



Jobs ranking 2024

How do people in Poland
rate different professions?

Content

- About the study and the report **3**
- Does this work pay off? **4**
- Social impact of professions **5**
- Barometer of associations **6**
- A feminine or a masculine profession? **7**

Jobs in-depth evaluation:

- Doctors **10**
- Nurses **11**
- Teachers **12**
- Police Officers **13**
- Farmers **14**
- Lawyers **15**
- Accountants **16**
- Developers **18**
- Journalists **19**
- Sports people **20**
- Policitans **21**
- Marketing specialists **22**
- Recruiters **23**
- Sales representative **24**
- Influencers **25**
- Community partners **26**



Who are we?



No Fluff Jobs is a job board that publishes ads with salary ranges across multiple disciplines such as IT, Marketing, Sales, Finance, HR, or Customer Service. The portal's mission is to make the job market transparent, where both employers and employees respect each other. The company is also known for providing qualitative data on the labor market through Insights360 and for its high-profile advertising campaigns that you cannot ignore, such as Respect Yourself.

Why did we create this report?



We are a data-driven company. For this reason, we conducted a survey to gather the public's opinion on specific professions. We hope this survey's results will serve as a starting point for discussions around the reality of different professions, which can sometimes differ from popular beliefs

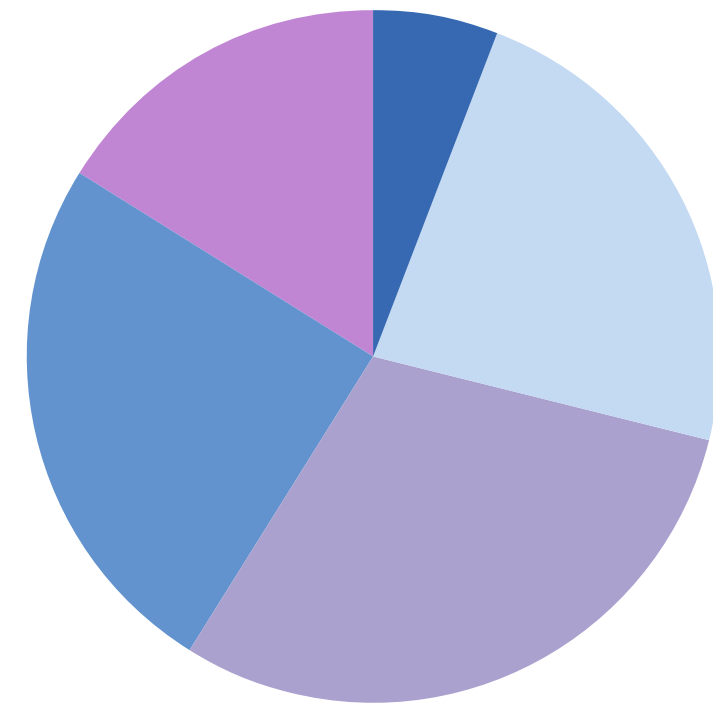
About the study and the report



The report is based on a DIY survey conducted on the [Omnisurv by IQS](#) platform on January 12-14, 2024 (CAWI). The survey was conducted on a representative sample of 1,000 working, economically active Poles aged 18-64. The maximum error of the survey was estimated at 3%.

The survey evaluated 15 different professions. It consisted of four questions, and the order in which the occupations were displayed was randomized. The report usually presents the combined responses from a particular end of the spectrum, i.e., by adding up the responses „definitely...” and „rather...”.

The detailed slides with selected professions are presented in the order of responses regarding their high social impact, from the highest number of indications to the lowest. Not all responses from the charts add up to 100% on the detail slides because the „don't know” or „don't have an opinion” options were not included.



Age:

from 18 to 24 years:

6%

from 25 to 34 years:

23%

from 35 to 44 years:

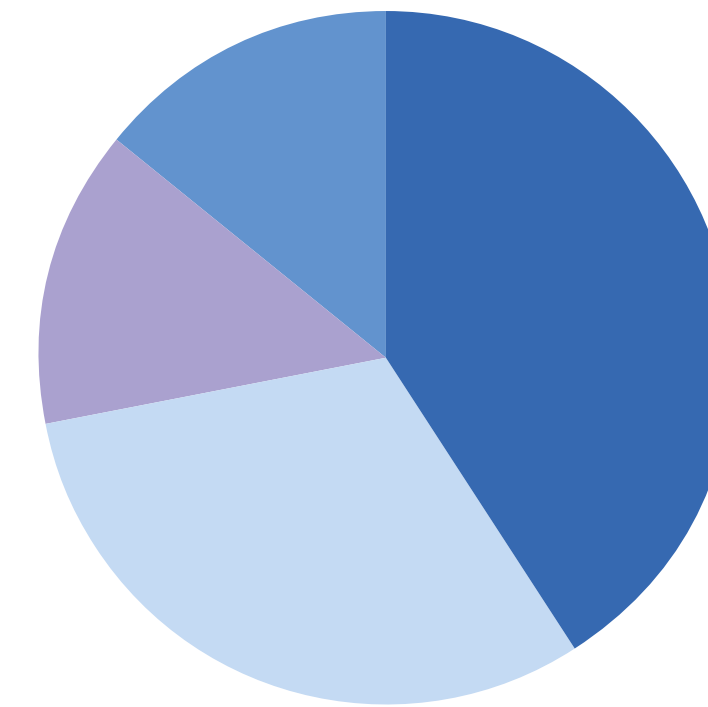
30%

from 45 to 54 years:

25%

from 55 to 64 years:

16%



Residence:

Countryside:

41%

City up to 100k. residents:

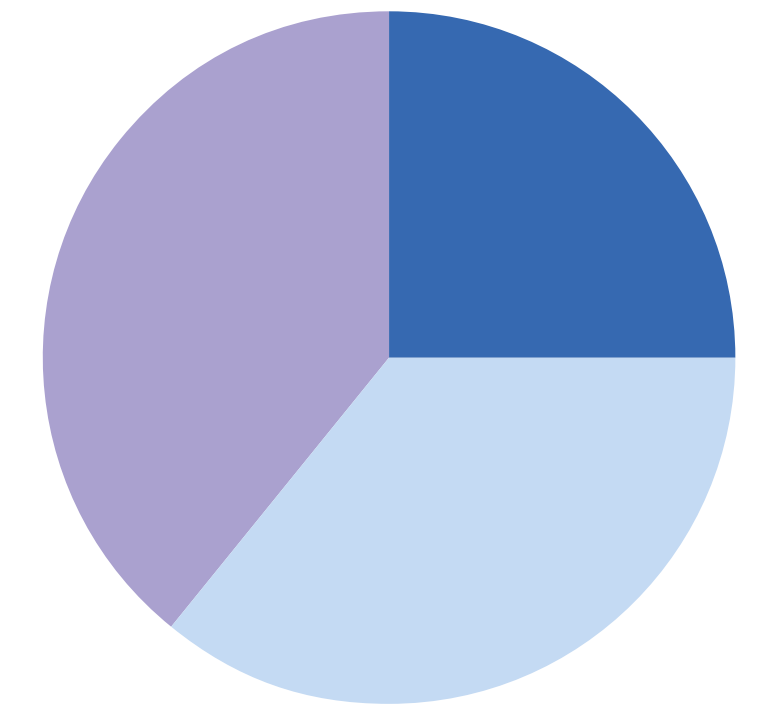
31%

City between 100-500k residents:

14%

City over 500k residents:

14%



Education:

Primary:

25%

High-school:

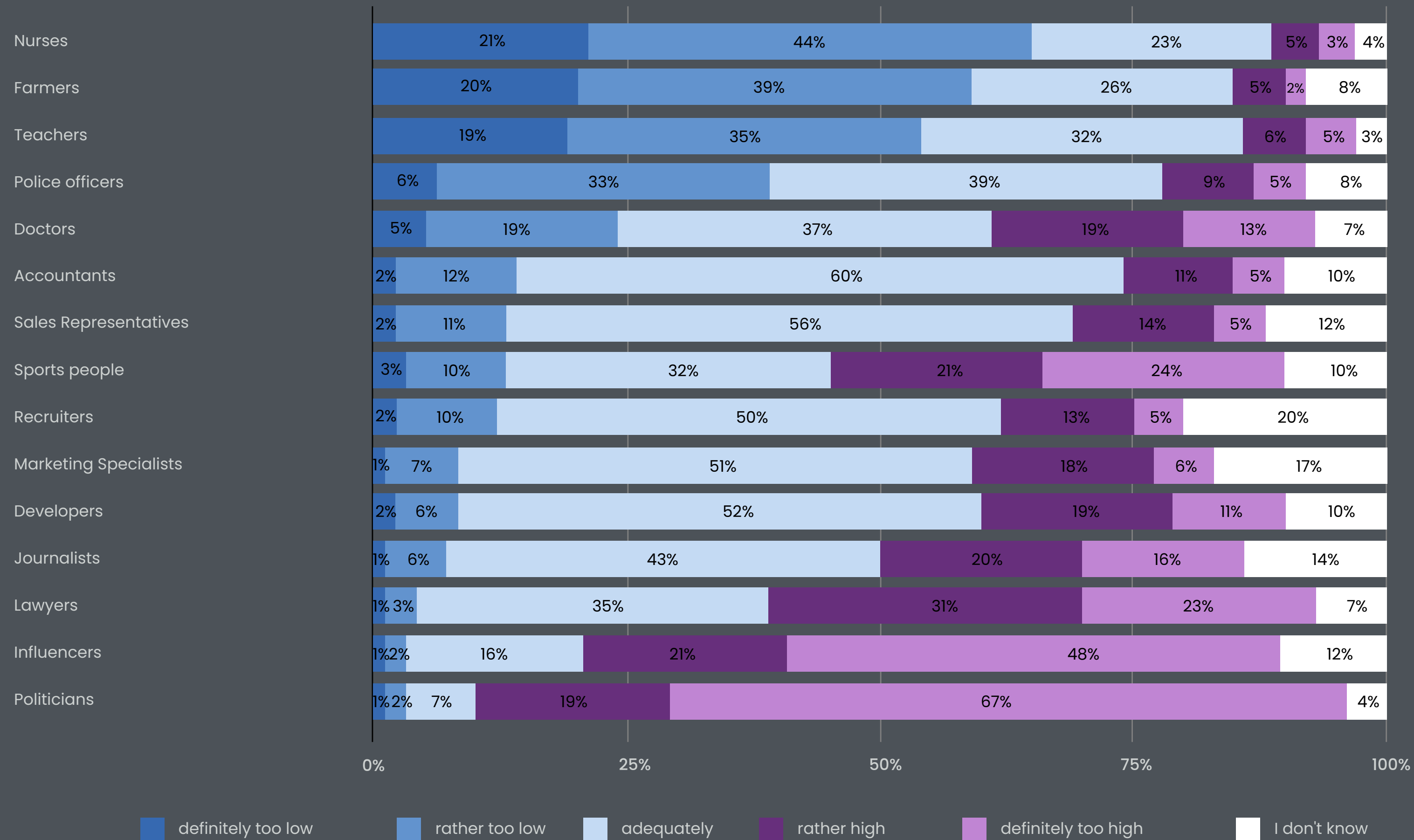
36%

University:

39%

Sample structure

In your opinion, the salaries of the following professional groups are:



The order of professions in the chart is shown based on the sum of the responses „definitely too low“ and „rather too low“

Money to burn



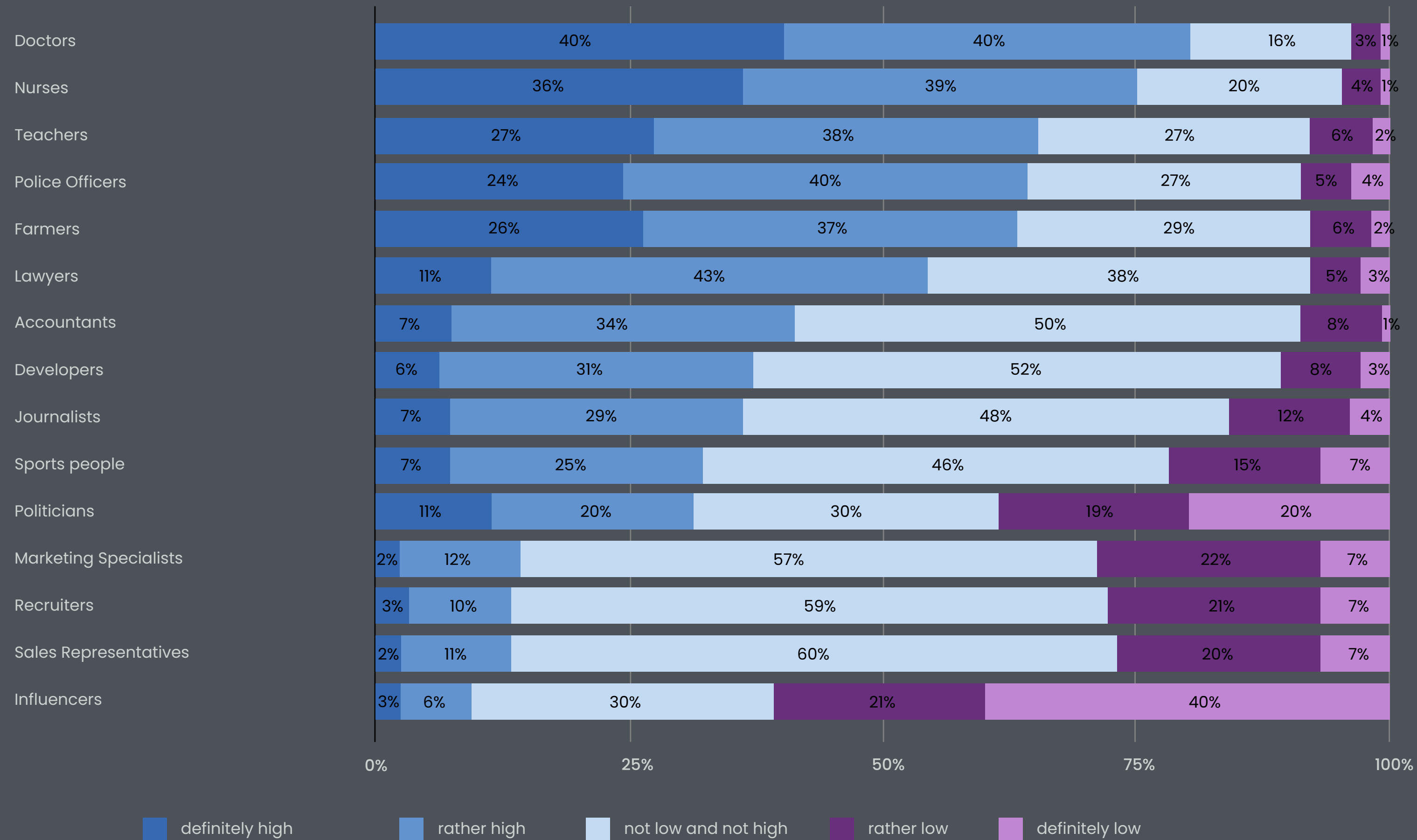
In the opinion of Poles, those who work in the **nursing (65%), agricultural (59%), and teaching (54%)** professions earn too little.

On the other hand, those in **accounting (60%), sales (56%), and, surprisingly, programming (52%)** earn adequate salaries.

According to 86% of Poles, the first place on the podium for the overpaid professions is reserved for politicians.

There is a significant gap between politicians and influencers (69%), with the legal profession ranking next (54%). While medal-winning professionals (45%) ranked just behind the podium.

What is the social impact of the work performed by the people listed below?



Social impact of professions



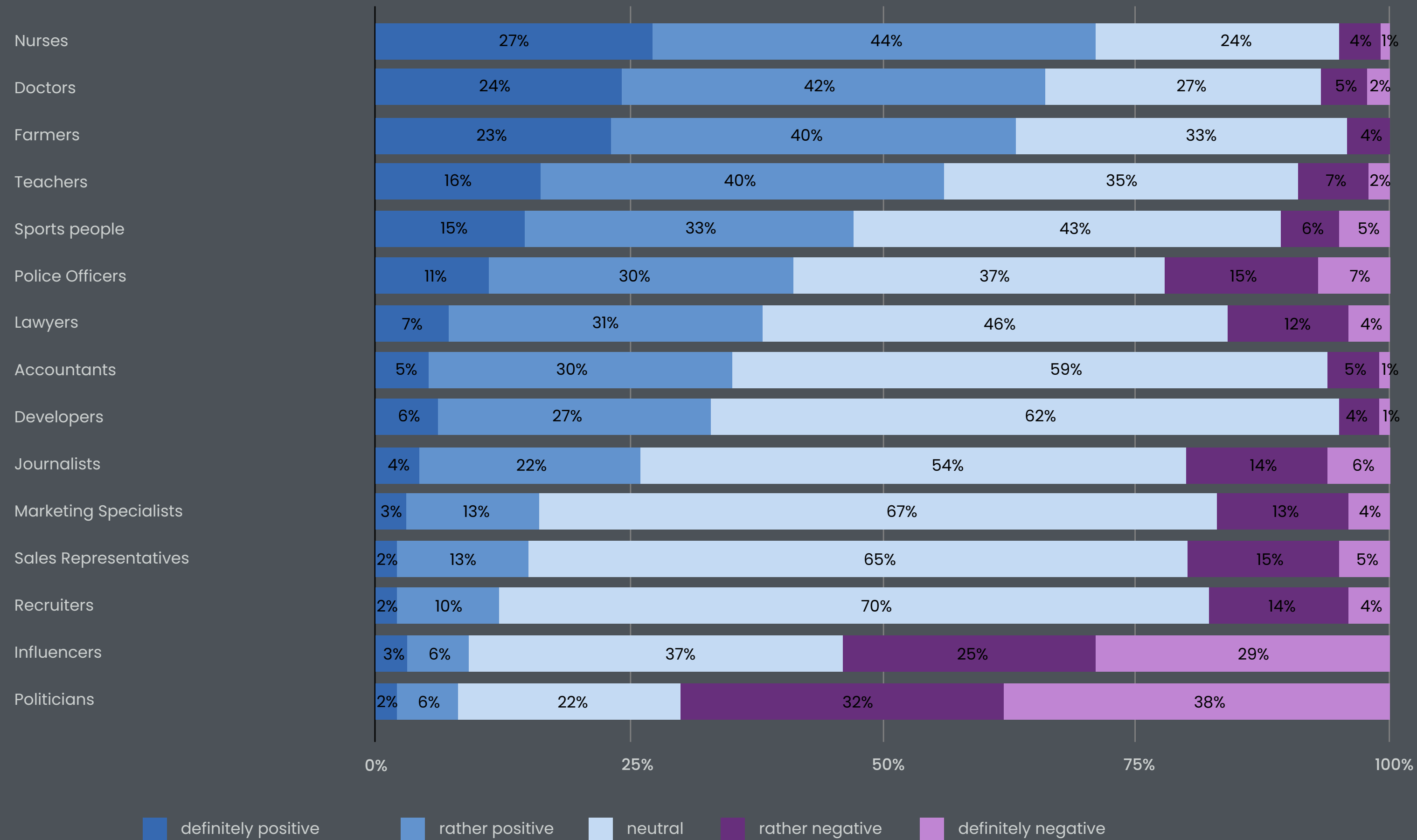
High social impact has been granted to health-related professions (doctors - 80%, nurses - 75%) and teachers - 65%.

While we acknowledge the social importance of these professions, we also recognize that they are poorly paid.

The largest number, **61%**, believe that the work performed by influencers - contrary to the meaning of the profession's name - has low social impact. This is followed by 39% who pointed to work in politics.

The order of professions in the chart is shown based on the sum of „definitely high“ and „rather high“ responses

What associations do you have with the following professions?



