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Women in IT 2024

Does gender matter in the workplace?



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RAPORT: KOBIEĆ W IT 2024

Content

Key findings .5

Back in time: school years .7

About encouraging and discouraging to learn .9

Self-confidence and the impostor syndrome in IT .15

Male vs. female point of view .17

Salaries of women in IT .22

Negotiating salaries .27

Promotions and pay raises .28

Community partners .31

About the study .32





Magdalena Gawłowska-Bujok
COO No Fluff Jobs



Until this year, in our Women in IT research (you are currently reading its 5th edition), we focused on the experiences of both women aspiring to work in the industry and those who already do. We asked about their specializations, reasons for entering the tech world, desired benefits, and challenges they faced while changing industries.

This time, we chose a completely different approach. First, we “went back in time” to the very beginnings: to their childhood and school years. We wanted to find out when their interest in IT-related areas began and if they could count on any support. This is especially important to me as a mom of three girls; and my heart sank when I read that 10.3% of respondents said their mothers discouraged them from pursuing this interest. It only confirmed my belief that there is a long road ahead of all of us before we learn to create a safe, bias-free environment for ourselves and our loved ones to develop and explore our passions.

Second, we refined the report by adding the male perspective, since it is equally important as the female one, and to verify if they are different at all. Some results were surprising, others upsetting, but one thing is clear: gender discrimination and inequality have many faces, and their sources can be traced back to social, economic, and cultural backgrounds. Our job – as No Fluff Jobs, but first and foremost as people – is to continuously educate and be mindful of the needs of those whose voices have been silenced.

Magdalena Gawłowska-Bujok



Adrianna Sosnowicz
HR VP Middle Eastern Europe, **Schneider Electric**



Schneider Electric is constantly evolving. While we are known for energy management and automation, our digital and software evolution over the past decade has made us one of the world's largest industrial software companies. We aim to electrify, digitize, automate, and work towards sustainable development worldwide.

By joining Schneider Electric, you will contribute to solving the climate crisis and accelerating the energy transition our planet urgently needs. You will work among colleagues with very different personal and professional backgrounds who share a vision for a better world.

„Impact starts with us“, is an invitation for future employees to join our company, where everyone can contribute to turning sustainability ambitions into action, no matter what role they play. It's a call to connect your career with your ambition to achieve a more efficient and sustainable world.

We became a partner of the Women in IT report because we believe that in doing so, we also impact the shaping of the labor market. We are happy to learn about the opinions and perspectives of employees in the IT area and thus change and create an even better workplace.

#ImpactStartsWithUs



Check out **Schneider Electric's** job vacancies:

Key findings

Women are most often encouraged to advance in IT by **friends and partners**

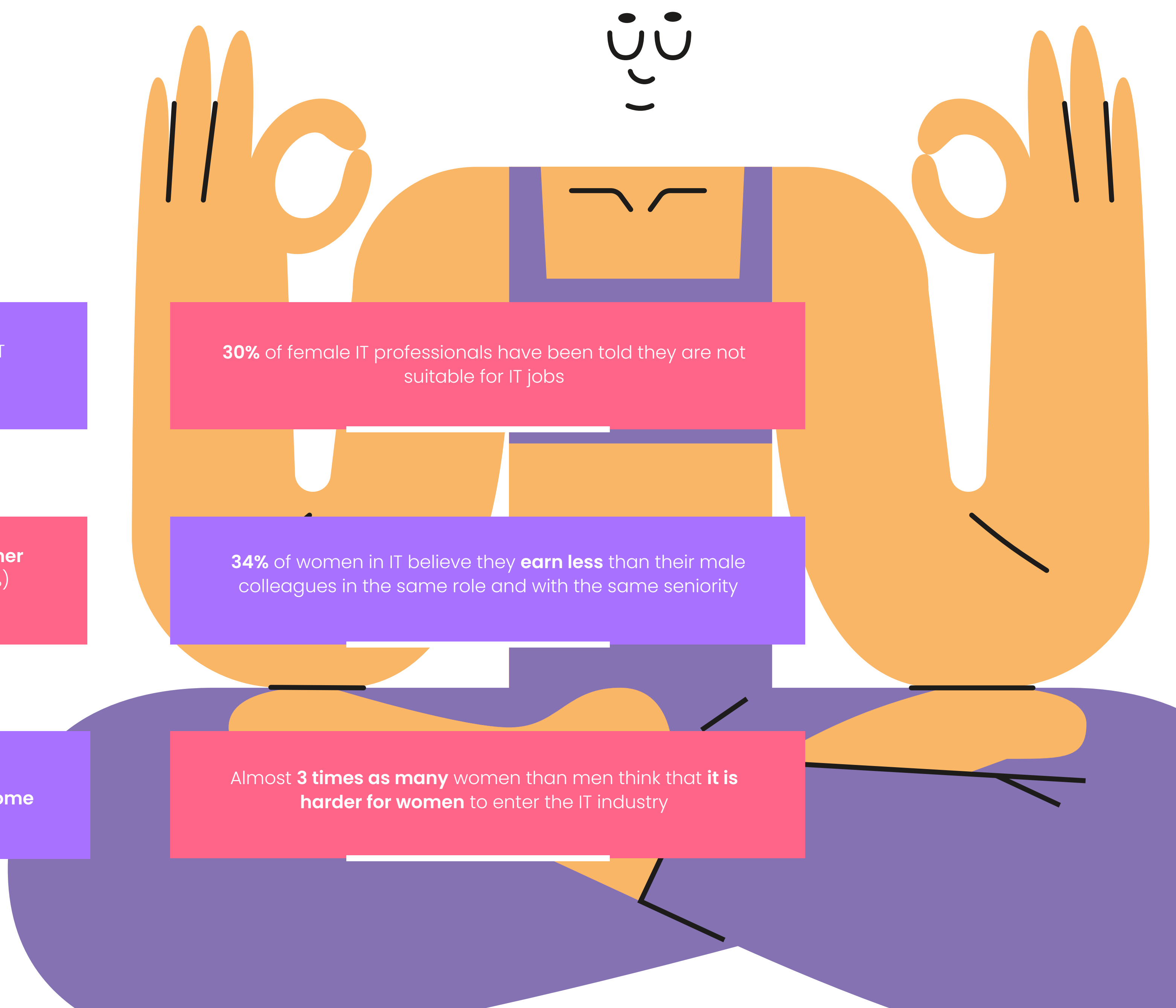
The most common reasons for changing jobs are **higher salaries** (50%) and **development opportunities** (45%) elsewhere

79% of women in IT have experienced **impostor syndrome**

30% of female IT professionals have been told they are not suitable for IT jobs

34% of women in IT believe they **earn less** than their male colleagues in the same role and with the same seniority

Almost **3 times as many** women than men think that **it is harder for women** to enter the IT industry





Education and development

When do women start taking an interest in IT?
Can they count on their loved ones' support?
What comments do they hear most often?

Back in time: school years



According to a study by **Microsoft** girls begin to take an interest in science subjects when they're **11 or 12**, and that interest drastically declines at the age of **15–16**.

