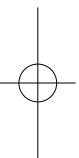
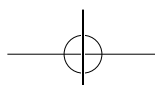
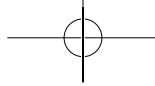


中国（上海）自由贸易试验区临港新片区 支持人才发展若干措施



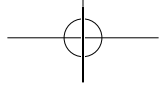
中国（上海）自由贸易试验区临港新片区管理委员会印





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中国（上海）自由贸易试验区临港新片区 支持人才发展若干措施

为促进中国（上海）自由贸易试验区临港新片区（以下简称“新片区”）人才集聚，推动人员自由执业，实现各类人才在新片区各展其才、各尽其用，打造创新活力迸发的海内外人才高地，根据《中国（上海）自由贸易试验区临港新片区总体方案》（国发〔2019〕15号）、《中国（上海）自由贸易试验区临港新片区管理办法》（沪府令19号）和《关于促进中国（上海）自由贸易试验区临港新片区高质量发展实施特殊支持政策的若干意见》（沪委发〔2019〕20号）等文件精神，制定本措施。

一、加大国内人才引进力度

1、**实施居住证专项加分。**对上海市居住证持证人在新片区工作并居住的，予以专项加分，即每满1年积2分，满3年后开始计入总积分，最高分值为20分。

2、**缩短“居转户”年限。**在新片区用人单位工作的各类人才，居转户年限由7年缩短为5年（其中已在新片区工作时间不低于3年）；符合新片区重点产业布局、经新片区管委会推荐的用人单位的核心人才，居转户年限由7年缩

短为3年（其中已在新片区工作时间不低于2年）。

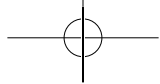
3、**公益事业单位录用应届毕业生落户加分。**教育、卫生等公益事业单位录用非上海生源应届普通高校毕业生直接落户打分时加3分。

4、**办理人才直接引进落户审批。**符合本市引进人才申办常住户口或留学回国人员申办常住户口条件的人才，用人单位可向新片区管委会指定机构申报，由新片区管委会审批后直接落户。

5、**重点机构紧缺急需人才直接引进落户。**新片区管委会结合重点产业布局和发展实际，推荐区域内用人单位纳入本市人才引进重点机构清单。纳入重点机构范围的用人单位引进的紧缺急需、具有本科及以上学历学位和两年以上相应工作经历的核心业务骨干，可予以直接落户。

6、**紧缺急需技能人才直接引进落户。**在国家职业资格和技能等级认定范围内，聚焦新片区重点产业布局，会同市人社局制定技能人才引进目录。对该目录以外的紧缺技能岗位核心业务骨干，由新片区管委会结合重点产业布局，推荐行业代表性企业的特有目录纳入引进范围。

7、**高等级技能人才直接引进落户。**用人单位引进的获得中华技能大奖、全国技术能手称号、国务院特殊津



贴、世界技能大赛奖项等的人员，以及获得省部级高技能人才最高表彰资助的人员，不受技能人才引进目录限制，直接引进落户。

8、特殊人才推荐落户。用人单位引进紧缺急需的特殊人才，可向新片区管委会提出申请，经新片区管委会向市相关部门推荐并集体审议通过后予以直接落户。

二、促进海外人才引进

9、海外高层次人才个税税赋差额补贴。对在新片区工作的境外高端、紧缺人才个人所得税税负差额部分给予补贴。

10、境外人才可参加职业资格考试。在新片区工作的境外人才可参加房地产估价师、注册城乡规划师等专业技术人员职业资格考试。

11、境外人才备案后可在新片区执业。具有境外职业资格和金融、建筑、规划、设计等领域符合条件的专业人才经备案后可在新片区提供服务，其在境外的从业经历可视同国内从业经历。

12、鼓励在读外籍留学生兼职创业。上海高校在读外籍留学生经所在高校及新片区管委会推荐，可以申请在学习类居留许可上加注“创业”，在新片区内从事兼职创业

活动。

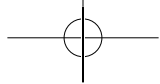
13、鼓励留学人员和海外人才创业。设立临港新片区留学人员创业园，吸引在海外留学取得硕士及以上学位的留学人员，或取得全球高水平大学本科以上学历的优秀外籍高校毕业生入驻园区，对符合条件的项目给予专项扶持。对拟在留学人员创业园创办企业的外籍留学人员，直接给予工作许可，并视同工作经历。

