



GAME MAKERS OF FINLAND

The Union

www.peliala.fi/en

GAME MAKERS OF FINLAND SURVEY RESULTS

Based on GMoF
Salary Survey 2023
266 ANSWERS
41 COMPANIES

A TYPICAL GAME MAKER IS:

- ✓ BORN IN 1989
- ✓ BACHELOR'S DEGREE IN COMPUTER SCIENCE
- ✓ FULL-TIME JOB
- ✓ WORKS AND LIVES IN CAPITAL AREA
- ✓ PROGRAMMER OR ARTIST
- ✓ WORK EXPERIENCE IN GAMES 8 YEARS
- ✓ SALARY 4 560 € / AVERAGE MONTH





BACKGROUND INFORMATION

EMPLOYMENT SITUATION

- 86 % are working on a permanent full-time position
- 5 % in a temporary full-time position
- 3 % unemployed / laid-off

SUBORDINATES

- 55 % does not have subordinates
- 28 % does not have subordinates, but their duties include supervising or delegating work
- 17 % have subordinates

POSITION

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

Education	% All
DOCTORAL DEGREE	2 %
MASTER'S DEGREE	27 %
BACHELOR'S DEGREE	52 %
VOCATIONAL SCHOOL	11 %
HIGH SCHOOL	6 %
OTHER TRAINING	2 %

NATIONALITY

- 61 % Finnish
- 4,5 % Russian
- 2 % British
- 2 % German
- 4 % American
- 2 % Indian
- 2 % French
- 2 % Spanish
- 2 % Dutch
- 1,5 % Brazilian
- 1 % Swedish
- 1 % Belgian

Total of 41 different nationalities



TOPIC: SALARY

SALARY

Salary	Average eur/month (last year)	Median eur/month (last year)	N
All	4560 (4136)	4375 (3790)	260
Male	4810 (4420)	4600 (3900)	170
Female	4000 (3614)	3970 (3300)	68
Others	3730 (3522)	3000 (3620)	21

65 % GOT
INCREASE OF
SALARY

SALARY INCREASE background reasons: 42 % got general increase, 31 % got personal related rise and 16 % started on a new position or duty under the same employer. Significant increase difference: 18 % changed the employer (30 % 2022).

29 % has got **INCENTIVE BONUSES** in the past 12 months, *average amount 25 000 € or 33 % of the yearly income.*



TOPIC: SALARY

SALARY VS. POSITION

SALARY	Average eur/month* (last year)	Median eur/month* (last year)
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.



TOPIC: SALARY

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

SALARY	Average eur/month*	Median eur/month*
Over 10 years	5816 (5548)	5350 (5500)
6 – 9 years	4985 (4226)	4367 (4100)
3 – 5 years	3544 (3832)	3500 (3700)
Less than 3 years	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 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

MEANWHILE IN THE INDUSTRY



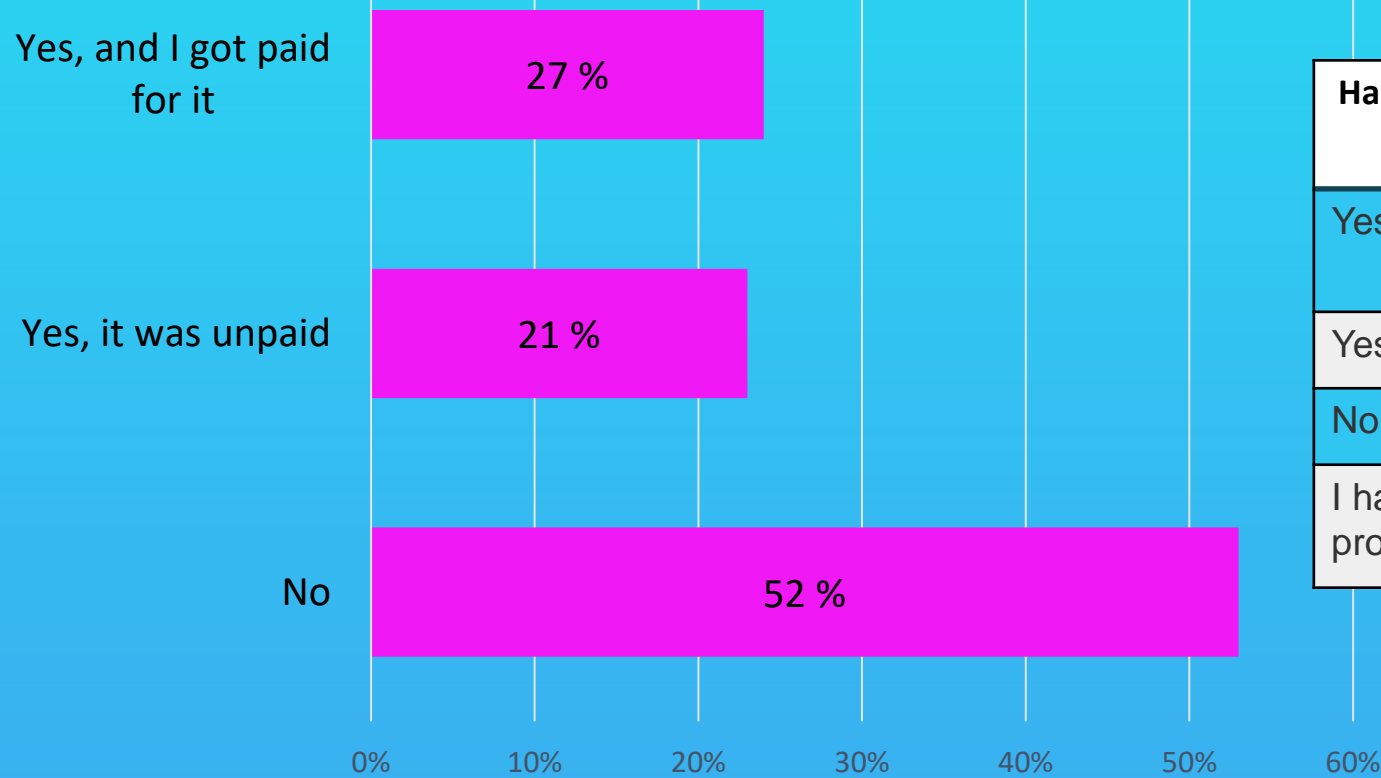
- **INSECURE TIMES IN MANY COMPANIES (world-wide)**
 - CO-OPERATION NEGOTIATIONS
 - LAY-OFFS
 - STUDIO SHUTDOWNS
 - CHANGE OF EMPLOYMENTSHIP TERMS / AGREEMENTS
 - LACK OF DISCUSSION

→ NDA's, REMOTE WORK, AI, TRIAL PERIOD, DISCRIMINATION, NON-COMPETITION AGREEMENTS, UNIONIZING...

BIG NEED OF COMMUNITY SUPPORT

INTERNSHIPS

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



Has the internship or trainee program helped you acquiring a workplace?	Percent
Yes, I got a job in the same company	33 %
Yes, I got a job in other company	9 %
No, it had no effect	9 %
I haven't participated internship or trainee program	49 %



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

THE BEST GAME COUNTRY IN THE UNIVERSE?



[Peliala.fi/salary](https://peliala.fi/salary)

