

# monster<sup>®</sup>

## EMPLOYMENT INDEX

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### **European Online Recruitment Shows Annual Growth of 22 Percent, Reports Monster Employment Index**

#### **December 2010 Index Highlights:**

- The Monster Employment Index Europe reported a 22 percent year-on-year growth, with the level of opportunities steady for the third month in a row
- Education, training and library saw the largest rise on a monthly basis whilst Industrial sector opportunities showed the strongest annual growth
- Banking, finance, insurance, and legal registered slowdowns in annual growth rate with reduced year-end online job offerings Italy leads monthly growth and Germany continues to be the strongest overall creator of job opportunities in Europe

#### **Summary Overview**

Online job demand ended 22 percent higher for the year, reflecting a more robust European economy and greater confidence in hiring. Job development during Q4 has generally remained stable. This means that while hiring has accelerated in some sectors and countries it has yet to become a universal and ongoing trend.

Education, training and library led all industry sectors in growth in December, driven by strong demand in extracurricular fields as private investment in education rebounds. Arts, entertainment, sports and leisure saw a similar growth rate in December, suggesting that employers could be preparing for European consumers to spend more on activities outside work in 2011.

Industrial production sectors are the star performers in Europe this year in terms of annual growth. Production, manufacturing, maintenance and repair grew at a significant rate along with automotive and engineering. Meanwhile, the overall top performer was transport, post and logistics, illustrating the European economy literally getting moving.

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:

Dec 10	Nov 10	Oct 10	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09
122	122	122	117	115	115	114	112	108	104	101	93	100

“We’ve seen the same level of demand for the third consecutive month; this shows that although the employment market is more positive than last year a degree of uncertainty

remains,” commented Andrea Bertone, head of Monster Europe. “Job creation is definitely gaining ground in individual countries and sectors but we are yet to see the economy shift into higher gear. It seems that many employers are waiting to see a clearer picture emerge before embarking on wider staff expansion.”

***Education, training and library jobs expand***

Online job demand increased for education, training and library posts in December, up by eight points (four percent). This sector typically sees improvement at the end of the year as opportunities are created by the start of a new semester. However, annual growth of 16 percent shows an overall investment in training the workforce for new challenges.

December saw opportunities in arts, entertainment, sports and leisure rise by four points (four percent), although the sector ended 16 percent lower year-on-year. This suggests that employers are preparing for greater spending on free-time activities in 2011.

The professional service segment meanwhile exhibited some weakened momentum in December. Banking, finance, insurance, and legal registered substantial slowdowns in annual growth rate, as sector employers reduced online job offerings at the end of the year more dramatically than average, reflecting a degree of uncertainty surrounding the near-term outlook.

Industrial employment continues to be at the heart of driving long-term job demand in Europe as a whole. Engineering demand grew fastest in December, by four points to finish the year at 31 points higher (up 30 percent). This growth was apparent in most European countries especially in markets with traditionally large production bases.

Transport, post and logistics was the overall top annual growth performer, ending the year 53 percent higher. Production, manufacturing, maintenance and repair hit 50 percent growth and automotive grew 35 percent.

***Demand for plant and machine operators and assemblers accelerates***

Plant and machine operators and assemblers saw annual growth in demand accelerate to 64 percent in December. This reflects the overall expansion in opportunities in the industrial sector.

White collar demand showed positive signs. Opportunities for managers grew by 11 points (up 11 percent) in December, putting year-on-year growth at 11 percent. Meanwhile, demand for professionals edged up one point in December (one percent) to record an annual growth of 15 percent.

