

**Career  
Junction**

# EMPLOYMENT INSIGHTS



2024/Q1



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.

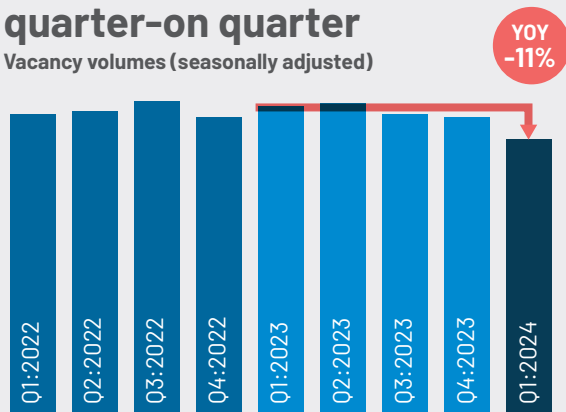


# EMPLOYMENT ACTIVITY PER QUARTER

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

## Employment activity quarter-on quarter

Vacancy volumes (seasonally adjusted)

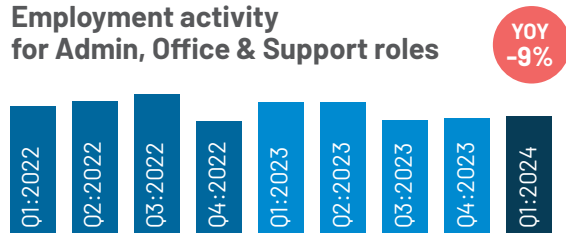


Year-on-year, **hiring activity decreased by -11%**, compared to Q1:2023.

Over the past two years (Q1:2022 to Q1:2024) hiring activity has declined by -8.1%.

Slowing hiring activity evident in the South African recruitment market may be partly attributed to current economic uncertainty. Economic instability or uncertainty, whether domestic or global, can dampen business confidence and investment, leading companies to be cautious about expanding their workforce. Factors such as fluctuations in commodity prices, political instability, or changes in government policies can all contribute to economic uncertainty.

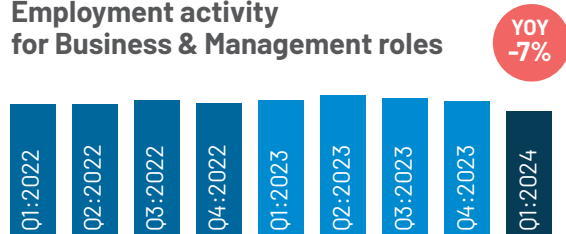
## Employment activity for Admin, Office & Support roles



There was a slight upward trend in recruitment activity for **Admin, Office & Support** roles over the last two quarters, with 2% growth from Q4:2023 to Q1:2024.

However, year-on-year recruitment activity for this sector declined by -9%.

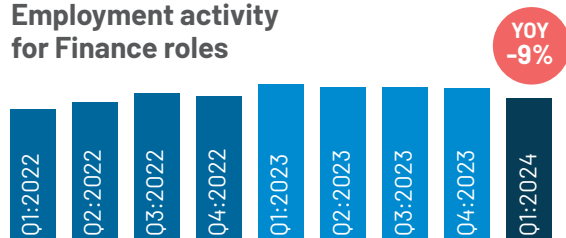
## Employment activity for Business & Management roles



Recruitment activity for **Business & Management** professionals has decreased since Q2:2023, similar to the general trend in employment activity.

Year-on-year this sector has seen a decline of -7%.

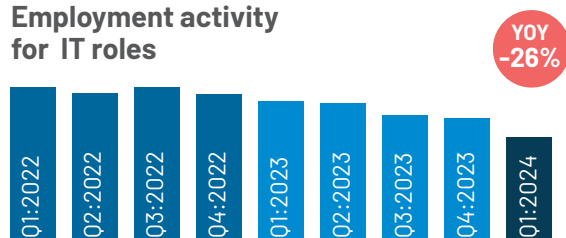
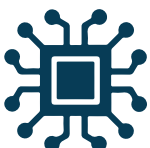
## Employment activity for Finance roles



The hiring trend for **Finance** professionals remained stable for most of 2023. However, in Q1:2024 there was a significant drop in employment activity for Finance roles.

Year-on-year this sector has seen a decline of -9%.

## Employment activity for IT roles



Demand for **IT** professionals remains very high in the recruitment market. However, over the past two years, recruitment for IT professionals has been slowing down consistently. The main contributor to this trend is the decreasing demand for Software developers (although they are still high in demand compared to other roles)

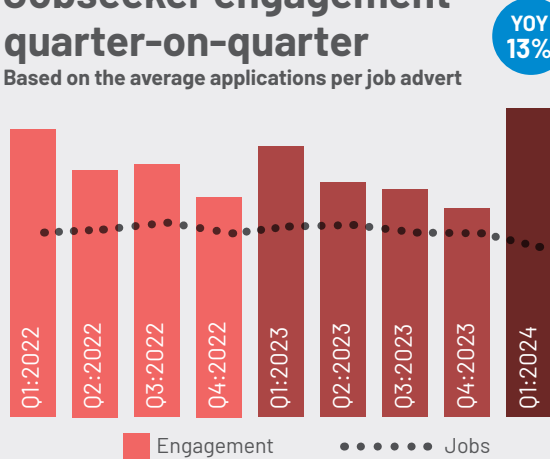
Year-on-year this sector has seen a decline of -26%.



