



2023/04



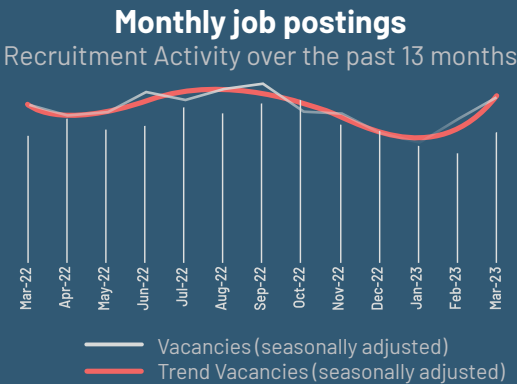
The CareerJunction Employment Insights Report provides an analysis of the supply and demand trends in the online job market, to represent online labour dynamics in South Africa.

The analysis and findings serve as a foundation for potential HR solutions & strategies, enabling businesses and recruitment agencies to focus on relevant occupations when developing their talent attraction and retention strategies.

EMPLOYMENT TRENDS

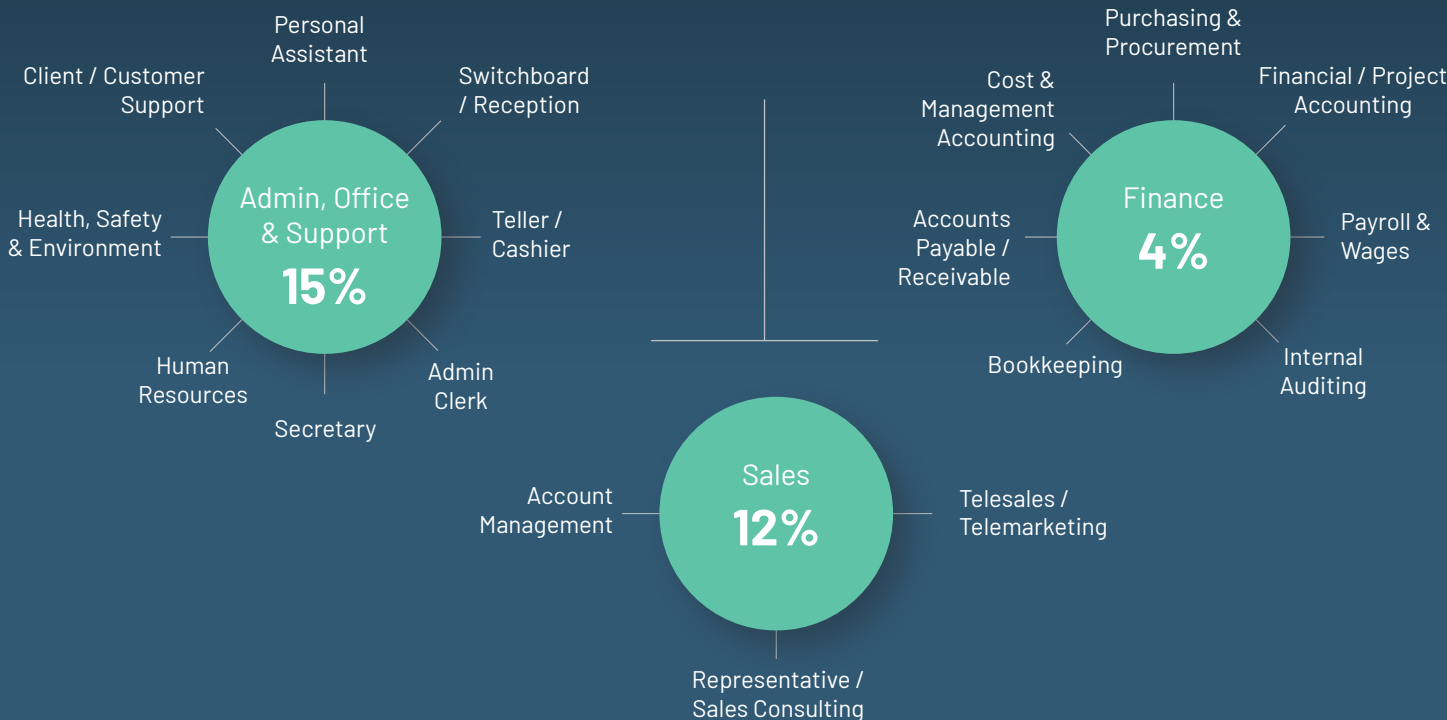
Hiring activity increased by 2% from March 2022 to March 2023 (year-on-year). Over the past month, **recruitment activity has increased by 7%**. This increase has been driven by growth in-demand for Admin, Office & Support as well as Sales and Finance staff during the month of March 2023. There has also been increasing demand for Building & Construction and Warehousing & Logistics staff as well as Legal professionals.

Recruiters, list your jobs here ➤



▲ Growing hiring activity in the past three months

The Admin, Office & Support as well as the Sales and Finance sectors have seen the most growth in hiring activity.



▼ Declining hiring activity in the past three months

It is encouraging to see that there has been no significant decline in hiring activity for any sector.

The illustrations can be read as follows:

During the last three months, hiring activity grew/declined by the percentage shown in the coloured circles. Particularly, roles in the sub-sectors shown surrounding the centre circle have been advertised more/less frequently.

