



Job Market Trends Report

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.

July 2026



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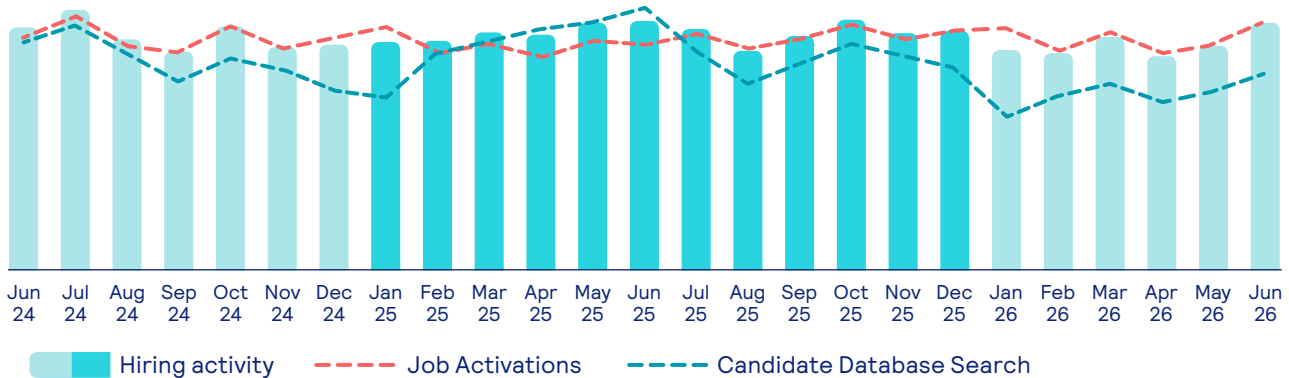
We take a regional view on the latest job market trends by focusing on three provinces. The provinces rotate each month.



Job market activity

Monthly hiring activity

(seasonally adjusted)



Pnet has re-defined **Job Market Activity** to present more comprehensive facts on **hiring activity in South Africa**.

Historically, the main focus – when reporting on hiring activity – was looking at advertised vacancies as a measure of labour demand. Over time, a second measure has become a relevant key indicator of hiring activity: “Candidate Database Search”.

Candidate Database Search is a common practise across recruiters and hiring professionals where, similar to a simple Google search, suitable candidates can be searched & headhunted through candidate databases like Pnet’s CV database.

Pnet’s CV database currently holds of over 8 million candidate profiles and CVs and is growing daily. Recruiters can contact suitable candidates through the candidate database search functionality and start recruiting immediately.

To build a comprehensive picture of South Africa’s job market trends – specifically when looking at hiring activity – Pnet combines two measures, **vacancy advertising** and **candidate database search**, into a weighted key performance indicator for **hiring activity in the South African job market**.

Together, these two measures combine to form Pnet’s Hiring Activity indicator – providing a more comprehensive view of labour demand in the market.

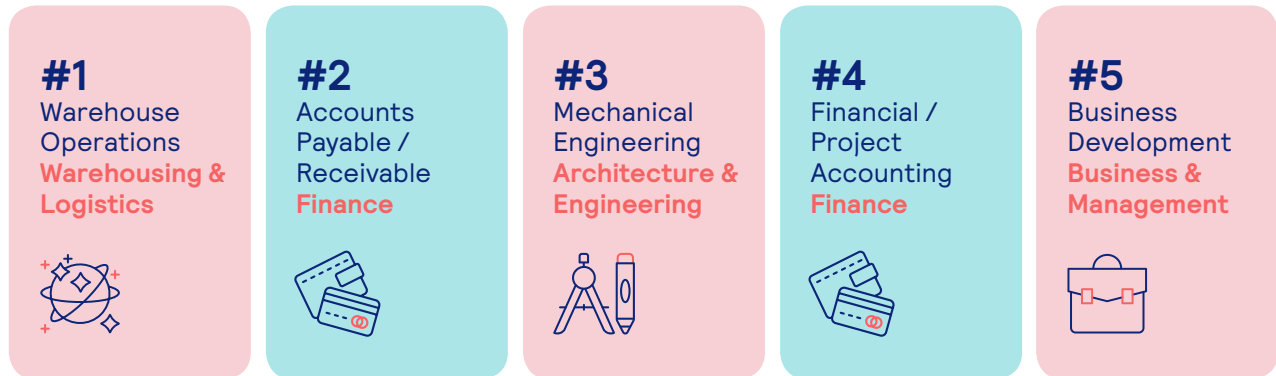
The latest findings & seasonally adjusted trends

