



## Online Job Opportunities Dip In Belgium for Fourth Month According To Monster Employment Index

### October 2008 Index Highlights:

- The Monster Employment Index Belgium dipped two points in October, representing the fourth consecutive month of decline
- Year-on-year, the Index was down 13 points, or 10 percent, a slight improvement from last month's growth reading
- Demand fell the most in the leisure and hospitality sectors while solid gains were seen in engineering and accounting
- Public sector, defence and community; and agriculture, fishing and forestry showed continued strong growth in online job availability from an annual perspective
- Regionally, Brussels-Capital showed the steepest regional fall as the Walloon Region edged higher for the first time in six months

### Summary Overview

The Monster Employment Index Belgium dropped an additional two points in October as online job availability fell for the fourth consecutive month. Although October marks the eighth month in a row that the Index falls on an annual basis, the rate of decline eased somewhat. The results are in line with the declining consumer and business confidence in Belgium. The decline in Belgium is also consistent with the wider European job market, which saw a decline of three Index points in October.

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.be.

Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07
114	116	118	123	127	127	129	134	133	118	127	125	127

“The decrease in online job availability in October confirms the worsening economic climate in Belgium and internationally,” commented Bernard Hensmans, country manager, Monster Belgium. “Despite the continued slowdown in hiring, the decline is not across all industries. In addition to the public sector, accounting and engineering both rose in the Index in October, indicating that there’s still significant opportunity for

professionals with specialized skills. Therefore HR managers/managers must continue to invest in their employees also in difficult times.”

**Hospitality and tourism sector experiences steep decline, as engineering and accounting rise**

Hospitality and tourism dropped 21 points in October, following an increase in September. The fall was due to lower demand for service, shop and market sales workers. Year-on-year, the category was down 31 points, or 25 percent, representing the steepest among all industry sectors.

Arts, entertainment, sports and leisure saw a third consecutive month of decline in October, dropping 16 points. The sharpest decline was seen among technicians and associate professionals, who fell for the third consecutive month. Year-on-year, the sector was down 26 points, or 18 percent.

Bernard Hensmans, country manager Monster adds: “Hospitality and tourism and arts, entertainment, sports and leisure are traditionally hard-hit sectors when consumer confidence is low. Belgian households are spending less money and putting off this type of buying decisions.”

Despite the overall downturn, offerings in, engineering and accounting, audit and taxes rose in October. Engineering bounced back eight points after three consecutive months of lowered offerings. Accounting, audit and taxes saw a six-point rise after three months of decreasing demand. Despite October’s increase both sectors still decreased year-on-year.

**Service, shop and market sales workers see steep declines after two months of stability**

Service, shop and market sales workers saw a 17 point drop in October after two months of stability. The decline was due to sharp declines in the hospitality and tourism sector, after a slight increase in September. Year-on-year the category dropped 31 points, or 25 percent, the sharpest of all occupational groups.

Despite the downward trend, craft and related workers increased by two points which created a second consecutive month of growth. The category experienced negative growth year-on-year dropping nine points or eight percent.

**Brussels Capital sees a sharp drop on a monthly and annual basis**

Brussels-Capital reported a 12-point decline for the third continued month in October. The drop was primarily due to lower demand in education, training and library sector. By contrast, opportunities rose mainly in the construction and extraction; engineering; and environment, architecture and urbanism sectors. Year-on-year, demand was down 27 points, or 21 percent, the steepest amongst all three regions.

After sixth months of lower demand the Walloon Region bounced back in October. Major increases were seen in the environment, architecture and urbanism; public sector, defence, community; healthcare, social work; and legal sectors. Meanwhile, offerings in

the construction and extraction sector continued to increase for the second month in a row. Year-on-year, the region was down seven points, or six percent.

Bernard Hensmans, country manager explains: “This moderate growth is due to more foreign investment projects in Wallonia. Labour intensive investments typically occur more frequently in the Walloon Region than in the Flemish Region due to the lower cost of labour and the availability of subsidies there which create more job opportunities.”

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

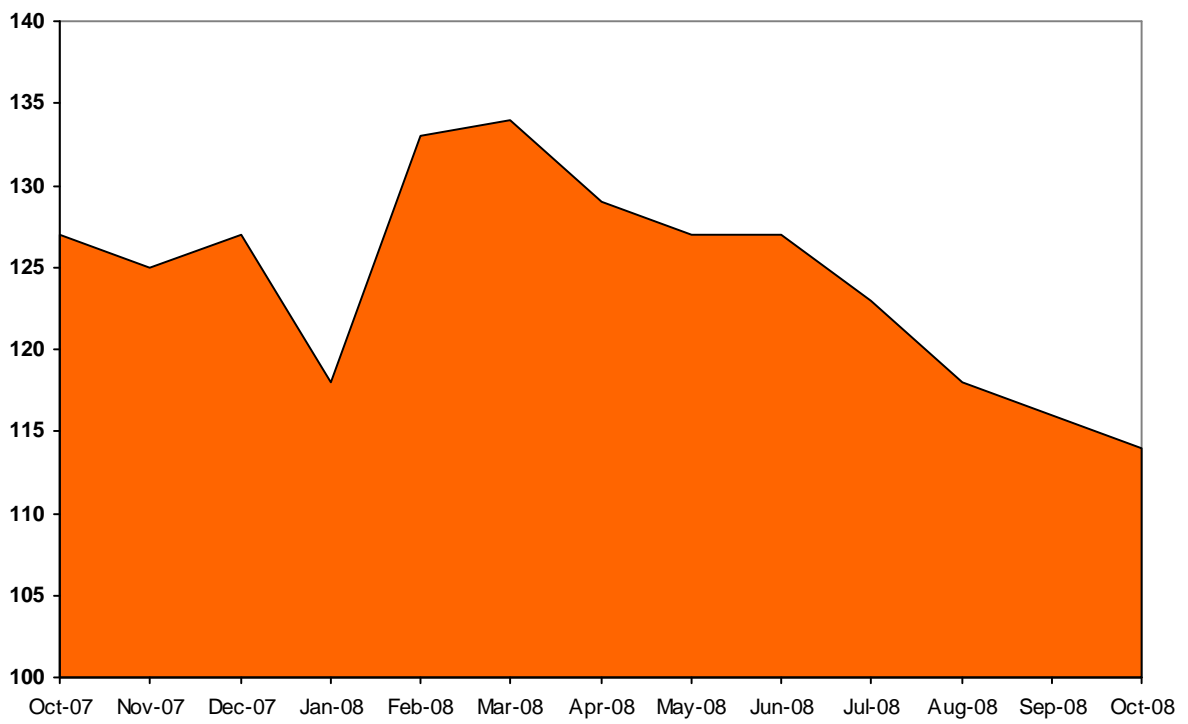
Region	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07
Brussels-Capital	104	116	120	130	128	128	133	141	144	105	126	129	131
Flemish Region	108	112	113	122	129	129	133	142	139	119	133	129	129
Walloon Region	119	116	118	122	124	125	127	130	128	116	122	123	126

