

Pnet. JOB MARKET TRENDS

REPORT JULY 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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- 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 Admin, Office & Support

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

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- Female vs Male: The shift in previously male-dominated jobs

This month's special feature: Pnet explores female vs male job applications over the last three years to reveal the top 10 occupations that have seen a significant uptake of female applicants.

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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)



Local hiring activity remained at similar levels from May to June 2024, with a slight increase of **+1%**.

Year-on-year, hiring activity decreased by **-9%**, compared to June 2023.

The trend for the two-year comparison reveals that recruitment activity has decreased by **-6%** compared to June 2022.

RECRUITERS
list your jobs here.

TRENDING JOBS

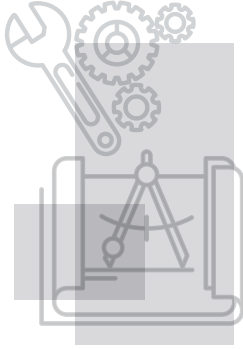
Analysing last month's hiring activity, these are the latest trending jobs that are showing increased demand for workers and professionals. Accounting skills remain top in demand.



TRENDING JOB SECTORS

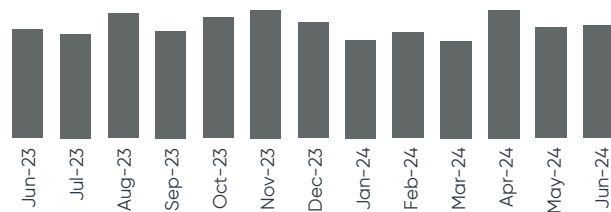
Sector-specific hiring activity trends can provide valuable insights into the local job market and South African economy.

Stable and increasing recruitment activity indicates confidence in the local economy and business growth.

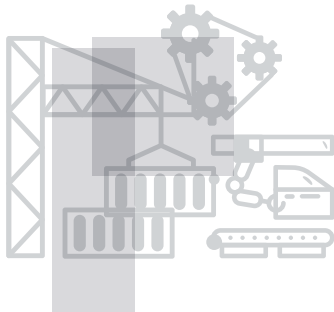


Architecture & Engineering

- Q2:2024 showed an uplift in hiring activity for Architecture & Engineering professionals, after a relatively low first quarter. Year-on-year, hiring activity has increased in this sector by **+9%**.

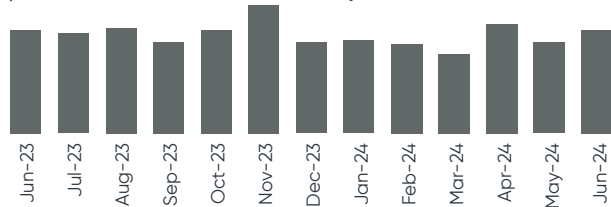


Find **Architecture & Engineering** jobs



Manufacturing & Assembly

- Q2:2024 showed an increase in hiring activity in this sector. Year-on-year, hiring activity for Manufacturing & Assembly professionals has increased by **+6%**.



Find **Manufacturing** jobs

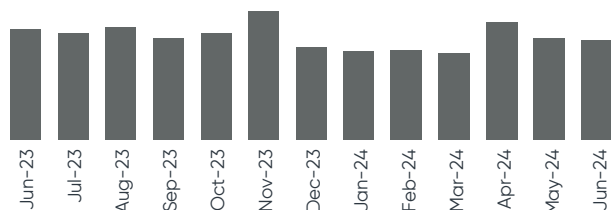


Find **Assembly** jobs



Finance

- After 4 months of slow recruitment in this sector, it is encouraging to see elevated hiring activity for Finance professionals in Q2:2024. Year-on-year, hiring activity in this sector has increased by **+1%**.



