



A Study of the Promotion Mechanism Applied by the Hainan Free Trade Port of China to High-Profile Foreign Talents

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Abstract. With the construction of the China Free Trade Port in Hainan and the increasing demand for talent in China Hainan Free Trade Port, high-level foreign skills are generally faced with immigration, household registration, social insurance, customs clearance of goods after entering Hainan, including in difficulties in various aspects related to employment, such as medical care, children's schooling. Therefore, to attract high-quality foreign talent, it is necessary to build a more effective service and labor-employment promotion working mechanism. Coordinate the functions and policy resources of various administrative departments at all levels, creating work synergy and making a suitable environment for retaining talents. The so-called foreign high-level skills and labor-employment promotion work system mainly refer to the cooperation promotion system between introducing high-level foreign talents and labor employment service departments. Different from the significant service research goals such as building an innovation and entrepreneurship carrier, building an efficient talent evaluation mechanism, and improving the government funding guarantee system. The focus of promoting mechanism optimization is establishing and implementing key service environments, organizations, and necessary tools to encourage service and better collaboration. Therefore, this paper is guided by the theory of association between government departments and the idea of government knowledge management based on workflow. It uses many literature research, surveys, comparative studies, field visits, and investigations, focusing on attracting high-level foreign talents to Hainan Free Trade Port in China. The first objective is to comprehensively investigate and study the primary practices, existing problems, and reasons for establishing the Hainan Free Trade Port to attract high-level foreign talents and the establishment of a coordinated promotion mechanism of public services for labor employment. Its main measures include implementing a unified service concept, establishing a green channel service mechanism, refining service implementation measures, establishing a fixed-point contact service system for experts, and implementing a "service specialist" system; the main problems are that talent satisfaction. Which needs to be improved urgently and business work is promoted. More specifically, the business process needs to be optimized urgently. The information-based business means are comparatively weak, caused by insufficient strategic planning, various business levels, low business standardization, informatization, and integration. The second objective is to study the practical exploration of establishing

labor employment development and promotion systems to attract high-quality foreign talents. Furthermore, the practical exploration of attracting high-level foreign talents and establishing labor and employment service agencies in foreign countries focuses on forming efficient service agencies and improving service guarantee policies for foreign talents. The third objective is to provide suggestions for Hainan Free Trade Port to improve the overall development system of attracting high-level foreign talents and labor and employment. Finally, combined with the actual situation of Hainan, some suggestions were proposed to help the career of Hainan's export-oriented labor force.

Keywords: China Free Trade Port in Hainan · Foreign High-Level Talents · Promotion Mechanism

1 Introduction

1.1 Background

On April 13, 2018, China entrusted Hainan Province with a significant task of innovation: to establish a national independent trading pilot zone in the province, to promote the construction of a free trade port with Chinese characteristics, and to accelerate the construction of Hainan Free Trade Port in general. Talent is the primary resource and the first resource to support development, which requires lots of workers and high-level as well as high-quality talents. The project mainly reflected the closer relationship between Hainan and the world. There will be more cooperation between Hainan and the world, and more Hainan delegations are seeking more exchange activities. The project invisibly increases exchanges with foreign high-level talents and opportunities to learn advanced production technology and management experience.

Affected by COVID-19, the world economy has become unpredictable. However, the Chinese government still strongly supported building a free trade port in Hainan in all its policies and measures. Under this situation, many new entrepreneurs and employment opportunities will emerge in the Hainan Free Trade Port, which will cause a new wave of high-quality foreign talents to come for employment. Creating a good atmosphere for talent development will attract more foreign talents to innovate and start businesses. Therefore, how to promote the efficient operation of high-level foreign talents and labor employment services more effectively through the improvement and optimization of the promotion mechanism, which has become one of the important contents of the talent work of Hainan Free Trade Port.

Compared with the research on the service of high-level foreign talents, the significance of this paper focuses on the specific link of optimizing the communication and coordination efficiency in the service environment for high-level foreign talents. Furthermore, through the relationship between government departments, government processes management theory, and other public management knowledge, it could improve the implementation efficiency of the introduction of high-level foreign talents to guide and promote the opening of high-level foreign talents in Hainan Free Trade Port, and attract more foreign high-level talents innovation and entrepreneurship.

