

SALARY SURVEY 2020

RESULTS

AND CONCLUSIONS

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](#)
- **Salary survey is a yearly study** since 2018
 - Survey is open for everyone, not only for our members



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
- Modern and new industry with growing problems
 - Game Makers of Finland want to ensure that the industry stays healthy and to create the best practices
- Challenges:
 - Lack of employees
 - Funding
- Strengths
 - Community
 - Creativity
 - Increased focus on business and monetization

FINNISH GAME COMPANIES

CITIES
SKYLINE



- Supercell / mobile / Clash of Clans, Hay Day, Clash Royale
- Rovio / mobile / Angry Birds
- Ubisoft RedLynx / mobile & console / South Park Mobile, Trials
- Housemarque / PC / Returnal, 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



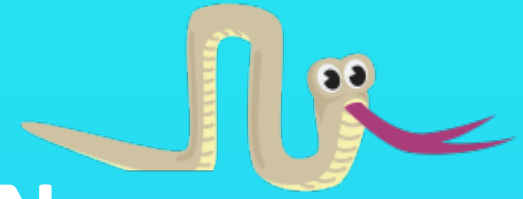
GAME MAKERS OF FINLAND SURVEY RESULTS

Based on GMoF
salary survey 2020
116 ANSWERS
35 COMPANIES

A TYPICAL GAME MAKER IS:

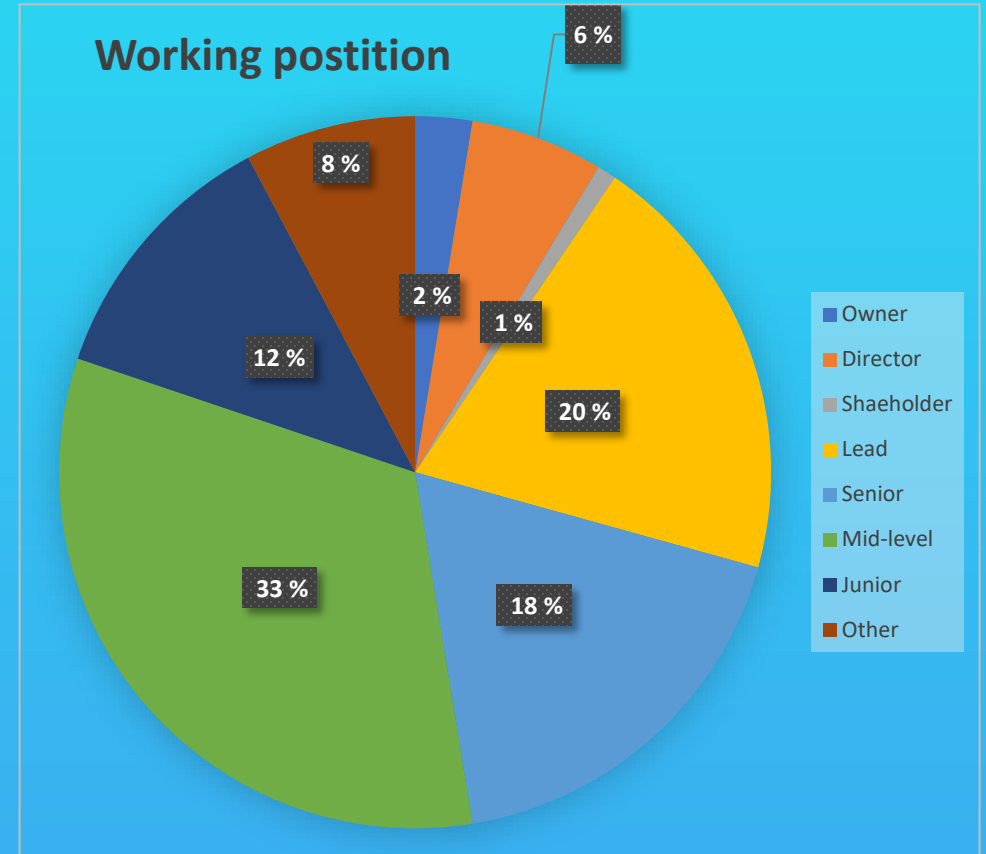
- ✓ BORN IN 1989
- ✓ BACHELOR'S DEGREE IN COMPUTER SCIENCE
- ✓ FULL-TIME JOB
- ✓ WORKS AND LIVES IN CAPITAL AREA
- ✓ DEVELOPER OR ARTIST
- ✓ SALARY 2500 – 3000 € / MONTH

