



## German Online Recruitment Sees Slight Gain in September Despite Slowing Economy According to Monster Employment Index

### September 2008 Index Highlights:

- The Monster Employment Index Germany gained four points in September as online recruitment activity bounced back from August's loss
- Year-on-year growth was 11 points, or 15 percent, demonstrating a sustained positive trend in online recruitment activity
- Hospitality and tourism registered the largest monthly increase in online opportunities
- Regionally, Sachsen and Berlin registered the highest monthly and annual increases

### Summary Overview

The rise in online job availability in September shows that the German labor market is still holding up in the face of weaker economic momentum. The German unemployment rate is currently at a 16-year low and has not, unlike the EU as a whole, seen a reversal in that trend. However, changes in the HR sector demonstrate the early effects of the slowing economy as staffing companies and placement firms are feeling reduced demand for temporary workers. 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:

Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07
150	146	150	140	142	141	148	146	125	135	142	136	139

"Employment demand in Germany has managed to stay predominantly steady throughout the economic and banking crisis, with several sectors continuing to show gains," commented Marco Bertoli, Vice President/General Manager Central Europe, Monster Worldwide. "In particular, construction and manufacturing and hospitality and tourism continued to demonstrate tight hiring conditions."

**HR registers second month of losses, but online demand grows across majority of industry sectors with hospitality and tourism showing largest gains**

HR fell in the Index for the second consecutive month in September amid fewer opportunities across all occupational groups. Regionally, Rheinland-Pfalz reported the largest drop in demand, while Saarland and Thüringen declined for the sixth consecutive month. By contrast, offerings in Sachsen-Anhalt rose for the third consecutive month. Year-on-year, the category was down 8 points, or 8 percent

The hospitality and tourism sector bounced back in September with a 10 point gain, following a seemingly temporary decline in August. The rise reflects higher demand for elementary occupations, indicating wider opportunity for unskilled workers. Offerings for service workers and shop and market sales workers and clerks also recovered. Demand for legislators, senior officials and managers rose for the third consecutive month. Regionally, the highest increase was seen in Berlin, while Thüringen and Sachsen saw smaller gains. Year-on-year growth was 60 points, or 50 percent.

Production, manufacturing, maintenance, repair also measured strong gains in September, increasing nine points. The highest rate of increase was noted among elementary occupations, with opportunities for craft and related workers and plant and machine operators and assemblers also rising. However, Professionals saw a decline for the second month in a row. Most of the regions saw higher demand, with offerings in Berlin rising for the fifth consecutive month. Year-on-year growth was 45 points, or 21 percent.

**All occupational groups rebound from August losses and register increased online job opportunities in September**

Service workers and shop and market sales workers saw an 11 point gain, bouncing back from an August slump to reach a new historical high. The largest gain was seen in the hospitality and tourism sector while the sales sector drove increased demand for the third consecutive month. Regionally, Berlin, Sachsen, and Thüringen reported the highest rates of increase. In contrast, opportunities in Bayern and Schleswig-Holstein declined the most. Year-on-year growth was 95 points, or 79 percent, the strongest among all occupational groups.

Elementary occupations also rose sharply in the Index in September with a nine point gain, following a month of a slight decline. Online job availability grew the most in the production, manufacturing, maintenance, repair sector. Other considerable gains were seen in the construction and extraction; sales; and hospitality and tourism sectors. All the regions across Germany registered increased opportunities, with Berlin leading increases. Meanwhile, Bayern, Brandenburg, and Schleswig-Holstein extended four-month upward trends. Year-on-year, the category was up 28 points, or 20 percent.

**Nearly all regions report modest gains in online recruitment activity**

Recruitment activity in Sachsen recovered in September with a 19 point increase after a six point decline in August. The Construction and extraction sector measured particularly strong growth with engineering also showing a third month of continued

growth. By contrast, the legal sector reported the steepest fall, and opportunities in the accounting, audit, taxes, HR, and transport, post and logistics sectors continued dropping for the second month. Year-on-year growth was 20 points, or 16 percent.

Berlin jumped higher in September with a 12 point uptick, showing strong momentum in the capital region's job market. While the construction and extraction sector registered the highest rate of increase, online offerings also rose considerably in the accounting, audit, taxes and administrative and organisation sectors. Among occupational groups, craft and related workers continued an upward trend for the fourth consecutive month. Year-on-year growth was 21 points, or 16 percent.

Only three regions registered dips in September with the Schleswig-Holstein showing the greatest decline with a four point loss. The legal sector decreased most after previously registering two months of growth. Declines were also seen in the education, training and library; IT; and HR sectors. By contrast, job availability in the construction and extraction; research and development; and sales sectors showed some recovery. Among occupational groups, professionals decreased most while demand for elementary occupations workers continued to rise for the third continued month. Year-on-year, the region was down 10 points, or eight percent.

**Top Industries Looking for Employees**

Industries showing the greatest increase in online job availability included:

Industry	Sep 08	Aug 08	Jul 08
Hospitality and tourism	179	169	175
Production, manufacturing, maintenance, Repair	262	253	255
Construction and extraction	161	153	155
Administrative, organisation	125	122	127
Engineering	141	138	141

