

The Financial and Economic Committee of the GAC issued the Interim Measures for the Resignation of State-owned Enterprise Workers (Draft)

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<http://www.people.com.cn/item/flfgk/gwyfg/1952/L35801195204.html>

Staff who are too weak to work and are not eligible for retirement. If they request to retire or are ordered to retire by the administration, they shall be dealt with in accordance with these measures. However, if the provisions of Article 13 B and C of the Labor Insurance Regulations apply, these Regulations shall not apply.

Article 2 When the workers and staff members specified in the preceding article retire, severance pay shall be paid in accordance with the following provisions.

A: Male workers and male employees who are over 50 years old, female workers and female employees who are over 45 years old, and who have worked in the enterprise for ten years (hereinafter referred to as the enterprise's seniority) will be paid six months of the original wages. For the part of the enterprise that has worked for more than ten years, for every full year, an additional half month of the original salary will be issued, but the total severance pay shall not exceed the original salary of 12 months.

B: Male workers and male employees who are under 50 years old, female workers and female employees who are under 45 years old, and those who have worked in the enterprise for 10 years will be paid five months of the original salary. For the part of the enterprise that has worked for more than ten years, for every full year, an additional half month of the original salary will be issued, but the total severance pay shall not exceed the original salary of 12 months.

C: For those who have worked in the enterprise for less than ten years, if their working experience in the enterprise is less than two years, the original salary will be paid for two months. After that, the enterprise will pay one-third of the original salary for each additional year of service.

Article 3 The severance pay for retired employees shall be issued by the enterprise administration at one time when they resign.

Article 4 If an affiliated enterprise unit is an independent economic accounting unit, the severance pay issued in accordance with these Measures shall be borne by each affiliated unit.

Article 5 The calculation of the working age of workers in the enterprise shall be handled in accordance with the provisions of Article 15 C and D of the Labor Insurance Regulations and Articles 50, 51 and 52 of the Draft Implementation Rules of the Labor Insurance Regulations.

Article 6 The length of service in the enterprise of the retired employees shall be reported by themselves, and the supporting documents or witnesses shall be presented, which shall be reviewed and approved by the grass-roots committee of the trade union.

Article 7 The severance pay of workers and staff shall be calculated based on the wages earned by the workers and staff members one month before retirement. For workers and staff members who receive piece-rate wages, the average wages of the last three months shall be used as the standard.

Article 8 When workers and staff members who have made special contributions to production or have made great contributions to the protection of the factory and disabled soldiers who have been transferred to work in the enterprise, when they request to retire due to their old age and infirmity, their severance pay shall be in accordance with the provisions of Article 2 of these Regulations and

Twenty percent extra. If they do not apply for resignation, the administration of the enterprise shall change them to a light job, and they shall not be forced to retire.

Article 9 The staff members of the Ministry of Railways and the Ministry of Posts and Telecommunications who are unable to work due to old age, sickness or disability may be dealt with in accordance with these Regulations. Similar problems of other financial and economic departments and their affiliated enterprises should be reported to the Central People's Government Administration Council After approval by the Finance and Economics Committee, it may also be dealt with in accordance with these Measures.

Article 10 These Measures shall come into force on the date of promulgation.