



2010 Q1 Global Job/Workforce Market Sentiment Survey

2894 Global Respondents

Release Date January 21st 2010

Index	Page
Headline Findings	3
Comment	4
 Survey Questions Statistics and Graphs:	
1. Given the current state of the global downturn at what stage do you feel the economy is at:	5
2. With a view to 2010 and your next salary review, what pay rise do you expect?	6
3. Are you more or less worried about job security than 12 months ago?	7
4. Would you describe the jobs market as:	8
5. Never mind about economic forecasts, how do you think business is going in the company where you work compared with 12 months ago?	9
6. For 2010, how would best describe your mood for the Jobs Market?	10
7. Has your company let people go due to the current economic climate?	11
8. Would you emigrate if you lost your job?	12
9. Would you go back to education if you lost your job?	13
10. How long could you survive on your savings or resources if you lost your job?	14
11. What most motivates your desire to move job?	15
12. Given Analyst and Media comments and forecasts for job losses/job creation over the next 6 months, what is your personal view on the employment outlook, Firstly for Low Skilled Roles (Manufacturing & Construction)	16
13. From Previous Question: Given Analyst and Media comments and forecasts for job losses/job creation over the next 6 months, what is your personal view on the employment outlook, for High Skilled Roles (R&D):	17
14. When would you consider / like your next job move	18

Now Global

Our Surveys of the Jobs Market over the past number of years have been focused on the Irish market only. Following our growth and presence in new markets, we have now expanded our survey to a global one, to help measure where the Irish market is when compared to our global competitors.

Headline Findings

- Situation improving but confidence/sentiment at bottom of world league - good news for employers is that Irish workers more committed, wages stabilising and costs of hiring and retention more attractive to FDI.
- Pay rise expectations very low - percentage expecting no pay rise actually increased in last Q.
- Ireland top league in wage restraint, improving our global competitiveness.
- Jobs market seen as weak, perception exactly same as this time last year. So although sentiment at where we are in the Global Downturn is improving, candidates don't seem to be seeing it reflected in opportunities out there.
- Individuals see that overall business is improving slightly in their companies and less feel it's getting worse than 1 year ago - consistent worldwide
- Over 65% of Irish job seekers feel the global downturn is over the worst or near the end.
- In the global league of countries surveyed Ireland sentiment is lagging a high of 91% of people in Switzerland, 87% in Australia, and 85% in Singapore. Only the US is in line with the Irish sentiment.
- Our optimism and pessimism for the jobs market in 2010 ranks at the lower ends of the global league. While improving from previous quarters, it does lag the global average.
- Surprisingly Ireland was mid table when it came to the question of would you emigrate if you lost your job, with 54%, with 81% of Swiss, 80% of French and 76% of Germans willing to emigrate.
- A strong point to Irelands advantage was our belief in Education, Ireland topped the league of people with over 56% expressing a willingness to go back to Education on losing their job.
- Motivation to move job, Finance has fallen dramatically in reasons to move, with Career progression taking a bigger lead, while globally we look for more security than others.
- A big jump in the candidates willingness to move in the next 6 months, in one quarter it has jumped from 38% to over 52% willing to move in 1-6 month timeframe, indicating the candidate's reluctance to move in the past 18 months is changing.

See Full Statistics and Graphs from Page 5



Comment from Fergal Brosnan, Managing Director, Berkley Recruitment Group:

“Following from a great end to 2009, 2010 has started at the same pace.

At Berkley, our Q4 was the best in 2009, it was almost double that of previous quarters. The number of vacancies in January 2010 is four times that of January 2009.

While our global recruitment teams found positivity in Q3, it really came to the Irish market in Q4 last year. We are delighted with the pipeline and client projects being discussed and that are live.

The Survey in an Irish context is very positive, there has been a continuation in the improving sentiment from last quarter.

When comparing to Q1 in 2009, there is a sizeable improvement in where people feel we are in the global downturn and where sentiment stands in terms of the jobs market.

One interesting finding is that Ireland tops the league for those not expecting pay rises this year, which is welcome news, and should be welcome news to any potential FDI investment companies, and directly will improve our competitiveness.

The general mood that the worst is behind us, this is a jump off a low of 14% feeling this in Q1 09 to a new high of just over 55% now feeling we are over the worst.

When we look at Ireland on the global league it does appear we are behind in most sentiments of positivity, but we are heading in the right direction.

There has also been a jump in just one quarter of those people willing to now move jobs, up from 38% to over 52% willing to move in 1-6 months.

We can only conclude that companies are getting back to a normal level of business, and as a result the outlook is more positive, and this is impacting the jobs market sentiment.”

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 Commercial 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:

Fergal Brosnan, Managing Director, Berkley Recruitment Group. 087 8575103 / 01 -8724666 / 021 4289628

