

# Pnet. JOB MARKET TRENDS

## REPORT MAR 2024



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 monthly trends shaping the recruitment market, the report also unpacks sector-specific 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.

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- Job Market Activity
- Trending Jobs
- Trending Sectors

Get an overview how the Job Market is performing and what jobs and sectors are trending right now!



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- Sector Snapshot Finance

Every month we explore another job sector with interesting candidate statistics and salary information.



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- Remote work in South Africa: Is it here to stay?

This month's special feature: Four years later – Is remote work still happening? Learn what kind of jobs offer remote working options and why.

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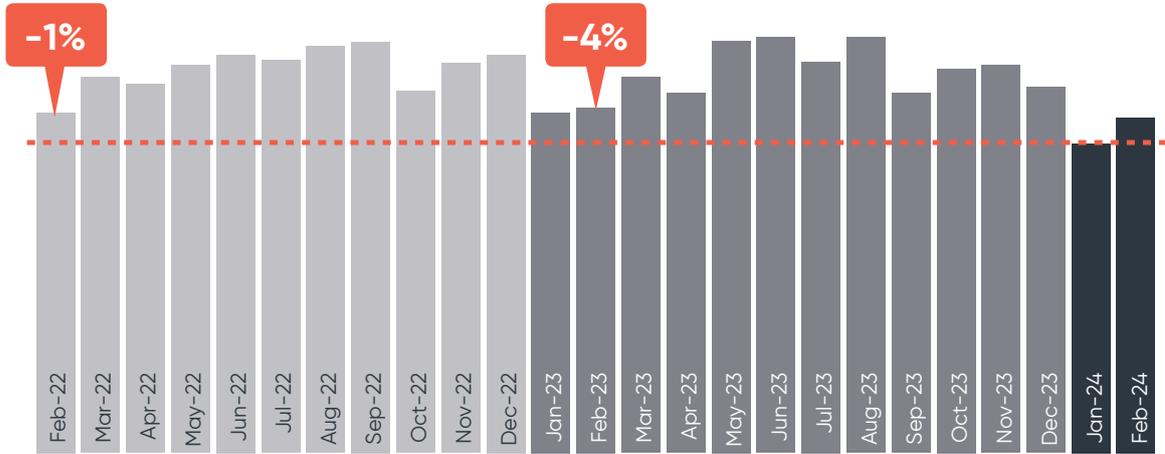
- Regional Job Trends

A regional view on the latest job market trends. We are taking a closer look at three provinces, while the provinces will rotate every months.



# JOB MARKET ACTIVITY

## MONTHLY JOB POSTINGS



Vacancies (seasonally adjusted)

- Recruitment activity increased from January to February 2024.
- Year-on-year, however, hiring activity decreased by -4%, compared to February 2023.
- There was also slightly lower recruitment activity compared to two years ago (-1%).

## TRENDING JOBS

Analysing last month's hiring activity, these are the latest trending jobs that are showing increased demand for workers and professionals.

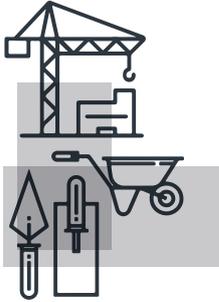
<p><b>1</b></p> <p><b>Payroll &amp; Wages</b> Finance</p> 	<p><b>2</b></p> <p><b>Personal Assistant</b> Admin, Office &amp; Support</p> 	<p><b>3</b></p> <p><b>Client / Customer Support</b> Admin, Office &amp; Support</p> 	<p><b>4</b></p> <p><b>Nursing / Professional Care Giving</b> Medical &amp; Health</p> 	<p><b>5</b></p> <p><b>Representative / Sales Consulting</b> Sales</p> 
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**RECRUITERS**  
list your jobs here.

