



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

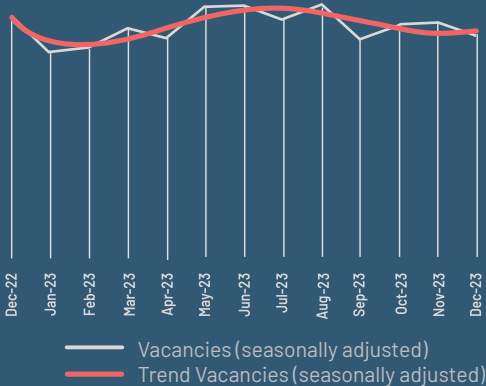
There was a decrease in recruitment activity from **November to December 2023 (-6%)**.

Year-on-year, **hiring activity decreased by -8%**, compared to December 2022.

It should be noted that the December decrease in hiring activity was more significant than the seasonal trend for this time of year. **December 2023 showed the lowest monthly recruitment activity over the last three years.** This monthly decrease is primarily driven by a slowdown in recruitment activity across various sectors. The most significant hiring decreases during December were evident for roles in **Finance, Business & Management, Sales, Manufacturing & Assembly** as well as **IT and Admin, Office & Support**.

Recruiters, list your jobs here ➤

Monthly job postings
Recruitment Activity over the past 13 months



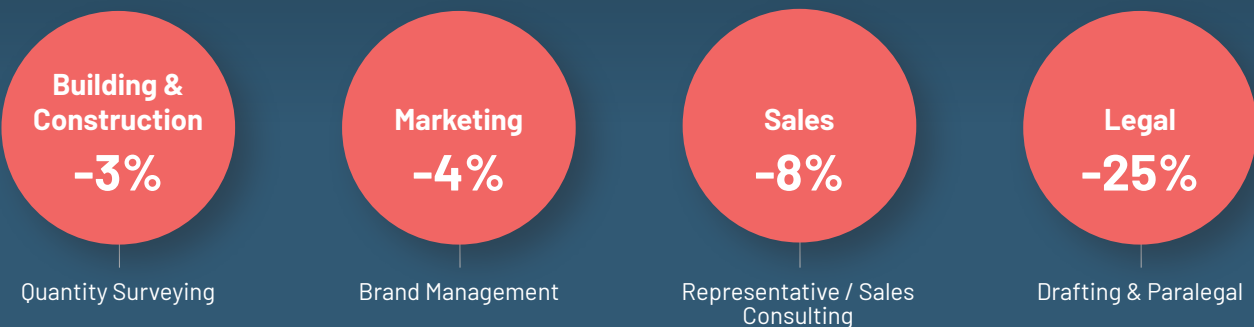
▲ Growing hiring activity in the past three months

When comparing hiring activity over the last three months (October, November, December 2023) with the previous three months (July, August, September 2023), hiring activity has increased for Business & Management professionals (+5%).



▼ Declining hiring activity in the past three months

When comparing hiring activity over the last three months (October, November, December 2023) with the previous three months (July, August, September 2023), hiring activity has decreased significantly for Legal (-25%) professionals and moderately for Sales (-8%), Marketing (-4%) and Building & Construction (-3%) professionals.



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.

Which occupations are most in demand?

2024... A new year with new opportunities!

At the start of each year, thousands of South African job seekers are on the hunt for better career options and work opportunities. CareerJunction receives the highest amount of job applications and job seeker traffic during January and February every year.

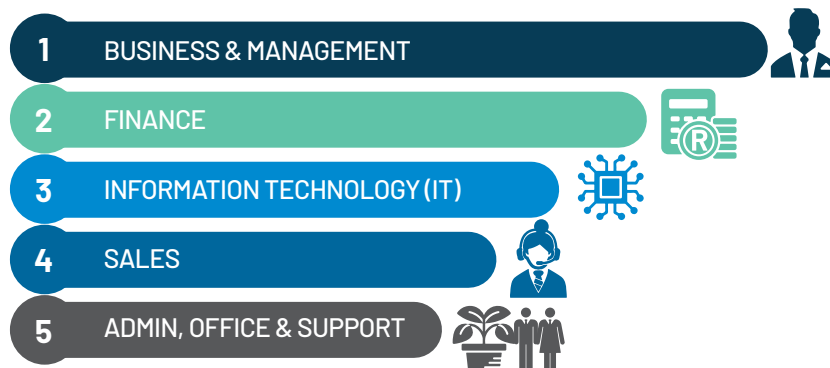
What are the best job sectors with the most job openings?

