

FINNISH GAME INDUSTRY

**SALARY SURVEY 2021
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 over 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
- **Salary survey is a yearly study** since 2018
 - Survey is open for everyone, not only for the members



THE FINNISH GAME INDUSTRY

- Around 3 600 employees and 200 companies (the Finnish population is 5,5 million)
 - 28 % are from abroad
 - 22 % are female
- Strong investment on education
 - Game Makers of Finland participates training programs: Building an equal and fair working culture starts from school
 - Around 50 schools in Finland offering games education
- 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 senior level employees
 - Funding
- Strengths
 - Community
 - Creativity
 - Increased focus on business and monetization

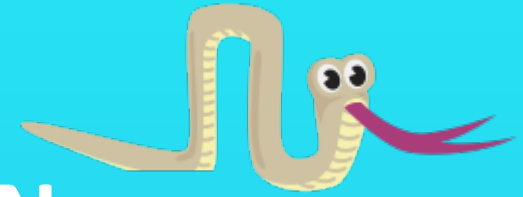
GAME MAKERS OF FINLAND SURVEY RESULTS

Based on GMoF
Salary Survey 2021
185 ANSWERS
29 COMPANIES

A TYPICAL GAME MAKER IS:

- ✓ BORN IN 1987
- ✓ BACHELOR'S DEGREE IN COMPUTER SCIENCE
- ✓ FULL-TIME JOB
- ✓ WORKS AND LIVES IN CAPITAL AREA
- ✓ PROGRAMMER OR ARTIST
- ✓ SALARY 4 000 € / MONTH





BACKGROUND INFORMATION

EMPLOYMENT SITUATION

85 % are working on a permanent full-time position
5 % in a temporary full-time position

SUBORDINATES

55 % does not have subordinates
30 % does not have subordinates, but their duties include supervising or delegating work
15 % have subordinates

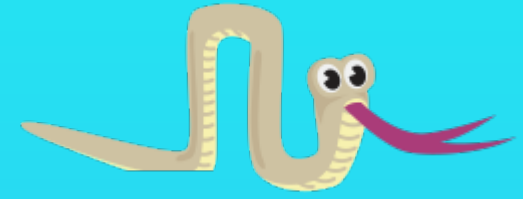
POSITION

35 % are working in mid-level
18 % are in lead position
27 % are seniors
9 % are juniors

REMOTE WORK

43 % are working full remote. 6 % are working in office.

BACKGROUND INFORMATION



Education	% All	% Male	% Female	% Others
DOCTORAL DEGREE	1 %	2 %	0 %	0 %
MASTER'S DEGREE	21 %	18 %	28 %	12 %
BACHELOR'S DEGREE	56 %	51 %	62 %	75 %
VOCATIONAL SCHOOL	8 %	9 %	5 %	13 %
HIGH SCHOOL	9 %	13 %	3 %	0 %
OTHER TRAINING	5 %	7 %	2 %	0 %

EDUCATIONAL BACKGROUND

Bachelor's degree is the most common as the highest education. Sectors varied mainly in the computer science, game development, culture and arts, business administration and game programming.



STABILITY

	n	Percent
I want to continue working at my current job	93	52,3%
I have considered switching to another game company	53	29,8%
I have decided to switch to another game company	7	3,9%
I have considered to quitting working in the game industry	16	9,0%
I have decided to quit working in the game industry	0	0,0%
None of the above	2	1,1%
Something else, please specify	7	3,9%

Average of 9 % have considered quitting working in the game industry.

The most happiest are small company workers (>50), 57 % want to continue working at their current job. 41 % in the mid-size companies and 43 % in the biggest companies agree.

14 % of the big company workers have considered to quit working in the game industry, 12 % mid-size and 6 % in the small companies.



SALARY

SALARY

Salary	Average eur/month	Median eur/month	N
All	4103	4000	178
Male	4402	4350	116
Female	3612	3528	54
Others	3062	3025	8

Salaries have been risen hundreds of euros since the last Salary Survey. The gap between male and female salaries has grown.

SALARY INCREASE background reasons: 39 % got general increase, 33 % got personal related rise and 24 % started on a new position or duty under the same employer. 19 % changed the employer.

From all the respondents 24 % asked the increase of the salary and got it. 9 % asked and did not get it. 67 % didn't ask the increase.

42 % has got **INCENTIVE BONUSES** in the past 12 months, average amount 12 700 € or 29 % of the yearly income. The percentage has stayed the same, but euros have risen from 15 % to 29 %.

