

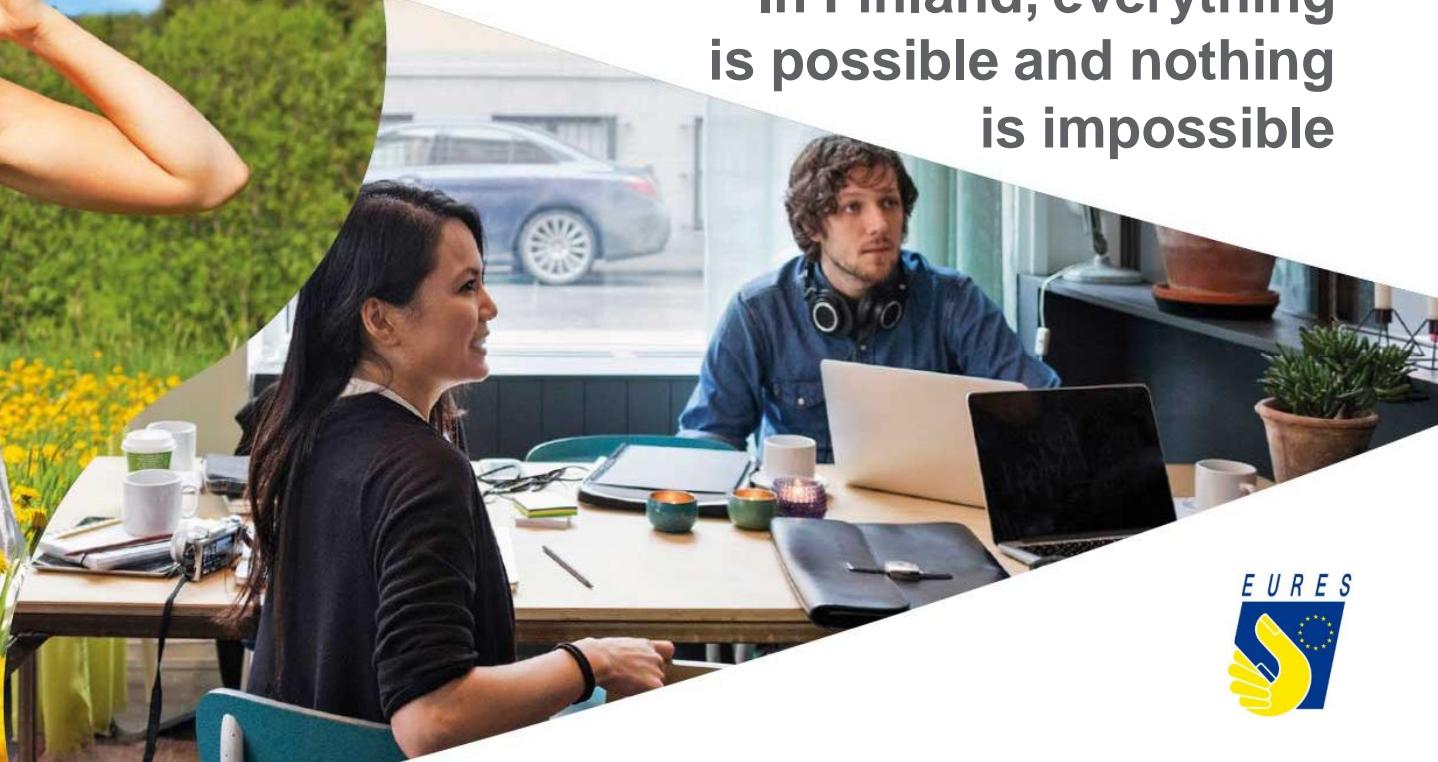


COME TO WORK
IN FINLAND



Living and Working in Finland

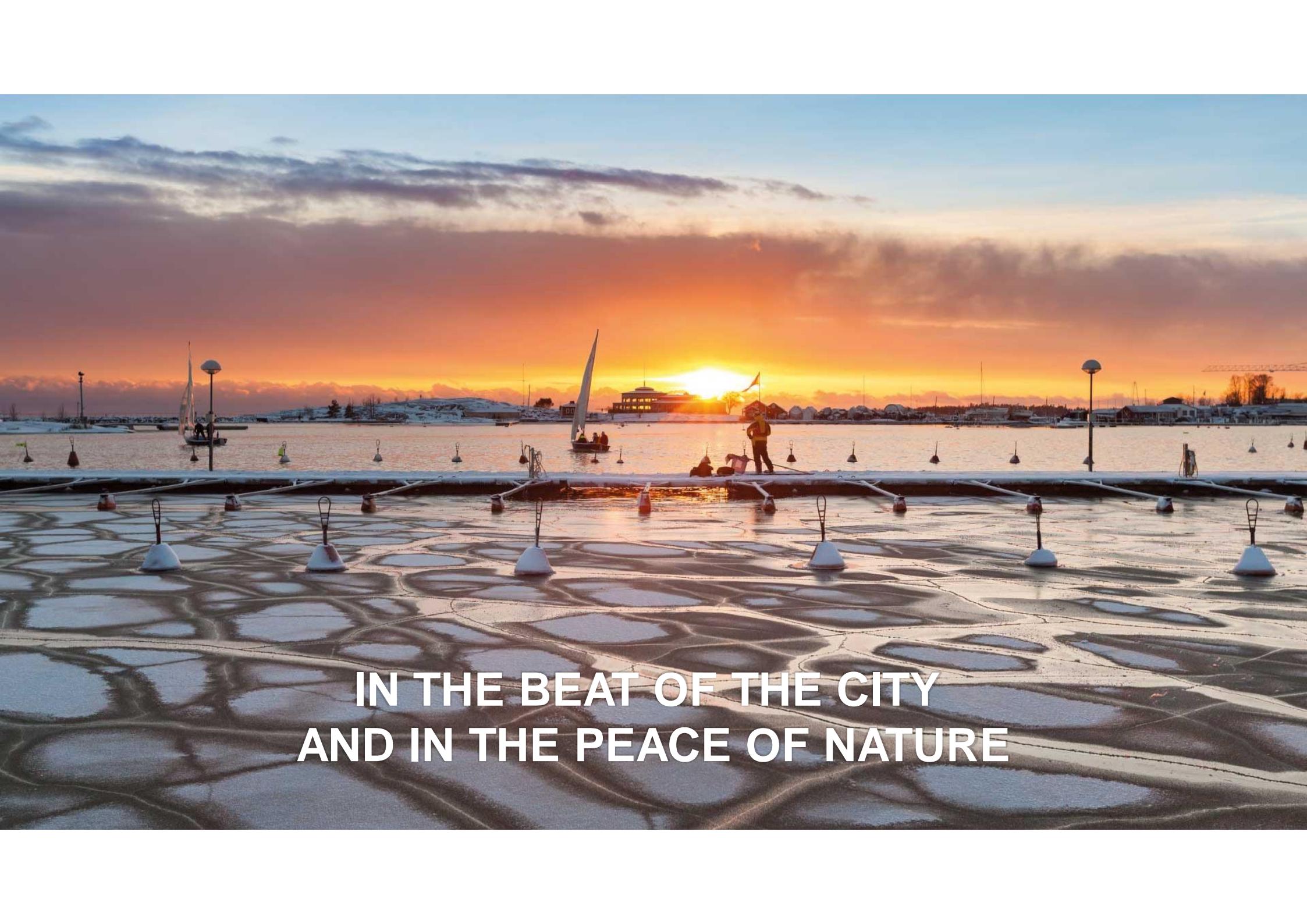
**In Finland, everything
is possible and nothing
is impossible**



Geography



- 5,5 million inhabitants
- Capital Helsinki (630 000)
- Other big cities: Espoo (270 000) Tampere (225 000), Vantaa (210 000), Oulu (198 000), Turku (186 000)
- 40 % of the Finnish population lives in the 10 largest cities
- Neighbouring countries: Sweden, Norway, Russia, Estonia
- Foreign citizens 4,2%



IN THE BEAT OF THE CITY
AND IN THE PEACE OF NATURE

Finland facts



- Length 1 157 km - Width 542 km²
- 18 inhabitants per km²
- 7th largest country in Europe
- 2 official languages: Finnish (90%) and Swedish (5,4%)
- Religions: Evangelical-Lutheran (77,3%), Finnish Orthodox (1,1%)
- Member of the EU since 1995
- Currency: Euro
- President: Mr. Sauli Niinistö

