



2023/07



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.

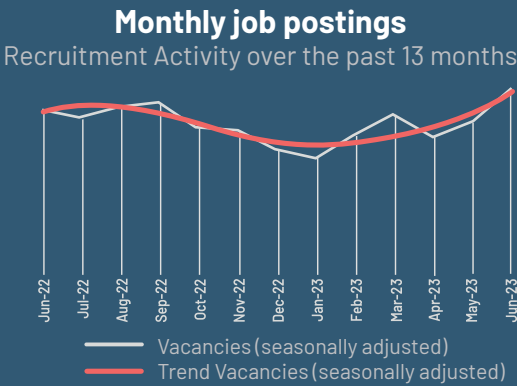
The analysis and findings serve as a foundation for potential HR solutions & strategies, enabling businesses and recruitment agencies to focus on relevant occupations when developing their talent attraction and retention strategies.

EMPLOYMENT TRENDS

In **June 2023** recruitment activity increased by 10%. Year-on-year, hiring activity is **up by 6%**, compared to June 2022. This growth in hiring activity is being driven by a general uptake in recruitment, along with increases in hiring for **the Finance and IT sectors** as well as **the Admin, Office & Support** and **Architecture & Engineering sectors**.

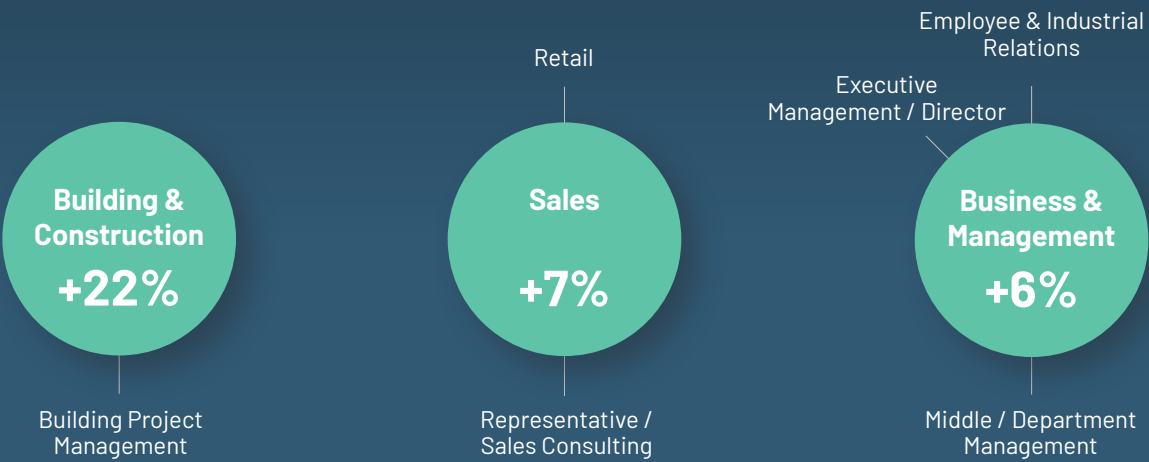
There were significant increases in hiring for **the Building & Construction, Sales** and **Business & Management sectors** over the last three months (See the section below).

Recruiters, list your jobs here ➤



▲ Growing hiring activity in the past three months

The Building & Construction, Sales, and Business & Management 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 a running quarter-on-quarter basis.

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.



SPOTLIGHT ON South African Labour market trends in the first six months of 2023

The first half of 2023 (H1:2023) showed stable growth in vacancies, indicating an improved level of employment compared to the last quarter of 2022.

Stats SA's quarterly labour force survey (QLFS) confirmed an uptake in employment during Q1:2023, with 179 000 more employed people than there were in Q4:2022.

