

The **ver.di Game Devs Roundtable** is an association of workers in the video games industry. We're tired of crunch, harassment, and a lack of transparency that only makes our work worse. Just complaining about these things won't change them. We're taking action.

We have turned to our trade union, **ver.di**, and organized ourselves. The **ver.di-GDRT** is a self-organization of game devs which aims to improve our industry's working conditions. Anyone who also works in the games industry and shares our basic values of solidarity and trust should join us:

We have something to gain!



To start the discussion, we've collected the **six biggest issues facing the industry**, and our demands to change them. If you share these issues or have anything else to add, please contact us at games@verdi.de

IMPROVED SALARIES



For years the industry has reaped record profits while game workers' salaries don't even keep up with inflation and rising rents. This makes it extremely difficult to create a stable life for ourselves and our families.

We need, and therefore demand, **better compensation for our work**, beginning with inflation adjustments per year!



COLLECTIVE AGREEMENT (TARIFVERTRAG)



A collective agreement or Tarifvertrag (TV) is a **binding regulation on working conditions**, such as vacation days, working hours per week, and conditions for overtime. With a collective agreement, working conditions are regulated in a transparent, binding, and comprehensible manner, and are valid for a period of approx. 1-2 years, after which they can be changed accordingly. The regulations in TVs do significant work to eliminate social pay gaps.

Step by step, we want to bargain for collective agreements (TV) in our companies, and later for the whole games industry in Germany!

WORK HOURS



The corporate culture in the games industry encourages overtime. We believe that **overtime must be voluntary and workers should not be punished for refusing to crunch**. Workers should have full control over whether they want to have overtime hours back as overtime pay or as vacation days.

We want an industry that does not penalize part-time and that does not conflate having other life priorities with lack of passion. In the future, we'll fight to reduce working hours for the same pay!

GENDER EQUALITY AND HARASSMENT PROTECTION



In many companies, horizontal and vertical **gender pay gaps still exist** — not just for cis women, but for trans and non-binary colleagues as well. In addition, victims of abuse and sexual harassment are often still silenced or even shunned for daring to point out their attackers. To this day, the games industry keeps the shameful tradition of defending its predators.

We need equitable wages and clear paths of advancement to fight systemic gender biases. We also demand a substantial **change of company culture that welcomes real diversity** and puts actionable protocols in place to **protect victims** and stop rewarding abusers.