

关于进一步深化人才发展体制机制改革加快推进具有全球影响力的科技创新中心建设的实施意见

(2016 年 9 月发布)

Implementation Opinions on Deepening the Reform of Institutional Mechanisms for Talent Development to Promote Shanghai's Transformation into a Science and Technology Innovation Center with Global Influence

(Released in September, 2016)

为全面贯彻落实中共中央印发的《关于深化人才发展体制机制改革的意见》，牢牢把握人才集聚大举措，在大力实施《关于深化人才工作体制机制改革促进人才创新创业的实施意见》的基础上，现就进一步深化人才发展体制机制改革，加快推进具有全球影响力的科技创新中心建设，提出如下实施意见。

To follow the central government's Opinions on Deepening the Reform of Institutional Mechanisms for Talent Development (hereinafter referred to as the Opinions), Shanghai has implemented the Implementation Opinions on Deepening the Reform of Institutional Mechanisms for Talent Development to Facilitate Innovation and Entrepreneurship. On this basis, the Shanghai government put forward the following implementation opinions on deepening the reform of institutional mechanisms for talent development to promote Shanghai's transformation into a science and technology innovation center with global influence.

一、明确总体要求、基本原则和主要目标

(一)总体要求。

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，紧紧围绕统筹推进“五位一体”总体布局和协调推进“四个全面”战略布局，牢固树立和贯彻创新、协调、绿色、开放、共享的发展理念，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，落实向用人主体放权、为人才松绑的要求，最大限度激发、释放人才创新创造创业活力，形成人人渴望成才、人人努力成才、人人皆可成才、人人尽展其才的良好局面，使天下英才来了、待得住、用得好、流得动，为努力当好全国改革开放排头兵、创新发展先行者，加快推进具有全球影响力的科技创新中心建设提供坚强的人才保障和坚实的智力支撑。

1. Clarify overall requirements, basic principles and main goals

1.1 Overall requirements

We should hold high the flag of socialism with Chinese characteristics; implement the spirit of the 18th CPC National Congress as well as the third, fourth and fifth plenary sessions of the 18th CPC Central Committee; uphold Deng Xiaoping's theory, the "Three Represents" theory and the theory of Scientific Outlook on Development; study the spirit of President Xi Jinping's important speeches; carry out the overall plan for promoting economic, political, cultural, social, and ecological progress, together with the strategic blueprint – “Four Comprehensives” which refer to a moderately prosperous society, reform, rule of law, Party discipline; adopt an innovative, coordinated, green, open and shared development approach; focus on the talent development strategy; respect the rules of the market economy and talent development; discard all notions and remove all systemic barriers that hinder talent development; encourage talents to innovate and start businesses; offer a comfortable environment to attract more qualified professionals to live in Shanghai; try to become a leader in opening-up and innovative development and provide intellectual support for Shanghai's construction of a science and technology innovation center with global influence.

(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，大力激发用人主体和各类人才能动性，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。

注重制度创新。聚焦人才发展体制机制中的重点难点问题，持续推进人才制度的精准创新、系统创新、协同创新，在改革中释放制度新红利，在创新中打造发展新引擎，率先形成具有国际竞争力的人才制度优势。

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，更好发挥政府作用，深入推进用人制度的市场化改革，促进人才链、创新链、产业链、财富链的有机衔接和良性互动，实现人才效率最优化和人才价值最大化，使人才各尽其能、各展其长、各得其所。

扩大人才开放。聚焦具有全球影响力的科技创新中心建设，服务“一带一路”和长江经济带发展等国家战略，放眼全球、对标国际，深化人才开放与国际合作，充分开发利用国际国内人才资源，积极参与国际人才竞争，厚植上海原创优势，全方位提升上海人才国际竞争力、辐射力、影响力

推进简政放权。加快转变政府人才管理职能，建立政府人才管理权力清单和责任清单，大力推进下放权力、放大收益、放宽条件、放开空间，真正把权和利放到人才和市场主体手中，保障和落实用人主体自主权。

1.2 Basic principles

The Communist Party of China (CPC) manages the talent

We should take advantage of the CPC's political, ideological and organizational leadership and close ties with the masses, stimulate the initiative of talents and their employing units, strengthen and improve the CPC's leadership in talent, establish a perfect talent management mechanism, and innovate the management approaches to offer strong political and organizational support to the Reform of Institutional Mechanisms for Talent Development.

Institutional innovation

Focus on the problems of Institutional Mechanism for Talent Development; boost the mechanism innovation; deepen reform and release new institutional dividends; build new engines of growth; form institutional advantage of talent with international

competitiveness.

Market-oriented

The market-oriented measures include exerting the decisive role of markets in talent resource allocation, enhancing the government's function, deepening the market reform of talent institutional mechanism, promoting positive interaction among talent, innovation, industry and treasure chains to maximize the talent value.

Overseas talent attraction

Transform Shanghai into a science and technology innovation center with global influence, which is in line with “Belt and Road” Initiative and Yangtze River Economic Belt Development, by enhancing international cooperation, making use of global talent resources, taking part in international talent competitions and improving Shanghai’s global competitiveness and influence in talents.

Streamlined administration

Transform the government’s functions of talent management; clarify the government’s authority and responsibility; devolve power; ease the requirements for talent to offer real powers and benefits.

(三)主要目标。

到 2020 年，在人才发展体制机制的重要领域和关键环节取得突破性进展，基本形成与国际经济、金融、贸易、航运中心和具有全球影响力的科技创新中心相适应的科学规范、开放包容、运行高效的人才发展治理体系，率先确立人才国际竞争比较优势，使上海成为国际一流创新创业人才的汇聚之地、培养之地、事业发展之地、价值实现之地。

1.3 Main goals

By 2020, the institutional mechanisms for talent development are expected to achieve breakthrough progress, forming scientific, standard, open and efficient development and management systems for talent, matching Shanghai’s status as a global economic, financial, trade, shipping, science and technology innovation center. By establishing global competitive advantages for talent, Shanghai plans to be upgraded into a hot spot for international talent to start businesses, receive training and realize their value.