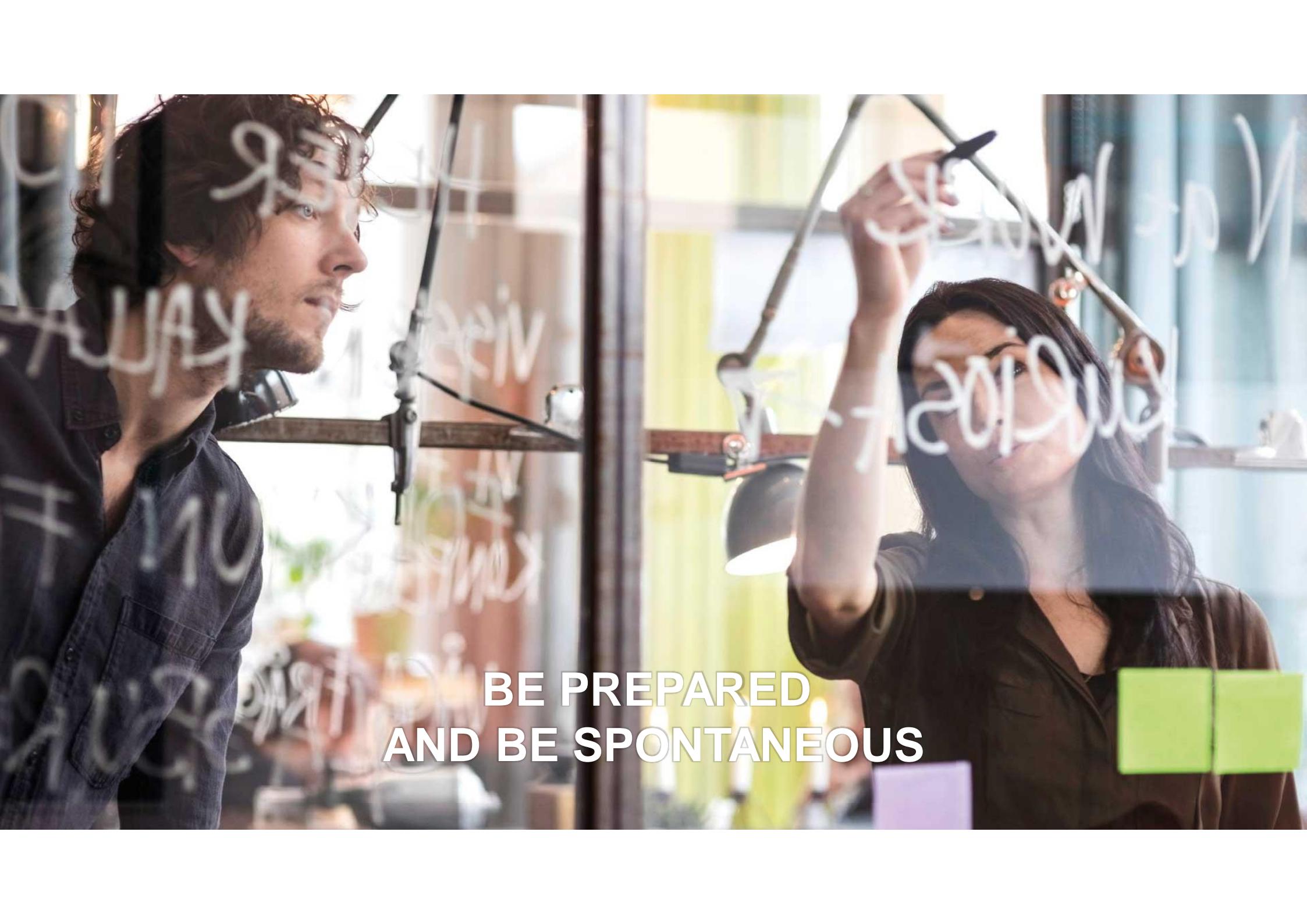
Source: Statistics Finland 2016



Characteristics



- Four seasons
- Cold winters and warm summers:
-40 °C to + 30 °C
- Sauna
- Sisu
- Sibelius
- Lapland
- Marimekko
- Functionality as standard
- Comprehensive social welfare system
- Healthy and safe working conditions



