

Intelligent Web Based Employment Providing to Migrant Workers

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ABSTRACT

A significant portion of the labor force in many nations' economic development consists of migrant laborer's. Their judgements on turnover may have an impact on the manufacturing sectors' capacity to execute steadily. It's critical to comprehend how a person's unique behavioral preferences could influence how frequently they change jobs. Using a sizable online-to-offline job-matching platform, this study performs a lab-in-the-field experiment to extract preferences from manufacturing migrant workers, including uncertainty attitudes, intertemporal decisions, and social preferences, particularly difference aversion. By creating an approachable online portal that links migrant workers with employment prospects, the initiative seeks to solve the pressing problem of migrant workers' lack of employment. When looking for work abroad, migrant workers encounter several difficulties, such as communication obstacles, information gaps, and unfair labor practices. This website will act as a thorough platform to close these gaps and give migrant workers better access to just and respectable employment. A variety of features and capabilities will be available on the online site to assist and empower migrant workers in their job hunt. It will offer a multilingual, user-friendly interface that makes it simple for employees to traverse the portal and comprehend application procedures and employment criteria. Additionally, the portal will provide extensive job listings that are customized to the tastes and skill sets of foreign workers, guaranteeing them access to a variety of employment options.

Keywords: Migrant Workers, Employee Management System, Payroll, Preference, Human Resources, Web Based System.

I. INTRODUCTION

In today's increasingly interconnected world, migration has become a defining aspect of our global

landscape. Millions of individuals leave their homes in search of better opportunities, often driven by economic necessity or seeking refuge from conflict and instability. Among these migrants, a significant portion

comprises migrant workers, individuals who relocate to foreign countries in search of employment opportunities [1]. Migrant workers play a crucial role in the economies of both their host and home countries. They contribute to economic growth, fill labour market [2] gaps, and support industries that rely on their skills and expertise. However, despite their significant contributions, they often face numerous challenges, including limited access to employment, exploitation, discrimination, and a lack of legal protection. Recognizing the importance of addressing these challenges and fostering inclusivity, our college project aims to explore and propose solutions for providing employment opportunities to migrant workers. Through research, analysis, and engagement with various stakeholders, we aim to shed light on the underlying issues and present practical strategies to empower and uplift the lives of these workers. The primary objective of our project is to bridge the gap between migrant [3] workers and employment opportunities, ensuring their fair treatment, dignified working conditions, and improved socio-economic prospects. By addressing this issue, we not only contribute to the well-being of individual workers but also promote a more equitable society that values and respects the rights of all its members. To accomplish our goals, we will undertake an in-depth examination of the key factors affecting employment provision for migrant workers. We will explore the legal frameworks, policies, and regulations governing labor migration, both at the national and international levels. Additionally, we will analyze the challenges faced by employers and organizations in effectively integrating migrant workers into their workforce and identify successful models and best practices from around the world. Moreover, our project will focus on engaging with migrant worker communities, advocacy groups, governmental bodies, and employers to [4] gather diverse perspectives and understand the ground realities faced by these workers. By establishing open lines of communication, we aim to create a platform for dialogue, fostering collaboration among various

stakeholders and generating comprehensive recommendations for positive change. Furthermore, our project will examine the potential role of technology in enhancing access to employment [5] opportunities for migrant workers. We will explore how digital platforms, online job portals, and innovative solutions can facilitate the matching of labour demand and supply, while safeguarding the rights and interests of workers.

II. RELATED WORK

The literature has confirmed that people's lived experiences, including the experience of migration, may shape their individual preferences [6], and risk-tolerant people are more likely to become migrants [7]. Both empirical and experimental studies have shown that migrants are generally more risk-seeking than other populations in developing countries such as China. Nevertheless, further investigation and a greater amount of time are necessary for the exploration of these subjects. The implementation of performance tracking systems not only offers advantages to organisations, but also facilitates employees in monitoring and enhancing their individual performance [8]. The staff Management System built for Keymans Malaysia Sdn Bhd [9] is a web-based application that encompasses several aspects of staff management, including attendance tracking, leave management, and salary administration. The development process involved the utilisation of PHP, Xampp, and MySQL. The prototyping model has been employed as the chosen methodology due to the frequent misinterpretation of several elements. The Web Based Employee Management System, as presented by BUET [10], encompasses various functionalities like leave management and task notification. The proposed tools for development include PHP, MySQL, and HTML. Various types of report generating have also been taken into account for this system. A proposal has been put out for the implementation of a modular design.

