



**2009 Q4 Job/Workforce Sentiment**

**925 Respondents**

**Release Date October 12<sup>th</sup> 2009**

**Dublin**

**Cork**

**Singapore**



## **“Trends begin Swing back to Positivity”**

### **Headlines**

- **75% of surveyed Workforce feel Lisbon will contribute to Recovery**
- **42 point swing towards recovery sentiment, 44% feel recession getting worse compared to 6 months ago, when it was 86%. Whilst 56% feel we are over the worst or near the end, compared to 14% 6 months ago.**
- **10% more are now less worried about their job security, giving a welcome shift in trend.**
- **34% of people expect a payrise in 2010, down 5 points, but majority still show no payrise expected at 57% up 5 points. While 9% expect a paycut, no change.**
- **Workers Perception is still that opportunities aren't coming through, despite optimism on economic progress. 81% showing not enough opportunities in the market.**
- **47% feel their company is in a worse position than 12 months ago, compared to 50% six months ago. 18% feel their company is in a better position.**
- **9 Points gain for Optimism in jobs market; 25% of all workers optimistic, while those pessimistic have dropped 13 points to 42%.**
- **In low skilled/manufacturing roles, there is a dramatic swing of 38 points from people expecting “Significant job losses” to 31%, while there are still 83% of people expect job losses, just not as large as before. Meanwhile 17% of people expect no job losses or increase in jobs, compared to 5% in previous survey.**
- **In the high End R&D market it shows 22% of people expect jobs growth, compared to just 9% six months ago. While job losses has gone from 59% to 44%, a 15 point swing to positive territory.**

All information is Provided by Berkley Recruitment Group

Further information, comment, or detailed breakdowns can be made available by contacting Fergal Brosnan, Director 087 8575103



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

“Over the past two years, these surveys have gradually shown a decline in confidence, but the change since last March shows the first reversal of the trend. A significant positive step.”

The Lisbon Treaty result is re-affirmed by the result of the referendum, with 75% of workers seeing it as a catalyst to economic recovery in Ireland.

The Survey shows that confidence is returning, and that job losses are expected to slow, but their still appears a gap in the perception by the workforce in the return of job vacancies.

However our own findings in the market, show that a pipeline of active roles and projects are significantly increasing to pre-downturn levels.

“This seems to confirm the consumer and economic sentiment findings in recent weeks.

Job Vacancies have risen for the 4<sup>th</sup> consecutive month, with a large increase in FDI companies talking about new projects in Ireland.

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

Perhaps the one concern is in relation to workers pay reviews in 2010. 34% still expect a pay-rise, which although down 9 points, would still little high given the fact that the economy still has a way to go.”

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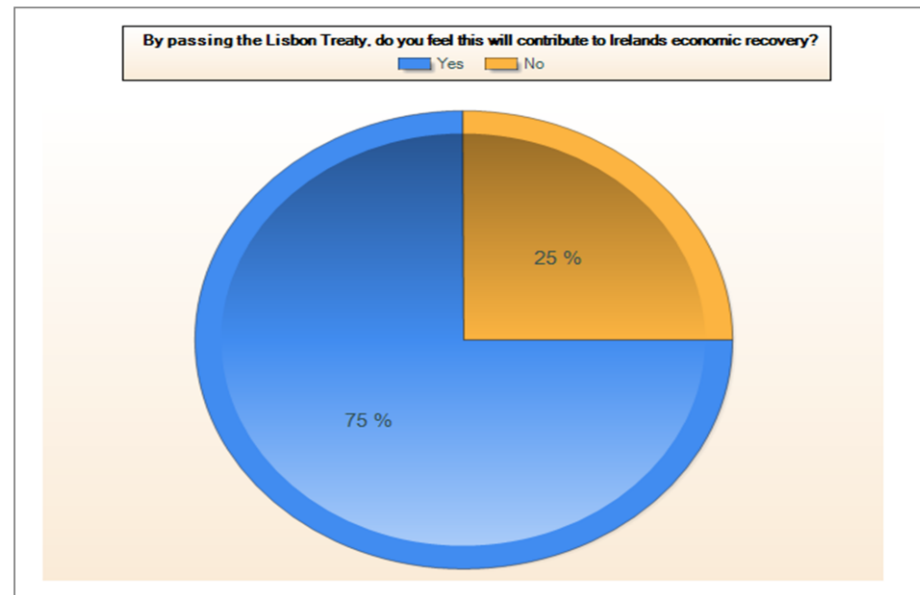
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**¾ of surveyed Workforce feel Lisbon will contribute to Recovery**

