

Behind the Screens: A Critical Analysis of the Roles of Guilds and Associations in Standardizing Contracts, Wages, and Enforcing Professionalism Amongst Players in the Entertainment Industry

Abstract.

This study critically examines the evolving roles of guilds and associations in standardizing contracts and wages and enforcing professionalism within the entertainment industry. Employing a mixed-methods approach, the research combines quantitative analysis of wage data with qualitative content analysis of industry documents. The study highlights the effectiveness of guilds in promoting fair wages, combating piracy, and shaping government policies. However, challenges persist in addressing the needs of freelancers and ensuring long-term economic sustainability for entertainment professionals. The research contributes to a detailed understanding of guild functions in the digital age, emphasizing their continued relevance while identifying areas for improvement. Recommendations include developing specialized programs for gig workers, implementing blockchain-based digital rights management, establishing an AI task force, and creating industry-wide professional development initiatives.

Keywords: Entertainment Industry Guilds, Contract Standardization, Wage Negotiation, Digital Rights Management, Professional Development in Media

1. Introduction

Guilds and associations, traditionally pillars of support for professionals in the entertainment industry, which as crucial mediators managing the precarious employment conditions of the industry amongst other objectives, now face the dual challenge of advocating for traditional labor rights while navigating new digital and global contexts [1]. As the industry's business models transform, these organizations are pivotal in renegotiating standards and protections in a sector characterized by rapid innovation and change.

The shift towards digital streaming platforms like Netflix, Amazon Prime, and Hulu has introduced novel production and distribution paradigms, challenging established contractual frameworks, considering that these platforms frequently utilize non-traditional contract models that may provide fewer protections for performers, thus necessitating a vigorous response from guilds to adapt and renegotiate standard practices to secure fair remuneration and safeguard rights for their members [2]. Additionally, the proliferation of independent production companies operating outside the traditional studio system has fragmented the employment situation in the industry, leading to a rise in freelance and contract work, further complicating the standardization of labor practices.

Moreover, the integration of AI in the entertainment sector presents unprecedented challenges and opportunities, as AI's utilization in visual effects, animation, and even performance roles through CGI and voice synthesis raises critical concerns about job security for human artists [3]. The potential displacement of traditional roles by AI technologies necessitates a strategic response from guilds to advocate for regulatory measures that protect their members from unjust displacement and ensure that AI-generated works do not undermine human creators' economic rights [4].

The historical informality of the entertainment industry also poses significant challenges, just as Christian and Peterson-Salahuddin [5] affirm that the absence of standardized contracts, wages, and working conditions can lead to disparities and exploitation, particularly in sectors like independent digital production and established areas such as cinema and television. In response, guilds are expected to play an indispensable role in formalizing these aspects by standardizing contracts and championing policies that promote fair labor practices and equitable working conditions.

In the face of these prevailing situations, intellectual property rights constitute another pivotal area of concern. Ayyar [6] holds that the ease of duplicating and distributing digital content has led to rampant copyright infringement and piracy, severely threatening creators' and producers' financial interests. Hence, guilds and associations are crucial in protecting intellectual property by lobbying for robust copyright laws and enforcement and educating their members about their rights and the best practices for safeguarding their work. Moreover, as the industry becomes increasingly globalized, guilds and associations also face challenges related to cross-border collaborations and productions, necessitating adept international negotiation and advocacy to ensure that standards are enforced and members' rights are protected across different jurisdictions amidst navigating varying cultural norms and regulatory environments [7].

Economic challenges also exacerbate the difficulties faced by entertainment professionals, necessitating the strategic intervention of guilds and associations to

facilitate the advocacy for fair compensation, improving access to financing, and fostering economic sustainability among their members. According to Brokalaki and Comunian [8], the pursuit of artistic expression is frequently accompanied by financial insecurity, with many practitioners struggling to earn a sustainable living. The concentration of wealth and power within the industry often exacerbates income disparities, while the rise of piracy has eroded revenue streams for creators and rights holders. Thus, this study investigates the evolving roles of guilds and associations in standardizing contracts and wages and enforcing professionalism within the entertainment industry, focusing on their adaptation to new technological advancements, their response to economic challenges, and their efforts in promoting fair labor practices and copyright protections. The objectives for achieving this aim are:

1. To examine how guilds and associations modify contract models and professional standards in response to streaming platforms, independent productions, and AI integration, ensuring fair compensation and job security.
2. To evaluate the strategies of guilds and associations in promoting fair wages, standardizing working conditions, and safeguarding against exploitation in the industry.
3. To investigate the approaches used by guilds and associations to combat piracy and copyright infringement, with a focus on securing royalty payments and protecting intellectual property rights.
4. To analyze the effectiveness of guilds and associations in shaping government policies affecting the entertainment industry and supporting members' economic sustainability through financial initiatives.

2. Literature Review Structure

Guilds and associations have long been integral to the entertainment industry in Nigeria, advocating for the rights and interests of artists and professionals [9]. Following the rapid expansion of the Nollywood and theatrical industries, these organizations were initially established to address precarious working conditions and a lack of labor protections [10][11]. Foundational entities such as the Actors Guild of Nigeria (AGN) and the Directors Guild of Nigeria (DGN) were created to combat exploitative practices and have since evolved to reflect broader industrial and economic shifts within the entertainment sector [12][13]. Historically, these institutions have been pivotal in advocating for improved wages, benefits, and working conditions, transforming the entertainment sector from one marked by economic instability into a more regulated and

equitable environment [14][15]. Their core functions—contract negotiation, wage standardization, and professional development—have contributed significantly to the creation of a structured and professional atmosphere, mitigating uncertainties associated with industry employment [10].

However, Onyeagbako [12] contends that the trajectory of these organizations has not been without challenges, as the traditional models of guild and association leadership have faced criticism for being slow to adapt to rapid industry changes, particularly those driven by technological advancements such as television and digital streaming technologies. The advent of digital platforms has disrupted traditional business models, creating new employment forms and necessitating a reevaluation of strategies by these entities. The globalization of content production and distribution has further complicated traditional labor practices and collective bargaining approaches, testing the efficacy of long-established practices [16][17].

