

Perspectives of Macau, China Youth on Employment in the Guangdong-Macau, China In-depth Cooperation Zone

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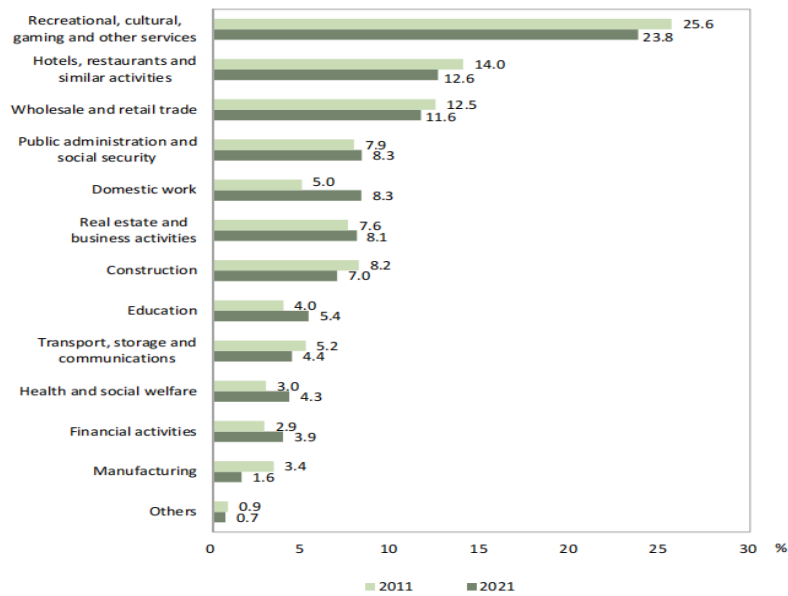
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Abstract: This essay explores the perspectives of Macau, China youth on Employment in the Guangdong-Macau, China In-depth Cooperation Zone. For that aim, three research questions were devised. The first explored the extent to which Macau, China youth are willing/unwilling to work in the Guangdong-Macau, China In-depth Cooperation Zone. The second explored the determinants for the willingness/unwillingness to work in the Guangdong-Macau, China In-depth Cooperation Zone. Finally, the third research question inquires about the policy considerations for the Macau, China Government in light of the results of the two first research questions. We also studied the cases of Hungary and Poland in order to know more about the factors or determinants of the willingness to work in other places in these countries. Then, we analyzed the relevant data in the literature review. After that, the Macau, China government can make suitable policies targeted at Macau, China youth according to the results of these data.

1. Introduction

The economy of Macau, China is primarily concentrated within the gambling and tourism sectors, resulting in a lack of diversification. This narrow industrial focus translates into limited employment opportunities for Macau, China's youth, as they predominantly find work within these sectors^[1]. Such constraints in the employment landscape pose challenges for the young workforce, reinforcing a dependency on the gambling and tourism industries. Conversely, the evolving industrial development in Hengqin presents alternative employment avenues for Macau, China's youth.^[21, 22] According to the 2021 population census by DSEC, Figure 1 illustrates the employed population's distribution across various industries in Macau, China.

Comparison with the data from 2011 reveals that although the percentage of the employed population in the gaming and hotel sectors decreased slightly by 2021, it still comprises over 35% of the total employed population in Macau, China—nearly one-third. Several other industries, such as wholesale, domestic work, and business activities, rely heavily on these two main sectors, thus creating a strong correlation between Macau, China's employment landscape and its gaming and hotel industries.^[21,22]



Source: DSEC, Macau, China (2022)

Figure 1: Employed population by industry

Conversely, Macau, China youth possess unique educational backgrounds. Restricting them solely to two industries would curtail their career trajectories^[3]. The burgeoning industries in Hengqin present a diverse array of job opportunities, allowing Macau, China youth to secure positions aligning more closely with their individual backgrounds, thereby broadening their employment choices^[4]. Despite the potential for increased job opportunities in Hengqin, the absence of suitable policies for Macau, China youth to work there is a significant barrier. ^[21,22]

This research aims to delve into the determinants and gauge the willingness of Macau, China's youth to seek employment in Hengqin^[5]. By understanding their perspectives and needs, we endeavor to formulate appropriate policies that can facilitate their integration into Hengqin's emerging job market.

The principal aim of this research is to deepen the understanding of the perspectives of Macau, China youth regarding employment within the Guangdong-Macau, China In-depth Cooperation Zone^[6]. To this end, the study explored the following research questions:

(1) To what extent are Macau, China's youth willing or unwilling to work in the Guangdong-Macau, China In-depth Cooperation Zone?

(2) What factors influence their willingness or unwillingness to work in the Guangdong-Macau, China In-depth Cooperation Zone?

(3) What policy considerations should the Macau, China Government take into account in light of the findings?

This essay's content offers valuable insights into the perspectives of Macau, China's youth regarding employment in Hengqin^[7]. Such insights may elucidate the determining factors affecting their employment choices in Hengqin. By recognizing these determinants, the Macau, China government can devise relevant and effective employment policies tailored to the needs of Macau, China's youth^[8].

