



Pnet. **JOB MARKET** **TRENDS** **REPORT** ^{Q3} 2023

The Pnet Job Market Trends Report provides insights into recruitment and employment trends in the South African market. Developed to give local businesses a useful summary of the quarterly trends shaping the recruitment market, the report also unpacks specific sector insights – from both an employer and candidate perspective.

Recruiters can use our data to develop their recruitment strategies and to constructively guide and advise their HR talent-management solutions.

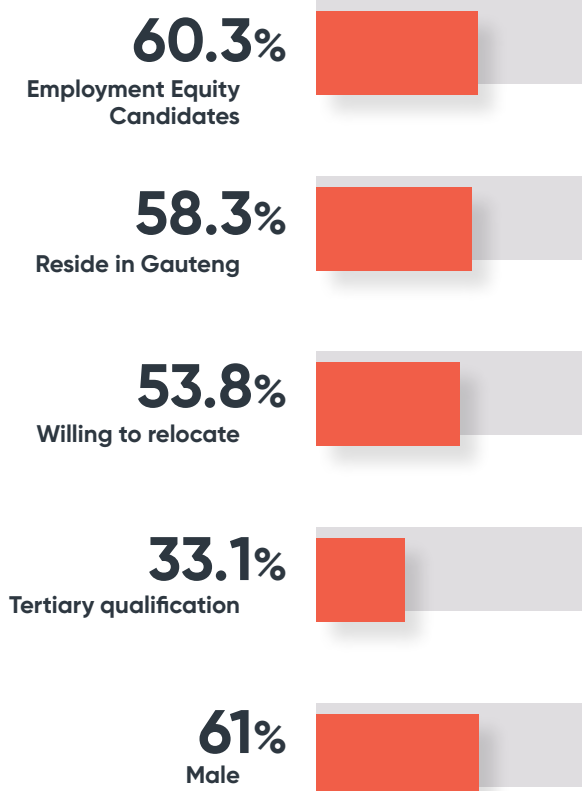
SNAPSHOT OF THE WAREHOUSING & LOGISTICS SECTOR



AVERAGE STAY BY CANDIDATES
IN THEIR JOBS

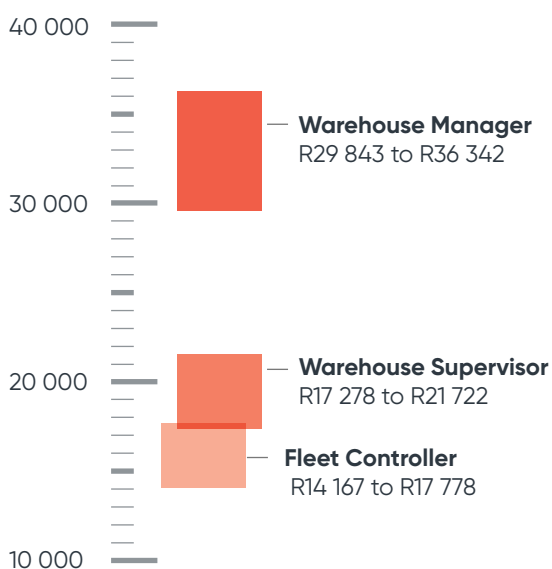
3 YEARS

CANDIDATE TRENDS FOR WAREHOUSING & LOGISTICS



WHAT'S BEEN OFFERED?

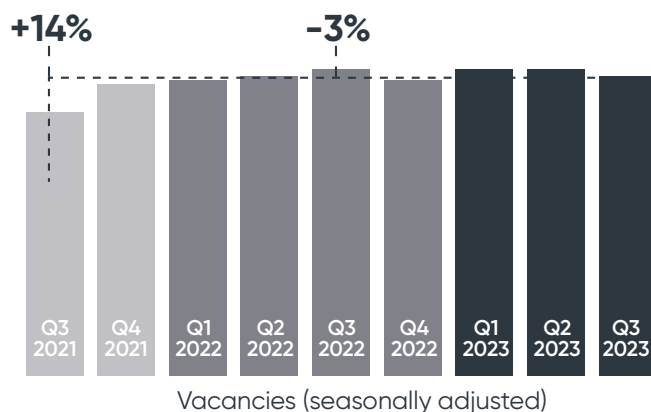
Market-related monthly salaries (CTC)
for top in-demand skills



FIND JOBS
in Warehousing & Logistics

JOB MARKET ACTIVITY

QUARTERLY JOB POSTINGS



Pnet's research reveals that the local job market saw a **-3%** decline 'quarter-on-quarter' in the third quarter of 2023. This was driven by a significant decrease in hiring activity in September.