Many experts and scholars have also carried out corresponding research on foreign high-level talents and labor employment introduction policies, which provided good plans and effective optimization measures. Compared with the academic research dedicated to serving high-level foreign talents, this paper focuses on the specific process of improving the coordination and cooperation efficiency of government departments and enterprises in the environment of foreign high-level talents and labor employment services. Through the relationship theory between government departments theory, government process management theory, and other public management knowledge, study methods were made to improve the implementation efficiency of introducing foreign high-level talent service work. The study explores the implementation effect of government departments, enterprises, and other high-level foreign talent service environments to attract more foreign high-level talents to innovate and start businesses in the Hainan Free Trade Port.

With the international market economy nowadays, the strategic role and influence of talents have received significant attention from all countries. With the advent of the knowledge economy society, the world needs new human resources. The global competition pattern for overseas talents is undergoing profound changes. The international labor problem is becoming increasingly severe, and the employment situation is unprecedentedly tricky. Solving the labor supply and demand contradiction of China's Hainan Free Trade Port is an important developmental task. In recent years, due to the insufficient talent supply in China's Hainan Free Trade Port, the project cannot meet the employment requirements of enterprises. Therefore, this paper puts forward corresponding countermeasures and suggestions through research and analysis to provide a certain reference value for the talent service and human resources of the Hainan Free Trade Port in China. A high-quality talent needs to have excellent professional knowledge, rich work experience, and be capable of responding to various emergencies. The key is to find outstanding foreign talents who are suitable for them and create a good work environment in talent services.

1.2 Relevant Research Reviews

After summarizing and sorting out domestic and foreign literature, foreign scholars mainly explored the human resource management of enterprises from a macro perspective. In contrast, domestic research focuses on the employment of foreign companies from a micro perspective. First, most foreign experts believed that the flow of high-level talent in the Hainan Free Trade Port with Chinese characteristics is caused by the government's policy intervention. Second, most people's choices are based on personal preferences in empirical analysis, which are rarely influenced by individual behavior factors. Thus, the research objective is the high-level foreign talents in Hainan Province. Although many relevant laws and regulations in China have been promulgated at present, these regulations have not been well implemented, which has led to the low quality of foreign high-level and a lack of work enthusiasm. Furthermore, brain drains also hinders local economic development. In conclusion, the cause of the relationship between labor and labor in Hainan is an unequal position. Additionally, the rights and obligations between the two parties are not balanced, which could cause a series of social security crises.

1.3 Research Objectives

This paper aims to analyze the current situation and problems of Hainan's international high-level talent promotion mechanism. Moreover, put forward relevant countermeasures and suggestions based on the actual condition of the development of the Hainan Free Trade Port with Chinese characteristics to promote the promotion of high-level foreign talents in the Hainan Free Trade Port. The effective integration of local enterprises guarantees the continued stability of Hainan's local economy.

The content of this academic paper includes a brief introduction that focuses on the historical background, scientific research significance, the purpose of the topic selection, and the writing of the academic paper. The second part is the basic overview of the Hainan Free Trade Port with Chinese characteristics and political environment, the legal system of the culture of the Hainan Free Trade Port in China. The third part provides corresponding adjustment measures for the deficiencies of the current government management functions and foreign enterprise management system based on the research results, which laid the foundation for the construction of the talent service management system of government functional departments. The fourth part summarizes the reform policy of China's Hainan Free Trade Port based on the previous research content and gives some suggestions. Finally, the fifth part is the conclusion and further recommendations of the paper.

1.4 Research Ideas and Technical Routes

The research idea of this thesis is based on the actual situation of the Hainan Free Trade Port in China, combined with relevant literature at home and abroad, and analyzes the talent advantages of Hainan Free Trade Port in China from the aspects of the development status, talent demand and employment environment of China Hainan Free Trade Port, and proposed corresponding countermeasures and suggestions.

