



## Monster Employment Index Europe Continues Six-month Downtrend, as Online Recruitment Activity Dips during September

### September 2008 Index Highlights:

- The Monster Employment Index Europe dipped four points in September to 155, as online job opportunities fell for the sixth consecutive month
- Whilst Germany and Sweden reported increased online job opportunities, these were offset by sharp declines in France, Italy and the UK
- The Index remains up on last year's figures, however the annual growth rate fell from 11 percent in August, to five percent in September
- Environment, architecture and urbanism; healthcare and social work; automotive; and education, training and library registered sharp declines in September
- The evolving credit crisis continued to affect recruitment activity in the banking, finance and insurance sector, as opportunities fell to an eight-month low
- Among occupational groups, demand fell significantly for legislators, senior officials and managers

### Summary Overview

Online recruitment activity dipped across Europe in September, with France, Italy and the UK reporting the steepest declines in job availability. In addition, the Index's year-on-year growth rate fell to five percent from 11 percent in the previous month. Germany remained the top growth country on an annual basis, up eight percent from a year ago. Belgium and the Netherlands reported fewer online opportunities in September and registered the largest annual declines.

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.

Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07
155	159	167	166	166	165	170	165	139	155	155	149	147

“With the deepening global financial crisis threatening future growth prospects, companies across Europe have clearly become more cautious about hiring,” said Hugo Sellert, head of economic research at Monster Worldwide. “Although the latest Index findings leave no doubt that the European labour market is cooling, EU online job availability remains higher than a year ago, reflecting still-tight recruiting conditions in Germany”.

**Online job opportunities in the environment, architecture, and urbanism sector plummet**

The environment, architecture and urbanism sector registered a steep decline in online hiring in September, plummeting 42 Index points, following a slight increase in August. Lower demand was reported in France, Italy and the UK, whilst Belgium registered a slight increase. Despite the slump, year-on-year, the sector grew a healthy 37 points, or 22 percent.

Healthcare and social work halted a four-month growth trend, as online recruitment fell 16 points. The UK and Italy registered the sharpest declines. Conversely, Germany reported a fifth consecutive month of increased demand in the sector. Annually, the sector was up 123 Index points, or 62 percent, the strongest growth rate among industry sectors.

The education, training and library sector declined 13 points, following a peak in July, due to intense seasonal recruitment activity for schools and colleges. Year-on-year the sector grew 25 points, or 20 percent.

A moderate increase was seen in the production, manufacturing, maintenance and repair sector, with annual growth reaching 66 points, or 30 percent.

**Online opportunities tumble for plant and machine operators and assemblers, whilst service, shop and market sales workers register strong annual growth**

Plant and machine operators and assemblers saw online recruitment opportunities fall 16 points in September, following a three-month growth trend. France, Italy and the UK registered sharp declines for these workers, whilst Sweden reported a significant increase in online opportunities. Year-on-year, the sector was down three points, or one percent, as a result of a deceleration in recruitment activity since the beginning of the year.

Online job offerings fell by nine points for legislators, senior officials and managers, with the category experiencing an annual decline of 18 points, or 10 percent. Gains were seen in Sweden, Germany, and the Netherlands, while sharp declines in Italy and the UK, and declining annual growth rate, suggest that demand for these occupations is slowing in Europe as a whole.

Demand for elementary occupations bounced back in September, climbing nine points. The category also saw strong annual growth rates, growing 27 points, or 21 percent. Service, shop and market sales workers also saw a slight increase in demand, growing

three points in September, with year-on-year figures up 66 points, or 42 per cent, the highest among occupational groups throughout Europe.

**Top Industries Looking for Employees**

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

Industry Sector	Sep 08	Aug 08
Production, manufacturing, maintenance, repair	283	276
Public sector, defence, community	103	101
Construction and extraction	161	159
IT	121	121
Sales	125	125

**Top Growth Industries Year-On-Year**

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

Industry Sector	Sep 08	Sep 07
Healthcare, social work	320	197
Production, manufacturing, maintenance, repair	283	217
Hospitality and tourism	193	142
Environment, architecture and urbanism	208	171
Marketing, PR and media	182	151

