

# monster®

## EMPLOYMENT INDEX

CONTACTS:  
Robin Clark / Christina Cooper  
Weber Shandwick  
+44 (0)207 067 0500  
[MonsterEurope@webershandwick.com](mailto:MonsterEurope@webershandwick.com)

## European Online Recruitment Activity Remains Stable in August, Reports Monster Employment Index

### August 2010 Index Highlights:

- The Monster Employment Index Europe held steady in August, as online job opportunities remained at their July 2010 level. Year-on-year, online job demand increased 15 percent
- Real estate reported the most robust monthly increase in online worker demand, whilst arts, entertainment, sports and leisure fell the most
- Germany and the UK exhibited the sharpest monthly increases among regions monitored by the Index; Sweden continued to exhibit the best improved annual growth

### Summary Overview

Online job demand was stable in August, as many recruiters across Europe slowed down hiring efforts in favour of summer vacations. Although job demand did not rise on a monthly basis, the annual growth trend extended once again, with opportunities now up 15 percent compared to August 2009.

Among industry sectors, real estate noted a seasonal gain in online worker demand. Robust long-term growth trends continued to emerge in manufacturing and export related sectors including production, manufacturing, maintenance and repair; and transport, post and logistics, where annual growth excelled the majority of other industry sectors.

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 Europe, including Monster.

Monster Employment Index Europe results for the past 13 months are as follows:

Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09
115	115	114	112	108	104	101	93	100	100	99	97	100

“The summer months tend to see a slowdown in online recruitment activity, so it is encouraging to see that online job opportunities remained at their month-earlier levels and did not decrease in August. The annual growth rate also accelerated, which suggests we continue to be on the path to recovery,” commented Andrea Bertone, head of Monster Europe. “In addition, notable rises across Germany for workers in manufacturing and trade-related sectors point to a more optimistic future than seen over the past couple of years.”

**Real estate reported second month of consecutive growth as arts, entertainment, sports and leisure continues to fall**

A small selection of industry sectors reported an increase in worker demand August, as recruiter slowed down their hiring efforts over the summer months. Online job demand in real estate jumped the most, with offerings up six points (six percent), a rise typical for this time of year, with demand growing most notably in central and Eastern Europe. Year-on-year, job demand increased 19 percent.

Following a substantial rise in online job opportunities in July, production, manufacturing, maintenance and repair; and transport, post and logistics saw another increase in August, with opportunities up three points (two percent) and two points (one percent) respectively. Transport post and logistics reported the sharpest annual increase of all industry sectors, with demand up 39 percent year-on-year.

Technical related sectors saw a mild increase in online worker demand, with engineering opportunities increasing two points (two percent). Year-on-year, online job demand was up 14 percent.

Online job offerings continued to decrease for workers in consumer related sectors, with arts, entertainment, sports and leisure reporting the sharpest monthly fall of all industry sectors. Job demand dipped 14 points (12 percent) and six percent year-on-year. Hospitality and tourism also reported a notable decline, as online job demand fell nine points (five percent).

**Elementary occupations continue to lead occupational groups upwards**

Online job opportunities increased the most for elementary occupations for the second consecutive month in August. Job demand for the group climbed four points (two percent), whilst opportunities were up 25 percent year-on-year. The rise in job demand for the workers largely came from the production and construction sectors.

In contrast, managers reported the sharpest monthly fall with online worker demand down four points (four percent). The group was the only occupational group to report an annual decline in online job offerings, with opportunities down one percent compared to August 2009.

From a longer-term perspective, plant and machine operators and assemblers exhibited the most robust annual growth, with opportunities up 41 percent compared to August 2009. Annual job demand for professionals accelerated in August, with opportunities up 12 percent compared to year-earlier figures.

