IDinsight

THE
DIGNITY
REPORT 2023
Honing in on impact

Dignity Report 2023 - Honing in on Impact
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About IDinsight

IDinsight uses data and evidence to help leaders combat poverty worldwide. Our collaborations deploy a large analytical toolkit to help clients design better policies, rigorously test what works, and use evidence to implement effectively at scale. We place special emphasis on using the right tool for the right question, and tailor our rigorous methods to the real-world constraints of decision-makers.

IDinsight works with governments, foundations, NGOs, multilaterals and businesses across Africa and Asia.

We work in all major sectors including health, education, agriculture, governance, digital ID, financial access, and sanitation.

We have offices in Dakar, Lusaka, Manila, Nairobi, New Delhi, Rabat, and Remote. Visit www.IDinsight.org and follow on Twitter @IDinsight to learn more.

The Dignity Initiative

IDinsight has joined forces with The Dignity Project to uphold people's dignity in global development. We provide tools, advice, and new research to support leaders to build programs, services, and funding streams that affirm the dignity of those they seek to serve. Publications and more at idinsight.org/services/upholding-dignity

IDinsight
Dignity initiative

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I. Introduction

1.1 Foreword: Esther Wang and Marc Shotland

Since our founding days, IDinsight has focused on lowering the barriers that separate data from the decisions that drive positive social impact. We helped inform the decision needs of leaders with rigorous, timely, and cost-effective evidence of what works, often generated through impact evaluations. As our organization grew and evolved, we diversified our service offerings to respond to a broader set of questions answered by a more varied set of evidence evaluation tools. Today, in a time of great challenges globally, affecting the most vulnerable among us, we believe more and better tools are absolutely critical to the best way to serve and protect our world.

In 2022, we were proud to add the dignity lens to our toolkit.

The dignity lens is an approach that is aligned with our guiding values, and has the potential to create even more positive impact in the lives of those we work to serve by shedding light on a critical dimension of wellbeing: the experience of being respected, and treated in a way that reinforces self-respect. Impact is bolstered when the individual's experience - as a beneficiary interacting with program staff, or a citizen interacting with the state - is dignified. Dignity matters for its own sake. Further, evidence suggests that respectful, dignified interactions - often in situations with inherent power asymmetries - produce greater wellbeing and self-efficacy, better functioning democratic spheres, greater cooperation, and increased service uptake and satisfaction.[1]

However, experience suggests that although dignity is easy to promise and underpins the mission statements and values of organizations across the development sector, it can be difficult to deliver. We also know that without insight into the issues, progress can remain out of reach.

IDinsight cares about impact; it is our North Star. All our projects seek a breadth and depth of change in the world and in the lives of its poorest people. We fund our internal Impact Improvement Team to evaluate our progress towards that goal. In this year's Dignity Report, the team has focused on five important case studies of the difference made by dignity (see Section 2). These are: GiveDirectly, The Life You Can Save, the Care to Play consortium, as well as within IDinsight. They also include an important case study from our partners at the University of Notre Dame, who have been supporting Catholic Relief Services in their dignity journey. In each case, we see dedicated champions of dignity using evidence and feedback to make a slippery concept real in cultures, operations, design and implementation. Bringing to bear IDinsight's expertise in charting pathways to impact, the team reflects frankly on the possible scope and scale of change in the lives of the poorest that these efforts may bring.

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1 To take a few examples from the literature: disrespectful maternity care is one of the most important drivers of lower uptake of formal health services (Bohren et al., 2014; Jungari et al., 2021; Minckas et al., 2021); dignity messaging has been shown to reduce the perceived stigma of receiving aid (Thomas et al., 2020); and cash transfers, which were considered respectful, were linked by participants to reduced intercommunal tension (Kahura et al, 2022).

Supporting our partners to craft more dignified programs by helping them measure and evaluate dignity outcomes is therefore an opportunity to deepen the ultimate success of those programs beyond the standard pathway of improving service delivery. This is especially critical amidst the growing vulnerability of individuals compelled to seek humanitarian aid due to the intersecting crises of global armed conflict and climate change. Working to improve respect for human dignity as we respond to these crises will help ensure that the support we offer is not only a response to their immediate needs but also a testament to their enduring worth and humanity.

Of course, measuring dignity is far from easy. Dignity is fundamentally a subjective outcome, so making standardized, objective indicators is challenging, especially across cultures (and sometimes within); it therefore takes time and resources to measure well. But measuring what is hard to measure and finding a way to generate credible evidence within constraints is a challenge we always have and continue to embrace; it is what IDinsight has always cared about.

So with that, we are very excited to introduce to you the 2023 Dignity Report. This year's edition touches on both of the above themes - why dignity matters and the difference it may make to the world. The case studies cover work in Uganda and India, inside single organizations and across consortia, among both funders and implementers. The team also rounds up all the recent practical tools and research they have published on dignity (see Section 3).

Thank you for joining us on this important exploration. Your engagement with the perspectives in this report will no doubt be a catalyst for progress on the dignity agenda in the years to come. Advancing and sharing ideas like these is another, growing pathway for IDinsight to achieve impact.

Esther and Marc

Esther Wang and Marc Shotland
Interim Executive Team

Woman working in a jasmine field, Tamil Nadu India. Photo by M. Palani Kumar, P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

1.2 Our theory of change and impact so far

IDinsight's north star is impact. Our organizational strategy proposes four mutually reinforcing impact channels.

The Dignity Initiative aims mostly to achieve impact by advancing ideas, though some impact comes through our efforts in improving lives and increasing capability. We believe that we are presently in a supportive political context to advance dignity, and that our work with sympathetic actors across global development will lead to people around the world having many more interactions with institutions that are respectful of their dignity. We think this will in turn create an implicit pressure on international development's gatekeepers to change the status quo.

Four mutually reinforcing impact channels

1. Improving lives
2. Allocating resources
3. Increasing capability
4. Advancing ideas

We are committed to measuring our progress, with the support of IDinsight's internal Impact Improvement Team.

In 2022 we advanced our validated measures of respect for dignity, articulated a research agenda for dignity, and offered protocols for post-study feedback and building cultures of dignity through audits. Those ideas have been widely taken up, leading to notable partnerships with some of the most exciting actors in development and the opportunity to input into the UK Parliament's view on UK aid strategy and the Core Humanitarian Standard.

- **11m:** Measures we developed have been taken up by programs serving almost 11m people.

- **17:** Seventeen publications, including 2 book chapters, plus 1 book and 1 book chapter forthcoming.

- **5:** This report charts five in-depth case studies of dignity embarked upon by bellwether development actors: GiveDirectly, the Care to Play consortium, The Life You Can Save, Catholic Relief Services, and IDinsight.

Relative Impact Units: one way to benchmark impact

IDinsight formalizes our estimates of impact in Relative Impact Units. For a full explanation of this method, see our Internal Impact Measurement Methodology.

Our four most successful activities in 2022 together achieved an impact of 1,244 RIUs. In 2023, we analyzed the possible impact of our five case study partnerships. There are lots and lots of assumptions here, so we should hold all these numbers with considerable caution; we think the process of challenging ourselves to this analysis is at least as valuable a learning experience as the actual results.

We think the impact of the four IDinsight-supported projects amounts to a sum of 1,091 RIUs.

We may loosely think of this impact as equivalent to making a large contribution to saving more than 467 lives, or redirecting $15.5M to better uses.

This year, we set ourselves the challenge of honing in on impact. We are proud to have once achieved the important impact on the world that these numbers suggest. We hope that all work on dignity across our movement will continue to hold itself accountable to this standard of careful measurement in pursuit of change that is more than rhetorical.

The University of Notre Dame's support to Catholic Relief Services, on which we have played only a minor advisory role, may be extremely impactful, because of CRS' vast reach – in 2022 their interventions reached 255M people, and they have around 8,000 staff, so very high figures are possible.

We plead for caution in interpreting these numbers. We are dedicated to reflecting on pathways to impact, and find this one very valuable way of doing so which it is useful to share with those interested in the dignity movement - but we do not wish to overclaim about a method which involves large assumptions. In time, as we have stated in the research agenda, it will be very valuable to refine our estimates of impact through causal research on interventions to affirm dignity.

Case	Channel	RIUs
GiveDirectly	Partnerships	309
Care to Play	Partnerships	50
The Life You Can Save	Partnerships	362
IDinsight	People	370
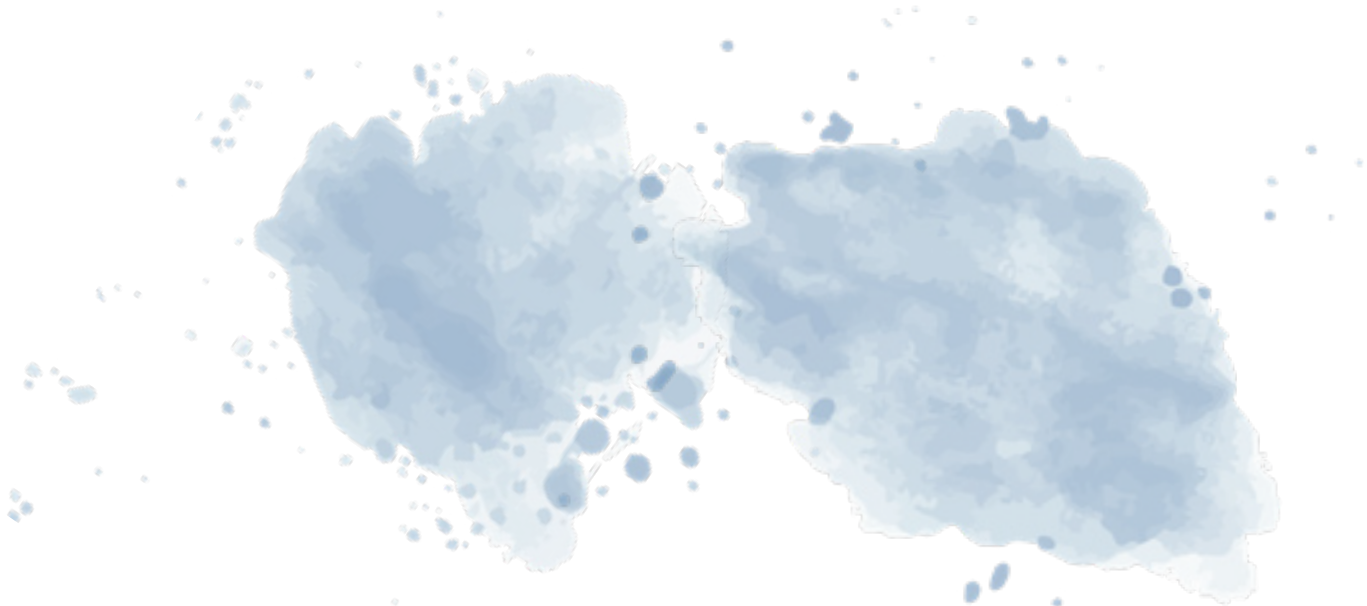
Theory of change

Our actions can improve the quality of ideas, issue characteristics and actor power.[2] Since we are presently in an eagerly receptive political context in the global development sector,[3] this should then lead to several outputs. We believe that if we get this right, sympathetic development actors[4] will then take up tools to consider and monitor dignity, sympathetic development actors will partner with the Dignity Initiative on deeper projects, and allies of dignity will support and spread this process.[5]

In turn this should yield several positive intermediate outcomes. Implementers will design programs that are more respectful of beneficiaries' dignity. Development actors' internal cultures become more respectful of staff dignity. Funders will select grantees that prioritize dignity. And in turn, development gatekeepers should begin to feel pressure to prioritize dignity.

All this will lead to people around the world having many more interactions with institutions that are respectful of their dignity.
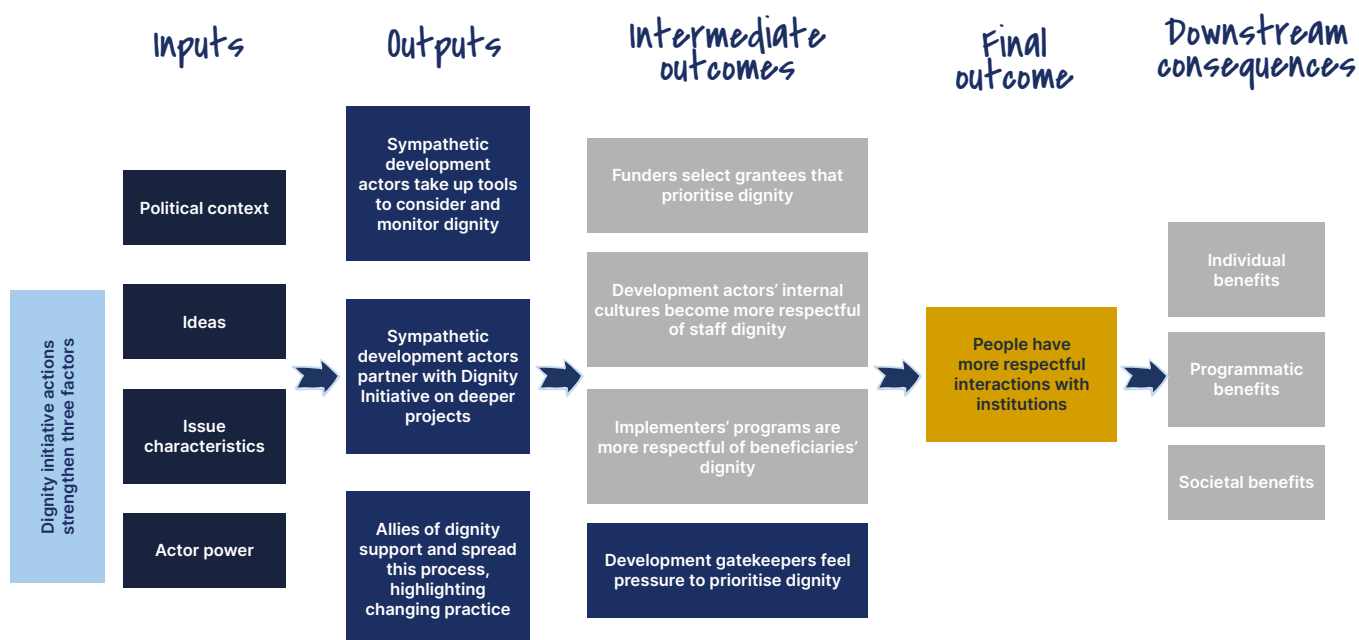
This is good in itself – but it also yields other positive individual, programmatic and societal benefits.

2   Jeremy Shiffman's work suggests that there are four crucial factors for how ideas rise to priority in global development (Smith et al, 2014): political context, ideas, issue characteristics, and actor power.

3   Though these institutional failures occur in institutions operating bureaucratic processes of all kinds, we are prioritizing the global development sector. This is because the vulnerability to disrespect is higher among the poorest; this is an idea that already has traction in that sector, and this is a sector that has a reputation of openness to new ideas and evidence. The political context in the global development sector particularly favors dignity, in a way that is less true in other fields; and our existing networks and expertise as IDinsight are focused on global development. We hope to learn lessons for later attempts to influence public policy towards dignity in countries at all levels of development, since we believe that in the long term, impact on dignity and bureaucratic disrespect will be best sustained through partnerships with LMIC governments.

4   We believe there are two major sources of disrespectful interactions in the world: interpersonal prejudice, and institutional failure. We are best equipped to bring change to otherwise well-intentioned institutions who want to correct these failures, rather than to wider society that may not want to change. We might hope that by focusing on those institutions, this may spread cultures of dignity that will eventually lead to more respectful interpersonal interactions, but this is not a formal part of our theory of change.

5   We argue that the global development sector can be split into three groups according to their attitude to dignity: allies, sympathizers and gatekeepers. There are a small number of allies, who are already working on this issue. We seek to harness and encourage their efforts. There is a much larger number of sympathizers, who are presently wrestling with how development ought to be reformed, and who receive dignity very positively when told about it - but who are not necessarily using dignity as an important frame at present. We seek to reach and persuade them. Finally, there are a number of gatekeepers, who set the rules of the development game and who are invested in the status quo. We eventually seek to pressure them to change.

