

**Career
Junction**

EMPLOYMENT INSIGHTS



2023/06



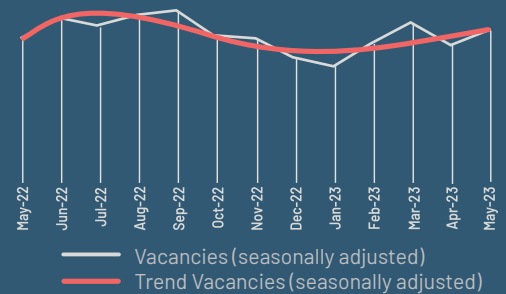
The CareerJunction Employment Insights Report provides an analysis of the supply and demand trends in the online job market, to represent online labour dynamics in South Africa.

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

In **May 2023** recruitment activity increased by **5%**. Year-on-year, hiring activity is **up by 3%, compared to May 2022**. This growth in hiring activity is being driven by a general uptake in recruitment, along with significant increases in hiring for the **Sales** as well as **Admin, Office & Support** and **Business & Management** sectors.

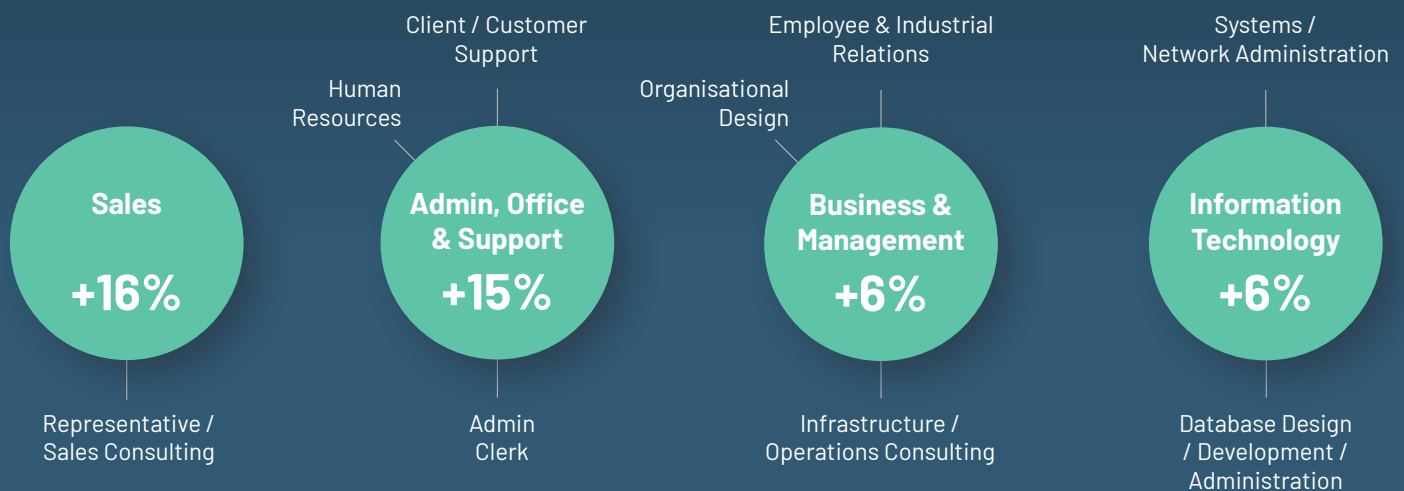
Monthly job postings
Recruitment Activity over the past 13 months



Recruiters, list your jobs here ➤

▲ **Growing** hiring activity in the past three months

The Sales as well as the Admin, Office & Support and Business & Management sectors have seen the most growth in hiring activity



▼ **Declining** hiring activity in the past three months

There has been no significant decline in hiring activity for any sector over a running quarter-on-quarter basis.

The illustrations can be read as follows:

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.



