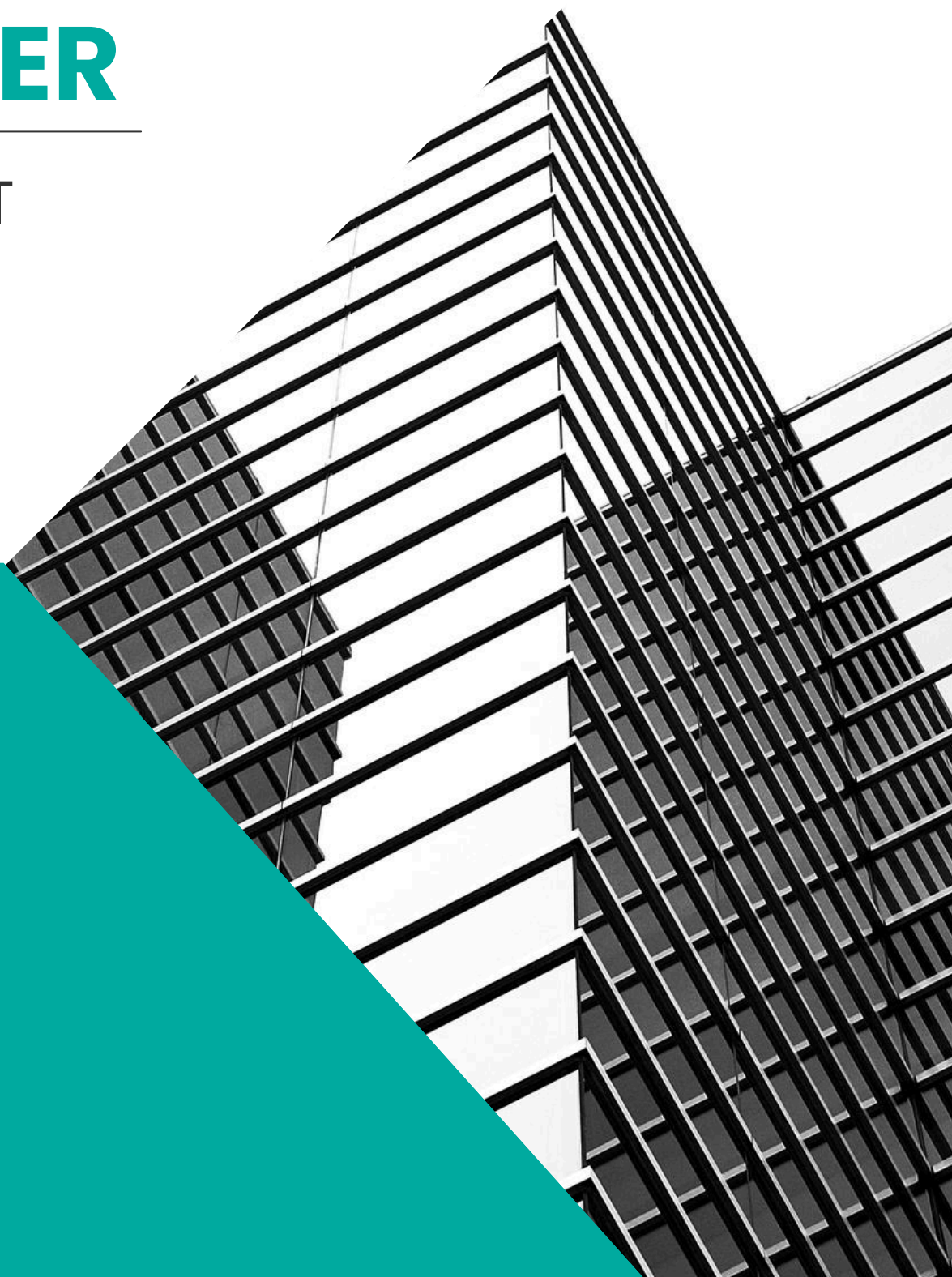




NEWS LETTER

AUGUST
2025

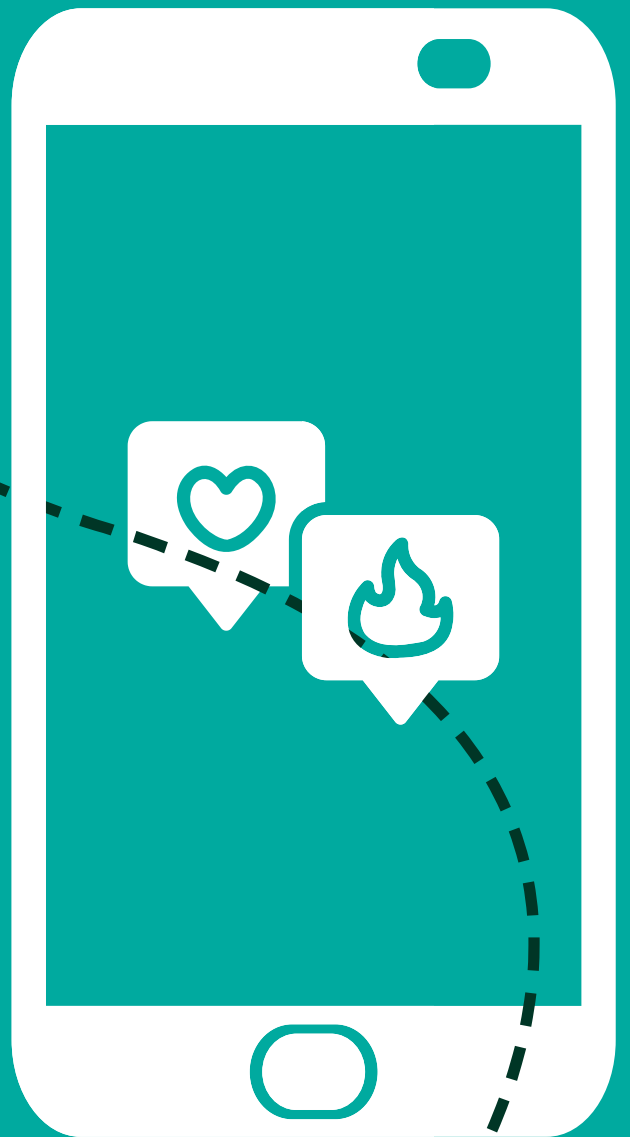


To recruit is to hold a piece of
someone's future in your hands
- it's a calling that demands
empathy, integrity, and a
human heart behind
every decision.

- VITAL ELEMENT



What's trending?



Let's find out!

South African Employment Highlights:

+7%

Hiring activity increased by **+7%**, from Apr. to May. 2025.

-10%

Recruitment activity decreased by **-10%** when compared to May. 2023.

PNET -

TOP 5 Trending Jobs that Showed an Increase in Demand for Workers and Professionals:

1. Pharmacist
(Medical & Health)



2. Warehouse Operations
(Warehousing & Logistics)



3. Purchasing &
Procurement
(Finance)



4. Business Analysis
(Information Technology)



5. Business Development
(Business & Management)





DESIGN, MEDIA & ARTS

- This sector saw a **+20%** increase in hiring activity when compared to May 2024.
- Month-on-month hiring activity increased by **+2%**.



MARKETING

- This sector saw a **+30%** increase in hiring activity when compared to May 2024.
- Month-on-month hiring activity increased by **+17%**.



CLEANING, MAINTENANCE & REPAIR

- This sector saw a **+39%** increase in hiring activity when compared to May 2024.
- Month-on-month hiring activity increased by **+11%**.

Job Sectors That Experienced Increased Hiring Activity

A consistent rise in hiring activity is a sign of trust in the local economy and an indication of business expansion.

