

# monster®

## EMPLOYMENT INDEX

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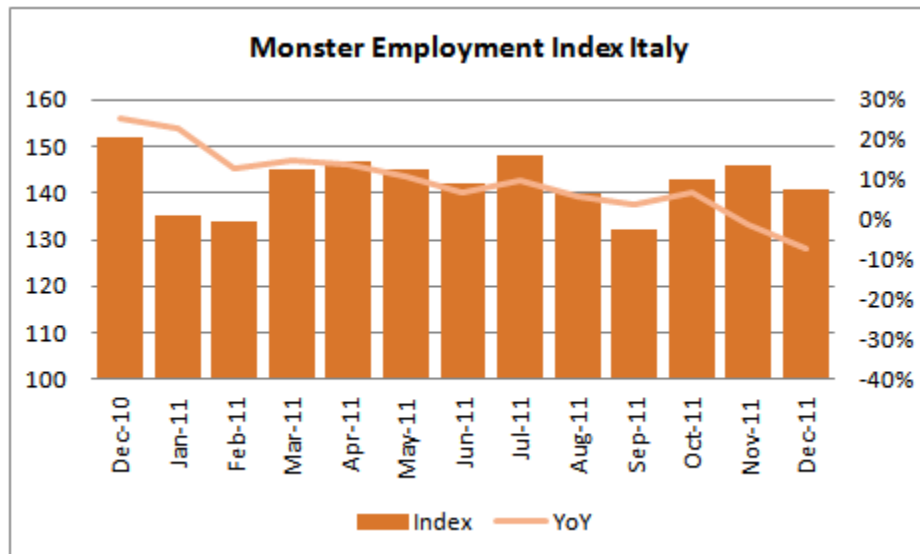
### Opportunities in Construction and Education Buoy Recruitment Activity According to Monster Employment Index

#### December 2011 Index Highlights:

- Italy's Employment Index (down seven percent) demonstrates a negative growth trajectory in December, compared to the growth seen earlier in the year
- Education, training and library outpaces all other sectors by measure of annual growth
- Construction and extraction takes a notable move upward in the sector growth rankings
- Banking charts further net declines and becomes the lowest growth industry year-over-year
- Marche charts the largest annual regional growth

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. 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.

“There are a few industries that show notable increases in hiring this month, with a large number of temporary positions available particularly in education and construction,” says Nicola Rossi, country manager, Monster Italy. “Undoubtedly the Italian economy faces an increasingly challenging climate, with hiring slowing significantly. However, these pockets of growth offer real opportunity and show that recruitment activity has by no means come to a stand still.”



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
152	135	134	145	147	145	142	148	140	132	143	146	141	-7%

**Industry Year-over-year Trends:** Four of the 21 industry sectors monitored by the Index recorded an increase in annual growth trends.

- **Education, training and library** (up 14 percent) outpaced all sectors in the December Index by measure of annual growth. Sector employers significantly stepped up recruitment efforts between November and December
- **Construction and extraction** (up three percent) saw further demand for positions and climbed up the rankings in the Index, finishing December among the top five industries by measure of annual growth
- **Legal** (down eight percent) reversed its annual growth trend, with a decline in December compared to the 12 percent growth exhibited in November
- **Transport, post and logistics** (down 19 percent) saw a further decline in annual recruitment opportunities continuing last month's trend
- **Banking, finance, insurance** (down 25 percent) charted the steepest annual decline amongst industries; **Accounting, audit, taxes** (down eight percent) also experienced a drop in growth year-over-year. These combined suggest a decrease in demand for roles in the broader financial services segment

### Top Growth Industries

Industry	Dec 10	Dec 11	Y-o-Y Growth
Education, training and library	127	145	14%
Hospitality and tourism	137	150	9%
Production, manufacturing, maintenance, repair	225	243	8%
Construction and extraction	111	114	3%
Environment, architecture, urbanism	91	91	0%

### Lowest Growth Industries

Industry	Dec 10	Dec 11	Y-o-Y Growth
Engineering	193	161	-17%
Transport, post and logistics	228	185	-19%
Administrative, organisation	197	158	-20%
Marketing, PR and media	146	116	-21%
Banking, finance, insurance	148	111	-25%

**Occupation Year-over-year Trends:** Four of the nine occupational groups tracked by the Index registered annual growth this month.

- **Elementary occupations** (up 15 percent) was the star performer and led all groups in annual growth
- **Craft and related trades workers** (up two percent) saw a decline in annual growth, compared to the 13 percent recorded in November
- **Managers** (down 21 percent) registered the largest annual decline among groups, with demand decreasing significantly for high-level positions across a wide range of sectors

## Top Growth Occupations

Occupation	Dec 10	Dec 11	Y-o-Y Growth
Elementary occupations	104	120	15%
Service and sales workers	156	163	4%
Craft and related trades workers	182	186	2%

## Lowest Growth Occupations

Occupation	Dec 10	Dec 11	Y-o-Y Growth
Plant and machine operators, and assemblers	223	198	-11%
Clerical support workers	156	124	-21%
Managers	151	120	-21%

**Geographic Year-over-year Trends:** Job opportunities rose over the year in 15 of the 20 regions monitored by the Index in December.

