

Pnet. JOB MARKET TRENDS REPORT NOV 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 Marketing

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

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- 2021–2024 Salary Trends Uncovered: Who's Winning and Losing?

This month's special feature: Pnet explores salary offer trends to uncover which professionals have seen significant pay increases and which roles have experienced a decline, shedding light on the evolving dynamics of South Africa's job market.

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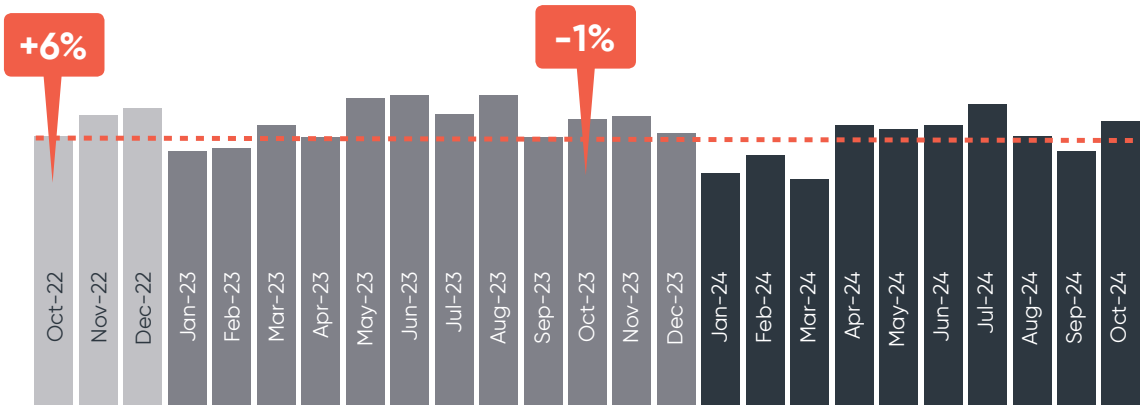
- Regional Job Trends

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)



Month-on-month local hiring activity was up **+12%** from September to October 2024.

Year-on-year, hiring activity remains down, with a decrease of **-1%**, compared to October 2023.

The trend for the two-year comparison is more positive, revealing that recruitment activity has increased by **+6%** compared to October 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.



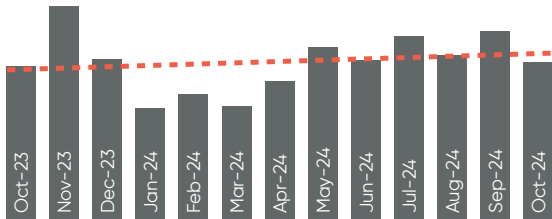
TRENDING JOB SECTORS

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.

Medical & Health



- Hiring activity for Medical & Health professionals is volatile, however since May 2024, this sector has seen elevated hiring activity.
- Year-on-year, hiring activity for the Medical & Health sector has increased by **+3%**.



