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## EMPLOYMENT INDEX

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## Recruitment Activity Rebounds in October, According to Monster Employment Index Italy

### October 2010 Index Highlights

- The Monster Employment Index Italy reported a six percent increase in online job opportunities. Job demand was up 15 percent year-on-year
- Arts, entertainment, sports and leisure exhibited the sharpest monthly increase of all sectors, whilst transport, post and logistics had the largest annual increase
- All Italian regions noted monthly increases in job demand, with Lombardia leading the way

### Summary Overview

Italian hiring activity rebounded in October, following two months of decline, leaving the Index reading at its highest level since July 2010. In addition, the annual growth rate increased slightly, with opportunities now up 15 percent compared to October 2009. These factors combined, coupled with the falling rate of unemployment, suggest that the Italian recruitment industry is on a path of gradual recovery.

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 the European Union, including Monster.it.

Monster Employment Index Italy findings for the past 13 months are as follows:

| Oct 10 | Sep 10 | Aug 10 | Jul 10 | Jun 10 | May 10 | Apr 10 | Mar 10 | Feb 10 | Jan 10 | Dec 09 | Nov 09 | Oct 09 |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 134    | 127    | 132    | 135    | 133    | 131    | 129    | 126    | 119    | 110    | 121    | 126    | 117    |

“The past couple of months have seen a slight air of turbulence in online recruitment activity, however the long-term trend has been increasingly positive to reflect improved demand conditions as we head towards the busy winter season,” said Nicola Rossi, country manager, Monster Italy. “It is encouraging to see that increasing job opportunities have not been limited to one area of Italy and the country as a whole is experiencing growing demand for employees. In addition, nearly all industry sectors are reporting increased demand for workers, which again proves that growth is not limited to a specific type of worker.”

**Majority of industry sectors note rising online job opportunities; arts, entertainment, sports and leisure climb the most**

Online job opportunities climbed in 16 of the 22 industry sectors, whilst the majority of industry sectors also reported elevated online job demand. Arts, entertainment, sports and leisure reported the sharpest monthly growth, as offerings climbed 21 points (15 percent). Opportunities increased most notably in the Lombardia region, as businesses prepared for the busy skiing and Christmas season.

Production, manufacturing, maintenance and repair online job opportunities climbed 14 points (seven percent) in October, following increased industrial activity. Job demand in the sectors has climbed four percent during the past three months and was up 40 percent compared to year-earlier figures.

Online recruitment trends in business support sectors reported a mixed picture in October. Administrative and organisation opportunities increased 19 points (12 percent), whilst research and development opportunities were up seven points (seven percent). HR opportunities however noted a somewhat muted monthly increase, as offerings increased by a mild two points (two percent).

From an annual perspective, transport, post and logistics reported the sharpest annual increase of all industry sectors, with demand up 60 percent compared to October 2009. Coupled with the ongoing growth in production, manufacturing, maintenance and repair, these latest annual growth trends reflect improved activity in Italian manufacturing and trade.

**Clerical support workers note steep increase following elevated demand in administrative and organisation sector**

Two thirds of Italian occupation groups reported a monthly increase in online worker demand, led by clerical support workers. The group noted a nine point (seven percent) increase in October and demand was also up 12 percent year-on-year. The increase largely reflects the ongoing rise in the administrative and organisation sector.

Following increased activity and employer demand in the production sector, plant and machine operators and assemblers exhibited a 10 point (five percent) monthly increase in online job demand. The occupational group also reported the sharpest annual increase of all groups, with opportunities climbing 43 percent compared to year-earlier levels.

Craft and related trades workers noted a five point (three percent) monthly increase in online job demand. Compared to October 2009, online job opportunities were up by 11 percent.

**All Italian regions report increased job demand; opportunities in Lazio soar**

Online job opportunities climbed in all Italian regions in October, whilst nearly all regions also saw expansion on an annual basis. Lazio reported the sharpest monthly uptick, with online job demand up 19 points (18 percent), leaving the region at its highest level since June 2010. From a longer term perspective, demand in the region was up 17 percent year-on-year. Demand grew most notably in the IT and sales sectors.

