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Guiding Opinions of the Central Committee of the Communist Party of China Council on Deepening the Reform of State-owned Enterprises

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Guiding Opinions of the Central Committee of the Communist Party State Council on Deepening the Reform of State-owned Enterprises

Central Committee of the Communist Party of China

Xinhua News Agency, Beijing, September 13th.

Guiding Opinions of the Central Committee of the Communist Party of China and
on Deepening the Reform of State-owned Enterprises

(August 24, 2015)

State-owned enterprises are owned by the whole people and are an important force for national modernization and protect the common interests of the people. It is an important economic and political basis for the development of the country and the country. Since the reform and opening up, the reform and development of state-owned enterprises have continued to make significant progress. They have been integrated with the market economy in general, and their operating quality and efficiency have been significantly improved. A number of enterprises with core competitiveness have emerged in the international and domestic markets. Great contributions have been made to social development, ensuring and improving the people's livelihood, opening up international markets, and enhancing my country's comprehensive national power. The management team of state-owned enterprises is generally good, and the employees have made unremitting efforts, and the achievements are outstanding. But we must also see that state-owned enterprises still have some outstanding contradictions and problems that need to be solved urgently. Some enterprises have not yet established their market dominant position. The enterprise system is not perfect, the state-owned assets supervision system needs to be improved, and the operating efficiency of state-owned capital needs to be further improved. Some enterprises have chaotic management, prominent problems such as insider control, profit transfer, and loss of state-owned assets. Enterprises' social functions and historical issues have not been fully resolved; Facing the future, state-owned enterprises are facing increasingly fierce competition and huge challenges of transformation and upgrading. In the process of building my country's economy to maintain medium-to-high-speed growth and move toward high level, improve and develop the socialist system with Chinese characteristics, realize the Chinese dream of the great rejuvenation of the Chinese nation, state-owned enterprises have important historical missions and responsibilities. It is necessary to conscientiously implement the strategic decisions of the Party Central Committee and the State Council, follow the "four comprehensive" strategic layout, focus on economic construction, adhere to the market orientation, continue to promote the reform of state-owned enterprises, effectively overcome institutional obstacles, and unswervingly become stronger. Make state-owned enterprises stronger for this reason, the following comments are made.

1. Overall requirements

(1) Guiding ideology

Hold high the great banner of socialism with Chinese characteristics, conscientiously implement the spirit of the 18th CPC National Congress and the Third and Fourth Plenary Sessions of the 18th Central Committee, thoroughly study and implement the spirit of General Secretary Xi Jinping's important speeches and instructions.

series of important speeches, uphold and improve the basic economic system, and socialist market The direction of economic reform, to adapt to the new situation of modernization, and internationalization, to liberate and develop social productivity to improve the efficiency of state-owned capital and enhance the vitality of state-owned Scientific and modern enterprise system, improve the state-owned assets supervision prevent the loss of state-owned assets, comprehensively promote the management according to law, strengthen and improve the party's leadership over state-owned state-owned enterprises stronger, better and bigger, and continuously enhance the control of the state-owned economy, influence, and anti-risk ability, actively adapt to the new normal of economic development, and make positive contributions to promoting and healthy economic and social development and realizing the Chinese Dream and rejuvenation of the Chinese nation.

(2) Basic principles

- uphold and improve the basic economic system. This is the fundamental requirement grasped in deepening the reform of state-owned enterprises. We must unswervingly develop the public sector of the economy, and unswervingly encourage, support, and development of the non-public sector of the economy. Adhere to the dominant public ownership, give full play to the leading role of the state-owned economy, actively shareholding and mutual integration of state-owned capital, collective capital, and private capital, and promote the mutual promotion and common development of various ownership capital.

- Adhere to the reform direction of the socialist market economy. This is the basic principle followed in deepening the reform of state-owned enterprises. The reform of state-owned enterprises must follow the laws of the market economy and the laws of enterprise development, separate the separation of government and enterprise, government and capital, and separation of management rights, adhere to the unity of rights, obligations, and responsibilities, combine the combination of incentive mechanisms and restraint mechanisms, so as to promote the development of state-owned enterprises. Become an independent market entity that operates independently in accordance with the law, is responsible for its own profits and losses, assumes its own discipline, and self-development. State-owned enterprises under the conditions of the socialist market economy should become models of consciously fulfilling their social responsibilities.

