

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 km<sup>2</sup>
- 18 inhabitants per km<sup>2</sup>
- 7<sup>th</sup> 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

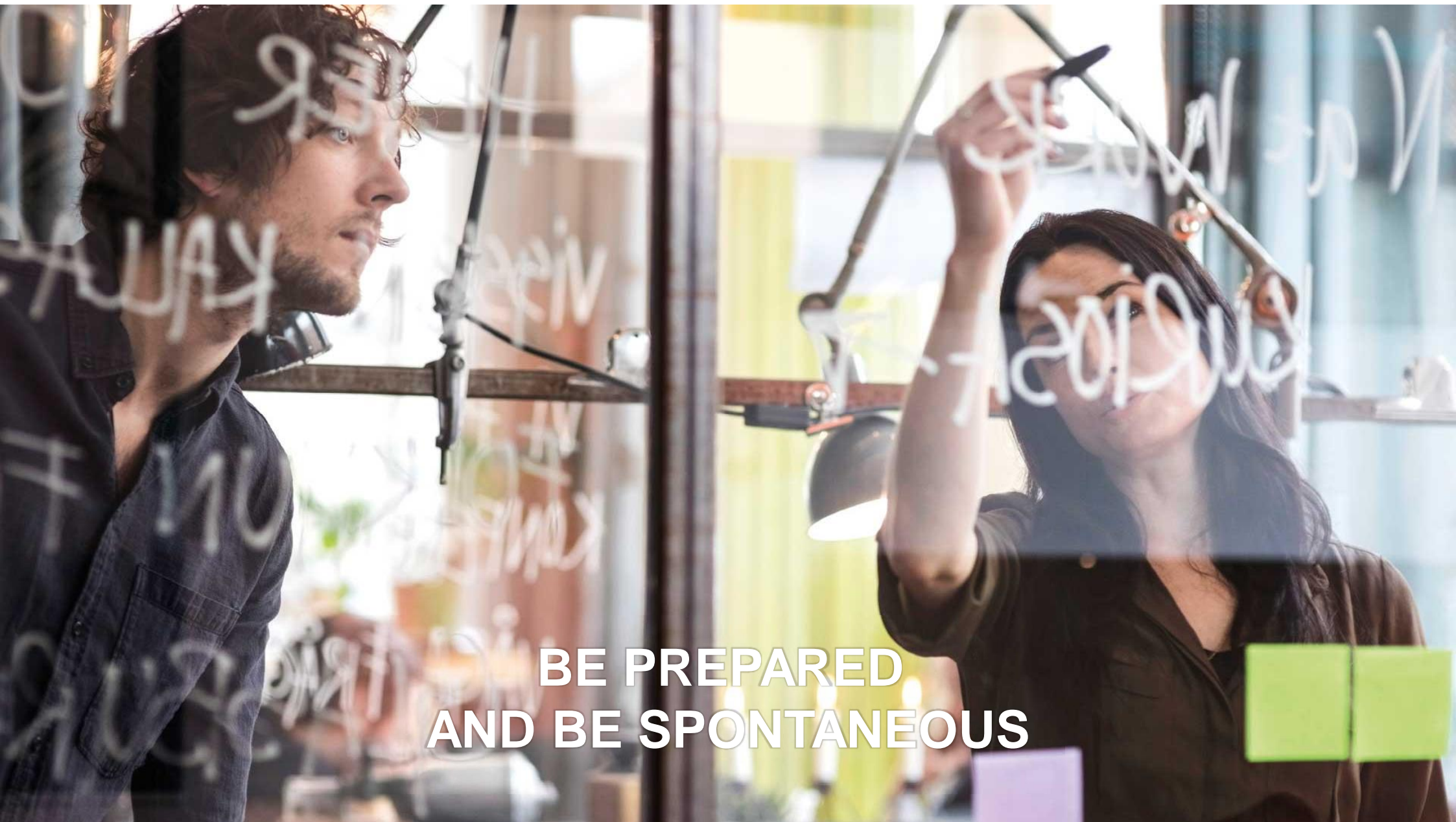
Source: Statistics Finland 2016

# 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](http://www.infopankki.fi)

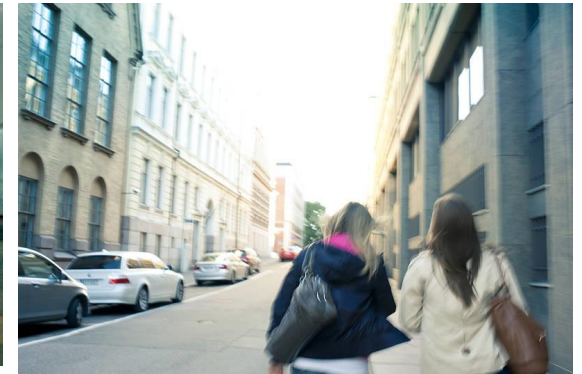
Finland is the first country in the world to grant both women and men full political rights in 1906

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

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

	Increases fast
	Increases
	In balance
	Decreases
	Decreases fast
	Incomplete

## BOTTOM 15 DEMAND FOR LABOUR FORCE

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

A young woman with long blonde hair, wearing a black top and a floral skirt, smiles while holding a clear plastic cup filled with fresh raspberries. She is standing in a bustling outdoor market with red awnings and other people in the background. The text "LISTEN ATTENTIVELY AND SPEAK YOUR MIND" is overlaid in white capital letters at the bottom of the image.