The technical route of this paper is as follows:

First, it should consult the policy documents issued by the central government, provinces, and cities regarding introducing foreign high-level talent services. Also, it could collect domestic and foreign cases and excellent papers on foreign high-level talent services and analyze many materials under the premise of data. It is vital to understand the economic situation, policies, laws, and regulations and comprehensively understand the work nature, types, and characteristics of high-level talents in Hainan Province. With a comprehensive understanding of the relevant countries and the introduction of high-level foreign talents from Hainan Province, comparing and analyzing the experience and practices of provinces and cities could carry out better high-level talent service work.

Secondly, through field research and individual visits to the Hainan Free Trade Port of China, the person in charge interviewed dozens of high-level foreign talents introduced by related enterprises to understand their evaluation of the innovation and entrepreneurship environment of the Hainan Free Trade Port. Listening to their opinions and suggestions on optimizing the service coordination and promotion mechanism for introducing high-level foreign talents to Hainan Free Trade Port revealed its problems and deficiencies and formulated reasonable solutions.

Finally, according to the above analysis results, from the perspective of the enterprise and the government level, individual benefits, promotion space, training system and salary system, career planning, career design, educational background, and social security could provide some reference opinions for the training and services of high-level foreign talents in Hainan Free Trade Port.

2 Basic Profile of Talents in Hainan Free Trade Port of China

2.1 The Generate Background of the Emergence and Development of Free Trade Ports with Chinese Characteristics

The idea of a free trade port first appeared in the communique of the 19th National People's Congress of the Communist Party of China. Then, in April 2018, the document *Guiding Opinions of the Central Committee of the Communist Party of China and the State Council on Supporting Hainan's Comprehensive Deepening of Reform and Opening-up* was issued. The article clearly stated that Hainan Island's goal is based on bonded areas and free trade zones, actively building a standardized and high-quality international free trade zone. Meanwhile, it strives to build China's first international free trade port area and gradually improve the development framework of Hainan's tourism and other international free trade port areas.

2.2 Review of Talent Development History in Hainan Province, China

With the development of the national economy and the further improvement of the talent work policy, the talent development of Hainan Province has gone through three different stages. Each stage presents different characteristics and far-reaching influences under different historical backgrounds.

A. Hainan has had the largest special economic zone since the establishment of the province (1987–2009):

In 1988, China established the country's largest special economic zone in Hainan. In the following two decades, Hainan's talent career achieved significant development. It has achieved unprecedented talent quality, comprehensive resources, and talent system construction with colossal achievement. From the economic situation analysis, the GDP scale has increased from 5.728 billion yuan in 1987 to 122.96 billion yuan in 2007, an increase of 21.466 times. The per capita GDP increased from 931.26 yuan in 1987 to 14,631 yuan, an increase of 15.71 times (Feng, 2008).

B. Established Hainan International Tourism Island (2010–2017):

At the beginning of the decade of the 21st century, China upgraded the whole region of Hainan Province into an international tourism island, and Hainan's talent career has continued to develop and improve.

According to Hainan Talent Office, by the end of 2010, the total number of talent in Hainan had reached 828,800, and the overall proportion of talent increased from 9.3

percent in 2009 to 9.56 percent, slightly higher than the national average of 8.75 percent (Ding, 2012).

In March 2009, the Talent Office of Hainan Province promulgated and formulated the *Information on the Demand for High-level Innovative and Entrepreneurial Talents in Hainan Province*. According to the actual needs of Hainan Province at that time, the information on the recruitment of high-level talents was released promptly. It received the application form from 126 foreign talents in 14 countries, including the United States, Britain, Germany, and Japan, among which 53 were high-end talents in three months (Huang, 2010).

In May 2009, the Hainan Talent Introducing Delegation went abroad to carry out the activities of attracting talent. It received more than 120 applications from foreign talents and negotiated several entrepreneurial talent projects (Huang, 2010).

C. Construction of Hainan Free Trade Port with Chinese Characteristics (2018–2022):

Hainan has introduced 432,000 talents of various types in the past four years. From 2018 to 2021, Hainan successively held a series of major job fairs and exchange activities for recruiting talents across the country. Hainan has successively established 3 national talent training and development platforms, 3 national continuing education and training bases, and 34 postdoctoral scientific research (mobile) workstations, and has identified 152 national academician personnel innovation platforms, which have been flexibly and successfully introduced. There are more than 130 academicians and nearly 500 academicians. Twenty-seven provincial-level “migratory bird” talent work demonstration stations have been established, and more than 13,000 migratory bird personnel with senior professional titles or corresponding levels have been contacted, including about 300 academicians (Wang & Zhao, 2022).

