



## German Online Recruitment Remains Steady in June

### June 2008 Index Highlights:

- The Monster Employment Index Germany dipped two points to a level of 140 as online recruitment activity maintained pace in June
- The annual growth rate of 11 points, or nine percent, was largely steady from last month
- Increased hiring in the healthcare and social work and transport, post and logistics sectors was offset by fewer opportunities in administrative and organization; engineering; and research and development
- Among occupations, mild declines were seen among clerks and legislators, senior officials and managers, reflecting softer demand from the administrative, organisation and management and consulting sectors, respectively
- Berlin showed slight gains in online opportunities while Baden-Württemberg, Sachsen and Sachsen-Anhalt led declines

### Summary Overview

Online job availability as measured by the Monster Employment Index was little changed in June, and although the Index dropped 8 points during the second quarter, opportunities were significantly higher than a year ago. Demand remained strong in the health care sector and for seasonal staff in the hospitality and tourism industry. By contrast, recruitment for corporate functions such as as administration, marketing, engineering and research and development has shifted lower. The Monster Employment Index Germany 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®.

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

Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07
140	142	141	148	146	125	135	142	136	139	132	132	129

“The German economy is starting to feel the pinch of record high oil prices and weaker global demand, but so far we’ve seen a relatively limited impact on the recruitment side,” commented Marco Bertoli, Vice President/General Manager Central Europe, Monster Worldwide. “The unemployment rate is still trending lower, and even though the Index is being buoyed a bit by seasonal demands, online job availability across Germany is up significantly from a year ago.”

### **Online Demand in the Healthcare Sector Continues Higher in June While Opportunities in Engineering Fall Below Year-Ago Levels**

Healthcare and social work surged in June for the second consecutive month, reflecting increased demand for legislators, senior officials and managers as well as service workers and shop and market sales workers. The eight points of growth were also supported by increased online recruitment of professionals. Regionally, Schleswig-Holstein reported the highest rate of increase whereas Brandenburg showed the steepest decline. Year-on-year, the industry was up 83 points, or 81 percent, the highest among tracked sectors.

Transport, post and logistics edged higher for the second consecutive month with a five point up-tick. The growth was driven by increased online recruitment for elementary occupations, continuing a four-month growth trend and plant and machine operators and assemblers, continuing a two month trend. In contrast, technicians and associate professionals and legislators, senior officials and managers fell for the third straight month. Year-on-year growth was 34 points, or 28 percent.

Engineering dipped in June by six points as online job opportunities in the sector fell below year-earlier levels for the first time since January. While offerings for technicians and associate professionals and legislators, senior officials and managers increased for the third and fourth consecutive month, respectively, that growth did not offset the greatly reduced demand for professionals. Regionally, Sachsen-Anhalt registered the sharpest decline while Niedersachsen rose for the second consecutive month. Year-on-year, the category was down four points, or three percent.

### **Growth Slows for Most Occupational Groups in June**

Elementary occupations saw a six point rise in June following three months of stable demand. The increase was mainly due to higher demand in the production, manufacturing, maintenance and repair sector. Job availability also rose in the transport, post and logistics; agriculture, fishing and forestry; and sales sectors for the fourth consecutive month. In contrast, a slight decrease was seen in the construction and extraction sector for the second consecutive month. Regionally, Thüringen registered the highest rate of growth, following a month of decline. Meanwhile, job availability rose in Niedersachsen for the third continued month. The steepest decline was seen in Sachsen-Anhalt. Schleswig-Holstein showed fewer opportunities for the third consecutive month. Year-on-year, the category grew 25 points, or 20 percent.

Clerks registered the largest decline among occupational groups in June with a five point dip, but the category remained up nine points, or six percent year-on-year. The monthly decline primarily reflects fewer opportunities in the administrative, organization sector. However, online opportunities increased in public sector, defense and community for the third consecutive month. Regionally, Sachsen and Bayern continued to register lower job availability for the third month in a row. Demand in Baden-Württemberg and Niedersachsen also fell following a month of growth.

**Some Regions See High Declines in Online Opportunity Results in June**

Berlin saw online offerings rise by four points in June, an increase for the second consecutive month. Growth was led by increased hiring in the production, manufacturing, maintenance, repair sector. The banking, finance and insurance sector also rose for the third consecutive month. By contrast, demand for the accounting, audit, taxes and arts, entertainment, sports, and leisure sectors dipped for the third consecutive month. Job availability for clerks and plant and machine operators and assemblers fell for a third month in a row. Year-on-year, demand in the region was five points, or four percent.

Baden-Württemberg saw significant losses in June, following a sharp uptick in the previous month. The 22 point loss was caused by major declines in the education, training and library and administrative, organization sectors. Offerings also declined in the construction and extraction and production, manufacturing, maintenance, repair sectors. Demand eased across most of the occupational groups, except for skilled agricultural and fishery workers, which remained stable. The steepest decline was seen in elementary occupations, which reported lower demand for the second consecutive month. Year-on-year growth was 10 points, or seven percent.

