



2023/05



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.

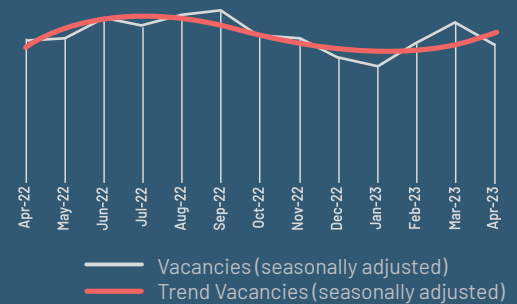
EMPLOYMENT TRENDS

April 2023 saw a 1% dip in recruitment activity. Labour demand is generally lower every April as a result of public holidays and school holidays. However, **hiring activity plunged 7% lower** than a year ago.

Over the past month **recruitment activity decreased across most sectors**, with the most significant month-on-month decreases experienced in the Finance, Business & Management, and IT sectors. Since the decrease in hiring activity across these sectors is very recent, this trend is not reflected in the three-month analysis below.

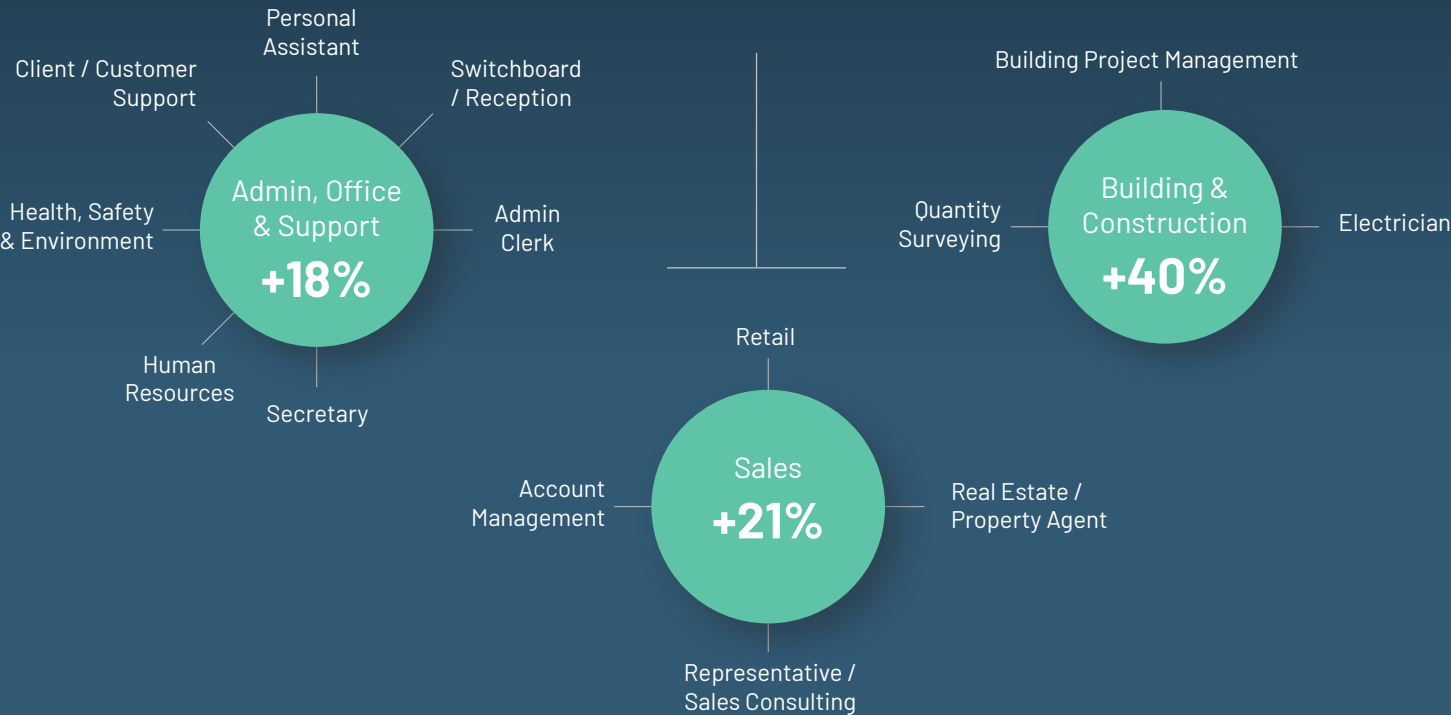
Recruiters, list your jobs here ➤

Monthly job postings
Recruitment Activity over the past 13 months



▲ **Growing** hiring activity in the past three months

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



▼ **Declining** hiring activity in the past three months

There has been no significant decline in hiring activity for any sector over the prior three months.