Find **Finance** jobs



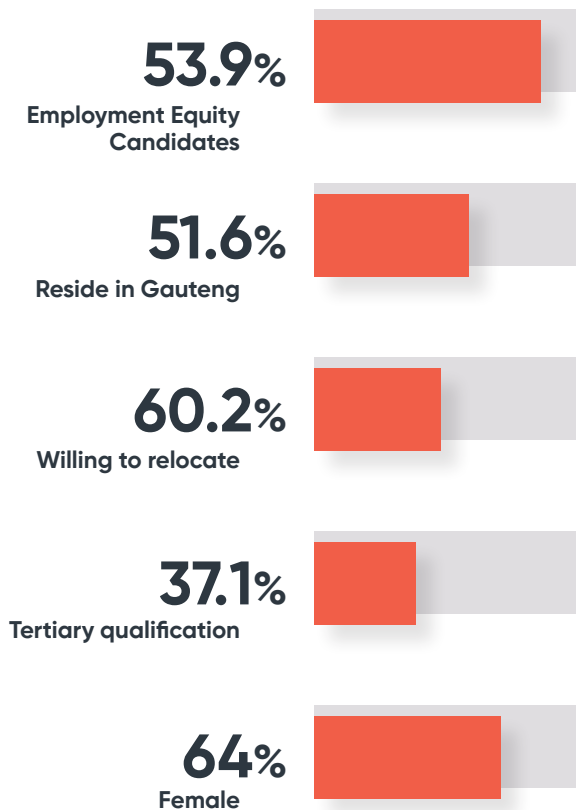
SNAPSHOT OF THE MANUFACTURING & ASSEMBLY SECTOR



AVERAGE STAY BY CANDIDATES IN THEIR JOBS

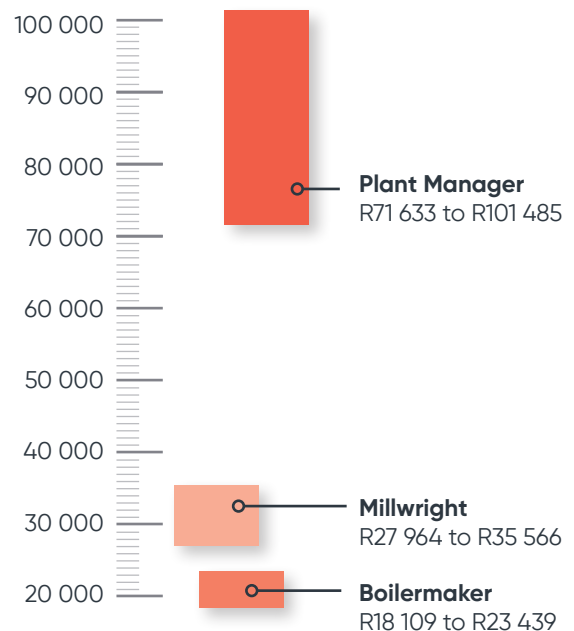
3 YEARS AND
2 MONTHS

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 Manufacturing & Assembly



FEMALE vs MALE

THE SHIFT IN PREVIOUSLY MALE-DOMINATED JOBS

August marks Women's Month in South Africa, a period dedicated to remembering and celebrating the courage of the 20,000 women who, in 1956, protested against the compulsory carrying of passes by African women. This historic protest was a powerful statement against a system that deprived African women of their basic rights, including living with their husbands and raising their children in stable family units. Women's Month, particularly Women's Day on 9 August, honours these brave women and stands as a symbol of unity and resistance against gender and racial discrimination. This pivotal moment continues to inspire the pursuit of equality in South Africa and worldwide.

In honour of Women's Month and the growing presence of women in the job market, Pnet conducted an in-depth analysis to understand which previously male-dominated jobs are now attracting more female applicants. This analysis aims to recognise and celebrate the significant strides women have made in the workforce.