14、鼓励优秀外籍毕业生直接在新片区工作。在国（境）外高水平大学取得本科及以上学历的优秀外籍毕业生，经新片区管委会证明，可申请办理外国人来华工作手续和工作类居留许可，直接在新片区工作。

15、实施紧缺急需留学类项目“直通车”。新片区管委会推荐的优秀留学创业类项目可在申请浦江人才计划时直接进入第二轮评审，并予以倾斜加大支持。

16、提高入外籍留学回国人员工作生活便利。在新片区工作的入外籍留学回国人员可直接办理长期（最长有效期10年）海外人才居住证B证，免办工作许可。

17、提高高科技领域外国人才工作许可便利。注册在新片区内的科研机构、创新平台、高新技术企业、研发中心、国有企业等聘请的高科技领域的外国人才，可适当放



宽年龄、学历和工作经历的限制，符合条件的，一次性给予2年以上的工作许可。

18、提高外国技能型人才工作许可便利。用人单位引进的上海紧缺急需的高级技工、技师等外国技能型人才，可适当放宽年龄、学历和工作经历的限制，符合条件的，一次性给予2年以上的工作许可。

19、提高符合产业发展方向的外国人才工作许可便利。用人单位引进的符合新片区产业发展方向的外国人才，可适当放宽年龄、学历和工作经历的限制，符合条件的，一次性给予2年以上的工作许可。

20、提高创新创业外国人才工作许可便利。投资或创新创业的法人、小额投资人等外国人才，在企业依法设立后，首次办理外国人来华工作许可时可适当放宽年龄、学历和工作经历的限制，延期时可结合创办公司的经营情况、纳税情况、社保交纳等酌情给予延期。

21、实施科研创新领军人才及团队办理工作许可“绿色通道”。新片区内承担国家、本市重大项目科研创新领军人才团队的主要外籍成员，符合基本准入标准的项目团队内的外籍核心成员，可认定为外国高端人才并享受本市外国高端人才相关待遇；项目团队内的其他外籍核心成员

如确有需要，经推荐及认定后，可适当放宽年龄、学历或工作经历限制，并按有关规定办理外国人来华工作许可。

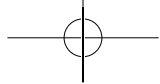
22、推荐纳入“上海科技创新职业清单”。新片区管委会根据重点产业布局，推荐区域内的重点科技创新单位纳入“上海科技创新职业清单”，清单内单位聘请的具有高级管理或技术职务的人员可作为外国高端人才，享受办理工作许可等相关便利。

23、外国人工作许可和外国人才签证加分。用人单位聘请的外国人才，经新片区管委会认定推荐作为满足外国人工作许可和外国人才签证计点积分涉及地方鼓励性加分项，给予计点积分最高10分的额外加分。

24、建立境外人才工作和创业绿色通道。探索实行外国人来华工作许可差异化流程，对信用优质的用人单位，在办理外国高端人才来华工作许可时，给予无犯罪记录证明、工作资历证明和相关任职资格证明采用承诺制、学历证书免于认证、材料核验流程简化等绿色通道，信用单位应对其聘雇的外国人才进行背景调查并承担责任。

三、加强人才住房保障

25、定向微调新片区住房限购政策。按照区域发展和产业导向，对符合一定条件的非本市户籍人才，购房资格



由居民家庭调整为个人，可购买新片区商品房一套。缩短非本市户籍人才在新片区购房缴纳个人所得税或社会保险金的年限，将自购房之日前连续缴纳满5年及以上，调整为连续缴纳满3年及以上。

26、调整商品住房选房购房制度。符合购房条件、在新片区稳定就业且稳定居住的常住人口，可在新片区优先选房购房。

27、实施限价商品房政策。控制限价商品房供应量，加大人才公寓供给力度。

28、建设“先租后售”公租房。建成后10年内作为公租房使用，其中50%房源可由单位按门栋整体购买作为公租房中单位租赁房使用。公租房建成10年后可作为商品住房按套上市转让。

29、实施人才租房补贴。用人单位引进的在新片区无自有住房且在新片区租房居住的符合条件的人才，可申请租房补贴。

30、可申请租赁人才公寓。用人单位引进的在新片区无自有住房的符合条件的人才，可申请租赁人才公寓；符合条件的高层次人才可申请租赁国际人才公寓。聚焦激励人才，提高供应的精准性，对新片区有贡献的企业和人才

