

Pnet. JOB MARKET TRENDS REPORT JUNE 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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Get an overview how the Job Market is performing and what jobs and sectors are trending right now!

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- Sector Snapshot Admin, Office & Support

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

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- Youth Mobility – How open are SA's young jobseekers to working abroad?

This month's special feature: Pnet explores 'Youth Mobility' in terms of how open young South African jobseekers are to working abroad.

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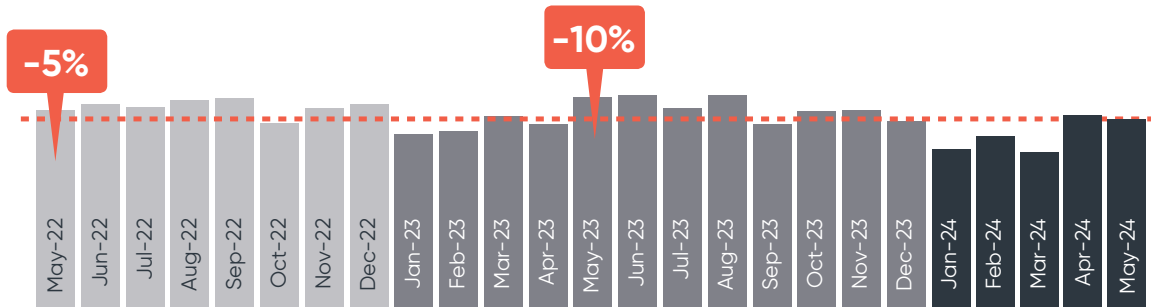
- Regional Job Trends

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

JOB MARKET ACTIVITY

MONTHLY JOB POSTINGS

Vacancies (seasonally adjusted)



Hiring activity in South Africa remains volatile. After April every year there is usually an uptake in hiring activity, however May 2024 showed a slight decrease in hiring activity. This may be partly as a result of political instability and concerns leading up to and following the 2024 South Africa elections.

Year-on-year, hiring activity decreased by **-10%**, compared to May 2023.

The trend for the two-year comparison reveals that recruitment activity has decreased by **-5%** compared to May 2022.

RECRUITERS
list your jobs here.

TRENDING JOBS

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



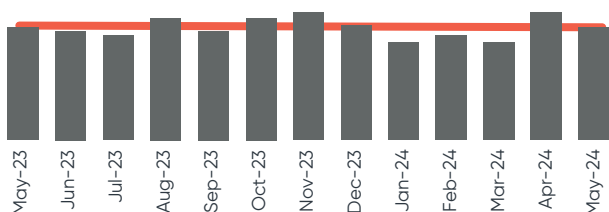
TRENDING JOB SECTORS

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.

Only one sector showed year-on-year growth, considering the slowed hiring activity in 2024 thus far.

Architecture & Engineering

- Although there has been lower and more volatile hiring activity for this sector in 2024, year-on-year it has increased by **+6%**.



Find **Architecture & Engineering** jobs

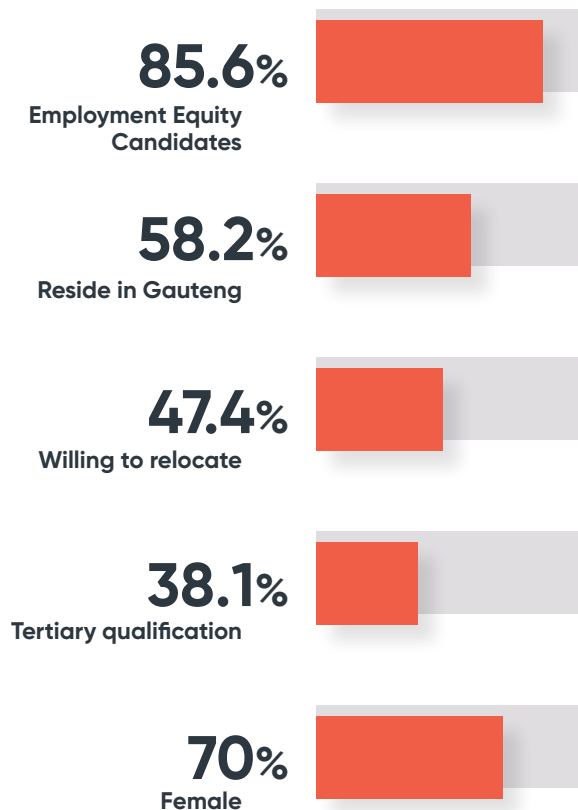
SNAPSHOT OF THE ADMIN, OFFICE & SUPPORT SECTOR



