



2009 Q1 Recruitment Sentiment Survey

Job Market & Outlook for 2009

1020 Participants

Release Date April 1st 2009

Jobs Market Confidence Shattered in Q1

Headlines

- **“74% feel the jobs market is weak”, a rise of 32 points when compared to 42% in Q4 Survey end of last year.**
A “Strong Market” dropped from 5% to 2% with the “steady” market falling from 53% to 24% in the same period.
- **“50% of companies are in a worse position than 12 months ago, a significant rise since Q4 08 when it was 32% were worse. Those companies, who are better off, are just 15%, a fall from 28% from Q4.”**

Where a lot of companies felt a chill wind last year, the final quarter has had a severe impact in most industries, January and final Quarter results seem to have shown a dramatic change in fortune for all companies with just 28% more companies affected in one quarter.

- **“86% of people feel the recession/downturn is just started or getting worse, with at least 12 months before we see an end in sight, Surprising 12% felt we are over the worst, and 2 % near the end.”**

The mood reflective of the overall mood in the country and media,

- **51% of people’s families have been affected by the Credit Crunch, with 51% being Redundancy & 17% being pay cut related.**
- **75% are more worried about job security than 12 months ago, compared to 57% in Q4 08**
- **51% feel the recession would stop them moving jobs**
- **Pessimism about the jobs market has grown from 32% to 55%, with optimism dropping from 25% to 16%.**
- **“52% of people expect no pay rise this year, with just 9% expecting a pay cut”**
Surprising result given the market conditions, perhaps an unrealistic expectation.
- **95% expect job Losses in the lower end skills market, i.e. construction, Manufacturing, contrasting this with expectation in the higher R&D level roles, where just 38% expect job losses.**

Please see all graphs on page 3



Comment

Commenting on the findings, Fergal Brosnan, Director of the Group said:

"Over the past year, these surveys have gradually shown a decline in confidence, but the change since the last quarter in 08 is dramatic." This survey is from the private sector jobs market.

"The results seem to correlate with a lot of the economic and consumer confidence. With 1 in 2 people or their families directly affected by Credit crunch, and 51% of these affected were by redundancy."

"While January and February saw declines in jobs and job fulfilment, March has shown a rise in both, with April looking positive to outpace March."

The reality is the R&D industry is strong, and holding up when compared to other verticals. Companies continue to hire.

"The Employment Index of 21 categories in UK & Ireland from a leading online recruitment portal, also shows 18 sectors jobs index increasing at the end of February following declines for several months in all areas, perhaps an indicator of bottoming of the market, but only time will tell"

Berkley Recruitment Group has been operating for over 14 years in Ireland, and in February 2009 set up Irelands first recruitment office in Singapore. Berkley have now offices in Dublin, Cork and Singapore. With Specialist divisions in the IT, Pharmaceutical and Sales & Marketing sectors, Berkley is a regular contributor to both National and International media as industry experts.

With all staff coming from relevant industry backgrounds, Berkley offer a rare insight to both the Specific Industry Sector and Recruitment Marketplace in general.