CareerJunction conducted research, analysing the demand for labour during 2023 to understand South African employment trends for 2024.

This research entailed investigating which professions are in highest demand and looking at hiring trends over time, in terms of which job roles have grown in demand and which occupations have seen a decrease in job openings.

Top in-demand job sectors

CareerJunction's analysis reveals that the top in-demand job sectors are:



Over the past few years, these five job sectors have remained the most in demand. Thousands of job opportunities are advertised across Business & Management, Finance, IT, Sales and Admin, Office & Support every year. In 2024, we can expect plenty of job opportunities across these sectors.

Interestingly, up until 2022, IT used to be the top in demand job sector. However, large tech job cuts in the IT sector across the world dominated the labour market news in 2022 and 2023. The global decrease in labour demand for IT staff was also felt in South Africa. As a result, IT dropped from Rank #1 to Rank #2 in 2022 on the most in-demand job sectors list.

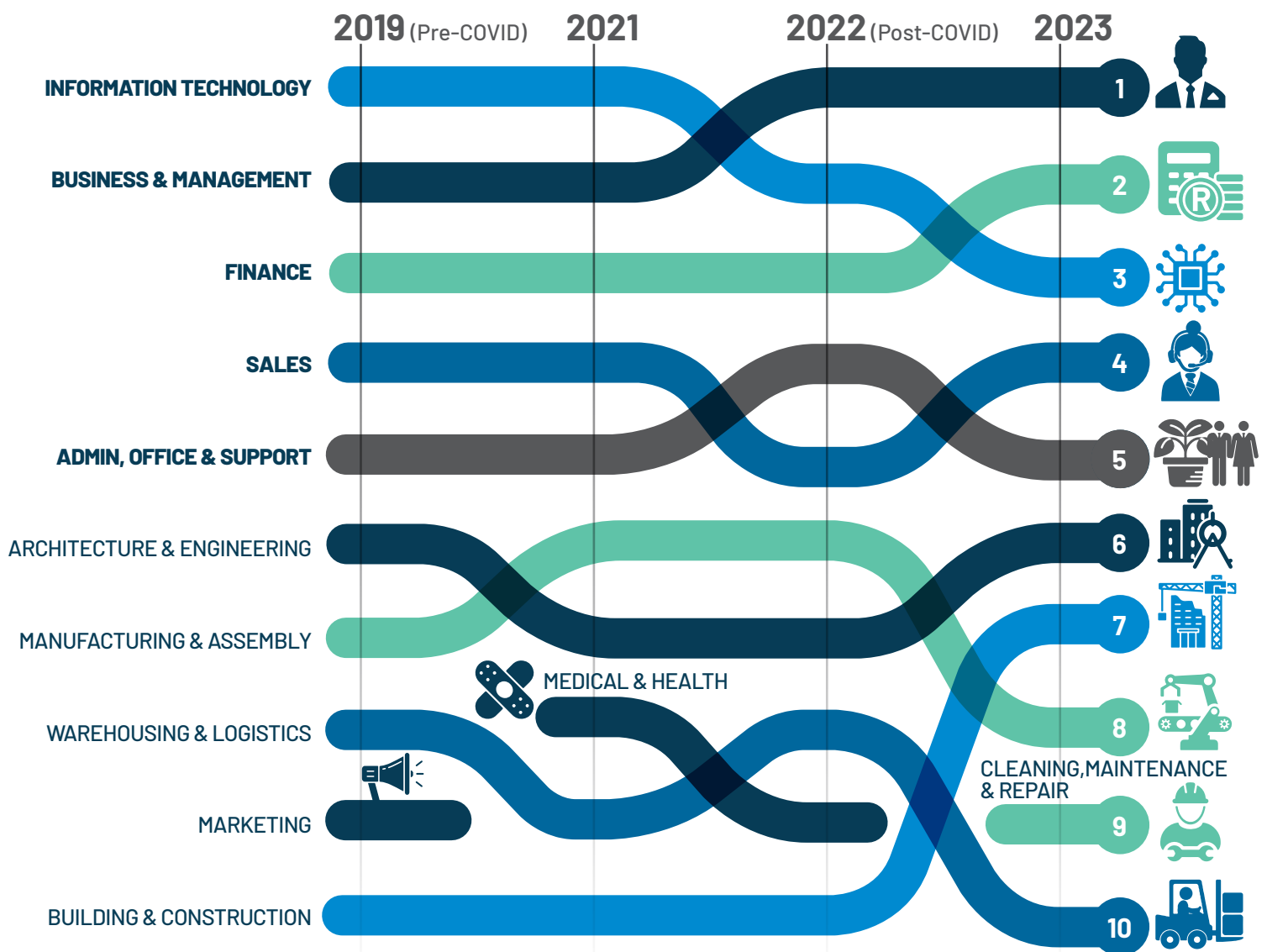
In 2023, IT dropped to Rank #3 as demand for Business & Management professionals and Finance professionals overtook demand for IT professionals.

