
Forwarding of the *Notice of the Guangdong Provincial People's Government on Issuing Several Policies and Measures to Further Stabilize and Promote Employment in Guangdong Province* by the Guangzhou Municipal People's Government

Sui Fu Gui [2020] No. 3

To all district people's governments, and all departments and subordinate agencies of the Guangzhou municipal government:

The *Notice of the Guangdong Provincial People's Government on Issuing Several Policies and Measures to Further Stabilize and Promote Employment in Guangdong Province* (Yue Fu [2020] No. 12) is hereby forwarded, along with the following opinions based on the actualities in Guangzhou, for your due implementation.

1. Supporting enterprises in retaining employees

Efforts will be made to accelerate the implementation of promulgated fiscal, taxation, and financial policies. Pro-employment policies will be more strongly implemented. Category-based guidance will be provided to orderly promote the resumption of work and production while ensuring robust epidemic containment. Policies to temporarily reduce or waive employer old-age insurance contributions, unemployment insurance contributions and work injury insurance premiums will be strictly implemented. Efforts will be made to continue the policy of refunding unemployment insurance contributions to enterprises facing difficulties based on the average number of their insured employees in the previous year multiplied by the six-month standard unemployment insurance contribution rates in Guangzhou. Required funds will be disbursed from the unemployment insurance fund. Implementation period will be extended to December 31, 2020. For enterprises that produce and/or distribute urgently needed epidemic containment supplies that recruit new employees during the Covid-19 response period (sign labor contracts with employees, complete employment registration procedures and make social insurance contributions for more than one month as required by relevant regulations), a

lump-sum employment subsidy of CNY 1,000 per person shall be disbursed from special funds for the restructuring of industrial enterprises. For enterprises that produce urgently needed supplies for Covid-19 containment during the Spring Festival (until February 9, 2020), a lump-sum employment subsidy of CNY 1,000 for each employee who starts and resumes work shall be disbursed from special funds for the restructuring of industrial enterprises.

2. Promoting multi-channel employment

Enterprises will be supported in adding flexible jobs to meet online consumer demand. Efforts will be made to comprehensively drive the high-quality development of the domestic services industry, promote employment and entrepreneurship, and establish and support 10 influential leading domestic services companies. Enterprises given recognized as a Leading Domestic Services Enterprise or a Domestic Services Enterprise with Exemplary Credibility in municipal rankings will be respectively granted a lump-sum subsidy of CNY 300,000 and CNY 200,000 from employment subsidy funds. The development of village (community) rural e-commerce service stations (platforms) will be encouraged, with each eligible station (platform) to receive a lump-sum subsidy of CNY 100,000 from employment subsidy funds.

3. Promoting employment through entrepreneurship

Provincial and municipal demonstrative start-up incubation bases run by non-state-owned enterprises (institutions) that take the initiative to reduce or waive rent for their tenant start-up companies (teams) during the Covid-19 response period will receive a subsidy amounting to 50% of the total rent reduced or waived, up to a maximum of CNY 500,000 (those that have received other government rental subsidies or incentives are ineligible). Required funds shall be disbursed from special funds for the restructuring of industrial enterprises. These bases shall be given priority over their peers with similar qualifications with respect to recommendation for designation as national and provincial bases. Efforts will be made to establish mechanisms for providing unsecured entrepreneurship guaranteed loans to borrowers recommended by creditable villages, creditable parks, and demonstrative start-up incubation bases.

4. Stabilizing the employment of key population sectors

Efforts will be made to formulate plans for postponing employment registration of higher education graduates and intensify online recruitment. Municipal state-owned enterprises will be encouraged to retain and create jobs, increase the number of higher

education graduates with higher vocational diplomas or above in total recruitment, strengthen university-enterprise cooperation, timely release recruitment notices, actively carry out online recruitment talks, and give priority to graduates from households registered as in need of poverty assistance. For employers providing internship positions to higher education graduates who have graduated for less than 2 years and unemployed youth aged 16 to 24, internship subsidies will be disbursed from employment subsidy funds based on Guangzhou minimum wage standards per person per month. Eligible employers will be granted subsidies for retaining interns in full-time positions.

Greater efforts will be made to alleviate poverty through labor services and encourage employers (except government agencies and public institutions) to recruit members of households registered as in need of poverty assistance. Certified municipal demonstrative employment poverty alleviation bases will be given a lump-sum subsidy of CNY 200,000 from employment subsidy funds.

