

# monster<sup>®</sup>

## EMPLOYMENT INDEX

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### **European Online Recruitment Up 25 Percent Year-on-Year, Reports Monster Employment Index**

#### **January 2011 Index Highlights:**

- The Monster Employment Index Europe reported annual growth of 25 percent in January, the most rapid pace seen during the current economic cycle
- Recruitment remained relatively active, with less seasonal slow-down than is typically seen for the month. However, Real estate was the only sector to see increased demand from December to January, driven by growth in Germany and France. Transport, post and logistics noted the greatest annual gain
- Public sector opportunities continued to reduce, aligning with trends of reductions in government spending in many European countries
- Online job demand for Managers edged down slightly on a monthly basis
- Germany continued to lead all countries in annual growth; Italy eased following a high performing December

#### **Summary Overview**

Long term online recruitment levels improved again, with the annual growth rate accelerating from 22 percent in December to 25 percent in January.

The seasonal slow-down was mild, relative to what is typically seen at this time of year. Engineering and production, manufacturing, maintenance, repair recorded notably mild degrees of easing on the month. These sectors continue to be among the largest contributors to Europe's overall job market turnaround.

Public sector job opportunities hit the lowest level since May 2010, reflecting significant cuts in government spending across the continent. Following a sharp rise in growth in education, training and library in December relating to the start of a new semester, the sector reduced to normal levels in January although remained up year-on-year.

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:

Jan 11	Dec 10	Nov 10	Oct 10	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10
116	122	122	122	117	115	115	114	112	108	104	101	93

“The long term picture continues to improve, with Europe's industrial production, together with a high performing market in Germany, creating the highest annual growth

rate seen since the recession,” commented Andrea Bertone, Vice President of Business Operations at Monster Europe. “However, the Index shows the impact of tighter government spending, with significant reductions in public sector opportunities. The months ahead will be key as we see the currently-growing private sector react to these cut-backs.”

### ***Real estate leads monthly online job demand***

Online job demand increased in just one sector in January with real estate registering a one point (one percent) monthly increase. This was largely driven by Germany, together with small improvements in France and Poland. Year-on-year, the sector’s recruitment levels are up 24 percent, with activity largely focused on commercial rather than residential property.

Engineering exhibited some easing on the month with a reduction of four points (three percent). However, the sector typically sees a decline at this time of year and the long-term trend continues to strengthen year-on-year, at 34 percent. This trend was mirrored in transport, post and logistics (up 60 percent year on year); production, manufacturing, maintenance and repair (up 55 percent year on year); IT (up 12 percent year on year) and research and development (up 44 percent year on year).

Financial services carried some recruitment momentum into the New Year. Accounting, audit, taxes edged down marginally by one point (one percent) on the month, buoyed by robust demand in UK and Germany. From an annual growth view, the sector is now up 11 percent in the Index. Meanwhile, banking, finance, insurance saw its annual growth improve to a five percent pace.

Education, training, library registered the steepest monthly decline among sectors in the January Index, down 23 points (11 percent). The sector has historically seen seasonal declines in January of similar degree; the sector’s long-term trend stayed on track, as annual growth remained at 16 percent. General public sector opportunities reduced by six points (seven percent) this month, dropping the sector’s 12-month trend into negative territory.

### ***Online job demand exhibited positive growth across all occupations for the year***

Each of the nine occupational groups monitored by the Index registered monthly declines in online job demand in January, although the annual trends were positive year-on-year across all groups.

Annual growth in demand for plant and machine operators, and assemblers accelerated to 67 percent in January, leading all occupational groups. This aligns with trends seen in the production, manufacturing, maintenance, repair sector; the group’s largest employer.

Managers saw mild easing in online recruitment activity in January of two points (two percent), reflecting widely sustained demand for white collar professionals. Annual growth for the group improved to 17 percent.

Service and sales workers; and elementary occupations registered downshifts in long-term growth. Nonetheless, demand remains substantially higher than it was a year ago in both occupational groups.

