



2023/08



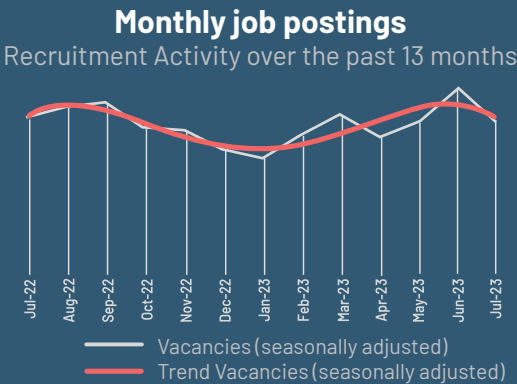
The CareerJunction Employment Insights Report provides an analysis of the supply and demand trends in the online job market, to represent online labour dynamics in South Africa.

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

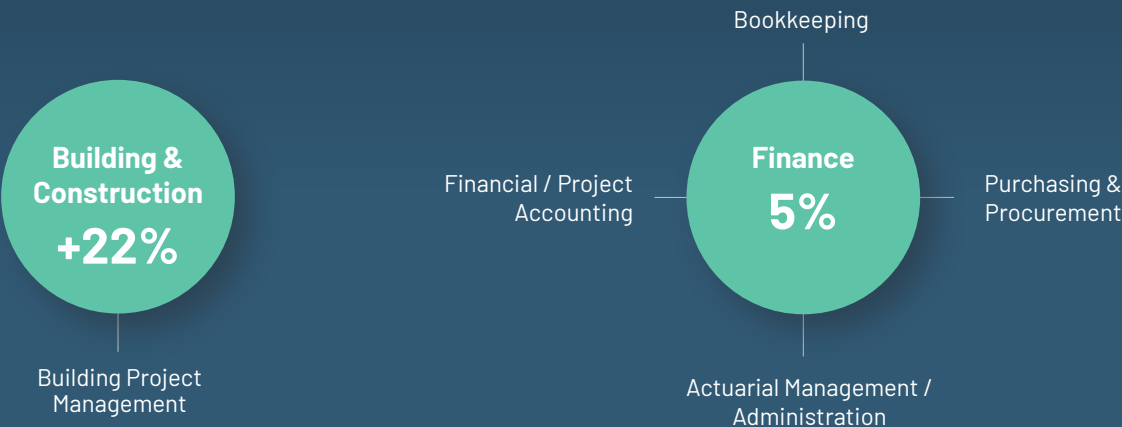
In **July 2023** recruitment activity decreased by 9%. Year-on-year, hiring activity is down by 1%, compared to July 2022. Most sectors were affected by a noticeable decline in hiring activity during July. Major decreases in hiring activity were evident for **Business & Management** jobs, **Finance** jobs, **IT** jobs as well as **Admin, Office & Support** jobs. As this decrease happened in July, it is not visible in the three-month trend below.

[Recruiters, list your jobs here >](#)



## ▲ Growing hiring activity in the past three months

When comparing hiring activity over the last three months (May, June, July 2023) with the previous three months (February, March, April 2023), there is a noticeable uptake in recruitment for Building & Construction and Finance professionals (despite the recent downturn during July).



## ▼ 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 WOMEN IN THE WORKPLACE

**S**outh Africa observes Women's Month in August every year. The 2023 theme for Women's Month, 'Accelerating Socio-Economic Opportunities for Women's Empowerment', emphasised the need for more socio-economic programmes and activities across different sectors to create additional employment opportunities for women.

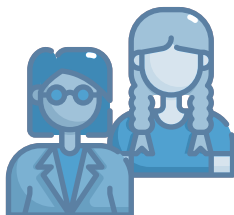
The labour market in South Africa remains more advantageous to men than women, revealing significant gender gaps in employment. According to **Stats SA's Quarterly Labour Force Survey for Q2:2023**, the labour force participation rate for

women stood at 54.3% compared with 64.9% for men, a gap of 10.6 percentage points. Only 54.3% of women of working age in South Africa participate in the labour force either as employed or looking for work. However, the female labour force participation rate has seen an increase over 10 years by 4 percentage points from 50.3% in Q2:2013 to 54.3% in Q2:2023.

