

Employment Opportunities for Hong Kong Residents in Nine Cities of Guangdong Province in the Greater Bay Area in the Mainland (Talent Attraction Policies)

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Urban Planning and Positioning of 9 Cities of Guangdong province in the Mainland

One of the strategic plans of the Guangdong-Hong Kong-Macao Greater Bay Area (“GBA”) is to strengthen its position as a world-class technological innovation center, and to develop a “Guangdong-Shenzhen-Hong Kong-Macao” technological innovation corridor through actively attracting and integrating international innovation resources. Each of the 9 cities of the Guangdong province in the GBA has its own sectorial focus, and implements corresponding talent benefit policies in different industries or professional fields to attract international talents.

Based on the 2018 local government work reports for the 9 cities of Guangdong Province of the Greater Bay Area, the following summarizes the urban planning and positioning and industries promoted by their local governments in the 9 GBA cities. Based on their personal career planning and prioritized development industries in these cities, Hong Kong residents can further examine the local talent preferential policies and explore the different working environments within the GBA, in order to further enhance their professional knowledge, capability and value.

The working exposure and experience of Hong Kong residents in the Mainland will also strengthen the commercial and economic cooperation between Hong Kong and cities in the GBA, contributing to a more diversified economic model and the broadening of Hong Kong’s local industries, thus bringing more employment opportunities and career options to Hong Kong residents, and hence strengthening and enhancing Hong Kong’s independence and competitiveness in the global market.

City	Urban Planning and Positioning	Industries with priority development
Guangzhou	<ul style="list-style-type: none">• The core growth center of the GBA• Pilot city in the “Made in China 2025” plan	Technology, Manufacturing, Modern Services, Shipping, Aviation, Commerce etc.
Shenzhen	<ul style="list-style-type: none">• International Science and Technology Innovation Center• Marine Central City with global influences	Technology, Modern Services, Shipping, Commerce, Biology etc.
Foshan	<ul style="list-style-type: none">• National Manufacturing Innovation Center• Aviation Hub of the Western GBA	Manufacturing, Technology, Logistics, Aviation etc.
Dongguan	Advanced Manufacturing Center of the GBA	Manufacturing, Technology, Modern Services, Shipping, Modern Agriculture etc.
Huizhou	<ul style="list-style-type: none">• Technology Incubation Highland of the GBA	Technology, Manufacturing, Commerce etc.
Zhongshan	<ul style="list-style-type: none">• World-class Advanced Manufacturing Base of the GBA• Regional Integrated Transportation Hub	Manufacturing, Technology, Culture etc.

Jiangmen	<ul style="list-style-type: none"> • Hub Gateway City of the Western Guangzhou-Hong Kong-Macao Greater Bay Area 	Manufacturing, Technology, Modern Services etc.
Zhuhai	<ul style="list-style-type: none"> • Innovation Highland of the Guangzhou-Hong Kong-Macao Greater Bay Area • Model City of the National Intellectual Property 	Modern Services, Commerce, Technology etc.
Zhaoqing	<ul style="list-style-type: none"> • Hub Gateway City connecting Guangzhou-Hong Kong-Macao Greater Bay Area with the Northwest China 	Technology, Logistics, Commerce etc.

Overview of the Talent Policy in the 9 Cities of Guangdong province

The talent policies in the 9 cities of Guangdong province in the GBA mainly include: offering settlement subsidies or talent apartments at below-market rents to fresh graduates, offering discounts to high-level talents for purchasing homes and subsidizing their start-ups or technology research projects. In addition to funding support, the cities have also launched corresponding talent preferential policies in relation to their focused industries, including the introduction of intellectual resources, the offering of part-time jobs and opportunities for talent secondment. These policies aim to reduce the concerns raised from attracting talents and aims to create an ideal environment for demonstrating the talents' capabilities.

Guangdong province also arranged a specialized talent certification program for Hong Kong residents, who are only required to perform register with the Ministry of Human Resources and Social Security of Guangdong Province online. This provides a highly efficient and effective experience and development for Hong Kong residents working in the Mainland. Furthermore, as the cooperative demonstrative zone of the GBA (e.g., Guangzhou Nansha Free Trade Zone), the Guangdong Free Trade Zone provides a more favorable policy environment to Hong Kong residents. Not only has the government set up an Innovation and Entrepreneurship Base for young adults in Guangzhou, Hong Kong, and Macao, it has also allowed qualified Hong Kong professionals with finance, planning, accounting, education, or healthcare background to set up their practices in the Free Trade Zone.

