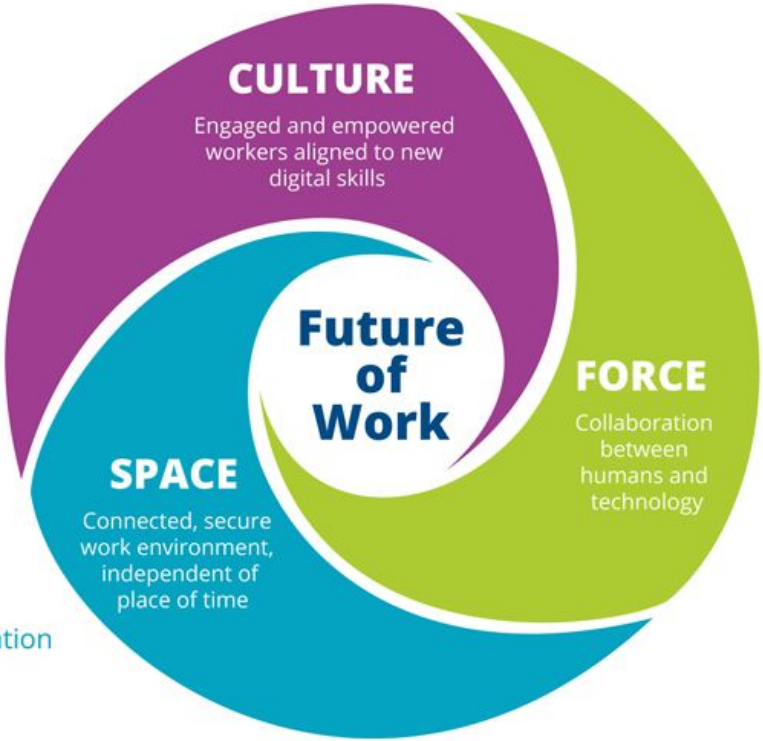
Future of Work - A Web3 World View

Gokul Alex

Future of Work - a Strategic Summary

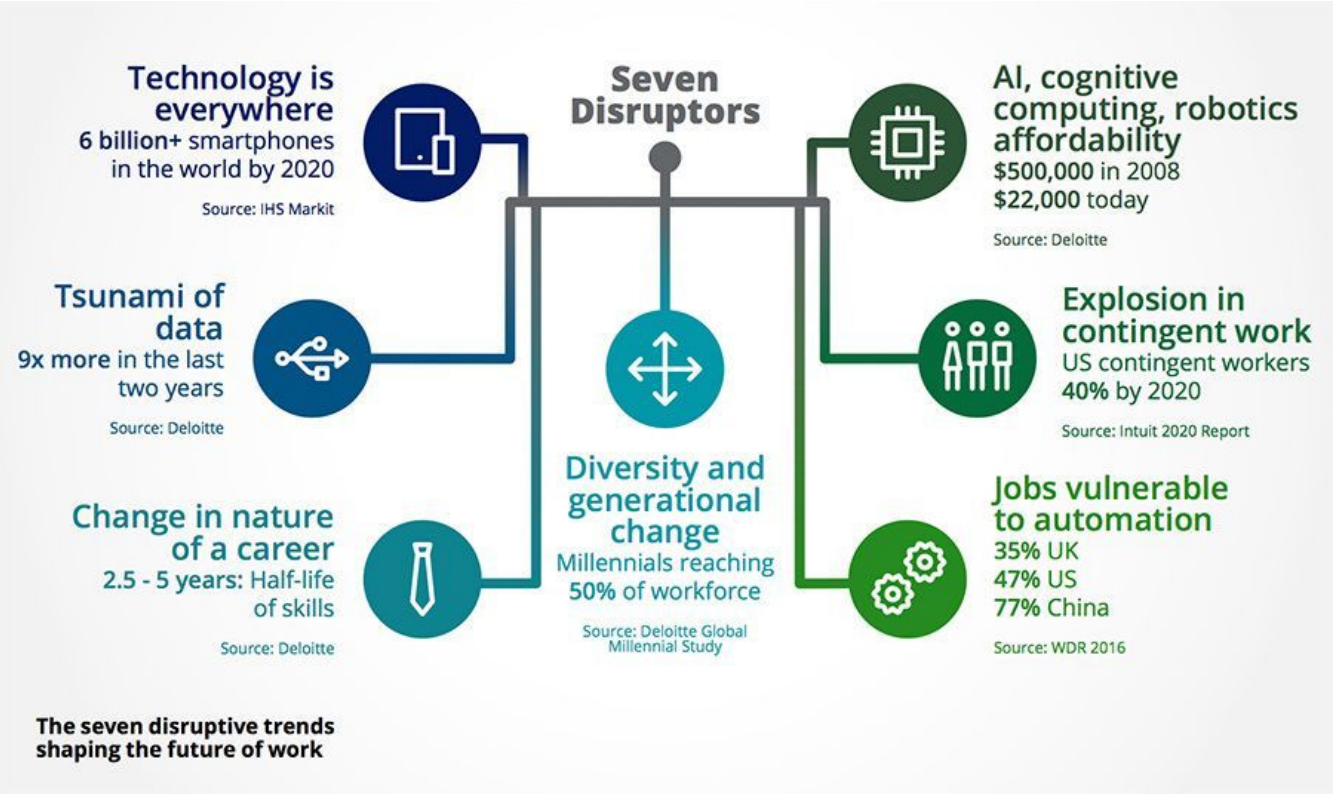
- Talent acquisition
- Talent development
- Talent retention



