

ment specific duties to specific persons, and involve the work of promoting the national standards into the annual dynamic examination of enterprises' IP work.

This Circular is hereby given.

May 21, 2013

Circular of the State Intellectual Property Office on the Printing and Distributing of *Opinions on Strengthening the Building of the Intellectual Property Talents System*

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Intellectual property offices of all provinces, autonomous regions and municipalities directly under the Central Government and Xinjiang Production and Construction Corps, all departments of the State Intellectual Property Office, all departments under the SIPO Patent Office, and all entities and social groups directly under the State Intellectual Property Office,

In order to further strengthen the building of a team of intellectual property (IP) talents, push forward the innovation on the IP talents development mechanism, perfect the building of an IP talents system, effectively promote the scientific level of the IP talents work, implement the national intellectual property strategy and the innovation-driven development strategy, and supply talents for the development of the IP cause, *Opinions on Strengthening the Building of the IP Talents System* are hereby developed according to the *Outline of the National Mid and Long-term Talent Development Plan (2010-2020)* and the *12th Five-year Plan for IP Talents (2011-2015)*. These opinions are now issued for your implementation based on local and department reality.

This Circular is hereby given.

September 16, 2013



Opinions on Strengthening the Building of the Intellectual Property Talents System

In order to further strengthen the building of a team of intellectual property (IP) talents, improve the IP talents working system, push forward the implementation of the national IP strategy and innovation-driven development strategy, and promote constant development of the IP undertakings, Opinions on Strengthening the Building of the Intellectual Property Talents System are formulated now in accordance with the *Outline of the National Mid and Long-term Talent Development Plan (2010–2020)* and the *12th Five-year Plan for IP Talents (2011–2015)*.

I. Great Significance of Strengthening the Building of an IP Talents System

To achieve innovation-driven development, talents are the foundation; to carry out the IP strategy, talents are the guarantee. Talent-related work holds a very important position in the overall work of the Party and the country. In the report to its 18th National Congress, the Party states that widening channels to attract talent is important for advancing the cause of the Party and people, and proposes to pursue at a faster pace the strategy of training competent personnel as a priority to build a large contingent of such personnel, and turn China from a country with large human resources into one with a large pool of competent professionals. IP talents are those whose discover talents, who protect and inspire talents. They are strategic talents badly needed by China in its economic and social development. They are an important component

of the talent team, and play an irreplaceable role in the development of the talent cause in China. They are a priority force to be specially cultivated. The IP talents system is made up of the IP talents and the environment for the development of the IP talents. It is one of the six major systems that support the scientific development of the IP cause in China. Strengthening the building of the IP talents system is of great significance to cultivating and developing the IP talent resources and promoting the sustainable development of the IP cause. The new tasks in the new situation require us to take the chance of building the IP talents system to further intensify the work of IP talents so as to ensure talents for the implementation of the IP strategy and the innovation-driven development strategy.

II. Guiding Ideas, Basic Principles and Overall Goals

i. Guiding ideas

Uphold the great banner of socialism with Chinese characteristics; take Deng Xiaoping Theory, the Important Thought of “Three Represents” and the Scientific outlook of Development as the guidance; profoundly study and comprehend the thought of scientific talents; follow the principle of Party supervises talents; innovate in the talents system around the overall goals of national economic and social development and IP development; carry out priority talents projects; build a work system that is conducive to the grow and development of talents; make overall plan-

ning for building a team of IP talents of different levels and different types; give full play to the important role of IP talents in supporting the development of the IP; and provide service for implementing the innovation-driven development strategy.

ii. Basic principles

Always make it the central task to serve and develop the IP undertakings. Make it the fundamental starting point of building the IP talents system to serve the development of IP undertakings, set tasks to build the talents system around implementing the national IP strategy and the innovation-driven development strategy, develop policies and measures to promote the grow of talents, and give play to the supportive role of talents.

Always identify prioritized development of talents as a strategy. Identify the priority position of IP talents in the development of the IP undertaking, give full play to the fundamental and strategic role of talents, and build the talents-led IP development model.

Always take reforms and innovation as the driving force of development. Emancipate our mind, innovate in the methods, perfect the talents working mechanism, and stimulate the vitality and creativity of talents to the maximum extent, so as to form a virtuous cycle that features systematic cultivation, scientific evaluation, and effective employment of talents.

