

SURVEY

on video game
workers in France

2022 EDITION



S+JV 

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SURVEY

on video game workers in France

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|--|----|
| Editorial | 5 |
| Standard profile & key figures | 6 |
| ❖ PART 1 • Who are the workers? | 8 |
| ❖ PART 2 • Schools & studies | 14 |
| ❖ PART 3 • Work | 24 |
| ❖ PART 4 • Well-being at work | 32 |
| ❖ PART 5 • Salaries | 40 |
| ❖ PART 6 • Standard of living | 56 |
| ❖ PART 7 • Freelancers | 64 |
| Conclusion | 73 |

EDITORIAL

Surveys & Statistics Commission

The STJV is publishing its first survey on video game workers in France. Our union has taken upon itself the task of **reporting on the reality of working conditions** for French-speaking employees and freelancers working in France, the French overseas departments and territories (DROM-COM) and abroad.

It is the first time a survey of this kind is being published in our industry: **a survey by workers, for workers.**

This survey has been designed to provide a fresh perspective on our industry, independent of the figures provided by companies, which only interest and benefit themselves.

Approach and methodology

The questionnaire, comprising **around sixty questions**, was self-administered **over the internet between March and May 2022** and received **932 responses**.

Workers were polled on the following topics:

- **socio-demographic data** (age, socio-professional category, gender, place of residence, etc.)
- information on their **educational background** (length of studies, degree, loans, repayments, etc.)
- information about **their job** (salary, status, etc.)
- information about their mode of transport and their **standard of living**

As with any survey, this survey can only be interpreted within the limits set by a number of factors:

- the questionnaire was **self-administered** (respondents answered on their own)
- questionnaire surveys are directly dependent on possible **over- or under-declaration** by respondents
- the sample is **not representative**, but it does provide many elements for understanding, giving tools and weapons to video game workers

SURVEY DATA

Survey dates



March to May
2022

Format



64
questions

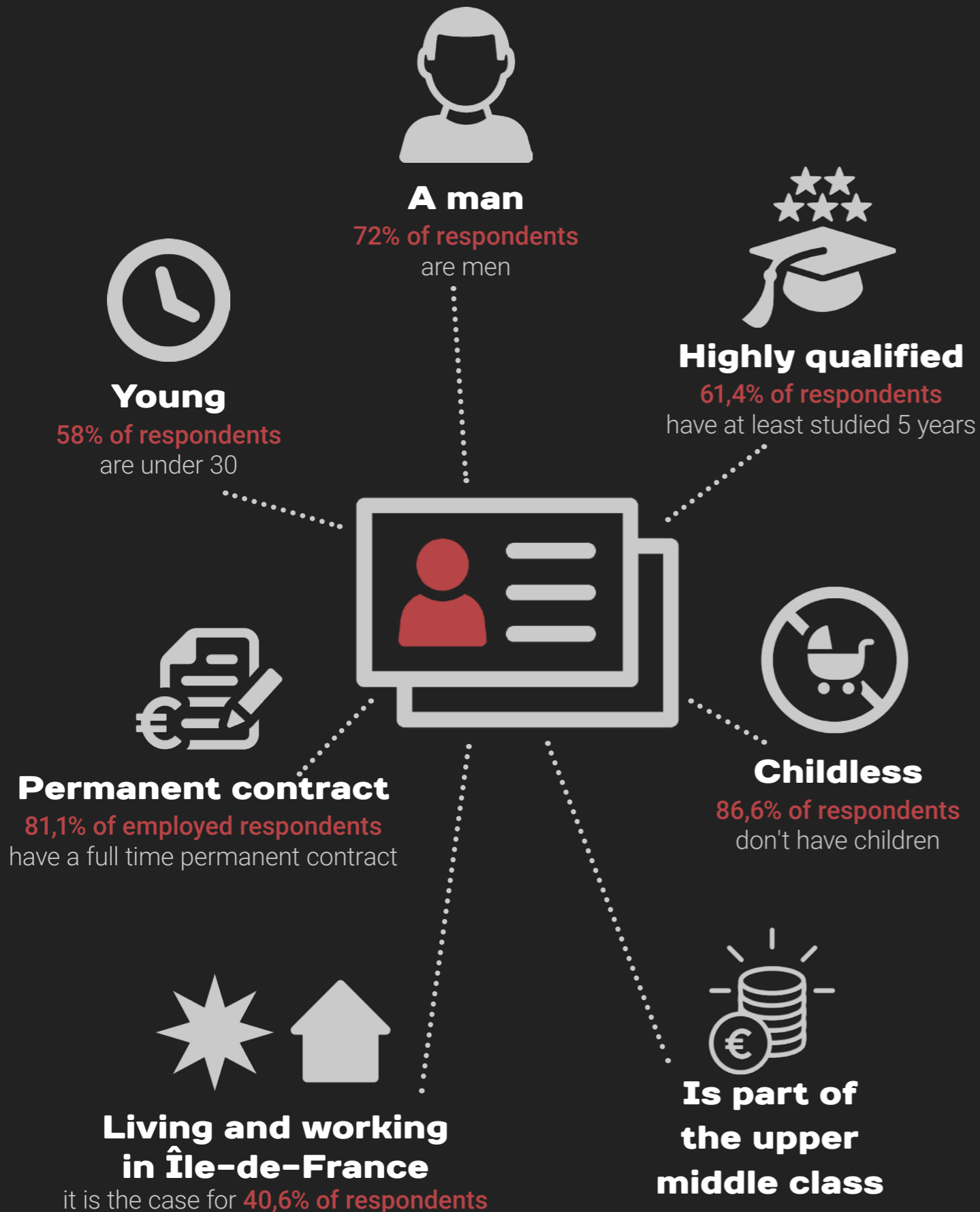
Sample



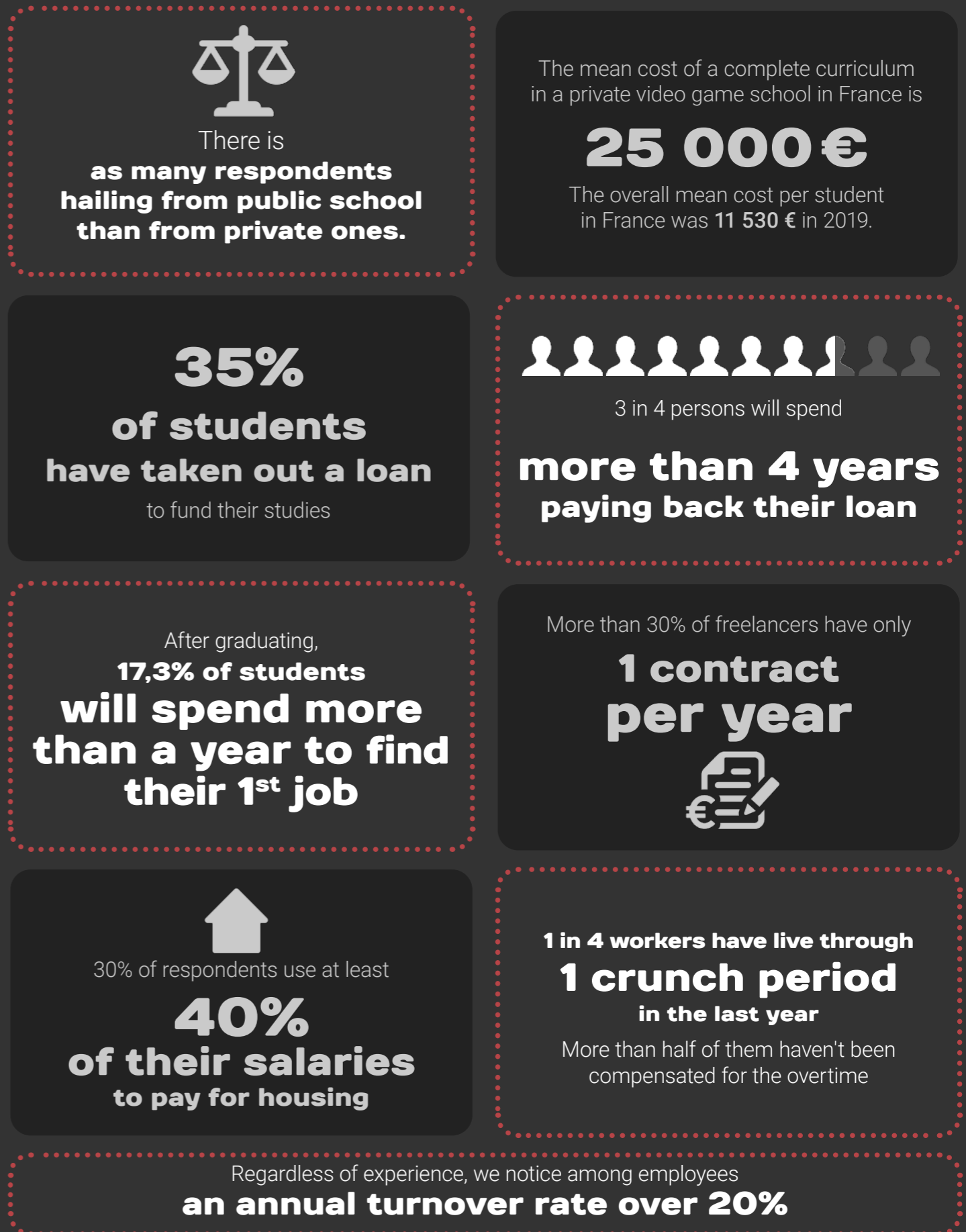
932
answers

In the following pages, data marked with an asterisk (*) must be analysed with caution, the number of corresponding answers and resulting significance being low.

STANDARD PROFILE OF A VIDEO GAME WORKER



KEY FIGURES



PART 1

WHO ARE THE WORKERS?



The world of video games is **teeming with people with varied skills and original profiles**. Who are they?

The survey will attempt to sketch the **typical portrait** of a video game worker in terms of gender, age, social background and geographical location.

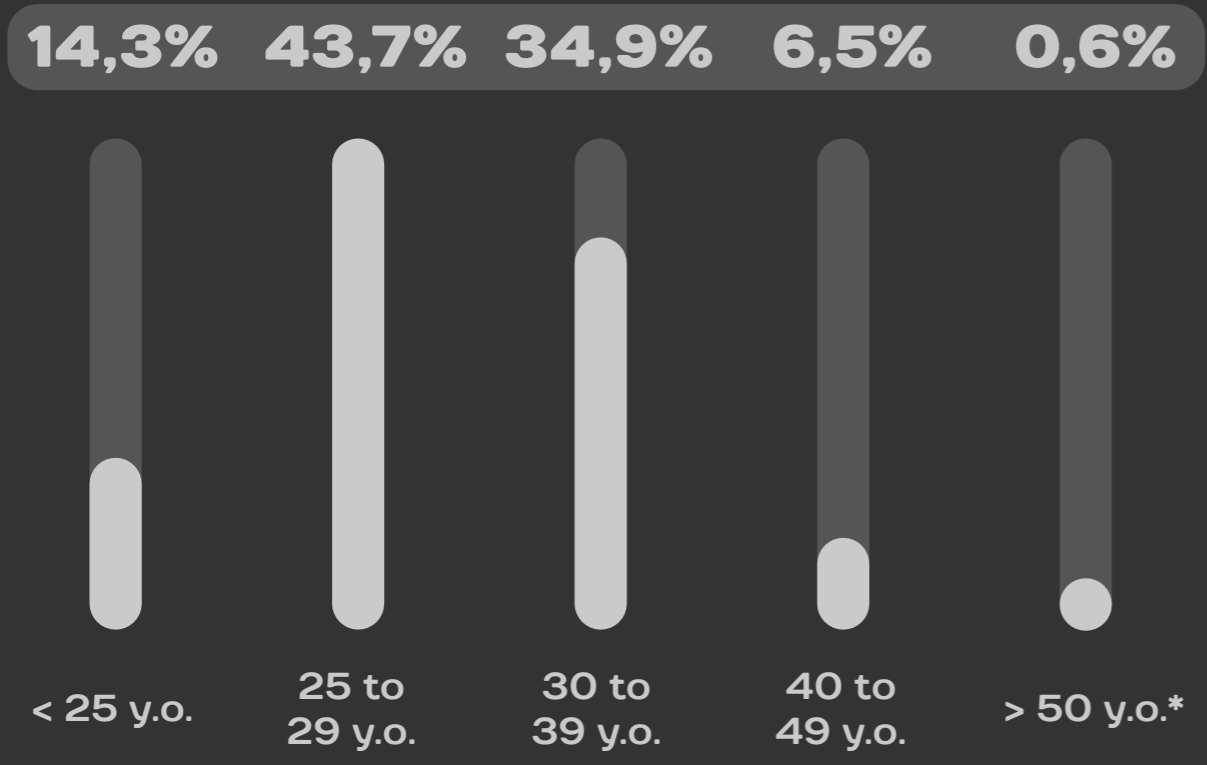


AGE AND GENDER



92,6% of respondents are cisgender, meaning they currently identify with the gender they were assigned at birth

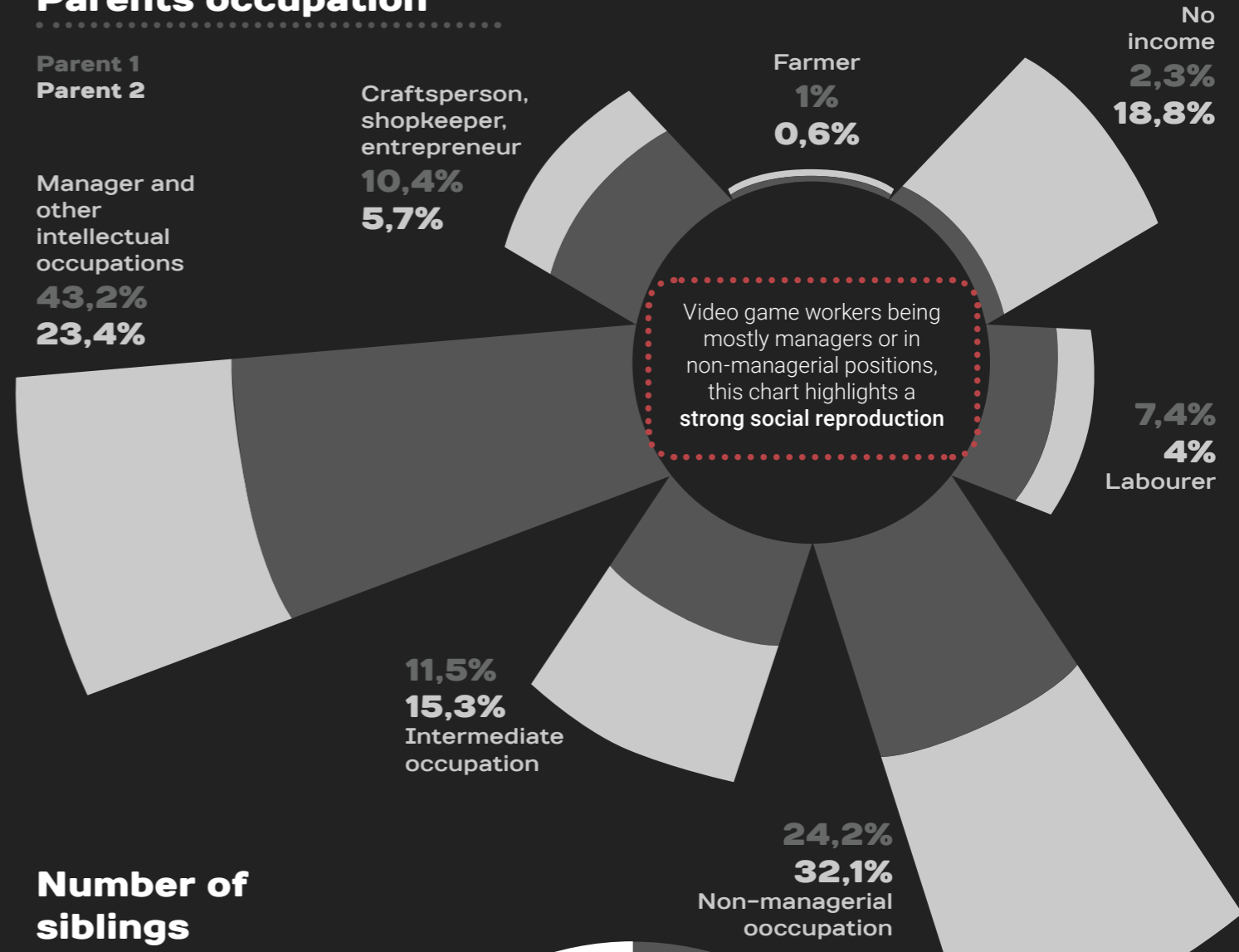
58%
1 in 2 respondents is under 30



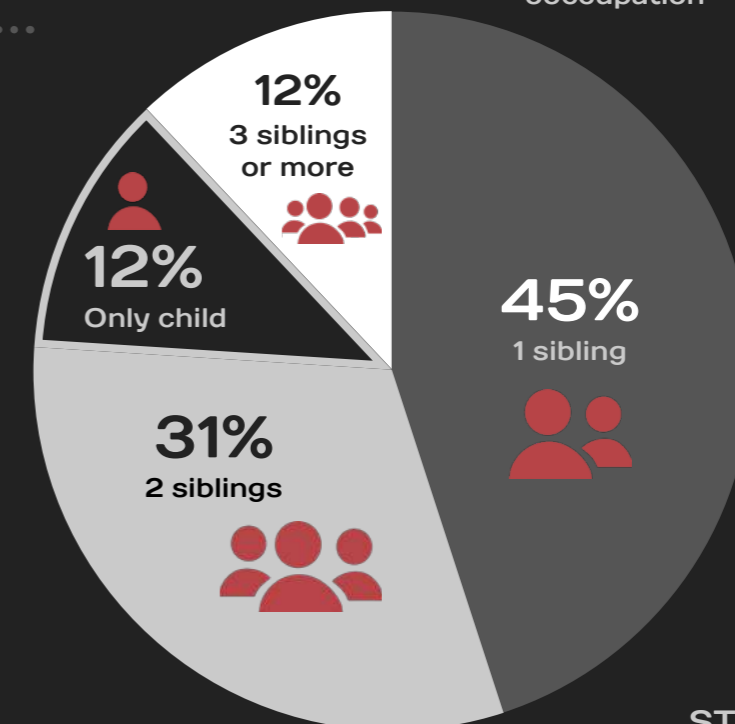
* This data must be analysed with caution, the number of corresponding answers and resulting significance being low.

SOCIAL ORIGINS

Parents occupation



Number of siblings

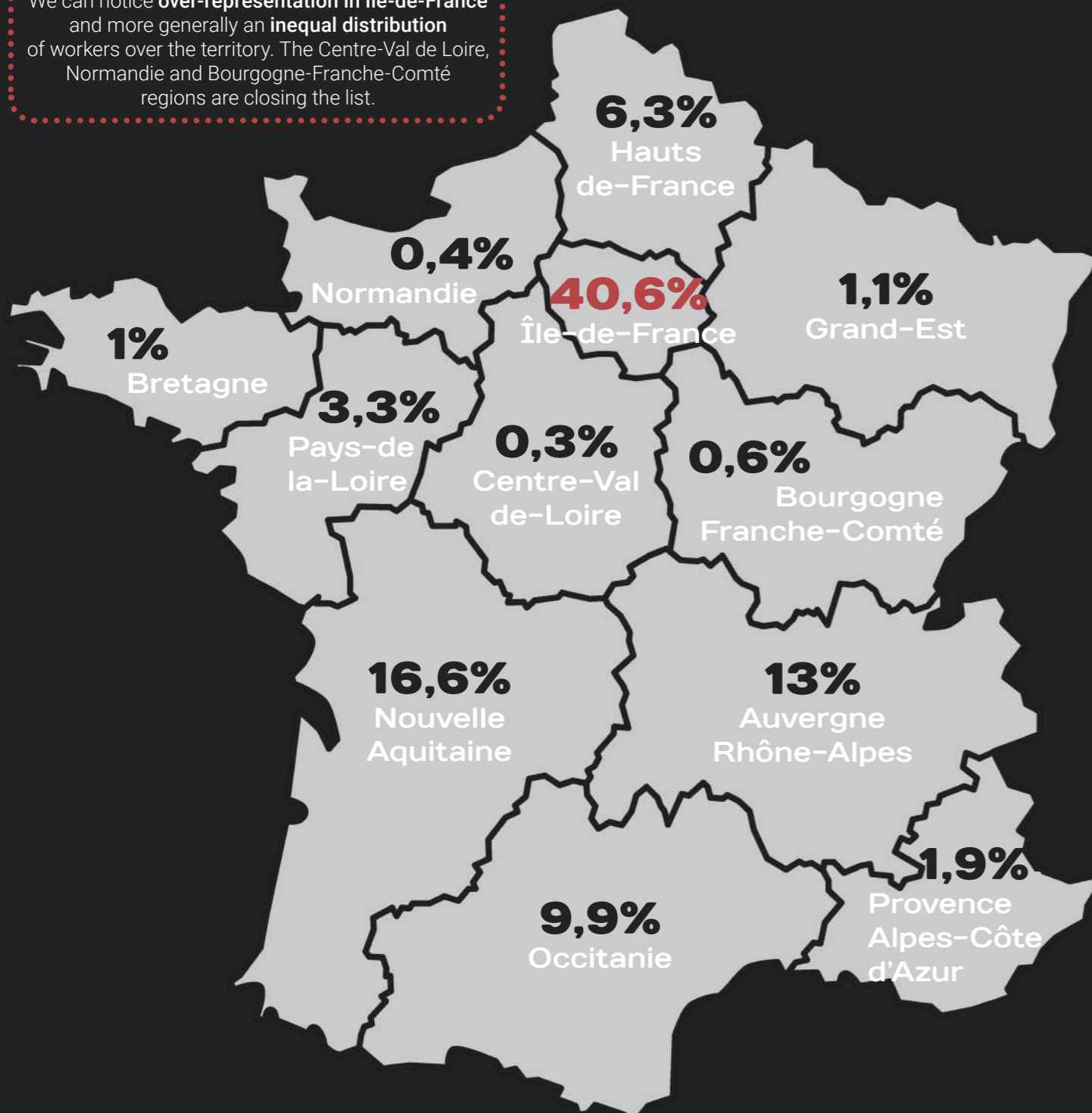


GEOGRAPHICAL DISTRIBUTION

95%

work in France

We can notice **over-representation in Ile-de-France** and more generally an **inequal distribution** of workers over the territory. The Centre-Val de Loire, Normandie and Bourgogne-Franche-Comté regions are closing the list.