In reviewing the local job market over the first six months of 2023, CareerJunction explored its job market data to answer three questions:

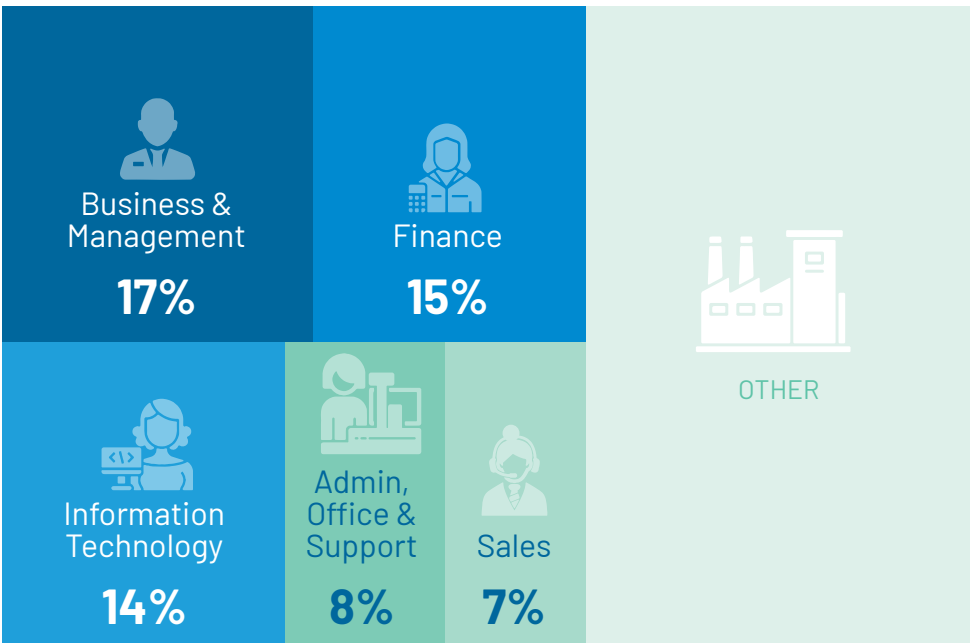
- What kind of job sectors and roles have been in demand?
- Which job types are most in demand?
- Are employers still open to staff working remotely?

WHAT KIND OF JOB SECTORS AND ROLES HAVE BEEN IN DEMAND?

Looking at hiring activity, the most active job sectors over the last six months have been Business & Management, Finance and Information Technology (IT) as well as Admin, Office & Support and Sales.

JOB SECTORS

Which job sectors have seen the most hiring activity?
January - June 2023





SPOTLIGHT ON South African Labour market trends in the first six months of 2023

The most in demand roles in H1:2023 were **Business & Management** roles, with 17% of all hiring activity being allocated to these roles. In particular, the following job roles were highly sought after during the first half of 2023:



- Middle / Department Management
- Senior Management
- Team Leader & Supervisor
- Business Development
- Executive Management / Director

Finance roles were also in high demand in H1:2023, particularly in terms of the following accounting roles:



- Financial / Project Accounting
- Bookkeeping
- Accounts Payable / Receivable
- Purchasing & Procurement
- Cost & Management Accounting

Aside from financial and managerial staff, **IT** staff remained highly sought after. Over and above the skills shortages within various IT professions, the relatively short tenures of IT professionals (compared to other types of professionals) makes IT recruitment challenging. The most in demand IT roles for H1:2023 were:



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



Admin, Office & Support roles are crucial for many businesses. Professions in this sector that were most in demand during H1 2023 include:

- Admin Clerk
- Human Resources
- Client / Customer Support



Similar to administrative and support staff, **Sales** operations are crucial to most businesses. As a result, sales skills are highly demanded. During H1:2023 the following sales roles were highly sought after:

- Representative / Sales Consulting
- Account Management



SPOTLIGHT ON South African Labour market trends in the first six months of 2023

WHAT JOB TYPES ARE MOST IN DEMAND?