Stick to the fundamental method of overall coordination. Gradually develop a coordinated and unified IP talents work management system around China, perfect the IP talents work coordination mechanism with Chinese characteristics, and promote the coordination and interaction of the IP talents work at different levels, so as to form a resultant force of IP talents

work.

iii. Overall goals

Intensify the tackling of talent-related problems by policy-making, promoting the innovation in the mechanism for the development of talents, and push forward the implementation of the talents project plan, all under the guidance of the scientific outlook on talents. By 2015, the IP talents system will have been further improved and perfected, the size of the IP talents team will have been further enlarged, the investment in talents will have been dramatically increased, breakthroughs will have been made in the building of the mechanism for evaluating and stimulating talents, and a mechanism and policy environment that are favorable for talents to grow and display their capabilities will have been initially built. By 2020, the knowledge, capacity, caliber and structure of IP talents of different categories will have been optimized in a comprehensive way, the efficiency of employment of IP talents will have been improved dramatically, the comparative advantages of Chinese IP talents in international competition will have been initially established and a team of IP talents with a large number, an optimized structure, a reasonable structure and a high quality, able to basically meet national demands for economic and social development and demands for the development of IP undertaking will have been set up.

III. Main Contents of the Building of the IP Talents System

i. Establish and improve the mechanism for building the IP talents system

Build a leadership mechanism, following the principle of the Party supervises the talents, give play



to the core and leading role of the SIPO (State Intellectual Property Office) Talent Work Leading Group in the work of IP talents, advance the implementation of Directives of the SIPO Leading Party Members' Group for Thoroughly Implementing *Opinions on Further Strengthening Party Supervision over Talents*, and perfect the building of the mechanism for Party supervision of talents. The provincial and municipal intellectual property offices shall each set up an IP talents work leading group where the main person in charge of the office shall serve as the leader; designate specific departments to be responsible for IP talents-related work; complete and perfect goals of work, timely study and deploy the work on talents; make overall planning; hold the grand direction; integrate different forces; and solve problems to effectively undertake the leading responsibility for building the IP talents system.

Improve the operating mechanism. Within the scope of the national IP system, build a mechanism for operating the IP talents system that features the combination of centralization and decentralization, upper and lower linkage, coordination, high efficiency and nationwide promotion; strengthen the mechanism for work distribution and collaboration, under which the SIPO is responsible for holistically coordinating and giving macro-instructions to the building of the nationwide IP talents system, and each provincial intellectual property office is responsible for building and carrying out local IP talents system, and for developing the plan for decomposing and carrying out all objectives and tasks of the local talents system. Each and every intellectual property office shall build a meeting system on talents work among leading depart-

ments to deliberate and give instructions on major documents and major activities involving talents work; perfect the communication coordination mechanism, build a system for liaison concerning the work of talents, and that for reporting major events; set up a mechanism for departments to exchange ideas on and coordinate with one another in talents projects, and better the mechanism for supervising and carrying out the IP talents work to strengthen the supervision and inspection of major decisions and deployments.

ii. Strengthen macro management of the work of IP talents

Formulate talent work plans. The IP system nationwide has to, under the guidance of the *Outline of the National Mid and Long-term Talent Development Plan (2010-2020)* and the *12th Five-year Plan for IP Talents (2011-2015)* and in combination with the local reality, develop local IP talents planning and the unit's planning for talent cultivation and employment to truly make the work on talents forward-looking, scientific and systematic; study and set up a supportive monitoring and examination mechanism for the implementation of the planning of talents, and ensure the implementation of such planning. When making the planning, certain attention shall be paid to linking it with the existing national plans for talents and for IP, and with the strategic development plans in other industries and fields so as to form a system where nationwide IP talent plans promote and support one another.

Innovate in the policies on the work of talents. For the most strongly reflected problems by different types of talents, different regions and different departments, problem tackling in policy innovations shall

be strengthened to formulate systematic and timely policies at different levels; learn advanced experience in promoting the development of IP talents both at home and abroad; improve the policies on IP education and training, exchange of talents, international cooperation and guarantee of incentives, and innovate in the policies on the cultivation and employment of high-level IP talents; explore the establishment of experimental zones for the development of IP talents, and carry forward the institutional innovation and policy pilots; and introduce supportive policies on IP talents according to the national planning for independent innovation capacity, the plan for introducing high-level talents from abroad, and the project for updating the knowledge of professional and technical talents.

iii. Improve the IP talents working mechanism

Improve the mechanism for talents cultivation and development, give support to universities to encourage them to set up IP courses, assist universities in launching the cultivation of professional IP talents, strengthen IP discipline building, encourage and support the establishment of IP colleges and research institutes, strengthen the cultivation of such talents as IP postgraduates and doctors, and intensify international cooperation in the cultivation of IP talents. Improve the system of Internet-based, open and independent continuing education for active IP personnel, and develop the system for providing classified training to different categories of active IP personnel, strengthen the coordination of different functional departments, and build practice platforms for talents that are made up of major specific tasks, major topics, major projects and international communication and

cooperation.

