

Pnet. JOB MARKET TRENDS REPORT AUG 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.

CONTENTS

PAGE

3

- 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!

PAGE

5

- Sector Snapshot
Warehousing & Logistics

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

PAGE

6

- Diversity & Inclusion: Employment Equity job trends in South Africa

This month's special feature: Pnet explores Diversity & Inclusion in the Job Market, revealing Employment Equity job trends.

PAGE

10

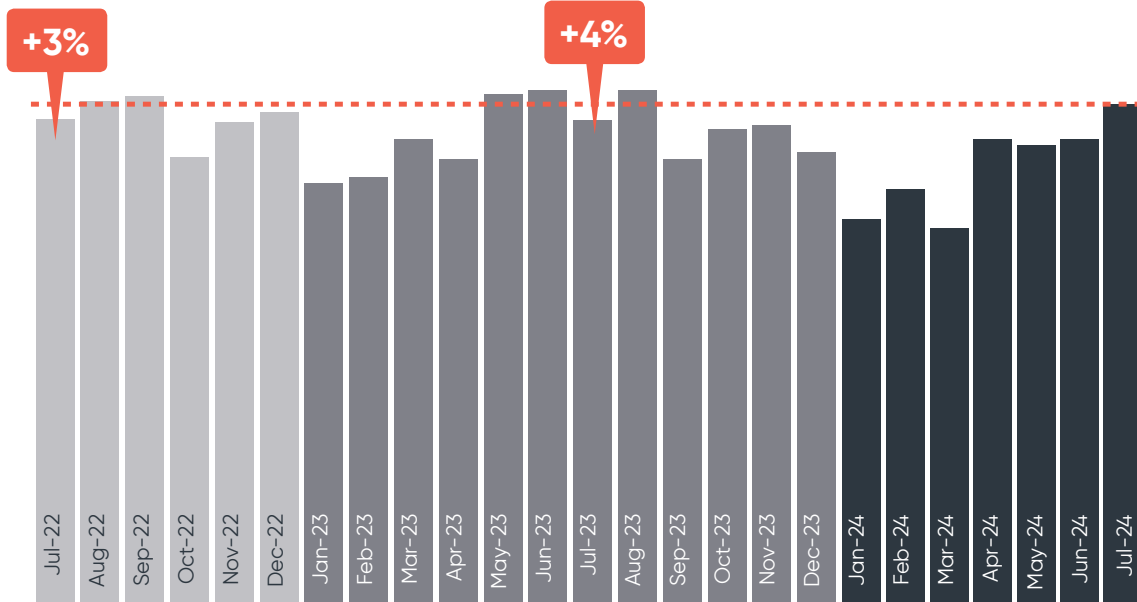
- Regional Job Trends

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 increased by **+8%** from June to July 2024, signalling a positive upward trend.

Year-on-year, hiring activity increased by **+4%**, compared to July 2023.

The trend for the two-year comparison reveals that recruitment activity has increased by **+6%** compared to July 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

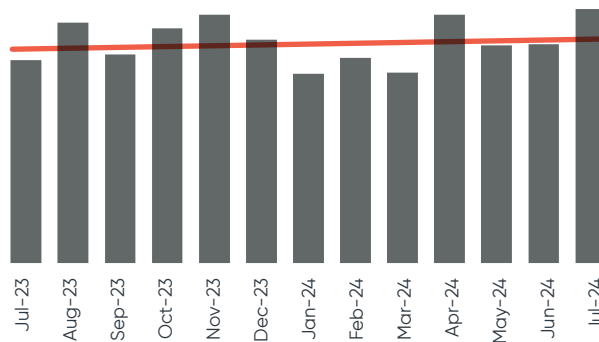
Sector-specific hiring activity trends can provide valuable insights into the local job market and South African economy.

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

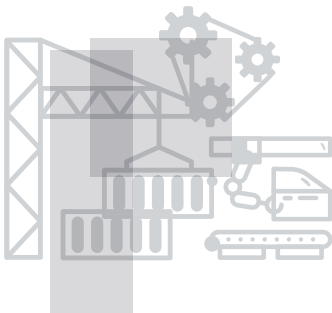


Architecture & Engineering

- July showed a significant uptake in hiring for this sector.
- Year-on-year hiring activity in Architecture & Engineering has increased by **+9%**.

