# monster<sup>®</sup> EMPLOYMENT INDEX

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### European Online Recruitment Activity Reaches 16month high, Reports Monster Employment Index

#### June 2010 Index Highlights:

- The <u>Monster</u> Employment Index Europe reported two point (two percent) increase in online worker demand in June, whilst opportunities were up 12 percent year-on-year
- Online job availability increased the most in production, manufacturing, maintenance and repair, from both a monthly and annual perspective
- Germany registered the sharpest monthly increase among major countries, whilst Sweden continued to exhibit the most positive long-term trend

#### **Summary Overview**

June marked the fifth consecutive month of expansion in online job opportunities, suggesting the overall industry is on a path of gradual recovery. This is also reflected in the accelerated rate of annual growth compared to the previous month. Opportunities are now up 12 percent compared to June 2009 and their highest level since February 2009.

Among industry sectors, production, manufacturing maintenance and repair exhibited the sharpest monthly increase, whilst transport, post and logistics also registered a notable gain. The increases in these sectors suggest an overall upswing in European industrial activity and transport.

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:

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

"The slight improvement in June is yet another encouraging sign for current job seekers. In addition, the annual growth rate increased in June, suggesting that we are on the path to gradual recovery," commented Andrea Bertone, head of Monster Europe. "Whilst both consumer and business confidence remained static between May and June, we have seen positive trends emerge in sectors such as manufacturing and transport and are optimistic about the level of opportunities that are emerging throughout the year."



# Mixed picture of online recruitment activity across European industry sectors

The Index rose overall despite less than half of industry sectors reporting growth. Key sectors such as production and transport pushed the Index up. Production, manufacturing, maintenance and repair reported the largest uptick. The sector grew 10 points (six percent), leaving it at its highest level since March 2009.

Transport, post and logistics noted a six point (five percent) increase in online worker demand in June. The sector had the highest rate of annual growth as opportunities were up 33 percent.

Sectors fuelled by government spending saw notable increases in June, with education, training and library; and public sector, defence and repair growing 11 points (eight percent) and three points (four percent) respectively.

Consumer driven sectors, including hospitality and tourism saw a mild uptick in recruitment activity, largely due to seasonal hiring trends. The sector grew seven points (four percent).

In contrast, automotive registered the sharpest monthly decline, with opportunities down eight points (seven percent). However, the sector continued to exhibit one of the strongest annual trends, with opportunities up 29 percent compared to June 2009.

# Plant and machine operators and assemblers register highest rate of monthly increase; all groups up year-on-year

Online job demand increased the most for plant and machine operators and assemblers in June, as offerings climbed seven points (eight percent), stemming from elevated demand in the production sector. The group also represented one of the highest rate of annual increase; opportunities were up 28 percent compared to June 2009.

Elementary occupations rose nine points (seven percent) in June, whilst demand was up 20 percent year-on-year. Demand for the group is now at its highest level since November 2008.

From a longer-term perspective, service and sales workers registered the sharpest annual increase, with demand up 39 percent.

**Country Highlights:** 



- **Belgium**: Despite this month's six percent decrease, the long term recruitment trend in Belgium remains positive, with year-on-year growth of four percent. HR; transportation, post and logistics; and production, manufacturing, maintenance, repair saw the most positive uplift on the year. Elementary occupations was the only group to register a rise in demand for workers over the month. Additionally, this group reported the most positive trends over the quarter and the year.
- France: Online recruitment activity dipped for the first time in five months in June across France. In addition the annual growth rate also slowed from the previous month with opportunities up 20 percent compared to June 2009. The dip in June reflects typical seasonal hiring trends seen at this time of year, after elevated activity over the spring. 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.fr
- **Germany:** Online recruitment activity continued its upward trend in June as growth in the transport industry fuelled the overall uptick in the Monster Employment Index Germany. In addition, the Index's annual rate of growth accelerated in June, suggesting an overall upswing in hiring activity over recent months.
- Italy: Italian hiring activity increased in June for the fifth consecutive month and is now at its highest level since April 2009. Much of the growth across industry sectors was motivated by seasonal recruitment trends, such as in sectors like hospitality and tourism. In addition, the annual growth trend escalated in June, suggesting sustained long term improvement.
- Netherlands: June marked the second consecutive month of growth for online job opportunities, as well as signalled a turn in long-term trend. The Index reported annual growth for the first time since June 2008, with opportunities up four percent compared to June 2009. These positive signs, along with ongoing increased job demand in professional sectors including banking suggest that Dutch economy and industry remain on the path to recovery.
- Sweden: Online job demand noted a very slight decrease in June, largely due to the typical slowdown in online hiring seen throughout the summer months. Despite the dip, online opportunities were up 23 percent compared to June 2009. Whilst the Index was down on a monthly basis, positive trends continue to be seen, especially in sectors such as education.
- **UK**: Despite the somewhat muted increase in the Index on the month, annual growth was measured at 19 percent in June, matching the rate seen in May, as the trend of improved hiring conditions relative to 2009 carried on. June saw unseasonably strong recruitment activity for consumer-driven sectors including Arts, entertainment, sports, leisure, and Sales.

