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@#- L C 'Lü µ ?L† ç .

@#-/t P0 œL~

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' 6 μ52 >Aú -5 Ò	9
' Â μ4ë G /" < Æ	18
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' 6 μ#- ^ ð f5Ú %oo+q	21
' Â μ#- ^ ð f Q æ Q P û ë	27
' ? μ#- ^ ð f Q æ Q P)å 1	34
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 ³ . t ž 8 • Ñ Ö ! Þ F Q " j © ð f Q f 0 A ô , ! t 3
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` ð3V ± =>, PCW)d = Ý f=Ã > = f=Ã > ` Â4Ý

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(i = Q æ Q P)å 1 , \$' ‹ Æ b 8#- ^ ð f Q æ Q P
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1• i E , Å?ø | α Ä ä?ø ~ Á Z ` xM~ , / ^"à#-
^ ð f Q æ Q P(i ëF >, žM~\$' ›,°B9 .J0¬ >

B9 L\$ -#¿ 0 b ¥ =#- L '5 ¼ = 3 »
'5 ¼ =!™ Á,° Q æ Q P#q Þ = ›"à ',° » Aú
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B , ,B4NÎ4úCª#œ R æp = Ó § p1• D f Q æ
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, , Ú#w » i#¿ #- ^ ð f 0 b û ë = 3 Õ =
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œ6; = u Ò ð f q1xG L ð ÑCz\$Æ C x p 0,0-. ©

CUCY ō1•F >, Ú#w ,g == N L = yH Aô5α = u10E 0
Aä1• iM~ b E?÷ >

a 9,° @#-#- ^ = ! ,6•\#- ^ ð f
^"à Q P(̄&i D Q P+U 7 , ~ F E @#-#- ^ = !
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0¬ %o A ¼ • Ô 0.v >

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6 e.J0¬ /B—,° < >+g Õ #- ^ Q P ð f p q
<8)?¼- #- ^ Q P = Q æ Z2± ð f Ç

Â e.J0¬?.3V,° < > 6•\#- ^ Q P 7 P <
8)#- ^ ð f Á,°>, PN¼ , 6•\ 8 Q P <)å
¹ <8)#- ^ 6, P < Â+U#q õ _)å ¹1• >

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F8 %oB9 a , 64p ~ F ; " `-\$ = x = `N¼ x =
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$$-\$ = x \quad N^{1/4} \quad x \quad \hat{A}4Y \quad - \%_{oo} = = \quad yH$$

$$= =$$

' 6 μ52 >Aú -5 Ò

o α52 >Ax1Í5 Ò , Í 0 @#-#- ^ = ! Í <

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< > - c 8)â 1 = ! Í < < , FKμ73 Ñ = !

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8 Dá1 ĭ73 Ñ p , FKμ] 3 , D 8 < , 0=Ã > ÜE1

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 ð f Lü0A Ü,°" Á < aEô f = Â
 F B* D @#- 8 v - ?,° 6 t0A Ü Â Q æ 0 ,M" n
 F8 >#- ^ ð f F 6Q 3VC^5Ú %o ' • Í = F g Á P ,
 6B f ,° ð ÑCz\$Æ Â ð f Þ = /#- ^ Q æ Q P • - ?
 ¾ p,° n K Ñ = e Ç Ñ >
 Â4Ý = = +U#q)ã¹ Í < ,AÚ % @#-+U#q
 8HF8 Ü = 8N] ðU#q F b,° Aõ" ÁEô f =
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 -,° 8+U#q = NC^ ¢ ,° ç § C × ÂM~ G L+,°G3
 8 ½ L > 8N] %o)æ ¼ @#- ^M~ /8 'l&' é =5 #,,
 § p Æ] i+U Á ,1• :0 O Lÿ ,° Ê / Â ~ C73 Ñ >
 ,° Aõ6; / @#- ` › n K#- ^ ð f,° f ¥ 7

†?ø 7 Ü >D!š B , ,Ü ?Aî P#- ^ ð f / @#- u - =
m2f = ! uCz r = † © › œ = j+U q+Í1• 0 ¼ *Q
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ÁE¹Q , < aEô f Â #- ^ ð5ÚQ œ ¼ =
Q F g, °(¬&ï %? ÷ 6 Ç > B , , @#-#- ^, °#- L ' "

