

香港青年對北上珠三角發展事業的取態研究

**Seeking Employment in the Pearl River Delta:
A Study of the Attitudes of Hong Kong Youth**

青少年問題研究系列（二十九）
Youth Study Series No.29

香港青年協會
The Hong Kong Federation of Youth Groups
10.2003

Seeking Employment in the Pearl River Delta: A Study of the Attitudes of Hong Kong Youth

Summary Report

With the close economic ties between Hong Kong and the Mainland, the number of Hong Kong residents working on the Mainland has been on the increase. According to various surveys conducted by the Census and Statistics Department over the past years, the number of Hong Kong residents working on the Mainland has increased from 52,000 people in 1988 to around 190,000 in 2001. 80% of the respondents said that they had worked or are working in the Pearl River Delta(PRD), especially in Shenzhen and Dongguan.

Following China's WTO accession, the ties between Hong Kong and the PRD will be further facilitated. Also, the Chief Executive of the HKSAR, Tung Chee Hwa in his 2003 Policy Address highlighted the importance of expediting economic integration with the PRD in initiating new areas of cooperation. This indicates the significance of closer economic ties between Hong Kong and the PRD.

It is anticipated that the opportunity for economic development will greatly increase in line with closer economic ties between Hong Kong and the PRD. Whether Hong Kong young people can make good use of this opportunity and seek a career on the PRD, has raised widespread concern.

In 2001, the Hong Kong Federation of Youth Groups conducted a study entitled "A Study on the Trends of Hong Kong Young People Seeking a Career on the Mainland" to examine youth's attitude towards working on the Mainland. Do young people's attitude in this regard change according to time and circumstances? This study, which examines the views of young people on this issue, focuses on the following three areas: (1) Youth's attitude towards working and studying on the Mainland; (2) The situation of Hong Kong youth working in the PRD and the factors they considered; and (3) Youth's attitude towards working in the PRD. The aim of this Study, undertaken through a territory wide opinion survey, focus group discussions and in-depth interviews, is to assess the trends of Hong Kong young people working in the PRD.

The Survey was conducted from 15 to 27 January 2003. By random sampling, 1501 Hong Kong young people aged 15 to 34, were successfully polled, yielding a response rate of 29%, with a standard error of $\pm 1.3\%$. Four focus group interviews with young people and one focus group interview with parents were conducted from January to March 2003. Meanwhile, a total of 11 youth who had experiences working, studying or joining exchange programs in the PRD were interviewed. They were aged 20 to 27.

Summary of the Study

A. With regard to the Findings of the Survey:

This Survey was conducted from 15 to 27 January 2003. By random sampling, 1501 Hong Kong young people aged 15 to 34, were successfully polled. The aim of this Survey was to examine the views of Hong Kong young people on the following four areas: (1) to explore the youth's attitudes towards working and studying on the Mainland; (2) to explore their attitudes towards working in the PRD; (3) their assessment on competitiveness; and (4) their prediction of difficulties encountered and support needed.

1. Attitude towards Working and Studying on the Mainland

(a) 15.5% of the respondents claimed that they would consider working on the Mainland. Of them, 72.0% would consider developing their career in the PRD.

Of all the respondents, 15.5% said they would consider working on the Mainland; 60.3% thought otherwise, while 23.6% said they not yet thought about it.

Of 232 youth who considered working on the Mainland, 72.0% would consider developing their career in the PRD, followed by Shanghai and Beijing (53.4% and 25.0% respectively).

(b) 9.8% of the respondents claimed that they would consider studying on the Mainland. Of them, half chose Beijing for studying.

Studying is another choice for spending time on the Mainland. Nevertheless,

57.5% of the total respondents said they would not consider studying on the Mainland and 32.3% said they not yet thought about it. Only 9.8% said they would consider studying on the Mainland.

Of the 147 youth who considered studying on the Mainland, 49.0% chose Beijing for studying, followed by Shanghai and PRD (37.4% and 35.5% respectively). Moreover, 32.0% claimed that the major reason for studying on the Mainland was to facilitate their further career development on the Mainland; with most (14.3% of 147) choosing Business Management as their major subject of study.

2. Attitude towards Working in the PRD

The economic development of the PRD will increase following China's accession to the WTO. The PRD will be one of the main locations of Hong Kong's labour market. This Study seeks to explore the extent to which young people think they are familiar with the PRD. What are their attitudes towards seeking a career in the PRD?