Barometer of associations



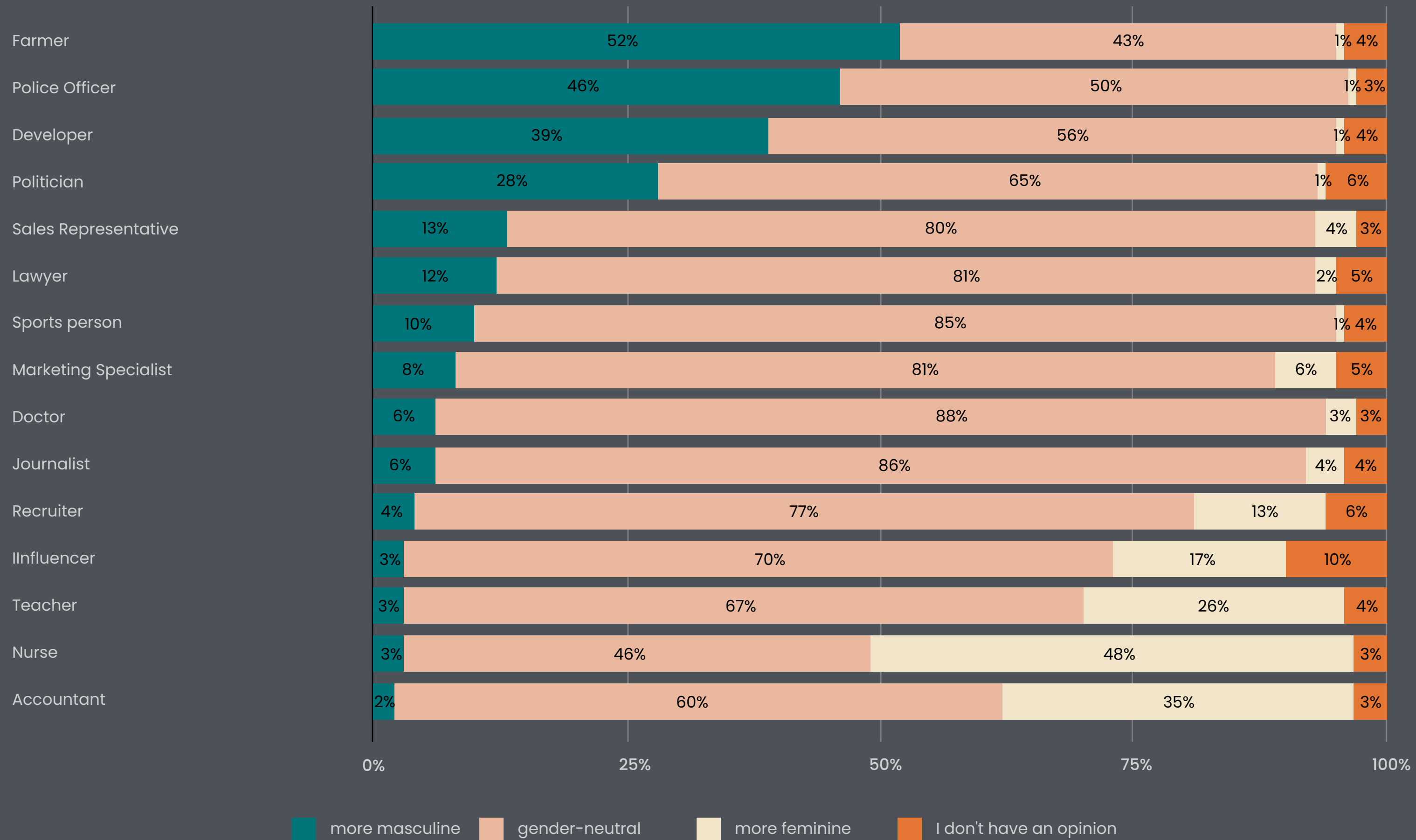
Among the professions that evoke positive associations, medical professions lead the way with nurses (71%) and doctors (66%). Farmers have closed the top 3 indications, accounting for 63% of the total.

We sympathize with professions whose work we see as socially impactful but also recognize that it is underpaid.

Politicians (70%) and influencers (54%) are the professions that evoke negative associations in the largest number of respondents. Once again, these two professions stand on the podium in the unfavorable comparison.

The order of professions in the chart is shown based on the sum of „strongly positive“ and „rather positive“ responses

In your opinion, the following profession is:



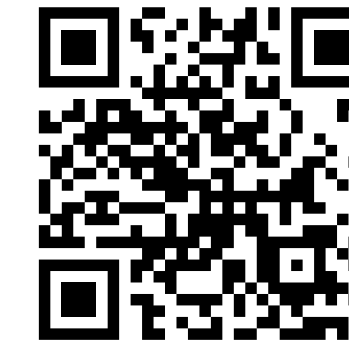
The order of professions in the chart is shown based on „more masculine“ responses.

A feminine or masculine profession?



Which profession is perceived by the majority of respondents as more masculine? Farmers ranked first (52%), followed by police officers (46%) and programmers (39%).

In contrast, professions related to nursing (48%) and accounting (35%) were considered more feminine.



One report. All the answers.
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Insights360

Quick analysis of job offers from various industries and

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Jobs in-depth evaluation

.Doctors

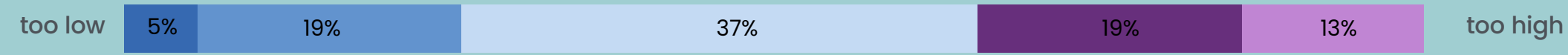
Jobs in-depth evaluation

32%

EARNINGS

of respondents think it is an overpaid profession.

Fewer women (26%) than men (38%) hold this view.



80%

SOCIAL IMPACT

of the respondents highly rate the profession's social impact.



66%

ASSOCIATIONS

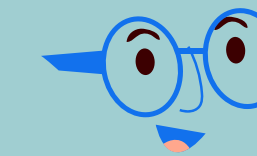
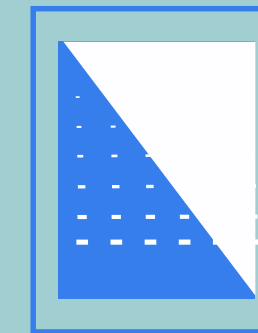
have positive associations with the medical profession.



88%

GENDER

regard the profession as gender-neutral.



Women dominate this profession; 59.5% of doctors are female, and 40.5% are male.*

*source: GUS, 2022

.Nurses

Jobs in-depth evaluation

65%

EARNINGS

believe that salaries in this profession are too low.



75%

SOCIAL IMPACT

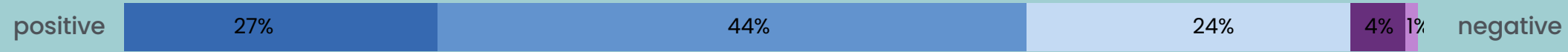
rate the social impact of the profession as high.



71%

ASSOCIATIONS

have positive associations with the profession.



48%

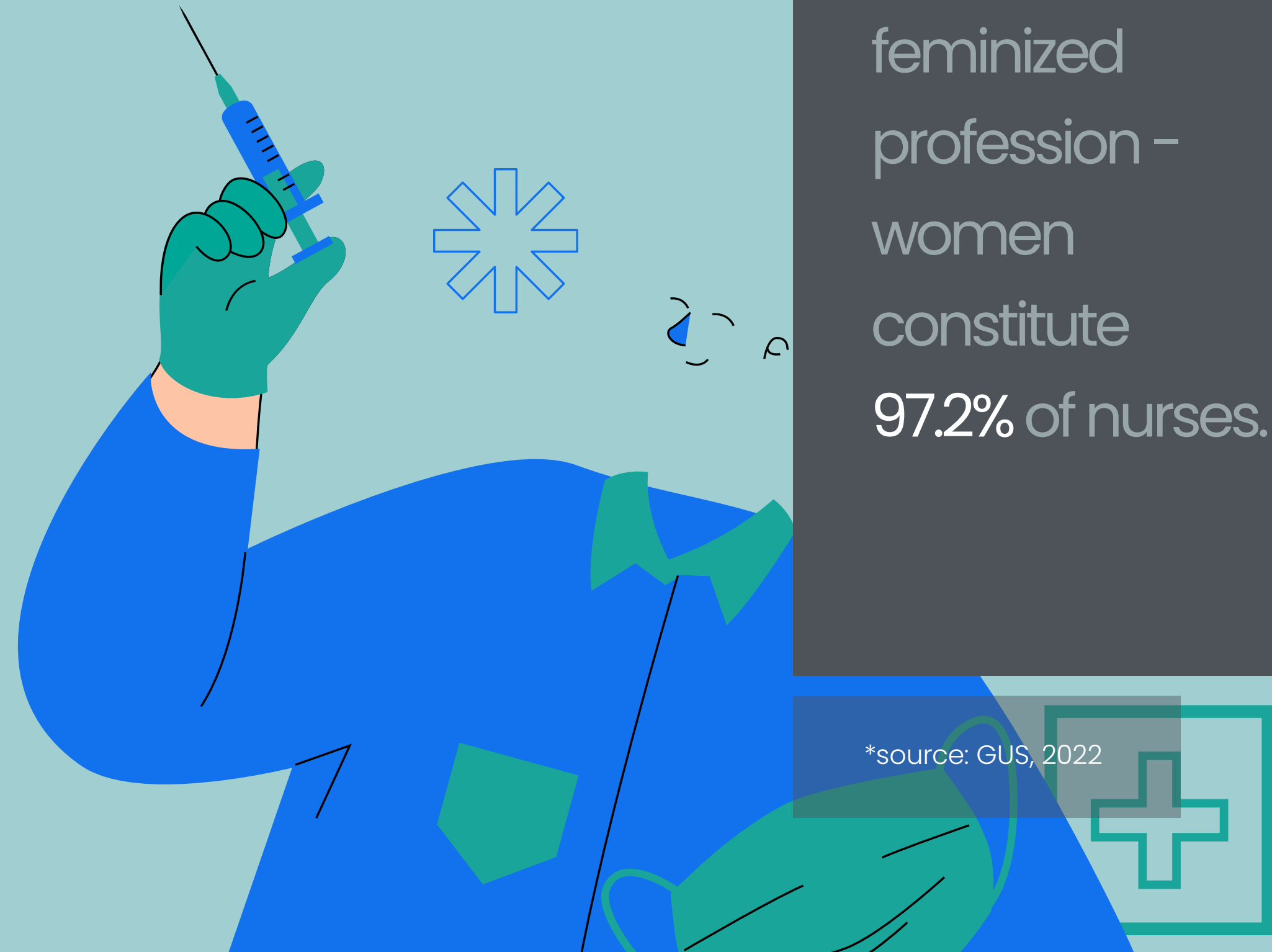
GENDER

considers this profession more feminine.



This is a highly feminized profession – women constitute 97.2% of nurses.

*source: GUS, 2022



.Teachers

Jobs in-depth evaluation

EARNINGS

54%

Of respondents believe that salaries in this profession are too low.



SOCIAL IMPACT

65%

see the profession as having a high social impact.



ASSOCIATIONS

56%

have positive associations with the work of teachers.



GENDER

67%

perceive this profession as gender-neutral.



In the 2022/23 school year, women accounted for 82.3% of the teaching staff.

*source: GUS, 2023



.Police officers

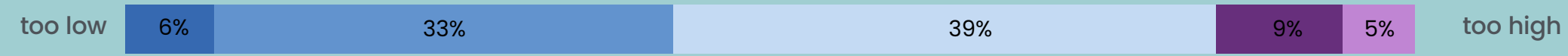
Jobs in-depth evaluation

39%

EARNINGS

of respondents think police salaries are too low.