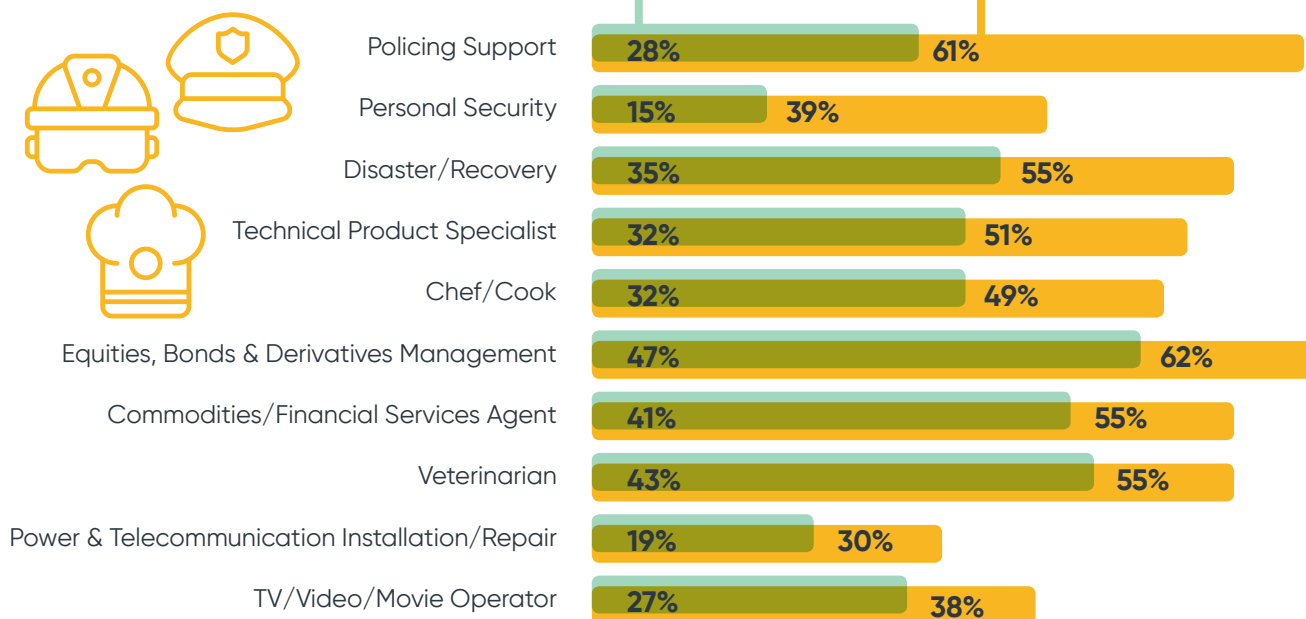
Pnet explores questions like: **Are there occupations where more women are trying to move into? If yes, what are those?**

Pnet's in-depth analysis on female vs male job applications over the last 3 years reveals the top 10 occupations with a significant uptake of female applicants in previously male-dominated jobs.

FEMALE VS MALE THE SHIFT IN PREVIOUSLY MALE-DOMINATED JOBS

FEMALE APPLICATIONS IN MALE DOMINATED PROFESSIONS: (3 YEARS AGO) 2021

FEMALE APPLICATIONS IN MALE DOMINATED PROFESSIONS: 2024



The biggest increases in female jobseekers applying for 'male-dominated jobs' over the last 3 years were evident in the following job fields:

- Policing Support (+33% increase in female job applications)
- Personal Security (+24% increase in female job applications)
- Disaster / Recovery (+20% increase in female job applications)
- Technical Product Specialist in Telecommunication (+19% increase in female job applications)
- Chef /Cook (+17% increase in female job applications)

Further, significant increases of female job applicants over male job applicants since 2021 are apparent in these job categories:

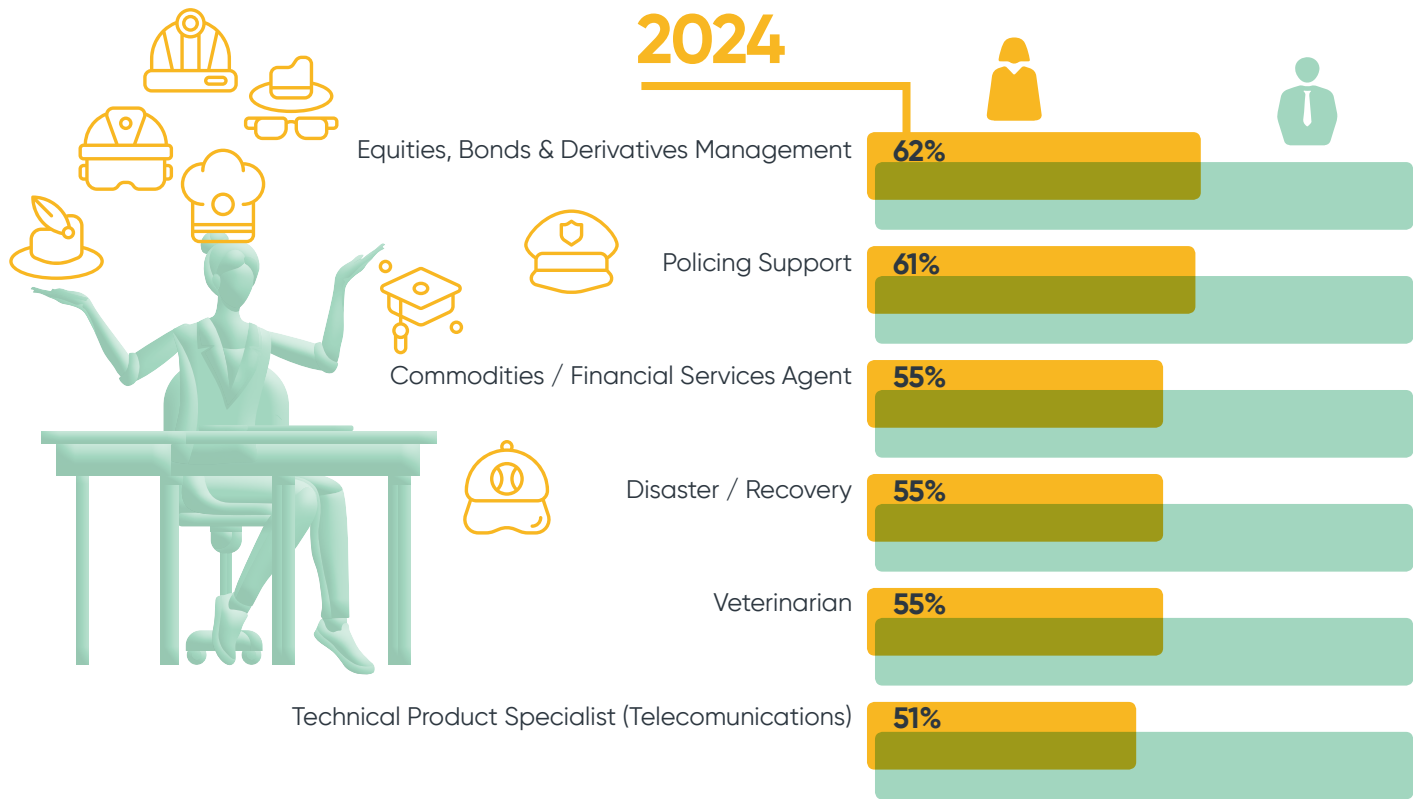
- Equities, Bonds & Derivatives Management (+15% increase in female job applications)
- Commodities / Financial Services Agent (+14% increase in female job applications)
- Veterinarian (+12% increase in female job applications)
- Power & Telecommunication Installation / Repair (+11% increase in female job applications)
- TV / Video / Movie Operator (+11% increase in female job applications)

Considering the significant increases in female job applicants, out of the 10 mentioned job fields, the following six job fields have received more female job applicants than male job applicants in 2024:

FEMALE VS MALE

THE SHIFT IN PREVIOUSLY MALE-DOMINATED JOBS

PROPORTION OF FEMALE JOB APPLICANTS



As a result, one can expect significant changes in the gender balance within these six job fields.

Looking at current employee records, the gender balance has already shifted within Veterinarians and professionals in Disaster / Recovery, where at least 50% of employed staff are female.

On the other hand, Technical Product Specialists (Telecommunications) still have a long way to go when it comes to gender parity. Currently only one out of four Technical Product Specialists (Telecommunications) is female.

However, the uptake of woman trying to get into unconventional careers is encouraging and will inspire upcoming generations of women to overcome gender barriers.