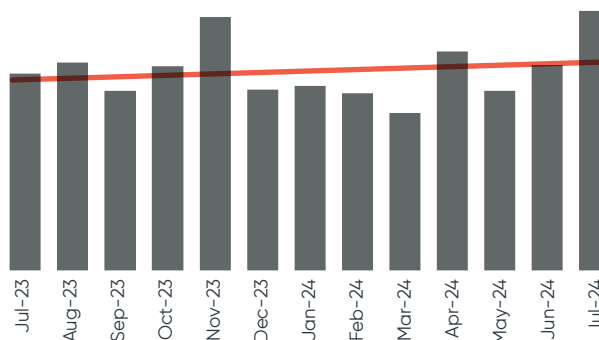


Find **Architecture & Engineering** jobs



Manufacturing & Assembly

- In July, hiring activity for Manufacturing & Assembly staff also saw improvement.
- Since July 2023 this sector has seen an increase of **+6%** in hiring activity.



Find **Manufacturing** jobs

Find **Assembly** jobs



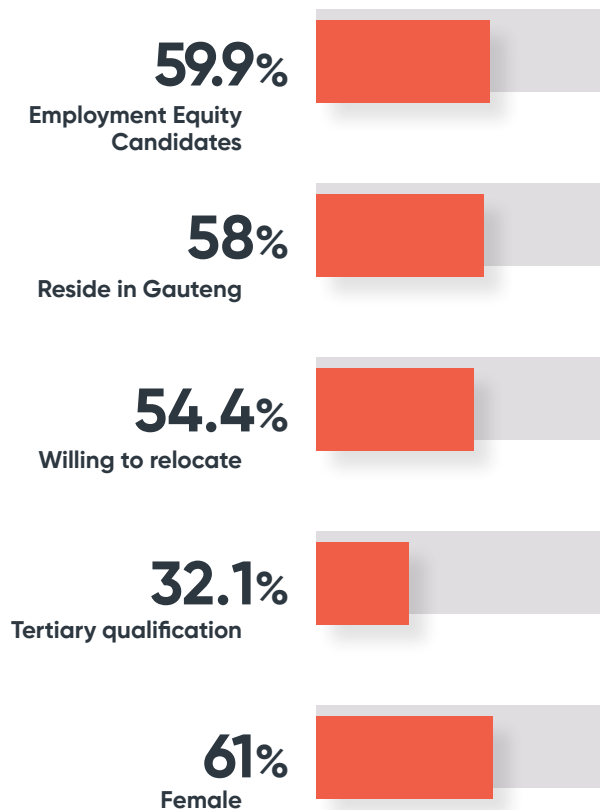
SNAPSHOT OF THE WAREHOUSING & LOGISTICS SECTOR



AVERAGE STAY BY CANDIDATES IN THEIR JOBS

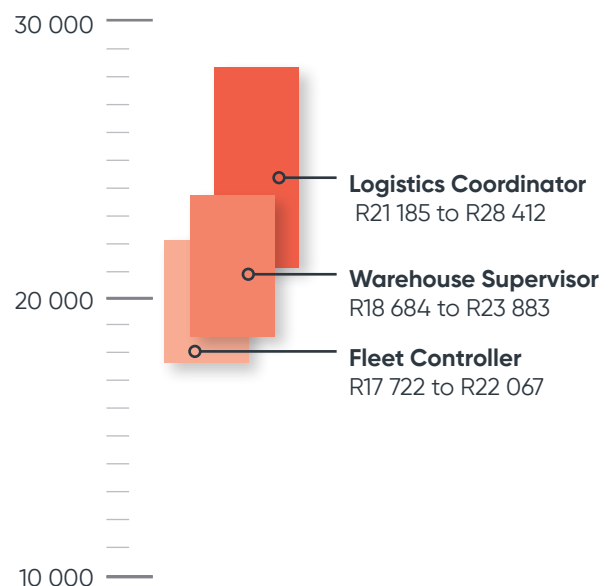
3 YEARS AND
4 MONTHS

CANDIDATE TRENDS FOR THE WAREHOUSING & LOGISTICS SECTOR



WHAT'S BEEN OFFERED?

