

- Full-time employees in Financial Activities increased by 122 year-on-year to 8,377, and female employees accounted for 58.9% of the total. The majority of the full-time employees were engaged in the Banking Sector, at 7,151, which took up 85.4% of the total.
- In September, average earnings (excluding bonuses) of the full-time employees in Financial Activities increased by 2.6% year-on-year to MOP30,500; resident and non-resident employees earned an average of MOP29,480 and MOP37,310 respectively. Average earnings in the Banking Sector were MOP31,070 in September, a rise of 2.3% year-on-year.
- Number of job vacancies in Financial Activities edged down by 2 year-on-year to 316, of which vacancies in the Banking Sector (279) went up by 7 while those in Insurance Activities (19) decreased by 9.

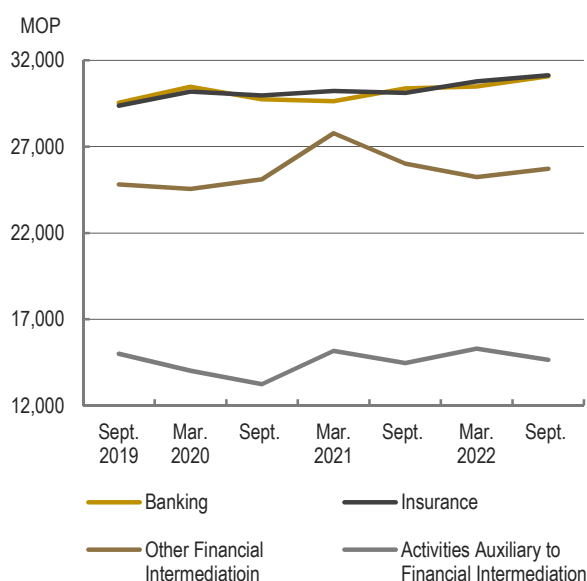
Persons engaged

	Current quarter	Same quarter last year	Change (%)
Banking	7,234	7,145	1.2
Other Financial Intermediation	255	244	4.5
Insurance	781	711	9.8
Activities Auxiliary to Financial Intermediation	221	265	-16.6

Full-time employees

	Total	Male	Female
Banking	7,151	2,976	4,175
Of which : Bank tellers	738	~	~
Other Financial Intermediation	248	128	120
Insurance	764	262	502
Activities Auxiliary to Financial Intermediation	214	75	139

Average earnings



Average earnings

	Overall			Resident			Non-resident		
	September	Same month last year	Change (%)	September	Same month last year	Change (%)	September	Same month last year	Change (%)
Banking	31,070	30,370	2.3	29,990	29,540	1.5	38,270	36,170	5.8
Of which : Bank tellers	18,910	18,480	2.3	~	~	~	~	~	~
Other Financial Intermediation	25,710	26,020	-1.2	25,310	25,560	-1.0	26,730	27,130	-1.5
Insurance	31,130	30,100	3.4	29,550	28,530	3.6	52,330	45,720	14.5
Activities Auxiliary to Financial Intermediation	14,660	14,460	1.4	15,630	15,650	-0.1	9,500	9,850	-3.6

Job vacancies

	Job vacancy		Job vacancy rate	
	Current quarter	Year-on-year difference	Current quarter (%)	Year-on-year change (p.p.)
Banking	279	7	3.8	0.1
Other Financial Intermediation	16	3	6.1	1.0
Insurance	19	-9	2.4	-1.5
Activities Auxiliary to Financial Intermediation	2	-3	0.9	-1.0

In terms of recruitment prerequisites, 100.0% of the job vacancies in the Banking Sector and 73.7% of those in Insurance Activities required tertiary education. Meanwhile, all the vacancies in Other Financial Intermediation required knowledge of Mandarin and English, whereas 100.0% and 98.2% of the vacancies in the Banking Sector required knowledge of English and Mandarin respectively.

Recruitment prerequisites

	Work experience	Professional qualification	Junior secondary education or lower	Senior secondary education	Tertiary education	Mandarin	English
Banking	60.9	21.9	-	-	100.0	98.2	100.0
Other Financial Intermediation	100.0	81.3	-	-	100.0	100.0	100.0
Insurance	63.2	73.7	-	26.3	73.7	89.5	100.0
Activities aux. to Financial Intermediation	-	100.0	-	-	100.0	100.0	100.0

Turnover of employees

	Turnover rate		Recruitment rate	
	Current quarter (%)	Year-on-year change (p.p.)	Current quarter (%)	Year-on-year change (p.p.)
Banking	2.8	-0.6	4.0	-
Other Financial Intermediation	3.3	-7.6	6.6	1.0
Insurance	3.3	-2.0	6.2	-0.6
Activities aux. to Financial Intermediation	7.3	-6.1	2.3	1.6

In the Banking Sector, there were 287 new recruits and 200 employees leaving employment in the third quarter. The employee recruitment rate (4.0%) remained unchanged year-on-year; the employee turnover rate (2.8%) fell by 0.6 percentage points whereas the job vacancy rate (3.8%) grew by 0.1 percentage point. This indicated a slight improvement in employee turnover in the Banking Sector in this quarter.

