



THE BEST GAME COUNTRY IN THE UNIVERSE?

GAME MAKERS OF FINLAND
www.peliala.fi



GAME MAKERS OF FINLAND

- Game Makers of Finland is the world's first union for the people who work in game industry
- Founded officially in December 2017
- Covering 10 % of the industry employees
- Labour Union with an unemployment fund
- Mission is to develop, support and assist everyone in the game industry
 - And to promote the general well-being, stability and healthy growth
- Vision is to add transparency, equality and diversity to the industry
- Achievements:
 - Created a recommendations for the salaries in the industry
 - Bringing up issues: working hours, discrimination, crunching, coping, mental health, compete agreements, diversity, employer responsibilities
- Member of Association of IT sector Employees (Tietoala) and we are part of the Union of the Professional Engineers in Finland
- Readiness to deploy the collective bargaining / Collective agreement for the industry
 - Some of the companies already use [it](#)
- [Panel about Finnish game industry](#)
- [Panel about education and training in Finland](#)



THE FINNISH GAME INDUSTRY

- Around 3 200 employees and 220 companies (the Finnish population is 5,5 million)
 - 27 % are from abroad
 - 20 % are female
- Strong investment on education
 - Game Makers of Finland participates training programs: Building an equal and fair working culture starts from school
- Industry is growing; 2017 was a year for a huge leap
 - Proper stabilisation and structural development started
 - Significant growth and professionalism increased
 - Four companies listed on the stock exchange
 - Finland was placed within the top-three game developer countries in Europe by turnover
- Challenges:
 - Lack of employees
 - Funding
- Strengths
 - Community
 - Creativity
 - Increased focus on business and monetization



FINNISH GAME COMPANIES

examples

- Supercell / mobile / Clash of Clans, Hay Day, Clash Royale
- Rovio / mobile / Angry Birds
- Ubisoft RedLynx / mobile & console / South Park Mobile, Trials
- Housemarque / PC / Supreme Snowboarding, Nex Machina, Matterfall
- Small Giant Games / mobile / Empires & Puzzles
- Next Games / mobile / The Walking Dead: Our world
- Fingersoft / mobile / Hill Climb Racing
- Remedy / PC & Console / Alan Wake, Max Payne, Death Rally
- Track Twenty (EA Helsinki) / mobile / Sim City BuildIT
- Yousician / instrumental / Yousician app
- Colossal Order / PC / Cities Skyline
- Frogmind / mobile & PC & console / Badland
- Frozenbyte / PC & console / Trine



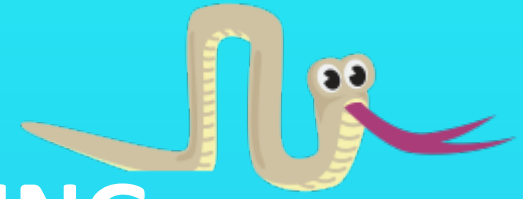
SALARY SURVEY 2018

190 ANSWERS
26 COMPANIES

A TYPICAL GAME MAKER IS:

- ✓ 33 YEARS OLD
- ✓ BACHELOR'S DEGREE IN COMPUTER SCIENCE
- ✓ FULL-TIME JOB
- ✓ WORKS AND LIVES IN CAPITAL AREA
- ✓ DEVELOPER OR ARTIST
- ✓ SALARY 3 800 € / MONTH

