

Taishan City 2005-2009 Training Program for Rural Surplus Labour Force Transfer
Employment Implementation Plan

I Guidance Principle

The City Training Program for Rural Surplus Labour Force Transfer Employment is based on "Three Representative" principle and Scientific Outlook on Development Guidance.

II Trainee and Training Method

Trainee: If the person has Taishan rural census register, is older than legal labour age can and willing to transfer labour; and the students who have finished obligated education but not able to obtain further study.

Training Method: The person who participates in the Training Program may get the training lessons freely upon the Training Certificate at pointed institutes.

III Training Goals

Training goals: From 2005 to 2009, 6360 persons who are surplus labour force should be trained each year. The City Ministry of Labour and Social Security should offer training to 1800 persons; the City Agriculture Bureau should train 1040 persons; the enterprises should offer training to 3520 persons. Until 2009, 31800 persons should be trained. All the trainees should get free training. Try to make sure the employment is higher than 70%.

IV Implementation Measures

(I) The program is administrated by the Taishan City Rural Surplus Labour Force

Transfer Employment Coordination Committee. The offices under the Committee are in charge of contact and other routine work.

(II) All villages and towns administration department should take this training program as one of important tasks with broad propaganda, trying to achieve the training goals.

V. Supporting Measures

(I) Villages and Towns Special Fund Subsidy Measures

Villages and towns may arrange special fund in land leasing and rent. City financial bureau should arrange one million as special fund for the Training Program for Rural Surplus Labour Force Transfer Employment.

i The people who belong to city rural surplus labour force can fill the Training Program for Rural Surplus Labour Force Transfer Employment Registration Form and apply Rural Surplus Labour Force Employment Certificate (Employment Certificate) according to their ID card. Thereafter, the applicers can obtain Training Certificate based on the Employment Certificate. The Training Certificate is equivalent to cash with same value and will be paid to the pointed institute or the training enterprises.

ii. The villages and towns should pay 300 RMB per person as training subsidy for the city rural surplus labour force to participate the training

iii. The villages and towns should pay 100RMB per person as training subsidy for the city rural surplus labour force who has signed the labour contract more than one year, if the employer has generated the employment training

iv. The villages and towns should pay 100RMB per person as training subsidy for the city rural surplus labour force who participate the rural application technology training

v. The pointed enterprises for rural surplus labour force transfer employment

training or the enterprises which have generate such programmes should submit the copy of participants' register form, ID card and employment certificate, training plan, education outline, training terms, training hours, the list of teachers and their certificate or professional title certificate to the Taishan City Rural Surplus Labour Force Transfer Employment Coordination Committee for examine and approve 10days before the training. The City Occupational Skills Examination Centre should provide examination result after the programme. After recognized by the Taishan City Rural Surplus Labour Force Transfer Employment Coordination Committee, the training institute (enterprise) can apply the training subsidy based on the participants' Training Certificate and the Subsidy Application Form of Training Program for Rural Surplus Labour Force Transfer Employment. The subsidy will be provided after approved by the Taishan Finance Bureau from the Training Program for Rural Surplus Labour Force Transfer Employment Special Fund.

(II) Village and Town Employment Management System

1. Establishing Community, Villages and Towns Employment Service Institute. The Ministry of Labor and Social Security should offer services on job-wanted register, occupation guidance, occupation instruction, skill training, skill recognition, filling, social insurance etc.

2. If there are labour and social security office, the office should fill The Rural Surplus Labour Force Transfer Employment Training Registration. Form and apply for Rural Surplus Labour Force Transfer Employment Certificate.

3. Establishing prepared labour system. The rural students who can not enter into high school should participate into the labour training program or enter into Taishan Skill School for further training.

(III) Implement Transfer Employment Training Supporting Policy

1. For students whose family income is less than 1500RMB, and with rural census registration, they should get 3 years free education in the Skill School.

2. 2.5% of expense for the rural surplus labour force transfer employment training before employment can be picked up as employment education training expense after checked by labour and social security departments. This amount can be deemed as cost.