Persons facing employment difficulties due to the Covid-19 outbreak will be included in the scope of employment assistance. Unemployed persons eligible for unemployment insurance benefits will receive such benefits in full and on time. During the Covid-19 response period, wages paid by enterprises when their employees were receiving treatment for Covid-19 infection or quarantined for medical observation will be subsidized at a rate equal to 50% of the basic old-age insurance wage base for the relevant employee. Required funds shall be disbursed from special funds for the restructuring of industrial enterprises. Enterprises are encouraged to recruit persons facing employment difficulties and fresh higher education graduates. Enterprises affected by Covid-19 that have refrained from retrenching staff and continued to pay wages as usual, and that enjoy social insurance subsidies and employment subsidies for hiring fresh higher education graduates and persons facing employment difficulties that will expire after January 24, 2020, the duration of such subsidies will be extended to June 30, 2020. Required funds during the extension period will be disbursed from special funds for the restructuring of industrial enterprises.

5. Optimizing employment and entrepreneurship services

Efforts will be made to strictly implement the policies and measures stipulated in the *Opinions of the State Council on Further Stabilizing Employment* (Guo Fa [2019] No. 28) and the *Notice of the Guangdong Provincial People's Government on Issuing*

Several Policies and Measures to Further Stabilize and Promote Employment in Guangdong Province (Yue Fu [2020] No. 12), further improve relevant supporting policies, review and integrate various subsidies, optimize processing procedures, make it more convenient to apply for subsidies through information systems, and ensure the timely implementation of subsidy policies.

Efforts will also be made to strengthen coordination in labor services at the municipal level, encourage industry associations and human resources service agencies to transfer labor resources across regions and industries, and organize the orderly return of migrant workers through coordinated cross-regional “point-to-point” labor services. Human resource service agencies that actively assist enterprises in addressing recruitment difficulties, recruiting workers and resuming production during the Covid-19 response period will be given a subsidy of CNY 200 for each successful referral, after the signing of a labor contract and payment of social insurance contributions for more than one month (human resources service agencies that are eligible for such subsidies and the job referral subsidies for key corporate employers, high-tech enterprises or the Five Types of Enterprises may apply for whichever is higher, but are not allowed to apply for both). Human resources service agencies will be encouraged to actively serve as employment information platforms. Subsidies will be granted to those that assist the government in holding public welfare online job fairs of a certain scale during the Covid-19 response period. Where there are 300 or more participating enterprises, a subsidy of CNY 5,000 will be granted for each job fair; where there are 100 or more participating enterprises, a subsidy of CNY 2,000 will be granted for each job fair; where there are 50 or more participating enterprises, a subsidy of CNY 1,000 will be granted for each job fair. Required funds shall be disbursed from the special funds for the restructuring of industrial enterprises. During the Covid-19 response period, enterprises are encouraged to arrange special “point-to-point” buses and special trains to help migrant workers return to Guangzhou. A subsidy of CNY 500 will be provided for each worker. Required funds shall be disbursed from special funds for the restructuring of industrial enterprises.

Ordinary higher education institutes, technical education institutes and secondary vocational education institutes in Guangzhou are encouraged to improve their employment and entrepreneurship guidance service systems. These institutions may be offered a subsidy of no more than CNY 200,000 disbursed from employment subsidy funds based on their efforts in employment and entrepreneurship policy

communication, employment and entrepreneurship guidance, skills training, and subsidy applications.

6. Enhancing organizational support

In light of the circumstances of industrial development in Guangzhou, efforts will be made to improve the all-around employment analysis mechanism for key regions, key groups, key industries and key enterprises. For enterprise employees undertaking employment and unemployment monitoring tasks, a subsidy of CNY 200 will be disbursed from employment subsidy funds on a monthly basis. For each additional employment monitoring task undertaken, the subsidy will be increased by CNY 50. Efforts will be made to establish and improve organization and leadership mechanisms for employment tasks, clarify task, objectives, and work responsibilities, and oversee the implementation of these mechanisms. Efforts will be made to improve mechanisms to support the input of funds, active disbursement of employment subsidy funds, and sound use of unemployment insurance funds and special funds for the restructuring of industrial enterprises to stabilize employment, encourage employment and entrepreneurship, and guarantee basic living standards.

This Notice takes effect from the date of issuance. Date of expiry will be separately notified.

