



# Living & working in **FINLAND**

Photo: Michael Matti / Visit Finland

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FINLAND**







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# Why Finland?

## Choose the world's happiest country

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Finland is a stable, safe, equitable and high-functioning Nordic welfare state



Here, you can enjoy high quality-of-life and combine an interesting career with a thriving personal life. Balancing work and family has been made easy in Finland.



The healthy balance between work and leisure in Finland also gives you plenty of opportunities to enjoy the country's unique nature – which is easy to access even from urban areas.



Finland is home to leading and high-performing companies which offer attractive work opportunities.



Finnish innovation and strong technological expertise is fostered by close cooperation between companies, universities and research institutions.



Finland's educational system is among the best in the world.



Finland is a leading global expert in climate challenges and solutions.

# Facts about Finland

Wish to learn more about Finland? Visit:

Population:  
**5,6 million**

- 2 official languages: **Finnish** (87.3%), **Swedish** (5.2%).  
10,7% speak a language other than Finnish as their native language
- Capital: **Helsinki**
- Currency: **Euro**
- Form of government: a **republic** since 1917
- Member of the **European Union** since 1995
- Member of **NATO** since 4 April 2023
- 41% of people have a higher education degree



Photo: Visit Finland



# What are Finns like?

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Finns generally aren't big on small talk, and quiet moments in conversations aren't considered awkward.

Finns tend to mean what they say – if someone asks you to get together for coffee or lunch sometime soon, expect to get a text, e-mail or phone call.

Finally, Finns are known for their modesty and self-deprecating sense of humour.



Photo: Marjaana Malkamäki /Work in Finland





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# Living in Finland



# ✚ Safety and stability in Finland

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In Finland, children walk to school on their own.

**A unique mix of social responsibility, individual freedoms and an equitable society help make Finland the happiest country in the world.** And it also helps make it one of the safest.

Finland is ranked the world's most stable country.

**As a low-hierarchy culture,** you might just bump into a head of state dropping their child off at the local public school.







## Rich cultural offerings

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Want to explore  
Finnish cultural  
highlights?

Please visit:

**Finland has a vibrant arts and culture scene, boasting diverse music, dance, theatre, cinema, food and art offerings.**

**Finland has over 300 museums and some of the most exciting new architecture in Northern Europe.**

You'll also find an array of exciting events and festivals across urban and rural settings, ranging from cool to quirky to just plain crazy.







# Housing in Finland

In Finland, homes are well equipped and warm throughout the year, and even in cities, nature is always close by.

Find more  
information:

[InfoFinland.fi/en/  
housing](https://infofinland.fi/en/housing)

There is a wide range of housing options, including renting, buying, and various alternatives in between. About 30% of Finns live in rental homes.

The monthly rent of a 50 m<sup>2</sup> two-room apartment typically ranges 500 to 1,000 EUR, while the average purchase price is between 150,000 and 300,000 EUR.

Homes are rented out by companies, private persons, cities, foundations, parishes, associations, insurance companies and banks. Some employers also offer company housing for their employees.

HOUSING EXPENSES  
ARE APPROXIMATELY

**18–41%**

of income\*





# Family-friendly Finland

Having a family-friendly lifestyle is easy in Finland.

There's no denying that Finland is a great place for families. Aside from having one of the world's best school systems, the country's emphasis on work-life balance and many paid parental leave options makes it possible to spend plenty of quality time with loved ones.

**UNICEF ranks Finland one of the top five nations globally for quality childcare and childhood well-being.**

For families with infants and toddlers, Finland offers high-quality, affordable options for daycare. Here, highly trained teachers and pediatric nurses run municipal daycares aimed at promoting positive self-image, freedom of expression, and thought development.

Finnish preschools and secondary schools are free of charge and enrollment is mandatory.