REGIONAL EMPLOYMENT TRENDS

Gauteng

Gauteng is the province with the highest economic activity. In terms of labour demand, IT and Finance as well as Business & Management professionals are currently the most highly sought-after.

As a result of high demand, Gauteng tends to offer the highest and most attractive salaries across various sectors in South Africa.

Currently, Johannesburg and Pretoria are the cities with the highest number of vacancies in this province.



Most in-demand employment sectors

BUSINESS & MANAGEMENT

16%



FINANCE

16%



INFORMATION TECHNOLOGY

16%



Most in-demand roles

Middle / Department Management
Senior Management

Financial / Project Accounting
Bookkeeping
Accounts Payable / Receivable

Software Development
Systems / Network Administration
Data Analysis / Data Warehousing

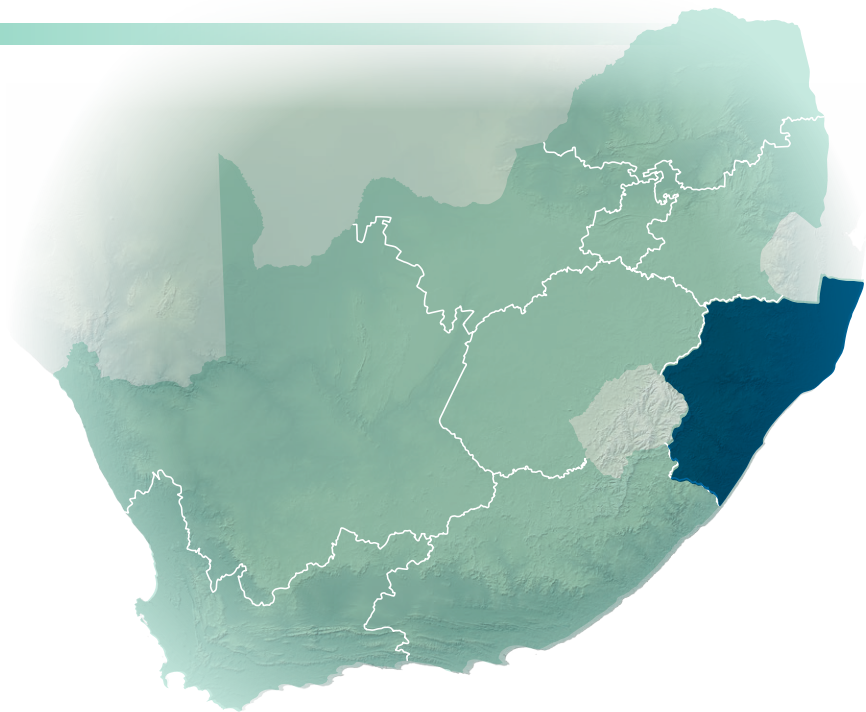
REGIONAL EMPLOYMENT TRENDS

KwaZulu-Natal

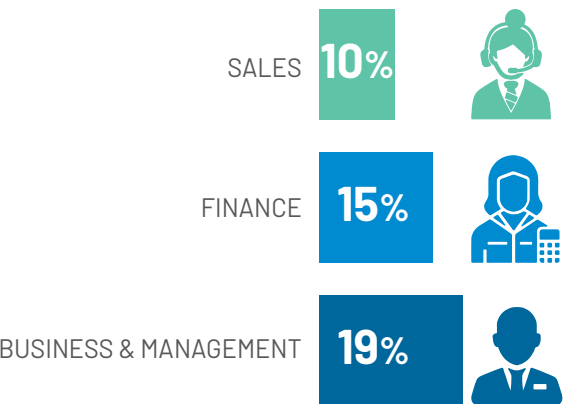
KwaZulu-Natal (KZN) is the second-largest economy in South Africa, after Gauteng. Trade, Manufacturing, Logistics and Business Services are some of the biggest economic sectors in this province.

Two major ports are located on the coast of KZN, which greatly support the province's GDP contribution.

Looking at the first few months of labour demand in 2023, Business & Management, Finance and Sales professionals were in the highest demand.



Most in-demand employment sectors



Most in-demand roles

Representative / Sales Consulting
Account Management
Retail

Financial / Project Accounting
Bookkeeping
Accounts Payable / Receivable
Purchasing & Procurement