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.

TOP 3 in-demand professions



What do jobs & employees in these professions look like?

Software Developer



SALARIES

MONTHLY SALARY OFFERINGS FOR SOFTWARE DEVELOPER ROLES

Gauteng from R44 832 to R64 397

KwaZulu-Natal from R36 819 to R49 392

Western Cape from R33 547 to R66 264

TOP SKILLS

- SQL
- .Net
- C#
- HTML
- JavaScript
- CSS
- Java
- Asp.Net
- PHP
- MVC
- Angular

TOP QUALIFICATIONS

Information Technology	42%
Computer Science	20%
Computer Programming	18%
Software Development	13%
Information Systems	4%

TOP EDUCATIONAL INSTITUTIONS

- UNISA
- Tshwane University of Technology
- University of Pretoria
- University of Johannesburg
- Durban University of Technology
- University of Durban
- University of Natal
- Cape Peninsula University of Technology
- University of Cape Town
- Microsoft

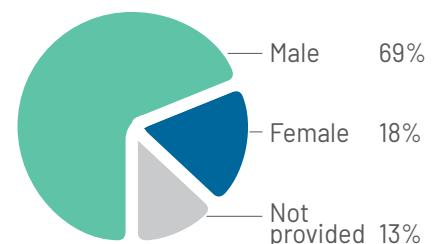
TOP EMPLOYERS

- SITA
- Business Connexion (BCX)
- Accenture
- Standard Bank
- Absa
- Zensar Technologies
- Telkom

ETHNICITY

African	42%
White	20%
Not provided	18%
Indian	13%
Coloured	4%
Asian	2%

GENDER





TOP 3 in-demand professions

What do jobs & employees in these professions look like?

Sales Representative



SALARIES

MONTHLY SALARY OFFERINGS FOR SALES REPRESENTATIVES

Gauteng from R18 797 to R25 394

KwaZulu-Natal from R18 800 to R24 085

Western Cape from R18 131 to R23 448

TOP SKILLS

- Sales
- Communication
- Customer services
- Administration
- Computer
- Marketing
- Leadership
- Time management
- Planning
- Negotiation
- Presentation

TOP QUALIFICATIONS



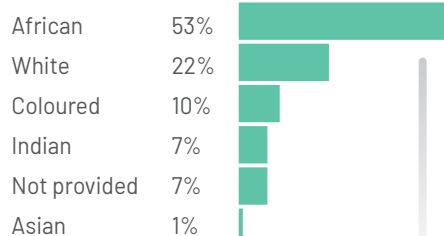
TOP EDUCATIONAL INSTITUTIONS

- UNISA
- Damelin
- University of Johannesburg
- Tshwane University of Technology
- Moonstone
- University of Pretoria
- Durban University of Technology
- Cape Peninsula University of Technology
- Rosebank College
- University of Durban

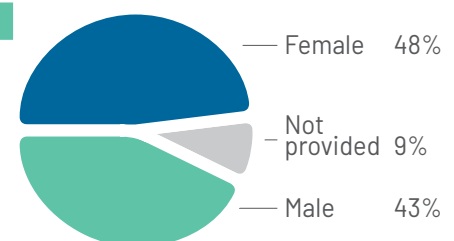
TOP EMPLOYERS

- Truworths
- Absa
- Capitec Bank
- Clientele
- Avon
- South African Breweries
- First National Bank
- Nedbank
- Virgin Active
- African Bank

ETHNICITY



GENDER





TOP 3 in-demand professions

What do jobs & employees in these professions look like?

Financial Accountant



SALARIES

MONTHLY SALARY OFFERINGS FOR FINANCIAL ACCOUNTANTS

Gauteng from R31 379 to R40 754

KwaZulu-Natal from R29 039 to R38 319

Western Cape from R30 898 to R39 074

TOP SKILLS

- Accounting
- Pastel
- MS Office
- Sage
- SAP
- Taxation
- Communication
- Financial reporting
- Caseware
- Reconciliations
- Attention to detail
- Accpac

TOP QUALIFICATIONS



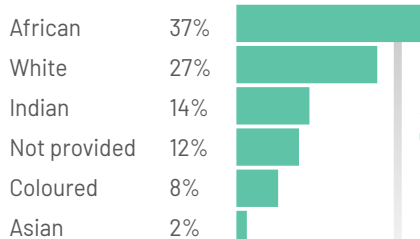
TOP EDUCATIONAL INSTITUTIONS

- UNISA
- University of Johannesburg
- Chartered Institute of Management Accountants (CIMA)
- University of Natal
- University of Pretoria
- South African Institute of Chartered Accountants (SAICA)
- Damelin
- South African Institute of Professional Accountants (SAIPA)

