

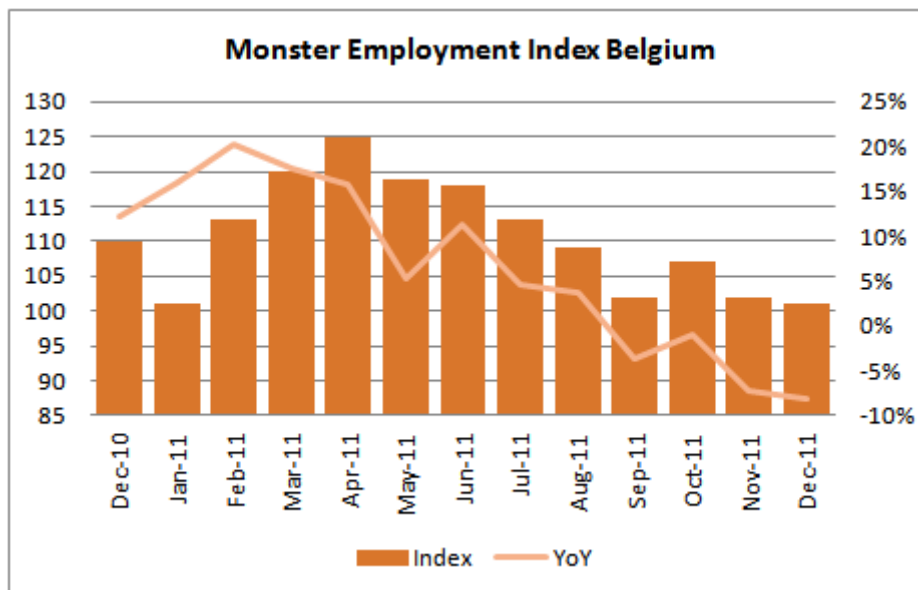
## HR and IT Lead Online Recruitment Growth, According to the Monster Employment Index Belgium

### December 2011 Index Highlights:

- The Monster Employment Index Belgium records an annual decrease of eight percent
- IT and HR continue to lead all industry sectors for a second consecutive month
- Craft and related trades workers is the strongest performing occupational group in December by measure of annual growth, while Service and sales workers notes the largest reduction
- Transport, post and logistics experience the greatest decline in online recruitment year-over-year
- The Brussels-Capital region continues to register the smallest annual reduction in December, while Flemish and Walloon regions note the steepest declines

The **Monster Employment Index Europe** is a monthly gauge of online job demand based on a real-time review of millions of employer job opportunities culled from a large representative selection of career websites and online job listings across Europe, including Belgium. The Index does not reflect the trend of any one advertiser or source, but is an aggregate measure of the change in job listings across the industry.

“The Monster Employment Index Belgium is recording annual reductions of eight percent in December, which reflects employers’ ongoing cautiousness with their hiring activity,” explains Warren Hammond, General Manager of Monster Benelux. “However, regardless of the economic uncertainties across Europe, some industries, such as HR and IT, continue to note strong annual growth in December. In addition, the rate of unemployment in Belgium has decreased slightly so we look to the new year with a degree of optimism.”



Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Y-O-Y GROWTH
110	101	113	120	125	119	118	113	109	102	107	102	101	-8%

**Industry Year-over-year Trends:** Eight of the 21 industry sectors monitored by the Index noted annual gains in the December Index.

- The two strongest growing industries by measure of annual growth, **HR** (up 12 percent) and **IT** (up 10 percent), interchanged positions as HR took the lead in December
- After charting positive annual figures in November, **Public sector defence, community** (down three percent) noted a slight decline in December
- **Education, training, library** (up five percent) climbed higher in the sector rankings by claiming third position in the Index, with increased demand for support workers year-over-year
- **Management and consulting** (up four percent) noted the most dramatic reversed growth trend among all sectors, as the industry began recording positive annual growth figures in December following November's four percent decline
- **Transport, post and logistics** (down 16 percent) and **Production, manufacturing, maintenance, repair** (down 14 percent) both lost momentum, with the former recording the steepest decline across all industries

### Top Growth Industries

Industry	Dec 10	Dec 11	% Growth Y-o-y
HR	134	150	12%
IT	92	101	10%
Education, training and library	123	129	5%
Management and consulting	123	128	4%
Engineering	134	138	3%

### Lowest Growth Industries

Industry	Dec 10	Dec 11	% Growth Y-o-y
Healthcare, social work	133	122	-8%
Sales	128	116	-9%
Production, manufacturing, maintenance, repair	154	133	-14%
Environment, architecture, urbanism	84	71	-15%
Transport, post and logistics	68	57	-16%

**Occupation Year-over-year Trends:** Three of the nine occupational groups monitored by the Index recorded increased annual growth in online recruitment opportunities this month.

- **Craft and related trades** (up 15 percent) maintained its position as the leading occupational group by measure of annual growth for the sixth consecutive month
- **Managers** (up 10 percent) registered increased annual gains this month, speeding up the rate of growth seen in past months
- **Service and sales workers** (down nine percent), **Plant and machine operators and assemblers** (down nine percent) and **Technicians and associate professionals** (down nine percent) saw further moderation in online recruitment demand year-over-year, and noted the steepest declines across all occupational groups in December

### Top Growth Occupations

Occupation	Dec 10	Dec 11	% Growth Y-o-y
Craft and related trades workers	117	134	15%
Managers	120	132	10%
Skilled agricultural, forestry and fishery workers	108	118	9%

### Lowest Growth Occupations

Industry	Dec 10	Dec 11	% Growth Y-o-y
Service and sales workers	109	99	-9%
Plant and machine operators, and assemblers	166	151	-9%
Technicians and associate professionals	113	103	-9%

**Geographic Year-over-year Trends:** All three regions measured by the Index continued to record annual declines in December.

