

Ref: GM/RF

22 March 2022

By e-mail: [info@enterprise.gov.ie](mailto:info@enterprise.gov.ie)

Mr. Chris Smith  
Secretary  
The Low Pay Commission  
The Department of Enterprise, Trade and Employment  
23 Kildare Street  
Dublin 2  
DO2 TD30

**Re: Low Pay Commission Consultation on the National Minimum Wage**

Dear Mr. Smith,

I am writing to you on behalf of our members in the digital games sector in Ireland as part of the Low Pay Commission's consultation on the minimum wage.

Games Workers Unite Ireland is a branch of Financial Services Union (FSU) and represents digital games workers.

We are concerned about high levels of low pay in the highly skilled and highly profitable digital games sector here in Ireland. Our research<sup>1</sup>, conducted in 2020, suggests that as many as 15% of the sector were earning less than the then Living Wage of €12.30 per hour and that these workers were predominantly women.

While there are high earners in this sector, a number of service, support, QA testing and game localisation roles earn between the minimum wage and living wage.

This is not sufficient to live on in Ireland today, especially with a rising cost of living. Nor is it acceptable in a sector worth over one hundred billion globally for workers to be on such low pay. These roles are a key part of the games sector in Ireland which is a sector ear-marked by the Minister for employment growth. If workers are to be retained and attracted to these roles their pay needs to be better.

**We are, therefore, asking that the statutory minimum wage is moved to a statutory living wage and recommend the use of the Living Wage Technical Groups calculation of €12.90 per hour.**

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<sup>1</sup> [https://www.fsunion.org/assets/files/pdf/gwui\\_pay\\_transparency\\_report\\_2021.pdf](https://www.fsunion.org/assets/files/pdf/gwui_pay_transparency_report_2021.pdf)

We have also requested the Minister include the Living Wage as a wage floor as a prerequisite to any state funding or support and have put our position forward as part of a dialogue on the digital games tax incentive. These initiatives are ways in which the Government can “progress to a living wage over the lifetime of the government”.

I look forward to hearing outputs from this consultation.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'G. Murphy', with a long horizontal flourish extending to the right.

**Gareth Murphy**  
**Head of Industrial Relations and Campaigns**