerations like cost, employment terms, working experience, and China knowledge.

	All (329) (%)	Companies with jobs (44) (%)
<i>Weaknesses of Hong Kong's Youth</i>		
insufficient Putonghua skills	61.4	61.4
more costly than PRD employees	60.2	65.9
unfamiliar with the Chinese market/system	54.1	61.4
lack of social network in the PRD	43.8	38.6
Insufficient Chinese writing skills	33.7	34.1
unrealistic expectation of employment terms	31.3	38.6
not hardworking enough	27.1	29.5
lack of loyalty / unstable (job hopping)	24.6	22.7
lack of working experience	21.3	29.5
strong self-esteem / sense of superiority	19.1	22.7
low sense of responsibility	18.8	20.5
over dependence on families	13.7	11.4
unwilling to travel	13.1	22.7
lack of technical knowledge	10.0	9.1
like to apply their own ways of doing things	7.0	6.8

40. The companies with job openings for Hong Kong youth appear to be more generous in employment package.

	All (329) %	Companies with jobs (44) %
<i>Salary Level</i>		
higher than PRD employees but lower than HK staff	32.2	38.6
same or close to the level of Hong Kong's employees	21.0	40.9
same salary level as PRD employees	10.0	13.6
<i>Benefits</i>		
on-the-job training	50.2	81.8
living allowance	25.2	34.1
dormitory/quarter	18.2	27.3
none	11.6	4.5
company car	1.8	4.5

Specific Jobs for Hong Kong Youth

41. Of the jobs that are available, the great majority are permanent positions, especially for the manufacturing and trading sectors. By comparison, the service sectors are more flexible in the form of employment they offer.

<i>Type of employment</i>	All (%)	MFG (%)	Trade & Logistics (%)	Professional & IT (%)	Other Services (%)
permanent employment	65.9	82.4	80.0	45.0	42.9
internship/trainee	22.7	17.6	20.0	25.0	42.9
short-term contract	18.2	17.6	20.0	25.0	28.6

42. Some working experience, whether in Hong Kong or in the PRD, will be an advantage. The service sectors are more flexible on experience requirements.

<i>Previous experience</i>	All (%)	MFG (%)	Trade & Logistics (%)	Professional & IT (%)	Other Services (%)
1 or 2 years living/working exp in the PRD	31.8	47.1	40.0	20.0	14.3
1 or 2 years working experience in HK	31.8	23.5	30.0	35.0	42.9
not necessary	22.7	29.4	20.0	20.0	14.3

43. In terms of occupation, most job openings are of the professional, technical and managerial type, with some trainee positions. Lower-category jobs are in short supply. This reaffirms our thinking that the opportunities in the PRD are relevant for Hong Kong's knowledge workers, not the lower-value service workers.

<i>Occupation</i>	All (%)	MFG (%)	Trade & Logistics (%)	Professional & IT (%)	Other Services (%)
professionals	36.4	35.3	30.0	50.0	57.1
technicians	27.3	29.4	30.0	35.0	14.3
managers/administrators	25.0	17.6	30.0	25.0	42.9
trainees	20.5	23.5	20.0	20.0	42.9
frontline staff	9.1	0.0	20.0	10.0	14.3
clerks/assistants	2.3	0.0	0.0	5.0	0.0

44. The job responsibilities are quite wide-ranging. No single job dominates. Predictably, some jobs correspond to specific sectors, with the service industries requiring more consultancy, research and customer service, while manufacturing and trading sectors require merchandising and product development staff.

<i>Job responsibilities</i>	All (%)	MFG (%)	Trade & Logistics (%)	Professional & IT (%)	Other Services (%)
Technical/operational support	29.5	35.3	30.0	20.0	28.6
Marketing/promotion/sales	27.3	35.3	30.0	20.0	42.9
Information technology support	13.6	17.6	20.0	15.0	14.3
Accounting/finance	11.4	11.8	10.0	10.0	14.3
Purchasing/merchandising	11.4	17.6	40.0	0.0	14.3
Consultancy	11.4	0.0	0.0	25.0	0.0
General administration/supervision	9.1	17.6	20.0	0.0	14.3
Product development/design	9.1	23.5	10.0	0.0	0.0
Hospitality/frontline/customer services	4.5	0.0	0.0	5.0	28.6
Research & development	4.5	0.0	0.0	0.0	28.6
Human resources/training	2.3	0.0	0.0	5.0	0.0

These are in line with opportunities opened up by CEPA, i.e. higher value, knowledge workers, more international etc.

Part III Implication/Recommendation

- R8. “Hongkongness” still commands a premium, in the form of higher salaries and benefits. However, that premium must be justified by better value-for-money. Hong Kong youth should weigh their expected package with their own competitiveness carefully.**
- R9. Hong Kong youth should look longer-term and seek to develop a career path for themselves. They should take on-the-job training seriously. They will in time become more competitive as they accumulate more experience and demonstrate better value-for-money.**
- R10. It pays to be a “knowledge” worker. Hong Kong youth do have opportunities in the Mainland, in a wide range of positions in different sectors, with different job responsibilities. Large companies and manufacturing companies remain a major source of employment, but they are also likely to be more demanding in terms of experience. The service sectors are more flexible in terms of the form of employment offered and experience required. The key is to equip themselves, especially with skills and knowledge needed by qualified CEPA companies.**
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PART IV: PROVIDING SUPPORT TO HONG KONG YOUTH

45. The key message for Hong Kong youth emerging from the study is that there are still abundant opportunities for them in the PRD, but they must equip themselves.
46. Besides the specific recommendations for Hong Kong youth, the following conclusion can be drawn for government and youth facilitating bodies.

Part IV Implication/Recommendation

- R11. There should be “Mainland familiarisation courses” for Hong Kong youth, to introduce them to the Mainland system, help them overcome the negative perception of the PRD and prepare themselves for the job market there.**
 - R12. Similarly, more should be done to educate Hong Kong youth about the nature of industries in the PRD, their composition and characteristics, etc. The business sector should offer PRD internship, which could serve as a qualification or pre-requisite for subsequent permanent placement.**
 - R13. In the university education, there should be more explicit policy and facilities to encourage interaction between local and foreign (including Mainland) students, e.g. by increasing the number of foreign university students.**
 - R14. More promotion should be done jointly by the government, universities and industry to encourage Hong Kong youth to develop their career path in the PRD. There should be a clear division of labour, i.e. the business sector to outline a PRD career roadmap, the academic institutions to promote the PRD employment prospect to the youth, and the government to provide one-stop services to back up in the recruitment process.**
 - R15. There should be more support in the Mainland for Hong Kong youth. They should be encouraged to expand their social networks wider through more youth-organisations in the Mainland. Such organisations should, however, be of an inclusive nature (i.e. not just limited to Hong Kong youth themselves) to encourage interaction between Hong Kong youth and their Mainland counterparts.**
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