

C/ DETAILED OUTLINE

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.

+ **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.

→ Has implementing chatbots changed your sense of value/security at work? How?

☐ Schedule 10-15 minute interviews conveniently located for participants

☐ Record sessions with consent for subsequent analysis

Example of questionnaire:

1. New gig platforms like Uber have made finding work easier
1 (Strongly Disagree) 2 (Disagree) 3 (Neutral) 4 (Agree) 5 (Strongly Agree)
2. Fluctuating demand from algorithmic management causes stress
1 (Strongly Disagree) 2 (Disagree) 3 (Neutral) 4 (Agree) 5 (Strongly Agree)
3. I feel expendable hopping between temporary gigs
1 (Strongly Disagree) 2 (Disagree) 3 (Neutral) 4 (Agree) 5 (Strongly Agree)

● **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

- Describe the findings from the interview. You should consolidate them into main ideas such as key themes above:
 - + *Employee's Skills*
 - + *Employees' Mental & Physical Health*
 - + *Job Stability*

Example:

- + **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.

Or:

- + Upward/downward trend
- + Advantages/Disadvantages
- + 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:

Finding: Income instability is a burden for gig workers

Data from research:

- + 75% of survey respondents struggle with lean periods between gigs
- + "It's a feast or famine cycle trying to string together enough projects."

→ **Elaboration on the obtained finding.**

- + The finding on income instability among gig workers highlights the precarious nature of their work, impacting their work dignity in key areas:
 - + **Fair Compensation:** Income instability means gig workers lack a reliable income source, fostering feelings of undervaluation and financial vulnerability. During lean periods, they may find gig compensation inadequate for a stable life.

- + **Work-Life Balance:** The "feast or famine" gig cycle disrupts work-life balance. Busy periods lead to stress and long hours, while lean periods jeopardize personal well-being. This imbalance erodes their work dignity by hindering a healthy work-life equilibrium.
- + **Job Security:** Income instability raises job security concerns. Gig workers must continually seek new projects to sustain themselves, leading to stress and insecurity. This insecurity lowers their perception of job security, impacting their sense of work dignity.

V. Discussion

Suggested flow:

- Introduction to Theoretical Concepts (2-3 sentences): Summary of Key Findings. 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

Example:

The thematic analysis of interviews and surveys surfaces destabilizing uncertainty that pervades the livelihood and dignity of gig employees. Income precarity appears rampant, with 75% of participants reporting volatility coping with lean periods and unpredictable volumes that generate anxiety and hardship (**Finding 1**). Additionally, nearly half of gig workers lack basic security assurances working long hours without workplace protections, paid leave or reliable scheduling control in attempting to pull together sufficient income (**Finding 2**). Exacerbating matters, 90% underscore an environment largely governed by frequently shifting platform incentives, opaque directives and arbitrary rule adjustments that routinely disregard worker contexts (**Finding 3**). Together these themes illustrate tandem threats from earnings instability, algorithmic management indifference and system opacity congregating to foster indignity for many gig laborers despite the continued allure of flexible work. Addressing the widening gaps in basic income, health and voice protections appears necessary to restore balance within digital on-demand models (**Finding 1 + 2 + 3**).

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.

D. 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