



## Online Job Demand Falls slightly across Germany in April

### April 2009 Monster Employment Index Highlights:

- The Monster Employment Index Germany dipped four percent in April as online job opportunities fell for a second consecutive month
- HR, manufacturing, marketing, PR and media, accounting and healthcare registered steep declines month on month, while hiring intensified in the farming and tourism sectors in line with seasonal patterns - and service and sales workers also saw growth in demand
- Regionally, only Sachsen notched a slight gain in April, remaining, along with Berlin, the only region to show growth in online job availability compared to a year ago

### Summary Overview

German online recruitment activity as measured by the Monster Employment Index fell slightly by five points. The German Index is now down 18 percent year-on-year with employer demand continuing to trend lower. Nevertheless, worker demand has declined less in Germany than for the EU as a whole.

The Healthcare and social work sector, despite a clear drop-off of 14 points or nine percent between March and April, is still the top growth sector year-on-year while HR has taken one of the hardest hits, losing 49 points or 51 percent on a year-on-year basis and reflecting softness in the staffing industry. The overall European Index dipped one point in April, showing a 33 percent decline, year-on-year.

The Monster Employment Index Europe is based on a real-time review of employer job opportunities culled from a large, representative selection of corporate career sites and job boards, including Monster.de®.

Monster Employment Index results for the past 13 months are as follows:

Apr 09	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08
116	121	125	115	137	144	143	150	146	150	140	142	141

“The German job market has performed better than most of the EU for much of the last year, but has slowed significantly in the past few months,” commented Marco Bertoli, vice president and general manager Central Europe, Monster Worldwide. “Although recruiting in the service sector is holding up fairly well, vacancies in heavy

industries have slumped and the sustained downtrend in demand for HR positions suggests companies are still cautious about investing in headcount until there is more solid prospect of recovery.”

**HR, manufacturing, and marketing sectors register steep declines in job demand, while farming and tourism workers show growth**

Following two months of growth, demand for workers in the HR sector fell back 14 points or 22 percent to a new historic Index low, indicating demand for human resource professionals remains depressed due to the overall bleak hiring outlook. Opportunities are now down by almost half since April 2008, the steepest annual decline on record for any sector.

In April, opportunities in engineering also reached a long-term low, dropping four points or four percent compared with March. Heavy industries were also broadly affected, with production, manufacturing, maintenance and repair down 17 points (10 percent) and transport, post and logistics down 11 points (nine percent). Similarly, falling demand was tracked in accounting, audit and taxes, which lost 16 points (eight percent), and marketing, PR and media, that were down 14 points or 12 percent.

Sectors reporting higher demand included agriculture, fishing and forestry, which rose 13 points or 14 percent in a third consecutive month of growth. The uptick mirrored seasonal patterns from previous years, as the farming sector steps up hiring efforts before the summer period. Public sector, defence and community edged slightly higher for the third month in a row, rising by one point or one percent. Meanwhile, hospitality and tourism rose three points (two percent) and banking, finance and insurance saw a one point (one percent) up-tick.

Despite a 14-point fall (44 percent) in April, healthcare and social work remained the top growth sector on a year-over-year basis, jumping 144 points or 89 percent from April 2008.

**Plant and machine operators report downturn in job availability, while opportunities for service workers bounce back from March fall**

Sharply reduced online hiring activity in April was reported for plant and machine operators and assemblers, with a nine-point or seven percent reduction reflecting the continued slowdown in industrial activity seen across Germany. Demand for white-collar occupations such as managers, professionals and clerical support workers also fell in April. On a year-on-year basis, plant and machine operators and assemblers saw the steepest drop in demand, falling 29 percent (51 points) from April 2008.

In contrast to the overall decline, online vacancies for skilled agricultural and fishery workers rose 11 points or 12 percent in April to their highest level since May 2006. Meanwhile service and sales workers bounced back from a drop in March, jumping nine points or five percent.

