



# Living & Working in Finland

2020



Centre for Economic Development,  
Transport and the Environment

Leverage from  
the EU  
2014–2020

COME TO WORK  
IN FINLAND



# Living and Working in Finland



9.6.2020



# 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%



# 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 2019

# Characteristics



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

# Working 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:
- [Working in Finland](http://bit.ly/2mPIBf2), <http://bit.ly/2mPIBf2>
- [www.lifeinfinland.fi](http://www.lifeinfinland.fi)



Finland is the second 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

The world's first woman as Minister of Defence was Finnish Elisabet Rehn

# *Finnish labour market*

- Unemployment rate 7,3 %

(Mar 2020)

Source: Ministry of Employment and the Economy, 2020



# Shortages in Satakunta - region

Engineers in

Automatics

Robotics

ICT

Metal workers

Cleaners

Chefs, cooks

Health care



# Language

- Finnish is 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 contacts with employers are 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



# *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 €
• Engineers from	4 000 €
• Welders	2 453 €
• Nurses	2 445 €



2015 the average Finnish salary 3574€/month,  
for women about 2800€/month

Source: Statistics Finland 2018

# *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](https://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 %

# Recognition of qualifications

- Professions that require 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](#)





# Moving to Finland – First steps

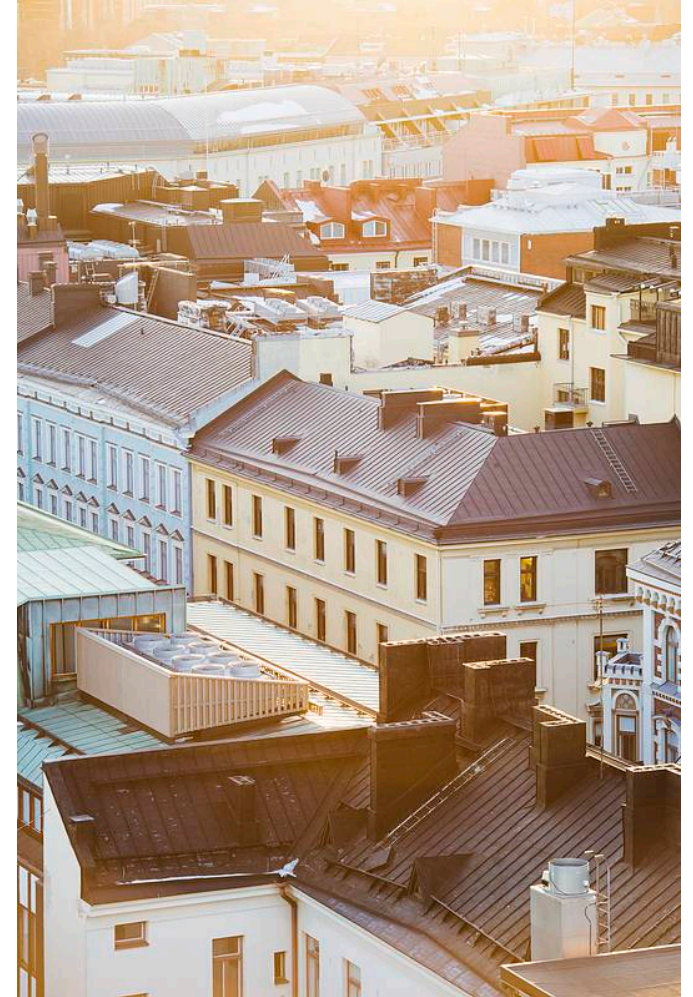


- Registration for EU/EEA citizens at the Finnish Immigration Service [www.migri.fi](http://www.migri.fi)
- Population register and home municipality at the magistrate/ registration office [www.maistraatti.fi](http://www.maistraatti.fi)
- Registration for the Finnish social security at the local social 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 expenses 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](https://asunnot.oikotie.fi), [Vuokraovi.com](https://vuokraovi.com), [etuovi.com](https://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	1,35 €	■ 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)

Work in Lapland

[https://www.youtube.com/watch?v=gU-5\\_Lfa7us](https://www.youtube.com/watch?v=gU-5_Lfa7us)



# WELCOME TO FINLAND!



Vipuvoimaa  
EU:lta  
2014–2020



*Kiitos!*  
*Thank you!*

**EURES FINLAND**