In this Study the term PRD usually refers to the region that includes Guangzhou, Shenzhen, Dongguan, Huizhou, Zhongshan, Zhuhai, Foshan, Jiangmen and Zhaoqing.

(a) Over 60% of the respondents claimed that they had less familiarity with the PRD, and over 30% claimed they had a poor impression of the PRD.

On a scale of 0-10, respondents were asked to evaluate their familiarity with as well as their impression of the PRD. Figures showed that 64.5% of the respondents claimed that they had less familiarity with the PRD (gave 0-4 points out of a possible 10), and a further 13.8% said that they had no knowledge at all.

When asked to evaluate their impression on the PRD, 32.2% claimed that they had a poor impression of the PRD (gave 0-4 points out of a possible 10), while 30.2% gave a higher mark (gave 6-10 points out of a possible 10).

(b) Although most respondents agreed that working in the PRD would become a major trend, a great number of respondents indicated that they would only consider working in the PRD given that they could not find a job in Hong Kong. Only 15.2% of the respondents claimed that they

would consider working in the PRD.

Over 60% of the respondents agreed that working in the PRD would become a major trend and the PRD could be a stepping-stone to working in other parts of the Mainland (65.7% and 62.0% respectively). However, 69.7% were of the view that they would consider working in the PRD only given that they could not find a job in Hong Kong.

Of all the respondents, 15.2% said that they would consider working in the PRD. 53.2% said they would not, while 30.3% said they not yet thought about it.

Of the 227 youth who considered working in the PRD, 55.5% would work in the PRD because of the opportunities that were available, with most (16.3% of 227) believing that this was because the PRD was adjacent to Hong Kong.

(c) Most respondents thought that Job Stability and Easy Access to Hong Kong were important when considering working in the PRD. Better Pay and Extra Allowances were also important factors.

This Survey listed 5 factors and invited respondents to rate their importance regarding working in the PRD on a scale of 0-10. They were (i) better pay; (ii) extra allowances; (iii) opportunity for promotion; (iv) job stability; and (v) easy access to Hong Kong.

Figures showed that Job Stability and Easy Access to Hong Kong scored the highest mark (7.0), while Opportunity for Promotion came second (6.8). Extra Allowances and Better Pay scored 6.2 and 6.1 respectively. The results reflected that the listed factors were all important factors to the respondents when considering working in the PRD.

(d) Family's attitude posed a factor influencing respondents' attitude towards working in the PRD, but not a major factor.

On a scale of 0-10, respondents were asked to assess their family's level of objection towards their working in the PRD. Figures showed that 31.5% of respondents said their family's objection was high (gave 6-10 points out of a possible 10), while 45.7% said their family's objection was low (gave 0-4 points out of a possible 10). To a certain extent, the result indicated that Family's attitude posed a

factor influencing respondents' attitude towards working in the PRD, but not a major factor.

(e) Of the 227 youth who considered working in the PRD, most claimed that they would rent a flat / buy a property for their residence, and 23.2% would consider establishing their own family in the PRD.

Of the 227 youth who considered working in the PRD, 84.9% said they would rent a flat / buy a property for their residence, and 23.2% would consider setting up their own family in the PRD. The result indicated that some young people were receptive to living on the Mainland.

3. Assess Competitiveness

This Survey listed 7 working abilities and 4 working attitudes and invited respondents to assess the competitiveness between Hong Kong Youth and Mainland Youth.

(a) Among the 7 working abilities, Hong Kong youth believed that they performed better than their counterparts on the Mainland in 5 specific areas.

Regarding working ability, over 70.0% of respondents felt that Hong Kong youth performed better in technology information (79.8%), international perspective (76.1%), and English skills (74.8%). A majority of respondents (67.1% and 52.2% respectively) also considered that Hong Kong youth were more innovative and performed better in problem solving skills.

In respondents' eyes, Mainland youth performed better in Mandarin (92.9%) and team building skills (42.0%).

(b) Among the 4 working attitudes, Hong Kong youth considered they performed better in 3 specific areas. Over 70.0% believed that youth on the Mainland had a stronger sense of endurance.

Regarding working attitude, 57.6% of respondents felt that Hong Kong youth had a higher sense of integrity; 43.3% and 41.5% respectively considered Hong Kong youth more hardworking and responsible; figures representing 5 percentage

points and 6 percentage points higher than their counterparts respectively.