予以倾斜。

四、实施人才专项奖励

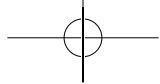
31、高层次人才专项奖励。对在新片区工作的两院院士、入选中央“千人计划”和“国家特支计划”的人才、“百千万人才工程”国家级人选、上海“千人计划”、浦东“百人计划”人才及上海市领军人才，在市区两级奖励的基础上另给予专项奖励。

32、高端人才直接贡献奖励。在新片区工作的高层次人才，在市、区级总部企业工作的中高级管理人员，符合新片区重点产业导向的重点扶持单位的核心人才，将其在新片区形成的一定比例的直接经济贡献用于个人奖励。

33、开展“临港英才”评选。为新片区建设和发展作出重大成绩、突出贡献人员，定期开展“临港英才”评选，并给予表彰奖励。

五、加大人才培养培育力度

34、资助人才培育平台建设。对企业设立的院士专家工作站或院士专家服务中心、博士后科研工作站、技能大师工作室、首席技师工作室，以及新片区管委会认定的其他人才培育平台，给予专项资助。对重点领域的高技能人才培养基地，在资助额度上予以倾斜。支持大学生就业实



训基地建设，创建一批青年创业见习和职业见习基地，并给予一定的资金扶持。

35、实行大学生实习补贴。对符合条件的高校学生在新片区用人单位实习的给予实习补贴。

36、实行技能人才培训补贴。用人单位员工参加社会化职业技能培训或直接参加职业技能鉴定，鉴定合格且取得相应证书的，给予职业技能培训补贴。

37、引进高端培训项目。围绕“高、精、尖、缺”人才，引进国际化专业技术职业培训项目，实施高级研修和急需紧缺人才培养项目。

38、产教融合示范企业优先认定。对符合条件的企业优先推荐认定全市产教融合示范型企业，推进校企共建产教融合实训基地、科研成果转化平台。

39、引进和培养教育卫生人才。实施优秀人才奖励和培养计划，加大新片区教育、卫生人才引进培养扶持力度。

六、集聚人力资源服务机构

40、支持人力资源服务机构发展。打造人力资源服务集聚区，入驻机构经审核可享受办公用房租金补贴、物业费补贴等优惠。

41、引进知名人力资源服务机构。对世界500强企业、中国500强企业、中国服务业500强企业的人力资源服务机构总部给予专项奖励。

业、中国500强企业、中国服务业500强企业的人力资源服务机构总部给予专项奖励。

42、支持人力资源服务品牌打造。新片区内人力资源服务机构首次上榜中国500强企业、中国服务业500强企业、新获得国家驰名商标、在海外市场或沪深证券交易所上市的，分别给予专项奖励。

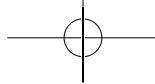
43、给予人力资源服务机构专项扶持。对新引进和存量的人力资源服务机构按照对新片区的贡献程度分别给予一定奖励。

44、引导人力资源服务机构创新。对近三年内获得人力资源服务领域原始取得的发明专利授权，并在本领域运用、产生经济效益的人力资源服务机构，给予专项奖励；人力资源服务机构被评为高新技术企业的，给予专项奖励。

七、优化人才服务环境

45、优化升级临港新片区人才服务中心。升级改造临港新片区人才服务中心，完善业务功能，提升信息化水平，实现人力资源事项新片区内受理、一站式办结。

46、建设外国人才服务港湾。实施区域内外国人才本地融入服务，开展外国人才岗前培训、法律咨询、文化交流等融入活动，建立新片区外国人才服务港湾。



47、提高外国高端人才金融便利。用人单位聘请的外国高端人才办理信用卡可享受简化办卡手续、提供理财服务等绿色通道。

48、优化人才生活配套环境。引进国际、国内优质服务资源，推进建设高标准国际化生活社区。引进优质教育集团在新片区开办分校或合作办学，引进高水平国际学校。符合一定条件的人才可享受就医、子女入学入园绿色通道等便利。

八、附则

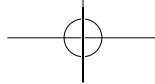
49、本措施由中国（上海）自由贸易试验区临港新片区管理委员会负责解释。以上措施的实施细则、申报通知、申报指南，由新片区管委会另行制定发布。

Several Measures Issued by China (Shanghai) Pilot Free Trade Zone Lin-gang Special Area to Support Talent Development

