

GAME MAKERS OF FINLAND

Employee rights & support

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 (read more www.peliala.fi)



THE FINNISH GAME INDUSTRY

- Around 4 000 employees and 200 companies
 - 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 € / MEDIAN / MONTH



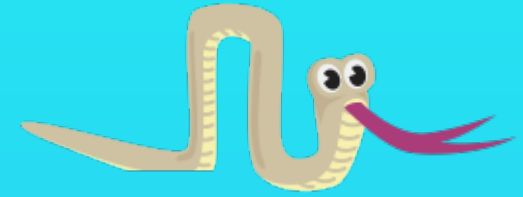
THE BEST GAME COUNTRY IN THE UNIVERSE?

Let's make it true!



ANSWER:
[www.bit.ly/
salariesurvey2022](http://www.bit.ly/salariesurvey2022)

TYPICAL SITUATIONS: WHAT IF...



YOU SIGN A NEW WORK CONTRACT

- **AS AN EMPLOYEE:** always in written, don't sign immediately, ask someone else to check it out. Read carefully: location, duties, duration, probationary period, salary, is collective agreement in use, annual leave, sick pay
- **AS AN EMPLOYER:** Give the employee the necessary time and do not force or demand.

YOU WANT TO ASK FOR A SALARY INCREASE

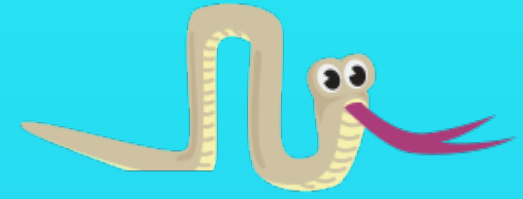
- **AS AN EMPLOYEE:** What does your contract say? Have you had a development discussion with your supervisor? Compare your salary level with others and the survey results. Think beforehand what are the grounds for the raise? Has your tasks changed or increased responsibility?
- **AS AN EMPLOYER:** Be prepared to review pay levels and whether the request is justified. If raise is impossible, is there a bonus system?

YOU OR YOUR COLLEAGUE ARE BEEN HARASSED OR TREATED IMPROPERLY

- **AS AN EMPLOYEE:** Do you have a guideline of harassment? intervene. personnel representative.
- **AS AN EMPLOYER:** When you get notified, actions must start without any delay

YOU OR YOUR CHILD IS SICK

- **AS AN EMPLOYEE:** Find out what's your company's sick day allowance, at least short-term absence is compensated
- **AS AN EMPLOYER:** Sick leave policy is a significant competitive factor and your employees are your most important asset. Minimum according to the law, sick pay is paid on the day of illness, if it had been the employee's working day, and on the working days included in the following nine working days.



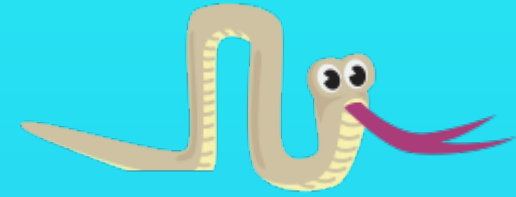
WHAT IF...

YOU WANT TO RESCHEDULE SUMMER HOLIDAYS

- **AS AN EMPLOYEE:** You have a right for paid annual holidays according to Annual Holidays Act. Holiday season is 2.5.- 30.9., but you can request and agree on the placement of the holiday for another period.
- **AS AN EMPLOYER:** At least two weeks must be uninterrupted. Employer has the right to determine the time of the holiday.

YOUR COMPANY HAS BIG ORGANISATIONAL CHANGES OR HAS BEEN SOLD / MERGED

- **AS AN EMPLOYEE:** Find out what is changing, does it affect your work contract's content or condition? For example: when a company sells all or part of its business to another company, the employment relationship is transferred to the new owner in the transaction. Employees then move on as old employees. This means that the starting date of the employment does not change and, for example, holiday accruals are retained. No terms of employment may be undermined in the transfer of the business. For example, the salary must remain the same. If the new owner is unable to offer some old benefit as such to the employee, it must be compensated in some way.
- **AS AN EMPLOYER:** An acquisition alone is not a ground for dismissal for an employer. New employer is liable for all claims due after the change of employer. Inform the staff openly and make sure employees know what's going on.