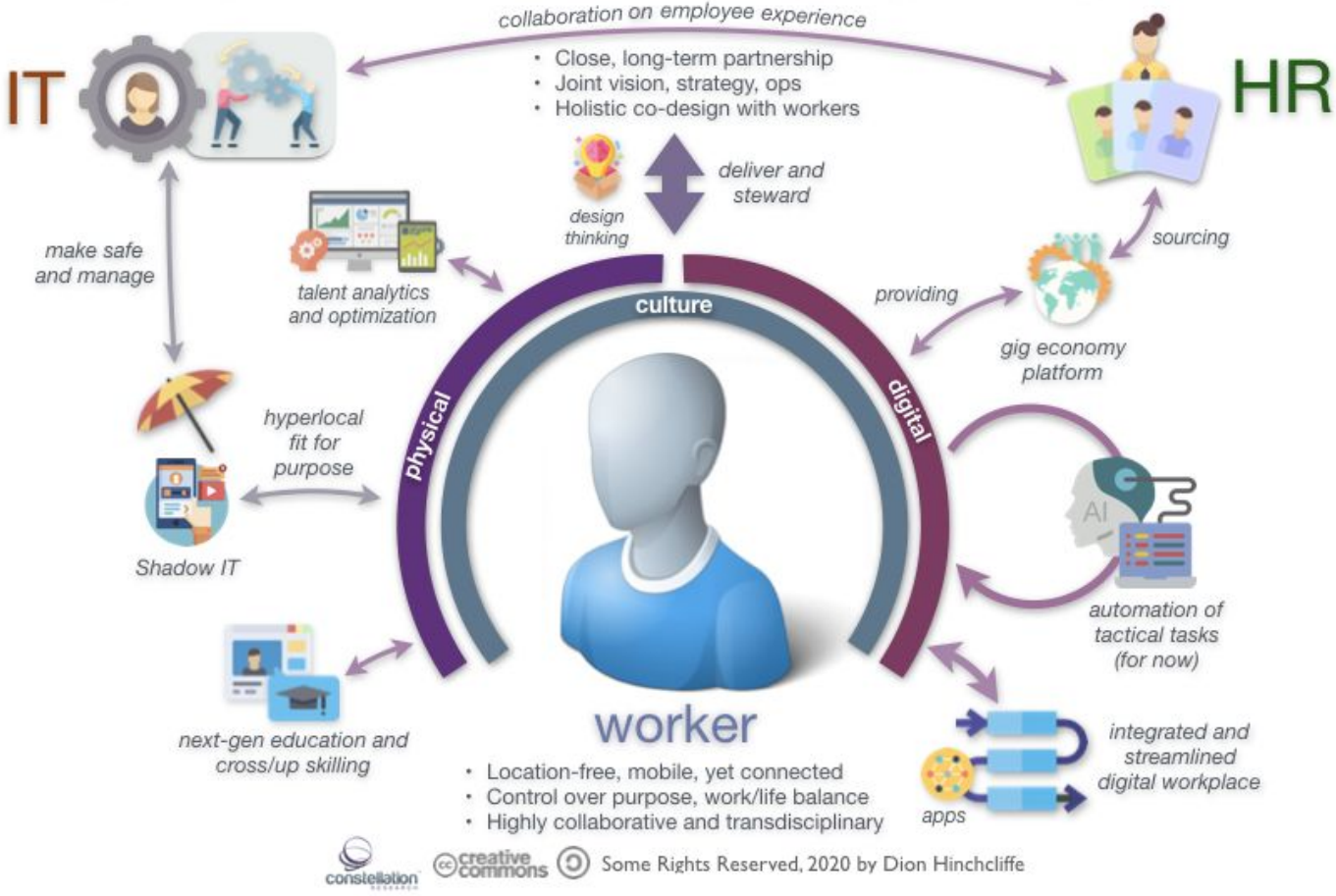
- Automate/augment operational work
- Automate/augment information work

- Connectivity
- Digital Assistance
- Content and collaboration
- Smart facilities

