

# monster®

## EMPLOYMENT INDEX

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## Online Job Opportunities Edge Up across Germany in November, according to Monster Employment Index

### November 2009 Index Highlights:

- The Monster Employment Index Germany edged up one point (one percent) in November, with the year-on-year trend unchanged from October, down 29 percent
- Opportunities in the banking, finance and insurance market continued expanding for the fourth consecutive month, bouncing back from a tough year
- Baden-Württemberg, Bayern and Sachsen saw upward movement in vacancy levels, yet remained significantly lower than November 2008

### Summary Overview

November saw the trend in online recruitment activity continued to flatten out following sustained declines through the summer. Propped up by government stimulus measures, the German economy continued expanding in the three months through September, following a modest advance in Q2. However, while businesses are slowly regaining their confidence, the latest reading on online recruitment shows employers have yet to resume hiring.

The Monster Employment Index Europe is a monthly analysis of millions of online job opportunities culled from a large, representative selection of corporate career sites and job boards across the European Union, including Monster.de.

Monster Employment Index Germany findings the past 13 months are as follows:

Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 09	May 09	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08
102	101	103	105	104	106	108	116	121	125	115	137	144

“According to the Index, Germany is currently lagging Europe as a whole in terms of job demand within both, the industrial and corporate sectors,” commented Marco Bertoli, vice president and general manager Central Europe, Monster Worldwide. “Germany saw relatively few job losses in the early stage of the crisis compared to other major EU countries, with unemployment only rising gently. With this more gradual adjustment in employment markets, it is likely that Germany will lag in terms of hiring while the wider economic recovery takes place.”

### **Hospitality and tourism and banking markets see sharp growth**

Despite mixed news across industry sectors, hospitality and tourism registered a strong up-tick, bouncing back from a dip in October. Jumping by a considerable 20 points (14 percent), the sector reached an eight-month high. This helped it climb to an improved year-on-year loss of 12 percent compared to October.

The banking, finance and insurance sector rose by two points (two percent) and marked a fourth consecutive month of increase, indicating hiring in the financial services industry is already recovering steadily. Year-on-year, the sector was up 18 percent, second only to healthcare and social work, which saw a 21 percent annual increase as well as a five-point (two percent) monthly rise.

Several industry sectors continued slashing vacancies in November, with accounting, audit and taxes down three points (two percent); administrative and organization falling one point (one percent); and management and consulting losing three points (three percent). On an annual basis, the steepest falls were reported in the goods-producing sectors, despite modest monthly increases. Engineering fell by 70 points (48 percent); production, manufacturing, maintenance and repair 116 points (46 percent); and transport, post and logistics 60 points (39 percent).

### **Greater demand for almost all groups, service and sales workers report strongest gain**

The majority of occupational groups saw greater demand in November, with only one declining. Meanwhile all categories registered year-on-year decline except skilled agricultural, forestry and fishery workers, which remained flat.

Service and sales workers saw the greatest rise in opportunities, gaining 10 points (six percent) and ending a three-month decline. Overall, online demand for service and sales workers held up relatively well throughout the crisis, following rapid growth through late 2008. Demand for manual labour jobs such as craft and related trades workers; and plant and machine operators and assemblers was muted however, remaining largely unchanged in November, yet down by 34 percent and 36 percent respectively, year-on-year.

### **Rheinland-Pfalz only region to show decline**

Baden-Württemberg saw the highest rate of increase in November gaining three points (three percent), driven by the improving demand in hospitality and tourism and education. Meanwhile, Bayern and Sachsen each added two points, three percent and two percent respectively.

Rheinland-Pfalz was the only region to show a decline, edging down by one point, (one percent). Eight regions were flat compared to October in the Index.

On a year-on-year basis, all regions were down, but Berlin and Brandenburg reported the most moderate declines, each dipping 12 percent. Both regions were helped by strong recruitment trends in the healthcare sector.

Bayern and Nordrhein-Westfalen remained the weakest regions from an annual perspective, with drops of 40 percent and 39 percent, respectively.

