

# monster<sup>®</sup>

## EMPLOYMENT INDEX

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### European Online Recruitment Activity Rises Above Year-earlier Levels, Reports Monster Employment Index

#### September 2010 Index Highlights:

- The Monster Employment Index Europe reported a two percent climb in online job opportunities in September; year-on-year demand was up 21 percent
- Hospitality and tourism saw the sharpest monthly uptick in worker demand among industry sectors, whilst nearly all sectors saw demand escalate compared to year-earlier levels
- Sweden and Germany exhibited the sharpest monthly increases among regions monitored by the Index; Sweden continued to report the most notable annual growth

#### Summary Overview

Across Europe, there is a cautious hint of improvement, with external indicators such as business and consumer confidence reaching three year highs. The Index is beginning to mirror this sentiment as the annual growth rate for online hiring continues to accelerate. Compared to September 2009, job opportunities are now 21 percent higher and the Index is at its highest level since December 2008.

Among industry sectors, those reliant on industrial and export activity, including production, manufacturing maintenance and repair and transport, post and logistics noted substantial rises in September. Meanwhile science and technology sectors such as engineering and IT continued to report rises. All of these sectors also exhibited robust annual growth suggesting a positive turn in business investment trends.

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:

Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09
117	115	115	114	112	108	104	101	93	100	100	99	97

“The overall outlook for online job demand looks fairly positive and job seekers should be encouraged by the level of job opportunities we have seen over recent months. The rise in availability compared to levels seen in 2009 also paints an encouraging picture for the rest of the year,” commented Andrea Bertone, head of Monster Europe. “Sweden continues to register the most dramatic trends, with the annual growth well above year-

earlier figures. The rise in the region is linked to substantial reinvestment and demand in technology related sectors which are key to Sweden's recruitment heritage."

**Monthly and annual growth continues across majority of industry sectors in September; Hospitality and tourism reports largest monthly increase**

Online worker demand expanded across a broad range of industry sectors in September. The consumer driven sector, hospitality and tourism saw the largest uptick in worker demand as online offerings escalated 24 points (13 percent). Demand in the sector was seen across Germany and the UK. Year-on-year, opportunities were up 32 percent.

Environment, architecture and urbanism reported a 10 point (11 percent) monthly increase in online opportunities. Demand was also up nine percent year-on-year.

Industrial and exports activity across Europe continued to push related online job opportunities upwards in September. Production, manufacturing, maintenance and repair offerings increased 10 points (five percent), whilst transport, post and logistics worker demand climbed five points (four percent). Both sectors also exhibited substantial demand from a longer term perspective and represented the most robust annual growth among all industry sectors. Opportunities were up 38 percent and 47 percent on year-earlier levels respectively.

Technology and science related sector opportunities increased in September, with engineering worker demand up three points (three percent) and IT up one point (one percent). Year-on-year, job demand was up 22 percent and 16 percent respectively.

**Craft and related trades workers report sharpest monthly uptick; all occupational groups grow on an annual basis**

Online job opportunities increased in nearly all occupational groups in September, with craft and related trader workers reporting the sharpest increase. Opportunities increased 11 points (seven percent), whilst from a longer term perspective online worker demand increased 35 percent year-on-year.

Service and sales workers online job demand climbed 15 points (six percent) and opportunities soared 50 percent compared to September 2009.

From an annual perspective, all occupational groups reported elevated opportunities compared to September 2009. Plant and machine operators and assemblers reported the most robust growth with worker demand up 51 percent.