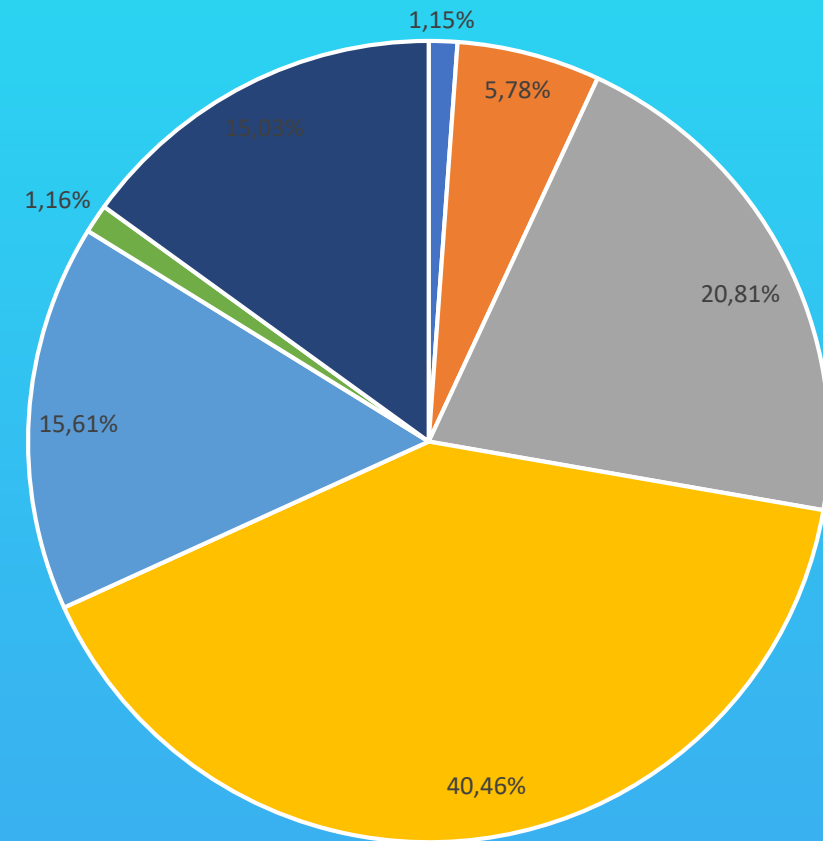




TOPIC: EDUCATION & TRAINING

Education	%	Male	Female
Bachelor's degree	50 %	51 %	51 %
Master's degree	26 %	24 %	29 %
College degree	8 %	11 %	9 %
Secondary school	5 %		
Other training	11 %		

Working position



Owner Director Lead Senior Junior Trainee Something else, please specify



TOPIC: SALARY

SALARY VS. POSITION

SALARY	Average eur/month*	Median eur/month*
Junior	2814	2600
Lead	4694	4500
Senior	4107	3400
Other	3287	3130

56 % GOT
INCREASE OF
SALARY

SALARY VS. WORKING EXPERIENCE IN GAME INDUSTRY

SALARY	Average eur/month*	Median eur/month*
Over 10 years	4900	4600
6 – 9 years	4224	4177
3 – 5 years	3750	3550
Less than 3 years	2951	2800

*According to
Salary Survey
2018



TOPIC: SALARY

SALARY VS. COMPANY SIZE

Salary	Average eur/month*	N
< 50 employees	3630	48
51 – 150 employees	3459	38
> 150 employees	4346	85

SALARY VS. LOCATION

Salary	Average eur/month*	N
Metropolitan	3991	136
Outside metropolitan	3706	20

*According to
Salary Survey
2018



TOPIC: SALARY

SALARY*

Salary	Average eur/month	Median eur/month	N
All	3950	3700	178
Male	4040	3757	120
Female	3807	3400	51

56 % GOT
INCREASE OF
SALARY

SALARY*

	Lowest 10 %	Lowest 25 %	Lowest 50 %	Highest 50 %	Highest 25 %	Highest 10 %
All	2023 eur	2423 eur	2880 eur	5020 eur	5975 eur	7114 eur
Male	2010 eur	2434 eur	2941 eur	5138 eur	5886 eur	7274 eur
Female	2120 eur	2446 eur	2808 eur	4959 eur	6001 eur	8652 eur

*According to
Salary Survey
2018



TOPIC: SALARY

SALARY ARTIST VS DEVELOPER*

	Lowest 25 %	Lowest 50 %	Highest 50 %	Highest 25 %
Artist	2200 eur	2583 eur	4434 eur	5142 eur
Developer	2369 eur	2849 eur	4855 eur	5375 eur