Email: fbrosnan@berkley.ie

Web: www.Berkley.ie

DUBLIN

509 The Capel Building, Mary's Abbey,
Dublin 7 Tel: +353 1 8724666

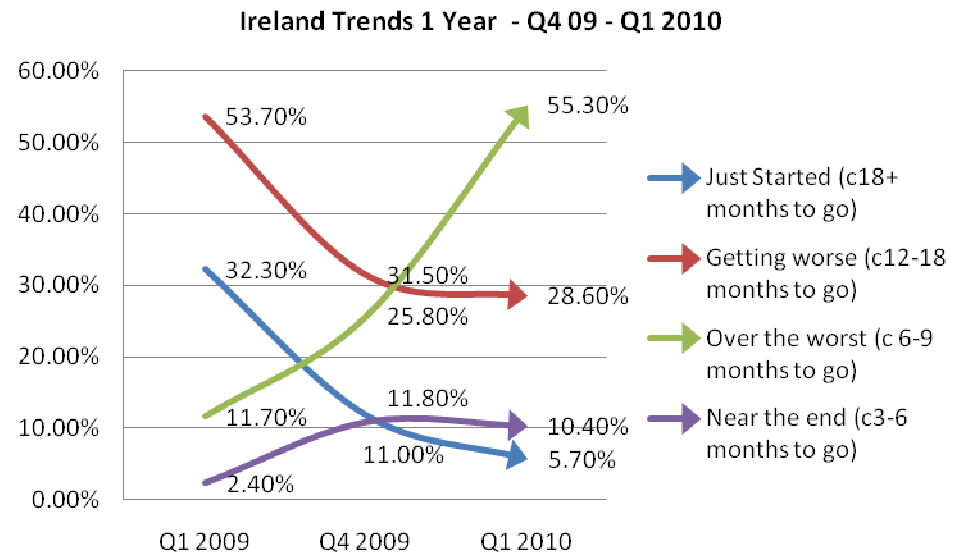
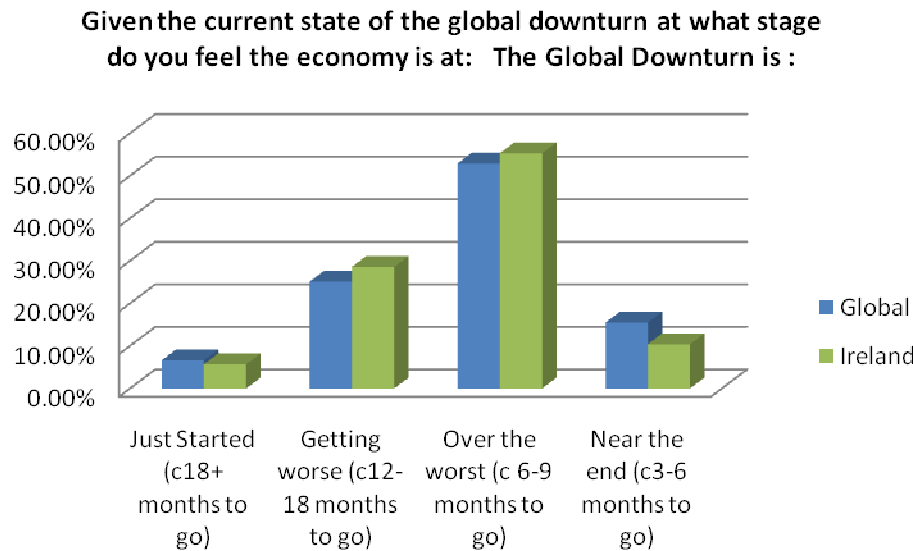
CORK

Mill House, Carrigrohane, Cork
Cork Tel: +353 21 4289600

SINGAPORE

48B Circular Road
Singapore 049403
Singapore Tel: +65 6595-4555

Given the current state of the global downturn at what stage do you feel the economy is at: The Global Downturn is :



	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Just Started (c18+ months to go)	6.60%	5.70%	7.80%	4.90%	9.80%	4.30%	3.30%	9.10%	7.50%	10.00%	8.40%
Getting worse (c12-18 months to go)	25.10%	28.60%	7.00%	27.50%	29.40%	4.30%	23.30%	3.00%	28.30%	15.00%	20.80%
Over the worst (c 6-9 months to go)	52.90%	55.30%	46.10%	54.90%	45.10%	78.30%	70.00%	75.80%	50.00%	40.00%	45.80%
Near the end (c3-6 months to go)	15.50%	10.30%	39.10%	12.70%	15.70%	13.00%	3.30%	12.10%	14.20%	35.00%	25.00%

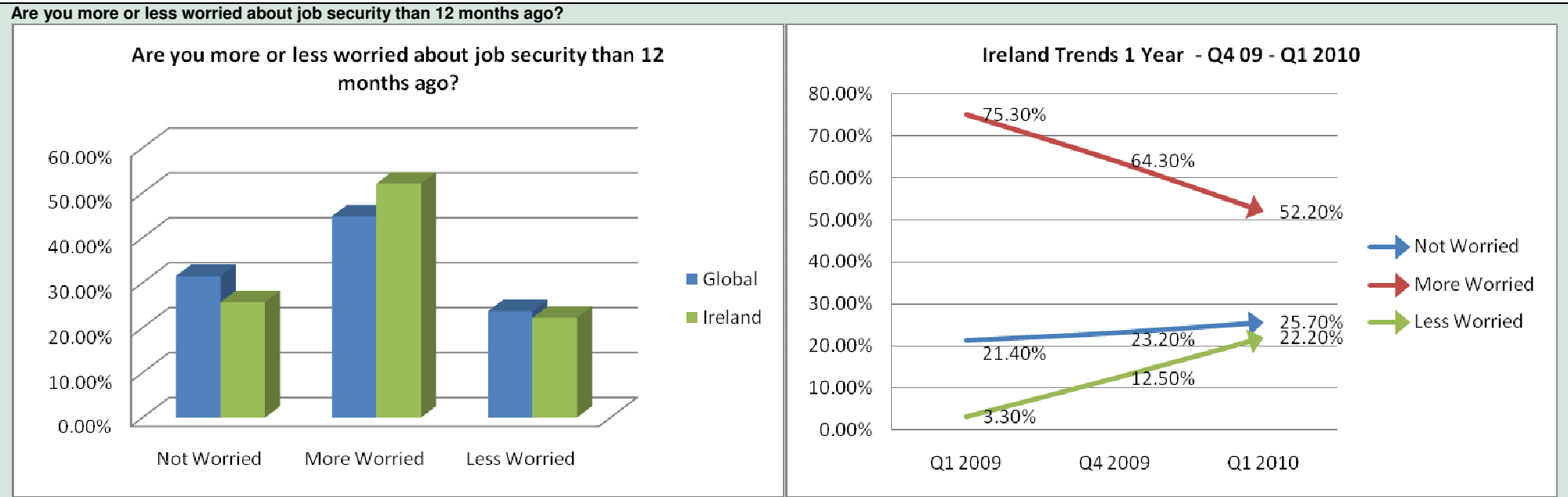
Over 65% of Irish job seekers feel the global downturn is over the worst or near the end. In the global league of countries surveyed Ireland sentiment is lagging a high of 91% of people in Switzerland, 87% in Australia, and 85% in Singapore. Only the US is in line with the Irish sentiment.

While Ireland is far closer to recovery from the low of 14% this time last year who considered the same question.

With a view to 2010 and your next salary review, what pay rise do you expect?

