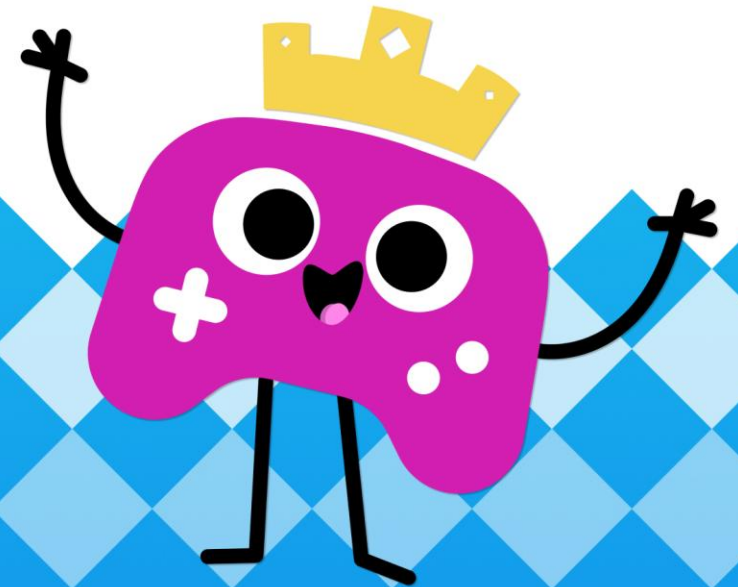




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SALARY SURVEY

+ 2025 SURVEY RESULTS

- **146 respondents**

