

Pnet. JOB MARKET TRENDS

REPORT OCT 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
Business & Management

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

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- South African Salary Evolution:
A 6-year perspective on
Job Market offers

In this month's special feature, Pnet shares a 6-year review of salary offers for specific job roles in South Africa.

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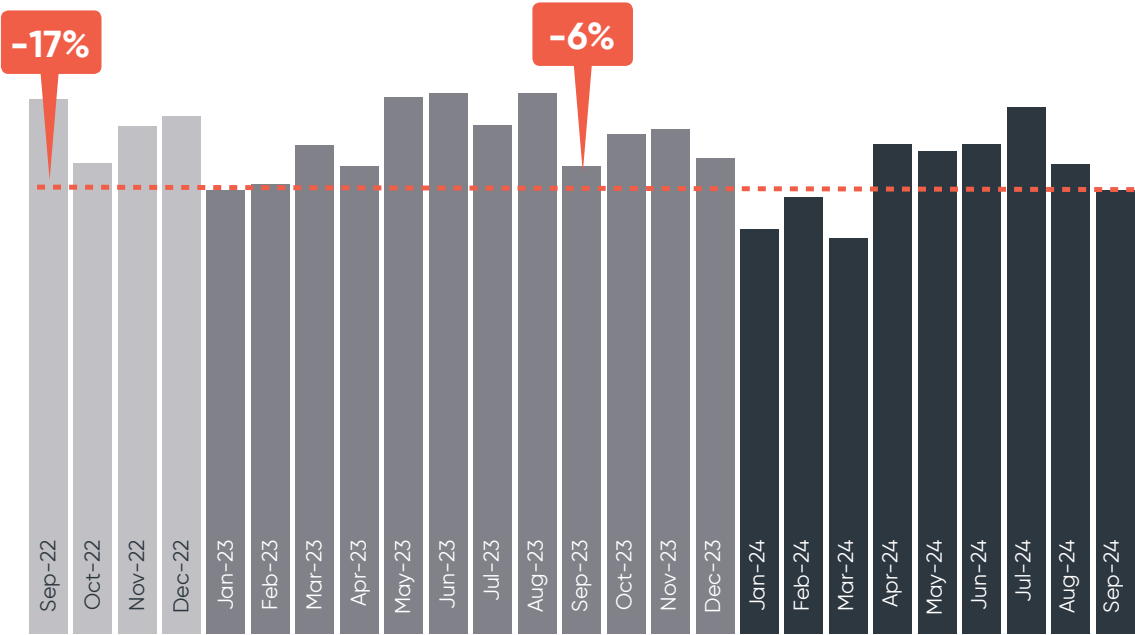
- Regional Job Trends

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)



Slowing recruitment activity continued in September. Month-on-month local hiring activity was down by **-5%** from August to September 2024.

Year-on-year, hiring activity decreased by **-6%**, compared to September 2023.

The trend for the two-year comparison reveals that recruitment activity has decreased by **-17%** compared to September 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.

- 1

Civil / Structural Engineering
Architecture & Engineering
- 2

Infrastructure / Operations Consulting
Business & Management
- 3

Personal Assistant
Admin, Office & Support
- 4

Nursing / Professional Caregiving
Medical & Health
- 5

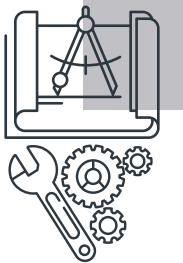
Logistics Management
Warehousing & Logistics



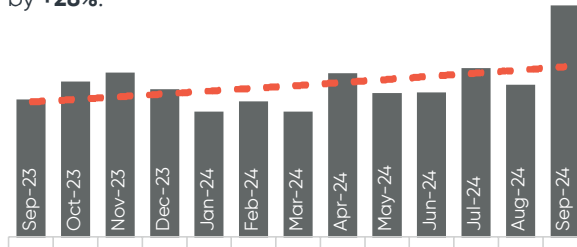
TRENDING JOB SECTORS

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



- From August to September 2024 there was a significant uptake in hiring activity for Architecture & Engineering professionals (+52%).
- Year-on-year, hiring activity in this sector has increased by +28%.