Guangzhou Municipal People's Government

March 16, 2020

**Notice of the Guangdong Provincial People's Government
on Issuing Several Policies and Measures to Further
Stabilize and Promote Employment in Guangdong Province**

Yue Fu [2020] No. 12

To all people's governments at or above the prefecture level, and all departments and subordinate agencies of the provincial government:

The *Several Policies and Measures to Further Stabilize and Promote Employment in Guangdong Province* is hereby issued for your due implementation. Problems encountered during the course of implementation will be reported directly to the Guangdong Provincial Human Resources and Social Security Department.

Guangdong Provincial People's Government

February 20, 2020

Several Policies and Measures to Further Stabilize and Promote Employment in Guangdong Province

The following policies and measures are hereby formulated in accordance with the *Opinions of the State Council on Further Stabilizing Employment* (Guo Fa [2019] No. 28) and in light of the actualities in Guangdong Province so as to fully implement Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, the guiding principles of the 19th CPC National Congress, and the guiding principles of President Xi's important addresses and directives, enhance Covid-19 control measures and boost economic and social development, vigorously implement employment priority policies, promote employment rates in all population sectors through joint implementation of various measures, and ensure stable employment and sustained and healthy economic and social development.

1. Supporting enterprises in retaining employees

Based on unified arrangements by the state, basic old-age insurance contributions for enterprise employees and other relevant social insurance contribution rates will be adjusted and implemented in an orderly manner to ensure that enterprises can make reliable cost projections with regards to employer social insurance contributions. Efforts will be made to standardize regulatory inspections. Administrative law enforcement agencies may not allow consolidated settlement of social insurance arrears. Enterprises affected by the outbreak that are unable to timely make required basic old-age insurance contributions, basic medical insurance contributions (including maternity insurance contributions), unemployment insurance contributions, work injury insurance premiums, and housing provident fund contributions will be allowed to make back payments within three months after the lifting of Covid-19 response measures. Overdue fines for back payments will be waived. Relevant benefits for insured parties remain unchanged. There will be no adverse impact on the contribution history of insured parties. Implementation of temporary reductions in enterprise social insurance contributions for eligible enterprises will be in accordance with relevant national policies. Temporary reductions in basic medical insurance contributions, unemployment insurance contributions and work injury insurance premiums for 2019 will be extended to April 30, 2021. Contributions to disabled persons' employment security funds will be no

higher than those in 2017. Tiered reductions and temporary waivers will be implemented until December 31, 2022 (i.e. period of contributions ending in 2021).

Efforts will be made to assist enterprises in retaining employees. For enterprises participating in the social insurance system that refrained from or minimized layoffs, the policy on refunding unemployment insurance contributions to help enterprises retain jobs will continue to be implemented. Enterprises affected by Covid-19 will be eligible for insurance contribution refunds if their layoff rate does not exceed surveyed unemployment rates in urban areas for the preceding year (2019 surveyed urban unemployment rate target is 5.5%). For enterprises with 30 or fewer insured employees, the applicable layoff rate will be 20% of the total number of employees in the enterprise. Implementation of policies to refund unemployment insurance contributions to enterprises facing difficulties and provide special lump-sum training subsidies for enterprises facing difficulties will be extended to December 31, 2020. Enterprises are encouraged to engage in collective negotiations with employees and maintain employment relations through measures such as salary negotiations, adjusted of working hours, work-rotation schemes, and on-the-job training. For enterprises that produce and distribute urgently needed epidemic containment supplies, a lump-sum employment subsidy of CNY 1,000 per person shall be provided. Further efforts will also be made to establish legal mechanisms for response to public health emergencies. A dedicated service hotline will be set up to provide public legal services with respect to labor relations disputes caused by the Covid-19 epidemic.

Policies to enhance inclusive financial services and adopt targeted cuts to required reserve ratios will be implemented. The additional funds thus released will be used to support financing for private enterprises and small and micro enterprises. Banks and financial institutions are encouraged to further improve internal performance assessment systems with respect to services provided to private enterprises and small and micro enterprises, raise their tolerance for non-performing loans extended to small and micro enterprises, and extend more medium-and long-term loans and unsecured loans to small and micro enterprises in the manufacturing industry. Good use will be made of the special refinancing loans of the People's Bank of China to provide credit support at preferential interest rates not exceeding the one-year LPR less 100 basis points to key enterprises in the Covid-19 response effort, as determined by state and provincial authorities, and ensure that actual financing costs incurred by relevant enterprises are reduced to below 1.6%