2.3 Situation of Talent Development in Hainan Province

On April 13, 2018, on the 30th anniversary of establishing the particular zone in Hainan, the Chinese government stated that it would establish a free trade pilot zone on the entire island of Hainan and explore establishing a free trade port with Chinese characteristics. The focus is reflected in the province, comprehensively improving the education personnel service guarantee level, and the province’s talent career presents a new situation.

A. Rapid growth in the number of talents

First, the number of introduced talents hit a new record. Since April 13, 2018, Hainan Province has absorbed 432,000 talents of all kinds, of which 199,000 talents have been introduced in 2021 alone, a year-on-year increase of Sixty-three percent. The talent agglomeration effect is accelerating. The number of postdoctoral fellows in the station exceeded 100 for the first time, and the current number of postdoctoral fellows in the station has reached 148, a year-on-year increase of 92.21%. The second was to hold large-scale recruitment activities to attract overseas intellectuals. In 2021, China Hainan Free Trade Port recruited talents and attracted more than 42,000 positions, received more than 180,000 resumes, and signed contracts for more than 9,000 talents. The

number of views on the “Cloud Recruitment” platform reached 5.66 million. Third, the cultivation of local talents has achieved remarkable results. Local academicians have achieved zero breakthroughs. They have entered the national “Hundreds and Tens of Thousands of Talents Project” in three years and recommended 24 experts to apply for special government allowances.

B. Actively promote the construction of innovation and entrepreneurship carriers

As of May 2022, the province has 2 national university science parks, 7 provincial and municipal high-tech industry incubators (3 national), and 12 provincial maker spaces (3 nationally filed). In 2021, more than 2,000 companies were incubated, with 800 innovative groups and 10,676 innovative groups and entrepreneurship leaders, forming a suitable environment for innovation and entrepreneurship. Second, new achievements have been made in constructing the academician innovation platform. Thirteen new academician innovation platforms have been established, including 10 academician workstations. Several well-known academicians, such as Li Jiayang and Wang Jiming, were introduced to set up academician workstations. As of December 2019, more than 40 “migratory bird” talent workstations of various types have been established in Hainan and other provinces. At the same time, the business docking role of the “migratory bird” talent workstation has also become prominent gradually. Lingshui Li Autonomous County has contacted more than 1,200 people through the “Migrant Bird” talent workstation. Our province has contacted as many as 171 “migratory birds” academicians, including 19 foreign academicians.

C. Continuous optimization of talent services

The pilot policy of international talent service management reform has been successfully implemented. First, a pilot work plan for reforming international talent service management has been formulated, and 23 measures have been introduced in five areas, including innovating the attraction and utilization mechanism for international talent training and improving the quality assessment mechanism for international talent training. The second is to complete the sharing and joint review and inspection of foreigners’ work permits, visa work, and residence information and change the application process of foreigners’ work permits and residence permits in the previous six steps. The optimization was performed in two steps, and the overall streamlining rate reached 66.7%. The entire processing time for foreign personnel work permit applications has been reduced from 20 working days to seven working days. The third was to introduce a series of public service guarantee policies and measures for the entry of foreign talents, housing, medical care, and children’s schooling. Fourth, measures such as the practice measures for foreign talents and participation in the international vocational qualification certificate examination have been introduced. Thirty-eight vocational qualification examinations for foreign talents have been carried out, and 219 foreign talents’ vocational qualifications and openness have been one-way certified (Hainan Provincial Department of Human Resources and Social Security, 2020).

