



# EMPLOYMENT INDEX

## Online Employment across the Netherlands Weakens, as Sales and HR Job Availability Declines

### March 2009 Index Highlights:

- The Monster Employment Index Netherlands dropped eight points in March, with the Index now showing weaker demand for the eleventh consecutive month.
- Year-on-year, the Index declined 97 points, the sharpest annual decline for the Index in the Netherlands
- The HR sector exhibited a decline on both a monthly and annual basis, whilst demand also fell sharply in the banking; and administrative sectors
- Conversely, the healthcare; agriculture, public, hospitality and R&D sectors saw increased job availability in March
- Plant and machine operators and assemblers registered the most significant fall in demand among occupations groups
- Among regions, Noord-Brabant registered the sharpest fall in opportunities on the month, whilst Zeeland exhibited the sharpest increase in demand

### Summary Overview

The Monster Employment Index Netherlands declined eight points in March, with demand falling in the HR, administrative, banking, and sales sectors. Opportunities are increasing in healthcare and hospitality, driven by public sector and seasonal cycles.

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.

Mar 09	Feb 09	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08
113	121	123	147	156	164	170	173	194	203	206	210	210

“The tightening in the online job market in certain sectors indicates that businesses are preparing to ensure that they remain stable in this economy by maintaining their current staffs,” commented Diana Krieger, general manager Benelux, Monster Worldwide Europe. “However, unemployment currently remains below year-earlier levels and we are still seeing a significant number of online job offerings in sectors such as hospitality and tourism; and healthcare and social work.”

#### **Recruitment activity for HR and sales continue to decline**

Opportunities in the HR sector fell for the sixth consecutive month, dipping 18 points. Year-on-year, the sector declined 180 points, with the sector now representing the sharpest annual decline over the past quarter. Among regions, Utrecht saw the sharpest decline in online offerings for HR workers.

The demand for Clerks declined on the month for Admin/Org employers. Demand for professionals in the sector was down to a lesser degree. Among regions, cooling recruitment trends for the sector were observed primarily in Noord Holland and Utrecht.

The sales sector saw online offerings decline nine Index points in March. The sector has continued to decline steadily since the beginning of 2008. In March, online opportunities fell the most for technicians and service workers, whilst opportunities increased slightly for clerical occupations. All regions with the exception of Groningen saw fewer online offerings.

Production, manufacturing, maintenance and repair opportunities declined eight points, coinciding with a recent Statistics Netherlands report of a decline in manufacturing turnover by 25 percent annually. Online offerings fell for plant and machine operators and assemblers, whilst opportunities remained stable for craft and related workers.

#### **Plant and machine operators and assemblers demand falls**

Plant and machine operators and assemblers saw online recruitment activity drop 19 points, settling at 73 points. The decline reflects significantly weaker demand in the production, manufacturing, maintenance and repair sector. On an annual basis, online offerings have fallen 101 points, or 58 percent.

Opportunities for elementary occupations fell 14 points. The decline is a result of fewer offerings for temporary workers in the group.

Skilled agricultural and fishery workers saw demand increase for the second consecutive month as it jumped 26 points. The group was the only one to report positive year-on-year growth, climbing five points compared to March 2008.

**Demand continues to weaken in Noord-Brabant, while increases are seen in Zeeland**

Noord-Brabant saw opportunities decline 12 points in March, the sharpest monthly decline amongst all regions. Fewer opportunities were reported in consulting, engineering, production and construction. Annually, offerings across the region were down 50 percent.

Online offerings in Utrecht fell 11 points as opportunities declined in engineering; administrative; banking; and sales. Clerks; and plant and machine operators and assemblers represented the majority of the decline in the region.

Zeeland's online job availability increased for the second consecutive month, climbing nine points. The increase in March was prompted by stronger demand in the banking, finance and insurance; and IT sectors. On an annual basis, the region saw the smallest rate of decrease among the regions, losing just five points since March 2008.

**Top Growth Sectors**

Industries showing the highest increase in demand on a monthly basis:

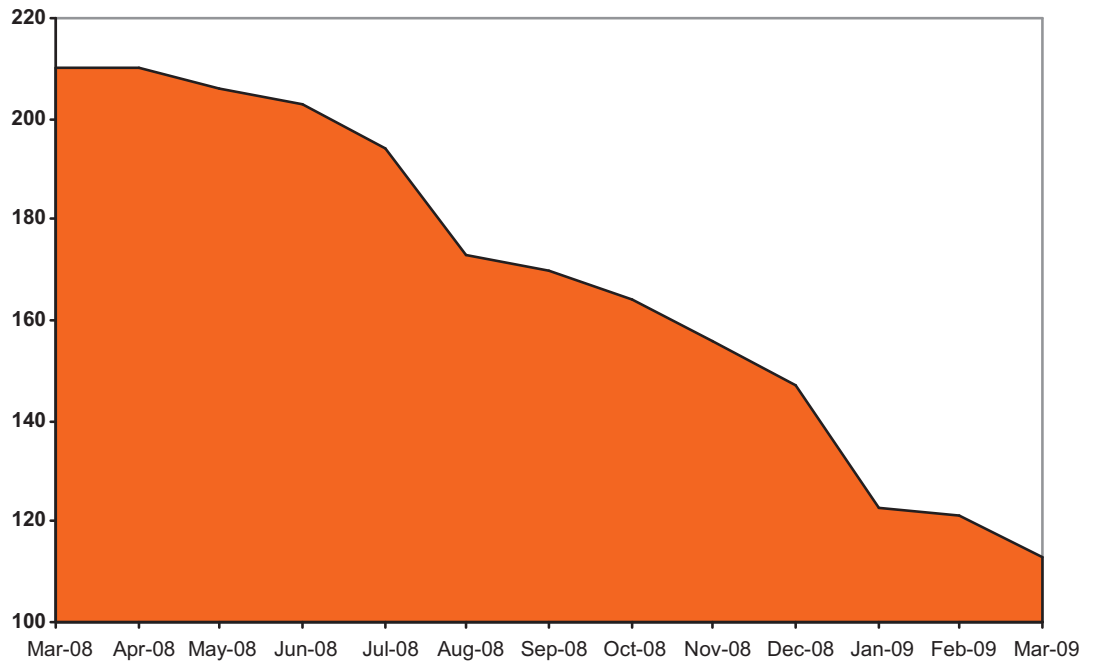
<b>Industry</b>	<b>Mar 09</b>	<b>Feb 09</b>	<b>Mar 08</b>
Research and development	83	72	173
Hospitality and tourism	169	156	261
Agriculture, Fishing and forestry	137	127	135
Public sector, defence, community	184	178	231
Healthcare, Social work	263	256	274

