8th APMRN International Conference

海外人才在上海
High level talented people from overseas in Shanghai

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5.28.2007
1. The historical retrospection of alien in Shanghai

The Shanghai’s population internationalization course is start off with the opening commercial port in Shanghai, which is accompanying with the Shanghai’s urbanization and the opening advancement, mutually promotes, mutually affects, and embodies the identical historical development process.

(1) It is the early phase of population internationalization from 1843 to 1900, when the alien grew comparatively slowly.
(2) It is the phase of alien’s population growth largely from 1900 to 1949, and it is the phase of growth by the uniform speed from 1900 to 1920.
(3) It is the phase of the foreigner decreasing to stagnates from 1949 to 1978.
2. The experiential lesson of the Shanghai's population internationalization

(1) The opening is the precondition which promotes the form of local population internationalization.

(2) The economic and societal development is the postulate which hastens the form of local population internationalization.

(3) The citied culture of the sea accepting hundred river is the important act which pushes the population internationalization.

(4) The flow and transfer of population is the entitative form which impulses the population internationalization.
II. The developmental actuality and function of high-level talented person from overseas

1. Three stages of the overseas talented person development after the reform and open policy

(1) It is the planning system stage from at the beginning of opening to 1991. The government leads the work that indraughts high-level talented person from overseas, which has the positive enlightening effect to understanding the world and exploiting international intercommunion channel.

(2) It is the stage of introducing market mechanism from 1992 to 2002. The work that introduces into high-level talented person from overseas breached bondage of tradition system, actively explores policy innovation, and builds service system.
(3) It has entered the stage of comprehensive innovation since 2003.

In 2003, the center committee of CCP has convened the first conference of national talented person since the founding of the nation. That further innovates the talented person policy and strengthens the serve of talented person in Shanghai, has gradually constructed a much more positive and integrated policy system and work system.
2. The actuality of high-level talented person troop from overseas in Shanghai

(1) The talented person troop of studying abroad returning back to homeland.

① It is reasonable in educational background and structure of knowledge, and high-level talented person concentrates comparatively.

② It is a multiplex channel in choosing profession, and it is obvious the trend of centralizing to non-public-owned realm.

③ It is eagerly to the activity of innovation and carving out, and has become a independent and innovative main force.
(2) The troop of foreign expert
   ① The dimensions of troop of expert enlarges rapidly, and the level of that enhances continually.
   ② Playing the vital role in the item of priority project and tackling key problem of science and technology.
   ③ The structure and distribution tends towards an optimization more.

(3) The characteristic of the troop special talented person from Hongkong, Macao and Taiwan.
   ① Begins to take shape, and has a higher professional quality.
   ② Distribution industry is broader, mainly concentrates in the modern service industry.
3. The function aspect of high-level talented person from overseas to Shanghai’s construction.

(1) Carries out the strategy of talented person intensifying Shanghai city, promotes all-sided development of economy and society;
(2) Constructs the Shanghai’s "new high land of talented person", strengthen the international competitiveness of the city;
(3) Strengthens the Shanghai’s independent innovation ability, builds international metropolis of innovation’s type.
III. The work of Shanghai’s attracting and detaining high-level talented person from overseas

1. Pressingly reinforces the leading of work, straightens out the management system, perfects the mechanism of work

（1）Leader highly regards the work of overseas high-level talented person
（2）Fully exerts the effect of towing initially and grasping the general
（3）Strengthens the centralized management of the overseas’ high-level talented person
2. Positively impels the policy innovation, perfects market mechanism, encourages the social participation

（1）The government actively promotes the policy innovation, breaches the work bottleneck

①Appears the B card system of "the Shanghai city Resident certificate".
②Constitutes “Encouragement person who study abroad to come certain stipulations which works and starts an undertaking in Shanghai”.
(2) Exerts the market basic action on the collocation of overseas’ high-level talented person resources

① Promotes the marketable growth of international talented person
② Impels the agency-organizational development of international talented person
③ Impulses and constitutes the nimble effective salary prompting mechanism

(3) Exerts employer’s main body function on fetching in overseas high-level talented person
3. Vigorously implements gathers the project, aims at the high-end talented person, encourages the flexible introduction

（1）Vigorously implements the gathers project of ten thousand overseas’ talented person

（2）Emphatically introduces the high-end talented person and its the work team

（3）Encourages the overseas’ talented person to serve Shanghai in a variety of ways;
4、Establishes and improves the service system, strengthens the support of starting an undertaking, pays attention to the environmental construction

（1）Strengthens the support of starting an undertaking, reduces the overseas’ talented person venture cost of innovation and carving out
（2）Strengthens the servings of talented person, constructs the service working platform of the overseas high-level talented person
（3）Strengthens the public opinion propaganda, builds the good social atmosphere on encouraging overseas high-level talented person which works for Shanghai
Ⅳ. The demand and forecast of future high-level overseas talented person

1. The main domain of demand for talent person

Combined with the development demand of "11th Five-year Plan", Shanghai's demand for high-level talented person will focus on eight major areas:

(1) the electronic information industry talented person.
(2) the cultural creativity and cultural art industry talented person
(3) the new material industry talented person
(4) the modern manufacturing industry talented person
(5) the financial insurance industry talented person.
(6) the medical and biological medicine industry talented person.
(7) the shipping industry talented person.
(8) the exhibition industry talented person.
2. The forecast of the talented person which study abroad returns

The multiple linear regress equation on the personnel return studying abroad and the economic society development the index:

\[ Y = 4415.198 + 7.684 \times X_1 - 2.213 \times X_2 \quad R = 0.983 \]

Among: \( Y \) - the number of returned overseas students in the same year; \( X_1 \) – the total of trade imports and exports total (hundred million Yuan); \( X_2 \) - GDP (hundred million Yuan)

The result of carrying on the forecast with this model is:

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<tr>
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<th>2010</th>
<th>2015</th>
<th>2020</th>
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<tbody>
<tr>
<td>returned student</td>
<td>21,700</td>
<td>39,800</td>
<td>70,000</td>
</tr>
<tr>
<td>accumulated</td>
<td>137,600</td>
<td>297,900</td>
<td>566,300</td>
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We deem if the Shanghai’s economic society development preserves the current good momentum, it is very likely to reach the forecasted size.
Epilogue

It is a long-term work to attract and detain the overseas high-level talented person. The Chinese economy continues more than 20 years high-speed development, which has already created a world modern history miracle. Along with the Chinese economic potentiality further enhancement, it will certainly to attract the more and more overseas high-level talented person to join in this great construction advancement. As one of Chinese economy development main items, Shanghai will increasingly become the first choice place where the global talented person works, starts an undertaking.
Welcome you coming to Shanghai:

Demonstrate own ability!
Experience the development of changes quickly!

Good-bye!