Veneto exhibited the sharpest annual uptick for the second consecutive month, as job opportunities climbed 25 percent compared to October 2009. Lombardia and Sicilia

both noticed similar rates of annual increase; demand in both regions was up 24 percent year-on-year.

**Best performing sectors**

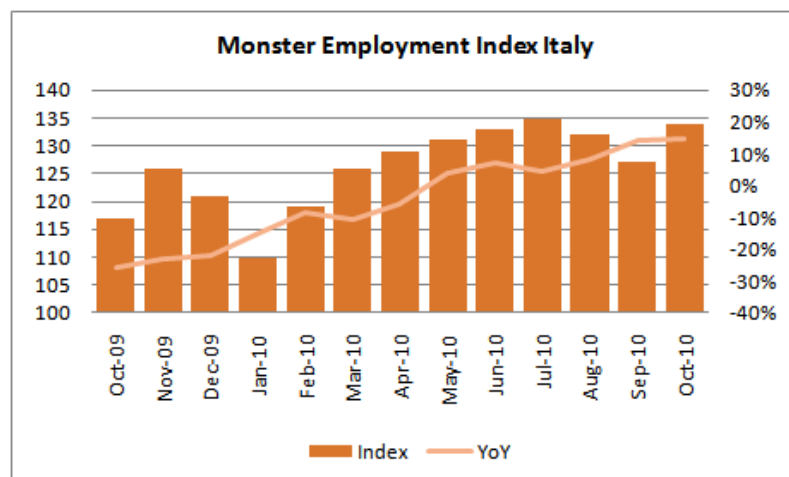
Industry sectors showing the greatest rate of increase in online job availability included:

**Month-on-month**

| Industry                                       | Oct 10 | Sep 10 | %   |
|--|--------|--------|-----|
| Arts, entertainment, sport, leisure            | 160    | 139    | 15% |
| Administrative, organisation                   | 179    | 160    | 12% |
| Sales  | 111    | 103    | 8%  |
| Production, manufacturing, maintenance, repair | 203    | 189    | 7%  |
| Research and development                       | 109    | 102    | 7%  |

**Year-on-year**

| Industry                                       | Oct 10 | Oct 09 | %   |
|--|--------|--------|-----|
| Transport, post and logistics                  | 193    | 121    | 60% |
| Marketing, PR and media                        | 125    | 83     | 51% |
| Production, manufacturing, maintenance, repair | 203    | 145    | 40% |
| Banking, finance, insurance                    | 129    | 101    | 28% |
| Research and development                       | 109    | 90     | 21% |