AVERAGE STAY BY CANDIDATES
IN THEIR JOBS

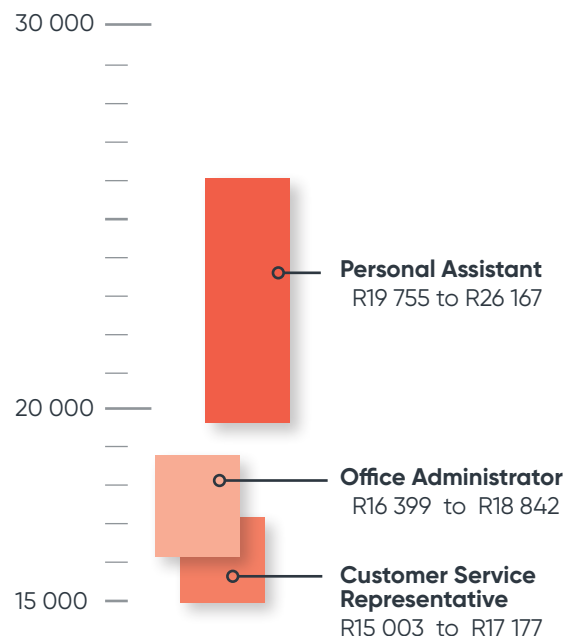
3 YEARS

CANDIDATE TRENDS FOR THE ADMIN, OFFICE & SUPPORT SECTOR



WHAT'S BEEN OFFERED?

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



FIND JOBS
in Admin, Office & Support



YOUTH MOBILITY

HOW OPEN ARE SA'S YOUNG JOBSEEKERS TO WORKING ABROAD?

Pnet, part of JobTech giant **The Stepstone Group**, recently supported and contributed to the largest survey on jobseeker mobility globally. The findings of the Decoding Global Talent analysis, published in March 2024, revealed interesting mobility trends comparing global and regionals preferences, views and expectations on the topic of working abroad.

The findings clearly show that young professionals are the most mobile across the world. Globally and across all age groups, about 63% would work and move abroad for work. This number leaps to 73%, when only considering respondents up to 30 years old.



YOUTH MOBILITY

HOW OPEN ARE SA'S YOUNG JOBSEEKERS TO WORKING ABROAD?

South Africa shows a much higher mobility rate than the global average: 79.5% of South African respondent stated that they'd be willing to move and work abroad, while 84% of young South Africans (up to 30 years of age) are open to the idea of working abroad.

In fact, 44% of young South African respondents stated that they are actively looking for work abroad.

WILLINGNESS TO WORK ABROAD



GLOBALLY

63%

of respondents are willing to move abroad

YOUTH MOBILITY

73%

of respondents, up to **30 years** of age, are willing to move abroad



SOUTH AFRICA

79.5%

of respondents are willing to move abroad

YOUTH MOBILITY

84%

of respondents, up to **30 years** of age, are willing to move abroad

Naturally, young South Africans are likely to be more adaptable than older professionals and have 'less strings attached'. At this stage of their lives, they are less likely to have a family to support or home-owner bond and other such expenses to pay. In addition, young South Africans are facing high unemployment rates. Combined with the thirst to explore something new, it's understandable that young South Africans are more open to work opportunities outside the country.



YOUTH MOBILITY

HOW OPEN ARE SA'S YOUNG JOBSEEKERS TO WORKING ABROAD?

Upon being asked, young South Africans stated their own career growth as the most important reason for working abroad:

- 59% of South Africans up to 30 years of age stated that "General career considerations" would make them consider working abroad.
- In addition, 57% of young South Africans listed better educational or training opportunities as a reason to take up a job outside of South Africa.

Clearly, young South Africans are focused on building their career & expertise.

On the other hand, over 60% of South Africans above the age of 30 years selected "Financial and economic reasons" as well as a "Concrete job offer" as the top reasons to work abroad.

Looking at the top motivating factors of South Africans above age 30, it becomes clear that **securing a lucrative income** is most important to the older generations when considering leaving South Africa and work abroad.