Which occupations are most in demand?

Since 2022, Business & Management professionals have been in the highest demand in the local job market.

Top job sectors

Based on advertised jobs during 2019, 2021, 2022 and 2023 (excluding 2020 as an outlier due to Covid)



The effect of the Covid pandemic can be observed in the top in-demand job sectors: In 2021 and 2022 there was an elevated demand for Medical & Health professionals.

Building & Construction shows a significant uptake in labour demand during 2023, climbing from the 10th place to the 7th most in-demand job sector. The **Afrimat Construction Index (ACI)** compiled by Dr Roelof Botha indicates similar strong growth within the South African Construction. According to Botha, in the third quarter of 2023, "job creation continued to record a healthy growth rate, with 145 000 new jobs having been created since the beginning of 2023."

Source: [Independent Online \(IOL\)](#), January 2024

Which occupations are most in demand?

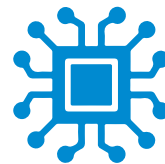


Business & Management

Business & Management professionals are currently in highest demand when looking at advertised vacancies online.

Managerial and leadership skills are in particularly high demand in the local employment market.

In 2023, the top in-demand professions were Middle / Department Manager roles. Senior Manager roles, Executive roles, Team Leader roles and Supervisor roles are also high in demand.



Information Technology

Software Developers have been one of the most in-demand professions globally over the last decade. Although demand for IT professionals including Software Developers decreased over the last three years, Software development skills remain top in-demand. During 2023, Software Developer roles were the 2nd most in-demand job role.

Other IT roles which are highly sought after in the South African job market are as follows:

- **Systems / Network Administrators**
- **Data Analysis / Data Warehousing professionals**
- **Business Analysts**



Finance

For 2023, Finance is ranked the 2nd most in-demand job sector.

Accounting skills are crucial across the most in-demand finance roles and, within the Finance sector, the top demanded job roles are as follows:

- **Financial / Project Accountants**
- **Bookkeepers**
- **Accounts Payable / Receivable professionals**
- **Purchasing & Procurement professionals**
- **Cost & Management Accountants**



Sales

Sales consultants play an important part in a company's sustainability in terms of staying profitable and competitive. It's no surprise that many businesses are in need of sales skills.

Job roles in Representative / Sales Consulting have been the 3rd most in-demand job roles for many years. Account Management skills are also in high demand.



Admin, Office & Support

Although the Admin, Office & Support job sector moved from Rank #4 to Rank #5 on the list of most in-demand job sectors when comparing 2022 to 2023, Administration skills are just as crucial for successful businesses. As a result, Admin, Office & Support has been in the top 5 in-demand job sectors for many years.

