

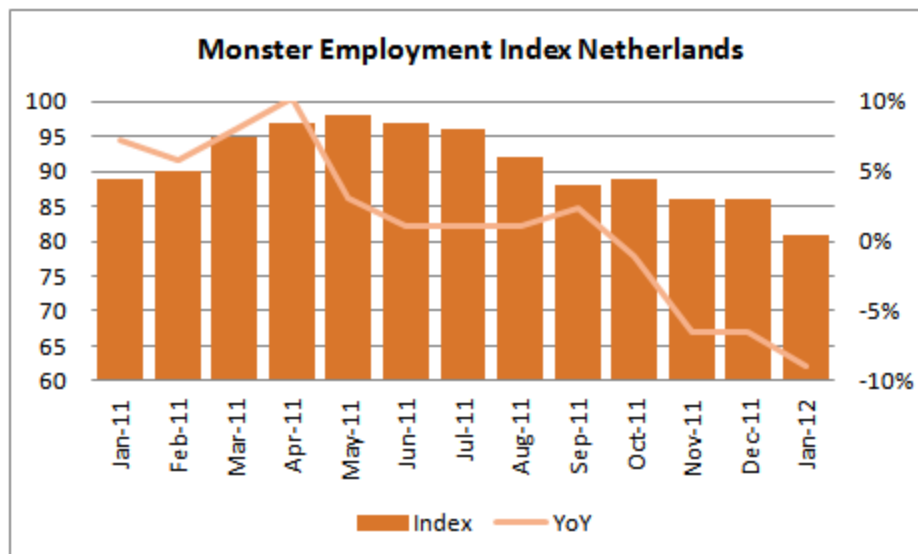
## Recruitment Higher for Hospitality, IT and Production Despite Overall Annual Decline in Online Recruitment, According to Monster Employment Index

### January 2012 Index Highlights:

- The Monster Employment Index Netherlands (down nine percent) notes further decline in online recruitment year-over-year
- Hospitality and tourism, IT and Production, manufacturing, maintenance, repair are the only industries to report annual growth in January
- Management and consulting and Engineering drop out of the top-five growth sectors this month with reduced rates of online recruitment activity year-over-year
- Banking and accounting note significant annual reductions in online recruitment
- Flevoland continues to lead all regions by measure of annual growth for the fourth consecutive month; Utrecht charts the most substantial reductions for the second consecutive month

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.

“The reduced level of recruitment activity in the Index goes beyond that of a seasonal dip and reflects the cautious outlook of Dutch employers amidst a challenging economic climate. A return to previous levels would be eventually expected across most sectors in-line with an improved economic outlook,” said Warren Hammond, managing director of Monsterboard.nl. “Despite this, there are still recruitment opportunities available across sectors including IT, hospitality and production.”



Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Jan 12	Y-O-Y GROWTH
89	90	95	97	98	97	96	92	88	89	86	86	81	-9%

**Industry Year-over-year Trends:** Annual growth was positive for three of the 19 sectors monitored by the Index in January.

- **Hospitality and tourism** (up one percent) noted a slight increase in online recruitment year-over-year and placed first in the Index rankings
- **IT** (up one percent) was the only professional sector to exhibit annual growth in January and maintained second position in the Index while **Healthcare, social work** and **Marketing, PR and media** matched recruitment levels recorded a year ago
- **Engineering** (down two percent) exhibited a slowdown in online recruitment in January where activity was muted across several major regional markets, including Gelderland, Noord-Brabant, and Utrecht
- **Banking, finance, insurance** (down 11 percent) charted significant reductions in annual recruitment activity compared to December figures and, combined with decline across **Accounting, Audit, taxes** (down six percent), suggests continued weakness in the financial services sector
- **Research and development** (down 24 percent) and **Legal** (down 21 percent) registered the steepest annual declines of all industries

### Top Growth Industries

Industry	Jan 11	Jan 12	% Growth Y-o-y
Hospitality and tourism	150	152	1%
IT	83	84	1%
Production, manufacturing, maintenance, repair	144	145	1%
Healthcare, social work	193	193	0%
Marketing, PR and media	56	56	0%

### Lowest Growth Industries

Industry	Jan 11	Jan 12	% Growth Y-o-y
Transport, post and logistics	143	131	-8%
Banking, finance, insurance	46	41	-11%
Administrative, organisation	67	56	-16%
Legal	113	89	-21%
Research and development	92	70	-24%

**Occupation Year-over-year Trends:** Online job activity rose in two of the nine occupational groups monitored by the Index.

- **Elementary** (up 16 percent) registered the greatest increase in online recruitment activity for the fourth consecutive month driven by growth across manufacturing sectors
- **Craft and related trades workers** (up one percent) was the only other occupational group to register annual gains in online recruitment, bolstered by activity across sectors such as arts, entertainment and manufacturing

- **Plant and machine operators and assemblers** (down 18 percent) supplanted **Clerical support workers** (down 14 percent) as the occupation to chart the steepest annual reductions in January

### Top Growth Occupations

Occupation	Jan 11	Jan 12	% Growth Y-o-y
Elementary occupations	195	226	16%
Craft and related trades workers	147	148	1%
Service and sales workers	109	105	-4%

### Lowest Growth Occupations

Occupation	Jan 11	Jan 12	% Growth Y-o-y
Managers	80	70	-13%
Clerical support workers	104	89	-14%
Plant and machine operators, and assemblers	74	61	-18%

**Geographic Year-over-year Trends:** Annual growth was registered in five of the 12 regions monitored by the Index.

- **Flevoland** (up ten percent) noted a slight decline on last month's 11 percent but continued to lead all regions by measure of annual growth in the Index
- **Limburg** (up eight percent) saw increased levels of online recruitment activity in the region in January, moving up to place second in the Index
- **Utrecht** (down 13 percent) continued to report the greatest reduction in online recruitment activity for the second consecutive month