二、实施更具竞争力的人才集聚制度

(四)实施更积极、更开放、更有效的海外人才引进政策。

深入推进中央和本市“千人计划”，完善上海地方“外专千人计划”，加强上海“千人计划”创业园建设，充分利用驻海外各类机构、社会组织的网络优势，加大对本市紧缺急需的海外高层次人才尤其是外籍专家的引进力度。

优化永久居留证申办条件，扩大申办范围。取消对申请人就业单位类别和职务级别限制，放宽居住时限要求，健全完善市场认定人才机制。对在本市连续工作满4年，每年在境内实际居住累计不少于6个月，有稳定生活保障和住所，工资性年收入和年缴纳个人所得税达到规定标准的外籍人才，经工作单位推荐，可申请在华永久居留。推动将外籍高层次人才工作团队成员纳入直接申办永久居留证范围。

完善永久居留证申办途径，探索从居留向永久居留的转化衔接机制。对入选中央和本市“千人计划”等的外籍高层次人才，可由市人力资源社会保障局(市外国专家局)通过人力资源社会保障部、市政府向公安部推荐申办外国人永久居留证。对经本市人才主管部门认定的外籍高层次人才、上海科技创新职业清单所属单位聘雇并担保的行业高级人才，可不受60周岁年龄限制，申请5年有效期的工作类居留许可(加注“人才”)，工作满3年后，经工作单位推荐，可申请在华永久居留。探索对在中国(上海)自由贸易试验区、张江国家自主创新示范区(以下简称“双自”地区)工作并符合一定条件的外籍高层次人才，经中国(上海)自由贸易试验区管理委员会(以下简称自贸试验区管委会)或者张江高新技术产业开发区管理委员会(以下简称张江高新区管委会)推荐，可申请在华永久居留。

充分发挥R字签证(人才签证)政策作用，扩大R字签证申请范围。扩大外籍高层次人才在口岸和境内申请办理R字签证的范围，为其提供入境和停居留便利。对经上海人才主管部门认定的外籍高层次人才、上海科技创新职业清单所属单位聘雇并担保的行业高级人才或者其他邀请单位出具证明属于高层次人才的，允许其在抵达口岸后申请R字签证，入境后按照规定办理居留许可；持其他签证来华的，入境后可申请变更为人才签证或者按照规定办理居留许可。

实施外国留学生毕业后直接在上海创新创业政策。在上海地区高校取得本科及以上学历且在“双自”地区就业的外国留学生，经自贸试验区管委会或者张江高新区管委会出具证明，可直接申请办理外国人就业手续和工作类居留许可。在国内高校毕业的具有本科及以上学历的外国留学生在上海创业，可申请有效期2年以内的私人事务类居留许可(加注“创业”)，其间被有关单位聘雇的，可按照规定办理工作类居留许可。允许注册在“双自”地区的跨国公司

地区总部、投资性公司和外资研发中心聘用世界知名高校应届毕业生来上海就业。探索非上海地区高校毕业的本科及以上学历外国留学生在上海就业。

进一步简化来上海创新创业的外国人入境和居留手续。持有工作许可证明来上海工作的外国人，入境后可直接凭工作许可证明申请有效期 1 年以内的工作类居留许可；也可向抵达口岸的签证机关申请 Z 字签证(工作签证)，入境后按照规定办理相应期限的工作类居留许可。计划来上海投资或者创新创业的外国人，可凭投资证明或者创业计划、生活来源证明等，向抵达口岸的签证机关申请 S2 字签证(私人事务签证)，入境后办理私人事务类居留许可。

制定实施港澳居民特殊人才及家属来上海定居政策。对已获得永久居留资格或者持有工作类居留许可的外籍高层次人才和创新创业人才，为其聘雇的外籍家政服务人员签发相应期限的私人事务类居留许可。

完善上海市海外人才居住证(B 证)制度。根据不同条件适度延长 B 证有效期限，最高期限可到 10 年。对科技创新人才放宽申请条件，进一步发挥 B 证的引才、留才作用。持永久居留证的外籍人才可直接办理 B 证。进一步提高持 B 证人员的市民待遇，持 B 证人员在本市购买的商品住房且该住房属于家庭唯一住房的，可按照规定暂免征收房产税；子女在学龄前教育阶段、义务教育阶段的，可按照规定在居住地就近入学；可在本市缴存和使用住房公积金，离开本市时可办理提取或者转移手续；工薪收入所得及创办企业(法人)合法利润所得可兑换成外汇汇至境外。

2. Carry out more competitive talent attraction

2.1 Implement more positive, open and efficient policies for overseas talent attraction

Implement the national and local Thousand Talents Plan; improve Shanghai's Thousand Overseas Talents Plan; boost construction of the pioneer park; utilize resource advantages of overseas institutions to lure more global high-caliber professionals in short supply.

Loosen application requirements for permanent residence permits, including lifting the restriction on applicant company categories and job levels, to ease the requirement for residence time and perfect the talent identification system. Foreign talents, who have worked in Shanghai for four consecutive years, live in China for no less than six months annually, have a stable residence and standard annual salary and individual income tax, are able to apply for China's permanent residence permit with company recommendation. Apart from looser application requirements for work permits, a

more open and efficient overseas talent policy will allow the staff of foreign work teams to apply for permanent residence directly.

The permanent resident application process will be eased. For foreign elite professionals, who have been included in the national or local Thousand Talents Plan, the Shanghai Ministry of Public Security (Shanghai Administration of Foreign Experts Affairs) will recommend them to the Ministry of Human Resources and Social Security and Shanghai municipal government for application for permanent residency permits. Foreign talents and senior professionals recognized by the Shanghai human resources authority or Shanghai science and technology innovation companies are free from the age limit of less than 60 when applying for five-year residency permits. After working for three years in China, they are able to apply for permanent residency permits with company recommendation.

In future, Shanghai plans to issue a policy for overseas high-level professionals working in the Shanghai FTZ and Zhangjiang National Innovation Demonstration Zone (hereinafter referred to as the two zones) for permanent residency permits with recommendation from the administrative committees of the two zones.

Expand the R visa (talent visa) scheme. High-level foreign talents and top specialists recognized by the Shanghai human resources authority or Shanghai science and technology innovation companies, or their employing units, are eligible to apply for a talent visa in China at Shanghai Port upon entry and later apply for a residency permit. Those with other visas can apply to change the visa type to R visa and apply for residency permits.

Overseas students holding a bachelor degree or above from Shanghai universities and working in the two zones can apply for alien employment procedures and residency permits with recommendation from the administrative committees of the two zones. Overseas students with bachelor degree or above from Chinese universities are able to apply for a two-year residence permit for private affairs if they start businesses in Shanghai. During the two years, if they become employed by companies, they can apply for a working residence permit. Regional company headquarters, investment institutions and foreign-invested R&D centers registered in the two zones will be able to recruit new graduates from world-class universities to work in Shanghai. Shanghai will encourage employers to fill positions with better-fitting overseas students with a

bachelor degree or above.

Faster access for qualified international talent. Foreigners are eligible to apply for a one-year working residence permit with work permits after entering China, or apply for a Z-visa (work visa) after reaching the port and later applying for a working residence permit. Foreigners who plan to invest in or start businesses in Shanghai are able to apply at the port's visa-issuing authority for an S2 visa (visa for personal affairs) with investment certificate, business plan or income certificate, and later apply for a residence permits for private affairs.

Favorable settlement policy for Hong Kong and Macao specialized talent and their family members. For high-level foreign professionals, creative talents and entrepreneurs, their foreign domestic workers can be issued a residence permit for private affairs.

Optimized system of Shanghai Overseas Talent Residence Permit (Card B). The length of an overseas talent residence permit has been extended to up to 10 years. Foreign professionals with permanent residence permits can apply for Card B directly. Those with Card B are free from housing property tax if they buy housing in Shanghai which is the only one for their family. Their school-age children are eligible to receive education in nearby schools. The housing fund can be drawn or transferred when Card B holders leave Shanghai, and their income and earnings can be exchanged and remitted to overseas accounts.