through interest subsidies provided by fiscal authorities. Banks and financial institutions are encouraged to provide tailored policies for enterprises that meet credit requirements but are temporarily facing operational difficulties, and not call back loans in advance, cut off loans or delay the disbursement of loans. Banks and financial institutions should provide loan repayment extensions, extended loan renewals, and lower interest rates and overdue interest rates. Subsidies will be provided to loan guarantee institutions that reduce their fees. For new guarantees provided by government loan guarantee institutions in Jiangmen, Huizhou, Zhaoqing and eastern Guangdong, western Guangdong and northern Guangdong from 2019 for small and micro enterprise loans below CNY 10 million with an average annualized guarantee rate of no more than 1.5%, provincial finance authorities will provide a subsidy equal to 0.5% of the loans guaranteed for the year. All government-controlled financing guarantee and re-guarantee entities will waive requirements for counter-guarantees.

Efforts will be made to strengthen cooperation between industrial parks in eastern Guangdong, western Guangdong and northern Guangdong with the Pearl River Delta region, and stay updated on the list of enterprises seeking to transfer to another industrial park. Efforts will be made to promote long-term leasing of industrial land, leasing before concession, integration of leasing and concession, and leasing/concession of industrial land with flexible term periods. Efforts will be made to reduce the cost of logistics and electricity service. Regions with the right conditions may build more standard factory buildings and provide rent concessions. State-owned enterprises are encouraged to increase the supply of standard factory buildings through the use of reserve sites, urban renewal, and renovation and integrated leasing of sites to promote the orderly transfer of manufacturing industries across regions. A cross-departmental comprehensive service platform will be set up to further integrate enterprise production and marketing, support relevant enterprises in connecting with bulk procurement projects undertaken by major domestic e-commerce platforms and by various industries and regions, and support enterprises in expanding domestic sales channels. The China Processing Trade Products Fair will continue to be held to a high standard to provide an exhibition and networking platform to facilitate domestic sales

by processing trade enterprises. **(By Human Resources and Social Security Department of Guangdong Province; Guangdong Provincial Development and Reform Commission; Department of Industry and Information Technology of Guangdong Province; Department of Finance of Guangdong Province; Department of Natural Resources of Guangdong Province; Guangdong Provincial Department of Housing and Urban-Rural Development; Department of Commerce of Guangdong Province; Guangdong Provincial State-Owned Assets Supervision and Administration Commission; Healthcare Security Administration of Guangdong Province; Guangdong Financial Supervisory Authority; Guangdong Disabled Persons' Federation; Guangdong Provincial Tax Service, Guangzhou Branch of the People's Bank of China; Guangdong Bureau of China Banking and Insurance Regulatory Commission)**

2. Creating more jobs

Efforts will be made to promote employment by drawing upon domestic demand. Guangzhou and Maoming are encouraged to carry out the “forerunner” campaign for improving the quality and size of the domestic services industry. Support will be provided to the private sector in developing inclusive care services, and cities are encouraged to actively participate in the pilot project. Support will be provided to the development of the elderly care industry and the development of elderly care service teams will be strengthened. Support will be provided to the development of the cultural and tourism industries and create more channels for cultural and business tourism and sports consumption. Support will be provided for activities that boost consumption in the cultural and tourism sectors, such as cultural and tourism exhibitions and promotion events. Appropriate preference will be given to cultural and tourism enterprises in government procurement of goods and services. Municipalities and prefecture-level cities with the right conditions are encouraged to introduce subsidy policies for scrapping and replacing old cars. Guangzhou and Shenzhen are encouraged to further ease quotas for vehicle lotteries and auctions. Service outsourcing markets in the province will be developed and administrative agencies, public institutions, and state-owned enterprises will be encouraged to procure required professional services from the private sector.

Efforts will be made to create new jobs by boosting investment. Efforts will be made to improve capital requirements for investment projects. Capital ratios will be determined based on project nature and minimum capital ratio for infrastructure projects will be appropriately adjusted. Efforts will be made to encourage the raising of capital for major projects through legal and regulatorily compliant means such as the issuance of equity-based financial instruments such as perpetual bonds. The issuance special local government bonds will be accelerated and priority will be given in their use in projects that address infrastructural shortcomings. Projects to renovate old residential complexes in urban areas, shantytowns and dilapidated buildings in rural areas will be carried out. Support will be provided for construction of urban parking facilities. Efforts to develop a national logistics network hub will be accelerated. Key construction enterprises will be encouraged to actively adopt international construction and engineering organization and management models. They will be given support in expanding into markets such as rail transit, expressways, airports, water conservancy, ecological and environment protection, as well as participating in urban renewal. A new three-year action plan for technology transformation will be implemented.