### Top Growth Regions

Region	Jan 11	Jan 12	% Growth Y-o-y
Flevoland	94	103	10%
Limburg	96	104	8%
Friesland	92	99	8%
Drenthe	106	109	3%

### Lowest Growth Regions

Region	Jan 11	Jan 12	% Growth Y-o-y
Noord-Holland	64	58	-9%
Groningen	115	104	-10%
Zuid-Holland	73	66	-10%
Utrecht	86	75	-13%

### International Trends:

**The Monster Employment Index Europe** demonstrates a year-over-year growth of nine percent in January, a contrast to the double digit growth seen throughout 2011. Germany continues to lead all countries by measure of annual growth albeit at a slower rate of 30 percent compared to last month, the UK follows with one percent annual growth while Sweden remains flat. The Netherlands demonstrates the greatest decline in annual growth and is joined by Italy, Belgium and France as the countries to report negative growth rates in January. Production, manufacturing, maintenance and repair matches the 22 percent growth rate of Engineering to become the top two growth industries this month. Telecommunication and Transport post and logistics remain strong growth sectors but grow at a slower rate than seen in previous months. Management and consulting, down 11 percent, tracks the greatest annual decline in recruitment activity; other sectors to report annual rates of decline include Public sector, Arts and Education.

To obtain a full copy of the Monster Employment Index report for January 2012, 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 February 2012 will be released on March 13, 2012.

### By Industry

Industry	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Jan 12	Y-O-Y GROWTH
Accounting, audit, taxes	78	79	81	80	81	80	78	76	76	77	76	76	73	-6%
Administrative, organisation	67	67	67	67	68	67	67	65	60	59	55	56	56	-16%
Agriculture, fishing and forestry	100	112	117	111	125	122	120	115	116	110	105	100	99	-1%
Banking, finance, insurance	46	45	49	47	46	45	48	44	41	40	41	47	41	-11%
Construction and extraction	60	59	64	64	65	62	62	60	60	61	58	57	55	-8%
Education, training and library	148	130	139	144	160	159	153	145	141	140	134	138	139	-6%
Engineering	91	93	95	96	96	95	94	92	89	94	94	95	89	-2%
Healthcare, social work	193	191	210	220	229	222	223	210	186	195	177	184	193	0%
Hospitality and tourism	150	159	170	172	186	193	192	190	187	172	153	149	152	1%
HR	48	47	50	49	49	48	47	48	49	48	47	49	47	-2%
IT	83	88	88	89	89	89	88	86	82	86	83	86	84	1%
Legal	113	121	119	110	105	111	107	109	104	103	96	96	89	-21%
Management and consulting	79	87	87	87	86	86	85	82	79	80	81	84	76	-4%
Marketing, PR and media	56	55	59	60	60	61	62	62	59	57	56	58	56	0%
Production, manufacturing, maintenance, repair	144	151	159	166	168	171	169	155	148	155	149	148	145	1%
Public sector, defence, community	121	120	120	115	130	137	139	130	123	128	109	115	117	-3%
Research and development	92	83	87	90	81	82	80	83	75	69	73	70	70	-24%
Sales	98	97	101	102	104	105	103	99	95	97	95	96	90	-8%
Transport, post and logistics	143	153	172	176	171	181	180	171	160	156	144	140	131	-8%

## By Occupation

Occupation	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Jan 12	Y-O-Y GROWTH
Managers	80	88	88	87	85	86	82	81	76	76	76	77	70	-13%
Professionals	93	93	98	98	98	97	96	93	88	90	89	91	86	-8%
Technicians and associate professionals	77	77	84	82	84	85	84	80	78	78	78	78	71	-8%
Clerical support workers	104	102	106	108	110	108	112	112	96	94	86	86	89	-14%
Service and sales workers	109	109	123	129	138	140	137	136	132	130	121	119	105	-4%
Skilled agricultural, forestry and fishery workers	141	152	169	159	162	159	155	149	149	141	136	132	130	-8%
Craft and related workers	147	156	160	170	178	180	181	169	164	169	157	155	148	1%
Plant and machine operators, and assemblers	74	78	79	77	78	81	77	72	67	69	65	64	61	-18%
Elementary occupations	195	209	216	238	235	241	232	214	201	231	216	212	226	16%

## By Region

Region	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Nov 11	Dec 11	Jan 12	Y-O-Y GROWTH
Drenthe	106	107	110	115	121	124	116	111	109	111	114	116	109	3%
Flevoland	94	98	99	101	101	103	100	97	98	110	112	109	103	10%
Friesland	92	93	96	101	106	109	105	101	102	100	101	103	99	8%
Gelderland	91	95	100	107	106	106	102	98	94	97	93	94	92	1%
Groningen	115	112	114	119	123	131	123	115	115	115	113	114	104	-10%
Limburg	96	95	100	113	112	111	105	106	100	108	109	105	104	8%
Noord-Brabant	89	91	95	98	99	100	98	93	86	90	89	87	85	-4%
Noord-Holland	64	65	67	68	68	68	66	65	62	62	61	61	58	-9%
Overijssel	99	105	108	109	116	118	114	105	103	108	102	102	92	-7%
Utrecht	86	87	93	88	90	89	87	85	81	83	78	79	75	-13%
Zeeland	130	135	140	146	144	143	140	137	132	133	128	126	121	-7%
Zuid-Holland	73	76	79	80	79	77	75	73	69	68	67	71	66	-10%

Monster Employment Index data for February will be released on March 13, 2012.

#### 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 - News), 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. 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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