(五)充分发挥户籍政策在国内人才引进集聚中的激励和导向作用。

完善居住证积分、居住证转办户籍、直接落户的人才引进政策体系，强化市场发现、市场认可、市场评价的引才机制。重点引进建设“四个中心”和社会主义现代化国际大都市、具有全球影响力的科技创新中心紧缺急需人才，优先引进重大科学工程、重要科研公共平台、大科学研究中心、重大科技基础设施建设等领域高层次人才。

完善居住证积分政策。对经由市场主体评价并获得市场认可的创业人才及其核心团队、企业科技和技能人才、创新创业中介服务人才及其核心团队等，直接赋予居住证积分标准分值。

完善居住证转办户籍政策。对经由市场主体评价且符合一定条件的创业人才及其核心团

队、企业科技和技能人才、创新创业中介服务人才及其核心团队，居住证转办户籍年限可由 7 年缩短为 3 至 5 年；对经由市场主体评价且符合一定条件的创业投资管理运营人才，居住证转办户籍年限可由 7 年缩短为 2 至 5 年。

优化人才户籍直接引进政策。对获得一定规模风险投资的创业人才及其核心团队、在本市管理运营的风险投资资金达到一定规模且取得经过市场检验的显著业绩的创业投资管理运营人才及其核心团队、市场价值达到一定水平的企业科技和技能人才、取得显著经营业绩的企业家人才、在本市取得经过市场检验的显著业绩的创新创业中介服务人才及其核心团队，予以直接落户引进。

2.2 Make use of the influence of household registration policies for global personnel attraction

Focus on introducing professionals urgently needed in building Shanghai into a scientific and technological innovation hub, and constructing key scientific projects, R&D platforms and centers of scientific infrastructure.

Improve the points-based household registration policy and allow residence permits to be upgraded into household registrations. Entrepreneurs and their working teams, as well as skilled talent and those offering innovation and entrepreneurship services, can be granted an integral Shanghai household registration. The time limit for their application for changing a residence permit into a household registration is shortened from seven years to three-five years. For talent at venture capital (VC) firms, their application time limit is cut to two-five years.

Entrepreneurs who have gathered certain venture capital and their working team, professionals who are specialized in VC management and operation and have made significant achievements, scientific and technological professionals, and those offering innovation and entrepreneurship services, can be directly granted a Shanghai household registration for settlement.

(六)健全人才引进的便利化服务机制。

加快推进外国专家证和外国人就业证“两证合一”试点，建立一口受理机制，为外籍人才来沪工作提供更大便利。

对已连续在本市申办过 2 次工作类居留许可且无违法违规行为的外国人，第 3 次申请工

作类居留许可时，可申请有效期为 5 年以内的工作类居留许可。

探索将来沪外籍博士后纳入外国人来华工作许可申办范围，为境外高校在读外籍研究生受邀来沪实习提供出入境便利。

逐步建立海外人才网上预约申请、电子审批及政府部门间信息共享等机制，提高办理效率，缩短永久居留证审批周期。

优化引进人才申请“社区公共户”审批流程，建立健全人力资源社会保障等部门先期审核、公安部门办理手续的工作机制。完善个人承诺、网上申请、网上备案的居住证签注和积分确认机制。

允许持上海市居住证的人员凭居民身份证在沪申请办理各类出入境证件(赴港澳台定居除外)，进一步为非上海户籍人员提供出入境便利。

2.3 Offer better service to overseas talents

Accelerate the pilot program that unifies the previous two permits, one for "foreign employees" and another for "foreign experts", into one single "foreigner work permit" to ease the burden of the obtainment of work in Shanghai for highly skilled expats.

Expats who have applied at least twice for a one-year work permit will be eligible for a five-year work permit, making the process more convenient.

Apart from enabling foreign post-doctoral students to apply for work permits, Shanghai will build an online registration, application, approval and government information sharing platform for overseas talent in the hope of improving government efficiency.

Optimize the approval procedure of “Community Public House Registration” applications, including the review of human resources and public security authorities to perfect the procedure of personal commitment, online application and filing.

Those with Shanghai residency permits are able to apply for all exit- entry documents (except the application for settlement in Hong Kong, Macao and Taiwan) with their ID cards.

(七)扩大人才国际交流与合作。

鼓励有条件的高校在海外建立办学机构、科研院所在海外建立科研机构，鼓励企业在海外投资设厂、并购、建立研发中心和高端孵化基地，吸引使用当地优秀人才。

吸引海外一流高校来上海开展合作办学，鼓励外资研发机构与本市高校、科研院所、企业共建实验室和人才培养基地。鼓励跨国公司在上海建立地区总部或者研发中心，吸引各类国际组织、学术论坛落户上海。争取有影响力的国际组织在上海设立分支机构。鼓励有条件的高校、科研院所参与国际组织活动，培养更多人才进入国际组织工作。

充分发挥上海市市长国际企业家咨询会议、浦江创新论坛、中国(上海)国际技术进出口交易会等平台作用，组织创新创业论坛、科技创新年、人才峰会、人才实训等活动，促进人才国际交流与合作。

2.4 Extend international communication and cooperation

Shanghai universities are encouraged to set up educational institutions and research institutes in overseas countries, and take part in global activities. Shanghai-based companies are also encouraged to build factories, R&D centers and incubation bases in foreign countries to attract local elite professionals.

Shanghai aims to attract world-class universities to the city for cooperation in running schools, lure foreign-invested R&D institutes to cooperate with local universities, research institutes and companies to build labs and talent training bases, and encourage multinational companies to set up headquarters and R&D centers in Shanghai. Shanghai also welcomes international organizations and forums.

Taking advantage of Shanghai's international platforms, such as the International Business Leaders' Advisory Council for the Mayor, the Pujiang Innovation Forum and China (Shanghai) International Technology Fair, Shanghai will organize a variety of activities to boost international communication and cooperation.

三、创新科学高效的人才管理制度

(八)深化“双自联动”建设国际人才试验区。

以中国(上海)自由贸易试验区、张江国家自主创新示范区为改革平台，发挥“双自联动”优势，建设国际人才试验区，推进人才政策先行先试，为全市人才工作体制机制创新突破提供可复制、可推广的经验。建立海外高层次人才引进、管理和服务先行先试平台。推动设立

张江科技银行等金融机构，开展针对科技型中小企业的金融服务创新，支持高层次人才创新创业。试点建立与国际规则接轨的高层次人才招聘、薪酬、考核、科研管理、社会保障等制度，支持高校、科研院所、园区等试点建立“学科(人才)特区”，构建灵活的用人机制。

加快推进张江综合性国家科学中心人才体制机制创新。在高层次人才引进、科研人员激励、科研机构评价、科研管理改革等重点难点领域进行先行先试，推动重大前沿领域跨学科交叉融合、创新要素开放共享、多主体协同创新，充分激发科学家的自由探索精神和创造力。

深入推进中国(上海)自由贸易试验区海外人才离岸创新创业基地建设，建立多层次离岸创业服务支持系统，探索创新离岸创业托管模式，为海外人才营造开放便利的创业营商环境。

3. Innovative, scientific and efficient talent management systems

3.1 Construction of a pilot area for international talent

Shanghai will build up a pilot zone for international talent. The measures to promote innovation, including the building up of pilot zones, perfecting international operation procedures and providing management services for talent, will offer the city's talent institutional mechanisms replicable experience. Financial institutions are encouraged to promote financial innovation. The zone will pilot high-level talent recruitment, salary, assessment, research management and social security systems in line with international standards.

