I. Executive Summary

Suggested flow: 12-15 sentences
- Introduction to the topic (2-3 sentences)
- Overview of research objectives and questions (2-3 sentences)
- Brief methodology description (2-3 sentences)
- Summary of key findings (3-4 sentences)
- Concluding remarks and recommendations (2-3 sentences)

II. Introduction (approximately 400-600 words)

Tips:
- Begin the report with a well-defined and succinct thesis statement that outlines the central argument or research question.
- Define key terms and core concepts. This will serve as a roadmap for readers, making it easier to follow the report's logic
- Describe the context and show why this issue is important. Delve into a specific analysis of how these arrangements affect workers' dignity.

Suggested flow:

- **Objective of the Report**: Define central topic (e.g. the 'gig' economy, outsourcing, etc), state targeted workers, targeted location

Example:
- This report aims to investigate how technological advancements are reshaping the concept of work dignity, particularly for skilled labor in manufacturing sectors across Southeast Asia.

  or
- This report will investigate the impacts of deindustrialization on work dignity in Vietnam, focusing on the workforce transition from manufacturing to a service-oriented economy.

- **Context:** Significance of changes

Example:
- The introduction emphasizes the swift pace of automation and artificial intelligence integration in the workplace, noting a drastic shift in job roles and the emergence of new forms of employment.
- The introduction recognizes the significant global decline in manufacturing and heavy industry, detailing how economic restructuring, technological disruptions, and

offshoring pressures have led to a shift known as deindustrialization. It notes that while deindustrialization has led to certain efficiencies, it has also caused large-scale job displacement, severely affecting individual livelihoods and undermining the prosperity of regions previously reliant on traditional industries.

- **Definition of Key Terms**

Example:

The report defines 'work dignity' as the intrinsic respect for all forms of labor, ensuring equitable treatment and protection against obsolescence and exploitation. It describes 'technological change' as the implementation of advanced machinery, robotics, and computing in the workforce, altering the traditional landscape of employment.

- **Why it matters:** How it impact dignity in work

Example:

- It acknowledges that while technological change offers increased efficiency and the creation of new industries, it also poses significant threats to work dignity by causing job displacement, skill redundancy, and challenges in labor rights due to the shift towards automated processes.
- The report emphasizes the urgency of protecting displaced laborers in Vietnam from the indignities associated with deindustrialization, such as abrupt termination, loss of community, skill obsolescence, and income volatility. These factors are closely tied to a worker's self-worth and agency, highlighting the importance of addressing them in the context of work dignity.

- **Research Contribution**

Example:

The report contributes to academic and policy debates by delving into the ethical implications of technological change on skilled labor, analyzing the balance between innovation and the maintenance of dignified work.

- **End Goal**

Example:

The report's ultimate aim is to champion policies and strategies that safeguard work dignity amidst technological upheavals, promoting a labor market that values human contribution and adapts to technological progress without compromising ethical standards and workers' rights.

III. **The study method (600-700 words)**
    Objective: Investigate **worker experiences and their relationship to dignity at work** in the chosen context (e.g: amidst technological upheavals)

    Suggested flow:

- **Data Collection Approach**
  - + **Quantitative Method:** Survey, questionnaire
    Example: The questionnaire consists of 8 questions designed to gather comprehensive, quantifiable data on the experiences and perceptions of those affected by the shift from manufacturing to a service-oriented economy.
    Example of questionnaire:
- New gig platforms like Uber have simplified the process of finding work.
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)
- The unpredictability of work demand due to algorithmic management leads to increased stress.
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)
- I often feel replaceable due to the nature of moving between temporary gigs.
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)
- Technological advancements such as chatbots have changed my perception of job security and personal value in the workplace.
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)
- I am able to maintain a healthy work-life balance while working in the gig economy.
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)
- I feel that my skills and talents are adequately utilized and valued in the gig economy.
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)
- The gig economy offers sufficient opportunities for professional growth and development.
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)
- As a gig worker, I have access to adequate health and welfare benefits similar to traditional employment."
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)
- Technological advancements have positively impacted my work efficiency and earnings in the gig economy."
  1 (Strongly Disagree)   2 (Disagree)   3 (Neutral)   4 (Agree)   5 (Strongly Agree)