Sachsen also saw online recruitment activity sharply fall in June, after a month of growth. The region saw a 19 point decline due to reduced demand in the administrative and organization; banking, finance and insurance; construction and extraction and production, manufacturing, maintenance and repair sectors. All the occupational groups registered fewer opportunities with elementary occupations showing the steepest fall. Meanwhile, demand for legislators, senior officials and managers; clerks; and plant and machine operators and assemblers continued declining for the third consecutive month in June. Year-on-year, demand in the region was down five points, or four percent.

**Top Industries Looking for Employees in June**

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

Industry	Jun 08	May 08	Apr 08
Healthcare, social work	186	178	161
Transport, post and logistics	157	152	149
Production, manufacturing, maintenance, repair	230	227	223
Accounting, audit, taxes	223	220	231
Hospitality and tourism	174	173	170

**Most Wanted Occupational Experience in June**

Occupational categories registering the most significant increases in online job demand in June included:

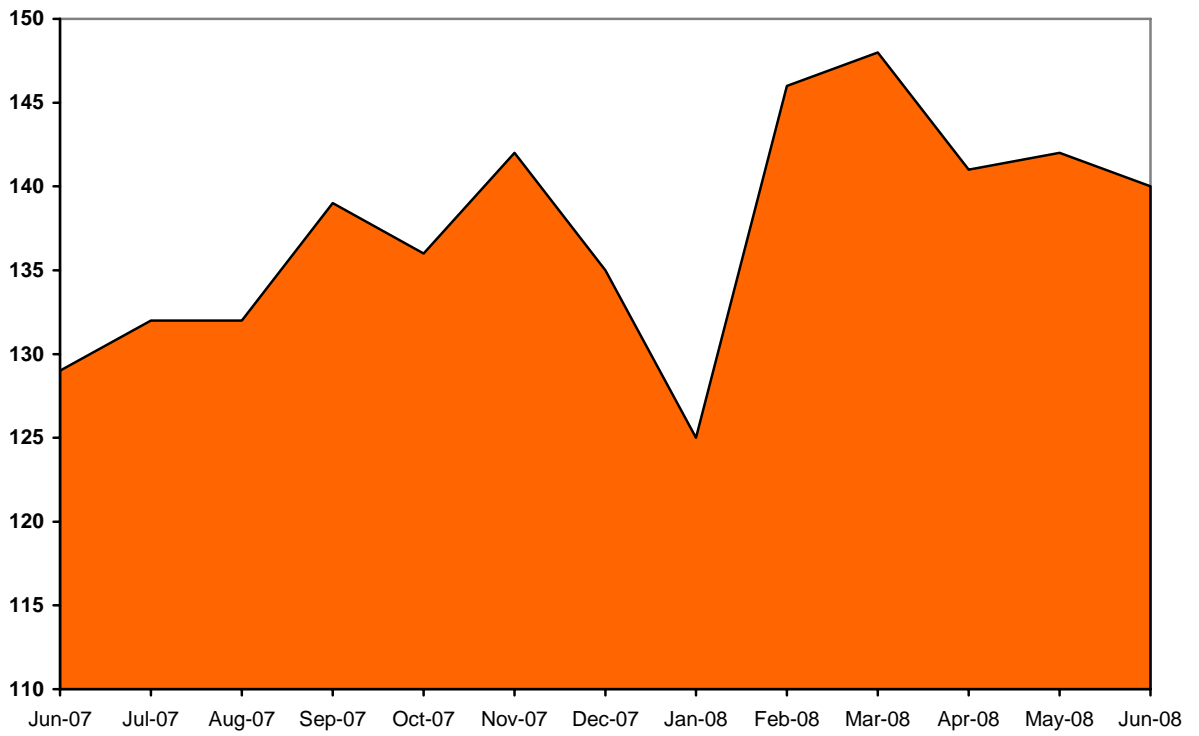
<b>Occupation</b>	<b>Jun 08</b>	<b>May 08</b>	<b>Apr 08</b>
Elementary occupations	150	144	144
Service workers and shop and market sales workers	198	197	196
Craft and related workers	148	148	146
Skilled agricultural and fishery workers	99	99	99

**Top Regions for Job Demand in June**

Regions showing the greatest increase in online job availability in June included:

<b>Region</b>	<b>Jun 08</b>	<b>May 08</b>	<b>Apr 08</b>
Berlin	131	127	126
Schleswig-Holstein	116	115	118
Rheinland-Pfalz	133	133	134
Saarland	123	123	124