**Work is the most effective economic empowerment strategy for women and recruiters have an important role to play in improving gender equality across all job sectors to create a positive impact on society.**

**CareerJunction's latest research reveals occupations that represent the highest and lowest proportion of women in the workplace.**

**Currently, make-up artists and skin / nail / body consultants have the highest proportion of women, while truck drivers, carpenters / cabinet makers and taxi drivers / chauffeurs have the lowest proportion of women.**



## Occupations with the highest proportion of women

|  |     |  |
|--|-----|--|
| Make-up Artist                           | 91% |  |
| Skin / Nail / Body treatments Consultant | 90% |  |
| Childcare                                | 88% |  |
| Switchboard / Reception                  | 88% |  |
| Secretary                                | 85% |  |
| Personal Assistant                       | 81% |  |
| Therapist                                | 79% |  |
| Hairdressing                             | 78% |  |
| Payroll & Wages                          | 78% |  |
| Trusts, Wills & Deeds Consulting         | 78% |  |
| Dental Assistant                         | 76% |  |
| Nursing / Professional Caregiving        | 76% |  |
| Accounts Payable / Receivable            | 76% |  |
| Travel Agent                             | 75% |  |
| Reservation & Ticketing Clerk            | 75% |  |

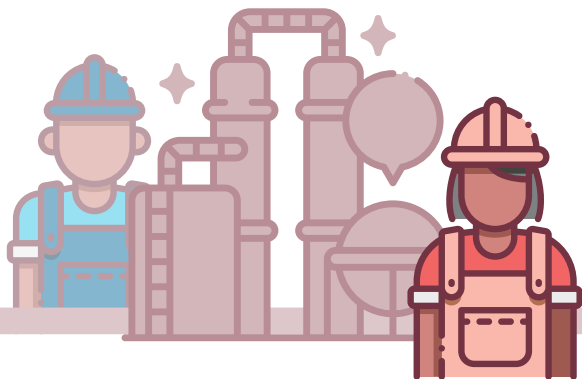
## Occupations with the lowest proportion of women

|  |    |  |
|--|----|--|
| Truck Driver                               | 2% |  |
| Carpenter / Cabinet making                 | 3% |  |
| Taxi driver / Chauffeur                    | 3% |  |
| Demolition / Explosive works               | 4% |  |
| Carpeting / Flooring Tiling                | 4% |  |
| Home Applications Installation / Repair    | 5% |  |
| Machinist                                  | 5% |  |
| Abattoir                                   | 5% |  |
| Tool / Die making                          | 6% |  |
| Metal, Iron, Steel & Rebar works           | 6% |  |
| Plumbing, Pipe & Steam fitting             | 6% |  |
| Mining Inspector                           | 7% |  |
| HVAC Installation / Repair                 | 7% |  |
| Bus driver                                 | 8% |  |
| Industrial Machinery Installation / Repair | 8% |  |