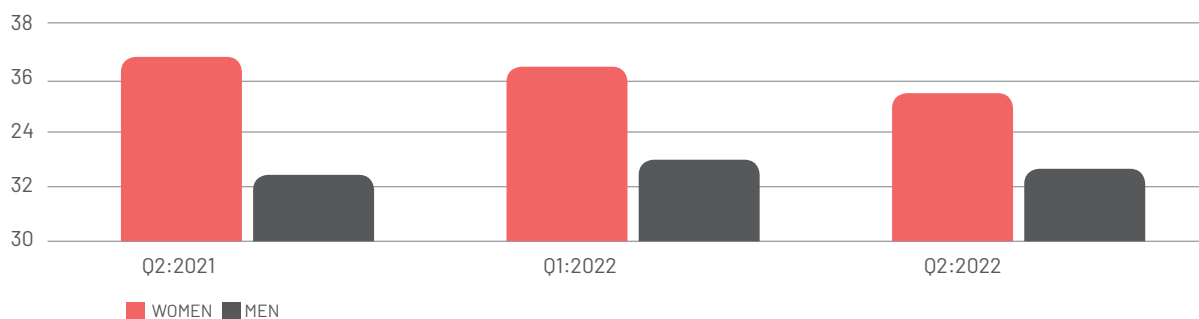
SPOTLIGHT ON South Africa's smart and resourceful young women

In June every year, South Africa observes Youth Month, an appropriate time to reflect on the country's shocking Youth unemployment rate. Based on the latest quarterly labour force survey for Q1:2023, the Youth unemployment rate is currently 62.1% for youth aged 15-24 and 40.7% for youth aged 25-34.

In addition, local unemployment statistics show that unemployment among women is significantly higher than unemployment among men.

UNEMPLOYMENT RATE BY GENDER:

2022 quarter to quarter and year to year (2021/2022) in %



Developed by Business Research Intelligence & Communications (BTICs) Unit: Governance & Strategy Department: (2022/23) 1
Source: CCMA <https://www.ccma.org.za/wp-content/uploads/2023/02/An-overview-of-the-SA-Labour-Markets-Employment-Statistics-OLFS-Dashboard.pdf>

Although there is a lack of recent statistics on gender-specific unemployment levels for the South African Youth segment, the graph above clearly shows that women are more affected by unemployment than men.

Challenges young South Africans potentially face when trying to enter the labour market include the following:



A highly competitive job search market, resulting from consistent population growth as well as high unemployment rates.



Belonging to historically disadvantaged communities.



Lack of access to technology, including internet connectivity.

Limited opportunities for learning as a result of high education costs.



Insufficient training due the absence of sufficient internships, apprenticeships, and other training or upskilling opportunities.

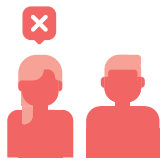
Lack of work experience.





SPOTLIGHT ON South Africa's smart and resourceful young women

Additional challenges young South African women potentially face when trying to enter the labour market include the following:



Gender-based discrimination during the hiring process: Employers may unintentionally exhibit biases that result in a preference for male candidates over female candidates. This tendency can be observed in industries predominantly occupied by men, where male candidates might be favoured, regardless of the equal qualifications possessed by female candidates.



Family commitments: Young female workers are more likely to be absent from work due to maternity leave or family commitments, like looking after young children or aging parents.



Safety and security concerns: Certain work environments or aspects of commuting to and from work might not be considered safe for [young] women.