5 ¼ Â#- » LQ x5 ¼ • % > %&i , ,°#- ^
 ?#- L '5 ¼ , ,°#- ^ ?#- » LQ x '
 5 ¼ >#- ^ ð f ? ,° f #- L '5 ¼ ÂQ x '
 5 ¼ / ¬ ^"àF >, Q æ Q P ›B* e 61J ÓCk,°CX >
 Â4Ý = = >, PCW)d Í < ,: - %o = =,°
 " Á }C»Eý > ¬ c , I P C xEô ,F Í-
 ÄF a › aE±#- ^ "4í4í ËDáH =Ã # Á =ð ÑCz\$Æ =
 ¥ ÞB 1•Q 1% C x P , p @#- ¶ e =5 #,, =/t P1•
 :N¼ ,° < • 0CW)d > % -A 0 , @#-#- ^ ð f /
 v :>, P - ?E¹ p,° ¶ e KN¼ =5 #,, ÿ Þ =/t P \ Þ
 '+^ , Ñ,° I P L C x p-. © Ý P)â8, Ñ ? Ñ e
 Ç , ^ æ W E æ P 7 @ • ? v ' p ,F ?Cœ Ä#- ^ ð
 5Ú8 Dá v - =,° 3L{ L?üH =. Aü ¶ e Â ¥Cz\$Æ ,
 #- ^ ð f / @#--. ©>, P,°CW)d r Í U » >

>ž FKµ73 Ñ = i ' µ 'Aú -5 Ò

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		#- L '5 ¼ μ			
		#- L F g ' μ			
		3 » '5 ¼ μ			
		Q x '5 ¼ μ			

¶ e KN¼ ' μ

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 » LCz 7 P 'Eý,°" ÁEô , " Ó Ž8 Dá#-
 L7 ¥ =B#@6 N õ Â 3L{?üH , p LCz 7 P * 3F ›
 c 3 = ÖFU b f LF 0A Ñ ß Ñ >6B>ž .#- ^ ð f U
 ß#- LCz\$ÆF >, b U 7 P,° ¶ e Q æ =#- L 8 p ‹
 Â ¥ L Î,° b f ž*9 L == ,¬" ÁQ Eô >
 F >ž D ,#- ^ ð f ^"à Q æ Q PEý0A c , w < P @
 #- NCÀ,° p f N õ Â 6 t N õ > "FPEý @#-F 6 ž
 *9 85‡5 ,°H ?·8, &ï = 3 » 3L{ à)â,° N+› e&i
 ›9í ž*9Cz\$Æ ,F 6B Þ Þ b U 7 P,° ¶ eF !› = 8
 p ‹ Â ¥"}6• >

