

Macau

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Human Resources practice in-line with Macau culture

- ▶ Macau is a small city in terms of both geographical and population size. As at Oct. 2008, she has an area of 29.25 km² and a local population of 557,400 together with expatriate of 101,752.
(Source of information: www.dsec.gov.mo/statistic.aspx)
- ▶ Due to the above, Macau residence lives in a local community with very close relationship with each others.
- ▶ Therefore, human resources practice is and should be very uniform due to easy comparison among community members.

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- ▶ Basically, the following employment terms are offered to local employees:

- a. Medical/Dental benefit
- b. Annual leave: around 8 days
- c. Rest days: 8 days/month (i.e. 5 working days/week)
- d. Social security scheme: staff contribution of MOP15/month and Company's contribution of MOP30/month.
- e. Various allowance: staff rate purchase, transport, meal, attendance, etc
- f. Discretionary bonus.

- ▶ Due to local culture, Macau employees are looking for stable working environment. If they are offered fair employment terms, they would prefer staying at a company rather than changing jobs frequently.

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Human Resources practice in-line with Macau culture

- ▶ Due to special economic scenario of Macau, the most popular industry is gaming which includes retail, casino, etc.

For indication, some jobs benchmarking are listed for reference:

Retail (Luxury Products)

Position	Education Level	Yrs of experience	Base Salary
Store Manager	Degree	5 or above	32K-40K
Shop Supervisor	Form 5-6	5-8	20K-25K
Senior Sales	Form 5-6	3-5	10K-18K
Sales Associate	Form 5-6	2-3	12K-16K

Casino

Position	Education Level	Yrs of experience	Base Salary
Dealer Inspector	Form 5- Degree	3-4	17K-18K
Dealer	Form 5	1-3	14K-15K
Cage Supervisor	Form 5- Degree	3-4	14K-16K
Cage Cashier	Form 5-6	1-3	13K-14K



- ▶ Besides, banking and finance is another industry which is gaining popularity in view of rapid economic development in Macau.

For indication, some jobs benchmarking are listed for reference:

Banking & Finance

Position	Education Level	Yrs of experience	Base Salary
Operations Manager	Degree	8-10	32K-36K
Senior Operations Officer	Diploma	8-10	20K-25K
Compliance Assistant Manager	Diploma	3-4	24K-28K
Compliance Officer	Degree	2-3	18K-22K
Relationship Manager	Degree	4-6	22K-26K
Senior Accounting Officer	Degree	8+	22K-25K
Accounting Officer	Degree	4-6	18K-21K
Teller	Form 5	1-3	8K-11K

- ▶ For quick enquiry, Levin's Consultant, Ms Anita Leong, is pleased to assist in its exploration. Contact correspondence is telephone at (853) 2878 3713 or e-mail at anita.leong@levin.com.hk

- ▶ In order to capture rapid economic development in Macau, the government has made a thorough review of the labor law and drafted a much more detailed and updated version.
- ▶ The completely redrafted one was passed by the legislation and has taken effect from 1 January 2009.
- ▶ The whole piece of law is highlighted with key points which deserve special attention to:
 - (i) A completely redrafted one is put into practice on 1 January 2009.
 - (ii) The new legislation is a more comprehensive piece than the original one, covering areas like general principles, labour contract, labour relationship (working hours, night shift and other shift duties, rest day, statutory holiday, annual leave, absence, maternity leave), compensation, contract termination, and penalty.



- (iii) It provides very detailed regulations on employment terms which are binding on all locally hired and fulltime employment contracts agreed hereto.
- (iv) Special attention should be paid to the fact that Chinese and Portuguese are the official languages of Macau. For avoidance of doubt, employment contracts should be written in either one or both language(s) as far as possible.
- (v) For details, please refer to Labor Relations Regulations (勞動關係法) issued by Macau Special Administrative Region at www.dsal.gov.mo (Macau Labor Bureau)
- (vi) For quick enquiry, Levin's Senior Consultant, Mr. Henry Lai, is pleased to assist in its exploration. Contact correspondence is telephone at (852) 2520 0084 or e-mail at henry.lai@levin.com.hk

