

员工构成及培训情况

EMPLOYEES AND STAFF TRAINING

员工构成

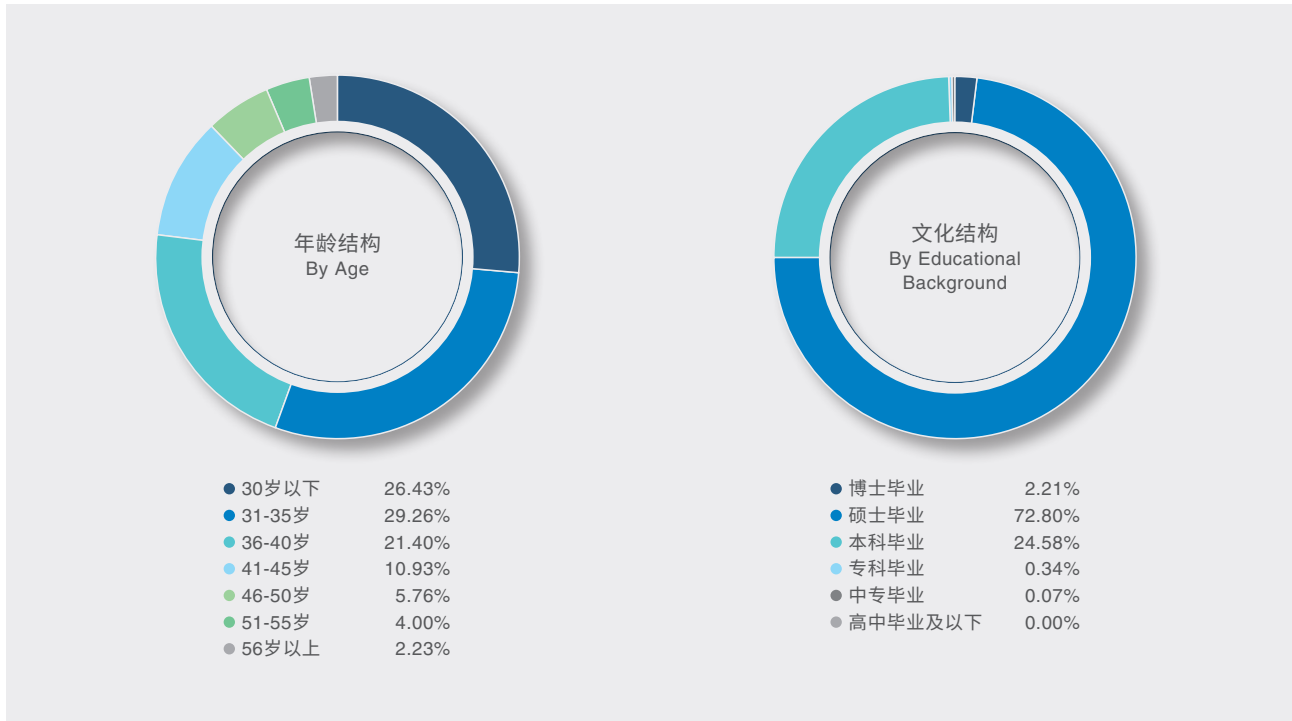
Employees

截至2022年末，进出口银行共有员工4430名。

The Bank had 4,430 employees by the end of 2022.

	年龄档次	Age	人数 (个) Number	比重 (%) Proportion
年龄结构 By Age	30岁以下	Under 30	1,171	26.43
	31-35岁	31-35	1,296	29.26
	36-40岁	36-40	948	21.40
	41-45岁	41-45	484	10.93
	46-50岁	46-50	255	5.76
	51-55岁	51-55	177	4.00
	56岁以上	56 and above	99	2.23
	合计	Total	4,430	100.00

	文化水平	Education	人数 (个) Number	比重 (%) Proportion
文化结构 By Educational Background	博士毕业	PhD	98	2.21
	硕士毕业	Master	3,225	72.80
	本科毕业	Bachelor	1,089	24.58
	专科毕业	College	15	0.34
	中专毕业	Secondary Technical School	3	0.07
	高中毕业 及以下	High School and below	0	0.00
	合计	Total	4,430	100.00



员工培训

2022年，本行统筹疫情防控要求和教育培训工作需求，线上线下相结合推进培训工作，为经营管理增效，为员工队伍赋能。贯彻落实党中央要求，抓好党的十九届六中全会精神培训和党的二十大精神教育培训工作；聚焦提升履职能力和满足角色转换需求，积极开展任职培训和新入职人员培训；围绕全行重点工作，分级分类开展专业化能力培训。全年共举办面授培训班33个，2710人次参加；网上专题班12个，15374人次参加；直播培训5期。持续丰富在线学习资源，全年新上线在线课程297门，其中外部采购218门，自主制作79门。

Staff Training

In 2022, the Bank, taking into consideration both COVID-19 control and staff's training demand, held training sessions both online and offline to enhance business and management efficiency and create an enabling environment for staff's career development. The Bank fully implemented the decisions made by the CPC Central Committee to ensure that the study of the guiding principles of the 6th plenary session of the 19th CPC Central Committee and the 20th National Congress of the CPC was well conducted. By offering training sessions to the newly-appointed and newly-hired, the Bank endeavored to help staff adapt to their new roles and improve job performance. Focusing on the Bank's key business, professional training was carried out at different levels and in different categories. A total of 33 face-to-face training courses were conducted with 2,710 participants, while 12 online special courses were taken by 15,374 participants and 5 live broadcasting lectures were held. In addition, the Bank's e-learning resources were further enriched and 297 new courses were launched online throughout the year, among which 218 were purchased from external sources and 79 were self-made by the Bank.