69 % GOT
INCREASE OF
SALARY



TOPIC: SALARY

SALARY VS. POSITION

SALARY	Average eur/month*	Median eur/month*
Lead	5019	5000
Senior	4610	4550
Mid-level	3509	3537
Junior	2482	2500

SALARY VS. WORKING EXPERIENCE

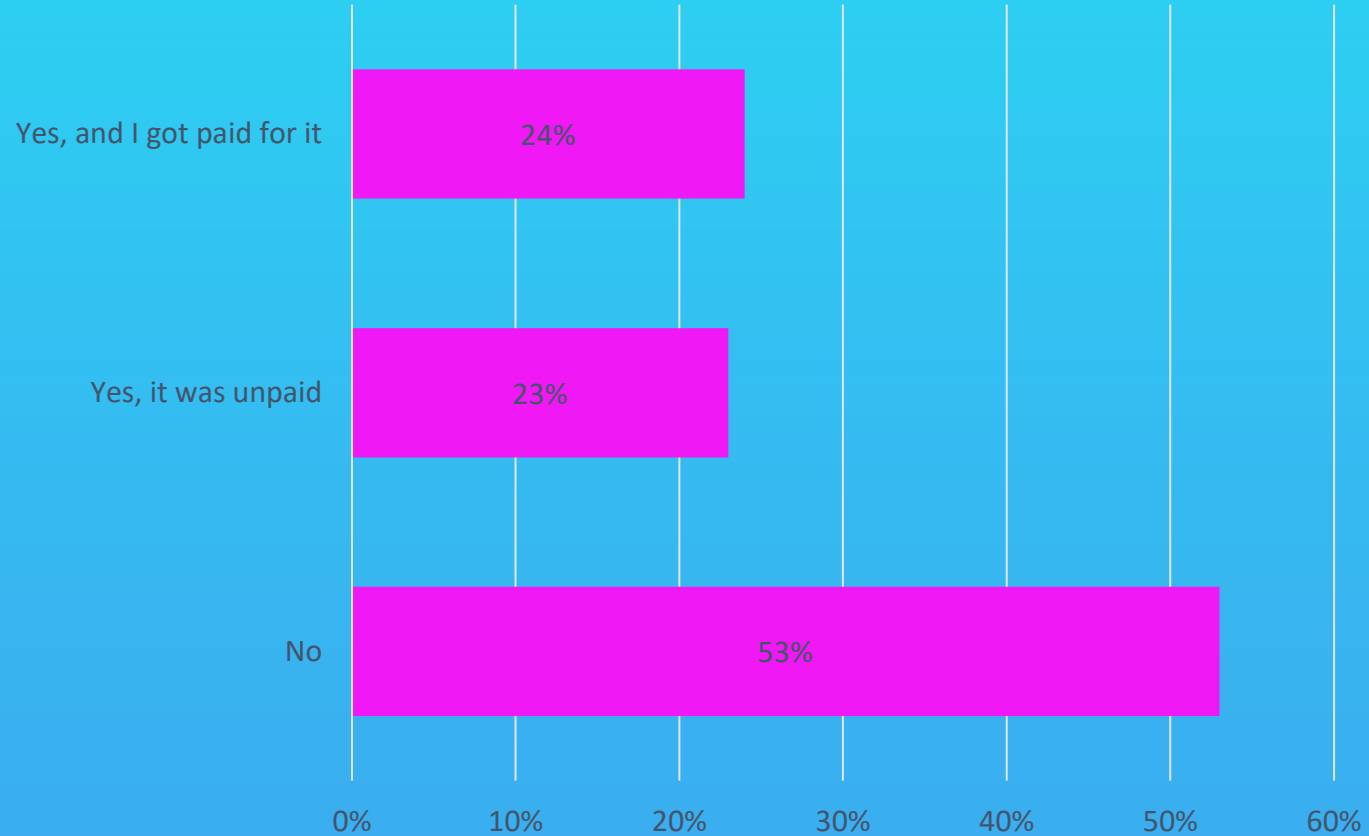
SALARY	Average eur/month*	Median eur/month*
Over 10 years	4870	4600
6 – 9 years	4142	4010
3 – 5 years	3080	2925
Less than 3 years	2410	2500

SALARY VS. WORKING EXPERIENCE IN GAME INDUSTRY

Average eur/month*	Median eur/month*
5548	5500
4226	4100
3832	3700
2950	2700

INTERNSHIPS

Have you done an internship or trainee program in the game industry?





TOPIC: SALARY

SALARY VS. COMPANY SIZE

Salary	Average eur/month	Median eur/month	N
< 50 employees	3860	3400	66
51 – 150 employees	4140	4200	17
> 150 employees	4321	3785	51

Total of 29
different game
studios
mentioned.

SALARY VS. LOCATION

Salary	Average eur/month	Median eur/month	N
Metropolitan	4293	4145	126
Outside metropolitan	3250	2725	24



TOPIC: SALARY

SALARY VS. EDUCATION

SALARY	Average eur/month	Median eur/month
Phd	> 7350	
Master's degree	4435	4300
Bachelor's degree	3744	3570
Vocational	4052	4000
High school	> 4600	



TOPIC: SALARY

SALARY VS TASK CATEGORY

	Average eur/month	Median eur/month
Artist	3710	3512
Developer/programmer	4275	4200
Designer	4040	3713
Producer	4531	4250

