



AI Job Risk Report Finland

Which occupations AI is reshaping — and which stay human

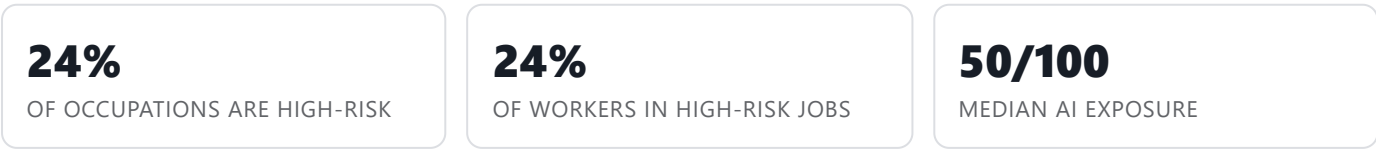
24% of Finland's covered workforce is employed in occupations with high AI task exposure.

426 OCCUPATIONS	2.3M WORKFORCE COVERED	50/100 MEDIAN AI EXPOSURE	24% HIGH-RISK OCCUPATIONS
---------------------------	----------------------------------	-------------------------------------	--

Published: 2026-08-10 · **Data cutoff:** 2025 · **Web:** <https://aijobriskmap.com/reports/finland/>

Executive summary

Across 426 occupations covering 2.3M workers in Finland, median AI exposure is 50/100. 24% of occupations — and 24% of workers — fall in the high-exposure band.



Most exposed areas

- Business, Finance & Legal
- IT & Digital
- Education & Community

Most resilient areas

- Trades & Construction
- Agriculture & Environment
- Transport, Logistics & Mining

Risk & pay: Higher-paid, judgement-heavy roles cluster at lower risk, while many mid-pay administrative roles carry the highest exposure.

What to watch: Entry-level and routine administrative tasks are narrowing fastest; client-facing, accountability and hands-on work remain the human moat.

How to read this report

Every occupation is scored on how much of its work generative AI can touch, and how much of it stays hard for AI to do. Four ideas run through the report:

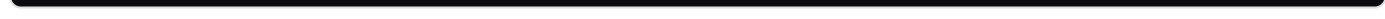
- **AI exposure** — how much of the day-to-day tasks AI can already perform.
- **Automation pressure** — how likely those tasks are to be automated in practice.
- **AI augmentation** — where AI makes the worker faster rather than redundant.
- **Job displacement risk** — the combined pressure on the *number* of jobs.

A risk score is not a probability that a job disappears. It is a composite of the occupation's task structure, how automatable those tasks are, workforce demand, and the human moat. High exposure often means AI *augments* the role, not that it vanishes.

Finland labour-market snapshot

Occupations analysed	426
Workforce covered	2.3M
Median AI exposure	50/100
High-risk occupations	24%
High-risk workforce	24%
Typical annual pay (median)	€42,612
Data year	2025

Finland has a median AI exposure of 50/100. High-exposure work is concentrated in business, finance & legal and adjacent groups, while trades & construction stays most resilient.



Risk distribution

Two views tell different stories: how risk spreads across *occupations*, and across *people employed*.

By occupation count

High	24%
Medium	38%
Low	39%

By workforce

High	24%
Medium	39%
Low	37%

Median exposure 50/100 · quartiles Q1 29 / Q3 68. Occupation-count and workforce shares differ because high-employment jobs are not evenly spread across risk bands.

Highest-risk occupations

Ranked by AI task exposure. The right column shows tasks AI is most likely to take over.