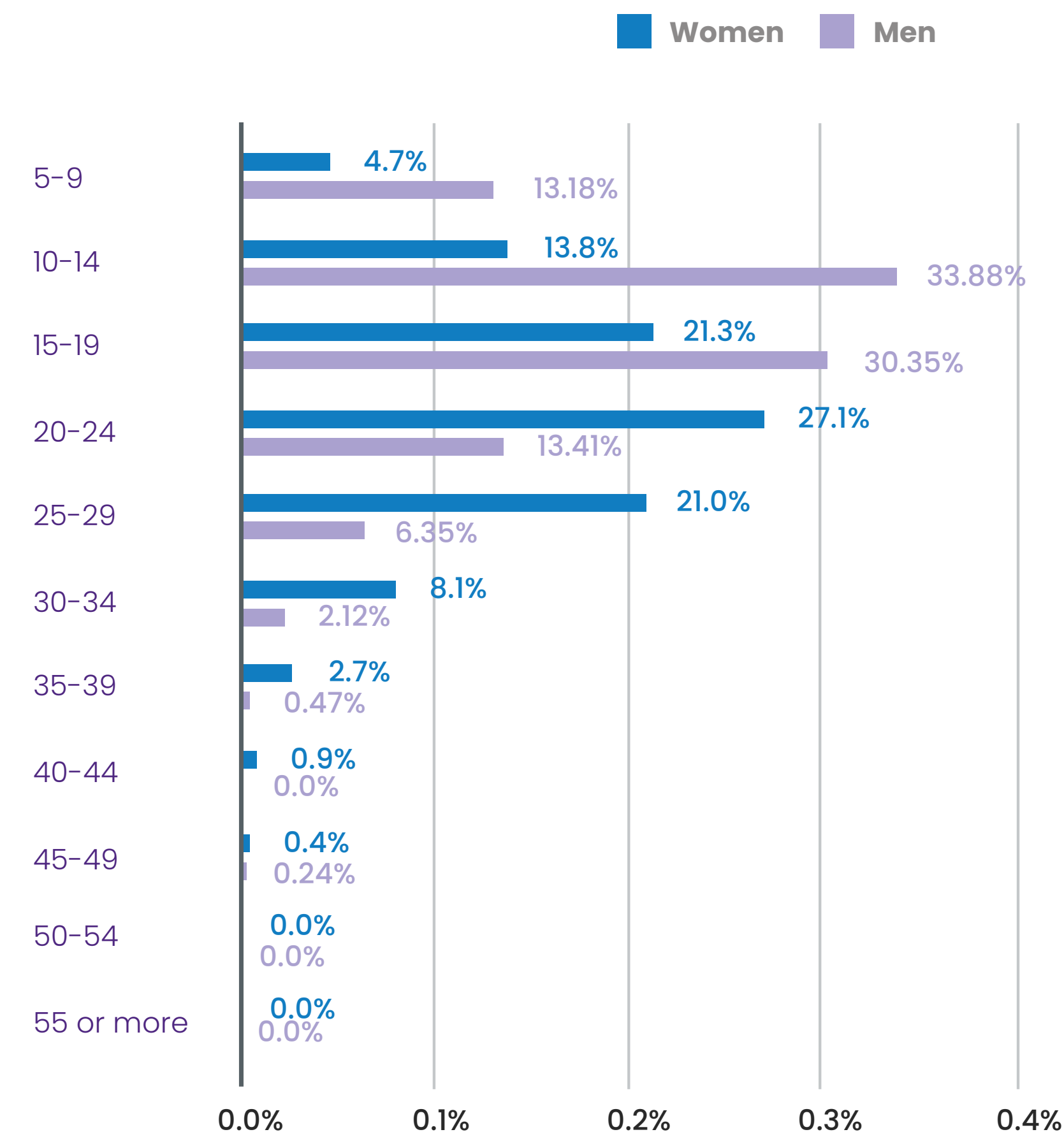
It is impossible to point out a single source of the problem, but school certainly plays a significant role. It is easier for children to explore and develop passions if they receive support from teachers or if the school provides additional activities. The surrounding environment also matters: peers, parents, or **role models**.

Our survey shows that the percentage of girls who began to take an interest in this area at the age of 10–14 is **13.9%**, while boys: **34%**.

The largest percentage of women (**27.1%**) discovered a passion for technology at age **20–24**, and 21% in the **25–29** age range.

42% of female IT professionals entered the industry only after a reskilling process. Among men, that percentage was 23.3%.

At what age did you first become interested in IT/new technologies?
Choose the appropriate range.



women n=700 | men n=425



Chi Mai (*colleagues call me Chloe*) Data Analyst – Finance
Intelligence Operations, **Schneider Electric**

I kicked off my career in finance but soon **gravitated towards data analysis and process automation.**



This led me to actively pursue opportunities aligned with my budding technical interests.

Huge shoutout to my mentor for guiding and inspiring me to pivot to a more technical career, and for backing me when I applied for a role at Schneider, despite my non-technical background. Learning a new skill on your own takes discipline and genuine passion, **but it's all worth it when you prove you're the perfect fit for the job.**

What I treasure most about Schneider is the warm and **super-sharp colleagues who consistently broaden my knowledge through insightful discussions.** Their readiness to mentor, share valuable insights, and foster a friendly atmosphere makes each workday a joy. The culture of support and acknowledgment of good work makes me eagerly anticipate each day at Schneider, where I embrace new learning opportunities.

I get by with a little help from my friends...

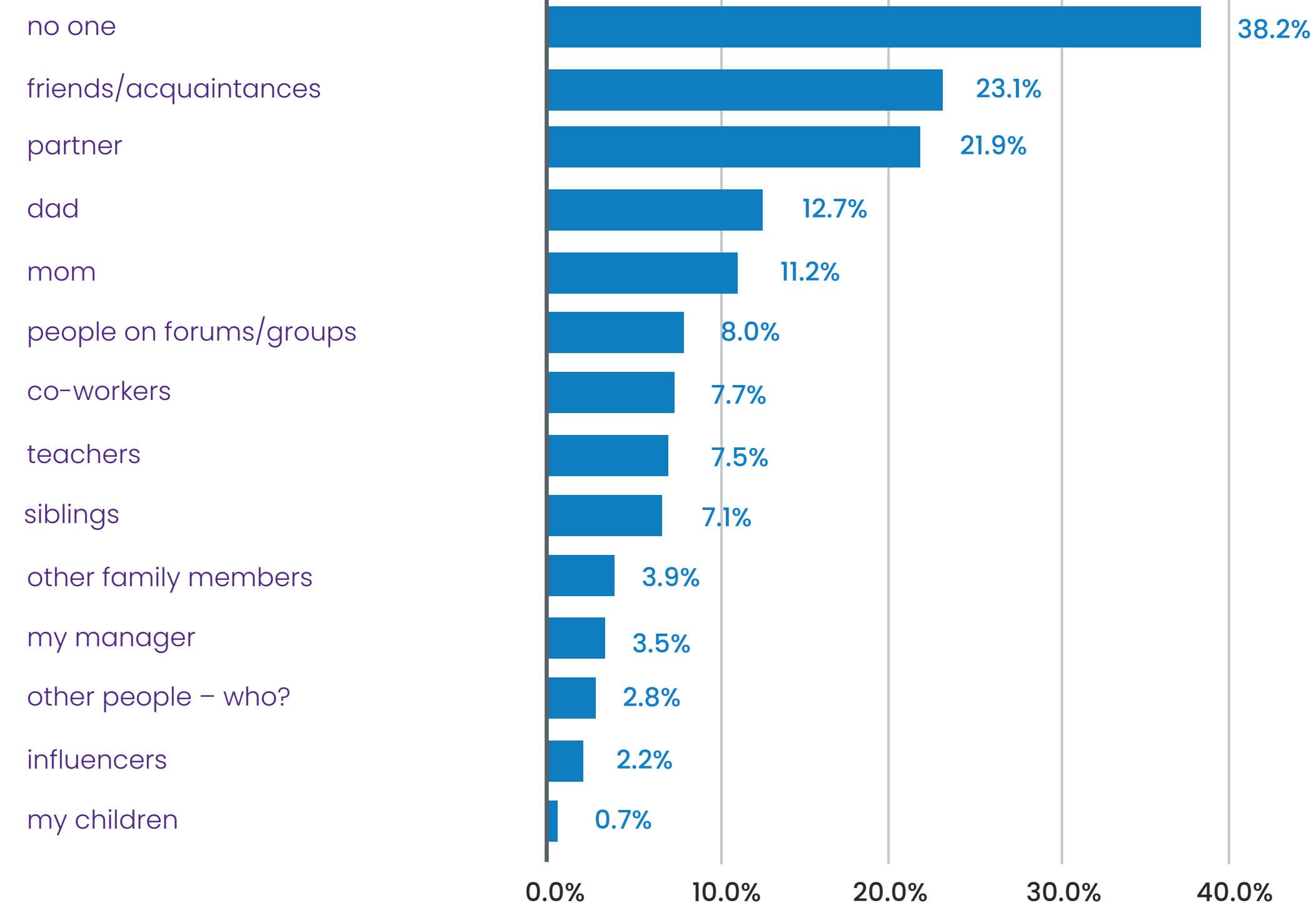


The title of this page speaks for itself (and shows our soft spot for the iconic Liverpool band).

Female respondents to the survey said they could count on **friends/acquaintances** (23.1%) and **partners** (21.9%) for the most support in developing skills in IT.

Interestingly, 38.2% admitted that no one encouraged them to learn in the IT field, while this percentage was as high as **49.3%** among men. In the case of male IT professionals, friends were also the most likely to cheer them on (23.5%), followed by their **fathers** (14%).

Who encouraged you to develop your skills in the ICT area? (multiple choice)



n=775

What did you hear from people who tried to discourage you?