Although according to the same number of people, they are



64%

SOCIAL IMPACT

highly value the importance of the social work of these people.



41%

ASSOCIATIONS

have positive associations with this profession.



46%

GENDER

perceive this profession as a masculine one.

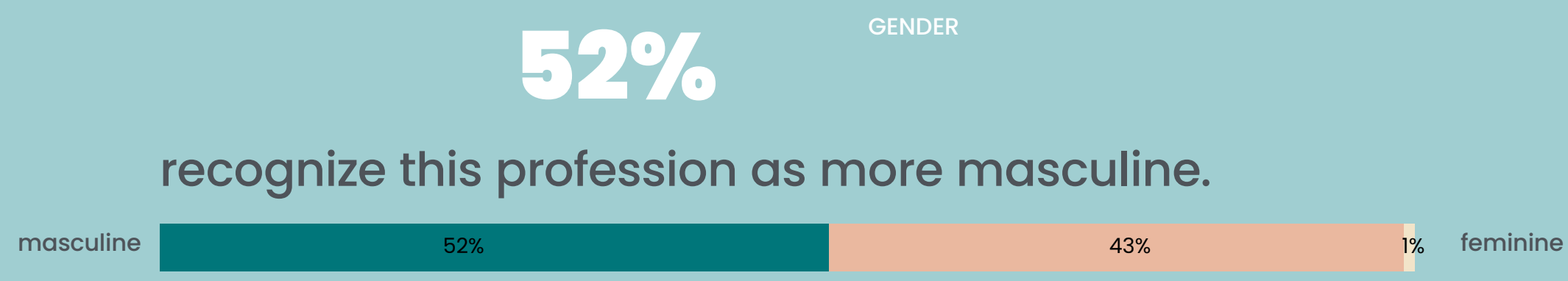
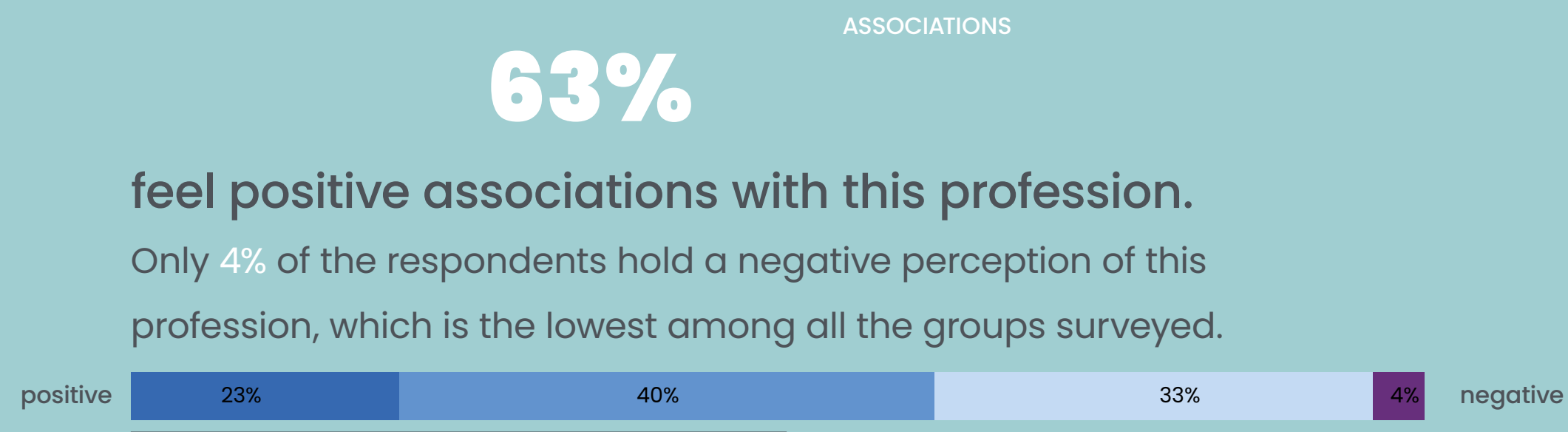
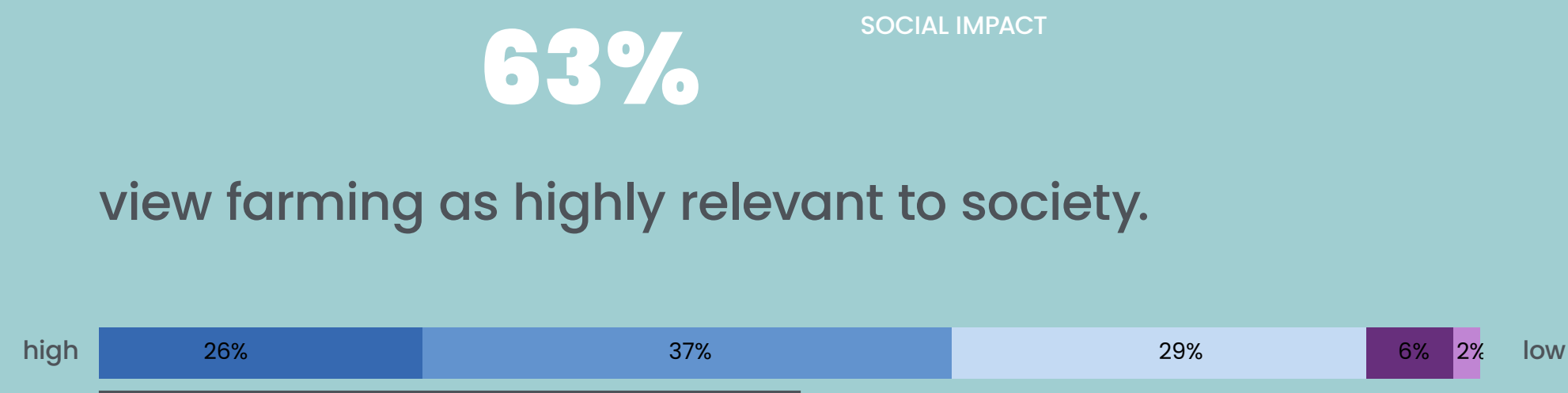
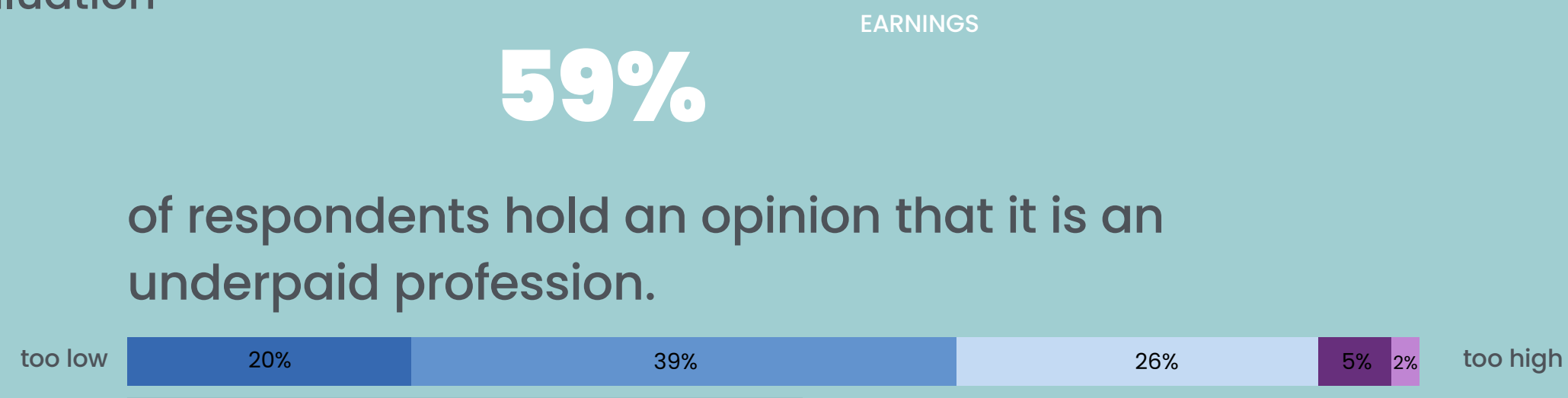
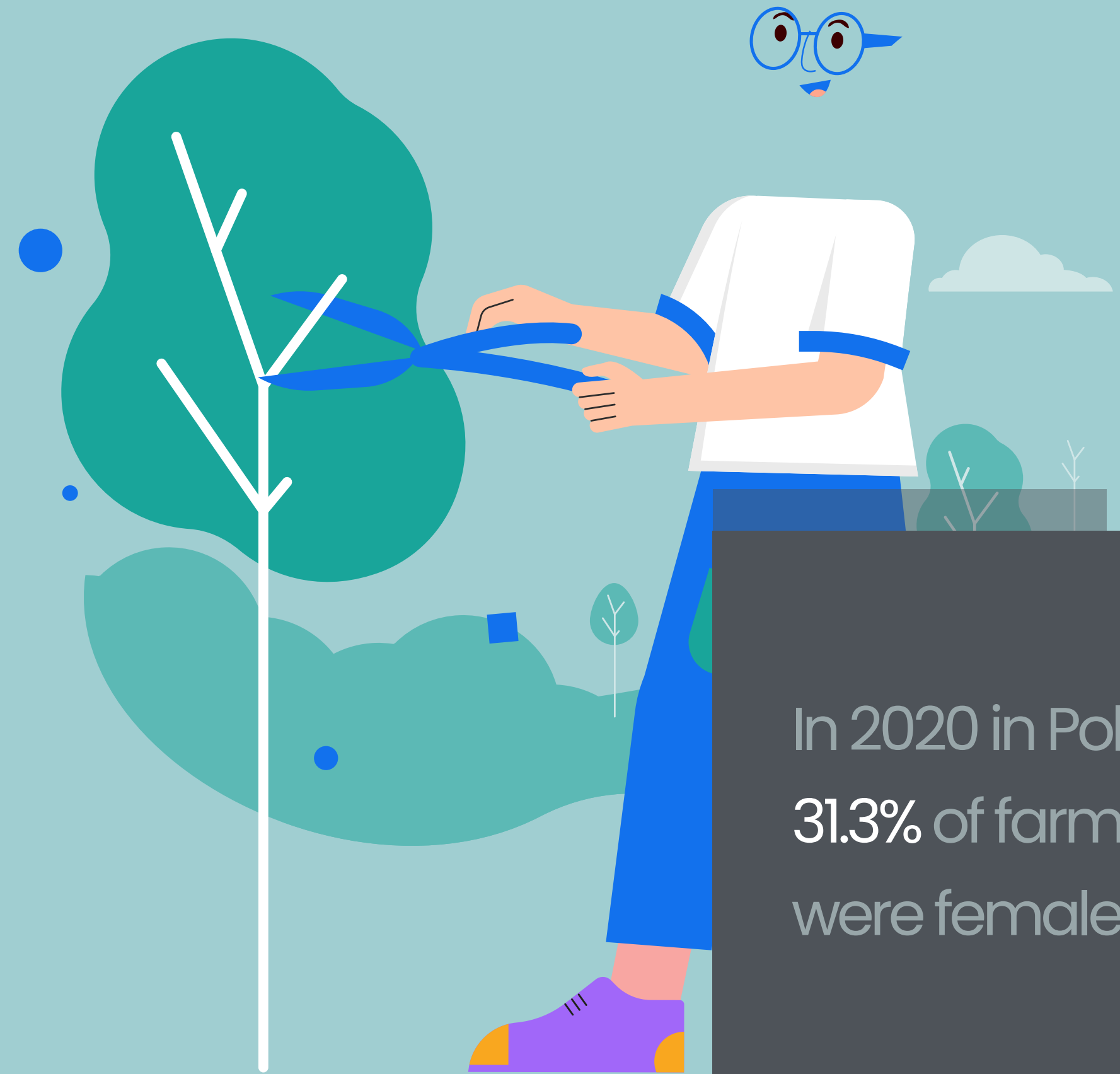


