

# Pnet. JOB MARKET TRENDS REPORT Q4 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.

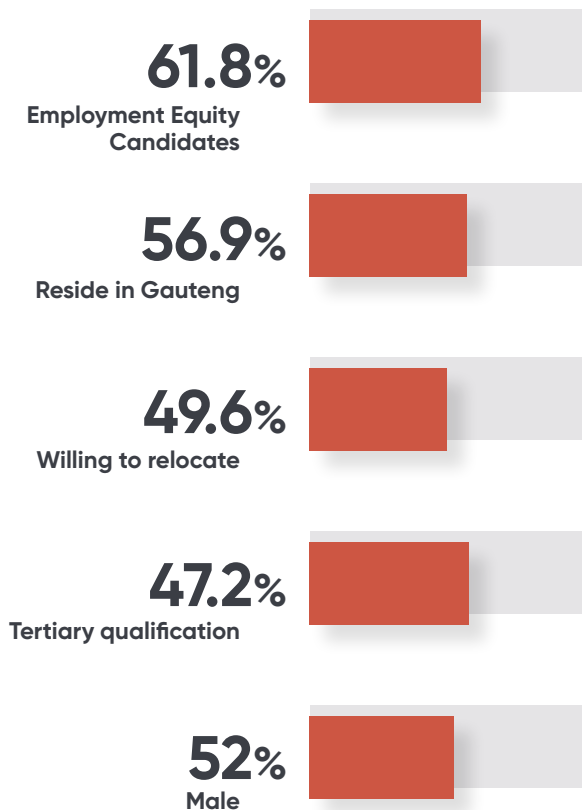
# SNAPSHOT OF THE BUSINESS & MANAGEMENT SECTOR



AVERAGE STAY BY CANDIDATES  
IN THEIR JOBS

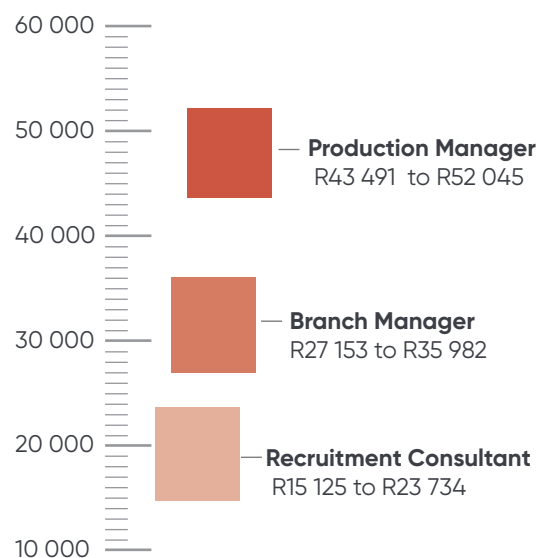
**4** YEARS AND **10** MONTHS

## CANDIDATE TRENDS FOR BUSINESS & MANAGEMENT



## WHAT'S BEEN OFFERED?

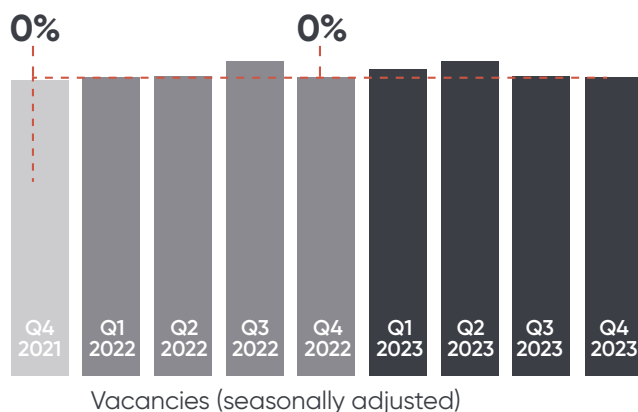
Market-related monthly salaries (CTC)  
for top in-demand skills



**FIND JOBS**  
in Business & Management

# JOB MARKET ACTIVITY

## QUARTERLY JOB POSTINGS



Pnet's research reveals that the local job market experienced the same level of hiring activity over the past two years (from Q4:2021 to Q4:2023). Year-on-year, hiring activity has neither increased nor declined (**0%**).

The local job market saw a **-1%** decline 'quarter-on-quarter' in the fourth quarter of 2023. This was driven by a significant decrease in hiring activity in December.

# 2024 SALARY GUIDE

Earning a SALARY is the number one reason why people look for a job, take up a job or find a new job. However, talking about salaries is still a taboo topic and most people simply speculate about what others earn.

According to Statistics South Africa (StatsSA), the average monthly salary in South Africa is R26 086.

In the interest of job seekers, employers and recruitment specialists and experts, Pnet has taken a deep dive into market-related salaries, providing insights into what the job market is offering for specific job roles and professions.