3. Private companies or individually-owned business opened by rural surplus labour force can obtain preferential benefit according to province private enterprises benefit policy.

4. The child of rural labour who enter into city for employment and live in the city more than 5 years, with legal operation licence and family planing certificate can obtain equal treatment as the city permanent population. The rural labour who participate social security can get equivalent treatment. Unreasonable fee is prohibited when the rural labour enter into city for employment.

5. Villages and towns should strictly follow Law of the Peoples Republic of China on Land Contract in Rural Areas; shall not adjust or get the land back when rural labours enter into city for employment. The rural labour can transfer the land to other villagers doing agriculture based on willingness.

VI. Supervision and Management

(I) Establishing Villages and Towns Employment Special Found Supervision and Management System.

The financial departments should strengthen supervision on the use of special fund. Audition and examination should be matched. The institute or direct liable person will be preserved liability on swindling, divestiture, embezzlement and corruption.

(II) Strengthen Pointed Training Institute Supervision and Management.

The pointed institute and enterprises with training program should submit training plan and training program to the office. The subsidy can be granted only upon examination and approve.

(III) Improve examination and evaluation system.

The examination team will be established every year upon members of the office.
The team will check the program implementation.

(IV) Strengthen supervision and examination.

Any employer signed employment contract with employees in a way of thread or wangling or did not perform the contract should be held liable.

Key Words

Labor Employment Training Proposal Notice

Transfer to

Standing committee of Taishan Municipal committee

Standing Committee of Taishan People's Congress

Taishan People's Political Consultative Conference

Taishan People's Government Office

2005.5.27

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印发台山市 2005—2009 年农村
富余劳动力转移就业培训工作
实施方案的通知

川岛、广海湾试验区管委会，各镇人民政府，海宴华侨农场，
市府直属各单位：

现将《台山市 2005—2009 年农村富余劳动力转移就业
培训工作实施方案》印发给你们，请按照执行。



二〇〇五年五月二十六日

台山市 2005——2009 年农村 富余劳动力转移就业培训工作方案

根据《中共中央国务院关于促进农民增收收入若干政策意见》(中发[2004]1号)和江门市人民政府《转发市人大常委会关于加强农村富余劳动力转移就业培训工作会议案的决议的通知》(江府[2005]8号)精神,为加快建立我市城乡统筹就业制度,提高农村富余劳动力就业能力,促进农村富余劳动力转移就业培训,结合我市实际情况,特制定我市 2005——2009 年农村富余劳动力转移就业培训工作方案。

一、指导思想

我市农村富余劳动力转移就业培训工作,以“三个代表”重要思想为指导,树立全面、协调、可持续发展的科学发展观,坚持“公平对待、合理引导、完善管理、搞好服务”和“多予、少取、放活”的方针,面向工业化、城镇化、农业产业化的发展方向,以促进农村富余劳动力就业、农民增收为主线,建立城乡统筹就业制度,形成市场配置、政府促进、管理规范、流动有序、素质准入的城乡一体化就业新格局。

二、培训对象、方式

培训对象: 本市农村户籍、在法定劳动年龄内具有劳动能力和有转移就业愿望的农村劳动力以及已完成义务教育而未能升学的新生农村劳动力。

培训方式: 参加转移就业培训的农村富余劳动力,统一凭市劳动保障局、市财政局共同印制的“实名制”《培训券》,

免费参加由农村富余劳动力转移就业培训定点机构（见附表一）举办的各类职业技术培训课程的职业技能培训班及农村实用技术培训。

三、培训目标

培训目标：从2005年开始至2009年止，每年平均培训农村富余劳动力6360人。其中：由市劳动保障局负责就业前培训1800人；由市农业局负责农村实用技术培训1040人；由各企业负责上岗前培训3520人。到2009年全市共培训31800人。对参加转移就业培训的农村富余劳动力一律实行免费培训。力求培训一人，转移就业一人，培训就业率不低于70%。

