

中共中央印发《关于深化人才发展体制机制改革的意见》

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Opinions on Deepening the Reform of the Institutional Mechanism for Talent Development

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人才是经济社会发展的第一资源。人才发展体制机制改革是全面深化改革的重要组成部分，是党的建设制度改革的重要内容。协调推进“四个全面”战略布局，贯彻落实创新、协调、绿色、开放、共享的发展理念，实现“两个一百年”奋斗目标，必须深化人才发展体制机制改革，加快建设人才强国，最大限度激发人才创新创造创业活力，把各方面优秀人才集聚到党和国家事业中来。现就深化人才发展体制机制改革提出如下意见。

Talent is the first resource for economic and social development. The personnel development system reform is an important part of China's all-round deepening of reforms and the Party building system reform. If China is to promote the strategic blueprint called "The Four Comprehensives" – a moderately prosperous society, reform, rule of law, party discipline; implement "innovative, coordinated, green, open and shared" development; and achieve the Two Centenary Goals (the doubling of China's GDP and per-capita income from 2010 levels by 2020, and the building of a modern socialist country that is prosperous, strong, democratic, culturally advanced and harmonious by the middle of this century); we must deepen reform of the talent development system, speed up the construction of a powerful nation through talent,

stimulate people's innovation, creation and entrepreneurial vitality to the utmost, attract talent from all walks of life to work for the cause of the Party and the State. We hereby put forward the following opinions on deepening the reform of the talent development system.

一、指导思想、基本原则和主要目标

(一) 指导思想

高举中国特色社会主义伟大旗帜，全面贯彻党的十八大和十八届三中、四中、五中全会精神，以邓小平理论、“三个代表”重要思想、科学发展观为指导，深入贯彻习近平总书记系列重要讲话精神，坚持聚天下英才而用之，牢固树立科学人才观，深入实施人才优先发展战略，遵循社会主义市场经济规律和人才成长规律，破除束缚人才发展的思想观念和体制机制障碍，解放和增强人才活力，构建科学规范、开放包容、运行高效的人才发展治理体系，形成具有国际竞争力的人才制度优势。

1. Guiding ideology, basic principles and major goals

(1) Guiding ideology

We will hold high the great banner of socialism with Chinese characteristics, fully implement the spirit of the Eighteenth National Congress of the CPC, the Third, Fourth and Fifth Plenary Sessions of the 18th CPC Central Committee, take Deng Xiaoping Theory, the Theory of the Three Represents, and the Scientific Outlook on Development as our guide, and fully implement the guidelines from General Secretary Xi Jinping's major political addresses, insist on attracting global talent to work for China, establish a scientific concept of talented personnel, carry out the strategy of giving priority to personnel development, follow the rules of a socialist market economy and the growth of talent, get rid of ideas and institutional mechanisms that are currently acting as obstacles to talent development, liberate and enhance people's vitality, build a scientific, open and efficient management system for personnel development, and obtain the advantages of an internationally competitive talent system.

(二) 基本原则

——坚持党管人才。充分发挥党的思想政治优势、组织优势和密切联系群众优势，进一步加强和改进党对人才工作的领导，健全党管人才领导体制和工作格局，创新党管人才方式方法，为深化人才发展体制机制改革提供坚强的政治和组织保证。

(2) Basic principles

-- Adhering to the Party's management of talented personnel. We shall give full play to the Party's ideological and political and organizational advantages and its close ties with the masses, further strengthen and improve the Party's leadership over personnel, improve the Party's leadership system and working pattern, innovate management approaches and provide strong political and organizational guarantees for deepening the reform of the personnel development system.

——服务发展大局。围绕经济社会发展需求，聚焦国家重大战略，科学谋划改革思路 and 政策措施，促进人才规模、质量和结构与经济社会发展相适应、相协调，实现人才发展与经济建设、政治建设、文化建设、社会建设、生态文明建设深度融合。

--Serving the overall development of China. We shall study the requirements of economic and social development, focus on major national strategies, make scientific planning policies and measures for reform, enable the scale, quality and structure of personnel to correspond to economic and social development, and realize the deep integration of personnel development with economic construction, political construction, cultural construction, social construction, ecological civilization.

——突出市场导向。充分发挥市场在人才资源配置中的决定性作用和更好发挥政府作用，加快转变政府人才管理职能，保障和落实用人主体自主权，提高人才横向和纵向流动性，健全人才评价、流动、激励机制，最大限度激发和释放人才创新创业活力，使人才各尽其能、各展其长、各得其所，让人才价值得到充分尊重和实现。

--Market orientation. The market shall play a decisive role in human resources allocation and government shall play a bigger role. We shall accelerate the transformation of government's role in personnel management; safeguard and

implement the autonomy of employers; improve the horizontal and vertical flow of personnel; perfect personnel evaluation, flow, and incentive mechanisms; maximize personnel's innovation and entrepreneurial vitality; and enable talented personnel's value to be fully respected and realized.