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

| Industry                                       | Oct 10 | Sep 10 | Aug 10 | Jul 10 | Jun 10 | May 10 | Apr 10 | Mar 10 | Feb 10 | Jan 10 | Dec 09 | Nov 09 | Oct 09 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Accounting, audit, taxes                       | 97     | 96     | 107    | 111    | 116    | 120    | 119    | 115    | 97     | 96     | 110    | 113    | 118    |
| Administrative, organisation                   | 179    | 160    | 171    | 183    | 177    | 161    | 168    | 170    | 165    | 147    | 168    | 172    | 151    |
| Arts, entertainment, sport, leisure            | 160    | 139    | 147    | 151    | 147    | 160    | 149    | 144    | 145    | 165    | 176    | 176    | 152    |
| Banking, finance, insurance                    | 129    | 130    | 129    | 121    | 124    | 123    | 118    | 116    | 112    | 97     | 106    | 103    | 101    |
| Construction and extraction                    | 110    | 111    | 116    | 118    | 115    | 119    | 116    | 116    | 112    | 112    | 116    | 118    | 119    |
| Education, training and library                | 128    | 127    | 126    | 131    | 132    | 145    | 141    | 140    | 137    | 135    | 133    | 132    | 136    |
| Engineering                                    | 156    | 149    | 166    | 149    | 159    | 165    | 154    | 147    | 129    | 120    | 135    | 141    | 129    |
| Environment, architecture, urbanism            | 95     | 96     | 93     | 105    | 104    | 110    | 110    | 106    | 94     | 93     | 102    | 105    | 104    |
| Healthcare, social work, personal care         | 150    | 148    | 161    | 186    | 196    | 181    | 170    | 169    | 150    | 138    | 157    | 169    | 161    |
| Hospitality and tourism                        | 134    | 139    | 157    | 190    | 184    | 171    | 157    | 139    | 122    | 116    | 137    | 139    | 143    |
| HR   | 99     | 97     | 94     | 103    | 105    | 106    | 106    | 104    | 93     | 87     | 92     | 92     | 91     |
| IT   | 103    | 99     | 103    | 102    | 103    | 100    | 100    | 101    | 98     | 94     | 98     | 100    | 97     |
| Legal  | 136    | 128    | 162    | 160    | 150    | 137    | 135    | 140    | 156    | 150    | 140    | 131    | 133    |
| Management and consulting                      | 120    | 117    | 117    | 115    | 113    | 115    | 113    | 113    | 108    | 102    | 107    | 107    | 106    |
| Marketing, PR and media                        | 125    | 120    | 113    | 101    | 103    | 98     | 96     | 94     | 106    | 99     | 102    | 98     | 83     |
| Production, manufacturing, maintenance, repair | 203    | 189    | 189    | 196    | 186    | 179    | 167    | 161    | 141    | 128    | 163    | 171    | 145    |
| Public sector, defence, community              | 81     | 80     | 89     | 93     | 97     | 98     | 93     | 93     | 87     | 83     | 90     | 91     | 88     |
| Real estate                                    | 98     | 98     | 112    | 107    | 102    | 99     | 96     | 99     | 100    | 95     | 96     | 95     | 91     |
| Research and development                       | 109    | 102    | 119    | 97     | 90     | 91     | 93     | 93     | 85     | 82     | 91     | 95     | 90     |
| Sales  | 111    | 103    | 107    | 118    | 119    | 111    | 114    | 115    | 109    | 104    | 111    | 123    | 112    |
| Telecommunications                             | 70     | 79     | 83     | 78     | 77     | 83     | 95     | 93     | 88     | 82     | 89     | 93     | 89     |
| Transport, post and logistics                  | 193    | 185    | 196    | 175    | 166    | 162    | 151    | 148    | 137    | 121    | 131    | 125    | 121    |

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

| Occupation   | Oct 10 | Sep 10 | Aug 10 | Jul 10 | Jun 10 | May 10 | Apr 10 | Mar 10 | Feb 10 | Jan 10 | Dec 09 | Nov 09 | Oct 09 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Managers   | 133    | 134    | 129    | 117    | 116    | 111    | 108    | 107    | 100    | 91     | 102    | 104    | 102    |
| Professionals                                      | 134    | 130    | 135    | 135    | 136    | 134    | 131    | 130    | 124    | 117    | 124    | 125    | 122    |
| Technicians and associate professionals            | 97     | 94     | 96     | 100    | 103    | 99     | 102    | 101    | 98     | 94     | 98     | 104    | 96     |
| Clerical support workers                           | 146    | 137    | 146    | 154    | 146    | 135    | 138    | 139    | 135    | 125    | 140    | 142    | 130    |
| Service and sales workers                          | 147    | 145    | 152    | 165    | 159    | 155    | 148    | 142    | 133    | 132    | 144    | 145    | 144    |
| Skilled agricultural, forestry and fishery workers | 110    | 113    | 110    | 114    | 120    | 133    | 135    | 129    | 127    | 123    | 126    | 125    | 123    |
| Craft and related workers                          | 156    | 151    | 165    | 159    | 145    | 160    | 155    | 147    | 141    | 131    | 143    | 147    | 141    |
| Plant and machine operators, and assemblers        | 200    | 190    | 204    | 201    | 192    | 177    | 170    | 167    | 143    | 132    | 158    | 159    | 140    |
| Elementary occupations                             | 102    | 104    | 104    | 104    | 107    | 109    | 108    | 103    | 102    | 100    | 102    | 107    | 104    |