Efforts will be made to expand employment by stabilizing foreign trade. Export insurance coverage will be expanded to further reduce export credit insurance premiums. Efforts will be made to promote the application of the “single-portal” credit insurance platform for international trade and expand the coverage of export credit insurance for small and micro enterprises. Support will be provided to enterprises to establish international marketing service networks and develop provincial public international marketing services platforms. Development of comprehensive cross-border electronic commerce experimental zones in Guangzhou, Shenzhen, Zhuhai, Shantou, Foshan and Dongguan will be accelerated.

Developing and expanding new economic drivers to expand employment. Vigorous efforts will be made to develop a new generation of strategic industrial clusters in domains such as information technology, green petrochemical industries, intelligent household appliances and automobiles. Focus will be placed on high-performance integrated circuits, ultra-high-definition video, biomedicine, artificial intelligence and robotics, in order to develop emerging industrial clusters with comparative advantages. Efforts will be made to promote the integration and

application of 5G in vertical industries. The first (set) of national insurance premiums subsidy policies will be implemented. **(By Guangdong Provincial Development and Reform Commission; Department of Industry and Information Technology of Guangdong Province; Department of Civil Affairs of Guangdong Province; Department of Finance of Guangdong Province; Guangdong Provincial Department of Housing and Urban-Rural Development; Department of Transportation of Guangdong Province; Department of Commerce of Guangdong Province; Department of Culture and Tourism of Guangdong Province; Health Commission of Guangdong Province)**

3. Promoting multiple forms of employment

Community service projects such as the “Teachers Special Jobs Positions Plan” and the “Three Supports and One Aid” plan will continue to be implemented. Special efforts will be made to recruit professional talent urgently needed by community-level healthcare institutions. Recruitment of fresh higher education graduates into the armed forces will be expanded. More than 1,000 community-level public employment and entrepreneurship service positions will be created for higher education graduates who have graduated for less than 2 years. Subsidies for up to 2 years will be provided for these positions with reference to the wage standards for staff in similar local public institutions.

More public welfare positions will be created. Those who have not found jobs at the end of their tenure at public welfare positions may remain in the same for another year, with applications to be submitted by December 31, 2020. In principle, special groups such as older persons facing employment difficulties, members of zero-employment households, and severely disabled persons, are entitled to another placement in a public welfare position.

Social insurance subsidies for domestic services companies that hire employees will continue to be provided. A subsidy of CNY 1,000 per employee per year will be provided to such enterprises that have a monthly average of 30 (20 for those in eastern Guangdong, western Guangdong and northern Guangdong) or more domestic services providers during the year. Those rated as a Provincial Leading Domestic Services Enterprise or a Domestic Services Enterprise with Exemplary Credibility will be respectively awarded a lump-sum incentive of CNY 300,000 or CNY 200,000.

Management of employment services for persons in flexible forms of employment will be enhanced. Conditions for such persons to participate in the social insurance system will be further relaxed. Pilot occupational injury insurance schemes for persons in new forms of employment will be launched in Guangzhou, Shenzhen and Foshan. For higher education graduates who have graduated for less than 2 years and persons facing employment difficulties in flexible forms of employment, social insurance subsidies for flexible employment will be implemented. Such subsidies may be extended for another year for those who have not achieved stable employment upon expiration of the subsidy period, with applications to be submitted by December 31, 2020. On-demand companies are encouraged to negotiate and sign labor agreements with persons in new forms of employment who are not covered by current labor security laws and regulations, wherein reasonable provisions regarding basic rights and interests such as labor remuneration, leave and holidays, and safety protections should be specified. **(Above tasks shall be completed by Human Resources and Social Security Department of Guangdong Province; Guangdong Provincial Development and Reform Commission; Department of Education of Guangdong Province; Department of Finance of Guangdong Province; Department of Commerce of Guangdong Province; Conscription Office of Guangdong Province)**