PNET -

Sector Statistics -

Admin, Office & Support

EE Candidates



Candidates in Gauteng



Willing to Relocate



Tertiary Qualification



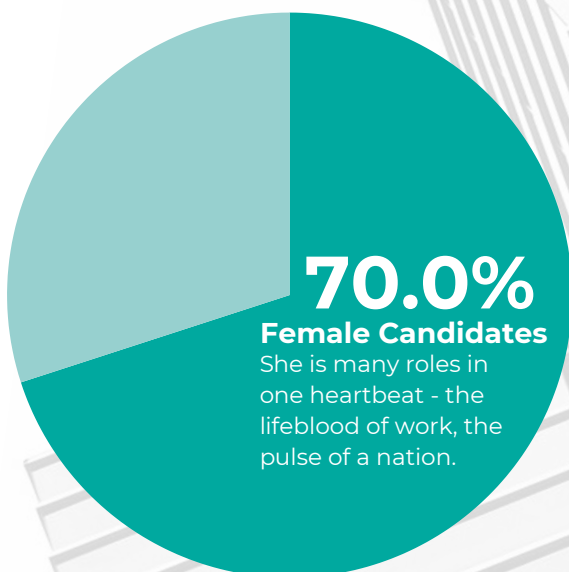
Market-related monthly salaries (CTC) for TOP 3 in demand roles

Client Liaison Officer R10 000 - R13 864

Personal Assistant R15 000 - R22 529

Exec. Personal Assistant R27 026 - R32 435

Female Admin, Office & Support Candidates



3 Years

**The Average Stay of
Admin, Office & Support
Candidates in Their Roles**

Women in the South African Workforce



From boardrooms to fields, her work is a song - quiet strength with thunder in its chords.

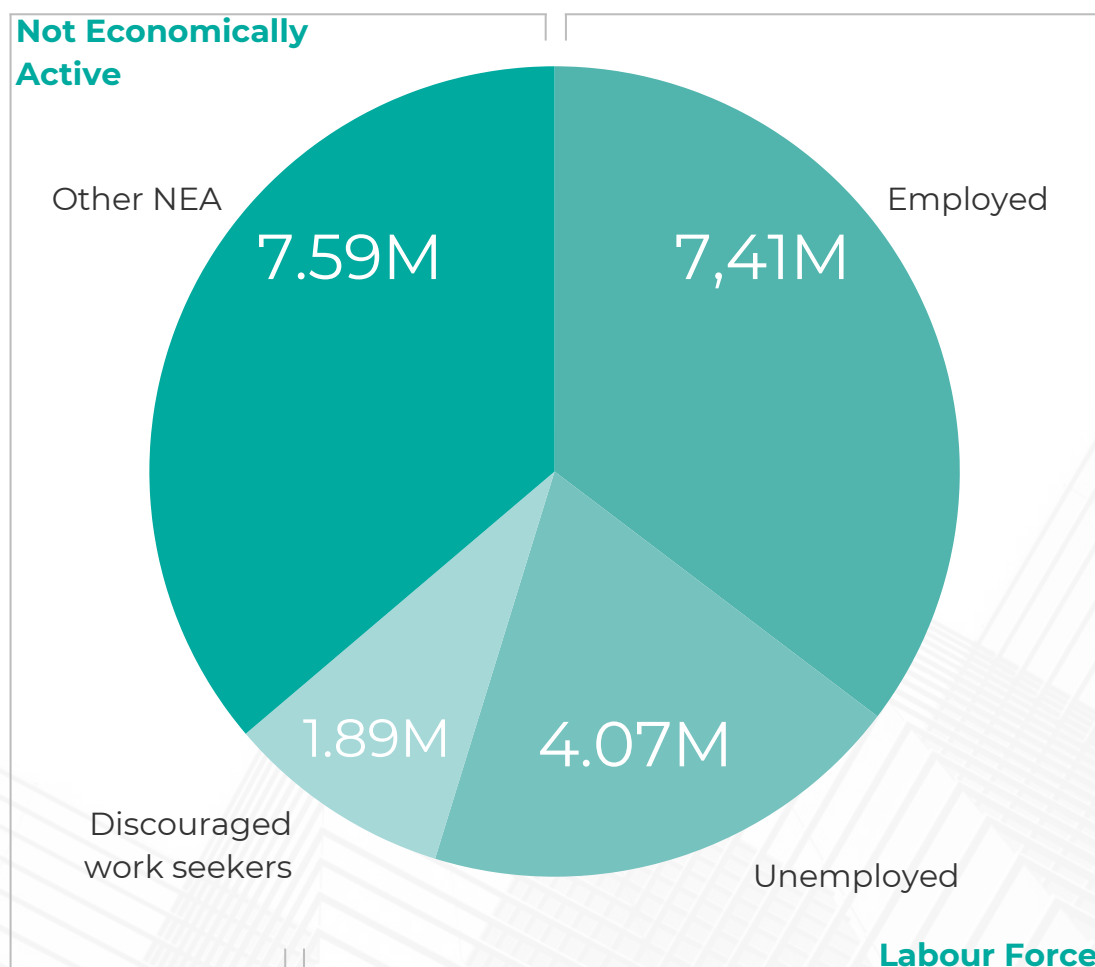
Women in SA's Workforce - Honouring the Hands and Hearts that Build Our Nation

