

# monster®

## EMPLOYMENT INDEX

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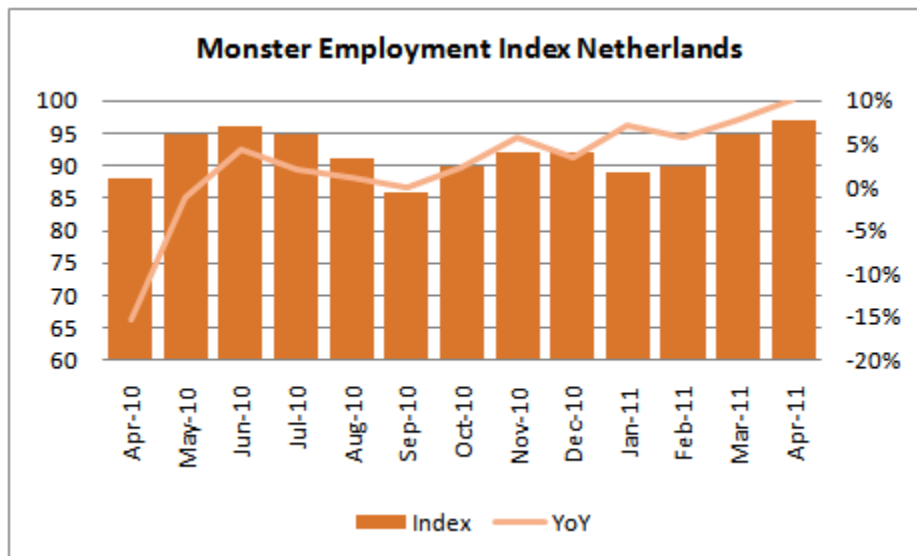
### Online Job Demand Continues to Gain Momentum, According to Monster Employment Index Netherlands

#### April 2011 Index Highlights:

- The Monster Employment Index Netherlands charts ten percent annual growth in April, the most rapid pace seen during the current economic cycle
- Transport, post and logistics leads all industries for the second month in a row, with annual growth at 43 percent; Production, manufacturing, maintenance and repair charts improved growth trends
- IT and Engineering are among the few technical and professional service sectors to exhibit positive growth momentum; Legal and Research and development are among the sectors to slide
- Limburg leads all regions in year-over-year growth

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 Monsterboard.nl.

“With a year on year growth of ten percent, the Index shows its highest rise in over two years. As the growth has been stable for the last seven months, we trust this is the beginning of an accelerated tempo of recovery; although still behind most other European countries, we are hopeful that this is a sign that the Dutch economy is going to start catching up,” said Warren Hammond, managing director of Monsterboard.nl. “It is clear from the Index that the economic recovery is demonstrating improved results in both manufacturing and exports. We are also starting to see leisure and tourism push ahead as we enter the summer months with consumer confidence – and hopefully spending – increasing.”



| Apr 10 | May 10 | Jun 10 | Jul 10 | Aug 10 | Sep 10 | Oct 10 | Nov 10 | Dec 10 | Jan 11 | Feb 11 | Mar 11 | Apr 11 | Y-O-Y GROWTH |
|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------------|
| 88     | 95     | 96     | 95     | 91     | 86     | 90     | 92     | 92     | 89     | 90     | 95     | 97     | 10%          |

**Industry Year-over-year Trends:** Annual growth was positive in 11 of the 19 sectors monitored by the Index.

- **Transport, post and logistics** (up 40 percent) was the top trending sector in the April Index year-over-year. Regionally, sector employers in Noord-Brabant and Zuid-Holland continued to exhibit increased online recruitment opportunities
- **Production, manufacturing, maintenance and repair** (up 19 percent) exhibited further annual growth, aligned with manufacturing trends from Statistics Netherlands, which demonstrate manufacturing output growth improved in the early months of 2011
- **Hospitality and tourism** (up eight percent) showed less upward momentum than in March, but is still ahead of its April 2010 level, as sector employers likely expect a strong summer peak season for 2011
- **IT** (up ten percent) noted a solid annual growth rate, while the broader technical and professional service segments have seen moderate growth rates
- **Construction and extraction** (down three percent) continued to chart annual decline in the Index, however April's three percent rate is the most moderate since October of last year, suggesting some positive shifts in underlying demand drivers for employment in the construction sector