4. Further boosting entrepreneurship-driven employment

The implementation of entrepreneurship guaranteed loans and interest subsidies policies will be intensified. For eligible labor-intensive and high-tech small and micro enterprises, guaranteed loans of up to CNY 5 million with terms up to 3 years will be provided, with an interest subsidy at 50% of the loan prime rate. Application requirements for small and micro enterprise entrepreneurship guaranteed loans will be relaxed. Proportion of newly recruited key aid targets in the current year as a proportion of the current number of employees will be reduced to 20%. This proportion will be lowered to 10% in the case of enterprises with more than 100 employees. In localities with the right conditions, efforts will be made to establish mechanisms for providing unsecured entrepreneurship guaranteed loans to borrowers

recommended by creditable villages, creditable parks, and demonstrative start-up incubation bases. Efforts will be made to implement measures for transferring funds from the surplus balances of rolled-over unemployment insurance funds to surety funds for entrepreneurship guaranteed loans. More subsidies for employment driven by small and micro enterprises will be provided. Returning entrepreneurs who successfully establish start-up businesses in their hometowns that operate normally for more than 6 months will be granted a lump-sum subsidy of CNY 10,000. Entrepreneurship support policies will be implemented for entrepreneurs (businesses) operating “courier inns”, homestays, and “agritainment lodgings” in the countryside. Measures will be taken to accelerate the development of the “1+12+N” framework for Hong Kong and Macao youth innovation and entrepreneurship bases and various innovation and entrepreneurship vehicles. Certain operating subsidies may be provided for demonstrative start-up incubation bases and parks that reduce or waive rent for small and medium-sized enterprises during the Covid-19 response period. Policies to provide lump-sum subsidies to start-up incubation bases for returning entrepreneurs will continue to be implemented. The development of village (community) rural e-commerce service stations (platforms) will be encouraged. A lump-sum subsidy up to CNY 100,000 will be provided to eligible e-commerce service stations (platforms). Annual planning quotas for new construction land in localities at county level or below will prioritize the allocation of land for businesses set up by returning entrepreneurs. Eligibility for training subsidies to enhance the competencies of start-up operators has been extended to operators of companies registered within the past 5 years with promising growth prospects. Number of available subsidies has been expanded to around 1,000 per year. Programs to boost the competencies of returning entrepreneurs will be implemented. During the Covid-19 response period, for existing entrepreneurship guaranteed loans issued to individuals, borrowers infected with the Covid-19 virus may apply to the lending bank for a loan extension, for a period not exceeding 1 year in principle. Finance authorities will continue to provide interest subsidies. Where business operations have been impacted by Covid-19, and loans cannot be repaid in time during the Covid-19

response period, the borrower may resume usual repayment installments within 30 days of the lifting of Covid-19 response measures. They will remain entitled to interest subsidies. **(By Human Resources and Social Security Department of Guangdong Province; Department of Industry and Information Technology of Guangdong Province; Department of Finance of Guangdong Province; Department of Natural Resources of Guangdong Province; Department of Agriculture and Rural Affairs of Guangdong Province; Guangzhou Branch of the People's Bank of China)**

5. Stabilizing the employment of higher education graduates and other key groups

Efforts will be made to expand eligibility for social insurance subsidies for small and micro enterprises and community-level employment subsidies to higher education graduates who have graduated for less than 2 years. Starting from the 2021 cohort, the job-seeking and entrepreneurship subsidy will be raised to CNY 3,000 per person. Measures will be adopted to optimize the personnel structure of state-owned enterprises. More fresh higher education graduates with higher vocational education qualifications or above will be recruited than in the previous year in proportionate terms. Priority will be given to the recruitment of higher education graduates from households facing economic difficulties. Employers that arrange internship opportunities for higher education graduates who have graduated for less than 2 years and unemployed youth aged 16-24, will be provided with a monthly internship subsidy per person per month, up to the local minimum wage standard. Eligible employers will be provided with subsidies for retaining interns in full-time positions. Employers (except government agencies and public institutions) that hire veterans discharged during the past year in a stable job position and make social insurance contributions for them for 1 year or more will be given a subsidy of CNY 10,000 for each veteran hired. Subsidies for hiring workers registered as in need of poverty assistance will be raised to CNY 5,000. Those certified as Provincial Demonstrative Bases for Poverty Alleviation Through Employment will be awarded a lump-sum subsidy of CNY 300,000. In the development of small and medium-sized