BE PREPARED
AND BE SPONTANEOUS

Work-life culture

Equality and equal opportunities in working life

- Low hierarchy
- Independence in working
- Initiative and responsibility
- Reliability and observing timetables
- Style of communication
- More information:
www.infopankki.fi

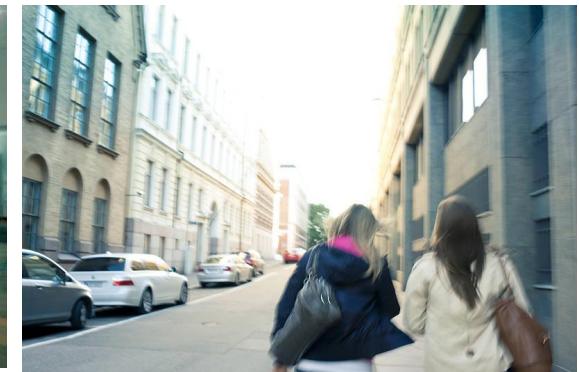
Finland is the first country in the world to grant both women and men full political rights in 1906

Thanks to long democratic tradition, we are very law abiding

- Finland joins European Union in 1995
- President Martti Ahtisaari wins Nobel Peace Prize in 2008

Finnish labour market

- Employment rate 68,3 %
 - men: 69,7 %,
 - women 66,8 %
- Unemployment rate 7,9 %



Source: Statistics Finland 2016

Labour market situation

(Occupational barometer 2/2016)

TOP 15 DEMAND FOR LABOUR FORCE

- Specialist Medical Practitioners - (2212)
- Generalist Medical Practitioners - (2211)
- Audiologists and Speech Therapists - (2266)
- Dentists - (2261)
- Commercial Sales Representatives - (3322)
- Special Needs Teachers - (2352)
- Contact Centre Salespersons - (5244)
- Social Work and Counselling Professionals - (2635)
- Nursing Associate Professionals - (3221)
- Nursing Professionals - (2221)
- Early Childhood Educators - (2342)
- Dental Assistants and Therapists - (3251)
- Construction Supervisors - (3123)
- Roofers - (7121)
- Concrete Placers, Concrete Finishers and Relat... - (7114)

 Increases fast
 Increases
 In balance
 Decreases
 Decreases fast
 Incomplete

BOTTOM 15 DEMAND FOR LABOUR FORCE

- Secretaries (general) - (4120)
- Tailors, Dressmakers, Furriers and Hatters - (7531)
- Cabinet-makers and Related Workers - (7522)
- Graphic and Multimedia Designers - (2166)
- Administrative and Executive Secretaries - (3343)
- Information and Communication Technology Insta... - (7422)
- Visual Artists - (2651)
- Information and Communications Technology User... - (3512)
- Musicians, Singers and Composers - (2652)
- Product and Garment Designers - (2163)
- Sociologists, Anthropologists and Related Prof... - (2632)
- Electronics Mechanics and Servicers - (7421)
- Advertising and Marketing Professionals - (2431)
- Journalists - (2642)
- Bank Tellers and Related Clerks - (4211)



**LISTEN ATTENTIVELY
AND SPEAK YOUR MIND**

Language

- Finnish usually required, in some regions also Swedish
- With English it may be possible to manage e.g in seasonal gardening, agricultural works, berry picking, kitchen work, ICT, engineering, international business, research, specially in the Helsinki area
- Over 80% of Finns in ages 18-64 speak English
- Finnish language courses in the internet e.g. [Venla - Finnish for Foreigners](#)