>ž ³ ‹-.=Ã = !´ μ 'Aú -5 Ò

N¼ x	Â 4Ý = =	- %oo ==	yH	" Á	Í <
	Ý f	Ý P oGf Ü ´ μ			

+g a,0 @ }8) a,0 >

FKμ73 Ñ = !,0 Â4Ý = = ›-A , >, PCW)dí <

Ó 7 @#P , ÔKμ { Ü È v ? ` Â4Ý = = c,01b

f > ¬ c , 5 #,, ÿ P Í < Ô Ö ¼ , ¶ e KN¼Í

< Ô Ö ¼ , I P C x Í < Ô Ö ¼ , ?6; />,

PCW)d = = Í <,0CW)d)½C»Eý > ` ð3V ± ä { @

#P ,@#-#- ^ ð f ^ œ ¼ =F g Ó 0i!› } ,0 B , ,

?#- » L '5 ¼ ÂQ x5 ¼,0" Á 0)æ C B0A Ü

,0 ALf , ¬ c ? 3 » '5 ¼,0" Á ALf ,#

LQ x5 ¼" Á ALf ,#- L '5 ¼" Á ALf

> ^ G 35 #,, "j © Â/t P)â 1 C ã G 3,0]7 ¥

A , Ö, ' a v Â L4à+á û,0 § ,#- ^(- a eM^

a#- ^5Ú %o ÖFU 3 "x6, , aE± L =] M L = P m L

,0(-&i!™ ^ t)æ >

⟨-.=Ã = !,0 Â4Ý = = ›-A , Ý f=Ã > Í <

6-* : ÄQ f' @ μ f=Ã > e Â4Ý = = Í <

6,,,0 , | @ } O e 6! > a f=Ã > Í < ÔKμ

¼ , ÛF > ¬ c , @#-#- ^ ð f ^ b f LCz

7 P,0 '5 ¼" Á ÔKμ ¼ , Ó Ž#- L\$VF%o9í

. Aü ¶ e = 8 p ¥ =CzH ð f1•Cz\$Æ,0" Á Ô Ö

, ž*9 b f L Â b f ž*9 L,0 Í < < a Ô Ö ¼

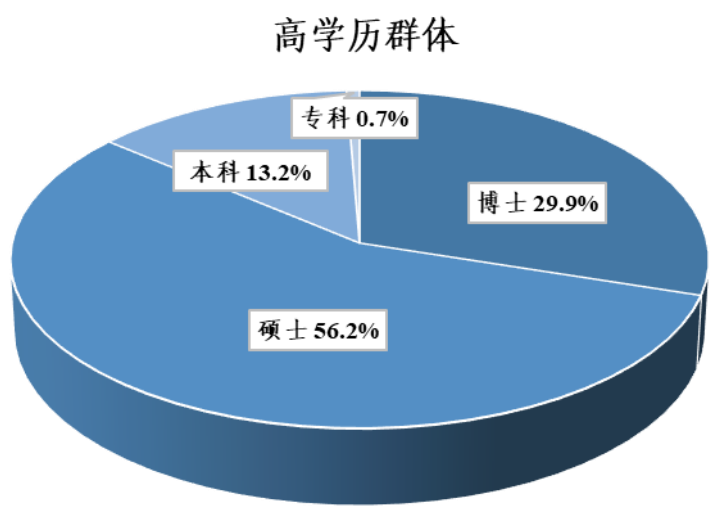
\hat{A} ,#- ^ ð f ^ à)å,° æ < r v c [
 $\frac{1}{4}H ?.,^0 \rangle . ' + ^ >$

$> \check{z}$ a 3#- ^ = ! ' = = Í < L

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)å ¹			
+U#q)å ¹			
u10E)å ¹			
FKµ73 Ñ = ! ' µ			
` ð3V ±			
>, PCW)d			
<-.=Ã = ! ' µ			
Ý f=Ã >			
f=Ã >			

5 Eý /#- ^ ð f5Ú %o+q =#- ^ Q æ Q P û ë \hat{A}
 @#- Q æ Q P+U 7F >52 >315 < Æ , F , A5 Að >

c AE•! œ ¼ -" ,< ! œ ¼ -" >." E'6B@6 ,#- ^ Q P6; c •! œ ¼,° -" ?·0CQ Ñ ,Eô f ¼ ,#- ^ g P6; O q?· e.< !5Ú %œ , -" C» Eý ,Eô f >