# JOBSEEKER ENGAGEMENT

## Jobseeker engagement quarter-on-quarter

Based on the average applications per job advert



Understanding jobseeker engagement can contribute to optimising recruitment processes and hiring strategies. When facing the challenge of filling vacancies where skills are limited, **jobseeker engagement insights can help recruiters:**

- Adjust recruitment processes
- Use resources optimally to attract the right talent
- Manage expectations and decrease time-to-hire.

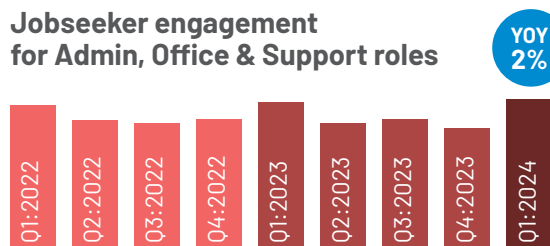
In addition, analysing jobseeker engagement provides an insightful market view of labour dynamics.

Jobseeker engagement is typically high during the first quarter of the year. However, during Q1:2024, jobseeker engagement increased significantly indicating elevated competition in the job search market.

Year-on-year, jobseeker engagement has seen a **13% increase**.

Over the past two years, jobseeker engagement has **increased by 7%**.

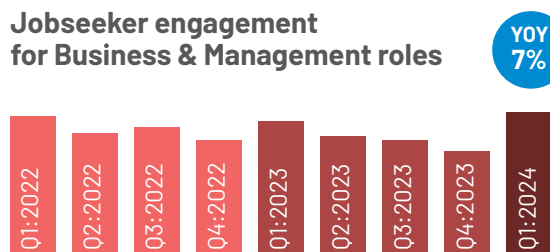
## Jobseeker engagement for Admin, Office & Support roles



**Admin, Office & Support** has shown relatively consistent levels of jobseeker engagement over the last nine quarters, although the first quarter is always elevated.

Year-on-year, jobseeker engagement in this sector **increased by 2%**.

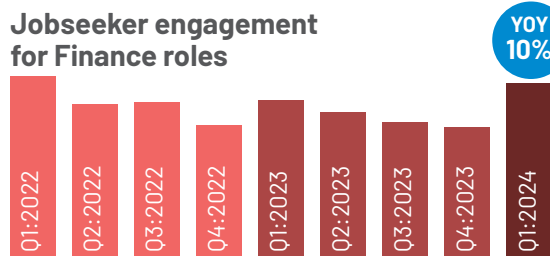
## Jobseeker engagement for Business & Management roles



Jobseeker engagement for **Business & Management** roles declined over the last three quarters of 2023, similar to the decreasing job trend for Business & Management roles. However, Q1:2024 saw the highest jobseeker engagement of the last three years.

Year-on-year, jobseeker engagement for Business & Management roles has increased by 7%.

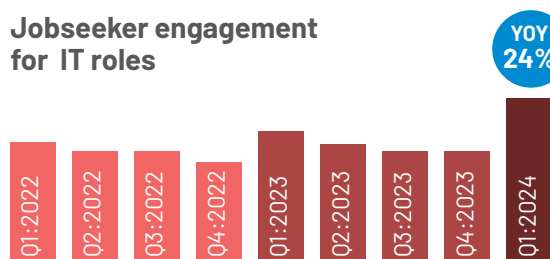
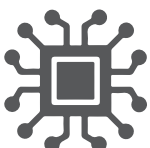
## Jobseeker engagement for Finance roles



Despite the stable hiring trend for **Finance** roles throughout most of 2023, jobseeker engagement decreased every quarter in 2023.

There was significant increase in jobseeker engagement for Finance roles in Q1:2024, almost at same level as two years ago (Q1:2022). Year-on-year, jobseeker engagement for Finance roles has increased by 10%.

## Jobseeker engagement for IT roles



Similar to the hiring activity trend for **IT** roles, jobseeker engagement in this sector decreased slightly during 2023. However, jobseekers engaged at a significantly higher level in Q1:2024, which showed the highest jobseeker engagement for the past nine quarters at least.

Year-on-year, jobseeker engagement for IT roles has increased by 24%.



# EMPLOYMENT TRENDS



## Growing hiring activity in the past three months

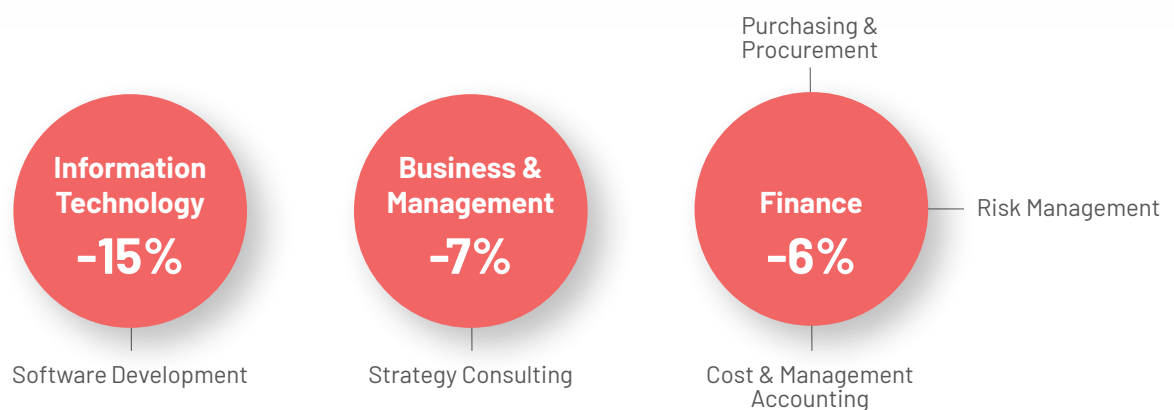
No growing hiring activity was evident for any sector over the past three months.

