

员工构成及培训情况

Employees and Staff Training

员工构成

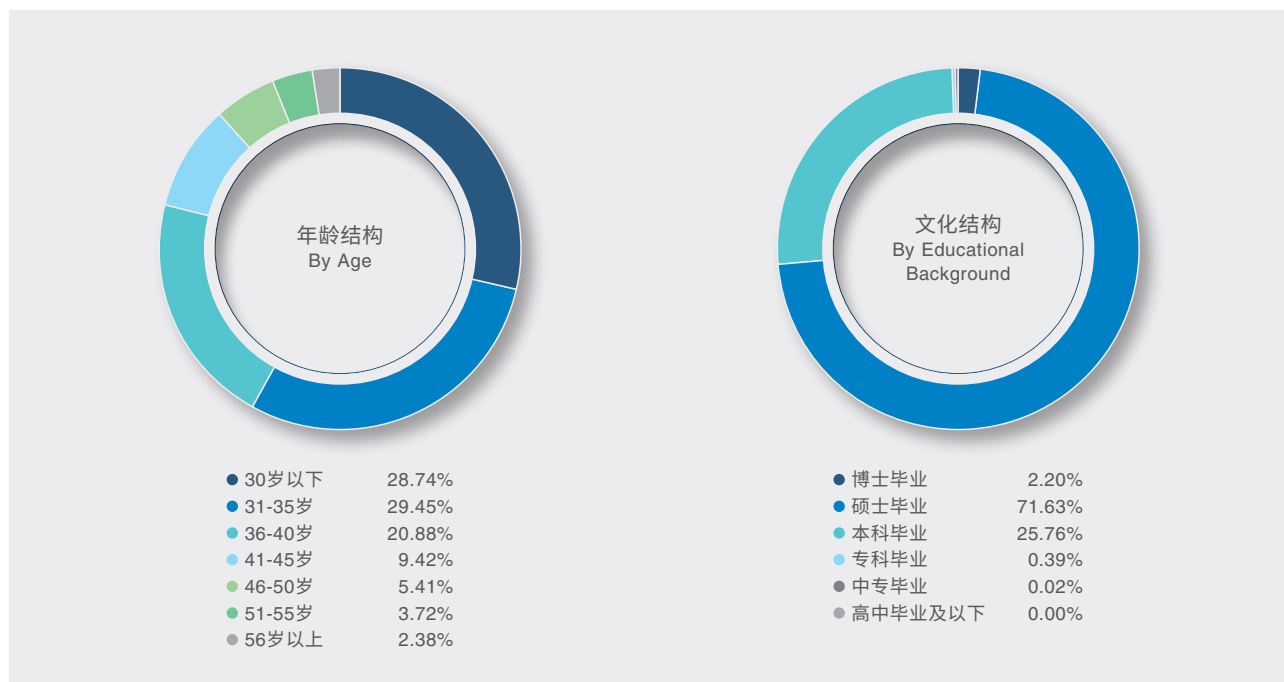
Employees

截至2021年末，进出口银行共有员工4329名。

The Bank had 4,329 employees by the end of 2021.

	年龄档次	Age	人数(个) Number	比重(%) Proportion
年龄结构 By Age	30岁以下	Under 30	1,244	28.74%
	31-35岁	31-35	1,275	29.45%
	36-40岁	36-40	904	20.88%
	41-45岁	41-45	408	9.42%
	46-50岁	46-50	234	5.41%
	51-55岁	51-55	161	3.72%
	56岁以上	56 and above	103	2.38%
	合计	Total	4,329	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	95	2.20%
	硕士毕业	Master	3,101	71.63%
	本科毕业	Bachelor	1,115	25.76%
	专科毕业	College	17	0.39%
	中专毕业	Secondary Technical School	1	0.02%
	高中毕业 及以下	High School and below	0	0.00%
	合计	Total	4,329	100.00%



员工培训

2021年，本行按照《2018-2022年全国干部教育培训规划》部署和《中国进出口银行2020-2023年教育培训规划》安排，落实常态化疫情防控要求，线上线下同步推进培训工作，助力业务发展，赋能员工成长。贯彻落实党中央要求，将党史学习教育贯穿全年，抓好十九届五中全会精神学习工作；开展任职培训和新入职人员培训，推动角色转变和履职能力提升；围绕IT蓝图系统上线开展系统使用培训，有效保障系统顺利投产上线和业务办理；聚焦业务发展，分级分类开展专业化能力培训，共举办业务条线专题培训50期，12041人次参训，网上专题班93个，44394人次参训，直播培训480场，37877人次参训；进一步丰富在线学习资源，全年新上线在线课件754门，其中外部采购272门，自主制作482门。

Staff Training

In 2021, the Bank, following the guidance of the *National Plan for Cadre Education and Training (2018-2022)* and the *Education and Training Plan of China Eximbank (2020-2023)* and conforming to the requirements of routine COVID-19 control, held training sessions both online and offline to facilitate business growth 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 CPC's history and the guiding principles of the fifth plenary session of the 19th CPC Central Committee was conducted on a routine basis throughout the year. By offering training sessions to the newly-appointed and newly-hired, the Bank endeavored to help them adapt to their new roles and improve job performance. Training sessions focusing on the use of the Bank's IT blueprint system played an effective role in paving the way for the launch and operation of the system. Great emphasis was laid on promoting business development by carrying out professional training at different levels and in different categories. A total of 50 specialized training sessions were conducted with 12,041 participants in business line, while 93 online special courses were taken by 44,394 participants and 480 live broadcasting lectures with 37,877 visits. In addition, the Bank's e-learning resources were further enriched and 754 new courses were launched online throughout the year, among which 272 were purchased from external sources and 482 were self-made by the Bank.