四、组织实施

（一）成立市农村富余劳动力转移就业协调工作领导小组（以下简称领导小组）。组长：周大健（市委副书记）；副组长：谭自强（副市长）、黄国忠（副市长）；成员由市府办以及各镇（场）主管社会事务或劳动保障工作的副职领导；市财政局、劳动保障局、农业局、经贸局、国土资源局、教育局、建设局、公安局、工商局、国税局、地税局、人事局、民政局、卫生局、物价局、文化广电新闻局等部门主管政工、人事的副职领导组成。

领导小组下设办公室，办公室设在市劳动保障局职业技能开发股，负责联络协调处理日常工作（负责人：甄景棠，联系电话：5532000）。各镇（场）、成员单位要指定一名干部为联络员，并于2005年6月10日前将名单报领导小组办

公室。

(二)各镇(场)及各行政职能部门要把农村富余劳动力转移就业作为当前工作重点来抓,要认真做好宣传发动工作,组织和落实农村富余劳动力参加转移就业前培训,督促所属地企业对农村富余劳动力转移就业培训,切实完成下达的指标任务(详见附表二)。

五、保障措施

(一)实行城乡统筹就业专项资金补贴办法

市、镇两级要采取积极有效的措施,多渠道筹集城乡统筹就业专项资金,建立政府财政投入、用人单位投入、农村基层投入和社会捐助相结合的多渠道筹资机制。镇、村可在土地出让、出租收益中适当安排专款,用作城乡统筹就业经费。市财政要每年拿出100万元用作农村富余劳动力转移就业培训补贴专项资金,以《培训券》形式予以兑付。今年起市财政局要将农村富余劳动力转移就业培训专项资金纳入年度财政预算安排。

1、有愿望转移就业的农村富余劳动力凭身份证到户籍所在地劳动保障事务所填写《农村富余劳动力转移就业培训登记表》(见附表三)并申办《农村富余劳动力就业证》(见附表四);凭《就业证》申领实名制的《培训券》(见附表五)。培训券按培训类型抵顶等值现金,支付给培训定点机构,或支付组织上岗前培训的企业。

2、对本市农村富余劳动力参加就业前培训,由市城乡统筹就业专项资金中一次性支付300元/人的培训补贴。

3、对用人单位招收本市农村富余劳动力且已签订一年以上《劳动合同书》并开展上岗前培训的，由市城乡统筹就业专项资金一次性支付100元/人岗位培训补贴。

4、对本市农村富余劳动力参加农村实用技术培训，由市城乡统筹专项资金一次性支付100元/人的培训补贴。

5、凡是本市农村富余劳动力转移就业培训定点机构或用人单位开展上岗前培训的企业，在开展培训前十个工作日内要将参加人员、本人填写《农村富余劳动力转移就业培训登记表》、身份证和《就业证》复印件、培训教学计划、教学大纲、培训科目、课时、授课教师名单及资格证书或职称证书等资料，报送市领导小组办公室核实、审批后，方可开设培训班。并在培训结业后由市职业技能鉴定中心组织鉴定考核。由市领导小组办公室确认后，培训机构（企业）凭收取学员的《培训券》和填写《台山市农村富余劳动力转移就业培训补贴申请表》（见附表六）报市财政局审批，从农村富余劳动力转移培训就业专项资金中兑付培训补贴。

（二）建立城乡统筹就业管理制度。

1、加强社区、乡镇等就业服务机构建设。各镇、社区劳动保障工作机构要按机构、人员、经费、场地、制度、工作“六到位”的要求完善社区、镇一级就业服务机构的建设。镇劳动保障事务所要建立起以求职登记、职业指导、职业介绍、技能培训、技术等级鉴定申报、档案管理、劳务派遣、劳动保障事务代理、社会保险接续为主要内容的“一站式”就业服务，为农村富余劳动力转移就业提供完善的公共就业

服务。

2、建立农村富余劳动力到户籍所在镇的劳动保障事务所进行填写《农村富余劳动力转移就业培训登记》，并申领《农村富余劳动力就业证》。

3、建立劳动力预备制。凡未能升上高一级学校的农村初中、高中毕业生，由市教育局提供毕业生名单（地址和联系电话号码），转交市劳动保障局，开展劳动预备制培训或登记入学就读台山技工学校，使其学会一技之长，解决就业。