——体现分类施策。根据不同领域、行业特点，坚持从实际出发，具体问题具体分析，增强改革针对性、精准性。纠正人才管理中存在的行政化、“官本位”倾向，防止简单套用党政领导干部管理办法管理科研教学机构学术领导人员和专业人才。

--Tailored measures for different fields and industries. Tailored measures shall be made according to the characteristics of different fields and industries and the actual situation, so as to enhance the pertinence and precision of the reform.

De-administration shall be conducted and bureaucratism shall be corrected for personnel management. De-administration. We shall avoid using the management approach of the Party and government-leading cadres to manage academic leaders and professional personnel in research and education institutions.

——扩大人才开放。树立全球视野和战略眼光，充分开发利用国内国际人才资源，主动参与国际人才竞争，完善更加开放、更加灵活的人才培养、吸引和使用机制，不唯地域引进人才，不求所有开发人才，不拘一格用好人才，确保人才引得进、留得住、流得动、用得好。

--Expanding the opening of personnel. We shall establish a global vision and strategic thinking, make full use of domestic and international human resources, actively participate in international competition to attract personnel, create more open and flexible personnel training schemes, attracting and using mechanisms. Restrictions shall be relaxed to introduce, develop and utilize talented personnel.

(三) 主要目标

通过深化改革，到2020年，在人才发展体制机制的重要领域和关键环节上取得突破性进展，人才管理体制更加科学高效，人才评价、流动、激励机制更加完善，全社会识才爱才敬才用才氛围更加浓厚，形成与社会主义市场经济体制相适应、人人皆可成才、人人尽展其

才的政策法律体系和社会环境。

(3) Major goals

Through deepening the reform, by 2020, breakthroughs in important aspects of the personnel development system and related fields shall be made; the personnel management system shall be more scientific and efficient; the mechanisms for the evaluation, flow and incentives of personnel shall be improved; public awareness of identifying talent, cherishing talent, respecting talent and using talent shall be raised; and the policy and legal systems and social environment that adapt to the socialist market economy system and allow everyone to develop themselves and display their ability shall be created.

二、推进人才管理体制改革

(四) 转变政府人才管理职能。

根据政社分开、政事分开和管办分离要求，强化政府人才宏观管理、政策法规制定、公共服务、监督保障等职能。推动人才管理部门简政放权，消除对用人单位的过度干预，建立政府人才管理服务权力清单和责任清单，清理和规范人才招聘、评价、流动等环节中的行政审批和收费事项。

2. Promoting the personnel management system reform

(4) Transforming the government's role in personnel management

According to the requirements of the separation of government administration from social organization management, the separation of government administration from public institutions, and the separation of proprietary rights from operating rights, the government's role in the macro management of personnel, formulation of policies and regulations, public services and supervision shall be strengthened. The decentralization of personnel management shall be promoted, the excessive intervention on employers shall be eliminated, the government's powers and responsibilities regarding personnel management services shall be codified, and administrative approval and fees in the process of personnel recruitment, evaluation and flow shall be cleared out and standardized.

(五) 保障和落实用人主体自主权。

充分发挥用人主体在人才培养、吸引和使用中的主导作用，全面落实国有企业、高校、科研院所等企事业单位和社会组织的用人自主权。创新事业单位编制管理方式，对符合条件的公益二类事业单位逐步实行备案制管理。改进事业单位岗位管理模式，建立动态调整机制。探索高层次人才协议工资制等分配办法。

(5) Safeguarding and implementing the autonomy of employers

Employers shall play a leading role in personnel training, attraction and utilization. We shall entitle the autonomy of recruitment to State-owned enterprises, higher education institutions, research institutes and social organizations. The management of public institutions' staffing quotas shall be innovated and qualified public institutions, such as higher education institutions and non-profit medical institutions shall adopt registration-oriented management systems gradually. We shall improve the management model of public institutions' posts, establish a dynamic adjustment mechanism. An agreement-oriented wage allocation approach shall be explored for high-level personnel.

(六) 健全市场化、社会化的人才管理服务体系。

构建统一、开放的人才市场体系，完善人才供求、价格和竞争机制。深化人才公共服务机构改革。大力发展专业性、行业性人才市场，鼓励发展高端人才猎头等专业化服务机构，放宽人才服务业准入限制。积极培育各类专业社会组织和人才中介服务机构，有序承接政府转移的人才培养、评价、流动、激励等职能。充分运用云计算和大数据等技术，为用人主体和人才提供高效便捷服务。扩大社会组织人才公共服务覆盖面。完善人才诚信体系，建立失信惩戒机制。

(6) Improving the market-oriented and socialized personnel management service system.

We shall set up a unified and open personnel market system, and improve personnel supply & demand, pricing, and competition mechanisms. Personnel-oriented public service organizations shall be deepened. We shall spare no effort to develop a

personnel market that is professional and adapted to the characteristics of different industries, encourage the development of professional service agencies like headhunting companies for high-end talent, and relax restrictions on entry into the personnel service industry. We shall actively cultivate various types of professional social organizations and personnel intermediary service agencies, orderly undertake the functions such as personnel training, evaluation, flow, and motivation transferred by the government. We shall make full use of cloud computing and big data technology to provide efficient and convenient services for employers and professional people. Coverage of social organizations' public services shall be expanded. The personnel credit system shall be improved and a disciplinary punishment mechanism for dishonesty shall be built.

