

## Dignified Jobs Collaborative Report

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### Introduction:

This report presents comprehensive insights derived from the Dignified Jobs Collaborative (DJC), an initiative by Upaya Social Ventures. This study was conducted through phone interviews with jobholders from seven participating companies in India: Essmart, Frontier Markets, Greenworms, Just Organik, Oorja, Project Hero, and ReCircle. It aims to assess the impact of dignified employment on various aspects of workers' lives. The report's findings are presented in two parts A) Impact and B) Experience and Satisfaction.

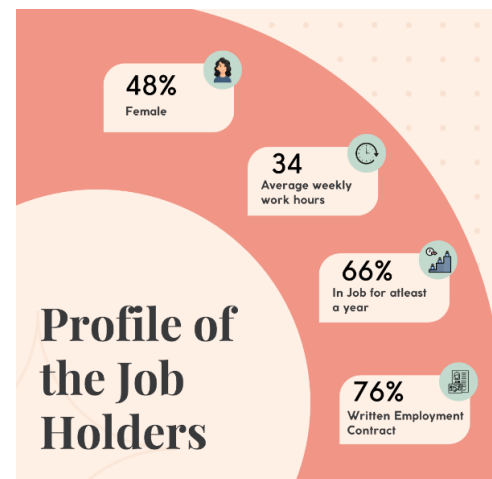
### Key Findings:

#### 1. Profile of the Job Holders

- **Gender Distribution:** The study included a diverse sample, with 48% female interviewees.
- **Job Tenure:** A significant portion (66%) of the jobholders had substantial job tenure.
- **Work Hours:** The average weekly work hours are 34.
- **Employment Contracts:** 76% of jobholders had a written employment contract.

#### 2. Impact

- **Improvements:** Over 8 in 10 jobholders reported improvements in their work methods, suggesting that the companies involved positively impact their employees' efficiency and effectiveness.
- **Learning Opportunities:** Approximately half of the respondents strongly agree that they have gained relevant skills and experienced opportunities for career advancement, showcasing the developmental aspects of these jobs.
- **Increased Confidence:** Nearly 9 in 10 jobholders indicate personal and professional growth through their work as their confidence level increases.
- **Autonomy:** Half of the respondents strongly agree about having the right level of autonomy at work which suggests a positive work environment that allows for individual decision-making.
- **Increased Income:** The study finds that over 6 in 10 jobholders experienced an increase in income, which signifies the economic empowerment that these jobs provide.



- **Savings Capability:** The finding that almost 8 in 10 jobholders can save 'a little' of their income suggests a positive impact on personal financial management.
- **Investment in Assets:** While 4 in 10 report no change in their ability to invest in assets, the remaining respondents indicate improved financial capabilities through their work.
- **Improved Community Perception:** 8 in 10 jobholders reported an improvement in how their community views their job showing the broader positive social impact these jobs have.
- **Improved Quality of Life:** Over 8 in 10 jobholders have revealed an improved quality of life which emphasizes the holistic benefits these jobs bring beyond just financial aspects.

### 3. Experience and Satisfaction

- **Reasonable Work Hours:** Three-fourths of jobholders feel their work hours are reasonable suggesting a positive work-life balance.
- **Perceived Fairness of Pay and Benefits:** Almost 6 in 10 jobholders described their pay and benefits as fair which indicates overall satisfaction with their compensation.
- **Positive Work Culture:** High percentages in agreement with positive statements about work culture, relationships with managers, and feeling respected indicate a generally positive work environment.
- **Awareness of Rights:** The finding that only one-third report having a good understanding of their rights at work highlights a potential area for improvement in employee education and awareness.

### Conclusion

The study suggests that these dignified jobs have a positive impact on various aspects of the workers' lives. It highlights improved work methods, increased confidence, economic empowerment, positive community perception, and enhanced quality of life. However, the study also identifies the areas for refinement such as understanding the rights of workers in the workplace.

**Read More:** <https://www.dignifiedjobs.org/our-research>

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