**Berkley's survey validated the Lisbon Treaty results with an emphatic 75% of respondents feeling it will contribute to Irelands economic recovery.**

***Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie):*** By passing the Lisbon Treaty, do you feel this will contribute to Irelands economic recovery?



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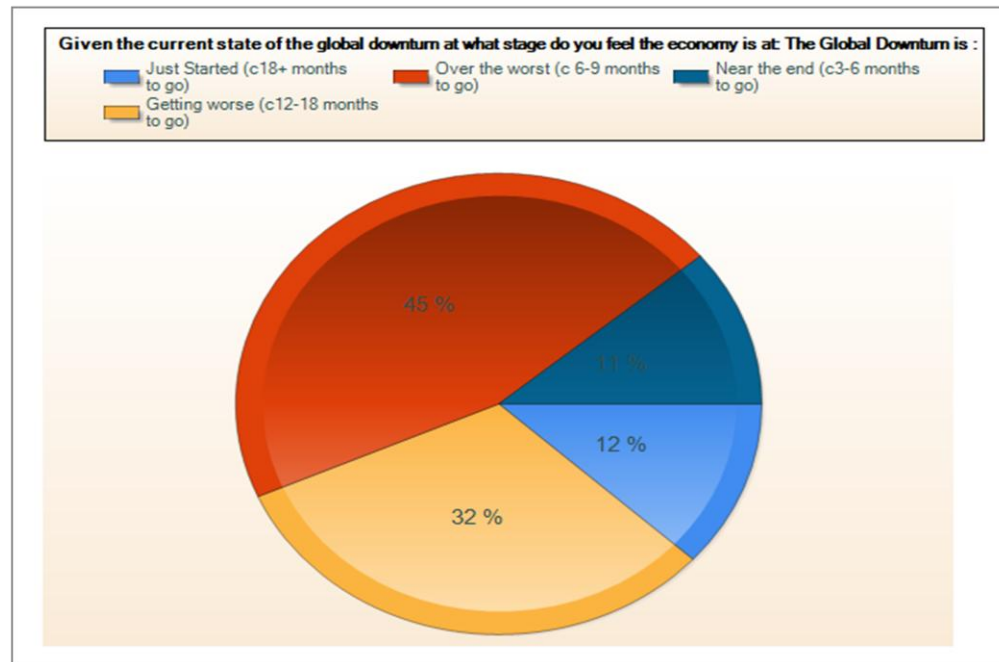
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86% felt recession getting worse 6 months ago, it now shows 44%. While 56% feel we are over the worst or near the end, compared to 14% 6 months ago.

**Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie):** Given the current state of the global downturn at what stage do you feel the economy is at: The G ...