- **Marche** (up seven percent) was the highest performing region by measure of annual growth
- Among the larger regional markets, **Piemonte** (up five percent) exhibited the strongest annual growth; **Emilia-Romagna** (up three percent) also demonstrated notable growth year-over-year
- **Sicilia** (up six percent) saw an increase in online recruitment activity and registered growth in December following November's decline
- **Lombardia** (down 16 percent), the largest region by measure of recruitment activity, continued to decline year-over-year, due to a notable fall in demand across business support sectors including accounting and administration

## Top Growth Regions

Region	Dec 10	Dec 11	Y-o-Y Growth
Marche	124	133	7%
Abruzzo	125	133	6%
Sicilia	143	151	6%
Campania	118	124	5%
Piemonte	151	158	5%

## Lowest Growth Regions

Region	Dec 10	Dec 11	Y-o-Y Growth
Trentino Alto-Adige	120	120	0%
Toscana	140	134	-4%
Lazio	144	135	-6%
Veneto	173	158	-9%
Lombardia	164	137	-16%

## 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	106	99	105	114	117	112	101	107	100	91	100	101	97	-8%
Administrative, organisation	197	170	167	192	185	182	174	188	172	153	158	163	158	-20%
Arts, entertainment, sport, leisure	179	169	142	163	169	168	165	155	144	136	149	172	175	-2%
Banking, finance, insurance	148	135	132	151	151	135	127	138	121	113	123	121	111	-25%
Construction and extraction	111	111	111	114	113	115	112	113	114	107	107	110	114	3%
Education, training and library	127	132	131	135	136	134	134	132	131	131	136	142	145	14%
Engineering	193	171	165	177	190	179	166	174	160	139	160	166	161	-17%
Environment, architecture, urbanism	91	89	87	97	96	100	104	95	97	107	104	96	91	0%
Healthcare, social work, personal care	153	133	128	132	132	132	132	141	135	127	140	136	131	-14%
Hospitality and tourism	137	122	119	135	146	147	148	140	131	130	148	146	150	9%
HR	102	93	95	107	95	101	97	99	96	91	96	96	93	-9%
IT	110	105	103	110	115	112	108	111	106	100	106	111	110	0%
Legal	161	136	145	170	158	163	166	170	158	147	139	160	148	-8%
Management and consulting	125	118	122	119	129	118	109	117	115	117	124	120	119	-5%
Marketing, PR and media	146	123	125	146	154	145	127	138	136	126	127	122	116	-21%
Production, manufacturing, maintenance, repair	225	191	196	229	227	228	236	249	232	214	244	247	243	8%
Public sector, defence, community	82	83	75	81	90	87	86	83	83	81	84	84	81	-1%
Real estate	91	93	92	90	88	88	90	89	97	95	88	86	85	-7%
Research and development	122	118	116	117	113	111	111	112	113	113	110	109	114	-7%
Sales	120	108	102	119	117	110	117	124	118	111	114	119	118	-2%
Telecommunications	228	201	203	202	218	213	208	216	208	184	197	204	185	-19%
Transport, post and logistics	106	99	105	114	117	112	101	107	100	91	100	101	97	-8%

### 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	151	138	139	139	146	131	120	129	126	122	133	126	120	-21%
Professionals	148	136	137	145	150	146	139	146	138	129	138	142	138	-7%
Technicians and associate professionals	102	96	91	102	102	98	97	100	95	93	97	100	101	-1%
Clerical support workers	156	138	136	148	144	142	138	145	137	126	128	125	124	-21%
Service and sales workers	156	142	140	146	156	153	159	158	154	150	159	162	163	4%
Skilled agricultural, forestry and fishery workers	113	110	110	112	115	112	116	113	110	121	119	115	115	2%
Craft and related workers	182	158	154	170	182	185	191	204	198	181	188	193	186	2%
Plant and machine operators, and assemblers	223	188	195	209	212	212	207	219	207	185	210	211	198	-11%
Elementary occupations	104	103	104	110	107	108	110	107	108	109	126	127	120	15%

### 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
Abruzzo	125	114	113	123	119	119	121	126	124	117	121	128	133	6%
Basilicata	114	106	104	108	105	105	111	112	107	104	105	110	116	2%
Calabria	110	100	98	106	96	102	106	112	105	100	102	108	114	4%
Campania	118	110	107	115	115	114	118	127	117	106	112	119	124	5%
Emilia-Romagna	151	138	138	156	155	158	161	164	154	142	149	157	156	3%
Friuli-Venezia Giulia	157	140	142	158	151	153	155	161	150	136	145	150	158	1%
Lazio	144	123	118	135	139	142	144	144	133	117	125	132	135	-6%
Liguria	126	118	118	129	127	128	128	131	126	118	124	127	127	1%
Lombardia	164	144	140	149	145	146	147	152	139	124	132	136	137	-16%
Novembere	124	114	111	122	127	129	130	134	127	116	123	130	133	7%
Molise	110	104	104	107	104	103	106	110	107	104	103	107	111	1%
Piemonte	151	133	134	148	151	153	158	163	154	138	150	159	158	5%
Puglia	127	115	114	124	119	116	123	131	126	117	123	131	132	4%
Sardinia	125	110	108	126	120	121	121	125	116	106	104	115	126	1%
Sicilia	143	131	129	147	141	144	144	159	147	128	136	148	151	6%
Toscana	140	121	115	135	132	132	137	139	131	119	127	133	134	-4%
Trentino Alto-Adige	120	115	116	127	128	129	130	127	125	121	119	122	120	0%
Umbria	115	106	105	112	111	109	113	118	114	110	112	116	119	3%
Valle d' Aosta	115	105	103	111	108	105	109	114	112	108	108	110	117	2%
Veneto	173	143	144	167	161	160	155	161	153	136	148	156	158	-9%

**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>.

**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 and other filings made with the Securities and Exchange Commission, which discussions are incorporated in this release by reference.

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