

# EMPLOYMENT

## INSIGHTS

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2022/06



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.

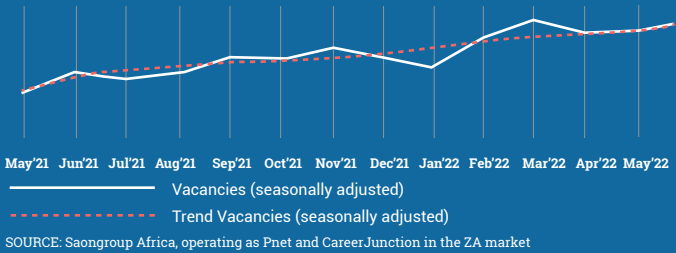
# EMPLOYMENT TRENDS

Following the minor drop in advertised vacancies in April, there was a slight uptake in recruitment activity during May 2022.

Online hiring activity continues to show a positive trajectory, with an increase of 24% between May 2021 and May 2022.

## Monthly job postings

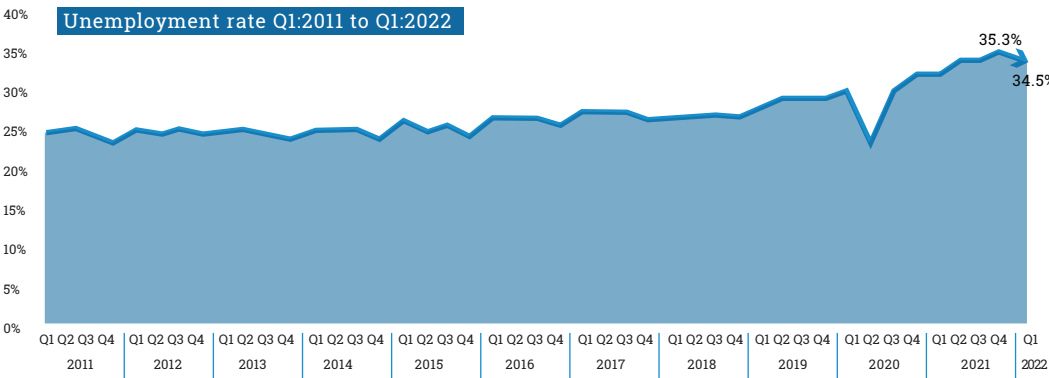
Recruitment over the past 13 months



## South Africa's unemployment rate drops to 34.5%

Statistics South Africa (Stats SA) released its latest Quarterly Labour Force Survey on 31 May 2022, revealing that the country's unemployment rate reduced by 0,8 of a percentage point to 34,5% in Q1:2022, compared to Q4:2021.

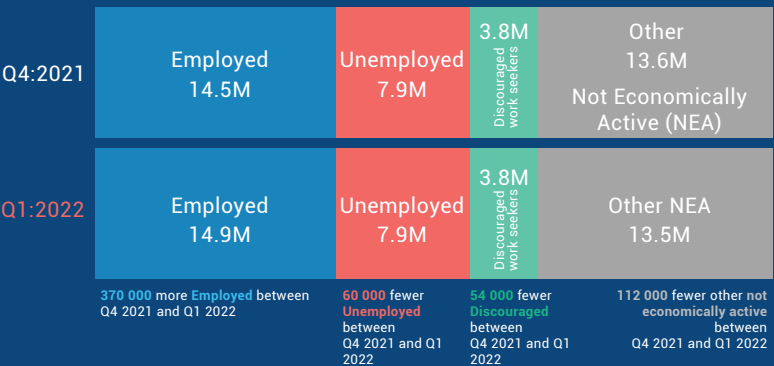
The survey also confirmed that there were about 370 000 more employees in South Africa in the first quarter of 2022 than in the fourth quarter of 2021. New jobs were most prevalent in Community and Social Services (281 000), Manufacturing (263 000) and Trade (98 000).



Download the full Stats SA report here.

(source: <https://www.statssa.gov.za/publications/P0211/Presentation%20QLFS%20Q1%202022.pdf>)

## There were about 370 000 more people employed in Q1:2022 than in Q4:2021



## Which sectors and what kind of jobs are driving the increased trend in jobs?

The job sectors that have seen the biggest increase in job opportunities since Q4:2021 are:

- Admin, Office & Support
- Warehousing & Logistics
- Finance
- Manufacturing & Assembly
- Cleaning, Maintenance & Repair
- Architecture & Engineering

According to Stats SA findings, Manufacturing saw a decline in employment in Q2:2021 (-89 000) and Q3:2021 (-85 000), but then experienced a positive shift in employment (+263 000) during the first quarter of 2022.

