

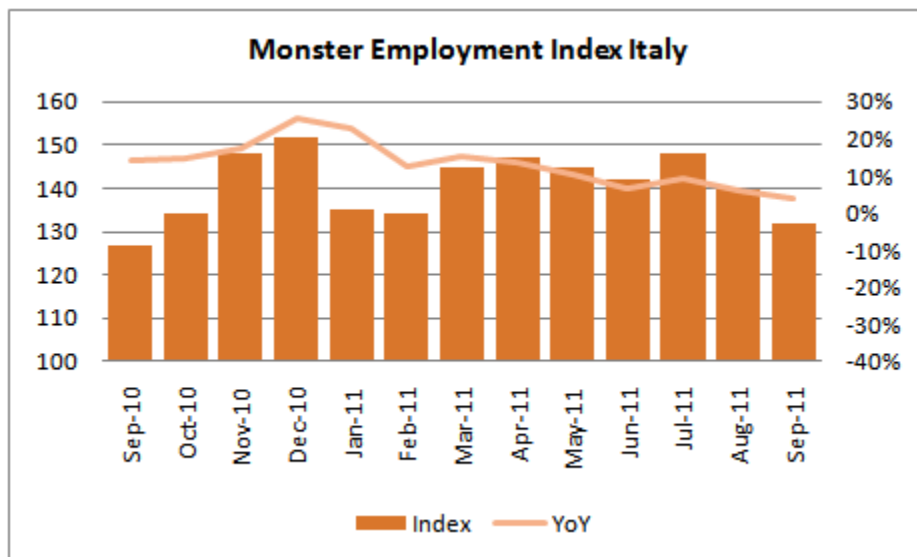
## Online Recruitment Strengthening in Legal and R&D, According to Monster's Employment Index Italy

### September 2011 Index Highlights:

- Italy's Employment Index registers three percent annual growth in September, a slight downshift in online recruitment activity from the six percent recorded in August
- Legal leads all sectors in annual growth following registered declines in August
- Research and development exhibits an accelerated annual growth pace that places it among the highest growth sectors this month
- HR and Administrative, organisation dip into a stage of decline
- Lazio and Piemonte are the strongest growth regions in the Index

The Monster Employment Index Europe is a monthly gauge of online job demand based on a real-time review of millions of employer job opportunities culled from a large representative selection of career websites and online job listings across Europe. The Index does not reflect the trend of any one advertiser or source, but is an aggregate measure of the change in job listings across the industry.

"We are now seeing a continued slowdown of online recruitment activity across the production and manufacturing industry, which was previously driving economic growth in Italy, resulting in an overall dip in the Index," says Nicola Rossi, country manager, Monster Italy. "While this supports EU and IMF forecasts for the region, other sectors are still expanding and showing positive signs of growth such as the R&D sector as well as legal, which particularly leads all industries forward in the Index this month."



Sep 10	Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Y-O-Y GROWTH
127	134	148	152	135	134	145	147	145	142	148	140	132	4%

**Industry Year-over-year Trends:** Nine of the 21 industry sectors monitored by the Index recorded an increase in annual growth trends.

- **Legal** (up 15 percent) was the star performer of all industries this month where increased annual recruitment activity was most visible across the Lombardia region, whilst smaller markets registered more mixed results
- **Research and development** (up 11 percent) climbed up the sector ranks in the Index to become one of the top five by measure of annual growth, following more modest months. Regionally, Lazio and Piemonte registered some of the more substantial annual gains
- **Transport, post and logistics** (down one percent) dropped out of the top five in the September Index, as the sector's long-term growth rate continued its slight dip. However, large regional markets like Lombardia and Emilia-Romagna continued to exhibit positive annual growth in the industry
- **Banking, finance, insurance** (down 13 percent) charted further decline in September as online job demand has leveled out for nearly all broad occupational groups, with managers noting the lowest annual growth rate

### Top Growth Industries

Industry	Sep 10	Sep 11	Y-O-Y Growth
Legal	128	147	15%
Production, manufacturing, maintenance, repair	189	214	13%
Environment, architecture, urbanism	96	107	11%
Research and development	102	113	11%
Sales	103	111	8%

### Lowest Growth Industries

Industry	Sep 10	Sep 11	Y-O-Y Growth
HR	97	91	-6%
Hospitality and tourism	139	130	-6%
Engineering	149	139	-7%
Banking, finance, insurance	130	113	-13%
Healthcare, social work	148	127	-14%

**Occupation Year-over-year Trends:** Four of the nine occupational groups tracked by the Index registered annual gains this month.