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
1	Data Entry Clerk	98	154	€33,660	Manually enter data from paper or electronic documents into databases or spreadsheets; Check format and basic accuracy of input data
2	Typists and Word Processing Operators	96	611	€33,348	Generating documents via speech recognition and automatic transcription; Use templates and AI tools to batch create standardized reports and letters
3	Accounting and Bookkeeping Clerk	95	8,532	€37,812	Automatically classify and enter transaction data; Automated reconciliation and variance report generation
4	Statistical, Finance and Insurance Clerk	95	5,468	€40,932	Extracting and entering data from formatted tables or documents; Preliminary review and basic information verification of insurance claims
5	Clerical Support Worker Not Elsewhere Classified	94	4,090	€39,120	Manual data entry and copy-paste operations; Document Classification, Filing, and Retrieval
6	Financial Analyst	94	1,273	€66,060	Automatically generate periodic financial reports and market briefs; Basic data cleaning, standardization, and visualization
7	Securities and Finance Dealers and Brokers	94	1,065	€64,608	Automatically execute stock, bond, and commodity orders through algorithms, no manual order placement; AI automatically generates market analysis reports and investment briefs
8	Contact Centre Salespersons	93	5,615	€32,064	AI auto-dials and screens potential customers (reduces manual outbound calls); Real-time recommendation of optimal scripts/products based on customer data analysis
9	Payroll Clerk	93	5,204	€37,548	Attendance data entry and work hour calculation; Single Touch Payroll (STP) data auto-reporting
10	General Office Clerk	93	4,342	€35,688	Manual data entry: OCR and automated form parsing can directly extract information without manual typing; Paper file archiving: Automatic classification, tagging, and storage via electronic document management systems
11	Credit and Loans Officer	93	3,715	€57,000	Automatically extract and verify income and asset information from loan applications; Rule engine-based preliminary credit scoring and risk classification
12	Personnel Clerk	93	2,128	€39,012	Employee file data entry and updates; Standard recruitment notices and onboarding document generation
13	Web and Multimedia Developer	93	2,022	€60,000	Repetitive UI component writing and style debugging; CRUD code generation for standard REST APIs
14	Advertising and Public Relations Manager	92	1,132	€90,240	Automatically generate standardized press releases and social media posts; Analyze advertising performance data and generate reports
15	Translators, Interpreters and	92	3,763	€44,388	Standard conference interpreting (e.g., business negotiations); Simple telephone interpreting or community interpreting

#	Occupation	Risk	Workforce	Pay	Main exposed tasks
Other Linguists					
16	Secretary (General)	91	27,245	€37,320	Automated meeting schedule coordination and conflict detection; Call screening and standard response generation
17	Bank Teller and Related Clerk	91	9,374	€39,876	Standard transaction processing such as cash deposits, withdrawals, and transfers; Account inquiry and balance reconciliation
18	Contact Centre Information Clerk	91	3,656	€32,964	Answer standard FAQ questions (e.g. account balance, business hours); Handling simple order changes, returns, and exchange requests

Most AI-resilient occupations

Lower task exposure and a stronger human moat. Resilient, not "AI-proof".

Occupation	Risk	Workforce	Pay	Human moat
Craft and Related Workers Not Elsewhere Classified	4	46	€36,948	Highly customized artistic creation and aesthetic judgment; Experience and tactile feel of handling rare materials
Painter and Related Worker	6	5,385	€39,192	Fine manual skills (e.g., French polishing, wood staining cannot be fully automated); On-site adaptability (handling irregular surfaces and unexpected issues)
Bricklayers and Related Workers	6	544	€45,264	Complex irregular masonry (curved, hollow, historical building restoration) cannot be standardized; Flexible operation in unstructured environments such as bad weather and confined spaces
Window Cleaner	7	40	—	Handle emergency situations in complex high-altitude work; Fine cleaning of antiques or special material windows
Kitchen Helper	7	17,924	€28,800	Adaptability in emergency situations; Sensory assessment of ingredient quality
Domestic Cleaner and Helper	7	1,096	€24,720	Fine manual cleaning (e.g., antiques, silk, and other special materials); Building long-term trust relationships and personalized services with employers
Floor Layer and Tile Setter	7	1,890	€45,372	Manual cutting and fine placement in irregular areas and corners; Removal of old flooring, base treatment, and leveling judgment for uneven floors
Concrete Placer, Concrete Finisher and Related Worker	7	991	€44,508	Manual finishing of complex curves, artistic shapes, or special textures; Making real-time decisions on unpredictable construction sites
Mining and Quarrying Labourer	7	4	—	Emergency judgment in complex geological environments; On-site coordination for collaborative operation of multiple devices
Potter	8	45	—	Irreproducible personal style and artistic expression in handmade pottery; Ability for manual adjustments to handle customized, non-standard requirements
Structural Metal Preparers and Erectors	8	1,680	€40,044	Physical operation and assembly in complex construction site environments; Flexible judgment for handling non-standard or damaged materials
Glass Makers, Cutters, Grinders and Finishers	8	151	€35,904	Art carving and manual finishing: unique patterns, engraving, etc. rely on creativity and manual dexterity, difficult to automate; On-site installation and repair: architectural glass must adapt to site conditions, requiring flexible adjustments and judgment
Vehicle Cleaner	8	397	€30,564	Fine interior cleaning: handling special materials such as leather, fabric, and electronic screens; Odor treatment: requires experience to identify pollution source and choose appropriate method