  - + **Qualitative Method:** In-depth Interview
    A set of simple, non-controversial questions (Knight 2015)
    Format: Online/Offline/Duration, etc.
    Interviewee's Characteristics
    Example: Interviewing white-collar workers in the gig economy.
1. How has the introduction of platforms like Uber or similar gig platforms influenced your career path in the gig economy?
2. Do chatbot implementations or other technological advancements in your field affect your sense of job security or value? Can you elaborate on how?
3. In your experience, how has fluctuating work demand, driven by algorithmic management, impacted your stress levels and job satisfaction?
4. As a gig worker, do you often feel expendable due to the nature of hopping between temporary gigs? Can you share any specific experiences?

5. What strategies do you employ to maintain mental and physical health while managing the challenges of gig work?
6. How do you navigate client development and job stability in an environment where gig work is becoming increasingly common?
7. What advice would you offer to those considering a shift from traditional employment to gig-based work?
8. Have you experienced any concerns regarding job security, and what steps do you think could improve job stability in your field?
9. How has technology, such as mobile apps or digital tools and high-tech devices, influenced your work?

Tips:
1. **Preparation:** Research your subject, prepare open-ended questions, and understand your interviewee's background.
2. **Schedule 10-15 minute** interviews conveniently located for participants.
3. **Selecting Interviewees from Various Professions**: Choosing interview subjects from different industries enriches your research, offering a broader range of perspectives and insights. This diversity helps uncover unique challenges and experiences across fields, leading to a more comprehensive understanding of your topic.
4. **Conducting the Interview:** Build rapport, communicate clearly, listen actively, be flexible, and consider recording the conversation for accuracy.
5. **Writing the Interview:** Accurately represent the interviewee's responses, use direct quotes for impact, provide context, highlight key themes, and maintain confidentiality if needed, record sessions with consent for subsequent analysis
6. **Analysis:** Connect the insights from the interview to the main theme of your assignment.
7. **Structure for Each Interview:** Interview: [Title/Theme of Interview]
- Introduction of the Interviewee
    + Name and Background: Introduce the interviewee, including their name and any relevant background information.
    + Profession and Role: Describe the interviewee's profession and their role in the context of the interview's theme.
- Main Discussion Points
    + Experience in the Profession: Highlight key aspects of the interviewee's experiences in their profession.
    + Challenges Faced: Discuss any challenges or difficulties mentioned by the interviewee in their role.
    + Positive Aspects: If applicable, mention any positive experiences or advantages the interviewee finds in their profession.
- Specific Insights or Anecdotes
    + Personal Stories or Examples: Include any specific anecdotes or stories shared by the interviewee that illustrate their experiences.
    + Unique Perspectives: Highlight any unique insights or perspectives offered by the interviewee about their profession or the industry.

- Connection to the Assignment's Main Theme
    + Relevance to Main Topic: Explain how the interviewee's experiences and insights relate to the broader theme of your assignment.
    + Contribution to Understanding the Theme: Discuss how this particular interview adds depth or a different dimension to your understanding of the main topic.
8. Some interesting angles you can explore through interviews are:
- **Professionals from Industry** (e.g., Healthcare, Education, Engineering, Technology, Marketing, Finance)
- **Creative Professionals** (Artists, Writers, Musicians)
- **Entrepreneurs or Business Owners**
- **Freelancers or Gig Workers** (Design, Writing, Consulting)
- **Blue - Collar Worker**
- **Public Sector Employees** (Government, Education, Public Services)

- **Data Analysis Approach**
    + **Thematic approach:** a systematic method adopted to identify and construct information gathered from a database into a sequence of selected themes (Braun & Clarke 2012)

Example:

The core of the data analysis is thematic analysis, a technique used to identify, analyze, and report patterns within data. For this study, interviews conducted with 6 respondents who have experienced the shift from manufacturing to service-oriented roles or have been affected by deindustrialization will be meticulously examined to extract key themes: Employee's Skills, Employees' Mental & Physical Health, and Job Stability.