Year-on-year, hiring activity has declined by **-3%**. However, over the past two years (from Q3:2021 to Q3:2023) there has been a **14%** growth in jobs.

THE POWER OF FEMALE JOBSEEKERS IN THE LOCAL JOB MARKET

Stats SA released the **Census 2022 Population Count Results** on 10 October 2023.

The Census 2022 results show that the population of South Africa was

62 million in 2022,

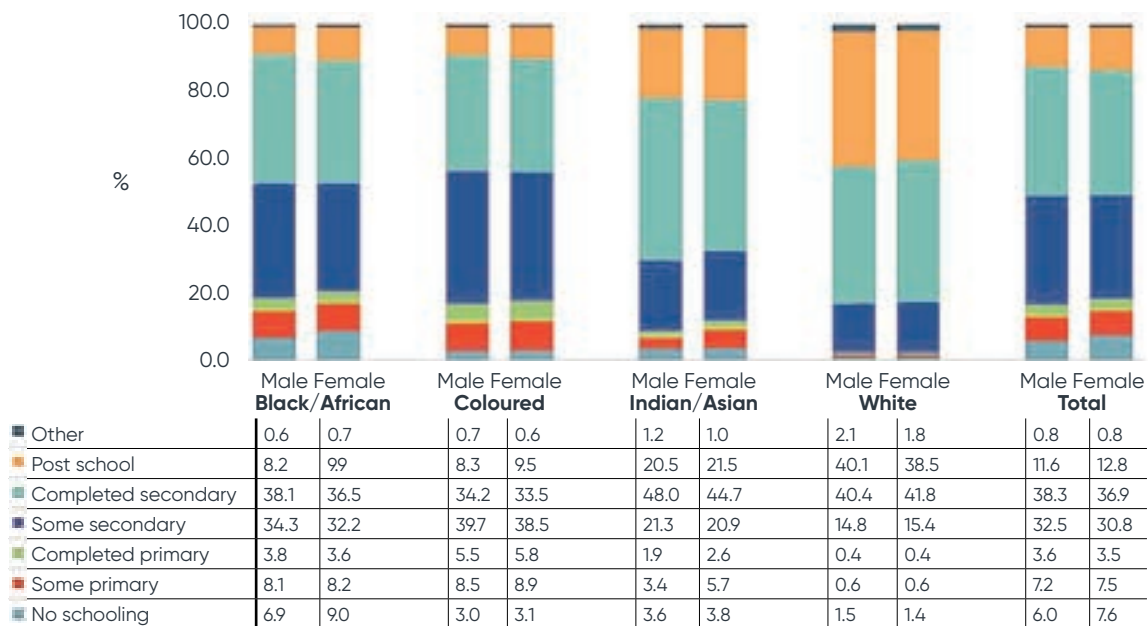
increasing from 51.7 million in 2011. The findings reveal that there are more females than males: **women and girls made up 31.9 million** of the population, and men and boys made up 30 million.

Although the **female unemployment rate (35.7%)*** is higher than the male unemployment rate (30%)*, the latest Census reports that

12.8% of adult females have a post-school qualification while only 11.6% of adult males have a post-school qualification.