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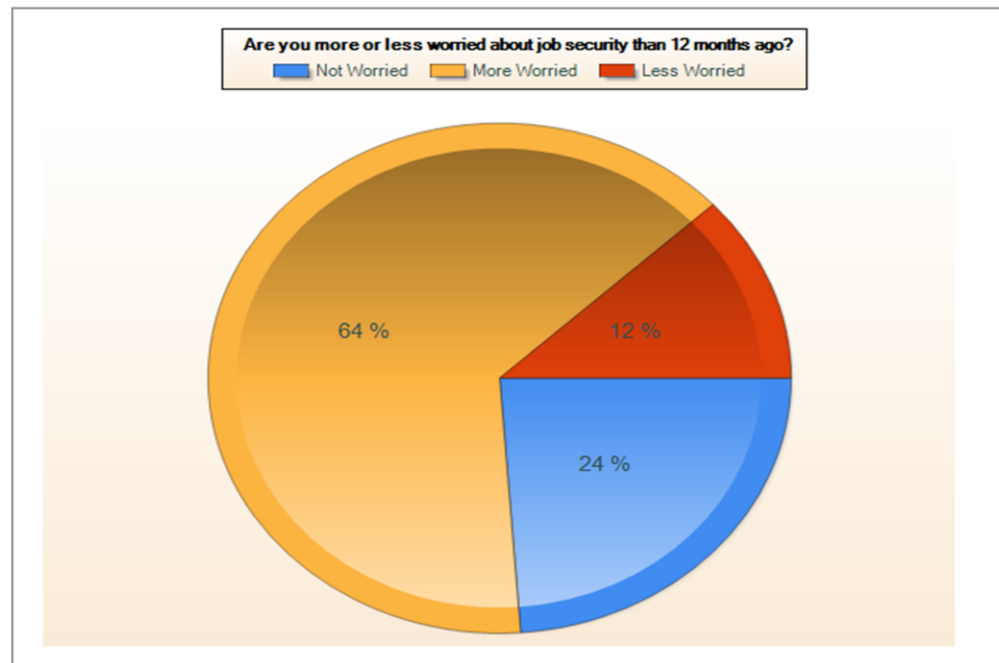
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**10% more of people are now less worried about their job security, giving a welcome shift in trend.**

***Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie): Are you more or less worried about job security than 12 months ago?***



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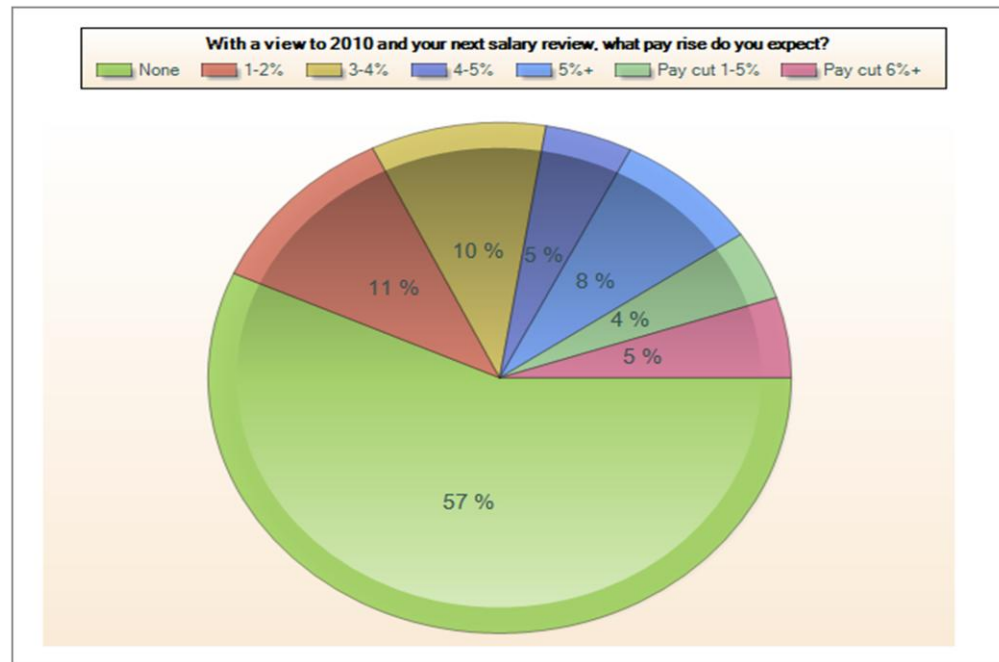
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34% of people expect a payrise, down 5 points, but majority still show no payrise expected at 57% up 5 points. While 9% expect a paycut, no change.

**Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie):** With a view to 2010 and your next salary review, what pay rise do you expect?