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——Adhere to the combination of strengthening vitality and strengthening supervision, an important relationship that must be grasped in deepening the reform of state-owned enterprises. Enhancing vitality is the essential requirement for a well-run state-owned enterprise, and strengthening supervision is an important guarantee for a good state-owned enterprise. The organic unity of the two must be effectively achieved. Continue to promote the separation of government administration and decentralization of power, implement the property rights and autonomy of corporate legal persons in accordance with the law, and further stir up the creativity and market competitiveness of enterprises. Further improve the state-owned supervision system, effectively prevent the loss of state-owned assets, and ensure the safety and appreciation of state-owned assets.

—— Uphold the Party's leadership over state-owned enterprises. This is the political principle that must be adhered to in deepening the reform of state-owned enterprises. It is necessary to implement the policy of strictly governing the party in an all-round way, strengthen the political core role of the party organization of the enterprise, strengthen the leadership team of the enterprise, innovate the work of party building at the grassroots level, carry out the construction of party style and clean government in depth, persist in relying on the masses, wholeheartedly safeguard the legitimate rights and interests of employees, and provide strong political guarantee, organizational guarantee and talent support for the reform and development of state-owned enterprises.

Paris - Dakar

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——Insist on active, prudent and coordinated progress. This is a scientific method adopted to deepen the reform of state-owned enterprises. We must correctly handle the relationship between promoting reform and upholding the rule of law, correctly handling the relationship between reform, development and stability, and correctly handling the relationship between good job in top-level design and respecting the pioneering spirit of the grassroots. Reforms are pushed forward steadily and strive for practical results.

(3) Main goals:

By 2020, decisive results will be achieved in important areas and key links of state-owned enterprise reform, and a state-owned asset management system, a modern enterprise system oriented operating mechanism will be formed that are more in line with China's basic system and the development requirements of a socialist market economy. , the layout of state-owned capital is becoming more reasonable, creating a large number of entrepreneurs with both ability and political integrity, good at management, and cultivating a large number of state-owned backbone enterprises with innovative capacity and international competitiveness. The state-owned economic vitality, control, and influence to resist risks has been significantly enhanced.

——The reform of the corporate system of state-owned enterprises has been basic. Positive progress has been made in the development of the mixed-ownership economic system, corporate governance structure has become more sound, the survival of the fittest principle, flexible management, internal management personnel can be promoted and demoted, can be hired and exited, and income can be increased or decreased. The market is more perfect.

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—The state-owned assets supervision system is more mature, the relevant laws more complete, the means and methods of supervision are continuously optimized, the pertinence and effectiveness of supervision are further improved, the centralized supervision of commercial state-owned assets is realized, and the responsibility for increasing the value of state-owned assets is comprehensive. implement.

—The efficiency of state-owned capital allocation has been significantly improved, the structure of the state-owned economy has been continuously optimized, and the state-owned capital has been effectively played.

—Enterprise party building has been comprehensively strengthened, the anti-corruption and work system have been further improved, the legal status of state-owned enterprises and organizations in corporate governance has been further consolidated, and the political role has been fully exerted.

2. Promote the reform of state-owned enterprises by classification

(4) Classify different types of state-owned enterprises. According to the strategic development goals of state-owned capital, combined with the role, status quo and needs of different state-owned enterprises in economic and social development, enterprises are divided into commercial and public welfare. By defining functions, categories, implementing classified reform, classified development, classified supervision, responsibility, and classified assessment, the pertinence of reform, the effectiveness and the scientific nature of assessment and evaluation will be improved, and the integration of state-owned enterprises with the market economy will be promoted. Promote

integration of economic benefits and social benefits of state-owned enterprises. In accordance with the principle of whoever contributes gets to classify, the institution performing the reform and the investor is responsible for formulating the functional definition and classification of state-owned enterprise, and submitting it to the government at the same level for approval. Enterprises should dynamically divide and dynamically adjust the functional categories of state-owned enterprises based on actual conditions.

(5) Promote the reform of commercial state-owned enterprises. Commercial state-owned enterprises should implement commercial operations in accordance with market-oriented requirements, pursue the goals of enhancing the vitality of the state-owned economy, amplifying the function of state-owned capital, and realizing the maintenance and appreciation of state-owned assets as independent legal entities, independently carry out production and operation activities in accordance with the law, and survive of the fittest and orderly advancement and retreat.