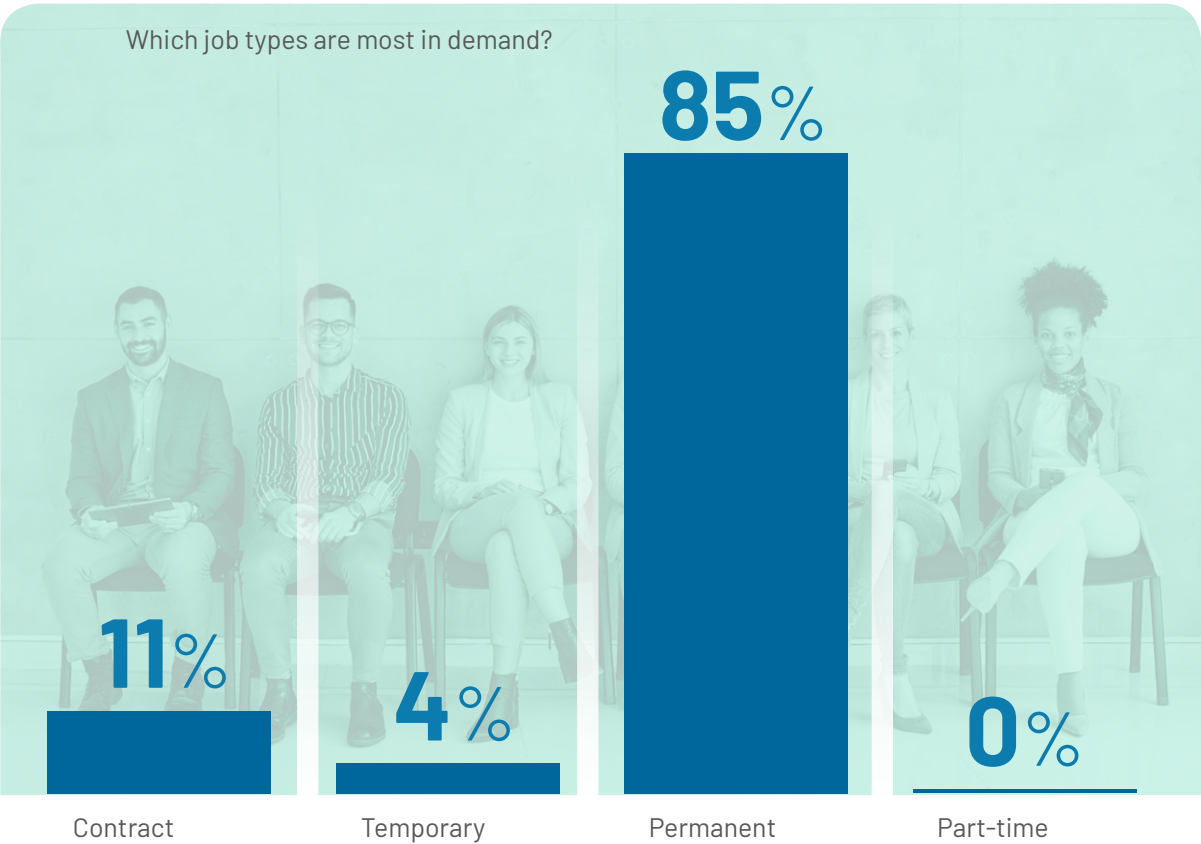
In terms of job types, it is evident that permanent employment is the preferred choice of employers. Of all the vacancies advertised during the first half of 2023, 85% were allocated to permanent jobs.

On the other hand, only 11% of advertised jobs were for contract positions and a mere 4% of advertised jobs were for temporary roles.

Part-time vacancies are hardly seen in South Africa's current employment landscape.

The high percentage of permanent employment implies a degree of certainty in continued business for the foreseeable future.