In 2022, women accounted for only 18.6% of the police force workers.*

*source: Plan Równości Płci w Policji na lata 2023-2026 (Police Gender Equality Plan for 2023-2026)

.Farmers

Jobs in-depth evaluation

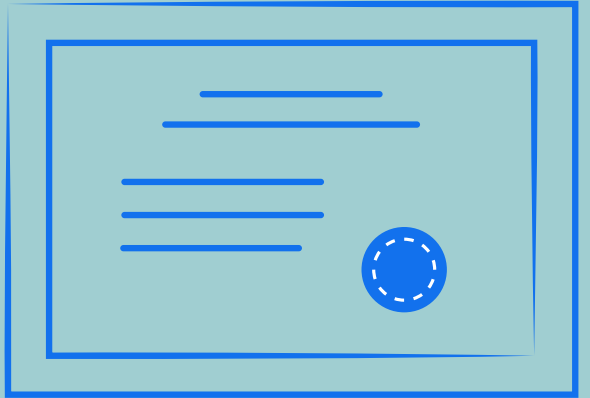


In 2020 in Poland, 31.3% of farmers were female.

*source: GUS, 2020

.Lawyers

Jobs in-depth evaluation



EARNINGS

54%

of respondents consider it an overpaid profession.



SOCIAL IMPACT

54%

highly value the social importance of the work of lawyers.



ASSOCIATIONS

46%

have neutral connotations with this profession.

More women (46%) than men (31%) have positive feelings.



GENDER

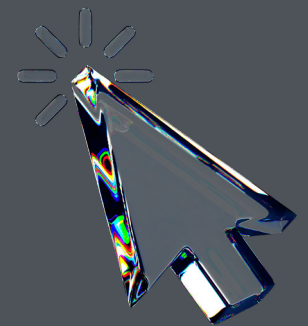
81%

perceive the profession as gender-neutral.



Looking for a job in the legal sector?

[Check out the offers!](#)



.Accountants

Jobs in-depth evaluation

60%

EARNINGS

of respondents believe that people in accounting are adequately compensated.



41%

SOCIAL IMPACT

TOO HIGH

rate the social impact of the profession as high.



59%

ASSOCIATIONS

neutrally perceive this profession.

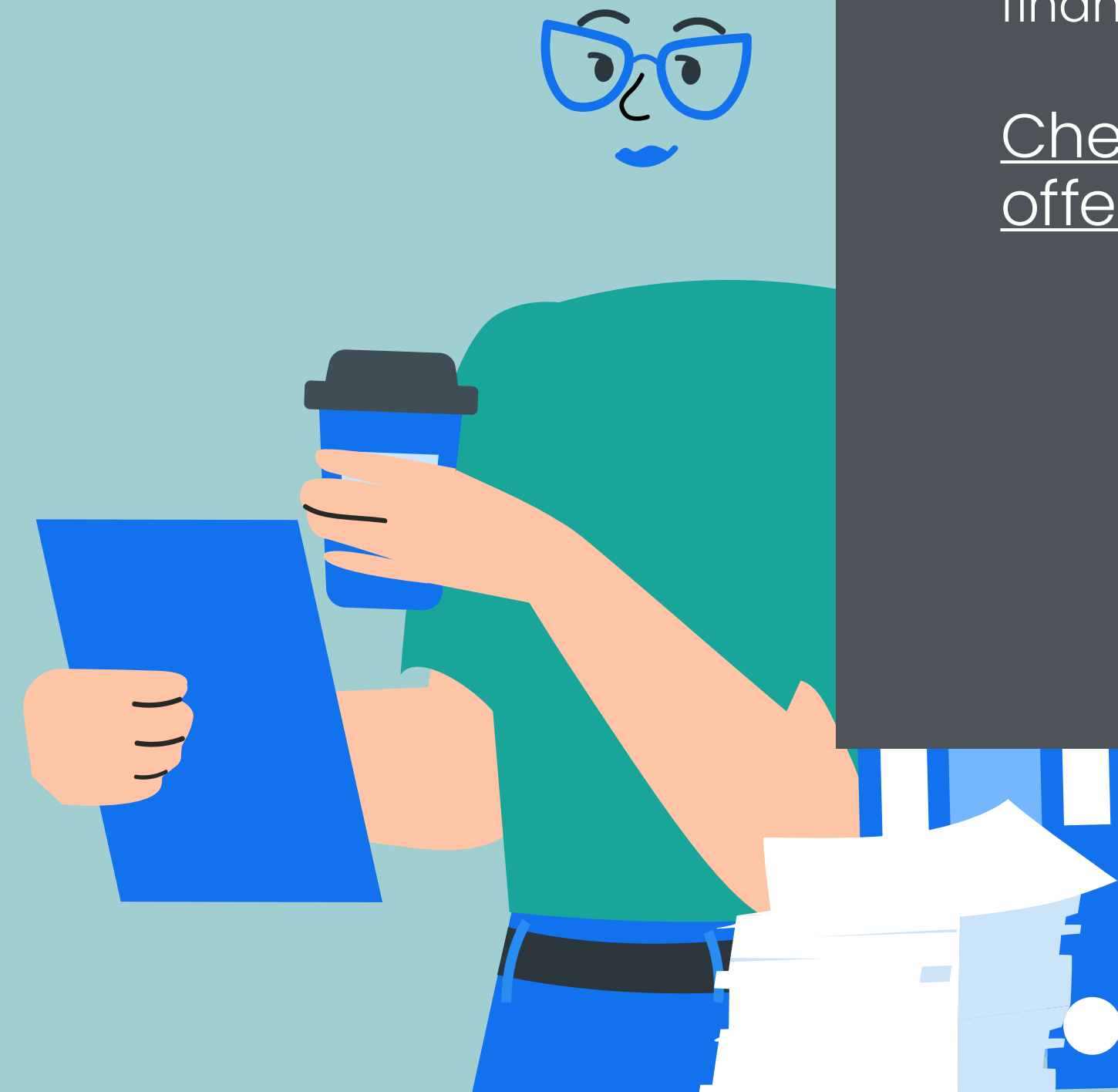
More women (40%) than men (30%) have positive associations.



35%

GENDER

consider the profession more feminine.



Looking for a job in finance?

[Check out the offers!](#)





- IT
- Telecommunications
- Sales
- HR
- Electronics
- Customer Service
- Law
- Automatics
- Counselling
- Finance
- Robotics
- Administration
- Marketing
- Mechanics
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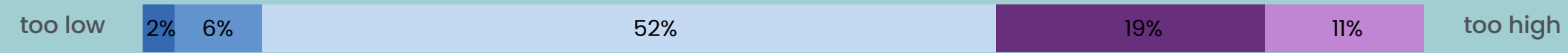
.Developers

Jobs in-depth evaluation

EARNINGS

30%

of respondents consider it an overpaid profession.



SOCIAL IMPACT

37%

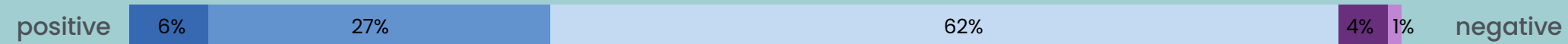
highly appreciate the social impact of programming.



ASSOCIATIONS

33%

have positive feelings about the profession.



GENDER

39%

view the profession as more masculine.



Looking for a job in IT!

Check out the offers!



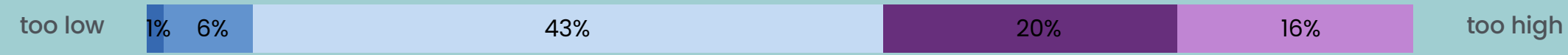
Journalists

Jobs in-depth evaluation

EARNINGS

36%

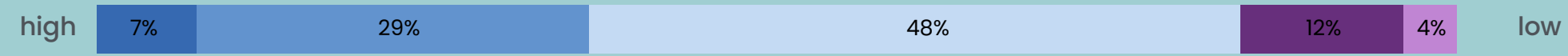
of respondents think salaries in the profession are too high.



SOCIAL IMPACT

36%

perceive the social importance of profession as high.



ASSOCIATIONS

54%

have neutral associations related to the work of journalists.

