

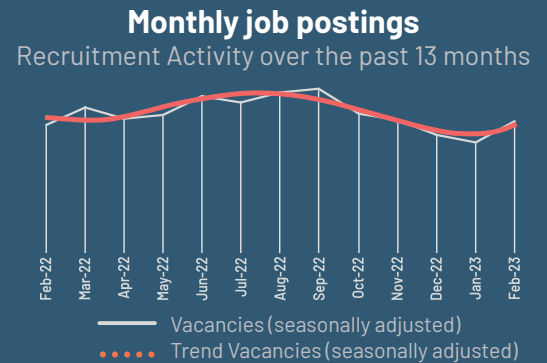


The CareerJunction Employment Insights Report provides an analysis of the supply and demand trends in the online job market, to represent online labour dynamics in South Africa.

The analysis and findings serve as a foundation for potential HR solutions & strategies, enabling businesses and recruitment agencies to focus on relevant occupations when developing their talent attraction and retention strategies.

EMPLOYMENT TRENDS

Hiring activity increased by 2% from February 2022 to February 2023 (year-on-year). Over the past month, recruitment activity has increased by 8%. This increase has been driven by growth in demand for Business & Management, Information Technology, Finance as well as Admin, Office & Support staff during the month of February 2023. However, since the increases in hiring activity across these four sectors is very recent, this trend is not reflected in the three-month analysis below.



Recruiters, list your jobs here ➤

▲ Growing hiring activity in the past three months

The Building & Construction and Warehousing & Logistics sectors have seen the most growth in hiring activity.

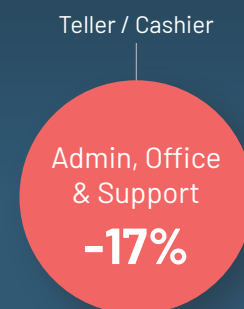
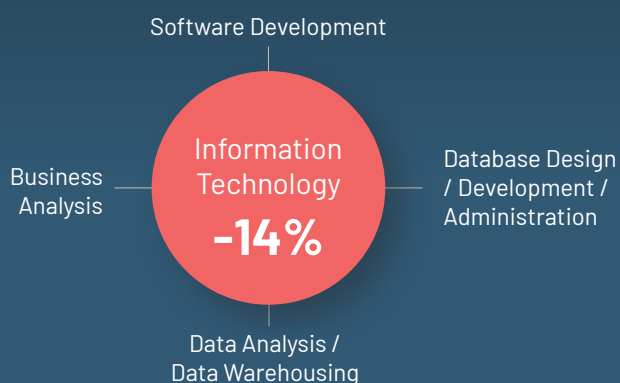


Dispatch & Receiving



▼ Declining hiring activity in the past three months

The Information Technology and Admin, Office & Support sectors have seen the biggest decline in hiring activity.



During the last three months, hiring activity grew/declined by the percentage shown in the coloured circles. Particularly, roles in the sub-sectors shown surrounding the centre circle have been advertised more/less frequently.

What is the current gender gap in South Africa?



In a statement prior to International Women's Day on 8 March 2023, President Cyril Ramaphosa highlighted the fact that the gap between the economic position of men and women in South Africa is still huge. He added, "Around half of all women in South Africa are unemployed, including those who have given up looking for work."

Pain points of gender inequality in the workplace are the privileges and increased opportunities men receive compared to women. Around the world, men continue to enjoy [statistically] better opportunities to take up employment, to climb the career ladder, to take on leadership roles, and – ultimately – to receive a bigger pay check. CareerJunction's latest research shows that in the South African job market gender gaps prevail across many job roles, including leadership roles. Findings further indicate that gender inequalities dominate within roles at the top of the wage distribution.

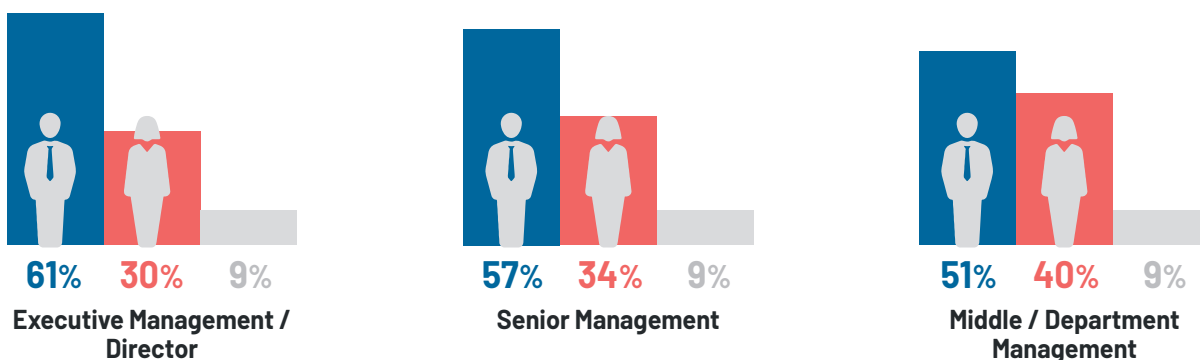
Managerial jobs

Across all sectors, men account for over half of all middle / department and senior managerial roles and yet women make up less than one third.