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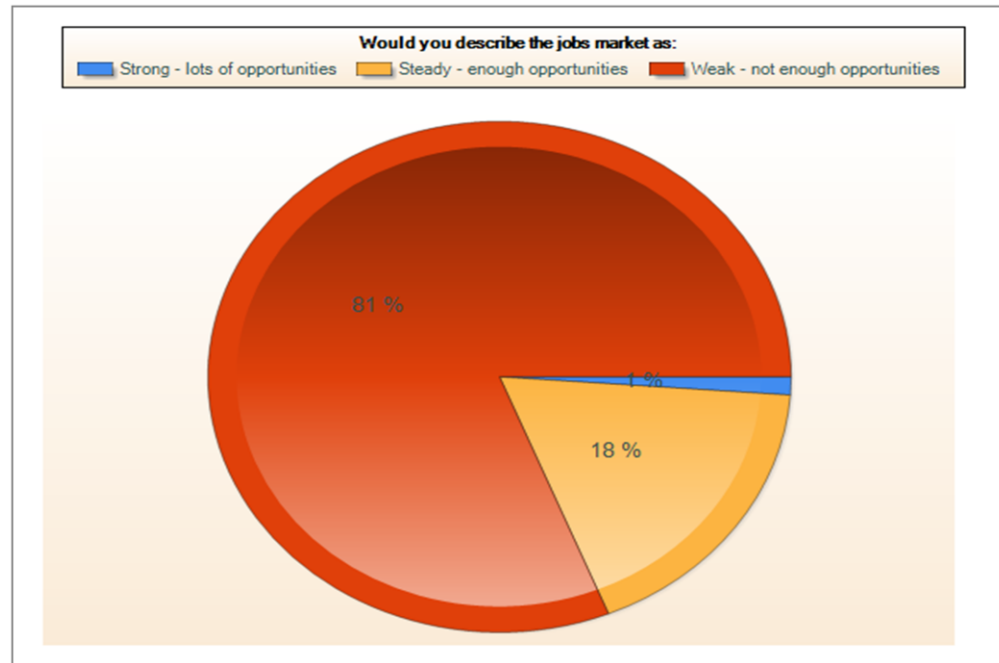
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Workers Perception is still that opportunities aren't coming through, despite optimism on economic progress.

*Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie)*: Would you describe the jobs market as:



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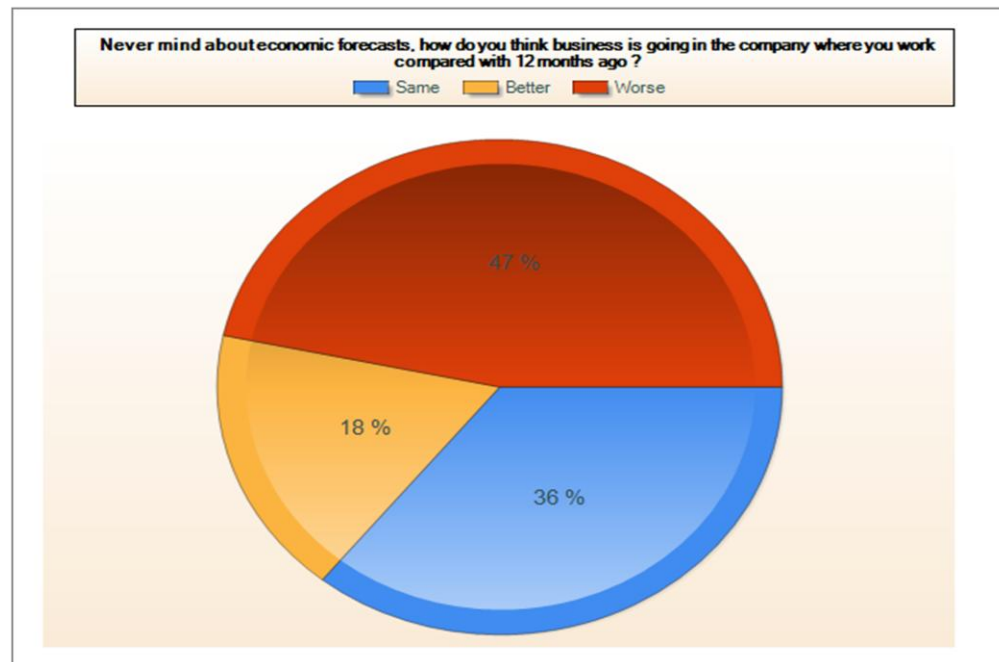
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This is showing a slight change to the positive with a 3 point swing from respondents companies being in a worse position in last survey to being better in this, it shows 47% feel their company is doing worse, compared to 50% six months ago.

***Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie)*** Never mind about economic forecasts, how do you think business is going in the company where you work ...



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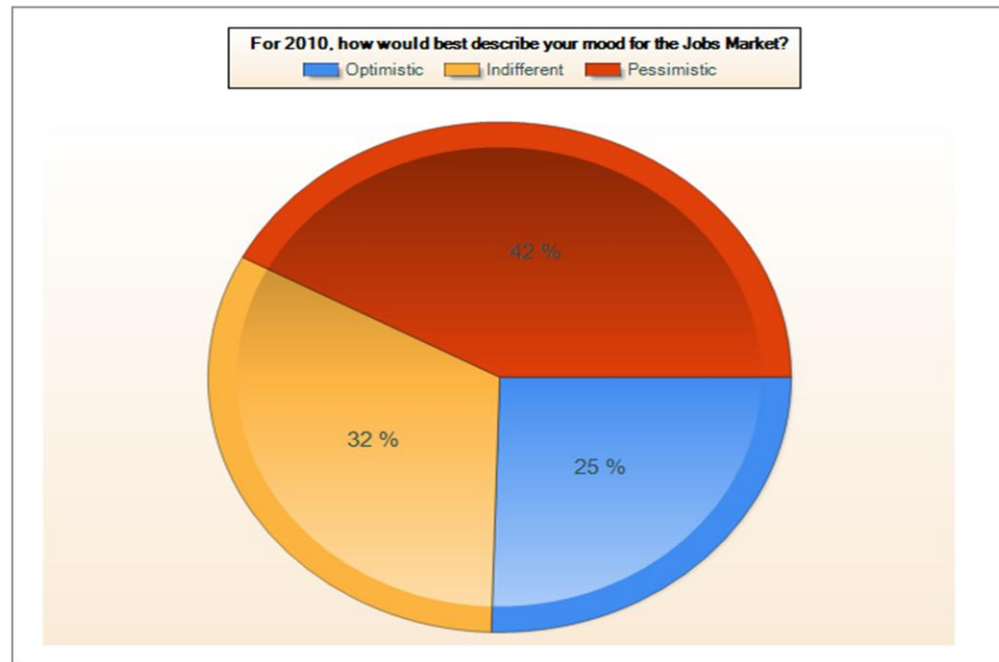
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9 Points gain for Optimism in jobs market; 25% of all workers optimistic, while those pessimistic have dropped 13 points to 42%.

**Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie):** For 2010, how would best describe your mood for the Jobs Market?



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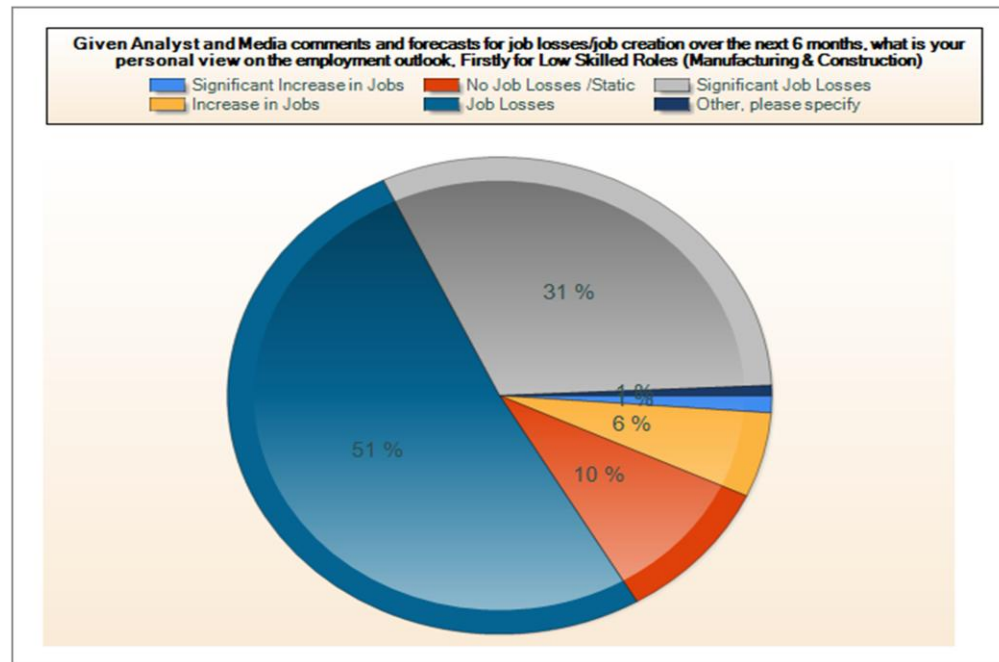
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Referring to Manufacturing/low skilled market, there is a dramatic swing of 38 points from people expecting “Significant job losses” to 31%, while there are still 83% of people expecting job losses, just not as large as before.

