

WHO ARE WE?

Game Workers Unite is looking to assist game workers in Australia to unionise, and work in tandem with all branches of Game Workers Unite across the globe to bring about effective change in the industry.

We seek reform in wages, diminishing crunch, creating transparency in contracts, workplace safety, and bringing about laws to ensure game workers of all kinds receive their legal workplace benefits.

We are run exclusively by workers (non-employers), but we actively encourage employers, academics, and others to engage in the community and help support the organisation's direct action efforts both materially and through their visibility.

We support students, streamers, pro players, public relations, marketing, ads, sales, designers, writers, programmers, artists, producers, QA, localisers, audio, community management, office support, journalists, and more.

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

HOW DO I JOIN?

Building a better industry requires all of us.

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 push back against crunch, fight for fair pay, and organise for secure, rewarding careers in this great industry!



STANDING TOGETHER FOR
**BETTER PAY
BETTER CONDITIONS
A BETTER INDUSTRY**



@GWU_AUS

[GAMEWORKERS.COM.AU](https://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 standing together and 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.

ARE YOU BEING PAID CORRECTLY?

Our industry survey shows that nearly a third of game developers in Australia are working full time but earning less than \$50,000 each year.^[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	\$ 49,998
1 years exp.	\$ 52,140
2 years exp.	\$ 54,311
3 years exp.	\$ 57,061
4 years exp.	\$ 58,984
Senior Role	\$ 64,462
Lead Role	\$ 72,704

Figures accurate as of July 1 2018.

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 2018.