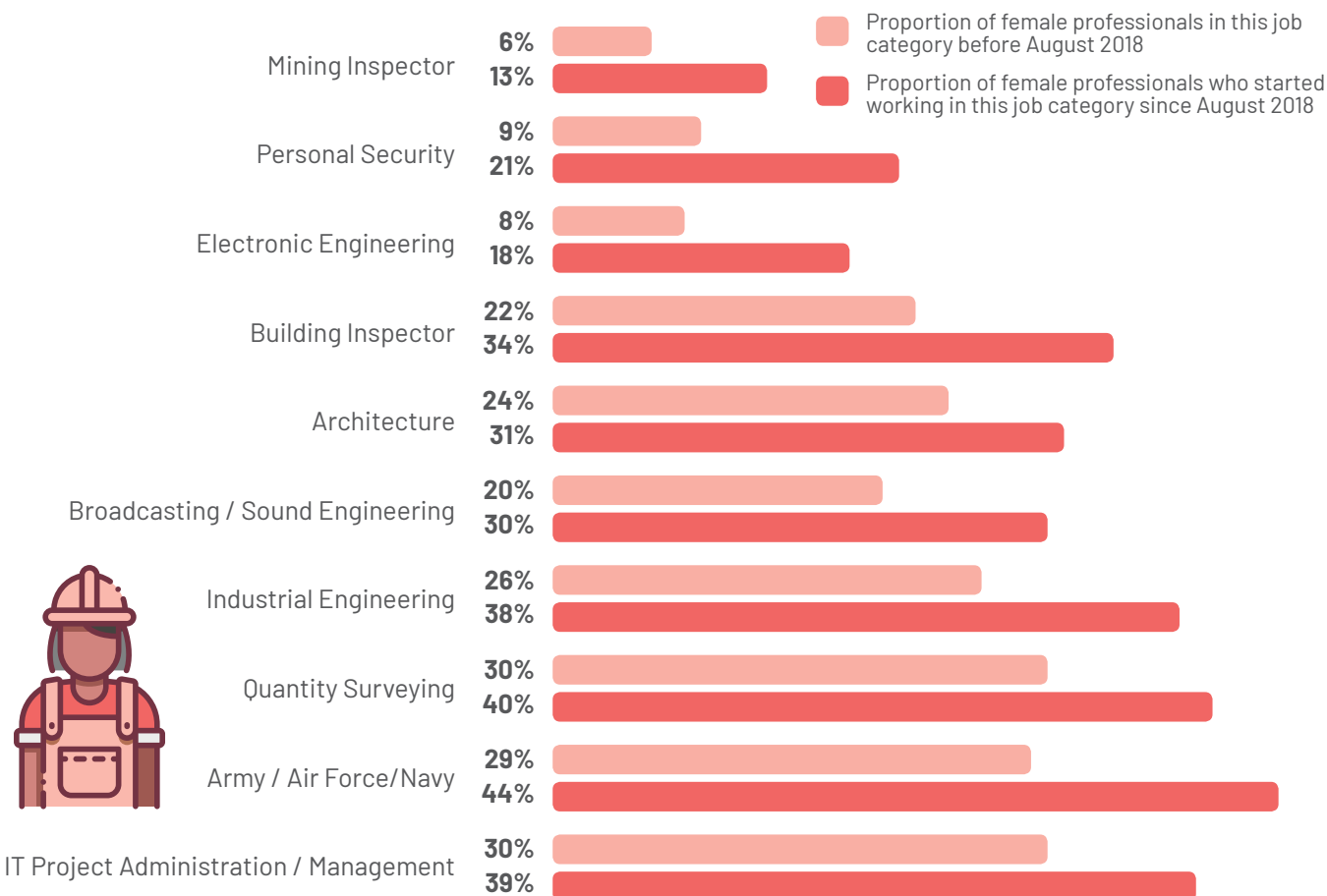


# SPOTLIGHT ON WOMEN IN THE WORKPLACE

CareerJunction’s findings show 10 historically male dominated occupations that have seen an influx of female professionals over the past five years. While it’s encouraging to see this, it is important to note that across all these occupations, female professionals have still not reached the 50% gender parity mark.