	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
None	48.10%	58.70%	27.20%	43.80%	40.40%	40.90%	46.70%	27.30%	43.80%	14.30%	30.20%
1-2%	14.30%	12.00%	9.60%	21.50%	11.50%	22.70%	40.00%	15.20%	14.30%	9.50%	18.00%
3-4%	11.20%	9.20%	14.90%	14.60%	11.50%	13.60%	6.70%	15.20%	20.00%	4.80%	13.30%
4-5%	6.70%	5.10%	14.00%	4.20%	5.80%	9.10%	0.00%	6.10%	6.70%	19.00%	9.90%
5%+	13.50%	6.40%	32.50%	11.10%	25.00%	13.60%	6.70%	33.30%	13.30%	42.90%	25.70%
Pay cut 1-5%	2.50%	3.70%	0.90%	1.40%	3.80%	0.00%	0.00%	0.00%	0.00%	4.80%	0.50%
Pay cut 6%+	3.80%	4.80%	0.90%	3.50%	1.90%	0.00%	0.00%	3.00%	1.90%	4.80%	2.50%

Pay rise expectations are very low - percentage expecting no pay rise actually increased in last Quarter. Ireland in this instance is topping those who expect no increase on the global league. This in turn is going to help our competitiveness.

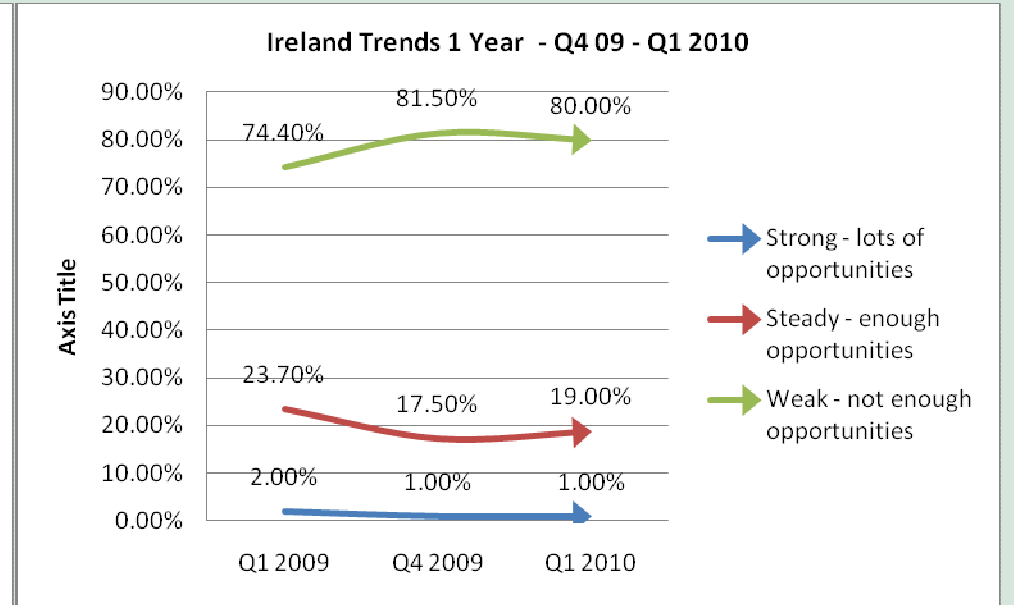
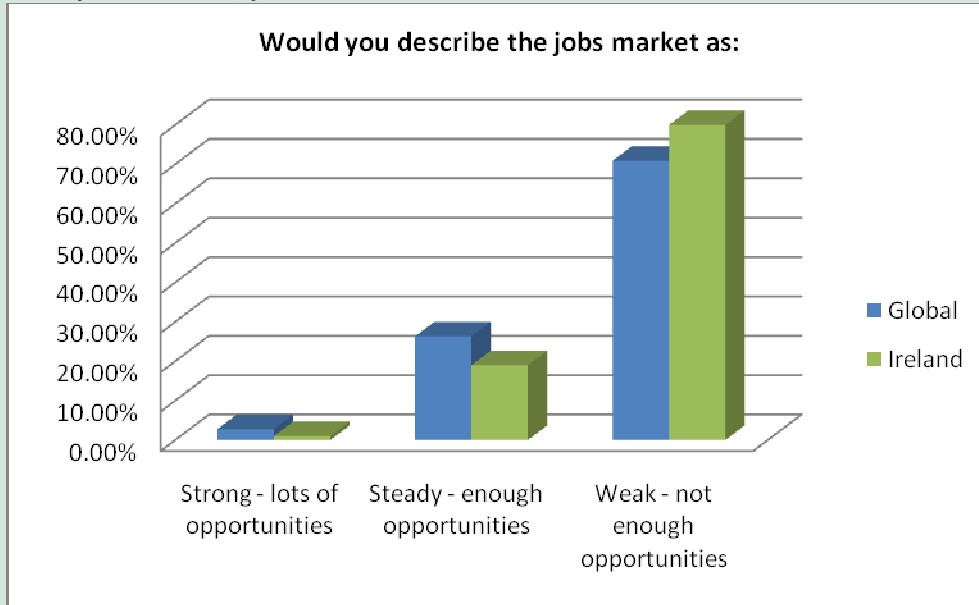


	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Not Worried	31.50%	25.70%	29.60%	31.30%	48.10%	34.80%	40.00%	27.30%	32.40%	52.40%	44.20%
More Worried	44.80%	52.20%	26.10%	47.20%	38.50%	52.20%	33.30%	27.30%	39.00%	19.00%	33.00%
Less Worried	23.70%	22.20%	44.30%	21.50%	13.50%	13.00%	26.70%	45.50%	28.60%	28.60%	22.80%

Our jobseekers in Ireland are the top of the pile when it comes to being worried about their jobs; however it is a huge improvement from this time last year with an improvement of 23% points, from a high of 75% in Q1 2009 to a new rate of 52.2% in 2010.