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Paris - Dakar

Commercial state-owned enterprises whose main business is in fully competitive fields must, in principle, implement the reform of the corporate shareholding system, actively introduce other state-owned capital or various non-state-owned capital to achieve diversified ownership. State-owned capital can hold absolute, relative, or You can participate in the overall listing. For these state-owned enterprises, the focus is on promoting the overall listing. For these state-owned enterprises, the focus is on business performance indicators, state-owned asset value preservation and appreciation, and competitiveness.

Commercial state-owned enterprises whose main business is in important industries and sectors that are related to national security and the lifeline of the national economy and

major special tasks must maintain their state-owned capital holding status and state-owned capital participation. For natural monopoly industries, carry out reforms with separation of government and enterprise, separation of government and capital, franchising, supervision as the main content. According to the characteristics of different industries, carry out network operations, liberalize competitive businesses, and promote the marketization of resource allocation; Wholly state-owned enterprises should also actively introduce non-state-owned capital to implement equity diversification; implement effective separation of business and special businesses and competitive businesses, and operate independently and independently account for them. For these state-owned enterprises, while assessing business performance indicators and the preservation and appreciation of state-owned assets, strengthen the ability of serving the national strategy, ensuring national security and national economic development, developing forward-looking strategic industries, and completing special tasks.

(6) Promote the reform of public welfare state-owned enterprises. Public welfare state-owned enterprises aim to protect people's livelihood, serve the society, and provide public services, and introduce market mechanisms to improve the efficiency and capacity. Such enterprises can adopt the form of sole state-owned investment, and if conditions permit, diversification of investment entities can also be implemented. Non-state-owned enterprises can be encouraged to participate in operations through purchasing services, franchising, joint ventures, agents, and other methods. For public welfare state-owned enterprises, focus on strengthening supervision and control, product and service quality, operational efficiency, and support capabilities. Strengthen business performance indicators and state-owned asset value maintenance and management in a differentiated manner according to different characteristics of enterprises. Social responsibility should be introduced in the assessment.

3. Improve the modern enterprise system

(7) Promote the reform of the company system and shareholding system. Intensify the reform of the corporate system at the group level, actively introduce various investors to achieve equity diversification, vigorously promote the restructuring and listing of state-owned enterprises, and create conditions for the overall listing of group companies. According to the functions of different enterprises, gradually adjust the proportion of state-owned equity to management mechanism with multiple equity structures, standardized shareholding, effective internal constraints, and efficient and flexible operation. Allow part of the state-owned capital to be converted into preferred shares, and explore the establishment of a management share system in a few specific areas.

(8) Improve the corporate governance structure of the company. The key point is construction of the board of directors, establish and improve the decision-making supervision mechanism with equal rights and responsibilities, coordinated operation checks and balances, standardize the behavior of the chairman and general manager, and give full play to the decision-making role of the board of directors, the board of supervisors, and the management of the management. The management of the political core role of the party organization can effectively solve the problems of corporate boards of directors are ineffective and the "top leaders" have the final say in standardized corporate governance. It is necessary to effectively implement and improve the role of the board of directors to exercise major decision-making, selection and appointment, distribution and other rights in accordance with the law, to ensure the management operation, and to prevent any government departments and institutions without authorization from intervening. Strengthen the internal checks and balances of the board of directors and the board of supervisors of wholly state-owned and wholly-owned enterprises, have employee representatives, and the outside directors of the board of directors for the majority. The one-person-one-vote voting system should be implemented, the board of directors should be responsible for the resolutions of the board of directors. Improve the efficiency of the board of directors and directors, strengthen the evaluation and management of those who are directly responsible for major decision-making mistakes must be dismissed in a timely manner, and held accountable according to law. Further strengthen the construction of the team of external directors and broaden the source channels.