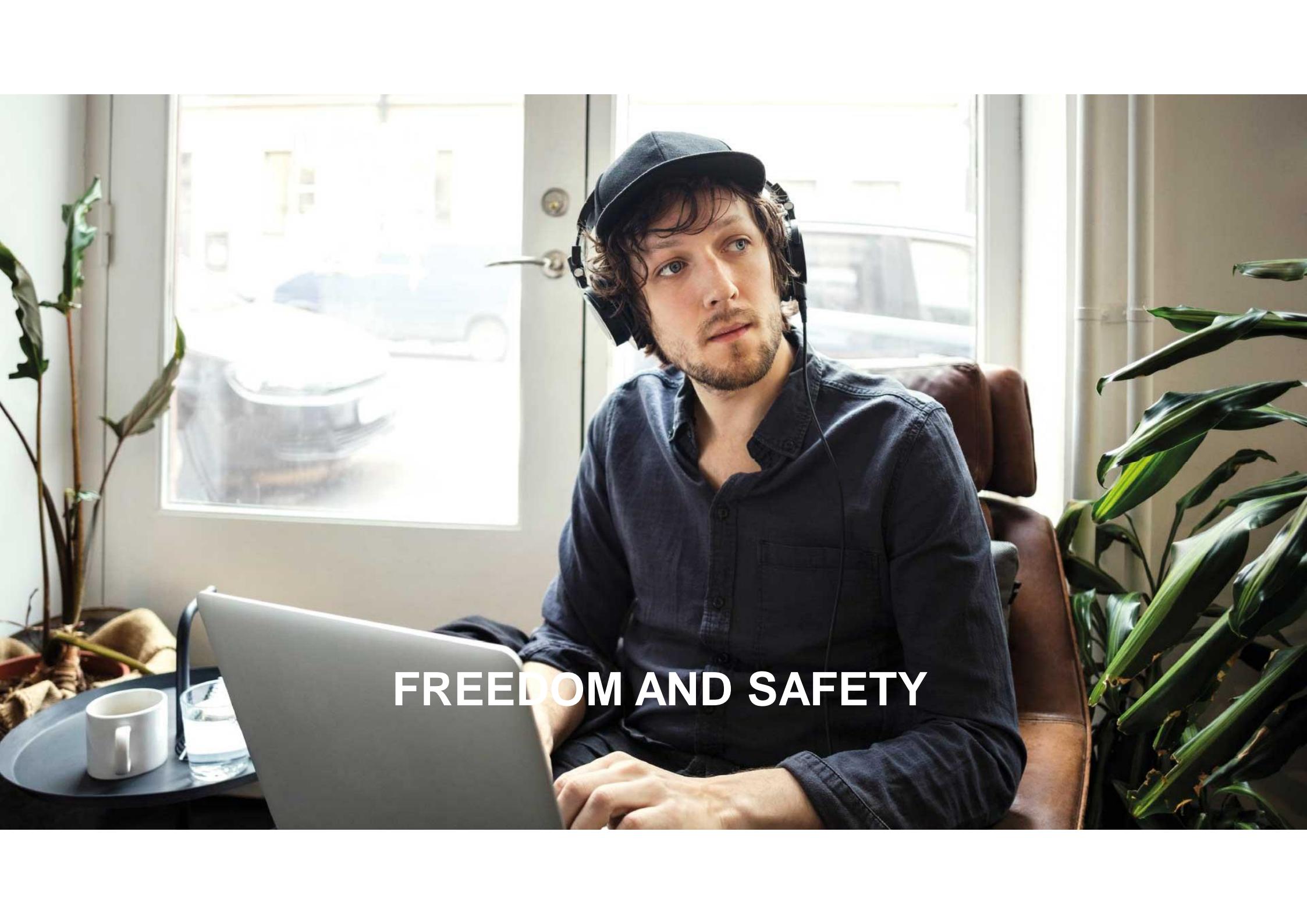
Job seeking and job vacancies

- Most of the jobs are published
 - at the Finnish public employment service TE Services website www.te-palvelut.fi
 - at EURES www.eures.europa.eu
 - at private recruitment agencies e.g. www.hpl.fi, www.manpower.fi, www.adecco.fi, www.staffpoint.fi
- Companies also recruit through their own websites, so direct contact with employers is also recommendable

Job Application procedure

- CV and application letter, often also copies of certificates of graduation and references
- Usually by email or with a direct application through the company website
- Examples of CVs: <http://europass.europa.eu>
- Employers usually choose 3 to 5 applicants to be interviewed





FREEDOM AND SAFETY

Working Life

- 74 % of employees work under a permanent full time contract
- 12 % of employees work under a fixed-term contract
- 14 % of employees have part-time contract
- 70% of workers belong to a trade union



Source: Statistics Finland 11/2016

Working Life

Collective agreements specify pay rates for various sectors.