Propel the innovation of talent institutional mechanisms of the Zhanjiang Comprehensive National Scientific Center, especially in the aspects of high-level talent introduction, R&D personnel stimulation, research institution assessment and reform of research management. Interdisciplinary integration and collaborative innovation are encouraged to inspire scientific innovation.

Shanghai is working on building an offshore innovation and entrepreneurship base for overseas talents in the Shanghai FTZ to offer multi-level offshore entrepreneurship services and explore offshore entrepreneurship host models.

(九)保障和落实用人主体自主权。

推进用人制度改革，保障高校、科研院所用人自主权，在符合条件的高校、科研院所等公益二类事业单位，实施岗位聘任、考核评价、收入分配等管理权下放。高校、科研院所在

编制限额内自主引进人才，编制、人力资源社会保障等主管部门不再进行前置备案和审批，引进人才到岗后向人力资源社会保障部门备案相关事项。深化简政放权，消除对用人主体的过度干预，取消一批在人才招聘、评价、流动等环节中的行政审批和备案事项。

3.2 Guarantee autonomy of employers

Boost the reform of employing systems and guarantee universities and research institutions' autonomy in employment. Universities and research institutes meeting demands are able to recruit and evaluate talent independently without pre-filing and approval by the Shanghai human resource authority. They must apply for record filing after the talents start to work.

Eliminate excessive intervention for employers by cancelling superfluous administrative and filing procedures for talent recruitment, assessment and turnover.

(十)完善创新型科技人才培养模式。

建设若干具有国际影响力的一流大学，在自主招生、教师评聘、经费使用等方面开展落实办学自主权的制度创新。鼓励不同类型高校差别化发展，建设若干具有国际一流水平的标志性学科，重点培育一批具有国际影响力的创新人才。建立本市高校岗位结构比例动态调整机制，对符合条件的高校，正高级岗位结构比例不低于同类型在沪教育部直属高校，增量部分向本市重点发展学科和科技成果转化岗位倾斜。建立本市高校学科专业、类型、层次和区域布局动态调整机制，推进部分普通本科高校向应用型高校转变，优化职业教育体系，促进人才培养更加符合职业岗位特点。

鼓励高校、科研院所与企业联合共建新型研发机构，做大做强产学研用对接平台。鼓励企业建立高校、科研院所实践基地，联合培养研究生。深入推进青年大学生创业引领计划，积极落实创业贷款担保、大学生科技创业基金扶持、创业培训见习、税费减免、初创期创业补贴等鼓励创业政策措施。

3.3 Optimize training modes for innovative scientific and technological talent

Build a number of world-class universities and promote innovation in independent recruitment, teaching assessment and fund allocation; set up world-class disciplines; train a group of innovative talents with global influence; adjust universities' position structure for teachers and increase positions for key disciplines and scientific research; boost universities' transformation into application-oriented ones; train talents that are

more suitable for future careers.

Universities, research institutes and companies are encouraged to work together on building new research to enhance enterprise-university-research cooperation. Companies are encouraged to establish practical training bases at universities and research institutes. Shanghai will issue preferential policies to support college students' entrepreneurship, including loan guarantee, subsidy and tax relief.

(十一)改进创新型科技人才支持方式。

建立基础研究人才长期稳定支持机制,健全竞争性经费与稳定支持经费相协调的投入模式,鼓励人才自主选择科研方向、组建科研团队。适当延长基础研究人才评价考核周期。

聚焦张江综合性国家科学中心建设,依托重大科技基础设施、国家重点实验室、院士专家工作站等重大技术创新平台,构建科学、技术、工程专家协同创新机制,促进信息、技术、人才等创新要素互联互通互融,培育造就一批具有国际影响力的战略科学家和创新型科技人才。

大力实施专业技术人才知识更新工程,聚焦科技创新领域,建立若干专业技术人员继续教育基地,集中开展高层次和紧缺急需专业技术人才专项培训。推动产业技术研究机构、高校、重点园区、重点企业联合建设工程师学院,大力培养卓越工程师。聚焦本市先进制造业和现代服务业重点领域,建立一批高技能人才培养(实训)基地。深化首席技师制度,建设一批技能大师工作室,传承培育工匠精神。

改革人才计划选拔机制,探索人才资助计划的社会化管理,政府部门主要负责人才发展计划的规划、政策研究、评估和监管,充分发挥社会和市场作用,形成公开、透明、高效的人才资助机制。调整完善全市人才计划,建立相互衔接配套、覆盖人才不同发展阶段的梯次资助体系。建立人才计划备案制度,市财政部门根据备案情况安排资金。逐步建立全市统一的人才资助信息申报平台,整合单位和个人申报、评审评估、资助奖励、社会监督等功能,避免重复资助和交叉资助。

3.4 Improve support mechanisms for innovative scientific talents

Establish a long-term support mechanism for basic-research talents; set up a coordinated mode of competitive and stable funding; encourage talents to choose research directions independently and organize research teams; extend the period of evaluation of basic-research talents.

Take advantage of key technology innovation platforms such as national key labs; build a cooperation innovation mechanism for scientific, technological and engineering experts; accelerate integration of innovative elements such as information, technology and talent; train a group of strategic and innovative scientists with global influence.

Establish continuing education bases for technical personnel to renew their knowledge and train groups of urgently-needed high-level technical personnel; boost joint efforts of industrial research institutes, universities, industrial parks and companies to build engineering colleges for engineers training; build training bases for talents in the fields of advanced manufacturing and modern services; construct workshops for technicians to transmit craftsmanship.

Reform mechanisms of talent selection; form an open, transparent and efficient funding mechanism for talent; adjust the city's talent plan; set up a multi-level funding system that covers talents' different development periods; establish a filing mechanism for better fund allocation; build a unified platform for talent subsidy applications that combines the functions of individual applications, company applications, assessments, subsidy distribution and social supervision, to avoid repetitive behavior.

(十二)促进青年优秀人才脱颖而出。

破除论资排辈、求全责备等观念，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。加大对青年创新创业人才团队选拔资助力度，“领军人才”等各类人才计划进一步向企业一线和青年科技人才倾斜。

优化博士后培养机构运作机制。推动博士后科研“两站一基地”(流动站、工作站、创新实践基地)和企业科技创新“四平台”(企业工程研究中心、工程实验室、工程技术研究中心、企业技术中心)协同发展。通过政策、资金、人才、服务叠加，在高端人才发现、博士后人才培养、技术项目研发、院所与企业导师互聘、青年科研人才实践等方面，形成人才、项目、产品相互融合的产学研用合作机制。

深入实施企业博士后工作站独立招收博士后科研人员。鼓励支持研发能力强、产学研用结合成效显著的企业独立招收博士后。吸引国外优秀青年人才来沪从事博士后研究，扩大外

籍博士后招生规模。

3.5 Train young elite professionals

Work out measures to offer widespread support to young talents; increase support for young entrepreneurs; select more young scientific talents for talent plan programs.