In terms of executive management / director roles, the gap is even wider, with men accounting for **61%** of these jobs and women only accounting for only **30%**.

These findings clearly show that the gender gap widens with increased seniority and bigger pay checks.

■ Male
■ Female
■ Not provided

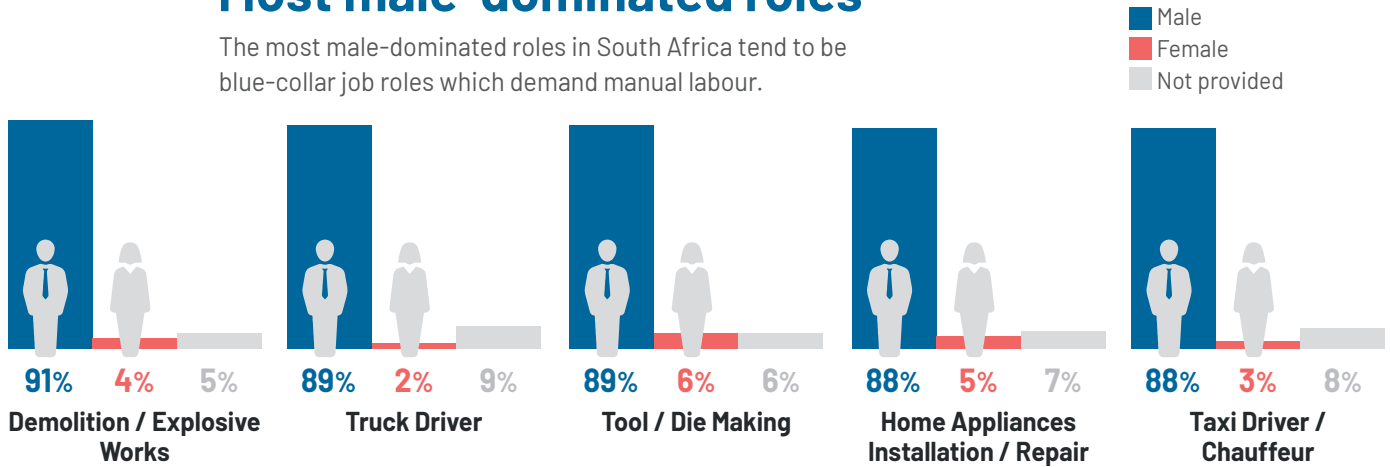


What is the current gender gap in South Africa?



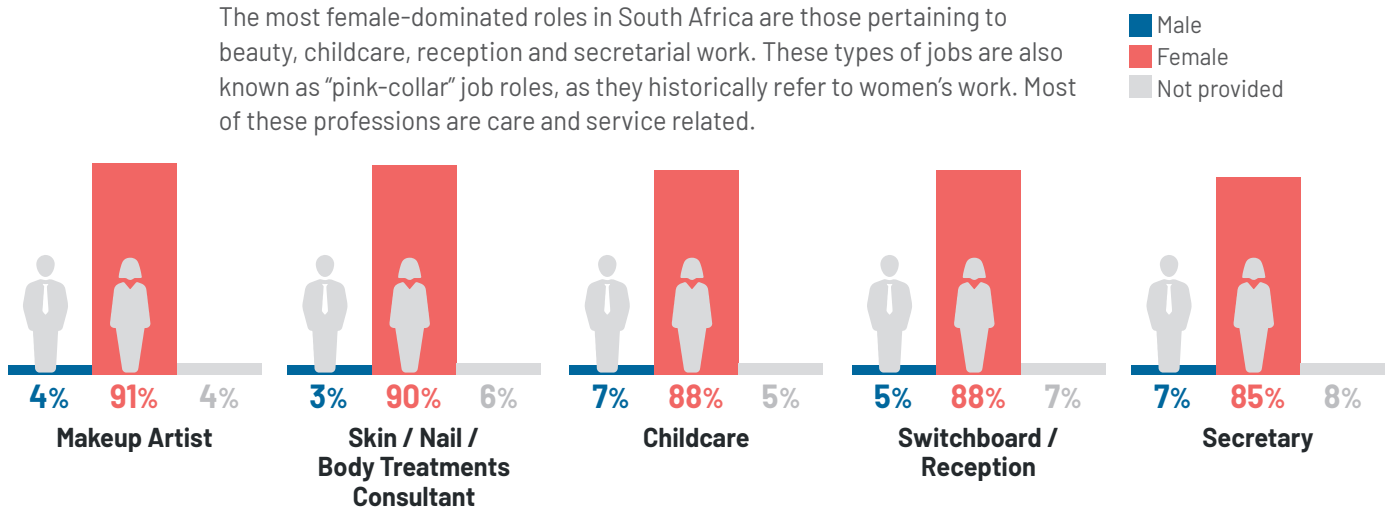
Most male-dominated roles

The most male-dominated roles in South Africa tend to be blue-collar job roles which demand manual labour.