The measures are formulated in accordance with the guiding principles of the *Overall Plan for China (Shanghai) Pilot Free Trade Zone Lin-gang Special Area* (GF [2019] No.15), the *Measures for the Administration of the Lin-gang Special Area of China (Shanghai) Pilot Free Trade Zone* (HFL No.19), the *Several Opinions on Special Support Policy to Promote High-Quality Development of China (Shanghai) Pilot Free Trade Zone Lin-gang Special Area* (HWF [2019] No.20), and other policies. The measures aim to attract the best minds to China (Shanghai) Pilot Free Trade Zone Lin-gang Special Area (hereinafter referred to as “Lin-gang Special Area”), facilitate the work of talented individuals in the area and draw fully their expertise, creating a world-class “highland of talent” with innovative vitality.

I. Intensifying Efforts in Recruitment of Domestic Talented Individuals

1. Special bonus point policy for Shanghai residence permit holders. Shanghai Residence Permit holders who work and live in the Lin-gang Special Area can be granted special bonus points. Specifically, 2 points are given for every 1 year working and living in the area, and after 3 years, the bonus



points are included into the total point, which shall not exceed 20 points.

2. Less time required for residence-permit to permanent-residence transfer. For all talented individuals working at employers in the Lin-gang Special Area, the minimum time required for the residence-permit to permanent-residence transfer has been shortened from 7 years to 5 years (including at least 3 years working in the area). For key talented individuals recommended by the Lin-gang Special Area to employers based on the layout of key industries in the area, the minimum time required for the transfer is shortened from 7 years to 3 years (including at least 2 years working in the area).

3. Bonus point policy for fresh graduates recruited by public benefit institutions to obtain permanent residence. Non-Shanghai fresh college graduates who are recruited by education, healthcare and other public benefit institutions shall be given 3 bonus points when they apply for permanent residence in Shanghai.

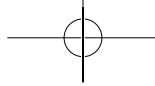
4. Direct review and approval of permanent residence applications from recruited talented individuals. When talented individuals who are recruited by the city or return from overseas qualify for applying for permanent residence in Shanghai, the employer can submit the application to the designated agency of the Lin-gang Special Area Administration for review and approval. After successful approval, the applicant

can be granted permanent residence directly.

5. Direct approval of permanent residence applications for talented individuals urgently needed in key institutions. The Lin-gang Special Area Administration shall recommend and recruit talented individuals into key institutions based on the layout of key industries and development conditions. Key talented individuals who are urgently needed by employers falling into the scope of key institutions can be granted permanent residence if they have a bachelor's degree or higher degrees and more than two years of relevant work experience.

6. Direct approval of permanent residence applications for urgently needed skilled personnel. A list of skilled personnel to be recruited in the Lin-gang Special Area based on national occupational qualification and skill accreditation shall be developed in cooperation with Shanghai Municipal Human Resources and Social Security Bureau with the focus on the layout of key industries in the area. For urgently needed key skilled personnel who are outside of the list, the Lin-gang Special Area Administration shall recommend them to representative enterprises in the industry based on the layout of key industries,

7. Direct approval of permanent residence applications for high-level skilled personnel. The personnel recruited by employers in the Lin-gang Special Area can be granted permanent residence directly if they (1) have won the Grand Skill



Award of China, the National Technical Expert title, or any awards at world-class skill contests; (2) enjoy special government allowances of the State Council, (3) or have received the highest commendation and subsidy for extraordinary skills at the provincial and ministerial levels. This provision is not subject to the restrictions of the list of skilled personnel.

8. Recommendation of personnel with exceptional talents to apply for permanent residence. Employers can apply to the Lin-gang Special Area Administration for permanent residence for personnel with exceptional talents that they recruit. Then Lin-gang Special Area Administration shall recommend the personnel to the relevant municipal departments. After the collective deliberation and approval of the relevant departments, these personnel can be registered as permanent residents directly.

II. Promoting the Recruitment of Overseas Talented Individuals

9. Individual income tax subsidy for overseas high-caliber personnel. High-caliber personnel who are working and in short supply in the Lin-gang Special Area enjoy subsidies to offset differences in the individual income tax burden between China and outside China.