**Best performing sectors**

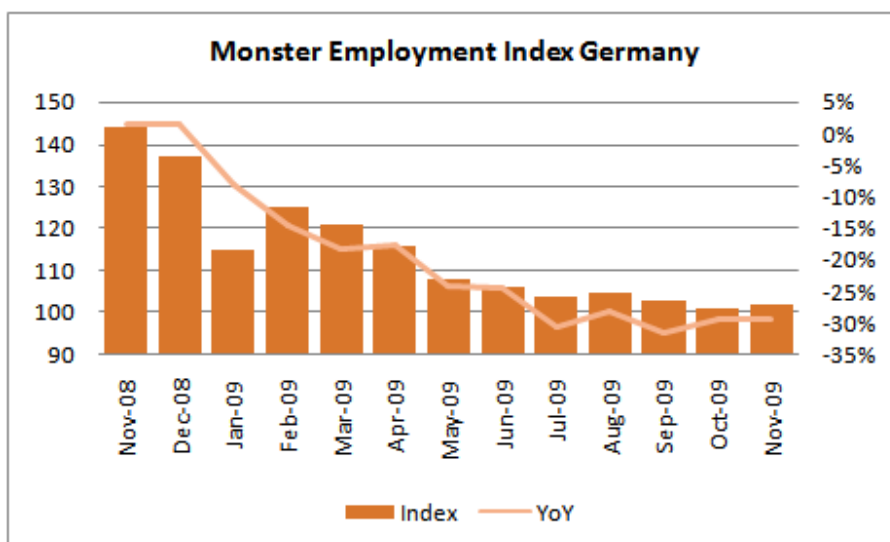
Industry sectors showing the greatest rate of increase in online job availability included:

**Month-on-month**

Industry	Nov 09	Oct 09	%
Hospitality and tourism	158	138	14%
Education, training and library	97	90	8%
Arts, entertainment, sports, leisure	101	96	5%
Public sector, defense, community	91	89	2%
IT	96	94	2%

**Year-on-year**

Industry	Nov 09	Nov 08	%
Healthcare, social work	313	259	21%
Banking, finance, insurance	107	91	18%
Education, training and library	97	95	2%
Public sector, defense, community	91	95	-4%
Agriculture, fishing and forestry	87	93	-6%



Monster Employment Index Germany findings across industry sectors for the past 13 months are as follows:

Industry	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 09	May 09	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08
Accounting, audit, taxes	153	156	153	155	155	162	171	179	195	185	164	184	196
Administrative, organisation	81	82	83	86	88	93	92	104	109	112	101	119	123
Agriculture, fishing and forestry	87	86	92	101	99	104	104	107	94	90	75	91	93
Arts, entertainment, sports, leisure	101	96	90	96	94	95	91	104	105	103	94	106	114
Banking, finance, insurance	107	105	90	83	79	83	81	81	80	82	83	94	91
Construction and extraction	99	101	112	122	118	117	121	132	134	132	125	142	153
Education, training and library	97	90	86	103	101	93	90	96	97	98	92	99	95
Engineering	75	74	75	78	81	83	89	96	100	126	112	143	145
Healthcare, social work	313	308	282	292	288	281	272	305	319	299	263	290	259
Hospitality and tourism	158	138	157	146	152	153	149	163	160	169	149	187	180
HR	47	47	46	45	43	46	46	51	65	63	52	68	72
IT	96	94	98	97	93	102	105	120	126	125	115	126	137
Legal	121	123	119	122	120	123	122	135	137	131	120	131	138
Management and consulting	99	102	106	116	116	122	127	136	141	140	115	128	128
Marketing, PR and media	80	80	81	81	80	84	87	100	114	112	97	111	120
Production, manufacturing, maintenance, repair	136	134	137	143	142	143	147	160	177	192	187	232	252
Public sector, defence, community	91	89	97	108	101	97	90	93	92	91	89	94	95
Research and development	93	92	96	101	101	103	108	116	119	117	106	116	120
Sales	99	97	96	97	98	99	99	105	108	109	102	113	117
Transport, post and logistics	95	94	94	94	91	90	100	105	116	122	113	143	155

Monster Employment Index Germany findings across occupational categories for the past 13 months are as follows:

Occupation	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 09	May 09	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08
Managers	120	119	123	136	132	133	136	144	151	151	122	144	152
Professionals	97	96	93	94	94	97	99	106	113	118	107	123	128
Technicians and associate professionals	90	89	88	91	91	92	90	94	95	105	94	111	112
Clerical support workers	128	127	125	129	131	135	135	146	157	136	123	150	154
Service and sales workers	185	175	188	196	202	196	193	206	197	204	175	215	232
Skilled agricultural, forestry and fishery workers	89	85	87	97	93	98	99	102	91	88	75	88	89
Craft and related workers	107	107	108	113	111	110	111	117	124	135	131	157	161
Plant and machine operators, and assemblers	104	103	106	110	105	107	111	124	133	134	134	151	163
Elementary occupations	122	123	134	146	136	133	129	132	134	132	126	147	160

Monster Employment Index Germany findings across the regions for the past 13 months are as follows:

Region	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 09	May 09	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08
Baden-Württemberg	93	90	92	99	94	94	97	103	109	122	83	128	140
Bayern	70	68	71	74	73	74	76	81	81	94	69	113	117
Berlin	121	120	119	122	122	120	124	131	131	144	122	145	137
Brandenburg	113	113	112	119	121	119	118	122	125	139	109	138	129
Bremen	95	95	98	100	101	102	107	114	121	123	102	118	126
Hamburg	93	93	94	96	96	96	99	105	107	117	98	122	122
Hessen	95	95	96	96	96	96	103	111	114	126	108	134	136
Mecklenburg-Vorpommern	101	100	102	106	106	106	110	117	123	122	97	112	119
Niedersachsen	87	87	88	89	90	90	93	99	102	118	83	122	128
Nordrhein-Westfalen	83	82	82	82	81	82	87	92	98	114	92	132	135
Rheinland-Pfalz	96	97	97	99	99	100	103	109	113	119	93	121	128
Saarland	94	93	96	97	97	100	104	110	117	114	96	113	120
Sachsen	129	127	128	136	138	138	139	144	143	161	127	161	155
Sachsen-Anhalt	105	105	104	110	110	110	112	119	124	142	108	140	139
Schleswig-Holstein	95	95	95	98	98	99	103	108	112	114	93	109	115
Thüringen	98	98	99	102	103	103	108	116	118	128	109	134	137

Monster Employment Index Germany for December will be released on January 12, 2010.

### **About The Monster Employment Index Europe**

The Monster Employment Index Europe provides monthly insight into online recruitment trends across the European Union. Launched in June 2005 with data from December 2004, the Index is based on a review of millions of employer job opportunities culled from a large, representative selection of corporate career sites and job boards, including Monster. The Monster Employment Index's underlying data is validated for accuracy by Research America, Inc. – an independent, third-party auditing firm – to ensure that measured online job recruitment activity is within a margin of error of +/- 1.05%.

The Index monitors online job opportunities across all European Union member countries.

The monthly reports for Belgium, France, Germany, Italy, the Netherlands, Sweden, the United Kingdom and Europe are available at: <http://about-monster.com/employment/index/17>.

### **About Monster Worldwide**

Monster Worldwide, Inc. (NYSE: MWW), parent company of Monster, the premier global online employment solution for more than a decade, strives to inspire people to improve their lives. With a local presence in key markets in North America, Europe, and Asia, Monster works for everyone by connecting employers with quality job seekers at all levels and by providing personalized career advice to consumers globally. Through online media sites and services, Monster delivers vast, highly targeted audiences to advertisers. Monster Worldwide is a member of the S&P 500 index. To learn more about Monster's industry-leading products and services, visit [www.monster.com](http://www.monster.com). More information about Monster Worldwide is available at <http://about-monster.com>.

**Special Note:** Safe Harbor Statement Under the Private Securities Litigation Reform Act of 1995: Except for historical information contained herein, the statements made in this release constitute forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Such forward-looking statements involve certain risks and uncertainties, including statements regarding Monster Worldwide, Inc.'s strategic direction, prospects and future results. Certain factors, including factors outside of Monster Worldwide's control, may cause actual results to differ materially from those contained in the forward-looking statements, including economic and other conditions in the markets in which Monster Worldwide operates, risks associated with acquisitions, competition, seasonality and the other risks discussed in Monster Worldwide's Form 10-K/A and other filings made with the Securities and Exchange Commission, which discussions are incorporated in this release by reference.

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