Based on their local advantages, the 9 GBA cities of Guangdong province have launched various talent attraction policies, and below is an extract of the relevant policies for reference:

City	Policy Highlights	Subsidy/Subsidy for Innovation and Entrepreneurship	Settlement/Family/Housing Subsidy/Healthcare	Individual Income Tax
Guangzhou	The Personnel Policy in Guangzhou targets high-level talents. It plans to provide superior treatments to high-level talents through an approximately RMB 1.5	<ul style="list-style-type: none"> • The "Hongmian Project" proposed for overseas innovative talents focuses on the "IAB Program" (the development of next-generation information 	<ul style="list-style-type: none"> • Eligible Hong Kong residents can apply for green cards for alien of outstanding ability and enjoy residential benefits; 	<ul style="list-style-type: none"> • Hong Kong based talents in the Nansha Free Trade Zone can apply for subsidies based on the difference between the declared and paid

<p>billion investment in areas such as housing security, medical security, and education for children, innovation and entrepreneurship, and subsidy. In regards of professionals from the entrepreneurship, finance, healthcare, or artificial intelligence fields, special Personnel Policies are designed and implemented.</p>	<p>technology, artificial intelligence, and biotechnology industrial plans), the “NEM Plan” (the development of new energies and new materials industrial plans), and other key industry sectors. The qualified talents will be provided with a start-up capital of RMB 2 million, a standard rent subsidy of no more than RMB 35 per square meter per month, and a 50% bank loan interest subsidy with a maximum RMB 10 million loan ceiling;</p> <ul style="list-style-type: none"> • Nansha Free Trade Zone provides up to RMB 20 million subsidy and up to 2,000 square meters rent-free space for three years to high-end leading entrepreneurial teams. Meanwhile, 40% of their actual R&D equipment purchase will be subsidized. Nansha Leading Fund of Venture Capital will be able to invest up to RMB 30 million in companies’ equity in the form of “follow-up investment”. 	<ul style="list-style-type: none"> • Housing subsidy or 10-year rent-free Talent Apartment for eligible high-level talents; • High-level talents who have worked full-time in Guangzhou for 10 years, have outstanding contributions, and have obtained Guangzhou Hukou will also receive the ownership of their rented places for free; • Eligible overseas graduates who returned to China will receive a RMB 100,000 settlement subsidy according to the “Measures of Financial Aid for Overseas Graduates in Guangzhou”; • Besides, among the outstanding talents in the Nansha Free Trade Zone, Hong Kong and Macao residents can choose to apply for either subsidies under the special incentive scheme or subsidies calculated based on the differences in tax burdens. 	<p>individual income tax under the Individual Income Tax Law of the People's Republic of China and the calculated income tax under the Hong Kong salaries tax scheme or with a standard profit tax rate of 15%.</p>
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Shenzhen	<p>For Shenzhen acting as the new engine driving the construction of the GBA, the local government is determined to introduce talents to the area through launching personnel policies with broadened terms at both municipal and district levels. The government also designates November 1st each year as the Shenzhen Talent Day, in hopes of attracting more talents with different professional backgrounds in the globe.</p> <p>Every district in Shenzhen has also developed tailored personnel policies, including talent incentive programs targeting Hong Kong residents.</p>	<ul style="list-style-type: none"> • The “Peacock Project” is launched to attract high-level talents overseas through the following incentives: up to RMB 1.5 million subsidies, up to RMB 80 million funding support to innovative and entrepreneurial teams, and rental subsidies of RMB 30 per square meter up to 500 square meters; • Besides the Shenzhen-Hong Kong Science and Technology Fund targeting young entrepreneurs in Hong Kong, Shenzhen has also established “Qianhai Shenzhen-Hong Kong Youth Innovation and Entrepreneur Hub”, providing tutoring services, rent-free talent housing and angel funds to support Hong Kong based young entrepreneurs in pursuing their business ideas. 	<ul style="list-style-type: none"> • Available option of household registration with Shenzhen government for talents and subsequent Hukou settlement for their spouse and children; • Offering of compulsory primary and junior high school education to talents’ children; admission to schools will be arranged considering individual choices and status quo; • Introducing children of talents to high school education with reduced tuition and other relevant fees; within the scope of the existing policy, offering priority admission to universities in Shenzhen to children of talents; • Rights to enjoy Class A healthcare services on the city level. 	<ul style="list-style-type: none"> • The qualified high-end talents who work in Qianhai will receive a subsidy based on the difference of tax burden under domestic and overseas tax system, the subsidies are exempted from individual income tax.
Foshan	<p>Foshan, as the leading city in the advanced equipment manufacturing industry of western Zhujiang, has a well-developed private economy. The launched personnel</p>	<ul style="list-style-type: none"> • Foshan government tailored special personnel policies for high-end financial talents. Qualified Hong Kong residents will receive industrial 	<ul style="list-style-type: none"> • Talents in the key industries are offered with up to RMB 1 million settlement subsidies, up to RMB 12,000 housing subsidies and no less than 	