**Country Highlights:**

- **Belgium:** Online job opportunities noted a mild dip in August, leaving the Index at its lowest level since March 2010. The majority of the decline can be attributed to a seasonal slowdown in hiring activity, typical for this time of year. Despite a slip this month, year-on-year the outlook remains positive with opportunities up one percent compared to August 2009.
- **France:** Despite the Monster Employment Index declining in August, annual growth remained robust at 18 percent, matching the rate seen in July to suggest little change in underlying demand drivers for the French labour market.
- **Germany:** The online job market in Germany continued on its positive trajectory in August, in line with strong economic performance, as second quarter GDP surged 2.2 percent – its fastest rate since country reunification. The Index showed a relatively strong trend through August – despite it being a traditionally quiet month of the year. Meanwhile, the jobless rate continued to improve in its most recent reading, with a level of 7.6 reported in July.
- **Italy:** Italian hiring activity decreased in August for the first time in six months. Among industry sectors, hospitality and tourism noted the sharpest dip, a result of summer seasonal hiring slowing. In contrast, significant growth was seen in research and development. In addition, while only two of the 20 regions monitored by the Monster Employment Index reported monthly growth, in most regions the decline was mild compared to the same period a year earlier.
- **Netherlands:** Online job demand saw another moderate dip in August, as seasonal recruitment trends typical for this time of year came to fruition. The annual growth rate also slowed once again in August, with demand now up a mild one percent. Industries most notably effected by the slowdown included legal, whilst the IT sector continued to exhibit the most sustained growth trend of all industries.
- **Sweden:** Following an upswing at the beginning of the year, online recruitment activity slowed for the third consecutive month in August, leaving the Index at its lowest reading since January 2010. The monthly slowdown can largely be attributed to seasonal recruitment trends seen at this time of year. Although the Index experienced a mild annual decline in August, the annual growth rate increased to 26 percent, a strong sign that the overall recruitment industry is continuing on its path of recovery.
- **UK:** Annual growth for the Monster Employment Index UK was measured at 19 percent in August, matching the rate seen in May and June and reflecting a steady long-term improvement in hiring conditions. Recruitment in management and consulting expanded at a relatively normal pace, but other business support service sectors such as HR and administrative, organisation showed slightly weakened demand trends.

**Best Performing Sectors**

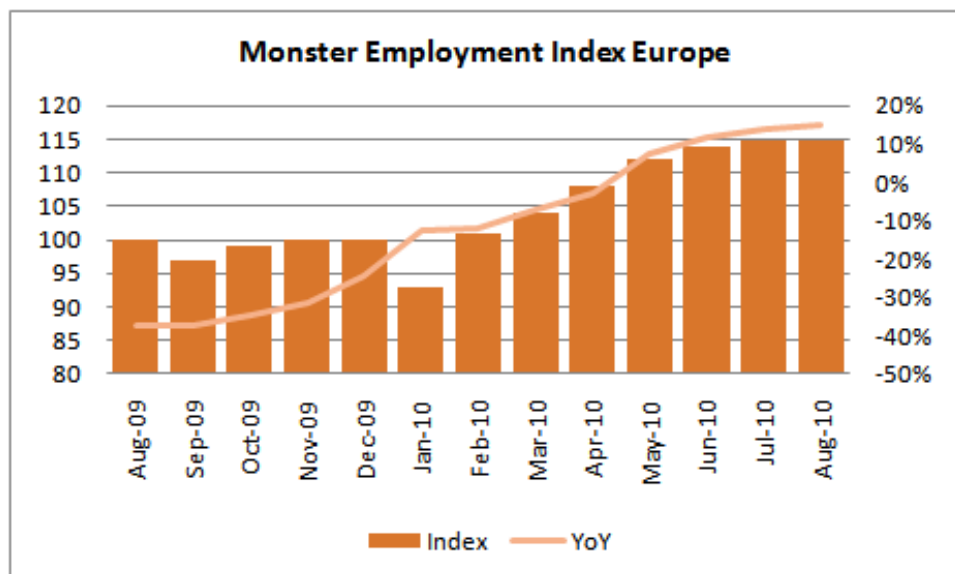
Industry sectors showing the highest rate of increase in online job availability included:

**Month-on-month**

Industry	Aug 10	Jul 10	%
Real estate	102	96	6%
Accounting, audit, taxes	92	90	2%
Engineering	119	117	2%
Production, manufacturing, maintenance, repair	190	187	2%
Transport, post and logistics	138	136	1%