Future of Work - A Digital Directive



Key Aspects of Modern Employee Experience



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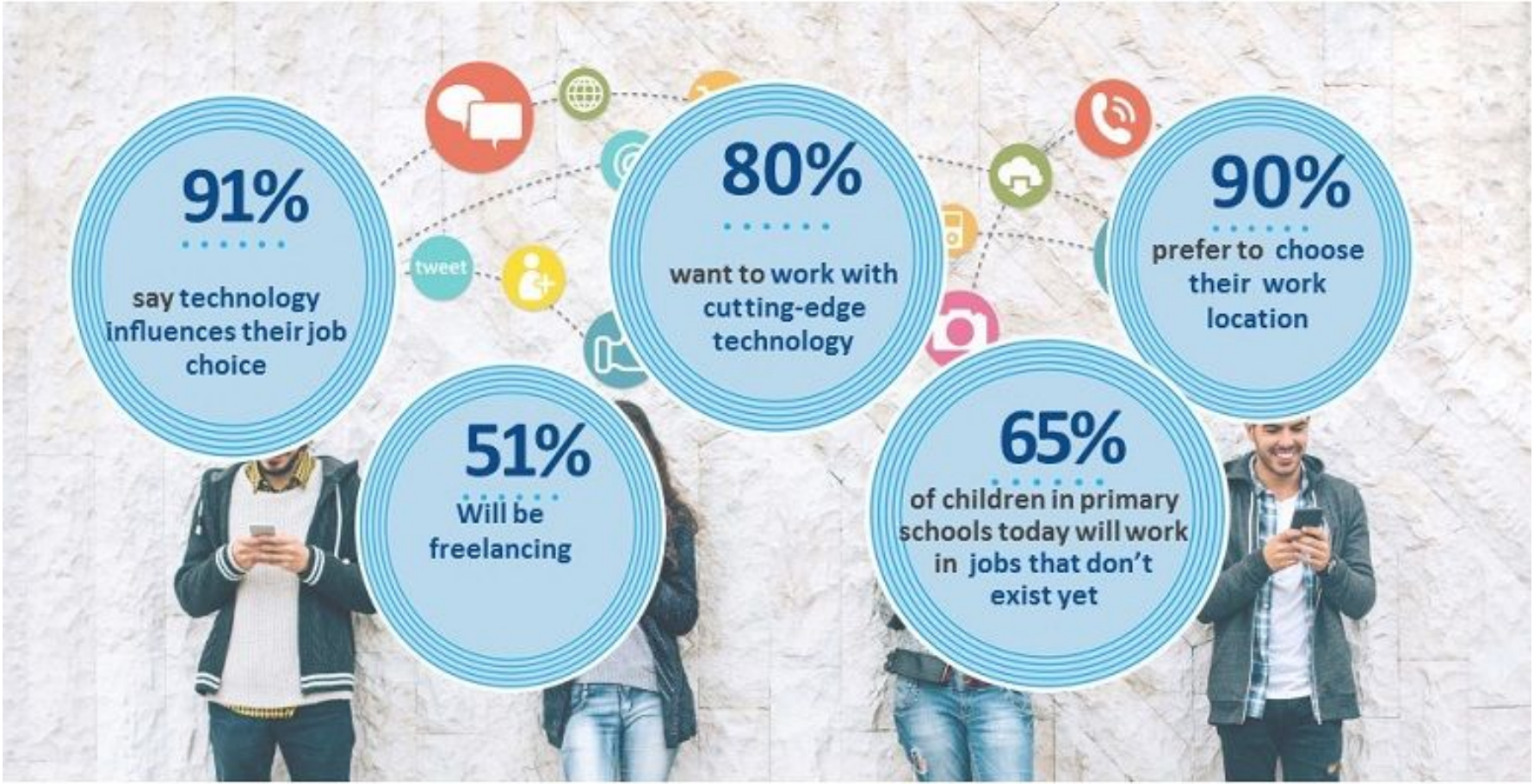
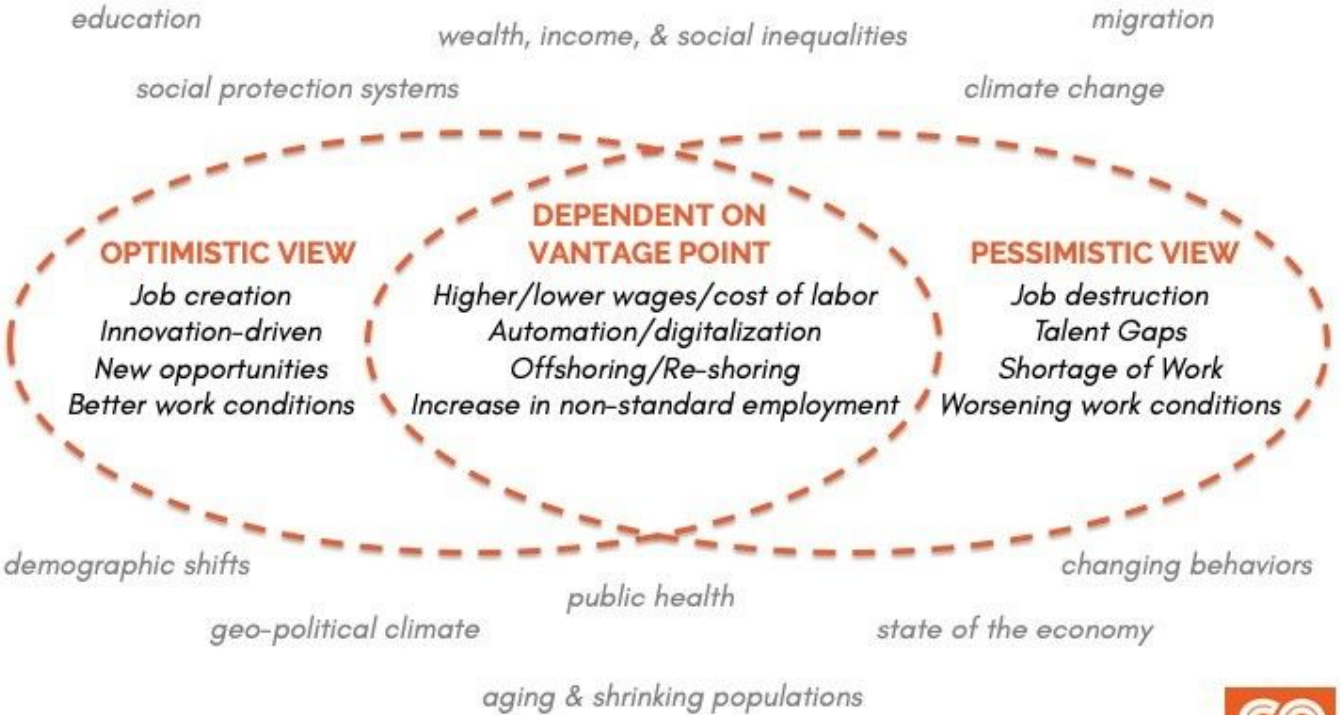
The Workforce of Tomorrow



Source: Frost & Sullivan, World Economic Forum, Dell Technologies

THE FUTURE OF WORK LANDSCAPE



Adapted from: Balliester, T., & Elsheikhi, A. (2018). The future of work a literature review (No. 9949874934026 76). International Labour Organization.

