

Motivation, Responsibility, Performance, Capacity and Care — Multi-Perspective Orientation of Macao SAR Civil Services Management

Kou Peng Kuan

(pp. 131)

The “Five-Year Development Plan (2016-2020) of the Macao Special Administrative Region” (Five-Year Development Plan) sets the main line, principles, targets and projects for the future overall development of Macao Special Administrative Region (SAR). It also set the development path and main targets for civil services reform.

Based on abovementioned principles, combined with reform experience in other countries and regions, and theory of public administration and civil services, The SAR Government has constructed a complete framework to guide civil services reform.

Following the above framework and guided by five major elements: incentives, responsibilities, performance, capabilities and care, The SAR Government has carried out a series of work, including: reorganizing or revoking public departments and consultation organizations, conducting scientific analysis on career setting, and reform public service processes, to clarify the responsibilities of organizations and personnel at all levels; Reforming performance and governance structure, promoting departmental self-assessment and integrating various performance information, to improve the supervision, reward and punishment system; Setting the capacity elements of civil servants to guiding the design of training courses and rationalizing the design of career development system, to motivate the morale of civil servants; By clarifying the rights and obligations of personnel, introducing communication channels and different kinds of measures, to provide all-round care for civil servants.

In order to continuously improve the above framework and optimize the future work, at the end of article will summarize the work that has been and will be completed, and analyze the results that has been seen and foreseen. Finally, On the basis of completed work, The SAR Government will: 1. build up an electronic platform to enhance communication between the government and civil servants at all levels; 2. gradually integrate the functions of personnel management through talent planning to, and 3. research succession development plan, to adapt the development trend of civil services management.

Reviewing the Performance of Macau's Fiscal Reserve: from a comparison approach

Chua Yee Hong

(pp. 157)

The Monetary Authority of Macao (AMCM) announced the preliminary financial figures of the Macao SAR Fiscal Reserve (MFR) as of 31 December 2017. Accordingly, the returns rate on Fiscal Reserve hits 4.5% and it higher than the inflation rate of 1.23% of the corresponding period of last year. In a simple context, the investment in the Fiscal Reserve could create a synergy effect in Macao economy. On the other hand, several countries addressed Hong Kong Exchange Fund (HKEX) as a benchmark which regards to its economic aggression in macroeconomic development and financial investment. In this article, we apply the relevant theories of international investment and to examine the operating performance of the Macao SAR's Fiscal Reserves. At the same time, we continue to explore and analyze the relationship and causality between the performance and operating of Macao SAR Fiscal Reserve. Secondly, we try to induce the differences between MFR and HKEX in a comparative analysis approach and offers the feasible approach for revising.

Discussion on the rest and vacation system of «Labor Relations Law» in Macau-Based on the perspective of Comparison with four districts of Taiwan Strait and Other Countries

Kou Seng Man

(pp. 183)

Rest and vacation are the basic rights of employees. At present, these rights are guaranteed by No.7/2008 «Labor Relations Law» of Macau. However, with the fast development of Macau sociality, the systems of rest and vacation in «Labor Relations Law» can not be consistent with this development and are to be improved. Improving these systems are benefit for the future of Macau society. In this paper, analysis of the meaning of rest and vacation, exploring the issue of the right to rest and vacation, then by comparing with, studying on and learning from those of four districts of cross-straits and other countries, In combination with the actual situation in Macau, proposed a series of feasible suggestions, to improve the systems of rest and vacation in «Labor Relations Law», to sufficiently guarantee the rights of rest and vacation such that the harmonious relationship between employer and employee, and society can be constructed.

Discussion on the Constitutional Obligation of Hong Kong and Macao Residents of Chinese Nationality

Feng Zhehua Xu Zhengmin

(pp. 219)

Under the policy of "one country, two systems", the rights and interests of the residents of Hong Kong and Macao are fully protected, and the well-being index is constantly improved. However, Hong Kong and Macao residents as Chinese citizens should fulfill their constitutional obligations in accordance with the "one country, two systems" framework. Recently, the occurrence of a series of political events in Hong Kong have highlighted the importance of fulfilling the obligations of the constitution to Hong Kong and Macao residents. The country should construct a Hong Kong and Macao residents constitutional obligation system which is in line with national conditions, meet the practical needs of Hong Kong and Macao residents, give consideration to obligation law of both Hong Kong and Macao residents, consist with China constitution whose scopes and patterns of obligations are different from mainland citizens. The timely construction of the constitutional obligation system of Hong Kong and Macao residents not only meets the requirements of the State Building of the rule of law, and will not increase the ideological burden of the residents of Hong Kong and Macao, but also more effectively improve the national consciousness of the residents of Hong Kong and Macao.

Economic analysis of Tobacco Control law in macau

Cheong Sut Lin

(pp. 247)

Newly revised "Prevention and Control of Smoking Regime" (referred to herein as "Tobacco Control Law") of Macao Special Administrative Region was in effect on January 1, 2018. Mainland media claimed this "Tobacco Control Law" was "the most stringent smoking control law in history," which expanded the scope of smoking bans in public areas, increased the amount of fines, and included electronic cigarettes in supervision.

The tobacco control regulations have always been the focus of disputes everywhere. What are the reasons behind regulations restricting private smoking behavior? Can the rules of the Tobacco Control Law achieve the stated purpose of the law itself? Does the "Tobacco Control Law" tend to obtain absolute control on tobacco? This paper attempts to analyze the values, manifestations, legal effects, government attitudes, and legal deficiencies of the "Tobacco Control Law" from economic and legal perspectives, benefit maximiza-

tion, the advantages of administrative rules to the rules of property rights and liability, cost and benefits analysis, and the excessive coverage of theory.

Case Study Analysis on Chinese Translation in Macau's Administrative and Legislation Language

Long U Sam

(pp. 259)

The author of this paper aims at analyzing examples of grammatically incorrect sentences in administrative legislation and legal translation, and after categorizing them, examines methods of how they should be adjusted and amended. Most of the examples were extracted from Chinese translation copies of the original publishing institutes, the Macao SAR Gazette and official notices found in popular local newspapers. These writing works have been amended by the author and were made to become examples, hoping that readers could benefit from them through learning by analogy.

The author believes administrative documents should be produced in a clear and coherent way, and that definite and thorough legal instruments would be beneficial for the public to approve policies to be implemented by the Macau SAR, and that it will help establish a better image for the administrative authorities. Therefore, the author stresses that it is necessary that a translator repeatedly reviews the translation by making sure it matches the same meaning of the original text and that nothing has been omitted. It is important to avoid assuming words, phrases and sentence structures from different languages are identical and engage in a word for word translation process. In conclusion, the author hopes to encourage civil servants that work with writing will continuously learn from their working experience so that they will improve in all aspects, thus diligently performing their duties as specified by law.