Middle / Department Management
Senior Management
Team Leader & Supervisor

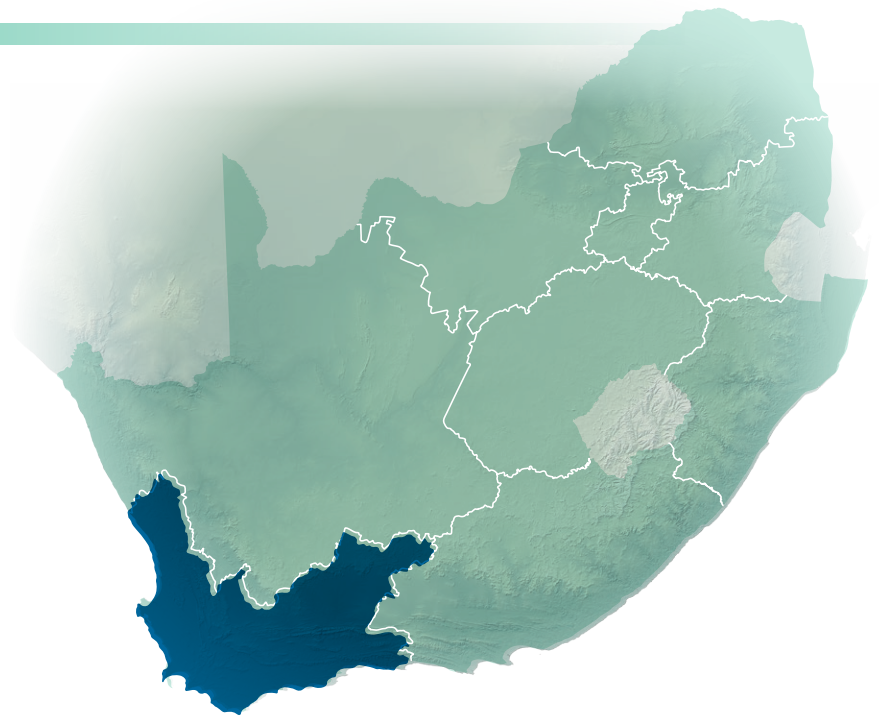
REGIONAL EMPLOYMENT TRENDS

Western Cape

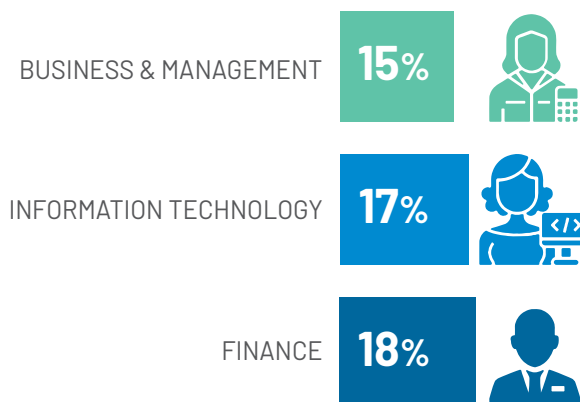
The Western Cape is the third-largest contributor to South Africa's GDP, after KwaZulu-Natal, and the Cape Town region is the primary location of economic activity in this province.

Finance, Business Services and Manufacturing are the top three economic sectors in the Western Cape.

In the first quarter of 2023, hiring activity has been the highest for Finance, IT and Business & Management professionals.



Most in-demand employment sectors



Most in-demand roles

Middle / Department Management
Senior Management
Team Leader & Supervisor

Software Development
Systems / Network Administration
Business Analysis
Data Analysis / Data Warehousing

Financial / Project Accounting
Bookkeeping
Accounts Payable / Receivable

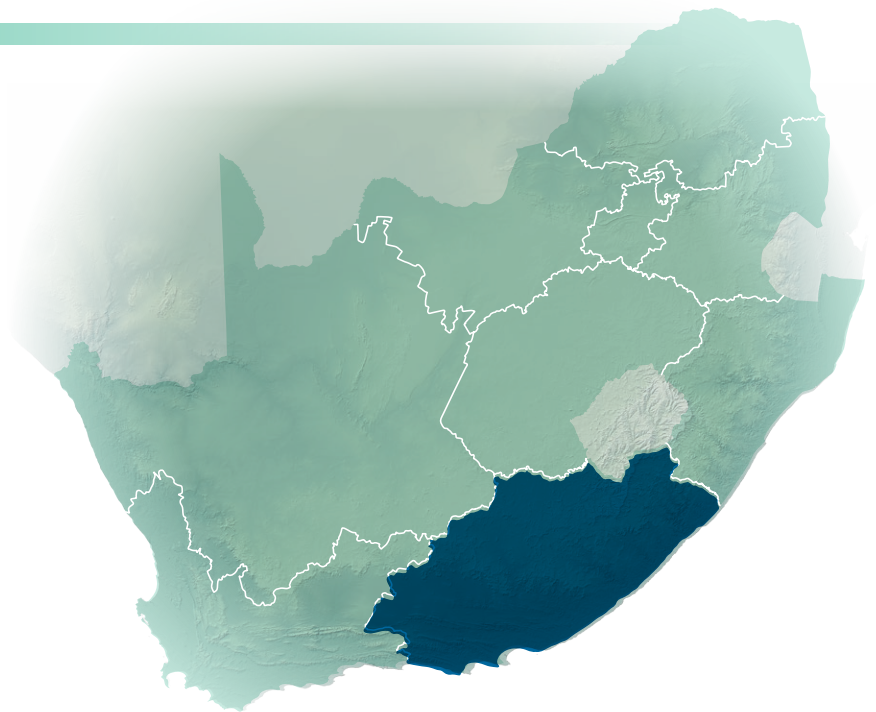
REGIONAL EMPLOYMENT TRENDS

Eastern Cape

In the Eastern Cape, the Agriculture and Manufacturing sectors represent most of the province's economic activity.

The Automotive industry has a major impact on the Eastern Cape's manufacturing activities and associated sectors.

Looking at the labour market in this province, Business & Management as well as Finance and IT professionals are currently the highest in-demand.



