



## Monster Employment Index Netherlands Declines Further in October

### October 2008 Index Highlights:

- The Monster Employment Index Netherlands fell to a two-year low as Dutch recruitment activity eased for the sixth consecutive month
- Major decreases were seen in the administrative and organisation; and HR sectors whilst construction and extraction registered the steepest year-on-year decline
- In contrast, online job opportunities rose in the telecommunications sector as the legal sector remained the top growth sector year-on-year
- Online demand for workers in the banking, finance and insurance edged slightly higher in the October Index following a sharp decline in the third quarter
- Demand fell across all occupational groups and regions in October with clerks and Noord-Holland, respectively, reporting the steepest decline

### Summary Overview

The Monster Employment Index Netherlands dipped six points in October to a level of 164, marking a sixth consecutive month of decline. The weakening economic climate is impacting recruitment activity as the administrative and organisation; and HR sectors saw steep declines in October. Year-on-year the Index was down 40 points or 20 percent.

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 Netherlands, including Monsterboard.nl.

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
164	170	173	194	203	206	210	210	201	188	205	202	204

“The continued decline in online recruitment activity in the Netherlands reflects the impact of the recent financial crisis”, commented Diana Krieger, General Manager Benelux, Monster Worldwide Europe. “Nevertheless, with one of Europe’s lowest unemployment rates, hiring remains competitive. Overall, it seems the Netherlands labor market is well positioned to take on the economic slowdown.”

**Administrative and organisation; and HR sectors show significant declines in online job demand**

Online offerings in the administrative and organisation sector saw a fifth month of consecutive decline in October, falling 26 points. Opportunities fell the most for clerks, whilst online job offerings also fell for professionals for the fourth consecutive month. Regionally, Friesland saw the steepest decline in the sector. Year-on-year the sector fell 59 points, or 24 percent.

The HR sector saw online opportunities decline 25 points in October, after a slight correction in September. The fall in opportunities reflects fewer opportunities for professionals. Year-on-year the sector was down 36 points or 19 percent.

Online job availability in the healthcare and social work sector fell 22 Index points in October, as opportunities for professionals; and technicians and associate professionals declined. Regionally, Zeeland saw the steepest decline of opportunities in the sector, whereas online offerings rose for the second month in Overijssel. Year-on-year the sector was down 36 points, or 13 percent.

Construction and extraction opportunities climbed for the second consecutive month, rising eight points. Craft and related workers saw the highest rate of increase in October, whilst opportunities also rose for professionals; and technicians and associate professionals. Despite the rise in opportunities this month, the sector was down 75 points or 39 percent, the steepest rate of decline among sectors.

**Online job opportunities for clerks decline for fifth consecutive month**

Clerks saw the fifth consecutive month of declining opportunities, falling 22 points in October. Weaker demand was seen in the administrative and organisation; and legal sectors. However, opportunities for clerks rose in the public, defence and community sector for the second month. Year-on-year the category was down 60 points, or 20 percent.

Online offerings for service, shop and market sales workers fell 17 points, with October seeing the sixth consecutive month of decline for the category. The hospitality and tourism; and sales saw modest decreases in the category. Year-on-year the occupational group was down 85 points, or 34 percent.

Craft and related workers online job offerings jump 15 points in October following two months of decline. Increased opportunities were seen in the construction and extraction; and production, manufacturing, maintenance and repair sectors.

**All regions decline in October**

Noord-Holland fell 11 Index points in October, following a correction in September. Major declines were registered in the administrative and organisation sector for the fourth consecutive month, whilst opportunities also declined in the accounting, audit and taxes; and hospitality and tourism sectors. Despite these declines the construction and extraction sector saw high rates of increased demand. Among occupational groups, clerks saw the steepest decline of online job opportunities. Year-on-year the region fell 38 points, or 21 percent.

Online job offerings fell 10 points in Friesland in October. The HR; administrative and organisation; and construction and extraction sectors all saw major declines. However the banking, finance and insurance sector saw increased demand despite the financial crisis. Increased hiring in the sector comes following a third quarter of significant decline. Online demand for technicians and associate professionals; clerks; and elementary workers all declined in October whereas opportunities grew for legislators, senior officials and managers. Year-on-year the region was down 36 points, or 18 percent.

