



GAME MAKERS

of Finland



PELIALAN TYÖPAIKAT JA PALKKAUS

Game Makers of Finland / Milla Pennanen
Visit KAMK 3.10.2023

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



FINNISH GAME INDUSTRY

- Around 4 000 employees and 220 companies (the Finnish population is 5,5 million)
 - 28 % are from abroad
 - 22 % are female
 - **Turnover over 3 billion euros**
 - 98 % comes from the export
 - Larger than movies, tv and music industries
- Strong investment on education
 - 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
 - We 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

EDUCATION

TALENT

LOCAL COMMUNITIES

TYÖELÄMÄN TÄRKEÄT ASIAT

1. TYÖSOPIMUS

1. Tee aina kirjallisesti
2. Pyydä kotiin luettavaksi
3. Lue huolellisesti: toimipaikka, tehtävät, kesto, koeaika, palkka, onko käytössä TES?, vuosiloma, sairausajan palkka

2. KILPAILUKIELTO JA SALASSAPITOSOPIMUS

1. Pelialalla hyvin yleisiä!
2. Voi johtaa korvausvelvollisuuteen
3. Kilpailukieltosopimuksella pyritään rajaamaan työntekijän oikeutta siirtyä samaa alaa harjoittavan kilpailijan palvelukseen (max 6 kk)

3. YHDENVERTAISUUS TYÖELÄMÄSSÄ

1. Kaikkia työntekijöitä pitää kohdella tasa-arvoisesti
2. Syrjinnän kieltoa on sovellettava työhön otettaessa, työsuhteen aikana ja työsopimusta päätettäessä

4. TYÖSUHTEEN LOPPUMINEN

1. Irtisanomisaika
2. Purku vai irtisanominen?

MAIN TIPS FOR WORK LIFE

1) CONTRACT OF EMPLOYMENT

- 1) Always do it in written
- 2) Ask the contract to home to read it
- 3) Read carefully: location, duties, duration, probationary period, salary, is collective agreement in use, annual leave, sick pay

2) NON-COMPETITION AND CONFIDENTIALITY AGREEMENT

- 1) Very common in the game industry!
- 2) May result in liability
- 3) The purpose of the non-compete agreement is to limit the employee's right to switch to the service of a competitor in the same field (max. 6 months)

3) EQUALITY IN WORK

- 1) All employees must be treated equally
- 2) The prohibition of discrimination must apply to recruitment, employment and termination of employment

4) TERMINATION OF EMPLOYMENT

- 1) Is it dismissal or termination?

TYÖHAASTATTELU

- **Harjoittele ennakkoon ja mieti vastauksia yleisimpiin kysymyksiin:**
 - Miksi juuri sinut pitää palkata tähän tehtävään?
 - Mitä ominaisuuksia sinulla on erityisesti tätä tehtävää ajatellen?
 - Miksi haet tätä työtä?
 - Miten toimit paineen alla?
 - Minkälainen on hyvä tiimi tai esimies?
 - Mikä on suurin saavutuksesi?
 - Minkälaisia epäonnistumisia olet kokenut?
 - *Mieti myös mahdollisia kysymyksiä työnantajalle!*
- **Työhaastattelussa TYÖNANTAJA ei saa kysyä nk. arkaluontoisia kysymyksiä, kuten:**
 - Perhesuhteet ja –suunnitelmat, raskaus
 - Etninen alkuperä
 - Yhteiskunnallinen, poliittinen ja uskonnollinen vakaumus
 - Ammattiliittoon kuuluminen
 - Terveystila & seksuaalinen suuntautuminen
 - Asevelvollisuuden suorittaminen

KYSY NÄITÄ:

- Minkälaista työ on käytännössä?
- Mitä yrityksellä on tulevaisuuden suunnitelmissa?
- Minkälainen tuleva tiimi on?
- Mitä odotuksia on valittavalle työntekijälle?
- Miten rekrytointiprosessi etenee?

WORK INTERVIEW

Practice in advance and think about the answers to the most common questions:

- Why should you be hired for this job?
- What qualities do you have especially for this task?
- Why are you applying for this job?
- How do you work under pressure?
- What is a good team or supervisor like?
- What is your biggest achievement?
- What kind of failures have you experienced?

Also, consider any questions you may have about your employer!

In a job interview, the EMPLOYER CAN NOT ask so-called sensitive questions, such as:

- Family relationships and plans, pregnancy
- Ethnic origin
- Social, political and religious beliefs
- Trade union membership
- Health status & sexual orientation
- Completion of military service

ASK THESE:

- What the work is in practice?
- What does the company have in its future plans?
- What's the team like?
- What are the expectations for the employee to be selected?
- How is the recruitment process continuing?