Most in-demand employment sectors

INFORMATION TECHNOLOGY

11%



FINANCE

13%



BUSINESS & MANAGEMENT

17%



Most in-demand roles

Software Development
Systems / Network Administration

Financial / Project Accounting
Bookkeeping

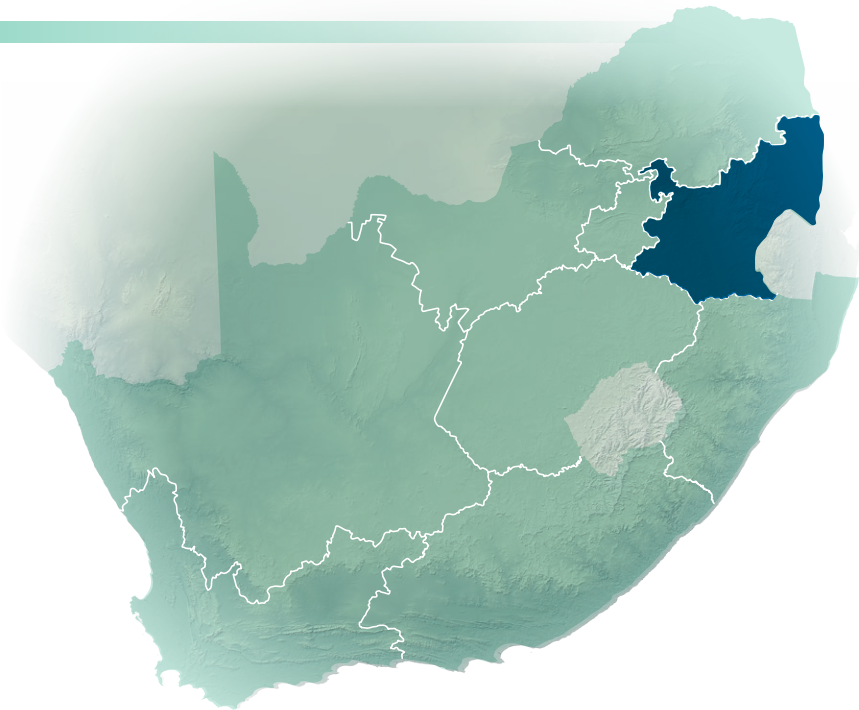
Middle / Department Management
Team Leader & Supervisor
Senior Management

REGIONAL EMPLOYMENT TRENDS

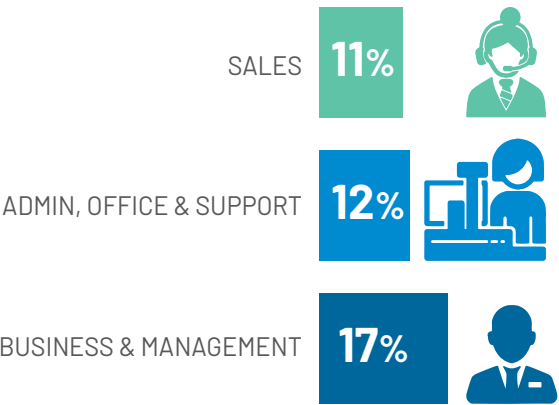
Mpumalanga

Manufacturing, Mining and Agriculture are the top sectors in Mpumalanga. Power generation has a major impact on the economic landscape in this province.

During the first three months of 2023, Business & Management professionals were in highest demand, followed by Admin, Office & Support and Sales professionals.



