Japan DAO Association

WhitePaper

Overview

JDA (Japan DAO Association) connects DAO and DAO directly. JDA provides engineers, creators, marketers, and investors with a wide variety of opportunities to meet people, gain skills, and quickly develop business opportunities, regardless of their occupation or position.

Our proposal to address the shortage of talent in the blockchain industry is to utilize a learning and job matching platform based on the DAO community that runs on the Polygon and Dfinity blockchains. We will provide people who want to work in DAO, mainly creators, engineers, and students from all over the world, with the skills and practical opportunities to be active in DAO.

In the blockchain ecosystem, where there is a shortage of developers amidst the existence of various blockchains, we provide a place for learning and help convey the appeal of each blockchain in the form of a teacher providing lectures to students.

JDA is a DAO that supports the activities of DAO. We are convinced that JDA will become a place where many individuals and organizations can meet and use JDA to create and collaborate on business at a speed that is unattainable with conventional organizations, and create a wonderful synergy.

Introduction

DAO

The term DAO (Decentralized Autonomous Organization) first appeared in 2013 at the beginning of the Ethereum whitepaper. In a blog post by Ethereum founder Vitalik Buterin on May 6, 2014, the concepts of DO (Decentralized Organization) and DAC (Decentralized Autonomous Company) were also discussed along with DAO.

He defined the organization as follows.

Traditional stock company: Corporation with managers and workers
Robotic Corporation: Corporation with a manager and no workers
DAC (Decentralized Autonomous Corporation): Corporation with no manager and workers
DAO (Decentralized Autonomous Organization): Organization with no manager and workers
AI-based fully automated enterprise: Organization with no managers and no workers

Thus, DAO have emerged as a new way to run organizations.However, over the period 2018-2021, many DAOs have been created and disappeared. As of 2021, there are few DAO that have been able to continue to operate in the long and medium term as DAO. The reality is that many projects are currently operating as DAC even though they call themselves DAO. This is because, as of December 2021, the tax and legal

systems for DAO have not caught up, and they are forced to operate as DAC from the perspective of handling cash flow, profit, and compensation distribution.

In recent years, new and freer ways of working, such as freelancing and remote work, have been recognized, but many of these organizations are dependent on centralized organizations, which operate by collecting intermediary fees. With more freedom, everyone can be involved in running and maintaining multiple decentralized organizations that match their own interests and ideas in any role they want, and earn a living by earning incentives through Pear to Pear. Wouldn't such a life be wonderful?

Shortage of Web 3.0 developers

There is a shortage of development talent in the blockchain industry, which is the foundation of Web 3.0 and DAO.

The blockchain market size is projected to grow from USD 4.9 billion in 2021 to reach USD 67.4 billion by 2026.(Blockchain Market with COVID-19 Impact Analysis, by Component (Platforms and Services), Provider (Application, Middleware, and Infrastructure), Type (Private, Public, and Hybrid), Organization Size, Application Area, & Region - Global Forecast to 2026)

With the increase in market size, each blockchain company and project is facing fierce competition for talent.

For example, many of the blockchain projects that are in the Top 50+ by market capitalization as of the end of December 2021 have announced grants and held hackathons for developers and ecosystems (Solana, Avalaunch, Near Protocol, Ethereum, Polygon, Dfinity, Cardano etc...). Needless to say, this is a great attempt to promote the development of Dapps in the ecosystem, and an attempt to support the growth of the ecosystem, but we think we need to go a little further in order to develop the ecosystem in the long term. We need to make sure that people understand the appeal and use cases of each platform and product from the bottom of their hearts and sometimes with their whole bodies. Then, to whom? Of course, executives, presidents, and the upper echelons of countries around the world are important, but we think the most important people are the developers who create the products every day. The more developers in the ecosystem, the more use cases there will be, the more good reputation will lead to even better reputation, the more the ecosystem will expand, and the ecosystem will survive. Needless to say, every blockchain project is aware of this.

Currently, the multiple cut-through structures in the industry, such as job matching platforms and SIer, are still prevalent in the world, and as a result, there are many engineers who, despite their skills, do not receive a reasonable return in terms of money and are undervalued. Even if there are individuals who are interested in the blockchain industry, it is impossible to accurately convey the appeal and financial returns of the blockchain industry with the existing business structure that relies on multiple cut-through structures as the premise of the business model. For the development of Web 3.0 and DAO, it is essential to create an environment where individuals can be evaluated fairly and receive appropriate financial returns.

