



German Online Job Demand Holds Steady in November, Despite Economic Turbulence

November 2008 Index Highlights:

- Monster Employment Index Germany rose one point in November as online recruitment activity maintained a largely flat trend.
- Although online job availability still remains higher than 12 months ago, the year-on-year growth rate of one percent was the lowest reading on record, demonstrating further slowdown in the underlying demand for workers.
- Healthcare and social work registered the largest increase in demand and continued to lead all industry sectors in terms of annual growth, highlighting sustained high need for qualified health and social service workers across Germany.
- In spite of waning consumer confidence, hospitality and tourism rose to a historical high in the Index, indicating ample job opportunity in the sector.
- In contrast, the HR sector experienced a fourth consecutive month of decline and there were significantly fewer online opportunities in accounting, management and consulting for November.

Summary Overview

November's slight increase in online job availability demonstrates that the German labor market is holding up remarkably well in the face of deepening economic concerns. Although the growth trend has gradually flattened during 2008, there were still more online job offerings in November than a year earlier as Germany continued to outperform most other markets in 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®.

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

Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07
144	143	150	146	150	140	142	141	148	146	125	135	142

“Unlike the European Index, which slipped into negative growth territory in November, Germany still has more online job opportunities than a year ago,” commented Marco Bertoli, vice president/general manager Central Europe, Monster Worldwide. “Although business activity is slowing, unemployment has continued trending lower, further demonstrating the resilience of the German labour market.”

The healthcare and social work sector continues to demonstrate resilience despite economic uncertainty

The healthcare and social work sector saw a 28 point increase in the Index for the seventh consecutive month in November. Demand strengthened the most for technicians and associate professionals. Opportunities also rose for service workers and shop and market sales workers. Regionally, Bayern registered the highest rate of increase, while offerings in Berlin rose for the sixth continued month. Year-on-year growth was 110 points, or 74 percent, the highest among industry sectors.

In contrast, accounting, audit and taxes fell 16 points in November, slipping for the second month in a row. The decline reflects lower demand for professionals. Regionally, Hessen dipped the most while Rheinland-Pfalz fell for the fourth consecutive month. By contrast, offerings rose in Brandenburg and Bremen. Year-on-year, the sector was down 33 points, or 14 percent.

Despite concerns about consumer spending, seasonal hiring drives upturn for service workers and shop and market sales workers

Online demand for service workers and shop and market sales workers jumped by 20 points in November, bouncing back from an October decline. Much of the growth was fueled by the sales sector as it continued a five-month upward trend. More opportunities for these occupations were also seen in the healthcare and social work, public sector, defence and community, and hospitality and tourism sectors. Regionally, significant increases were seen in Brandenburg, Mecklenburg-Vorpommern, Sachsen, and Thüringen. However, mild declines hit Baden-Württemberg, and Niedersachsen. Year-on-year growth was 78 points, or 51 percent, the highest among all occupational groups.

Registering a second consecutive month of decreased opportunities, plant and machine operators and assemblers dropped 10 points in November, reflecting fewer opportunities in the construction and extraction sector. The production, manufacturing, maintenance and repair sector noted a milder decline. All the regions saw fewer opportunities, with Berlin and Thüringen registering the steepest downturns. Schleswig-Holstein saw fewer opportunities for the fourth month in a row. Year-on-year, demand was down 42 points, or 20 percent, the sharpest among occupational groups.

Sachsen leads online job demand while Berlin falls below August levels

Sachsen saw a noticeable reversal from October declines and grew 18 points in November, reaching its highest level in the Index's history. From a year-on-year perspective, Sachsen was up 19 points, or 14 percent, the most among regions. The largest rise was seen in the transport, post and logistics sector, after two months of decline. Other major increases were seen in the agriculture, fishing and forestry, accounting, audit, taxes, and banking, finance and insurance sectors. By contrast, regional demand fell steeply in the arts, entertainment, sports and leisure sector. Among occupational groups, hiring increased the most for service workers and shop and market sales workers.