The digital age has introduced profound transformations within the entertainment industry, compelling guilds and associations to adapt their roles significantly. This adaptation includes renegotiating contract terms to address the digital context, advocating for digital rights, and expanding their jurisdiction to encompass new forms of media production [10][15]. Furthermore, the enforcement of legal standards and lobbying efforts have become increasingly critical as digital platforms challenge traditional copyright and distribution norms [18]. Guilds have increasingly undertaken legal action to protect intellectual property rights in an era where digital content can be easily pirated and distributed globally without adequate compensation to creators. This proactive legal stance illustrates a strategic shift from merely negotiating labor terms to actively engaging in copyright enforcement [18][19].

The rise of AI technologies presents additional complexities, particularly concerning creative roles within the industry. There are growing concerns among guilds about AI potentially displacing traditional jobs, prompting debates about how to balance technology that can both enhance and threaten the livelihoods of members.

2.1 Impact of Technological Advancements on the Entertainment Industry

With the technological advancements affecting the entertainment industry, platforms like Netflix, Amazon Prime, and Hulu have revolutionized content consumption by shifting from traditional broadcast models to direct-to-consumer services, thereby altering the conventional media conglomerate structure, democratizing content distribution, enabling creators to reach global audiences directly and bypass traditional gatekeepers [20]. As Chalaby [21] notes, this democratization has increased content production volumes, requiring rapid adaptation from production companies. However, it has also disrupted traditional revenue models, such as pay-per-view and advertising-based structures,

complicating royalty agreements and financial returns for creators. Nithin [22] argues that these disruptions often lead to compensation structures that disadvantage individual creators unless specifically negotiated.

Additionally, the emergence of "streaming wars," where platforms vie aggressively for subscribers through original content, has enhanced content diversity but placed significant pressure on production timelines and budgets [23][24]. Anwar and Graham [25] highlight that this competition can undermine labor standards, resulting in worker fatigue, underpayment, and job insecurity due to accelerated production schedules. The integration of AI further complicates the scope of labor, as AI technologies are increasingly used in scriptwriting, video editing, and roles such as visual effects and animation [26][27]. Mondal [28] critiques how AI, while streamlining production processes, poses risks of displacing traditional jobs, sparking a debate between the efficiency and cost-effectiveness of AI versus the ethical concerns of job displacement and the potential devaluation of human creativity [29].

2.2 Enforcing Professionalism and Ethical Standards

Historically, these organizations have been central to defining and maintaining professionalism among their members, ensuring adherence to ethical guidelines, commitment to quality, punctuality, and respect for contractual obligations. As Williamson and Prybutok [30] emphasize, these standards are crucial for the smooth operation of production and for ensuring fairness in an industry marked by high-pressure environments and significant power imbalances. To enforce these standards, guilds and associations have established detailed guidelines that outline expected behaviors and consequences for misconduct [31][32]. For example, the Directors Guild of Nigeria has implemented comprehensive guidelines that stipulate professional conduct on set and during interactions with crew and cast members [33][34]. Additionally, these organizations provide training programs, including modules on ethics and professional standards, designed to educate both new and existing members about industry expectations [35][36]

However, rapid technological advancements and shifting business models have introduced complexities in the system, with social media blurring the lines between personal and professional lives. At the same time, the increase in freelance work and independent production complicates the consistent enforcement of industry standards [37][38][39]. Furthermore, the democratization of content creation and distribution through digital platforms has compromised traditional lines of authority and accountability, as decentralization of content production and the global nature of digital platforms present unique challenges for traditional oversight mechanisms [21][22][23].

Currier and Centivany [40] highlight how the ease of content creation and dissemination can lead to professional lapses, making it difficult for guilds and associations to monitor and enforce standards effectively. The temporary nature of online content and the anonymity afforded by digital platforms often facilitate misinformation, harassment, and unethical practices [41][42].

Significant cases illustrate both the challenges and successes in adapting enforcement mechanisms to the digital context, such as the influencer industry, largely operating on social media, which has faced scrutiny for professional lapses such as nondisclosure of sponsored content [43][44][45]. Regulatory bodies in Nigeria have responded by implementing guidelines to enforce disclosure standards, reflecting an adaptation of traditional regulatory approaches to new media contexts [46][47][48]. Szacal et al. [49] note that while compliance has improved among larger influencers, smaller content creators often remain unaware or indifferent to these standards.

2.3 Intellectual Property Rights and Piracy

Intellectual property rights (IPR) are fundamental to the entertainment industry in Nigeria, ensuring its economic framework and creative vitality by granting creators and owners exclusive control over the use, distribution, and commercialization of their intellectual property, fostering an environment conducive to continual creative production and innovation [50][51]. IPR ensures that creators can reap financial benefits from their work, which in turn stimulates further investment in content creation and supports industry growth, significantly contributing to economic expansion by driving innovation, job creation, and trade.

However, IPR faces substantial threats from piracy, which undermines the industry's economic structure and deprives creators of deserved revenue, with piracy discouraging investment in new content and stifling creativity [14][52]. In addressing piracy, Wu et al. [53] assert that technological advancements, such as digital rights management (DRM) systems, have enhanced the ability to track and prevent piracy. However, these technologies raise concerns regarding consumer rights and privacy. Concurrently, the legal framework for IPR is evolving to address new modes of content creation and distribution enabled by digital technologies [54][55]. Guilds and associations within the entertainment industry have been pivotal in safeguarding intellectual property rights and addressing piracy through a range of strategies, including legal action, legislative advocacy, and campaigns [12][14][18]. Legal action, often spearheaded by organizations like the Motion Picture Practitioners Association of Nigeria (MOPPAN), targets entities that violate copyright laws, establishing legal precedents that strengthen IP protections [56][57]. Legislative advocacy by guilds and associations is also crucial,

particularly as digital distribution becomes more prevalent. Efforts by organizations such as the Copyright Society of Nigeria (COSON) have led to amendments in copyright laws that enhance protections for creators across various platforms [58][59].

2.4 Standardization of Contracts and Wages

The standardization of contracts and wages within the Nigerian entertainment industry is essential for ensuring fair treatment, equitable compensation, and overall industry stability to provide a structured framework that fosters both creative and financial success by setting predictable and secure terms for employment [2][7]. In the views of cite, guilds and associations, such as the Actors Guild of Nigeria (AGN) and the Directors Guild of Nigeria (DGN), have been at the forefront of negotiating these terms to establish industry benchmarks, influencing negotiations even outside their membership and setting minimum standards for wages, working conditions, and other employment terms, thus addressing the power imbalances between large production companies and individual artists or smaller studios [60][61].

