Exploring fairness
in visual employment contracts

TRY IT OUT!

1 CONTEXT & PROBLEM DEFINITION

The project developed in collaboration with the company Visual Contracts, a start-up specialized in Legal Design Thinking, aims to provide an added value and evidence that supports the relevance of their activity. The context of the projoects are employment contracts due to its big social relevance and its potential for business opportunities. Several conflicts which seriously compromise the well-being of the parties, the employer and the employee, arise as a consequence of misunderstandings in the contracts.

2 PROJECT GOAL

To prevent the conflicts between the employers & employees and to offer and added value to the company Visual Contracts, the goal of this project is:

"to explore the impact of visual contracts from the fairness perspective"
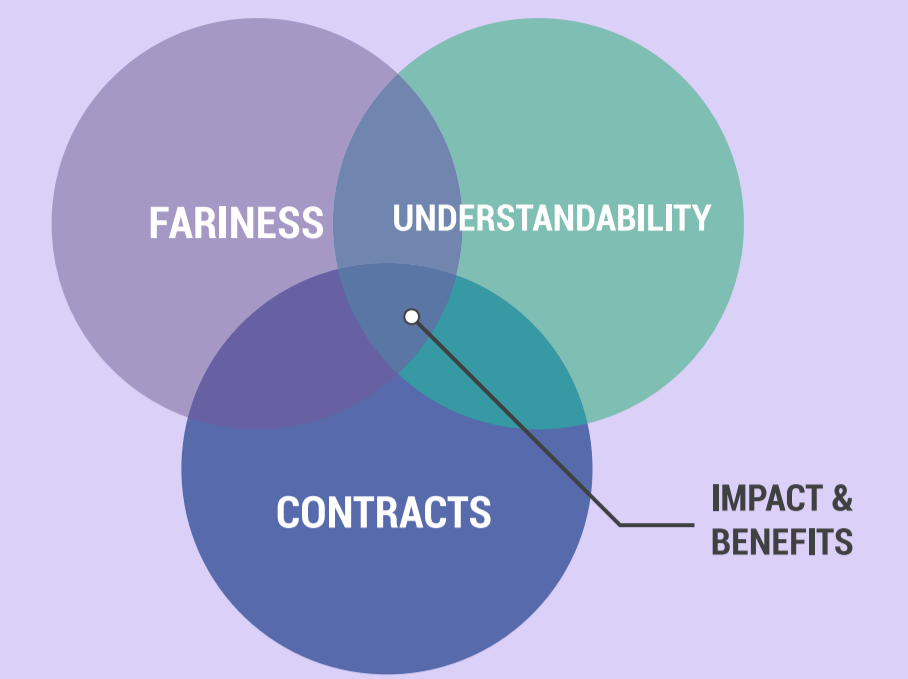
3 NEW APPROACH FRAMING CONTRACTS LIKE AGREEMENTS

Desk & empirical research was conducted leading to the creation of a framework which had as a purpose the creation of fair agreements. The framework fosters the relationship between the parties and integrating the project definition of fairness.

4 INTERACTIVE CONTRACTING PLATFORM

The final result iterated from an initial interactive document to a platform where the user can perform all the tasks related to their hiring and onboarding process, from reading the contract to uploading the necessary documents for the formalities. The platform offers the possibily of negotiating the terms of the agreement and personalize the content.
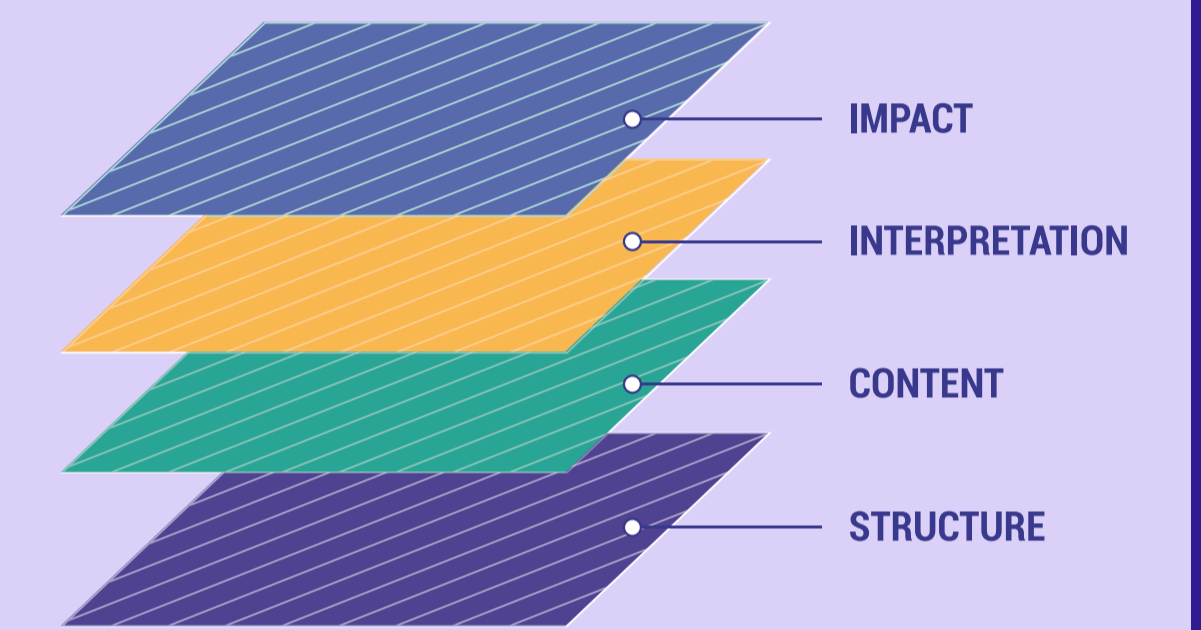
RESEARCH AREAS

FAIRNESS   UNDERSTANDABILITY

CONTRACTS   IMPACT & BENEFITS

PROJECT DEFINITION OF FAIRNESS

Understandability + Evaluation = Fairness in contracts

FRAMEWORK TO CREATE FAIR CONTRACTS

IMPACT
INTERPRETATION
CONTENT
STRUCTURE

5 INCREASES UNDERSTANDABILITY
» Creates hierarchies of information
» Highlights the most relevant content
» Uses plain language & visualizations.

6 FOSTERS FAIRNESS
» Includes all the relevant information
» Offers tools for self-evaluation
» Enable legitimate decision making.

Andrea Montella Lavín
Exploring Fairness in Visual Employment Contracts
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Committee   Dr. M.W.A. Wijntjes
Ir. S.E. Baha
MSc. L. Beelen
Company   Visual Contracts

TUDelft

Faculty of Industrial Design Engineering

Delft University of Technology