（三）落实转移就业培训扶持政策。

1、对本市农村户口，特别贫困家庭（年人平收入1500元以下家庭子女），由市劳动保障局技校招生办按省分配下达我市年度“智力扶贫生”指标任务，录取为三年免费（除生活费）就读技工学校。并推荐就业，以达到“就业一人，脱贫一户”的扶持效果。

2、单位培训本单位招用的农村富余劳动力免费上岗前培训所需经费，经市劳动保障部门核实，用人单位可按职工工资总额2.5%的比例提取职工教育培训经费，列入成本开支，其中按本单位计税工资总额1.5%的比例提取的培训经费可作税前列支。

3、农村富余劳动力自己创办的民营企业或开办的个体工商户，享受省市民营企业优惠政策。对合法经营的农村流动性小商小贩，除国家另有规定外，免于个体工商登记和享受有关税费优惠。法律法规未禁入的基础设施、公用事业及其他行业和领域，农村个体工商户和私营企业都可进入。

4、进城务工就业的农民工，在城镇暂住5年以上，有合法经营证照、计划生育证明的农民工子女入学与城镇常住人口同等待遇。依法参加社会保险的农村富余劳动力，按规定享受相应的社会保险待遇。严禁在办理农民工进城务工、经商等审批事项或手续时，搭车乱收费。

5、镇、村要严格执行《农村土地承包法》，不得在承包期内收回或调整外出就业农民工的承包地，并允许外出就业的农民工在自愿的基础上，可以依法将承包经营权转让给其他从事农业生产经营的农户。

六、监督管理

(一) 建立规范的城乡统筹就业专项资金监督管理制度。

市财政部门要依法加强城乡统筹就业专项资金的监督检查，配合审计等有关部门做好审计、检查、稽查工作，对骗取、套取、挪用、贪污培训补助资金的行为，依法追究有关单位及其直接责任人法律责任。

(二) 加强定点培训机构监督管理。

农村富余劳动力转移培训定点机构和举办上岗前培训的企业，每年要在六月底前将农村富余劳动力转移培训计划、培训项目报送领导小组办公室，经核实、审批后方可开设培训班，否则不给予培训补贴申请。

(三) 完善检查考评制度。

每年由领导小组成员组成转移就业培训考评小组，对全市各镇（场）、定点培训机构、企业、各镇劳动保障事务所的农村富余劳动力转移就业培训工作进行检查验收，检查验

收内容包括：农村富余劳动力转移就业培训责任书各项指标落实情况；富余劳动力登记工作台帐、办理《就业证》、《培训券》发放及回收、培训专项资金补贴兑付情况；执行培训计划、培训项目、培训后转移就业率等方面内容，进行平时抽检，半年初检，年终大检查。

(四)加大监察力度。

劳动保障监察机构要加大对用人单位的监察力度，加强对用人单位与农民工签订劳动合同的监督、鉴证，对与农民工不签订劳动合同，采取欺诈或威胁等手段签订不平等的劳动合同，以及不履行劳动合同行为，克扣、拖欠农民工工资，损害农民工合法权益的违法行为要依法严肃处理，切实维护职工的合法权益。

各镇（场）和各职能部门及企业要按照《江门市人大常委会关于加强农村富余劳动力转移就业培训工作的决议》的要求，把加强农村富余劳动力转移就业培训工作作为提高党的执政能力，实践“三个代表”重要思想的“民心工程”、“德政工程”来抓。按领导小组的部署，迅速行动，大力宣传发动参加培训、精心组织，周密安排，各施其职，分步实施，进一步总结推广全面推行我市农村富余劳动力转移就业培训工作的开展。

主题词：劳动 就业 培训 方案 通知

抄送：市委办，市人大常委会办，市政协办。

台山市人民政府办公室

2005年5月27日印发