This Women's Day, we honour the resilience, innovation, and economic contributions of South African women. From boardrooms to factory floors, from farms to classrooms, women continue to shape our nation's future. The latest Quarterly Labour Force Survey (QLFS) for the first quarter of 2025 not only reflects these achievements but also highlights where further progress is still needed.

The Numbers Behind Women's Economic Presence

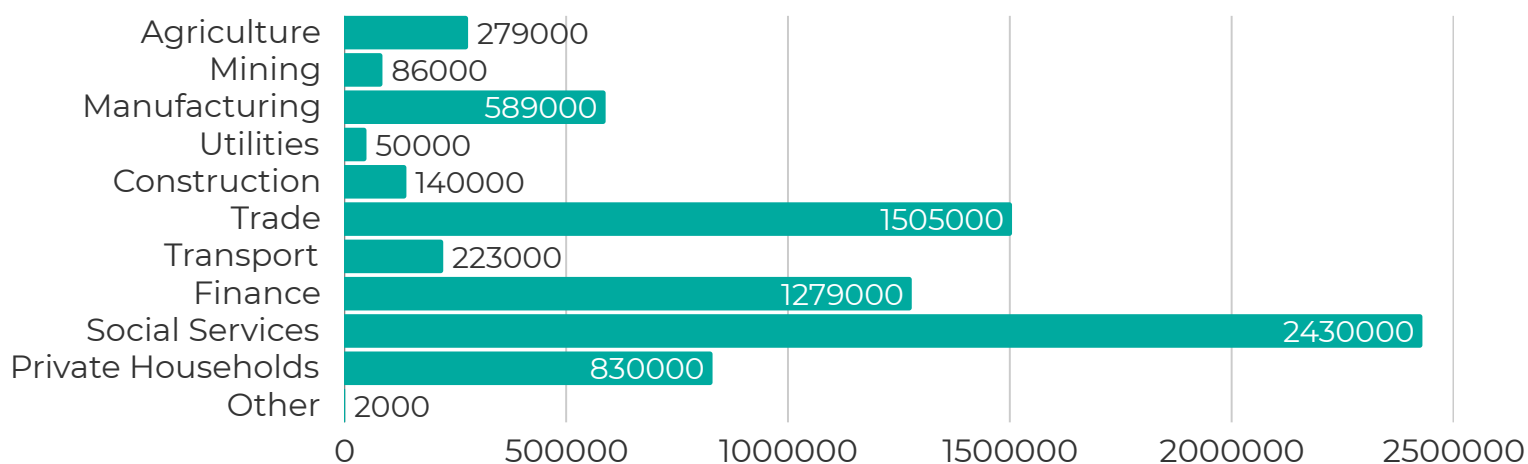
Women make up 51% of South Africa's working-age population (**20.98 million people**), yet their labour force participation rate is 54.8%, below that of men.

This means nearly half of South Africa's women remain outside the labour market - a challenge, but also one of the country's greatest opportunities for inclusive growth.