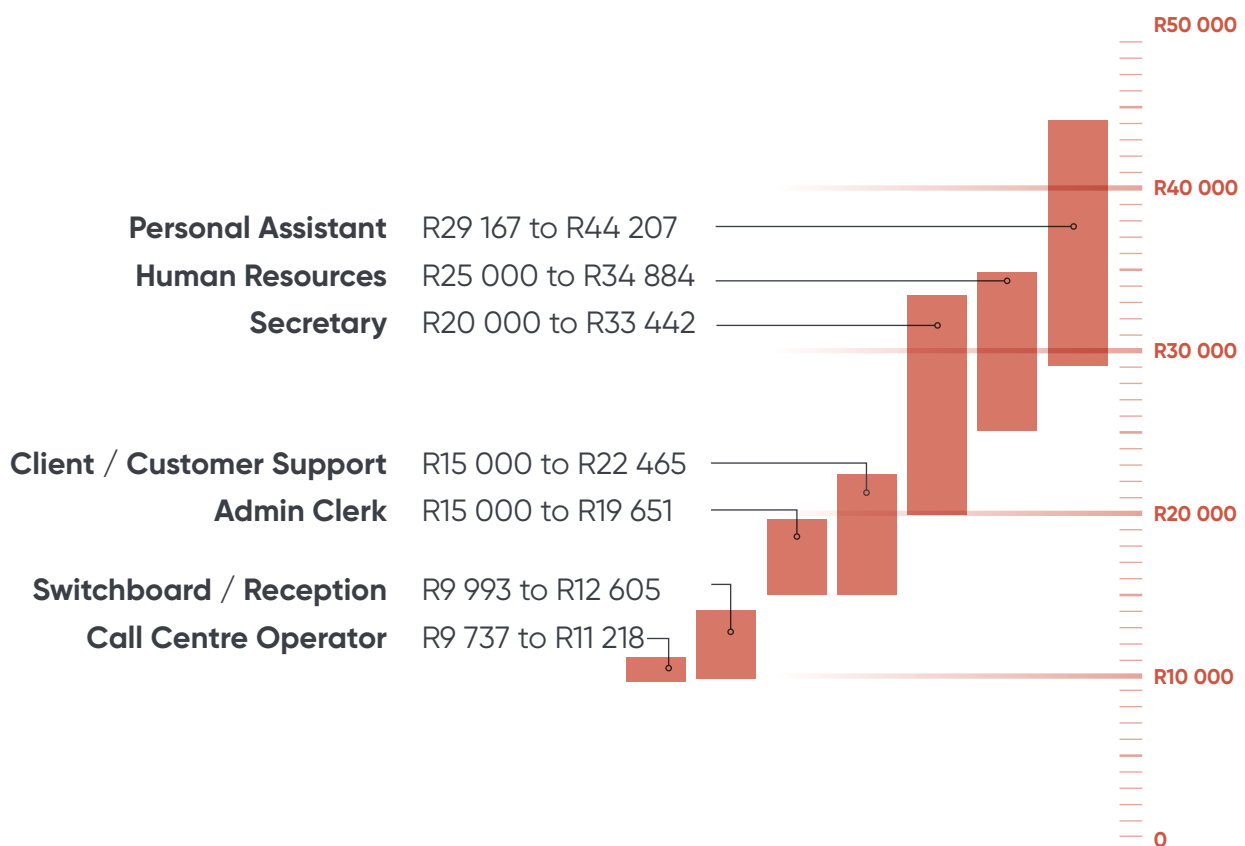
Pnet's analysis is based on actual salary offers from advertised vacancies advertised over the past 12 months.

# 2024 SALARY GUIDE



## Admin, Office & Support

(CTC PER MONTH)



**Year-on-year increases** in salary offerings were evident for Admin Clerks (between 5% and 7%), Personal Assistants\* (between 40% and 46%), Secretaries\* (between 47% and 60%), and Switchboard / Reception staff (between 9% and 25%).

**\*The significant increase in salaries for Personal Assistants was driven by a 34% yearly increase in demand for Executive Assistants, while the significant increase in salaries for Secretaries was driven by a 57% yearly increase in demand for Legal and Litigation Secretaries.**



### Top earners in Admin, Office & Support

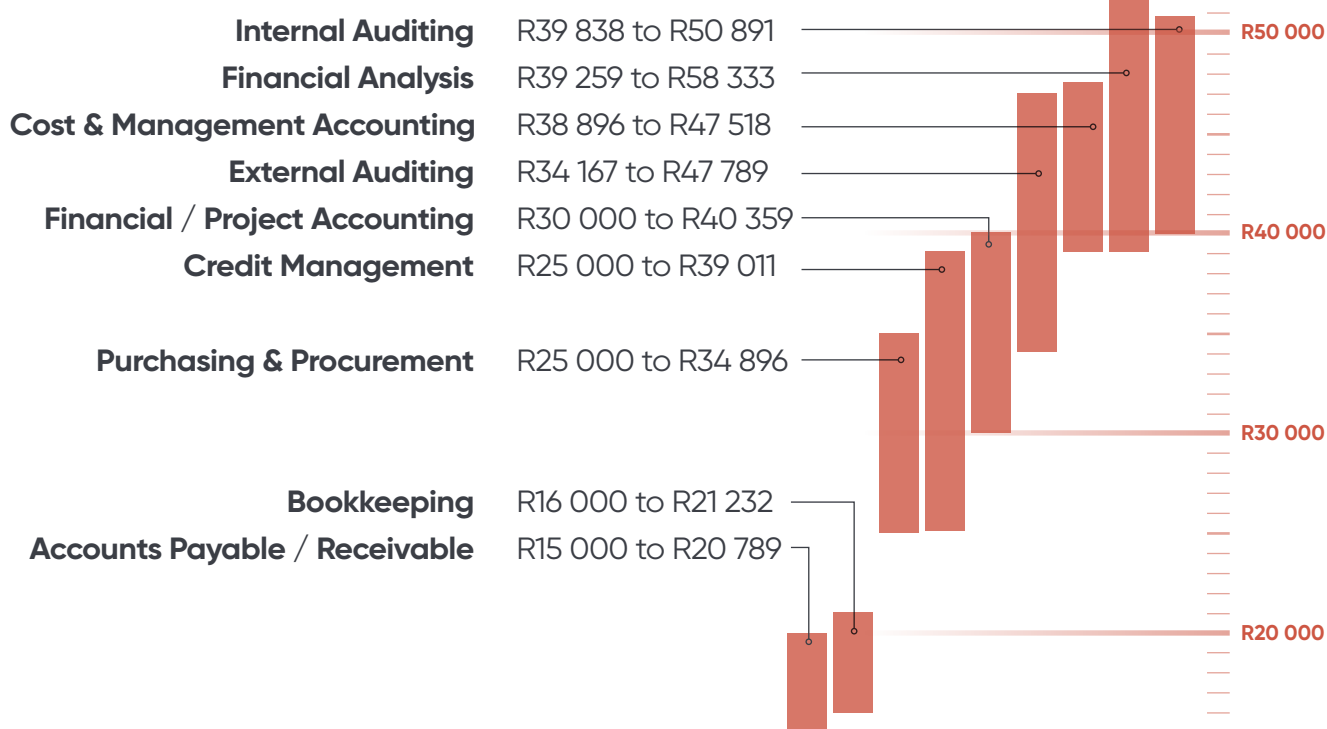
are Personal Assistants, HR professionals and Secretaries.