Inputs	Outputs	Intermediate outcomes	Final outcome	Downstream consequences

Dignity initiative actions strengthen three factors

Political context

Ideas

Issue characteristics

Actor power

Sympathetic development actors take up tools to consider and monitor dignity

Sympathetic development actors partner with Dignity Initiative on deeper projects

Allies of dignity support and spread this process, highlighting changing practice

Funders select grantees that prioritise dignity

Development actors' internal cultures become more respectful of staff dignity

Implementers' programs are more respectful of beneficiaries' dignity

Development gatekeepers feel pressure to prioritise dignity

People have more respectful interactions with institutions

Individual benefits

Programmatic benefits

Societal benefits

Consequences of dignity

A whole range of positive outcomes have been suggested, as downstream consequences of dignity-affirming interactions. The evidence for these varies, and is best thought of as a jigsaw of mid-sized studies, often from US rather than low-income countries, and often from laboratory studies rather than in the real world, so there is further to go. Yet the weight of evidence is that when people have dignity-affirming interactions, positive things follow (Wein & Sobti, 2023).

Individual benefits	Wellbeing & positive emotions Self-efficacy Physical & mental health
Programmatic benefits	Service uptake and return Satisfaction with services Willingness to pay Willingness to recommend to others
Societal benefits	Democratic spheres Tolerance & partisanship Cooperation with others Respectful treatment of others

2. The impact of DIGNITY

FrontLine workers attending a dignity training session. Photo by Prabhat Sharma/IDinsight.

2.1 Care to Play: dignity at the front line of service delivery in India

This case study synthesizes the integration of dignity in an early childhood development (ECD) project in India, the Lego Foundation Care2Play project, which focuses on children from financially stressed families receiving playful stimulation at home and within their communities during the first 2,000 days of their lives. Currently in the pilot phase in Delhi State, they are reaching 6,000 children, with hopes to scale to reach 5 million children and their parents in the coming years.

We discuss here why dignity is important in early childhood development. Subsequently, we outline dignity integration in the C2P project through partner alignment and the identification of dignity hotspots, holding dignity workshops with Frontline Workers (FLWs) and collecting participants' feedback around dignity. Finally we reflect on the impact of this.

Dignity in Early Childhood Development (ECD)

The Child Rights Convention is founded on the full human dignity of each child. Dignity is a crucial aspect of human development, especially during early childhood. When children are treated with dignity, they are more likely to develop a sense of self-worth and high self-esteem, leading to better academic performance, social relations, and overall well-being (Schore, 2001; Shonkoff & Phillips, 2000). Denham et al. (2015) find that children who experience high levels of emotional warmth and support from their caregivers are more likely to develop positive social and emotional skills, including empathy, communication, and self-regulation. Experiences that undermine children's dignity, such as bullying, neglect, or abuse, can put children at risk for negative developmental outcomes, such as mental health issues, cognitive deficits, lower empathy and behavioral problems (Polonko & Lombardo, 2005; Shonkoff & Phillips, 2000).

Caregivers' dignified treatment of children influences the child's learning, social, and emotional long-term outcomes. Parents are crucial actors who define children's developmental trajectories. Treatment of parents with dignity can have further implications on children's dignity. Dignity is central to the role of caregivers as they assist children with personal care, decision-making, and preserving their autonomy. As children depend on caregivers, caregivers' relations with healthcare professionals and educators are pivotal. Caregivers treated with dignity and respect can further children's access to healthcare services and improve their experiences in educational settings (Lundqvist & Nilstun, 2016; Turnbull et al., 2011). To that end, it is crucial to ensure that interactions with both caregivers and children are grounded in dignity and respect. When children and adults have experiences that respect their dignity, it results in a range of positive outcomes for their well-being and development, program results, and benefits for the wider society.

The Care2Play intervention's commitment to dignity

The Care To Play (C2P) Consortium - a collaboration of five organizations: IDinsight, Indus Action, Rocket Learning, Trickle Up, and Saajha - puts the dignity of caregivers and children at the forefront of our intervention. We believe that integrating dignity into our intervention is an important pathway to impact.

The C2P Consortium provides children born into socially and economically disadvantaged families with stimulating environments in their first 2,000 days. Lack of stimulating environments leads to opportunity gaps that grow over time and lock children in intergenerational poverty traps. C2P is working on addressing these gaps by supporting and empowering caregivers through digital learning materials and building a community of caregivers and Anganwadi Workers (frontline workers at childcare centers in India) by creating Parent Engagement Groups. In parallel, C2P is working to enhance caregivers' financial resilience by supporting them in accessing government schemes and holding coaching sessions on livelihood generation activities, so that they can spend more time with their children and absorb economic shocks.

The C2P collaborative is committed to fostering an environment that respects children and caregivers' inherent worth and potential, consequently promoting their well-being. All consortium partners have firmly committed to incorporating the dignity lens into the intervention. Dignity is a fundamental principle underpinning our interactions and community engagement.

Dignity as a building block of the C2P intervention

We took on the following targeted activities to ensure that dignity is a non-negotiable building block of the C2P intervention.

Approaching & aligning on Dignity Hotspots

In the first step of our dignity work, we applied and adapted the Dignity Audit research method proposed by the IDinsight Dignity Initiative. We assessed how to integrate dignity into the program design and implementation. We completed a comprehensive literature review to understand the role of dignity in early childhood development. Subsequently, we held a dignity workshop with all consortium partners to discuss and align on the interactions in our intervention that are most vulnerable to dignity paucity. Drawing on our Theory of Change, we identified areas where dignity is most at risk and planned for targeted actions to promote respectful and dignified practices. We prioritized dignity hotspots based on the centrality of actors to the intervention, the frequency of given interactions and the degree of power dynamics. We identified the relations between frontline workers and caregivers as our priority focus for dignity integration. Brainstorming and determining dignity hotspots at a program design phase allowed us to set dignity as a core value of the intervention and ensure alignment of all partners.

Dignity workshops with frontline workers

Based on reflection exercises with partners, we conducted a dignity workshop with FLWs. The FLW dignity workshop was structured in a participatory and engaging manner; the sessions included informative content on the importance of dignity, scenario-based exercises applying dignity principles in practice, and a sharing circle of personal stories. FLWs' active involvement and willingness to discuss dignity made the workshop a meaningful learning experience. We are in the process of gathering feedback from FLWs' on their experiences of the sessions. In the spirit of piloting, we will use this feedback to improve FLW training in the future. (This training workshop is discussed in more detail in Section 3).

We plan to incorporate dignity check-ins as part of recurring program debriefs to ensure that the workshop is not a one-time reflection point for dignity. We want to create a space where FLWs feel comfortable raising concerns, sharing challenges from the field and discussing their experiences of interacting with caregivers. This space will be a touch point to encourage FLWs to continue reflecting on their experiences with dignity and the role of respect in community engagements.

As FLWs deliver the program to beneficiaries, their role and approach are central to the quality and impact of our intervention. Through dignified interactions, FLWs can build trust and rapport with participants. Research suggests that when participants feel respected and valued, they are more likely to open up, share personal information and cooperate (Hutchfield, 1999; Lundqvist & Nilstun, 2016; Valentine, 1998). When addressing caregivers with respect, FLWs can foster effective communication, enabling participants to ask questions, raise concerns or share challenges. FLWs' dignified approach can ensure the basis for long-term community partnerships, where impact can ripple through the community, fostering an environment of mutual respect. Being treated with dignity empowers participants and makes them more likely to engage in the program for a longer duration. We believe that with active and sustained engagement of caregivers in the C2P program, we will be able to create stimulating learning environments for children, consequently improving children's well-being.

Assessing the impact of dignity

As imperative as collecting FLWs' experiences may be, so is gathering data on participants' experiences. To integrate the dignity approach, we must better understand how participants receive the program on the ground, their experiences, concerns and feelings around respect and dignity.

At a later stage of this work, we will be conducting a Process Evaluation. We plan to speak with caregivers about their experiences interacting with the C2P Operations team, their perceptions of the program content, and their preferences around the structure. We will design a dignity module as part of our Process Evaluation, that will collect open feedback about participants' experiences. Such conversations with caregivers will underpin our feedback mechanism and will allow us to refine and iterate the program and implementation plan. Aggregate findings of the PE will be shared with C2P partners during follow-up dignity workshops. All partner organizations will discuss and brainstorm the key takeaways and implications of our dignity findings for the expansion phase.

The dignity measurement methodology will draw on existing research in the field as well as past experience and expertise of IDinsight's Dignity Initiative team. We will conduct surveys composed of qualitative and quantitative questions to collect parental experiences of engaging with FLWs, Anganwadi workers, and Parent Engagement Groups, inquire about their feelings of comfort, dignity and respect, record any experiences of bias or discrimination, capture opinions about the relevance and need of the program, and collect participants' preferences. Our survey will use a mixture of pointed choice questions, vignette framing questions, Likert scale questions, and preference questions to appropriately assess the dignity impact. We will collect consent through standard survey protocols and ensure that respondents feel comfortable when participating in the survey.
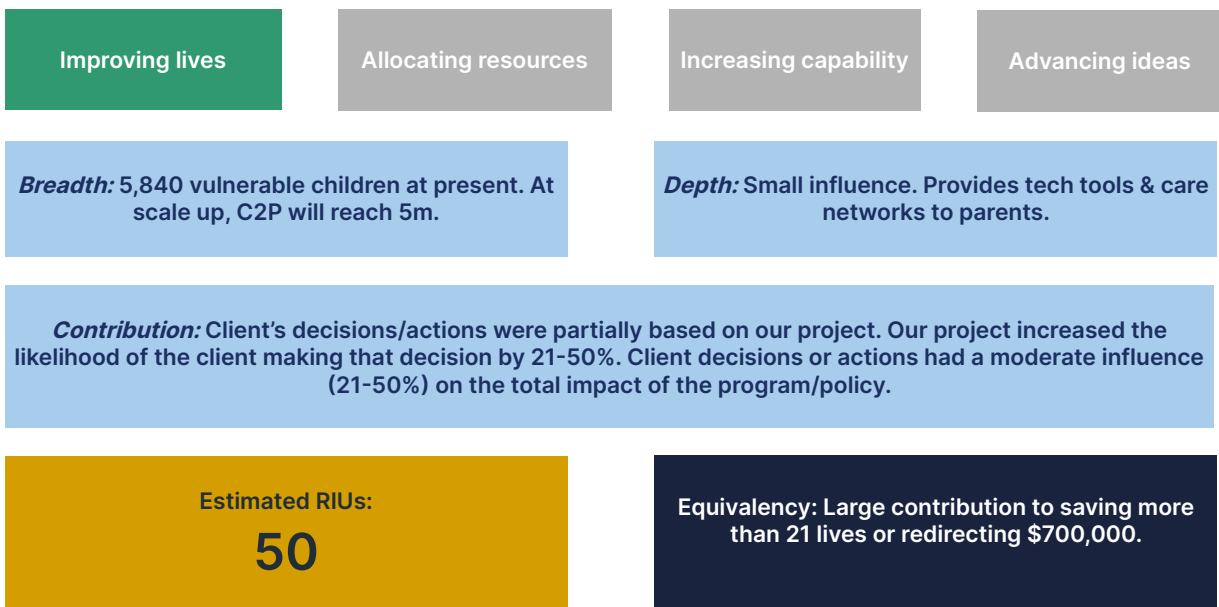
This research initiative places respondents at the center of the feedback loop, guiding our program iteration. Collecting feedback and revising the program will be a central pathway to maximizing the program's impact. Participants' experiences, engagement and preferences will allow us to refine the program to be more impactful, need-based and effective in achieving outcomes.

Conclusion

Dignity integration is a pathway for impact, particularly in interventions nested within community engagement. Rooting dignity as a key component of our pilot allows us the flexibility of testing and iterating our program design, including workshop materials, activity flow, or content of digital messaging. Discerning the dignity lens at the pilot phase, allows us to revise and embed the dignity component before the expansion phase. This can help us ensure that when the program is implemented at large, the impact is exalted.

We believe that the C2P consortium's interactions with caregivers, whether in-person or digital, are at the center of the program's ToC to create thriving environments for vulnerable children, resulting in pathways out of poverty. In light of this, adding a "dignity lens" to interactions with caregivers can help unlock more impact. To that end, the C2P consortium is committed to collaborating and reflecting on our work from the dignity lens and being held accountable by the voices of the program participants.

Improving lives	Allocating resources	Increasing capability	Advancing ideas

Breadth: 5,840 vulnerable children at present. At scale up, C2P will reach 5m.

Depth: Small influence. Provides tech tools & care networks to parents.

Contribution: Client's decisions/actions were partially based on our project. Our project increased the likelihood of the client making that decision by 21-50%. Client decisions or actions had a moderate influence (21-50%) on the total impact of the program/policy.

Estimated RIUs:
50

Equivalency: Large contribution to saving more than 21 lives or redirecting $700,000.

Please take caution in interpreting these numbers. We are dedicated to reflecting on pathways to impact, and find this a valuable way of doing so - but we do not wish to overclaim about a method which involves large assumptions. More detail available in the internal Impact Measurement Methodology report.

Woman entrepreneur working in her poultry farm, Nairobi. Photo by IDinsight

2.2 GiveDirectly: optimizing for dignity in programs with refugees

Since 2009, GiveDirectly has delivered $650M+ in cash directly into the hands of over 1.5 million people living in poverty. GiveDirectly's values emphasize putting recipients first, and they have a longstanding commitment to respecting dignity worldwide.

Rigorous research shows that cash transfers are perceived by recipients as more respectful than in-kind aid (Shapiro, 2019), so they are already doing one big thing right to be respectful.

Now, GiveDirectly increasingly makes those cash transfers to refugees. In the world, there are 82 million people displaced. To be a refugee means to face frequent disrespect. Humanitarian systems and charities have been sharply criticized for failing to care for the humanity of those they serve.

As GiveDirectly increasingly supports refugees, how can they make sure they aren't replicating inhumane systems?

"Some NGOs give you something which is not worth it, take your photos and tell their bosses they have helped you." - South Sudanese refugee, contrasting GiveDirectly to other less respectful charities.

Collaboration with IDinsight

As GiveDirectly have continued the latest stages of their work to ensure dignity, IDinsight's Dignity Initiative has accompanied GiveDirectly, conducting research and providing advice to key staff members.

First, we profiled what they have already done to grapple with a culture of dignity, publishing this in our joint report with the Busara Center, 'Cultures of Dignity are possible' (Wambua & Wein, 2022). This work highlighted GiveDirectly's belief that cash is inherently respectful because it gives agency to the recipient - something supported by experimental evidence (Shapiro, 2019). Yet it also explored the ways in which GiveDirectly has wrestled with the effects of technology and a drive for efficiency. On the one hand, Ariana Esma Keyman, a Director of Partnerships as GiveDirectly, explained that the organization goes so far as to think of its mission as rendering itself almost invisible: "we want to minimize this role we play as a middle person with a view for transferring wealth and transferring all of the privileges that come with wealth including choice to the recipients that we serve." On the other hand, those efficiencies through technology, while streamlining processes, run the risk of leaving recipients confused and alienated (Schmidt, 2022). The interviewees therefore recounted also the internal structures they had put in place to build dignity. These include appointing a Director of Recipient Advocacy, who oversees a firewalled internal audit team running regular surveys of recipient experiences and responding to recipient concerns. Instituting a process of deeper engagement with the communities they serve has helped address some of those earlier challenges and misunderstandings among recipients worried about the obligations put upon them by this transfer. Recipients are now given a wider range of choices about how to organize the transfer. And to further ensure that recipient concerns are received and addressed in a timely manner, GiveDirectly has established call centers with toll-free numbers in all their countries of operation.