**Country Highlights:**

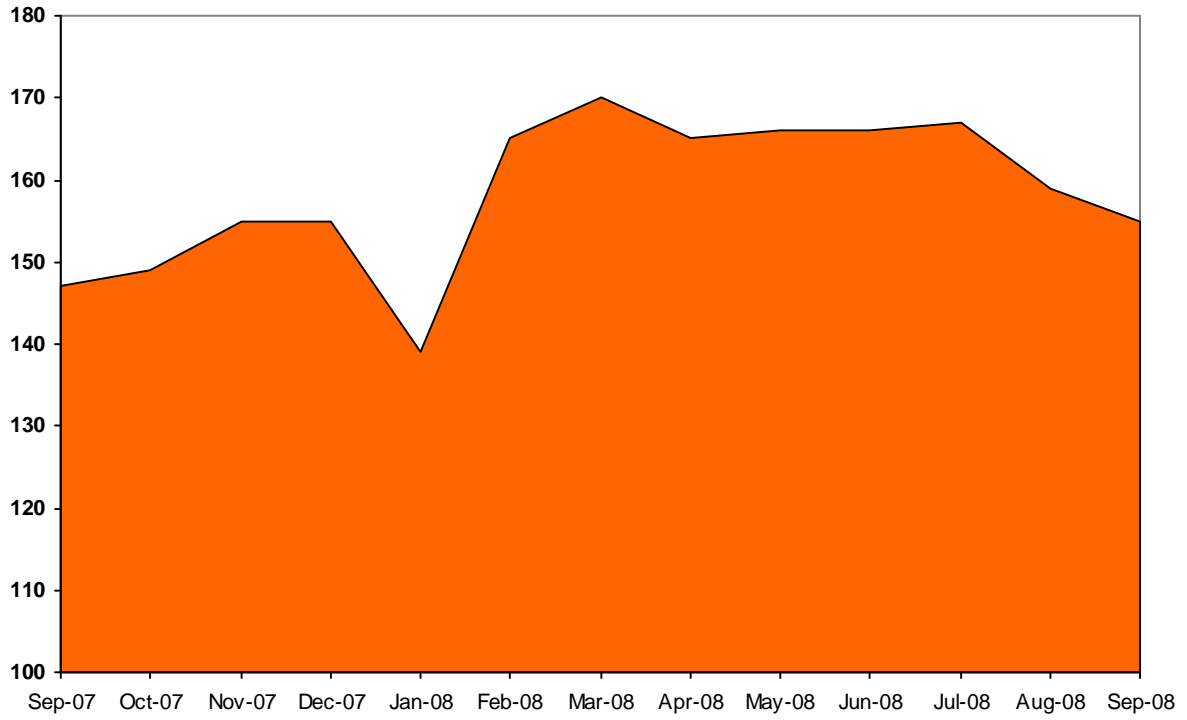
- **Belgium:** The Belgian Index dipped two points in September, continuing a six-month downtrend. The Index was down 20 points, or 15 percent year-on-year. The HR sector saw the steepest declines, with Arts, entertainment, sports and leisure also falling
- **France:** The French Index fell five points in September, settling at 155, eight points higher than a year ago. The hospitality and tourism sector saw the largest monthly decline as the summer season came to a close. Conversely, the engineering sector registered increased online job offerings and saw the highest annual growth rate

- **Germany:** The German Index grew steadily in September, bouncing back from a slight decline in August, settling at 150, matching a previous historical high. Annually the Index was up 11 points, or 8 percent. Hospitality and tourism reported the greatest demand in opportunities both on a monthly and annual basis whilst production, manufacturing, maintenance, repair; and construction and extraction also showed gains
- **Italy:** The Italian Index declined for the second consecutive month in September, falling 15 points. Year-on-year growth was six points, or four percent, a dip from the 14 percent annual increase seen in August. All industry sectors experienced a decline in online job offerings except education, training and library. The legal sector fell to a 13-month low following the effects of the global credit crisis
- **Netherlands:** The Dutch Index saw the fifth consecutive month of decline, falling three points to 170, a 19-month low. Year-on-year the Index was down 27 points or 14 percent. Online demand for workers in the banking, finance and insurance sector fell sharply for the second consecutive month, hitting its lowest level since January 2006
- **Sweden:** The Swedish Index jumped eight points to a level of 167 in September, following six months of decline. Year-on-year the Index was down nine points, or five percent. The sales; administrative and organisation; engineering; and marketing, PR and media sectors all reported growth in September
- **UK:** The UK Index fell eight points in September, continuing its downward trend for the fourth consecutive month. Hiring fell the most in the environment, architecture and urbanism; and HR sectors but significantly fewer offerings were also noted in banking, finance and insurance