Most in-demand employment sectors



Most in-demand roles

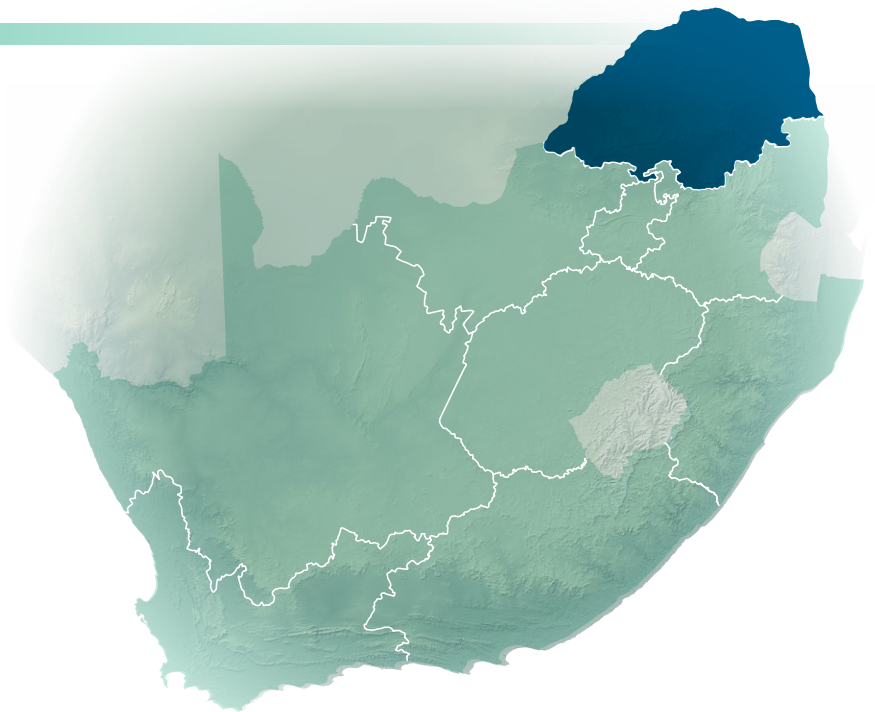


REGIONAL EMPLOYMENT TRENDS

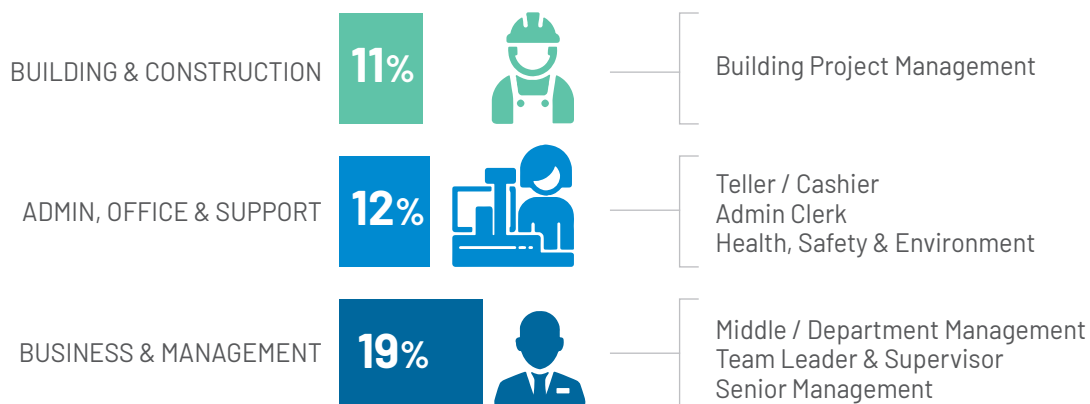
Limpopo

Mining and Agriculture are two major industry sectors in Limpopo's economy. The main economic centres in the province are Polokwane, Lephalale and Mokopane.

In the first three months of 2023, recruitment activity has been relatively high for Business & Management professionals as well as Admin, Office & Support professionals and Building & Construction professionals.



Most in-demand employment sectors



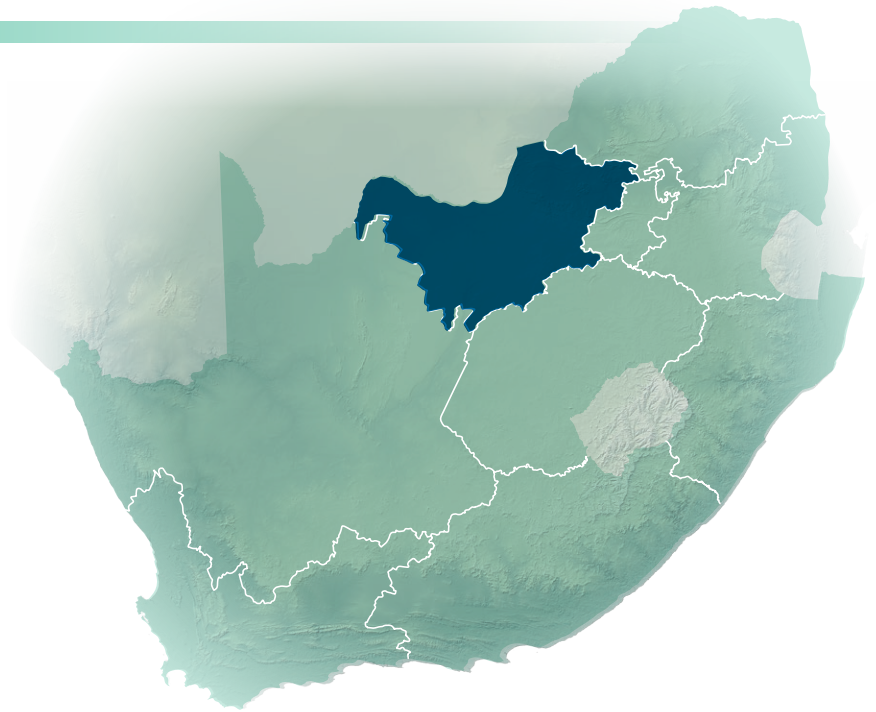
Most in-demand roles

REGIONAL EMPLOYMENT TRENDS

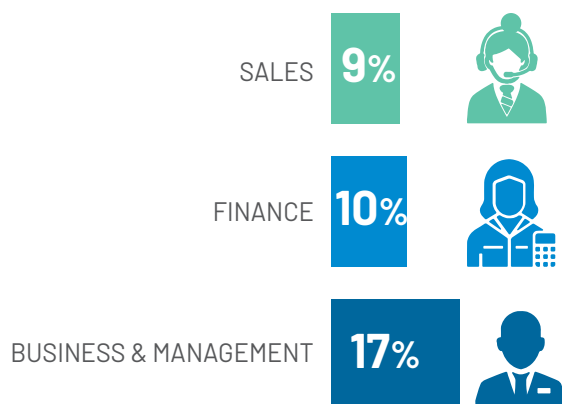
North West

Mining is the predominant industry in the North West, particularly platinum mining. Other industries operating on a much smaller scale include Manufacturing, Agriculture and Construction.

In the first quarter of 2023, 36% of the North West's hiring activity was allocated to Business & Management, Finance and Sales professionals.