Next we applied a dignity lens to their work providing cash transfers to 10,000 South Sudanese refugees in Uganda - some of the 1 in 3 who have had to depart that country - as well as to their Ugandan neighbors and hosts who also require support. A separate IDinsight evaluation already showed these transfers successfully increased economic and psychological well-being to an extent comparable to transfers among non-refugees in other East African settings. We conducted 61 qualitative interviews and a focus group discussion to examine dignity and the delivery of GiveDirectly's cash transfers (Kahura et al, 2022).

This analysis showed that people felt that the choice of cash transfers as a modality and the process by which they were introduced and distributed had been fundamentally fair and respectful. They did however note that the organization could still be more transparent in its processes - in particular, the process of distribution to Ugandan neighbors seems to have been less well explained, leading to some frustration.

> "[GiveDirectly] supports both the refugees and the host community equally and respectfully, which has brought love between the refugees and ugandans."
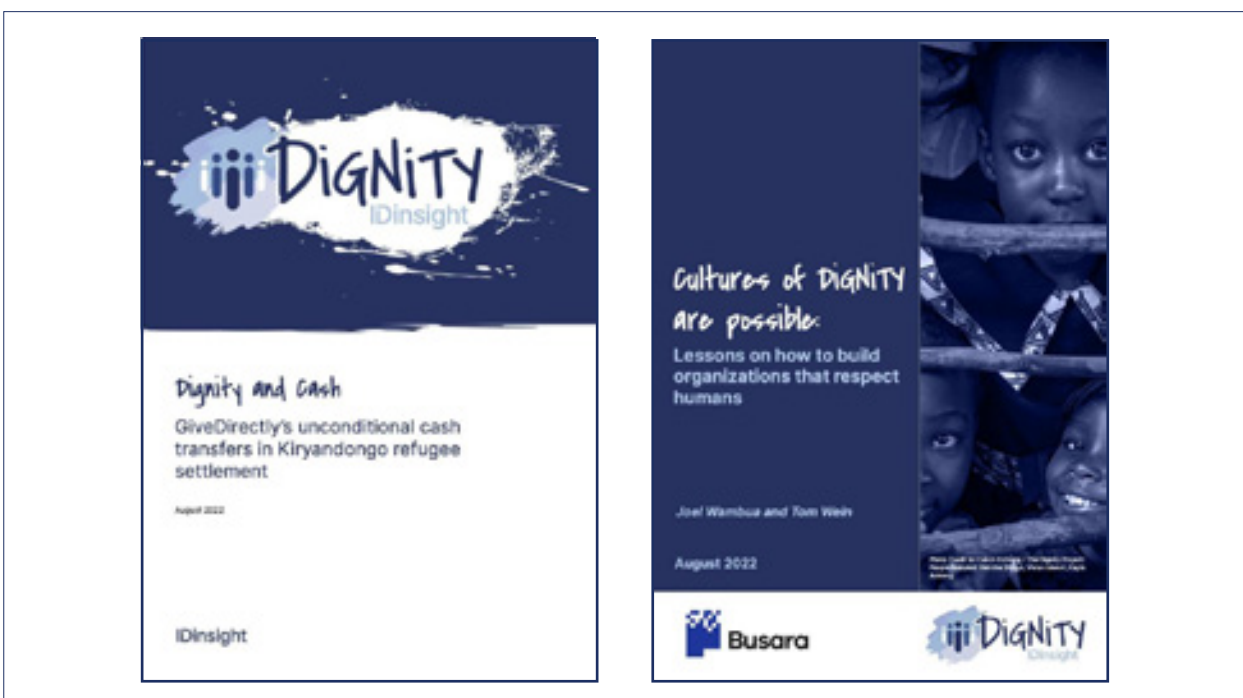
A continuing agenda

This evaluation and supporting qualitative work on refugees has been an important step for GiveDirectly, for whom displaced people make up an increasingly important part of their growing portfolio. Meanwhile, GiveDirectly has continued to refine its work on the path of respect for dignity. They routinely audit whether recipients feel respected. They have continued to refine their approach to transparent communication, measuring whether people come away with a clear understanding of the program. Communication channels are made available to recipients to provide them the space to freely report their stories and qualitative experiences, and as part of their commitment to transparency, these are posted unfiltered to the GDLive platform. A major focus of GiveDirectly's research agenda is investigating people's preferences on how to structure cash transfers in terms of transfer timing, sizing, frequency. Another major research theme is understanding how people perceive cash transfers that are linked to other messaging or services, and under what circumstances those links begin to feel like undue pressure.

"Recipients are central to our program decisions. We take every precaution to assess our program models and decisions to ensure recipients are protected, respected and listened to". Caroline Teti, Director of Recipient Advocacy at GiveDirectly

"The idea is that it's their dignity, it's their choice on what they do." - Rory Stewart, Senior Advisor and former President of GiveDirectly
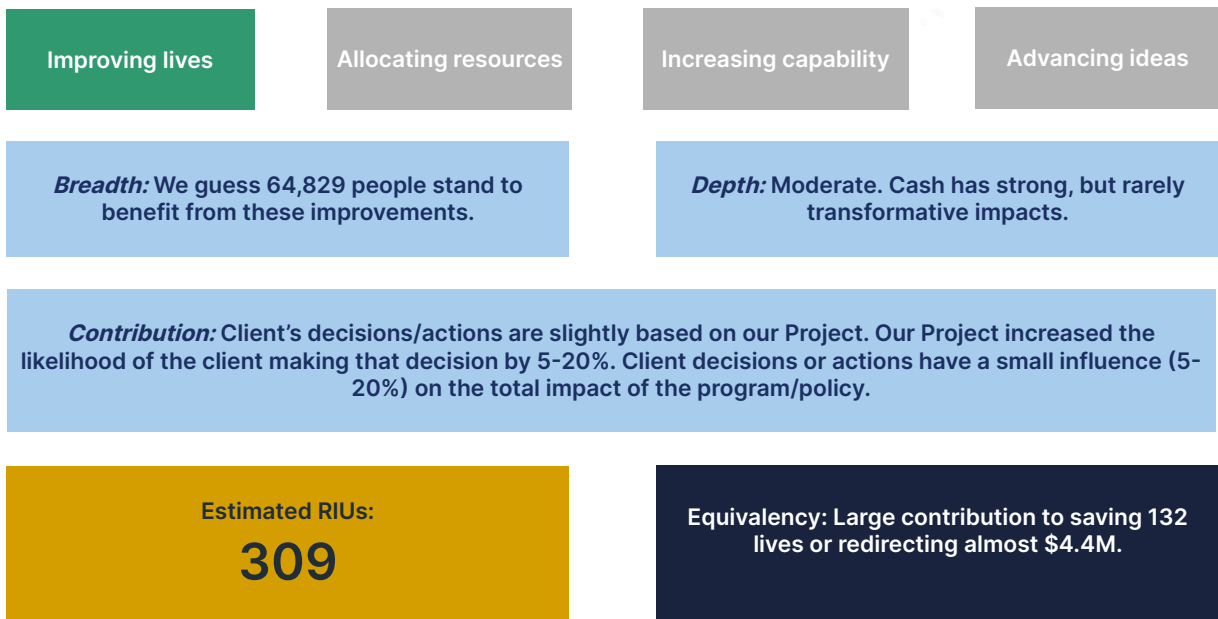
Improving lives	Allocating resources	Increasing capability	Advancing ideas

Breadth: We guess 64,829 people stand to benefit from these improvements.

Depth: Moderate. Cash has strong, but rarely transformative impacts.

Contribution: Client's decisions/actions are slightly based on our Project. Our Project increased the likelihood of the client making that decision by 5-20%. Client decisions or actions have a small influence (5-20%) on the total impact of the program/policy.

Estimated RIUs:
309

Equivalency: Large contribution to saving 132 lives or redirecting almost $4.4M.

Please take caution in interpreting these numbers. We are dedicated to reflecting on pathways to impact, and find this a valuable way of doing so - but we do not wish to overclaim about a method which involves large assumptions. More detail available in the internal Impact Measurement Methodology report.

Jalsai Rathi and his wife are collecting mahua from their own tree in their field. Photo by "Purusottam Thakur", P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

2.3 The Life You Can Save: directing funding to respectful charities

How should funders think about dignity? In March 2023, we proposed an approach in an article at the Center for Effective Philanthropy (Wein & Levine, 2023). That piece argued that funders can reasonably start by reforming approaches to dignity within their own internal culture, before placing priority on engineering more respectful relationships between funders and grantees. Such relationships are often fraught with disrespect; a recent open letter by the Black Feminist Fund says bluntly that we need "to confront philanthropy's broken promises and practices of the past" (Hungin, 2023). We noted then that to build a more respectful relationship with their grantees, program staff can keep in mind three pathways: ensuring that people feel seen (recognition), have choices and a meaningful chance to consent (agency) and, especially, work on reducing power asymmetries (equality). Through long term relationships, foundations are already fairly good at helping grantees feel seen. The real opportunity comes in the domains of equality and agency.

The third area where funders can take action, we suggested, is in selecting grantees that themselves respect dignity. It is in this area that The Life You Can Save has shown a way forward for other funders, as we discuss in the case study below.

How funders can advance dignity

1. Start with internal culture
2. Place priority on dignity in relationships with potential grantees
3. Select grantees that themselves institute dignity-focused practices

About The Life You Can Save

The Life You Can Save makes recommendations of which non-profit organizations in different domains are doing the most good, working from the philosophical foundations established by Peter Singer's book of the same name (Singer, 2010). They direct donations they receive towards these best charities, of which they currently list 27. In 2022, they **moved $18.1M to those charities**.

The Life You Can Save looks to improve the lives of people living in poverty by changing the way people think about donating their money. To do so they have historically identified high-impact organizations and interventions following three criteria:

- **Scale** is the notion that solving this problem would be highly beneficial, either because they affect many people or because they cause a very high degree of suffering.
- **Solvability** means that additional resources would go a long way towards solving the problem, leading them to focus on problems that can be solved using known and evidenced interventions.
- **Neglectedness** means that the contribution by The Life You Can Save will substantially add to the current resources available to solve the problem, so as not to crowd out other efforts.

They define high-impact organizations as those that consistently achieve measurable, evidence-supported, and sustainable improvements in the lives of individuals, which would not have happened without their contribution. They support these organizations to ensure that every dollar or contribution invested in them can go the furthest in generating positive outcomes and reduce suffering. They have also sought to pay attention to the particular vulnerabilities faced by women and girls, and populations facing humanitarian crises. They still think this is critically important.

Including dignity in a holistic view of impact

From this year, The Life You Can Save will also consider another criterion, dignity, in deciding which charities to recommend. In the book The Life You Can Save, Peter Singer observes that extreme poverty is not just a condition of unsatisfied material needs. It is often accompanied by a "degrading state of powerlessness" (Singer, 2010). This lies in parallel with work by Amartya Sen and Martha Nussbaum that emphasizes that dignity requires us to take a holistic approach to understanding how to promote people's capabilities.

When their research team evaluates organizations, therefore, in addition to providing evidence on the criteria of their Evaluation Framework, they will also now have to evidence how they respect the dignity of those they serve.

Working together with IDinsight, The Life You Can Save has identified questions across four domains that charities must respond to. An initial pilot with an education non-profit seemed to show that those organizations which had reflected deeply on dignity were well able to respond to these questions and provide concrete examples of how they had acted upon dignity principles, while it was fairly easy to identify those that had not engaged seriously in this work.

"We recommend our supporters use the following four criteria we have developed in partnership with IDinsight to assess whether an organization upholds and advances the dignity of its beneficiaries on the ground." - Matias Nestore, Research and Evaluation Associate, The Life You Can Save.

Criteria	Definition
Priority	When looking at a charity's website, reports or listening to a presentation, evaluate whether the service they are providing is something people in the area value and are calling for. Most importantly, how does the charity know this is something people need and want? A respectful charity will make reference for participatory processes of preference elicitation, willingness to pay and will transparently discuss trade offs with other priorities.
Interactions with beneficiaries	A respectful charity will reference concrete steps taken to ensure that beneficiaries are treated fairly and in the way they wish to be treated. Donors should look out for references to the three pathways in charity's websites, social media, presentations and reports.

Culture and People	Internal culture is key to developing respectful interactions both within and outside the organization. Donors should look for examples of concrete steps organizations take to ensure staff are treated with respect.
Listening and Learning	A highly impactful and respectful organization needs tools and mechanisms to know that they are treating people with respect. A charity that respects people's dignity will mention ongoing and proactive measurement of beneficiaries' experiences, feedback mechanisms, and will show a track record of adapting their programs based on these mechanisms.

The Life You Can Save will be continuing this work of ensuring holistic approaches to assessing impact and practices that are respectful of people's dignity in 2024 by providing additional guidance and support for our recommended charities as they grapple with the difficult challenge of building and sustaining cultures of dignity.

Improving lives	Allocating resources	Increasing capability	Advancing ideas

Breadth: $18.1M directed per year, going by 2022 figures.

Depth: NA for resource allocation projects

Contribution: Specific changes to their evaluation criteria were incorporated at IDinsight's recommendation. Client's resource allocation is slightly based on our Project. Our Project increased the likelihood of the client making that decision by 5-20%.

Estimated RIUs:

362

Equivalency: Large contribution to saving more than 155 lives or redirecting around $5.2M.

Please take caution in interpreting these numbers. We are dedicated to reflecting on pathways to impact, and find this a valuable way of doing so - but we do not wish to overclaim about a method which involves large assumptions. More detail available in the internal Impact Measurement Methodology report.

Child playing in a Bangladesh Slum in Mombasa. Photo by Jonathan Torgovnik/Getty Images/Images of Empowerment

2.4 Catholic Relief Services: fostering a global culture of dignity

Catholic Relief Services (CRS) writes that "For over 75 years, our mission has been to assist impoverished and disadvantaged people overseas, working in the spirit of Catholic social teaching to promote the sacredness of human life and the dignity of the human person." Human dignity has indeed long been an important concept in Catholic social teaching (Perrin et al, 2022).

Putting this concept of human dignity into practice consistently is challenging, especially given that CRS serves a huge and diverse range of people of different races, creeds and contexts. In 2022 their over **6,000 staff worked on programs that reached 255M people, through 606 projects operating in 82 countries, on a budget of over $1.4 billion** (Catholic Relief Services, 2023). In interviews, CRS staff told us that they have found that humanitarian and development efforts are truly transformative when they prioritize enhancing the human dignity of vulnerable and marginalized individuals.

Unlike the other case studies presented here, IDinsight has not partnered directly with Catholic Relief Services. The Dignity Initiative has a close collaboration with the University of Notre Dame's Pulte Institute for Global Development, with whom we are researching what works to respect dignity. The Pulte Institute has been a research partner to CRS. However, as an important effort to build dignity in a major development implementer, we present it here as a case study to learn from.

Pioneering a path toward measurement

While the vision to uphold human dignity is clear, the path to achieving it presents unique challenges. One of these challenges lies in the difficulty of measuring dignity. In the absence of standardized frameworks organizations often grapple with how to gauge dignity consistently and comprehensively. The intangible nature of dignity always poses a formidable challenge for organizations like CRS that are dedicated to promoting it, especially when working across many different cultures and moral traditions.

With the support of the GHR Foundation, CRS and the University of Notre Dame decided to start by working on this measurement problem. The goal was to develop measures of respect for human dignity that can be used across programming sectors. The team believe this will further encourage projects to explicitly consider and incorporate dignity-related aspects of interventions into the program design itself.

Based on these goals, CRS identified two key areas for measures to work on:

1 **Measuring human dignity among staff:** This measure seeks to ensure that respect for human dignity is not only a goal for those CRS serves but also an integral part of the organisation's internal culture and values.