# TRENDING JOB SECTORS

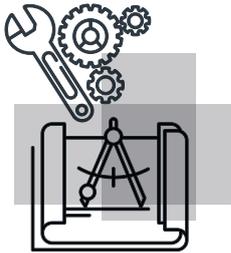
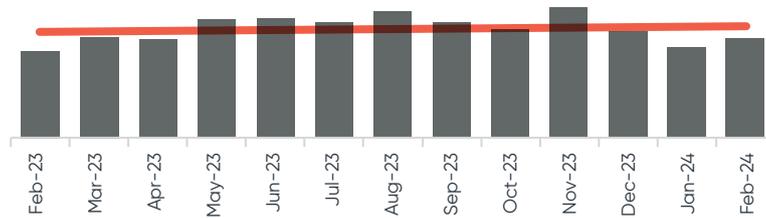
Sector-specific hiring activity trends can provide valuable insights into the local job market and South African economy. Stable and increasing recruitment activity indicates confidence in the local economy and business growth.

The top trending sectors showing year-on-year growth are shown below.



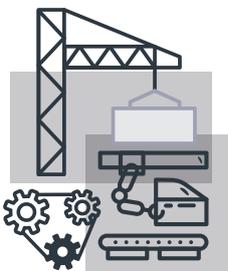
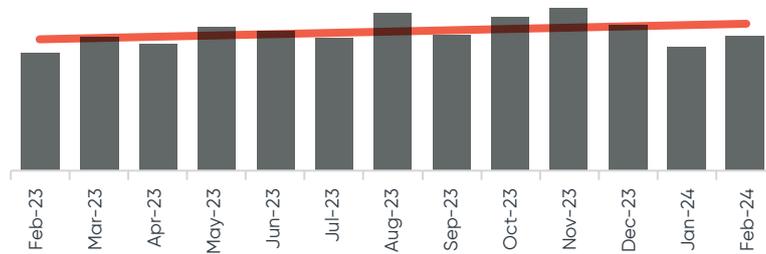
## Building & Construction

- Year-on-year, this sector saw a +14% increase in hiring activity.
- Despite lower hiring activity in the first two months of 2024, hiring activity remains higher than a year ago.



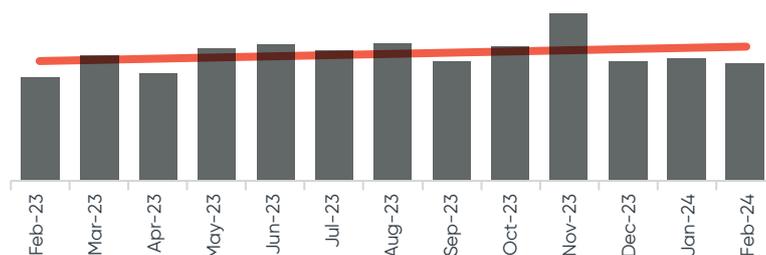
## Architecture & Engineering

- Year-on-year, this sector saw a +14% increase in hiring activity.
- Although hiring activity decreased slightly over the last three months, the overall trend remains positive with stable employment opportunities.



## Manufacturing & Assembly

- Year-on-year, this sector saw a +13% increase in hiring activity.
- There was elevated recruitment activity in November last year. Aside from November 2023, there has been consistent hiring activity with increased recruitment compared to a year ago.