On the other hand, 73.8% of respondents considered that youth on the Mainland had a stronger sense of endurance.

(c) 30% of the respondents carried out a plan to learn Mandarin, and nearly 45% planned to visit the Mainland.

This Survey listed 4 measures of self-equipping. Figures showed that 30.4% of the respondents claimed that they had carried out a plan to learn Mandarin, while 60.0% claimed that they planned to learn Mandarin. 44.7% of the respondents planned to visit businesses in the PRD, 31.0% planned to join the PRD job placement program and 32.5% planned to participate in appropriate courses and seminars about the PRD.

4. Difficulties Encountered and Support Needed

What were the problems encountered for the youth while working in the PRD? What kinds of supportive measures do they need?

(a) If working in the PRD, the rating of "personal safety" was the highest concern.

Six factors were listed in the Survey. They were (1) adapting to the policies of the Mainland; (2) co-operating and getting along with colleagues from the Mainland; (3) environment and hygiene; (4) social life; (5) transportation; and (6) personal safety. On a scale of 0-10, respondents were asked to assess the extent to which these factors posed a deterrent to their working in the PRD.

Figures showed that respondents were most concerned with "personal safety" (7.3); "environment and hygiene" came second (6.7); "adapt to the policies of the Mainland" ranked third (6.1); followed by "transportation" (5.9); "co-operating and getting along with colleagues from the Mainland" and "social life" scored 5.5 points each.

(b) Most respondents desired to see more substantial support for working in the PRD.

Three measures were listed in the Survey. They were (1) providing job placement in the PRD; (2) visiting enterprises in the PRD; and (3) providing information about the PRD on a website. On a scale of 0-10, respondents were invited to assess the extent to which these measures would provide support for Hong Kong young people seeking a career in the PRD.

Figures showed that "providing job placement in the PRD" scored the highest (6.9), "visiting enterprises in the PRD" came second (6.8) and "providing information about PRD on a website" ranked third (6.4).

B. With regard to the Findings of Group and Case Interviews:

Four focus group interviews with young people and one focus group interview with parents were conducted from January to March 2003. Meanwhile, a total of 11 youth who had experiences working, studying or joining exchange programs in the PRD were interviewed. They were aged 20 to 27.

The major findings of the Group and Case Interviews are summarized as follows:

1. Two different attitudes from two different cases with working experience in the PRD: one is proactive and positive; the other is reactive and negative.

(a) proactive and positive:

This case believed that working on the Mainland would become a major trend. The earlier one began working on the Mainland, the more experience one could gain. It was a matter of self-enhancement.

(b) reactive and negative:

This case was reluctant to work in the PRD. But the current poor economic environment in Hong Kong gave her no choice but to accept working in the PRD. She felt that it was time-consuming traveling between Hong Kong and the Mainland.

As deduced from the opinions of these two cases with working experience in the PRD, two different attitudes are found: one was positive, and the other was negative;

one viewed the experience gained in the PRD as added value, but the other viewed that it was a time consuming act; one accepted it but the other resisted it.

2. Group interviewees were concerned about personal safety, environment and hygiene, and the rule of law when seeking a career in the PRD.

Interviewees admitted that opportunity for career development would be great in the PRD; however, they were concerned about personal safety, environment and hygiene, and the rule of law in the PRD. Their concern directly affected their decision about seeking a career in the PRD.

3. Parents' attitude was contradicting towards their children seeking a career in the PRD.

From the youth group discussion, the interviewees believed that their parents would be worried if they were working in the PRD. Interviewees themselves also felt insecure in this regard. From the parents' group discussion, though, some parents felt that opportunities for career development would be great in the PRD, while some parents preferred that their children work in Hong Kong if possible. They would accept their children working in the PRD only given the poor economic situation in Hong Kong. These results reflected a contradicting attitude among parents towards their children seeking a career in the PRD.

4. Some group interviewees considered high salary an incentive to working in the PRD. However, a case interviewee said that as a fresh graduate, youth should put "opportunity for development" above "pay".

Some group interviewees considered a high salary an incentive working in the PRD, and had little knowledge about the keen competition in the labour market. However, a case interviewee said that as a fresh graduate, youth should put "opportunity for development" above "pay".

5. Though youth on the Mainland are becoming more competitive, Hong Kong youth had a greater desire to create a quality working culture. Respondents believed that Hong Kong youth still had a competitive edge.