AVERAGE SALARY OF ARTIST IS 3529 EUR PER MONTH, MEDIAN 3200 EUR

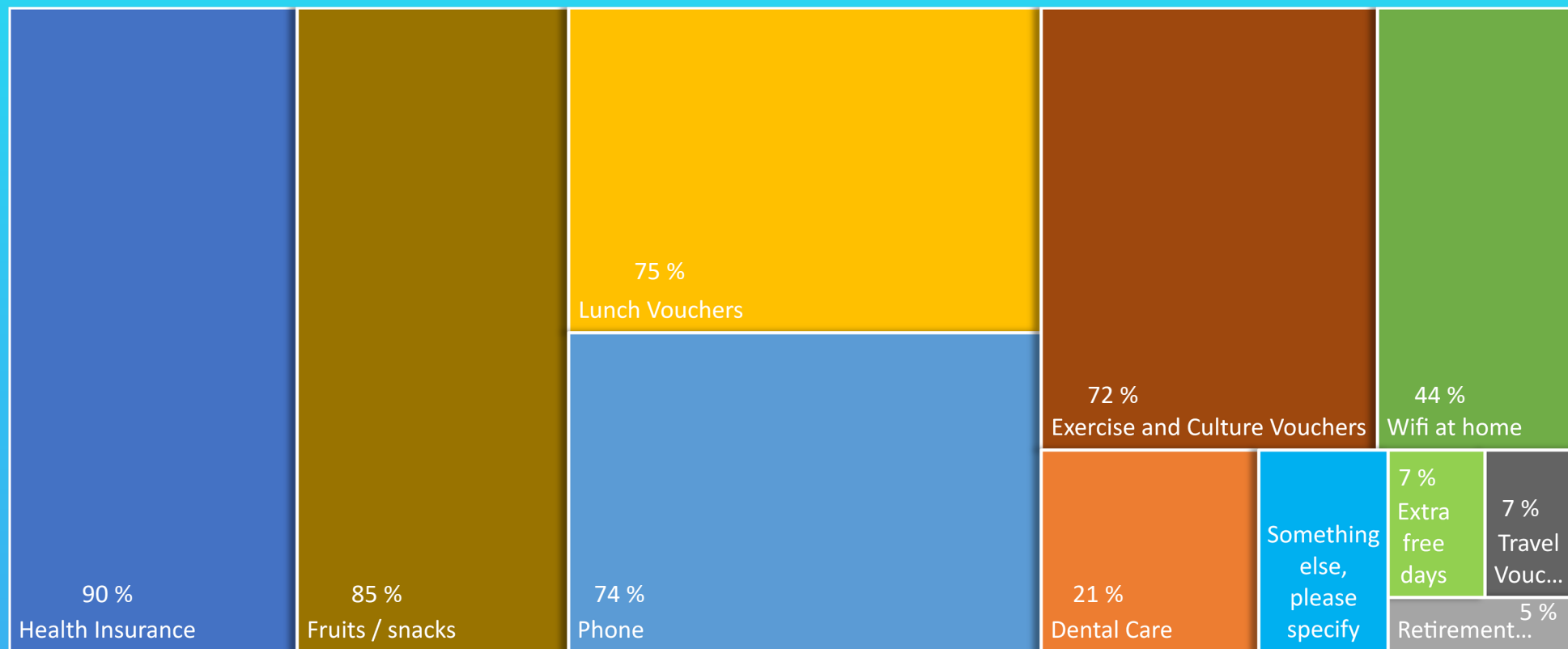
AVERAGE SALARY OF DEVELOPER IS 3885 EUR PER MONTH, MEDIAN 3800 EUR

DEVELOPER IS IN SENIOR POSITION MORE OFTEN THAN ARTIST.