	<p>policy not only focuses on the cultivation and development of young entrepreneurs, but also aims to attract high-level and middle-level talents from traditional superior industries (e.g. home appliance manufacturing, food and beverage, metallic material manufacturing and processing), emerging industries of strategic importance (e.g. new generation of information technology, new materials, innovative drugs), advanced manufacturing (e.g. intelligent manufacturing, new energies, ensaving and environmental-friendly equipment), and productive service industries (e.g. research & development, e-commerce, financial services).</p>	<p>incentives up to RMB 300,000, regional subsidies up to RMB 400,000, housing subsidies up to RMB 300,000 and financial incentives up to RMB 5 million in regards of individual financial institution's annual performance contribution.</p>	<p>RMB 30,000 subsidies for children's education, spouse employment, healthcare, research and advanced studies.</p>	
<p>Dongguan</p>	<p>Dongguan maintains its traditional advantage in the manufacturing industry, and thus pays special attention to the cultivation of technical talents. It encourages businesses to place "chief technicians" on key positions and production processes to solve major production problems and strive for breakthroughs in the technological fields. Meanwhile, Dongguan is also</p>	<ul style="list-style-type: none"> Eligible talents will receive financial support. Introduced innovative research groups will receive a one-time grant ranging from RMB 5 million to RMB 10 million for initiating a research project, on the other hand, the introduced innovative talents will receive an initial capital ranging 	<ul style="list-style-type: none"> Featured talents and their family members will be able to enjoy supporting services such as the use the entry-exit green channel, up to RMB 5,000 monthly rental subsidies, up to RMB 2.5 million subsidies for home purchase, and a standard subsidy of RMB 4,000 per individual per year for personal contributions to 	<ul style="list-style-type: none"> Featured talents are subsidized based on 80% of their paid local individual income tax, with a ceiling amount of RMB 500,000 per individual per year.

	transforming into a hotbed of entrepreneurship for high-level talents through introduction of overseas experts.	<p>from RMB 1 million to RMB 2 million;</p> <ul style="list-style-type: none"> • Up to 70% of the actual interest payments for loans obtained with the purpose of launching businesses will be subsidized by Dongguan Municipal Finance Bureau, with a maximum of RMB 1 million per year per business. The monthly rental subsidies should not exceed RMB 30 per square meter; • The newly established Dongguan Songshanhu High and New Technology Industrial Development Zone also set up a venture capital fund to provide up to RMB 200,000 initial funding to Hong Kong based young entrepreneurs in the fields of electronic information, robotics, and bio-medicine. 	the medical and social welfare insurance.	
Huizhou	The personnel policy in Huizhou focuses on promoting the development of pillar industries such as petrochemical and electronic information, and cultivating emerging industries of strategic importance such as high-end electronic	<ul style="list-style-type: none"> • The leading talents of the “Swan Program” will receive a one-time special project funding up to RMB 1 million, a one-time housing subsidy up to RMB 500,000, and a standard subsidy of RMB 1,000 per month. The 	<ul style="list-style-type: none"> • Introduced high-level talents can apply for housing in Talent Apartment with reduced rent or purchase it with current market price. “Special Talent Special Protection”, under the insurance system 	