Top in-demand Admin, Office & Support roles are as follows:

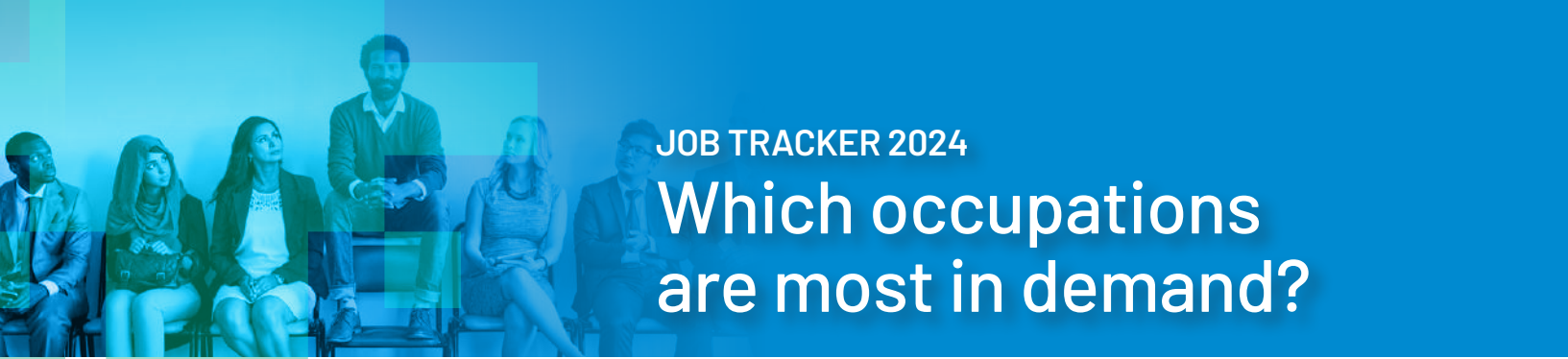
- **Admin Clerks**
- **Client / Customer Support professionals**

Which occupations are most in demand?

Top 20 In-demand Job Roles

(based on advertised job adverts in 2023)





Which occupations are most in demand?

Job roles with the biggest increases and decreases in labour demand

(based on advertised job adverts in 2019 and 2023)

Understanding hiring trends over time can help job seekers find the right career and help recruiters to align their approach to finding the right candidates for their vacant roles.

CareerJunction analysed which job roles have grown in demand and which occupations have seen a decrease in job openings since 2019.

The biggest increases demand for labour are evident in the Building & Construction sector. As a result, job advertising for Building Project Managers as well as Electricians has increased significantly over the last four years.

Certain accounting professions such as Bookkeeping and Financial / Project Accounting also experienced a

significant growth in jobs over the last four years. On the other hand, job roles in Internal Auditing and Cost & Management Accounting are far less in demand than they were four years ago.

Software development jobs have seen the biggest decrease in labour demand since 2019. Other IT job roles which are far less in-demand than they were four years ago are Project Administration / Management, Business Analysis and Database Design / Development / Administration. Interestingly, demand for IT roles in Systems / Network Administration has grown consistently over the past few years.

INCREASED DEMAND	DECREASED DEMAND
 Building Project Management	 Software Development
 Bookkeeping	 Representative / Sales Consulting
 Vehicle & Mobile Equipment Installation / Repair	 Senior Management
 Systems / Network Administration	 Internal Auditing
 Financial / Project Accounting	 Cost & Management Accounting
 Electrician	 IT Project Administration / Management
 Nursing / Professional Care Giving	 Account Management
 Health, Safety & Environment	 Business Analysis
 Admin Clerk	 Business Development
 Civil / Structural Engineering	 Database Design / Development / Administration