Most in-demand employment sectors



Most in-demand roles

Representative / Sales Consulting

Financial / Project Accounting

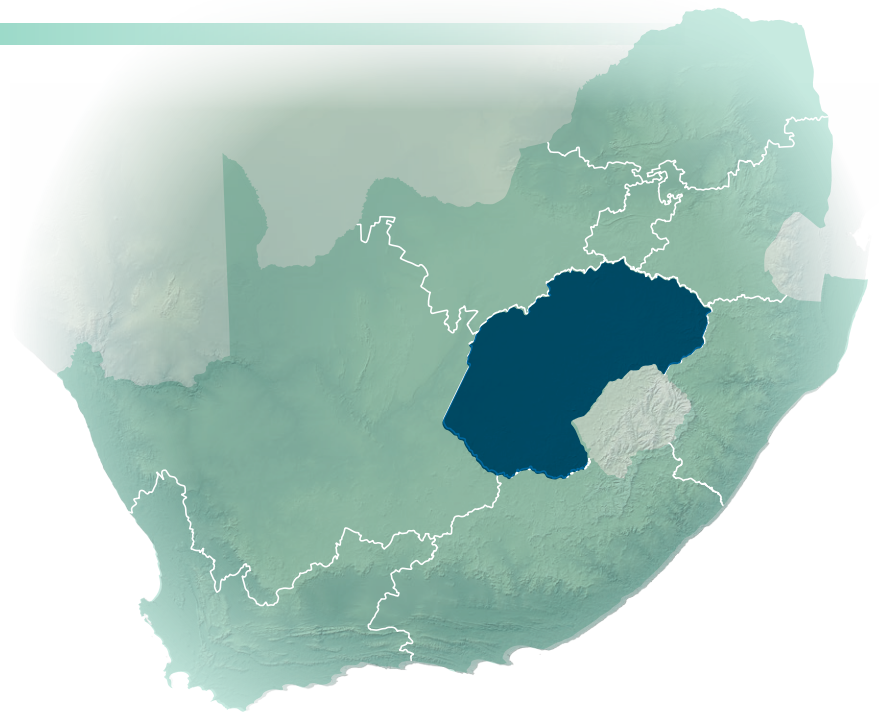
Middle / Department Management
Senior Management
Team Leader & Supervisor

REGIONAL EMPLOYMENT TRENDS

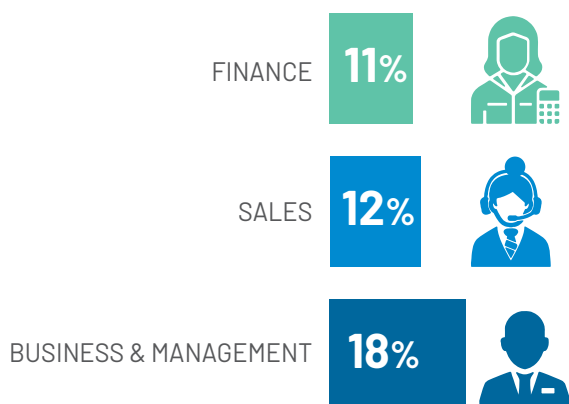
Free State

Agriculture, Mining and Manufacturing are the main industry players in the Free State.

In the first quarter of 2023, 33% of hiring activity focused on Sales and Finance, while 18% of recruitment activity was allocated to Business & Management professionals.



Most in-demand employment sectors



Most in-demand roles

Financial / Project Accounting

Representative / Sales Consulting

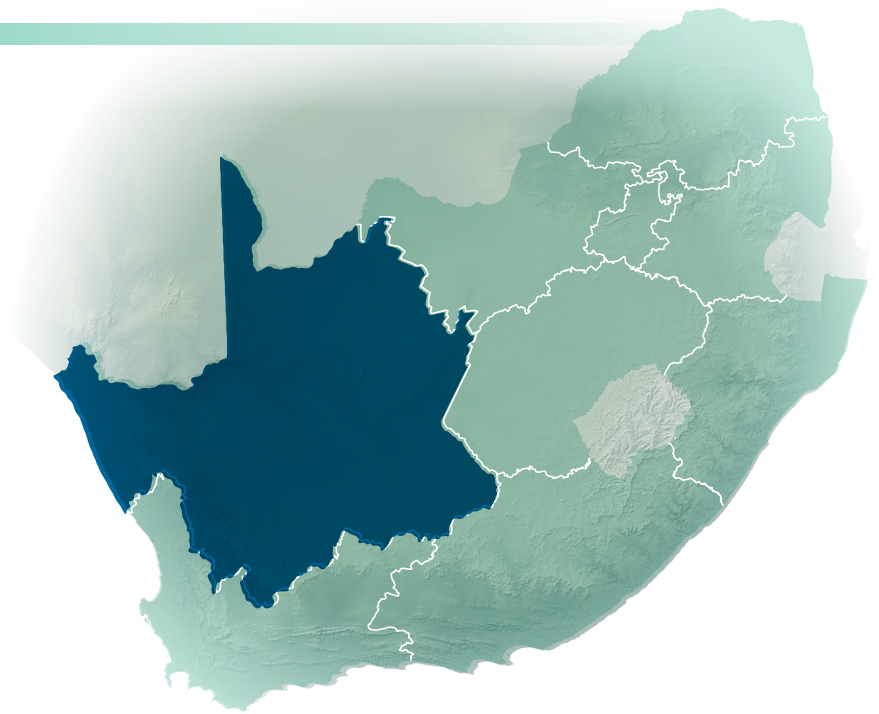
Middle / Department Management
Senior Management