For developers and other individuals to be active in DAO

As DAO becomes more common as a new way of organizing and working, there are so many missing elements that we need to work together to overcome these barriers.

1. Understanding and recognition of DAO
2. Development of infrastructure and UI/UX for Web 3.0 side and DAO side
3. Increase the number of participants & train them to do 2
4. Incentive design for full commitment to DAO
5. Challenging Environment Leading to Sophisticated Token Economics
6. Cooperation and collaboration among DAO projects
7. Shaping the DAO community and Web 3.0 culture
8. Legal and tax systems

The challenges we face

・Centralized organizations are characterized by the concentration of data and human resources, which inhibits innovation.

・Undervaluation of human resources, especially talented engineers and creators, due to the industry's cut-throat structure

・Blockchain Project Ecosystem Growth Deterred by Talent Shortage of Web 3.0 Engineers

Target

・Students who want to become Web 3.0 engineers, Web 2.0 engineers

・People who want to build their own Web 3.0 projects and want to have domestic and international connections.

・DAO and companies that want to train developers to deploy their own blockchains in the real world

Solution

1. DAOs to DAOs community

   Learn with like-minded people, build a track record of developing and managing projects, and gain financial freedom. By joining the JDA DAO, we can participate in the process of creating strong services and experiences that have never been seen before, such as collaborations between different industries.

2. DAO Talent Development

We are developing an educational platform to develop talents to live in DAO. By sharing our unparalleled DAO building knowledge, we will provide DAO participants with valuable skills and connections in the Web 3.0 era, and contribute to the development of an ecosystem of blockchain projects and companies that are lacking developers. DAO participants who want to learn blockchain can also participate in the decision to invite a celebrity they want to hear lecture as a teacher by voting. They can also be involved in the production of their own courses, learning and forming connections while getting incentives.

3. Learn & Job Matching Platform

The job matching platform provides a place where engineers and creators can be directly matched with blockchain projects and companies. We will provide marketing support to our partner DAO and others using our community platform, which is continuously expanding.

Visions

The vision of this community is twofold.

- 『Increase the number of individuals who can make a living from DAO』
  - o Learn and make achievements with like-minded people at JDA, and support the realization of financial freedom and free work style.
  - o Support individuals to develop the skills and connections to live in the DAO.
- 『Connecting DAO and DAO to create synergy』
  - o Collaboration between DAO and DAO will create stronger services and experiences that have never been seen before, such as cross-industry collaboration, and create a DAO ecosystem that has influence on Web 3.0 society.
  - o The connections between DAO operations will create the next DAO.

Core Products v0.1（Update Soon）

In the blockchain engineer training school and job matching platform, JDA will create teaching materials/curriculum/language support/NFT sales referees/application and order support/community moderators/MINT of NFTs that summarize teaching, attendance, and labor history/etc. Marketing/negotiations with celebrities will be handled by DAO, and DAO participants will receive incentives in the form of JDA tokens. We are also considering implementing some of the functions through smart contracts.

JDA plans to have two main businesses: a blockchain engineer training school and job matching. JDA aims to be a more direct and beneficial platform for both employers and job seekers. We will also have staff to

moderate these communities, and their remuneration will be distributed as incentives from various NFT sales and commissions for job postings.

■ Blockchain School (Discord & Dapps)

・Dfinity and Polygon are used as blockchains. We plan to make it possible for teachers and students to choose according to their payment preferences.

NFT

- GEN0：In the early stage of service release, this NFT will be issued to raise awareness of JDA service. As a commemorative NFT (with benefits, with airdrops of tokens), there will be ownership benefits for service release & early adopters. It serves as a governance voting right for those who share and invest in the philosophy of JDA. The NFT will be further airdropped by taking the beta certification exam.
- Membership card NFT：It certifies the right of teachers and students to participate in JDA School.

How it works?

In the blockchain engineer training school project, we aim to train people with practical experience who can take on jobs as blockchain engineers.

In JDA's school business, there are teachers and students. As in a regular school, students belong to a class, attend classes given by each teacher with expertise, and pass a certification exam to become certified. In this school business, proof of admission and proof of passing the certification exam will be done using the NFT. The specific applications are as follows.