	<p>information, LED, new energy vehicle, new material, new energy, energy conservation and environmental protection, and bio-industry. The launch of “Swan Program” in 2013 to attract high-level talents in the globe has introduced a multitude of leading personnel and innovation groups in science and technology. With the characteristics of livable, business-friendly and tourist-friendly, Huizhou is expected to become a “city of innovation and entrepreneurship”.</p>	<p>qualified technology innovation groups under the “Swan Project” will receive up to RMB 10 million project funding in batches;</p> <ul style="list-style-type: none"> • Hong Kong residents with either master degrees or above or intermediate technical qualification or above will be considered as overseas talents; • The central district of Huizhou, Huiyang district, has also launched district-level personnel policies targeting innovative talents of science and technology, highly educated talents with high professional titles, highly-skilled talents, talented education and health professionals, and high-end talents in enterprises. 	<p>designed for high-level talents, employers are allowed to insure their high-level talents with social insurances that have large face amounts. High-level talents will also enjoy services such as regular physical examination and exempted hospital registration fee;</p> <ul style="list-style-type: none"> • High-level talents and their spouse and children are eligible for the benefits of the talent introduction program. Government will provide support in terms of spouse employment and children’s education. 	
Zhongshan	<p>Zhongshan has a solid foundation in the manufacturing industry. As the economy develops and the technology advances, the production model that relies heavily on the inputs is no longer sustainable. Zhongshan is eager to attract talents to realize a high-quality and high-level</p>	<ul style="list-style-type: none"> • Zhongshan has launched various training program targeting talents from different levels and industries and established Zhongshan Overseas Students Pioneer Park to support the “4+2+2” industries; • In particular, the fact that Zhongshan government 	<ul style="list-style-type: none"> • The “18 Articles” of talents proposed to offer up to RMB 1 million per individual per year living allowances to extraordinary talents and provide experts who specialize in talent introduction with annual living allowances up to RMB 300,000; 	

	<p>development. Zhongshan formulated the “Catalogue for the Guidance of Talents” based on the industrial structure and job vacancies, and defines the following personnel as key targets for training and talent introduction: those with bachelor degrees or above, those have intermediate technical qualifications or above, and those have advance professional qualifications or above.</p>	<p>put forward “18 Articles” of talents in 2017 indicates their determination in increasing overseas talents’ involvements in innovation and entrepreneurial activities. A subsidy up to RMB 30 million will be offered to introduce entrepreneurship and innovation groups;</p> <ul style="list-style-type: none"> • Eligible innovative enterprises founded by overseas high-level talents will benefit from the “Five 100s” policy, including subsidies up to RMB 1 million for fixed asset investment, interest subsidies up to RMB 1 million, research grants varying from RMB 1 to 10 million, no less than 100 square meters rent-free office space, and rent-free apartments of approximately 100 square meters for high-level talents and their families. 	<ul style="list-style-type: none"> • The overseas high-level talents will be able to enjoy one-stop services in areas of policy consultation, personnel agency, certificate-based authentication, title appraisal, visa issuance, science and technology projects declaration, and safeguarding rights. The government will also provide supports to the spouse employment and children’s admission to schools. Furthermore, priority medical services and social benefits will be offered to the talents. 	
Jiangmen	<p>Jiangmen as the hub city of the western Zhujiang, is gradually bringing its cumulative advantages into full play. The introduction of</p>	<ul style="list-style-type: none"> • Overseas expert will receive subsidies of RMB 35,000; 	<ul style="list-style-type: none"> • 50% pension subsidies offered to highly skilled personnel in urban enterprises; 	