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# Working in Finland



# Finland's labour market

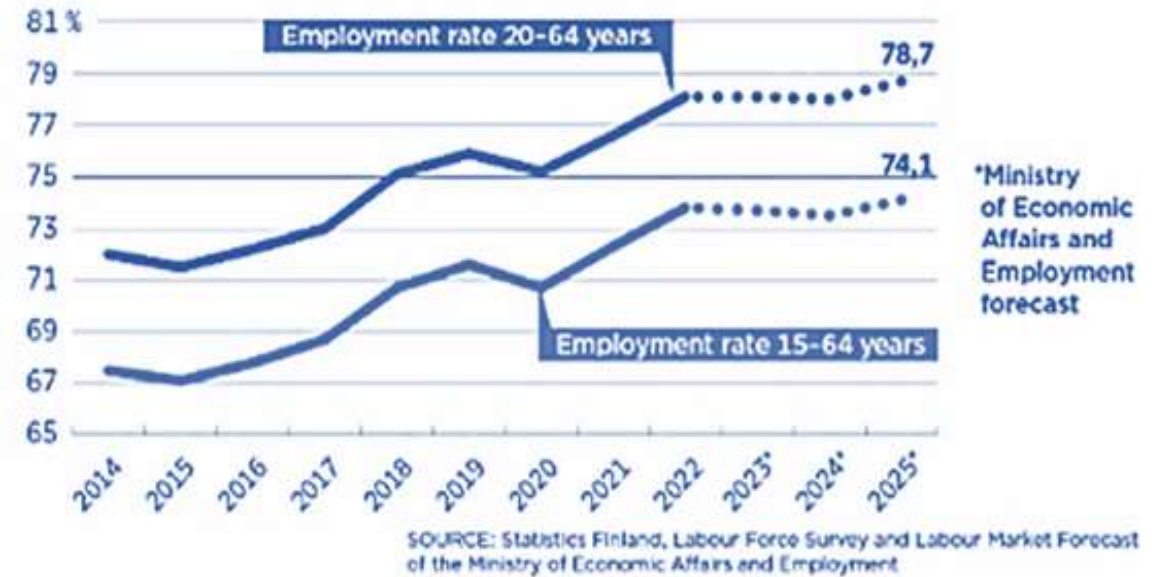
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In the spring of 2025, Finland's labour market is experiencing a slight decline in the employment rate. The employment rate is expected to drop to 72.2% due to economic slowdown.

However, the total number of employed people is still projected to grow by 14,000 driven by immigration and increased workforce participation.

At the same time, with the Baby Boomer generation at or near retirement age, the country offers many opportunities for foreign professionals.

## Employment rates and their forecasts





# ✚ What kind of foreign talent is Finland looking for?

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- Welders, metal workers
- Software developers
- Nursing professionals, health care assistants, dentists, generalist medical practitioners
- Early childhood educators such as childcare workers, kindergarten teachers
- Restaurant workers; kitchen helpers, waiters, cooks
- Cleaners

Finland also seeks foreign talent **for various seasonal jobs, particularly tourism, agriculture and hospitality.**

- **Summer season:** workers are needed in agriculture, as well as the hotel and catering sectors.
- **Winter season (Lapland tourism):** there is a high demand for guides, cooks, hotel staff, ski instructors and other tourism-related roles.



Photo: Markus Pentikäinen / Work in Finland



# Examples of average monthly salaries

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Nurse  
**€ 3,210**  
per month



Specialist  
**€ 3,075–4350**  
per month



Construction worker  
**€ 2,500–3800**  
per month

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# Find your work-life balance

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There's time for it all – family, friends, and a fulfilling career.

**Finns know that happy, well-rested employees are an organisation's most valuable resource.**

Although working hours may vary across industries, the standard is an eight-hour workday.

**Employees are entitled to plenty of paid holidays and vacation days** and many Finns take four weeks off during the summer months.

**Family welfare and equality are two values upheld by Finnish society** – and they're embedded in workplace policies and culture, too.