IV. Findings (1000 words)
- Detailed Analysis of Individual Interviews (200 words/person)
    - For each interview, provide a detailed summary of the interviewee's experiences and perspectives.
    - Highlight key themes such as income instability, and how they relate to the broader research questions.
    - Discuss specific challenges or successes mentioned by the interviewee, linking them to the study's objectives.

Example:

Interview 1: Online Korean Food Business Owner Affected by Baemin's Market Exit

Ms. Ha runs a family-owned business selling Korean food online, primarily through the Baemin platform. Her business model was heavily reliant on Baemin's vast customer base and efficient delivery system, which facilitated easy access to a wider market. Initially, the platform significantly boosted her sales, allowing her to reach a broad spectrum of customers with minimal effort. Her business thrived on the platform's reliability, bringing in a steady

income of approximately 20,000,000 VND per month. However, Baemin's sudden departure from the Vietnamese market drastically disrupted her business operations. Ms. Ha faced a significant drop in orders, leading to an unstable income. The challenges intensified as she struggled to quickly adapt to other delivery platforms, which did not offer the same level of market penetration or customer trust as Baemin. She recounts, "The withdrawal of Baemin was a big shock. We lost our primary sales channel, and now we're scrambling to find alternatives, but it's not the same." Ms. Ha's reliance on a single platform for her business income and the subsequent impact of its withdrawal underscores the fragility of depending solely on digital marketplaces. This interview sheds light on the broader implications of platform dependency and the risks small business owners face in the rapidly evolving digital economy.

Interview 2: Construction Worker Facing Work Risks

Mr. Nguyen, a freelance construction worker, detailed the various work risks he encounters regularly. His job often involves working at heights without adequate safety measures, exposing him to the risk of severe injuries. He also spoke about the absence of regular health checks and the lack of protective gear, which are seldom provided by his temporary employers. Mr. Nguyen mentioned instances of working in extreme weather conditions, without any additional compensation or safety precautions. These experiences underline the physical dangers and inadequate safety measures prevalent in his line of work, reflecting a significant concern about occupational health and safety in freelance manual labor. This interview provides a stark illustration of the work risks faced by individuals in physically demanding gig roles, often overlooked in discussions about the gig economy.

Or:

- Summary and Analysis of Quantitative Data (4-5 sentences)
    - Present a concise summary of the key statistical findings from the survey or questionnaire.
    - Discuss significant trends, percentages, or patterns that emerge from the data.
    - Relate these quantitative findings to the themes identified in the interviews, offering a comprehensive view of the subject matter.

Example:

Figure 2: Interview question number 1

Freelancers have more flexibility in work and can manage their time more effectively

6 câu trả lời
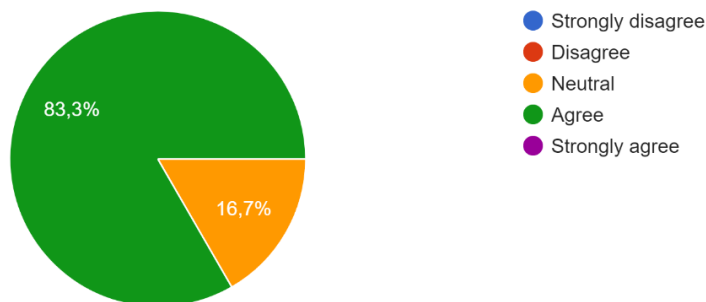
According to Figure 2, a significant 83.3% of participants in the study believe that working in the gig economy offers more flexibility. This statistic aligns with the qualitative data obtained from interviews, where freelancers emphasized the role of technology and remote working as key factors driving the gig economy's growth. Additionally, employers highlighted the adaptability of freelancers in managing various tasks simultaneously, attributing this to their effective time management skills. These findings suggest a mutual recognition of the gig economy's expanding role and the value of skills honed in such an environment.