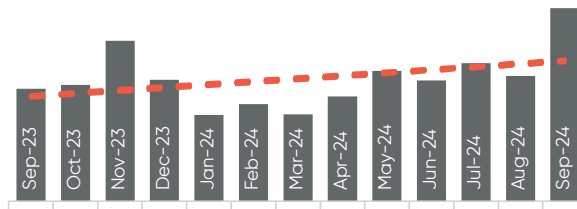


[Find Architecture & Engineering jobs](#)

Medical & Health

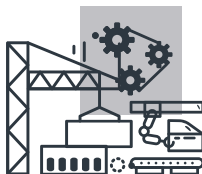


- Hiring activity for Medical & Health professionals has been slowly increasing over the last three months.
- September showed high recruitment activity for professionals in this sector (+54% month-on-month).
- Year-on-year, hiring activity in this sector has increased by +26%.

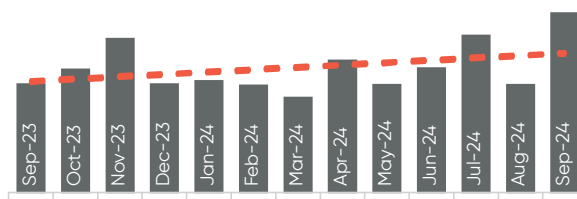


[Find Medical & Health jobs](#)

Manufacturing & Assembly

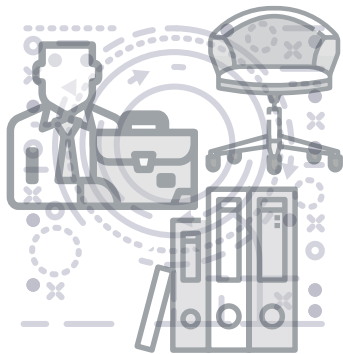


- From August to September 2024 there was a substantial increase in demand for Manufacturing & Assembly staff (+66%).
- Year-on-year, hiring activity in this sector has increased by +25%.



[Find Manufacturing & Assembly jobs](#)

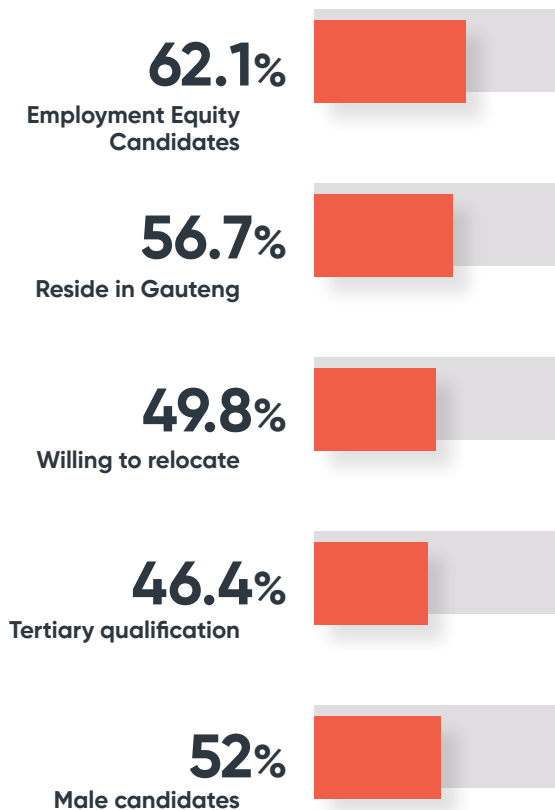
SNAPSHOT OF THE BUSINESS & MANAGEMENT SECTOR



AVERAGE STAY BY CANDIDATES
IN THEIR JOBS

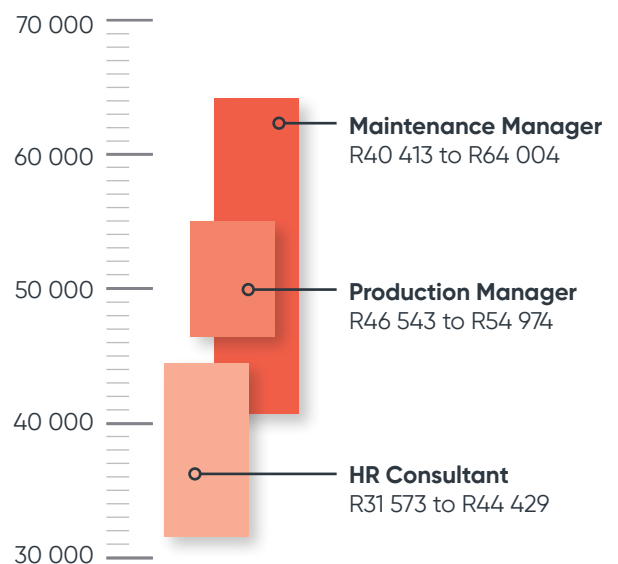
3 YEARS AND
10 MONTHS

CANDIDATE TRENDS FOR THE BUSINESS & MANAGEMENT SECTOR



WHAT'S BEEN OFFERED?