** Stats SA findings for Q2:2023 (QLFS)*

THE POWER OF FEMALE JOBSEEKERS IN THE LOCAL JOB MARKET



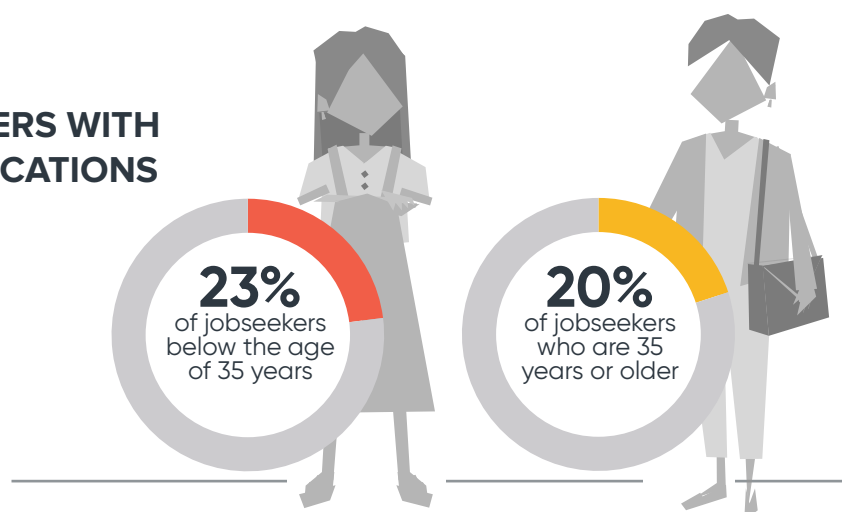
The graph shows the educational levels of the adult population in the country, by race, gender and qualification.

Source: StatsSA/Census2022

Taking a deep dive into the local job market and looking at female jobseekers, we see that particularly more and more young women (below age 35) attain tertiary qualifications.

Pnet's own findings show that 20% of female jobseekers age 35 and older attained a tertiary qualification, while 23% of female jobseekers below age 35 have a tertiary qualification.

FEMALE JOBSEEKERS WITH TERTIARY QUALIFICATIONS



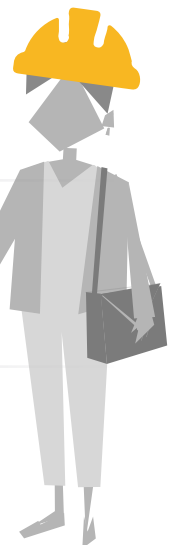
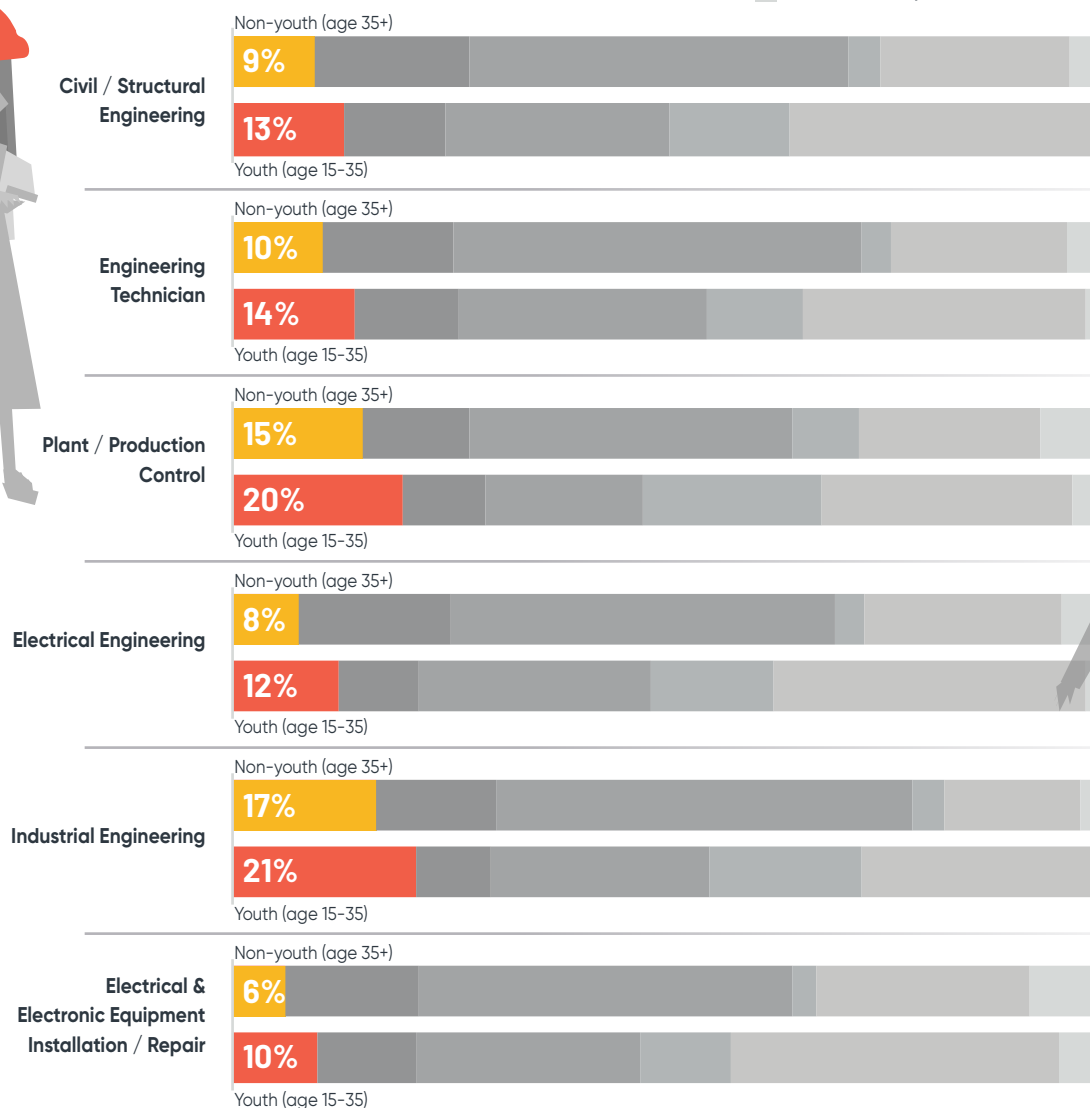
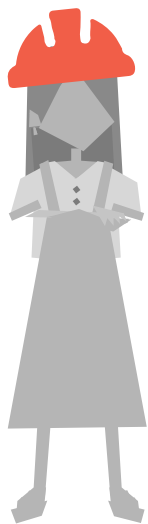
THE POWER OF FEMALE JOBSEEKERS IN THE LOCAL JOB MARKET