2 **Measuring human dignity among program participants:** These measures will help CRS assess and enhance the experience of dignity among those it serves, ultimately ensuring that CRS programs and interventions uphold the dignity of all individuals involved. This involves the development of a **Program Implementation Tool** and a **Program Outcome Tool.**[6]

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6   The IDinsight Dignity Initiative has also worked on developing measures, using similar methods and arguments. Our proposed measure is most closely comparable to the Program Implementation Tool. See Wein, Khatry & Bhimani, 2022.

"In addition to the organization's mission and guiding principles, what drove us towards trying to understand and measure respect for dignity is that as practitioners working in various sectors with communities, we are seeing how issues like respect for dignity matter to people and how it influences the effectiveness of many of our programs." - Tony Castleman, Director of Monitoring, Evaluation, Accountability and Learning at CRS

Measuring human dignity among internal staff

In the quest to uphold human dignity, CRS proposed to start not only in their projects but also within the fabric of their organization. CRS believes that the organizational culture it nurtures shapes not only how employees interact within the organization but also how they engage with the communities they serve. If respect for human dignity does not permeate CRS's internal interactions, it becomes challenging to uphold it in their humanitarian and development work authentically. As dignity is an inherent value in all people, which does not itself go up or down, the idea was to measure the extent to which one's human dignity is acknowledged, respected, and valued in the workplace of CRS.

As a first step, CRS reviewed existing workplace dignity measures and identified the dimensions that these measures assess. CRS then identified priority dimensions and questions that align with respect for dignity at CRS and carried out cognitive testing of these questions with a range of CRS staff. Based on this review and cognitive testing, the resulting set of dimensions and questions were mapped against questions in CRS' biannual staff engagement survey so that existing questions and an existing survey could be used. Additional items were added to capture different additional dimensions of respect for human dignity. The resulting set of questions was tested in a large engagement survey for all CRS staff, and based on the analysis, the measure was finalized.
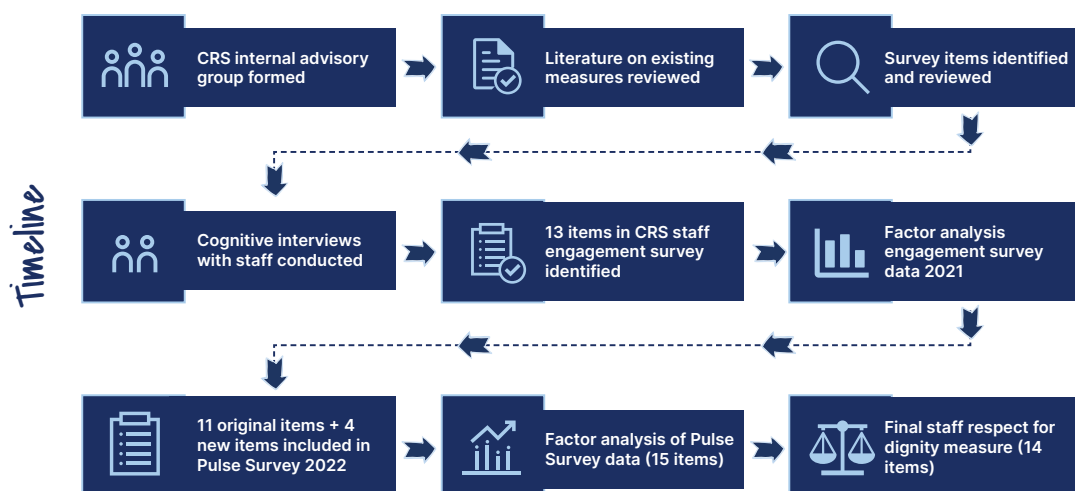
This resulting draft of questions was tested in the engagement survey for all staff, and based on the analysis, the measure was finalized.

The following 14 measurement items comprise the Human Dignity Index, which CRS used in the 2023 staff engagement survey with over 6,000 respondents. Each item falls into a dimension represented on the 2023 CRS Engagement Survey.

Human Dignity Index (internal)	
Measurement Items	**Dimension**
1. I see trust and mutual respect in our workplace	Collaboration
2. At CRS, I am treated in a way that respects my dignity. Diversity, Equity & Inclusion	Diversity, Equity & Inclusion
3. CRS strives to include and fully use the talents and capabilities of all employees.	Diversity, Equity & Inclusion
4. In my experience, we have a work environment that is accepting of diverse backgrounds.	Diversity, Equity & Inclusion
5. My working conditions at CRS support my dignity.	Diversity, Equity & Inclusion
6. My supervisor and I have conversations that help me to develop and grow professionally.	Manager Effectiveness
7. My supervisor cares about me as a person.	Manager Effectiveness
8. My supervisor recognizes my efforts and results	Manager Effectiveness
9. My supervisor treats people fairly and with respect.	Manager Effectiveness
10. CRS strongly supports the learning and development of its employees.	Performance & Development
11. I can report an instance of unethical conduct without fear of retribution.	Safeguarding
12. If I was treated unfairly in the workplace, I am confident that the organization would take appropriate action.	Safeguarding
13. Senior leaders are listening to the voices of staff.	Senior Leadership
14. CRS promotes people with the skills, knowledge, and values needed to achieve agency goals.	Talent and Staffing

The Human Dignity Index score is calculated by averaging an individual's responses to the 14 questions that comprise the index. (Strongly Disagree = 1, Disagree = 2, Slightly Disagree = 3, Slightly Agree = 4, Agree = 5, and Strongly Agree = 6.).Scores that are 5 or above are in the High category, scores that are between 4 and 5 are in the Moderate category, and scores that are under 4 are in the Low category. These cutoffs were determined based on the association between Human Dignity Index scores and staff engagement scores.

The Human Dignity Index is currently integrated with the CRS staff engagement survey and has been deployed a few times already. This exercise includes collecting data from around 6,000 staff from CRS across the globe from all levels of work. It has helped CRS evaluate their organization performance around dignity and identified areas for improvement.

What is the impact of dignity? An initial analysis done of the results from these surveys showed a strong association between respect for human dignity and having high or moderate staff engagement. Staff engagement encompasses a range of factors that reflect employees' feelings, attitudes, and behaviors within the organization. For a high HDI score (5-6), **the probability of moderate or high staff engagement was found to be around 78-97%**. With the availability of continuous regular reliable data now, the CRS team expects to soon have a much deeper analysis of dignity and its impact on organizations and their work.

Adjusted logistic regression by gender, region, job grade, tenure, employee group (n=6,423)
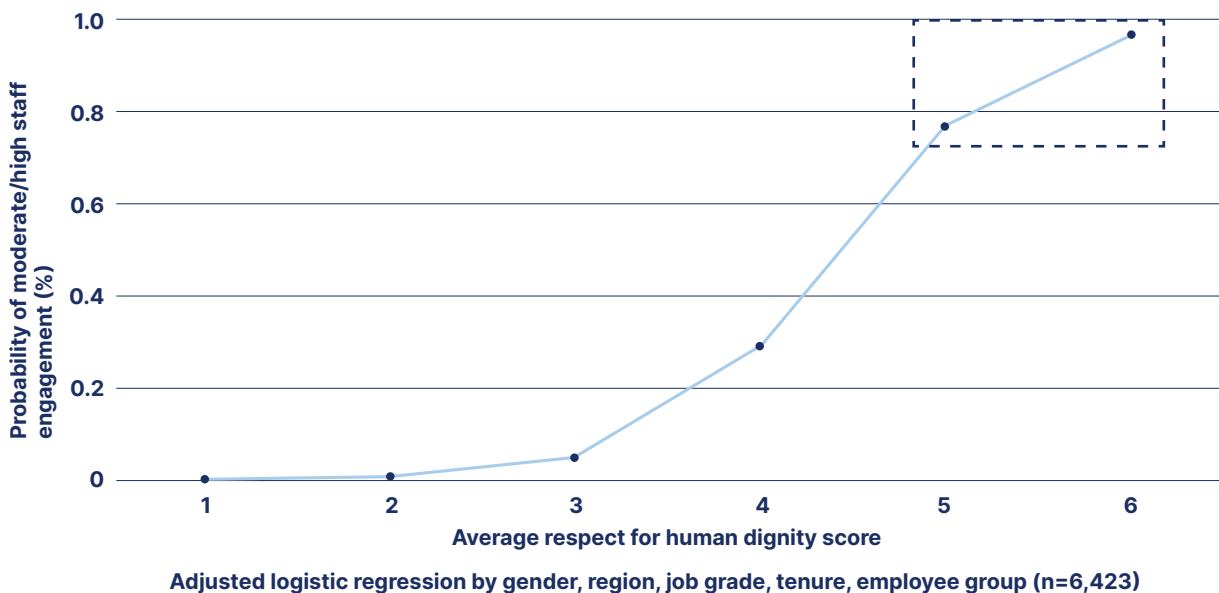
At this moment, the human dignity index has become a core part of the biannually conducted staff engagement survey. What CRS is hoping to work on now is building support tools for the metrics. This involves user guides that can help internal teams and other external organizations adapt the dignity index to their user engagement surveys effectively. Further, they believe in also making tools and resources available for teams to start working on improving the dignity gaps identified from these measurements.

Measuring human dignity among program participants

In addition to building measures for tracking felt dignity among internal staff, CRS also wanted to develop measures of human dignity that can be used across programming sectors. CRS believes that a program measure of dignity would not just help them but also encourage others to explicitly consider and incorporate dignity-related aspects of interventions into their program design.

CRS works across 20 program areas (Catholic Relief Services, 2023), including several that have been extensively debated through a dignity lens in the sector, such as cash, employment, governance, and WASH.

From the initial stages of exploring dignity in program measurement, it became clear that this would have to involve two kinds of measurement:

> 1   Program Implementation Tool: measuring a program's respect for participants' dignity
>
> 2   Program Outcome Tool: measuring the respect for program participants' dignity in households, communities, and institutions

The **Program Implementation Tool** aims to gather feedback and insights from participants to determine the extent to which the program is achieving its goals of treating individuals with dignity and respect. It consists of a 10-item measure that program participants are asked to complete. Respondents use a Likert scale to indicate the extent to which they agree or disagree with a series of statements regarding their experiences with the program. This encompasses a range of factors such as participants' sense of being valued, the treatment they received, and their feelings of understanding and safety throughout the program.

Meanwhile the **Program Outcome Tool** looks beyond the participants' dignity within the program experience and takes into consideration its larger impact on the participants. It assesses the extent to which project participants' dignity is respected in their households, communities and institutions, and the extent to which participants respect others' dignity. As a result this tool takes a more comprehensive approach, consisting of a 26-item measure divided into four subscales, each assessing respect for dignity in each of these different domains. Respondents are once again asked to use a Likert scale to express their agreement or disagreement with statements, offering a detailed view of their experiences.

The full measures will be published by CRS in 2024.

With the program measures, extensive testing, and piloting were done across multiple sectors and in different geographies. The results till now have suggested that the measures are coherent and performing well, and the final version of the measure will be released publicly soon.

The next step is to focus on how to encourage and assist implementation teams to easily adapt these to their existing measures. One key way CRS believes this could be done is through focusing on all stakeholders i.e. from the funders and senior leadership to people directly working in the field. Further, for the program outcomes, there is a need to start focusing on sectoral evidence to understand and document its impact on various aspects in the different individual sectors in which CRS works, like health, education, humanitarian aid, etc.

CRS staff during enumerator training in Zambia practicing field testing the measure of project implementation's respect for participants' dignity".

Conclusion

The commitment displayed by CRS in developing these dignity measures is a reflection of how the largest implementing organizations in the development and humanitarian sectors can build cultural change to stick to their values. To do so, it takes good internal research and influencing. This helps transition from aspirations to tangible impact. That impact may be quite large. CRS reaches several hundred million people, and so increasing the capability of its more than 8,000 staff through a culture of dignity could achieve huge breadth of impact. Unlike in the other case studies discussed in the Dignity Report 2023, IDinsight is not directly supporting this work, and so we have not included an estimation of possible impact of the kind done by the IDinsight Impact Improvement Team - but we believe this project may matter to a great many people. This work is a step toward a more inclusive, respectful, and dignified approach to development - one where every voice is heard, every story is acknowledged, and every person's dignity is upheld.

"When you actually start looking at dignity and be able to measure it within the context of a program, then project managers are thinking about it. And maybe you're reporting on it, and maybe you are learning a bit more about it. And it allows research on understanding what are some of the approaches that contribute to it and how it contributes to other development outcomes" - Tony Castleman, Director of Monitoring, Evaluation, Learning at CRS

IDinsight team during a field data collection project, Manila. Photo by Lorenzo Enrico Corro/IDinsight

2.5 IDinsight: dignity in People Operations, dignity in research practices

IDinsight provides data and evidence to decision-makers in development. Founded in 2011 in Zambia, we have now grown to a little over 300 staff with offices in India, Kenya, Zambia, Senegal, Morocco and the Philippines. A ten year impact assessment determined that IDinsight had improved the lives of 16.8M people and redirected more than $750M to more impactful and effective uses (IDinsight, 2022).

IDinsight launched the Dignity Initiative in January 2022, building on Tom Wein's earlier work on dignity. The initiative has three objectives, of which one is to ensure that IDinsight is an accountable and exemplary institution to host an initiative like this. This is a case study of the progress IDinsight has made on that front.

The IDinsight context

What might be going well or badly at an organization like IDinsight? The organization's main work is to do research. We know research can be on a knife edge when it comes to dignity. Participating in a study can be the greatest opportunity in someone's life to have their hopes conveyed to those making decisions about their lives. Yet too often, research participants end up finding the research process extractive, as they are asked to fold their complex lives to fit a set of tick boxes designed as much to further someone's career as to serve their needs (Abimbola, 2023).

In response to the protests for racial equity in 2020, the organization issued a thoughtful statement reflecting on its place in the global development hierarchy. The statement identified some challenges that were specific to the organization's sector and mission, and some that are familiar to leaders across all sectors. It read, "We are keenly aware that it is a system characterized by historic and present power asymmetries. Specifically, we are one of many organizations - international NGOs - that have grown out of a deeply entrenched power structure in which resources and agency are concentrated among people from high-income countries, mostly White. Decision-makers are often far removed from the people being served and the realities they face. Actions within these organizations are often based on biased or outdated assumptions, paternalism, and an attachment to the status quo." It went on, "the problem of power asymmetry in the work we do has many dimensions, touching not only who we are, but how we receive funding, how we design and implement our projects, and who benefits from the knowledge generated" (IDinsight, 2021).

Meanwhile, there are potential issues of dignity when it comes to internal culture that every business must wrestle with. How do team members get assigned tasks? Is that equitable? How is performance assessed, and how are pay and benefits determined? How do people treat one another, and how do we ensure they do so in the right way? Though the organization's staff may be fairly privileged compared to those that participate in their research, there are still inequalities that dignity can bring to light and offer routes forward on.

These questions were not new. IDinsight had previously published reflections on how to carefully include women in its work, as part of an extensive effort to be sensitive to gender inequity. Research consultancy of the type IDinsight engages in is always a people business, and supporting people during rapid growth and change had long been an obsession of the organization. As its former COO Rebecca Sharp has written, "wise investments in people operations can propel organizational success—especially during exponential growth" (Sharp, 2022).

What could a dignity lens add?

We started with a series of workshops. Such was the initial interest in the topic that two thirds of the organization attended an introductory session on the concept of dignity. We started with a focus on how to apply dignity to people's projects - a potentially less threatening way to build the team's fluency with these ideas. To deepen our understanding of what our colleagues needed, we conducted sixteen interviews, targeting staff members whose junior roles and geographic location meant they might not have as much of a voice in this process as more senior figures. They expressed positivity and curiosity, but also caution, challenging us on three points: what will this look like in practice? How do we determine the best way to respect dignity? And who determines who is the least powerful and who therefore should take priority?