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



FIND JOBS
in Business & Management



SOUTH AFRICAN SALARY EVOLUTION

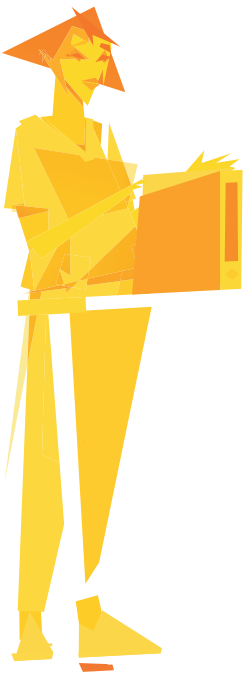
A 6-YEAR PERSPECTIVE ON JOB MARKET OFFERS

For most candidates in the Job Market, the salary offer is a major consideration when exploring new opportunities. We would all like to go home with a satisfying pay check at the end of each month or week that we work.

But what determines salaries and salary ranges?

Salaries usually depend on skill levels for specific hard and soft skills as well as years of experience in a particular role or job sector.

Another crucial factor impacting salaries is supply and demand. Skills and professions in high demand, with a limited supply pool of talent, tend to receive higher pay checks compared to professions with an oversupply of talent.



With the changing demand for professionals and supply of skills, salaries fluctuate over time.

It's normal that demand for talent in certain roles will change over time. For example, many years ago **switchboard operators** used to connect phone lines. With advances in technology, those skills are no longer required. As a result, the demand for switchboard operators has declined significantly.

On the other hand, an example of a role that has increased in demand due to technology is **data scientist**. As businesses rely more on data analysis for decision-making, data scientists have become essential for interpreting big data and guiding strategy.

To this end, Pnet investigated salary trends and changes across various job sectors over the last six years based on specific job roles.

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.

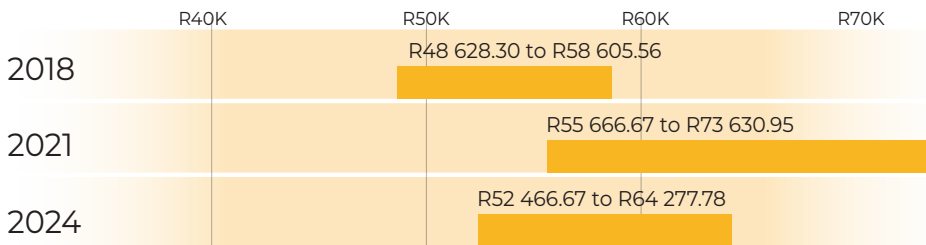


SOUTH AFRICAN SALARY EVOLUTION A 6-YEAR PERSPECTIVE ON JOB MARKET OFFERS



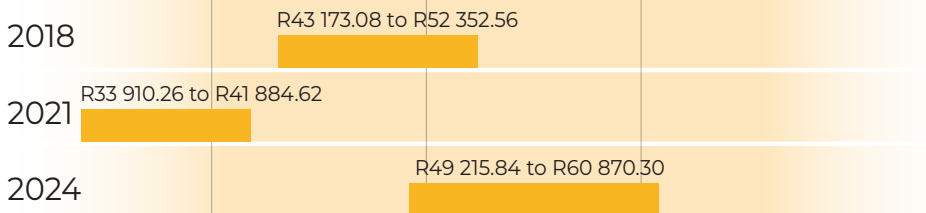
ENGINEERING

Civil Engineer*



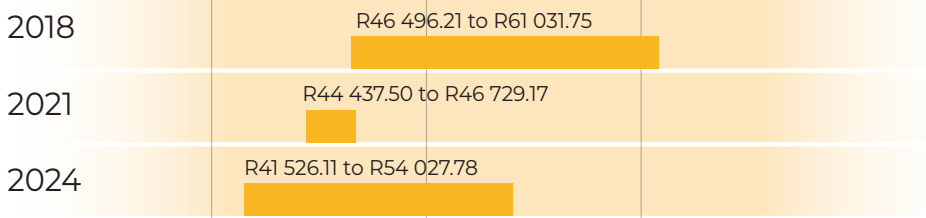
Salary offers for Civil Engineers increased significantly from 2018 to 2021 but have subsequently declined. Over the last six years (2018 to 2024), there has been an **8% to 10%** increase in salary offers for Civil Engineers.