This compares to a global average of 44.8%

Would you describe the jobs market as:

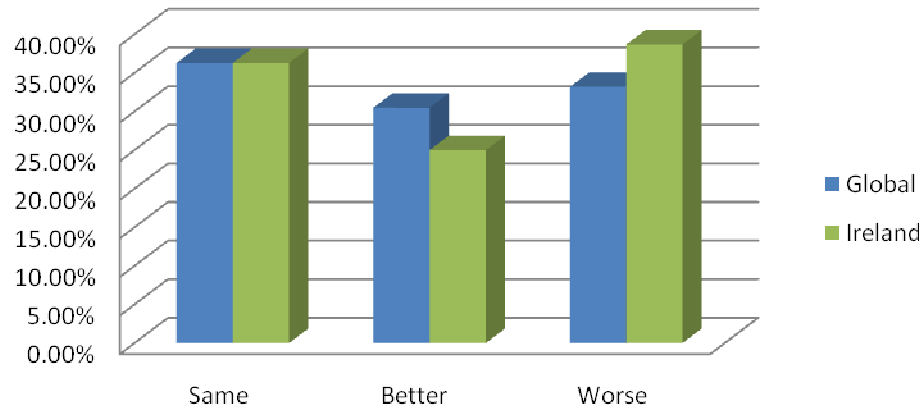


	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Strong - lots of opportunities	2.80%	1.00%	9.60%	2.10%	5.80%	4.30%	3.30%	3.00%	1.90%	4.50%	5.80%
Steady - enough opportunities	26.30%	18.90%	43.50%	30.80%	30.80%	56.50%	40.00%	48.50%	23.60%	40.90%	36.80%
Weak - not enough opportunities	70.90%	80.00%	47.00%	67.10%	63.50%	39.10%	56.70%	48.50%	74.50%	54.50%	57.30%

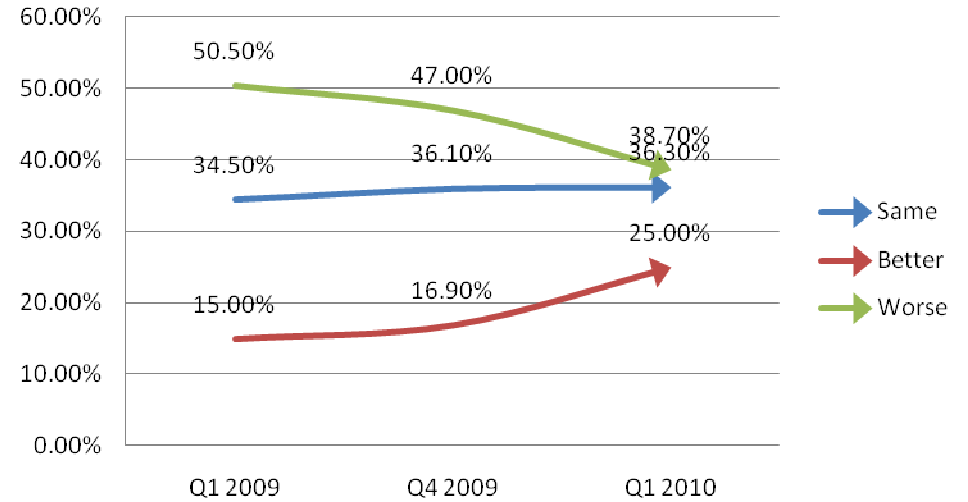
Jobs market seen as weak, perception exactly same as this time last year. So although sentiment at where we are in the Global Downturn is improving, candidates don't seem to be seeing it reflected in opportunities out there. Again Ireland is the lowest in perception of positivity and steadiness.