On June 1, 2020, after the announcement of the *Plan for the Construction of the Hainan Free Trade Port in China*, Hainan absorbed 260,000 various talents. There was

a yearly increase of 391% compared to when the implementation plan was introduced. From April 13, 2018, to the end of September 2021, about 358,000 talents have been trained for Hainan, an increase of 916% compared with the yearly decline before the “4 13”. At the same time, the resident population of Hainan Province has exceeded 10 million, reaching 10,081,232, an increase of nearly 1.41 million in ten years. In the first half of 2021, the gross regional product of Hainan Island was 288.585 billion yuan, a year-on-year increase of 17.5%. In the first quarter of 2021, Hainan’s local GDP reached 130 million yuan 19.6 billion yuan, a year-on-year increase of 19.8%, ranking second in the country in terms of the total increase (He, 2022).

D. Multinational enterprises and labor trade

The World Trade Organization (WTO) regulates international labor norms only in principle. With the gradual deepening of trade internationalization, the relationship between international trade and labor is getting closer and closer. Coupled with the vigorous promotion of the United States and Europe, it will be an inevitable trend to introduce labor policies that benefit the country after introducing free trade measures. Essentially, it refers to engaging in international labor transactions rather than simply buying and selling goods or providing services. During the economic development process of the Hainan Free Trade Port in China, due to its unique geographical advantages and resource conditions, the flow of labor and types of work in the Hainan Free Trade Port in China is frequent. Especially in Southeast Asia, which is the entry of high-level foreign talents. It created a good environmental foundation. The primary industries in Hainan are catering, tourism, hotel, and other industries. The employees in these industries are of high quality and have strong professional skills, which can meet work needs. At the same time, the tourism service industry of Hainan Free Trade Port in China is also very developed. It has laid a solid material guarantee for the inflow of many foreign senior talents.

E. Labor employment promotion

With the deepening of China’s reform and the rapid development of the country’s market economy, a large number of foreign workers have entered China, which makes the employment situation of China’s Hainan Free Trade Port more severe. Therefore, the relevant employment policies of China’s Hainan Free Trade Port point out that it is necessary to actively encourage and support qualified foreign investors to establish a free trade zone in Hainan. Furthermore, simplify the relevant regulations of the free trade zone and puts forward the development prospects of the free trade zone. This provides a policy guarantee for the entry of local high-level talents in Hainan. In this regard, a series of measures introduced by the government have enabled some cities with solid economic strength in Hainan to attract more and more international capital to settle locally, which is of great significance for introducing high-end talents in Hainan.

3 Research Design and Results Analysis

3.1 Research Design

Based on the analysis of the economic development status and talent demand of China Hainan Free Trade Port and the actual situation of China Hainan Free Trade Port, this paper mainly discussed the following aspects. The current situation of human resources, and then the investigation and research of the talent market in Hainan Province, including the understanding of its working environment, remuneration, and benefits, and finally put forward corresponding countermeasures and suggestions based on the above survey results combined with relevant theoretical knowledge.

Among these three parts, the first is the general situation of the enterprise, that is, a preliminary description of the personnel structure of the foreign enterprise in terms of Hainan's social background, cultural customs, and living habits. The second part is the individual's employment intention. That is, the employee's employment expectations can be obtained by communicating with local people to obtain their career plans and choose suitable positions to work in the industry. Finally, the third part is Hainan's talent policy, that is, preferential measures for high-level foreign talents, such as wage subsidies, housing provident fund, and enrollment of children with medical insurance, which are conducive to attracting high-end management talents from other places.

3.2 Data Collection

First, this paper employed field research methods, visits, and interviews to deeply understand and analyze high-level foreign talents in the Hainan Free Trade Port. It drew the following conclusions based on relevant literature.

- A. The employment environment of high-level talents in the Hainan Free Trade Port with Chinese characteristics is relatively superior, and welfare benefits are relatively good, which is conducive to the entry of foreign personnel.
- B. Due to the low living standard in Hainan, terms of working hours. As a result, their wages are not high, which makes it challenging to find suitable jobs.
- C. In terms of salary satisfaction, the employees of Hainan Free Trade Port generally expressed that they are more recognized for the company's salary system and welfare policies. Moreover, they are willing to stay in the local area for a long time, further illustrating the high level of the Hainan Free Trade Port with Chinese characteristics. The overall situation of talents at different levels is recognized.
- D. Nearly half of the people believe that the current labor market in Hainan Province is in a state of oversupply, and with the development of my country's economy and social progress, as well as changes in people's ideas and other factors. Under the influence, there will be more and more "job-hopping" phenomena, and these reasons will seriously restrict the inflow and employment of foreign businessmen.