infrastructure in rural areas and the renovation of dilapidated buildings in rural areas, efforts will be made to relieve people in disaster areas by providing them with job opportunities instead of outright grants. Workers registered as in need of poverty assistance will be encouraged to participate in construction projects. Employers that hire workers registered as unemployed for more than half a year in stable positions and make social insurance contributions for them for more than 6 months will be given a lump-sum employment subsidy of CNY 5,000 for each such worker hired until December 31, 2020. During the Covid-19 response period, wages paid by enterprises when their employees were receiving treatment for Covid-19 infection or quarantined for medical observation will be subsidized at a rate up to 50% of the basic old-age insurance payment wage base for the relevant employee. Required funds shall be disbursed from special funds for the restructuring of industrial enterprises. **(By Human Resources and Social Security Department of Guangdong Province; Department of Finance of Guangdong Province; Guangdong Department of Veterans Affairs; Guangdong Provincial State-Owned Assets Supervision and Administration Commission; Poverty Alleviation Office of Guangdong Province; Federation of Trade Unions of Guangdong Province).**

6. Improving the skill levels of workers

The “Guangdong Technician”, “Guangdong Cuisine Chef” and “Southern Guangdong Domestic Services” training programs will be incorporated into the ten practical provincial priorities concerning the people’s livelihood. The “Rural E-commerce” and “Rural Craftsmen” campaigns will be carried out. Guangzhou and Shenzhen will be supported in their development into national pilot cities for university-industry partnership. More than 100 enterprises will be cultivated under university-industry partnership pilot schemes. Efforts will be made to formulate plans for the development of key specialties in vocational education programs and accelerate the transformation and development of institutions offering application-oriented undergraduate programs. Adjustments to bursaries and scholarships in vocational institutions will be accelerated. The coverage and value of bursaries and scholarships provided to students in higher vocational education will be

expanded. Reforms in vocational and technical education will be enhanced. Technical institutes will be incorporated into the higher vocational education system. The development of high-level technical institutes will be accelerated. The “school-enterprise dual-course system” will be promoted. Support will be given to the development of provincial key academic majors and characteristic majors. The vocational skills upgrading projects for ten key population sectors will be implemented and vocational training subsidies and living allowances will be provided in accordance with relevant regulations. The policy of raising training subsidies for urgently needed professions (vocations) by up to 30% will continue to be implemented. Pre-employment training will be provided and training subsidies and living allowances will be disbursed in accordance with relevant regulations until December 31, 2020. Measures will be taken to support all vocational schools and technical institutes in working with enterprises to build employee training centers, enterprise universities and continuing education centers. Costs of relevant training courses, courseware development, and course instruction will be disbursed from vocational training income in accordance with relevant regulations. New career development plans will be implemented. Reforms to the construction labor employment system will be implemented. Shenzhen will be given support in carrying out pilot schemes for developing teams of construction workers for the New Era. **(By Human Resources and Social Security Department of Guangdong Province; Guangdong Provincial Development and Reform Commission; Department of Education of Guangdong Province; Department of Finance of Guangdong Province; Guangdong Provincial Department of Housing and Urban-Rural Development; Federation of Trade Unions of Guangdong Province)**

7. Enhancing support to ensure basic living standards for persons facing difficulties

Efforts will be made to guide enterprises in difficulties that need to lay off more employees to formulate layoff and resettlement plans, as well as properly handle labor relations and social insurance transfer and continuation procedures in accordance with laws and regulations. Efforts will be made to advance unified planning for

unemployment insurance funds at the provincial level. Unemployment benefits will be timely disbursed to eligible unemployed persons, while unemployment insurance funds will be used to pay basic medical insurance premiums during the period of receiving unemployment insurance benefits. Unemployment insurance benefits may be disbursed to those who have not found new jobs upon expiration of the period of receiving unemployment insurance benefits and are less than one year away from the statutory retirement age until their statutory retirement age. Unemployed persons facing livelihood difficulties in living but are ineligible for unemployment insurance benefits will be provided with a temporary living allowance of CNY 5,000 per person. A real-name ledger and regular contact system will be established for unemployed persons, and follow-ups will be conducted at least once a month. Unemployed and their families facing livelihood difficulties will be included in the scope of social assistance programs such as minimum living allowances and temporary assistance as per regulations. After reemployment, those with per capita monthly household income reaching or exceeding local minimum subsistence standards may retain their minimum living allowance benefits for a further 6 months. **(By Human Resources and Social Security Department of Guangdong Province; Department of Civil Affairs of Guangdong Province; Department of Finance of Guangdong Province; Federation of Trade Unions of Guangdong Province)**