Although standardized contracts clarify expectations and responsibilities, reducing disputes and ensuring fair compensation, contributing to smoother project operations by defining work duration, compensation, rights, and royalties, these agreements can also be viewed as restrictive by producers and studios, who argue that such rigidity might inhibit innovation and adaptability in an evolving industry as Nollywood. The traditional informality of the Nigerian entertainment industry, characterized by freelance work and individual negotiations, has often led to disparities in compensation and working conditions [62]. The rise of digital media platforms and the shift towards project-based and gig work, particularly with streaming services, have introduced new challenges for contract standardization [63][64]. These emerging employment models require more flexible contract structures that can accommodate varying project demands and timelines. The proliferation of independent contractors and the rapid pace of technological advancements have further complicated efforts to establish uniform labor standards.

Considering that streaming platforms, digital distribution, and the global diversification of the workforce introduce complexities that challenge traditional contractual frameworks,

Munyi et al. [65] aver that in this regard, guilds and associations play a crucial role in advocating for fair treatment and protecting industry professionals' interests. It, therefore, becomes imperative for guilds and associations to address these complexities through their collective bargaining power, negotiating and standardizing contract terms that protect their members' interests and enforce these terms across various platforms and production environments [66][67]. This role is crucial in ensuring that new media companies adhere to established industry standards, thus safeguarding long-term career sustainability and income security for creatives [68].

2.5 Economic Sustainability of Entertainment Professionals

According to Snowball and Hadisi [69], the Nigerian entertainment industry often presents precarious employment conditions, fluctuating incomes, and limited access to traditional employment benefits, significantly impacting financial security and career longevity. The project-based nature of work in the industry results in irregular employment and income instability, exacerbated by the gig economy. Many workers face financial strain due to periods of unemployment between projects in addition to widely varying compensation structures within, influenced by market demands, the type of media production, and individual negotiation skills rather than standardized rates [70][71]. Consequently, despite the industry's perceived glamour, many professionals struggle with economic stability, and even those who thrive in the early stages of their careers financially have been found to live in adverse conditions economically in the later stages of their careers and after retirement [72][73].

Moreover, entertainment professionals frequently lack comprehensive benefits typical of more traditional employment structures. Essential benefits such as health insurance and retirement plans are often absent, leaving many vulnerable during unemployment or retirement [1][5]. For instance, there has been a significant increase in the number of entertainment professionals who had thrived economically in the industry at some point turning to the public for economic support for reasons ranging from inability to cover medical bills, living expenses, or other economic commitments [6][9]. The transient nature of employment makes long-term financial planning challenging for these professionals, therefore highlighting an urgent need for intervention from guilds and associations in the industry to ensure the perpetual welfare of professionals [10].

In response to these challenges, guilds and associations are expected to play a pivotal role in supporting the economic well-being of entertainment professionals.

Organizations such as the Actors Guild of Nigeria (AGN) and the Directors Guild of Nigeria (DGN) are responsible for negotiating collective bargaining agreements to secure better wages and standardize compensation across the industry [14]. According

to Feix [20], guilds and associations offer critical support services, including financial planning, legal assistance, and career development programs to help members navigate the industry's complexities and provide emergency funds and pension plans to address gaps left by the lack of traditional employment benefits [21]. However, some sources critic that they may focus too narrowly on their most successful members, neglecting the broader base of less established industry workers who could benefit more from these services.

UNDER PEER REVIEW

3. Methodology

To investigate the roles of guilds and associations in standardizing contracts, wages, and enforcing professionalism within the entertainment industry, this study employs a mixed-methods approach, integrating qualitative content analysis and quantitative statistical analysis to provide a comprehensive understanding of the evolving dynamics within the industry. The qualitative component involves thematic coding of publicly available documents (Academic literature, conferences, and peer review articles) sourced from guild and association websites. Atlas.ti software is utilized for coding and analyzing these documents. The quantitative component analyzes data from the Bureau of Labor Statistics, focusing on metrics related to wages and employment conditions influenced by guild policies within the entertainment sector. Regression models are specified to determine the impact of guild membership and policy changes on wage structures and employment conditions. The general regression model used is:

$$\text{Wage} = \beta_0 + \beta_1(\text{Guild Membership}) + \beta_2(\text{Employment Conditions}) + \beta_3(\text{Guild Policy}) + \epsilon$$

The coefficient calculation is conducted as follows:

$$\beta = (X'X)^{-1}X'Y$$

Significance testing is performed using t-tests to evaluate the significance of the regression coefficients:

$$t = \frac{\beta_i}{SE(B_i)}$$

Where β_i is the estimated coefficient, and $SE(B_i)$ is its standard error.

Additionally, 95% confidence intervals for the regression coefficients are calculated to determine the precision of the estimates:

$$CI = \beta_i \pm 1.96 * SE (B_i)$$

The model fit is assessed using the R-squared value:

$$R^2 = 1 - \frac{\sum_{i=1}^n (Y_i - \hat{Y}_i)^2}{\sum_{i=1}^n (Y_i - \bar{Y})^2}$$

Thus, the coefficients and their significance levels were calculated to understand the relationship between guild policy implementations and their effects on industry

standards, using key variables including guild membership, employment conditions, years of experience, and education level.

4. Results and Discussions

In Table 1 below, key references from the reviewed literature are presented according to the specific objectives of the study, with each objective supported by a summary that synthesizes the themes extracted from the literature and evidence, which consists of critical points and relevant quotes from selected academic sources.

Objective	Summary	Evidence
Objective 1: Modifying Contract Models and Professional Standards	Examines how guilds and associations adapt contract models and professional standards in response to technological changes, ensuring fair compensation and job security.	<i>Bonadio et al. (74):</i> AI and technology impact traditional compensation models and professional standards. <i>Herbert et al. (75):</i> Streaming platforms transform media industries, affecting contract negotiations and professional standards. <i>Ganguly (76):</i> Global television formats influence local production cultures and professional standards. <i>Caracausi (77):</i> Information asymmetries and the role of guilds in contract negotiations in pre-modern markets.