# + Know your rights at work

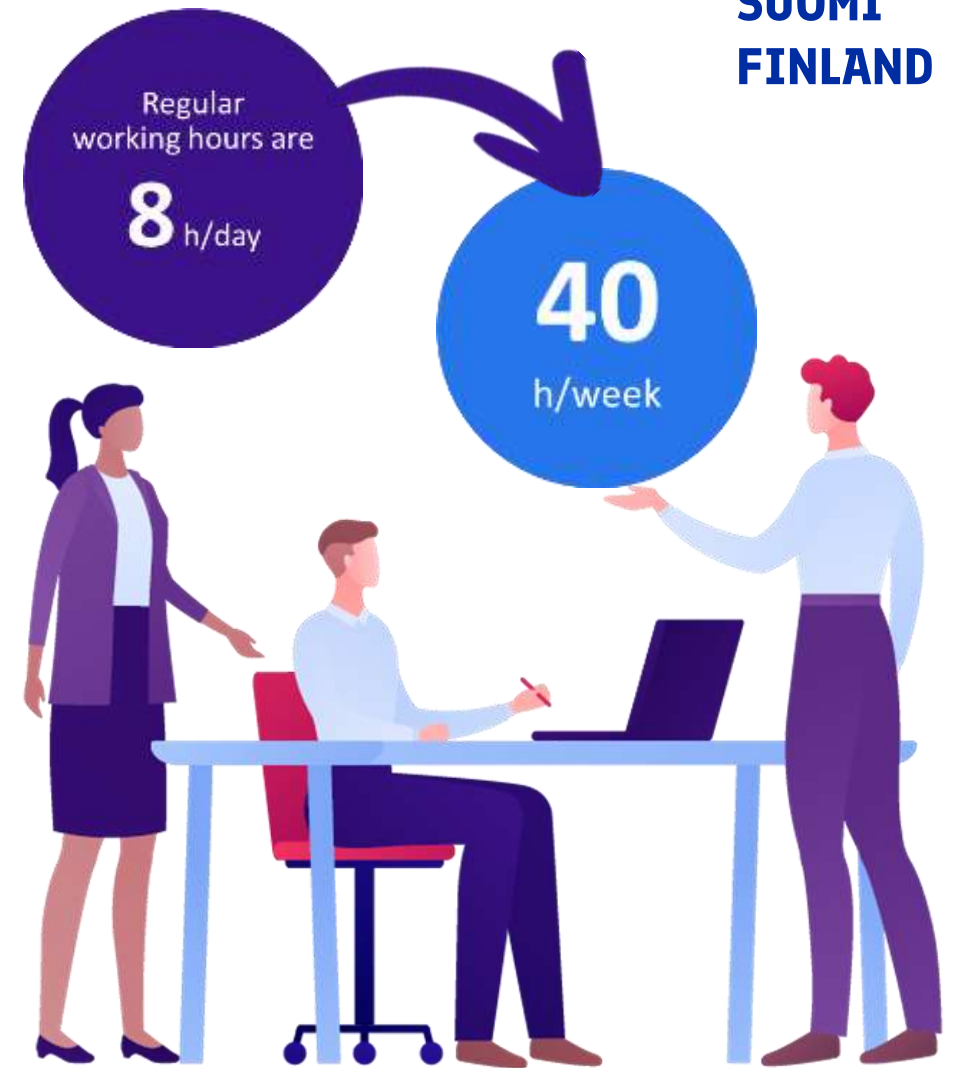
Finland has a strong reputation for protecting the rights of employees, ensuring fair wages, safe working conditions, and safeguarding against discrimination. In Finland, employers' and employees' organisations enter into public and private **collective agreements that specify terms and conditions of employment in more detail than the law.**

The employer unions and employee unions agree on base level of wages and terms of employment.

To get the most back rest in your work life, you can also join an unemployment fund or a trade union.

In the past few years, the share of Finnish workforce belonging to a union has been between 59-69%. The unemployment fund will pay you a daily allowance if you become unemployed and meet the other criteria of the employment fund.