### Monster Employment Index Germany



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

<b>Region</b>	<b>Jun 08</b>	<b>May 08</b>	<b>Apr 08</b>	<b>Mar 08</b>	<b>Feb 08</b>	<b>Jan 08</b>	<b>Dec 07</b>	<b>Nov 07</b>	<b>Oct 07</b>	<b>Sep 07</b>	<b>Aug 07</b>	<b>Jul 07</b>	<b>Jun 07</b>
Baden-Württemberg	159	181	164	177	161	131	147	166	143	151	140	149	149
Bayern	113	123	119	127	129	115	122	130	119	125	121	128	128
Berlin	131	127	126	137	132	119	125	134	125	130	127	130	126
Brandenburg	115	126	127	131	125	116	120	132	122	124	124	124	120
Bremen	121	121	132	145	127	116	121	134	122	129	126	127	123
Hamburg	123	127	128	142	127	111	121	133	123	131	127	134	130
Hessen	141	143	138	150	137	122	125	138	132	140	130	132	137
Mecklenburg-Vorpommern	121	121	126	136	122	115	119	133	121	125	125	124	119
Niedersachsen	126	131	128	136	129	114	120	133	123	129	127	127	124
Nordrhein-Westfalen	127	138	132	138	129	116	123	134	129	135	126	134	134
Rheinland-Pfalz	133	133	134	143	132	121	124	138	128	131	125	129	126
Saarland	123	123	124	131	124	115	118	130	120	123	123	121	118
Sachsen	118	137	130	141	129	118	123	136	123	128	125	127	123
Sachsen-Anhalt	124	142	138	139	128	118	123	134	122	127	126	125	123
Schleswig-Holstein	116	115	118	134	124	115	121	131	122	127	124	127	122
Thüringen	128	130	131	143	124	116	122	135	122	126	122	128	122

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

<b>Industry</b>	<b>Jun 08</b>	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07
Accounting, audit, taxes	223	220	231	253	242	203	213	229	228	230	216	210	209
Administrative, organisation	122	128	129	137	131	117	116	120	118	121	112	114	113
Agriculture, fishing and forestry	102	101	101	99	90	71	72	77	82	82	83	86	90
Arts, entertainment, sports, leisure	123	123	123	133	132	117	123	132	116	114	121	121	115
Banking, finance, insurance	92	92	89	85	85	82	83	83	84	84	84	82	92
Construction and extraction	145	145	150	153	147	132	135	149	146	149	144	142	137
Education, training and library	96	99	96	103	104	98	101	102	101	100	101	100	97
Engineering	134	140	137	147	140	121	139	147	141	143	131	136	138
Healthcare, social work	186	178	161	181	174	126	159	149	128	124	109	106	103
Hospitality and tourism	174	173	170	153	154	120	127	137	121	119	111	124	129
HR	98	98	100	103	99	94	94	94	94	95	93	93	93
IT	139	139	142	151	148	130	137	140	135	131	127	131	126
Legal	132	134	134	137	129	120	117	119	115	117	118	124	119
Management and consulting	137	139	142	150	142	114	131	131	133	144	144	141	140
Marketing, PR and media	139	144	141	157	148	122	129	137	90	91	88	92	90
Production, manufacturing, maintenance, Repair	230	227	223	234	225	189	204	228	213	217	204	196	178
Public Sector, defence, community	93	92	90	90	90	87	87	89	86	87	89	95	94
Research and development	124	130	130	136	124	112	123	134	128	127	123	121	118
Sales	117	119	119	122	118	106	112	118	110	113	110	111	110
Transport, post and logistics	157	152	149	160	147	133	137	147	142	142	141	133	123

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

Occupation	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07
Legislators, senior officials and managers	154	157	160	165	157	132	144	151	155	163	163	159	156
Professionals	129	130	131	140	136	117	128	134	127	129	123	125	123
Technicians and associate professionals	111	112	111	117	115	96	104	106	102	104	100	99	97
Clerks	156	161	160	172	164	145	147	151	148	154	144	150	147
Service workers and shop and market sales workers	198	197	196	182	177	137	143	154	141	120	112	130	133
Skilled agricultural and fishery workers	99	99	99	97	90	74	74	78	82	83	82	87	89
Craft and related workers	148	148	146	151	149	133	137	147	142	143	137	132	126
Plant and machine operators and assemblers	169	171	175	186	182	168	185	205	190	200	193	196	192
Elementary occupations	150	144	144	144	140	128	131	144	141	142	138	132	125

Monster Employment Index Germany data for July will be released on August 12, 2008.

**About The Monster Employment Index Germany**

Providing a broad, comprehensive monthly analysis of online job demand, the Monster Employment Index Germany is an extension of the Monster Employment Index Europe, which is compiled each month by researchers at Monster Worldwide Europe.

Launched in June 2005, the Monster Employment Index Europe provides monthly insight into recruitment trends across the European Union. The Index report is based on a real-time review of millions of employer job opportunities culled from a large, representative selection of corporate career sites and job boards across Europe, including Monster®. The Index is audited by Research America, Inc. and provides analyses of online job demand within occupational categories, industry sectors and regions.

Monthly Index reports for Belgium, France, Germany, Italy, the Netherlands, Sweden, the United Kingdom and Europe are available at:  
[http://corporate.monster.com/Press\\_Room/MEI.html](http://corporate.monster.com/Press_Room/MEI.html)

**About Monster Worldwide**

Monster Worldwide, Inc. (NASDAQ: MNST), 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 and the NASDAQ 100. To learn more about Monster's industry-leading products and services, visit [www.monster.com](http://www.monster.com).

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