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#### **Best Performing Sectors**

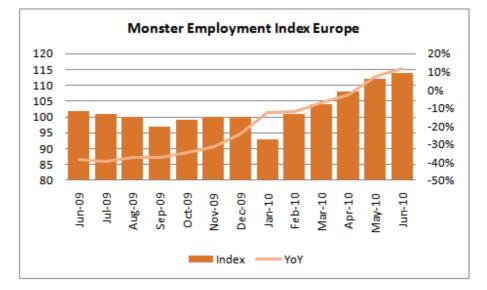
Industry sectors showing the highest rate of increase in online job availability included:

#### Month-on-month

| Industry                                       | Jun<br>10 | May<br>10 | %  |
|--|-----------|-----------|----|
| Production, manufacturing, maintenance, repair | 172       | 162       | 6% |
| Education, training and library                | 209       | 198       | 6% |
| Transport, post and logistics                  | 125       | 119       | 5% |
| Public sector, defence, community              | 86        | 83        | 4% |
| Hospitality and tourism                        | 204       | 197       | 4% |

#### Year-on-year

| Industry                             | Jun<br>10 | Jun<br>09 | %            |
|--------------------------------------|-----------|-----------|--------------|
| Transport, post and logistics        | 125       | 94        | 33%          |
| Automotive                           | 107       | 83        | 2 <b>9</b> % |
| Arts, entertainment, sports, leisure | 135       | 110       | 23%          |
| Healthcare, social work              | 552       | 461       | 20%          |
| Marketing, PR and media              | 133       | 113       | 18%          |





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

| Region         | Jun<br>10 | May<br>10 | Apr<br>10 | Mar<br>10 | Feb<br>10 | Jan<br>10 | Dec<br>09 | Nov<br>09 | Oct<br>09 | Sep<br>09 | Aug<br>09 | Jul<br>09 | Jun<br>09 |
|----------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Belgium        | 106       | 113       | 108       | 102       | 94        | 87        | 98        | 99        | 95        | 106       | 104       | 106       | 102       |
| France         | 122       | 127       | 116       | 114       | 114       | 101       | 110       | 112       | 115       | 97        | 98        | 108       | 102       |
| Germany        | 116       | 111       | 110       | 104       | 100       | 97        | 102       | 102       | 101       | 103       | 105       | 104       | 106       |
| Italy          | 133       | 131       | 129       | 126       | 119       | 110       | 121       | 126       | 117       | 111       | 122       | 129       | 124       |
| Netherlands    | 96        | 95        | 88        | 88        | 85        | 83        | 89        | 87        | 88        | 86        | 90        | 93        | 92        |
| Sweden         | 141       | 142       | 137       | 132       | 125       | 108       | 116       | 114       | 103       | 102       | 98        | 107       | 115       |
| United Kingdom | 131       | 130       | 121       | 126       | 124       | 111       | 120       | 116       | 114       | 107       | 109       | 110       | 110       |

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

| Occupation   | Jun<br>10 | May<br>10 | Apr<br>10 | Mar<br>10 | Feb<br>10 | Jan<br>10 | Dec<br>09 | Nov<br>09 | Oct<br>09 | Sep<br>09 | Aug<br>09 | Jul<br>09 | Jun<br>09 |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Managers   | 108       | 109       | 104       | 104       | 104       | 96        | 103       | 103       | 102       | 100       | 102       | 104       | 102       |
| Professionals                                      | 113       | 113       | 108       | 108       | 106       | 99        | 106       | 105       | 104       | 100       | 102       | 106       | 107       |
| Technicians and associate professionals            |           | 110       | 107       | 104       | 100       | 94        | 102       | 102       | 100       | 97        | 98        | 100       | 99        |
| Clerical support workers                           | 126       | 126       | 120       | 113       | 113       | 106       | 113       | 112       | 112       | 109       | 111       | 113       | 114       |
| Service and sales workers                          | 244       | 235       | 226       | 213       | 194       | 162       | 178       | 176       | 173       | 171       | 173       | 177       | 176       |
| Skilled agricultural, forestry and fishery workers | 188       | 191       | 183       | 158       | 146       | 118       | 128       | 138       | 140       | 147       | 145       | 150       | 165       |
| Craft and related workers                          | 149       | 143       | 138       | 129       | 123       | 117       | 125       | 130       | 131       | 129       | 134       | 134       | 136       |
| Plant and machine operators, and assemblers        | 91        | 84        | 79        | 74        | 68        | 60        | 66        | 68        | 67        | 67        | 71        | 72        | 71        |
| Elementary occupations                             | 146       | 137       | 131       | 121       | 116       | 106       | 113       | 115       | 116       | 124       | 131       | 123       | 122       |