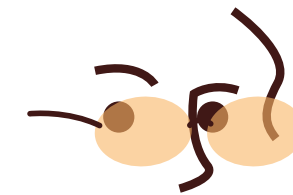
Technical interests make you less feminine (less attractive).

My homeroom teacher asked the computer science teachers not to send me to the IT competition because girls have other things to do.

"You'll have to take sick leave for the baby, so you'll never get promoted". "Companies don't look for juniors your age anymore, they look for people who have just graduated from college". "You will never be as good a candidate as a young, rested bachelor.

I went to my elementary school teacher to ask for help. He asked me if I knew what the binary system was. I didn't know, I was 11 years old. „Come back when you find out,” he said.

"You are already too old to enter the IT industry" (at 25).



60% of women in IT have never heard words discouraging them from learning in the IT field.

Among men, the figure is 75%.

Women's wings were most often clipped by... mothers (10.3%), online groups/forums (9.7%), teachers and friends (9%). For men, parents (moms: 8.8%, fathers: 8.3%).

39% of Poles say programming is a more masculine profession.

Questions about women's challenges in the labor market have opened many heated discussions. Numerous studies, including the Nobel Prize research on the women's labor market, show that we still have a long way to go to achieve equal opportunities. **History, upbringing, stereotypes, and prejudices come into play here.** At Talenti, by supporting women at various stages of professional development, advising, and connecting them with employers, **we educate and show them how to make good career decisions.**

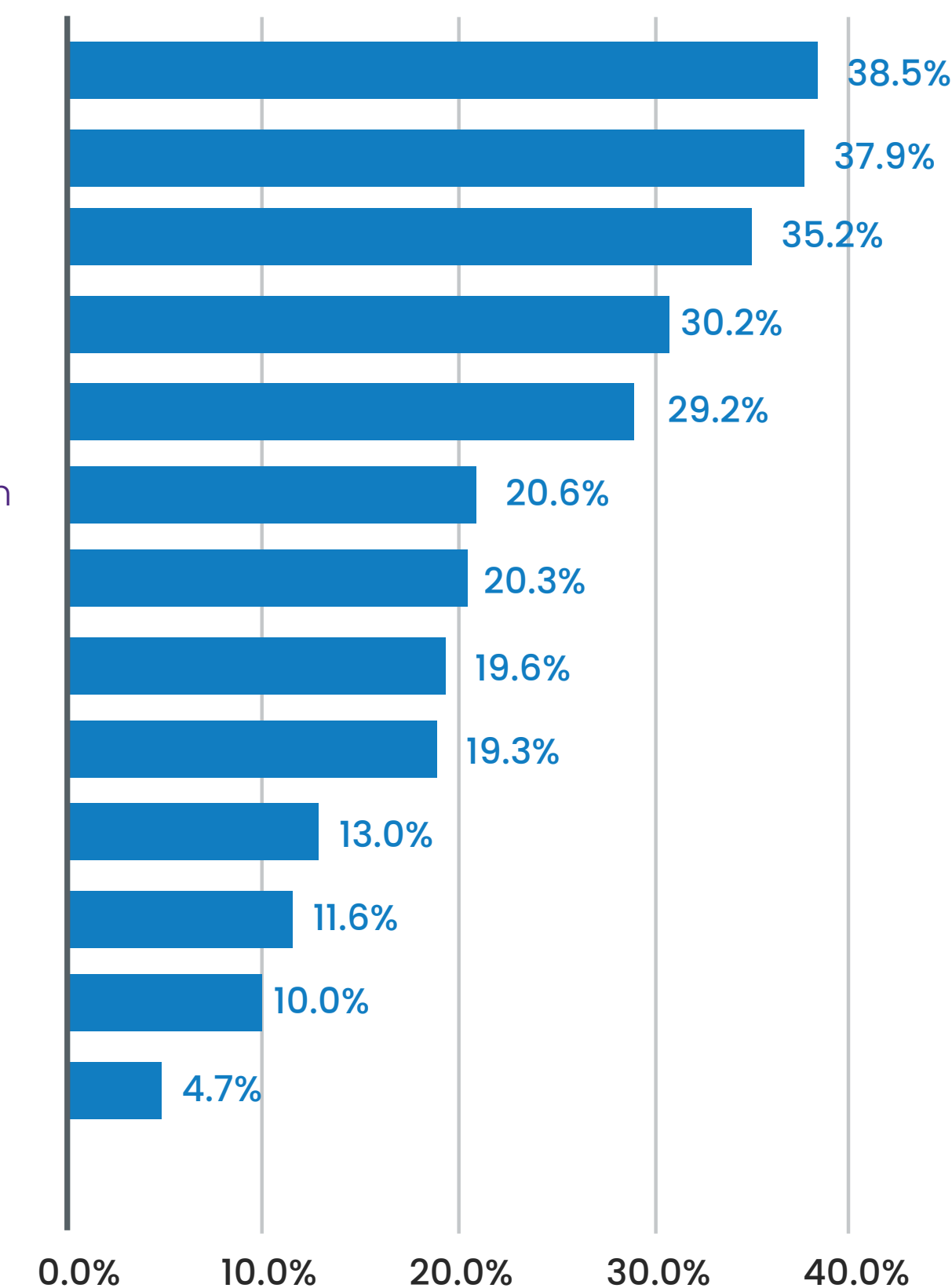
Agnieszka Czmyr-Kaczanowska, CEO & Co-founder, Talenti.pl.

For nearly 8 years, we have been running the #MamoPracujwIT (#WorkInIT-Mom) program to encourage women to pursue a career in the IT industry. **Through this program, we strive to break down stereotypes and highlight the diverse range of professions available in this field.** It's not just programming – there are many roles that require different competencies and superpowers. Our community has grown to **over 12,000** members seeking opportunities in the industry.

Joanna Gotfryd, Co-Founder and CEO, Mamo Pracuj Foundation

What did you hear from people who tried to discourage you? What kinds of claims have stuck in your mind? (multiple choice)

this is not a profession for women/it's a man's world
maybe take up something easier/it's too difficult for you
you have too little knowledge and skills
you can't do it/you are not suitable
other kinds of claims, what kind?
analytical and logical thinking are not the strenghts of women
science is a boy thing
take up a more feminine job
you are too emotional/sensitive to work in IT
better take care of your home/children
you lack self-discipline to do it
better focus on looks/girlish things rather than complicated things
I don't remember



n=301

Female course participants at Future Collars most often face blockers such as **gender stereotypes and a lack of self-confidence**. Social and cultural expectations often exacerbate these challenges.

The decision to change careers after years of working in another industry often stems from the search for a more fulfilling, dynamic, and better-paying job. Many women also see technology as an opportunity to achieve better work-life balance and the benefits of flexible work arrangements.

To help female trainees successfully pursue careers in IT, we rely on comprehensive support that includes access to high-quality technical education, mentoring programs, and community building.

Joanna Pruszyńska-Witkowska, VP Future Collars

Gender stereotypes are the primary reason women are discouraged from STEM. They often hear it's a "man's world," which lowers their interest and self-esteem.

The IT Girls Foundation has launched a **new campaign featuring an interactive doll named METSy**. The doll's statements were created through data scraping, simulating girls' Internet browsing behavior. This campaign raises awareness about the comments and stereotypes that women experience on the Internet and in everyday life.

Adrianna Klimczak and Wioletta Klimczak, CEOs, IT Girls Foundation

I've recently attended an industry conference. I was the only speaker out of 20 guys. After my very technical session, I heard someone understood that I was a „developer advocate, „ not a technical expert. Someone else asked if the colleague who presented after me was „my boss“ (he's not, and there was no reason to believe so).

It wasn't a situation in the workplace per se, but at the university while I was getting my PhD, my supervisor required an impossible amount of work from me to do in one day. When I told him that I wouldn't be able to complete it (let me add that I worked full-time then), he started to mock me. For example: "Right, I made laundry and did my hair, so I don't have to do anything else today."

After submitting an idea, I got a response from a developer, who openly jokes about the stupidity of women: „Quite clever, are you sure you came up with this yourself?". However, this is only one such case in the company.

Były momenty, w których moja opinia nie była brana pod uwagę, a kilka minut później to samo zdanie wypowiedziane przez mężczyznę już miało uwagę otoczenia.

a) Two women (including me) report mobbing and difficult cooperation – the culprit stays in the workplace.
b) Several men report the same thing a few months later – the same person is fired.