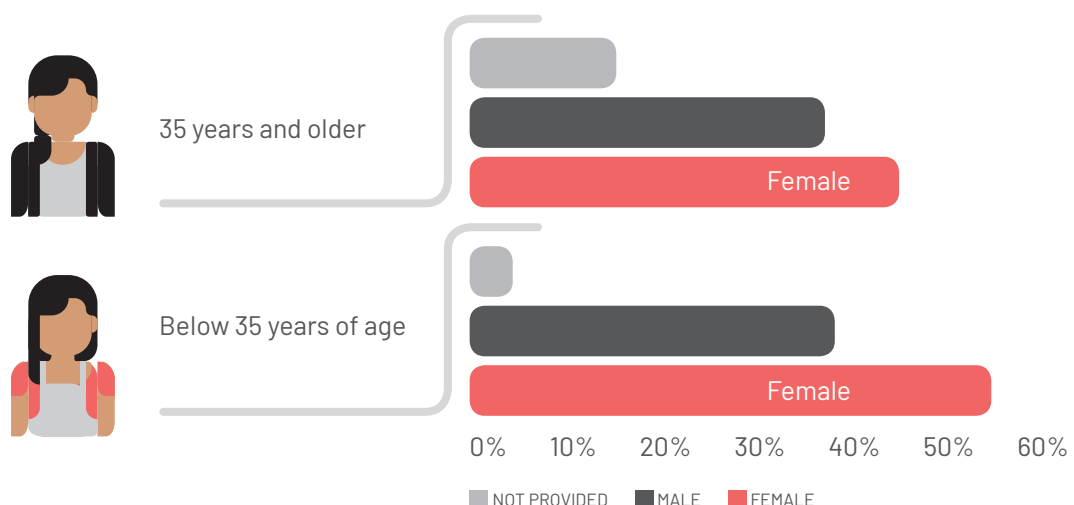


Cultural considerations: certain work environments or work requirements might not be considered culturally appropriate for [young] women.

Despite these challenges and discouraging unemployment statistics, young South African women are not giving up! Looking at some uplifting labour market insights, it is clear that our young women are persistent, resilient and resourceful. They are willing to take on the world of work in full force...

When comparing job application rates by gender, it's evident that young women are relatively more active in the job search market than their male counterparts:

- Among the youth (aged 34 and younger), 56% of young applicants are female. Looking at applicants above the age of 34, only 46% of applicants are female. While the male applicant rate stays at similar levels when comparing the youth vs non-youth segments, it becomes clear that young females are actively seeking employment, determined to find a job.



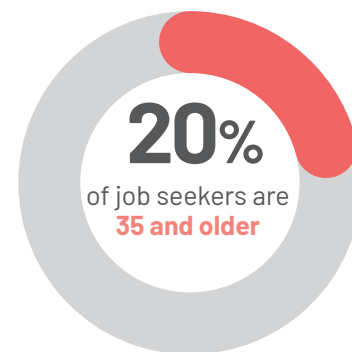


SPOTLIGHT ON South Africa's smart and resourceful young women

- In terms of tertiary qualifications across jobseekers: When analysing jobseekers above the age of 34, about 20% of female jobseekers have a tertiary qualification. On the other hand, across young jobseekers (aged 35 and younger), 23% of female jobseekers have a tertiary qualification. Young female jobseekers seem more qualified than older female generations, demonstrating their drive to take on a career by making themselves more resourceful and more employable.



Female job seekers
with tertiary qualifications



International research shows similar findings: Younger generations around the globe tend to be better educated.

In 2019, Pew Research Center released their research findings on how the last generations are becoming more and more qualified in the United States of America. Looking at the different generations, the ratio of Millennials with tertiary qualifications increased by 45% compared to the ratio of Boomers with tertiary qualifications.

The research further shows the strong incline in women receiving tertiary qualifications. While previous generations had more men with tertiary qualifications, younger generations since Gen X have a higher proportion of woman with tertiary qualifications.



Gen Z

Born between
1997 and 2012



Millennials

Born between
1981 and 1996



Gen X

Born between
1965 and 1980



**Late
Boomers**

Born between
1955 and 1964



**Early
Boomers**

Born between
1946 and 1954



Silent

Born between
1928 and 1945

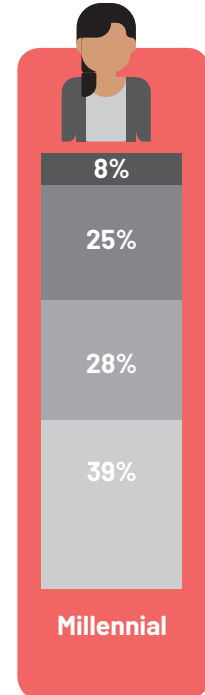
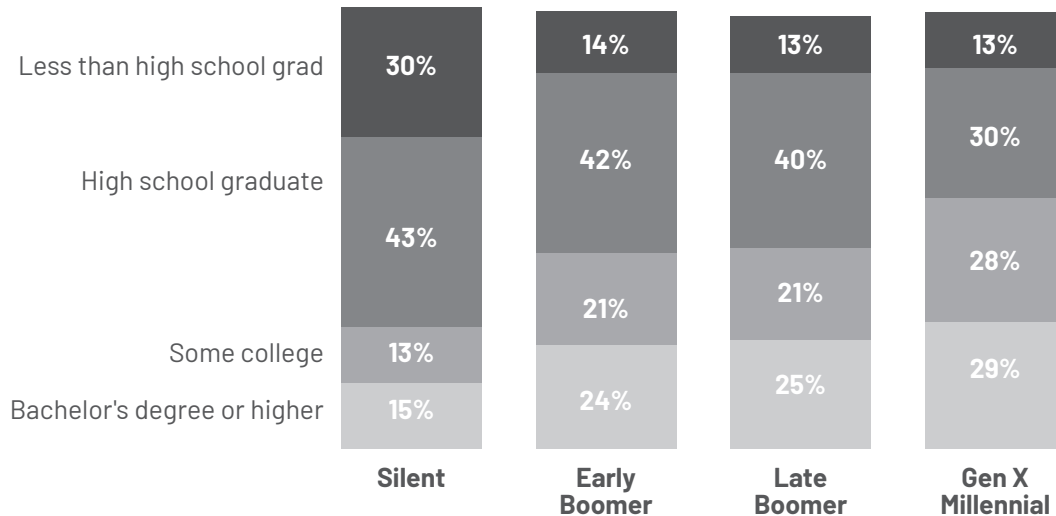