Meanwhile 17% of people expect no job losses or increase in jobs, compared to 5% in previous survey.

**Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie):** Given Analyst and Media comments and forecasts for job losses/job creation over the next 6 months ...



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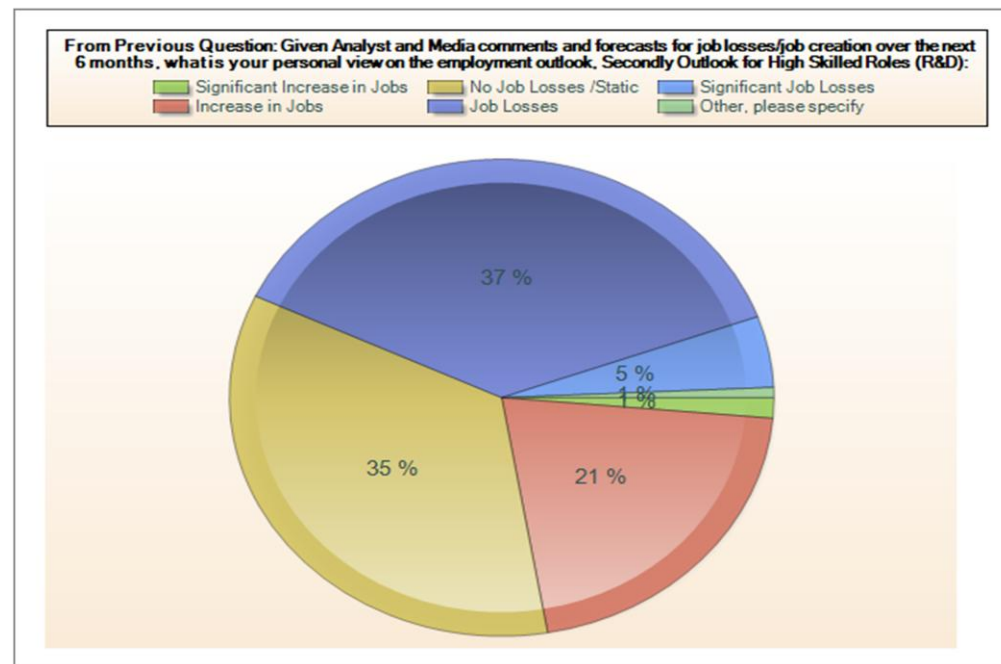
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Referring to the High End R&D market, it shows 22% of people are expecting jobs growth, compared to just 9% six months ago.

Meanwhile job losses has gone from 59% to 44%, a 15 point swing to positive territory.

**Berkley Recruitment Group - [www.berkley.ie](http://www.berkley.ie):** From Previous Question: Given Analyst and Media comments and forecasts for job losses/job creatio ...



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Berkley Recruitment Group has been operating for over 15 years, with 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 offers a rare insight to both the Specific Industry Sector and Recruitment Marketplace in general.

For further information on this release or any other queries, please contact:

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