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



FIND JOBS
in Warehousing & Logistics



DIVERSITY & INCLUSION

EMPLOYMENT EQUITY JOB TRENDS IN SOUTH AFRICA

September is Heritage Month in South Africa, and Heritage Day is observed on 24 September each year. This is a time for South Africans to celebrate our rich and diverse cultural roots, uniting us in our shared identity.

In the labour market, Employment Equity (EE) extends this celebration by ensuring that our workplaces reflect this diversity, integrating different cultures and perspectives. This practice not only fosters inclusivity but also strengthens our economy by giving everyone an equal chance to succeed. Embracing diversity through EE is a powerful way to live out the values of Heritage Month every day.

To this end, Pnet has taken the opportunity to explore these questions:

- How does EE reflect in the job market?
- Can we see a growing or declining trends in EE practices?
- Which job sectors see a greater prevalence of Employment Equity?

Disclaimer: The analysis is based on the growth of vacancies which are flagged as EE jobs. It needs to be considered that there are vacancies that are not flagged as EE roles, although they get filled with candidates matching the EE criteria.

DIVERSITY & INCLUSION

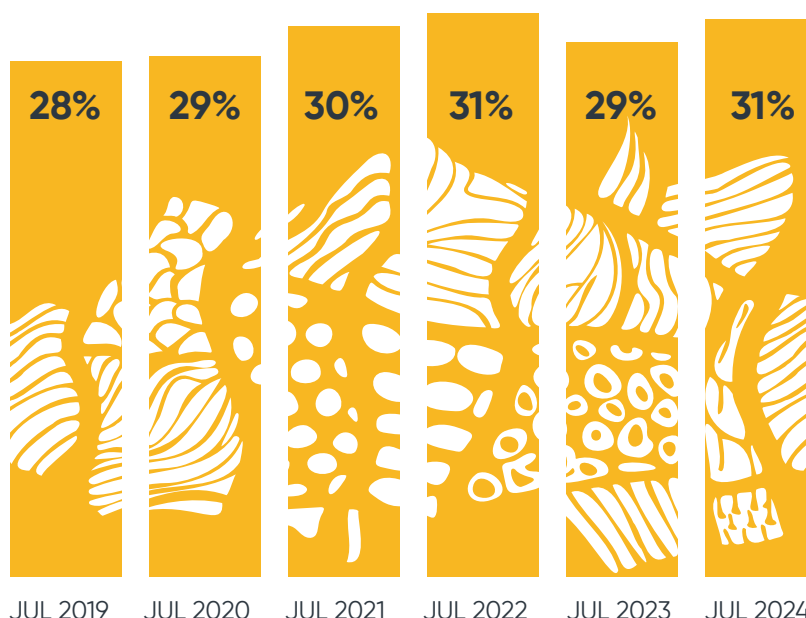
EMPLOYMENT EQUITY JOB TRENDS IN SOUTH AFRICA

Looking at the current job market, about **3 out of 10 jobs are marked as Employment Equity roles**.

Employment Equity in South Africa was established to address past inequalities and ensure fair treatment in the workplace. It means that during recruitment and hiring, companies must consider candidates from historically disadvantaged groups, including people of colour, women, and people with disabilities. The goal is to create a more balanced and inclusive workforce by giving individuals who were previously marginalised equal opportunities to succeed in their careers.

Over the last 5 years, there has been a slow but growing trend in advertised EE vacancies.

GROWING PROPORTION OF EMPLOYMENT EQUITY VACANCIES



In July 2019, about 28% of vacancies were flagged as EE roles. This increased to 31% by July 2024, indicating progress towards greater diversity and inclusion in the workplace.