The data shows that the recent uptake of employment in Manufacturing surpassed the drop in employment during Q2 and Q3 2021. As a result, employment within Manufacturing increased by 5.5% year-on-year.

CareerJunction's data reveals that the online job market has experienced a similar trend: Year-on-year, job opportunities within Manufacturing & Assembly have increased by 22%.

## Is this trend mirrored in the local job market?

The latest data reveals that there was a (seasonally adjusted) 4% increase in average vacancies per month between the final quarter of 2021 and the first quarter of 2022. There was a further increase in job opportunities in April and May. The monthly average of vacancies has increased by 8% since the fourth quarter of 2021.

## Increased job opportunities since Q4:2021



Job seekers within Admin, Office & Support; Warehousing & Logistics; Finance; Cleaning, Maintenance & Repair as well as Architecture & Engineering have also been experiencing improved employment prospects since the beginning of the year. Vacancies within in these job sectors have increased by over 17% since the fourth quarter of 2021.

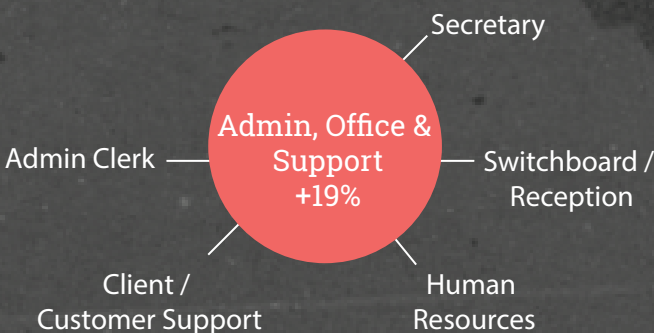
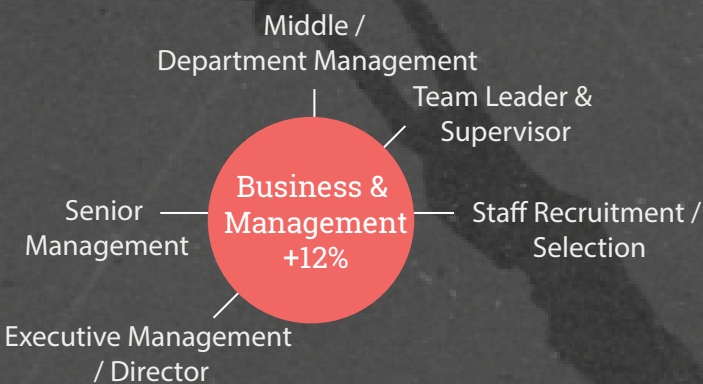
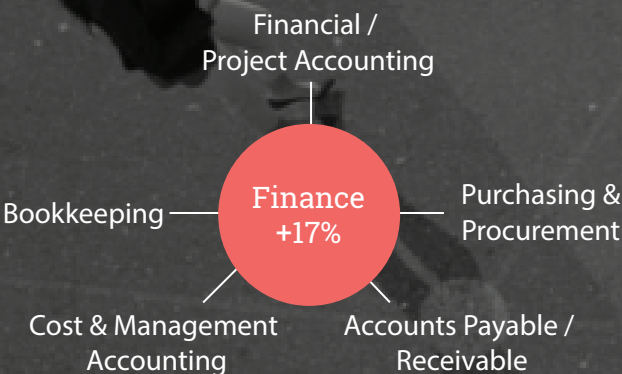
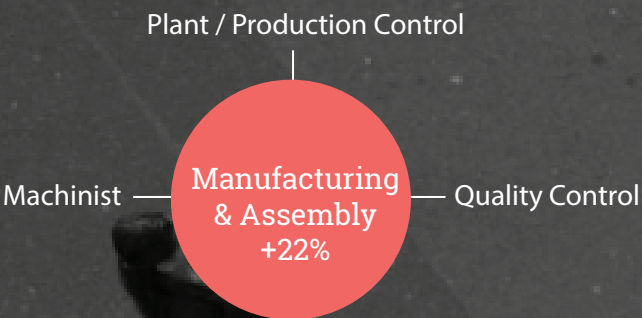
Vacancies within Building & Construction; Sales; and Business & Management have increased by between 8% and 13% since the final quarter of 2021.