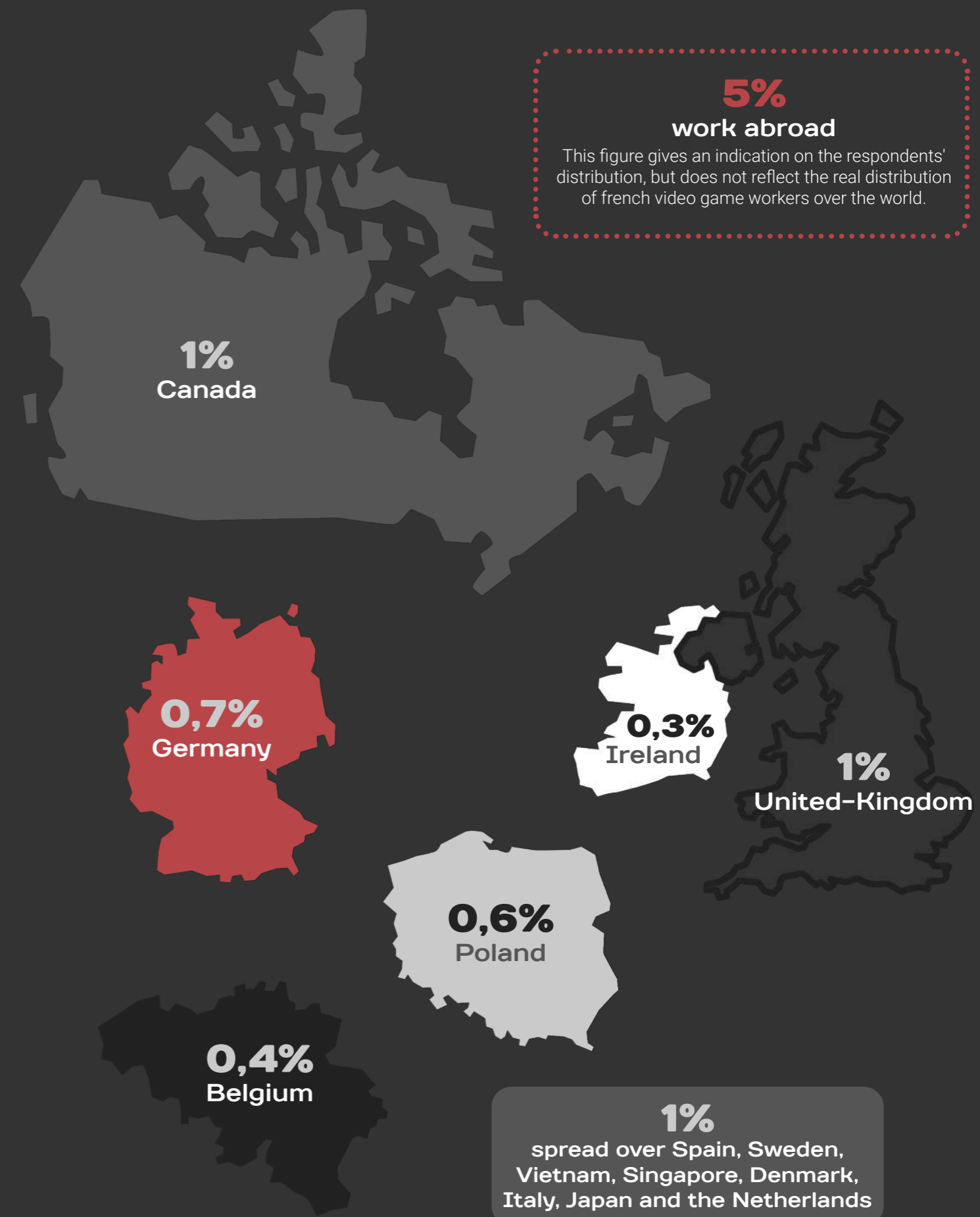


We didn't receive any answer from workers residing in Corsica or in the DROM-COM.

5%

work abroad

This figure gives an indication on the respondents' distribution, but does not reflect the real distribution of french video game workers over the world.





PART 2

SCHOOLS & STUDIES



The question of **private/public education and the cost of video game studies** is at the heart of the STJV's concerns.

For video game workers, this survey provides us with precise information on **the time it takes to complete studies, their cost, the ways in which they are financed, the size of loans and the duration of repayments.**

EDUCATION LEVEL

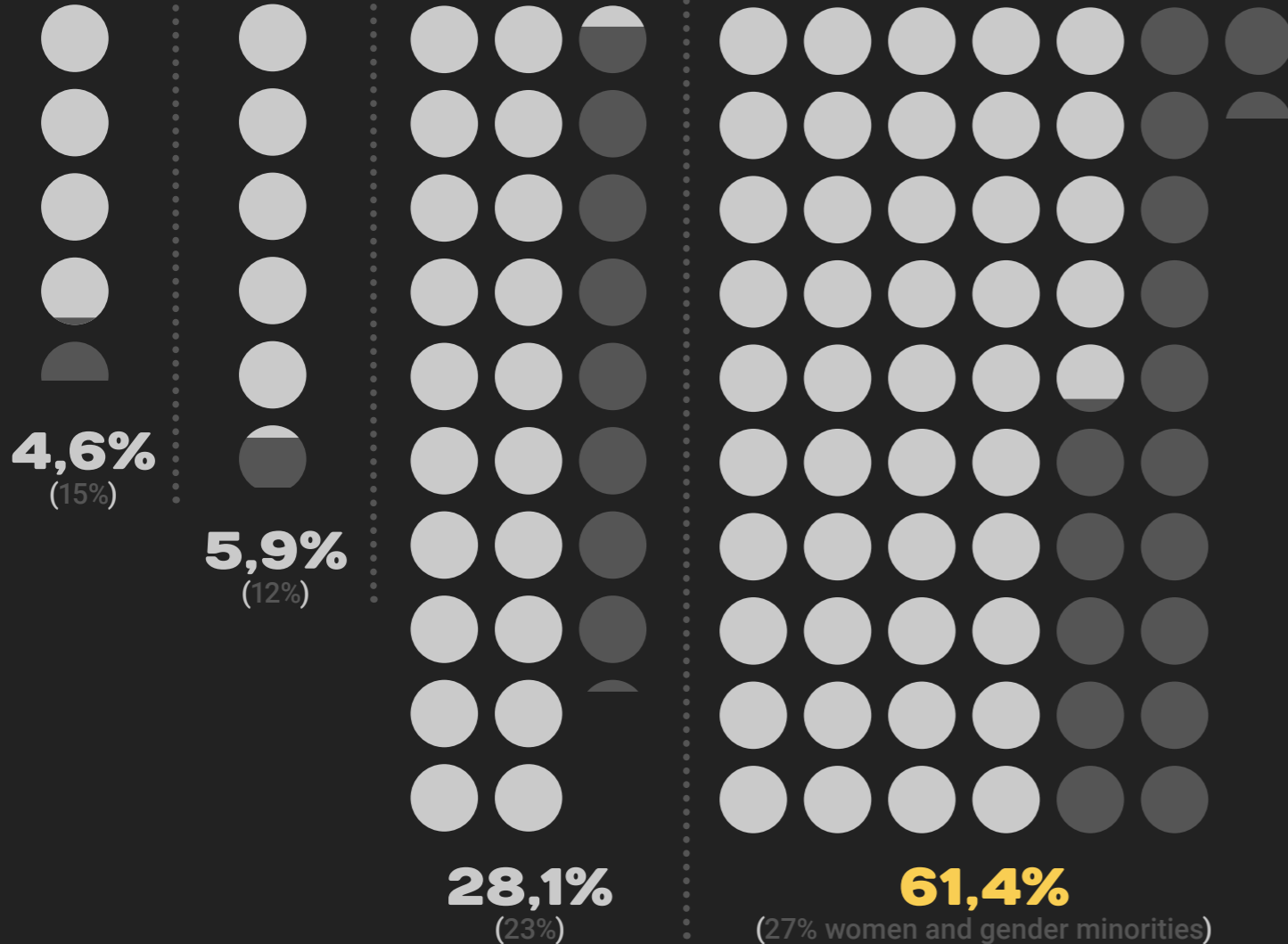


Bac

Bac +2

Bac +3 to
Bac +4

Bac +5 and more



More than 60%

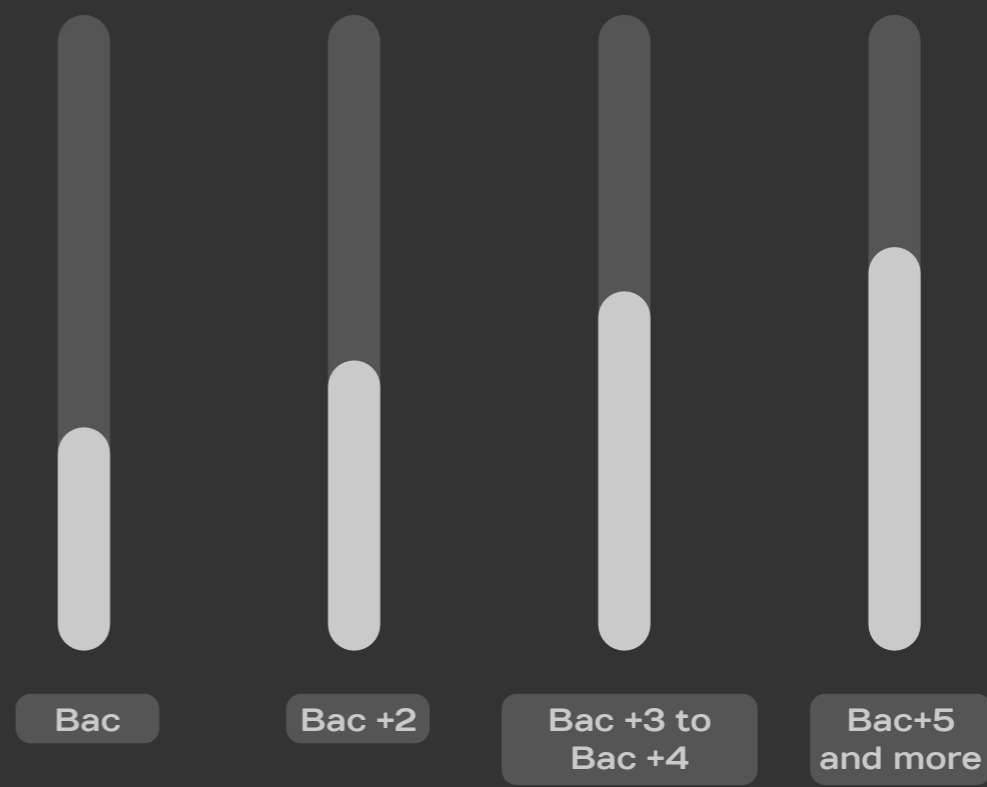
of respondents have **at least a Bac+5 degree**; **95%** have earned a tertiary education degree. The video game industry needs skills requiring **long and diversés studies**.

In France, Bac is the high school diploma. Bac +2, +3 and +4 include degrees equivalent to a bachelor, and +5 and more include Masters and Doctorate degrees.

Part of persons coming from a well-off background per education level

63,5%
of video game workers with at least a Bac +5 level degree have a well-off background.

34,9% **45,5%** **56,5%** **63,5%**



In general, this graph shows that the **higher the education level**, the more **well-off backgrounds** are represented.

EDUCATION LEVEL BY OCCUPATION



Bac

Bac +2

Bac +3 to
Bac +4

Bac +5
and more

Gameplay
programmer

2%

7%

24%

66%

UI
programmer

4%

8%

27%

60%

3D
programmer

8%

8%

20%

63%

Specialised
programmer

2%

5%

19%

74%

QA tester

10%

11%

39%

40%

Game designer

3%

6%

41%

50%

Level designer

4%

10%

38%

48%

Producer

1%

1%

15%

83%

Community
manager

5%

9%

41%

45%

Marketing

3%

3%

13%

80%

Teacher

3%

7%

31%

59%



Bac

Bac +2

Bac +3 to
Bac +4

Bac +5
and more

Animator

7%

10%

52%

31%

2D artist

12%

7%

42%

40%

3D artist

9%

7%

38%

45%

Specialised
artist

3%

3%

30%

65%

Concept artist

12%

8%

32%

48%

Sound designer

6%

6%

32%

56%

Voice actor*

50%

50%

Writer

5%

5%

33%

56%

Translator

8%

24%

68%

Video maker*

11%

11%

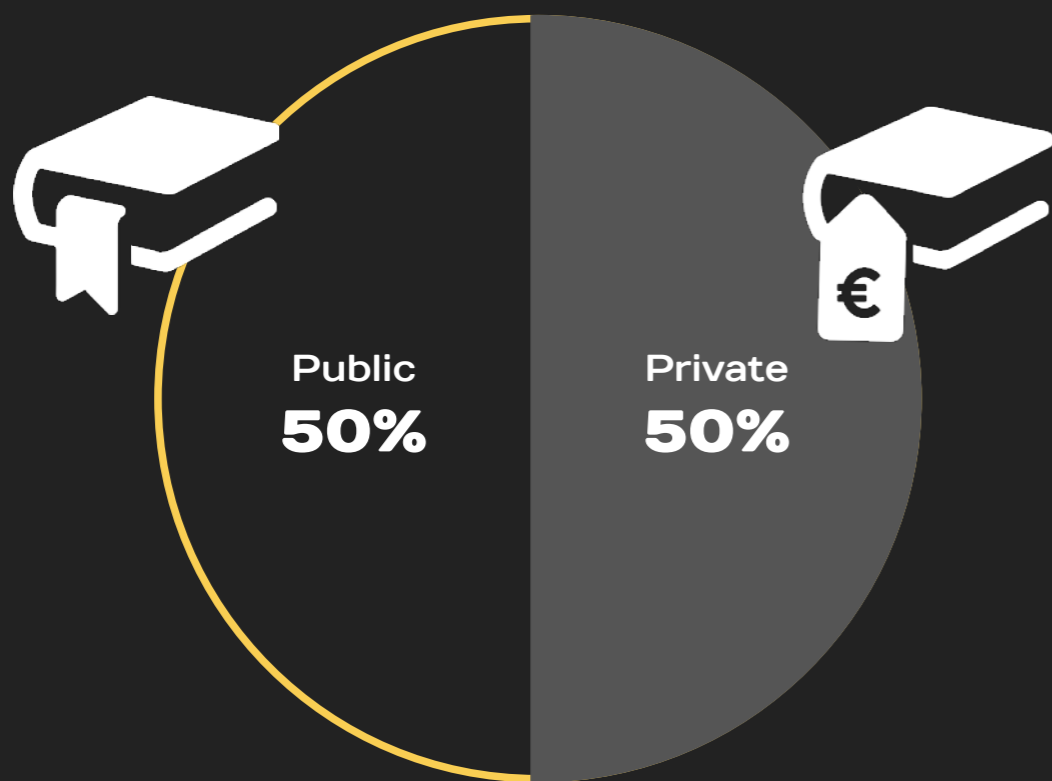
56%

22%

* This data must be analysed with caution, the number of corresponding answers and resulting significance being low.

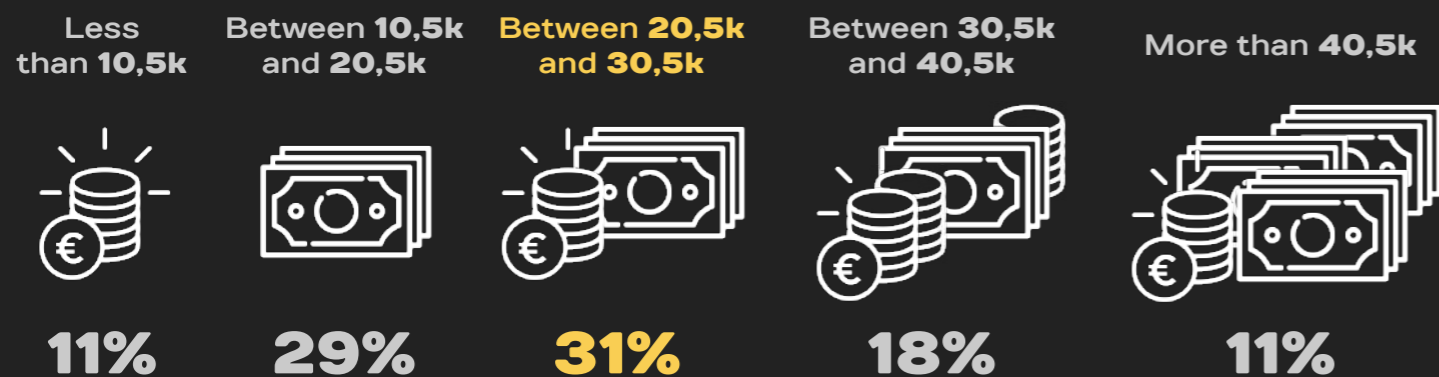
ATTENDED SCHOOL

Type of course attended



Cost of studies

for a student who attended a private school, in euros

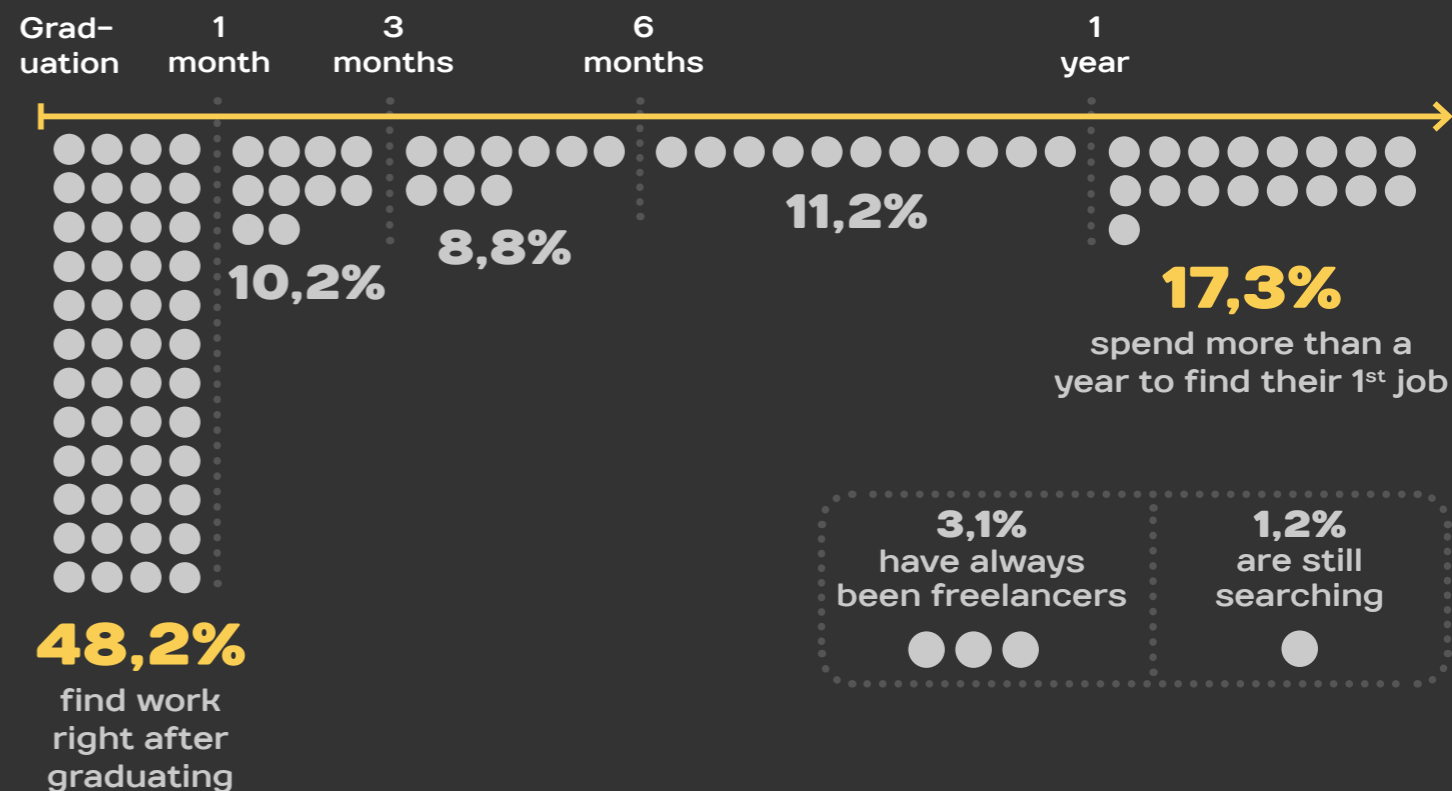


The mean cost of a complete curriculum in a private video game school in France is **25 000€**

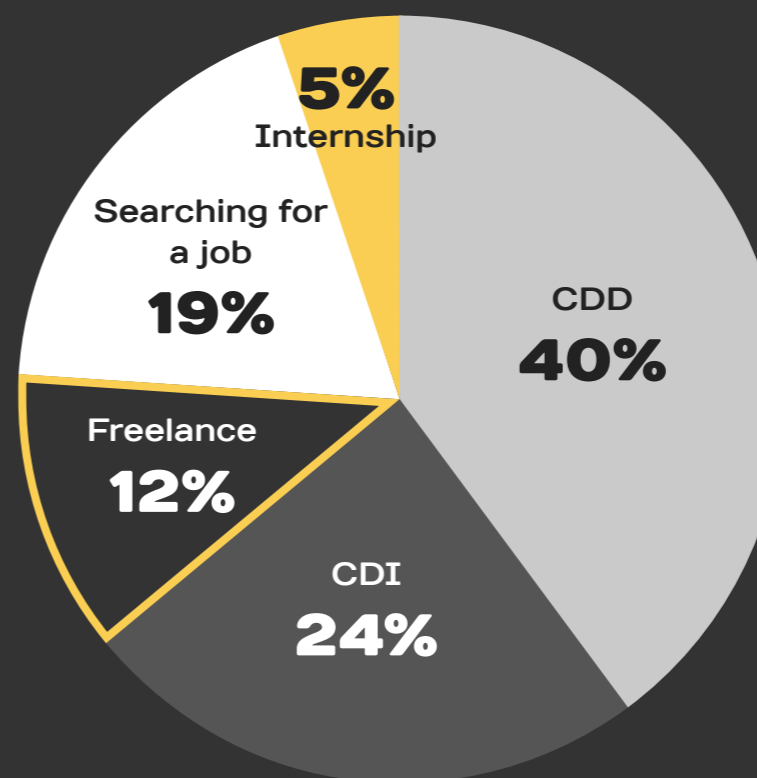
The overall mean cost per student in France was 11 530 € in 2019.