Find **Medical & Health** jobs

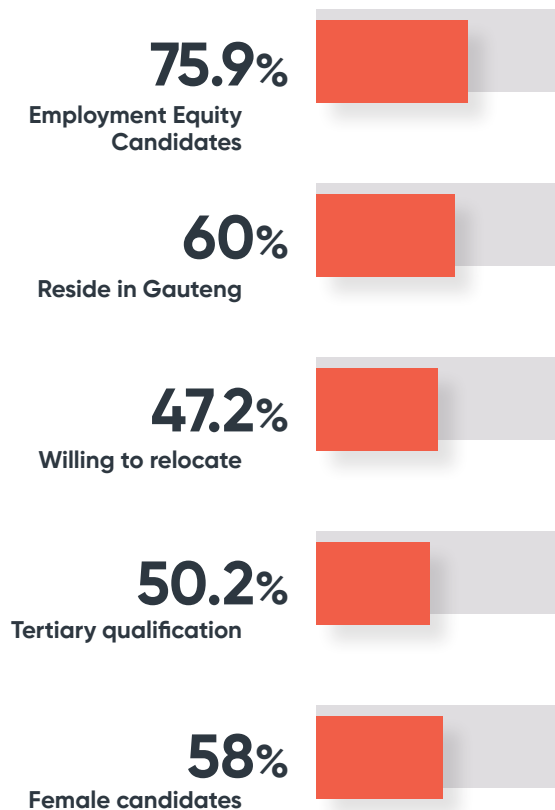
SNAPSHOT OF THE MARKETING SECTOR



AVERAGE STAY BY CANDIDATES IN THEIR JOBS

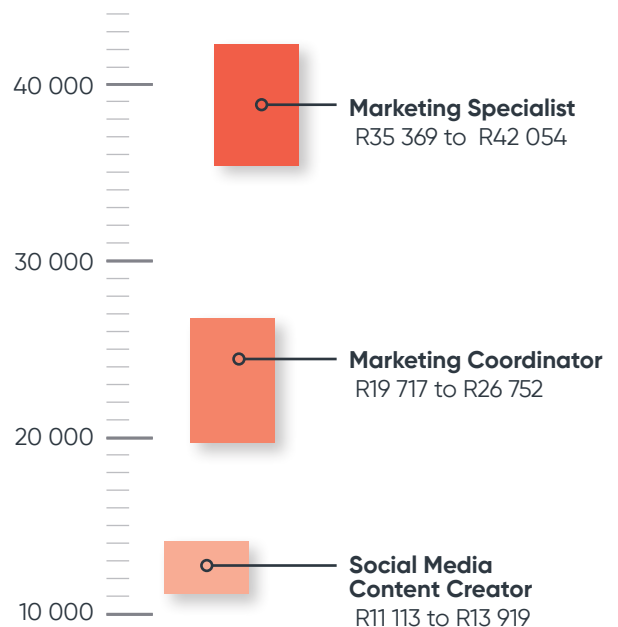
2 YEARS AND
8 MONTHS

CANDIDATE TRENDS FOR THE MARKETING SECTOR



WHAT'S BEEN OFFERED?

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



**FIND JOBS
in Marketing**

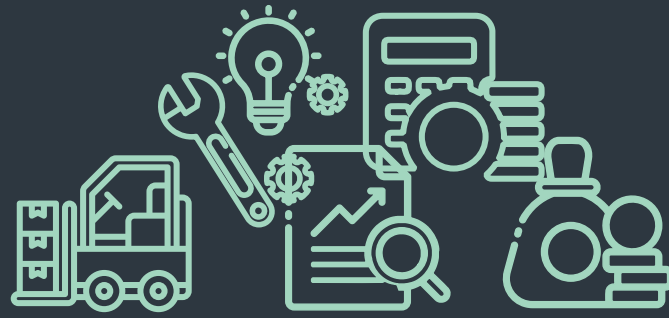


2021–2024 SALARY TRENDS UNCOVERED

WHO'S WINNING AND LOSING?

Salary offers fluctuate based on demand for labour and supply of labour. Naturally, skills and professions that are high in demand with a limited supply pool tend to receive higher salaries compared to professions with an oversupply of talent and little demand.

2021–2024 SALARY TRENDS UNCOVERED WHO'S WINNING AND LOSING?



Pnet has examined salary offers over the past three years with the objective of understanding:

WHO ARE THE BIGGEST WINNERS AND LOSERS IN TERMS OF SALARY OFFERS OVER THE LAST THREE YEARS?

In other words:

- Which professionals are being offered higher salaries than they were 3 years ago?
- Which professionals are being offered much lower salaries than they were 3 years ago?

To allow for a fair comparison of salaries over time, all analysed professions were based **on advertised vacancies for intermediate-level job roles based in Gauteng**. Vacancies for junior or senior level roles were excluded from the sample, as well as roles outside of Gauteng.

The Biggest Winner

SALARY OFFERS FOR LOGISTICS MANAGEMENT PROFESSIONALS INCREASED BY UP TO **+48%**.

Demand for Warehousing & Logistics professionals has been on an increase: Year-on-year, demand for these professionals has increased by **+5%**. Over the 3-year period (2021–2024), demand for Warehousing & Logistics professionals has increased by **+16%**.

Focusing on demand for Logistics Management professionals specifically, demand has increased by **+22%** over the last 3 years.