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Millennials are better educated than prior generations

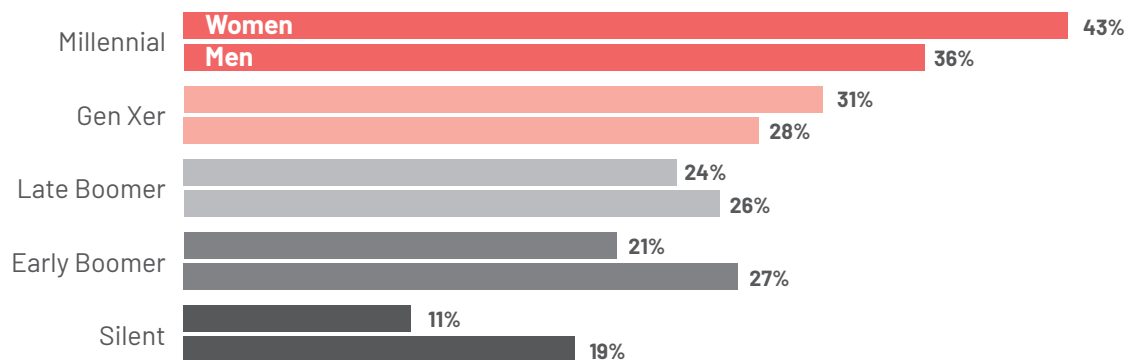
Educational attainment of 25- to 37-year-olds (%)