TOP REASONS TO WORK ABROAD



YOUTH (up to 30 years)

- "General career considerations"
- "Better educational or training opportunities"

Career building



ABOVE 30 YEARS

- "Financial and economic reasons"
- "Concrete job offer"

Income security



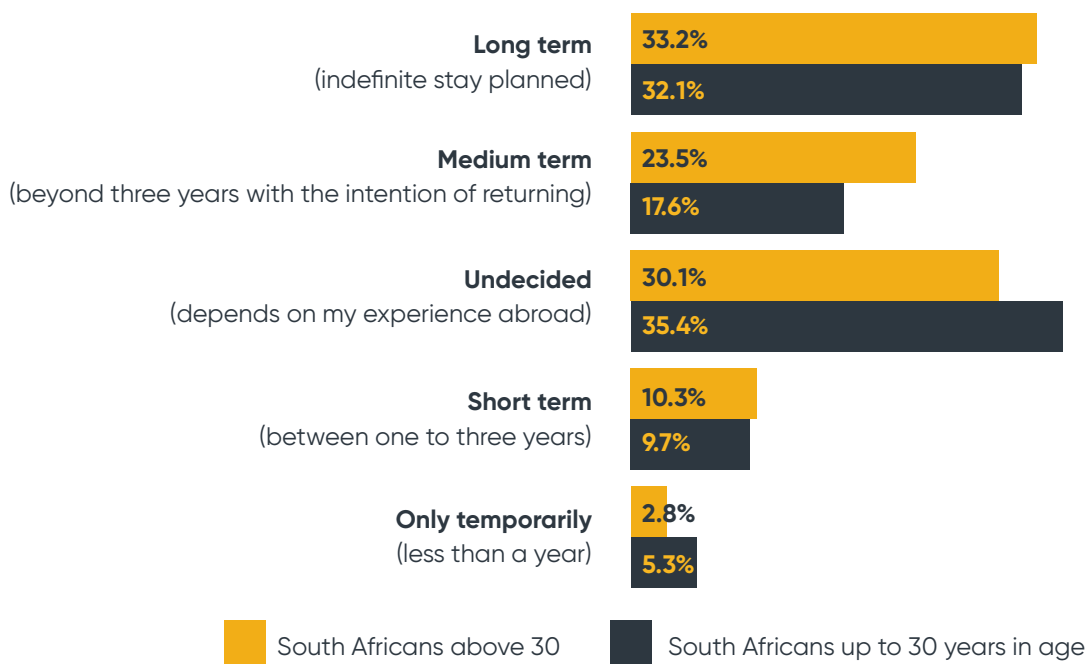


YOUTH MOBILITY

HOW OPEN ARE SA'S YOUNG JOBSEEKERS TO WORKING ABROAD?

Interestingly, there is no significant difference between the youth (up to age 30) and South African respondents older than 30 years, when being asked how long they intend to work abroad: Over 50% of South African respondents stated that they'd consider working abroad over the medium to long term. Between 13% and 15% are only interested to work abroad over the short term – in other words, for a maximum of three years.

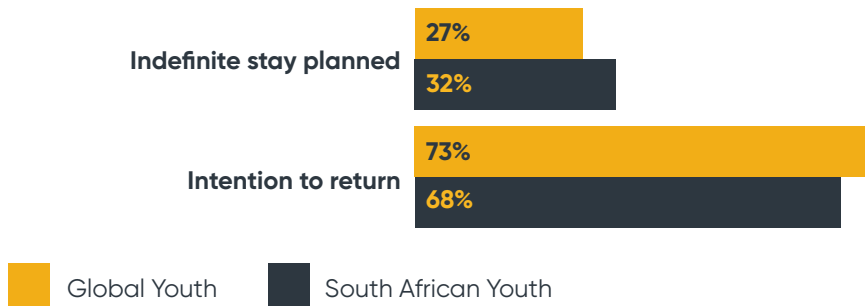
INTENDED DURATION TO WORK ABORAD



Comparing the South African youth to the youth globally, there is a slight difference indicating that South Africans are more open to work and move abroad permanently.

However, 68% of young South Africans do intend to come back to their home country after working abroad.