START OF PROFESSIONAL LIFE

Getting a 1st job in the industry



Situation after graduating



Less than half of graduating students manage to get a job right after graduating. Only a fourth of them manage to get a CDI directly. 17% are still looking for their first job more than a year after starting searching.

STUDENT LOANS

for students who went through a private school



35%
of students
resorted to taking a loan
to finance their studies

It affects

3 in 10 students

from well-off backgrounds

It affects

1 in 2 students

from poor backgrounds

Origin of funds allocated to studies



73,8%



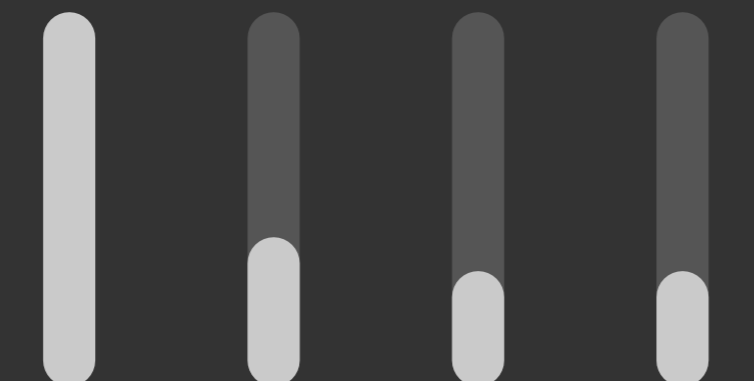
30,1%



22,8%



22,7%



Family funds

Personal funds

Student loan

State benefits

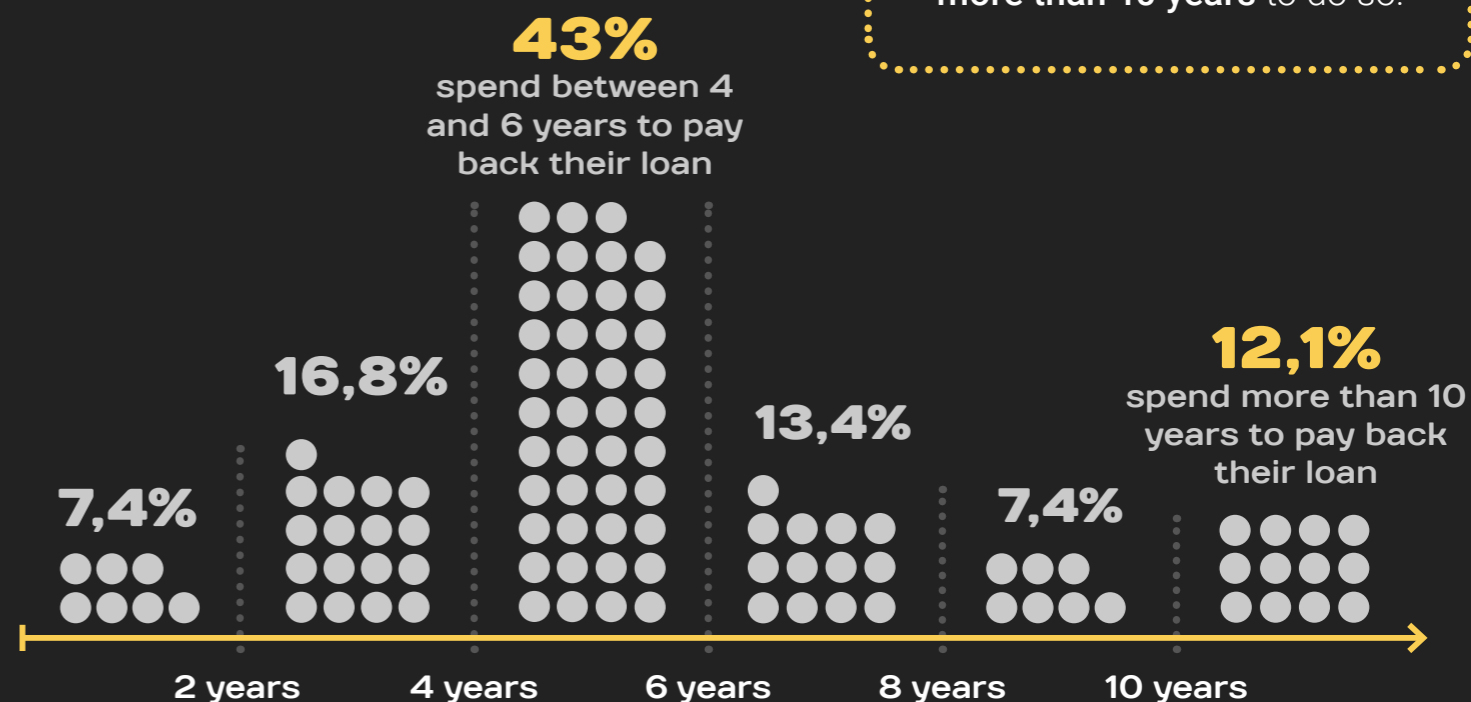
In general, the funds used to pay for studies **come from multiple sources.**

Among all respondents, **73.8%** indicated having been helped by their family.

Length of loan repayment

for a student who attended a private school

Most workers will spend **more than 4 years** to pay back their loan and **1 in 10 person** will need **more than 10 years** to do so.



Monthly payments

for a student who attended a private school

Less than **141€**



7,1%

between **141€ and 241€**



9,9%

between **241€ and 341€**



21,3%

between **341€ and 441€**



26,2%

between **441€ and 541€**



16,3%

More than **541€**



19,1%



PART 3

WORK



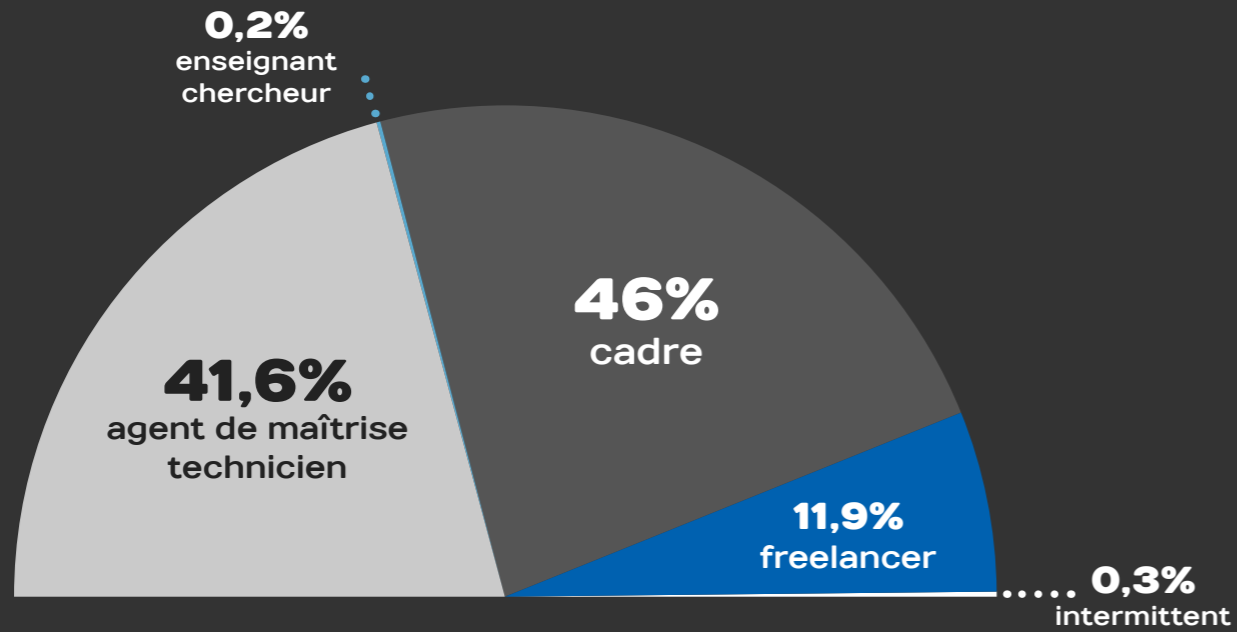
This survey will seek to establish the profiles of respondents with regard to **their jobs and contracts**. **Experience** will also be studied, as well as the **type and size of company** in which each worker works.

The **level of responsibility** will highlight the management density in the video game industry, while the total number of months worked over the last 3 years will indicate **the sector's employment rate**.

Finally, the **collective agreements** used in the industry and the **unionisation rate** among workers will complete this section..

OCCUPATION

Socioeconomic category



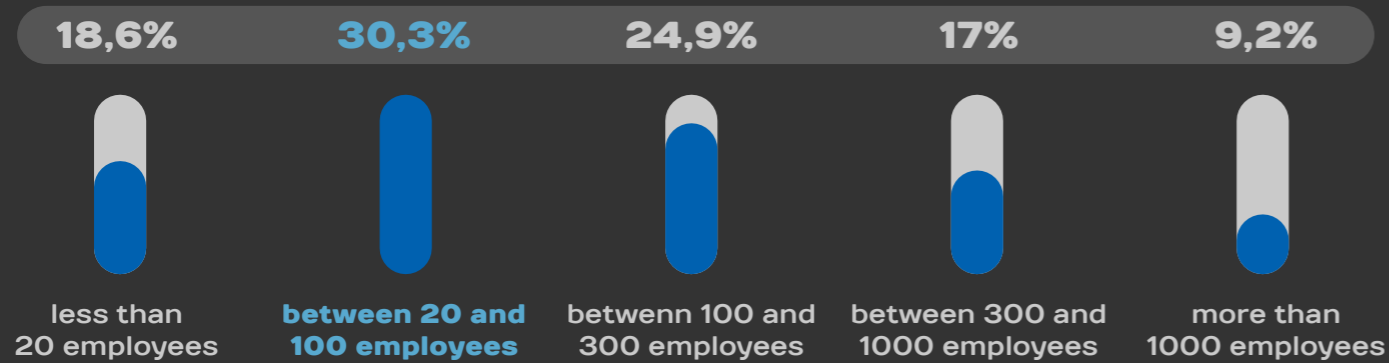
Company type

87,5%
of workers work at
a video game studio

8,8%
work at
a publisher

3,7%
are secondary content
producers, teachers,
journalists or something else

Company size

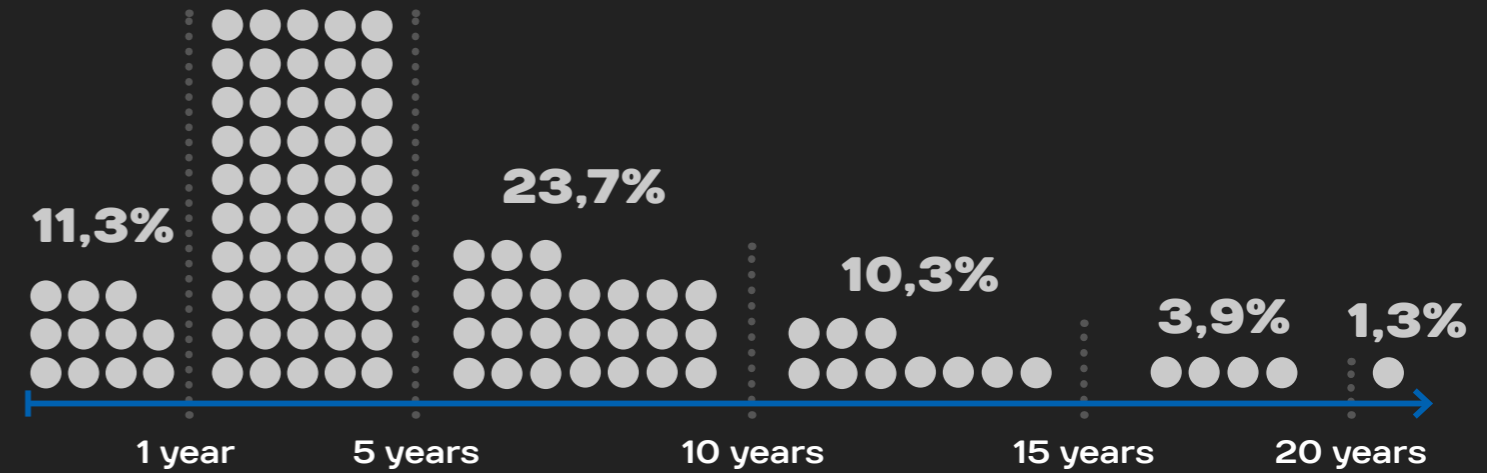


EXPERIENCE

Experience in the video game industry

49,5%
of respondents have
between 1 and 5 years of
experience in the industry

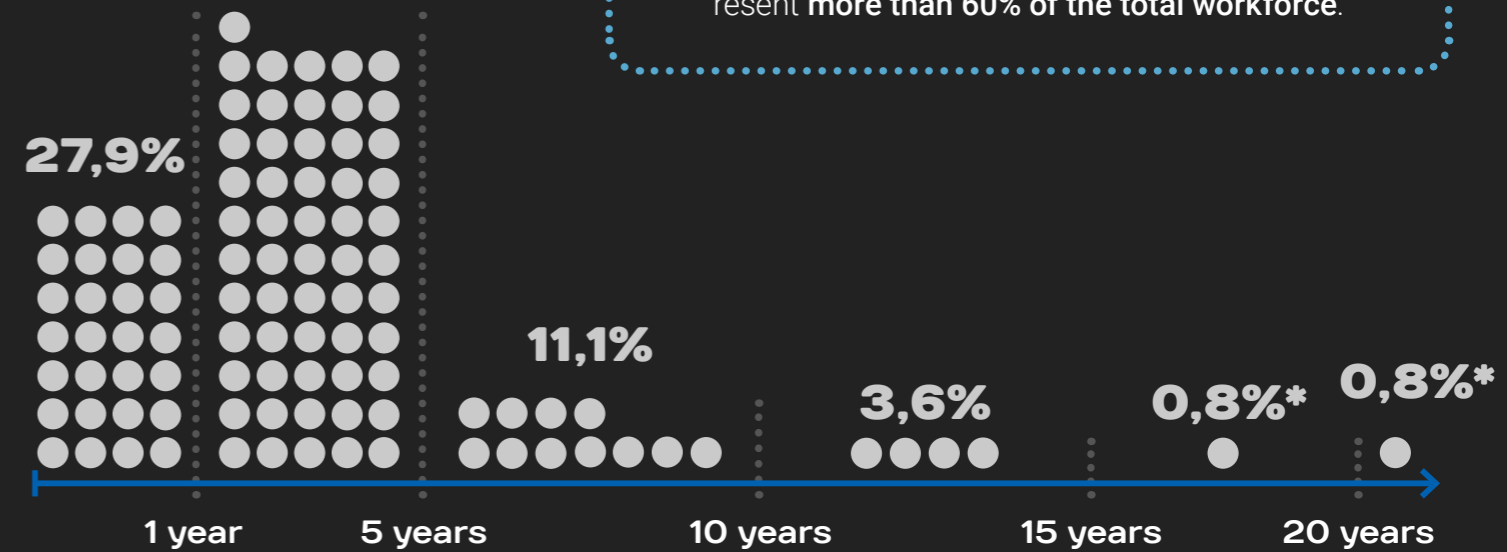
On average, video game workers
leave the industry after 10 years.



Length of service in the current company

55,8%
of respondents have been
employed in their current
company between 1 and 5
years

We observe a **high turnover** in companies, since **25% of employees stay at a given company less than a year and 80% less than 5.**
It is also due to the **mass use of young workers**, who represent **more than 60% of the total workforce.**



* Données à analyser avec précautions, le nombre de répondant-es étant très faible et peu significatif.

RESPONDENTS OCCUPATION

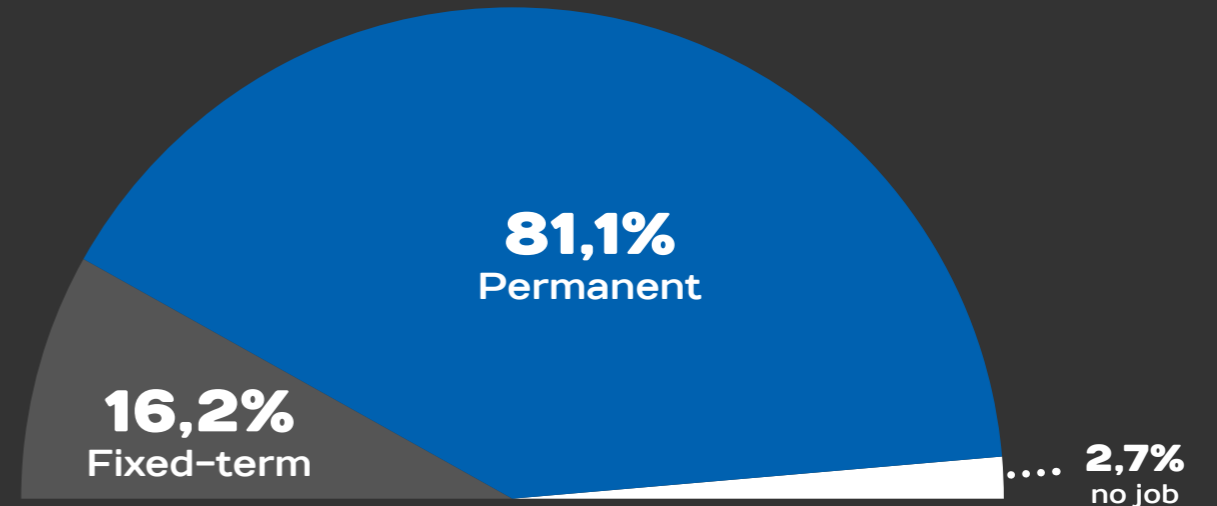


| | | | |
|------------------------|-------|--------------------|------|
| Gameplay programmer | 14,1% | Animator | 2,3% |
| UI programmer | 5,7% | 2D artist | 3,3% |
| 3D programmer | 3,8% | 3D artist | 6,7% |
| Specialised programmer | 9,4% | Specialised artist | 2,9% |
| QA tester | 5,4% | Concept artist | 1,9% |
| Game designer | 12,7% | Sound designer | 2,6% |
| Level designer | 7,1% | Voice actor* | 0,2% |
| Producer | 6,8% | Writer | 3% |
| Community manager | 1,7% | Translator | 1,9% |
| Marketing | 2,3% | Video maker* | 0,7% |
| Teacher | 2,3% | | |

* This data must be analysed with caution, the number of corresponding answers and resulting significance being low.

