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Author

HAO, Jie (WELCH, Anthony R.)

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A tale of sea turtles : job-seeking experiences of Hai Gui (High-Skilled Returnees) in China / Jie Hao and Anthony Welch

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Abstract

A key feature of contemporary globalization is the increasing mobility of high-skilled talent. While for many countries in the developing world the loss of such individuals represents a longstanding concern, countries such as China have now developed key policies to harness their overseas talent. The article examines the job-seeking experiences of a key group of high-skilled returnees, after taking advanced degrees in Australia, discussing the outcomes in terms of salaries and length of time to secure employment, as well as analysing their advantages and disadvantages relative to their domestic peers. On the basis of survey and interview data, the views of both returnees and employers are canvassed, as also issues of re-integration and Chinese networks and values. (HRK / Abstract übernommen)