
Talent policy defines future success of the Guangdong-Hong Kong- Macau Greater Bay Area





Foreword:

The development of the Guangdong-Hong Kong-Macau Greater Bay Area was officially incorporated into the work report of the Chinese Central Government in early 2017. The *Report of the 19th National Congress of the Communist Party of China (NCCPC)* published in October last year also mentioned that “[the Central Government] will continue to support Hong Kong and Macau in integrating their own development into the overall development of the country. The establishment of top policy-maker group for the planning and building of the Guangdong-Hong Kong-Macau Greater Bay Area in August 2018, led by Han Zheng, member of the Standing Committee of Political Bureau of the CPC Central Committee and Vice Premier of the State Council, indicates that the development of the Greater Bay Area has officially been elevated to the national level when it comes to concrete execution.

Vice Premier Han Zheng noted at the meeting of the leading group that the building of the Greater Bay Area comes as a national strategy formulated, deployed, and advanced by General Secretary Xi Jinping. The strategy will proactively attract and connect to global resources, put in place the Guangzhou-Shenzhen-Hong Kong-Macau Science and Technology Innovation Corridor, build an international scientific innovation hub in the Greater Bay Area and construct an internationally competitive and first-class city cluster in bay area.

PwC has been committed to proactively facilitating the building of the Greater Bay Area and seek to provide all-rounded business analysis and support services for enterprises and governments in the Greater Bay Area. The *New Opportunities for the Guangdong-Hong Kong-Macau Greater Bay Area* report issued by PwC in 2017 has drawn widespread attention and generated greater influence. This report, second in the Greater Bay Area report series focuses on the talent policy as PwC continues to explore future development trends of the Greater Bay Area.



Executive Summary:

Advanced economic development has long given Greater Bay Area the advantage to maintain a net inflow of population and talent; the number of residents is generally higher than the number of “hukou” (the household registration system) population. Therefore, the challenges brought by population aging is far less intense than it is in other parts of the country. However, the education attainment of its population has been lagging behind the level of regional economic development. As population growth slows nationwide and population ageing exacerbates, and fierce competition for talents among Chinese cities that rolled out preferential policies to attract talents, it is crucial for the Guangdong-Hong Kong-Macau Greater Bay Area to find ways to maintain its attractiveness and ensure net inflow of talent and population. To build an “internationally competitive bay area and world-class city cluster”, we suggest that the Greater Bay Area continues to capitalise on its vast employment opportunities to maintain a net inflow of population, and attract more entrepreneurs and outstanding talents with a conducive business environment. We also encourage policy makers to utilise market forces in propelling investments in education and R&D. Moreover, it is necessary for the Greater Bay Area to lead reform and become a testing ground for China’s “immigration” policy in the new era.

Key findings:

- Dynamic economy and growing population
- Guangdong tops China’s list in the number of residents
- Guangzhou and Shenzhen attract a large population every year
- The number of residents is generally higher than the number of “hukou” population
- Growth of migrant population offsets part of the ageing challenge
- Level of education falls behind economic development

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- A city cluster with highest-paying jobs to lure talents
- Cities keeps grooming talents to create most billionaires in China
- Utilise market forces to propel investments in education and R&D to nurture talents
- Lead the reform and become the testing ground for China’s “immigration” policy in the new era
- Accelerate economic integration of the Greater Bay Area to facilitate talent mobility
- Improve business environment to enable talents to do their best

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