PELIALALLE TÖIHIN?

1. TYÖNKUVIA

1. OHJELMOIJA (KODARI, FRONT END, BACK END, PELIMOOTTORI JNE)
2. 2 D-ARTISTI (GRAAFIKKO)
3. 3 D-ARTISTI (GRAAFIKKO)
4. ÄÄNISUUNNITTELIJA
5. TUOTTAJA
6. PELISUUNNITTELIJA (KENTTÄSUUNNITTELU, PELIMEKANIikka)
7. KÄSIKIRJOITTAJA
8. ANALYYTIKKO
9. JÄRJESTELMÄASiantuntija
10. TESTAAJA
11. KÄYTTÖLIITTYMÄSUUNNITTELIJA
12. MARKKINOINTI
13. YHTEISÖMANAGERI
14. HALLINTO/TOIMISTO/HR
15. LIIKETOIMINTATIEDON ASiantuntijat

MISTÄ TYÖPAIKAN VOI LÖYTÄÄ?



GAMES JOB FAIR

Games Jobs Fair

25.-27.10.2023

www.gamesjobfair.com



LinkedIn



Duunitori

Duunitori

www.duunitori.com



Saranen

www.saranen.fi



Barona

www.barona.fi



Games Job Finland

www.gamesjobs.fi

NETWORKS



Game Makers of Finland
www.peliala.fi



IGDA Finland
www.igda.fi



Turku Game Hub / Hive
www.turkugamehub.com

TAMPERE GAME HUB

WWW.TAMPERE.GAMES

Tampere Game Hub
www.tampere.games



**DIGI &
GAME
CENTER**

Digi & Game Center
www.digigamecenter.org



We In Games
www.weingames.fi



Neogames
www.neogames.fi



#GameCity Kajaani



Suomen Pelinkehittäjät ry
www.pelinkehittajat.fi



Finnish Game Jam
www.finnishgamejam.com

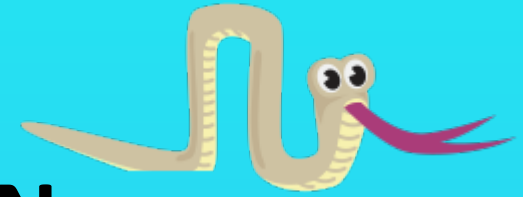
GAME MAKERS OF FINLAND SURVEY RESULTS

Based on GMoF
Salary Survey 2022
239 ANSWERS
45 COMPANIES

A TYPICAL GAME MAKER IS:

- ✓ BORN IN 1990
- ✓ BACHELOR'S DEGREE IN COMPUTER SCIENCE
- ✓ FULL-TIME JOB
- ✓ WORKS AND LIVES IN CAPITAL AREA
- ✓ PROGRAMMER OR ARTIST
- ✓ SALARY 4 100 € / AVERAGE MONTH





BACKGROUND INFORMATION

EMPLOYMENT SITUATION

80 % are working on a permanent full-time position
6 % in a temporary full-time position

SUBORDINATES

59 % does not have subordinates
29 % does not have subordinates, but their duties include supervising or delegating work
12 % have subordinates

POSITION

41 % are working in mid-level
13 % are in lead position
26 % are seniors
13 % are juniors
4 % are leads

NATIONALITY

73 % Finnish
4 % Russian
3 % British
3 % American
2 % French
2 % Belgian

Education	% All
DOCTORAL DEGREE	1 %
MASTER'S DEGREE	21 %
BACHELOR'S DEGREE	56 %
VOCATIONAL SCHOOL	11 %
HIGH SCHOOL	9 %
OTHER TRAINING	2 %



TOPIC: SALARY

SALARY

Salary	Average eur/month	Median eur/month	N
All	4136 (4103)	3790 (4000)	228
Male	4420 (4402)	3900 (4350)	149
Female	3614 (3612)	3300 (3528)	66
Others	3522 (3062)	3620 (3025)	13

Salaries have been risen moderately of around one hundred euros since the last Salary Survey. The median gap between male and female salaries has decreased (800 → 600).

SALARY INCREASE background reasons: 35 % got general increase, 28 % got personal related rise and 21 % started on a new position or duty under the same employer. Significant increase difference: 30 % changed the employer (19 % 2021).

43 % has got **INCENTIVE BONUSES** in the past 12 months, average amount 11 400 € or 23 % of the yearly income.