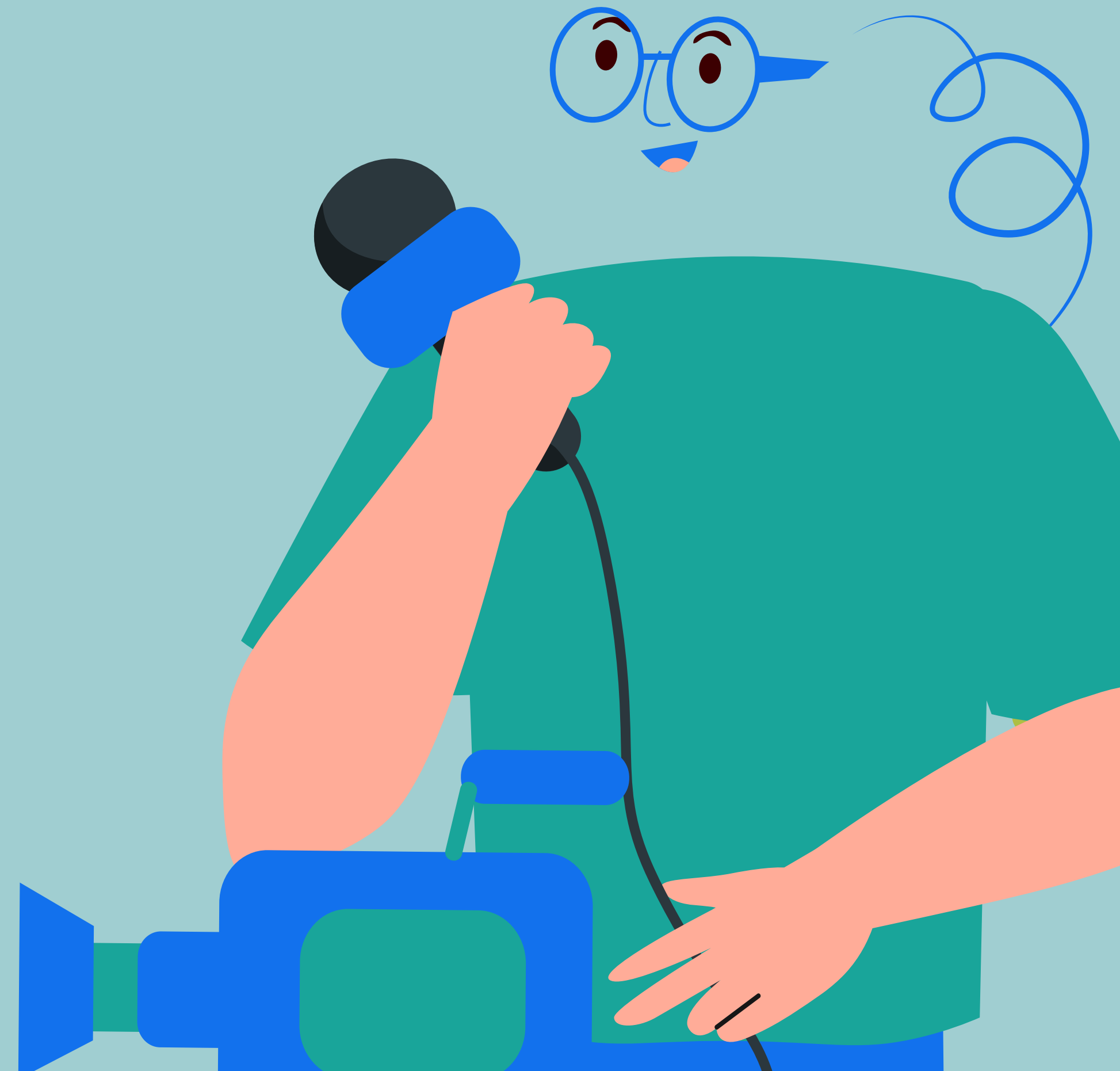


GENDER

86%

see the profession as gender-neutral.

Interestingly, this opinion is most shared by people 55+ (92%)!



Sports people

Jobs in-depth evaluation

EARNINGS

45%

of respondents believe it is an overpaid profession.



SOCIAL IMPACT

32%

rate the importance of the sports people work as high.



ASSOCIATIONS

48%

feel positive associations with the profession.



GENDER

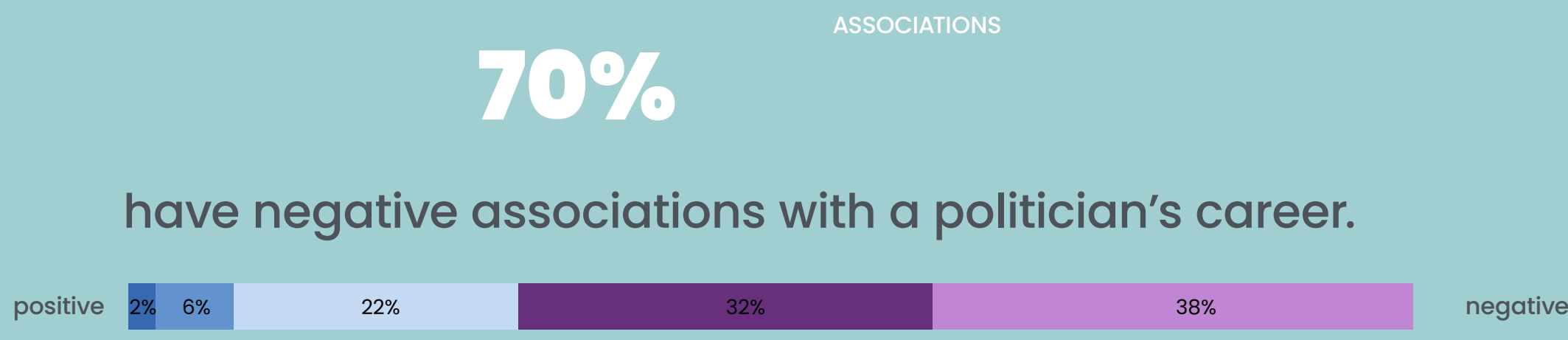
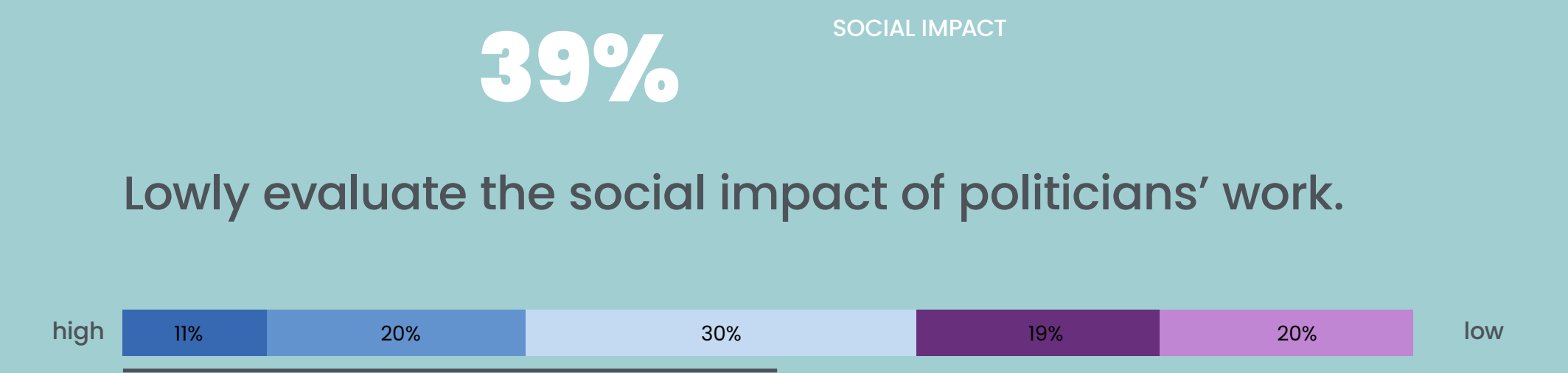
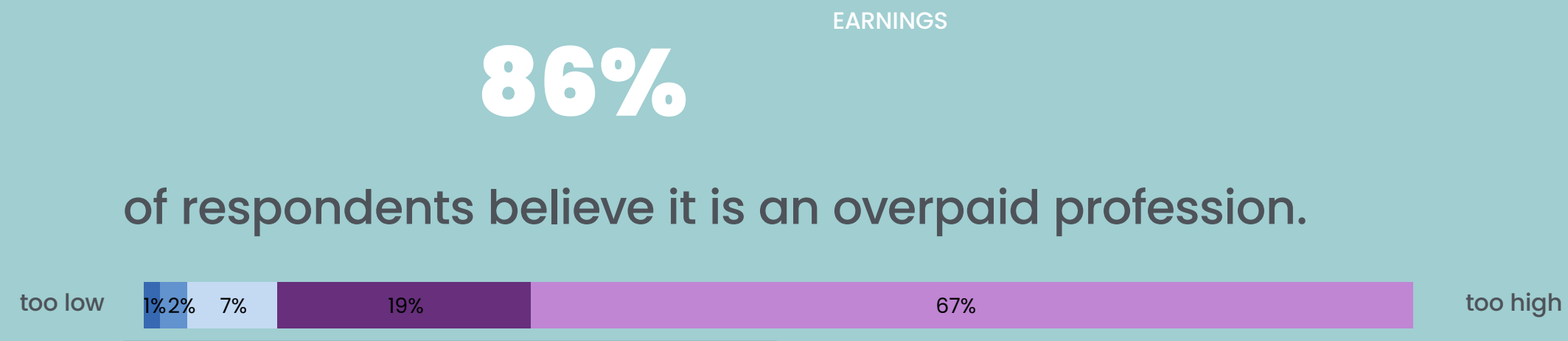
85%

consider the profession gender-neutral.



.Politicians

Jobs in-depth evaluation



Marketing specialists

Jobs in-depth evaluation

EARNINGS

51%

believe that this profession is adequately remunerated.

More men (28%) than women (19%) think it is overpaid.



SOCIAL IMPACT

29%

consider the work in marketing to be socially insignificant.

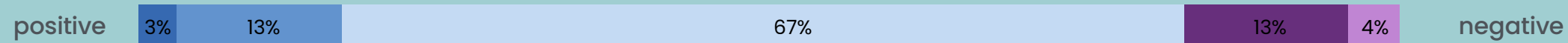


ASSOCIATIONS

67%

have a neutral connotation for the profession.