## Male dominated occupations with significant **increases of female professionals** over the last five years

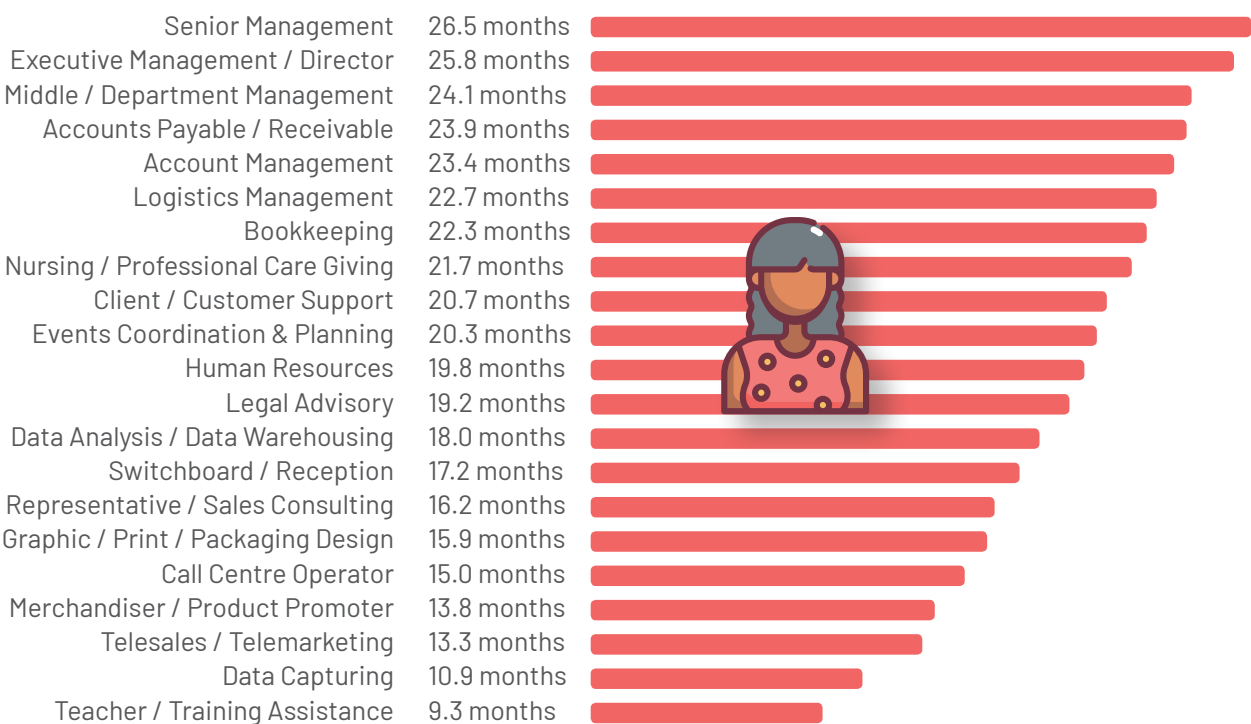




# SPOTLIGHT ON WOMEN IN THE WORKPLACE

CareerJunction’s findings also reveal the average tenure of women in certain jobs as well as the occupations currently attracting South Africa’s smartest female professionals.

