Hire4Change : Freelancing platform for unorganized sector.

TABLE OF CONTENTS

INTRODUCTION

1.1 Purpose

In India, creating employment opportunities for people residing in beggar shelters, widow houses, people who have served their time in prison, rehabilitation centers, orphanages etc. is difficult due to them lacking networking opportunities and connections. Most of the people aren't willing to employ these people because of social stigma, lack of stable identity proof, and limited outreach. We propose a freelancing platform that can give these people a chance to put themselves out there for job opportunities. This platform will be focused towards connecting people to potential employers.

1.2 Project Scope

The project will include a website which will serve as a platform for freelancing. We will have options for making and updating the profile for both employers and employees. We will have a system to automatically draft a virtual contract between the employer, employee and the organization. We will have a feedback, review and rating system as well as an official complaint portal. The profile for employees can only be created when the organization grants a behavioral certificate. History of employment for every user will be stored and displayed on the platform.

OVERALL DESCRIPTION

2.1 System features

2.1.1 Profile Creation
Every employee, employer as well as organization will have to create a profile on the platform. In order to create the profile we will need a legal name, gender, age, aadhar card, phone number, physical address for employers. For organization, we will also require proof for verifying its ties to the government. For employees, we will require proof that they belong to a government organization, a behavior certificate from the associated government organization, their education qualifications, skills and services they are willing to provide.

2.1.2 Find Me An Employee
A search engine that helps find employees with certain skill sets.

2.1.3 Hiring Request
The employer will be able to send a hire request to both employees and their organization. A messaging facility will be provided to them in order to communicate.

2.1.4 Post a Job
Employers will be able to post job openings

2.1.5 Applying
Users will be able to apply to any job in one click and the potential employer who posted the job will be notified.

2.1.6 Generate Contract
An option where certain parameters will be entered by the employee or organization and a legal contract will be automatically generated which can be digitally signed by all the parties. Option for digitally signing as well as biometric signature will be provided.

2.1.7 Review And Rating System
Any employer will be able to provide review and rating to any employee and the organization. Any employee and organization will be able to provide a review and rating to the employer.

2.1.8 Complaint portal
This is the place where anyone can fill a complaint against any person or organization. Same portal will be used for IT Support.

2.1.9 Displaying Employment History
Employment history for every employee, employer and organization will be stored and displayed.

2.1.10 Feed
Job opportunities as well as employee profiles seeking opportunities will be displayed in the user feed regularly.