Based on their personal experience while working in the PRD, respondents had

a better understanding of their competitors. When compared with youth from the Mainland, Hong Kong youth felt that they had a greater desire to create a quality working culture. Respondents believed that Hong Kong youth still had the more competitive edge.

6. Regarding leisure time, some would participate actively in social life with local colleagues; but some would not and they felt that life on the Mainland was boring.

There were different leisure activities and social life for those working in the PRD. Some would participate actively with local colleagues, having meals together and going out for entertainment to enlarge their personal networks; some would only go out with other Hong Kong colleagues, and would seldom participate in social life with local colleagues; they felt life on the Mainland was boring.

7. With an increasing number of Hong Kong youth working in the PRD, their decision whether to migrate to the Mainland was a matter of concern.

With an increasing number of Hong Kong youth working in the PRD, their decision whether to migrate to the Mainland was a matter of concern. Some respondents said they had already established their career and family in the PRD; some respondents said they only accepted working on the Mainland but would still maintain their family in Hong Kong, as Hong Kong was their hometown.

8. More Support and preparation were needed to facilitate Hong Kong young people working in the PRD.

In order to facilitate Hong Kong young people working in the PRD, respondents thought that more support and preparation were needed. For the young people who considered working in the PRD, the respondents suggested that they should learn Mandarin, improve themselves and be less ego-centered. For the parents, the respondents suggested that they should let their children seek development in the PRD, as "tough experiences" were also an important process for growing up. For the government, the respondents suggested more opportunities to interact with PRD businesses and individuals, while also setting up a local office to help Hong Kong young people solve problems encountered while working in the PRD.

9. There is still room for youth to work in Hong Kong.

Even though the opportunity for development in the PRD was available, respondents claimed that it was only one of their choices. If youth are proactive, they felt that there is still room for them to work in Hong Kong.

Discussion

1. The number of Hong Kong people working on the Mainland has been increasing; particularly amongst those with a higher level of education, or professional qualifications.

According to various surveys conducted by the Census and Statistics Department over the past few years, the number of Hong Kong people working on the Mainland has increased from 52,000 people in 1988 to around 190,000 in 2001. The number of young people aged between 15 and 29 increased from 13,000 to around 25,000. Of the respondents, about 80% had worked or were working in the PRD and this reflects the close economic tie between Hong Kong and the PRD.

With further analysis on the figures, three major trends were found on personal background for people working on the Mainland: (1) a higher level of education: the percentage of people with a higher level of education working on the Mainland increased from 27% in 1995 to 35.7% in 2001; (2) the percentage of professionals and associate professionals working on the Mainland showed a remarkable increase--these results might reflect that the Mainland would need higher educated and professional talent; (3) though an overwhelming majority of 90% had been on the pay rolls of Hong Kong based companies, the percentage decreased from 99.2% in 1988 to 90.4% in 2001.

2. Most respondents regarded Hong Kong as their base for development; working on the Mainland was regarded as an alternative.

This Survey is a random sampling of 1,501 Hong Kong young people aged 15 to 34. Of all the respondents, most respondents agreed that working in the PRD would become a major trend, while a great number of respondents indicated that they would only consider working in the PRD given that they could not find a job in Hong Kong. Only 15.2% of the respondents claimed that they would consider

working in the PRD. The results showed that most respondents regarded Hong Kong as their base for development; working on the Mainland was regarded only as an alternative.

3. Statistically, a significant relationship was recorded between respondents' personal background, their familiarity with the PRD, their impression of the PRD and their consideration to work in the PRD.

Figures showed that the respondents with tertiary educational level, or the respondents aged 20 to 29, had a higher rate of considering working on the Mainland. Moreover, according to various surveys conducted by the Census and Statistics Department over the past years, there were a total number of 127,000 Hong Kong young people aged 30 to 49 working on the Mainland; figures implying that the Mainland needs mature and higher educated people.

Figures also showed that those respondents' family or relative who worked or lived in the PRD, had a higher rate of considering working in the PRD. On the other hand, female and married respondents, had a higher rate of not considering working in the PRD and also encountered strong family objections.

Also, a significant relationship was recorded between respondents' familiarity and impression of the PRD, and their consideration to work in the PRD. Figures show that the lower the familiarity with the PRD, or the poorer the impression of the PRD, the lower rate of considering working in the PRD.

4. Respondents expected a high pay when considering working in the PRD. However, a case interviewee said that as a fresh graduate, youth should put "opportunity for development" above "pay".