**Year-on-year**

Industry	Aug 10	Aug 09	%
Transport, post and logistics	138	99	39%
Automotive	117	89	31%
Production, manufacturing, maintenance, repair	190	151	26%
Agriculture, fishing, forestry	114	96	19%
Real estate	102	86	19%



Findings for the seven countries tracked by the Monster Employment Index Europe for the past 13 months are as follows:

Region	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09
Belgium	105	108	106	113	108	102	94	87	98	99	95	106	104
France	116	127	122	127	116	114	114	101	110	112	115	97	98
Germany	124	122	116	111	110	104	100	97	102	102	101	103	105
Italy	132	135	133	131	129	126	119	110	121	126	117	111	122
Netherlands	91	95	96	95	88	88	85	83	89	87	88	86	90
Sweden	123	132	141	142	137	132	125	108	116	114	103	102	98
United Kingdom	130	129	131	130	121	126	124	111	120	116	114	107	109

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

Occupation	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09
Managers	101	105	108	109	104	104	104	96	103	103	102	100	102
Professionals	114	114	113	113	108	108	106	99	106	105	104	100	102
Technicians and associate professionals	110	111	111	110	107	104	100	94	102	102	100	97	98
Clerical support workers	121	122	126	126	120	113	113	106	113	112	112	109	111
Service and sales workers	242	245	244	235	226	213	194	162	178	176	173	171	173
Skilled agricultural, forestry and fishery workers	174	175	188	191	183	158	146	118	128	138	140	147	145
Craft and related workers	163	160	149	143	138	129	123	117	125	130	131	129	134
Plant and machine operators, and assemblers	100	99	91	84	79	74	68	60	66	68	67	67	71
Elementary occupations	164	160	146	137	131	121	116	106	113	115	116	124	131

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

Industry	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09
Accounting, audit, taxes	92	90	88	89	87	87	86	82	87	87	89	87	88
Administrative, organisation	94	96	97	95	92	89	87	80	84	84	83	82	84
Agriculture, fishing and forestry	114	116	122	125	122	106	97	79	86	91	92	97	96
Arts, entertainment, sports, leisure	107	121	135	138	132	139	133	121	128	129	121	117	114
Automotive	117	118	107	115	111	103	93	81	81	82	82	83	89
Banking, finance, insurance	87	87	87	87	84	84	82	76	82	80	81	79	80
Construction and extraction	125	124	119	116	114	109	105	98	106	108	109	112	116
Education, training and library	180	192	209	198	177	178	184	166	185	182	177	166	178
Engineering	119	117	114	112	109	107	104	97	103	104	103	100	104
Environment, architecture and urbanism	87	88	90	89	87	87	85	81	86	89	88	89	88
Healthcare, social work	551	566	552	546	550	519	510	475	506	508	498	463	471
Hospitality and tourism	191	200	204	197	192	172	160	139	157	161	165	163	167
HR	85	86	86	88	86	85	85	81	83	82	80	77	78
IT	88	88	86	86	84	83	81	76	80	79	78	77	78
Legal	112	114	117	122	116	118	115	108	119	108	105	105	110
Management and consulting	105	105	103	106	103	100	102	95	101	101	101	101	104
Marketing, PR and media	127	127	133	134	132	133	127	123	123	121	116	115	115
Production, manufacturing, maintenance, repair	190	187	172	162	156	145	139	129	139	145	144	145	151
Public sector, defence, community	85	86	86	83	80	81	83	86	87	84	84	81	84
Real estate	102	96	90	92	93	92	88	84	90	88	87	83	86
Research and development	105	108	104	105	102	101	100	95	100	100	98	98	100
Sales	100	100	104	104	100	100	97	92	97	97	96	93	93
Telecommunications	78	78	79	79	79	76	72	68	72	73	70	68	66
Transport, post and logistics	138	136	125	119	108	102	97	90	99	99	100	97	99

Monster Employment Index data for September will be released on October 12, 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>.

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#### **CONTACT:**

Robin Clark / Christina Cooper  
Weber Shandwick  
+44 (0)207 067 0500  
[MonsterEurope@webershandwick.com](mailto:MonsterEurope@webershandwick.com)