0%



## Declining hiring activity in the past three months

When comparing hiring activity over the last three months (January, February, March 2024) with the previous three months (October, November, December 2023), hiring activity has decreased for Information Technology (-15%) professionals as well as Business & Management professionals (-7%), and Finance professionals (-6%).



### 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.



# Exploring Global Work Trends

## What motivates people to pursue opportunities abroad?

Globalisation fosters cross-border labour migration, impacting labour dynamics significantly. Labour migrations can aid skills shortages and uplift families in the country of origin.

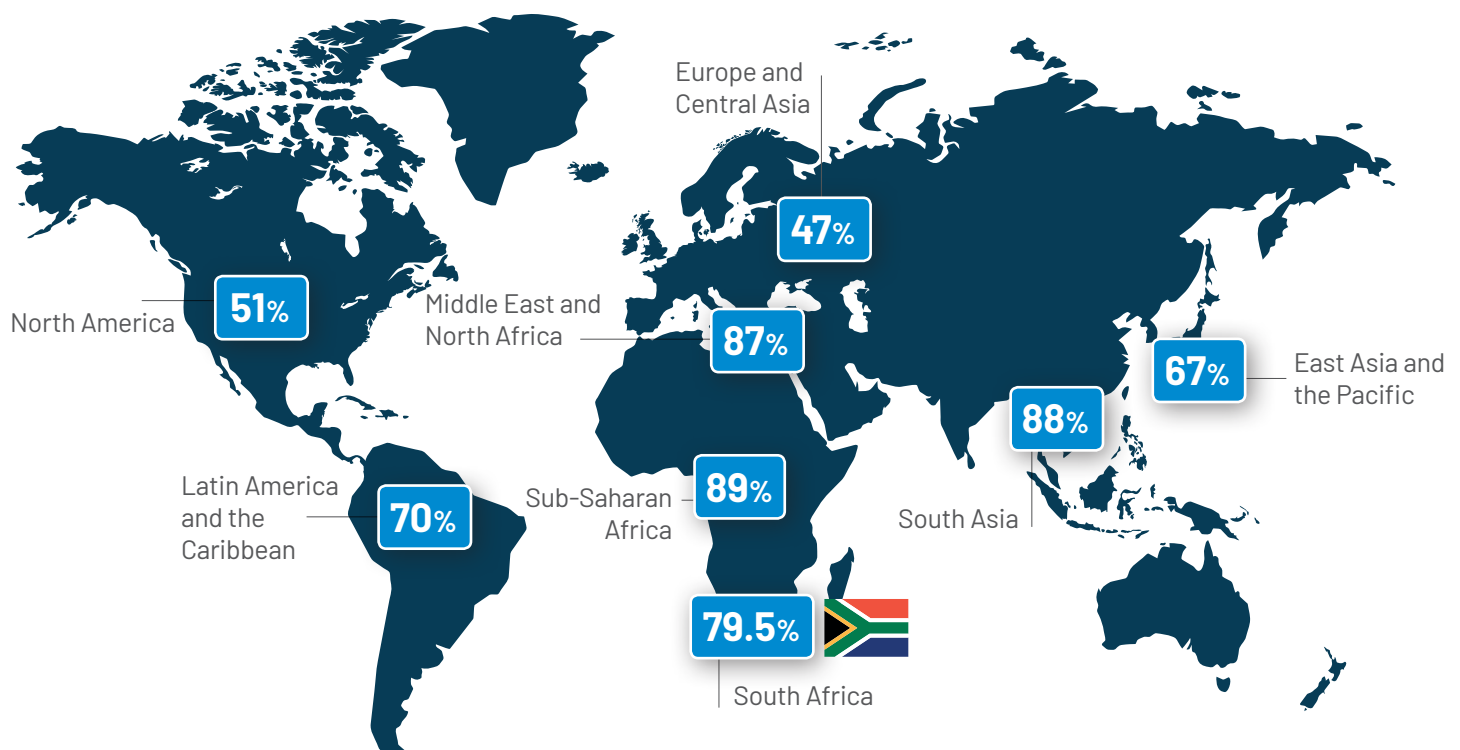
CareerJunction recently supported a major global survey on labour migration trends titled “[Dream Destinations and Mobility Trends](#).” Conducted by The Stepstone Group, Boston Consulting Group, and the Network in the fourth quarter of 2023, the survey polled over 150,000 individuals from 188 countries, including South Africa with over 7,000 respondents.

## Key findings from the survey reveal notable trends in global mobility.

79.5% of respondents from **South Africa** indicated that they would be willing to work abroad.

Regions with the highest willingness to relocate for work include Sub-Saharan Africa (89%), South Asia (88%), the Middle East and North Africa (87%), Latin America and the Caribbean (70%), and East Asia and the Pacific (67%).

Conversely, regions with the lowest willingness to move for work are Europe and Central Asia (47%) and North America (51%).



# Exploring Global Work Trends:

## What motivates people to pursue opportunities abroad?

The study further reveals the reasons why people would work and move abroad.