# 2024 SALARY GUIDE



## Finance

(CTC PER MONTH)



**Year-on-year increases** in salary offerings were evident for Bookkeeping (7%), Credit Management (between 20% and 25%), and Internal Auditing (between 10% and 14%).



On the other hand, External Auditing experienced a **year-on-year decrease** in salary offerings (between -2% and -6%).



### Top earners in Finance

are Financial Analysts, Internal Auditors, External Auditors and Cost & Management Accountants.

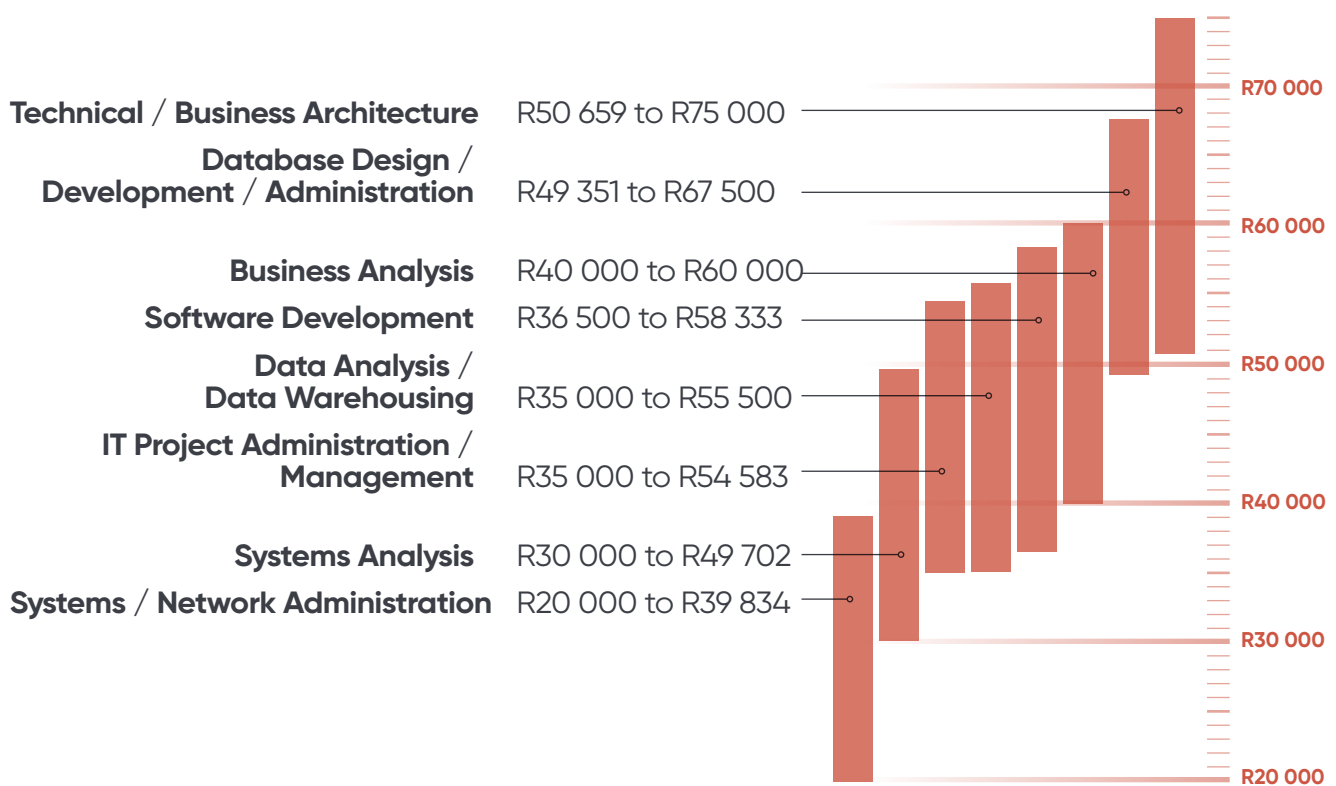


# 2024 SALARY GUIDE



## Information Technology

(CTC PER MONTH)



**Year-on-year increases** in salary offerings were evident for Database Design / Development / Administration (between 25% and 26%)



**There were year-on-year decreases** in salary offerings for Business Analysts (between -8% and -9%), Data Analysis / Data Warehousing professionals (between -11% and -13%), IT Project Administration / Managers (between -24% and -36%), Software Developers (between -9% and -10%), Systems / Network Administrators (between -14% and -20%), Systems Analysts (between -21% and -28%), and Technical / Business Architects (between -17% and -21%).



