



GAME MAKERS

of Finland



www.peliala.fi/en



AGENDA



- ❖ WHO ARE WE
- ❖ SALARY SURVEY RESULTS
- ❖ CURRENT SITUATION IN THE INDUSTRY
- ❖ WHAT WE CAN DO FOR YOU
- ❖ LABOUR LAWS IN FINLAND
- ❖ IPR
- ❖ NETWORKS YOU SHOULD KNOW

WHO ARE WE



Game Makers of Finland is the world's first union for the people who work in game industry

- Founded officially in December 2017
- Covering around 20 % of the industry employees
- Labour Union with an unemployment fund

Mission & Vision

- Develop, support and assist everyone in the game industry
- Promote the general well-being, stability and healthy growth
- Add transparency, equality and diversity to the industry

Achievements:

- Created recommendations for the salaries in the industry
- Bringing up issues: working hours, discrimination, crunching, coping, mental health, non-compete agreements, diversity, employer responsibilities
- **Salary survey is a yearly study** since 2018 (*read more www.peliala.fi*)

CONTACT INFO



Board of Directors

Send email to the board [here](#).

Info: peliala@peliala.fi

Customer Service

Do you need the help of an expert such as a career coach or lawyer?

Do you need support in the job search or are you concerned about something related to your working conditions?

You can contact our customer service. It is handled by Insinööriliitto's customer service. If the matter cannot be resolved immediately over the phone, you will be referred to a specialist.

Contact information:

weekdays 9 a.m.– 4 p.m

tel. 0201 801 801

(8,4 cent/min)

asiakaspalvelu@ilry.fi

Events, joining and networking and other requests:

Milla Pennanen, +358 50 302 8179, Executive Director

FINNISH GAME INDUSTRY



Around 4 000 employees and 220 companies (the Finnish population is 5,5 million)

- 28 % are from abroad
- 22 % are female
- **Turnover over 3 billion euros**
 - 98 % comes from the export
 - Larger than movies, tv and music industries together

Strong investment on education

- Building an equal and fair working culture starts from school
 - Around 50 schools in Finland offering games education

Still modern and new industry with growing problems

- Dependent on global markets
 - We want to ensure that the industry stays healthy and to create the best practices
 - Collective agreements

Challenges

- Lack of senior level employees
- Funding

Strengths

- Community
- Creativity
- Increased focus on business and monetization



GAME MAKERS OF FINLAND SURVEY RESULTS

Based on GMoF
Salary Survey 2023
266 ANSWERS
41 COMPANIES

A TYPICAL GAME MAKER IS:

- ✓ BORN IN 1989
- ✓ BACHELOR'S DEGREE IN COMPUTER SCIENCE
- ✓ FULL-TIME JOB
- ✓ WORKS AND LIVES IN CAPITAL AREA
- ✓ PROGRAMMER OR ARTIST
- ✓ WORK EXPERIENCE IN GAMES 8 YEARS
- ✓ SALARY 4 560 € / AVERAGE MONTH



SALARIES



Salary	Average eur/month	Median eur/month	N
All	4136 (4103)	3790 (4000)	228
Male	4420 (4402)	3900 (4350)	149
Female	3614 (3612)	3300 (3528)	66
Others	3522 (3062)	3620 (3025)	13

Salaries have been risen moderately of around one hundred euros since the last Salary Survey. The median gap between male and female salaries has decreased (800 → 600).

SALARY INCREASE background reasons: 35 % got general increase, 28 % got personal related rise and 21 % started on a new position or duty under the same employer. Significant increase difference: 30 % changed the employer (19 % 2021).

43 % has got **INCENTIVE BONUSES** in the past 12 months, average amount 11 400 € or 23 % of the yearly income.

68 % GOT
INCREASE OF
SALARY

MEANWHILE IN FINLAND



INSECURE TIMES IN MANY COMPANIES

- CO-OPERATION NEGOTIATIONS
- LAY-OFFS
- STUDIO SHUTDOWNS
- CHANGE OF EMPLOYMENTSHIP TERMS / AGREEMENTS / LAWS

→ NDA's, REMOTE WORK, TRIAL PERIOD, PROHIBITION OF DISCRIMINATION, NON-COMPETITION AGREEMENTS, REDUCTIONS IN UNEMPLOYMENT INSURANCES...

BIG NEED OF COMMUNITY SUPPORT!

WHAT CAN WE DO FOR YOU



For students and industry seeking members:

- Feedback on CV, job applications and portfolios
- Salary counselling
- Going through work contracts before signing
- Providing information on workplaces
- Helping to keep an eye out for opportunities
 - "Secret" job openings
- Networking opportunities

For employed members:

- Help in difficult work-life situations
- Peer support in the industry
- Versatile career services (trainings, courses etc.)
- Comprehensive insurances
- *All the above and more...*

www.peliala.fi/en/member



LABOUR LAWS IN FINLAND

ABRIDGED



WORKING LIFE IN FINLAND IN LEGAL TERMS

- Work agreements
 - Employment agreement
 - The trial period
 - Prohibition of discrimination
 - Principal terms of work
 - General applicability of collective agreement
 - Non-competition
 - Salaries
 - Termination of the employment contract

[Link to more information!](#)



LABOUR LAWS IN FINLAND

ABRIDGED



WORKING LIFE IN FINLAND IN LEGAL TERMS

- **Working Hours**
 - Flexi-work
 - Overtime
 - Rest periods
 - Zero-hours contract
 - Working time bank
 - Other provisions
- **Holidays**
 - Annual holiday

[Link to more information!](#)



IPR

INTELLECTUAL PROPERTY RIGHTS



What is a copyright?

- Copyright protects literary and artistic works, so the spectrum of protected works is wide

Copyrights in employment relationship

- The employer usually hires the employee to create protected materials with the intention of being able to use them in one's business.
- The starting point in labor law is that the employer gets the rights to the result of the work.

Computer programs and databases

- If the computer program and the work immediately related to it have been created while fulfilling work tasks resulting from the employment relationship, the copyright to the computer program and the work is transferred to the employer straight away.
- However, the parties can by agreement ignore the provisions of the law and agree that the rights remain with the author.
- The transfer of computer program rights covers not only the right related to the actual program but also the rights related to other works included in the program, such as text files etc.

Link to more
information!



OTHER NETWORKS YOU SHOULD KNOW



IGDA Finland
www.igda.fi



neogames.fi



Turku Game Hub / Hive
turkugamehub.com



DIGI &
GAME
CENTER

Digi & Game Center
digigamecenter.org



We In Games
weingames.fi



pelinkehittajat.fi



Finnish Game Jam
finnishgamejam.com



#GameCity Kajaani



Assembly
Elisa Masters
Lantreck



Tampere Game Hub
tampere.games

Espoo Game Lab

GameBadges.eu

TOIVE-hanke

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