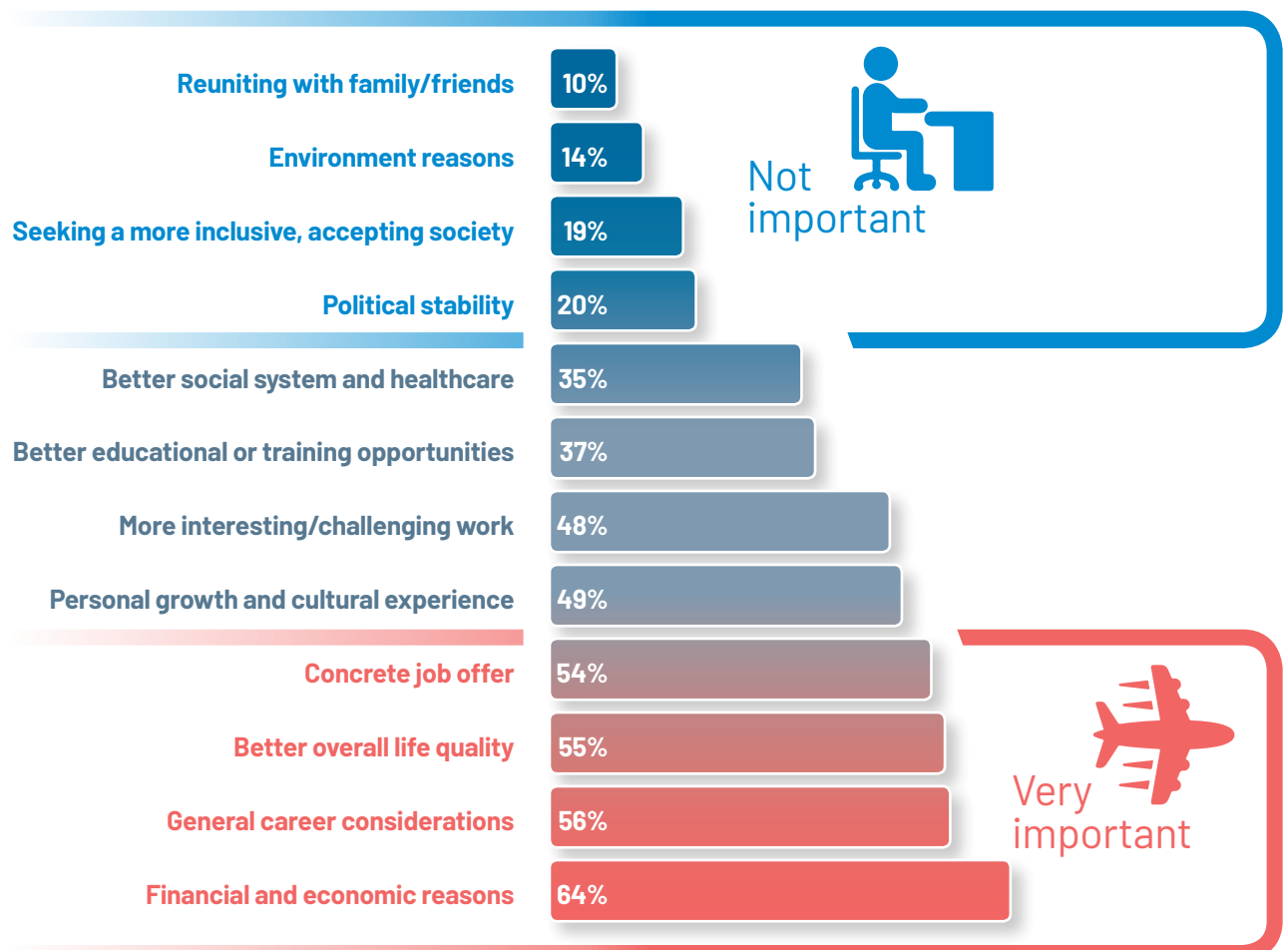
Financial and economic aspects are indicated as most important, followed by career considerations (for example work experience or career progress). Globally, the third most important reason respondents indicated for moving and working abroad is the prospect of a better overall quality of life.

A concrete job offer is a crucial driver for many respondents and comes 4th in place when selecting a reason that would make one decide to move and work abroad.

Financial and economic reasons, general career considerations, better life quality and a concrete job offer appear to be very important drivers considering what the majority of respondents selected.

## Mobility reasons

### What would make you consider leaving your country to work abroad?



Less important considerations for the decision to move and work abroad are political stability, a more inclusive and accepting society, environmental reasons and reuniting with family or friends.

The study 'Dream Destinations and Mobility Trends' further reveals the regional differences between reasons to move and work abroad.

CareerJunction took the initiative to review the main mobility drivers and add a South African lens.

# Exploring Global Work Trends:

## What motivates people to pursue opportunities abroad?



### Financial and economic reasons

#### Money makes the world go round!

Money is essential for the functioning of society and the economy. Every region shows that financial and economic reasons are a main driver to move and work abroad.

In fact, except for South Asia and Sub-Saharan Africa, financial and economic reasons is the number #1 reason to move and work abroad!

For South Africans, a concrete job offer scores slightly higher than “financial and economic reasons” as a driver to move abroad. However, financial and economic benefits is one of the main drivers for South Africans to move abroad.