DESIGN OF WORK EXPERIENCE

Staffing Industry Analysts'

Workforce Solutions Ecosystem

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Candidate Discovery:

- **Human Cloud**
- Online Work Services
- Online Staffing
- Crowdsourcing

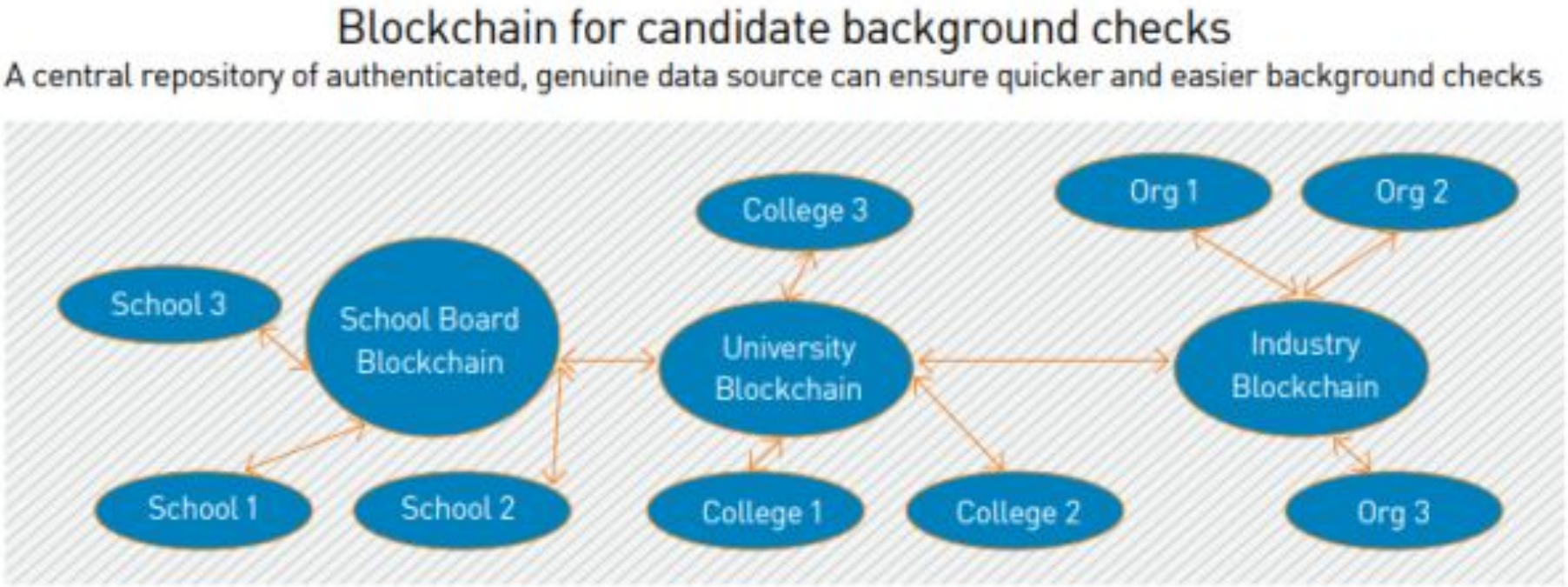
- **Online Job Advertising**
- **Sourcing Automation**
- **Employee Referrals**
- **Recruitment Aggregators**

Future of Work and Distributed Ledgers

Blockchain Technology for Human Capital Convergence

- Candidate Data Verification
- Candidate Data Aggregation
- Payroll Operation Verification
- Freelancer Ecosystem Verification
- Employee Reward Distribution
- Employee Reward Tokenization

An End to End Workforce Data Verification System



Employee Credential Verification - Blockchain Approach

- One of the most relatable uses of blockchain technology is its possible use to verify credentials of potential employees.
- If employment history and qualifications including degrees and credentials can be verified via blockchain - employers can save a lot of time, money and inefficiencies that they have to deal with in background checks and remove the information asymmetry challenge.
- Conversations around how individuals can control who can view their data and for how long makes this more powerful, giving the individual the agency for their credentials.

Employee Data Protection - Blockchain Approach

Huge volumes of employee data currently reside with employers - ranging from health and insurance records, salary and related financial data.

While legal guidance around employee data protection differs from one country to another, there is growing consensus that employee data must be collected and maintained securely. Blockchain enables this seamlessly by giving employees the power to manage access to their Personal Identifiable Information (PII).