### Top earners in IT

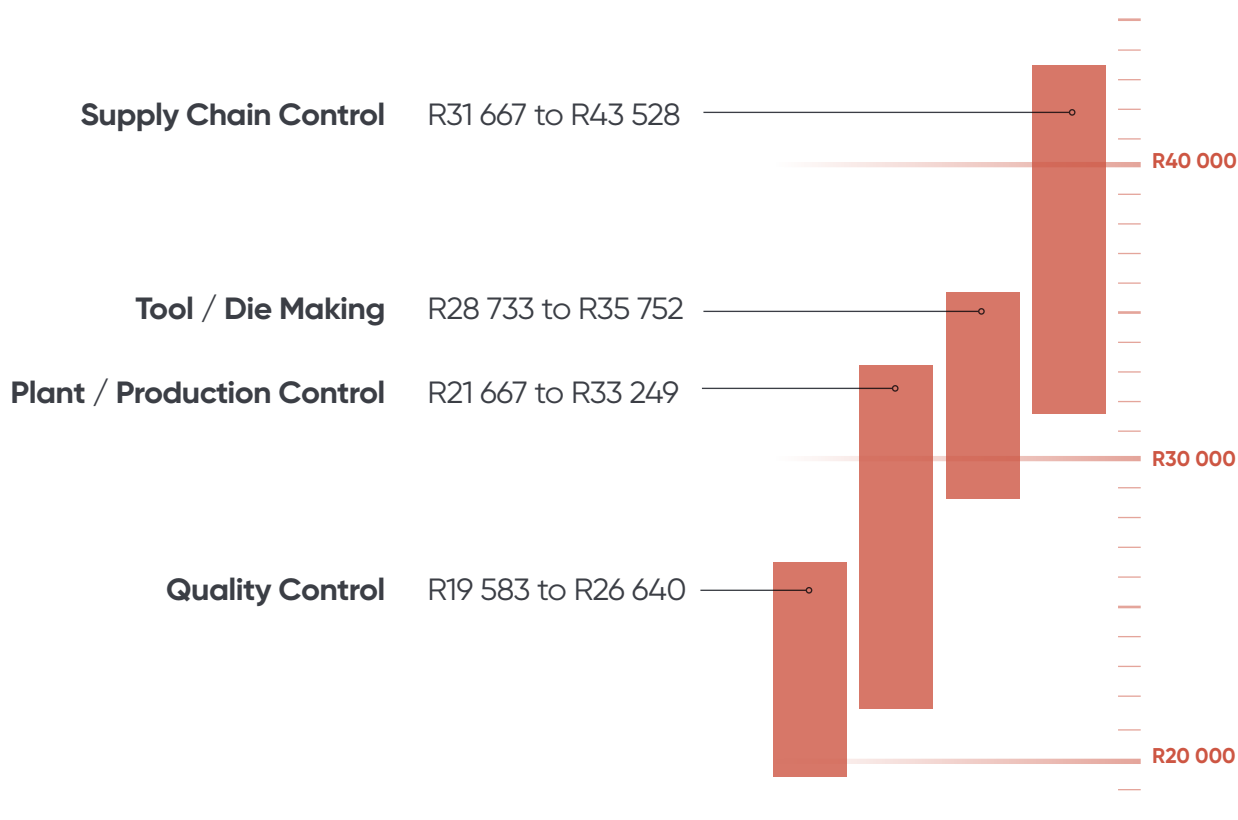
are Technical / Business Architecture, Database Design / Development / Administration, Business Analysis and Software Development professionals.

# 2024 SALARY GUIDE



## Manufacturing & Assembly

(CTC PER MONTH)



**There were no year-on-year increases** in salary offerings for roles within the Manufacturing & Assembly sector.



**A year-on-year decrease** in salary offerings was evident for Quality Control professionals (between -17% and -25%).



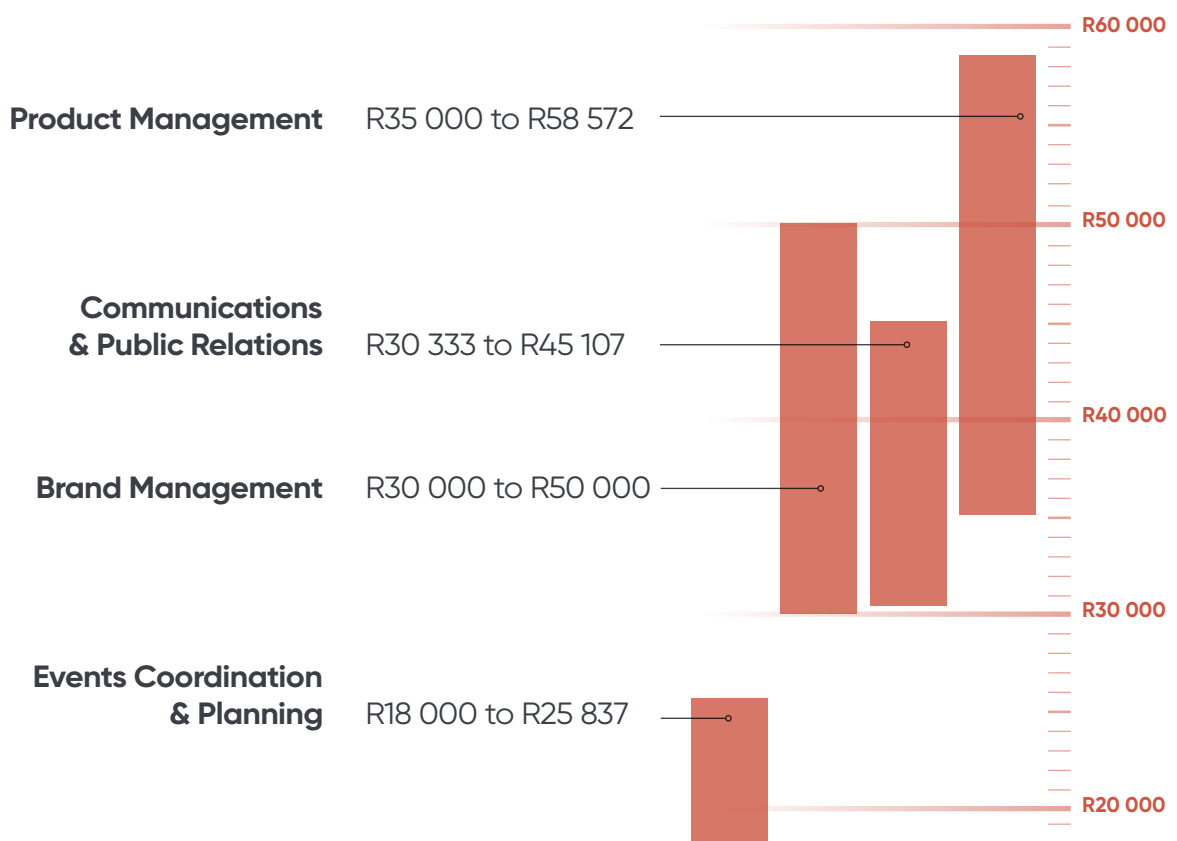
**Top earners in Manufacturing** are Supply Chain Control professionals.

# 2024 SALARY GUIDE



## Marketing

(CTC PER MONTH)



**There were no year-on-year increases** in salary offerings for roles within the Marketing sector.



**A year-on-year decrease** in salary offerings was evident for Communications & Public Relations professionals (between -2% and -9%).