- **Vacancy advertising** increased by **+9% month-on-month**, and also showed year-on-year growth of +10%.
- **Candidate database searches** by recruiters increased by **+10% month-on-month**, while still showing a significant **year-on-year decrease (-25%)**.
- As a result, **Hiring activity** grew in June, increasing by **+10% month-on-month**. However, hiring activity showed no significant changes **year-on-year (-1%)**.

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.



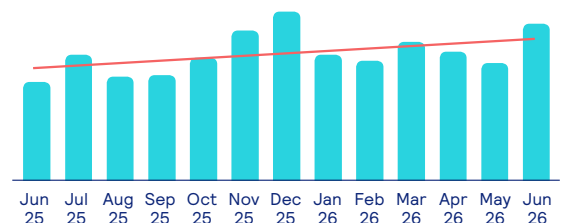
Trending job sectors

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

Jobs for Medical & Health professionals increased significantly in June 2026. Year-on-year, this job sector has grown by +60%. Month-on-month this job sector has grown by +33%.

[Find Medical & Health jobs here.](#)

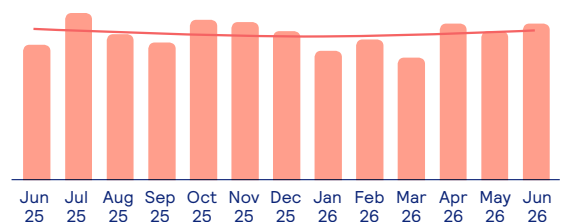


Building & Construction

Jobs for Building & Construction professionals have increased by +15% year-on-year. The month-on-month trend for this job sector is also positive (+5%).

[Find Building jobs here.](#)

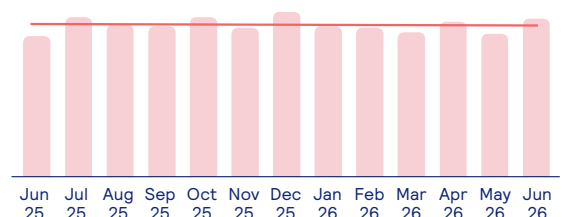
[Find Construction jobs here.](#)



Sales

Year-on-year, jobs for Sales professionals have increased by +12%. Month-on-month, jobs for Sales professionals have grown by +9%.

[Find Sales jobs here.](#)



Snapshot of the Manufacturing & Assembly sector

Average stay by candidates in their jobs:

3 years
and 2 months



Candidate trends for the Manufacturing & Assembly sector

Employment Equity Candidates



Reside in Gauteng



Willing to relocate



Tertiary qualification



Male candidates



What's been offered?

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

Senior Toolmaker



Millwright



Production Planner



[Find jobs in the Manufacturing & Assembly sector](#)

Remote Work Goes Mainstream

How remote job opportunities are expanding across South Africa

Introduction

Remote work has evolved from a workplace trend into an established feature of South Africa's labour market. While flexible working arrangements initially gained momentum in technology-driven occupations, remote employment is now expanding across a growing number of industries as organisations continue to digitise their operations and embrace new ways of working.

The latest Pnet data shows that remote work opportunities have reached their highest level to date. Over the first half of 2026, employers continued to increase the number of remote roles available, with demand extending well beyond Information Technology into Business & Management, Finance, Sales, Admin, Office & Support, Marketing, and Design & Media.