Looking at 2021, professionals in logistics management were offered between **R29 000 and R47 000 CTC** on average per month. Today (2024), logistics managers can expect to be offered between **R43 000 and R56 000 CTC** on average per month.

Looking at this trend, it becomes clear that companies are willing to offer up to 48% higher salaries (compared to 3 years ago) to attract skilled and qualified Logistics Managers.

2021–2024 SALARY TRENDS UNCOVERED WHO'S WINNING AND LOSING?

The Top 5 Winners

* Intermediate-level job roles based in Gauteng



LOGISTICS MANAGEMENT*

CTC per month

Year Salary offers range

2021

From R29 400 to R46 333

2024

From R43 642 to R55 670

INCREASE
by up to

+48%



ELECTRICAL ENGINEERING*

CTC per month

Year Salary offers range

2021

From R33 910.26 to R41 884.62

2024

From R49 215.84 to R60 870.30

INCREASE
by up to

+45%



RISK ASSESSMENT*

CTC per month

Year Salary offers range

2021

From R50 000 to R70 000

2024

R70 000 to R100 000

INCREASE
by up to

+43%



COST & MANAGEMENT ACCOUNTING*

CTC per month

Year Salary offers range

2021

From R33 412 to R38 399

2024

R42 737 to R52 766

INCREASE
by up to

+37%



CREDIT MANAGEMENT*

CTC per month

Year Salary offers range

2021

From R19 301 to R26 453

2024

From R25 979 to R34 352

INCREASE
by up to

+35%

2021–2024 SALARY TRENDS UNCOVERED WHO'S WINNING AND LOSING?



The Biggest Loser

SALARY OFFERS FOR IT PROJECT MANAGERS DECREASED BY UP TO **-30%**.

Demand for IT professionals has declined significantly over the last 3 years.

Year-on-year, this sector has seen a decline of **-21%**, and over the past three years recruitment activity in this sector has decreased by **-40%**.

The decrease in local demand for IT professionals has been fuelled by the global trend of tech layoffs. Retrenchments and job cuts by global giants in the IT sector were first announced at the end of 2022. Companies like **Google, Amazon** and Meta (Facebook) reduced their Tech staff counts significantly back then. This trend has continued and is **still very prevalent in 2024**. Google and Amazon are still on the list when it comes to tech layoffs, but other companies like Tesla, Tik Tok, Microsoft and other companies are also decreasing their Tech staff size in 2024.

Focusing on demand for IT Project Managers, demand decreased by **-30%** over the last 3 years. As a result, salary offers decreased from about **R54 000 to R80 000** (CTC) per month on average in 2021 to **R44 000 to R56 000** (CTC) per month on average in 2024.

With the decline in demand for IT Project Managers, average salary offers dropped as companies need to be less competitive when looking for these professionals.

2021–2024 SALARY TRENDS UNCOVERED WHO'S WINNING AND LOSING?

The Top 5 Losers

* Intermediate-level job roles based in Gauteng



IT PROJECT MANAGER*

CTC per month

Year Salary offers range

2021

From R53 622.97 to R80 225.57

2024

From R43 902.23 to R55 955.13

DECREASE
by up to

-30%



SOFTWARE DEVELOPER*

CTC per month

Year Salary offers range

2021

From R44 091 to R58 730

2024

From R39 302 to R49 093

DECREASE
by up to

-16%



HR OFFICER*

CTC per month

Year Salary offers range

2021

From R23 997 to R28 462

2024

From R20 735 to R25 643

DECREASE
by up to

-14%



BUSINESS ANALYSIS*

CTC per month

Year Salary offers range

2021

From R47 069 to R57 547

2024

From R40 769 to R51 925

DECREASE
by up to

-13%



PERSONAL ASSISTANT*

CTC per month

Year Salary offers range

2021

From R29 394 to R35 703

2024

From R25 782 to R31 473

DECREASE
by up to

-12%

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

Over the last 3 months, recruitment activity increased by **+21%** for Building & Construction professionals. Year-on-year, Western Cape hiring activity rose by **+77%** in the Building & Construction sector.