(9) Establish a classified and hierarchical management system for leaders of state-owned enterprises. Adhere to the combination of the principle of party-management of cadres with the selection of the board of directors, the selection of managers by the board of directors, and the protection of human rights by managers in accordance with the law, and constantly innovate the management realization. The higher-level party organizations and state-owned assets supervision and management agencies shall strengthen the management of state-owned enterprises in accordance with the management authority, open up recommendation channels, and nominate according to regulations, and strictly implement the selection procedures for different types and levels of enterprises, different selection and appointment methods, and implement the selection system, appointment system, and appointment system are implemented, implement the professional manager system, implement the combination of internal training and external introduction, and smooth the channel for the conversion of existing managers and managers. The board of directors selects and manages professional managers in a market-oriented manner, and reasonably increases the proportion of market-oriented recruitment.

establishment of an exit mechanism. Promote the tenure system and contractual corporate managers, clarify responsibilities, rights, and obligations, and strictly enforce management and target assessment.

(10) Implement an enterprise salary distribution system that is compatible with the economy. The salary distribution right within the enterprise is the legal right of the enterprise, which is independently determined by the enterprise in accordance with the law and regulations. Establish a salary distribution mechanism that combines incentives and constraints, emphasizes efficiency and fairness, conforms to the general laws of enterprises and reflects the characteristics of state-owned enterprises. The salary distribution mechanism of state-owned enterprises should be improved. Establish and improve a wage determination and distribution mechanism that is basically adapted to the labor market and linked to the economic growth and labor productivity of enterprises. Promote the performance appraisal of all employees, make performance-oriented, scientifically evaluate the contributions of employees in different positions, reasonably widen the gap in income distribution, and effectively achieve income distribution decrease and clear rewards and punishments to fully mobilize the enthusiasm of employees. For the leaders of state-owned enterprises, implement a differentiated salary distribution method that matches the selection method, adapts to the functional nature of the position, and is linked to business performance. For the leaders of state-owned enterprises appointed by the Central Committee, the State Council, local party committees, governments and other organizations, the basic annual salary, performance annual salary and tenure incentive income shall be determined. To implement a market-based salary distribution mechanism for market-oriented enterprises, professional managers, various methods can be adopted to explore and improve the long-term incentive mechanism. Improve the economic responsibility audit, information disclosure, deferred payment, recourse and kickback and other restraint mechanisms that are linked with the incentive mechanism. Strictly regulate the remuneration for performance appraisal, business expenditures, and strictly prohibit the use of public funds for personal expenses.

(11) Deepen the reform of the internal employment system of enterprises. Establish systems for open recruitment and competitive employment of various management personnel in enterprises, and for special management personnel, entrust talent intermediary agencies to recommend them to broaden the horizons and channels for selecting and employing personnel. Establish a hierarchical and classified market-oriented open recruitment system for various types of employees, and effectively achieve information disclosure, process disclosure, and result disclosure. Build a harmonious labor relationship, standardize the management of various types of labor contracts in enterprises according to law, establish and improve a market-oriented employment contract management as the core and job management as the basis, and truly form a mechanism where various management personnel can go up and down, and employees can enter and exit. Reasonable flow mechanism.

4. Improving the state-owned assets management system

(12) Promote the transformation of the functions of state-owned assets supervision and management. State-owned assets regulatory agencies must accurately define the positioning of the investor's duties in accordance with the law, scientifically define the functions of state-owned asset investor supervision, establish a list of regulatory powers and responsibilities, and realize the transformation from mainly managing enterprises to mainly managing capital. Those that should be managed scientifically, and there will be no vacancy in capital management, managing the layout of state-owned capital, standardizing capital operations, increasing returns, and maintaining capital security; those that should not be managed scientifically should be managed according to law, and never offside, and will be independently managed by enterprises. The decision-making matters should be assigned to the enterprise, the management matters extended to the subsidiary enterprises should be assigned to the first-level enterprise, and the public management functions undertaken jointly should be assigned to the relevant government departments and units. Vigorously promote law-based supervision, change supervision methods and means, change administrative management methods, improve management systems and methods, and improve the scientific nature and effectiveness of supervision.