68 % GOT
INCREASE OF
SALARY



TOPIC: SALARY

SALARY VS. POSITION

SALARY	Average eur/month*	Median eur/month*
Lead	5253 (5019)	5000 (5000)
Senior	4463 (4610)	4400 (4550)
Mid-level	3722 (3509)	3500 (3537)
Junior	2503 (2482)	2363 (2500)

CHANGES

Senior wage level has decreased, others increased for around 100-200 €. Work experience in industry has bigger effect on the salary levels again, except for the mid-levels.

SALARY VS. WORKING EXPERIENCE

SALARY	Average eur/month*	Median eur/month*
Over 10 years	5117 (4870)	4500 (4600)
6 – 9 years	3684 (4142)	3500 (4010)
3 – 5 years	3432 (3080)	3300 (2925)
Less than 3 years	2480 (2410)	2600 (2500)

SALARY VS. WORKING EXPERIENCE IN GAME INDUSTRY

Average eur/month*	Median eur/month*
5816 (5548)	5350 (5500)
4985 (4226)	4367 (4100)
3544 (3832)	3500 (3700)
3276 (2950)	2900 (2700)



TOPIC: SALARY

SALARY VS. COMPANY SIZE

Salary	Average eur/month	Median eur/month	N
< 50 employees	3539 (3860)	3450 (3400)	96
51 – 150 employees	4849 (4140)	4400 (4200)	67
> 150 employees	4086 (4321)	3900 (3785)	61

Total of 45
different game
studios
mentioned.

SALARY VS. LOCATION

Salary	Average eur/month	Median eur/month	N
Metropolitan	4103 (4293)	3900 (4145)	152
Outside metropolitan	3852 (3250)	2995 (2725)	36



TOPIC: SALARY

SALARY VS. EDUCATION

SALARY	Average eur/month	Median eur/month
Master's degree	4743 (4435)	4396 (4300)
Bachelor's degree	3886	3500
Vocational	4127 (4052)	4000 (4000)
High school	4277	4125