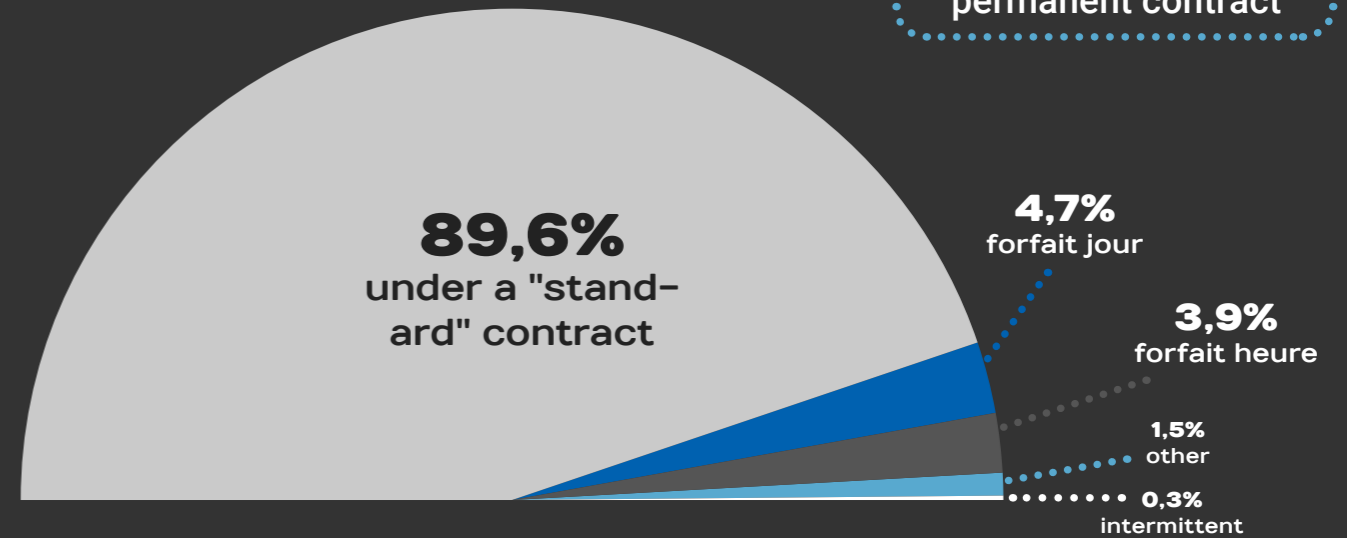
CONTRACT

Type of contract



Most employees work under a **full-time permanent contract**

Type of forfait

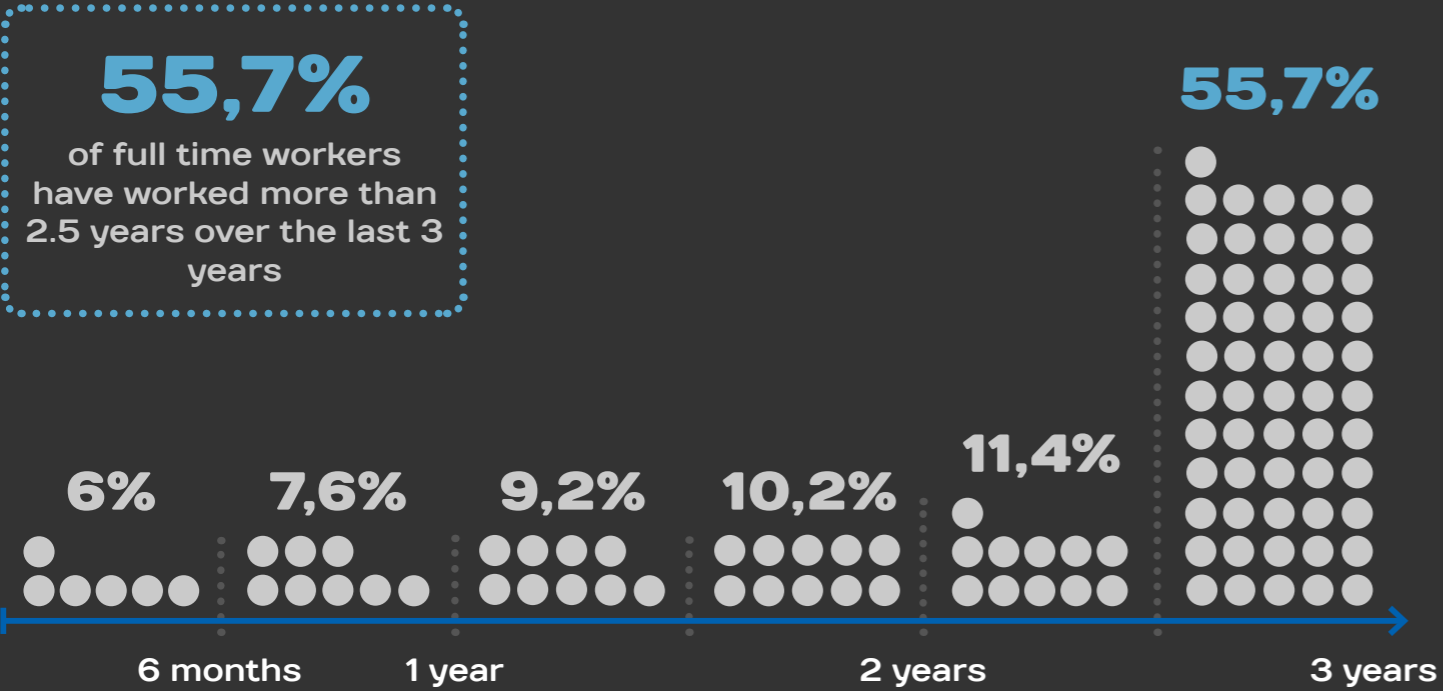


Level of responsibility

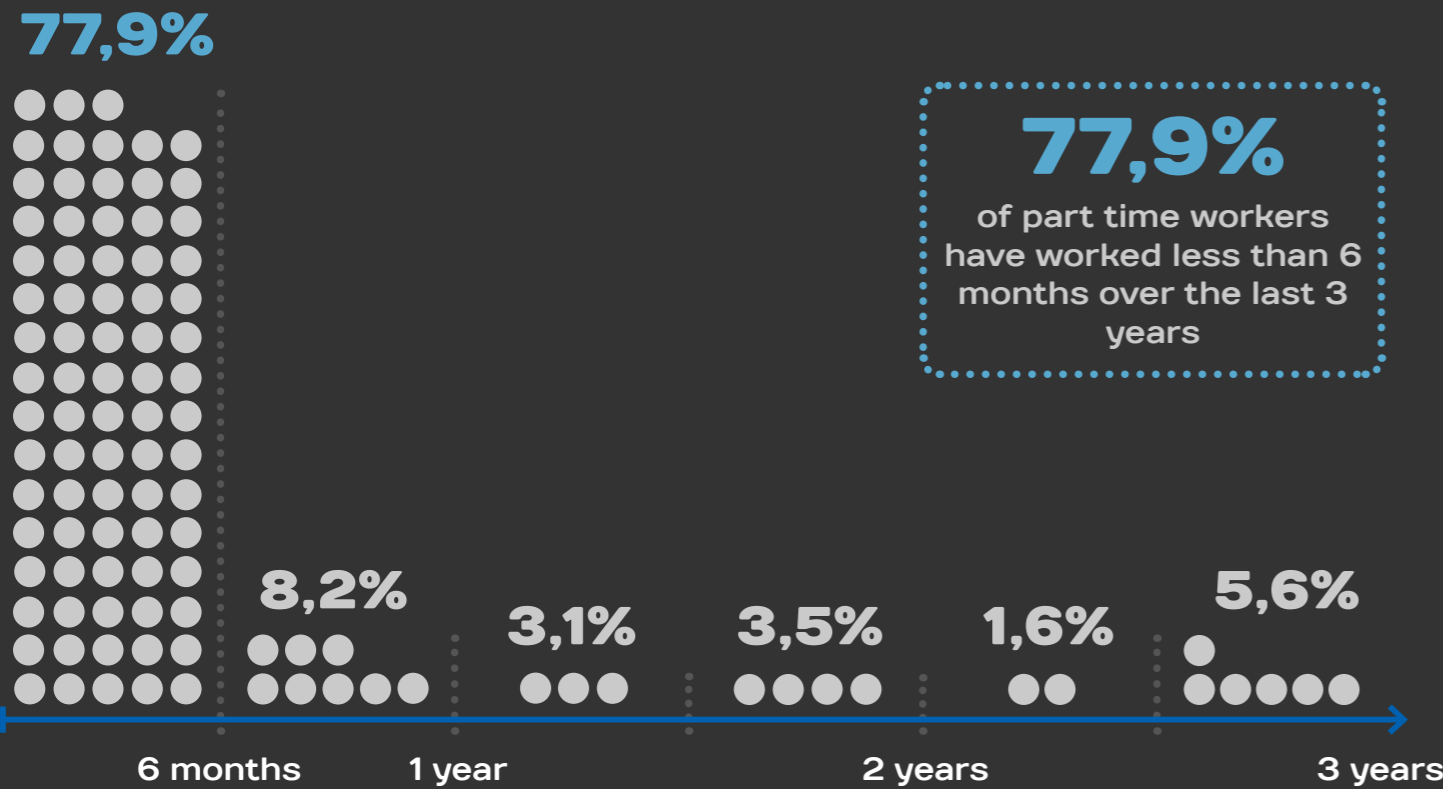
23,3% of all employees are managers
Among those, **67,9%** are men

TIME WORKED OVER THE LAST 3 YEARS

Full time

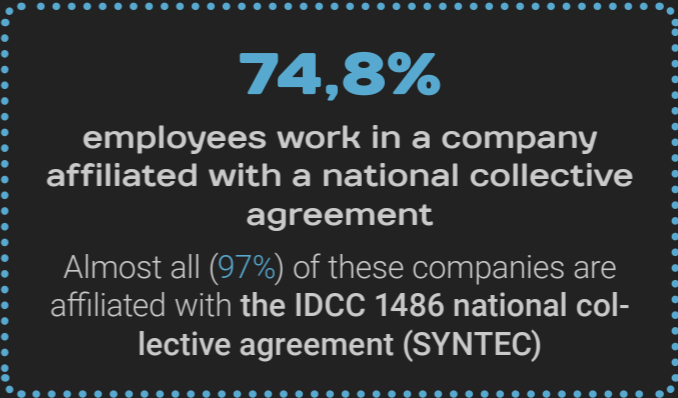


Part time

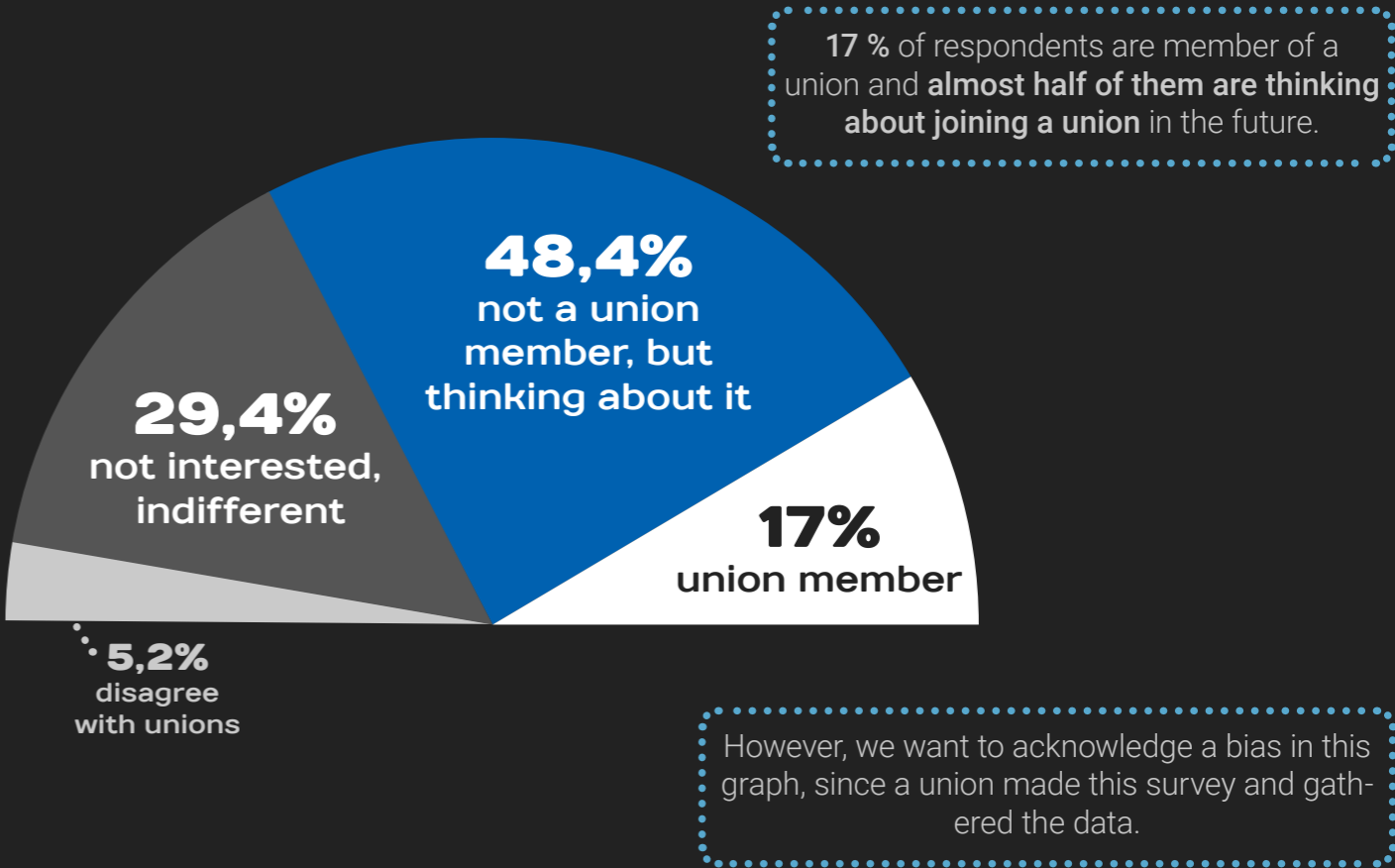


COLLECTIVE AGREEMENTS & UNIONISATION

Collective agreement



Unionisation





PART 4

WELL-BEING AT WORK

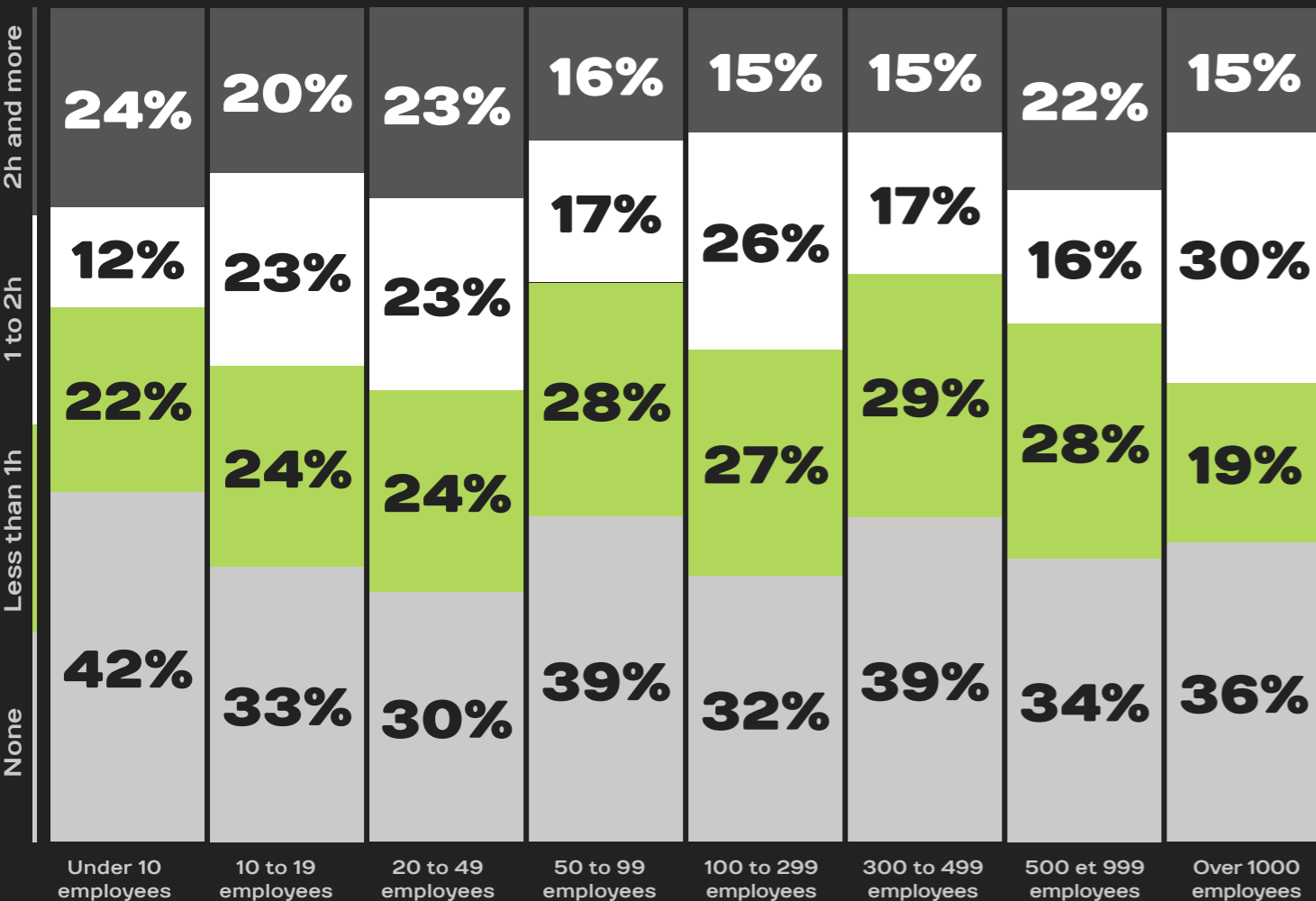


The question of well-being at work is absolutely central to **determining the working conditions** in which workers evolve over the course of their careers.

Well-being at work is an eminently subjective notion, but respondents' answers provide important data on **overtime, unpaid work, crunch periods...**

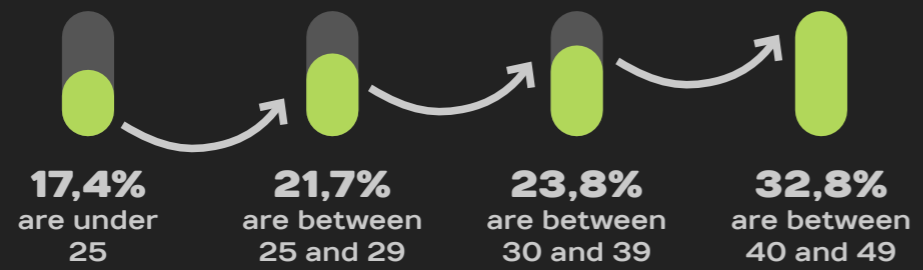
OVERTIME (EXCLUDING CRUNCH PERIODS)

Weekly overtime per worker by company size



22,5% of all employees consider having went through at least 1 crunch period in the last year

Among those



CRUNCH PERIODS

Definition

The term "crunch" refers to a **period of intense work** that generally takes place before the delivery of a major milestone in a game project.

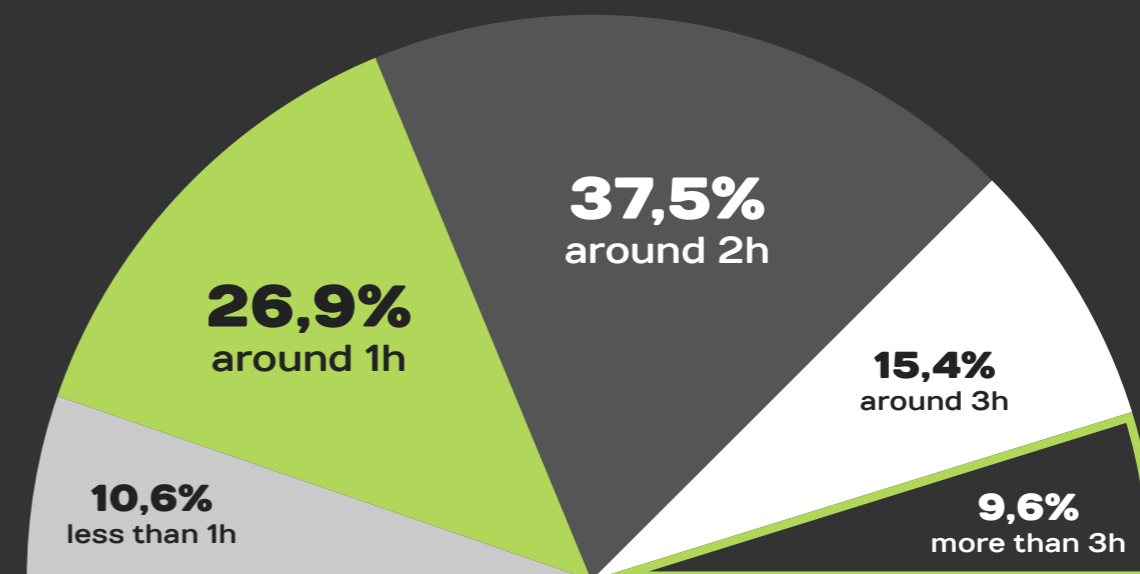
This period can last from **a few days to several months**, and is characterized by **increased pressure** from management, as well as **a lot of overtime** during the work week and sometimes on weekends, in order to meet deadlines.

However, crunch is more than just overtime: **it is both a physical and mental ordeal for workers.**

Crunch is the result of a global culture; **it is absolutely not normal.**

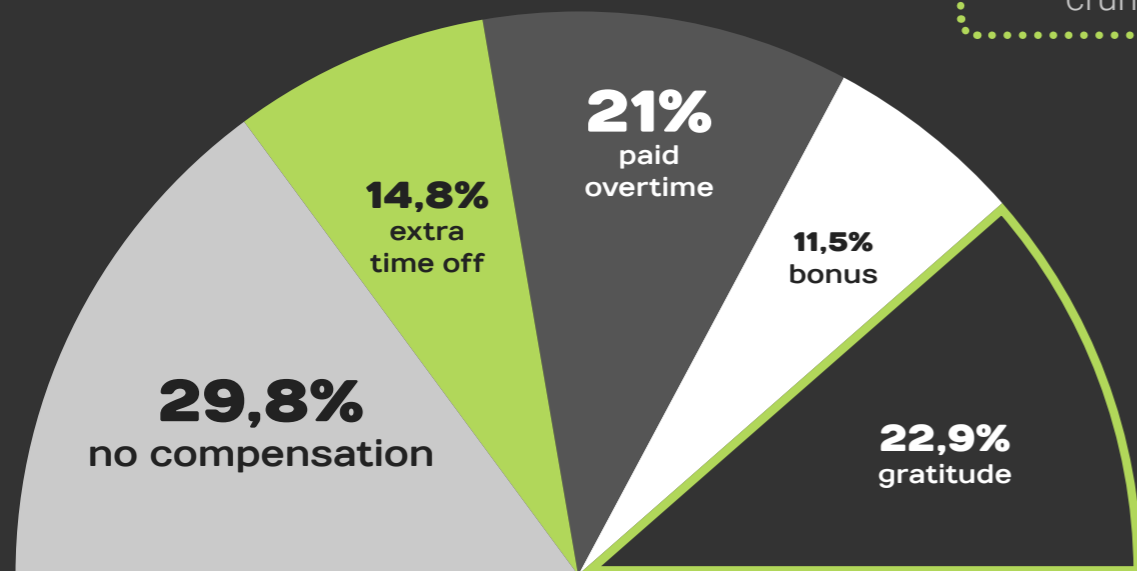
Estimated overtime per work day

Workers generally work **2 hours of overtime each day** during crunch periods, that is to say **10h of overtime per working week**, sometimes without being paid.



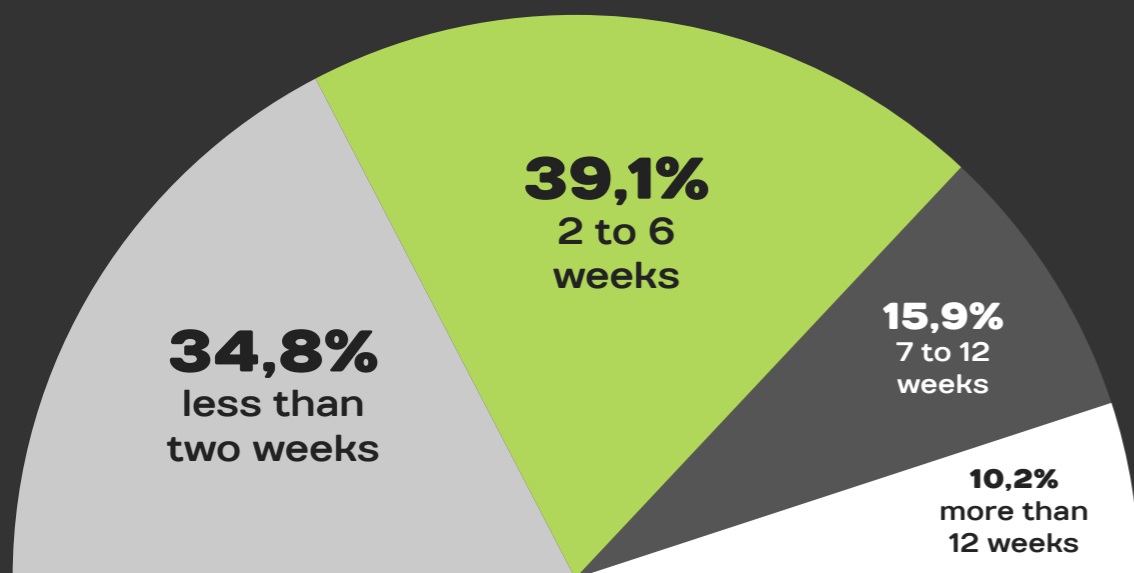
CRUNCH PERIODS

Compensation

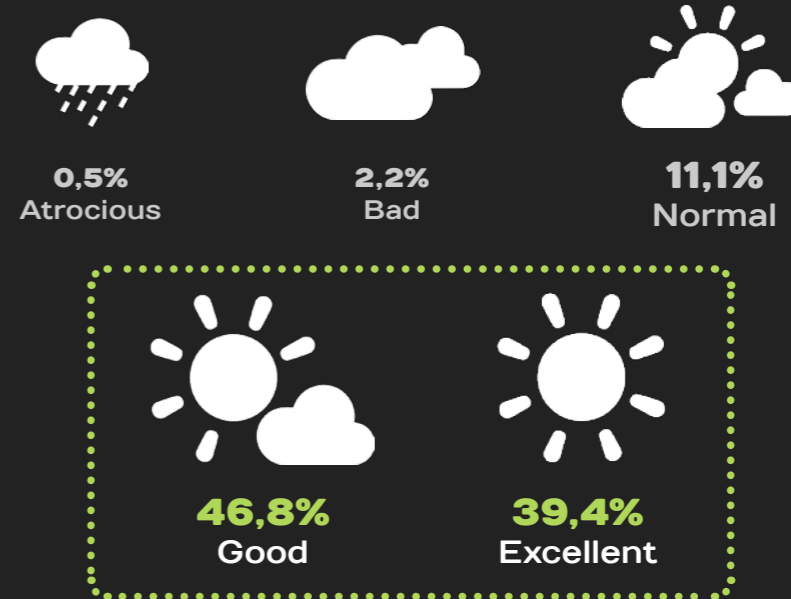


More than half of workers are **not compensated** for overtime during crunch periods.