(13) Reform the authorized management system of state-owned capital with a focus on capital management. Reorganize and establish state-owned capital investment and operation management, explore effective operation models, promote industrial agglomeration, transformation and upgrading, and optimize the layout and structure of state-owned capital through financing, industrial cultivation, and capital integration; through equity operation,

management, and orderly advancement and retreat, Promoting the rational flow of state-owned capital to achieve value preservation and appreciation. Scientifically define the boundaries of state-owned capital ownership and management rights, and state-owned assets regulators perform the investor's duties for state-owned capital investment, operating companies directly supervised enterprises in accordance with the law, and authorize state-owned capital investment and operating companies to perform state-owned capital operations within the scope of authorization. Investor Responsibilities. As a professional platform for the market operation of state-owned capital, state-owned capital investment and operation companies carry out state-owned capital operations in accordance with the law, exercise shareholder responsibilities to the invested enterprises, and effectively undertake the responsibilities of maintaining and increasing the value of state-owned assets in accordance with the law, corresponding responsibility and power. Carry out pilot projects where the government authorizes state-owned capital investment and operating companies to perform the functions of investors.

(14) Focus on capital management to promote the rational flow and optimal allocation of state-owned capital. Adhere to the market-oriented, with enterprises as the main body, advance the reform, do something and not do it, optimize the layout and structure of state-owned capital, enhance the overall function and efficiency of the state-owned economy. Closely follow the national strategy, implement the national industrial policy and the overall requirements for the adjustment of the layout of key industries, optimize the key investment directions of state-owned capital, and promote the transfer of state-owned capital to important industries and key foundations that are related to national security, the lifeline of the nation, the backbone of the national economy and people's livelihood. Concentration of facilities, concentration of resources, looking strategic industries, concentration of advantageous enterprises with core technologies. Give full play to the role of state-owned capital investment and operation companies. Consolidate a group, withdraw a group, reorganize and integrate a group, and innovate and develop a group of state-owned enterprises. Establish and improve the market-based exit mechanism for state-owned enterprises, give full play to the role of unemployment relief and reemployment training in solving the problem of employee placement, effectively ensure that exiting enterprises are closed down in accordance with the law, accelerate the disposal of inefficient and invalid assets, and eliminate redundant production capacity. Support enterprises to dispose of corporate assets at fair market value through capital markets such as securities transactions and property rights transactions in accordance with laws and regulations, realize the transformation of state-owned capital, and use state-owned capital for more needed fields and industries. Promote state-owned enterprises to

management innovation and business model innovation, reasonably limit the level of debt and effectively reduce the management level. Give full play to the backbone and state-owned enterprises in implementing the innovation-driven development strategy and manufacturing power strategy, strengthen the dominant position of enterprises in innovation, and attach importance to the cultivation of scientific research talents and talents. Support state-owned enterprises to carry out international operations, encourage private-owned enterprises and other ownership enterprises to use capital as a link, form a mix of ownership, complement each other's advantages, and accelerate the cultivation of a number of multinational companies.

(15) Focusing on capital management to promote centralized and unified supervision of state-owned assets. Steadily bring the state-owned capital of enterprises affiliated with government agencies and public institutions into the centralized and unified supervision of operational state-owned assets, and those who meet the conditions can enter state-owned investment and operation companies. Strengthen the basic management of state-owned assets to follow the principles of unified system and standardization and unified work system, formulate regulations on the basic management of state-owned assets of enterprises, and build a state-owned capital operation budget management system that covers all state-owned assets and manages them at different levels, and increase the proportion of state-owned assets turned over to public finances to 30% by 2020, and more of them will be used to improve people's livelihood. Transfer part of state-owned capital to supplement social capital.

V. Develop mixed ownership economy

(16) Promote the mixed ownership reform of state-owned enterprises. With the goal of promoting state-owned enterprises to transform their operating mechanisms, amplifying the

owned capital, improving the efficiency of state-owned capital allocation and operation, realizing the complementarity, mutual promotion, and common development of various types of capitals, it is necessary to steadily promote the development of a mixed-ownership system of state-owned enterprises. For state-owned enterprises that have already implemented mixed ownership through the implementation of joint-stock system and listing, etc., we should further improve the modern enterprise system and improve the efficiency of capital operation. Implement policies according to local conditions, industries, and enterprises. If it is necessary to control, it should be independent. If it is appropriate to control, it should be independent. The reform must be in accordance with laws and regulations, strict procedures, openness and transparency, fairness, effectively protect the property rights and interests of various investors in state-owned enterprises, and prevent the loss of state-owned assets.