Zuid-Holland declined six index points in October, presenting the fourth consecutive month of decline for the region. The HR; legal; and research and development sectors saw major declines whilst the telecommunications sector saw the highest growth. Year-on-year demand in the sector fell 30 points, or 16 percent.

**Top Industries Looking for Employees**

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

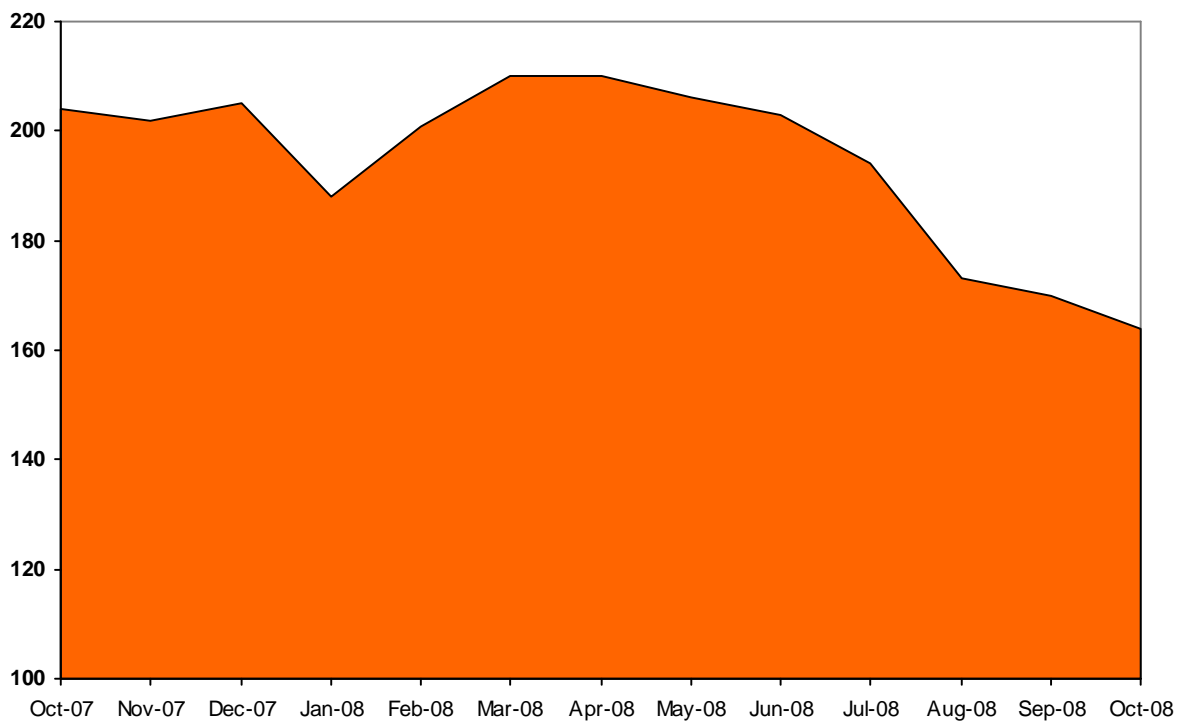
<b>Industry</b>	<b>Oct 08</b>	Sep 08	Aug 08
Construction and extraction	119	111	105
Telecommunications	96	88	93
Legal	210	202	206
Public sector, defence, community	224	219	208

**Most Wanted Occupational Categories**

Occupational category registering a significant increase in online job demand included:

<b>Occupation</b>	<b>Oct 08</b>	Sep 08	Aug 08
Craft and related workers	260	245	247