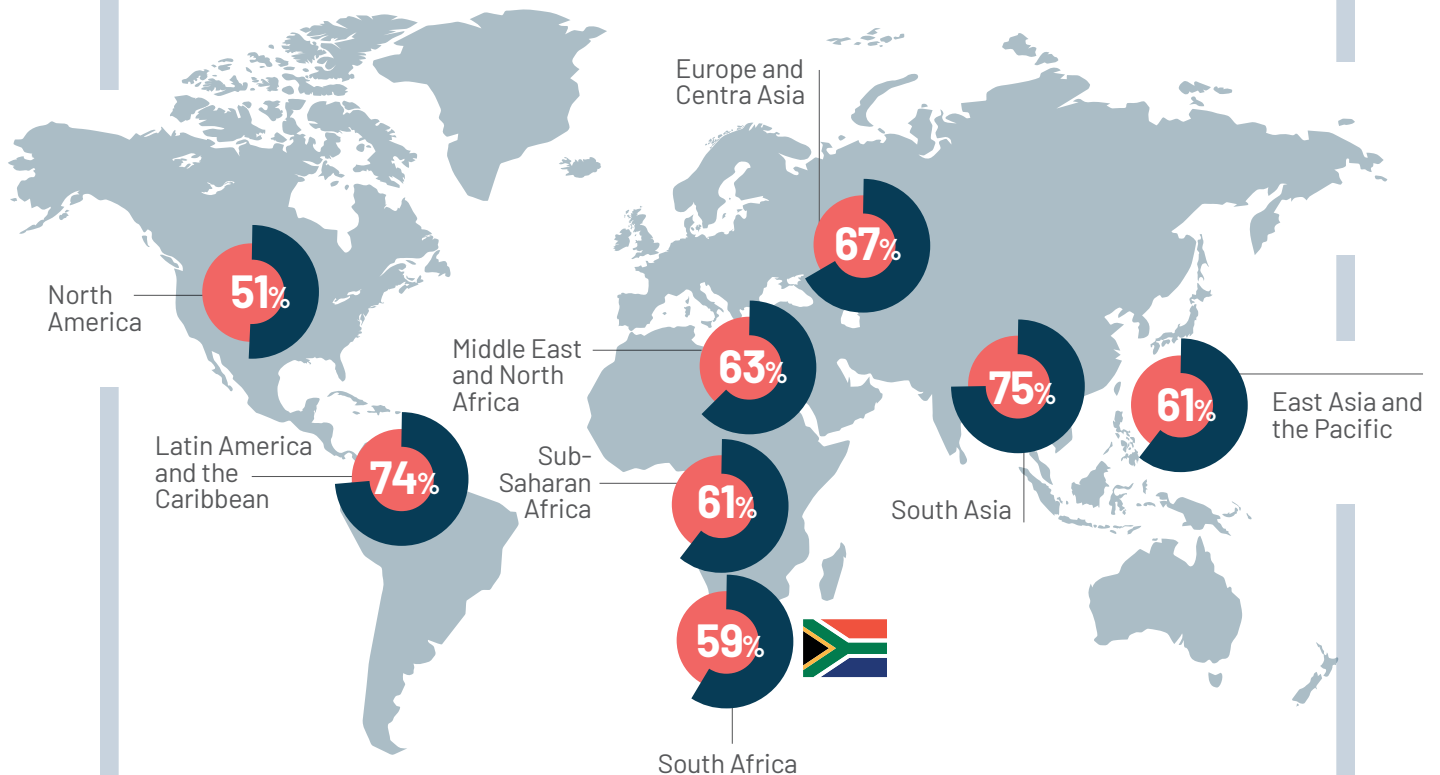
59% of all South African respondents stated that they would move and work abroad for financial and economic reasons.



Very important



Not important





# Exploring Global Work Trends:

## What motivates people to pursue opportunities abroad?

### General career considerations

Individuals from Europe, Central Asia and North America don't necessarily consider moving and working abroad as a career move or potential career enhancement.

However, most other regions around the globe, and especially individuals from South Asia seem to believe that moving and working abroad can benefit their career.

**In South Asia and Sub-Saharan Africa, career enhancement is the number #1 reason to move and work abroad!**

63% of respondents from Sub-Saharan Africa move abroad for general career considerations.

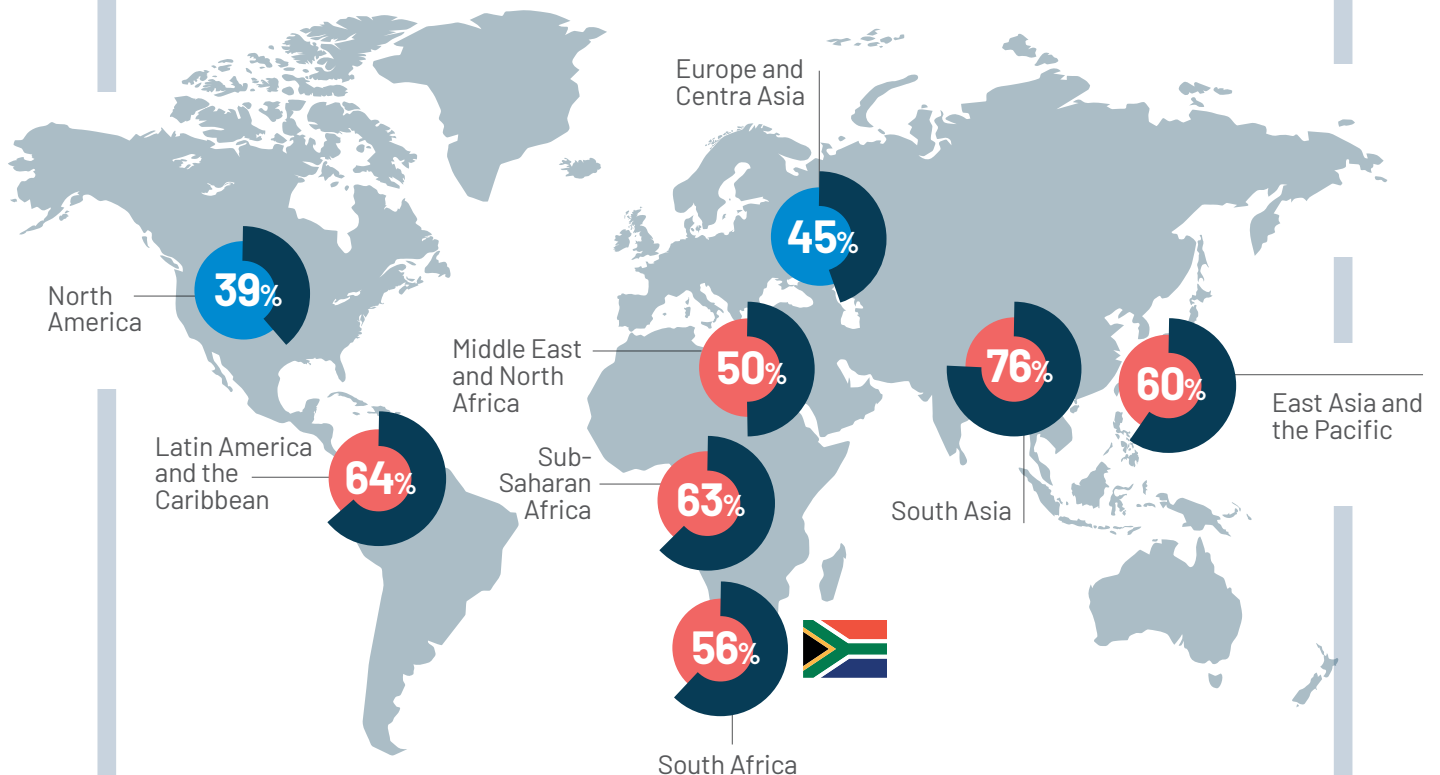
Interestingly, South Africans score "general career considerations" in third place when it comes to reasons to work and live abroad.