**Country Highlights:**

- **Belgium:** Online job opportunities rebounded in September, according to the Monster Employment Index. The increase can be attributed to the start of winter seasonal hiring activity, typical for this time of year. Despite an increase this month, year-on-year opportunities remained consistent, registering no change.
- **France:** Following a seasonal slowdown in August, online job opportunities remained stable in September. External indicators, such as French economic growth as reported by INSEE, which accelerated faster than anticipated for the second quarter of 2010, suggest the economy continues on its path of recovery. This has been reflected in the level of available jobs, as both the government and private sector began to invest in areas such as healthcare; management and consulting; and IT, all of which exhibited strong annual growth trends in the September Index.
- **Germany:** The gradual recovery seen across the German online recruitment activity continued into its eighth consecutive month in September. The ongoing rise in recruitment levels reflect wider industry trends being seen across the country; in August the unemployment rate remained stable.
- **Italy:** Italian hiring activity decreased in September for the second consecutive month. Among industry sectors, the legal sector noted the sharpest dip following high summer online recruitment levels. In contrast, significant growth was seen in marketing, PR and media. In addition, the majority of regions monitored by the Monster Employment Index reported a monthly downturn, an anticipated result as seasonal recruitment slows.
- **Netherlands:** Following robust hiring activity during the early summer months, online recruitment continued to taper in September, with some of the declines due to seasonal recruitment patterns characteristic of this time of year. The annual growth rate was flat, reflecting a slowdown in the long-term growth rates established over the past three months. These elements combined suggest that ongoing recruitment demand may be beginning to stabilise.
- **Sweden:** Following a downturn in online job opportunities in August, online recruitment activity rebounded in September, leaving the Index at its highest reading in three months. The monthly uptick can be largely attributed to seasonal recruitment trends as the winter months approach. Similarly, the annual growth rate increased 31 percent, a strong sign that the overall recruitment industry is continuing on its path of recovery.
- **UK:** The September Index showed that long-term growth trends are strong, reporting an annual growth rate of 22 percent. Annual growth rates for administrative, organisation, management and consulting, and HR, suggest a broad improvement in demand for business support services. Recruitment in production and transport continued to expand at rates exceeding the national average in the Index.

**Best Performing Sectors**

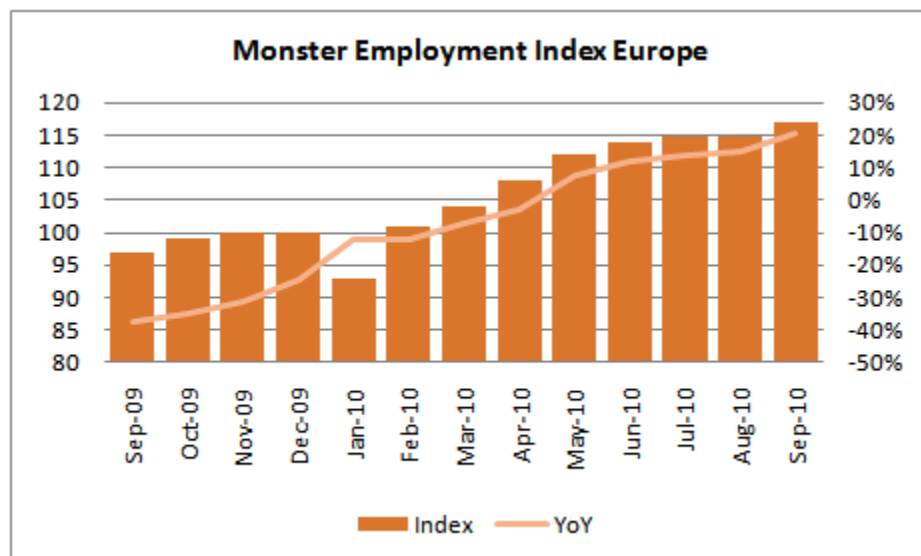
Industry sectors showing the highest rate of increase in online job availability included:

**Month-on-month**

Industry	Sep 10	Aug 10	%
Hospitality and tourism	215	191	13%
Environment, architecture and urbanism	97	87	11%
Healthcare, social work	594	551	8%
Production, manufacturing, maintenance, repair	200	190	5%
Telecommunication	82	78	5%