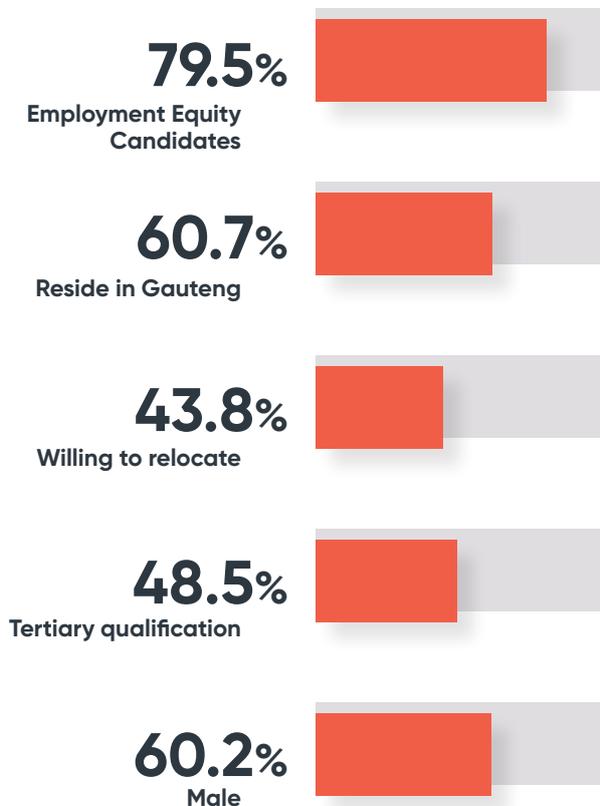
# SNAPSHOT OF THE FINANCE SECTOR



## AVERAGE STAY BY CANDIDATES IN THEIR JOBS

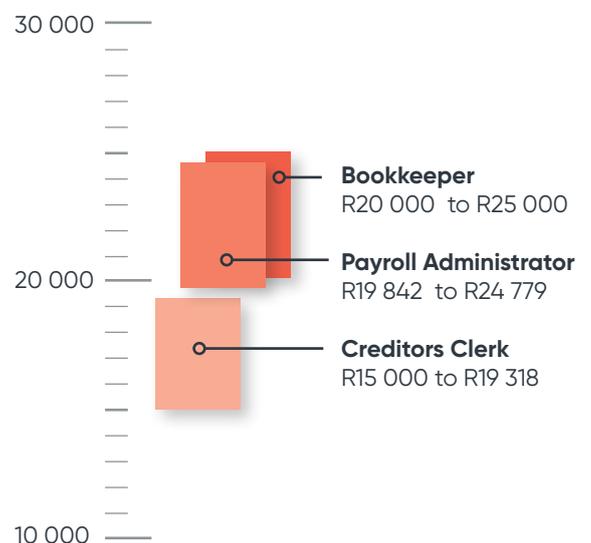
**4** YEARS AND  
**8** MONTHS

## CANDIDATE TRENDS FOR FINANCE



## WHAT'S BEEN OFFERED?

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



**FIND JOBS**  
in Finance



# REMOTE WORK IN SOUTH AFRICA: IS IT HERE TO STAY?

March 2024 marks the 4-year anniversary of South Africa's first Covid-19 lockdown. On March 27, 2020, South Africa implemented a nationwide lockdown to control the spread and reduce the harm caused by the coronavirus.

**W**ith the tight restriction on movement, workplaces had to change quickly. The onset of nationwide lockdowns brought about profound changes in the world of work and workplaces. Traditional office settings swiftly transitioned to remote work arrangements, with employees adapting to working from home using digital platforms for communication and collaboration. This shift necessitated rapid adjustments in work routines and practices, as well as the adoption of new technologies to facilitate remote operations. Additionally, businesses implemented stringent health and safety protocols to protect employees in essential workplaces, such as factories and warehouses, ensuring compliance with social distancing measures and hygiene guidelines. The pandemic underscored the importance of flexibility, resilience, and innovation in navigating unprecedented challenges within the workplace landscape.