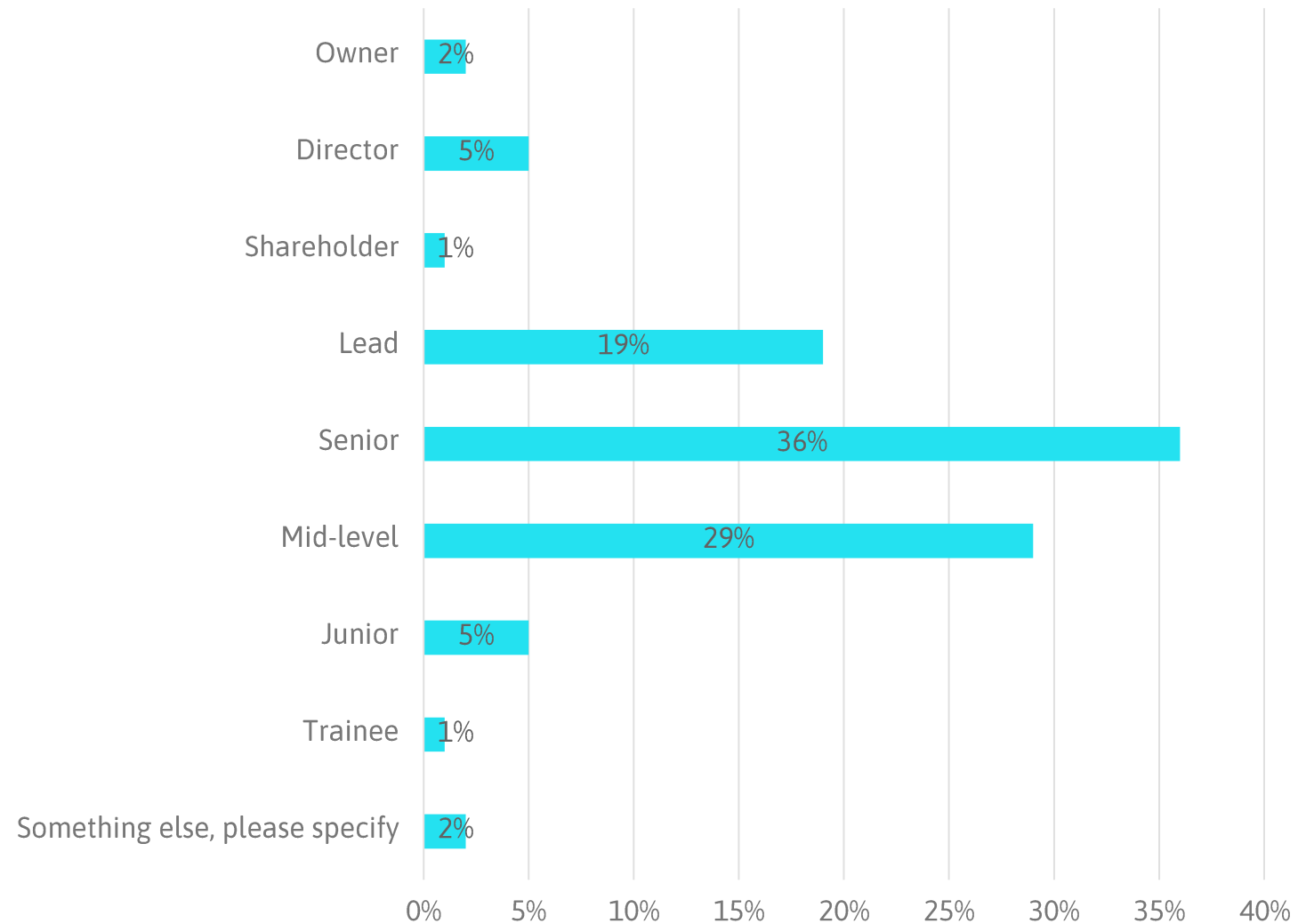
- **Gender distribution:**

- 67 % men
- 25 % women
- 8 % other.

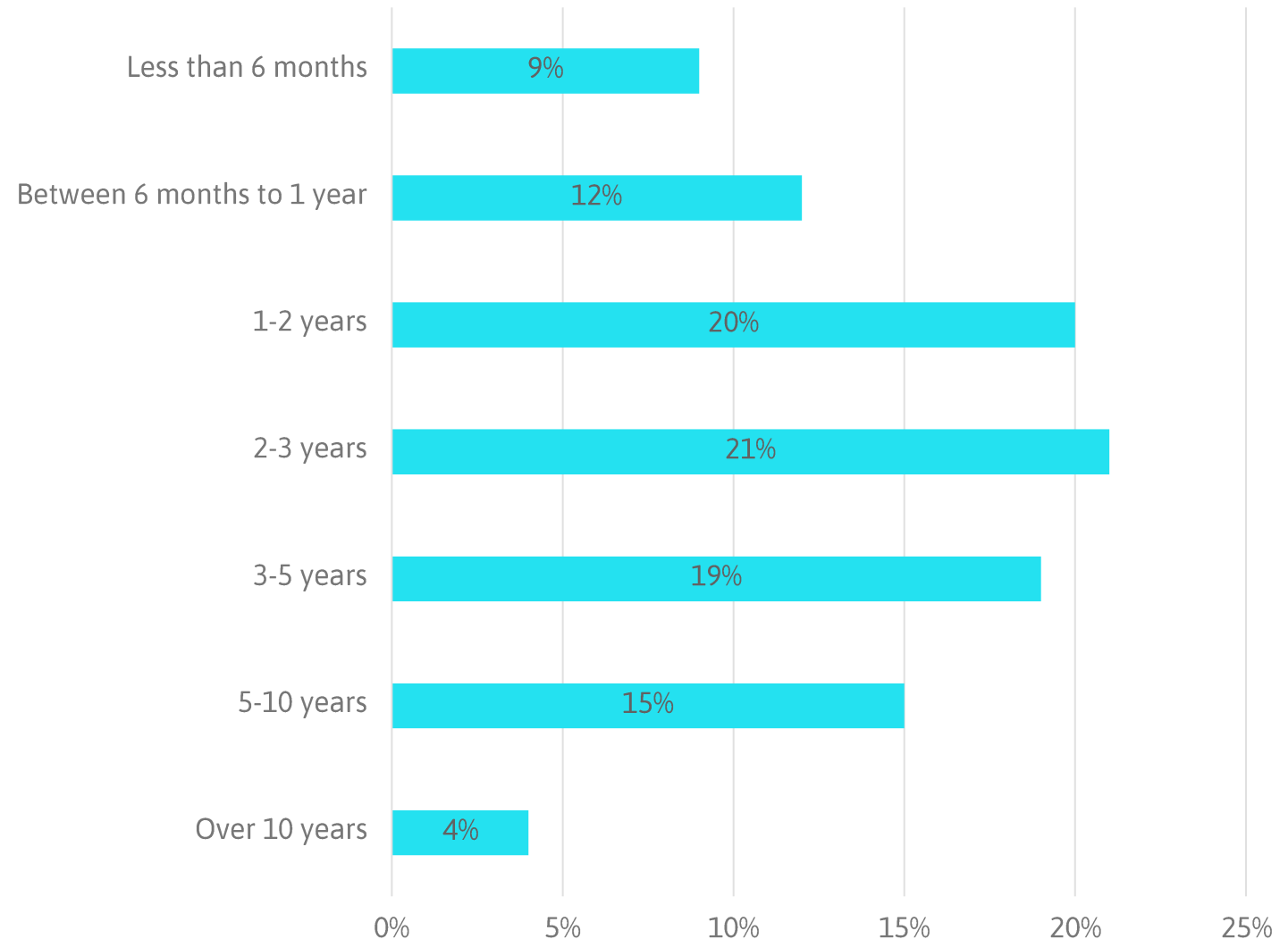
- **The majority are Finnish nationals (67 %).**