# HIRING TRENDS

## Growing hiring activity in the past three months



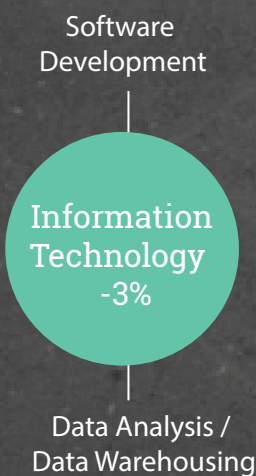
Manufacturing & Assembly, Finance, Business & Management as well as Admin, Office & Support have seen the biggest increase in hiring activity.



## Declining hiring activity in the past three months



Although Information Technology continues to be the top-performing employment sector in South Africa, hiring activity in this area has declined by 3% in the last three months. This decline may be partly attributed to increased emigration as travel restrictions are relaxed as well as the growing trend of "digital nomads" in the IT space.



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.



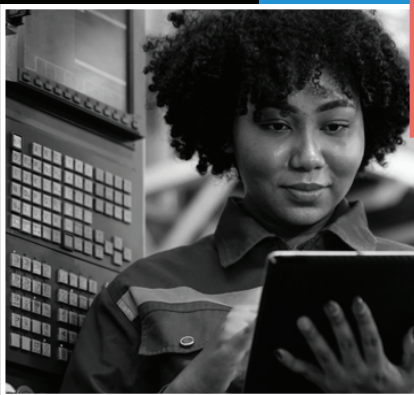
# CANDIDATE TRENDS

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



## *Education, Training & Library*

- Teaching
- Teacher / Training Assistance
- Mentoring & Coaching
- Training




## *Manufacturing & Assembly*

- Quality Control
- Process Control
- Artisan
- Machinist
- Supply Chain Control

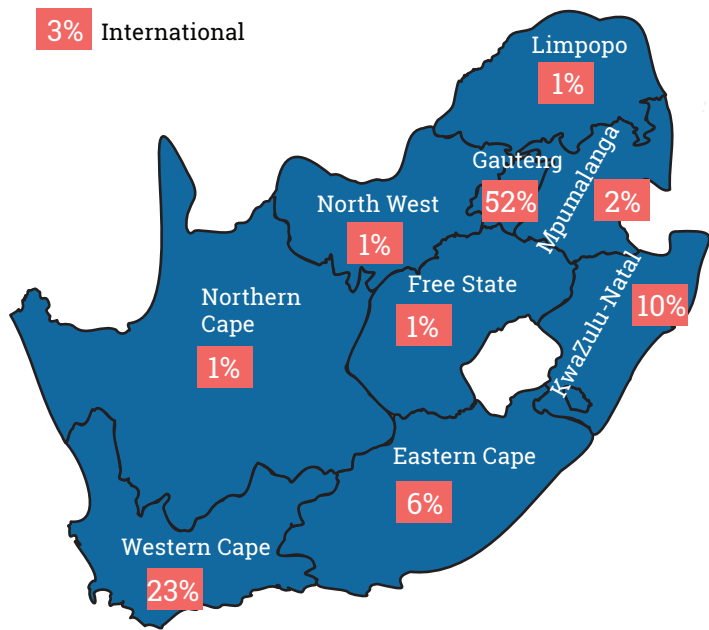


## *Medical & Health*

- Nursing / Professional Care Giving
- Pharmacist

Jobseekers, register your CV 

# RECRUITMENT PER LOCATION



Looking at recruitment per location, Gauteng still has the majority of the country's vacancies (52%).

Just over 30% of job offers are located in the Western Cape and KwaZulu-Natal (KZN).

