

Circular on Enterprise Redundancy Reports ????????????????????????????????

Released on January 8, 2009 and effective as of the same date

On January 8, 2009, Shanghai Human Resources and Social Security Bureau (SHRSSB) issued a circular regarding enterprise redundancy reports filed in accordance with the PRC Employment Contract Law. Among its points:

- The Shanghai Municipal Human Resources and Social Security Bureau (SMHRSS) will accept redundancy reports submitted by State-owned Enterprises (SOEs) and their equity controlling enterprises, Wholly Foreign-owned Enterprises (WFOEs) with registered capital of at least US\$10 million, and enterprises located in Shanghai that are directly subordinate to the central government.
- Competent labor authorities at county or district levels will accept redundancy reports submitted by enterprises that are not governed by the SMHRSS.
- Labor authorities in Pudong New District will accept all redundancy reports submitted by enterprises in the district.

Enterprises with redundancy plans shall submit the documents and materials specified in the circular to the appropriate labor authority, within 30 working days from the date when the trade union and/or employees are informed of the planned redundancies. The circular instructs labor authorities to ensure that enterprises maintain harmonious labor relations when laying off employees.