When students join the school, they purchase NFTs from the secondary market. Students use the NFTs they purchase and join the class of the teacher who minted the NFTs. In the classes that students attend, students will receive basic support from the teacher (explanation of upcoming procedures, structure, recommended lectures, etc.). However, since the class is where the students are taken care of, the teacher cannot directly attend the school's lectures. Students purchase NFTs from the market, which are the rights to attend the lectures themselves. This does not have to be a lecture by a teacher in their own class, but they are free to take lectures by other teachers as well. After the lecture, the student must pass a certification test to become a teacher of that lecture. Students can now become teachers and earn money within DAO by selling their own NFTs. Finally, teachers will be given NFTs by the DAO based on their performance as a teacher and will be able to open their own classes. Minted NFTs will be sold in the secondary market by investors based on the teacher's own evaluation, and the price will fluctuate. Then, when new students buy the NFTs, new students will join the school, and the cycle will go back to the beginning.

Teachers need to pass certification exams and earn NFTs in order to teach at the school. Teachers can obtain NFTs by passing multiple certification exams or by purchasing GEN0, which will allow them to have classes as super influencers. Influencer activities will be conducted through JDA's twitter account, etc. In addition, students who have an admission card NFT minted by the teacher become members of the class and

can develop together. NFTProfits from the sale of NFTs will be earned by the teacher, except for JDA's commission. The teacher gets the right to issue NFTs and sell them on the marketplace for an additional fee. Profits from the sale will be managed in the DAO's Wallet. Once a certain level of class achievement is achieved, the teacher can claim the profit from the sale, and when all the profit from the sale is claimed, excluding JDA commission, the student can earn NFTs. This will serve as a certificate of completion for the students and also as a contribution to the JDA, and future $JDA will be air-dropped according to the number of NFTs.

■Job Matching

NFT

Job NFT

How it works?

The job matching business provides a place where job seekers can directly match with engineers and creators. By matching directly, we can eliminate margin companies as much as possible. As a result, job seekers can recruit at low cost, and engineers and creators can receive compensation without cutting corners compared to conventional matching platforms.

The purpose of the job matching business provided within JDA is to directly match job seekers with job openings from DAO/blockchain businesses in Japan and overseas.

DAO/Blockchain operators need to pay a small fee to JDA DAO in order to post a job. This is the minimum staff fee required to run the job matching business described below, and allows you to post jobs with a very small fee.

Job seekers need to purchase NFT (paid/subscription) or tokens to use the JDA Job Matching Platform.

The Job NFTs (NFTs) that job seekers purchase are initially registered with their areas of expertise/achievements, and their actual work records their work performance. The NFT can also be used to write labor contracts. However, through the school business, certified NFTs can also use the job matching business.

Job offers from DAO/blockchain businesses outside of Japan may offer compensation in their own tokens, but if job seekers want to be paid in stale coins, they can use an intermediary service to buy their own tokens in stale coins.

We plan to assign approximately two staff members to support job offers, orders, and applications in the operation of the job matching business.

Roadmap

2021

11

JDA Team Established
Community Launch (discord)

12

WhitePaper Release
Official Media Launch

- twitter account
- medium account
- Website

Community event

2022

Q1

Smart contract deployed

- GEN0 NFT sale (dfinity, polygon)

Testnet
Collaboration (DAOs, Community, NFT Project)
NFT Airdrop
Community event
Official Launch of Cyber JDA School (discord)

Q2

Official Launch of Cyber JDA School Platform (dfinity, polygon)
Official Launch of Cyber JDA Job Matching Platform (dfinity, polygon)
Token release
NFT Airdrop

Q3

Update soon

Platform Income

The platform fees will go into DAO's wallet and will be used for DAO's operations, including development, marketing, and community management. We also plan to give maximum returns to the holders of NFT tokens from the beginning.

Token Release

We will be issuing $JDAs as we roll out the project. These tokens will be used in our education and job matching platform and related projects with the goal of growing our ecosystem. Tokenomics will update the version of WhitePaper as soon as it is finalized.

Story

Alice's Story

In the year 2030, Alice graduated from a design college in Africa at the age of 19. Africa is known as the last frontier of humanity and is a vibrant region with cutting-edge design and tech companies. After being unable to travel for the first two years due to the epidemic, Alice took online classes from her home in Singapore and was overjoyed when she made her long awaited trip. The university is located in the middle of a city lined with the latest buildings, and flying cars and AR glasses are everyday objects. At first, she struggled with the language, but thanks to the help of a wearable translator, she was able to get along with her friends, with whom she had only talked online, and enjoyed a fun and fulfilling student life.

