# 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.

3 of 7



#### **Best Performing Sectors**

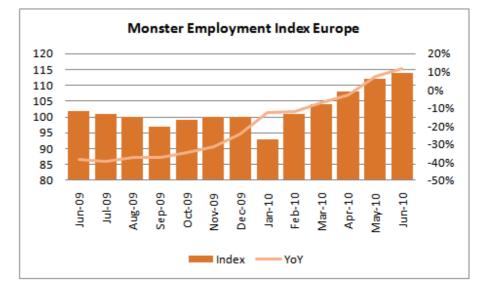
Industry sectors showing the highest rate of increase in online job availability included:

#### Month-on-month

Industry	Jun 10	May 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 10	Jun 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 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 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 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 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 10	May 10	Apr 10	Mar 10	Feb 10	Jan 10	Dec 09	Nov 09	Oct 09	Sep 09	Aug 09	Jul 09	Jun 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.

6 of 7



#### 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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