REGIONAL EMPLOYMENT TRENDS

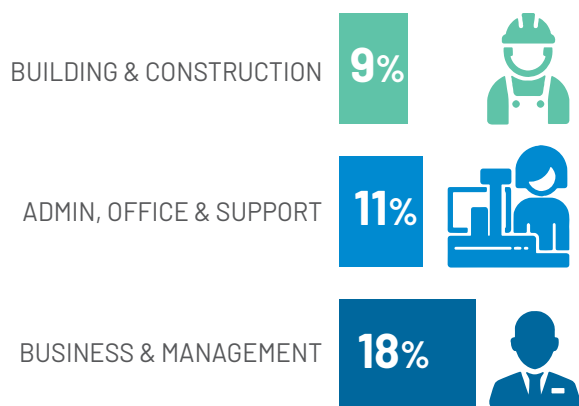
Northern Cape

In the Northern Cape, the predominant sectors are Mining and Agriculture. The province is known for diamond, metal ore and manganese mining specifically.

During Q1:2023, hiring activity was driven by demand for Business & Management and Admin, Office & Support professionals as well as Building & Construction professionals.



Most in-demand employment sectors



Most in-demand roles

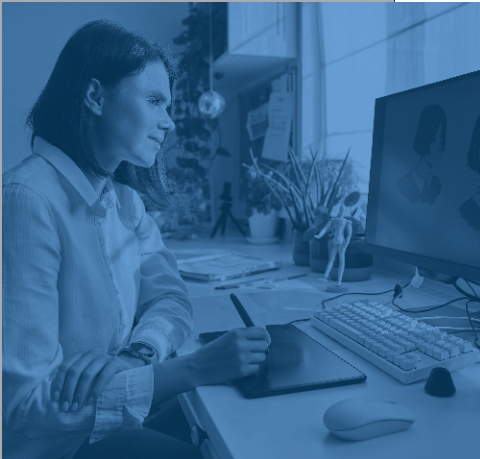
Building Project Management

Admin Clerk

Middle / Department Management
Senior Management

CANDIDATE TRENDS

Significant growth in candidates signing up to search and apply for jobs was evident for the following sectors:



DESIGN, MEDIA & ARTS

Journalism / Writing / Editing

Graphic / Print / Packaging Design

Web Design / Multimedia / 3D Design



TRANSPORTATION

Taxi Driver / Chauffeur

Truck Driver



MANUFACTURING & ASSEMBLY

Quality Control

Process Control

Artisan

Machinist

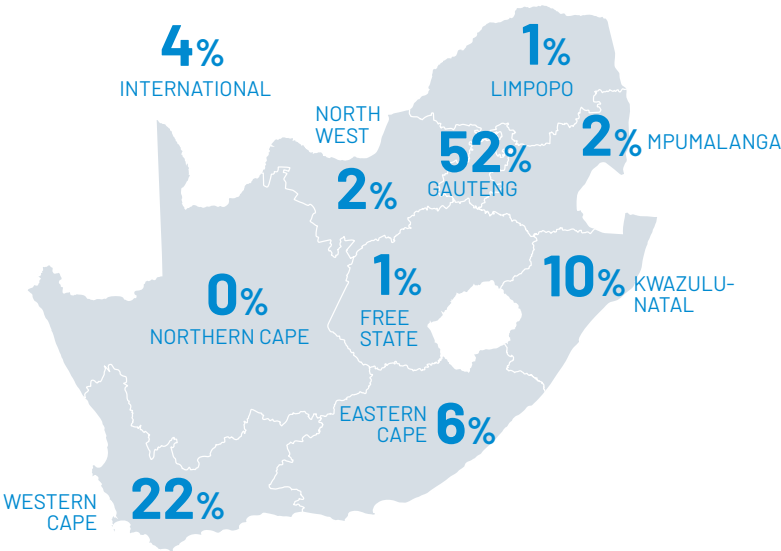
Plant / Production Control

Supply Chain Control

Metallurgy / Boiler Making

Jobseekers, register your CV ➤

RECRUITMENT PER LOCATION



Gauteng remains the employment hub of South Africa, with over half of all job offers (**52%**).

Job offers in the Western Cape increased by 1% in March 2023 (now sitting at **22%**).

International job offers remain scarce (**4%**).

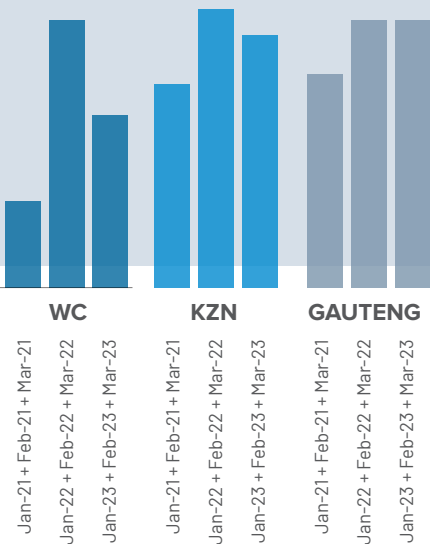
REGIONAL DEMAND BY PROFESSION



MANUFACTURING & ASSEMBLY

From Q1:2021 to Q1:2022, hiring activity has increased in Gauteng, KwaZulu Natal and the Western Cape. However, over the last year, there has been a decline in hiring activity in the Western Cape and KwaZulu-Natal, when comparing Q1:2022 and Q1:2023.