4 Analysis of the Research Results of High-Level Foreign Talents in Hainan Free Trade Port of China

4.1 The Development Policy of High-Level Foreign Talents in the Hainan Free Trade Port of China

In recent years, the Hainan provincial government has issued the *Opinions on Strengthening the Management of the Special Working Group of the Hainan Special Economic Zone*, which states that foreign companies in the Hainan Special Economic Zone should further increase their attraction to local high-level talents and actively introduce international talents. High-level foreign high-level talents, and through various methods to meet the needs of enterprises for local high-end talents. In 2019, China launched and implemented the “Overseas Talent Program” to solve the talent problem of China’s Hainan Free Trade Port and provide a new opportunity for economic development of China’s Hainan Free Trade Port. At the beginning of 2020, China officially launched the “Overseas Talent Project”, which was essential in cultivating high-level management personnel and scientific and technological research talents in Hainan, China. A series of policies such as buying a house, buying a car, enrolling children in schools, and medical care mainly have the following six major advantages.

- A. From the perspective of tax policy, for high-end talents and talents in short supply which come to Hainan Free Trade Port to serve, their income tax should be 15%, and they will be exempted (Caishui, 2020).
- B. In the talent assessment system, high-quality talents are divided into five categories: A, B, C, D, and E, with the generally accepted wage and taxation standards in the labor market as the general standard and the work experience recognized by the professional community and recognized by all sectors of society. Work performance, and honorary titles, are regarded as industry standards, and accurate graded assessments are implemented for talents (Hainan Provincial People’s Government, 2020).

Regarding the qualification examination and practice of foreign talents, 38 examinations for foreign talents to engage in registered architects and licensed physicians have been carried out, with 219 overseas professional qualification certificates recognized in one way. Foreign talents have been vigorously gathered.

- C. In terms of talent project support, there were talent training projects such as the “Thousand Talents Special” talent introduction plan, the “South China Sea Series” talent training plan, and the “Double Hundred” talent training team building were carried out. Ten million yuan to 30 million yuan of construction funds will be given (Liu, 2022).
- D. Regarding talent settlement, confirmed high-quality talents, senior technical personnel, “double first-class” college students, returnees from overseas studies, and postgraduate students could be considered for settlement in any township in Hainan (except Sansha City). Ordinary college students with a bachelor’s degree or above within three years of leaving school are allowed to settle directly or re-employ in

Hainan Province and enjoy the treatment of the state's introduction of talents to settle down accordingly (People's Government of Hainan Province, 2017).

- E. Regarding social security, the first is to carry out the innovation of "one-time declaration and full agency" to transfer high-quality talents' social insurance contact. The social security and medical insurance contact transfer that attracts talents was packaged, coordinated, vacancy-tolerant, and simplified. The process enhances the sense of belonging to attract talent. Second, for high-quality talents working full-time in Hainan, according to the regulations of 3,000–10,000 yuan per person per year, they will jointly purchase corporate health collective social insurance to maintain medical security needs other than basic medical insurance. The third is that the full-time recruitment of master-level talents and outstanding talents is included in the scope of medical care service objects of the Provincial Health Commission, and spouses and immediate family members can enjoy the "green ecological pipeline" business. Fourth, leading talents can enjoy services such as a "green ecological pipeline" for medical treatment in the top three health centers in Hainan Province and annual corporate health examinations. Fifth, master-level, outstanding, and leading talents that are flexibly attracted can obtain the services of a "green ecological path" for medical treatment. Since April 13, 2018, Hainan has implemented more than 70 preferential policies for talent cultivation. It initially established a preferential policy system for talent cultivation in a free trade port with Chinese characteristics (You, 2020).
- F. In terms of providing housing subsidies. Top-notch talents within the age of 50 (the age of 55 can be relaxed for those who are in urgent need of scarce talents) can obtain a housing rental subsidy of 5,000 yuan/month and a housing subsidy of 60,000 yuan/year; 55 years old can be relaxed) can get a housing rent subsidy of 3,000 yuan/month and a house purchase subsidy of 36,000 yuan/year. Master graduates under the age of 40 and staff who meet the implementation rules of the housing subsidy policy for the introduction of talents in the place of residence can receive a housing rent subsidy of 2,000 yuan/month and a house purchase subsidy of 24,000 yuan/year. Undergraduates can get a housing rent subsidy of 1,500 yuan/month and a house purchase subsidy of 180,000 yuan/year. As of July 2021, Hainan has issued more than 260 million yuan in housing subsidies for talents to 34,784 people, focusing on providing solid housing guarantees for all talents (Provincial Department of Housing and Urban-Rural Development, 2019).