Figures may not add to 100 due to rounding.
Source: Pew Research Center

Among Millennials, women outpacing men in college completion

% of 25- to 37-year-olds who have completed at least a bachelor's degree



Source: Pew Research Center

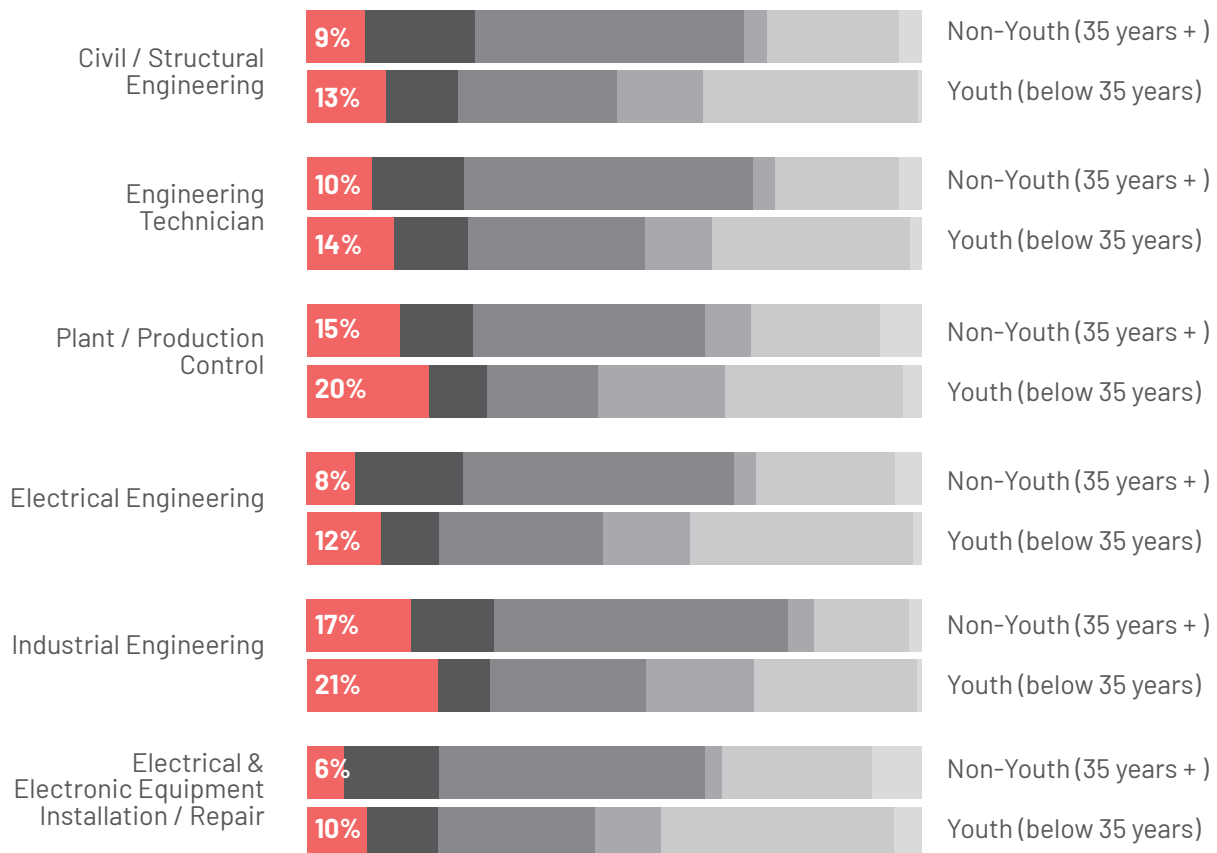
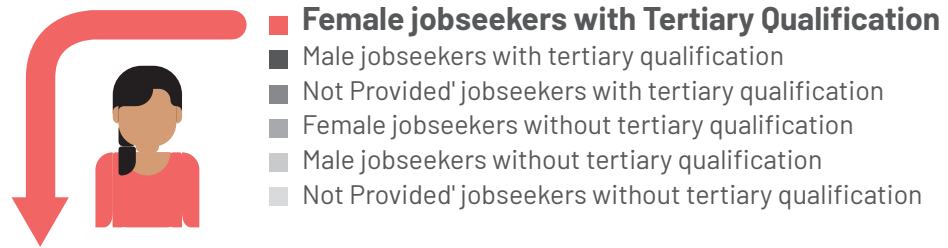
Directing the focus back on to the local South African job market, there is an increased ratio of young women with tertiary qualifications vs women above the age of 34, particularly in "male-dominated" professions such as:

- Civil / Structural Engineering
- Electrical Engineering
- Industrial Engineering
- Engineering Technician
- Electrical & Electronic Equipment Installation / Repair
- Plant / Production Control.

The biggest gaps in terms of higher percentages of young women with tertiary qualifications vs older women with tertiary qualifications are evident within Electrical Engineering, Industrial Engineering and Plant / Production Control.



SPOTLIGHT ON South Africa's smart and resourceful young women



On analysing the gender balance within young applicants over the last five years, CareerJunction observed a similar trend: the ratio of young woman applying for certain jobs is consistently growing and outdoing their [young] male counterparts.

When comparing the last 12 months with the job market in 2018, the biggest growth in the ratio of young female applicants vs young male applicants is particularly evident in the following sectors:

- Personal Security
- Advertising
- Medical Assistance & Support
- Food & Beverage Control