CANDIDATE TRENDS

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



LEGAL

Drafting & Paralegal
Prosecutor / Advocate
Legal Advisory



SCIENCE & TECHNOLOGY

Other Science & Technology
Environmental Scientist
Earth / Geo Scientist

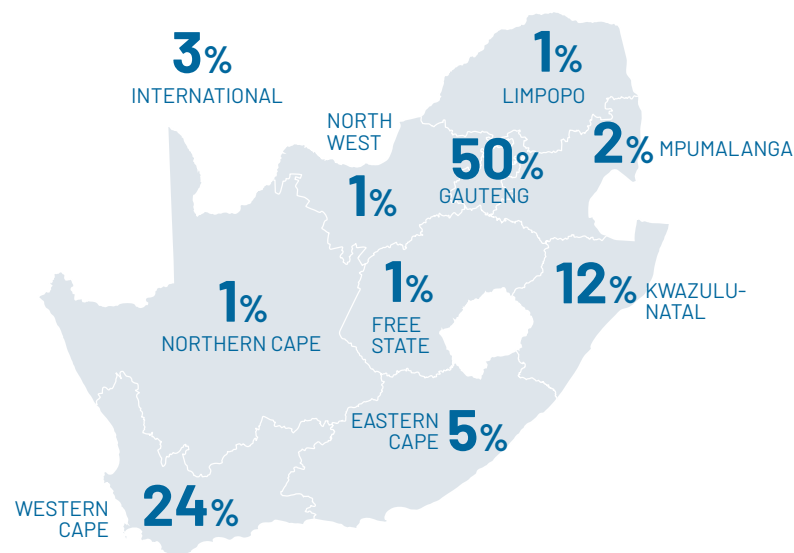


RESTAURANT & HOSPITALITY

Counter / Waiter / Bartender
Chef / Cook
Concierge

Job seekers, register your CV [➤](#)

RECRUITMENT PER LOCATION



Month-on-month, employment opportunities in the Western Cape increased by 1% in December 2023 (24%). KwaZulu-Natal hiring activity increased by 2% during the same period (12%).

REGIONAL DEMAND BY PROFESSION



MARKETING

Gauteng and KwaZulu-Natal experienced growth in hiring activity for Marketing professionals from October–December 2021 to October–December 2022.

Year-on-year, however, Gauteng has a decrease of -4% in hiring activity (2022 to 2023), while KwaZulu-Natal has seen a year-on-year decrease of -18%.

The Western Cape experienced a decrease in demand for Marketing professionals from 2021 to 2022, followed by a growth in demand in 2023. Year-on-year, demand for Marketing professionals in this province has grown by +11%.



DESIGN, MEDIA & ARTS

Gauteng and KwaZulu-Natal experienced growth in hiring activity for Design, Media & Arts professionals from October–December 2021 to October–December 2022.

The Western Cape experienced a decrease in demand for Marketing professionals from 2021 to 2022, followed by a growth in demand in 2023.

Year-on-year, from 2022 to 2023, there has been a significant decline in hiring activity for Design, Media & Arts professionals in Gauteng (-23%) and KwaZulu-Natal (-17%).