(七) 加强人才管理法制建设。

研究制定促进人才开发及人力资源市场、人才评价、人才安全等方面的法律法规。完善外国人才来华工作、签证、居留和永久居留管理的法律法规。制定人才工作条例。清理不合时宜的人才管理法律法规和政策性文件。

(7) Strengthening the construction of a legal framework for personnel management

We shall study and formulate laws and regulations to promote personnel development, a human resources market, talent evaluation, and personnel security. The laws and regulations concerning foreigners' employment, visas, residence and administration of permanent residence in China shall be improved. The working rules on personnel shall be formulated and outdated laws and regulations on personnel management shall be cleared out.

三、改进人才培养支持机制

(八) 创新人才教育培养模式。

突出经济社会发展需求导向,建立高校学科专业、类型、层次和区域布局动态调整机制。统筹产业发展和人才培养开发规划,加强产业人才需求预测,加快培育重点行业、重要领域、

战略性新兴产业人才。注重人才创新意识和创新能力培养，探索建立以创新创业为导向的人才培养机制，完善产学研用结合的协同育人模式。

3. Improving the support mechanism for personnel training

(8) Innovating personnel education and training practices

We shall highlight the requirements of economic and social development, and establish a dynamic adjustment mechanism for the discipline, type, level and regional distribution of higher education institutions. We shall make overall plans for industrial development and personnel training & exploration, strengthen industrial demand forecasting, and speed up the cultivation of talented personnel in key sectors, major fields, and strategic emerging industries. We shall highlight the cultivation of innovation consciousness and ability; explore an innovation-and-entrepreneurship-oriented personnel training mechanism; and improve the collaborative personnel training mode which meets the industrial, academic, research and practical requirements.

(九) 改进战略科学家和创新型科技人才培养支持方式。

更大力度实施国家高层次人才特殊支持计划（国家“万人计划”），完善支持政策，创新支持方式。构建科学、技术、工程专家协同创新机制。建立统一的人才工程项目信息管理平台，推动人才工程项目与各类科研、基地计划相衔接。按照精简、合并、取消、下放要求，深入推进项目评审、人才评价、机构评估改革。

(9) Improving the support methods for the training of strategic scientists and innovative talents.

We shall make greater efforts to implement the National High-level Personnel Special Support Program (“Ten Thousand Talents Program”), perfect the support policies, and innovate the support methods. A coordinative mechanism to promote innovation among scientific, technical and engineering experts shall be set up. We shall establish a unified information management platform for personnel programs to facilitate the matching of personnel programs with various research projects and base plans. Reforms to project review, personnel evaluation and institutional assessment practices

shall be advanced in accordance with the requirements of simplification, consolidation, cancellation and decentralization.

建立基础研究人才培养长期稳定支持机制。加大对新兴产业以及重点领域、企业急需紧缺人才支持力度。支持新型研发机构建设，鼓励人才自主选择科研方向、组建科研团队，开展原创性基础研究和面向需求的应用研发。

We shall build a stable long-term support mechanism for basic research workers, increase investment in supporting the urgently-needed personnel in emerging industries, key fields and enterprises. We shall support the development of new types of research and development institutions, encourage personnel to independently choose research orientations and build research teams, as well as conduct original basic research and application-oriented research.

(十) 完善符合人才创新规律的科研经费管理办法。

改革完善科研项目招投标制度，健全竞争性经费和稳定支持经费相协调的投入机制，提高科研项目立项、评审、验收科学化水平。进一步改革科研经费管理制度，探索实行充分体现人才创新价值和特点的经费使用管理办法。下放科研项目部分经费预算调整审批权，推行有利于人才创新的经费审计方式。完善企业研发费用加计扣除政策。探索实行哲学社会科学研究成果后期资助和事后奖励制。

(10) Improving the scientific research fund administration method that conform with the rules of talent innovation

We shall reform and improve the bidding system for scientific research projects; perfect the investment mechanism by ensuring there is a reasonable balance between competitiveness-oriented funds and stable support funds; and make decisions regarding the approval, evaluation and acceptance of research projects more scientific.

We shall further reform the scientific research fund administration and explore fund utilization and administration methods that can fully reflect the value of personnel's innovations and abilities. Some adjustment and approval powers regarding the budgeting for scientific research projects shall be decentralized, and we shall promote

a budget audit approach that is conducive to personnel innovation. Policies regarding the addition and deduction of enterprises' research and development expenses shall be improved. We shall explore the late funding and postpositive award systems for philosophy and social sciences research achievements.