Regular working hours are 8 hours per day and 40 hours per week.

Holiday period is 25–35 working days per year.

Holiday pay is 50 % of the holiday period salary.

Written employment contracts!



Examples of approximate monthly salaries

- IT-specialist 4 685 €
- Carpenter 2 803 €
- Clerical support worker 2 731 €
- Bus and tram driver 2 248 €
- CNC-machinist and operator 2 766 €
- Cleaner, domestic or office 2 043 €
- Shop sales person 2 495 €
- Medical nurse 2 969 €
- General Doctor 6 644 €

2015 the average Finnish salary 3574€/month



Source: Statistics Finland 2015



Good country for entrepreneurs

- Authorities have a passion for making entrepreneurship as easy, profitable and safe as possible
- While approximately 6,500 businesses founded by foreigners are in operation in Finland, many more are needed
- You can:
 - Start a new business, commercialise your invention
 - Set up a franchise
 - Buy and continue an active business
 - Find out more: enterprisefinland.fi



Taxation in Finland

Progressive income tax

- Local taxes vary from one municipality to the other 16 – 23 %
- Church taxes for members of the Lutheran/Orthodox church 1–2 %
- Compulsory social security payments 7 %

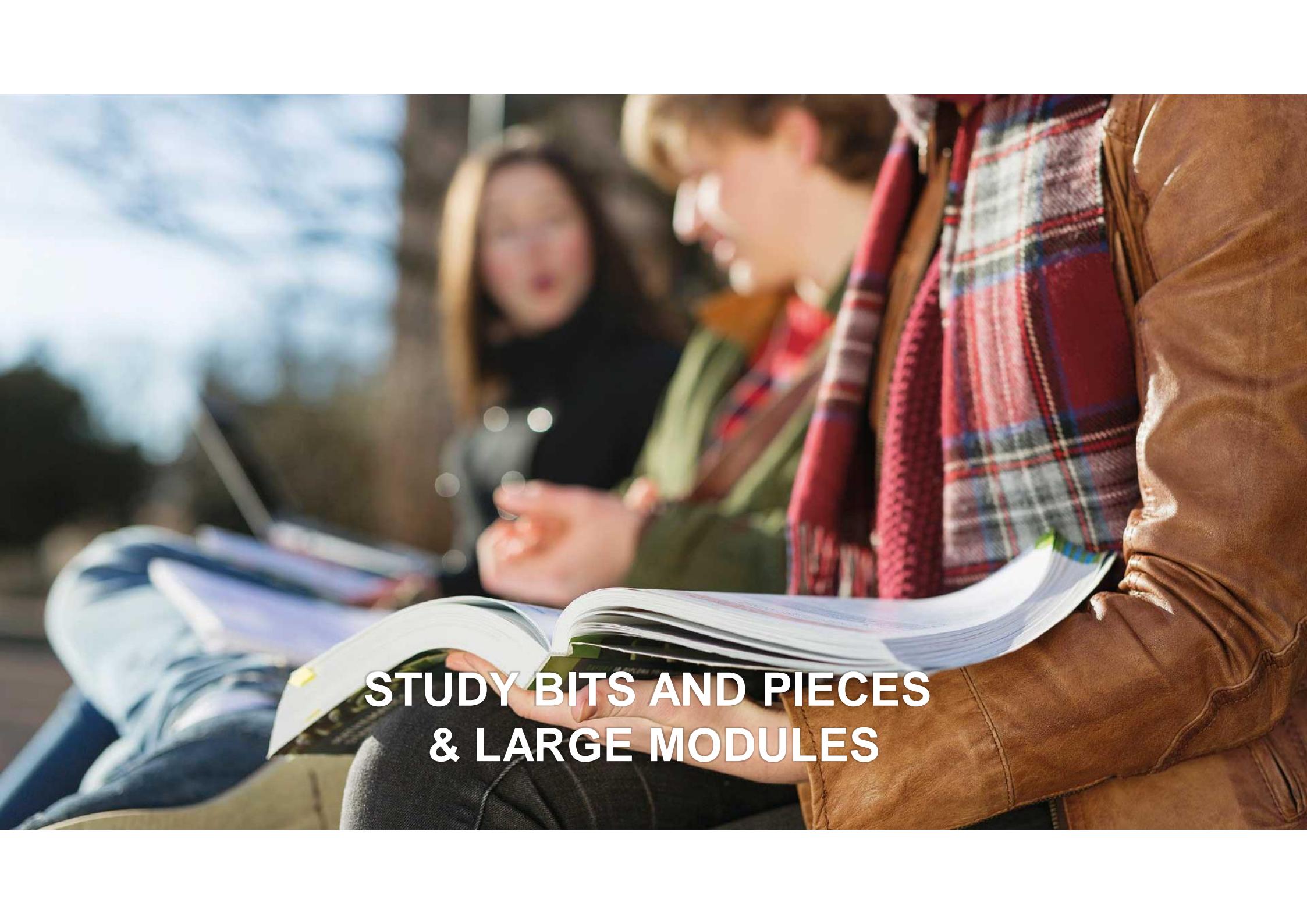
Work in Finland less than 6 months

- Flat tax at source 35% or apply for progressive income tax
- Before collecting tax your employer may deduct 17 €/day for taxes

Entrepreneurs

- Income tax on capital income (i.e. investment income) 30 % paid to State. The tax rate on capital income exceeding 30 000 euro is 34 %



A group of students are sitting outdoors, looking at books and papers. In the foreground, a student wearing a brown leather jacket is holding an open book. The text 'STUDY BITS AND PIECES & LARGE MODULES' is overlaid on the image.

**STUDY BITS AND PIECES
& LARGE MODULES**

Recognition of qualifications

- Professions that require a recognition decision can be found for example in health care and teaching
- The list of the professions that require recognition of qualifications and a guide for recognition procedure can be found at the website of the [Finnish National Board of Education](#)