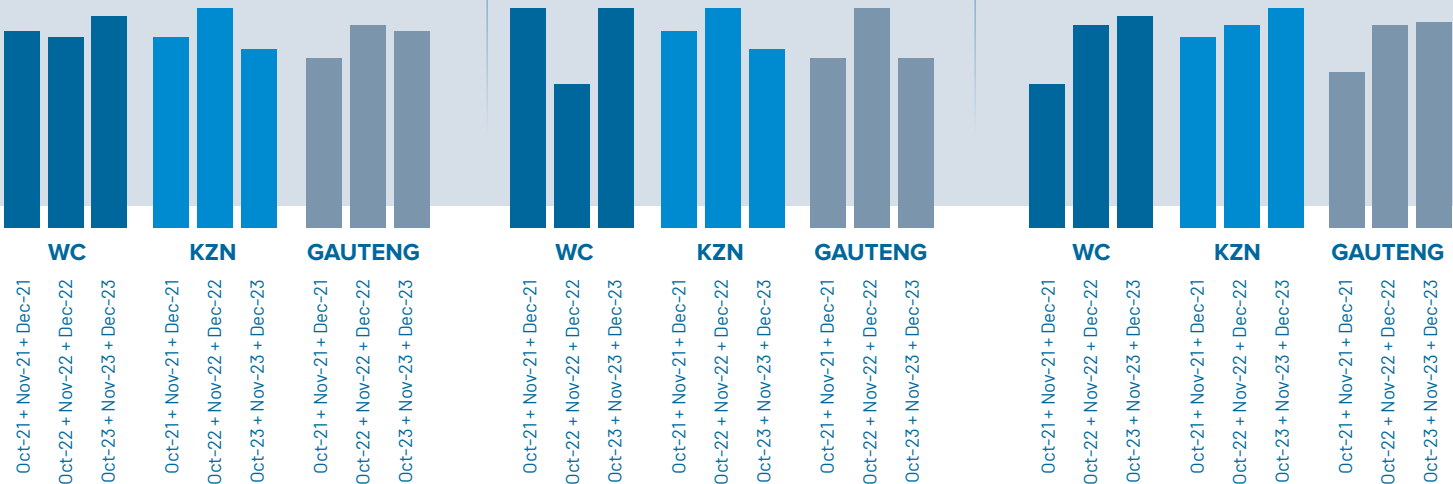
On the other hand, the Western Cape has seen a dramatic year-on-year increase (+49%) for Design, Media & Arts professionals.



FINANCE

Gauteng, KwaZulu-Natal and the Western Cape have all seen a growth in hiring activity for Finance professionals over the last three years, however this growth trend slowed from 2022 to 2023.

Year-on-year (2022 to 2023), Gauteng saw a +1% increase in demand for Finance professionals, while the Western Cape saw a +3% increase and KwaZulu-Natal saw a +7% increase.



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: Building & Construction



41.2%

EE Candidates

53.1%

Candidates
residing in Gauteng

62.9%

Candidates willing
to relocate

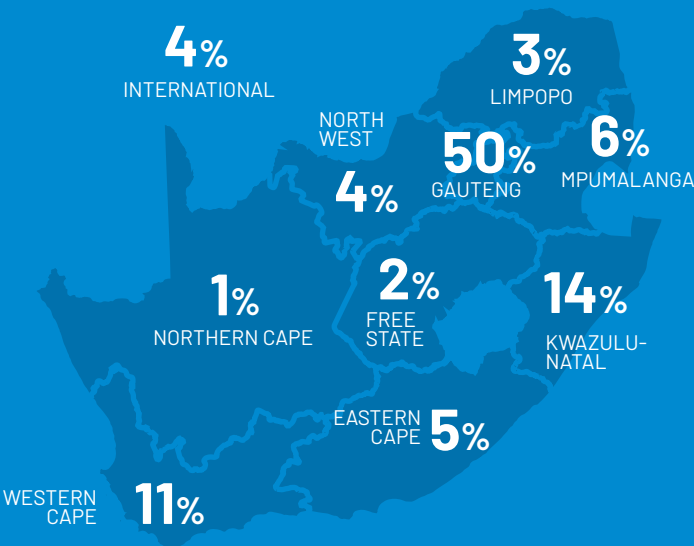
3 years

Average stay
by candidates in
their jobs

37.6%

Candidates
with a tertiary
qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	12%
Certificate	13%
Professional qualification	3%
Diploma	17%
Degree	12%
Honours	5%
Masters	3%

No qualification records for
32% of Building & Construction.

MARKET-RELATED SALARY

offerings for top in-demand skills



Construction Manager
from R39 127 to R53 352 per month



Electrical Technician
from R23 076 to R33 799 per month



Construction Project Manager
from R42 800 to R57 722 per month

MOST IN-DEMAND ROLES



- Project Engineer
- Quantity Surveyor
- Site Supervisor

Job seekers, find jobs in Building & Construction





South Africa's #1 Quality Candidate Provider.

CareerJunction is part of the global JobTech giant, The Stepstone Group. Since 1997, we have empowered job seekers and recruiters to find each other using our world-class, locally developed recruitment solutions.

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

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

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