V.   Discussion

Suggested flow:
- Introduction to Theoretical Concepts (2-3 sentences)
- Summary of Key Findings.
    - Worker factors in the gig economy
    - Upward/downward trend
    - Advantages/Disadvantages
- Briefly explain how this concept applies

Tips
1. Make explicit connections between the literature and interview data. Provide detailed examples from the interviews to illustrate the application of theoretical concepts.
2. Explicitly addressing the concept of dignity at work as a central theme Dignity at work is a broader concept that encompasses factors such as fair treatment, respect, autonomy, and the protection of workers' rights and well-being in the workplace.
3. Highlight areas that support or contradict prior studies
   Comparison with Scholarly Research. Explain the contradiction or supporting in finding

4. Remember to integrate findings related to how the changes (e.g technological upheavals) impact employees' dignity, including issues like fair compensation, work-life balance, and job security in the context of dignity at work

Example of income instability and workload:

The findings reveal a stark picture of income instability, with 75% of survey participants reporting volatile earnings. This instability ties in with labor exploitation issues, as outlined in Durlaf's (2019) study and evidenced in the experiences of Ms. Linh and Mr. Trung, who face stressful conditions and economic coercion in their gig roles. These personal narratives illustrate the theoretical concept of labor exploitation, where gig workers are often left without standard protections and benefits, supporting Ravenelle's (2019) discussion on the restructuring of business models in the gig economy.

Nearly half of the gig workers report a lack of basic security assurances, corroborated by Mr. Ahmed's and Ms. Hoa's accounts of missing healthcare and retirement benefits. Work-related risks are further highlighted by Mr. Luan's and Ms. Nguyet's experiences, dealing with physical dangers and psychological stress, respectively. These risks are amplified by the opaque and shifting nature of gig platforms, affecting 90% of workers as per the surveys. This risks , as outlined in study, Bajwa and his colleagues (2018) mentioned that gig-workers often received no health insurance and retirement benefit, they also suffered from several risks in doing their work such as distress and injuries in work, or car accidents. The data research of Johnson (2016) revealed that the percentage of injuries of gig workers was around three times higher compared to the percentage of non-temporary workers; Johnson also mentioned that 80% of gig-workers did not have any benefits related to health, and work under a high danger environment.

The finding of income instability, a widespread issue highlighted in the interviews and reinforced by the quantitative data (83.3% citing flexibility in gig work), reflects the theoretical concepts presented by Soni (2016) and Tran and Sokas (2017). income instability is are further highlighted by Ms. Ha's online Korean food business, heavily reliant on the Baemin platform, faced significant disruption and income instability following Baemin's withdrawal from the Vietnamese market. The fluctuating nature of gig work, exacerbated by factors such as client acquisition and competitive pressures from the global gig workforce, illustrates the challenges highlighted by Fruhlinger (2019) and Semuels (2018). This instability not only impacts financial security but also affects the workers' bargaining power and overall job satisfaction, as discussed by Petriglieri, Ashford & Wrzesniewski (2018).

The transition stories, like those of Mr. Le and Ms. Tran, reflect mixed impacts on adaptability, requiring significant retraining and support. The mental and social well-being of workers transitioning from traditional sectors, such as Mr. Nguyen and Ms. Pham, varies, indicating the psychological and social implications of such shifts. Concerns about job security post-deindustrialization are evident in the stories of Mr. Bui and Ms. Hoa, who face uncertainties in the new service-driven economy. This reflects the broader narrative of the gig economy, where flexibility often comes with financial uncertainty and instability.