- **Typical level of education**

- **Bachelor's or Master's degree**
(Bachelor's 55 %, Master's 23 %)



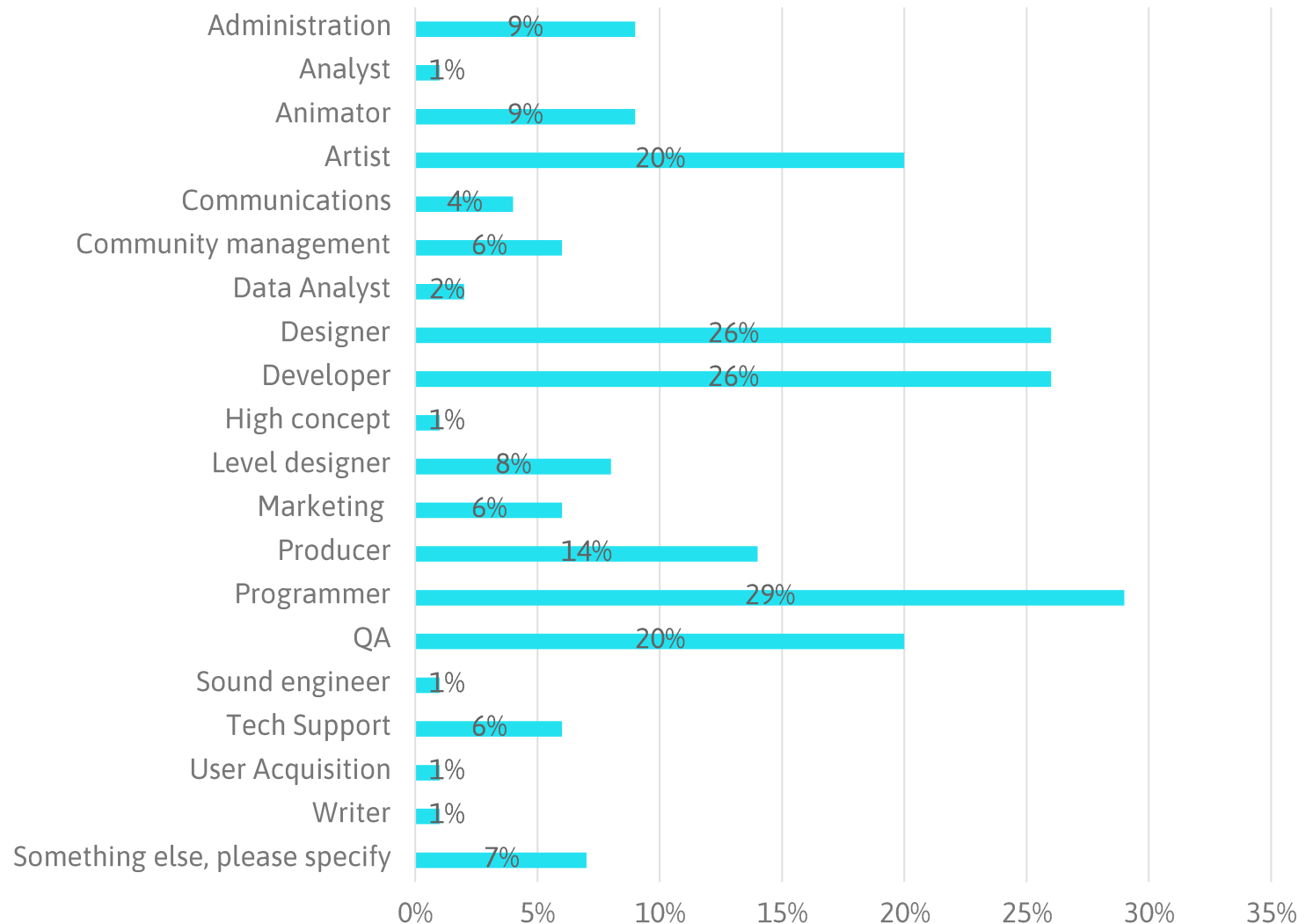
- **76 %** of respondents are in permanent full-time employment.
- Experience in the game industry
 - on average 8 years.
- Length of employment at the current company varies, but the most common are:
 - 2-3 years (21 %)
 - 1-2 years (20 %)
- Approximately **30 %** work for a foreign-owned company in Finland.