**Country Highlights:**

- **Belgium:** The Monster Employment Index Belgium demonstrated annual growth of 16 percent in January, indicating continued long-term momentum in the Belgian labour market. However, online recruitment activity in January was down from December aligning with the seasonal precedent for the start of each year.
- **France:** Online job demand exhibited seasonal easing of seven percent in January while annual growth was reported at 23 percent, an accelerated year-on-year result compared to December. Marketing, PR and media was the only sector to register a gain on the month, increasing one point (one percent), while other professional service sectors including research and development; IT; and management and consulting logged relatively mild declines for this time of year.
- **Germany:** While online recruitment eased on the month, the annual growth rate in January is the most rapid of the current economic cycle, with Germany remaining among the top trending European countries by measure of long-term growth in the Index. Year-on-year online demand has grown by 37 percent. Banking, finance and insurance, and accounting, audit, taxes were among professional service sectors to record improvement in long-term growth trends in January, suggesting a slight return to confidence of employers in these sectors.
- **Italy:** Online recruitment opportunities in Italy maintained steady long-term growth, while the sequential month view illustrated seasonal easing of 11 percent between December 2010 and January 2011.
- **Netherlands:**  
The Monster Employment Index Netherlands eased month-on-month in January by three points (three percent), reflecting a relatively strong start to the year given the more dramatic December-January declines historically seen in the Index. Annual growth accelerated to seven percent, up from December's three percent rate, reflecting a more robust pace of long-term improvement. Among industries, research and development; IT and engineering recruitment were strong for this time of year, with a resultant up-shift in annual growth.
- **Sweden:** According to Monster Employment Index Sweden, online job opportunities grew by 32 percent annually. The monthly view revealed a dip of nine points (six percent) in January which aligns with seasonal patterns historically seen in the Index during the December-January transition period.

- UK:** The Monster Employment Index UK demonstrated a 15 per cent increase in online job demand since January last year, suggesting positive momentum in the UK jobs market. IT led all sectors in terms of annual growth, exhibiting a 34 per cent increase. Banking, finance and insurance was also slightly improved on the year. Month on month the Index showed a slight decline, but this is a usual trend for early January as companies come back after the holiday season.

**Best Performing Sectors**

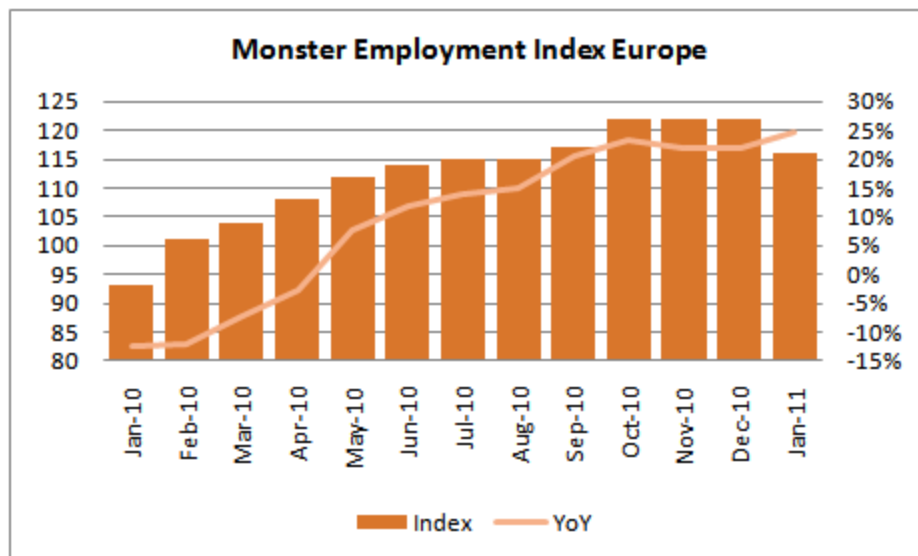
Industry sectors showing the highest rate of increase in online job availability included:

**Month-on-month**

<b>Industry</b>	<b>Jan 11</b>	<b>Dec 10</b>	<b>%</b>
Real estate	104	103	1%
Management and consulting	109	109	0%
Healthcare, social work	575	576	0%
IT	93	94	-1%
Accounting, audit, taxes	91	92	-1%