8. Strengthening employment services

Efforts will be made to continue to implement the system for assigning dedicated staff for employment services provided to key corporate employers, assign dedicated personnel to provide talent services for high-tech enterprises, and carry out a series of activities such as campus recruitment events by “Specialized, Sophisticated, Distinctive and New” enterprises and special recruitment events by key corporate employers. During the Covid-19 response period, a 24-hour employment scheduling mechanism for key enterprises will be established to ensure that key enterprises can resume production and work as soon as possible. Where human resources service agencies refer employees to key employment enterprises and high-tech enterprises, eligible agencies will be provided with a subsidy of CNY 400 for each worker

recommended. During the Covid-19 response period, certain subsidies may be given to human resources service agencies that actively assist enterprises in solving recruitment difficulties, and help enterprises in recruitment and reopening. Enterprises are encouraged to organize “point-to-point” special buses and trains to help migrant workers return to Guangdong for work, with localities allowed to provide subsidies at their discretion. Strict measures will be taken to crack down on illicit activities such as manipulation of the market and disruption of the market order by “black intermediaries” and “contractors”. Recruitment notices posted by government investment projects must be publicly released on the websites of the relevant department and the human resources and social security department at the same level. Public employment talent service agencies at or above the municipal level must ensure all recruitment notices are published online and reported to provincial and national agencies before the first quarter of 2020. Efforts will also be made to enhance recruitment cooperation between “village enterprises”, “park villages” and “schools and enterprises” and deepen inter-provincial cooperation in labor services. Public employment service agencies, commercial human resources service agencies, trade associations, community organizations, demonstrative start-up incubation bases, ordinary higher education institutes, vocational schools and technical institutes that provide employment services will be given certain subsidies based on the number of persons receiving their services and the effectiveness and cost of their services. National and provincial human resources service industrial parks and national and provincial “Human Resources Service Agencies with Exemplary Credibility” will continue to enjoy subsidy policies. During the Covid-19 response period, aid targets that are unable to timely apply for employment and entrepreneurship subsidies are allowed to do so within 3 months of the lifting of Covid-19 restrictions. **(By Human Resources and Social Security Department of Guangdong Province; Department of Industry and Information Technology of Guangdong Province; Department of Finance of Guangdong Province).**

9. Improving employment and unemployment monitoring and designation mechanisms

Efforts will be made to improve the employment and unemployment registration system and introduce the real-name employment system. Workers can complete unemployment registration procedures in their locality of household registration, permanent residence or place of employment as stipulated by relevant regulations, and thereby be entitled to employment and entrepreneurship support policies and services. For unemployed persons previously in flexible forms of employment and unemployed persons in new members of the labor force, unemployment registration will be based on the “commitment system”, which will not require the submission of documentary proof. Efforts will be made to strengthen comparative analysis using big data to enhance tracking and corroboration of the impact of, major projects and special policies on employment, improve mechanisms for analyzing the employment situation, and simultaneously formulate response measures. For enterprise staff who undertake employment and unemployment monitoring tasks, a subsidy of no more than CNY 200 will be given on a monthly basis. For each additional employment monitoring task undertaken, the subsidy will be increased by CNY 50. Measures will be taken to set up and improve employment risk management mechanisms and include expenditures on handling employment risks into the range of financial contingency reserves at all levels. Public opinion monitoring and assessments, coordination and emergency response will be carried out to ensure the stability of private forecasts. **(By Human Resources and Social Security Department of Guangdong Province; Department of Finance of Guangdong Province; Bureau of Statistics of Guangdong Province; Guangdong Provincial Government Affairs Data Administration).**

Local governments at or above the county level should fulfill their duties in promoting employment, establishing robust organization and leadership mechanisms for promoting employment, intensify policy communication efforts, strengthen fund management and performance evaluation, and ensure that tasks are fully implemented. The Guangdong Provincial Human Resources and Social Security Department shall, in conjunction with relevant departments, duly summarize the implementation of the *Notice of the Guangdong Provincial People’s Government on Issuing Several Policies and Measures to Further Stabilize and Promote Employment in Guangdong Province*

(Yue Fu (2018) No. 114), revise and improve relevant supporting policies in a timely manner based on these Policies and Measures, review, integrate and streamline the subsidies provided, and make it more convenient to apply for subsidies application through electronic means. All localities and relevant parties should give due recognition to a number of typical employment and entrepreneurship exemplars to set a public example that encourages employment and entrepreneurship.

Mode of disclosure: Active disclosure

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