2. Literature review

2.1 Economic integration

Economic integration, considered as a process, aims to diminish barriers between different

economic entities, fostering increased connections (Bela Balassa, 1962).^[11]

Economic integration appears to be inherently linked to political processes. The success or failure of such integration depends heavily on the prevailing political factors (Bela Balassa, 1974).^[12]

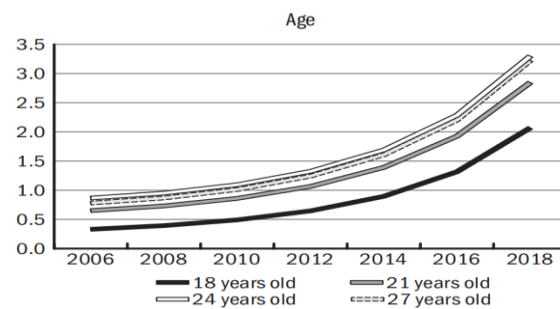
2.2 Special Economic Zones (SEZs)

The impact of Special Economic Zones (SEZs) centers on two significant areas: employment generation and skills training. Specifically, SEZs influence the creation of jobs and the development of skills in the workforce (Aggarwal, 2007).^[10]

ILO (1998) argues that SEZs are vital for employment generation, particularly in developing countries. Nevertheless, mere employment growth does not necessarily lead to poverty reduction or enhanced human development^[15]. The critical factors for achieving these goals include improvements in living conditions, working conditions, and wage situations.

In three particular SEZs (one in Guangzhou and two in Beijing), employees have noted improvements in future prospects and living conditions (Feng, 2006).^[10]

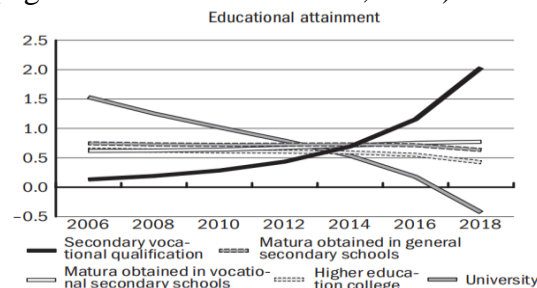
2.3 The cases of Hungary and Poland



Source: (Ágnes H árs & D ávid Simon, 2019)

Figure 2: The age of Hungarians in employment in another place

The Figure 2 illustrates the age distribution of Hungarians employed in other countries, segmented into four distinct age groups. Hungarians aged 24 are observed to be more willing to work abroad compared to those aged 18. (Ágnes H árs & D ávid Simon, 2019).^[28]



Source: (Ágnes H árs & D ávid Simon, 2019)

Figure 3: The education level of young Hungarians in employment in another place

The Figure 3 examines the education levels of young Hungarians and how they relate to employment in other areas. Following 2014, the "university" category demonstrates a minor impact, while the "secondary vocational qualification" category reveals a substantial influence on the employment prospects of young Hungarians in other regions (Ágnes H árs & D ávid Simon, 2019). The economic crisis and governmental policy changes in Hungary after 2010, which have led to an increase in the immigrant population. (Ágnes H árs & D ávid Simon, 2019).^[28]

Table 1: The average rank of different variable
(Factors of employment in another place)

Factors influencing seeking work abroad	n	Mean	Standard deviation	Average rank
better remuneration	1 993	4,80	0,553	5,90
better working conditions	1 993	4,51	0,754	5,38
professional development	1 980	3,99	0,992	4,44
positive reference from other health workers	1 977	3,62	0,972	3,75
better interpersonal relationships in the workplace	1 982	3,07	1,094	2,84
lack of job stability in Poland	1 983	3,47	1,231	3,62
family reasons	1 980	2,31	1,269	2,07
other	16	4,50	1,095	

Source: (Agnieszka Wyrozębska, Paweł Wyrozębski & Ewa Dmoch- Gajzlerska, 2013)

The Table 1 pertains to a study conducted in Poland, focusing on 3,026 alumni and students at the Medical University of Warsaw. According to the survey, the top three factors influencing employment in another place are "better remuneration," "better working conditions," and "professional development," with "better remuneration" being the most influential. (Agnieszka Wyrozębska, Paweł Wyrozębski & Ewa Dmoch- Gajzlerska, 2013). ^[2]

3. Methodology

The relevant theory or the data in the cases of Hungary and Poland can be analyzed for the factors or determinants of the willingness to work in other places in these countries^[16]. After that, the Macau, China government can make suitable policies targeted at Macau, China youth according to the results of these data and relevant theory^[9].

4. Finding and Discussion

4.1 The low extent of willingness in the employment of Hengqin

A joint survey conducted by the Macau, China Youth Research Association and Macau, China General Association of Chinese Students found that only 10% of local students had an interest in employment in Hengqin. 42% showed a "very low" or "low" intention of future career development in Hengqin after graduation. The respondents of this joint survey above were enrolled in higher education institutes in Macau, China^[13]. Moreover, career development prospects and cost of living are the most important factors in employment location.