NORTHERN CAPE

Top in-demand professionals:

- Business & Management
- Architecture & Engineering
- Finance
- Admin, Office & Support

The Northern Cape has seen a **+97%** increase in hiring activity for Business & Management professionals over the last 3 months (August, September, October 2024) compared to the previous 3 months (May, June, July 2024).

Year-on-year, there has been a **+57%** increases in recruitment for Business & Management professional in this province.

NORTH WEST

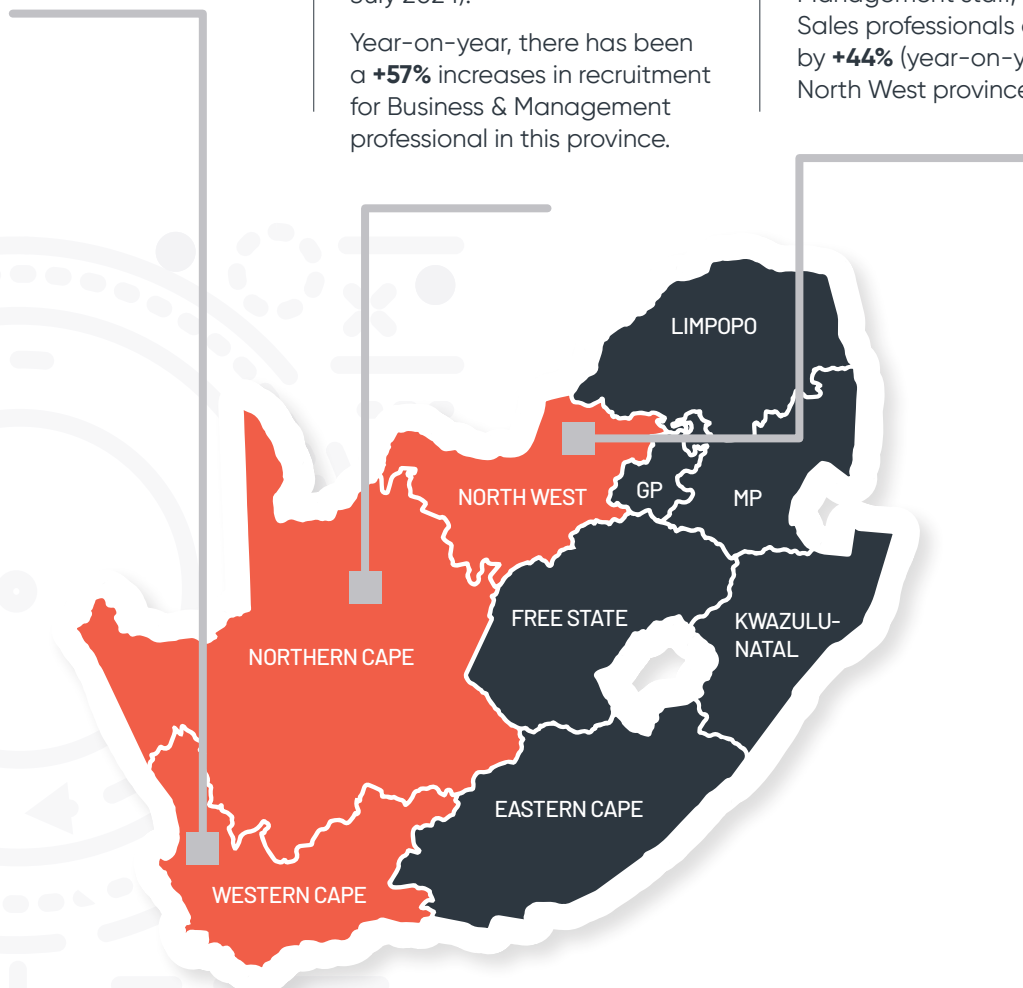
Top in-demand professionals:

- Business & Management
- Finance

Recruitment for Business & Management professionals has also increased in the North West province over the last year.

Year-on-year, there has been **+17%** growth in recruitment for Business & Management staff.

Aside from hiring for Business & Management staff, recruitment for Sales professionals also increased by **+44%** (year-on-year) in the North West province.





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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