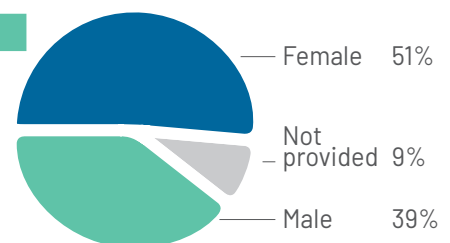
TOP EMPLOYERS

- PricewaterhouseCoopers (PwC)
- KPMG
- Standard Bank
- First National Bank
- Old Mutual
- South African Revenue Service (SARS)
- Absa
- Metropolitan Group

ETHNICITY



GENDER



CANDIDATE TRENDS

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



MANUFACTURING & ASSEMBLY

- Quality Control
- Artisan
- Machinist
- Supply Chain Control
- Plant / Production Control
- Process Control
- Metallurgy / Boiler Making
- Assembler / Fabricator



DESIGN, MEDIA & ARTS

- Journalism / Writing / Editing
- Graphic / Print / Packaging Design
- Web Design / Multimedia / 3D Design

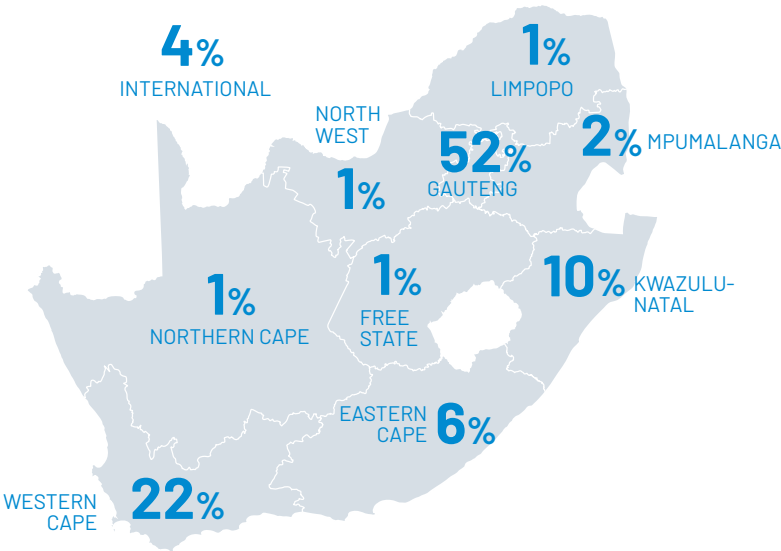


BUILDING & CONSTRUCTION

- Building Project Management
- Electrician
- Quantity Surveying
- Construction / Demolition Equipment Operator

Jobseekers, register your CV >

RECRUITMENT PER LOCATION



Gauteng continues to offer the most employment opportunities in South Africa (52%).

Job offers in the Western Cape remain at 22%.

International job offers are still sitting at 4%.

REGIONAL DEMAND BY PROFESSION



ADMIN, OFFICE & SUPPORT

This sector saw significant growth in hiring activity in KwaZulu-Natal, the Western Cape and Gauteng, when comparing February, March and April 2021 to the same period in 2022.

The Western Cape and Gauteng show continued growth from February, March and April 2022 to February, March and April 2023, but at a much slower pace.

KwaZulu-Natal saw a decrease in hiring activity from February, March and April 2022 to February, March and April 2023.