(17) Introduce non-state-owned capital to participate in the reform of state-owned enterprises. Encourage non-state-owned capital investors to participate in the restructuring and capital increase of state-owned enterprises or the increase of capital and shares of state-controlled enterprises and business management through various methods such as capital contribution, equity subscription of convertible bonds, and equity replacement. Implement the same shareholding system, and effectively protect the legitimate rights and interests of various shareholders. In the fields of oil, natural gas, electric power, railways, telecommunications, resource development, and utilities, etc., introduce projects to non-state-owned capital that conform to industrial policies and are conducive to transformation and upgrading. In accordance with the Foreign Investment Law, Foreign Investment Guidance Catalog and relevant security review regulations, improve the foreign investment security review working mechanism. Carry out various types of government and social capital cooperation pilot projects, and gradually promote the government and social capital cooperation.

(18) Encourage state-owned capital to take shares in non-state-owned enterprises. Give full play to the role of the capital operation platform of state-owned capital operation companies, and through market-oriented methods, focus on public services, ecological environmental protection, and strategic industries as the key areas, and encourage state-owned enterprises with great development potential and strong growth. Encourage state-owned enterprises to carry out equity integration, strategic cooperation, and integration with non-state-owned enterprises through various methods such as joint investment, and restructuring.

(19) Explore the implementation of employee shareholding in mixed-ownership enterprises. Start with the pilot project first, advance steadily and orderly on the basis of experience to establish a long-term incentive and restraint mechanism through the implementation of employee stock ownership. Give priority to supporting transformed scientific research institutions, technology service-oriented enterprises that have a relatively high level of human capital and technological elements to carry out employee stock ownership. Support scientific research personnel and business operators that have a direct impact on the business performance and sustainable development of enterprises. Management and business backbones, etc. hold shares. Employee shareholding mainly takes the form of employee shareholding, increase and share expansion, capital contribution and new establishment. Improve the review procedures, standardize operating procedures, strictly assess assets and liabilities, improve equity transfer and exit mechanisms, ensure openness and transparency in employee shareholding, strictly prohibit black-box operations, and prevent profit transfer.

6. Strengthen supervision and prevent the loss of state-owned assets

(20) Strengthen internal supervision of enterprises. Improve the internal supervision system of enterprises, clarify the supervisory responsibilities of the board of supervisors, audit department, inspection and supervision, inspection, and legal, financial and other department supervision system, and enhance the system's execution. Strengthen the supervision of key positions with concentrated power, capital-intensive, resource-rich, and asset-intensive positions, implement division of powers, division of powers, hierarchical authorization, strengthen internal process control, and prevent abuse of power. Establish a mechanism in which the audit department is accountable to the board of directors, and strengthen the supervision of directors, managers and other senior management personnel by the board of supervisors.

supervisory board of the enterprise. Further give full play to the role of the general manager of the enterprise in legal review and check in the operation and management, and promote the operation and compliance management of the enterprise. The group company should strengthen the management and supervision of the subsidiaries in accordance with the laws and regulations, and perform due diligence. Vigorously promote the disclosure of factory affairs, improve the democratic management system based on the workers' congress, and strengthen the supervision of enterprise employees.

(21) Establish and improve an efficient and coordinated external supervision mechanism. Strengthen the supervision of investors, speed up the construction of laws and regulations for the supervision of state-owned enterprises, strengthen the supervision of key businesses of enterprises, reform, important links of state-owned capital operation, and overseas state-owned enterprises. Standardize operating procedures, strengthen professional inspections, and carry out the pilot project of accountants. The pilot project of the appointment of the funder's responsibility and improve the dispatched board of supervisors system, clarify the positioning and strengthen cooperation with relevant professional supervision agencies, strengthen the process supervision, strengthen the application of supervision results, and establish the verification, transfer and rectification mechanisms. Improve the state-owned capital supervision system and system, implement full coverage of enterprise state-owned capital supervision, and establish a regular audit system for enterprise state-owned capital discipline inspection, supervision and inspection work, strengthen the supervision of leaders' honesty and exercise of power, increase the investigation and punishment of important cases, and pay close attention to the rectification and implementation of problems. Integrate investor supervision, dispatched supervisory board supervision, discipline inspection and inspection, inspection and other supervision forces, establish a work consultation mechanism, strengthen overall planning, innovate methods, reduce repeated inspections, and improve supervision efficiency. Establish and improve supervision feedback and rectification mechanism to form a closed loop of supervision.

