



## Third Month of Lower Online Job Demand as Monster Employment Index Netherlands Shows First Ever Year-on-year Decline

### July 2008 Index Highlights:

- Online job opportunities fell by nine points in July, as a third consecutive month of reduced worker demand pushed the Monster Employment Index Netherlands' year-on-year growth rate into negative territory for the first time since the inception of the Index
- By comparison, the overall EU Index reported a slight up-tick in online demand, fuelled by a strong rise in Germany, and was up 13 percent year-on-year
- The Netherlands saw steep declines in online hiring in research and development; marketing, PR and media; and HR, while construction and extraction was down by the widest margin year-on-year
- Demand fell across most occupational groups, with only elementary and craft workers showing improvements. Year-on-year, plant and machine operators and assemblers dropped the most
- Overijssel showed the largest decline, while Limburg was down most from a year ago. Both Utrecht and Zeeland showed slight gains on the month but Flevoland remained the top growth region year-on-year

### Summary Overview

The Monster Employment Index Netherlands dropped nine points in July, to 194, marking a third consecutive month of decline and dipping below the 200 mark for the first time since January 2008. Year-on-year the Index was down three points, or two percent. The Monster Employment Index Netherlands 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.

Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07
194	203	206	210	210	201	188	205	202	204	197	193	197

“The year-on-year decline in online job availability across the Netherlands signals a marked downturn in Dutch employer confidence,” commented Diana Krieger, General Manager Benelux, Monster Worldwide Europe. “With consumer confidence already at a two and a half year low in June, the latest Index decline could indicate a turning point as the economic slowdown begins to broadly affect employment opportunities. The fact that spend-heavy sectors like R&D and marketing are beginning to rein in hiring is also a corroborating point.”

**R&D and marketing PR and media sectors see sharp falls in worker-demand**

Research and development saw a slump in demand, as opportunities fell sharply in July. Professionals saw a steep dip following two months of increased employment opportunities, while legislators, senior officials and managers also fell. Zeeland was the only area unaffected by the decline, as opportunities grew there, but overall the industry saw worker-demand fall 62 points, or 31 percent year-on-year.

Marketing, PR and media jobs dropped by 25 points as a result of a major dip for legislators, senior officials and managers. Job availability also continued to decline for professionals and technicians and associate professionals. All regions showed fewer opportunities, with Flevoland registering the steepest decline. Year-on-year, demand in the sector declined 20 points, or 13 percent.

A rise in online jobs was reported for telecommunications, with a four-point rise driven by higher demand for technicians and associate professionals. The sector remains down seven points, or six percent year-on-year. There was also higher job availability in production, manufacturing, maintenance and repair, with a two-point rise coming as a result of higher demand in Utrecht. The sector is still up by a healthy margin of 26 points, or 12 percent year-on-year.

**Service workers and senior positions show sharply lower job demand**

Online job availability for service, shop and market sales workers declined for a third consecutive month in July, falling 22 points. Muted demand in the sales; and hospitality and tourism sectors were the primary factors. Drenthe saw the biggest dip, while Friesland, Limburg and Noord-Brabant all saw continued declines, now extending to three months. Year-on-year demand for service workers remains up by seven points, or three percent.

Following a peak in online job availability for legislators, senior officials and managers during June, the trend was moderated in July, with a fall of 20 points. Marketing, PR and media positions dropped sharply, while significant declines were also seen in the public, defence and community; transport, post and logistics; and research and development sectors. Year-on-year growth was eight points, or four percent.

Elementary workers saw a rebound of 24 points in July, following a slight decrease in June. The category was also up 15 points year-on-year, or five percent. Construction and extraction was the main driver of demand, while there was lower demand in the production, manufacturing, maintenance and repair sector. Utrecht registered the highest rate of growth, while Noord-Brabant and Overijssel saw lower job availability.

**Overijssel and Drenthe show steep declines in online job availability, while Utrecht shows growth**

Online recruitment activity dropped in Overijssel for a second month, as the level of open jobs slumped by 21-points. The fall came as a result of the overall decline in research and development jobs as well as lower demand in construction and extraction. All occupational groups saw dips in job availability with plant and machine operators; and technicians and associate professionals showing extended droughts in job availability. Year-on-year, demand in Overijssel was down by a point.