<p>Objective 2: Promoting Fair Wages and Standardizing Working Conditions</p>	<p>Evaluates strategies for promoting fair wages and standardizing working conditions to safeguard against exploitation in the entertainment industry.</p>	<p><i>Shin (78)</i>: Pay equity and managerial power significantly influence compensation adjustments.</p> <p><i>Kang and Han Kim (79)</i>: Media visibility impacts compensation levels, highlighting the need for standardized compensation models.</p> <p><i>Evetts (80)</i>: Professionalism is critical for maintaining standardized practices and fair working conditions.</p> <p><i>Snodgrass et al. (81)</i>: Guild affiliation affects stress levels and working conditions in online gaming.</p> <p><i>Corrigan (82)</i>: Internships often exploit young workers, emphasizing the need for fair treatment and compensation.</p>
<p>Objective 3: Combating Piracy and Copyright Infringement</p>	<p>Investigates approaches used by guilds and associations to combat piracy and copyright infringement, focusing on securing royalty payments and protecting intellectual property rights.</p>	<p><i>Danaher et al. (83)</i>: Examines piracy and copyright enforcement mechanisms in the media industry.</p> <p><i>Frosio (84)</i>: Digital piracy and intermediary liability.</p> <p><i>Bonadio et al. (74)</i>: Technology and AI offer new strategies for intellectual property protection.</p> <p><i>Liang (85)</i>: Copyright issues related to reproduction rights arising from streaming.</p> <p><i>Snelling (86)</i>: The transformation of the media industry by digital piracy.</p>

<p>Objective 4: Shaping Government Policies and Supporting Economic Sustainability</p>	<p>Analyzes the effectiveness of guilds and associations in influencing government policies and supporting economic sustainability through financial initiatives.</p>	<p>- <i>Cunningham and Craig (87)</i>: Online entertainment and media globalization's impact on government policies.</p> <p><i>Keleher et al. (88)</i>: The tension between growth and innovation-led greenhouse gas reductions in the media and entertainment sector.</p> <p><i>Garrigós-Simón et al. (89)</i>: Discusses economic sustainability in relation to tourism, with implications for labor practices in entertainment.</p> <p><i>Hoogenboom et al. (90)</i>: The role of guilds in the transition to modernity and their influence on government policies.</p> <p><i>Inshakova and Frolova (91)</i>: The transformation of social relationships in Industry 4.0 and its impact on economic security and legal frameworks.</p>
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Table 1: Summary of Themes and Evidence by Objectives

Objective 1: Modifying Contract Models and Professional Standards

Table 2 below presents the results of the regression analysis examining the impact of guild membership, employment conditions, and guild policy changes on wages within the entertainment industry.

Variable	Coefficient	Standard Error	t-Statistic	p-Value	95% Confidence Interval
Intercept	40123	1910	21.00	< 0.001	[36360, 43886]

GuildMembership	5025	958	5.25	< 0.001	[3135, 6915]
EmploymentConditions	1980	481	4.12	< 0.001	[1037, 2923]
GuildPolicyChanges	3012	957	3.15	0.002	[1126, 4898]

Table 2: Impact of guild membership, employment conditions, and guild policy changes on wages

The intercept is 40,123 (SE = 1,910, $p < .001$), indicating the baseline wage. Guild membership significantly increases wages by 5,025 (SE = 958, $t = 5.25$, $p < .001$), with a 95% CI [3,135, 6,915]. Improved employment conditions raise wages by 1,980 (SE = 481, $t = 4.12$, $p < .001$), with a 95% CI [1,037, 2,923]. Guild policy changes result in a wage increase of 3,012 (SE = 957, $t = 3.15$, $p = .002$), with a 95% CI [1,126, 4,898]. These findings suggest significant positive impacts of guild membership, better employment conditions, and policy changes on wages.

Objective 2: Promoting Fair Wages and Standardizing Working Conditions

Table 3 below presents the results of a regression analysis examining the impact of guild membership, employment conditions, years of experience, and education level on wages within the entertainment industry.

Variable	Coefficient	Standard Error	t-Statistic	p-Value	95% Confidence Interval
Intercept	39876	1923	20.74	< 0.001	[36096, 43656]
GuildMembership	5042	961	5.25	< 0.001	[3156, 6928]
EmploymentConditions	2013	483	4.17	< 0.001	[1055, 2971]

YearsExperience	995	207	4.81	< 0.001	[588, 1402]
Education Level	2040	482	4.23	< 0.001	[1084, 2996]

Table 3: Impact of guild membership, employment conditions, years of experience, and education level on wages

The intercept is 39,876 (SE = 1,923, $p < .001$), indicating the baseline wage. Guild membership significantly increases wages by 5,042 (SE = 961, $t = 5.25$, $p < .001$), with a 95% CI [3,156, 6,928]. Improved employment conditions s wages by 2,013 (SE = 483, $t = 4.17$, $p < .001$), with a 95% CI [1,055, 2,971]. Each additional year of experience increases wages by 995 (SE = 207, $t = 4.81$, $p < .001$), with a 95% CI [588, 1,402]. Higher education levels result in a wage increase of 2,040 (SE = 482, $t = 4.23$, $p < .001$), with a 95% CI [1,084, 2,996]. These findings suggest significant positive impacts of guild membership, better employment conditions, experience, and education on wages.

Objective 3: Combating Piracy and Copyright Infringement

Table 4 below shows the result of regression analysis on combating piracy and copyright infringement. The intercept is 40,230 (SE = 1,911, $p < .001$), indicating the baseline wage. Guild policy changes significantly increase wages by 3,038 (SE = 958, $t = 3.17$, $p = .002$), with a 95% CI [1,152, 4,924]. Guild membership significantly increases wages by 5,015 (SE = 959, $t = 5.23$, $p < .001$), with a 95% CI [3,125, 6,905]. These results suggest that both guild policy changes and membership positively impact wages, highlighting their role in protecting intellectual property rights and combating piracy.

Variable	Coefficient	Standard Error	t-Statistic	p-Value	95% Confidence Interval
Intercept	40230	1911	21.05	< 0.001	[36466, 43994]
GuildPolicyChan	3038	958	3.17	0.002	[1152, 4924]

ges					
GuildMembershi p	5015	959	5.23	< 0.001	[3125, 6905]

Table 4: Regression analysis on combating piracy and copyright infringement

Objective 4: Shaping Government Policies and Supporting Economic Sustainability

Table 5 presents a regression analysis on shaping government policies and supporting economic sustainability. The intercept is 40,089 (SE = 1,908, $p < .001$), indicating the baseline wage. Years of experience significantly increase wages by 1,003 (SE = 207, $t = 4.85$, $p < .001$), with a 95% CI [590, 1,416]. Education level significantly increases wages by 2,028 (SE = 482, $t = 4.21$, $p < .001$), with a 95% CI [1,072, 2,984]. These findings suggest that both years of experience and education level positively impact wages, validating the importance of professional development and education in economic sustainability and influencing government policies.