This month's special feature explores how remote work has evolved over time, identifies the sectors driving this growth, and highlights the occupations where flexible working arrangements are becoming an increasingly attractive option for both employers and jobseekers.



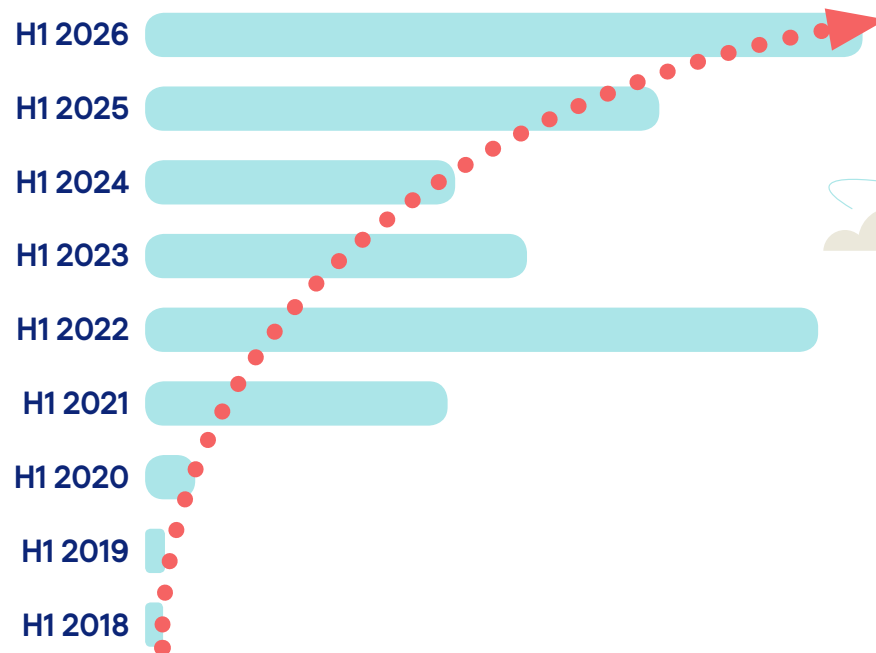
Highest Level of Remote Work Opportunities

While remote employment still represents a relatively small share of South Africa's overall labour market, flexible working arrangements continue to gain momentum across an increasing number of industries.

During the first half of 2026, remote work reached its highest level on record, reflecting the continued adoption of flexible work models by South African employers. Compared to the first six months of 2025, remote employment increased by **28%**. Looking over a longer period, the trend becomes even more significant, with remote opportunities growing by **41%** over the past two years.

The data suggests that remote work is no longer limited to a handful of technology-focused occupations. Instead, organisations across a broader range of industries are increasingly recognising the value of flexible working arrangements to attract talent, expand access to specialist skills and support evolving workforce expectations.

Growth of Remote Opportunities from 2018 to 2026



Key Job Sectors: Where Remote Work Is Growing

Examining remote work trends across different job sectors provides valuable insight into how organisations are reshaping their workforce strategies. While Information Technology continues to lead the way, the latest data shows that flexible working arrangements are expanding rapidly into a growing number of business functions.

Information Technology remains the largest source of remote employment opportunities, with remote IT roles increasing by **44%** over the past two years. However, the most significant growth is now occurring beyond the technology sector.

Remote work opportunities within **Finance** have more than quadrupled over the last two years, making it one of the fastest-growing sectors for flexible employment. Strong growth is also evident across **Business & Management**, **Sales**, and **Admin, Office & Support**, reflecting a broader shift towards hybrid and remote working models in professional services and business operations.

Emerging sectors are also embracing greater flexibility. **Marketing and Design & Media** have both doubled the number of remote opportunities since 2024, highlighting how digital-first ways of working are creating new possibilities for creative and customer-focused professions.