ROLES AND RESPONSIBILITIES

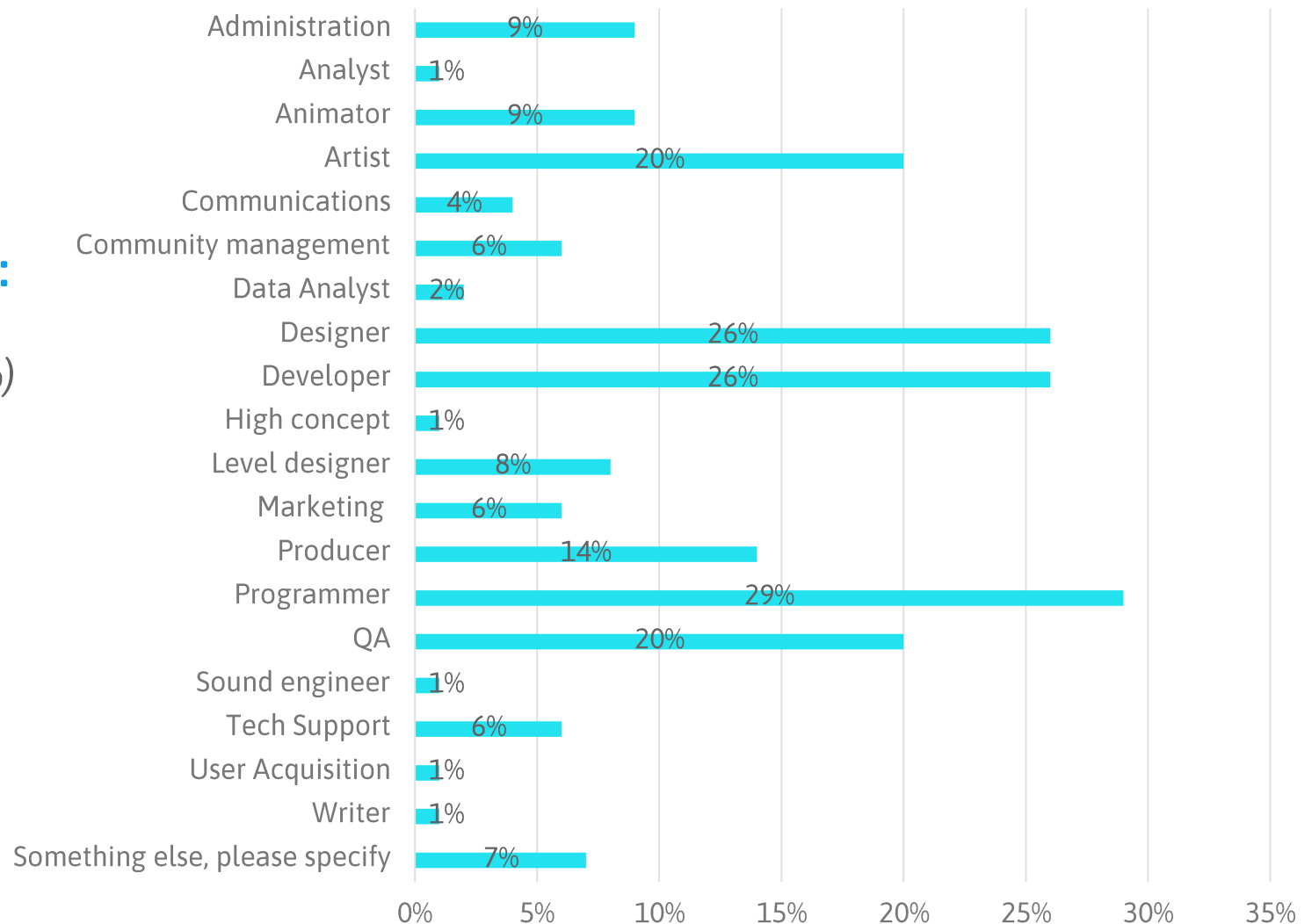
• Most Common Roles:

- Programmer
- Designer
- Developer
- Artist
- QA



SALARY LEVEL AND DEVELOPMENT

- The median monthly salary is **4 313 €**, with a very wide salary range.
- **52 %** report that their salary has increased over the past year.
- **Reasons for salary increases include:**
 - General pay raise (41 %)
 - Individual performance or merit (28 %)
 - A new role or a new employer (33 % combined)
- **Salary adequacy**
 - About **half** felt their **salary matched** the demands of their job, while the other **half perceived a gap** between their level of responsibility and their compensation.