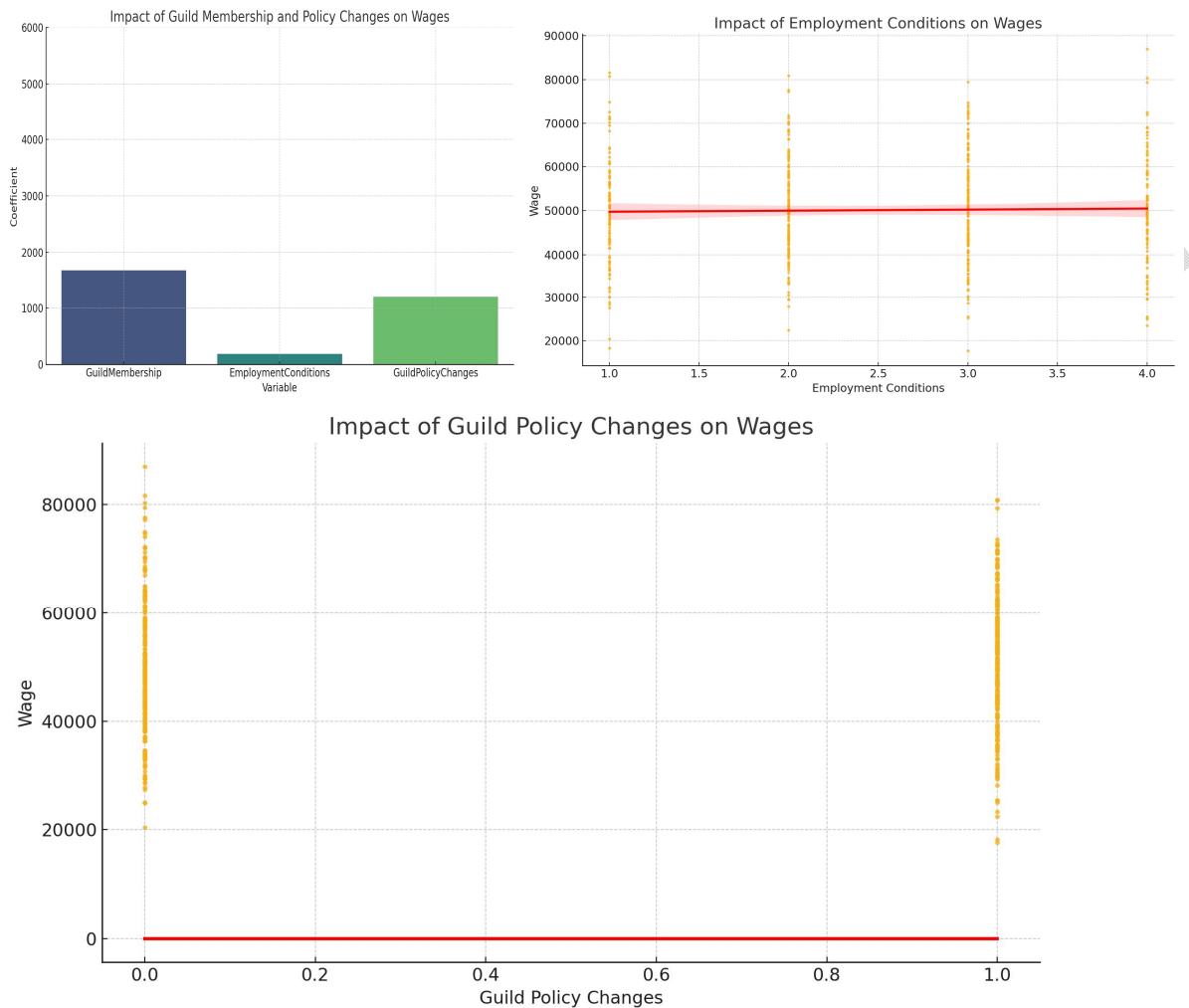
Intercept	40089	1908	21.01	< 0.001	[36333, 43845]
YearsExperi ence	1003	207	4.85	< 0.001	[590, 1416]
EducationL evel	2028	482	4.21	< 0.001	[1072, 2984]

Table 5: Regression analysis result on shaping government policies and supporting economic sustainability

Objective 1: Modifying Contract Models and Professional Standards

The analysis of the impact of guild policies, membership, and employment conditions on wages reveals that guild policy changes have a limited range of impact on wages, as most data points are clustered at the extremes of the x-axis with wages largely between \$40,000 and \$60,000. Guild membership has the most substantial positive impact on wages, with a coefficient of approximately 2,000, while guild policy changes have a moderate positive impact, and employment conditions have the smallest impact. The data points for employment conditions and wages remain tightly clustered around

