



Recruiting Slowdown Intensifies as Germany and UK Report Sharp Slowdown in Online Job Demand

January 2009 Index Highlights:

- The Monster Employment Index Europe fell 26 points in January, marking the steepest monthly fall on record as EU online recruitment activity fell for a sixth consecutive month
- Online opportunities across the EU were down 33 points or 24 percent year-on-year as all major markets saw sharp declines
- The UK reported the sharpest decrease on the month, while Germany saw negative annual growth for the first time in Index records.
- Sectors marking the most significant falls were manufacturing; architecture and tourism. Elsewhere, telecommunications; agriculture; transportation; and engineering also fell sharply
- Healthcare and social work professionals saw higher demand and remained the top growth sector from an annual perspective. Education, training and library was also up, year-on-year

Summary Overview

The 26-point fall in the Monster Employment Index Europe in January brought about a sixth consecutive month of lower online recruiting activity. The fall was the largest since the inception of the Index and driven by Europe's biggest market Germany, which registered fewer online job vacancies than a year earlier for the first time since the Index's inception in 2004. The UK also saw a significant decrease. Belgium, meanwhile, saw a comparatively moderate decline.

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.

Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08
106	132	146	152	155	159	167	166	166	165	170	165	139

“Sluggish business activity and sustained uncertainty about a rebound from the current poor conditions have led leading companies across Europe to go on the defensive,” commented Hugo Sellert, head of economic research at Monster Worldwide. “Many markets and industries have gone from expansion mode to contraction mode in a

comparatively short period of time. Despite the pinch, some areas of the economy including healthcare and education are still showing high levels of demand for workers.”

Production sector slumps in-line with slowdown in industrial activity across Europe; healthcare remains buoyant

The production, manufacturing, maintenance and repair sector fell for a second month, with a 58-point drop driven by broad-spread falls across the EU and steep falls in Italy, Sweden and the Netherlands. Having soared through 2008, the sector held just one point higher than in January last year. Opportunities in transport, post and logistics also slid by 38 points while engineering saw worker demand fall 36 points

Environment, architecture and urbanism fell sharply, as a 53-point drop marked the fifth consecutive month of decline. The UK saw the steepest fall, while milder falls registered in Italy and Belgium. Year-on-year, demand was down by a massive 117 points, or 55 percent, the steepest among industry sectors and partly reflecting the adverse impact on hiring from the slowing housing market.

The impact of lower consumer confidence was reflected in the 44-point fall in the hospitality and tourism sector, suggesting slower hiring as households have started cutting non-essential spending. Italy, Germany and the UK registered the sharpest decreases, while milder falls were reported in France, the Netherlands and Sweden, while Belgium showed a slight up-tick. Year-on-year, the industry sector was down 11 Index points, or eight percent.

One sector still performing well was healthcare and social work, rising 13 points across Europe following a dip in December. The UK reported soaring opportunities, while Belgium noted a mild increase.

Service and sales workers see online job opportunities slump, while craft workers; and managers report sharply lower demand

Following a moderate decline in December, service and sales workers saw demand plummet 57 points as Germany and Italy registered steep falls in online recruiting activity. Year-on-year, demand was down 14 points, or 10 percent.

Opportunities for craft and related trades workers dropped 33 points, yet were up 19 points, or 14 percent year-on-year, suggesting a relative resilience in demand for skilled tradespeople. Major declines were seen in the UK, Germany, Italy, and the Netherlands, while opportunities rose in France.

Workers in the managers occupational category saw a third consecutive month of decline, as a 32-point hit on white-collar job availability was driven by a major fall in Sweden. France, Italy, Germany, Netherlands and the UK also saw steep falls. Year-on-year, demand was down 34 points, or 25 percent.

Top Growth Sector Month-to-month

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

Industry	Jan 09	Dec 08	Nov 08
Healthcare, social work	431	418	429

Top Growth Sectors Year-on-year

Industries showing the greatest annual rate of increase in online job availability included:

Occupational Group	Jan 09	Dec 08	Jan 08
Healthcare, social work	431	418	181
Education, training and library	162	196	134
Hospitality and tourism	143	187	132
Production, manufacturing, maintenance, repair	191	249	190

Country Highlights:

- Belgium:** The Belgium Index fell in January for a seventh consecutive month of decline, reaching its lowest point on record. The monthly decline mirrors that of Europe as a whole, yet the drop was not as severe as other countries throughout the EU as the UK, France and Germany all showed sharp falls
- France:** The Monster Employment Index France slipped 16 points in December, marking the second consecutive month of decline, as opportunities fell sharply in the engineering; and production, manufacturing, maintenance and repair sectors. Year-on-year the Index was down 29 points, or 19 percent.
- Germany:** Having shown relative resilience amid the increasingly challenging economic conditions at the end of 2008, German online recruitment activity fell sharply at the start of 2009, as heavy industries such as production, manufacturing, maintenance and repair suffered sharp declines. Meanwhile, engineering also saw a sharp decline, suggesting their work pipeline is also under pressure. Despite a sharp fall in healthcare positions, the sector remains near historically high levels
- Italy:** The Italian Index plummeted 26 points in January for a second consecutive month of decline. The fall was the steepest since the Index's inception, indicating a further contraction in the Italian job market in January. The decline was in line with the European Union as a whole, which also saw a 26 point decline in the Index
- Netherlands:** The Monster Employment Index Netherlands slumped 24 points in January to a reading of 123, leaving the Index at its lowest level since 2003. The fall

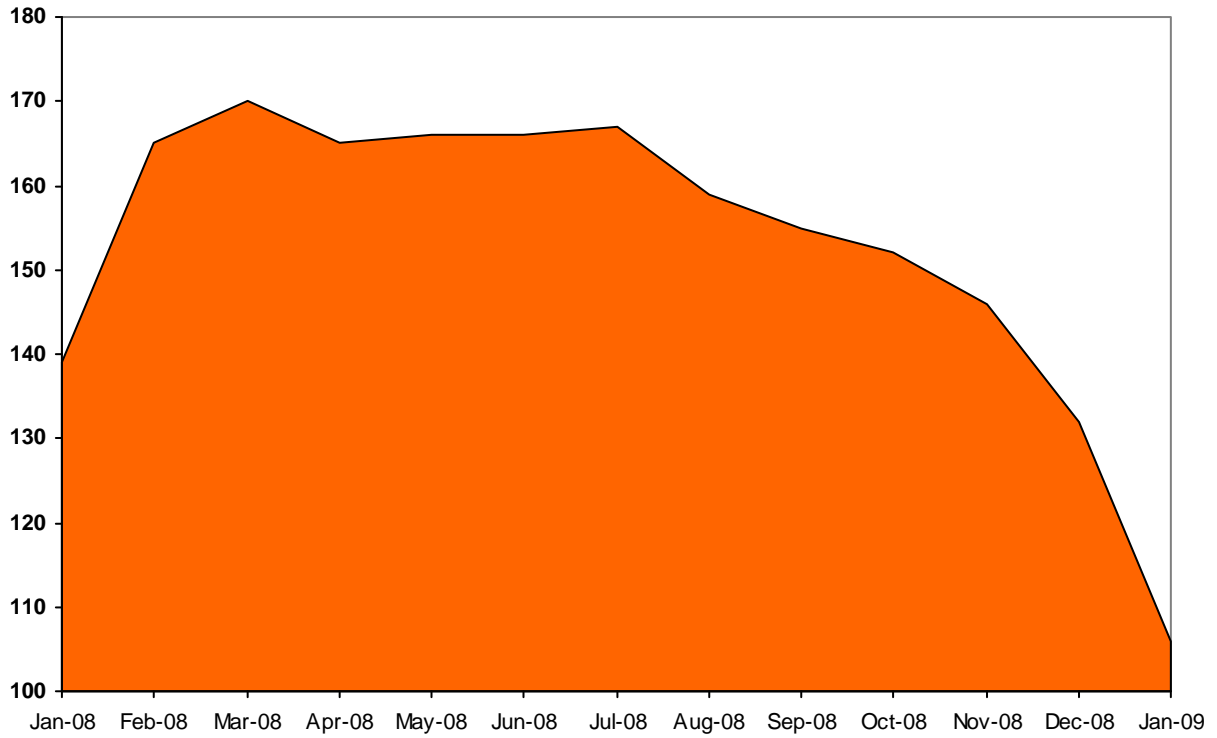
reflects steep declines in advertised job opportunities in the transport, post and logistics; and administrative and organisation sectors. Year-on-year the Index declined 35 percent, further moderation in Dutch employer demand for workers at the beginning of 2009.