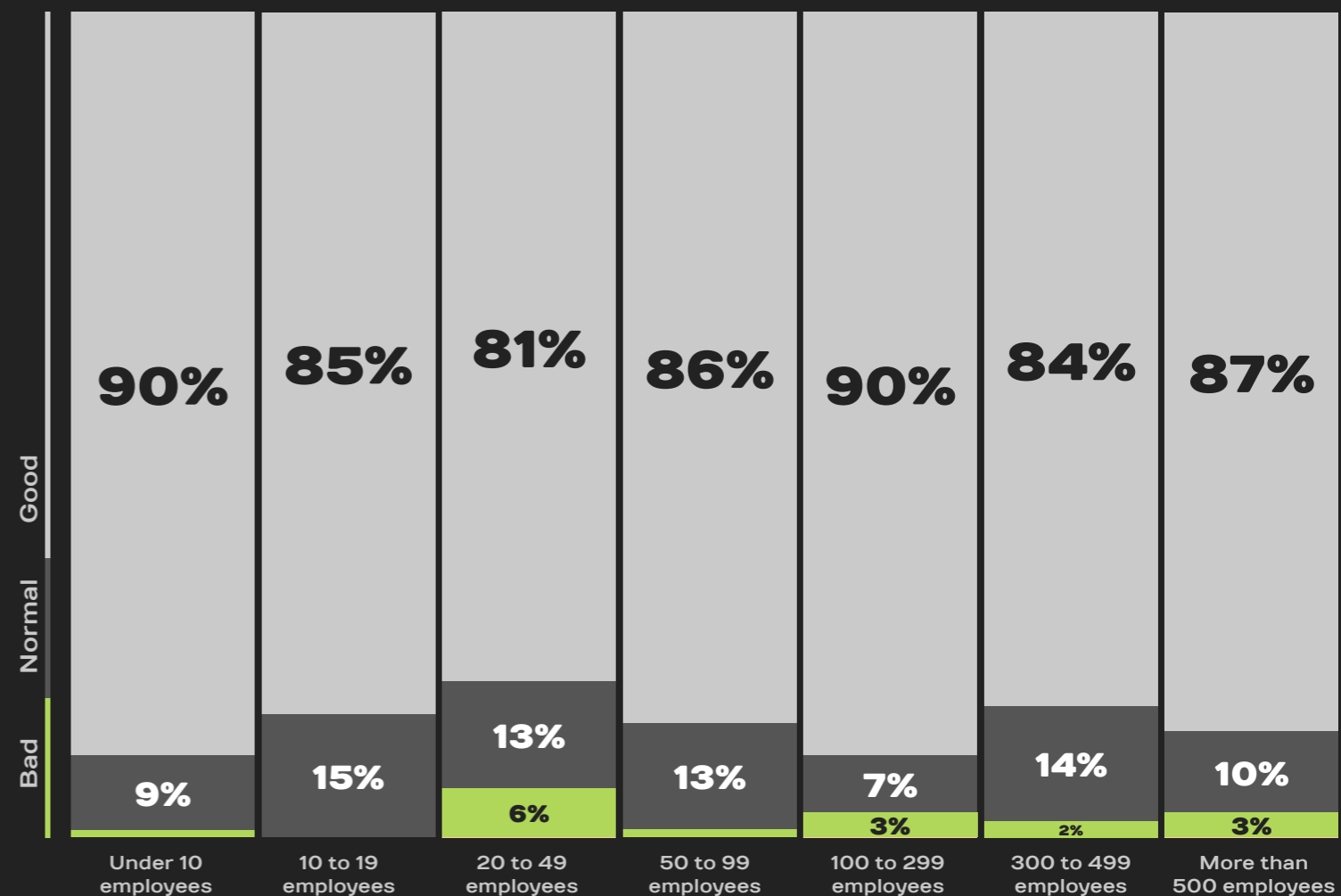
Length of crunch periods



ATMOSPHERE IN THE TEAM



Atmosphere by company size



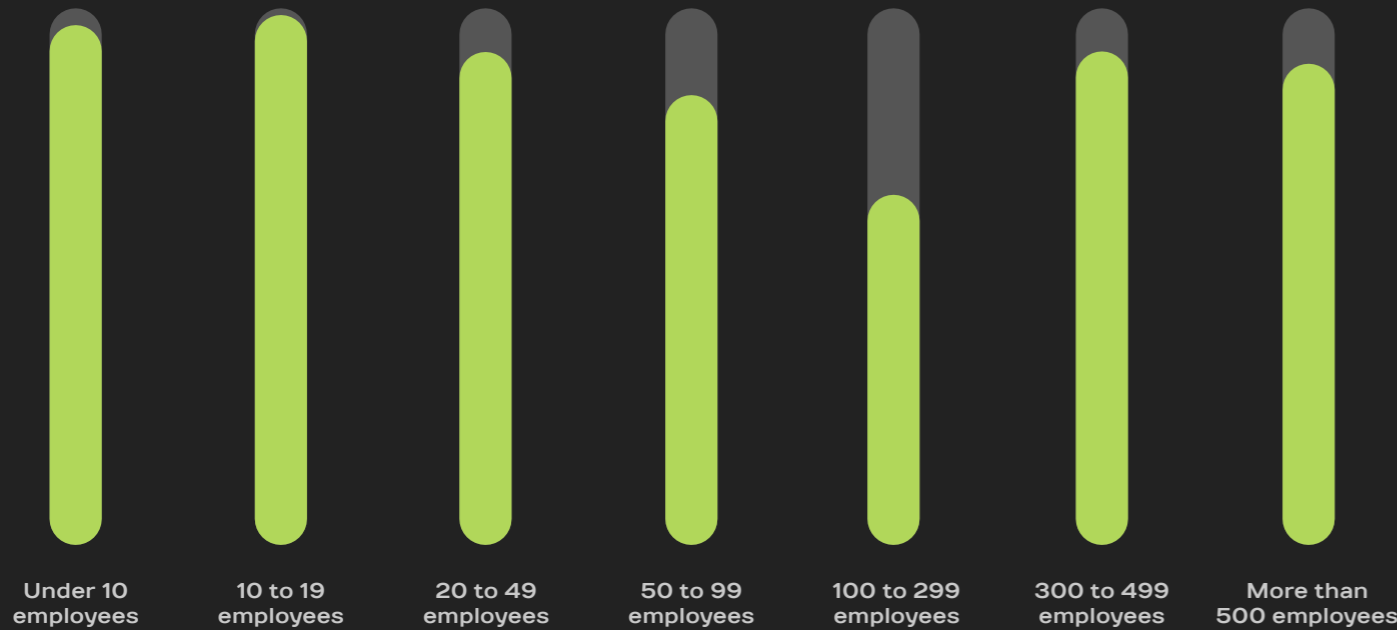
REMOTE WORK

87,7%
employees have access
to remote work

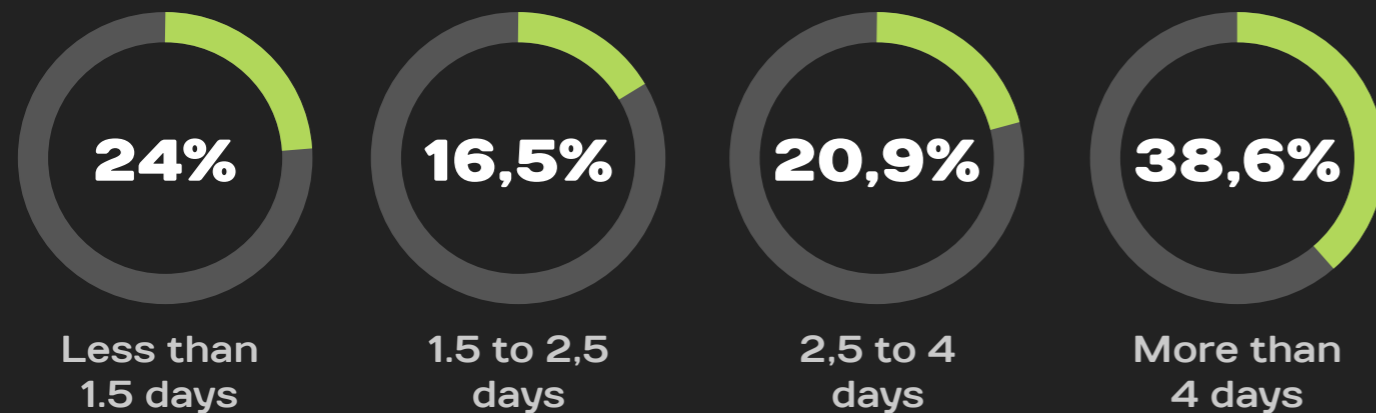
Indicative of a post-Covid-lockdowns period, remote work is still very available to workers, who overall like it.

Access to remote work by company size

97% 98,8% 92,2% 84,5% 66,7% 92,3% 90,1%

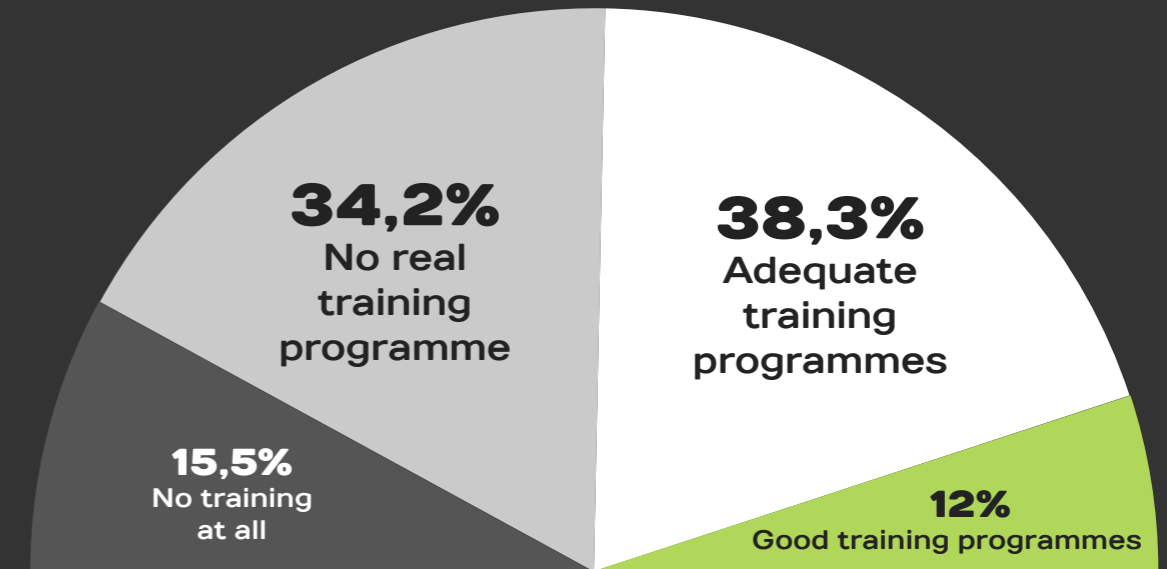


Weekly amount of remote work



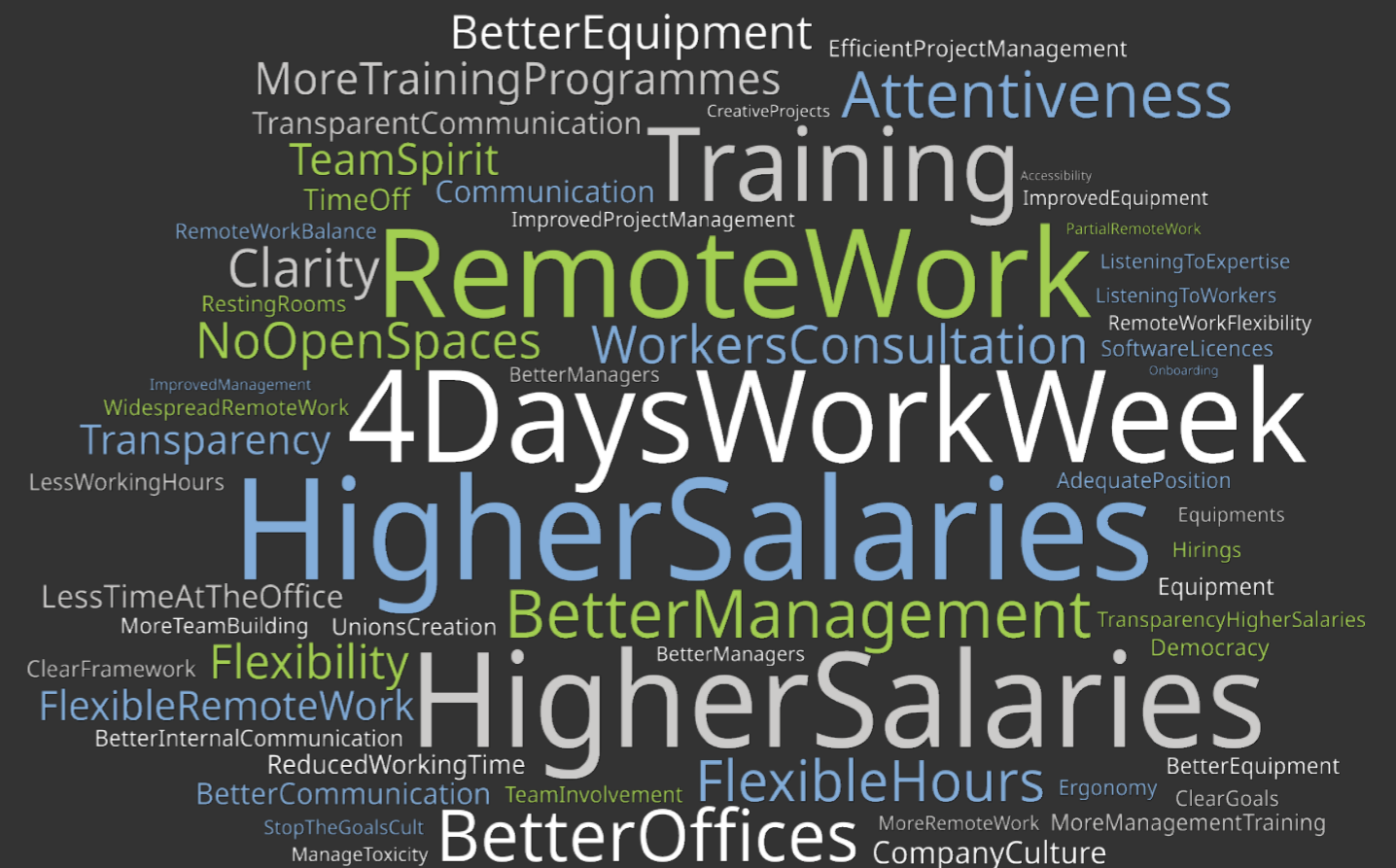
QUALITY OF LIFE AT WORK

Access to training programmes



Employees demands

Word size is relative to the number of answers. The bigger the word, the stronger the demand.





PART 5

SALARIES



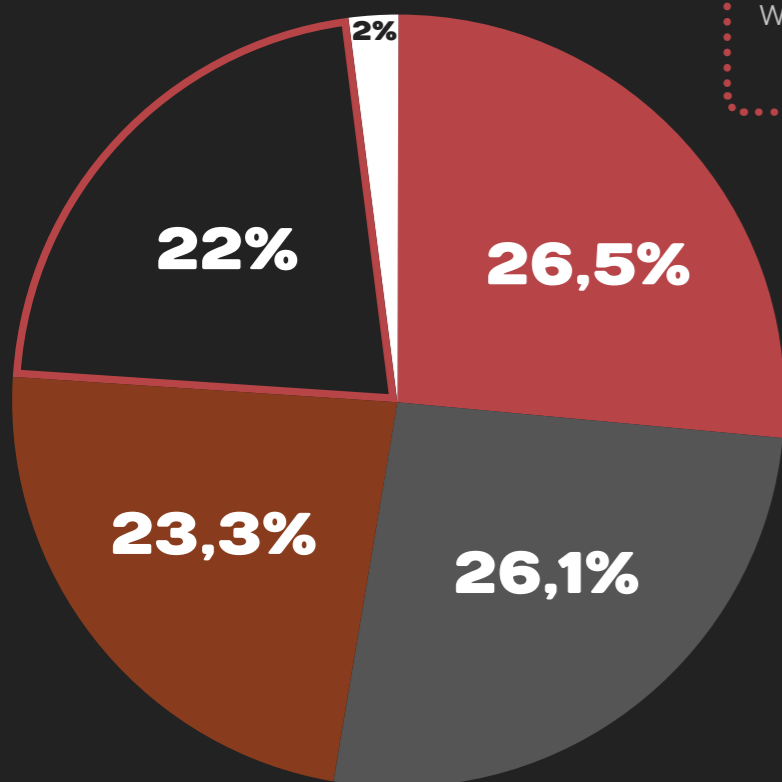
What do workers think of their salary? How much does a 2D artist with 5 years' experience earn? On what criteria would video game workers like to see their wages increased? And what are they in practice?

These are the questions that the survey will try to answer. The data used in this chapter only covers people working under **permanent full-time contracts in France**. Values are expressed in net salary.

ESTIMATED EARNINGS

Among employees

More than 1 in 4 workers feel cheated with their salaries in comparison to their qualifications.



Insufficient compared to the work done

Insufficient compared to the cost of living

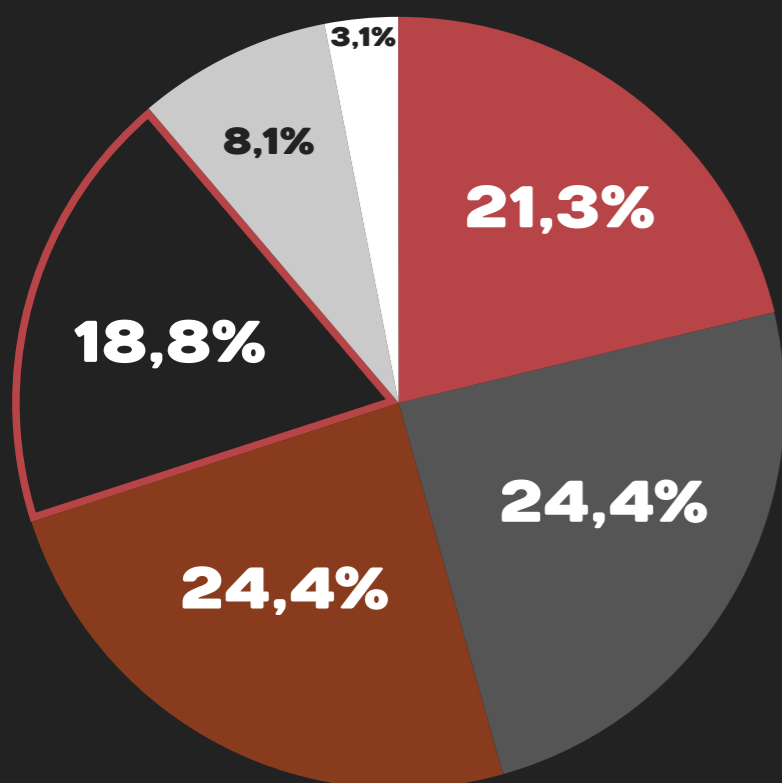
Satisfying, consistent with ambitions

Average compared to their colleagues

Above ambitions

Cannot say

Among freelancers



SALARY BY POSITION AND EXPERIENCE

The salaries shown in this and all subsequent tables are given as net salaries.

Gameplay programmer

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 1 806,5€ | 1 800€ | 1 900€ | 4 |
| 1 to 5 years | 2 000€ | 1 232€ | 3 750€ | 59 |
| 5 to 10 years | 2 475€ | 1 638€ | 3 833€ | 40 |
| 10 to 15 years | 2 800€ | 1 919€ | 6 000€ | 11 |
| 15 to 20 years | 2 850€ | 2 100€ | 3 250€ | 4 |
| over 20 years | 3 730€ | 3 600€ | 3 860€ | 2 |
| OVERALL | 2 295€ | 1 232€ | 6 000€ | 120 |

UI programmer

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 1 856,5€ | 1 800€ | 2 321€ | 4 |
| 1 to 5 years | 1 918€ | 1 232€ | 3 750€ | 21 |
| 5 to 10 years | 2 475€ | 1 680€ | 3 500€ | 16 |
| 10 to 15 years | 2 783€ | 1 919€ | 3 578€ | 5 |
| 15 to 20 years | 2 700€ | 2 700€ | 2 700€ | 1 |
| over 20 years | 3 600€ | 3 600€ | 3 600€ | 1 |
| OVERALL | 2 295€ | 1 232€ | 3 750€ | 48 |

The salaries shown in this and all subsequent tables are given as net salaries.