Human resources play a crucial role in the functioning and overall performance of an organisation. They have the responsibility for ensuring the success and effectiveness of the organisation. Organisations allocate significant resources towards the effective management of their workforce. The HRIS, or human resource information system, is a software tool utilised for the management of inventory control and accounting processes [11]. The EMS, or Emergency Management System, is an informatics system [12] that offers considerable benefits in terms of time, energy, and cost savings for owners, HR personnel, and managers. Employee management systems are essential for both private and public companies [13]. Over the years, there has been a prevalent reliance on traditional pen and paper methods for record-keeping. However, in recent times, there has been a significant surge in the adoption of automated systems [14] for managing pay calculations. The implementation of these systems poses challenges in numerous places due to their high costs and the need for diligent maintenance. A different Employee Management System was suggested [15], which utilises HTML, CSS, and PHP as its underlying technologies. The proposal aims to implement many functionalities, including employee profiles, as well as leave and task management. Gloria, Padua B. [16] has presented a system that encompasses several aspects, including the retrieval of a comprehensive list of personnel, their assigned duties, and corresponding working schedules. Additionally, it suggests that the system should possess convenient accessibility to relevant personnel information, including employee identification, name, and residential address.

III. OBJECTIVES

The objective of this project is to design and develop a web portal that serves as a robust employment linkage bridge between migrant workers and employers. By leveraging technology, we aim to address the challenges faced by migrant workers in accessing

suitable job opportunities while also assisting employers in finding skilled workers efficiently. This initiative seeks to empower migrant workers, enhance their economic prospects, and foster inclusive growth in the labour market [17]. Facilitate Job Search: The primary objective is to create a user-friendly web portal that allows migrant workers to search and apply for employment opportunities that match their skills, qualifications, and preferences. The portal will provide comprehensive job listings across various sectors, thereby expanding the scope of opportunities available to migrant workers. Employer Engagement: The web portal will also focus on attracting employers and encouraging their active participation in the platform. By showcasing the benefits of hiring migrant workers, we aim to create awareness and bridge the gap between job demand and supply. The portal will enable employers to post job vacancies, review worker profiles, and connect directly with potential candidates. Skill Enhancement: In addition to job placement, the web portal will offer resources for skill enhancement and career development. We will collaborate with training institutions and organizations to provide online courses, workshops, and vocational training programs tailored to the needs of migrant workers [18]. By improving their skills, we aim to enhance their employability and promote upward mobility. Support Services: Recognizing the challenges faced by migrant workers, the portal will provide information and access to support services. This may include legal advice, healthcare resources, language assistance, and cultural integration support. By addressing these ancillary needs, we aim to create a more holistic and supportive ecosystem for migrant workers.

IV. EXISTING SYSTEM

Our project aims to provide a web portal that connects migrant workers with potential employers. However, before we proceed with the implementation, it is crucial to identify the problems that both migrant workers and employers face in the current system.

Understanding these challenges will help us design a platform that effectively addresses their needs [19]. Here are the key problem areas we have identified, Limited Access to Job Opportunities, Migrant workers often struggle to find suitable job opportunities due to limited access to information. They may rely on word-of-mouth or local networks, which restricts their options and can lead to exploitation. Employers, on the other hand, may struggle to reach a diverse pool of qualified migrant workers. Lack of Trust and Transparency, Both workers and employers face challenges related to trust and transparency in the hiring process. Migrant workers may encounter fraudulent job offers, non-payment of wages, or unfair treatment. Similarly, employers may encounter workers with falsified credentials or unreliable work histories [20]. This lack of trust can hinder successful employment matches. Language and Cultural Barriers, Migrant workers often face language and cultural barriers when seeking employment. They may not have proficiency in the local language, making it challenging to communicate with potential employers. Similarly, employers may struggle to effectively communicate job requirements, leading to miscommunication and potential conflicts.