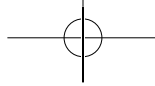
10. Permission of overseas talented individuals to take vocational qualification exams. Overseas talented individuals who work in the Lin-gang Special Area can take vocational

qualification exams intended for professional and technical personnel, such as real estate appraisers and registered urban and rural planners.

11. Permission of overseas talented individuals to work in the Lin-gang Special Area after filing. Professionals with overseas vocational qualifications in finance, construction, planning, and design can provide services in the Lin-gang Special Area after the required information is filed. And their overseas experience is recognized in China.

12. Encouragement of foreign students studying in Shanghai to start businesses on a part-time basis. Foreign students studying in Shanghai universities can apply for adding an annotation “starting a business” on their student residence permit and engage in part-time entrepreneurial activities in the Lin-gang Special Area upon the recommendation of their universities and the Lin-gang Special Area Administration.

13. Encouragement of overseas students and talented individuals to start businesses. A pioneering park for overseas students shall be established in the Lin-gang Special Area to attract overseas students who have obtained master’s degree or high degrees or outstanding foreign college graduates who have obtained bachelor’s degree or high degrees from global excellent universities to start a business there. Moreover, special support shall be provided for eligible startup projects. Foreign students who plan to start a business in the pioneering park



shall be given a work permit directly, and the entrepreneurial process shall be regarded as working experience.

14. Encouragement of outstanding foreign graduates to work in the Lin-gang Special Area. Outstanding foreign graduates who have obtained bachelor's degree or high degrees from overseas or foreign excellent universities can apply for procedures and work-type residence permits required for foreigners to work in China and then directly work in the Lin-gang Special Area upon the certification by the Lin-gang Special Area Administration.

15. Rapid approval of study abroad programs in short supply and urgent need. Excellent study abroad entrepreneurial programs recommended by the Lin-gang Special Area Administration can directly enter the second round of evaluation when applying for the Shanghai Pujiang Program fund. Besides, these programs shall be given strong preferential support.

16. More convenient working and living conditions for non-Chinese overseas returnees. Non-Chinese overseas returnees working in the Lin-gang Special Area can directly apply for a long-term (with a maximum validity period of 10 years) residence permit class B for overseas talented individuals, without the need to apply for a work permit.

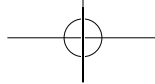
17. Longer-term work permits for talented foreigners in high-tech fields. Talented foreigners in high-tech fields em-

ployed by scientific research institutions, innovation platforms, high-tech enterprises, R&D centers, and state-owned enterprises registered in the Lin-gang Special Area can enjoy relaxed restrictions on their age, academic qualifications and work experience. Eligible talented foreigners shall be given a work permit for a term of more than 2 years once.

18. Longer-term work permits for foreign skilled personnel. Foreign skilled personnel such as senior technicians and technicians who are urgently needed in Shanghai and recruited by employers in the Lin-gang Special Area can enjoy relaxed restrictions on their age, academic qualifications and work experience. Eligible foreign skilled personnel shall be given a work permit for a term of more than 2 years once.

19. Longer-term work permits for talented foreigners meeting the needs of industrial development. Talented foreigners who are recruited by employers in the Lin-gang Special Area and meet the industrial development needs of the area can enjoy relaxed restrictions on their age, academic qualifications and work experience. Eligible foreign skilled personnel shall be given a work permit for a term of more than 2 years once.

20. Longer-term work permits for talented foreigners engaged in innovation and entrepreneurship. Talented foreigners such as legal persons and small investors who are engaged in investment, innovation, or entrepreneurship may, after the establishment of their businesses in accordance with



the law, enjoy relaxed restrictions on their age, academic qualifications and work experience when they apply for a permit for foreigners to work in China for the first time. The term of the work permit can be extended as appropriate based on the operation conditions and payment of taxes and social security contributions of the business.

21. Fast track for approval of work permits for leading scientists, researchers, and innovators and their team members. Main foreign members of a national or municipal leading talent team engaged in a major scientific research and innovation project in the Lin-gang Special Area, as well as core foreign members of a project team that meets the basic access standards can be identified as foreign top talented individuals and enjoy the corresponding treatment for foreign top talented individuals in the city. Other core foreign members of the project team may, upon recommendation and certification, enjoy relaxed restrictions on their age, academic qualifications and work experience when applying for a permit for foreigners to work in China in accordance with relevant regulations.

