Project Proposal: Enhanced Karmachari Scheme Portal (Version 2.0)

1. Objective

To enhance the functionality of the existing Karmachari portal developed by IHRD, enabling better alignment with the evolving goals of the Government of Kerala's initiative to promote the dignity of labour among students. The updated portal will act as a robust digital platform to support and streamline student employment alongside academic activities.

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2. Project Scope

This upgrade will:

- Improve student-employer engagement.

- Simplify application and verification processes.

- Enable real-time communication on interviews and appointments.

- Provide data-rich dashboards and reports for stakeholders.

- Ensure transparency and regulatory compliance in wage disbursement and grievance handling.

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3. Key Stakeholders

- **Students**

- **School/College Principals**

- **Employers**

- **Assistant Labour Officers (ALOs)**

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4. Functional Enhancements

4.1 Student Module

- Self-registration with document upload (ID, consent letter).

- Dashboard: application status, job listings, interviews, and appointments.

- Apply for jobs (post principal verification).

- Notify participation in interviews.

- Update current employment status.

- Search vacancies by filters (location, type, employer, schedule).

4.2 Principal Module

- View/verify student applications (focused on student status).

- Approve/reject job applications.

- Receive and monitor interview and appointment notifications.

- Institution-level reports and search filters.

4.3 Employer Module

- Register organization with legal documents.

- Dashboard: post/manage vacancies, update interview schedules, and mark vacancies as filled.

- View student interest and interview responses.

- Upload wage slips.

- Search and view student details and histories.

4.4 Assistant Labour Officer (ALO) Module

- Approve employer registrations.

- Monitor job posts, appointments, and wage compliance.

- Resolve student/employer complaints.

- Track grievance and compliance reports.

5. Proposed Enhancements Summary

Module	Existing Feature	Proposed Enhancement (V2)
Student	Registration, job view	Interview participation, employment status update
Employer	Post vacancies	Set vacancy validity, mark filled, manage interview schedules
Principal	Approve students	Job application verification, appointment tracking
ALO	Employer oversight	Grievance handling, wage slip monitoring, detailed compliance data

6. Reporting Requirements

6.1 General (Admin-Level)

- Overall Scheme Dashboard: Students, employers, vacancies, appointments.

- Vacancy Utilization Report (filterable).

6.2 Student Reports

- Employment Status Report.

- Application History Report.

6.3 Principal Reports

- Student Registration Summary.

- Application Tracking.

- Appointment Summary.

6.4 Employer Reports

- Vacancy vs. Fulfillment Report.

- Interview Participation.

- Wage Disbursement.

6.5 ALO Reports

- Employer Registration Status.

- Wage Compliance.

- Grievance Handling.

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7. Technical Architecture (Suggested)

- **Frontend**: ReactJS with responsive design for mobile/tablet compatibility.

- **Backend**: Node.js or Django (Python) with RESTful APIs.

- **Database**: PostgreSQL/MySQL with role-based access controls.

- **Authentication**: Password-based login.

- **Notifications**: SMS integration for parents, email alerts for stakeholders.

- **Hosting**: State data center.

- **Security**: SSL encryption, audit logs, data backup & recovery.

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8. Implementation Plan

Phase	Duration	Key Activities
Requirement Finalization	2 weeks	Stakeholder meetings, finalizing workflows
Design & Prototyping	3 weeks	UI/UX mockups, approval from departments
Development	8 weeks	Modular development of portal features
Testing & QA	3 weeks	UAT, security and performance testing
Training & Documentation	2 weeks	User manuals, training for institutions and ALOs
Deployment & Go-Live	1 week	Live deployment, initial support

9. Success Metrics

- % increase in student employment.

- Time taken for application approval and job fulfillment.

- Number of verified appointments.

- Wage disbursement compliance rate.

- Grievance resolution turnaround time.

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10. Budget Overview

- The Karmachari restructuring initiative by adding improved functionality costs a total of **INR 4,00,000** plus applicable taxes
- Estimated period for development of the New portal : 4 months from date of Agreement
- Payment to be remitted in three instalments
  - On Agreement   30 percent
  - Completion of 50 percent of work   35 percent
  - On completion of the portal   35 percent

  Expenses related to site audit should be met by the commissinerate

11. Conclusion

The enhanced **Karmachari Portal V2.0** will be a key enabler in empowering students, facilitating dignified employment, and improving operational transparency. The proposed upgrades ensure that the platform evolves into a scalable, user-centric, and future-ready digital solution in line with Kerala's progressive labour and education policies.