Web3 Use Case Final Project;

Project Name: Decentralized Freelance Marketplace

Use Case: Creating a Decentralized Freelance Marketplace to Promote Fair Opportunity Distribution

Identifying the Problem

Apart, from the challenges faced by freelancers on Web2 platforms there is an additional hurdle for newcomers who struggle to secure jobs due to established freelancers dominating the opportunities. The existing system tends to prioritize freelancers leaving entrants with limited visibility and fewer chances to showcase their skills. This centralized preference creates a distribution of opportunities in the freelance marketplace.

Explaining the Purpose and Functionalities

The purpose of establishing a freelance marketplace on Web3 goes beyond addressing payment and transparency issues; it also aims to ensure opportunity distribution. Here are some key functionalities;

- Decentralized Job Matching Algorithm: Implementing a job matching algorithm that takes into account factors beyond reputation giving equal opportunities to newcomers. This algorithm could give importance to diversity, skills. Ensuring a rotation of job opportunities.

- Blind Hiring: Introducing a hiring feature that conceals the identity of freelancers during the job application process. This prevents bias based on reputation or previous interactions allowing clients to evaluate applicants based on their skills and proposals.

- Skill Verification Smart Contracts: Utilizing contracts for verifying freelancers skills and qualifications ensuring that their advertised abilities align with their actual capabilities. This reduces reliance, on reviews.

- Newcomer Incentives: Rewarding clients, with tokens for hiring newcomers or diversifying their selection is a way to promote inclusivity and diversity within the

freelance community. By implementing a token based incentive system we can encourage clients to consider newcomers creating a vibrant and inclusive environment, for freelancers.

The Guide on How to Deploy and Interact with the Contract

Step 1: Enhance the Decentralized Freelance Marketplace Smart Contract

- Modify the Job Matching Algorithm: Update the smart contract to include a decentralized job matching algorithm that prioritizes fair distribution of opportunities. This algorithm should consider factors like skills, diversity, and newcomer rotation.

- Integrate Blind Hiring Feature: Develop and integrate a blind hiring mechanism within the platform. This can be a toggle option for clients during the job listing process.

- Skill Verification Smart Contracts: Create smart contracts that verify the skills and qualifications of freelancers. These contracts can be linked to the freelancers' profiles, ensuring accuracy and reliability.

- Newcomer Incentive Tokens: Introduce a token-based incentive system. Newcomers receive tokens for completing jobs, and clients receive tokens for hiring newcomers or promoting diversity in their selections.

Step 2: Interact with the Enhanced Decentralized Freelance Marketplace

- Enable Blind Hiring: Clients can choose to enable blind hiring when listing a job. This ensures that all freelancers have an equal opportunity to be considered for the job without initial bias.

- Skill Verification: Freelancers can link their skill verification smart contracts to their profiles, providing clients with confidence in their capabilities.

- Participate in Newcomer Incentive Program: Newcomers actively participate in the incentive program by completing jobs. Clients earn tokens for promoting diversity and giving opportunities to newcomers.

The Result

Consequently, by implementing these enhancements, the decentralized freelance marketplace not only tackles traditional issues but also actively promotes fair opportunity distribution, reducing the disadvantage faced by newcomers in comparison to advertised freelancers.

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