Build a talents evaluation and discovery mechanism, perfect the talents evaluation standards that are based on post requirements and responsibilities and oriented towards morals, capacity and performance, build a scientific IP occupational classification system, develop standards on the capacity and quality of different types of IP talents, positively push forward the establishment of a national system for examining and appraising the qualifications for professional and technical IP positions and a system for evaluating the caliber of IP talents in enterprises and public institutions, and give support to eligible regions in trying and applying such systems first according to local reality. Vigorously apply and improve modernized methods of talents appraisal, launch multi-layered and multi-angle talent evaluation according to the characteristics of IP talents, and establish a talents evaluation and discovery mechanism under which different types of talents stand out and fully display their talents.

Improve the talents selection and employment mechanism, strengthen the studies on talent selection, innovate in the ways of selecting different types of IP talents at different levels, further perfect the classified selection of IP experts and pacesetters, give full play to the think-tank role of IP experts and the leading role of leading IP talents, and intensify the selection of IP talents in enterprises and the service industry that are badly needed by the society. Explore the establishment of a mechanism for joint IP talents selection and employment, and promote the match of IP talents with their posts, and proper and best possible use of talents so as to form a talents selection and



employment mechanism which helps talents of different types stand out and fully display their talent.

Promote the mechanism for talents flow and distribution, explore the establishment of a system for cross-regional and inter-department exchange of IP talents, especially a mechanism for the exchange of talents between organizations and departments such as state-owned enterprises, institutions of higher education and research institutes and the IP system, and continuingly intensify the work to temper cadres at the forefront with their posts retained in the IP system. Explore the establishment of a mechanism for flexibly introducing talents, expand the channels of sources of IP talents, and improve the mechanism for designating IP talents to serve and practice themselves at the grassroots levels, actively support and recommend excellent talents to work in international organizations. Build and improve a mechanism for regional talents exchange and communication that goes with the West Development strategy, *etc.*, push forward the integration of talents development in the Yangtze River Delta, the Pearl River Delta and the Bohai Rim, and promote the coordinated development and reasonable distribution of talents in different regions.

Strengthen the mechanism for guaranteeing incentives to talents. Make comprehensive use of spiritual incentives and materials rewards, improve the talents rewarding system which is guided by government incentives and dominated by incentives from employers and social forces. Recognize and praise the talents with outstanding contribution in IP-related work with honors such as advanced collectives, advanced individuals, outstanding civil servants and IP experts, improve the patent examiners' qualification system, and

implement annual IP service honor system. Encourage the employers to study and develop flexible incentive measures for different types of talents and groups based on their actual situation and to develop a set of incentive mechanisms that are closely associated with work performance, fully display the value of the talents, and are conducive to stimulating the vitality of talents.

iv. Advance the implementation of the IP talents projects

Carry out the high-level IP talents project. Implement the high-level IP talents leadership plan to give play to the leading and demonstrative role of leading IP talents, and to achieve team development of talents and drive the development of the whole team of IP talents. Keep implementing the "100 + 1,000 + 10,000" IP talent project, starting the work of training, both at home and abroad, high-level talents, especially 100 candidates for high-level talents, do a good job to examine and appraise high-level talents, push forward the cultivation of 1,000 and 100,000 professional talents comprehensively, and complete the building of the IP talents library to try to increase the number of national IP experts, leading IP talents and high-level IP talents to about 1,000 by 2015.

Implement the project of building IP training bases. Fully rely on the educational resources and talent advantages of universities and other training institutions to establish a group of national IP training bases with a high training capacity and strong radiation nationwide. Qualified provinces (autonomous regions and municipalities directly under the Central Government) shall positively establish local IP training bases. Strengthen the overall planning for building train-

ing bases, set up the leading and organizing institutions of the training bases, regulate the management of the training bases, give play to the leading role of the training bases in IP training, innovate in the ways and methods of IP training, explore the establishment of characteristic training models, expand social service functions, strengthen information exchanges and resources sharing among the training bases, and promote the complementariness and cooperation of the teaching and training resources.

Carry out the IP talents informationalization project. Focus on perfecting the system for sharing talents information resources, integrate the information resources of all parties, establish and improve the real-time tracking, forecasting and early warning system of local talents information, build a system for calculating and analyzing resources of IP talents, develop the scope of and standards on the collection and sharing of IP information, and strengthen the management and use of IP experts, leading IP talents and high-level talents. Push forward national and provincial IP talents libraries and online platforms of professional talents information that are oriented towards the development demands of the IP undertakings, and construct an open, interactive, highly-efficient and safe public information platform of the resources of talents and a public service platform of talents.

v. Formulate an overall plan for building IP talents teams of different types at different levels

Conduct classified management and guidance of IP talents. Carry out in-depth studies and investigations and scientifically define the levels and types of IP talents according to the characteristics of local economic development so as to establish an IP talents sys-

tem that features a reasonable echelon and a wide range of talent categories and contains four vertical levels, namely leading IP talents, 100 high-level IP talents, 1,000 competent IP talents and 10,000 professional talents, and five horizontal levels, namely administration and enforcement, patent examination, the service industry, enterprises, and IP talents in universities and research institutes. Strengthen the use guidance of IP talents, and develop cultivation measures, evaluation standards and incentives in a targeted way based on local reality and in combination with the characteristics of different types of talents at different levels so as to build a team of IP talents who have distinctive characteristics and meet local economic development demands.