Our findings further show an increased ratio of young women with tertiary qualifications vs women aged 35 and older, especially in traditionally 'male-dominated' professions such as:

- Civil / Structural Engineering
- Electrical Engineering
- Industrial Engineering
- Engineering Technician
- Electrical & Electronic Equipment Installation / Repair
- Plant / Production Control

INCREASE IN YOUNG FEMALES OBTAINING TERTIARY QUALIFICATIONS IN MALE DOMINATED PROFESSIONS

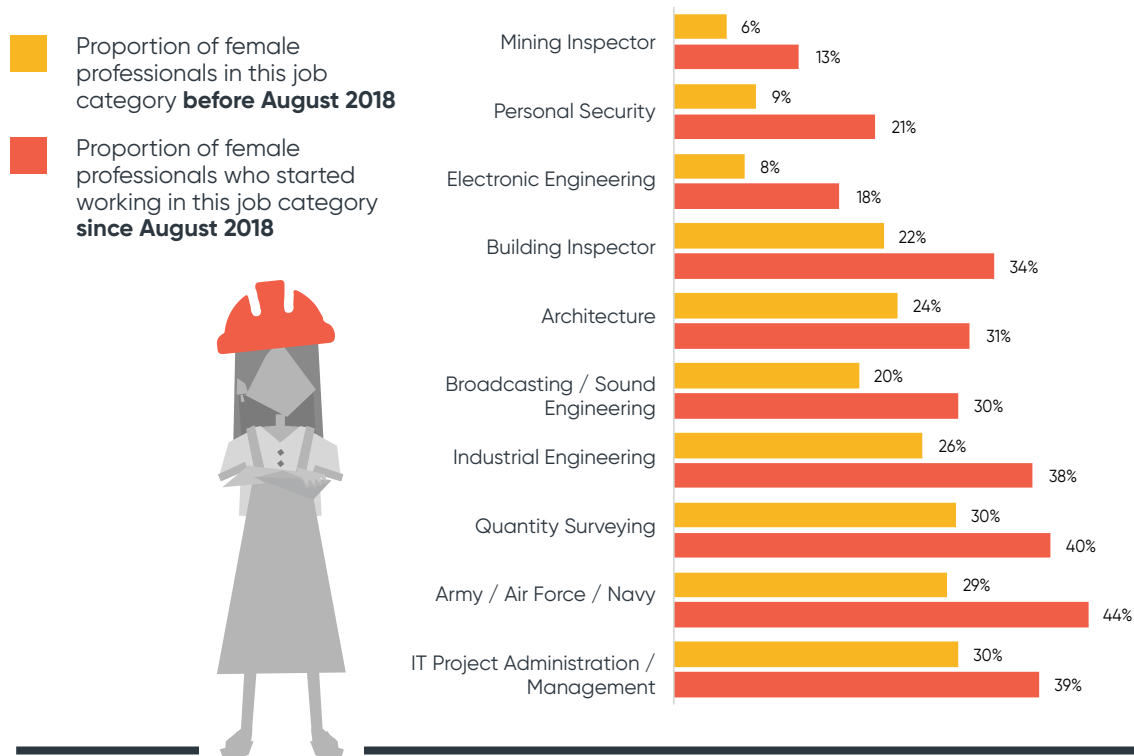
- Female jobseekers with Tertiary Qualification
- Male jobseekers with Tertiary Qualification
- Not Provided' jobseekers with Tertiary Qualification
- Female jobseekers without Tertiary Qualification
- Male jobseekers without Tertiary Qualification
- Not Provided' jobseekers without Tertiary Qualification



