

- Full-time employees in Financial Activities increased by 16 year-on-year to 8,255, and female employees accounted for 58.7% of the total. The majority of the full-time employees were engaged in the Banking Sector, at 7,063, which took up 85.6% of the total.
- In September, average earnings (excluding bonuses) of the full-time employees in Financial Activities increased by 2.8% year-on-year to MOP29,730; resident and non-resident employees earned an average of MOP28,970 and MOP34,870 respectively. Average earnings in the Banking Sector were MOP30,370 in September, a rise of 2.1% year-on-year.
- Job vacancies in Financial Activities increased by 22 year-on-year to 318, of which vacancies in the Banking Sector (272) went up by 23 while those in Insurance (28) remained unchanged.

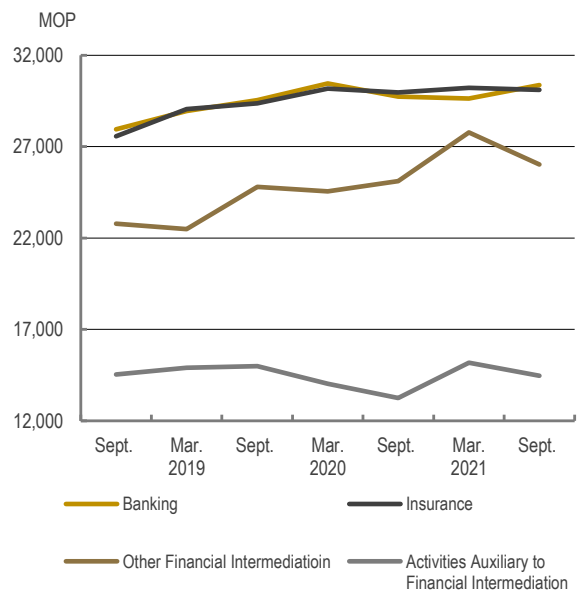
#### Persons engaged

	Current quarter	Same quarter last year	Change (%)
Banking	7,145	7,070	1.1
Other Financial Intermediation	244	241	1.2
Insurance	711	666	6.8
Activities Auxiliary to Financial Intermediation	265	356	-25.6

#### Full-time employees

	Total	Male	Female
Banking	7,063	2,957	4,106
Of which : Bank tellers	779	~	~
Other Financial Intermediation	242	126	116
Insurance	698	238	460
Activities Auxiliary to Financial Intermediation	252	90	162

#### 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	30,370	29,740	2.1	29,540	29,060	1.7	36,170	34,520	4.8
Of which : Bank tellers	18,480	18,170	1.7	~	~	~	~	~	~
Other Financial Intermediation	26,020	25,110	3.6	25,560	25,060	2.0	27,130	25,230	7.5
Insurance	30,100	29,970	0.4	28,530	28,470	0.2	45,720	43,690	4.6
Activities Auxiliary to Financial Intermediation	14,460	13,250	9.1	15,650	15,260	2.6	9,850	8,460	16.4

#### Job vacancies

	Job vacancy		Job vacancy rate	
	Current quarter	Year-on-year difference	Current quarter (%)	Year-on-year change (p.p.)
Banking	272	23	3.7	0.3
Other Financial Intermediation	13	3	5.1	1.1
Insurance	28	-	3.9	-0.2
Activities Auxiliary to Financial Intermediation	5	-4	1.9	-0.6

In terms of recruitment prerequisites, 99.6% of the job vacancies in the Banking Sector and 100.0% of those in Insurance required tertiary education. Meanwhile, all the vacancies in Other Financial Intermediation required knowledge of Mandarin and English, whereas 89.3% and 92.9% of the vacancies in Insurance required knowledge of Mandarin and English respectively.

## Recruitment prerequisites

	Work experience	Professional qualification	Junior secondary education or lower	Senior secondary education	Tertiary education	Mandarin	English
Banking	65.8	17.6	-	0.4	99.6	100.0	97.4
Other Financial Intermediation	92.3	84.6	-	-	100.0	100.0	100.0
Insurance	82.1	53.6	-	-	100.0	89.3	92.9
Activities aux. to Financial Intermediation	20.0	60.0	20.0	20.0	60.0	80.0	80.0

## Turnover of employees

	Turnover rate		Recruitment rate	
	Current quarter (%)	Year-on-year change (p.p.)	Current quarter (%)	Year-on-year change (p.p.)
Banking	3.4	0.4	4.0	-0.4
Other Financial Intermediation	10.9	2.8	5.6	-3.3
Insurance	5.3	1.0	6.8	2.4
Activities aux. to Financial Intermediation	13.4	10.5	0.7	-1.0

With respect to the Banking Sector, there were 280 new recruits and 243 employees leaving employment in the third quarter. The employee recruitment rate (4.0%) dropped by 0.4 percentage points year-on-year, whereas the employee turnover rate (3.4%) and the job vacancy rate (3.7%) grew by 0.4 and 0.3 percentage points respectively; this indicated that the demand for manpower in the Banking Sector was relatively stable in this quarter.