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

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

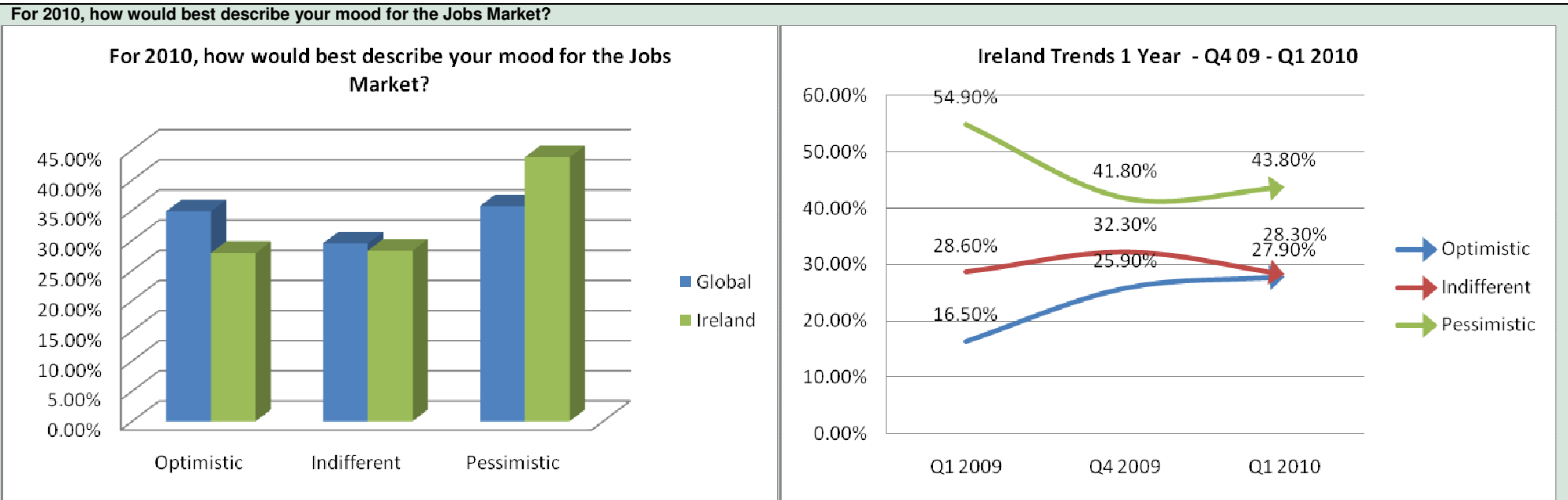


Ireland Trends 1 Year - Q4 09 - Q1 2010



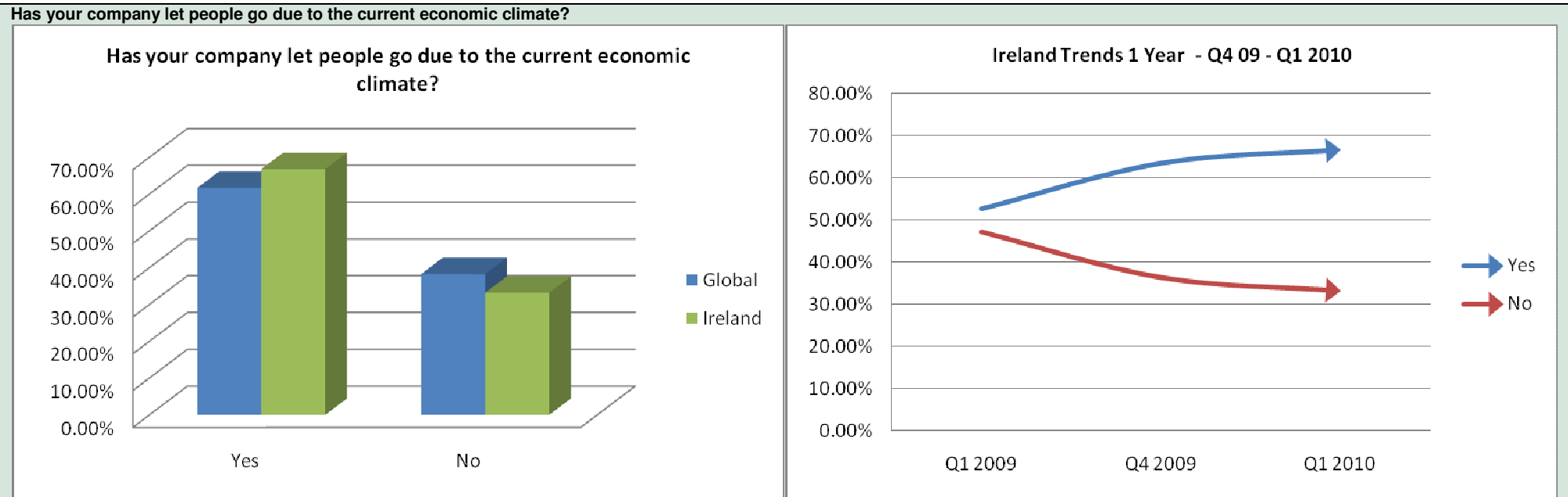
	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Same	36.30%	36.30%	27.80%	39.90%	37.30%	39.10%	40.00%	36.40%	34.00%	45.00%	36.90%
Better	30.50%	25.00%	54.80%	29.40%	31.40%	34.80%	40.00%	39.40%	36.80%	40.00%	37.20%
Worse	33.20%	38.70%	17.40%	30.80%	31.40%	26.10%	20.00%	24.20%	29.20%	15.00%	25.90%

Individuals see that overall business is improving slightly in their companies and less feel it's getting worse than 1 year ago - consistent worldwide



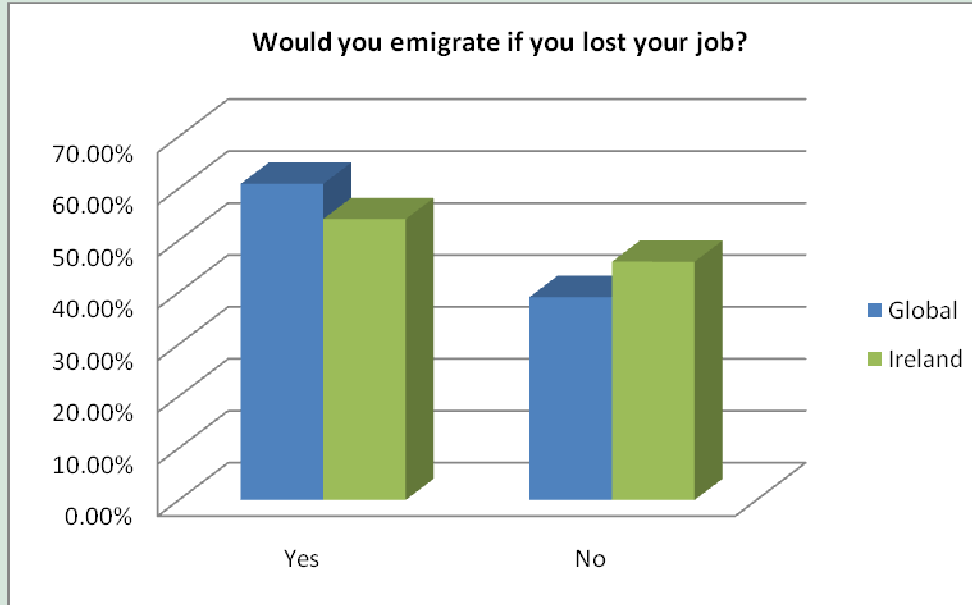
	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Optimistic	34.80%	27.90%	60.00%	35.40%	21.60%	30.40%	20.00%	45.50%	32.10%	40.00%	49.10%
Indifferent	29.50%	28.30%	27.00%	33.30%	43.10%	39.10%	53.30%	36.40%	32.10%	40.00%	28.00%
Pessimistic	35.70%	43.80%	13.00%	31.30%	35.30%	30.40%	26.70%	18.20%	35.80%	20.00%	22.90%

Only France and Germany are less optimistic for the Jobs market in 2010, Ireland scores 27.9% while a high of 60% was hit in Singapore's market. While our Pessimistic outlook (43.8%) is still globally at the worst ranking, it has improved from a high of almost 55% in Q1 last year.



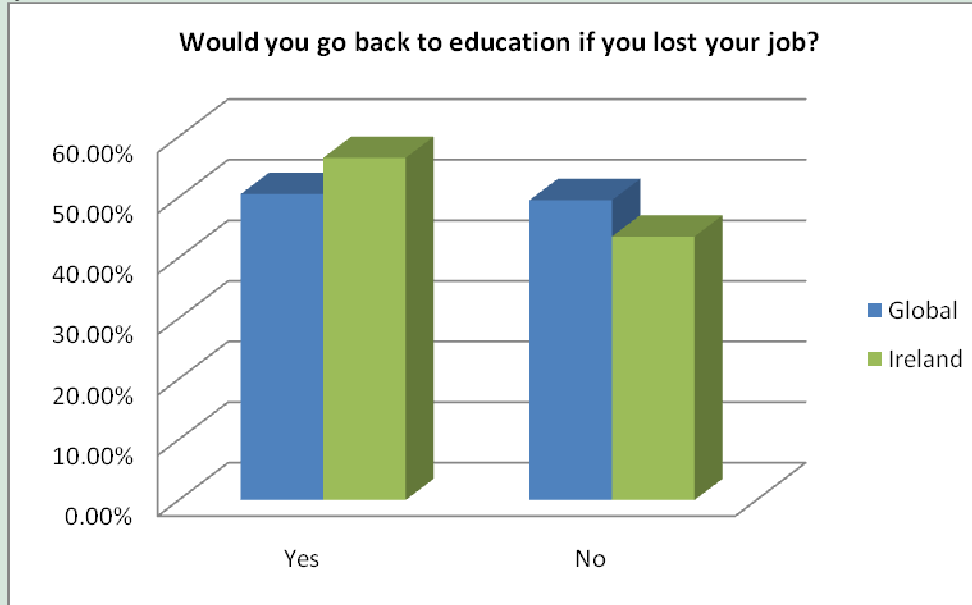
	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Yes	61.70%	66.80%	47.80%	60.70%	54.90%	39.10%	53.30%	51.50%	64.80%	50.00%	54.30%
No	38.30%	33.20%	52.20%	39.30%	45.10%	60.90%	46.70%	48.50%	35.20%	50.00%	45.70%

Would you emigrate if you lost your job?