Another suggested ideas:

+ **Employee Adaptability and Skills Transition**: Interviews with individuals from various sectors affected by deindustrialization revealed a mixed impact on employee adaptability. For example, Mr. Le, a former manufacturing plant manager, highlighted the challenge workers face in transitioning their skills to the service sector. Conversely, Ms. Tran, who moved from a factory role to a customer service position, found that while the change was initially daunting, she could apply some of her existing skills in her new role. The consensus was that while adaptability is possible, it often requires significant retraining and support.

+ **Mental and Social Well-being**: The transition from manufacturing to service-oriented roles had varied effects on employees' mental and social well-being. Mr. Nguyen, a former textile worker, expressed feelings of loss and nostalgia for the community and camaraderie that existed in his previous workplace. On the other hand, Ms. Pham, now working in a tech startup, reported improved work-life balance and job satisfaction, although she missed the sense of belonging in her former industrial job. This highlighted the psychological and social impacts of deindustrialization, beyond mere job function changes.

+ **Job Security and Future Prospects**: There was a general concern about job security in the wake of deindustrialization. Mr. Bui, a skilled machinist, found himself struggling to find stable employment in the new service-driven economy. Meanwhile, Ms. Hoa, who successfully transitioned to a role in a financial services firm, still expressed concerns about the long-term stability and career progression opportunities compared to her previous manufacturing job. The findings indicate that while some individuals successfully navigate the transition, many face uncertainty about their future employment prospects.

+ **Lack of Benefits:** The interviews shed light on the significant gap in benefits for gig economy workers. Mr. Ahmed, a freelance IT consultant, highlighted the absence of healthcare benefits in his field. Despite earning a good income, he expressed concerns about the financial burden of healthcare costs, especially in emergencies. This lack of health insurance is a common issue among freelancers who often have to bear medical expenses out-of-pocket. Similarly, Ms. Hoa, an online English tutor, discussed the absence of retirement benefits. She noted that, unlike her previous full-time job, her freelance role offered no pension plan or retirement savings scheme, leaving her to plan for retirement independently. This lack of retirement benefits puts additional pressure on gig workers to manage their long-term financial security.

+ **Work Risks:** The interviews conducted with various gig economy workers brought to light the array of work-related risks they face. For instance, Mr. Luan, a taxi driver, shared his experiences of dealing with unpredictable and

sometimes unsafe working conditions. He recounted instances of navigating through hazardous weather conditions and managing unruly passengers late at night, highlighting the physical risks inherent in his job. In another perspective, Ms. Nguyet, who freelances in digital marketing, discussed the psychological risks associated with her profession. The constant pressure to meet tight deadlines and client expectations, coupled with the uncertainty of finding the next project, often led to high levels of stress and anxiety. This mental strain, she noted, can take a toll on personal well-being and work-life balance.

VI.   Conclusion (500-600 words)
- Research Summary
  - Recap purpose and nature of study
  - Restate key results tied to initial aims

- Recommendations
  - Target different stakeholders for interventions
  - Propose practical actions based on findings

- Limitations
  - Acknowledge restrictions in methodology
  - Identify future research needed

- Closing Thoughts
  - Underscore why this matters for practice or policy
  - Surface new angles warranting further investigation

- Final Takeaway
  - Crystalize core insight or call to action
  - Redirect to initial research imperatives

Example: As we reflect on the findings of this research, a clear imperative emerges — the imperative to prioritize the dignity of workers in the gig economy. Our final takeaway is a call to action for policymakers, businesses, and society at large. We must recognize that the well-being of gig workers directly influences the overall health of our workforce and economy. By prioritizing dignity, we not only address the immediate challenges faced by gig workers but also lay the groundwork for a sustainable and equitable future of work. As we advocate for change, let us remain steadfast in redirecting our efforts to the initial research imperatives — a commitment to understanding and addressing the profound impact of the gig economy on the dignity of workers.

E/ TIPS & TRICKS

1. You should choose an area of topic that you can gain access to a wide variety of information and literature. You may consider choosing an area with prominent discussion in Vietnam for easy research.

2. You can use [this website](#) to easily creating references that fit the requirement