

# monster®

## EMPLOYMENT INDEX

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## Online Worker Demand Dips in December, Reports Monster Employment Index Belgium

### December 2009 Index Highlights

- The Monster Employment Index Belgium dipped one point (one percent) in December, extending the current lull in demand to three months; online opportunities were down four percent year-on-year
- Offerings in accounting and finance dipped, however month-on-month demand for workers continued to increase in the construction sector
- The Flemish region continued to show the strongest worker demand annually, while Brussels-Capital notched a slight gain

### Summary Overview

Following a slight uptick in November, the Index returned to its October level suggesting online worker demand remained muted during the last quarter of 2009. Despite this, a positive trend can be seen in the construction sector, indicating building activity is fuelling some job creation. Job losses continue to outpace hiring, although Belgium's unemployment rate is rising less rapidly than many other EU countries.

The Monster Employment Index Europe is a monthly analysis of millions of online job opportunities culled from a large, representative selection of corporate career sites and job boards across the European Union, including Monster.be.

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

Dec 09	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 09	May 09	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08
98	99	98	106	104	106	102	101	107	110	102	99	102

"Online recruitment activity in Belgium remained sluggish during the fourth quarter, indicating sustained weak employer demand for workers at the onset of 2010. While the Belgium economy is emerging from recession, the labor market correction still has some way to go," comments Bernard Hensmans, country manager of Monster Belgium. "Belgium's unemployment rate has so far risen by less than many other EU countries, but job losses continue to outpace hiring, driving up joblessness."

**Education, training and library sees the largest monthly uptick, halting a three month slide**

The majority of industry sectors noted few job offerings in December, led by environment, architecture, urbanism, falling 11 points (11 percent). Accounting, audit, taxes sector decreased nine points (eight percent) on the month. IT and accounting, audit and taxes showed the steepest falls on the year, both decreasing by 30 percent.

For the fourth consecutive month, construction and extraction reported an increase in online worker demand adding two points (two percent), and jumping nine percent between September and December, leading all industry sectors.

Education, training and library rebounded in December adding five points (four percent), showing the largest uptick on the month. Increased opportunities were also noted in the transport, post and logistics and legal sectors, opportunities increased two points (four percent) and three points (three percent) respectively.

Year-on-year six industry groups showed positive online vacancy growth, despite the Belgian Index falling on the month. Healthcare, social work led all sectors, jumping 20% on the year.

**Opportunities for craft and related trades workers register largest increase in December**

Online job opportunities decreased in the environment, architecture, urbanism sector in December, dropping 11 points (11 percent). Meanwhile professionals logged the steepest rate of decline year-on-year, decreasing 22 percent.

Craft and related trades workers registered the largest increase on the month, adding five points (five percent). Year-on-year the sector grew 15 points (17 percent). Service and sales workers showed an increase year-on-year with a 28 percent jump, the best of all occupational groups.

Increased opportunities were also seen in plant and machine operators and assemblers, reporting growth over the fourth quarter as a whole, climbing three points between September and December.

**Nearly all regions report slowing online opportunities**

The Walloon region declined the most, slipping three points (three percent) reaching a level of 95, the lowest reading since April 2006. Year-on-year opportunities were down by 16 points (14 percent) from a year ago. Conversely, Brussels Capital notched a minor one point (one percent) gain, following two months of decline to end 2009, one point above its historical Index low in December.

The Flemish region continued to be the only Belgian region to show growth on an annual basis; online worker demand was up by 11 points (12 percent) year-on-year, although the region fell one point on the month.

**Best performing sectors**

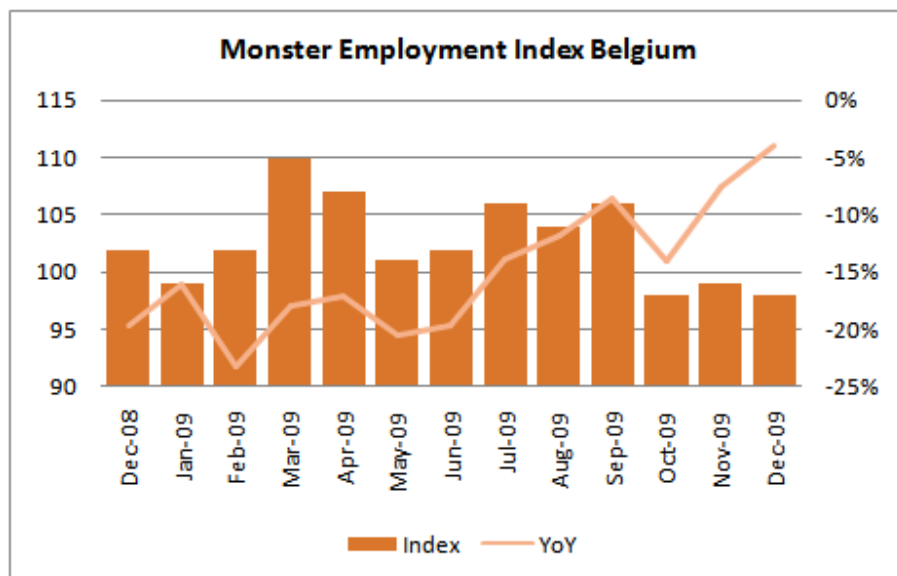
Industry sectors showing the greatest rate of increase in online job availability included:

**Month-on-month**

Industry	Dec 09	Nov 09	%
Education, training and library	126	121	4%
Transport, post and logistics	55	53	4%
Legal	100	97	3%
IT	77	75	3%
Management and consulting	118	115	3%

**Year-on-year**

Industry	Dec 09	Dec 08	%
Healthcare, social work	145	121	20%
Production, manufacturing, maintenance, repair	111	95	17%
Construction and extraction	122	106	15%
Management and consulting	118	104	13%
Sales	117	109	7%



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

Industry	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 09	May 09	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08
Accounting, audit, taxes	100	109	111	111	109	116	117	113	123	134	135	130	142
Administrative, organisation	76	75	76	87	86	86	79	81	88	91	85	87	86
Agriculture, fishing and forestry	121	123	134	145	150	140	149	156	155	151	147	141	141
Arts, entertainment, sports, leisure	85	84	79	81	85	88	87	94	94	96	89	80	81
Banking, finance, insurance	79	78	77	93	87	83	75	75	87	96	87	94	90
Construction and extraction	122	120	115	112	111	118	120	124	125	125	111	104	106
Education, training and library	126	121	128	159	180	165	165	161	159	166	150	154	155
Engineering	107	105	100	111	116	123	111	110	120	130	110	102	111
Environment, architecture, urbanism	86	97	94	99	95	117	111	112	118	108	106	96	98
Healthcare, social work	145	152	159	178	172	175	170	166	162	155	133	121	121
Hospitality and tourism	72	71	71	82	85	86	94	92	89	83	77	72	71
HR	86	87	87	92	92	92	84	82	87	88	89	97	102
IT	77	75	74	86	89	93	92	90	104	108	105	105	110
Legal	100	97	99	110	108	109	104	100	107	107	108	109	114
Management and consulting	118	115	111	120	120	120	116	115	118	122	112	102	104
Marketing, PR and media	73	77	83	92	92	86	85	84	88	90	90	85	96
Production, manufacturing, maintenance, repair	111	109	106	120	115	124	116	113	117	124	104	95	95
Public sector, defence, community	171	172	168	186	193	186	163	169	192	190	175	166	173
Research and development	93	99	98	109	108	113	115	109	115	117	115	114	115
Sales	117	118	119	129	125	124	118	117	121	125	115	105	109
Transport, post and logistics	55	53	55	54	54	53	51	50	51	53	51	55	62

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

Occupation	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 09	May 09	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08
Managers	121	122	118	133	134	134	125	123	129	131	115	109	110
Professionals	87	86	86	96	96	100	97	96	106	111	108	107	111
Technicians and associate professionals	102	101	101	111	110	109	102	101	106	111	99	93	98
Clerical support workers	82	80	80	91	91	90	83	85	92	95	90	92	90
Service and sales workers	96	94	96	105	108	102	105	104	101	94	81	73	75
Skilled agricultural, forestry and fishery workers	115	117	130	143	149	138	148	156	155	151	147	141	141
Craft and related workers	104	99	96	107	101	105	106	106	110	119	105	88	89
Plant and machine operators, and assemblers	121	121	118	117	118	126	118	116	124	120	119	118	123
Elementary occupations	120	121	119	122	119	119	112	107	106	105	97	98	97

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

Region	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 09	May 09	Apr 09	Mar 09	Feb 09	Jan 09	Dec 08
Brussels-Capital	72	71	73	81	79	76	73	72	80	87	84	73	85
Flemish Region	105	106	104	111	110	113	108	107	110	114	96	92	94
Walloon Region	95	98	102	105	101	105	101	99	107	110	110	108	111

Monster Employment Index Belgium for January will be released on February 9, 2010.

### **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://about-monster.com/employment/index/17>.

### **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. 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://about-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/A and other filings made with the Securities and Exchange Commission, which discussions are incorporated in this release by reference.

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