FINANCE

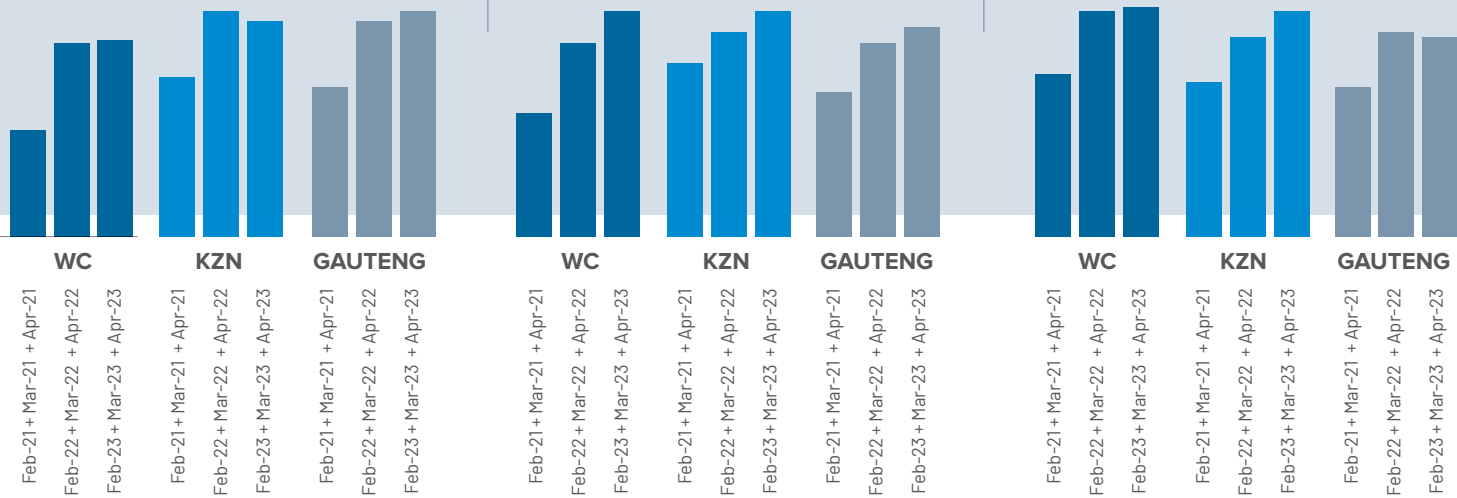
This sector has seen continued growth in hiring activity in KwaZulu-Natal, the Western Cape and Gauteng from February, March and April 2021 to February, March and April 2023.



BUSINESS & MANAGEMENT

This sector has seen continued growth in hiring activity in the Western Cape and KwaZulu-Natal, however this growth has been slower over the last 12 months.

Gauteng's demand for Business & Management professionals grew from 2021 to 2022, however there was a slight downturn (3%) in hiring activity from February, March and April 2022 to February, March and April 2023.



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:
Sales



Next month:
Admin, Office & Support

69.9%

EE Candidates

59.7%

Candidates
residing in Gauteng

48.4%

Candidates willing
to relocate

3 years and
9 months

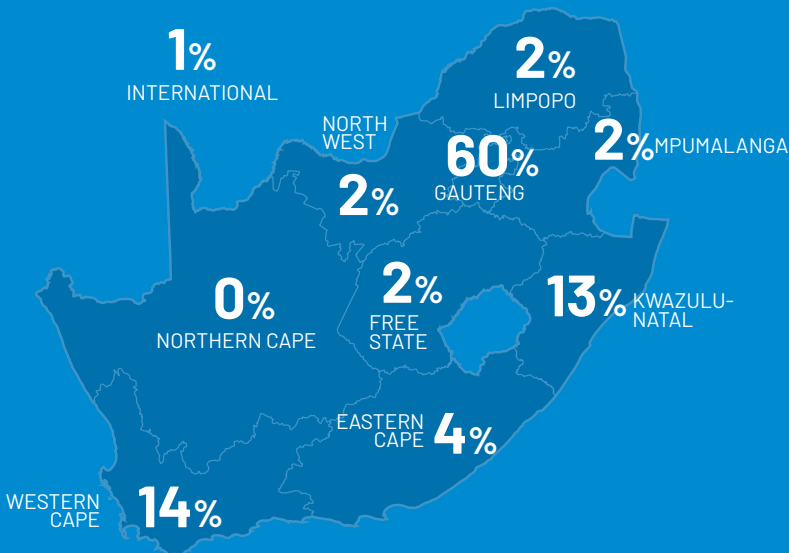
Average stay
by candidates in
their jobs

37.1%

Candidates
with a tertiary
qualification



LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	18%
Certificate	13%
Professional qualification	3%
Diploma	17%
Degree	13%
Honours	4%
Masters	2%

No qualification records for
27% of IT candidates.

MARKET-RELATED SALARY

offerings for top in-demand skills



Key Account Manager
from R35 037 to R44 386 per month

Sales Coordinator
from R16 096 to R20 202 per month

Telesales Agent
from R5 406 to R13 402 per month

MOST IN-DEMAND ROLES

- Sales Representative
- Account Manager
- Sales Administrator

Jobseekers, find jobs in Sales





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

The CareerJunction Employment Insights Report is the intellectual property of Interactive Junction Holdings. All rights to the content in this document are reserved and retained by Interactive Junction Holdings. No part of the report may be reproduced or transmitted without prior written permission from Interactive Junction Holdings. Any unauthorised disclosure is prohibited. In the event of a breach of this clause, access to this information will be immediately terminated and legal action will be initiated and damages recovered.