(十一) 优化企业家成长环境。

遵循企业家成长规律,拓宽培养渠道。建立有利于企业家参与创新决策、凝聚创新人才、整合创新资源的新机制。依法保护企业家财产权和创新收益,进一步营造尊重、关怀、宽容、支持企业家的社会文化环境。合理提高国有企业经营管理人才市场化选聘比例,畅通各类企业人才流动渠道。研究制定在国有企业建立职业经理人制度的指导意见。完善国有企业经营管理人才中长期激励措施。

(11) Providing a better environment for the nurturing of entrepreneurs

We shall follow best practices regarding the nurturing of entrepreneurs and broaden the training channels available to entrepreneurs. A new mechanism that promotes entrepreneurs' participation in innovation decision making, attracts innovative talent, and integrates innovation resources shall be set up. Entrepreneurs' property rights and innovation income shall be protected in accordance with the law to create a better environment featuring respect, care, tolerance and support for entrepreneurs. We shall reasonably increase the proportion of market-oriented employment for management personnel of State-owned enterprises and promote the free flow of personnel in all kinds of enterprises. Guiding opinions on the establishment of a professional management system in State-owned enterprises shall be formulated, and the medium- and long-term incentive structures of management personnel in State-owned enterprises shall be improved.

(十二) 建立产教融合、校企合作的技术技能人才培养模式。

大力培养支撑中国制造、中国创造的技术技能人才队伍,加快构建现代职业教育体系,深化技术技能人才培养体制改革,加强统筹协调,形成工作合力。创新技术技能人才教育培训模式,促进企业和职业院校成为技术技能人才培养的“双主体”,开展校企联合培养试点。

研究制定技术技能人才激励办法，探索建立企业首席技师制度，试行年薪制和股权制、期权制。健全以职业农民为主体的农村实用人才培养机制。弘扬劳动光荣、技能宝贵、创造伟大的时代风尚，不断提高技术技能人才经济待遇和社会地位。

(12) Setting up a technical and skilled personnel training mode featuring production-education integration and school-enterprise cooperation

We shall vigorously cultivate technical and skilled personnel for the “Made in China” and “Designed in China” programs, speed up the establishment of a modern vocational education system, deepen systemic reform of technical and skilled personnel training, strengthen coordination, and realize a joint force for the task. The education and training model for technical and skilled personnel shall be innovated, enterprises and vocational colleges shall be promoted to become the “two subjects” of the technical and skilled personnel training, and college-enterprise joint training pilot programs shall be introduced. Incentive measures for technical and skilled personnel shall be created and a chief technician system shall be set up in enterprises. We shall pilot the implementation of an annual salary system, equity system and option system. The practical rural personnel training mechanism featuring professional farmers shall be improved. Public awareness of respecting labor and creativity shall be promoted, and the remuneration and social status of technical and skilled personnel shall be constantly improved.

(十三) 促进青年优秀人才脱颖而出。

破除论资排辈、求全责备等陈旧观念，抓紧培养造就青年英才。建立健全对青年人才普惠性支持措施。加大教育、科技和其他各类人才工程项目对青年人才培养支持力度，在国家重大人才工程项目中设立青年专项。改革博士后制度，发挥高校、科研院所、企业在博士后研究人员招收培养中的主体作用，有条件的博士后科研工作站可独立招收博士后研究人员。拓宽国际视野，吸引国外优秀青年人才来华从事博士后研究。

(13) Helping young talent to stand out

We shall get rid of outdated ideas such as the blind worship of seniority and perfection, and lose no time in cultivating young talent. Generalized supportive measures for

young talent shall be established and improved. We shall increase support for young talent cultivation through various personnel programs on education, science and technology. Specially-planned projects for young people shall be launched in the country's major talent programs. We shall reform the postdoctoral system, and enable higher education institutions, research institutes and enterprises to play a key role in recruiting postdoctoral researchers. Qualified postdoctoral research stations will be able to recruit postdoctoral researchers independently. We shall broaden our international vision, and attract outstanding young talent from abroad to conduct postdoctoral research in China.

四、创新人才评价机制

(十四) 突出品德、能力和业绩评价。

制定分类推进人才评价机制改革的指导意见。坚持德才兼备，注重凭能力、实绩和贡献评价人才，克服唯学历、唯职称、唯论文等倾向。不将论文等作为评价应用型人才的限制性条件。建立符合中小学教师、全科医生等岗位特点的人才评价机制。

4. Innovating personnel evaluation mechanisms

(14) Focusing on morality, ability and professional performance

Guiding opinions on promoting the reform of talent evaluation mechanisms shall be mapped out. We shall focus on ability, performance and contribution for personnel evaluation, and overcome the blind worship of educational background, titles and academic papers. Past academic performance such as published papers shall no longer be the only criteria used when evaluating job applicants. We shall establish an evaluation mechanism which is in line with the characteristics of primary and secondary school teachers and general practitioners.

