Recruitment giant Randstad and Apollo fire their own staff with no accountability: impending shutdown of Monster in Europe

Levallois-Perret, July 21st, 2025 – Less than a year after launching a joint venture between Monster and CareerBuilder, shareholders Randstad (49%) and Apollo (51%) have halted all financial support for Monster Europe, making liquidation now inevitable. Over 200 employees are impacted by the shutdown of this online recruitment pioneer — marking the end of an era for the job market.

In Europe, Monster has supported millions of job seekers and thousands of companies for more than two decades in twelve countries. Today, the company is no longer able to pay its employees. Despite this, neither Randstad nor Apollo — both global giants in the recruitment sector — plan to provide financial or human support to their departing teams.

Instead, the burden of paying salaries and severance has fallen on the national public wage guarantee systems, funded by contributions from local employers — effectively transferring the cost of a private strategic failure onto the broader European economy.

Randstad and Apollo: two global giants, no accountability

Randstad acquired Monster in 2016 and remained sole owner until September 2024, when it sold a majority stake to Apollo. Since then, Randstad has positioned itself as a mere "minority shareholder" (49%), claiming it no longer holds decision-making power. Employees view this as a convenient arrangement allowing Randstad to sidestep its former social responsibilities. With liquidation now inevitable, no alternatives have been offered: no internal reassignments, no transition plans, no exit support.

Randstad has long championed the slogan "Human Forward." Yet in practice, Monster employees are being left with no solutions and no future — and it is now national public funds that are expected to fill the void left by Randstad's withdrawal.

This contradiction is even more shocking considering that:

- The joint venture's leadership recently approved $1.2 million in "Transaction Awards" for executives involved in the sale and shutdown process.
- Randstad disbursed nearly €5 million in 2024 to accelerate vesting of different performance share plans for former Monster executives as part of the joint venture's launch.

"There is no equivalent support planned for the hundreds of employees now facing layoffs. No one disputes the legality of these transactions — but the complete lack of ethics is what's truly

outraged."
— *Matteo Nicolo, Secretary of Monster France's Workers Council (CSE)*

Calling for accountability

Monster's employee representatives have formally requested that Randstad honor the company's existing social commitments for soon-to-be unemployed staff.

To date, Randstad has responded with a refusal, citing its new status as a minority shareholder (49%) as justification for inaction. Meanwhile, the financial cost of this abrupt shutdown will be borne by the public sector.

Monster's European teams — who remain fully committed to supporting job seekers and clients until the very last day — now look to Randstad, which owned the company for nearly a decade, to assume responsibility. The hope is simple: to leave the company with dignity and fairness.

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