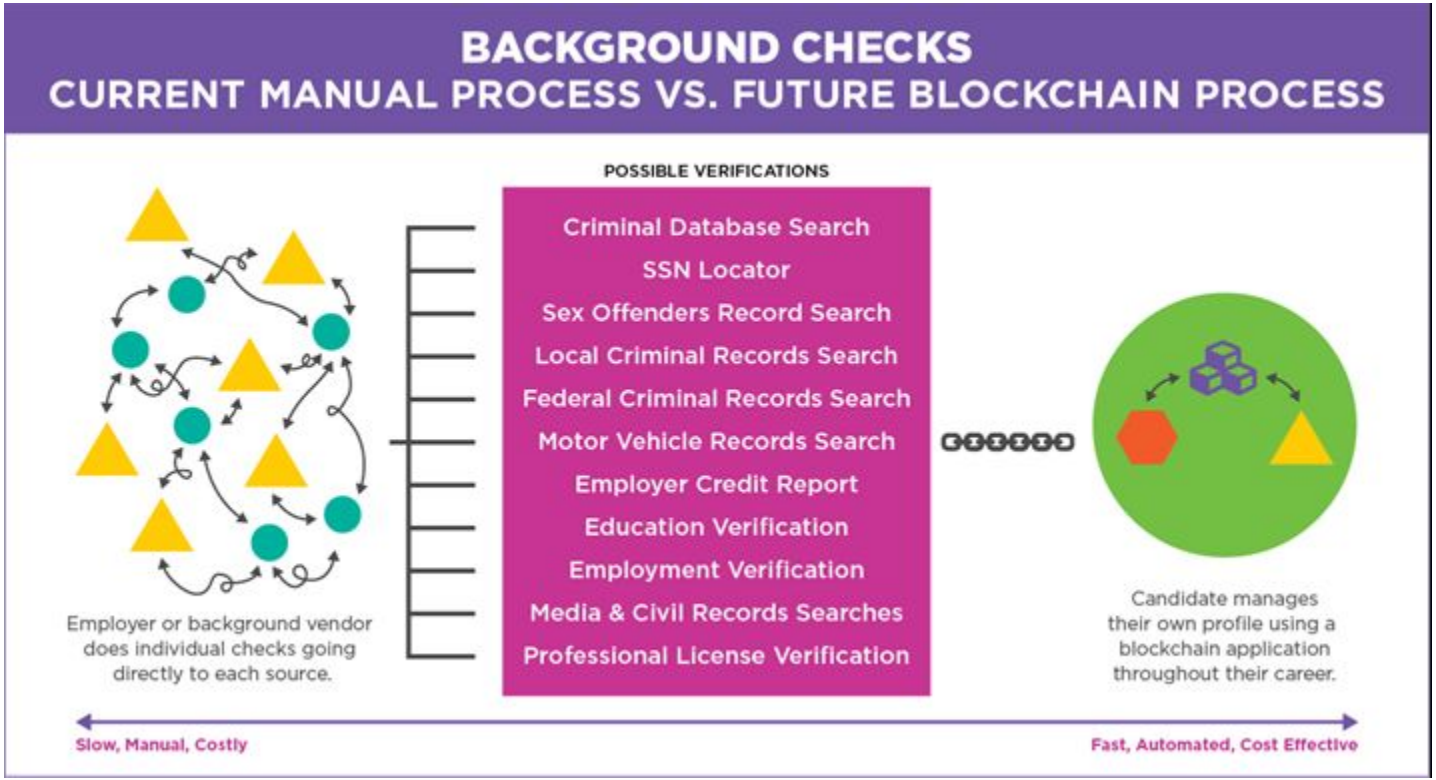
It also reduces the probability of single point failure - which refers to the vulnerability or loss of data because one single platform, having all the PII was compromised. For employers, this also reduces the burden that may be placed on them to ensure complete security of employee data while also giving them access to verified, validated and transparent sources of data.

Employee Mobility Operations - Blockchain View

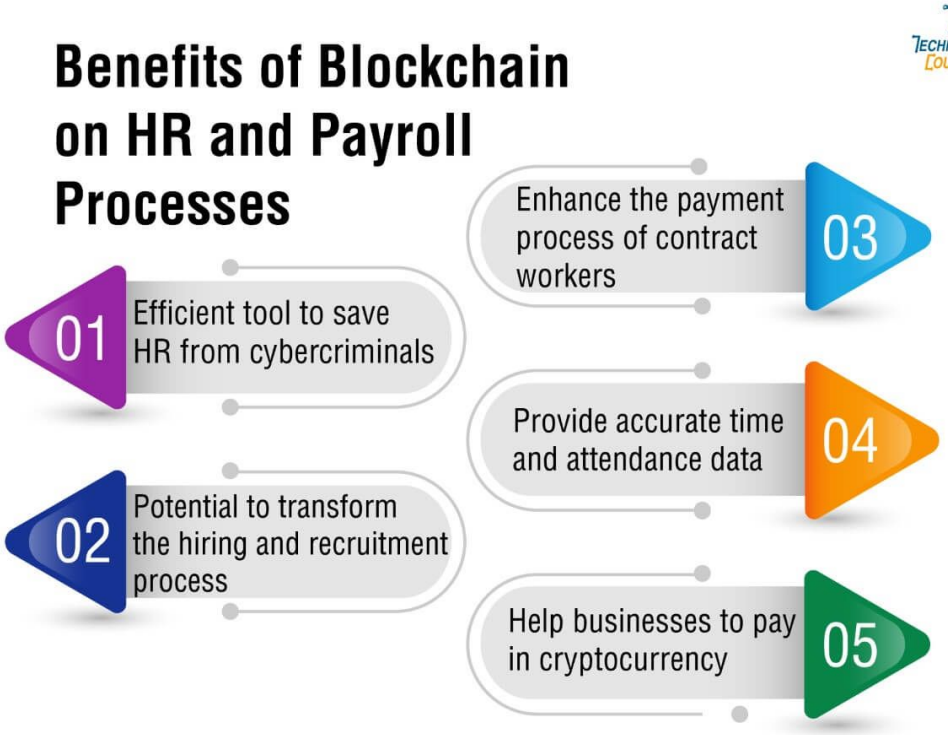
The integration of blockchain technology into human resources and corporate mobility operations can be extremely beneficial to relocating employees and the companies for whom they work.

This might be providing the required information to ensure global employees adhere to local tax jurisdictions. It might handle the remodeling of cross-border expense procedures, including the ability to code rules and limitations into the blockchain, which could then eliminate the need for a signature or authorization process.