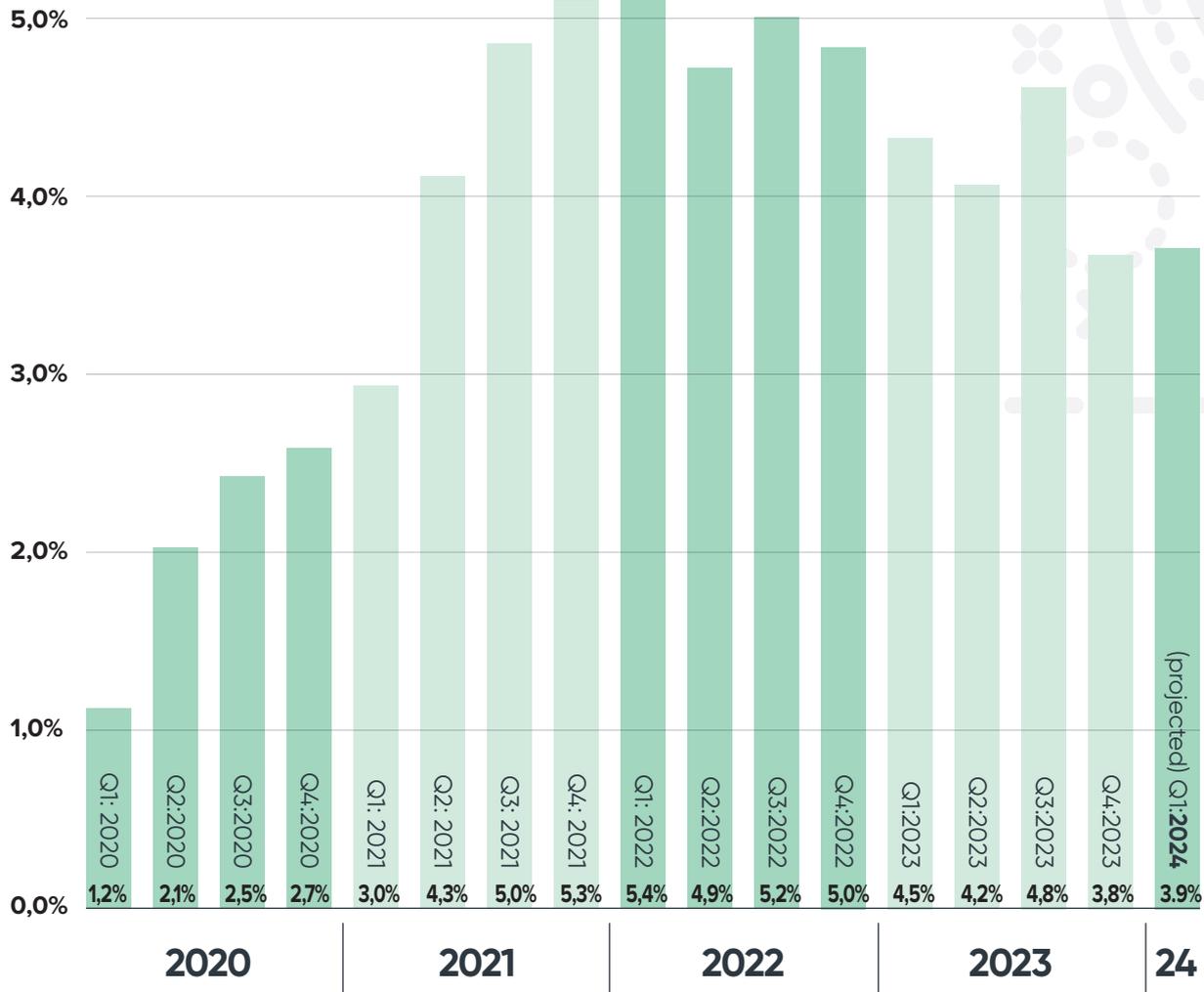
Four years later, remote and hybrid types of work are still prevalent. **But how many remote work opportunities will remain in the job market?**

Pnet investigated the trend of remote work based on advertised vacancies offering remote or hybrid working options. The findings indicate that although most jobs don't offer remote work options, there is still a consistent trend of remote job opportunities.



# REMOTE WORK IN SOUTH AFRICA: IS IT HERE TO STAY?

## TREND OF REMOTE WORK OPPORTUNITIES



Prior to the first lockdown in March 2020, there were hardly any remote work opportunities (1.2%). However, after the onset of lockdowns, there was significant growth in remote job opportunities. Today, although the Covid-19 pandemic is a thing of the past, about 4% of all job opportunities in South Africa offer remote working options.