**Top earners in Marketing** are Product Management professionals.

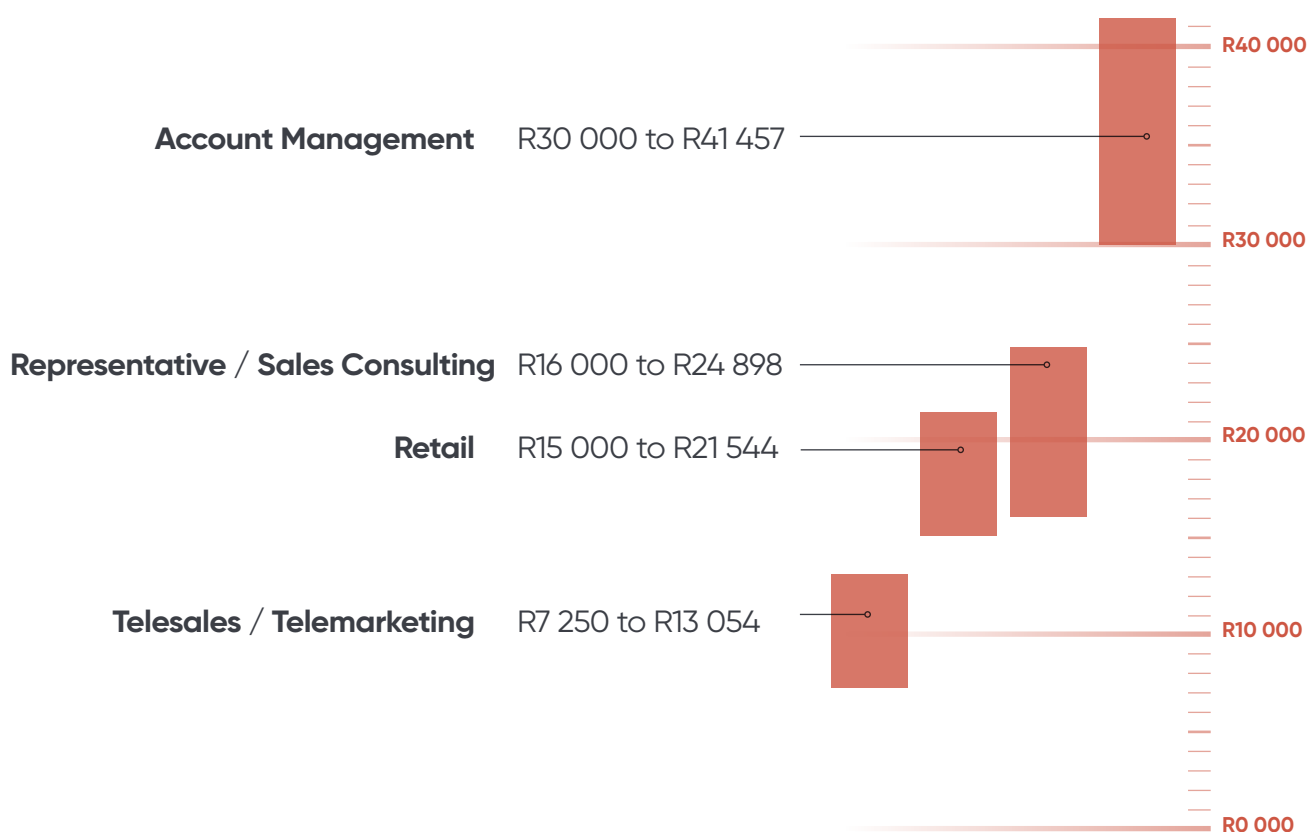


# 2024 SALARY GUIDE



## Sales

(CTC PER MONTH)



**A year-on-year increase** in salary offerings was evident for Retail professionals (between 15% and 21%).



**There were no year-on-year decreases** in salary offerings for roles within the Sales sector.



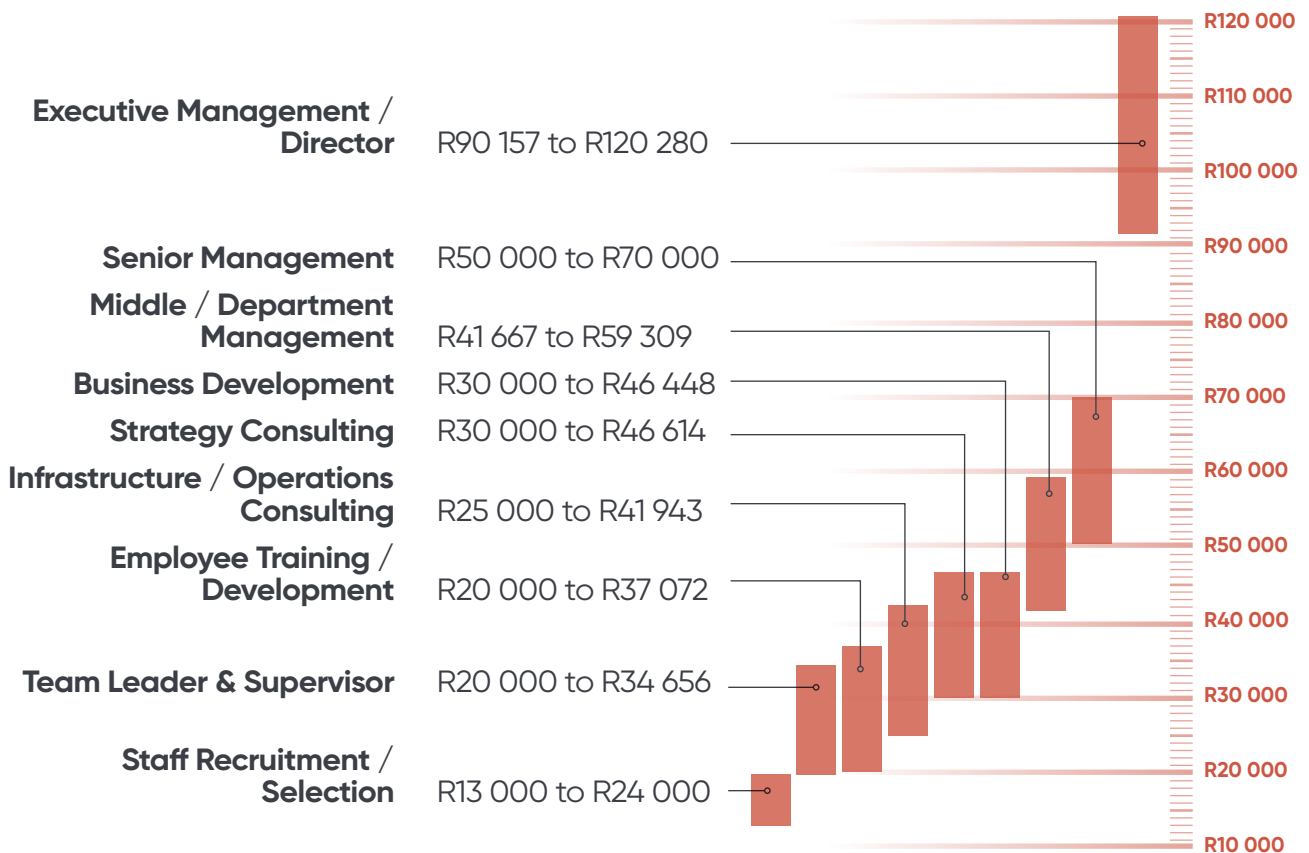
**Top earners in Sales** are Account Management professionals.

