1、 Legal basis

（1） Administrative Licensing Law of the People's Republic of China. （2） Law of the People's Republic of China on the Administration of Exit and Entry. （3） Regulations of the People's Republic of China on the Administration of Entry and Exit of Foreigners. （4） Letter from the State Council's Office of Audit and Reform on the Integration of Opinions on Foreigners' Work Permits in China (Audit and Reform Office Letter [2015] No. 95). （5） Regulations on the Administration of Employment of Foreigners in China (2017 Revised Edition) (Order No. 32 of the Ministry of Human Resources and Social Security of 2017)

2、 Quantity limit

There is no limit on the number of foreign high-end talents (Class A); Foreign professional talents (Class B) are restricted according to market demand; The number of other foreign personnel (Class C) shall be limited in accordance with relevant national regulations. （1） Foreign high-end talents (Class A) Foreign high-end talents refer to scientists, technology leaders, international entrepreneurs, specialized special talents, etc. who meet the requirements of "high precision and shortage" and market demand orientation, as well as those who meet the criteria for calculating points for foreign high-end talents. Foreign high-end talents are not limited by age, educational background, and work experience. Please refer to the classification standards for foreigners working in China (Trial) for details. （2） Foreign professional talents (Class B) Foreign professional talents refer to talents who meet the requirements of the foreign work guidance catalog and job requirements in China, are urgently needed for economic and social development, have a bachelor's degree or above and 2 years or more of relevant work experience, and should not exceed the age of 60; For those who truly need it, meet the standards for innovation and entrepreneurship talents, professional skills talents, outstanding foreign graduates, foreign professional talents who meet the point scoring criteria, and those who implement intergovernmental agreements or agreements, restrictions such as age, education, or work experience may be appropriately relaxed. Please refer to the classification standards for foreigners working in China (Trial) for details. If the state has regulations for specialized personnel and government project personnel, such regulations shall prevail. （3） Foreign ordinary personnel (Class C) Foreign ordinary personnel refer to other foreign personnel who meet the needs of the domestic labor market and comply with national policies and regulations. Please refer to the classification standards for foreign work in China (Trial) for details.

3、 Application conditions

（1） Basic Conditions for Employers: 1. Established in accordance with the law, with no record of serious violations or dishonesty; The positions hired by foreigners should be those with special needs, suitable candidates are temporarily lacking in China, and do not violate relevant national regulations; The wages and salaries paid to employed foreigners shall not be lower than the local minimum wage standard. 2. If laws and regulations require prior approval from industry regulatory authorities, approval is required. （2） Basic requirements for applicants: 1. They should be at least 18 years old, in good health, without criminal record, have a confirmed employer within the country, and possess the necessary professional skills or corresponding knowledge level to engage in their work. 2. The work I am engaged in meets the needs of China's economic and social development, and is a urgently needed professional in China. 3. If there are other provisions in laws and regulations regarding foreigners working in China, such provisions shall prevail. （3） If the conditions for applying for a foreigner's work permit in China (working in China for more than 90 days, excluding 90 days) meet the following conditions, the foreigner can directly apply for a foreigner's work permit in China. All application materials should be submitted in accordance with the "Notice on Foreigner's Work Permit" and the "Foreigner's Work Permit" application: (1) Foreign high-end talents who have entered China with other visas or valid residence documents (Class A); (2) Foreigners working in China who have changed their employers, but their job position (occupation) has not changed, and their work related residence permit is within its validity period; (3) Foreign spouses or children of Chinese citizens, spouses or children of foreigners residing or working in China, holding valid visas or residence permits within the validity period; (4) Those that comply with the relevant preferential policies of free trade zones and comprehensive innovation and reform pilot zones; (5) Employers who meet the relevant preferential policies of multinational corporations' regional headquarters in China; (6) Internal personnel turnover within the enterprise group; (7) Executing intergovernmental agreements or agreements; (8) Representative personnel of resident agencies in China who have legally entered China with work visas; Foreigners who have obtained a work permit to work in China for less than 90 days and are lawfully employed by domestic employers during their stay period; (9) Other approval agencies have determined that they meet the conditions. Remarks: 1. Foreigners who work in China who change employers should first cancel their existing work permit. 2. The internal flow of personnel of multinational corporations in their regional headquarters and enterprise groups in China refers to the senior management personnel and professional technical personnel employed by multinational corporations in their regional headquarters or enterprise groups in China, and their wholly-owned or joint venture subsidiaries that have been registered with the licensing decision-making agency in the regional headquarters Mobility between subsidiaries (between the parent company and its member companies or member companies) in the same positions (including reassignment to new positions or promotion from professional positions to administrative management positions). After canceling the original work permit, a new work permit application should be submitted within 30 days from the date of cancellation. Only the foreigner's work permit application form, employment contract (dispatch letter), valid residence permit, passport information page, and cancellation certificate need to be submitted. For job changes, relevant work qualification certificates need to be supplemented and submitted.

4、 Handling process

（1） Normal processing process 1. Online registration of employers: Employers use the "Foreigner Work Management Service System" for the first time (website: http://fwp.safea.gov.cn ）You must register an account, complete all project information online except for the "Unit Label" (special types of units that meet the corresponding conditions can fill it out truthfully), and provide corresponding electronic materials. After successful authentication, you can use the system. Processing time limit: If there are no special circumstances and the materials are complete, the certification time limit is 5 working days. 2. Apply online. Employers log in to the "Foreigner Work Management Service System", submit application information online, and provide relevant electronic materials.

CNVISA is a professional service institution specializing in foreign investment, company registration, and identity planning in China. CNVISA has an international professional team dedicated to providing identity services such as Chinese visas, work permits, and permanent residency for foreign nationals who are interested in developing in China. CNVISA brings together rich industry experience and professional technical services. CNVISA specializes in addressing clients' foreign investment and immigration needs, including: foreign enterprise investment in China, medium and short-term visa services, Chinese immigration consulting, foreign company registration, foreign financial and tax planning, etc. CNVISA's service team has years of experience in investment and immigration consulting in China, and has accumulated successful service experience for thousands of families. CNVISA's service team can not only provide customers with comprehensive China investment and immigration consulting services, but also provide targeted, personalized services to meet their various needs. CNVISA strives to provide customers with the most comprehensive services, providing one-stop services such as investment consulting, foreign company registration, and long-term identity planning services in China, making it more convenient and efficient for customers to complete their investment and relocation needs in China.