

WHO ARE WE?

Game Workers Unite Australia is an organisation of people who work in games, standing together to build a better industry and a better future.

We support game developers, esports players, PR and marketing staff, journalists, streamers, and anyone else in the games industry who needs help and assistance.

If you work in games, you are one of us.

WHAT ARE WE DOING?

In 2018 and 2019, GWU Australia has...

- Connected many game workers in Australian studios to their unions
- Completed an industry survey of more than 300 employees, uncovering severe overwork and underpayment concerns
- Held workshops on IP rights, diversity and safety training, small businesses and co-operatives
- Established organisers and active groups in Melbourne, Sydney, Perth, the Sunshine Coast, Tasmania and Canberra
- Held monthly regular meetings, online and offline
- Provided assistance with contract reviews, workplace rights and bullying/harassment experiences

HOW DO I JOIN?

Visit gameworkers.com.au and fill out the application form to request access to our secure Discord server.

We are also organising state-based activities on local private Facebook groups.

Join us and help do your part to build a better industry for all of us!



FIND US AT MIGW!

GWU Australia is on the ground at Melbourne International Games Week! Come and meet your fellow game workers at:

GCAP: Co-operative Game Development

Monday October 7 @ 2:00 PM

Learn more about what co-ops are, how they differ from companies, and what you need to understand and prepare in order to decide which direction to go in for your own team.

GCAP: What Unionism Adds To Your Workplace

Tuesday October 8 @ 2:00 PM

Learn about the role of unions across history, how working together creates trust, improves standards, and builds a safe place for vulnerable people.

PAX: From Payload to Paycheck: Cooperatively Moving The Culture

Friday October 11 @ 1:00 PM (NEXT Exhibit)

Learn more about how gamers and consumers can help game developers stand up for themselves, amplify the voices of exploited workers, and take power back from CEO's.

GWU Australia MIGW Social Event!

Friday October 11 @ 6:30 PM - The Boatbuilders Yard, Wharf Promenade

Come and have a drink with your fellow union workers and meet people who want to build a better industry with you.

GAMEWORKERS.COM.AU



WANT
**BETTER PAY
STANDARDS?**

SICK OF
**POOR WORKING
CONDITIONS?**

**IT'S TIME FOR
GAME WORKERS
TO UNITE.**

UNIONS GIVE WORKERS THE POWER TO MAKE CHANGE.

By standing together, workers gain the ability to have their voice heard when it comes to work schedules, wages, conditions, and much more.

A worker on their own can be ignored, bullied or even fired. But if all the workers stand together, employers have no choice but to listen.

Every industry in Australia benefits from unions. In fact, official data from the ABS shows that union members in Australia earn an average of 25% more each week than non-union members.^[1]

Why? The answer is simple - collective action means collective strength.

Australia's trade union movement is responsible for:

- Equal pay for women
- Annual leave
- Sick leave
- Superannuation
- Medicare
- The 8-hour day
- The weekend
- Redundancy pay
- Training pay
- And much more

BUT GAME WORKERS HAVE BEEN TOLD THEY DON'T NEED UNIONS.

For decades, workers in the games industry have been told that they are working "for the love of games."

This excuse has been used to deny game workers the basic rates of pay and fair conditions that workers in other industries take for granted.

Game workers do love their jobs. But they also need to be treated fairly and paid decently.

DO YOU NEED HELP WITH...

- Low pay?
- Long hours?
- Bullying or harassment?
- Insecure work?
- Workplace health and safety?

Workers all across Australia have fixed these issues by joining their unions. **It's time for game workers to do the same.**



UNIONS CAN HELP FREELANCERS AND CONTRACTORS TOO.

We estimate that at least 25% of Australia's game workers are freelancers or contractors.

By joining a union, these workers can coordinate their efforts and ensure that they charge industry standard rates and work for industry standard conditions.

If contractors and freelancers constantly undercut each other, it becomes a race to the bottom where only the employer wins.

But by standing together, workers can ensure a living wage for everyone.



@GWU_AUS

ARE YOU BEING PAID CORRECTLY?

Our industry survey shows that as many as 1 in 4 Australian game developers are working full time but earning less than their legal minimum wage.^[2]

Under Australian law, game developers are classed as 'professional employees' and are entitled to minimum wages and conditions.

The table below outlines what the **absolute minimum rates** of pay are.

Level	Min. Salary
Graduate	\$ 51,498
1 years exp.	\$ 53,704
2 years exp.	\$ 55,940
3 years exp.	\$ 58,773
4 years exp.	\$ 60,574
Senior Role	\$ 66,396
Lead Role	\$ 74,885

Figures accurate as of July 1 2019.

If you're not being paid correctly, do something about it!

Game Workers Unite can show you how to join your union and teach you more about how to calculate your pay and entitlements.

^[1] Australian Bureau of Statistics, Characteristics of Employment, Australia, August 2016 (Trade Union Membership)

^[2] Results current as of October 2019.