SALARIES BY GENDER

	Average eur/month (Last year)	Median eur/month (Last year)
All	4428 (5054)	4313 (4300)
Male	4650 (4995)	4500 (4400)
Female	4248 (5388)	4250 (4150)
Others	4125 (3757)	4100 (4200)

SALARIES BY JOB CATEGORY

	Average eur/month (Last year)	Median eur/month (Last year)
Artist	3997 (3287)	4260 (3027)
Developer / Programmer	4239 (3985)	4460 (3850)
Designer	3860 (4130)	4000 (4075)
Producer	4365 (4655)	4360 (3700)
QA	4616 (3530)	4308 (3400)
Mar & Com	3425	3400
Community Management	3162	3000

SALARIES BY POSITION

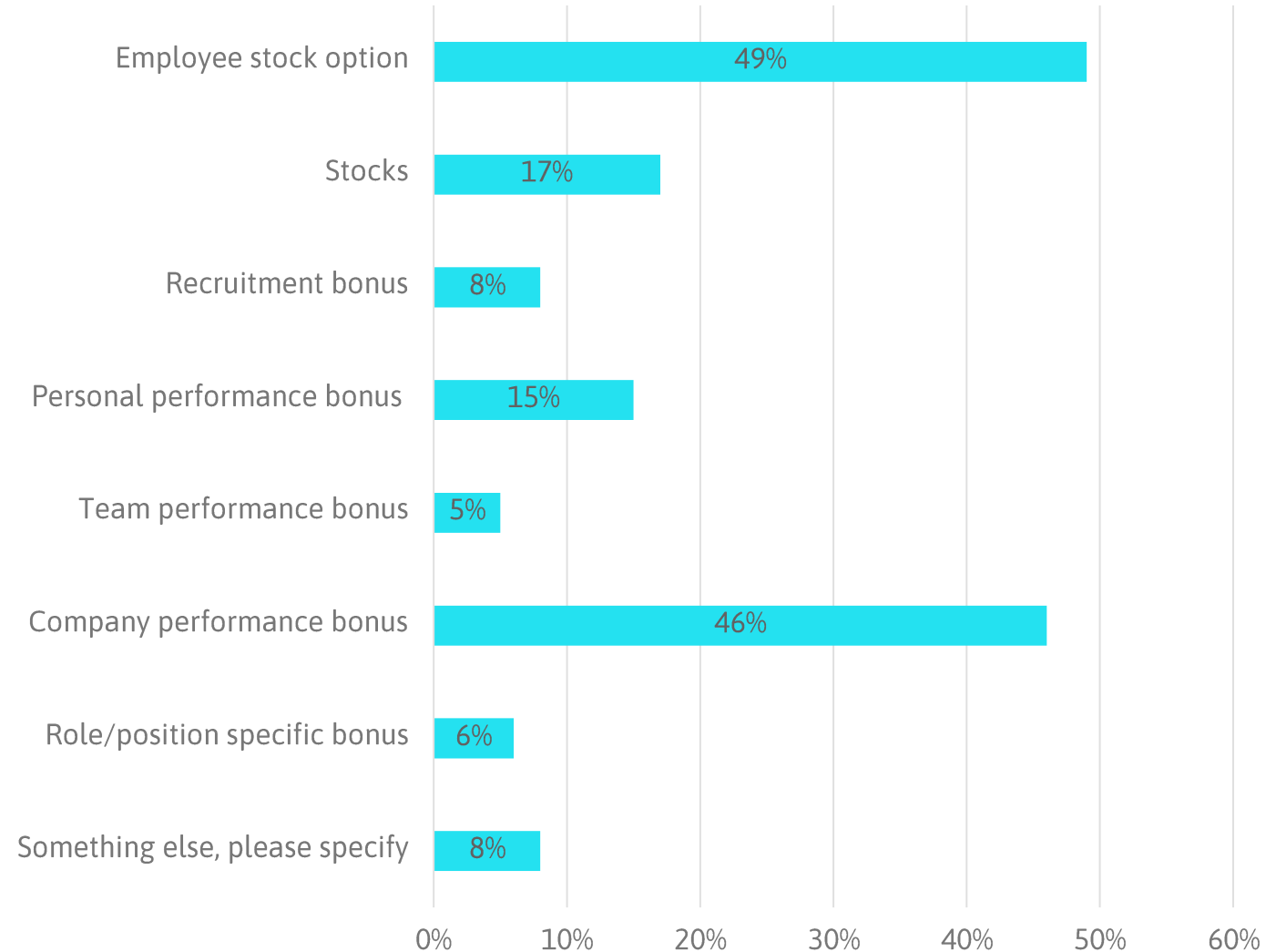
	Average eur/month (Last year)	Median eur/month (Last year)
Lead	5187 (5253)	5288 (5000)
Senior	4771 (4463)	4685 (4400)
Mid-level	3733 (3722)	3950 (3500)
Junior	2064 (2503)	2200 (2363)