Electrical Engineer*



Salary offers for Electrical Engineers decreased from 2018 to 2021. This may be partly attributed to the COVID-19 pandemic and various lockdowns limiting economic growth at the time. Over the last 6 years, however, salary offers for Electrical Engineers have increased by **14% to 16%** on average.

Structural Engineer*



Similar to Electrical Engineers, salary offers for Structural Engineers decreased significantly from 2018 to 2021. However, since 2021, salary offers have grown again. Over the last 6 years, salary offers for Structural Engineers have decreased by **-11%**.

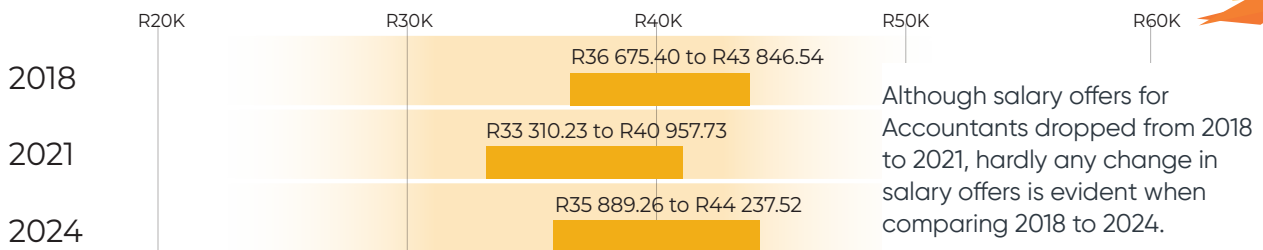
*Intermediate level job roles based in Gauteng

SOUTH AFRICAN SALARY EVOLUTION A 6-YEAR PERSPECTIVE ON JOB MARKET OFFERS

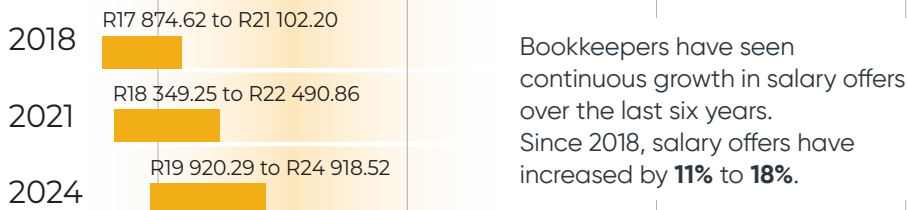


FINANCE

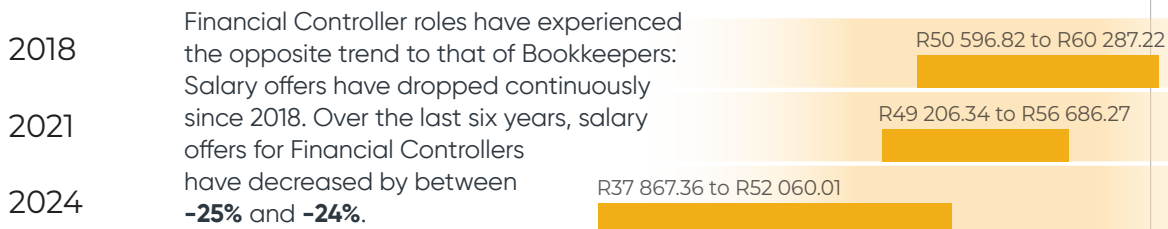
Accountant*



Bookkeeper*



Financial Controller*



*Intermediate level job roles based in Gauteng

Overall, there is no general Finance salary trend evident over the last six years.