Drenthe also saw a marked fall in online jobs, with a 19-point fall coming following two months of increase. Falls were seen in construction and extraction; engineering; healthcare, social work; and hospitality and tourism. Recruiting for all the occupational groups was down, with skilled agricultural and fishery workers showing the most dramatic decline.

Meanwhile, online job demand across Utrecht rebounded 15 points, following a weak month in June. Intense hiring activity was reported in the banking, finance and insurance; construction and extraction; production, manufacturing, maintenance and repair; and telecommunications sectors. Job offerings for legislators, senior officials and managers grew for a third consecutive month, while online recruitment activity for craft and related workers showed a significant recovery. Year-on-year growth was 10 points, or five percent.

**Top Industries Looking for Employees**

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

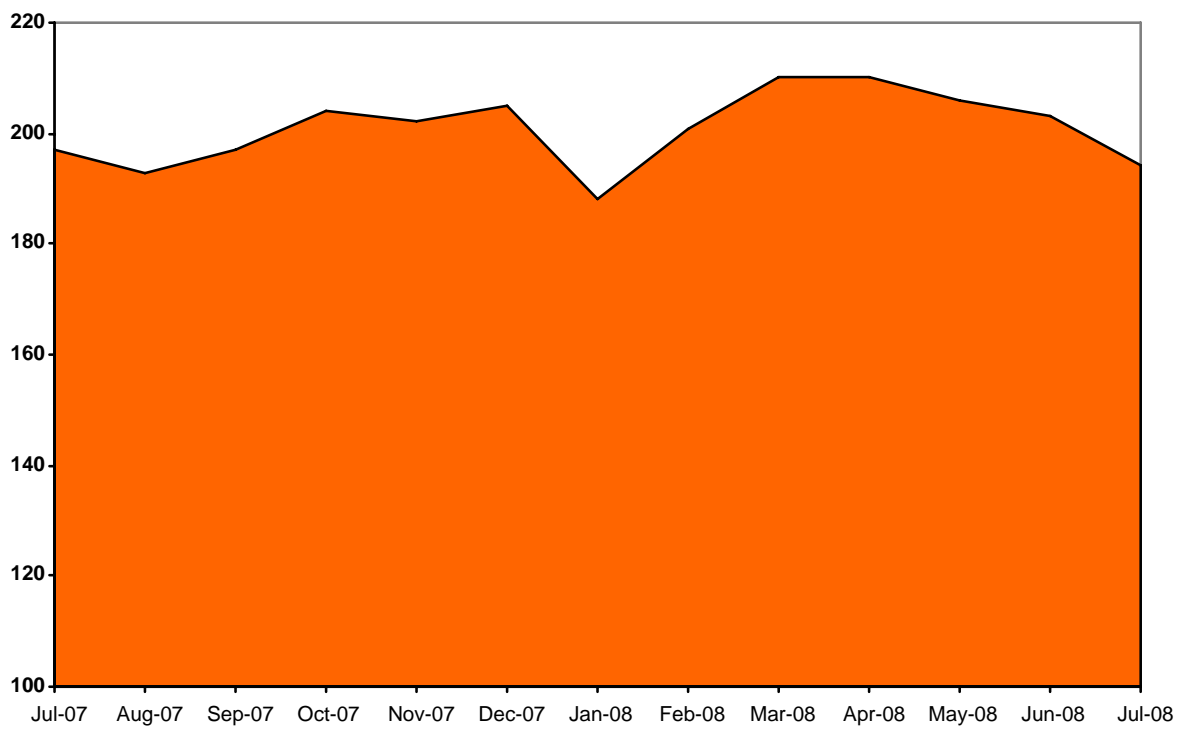
Industry	Jul 08	Jun 08	May 08
Telecommunications	105	101	96
Production, manufacturing, maintenance, repair	245	243	244

