

# Work in Finland FAQ for Team Finland colleagues

## Table of contents

Work life in Finland .....	2
Why to work in Finland arguments .....	2
Information about leading industries in Finland (applicable for talents and startups) .....	2
Finding a job in Finland.....	3
Seasonal work in Finland.....	3
Qualifications needed for working in Finland with a foreign degree .....	3
Working remotely in Finland .....	3
Questions about residence permits.....	3
Starting up a company in Finland.....	4
Startup ecosystem.....	4
Startup permit & company registration .....	4
Studying in Finland.....	4
Bachelor's, Master's and doctoral programmes.....	4
Tuition fees.....	5
Scholarships.....	5
Work during studies .....	5
Work-life and everyday life in Finland .....	5
Salaries .....	5
Taxation in Finland .....	6
Social entitlements and other benefits .....	6
Employment contracts and labor legislation .....	6
Finnish work culture .....	7
Finnish language and English proficiency in Finland.....	7
Cities and regions in Finland.....	7
Everyday life in Finland.....	8

## Work life in Finland

### Why to work in Finland arguments

- Finland is an equal and stable Nordic society with low hierarchies.
- Finland is one of the safest countries in the world.
  - read more: <https://www.workinfinland.com/en/why-finland/living-in-finland/safety-and-stability/>
- Finland is also one of the leading experts in climate issues, and our society is future-driven and sustainable.
- Finland leads the way towards circular economy, as we have world-class know-how in developing innovative bio-based products and technologies.
- Finland has high-quality companies – innovativeness and high technological expertise are built on close cooperation between companies and research institutions.
- Finland ranks constantly high in equality. In Finland it's easy to build your career and enjoy family life.
- Everyday life in Finland is of high quality, allowing an interesting career to be combined with a valuable life. Bringing work and family life together has been made easy.
- Finland is the happiest country in the world for the six consecutive years.
- Read more about why to work in Finland: <https://www.workinfinland.com/en/why-finland/>

### Information about leading industries in Finland (applicable for talents and startups)

- Finland is one of the best kept secrets among global superpowers in ICT and digitalization. Innovations enable companies and individuals around the world to enjoy experiences and solutions like never before.
  - read more: <https://www.businessfinland.com/explore-business-opportunities/digital-solutions--technologies/>
- Finland is at the forefront of revolutionizing health and we're a recognized world-class healthcare innovation hub. Finland offers a unique combination of high-quality health data and an open society of trust.
  - read more: <https://www.businessfinland.com/explore-business-opportunities/health--life-sciences/>
- Finland leads the way towards circular economy, as we have world-class know-how in developing innovative bio-based products and technologies.
  - read more: <https://www.businessfinland.com/explore-business-opportunities/circular--biobased-solutions/>
- Finland is the place to develop games. The world is looking at Finland when seeking the newest trends and innovations in gaming industry to invest in. The Finnish game engine combines creativeness with best technological talent and continuously produces new titles.
  - Read more: <https://www.businessfinland.com/explore-business-opportunities/gaming--metaverse/>

## Finding a job in Finland

- Browse through English-speaking open positions at Work in Finland and apply directly via the link of the open position: <https://www.workinfinland.com/en/open-jobs/>
- Check the open positions for different industries in Finland at Work in Finland website:
  - Engineering: <https://www.workinfinland.com/en/open-jobs/?category=engineering>
  - Health: <https://www.workinfinland.com/en/open-jobs/?category=health>
  - HR: <https://www.workinfinland.com/en/open-jobs/?category=hr>
  - IT & ICT: <https://www.workinfinland.com/en/open-jobs/?category=ict>
  - Manufacturing: <https://www.workinfinland.com/en/open-jobs/?category=manufacturing>
  - Sales: <https://www.workinfinland.com/en/open-jobs/?category=sales>
  - Service: <https://www.workinfinland.com/en/open-jobs/?category=service>
  - Finance: <https://www.workinfinland.com/en/open-jobs/?category=finance>