Promote the coordinated development of two stations and one base (mobile station, work station and innovation practical base for postdoctoral scientific research) and four platforms (engineering R&D center, engineering lab, engineering technology research center and technological center for companies' scientific innovation); form a cooperation mechanism of enterprise, college and research.

Encourage companies with strong R&D ability and significant achievement in enterprise-university-research cooperation to recruit postdoctoral fellows independently; attract global talents to Shanghai to conduct postdoctoral research; enlarge the enrollment scale of foreign postdoctoral fellows.

(十三)推进人才分类评价。

建立以品德、能力、业绩、贡献为主要标准的评价导向，强化用人单位主体作用，支持用人单位自行探索评价要素和评价标准。基础研究人才突出同行评价，注重研究成果质量及对国家、社会的影响力。应用研究人才突出市场评价，注重创新创造业绩贡献，不将学历、论文论著等作为限制性条件。科技成果转化人才突出转化效益效果评价，注重产值、利润等经济效益和吸纳就业、节约资源、保护环境等社会效益。

3.6 Make classified assessment of talents

Set up an assessment system based on talents' morality, ability, performance and contribution; support employers to evaluate talent independently; focus the assessment on evaluation of peers, research results, influence on country and society, economic and social benefits instead of limiting the assessment on educational background and published papers.

(十四)深化职称制度改革。

外语和计算机应用能力不作为职称评审的前置条件,可由用人主体自主确定外语和计算机应用能力水平。深化高层次人才、紧缺急需人才职称直聘办法,完善海外高层次人才专业技术职称评审“直通车”。对在科技创新工作中业绩突出、成果显著的优秀中青年工程技术人员,可打破学历、任职资历要求,申报高一级专业技术职称。

政府部门建立职称评审评价责任和信誉制度,加强评审专家数据库建设,逐步将职称评审权下放给用人主体、行业组织等,引导建立由行业组织或者龙头企业牵头,不同所有制、不同类型企业共同参与的职称评审委员会。职称不作为申报科研项目 and 人才计划的限制性条件,并逐步与相关福利待遇脱钩。

3.7 Deepen the reform of title system

Foreign language and computer skills are excluded from professional title evaluation; high-caliber talent and urgently-needed professionals can be recruited directly; excellent young engineers with outstanding performance are eligible to apply for senior professional titles.

Build a database for appraisal experts; decentralize the evaluation power to employers and industrial organizations; organize industrial organizations and leading companies to set up committees of title evaluation; exclude professional titles from the limited conditions of scientific projects and talent plan applications and from welfare benefits.

(十五)促进创新创业人才双向流动。

允许科研人员在岗或者离岗创业。完善事业单位科研人员兼职管理办法,鼓励高校、科研院所等事业单位科研人员在履行所聘岗位职责前提下,经所在单位同意,可在岗创业或者到企业兼职从事科技成果转化、技术攻关等,所得收入由个人、单位协商分配。符合条件的高校、科研院所科研人员经所在单位同意,可带着科研项目和成果,保留基本待遇离岗创业,并与原单位其他在岗人员同等享有参加职称评聘、岗位等级晋升和社会保险等方面的权利;创业孵化期内(3 至 5 年)返回原单位的,工龄连续计算。对担任职能部门处级以上(含处级)领导职务的,可在辞去领导职务后以科研人员身份离岗创业;创业孵化期内返回原单位的,单位按照原聘专业技术职务做好相应的岗位聘任工作。鼓励高校拥有科技成果的科研人员依据张江国家自主创新示范区股权激励等有关政策和以现金出资方式,创办科技型企业并持有企业股权。

探索人才柔性双向流动。支持企业创新创业人才到高校、科研院所兼职。允许高校、科

研究院所设立一定比例流动岗位，吸引有创新实践经验的企业家和企业科研人才兼职。鼓励具有硕士学位授予权的高校、科研院所聘任企业、行业高层次人才担任研究生兼职导师，并允许适当增加工资总量。通过双向挂职、短期工作、项目合作等柔性流动方式，每年引导一批高校、科研院所的博士、教授向企业一线有序流动。试点将企业任职经历作为高校工程类教师晋升专业技术职务的重要条件。完善科研人员在事业单位与企业之间流动时社保关系转移接续政策。

3.8 Accelerate bi-directional of innovative entrepreneurs

Allow scientific researchers to start businesses; optimize the management of part-time researchers; encourage the scientific research staff of universities and research institutes to start businesses or take part-time jobs in companies for scientific research when they have fulfilled job responsibilities.

The research staff of universities and research institutes who leave jobs for entrepreneurship enjoy equal rights with personnel in the post on title evaluation, post promotion and social security. Their length of service should be calculated consecutively if they go back to former working units within the incubation period (3-5 years). Middle-ranking leaders can resign from the leadership and start businesses as a researcher. University researchers with scientific achievements are encouraged to invest cash to establish scientific and technological startups and hold equity.

Encourage company entrepreneurs to take part-time jobs at universities and research institutes; allow universities and research institutes to set certain mobile posts to attract part-time entrepreneurs and researchers with innovation experience; encourage universities and research institutes to recruit company professionals and industrial experts as graduate advisors; pilot the plan that takes university teachers' working experience as a key element of position promotion; optimize policies to ensure a more convenient social insurance transfer and continuation.

(十六)促进人才向重点发展区域和基层一线流动。

促进人力资源服务业发展，深化中国(上海)人力资源服务产业园区建设，培育一批具有国际竞争力的人力资源服务企业，支持国内人力资源服务企业“走出去”，提升人才资源市场化配置能级，促进人才自由流动。积极培育各类专业社会组织和人才中介服务机构。

鼓励各区根据产业发展和在具有全球影响力的科技创新中心建设中的功能定位,建立各具特色的人才试验区,强化政策落地,优化人才服务。引导人才向本市重点发展产业、具有全球影响力的科技创新中心建设重点领域和区域、基层、远郊流动。推进城乡人才发展一体化,形成城乡人才融合发展的良好局面。

3.9 Promote talents' flow to key developing areas

Drive the development of human resource service industry; build an industrial park of human resource services; train a number of human resource service companies with global competitiveness; encourage domestic companies to tap into the global market; train all kinds of human resources service agencies and professional organizations.

Encourage Shanghai districts to build pilot zones for talents with their own features and perfect talent services; guide talent to work in key developing and remote areas to accelerate talents' integrated development in urban and rural areas.

