

Job Portal For Informal Job Sector

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Abstract:

In emerging nations, especially India, a sizable chunk of the workforce is employed in the unorganised sector. The informal labour market is a significant area of the Indian economy. The country's unemployment rate is rising because it is challenging for workers from different parts of the nation to contact businesses or entrepreneurs about jobs that are located outside of their state or place of residence. So, in pursuit of employment, they get in touch with labour developers, who connect them with employers in exchange for a portion of their salaries. In this essay, we suggest a web portal with a job recommender system to link unorganised workers with businesses and help them discover the ideal position. This approach will address the challenges that unorganised employees face in finding informal employment, link unskilled persons across the country for employment without any commission, and result in beneficial changes to the employment rate.

Introduction:

Unskilled labourers in India face a significant challenge in finding the right work located outside of their village and in other parts of the country. Currently, industries obtain unskilled labourers from labour brokers, who charge a percentage of the unskilled worker's salary as a commission for connecting them.

Today, linking job seekers and employers takes place primarily through internet job portals. A website that offers online information to both businesses and job seekers is called a job portal. An employment portal helps job searchers find the positions that are best for them. There are numerous venues available for skilled people to advertise their résumé, look for jobs, and maintain their abilities by posting new content, but not for unskilled individuals.

This portal is simple and easy to use. So, the project provides commission-free employment opportunities for unskilled labourers from all over the country.

Related study:

Muthusamy and Dr M. Syed Ibrahim [1] have discussed in their paper the various issues that unskilled workers face, such as transportation, lack of technology, social status, lower wages, working conditions, and so on. Unskilled labourers find it difficult to move from one state to another in search of work as there are fewer job opportunities in their area. The type of work they do is reliant on their family background, so they have a hard time finding a job in their field. As a result, by implementing an online job portal for unskilled labourers, they will be able to find jobs that interest them and also be able to connect with entrepreneurs from other states.

Parry and Tyson [2] researched over six years using survey methods and interview methods on the recruitment activities of companies. According to the interviewees, the company used online recruitment to save on the cost of hiring and enhance the efficiency of the recruitment process. As a result, by implementing an online job portal, recruiters can reduce the time it takes to hire employees because posting advertisements on the Internet is faster. Since it saves time, has quick

response features for checking application status, and allows for online resume development, online recruitment is cost-effective.

We have also studied available job portal which is available markets e.g., Naukri.com, Just Jobs, QuikrJobs, Apna.

Comparison with Existing Solution:

Our website	Other's website
No Sign Up Required for viewing posted jobs.	Sign Up Required for viewing posted jobs.
Easy one click applies.	For applying in other's website, it is not a one click apply.
Free Jobs website.	Some website charges fees for jobs.
Specially design job portal for informal sector	Job portal website are mostly designed for formal job sector.
Lifetime Validity after login	Session expires in few months.
User can easily understand and navigate through the application in an efficient way.	User finds difficult to understand and to navigate through in application.

Proposed System (Solution):

Our website (GETEMPLOYED) is dedicated to the informal job sector and shall enable the job seekers of this category to become independent, in terms of employment generation and income management. Our goal is to not only bridge the extensive gap between employers and blue or grey collar job workers but to organise the unorganised sector as well.

GETEMPLOYED is interactive and accessible to the enriched employers and digitally backward workers. Our current and prospective employers/job seekers will find valuable information about our features on the homepage itself. Having a web-based portal has no agenda to question the less competitive workers who barely understand Internet and its services, it is to make them comfortable with the digitalized hiring solutions. In order to lessen their difficulty, we have built a simple login and register page for potential job seekers and they shall see numerous job opportunities with/without login.

User / Customer:

The end user of the website can be classified in two categories:

1. Worker: People who will register on the website to get a job related to their expertise.
2. Admin: Person who post jobs and required detail about jobs and view applied user for posted jobs. All the rights and authority of website is with that person i.e., Admin of website.

Tools Used:

- Visual Studio code
- XAMPP Control Panel
- Apache
- MySQL

Technologies Used:

- HTML
- CSS
- JS
- Bootstrap
- jQuery
- PHP

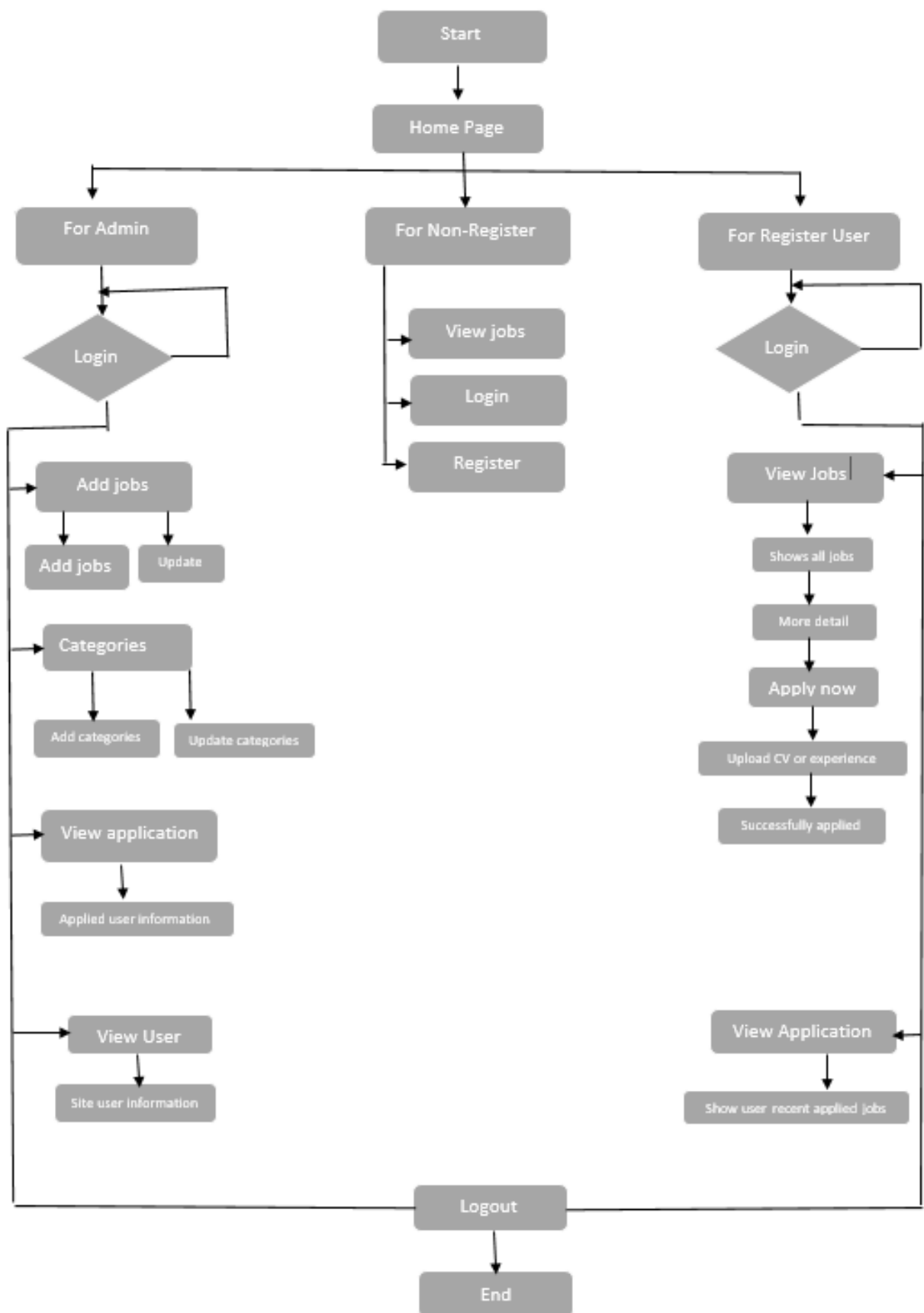
For Job Seekers, there are several features:

- Forever free. You'd never have to pay to find a great job.
- No Sign Up Required to see jobs.
- Leverage Exclusivity – specially design job portal for informal sector.
- Simple yet useful. Our Dashboard service is to keep your applied jobs history safe.
- Easy one click applies and many more.

User Flow :

In below diagram, we have three types of users i.e., Admin, For Non- Register users, For Register users.

So, Admin have a right like he/she can add jobs, add categories of jobs, view application of users and also admin can see User information. For Non-Register users they can act as visitors for our site. Register User can apply to jobs and view their recent applied jobs.



Limitation (Future Work):

In Future, thinking to create a new website in the same way but dedicated to only women (homemakers, uneducated women) so that they can find jobs that they can do easily.

Conclusion:

This project's purpose is to create a job portal for unskilled workers. It aims to automate the process of applying for any job, posting new job openings, and so on.

The merits are as follows:

1. Users can enter data into this project using simple and interactive forms. It is very helpful for the users to enter the required data in such a simple manner.
2. The user is primarily concerned with the accuracy of the information they are entering. Validations are present at every stage to ensure valid data is entered by the user.

References:

1. Muthusamy and Dr. M. Syed Ibrahim. "PROBLEMS FACED BY INFORMAL WORKERS IN DIFFERENT SECTORS IN INDIA, India's Labour Legislation and its Employment Relation for the Next Decade." Indian Journal of Applied Research. Volume: 6, Issue: 4, Special Issue April-2016, ISSN - 2249-555X
2. Parry and Tyson. "Study on the recruitment activities and use of online recruitment.", not published.
3. https://www.researchgate.net/publication/358212271_Recommender_System_for_Online_Job_Portal