(22) Implement information disclosure and strengthen social supervision. Improve the disclosure system of state-owned assets and state-owned enterprises, establish a disclosure network platform, and disclose the overall operation and supervision of capital, corporate governance and management structure of state-owned enterprises, financial conditions, related transactions, and corporate information to the person in charge, to build a sunny state-owned enterprise. Seriously handle the reports from the masses about the loss of state-owned assets and other issues, and address concerns in a timely manner. Give full play to the supervisory role of the media and

and effectively protect the public's right to know and supervise the operation of state-owned enterprises.

(23) Strict accountability. Establish and improve the mechanism for investigating and holding accountable state-owned enterprises for major decision-making mistakes, dereliction of duty, and malfeasance, establish and improve supporting systems such as major decision-making and decision-making matters performance records, and decision-making fault identification and strictly investigate and deal with embezzlement, waste of state-owned assets, and the act of evading financial obligations. Establish the supervision and accountability mechanism for the state-owned assets of enterprises. If violations of laws and disciplines of enterprises are perfunctory, concealed and not investigated, and investigation and punishment are ineffective, the relevant personnel shall be strictly held accountable for negligence and dereliction of duty, and disciplinary or administrative sanctions shall be imposed depending on the situation, which constitutes a crime. , the judicial organs shall pursue legal responsibility according to law.

7. Strengthen and improve the party's leadership over state-owned enterprises

(24) Give full play to the political core role of party organizations in state-owned enterprises, strengthen the leadership of the party and improve corporate governance, integrate the general requirements for party building work into the state-owned enterprise charter, clarify the legal status of the party organization of the state-owned enterprise in the corporate governance structure of the company, and innovate the ways and means for the party organization of the state-owned enterprise to play a political core role . In the reform of state-owned enterprises, implement the simultaneous planning of party building, the simultaneous establishment of party organizations and working institutions, the simultaneous allocation of party organization leadership staff, and the simultaneous development of party work to ensure the soundness of party organization work institutions and the stability of party affairs workers , The role of party organizations and party members has been effectively brought into play. Adhere to the leadership system of two-way entry and cross appointment. Qualified members of party organizations can enter the board of directors, board of supervisors, and management team, follow legal procedures, and qualified party members among members of the board of directors, board of supervisors, and managers can follow relevant regulations and procedures Join the management team of the party organization; the members of the management level and the members of the management team of the party organization have a moderate crossover; the chairman and general manager

separated in principle, and the secretary of the party organization and the chairman held by one person.

The party organizations of state-owned enterprises must earnestly undertake the responsibility of strictly controlling the party and governing the party. Adhere to the principle of building the party, building the party ideologically, and governing the party systematically. Enhance the awareness of party management and party governance, establish and improve the system for party building work, concentrate on party building work, and be responsible for the soil, responsible for guarding the soil, and responsible for guarding the soil. The party organization must earnestly perform the duties of the person responsible for the work, and other members of the party organization team must earnestly fulfill their responsibilities", and combine business division of labor to do a good job in party building work. The secretary of the party organization of a central enterprise concurrently holds leadership positions in the enterprise, a deputy secretary who is dedicated to the party building work shall be appointed. Strengthen the construction of grassroots party organizations in state-owned enterprises, strengthen the basic guarantee of grassroots party building work in state-owned enterprises, and give full play to the role of grassroots organizations as a battle fortress and the vanguard and exemplary role of party organizations. Strengthen the leadership of the enterprise party organization over the work of the enterprise, play to the role of trade unions, the Communist Youth League and other groups to do a good job in the ideological and political work of the workers and masses. The party organizations and the development of party work shall be regarded as the prerequisites for state-owned enterprises to promote the reform of mixed ownership. According to the characteristics of different types of mixed ownership enterprises, the method of building organizations, the positioning of responsibilities, and the management mode shall be determined.