Very important



Not important





# Exploring Global Work Trends:

## What motivates people to pursue opportunities abroad?

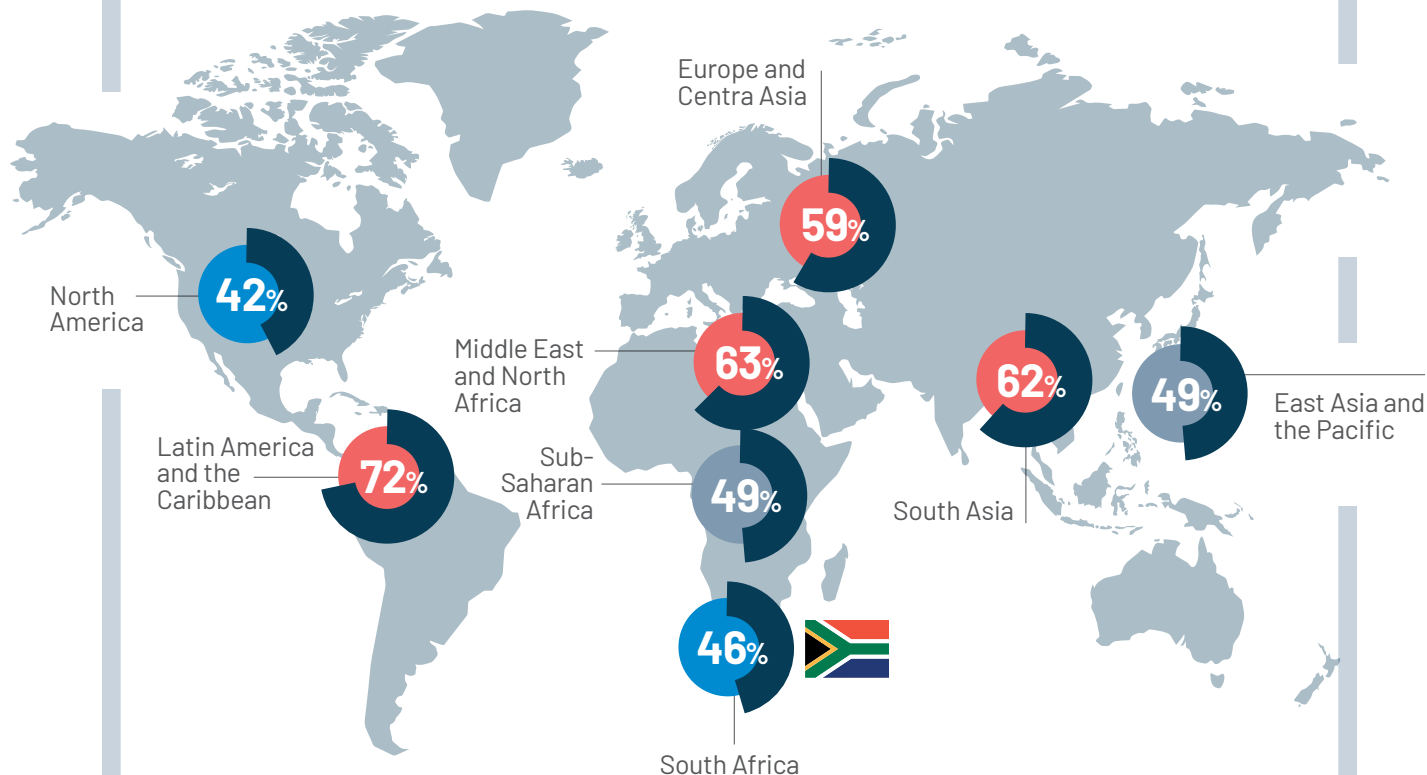
### Better overall life quality

Better life quality is a major driver to move and work abroad for many regions.