### **Top Industries Looking for Employees**

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

Industry	Oct 08	Sep 08	Aug 08
Engineering	127	119	121
Accounting, audit, taxes	150	144	152
Public sector, defence, community	182	178	173
Environment, architecture, urbanism	107	106	105
Production, manufacturing, maintenance, repair	113	112	113

### Monster Employment Index Belgium



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

Industry	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07
Accounting, audit, taxes	150	144	152	164	178	176	175	182	182	151	162	162	173
Administrative, organisation	101	105	106	118	119	119	123	129	123	107	114	113	113
Agriculture, fishing and forestry	146	148	147	147	149	141	138	133	132	129	123	129	137
Arts, entertainment, sports, leisure	118	134	145	161	159	152	156	152	154	137	157	138	144
Banking, finance, insurance	102	107	108	114	114	123	123	131	127	94	117	122	119
Construction and extraction	115	116	111	117	115	114	115	115	115	109	114	113	115
Education, training and library	150	164	169	161	165	169	165	171	159	155	151	144	152
Engineering	127	119	121	135	137	131	140	145	145	123	143	137	140
Environment, architecture, urbanism	107	106	105	113	111	113	123	119	117	110	119	112	113
Healthcare, social work	112	118	125	129	131	131	133	135	144	131	136	134	136
Hospitality and tourism	92	113	108	108	121	119	120	120	122	118	120	118	123
HR	122	123	132	132	143	152	143	154	151	133	150	148	141
IT	113	113	114	115	117	118	119	121	120	112	115	116	119
Legal	119	122	121	128	133	129	125	147	155	127	149	146	149
Management and consulting	109	110	111	115	116	118	119	123	124	115	132	119	120
Marketing, PR and media	113	116	114	133	135	128	134	143	146	116	129	136	128
Production, manufacturing, maintenance, repair	113	112	113	118	121	120	125	136	138	117	129	128	127
Public sector, defence, community	182	178	173	182	181	155	171	163	171	143	145	154	158
Research and development	120	120	121	125	124	126	130	133	131	119	127	128	131
Sales	119	123	125	133	142	141	144	151	150	131	141	138	139
Transport, post and logistics	107	120	119	129	128	129	136	144	142	121	127	128	124

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

<b>Occupation</b>	<b>Oct 08</b>	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07
Legislators, senior officials and managers	115	114	115	120	122	123	125	128	130	121	139	125	125
Professionals	117	118	120	124	127	128	130	135	133	118	126	127	130
Technicians and associate professionals	112	116	118	127	129	128	133	139	139	119	128	127	128
Clerks	106	110	111	123	124	125	128	134	129	111	119	117	118
Service workers and shop and market sales workers	94	111	111	110	124	126	126	126	130	116	125	123	125
Skilled agricultural and fishery workers	146	148	147	147	149	141	138	133	133	129	123	129	137
Craft and related workers	98	96	95	100	103	102	105	112	110	101	106	107	107
Plant and machine operators and assemblers	145	147	145	151	154	151	156	159	159	142	150	150	149
Elementary occupations	116	120	119	119	119	119	120	124	123	117	122	121	123

Monster Employment Index Belgium for November will be released on December 9, 2008.

### **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 24 European countries: Austria, Belgium, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden and the United Kingdom. Detailed reports, with information about industry, occupational and regional trends, are released for Belgium, France, Germany, Italy, the Netherlands, Sweden, the United Kingdom.

The monthly reports for Belgium, France, Germany, Italy, the Netherlands, Sweden, the United Kingdom and Europe are available at:

[http://corporate.monster.com/Press\\_Room/MEI\\_EU.asp](http://corporate.monster.com/Press_Room/MEI_EU.asp).

### **About Monster Worldwide**

Monster Worldwide, Inc. (NASDAQ: MNST), 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 and the NASDAQ 100. 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://corporate.monster.com/>

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### **CONTACTS:**

Ann Van Den Begin  
Monster Worldwide Belgium  
+32 2 753 11 40  
[Ann.vandenBegin@monster.be](mailto:Ann.vandenBegin@monster.be)