**Top Growth Occupational Groups**

Occupational groups showing the highest increase in demand on a monthly basis:

<b>Occupations</b>	<b>Mar 09</b>	<b>Feb 09</b>	<b>Mar 08</b>
Skilled agricultural and fishery workers	204	178	199
Craft and related workers	228	227	266
Service and sales workers	107	111	244
Professionals	117	123	192

### Monster Employment Index Netherlands



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

Industry	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08
Accounting, audit, taxes	115	117	130	140	140	144	154	155	164	169	169	179	180
Administrative, organisation	107	132	126	169	188	192	218	230	280	299	314	292	293
Agriculture, fishing and forestry	137	127	119	121	123	129	132	133	137	141	141	144	135
Banking, finance, insurance	58	74	58	72	77	98	94	100	129	125	120	120	125
Construction and extraction	80	85	100	120	119	119	111	105	112	119	117	125	126
Education, training and library	171	172	173	193	196	215	223	210	242	248	257	250	257
Engineering	102	108	107	123	129	129	132	136	146	152	162	165	169
Healthcare, social work	263	256	239	252	244	238	260	249	271	293	300	278	274
Hospitality and tourism	169	156	166	180	203	235	251	265	265	283	302	292	261
HR	60	78	93	110	137	157	182	179	192	214	215	231	240
IT	110	111	113	129	135	136	138	139	144	152	151	149	145
Legal	183	184	169	183	196	210	202	206	207	216	198	191	191
Management and consulting	112	119	130	151	162	165	167	169	190	197	191	197	204
Marketing, PR and media	53	65	75	94	102	105	117	121	130	155	152	163	178
Production, manufacturing, maintenance, repair	189	197	194	216	221	231	228	231	245	243	244	251	247
Public sector, defence, community	184	178	169	204	213	224	219	208	230	248	228	227	231
Research and development	83	72	63	80	102	107	121	116	136	186	173	167	173
Sales	115	124	124	145	154	163	172	178	203	209	212	220	223
Telecommunications	32	39	50	74	90	96	88	93	105	101	96	100	107
Transport, post and logistics	159	171	177	221	251	276	290	303	335	342	340	330	321

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

Occupation Group	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08
Managers	108	115	119	149	163	169	173	172	199	219	200	204	213
Professionals	117	123	123	140	147	152	157	159	173	184	186	190	192
Technicians and associate professionals	86	92	98	116	124	129	139	142	156	160	163	168	173
Clerical support workers	156	171	168	201	221	234	256	265	324	338	349	337	330
Service and sales workers	107	111	108	121	142	168	185	198	228	250	260	265	244
Skilled agricultural and fishery workers	204	178	168	172	178	184	192	194	203	214	213	220	199
Craft and related workers	228	227	223	249	250	260	245	247	263	253	258	275	266
Plant and machine operators and assemblers	73	92	102	112	128	128	139	139	160	174	172	168	174
Elementary occupations	198	212	212	274	295	325	329	331	336	312	314	289	270

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

Region	Mar 09	Feb 09	Jan 09	Dec 08	Nov 08	Oct 08	Sep 08	Aug 08	Jul 08	Jun 08	May 08	Apr 08	Mar 08
Drenthe	141	139	139	166	177	185	190	189	213	232	227	214	217
Flevoland	133	140	139	156	160	176	183	196	230	233	232	224	223
Friesland	133	127	123	149	156	169	179	179	198	215	218	218	213
Gelderland	125	127	127	153	166	174	177	185	210	227	240	245	232
Groningen	150	143	143	176	184	195	197	201	210	221	226	219	220
Limburg	107	116	118	137	150	170	176	186	191	208	216	235	239
Noord-Brabant	113	125	124	155	167	175	181	187	205	221	225	229	227
Noord-Holland	82	91	98	123	134	141	152	151	175	190	185	188	193
Overijssel	132	134	138	170	179	185	190	190	217	238	247	235	226
Utrecht	121	132	134	154	162	167	170	170	192	177	187	193	195
Zeeland	156	147	136	157	160	142	147	147	157	148	155	157	161
Zuid-Holland	104	113	115	140	148	154	160	162	178	190	187	193	197

Monster Employment Index Netherlands for April will be released on May 12, 2009.

### **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://corporate.monster.com/Press\\_Room/MEI\\_EU.asp](http://corporate.monster.com/Press_Room/MEI_EU.asp).

### **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://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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