THE POWER OF FEMALE JOBSEEKERS IN THE LOCAL JOB MARKET

The increase of women in male-dominated occupations is not only evident with the younger generations. Looking at female jobseekers in general, over the last five years we can see an increasing trend of female professionals entering many historically male-dominated occupations.

HISTORICALLY MALE-DOMINATED OCCUPATIONS WITH SIGNIFICANT INCREASES OF FEMALE PROFESSIONALS OVER THE LAST FIVE YEARS



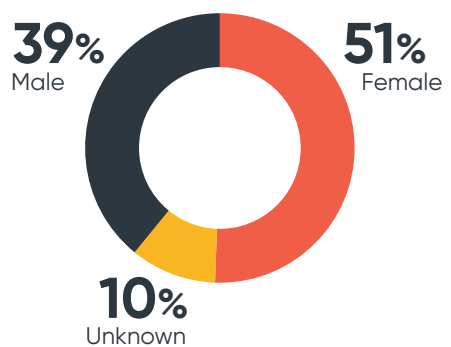
Since August 2018, the proportion of female professionals in the **IT Project Administration / Management** sector has increased by 9%, and the percentage of female professionals in the **Army / Air Force / Navy** increased by 15%.

There are 10% more female professionals in the **Quantity Surveying and Broadcasting / Sound Engineering** sectors than there were five years ago, while the **Industrial Engineering** sector has seen the percentage of female professionals increase by 12% during the same period.

Over the past five years there has also been an increase in the number of females working as **architects, building inspectors, electronic engineers, personal security and mining inspectors**.

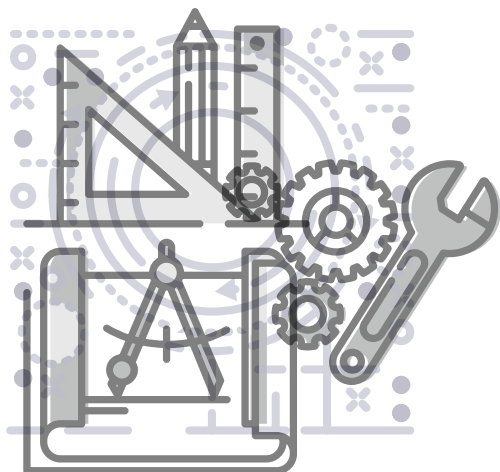
Overall, it is clear that there is a significant drive within the female population to find the right job and profession. Women applying for jobs are outpacing their male counterparts: Over the last 12 months, the majority (51%) of applicants were female while only 39% were male.

APPLICANTS BY GENDER OVER THE LAST 12 MONTHS



It is encouraging to see that female jobseekers in South Africa are focused and determined to close the gender-based employment gap.