3D programmer

| | Median | Minimum | Maximum | Number of answers |
|----------------|------------------|---------------|---------------|-------------------|
| under 1 year | 1 806,5€ | 1 800€ | 1 813€ | 2 |
| 1 to 5 years | 1 918€ | 1 232€ | 3 750€ | 17 |
| 5 to 10 years | 2 256€ | 1 680€ | 3 800€ | 11 |
| 10 to 15 years | 2 100€ | 1 919€ | 2 783€ | 3 |
| 15 to 20 years | 2 700€ | 2 700€ | 2 700€ | 1 |
| over 20 years | 3 600€ | 3 600€ | 3 600€ | 1 |
| OVERALL | 2 234,51€ | 1 232€ | 3 800€ | 35 |

QA tester

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 1 800€ | 1 350€ | 2 400€ | 5 |
| 1 to 5 years | 1 720€ | 1 254€ | 3 517€ | 27 |
| 5 to 10 years | 1 950€ | 1 724€ | 2 875€ | 9 |
| 10 to 15 years | 5 300€ | 5 300€ | 5 300€ | 1 |
| 15 to 20 years | | | | |
| over 20 years | | | | |
| OVERALL | 1 800€ | 1 254€ | 5 300€ | 42 |

Specialised programmer

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 2 150€ | 2 100€ | 2 200€ | 2 |
| 1 to 5 years | 2 149€ | 1 232€ | 5 400€ | 49 |
| 5 to 10 years | 2 715€ | 1 680€ | 4 300€ | 26 |
| 10 to 15 years | 2 766€ | 1 919€ | 4 670€ | 12 |
| 15 to 20 years | 2 745€ | 2 700€ | 2 790€ | 2 |
| over 20 years | 3 730€ | 3 600€ | 3 860€ | 2 |
| OVERALL | 2 295€ | 1 232€ | 5 400€ | 93 |

Game Designer

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 1 799,5€ | 1 250€ | 2 333€ | 6 |
| 1 to 5 years | 1 840€ | 1 254€ | 3 517€ | 45 |
| 5 to 10 years | 2 292,5€ | 1 850€ | 3 400€ | 22 |
| 10 to 15 years | 2 500€ | 1 535€ | 6 000€ | 16 |
| 15 to 20 years | 3 238€ | 2 083€ | 5 000€ | 5 |
| over 20 years | | | | |
| OVERALL | 2 084€ | 1 250€ | 6 000€ | 94 |

The salaries shown in this and all subsequent tables are given as net salaries.

Level Designer

| | Median | Minimum | Maximum | Number of answers |
|----------------|-----------------|---------------|---------------|-------------------|
| under 1 year | 1 800€ | 1 799€ | 2 110€ | 3 |
| 1 to 5 years | 1 900€ | 1 254€ | 3 517€ | 25 |
| 5 to 10 years | 2 320,5€ | 1 950€ | 3 000€ | 8 |
| 10 to 15 years | 2 350€ | 1 535€ | 6 000€ | 10 |
| 15 to 20 years | 2 200€ | 2 083€ | 2 300€ | 3 |
| over 20 years | 3 200€ | 3 200€ | 3 200€ | 1 |
| OVERALL | 2 041,5€ | 1 254€ | 6 000€ | 50 |

Community Manager

| | Median | Minimum | Maximum | Number of answers |
|----------------|------------------|---------------|---------------|-------------------|
| under 1 year | 2 110€ | 2 110€ | 2 110€ | 1 |
| 1 to 5 years | 1 790,5€ | 1 416€ | 2 900€ | 10 |
| 5 to 10 years | 1 985€ | 1 520€ | 2 450€ | 2 |
| 10 to 15 years | 2 300€ | 2 300€ | 2 300€ | 1 |
| 15 to 20 years | | | | |
| over 20 years | | | | |
| OVERALL | 1 944,21€ | 1 416€ | 2 900€ | 14 |

Producer

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 5 066€ | 1 799€ | 8 333€ | 2 |
| 1 to 5 years | 2 000€ | 1 096€ | 3 500€ | 31 |
| 5 to 10 years | 2 470€ | 2 000€ | 3 800€ | 18 |
| 10 to 15 years | 2 700€ | 1 535€ | 6 000€ | 11 |
| 15 to 20 years | 3 094,5€ | 2 600€ | 3 850€ | 4 |
| over 20 years | | | | |
| OVERALL | 2 300€ | 1 096€ | 8 333€ | 66 |

Marketing

| | Median | Minimum | Maximum | Number of answers |
|----------------|-----------------|---------------|---------------|-------------------|
| under 1 year | | | | |
| 1 to 5 years | 2 000€ | 1 416€ | 2 900€ | 13 |
| 5 to 10 years | 2 300€ | 2 100€ | 4 100€ | 3 |
| 10 to 15 years | 2 700€ | 2 300€ | 3 750€ | 3 |
| 15 to 20 years | 2 050€ | 1 900€ | 2 200€ | 2 |
| over 20 years | 6 000€ | 6 000€ | 6 000€ | 1 |
| OVERALL | 2 433,5€ | 1 416€ | 6 000€ | 22 |

The salaries shown in this and all subsequent tables are given as net salaries.

Animator

| | Median | Minimum | Maximum | Number of answers |
|----------------|-----------------|---------------|---------------|-------------------|
| under 1 year | 1 750€ | 1 700€ | 1 800€ | 2 |
| 1 to 5 years | 1 950€ | 1 540€ | 2 014€ | 5 |
| 5 to 10 years | 2 600€ | 2 500€ | 3 000€ | 3 |
| 10 to 15 years | 1 900€ | 1 535€ | 2 374€ | 3 |
| 15 to 20 years | 3 200€ | 3 200€ | 3 200€ | 1 |
| over 20 years | | | | |
| OVERALL | 1 967,5€ | 1 535€ | 3 200€ | 14 |

2D artist

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 2 080€ | 1 980€ | 2 180€ | 2 |
| 1 to 5 years | 1 980€ | 1 540€ | 3 517€ | 14 |
| 5 to 10 years | 2 085€ | 2 000€ | 2 170€ | 2 |
| 10 to 15 years | 1 954,5€ | 1 535€ | 2 374€ | 2 |
| 15 to 20 years | | | | |
| over 20 years | | | | |
| OVERALL | 2 000€ | 1 535€ | 3 517€ | 20 |

3D artist

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 1 983€ | 1 800€ | 2 300€ | 6 |
| 1 to 5 years | 1 984€ | 1 254€ | 3 517€ | 26 |
| 5 to 10 years | 2 085€ | 1 850€ | 2 600€ | 15 |
| 10 to 15 years | 3 200€ | 2 800€ | 3 500€ | 3 |
| 15 to 20 years | 3 500€ | 3 500€ | 3 500€ | 1 |
| over 20 years | | | | |
| OVERALL | 2 000€ | 1 254€ | 3 517€ | 51 |

Specialised artist

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 2 143€ | 1 986€ | 2 300€ | 2 |
| 1 to 5 years | 2 050€ | 1 650€ | 2 750€ | 16 |
| 5 to 10 years | 2 300€ | 1 950€ | 2 638€ | 7 |
| 10 to 15 years | 3 800€ | 3 800€ | 3 800€ | 1 |
| 15 to 20 years | | | | |
| over 20 years | | | | |
| OVERALL | 2 140€ | 1 650€ | 3 800€ | 26 |

The salaries shown in this and all subsequent tables are given as net salaries.

Concept Artist

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 1 980€ | 1 980€ | 1 980€ | 1 |
| 1 to 5 years | 2 000€ | 1 900€ | 2 666€ | 5 |
| 5 to 10 years | 2 450€ | 2 000€ | 2 900€ | 2 |
| 10 to 15 years | 1 954,5€ | 1 535€ | 2 374€ | 2 |
| 15 to 20 years | | | | |
| over 20 years | 3 300€ | 3 300€ | 3 300€ | 1 |
| OVERALL | 2 000€ | 1 535€ | 3 300€ | 11 |

Voice actor

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | | | | |
| 1 to 5 years | 2 000€ | 2 000€ | 2 000€ | 1 |
| 5 to 10 years | | | | |
| 10 to 15 years | 2 648€ | 2 648€ | 2 648€ | 1 |
| 15 to 20 years | | | | |
| over 20 years | | | | |
| OVERALL | 2 324€ | 2 000€ | 2 648€ | 2 |

Sound Designer

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | | | | |
| 1 to 5 years | 2 100€ | 1 850€ | 3 517€ | 3 |
| 5 to 10 years | 3 000€ | 2 100€ | 3 900€ | 7 |
| 10 to 15 years | 3 200€ | 2 648€ | 4 000€ | 3 |
| 15 to 20 years | | | | |
| over 20 years | 2 500€ | 2 500€ | 2 500€ | 1 |
| OVERALL | 2 824€ | 1 850€ | 4 000€ | 14 |

Writer

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | 1 609,5€ | 1 250€ | 2 110€ | 4 |
| 1 to 5 years | 1 840€ | 1 219€ | 2 235€ | 7 |
| 5 to 10 years | 2 273€ | 2 100€ | 2 869€ | 4 |
| 10 to 15 years | 2 125€ | 1 535€ | 2 700€ | 4 |
| 15 to 20 years | | | | |
| over 20 years | | | | |
| OVERALL | 2 000€ | 1 219€ | 2 869€ | 19 |

The salaries shown in this and all subsequent tables are given as net salaries.

Translator

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | | | | |
| 1 to 5 years | 2 125€ | 1 840€ | 3 517€ | 4 |
| 5 to 10 years | 2 000€ | 2 000€ | 2 000€ | 1 |
| 10 to 15 years | 2 200€ | 2 200€ | 2 200€ | 1 |
| 15 to 20 years | 2 600€ | 2 600€ | 2 600€ | 1 |
| over 20 years | | | | |
| OVERALL | 2 200€ | 1 840€ | 3 517€ | 7 |

Teacher

| | Median | Minimum | Maximum | Number of answers |
|----------------|-----------------|---------------|---------------|-------------------|
| under 1 year | | | | |
| 1 to 5 years | 1 892€ | 1 500€ | 2 900€ | 4 |
| 5 to 10 years | 2 045€ | 2 045€ | 2 045€ | 1 |
| 10 to 15 years | 2 300€ | 1 535€ | 2 700€ | 3 |
| 15 to 20 years | | | | |
| over 20 years | | | | |
| OVERALL | 2 014,5€ | 1 500€ | 2 900€ | 8 |

Video maker

| | Median | Minimum | Maximum | Number of answers |
|----------------|---------------|---------------|---------------|-------------------|
| under 1 year | | | | |
| 1 to 5 years | 1 675€ | 1 500€ | 1 850€ | 2 |
| 5 to 10 years | 2 860€ | 1 920€ | 3 800€ | 2 |
| 10 to 15 years | 1 800€ | 1 800€ | 1 800€ | 1 |
| 15 to 20 years | | | | |
| over 20 years | | | | |
| OVERALL | 1 850€ | 1 500€ | 3 800€ | 5 |

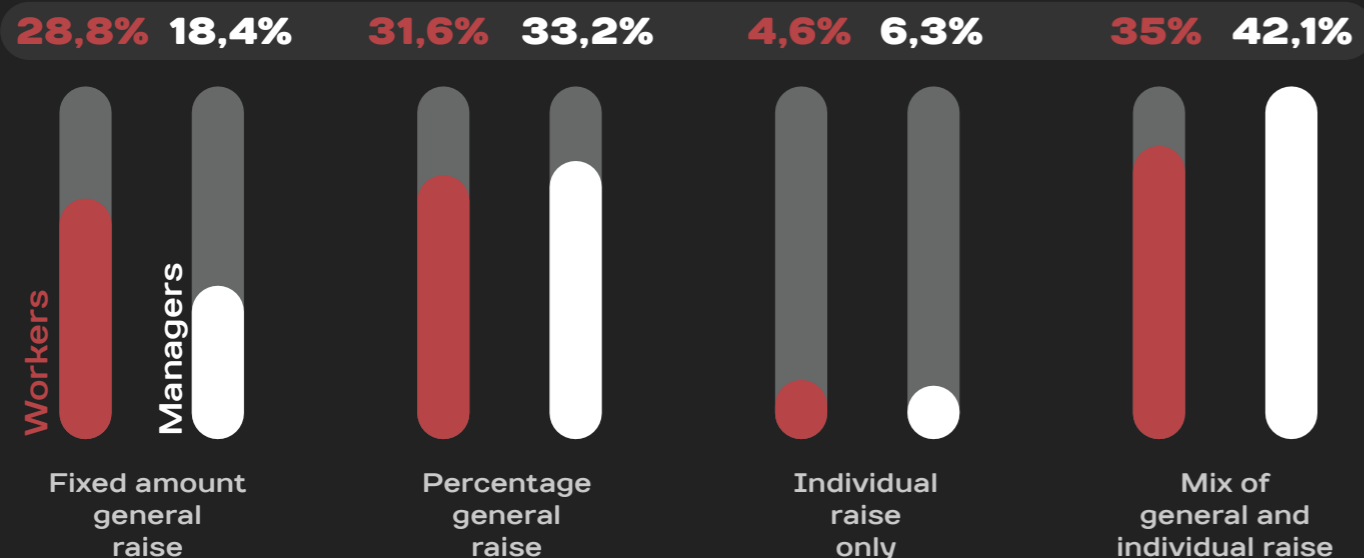
RAISES

Reasons cited for a raise



RAISES

Type of raises wanted

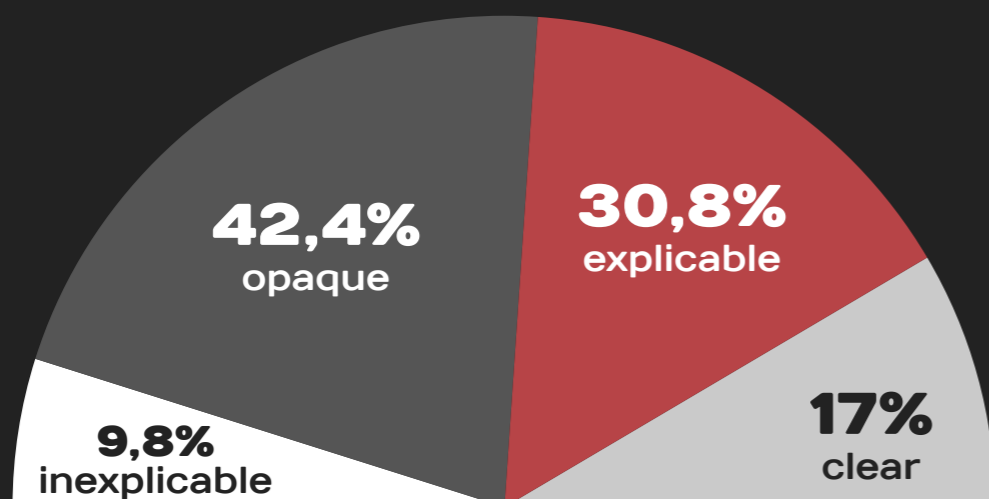


12,2%

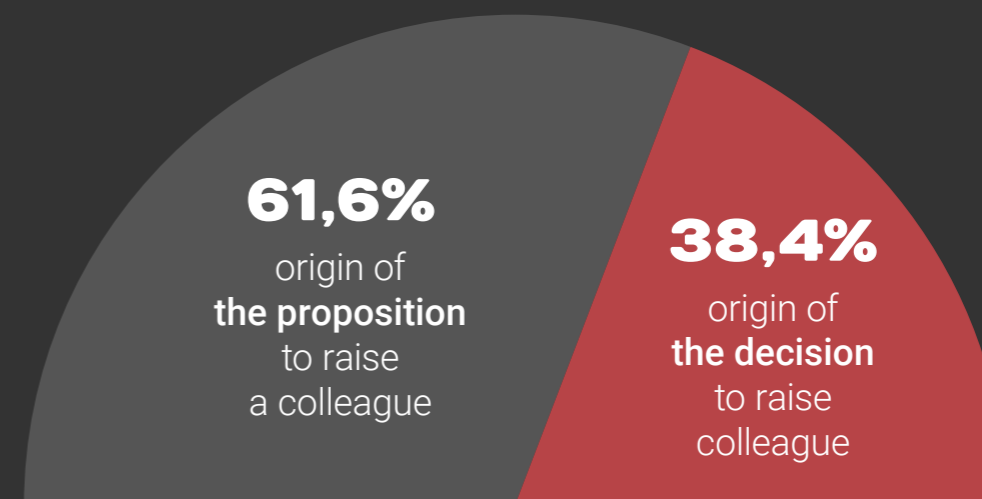
of employees are taking part in raises processes

Reminder : 23,3% of employees are team managers

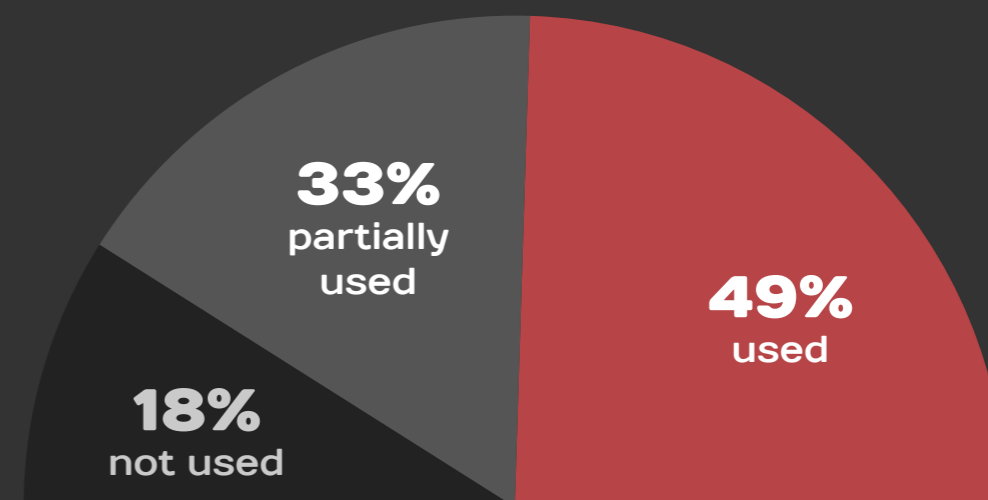
Understanding of criterias used to determine raises



Role of personal involvement



Use of performance reviews



Although the data in this chapter are not exhaustive, they do give us an idea of the **real salaries in our industry.**

As far as pay rises are concerned, workers would like to see **collective work on a shared project rewarded**; however, the process behind how raises are awarded **remains opaque for the most part.**

PART 6

STANDARD OF LIVING

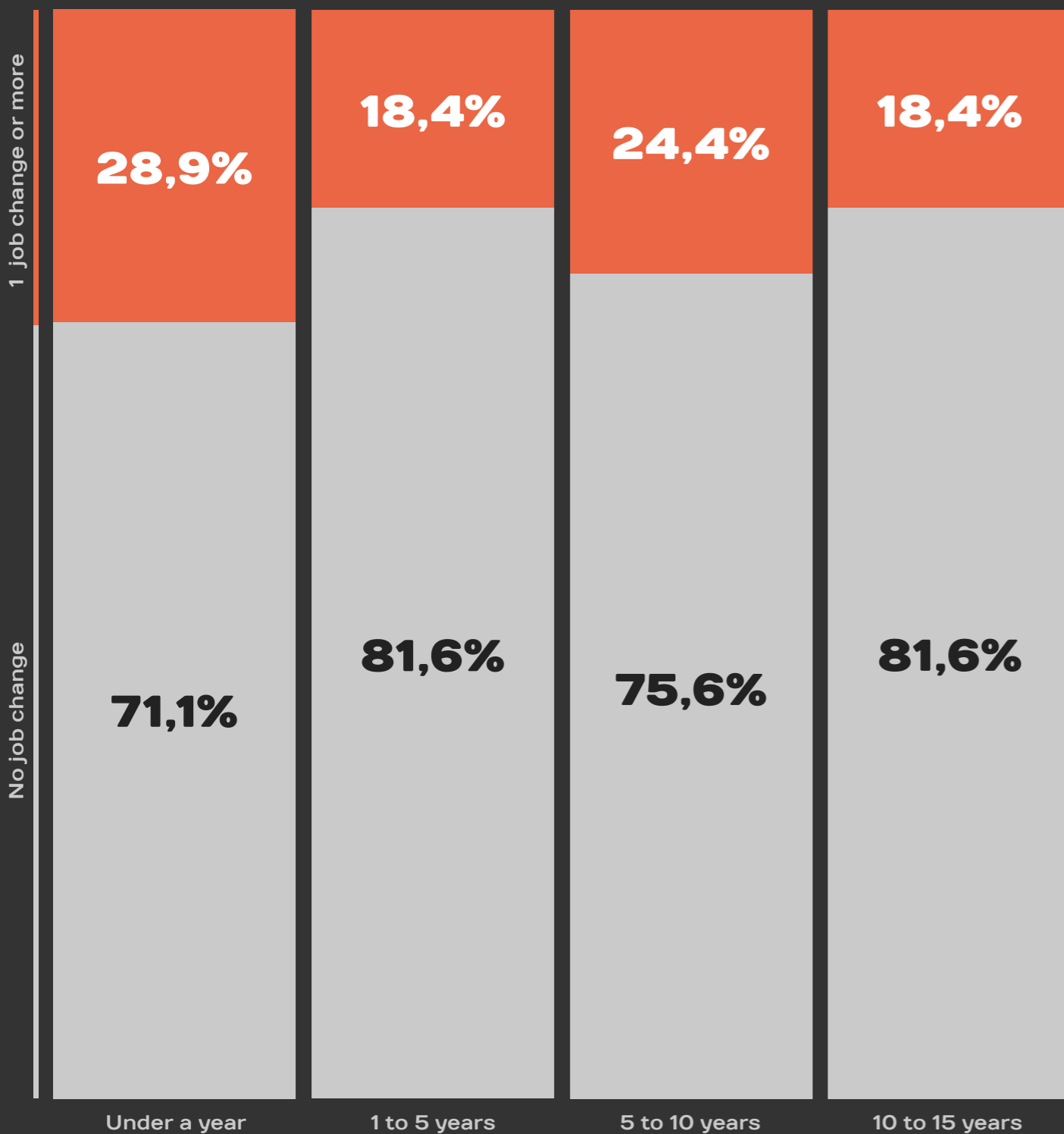


The standard of living of video game workers encompasses their **mobility within the industry**, their **living arrangements**, the **means of transport** they use to get to work, their family situation and the **proportion of their salary used for rent**.