I was told outright that despite having higher seniority and contributing more to the project, I earn less than a newly hired colleague, whose mistakes I correct because I am a woman, and the company has to factor in the risk that I will have a baby, and they will lose me (even though I don't have or plan to have children).

A male colleague undermined my efforts in discussions with our boss and said he would sit down for a conversation with him alone, „man to man."

I was asked at a recruitment interview if I planned to have a child. During pay raise negotiations, they gave me a hard time for being a woman, telling me that I would expose the employer to higher costs if I decided to have children.

Describe a situation in the workplace in which you felt discriminated against/uncomfortable because of your gender

HELP



The labor market

How do women perceive themselves at work?
What **blockers** do they face most often?
What is the common denominator for the **male**
and **female** perspectives?

79%

of women in IT have experienced impostor syndrome*

56%

of female IT professionals have at least once kept quiet for fear of criticism

38%

rejected a project/task/job offer due to lack of self-confidence

***Impostor syndrome** is a lack of confidence in one's abilities despite success and attributing it to favorable circumstances or luck instead of one's knowledge, experience and competencies.

How to build an inclusive work environment?

It's essential to start by raising awareness on inclusivity and discrimination among recruiters because, in Poland, women's challenges start occurring at this stage. An inclusive culture is built upon differences, showcases diverse experiences and competencies, and offers a sense of belonging. Women need other women as role models; it encourages them and shows them the possibilities. „If she succeeded, I will also succeed.” We should think about women's development paths non-stereotypically and support them in building confidence in their talents.

Małgorzata Gryz,

Vice President of Strong Women in IT

The brain likes easy answers, especially if they are answers to complex questions. It prefers to accept the explanation that „science subjects are the domain of men” and close the topic once and for all. Meanwhile, the issue of **women’s exclusion from the tech world** (and many other areas of social or political life) is a much more complicated construct, influenced by factors such as the place of birth, political system, religion, or environment. If girls are told from an early age that they are unfit for math and should play with a doll instead of building blocks, if they are deprived of the opportunity to explore different interests, how can we talk about **fair opportunities**? In the end, every girl and teenager will believe she is indeed not suitable, and this belief will stay with her and become her greatest enemy.

In some cases, this inner voice becomes so ingrained that it won’t let them apply for a job „because, after all, you don’t meet 100% of the requirements from the ad.” Or, it will tell them to keep quiet in a meeting „because your idea is bound to be hopeless.” This voice will advise them to nod politely „because someone else will think you are a demanding hysteric.”

Women underestimate their competence; they become paralyzed at the thought of negotiating a rate or position, remain silent, avoid confrontation, and are unable to admit to themselves and the world that they have achieved something through hard work and high competence. These fears, combined with the social or political factors mentioned earlier, contribute to the **gender pay gap, the confidence gap, or the glass ceiling**.

That’s not to say, of course, that none of the above problems affect men. As many as **60.2% of male IT professionals surveyed** admit that they have priced their work below the market average or agreed to something against themselves to avoid conflict (54.8%).

The role of a good employer is to create an environment that meets the needs of everyone, regardless of gender and beyond.

62%

have priced their work below the market average

56%

have agreed to something in spite of themselves to avoid conflict

56%

women in IT have understated their competence at least once

The perfect summary of this page would be the saying „What you see depends on where you stand.“ Women’s and men’s beliefs about each other’s situations differ dramatically.

Nearly **3 times as many female respondents** say it is **harder for women** than men to enter the IT industry. A more significant percentage of women also agree with the statement that their competence is more often undermined. At the same time, men have more courage to fight for higher pay and better employment conditions.

26% of male IT professionals believe men are more apt for IT jobs than women. The same opinion is held by 13.6% of women.

	To what extent do you agree with the following statements?									
	strongly disagree		rather disagree		no opinion		rather agree		strongly agree	
It is more difficult for women than men to enter the IT industry.	14.0%	42.8%	20.1%	27.8%	10.7%	9.2%	36.5%	15.7%	18.7%	4.5%
Women are more likely to have their competencies challenged than men.	7.6%	30.1%	12.2%	24.9%	11%	19.3%	33.8%	18.4%	35.3%	7.3%
Men have a better aptitude for IT work than women.	51.9%	34.8%	22.2%	21.7%	12.2%	17.4%	10.0%	18.6%	3.7%	7.5%
Men have more courage to fight for their pay or employment conditions.	5.4%	12.5%	5.4%	12.1%	7.5%	20.5%	38.0%	34.4%	43.7%	20.5%



Agnieszka Jakubas

Director of the Polish Software Development Centre for HSBC Retail Banking and Wealth Management, **HSBC Technology Poland**



In the IT industry, **women comprise only 19%** of the workforce, which aligns with the gender disparity at universities. In technical fields, only one in five students is a woman. This is due, among other things, to the high stereotyping of the IT industry as a field that values hard skills over social skills. Without the proper support from employers, the IT industry can seem out of reach for many women.

At HSBC Technology Poland, more than 30% of the team is female. Behind this success are, to name just a few, our **mentoring programs, job shadowing initiatives, and hackathons** aimed at employees from operational departments. Thanks to numerous initiatives, we have gained excellent female programmers, testers, and Data Engineering specialists who additionally know banking processes. This is a „win-win” solution for the employer and the employees, who can reach their full potential.

At the same time, we promote working in IT to female students during job fairs, lectures at schools, or mentoring programs at universities. This allows young women to learn what it is like to work at HSBC and what qualifications are essential to us.

Over the past few years, entering the IT industry was easier than ever before. Nowadays, the number of job postings for juniors is declining, which can make it difficult for young professionals to start a career in IT. That's why programs aimed at students and graduates, such as HSBC's **Digital Innovation Summer Internship** and **Digital Innovation Graduate**, are so important.

Will everyone face reskilling?