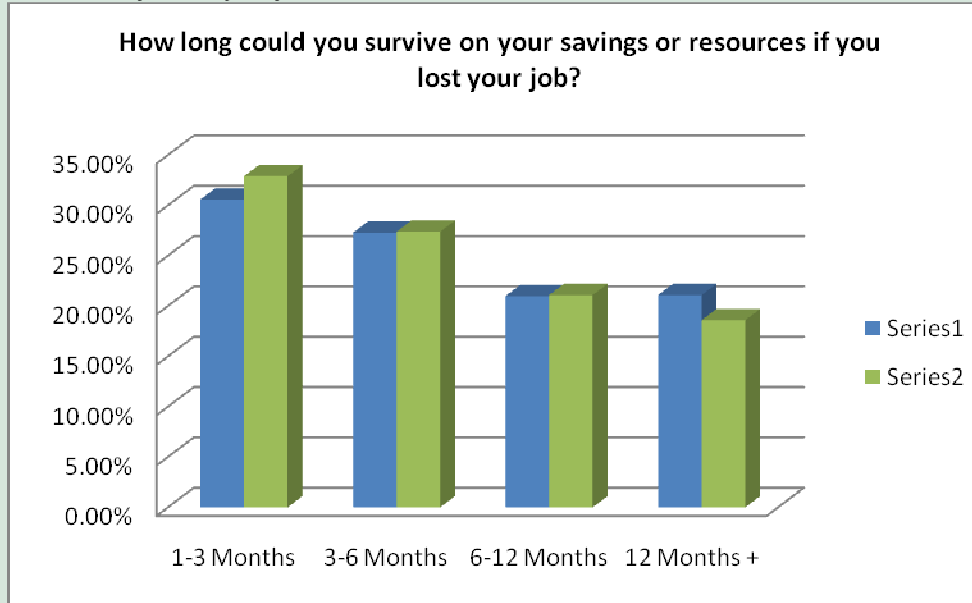
	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Yes	60.90%	54.10%	48.60%	58.90%	80.40%	81.00%	75.90%	53.10%	65.70%	35.00%	78.70%
No	39.10%	45.90%	51.40%	41.10%	19.60%	19.00%	24.10%	46.90%	34.30%	65.00%	21.30%

Would you go back to education if you lost your job?



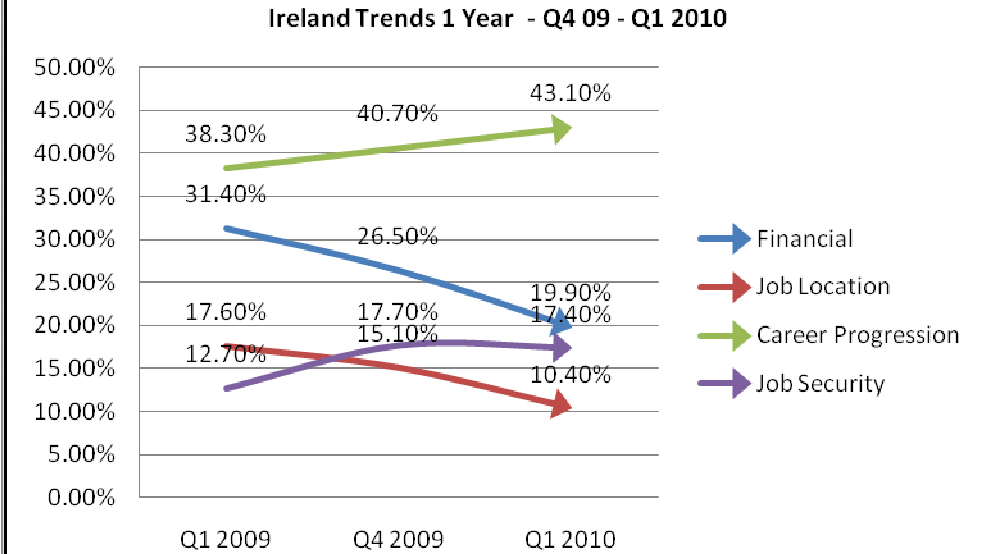
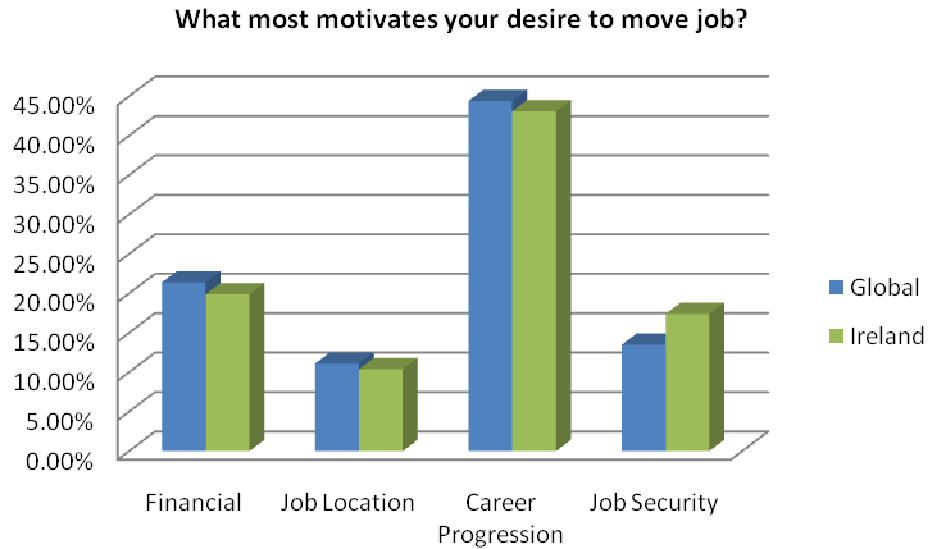
	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Yes	50.50%	56.50%	47.30%	36.60%	36.50%	45.50%	46.70%	51.50%	45.70%	50.00%	41.80%
No	49.50%	43.50%	52.70%	63.40%	63.50%	54.50%	53.30%	48.50%	54.30%	50.00%	58.20%

How long could you survive on your savings or resources if you lost your job?