Together, these trends demonstrate that remote work is no longer confined to a small group of specialist occupations. Instead, it is becoming an increasingly important recruitment and talent attraction strategy across a wide range of industries.



Occupations Leading the Remote Work Shift

While sector-level trends reveal where remote work is expanding, occupation-level data provides a more detailed view of how flexible working arrangements are evolving. Information Technology continues to dominate remote employment, particularly in Software Development, Systems Administration, Business Analysis and IT Project Management. At the same time, remote work is becoming increasingly common across Sales, Finance, Business & Management, Admin, Office & Support, Marketing and Design & Media, reflecting the growing digitisation of business functions across the South African economy.

Below a breakdown of the occupations and job sectors with the most remote job opportunities currently.



Information Technology

Remote Working Trends

Software Development	▲	increasing trend in remote work
Systems / Network Administration	▲	increasing trend in remote work
Data Analysis / Data Warehousing	▼	decreasing trend in remote work
IT Project Administration / Management	▲	increasing trend in remote work
Business Analysis	▲	increasing trend in remote work
Technical / Business Architecture	▼	decreasing trend in remote work



Sales

Remote Working Trends

Representative / Sales Consulting	▲	increasing trend in remote work
Account Management	▲	increasing trend in remote work



Finance

Remote Working Trends

Financial / Project Accounting	▲	increasing trend in remote work
Bookkeeping	▲	increasing trend in remote work



Business & Management

Remote Working Trends

Middle / Department Management	▲	increasing trend in remote work
Staff Recruitment / Selection	▲	increasing trend in remote work
Business Development	▲	increasing trend in remote work
Infrastructure / Operations Consulting	▲	increasing trend in remote work
Executive Management / Director	▲	increasing trend in remote work



Admin, Office & Support

Remote Working Trends

Admin Clerk	▲	increasing trend in remote work
Client / Customer Support	▲	increasing trend in remote work
Personal Assistant	▲	increasing trend in remote work



Design & Media

Remote Working Trends

Graphic / Print / Packaging Design	▲	increasing trend in remote work
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Marketing

Remote Working Trends

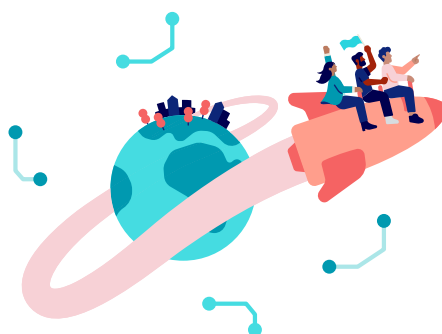
Market Research / Analysis	▲	increasing trend in remote work
Advertising	▲	increasing trend in remote work

The Pnet Perspective

The latest data confirms that remote work is no longer simply an employee benefit reserved for the technology sector. It has become a strategic recruitment tool that enables organisations to access wider talent pools, compete for scarce skills and offer the workplace flexibility increasingly expected by today's professionals.

While the Information Technology sector continues to lead remote employment, the rapid growth across Finance, Business & Management, Sales, Administration, Marketing and Design & Media signals a broader transformation in how organisations structure work. Advances in digital collaboration, cloud-based systems and virtual communication are making remote work viable across an expanding range of occupations.

For employers, this presents an opportunity to rethink talent attraction and retention strategies. Organisations that embrace flexible work arrangements may be better positioned to access specialist skills, widen their recruitment reach and remain competitive in an evolving labour market. For jobseekers, the findings demonstrate that remote work is becoming increasingly accessible across a broader range of professions, creating greater flexibility and expanding career opportunities beyond traditional workplace boundaries.



Regional Job Trends

A regional view on the latest job market trends.

Here we take a closer look at three different provinces every month.

Northern Cape

Top in-demand professionals:

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

Business & Management jobs have increased in this province over the last few months, with year-on-year growth of +27%.

