Organization: Bharat Dekho
Website: www.bharatdekho.org

Mission

Build a community of empathetic leaders and enablers.

Context

Bharat Dekho was registered in 2019 as a non-profit organization to innovate a web-technology based platform integrated with registration, employment, upskilling through legitimized processes for education and management of labour capital acting in conformity with the constitution and laws.

There are an estimated 139 million migrant workers in the country, according to the World Economic Forum. Every year on an average 9 million people migrate to work from rural to urban areas. The International Labour Organization (ILO) predicted that due to the pandemic and the lockdown, about 400 million workers would be poverty-stricken.

Considering the huge number of inter-state and intra-state migrant workers and their significant contribution to the creation of wealth and GDP, and the fact that they form the backbone of the economic growth and financial health of the nation, the organization decided to facilitate employment for skilled and unskilled labour primarily in Telangana but labour can be from any state.

They engage with employers (contractors, sub-contractors etc) who share job opportunities which can then be availed by job seekers or migrant workers. These job postings often offer employment in bulk, requiring multiple workers for a single opportunity. Currently, these opportunities are located in Telangana but labourers come in from all over the country seeking work. Some of the current challenges they are trying to face in ensuring that the labourers have a safe work environment and are treated well by their employers. To do this, they are exploring digitization of employer contracts that includes standard clauses to protect worker rights as well as situation-specific additions that the employer/organization can make.

Challenge

How can technology help Bharat Dekho build a robust, user-friendly, multilingual platform to regulate Intra and Inter State migrant labour interactions with industry? The organization wants to facilitate quick and quality employment opportunities to build a caring, humane society. Additionally, how can technology empower the labourers through education and digital skill training for better employability?

Additional Considerations

- Labourers may need more clarity/information on a specific opportunity. How can the platform facilitate this?
- A forum where migrant labourers get opportunity to post questions and provide feedback.
- The tool needs to be multi-lingual, transcribed in Hindi and English
- Consider giving the administrators control to restructure the form by adding and removing form fields
- As this application will be serving a very wide range of people, consider how you make it both desktop and mobile-friendly.

Technology Baseline

The organization runs a manual process to facilitate employment at the moment. They use Google Forms to collect employment requests. For the sake of this challenge, you can assume
- All end-users will have bank accounts.
- Every user will have access to the internet.