



## German Online Recruitment Remains Steady in May

### May 2008 Monster Employment Index Highlights

- Monster Employment Index Germany rose one point to a level of 142 in May as online recruitment activity remained largely steady. The annual growth rate of 13 points, or 10 percent, was the lowest in four months.
- The Healthcare sector registered the largest monthly increase, and the Manufacturing sector also edged higher. Hospitality and tourism was the leading growth category year on year for the first time since the inception of the Index.
- Demand increased the most for Craft and related workers, reflecting solid hiring for skilled tradesmen in areas such as manufacturing and repair.
- Year-on-year, Service workers and shop and market sales workers remained the top growth category due to continuing demand.
- Online job availability jumped the most in Baden-Württemberg, which also saw the largest rate of increase on annual basis. By contrast, opportunities are now down from a year ago in Mecklenburg-Vorpommern and Schleswig-Holstein.

### Summary Overview

The Monster Employment Index Germany rose one point in May, to a level of 142 as online recruitment activity and related job opportunities across the Federal Republic remained largely steady, following a moderate decline last month. 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®.

In May, 14 of 20 industries and six of nine occupations monitored showed an increase or no change in online job availability. Monster Employment Index results for the past 13 months are as follows:

May 08	Apr 08	Mar 08	Feb08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07
142	141	148	146	125	135	142	136	139	132	132	129	129

“Economic growth in Germany accelerated to the fastest pace in 12 years in the first quarter, and the slight uptick in the May Index suggests that overall demand for workers remains largely stable,” commented Marco Bertoli, Vice President/General Manager Central Europe, Monster Worldwide. “Intense seasonal recruiting in the healthcare sector was a key driver this month. Meanwhile, hiring in the Hospitality and tourism sector rose to a historical high in the Index, suggesting that German hotels, restaurants and tour operators are staffing up in anticipation of a busy season.”

### **Online Demand in the Healthcare Sector Surges While Accounting, Audit and Taxes Continues to Decline**

Online demand in the Healthcare, social work sector increased 17 points, after a decline in April. The uptick mirrors results from previous years, suggesting a strong seasonal component. Demand rose the most for Technicians and associate professionals, following a month of slight decrease, but some recovery was also seen for Legislators, senior officials and managers; Service workers and shop and market sales workers; and Elementary occupations. Meanwhile, fewer opportunities were registered for Professionals for the second consecutive month. Regionally, Nordrhein-Westfalen saw the most significant rise. Job availability in Sachsen-Anhalt continued to increase for the third consecutive month. Meanwhile, Schleswig-Holstein saw the third consecutive month of decline. Year-on-year growth was 51 points, or 40 percent.

Conversely, demand in the Accounting, audit, taxes industry dropped sharply for the second consecutive month in May, by 11 points, following a sharply upward hiring trend during the first quarter. The major decrease was seen among Legislators, senior officials and managers, after a month of rise. Demand fell for Professionals for the second consecutive month. However, offerings rose for Technicians and associate professionals. Regionally, the steepest decline was seen in Mecklenburg-Vorpommern and Thüringen while Hessen was the region which increased the most in May. Year-on-year growth was 36 points, or 20 percent.

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

Craft and related workers saw demand rise slightly in May by two points, after one month of decline. Opportunities rose across the Engineering; Production, manufacturing, maintenance, repair; and Transport, post and logistics sectors. Regionally, the highest rate of increase was seen in Berlin. Brandenburg also saw some recovery after the April slowdown. Meanwhile, demand fell for a second consecutive month in Bremen, Mecklenburg-Vorpommern, and Schleswig-Holstein. Year-on-year growth was 30 points, or 25 percent, second only to the Service workers and shop and market sales workers category.

Plant and machine operators and assemblers opportunities declined in May for the second consecutive month, dropping by four points. The fall was mainly due to the lower demand registered in the Construction and extraction sector. Online job availability in the Production, manufacturing, maintenance, repair sector also dipped for the second consecutive month. Most of the regions saw decline, again with Bremen, Mecklenburg-Vorpommern, and Schleswig-Holstein registering the steepest falls. However, Baden-Württemberg, and Hessen showed increase, after a month of decrease. Year-on-year, the category dipped seven points, or four percent, the steepest among occupations.

**Regions See Mixed Results in May**

Baden-Württemberg registered higher demand again in May, following a one-month decline, growing by 17 points. The largest increases were seen in the Banking, finance, insurance; Education, training and library; and Engineering sectors. Meanwhile demand in Agriculture, fishing and forestry and Research and development declined for the second consecutive month. Among occupational groups, Legislators, senior officials and managers saw the greatest rate of increase, but rises were seen also for Professionals; and Technicians and associate professionals. By contrast, Elementary occupations and Skilled agricultural and fishery workers registered lower demand. Year-on-year growth was 35 points, or 24%, by far the strongest among all German regions.

