

---

# ACC DOCKET

*INFORMED. INDISPENSABLE. IN-HOUSE.*

---

**Human Matters**

**Employment and Labor**



We've dedicated this issue of *ACC Docket* to stories that touch on employment issues and emerging trends.

Our cover story, "Genesis of an Industry: The Emerging Workforce and Regulations of esports," explores how the electronic gaming industry is taking off before our eyes. Newzoo estimates that global esports market revenue will reach 1.79 billion US dollars in 2022. In our story, the authors highlight the many questions surrounding employment terms and international labor management that esports have brought to light. Further, they examine the potential challenges associated with the technological advances inherent to the industry, including the IP rights of game producers and privacy issues of professional gamers, as well as the challenges associated with managing a workforce that includes players of varying ages — many younger than 18 — living around the globe and playing several different games. **There are many lessons to be learned from studying the complex world of esports for in-house counsel, no matter your industry.**

Other topics in this issue include an examination of new pay equality laws and enforcement; a look at employment issues such as outsourcing contract work in a global "gig" economy; what's involved in creating an information governance program; how to attract and manage millennial talent; and a meditation on the career benefits of advancing diversity and inclusion in the workplace.

If you are looking for more employment content, visit the new [ACC.com](https://www.acc.com) — featuring a vastly improved

---

search function, a peer-curated resource library, quicker downloads, and more. While there, check out the Employment and Labor Network to get ideas from peers on how they can help you become a stronger partner to your HR department.

I hope you find this issue interesting and useful to your work. Drop me a line at [chair@acc.com](mailto:chair@acc.com) if you have any feedback you'd like to share.

[Simon Fish](#)



Executive Vice President and General Counsel

BMO Financial Group

---