

Better conditions for game development in Denmark – and better conditions for those working in the industry. That is the goal of the interdisciplinary union committee, which was formally established over the weekend.

With the new club – called the Game Workers Guild – the joint union initiative Gameworkers.dk from earlier this year has been supplemented by an interdisciplinary union committee with a member-elected board. Thus, game developers in Denmark have taken a new step towards collective organization. Ultimately aiming for an industry-wide collective bargaining agreement, represented by the unions PROSA – IT professionals in Denmark, HK Privat, DM Academics Association, and FAF - the Film and TV Workers Association.

Today, game development has become an industry in its own right, with a turnover that exceeds the film and TV sectors. However, improvements in salary, working hours, continuing education, and rules around crediting have long been at the top of the wish list for employees in the industry, which includes professionals such as IT specialists, graphic designers, animators, and academics, as well as many freelancers who sell their services to the growing industry.

The newly elected working group for the union committee represents a wide range of skills and roles within game design and development:

- Arendse Andersen, Producer
- Allan Christophersen, Games Preservationist
- Jorge Villa Yagüe, Game Designer & Programmer
- Kristian Hedeholm, Senior Game Engineer
- Lani Feldstedt, Game Designer
- Mads Falkenberg Sønnderstrup, Games Developer

For PROSA union secretary Mirza Cirkinagic, good working conditions are crucial:

“We look forward to starting a dialogue with the employer and industry association Games Denmark, which was also newly established this year. We obviously have many common interests in terms of elevating the industry's reputation and maturity. For us, this naturally includes the need for orderly work conditions and collective bargaining agreement coverage, so the industry can become much more professional, transparent, and capable of realizing its great potential. Fortunately, there have already been improvements in the industry, and we clearly want to work for the dissemination and generalization of these, but there are still issues that we need to take seriously. For example, continuing education, pension savings, overtime work, and crediting. Therefore, there is a strong need for game developers to have competent unions behind them.”

Kirstine Baloti, head of the department at HK Privat, is pleased with the engagement in the new club:

“We have members with IT backgrounds and also graphic designers working in the industry, and the whole foundation for being able to work for better working conditions is that we can stand together across the labor movement and across the many professions in game development. Many in the industry come from abroad, and our meetings and information in this area are conducted in English so everyone can participate. I look forward to seeing what we can achieve together after the summer.”

For Anders Dalsager in the DM - Academics Association, the conditions and value of cultural production are central:

“Games have in many areas become one of Denmark’s most widely used cultural products, and game employees solve many exciting tasks with their strong competencies. But the employees need a focus on continuing education opportunities, proper pension schemes, full-time positions, and salaries that match the rest of the IT industry. We therefore support our members when they organize within the industry. This can lead to a collaboration with the new industry organization Games Denmark and the new game institute Nimbi GameLab. And it can strengthen the entire industry and create better conditions for everyone.”

René Høyer Jørgensen, head of the secretariat at FAF, focuses on the importance of collaboration:

“FAF is happy and proud that we now, together with the other unions within game development, have pooled our efforts on the employee side. We want good cooperation internally and with the industry organization. There should be more jobs with good conditions, not least for FAF's creative members who have a great desire for orderly conditions in the industry.”

For more information:

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Read more: <https://www.gameworkers.dk/>