- **Craft and related workers** (up 20 percent), and **Elementary occupations** (up five percent) remained among the top three growth industries for the second consecutive month
- **Skilled agricultural, forestry and fishery workers** (up seven percent) noted improved annual growth from a flat rate recorded in August, placing it second in the Index rankings
- **Managers** (down nine percent) registered the largest annual decline among the occupational groups despite some signs of momentum for managerial level recruitment in small pockets of industry such as the Engineering and Legal sectors

### Top Growth Occupations

Occupation	Sep 10	Sep 11	Y-O-Y Growth
Craft and related trades workers	151	181	20%
Skilled agricultural, forestry and fishery workers	113	121	7%
Elementary occupations	104	109	5%

### Lowest Growth Occupations

Occupation	Sep 10	Sep 11	Y-O-Y Growth
Plant and machine operators, and assemblers	190	185	-3%
Clerical support workers	137	126	-8%
Managers	134	122	-9%

**Geographic Year-over-year Trends:** Job opportunities rose over the year in 16 of the 20 regions monitored by the Index in September.

- Among the larger regional markets, **Lazio** (up 11 percent) and **Piemonte** (up 10 percent) were the highest performers in the Index this month
- **Lombardia** (down five percent), the largest regional market by recruitment activity, charted the steepest reductions in online recruitment over the year, with notable slides in online demand for business support sectors including Accounting and Administrative, as well as core sectors such as Production

### Top Growth Regions

Region	Sep 10	Sep 11	Y-O-Y Growth
Lazio	105	117	11%
Piemonte	125	138	10%
Puglia	106	117	10%
Marche	107	116	8%
Abruzzo	108	117	8%

### Lowest Growth Regions

Region	Sep 10	Sep 11	Y-O-Y Growth
Lombardia	131	124	-5%
Sicilia	132	128	-3%
Veneto	138	136	-1%
Calabria	100	100	0%
Toscana	118	119	1%

### International Trends:

The Monster Employment Index Europe demonstrated slightly eased annual growth in September of 18 percent. Engineering led all industries by rate of annual growth while Production, manufacturing, maintenance and repair and Transport, post and logistics remained among the top three growth sectors but continued at a slower pace compared to last month. Legal joined Public sector, defence and community as the only two industries to exhibit reductions in annual growth in September as Craft and related workers remained the star performer of all occupational groups for the sixth consecutive month. All countries except Belgium exhibited annual growth in September.

To obtain a full copy of the Monster Employment Index report for September 2011, and to access current individual data charts for each of the seven European markets tracked, please visit <http://about-monster.com/employment/index/17>. Data for the month of October 2011 will be released on November 8, 2011.

