



# EMPLOYMENT I N D E X

## Steady First Quarter Growth in Online Recruitment Indicates Robust Employment Market in Germany

### — Demand for Highly Skilled Technical Labour Drives Industry Recruitment —

**ESCHBORN, April 8, 2008** – The Monster Employment Index Germany grew by two points in March, sustaining the high level of online job availability from February. Nearly all regions across Germany and all tracked occupational groups showed steady monthly gains. The Index also grew by 32 points from this time last year, for the first time making Germany the year-on-year growth leader of all European countries tracked by the Index. 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®.

“Despite much publicized layoffs, the recent Index findings indicate companies are continuing to expand. Clearly, employers are responding to the tightening labour market conditions by increasing their online recruitment efforts,” commented Marco Bertoli, Vice President/General Manager Central Europe, Monster Worldwide. “With unemployment rates continuing to drop and companies’ demand for highly skilled labour growing, it is definitely a job-seekers market out there.”

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

Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07	Apr 07	Mar 07
148	146	125	135	142	136	139	132	132	129	129	121	116

Note: The value 100 represents the average number of jobs measured monthly during the period of December 2004 – November 2005

### **Demand for Highly Skilled Labour Drives Growth in Online Recruitment Across Industry Sectors**

Transport, post and logistics; research and development; accounting, audit and taxes; engineering; production, manufacturing, maintenance and repair; and management and consulting all experienced strong growth in March as the tight labour market saw companies further stepping up their online recruitment efforts. Year-on-year growth for these industries was up with production, manufacturing, maintenance and repair registering a huge 108 point gain, followed closely by gains of 85 points and 56 points in accounting, audit and taxes and transport, post and logistics, respectively.

Only four industries showed no growth or minor losses in March: banking, finance, insurance; education, training and library; hospitality and tourism; and the public sector. Of those, banking, finance and insurance was the only sector on the Index to register fewer online job opportunities than a year ago. Despite a year-on-year loss of twenty points, the industry has held relatively steady since July 2007 with a net three point gain. The year-on-year outlook is in-line with the heightened global financial uncertainty, but the steady trend indicates a more balanced, conservative outlook.

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

Industry	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07	Apr 07	Mar 07
Accounting, audit, taxes	253	242	203	213	229	228	230	216	210	209	184	177	168
Administrative, organisation	137	131	117	116	120	118	121	112	114	113	107	104	103
Agriculture, fishing and forestry	99	90	71	72	77	82	82	83	86	90	99	95	92
Arts, entertainment, sports, leisure	133	132	117	123	132	116	114	121	121	115	118	117	111
Banking, finance, insurance	85	85	82	83	83	84	84	84	82	92	118	115	105
Construction and extraction	153	147	132	135	149	146	149	144	142	137	131	124	120
Education, training and library	103	104	98	101	102	101	100	101	100	97	97	97	95
Engineering	147	140	121	139	147	141	143	131	136	138	129	125	123
Healthcare, social work	181	174	126	159	149	128	124	109	106	103	127	96	101
Hospitality and tourism	153	154	120	127	137	121	119	111	124	129	115	102	92
HR	103	99	94	94	94	94	95	93	93	93	95	91	91
IT	151	148	130	137	140	135	131	127	131	126	129	123	119
Legal	137	129	120	117	119	115	117	118	124	119	111	107	105
Management and consulting	150	142	114	131	131	133	144	144	141	140	143	142	137
Marketing, PR and media	157	148	122	129	137	90	91	88	92	90	125	124	120
Production, manufacturing, maintenance, Repair	234	225	189	204	228	213	217	204	196	178	161	138	126
Public Sector, defence, community	90	90	87	87	89	86	87	89	95	94	93	91	89
Research and development	136	124	112	123	134	128	127	123	121	118	127	126	131
Sales	122	118	106	112	118	110	113	110	111	110	114	111	109
Transport, post and logistics	160	147	133	137	147	142	142	141	133	123	119	110	104

### **All Occupations Register Increased Online Opportunities**

Normalizing from February's strong jump, all occupations tracked in March grew modestly with most registering a bump of four to five points. Legislators, senior officials and managers and clerks were among the few occupations registering higher increases, each showing an eight point uptick.