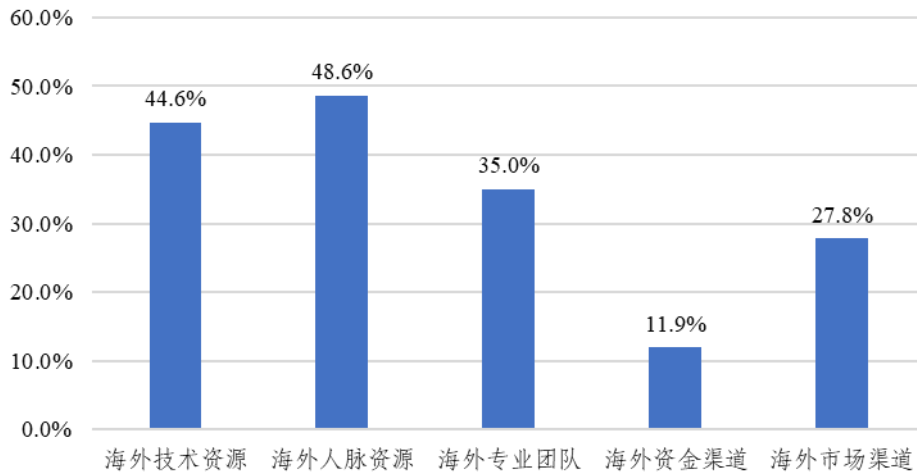
4 @#-#- ^ ð f œ ¼5 °

= @#-#- ^ ð f e · -#q Ñ 6 t,°5Ú %œ

@#-#- ^5Ú %œ ~)æ aE±=#q Ñ = 6 t,° (¯ · > ó mB9 t/p , · A,°M^ a5Ú %œ -" C»Eý , Eô f ƒ a > ¼Å-v 3 »5 #,,/t P,° !FU < , 0 3+• œ,°\$VF%œ Í * Ö P m >Aî P#- ^ ^ 3 » Â F • x •6è D ðF? 0 3 , 0 3 ð5Ú,° aE± L 28* 3 ð5Ú,° aE± L Ç 6 ïM~ , ž*9+á û;l , Â @#- * Ö 6 t,° ð f u1OE , • ÖFU ¼#- ^ ð f 3 ,L*,° f >

r í# E,° e#- ^ Q P5Ú %°,° © } aU^σ · μ
?·F Q Ä Q æ5Ú %° ´

国际化群体



4 @#-#- ^ ð f _+^#- LCz\$ÆF >, Q æ Q P

= @#-#- ^ ð f e ?5 ¼ F g,05Ú %o

,° Aõ6;>ž/p 4 ?Eý '5 ¼ , ¬ c ?

#- L '5 ¼,0" Á p , 3 » '5 ¼,0" Á

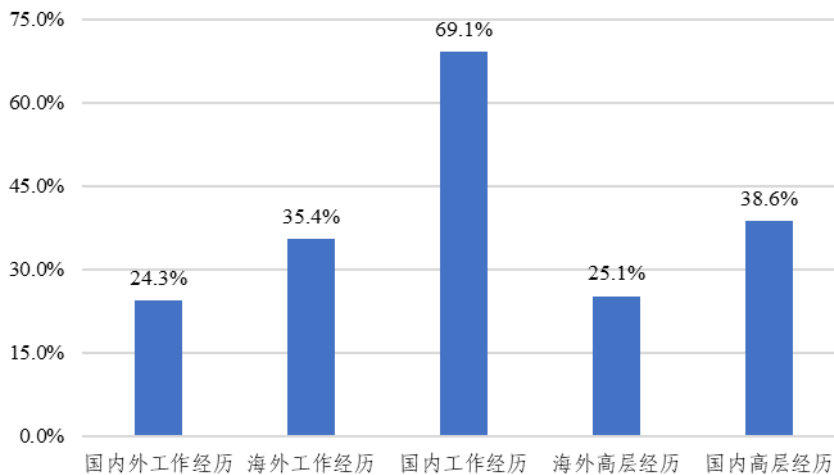
p , 3 » L '5 ¼ } ?,0" Á p >!š

L ,F ,°#- ^ ð f 4 ^ 3 » L 7 P û 1EýQ x ¶

e l ì L1x*< ð Ž ,F Ñ ?Q x5 ¼,°#- ^ p ?C»