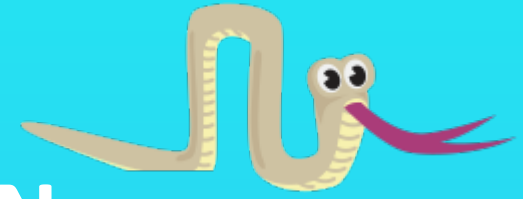




BACKGROUND INFORMATION

Education	%	Male	Female
Bachelor's degree	53 %	56 %	50 %
Master's degree	23 %	15 %	36 %
Vocational school	14 %	17 %	9 %
Secondary school	4 %		
Other training	5 %		





BACKGROUND INFORMATION

EMPLOYMENT SITUATION

- 79 % are working on a permanent full-time position
- 5 % in a temporary full-time position

SUBORDINATES

- 49 % does not have subordinates
- 38 % does not have subordinates, but their duties include supervising or delegating work
- 13 % have subordinates

POSITION

- 35 % are working in mid-level
- 21 % are in lead position
- 19 % are seniors
- 13 % are juniors



TOPIC: SALARY

SALARY VS. POSITION

SALARY	Average eur/month*	Median eur/month*
Junior	2388	2500
Lead	4316	4700
Senior	3994	4100
Other	3395	3310

59 % GOT
INCREASE OF
SALARY

SALARY VS. WORKING EXPERIENCE IN GAME INDUSTRY

SALARY	Average eur/month*	Median eur/month*
Over 10 years	5082	5000
6 – 9 years	3856	3600
3 – 5 years	3334	3200
Less than 3 years	2745	2500

* According to
Salary Survey
2020



TOPIC: SALARY

SALARY VS. COMPANY SIZE

Salary	Average eur/month*	N
< 50 employees	3241	53
51 – 150 employees	3922	33
> 150 employees	4321	22

SALARY VS. LOCATION

Salary	Average eur/month*	N
Metropolitan	3847	86
Outside metropolitan	2570	13

The location based difference was only 300 € in the last survey!



TOPIC: SALARY

SALARY*

Salary	Average eur/month	Median eur/month	N
All	3620	3435	108
Male	3888	3525	64
Female	3351	3000	38

SALARY*

	Lowest 10 %	Lowest 25 %	Lowest 50 %	Highest 50 %	Highest 25 %	Highest 10 %
All	1810 eur	2183 eur	2565 eur	4737 eur	5704 eur	6761eur
Male	1986 eur	2434 eur	2813 eur	4963 eur	5798 eur	6869 eur
Female			2339 eur	4363 eur		

43 % got incentive bonuses, average amount 4300 € or 15 % of the yearly income



TOPIC: SALARY

SALARY ARTIST VS DEVELOPER*

	Lowest 25 %	Lowest 50 %	Highest 50 %	Highest 25 %
Artist	1860 eur	2327eur	4065 eur	4820 eur
Developer		3500 eur	3975 eur	

AVERAGE SALARY OF ARTIST IS 3196 EUR PER MONTH, MEDIAN 3000 EUR

AVERAGE SALARY OF DEVELOPER IS 3367 EUR PER MONTH, MEDIAN 3500 EUR

DEVELOPER IS IN SENIOR POSITION MORE OFTEN THAN ARTIST.

Respondents
described
themselves:
29 % designers
28 % artists
28 % programmers
22 % developers



TOPIC: TASK CATEGORIES

	n	Percent
Designer	32	28,83%
Artist	31	27,93%
Programmer	31	27,93%
Animator	8	7,21%
Writer	3	2,7%
Tech Support	10	9,01%
Analyst	3	2,7%
Producer	13	11,71%
Developer	24	21,62%
Community management	6	5,41%
Administration	4	3,6%
Level designer	11	9,91%
Sound engineer	4	3,6%
QA	10	9,01%
High concept	3	2,7%
Marketing	8	7,21%
Communications	2	1,8%
PR	2	1,8%



TOPIC: SALARY

SALARY VS. EDUCATION

SALARY	Average eur/month*	Median eur/month*
Master's degree	4168	3800
Bachelor's degree	3322	3050
Vocational	3218	3000
Phd	> 6000	

Education
rules!!!