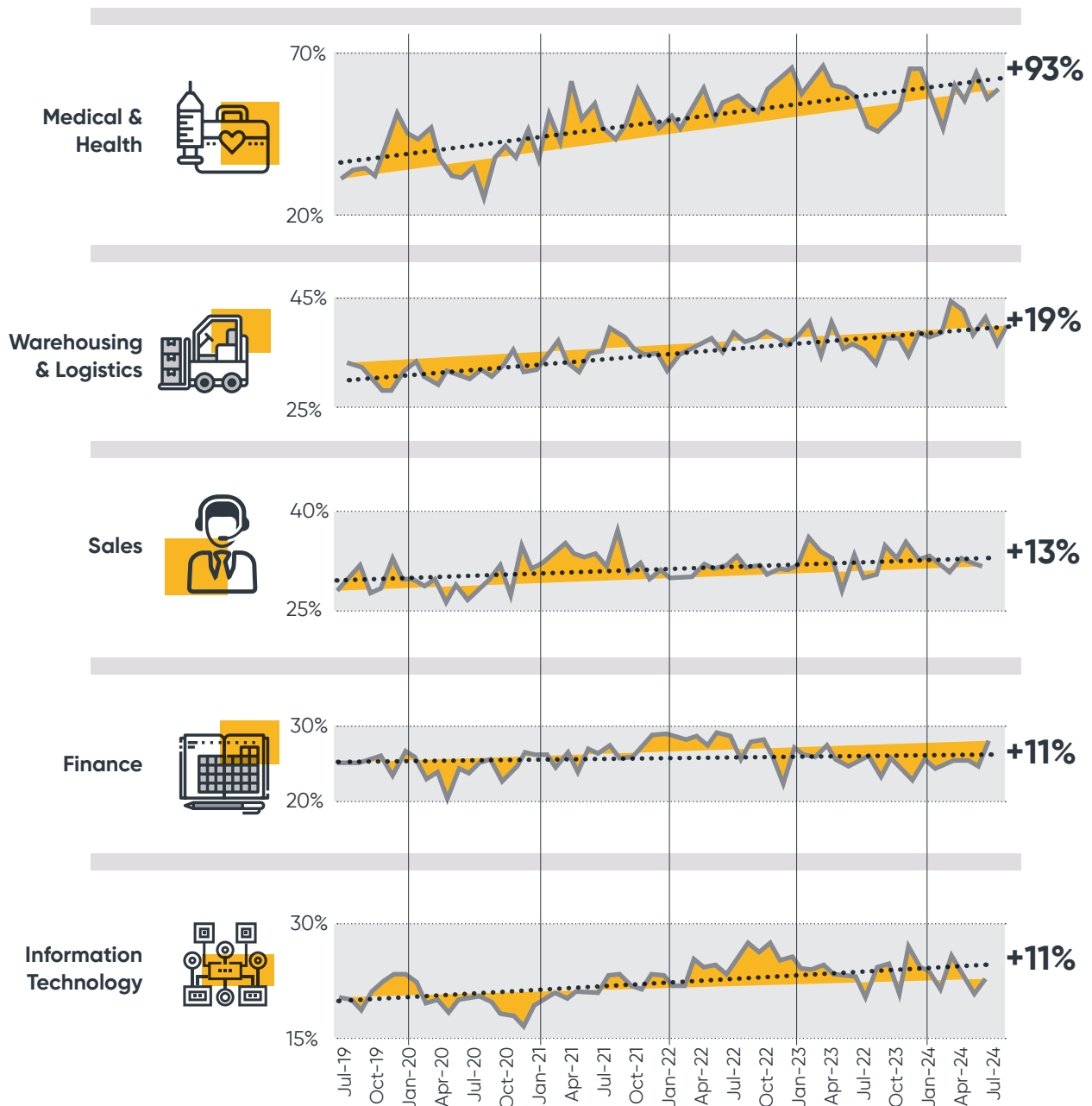
Disclaimer: The analysis is based on the growth of vacancies which are flagged as EE jobs. It needs to be considered that there are vacancies that are not flagged as EE roles, although they get filled with candidates matching the EE criteria.

WHICH JOB SECTORS ARE DRIVING THIS GROWING TREND?