### Monster Employment Index Netherlands



Monster Employment Index Netherlands 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	144	154	155	164	169	169	179	180	173	172	178	171	168
Administrative, organisation	192	218	230	280	299	314	292	293	273	246	272	254	251
Agriculture, fishing and forestry	129	132	133	137	141	141	144	135	136	119	125	129	129
Banking, finance, insurance	98	94	100	129	125	120	120	125	127	108	137	123	118
Construction and extraction	119	111	105	112	119	117	125	126	126	135	137	136	194
Education, training and library	215	223	210	242	248	257	250	257	236	207	215	217	219
Engineering	129	132	136	146	152	162	165	169	158	156	166	166	157
Healthcare, social work	238	260	249	271	293	300	278	274	264	237	276	264	274
Hospitality and tourism	235	251	265	265	283	302	292	261	250	208	247	243	250
HR	157	182	179	192	214	215	231	240	223	204	208	205	193
IT	136	138	139	144	152	151	149	145	151	146	157	152	148
Legal	210	202	206	207	216	198	191	191	172	158	161	159	152
Management and consulting	165	167	169	190	197	191	197	204	193	182	189	189	190
Marketing, PR and media	105	117	121	130	155	152	163	178	164	143	150	147	148
Production, manufacturing, maintenance, repair	231	228	231	245	243	244	251	247	243	223	248	249	274
Public sector, defence, community	224	219	208	230	248	228	227	231	216	185	197	206	218
Research and development	107	121	116	136	186	173	167	173	187	177	179	159	157
Sales	163	172	178	203	209	212	220	223	211	192	213	211	211
Telecommunications	96	88	93	105	101	96	100	107	93	96	116	109	111
Transport, post and logistics	276	290	303	335	342	340	330	321	303	279	318	320	314

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

Occupation Group	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
Legislators, senior officials and managers	169	173	172	199	219	200	204	213	203	188	197	195	190
Professionals	152	157	159	173	184	186	190	192	184	177	189	185	186
Technicians and associate professionals	129	139	142	156	160	163	168	173	164	156	170	168	163
Clerks	234	256	265	324	338	349	337	330	303	283	304	284	294
Service workers and shop and market sales workers	168	185	198	228	250	260	265	244	233	206	238	242	253
Skilled agricultural and fishery workers	184	192	194	203	214	213	220	199	202	169	183	193	193
Craft and related workers	260	245	247	263	253	258	275	266	269	243	273	271	312
Plant and machine operators and assemblers	128	139	139	160	174	172	168	174	157	152	171	173	163
Elementary occupations	325	329	331	336	312	314	289	270	289	268	246	280	308

Monster Employment Index Netherlands findings across Dutch 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
Drenthe	185	190	189	213	232	227	214	217	208	190	210	212	207
Flevoland	176	183	196	230	233	232	224	223	209	193	207	201	200
Friesland	169	179	179	198	215	218	218	213	201	179	205	213	205
Gelderland	174	177	185	210	227	240	245	232	223	206	225	230	237
Groningen	195	197	201	210	221	226	219	220	205	188	217	220	204
Limburg	170	176	186	191	208	216	235	239	230	205	225	232	255
Noord-Brabant	175	181	187	205	221	225	229	227	215	208	226	223	231
Noord-Holland	141	152	151	175	190	185	188	193	187	169	182	180	179
Overijssel	185	190	190	217	238	247	235	226	212	199	223	224	225
Utrecht	167	170	170	192	177	187	193	195	187	174	190	187	190
Zeeland	142	147	147	157	148	155	157	161	152	150	158	153	156
Zuid-Holland	154	160	162	178	190	187	193	197	188	185	197	186	184

Monster Employment Index Netherlands 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/>

**Special Note:** Safe Harbor Statement Under the Private Securities Litigation Reform Act of 1995: Except for historical information contained herein, the statements made in this release constitute forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Such forward-looking statements involve certain risks and uncertainties, including statements regarding Monster Worldwide, Inc.'s strategic direction, prospects and future results. Certain factors, including factors outside of Monster Worldwide's control, may cause actual results to differ materially from those contained in the forward- looking statements, including economic and other conditions in the markets in which Monster Worldwide operates, risks associated with acquisitions, competition, seasonality and the other risks discussed in Monster Worldwide's Form 10-K/A and other filings made with the Securities and Exchange Commission, which discussions are incorporated in this release by reference.

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