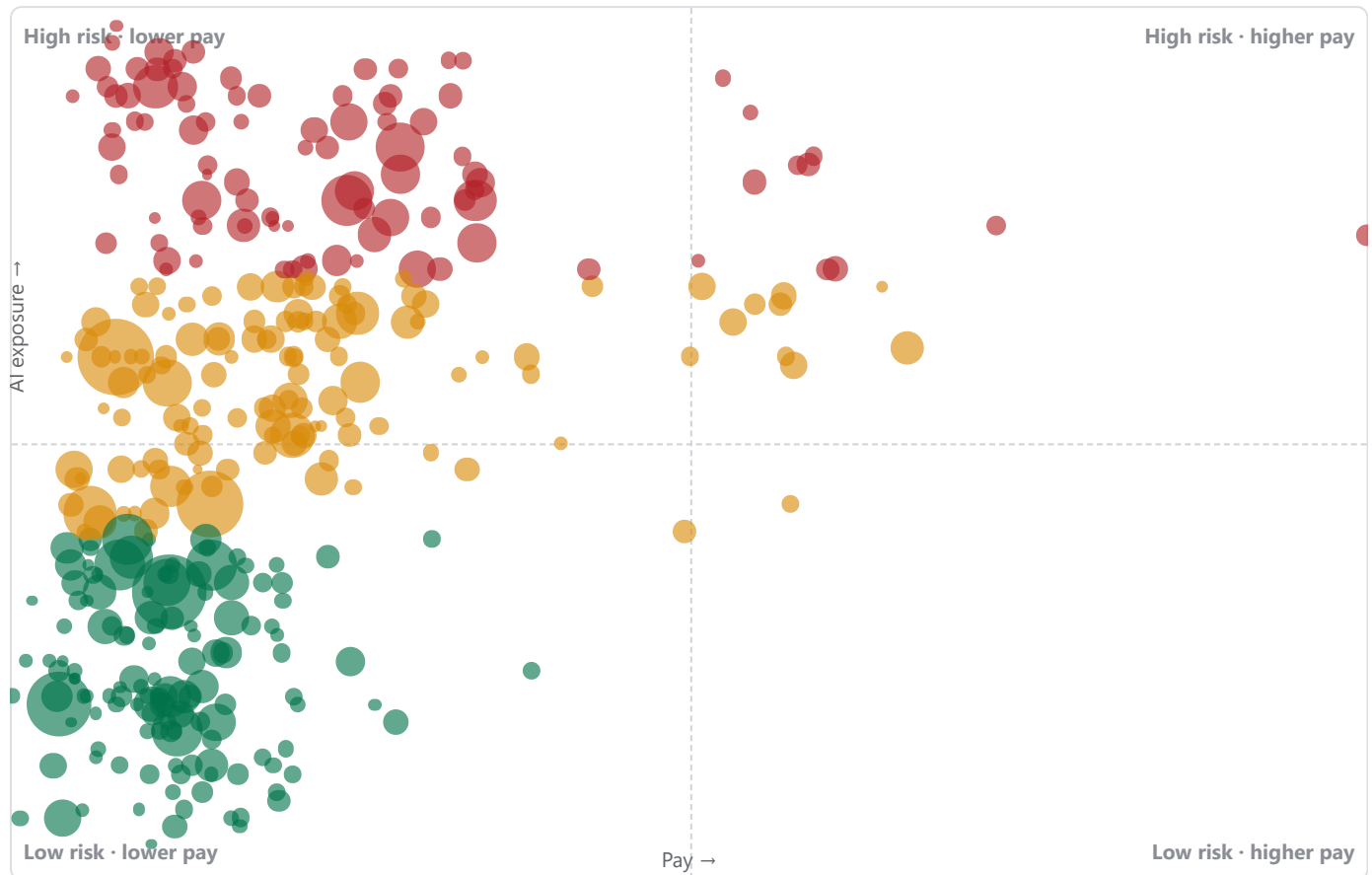
Occupation	Risk	Workforce	Pay	Human moat
Fishery and Aquaculture Labourer	9	4	—	On-site response capability for sudden equipment failures, extreme weather, and other abnormal conditions; Manual experience-based judgement of fish and shrimp behaviour and health (e.g., abnormal swimming, colour changes)
Lifting Truck Operator	9	3,847	€48,876	Precision handling of unstable cargo or non-standard items; Manual Judgment and Adjustment in Confined or Cluttered Environments
Cement, Stone and Other Mineral Products Machine Operator	10	2,936	€41,808	Quick diagnosis and repair of on-site sudden faults; Experience with special materials (e.g., irregular stone) in craftsmanship
Stonemason	10	631	€39,084	Artistic judgment for complex stone carving and hand modeling; Adaptive skills for integrated on-site stone and structure installation
Ship's Deck Crew	10	1,312	€48,780	Rapid decision-making and team coordination skills in emergency situations; Complex manual operations, such as cable mooring and maintenance