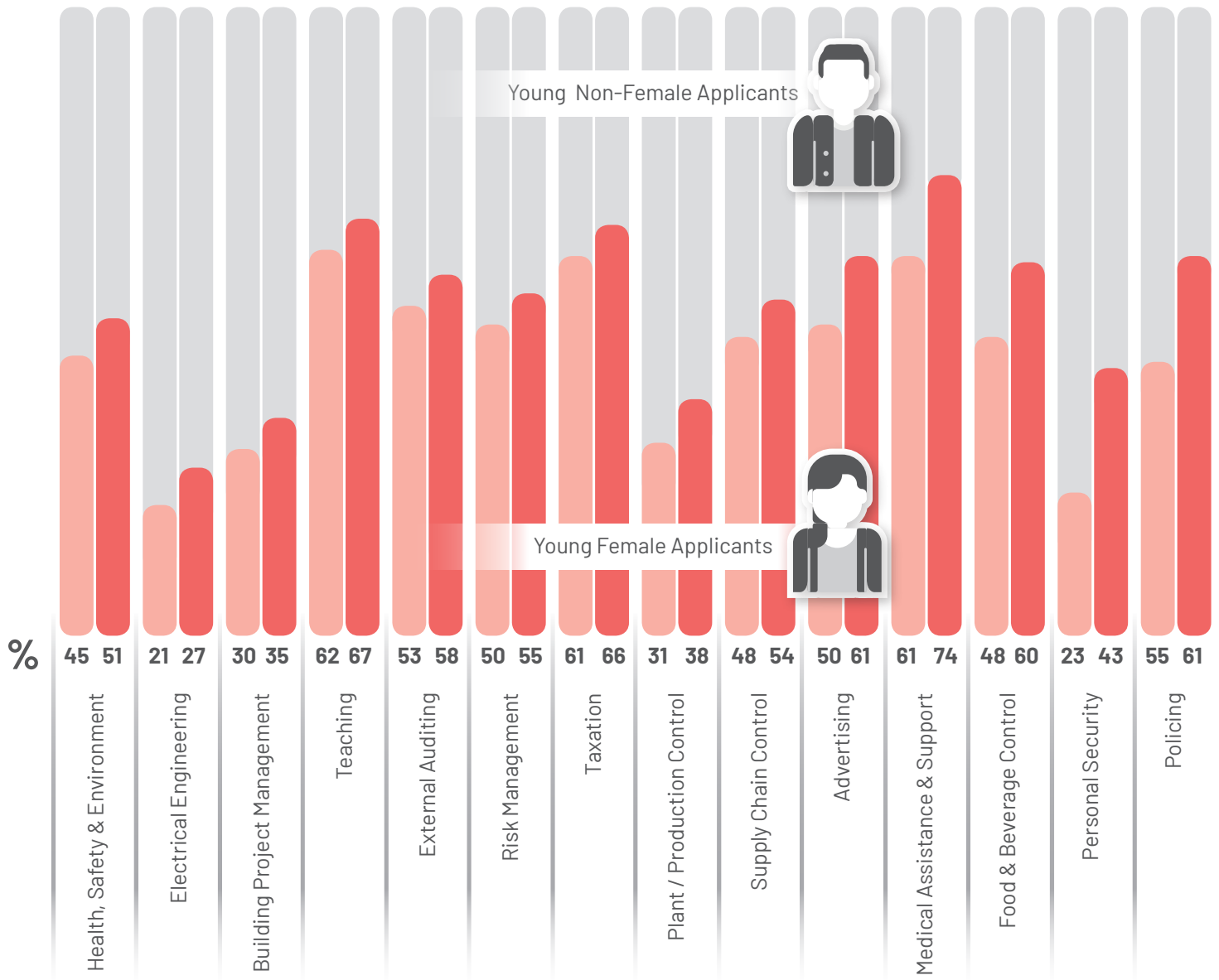
However, the growing trend of young female applicants is also apparent across professions in Finance, Manufacturing & Assembly, Engineering, Education, Admin, Office & Support as well as Marketing, Restaurant & Hospitality and Security & Emergency Services.



SPOTLIGHT ON South Africa's smart and resourceful young women

The findings below illustrate the female proportion of young applicants of the age of 34 and below, comparing the last 12 months with 2018.

- 2018 Young Female Applicants (up to 34 years)
- 2023 Young Female Applicants (up to 34 years)
- Young Non-Female Applicants (up to 34 years)



Based in these data insights, it is clear that young South African women are determined to find the right jobs and careers. Our young female jobseekers are testament to self-empowerment and perseverance in a challenging job market. Moreover, they provide the fundamental basis to “accelerate youth economic emancipation for a sustainable future”, which is this year’s theme of Youth Month in South Africa.