COMPARING GO IT

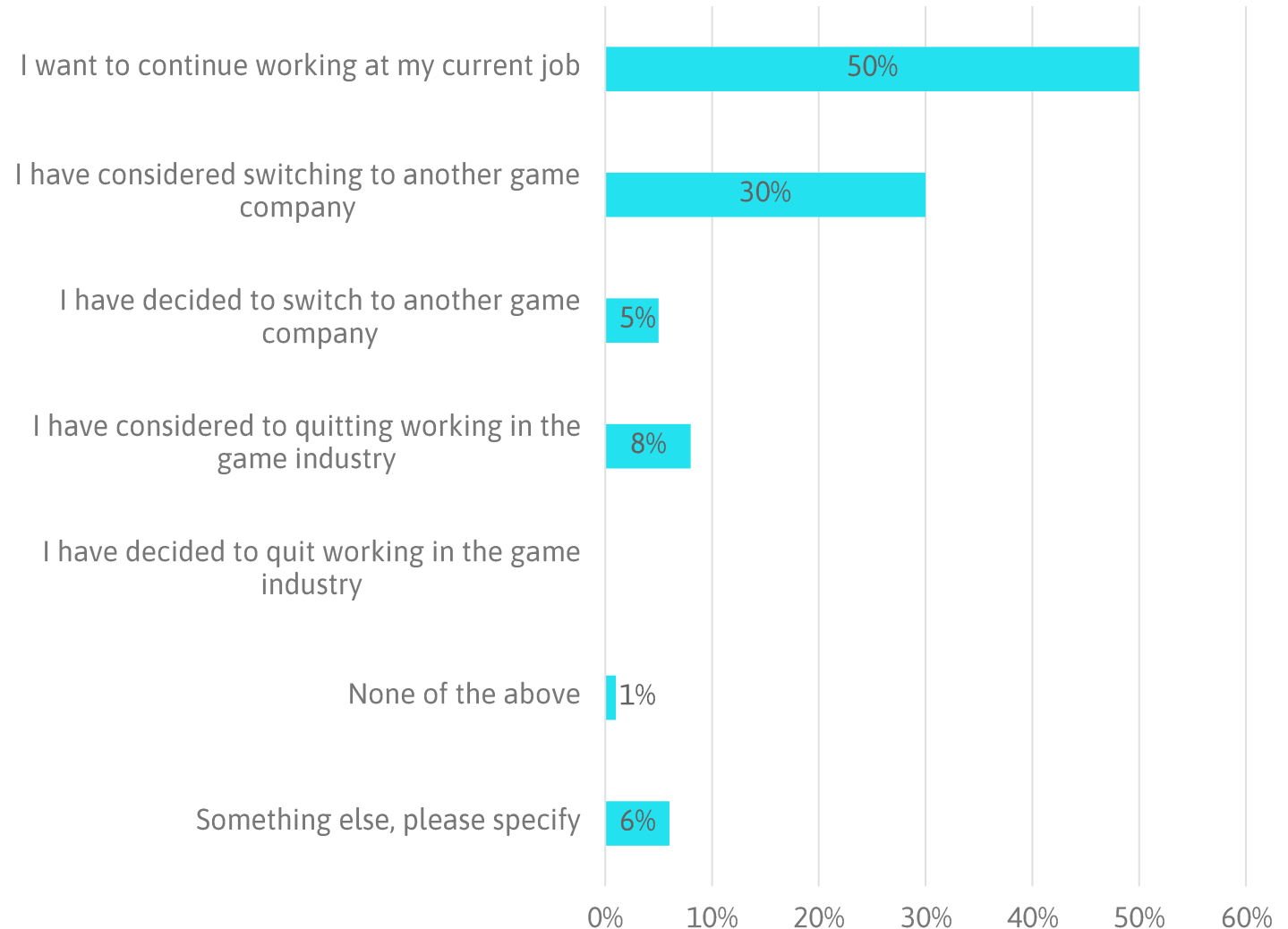
Job Category	Average eur/month	Median eur/month (Last year)
Sales	7023	5533 (5350)
Customer service and support	3899	3801 (3525)
Design / Development	5155	5127 (4914)
Project / System Ownership	5585	5500 (5350)
Network & Telecommunications services	4601	4328 (4888)
End-user and device services	5199	4777 (3950)
Hardware and software maintenance	4702	4700 (4115)
Administration	5018	4550 (4128)