**Majority of German regions report falling online recruitment activity in April**

Most regions reported fewer online advertised vacancies in April, with Bremen, Saarland, Nordrhein-Westfalen. Baden-Württemberg and Mecklenburg-Vorpommern among the regions showing the largest declines.

Sachsen was the only region to show a slight improvement, edging up one point (one percent) compared to March.. Sachsen also continued to lead all regions in terms of annual growth, gaining 14 points, or 11 percent since April 2008.

Berlin saw no overall change in April, having grown five points, or four percent year-on-year.

**Top Growth Sectors**

Industries showing the greatest monthly increase in online job availability included:

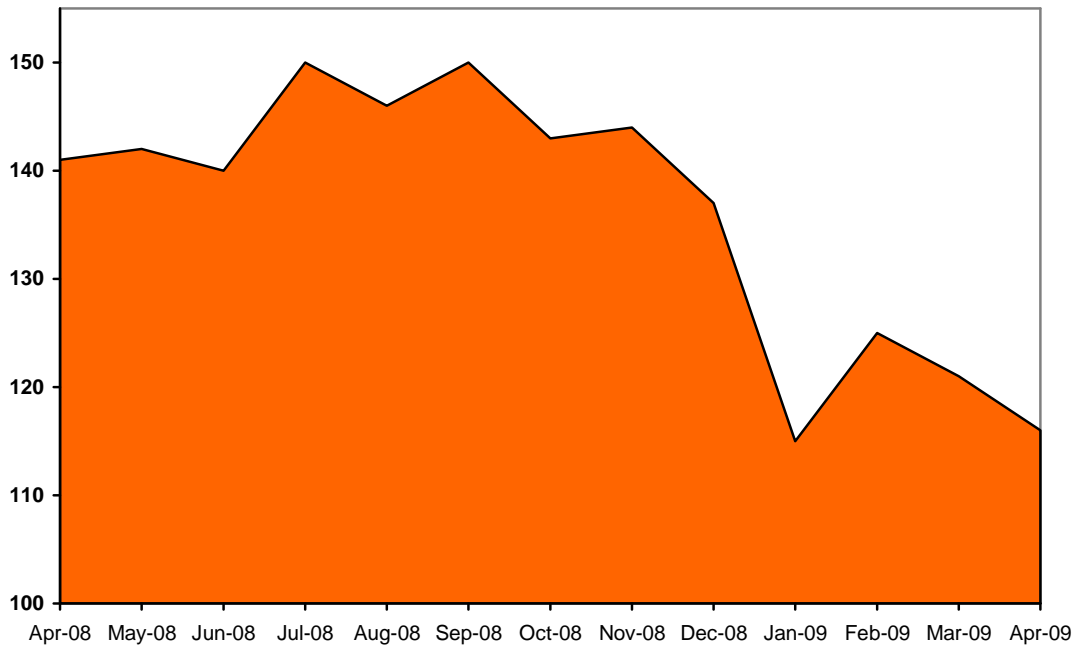
Industry	Apr 09	Mar 09	Apr 08
Agriculture, fishing and forestry	107	94	101
Hospitality and tourism	163	160	170
Banking, finance and insurance	81	80	89
Public sector, defence, community	93	92	90

**Top Growth Occupations**

Industries showing the greatest monthly increase in online job availability included:

Occupation	Apr 09	Mar 09	Apr 08
Skilled agricultural and fishery workers	102	91	99
Service and sales workers	206	197	196