* According to
Salary Survey
2020

GAME MAKERS OF FINLAND SURVEY SHOWS

Based on GMoF
salary survey 2020

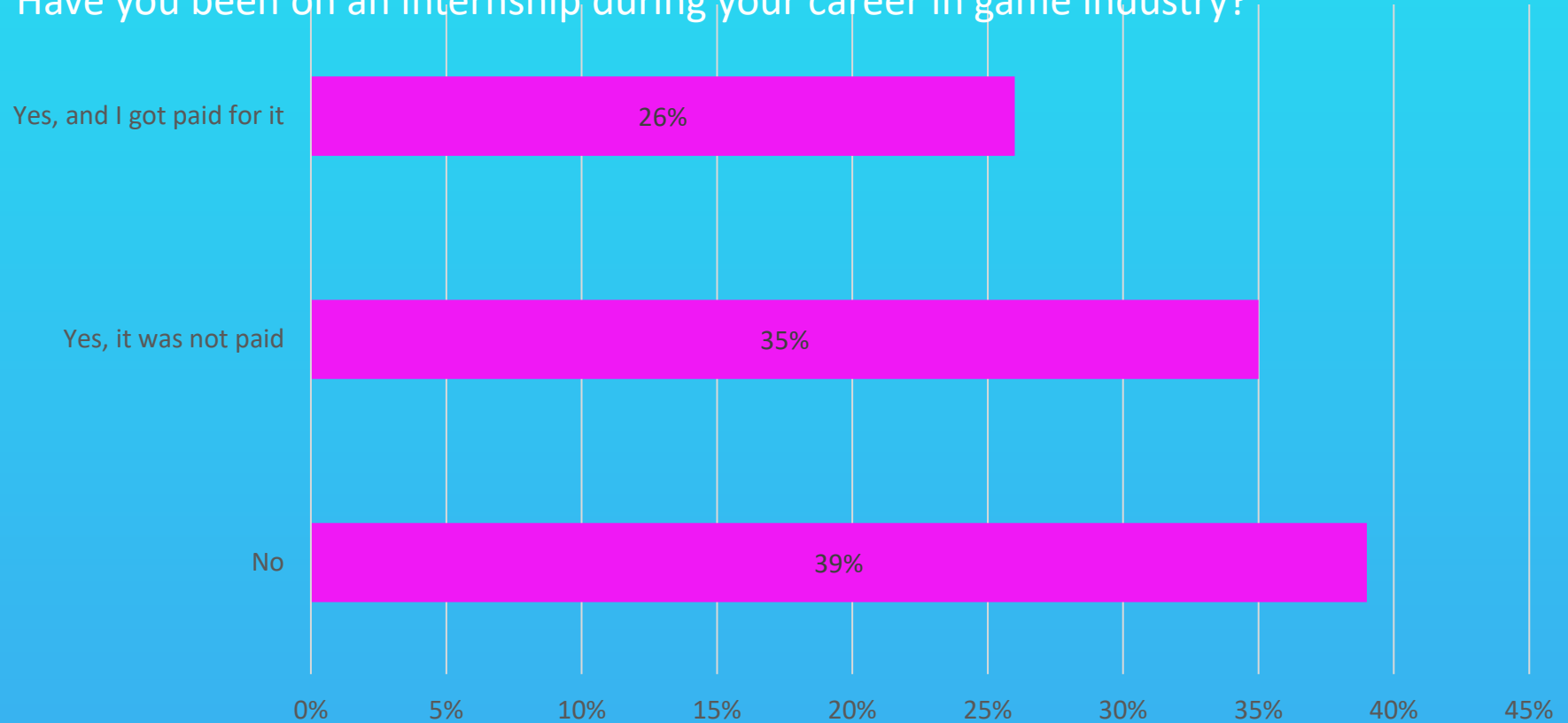
ELEMENTS TO HIGHER SALARY:

- ✓ BACHELOR'S OR MASTER'S DEGREE
- ✓ BIG COMPANY
- ✓ SENIOR POSITION



TOPIC: INTERNSHIPS

Have you been on an internship during your career in game industry?





TOPIC: WELL-BEING

STRESS

- 11 % feels stressed and overloaded continuously
- 65 % feels it occasionally
- 22 % feels stressed hardly ever

COPING

- 19 % have been worried about own or co-workers coping and well-being continuously
- 55 % have been worried about it occasionally

WORKLOAD

- 13 % feels that their workload is constantly too large
- 29 % feels that it's occasionally too large
- 52 % feels that the workload is suitable

Only 3 %
crunches
very often

49 % never
crunches



GAME MAKERS

of Finland



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