# 2024 SALARY GUIDE



## Business & Management

(CTC PER MONTH)



**A year-on-year increase** in salary offerings was evident for Senior Management (between 11% and 20%).



**Year-on-year decreases** in salary offerings were evident for Employee Training / Development professionals (between -12% and -14%), Executive Management / Directors (between -4% and -10%), Infrastructure / Operations Consulting professionals (between -6% and -17%), and Strategy Consulting professionals (between -9% and -17%).



### Top earners in Business & Management

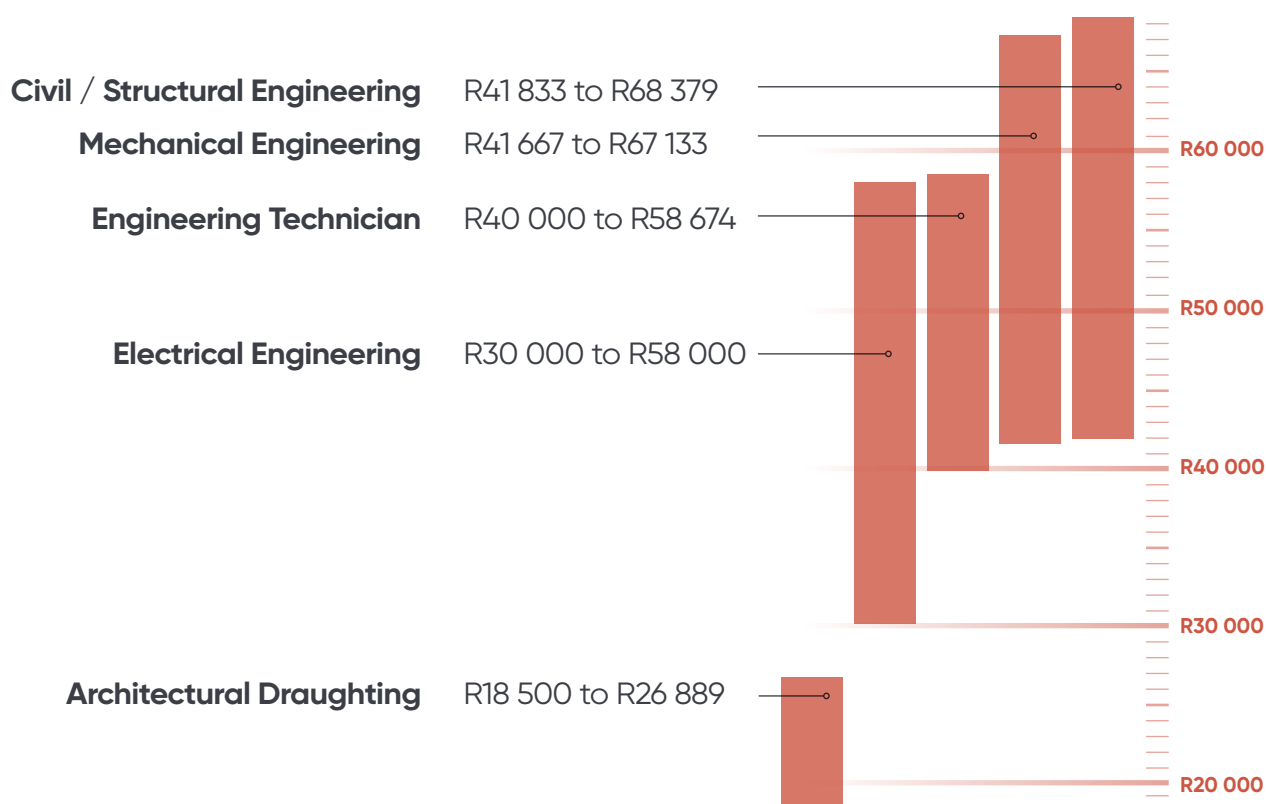
are Executive Management / Director and Senior Management professionals.

# 2024 SALARY GUIDE



## Architecture & Engineering

(CTC PER MONTH)



**Year-on-year increases** in salary offerings were evident for Mechanical Engineering professionals (between 25% and 33%) and Civil / Structural Engineering professionals (between 7% and 33%).



**There was a year-on-year decrease** in salary offerings for Architectural Draughting professionals (between -8% and -11%).