In this Survey, figures indicated that most respondents considered better pay and extra allowances important factors when considering working in the PRD.

Besides, in the group interview, a youth said that as a fresh graduate, youth should put "opportunity for development" above "pay". He urged youth to accumulate experience, increase their competitive edge, and make more room for their further development.

Compared with the study conducted by the Federation in 2001, respondents at

that time expected too high a pay and benefits when considering working on the Mainland. Two years later, this study shows that respondents still regarded the pay and special allowances as important factors when considering working in the PRD. This indicates that young people have little knowledge about the keen competition in the labour market and unrealistic expectations and would still not take advantage of the opportunity of working in the PRD.

- 5. Of the youth who considered working in the PRD, a greater number of respondents claimed that they would rent a flat / buy a property for their residence, and a certain number would consider setting up their own family in the PRD. Yet, in the case interviews, some respondents felt that life in the PRD was boring.**

Of 227 youth who considered working in the PRD, 84.9% said they would rent a flat / buy a property for their residence, and 23.2% would consider setting up their own family in the PRD.

As indicated in the case interview, a youth claimed that he had established his career and family in the PRD. In order to facilitate career development, some of his colleagues also chose to live in the PRD. The results reflected that some young people were receptive living on the Mainland.

Regarding their leisure activities, some would participate actively with local colleagues, having meals together and going out for entertainment to enlarge their personal networks; some would only go out with other Hong Kong colleagues, and would seldom participate in social life with local colleagues; they felt life on the Mainland was boring.

In many respects the social system, enterprise culture, law and order and living environment were greatly different, in spite of the deeper integration between Hong Kong and the PRD. Therefore, the Survey indicates that youth who consider working in the PRD should be well prepared to adapt to the new and changing environment.

- 6. Most respondents believed that Hong Kong youth performed better than their counterparts on the Mainland. Youth with working experience on the Mainland pointed out that youth in Hong Kong had the desire for a better quality working culture; believing that they still had competitive**

edge even though their counterparts had been growing competitive.

This Survey listed 7 working abilities and 4 working attitudes and invited respondents to assess the competitiveness between Hong Kong Youth and the Mainland Youth.

Regarding working ability, most respondents considered that youth in Hong Kong performed better in mastering technology information, international perspectives, English skills, innovation and problem solving skills. On the other hand, they considered that the only merits of youth on the Mainland were their proficiency in Mandarin and team building skills.

Regarding working attitude, a considerable number of respondents considered that youth in Hong Kong had a higher sense of integrity, hard work and responsibility. On the other hand, a greater number of respondents considered that youth on the Mainland had a stronger sense of endurance.

With reference to the study conducted by the Federation in 2001, those results also indicated that youth in Hong Kong felt that they had higher competitiveness. Two years after, this Survey showed that the difference about the working attitude between the youth in Hong Kong and in the Mainland was closer; figures representing that Hong Kong youth were aware of their counterpart's competitiveness. Even though there was no clear objective standard to judge who had more advantages in competition, the results are suggestive; the difference should be pondered.

Based on their personal experience while working in the PRD, respondents gained more understanding about their competitors. When compared with youth from the Mainland, Hong Kong youth had a greater desire to improve the working culture. It was believed that Hong Kong youth still had the competitive edge.

Whether Hong Kong youth will maintain their competitive advantage and grasp the opportunity for development in the PRD is worth attention.

- 7. Respondents, either from the Survey or from the group discussions, were concerned about "personal safety", "environment and hygiene" and "the rule of law" on the Mainland.**

Six factors were listed in the Survey and the respondents were asked to assess the extent to which those factors posed a deterrent for their working in the PRD. Figures showed that respondents were most concerned with "personal safety" (7.3), while "environment and hygiene" came second (6.7), "adapt to the policy of the Mainland" ranked third (6.1).

Moreover, in the group discussions, those interviewees were also concerned about personal safety, environment and hygiene, and the rule of law in the PRD. Their concern directly affected their decision about seeking a career in the PRD.

In short, respondents, whether from the Survey or from the group discussions, were most concerned about the "personal safety", "environment and hygiene" and "the rule of law" on the Mainland.

8. Most respondents valued substantial support when working in the PRD. Besides, youth in the group discussions also suggested that the government and voluntary organizations provide more job information and set up an office in the PRD to help youth solve problems while working in the PRD.