Demand in Bremen continued to fall in May for the second consecutive month, dropping by 11 points. The most considerable decreases were seen in the Construction and extraction and Engineering sectors for the second continued month. Job availability in the Accounting, audit, taxes and Production, manufacturing, maintenance, repair sectors also registered declines for the second month in a row. By contrast, demand in the Hospitality and tourism rose for the second consecutive month. Meanwhile, online hiring rose in the Public sector, defence, community for the third time in May. Most of the occupational groups registered declines, with the steepest declines seen in the Craft and related workers and Plant and machine operators and assemblers. Meanwhile, demand rose for Service workers and shop and market sales workers for the second consecutive month. Year-on-year, demand in the regions dipped 3 points, or 2%.

**Top Industries Looking for Employees in May**

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

Industry	May 08	Apr 08	Mar 08
Healthcare, social work	178	161	181
Production, manufacturing, maintenance, Repair	227	223	234
Hospitality and tourism	173	170	153
Transport, post and logistics	152	149	160
Marketing, PR and media	144	141	157

**Most Wanted Occupational Experience in May**

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

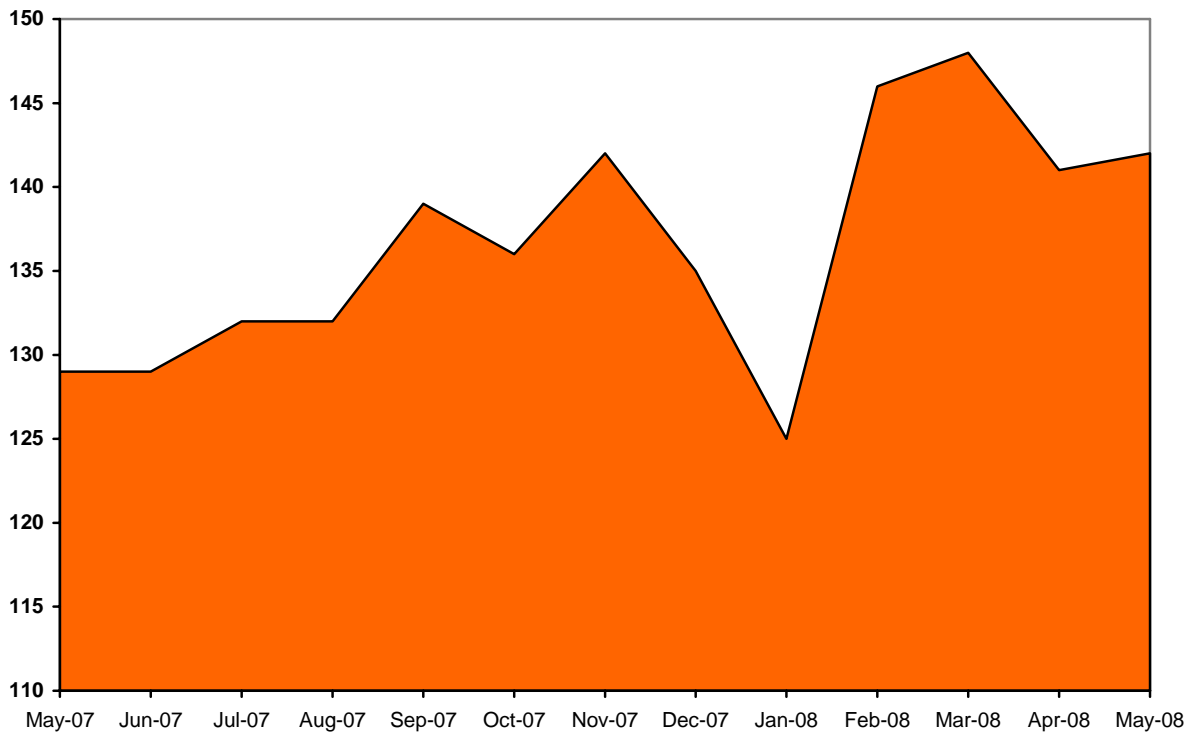
<b>Occupation</b>	<b>May 08</b>	<b>Apr 08</b>	<b>Mar 08</b>
Craft and related workers	148	146	151
Service workers and shop and market sales workers	197	196	182
Clerks	161	160	172
Technicians and associate professionals	112	111	117
Elementary occupations	144	144	144

**Top Regions for Job Demand**

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

<b>Region</b>	<b>May 08</b>	<b>Apr 08</b>	<b>Mar 08</b>
Baden-Württemberg	181	164	177
Sachsen	137	130	141
Nordrhein-Westfalen	138	132	138
Hessen	143	138	150
Sachsen-Anhalt	142	138	139