### Monster Employment Index Germany



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

Industry	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08
Accounting, audit, taxes	179	195	185	164	184	196	212	219	217	240	223	220	231
Administrative, organisation	104	109	112	101	119	123	119	125	122	127	122	128	129
Agriculture, fishing and forestry	107	94	90	75	91	93	95	99	96	96	102	101	101
Arts, entertainment, sports, leisure	104	105	103	94	106	114	113	120	121	130	123	123	123
Banking, finance, insurance	81	80	82	83	94	91	92	92	91	92	92	92	89
Construction and extraction	132	134	132	125	142	153	156	161	153	155	145	145	150
Education, training and library	96	97	98	92	99	95	99	101	100	98	96	99	96
Engineering	96	100	126	112	143	145	138	141	138	141	134	140	137
Healthcare, social work	305	319	299	263	290	259	231	223	219	207	186	178	161
Hospitality and tourism	163	160	169	149	187	180	170	179	169	175	174	173	170
HR	51	65	63	52	68	72	80	87	90	100	98	98	100
IT	120	126	125	115	126	137	136	142	141	146	139	139	142
Legal	135	137	131	120	131	138	134	139	141	143	132	134	134
Management and consulting	136	141	140	115	128	128	139	150	148	150	137	139	142
Marketing, PR and media	100	114	112	97	111	120	124	141	139	164	139	144	141
Production, manufacturing, maintenance, repair	160	177	192	187	232	252	249	262	253	255	230	227	223
Public sector, defence, community	93	92	91	89	94	95	87	95	95	95	93	92	90
Research and development	116	119	117	106	116	120	123	125	126	131	124	130	130
Sales	105	108	109	102	113	117	116	120	118	121	117	119	119
Transport, post and logistics	105	116	122	113	143	155	154	161	166	175	157	152	149

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

Occupation	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08
Managers	144	151	151	122	144	152	156	170	164	168	154	157	160
Professionals	106	113	118	107	123	128	129	133	132	137	129	130	131
Technicians and associate professionals	94	95	105	94	111	112	108	113	110	116	111	112	111
Clerical support workers	146	157	136	123	150	154	150	159	156	162	156	161	160
Service and sales workers	206	197	204	175	215	232	212	215	204	205	198	197	196
Skilled agricultural and fishery workers	102	91	88	75	88	89	91	95	92	94	99	99	99
Craft and related workers	117	124	135	131	157	161	157	161	158	157	148	148	146
Plant and machine operators and assemblers	124	133	134	134	151	163	173	177	175	181	169	171	175
Elementary occupations	132	134	132	126	147	160	163	170	161	162	150	144	144

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

Region	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08
Baden-Württemberg	103	109	122	83	128	140	139	160	156	182	159	181	164
Bayern	81	81	94	69	113	117	111	124	120	127	113	123	119
Berlin	131	131	144	122	145	137	143	151	139	143	131	127	126
Brandenburg	122	125	139	109	138	129	123	127	125	130	115	126	127
Bremen	114	121	123	102	118	126	125	131	132	136	121	121	132
Hamburg	105	107	117	98	122	122	119	125	122	130	123	127	128
Hessen	111	114	126	108	134	136	136	143	139	153	141	143	138
Mecklenburg-Vorpommern	117	123	122	97	112	119	120	127	126	132	121	121	126
Niedersachsen	99	102	118	83	122	128	120	131	130	140	126	131	128
Nordrhein-Westfalen	92	98	114	92	132	135	128	140	132	140	127	138	132
Rheinland-Pfalz	109	113	119	93	121	128	127	135	134	141	133	133	134
Saarland	110	117	114	96	113	120	122	125	126	133	123	123	124
Sachsen	144	143	161	127	161	155	137	148	129	135	118	137	130
Sachsen-Anhalt	119	124	142	108	140	139	135	143	134	135	124	142	138
Schleswig-Holstein	108	112	114	93	109	115	113	117	121	126	116	115	118
Thüringen	116	118	128	109	134	137	137	143	139	141	128	130	131

Monster Employment Index Germany data for May will be released on June 9, 2009.

### **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://corporate.monster.com/Press\\_Room/MEI\\_EU.asp](http://corporate.monster.com/Press_Room/MEI_EU.asp).

### **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://corporate.monster.com>.

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