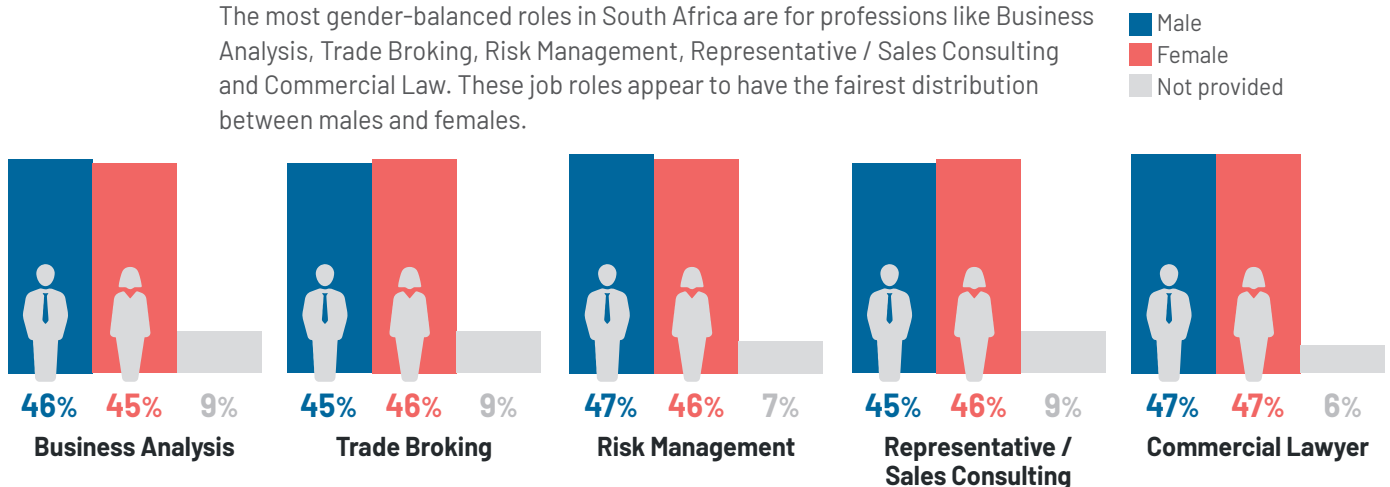
Most female-dominated roles

The most female-dominated roles in South Africa are those pertaining to beauty, childcare, reception and secretarial work. These types of jobs are also known as "pink-collar" job roles, as they historically refer to women's work. Most of these professions are care and service related.



Most gender-balanced roles

The most gender-balanced roles in South Africa are for professions like Business Analysis, Trade Broking, Risk Management, Representative / Sales Consulting and Commercial Law. These job roles appear to have the fairest distribution between males and females.



What is the current gender gap in South Africa?



When looking at the recent past, is the gender gap improving or getting wider?

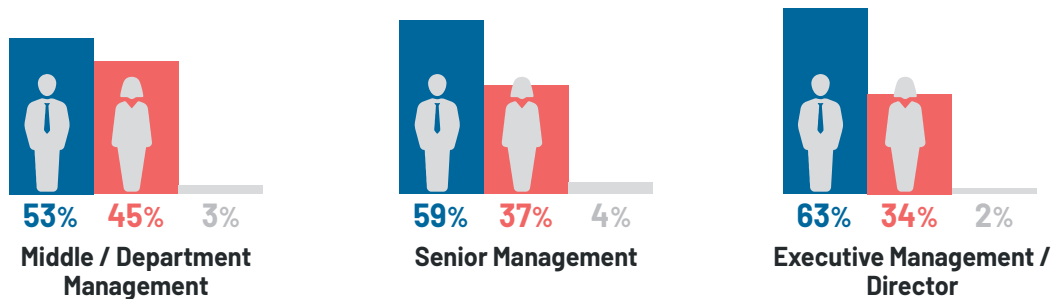
To answer this question, CareerJunction conducted the same analysis, but only considered employees who started their roles in the last five years:

Gender-related hiring activity over the last five years

Managerial jobs (last 5 years)

Looking at the past five years, there has been no improvement in closing the gender gap when looking at managerial job roles.