Where Women Work – Industry Breakdown

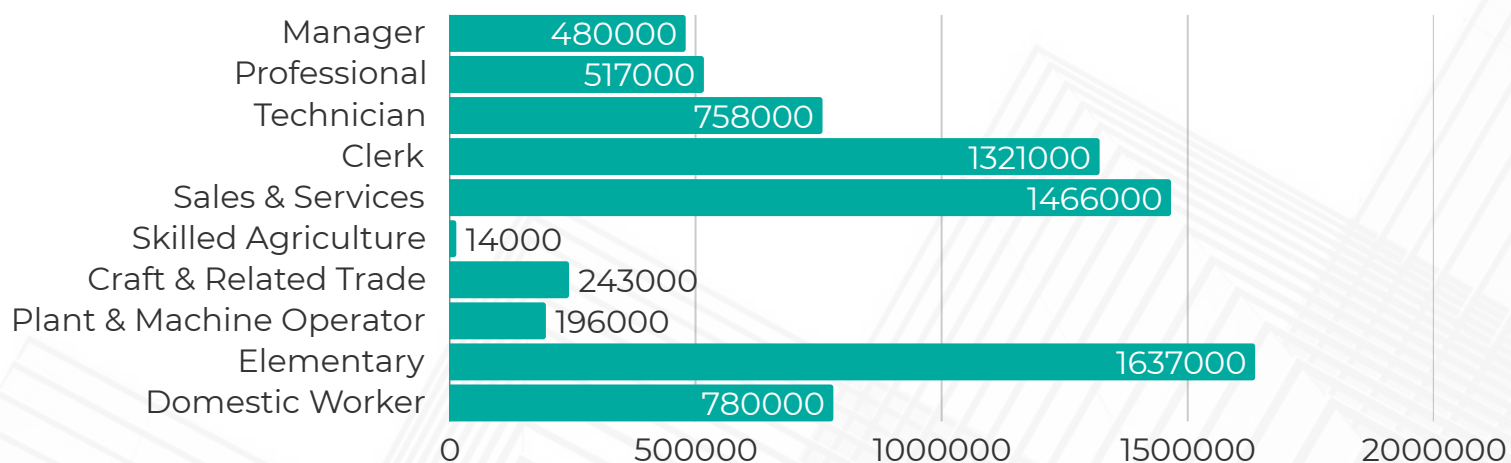
Women are contributing across every sector. They are also making inroads in industries historically dominated by men - Agriculture, Construction, Transport, Utilities, and Mining.



For all values of 10 000 or lower, the sample size is too small for reliable estimates. QLFS Q1 2025

Women by Occupation

From highly skilled professional roles to essential frontline work, women are the backbone of many sectors:



For all values of 10 000 or lower, the sample size is too small for reliable estimates. QLFS Q1 2025

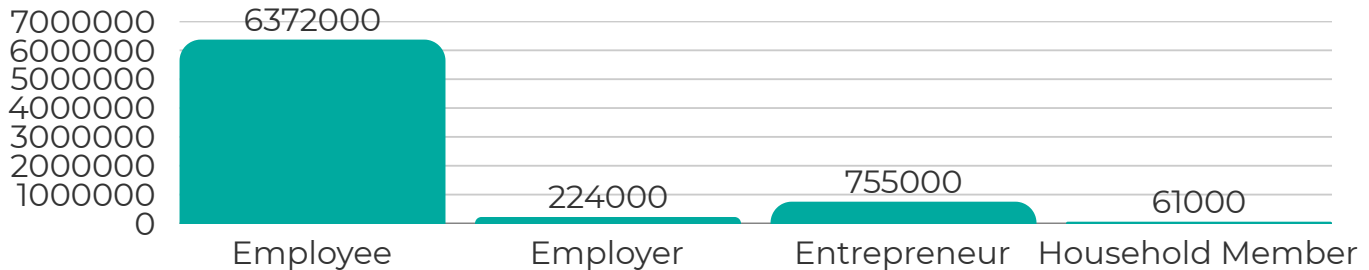
How Employers Can Help More Women Thrive in the Workforce

- **Create flexible work arrangements** - Remote, hybrid, or adaptable hours to accommodate caregiving responsibilities.
- **Invest in skills development** - Sponsor training, mentorship, and upskilling programs for women at all career stages.
- **Recruit beyond traditional pipelines** - Proactively source female candidates from underrepresented sectors and roles.
- **Champion inclusive leadership** - Promote women into decision-making positions and ensure equal access to advancement.
- **Audit pay and benefits** - Identify and close gender pay gaps while strengthening maternity, paternity, and family leave policies.
- **Provide safe, supportive workplaces** - Enforce zero-tolerance policies for harassment and foster a culture of respect.