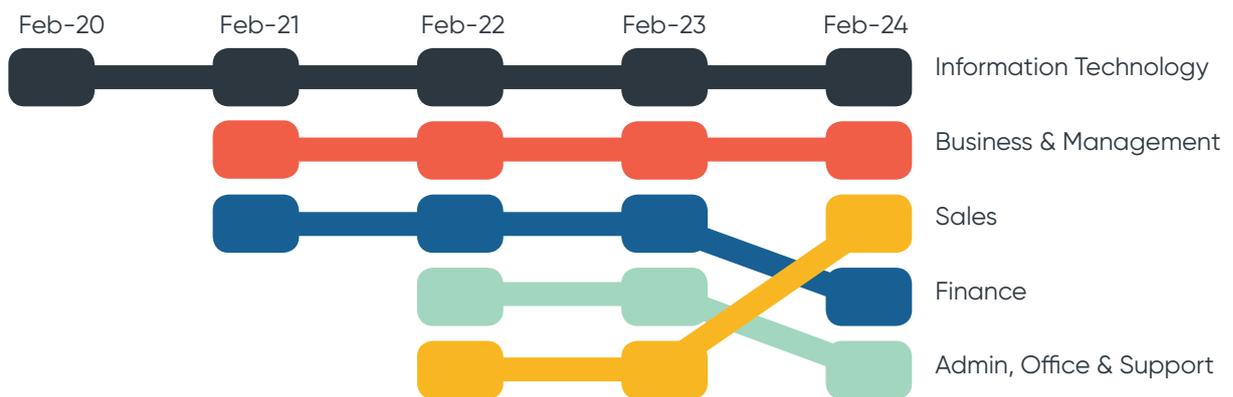


# REMOTE WORK IN SOUTH AFRICA: IS IT HERE TO STAY?

## TOP REMOTE JOB SECTORS

Unpacking remote working opportunities further, it becomes clear that certain job sectors provide more remote work opportunities than others.

While the IT sector revealed remote work opportunities before the Covid-19 pandemic, other sectors like Business & Management, Finance as well as Admin, Office & Support and Sales followed suit during the pandemic.



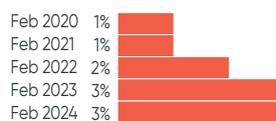
Looking at the most recent job market trends, IT vacancies remain at the forefront of remote work opportunities, followed by Business & Management, Sales, Finance, and Admin, Office & Support.



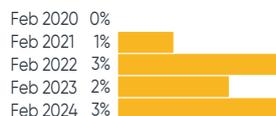
### Information Technology



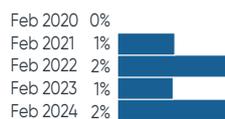
### Business & Management



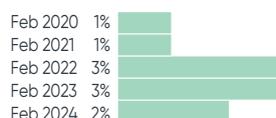
### Sales



### Finance



### Admin, Office & Support



It is interesting to observe the degree by which remote job opportunities grew across these five job sectors over time... Remote IT job opportunities shot up quickly between 2020 and 2021 – settling at around 11% of all IT jobs being remote work opportunities.

Slower growth of remote work opportunities was evident across Business & Management, Sales, Finance and Admin, Office & Support – finally settling at between 2% to 3%.