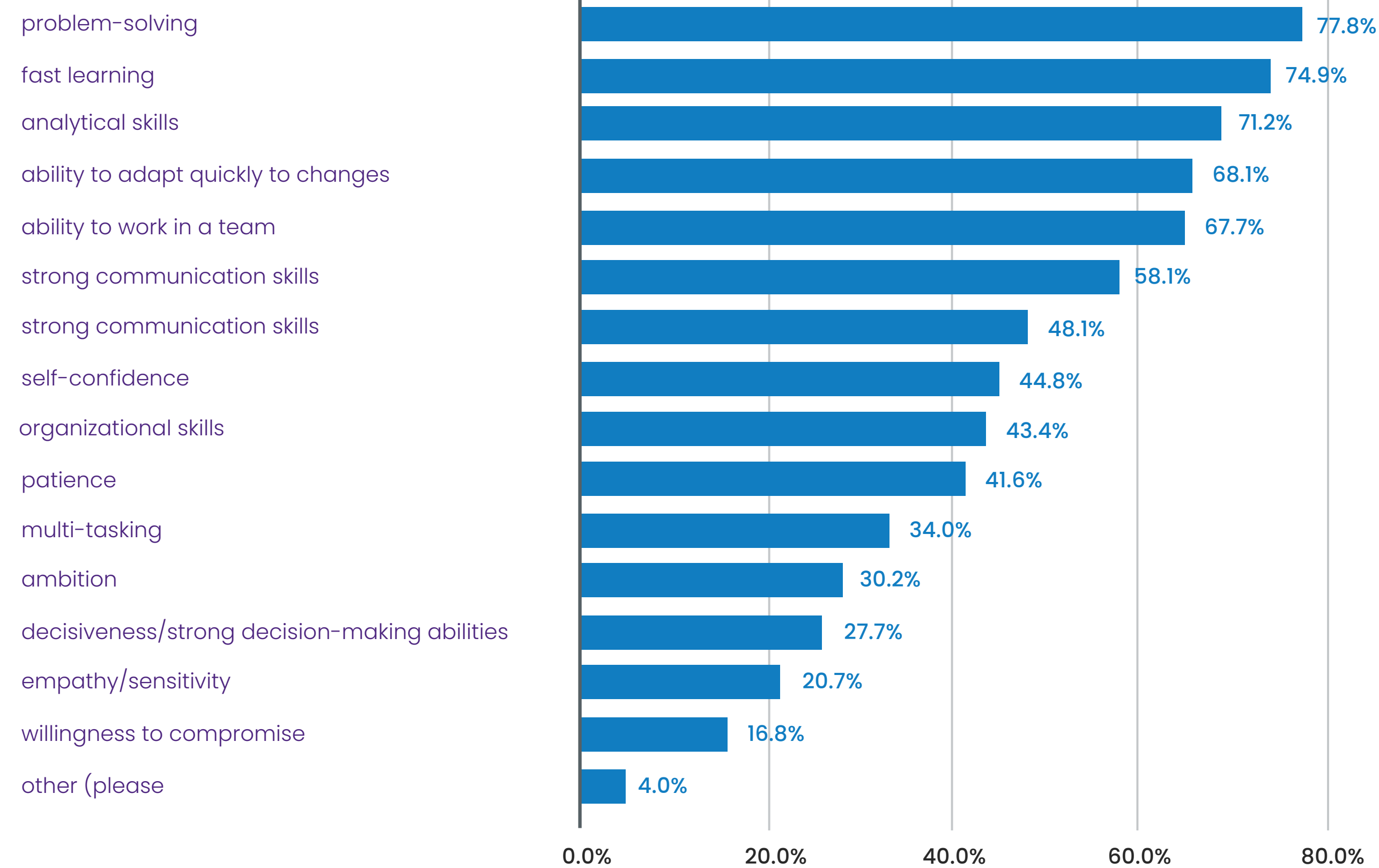


According to Gartner's estimates, the number of competencies needed for a job increases by 10% year-on-year. On top of that, almost a third of the skills we needed a few years ago will soon become irrelevant. At the current rate of development of artificial intelligence, among others, investing in reskilling and upskilling seems inevitable.

Women in IT, as a very aware professional group, know this. In their opinion, such skills as **quick learning and adaptation to change** are some of the most useful for those working in the industry.

The higher the respondents' seniority, the more they indicated that **developed communication skills** are helpful in IT (49% of female juniors vs. 61% of female mids and seniors).

In your opinion, which qualities/abilities can help people working in IT the most? (multiple choice)



n=721



Marta Kurek

Head of IT Recruitment Services, **Square**
One Resources Poland



Against the backdrop of rapid changes in the labor market, **the ability to adapt and constantly develop is becoming fundamental for every professional**. This aspect is particularly important for women working in IT, who, competing in a male-dominated industry, must demonstrate technical proficiency, self-confidence, and advanced communication skills.

A constant willingness to learn and acquire new skills is a trait that allows for a permanent place in the job market. **In the IT world, where new tools and technologies are changing the professional landscape almost overnight, flexibility and openness to change are invaluable.**

Confidence, on the other hand, plays a key role in breaking down barriers and stereotypes. This trait is useful for any woman who wants to break through the glass ceiling and achieve success in the IT world.

Finally, one of the most important competencies for me and my team is **the ability to communicate**. The foundation of effective cooperation is the ability to express one's needs and expectations clearly, as well as to understand others.

In practice, it turns out that the key to success is not only competence but also **soft skills**, which for many years were treated as an unimportant addition to the resume. Nowadays, this attitude is changing, which will be very helpful for women entering and operating in IT.

I work in an office with a male colleague. The boss bought us a coffee machine, but the colleague doesn't know how to use it. However, whenever he wants coffee, he always asks me to make him one. I don't like it.

When a client sent me inappropriate messages, I complained to management and was told: „you're so pretty, can't you flirt with him a little?“. When, in a two-person startup, my business partner earned twice as much as I did, and I asked him about it, he said it was because he had a wife to support.

*In 2008, I didn't get a tester position at a large gamedev company, with feedback that no girls were on the team. In 2010, at an interview for a marketing specialist at a small gamedev company, I was told by the hiring manager that he would prefer a guy. Recently, working as a brand manager at a large gamedev company, I was told during one conversation with a creative marketing director that I was a frustrated b**ch (because I didn't let him change the whole branding once production started).*

At a call where we were asked for analytical support, questions were addressed to my colleague, even though they should have been addressed to me, since I am the team leader. Even though my colleague redirected the first question to me, and I answered the second question myself, subsequent questions were still directed to my colleague.

Shortly after getting a job, I heard, among other things, something like this: „You must have gotten this job for a smile“; „Did you write this yourself?“; „You must have copy-pasted something wrong, that's why it doesn't work properly“; or „But do you have time for your children? Aren't you neglecting them by coding after work?“, and „It's good that the project manager knows people and gave me a male-only team.“

Comments like: „you don't know anything, girlie“; judging me by gender and youthful appearance.

During a job interview, I was told that I will change my mind because I am a woman.

Describe a situation in the workplace during which you felt discriminated against/uncomfortable because of your gender

HELP



Salaries

How much do women in IT earn?
How often do they get promoted?
Do they negotiate their salaries?

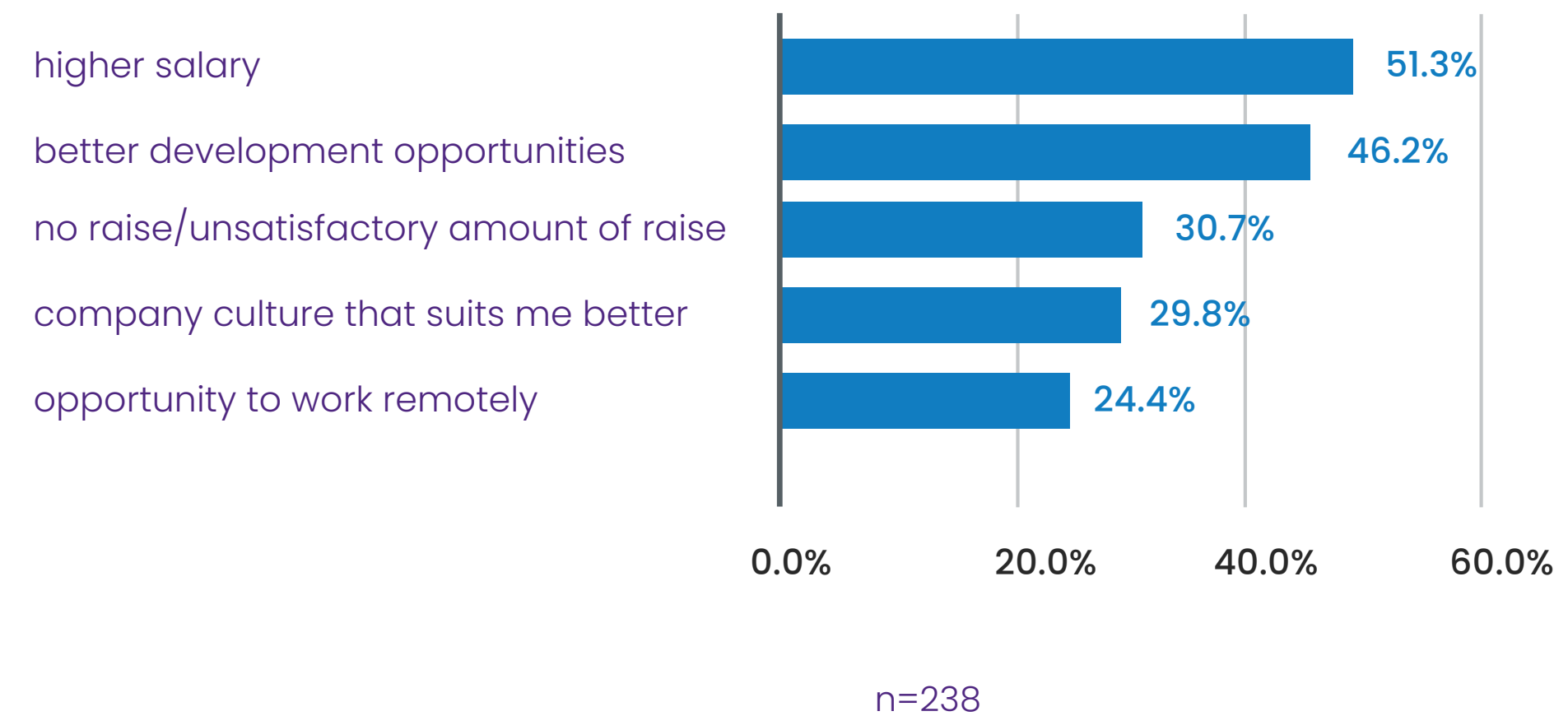
In the face of an unstable job market and seeking better working conditions



In 2023, we also asked IT professionals whether they had changed jobs in the previous 12 months. At that time, the percentage of affirmative answers was 42.01%. In 2024, it **dropped by 10 percentage points**, which may be related to turbulence and instability in the technology industry, among other factors.

11.3% of female respondents said they had to change jobs because of being **laid off**. 31% decided to do it because of an insufficient raise or not getting one at all. 5.5% left their employers because of gender discrimination.