(十五) 改进人才评价考核方式。

发挥政府、市场、专业组织、用人单位等多元评价主体作用，加快建立科学化、社会化、市场化的人才评价制度。基础研究人才以同行学术评价为主，应用研究和技术开发人才突出

市场评价，哲学社会科学人才强调社会评价。注重引入国际同行评价。应用型人才培养应根据职业特点突出能力和业绩导向。加强评审专家数据库建设，建立评价责任和信誉制度。适当延长基础研究人才评价考核周期。

(15) Improving approaches to personnel appraisal and assessment

The government, market, and professional organizations shall serve as the main evaluators of personnel, and the establishment of a scientific, socialized and marketization-oriented personnel appraisal system shall be accelerated. Basic research personnel will mainly receive peer academic appraisal, the evaluation of application-based research and technological development personnel shall center on the market, and philosophy and social science professionals shall be valued by society. We shall introduce international peer appraisal. The appraisal of application-oriented personnel should focus on ability and performance according to the characteristics of the profession. The construction of an evaluation expert database shall be strengthened and an evaluation responsibility and credit system shall be set up. The evaluation cycle for basic research personnel shall be aptly extended.

(十六) 改革职称制度和职业资格制度。

深化职称制度改革，提高评审科学化水平。研究制定深化职称制度改革的意见。突出用人单位主体在职称评审中的主导作用，合理界定和下放职称评审权限，推动高校、科研院所和国有企业自主评审。对职称外语和计算机应用能力考试不作统一要求。探索高层次人才、急需紧缺人才职称直聘办法。畅通非公有制经济组织和社会组织人才申报参加职称评审渠道。清理减少准入类职业资格并严格管理，推进水平类职业资格评价市场化、社会化。放宽急需紧缺人才职业资格准入。

(16) Reforming the title and qualification system

We shall deepen the reform of the title system and improve the scientific level of reviews. Opinions on deepening the reform of the title system shall be formulated. We shall highlight the leading role of employers in reviewing professional titles, reasonably define and decentralize powers for title assessment, and promote independent review in higher education institutions, research institutes and

State-owned enterprises. There is no uniform requirement for foreign language and computer skills tests. We shall explore direct recruitment of high-level and urgently needed personnel. The channels for personnel in non-public economic organizations and social organizations to apply for title reviews shall be opened. We shall clean up and reduce the entries of vocational qualifications, implement strict management, and promote the marketization and socialization of level-based professional qualification evaluation. Requirements for the vocational qualifications held by urgently needed personnel shall be relaxed.

五、健全人才顺畅流动机制

(十七) 破除人才流动障碍。

打破户籍、地域、身份、学历、人事关系等制约，促进人才资源合理流动、有效配置。建立高层次人才、急需紧缺人才优先落户制度。加快人事档案管理服务信息化建设，完善社会保险关系转移接续办法，为人才跨地区、跨行业、跨体制流动提供便利条件。

5. Improving the mechanisms for the smooth flow of personnel

(17) Getting rid of the obstacles to personnel flow

We shall break the restrictions of household registration, location, identity, educational background and personnel relations, and promote the rational flow and effective allocation of human resources. We shall establish a prioritized household registration system for high-level and urgently needed talent. We shall speed up the informatization of personnel archives management services, improve the transfer and succession of social insurance to facilitate the trans-regional, cross-sector and cross-system flow of personnel.

(十八) 畅通党政机关、企事业单位、社会各方面人才流动渠道。

研究制定吸引非公有制经济组织和社会组织优秀人才进入党政机关、国有企事业单位的政策措施，注重人选思想品德、职业素养、从业经验和专业技能综合考核。

(18) Opening channels for the flow of personnel in Party and government

organs, State-owned enterprises and institutions, and the wider economy

We shall work out policies and measures to attract excellent personnel from non-public economic organizations and social organizations to work in Party and government organs, State-owned enterprises and institutions. The candidates shall be assessed according to their ideological and moral qualities, professionalism, working experience and occupational competence.

(十九) 促进人才向艰苦边远地区和基层一线流动。

研究制定鼓励和引导人才向艰苦边远地区和基层一线流动的意见,提高艰苦边远地区和基层一线人才保障水平,使他们在政治上受重视、社会上受尊重、经济上得实惠。重大人才工程项目适当向艰苦边远地区倾斜。边远贫困和民族地区县以下单位招录人才,可适当放宽条件、降低门槛。鼓励西部地区、东北地区、边远地区、民族地区、革命老区设立人才开发基金。完善东、中部地区对口支持西部地区人才开发机制。

(19) Encouraging talented personnel to work in remote and low-income areas at grass-roots level

Guidelines on encouraging talented personnel to work in remote and low-income areas at grassroots level shall be formulated to improve their social security and make them feel politically valued, socially respected and economically benefitted. Major talent programs shall be in favor of remote and impoverished areas. We shall relax restrictions on the recruitment of employers in remote, less-developed areas and regions with large ethnic minority populations below the county level. We shall encourage China's western and northeastern regions, remote areas, regions inhabited by minority ethnic groups and old revolutionary base areas to set up personnel development funds. The personnel development mechanism featuring the partner assistance provided to the western regions by East and Central China shall be improved.