**Country Highlights:**

- **Belgium:** The Monster Employment Index exhibited an annual growth rate of 12 percent in December, marking a small improvement from November's 11 percent growth rate and suggesting some gains in momentum for the labour market.
- **France:** Online job demand increased by one percent in December while annual growth was reported at 22 percent, an accelerated year-on-year result compared to November. Online recruitment activity is notably higher than a year ago in professional segments including banking finance and insurance, and demand continues to emerge in the consumer-driven industries including hospitality and tourism.
- **Germany:** Despite a slight dip in December, online job demand remains higher than it has been in two years. Year-on-year German demand increased by thirty one percent. A somewhat new development is the emerging improvement in recruitment activity for the consumer-driven sectors such as arts, entertainment, sports, leisure and hospitality and tourism, perhaps mirroring forecasts of domestic demand playing a larger role in 2011 growth, as the export-led recovery potentially slows.
- **Italy:** Online recruitment opportunities in Italy recovered from a brief decline in August and September to record a third consecutive month of growth. The Index rose by four points (three percent), nearly matching a two year high.
- **Netherlands:** Online job opportunities held steady in The Netherlands in December, whilst the annual growth rate slowed, at three percent compared to six percent in November. Online demand growth trends were improved for technical sectors including IT, engineering and research & development. Meanwhile, improvements in job offerings in sales and hospitality and tourism suggest an increase in confidence in consumer-driven areas of the economy.
- **Sweden:** While the Index continues to chart growth, pace of improvement has slowed marginally, as illustrated by the annual growth trajectory which edged down to 31 percent in December from 32 percent in November. In particular, long-term growth trends slowed for construction and extraction and financial service sectors such as banking, finance, insurance; and accounting, audit, taxes. However, while growth rates have been reduced, they are still widely positive and above the average rates seen for this time of year.
- **UK:** The Monster Employment Index rose by 11 percent year-on-year in December, indicating a gradual improvement in overall online job demand compared to that seen in the same period last year, although still slowed from the 22 percent growth rate observed in September.

**Best Performing Sectors**

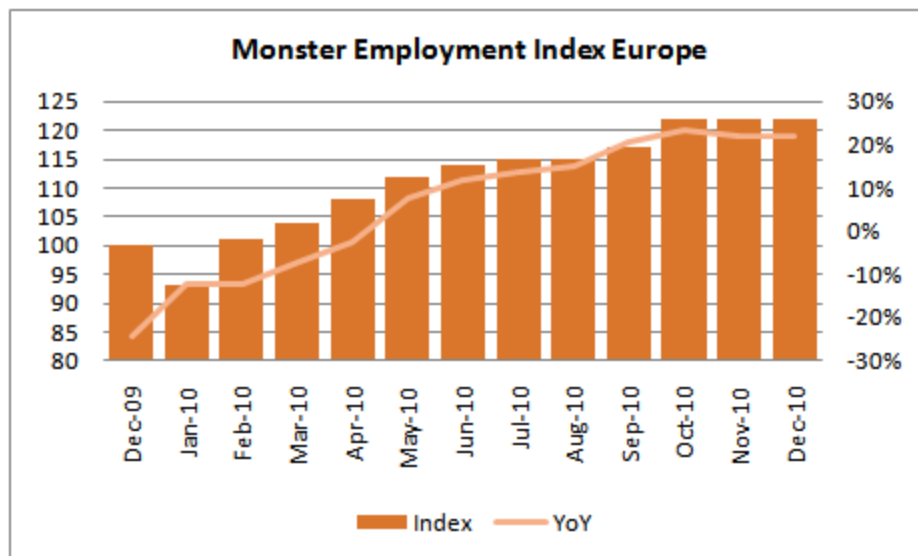
Industry sectors showing the highest rate of increase in online job availability included:

**Month-on-month**

<b>Industry</b>	<b>Dec 10</b>	<b>Nov 10</b>	<b>%</b>
Education, training and library	215	207	4%
Arts, entertainment, sports, leisure	108	104	4%
Marketing, PR and media	136	131	4%
Engineering	134	130	3%
Real estate	103	100	3%