## By Industry

Industry	Sep 10	Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Y-O-Y GROWTH
Accounting, audit, taxes	96	97	102	106	99	105	114	117	112	101	107	100	91	-5%
Administrative, organisation	160	179	194	197	170	167	192	185	182	174	188	172	153	-4%
Arts, entertainment, sport, leisure	139	160	163	179	169	142	163	169	168	165	155	144	136	-2%
Banking, finance, insurance	130	129	145	148	135	132	151	151	135	127	138	121	113	-13%
Construction and extraction	111	110	115	111	111	111	114	113	115	112	113	114	107	-4%
Education, training and library	127	128	131	127	132	131	135	136	134	134	132	131	131	3%
Engineering	149	156	181	193	171	165	177	190	179	166	174	160	139	-7%
Environment, architecture, urbanism	96	95	93	91	89	87	97	96	100	104	95	97	107	11%
Healthcare, social work, personal care	148	150	155	153	133	128	132	132	132	132	141	135	127	-14%
Hospitality and tourism	139	134	135	137	122	119	135	146	147	148	140	131	130	-6%
HR	97	99	101	102	93	95	107	95	101	97	99	96	91	-6%
IT	99	103	109	110	105	103	110	115	112	108	111	106	100	1%
Legal	128	136	143	161	136	145	170	158	163	166	170	158	147	15%
Management and consulting	117	120	123	125	118	122	119	129	118	109	117	115	117	0%
Marketing, PR and media	120	125	143	146	123	125	146	154	145	127	138	136	126	5%
Production, manufacturing, maintenance, repair	189	203	218	225	191	196	229	227	228	236	249	232	214	13%
Public sector, defence, community	80	81	79	82	83	75	81	90	87	86	83	83	81	1%
Real estate	98	98	89	91	93	92	90	88	88	90	89	97	95	-3%
Research and development	102	109	119	122	118	116	117	113	111	111	112	113	113	11%
Sales	103	111	117	120	108	102	119	117	110	117	124	118	111	8%
Telecommunications	185	193	225	228	201	203	202	218	213	208	216	208	184	-1%
Transport, post and logistics	96	97	102	106	99	105	114	117	112	101	107	100	91	-5%

## By Occupation

Occupation	Sep 10	Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Y-O-Y GROWTH
Managers	134	133	140	151	138	139	139	146	131	120	129	126	122	-9%
Professionals	130	134	144	148	136	137	145	150	146	139	146	138	129	-1%
Technicians and associate professionals	94	97	101	102	96	91	102	102	98	97	100	95	93	-1%
Clerical support workers	137	146	154	156	138	136	148	144	142	138	145	137	126	-8%
Service and sales workers	145	147	152	156	142	140	146	156	153	159	158	154	150	3%
Skilled agricultural, forestry and fishery workers	113	110	110	113	110	110	112	115	112	116	113	110	121	7%
Craft and related workers	151	156	171	182	158	154	170	182	185	191	204	198	181	20%
Plant and machine operators, and assemblers	190	200	219	223	188	195	209	212	212	207	219	207	185	-3%
Elementary occupations	104	102	108	104	103	104	110	107	108	110	107	108	109	5%

## By Region

Region	Sep 10	Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Y-O-Y GROWTH
Abruzzo	108	115	120	125	114	113	123	119	119	121	126	124	117	8%
Basilicata	102	111	115	114	106	104	108	105	105	111	112	107	104	2%
Calabria	100	105	108	110	100	98	106	96	102	106	112	105	100	0%
Campania	102	117	118	118	110	107	115	115	114	118	127	117	106	4%
Emilia-Romagna	135	140	149	151	138	138	156	155	158	161	164	154	142	5%
Friuli-Venezia Giulia	134	144	150	157	140	142	158	151	153	155	161	150	136	1%
Lazio	105	124	144	144	123	118	135	139	142	144	144	133	117	11%
Liguria	113	121	128	126	118	118	129	127	128	128	131	126	118	4%
Lombardia	131	140	159	164	144	140	149	145	146	147	152	139	124	-5%
Auguste	107	116	124	124	114	111	122	127	129	130	134	127	116	8%
Molise	101	108	110	110	104	104	107	104	103	106	110	107	104	3%
Piemonte	125	137	146	151	133	134	148	151	153	158	163	154	138	10%
Puglia	106	111	123	127	115	114	124	119	116	123	131	126	117	10%
Sardinia	101	117	126	125	110	108	126	120	121	121	125	116	106	5%
Sicilia	132	146	149	143	131	129	147	141	144	144	159	147	128	-3%
Toscana	118	123	140	140	121	115	135	132	132	137	139	131	119	1%
Trentino Alto-Adige	115	116	121	120	115	116	127	128	129	130	127	125	121	5%
Umbria	109	110	113	115	106	105	112	111	109	113	118	114	110	1%
Valle d' Aosta	102	112	114	115	105	103	111	108	105	109	114	112	108	6%
Veneto	138	149	166	173	143	144	167	161	160	155	161	153	136	-1%

### **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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