六、强化人才创新创业激励机制

(二十) 加强创新成果知识产权保护。

完善知识产权保护制度，加快出台职务发明条例。研究制定商业模式、文化创意等创新成果保护办法。建立创新人才维权援助机制。建立人才引进使用中的知识产权鉴定机制，防控知识产权风险。完善知识产权质押融资等金融服务机制，为人才创新创业提供支持。

6. Strengthening the incentive mechanism for personnel innovation and entrepreneurship

(20) Strengthening the intellectual property rights protection of innovative achievements

We shall perfect the intellectual property rights protection system, accelerate the formulation of regulations on in-work inventions. Approaches to protecting innovative achievements, such as the creation of new business models and cultural and creative works, shall be worked out. We shall establish an aid mechanism for protecting the rights of innovative talent and set up an intellectual property identification mechanism during the process of introducing talent to prevent risks. Financial service mechanisms such as intellectual property pledge financing shall be improved to support innovation and entrepreneurship.

(二十一) 加大对创新人才激励力度。

赋予高校、科研院所科技成果使用、处置和收益管理自主权，除事关国防、国家安全、国家利益、重大社会公共利益外，行政主管部门不再审批或备案。允许科技成果通过协议定价、在技术市场挂牌交易、拍卖等方式转让转化。完善科研人员收入分配政策，依法赋予创新领军人才更大财物支配权、技术路线决定权，实行以增加知识价值为导向的激励机制。完善市场评价要素贡献并按贡献分配的机制。研究制定国有企事业单位人才股权期权激励政策，对不适宜实行股权期权激励的采取其他激励措施。探索高校、科研院所担任领导职务科技人才获得现金与股权激励管理办法。完善人才奖励制度。

(21) Increasing incentives for innovative personnel

We shall entitle the autonomy of the utilization, disposal and revenue management of scientific and technological achievements to higher education institutions and research institutes. The competent administrative authorities will no longer approve or put on file cases that do not involve national defense, security and interests as well as

major social and public interests. Scientific and technological achievements will be allowed to be transformed through pricing by agreement, transactions on the technology market, and auctions. We shall perfect the income distribution policy of scientific research personnel, give leading innovators a bigger say in allocating human resources and property and determining the technical routes, and implement an incentive mechanism to increase the value of knowledge. We shall improve the factors of market evaluation and the contribution-oriented distribution mechanism. Equity and option incentive policies for personnel at State-owned enterprises and public institutions shall be formulated and those who are not suitable for the equity or option incentives shall be able to access other incentives. We shall explore cash and equity incentive management methods for scientific and technological personnel holding leadership positions in higher education institutions and research institutes. The incentive system for talented personnel shall be perfected.

(二十二) 鼓励和支持人才创新创业。

研究制定高校、科研院所等事业单位科研人员离岗创业的政策措施。高校、科研院所科研人员经所在单位同意，可在科技型企业兼职并按规定获得报酬。允许高校、科研院所设立一定比例的流动岗位，吸引具有创新实践经验的企业家、科技人才兼职。鼓励和引导优秀人才向企业集聚。重视吸收民营企业育才引才用才经验做法。总结推广各类创新创业孵化模式，打造一批低成本、便利化、开放式的众创空间。

(22) Encouraging and supporting personnel innovation and entrepreneurship

We shall formulate policies and measures to encourage research personnel in public institutions such as higher education institutions and scientific research institutes to undergo off-the-post entrepreneurial activities. With their employers' permission, they can take part-time roles in sci-tech firms and be remunerated for that. A certain proportion of non-fixed positions shall be offered to attract entrepreneurs and S&T personnel with innovative practices and experience to hold concurrent posts. We shall encourage and guide excellent professionals to work in enterprises, and learn from private companies' experience and practices on cultivating and introducing talented

personnel. A group of low-cost, convenient and open makers' spaces shall be built after summarizing all kinds of innovative business incubation models.

七、构建具有国际竞争力的引才用才机制

(二十三) 完善海外人才引进方式。

实行更积极、更开放、更有效的人才引进政策，更大力度实施海外高层次人才引进计划（国家“千人计划”），敞开大门，不拘一格，柔性汇聚全球人才资源。对国家急需紧缺的特殊人才，开辟专门渠道，实行特殊政策，实现精准引进。支持地方、部门和用人单位设立引才项目，加强动态管理。鼓励社会力量参与人才引进。扩大来华留学规模，优化外国留学生结构，提高政府奖学金资助标准，出台学位研究生毕业后在华工作的相关政策。

7. Building an internationally competitive talent attraction and utilization mechanism

(23) Perfecting the introduction of overseas talents

We shall carry out more active, open, and effective talent attraction policies, make greater efforts to implement plans to introduce high-level talent from overseas (the national “1000 Talent Plan”), and attract global human resources with open minds and innovative thinking. Special channels and policies shall be provided for the introduction of the country's urgently needed special talent and the accurate introduction. We shall support local governments, departments and employers to launch talent attraction projects and strengthen dynamic management. We shall encourage social forces to participate in talent introduction, expand the number of foreign students studying in China, optimize the intake of foreign students, improve the standards of government-funded scholarships, and put forward relevant policies to facilitate foreign master's degree holders' employment in China after their graduation.