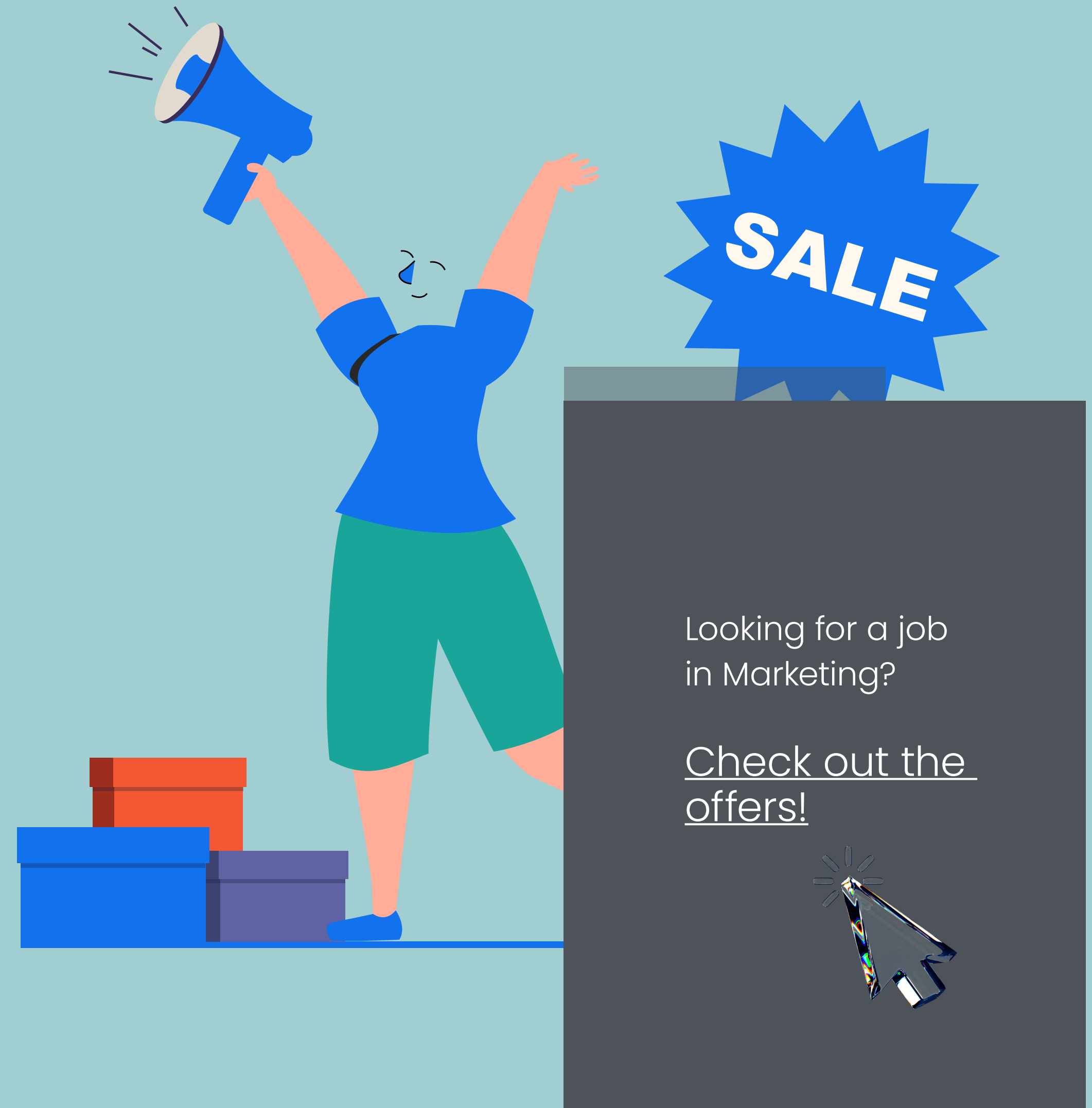
More men (21%) than women (12%) view it negatively.



GENDER

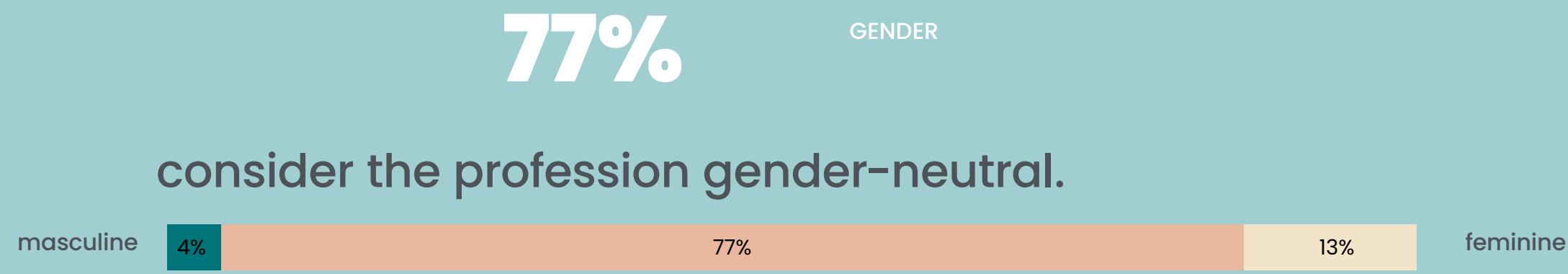
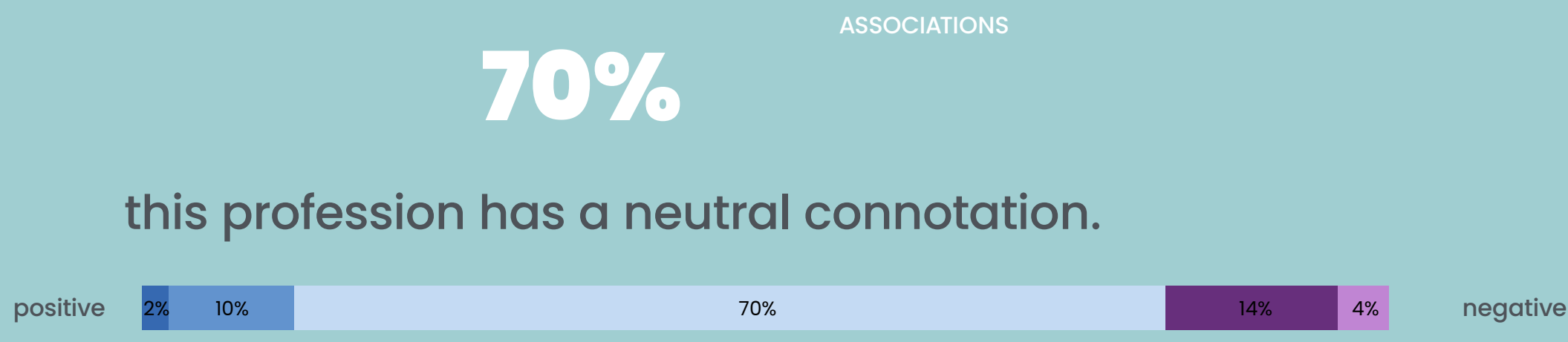
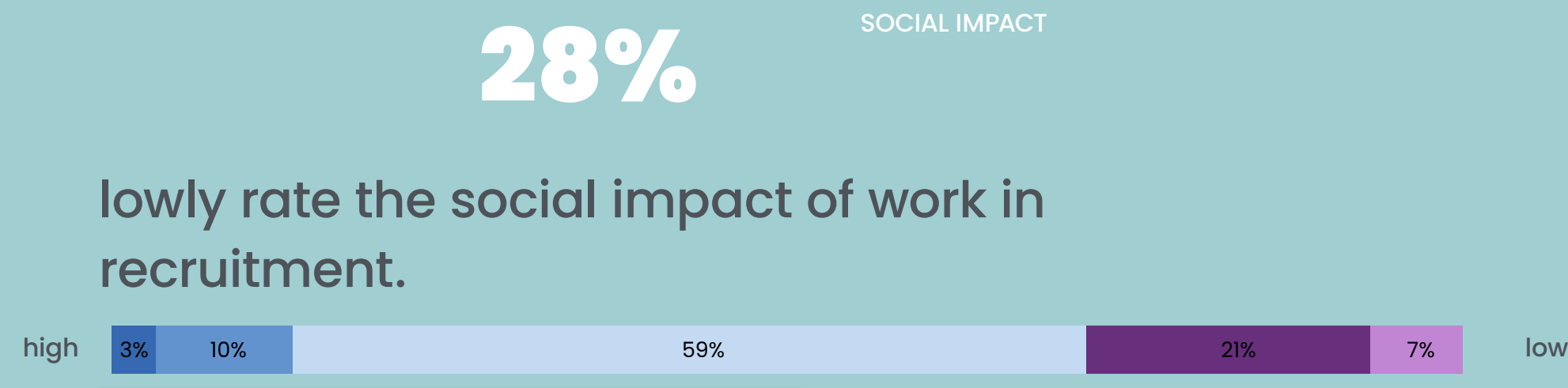
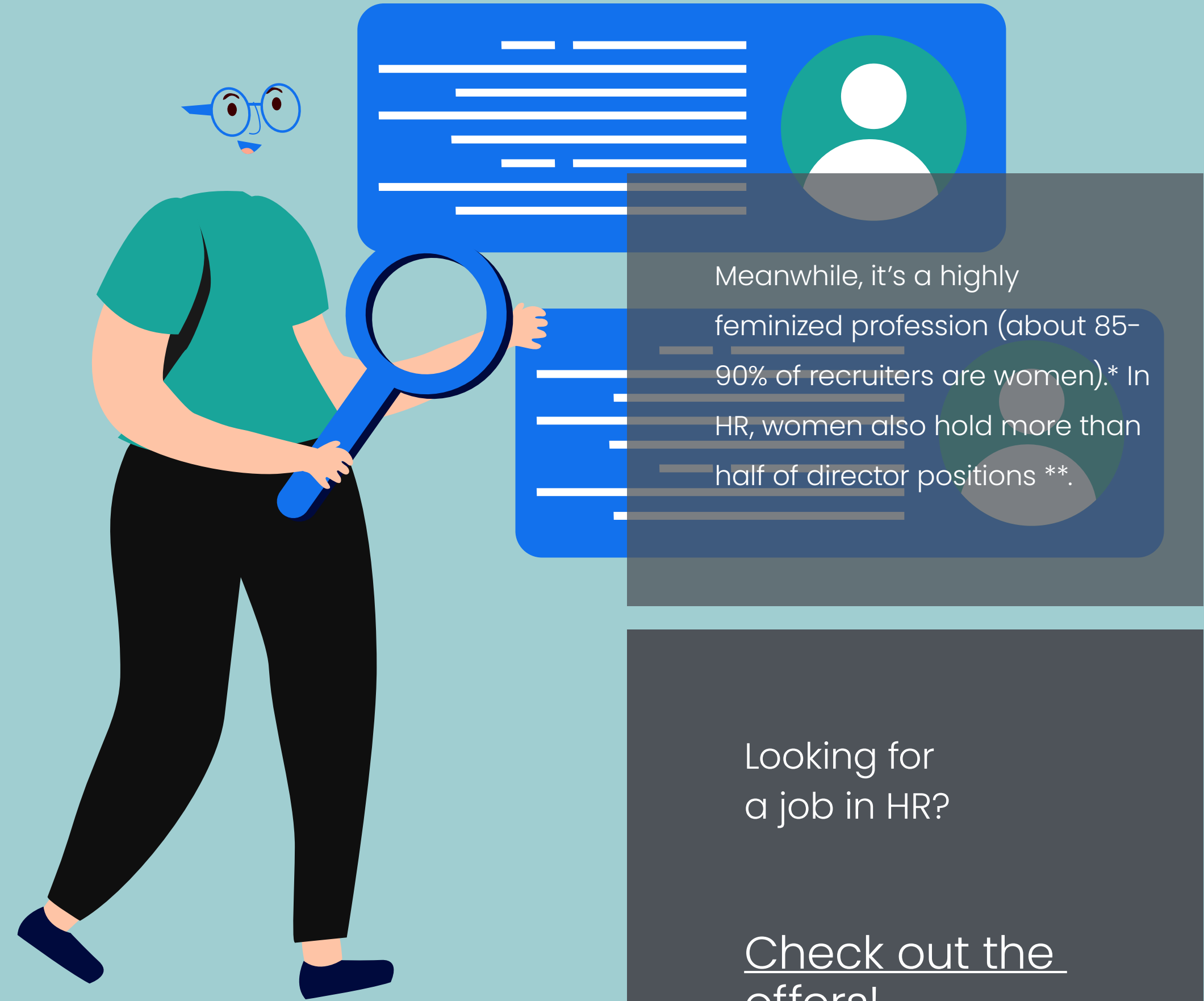
81%