What was the main reason for the job change? (Top 5 answers)



Do you sometimes check if your team is leaking? A phenomenon known as a leaky pipeline says that statistically more female IT workers than their male colleagues resign from tech jobs. Discrimination, stress, and a flawed work culture are often the culprits. We focus on attracting and recruiting more female candidates, but it is equally important to focus on retaining those who already work with us. Are we serious about ensuring our company is inclusive, free of discrimination, and open to diversity? Skipping this step can undermine many worthy initiatives.

Małgorzata Kuś,

Technology Communications Manager, Ringier Axel Springer Poland



More about the Polish IT job market



Linda Krupova,
Reward Manager MEE, Schneider Electric



At Schneider Electric we are passionate about gender equality and we want to lead by example, striving for a balanced representation at all levels, including leadership roles.

We actively address the global gender pay gap, committing to **reducing it to under 1% for both genders by 2025** through annual pay equity campaigns with dedicated budgets.

Our benefits are inclusive as well. Guaranteed fully paid maternity leave, one month of paternity leave, and a flexible care leave dedicated to taking care of family members or oneself.

We support our employees in various life situations, offering flexible work arrangements including remote work or part-time contracts to allow them to combine their work with their personal lives, passions, and care for the family.

Ensuring psychological safety, we enforce a zero-tolerance anti-harassment policy and provide a platform for confidential reports of any misconduct.

Our commitment to diversity and inclusion is recognized globally, with prestigious awards, such as inclusion in the Bloomberg Gender-Equality Index for five consecutive years and recognition as one of the **top 100 Companies for Gender Equality by Equileap**.

At Schneider Electric, diversity and inclusion are not just aspirations, but integral parts of our identity and culture.



Claudii Goldin,
Nobel Prize in economy for Claudia Goldin, an activist for
understanding and eliminating the gender pay gap.

34% of female IT professionals believe they earn less than men of similar position and seniority.

40.7% think they earn more or less the same, while 5% say they earn more, and 20.4% admit that "it's hard to tell."



[Read more](#)

More transparency = greater retention

Looking for a partner to help you get on a transparent recruitment path?
Try out No Fluff Jobs.

Contact sales@nofluffjobs.com, to receive an offer tailored to your recruitment needs.

All it takes is for employees to **think** they are paid unfairly, and the risk of them leaving their jobs **increases by 50%**!

According to [Payscale](#), people working at companies with the **highest levels of transparency** are 65% less likely to leave.

It is worth remembering that talking and exchanging information is in our nature, including information about earnings. **42%** of those who learned about a co-worker earning more based on gender or ethnicity got that information through [company gossip](#).

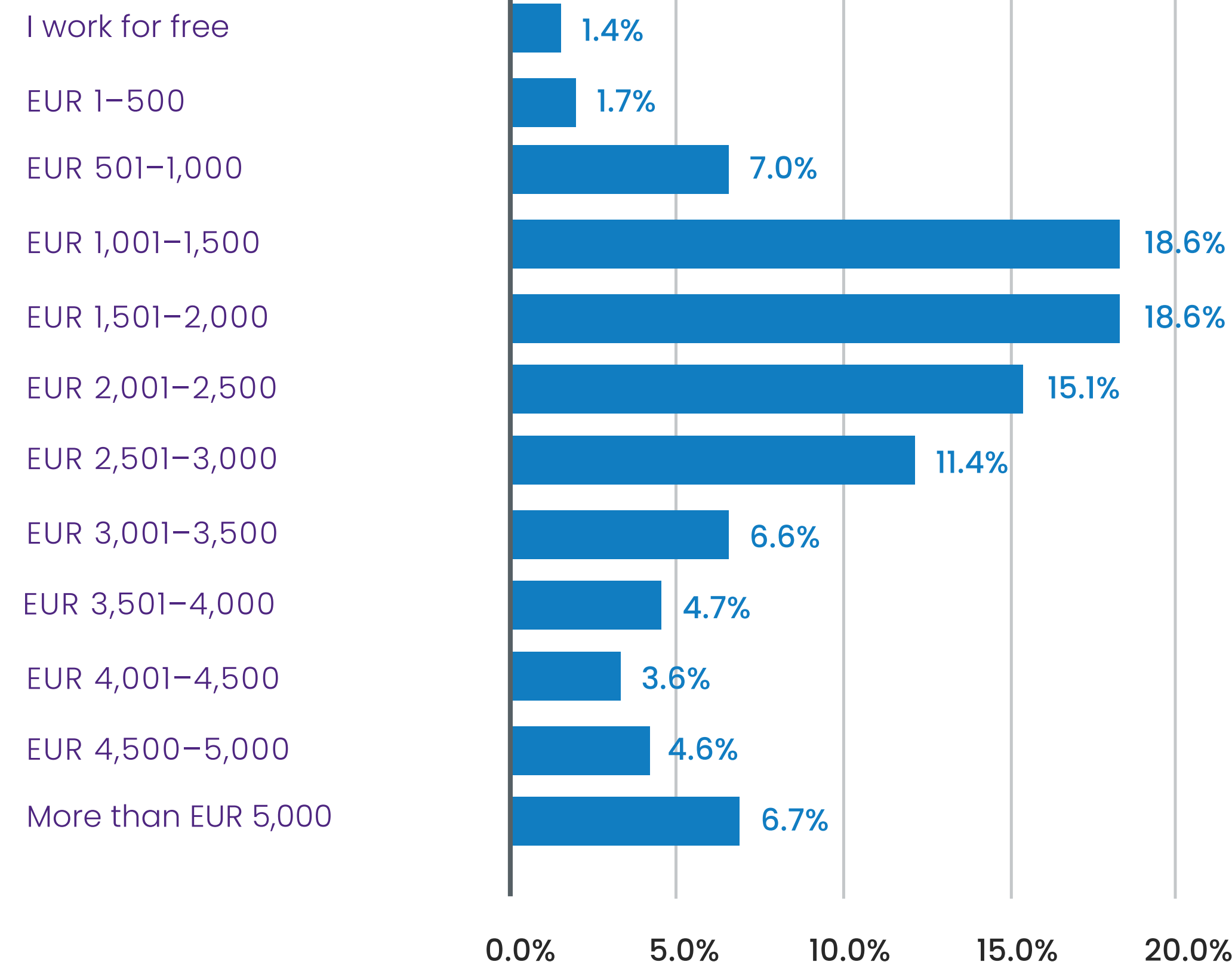
Does negotiating salaries pay off for women?

In their most recent recruitment processes, 45.7% of female and **57.9%** of male respondents negotiated the offered salary. Only **28.7% of women received a salary higher** than the amount originally offered, whereas **42.5%** of men succeeded in negotiations.



The media often cite data indicating that women will apply for a job only if they meet 100% of the requirements, while men apply even if they meet 60%. Some attribute this to the confidence gap, while others argue that women are more selective in their job search and do not want to waste their time and energy on a recruitment process that may not succeed.

How much do you approximately earn per month (net)?