VACANCIES





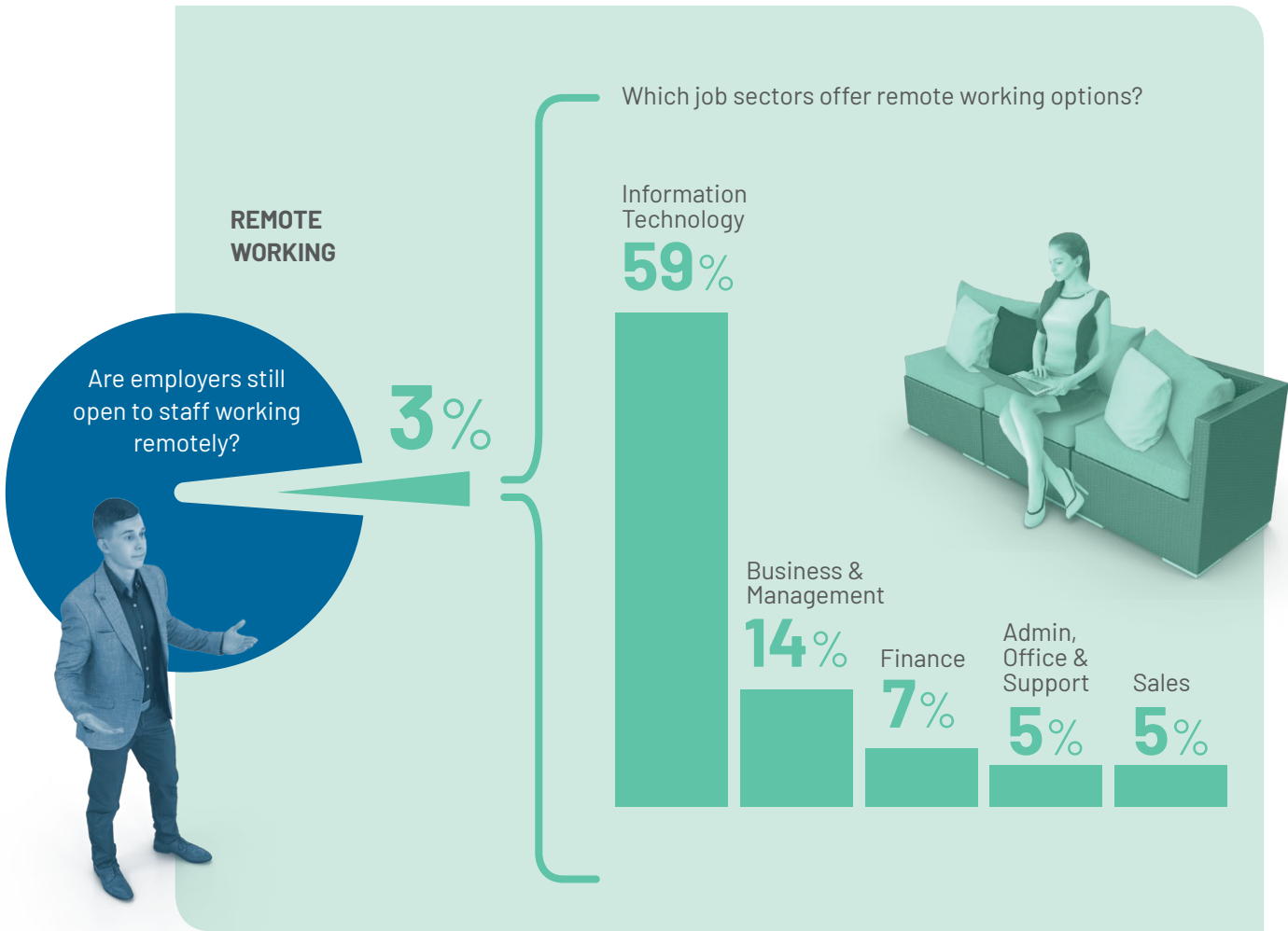
SPOTLIGHT ON South African Labour market trends in the first six months of 2023

ARE EMPLOYERS STILL OPEN TO STAFF WORKING REMOTELY?

Only 3% of jobs currently offer remote or hybrid employment opportunities. This trend remains consistent, when analysing remote vacancies over the last 18 months.

Looking at remote and hybrid vacancies, IT dominates the remote working sector. Almost 60% of all remote and hybrid jobs are IT roles. This is followed by Business & Management (15%), Finance (7%), Sales (5%) and Admin, Office & Support (5%) roles.

CareerJunction's data insights show a clear correlation between job sectors which offer remote or hybrid employment and job sectors in high demand. This could be partly attributed to employers looking to attract skills / professionals in high demand by offering additional flexibility as a job perk.