Year-on-year growth rates were strong to steady for all occupations with service workers and shop and market sales workers leading with a 99 point gain. On the other end of the scale, while online recruitment of skilled agricultural and fishery workers grew for the second consecutive month to reach a yearly high, the year-on-year growth rate was the lowest for tracked occupations, a 13 point gain.

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

Occupation Group	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07	Apr 07	Mar 07
Legislators, senior officials and managers	165	157	132	144	151	155	163	163	159	156	140	140	128
Professionals	140	136	117	128	134	127	129	123	125	123	124	120	117
Technicians and associate professionals	117	115	96	104	106	102	104	100	99	97	114	109	104
Clerks	172	164	145	147	151	148	154	144	150	147	149	144	142
Service workers and shop and market sales workers	182	177	137	143	154	141	120	112	130	133	111	92	83
Skilled agricultural and fishery workers	97	90	74	74	78	82	83	82	87	89	90	88	84
Craft and related workers	151	149	133	137	147	142	143	137	132	126	118	107	102
Plant and machine operators and assemblers	186	182	168	185	205	190	200	193	196	192	178	164	154
Elementary occupations	144	140	128	131	144	141	142	138	132	125	122	112	106

**Thüringen Leads Growth in March; Baden-Württemberg Registers Most Solid Year-On-year Growth**

Most of the regions across Germany saw increased online recruitment activity in March, with Thüringen showing the strongest increase. Growth in Thüringen was broad with nearly all sectors showing increases. Occupationally, Clerks were in the highest demand followed by technicians and associate professionals. While Thüringen’s 19 point jump registers a second consecutive month of increase, Baden-Württemberg, with an increase of 16 points on the Index, continues to register the most solid growth across all regions year-on-year with a 41 point or 30 percent increase.

Despite a sharp uptick in February, the only region showing a slowing in online hiring in March was Bayern. With a loss of two points, Bayern is now the slowest growing region in terms of online recruitment in Germany. While not posting losses, Berlin and Brandenburg also saw slowing growth in March, registering five and six point increases on the Index respectively.

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

Region	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07	Apr 07	Mar 07
Baden-Württemberg	177	161	131	147	166	143	151	140	149	149	146	145	136
Bayern	127	129	115	122	130	119	125	121	128	128	126	125	121
Berlin	137	132	119	125	134	125	130	127	130	126	130	130	125
Brandenburg	131	125	116	120	132	122	124	124	124	120	123	122	116
Bremen	145	127	116	121	134	122	129	126	127	123	124	123	118
Hamburg	142	127	111	121	133	123	131	127	134	130	126	124	121
Hessen	150	137	122	125	138	132	140	130	132	137	127	126	123
Mecklenburg-Vorpommern	136	122	115	119	133	121	125	125	124	119	124	122	115
Niedersachsen	136	129	114	120	133	123	129	127	127	124	125	124	118
Nordrhein-Westfalen	138	129	116	123	134	129	135	126	134	134	126	126	120
Rheinland-Pfalz	143	132	121	124	138	128	131	125	129	126	129	128	124
Saarland	131	124	115	118	130	120	123	123	121	118	123	122	117
Sachsen	141	129	118	123	136	123	128	125	127	123	122	121	116
Sachsen-Anhalt	139	128	118	123	134	122	127	126	125	123	125	123	117
Schleswig-Holstein	134	124	115	121	131	122	127	124	127	122	121	120	116
Thüringen	143	124	116	122	135	122	126	122	128	122	122	121	116

Monster Employment Index Germany data for April will be released on May 13, 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\\_EU.asp](http://corporate.monster.com/Press_Room/MEI_EU.asp).

#### **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).

**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 and other filings made with the Securities and Exchange Commission, which discussions are incorporated in this release by reference.

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