

Public Policy Research Seminar

Topic: From Bonding to Bridging: Social Cohesion in Hong Kong Workplace and Implications for Student Career Development

Date: 25-November 2020 (Wednesday) | Time: 14:00-15:00 | Zoom



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Registration:

https://lingnan.au1.qualtrics.com/jfe/form/SV_esY82nCDK4cDTKV

Abstract

Hong Kong, as a global city, has attracted tens of thousands of mainland talents to work and live. While the majority of these mainland talents have settled successfully, many of them have encountered significant social divisions in workplaces during social incidents in 2014 and 2019. The social divisions mirror existing cleavages along ethnic, linguistic, ideological and even consumeristic lines between Hong Kong people and mainland Chinese. The political distinction between mainland talents and Hong Kong professionals corresponds to a socio-cultural distinction between broadly the same segments of the community. The high within-group ties and consistent lines of cleavages are mutually reinforcing in the social incidents.

This study aims to identify the effective way of enhancing intergroup contact between mainland talents and Hong Kong professionals. From May to October 2020, we have successfully interviewed a total of 354 mainland talents, including 30 through focus groups and in-depth interviews and 324 through an online survey.

Our results have revealed that, mainland talents highly appreciate the expertise and experience of their Hong Kong colleagues. Professional collaboration in the workplace provides a solid foundation for intergroup contact. Hong Kong's international environment and merit-based institutions also facilitate the interaction.

Based on research findings, this study suggests, first, public policy should focus on promoting professional exchange between mainland and Hong Kong professionals in workplace and professional associations. Second, promotion of workplace diversity can also blur the socio-political fault lines between mainland talents and Hong Kong professionals. Finally, public policy shall encourage universities enhance the multicultural opportunities for students, and nurture their cultural competence.

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