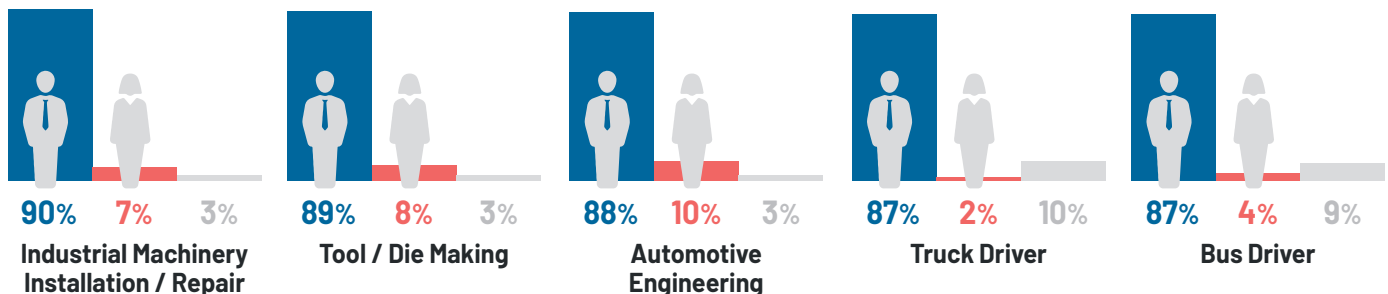
■ Male
■ Female
■ Not provided



Most male-dominated roles (last 5 years)

The gender gap has improved slightly for historically male-dominated roles over the last five years, however a huge disparity of gender still exists.

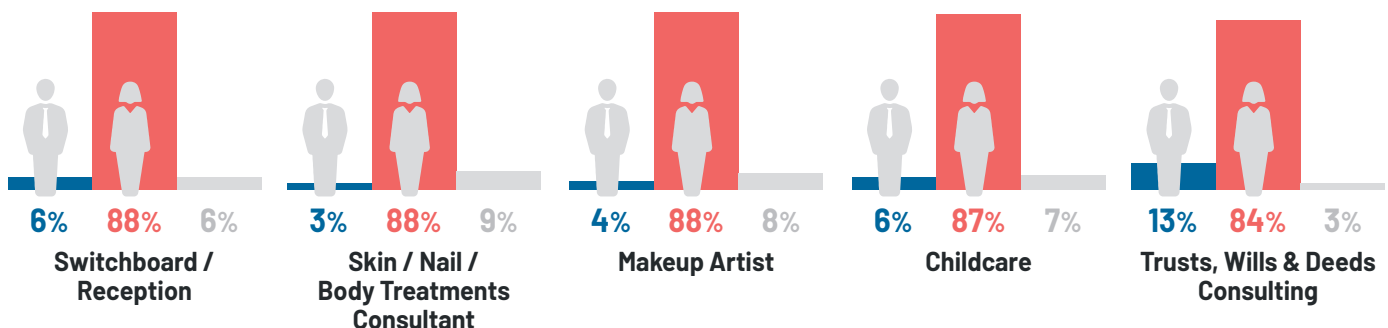
■ Male
■ Female
■ Not provided



Most female dominated roles (last 5 years)

Care and service-related roles pertaining to beauty, childcare, reception and secretarial work have remained predominantly female roles over the last five years.

■ Male
■ Female
■ Not provided



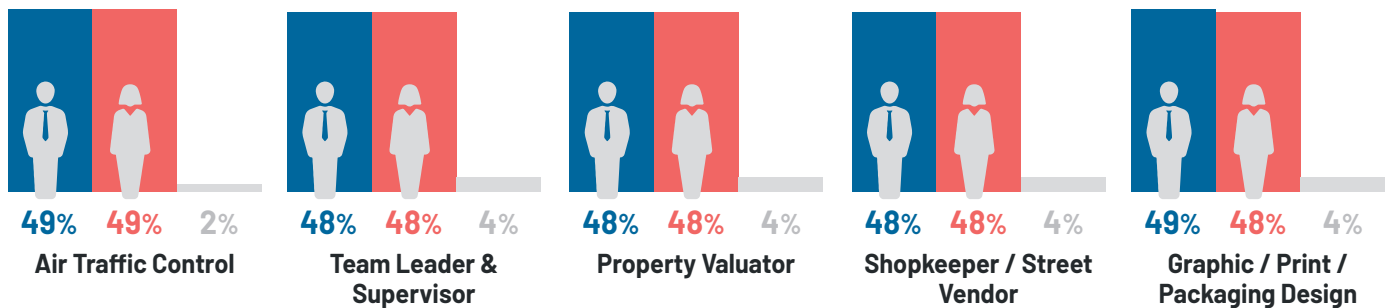
What is the current gender gap in South Africa?