SOUTH AFRICAN SALARY EVOLUTION A 6-YEAR PERSPECTIVE ON JOB MARKET OFFERS

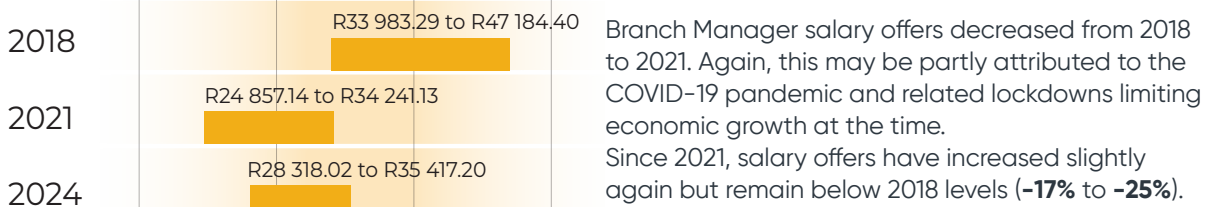
BUSINESS & MANAGEMENT



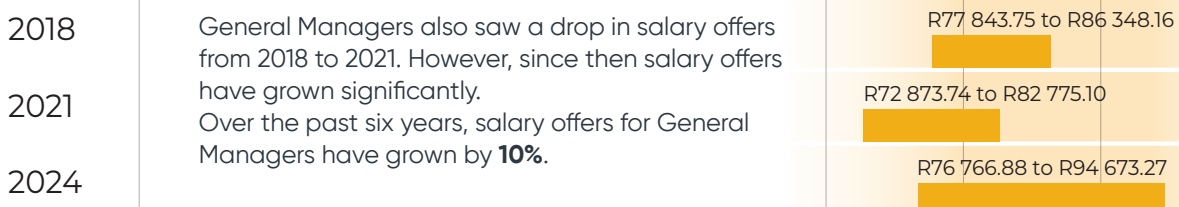
Office Manager*



Branch Manager*



General Manager*



*Intermediate level job roles based in Gauteng

Overall, there is no general salary trend evident for Business & Management roles over the last six years.

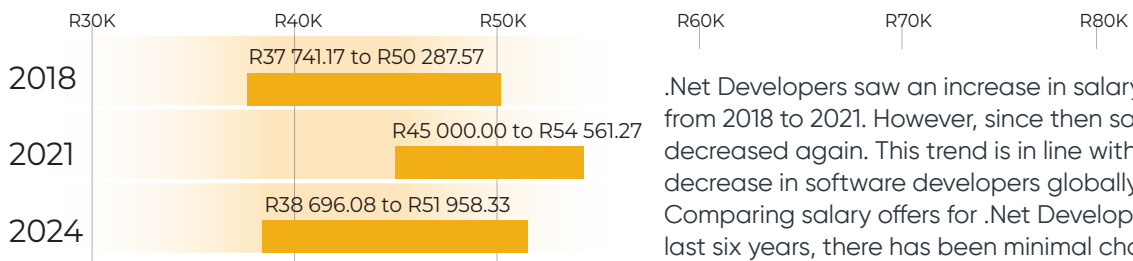
SOUTH AFRICAN SALARY EVOLUTION

A 6-YEAR PERSPECTIVE ON JOB MARKET OFFERS

INFORMATION TECHNOLOGY

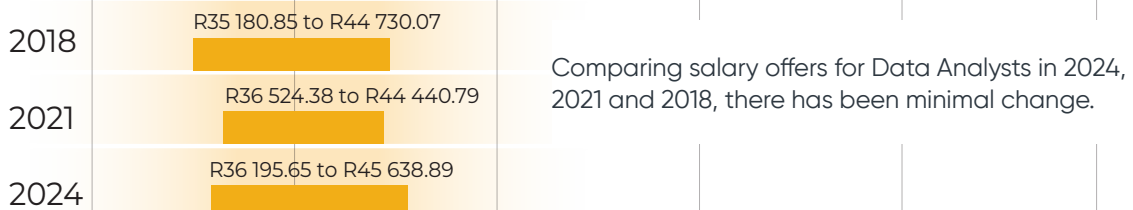


.Net Developer*



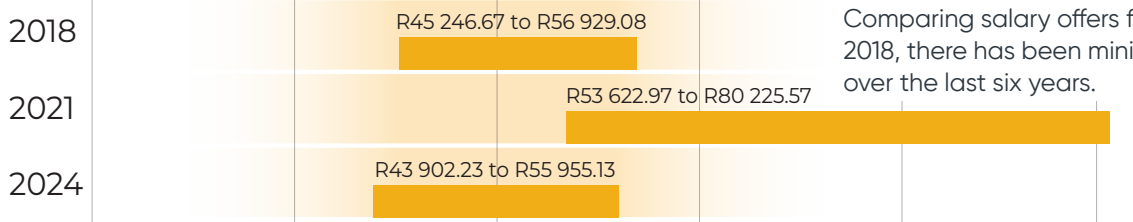
.Net Developers saw an increase in salary offers from 2018 to 2021. However, since then salary offers decreased again. This trend is in line with an overall decrease in software developers globally. Comparing salary offers for .Net Developers over the last six years, there has been minimal change.