(十七)优化科研教学机构学术领导人员管理方式。

完善科研教学机构学术领导人员因公出国管理。高校、科研院所领导人员中的专家学者出国开展教育教学活动、科学研究、学术访问和出席重要国际学术会议及执行国际学术组织履职任务等教学及学术交流与合作,单位和个人的出国批次数、团组人数、在外停留天数根据任务实际需要合理安排。出国开展上述活动应当持因公护照,特殊情况需持普通护照出境的,应当说明理由并按照干部人事管理权限报批。优化审批程序,提高审批效率,完善信息公开。

完善科研教学机构学术领导人员兼职管理。高校、科研院所领导人员经批准可兼任与教学科研领域相关的社会团体和基金会等职务。根据工作需要,领导班子正职以外其他成员经批准可在本单位出资的企业或者参与合作举办的社会服务机构兼职;高校、科研院所领导人员经批准可在高水平学术期刊担任编委或者在国际学术组织兼职,兼职数量根据实际情况适当放宽。高校、科研院所领导班子成员中从事专业技术工作的人员不担任领导职务后,其兼职情况不再按照领导人员管理。高校、科研院所所属院所及其内设机构领导人员的兼职,按照干部管理权限由所在单位自行管理。

优化事业单位法人治理结构。高校、科研院所所属院所及其内设机构负责人,探索实行聘任制和任期制。聘任的干部在任期内按照合同管理,通过合同进一步明确聘任双方的权利和义务。

3.10 Manage leaders in a better way

Optimize the management of research institute leaders' overseas business trips; optimize the passport approval procedures and efficiency of university and research institute leaders when they are going abroad for education activities, scientific research and important conferences.

Leaders of universities and research institutes are allowed to take positions, at the same time, in social organizations and foundations that are concerned with their researching fields, including academic journals and companies in which universities and research institutes invest. Part-time leaders are still managed by their universities or research institutes.

A new appointment system and tenure system will be trailed among persons in charge of universities and research institutes. Contracts will be signed to clarify their responsibilities and rights.

四、强化人才创新创业激励机制

(十八)完善科技成果使用、处置、收益管理制度。

将财政资金支持形成的，不涉及国防、国家安全、国家利益和重大社会公共利益的科技成果的使用权、处置权、收益权，下放给高校、科研院所，单位主管部门和财政部门对科技成果在境内的使用、处置不再审批或者备案。

高校、科研院所与研发团队可自主决定转让、许可或者作价投资，可通过协议定价、在技术交易市场挂牌交易、拍卖等方式确定价格。

探索职务发明专利所有权改革，鼓励高校、科研院所与发明人或者发明团队之间，可通过约定方式，分享共同申请知识产权的权利和职务发明专利所有权，以股份或者出资比例方式进行奖励。

4. Promote incentive mechanisms for innovation and entrepreneurship

4.1 Optimize management systems of scientific achievement's usage, disposal and profit

Universities and research institutes are able to independently use, dispose of and receive profit from scientific achievements which are not concerned with national security and benefit.

Universities, research institutes and research teams are allowed to independently decide to transfer, trade and auction their scientific achievements.

Universities and research institutes are encouraged to share the rights of application for intellectual property with inventors or inventing teams by offering shares or investment.

(十九)完善科技成果转移转化奖励机制。

高校、科研院所制定转移转化科技成果收益分配制度时，要按照规定充分听取本单位科技人员的意见，并在本单位公开相关制度。高校、科研院所科技成果转移转化扣除其处置过程中直接费用后，其净收入的 70%或者以上可用于奖励个人和团队，收益分配事先有规定或者约定的，按照规定或者约定进行。研发团队收益具体分配方案，由团队负责人与团队成员协商确定。

高校、科研院所科技人员是科技成果的主要完成人或者是对科技成果转移转化作出重要贡献的，可按照规定获得现金奖励；高校、科研院所担任领导职务的科技人员，除领导班子正职以外，可按照规定获得股权奖励，获得股权奖励的领导人员不得利用职权为所持股权的企业谋取不当利益。

落实高校对成果转移转化个人和团队的股权奖励登记。对高校、科研院所以科技成果作价入股的企业，放宽股权激励、股权出售对企业设立年限和盈利水平的限制。

4.2 Optimize the incentive mechanisms for scientific and technological achievement transfer

Seventy percent of the net income generated from scientific and technological achievement transfer can be awarded to individuals and teams. The detailed allocation plan is decided by team leaders and members.

Persons who complete scientific research or are main contributors to scientific and technological achievement transfer can be awarded with money. Leading scientific personnel (except chief leaders) of universities and research institutes can obtain equity awards. However, receivers of equity award are forbidden to seek any

improper benefit with the equity.

Loosen the limit of funding time and annual profit on companies that have bought shares in universities and research institutes' scientific achievements when they sell shares.

(二十)落实促进科技成果转移转化的税收政策。

积极落实国家关于高新技术企业科研人员通过科技成果转移转化取得股权激励收入时，可在5年内分期缴纳个人所得税的税收优惠政策。进一步研究实施股权激励递延纳税试点政策，对高新技术企业和科技型中小企业转移转化科技成果给予个人的股权激励，递延至取得股权分红或者转让股权时纳税。

高校、科研院所转移转化科技成果，以股份或者出资比例等股权形式给予个人奖励的，暂不征收个人所得税；待取得分红或者转让股权、出资比例时，再按照规定缴纳个人所得税。以现金形式给予个人奖励的，探索按照偶然所得征收个人所得税。

4.3 Implement a favorable tax policy

High-tech company researchers will be allowed to pay individual income tax in installments within five years when they receive equity awards for scientific and technological achievement transfer. Shanghai will further pilot a policy that allows scientific company staff who have gained equity awards to delay their payment of individual income tax to the time when they receive stock dividends or transfer equity.

If universities and research institutes transfer scientific achievements and award individuals with equity, the individuals are free from individual income tax. They have to pay the tax when they receive stock dividends or transfer equity. If the individuals get money awards, they will pay individual income tax following the standards of contingent income.

(二十一)建立有利于科技成果转移转化的工作机制。

设立科技成果转移转化联席会议制度，加强部门协同配合，协调推进科技成果转移转化工作。建设一批协同创新中心和智库，促进创新链与产业链有效衔接，加快推进创新成果有效转化。促进国有技术类无形资产交易，建立国有技术无形资产可协议转让制度。大力发展

和培育成果转化市场化服务机构和人才。

建立健全科技成果转化决策行为规范，完善工作制度和决策程序，实行科学决策、民主决策、依法决策。科技成果转化定价过程中，单位领导决策和实施过程合规，履行勤勉尽责义务、未谋取非法利益的，不因后续价值变化追究决策责任。

4.4 Establish a working mechanism for better scientific and technological achievement transfer

Create a joint meeting system; enhance cooperation and communication among different departments; build coordinated innovation centers and think tanks to strengthen connections of innovation chains and industrial chains; allow the transfer of State-owned intangible technical assets by contracts; develop service institutions and talents for scientific and technological achievement transfer.