*According to
Salary Survey
2018



TOPIC: BENEFITS AND CULTURE

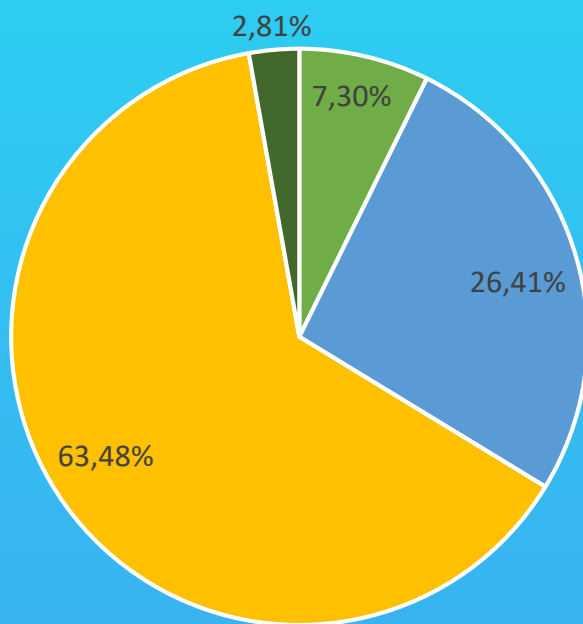




TOPIC: WORK TIME & CRUNCHING

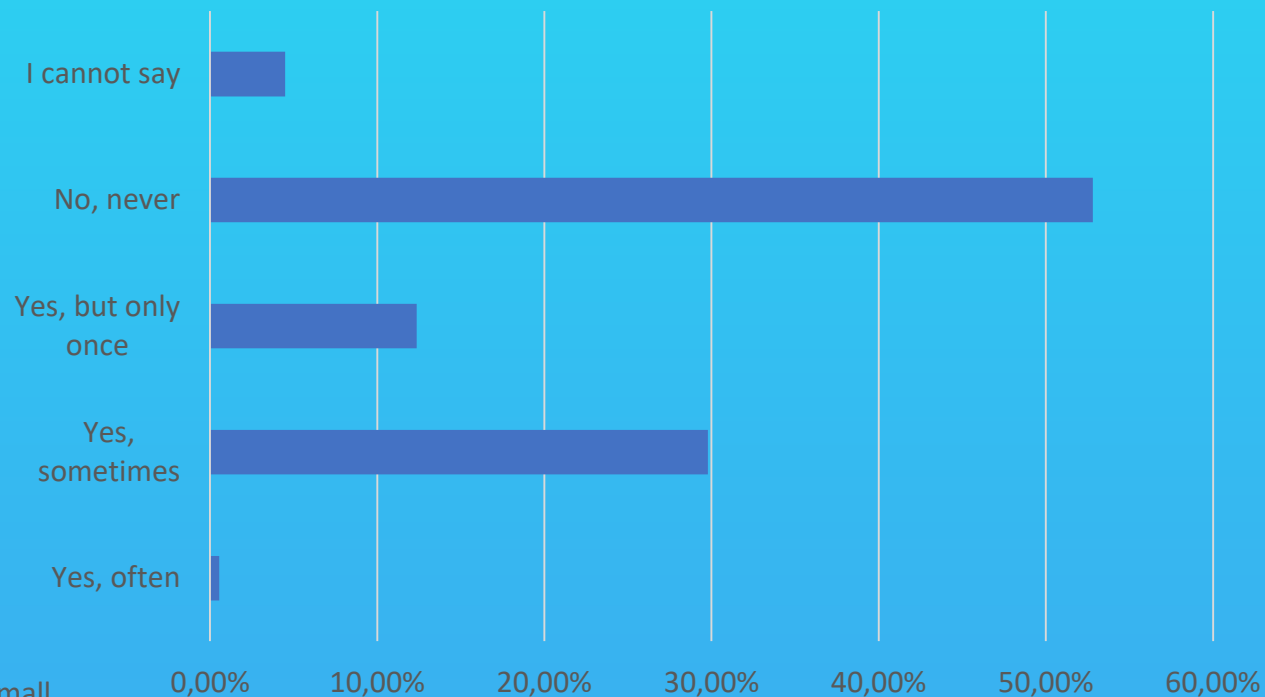


WORKLOAD



constantly too large occasionally too large suitable too small

CRUNCHING





TOPIC: WORK TIME & CRUNCHING



MAJORITY
WORKS
37,5 H / WEEK

CRUNCHING

44 % SAYS THAT THEY DO NOT WORK OVERTIME.

OVERTIME IS COMPENSATED ACCORDING TO THE COLLECTIVE AGREEMENT/WORKING HRS ACT (29%), HOWEVER 23 % SAYS THERE IS NO EXTRA COMPENSATION FOR OVERTIME.

74 % SAYS THEY DO NOT NEED TO TRAVEL OUTSIDE WORKING HOURS BECAUSE OF WORK.



TOPIC: COMPANIES & STABILITY



GAME MAKERS CONSIDER
THEIR WORKING PLACE
STABLE (39%) OR QUITE
STABLE (39%).

55 % CONSIDERS OWN
POSITION STABLE AND 29 %
QUITE STABLE.