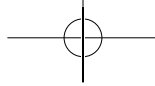
22. Recommendation for Inclusion into the Shanghai Sci-Tech Innovation Vocation List. The Lin-gang Special Area Administration shall recommend key scientific and technological innovation units in the area to be included in the Shanghai Sci-Tech Innovation Vocation List based on the layout of key industries. The personnel employed by the units in the

list for senior management or technical positions can be treated as foreign top talented individuals and enjoy the convenience of work permit applications and other relevant services.

23. Bonus points for applying for permits to work in China and foreign talent visas. If a talented foreigner recruited by an employer in the Lin-gang Special Area is certified by the Lin-gang Special Area Administration to qualify for local incentive bonus points based on the bonus point policy of applying for permits to work in China and foreign talent visas, the foreigner shall be given up to 10 points as a bonus.

24. Fast track for overseas talented individuals to work and start businesses in China. Efforts shall be made to explore the implementation of a differentiated approval procedure when foreigners apply for a permit to work in China. In the handling of work permit applications by foreign top talented individuals, a fast track is provided. The applicants recruited by employers with high credibility can make an oral commitment to their clear criminal record, work experience, and relevant qualifications instead of providing written certificates. Moreover, they are exempt from academic qualification certification, and the information verification process is simplified. The credit assessment units shall carry out background investigation for the foreign talented individuals they employ and assume relevant responsibility.

III. Strengthening Support of Talent Housing



25. Targeted Fine-tuning Policy of House Purchase Restriction for Lin-gang Special Area. Non-Shanghai talented individuals who meet required conditions and the needs of regional and industrial development can purchase a commercial residential house in the Lin-gang Special Area based on housing purchase qualifications for an individual instead of a household. The minimum number of years required for non-Shanghai talented individuals to pay personal income tax or social security contribution before purchasing a house in the Lin-gang Special Area has been shortened from at least 5 consecutive years before the date of purchase to at least 3 consecutive years.

26. Modified system for selecting and purchasing commercial residential houses. The permanent residents who meet the housing purchase requirements and have a steady job and permanent residence in the Lin-gang Special Area can enjoy the priority to purchase a house in the area.

27. Policy for low-cost commercial residential housing. The supply of low-cost commercial housing is controlled, while the supply of talent apartments is increased.

28. Construction of “rent before sale” public rental housing. Efforts shall be made to construct housing to be used for public rental for 10 years after completion. 50% of the housing can be purchased by employers on an entire building basis as employees’ rental housing. Public rental housing can be put on the market and transferred as commercial housing 10

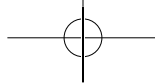
years after its completion.

29. Provision of talent-targeted rental subsidies. Qualified personnel recruited by employers can apply for rental subsidies if they do not have their own houses in the Lin-gang Special Area but live in a rented house in the area.

30. Application for talent-targeted rental apartments. Qualified personnel recruited by employers can apply for renting a talent apartment if they do not have their own houses in the Lin-gang Special Area. Qualified high-caliber personnel can apply for renting an international talent apartment. The focus shall be on motivating personnel to achieve targeted supply of rental apartments. Preferential treatment shall be given to enterprises and personnel that have contributed greatly to the Lin-gang Special Area.

IV. Implementing Special Rewards for Talented Individuals

31. Special awards for high-caliber personnel. In addition to the awards at the municipal and district levels, special awards shall be granted to the following people working in the Lin-gang Special Area: academicians of the Chinese Academy of Sciences and the Chinese Academy of Engineering, members of the “Thousand Talents Program” and “Wanren Jihua” at the central government level, national candidates of “National Hundred, Thousand and Ten Thousand Talent Project”, members of the “Thousand Talents Program” at the Shanghai level, Hundred Talent Program at the Pudong level, and Shanghai



leading talent.

32. Use of the direct economic contribution by top talented individuals as their awards. The following personnel shall enjoy a proportion of their direct economic contributions made in the Lin-gang Special Area as their personal award: high-calibre talented individuals working in the area, middle- and senior-level managers working in the headquarters enterprises at the municipal and district levels, and key talented individuals of strongly supported employers who meet the needs of the key industries in the area.

33. Selection of “Outstanding Lin-gang Talent”. Those who have made significant achievements and contributions to the building and development of the Lin-gang Special Area shall be regularly selected and awarded as “Outstanding Lin-gang Talent”.