## Seasonal work in Finland

- Please see more detailed information about seasonal work in Finland here:
  - <https://toitasuomesta.fi/en/seasonal-agricultural-work-in-finland/>

## Qualifications needed for working in Finland with a foreign degree

- Some professions are regulated in Finland, meaning that the education and training required for them is specified in law. Learn more about regulated professions in Finland and how to get a recognition decision: <https://www.oph.fi/en/services/regulated-professions-finland>
- If you have completed a degree in another country, you may need a decision of recognition of the degree to be able to work or study in Finland.
- In most situations, the employer, educational institute or university assesses the qualifications and competence that your foreign diploma or degree has provided.
- Nevertheless, not all jobs require specific training or degree level according to Finnish law. For example, a private sector employer usually assesses independently whether a foreign diploma or degree provides sufficient qualifications for the job.

## Working remotely in Finland

- In Finland remote work has grown its popularity significantly during the pandemic.
- Many employers offer the chance to work remotely, as excellent internet connection throughout the country allows it.
- Take a look at the open English-speaking remote positions at Work in Finland and apply directly there: <https://www.workinfinland.com/en/open-jobs/?query=remote>

## Questions about residence permits

- If you are interested in hearing about what kind of permit you would need to move to Finland, you can read more here: <https://migri.fi/en/i-want-to-apply>

## Starting up a company in Finland

### Startup ecosystem

- Offering a highly-qualified workforce, unique start-up scene and an open public-private collaboration ecosystem, Finland is one of the most attractive places in the world for business by many measures.
- Finland offers a stable business environment for startups. It's an excellent testbed for new technologies.
- In Finland you simply have all you need: highly-educated and tech-savvy people, a stable infrastructure for testing, and the best know-how in digital technologies.

### Startup permit & company registration

- The Finnish Startup Permit is a residence permit that makes it possible for international growth entrepreneurs to move to Finland and build a startup company.
- The permit is meant for innovative startup founders coming from countries outside the European Union, who need a residence permit.
- Read more about startup permit: <https://www.businessfinland.fi/en/do-business-with-finland/startup-in-finland/startup-permit>
- Wondering how to start up a business in Finland? Take a quiz to find out all the steps you need to take. <https://www.suomi.fi/company/business-start-up-wizard>
- Read more about registering a company in Finland: <https://www.infofinland.fi/en/work-and-enterprise/starting-a-business-in-finland>

## Studying in Finland

### Bachelor's, Master's and doctoral programmes

- Finland has two types of higher education institutions: universities and universities of applied sciences (UAS).
- There are several things to consider when looking to apply to a Finnish university. Read the starter's advice from Study in Finland website: <https://www.studyinfinland.fi/admissions>
- Applying for Bachelor's and Master's programmes in Finland is done online at Studyinfo.fi portal.
- The application period to studies starting in autumn (September) is annually in January. There is no application fee, applying is always free.
- Finnish higher education institutions currently offer over 500 bachelor's and master's degree programmes taught in English.
  - Read more about the application system at Studyinfo.fi website: <https://opintopolku.fi/konfo/en/>

- In Finland doctoral level education is provided by universities. You need a master's degree to be eligible to apply for a doctoral degree programme.
  - read more: <https://www.studyinfinland.fi/admissions/doctoral-admissions>

### Tuition fees

- If you are from outside the EU/EEA area, you are required to pay tuition fees for bachelor's and master's level programmes which are taught in English.
  - The annual tuition fee depends on the university and the degree programme, varying between 4,000€ and 18,000€ approximately (2019/20).
  - There are some tuition fee exemption rules - use the checklist at the tuition fees info section of Studyinfo.fi to find out if these apply to you.
  - When you think about the cost of your future studies in Finland, there are two different aspects to consider.
  - First of all, the tuition fees and related scholarship options, if you are a non-EU student; and in addition to that, your everyday living costs.
  - Read more about fees and costs from Study in Finland website: <https://www.studyinfinland.fi/admissions/fees-and-costs>