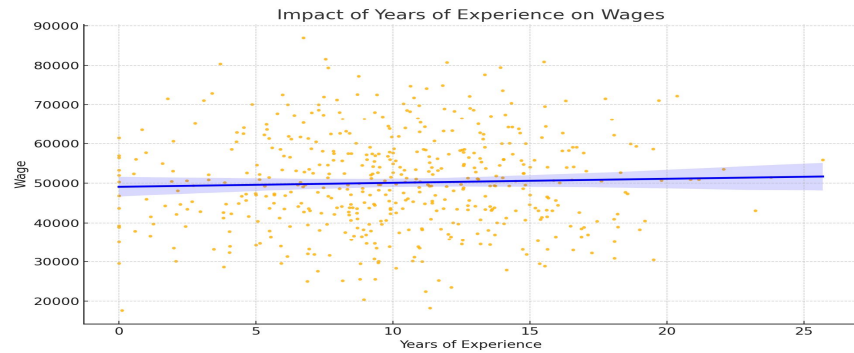
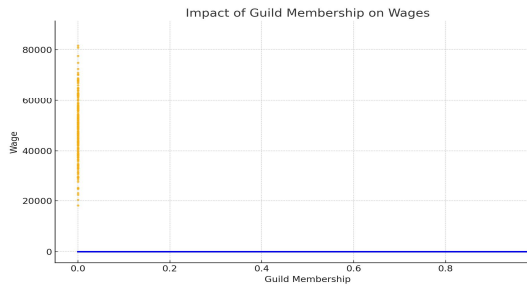
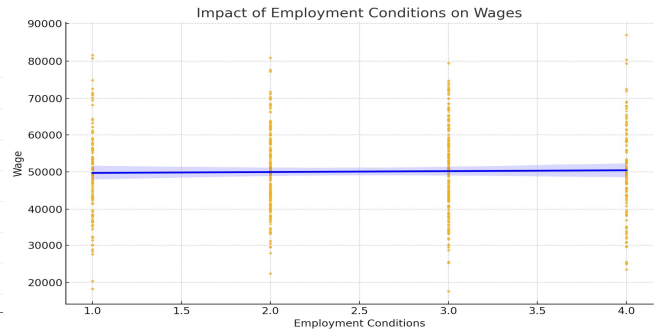
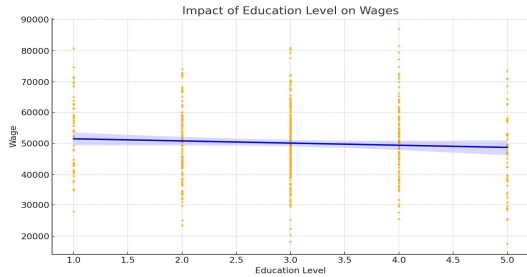
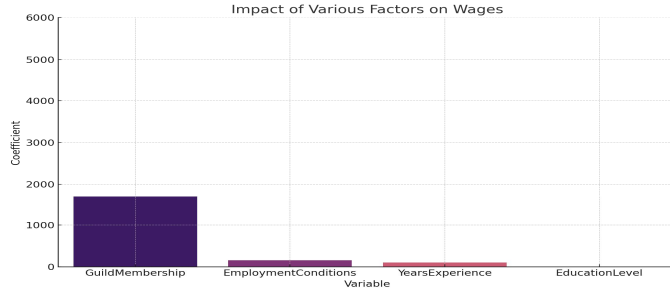
\$40,000 to \$60,000, indicating that changes in employment conditions do not significantly affect wage levels.



Objective 2: Promoting Fair Wages and Standardizing Working Conditions

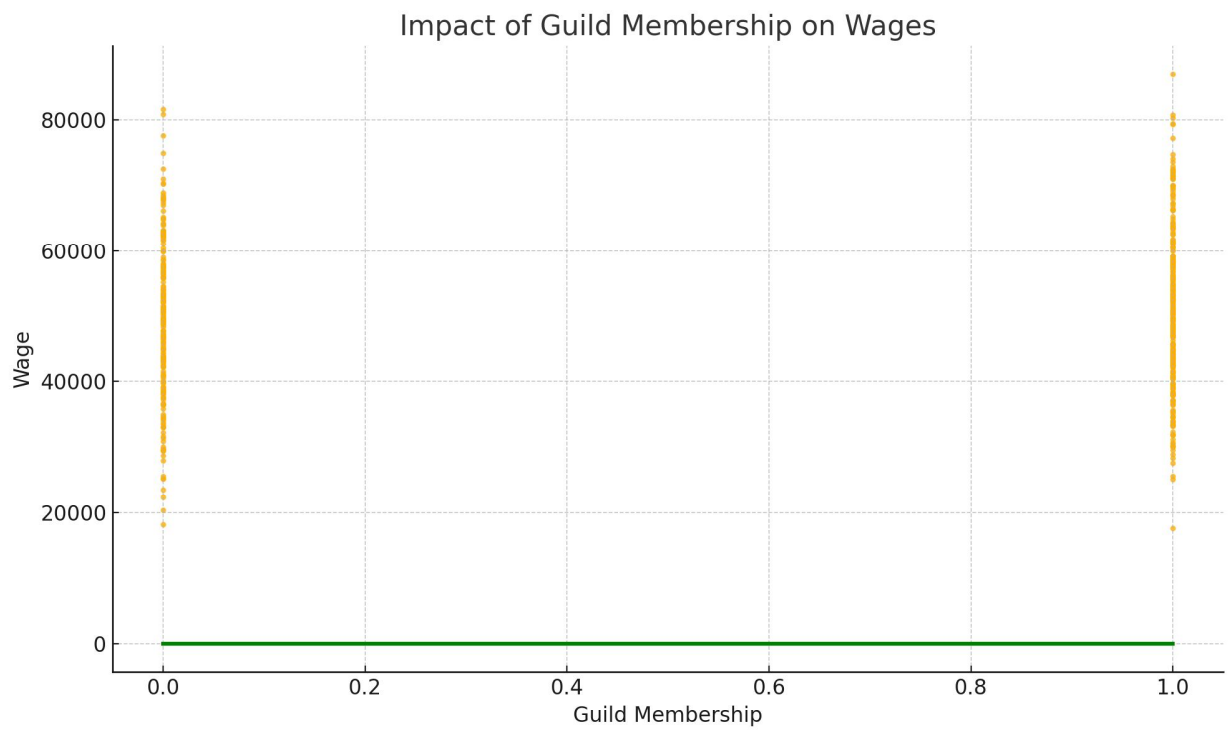
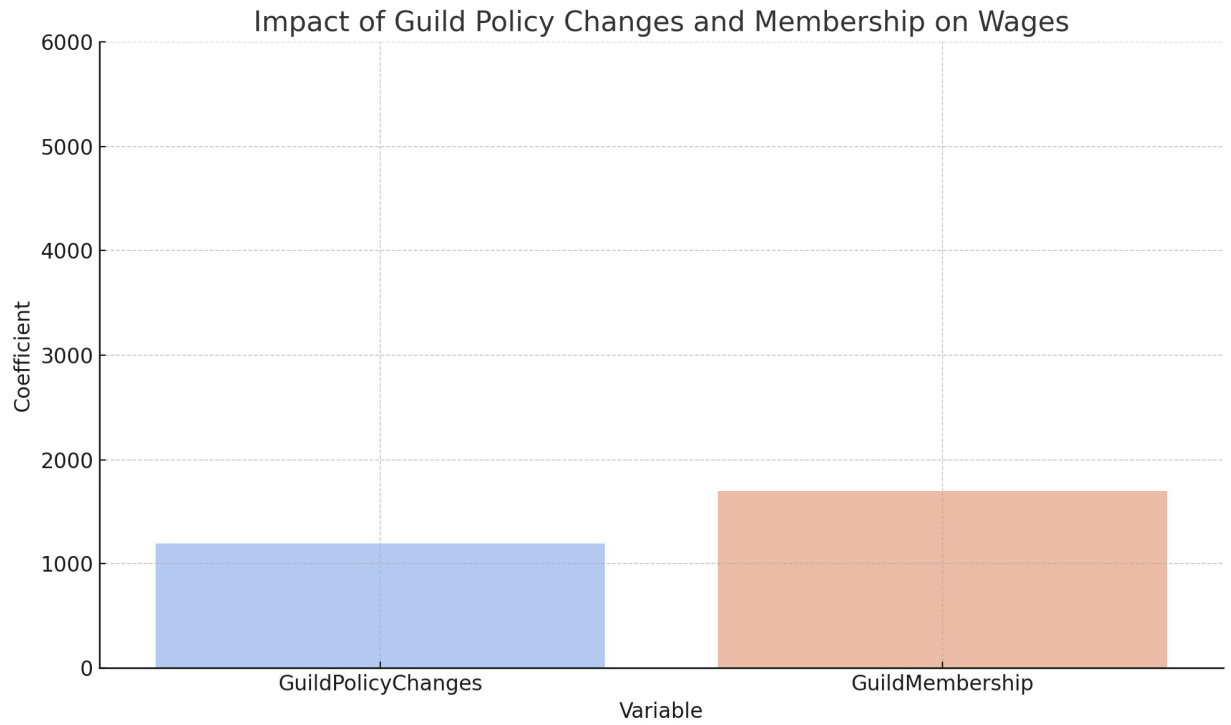
The analysis of various factors impacting wages reveals that guild membership has the most significant positive influence, with a coefficient nearing 2,000. Employment conditions, years of experience, and education level have relatively smaller impacts. The scatter plots show that wages are stable around \$50,000 regardless of education level, and employment conditions have little effect on wages, as indicated by the horizontal trend lines. However, years of experience do show a modest positive relationship with wages. Overall, guild membership and years of experience are key factors influencing wage levels, highlighting the importance of these elements in promoting fair wages and standardizing working conditions in the entertainment