Most gender balanced roles (last 5 years)

Over the past five years, the roles that have reflected the highest level of gender equality are: Air Traffic Control, Team Leader & Supervisor, Property Valuator, Shopkeeper / Street Vendor and Graphic / Print / Packaging design.

■ Male
■ Female
■ Not provided



Exploring the gender pay gap across different job sectors

In his recent statement, President Ramaphosa also highlighted the fact that “across the economy, women are paid on average less than their male counterparts doing similar work”.

To this end, CareerJunction conducted some research into pay gaps, analysing salaries of employees in finance manager roles, software developer roles, accountant roles, operation manager roles and sales consultants and administrator roles.

To ensure consistency within the data in order to draw a comparison, CareerJunction looked at pay gaps within the context of men and women:

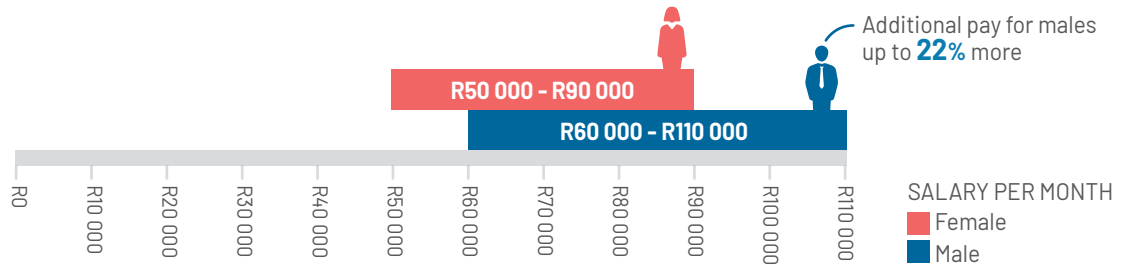
- in the same job roles
- with the same amount of work experience
- within the same industries
- working in the same location (Gauteng).

What is the current gender gap in South Africa?