**Interestingly, the majority respondents from North America, Sub-Saharan Africa as well as East Asia and Pacific don't rate better life quality as important. They are not convinced the grass is greener on the other side.**

**On the other hand, for individuals from Europe and Central Asia, Latin America and the Caribbean as well as the Middle East and North Africa, 'Better Life quality' is one their major drivers to move and live abroad.**

South Africans don't rate 'quality of life' as an important driver to move abroad. Overall, 'quality of life' is ranked number 7 as a reason to move abroad. Employment, money and education are much bigger drivers for South Africans to move abroad.



# Exploring Global Work Trends:

## What motivates people to pursue opportunities abroad?

### Concrete job offer

A concrete job offer will persuade the majority of respondents in Latin America and the Caribbean, Europe, Central Asia and Sub-Saharan Africa to move and work abroad.

It is interesting to note that a concrete job offer is not of as much of importance in highly mobile regions such as the Middle East, North Africa and South Asia.

It appears that the majority of respondents from the Middle East, North Africa and South Asia are happy to move abroad without having a job secured prior to moving.

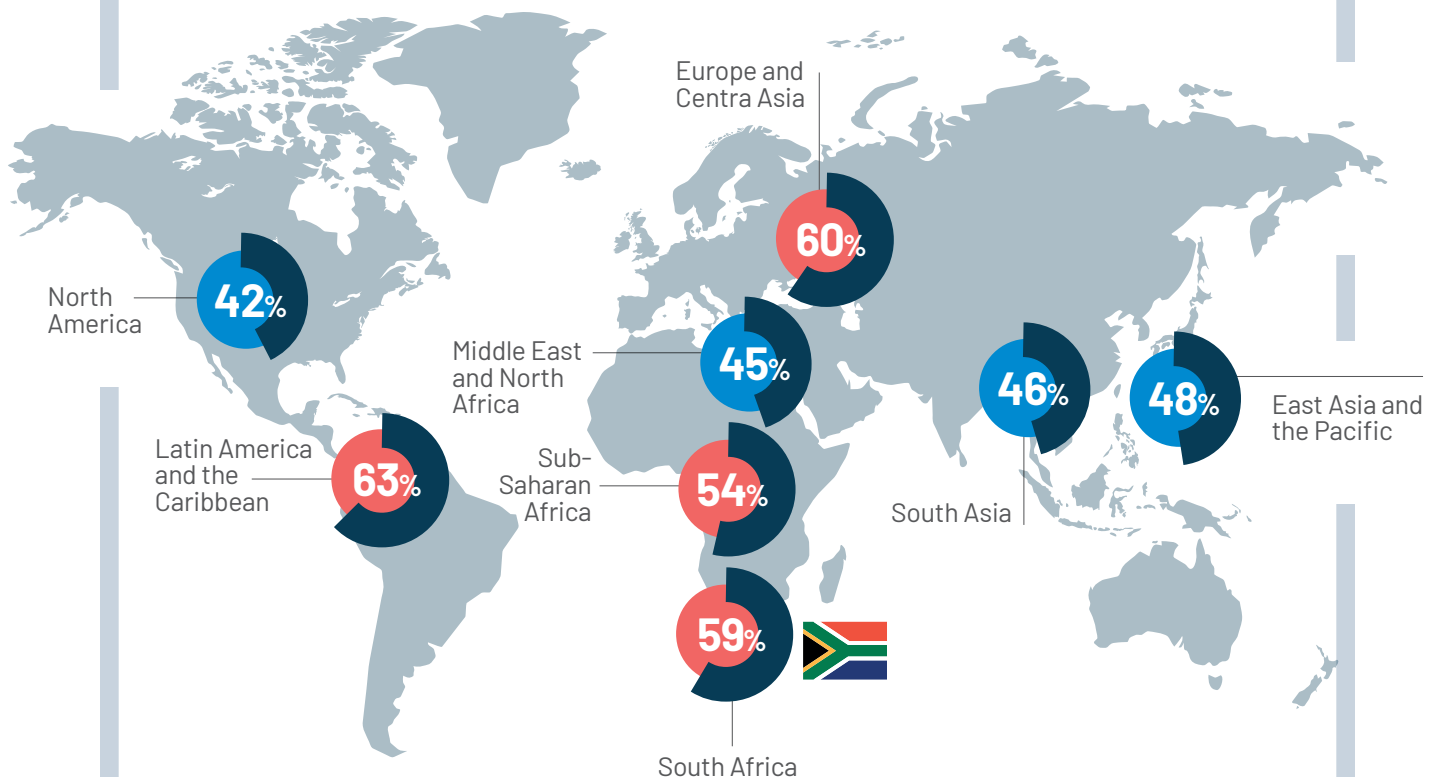
South Africans score a concrete job offer as the main driver to move abroad. In South Africa, almost 6 out of 10 respondents stated that a job offer can motivate their final decision to move abroad.