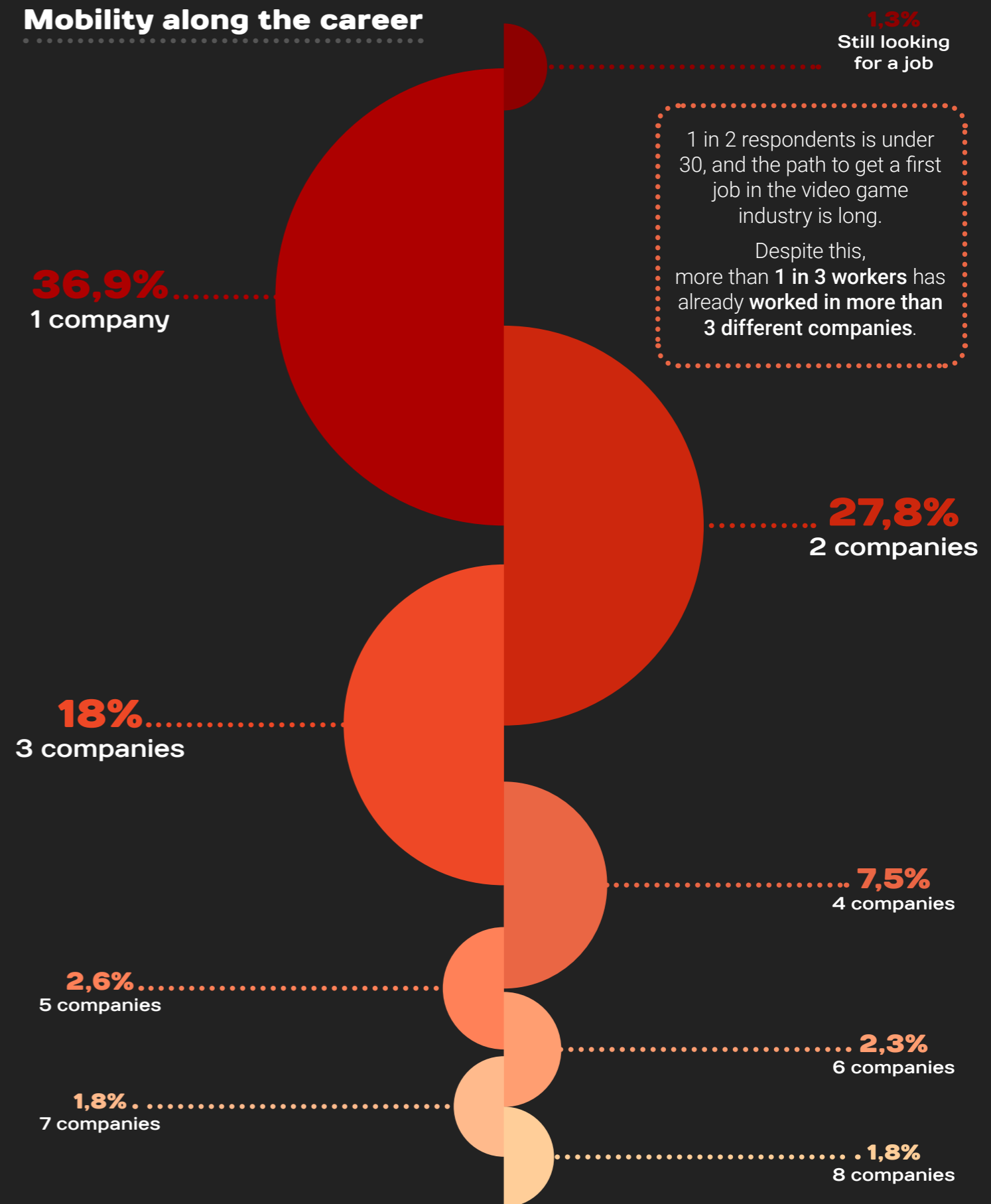
JOB STABILITY

Mobility in the last year, by experience



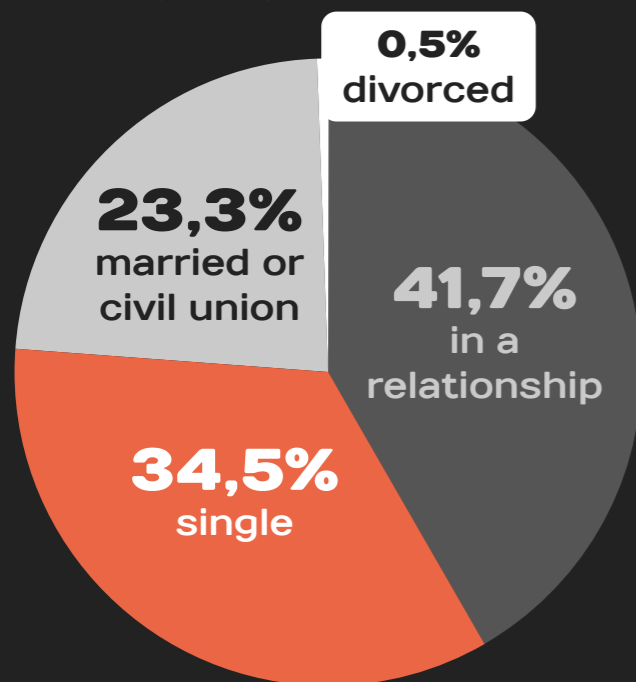
Whatever the experience, there is an overall annual turnover **over 20%**

Mobility along the career

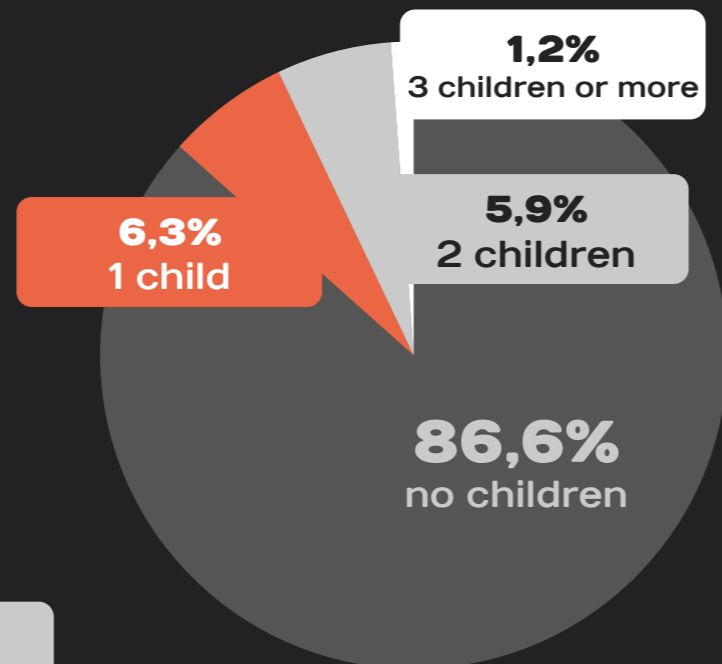


FAMILY SITUATION

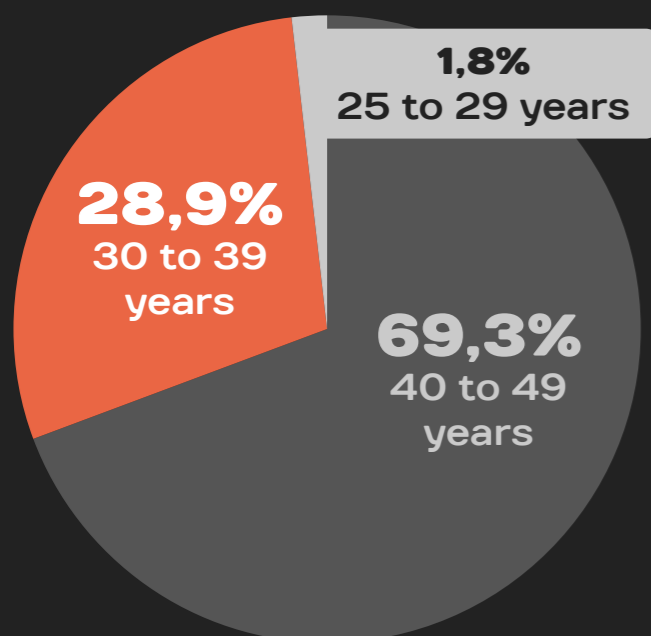
Marital status



Number of children

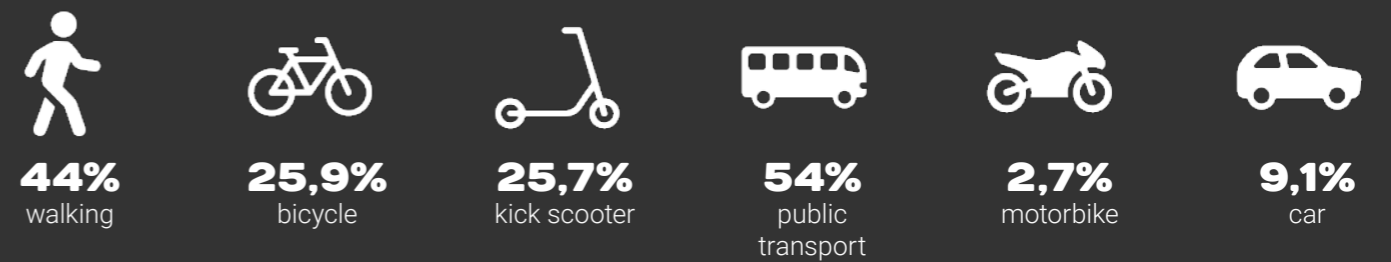


Age of workers with children

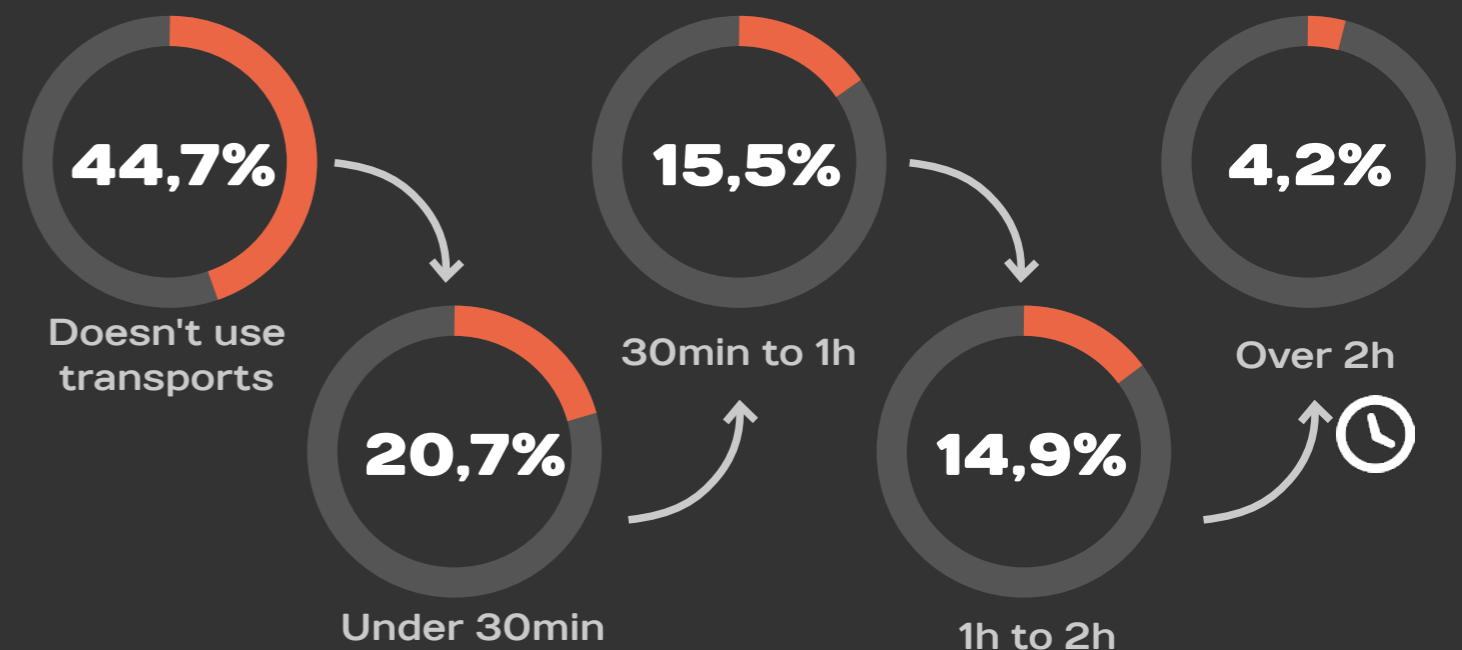


TRANSPORTATION

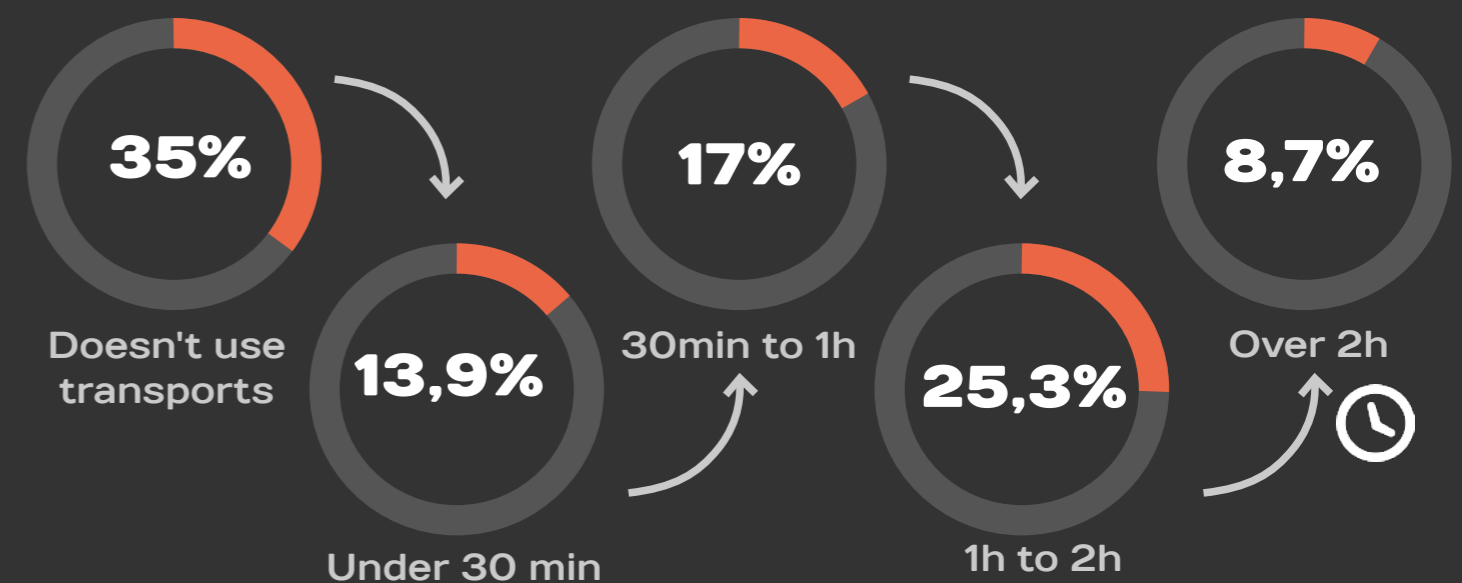
Types of transports used



Daily time spent in transports



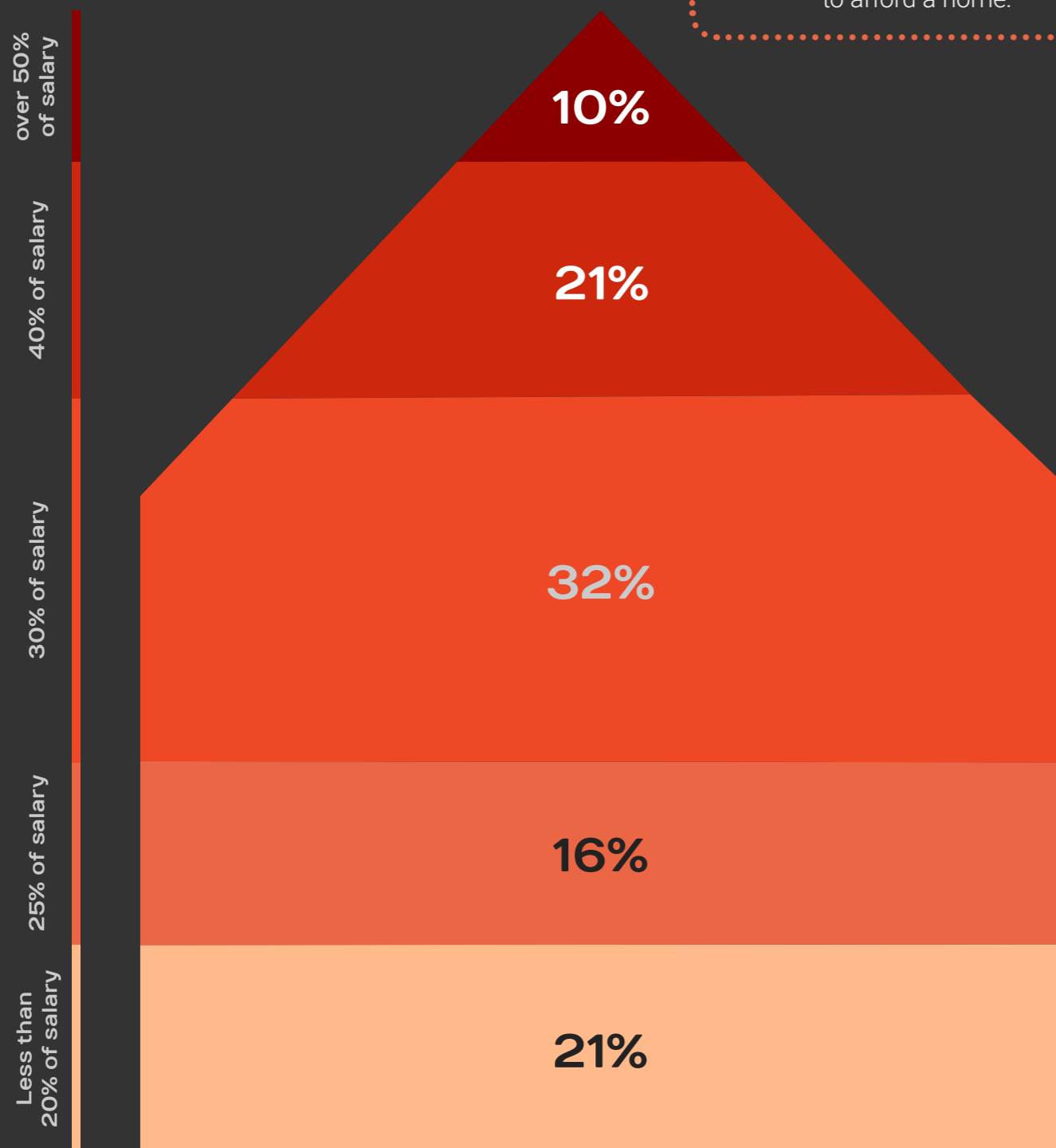
Daily time spent in transports (Île-de-France)



HOUSING

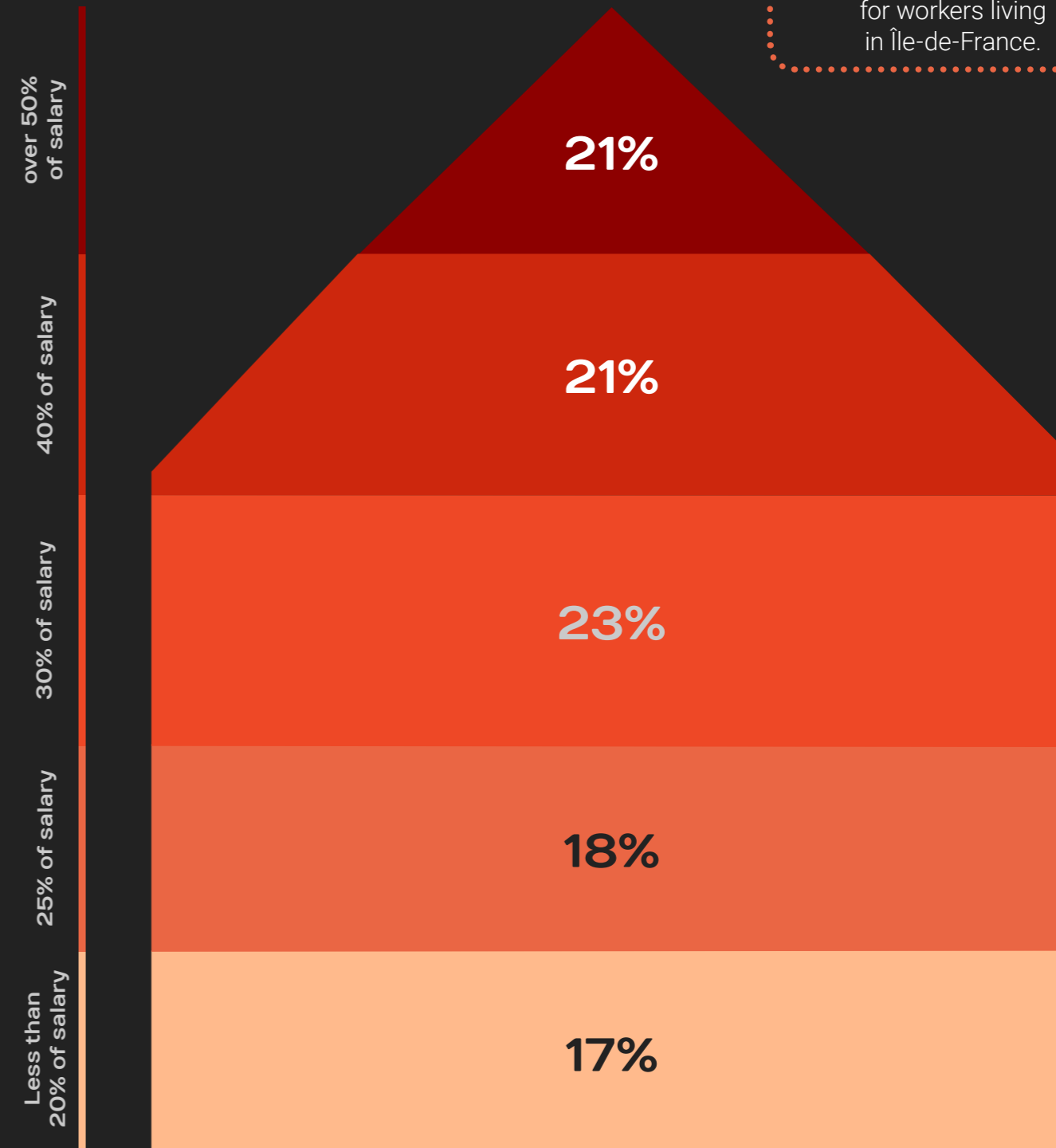
Portion of salary used for housing

Over 30% of video game workers dedicate **at least 40% of their salary** to afford a home.



Portion of salary used for housing (Île-de-France)

This number goes **over 40%** for workers living in Île-de-France.





FREELANCERS



Who are the freelancers in the video games industry?
How did they **choose this status**? What proportion do freelancers represent in the industry? Is it a choice that favours a **certain quality of life**?

Do they work on site or from home?
Where do they live in France?
How many customers do they have on average?
Does experience play a part in the number of contracts they get?

These are some of the questions that this part of the survey seeks to answer.

PROFILE

Gender & age



65%
men



28%
women



7%
non-binary

92% of respondents are cisgender, meaning they currently identify with the gender they were assigned at birth

14% **39%** **36%** **10%** **1%**



< 25 y.o.



25 to 29 y.o.



30 to 39 y.o.

