

## Chapter 6 | Stimulating the Creative Potential of Talent

Based on the principle of respecting work, knowledge, talent, and creativity, we will further the reform of talent development systems and mechanisms to facilitate the development, introduction, and use of talent in all sectors, thereby giving full play to the role of talent, our most important resource.

### Section 1 Training High-Caliber Professionals

Following the objective laws that underpin talent cultivation and scientific research, we will train more world-class scientists and technologists in strategically important fields, more leaders of science and technology, and a larger number of innovation teams, as well as reserve forces of young scientists and engineers with international competitiveness. We will identify and train competent personnel through key science and technology programs and innovation centers, and support the creation of innovation-oriented postdoctoral research posts. We will strengthen the development of creative, applied, and skilled personnel and launch initiatives to update their knowledge and upgrade their skills, and build up our ranks of high-performing engineers and highly skilled personnel. We will step up the training of students who excel in basic disciplines and build centers for advanced science and for basic disciplines like mathematics, physics, chemistry, and biology. We will adopt a more open talent policy and build research and innovation hubs for outstanding domestic and foreign talent. Highly-skilled and professional foreign talent will benefit from improved

policies concerning their stay and residence in China for work, research, and exchanges. We will improve the permanent residence system for foreign nationals and make explorations on a skilled immigration system. To create an internationally competitive environment to attract more foreign scientists to China, improvements will be made to the systems concerning their pay and benefit, children's education, social security, and tax preference.

## **Section 2**

### **Giving Better Play to the Role of Talent**

We will improve the personnel assessment and incentive mechanisms, improve the system for evaluating the creativity, performance, efficiency, and achievements of scientific and technological personnel, and build a system for the distribution of earnings that fully recognizes the value of knowledge, technology, and other innovation factors. We will identify and make the best use of outstanding and leading personnel and grant them a greater say when deciding technical routes and spending research funds. We will free up more space for researchers and expand the “green channel” for scientific research management. We will adopt income distribution policies oriented toward ascribing greater value to knowledge, improve the mechanism giving researchers a stake in their inventions on the job, and explore ways to grant them ownership or permanent use rights over their scientific and technological outputs, so they can enjoy more of the benefits from their research. The academician system will also be further reformed.

## **Section 3**

### **Improving the Ecosystem for Innovation, Entrepreneurship, and Creativity**

Championing the spirit of scientists in the new era, we will heighten

awareness of research integrity and uphold ethical standards in science and technology. We will apply the law to protect the property rights of entrepreneurs and the income they earn from their innovations, so that they can focus on their key role in guiding innovation, pooling talent, and mobilizing funds. To promote the deepening of innovation, entrepreneurship, and creativity, we will optimize the development and layout of innovation and entrepreneurship demonstration centers. We will espouse a culture of innovation and entrepreneurship that features professionalism, pursuit of excellence, dedication, and tolerance for failure, and improve mechanisms to allow for trial and error and the righting of mistakes. We will promote respect for science and workmanship, carry out extensive activities to increase people's scientific knowledge, and guide and nurture young people's interest in science. In society, people will have greater passion and reverence for science and innovation and develop a higher level of scientific literacy.