

# monster®

## EMPLOYMENT INDEX

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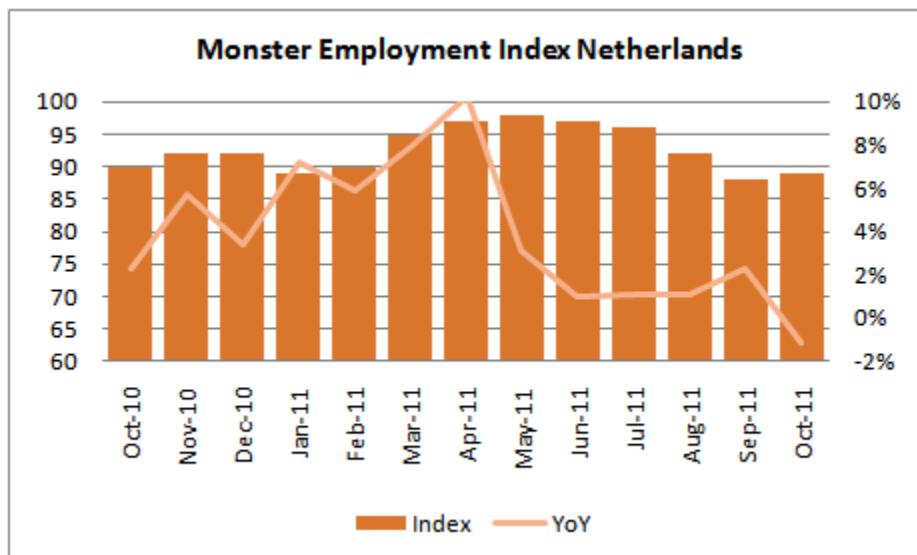
### Over a Third of Dutch Industries Sustain Positive Growth in Online Recruitment, According to Monster Employment Index

#### October 2011 Index Highlights:

- The Monster Employment Index Netherlands (down one percent) demonstrates slowed annual growth, but still gains one percent over September's level
- IT claims the leading position amongst the industry sectors with the highest online growth, closely followed by Engineering
- Banking and Research and Development sectors register equal decline in annual growth rate and rank bottom of the Index
- Flevoland leads all regions in online recruitment growth over the year; Groningen joins the ranks of regions charting reduced recruitment over the year

**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.**

"While we see an overall net reduction in online recruitment on the year it is encouraging to see that more than a third of industries are reporting positive growth trends, although at slower rates than previous months," said Warren Hammond, managing director of Monsterboard.nl. "However, similarly to the rest of Europe, the Netherlands' economic outlook remains uncertain and the Index reflects how employers are continuing to exercise caution, particularly concerning recruitment of workers in managerial and professional occupations."



Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Y-O-Y GROWTH
90	92	92	89	90	95	97	98	97	96	92	88	89	-1%

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

- **IT** (up eight percent) demonstrated accelerated annual growth in October and secured the top position in the Index
- **Transport, post and logistics** (up three percent) edged down four positions from its September ranking, registering its most moderate growth rate since March 2010. Regionally, Noord-Brabant and Zuid-Holland experienced the greatest drop-off in activity
- **Hospitality and tourism** (down two percent) noted significant decline in online recruitment activity compared to September's ten percent rise and experienced negative growth for the first time since May 2010
- **Engineering** (up six percent) experienced similar year-over-year growth to September, although slowed growth rates in other sectors pushed it up to place second in October's Index
- **Banking, finance, insurance** and **Research and development** (both down 15 percent) were the most negatively trending sectors

### Top Growth Industries

Industry	Oct 10	Oct 11	% Growth Y-o-y
IT	80	86	8%
Engineering	89	94	6%
HR	46	48	4%
Production, manufacturing, maintenance, repair	149	155	4%
Transport, post and logistics	151	156	3%

### Lowest Growth Industries

Industry	Oct 10	Oct 11	% Growth Y-o-y
Healthcare, social work	206	195	-5%
Legal	113	103	-9%
Administrative, organisation	65	59	-9%
Research and development	81	69	-15%
Banking, finance, insurance	47	40	-15%

**Occupation Year-over-year Trends:** Online job activity rose in four of the nine occupational groups monitored by the Index for the second consecutive month.

- **Elementary** (up 18 percent) achieved the largest annual gain among all groups in the Index, with multiple sectors stepping up demand for entry-level and non-skilled workers
- **Service and sales workers** (up four percent) experienced a slower online recruitment growth rate in October and dropped out of the top three ranking occupations

- **Skilled agricultural, forestry and fishery workers** (down 12 percent) registered the steepest annual decline; **Clerical support workers** (down eight percent) also saw a decline in long-term growth trend

### Top Growth Occupations

Occupation	Oct 10	Oct 11	% Growth Y-o-y
Elementary occupations	195	231	18%
Craft and related trades workers	160	169	6%
Technicians and associate professionals	75	78	4%

### Lowest Growth Occupations

Occupation	Oct 10	Oct 11	% Growth Y-o-y
Managers	82	76	-7%
Clerical support workers	102	94	-8%
Skilled agricultural, forestry and fishery workers	160	141	-12%

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

- **Flevoland** (up 17 percent) led the Index by measure of annual growth in October, where trends were positive for IT and engineering sectors
- **Limburg** (up 16 percent), the regional leader for the September Index, also gained some positive momentum year-over-year compared to last month's 12 percent rate
- **Zuid-Holland** (down nine percent) experienced further annual decline and remained at the bottom of the Index while **Groningen** (down two percent) also fell into a state of annual decline