### Scholarships

- Finnish universities offer a range of options for scholarships both for bachelor's and master's level international students. You usually apply for the scholarship from the university at the same time when apply for admission. Funding options also exist for doctoral level.
  - Read more about scholarships in Study in Finland website: <https://www.studyinfinland.fi/scholarships>

### Work during studies

- Part-time work is allowed during studies in Finland. Most Finnish students take a summer job, project work or internship to gain work experience. It is highly recommended also for international students because it's one of the best gateways to employment in Finland after studies.
- Internships are one of the best gateways to employment in Finland after studies. You can find open internship positions in Finland here: <https://www.workinfinland.com/en/open-jobs/?query=trainee>

## Work-life and everyday life in Finland

### Salaries

- Average salary of full-time salary earners in Finland is 3594 €. There are sectoral differences in wages.

- For example, the average salary in the IT sector is 4,414 € per month.
- In many cases, sufficient financial resources are a requirement for getting a residence permit.
- You can read more about average salaries in Finland here: <https://www.palkkadata.fi/en/salaries-in-country>

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### Taxation in Finland

- In Finland, you pay taxes on your salary and other income. Your tax amount depends on how much income you receive.
- If you come from abroad to work in Finland, your taxation is affected by how long you will stay in Finland and whether your employer is a Finnish or foreign company.
- Many services in Finland are funded by tax revenue, which makes them inexpensive for the residents
- Read more about taxation in Finland: <https://www.workinfinland.com/en/get-started/settling-down/taxes-and-personal-finances/>

### Social entitlements and other benefits

- In Finland it is stated in law that an employer must offer all its employees occupational health care.
  - read more: <https://www.workinfinland.com/en/get-started/settling-down/healthcare/>
- In Finland employees are entitled to annual holiday and they receive holiday pay during the holiday.
- It is common to have a four-week summer holiday between May and August and sometimes a one-week winter holiday between December and March.
- When a child is born to a family, the parents are entitled to family leave i.e., to stay at home and look after the child.
  - When the family leave has ended, the employee has the right to return to their own work or to comparable work in their old workplace.
  - Employers and employees in Finland are very familiar with these family leaves and they are commonly utilised.
  - read more about Family entitlements: <https://www.workinfinland.com/en/why-finland/living-in-finland/for-families/>
- Read more about welfare and benefits: <https://www.workinfinland.com/en/why-finland/living-in-finland/welfare-and-benefits/>

### Employment contracts and labor legislation

- When you start a new job in Finland, you usually make a written contract of employment with the employer.
- The contract records the tasks, salary or wages and other terms and conditions as well as the benefits of the employment relationship, such as lunch or mobile phone benefits.

- Finnish working life has many rules that the employee and employer must follow. The legislation and collective agreements determine, for example, minimum wages, working hours, holidays, sick pay and the terms of dismissal.
- Read more about employee rights and obligations here: <https://www.infofinland.fi/en/work-and-enterprise/employees-rights-and-obligations>.
- Finnish working life has many rules that the employee and employer must follow. The legislation and collective agreements determine, for example, minimum wages, working hours, holidays, sick pay and the terms of dismissal.
  - Read more about labor legislation: <https://tem.fi/en/labour-legislation>

### Finnish work culture

- In Finnish work culture honesty, punctuality and equality are appreciated
- At most workplaces the form of address is very informal. All employees call each other using first names regardless of their position
- A normal working day in Finland usually lasts eight hours, including a few breaks. Often there is a short coffee break in the morning, a lunch break in the middle of the day and another coffee break in the afternoon.
- Finns are honest and punctual, as we like to be quite straight-forward and truthful.
- read more: <https://www.workinfinland.com/en/why-finland/working-in-finland/working-culture/>

