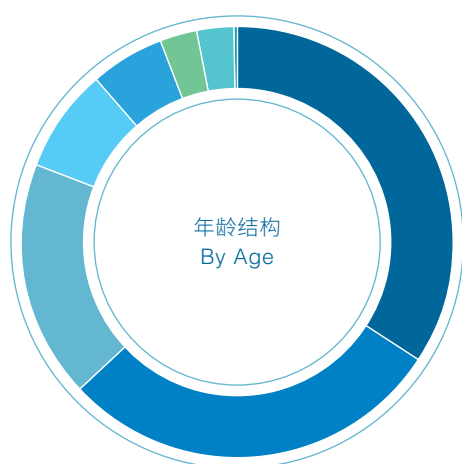


员工构成及培训情况 Employees and Staff Training

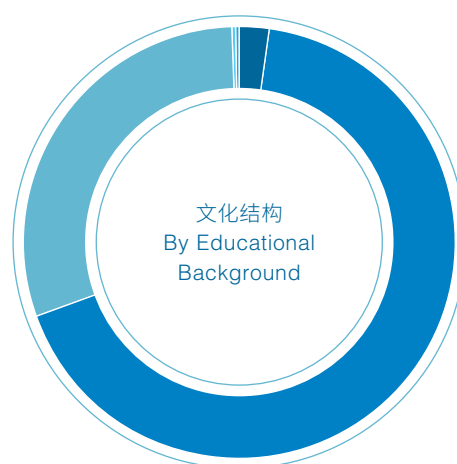
员工构成 Employees

截至2019年末，进出口银行共有员工4046名。
The Bank had 4,046 employees by the end of 2019.

	年龄档次	Age	人数 (个) Number	比重(%) Proportion
年龄结构 By Age	30岁以下	Below 30	1,390	34.35%
	31-35岁	31-35	1,162	28.72%
	36-40岁	36-40	723	17.87%
	41-45岁	41-45	320	7.91%
	46-50岁	46-50	226	5.59%
	51-54岁	51-54	108	2.67%
	55-59岁	55-59	114	2.82%
	60岁及以上	60 and above	3	0.07%
	合计	Total	4,046	100.00%



● 30岁以下	34.35%
● 31-35岁	28.72%
● 36-40岁	17.87%
● 41-45岁	7.91%
● 46-50岁	5.59%
● 51-54岁	2.67%
● 55-59岁	2.82%
● 60岁及以上	0.07%



● 博士毕业	2.30%
● 硕士毕业	67.18%
● 本科毕业	30.05%
● 专科毕业	0.42%
● 中专毕业	0.05%
● 高中毕业及以下	0.00%

	文化水平	Education	人数 (个) Number	比重 (%) Proportion
文化结构 By Educational Background	博士毕业	PhD	93	2.30%
	硕士毕业	Master	2,718	67.18%
	本科毕业	Bachelor	1,216	30.05%
	专科毕业	College	17	0.42%
	中专毕业	Secondary Technical School	2	0.05%
	高中毕业及以下	High School and below	0	0.00%
	合计	Total	4,046	100.00%

员工培训

2019年，本行以习近平新时代中国特色社会主义思想 and 党的十九大、十九届四中全会精神为指导，按照《2018-2022年全国干部教育培训规划》要求，分层分类开展多样化、立体式培训。结合“不忘初心、牢记使命”主题教育开展党的基本理论教育和党性教育；对中层管理人员实现轮训全覆盖，有效提升专业水平和管理能力；围绕全行重点难点工作举办20期针对性、有效性强的业务条线培训，2328人次参训；持续选派管理人员、业务骨干赴境外知名院校及国际电信联盟、联合国工业发展组织、非洲进出口银行等国际组织和多边机构学习研讨；推动移动学习系统建设，有效满足员工学习需求。

Staff Training

In 2019, the Bank followed the guidance of Xi Jinping Thought on Socialism with Chinese characteristics for a New Era and the guiding principles of the 19th CPC National Congress and the fourth plenary session of its 19th Central Committee, and worked in accordance with the requirements of the *National Plan for Cadre Education and Training (2018-2022)* to carry out a wide range of training programs.

The Bank held a series of activities to remind Party members in the Bank of our Party's founding mission, equip them with the Party's basic theory and strengthen their Party consciousness.

Rotation training programs were organized for the entire middle-level management with the aim to enhance their professional expertise and management ability.

To address priority and difficult tasks in its day-to-day operation, the Bank held 20 targeted training programs across lines of business, with a total attendance of 2,328 people.

Management personnel and competent staff were selected to attend overseas training programs in well-renowned universities, or exchange programs in international organizations and multilateral institutions such as the International Telecommunication Union, the United Nations Industrial Development Organization and the African Export-Import Bank.

The Bank also worked to advance the building of an E-learning platform to meet the needs of its employees.

