

# Employer Terms and Conditions for Zobskill.com

## *(Marketplace for Training & Jobs)*

**Effective Date: 27/11/2024**

Welcome to **Zobskill.com**, the online platform connecting employers and recruiters with skilled candidates across various industries. By posting jobs or using our recruitment services, you agree to these Terms and Conditions ("Terms"). If you do not agree, please refrain from using our services.

### 1. Definitions

- **Platform:** Zobskill.com, owned and operated by Eduglobal Solutions.
- **Employer/Recruiter:** An individual, business, or agency posting job vacancies or seeking candidates through Zobskill.
- **Candidate:** Any individual applying to job listings or using Zobskill services to seek employment.
- **Content:** Information, job postings, company profiles, or any material submitted to Zobskill.

### 2. Registration and Account

- **Account Creation:** Employers must create an account to post job listings, providing accurate and up-to-date information.
- **Authorized Use:** Only authorized personnel of the employer or recruiter's organization may use the account.
- **Account Security:** Employers are responsible for maintaining the confidentiality of their login credentials and activities performed under their account.

### 3. Job Posting Guidelines

- **Accurate Listings:** Employers must provide truthful, clear, and complete information about job roles, responsibilities, location, and compensation.
- **Prohibited Listings:** Job postings must not include:
  - False, misleading, or fraudulent information.
  - Discriminatory language or requirements.
  - Jobs requiring upfront payments or violating labor laws.
- **Compliance with Laws:** Employers must ensure that their job postings and recruitment practices comply with applicable laws and regulations.

### 4. Employer Obligations

- **Candidate Communication:** Employers are expected to communicate professionally and in a timely manner with candidates.

- **Confidentiality:** Employers must protect candidates' personal information and use it solely for recruitment purposes.
- **No Guarantees:** Zobskill does not guarantee the number of applicants or the quality of candidates for job postings.

## 5. Fees and Payments

- **Job Posting Fees:** Employers are not required to pay fees for job listings, but they will be required to pay for promotional features. Fee details will be specified at the time of purchase.
- **Refund Policy:** Fees paid for services are non-refundable unless otherwise stated in specific agreements.
- **Placement Fees:** If Zobskill facilitates candidate placement, employers may be charged a placement fee, as specified in the service agreement.

## 6. Prohibited Conduct

Employers must not:

- Post fake or fraudulent job opportunities.
- Discriminate against candidates based on race, gender, religion, or other protected categories.
- Use Zobskill to solicit business unrelated to recruitment or for unauthorized commercial purposes.

## 7. Content Ownership and Rights

- **Employer Content:** Employers retain ownership of the content they submit. However, by posting on Zobskill, employers grant the platform a non-exclusive, royalty-free license to use, display, and promote the content.
- **Platform Content:** Employers must not copy, modify, or distribute Zobskill content without prior authorization.

## 8. Termination and Suspension

- **Employer Termination:** Employers may terminate their account by providing written notice to Zobskill.
- **Platform Suspension:** Zobskill reserves the right to suspend or terminate an employer's account for violations of these Terms or misuse of the platform.

## 9. Limitation of Liability

Zobskill is not liable for:

- Misrepresentation or inaccuracies in job postings by employers.
- Any disputes between employers and candidates.

- Losses resulting from unauthorized access to employer accounts.

## 10. Privacy Policy

All employer and candidate data will be handled in accordance with Zobskill's **Privacy Policy**. By using the platform, employers consent to the collection and use of their data as outlined in the policy.

## 11. Dispute Resolution

- **Employer Disputes:** Employers agree to attempt to resolve disputes with Zobskill amicably before pursuing legal action.
- **Governing Law:** These Terms are governed by the laws of Uttar Pradesh.

## 12. Amendments to Terms

Zobskill reserves the right to modify these Terms at any time. Employers will be notified of significant changes, and continued use of the platform signifies acceptance of the updated Terms.

## 13. Contact Information

For queries or support, please contact:

**Email:** [employer@zobskill.com](mailto:employer@zobskill.com)

**Phone:** +91 999 068 2323