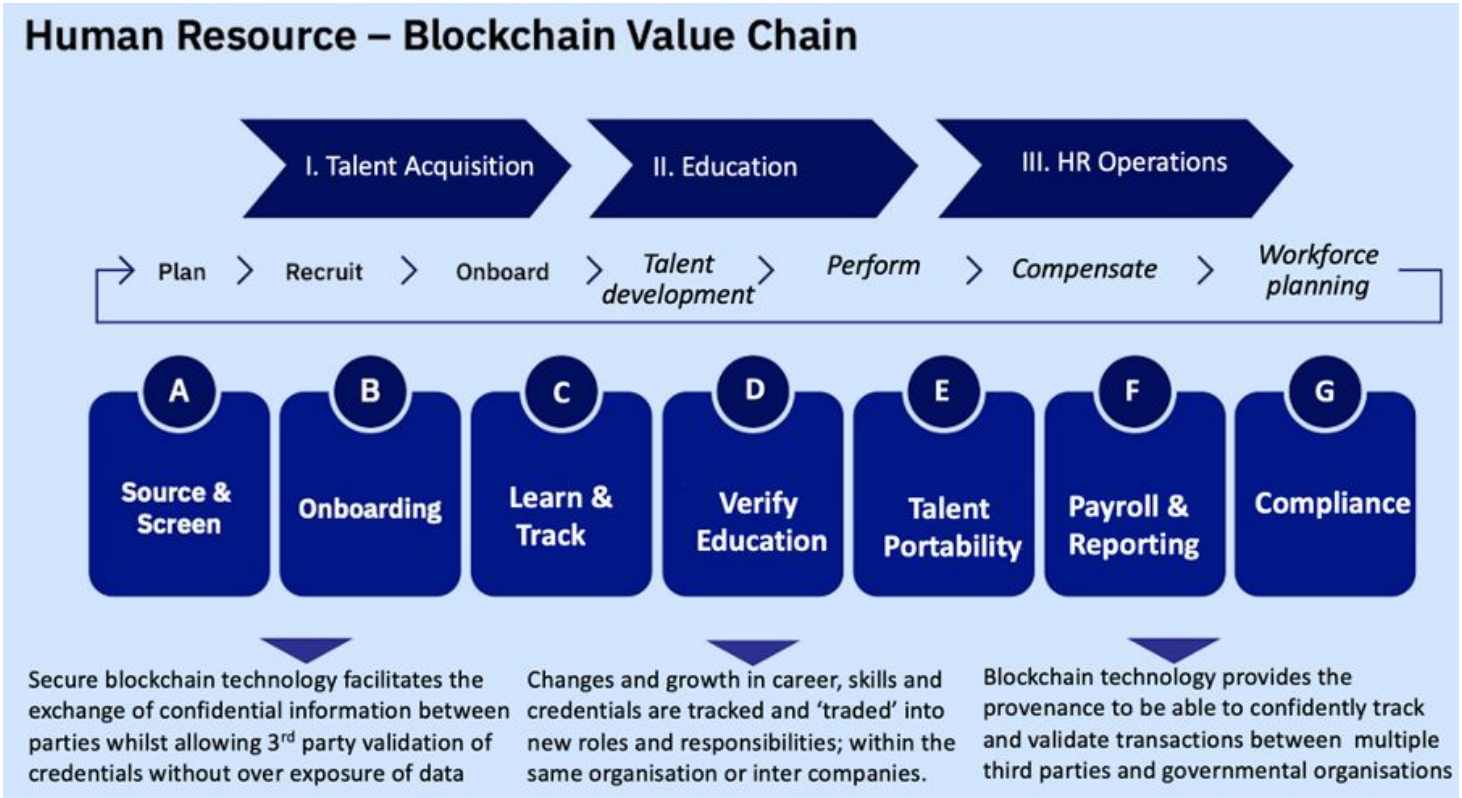
Blockchain Approach to Background Checks



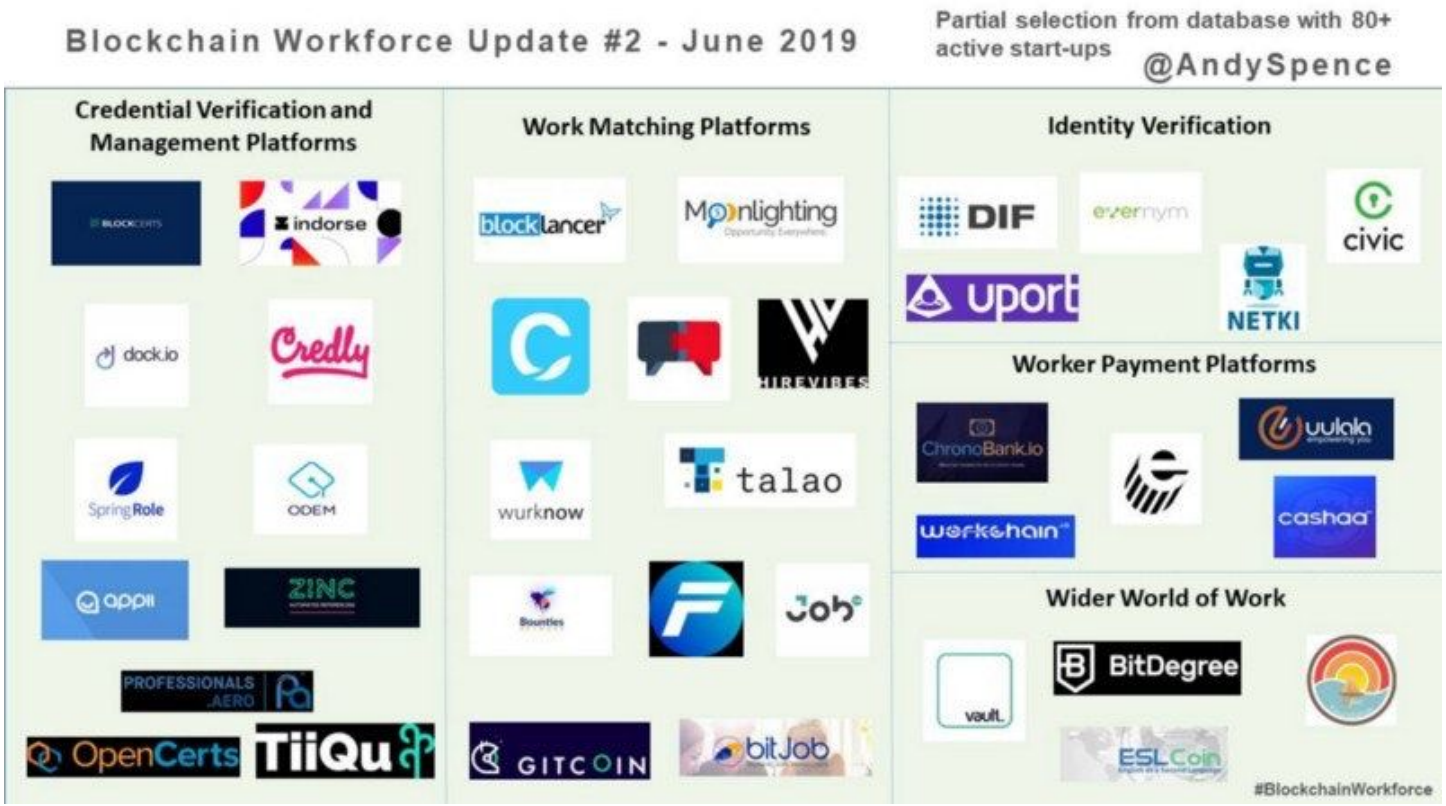
Blockchain Benefits for Payroll Processes