<p>“Talents in the Competitive Cities” policy has strengthened the talent recruiting process at all levels; not only has the government removed the restrictions on nationality, geography, residence and identity, but they also lowered the standards for determining high-level talents. The existence of a flexible talent assessment mechanism offers opportunities to those who fail to meet the hard requirements. Eligible candidates who score more than 60 points in the assessment undertaken by Ministry of Human Resources and Social Security will be reassessed by the expert committee and might become high-level talents and enjoy the corresponding preferential treatments. The combination of two evaluation mechanisms enables fair recognitions of talents’ work capabilities, work achievements, and levels of scientific research and thus ensures the delivery of fair treatment and development opportunities.</p>	<ul style="list-style-type: none"> • High-level talents will receive income subsidies of RMB 25,000; • The authorized establishment of “Technical Talents Studio” will receive a one-time funding capital of RMB 100,000; • Internationally recognized technical talents will receive subsidies of RMB 20,000. 	<ul style="list-style-type: none"> • RMB 10,000 living allowances offered to advanced technicians; • Monthly subsidies of RMB 1,500 offered to chief technicians; • Subsidies of RMB 1,500 per individual per month offered to master technicians. 	
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Zhu hai	<p>The operation of the Hong Kong-Zhuhai-Macao Bridge strengthens the connection between Zhuhai and Hong Kong. Zhuhai is accelerating the formation of a “Three Highs and One Featured” modern industrial system, which composed of high-end manufacturing, high-end service industry, high-technology enterprises and featured marine economy and eco-agriculture. Zhuhai places great emphasis on the talent introduction; as early as 2013, Zhuhai has passed the “Regulations Promoting the Talent Development in Zhuhai Special Economic Zone”, the first local personnel policy in the country. Zhuhai not only defines the concept of talent through legislation, but also enacts regulations to protect talents’ rights and interests, such as resorts to provide comprehensive protection to intellectual properties.</p>	<ul style="list-style-type: none"> • The introduced talents who work full-time will be rewarded up to RMB 2 million. Meanwhile, they can apply for housing subsidies up to RMB 6 million or choose to live in the rent-free talent apartment of approximately 200 square meters while receiving 50% of the ownership; • Qualified entrepreneurship and innovation groups will receive subsidies up to RMB 100 million, groups with great development potential will receive up to RMB 5 million funding support, and entrepreneurship projects launched by high-level talents will receive up to RMB 2 million funding support; • The Young Innovative Talents Development Program will offer up to RMB 1 million project grants to talents and a maximum of RMB 5 million for outstanding projects. 	<ul style="list-style-type: none"> • Zhuhai has launched special talent development support program for Hong Kong residents. For example, newly introduced Hong Kong youths with bachelor degrees or above will receive rental subsidies and living allowances, including housing subsidies of up to RMB 350,000; • Hong Kong based entrepreneurship and innovation talents are entitled to residential benefits in terms of housing, compulsory education for children and healthcare. 	<ul style="list-style-type: none"> • Hong Kong residents who employed in the Hengqin or provide services in Hengqin, they will receive a subsidy based on the difference of tax burden under PRC and Hong Kong tax system.
Zha oqing	<p>Among cities in the GBA, Zhaoqing is the city that has the most significant cost</p>	<ul style="list-style-type: none"> • Zhaoqing provides entrepreneurial teams with up to RMB 10 million 	<ul style="list-style-type: none"> • An extended rent-free period is offered to entrepreneurial entities 	

<p>advantages and the greatest development potentials. Zhaoqing takes over some high-quality industries from the core area of Pearl River Delta and embodies its cumulative advantages in the comprehensive talent development incentive scheme. The “Xijiang Talent Program” promulgated in 2016 is a compilation of policies in the form of “One plus Ten plus N”, including one general act, ten sub-policies and all the other supporting policies. The program mainly supports entrepreneurship and innovation groups and leading talents from advanced equipment manufacturing, high-end electronic information, new materials, biomedical healthcare, modern services, and environmental industries.</p>	<p>initial funding subsidies and RMB 10 million subsequent supporting fund.</p> <ul style="list-style-type: none"> • Zhaoqing provides entrepreneurship and innovation groups and leading talents with 3-year rent-free office space varying from 100 square meters to 500 square meters. Established businesses can receive up to RMB 5 million from the municipal venture capital firm in the form of equity investment. Loan interest subsidies are provided. Subsidies supporting the corporate R&D are provided to featured enterprises based on 50% of their paid local corporate income tax, with a ceiling amount of RMB 80 million. 	<p>that not yet succeed the business incubation or transformation. Meanwhile, failed entrepreneurs are granted with one-year rent-free housing in the talent apartment.</p> <ul style="list-style-type: none"> • Zhaoqing not only provides subsidies to talents from different industries, but also distributes “talent green card” to high-level talents, allowing them to withdraw housing provident fund, enjoy priority healthcare services, obtain home purchase subsidies, and claim subsidies for academic exchange programs. 	
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Conclusion

The 9 GBA cities of Guangdong province not only provides initial monetary support and various living allowances to outstanding overseas youths in the technology and innovation field, but also launches tailored talents policies based on their development planning and industrial advantages. Guangzhou as the core growth center of the GBA provides abundant financial subsidies to qualified talents. The entrepreneurship environment and individual tax policies are favorable for Hong Kong youths’ development. The Shenzhen government