**FREEDOM THROUGH RENTING
& SECURITY BY OWNERSHIP**

Moving to Finland – First steps

- Registration for EU/EEA citizens at the Finnish Immigration Service
www.migri.fi
- Population register and home municipality at the magistrate/registration office www.maistraatti.fi
- Registration for the Finnish social security at the local social insurance office www.kela.fi
- Registration for the tax card at the local tax office www.vero.fi
- Registration for the unemployed at the TE Office, Employment and Economic Development Office www.te-palvelut.fi



Accommodation

- Housing expences are approximately 30–40 % of income
- In rented accommodation in addition to the rent you also pay for the costs for water and electricity
- Average rent for a two room in old block of flats (50 m²): 565 €/month, 12,72 €/ m²(out of Helsinki metropolitan)
- Average price for a two room in old block of flats (50m²) 82 150 €, 1643 €/m² (out of Helsinki metropolitan)
- In Helsinki metropolitan area the prices are about twice the above
- Finding accommodation e.g asunnot.oikotie.fi, Vuokraovi.com, etuovi.com



Source: Statistics Finland III/2016

Costs of living

The cost of living in Finland
is on average comparable
to the rest of Northern Europe



▪ Kindergarten	24-264 €/month	▪ Milk 1 l	0,90 €
▪ Library	free of charge	▪ Coffee 0,5 kg	3,70 €
▪ Cinema ticket	10-14 €	▪ Bananas 1 kg	1,47 €
▪ Petrol 95 E/ 1litre	1,45 €	▪ Minced meat (Beef) 1 kg	9,92 €
▪ Train trip 160 km	20-46 €	▪ Butter 1 kg	5,00 €
		▪ Oranges 1 kg	1,83 €

Source: Statistics Finland, National Consumer Research Centre

Further information



- Foreigners working in Finland
www.te-services.fi
- EURES portal
eures.europa.eu
- Studying/practical training
www.studyinfinland.fi
- General information on Finland
www.thisisFINLAND.fi





WELCOME TO FINLAND!

Kiitos!

Thank you!

EURES FINLAND





Centre for Economic Development,
Transport and the Environment



Leverage from
the EU
2014–2020

Suomi
Finland
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