## Tenure per job role – How long do women stay in certain jobs?



## In which job roles do our smartest women work?



Top roles with the highest number of women who have **Doctoral degrees:**

- Teachers
- Executive Managers / Directors
- Middle / Department Managers



Top roles with the highest number of women who have **Master’s degrees:**

- Therapist
- Market Researcher / Analyst
- Middle / Department Managers



Top roles with the highest number of women who have **Honours degrees:**

- External Auditor
- Internal Auditor
- Counsellor



# CANDIDATE TRENDS

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



## **LEGAL**

Prosecutor / Advocate  
Drafting & Paralegal  
Legal Advisory



## **BUILDING & CONSTRUCTION**

Building Project Management  
Electrician  
Quantity Surveying

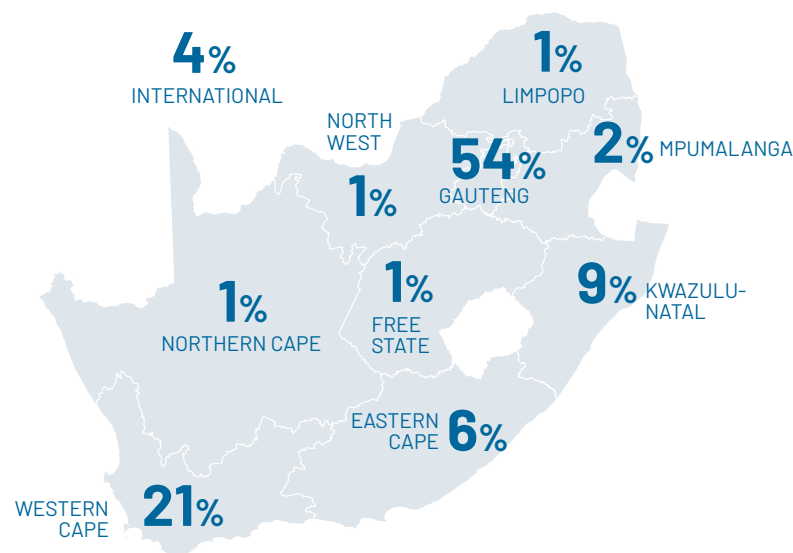


## **TRANSPORTATION**

Taxi Driver / Chauffeur  
Truck Driver

**Jobseekers, register your CV** ➤

# RECRUITMENT PER LOCATION

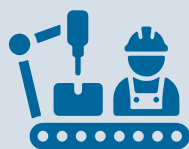


Gauteng remains the largest employment hub in South Africa (54%).

The North West, Limpopo, Free State and Northern Cape provinces have the least employment opportunities in the country (1%).

International job offers remain static at 4%.

## REGIONAL DEMAND BY PROFESSION



### MANUFACTURING & ASSEMBLY

Gauteng's hiring activity for staff in this sector has increased significantly from 2021 to 2022, however since 2022 hiring activity has decreased slightly year-on-year.

In the Western Cape, demand for Manufacturing & Assembly staff went up from 2021 to 2022. However, since 2022 hiring activity has decreased significantly and is 23% lower year-on-year.

KwaZulu-Natal has seen a consistent increase in demand for Manufacturing & Assembly staff over that last three years. Between 2021 and 2022 demand increased by 10%, and between 2022 and 2023 it increased by a further 3%.



### DESIGN, MEDIA & ARTS

From 2021 to 2022 there was significant growth in demand for Design, Media & Arts professionals in Gauteng, the Western Cape and KwaZulu-Natal.

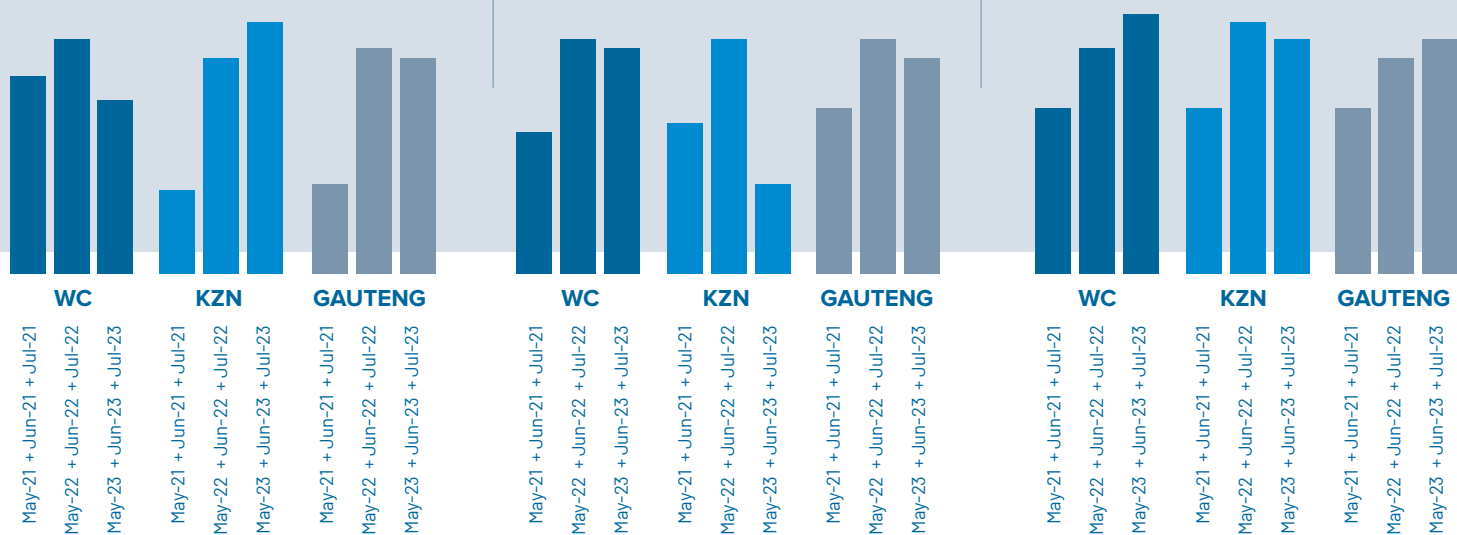
Since 2022, however, hiring activity has decreased across all three provinces. KwaZulu-Natal has seen a year-on-year decrease of 14%, Gauteng has seen a year-on-year decrease of 11%, and the Western Cape has seen a year-on-year decrease of 3%.