(二十二)加大创新创业人才激励力度。

按照行业分类合理确定绩效工资总量，建立绩效工资水平动态调整机制。用人主体要充分发挥绩效工资的激励导向作用，完善绩效考核办法，引导科研人员创新创造。科技成果转化奖励、通过公开竞标获得的科研项目中用于人员的经费等收入、引进高层次人才和团队等所需人员经费，不计入单位绩效工资总量。

落实国有企业董事会选人用人权，推进国有企业选人用人市场化进程。完善国有企业经营管理人才和科技人员中长期激励措施，鼓励企业通过股权、期权、分红等激励方式，调动管理和科技人员的创新积极性。

拓宽国有企业科技人员晋升渠道，鼓励设立首席研究员、首席工程师等专业技术岗位，给予其具有市场竞争力的薪酬待遇。

4.5 Enhance incentives for innovative talents and entrepreneurs

Set dynamic adjusting mechanisms of merit pay; exert the incentive influence of merit pay to encourage researchers' innovation.

Merit pay does not include the awards of scientific and technological achievement transfer or funds to introduce high-level elite professionals and teams.

Ensure the board of directors of State-own companies the right to select and recruit employees; encourage companies to stimulate management talents and researchers'

innovation by offering equity, options and dividends.

Expand the promotion channels of State-own company researchers; set technical positions such as lead researcher and chief engineer; provide competitive salaries.

(二十三)进一步完善科研项目资金管理。

以调动科研人员积极性、创造性为出发点和落脚点,改革创新科研经费使用和管理方式,探索实行充分体现人才创新价值和特点的科研经费管理办法。改进科研项目资金管理,简化预算编制,下放科研项目部分经费预算调整审批权。深化完善本市科研项目人员经费的相关政策,改进结转结余资金留用处理方式。完善高校、科研院所差旅会议管理、科研仪器设备采购管理和基本建设项目管理。强化法人责任,规范资金管理,创新服务方式,推行有利于人才创新的经费审计方式,让科研人员潜心从事科学研究。

4.6 Better management of scientific research project funds

Innovate the usage and management of scientific research funds; simplify budgetary planning; decentralize approval power of budgetary adjustments; perfect the funding policy for researchers; optimize the management of universities and research institutes' business trips, conferences, scientific research instruments and construction projects; strengthen the liability of legal persons; standardize fund management; innovate service methods; promote a sound fund auditing system to help researchers get better involved in scientific research.

五、优化人才创新创业的生态环境

(二十四)完善创新创业法治环境。

贯彻落实国家关于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。运用法治思维和法治方式,把人才工作纳入规范化、程序化、法治化轨道。

依法妥善处置科研人员在创新创业中的争议和矛盾,探索建立发展改革、财政、人力资源社会保障、科技、教育、国资、审计等部门参加的工作沟通机制,维护科研人员合法权益,营造尊重劳动、尊重知识、尊重人才、尊重创造的良好社会氛围。

5. Optimize the ecological environment for innovation and

entrepreneurship

5.1 Improve the legal environment

Carry out national laws and regulations related to talent development, the human resources market, talent evaluation and security; boost talent work in a standard and legal environment; properly handle disputes during researchers' entrepreneurship; establish a communication mechanism among departments of development and reform, finance, human resources and social security, science and technology, education and auditing; protect the legal rights of researchers; create a healthy social atmosphere which respects labor, knowledge, talent and innovation.

(二十五)加强创新成果知识产权保护。

推进知识产权侵权查处快速反应机制。建立创新人才维权援助机制。完善知识产权融资服务平台，建立知识产权质押融资市场化风险补偿机制。争取国家将专利质押登记权下放至上海，简化质押融资流程，拓展质押业务。完善上海知识产权交易中心功能，试点开展知识产权信托交易和证券化业务。

5.2 Intensify intellectual property protection

Boost rapid reaction mechanisms for the investigation of intellectual property infringements; establish a legal rights protection and support mechanism for innovative talents; improve the service platform of intellectual property financing; set up risk compensation mechanisms for intellectual property pledges and financing; make efforts to decentralize the registration of patent pledges from State Intellectual Property Office to Shanghai; simplify the procedure of pledge and financing; improve the functions of the Shanghai Intellectual Property Transaction Center; trial trust transactions and securitization business of intellectual property.

(二十六)拓宽人才创新创业投融资渠道。

逐步扩大政府天使投资引导基金规模，促进初创期科技型中小企业成长，支持新兴产业领域早中期、初创期企业发展。积极落实国家有关支持个人和机构开展天使投资的税收优惠政策，进一步研究完善鼓励天使投资的税收支持政策建议，争取先行先试。进一步完善创业

投资风险补偿机制，优化补偿比例和条件设定机制。

完善商业银行与风险投资、天使资本的投贷联动模式，缓解人才创业初期融资难题。组建政策性融资担保基金，通过融资担保、再担保等形式为科技型中小企业提供信用增进服务。开展股权众筹融资试点，推动多渠道股权融资，积极探索和规范发展互联网金融，发展新型金融机构和融资服务机构，促进大众创业。

支持保险机构通过投资创业投资基金、设立股权投资基金或者与国内外基金管理公司合作等方式，服务科技创新企业发展。创新保险产品，分散创业者创业风险。简化海外高层次人才外汇结汇、直接持有境外关联公司股权及离岸公司进行返程投资等有关审批手续。

发挥主板、创业板及全国中小企业股份转让系统和地方性股权交易场所功能，畅通创业投资市场化退出渠道。建立创业投资企业与各类金融机构长期性、市场化合作机制，探索开展创业投资企业股权质押融资业务，加大对创业投资企业的投融资支持。

5.3 Broaden investment and financing channels

Increase the government fund of angel investment to support the development of sci-tech startups and new companies of emerging industries; implement national favorable policies about supporting individuals and institutions' angel investment; optimize compensation mechanisms for venture capital.

Encourage cooperation between banks and venture capital and angel investment companies to ease startups funding pressures; found a financing guarantee fund to offer sci-tech small and medium-sized enterprises (SEMs) financing guarantees; pilot equity-based crowd funding; expand channels of equity financing; develop internet finance, new-type financial institutes and service agencies.

Encourage insurance companies to invest in venture capital companies, set equity investment funds or cooperate with overseas fund management companies to support sci-tech startups; provide new insurance products to help entrepreneurs reduce risk; streamline approval procedures for applications, such as foreign exchange and round-trip investments.

Make use of the stock transfer systems of the main-board market, growth enterprise market and SEMs, as well as regional stock exchanges; help venture capital companies establish long-term relationships with financial institutes; increase the investment and financial support of venture capital companies.