(二十四) 健全工作和服务平台。

对引进人才充分信任、放手使用，支持他们深度参与国家计划项目、开展科研攻关。研究制定外籍科学家领衔国家科技项目办法。完善引才配套政策，解决引进人才任职、社会保

障、户籍、子女教育等问题。对外国人才来华签证、居留，放宽条件、简化程序、落实相关待遇。整合人才引进管理服务资源，优化机构与职能配置。

(24) Perfecting working and service platforms

We shall have full trust in the imported talented personnel, and support them to get involved in national planning projects and conduct scientific research. The method shall be formulated to encourage foreign experts to lead national scientific and technological projects. We shall improve the supporting policies for talent attraction, solve the problems ranging from position, social security, household registration, to the education of their children. Restrictions on foreign talented personnel's visa and residence permit applications shall be relaxed and the procedures shall be simplified. We shall integrate the resources of talent introduction management services and optimize the allocation of institutions and functions.

(二十五) 扩大人才对外交流。

鼓励支持人才更广泛地参加国际学术交流与合作，完善相关管理办法。支持有条件的高校、科研院所、企业在海外建立办学机构、研发机构，吸引使用当地优秀人才。完善国际组织人才培养推送机制。创立国际人才合作组织，促进人才国际交流与合作。研究制定维护国家人才安全的政策措施。

(25) Expanding international personnel exchanges

We shall encourage and support talent to participate in more international academic exchanges and cooperation and improve relevant management measures. Qualified higher education institutions, research institutes and enterprises shall be supported to build educational institutions and research and development institutes to attract local professionals. We shall improve the training and recommendation mechanism for personnel of international organizations. International personnel cooperation organizations shall be launched to promote international exchange and cooperation. We shall study and formulate policies and measures to safeguard national personnel security.

八、建立人才优先发展保障机制

(二十六) 促进人才发展与经济社会发展深度融合。

坚持人才引领创新发展，将人才发展列为经济社会发展综合评价指标。综合运用区域、产业政策和财政、税收杠杆，加大人才资源开发力度。坚持人才发展与实施重大国家战略、调整产业布局同步谋划、同步推进。研究制定“一带一路”建设、京津冀协同发展、长江经济带建设、“中国制造 2025”、自贸区建设以及国家重大项目和重大科技工程等人才支持措施。创新人才工作服务发展政策，鼓励和支持地方开展人才管理改革试验探索。围绕实施国家“十三五”规划，编制地区、行业系统以及重点领域人才发展规划。鼓励各类优秀人才投身国防事业，促进军民深度融合发展，建立军地人才、技术、成果转化对接机制。

8. Setting up a guarantee mechanism to prioritize personnel development

(26) Advancing the integration of personnel development and economic and social development.

We shall adhere to talent-led innovative development and take personnel development as a comprehensive index for evaluating the level of economic and social development. We shall use regional, industrial policies and tax and fiscal levers to optimize the utilization of human resources. We shall adhere to simultaneous planning and promotion of personnel development, the implementation of major national strategies and the adjustment of the industrial layout. Research shall be made to formulate personnel support measures for the Belt and Road Initiative, the Beijing-Tianjin-Hebei integrated development plan, the development of the Yangtze River Economic Belt, “Made in China 2025”, FTZ construction, as well as major national programs and scientific and technological projects. Personnel service development policies shall be innovated, and local governments shall be encouraged and supported to conduct pilot reforms on personnel management. The personnel development plans of regions, industries and key fields shall be compiled based on the national 13th Five-Year Plan (2016-20). We shall encourage all kinds of personnel to join the cause of national defense, promote civil-military integration, and launch a

docking mechanism for the transformation of military-local personnel-technology-achievements.

(二十七) 建立多元投入机制。

优化财政支出结构，完善人才发展投入机制，加大人才开发投入力度。实施重大建设工程和项目时，统筹安排人才开发培养经费。调整和规范人才工程项目财政性支出，提高资金使用效益。发挥人才发展专项资金、中小企业发展基金、产业投资基金等政府投入的引导和撬动作用，建立政府、企业、社会多元投入机制。创新人才与资本、技术对接合作模式。研究制定鼓励企业、社会组织加大人才投入的政策措施。发展天使投资和创业投资引导基金，鼓励金融机构创新产品和服务，加大对人才创新创业资金扶持力度。落实有利于人才发展的税收支持政策，完善国家有关鼓励和吸引高层次人才税收优惠政策。

(27) Establishing a multi-input mechanism

We shall optimize the structure of budgetary expenditure, improve the investment mechanism of personnel development, and increase input for personnel exploration. Personnel development and training funds shall be provided according to overall arrangements in implementing major construction projects and programs. The financial expenditure for talent projects shall be adjusted and standardized to improve fund use efficiency. We shall make full use of special personnel development funds, SMEs development funds and industrial investment funds to serve as a baton and lever, and set up a government-enterprise-society input mechanism. A cooperation model to help personnel connect with capital and technology shall be invented. We shall formulate policies and measures to encourage enterprises and social organizations to increase their investment in personnel development. We shall develop angel investment and venture capital-led funds, encourage financial institutions to innovate products and services, increase funding to support innovation and entrepreneurship among personnel. Tax policies that are conducive to personnel development shall be implemented and favorable tax policies that help encourage and attract high-level talented personnel shall be improved.