V. Sewayojan Portal

The "Sewayojan Portal" is an online platform developed by the government of Uttar Pradesh, India. It is designed to provide employment-related services and opportunities to job seekers and employers in the state. The portal serves as a centralized platform for job postings, job search, and registration of job seekers and employers shown in figure 1. Features of the Sewayojan Portal may include, Job seekers can browse through a wide range of job listings available on the portal based on their qualifications, skills, and preferences. Job seekers can create an account on the portal by providing their personal information, educational qualifications, skills, and work experience. This registration helps in connecting job seekers with

suitable job opportunities. Employers can register on the portal and post job vacancies, providing details such as job description, required qualifications, and experience. The portal may offer information and resources related to skill development and training programs to enhance job seekers' employability. The Sewayojan Portal may also facilitate virtual job fairs, career counselling sessions, and other employment-related events to connect job seekers with employers. Registered users may receive notifications and alerts regarding job openings, government schemes, and other relevant updates. It's important to note that the features and functionalities of the Sewayojan Portal can change over time as the government updates and improves the platform. For the most accurate and up-to-date information, it's advisable to visit the official website of the portal or contact the concerned authorities in Uttar Pradesh.



Figure 1: Sewayojan Portal

VI. Proposed Work

The web portal will offer a range of features and functionalities designed to empower and support migrant workers in their job search. It will provide a user-friendly interface available in multiple languages, enabling workers to navigate the portal easily and understand job requirements and application processes. The platform will also offer comprehensive job listings tailored to the skills and preferences of migrant workers, ensuring they have access to a wide range of employment opportunities [21]. Design and develop a user-friendly web portal to connect migrant workers

and employers. Create an intuitive interface that allows easy navigation and efficient usage for both workers and employers. Implement secure user authentication and data protection measures to ensure privacy and confidentiality. Enable workers and employers to register on the web portal with their relevant information. Develop a profile management system where workers can showcase their skills, experience, and preferred job types. Allow employers to create profiles with company information, job requirements, and contact details. Provide a platform for employers to post job vacancies, including job descriptions, location, required skills, and remuneration details. Implement a search and filtering system that enables workers to find suitable job opportunities based on their preferences and skills. Allow workers to apply for jobs directly through the web portal and notify employers of their interest. Incorporate a messaging system that facilitates direct communication between workers and employers. Enable workers to inquire about job details, negotiate terms, and seek clarification. Provide employers with the ability to review worker applications [22], conduct interviews, and discuss employment terms. Implement a rating and review system where workers and employers can provide feedback on their experiences. Enable workers to rate employers based on work environment, compensation, and overall satisfaction. Create a secure document management system to handle important documents such as work permits, contracts, and identification papers. Enable workers and employers to upload, store, and share necessary documents in a safe and organized manner. Provide a support system to address queries, issues, and concerns from both workers and employers. Establish a helpdesk or FAQ section to assist users in navigating the web portal and accessing its features effectively. Offer prompt customer support through email, chat, or phone to ensure a smooth user experience. Implement analytics tools to track user activity, job trends, and overall platform performance. Generate reports and insights to help improve the platform, identify areas for enhancement,

and make informed business decisions. Ensure data privacy and adhere to relevant data protection regulations throughout the analytics and reporting process.

6.1 Html/Html5

HTML, short for Hypertext Markup Language, is a widely accepted markup language utilized for the purpose of constructing and organizing web pages. This particular programming language is commonly employed in the process of creating and enhancing web sites. Furthermore, this programming language not only enables the development of interactive and adaptable websites but also offers compatibility with several other programming languages including CSS, PHP, JavaScript, and several others. The HTML5, seen in figure 2, can be considered as an updated version of the HTML standard [23]. The platform offers assistance for innovative functionality, supplementary attributes, recently introduced HTML components, extensive compatibility with CSS3, video and audio capabilities, and 2D/3D graphics. These capabilities facilitate the smooth development and incorporation of innovative elements into websites, benefiting both users and web developers.

