

# **“probashE”: a Block-Chain based Solution for the Recruitment of Migrant Workers of Bangladesh**

## **Problem Statement**

The economy of Bangladesh has experienced significant growth and development over the years, with remittance money playing a crucial role in supporting its progress. Remittances have developed into a crucial economic pillar for the nation, boosting its GDP, foreign exchange reserves, and efforts to fight poverty. Bangladesh consistently ranks among the top nations in the world for receiving remittances. It received \$21.3 billion in remittances during the 2022–2023 fiscal year, or roughly 4.56% of the nation's GDP. During the peak of the global COVID-19 pandemic, remittance money from our migrant workers provided the country with its much-needed preservation and protection. However, Bangladesh's migration costs are unusually high; in fact, they are ranked among the highest in the world. According to World Bank reports, Bangladeshi Migrants often have to pay Two-to-Four times more than neighboring countries including India, Pakistan, Nepal, and Sri Lanka. Adding to the misery, on average over 70% of the migrants have to pay multiple middle man and broker fees to complete the procedure. 29.7 % migrant workers are lending money with interest of on average 28.2% from “Mohajon” or selling their local assets to pay for the “Recruitment Fee”. Due to lack of proper oversight, migrant workers do not receive the proper legal coverage which open them up to exploitation. For example, 15.6% of all migrants didn't have a “Work Permit Visa”. Legacy system has failed miserably to ensure transparent, safe and legitimate employment service for the migrant workers. Due to the lack of oversight from regulatory organizations, over 44,000 immigrant workers have died in the last 15 years and there has been no accountability from the overseas employers. Moreover, there



Introducing "probashE", an all-in-one solution designed to instill transparency and fairness in the migrant worker recruitment process. By leveraging blockchain technology, we aim to eliminate any corrupt practices prevalent in the system. Below is an overview of how "probashE" operates:

#### 1) For Migrant Workers:

- ✓ A migrant worker can register on "probashE" using their "National Identity Number" by paying a minimal fee.
- ✓ Once registered, they can upload vital documents, from background checks to educational credentials and work experience records, onto the blockchain network.
- ✓ Using these uploaded documents, the worker can simultaneously apply for working clearance through the Bureau of Manpower, Employment, and Training (BMET) and a passport. Thanks to our "access for all" policy, we tap into BMET's open resources on the blockchain.
- ✓ After obtaining the required clearances, the worker can explore job openings, secure employment, and negotiate salaries via our platform. Once successfully recruited, a subsequent fee is charged to the worker by our system.

#### 2) For Employers

- ✓ Employers can register on "probashE" using their tax certification documents.
- ✓ After receiving clearance from the host country's embassy, employers are charged an installation fee, post which they can list job openings. It's imperative for employers to adhere to the salary standards and policies of the host nation.

- ✓ Upon successful recruitment of a worker, employers pay a recruitment fee to "probashE". Additionally, they gain the privilege of directly reaching out to the destination country's embassy for the migrant worker's VISA processing.
- ✓ With "probashE", we aspire to streamline and render more transparency to the recruitment journey for both migrant workers and employers.

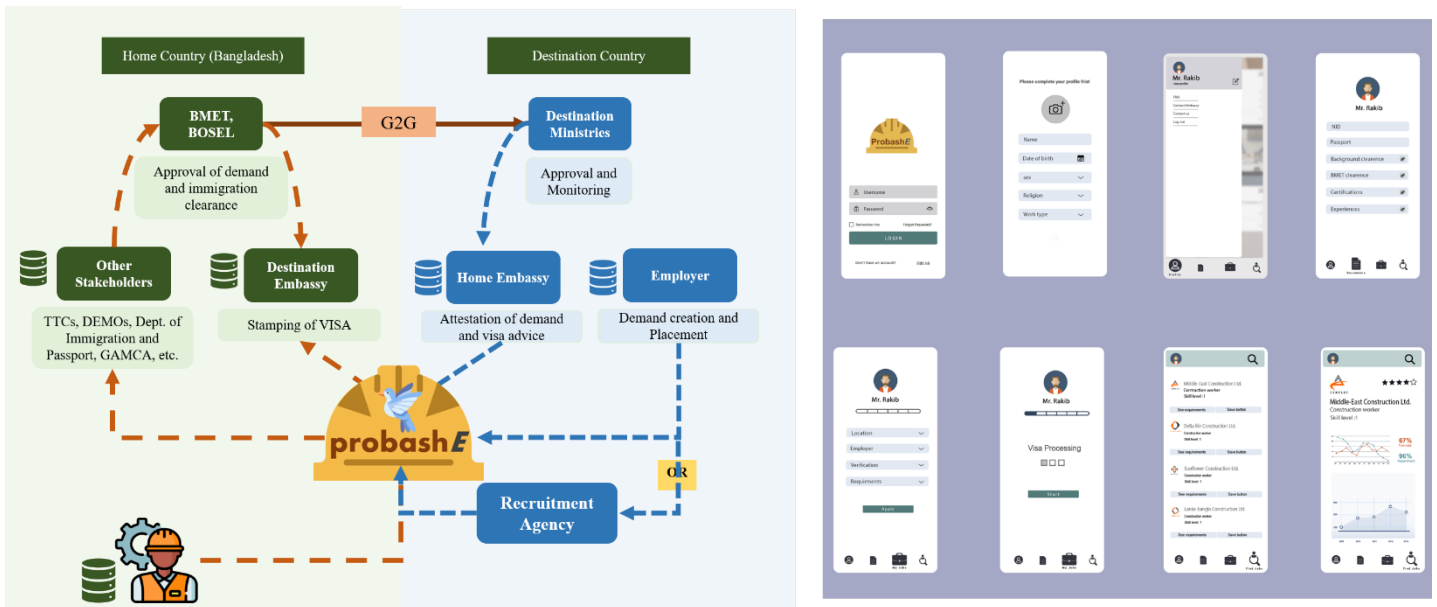


Figure 2: Solution of “probashE”

## UN SDG Goals Addressed

**1. SDG 5 (Gender Equality):** By ensuring a transparent recruitment process, "probashE" curtails gender-biased hiring practices and offers equal opportunities to all. This promotes gender equality, enabling both men and women to access job opportunities abroad without discrimination or bias.

**2. SDG 8 (Decent Work and Economic Growth):** Migrant workers, through "probashE", have a fair chance to secure decent employment that offers just remuneration. The transparency of the system prevents exploitative labor practices, thereby ensuring workers receive their rightful wages and work under humane conditions.

**3. SDG 10 (Reduced Inequality):** "probashE" acts as a counter to nepotism, bribery, and other discriminatory practices that perpetuate inequality. By providing a transparent platform where jobs are awarded based on qualifications and experience rather than connections or bribes, it actively works towards reducing inequality within and among countries.

**4. SDG 16 (Peace, Justice, and Strong Institutions):** Through its transparent, blockchain-backed infrastructure, "probashE" establishes a reliable and accountable system. It curbs corrupt practices in migrant worker recruitment, thereby promoting justice and building stronger, incorruptible institutions.

## **Role of Block-Chain**

In "probashE", blockchain serves as the backbone for ensuring transparency and accountability in the migrant worker recruitment process. Migrant workers and employers register their credentials and necessary documents directly on the blockchain. This decentralized ledger ensures that once data is uploaded, it remains tamper-proof and verifiable by all parties involved. As workers apply for clearances or job positions, every step is recorded on the blockchain, offering a transparent trail. Employers, too, can post job openings and make recruitments with confidence, knowing the data integrity is maintained. Thus, "probashE" leverages blockchain's inherent security and transparency features to revolutionize the recruitment landscape.