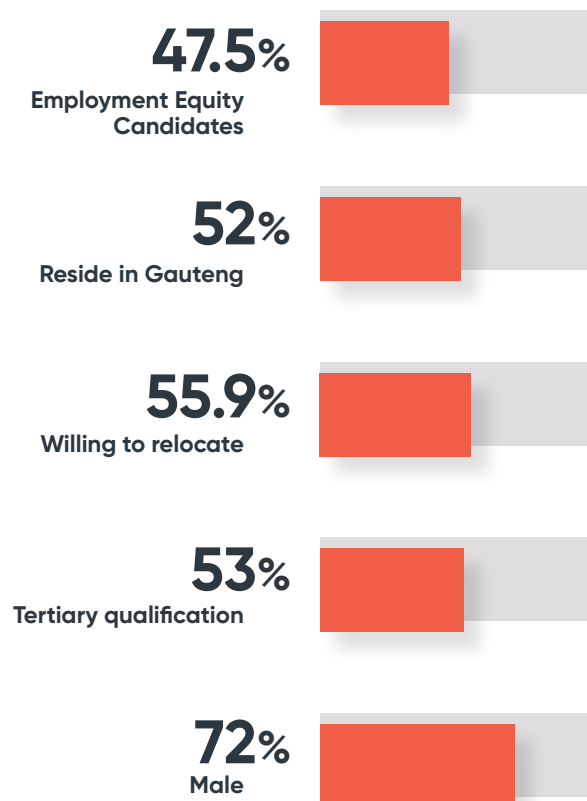
SNAPSHOT OF THE ARCHITECTURE & ENGINEERING SECTOR



AVERAGE STAY BY CANDIDATES
IN THEIR JOBS

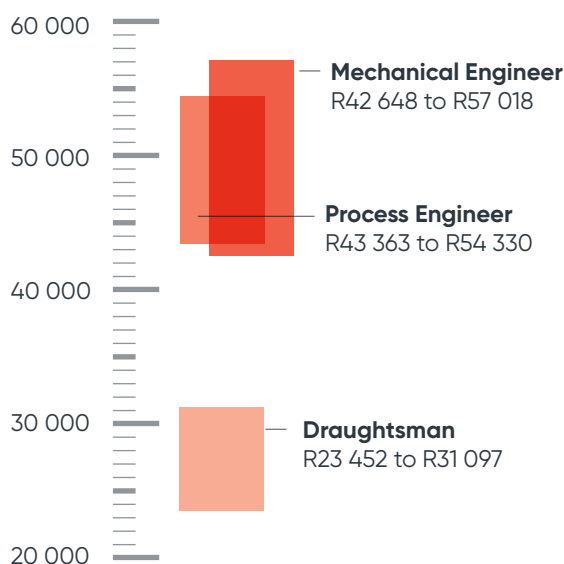
2 YEARS AND **11** MONTHS

CANDIDATE TRENDS FOR ARCHITECTURE & ENGINEERING



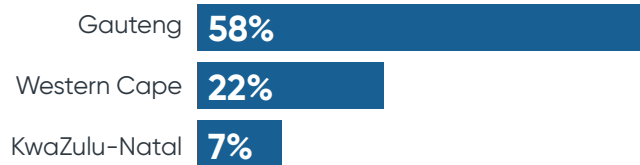
WHAT'S BEEN OFFERED?

Market-related monthly salaries (CTC)
for top in-demand skills



FIND JOBS
in Architecture & Engineering

THE REGIONAL JOB MARKETS



REGIONAL JOB MARKET TRENDS

One in five **international** jobs are allocated to Business & Management professionals.



Hiring activity in **Limpopo** increased by 10% during Q3:2023. Most significant increases were noted in Business & Management, IT, and Admin, Office & Support.

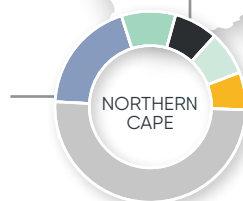
The **North West** province experienced a significant decrease in hiring activity for IT professionals in Q3: 2023.



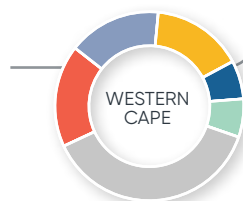
The **Free State's** labour demand for Finance professionals increased significantly in Q3:2023.