**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](#)

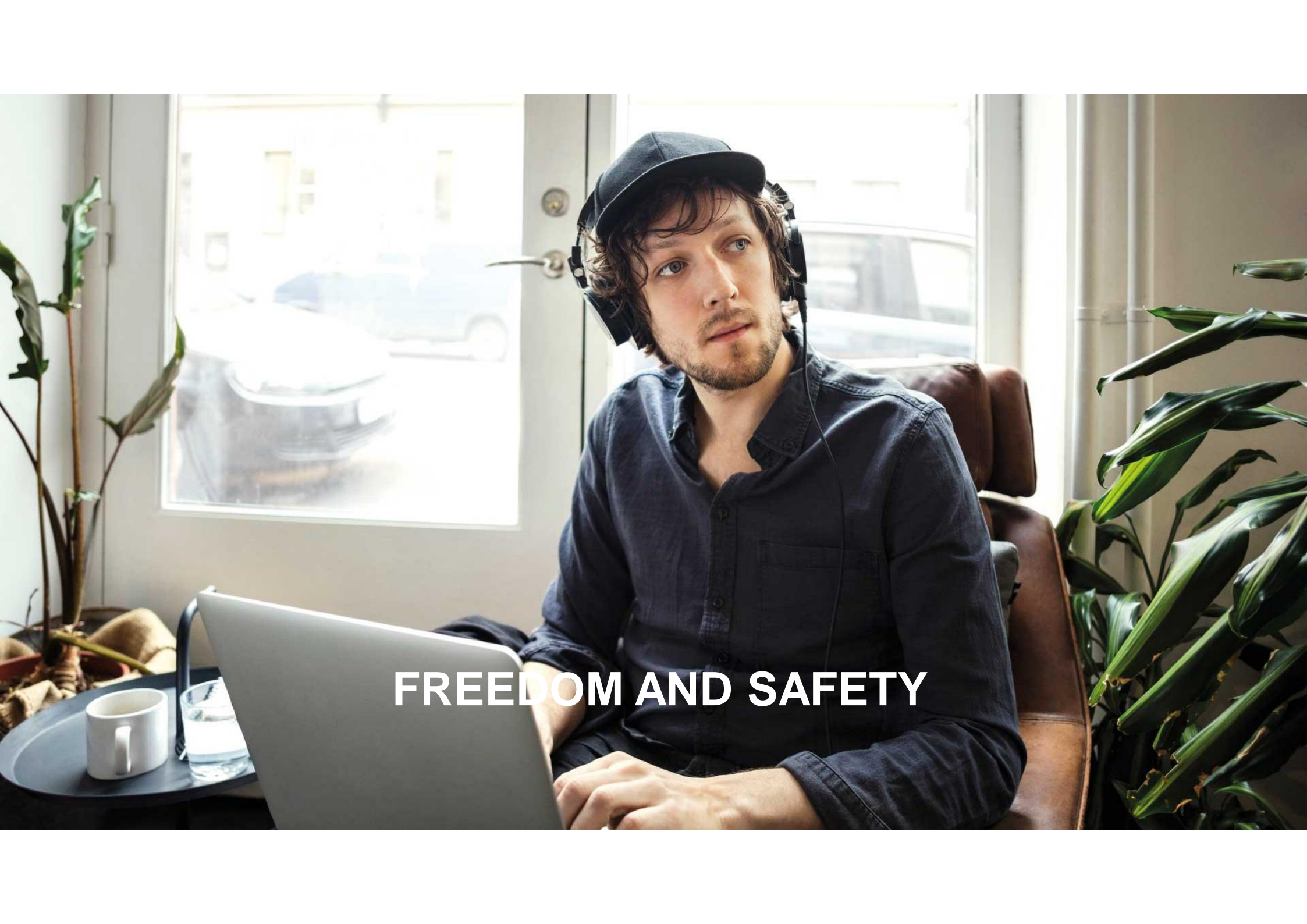


# Job seeking and job vacancies

- Most of the jobs are published
  - at the Finnish public employment service TE Services website [www.te-palvelut.fi](http://www.te-palvelut.fi)
  - at EURES [www.eures.europa.eu](http://www.eures.europa.eu)
  - at private recruitment agencies e.g. [www.hpl.fi](http://www.hpl.fi), [www.manpower.fi](http://www.manpower.fi), [www.adecco.fi](http://www.adecco.fi), [www.staffpoint.fi](http://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](http://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 photograph of three students sitting outdoors, likely on a lawn, studying. The student in the foreground is wearing a brown leather jacket and a red and blue plaid scarf, holding an open book. The student in the middle is wearing a green jacket and a red and blue plaid scarf, also holding a book. The student in the background is wearing a black jacket and blue jeans, looking at a laptop. The background is a blurred outdoor setting with trees and a blue sky.

# **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](http://www.migri.fi)
- Population register and home municipality at the magistrate/ registration office [www.maistraatti.fi](http://www.maistraatti.fi)