### Finnish language and English proficiency in Finland

- Finland has two official languages, Finnish and Swedish.
- English is widely spoken in Finland and in many workplaces it is a commonly used language.
- According to the EF English Proficiency Index 2021, Finland has been ranked in the top ten in the highest English proficiency among non-native English speakers.
- However, learning the Finnish language and culture helps integration into society and getting to know local people.
- Finnish language courses are organised by adult education centers, universities and summer universities, for example. Some courses are organized also online.
  - You can find out more information about Finnish language courses here: [www.finnishcourses.fi](http://www.finnishcourses.fi)

### Cities and regions in Finland

- Finland has many vibrant cities to explore and enjoy everyday life.

### Helsinki

- Helsinki has lots to offer, from a high standard of living due to its highly functional society, easy access to nature and freedom to enjoy life beyond work.
- Whether you're looking to advance your career, settle down with your family, or find the perfect work life balance, Helsinki is well worth considering

- discover Helsinki: <https://welcome.helsinki/>
- Jobs in Helsinki: <https://www.workinfinland.com/en/open-jobs/?city=helsinki>

## Turku

- Turku is the city at the centre dynamic and innovative business region in Finland. The (b)oldest city in Finland, Turku represents science, culture, and sustainable development.
  - Discover Turku: <https://careerinsouthwestfinland.fi/>
  - Jobs in Turku: <https://www.workinfinland.com/en/open-jobs/?city=turku>

## Tampere

- Tampere is an international and inclusive City. It is consistently rated as an attractive city for tourism, living and studying. It is also a growing city with a vibrant but laid-back vibe.
- Tampere is famous for its industrial history, rock music, the local treat black sausage and high-tech expertise.
- International House Tampere supports you when planning to move and start your life in Tampere. You can find information on anything about living, working and studying in Tampere via these links below.
  - Discover Tampere: <https://internationalhousetampere.fi/for-talent/>
  - Jobs in Tampere: <https://www.workinfinland.com/en/open-jobs/?city=tampere>

## Oulu

- Oulu is the fastest growing city region in Arctic Europe with 250,000 inhabitants. Every third person has an academic degree and we have been found to be the happiest in the North, when it comes to quality of life
- Oulu combines Northern hospitality, gorgeous nature and culture with modern technology. This city is also the center of ICT expertise in Finland and home to Europe's fastest growing companies.
  - Discover Oulu: <https://oulu.com/en/>
  - Jobs in Oulu: <https://www.workinfinland.com/en/open-jobs/?city=oulu>

## Everyday life in Finland

### bank account

- In Finland, you need a bank account in order to handle your finances.
- When opening a bank account, you need a passport, identity card for foreign citizens or some other official identity card.
- Read more about personal finances: <https://www.workinfinland.com/en/get-started/settling-down/taxes-and-personal-finances/>

### Mobile connections

- In Finland internet and mobile connections are excellent throughout the country.
- Finnish teleoperators offer high speed mobile data packages with affordable rates.
- It is also easy to handle many everyday matters via internet in Finland.



### Insurances

- In Finland it is recommendable to take out home insurance. Landlords usually require home insurance in rental homes. You should ask for a quote from several insurance companies.
- According to law, you must take out motor insurance if you use your own car.

### Weather and nature

- Finnish winters can be chilly, making them ideal for winter activities like skiing, skating and, in Lapland, spotting the Northern Lights ✨
- The long white nights during summer with temperatures rising to 25 Celsius give a nice contrast to the winters.
- Finland has a lot of nature, and you can enjoy and explore it in all seasons.
- read more: <https://www.visitfinland.com/en/practical-tips/climate-and-weather-in-finland/>

### Price levels

- In Finland, food and non-alcoholic beverages cost approximately 20% over the EU average, and goods and services cost approximately 23% over the EU average.