Data Analyst*



Comparing salary offers for Data Analysts in 2024, 2021 and 2018, there has been minimal change.

IT Project Manager*



Similar to .Net Developers, IT Project Managers saw an increase in salary offers from 2018 to 2021. Since then salary offers for this role decreased again. Comparing salary offers for 2024 and 2018, there has been minimal change over the last six years.

*Intermediate level job roles based in Gauteng

Overall, there has been little change in terms of salary offers for IT roles over the last six years. This indicates a static trend over time.

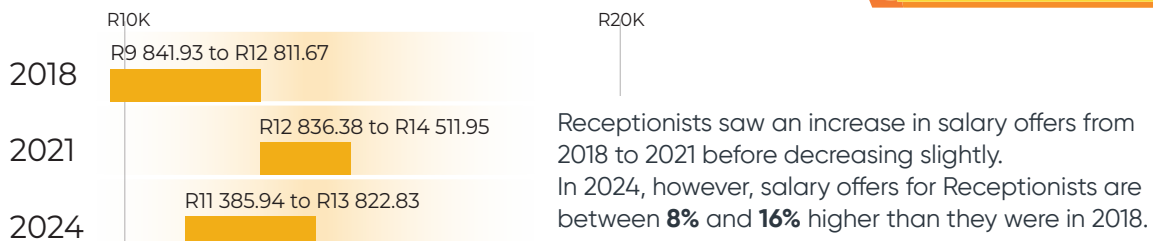
SOUTH AFRICAN SALARY EVOLUTION

A 6-YEAR PERSPECTIVE ON JOB MARKET OFFERS

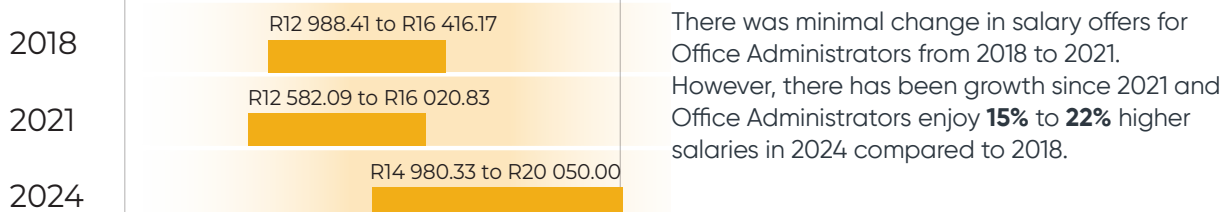


ADMIN, OFFICE & SUPPORT

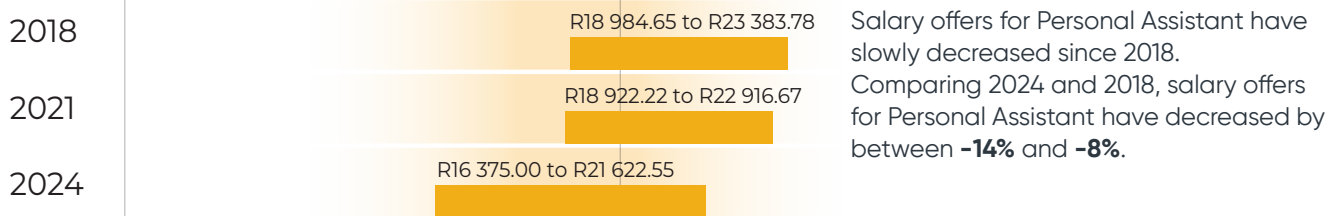
Receptionist*



Office Administrator*



Personal Assistant*



*Intermediate level job roles based in Gauteng

Overall, there is no general salary trend evident for Admin, Office & Support roles over the last six years.

When looking at various job sectors and specific professional groups, it becomes clear that there is no overall pattern or trend in the growth of salary offers. Aside from IT roles, each job sector reviewed shows fluctuating trends in salary growth.

