

Results from the PROSA mini survey in the Game Development Industry, June 2019

About the survey:

- The survey was conducted from June 27 to July 1, 2019. The same questions could be answered in either Danish or English.
- 73 PROSA members in companies engaged with Game Development received a direct invitation via mail.
- In addition, all invited persons were encouraged to share the link with relevant colleagues, friends etc. within the industry.
- 71 persons took part in the survey, primarily members and some non-members, i.e. a response rate of nearly 100%.

Responses:

1. **The survey was extraordinarily well received with a very high response rate:** Although the survey was directed to a relatively small group, clearly the respondents saw it as highly relevant.
2. **1 in 7 preferred answering in English:** The industry is multilingual, i.e. further initiatives should address that not all game developers are Danish speakers.
3. **High degree of curiosity:** 50% of all participants provided their mail addresses in order to receive updates and invitations to upcoming meetings about the survey and on the working conditions in the industry.

Working conditions:

1. **Permanent employment is the norm:** Almost 9 out of 10 are permanent employees. The rest are freelancers or short-term employees.
2. **Salary levels are low,** with 61% earning less than they could receive in other industries. 27% have a comparable salary and 7% earn more.
3. **A significant minority of 14% have a 40-hour work week according to their contract, compared to only 3,5% across all industries in the private sector (*).** While 8 out of 10 working with game development have a standard working week of 37-37,5 hours according to their contract – with some companies having introduced limits on overtime work – some are clearly expected to work more than the average. Only 5% have part time jobs with 22-32 hours per week. *(*In comparison and according to the PROSA statistics across all industries only 3,5% of all privately employed work 40 hours or more per week, with 1,8% exacting 40 hours.)*
4. **20% regularly (*) work up to 45 hours per week or more.** Working hours are relatively stable for the majority, with 2/3 never or rarely having to work overtime, i.e. less than or maximum 1-2 times per year. Still, a significant minority sometimes work up to 45 hours and a few even up to 50-60 hours. *(*8-9% work overtime a few times per year and 11% weekly)*
5. **Almost 60% receive no financial compensation for overtime work.** Only 4% explicitly receive a higher salary due to overtime work and another 4% explicitly have overtime work included in the pay (but not necessarily a higher pay). The rest have no stated compensation in their contract. 16% can explicitly only take time off corresponding to the accumulated working hours.
6. **General flexibility towards working hours, with several companies having rules against overtime.** The majority have no problems with taking time off and working at flexible hours. However, 15% have no clear rules and thus also a limited transparency. At the same time several companies have rules against overtime with 17% of respondents having limited flex (such as maximum 15 hours overtime in a given month etc.). 33% can basically flex when it suits them. 7% explicitly has no maximum working hours.
7. **Regarding their experience of the industry, on the positive side respondents list fun, creativity and professional challenges, while on the negative side the relatively low pay and issues concerning overtime work.** Several answers state that the articles on dr.dk in June rather describe the industry as it was a few years ago – while others say that they are personally considering whether the industry is worth it, being personally tired or even close to exhaustion.