- The **Brussels-Capital region** (down three percent) continued to exhibit slight reductions in online recruitment demand, with annual growth trends improving in industries such as education and management and easing in the public sector
- The **Walloon region** (down five percent) noted further declines in online hiring this month
- The **Flemish region** (down eight percent) was the poorest performing region for the third consecutive month, where demand for new recruits in sectors such as Banking, as well as Industrial production and construction continued to fall

### Growth in Regions

Region	Dec 10	Dec 11	% Growth Y-o-y
Brussels-Capital	74	72	-3%
Walloon Region	104	99	-5%
Flemish Region	119	109	-8%

### International Trends:

**The Monster Employment Index Europe** demonstrates a year-over-year growth of 11 percent in December, the slowest rate of growth seen in the Index since mid-2010. Germany continues to report the strongest growth trend of 32 percent, followed by six percent growth in UK and four percent in Sweden. Belgium, France, Italy and Netherlands weigh down the Index with negative annual growth. Engineering, up 28 percent, continues to register the largest rate of annual growth of all industries and leads for the fourth consecutive month despite a slightly eased pace from the 32 percent annual growth recorded in November. Telecommunications, Production and Environment, architecture and urbanism record positive growth in December. Public sector, down 14 percent, continues to remain among the slowest growth industries. Legal and Management and consulting also track annual rates of decline.

To obtain a full copy of the Monster Employment Index report for December 2011, and to access current individual data charts for each of the seven European markets tracked, please visit <http://about-monster.com/employment/index/17>. Data for the month of January 2012 will be released on February 14, 2012.

## By Industry

Industry	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Y-O-Y GROWTH
Accounting, audit, taxes	126	117	122	125	132	131	142	129	115	118	117	125	125	-1%
Administrative, organisation	83	79	90	92	98	100	99	92	93	85	85	85	83	0%
Agriculture, fishing and forestry	116	113	128	140	144	133	122	121	129	117	113	111	107	-8%
Arts, entertainment, sports, leisure	86	79	84	100	104	94	96	94	94	85	92	89	88	2%
Banking, finance, insurance	82	77	78	88	95	94	91	87	82	79	82	79	79	-4%
Construction and extraction	117	110	116	124	127	123	119	123	120	118	122	122	119	2%
Education, training and library	123	125	144	140	135	128	119	124	131	128	123	116	129	5%
Engineering	134	119	136	146	148	146	150	142	139	135	147	142	138	3%
Environment, architecture, urbanism	84	73	75	73	83	74	80	76	73	74	73	72	71	-15%
Healthcare, social work	133	120	142	140	143	127	126	130	127	124	131	124	122	-8%
Hospitality and tourism	81	72	72	84	93	96	96	90	85	81	80	78	76	-6%
HR	134	133	157	166	179	168	166	157	156	138	143	147	150	12%
IT	92	84	94	105	111	111	122	124	109	97	106	104	101	10%
Legal	104	96	114	115	114	123	117	113	116	108	113	106	105	1%
Management and consulting	123	108	116	123	129	131	128	125	119	115	121	120	128	4%
Marketing, PR and media	109	97	102	108	115	116	120	111	106	96	103	105	104	-5%
Production, manufacturing, maintenance, repair	154	131	135	146	151	142	150	141	133	131	142	136	133	-14%
Public sector, defence, community	212	208	244	250	280	238	231	221	216	219	208	224	206	-3%
Research and development	115	98	115	121	122	115	118	117	108	109	111	105	108	-6%
Sales	128	113	133	134	142	138	137	125	123	117	121	117	116	-9%
Transport, post and logistics	68	63	64	64	67	66	66	63	62	59	61	60	57	-16%

## By Occupation

Occupation	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Y-O-Y GROWTH
Managers	120	104	111	121	130	131	135	128	122	118	125	125	132	10%
Professionals	106	92	104	110	115	113	113	108	104	100	104	100	100	-6%
Technicians and associate professionals	113	102	113	117	123	121	121	113	115	106	107	104	103	-9%
Clerical support workers	90	85	93	94	98	98	97	93	99	88	88	85	85	-6%
Service and sales workers	109	108	106	110	127	110	112	106	98	97	102	97	99	-9%
Skilled agricultural, forestry and fishery workers	108	106	123	138	149	152	140	138	141	126	126	123	118	9%
Craft and related workers	117	113	131	148	153	138	139	135	128	132	138	139	134	15%
Plant and machine operators, and assemblers	166	142	154	161	170	167	167	158	152	148	156	156	151	-9%
Elementary occupations	135	127	131	137	139	142	145	142	136	137	138	138	135	0%

## By Region

Region	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Y-O-Y GROWTH
Brussels-Capital	74	68	79	82	86	82	82	80	80	73	76	75	72	-3%
Flemish Region	119	109	121	128	132	126	124	119	115	109	114	110	109	-8%
Walloon Region	104	94	105	110	114	109	116	108	102	97	101	102	99	-5%

Monster Employment Index data for January will be released on February 14, 2012.

### **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 - News), 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. 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>.

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