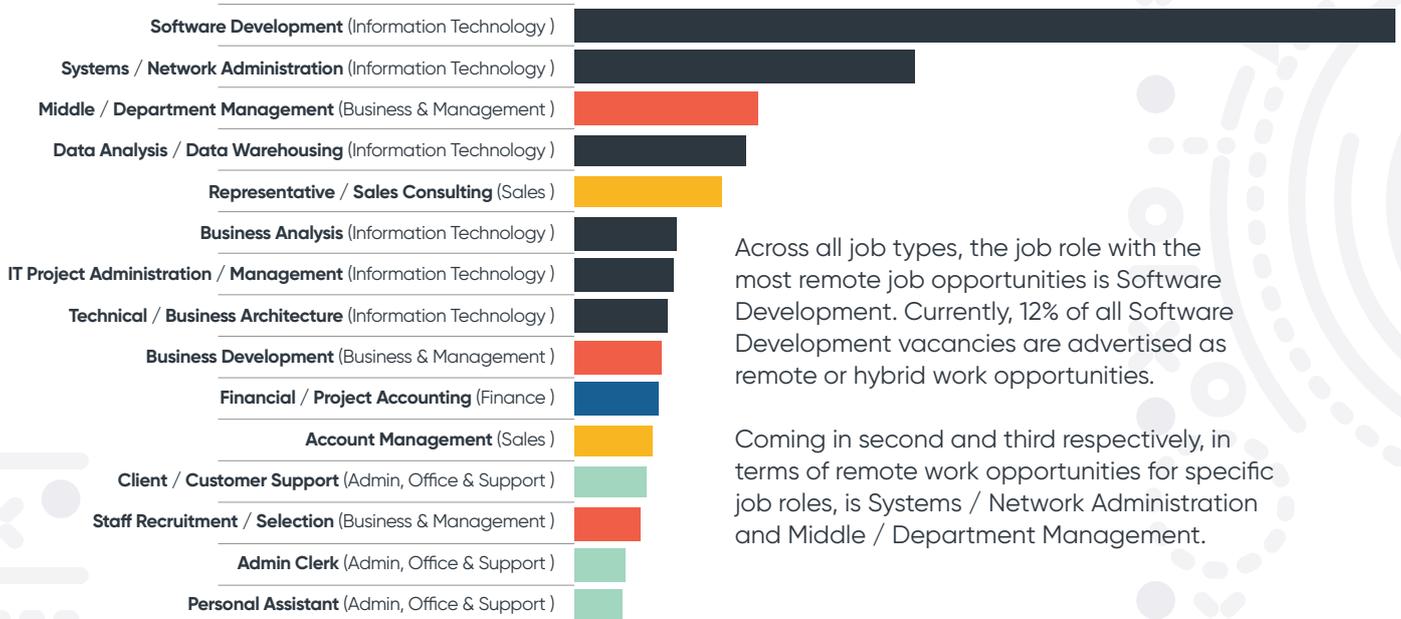




# REMOTE WORK IN SOUTH AFRICA: IS IT HERE TO STAY?

## TOP REMOTE JOB ROLES

Analysing remote job opportunities over the last six months, the following professions offer the most remote job opportunities:



Across all job types, the job role with the most remote job opportunities is Software Development. Currently, 12% of all Software Development vacancies are advertised as remote or hybrid work opportunities.

Coming in second and third respectively, in terms of remote work opportunities for specific job roles, is Systems / Network Administration and Middle / Department Management.

It's crucial to note that job roles with more remote work opportunities tend to be the same roles that are in high demand – with potentially severe difficulties for recruiters in terms of finding the right candidate for the job. As a result, employers need to create more attractive and flexible work conditions to attract talent with the right skill set.

## CONCLUSION

Pnet's latest research on remote job opportunities clearly indicates that remote work has made a consistent appearance in the South African job market and it is here to stay for the foreseeable future.

The IT sector remains the most prominent job sector in terms of remote work opportunities.

South Africa grapples with a significant challenge of scarce skills, where there is a noticeable gap between the skills demanded by the job market and those possessed by the workforce. Factors contributing to this scarcity include inadequate education and training systems, brain drain as skilled professionals seek opportunities abroad, and mismatched skill sets due to rapid technological advancements. Addressing this challenge requires multifaceted approaches such as enhancing education and vocational training, fostering innovation hubs, attracting and retaining talent, and promoting collaborations between academia and industry to align skill development with market needs. Offering remote work opportunities is a great way to provide more attractive and flexible working conditions and can come in useful when recruiting to secure scarce and high in demand skills.

# REGIONAL JOB TRENDS

A regional view on the latest job market trends.  
Here we take a closer look at three different provinces every month.

## KWAZULU-NATAL

Top in demand professionals:

- Business & Management
- Finance
- Admin, Office & Support
- Sales

In KwaZulu-Natal, the most significant growth in hiring activity over the last 12 months was evident in Architecture & Engineering. Recruitment activity has been growing consistently in this sector. Year-on-year, hiring activity for Architecture & Engineering staff doubled between February 2023 and February 2024.