Eý ,° ðF? ¼ Q P >

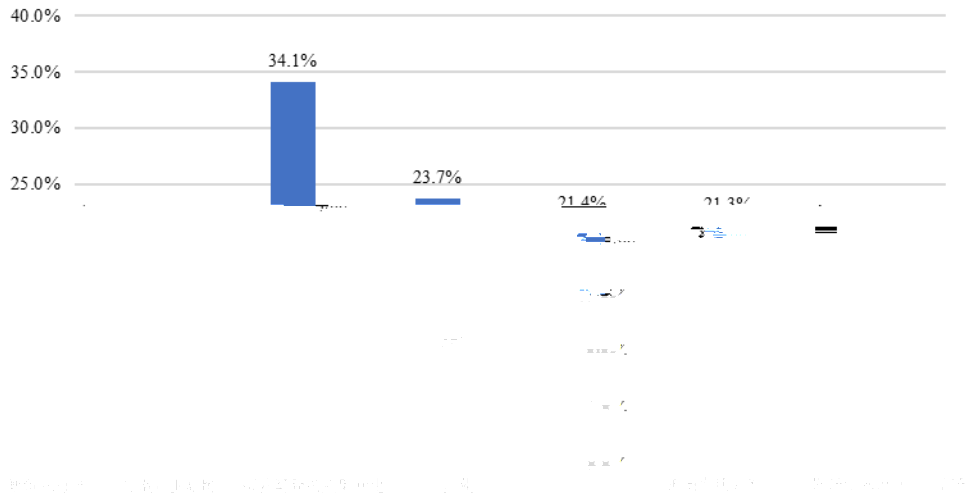
成熟型群体



4 @#-#- ^ ð f,° '5 ¼ û ë

^ / @#-#- ^ ð f '5 ¼B9 ,°Eý0A c ,B4NÎ
 4ú)æ , @#-#- ^ ð f a %o3VC^ ³ , @,°#- ^
 ð f ^ ' c9í ÍEý F g >F Ñ F g#¿ Q æK4,° :
 `)å8, ; " 0.v1%,° œ eAð ½ ,¶ e1%,° D I _ ,
 Eç L1%,° F ÒEç L Â OE ç , 8 p1%,° 7 P ÷(, %o
 FV1• > ,° Aõ6; 4 >žEý œ eAð ½ , ,°
 Aõ6; ? D I _ , ,° Aõ6; F Ò Ô)æ F ÒEç
 L L9í Í ¶ e.J OE ç , ,° Aõ6; F Õ %oFV 7
 P ÷(, ,!š LF ? ,°#- ^9í ÍEý ð f0& - = ¥
 Q @0&6, L I P ¶ eA÷ œ >

高成就群体



4 @#-#- ^ ð f ' F g û ë

´ Â µ#- ^ ð f Q æ Q P û ë

#- ^ ð f Q æ Q P ,°N¼ Q ÜLü c Ä f"õ N¼

.J0¬)æ , @#-#- ^ ð f,° Q æ Q P Q ÜLü c Ä

0 ¶N¼ > ^ ó mB9 ,° f#- ^ ð f c , Á @

#- IFV P ³ 'H &i Ý PN¼ ,° ð f ? f ,-" Û

F >#- ^ ð f Q æ Q P D @#-0 ¶N¼ Z ¬ DLü

F+kD% =+U(ÿ q9¥ = ð °73 Q Ü-. © , / P P @#-

0 ¶ Q æ Â Ý P }4Ý E •H]>

I E 1 ÆLü F+kD% Ý P#- ^ Q æ Q P(¬&i

/ 70 fLü F+kD%>, P,°#- ^ ð fF >,H &i < Æ , ¬ Q æ Q P(¬ · D

+U(ÿ q9¥>, P,°#- ^ ? v \$ 8 >æ ¼ iM¬ , •! D.<! ð f !H -. \$

!H FF\$FCÁ Ä0i Ð , - / @#-+U(ÿ q9¥>, P, °CW)d Ü C ã Ô Ö > »
 G \$ 8-A # - ^ • !>, PCW)d t:• N Ä - œ ¼ x!W, °#- ^ , J+U(ÿ
 q9¥#- ^ • ! ?#- » L '5 ¼ ÂQ x '5 ¼, °" Á } ^ 70%
 @ > @#-+U(ÿ q9¥>, P, °#- ^ ð f œ ¼Q =5 ¼ µ = F'Ö ÜQ = Q P
 t G D t , />, P, °CW)d w <0. 0 >

4 @#-+U(ÿ q9¥ Ý P#- ^ Q æ Q P(¬&i

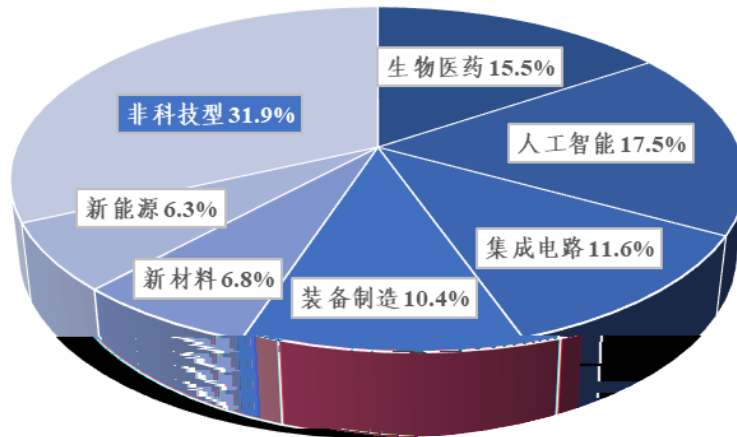
I E 3 ð °73 Ý P#- ^ Q æ Q P(¬&i
 ð °73>, P#- ^ ð f, ° Q æ Q P(¬&i D+U(ÿ q9¥ ±ü F+kD% p
 Ž ^ D t \$ 8 > 106 f ð °73>, P, °#- ^ Aõ6; c , Q P#- ^ Â Q
 æ#- ^, °" Á < a p 42.5%Â 57.5%, Q æ6;0C P Ä Q P6; >6B#- ^
 . < ! e ð °73>, P, ° q Ñ Ñ 55 ð , 51.9%µ»Eý#- ^ • ! 23 ð ,
 21.7%µ Â#- ^ b l0 ´ 28 ð , 26.4%µ» >, PCW)d ›-A # - ^ • !