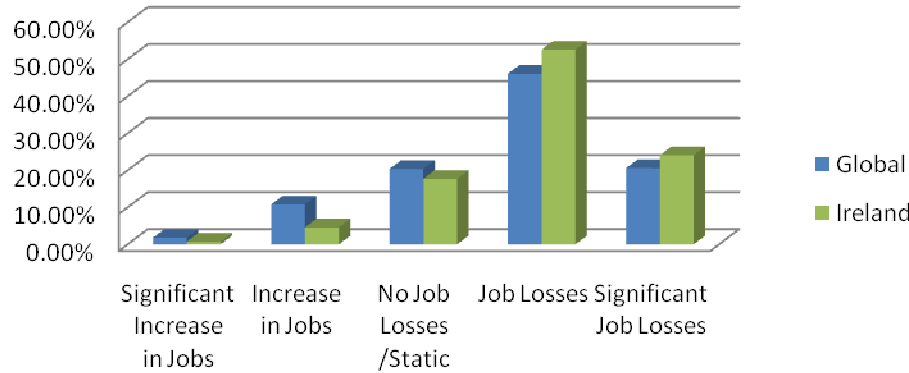
	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
1-3 Months	30.60%	32.90%	35.70%	32.40%	19.20%	22.70%	33.30%	33.30%	26.40%	9.50%	25.80%
3-6 Months	27.30%	27.40%	27.80%	29.00%	34.60%	36.40%	16.70%	24.20%	24.50%	9.50%	27.60%
6-12 Months	21.00%	21.10%	21.70%	19.30%	19.20%	9.10%	16.70%	24.20%	26.40%	28.60%	20.30%
12 Months +	21.10%	18.60%	14.80%	19.30%	26.90%	31.80%	33.30%	18.20%	22.60%	52.40%	26.30%

What most motivates your desire to move job?

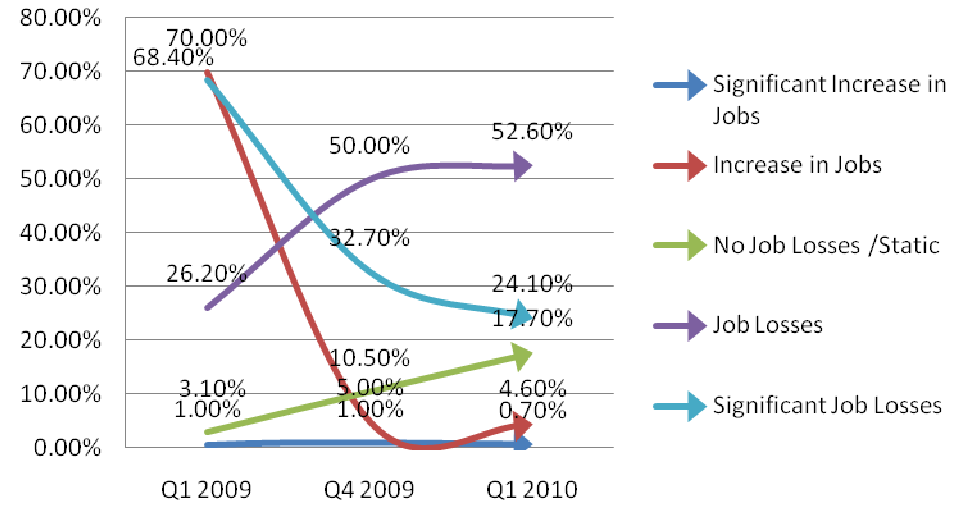


	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Financial	21.40%	19.90%	28.70%	28.10%	11.50%	8.70%	20.00%	27.30%	20.80%	13.60%	23.70%
Job Location	11.10%	10.40%	0.00%	15.80%	23.10%	13.00%	6.70%	9.10%	17.00%	0.00%	12.60%
Career Progression	44.40%	43.10%	60.90%	36.30%	48.10%	47.80%	43.30%	60.60%	34.00%	72.70%	45.80%
Job Security	13.50%	17.40%	5.20%	7.50%	3.80%	13.00%	13.30%	3.00%	12.30%	13.60%	8.10%
Other, please specify	9.60%	9.10%	5.20%	12.30%	13.50%	17.40%	16.70%	0.00%	16.00%	0.00%	9.70%

Given Analyst and Media comments and forecasts for job losses/job creation over the next 6 months, what is your personal view on the employment outlook, Firstly for Low Skilled Roles (Manufacturing & Construction)