WHAT IF...

YOUR WORK CONTRACT HAS BEEN TERMINATED OR CANCELLED

- **AS AN EMPLOYEE:** What is the reason, person related (did you get a notice) or financial and production related? Check your period of notice (2 weeks to 6 months)
- **AS AN EMPLOYER:** The employer shall not terminate an open-ended employment contract without a proper and weighty reason. Usually really difficult and has to be handled by the law.

YOU ENJOY YOUR WORK AS WELL AS YOUR FREE TIME

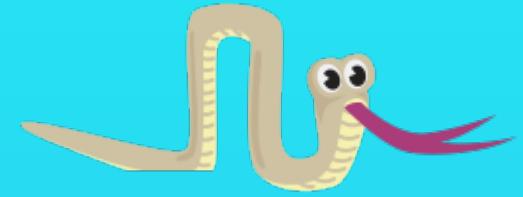
- **AS AN EMPLOYEE:** Work can be fun, but check your work contract → Overtime compensation? Weekly hours?
- **AS AN EMPLOYER:** Enjoying work can also be exhausted, take care of schedule pressures and get acquainted with the Working Hours Act. Is the workload too much? Don't push the limits too hard and take care of your employees well-being.

YOU WANT TO PARTICIPATE A GAME CONFERENCE

- **AS AN EMPLOYEE:** Ask your employer if you can participate it as a work trip. If the answer is no, ask if you can participate there in your freetime. Negotiate every possible thing before hand: who pays tickets, flights, accommodation, work hours, travel times, daily allowance etc...
- **AS AN EMPLOYER:** Everyone must have the same rules. If you require employees participation, must the company pay the participation costs. Do you have travel policy?

→ NDAs, REMOTE WORK, TRIAL PERIOD, PROHIBITION OF DISCRIMINATION, NON-COMPETITION AGREEMENT...

WE NEED MORE PERSONNEL REPRESENTATIVES!



PERSONNEL REPRESENTATIVE MEANS:

- A person, that has been chosen by the employees
- Acts as a link between employer and employees
- Helps and supports the employees when they have problems in the workplace or wants to promote something according their employment relationship

PERSONNEL REPRESENTATIVE ROLES:

Shop steward

- Elected by the employees (union members)
- Promotes discussions and co-determination between the company and its employees
- Assist the persons they represent in matters relating to employment, such as pay, working time and leave
- Supports an employee in the event of a change of employment relationship, such as dismissal or warning
- Free education and trainings and support group

Occupational health and safety officer

- Elected by the employees and can be anyone
- Monitors the implementation of occupational health and safety legislation and regulations
- Represents employees in co-determination talks related to health and safety at work
- Must be chosen in the companies with at least 10 permanent employees



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 2020. 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



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



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



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



FAQ

WHY WE TALK ABOUT UNIONS IN THE GAME INDUSTRY?

Union can be described as a back up and insurance for the working life.

Global and yet fairly new industry, that has become professional and profitable business, that creates companies, jobs, culture and money – and problems.

BENEFITS OF THE UNIONS

Union's most important tool is the collective agreement, and one of the oldest is the agreement for the IT sector (1977). It has bring good practises and regulations as part of the working life, but also makes sure that these must be complied, even though the law does not have regulations on those all.

- Sick leaves, also for taking care of sick kids
- Travel time allowance
- Overtime compensation
- Parental leave (also for adoption leave)
- Unexpected and expected absences
- Holiday money



FAQ

MORE BENEFITS

Lawyers, working conditions experts, insurances for work and freetime, events, courses and education, career support, salary counselling, personnel representatives, networking opportunities and support in the co-operation negotiations.

UNEMPLOYMENT FUND

When unemployd or laid off, the fund will pay earnings-related allowance.

To be entitled for the allowance you have to be member of the unemployment fund for at least 26 weeks and have worked for at least 18 hours a week for 26 calendar weeks.

JOINING A UNION (Game Makers of Finland)

Membership fee is roughly 35 € / month, including the unemployment fund (KOKO-kassa 63 € /y) and all the services and benefits (it's tax deductible)

You can join at anytime, already as a student

There are many unions in Finland – only one is founded by the game industry workers and is specialised for it.



GAME MAKERS

of Finland



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