V. Intensifying the Efforts to Cultivate Talented Individuals

34. Funding for the building of talent cultivation platforms. Special funding shall be given to the academician expert workstations or service centers, postdoctoral scientific research workstations, skill master studios and chief technician studios established by enterprises and other talent training platforms recognized by the Lin-gang Special Area Administration. The funding shall be weighted towards high-skilled personnel training bases in key areas. The government shall provide financial support for the building of employment training bases

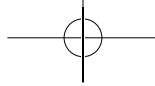
for college students and the creation of a number of youth entrepreneurial and vocational training bases.

35. Subsidy for college students’ internship. Qualified college students who practice at employers in the Lin-gang Special Area shall be given internship subsidies.

36. Subsidy for training of skilled personnel. Subsidies for vocational skill training shall be given to personnel working in the Lin-gang Special Area if they participate in social vocational skill training or vocational skill appraisal and obtain corresponding qualification certificates.

37. Attraction of high-end training programs. The Lin-gang Special Area welcomes international professional and technical vocational training programs, with the focus on training “high-caliber, sophisticated, cutting-edge, and short-supply” talented individuals. Advanced training programs and training programs for talented individuals in urgent need and short supply shall be implemented.

38. Prioritized certification of demonstration enterprises collaborating with universities. Eligible enterprises shall be given priority in the recommendation and certification of municipal demonstration enterprises collaborating with universities. Efforts shall be made to promote enterprise-university co-building of training bases for industry and education integration and the platform for application of advances in science and technology.



39. Recruitment and training of educational and healthcare personnel. The Lin-gang Special Area shall implement plans to reward and train talented individuals and increase support for the recruitment and training of educational and healthcare personnel.

VI. Clustering of Human Resources Service Agencies

40. Support for the development of human resources service agencies. The Lin-gang Special Area shall build a clustering area of human resources services. Agencies opening offices in the area can enjoy subsidies for office rental, property fee and other preferential treatment after examination.

41. Attraction of renowned human resources service agencies. Special awards shall be given to the headquarters of human resources service agencies of Fortune Global 500 companies, top 500 Chinese companies, and top 500 service enterprises of China.

42. Support for the development of human resources service brands. Special awards shall be given to human resource service agencies in the Lin-gang Special Area that are listed, for the first time, on the list of top 500 Chinese companies or top 500 service enterprises of China, have newly obtained the well-known trademark title of the country, or go public in the overseas markets or the Shanghai and Shenzhen Stock Exchanges.

43. Special support for human resources service agen-

cies. The newly attracted and existing human resources service agencies shall be rewarded according to their contributions to the Lin-gang Special Area.

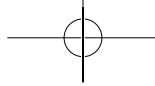
44. Promotion of innovation of human resources service agencies. Special awards shall be given to the human resource service agencies that have obtained original invention patents in the field of human resource service within the last three years and generated economic benefits from their application in the field. If a human resources service agency is rated as a high-tech enterprise, it shall be given special awards.

VII. Optimizing the Service Environment for Talented Individuals

45. Optimization and upgrading of the talent service center of the Lin-gang Special Area. Efforts shall be made to upgrade and renovate the talent service center of the Lin-gang Special Area, improve its service functions, enhance the level of IT application, and realize one-stop handling of human resources matters in the area.

46. Building of a center for foreign talented individuals. A center for foreign talented individuals shall be built in the Lin-gang Special Area to help foreign talented individuals integrate into local society by providing them with pre-job training, legal consultation, cultural exchange opportunities and other services.

47. Easy access to financial services for foreign top



talented individuals. Simplified procedures are provided for foreign top talented individuals recruited by employers in the Lin-gang Special Area to apply for a credit card. Fast track is available for these talented individuals to access financial services.

48. Improved living environment for talented individuals. The Lin-gang Special Area shall attract international and domestic high-quality service resources and promote the construction of high-standard international living communities. It shall also welcome excellent education groups to set up branch schools or cooperate with them in running schools in the area. High-level international schools are encouraged to establish schools in the area. Eligible talented individuals can enjoy easy access to medical services and fast track for their children to enroll in a kindergarten or school.

VIII. Supplementary Provisions

49. The policy shall be interpreted by China (Shanghai) Pilot Free Trade Zone Lin-gang Special Area Administration. The detailed rules for the implementation of the above measures and the application notice and guide shall be separately formulated and issued by the Lin-gang Special Area Administration.