**Year-on-year**

<b>Industry</b>	<b>Dec 10</b>	<b>Dec 09</b>	<b>%</b>
Transport, post and logistics	151	99	53%
Production, manufacturing, maintenance, repair	209	139	50%
Hospitality and tourism	212	157	35%
Automotive	109	81	35%
Engineering	134	103	30%



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

Region	Dec 10	Nov 10	Oct 10	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09
Belgium	110	110	108	106	105	108	106	113	108	102	94	87	98
France	134	133	135	116	116	127	122	127	116	114	114	101	110
Germany	134	135	131	128	124	122	116	111	110	104	100	97	102
Italy	152	148	134	127	132	135	133	131	129	126	119	110	121
Netherlands	92	92	90	86	91	95	96	95	88	88	85	83	89
Sweden	152	150	140	134	123	132	141	142	137	132	125	108	116
United Kingdom	133	130	138	131	130	129	131	130	121	126	124	111	120

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

Occupation	Dec 10	Nov 10	Oct 10	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09
Managers	114	103	105	102	101	105	108	109	104	104	104	96	103
Professionals	122	121	121	116	114	114	113	113	108	108	106	99	106
Technicians and associate professionals	113	112	116	111	110	111	111	110	107	104	100	94	102
Clerical support workers	127	128	130	125	121	122	126	126	120	113	113	106	113

Service and sales workers	260	265	258	257	242	245	244	235	226	213	194	162	178
Skilled agricultural, forestry and fishery workers	153	172	179	159	174	175	188	191	183	158	146	118	128
Craft and related workers	180	183	181	174	163	160	149	143	138	129	123	117	125
Plant and machine operators, and assemblers	108	110	105	101	100	99	91	84	79	74	68	60	66
Elementary occupations	166	169	165	165	164	160	146	137	131	121	116	106	113

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

Industry	Dec 10	Nov 10	Oct 10	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09
Accounting, audit, taxes	92	92	94	91	92	90	88	89	87	87	86	82	87
Administrative, organisation	97	98	98	94	94	96	97	95	92	89	87	80	84
Agriculture, fishing and forestry	101	112	116	104	114	116	122	125	122	106	97	79	86
Arts, entertainment, sports, leisure	108	104	107	104	107	121	135	138	132	139	133	121	128
Automotive	109	113	107	106	117	118	107	115	111	103	93	81	81
Banking, finance, insurance	84	85	87	85	87	87	87	87	84	84	82	76	82
Construction and extraction	122	126	126	126	125	124	119	116	114	109	105	98	106
Education, training and library	215	207	199	183	180	192	209	198	177	178	184	166	185
Engineering	134	130	128	122	119	117	114	112	109	107	104	97	103
Environment, architecture and urbanism	98	99	95	97	87	88	90	89	87	87	85	81	86
Healthcare, social work	576	572	600	594	551	566	552	546	550	519	510	475	506
Hospitality and tourism	212	221	217	215	191	200	204	197	192	172	160	139	157
HR	88	86	87	85	85	86	86	88	86	85	85	81	83
IT	94	94	92	89	88	88	86	86	84	83	81	76	80
Legal	118	118	117	117	112	114	117	122	116	118	115	108	119
Management and consulting	109	111	109	107	105	105	103	106	103	100	102	95	101
Marketing, PR and media	136	131	133	128	127	127	133	134	132	133	127	123	123
Production, manufacturing, maintenance, repair	209	212	208	200	190	187	172	162	156	145	139	129	139
Public sector, defence, community	87	88	89	85	85	86	86	83	80	81	83	86	87
Real estate	103	100	102	94	102	96	90	92	93	92	88	84	90
Research and development	111	111	109	105	105	108	104	105	102	101	100	95	100
Sales	103	103	105	102	100	100	104	104	100	100	97	92	97
Telecommunications	88	88	89	82	78	78	79	79	79	76	72	68	72
Transport, post and logistics	151	150	150	143	138	136	125	119	108	102	97	90	99

Monster Employment Index data for January will be released on February 8, 2011.

**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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