REGIONAL JOB TRENDS

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

INTERNATIONAL

Top in-demand professionals:

- Business & Management
- Finance
- IT
- Sales

International recruitment for Business & Management professionals has increased significantly.

Year-on-year, there has been **+28%** growth in international recruitment for Business & Management staff.

Aside from international hiring for Business & Management staff, international recruitment for Finance professionals has also increased significantly over the last year (**+38%**).

MPUMALANGA

Top in-demand professionals:

- Sales
- Business & Management
- Manufacturing & Assembly

Mpumalanga is seeing a growing demand for Sales professionals, with an uptake in hiring activity for sales roles of **+33%** over the last 3 months (July, August, September 2024) compared to the previous 3 months (April, May, June 2024).

Year-on-year, demand for Sales professionals grew by **+3%** in Mpumalanga.

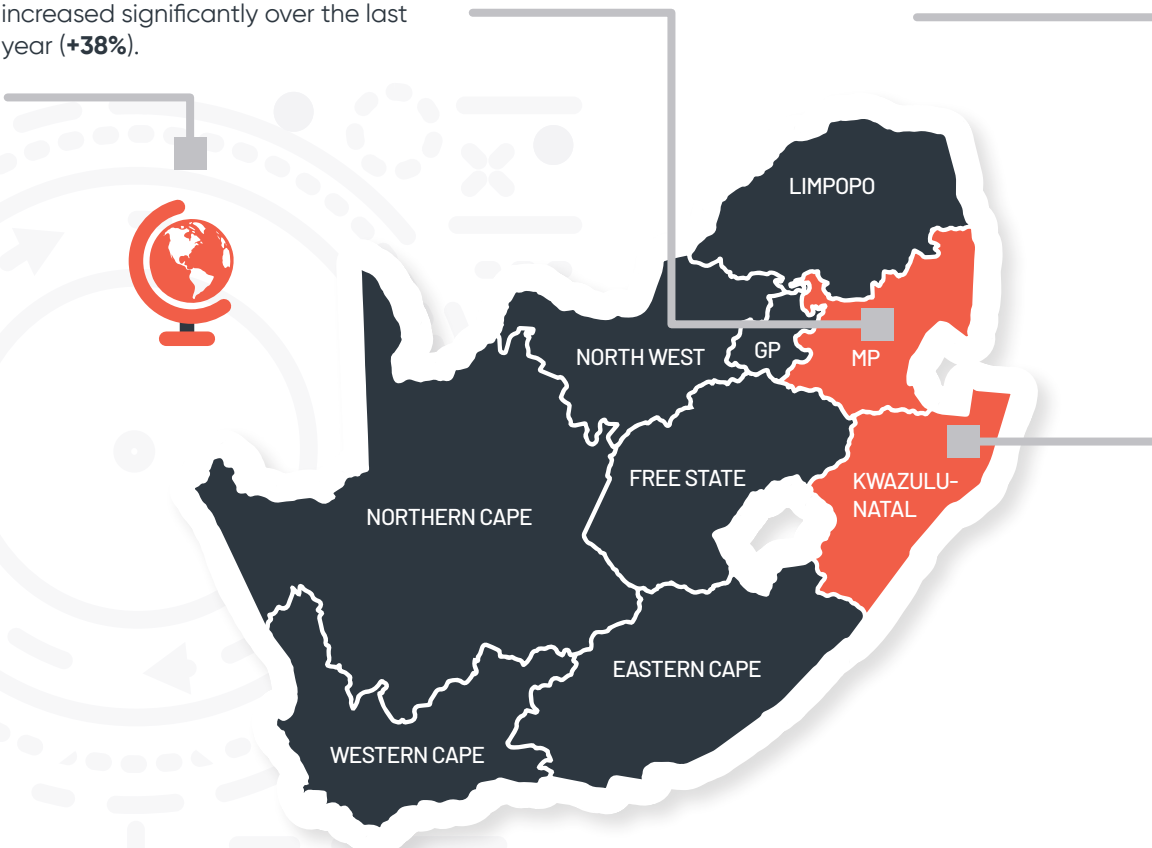
KWAZULU-NATAL

Top in-demand professionals:

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

KwaZulu-Natal has seen a **+15%** increase in hiring activity for Business & Management professionals over the last 3 months (July, August, September 2024) compared to the previous 3 months (April, May, June 2024).

Year-on-year, there has been a **+25%** increase in recruitment for Business & Management professionals in this 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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