"It would be a lot better for everything...if organizations listened to the people they serve and gave more autonomy and power to the people they are serving." - IDinsight team member

Armed with this understanding, we wanted to get a view of the specific problems people wanted us to tackle. So next we ran in-person discussions about dignity for staff in our two Africa regions, in Senegal and in Nairobi. The energy of these discussions was memorable. People contributed 106 subtly different personal understandings of dignity, and 47 actions they would like to see to fulfill those hopes. One participant reflected, "Dignity means being in an organization that helps me recognize my self worth and helps me get there." Another said it was all about how "The organization exists for people and not the other way round. Both inside and outside IDinsight." They called for specific actions such as 'community exit interviews', and cultural tweaks such as greater sensitivity to power dynamics.

"The atmosphere in the room [during the dignity workshop at the WNA retreat in Morocco] was one of introspection and shared commitment to fostering a culture of respect and dignity, illuminating the shared hope of our team to create a workplace that places considerable, actionable value on human dignity...Coming out of the workshop, my hope is that this commitment transcends rhetoric— that we tangibly center, respect, and protect the dignity of the least powerful in every facet of the organization. I look forward to seeing the ripple effects of these discussions manifest in the way IDinsight operates both internally and with the broader development sector." - Mary Blair, formerly the Dignity Initiative associate

Careful analysis of these contributions allowed us to set our priorities. Taking these results together, we began to plan around two themes: how IDinsight relates to team members, and how it cares for research participants.

How IDinsight relates to team members

On the first priority, we worked with IDinsight's Operations team, who are charged with these changes. Recognising the great work they had done already, we discussed and set three areas in which more progress could be made. Using the three pathway framework that you have heard so much about already - representation, agency and equality - we sorted our findings into three parts:

- Recognising enumerators and 'The Field': Data enumerators, who are temporary staff, feel treated respectfully by IDinsight. But they report facing safety threats and gender bias in the course of their work. They have a much different experience of IDinsight than other staff, and less route for career progression. Other staff do not hear from them as often. IDi staff worry about the justice of their compensation. Being in the field means discomfort for everyone, fear for some, and sharply different norms from life in the office and the city.
- The project experience dictates agency: We reflected that projects are 'what we do'. Which project a team member is staffed on, who they work with, and how it was budgeted, has a huge effect on people's lives - it affects their work experience right now, their future career, their personal life and sometimes their mental health.
- Policies are how we keep promises of equality: We agreed that there can be no let-up in our efforts to build an inclusive culture. Policies are seen by many staff members as the key tool to do that. Team members asked for a clear understanding of the lifecycle of a policy, the reasoning behind decisions, and the chance for ongoing input - especially if they are more junior.

At the end of this workshop, IDinsight's Operations staff took 'the Dignity Promise', sharing the following commitment with their colleagues and doing so in honor of a specific mentor in their life.

OUR DIGNITY PROMISE

" I commit to seeing the dignity in every person I encounter. I will always show them the respect they deserve, as a fellow human like me. I will learn about and advocate for dignity. I will challenge those who fail to act respectfully.

Name: In honor of   Date

IDinsight prides itself in being a data-driven organization. It was time to get some hard numbers to see how far we had come. In 2023, we worked with the teammates leading our Global Survey to examine internal progress. Overall, IDinsight's team members feel treated with a high degree of respect for dignity. In response to a single item question, the mean score for 'I am treated with dignity and respect at IDinsight' was 4.29 out of 5. Since previous research has suggested that single item measures are insufficiently sensitive when it comes to assessing dignity, we also constructed a 10-item index of questions that are closely associated with dignity. This index also reported strong performance, with a mean score of 4.05.

18.3 I am treated with dignity and respect at IDinsight
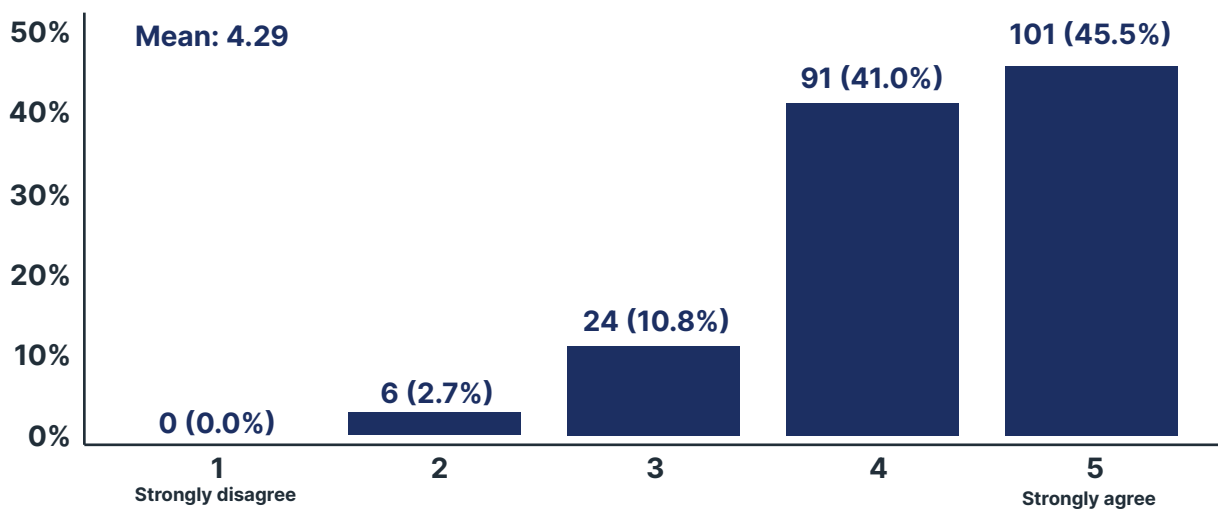
However, colleagues did point us towards some areas in which we could improve further. We may be able to drive respect scores higher by focusing on staffing assignments, policies and performance reviews. Though overall satisfaction is high, scores for these domains are lower, with that for how we assign staff to projects scoring just 3.02. In a regression of which domains predict a sense of being treated with respect, satisfaction with IDinsight's rules and policies and performance review system were significant. Clearly we have further to go - and scores in some regions were lower than in others.

As we write, the Dignity Initiative team is helping IDinsight as its teams think through the policy issuing process, the project staffing process, the performance review process, how to drive retention and longevity among senior leaders, and an overhaul of the organization's values. We don't want to speak too soon, but it seems likely that Dignity and Respect might emerge as one of those treasured values. Soon we plan to launch a network of 'Dignity Ambassadors', ensuring that every team and region has a representative who has been supported to offer a dignity lens to their colleagues. We are putting the findings from this Dignity Audit into practice with specific changes to policy and practice.

How IDinsight cares for research participants

Meanwhile, the other pillar of our work within IDinsight concerned how we conduct our research. Research suggests that research participants want improvements to the research process in two main areas: in how consent is secured, and in the feedback they receive after the study (Mumo et al, 2021). Tom joined the Research Ethics Committee, helping review each of IDinsight's projects and their approach to data collection.

The Dignity Initiative team collaborated with field managers to develop a list of steps to be more respectful of participants, and integrated these into our field manuals. Together with colleagues in West and North Africa, we piloted protocols for sharing research results with our enumerators (IDinsight West and North Africa Team & The Dignity Initiative, 2023). One Senegalese enumerator shared his positive experience of this new practice, "I have a very positive assessment of IDinsight in the way it managed the data collection process from start to finish, especially in this new way of involving the enumerators in the final phase." Now we are also just beginning a process to revise and test our approach to consent, discussed in Section 3 of this report.

Conclusion

Writing together in the Dignity Report 2022, Elizabeth Chikobe, Anne Chege Mwaura, Subha Ganguly Shahi - respectively IDinsight's Director of Global Operations, Africa Regional Operations, and (at that time) India Operations, reaffirmed their commitment to this work, saying "as the Operations team at IDinsight, we are grateful for the opportunity to reflect and act upon ways we can improve internal measures of dignity. Participating in the workshop facilitated by the Dignity Initiative team allowed us to grow our understanding of the issue in order to better address these challenges." Reflecting on matters of research ethics, Professor Seye Abimbola said "an important research agenda for dignity in research ethics must include how to change our current defaults towards dignity-based practices. A lot has to change to get there. A good way to start is by recognising that the benefits of dignity-based practices far outweigh their costs; the benefits in getting our assumptions, interpretations and interventions right; in serving people optimally" (Wein et al., 2022a). How much difference has all this made? At IDinsight we are committed to subjecting ourselves to the same rigorous methods of assessment that we recommend for our clients. One way to think of this is the metric designed by our Impact Improvement Team, the 'Relative Impact Unit' (Coppel et al., 2022). We discuss how that has been calculated in the table below.

This is complemented by a survey of IDinsight stakeholders on our progress with internal work, which rated our work as 3.6 out of 5 - something we view as representing positive progress, with further still to go. Another way of thinking of this: what enables IDinsight to have impact is our ability to raise philanthropic funds to do our work. The Dignity Initiative has briefed 45 donors on this work, and of those we have written up proposals for, 58% have made a grant to support our work.

"Donors are impressed to see the incorporation of the dignity framework into IDinsight's work. I have also witnessed growing interest from our philanthropic partners on how our dignity work can be used as a way to help ground their giving in respect, and make it more equitable." - Jake Taesang Cho, IDinsight Director of Philanthropic Engagement

All this is in the service of achieving impact within and beyond IDinsight. In their foreword to this report, IDinsight's interim co-CEOs Marc Shotland and Esther Wang reflected that the Dignity Initiative enhances our ability to deliver impact for our partners and is an important idea that represents a natural continuation of all IDinsight has been trying to build over the past twelve years.

Improving lives	Allocating resources	Increasing capability	Advancing ideas

Breadth: We have worked closely with 75 of IDinsight's 294 staff.

Depth: The modal impact is slight across eighteen collaborations.

Contribution: Collaborations with the Executive, Operations and 16 Client Facing projects have varied impacts. IDinsight hopes to improve 20M lives in the next 2 years, but not all those we reached will have that influence.

Estimated RIUs:

370

Equivalency: Large contribution to saving more than 160 lives or redirecting about $5.3M.

Please take caution in interpreting these numbers. We are dedicated to reflecting on pathways to impact, and find this a valuable way of doing so - but we do not wish to overclaim about a method which involves large assumptions. More detail available in the internal Impact Measurement Methodology report.

2.6 The next step in impact: progress on the dignity 'What Works' agenda

What interventions are most promising to affirm people's dignity? If an organization is committed to dignity, what steps should they take?

This was identified as a major research priority in 2022's Consensus Statement on the Dignity Research Agenda. Since then, the Dignity Initiative has collaborated with Professor Paul Perrin and his colleagues at the Pulte Institute for Global Development at Notre Dame University. There exists a wealth of promising but unorganized and unevaluated ideas on how development organizations can more effectively affirm the dignity of those they serve. We initially identified 64 ideas. Which should we prioritize for further piloting and testing?

As a first step, we asked for input from the community of researchers and implementers interested in dignity. 64 people responded. (We shouldn't think of this sample as representative of any particular population: research has shown that groups like this, without being representative, can still achieve important 'wisdom of the crowd' effects, making more accurate judgments than individuals in forecasting and Delphi-method studies [Tetlock, 2006], including for the study of dignity [Thomas et al, 2020]).

What works? Judgment is split, but four interventions are rated as more promising by dignity allies

Nineteen of the sixty-four proposed actions received 5% or more of the 400 votes cast by our 64 participants, allowing us to narrow down our ideas about what works considerably. The margins were narrow, but four came out on top.

- **Participatory co-design workshops with potential recipients to discuss and provide feedback on the program's design before implementation**

- **Incorporating treating recipients with dignity as a criterion in staff performance reviews**

- **Asking explicit permission if you are taking pictures or recording videos**

- **Polling what types of aid or services people would most welcome**

We should think of these as an interim shortlist of recommended dignity actions - with plenty more research to come. Until we receive better evidence, these are our best bets.

The next step: asking people who might receive aid

Our next step for this work will be to ask people living in lower-income countries what they would like to see prioritized, given their experiences of the aid system and their own understanding of what would constitute respect for dignity.

The results of this work will be published in a paper by the University of Notre Dame in 2024, coauthored by Boswell Munthali, Paul Perrin and Tom Wein.

Selected Ideas	Frequency	Percent
Participatory co-design workshops with potential recipients to discuss and provide feedback on the program's design before implementation	35	9
Incorporating treating recipients with dignity as a criterion in staff performance reviews	30	8
Asking explicit permission if you are taking pictures or recording videos	27	7
Polling what types of aid or services people would most welcome	24	6
Establishing fair rates of pay and benefits across expatriate and local staff	21	5
Communication of intervention effectiveness and accountability to the community	20	5
Participatory monitoring and evaluation workshops to jointly agree on indicators of success to be measured	20	5
Providing in-person meetings with recipients to explain the program's progress and provide updates	20	5
Supporting community-based organisations to organise the community to speak up or protest in challenging aspects of the program	20	5
Conduct a formal procedure to obtain consent from each participant at the beginning of a program or intervention	19	5
Forming an advisory committee through transparent elections drawn from the community to monitor the program and share feedback	19	5
Offering fulsome apologies	19	5
Providing cash compensation to aid recipients at a fair rate for time spent on work related to the program	19	5

Providing shade	19	5
Program communications use empowering and respectful text and imagery	18	5
Providing a community with choices about the timing of when services or aid should be delivered	18	5
Providing compensation or reparations when failures occur	18	5
Forming an advisory committee drawn from the community to monitor the program and share feedback	17	4
Providing a means for recipients to lodge specific cases where they believe a failing occurred	17	4
Total	**400**	**100**

3. Tools & Research round up

Participant filling survey data information, Manila. Photo by Lorenzo Enrico Corro/IDinsight

3.1 A mirror to our actions: the Dignity Self-Assessment Tool

For organizations to drive dignity in their work, they need an assessment of their current practices, as a benchmark for improvement. The Dignity Self-Assessment Tool is a mirror that aids organizations to reflect on their actions and estimate their performance.

While the tool sets the stage for organizations to align with equity, agency, and representation principles, its real impact lies in its ability to drive actionable change. Organizations can develop targeted interventions by identifying specific areas for improvement, elevating their commitment to human dignity from a theoretical ideal to a practical reality. This not only fosters a culture of respect and inclusion but also enhances the effectiveness of aid delivery, ensuring that it reaches those who need it most.