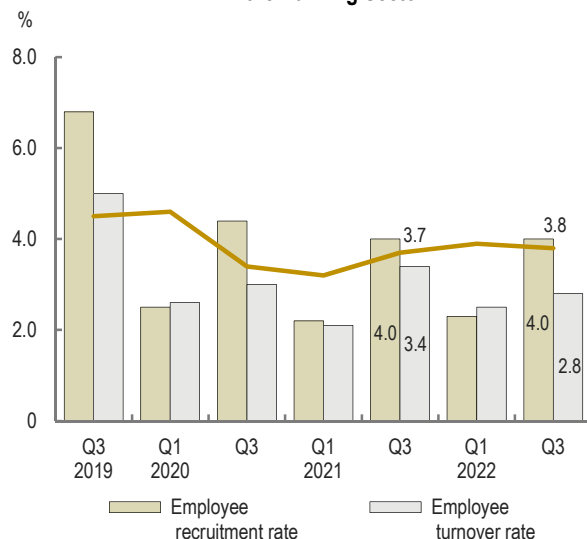
As regards vocational training, 77.4% of the banks provided vocational training to their employees, while the corresponding rates for Other Financial Intermediation and Insurance Activities were 71.4% and 44.0% respectively.

In the third quarter, number of vocational training participants from the Banking Sector reached 12,382, an increase of 37.5% year-on-year. A total of 300 training courses were held, and 90.5% of the participants took courses organised by banks. Most of the participants took Business and Administration courses (68.5%), followed by Law courses (28.6%); in addition, 66.6% of the participants attended courses during non-office hours.

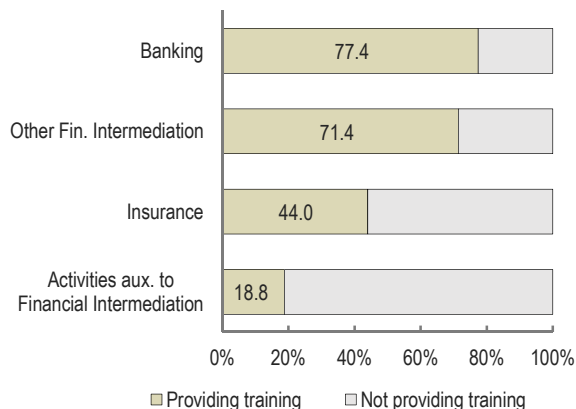
Participants in vocational training

	Current quarter	Same quarter last year	Difference	No.
Banking	12,382	9,004	3,378	
Other Financial Intermediation	479	117	362	
Insurance	449	532	-83	
Activities Auxiliary to Financial Intermediation	112	89	23	

Recruitment rate, turnover rate and vacancy rate in the Banking Sector



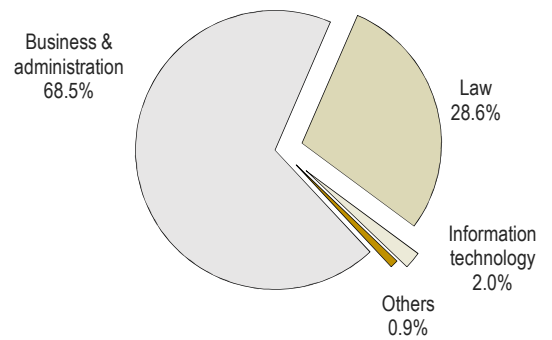
Proportion of establishments providing vocational training



Participants by training schedule

	%	
	Office hours	Non-office hours
Banking	33.4	66.6
Other Financial Intermediation	72.7	27.3
Insurance	89.5	10.5
Activities Auxiliary to Financial Intermediation	100.0	-

Participants from the Banking Sector by course type



Participants by course organiser

	%				
	Establishment	Local educational institutions	Government	Co-organised	Others
Banking	90.5	1.9	1.4	2.7	3.5
Other Financial Intermediation	100.0	-	-	-	-
Insurance	80.8	4.7	2.0	0.4	12.0
Activities aux. to Financial Intermediation	100.0	-	-	-	-

Participants by form of payment

	%			
	Establishment sponsored	Government subsidised	Free-of-charge	Others
Banking	98.0	-	2.0	0 [#]
Other Financial Intermediation	100.0	-	-	-
Insurance	96.9	2.0	1.1	-
Activities aux. to Financial Intermediation	100.0	-	-	-

The proportion of establishments providing vocational training in Other Financial Intermediation was the lowest; the main reason for not providing training was "Not necessary", with the corresponding rate at 84.6%.

Reason for not providing training

	%				
	Not necessary	Lack of resources	Enough vocational training provided	Employees lack interest / have no time	Others
Banking	71.4	-	14.3	-	14.3
Other Financial Intermediation	50.0	50.0	50.0	-	-
Insurance	57.1	7.1	21.4	-	21.4
Activities aux. to Financial Intermediation	84.6	15.4	15.4	-	7.7

Note: Multiple reasons allowed.

Glossary

Financial Activities: Include the Banking Sector and other financial institutions supervised by the Monetary Authority of Macao.

Other Financial Intermediation: Includes payment service institutions, credit card centres, financial leasing companies, etc.

Insurance Activities: Include insurance companies and private retirement fund management companies, but excludes insurance agents and brokers not directly employed by insurance companies and the Macao Pension Fund.

Activities Auxiliary to Financial Intermediation: Include money changers, remittance companies, etc.

Providing vocational training: Provision of courses organised by the establishment or in conjunction with other institutions, or those sponsored by the establishment.

Please refer to the additional information for the classification of vocational training courses.

Figures may not add up to the total due to rounding.

Symbols and abbreviations

p.p. Percentage point

~ No figure provided

- Absolute value equals zero

0[#] Magnitude less than half of the unit employed

For additional information:
<http://www.dsec.gov.mo/e/necf.aspx>