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

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| Industry                                       | Jun<br>10 | May<br>10 | Apr<br>10 | Mar<br>10 | Feb<br>10 | Jan<br>10 | Dec<br>09 | Nov<br>09 | Oct<br>09 | Sep<br>09 | Aug<br>09 | Jul<br>09 | Jun<br>09 |
|--|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Accounting, audit, taxes                       | 88        | 89        | 87        | 87        | 86        | 82        | 87        | 87        | 89        | 87        | 88        | 90        | 92        |
| Administrative, organisation                   | 97        | 95        | 92        | 89        | 87        | 80        | 84        | 84        | 83        | 82        | 84        | 85        | 85        |
| Agriculture, fishing and forestry              | 122       | 125       | 122       | 106       | 97        | 79        | 86        | 91        | 92        | 97        | 96        | 98        | 109       |
| Arts, entertainment, sports, leisure           | 135       | 138       | 132       | 139       | 133       | 121       | 128       | 129       | 121       | 117       | 114       | 115       | 110       |
| Automotive                                     | 107       | 115       | 111       | 103       | 93        | 81        | 81        | 82        | 82        | 83        | 89        | 87        | 83        |
| Banking, finance, insurance                    | 87        | 87        | 84        | 84        | 82        | 76        | 82        | 80        | 81        | 79        | 80        | 80        | 81        |
| Construction and extraction                    | 119       | 116       | 114       | 109       | 105       | 98        | 106       | 108       | 109       | 112       | 116       | 114       | 113       |
| Education, training and library                | 209       | 198       | 177       | 178       | 184       | 166       | 185       | 182       | 177       | 166       | 178       | 199       | 209       |
| Engineering                                    | 114       | 112       | 109       | 107       | 104       | 97        | 103       | 104       | 103       | 100       | 104       | 109       | 110       |
| Environment, architecture and urbanism         | 90        | 89        | 87        | 87        | 85        | 81        | 86        | 89        | 88        | 89        | 88        | 90        | 90        |
| Healthcare, social work                        | 552       | 546       | 550       | 519       | 510       | 475       | 506       | 508       | 498       | 463       | 471       | 476       | 461       |
| Hospitality and tourism                        | 204       | 197       | 192       | 172       | 160       | 139       | 157       | 161       | 165       | 163       | 167       | 173       | 180       |
| HR   | 86        | 88        | 86        | 85        | 85        | 81        | 83        | 82        | 80        | 77        | 78        | 78        | 76        |
| ІТ   | 86        | 86        | 84        | 83        | 81        | 76        | 80        | 79        | 78        | 77        | 78        | 79        | 80        |
| Legal  | 117       | 122       | 116       | 118       | 115       | 108       | 119       | 108       | 105       | 105       | 110       | 112       | 110       |
| Management and consulting                      | 103       | 106       | 103       | 100       | 102       | 95        | 101       | 101       | 101       | 101       | 104       | 105       | 108       |
| Marketing, PR and media                        | 133       | 134       | 132       | 133       | 127       | 123       | 123       | 121       | 116       | 115       | 115       | 114       | 113       |
| Production, manufacturing, maintenance, repair | 172       | 162       | 156       | 145       | 139       | 129       | 139       | 145       | 144       | 145       | 151       | 151       | 151       |
| Public sector, defence, community              | 86        | 83        | 80        | 81        | 83        | 86        | 87        | 84        | 84        | 81        | 84        | 85        | 83        |
| Real estate                                    | 90        | 92        | 93        | 92        | 88        | 84        | 90        | 88        | 87        | 83        | 86        | 81        | 82        |
| Research and development                       | 104       | 105       | 102       | 101       | 100       | 95        | 100       | 100       | 98        | 98        | 100       | 102       | 110       |
| Sales  | 104       | 104       | 100       | 100       | 97        | 92        | 97        | 97        | 96        | 93        | 93        | 94        | 93        |
| Telecommunications                             | 79        | 79        | 79        | 76        | 72        | 68        | 72        | 73        | 70        | 68        | 66        | 70        | 75        |
| Transport, post and logistics                  | 125       | 119       | 108       | 102       | 97        | 90        | 99        | 99        | 100       | 97        | 99        | 100       | 94        |

Monster Employment Index data for July will be released on August 10, 2010.

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#### 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. More information about Monster Worldwide is available at http://about-monster.com.

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