**Year-on-year**

Industry	Sep 10	Sep 09	%
Transport, post and logistics	143	97	47%
Production, manufacturing, maintenance, repair	200	145	38%
Hospitality and tourism	215	163	32%
Healthcare, social work	594	463	28%
Automotive	106	83	28%



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

Region	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09
Belgium	106	105	108	106	113	108	102	94	87	98	99	95	106
France	116	116	127	122	127	116	114	114	101	110	112	115	97
Germany	128	124	122	116	111	110	104	100	97	102	102	101	103
Italy	127	132	135	133	131	129	126	119	110	121	126	117	111
Netherlands	86	91	95	96	95	88	88	85	83	89	87	88	86
Sweden	134	123	132	141	142	137	132	125	108	116	114	103	102
United Kingdom	131	130	129	131	130	121	126	124	111	120	116	114	107

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

Occupation	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09
Managers	102	101	105	108	109	104	104	104	96	103	103	102	100
Professionals	116	114	114	113	113	108	108	106	99	106	105	104	100
Technicians and associate professionals	111	110	111	111	110	107	104	100	94	102	102	100	97
Clerical support workers	125	121	122	126	126	120	113	113	106	113	112	112	109
Service and sales workers	257	242	245	244	235	226	213	194	162	178	176	173	171
Skilled agricultural, forestry and fishery workers	159	174	175	188	191	183	158	146	118	128	138	140	147
Craft and related workers	174	163	160	149	143	138	129	123	117	125	130	131	129
Plant and machine operators, and assemblers	101	100	99	91	84	79	74	68	60	66	68	67	67
Elementary occupations	165	164	160	146	137	131	121	116	106	113	115	116	124

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

Industry	Sep 10	Aug 10	Jul 10	Jun 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09
Accounting, audit, taxes	91	92	90	88	89	87	87	86	82	87	87	89	87
Administrative, organisation	94	94	96	97	95	92	89	87	80	84	84	83	82
Agriculture, fishing and forestry	104	114	116	122	125	122	106	97	79	86	91	92	97
Arts, entertainment, sports, leisure	104	107	121	135	138	132	139	133	121	128	129	121	117
Automotive	106	117	118	107	115	111	103	93	81	81	82	82	83
Banking, finance, insurance	85	87	87	87	87	84	84	82	76	82	80	81	79
Construction and extraction	126	125	124	119	116	114	109	105	98	106	108	109	112
Education, training and library	183	180	192	209	198	177	178	184	166	185	182	177	166
Engineering	122	119	117	114	112	109	107	104	97	103	104	103	100
Environment, architecture and urbanism	97	87	88	90	89	87	87	85	81	86	89	88	89
Healthcare, social work	594	551	566	552	546	550	519	510	475	506	508	498	463
Hospitality and tourism	215	191	200	204	197	192	172	160	139	157	161	165	163
HR	85	85	86	86	88	86	85	85	81	83	82	80	77
IT	89	88	88	86	86	84	83	81	76	80	79	78	77
Legal	117	112	114	117	122	116	118	115	108	119	108	105	105
Management and consulting	107	105	105	103	106	103	100	102	95	101	101	101	101
Marketing, PR and media	128	127	127	133	134	132	133	127	123	123	121	116	115
Production, manufacturing, maintenance, repair	200	190	187	172	162	156	145	139	129	139	145	144	145
Public sector, defence, community	85	85	86	86	83	80	81	83	86	87	84	84	81
Real estate	94	102	96	90	92	93	92	88	84	90	88	87	83
Research and development	105	105	108	104	105	102	101	100	95	100	100	98	98
Sales	102	100	100	104	104	100	100	97	92	97	97	96	93
Telecommunications	82	78	78	79	79	79	76	72	68	72	73	70	68
Transport, post and logistics	143	138	136	125	119	108	102	97	90	99	99	100	97

Monster Employment Index data for October will be released on November 9, 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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