(二十七)加强大众创业、万众创新服务体系建设。

加快发展众创空间，建设创业人才摇篮。引导鼓励各类市场主体培育发展低成本、便利化、全要素、开放式的众创空间。吸引国际孵化器入驻上海。推进事业单位孵化器改造，鼓励国有孵化器引入专业团队管理运营。深化集中登记、一址多照等商事制度改革，采取一站式窗口、网上申报、三证合一等措施，为创业企业市场准入提供便利。进一步深化创业导师和创业学院建设，开展创业服务品牌活动。调整财政投入方式，加强对众创空间基础设施建设、项目和企业的资助，加大政府购买创新创业服务力度。

增强创新创业专业化服务功能。鼓励发展市场化、专业化的研究开发、技术转移、检验检测认证、知识产权、科技咨询、科技金融、科学技术普及等专业技术服务和综合科技服务，加快发展技术交易、经纪、投融资服务、技术评估等一批专业化科技中介服务机构，打造具有国际竞争力的科技服务业集群。完善政府购买科技服务政策，培育扶持学会、研究会和民办科研院所充分发挥作用，鼓励行业组织发起组建行业研发机构。加强技术经纪人培育，发展技术经纪人行业组织，促进技术经纪人队伍发展。

完善“科技创新券”制度。对创业团队和科技企业使用加盟上海研发公共服务平台的仪器设备给予补贴，鼓励和引导科技企业利用外部科技资源开展技术创新，降低创新创业成本。

深化上海国际人才网建设，打造一站式、全流程、专业化的人才发展政策和生活服务信息综合门户网站。

5.4 Build a service system for public entrepreneurship and innovation

Speed up the development of low-cost, convenient and open co-work spaces; attract overseas incubators to settle in Shanghai; upgrade traditional incubators; encourage State-owned incubators to be managed and operated by professional teams; take measures including one-stop services, online applications and "three in one" business licenses (integration of the business license, the certificate of organization code and the certificate of tax registration) to bring startup more convenience; train mentors; build entrepreneurship colleges; hold entrepreneurship activities; increase financial support for infrastructure and project construction of co-work spaces.

Encourage professional innovation and entrepreneurship services, including R&D, technology transfer, testing and certification, intellectual property, sci-tech consultation and financing, sci-tech knowledge popularization; develop professional sci-tech service agencies involved in technology assessment and trade, investment and financing; foster sci-tech service industrial cluster with global competitiveness;

encourage industrial organizations to set up industrial research institutes; promote the development of the technology broker industry.

Startups and sci-tech companies using the equipment of the Shanghai R&D Public Service Platform can enjoy a subsidy. Sci-tech enterprises are encouraged to work on technological innovations with external resources to cut the cost.

The Shanghai International Talent website will be renewed to build a comprehensive portal highlighting talent development policies and services.

(二十八)营造人才宜居宜业环境。

破解人才阶段性住房难题。加大保障房配建、集中新建、代理经租等公租房筹措力度。规范优化外环内商品住房项目中配建不低于 5% 的保障房主要作为面向社会的公共租赁住房使用。鼓励人才集聚的大型企事业单位、产业园区平台利用自用存量工业用地建设人才公寓(单位租赁住房)等配套服务设施,人才公寓等配套服务设施建筑面积占项目总建筑面积的比例由 7% 提高到不超过 15%。鼓励各区、产业园区和用人单位向优秀科技创新创业人才实施租房补贴、购房贷款贴息等形式的人才住房资助。

优化海外人才就医环境。进一步提升医护人员外语能力,在本市部分三甲医院实施国际医疗保险结算服务。支持市场主体建立第三方国际医疗保险结算平台。

扩大国际教育资源供给。在海外人才集中的区域,增设外籍人员子女学校。试点社会力量举办外籍人员子女学校。为海外高层次人才子女入读外籍人员子女学校提供便利。鼓励本市中小学为外籍人员子女随班就读创造更好条件。

营造创新创业社会氛围。大力弘扬科学精神、创新精神、创业精神,大力弘扬上海城市精神,提升城市文化的多样性和包容性,在全社会进一步形成鼓励创新、宽容失败的价值观和尊重创造、崇尚科学的社会环境。

5.5 Create a comfortable environment of living and working

Build more affordable housing and public rental housing to help talents solve temporary housing problems; encourage large companies and industrial parks to build their own apartments (the percentage of apartments' area to companies and industrial parks' total building area rises from seven percent to no more than 15 percent); encourage district governments, industrial parks and employing units to offer a

housing allowance to excellent sci-tech entrepreneurs.

Medical staff will improve their foreign language ability and some Third-Grade Class-A hospitals will allow international medical insurance billing to create a convenient medical environment for overseas talents.

Build more schools for children of overseas talents in areas where many talents live; pilot a plan that calls for social effort to construct schools for children of overseas talents; offer conveniences to the children's education.

Promote a social atmosphere that respects science and innovation and encourages entrepreneurship; highlight Shanghai's cultural diversity and inclusiveness.

六、加强党对人才工作的领导

(二十九)健全党管人才工作格局。

进一步强化人才是第一资源的理念，进一步树立人才强国的战略意识，进一步确立人才优先发展的战略布局，做到人才资源优先开发、人才结构优先调整、人才投资优先保证、人才制度优先创新，促进经济发展方式向主要依靠科技进步、劳动者素质提高、管理创新转变。

坚持党管人才原则，切实履行管宏观、管政策、管协调、管服务职责，完善党委统一领导，组织部门牵头抓总，人力资源社会保障部门具体落实，有关部门各司其职、密切配合，企事业单位等用人主体作用充分发挥，社会力量广泛参与的人才工作格局，形成统分结合、上下联动、协调高效、整体推进的人才工作运行机制。进一步明确和完善各级人才工作协调(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。将行业、领域人才队伍建设列入相关部门“三定”方案。

充分发挥党组织凝聚人才作用，通过开展教育培训、国情研修、专家休假、服务基层和中西部地区、建言献策等活动，增强专家人才对党情、国情、社情、市情的了解，加强对专家人才的政治引领，积极营造全社会识才爱才用才容才聚才的浓厚氛围。加强与组织工作、统战工作的联动，推进对专家人才的政治吸纳，完善专家决策咨询制度，增强专家人才的认同感和向心力。

6. Reinforce the CPC's leadership of talent

6.1 Improve work pattern

Priority shall be given to the development of talent to strengthen the country. Thus the country shall develop talent resources, adjust talent structure, ensure talent investment and innovate talent institutions. Economic growth shall be driven by sci-tech development, improved labor and creative management approaches.

Insist on the principle that talents should be managed by the CPC, which will issue policies, coordinate resources and offer services; clarify the responsibilities of leading teams that are in charge of talent work.

Increase talents' knowledge about the CPC, country, politics, society and market by holding educational training, organizing talents to work at grass-roots and in middle-western areas; enhance communication between talents and the CPC to enhance talents' identity and momentum.

(三十)推动人才工作责任落实。

深入实施全市人才工作目标责任制考核，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。各相关部门要切实履行主体责任，研究制定涉及改革的相关政策、方案和具体措施，明确改革路线图、时间表，将责任落实到位。

各区党委、政府要根据本实施意见精，把深化人才发展体制机制改革，促进人才创新创业摆在重要位置，并结合实际，大胆创新突破，创造性地抓好落实。市各相关部门要制定工作细则，明确责任、分解任务，切实履行职责，确保各项政策措施落到实处。在沪中央单位可结合实际和主管部门规定，参照施行本实施意见。

6.2 Clarify leaders' responsibilities for talent work

Include talent work into the assessment of leaders and cadres; make talent work a key park of Party building work; draft relevant policies, plans, measures and schedules.

The districts' governments and Party committees are required to make the promotion of innovation and entrepreneurship a priority, and implement related policies and measures. Central enterprises in Shanghai may implement the above opinions based on the regulations of competent authorities.