### Driving license

- In Finland you need to have a valid driving license in order to drive a car.
- If you have a driving license issued in an EU member state or an EEA country, it is also valid in Finland.
- If you have a driving license issued in a country that is party to the Geneva or Vienna Conventions on Road Traffic, the license is valid in Finland for two years.
- Once you have permanently settled in Finland, you have two years to exchange your foreign driving license.
- If you do not exchange your license in time, you need to complete a driving test (theoretical and practical tests) in Finland.
- If you have a driving license from a country that is not party to the Geneva or Vienna Conventions on Road Traffic, the license is valid in Finland for one year after you are entered into the Finnish Population Information System.
- You must take a driving test in Finland if you want to exchange your driving license for a Finnish driving license.
- read more: <https://ajokortti-info.fi/en/basic-information-about-driving-licence/validity-foreign-driving-licences-finland>

### Geography

Finland is situated in Northern Europe in between two neighboring countries, Russia in East and Sweden in West, as well as Norway in the North.

## Religion

- Most Finns are Christians. The largest religious community in Finland is the Evangelical Lutheran Church of Finland to which about 70% of the population belongs.
- Nevertheless, Finland has freedom of religion. All those living in Finland are entitled to choose their own religion and practice it.

## Public transport

- Public transportation in Finland works well. You can travel almost everywhere in Finland by bus or by train and you can also fly to many cities.
- In larger cities and areas surrounding them, local public transport is very efficient. Local public transport is usually organised by buses, trams or metros
- read more: <https://www.workinfinland.com/en/get-started/settling-down/commuting-and-transport/>

## Healthcare

- Prices of public health care vary between localities. For example, a doctor's appointment usually costs about €20 at a health center.
- The services of maternity and child health clinics are free of charge.
- Employers offer occupational health care to their employees. If you want to read more, click the button below.
- Finland has affordable public health services for everyone who lives permanently in the country.
- In addition, employers offer occupational health services for their employees. You can also use private health services.
- read more: <https://www.workinfinland.com/en/get-started/settling-down/healthcare/>

## Housing

- Finland has a wide range of housing options. You can rent or buy a home, and there are also other options that fall between the two.
- Housing costs vary a lot in Finland. On average, about one-fifth of Finns' net income goes to housing. However, rents vary in the range of €10–30 per m<sup>2</sup>.
- Read more: <https://www.workinfinland.com/en/get-started/settling-down/housing/>

## Education

- Preschool education, comprehensive education and upper secondary school education are free of charge in Finland.
- Studying in Finnish universities is also usually free of charge.
- However, if you move to study in Finland from outside the EU and study in English, you have to pay tuition.

### *Education system*

- The Finnish education system is a consequence of long-term commitment to equity, equality and inclusion. Everyone should be able to experience the joy of learning.
- Teachers in Finland are also highly educated, skilled, motivated and have professional autonomy.

- In Finland all children go to school, because according to the law, all children must receive comprehensive education.
- Comprehensive school usually lasts nine years, starting at age of seven, and it is free for everyone.
- The largest cities in Finland have international schools and schools where the language of instruction is English.
  - read more: [https://www.expatsfinland.com/living\\_in\\_finland/international\\_schools.html](https://www.expatsfinland.com/living_in_finland/international_schools.html)
- In Finland, upper secondary school is attended after completing comprehensive school. It prepares the student to apply to university of applied sciences or a university.

#### *Early childhood education / day care*

- The cost of children's day care depends on the family's income. In municipal early childhood education, the fees are up to around €300/month for your oldest child.
- If you have several children in early childhood education, you pay less for the younger siblings.
- There are many English-language day-care centres in Finland, especially in larger cities.
- Pre school
  - All children in Finland attend preschool education or other similar activities for one year before compulsory education begins. It prepares children for comprehensive school.
  - Early childhood education in Finland is a combination of education, teaching and care that have been pedagogically planned, with carefully considered goals.
- read more about family life in Finland: <https://www.workinfinland.com/en/why-finland/living-in-finland/for-families/>