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

Country	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07
Belgium	116	118	123	127	127	129	134	133	118	127	125	127	136
France	155	160	169	171	159	161	160	167	140	156	157	160	147
Germany	150	146	150	140	142	141	148	146	125	135	142	136	139
Italy	150	165	179	175	171	172	172	155	143	158	153	143	144
Netherlands	170	173	194	203	206	210	210	201	188	205	202	204	197
Sweden	167	159	171	190	200	202	206	209	187	204	191	191	176
United Kingdom	159	167	174	177	181	179	187	192	160	174	169	160	162

### Monster Employment Index Europe



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

Industry	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07
Accounting, audit, taxes	148	152	167	176	169	168	174	181	154	162	156	154	160
Administrative, organisation	136	138	147	147	152	155	161	155	133	139	139	139	138
Agriculture, fishing and forestry	112	114	151	158	138	139	136	161	124	137	146	153	148
Arts, entertainment, sports, leisure	161	167	173	174	173	173	182	175	161	176	177	146	153
Automotive	181	192	159	150	156	158	166	167	123	148	163	159	158
Banking, finance, insurance	114	118	118	117	119	126	119	115	106	119	110	119	106
Construction and extraction	161	159	160	153	153	158	163	156	137	145	156	153	150
Education, training and library	151	164	183	176	165	144	150	160	134	154	154	141	126
Engineering	180	181	183	176	185	179	188	172	142	161	164	153	151
Environment, architecture and urbanism	208	250	232	255	273	260	273	251	212	236	218	216	171
Healthcare, social work	320	336	322	292	271	237	239	226	181	227	226	200	197
Hospitality and tourism	193	195	235	225	202	192	170	171	132	144	155	145	142
HR	97	99	103	103	103	105	109	105	96	99	99	97	98
IT	121	121	128	127	127	131	138	148	128	133	133	125	124
Legal	132	133	134	145	147	145	151	137	140	155	148	129	130
Management and consulting	161	161	167	157	158	161	171	163	130	150	147	150	162
Marketing, PR and media	182	189	205	197	208	207	219	209	179	191	183	159	151
Production, manufacturing, maintenance, Repair	283	276	280	253	248	243	255	229	190	207	229	215	217
Public Sector, defence, community	103	101	98	98	95	93	97	100	91	94	96	93	92
Real estate	88	89	93	94	95	96	98	98	97	99	101	102	100
Research and development	161	167	179	171	176	179	188	176	145	164	169	166	151
Sales	125	125	133	129	131	133	136	137	116	128	131	125	137
Telecommunication	103	110	111	113	121	124	131	122	118	127	137	128	119
Transport, post and logistics	195	207	208	195	187	183	191	177	153	166	173	168	168

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

Occupation	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07
Legislators, senior officials and managers	154	166	172	166	171	171	177	170	138	155	156	151	172
Professionals	166	171	178	174	177	177	189	172	144	161	161	152	152
Technicians and associate professionals	133	132	140	137	137	138	143	133	111	122	121	120	117
Clerks	183	188	201	204	207	204	215	198	159	169	175	168	175
Service workers and shop and market sales workers	222	219	248	246	228	216	214	190	142	163	173	158	156
Skilled agricultural and fishery workers	124	128	157	164	145	144	141	169	145	146	154	165	158
Craft and related workers	192	190	190	180	180	174	180	150	133	138	147	142	142
Plant and machine operators and assemblers	198	214	211	195	189	197	219	198	175	194	213	193	201
Elementary occupations	158	149	151	141	135	133	132	130	117	122	134	130	131

Monster Employment Index data for October will be released on November 11, 2008.

### **About The Monster Employment Index Europe**

Launched in June 2005, the Monster Employment Index Europe provides monthly insight into online recruitment trends across the European Union. The Index report is based on a real-time review of millions of employer job opportunities culled from a large, representative selection of corporate career sites and job boards, including Monster. The Index is audited by Research America, Inc. and provides analyses of online job demand within occupational categories, industry sectors and regions.

Monthly Index 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](http://corporate.monster.com/Press_Room/MEI_EU.asp)

### **About Monster Worldwide**

Monster Worldwide, Inc. (NASDAQ: MNST), 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 and the NASDAQ 100. 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://corporate.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.

### **CONTACT:**

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