Monster Employment Index Italy findings across Italian regions for the past 13 months are as follows:

| Region                | Oct 10 | Sep 10 | Aug 10 | Jul 10 | Jun 10 | May 10 | Apr 10 | Mar 10 | Feb 10 | Jan 10 | Dec 09 | Nov 09 | Oct 09 |
|-----------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Abruzzo               | 115    | 108    | 116    | 131    | 137    | 129    | 120    | 119    | 114    | 109    | 116    | 123    | 113    |
| Basilicata            | 111    | 102    | 105    | 113    | 117    | 119    | 113    | 110    | 113    | 110    | 112    | 110    | 107    |
| Calabria              | 105    | 100    | 102    | 113    | 115    | 117    | 110    | 107    | 107    | 101    | 104    | 109    | 102    |
| Campania              | 117    | 102    | 105    | 114    | 113    | 110    | 115    | 110    | 104    | 98     | 105    | 111    | 103    |
| Emilia-Romagna        | 140    | 135    | 139    | 145    | 142    | 141    | 138    | 138    | 127    | 115    | 127    | 133    | 122    |
| Friuli-Venezia Giulia | 144    | 134    | 136    | 135    | 139    | 138    | 129    | 126    | 124    | 120    | 128    | 130    | 123    |
| Lazio                 | 124    | 105    | 113    | 123    | 124    | 117    | 114    | 113    | 106    | 97     | 110    | 115    | 106    |
| Liguria               | 121    | 113    | 121    | 126    | 128    | 123    | 121    | 122    | 118    | 113    | 118    | 123    | 115    |
| Lombardia             | 140    | 131    | 135    | 136    | 128    | 122    | 125    | 123    | 113    | 105    | 118    | 118    | 113    |
| Marche                | 116    | 107    | 122    | 134    | 139    | 129    | 123    | 121    | 113    | 107    | 112    | 118    | 106    |
| Molise                | 108    | 101    | 103    | 112    | 112    | 112    | 107    | 108    | 110    | 105    | 107    | 110    | 103    |
| Piemonte              | 137    | 125    | 136    | 137    | 137    | 129    | 128    | 127    | 116    | 107    | 117    | 120    | 111    |
| Puglia                | 111    | 106    | 105    | 119    | 119    | 118    | 121    | 120    | 112    | 105    | 111    | 117    | 106    |
| Sardinia              | 117    | 101    | 109    | 126    | 134    | 138    | 123    | 118    | 119    | 109    | 118    | 130    | 114    |
| Sicilia               | 146    | 132    | 131    | 126    | 117    | 121    | 112    | 119    | 116    | 106    | 108    | 116    | 118    |
| Toscana               | 123    | 118    | 129    | 136    | 136    | 129    | 125    | 116    | 115    | 107    | 116    | 123    | 120    |
| Trentino Alto-Adige   | 116    | 115    | 116    | 121    | 125    | 123    | 122    | 117    | 112    | 108    | 116    | 118    | 117    |
| Umbria                | 110    | 109    | 117    | 122    | 123    | 127    | 121    | 113    | 114    | 108    | 109    | 115    | 117    |
| Valle d' Aosta        | 112    | 102    | 102    | 112    | 118    | 125    | 115    | 112    | 117    | 111    | 113    | 116    | 115    |
| Veneto                | 149    | 138    | 134    | 137    | 134    | 142    | 129    | 130    | 117    | 107    | 120    | 123    | 119    |

Monster Employment Index Italy for November will be released on December 14, 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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