INTENDED DURATION TO WORK ABROAD



REGIONAL JOB TRENDS

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

MPUMALANGA

Top in demand professionals:

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

Mpumalanga has seen growth in four different jobs sectors over the last 12 months:

- **Architecture & Engineering (+36%)**
- **Manufacturing & Assembly (+8%)**
- **Business & Management (+5%)**
- **IT (+5%)**

LIMPOPO

Top in demand professionals:

- **Business & Management**
- **Finance**
- **Admin, Office & support**
- **Building & Construction**

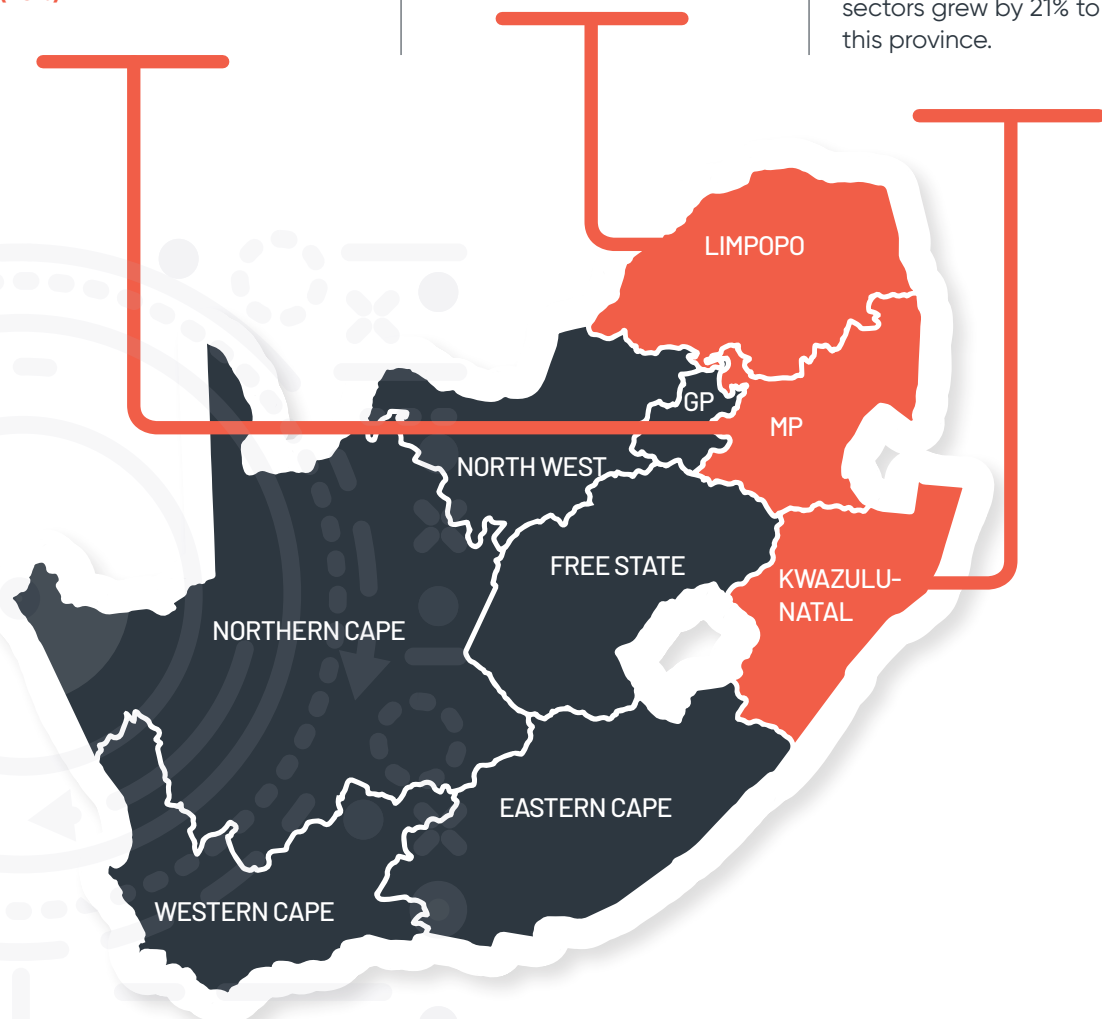
27% of jobs in Limpopo are for Business & Management roles. Year-on-year, there has been a slight decrease in Business & Management jobs (-7%).

KWAZULU-NATAL

Top in demand professionals:

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

KwaZulu-Natal has seen significant growth in hiring activity for Building & Constructing roles as well as Architecture & Engineering roles. Year-on-year, both sectors grew by 21% to 22% in this province.





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

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