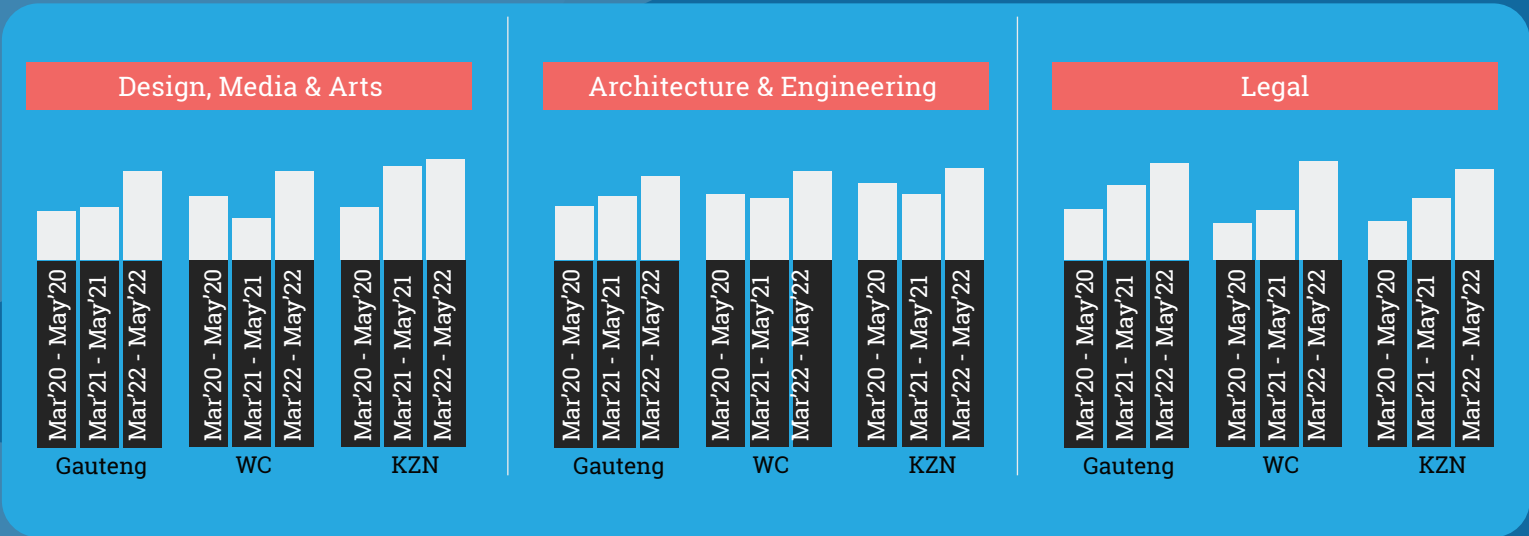
International work opportunities are currently scarce, with job offers at 3%.

## REGIONAL DEMAND BY PROFESSION

Gauteng, the Western Cape and KwaZulu Natal all show an increased demand for professionals in **Design, Media & Arts** and **Architecture & Engineering** as well as the **Legal** sectors over the last two years.

The Western Cape experienced a decrease in hiring activity for Design, Media & Arts professionals between 2020 and 2021. Similar trends were evident for Architecture & Engineering professionals in the Western Cape and KwaZulu Natal between 2020 and 2021.

Overall, however, recruitment activity has grown significantly across all three professional sectors over the last 12 months.



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

# IMPACT OF COVID-19

According to Stats SA's latest Quarterly Labour Force Survey, of the 40 million working age population in Q1:2022, more than half (51,6%) were youth. Individuals in the 15-24 age bracket and 25-34 age bracket experienced the highest unemployment rates of 63.9% and 42.1% respectively.



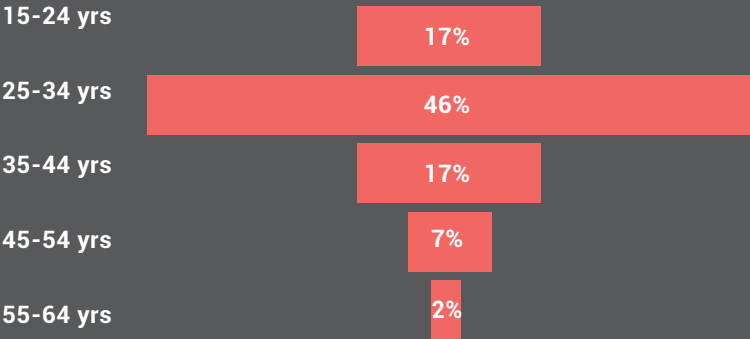
The country's youth experienced many of the job losses that occurred during pandemic. This could be partly attributed to the fact that when it comes to job cuts, the "last one in" is often "the first one out". Younger employees with less experience and fewer years of service face a greater risk in this regard.

Another reason for the high youth unemployment figures during Covid-19 could be attributed to the impact of the lockdowns on the hospitality and entertainment sectors, which directly affected 'younger' jobs like waitering or bartending.

The negative impact of Covid-19 on youth employment is not only a South African trend. According to the **International Labour Organization**, youth employment dropped by 8.7% globally in 2020. For older individuals, the decline in employment was less severe, registering at 3.7%. This difference shows the extent of Covid-19's impact on younger people.

Looking at job market movement during South Africa's national Covid-19 lockdowns between Q2:2020 and Q1:2021, over 63% of job leavers were below the age of 35 years.