九、加强对人才工作的领导

(二十八) 完善党管人才工作格局。

发挥党委（党组）总揽全局、协调各方的领导核心作用，加强党对人才工作统一领导，切实履行管宏观、管政策、管协调、管服务职责。改进党管人才方式方法，完善党委统一领导，组织部门牵头抓总，有关部门各司其职、密切配合，社会力量发挥重要作用的人才工作新格局。进一步明确人才工作领导小组职责任务和工作规则，健全领导机构，配强工作力量，完善宏观指导、科学决策、统筹协调、督促落实机制。理顺党委和政府人才工作职能部门职责，将行业、领域人才队伍建设列入相关职能部门“三定”方案。

9. Strengthening the Party's leadership on personnel work

(28) Improving the work pattern of the Party's management on personnel

Party committees (groups) shall play a core leadership role in working from a holistic perspective and coordinating all parties concerned, strengthening the Party's unified leadership on personnel work, and taking care of macroscopic planning, policy, coordination and services. Their management methods on personnel work shall be improved and the Party committees' unified leadership shall be perfected. The organization departments shall take the lead and be in total control of management, relevant departments shall perform their duties and maintain close coordination, and social forces shall play an important role in the personnel work. We shall further clarify the personnel work leading group's responsibilities and tasks, improve the leading organizations, increase manpower, and perfect macro-guidance, scientific decision making, coordination, as well as supervision and implementation mechanisms. We shall rationalize the responsibilities of Party committees and governments' personnel-related departments, and add talent team construction in key industries and fields to the responsible departments' guidelines.

(二十九) 实行人才工作目标责任考核。

建立各级党政领导班子和领导干部人才工作目标责任制，细化考核指标，加大考核力度，将考核结果作为领导班子评优、干部评价的重要依据。将人才工作列为落实党建工作责任制

情况述职的重要内容。

(29) Creating an accountability system for appraising the objectives of personnel work

An accountability system for the performance appraisal of leading groups and cadres in Party committees and governments at all levels in realizing the personnel work objectives shall be established, the appraisal indicators shall be specified and the appraisal shall be intensified. The results shall serve as important references for selecting excellent leading groups and assessing cadres. The personnel work shall be listed among the important parts of the official's performance report on the implementation of the accountability system on Party building.

(三十) 坚持对人才的团结教育引导服务。

加强政治引领和政治吸纳，充分发挥党的组织凝聚人才作用。制定加强党委联系专家工作意见，建立党政领导干部直接联系人才机制。加强各类人才教育培训、国情研修，增强认同感和向心力。完善专家决策咨询制度，畅通建言献策渠道，充分发挥新型智库作用。建立健全特殊一线岗位人才医疗保健制度。加强优秀人才和工作典型宣传，营造尊重人才、见贤思齐的社会环境，鼓励创新、宽容失败的工作环境，待遇适当、无后顾之忧的生活环境，公开平等、竞争择优的制度环境。

(30) Uniting, educating and guiding personnel

We shall strengthen political guidance and political absorption, and give full play to the Party's functions of organizing and cohering talent. Opinions on strengthening the Party committees' contact with experts shall be formulated and a direct talent contact mechanism for Party and government leading cadres shall be launched. We shall strengthen personnel education and training on national strategies and policies, and enhance the sense of national identity and the centripetal force that reflects the upward spiritual strength of the Chinese nation. Experts' decision making consultation mechanisms shall be improved for experts to give suggestions and play their role as a new type of think tank. We shall establish and improve the health care system for special front line personnel. Excellent talent and work shall be well publicized as

examples to create a social environment featuring respect for talent, a working environment encouraging innovation and tolerating failure, carefree living conditions with appropriate and all-inclusive welfare and an open, fair, competition-oriented institutional environment.

各级党委和政府要切实增强责任感、使命感，统一思想、加强领导，部门协同、上下联动，推动各项改革任务落实。鼓励支持各地区各部门因地制宜，开展差别化改革探索。加强指导监督，研究解决人才发展体制机制改革中遇到的新情况新问题。有关方面要抓紧制定任务分工方案，明确各项改革的进度安排。各地应当结合实际研究制定实施意见。加强政策解读和舆论引导，形成全社会关心支持人才发展体制机制改革的良好氛围。

Party committees and governments at all levels shall heighten their sense of responsibility and mission, unify their thinking, strengthen their leadership and cross-departmental collaboration, and superior and subordinate departments shall work together to promote the implementation of the reform tasks. We shall encourage and support all localities and departments to adjust measures according to local conditions and explore differentiated reform measures. We shall strengthen guidance and supervision, and study to solve any new difficulties and problems encountered during the reform of the personnel system. The parties concerned shall hurry up to map out the labor division plan, and make clear the progress and arrangements for reforms. All localities shall make their own guidelines for the implementation of the reforms according to the actual situation in local areas. The policy interpretation and guidance of public opinion shall be strengthened to create a good atmosphere for the whole society to support the institutional mechanism reform on personnel development.