Strengthen the building of the team of IP talents in key industries and fields. Focus on improving the capacity of independent institution to train 200,000 persons of IP staff in enterprises and public institutions each year. By 2015, IP management teams, which meet national standards on enterprise IP management, in enterprises, key institutions of higher education and research institutes will have reached over 3,000 in number. Focus on improving the social service capacity to accelerate the building of teams of talents who provide such services as IP management, consultation, operation, evaluation, insurance and information analysis, substantially improve the service capacity, and enlarge the size of the team of patent agents. By 2015, certified patent agents will have reached over 10,000 in number, and a team of about 1,000 IP teachers in universities will have been built.

Push forward the overall development of the resources of IP talents. Formulate an overall plan for



advancing IP administration, the team of enforcement talents and the team of patent examiners. By 2015, the number of IP administrators and enforcement officers will be growing steadily, the number of patent examiners will have reached 12,000, and patent examiners will have presented a significant advantage in international competition. Study and develop plans for cultivating IP talents in national independent innovation and entrepreneurship fields, strategic emerging industries and traditional IP fields; accelerate the building of a team of high-end internationalized IP talents who know technologies, management, and the economy and are learned in law; and give instructions on the building of teams of dedicated IP talents that are badly needed in key social development fields like the team of IP trial talents.

vi. Improve the IP training system and the macro instructions on IP training

Intensify guidance over national IP training, study theories on IP talents in depth, and actively explore the rules of development of IP talents resources; develop Outline of Guidance for IP Education and Training. Improve the plan generation mechanism that presents training demands, develop regional planning for IP training, and issue the annual training plan on a regular basis. Study and develop the national standards on classified IP training and a national standardized curriculum system, regulate nationwide IP training, launch the work to evaluate the performance of training agencies, build a training system where training is held by the government, the institutions of higher education, and the society, and form a regulated, scientific and open IP talents training pattern.

Strengthen the building of IP training bases, in— 50 —

tensify the cultivation of IP teachers, accelerate the cultivation of a team of competent teachers who meet local demand for IP training, and build different types of IP teachers' libraries at different levels. Organize the compilation and identification of a group of quality training materials, speed up the building of an online platform for educating and training IP talents, actively launch international academic exchanges, expand the channels of external cooperation and training, explore effective ways of utilizing quality resources both at home and abroad to cultivate IP talents, build and perfect the training examination and evaluation mechanism, innovate in the training methods and ways, and discover and select the outstanding on a regular basis to erect typical examples and publicize them.

IV. Strengthen the Guarantees for Building the IP Talents System

i. Guarantee of thought

Nationwide IP system has to unify thought, deepen understanding, thoroughly carry out the requirements of the 18th CPC National Congress, on the work of talents, firmly establish the scientific concepts that “human resources are the primary resource” and “everyone can be a talent”, stick to “respect for labor, respect for knowledge, respect for talents and respect for creation”, insist on prioritized development of talents, and constantly emancipate the mind, reform and innovate to promote the common development of IP talents and the IP undertaking.

ii. Guarantee of organization

Nationwide IP system has to strengthen the leadership and organization of the work on talents, build a system where Party supervises talents, enrich the talent team, have a foothold in local reality, build before

perfecting the responsibility system for reaching the objectives of IP talents system building, approve projects to decompose tasks, strengthen supervision and inspection, and solidly push forward the implementation of the building of the IP talents system.

iii. Guarantee of investment

The diversified investment mechanism that involves the government, the society, the employers and individuals shall be built and bettered to increase the investment in the building of the IP talents system in such aspects as manpower, materials, financial resources and policy. The State Intellectual Property Office shall tilt its budget for the work of talents to building the IP talents system; and the provincial and

municipal intellectual property offices shall substantially increase their investment in talents based on local development.

iv. Guarantee of publicity

Intensifying the publicity of the building of the IP talents system, vigorously publicizing the great significance, goals and tasks of and specific measures for building the IP talents system with newspaper, television and the Internet, carefully organizing and planning major publicity activities, interpreting the spirit of related guidelines, policies and specific implementation plans in an in-depth way, and working hard to create a good atmosphere in which the building of an IP talents system is much attended and supported.