4.2 Development and Characteristics of High-Level Foreign Talents in Hainan Free Trade Port, China

- A. The high-level talents of the Hainan Free Trade Port with Chinese characteristics are mainly high-end talents engaged in scientific research, technological development and innovation, and entrepreneurship.
- B. Most of the high-level talents of the Hainan Free Trade Port with Chinese characteristics are developed under the government's encouragement and have a certain autonomy. Therefore, they can play their roles and advantages in enterprises and contribute to the development of Hainan's economy.
- C. The high-level foreign personnel of Hainan Free Trade Port with Chinese characteristics generally have a low educational level, basically below the junior college

level. They generally choose to work in some experienced local companies, which also makes many employees disapprove of their occupation, affecting their enthusiasm for their work. Therefore, to better promote the development and stability of Hainan, it is necessary to continuously improve senior management's professional knowledge and, at the same time, pay attention to the understanding and mastery of the industry to make it a real localized manager and manager.

D. The status and value of high-level foreign talents in Hainan Free Trade Port, China

At present, Hainan's economic development level and social stability are at a relatively low stage, and the number of high-level talents in China's Hainan Free Trade Port is far from meeting its needs. It requires high-level foreign talents to have higher status and value. This phenomenon is closely related to the history, culture, natural environment, and human environment of the Hainan Free Trade Port in China. With the deepening of reforming and opening, the exchanges between China and Southeast Asian countries have become increasingly frequent, which provides suitable living space for local high-end talents and creates more employment opportunities for them. Under such a background, overseas enterprises coming to Hainan need to formulate corresponding human resource management strategies according to their actual conditions to attract excellent and high-quality talents. In addition, we should also strengthen the training of local, high-quality senior talents to improve the overall competitiveness of Hainan Province through various means and promote the promotion and improvement of the employment rate.

5 Discussion

In recent years, Hainan Free Trade Port has made remarkable achievements in economic development. As a result, its international influence has been further enhanced, and its popularity in society has also increased. However, with the establishment and development of China's Hainan Free Trade Port, the large-scale inflow of high-quality foreign talents has led to an increasingly difficult employment situation in Hainan. First, from the situation of China's Hainan Free Trade Port, the current labor supply in Hainan is still in short supply, which has also led to the loss rate of local high-level talent. Secondly, due to the superior geographical location and convenient transportation, Hainan has certain advantages for working in other places. However, its low salary level makes it difficult to attract more talent. Thirdly, Hainan's local vocational education system is imperfect and cannot fit the needs of high-level talents. At the same time, it lacks an effective evaluation mechanism. It does not conduct a scientific evaluation and assessment of the recruitment situation of employers, which affects the willingness of foreign companies to introduce them. This paper puts forward some countermeasures and suggestions from the perspective of enterprises, the government, and individuals through the reading and analysis of relevant domestic and foreign literature.

5.1 Establish a Special Team for Foreign High-Level Talent Service Work

First, it should further exert the overall organization and coordination function of the Hainan Talent Work Leading Group Office in talent management. Furthermore, fully

solicit the opinions of relevant competent departments when introducing significant measures for talent introduction, formulating major service policies and measures, and conducting research on significant issues. Giving full play to the effect of its leadership function, further focusing on cohesion, it gives full play to the leading function on the critical issue of attracting high-level foreign talents to serve the work and promote the implementation of the talent work. Secondly, it should establish a joint meeting mechanism for public service and labor employment in attracting high-level foreign talents in Hainan Province. Thirdly, it should establish the working coordination group of the Hainan Provincial Public Service Joint Conference for Attracting High-Quality and High-level Foreign Personnel, which will become the office of the Joint Conference for Attracting High-Quality Foreign Personnel. And the Public Service Joint Conference. It was responsible for managing and promoting the public service and labor market to attract high-level foreign personnel in various business matters.