The Shape of Women's Employment

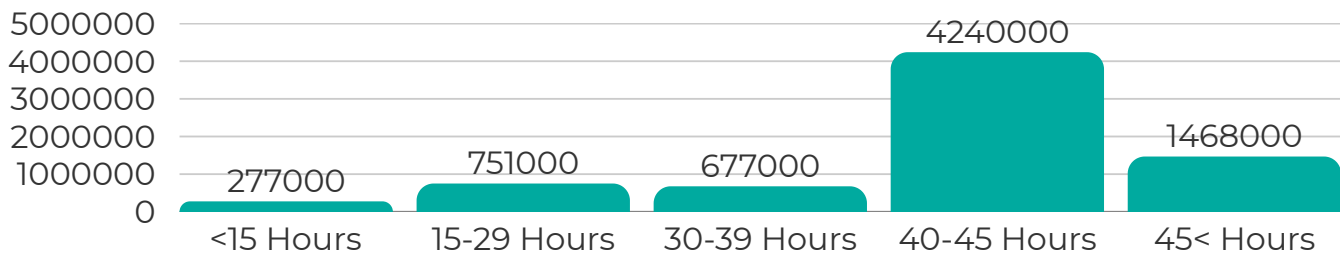
Behind every data point is a story - of women building careers, running businesses, supporting families, and finding their place in South Africa's changing economy. Their work takes many forms, from secure employment to entrepreneurial ventures, and their weekly hours reflect the diverse realities of modern working life.

Employment Status - From Employees to Entrepreneurs



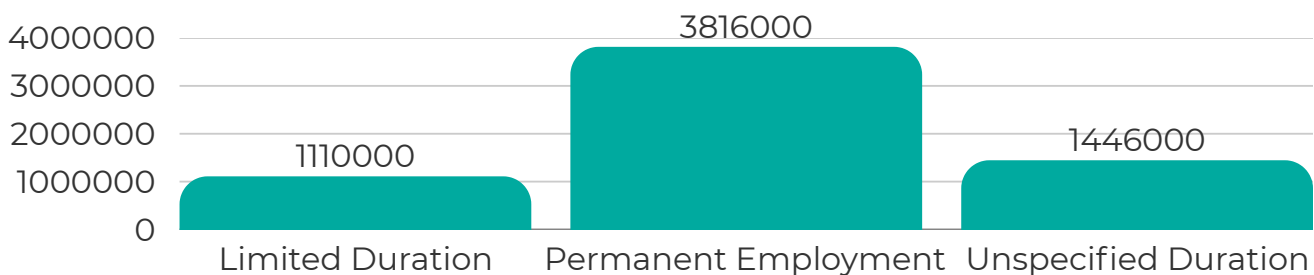
For all values of 10 000 or lower, the sample size is too small for reliable estimates. QLFS Q1 2025

Working Hours - The Rhythm of Women's Work



For all values of 10 000 or lower, the sample size is too small for reliable estimates. QLFS Q1 2025

Nature of Employment - Contracts, Commitments, and Careers



For all values of 10 000 or lower, the sample size is too small for reliable estimates. QLFS Q1 2025

Looking Ahead - Women's Day and Beyond

The QLFS Q1 2025 reminds us that South African women are the lifeblood of our economy - yet so much brilliance, skill, and leadership remain untapped.

The path forward is clear: open more doors, broaden women's presence across industries, and protect the security they deserve.

By breaking down barriers and investing in women, we build a future where every Women's Day honours equality, opportunity, and the vital role women play in shaping our nation.