#### Top Growth Industries

| Year-over-year Growth                          | Apr 10 | Apr 11 | % Growth Y-o-y |
|--|--------|--------|----------------|
| Transport, post and logistics                  | 126    | 176    | 40%            |
| Production, manufacturing, maintenance, repair | 140    | 166    | 19%            |
| IT   | 81     | 89     | 10%            |
| Sales  | 94     | 102    | 9%             |
| Hospitality and tourism                        | 159    | 172    | 8%             |

#### Lowest Growth Industries

| Year-over-year Growth             | Apr 10 | Apr 11 | % Growth Y-o-y |
|-----------------------------------|--------|--------|----------------|
| Healthcare, social work           | 233    | 220    | -13%           |
| Legal                             | 125    | 110    | -15%           |
| Education, training and library   | 161    | 144    | -17%           |
| Public sector, defence, community | 136    | 115    | -21%           |
| Agriculture, fishing and forestry | 134    | 111    | -23%           |

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

- **Elementary occupations** (up 20 percent) charted the steepest monthly and annual gains among all groups in the Index. The rise in online recruitment activity for these entry-level and low-skilled positions was most prominently in production and manufacturing
- **Technicians and associate professionals** (up 17 percent) noted some easing in annual growth but remained near the top of the Index
- **Professionals** (up three percent) maintained the same annual growth pace seen in March as positive gains from sectors such as IT and Engineering, counter balanced eased trends from Financial services and Legal

**Top Growth Occupations**

| <b>Year-over-year Growth</b>                | Apr 10 | Apr 11 | % Growth Y-o-y |
|---|--------|--------|----------------|
| Elementary occupations                      | 198    | 238    | 20%            |
| Technicians and associate professionals     | 70     | 82     | 17%            |
| Plant and machine operators, and assemblers | 66     | 77     | 17%            |

**Lowest Growth Occupations**

| <b>Year-over-year Growth</b>                       | Apr 10 | Apr 11 | % Growth Y-o-y |
|--|--------|--------|----------------|
| Professionals                                      | 95     | 98     | 3%             |
| Clerical support workers                           | 107    | 108    | 1%             |
| Skilled agricultural, forestry and fishery workers | 187    | 159    | -28%           |

**Geographic Year-over-year Trends:** Annual growth was recorded in 11 of the 12 regions monitored by the Index.

- **Limburg** (up 16 percent) continued to lead the Index in annual gains for the third consecutive month
- **Noord-Brabant** (up 14 percent) charted an improved annual growth pace, the steepest increase of all the larger regions
- **Gelderland** (up 16 percent) demonstrated significant increases in online job opportunities in April

**Highest Growth Regions**

| <b>Year-over-year Growth</b> | Apr 10 | Apr 11 | % Growth Y-o-y |
|------------------------------|--------|--------|----------------|
| Limburg                      | 85     | 113    | 33%            |
| Gelderland                   | 92     | 107    | 16%            |
| Noord-Brabant                | 86     | 98     | 14%            |

**Lowest Growth Regions**

| <b>Year-over-year Growth</b> | Apr 10 | Apr 11 | % Growth Y-o-y |
|------------------------------|--------|--------|----------------|
| Zuid-Holland                 | 79     | 80     | 1%             |
| Friesland                    | 87     | 88     | 1%             |
| Groningen                    | 119    | 119    | 0%             |

**International Trends:**

The Monster Employment Index Europe maintained annual growth of 26 percent year-over-year, demonstrating European employment is increasingly on the rise. Industrial production related sectors continued to lead the Index in annual growth while financial services segment recruitment exhibited further improvement year-over-year. Germany led all countries again in April with annual growth at a steady 45 percent.