### Monster Employment Index Germany



### By Region

Region	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07
Baden-Württemberg	181	164	177	161	131	147	166	143	151	140	149	149	146
Bayern	123	119	127	129	115	122	130	119	125	121	128	128	126
Berlin	127	126	137	132	119	125	134	125	130	127	130	126	130
Brandenburg	126	127	131	125	116	120	132	122	124	124	124	120	123
Bremen	121	132	145	127	116	121	134	122	129	126	127	123	124
Hamburg	127	128	142	127	111	121	133	123	131	127	134	130	126
Hessen	143	138	150	137	122	125	138	132	140	130	132	137	127
Mecklenburg-Vorpommern	121	126	136	122	115	119	133	121	125	125	124	119	124
Niedersachsen	131	128	136	129	114	120	133	123	129	127	127	124	125
Nordrhein-Westfalen	138	132	138	129	116	123	134	129	135	126	134	134	126
Rheinland-Pfalz	133	134	143	132	121	124	138	128	131	125	129	126	129
Saarland	123	124	131	124	115	118	130	120	123	123	121	118	123
Sachsen	137	130	141	129	118	123	136	123	128	125	127	123	122
Sachsen-Anhalt	142	138	139	128	118	123	134	122	127	126	125	123	125
Schleswig-Holstein	115	118	134	124	115	121	131	122	127	124	127	122	121
Thüringen	130	131	143	124	116	122	135	122	126	122	128	122	122

### By Industry

Industry	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07
Accounting, audit, taxes	220	231	253	242	203	213	229	228	230	216	210	209	184
Administrative, organisation	128	129	137	131	117	116	120	118	121	112	114	113	107
Agriculture, fishing and forestry	101	101	99	90	71	72	77	82	82	83	86	90	99
Arts, entertainment, sports, leisure	123	123	133	132	117	123	132	116	114	121	121	115	118
Banking, finance, insurance	92	89	85	85	82	83	83	84	84	84	82	92	118
Construction and extraction	145	150	153	147	132	135	149	146	149	144	142	137	131
Education, training and library	99	96	103	104	98	101	102	101	100	101	100	97	97
Engineering	140	137	147	140	121	139	147	141	143	131	136	138	129
Healthcare, social work	178	161	181	174	126	159	149	128	124	109	106	103	127
Hospitality and tourism	173	170	153	154	120	127	137	121	119	111	124	129	115
HR	98	100	103	99	94	94	94	94	95	93	93	93	95
IT	139	142	151	148	130	137	140	135	131	127	131	126	129
Legal	134	134	137	129	120	117	119	115	117	118	124	119	111
Management and consulting	139	142	150	142	114	131	131	133	144	144	141	140	143
Marketing, PR and media	144	141	157	148	122	129	137	90	91	88	92	90	125
Production, manufacturing, maintenance, Repair	227	223	234	225	189	204	228	213	217	204	196	178	161
Public Sector, defence, community	92	90	90	90	87	87	89	86	87	89	95	94	93
Research and development	130	130	136	124	112	123	134	128	127	123	121	118	127
Sales	119	119	122	118	106	112	118	110	113	110	111	110	114
Transport, post and logistics	152	149	160	147	133	137	147	142	142	141	133	123	119

### By Occupation

Occupation	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07	Jun 07	May 07
Legislators, senior officials and managers	157	160	165	157	132	144	151	155	163	163	159	156	140
Professionals	130	131	140	136	117	128	134	127	129	123	125	123	124
Technicians and associate professionals	112	111	117	115	96	104	106	102	104	100	99	97	114
Clerks	161	160	172	164	145	147	151	148	154	144	150	147	149
Service workers and shop and market sales workers	197	196	182	177	137	143	154	141	120	112	130	133	111
Skilled agricultural and fishery workers	99	99	97	90	74	74	78	82	83	82	87	89	90
Craft and related workers	148	146	151	149	133	137	147	142	143	137	132	126	118
Plant and machine operators and assemblers	171	175	186	182	168	185	205	190	200	193	196	192	178
Elementary occupations	144	144	144	140	128	131	144	141	142	138	132	125	122

Monster Employment Index Germany data for June will be released on July 8, 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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**Monster Worldwide Deutschland GmbH Contact:**

Alexandra Güntzer/Ramona Kesch  
Tel: 0049.6196.9992-679  
E-Mail: [ramona.kesch@monster.de](mailto:ramona.kesch@monster.de)

**PR Contacts:**

Weber Shandwick  
Ina Malcherek/Susanne Worch  
Tel: 0049.89.380179-42 /-46  
E-Mail: [IMalcherek@WeberShandwick.com](mailto:IMalcherek@WeberShandwick.com)  
[SWorch@WeberShandwick.com](mailto:SWorch@WeberShandwick.com)