The Many Masks of Her Work

She walks into morning like sunlight on glass,
a mother, a leader, a dreamer in class.
Her footsteps echo - tick, tock, tick, tock -
time bending gently to her unyielding clock.

In boardrooms she sharpens her voice into steel,
yet softens to listen, to guide, and to heal.
Her words are hammers that build and protect,
but also the lullabies none can forget.

She wears the mask of courage, stitched with resolve,
a tapestry woven as problems evolve.
Like water, she shifts to each shape that is near,
a current of progress, unyielding, sincere.

Behind counters, in classrooms, in fields full of sun,
her labour is many, yet counted as one.
She is rhythm in engines, she is bread on the plate,
she is patience in waiting, resilience in fate.

Her laughter is thunder, her silence a storm,
she bends without breaking, reshaping the norm.
Every mask that she wears is both armour and flame,
yet each holds a story, each whispers her name.

So when we speak of the work women do,
let us see every layer, the old and the new.
For the lifeblood of nations beats steady and strong,
in the hearts of their women - where all roles belong.

- ANONYMOUS



Breaking the Punchline

A tongue-in-cheek look at the tired jokes, stereotypes, and questions women have heard too often - and why they no longer land. By laughing at the absurdity, we take away their sting

“Do you know the women’s movement has no sense of humour?”

‘No...but hum a few bars and I’ll fake it.’

“Why do some folks claim women talk too much?”

Because every time women point out inequality, the echo of truth suddenly sounds louder than comfort allows.

“But who’s looking after her kids?”

What kids? Don’t you know her children vanish the moment she walks into the office?

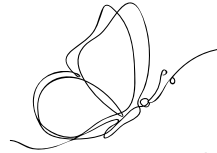
“Why do some people still say women belong in the kitchen?”

Because that’s the only room they can’t imagine sharing power in.

When women rise, we all do. So where are the funny women at work?

- Kathy Klotz

The Women Behind Vital Element



Gillian Riplock

*Calm | Loyal | Nature Lover |
Wordsmith | Gentle Strength*

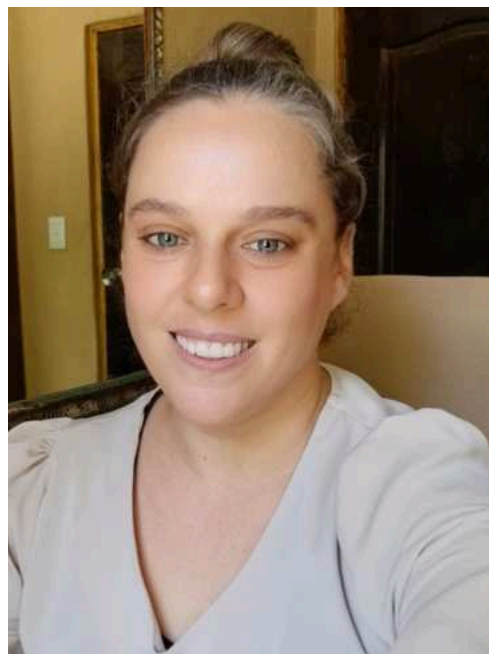
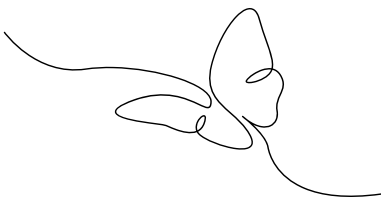
Never stop growing, learning,
challenging yourself and striving.
Always keep your dreams alive!

Isabel Brink

*Energetic | Driven | Vibrant |
Fierce | Strong | Fun | Mom*

"It's the things you do, that
you don't have to do, that
makes the difference."

- Jane Goodall



Every mask she wears is both armour and flame - shaping tomorrow while carrying today.



*Here's to the women who lead with
heart, show up with courage,
and uplift others with quiet strength.
May you always know your worth and
never doubt your impact.*

*"HER FOOTSTEPS WRITE THE RHYTHM OF PROGRESS –
STEADY, UNBROKEN, UNSTOPPABLE."*



GET IN TOUCH

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