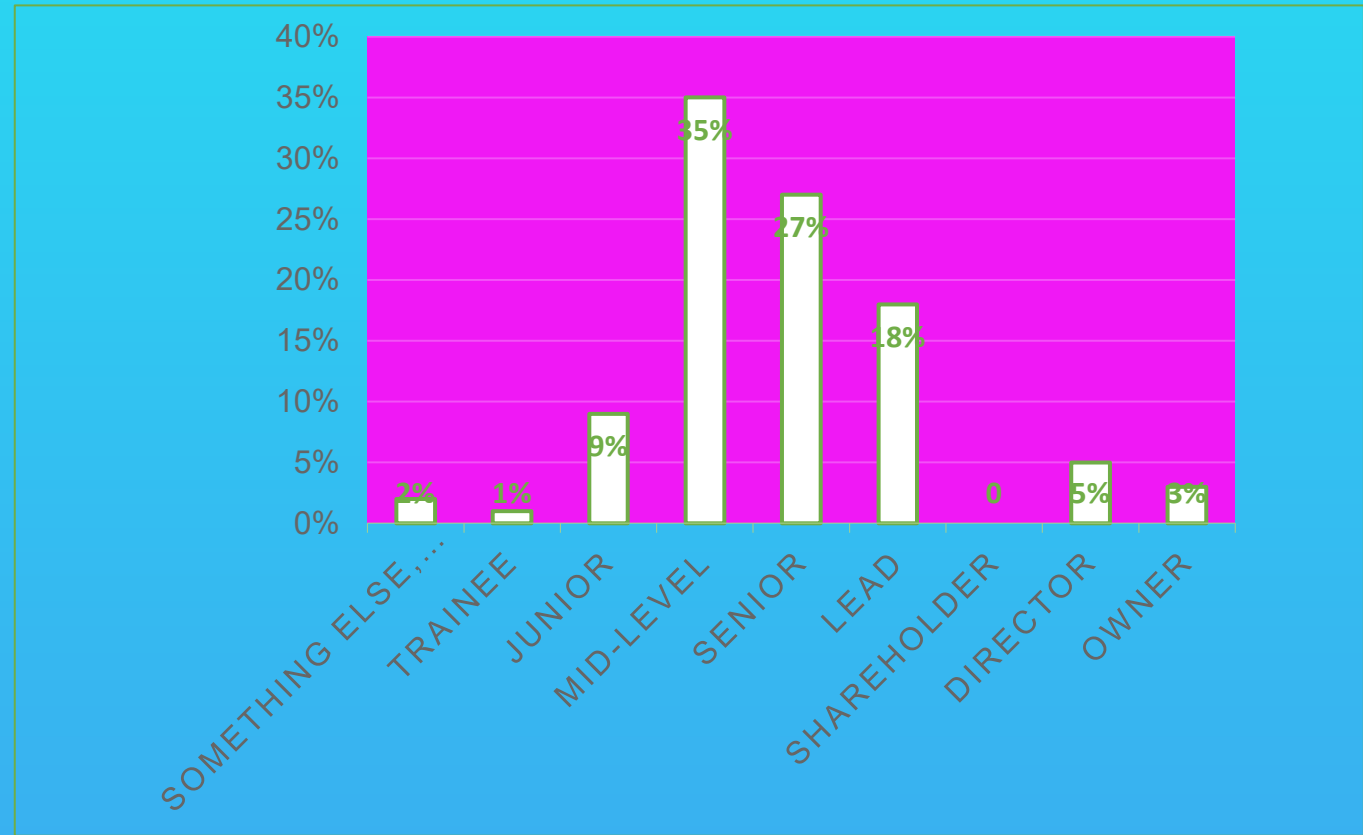
DEVELOPER IS IN LEAD OR SENIOR POSITION MORE OFTEN THAN ARTIST.

Respondents
described
themselves:
22 % designers
25 % artists
28 % programmers
22 % developers



TASK CATEGORIES

	n	Percent
Administration	13	7,3%
Analyst	3	1,7%
Animator	10	5,6%
Artist	44	24,7%
Communications	7	3,9%
Community management	8	4,5%
Data Analyst	6	3,4%
Designer	40	22,5%
Developer	40	22,5%
High concept	10	5,6%
Level designer	12	6,7%
Marketing	10	5,6%
Producer	20	11,2%
Programmer	49	27,5%
QA	12	6,7%
Sound engineer	1	0,6%
Tech Support	5	2,8%
User Acquisition	4	2,2%





TOPIC: WELL-BEING

STRESS

13 % feels stressed and overloaded continuously
62 % feels it occasionally
23 % feels stressed hardly ever

COPING

15 % have been worried about own or co-workers coping and well-being continuously
60 % have been worried about it occasionally

WORKLOAD

8 % feels that their workload is constantly too large
34 % feels that it's occasionally too large
50 % feels that the workload is suitable

CRUNCHING AND OVERTIME

Crunching is largely doomed and sometimes mixed with overtime. 42 % do not work overtime. Overtime is compensated evenly either working hours act / collective agreement or without raises as pay or time-off 1:1.

Only 1 %
crunches
very often

52 % never
crunches

31 %
crunches
sometimes