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┌─────────────────────┐
│       Dignity       │
└─────────────────────┘
┌─────────────────────────────┐
│     Recognition Respect     │
└─────────────────────────────┘
```

Recognition	Agency	Equality
Do they feel seen by, and see themselves in, the institution that is delivering the aid?	Do they have choices, and a meaningful chance to consent?	Do they feel treated *as if* they were an equal, and were genuine efforts made to reduce power asymmetries?
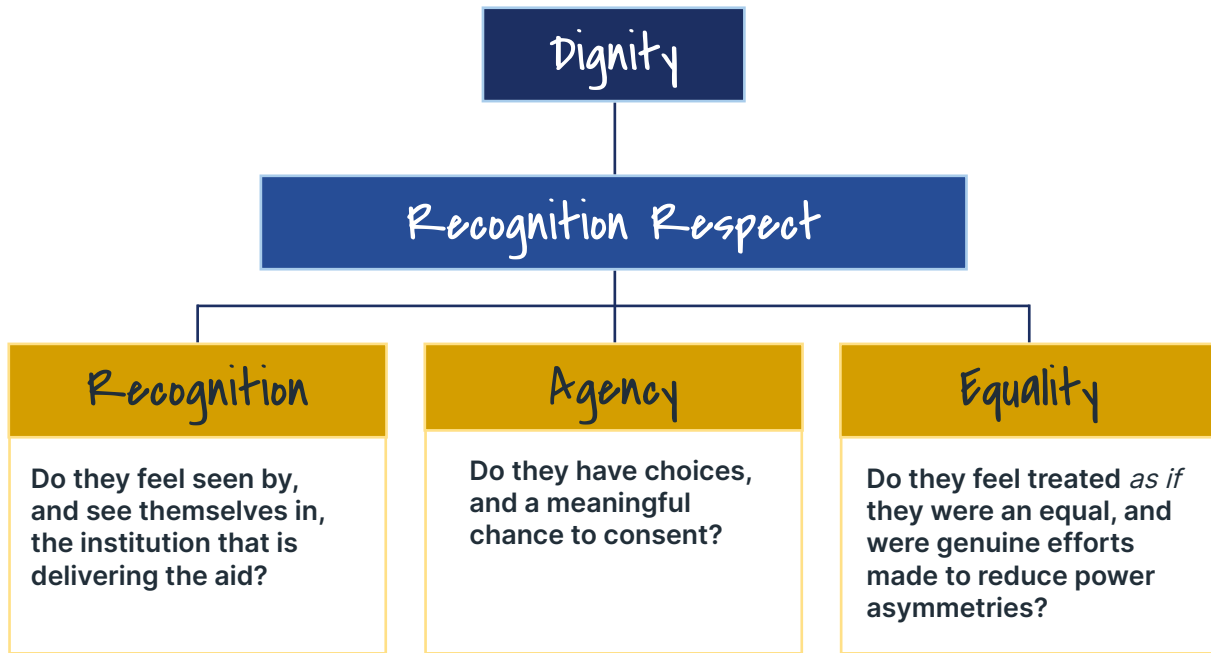
Our partnership with **The Life You Can Save** extends the self-assessment tool's potential impact by embedding dignity into charity evaluation frameworks. Piloting with their grantees shows that organizations find it practical to fill out the tool, and that these questions help discern a clear difference between organizations grappling with building a culture of dignity, and those that have not yet embarked on this work.

After organizations complete the initial 'Dignity Self-Assessment,' the journey towards affirming human dignity doesn't end there. IDinsight's Dignity Initiative offers resources to help organizations act on their assessment results. Lower scores on the self-assessment should serve as a catalyst for urgent action, prompting champions of this work to gather internal allies for further reflection and planning. To support this, the Dignity Initiative provides various tools, including **a survey measurement tool, a training workshop module, dignity audits, and participatory co-design** services. Moreover, a comprehensive Dignity Handbook is in the pipeline for 2024, offering guidance for organizations at any budget level. Some of these resources are discussed in greater detail later in this report.

3.2 Training front-line workers to respect dignity

What works to make organizations more respectful of people's dignity? One common answer is that we should try staff training. To advance organizations' internal dignity agenda, the IDinsight team has developed a comprehensive workshop focused on training front-line workers to respect dignity. This workshop is designed to provide a deeper understanding of dignity in the development context and generate implementable ideas that promote dignity within organizations.

The workshop is divided into two main sections. The first section provides an overview of the concept of dignity, emphasizing its multifaceted nature and significance in the context of development. It delves into dignity's social, psychological, and economic dimensions, highlighting how it can be compromised in various settings, such as inequality, discrimination, or lack of access to essential services. This section serves as a **foundation for participants to recognize the importance of respecting dignity** in their interactions with individuals and communities.

The second section of the workshop focuses on **interactive sessions aimed at generating practical ideas to promote dignity in the workplace**. Through exercises and group discussions, participants engage in critical thinking and problem-solving to identify potential areas where dignity may be compromised and develop strategies to address these challenges. The workshop encourages participants to reflect on their practices and biases and explores ways to foster a culture of dignity within their organizations.

Lessons learned from the pilot workshops have provided valuable insights for the more expansive dignity space. One key lesson is **creating a safe and inclusive environment for participants** to share their experiences and perspectives. Open and respectful dialogue allows for a deeper understanding of the complexities surrounding dignity and encourages collaborative problem-solving.

Another lesson is the need to tailor workshop materials and activities to each organization's specific context and needs. Dignity is a concept that can be understood and practiced in various ways, and it is crucial to consider the unique circumstances and challenges faced by front-line workers in different settings.

This has been piloted first with frontline workers involved in the Care to Play initiative in India (2.1). In a follow-up survey participants' understanding of and confidence with dignity principles was high. We are in discussions with GiveDirectly about piloting an updated version of this workshop in 2024.

Overall, the training workshops developed by IDinsight offer organizations a valuable opportunity to equip front-line workers with the knowledge and skills to respect and promote dignity. By fostering a deeper understanding of the concept of dignity and providing practical tools for implementation, these workshops contribute to creating a culture of respect and fairness within organizations and programs instead of just focusing on outcomes, ultimately leading to more effective and equitable development. **If you would like to implement this workshop within your organization, we would be happy to hear from you**.

Woman being screened for cervical cancer, at the Kwale rural clinic, Kenya. Photo by Jonathan Torgovnik/Getty Images/Images of Empowerment

3.3 Enumerator dialogue as a method for enriched data insights

IDinsight initiated a process of sharing study results with enumerators in West and North Africa, as part of our commitment to feedback. This was in the form of a two-hour session covering select study results and a feedback discussion. The core objective was to **allow enumerators to see and discuss the direct results of their work**, enhancing the rapport between research and field teams through **open feedback**. This practice was novel, as sharing study findings with enumerators isn't common and often overlooked.

This realization has inspired other scholars to initiate ongoing studies focusing on 'doing no harm' to research staff in low- and middle-income countries (Kaplan et al, 2020). Complementing this, recent findings from Busara's research affirm the transformative power of feedback in research ethics (Wein et al., 2022a). Even simple feedback mechanisms, like SMS, can significantly elevate the sense of respect and agency among participants, further enriching the dignity-centric approach in data collection and research.

In this work, the IDinsight team shared an anonymous feedback survey for the enumerators to complete before the two-hour live session, which incorporated the dignity scale to measure how they felt working with the team.

The effort gleaned valuable insights. Enumerators, for the first time in many cases, saw the direct impact of their work, discussed the outcomes, and provided invaluable feedback, refining the study results and methodologies employed. They told us that it fostered a trusting work environment, making them feel valued beyond contractual obligations. This organic feedback loop was fortified by a sense of belonging and appreciation. Colleagues reported that enumerators' feedback helped illuminate interesting or hard-to-understand results, enriching the data analysis process.

During a project in Malawi, IDinsight received similarly positive feedback from several enumerators regarding daily debriefs with snapshots of the data. These debriefs included high-frequency checks and open discussions on what worked well and what didn't. When asked about their experience working on the project, one enumerator from Malawi expressed their appreciation for these debriefs.

"The daily debriefs allowed us to get timely feedback from the HFCs and that way we had our mistakes corrected [in a] timely [way] thus helping us improve the quality of the data we collected." - IDinsight enumerator, 2023

The broader research infrastructure significantly benefits from such initiatives. It acknowledges the crucial role of enumerators and fosters a culture of respect and open dialogue, which is essential for the well-being and motivation of field teams.

This initiative within IDinsight is a stepping stone towards nurturing a culture of dignity across operations, ensuring that we are an accountable home for an initiative like this, and perhaps setting a benchmark for other organizations in the sector to recognize and value the contributions of each member involved in data collection projects.

3.4 Gifts with grace: a lens for philanthropic funders

A discernible shift is occurring within philanthropic foundations across the globe. Names synonymous with philanthropy, such as Ford Foundation, Dubai Cares, UNICEF, UNOPS, and Wellspring Philanthropic Fund, have included "dignity" in their mission statements and organizational ethos, shaping the trajectory of their initiatives. These outright acknowledgments indicate a collective interest in fostering practices respecting human dignity.

The question emerges – how therefore do the ideals of dignity translate into the day-to-day tasks of developing grant-making priorities, selecting grantee organizations, or distributing a grant budget?

Below we share three practical steps philanthropy organizations can take to advance dignity.

- Establish a core internal culture that genuinely appreciates and upholds dignity. This could involve regular team discussions, staff training of the kind discussed in 3.2, and leadership actions reinforcing dignity's importance in day-to-day work.

- Often, grantees may feel an imbalance of power when dealing with funding organizations. By openly acknowledging these dynamics, walking the path of mutual respect, providing clear choices, and assuring grantees of a respectful exit process when the time comes, organizations can set the foundation for dignity-centric relationships.

- Choosing grantee organizations that themselves demonstrate a commitment to dignity in their work. Ensure that these organizations can answer key questions about the priority of their service, their external and internal interactions, and their commitment to listening and learning (2.3, 3.1).

Philanthropic organizations can pioneer a dignity-focused approach and lead the charge for its optimization in other sectors. Unlike governments and multilateral organizations, philanthropies are less bound by stringent procurement regulations and experience less political pressure. This freedom enables them to innovate new and effective forms of funding that can put relationships and dignity at the forefront. Therefore, these organizations have an exemplary role in showcasing how incorporating respect can elevate giving quality.

An evening scene from a bustling street, Manila. Photo by Lorenzo Enrico Corro/IDinsight

3.5 Amplifying voices through human-centered design and community-based participatory research

In 2023, IDinsight explored how to rigorously adopt methods of Human-Centered Design (HCD) and Community-Based Participatory Research (CBPR) into our work. This built on the lessons and insights from the Sampoorna project - a social-emotional learning (SEL) initiative for school-going adolescents by the Government of Jharkhand in India. Our research and reflections on participatory work in Sampoorna are supported by Porticus, a funder for whom dignity is a touchstone. The aim was to integrate participatory approaches into our internal programing and methodologies, to enhance transparency and accessibility and to respect the dignity of the communities involved in our research processes. We were reminded in our experience on the Sampoorna project that the perception of problems by program designers often pale in comparison to the rich, nuanced understanding held by those directly affected (Wein et al., 2022b). In order to make this practical within IDinsight, we set out to develop a deeper understanding of HCD and CBPR approaches and their core principles through a literature review.

With this knowledge, we are working to **develop and disseminate internally a toolkit with a series of "how-to guides"** and a rubric for picking a suitable method for a given context. The toolkit is intended to arm IDinsight project teams with tools that provide a clear guide in how HCD and CBPR methods would be woven into project cycles to ensure that they clearly understand how to effectively implement these methods across various project types or stages, staying true to their principles and standards. Internal dissemination will be complemented by pilots within projects to serve as real-world laboratories for applying and refining the methodologies based on direct experience and feedback.

- **Human-centered design** is a problem-solving approach that engages end-users and prototypes desirable, feasible, and economically viable solutions (IDEO, 2019). It focuses on enabling end-users to take ownership of the solutions that are developed on their terms. The approach originated from the private sector for technology and general products, but is increasingly adopted in the public sector (Brown and Wyatt 2010). Effective HCD tools include the representation of users and are iterative, which is a key component ensuring solutions evolve responsively to user feedback.

- **Community-based participatory research** is a research approach where researchers and community stakeholders engage as equal partners in the research process and are not seen as mere research subjects. This allows teams to share power and distribute responsibility, leveraging the unique strengths and insights of each partner to create a comprehensive understanding of the subject matter (Coughlin et al., 2017).

Participatory approaches have been shown to improve health systems in developed countries by reducing wait times and enhancing care efficiency and quality (Piper, 2012). Incorporating participatory approaches into IDinsight's work is envisioned to expand our impact on policy design and implementation. By engaging early in the design phase, we can integrate strong measurement and feedback loops, focus on thematic areas like dignity, and tailor solutions to community needs. This fosters community buy-in, and challenges traditional power structures in the development sector. We hope this ultimately leads to more impactful research and more sustainable social programs.

3.6 Education amid historic injustices: studying boarding schools in Vietnam

Vietnam is home to 54 culturally diverse ethnic groups, 53 of which are designated as ethnic minorities (EM) and comprise 14.7% of the country's population. These groups, particularly those residing in the Northern Mountains and Central Highlands, encounter higher poverty rates and educational barriers. To address these issues, the Vietnamese government established the boarding and semi-boarding schools (BSBS) for EM students.

The goal of these educational institutions is to improve access to education in areas with higher concentrations of ethnic minorities, and, ultimately, to enhance the quality of human resources in the public sector in these regions. However, there are concerns about the effectiveness of this school model, especially regarding children's rights to a culturally appropriate education and maintained connection with their family and cultures. Boarding schools for ethnic minorities in other countries have often been sites of abuse and repression (Adams, 2020). With support from UNICEF Viet Nam, the Vietnam BSBS Project aims to test the effectiveness of boarding and semi-boarding schools in enhancing educational access and quality for ethnic minority students, while preserving their total well-being and ethnic minority heritage. School-aged children are subjected to a culture influenced by diverse stakeholders and interactions (Naker, 2019). This work encompasses:

- Building a solid evidence base on the impact of these schools;
- Evaluating their contribution to students' mental and physical well-being;
- Proposing inclusive, culturally sensitive education policies.

By working with the Dignity Initiative, the project will put an emphasis on preserving the dignity of every child, ensuring educational methods are not just about imparting knowledge but also about creating an environment of value and respect.

The objectives set forth above, align with the United Nations Declaration on Human Rights and the Convention on the Rights of the Child. This human rights-based perspective focuses on holistic child development and upholds the concept of children as individuals with rights, which is integral to dignity.

Among the indicators measured for these interactions were the experiences of respect for dignity, the consequences of disrespecting dignity, and noting the voices of those with less power. Although the study outcomes are still pending, it is assumed that the findings, informed by the Dignity Initiative's three pathways framework, will provide an important evidence base for UNICEF to influence future policies regarding this boarding school model and ethnic minority education in Vietnam. This will potentially lead to better educational outcomes and create a nurturing and respectful environment that values and celebrates the dignity of every child.

3.7 Common standards of respect in the humanitarian sector

The humanitarian sector is an area fraught with human indignities and injustices. Around the world, people have been affected by crises or situations of vulnerability for decades, and yet it was not until 2014 that the Core Humanitarian Standard on Quality and Accountability (CHS) was launched. The Standard sets out Nine Commitments for individuals and organizations working in humanitarian response to make to enhance the quality and effectiveness of their aid (CHS Alliance et al., 2014)

Since its inception, 170 humanitarian organizations have aligned themselves with the CHS Alliance. Among these, 136 organizations opted to do a self-verification to assess their adherence to the CHS Commitments. The **outcomes have been less than satisfactory**. None of the commitments met the targeted standard on average, even though most of the assessments, 101 in total, were self-assessments - generally inclined to yield more favorable results than independent evaluations.

In 2023, the CHS began a process of revision through a global consultation process, noting just how much the global context had evolved since the Standards were first drafted.

IDinsight provided the following recommendations to the CHS revision.