Very important



Not important



# Exploring Global Work Trends:

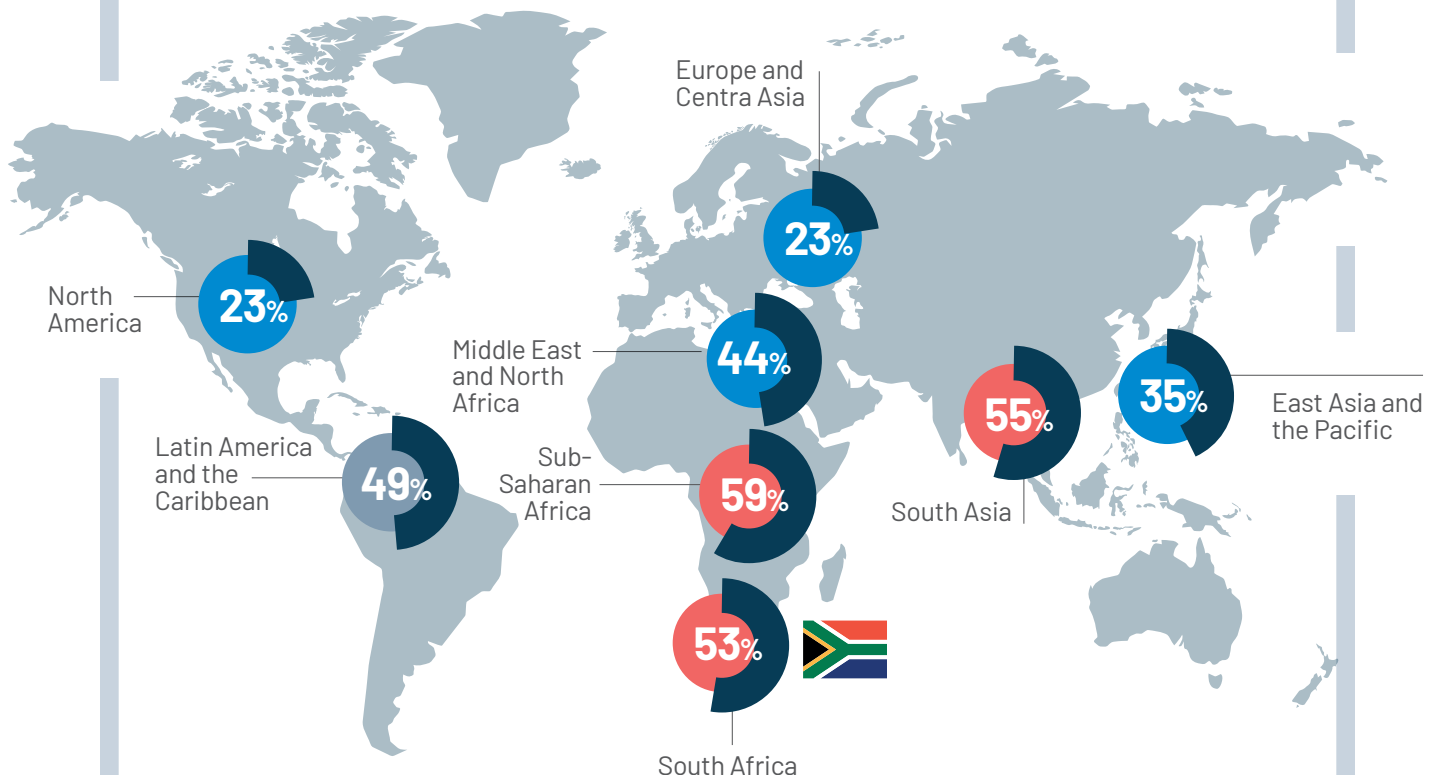
## What motivates people to pursue opportunities abroad?



### Better education or training opportunities

Sub-Saharan Africa and South Asia show the highest willingness to move and work abroad. These regions value the potential of better education or training opportunities abroad. Better “educational or training opportunities” is ranked as the 4th top reason for South Africans to move abroad.

**On the other hand, better education or training options are not seen as important reasons for individuals from Europe or North America to move abroad. It's not what they are looking for.**



# SECTOR STATISTICS

Spotlight on:  
**Medical & Health**



Next issue:  
**Finance**

**82.7%**

EE Candidates

**50.4%**

Candidates  
residing in Gauteng

**58.5%**

Candidates willing  
to relocate

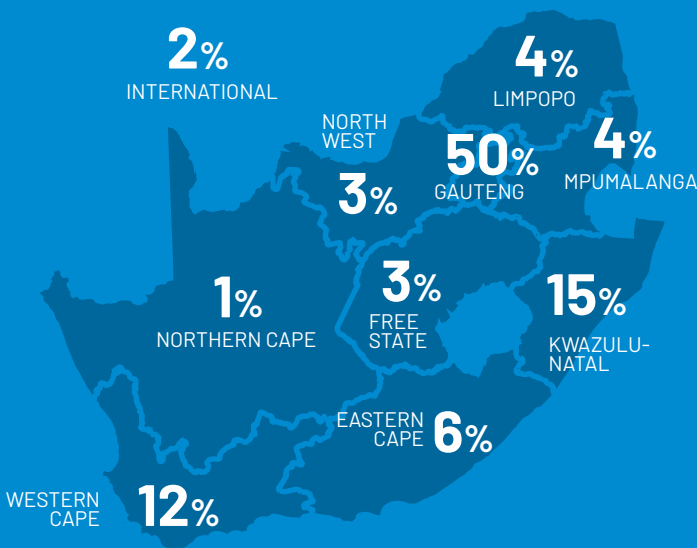
**3** years

Average stay  
by candidates in  
their jobs

**37.2%**

Candidates  
with a tertiary  
qualification

## LOCATION OF CANDIDATES



## HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	1%
Matric	8%
Certificate	8%
Professional qualification	3%
Diploma	14%
Degree	13%
Honours	5%
Masters	4%

No qualification records for  
**43%** of Medical & Health

## MARKET-RELATED SALARY

offerings for top in-demand skills



### Pharmacist

from R26 422 to R33 774 per month



### Occupational Therapist

from R23 370 to R39 912 per month



### Registered Nurse

from R21 125 to R32 200 per month

## MOST IN-DEMAND ROLES



- Registered Nurse
- Emergency Doctor
- Clinical Facilitator

Apply for Medical & Health jobs







South Africa's #1 Quality Candidate Provider.

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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.

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For customised data enquiries,  
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