**Year-on-year**

<b>Industry</b>	<b>Jan 11</b>	<b>Jan 10</b>	<b>%</b>
Transport, post and logistics	144	90	60%
Production, manufacturing, maintenance, repair	200	129	55%
Hospitality and tourism	195	139	40%
Engineering	130	97	34%
Telecommunication	86	68	26%



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

Region	Jan 11	Dec 10	Nov 10	Oct 10	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10
Belgium	101	110	110	108	106	105	108	106	113	108	102	94	87
France	124	134	133	135	116	116	127	122	127	116	114	114	101
Germany	133	134	135	131	128	124	122	116	111	110	104	100	97
Italy	135	152	148	134	127	132	135	133	131	129	126	119	110
Netherlands	89	92	92	90	86	91	95	96	95	88	88	85	83
Sweden	143	152	150	140	134	123	132	141	142	137	132	125	108
United Kingdom	128	133	130	138	131	130	129	131	130	121	126	124	111

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

Occupation	Jan 11	Dec 10	Nov 10	Oct 10	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10
Managers	112	114	103	105	102	101	105	108	109	104	104	104	96
Professionals	117	122	121	121	116	114	114	113	113	108	108	106	99
Technicians and associate professionals	108	113	112	116	111	110	111	111	110	107	104	100	94
Clerical support workers	123	127	128	130	125	121	122	126	126	120	113	113	106

Service and sales workers	234	260	265	258	257	242	245	244	235	226	213	194	162
Skilled agricultural, forestry and fishery workers	136	153	172	179	159	174	175	188	191	183	158	146	118
Craft and related workers	172	180	183	181	174	163	160	149	143	138	129	123	117
Plant and machine operators, and assemblers	100	108	110	105	101	100	99	91	84	79	74	68	60
Elementary occupations	153	166	169	165	165	164	160	146	137	131	121	116	106

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

Industry	Jan 11	Dec 10	Nov 10	Oct 10	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10
Accounting, audit, taxes	91	92	92	94	91	92	90	88	89	87	87	86	82
Administrative, organisation	95	97	98	98	94	94	96	97	95	92	89	87	80
Agriculture, fishing and forestry	90	101	112	116	104	114	116	122	125	122	106	97	79
Arts, entertainment, sports, leisure	105	108	104	107	104	107	121	135	138	132	139	133	121
Automotive	101	109	113	107	106	117	118	107	115	111	103	93	81
Banking, finance, insurance	80	84	85	87	85	87	87	87	87	84	84	82	76
Construction and extraction	113	122	126	126	126	125	124	119	116	114	109	105	98
Education, training and library	192	215	207	199	183	180	192	209	198	177	178	184	166
Engineering	130	134	130	128	122	119	117	114	112	109	107	104	97
Environment, architecture and urbanism	91	98	99	95	97	87	88	90	89	87	87	85	81
Healthcare, social work	575	576	572	600	594	551	566	552	546	550	519	510	475
Hospitality and tourism	195	212	221	217	215	191	200	204	197	192	172	160	139
HR	85	88	86	87	85	85	86	86	88	86	85	85	81
IT	93	94	94	92	89	88	88	86	86	84	83	81	76
Legal	111	118	118	117	117	112	114	117	122	116	118	115	108
Management and consulting	109	109	111	109	107	105	105	103	106	103	100	102	95
Marketing, PR and media	131	136	131	133	128	127	127	133	134	132	133	127	123
Production, manufacturing, maintenance, repair	200	209	212	208	200	190	187	172	162	156	145	139	129
Public sector, defence, community	81	87	88	89	85	85	86	86	83	80	81	83	86
Real estate	104	103	100	102	94	102	96	90	92	93	92	88	84
Research and development	107	111	111	109	105	105	108	104	105	102	101	100	95
Sales	97	103	103	105	102	100	100	104	104	100	100	97	92
Telecommunications	86	88	88	89	82	78	78	79	79	79	76	72	68
Transport, post and logistics	144	151	150	150	143	138	136	125	119	108	102	97	90

Monster Employment Index data for February will be released on March 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>.

**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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