Â#- ^.<! \$ 8 C D t , b I 0 ð f, °CW)d73 Ñ D t g Ä.< • ‡š L ,
F 5 °#- ^ • !, ° ð !+ › ? ALf , |#- ^.<! !H ÔKµE¹ ! >

4 13 @#- ð °73 Ý P#- ^ Q æ Q P(¯&i

r Í# E, ° e ĽÅ-vF a › °E±#- ^, ° ÖFU #w ,
°E±, °#- ^ ð f C Ñ vL† Ä ~F IFV P Â N+ ›] æ a
Ý PN¼ , H = Ñ = È6Š5† = ¥ ÞB 1•Q 1% C × PCÀ
›CÀ f#- ^, °M^-† >

高科技群体



4 高科技群体

高科技群体，是指从事高新技术研发、生产、销售、服务等活动的科技人员、管理人员、技术人员、销售人员、服务人员等组成的群体。根据《国家中长期科学和技术发展规划纲要（2006-2020年）》，到2020年，我国要成为世界主要科学中心和创新高地，进入创新型国家行列。因此，建设一支规模宏大、结构合理、素质优良、富有创新精神的高科技人才队伍，是实现我国科技跨越式发展的关键。

高科技人才队伍的建设，要坚持“德才兼备、以德为先”的原则，注重培养科技人员的创新精神和实践能力。要建立健全科技人才激励机制，激发科技人员的积极性和创造性。要加大对科技人才培养的投入，提高科技人才培养的质量和水平。要营造良好的科技人才成长环境，为科技人才施展才华提供广阔舞台。

总之，建设一支规模宏大、结构合理、素质优良、富有创新精神的高科技人才队伍，是实现我国科技跨越式发展的关键。我们要高度重视科技人才培养工作，采取有力措施，努力建设一支高素质、专业化、创新型的高科技人才队伍，为我国科技事业的繁荣发展提供坚实的人才支撑。