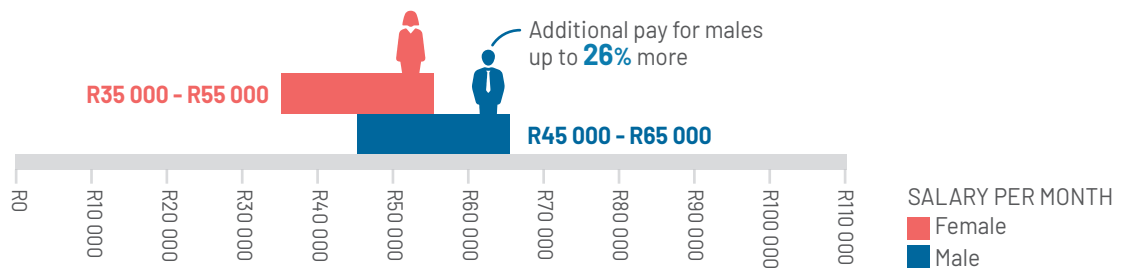
Finance Manager roles,

Gauteng, Manufacturing Industry, 10+ years' work experience



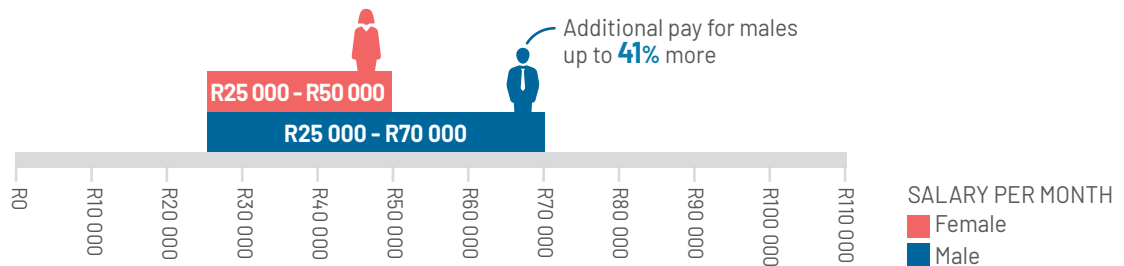
Software Developer roles,

Gauteng, IT Industry, 10+ years' work experience



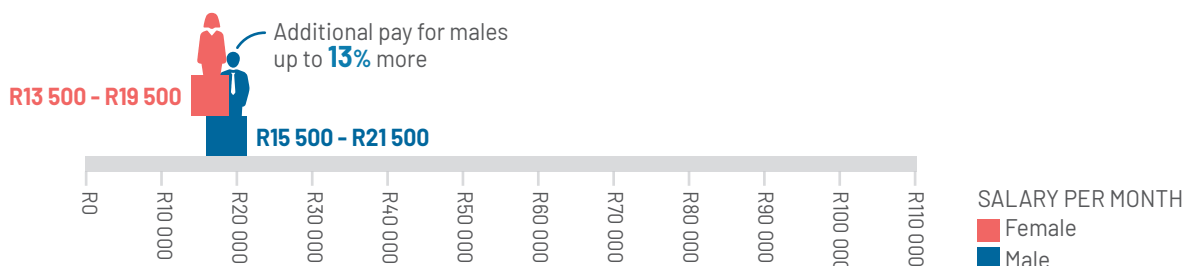
Accountant roles,

Gauteng, Finance Industry, 10+ years' experience



Sales Consultant roles,

Gauteng, FMCG, Retail & Wholesale Industry, 10 years' work experience



What is the current gender gap in South Africa?



Within the Manufacturing Industry, males with over 10 years' experience working as financial managers are earning up to 22% more per month than their female counterparts.

Within the IT Industry, males with over 10 years' experience working as software developers are earning up to 26% more per month than their female counterparts.

Within the Finance Industry, males with over 10 years' experience working as accountants are earning up to 41% more per month than their female counterparts.

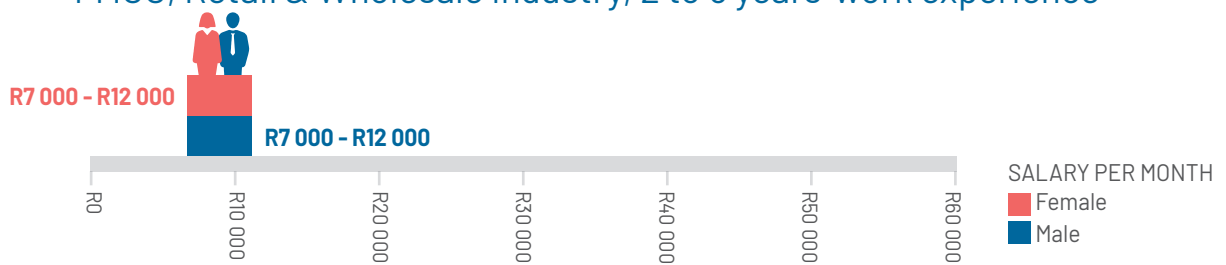
Within the FMCG, Retail & Wholesale Industry, males with over 10 years' experience working as sales consultants are earning up to 13% more per month than their female counterparts.

CareerJunction also identified certain roles with no pay gaps, as shown below.

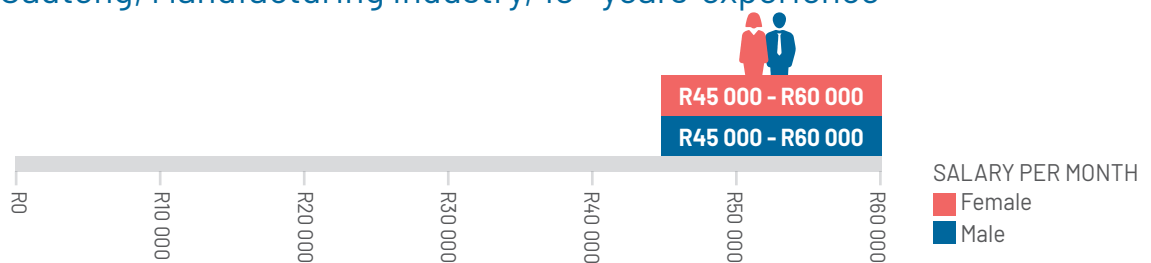
Males and females with 2 to 5 years' experience earned similar pay for sales consultant roles. Males and females with over 10 years' experience earned similar pay for operations manager roles. Males and females with 1 to 2 years' experience earned similar pay for administrator roles.

It is interesting to note that although there were no pay gaps for sales consultants with 2 to 5 years' experience, there was a significant pay gap for sales consultants with over 10 years' experience. This may indicate that certain roles are experiencing pay gaps at a higher level of seniority.

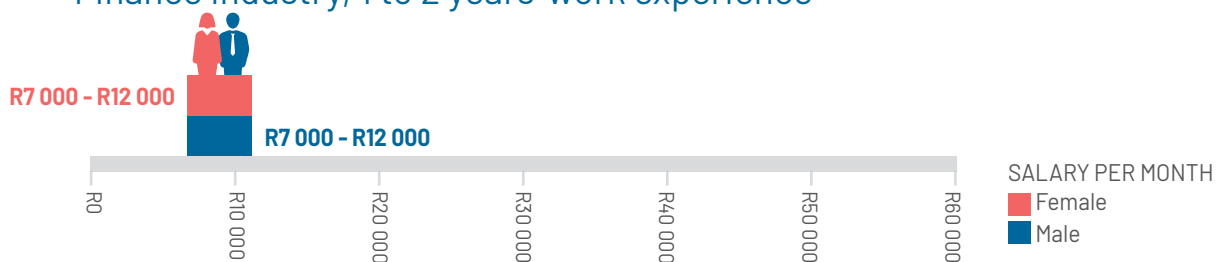
Sales Consultant roles, FMCG, Retail & Wholesale Industry, 2 to 5 years' work experience



