

The Circular on the Guidelines for the Enterprises' Wage Increasing Rate in Shanghai Municipality in 2008

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Shanghai Municipal Labour & Social Security Bureau, April 18, 2008**

To all the Municipal Committees, Offices and Bureaus, the Holding (Group) Corporations, the Group Corporations, the District/County Labour & Social Security Bureaus, the concerned State-Owned-Enterprises:

In light of Shanghai's economic growth, consumer price index, employment and labour cost in 2008 and the worker's wage level in 2007, the suggestions on the Guidelines for the Enterprises' Wage Increasing Rate in Shanghai Municipality in 2008 are issued as the followings:

I . The Guideline for the Wage Increasing Rate of the Enterprises in Shanghai Municipality

The Guideline for the average wage increasing rate of the enterprises in Shanghai Municipality in 2008 is 11%, with the ceiling increasing rate 16%, and the bottom increasing rate 5%.

II. Guiding Suggestions

The enterprises with sound business operations and enhancing economic performance, in case that their wage level in the previous year is above two times of the Municipal average wage level, may determine their worker's wage increasing rate referring to the Guideline for the Bottom Wage Increasing Rate; in case that their wage level is above 60% but less than two times of the

Municipal average wage level, their worker's wage increasing rate may be determined as per the Guideline for the Average Wage Increasing Rate; and where their wage level is under 60% of the Municipal average wage level, the enterprises may define their worker's wage increasing rate as per the Guideline for the Ceiling Wage Increasing Rate.

The enterprises with normal business operations and ordinary economic performance, in case that their wage level in the previous year is less than two times of the Municipal average wage level, may determine their worker's wage increasing rate referring to the Guideline for the Average Wage Increasing Rate; where their wage level is above two times of the Municipal average wage level, the worker's wage increasing rate may be defined as per the Guideline for the Bottom Wage Increasing Rate.

The enterprises that have negative growth in economic performance or suffer from deficit may determine their worker's wage increasing rate as per the Guideline for the bottom Wage Increasing Rate.

The Labour and Social Security Administrations at all levels, the Holding (group) Corporations and the Group Corporations shall strengthen the guidance on wage increasing rate of the enterprises within their respective jurisdictions. Referring to the Guidelines for wage increase and labour cost in the respective industries, the enterprises shall rationally make wage adjustment arrangement in 2008 in light of its actual situations, and meanwhile rationally determine the wage standard of the personnel engaged in business operations and management, specialized technology, manufacturing and service, etc. referring to the wage standard guidance in the labour market. Both the enterprises and the workers shall actively define the wage distribution system, form of distribution and wage increasing rate thereof through collective bargaining.

上海市劳动和社会保障局

关于 2008 年本市企业工资增长指导线的通知

沪劳保综发(2008)29号

各有关委、办、局，控股(集团)公司，企业(集团)公司，各区县劳动和社会保障局，各有关企业：

经综合考虑本市 2008 年经济增长、居民消费价格、劳动就业、人工成本及 2007 年工资水平等情况，现就 2008 年本市企业工资增长指导线有关问题提出如下意见：

一、企业工资增长指导线

2008 年本市企业工资增长平均指导线为 11%，上线为 16%，下线为 5%。

二、指导意见

企业生产经营正常、盈利水平较高的，若上年工资水平高于全市职工平均工资 2 倍的，可参照下线增长工资；上年工资水平高于全市职工平均工资 60%、低于全市职工平均工资 2 倍的，可参照平均指导线增长工资；上年工资水平低于全市职工平均工资 60%的，可参照上线增长工资。

企业生产经营正常、盈利水平一般的，若上年工资水平低于全市职工平均工资 2 倍的，可参照平均指导线增长工资；若上年工资水平高于全市职工平均工资 2 倍的，可参照下线增长工资。

企业亏损的，也可参照下线增长工资。

本市各级劳动保障部门、各控股集团公司、企业集团公司，应加强对本地区或者所属企业工资增长水平的指导。各企业应根据实际情况，参考工资增长指导线、行业人工成本水平，合理安排 2008 年工资调整幅度；参考劳动力市场工资指导价位，合理确定经营管理、专业技术、生产服务等各类人员的工资水平。企业方和职工方应积极通过工资集体协商确定本企业的工资分配制度、分配形式及工资调整幅度等。

上海市劳动和社会保障局

二〇〇八年四月十八日