BONUS MODELS

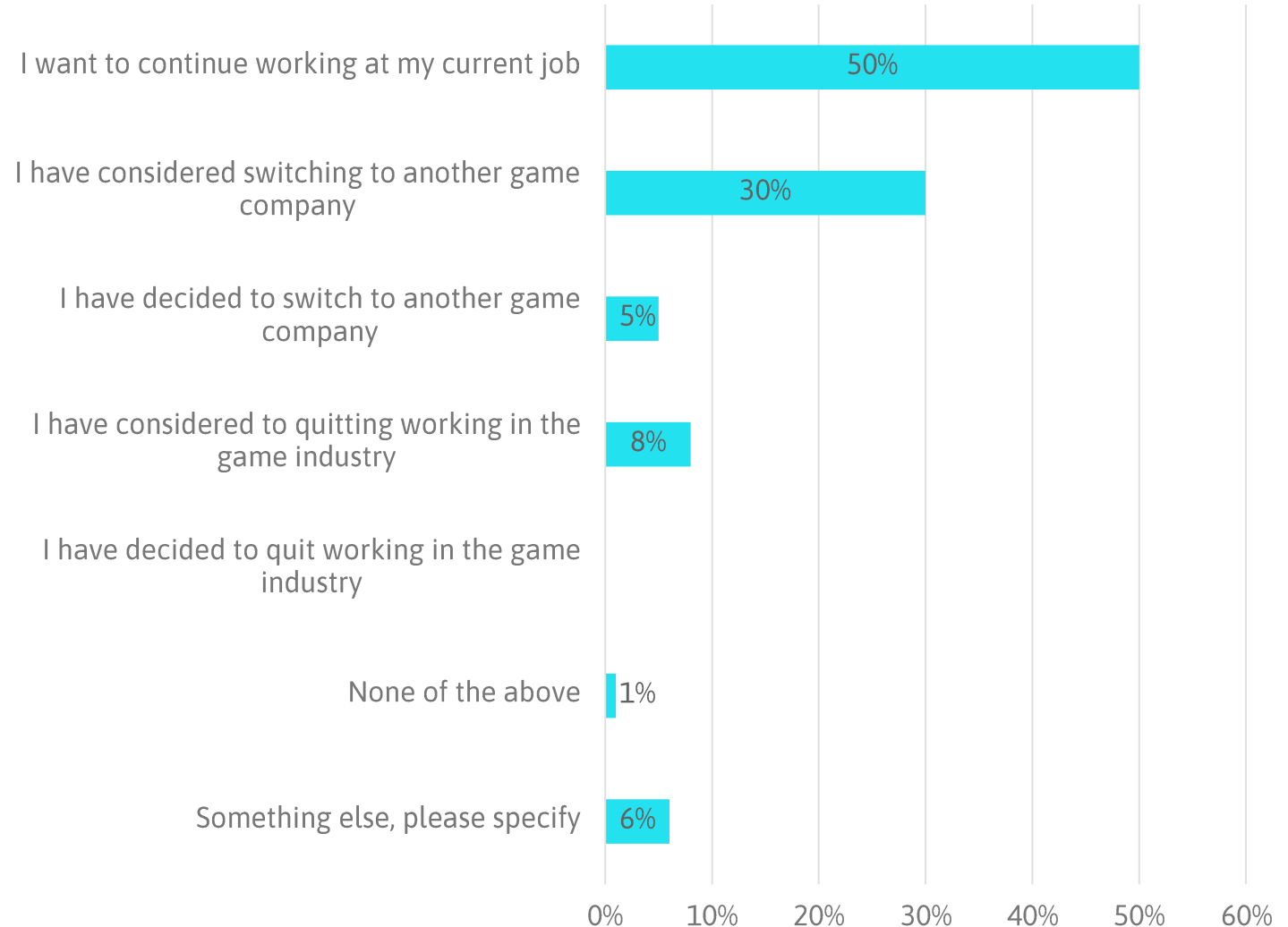
- **29 %** received bonuses last year
- **Typical forms of bonuses include:**
 - Employee stock options (49%)
 - Company performance-based bonuses (46%)
 - Individual bonuses (15%)
- **The average bonus: 13 725 €**