Connecting Dots for Creative Workforce



Blockchain and HR - An Ecosystem View



Future of Work and DAOs

Crypto Projects and Cultural Changes

Some of the most important projects in the crypto space are developed by 🌎 remote and partly remote teams. This includes platforms, tools, and protocols such as Uniswap, AAVE, MetaMask, Maker, Polkadot, Solana, and Ethereum used by tens of millions of people and process billions in transactions each day.

Since the work is done remotely and is coordinated by algorithms, a lot of it also tends to be done ⏰ asynchronously. People complete their tasks at different times instead of all working together during the same hours.

Decentralisation and DAOs

The Ethereum white paper built on the idea of decentralization and suggested it could apply to whole organizations, not just to a system that processes payments. In 2013, Vitalik Buterin introduced the concept of 🦾 Decentralized Autonomous Organizations (DAOs), an alternative to modern corporations that automates a lot of the work done by corporate boards and senior executives.

In such DAOs, decisions are made by algorithms and human stakeholders. The DAO is structured in a way that incentivizes all participants to work towards the goal it was founded to serve. Human stakeholders gain voting rights by buying tokens or by earning them in exchange for contributing their time and resources to the organization.

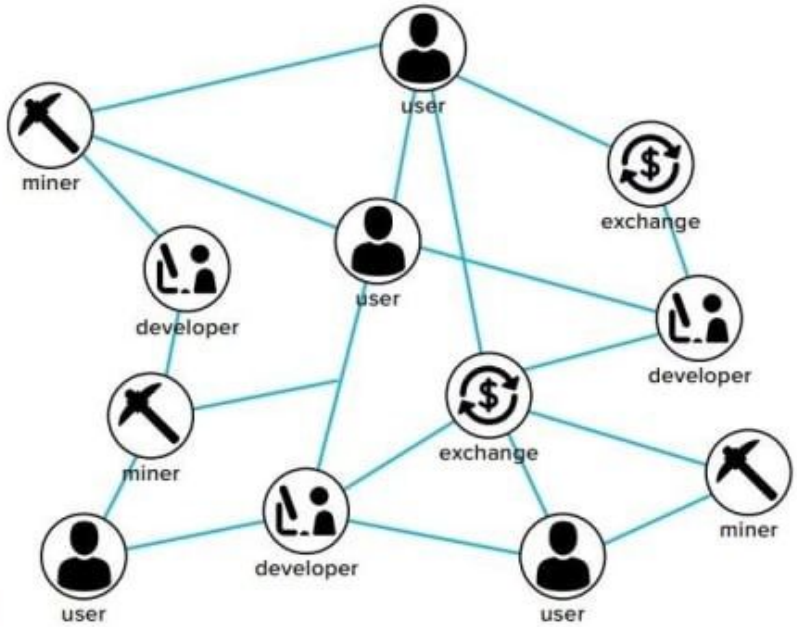
Crypto Projects and Organisation Structures

In many crypto projects, stakeholders — customers, partners, volunteers, employees — essentially own the project and have the right to enjoy the cash flow it generates and vote on governance changes. This type of 💑 community ownership is akin to owning shares in a corporation, but with some key differences. Most notably, the customers of many crypto projects must own a token in order to access any products and services.

In other words, they cannot be customers unless they are also “shareholders.” Their rights and responsibilities are programmed into the organization itself rather than contingent on the goodwill of the executive team. This customer-shareholder combination also means that users have a financial incentive to support the project’s growth and well-being.