Three measures were listed in the Survey and the respondents were invited to assess the extent to which those measures would provide support for Hong Kong young people seeking a career in the PRD. Figures showed that "provide job placement in PRD" scored the highest (6.9), "visit to enterprise in the PRD" came second (6.8) and "provide information about PRD on website" ranked third (6.4).

In the group discussions, some respondents suggested that the government and voluntary organizations provide more job information and set up an office in the PRD to help youth to solve problems while working in the PRD. Nevertheless, the respondents suggested the youth who consider working in the PRD should learn Mandarin and be less ego-centered to improve their competitiveness; so as to facilitate their further development on the Mainland.

Recommendations

- (1) This Survey revealed that most respondents did not make adequate preparations when seeking employment in the Pearl River Delta (PRD). If Hong Kong youth can be better equipped with necessary skills and knowledge, this may help facilitate planning their careers. We recommend that life planning and career counselling services should be introduced at secondary school, so that young people would be able to start thinking and planning for a career path at an early stage.
- (2) This Survey showed that most respondents regarded Hong Kong as their base for development; working on the Mainland was regarded as an alternative. They would only consider working in the PRD if jobs were not available in Hong Kong. With closer economic integration between Hong Kong and the PRD, it has to be assumed that more opportunities will develop. As such, we recommend that youth in Hong Kong should widen their own horizons in seeking a long-term career and consider the PRD as a possible option.
- (3) As a result of globalisation and increased competition, youth should be provided with all the necessary skills and knowledge to help increase their competitiveness. We recommend that youth in Hong Kong improve their international perspective. In order to prepare for their career development, we also recommend that youth should build up good working attitudes and abilities. Furthermore, they should put great effort into learning English and Putonghua and should hone their innovative and problem-solving proficiency. Other important skills they would need to develop include responsibility, teamwork and a strong sense of endurance.
- (4) Youth who consider seeking a career in the PRD should improve their understanding of the political, economic, cultural and the legal systems of the Mainland. We recommend that the business sector, voluntary organizations and Universities work together to provide the following training and placement opportunities:

 - a. Provide courses for young people to improve their knowledge of the political, economic, cultural and the legal system of the Mainland

China.

- b. Arrange for young people to visit different enterprises in the PRD so as to see for themselves how developments on the Mainland are taking shape.**
 - c. Provide placement opportunities for young people in the PRD to give them first hand experience and to help increase their understanding and knowledge of the Mainland.**
- (5) We recommend that the authorities concerned, Universities and the media provide relevant, up to date, information to help facilitate the choices of young people to seek employment in the PRD.**
- a. To government bodies: we recommend that the Labour Department provide updated employment information, as well as information about current trends and recruiting channels in the PRD for Hong Kong youth.**
 - b. To the Universities: we recommend that universities now include career development and employment services for their graduates focusing on the PRD.**
 - c. To the media: we recommend that the local media cooperates with their counterparts on the Mainland to have regular releases of labour market information focused on the PRD and to broadcast reports and documentaries on Hong Kong youth working in the PRD as a means to enrich understanding of the PRD.**
- (6) We recommend that the authorities concerned or voluntary organizations provide support for youth who are either working, or seeking, employment in the PRD in the following three areas:**
- a. Living Arrangements:**
 - i. Based on the already existing Hong Kong Trade Development Council (TDC) publication entitled, “Guide to Working and Living in China”, we recommend that the TDC produce a similar book aimed directly at young people. The book could**

touch on many of the same subjects, such as how to find a job, how to apply for a work permit, tax concerns, and daily living. Supplementary information on enterprises and leisure activities in the PRD could be included in the version for youth.

- ii. Youth who start their careers in the PRD need to become accustomed to a new set of value systems, which include adapting to issues regarding social policy, the enterprise culture, law and order, as well as general living norms and customs. We recommend that the HKSAR Government should proactively co-ordinate voluntary organizations in Hong Kong and the PRD to help assist young people adapt to the new living conditions.

b. Practical Support:

- i. To prevent newcomers to the working environment of the PRD feeling helpless and frustrated when encountering problems, we recommend that the HKSAR Government establish a Sub-office under the “Economy and Trade Office” to provide advice, assistance and help to those in need.

c. Emotional Support:

- i. As youth may be bound to experience homesickness or anxiety about their careers, emotional support is crucial. We recommend that voluntary organizations within these two regions provide hot line services to cater to the emotional needs of young people.