CANDIDATE TRENDS

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



MANUFACTURING & ASSEMBLY

- Quality Control
- Plant / Production Control
- Process Control
- Artisan
- Machinist
- Metallurgy / Boiler Making
- Production Inspector / Testing
- Materials Control



TRANSPORTATION

- Taxi Driver / Chauffeur
- Truck Driver
- Flight / Rail / Automotive / Watercraft Attendant

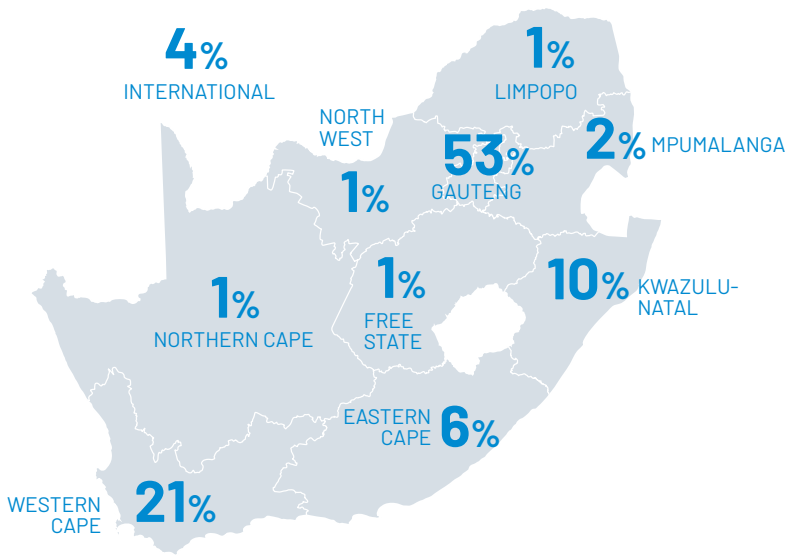


BUILDING & CONSTRUCTION

- Building Project Management
- Electrician
- Quantity Surveying
- Consulting Engineering
- Metal, Iron, Steel & Rebar Works

Jobseekers, register your CV >

RECRUITMENT PER LOCATION



Gauteng continues to offer the most employment opportunities in South Africa (**53%**).

Job offers in the Western Cape remain have declined by 1% in the last month (**21%**).

International job offers remain static at **4%**.

REGIONAL DEMAND BY PROFESSION



INFORMATION TECHNOLOGY

This sector saw growth in hiring activity from March, April, May 2021 to the same period in 2022 in KwaZulu-Natal, the Western Cape and Gauteng.

However, there has been a minor decrease (-2%) in hiring activity across all three provinces from March, April, May 2022 to March, April, May 2023.



SALES

This sector saw growth in hiring activity from March, April, May 2021 to the same period in 2022 in the Western Cape and KwaZulu-Natal. However, the growth in hiring activity for Sales professionals in these two provinces has slowed down significantly from March, April, May 2022 to March, April, May 2023.

Gauteng also saw growth from March, April, May 2021 to the same period in 2022. However there has been a slight downward trend (-3%) from 2022 to 2023 when comparing March, April, May.