高科技人才队伍建设的意义

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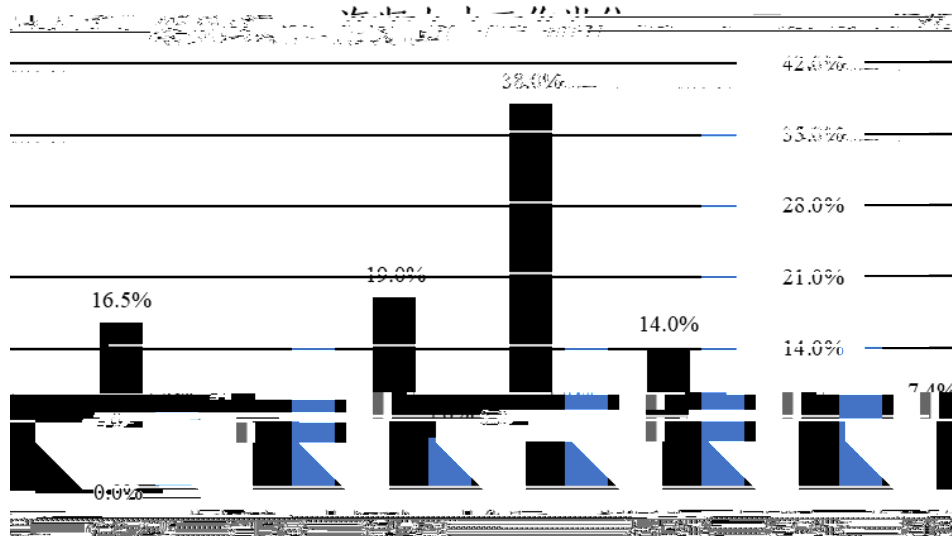
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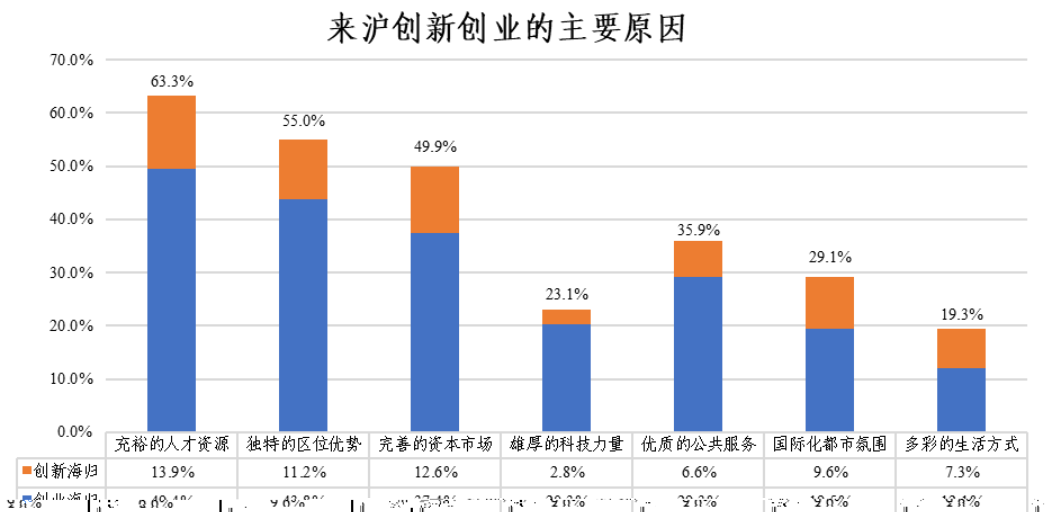
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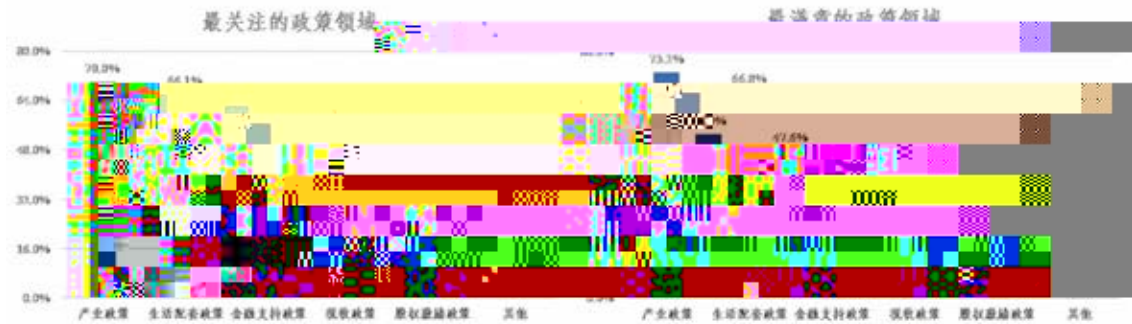
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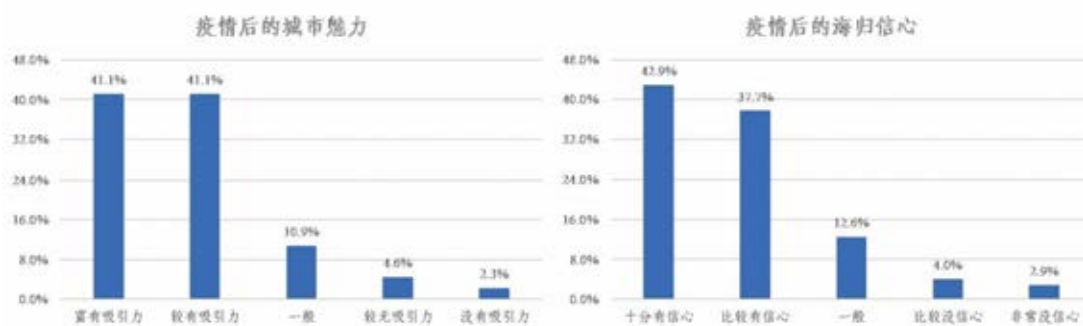
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