has an imminent need for attracting talents, and as such provides abundant subsidies to introduce talents from different industries. Meanwhile, the established Qianhai Shenzhen-Hong Kong Youth Innovation and Entrepreneur Hub acts as a platform for Hong Kong-based young entrepreneurs to pursue their business ideas. Relying on its well-developed private economy, Foshan provides development space and strong financial support to young entrepreneurs and high-end talents in the financial sector and other key industries. Dongguan is actively transforming into a hotbed of development for high-level talents and supports entrepreneurship with great amounts of subsidies and living allowances. For instance, the newly established Dongguan Songshanhu High and New Technology Industrial Development Zone was particularly set up for Hong Kong youths, which as a good starting point for them to realize their ambitions. Not only is Huizhou livable, it is also a business-friendly; in particular its tailored preferential policies for high-level and overseas talents creates an ideal environment for Hong Kong residents to work and live. Zhongshan focuses on the development of “4+2+2” industries and emphasizes the “18 Articles “of talent to attract overseas talent to start businesses in China. Hong Kong residents from relevant industries could realize their ambitions with the support of government policies. Jiangmen as the new hub has transcended nationality and geographical borders, and created a flexible talent assessment mechanism. The Hong Kong residents who fail to meet the qualified standards may still register as high-level talents once they pass the assessment undertaken by the expert committee. Zhuhai places strong emphasis on talent development through its “Three Highs and One Featured” modern industrial system; not only was it the first region in the GBA to launch local talent policies, it has also implemented special talent development support scheme for Hong Kong residents and in particular a “Hong Kong Residents Hong Kong Taxation” policy in the Free Trade Zone. Zhaoqing as the city with the greatest development potential in the GBA, promulgated a “1+10+N” comprehensive talent development incentive scheme, providing Hong Kong residents with a wider space for development and a better safeguarding mechanism. To Hong Kong residents, the 9 GBA cities of Guangdong province offer diversified career development options. The tailored talent policies in each city provide abundant financial and living support to Hong Kong residents, especially young Hong Kong entrepreneurs, actively resolving concerns to their futures, and allowing them to explore their potentials and realize their self-worth in the GBA.

*** This advice is based on the general interpretation and application of the relevant law and regulations prevailing as at the date of this advice. As tax laws and regulations are subject to change at any time, and such changes may be retroactive in effect and may be applicable to this advice thus no assurance can be given that such changes would not adversely affect our advice. We accept no responsibility to advise you of new developments in the application or interpretation of the law occurring after the date of this advice. ***

References and Related Links:

Guangdong Province

Document	Related Links
《Notice from Guangdong Bureau of Foreign Experts Affairs on Identifying High-level Talents from Foreign Countries and Hong Kong, Macao and Taiwan》	http://ggfw.gdhrss.gov.cn/wjgs/Announcement.htm

《Plan for Further Deepening the Reform and Opening up of China (Guangdong) Pilot Free Trade Zone》	http://www.gov.cn/zhengce/content/2018-05/24/content_5293009.htm
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Guangzhou

Document	Related Links
《Guangzhou High-level Talents Recognition Scheme》	http://rencai.gov.cn/Index/detail/13008
《Guangzhou High-level Talents Services Guarantee Scheme》	http://rencai.gov.cn/Index/detail/13009
《Guangzhou High-level Talents Training and Subsidy Scheme》	http://rencai.gov.cn/Index/detail/13010
《Guangzhou Green Card System for Talents》	http://www.gz.gov.cn/gzgov/lxryhgf/201710/fobf8265dfca41589842810e54c6a0c3.shtml
《Guangzhou Talent Introduction Taxation Manual》	http://www.gd-n-tax.gov.cn/gdsw/sszc123/2018-07/05/104eae0eaedd4b809663afb1de440803/files/bae4e4bc56164ae98ee17e2181835aff.pdf
《Detailed Implementation Plan for Attracting Talents for the purpose of Innovative Development in Nansha New Area (Free Trade Zone) of Guangzhou》	http://www.gzns.gov.cn/xxgk/ns04/201803/P020180323578698027420.pdf
Field	
Entrepreneurship	<p>《Opinions of the General Office of the People's Government of Guangzhou Municipality on the Implementation of "Hongmian Project" that Encourages Overseas Talents to Start Business in Guangzhou》</p> <p>http://www.gz.gov.cn/sofpro/gecs/addidea_opinion.gecs?opinion.opinionSeq=9929</p> <p>《Circular of Guangzhou Human Resources and Social Security Bureau on the Application of "Hongmian Project" that Encourages Overseas Talents to Start Business in Guangzhou》</p> <p>http://www.gzscse.gov.cn/tzgg/201805/t20180521_277406.htm</p>
Finance	<p>《Measures for the Implementation of High-level Financial Talents Support Program in Guangzhou (Amendment)》</p> <p>http://sfzb.gzlo.gov.cn/sfzb/file.do?fileId=2C908925528C792301545FA8499604BF</p>
Healthcare	<p>《Measures for the Implementation of High-level Healthcare Talents Introduction and Training Program in Guangzhou (for Trial Implementation)》</p> <p>http://rencai.gov.cn/Index/detail/5438</p>