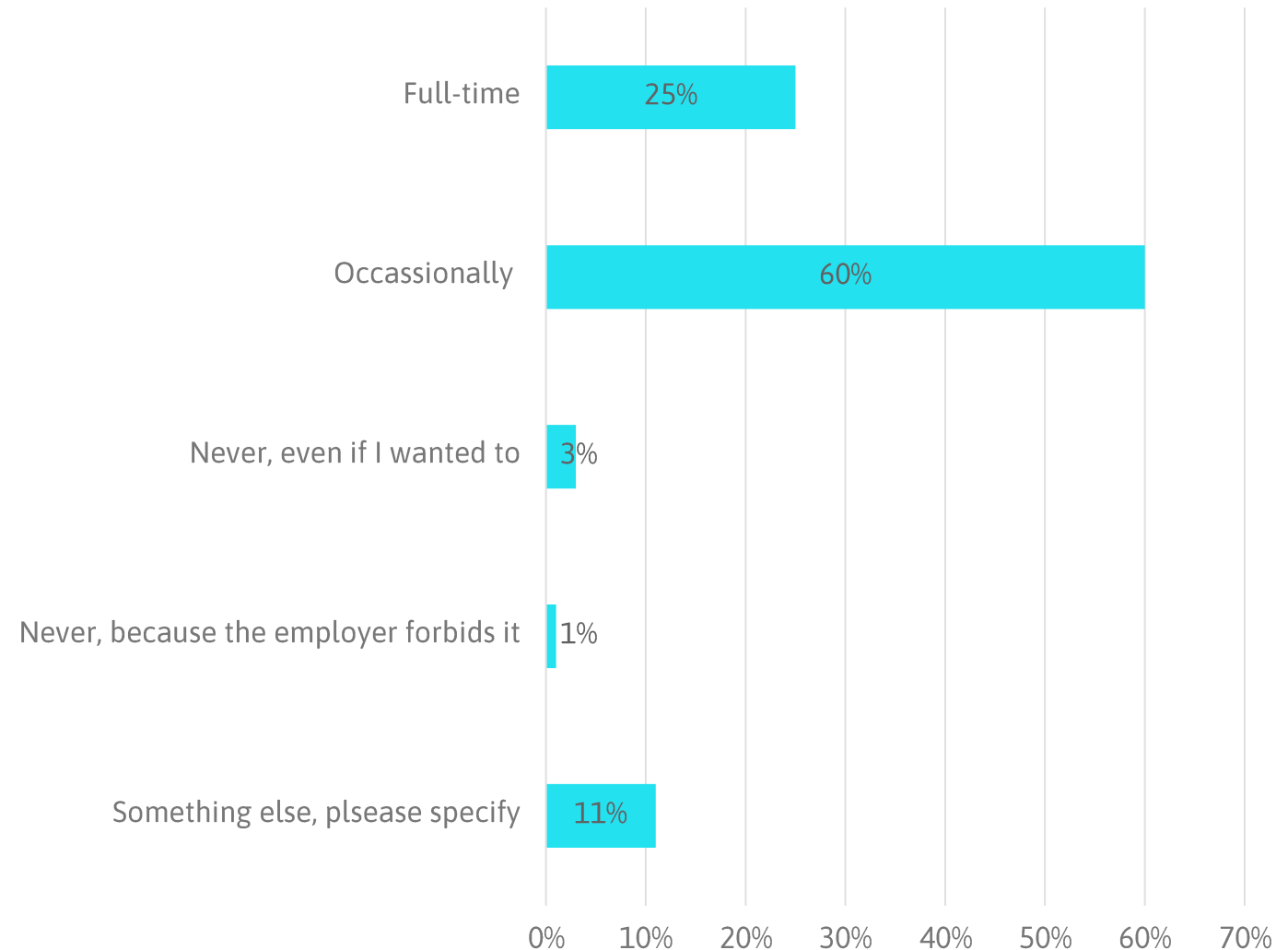
- Only **24 %** feel that their workplace's future is completely secure.
- **40 %** see layoffs as at least a possibility.
- The industry is clearly **unstable**
 - This affects wellbeing and motivation



- **62%** experience stress at least occasionally
- **20%** are constantly concerned about their own or their colleagues' ability to cope.
- **Do you crunch?**
 - 34%: "sometimes"
 - 14%: "only once"
 - 41%: "never"
- **Key points highlighted in open-ended responses:**
 - Poor management
 - Unrealistic schedules
 - Project pressure
 - Small teams → too much responsibility placed on too few people
- **Burnout cases are common**



- **60%** work remotely on an occasional basis, while **25%** work fully remotely.
- The possibility to work remotely is seen as important for coping and wellbeing.
- **88%** are able to work flexible hours.
- **Overtime:**
 - 45% do not work overtime
 - 25% are compensated in accordance with the collective agreement / Working Hours Act
 - 11%: “not compensated”



- Wellbeing and coping at work

- Respondents **want resources** for stress management, understanding burnout, and access to mental **support beyond occupational healthcare**.

- Legal support

- Several respondents are **calling for legal support** related to layoffs, pay issues, and employment advice.

- Rights of foreign employees

- There is a clear **need to improve awareness** of the rights of foreign employees in the Finnish work environment due to their more vulnerable position.



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in THE UNIVERSE**