

Employment Background Checks in Macau

Employer Guide (2026)

Executive Summary

Background checks may be conducted when relevant to the role, proportionate to recruitment purpose and carried out with candidate knowledge and appropriate consent.

Screening at a Glance

Screening Component	Availability	Typical Turnaround
Identity Verification	✓ Available	1–2 business days
Employment Verification	✓ Available	3–12 business days
Education Verification	✓ Available	3–10 business days
Professional Licence Verification	✓ Available, where applicable	2–5 business days
Criminal Record Check	Available via official certificate	Varies
Bankruptcy Search	Limited applicability	Case dependent
Civil Litigation Search	Limited public availability	Case dependent
Directorship Search	Available for certain entities	2–5 business days
Global Sanctions & Watchlists	✓ Available	1 business day
Adverse Media Screening	✓ Available	1 business day

Is Employment Background Screening Legal in Macau?



Yes — background checks are permitted when:

Relevant to the employment relationship

Proportionate to the role being recruited

Conducted with candidate knowledge and appropriate consent

Identity Verification



Macau Resident
Identity Card (BIR)



Passport



Date of Birth
Verification



Name
Matching

Employment Verification

- › Employer name
- › Employment dates
- › Position held
- › Department
- › Employment status
- › Reporting line

Typical turnaround: 3–12 business days

Education Verification

- University of Macau
- Macau University of Science and Technology
- City University of Macau
- Macao Polytechnic University
- University of Saint Joseph

Typical turnaround: 3–10 business days

Professional Licence Verification



Healthcare
Professionals



Engineers



Architects



Accountants



Lawyers

Criminal Record Checks in Macau

Official Certificate of Criminal Record

Issued through the Identification Services Bureau. Available to eligible current or former residents and certain non-residents with a qualifying connection to Macau.

- Employers should not obtain criminal records directly without the candidate's involvement
- The certificate is typically obtained by or with the authorisation of the candidate
- Relevance of a conviction should be assessed in relation to the nature of the role

Directorship & Corporate Interest Checks

For senior management positions, employers may verify company directorships and shareholdings where publicly available. These checks assist in identifying potential conflicts of interest or governance concerns.

Recommended for senior, financial, or regulated roles.

Sanctions, Watchlists & Adverse Media

1

Global Sanctions

Screening against international sanctions lists and restricted entity databases

2

PEP Screening

Politically Exposed Persons checks for regulated and high-risk roles

3

Adverse Media

Database-driven searches for negative news coverage and reputational risks

Typically completed within 1 business day

Typical Background Check Turnaround Time

3–12

Business Days

Most employment screening programmes involving employment and education verification are completed within this timeframe.

Potential Causes of Delay

Previous employer response time

Additional approvals or manual record retrieval required

University processing

Manual verification or archived-record searches needed

Official government certificates

Processing depends on the relevant authority

Overseas verification

Different procedures, languages and response times

Incomplete candidate documentation

Missing consent, ID or supporting documents

Best Practices for Employers

1

Obtain written candidate consent

Supports transparency, lawful processing and candidate awareness

2

Verify employment directly

Reduces reliance on candidate-provided documents alone

3

Confirm academic qualifications

Helps identify inaccurate or misrepresented credentials

4

Use criminal records only where justified

Keeps screening relevant and proportionate to the role

5

Apply consistent standards

Supports fairness across candidates for comparable positions

6

Protect personal data

Reduces privacy, security and compliance risks

Why Choose eeCheck?

eeCheck helps multinational organisations conduct compliant employment background screening across Macau and more than 200 jurisdictions worldwide.



Employment verification

Direct verification with former employers



Education verification

Confirm qualifications with institutions



Identity verification

BIR, passport and document checks



Criminal record assistance

Support for official certificate process



Professional licence verification

Regulatory authority confirmation



Global sanctions screening

International sanctions and PEP lists



Adverse media searches

Database-driven reputational screening



Executive screening

Regulated-industry and senior roles

Final Strategic Takeaway

Employment background screening in Macau is most effective when it is relevant, proportionate and supported by clear candidate consent.

- Focus on verifying information directly related to the role
- Use official criminal record certificates only where legally justified
- Allow sufficient time for former employers, universities and government authorities to respond
- Apply the right checks to the right roles and protect candidate data
- Combine local legal awareness with consistent regional governance