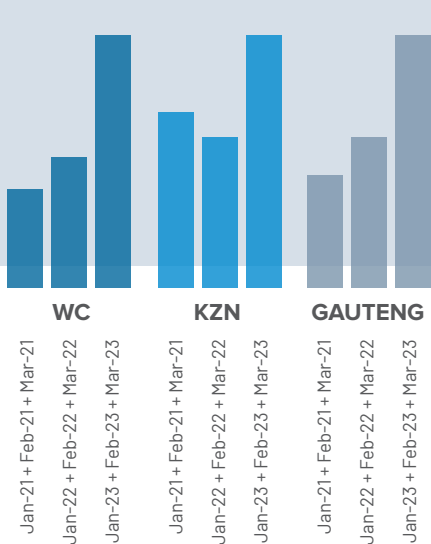
In Gauteng, there have been similar demand levels for Manufacturing professionals as there were a year ago.



BUILDING & CONSTRUCTION

Gauteng and the Western Cape have shown consistent growth in terms of labour demand for Building & Construction professionals, when comparing Q1:2021, Q1:2022 and Q1:2023.

KwaZulu-Natal experienced a dip in hiring activity in 2022. However, current demand levels for Construction professionals in this province exceed demand levels in Q1:2021 and Q1:2022.

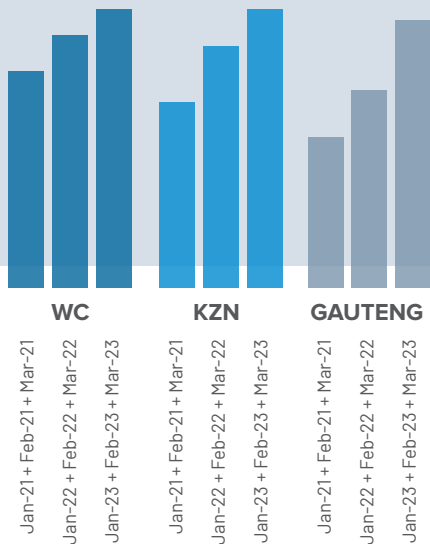


ARCHITECTURE & ENGINEERING

Labour demand for Architecture & Engineering professionals in Gauteng, KwaZulu-Natal and the Western Cape has been consistently growing, when comparing Q1:2021, Q1:2022 and Q1:2023.

Growth in-demand from Q1:2021 to Q1:2023 is as follows:

- Gauteng: 67%
- KwaZulu Natal: 48%
- Western Cape: 29%



Please note that these graphs represent the change in vacancies over time. However, the volumes of vacancies are not accurately represented.

SECTOR STATISTICS

Spotlight on:
Information Technology



Next month:
Sales

55.8%

EE Candidates

63.5%

Candidates
residing in Gauteng

48.7%

Candidates willing
to relocate

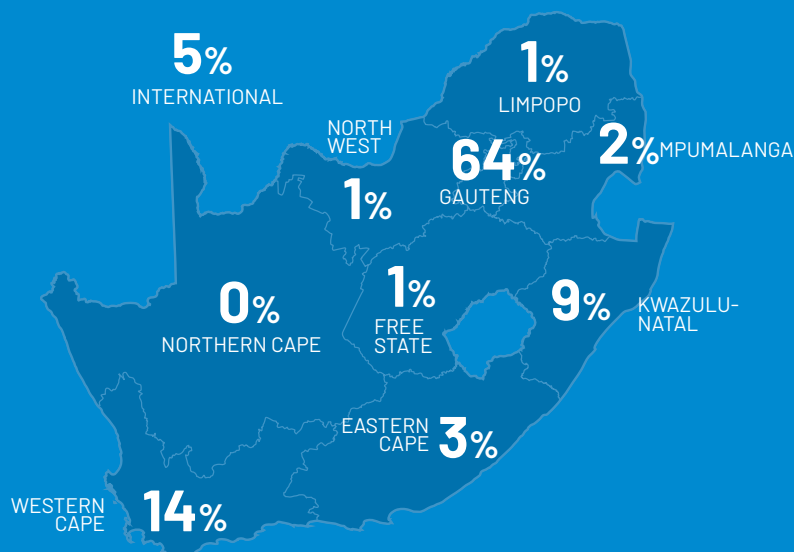
3 years and
2 months

Average stay
by candidates in
their jobs

52.5%

Candidates
with a tertiary
qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	3%
Matric	12%
Certificate	12%
Professional qualification	3%
Diploma	22%
Degree	18%
Honours	6%
Masters	5%

No qualification records for
18% of IT candidates.

MARKET-RELATED SALARY

offerings for top in-demand skills



Data Engineer

from R48 496 to R64 585 per month

Test Analyst

from R35 921 to R44 817 per month

Solutions Architect

from R54 186 to R67 901 per month

MOST IN-DEMAND ROLES

- **Software Developer**
- **Business Analyst**
- **IT Project Manager**

Jobseekers, find jobs in IT





South Africa's #1 Quality Candidate Provider.

The CareerJunction Employment Insights report is based on comprehensive data gathered from Saongroup South Africa - where around 5,000 of the country's top recruiters (both agencies and employers) advertise their positions to millions of registered jobseekers.

For customised data enquiries, get it touch at insights@careerjunction.co.za

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