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
- Process Control
- Metallurgy / Boiler Making
- Supply Chain Control
- Plant / Production Control



LEGAL

- Prosecutor / Advocate
- Drafting & Paralegal
- Legal Advisory

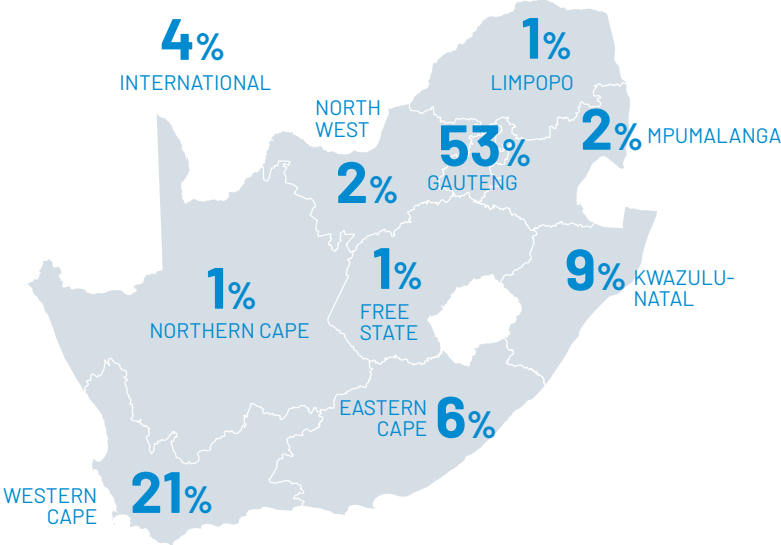


TRANSPORTATION

- Taxi Driver / Chauffeur
- Truck Driver

Jobseekers, register your CV >

RECRUITMENT PER LOCATION



Gauteng still offers the most employment opportunities in South Africa (**53%**).

Job offers in KwaZulu-Natal have declined by 1% in the last month (**9%**).

International job offers remain static at **4%**.

REGIONAL DEMAND BY PROFESSION



WAREHOUSING & LOGISTICS

This sector saw a decline in hiring activity from 2022 to 2023 in KwaZulu-Natal, the Eastern Cape and Gauteng.

However, KwaZulu-Natal and Gauteng did experience an uptake in hiring activity for warehousing staff during 2022.

Labour demand for warehousing staff has been decreasing consistently in the Eastern Cape.



MEDICAL & HEALTH

Demand for medical staff decreased from 2021 to 2022 in the Eastern Cape, KwaZulu-Natal and Gauteng. However, it is encouraging to see that, since last year, hiring activity for this sector has increased.

In the Eastern Cape, labour demand is 89% higher than a year ago. This may be partly attributed to the Department of Health extending its primary healthcare platform in this province with a project to build 157 new mobile clinics (54 of which have already been completed). It is hoped that the mobile clinics will improve access to healthcare for residents living in remote areas of the province.