Risk by occupational group

Group	Median risk	High-risk %	Workforce	Median pay
Business, Finance & Legal	82	75%	363,520	€49,782
IT & Digital	82	88%	110,652	€59,658
Education & Community	60	28%	250,507	€48,072
Government & Public Sector	60	33%	72,521	€50,418
Creative, Media & Personal Services	52	18%	54,700	€40,692
Engineering & Infrastructure	51	18%	232,489	€51,552
Healthcare & Care	50	10%	352,539	€47,364
Hospitality, Retail & Tourism	42	16%	333,351	€33,732
Transport, Logistics & Mining	39	6%	160,390	€44,958
Agriculture & Environment	34	3%	80,184	€32,760
Trades & Construction	21	0%	302,024	€38,970

Salary vs AI risk

Each bubble is an occupation: horizontal = pay, vertical = AI exposure, area = workforce.



Priority now: high pay · high risk

- Managing Director and Chief Executive
- Financial and Insurance Services Branch Manager
- Retail and Wholesale Trade Manager
- Information and Communications Technology Services Manager
- Human Resource Manager
- Finance Manager

Most exposed: lower pay · high risk

- Music Teacher (Other)
- Coding, Proofreading and Related Clerk
- Librarian and Related Information Professional
- Archivist and Curator
- Accounting Associate Professional
- Conference and Event Planner

Tasks AI is likely to automate

Representative automatable tasks drawn from the most-exposed occupations. Tasks are an occupation-level characteristic, shared across countries.

Data Entry Clerk

Typists and Word Processing Operators

Accounting and Bookkeeping Clerk

Statistical, Finance and Insurance Clerk

Clerical Support Worker Not Elsewhere Classified

Financial Analyst

Securities and Finance Dealers and Brokers

Contact Centre Salespersons

Payroll Clerk

General Office Clerk

Human advantages

What still needs people, even in the most-exposed occupations — the balance to the risk numbers above.

Data Entry Clerk

Typists and Word Processing Operators

Accounting and Bookkeeping Clerk

Statistical, Finance and Insurance Clerk

Clerical Support Worker Not Elsewhere Classified

Financial Analyst

Securities and Finance Dealers and Brokers

Contact Centre Salespersons

Payroll Clerk

General Office Clerk

Career transition opportunities

Adjacent, more-resilient roles for people in exposed occupations. Detailed transition plans live on the occupation pages.