Alice returned to her parents' house in Singapore and worked as a designer at a CreativeDAO and FintechDAO. Apparently, until around 2021, it was common to work in a top-down organization called a joint-stock company, and her job at DAO was completely remote, where she could output designs for services and advertisements and work whenever and wherever she wanted. Alice has a three-month contract with CreativeDAO for $20,000 and a one-year contract with FintechDAO for $100,000.

Alice opens a Discord. Alice opened up Discord, which has a great community. There is a great community where you can find a list of DAOs in Japan and influencers in English. It's an easy way to access the Japanese market and DAOs. Today, there is a new creator community listed. I read through the description and click on it. I arrive at the Animator community. Alice's next action is clear. Alice's next action is clear: contact the owner and ask him to recommend a creator. If you're an active creator, have a cup of coffee and chat with them.

Bob's Story

Bob was an engineer for a small company working in Japan. The reason he was able to sleep until almost noon, despite the fact that everyone around him was working early in the morning, was because his main work for the day was concentrated in the afternoon. "Let's see, today's schedule is to finish the rest of the development at Service DAO, and then go to Media DAO for an hour for the regular MTG… oops, I have to go pick up a gift for my girlfriend."

A couple of years ago, he was in the same situation as everyone else around him. He ate damp bread when the alarm woke him up and walked out the door with a small sigh. On the train, people just like him, who were coming to work, couldn't even find a seat and were squeezed together like clothes in a carry-on bag. Remote work, which was about to become popular due to the pandemic, has almost disappeared due to orders from the top.

Web 3.0, Metaverse, DAO… He was so shocked and moved by what he heard for the first time that he started to look up information about cryptos without even sleeping. It was as if he was in love with something new. It was as if he had traveled back in time to his childhood, when he loved new things.

"I don't have much knowledge now, but I want to work with people from all over the world in various DAOs. I hope there will be some kind of opportunity for me. I remembered that a friend of mine who became friends with me on Twitter said that he learned blockchain engineering knowledge and skills from a certain community on Discord, and is now working at a DAO related to games. Maybe I'll actually try it out." This was a small but significant step that led him to where he is today.

Chris's Story

Chris was a technology developer working for a Japanese corporation. He graduated from a Japanese graduate school in order to get a job as a technology developer, and he had a dream and interest to go out into the world and contribute to the future development of technology. When he actually went out into the world and joined a corporation, he had doubts about human relations and the nature of the company. He gave up on adapting to the environment and his dream of becoming a technology developer was crushed.

Having doubts about the human relations and organizational structure of the corporation, he decided to start his own business alone. He decided to start his own business by himself, wiping out everything he had learned at school and in society and taking on a new challenge alone. Anxiety rather than anticipation occupied the majority of my mind. Nevertheless, he was blessed with the opportunity to meet people and the environment, and was able to succeed in my new challenge. As a result, he was able to live a life of freedom, both in time and space, all by himself, but he gradually fell into a life of self-degradation. He had been denying human relationships and organizational structures, and had unconsciously cut off all ties with society.

One day, while spending his days like this, he came across crypto currency through his computer. His imagination expanded from virtual currency, and he was shocked to imagine a world consisting of pear to pear. He had a premonition that this technology, which would enable direct connections between individuals from all over the world, would fundamentally change the human relationships and organizational structures that I had previously rejected. A few years have passed since He first heard of crypto currency, and the concept of Web 3.0 has actually spread, with some individuals interacting on Metaverse instead of the real world. Finally, the word "DAO" is gaining general recognition, and he felt something that made me expect that DAO has the power to drastically change the conventional form of organization. He felt intuitively that there was something that could change the way organizations were organized, something that He had been denying for a long time.

So He decided to join DAO, where like-minded people from all over the world gather and contribute to DAO on a daily basis at their own discretion. In the DAO, like-minded people from all over the world gather and contribute to the DAO on a daily basis at their own discretion. He recalled again how he had been moved by the concept of "pear to pear," a DAO that allows direct access to individuals with a single purpose, which could lead to a world without the constraints of human relationships and organizational structures. He is positive about building new relationships and organizational structures. He believes that DAO will become a world in which many people who have doubts about the traditional forms of organization, like himself, will demand more of its activities. At that time, he hopes to create a world where DAO can be a receptacle for them.