

Tietoala

Association of IT Sector Employees

What is Tietoala?



Founded in 1974,
association for all
people in the IT
service industry



Industry-specific
approach regardless
of educational
background or job
title



Keywords: IT, software,
QA, database,
designer, producer,
data center, game
industry, information
system, data scientist,
analytics, programming



Collective agreement =
agreement on the
working conditions



Member of
Insinööriliitto / the
Union of Professional
Engineers in Finland
and Akava.

Career and salary development

- Salary data, surveys, and guidance
 - Yearly Labour Market Survey in co-op with Insinööriliitto
 - Guidance and tools for preparing salary discussions and negotiations
- Insights and benchmarking
 - Access to up-to-date industry salary data and surveys to help you understand your market value
- CV and LinkedIn feedback
 - Practical advice to strengthen your professional profile and visibility
- Job search support
 - Tips and resources for navigating the job market and finding new opportunities
- Training and skills development
 - Access to courses and learning opportunities to keep your skills up to date

Salary levels in the IT sector

	average	median 50 %
All	5188	5026
Men	5355	5161
Female	4729	4620

The median salary of all employees in the sector increased by €226 (4.7%) compared to October 2024.

The average salary increased by €193 (3.9%).

Women's median salary was 89.5 % of men's median salary (compared to 86.9 % and 91.5 % in previous years).

The median salary increased by €161 for men and €275 for women.

Salary levels in the IT sector – job category

Job category	average	median 50 %	median 2024
Sales	7023	5533	(ka) 5350
Customer service and support	3899	3801	3525
Design / Development	5155	5127	4914
project / system ownership	5585	5500	5350
Network and telecommunications services	4601	4328	4888
End-user and device services	5199	4777	3950
Hardware and software maintenance	4702	4700	4115
Administration	5018	4550	4128

Salary levels in the IT sector – location

Location	average	median 50 %	median 2024
Capital area	5513	5360	5198
Outside Capital Area	4887	4749	4500
Rest of Uusimaa	4944	4671	-
Häme and Tampere area	5126	4988	4623
Southwest Finland	4831	4700	4385
Southeast Finland	4929	4772	4500
Eastern Finland	4657	4346	4470
Central Finland	5002	4848	4639
Vaasa area	4480	4262	-
Northern-Finland	4797	4757	4347

Security beyond employment

- Membership includes access to an unemployment fund
- Support during transitions, layoffs, or career changes
- Change Negotiation info sessions and info packages available

+ Personnel representatives (guidance, selections, trainings)



Thank You!

JOIN NOW!

- ✓ Membership fee 38 € per month, including the unemployment fund
- ✓ Students 30 € one-time payment
- ✓ Membership fee discount in various life-situations



www.tietoala.fi