(25) Further strengthen the construction of leading groups and talent teams of state-owned enterprises. According to the needs of enterprise reform and development, clarify appointment standards and procedures, and innovate the selection and appointment mechanism. Strengthen the responsibility of the party organization in the selection and appointment of enterprise leaders, training and education, and management supervision, support directors in selecting managers in accordance with the law, and the managers in exercising their rights in accordance with the law, and resolutely prevent and rectify unhealthy tendencies in the selection and appointment of personnel. Strengthen the daily supervision and management, comprehensive assessment and evaluation of the leaders of state-owned enterprises. Main leaders, adjust incompetent and incompetent leaders in a timely manner, and

the problem of whether the leaders of enterprises can go up or down. Focusing on sense of loyalty, expanding the world vision, improving strategic thinking, enhancing innovation, and forging excellent character, strengthen the construction of entrepreneurs, give full play to the role of entrepreneurs. Vigorously implement the strategy of supporting enterprises with talents, and accelerate the establishment and improvement of systems and mechanisms for state-owned enterprises to gather talents.

(26) Effectively implement the "two responsibilities" of state-owned enterprises to ensure and promote integrity. Party organizations in state-owned enterprises must earnestly fulfill their responsibilities, and discipline inspection agencies must fulfill their supervisory responsibilities. Strengthen party spirit education, rule of law education, and warning education, guide enterprise leaders to strengthen their ideals and beliefs, consciously implement the "three stricts and three honests", and correctly perform their duties and powers. Improve the accountability system, link it with enterprise assessment, and implement "one case, one investigation". Promote the concreteness, proceduralization, and institutionalization of the leadership system for the discipline inspection work of state-owned enterprises, and strengthen the leadership of the higher-level discipline inspection committees over the lower-level discipline inspection committees. Strengthen and improve inspections of state-owned enterprises, and strengthen supervision and restrictions on the exercise of power. Adhere to the principles and methods to fight corruption, improve the system of anti-corruption and uphold the law, strictly implement the anti-"four winds" regulations, and strive to build an effective system to ensure corporate leaders who dare not, cannot, and do not want to be corrupt.

8. Create a good environment for the reform of state-owned enterprises

(27) Improve relevant laws and regulations and supporting policies. Strengthen the revision, abolition and interpretation of laws and regulations related to state-owned enterprises, ensure that major reforms are based on the law. Effectively transform government approvals, optimize systems, simplify procedures, and improve efficiency. Improve the system, promote government procurement of services, and accelerate the establishment of a reliable, reasonable compensation, open and transparent compensation mechanism for public service expenditures. Improve and implement preferential tax policies for state-owned enterprises, value-added, land change registration, and free transfer of state-owned assets in reorganization and integration of state-owned enterprises. Improve policies related to state-owned enterprises, and properly handle issues such as adjustment of labor relations and continuation of social insurance relations in accordance with the law.

(28) Accelerate the divestiture of social functions of enterprises and solve problem history. Improve relevant policies, establish a reasonable cost-sharing mechanism government and state-owned enterprises, raise funds through multiple channels, such as separation and transfer, reorganization and restructuring, closure and can divest the "three supplies and one industry" of the family areas of state-owned enterprises and run hospitals and schools. Public service organizations such as public institutions etc., continue to promote the collective reform of factories, implement socialized retirees from state-owned enterprises, properly solve the problems left over from state-owned enterprises, and create conditions for state-owned enterprises to participate in competition on a fair basis.

(29) Create an atmosphere that encourages reform and innovation. Persist in emphasizing seeking truth from facts, and encouraging exploration, practice, and innovation. (C and accurately evaluate state-owned enterprises, vigorously publicize the central principles and policies on comprehensively deepening the reform of state-owned enterprises, publicize typical cases and experiences of reform, and create a good public opinion conducive to the reform of state-owned enterprises.

(30) Strengthen the organization and leadership of the reform of state-owned enterprises. Committees and governments at all levels must unify their thinking and earnestly leadership responsibilities for deepening the reform of state-owned enterprises with political responsibility and a sense of historical mission. It is necessary to formulate opinions based on these guidelines and in light of actual conditions, strengthen coordination, clarify the division of responsibilities, refine goals and tasks, and strengthen supervision and implementation, so as to ensure that the deepening of state-owned reforms advances smoothly and achieves practical results.

The reform of state-owned enterprises such as finance and culture shall be implemented in accordance with other regulations of the central government.

Related legislation:

Notice on Printing and Distributing the "Guiding Opinions on Actively Introducing

Notice on Printing and Distributing the "Interim Measures for the Supervision
 Guiding Opinions on Further Improving Ethnic Work in State-Owned Enterpris
 Regulations on the Auditing of Economic Responsibilities of Major Party and C
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