- **Empowerment of displaced persons:** We advocate for a paradigm where humanitarian actors go beyond the rudimentary standard of imparting knowledge about rights and entitlements to actively supporting displaced populations with access to information, trust and confidence in governance processes, self-efficacy, and inclusivity.

- **Addressing complaints effectively:** The original CHS asks whether a complaint process is in place or not. We recommend rephrasing from merely establishing a complaint process to ensuring the complaints are adequately addressed to the satisfaction of the displaced complainant and their communities. Among the nine commitments reviewed, humanitarian actors struggled most with "welcomes and addresses complaints", underscoring how broad this issue is.

- **Embedding equality principles:** The 2018 CHS revision covers all but one of the 3 pathways to dignity illustrated in Section 1. We recommend including principles of equality within the CHS standards in order to reduce power differentials and create a culture of equality, even amidst persistent power imbalances in the humanitarian sector.

These recommendations highlight some of the possibilities for cultivating cultures of dignity within the humanitarian sector. Dignity-centered humanitarian engagements are possible. For instance, in a study conducted on GiveDirectly's operations in the Kiryandongo refugee settlement in Uganda, South Sudanese refugees recounted positive experiences of respectful conduct of the cash transfer program (Kahura et al., 2022). More examples of the potential for a dignity-centric model can be found in the profile of five organizations[7] by IDinsight (in collaboration with the Busara Center) that have successfully nurtured cultures of dignity for their beneficiaries (Wambua & Wein, 2022).

7   Goonj, Partners in Health, All Together in Dignity Fourth World, Tostan and GiveDirectly.

Ramesh lifts a fully finished ghatam from the wheel, Tamil Nadu, India. Photo by Aparna Karthikeyan; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

3.8 Reimagining consent - a practical guide

We carried out a review of the informed consent process at IDinsight. This was done in conversation with the ongoing efforts also continuing at the Busara Center for Behavioral Economics (3.9).

The core issues identified in consultation with internal IDinsight stakeholders were diminished engagement from participants, due to **the formal nature of consent scripts, complex language, and ineffective communication, which hindered respondents' understanding**. These challenges also extended to a lack of clarity regarding the right and process to withdraw consent. Such issues have been widely reported across the research sector (Rosenfeld et al., 2018; Campbell et al., 2004).

Ultimately, we must find practical ways to implement the principle that consent should not be a one-off interaction, but rather the beginning of an equal relationship lasting for as long as the dataset does.

To address the identified issues in the consent process for research participants, we initially propose the following recommendations:

- Incorporate visual aids and interactive elements in consent scripts to enhance engagement.

- Simplify the language in consent scripts to make the process more comprehensible for respondents.

- Place significant emphasis on reiterating respondents' rights to modify or withdraw consent, reinforcing their autonomy in the research process.

- Suggest an accessible withdrawal process to ensure participants are well-informed about their rights.

These recommendations are not merely theoretical; we see them as a pathway to nurture a culture of dignity across operations. The initiative is committed to developing a more humanized system prioritizing care and respect over bureaucratic hurdles. It underscores the importance of recognizing and addressing power dynamics, promoting a culture of open dialogue, and valuing the contributions of each member involved in the data collection projects.

3.9 Participant voice first in research ethics: insights from Busara studies

Picture this: you're about to participate in a research study, and the researcher tells you that they've made special improvements to the typical consent process to ensure that your ethical priorities are met in order to ensure a more personalized and respectful research experience for you. Understanding participant perspectives on consent procedures is one way to ensure dignified ethical conduct. An ongoing study by the Busara Center for Behavioral Economics aims to evaluate the impact of enhanced consent processes, integrating qualitative methods to assess the ethical priorities of research participants. This study's significance lies in refining consent protocols to align with participant expectations and ethical research standards.

2,079 online survey participants were exposed to one of three different variations of the consent process:

- Standard consent with an added FAQ option
- Standard consent supplemented by a video
- A standard consent control group.

Additionally, a 'qualitative feedback' experiment was conducted, allowing a subset of participants to provide feedback. This experimental approach allowed for a comprehensive evaluation of the perceived effectiveness of these enhancements to the consent process.

Small changes to standard consent processes do not make much difference

Contrary to expectations, minor modifications to the consent process did not significantly elevate perceptions of respectfulness or fairness. Likewise, including a qualitative response option did not markedly enhance these perceptions. Notably, participants' desire for closing feedback loops in research was high – an indication of the preference for more inclusive, participatory research methodologies.
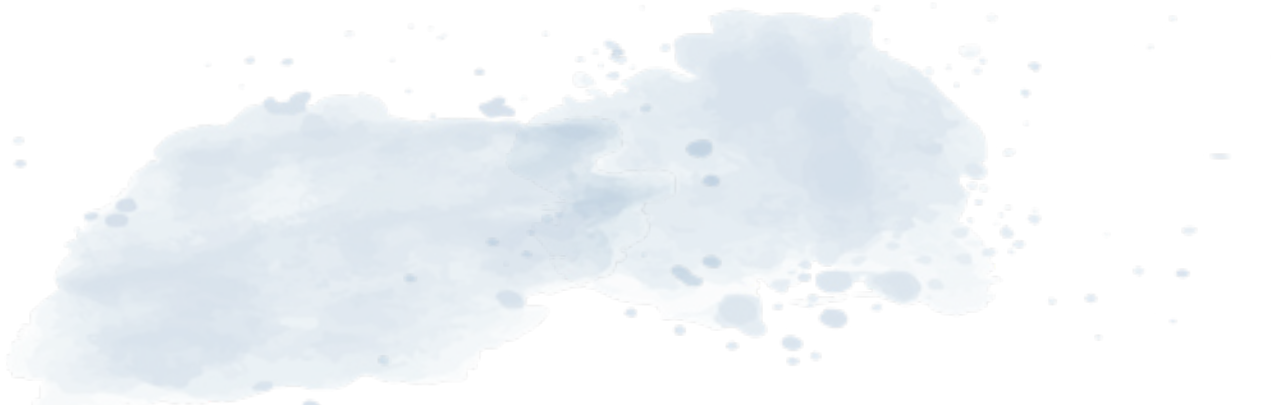
The study's outcomes suggest that superficial adjustments to research protocols are insufficient for achieving a notable improvement in perceived ethical practices. Instead, it calls for a rethinking of these protocols to genuinely uphold ethical standards in research. The feedback loop aspect, in particular, highlights a crucial area for development: participants are not merely passive subjects but active contributors who seek engagement and responsiveness from research processes.

Participants have clear priorities for more ethical research

Participants then also selected their ethical priorities from 16 provided options. The most popular choices were: sharing research results (selected by 75% of participants), ensuring clear consent procedures (67%), providing qualitative feedback options (66%), maintaining anonymity (53%), shortening survey lengths (51%), involving participants in co-designing studies (51%), and increasing the representation of African Principal Investigators (51%). These prioritized choices underscore a growing demand for transparency, inclusivity, and diversity in research practices, and make clear the particularly strong desire for better survey feedback practices.

Respectful research experiences are associated with higher data quality

In a related study, the Busara Center for Behavioral Economics team piloted a unique measure of felt respect, embedding it into a large cluster-randomized RCT aimed at reducing misinformation about the HPV vaccine. The team explored the correlation between ethical practice and data quality. The analysis revealed a significant relationship: higher ratings of ethical practice were linked to fewer refusals and 'I don't know' responses. This finding underscores the impact of ethical research practices on data reliability, demonstrating that participants who felt more respected and ethically treated provided more usable data.

Members of the Mississippi Youth Council advocate at the state capitol, USA. Photo by Nina Robinson/ Getty Images/Images of Empowerment

3.10 An American mosaic of respect, glimpsed through 4,374 stories

To unravel the nuanced experiences of dignity, IDinsight embarked on a journey of analyzing 4,374 personal narratives from across the USA. This endeavor aimed to delve deeper into individuals' personal perceptions and experiences of dignity.

To analyze the rich dataset of narratives, the now familiar framework that centers dignity on the three pathways of "recognition", "agency", and "equality" was employed.

From the stories gathered, it emerged that **recognition is seen as a key pathway to dignity among US-based respondents**. Substantial value is placed on having a voice and to be recognized or represented by others, service providers, or their organizations. For example, a 27-year-old female respondent expressed frustration of not being seen:

"My husband and I are currently buying a home, it is the first time I have felt that people don't respect me as much as a man. They go to him for all of the decisions and talk to him as if I am not there." - Female respondent, 2022

Generally, participants talked about "recognition" more than "agency" and, to an even lesser extent, about equality. For "agency" they described dignity as having control over your own life, standing firm in your beliefs, making your own choices, being part of decisions that affect you, and feeling empowered. For equality, respondents described dignity as treating everyone fairly and equally.

Contrary to an initial hypothesis drawn from the philosophical literature, respondents from the **US posited that dignity isn't an inalienable trait that individuals possess but is susceptible to erosion**, underlining the crucial role of self-respect (Wein et al., 2023a). This divergence calls for a deeper examination of how popular understandings of dignity are context-dependent. Studies should consider how the three pathways apply in new contexts or situations.

The analysis also underscored that **respect and disrespect are two sides of the same coin**, and each can affect individuals deeply. This contradicts the idea that people may become used to disrespect over time. Notably, the effects of respectful experiences were found to be more likely to persist longer than those of disrespectful experiences, challenging a widely shared assumption in the literature that we should primarily focus on eliminating negative experiences.

Furthermore, the study shed light on the evolution of (dis)respectful experiences and the effects thereof as individuals age. The results suggest a potential evolution in the perception and experience of dignity over a person's lifespan. For individuals under 30, dignity is closely tied to acceptance or rejection by others. As people enter middle age, dignity becomes linked to the actions or inactions of those around them, particularly regarding support or disregard. In later years, over 60, the sense of dignity shifts again, focusing on the need for acknowledgment rather than outright disrespect.

These results bring to light the personal narratives of individuals as they navigate the respect or lack thereof for their dignity daily. Through its collection and analysis of personal stories, this study significantly contributes to the evolving understanding of dignity and provides a strong foundation for further exploration and action.

3.11 Cross-Cultural perspectives on dignity: evidence from Nigeria and India

By and large, the majority of social science research has focused on the West and the opinions and experiences of the people who live in those countries. Respect for people's dignity requires that we see all people in all their varied settings in order to understand their opinions and experiences more fully. As such, there is a need to examine popular understandings of dignity in a wide variety of cultures and situations.

Tom Wein and Cait Lamberton studied people's experiences of dignity in the US, Nigeria, and India to broaden the understanding of dignity beyond Western-centric perspectives. The study aimed to start correcting this research imbalance by accumulating locally relevant evidence on dignity from non-Western settings. Using Qualtrics' online panels,[8] 1,435 survey responses were collected across the study countries. Participants were assigned randomly to different survey versions, with varied emphasis on agency, equity, and representation. The survey examined the relationship between dignity and willingness to participate in further research based on perceived respect.

The study found that **in all three countries, when people feel respected, they are willing to reciprocate by volunteering time**, in this case, for research. This echoes the results of a similar earlier study conducted in the US by Wein et al., (2023b).

Further, the study highlighted **nuanced cultural differences among study areas**. Dignity is mostly about freedom, equality, and choice in the US, according to these participants. In Nigeria and India, it's more about aligning with community norms, nurturing individual expression, and recognizing power dynamics and social resonance.

Turning our focus towards dignity and compensation, the study found a correlation between providing workers with a dignified environment and salary expectations. **In the US and India, high regard for dignity instilled ambitious wage expectations, while in Nigeria, it seemed to encourage lower salary increment demands**. This adds some nuance to the findings of Dube et al., (2022) which found that a respectful work environment is equivalent to a 10% wage increment in respect to how likely one is to quit their job.

This study begins to fill the gap for an understanding of dignity from a cross-cultural lens, underscoring the varying perceptions and significance of dignity from across different cultures. This nuanced comprehension can inform better program design and provide needed contextual understanding of interventions.

8 https://www.qualtrics.com/research-services/online-sample/

Bhavna Ben Ramesh sews handmade purses out of her home, Gujarat, India. Photo by Paula Bronstein/Getty Images/Images of Empowerment.

3.12 Empowering Workplaces: Lessons from the literature

There is major interest in the development sector in good jobs. IDinsight projects such as the Digital Economy Research and Impact Initiative and our collaboration with SHOFCO have touched on dignity and employment. Clearly people may face a complex picture of disrespect from dignity in the workplace, while unemployed, and while interacting with programs and social groups in the transition between those two states. What do we know about this important theme so far?

According to Bolton (2007), **dignity in work** and **dignity at work** are distinct. The former encompasses meaningful employment, autonomy, and societal recognition, while the latter involves organizational practices ensuring equal opportunities, safety, health, and just rewards in the workplace. Political perspectives often influence attitudes towards workplace dignity, with liberals (in the USA) focusing on solidarity and conservatives on the identity benefits of employment. These, plus many more insights, are from our literature review focusing on workplace dignity to understand and inform programing.

The concept of dignity in the workplace is important for an individual's self-worth and overall well-being, as a significant portion of life is spent at work (Lucas et al., 2013). Dignity directly impacts the broader organizational environment. Hodson's 2001 study reveals four challenges in maintaining dignity at work: mismanagement, excessive work, restrictions on autonomy, and conflicts in employee engagement. Additionally, Dube et al.'s 2022 research, focusing on Walmart employees, reveals the economic importance workers place on "dignity at work". The study links "low-dignity" jobs to higher turnover rates, especially following wage cuts. This indicates that enhancing workplace dignity could potentially reduce employee turnover, although it raises concerns about increased bargaining power among workers.

Our literature review extends to various work forms, including informal and gig work. For informal workers, recognition and regulation are critical to maintaining dignity. The lack of legal recognition, as seen in various studies (Eaton et al., 2017; Pamhidzai, 2018; Chen et al., 2015), hinders their ability to fight for better working conditions. This is particularly evident in the case of domestic workers who, despite the substantial size of their sector, find their work inadequately recognized or regulated.

Organizing informal workers into unions, as shown in the example of Brazilian waste pickers, improves working conditions and respect for their rights (Budlender, 2013). However, this process faces challenges such as legal restrictions on union formation, especially for migrant workers in countries like Thailand. In India and South Africa, the definition of the "workplace" excludes private households, complicating the organization of domestic workers.

The rise of digital gig work presents a unique set of dignity-related challenges. Heeks' 2017 study highlights that gig workers appreciate the employment opportunities provided by online platforms but also face issues like client mistreatment, including work rejection and non-payment, along with privacy concerns and the absence of effective dispute resolution mechanisms.

These insights help inform the recommendations we offer to allies that we work with. For example, we have provided recommendations to programs like SHOFCO's in their endeavors to define and measure "dignified" work. Additionally, our work on the DERII project practically applies these learnings, particularly emphasizing the nuances of informal and gig work sectors.

Addressing the intricacies of dignity in different workspaces calls for different strategies. This could include legal reforms and organizational support, for example, while taking into consideration the evolving nature of work and its impact on individuals' dignity across diverse cultural and institutional contexts. Such efforts can be essential in ensuring that the dignity of workers, whether in formal, informal, or gig sectors, is upheld and respected.

3.13 Enhancing meaningful impact through gender integration

Dignity and gender are inextricably linked. With support from the Hewlett Foundation, IDinsight is working to deepen and expand internal expertise in gender and the application of a gender lens, as well as increasing the impact of client operations by providing gender-sensitive recommendations through the application of gender-sensitive research practices. Given the parallels between gender and dignity, we hope to build to a point where every project is actively thinking about the integration of both a dignity and gender lens in every relevant project, starting at the theory of change development stage.