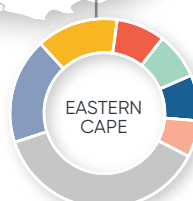
The **Northern Cape** also experienced a significant uptake in hiring activity for Finance professionals in Q3:2023.



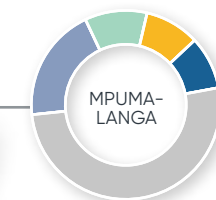
Q3:2023 has seen a significant (18%) decrease in labour demand for Admin, Office & Support professionals in the **Western Cape**.



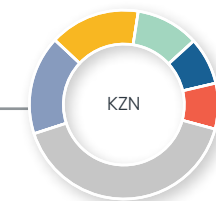
Demand for Business & Management professionals increased by 10% in the **Eastern Cape** during Q3:2023.



Gauteng experienced a decrease in hiring activity for IT, Finance and Admin, Office & Support in Q3:2023.

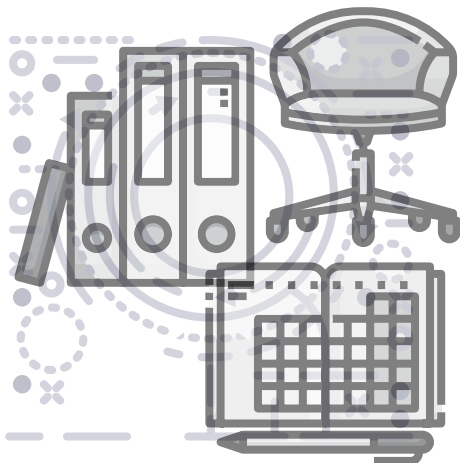


Demand for Admin, Office & Support professionals, Finance professionals and Sales professionals declined in **Mpumalanga** during Q3:2023.



In **KwaZulu-Natal**, demand across many sectors declined during Q3:2023. Most significant decreases were noted in Business & Management, IT as well as Admin, Office & Support.

SNAPSHOT OF THE ADMIN, OFFICE & SUPPORT SECTOR



AVERAGE STAY BY CANDIDATES
IN THEIR JOBS

3 YEARS AND **10** MONTHS

CANDIDATE TRENDS FOR ADMIN, OFFICE & SUPPORT

85.6%
Employment Equity
Candidates

58.5%
Reside in Gauteng

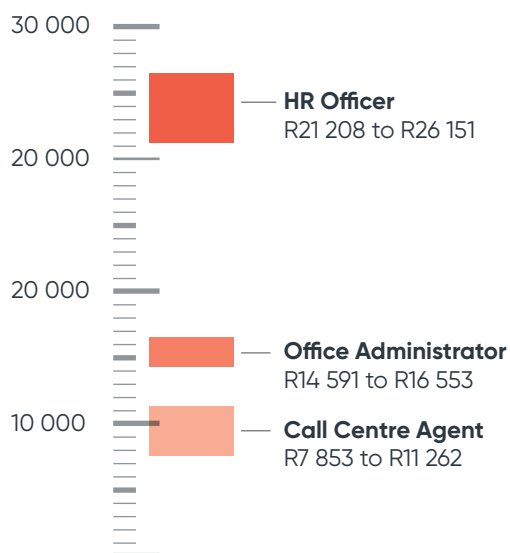
47.1%
Willing to relocate

38.9%
Tertiary qualification

70%
Male

WHAT'S BEEN OFFERED?

Market-related monthly salaries (CTC)
for top in-demand skills



FIND JOBS
Admin, Office & Support



Connections that Work

The Pnet Job Market Trends Report has been created and interpreted by our expert team of data insights specialists. The report is based on empirical data sourced from The Stepstone Group South Africa's online recruitment platforms, which currently hold a combined database of over 8 million registered users.

For any data-related queries or to discuss tailored insights solutions for your business, reach out to us at insights@pnet.co.za

The Pnet Job Market Trends Report is the intellectual property of Pnet (Pty) Ltd. All rights to the content in this document are reserved and retained by Pnet (Ltd) Pty. No part of the report may be reproduced or transmitted without prior written permission from Pnet (Pty) Ltd. 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.