North West

Top in-demand professionals:

- **Business & Management**
- **Medical & Health**
- **Sales**

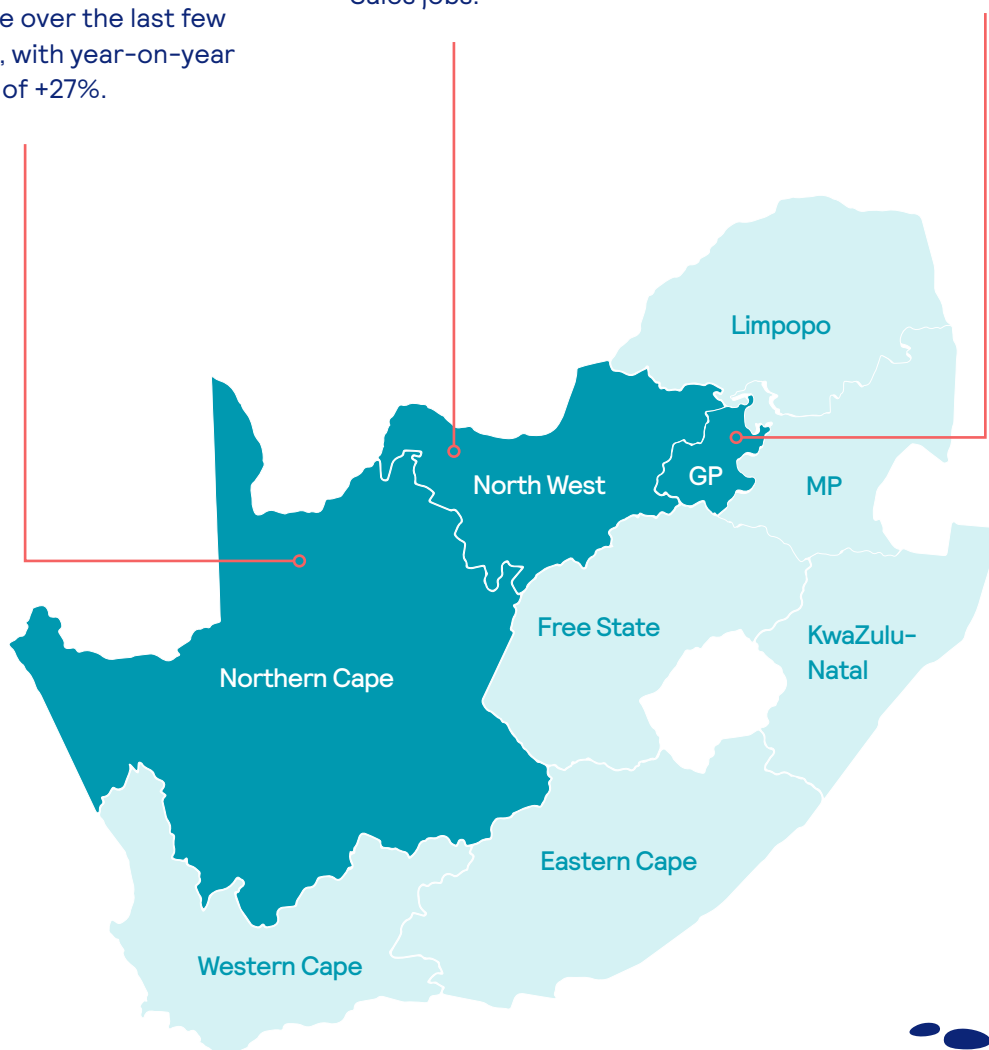
Year-on-year, this province has seen significant increases in Medical & Health jobs and Sales jobs.

Gauteng

Top in-demand professionals:

- **Finance**
- **Business & Management**
- **IT**

Year-on-year, Gauteng has seen a significant increase in Finance jobs and Medical & Health jobs.



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 Stepstone Group South Africa's online recruitment platforms, which currently hold a combined database of over 8 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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