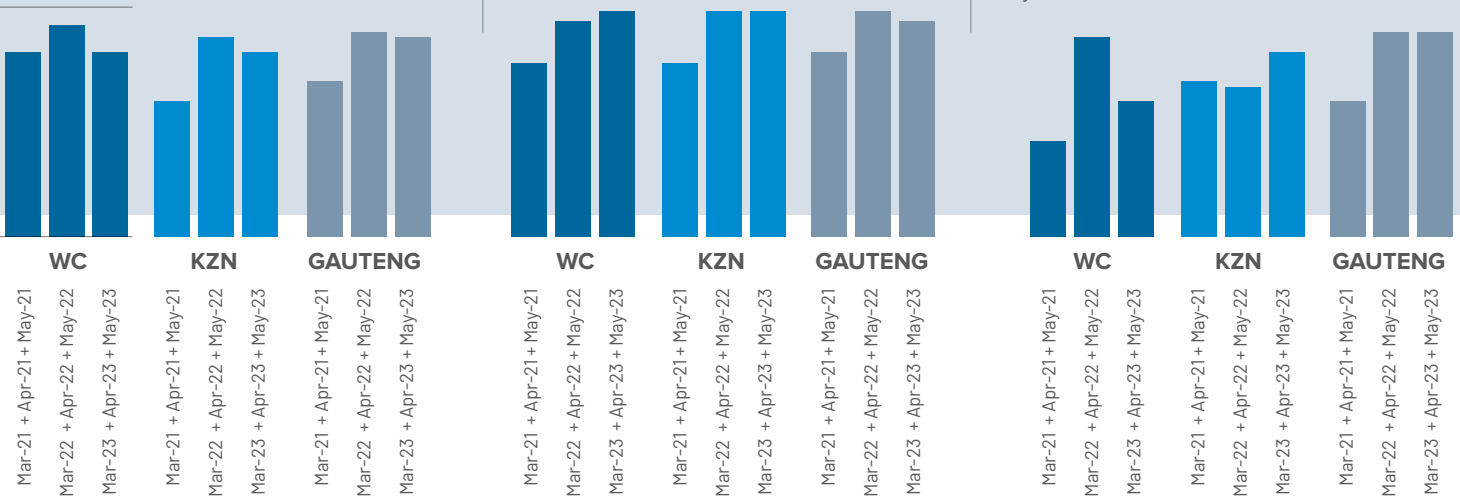


MARKETING

This sector saw significant growth in hiring activity from March, April, May 2021 to the same period in 2022 in the Western Cape and Gauteng.

However, both provinces saw a downturn in recruitment activity from 2022 to 2023. This dip in hiring activity was more significant in the Western Cape than in Gauteng.

KwaZulu-Natal shows a very different picture: A slight downturn in hiring activity for Marketing professionals was evident between 2021 and 2022. This was followed by a 22% increase in hiring activity from March, April, May 2022 to March, April, May 2023.



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:
Admin, Office & Support



Next month:
Manufacturing & Assembly

85.6%

EE Candidates

58.5%

Candidates residing in Gauteng

47.1%

Candidates willing to relocate

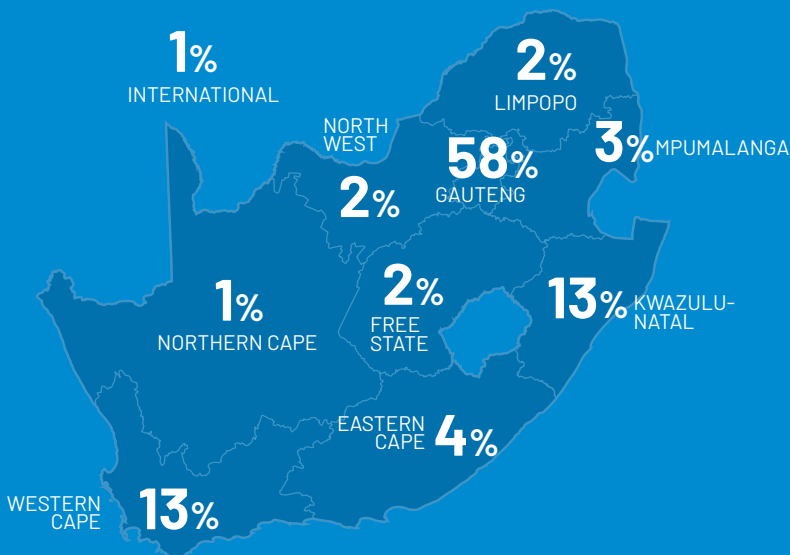
3 years and 10 months

Average stay by candidates in their jobs

38.9%

Candidates with a tertiary qualification

LOCATION OF CANDIDATES



HIGHEST QUALIFICATION OF CANDIDATES

Some secondary schooling	2%
Matric	17%
Certificate	14%
Professional qualification	2%
Diploma	19%
Degree	13%
Honours	4%
Masters	2%

No qualification records for **25%** of IT candidates.

MARKET-RELATED SALARY

offerings for top in-demand skills



Call Centre Agent

from R7 853 to R11 262 per month



HR Officer

from R21 208 to R26 151 per month



Office Administrator

from R14 591 to R16 553 per month

MOST IN-DEMAND ROLES



- Receptionist
- Administrator
- Personal Assistant

Jobseekers, find jobs in Admin, Office & Support





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

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