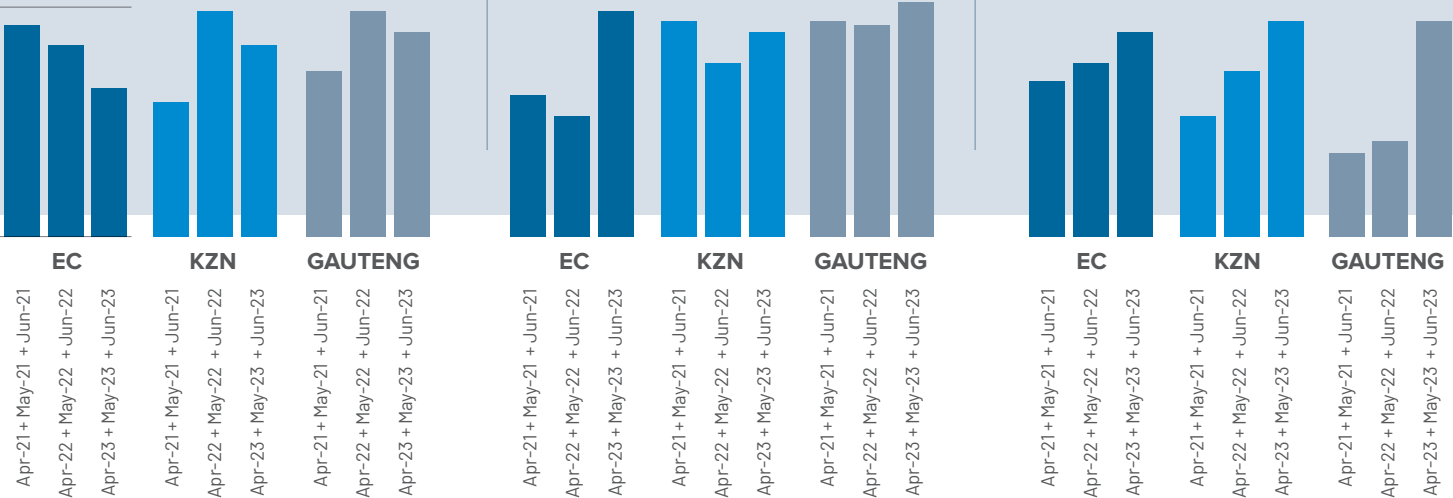
Gauteng has also seen the demand for medical staff increase by 11% year-on-year, while demand for these professionals have increased by 22% year-on-year in KwaZulu-Natal.



BUILDING & CONSTRUCTION

From 2021 to 2023 there has been consistent growth in hiring activity for building and construction staff in Gauteng, KwaZulu-Natal and the Eastern Cape.

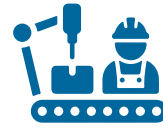
Gauteng's hiring activity for staff in this sector has increased significantly – more than doubling in the last 12 months.



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:
Manufacturing & Assembly



Next month:
Warehousing & Logistics

53.8%

EE Candidates

51.8%

Candidates
residing in Gauteng

60.1%

Candidates willing
to relocate

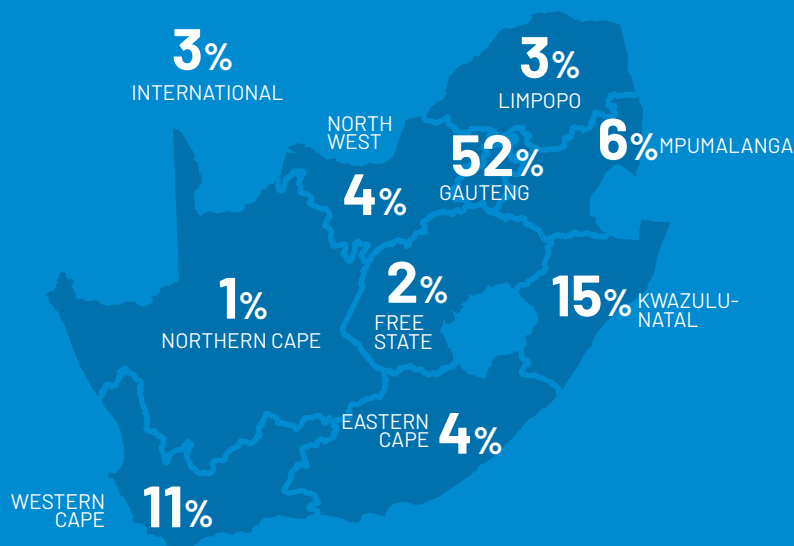
**3 years and
2 months**

Average stay
by candidates in
their jobs

38.2%

Candidates
with a tertiary
qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	12%
Certificate	14%
Professional qualification	3%
Diploma	18%
Degree	13%
Honours	4%
Masters	3%

No qualification records for
30% of Manufacturing &
Assembly candidates.

MARKET-RELATED SALARY

offerings for top in-demand skills



Supply Chain Manager

from R55 493 to R71 266 per month



Boilermaker

from R17 669 to R25 432 per month



Fitter

from R21 932 to R27 473 per month

MOST IN-DEMAND ROLES



- Millwright
- Production Supervisor
- Plant Manager

Jobseekers, find jobs in Manufacturing & Assembly





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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