### FINANCE

Demand went up significantly for Finance professionals from 2021 to 2022 in Gauteng, the Western Cape and KwaZulu-Natal.

Since 2022, hiring activity has decreased slightly year-on-year in KwaZulu-Natal. In Gauteng and the Western Cape, however, demand has increased further in 2023. Gauteng has seen a year-on-year increase of 8%, while the Western Cape has seen a year-on-year increase of 17% for professionals in this sector.



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:  
**Warehousing & Logistics**



Next month:  
**Architecture & Engineering**

**60.3%**

EE Candidates

**58.3%**

Candidates  
residing in Gauteng

**53.8%**

Candidates willing  
to relocate

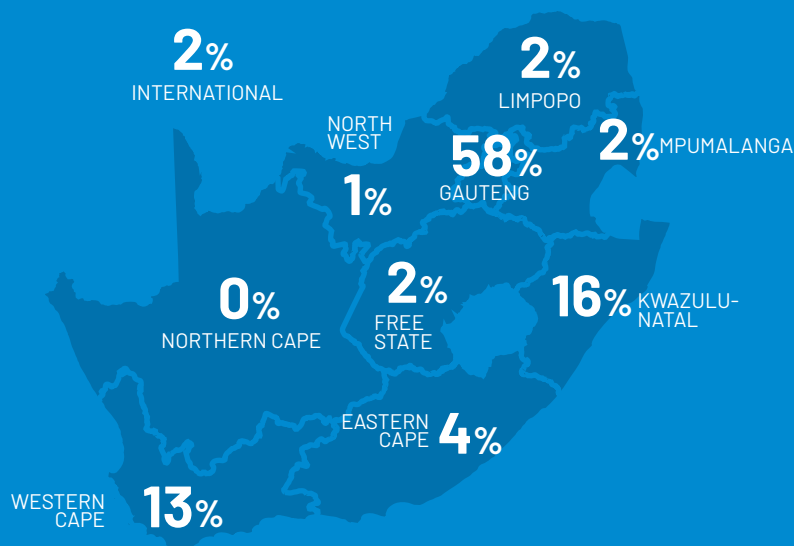
**3 years**

Average stay  
by candidates in  
their jobs

**33.1%**

Candidates  
with a tertiary  
qualification

## LOCATION OF CANDIDATES



## HIGHEST QUALIFICATION OF CANDIDATES

|                            |     |
|----------------------------|-----|
| Some secondary schooling   | 2%  |
| Matric                     | 17% |
| Certificate                | 13% |
| Professional qualification | 3%  |
| Diploma                    | 16% |
| Degree                     | 11% |
| Honours                    | 4%  |
| Masters                    | 2%  |

No qualification records for  
**32%** of Warehousing & Logistics.

## MARKET-RELATED SALARY

offerings for top in-demand skills



### Warehouse Manager

from R29 843 to R36 342 per month



### Fleet Controller

from R14 167 to R17 778 per month



### Warehouse Supervisor

from R17 278 to R21 722 per month

## MOST IN-DEMAND ROLES



- Warehouse Manager
- Storeman
- Warehouse Supervisor

Jobseekers, find jobs in Warehousing & Logistics







South Africa's #1 Quality Candidate Provider.

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**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](mailto:insights@careerjunction.co.za)

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