- **Sweden:** The Swedish Index fell 11 points in December, as online job opportunities continued to fall for the third consecutive month. Year-on-year the Index plummeted 59 points, or 29 percent. Sweden did not experience the typical seasonal pick-up in hiring for the Christmas period, as opportunities in the sales sector fell significantly in December. Despite the overall decline in the Index, the education and agricultural sectors experienced some gains.
- **UK:** The UK Index slumped by 30 points in January, continuing the overall downtrend seen since February 2008 and reaching its lowest level since May 2006. Year-on-year, the Index was down 49 points, or 31 percent, the steepest on record, indicating continued slowdown in online job availability at the start of 2009. Demand continued to decline in the HR sector for the seventh consecutive month. The healthcare and social work sector saw a large upturn in demand after a month of decline

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

Country	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08
Belgium	99	102	107	114	116	118	123	127	127	129	134	133	118
France	102	127	143	158	155	160	169	171	159	161	160	167	140
Germany	115	137	144	143	150	146	150	140	142	141	148	146	125
Italy	129	155	164	157	150	165	179	175	171	172	172	155	143
Netherlands	123	147	156	164	170	173	194	203	206	210	210	201	188
Sweden	121	145	156	162	167	159	171	190	200	202	206	209	187
United Kingdom	111	141	152	161	159	167	174	177	181	179	187	192	160

Monster Employment Index Europe



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

Industry	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08
Accounting, audit, taxes	108	127	138	143	148	152	167	176	169	168	174	181	154
Administrative, organisation	89	118	127	129	136	138	147	147	152	155	161	155	133
Agriculture, fishing and forestry	61	89	98	112	112	114	151	158	138	139	136	161	124
Arts, entertainment, sports, leisure	112	137	145	157	161	167	173	174	173	173	182	175	161
Automotive	90	108	145	165	181	192	159	150	156	158	166	167	123
Banking, finance, insurance	88	108	116	120	114	118	118	117	119	126	119	115	106
Construction and extraction	114	137	149	155	161	159	160	153	153	158	163	156	137
Education, training and library	162	196	177	179	151	164	183	176	165	144	150	160	134
Engineering	137	173	181	179	180	181	183	176	185	179	188	172	142
Environment, architecture and urbanism	95	148	162	173	208	250	232	255	273	260	273	251	212
Healthcare, social work	431	418	429	374	320	336	322	292	271	237	239	226	181
Hospitality and tourism	143	187	187	184	193	195	235	225	202	192	170	171	132
HR	79	88	92	95	97	99	103	103	103	105	109	105	96
IT	87	104	115	117	121	121	128	127	127	131	138	148	128
Legal	105	123	127	132	132	133	134	145	147	145	151	137	140
Management and consulting	114	134	139	151	161	161	167	157	158	161	171	163	130
Marketing, PR and media	120	154	175	181	182	189	205	197	208	207	219	209	179
Production, manufacturing, maintenance, Repair	191	249	271	269	283	276	280	253	248	243	255	229	190
Public Sector, defence, community	80	89	102	96	103	101	98	98	95	93	97	100	91
Real estate	81	86	87	87	88	89	93	94	95	96	98	98	97
Research and development	121	142	159	168	161	167	179	171	176	179	188	176	145
Sales	91	113	121	123	125	125	133	129	131	133	136	137	116
Telecommunications	68	101	109	104	103	110	111	113	121	124	131	122	118
Transport, post and logistics	116	154	173	180	195	207	208	195	187	183	191	177	153

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

Occupation	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08
Managers	104	136	147	158	154	166	172	166	171	171	177	170	138
Professionals	122	149	161	164	166	171	178	174	177	177	189	172	144
Technicians and associate professionals	102	124	129	129	133	132	140	137	137	138	143	133	111
Clerical support workers	118	155	166	175	183	188	201	204	207	204	215	198	159
Service and sales workers	128	185	217	207	222	219	248	246	228	216	214	190	142
Skilled agricultural and fishery workers	92	106	114	128	124	128	157	164	145	144	141	169	145
Craft and related trades workers	152	185	191	187	192	190	190	180	180	174	180	150	133
Plant and machine operators, and assemblers	92	121	159	180	198	214	211	195	189	197	219	198	175
Elementary occupations	115	135	147	151	158	149	151	141	135	133	132	130	117

Monster Employment Index data for February will be released on March 10, 2009.

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://corporate.monster.com/Press_Room/MEI_EU.asp.

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. More information about Monster Worldwide is available at <http://corporate.monster.com>.

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