To obtain a full copy of the Monster Employment Index report for April 2011, 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 May 2011 will be released on June 14, 2011.

## By Industry

| <b>Industry</b>                                | Apr 10 | May 10 | Jun 10 | Jul 10 | Aug 10 | Sep 10 | Oct 10 | Nov 10 | Dec 10 | Jan 11 | Feb 11 | Mar 11 | Apr 11 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Accounting, audit, taxes                       | 80     | 82     | 82     | 81     | 80     | 80     | 79     | 79     | 80     | 78     | 79     | 81     | 80     |
| Administrative, organisation                   | 69     | 72     | 72     | 72     | 69     | 65     | 65     | 67     | 68     | 67     | 67     | 67     | 67     |
| Agriculture, fishing and forestry              | 134    | 140    | 133    | 123    | 117    | 118    | 111    | 109    | 106    | 100    | 112    | 117    | 111    |
| Banking, finance, insurance                    | 45     | 50     | 55     | 52     | 52     | 45     | 47     | 47     | 47     | 46     | 45     | 49     | 47     |
| Construction and extraction                    | 66     | 67     | 69     | 65     | 62     | 60     | 63     | 63     | 62     | 60     | 59     | 64     | 64     |
| Education, training and library                | 161    | 166    | 165    | 164    | 144    | 135    | 147    | 149    | 155    | 148    | 130    | 139    | 144    |
| Engineering                                    | 89     | 90     | 88     | 88     | 86     | 84     | 89     | 92     | 93     | 91     | 93     | 95     | 96     |
| Healthcare, social work                        | 233    | 243    | 251    | 242    | 212    | 191    | 206    | 211    | 207    | 193    | 191    | 210    | 220    |
| Hospitality and tourism                        | 159    | 168    | 171    | 179    | 168    | 170    | 175    | 170    | 160    | 150    | 159    | 170    | 172    |
| HR   | 47     | 48     | 47     | 48     | 48     | 46     | 46     | 48     | 49     | 48     | 47     | 50     | 49     |
| IT   | 81     | 81     | 79     | 79     | 80     | 79     | 80     | 83     | 84     | 83     | 88     | 88     | 89     |
| Legal  | 125    | 131    | 136    | 144    | 119    | 115    | 113    | 116    | 113    | 113    | 121    | 119    | 110    |
| Management and consulting                      | 81     | 84     | 83     | 85     | 81     | 78     | 81     | 83     | 82     | 79     | 87     | 87     | 87     |
| Marketing, PR and media                        | 56     | 59     | 63     | 66     | 56     | 54     | 56     | 58     | 58     | 56     | 55     | 59     | 60     |
| Production, manufacturing, maintenance, repair | 140    | 159    | 161    | 159    | 151    | 140    | 149    | 151    | 150    | 144    | 151    | 159    | 166    |
| Public sector, defence, community              | 136    | 142    | 146    | 136    | 125    | 127    | 129    | 128    | 123    | 121    | 120    | 120    | 115    |
| Research and development                       | 88     | 87     | 93     | 87     | 84     | 82     | 81     | 81     | 85     | 92     | 83     | 87     | 90     |
| Sales  | 94     | 99     | 99     | 98     | 93     | 91     | 94     | 97     | 99     | 98     | 97     | 101    | 102    |
| Transport, post and logistics                  | 126    | 143    | 146    | 169    | 154    | 139    | 151    | 154    | 151    | 143    | 153    | 172    | 176    |

