



Foreign employees in Shanghai - quick guide to China permanent residence ID (Five-Star card)

上海外籍雇员——中华人民共和国外国人永久居留身份证（五星卡）速查指南

Dear Madam, dear Sir,
尊敬的女士，尊敬的先生，

We trust this newsletter finds you well.
希望您收到本通讯时一切都好。

Foreign nationals legally employed in Shanghai may now apply for the foreigner's permanent residence identity card, also known as the Five-Star card or China Green Card, an official ID that allows passport-free verification for daily life and work across mainland China.

在上海合法就业的外籍人士，现可申请外国人永久居留身份证，亦称五星卡或中国绿卡。该证件为官方身份证件，持证人在中国大陆境内日常生活及工作办事，无需出示护照即可完成身份核验。

We have summarised below the key points for your reference.
我们已将要点总结如下，供您参考。

China Outsourcing Team
中国外包服务团队

Key advantages of the Five-Star card

- Enjoy unlimited visa-free entry into and exit from China
- Use the card as a valid ID for transport, hotels, phone services and banking
- Accepted at airports, stations and on major apps (WeChat, Alipay, etc.)
- Enjoy the same convenience in public services as a Chinese ID card

Who can apply

Foreign employees working in Shanghai may apply for the Five-Star card only if they meet all of the following requirements:

- **Basic requirements**
 - Valid passport and legal Chinese visa (typically Z visa)
 - Legally employed in Shanghai
 - Hold a formal, signed employment contract with a Shanghai-based employer
- **Core qualifications**
 - Have worked continuously in Shanghai for four years, with at least six months of residence in China each year
 - The annual salary must have been six times or more than the average annual wage of urban employees in Shanghai in the previous years for four consecutive years
 - The annual individual income tax paid equivalent to no less than 20% of the annual salary in each of those four years

五星卡的主要优势

- 享受无次数限制免签证出入境中国的待遇
- 可作为有效身份证用于交通、酒店、电话服务及银行业务办理
- 在机场、火车站通行核验通用，同时适配微信、支付宝等主流应用软件实名认证
- 在公共服务方面享受与中国居民身份证同等的便利

谁可以申请

在上海工作的外籍雇员，仅当满足以下全部要求时，方可申请五星卡：

- **基本要求**
 - 持有有效护照及合法中国签证（通常为工作 Z 签）
 - 在上海合法就业
 - 与上海本地用人单位签订正式有效的劳动合同
- **核心条件**
 - 在申请之日前已在上海连续工作满四年，且每年在中国境内实际居住不少于六个月
 - 4 年内每年工资性年收入不低于上一年度上海市城镇在岗职工平均工资的 6 倍
 - 4 年内年缴纳个人所得税不低于工资性年收入标准的百分之二十

- **Other requirements**
 - Abide by Chinese laws and regulations
 - Be in good health
 - Have no criminal record

Application documents

- Valid passport & work permit
- Work-related residence permit issued in Shanghai for four consecutive years
- Income certificate for the past four years issued by the employer
- Individual income tax payment certificates for four consecutive years
- Letter of recommendation from the employer
- Health check report & non-criminal record certificate
- Other documents as may be required

Point of attention

- All application documents must be originals or officially certified copies
- Foreign-language documents must be translated into Chinese
- The non-criminal record certificate issued by the home country must be notarised and legalised
- It is advisable to assess the relevant tax implications upon obtaining the Five-Star card
- Holders of the Five-Star card shall comply with the mandatory residence requirement in China
- Failure to meet the residency criteria may result in revocation of permanent residence status by the National Immigration Administration

- **其他要求**
 - 遵守中国法律法规
 - 身体健康
 - 无犯罪记录

申请文件

- 有效护照及外国人工作许可
- 在上海连续四年有效的工作类居留许可
- 用人单位出具的近四年收入证明
- 连续四年个人所得税完税证明
- 用人单位出具的推荐信
- 体检报告及无犯罪记录证明
- 出入境管理部门要求的其他补充文件

注意事项

- 所有申请文件必须为原件或经官方认证的副本
- 外文文件须翻译成中文译本
- 本国出具的无犯罪记录证明，须完成公证及领事认证手续
- 取得五星卡后，建议提前评估相关税务影响
- 五星卡持有人须遵守在中国境内的居留居住时长要求
- 若未达到居留时长标准，国家移民管理局可依法撤销其永久居留资格

Should you have any questions on this matter, feel free to reach out to your usual point of contact at Forvis Mazars.

References

- National Immigration Administration: Service Guide for Examination and Approval of Permanent Residence Qualification for Foreigners
- Shanghai Public Security Bureau: Permanent Residence for Working Staff

You are welcome to scan the QR code to directly access the document link and read the full version on the official website.



如对上述事宜有任何问题，欢迎联系您在 Forvis Mazars 的常用联络人。

参考文献:

- 国家移民管理局：外国人永久居留资格审批服务指南
- 上海市公安局：就业人员申请永久居留

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