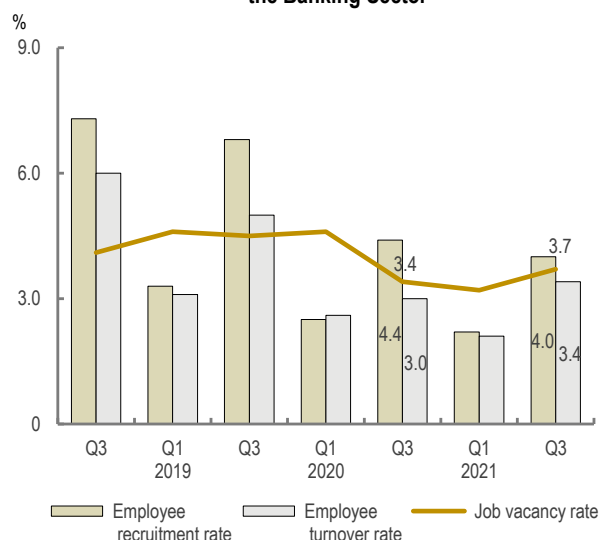
As regards vocational training, 80.6% of the banks provided vocational training to their employees, while the corresponding rates for Other Financial Intermediation and Insurance were 57.1% and 28.0% respectively.

In the third quarter, number of vocational training participants from the Banking Sector reached 9,004, a decrease of 32.6% year-on-year. A total of 295 training courses were held, and 93.1% of the participants took courses organised by banks. Most of the participants took Business and Administration courses (72.7%), followed by Law courses (17.7%); in addition, 58.1% of the participants attended courses during non-office hours.

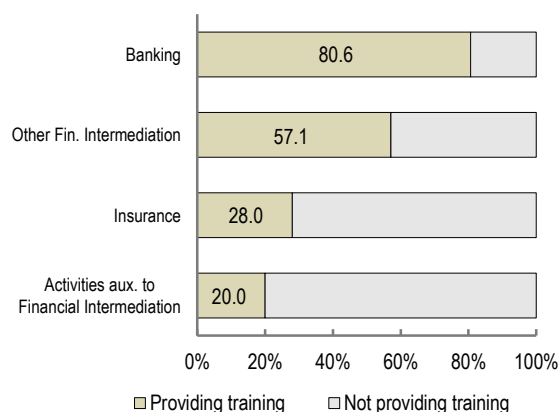
## Participants in vocational training

	Current quarter	Same quarter last year	Difference	No.
Banking	9,004	13,356	-4,352	
Other Financial Intermediation	117	89	28	
Insurance	532	316	216	
Activities Auxiliary to Financial Intermediation	89	132	-43	

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



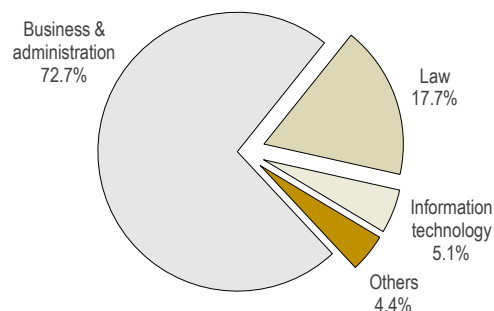
## Proportion of establishments providing vocational training



## Participants by training schedule

	%	
	Office hours	Non-office hours
Banking	41.9	58.1
Other Financial Intermediation	100.0	-
Insurance	98.7	1.3
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	93.1	2.3	0.8	0.2	3.5
Other Financial Intermediation	94.9	-	-	-	5.1
Insurance	96.6	0.8	0.9	-	1.7
Activities aux. to Financial Intermediation	100.0	-	-	-	-

## Participants by form of payment

	%			
	Establishment sponsored	Government subsidised	Free-of-charge	Others
Banking	96.5	0.4	2.2	0.9
Other Financial Intermediation	94.9	-	5.1	-
Insurance	96.2	2.6	1.1	-
Activities aux. to Financial Intermediation	100.0	-	-	-

Establishments engaged in Other Financial Intermediation had lower participation in providing vocational training. The main reason for not providing training was "Not necessary", with the corresponding rate at 66.7%.

## Reason for not providing training

	%				
	Not necessary	Lack of resources	Enough vocational training provided	Employees lack interest / have no time	Others
Banking	50.0	-	33.3	-	16.7
Other Financial Intermediation	100.0	33.3	33.3	-	-
Insurance	22.2	5.6	33.3	5.6	38.9
Activities aux. to Financial Intermediation	66.7	25.0	33.3	-	8.3

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:** Includes 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

- Absolute value equals zero

~ No figure provided

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