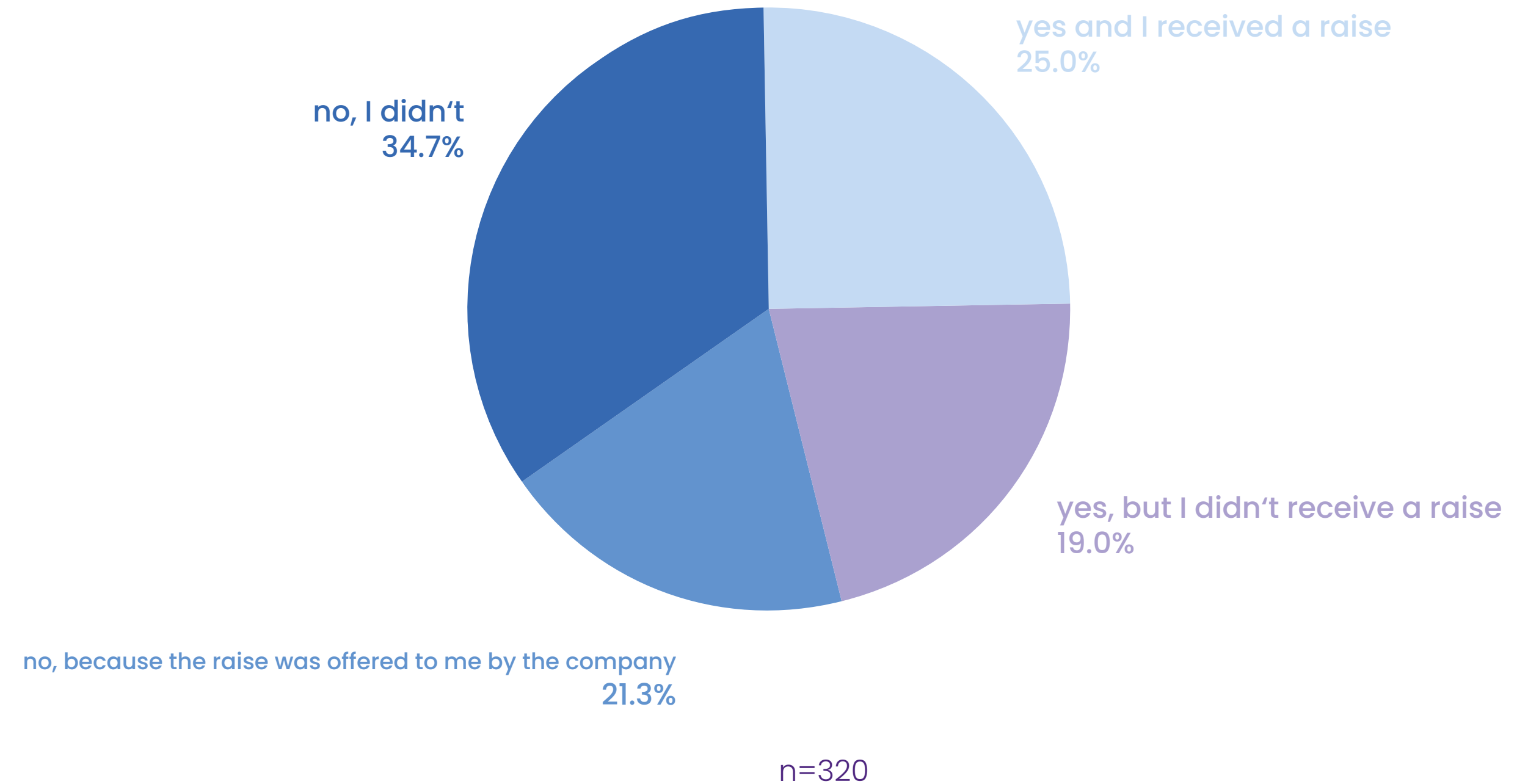
n=700

Does negotiating salaries pay off for women?

Once female IT specialists take up a job with a company, requesting better salaries becomes easier for them – this rate is almost the same for women and men (44% and 45.5%, respectively).

The amount of raise received was **6–10%** most often, as indicated by **30.3%** of female respondents. **23.7%** of female IT specialists were offered an **11–15%** pay increase, while **16.9%** received an increase of **16–20%**.

Did you apply for a raise in 2023?





Magdalena Brauer,
Head of HR at **Solwit**, Center of Competence



Solwit follows the principle of meritocracy, which means that salaries, bonuses, and promotions are determined solely by an employee's competence, regardless of gender. We have established objective criteria for development paths that are accessible to all employees. They can identify what they need to achieve their professional goals by referring to these criteria.

Currently, we are fine-tuning our diversity policy, which, in addition to the measures we have already implemented, includes new goals (supporting women's businesses, integrating the Tricity IT community in the form of, among others, the ITspiracje meetings, or skill leveling among our employees).

We also believe that **no idea becomes a valued practice without mature leadership**, which we emphasize in our Leadership Academy, paying particular attention to issues related to diversity and countering undesirable behavior. It is through diversity that employee development gains momentum, and new opportunities and possibilities open up for them. Equality is not only the foundation of organizational culture but also the basis of all activities and processes.

Sexist attitude, for example, when notifying the boss that I would be late, he said that if I have a lot of cleavage, it's no problem.

An all-male team rejected my proposal and then, 10 minutes later, agreed to the same proposal given by a guy. Posters with half-naked women in one of the office rooms. It's hard to explain why, but I considered wearing a fake engagement ring to show I was taken. To kind of "erase" my femininity; to show that I am just a colleague, not an object.

I was asked to write down and send around a male colleague's ideas that he shared during a meeting. This was not part of my responsibilities.

In collaborative projects, it is often mentioned that the male team „did this and that,” and the women „supported” them in these tasks.

Male colleagues in our daily meetings and their silly jokes about lovers. My ex-boss gave me easier tasks because „the other ones are too difficult,” „I won't understand such a complicated process as development,” and „there is code there; it will be too difficult.” During a UX internship.

At the beginning of my career, it was common for a client to call and ask to speak to a man when they had a technical problem. For many years, I had to fight harder to have my competence recognized, or my ideas pushed through than my male teammates, even those with less experience.

If a woman reports a problem, even if it is caused by a man, managers comment that it should be verified whether the problem is occurring or whether it is „too much emotion.” Similar comments are not made about men.

Challenging my recommendations by managers. Only after a half-hour discussion and convincing them that this is market practice, one of the analysts admitted I was right, and then the rest of the managers said that if Peter says so, it has to be done.

Describe a situation in the workplace during which you felt discriminated against/uncomfortable because of your gender

HELP

Community Partners

Click the **logo** to learn more about our Community Partners





About the survey

Survey duration: Jan–Feb 2024

Methodology: CAWI

Sample: 775 female IT specialists and 425 male IT specialists

Max error: women: 4%, **men:** 5%

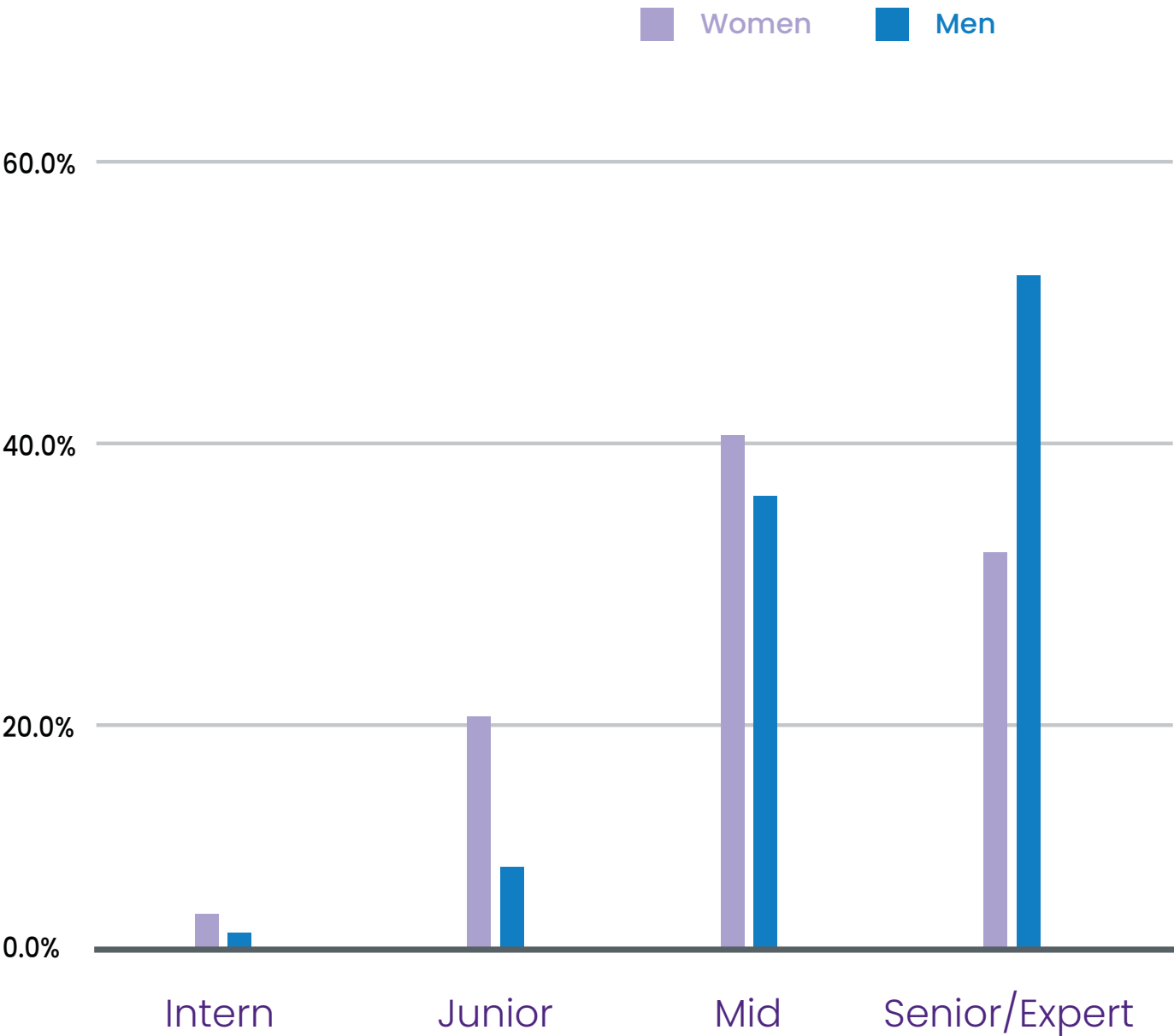


The report is based on a survey we conducted via emails, social media, and with the help of the survey partners. Additionally, we have referred to data from other sources within the report.