Age of candidates leaving their jobs between Q2:2020 and Q1:2021



Labour market rates by age group Q1:2022

Unemployment rate

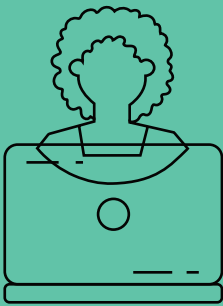
55-64 yrs	12.2%	▲ 0.8% point
45-54 yrs	21.8%	▼ 1.0% point
35-44 yrs	29.4%	▼ 0.6% point
25-34 yrs	42.1%	▼ 1.4% point
15-24 yrs	63.9%	▼ 2.6% point

Change percentage points Q4:2021 to Q1:2022

## Were certain sectors and job roles more affected than others by the 'leaving trend' during the Covid-19 lockdowns?

The **sectors** with the highest number of job leavers (ages 15-34) between Q2:2020 and Q1:2021 were as follows:

- Admin, Office & Support
  - Sales
  - Business & Management
  - Finance
  - Education, Training & Library
  - Information Technology
- Manufacturing & Assembly
  - Warehousing & Logistics
  - Building & Construction
  - Marketing
  - Cleaning, Maintenance & Repair



The **job roles** with the highest number of youth job leavers (ages 15-34) within the **Admin, Office & Support** sector during this period were Admin Clerks, Client & Customer Support roles, and Tellers & Cashiers.

**Sales** experienced the highest number of youth job leavers during the same period for Representative / Sales Consulting roles.

# SECTOR STATISTICS

Next Month  
Manufacturing & Assembly



Spotlight on: Admin, Office & Support

94.8%

EE  
Candidates

60%

Candidates  
residing  
in Gauteng

47.3%

Candidates  
willing to  
relocate

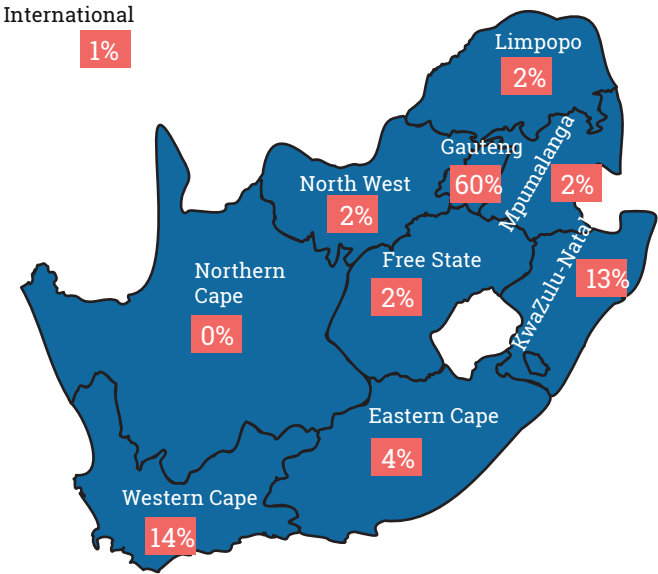
26 months

Average stay by  
candidates in  
their jobs

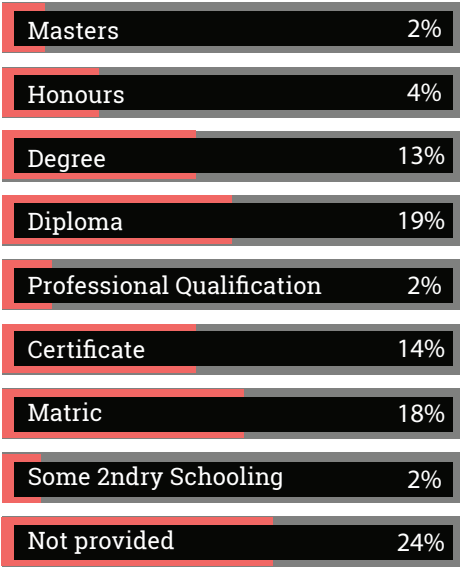
56.1%

Candidates with  
a tertiary  
education

## Location of Candidates



## Highest Qualification of Candidates



## Market-related

salary offerings for top  
in-demand skills

- Admin Clerk**  
Between R15 265 & R18 775 p/m
- Call Centre Operator**  
Between R11 730 & R14 723 p/m
- Call Centre Supervisor**  
Between R20 469 & R23 302 p/m



## Most wanted roles

- Client & Customer Support**
- Admin Clerk**
- Human Resources**



Jobseekers, find jobs in Admin, Office & Support



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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](mailto:insights@careerjunction.co.za)

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