### Top Growth Regions

Region	Oct 10	Oct 11	% Growth Y-o-y
Flevoland	94	110	17%
Limburg	93	108	16%
Overijssel	103	108	5%
Friesland	96	100	4%

### Lowest Growth Regions

Region	Oct 10	Oct 11	% Growth Y-o-y
Groningen	117	115	-2%
Noord-Holland	64	62	-3%
Utrecht	87	83	-5%
Zuid-Holland	75	68	-9%

### International Trends:

The Monster Employment Index Europe demonstrated year-over-year growth of 14 percent in October with slightly eased growth rates compared to August and September. Engineering continued to lead all industries by rate of annual growth and was closely followed by Transport, post and logistics and Production, manufacturing, maintenance, repair albeit at slightly slowed rates. Healthcare, social work registered a decline in annual growth for the first time in the history of the Index although overall online demand remained substantial. Public sector, defence and community continued to register the steepest reduction in annual growth rate, while Germany continued to lead by rate of annual growth.

To obtain a full copy of the Monster Employment Index report for October 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 November 2011 will be released on December 13, 2011.

### By Industry

Industry	Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Y-O-Y GROWTH
Accounting, audit, taxes	79	79	80	78	79	81	80	81	80	78	76	76	77	-3%
Administrative, organisation	65	67	68	67	67	67	67	68	67	67	65	60	59	-9%
Agriculture, fishing and forestry	111	109	106	100	112	117	111	125	122	120	115	116	110	-1%
Banking, finance, insurance	47	47	47	46	45	49	47	46	45	48	44	41	40	-15%
Construction and extraction	63	63	62	60	59	64	64	65	62	62	60	60	61	-3%
Education, training and library	147	149	155	148	130	139	144	160	159	153	145	141	140	-5%
Engineering	89	92	93	91	93	95	96	96	95	94	92	89	94	6%
Healthcare, social work	206	211	207	193	191	210	220	229	222	223	210	186	195	-5%
Hospitality and tourism	175	170	160	150	159	170	172	186	193	192	190	187	172	-2%
HR	46	48	49	48	47	50	49	49	48	47	48	49	48	4%
IT	80	83	84	83	88	88	89	89	89	88	86	82	86	8%
Legal	113	116	113	113	121	119	110	105	111	107	109	104	103	-9%
Management and consulting	81	83	82	79	87	87	87	86	86	85	82	79	80	-1%
Marketing, PR and media	56	58	58	56	55	59	60	60	61	62	62	59	57	2%
Production, manufacturing, maintenance, repair	149	151	150	144	151	159	166	168	171	169	155	148	155	4%
Public sector, defence, community	129	128	123	121	120	120	115	130	137	139	130	123	128	-1%
Research and development	81	81	85	92	83	87	90	81	82	80	83	75	69	-15%
Sales	94	97	99	98	97	101	102	104	105	103	99	95	97	3%
Transport, post and logistics	151	154	151	143	153	172	176	171	181	180	171	160	156	3%

### By Occupation

Occupation	Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Y-O-Y GROWTH
Managers	82	83	82	80	88	88	87	85	86	82	81	76	76	-7%
Professionals	92	95	95	93	93	98	98	98	97	96	93	88	90	-2%
Technicians and associate professionals	75	76	77	77	77	84	82	84	85	84	80	78	78	4%
Clerical support workers	102	104	105	104	102	106	108	110	108	112	112	96	94	-8%
Service and sales workers	125	122	116	109	109	123	129	138	140	137	136	132	130	4%
Skilled agricultural, forestry and fishery workers	160	156	150	141	152	169	159	162	159	155	149	149	141	-12%
Craft and related workers	160	162	159	147	156	160	170	178	180	181	169	164	169	6%
Plant and machine operators, and assemblers	73	74	74	74	78	79	77	78	81	77	72	67	69	-5%
Elementary occupations	195	208	205	195	209	216	238	235	241	232	214	201	231	18%

## By Region

Region	Oct 10	Nov 10	Dec 10	Jan 11	Feb 11	Mar 11	Apr 11	May 11	Jun 11	Jul 11	Aug 11	Sep 11	Oct 11	Y-O-Y GROWTH
Drenthe	110	107	110	106	107	110	115	121	124	116	111	109	111	1%
Flevoland	94	95	98	94	98	99	101	101	103	100	97	98	110	17%
Friesland	96	98	98	92	93	96	101	106	109	105	101	102	100	4%
Gelderland	94	97	95	91	95	100	107	106	106	102	98	94	97	3%
Groningen	117	119	120	115	112	114	119	123	131	123	115	115	115	-2%
Limburg	93	98	100	96	95	100	113	112	111	105	106	100	108	16%
Noord-Brabant	88	93	94	89	91	95	98	99	100	98	93	86	90	2%
Noord-Holland	64	65	64	64	65	67	68	68	68	66	65	62	62	-3%
Overijssel	103	103	104	99	105	108	109	116	118	114	105	103	108	5%
Utrecht	87	88	88	86	87	93	88	90	89	87	85	81	83	-5%
Zeeland	131	133	133	130	135	140	146	144	143	140	137	132	133	2%
Zuid-Holland	75	76	75	73	76	79	80	79	77	75	73	69	68	-9%

Monster Employment Index data for November will be released on December 13, 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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