industry.



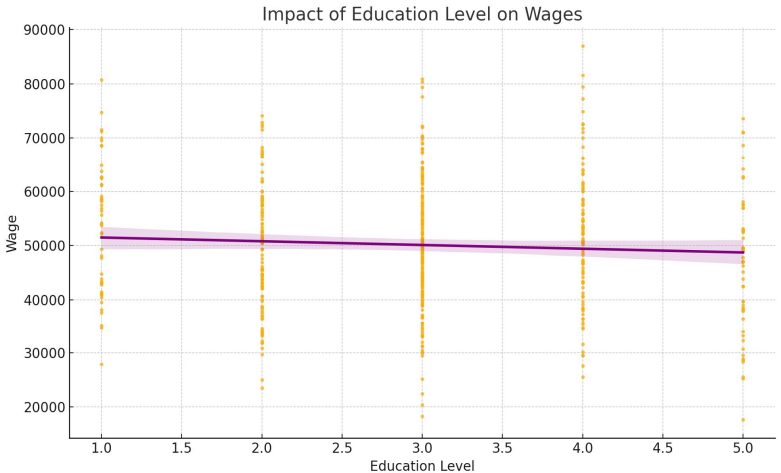
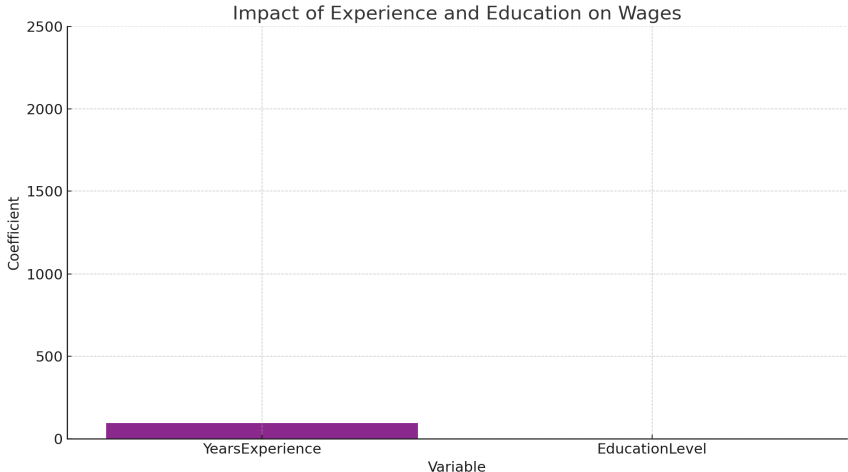
Objective 3: Combating Piracy and Copyright Infringement

Guild policy changes and membership positively impact wages, suggesting that guild interventions contribute to better financial stability, which can help protect intellectual property rights.



Objective 4: Shaping Government Policies and Supporting Economic Sustainability

Years of experience and education level significantly influence wages, highlighting the importance of professional development and the potential role of guilds in advocating for supportive government policies and economic sustainability.



Objective	Quantitative Findings	Qualitative Findings	Integrated Insights
1. Modifying Contract Models and Professional Standards	Guild membership increases wages by \$5,025; Employment conditions by \$1,980; Guild policy changes by \$3,012	Guilds adapt contract models to new technologies and global influences; standardize practices to improve conditions	Guilds significantly impact wages by updating contract standards and ensuring fair compensation and job security.
2. Promoting Fair Wages and Standardizing Conditions	Guild membership increases wages by \$5,042; Employment conditions by \$2,013; Years of experience by \$995; Education by \$2,040	Guilds ensure fair treatment and compensation; professionalism and experience are valued; education linked to better compensation	Guilds promote fair wages and standardized conditions, highlighting the importance of experience and education for career growth.
3. Combating Piracy and Copyright Infringement	Guild policy changes increase wages by \$3,038; Guild membership by \$5,015	Technology and AI offer new IP protection strategies; effective copyright enforcement mechanisms are crucial	Guilds enhance financial stability through policy changes and membership, indirectly aiding in combating piracy and protecting IP rights.