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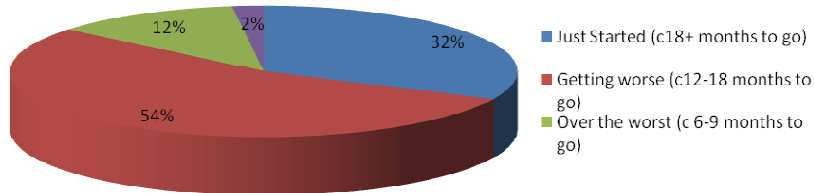
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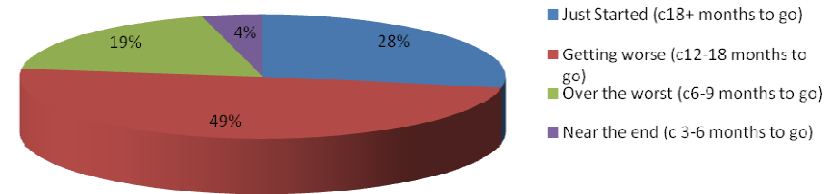
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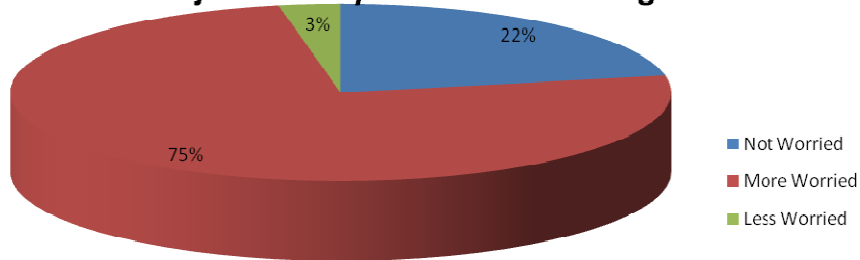
Q1 2009: With the latest reports on the credit crunch, at what stage do you feel the economy is at: The Global Credit Crunch/Downturn is:



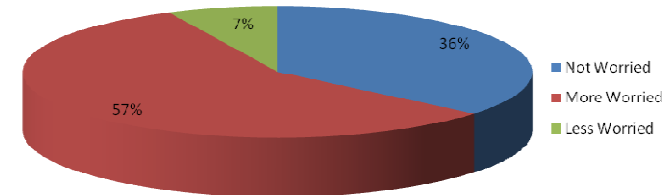
Q4 2008: With the latest reports on the credit crunch, at what stage do you feel the economy is at: The Global Credit Crunch/Downturn is:



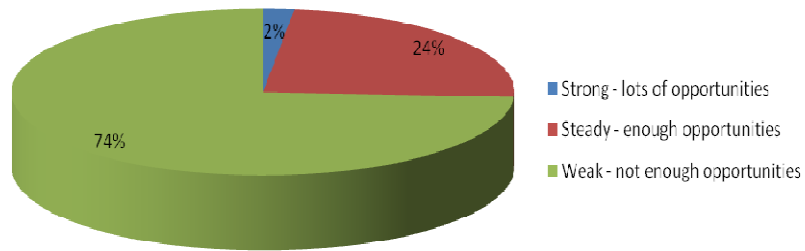
Q1 2009: Are you more or less worried about job security than 12 months ago



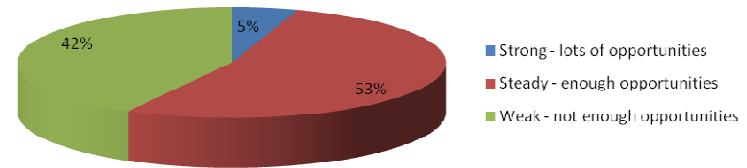
Q4 2008: Are you more or less worried about job security than 12 months ago



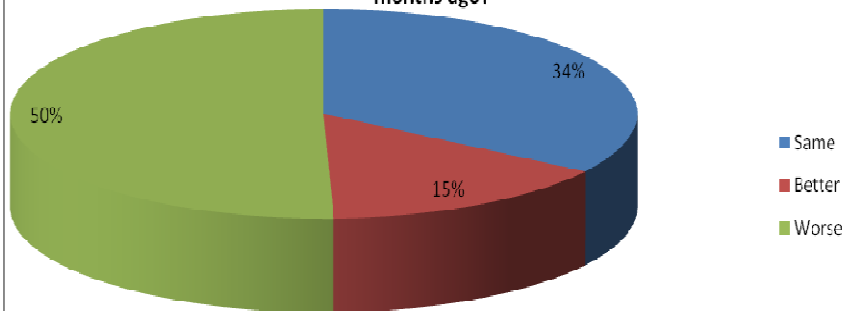
Q1 2009: Would you describe the jobs market as:



Q4 2008: Would you describe the jobs market as:



Q1 2009: Never mind about economic forecasts, how do you think business is going in the company where you work compared with 12 months ago?



Q4 2008: Never mind about economic forecasts, how do you think business is going in the company where you work compared with 12 months ago?