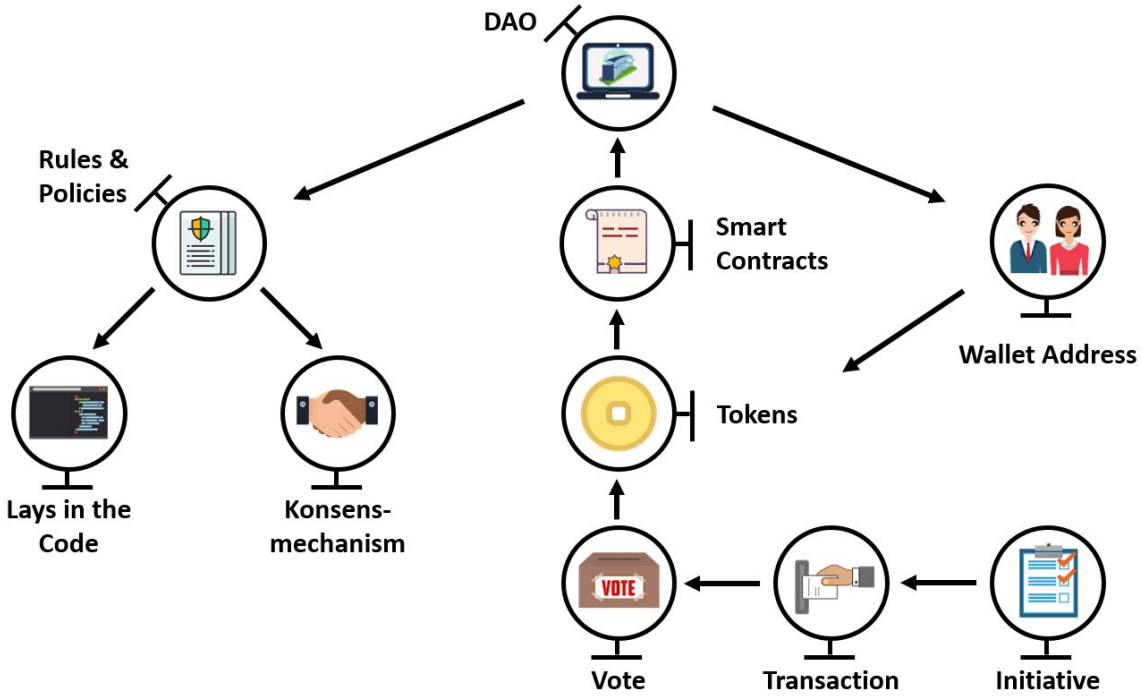
Difference between DAOs and Traditional Orgs

One legal entity
Employement Contracts

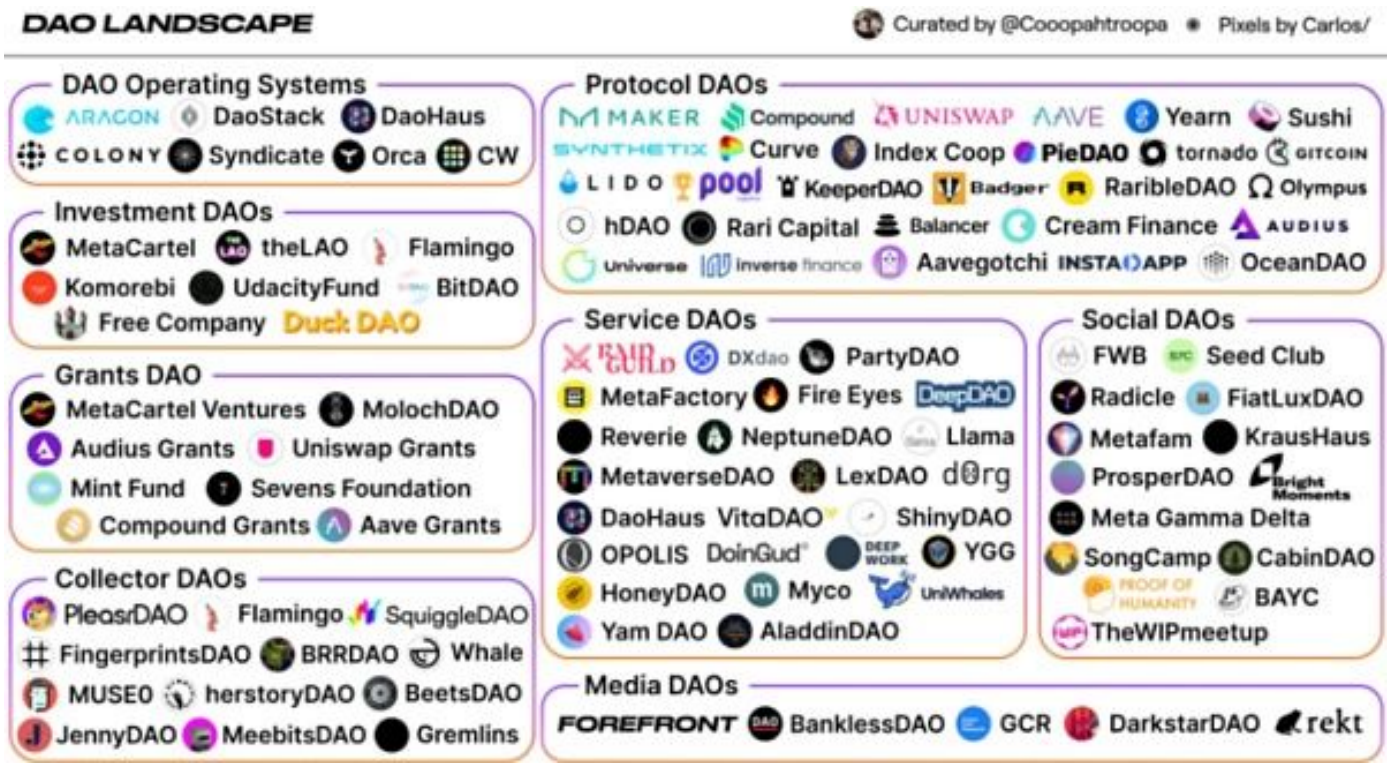


No centralized legal entity
No employment cotracts

DAO - A Component View



DAO - An Ecosystem View



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