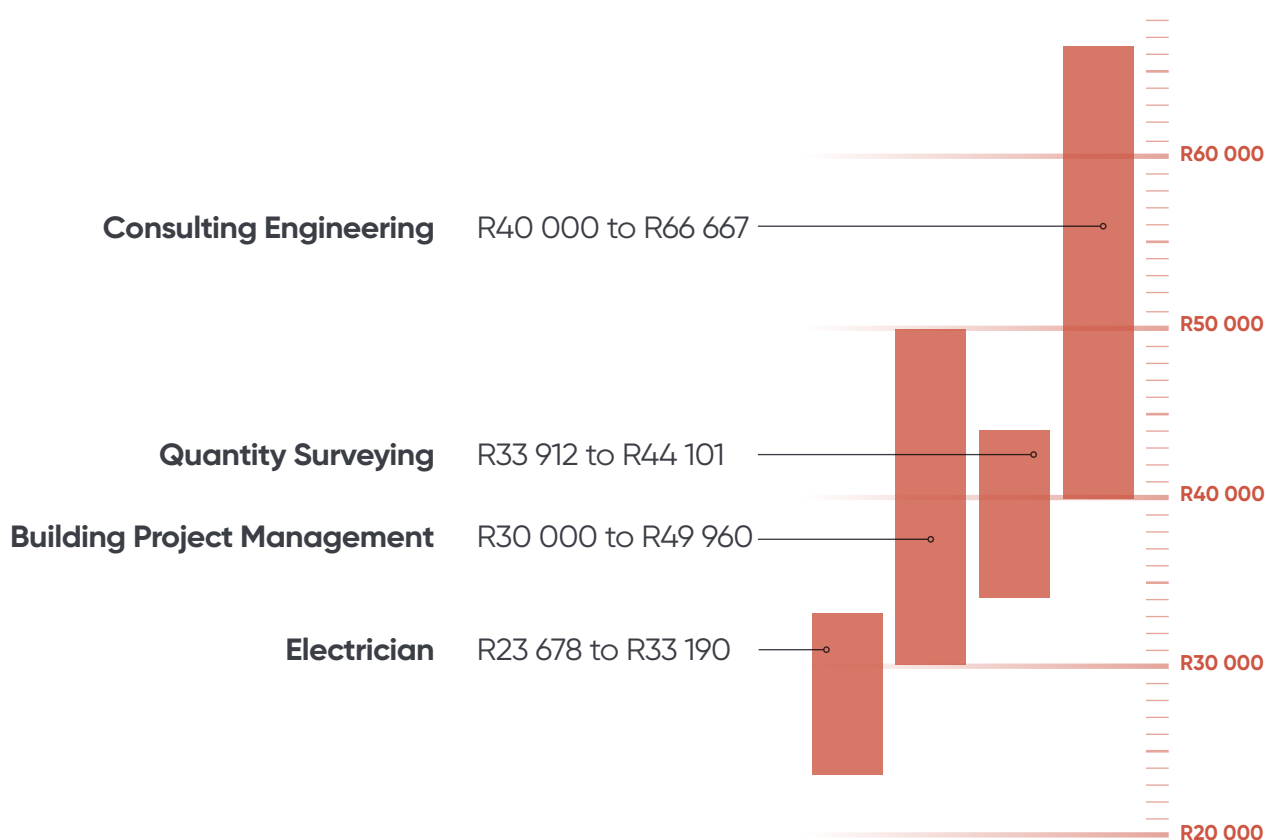
**Top earners in Architecture & Engineering** are Civil / Structural Engineering and Mechanical Engineering professionals.

# 2024 SALARY GUIDE



## Building & Construction

(CTC PER MONTH)



**A year-on-year increase** in salary offerings was evident for Electricians (between 10% and 19%).

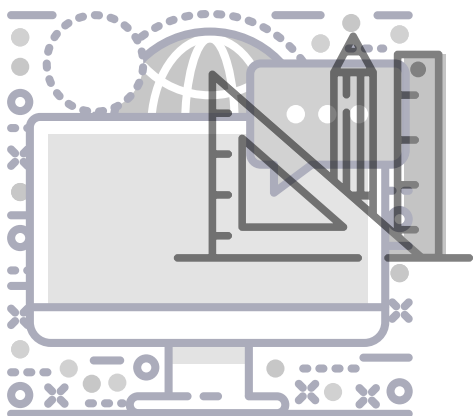


**There were no year-on-year decreases** in salary offerings for roles within the Building & Construction sector.



**Top earners in Building & Construction** are Consulting Engineering professionals.

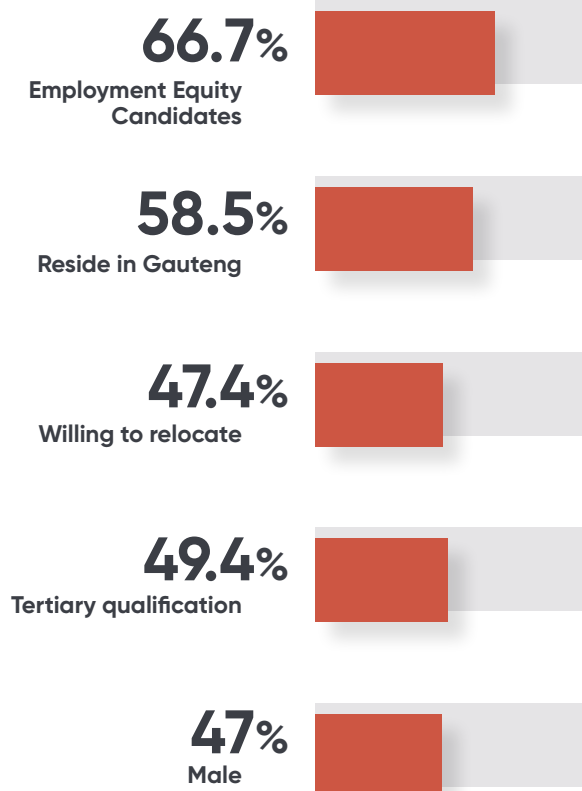
# SNAPSHOT OF THE DESIGN, MEDIA & ARTS SECTOR