The top 5 job sectors with the biggest growth in EE vacancies over the last 5 years are:

- **Medical & Health:** EE vacancies have almost doubled (+93%) over the last 5 years.
- **Warehousing & Logistics:** This sector has seen a +19% increase in EE jobs since 2019.
- **Sales:** EE vacancies have increased by +13% over the past 5 years.
- **Finance:** This sector has seen a +11% increase in EE jobs since 2019.
- **Information Technology:** EE jobs in this sector have also increased by +11% over the last 5 years

PROPORTION OF EMPLOYMENT EQUITY VACANCY ROLES



Disclaimer: The analysis is based on the growth of vacancies which are flagged as EE jobs. It needs to be considered that there are vacancies that are not flagged as EE roles, although they get filled with candidates matching the EE criteria.

DIVERSITY & INCLUSION

EMPLOYMENT EQUITY JOB TRENDS IN SOUTH AFRICA

Aside from growing trends in EE roles, the following sectors are the Top 3 sectors in terms of EE jobs:



It is encouraging to see the growth and upward trend within these sectors in terms of Employment Equity opportunities.

A diverse workforce and inclusive company culture drives innovation by bringing together different perspectives, leading to more creative solutions and improved products. This variety of backgrounds helps companies better understand and serve a wider customer base, making them more competitive.

Additionally, diversity enhances employee satisfaction and retention. When employees feel represented and valued, they are more engaged and motivated, resulting in higher productivity and better decision-making. Overall, a diverse workforce is a strategic asset that boosts both performance and long-term success.

DID YOU KNOW?

NEW EMPLOYMENT EQUITY DEVELOPMENTS

In February 2024, the South African Department of Employment and Labour (DEL) released draft regulations to the Employment Equity (EE) Act 55 of 1998 (EEA) that could significantly change employment equity in the country.

The regulations include new criteria for setting and implementing EE goals, and revised numerical targets for 18 sectors.

These changes could have a big impact on businesses across many sectors, and some recommend that businesses don't change their employment policies until the regulations are finalised.

HERE ARE SOME OF THE CHANGES THAT THE DRAFT REGULATIONS* PROPOSE:

SECTOR TARGETS

The government will set numerical targets for each sector, instead of leaving it to employers. The targets will be based on "Designated Groups" such as "Designated Groups Male", "Designated Groups

Female", and "Designated Groups Total", instead of "Black". There will no longer be targets for African, Coloured, or Indian males or females.

COMPLIANCE CERTIFICATES

To receive an employment equity compliance certificate from the government, employers will need to show that they meet the sector targets and haven't received any complaints of unfair discrimination.

ANNUAL REPORTS

Employers will need to submit annual reports, regardless of how many employees they have.

NATIONAL VS PROVINCIAL EAP

Businesses that operate nationally will use the National EAP, while businesses that operate within a specific province will use the Provincial EAP. Employers with operations in multiple provinces can choose the EAP of the province with the most employees.

**[SOURCE: South African Department of Employment and Labour]*

Disclaimer: The analysis is based on the growth of vacancies which are flagged as EE jobs. It needs to be considered that there are vacancies that are not flagged as EE roles, although they get filled with candidates matching the EE criteria.

REGIONAL JOB TRENDS

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

NORTH WEST

Top in demand professionals:

- Business & Management
- Finance
- Manufacturing & Assembly
- Sales

The North West saw a **+49%** increase in Business & Management jobs over the last 3 months (May, June, July 2024) compared to the previous 3 months (February, March, April 2024).

REMOTE WORK

Top in demand professionals:

- Top in-demand professionals:
- Business & Management
- IT
- Finance

Year-on-year, hiring activity for remote staff has slowed down.

However, there has been a **+16%** uptake in recruitment for IT professionals over the last 3 months (May, June, July 2024) compared to the previous 3 months (February, March, April 2024).

INTERNATIONAL

Top in demand professionals:

- Business & Management
- Finance
- IT

Year-on-year, there have been significant increases in international recruitment for IT professionals (**+49%**) as well as Finance (**+30%**) and Business & Management (**+19%**) 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

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 (Pty) Ltd. 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.