## NORTH WEST

Top in demand professionals:

- Business & Management
- Finance
- Education , Training & Library
- Admin, Office & Support
- Sales

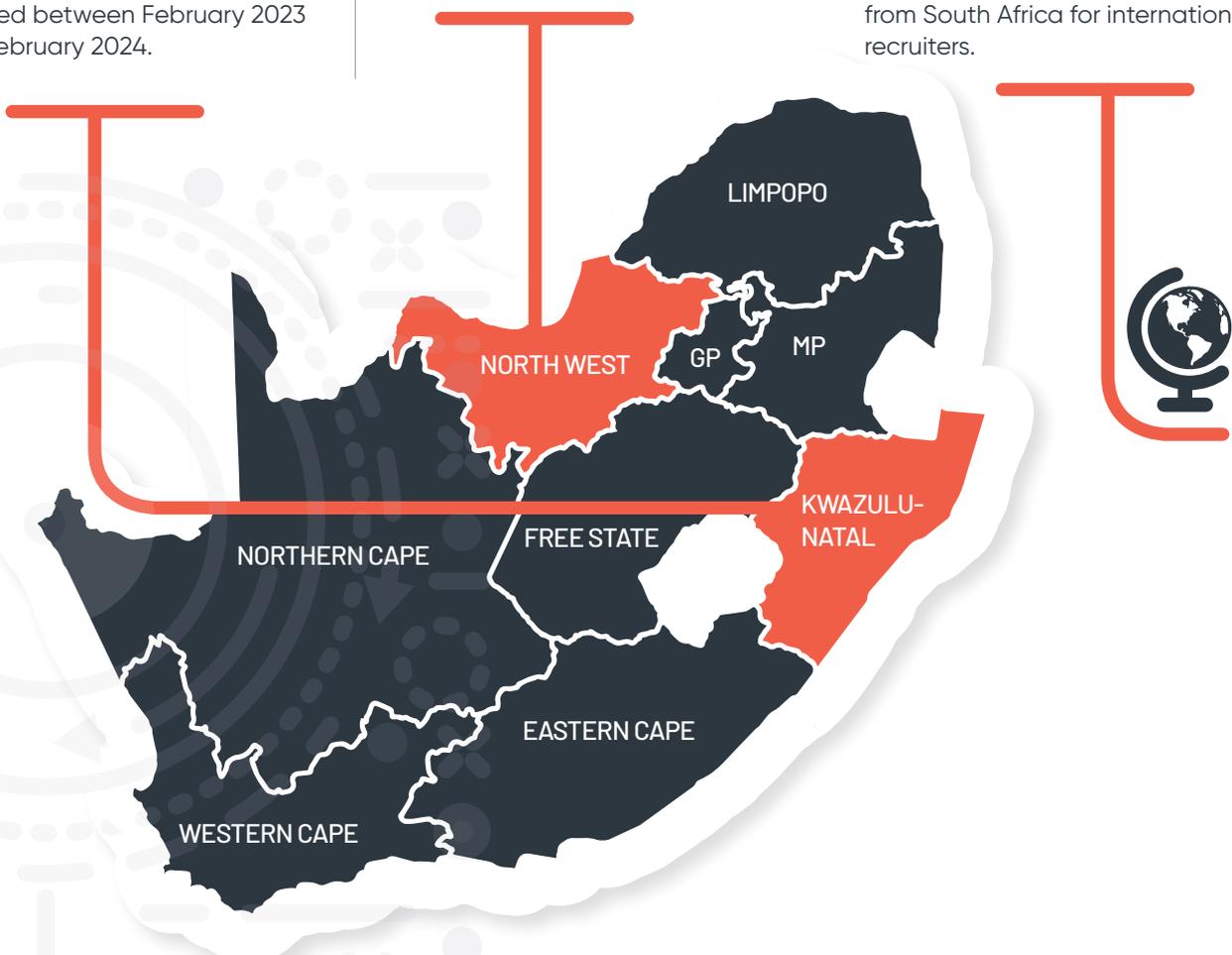
Although volatile, there has been a significant growth in hiring activity for Finance professionals in North West province. Year-on-year, hiring activity for Finance staff has increased by +56%.

## INTERNATIONAL

Top in demand professionals:

- Business & Management
- IT
- Finance
- Admin, Office & Support
- Sales

International recruitment within the South African market shows year-on-year growth for IT, Finance and Business & Management staff. Business & Management and IT professionals in particular tend to be the most attractive candidates from South Africa for international recruiters.





**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 9 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)**

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