Operations Manager roles, Gauteng, Manufacturing Industry, 10+ years' experience



Administrator roles, Finance Industry, 1 to 2 years' work experience



CANDIDATE TRENDS

Significant growth in candidates signing up to search and apply for jobs was evident for the following sectors:



DESIGN, MEDIA & ARTS

Journalism / Writing / Editing

Graphic / Print / Packaging Design

Web Design / Multimedia / 3D Design



RESTAURANT & HOSPITALITY

Counter / Waiter / Bartender



MANUFACTURING & ASSEMBLY

Quality Control

Process Control

Artisan

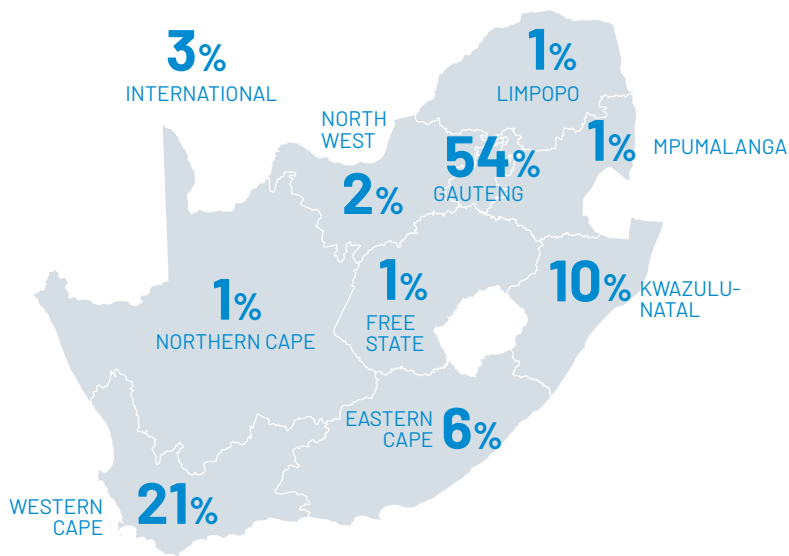
Machinist

Plant / Production Control

Supply Chain Control

Jobseekers, register your CV >

RECRUITMENT PER LOCATION



Gauteng continues to offer the most job opportunities in South Africa (**54%**).

Job offers in the Western Cape declined by **1%** in February 2023 (now sitting at **21%**).

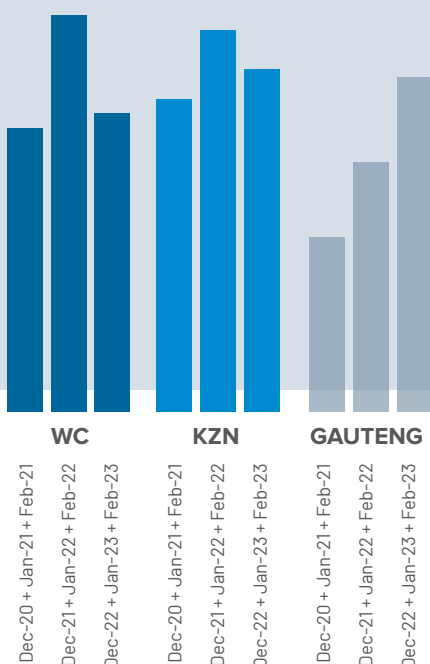
Job offers in KwaZulu-Natal remain at **10%**.

REGIONAL DEMAND BY PROFESSION



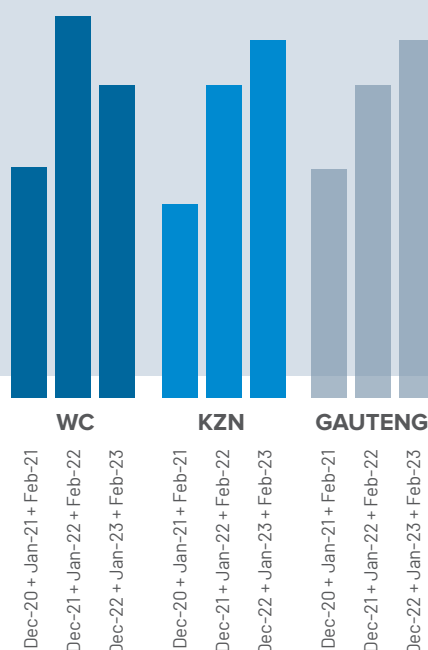
DESIGN, MEDIA & ARTS

The Western Cape and KwaZulu-Natal have seen a downturn in hiring activity when comparing the last three months compared with the same period a year ago. On the other hand, Gauteng has shown consistent growth in hiring activity for this sector over the last three years.