These trends highlight a positive shift towards gender equality in the workplace, reflecting women's growing confidence and capability in fields once dominated by men. As we celebrate Women's Month, it is essential to continue supporting and encouraging these changes, fostering an environment where women can thrive in any profession they choose. This evolution in the job market not only honours the legacy of the women who fought for their rights in 1956 but also paves the way for a more inclusive and diverse workforce in the future.

REGIONAL JOB TRENDS

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

WESTERN CAPE

Top in demand professionals:

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

With the general downturn in demand for IT professionals, the Western Cape experienced year-on-year decrease in IT vacancies of -42%.

However, it is encouraging to see that the Western Cape has seen a noticeable year-on-year increase in demand for professionals in Finance (+12%), Architecture & Engineering (+18%), and Building & Construction (+10%).

NORTHERN CAPE

Top in demand professionals:

- Business & Management
- Architecture & Engineering
- Medical & Health

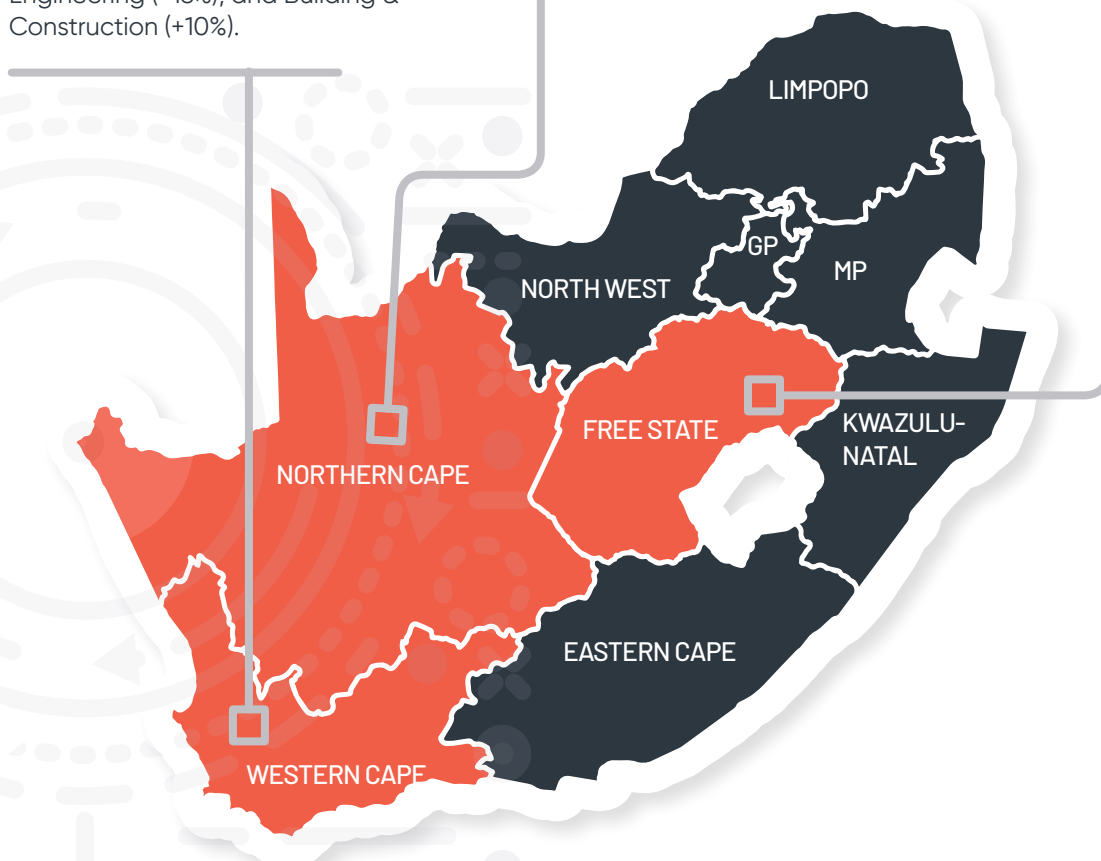
Despite a slight (-6%) year-on-year decrease, demand for Business & Management professionals in the Northern Cape remains relatively high.

FREE STATE

Top in demand professionals:

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

Year-on-year, the Free State has experienced an uptake in demand for Business & Management and Finance professionals.





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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