Berlin dropped six points in November, a second consecutive month of declining online job opportunity. Major drops were seen in the construction and extraction, education, training and library, and marketing, PR and media sectors. By contrast, opportunities

rose in the hospitality and tourism, and banking, finance, insurance sectors. Meanwhile, healthcare and social work continued higher for the sixth consecutive month. Among occupational groups, plant and machine operators and assemblers saw the sharpest decrease, while the strongest growth was seen for service workers and shop and market sales workers for the third month in a row. Year-on-year, region was up three points, or two percent.

Top Industries Looking for Employees

Industries showing the greatest increase in online job availability included:

Industry	Nov 08	Oct 08	Sep 08
Healthcare, social work	259	231	223
Hospitality and tourism	180	170	179
Public sector, defence, community	95	87	95
Engineering	145	138	141
Administrative, organisation	123	119	125

Most Wanted Occupational Experience

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

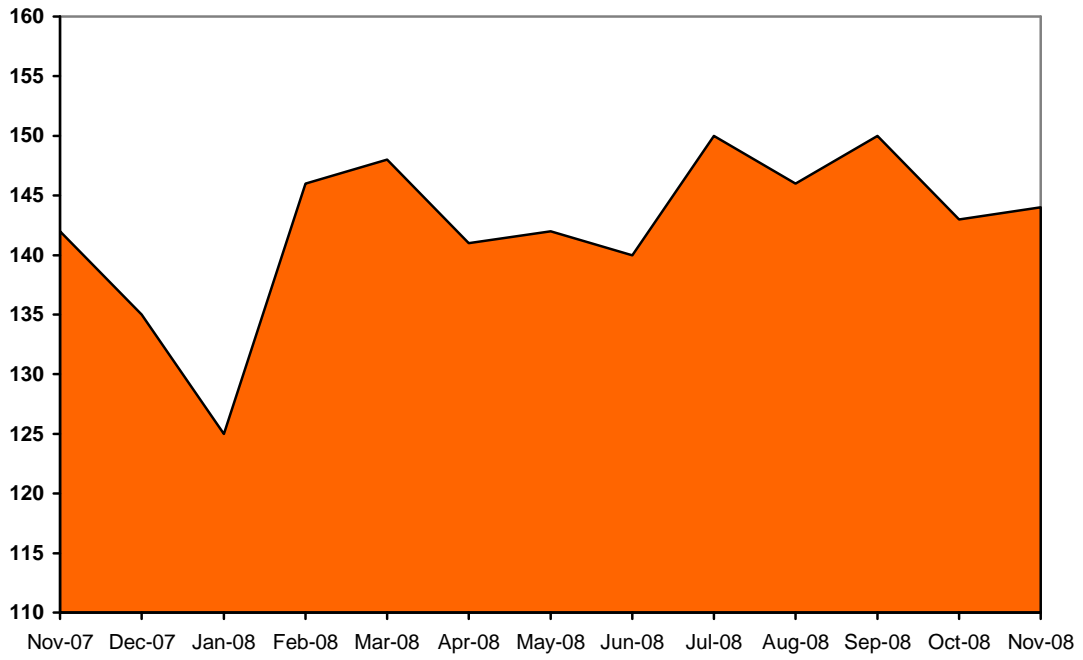
Occupation	Nov 08	Oct 08	Sep 08
Service workers and shop and market sales workers	232	212	215
Technicians and associate professionals	112	108	113
Clerks	154	150	159
Craft and related workers	161	157	161

Top Regions for Job Demand

Regions showing the greatest increase in online job availability included:

Region	Nov 08	Oct 08	Sep 08
Sachsen	155	137	148
Niedersachsen	128	120	131
Nordrhein-Westfalen	135	128	140