TOPIC: SALARY

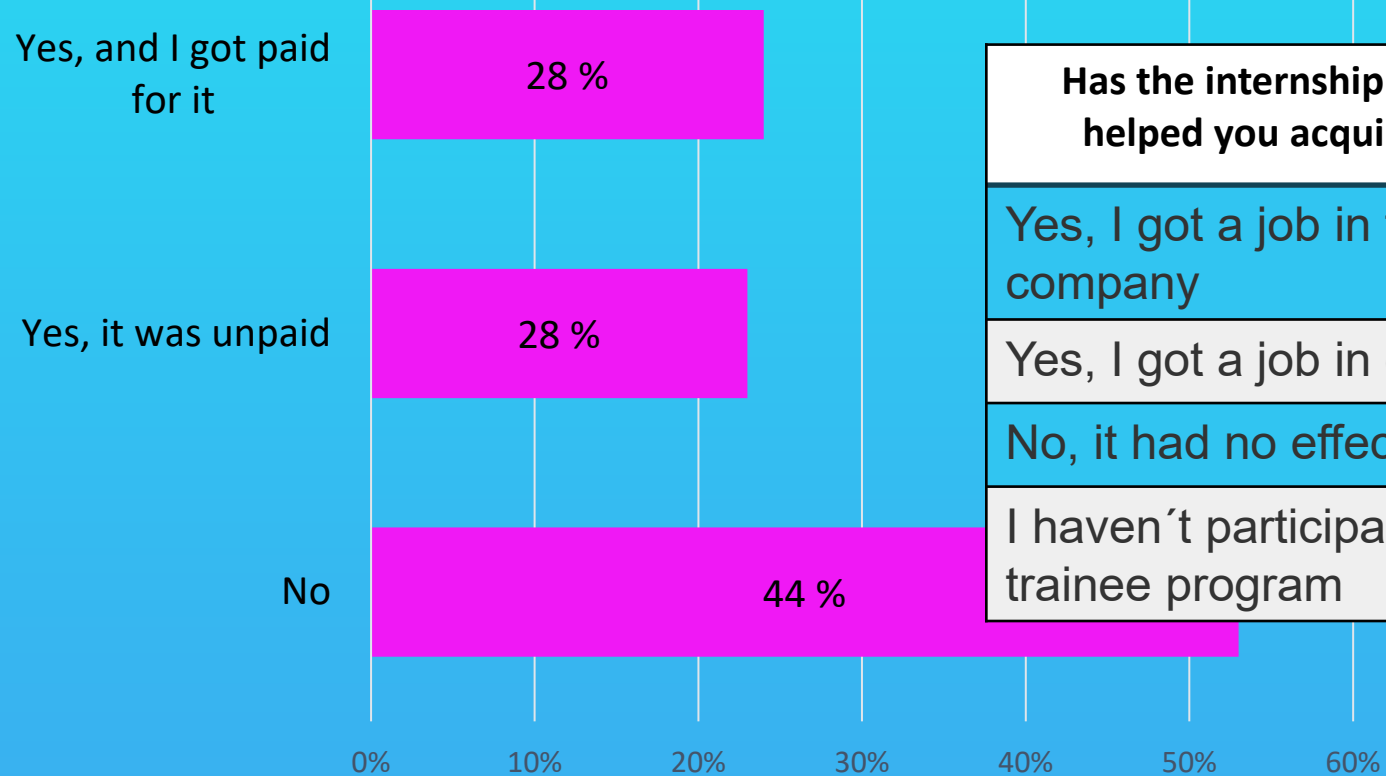
SALARY VS TASK CATEGORY

	Average eur/month	Median eur/month
Artist	3287 (3710)	3027 (3512)
Developer/programmer	3985 (4275)	3850 (4200)
Designer	4130 (4040)	4075 (3713)
Producer	4655 (4531)	3700 (4250)
QA	3530	3400
Mar & Com	5204	3500

Respondents
described
themselves:
19 % designers
19 % artists
27 % programmers
22 % developers

INTERNSHIPS

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



Has the internship or trainee program helped you acquiring a work place?	n	Percent
Yes, I got a job in the same company	89	38,5%
Yes, I got a job in other company	28	12,1%
No, it had no effect	24	10,4%
I haven't participated internship or trainee program	90	39,0%



SAID ABOUT: INTERNSHIPS

EXPERIENCES:

- I did my trainee period in my friend's small company that made mobile games.
- I got a job at the company I interviewed in, but not right away. I had to work elsewhere for a few months before getting hired
- No game industry work specifically. Internship for software company lead to permanent position.
- Unpaid internship in a company that did not provide any guidance during the internship, you were expected to work like any other employee but without pay.
- During my internship I was essentially a full employee actively developing content for a commercially released game as an equal alongside older developers, but I did not get paid for this work

INTERNSHIP / TRAINEE PLACES:

- Game company
- Saranen GamePro Programme
- Own / friends company
- University / school
- IT company
- Talentgate
- Work trial opportunity



STABILITY

	n	Percent
I want to continue working at my current job	122	54 %
I have considered switching to another game company	64	28 %
I have decided to switch to another game company	16	7 %
I have considered to quitting working in the game industry	15	7 %
I have decided to quit working in the game industry	0	0 %
None of the above	2	1 %
Something else, please specify	8	5 %

Small company workers (>49), 53 % want to continue working at their current job. 52 % in the mid-size companies (50-149) and 56 % in the biggest companies agree.

5 % of the big company workers have considered to quit working in the game industry, 9 % mid-size and 5 % in the small companies.



TOPIC: WELL-BEING

STRESS

13 % feels stressed and overloaded continuously
58 % feels it occasionally
25 % feels stressed hardly ever

COPING

16 % have been worried about own or co-workers coping and well-being continuously
59 % have been worried about it occasionally

WORKLOAD

7 % feels that their workload is constantly too large
31 % feels that it's occasionally too large
57 % feels that the workload is suitable

CRUNCHING AND OVERTIME

Crunching is largely doomed and sometimes mixed with overtime. 43 % 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" 3 %
crunches
very often

53 % never
crunches

21 %
crunches
sometimes



SAID ABOUT: WELL-BEING

CRUNCHING:

- We take work life balance seriously and as a producer I plan and schedule so that my team does not need to crunch.
- Sign of bad management and planning.
- Crunching suck, and a good product is not worth the collective loss of mental well-being.
- Depends heavily on the project phase, expect more actual crunch to happen towards shipping phase.

COPING

- I have had unhealthy relations with HR and managers so that they have caused me burnout.
- Mental health sick leave is a valid sick leave. Latest employer had mental health services available to the employees too.

WORKLOAD

- Workload is very uneven between employees.
- Even in a company that highly values employee mental health, since games are a labour of love and passion, people do end up pushing themselves too far.



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 unemployed 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 (30 €).

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

THE BEST GAME COUNTRY IN THE UNIVERSE?



JOIN:
[www.peliala.fi/
join](http://www.peliala.fi/join)



GAME MAKERS

of Finland



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