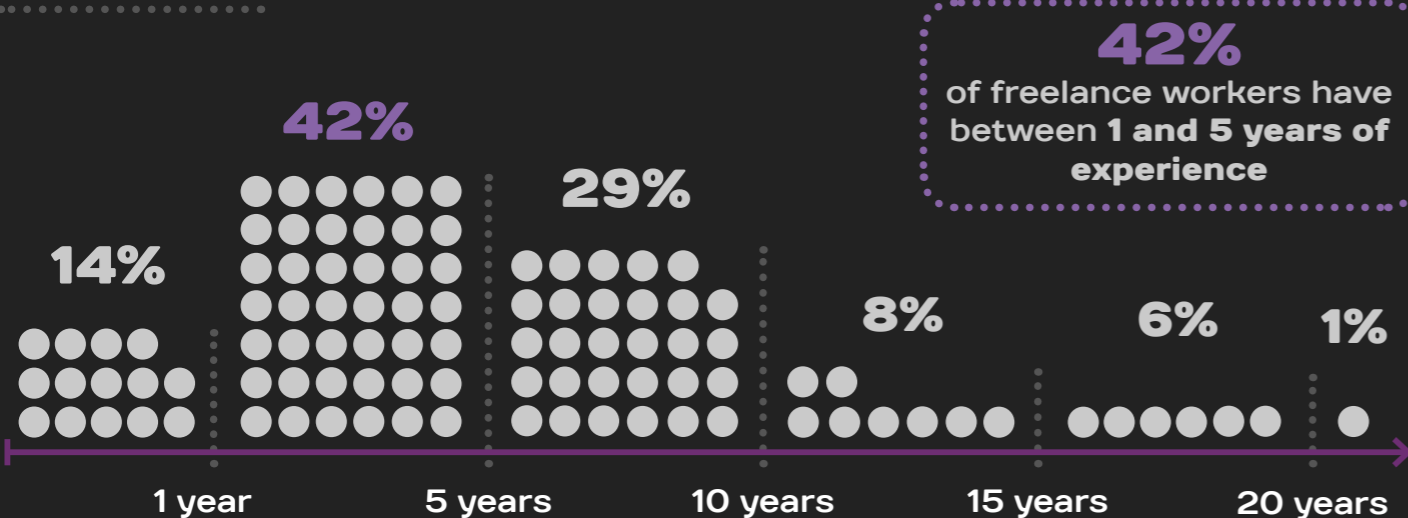


40 to 49 y.o.



> 50 y.o.*

Experience



* This data must be analysed with caution, the number of corresponding answers and resulting significance being low.

PORTION OF FREELANCERS BY OCCUPATION

12%
1 in 8 workers
is a freelancer



Gameplay programmer

14%

UI programmer

19%

3D programmer

16%

Specialised programmer

5%

QA tester

9%

Game designer

17%

Level designer

24%

Producer

6%

Community manager

14%

Marketing

10%



Animator

34%

2D artist

35%

3D artist

26%

Specialised artiste

14%

Concept artist

40%

Sound designer

35%

Writer

38%

Translator

64%

Video maker

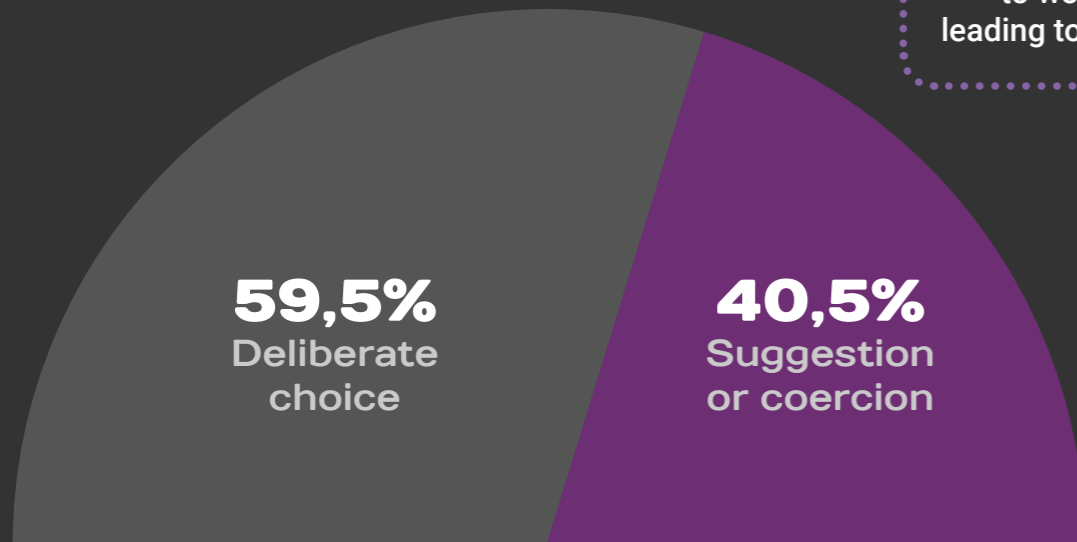
33%

Teacher

52%

WORK

Choice of status



40% of freelancers are forced to work as freelancers, leading to precarious situations.

Place of work



90,1%
at home



1,8%
at one of
their clients



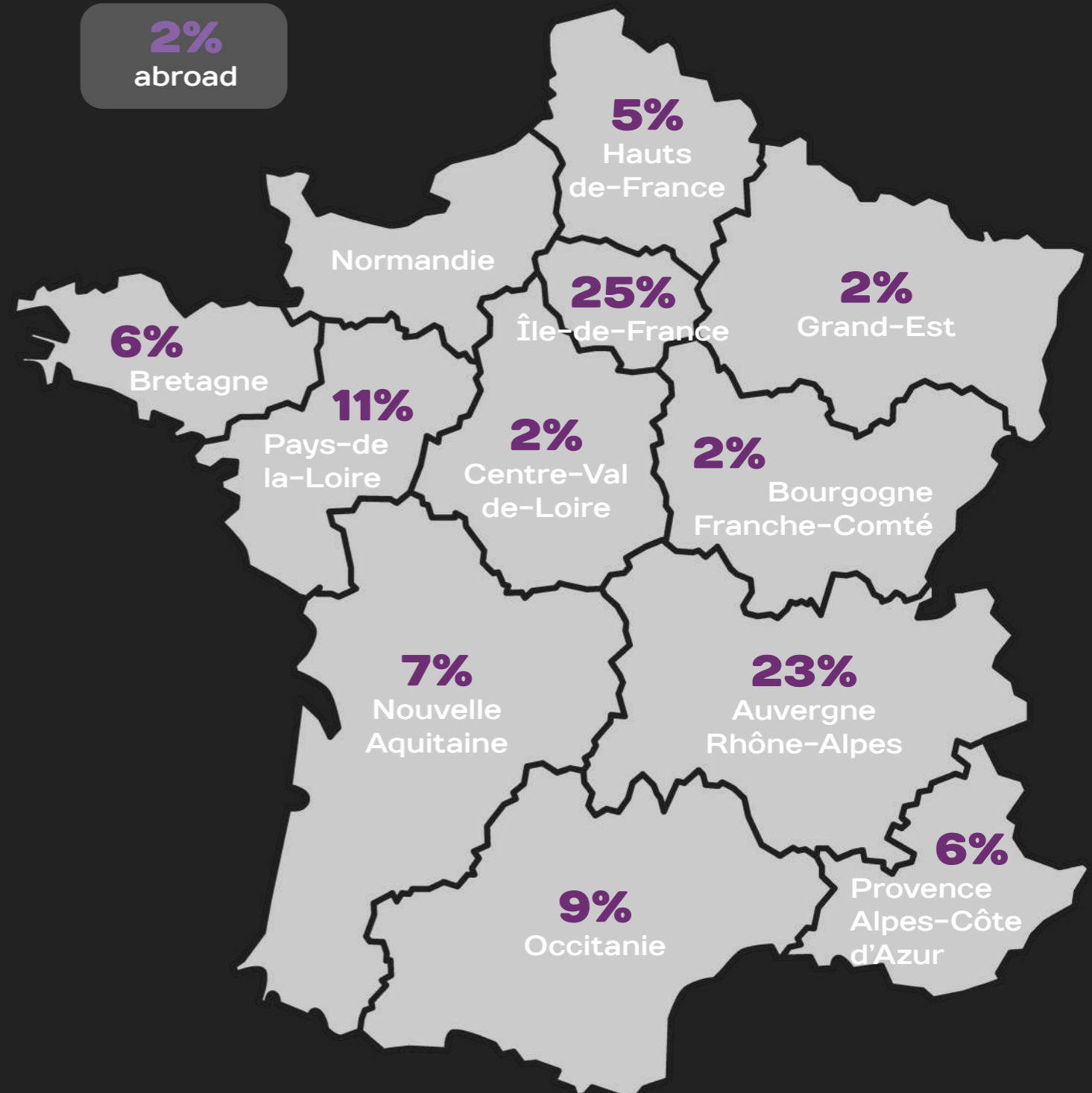
2,7%
at several
clients



5,4%
elsewhere

GEOGRAPHICAL DISTRIBUTION

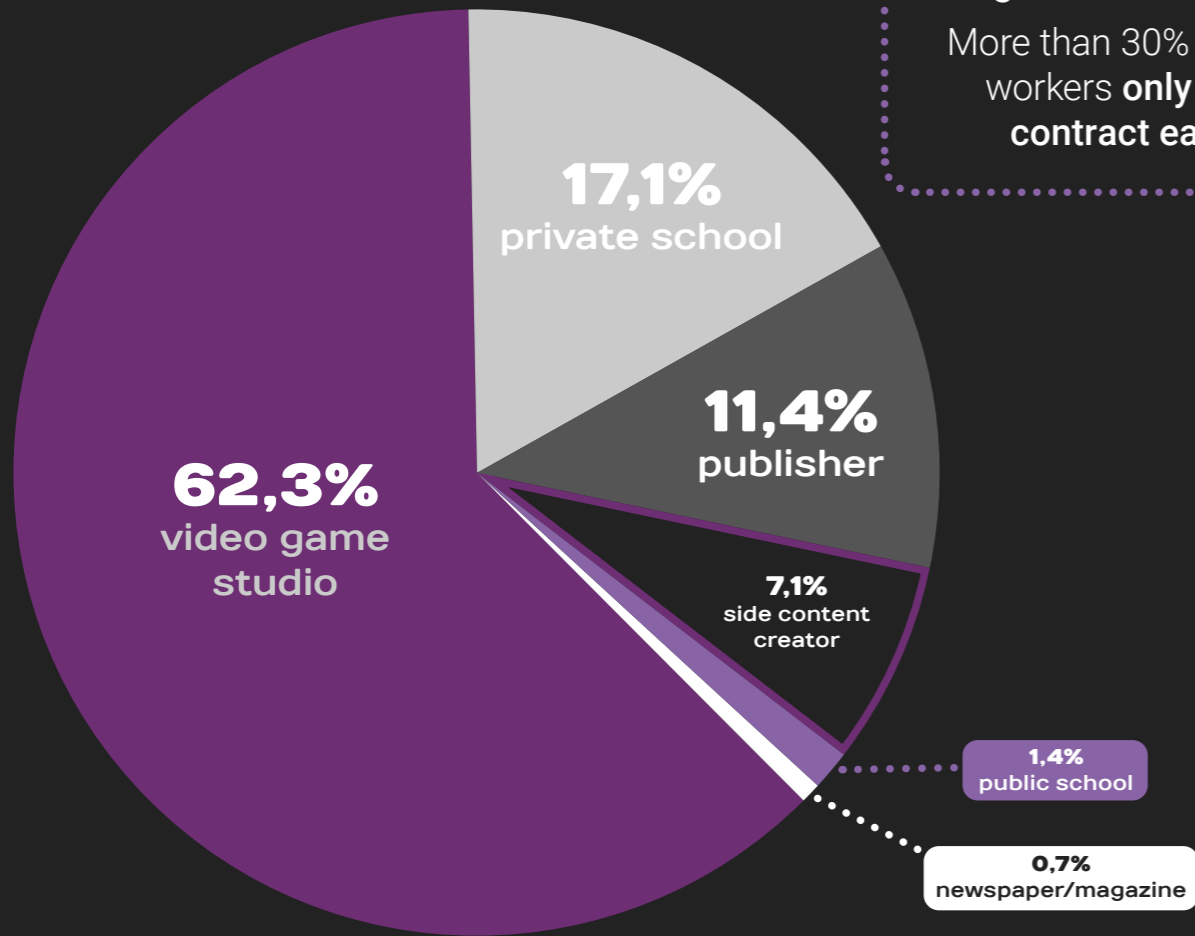
2%
abroad



We didn't receive any answer from workers residing in Corsica or in the DROM-COM.

CLIENTS

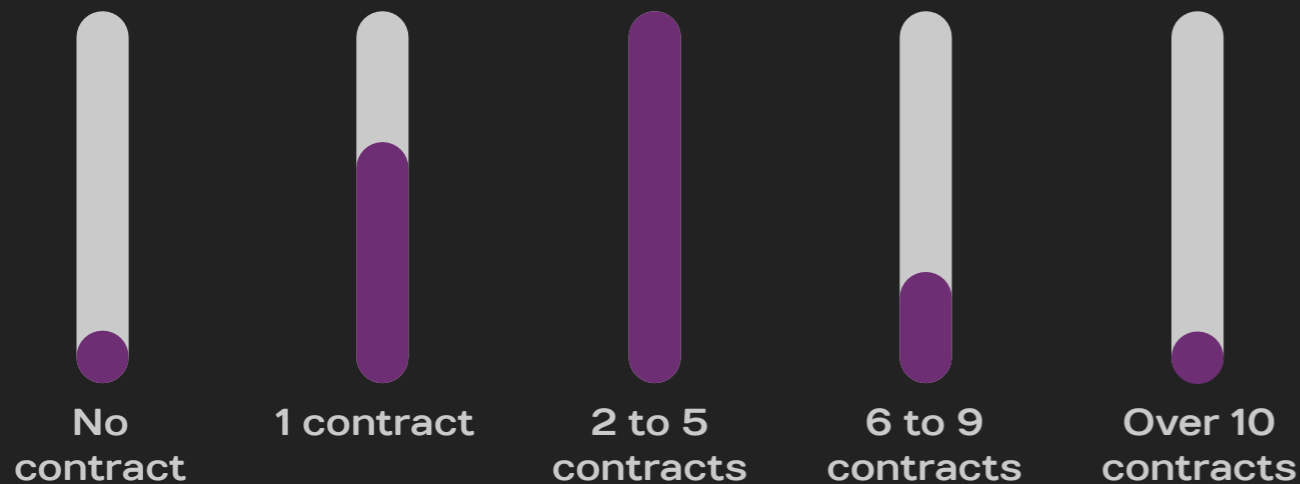
Type of clients



Freelance worker have **on average 3 clients each year**.
More than 30% of freelance workers **only have one contract each year**.

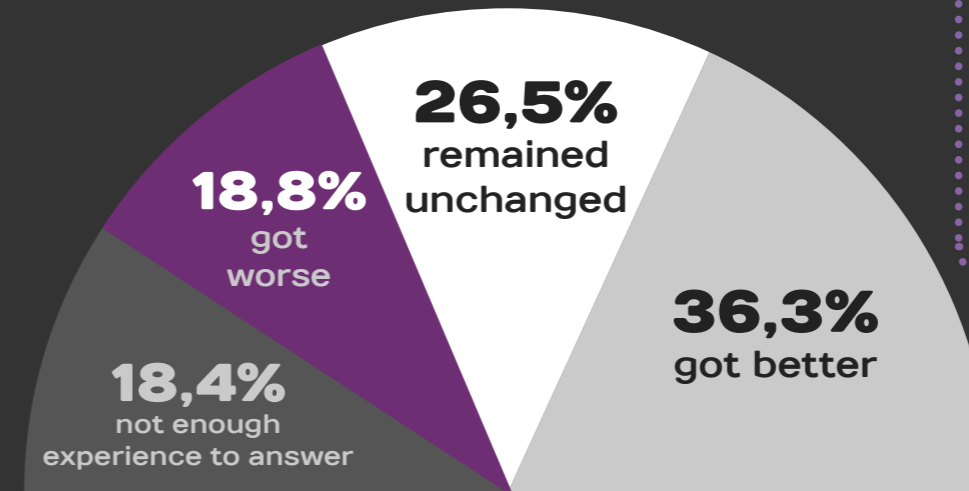
Number of contracts per year

3,7% 30,8% 53,3% 8,4% 3,7%



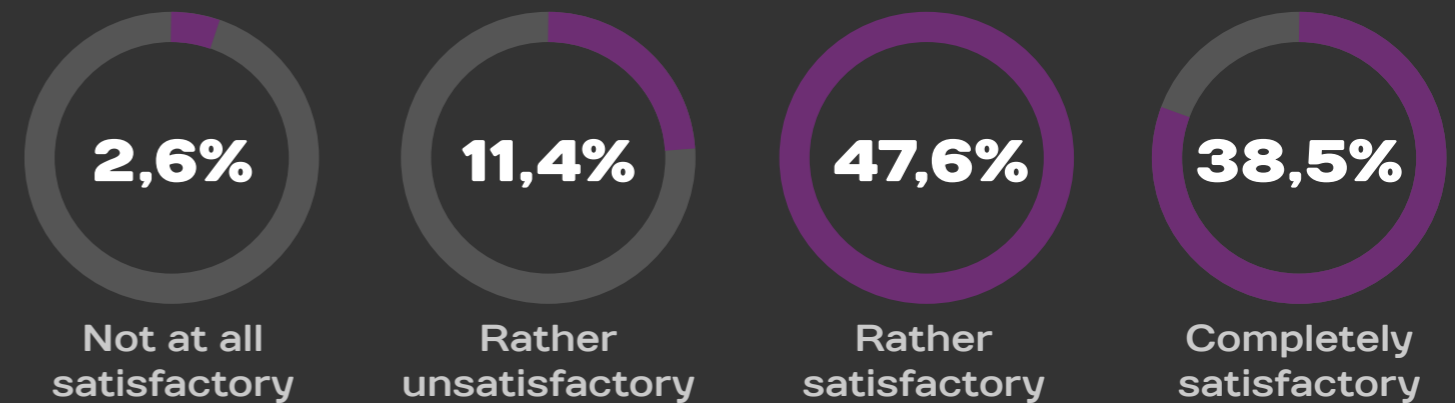
WELL-BEING AT WORK

Evolution of well-being at work

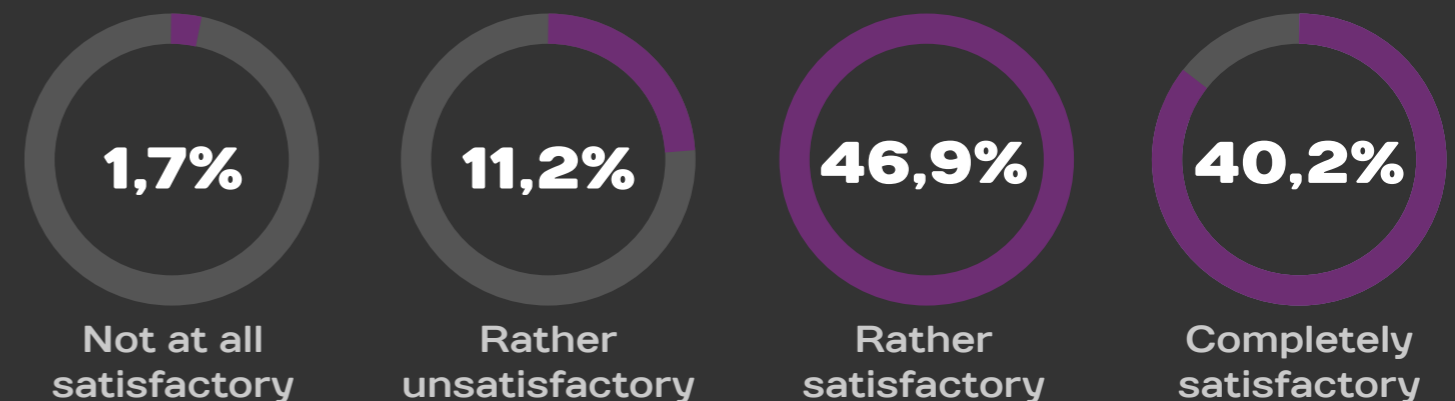


Following Covid, the working conditions of most freelancers **got better**, thanks in part to **hybrid remote work**; however, almost 20% of freelance workers say their **well-being got worse**.

Working hours



Equipment and work environment



ACKNOWLEDGEMENTS & CREDITS

This survey on video game workers is the result of **a collective effort by STJV union members**.

The Syndicat des Travailleurs et Travailleuses du Jeu Vidéo (STJV) would like to thank **everyone who helped to make this work possible, which is so important for our industry** : graphic designers, statisticians, editorial, public communications, etc.

Of course, all this work would not have been possible without the almost **1,000 video game workers** who answered this survey in all honesty. We would like to take this opportunity to **thank them for their invaluable help**.

.....
Icons created by Adrien Coquet and used with his permission, thank you !
https://thenounproject.com/coquet_adrien/

CONCLUSION

This concludes the first publication of our major survey on video game workers. It is a valuable source of information about the people who shape our industry every day.

Video game workers are **(over)qualified, from higher socio-professional categories and on the whole young** (very few are over 40).

Unsurprisingly, given the proliferation of private schools in France, **the cost of education is staggering: €25,000 on average** for a full curriculum. By comparison, the average cost per student in France in 2019 was €11,530.

The STJV will always campaign against the commodification of knowledge. We are pleased to note that public education is just as popular as private education. But access to the industry must never be at the cost of student debt.

We are delighted to see a **high rate of permanent contracts**, but we regret that so many graduates have to make do with internships and fixed-term contracts, when they are not outright advised to go freelance to satisfy companies.

It will come as no surprise to anyone that crunch is very much a reality! Almost 1 in 4 workers is affected by this degrading practice. **Half of them have not been paid for this excess work** (our bosses' gratitude never put food on the table).

The workers' main demands include :

- the demand for **more training** to improve their skills;
- the possibility to **manage their own working hours**
- greater access to **remote work**
- **higher salaries** (and open access to pay scales)

The 17% unionisation rate (which can be explained by an over-representation of STJV members among respondents), combined with the fact that half of all respondents are considering joining a union, show that **the battles we are waging are just and necessary**.

We will continue to fight for the rights of all video game workers.

With our comradely salutations

.....

SURVEY

on video game workers in France

2022 EDITION



Le Syndicat des Travailleurs et Travailleuses du Jeu Vidéo

Independent and militant union defending
employees, freelancers, temporary workers,
students, etc. in the video game industry