On the integration of gender, we are cognizant of the fact that gender norms, expectations and dynamics can shape an individual's experiences. This in turn impacts how people make decisions, respond to incentives and engage in various interventions. Producing research that recognizes differences in subpopulations (and their needs) is critical for creating policies that work for all. Gender-neutral (or gender blind) research may leave out important insights that are relevant for decision-making. To address this, top-up funding is being offered to projects to facilitate active inclusion of a gender lens.

Work done in previous years to encourage the integration of a gender lens into projects that IDinsight works on has also taught us three key lessons.

- Firstly, one of the main barriers to implementing gender-sensitive approaches in projects is the **acknowledgement of a need to apply a gender lens in the first place at project initiation stages**. Often, unless the inclusion of a gender lens is required by the funder or is an integral part of the particular project, gender aspects may be forgotten.

- There is **no one-size-fits-all approach when it comes to integrating a gender lens into projects**. Each project team and client is dealing with unique contextual situations and there is variation in how programs interact with gender issues. In some projects, disaggregation of estimates by gender with additional light-touch qualitative interviews may be adequate in informing client decisions. On other projects, the team may need to embark on a deeper investigation of gender topics, which may include the use of a gender framework in creating the theory of change, increasing the sample size to interview both members of the household for programs delivered at the household level, or conducting deeper qualitative interviews with both female and male participants in a program in order to understand their nuanced experiences of the intervention.

- Thirdly, and most often, **the main barrier to gender integration is the need to prioritize the use of limited resources**. Resource incentives can provide greater flexibility and attention to gender integration in projects that would otherwise be gender blind or neutral. By providing top-up grants to projects to cover the inclusion of a gender lens, this may help incentivise partners to pay greater attention to the gender dimension of their work.

Ultimately, the desired outcome is for the operations of IDinsight client programs to be more impactful because they work for all genders with clients paying more attention to gender in their present and future programming. And this starts by every IDinsighter being aware of the opportunities to apply a gender lens in their work. This parallels the aim of the Dignity Initiative to advocate for dignity within IDinsight's ongoing systems, processes, and projects.

Fishermen move around the big lake in Jawaharlalpuram in Madurai to increase the catch, India. Photo by M. Palani Kumar; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

3.14 #ShiftThePower through dignity pathways

The #ShiftThePower campaign in 2019, **brought together activists and practitioners to draft a Manifesto for Change to propel a more tangible** shift in international development aid and philanthropy. By engaging various global foundations, it **advocated for a community-centric approach to development**, emphasizing local values, trust, and active citizenship. Through these actions, the campaign sought to **move beyond mere advocacy to foster real change**, empowering communities as central agents of change and reducing dependency on external donors.

We have a remit to build the movement around dignity and work with like minded allies. IDinsight's Dignity Initiative team, alongside Philanthropy for Social Justice and Peace (PSJP), this year joined the campaign and held a series of online conversations in the lead-up to the 2023 Shift the Power Global Summit. Aiming to forge new connections and prepare participants for the Summit, these sessions were attended by participants in the development space from around the world. The aim of the conversations was to collaboratively explore and innovate ways in which the dignity concept could transform international development efforts.

In the first conversation, which primarily sought to introduce the concept of dignity, the conversation explored several themes. Participants highlighted the important role of dignity in development, and scrutinized the detrimental impact of power imbalances, particularly the disrespect engendered by conventional aid processes. The recurring call for practical solutions resonated through the discussion, underlining the pressing need to transition from discourse to actionable strategies. However, the participants acknowledged the challenges in gauging progress. The second conversation stressed the need for a cultural shift in development organizations towards recognizing and respecting individual dignity, focusing on empowerment through narrative, organizational recognition, and community-centric accountability.

From the discussions, the participants reached a collective resolution that there is a need for collective efforts toward embedding dignity in aid and development operations.

The growing dignity movement

All across the world there are organizations working to develop and implement dignity, from academic researchers comprehending the concept to those modeling the practices and cultures to implement dignity. Others have found dignity an important concept in their efforts for global aid reform and new narratives of global progress, or to develop more respectful ways of conducting research.

There are many such organizations, but below we illustrate the specific alliances that the Dignity Initiative at IDinsight has built – we have collaborated with and are in regular communication with the following institutions and organizations, swapping lessons and spurring one another on. We encourage community empowerment through direct engagement with initiatives that prioritize and affirm dignity. Doing so can pave the way for a more balanced aid and development environment, championing grassroots methods and fostering genuine connections. It's not just about joining a movement; it's about leading change from within and influencing the landscape through personal innovation and commitment.

GOONJ.. a voice, an effort

Tostan — Dignity for All

CRS — CATHOLIC RELIEF SERVICES

Sightsavers

SHOFCO — Shining Hope for Communities

Partners In Health

INDUS ACTION

ATD FOURTH WORLD

GiveDirectly

Implementing Dignity

UNIVERSITY OF NOTRE DAME

Dignified storytelling

Wharton — University of Pennsylvania

McGill UNIVERSITY

AFRICA No Filter

Respectful communications

IDinsight — Dignity initiative

Researching dignity

PRINCETON UNIVERSITY

ODI

THE TRANSFER PROJECT

THE LIFE YOU CAN SAVE

Aid reform

Practical research ethics

development initiatives

Busara

Global Nation

CALP NETWORK — CHOICE & DIGNITY FOR PEOPLE IN CRISIS

3ie — International Initiative for Impact Evaluation

THE UNIVERSITY OF SYDNEY

Social Justice Center Working Group

#Shift The Power

CHSAlliance

The Data Values Project

Sameeruddin Shaikh cycling through the old city to Taj Envelopes in Khadia,Mumbai, India. Photo by Umesh Solanki ; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

3.15 Books and chapters

This year we have been proud to contribute to two book chapters. The first examined dignity in psychology, presenting the results of many of our recent studies, together with Sakshi Ghai, Cait Lamberton and Neela Saldanha. The second summarized the impact of dignity and argued for its centrality to applied research, authored by Tom Wein with Mallika Sobti. In 2024, Tom, Cait and Neela will publish the book 'Marketplace Dignity', offering a practical investigation of how dignity applies to customers and interactions in the marketplace - that will be released on 4 June 2024. Also coming up in 2024 will be a chapter on dignity in metascience and ethical research practice, as part of a collection edited by Patrick Forscher and Joel Wambua, tentatively titled 'A Better How: Notes on metaresearch in global development'.

If you want to go deeper into the research on dignity, this is one way to do it.

- Wein, T. & Sobti, M. (2023). Dignity: its centrality to applied research. In L. Artavia-Mora & Z. Khan (Eds.), Behavioral Science for Development: Insights and Strategies for Global Impact. Philadelphia: Action Design Network.
- Wein, T., Ghai, S., Lamberton, C., & Saldanha, N. (2023). The Psychology of Consumer Dignity. In C. Lamberton, D. Rucker, & S. Spiller (Eds.), The Cambridge Handbook of Consumer Psychology (Cambridge Handbooks in Psychology, pp. 387-415). Cambridge: Cambridge University Press. doi:10.1017/9781009243957.017
- Lamberton, C., Saldanha, N. & Wein, T. (2024). Marketplace Dignity: Transforming how we engage with customers across their journey. Philadelphia: Wharton Business Press.

THE CAMBRIDGE HANDBOOK OF
CONSUMER PSYCHOLOGY
Edited by Cait Lamberton, Derek D. Rucker and Stephen A. Spiller
SECOND EDITION

BEHAVIORAL SCIENCE FOR DEVELOPMENT
Insights and Strategies for Global Impact
EDITED BY LUIS ARTAVIA-MORA & ZARAK KHAN

Marketplace Dignity: Transforming How We Engage with Customers Across Their Journey
Cait Lamberton, Neela Saldanha, Tom Wein
Wharton Business Press
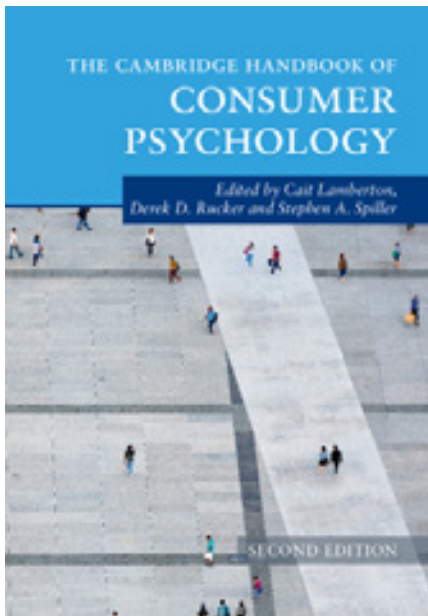
3.16 Previous Dignity Reports

Since 2021, every year, we produce a new Dignity Report as a culmination of the work that we and our allies have done in the dignity space in that year. Each report sheds light on a diverse range of dignity issues in various contexts. Each report has a unique theme, reflecting the evolving understanding and challenges surrounding dignity in our societies.

In 2021, we produced our maiden report under the then Dignity Project. This was a collection of three years of research on dignity and international development. Given that dignity is an area that spans many sectors and disciplines, this felt like the right starting point to pull as much of the research out there together in one place.

In 2022, having gathered the research, we now worked to gather our allies. In this report, we wove together a tapestry of various works that we had produced or contributed to over the year, intertwined with the voices of some of our allies reacting to these works. It illustrated how the dignity agenda is a vibrant conversation that is continuously happening with the work always ongoing.

This year's 2023 report hones in on impact - showcasing some of the collaborations that we have had over the past year that make the case of impact in the work that we do.

Our annual publications are part of our continuous effort to deepen, diversify, and disseminate knowledge on dignity, aiming to inform, inspire, and instigate meaningful, practical discussions and actions.

4. CONCLUSION

Ramachandran finished up a freshly-made rose petal garland, Tamil Nadu, India. Photo by M. Palani Kumar; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

4.1 What to expect from dignity in the coming years

We think there is a particular urgency to advancing dignity in these coming years, and together we must propel the ideas, evidence, tools and movement towards ever-greater impact on the world. Through the right tools, movement building and partnerships, we can keep doing more.

In the coming years, we propose the following focuses.

2024	Complete the work of testing the tools we've developed in 2024 for those who wish to use dignity in their work and providing rigorous evidence of the impact of those tools. We can think of this as the **'What Works' agenda** of dignity. There's a particular urgency for a high quality study of how promising dignity interventions behave in the real world.
2025	**Spreading the word** in the development sector in 2025 through sustained outreach and events - together with our allies but focusing on reaching sympathizers and eventually gatekeepers in development. We think there is vital and important work to be done, for instance by setting up annual community-judged awards for the right kinds of dignity practice.
2026	In the third year of this plan, we will begin to **pivot to focus on public policy and governance**, to try to create longer lasting impact together with partner governments and civil society. We suspect that all we have learned in working with NGOs can go further and deeper if it influences states that aim to provide human and effective governance for their citizens.

At the beginning of this report, we noted our assessment that the Dignity Initiative had increased its impact considerably from 2022 to 2023. We want to keep driving those increases through well-chosen activities.

Funding needs

We assess the cost of the Dignity Initiative's efforts during these three years at **$1,770,653**.

We are fundraising towards these priorities, putting together a coalition of allies to support and steer that initiative. Where there is a route for funders to support us, we'd love to discuss how to make an impact together. If you would like to review our concept note laying out proposed activities and funding needs in more detail, please get in touch.

Kishan Jogi whose performance stage is a Mumbai local train. His six-year-old daughter Bharati accompanies him. Photo by Aakanksha; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

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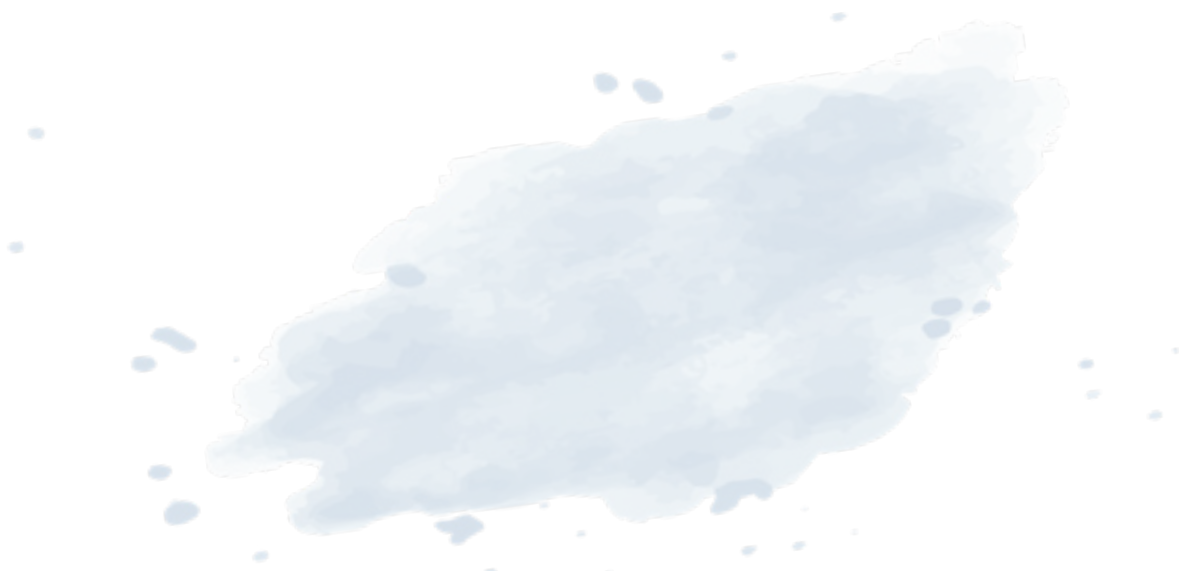
Rani Nadar, wife of tapper Ratnapandi Nadar, boils and cooks the juice he has collected in the huge vessel, Tamil Nadu, India. Photo by P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India.

4.3 Credits

Written by Tom Wein, Nakubyana Mungomba, Frazer Bwalya and Dilshad S for the Dignity Initiative at IDinsight.

IDinsight's Dignity Initiative aims to uphold people's dignity in global development through the provision of tools, advice, and new research to support leaders to build programs, services, and funding streams that affirm the dignity of those they seek to serve.

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Illustrations by Neema Iyer. See more of her work at neemaiyer.com. Layout design by Leonard Tin. Communications support from Emily Coppel, Simran Saini and the IDinsight communications team.

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Front cover: Illustration by Neema Iyer

1.0 Introduction: Illustration by Neema Iyer

1.2 Our theory of change and impact so far: Woman working in a jasmine field, Tamil Nadu India. Photo by M. Palani Kumar, P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

2.0 The impact of dignity: Illustration by Neema Iyer

2.1 Care to Play: dignity at the front line of service delivery in India: FrontLine workers attending a dignity training session. Photo by Prabhat Sharma/IDinsight.

2.2 GiveDirectly: optimizing for dignity in programs with refugees: Woman entrepreneur working in her poultry farm, Nairobi. Photo by IDinsight

2.3 The Life You Can Save: directing funding to respectful charities: Jalsai Rathi and his wife are collecting mahua from their own tree in their field. Photo by "Purusottam Thakur", P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

2.4 Catholic Relief Services: fostering a worldwide internal culture of dignity: Child playing in a Bangladesh Slum in Mombasa. Photo by Jonathan Torgovnik/Getty Images/Images of Empowerment

2.4 Catholic Relief Services: Measuring human dignity among program participants: CRS staff during enumerator training in Zambia practicing field testing the measure of project implementation's respect for participants' dignity. Photo by Catholic Relief Services

2.5 IDinsight: dignity in People Operations, dignity in research practices: IDinsight team during a field data collection project, Manila. Photo by Lorenzo Enrico Corro/IDinsight

3.0 Tools & Research round up: Illustration by Neema Iyer

3.1 A mirror to our actions: the dignity self-assessment tool: Participant filling survey data information, Manila. Photo by Lorenzo Enrico Corro/IDinsight

3.3 Enumerator dialogue as a method for enriched data insights: Woman being screened for cervical cancer, at the Kwale rural clinic, Kenya. Photo by Jonathan Torgovnik/Getty Images/Images of Empowerment

3.5 Amplifying voices through human-centered design and community-based participatory research: A lens for philanthropic funders: An evening scene from a bustling street, Manila. Photo by Lorenzo Enrico Corro/IDinsight

3.8 Re-imagining consent - a practical guide: Ramesh lifts a fully finished ghatam from the wheel, Tamil Nadu, India. Photo by Aparna Karthikeyan; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

3.10 An American mosaic of respect, glimpsed through 4,374 stories: Members of the Mississippi Youth Council advocate at the state capitol, USA. Photo by Nina Robinson/Getty Images/Images of Empowerment

3.12 Empowering workplaces: Lessons from the literature: Bhavna Ben Ramesh sews handmade purses out of her home, Gujarat, India. Photo by Paula Bronstein/Getty Images/Images of Empowerment.

3.14 #ShiftThePower through dignity pathways: Fishermen move around the big lake in Jawaharlalpuram in Madurai to increase the catch, India. Photo by M. Palani Kumar; P. Sainath,

People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

3.15 Books and chapters: Sameeruddin Shaikh cycling through the old city to Taj Envelopes in Khadia,Mumbai, India. Photo by Umesh Solanki ; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

4.0 Conclusion: Illustration by Neema Iyer

4.1 What to expect from dignity in the coming years: Ramachandran finished up a freshly-made rose petal garland, Tamil Nadu, India. Photo by M. Palani Kumar; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

4.2 References: Kishan Jogi whose performance stage is a Mumbai local train. His six-year-old daughter Bharati accompanies him. Photo by Aakanksha; P. Sainath, People's Archive of Rural India, The CounterMedia Trust, 27/43, Sagar Sangam, Bandra Reclamation, Mumbai 400050, Maharashtra, India

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