Monster Employment Index Germany



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

Industry	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07
Accounting, audit, taxes	196	212	219	217	240	223	220	231	253	242	203	213	229
Administrative, organisation	123	119	125	122	127	122	128	129	137	131	117	116	120
Agriculture, fishing and forestry	93	95	99	96	96	102	101	101	99	90	71	72	77
Arts, entertainment, sports, leisure	114	113	120	121	130	123	123	123	133	132	117	123	132
Banking, finance, insurance	91	92	92	91	92	92	92	89	85	85	82	83	83
Construction and extraction	153	156	161	153	155	145	145	150	153	147	132	135	149
Education, training and library	95	99	101	100	98	96	99	96	103	104	98	101	102
Engineering	145	138	141	138	141	134	140	137	147	140	121	139	147
Healthcare, social work	259	231	223	219	207	186	178	161	181	174	126	159	149
Hospitality and tourism	180	170	179	169	175	174	173	170	153	154	120	127	137
HR	72	80	87	90	100	98	98	100	103	99	94	94	94
IT	137	136	142	141	146	139	139	142	151	148	130	137	140
Legal	138	134	139	141	143	132	134	134	137	129	120	117	119
Management and consulting	128	139	150	148	150	137	139	142	150	142	114	131	131
Marketing, PR and media	120	124	141	139	164	139	144	141	157	148	122	129	137
Production, manufacturing, maintenance, Repair	252	249	262	253	255	230	227	223	234	225	189	204	228
Public Sector, defence, community	95	87	95	95	95	93	92	90	90	90	87	87	89
Research and development	120	123	125	126	131	124	130	130	136	124	112	123	134
Sales	117	116	120	118	121	117	119	119	122	118	106	112	118
Transport, post and logistics	155	154	161	166	175	157	152	149	160	147	133	137	147

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

Occupation	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07
Legislators, senior officials and managers	152	156	170	164	168	154	157	160	165	157	132	144	151
Professionals	128	129	133	132	137	129	130	131	140	136	117	128	134
Technicians and associate professionals	112	108	113	110	116	111	112	111	117	115	96	104	106
Clerks	154	150	159	156	162	156	161	160	172	164	145	147	151
Service workers and shop and market sales workers	232	212	215	204	205	198	197	196	182	177	137	143	154
Skilled agricultural and fishery workers	89	91	95	92	94	99	99	99	97	90	74	74	78
Craft and related workers	161	157	161	158	157	148	148	146	151	149	133	137	147
Plant and machine operators and assemblers	163	173	177	175	181	169	171	175	186	182	168	185	205
Elementary occupations	160	163	170	161	162	150	144	144	144	140	128	131	144

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

Region	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07
Baden Württemberg	140	139	160	156	182	159	181	164	177	161	131	147	166
Bayern	117	111	124	120	127	113	123	119	127	129	115	122	130
Berlin	137	143	151	139	143	131	127	126	137	132	119	125	134
Brandenburg	129	123	127	125	130	115	126	127	131	125	116	120	132
Bremen	126	125	131	132	136	121	121	132	145	127	116	121	134
Hamburg	122	119	125	122	130	123	127	128	142	127	111	121	133
Hessen	136	136	143	139	153	141	143	138	150	137	122	125	138
Mecklenburg-Vorpommern	119	120	127	126	132	121	121	126	136	122	115	119	133
Niedersachsen	128	120	131	130	140	126	131	128	136	129	114	120	133
Nordrhein-Westfalen	135	128	140	132	140	127	138	132	138	129	116	123	134
Rheinland-Pfalz	128	127	135	134	141	133	133	134	143	132	121	124	138
Saarland	120	122	125	126	133	123	123	124	131	124	115	118	130
Sachsen	155	137	148	129	135	118	137	130	141	129	118	123	136
Sachsen-Anhalt	139	135	143	134	135	124	142	138	139	128	118	123	134
Schleswig-Holstein	115	113	117	121	126	116	115	118	134	124	115	121	131
Thüringen	137	137	143	139	141	128	130	131	143	124	116	122	135

Monster Employment Index Germany data for December will be released on January 13, 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.

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 and the NYSE. To learn more about Monster's industry-leading products and services, visit www.monster.com. More information about Monster Worldwide is available at <http://corporate.monster.com/>

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