

Welcome to The Game Awards 2023: Shell of an Industry Edition!

This year has been full of amazing game releases from *Hi-Fi Rush* to *Armored Core VI*.

Unfortunately, the workers creating these games have seen **the worst layoffs in decades**.

We've lost our livelihoods, our colleagues, and our passion. We're forced to accept lower pay or leave the industry, joining an exodus of talent that grows *by the day*.

This year has been nothing less than a crisis for the industry.

But we can fight this. Over the past two years, workers have been organizing into unions to defend themselves, and building worker cooperatives to create the spaces we deserve.

We need to keep up the pressure to prevent the collapse of the *real* industry: the workers who make it.

What You Can Do

1. Wear our pins into the theater! Don't let security take them, but record them if they do!
2. Post about the layoffs with **#TheGameAwards**, so it can't be ignored!
3. Talk to your coworkers privately about unionization—the more people are unionized, the easier it gets and the more leverage we all have

Learn more!



**THE GAME AWARDS 2023:
THE BEST YEAR FOR GAMES**

**THE
WORST
YEAR FOR
GAME
WORKERS**

**PROTESTING A YEAR OF
LAYOFFS
CRUNCH
RETALIATION
HARASSMENT**

**THE 2023 GAME INDUSTRY:
\$188 BILLION
IN REVENUE**

**9000+
LAYOFFS**

Sources: LA Times, videogamelayoffs.com

...and that's surely an undercount. It's hard to overstate just how disastrous this has been for the workers who actually make games and for the health of the industry as a whole.

More layoffs means more competition for fewer open positions. More competition means lower wages and burnout. Burnout and lack of positions force workers out of the industry.

All that talent, gone.

And those that remain still suffer! The work piles up on fewer desks, you don't know if you're next. These are poor conditions for working, let alone for the creativity and care needed to create games.

Anti-Union Retaliation

Unions are finally here! They took the industry by storm in 2022 and beyond, but the fight is not over.

Keywords **Edmonton United** and the **Allied Employees Guild Improving SEGA (AEGIS-CWA)**, have been harassed and threatened, and even subjected to **illegal** targeted firings for daring to stand up to the bosses.



Generative AI

Generative AI is built on the **stolen** art, writing, voices, and even bodies of artists and actors, and companies aim to use it to replace them!

Even programmers that work on AI aren't safe. Code-generating AI is here, and threatens to make junior positions even scarcer.

And while these systems have been pushed to replace labor, workers have still needed to fix the generated material, **because it's not that good**.

Games are an artform—we should not be automating away human creativity.

FIGHT BACK

UNIONS

Tip the balance of power in your workplace! As a union, you can fight the whims of shareholders and save you and your fellow workers' jobs and dignity!

No more security escorts as you clean out your desk. No more getting locked out of the office without notice. No more finding out you're unemployed from a press release.

Talk to your coworkers, party up, level up, and prevail!



Worker Cooperatives

Worker cooperatives are owned and operated by workers. This is a great alternative for workers who are tired of the traditional corporate model and want to take control of their creativity and labor.

Game co-ops are gaining ground! Check out **KO_OP**, **Soft Not Weak**, **Black Flag**, **Future Club**, and more!