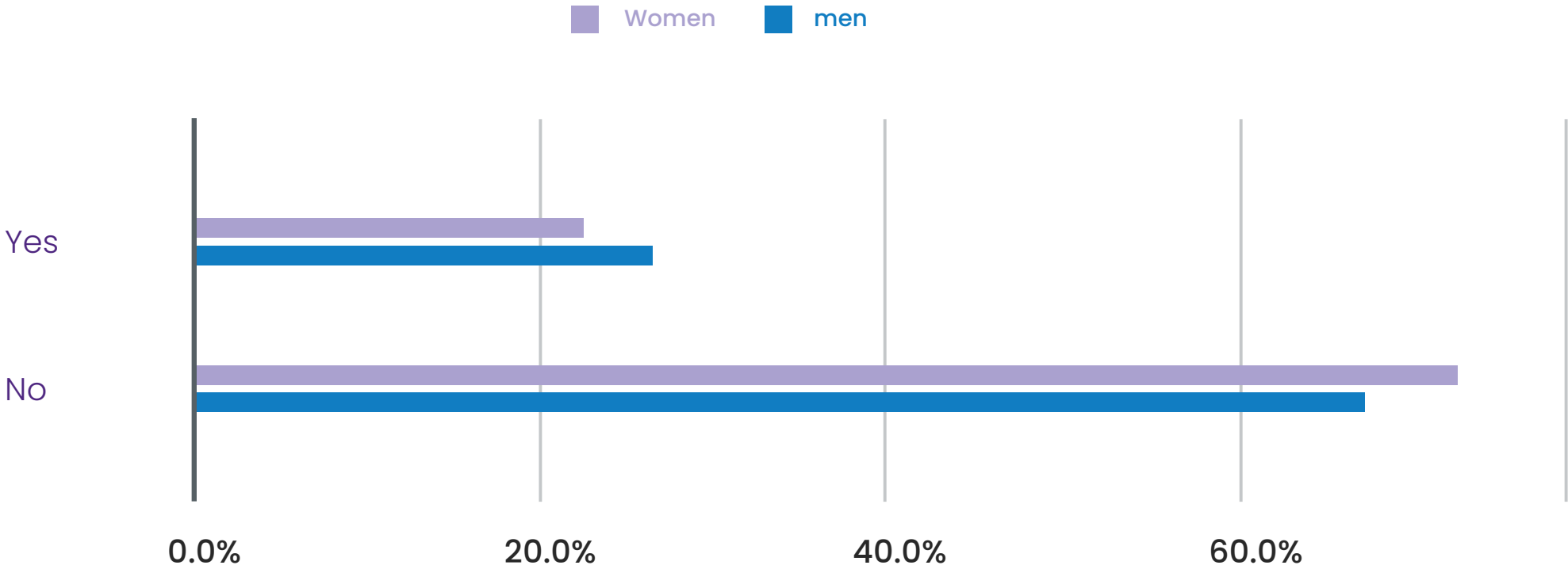
The survey was conducted among IT professionals currently working in Poland. Most of the questions were randomized. Not all were mandatory, and respondents could leave the survey at any time.

The most significant percentage of female respondents work in Testing/QA (13%), UX/UI/Design (11%), Backend (10.3%), and Frontend (9.7%). In contrast, male respondents represented Backend (20.5%), Fullstack (15.1%), Testing/QA (8.5%), and Frontend (8.2%).

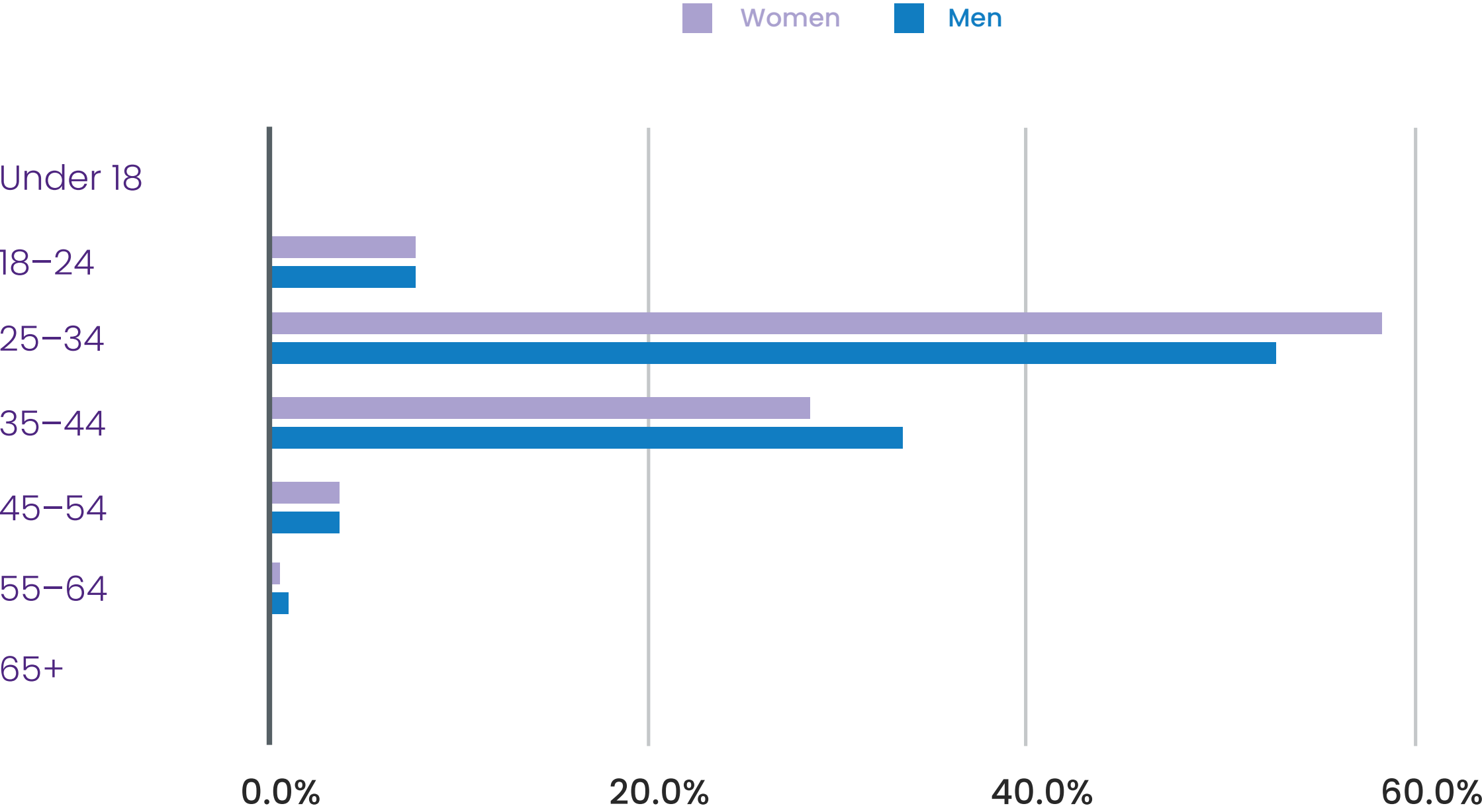
What is your seniority?



Are you the parent and/or guardian of a minor?



Age



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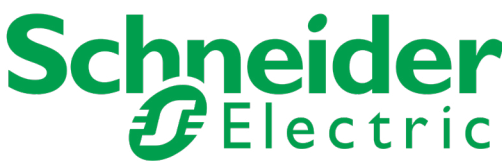
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Publisher

Report partner



Do you have any questions or an idea for cooperation? Write to us:
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