**Most Wanted Occupational Experience**

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

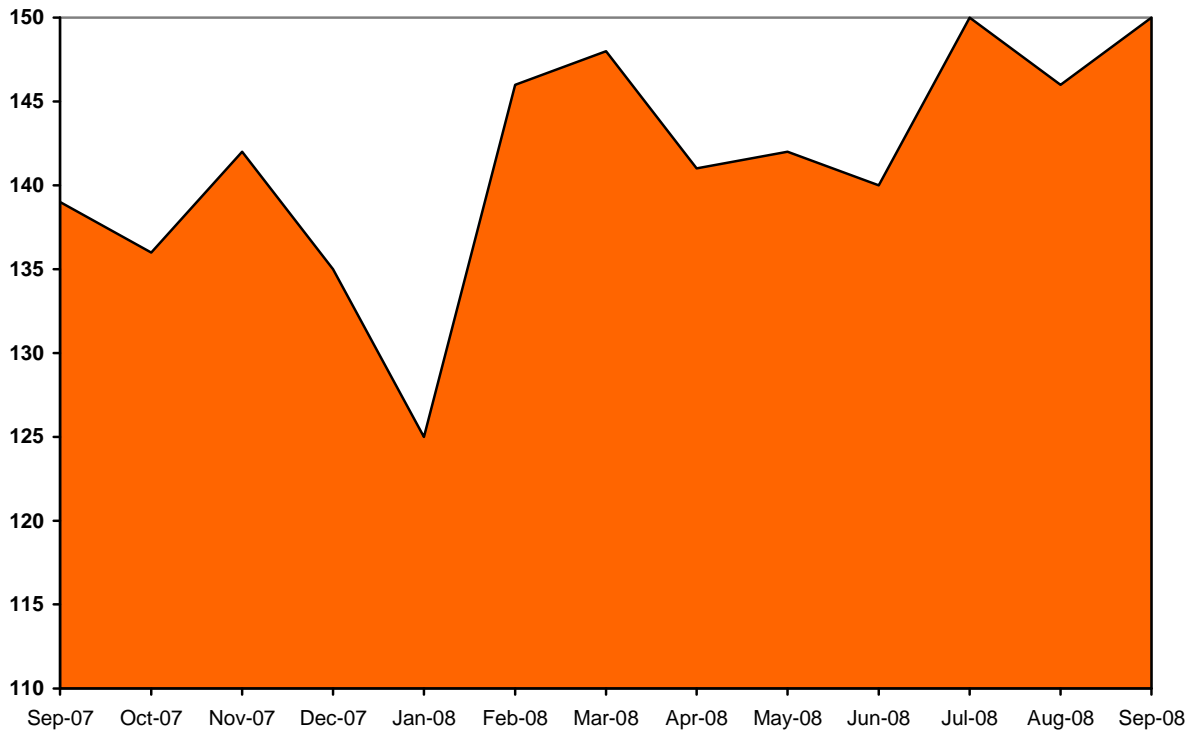
Occupation	Sep 08	Aug 08	Jul 08
Service workers and shop and market sales workers	215	204	205
Elementary occupations	170	161	162
Legislators, senior officials and managers	170	164	168

**Top Regions for Job Demand**

Regions showing the greatest increase in online job availability included:

Region	Sep 08	Aug 08	Jul 08
Sachsen	135	118	137
Berlin	151	139	143
Sachsen-Anhalt	143	134	135
Nordrhein-Westfalen	140	132	140

### Monster Employment Index Germany



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

Industry	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07
Accounting, audit, taxes	219	217	240	223	220	231	253	242	203	213	229	228	230
Administrative, organisation	125	122	127	122	128	129	137	131	117	116	120	118	121
Agriculture, fishing and forestry	99	96	96	102	101	101	99	90	71	72	77	82	82
Arts, entertainment, sports, leisure	120	121	130	123	123	123	133	132	117	123	132	116	114
Banking, finance, insurance	92	91	92	92	92	89	85	85	82	83	83	84	84
Construction and extraction	161	153	155	145	145	150	153	147	132	135	149	146	149
Education, training and library	101	100	98	96	99	96	103	104	98	101	102	101	100
Engineering	141	138	141	134	140	137	147	140	121	139	147	141	143
Healthcare, social work	223	219	207	186	178	161	181	174	126	159	149	128	124
Hospitality and tourism	179	169	175	174	173	170	153	154	120	127	137	121	119
HR	87	90	100	98	98	100	103	99	94	94	94	94	95
IT	142	141	146	139	139	142	151	148	130	137	140	135	131
Legal	139	141	143	132	134	134	137	129	120	117	119	115	117
Management and consulting	150	148	150	137	139	142	150	142	114	131	131	133	144
Marketing, PR and media	141	139	164	139	144	141	157	148	122	129	137	90	91
Production, manufacturing, maintenance, Repair	262	253	255	230	227	223	234	225	189	204	228	213	217
Public Sector, defence, community	95	95	95	93	92	90	90	90	87	87	89	86	87
Research and development	125	126	131	124	130	130	136	124	112	123	134	128	127
Sales	120	118	121	117	119	119	122	118	106	112	118	110	113
Transport, post and logistics	161	166	175	157	152	149	160	147	133	137	147	142	142

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

Occupation	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07
Legislators, senior officials and managers	170	164	168	154	157	160	165	157	132	144	151	155	163
Professionals	133	132	137	129	130	131	140	136	117	128	134	127	129
Technicians and associate professionals	113	110	116	111	112	111	117	115	96	104	106	102	104
Clerks	159	156	162	156	161	160	172	164	145	147	151	148	154
Service workers and shop and market sales workers	215	204	205	198	197	196	182	177	137	143	154	141	120
Skilled agricultural and fishery workers	95	92	94	99	99	99	97	90	74	74	78	82	83
Craft and related workers	161	158	157	148	148	146	151	149	133	137	147	142	143
Plant and machine operators and assemblers	177	175	181	169	171	175	186	182	168	185	205	190	200
Elementary occupations	170	161	162	150	144	144	144	140	128	131	144	141	142

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

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

Monster Employment Index Germany data for October will be released on November 11, 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). More information about Monster Worldwide is available at <http://corporate.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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