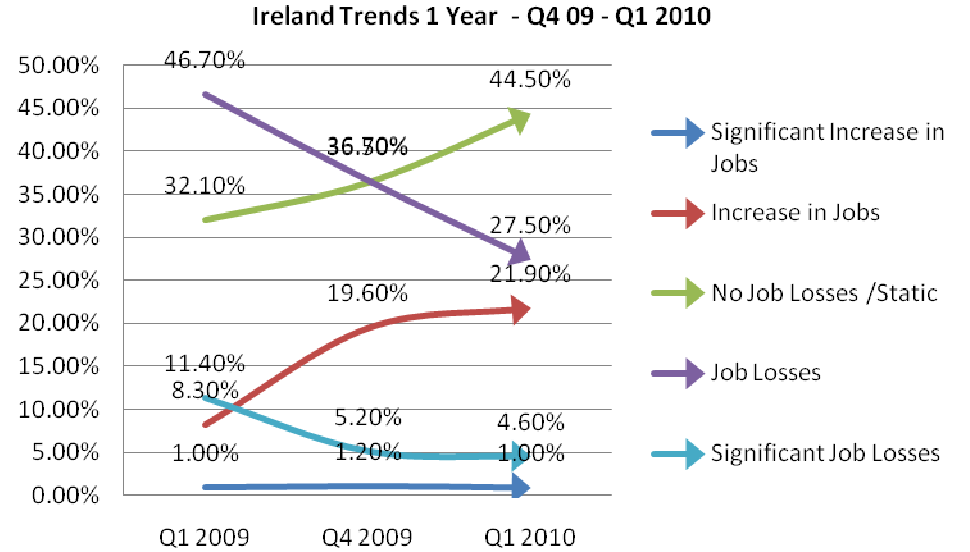


Ireland Trends 1 Year - Q4 09 - Q1 2010



	Total*										
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Significant Increase in Jobs	1.80%	0.70%	10.40%	0.70%	0.00%	4.50%	0.00%	0.00%	1.00%	5.00%	3.60%
Increase in Jobs	10.80%	4.60%	41.70%	11.00%	15.70%	4.50%	6.90%	27.30%	12.40%	40.00%	17.90%
No Job Losses /Static	20.40%	17.70%	26.10%	26.70%	23.50%	13.60%	6.90%	27.30%	27.60%	30.00%	23.30%
Job Losses	46.10%	52.60%	12.20%	50.00%	33.30%	63.60%	75.90%	30.30%	41.00%	25.00%	36.90%
Significant Job Losses	20.60%	24.10%	9.60%	11.60%	27.50%	13.60%	10.30%	15.20%	18.10%	0.00%	17.70%
Other, please specify	0.30%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.50%

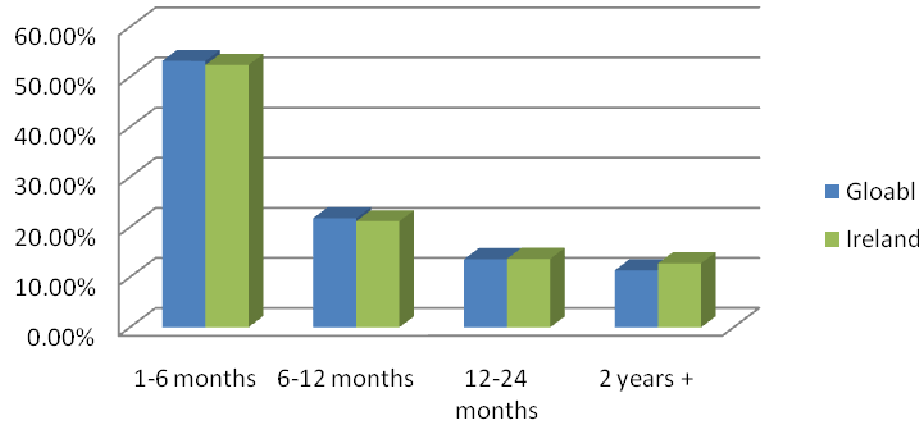
From Previous Question: Given Analyst and Media comments and forecasts for job losses/job creation over the next 6 months, what is your personal view on the employment outlook, Secondly Outlook for High Skilled Roles (R&D)



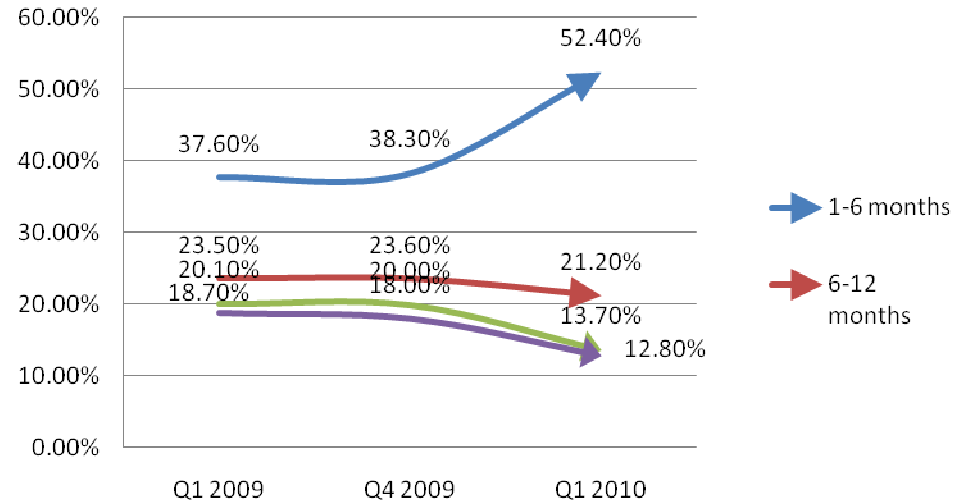
	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
Significant Increase in Jobs	2.80%	1.00%	11.30%	3.40%	0.00%	0.00%	0.00%	0.00%	2.80%	15.00%	5.50%
Increase in Jobs	24.50%	21.90%	44.30%	17.90%	31.40%	17.40%	20.00%	25.00%	28.30%	40.00%	27.70%
No Job Losses /Static	40.90%	44.50%	26.10%	34.50%	37.30%	47.80%	50.00%	46.90%	31.10%	30.00%	37.70%
Job Losses	26.90%	27.50%	14.80%	39.30%	31.40%	34.80%	26.70%	25.00%	29.20%	10.00%	24.30%
Significant Job Losses	4.50%	4.60%	3.50%	4.80%	0.00%	0.00%	3.30%	3.10%	7.50%	5.00%	4.30%
Other, please specify	0.40%	0.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.90%	0.00%	0.40%

When would you consider / like your next job move

When would you consider / like your next job move



Ireland Trends 1 Year - Q4 09 - Q1 2010



	Total*	Where is your current work location?									
		Ireland	Singapore	UK	France	Switzerland	Germany	Australia	US	China	Other, please specify
1-6 months	53.20%	52.40%	72.20%	57.60%	52.90%	38.10%	33.30%	57.60%	55.90%	47.60%	51.30%
6-12 months	21.80%	21.20%	15.70%	20.10%	23.50%	33.30%	23.30%	27.30%	17.60%	23.80%	24.80%
12-24 months	13.60%	13.70%	7.80%	14.60%	9.80%	14.30%	23.30%	9.10%	15.70%	23.80%	13.50%
2 years +	11.40%	12.80%	4.30%	7.60%	13.70%	14.30%	20.00%	6.10%	10.80%	4.80%	10.30%