- Registration for the Finnish social security at the local social insurance office [www.kela.fi](http://www.kela.fi)
- Registration for the tax card at the local tax office [www.vero.fi](http://www.vero.fi)
- Registration for the unemployed at the TE Office, Employment and Economic Development Office [www.te-palvelut.fi](http://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 m<sup>2</sup>): 565 €/month, 12,72 €/ m<sup>2</sup>(out of Helsinki metropolitan)
- Average price for a two room in old block of flats (50m<sup>2</sup>) 82 150 €, 1643 €/m<sup>2</sup> (out of Helsinki metropolitan)
- In Helsinki metropolitan area the prices are about twice the above
- Finding accommodation e.g [asunnot.oikotie.fi](http://asunnot.oikotie.fi), [Vuokraovi.com](http://Vuokraovi.com), [etuovi.com](http://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](http://www.te-services.fi)
- EURES portal  
[eures.europa.eu](http://eures.europa.eu)
- Studying/practical training  
[www.studyinfinland.fi](http://www.studyinfinland.fi)
- General information on Finland  
[www.thisisFINLAND.fi](http://www.thisisFINLAND.fi)





**WELCOME TO FINLAND!**



Kiitos!

Thank you!

EURES FINLAND





Leverage from  
the EU  
2014–2020

*Suomi  
Finland*  
**100**



European Union  
European Social Fund