While only a minority of Macau, China's youth are willing to consider working in Hengqin, those who are willing to do so indicate that their level of interest is contingent on the specific factors present in Hengqin. Especially, career development prospects and cost of living.

4.2 The Influencing factors in the willingness of employment of Hengqin

In the responses to the joint survey above, Macau, China youth were very concerned about career development prospects and the cost of living. Macau, China youth may perceive Hengqin's development as a significant source of employment, possibly enhancing their willingness to work there. ^[14]

In addition, one of the notable impacts of Special Economic Zones (SEZs) is employment generation, particularly in the development of employment of four new industries^[17]. Some Macau, China youth, who may currently be unemployed, could find income opportunities in Hengqin, potentially increasing their inclination to work in Hengqin. The good job prospects in Hengqin will be a highly attracting factor for their employment in Hengqin if the career prospects in Macau, China are not favorable for them.^[10]

In Hungary, 24-year-old Hungarians tend to be more willing to work outside their country. In the context of our research on working in Hengqin, our primary focus is on Macau, China youth, whose ages are not significantly different from 24. Consequently, in terms of employment outside Hungary or in Hengqin, the age factor (around 24 years old) can be a common element for both Hungarians and Macau, China youth.^[18]

Before 2014, young Hungarian graduates often seek employment outside the country, while those with secondary vocational qualifications tend to work within Hungary^[19]. Due to Hungary's economic problems, young Hungarians with higher education typically work outside of Hungary (Western Europe). Macau, China youth may also value high salaries and promising career prospects, reflecting a shared emphasis on these factors across different cultures.^[28]

According to the research data findings, highly educated young people (24-year-old graduates) from Macau, China may be interested in employment of Hengqin^[20]. They do this in the hopes of finding better career opportunities outside of their original place. They will find employment more appealing if the career prospects are better in Hengqin. Particularly, they have a higher education.

For the students at the Medical University of Warsaw in Poland, better remuneration ranks first, and professional development third, among factors influencing employment decisions in other locations. Similarly, in the context of Hengqin, Macau, China youth may think salary and career prospects as the two most significant considerations for employment.^[2]

In summary, lower cost of living, better career development prospects, and higher salary are the critical factors that influence Macau, China youth in employment of Hengqin. Particularly, they are 24-year-old Macau, China graduates.

5. Conclusion and Recommendation

The predominance of gambling as a single industry within Macau, China's employment landscape presents significant challenges for the future employment prospects of Macau, China's youth^[23]. The participation of Macau, China's youth in Hengqin's employment is relatively low, but there is potential for growth. The Macau, China government could aid in this expansion by enacting suitable policies that both facilitate access to various job types in Hengqin and address Macau, China's over-reliance on the gambling industry.

5.1 Providing the employment subsidy for Macau, China youth who working in Hengqin

In places like Hungary and Poland, salary or better compensation is a significant factor that influences people's willingness to work elsewhere^[24]. Similarly, it may show that Macau, China youth view salary as a critical factor when considering employment in Hengqin.

The Macau, China government can try to offer some employment subsidies for Macau, China youth employed in Hengqin to make their income achieve the income level of Macau, China.

The subsidies are attractive enough to encourage Macau, China's youth to work in Hengqin. To enhance the appeal of working in Hengqin for Macau, China's youth, a larger employment subsidy would be beneficial^[25].

5.2 Providing housing allowance for Macau, China youth in the employment of Hengqin

Macau, China's youth believe that the cost of living is the most crucial factor in choosing where to work. Therefore, we recommend providing a housing allowance for Macau, China's youth who are employed in Hengqin^[26]. Offering a housing allowance would reduce their living costs in Hengqin.

We suggest that the Macau, China government offer a housing allowance per month for Macau, China's youth working in Hengqin. Applicants must provide rental contracts to qualify for Hengqin's housing allowance^[27]. Renting a home in Hengqin makes it convenient for Macau, China's youth to work there. Furthermore, the housing allowance, combined with the employment subsidy in Hengqin, increases the actual income of young workers from Macau, China in the region.

5.3 Hengqin and Macau, China Synergy and Special Economic Zone of Hengqin

The concept of Hengqin and Macau, China Synergy is a future economic development model for both Hengqin and Macau, China even if the Special Economic Zone of Hengqin has the delimitation of an area^[29].

The idea of Hengqin and Macau, China Synergy may help to improve ties between the two cities. Hengqin is a part of Chinese mainland, and the two regions have a tight relationship. It will be easier for youths from Macau, China to work in Chinese Mainland in the future if they have Hengqin's working experience.

A dwelling zone for Macau, China young in Hengqin needs to be provided as part of the development of the Hengqin Special Economic Zone. Macau, China youth can be persuaded to work in Hengqin by offering them a high-quality living region, especially given the growth of the city's four new major industries.

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