## By Occupation

| <b>Occupation</b>                                  | Apr 10 | May 10 | Jun 10 | Jul 10 | Aug 10 | Sep 10 | Oct 10 | Nov 10 | Dec 10 | Jan 11 | Feb 11 | Mar 11 | Apr 11 |
|--|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Managers   | 81     | 85     | 86     | 88     | 85     | 80     | 82     | 83     | 82     | 80     | 88     | 88     | 87     |
| Professionals                                      | 95     | 99     | 99     | 96     | 93     | 89     | 92     | 95     | 95     | 93     | 93     | 98     | 98     |
| Technicians and associate professionals            | 70     | 74     | 78     | 81     | 77     | 73     | 75     | 76     | 77     | 77     | 77     | 84     | 82     |
| Clerical support workers                           | 107    | 120    | 114    | 109    | 105    | 100    | 102    | 104    | 105    | 104    | 102    | 106    | 108    |
| Service and sales workers                          | 115    | 125    | 126    | 128    | 118    | 117    | 125    | 122    | 116    | 109    | 109    | 123    | 129    |
| Skilled agricultural, forestry and fishery workers | 187    | 203    | 197    | 178    | 170    | 170    | 160    | 156    | 150    | 141    | 152    | 169    | 159    |
| Craft and related workers                          | 153    | 170    | 165    | 163    | 155    | 149    | 160    | 162    | 159    | 147    | 156    | 160    | 170    |
| Plant and machine operators, and assemblers        | 66     | 71     | 75     | 76     | 72     | 69     | 73     | 74     | 74     | 74     | 78     | 79     | 77     |
| Elementary occupations                             | 198    | 216    | 235    | 242    | 202    | 195    | 195    | 208    | 205    | 195    | 209    | 216    | 238    |

## By Region

| <b>Region</b> | Apr 10 | May 10 | Jun 10 | Jul 10 | Aug 10 | Sep 10 | Oct 10 | Nov 10 | Dec 10 | Jan 11 | Feb 11 | Mar 11 | Apr 11 |
|---------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Drenthe       | 110    | 117    | 115    | 123    | 110    | 103    | 110    | 107    | 110    | 106    | 107    | 110    | 115    |
| Flevoland     | 98     | 98     | 98     | 97     | 92     | 93     | 94     | 95     | 98     | 94     | 98     | 99     | 101    |
| Friesland     | 99     | 105    | 106    | 109    | 95     | 93     | 96     | 98     | 98     | 92     | 93     | 96     | 101    |
| Gelderland    | 92     | 99     | 96     | 95     | 93     | 88     | 94     | 97     | 95     | 91     | 95     | 100    | 107    |
| Groningen     | 119    | 126    | 121    | 125    | 114    | 110    | 117    | 119    | 120    | 115    | 112    | 114    | 119    |
| Limburg       | 85     | 101    | 96     | 100    | 94     | 89     | 93     | 98     | 100    | 96     | 95     | 100    | 113    |
| Noord-Brabant | 86     | 94     | 94     | 92     | 89     | 85     | 88     | 93     | 94     | 89     | 91     | 95     | 98     |
| Noord-Holland | 63     | 66     | 67     | 67     | 65     | 63     | 64     | 65     | 64     | 64     | 65     | 67     | 68     |
| Overijssel    | 101    | 117    | 118    | 107    | 102    | 97     | 103    | 103    | 104    | 99     | 105    | 108    | 109    |
| Utrecht       | 87     | 91     | 91     | 90     | 88     | 86     | 87     | 88     | 88     | 86     | 87     | 93     | 88     |
| Zeeland       | 130    | 135    | 137    | 147    | 146    | 130    | 131    | 133    | 133    | 130    | 135    | 140    | 146    |
| Zuid-Holland  | 79     | 84     | 83     | 82     | 78     | 74     | 75     | 76     | 75     | 73     | 76     | 79     | 80     |

Monster Employment Index data for May will be released on June 14, 2011.

#### **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](http://www.monster.com). More information about Monster Worldwide is available at <http://about-monster.com/>.

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