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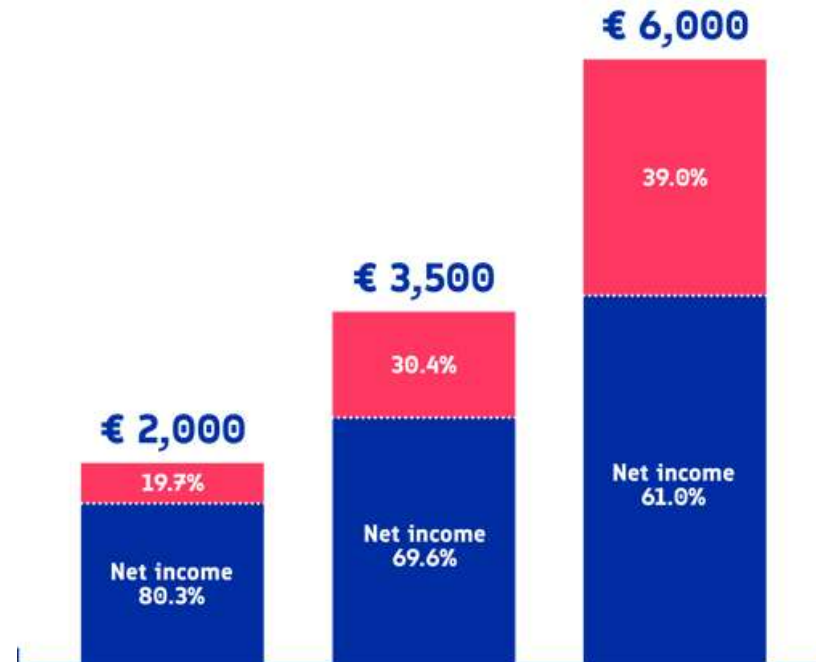
# Personal taxes in Finland

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Finland has progressive taxation, that means the more money you earn, the more taxes you'll pay.

In Finland, taxes are paid on both earned and capital income. Earned income includes your salary and any taxable social benefits, such as unemployment and parental leave, while capital income is generated through the possession of personal wealth, including rental income or earnings from the sale of any assets.

Finland's progressive tax system has been in place since 1920, and it's one of the cornerstones of the Nordic welfare state. The clear majority of Finnish taxpayers feel that they get a good return for their money.

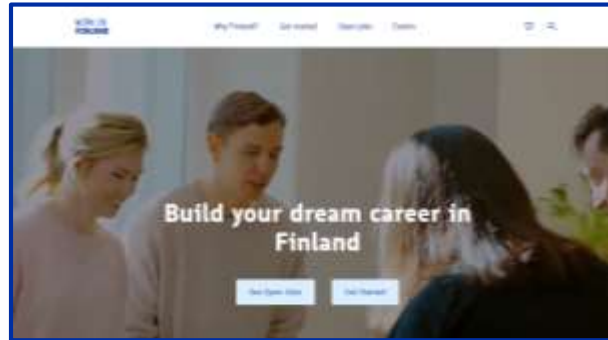




# Where to find open job vacancies?

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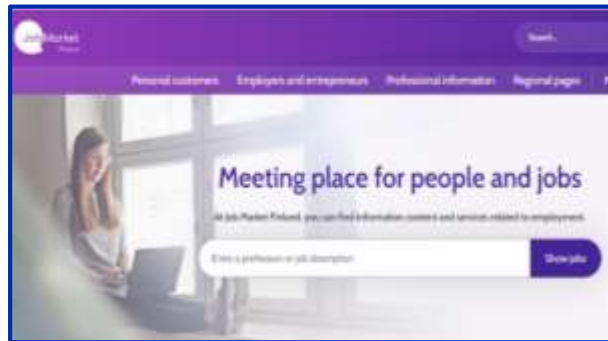
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## [workinfinland.com](https://workinfinland.com)

Work in Finland jobsite lists English-speaking job openings in Finland across various industries.

2



## [jobmarket.fi](https://jobmarket.fi)

This is an online service that brings together jobseekers, employers and public employment services in Finland. You can make a job applicant profile on Job Market Finland to get job postings that are right for you.

Email login is recommended for users from outside of Finland.  
For more information, please visit:  
[tyomarkkinatori.fi/en/teemasivut/job-applicant-profile](https://tyomarkkinatori.fi/en/teemasivut/job-applicant-profile)

3



## [eures.europa.eu](https://eures.europa.eu)

EU job mobility portal that connects job seekers and employers across Europe, providing job listings, career advice, and recruitment services.





## workinfinland.com

Services offered  
by cities in  
Finland, e.g.,  
Spouse  
programmes:

### **Workinfinland.com is the official Finnish website for international talent.**

This “one-stop shop” website simplifies the recruitment, job search, and relocation process for people seeking work in Finland.

Find out everything you need to know about living and working in Finland – with in-depth information about housing, healthcare, social benefits, work-life balance, career development and more.