5.2 Improve the Organizational Construction of Service Coordination and Promotion Agencies

As a specific business coordination organization, high-level foreign talent, the labor employment service agencies are essential for improving the efficiency of public social services. Firstly, studying and formulating special document specifications on establishing high-level foreign talents and labor employment service agencies in cities and counties in the province could improve the working ability of high-level foreign talents and labor employment service agencies. Secondly, it should further define the management functions of high-level foreign talents in the public service field and labor employment agencies, further enhance comprehensive business capabilities, and improve the overall planning, coordinated scheduling, implementation supervision, and summary evaluation of public social service agencies. High-level foreign talents who provide public social services set up business files and regularly summarize the matters and contents of services provided to high-level foreign talents use extensive data methods to analyze and understand the significant and challenging problems of high-level talents in daily life and work environments. This is to optimize improving the human resource development environment and provides an essential basis for decision-making.

5.3 Build a Service Incentive and Restraint Mechanism

Incentivizing and restraining are two common categories in modern management, which have different functions but complement each other. In terms of attracting high-quality foreign talents and optimizing the coordination and promotion mechanism with Chinese laborers' employment services, incentives aim to mobilize the enthusiasm of government departments and personnel to serve. The first goal is to improve the incentive measures and build a perfect incentive guarantee mechanism to enable organizations and individuals engaged in introducing high-quality foreign talents to base themselves on their jobs consciously, accumulate professional knowledge, improve service levels, and create higher-quality for foreign high-quality talents service. The second goal is to strengthen further the training of foreign high-level talents and employees of the national labor and employment security department and other employers, further consolidate the

foundation of professional skills, and provide a progress channel for the career growth of laborers (Wang, 2019).

6 Conclusion

Based on the theoretical analysis of domestic and foreign-related literature and empirical research from the perspective of enterprises and the government, this paper studies the research on the promotion mechanism of high-level foreign talents in the Hainan Free Trade Port. Based on the complete text, the main conclusions are as follows: Judging from the current situation of the Hainan Free Trade Port in China, the current labor supply in Hainan is still short, which has also led to the loss rate of local high-level talent. Secondly, due to the superior geographical location and convenient transportation, Hainan has certain advantages for working in other places. However, its low salary level makes it difficult to attract more talent. Thirdly, Hainan's local vocational education system is incomplete and cannot meet the needs of high-end talents. At the same time, it lacks an effective evaluation mechanism. It does not conduct scientific evaluations and assessments of the recruitment of employers, which affects the willingness of various units and foreign companies to introduce them. Based on carefully sorting out the difficulties in establishing a service coordination and promotion mechanism for attracting high-level foreign talents in Hainan Province, this paper used the relevant ideas of interaction between departments and administrative process control and put forward some suggestions for strengthening the government's service to talents. Management, the organizational construction of a sound talent service collaboration mechanism, and specific measures for establishing reward, punishment, and restraint mechanisms. The main innovations of this paper are as follows: First, it systematizes the theory of the promotion mechanism of attracting high-level foreign talents in service coordination, starting from the essential links, key departments, and important mechanism issues in the service work, to optimize the service coordination of attracting high-level foreign talents. The promotion mechanism was discussed and analyzed. The second is to formulate specific measures and opinions that are more conducive to improving the work system reform of attracting high-level foreign talents in the Hainan Free Trade Port, to enhance further the role of attracting high-level foreign talents and active role in the level of talent. Policy innovation and demand for high-level foreign talents will also prompt new treatment and system innovations. Finally, although many scholars have studied the employment of high-level foreign talents, there are few studies on different industries, so more empirical studies are needed in different fields of foreign enterprises.

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