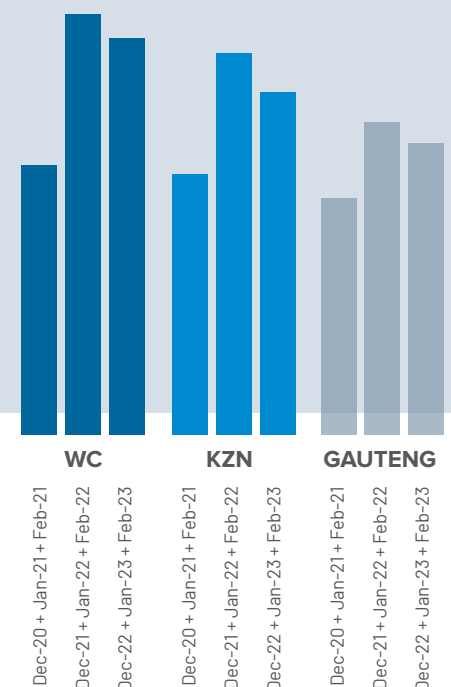
MARKETING

KwaZulu-Natal and Gauteng have seen consistent growth in hiring activity for this sector over the last three years. The Western Cape, however, has seen a 19% decline year-on-year.



SALES

Gauteng, KwaZulu-Natal and the Western Cape experienced growth in hiring activity for sales personnel between 2021 and 2022. However, year-on-year, hiring activity has declined in all three provinces when comparing the last three months with the same period last year.



Please note that these graphs represent the change in vacancies over time. However, the volumes of vacancies are not accurately represented.

SECTOR STATISTICS

Spotlight on:
Finance

Next month:
Information Technology



79.4%

EE Candidates

60.8%

Candidates residing in Gauteng

43.8%

Candidates willing to relocate

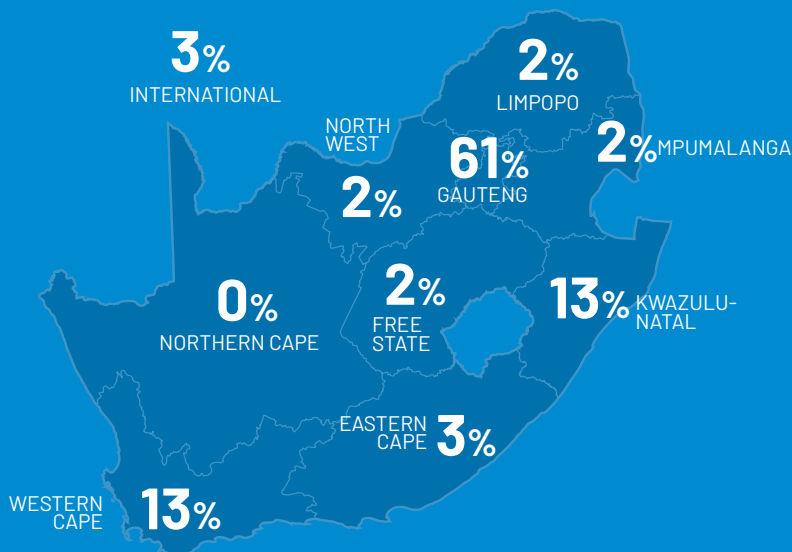
3 years and **8** months

Average stay by candidates in their jobs

49%

Candidates with a tertiary qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	14%
Certificate	11%
Professional qualification	3%
Diploma	18%
Degree	20%
Honours	8%
Masters	3%

No qualification records for 21% of finance candidates.

MARKET-RELATED SALARY

offerings for top in-demand skills

Payroll Administrator

from R18 958 to R21 872 per month

Creditors Clerk

from R15 801 to R18 682 per month

Financial Controller

from R46 322 to R59 618 per month

MOST IN-DEMAND ROLES

- Accountant
- Bookkeeper
- Creditors Clerk

Jobseekers, find jobs in Finance





South Africa's #1 Quality Candidate Provider.

The CareerJunction Employment Insights report is based on comprehensive data gathered from Saongroup South Africa - where around 5,000 of the country's top recruiters (both agencies and employers) advertise their positions to millions of registered jobseekers.

For customised data enquiries, get it touch at insights@careerjunction.co.za

The CareerJunction Employment Insights Report is the intellectual property of Interactive Junction Holdings. All rights to the content in this document are reserved and retained by Interactive Junction Holdings. No part of the report may be reproduced or transmitted without prior written permission from Interactive Junction Holdings. 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.