AVERAGE STAY BY CANDIDATES  
IN THEIR JOBS

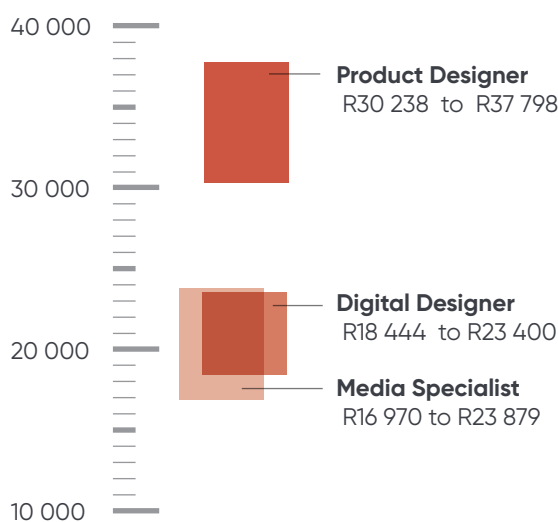
**2** YEARS AND **11** MONTHS

## CANDIDATE TRENDS FOR DESIGN, MEDIA & ARTS



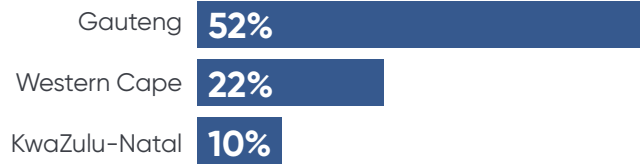
## WHAT'S BEEN OFFERED?

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



**FIND JOBS**  
in Design, Media & Arts

# THE REGIONAL JOB MARKETS



## REGIONAL JOB MARKET TRENDS

**International** recruitment has increased over the last year. Significant increases are evident for IT and Finance professionals.



**Limpopo** experienced a 17% increase in hiring activity for Business & Management professionals over the last 12 months.



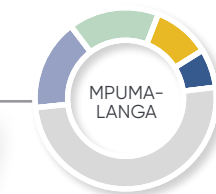
Year-on-year, the **North West** province experienced a 42% increase in hiring activity for Business & Management professionals.



Business & Management professionals remain most in-demand in the **Free State**.

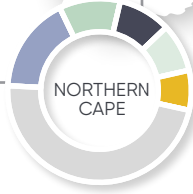


Despite a 18% decrease in hiring activity for IT professionals, demand for Building & Construction staff increased by 36% in **Gauteng** over the last year.



**Mpumalanga** experienced a significant growth for Sales professionals over the last 12 months.

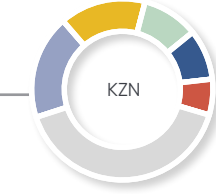
The **Northern Cape** experienced an uptake in hiring activity for Business & Management professionals year-on-year.



Building & Construction is the job sector with the most significant yearly growth in the **Western Cape**: Hiring activity grew by 62%.



Like KwaZulu-Natal, the **Eastern Cape** saw a decline in demand for IT staff over the last 12 months. However, hiring activity for Finance, Sales, Building & construction, Architecture & Engineering and Manufacturing & Assembly staff increased year-on-year.



In **KwaZulu-Natal**, demand for IT staff declined by 23% year-on-year. However, significant yearly increases were evident in hiring activity for Finance and Sales professionals.



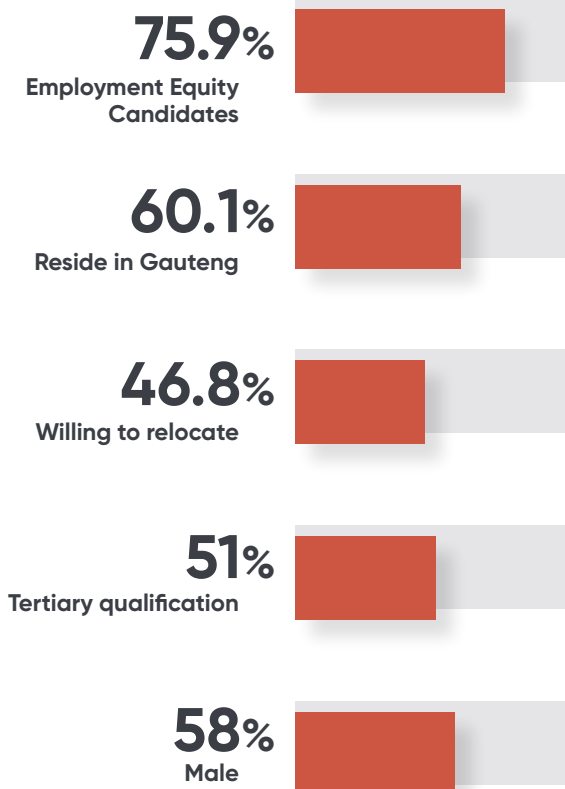
# SNAPSHOT OF THE MARKETING SECTOR



AVERAGE STAY BY CANDIDATES  
IN THEIR JOBS

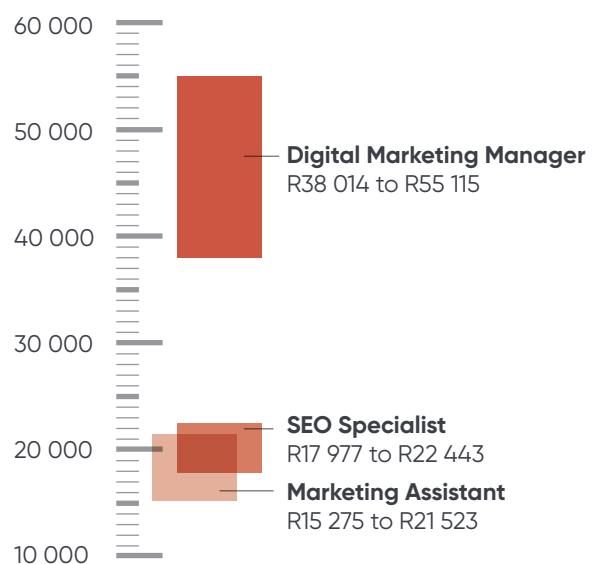
**4** YEARS AND **11** MONTHS

## CANDIDATE TRENDS FOR MARKETING



## WHAT'S BEEN OFFERED?

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



**FIND JOBS**  
in Marketing



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](mailto: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.