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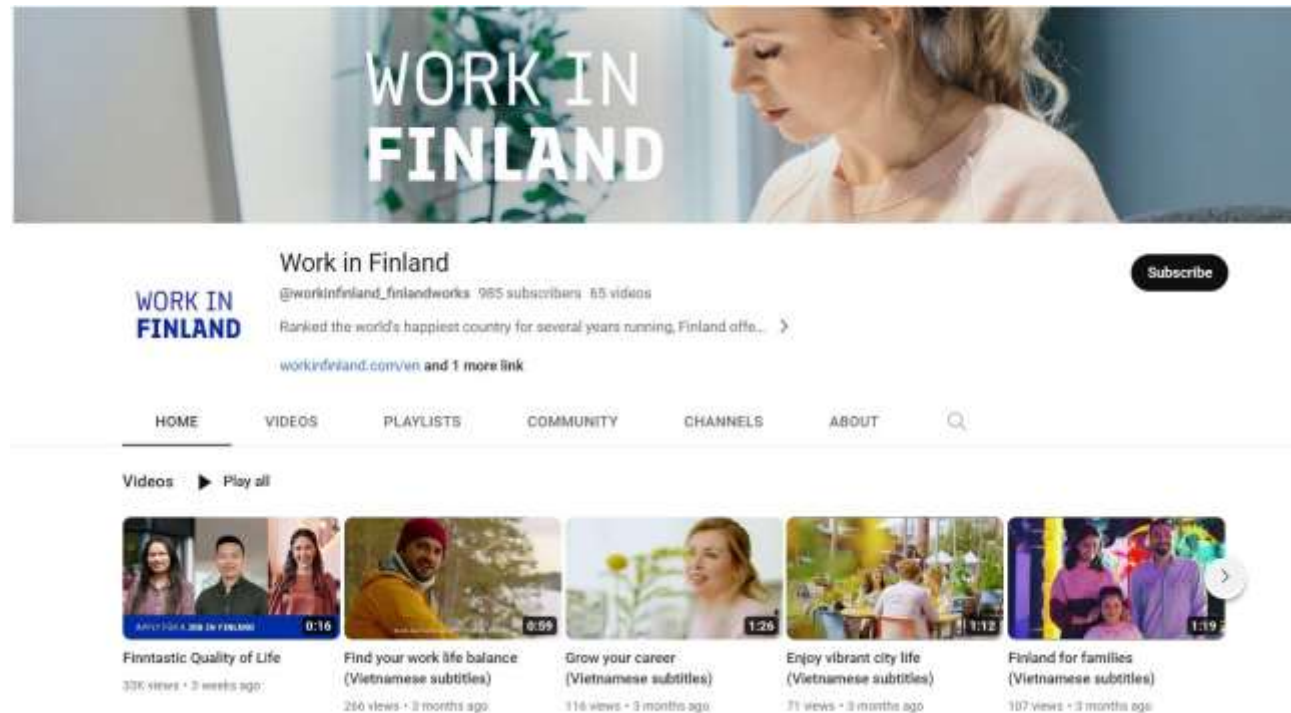


# Learn more on LinkedIn and YouTube

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 Follow us:  
[#Finlandworks LinkedIn](#)

 Learn more:  
[youtube.com/@workinfinland\\_finlandworks](https://youtube.com/@workinfinland_finlandworks)



The screenshot shows the YouTube channel page for 'Work in Finland'. The banner features the text 'WORK IN FINLAND' over a video of a woman. Below the banner, the channel name 'Work in Finland' is displayed along with the handle '@workinfinland\_finlandworks', 985 subscribers, and 65 videos. A 'Subscribe' button is visible. The channel description mentions being ranked the world's happiest country. Navigation tabs for HOME, VIDEOS, PLAYLISTS, COMMUNITY, CHANNELS, and ABOUT are shown. A 'Videos' section lists five recent uploads with their titles, durations, and view counts.

Video Title	Duration	Views	Time Ago
Finntastic Quality of Life	0:16	33K views	3 weeks ago
Find your work life balance (Vietnamese subtitles)	0:59	266 views	3 months ago
Grow your career (Vietnamese subtitles)	1:26	116 views	3 months ago
Enjoy vibrant city life (Vietnamese subtitles)	1:12	71 views	3 months ago
Finland for families (Vietnamese subtitles)	1:19	107 views	3 months ago

**Lämpimäs ti tervetuloa  
Suomeen!**

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