Artificial Intelligence	<p>《Measures for Promoting the Development of Artificial Intelligence in Nansha New Area (Free Trade Zone) of Guangzhou》 http://www.gzns.gov.cn/xxgk/ns110_19113/201809/t20180905_374261.htm</p>
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Shenzhen

Document	Related Links
《Measures of Promoting the Priority Development of Talents》	http://www.sz.gov.cn/szst2010/zdlyzl/jjshzc/201606/t20160616_3706709.htm
《Standards for Recognizing Overseas High-level Talents in Shenzhen》	http://www.szhrss.gov.cn/xxgk/qtxx/zxczfg/201609/t20160922_4962788.htm
《Regulation on the Work of Talents in Shenzhen Special Economic Zone》	http://www.fzb.sz.gov.cn/fggzsjk/201708/t20170828_8280822.htm
《Opinions of the People's Government of Shenzhen Municipality Regarding the Implementation of "Peacock Plan" to Introduce Overseas High-level Talents》	http://www.sz.gov.cn/zfgb/2011/gb744/201105/t20110523_1660253.htm
Region	
Qianhai	<p>《The Compilation of Policies on Qianhai Shenzhen-Hong Kong Youth Innovation and Entrepreneur Hub》 http://ehub.szqh.gov.cn/cyzc/201412/t20141222_10473749.htm</p> <p>《Announcement of the Recruitment of Phase III Entrepreneurial Teams for Qianhai Shenzhen-Hong Kong Youth Innovation and Entrepreneur Hub》 http://ehub.szqh.gov.cn/fwzy/cyzy/201605/t20160505_10473777.htm</p> <p>《Reply of the State Council on the Relevant Policies Supporting the Development and Opening-up of the Qianhai Shenzhen-Hong Kong Modern Service Industry Cooperation Zone 》 http://www.szqh.gov.cn/sygnan/xxgk/xxgkml/zcfg/qhzc/201402/t20140225_8729572.htm</p>
Futian	<p>《Guide for "Futian Yingcaihui" Newly Introduced Talents to Apply for Talent Apartment and Living Allowance (for Trial Implementation)》 http://www.sz.gov.cn/ftq/zcfggfwj/qgfwj/201705/t20170518_6712053.htm</p>
Guangming New District	《Implementation Plan for "Honggu Plan" for Talents to Work in Guangming New District of Shenzhen》

Dapeng New District	http://sso.sz.gov.cn/pub/gmxqzfzx2017/xxgk/xqgwhxxgkml/ghjh_116525/fzgh/201712/t20171209_10256790.htm 《Notice of Issuing the Several Measures of “Pengcheng Plan” Regarding the Priority Development for Talents in Dapeng New District》 http://www.dpxq.gov.cn/xxgk/xxgk/zfwj/201706/t20170606_6878435.htm
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Foshan

Document	Related Links
《Implementation Opinions of the Reform of Talent Development System in Foshan》	http://rencai.nanhai.gov.cn/cms/html/files/2018-01/18/20180118084629480604314.pdf
《Interim Measures for the Introduction and Cultivation of Talents in Key Industry in Foshan》	http://www.fszzb.gov.cn/zczd/rczc/201702/t20170214_6120774.html
《Measures for the Introduction and Cultivation of High-level Financial Talents in Foshan (for Trial Implementation)》	http://www.foshan.gov.cn/zwgk/zfgb/rmzfbgswj/201704/t20170407_6158982.html

Dongguan

Document	Related Links
《Measures for the Implementation of Dongguan “Chief Technician” Cultivation Plan》	http://rlzyj.dg.gov.cn/attachment/cmsfile/rc/dgsrczc/201606/daofile/508doc10819.pdf
《Measures for the Implementation of Unique Dongguan Talents Special Policy》	http://rlzyj.dg.gov.cn/rlzyj/zyjsrc/201601/6674dfdcc58246a5a7c1dd913c591a0d.shtml
《Trial Measures for Dongguan to Encourage the Soft Introduction of Overseas Experts to Work in Dongguan》	http://rlzyj.dg.gov.cn/rlzyj/zyjsrc/201601/ed301917123f4d4db91093528b6edffd.shtml
《Trial Measures for Supporting Dongguan Growth Enterprise Talents》	http://rlzyj.dg.gov.cn/rlzyj/zyjsrc/201601/badb18aa617f491ba8b9aeda872ccaf7.shtml
《Interim Measures for the Administration of the Special Funds for the Innovation and Entrepreneurship of Young Talents of Hong Kong and Macao in Dongguan Songshanhu (Zoology Park)》	http://www.gd-we.com/q_cyfw_content/shownews.php?lang=cn&id=169