**Most Wanted Occupational Categories**

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

Occupation	Jul 08	Jun 08	May 08
Elementary occupations	336	312	314

### Monster Employment Index Netherlands



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

<b>Industry</b>	<b>Jul 08</b>	<b>Jun 08</b>	<b>May 08</b>	<b>Apr 08</b>	<b>Mar 08</b>	<b>Feb 08</b>	<b>Jan 08</b>	<b>Dec 07</b>	<b>Nov 07</b>	<b>Oct 07</b>	<b>Sep 07</b>	<b>Aug 07</b>	<b>Jul 07</b>
Accounting, audit, taxes	164	169	169	179	180	173	172	178	171	168	173	179	181
Administrative, organisation	280	299	314	292	293	273	246	272	254	251	250	264	259
Agriculture, fishing and forestry	137	141	141	144	135	136	119	125	129	129	129	116	118
Banking, finance, insurance	129	125	120	120	125	127	108	137	123	118	116	133	132
Construction and extraction	112	119	117	125	126	126	135	137	136	194	140	166	167
Education, training and library	242	248	257	250	257	236	207	215	217	219	206	195	233
Engineering	146	152	162	165	169	158	156	166	166	157	154	157	157
Healthcare, social work	271	293	300	278	274	264	237	276	264	274	264	251	275
Hospitality and tourism	265	283	302	292	261	250	208	247	243	250	243	228	231
HR	192	214	215	231	240	223	204	208	205	193	217	210	217
IT	144	152	151	149	145	151	146	157	152	148	150	142	147
Legal	207	216	198	191	191	172	158	161	159	152	164	161	159
Management and consulting	190	197	191	197	204	193	182	189	189	190	192	187	182
Marketing, PR and media	130	155	152	163	178	164	143	150	147	148	144	143	150
Production, manufacturing, maintenance, repair	245	243	244	251	247	243	223	248	249	274	223	203	219
Public sector, defence, community	230	248	228	227	231	216	185	197	206	218	200	172	201
Research and development	136	186	173	167	173	187	177	179	159	157	166	188	198
Sales	203	209	212	220	223	211	192	213	211	211	212	188	186
Telecommunication	105	101	96	100	107	93	96	116	109	111	103	109	112
Transport, post and logistics	335	342	340	330	321	303	279	318	320	314	312	344	342

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

Occupation	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07
Legislators, senior officials and managers	199	219	200	204	213	203	188	197	195	190	200	198	191
Professionals	173	184	186	190	192	184	177	189	185	186	178	180	182
Technicians and associate professionals	156	160	163	168	173	164	156	170	168	163	166	165	171
Clerks	324	338	349	337	330	303	283	304	284	294	284	263	262
Service workers and shop and market sales workers	228	250	260	265	244	233	206	238	242	253	239	209	221
Skilled agricultural and fishery workers	203	214	213	220	199	202	169	183	193	193	193	177	183
Craft and related workers	263	253	258	275	266	269	243	273	271	312	237	227	241
Plant and machine operators and assemblers	160	174	172	168	174	157	152	171	173	163	162	191	191
Elementary occupations	336	312	314	289	270	289	268	246	280	308	296	310	321

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

Region	Jul 08	Jun 08	May 08	Apr 08	Mar 08	Feb 08	Jan 08	Dec 07	Nov 07	Oct 07	Sep 07	Aug 07	Jul 07
Drenthe	213	232	227	214	217	208	190	210	212	207	201	197	208
Flevoland	230	233	232	224	223	209	193	207	201	200	196	205	208
Friesland	198	215	218	218	213	201	179	205	213	205	193	190	200
Gelderland	210	227	240	245	232	223	206	225	230	237	214	212	224
Groningen	210	221	226	219	220	205	188	217	220	204	202	199	205
Limburg	191	208	216	235	239	230	205	225	232	255	237	238	236
Noord-Brabant	205	221	225	229	227	215	208	226	223	231	214	214	219
Noord-Holland	175	190	185	188	193	187	169	182	180	179	182	177	176
Overijssel	217	238	247	235	226	212	199	223	224	225	203	200	218
Utrecht	192	177	187	193	195	187	174	190	187	190	181	183	182
Zeeland	157	148	155	157	161	152	150	158	153	156	152	149	152
Zuid-Holland	178	190	187	193	197	188	185	197	186	184	178	178	180

Monster Employment Index Netherlands for August will be released on September 9, 2008.

### **About The Monster Employment Index Netherlands**

Providing a broad, comprehensive monthly analysis of online job demand, the Monster Employment Index Netherlands is an extension of the Monster Employment Index Europe, which is compiled each month by researchers at Monster Worldwide Europe.

Launched in June 2005, the Monster Employment Index Europe provides monthly insight into recruitment trends across the European Union. The Index report is based on a real-time review of millions of employer job opportunities culled from Web sites across Europe, including Monster®. The Index is audited by Research America, Inc. and provides analyses of online job demand within occupational categories, industry sectors and regions.

Monthly Index 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).

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