see the profession as gender-neutral.



.Recruiters

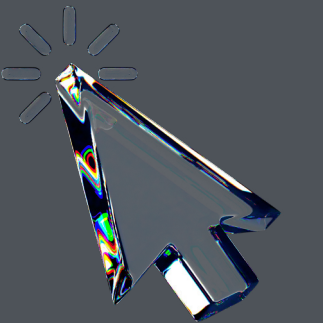
Jobs in-depth evaluation



Meanwhile, it's a highly feminized profession (about 85-90% of recruiters are women)*. In HR, women also hold more than half of director positions **.

Looking for a job in HR?

Check out the offers!

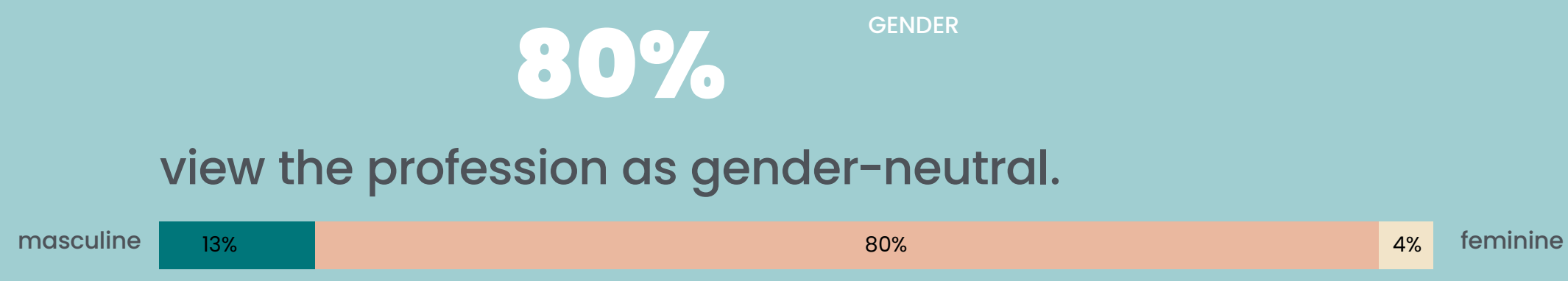
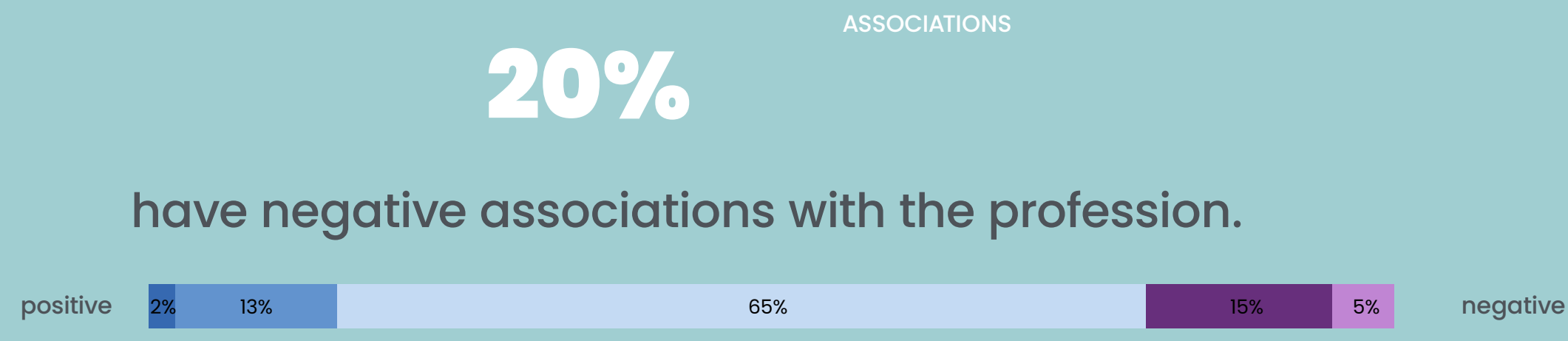
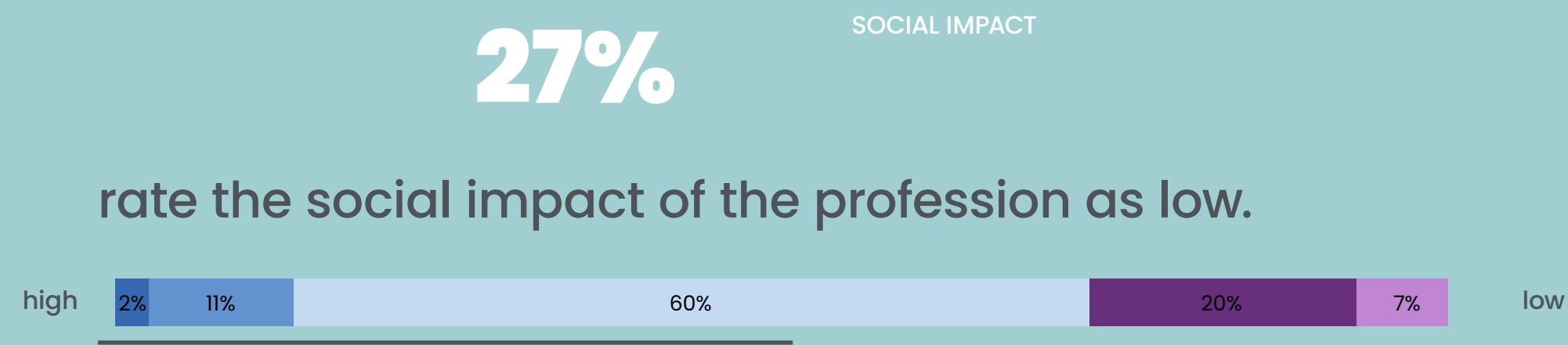
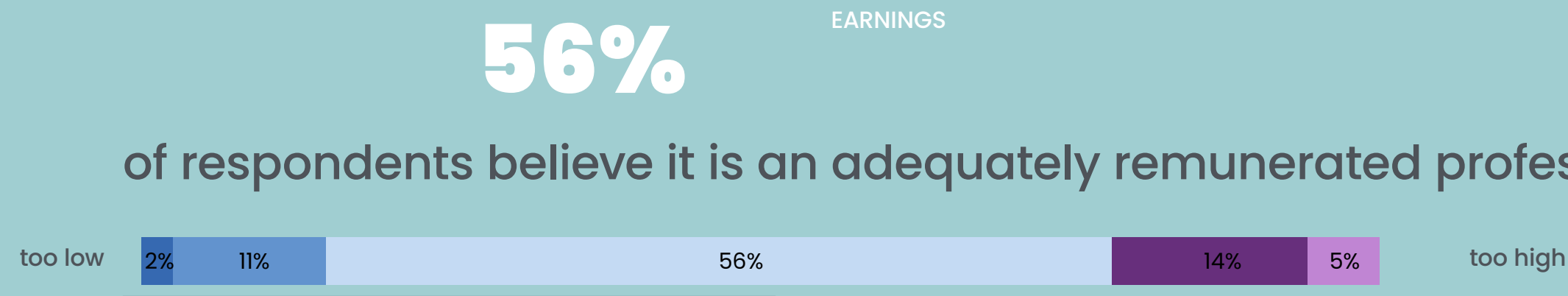


* wynagrodzenia.pl

** (Polish Business Open to Women), report Grant Thornton, 2020

Sales representatives

Jobs in-depth evaluation



Looking for a job in Sales?

[Check out the offers!](#)

.Influencers

Jobs in-depth evaluation

69%

EARNINGS

of respondents are of the opinion that this profession is overpaid.

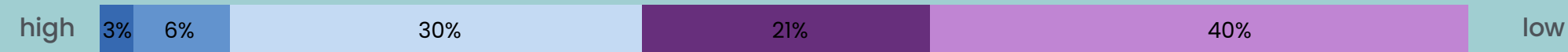


61%

SOCIAL IMPACT

lowly evaluate the social impact of influencers.

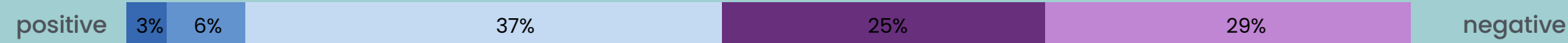
The younger the generation, the more indications of low importance - 69% of millennials and 52% of those 55+.



54%

ASSOCIATIONS

Have negative associations with the role.



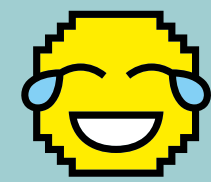
70%

GENDER

consider the profession gender-neutral.



Community partners



TEARS OF JOY
Stories that matter



MARKETING
przy kawie



fakturownia
program do fakturowania online



sem**WAW.**



sem**KRK.**



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RECRUITMENT COMMUNITY MAGAZINE
REKRUTER



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Data for June 2024

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