Huizhou

Document	Related Links
《Measures for the Implementation of “Swan Plan” for the Introduction of Leading Talents and Innovation Groups in Huizhou》	http://tejh.huizhou.gov.cn/n29c22.shtml

《Relevant Preferential Policy for Accelerating the Introduction and Development of High-level Talents in Huizhou》	http://tejh.huizhou.gov.cn/n32c22.shtml
《Detailed Implementation Rules on the Qualification Examination of Overseas Talents or Talents with Overseas Educational Background Who Start Business in Huizhou》	http://tejh.huizhou.gov.cn/n22c22.shtml
《Measures for the Introduction and Cultivation of Talents in Huiyang District》	http://tejh.huizhou.gov.cn/n159c22.shtml

Zhongshan

Document	Related Links
《Several Opinions of Further Concentrating Innovation and Entrepreneurship Talents》 (“18 Articles” of Talents)	http://www.zsospp.com/zsnew/newsinfo.aspx?id=1714
《Interim Measures for the Introduction of Development, Innovation and Entrepreneurship Research Group in Zhongshan》	http://www.zsospp.com/zsnew/newsinfo.aspx?id=1744
《Interim Measures for the Introduction of Overseas High-level Innovation and Entrepreneurship Talents in Zhongshan》	http://www.zsospp.com/zsnew/newsinfo.aspx?id=1419
《Opinions of Further Accelerating the Cultivation and Introduction of Talents in Short Supply》	http://www.zsospp.com/zsnew/newsinfo.aspx?id=1415

Jiangmen

Document	Related Links
《Measures for High-level Talent Identification and Assessment in Jiangmen》	http://ldj.jiangmen.gov.cn/zcfg/rczc/201805/t20180503_1340236.html
《Measures for Cultivating and Subsidizing Highly Skilled Talent in Jiangmen》	http://ldj.jiangmen.gov.cn/zcfg/rczc/201805/t20180503_1340817.html
《Interim Measures for Jiangmen to Encourage the Soft Introduction of High-level Talents》	http://ldj.jiangmen.gov.cn/zcfg/rczc/201805/t20180502_1337355.html

Zhuhai

Document	Related Links
《Regulations of the Development and Promotion of Talents in the Zhuhai Special Economic Zone》	http://www.zhrd.gov.cn/zcfg/201706/t20170601_21742782.html
《Several Measures Concerning the Implementation of “Zhuhai Talent Plan” to Accelerate the Attraction of Entrepreneurship Talents in the New Era (for Trial Implementation)》	http://www.zhuhai.gov.cn/zw/fggw_44493/zcjd_44498/201806/t20180627_46623836.html

《Interim Provisions on Hengqin New District's Implementation of Interim Measures of Guangdong Provincial Department of Finance Concerning the Allowance for the Individual Income Tax Difference for Hong Kong and Macao Residents Who Work in Hengqin New District of Zhuhai》	http://www.hengqin.gov.cn/zdlyxxgk/czzxxx/201605/f190311e8fae441592ea4f873aa9683c.shtml
《Catalogue of Approved Conditions for the Talent Introduction in Zhuhai》	http://www.zhrcjy.gov.cn/fwdt/xzzx/rcjlfwxz/8154.htm

Zhaoqing

Document	Related Links
《Notice of the General Office of the People's Government of Zhaoqing on Issuing the Implementation Plan of Zhaoqing for the Introduction of Xijiang Innovation and Entrepreneurship Groups and Leading Talents and Ten Other Documents》	http://www.zhaoqing.gov.cn/xwzx/tzgg1/201608/t20160803_394284.html
《The Implementation Plan of Zhaoqing for the Introduction of Xijiang Innovation and Entrepreneurship Groups and Leading Talents》	http://www.zhaoqing.gov.cn/xwzx/tzgg1/201608/P020160803592846021982.pdf
《The Implementation Plan of Zhaoqing for the Cultivation of Young Xijiang Entrepreneurs》	http://www.zhaoqing.gov.cn/xwzx/tzgg1/201608/P020160803592846960535.pdf

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