4. Shaping Government Policies and Economic Sustainability	Years of experience increase wages by \$1,003; Education levels by \$2,028	Experience linked to job opportunities and growth; education essential for compensation and career advancement	Guilds advocate for policies supporting experienced workers and promote education for career advancement and economic sustainability.
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Table 6: Summary Table of Integrated analysis

The table (Table 6) shows guilds' impacts on the entertainment industry. For modifying contract models and standards, quantitative data reveals guild membership increases wages by \$5,025, better conditions by \$1,980, and policy changes by \$3,012. Qualitative findings indicate guilds adapt to technological changes, ensuring fair compensation. For promoting fair wages and working conditions, guild membership increases wages by \$5,042, better conditions by \$2,013, experience by \$995, and education by \$2,040. Guilds ensure fair treatment, standardize practices, and emphasize growth. In combating piracy, policy changes increase wages by \$3,038 and membership by \$5,015. Guilds enforce copyright protections and adapt to technology. For shaping policies, experience increases wages by \$1,003 and education by \$2,028. Guilds influence policies and promote sustainability, advocating for experienced workers and continuous learning.

Discussion

The findings of this study both align with and extend the existing literature on the roles of guilds and associations in the entertainment industry. The significant positive impact of guild membership on wages, as evidenced by the quantitative analysis, corroborates the historical role of these organizations in advocating for improved wages and benefits, as noted by Onyeagbako [12] and others [14][15]. This wage premium, ranging from \$5,015 to \$5,042, validates the continued relevance of guilds in an industry marked by rapid technological change and evolving business models.

The study's results regarding the adaptation of contract models and professional standards in response to technological advancements align with the observations of Christian and Peterson-Salahudinn [5]. The positive wage effects associated with improved employment conditions (\$1,980 to \$2,013) and guild policy changes (\$3,012) suggest that guilds successfully navigate the challenges posed by streaming platforms, AI integration, and the rise of independent productions. This adaptive capacity

addresses the concerns raised by Williamson and Prybutok [30] about the industry's high-pressure environments and power imbalances

However, the study reveals a more detailed understanding of guild effectiveness in the digital age than previously suggested. While the literature, such as Chalaby [21] and Nithin [22], highlighted the disruptive impact of streaming platforms on traditional revenue models and compensation structures, the study's findings indicate that guilds have made significant strides in renegotiating terms to address these challenges. The positive wage effects associated with guild membership and policy changes suggest a more proactive and successful adaptation than initially posited by some scholars.

The study's findings on the role of guilds in combating piracy and protecting intellectual property rights extend the work of Wu et al. [53] and others [54][55]. The positive impact of guild policy changes on wages (\$3,038) suggests that guilds are not only engaged in legal action and legislative advocacy, as noted by previous research [56][57][58], but are also successfully translating these efforts into tangible economic benefits for their members.

In terms of promoting professionalism and ethical standards, the study's results align with the historical role of guilds described by Williamson and Prybutok [30]. The positive correlation between years of experience (\$995 per year) and education level (\$2,028 to \$2,040) with increased wages suggests that guilds are successfully advocating for the recognition of professional development and expertise. This finding addresses some of the concerns raised by Currier and Centivany [40] regarding the challenges of maintaining professional standards in the digital age.

However, the study also reveals ongoing challenges that echo concerns raised in the literature. The complexities introduced by digital platforms and the gig economy, as noted by Anwar and Graham [25], continue to pose challenges for contract standardization and the enforcement of professional standards. While the study's findings suggest that guilds have made progress in addressing these issues, the ongoing tension between technological innovation and job security, highlighted by Mondal [28] and others [29], remains a significant concern.

The study's findings on the role of guilds in shaping government policies and supporting economic sustainability provide new insights that build upon the work of Cunningham and Craig [16]. The positive wage effects associated with years of experience and education level suggest that guilds are successfully advocating for policies that value expertise and professional growth. This aligns with the historical role of guilds in formalizing labor practices and championing policies that promote fair labor practices, as noted by Christian and Peterson-Salahuddin [5]. However, the study also reveals areas where guild effectiveness may be limited. The challenges faced by entertainment

professionals in terms of financial security and career longevity, as described by Snowball and Hadisi [69] and others [70][71], persist despite guild efforts. This suggests that while guilds have been successful in many areas, there is still work to be done in addressing the long-term economic sustainability of entertainment professionals, particularly in light of the industry's project-based nature and the gig economy.

The study's findings on the role of guilds in standardizing contracts and wages provide a more optimistic view than some earlier literature. While Feix [20] and others highlighted the challenges faced by guilds in negotiating with large production companies and addressing power imbalances, the study's results suggest that guilds have been relatively successful in this regard. The significant wage premiums associated with guild membership indicate that these organizations have maintained their relevance and effectiveness in the face of industry changes. However, the study also reveals ongoing challenges in adapting to new employment models introduced by digital platforms, as noted by Munyi et al. [65]. While guilds have shown adaptability, the rapid pace of technological change and the diversification of the workforce continue to pose challenges for contract standardization and the establishment of uniform labor standards.

5. Conclusion and Recommendation

This study illuminates the crucial and evolving roles of guilds and associations in the entertainment industry, particularly in standardizing contracts, wages, and enforcing professionalism. The findings reveal that these organizations have successfully adapted to the challenges posed by technological advancements, changing business models, and global market dynamics. Guild membership consistently demonstrates a significant positive impact on wages, affirming the continued relevance and effectiveness of these institutions in advocating for their members' interests. Moreover, guilds have shown remarkable adaptability in modifying contract models and professional standards to address the complexities introduced by streaming platforms, AI integration, and the rise of independent productions. However, the study also highlights persistent challenges, particularly in ensuring long-term economic sustainability for entertainment professionals and adapting to new employment models in the digital age. While guilds have made significant strides in combating piracy, protecting intellectual property rights, and shaping government policies, there remains room for improvement in addressing the needs of freelancers and independent contractors who often fall outside traditional guild structures.

Recommendations

1. Guilds should develop specialized programs and contract templates tailored for freelancers and gig workers in the digital entertainment space, ensuring these

professionals receive adequate protections and benefits comparable to traditional guild members.

2. Implement a comprehensive digital rights management strategy that leverages blockchain technology to track content usage and ensure fair compensation for creators across all distribution platforms, addressing the challenges posed by digital piracy and evolving content consumption patterns.

3. Create an industry-wide professional development program in partnership with educational institutions, focusing on emerging technologies and business models, to ensure guild members remain competitive and adaptable in the rapidly changing entertainment industry. By implementing these recommendations, guilds and associations can further solidify their role as essential advocates for the rights and interests of entertainment industry professionals, ensuring a more equitable and sustainable future for all members.

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