Exposed occupation	Adjacent, more-resilient roles
Data Entry Clerk	Filing and Copying Clerk · Accounting and Bookkeeping Clerk · Typists and Word Processing Operators
Typists and Word Processing Operators	Data Entry Clerk · Administrative and Executive Secretary · Coding, Proofreading and Related Clerk
Statistical, Finance and Insurance Clerk	Statistical, Mathematical and Related Associate Professionals · Financial Analyst · Accounting Associate Professional
Clerical Support Worker Not Elsewhere Classified	Policy and Planning Manager · Government Social Benefits Official · Policy Administration Professionals
Contact Centre Salespersons	Commercial Sales Representative · Contact Centre Information Clerk · Insurance Representative
General Office Clerk	Office Supervisor · Data Entry Clerk · Filing and Copying Clerk
Advertising and Public Relations Manager	Advertising and Marketing Professional · Sales and Marketing Managers · Management and Organization Analyst
Secretary (General)	Administrative and Executive Secretary · Legal Secretary · Office Supervisor
Bank Teller and Related Clerk	Credit and Loans Officer · Financial and Investment Adviser · Insurance Representative
Contact Centre Information Clerk	Inquiry Clerks · Contact Centre Salespersons · Client Information Workers Not Elsewhere Classified
Scribe and Related Worker	Typists and Word Processing Operators · Data Entry Clerk · Coding, Proofreading and Related Clerk
Financial and Investment Adviser	Financial Analyst · Securities and Finance Dealers and Brokers · Finance Manager

What workers can do

Next 30 days

- Map which of your weekly tasks are most exposed to AI.
- Start using an AI assistant on one recurring task and measure the time saved.

Next 6 months

- Shift effort toward client-facing, judgement and accountability work.
- Earn a recognised credential in your field or an adjacent one.

Next 2 years

- Move toward an adjacent, more-resilient role (see chapter 13).
- Build a verifiable portfolio of outcomes AI cannot claim on its own.

Outlook & scenarios

Rather than a single prediction, we model three AI-adoption scenarios for job displacement by 2030 across Finland's covered workforce.

CONSERVATIVE 36,945 2% of workforce	BASELINE 73,896 3% of workforce	ACCELERATED 162,585 7% of workforce
--	--	--

Scenario estimates, not forecasts. They express how much of the theoretically-automatable exposure converts to job loss under slow, central and fast adoption — the true path depends on policy, investment and job creation this figure does not net out.

Methodology

- **AI exposure** — generative-AI task-exposure percentile (ILO Working Paper 140, calibrated with Eloundou et al.), mapped to occupations.
- **Occupation classification** — ISCO-08.
- **Workforce & pay** — Finland official statistics office; median annual pay, 2025 basis (the more granular of the source's average/median measures is used).
- **Displacement scenarios** — workforce × exposure × automation share × realisation rate (low/mid/high).
- **Tasks, human moat & adjacent roles** — occupation-level AI analysis, shared across countries by occupation code.
- **Cross-country comparability** — classification and pay years differ by country; compare within a country first.

Version 2026.1 · missing values are left blank rather than imputed.

Sources & citation

- Finland official statistics office
- ILO Working Paper 140 — Generative AI and Jobs: A Refined Global Index of Occupational Exposure.
- Eloundou et al. (2023) — GPTs are GPTs: labor-market impact potential of LLMs. arxiv.org/abs/2303.10130

Suggested citation

AI Job Risk Map (2026). AI Job Risk Report: Finland 2026. <https://aijobriskmap.com/reports/finland/>

Appendix

The full occupation-level dataset for all countries — one row per occupation with exposure, pay, workforce and displacement scenarios — is available for download:

<https://aijobriskmap.com/dataset.csv> (CSV, CC BY 4.0)

Risk bands

- High: exposure 70–100
- Medium: 40–69
- Low: 0–39

© 2026 AI Job Risk Map. Estimates only; always check official sources. Generated 2026-08-10.