



LABOUR COMPETENT PROFESSIONALS TO DRIVE YOUR BUSINESS

Finns can make your business succeed! Finnish people have excellent ICT and language skills, over 90% of Finns under thirty speak English and they are known for their high work ethics and reliability.

According to several international comparisons Finnish people are also both happy and satisfied with their life. Finland has the best availability of scientists and engineers in the world, according to World Economic Forum's Global Competitiveness Report 2015-2016. The same report ranks Finland's higher education system second best in the world, and primary

school the best. About a third of Finland's working population has a degree or higher qualification. However, the labour costs are lower in Finland compared to the other Nordic countries.

Academia goes business

Academic brilliance doesn't stay only on the campus in Finland. The knowledge transfer between business and universities has been one of the key factors in Finland's track record of innovation and economic success. The Finnish government strongly encourages and boosts innovation and R&D activities in the business world.

Finland is an attractive place to live, work and do business. It is a well-balanced and dynamic society, with a high standard of living and one of the lowest corruption rates in the world. You will find the easiness of employing multilingual and self-driven talents here.

The Labour Market in Finland can be compared to other Nordic Labour Markets and is regulated by the unions. Periods of notice terminating an employment contract from an employer side is internationally compared short, from 2 weeks to maximum 6 months.

AVERAGE SALARIES IN PRIVATE SECTOR IN FINLAND, WITHOUT EMPLOYER COSTS, €

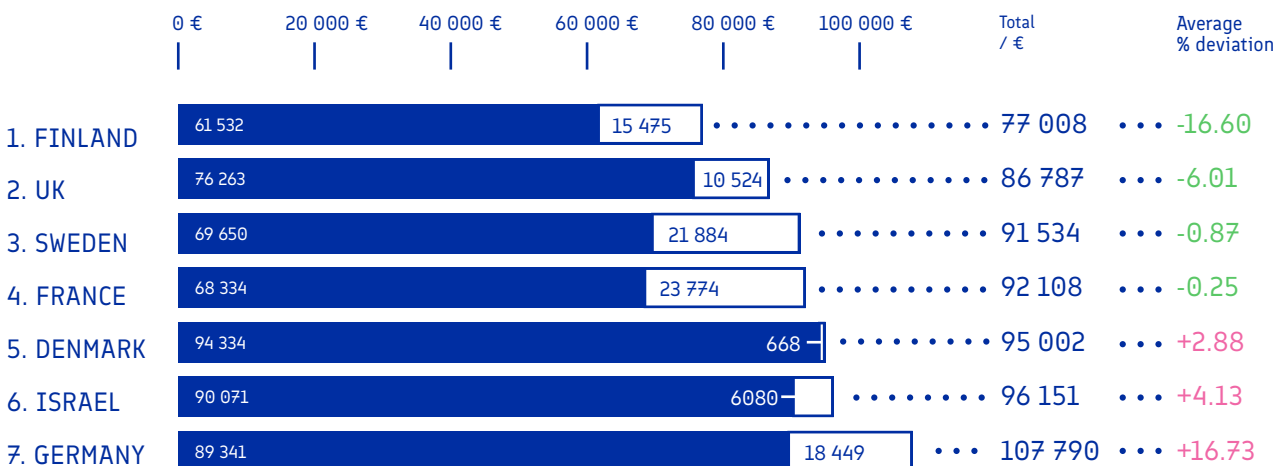
Director 6474
 Specialist 4457
 Customer service 2760
 Salesclerk 2501
 Construction workers 2900
 Source: Statistics Finland 2015



DEMOGRAPHIC HIGHLIGHTS



UNIT LABOUR COSTS SENIOR SOFTWARE DEVELOPMENT ENGINEER



■ Salary in EUR □ Additional costs in EUR Source: fDi Benchmark, a service from the Financial Times Limited 2016. All Rights Reserved.

EMPLOYER COSTS TO BUSINESS

Statutory contributions by employers amount to about 23% of the gross salary payable. They include (2016):

- Employers' health insurance contribution **2.12%**
- Unemployment insurance **1.15%**
- Earnings-related pension (TyEL) insurance contribution average **18%**
- Group like assurance payment **0.07%**
- Occupational accident insurance **0.1-7.0%**, average 1.0%

When terminating an employment contract the employer must observe the following periods of notice

The Employer		The Employee	
Length of continuous employment	Period of notice	Length of continuous employment	Period of notice
no more than one year	2 weeks	no more than 5 years	2 weeks
more than one year but no more than 4 years	1 month	over 5 years	1 month
more than 4 years but no more than 8 years	4 months		
over 12 years	6 months		