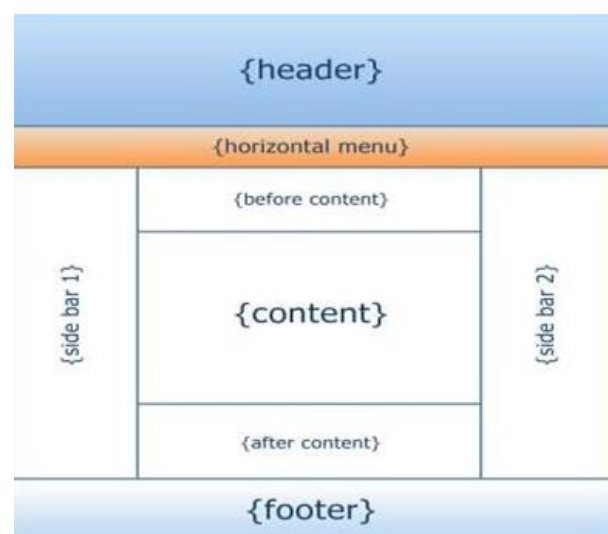


Figure 2: The structure of the Html/Html5

6.2 PHP

PHP is a widely utilized server-side programming language commonly employed in the creation of dynamic websites. The resource is easily accessible in multiple versions without any charge. This software application possesses the capacity to function on multiple operating systems, such as macOS, Windows, and UNIX, as well as various platforms. The execution of programme code occurs subsequent to the execution of the programme due to the scripting language's inherent characteristics. PHP can also be utilized in the creation of desktop applications. One of the justifications for choosing PHP as the programming language for our project is from its compatibility with MySQL, which has been identified as the ideal database management system for our project. The PHP programming language enables the smooth integration of images and PDF files into HTML websites. Figure 3 depicts the operational procedures of the web server.

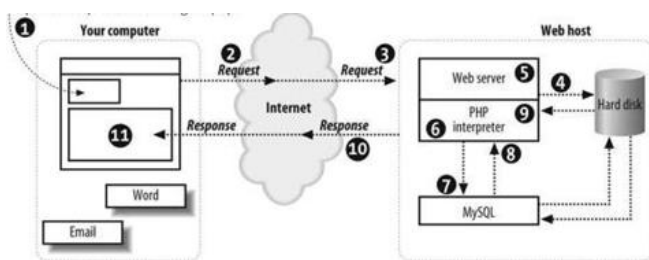


Figure 3 : Demonstrating how the Web Server Operates using PHP

6.3 MySql

MySql is a database system that is open-source in nature. It enables the deployment of web-based and embedded database applications in a cost-effective manner, while ensuring reliability, high performance, and scalability. The aforementioned system can be categorized as a relational database management system (RDBMS). The programme demonstrates outstanding performance and possesses the capacity to efficiently expand in order to meet the needs of users and data [24]. MySql is developed through the

utilization of the programming languages C and C++, hence guaranteeing compatibility with a diverse array of operating systems that are widely widespread on a global scale. In order to proficiently manage this type of data, it is vital to utilize a database management system, such as MySQL, which streamlines the retrieval of data and permits a range of activities including data addition, deletion, and change. MySQL is categorized as a relational database management system (RDBMS) and, as such, follows the principle of organizing data into distinct tables rather than consolidating it within a single repository. The act of saving and organizing data into tables serves to optimize the efficiency of data access, retrieval, and manipulation, hence enhancing the speed and adaptability of data management.

6.4 Web Server

The principal purpose of a web server is to facilitate the exchange of information between the client-side and server-side elements of a web application. The aforementioned objective is accomplished by the use of mechanisms for storing, manipulating, and transmitting web pages to the end-user's device. The customary procedure for facilitating communication between a web browser and a server commences with the web browser initiating an HTTP request for a specific resource. Following this, the server proceeds to fulfil the user's request by delivering the content of the requested resource. The Apache HTTP server was chosen as the hosting platform for this project, and it is now being hosted on the WAMP service. The Apache HTTP server is extensively utilized as web server software in various project endeavors.

VII. Outcome

Based on your initial description of the project as an employment portal for migrant workers, here are some key features and functionalities that you can consider including in the Sewamitra portal, allow

workers and employers to register and create their accounts on the portal. Implement a secure authentication system to verify user identities. Enable employers to post job listings with details such as job title, description, location, required skills, and duration. Provide a search functionality for workers to find job opportunities based on their skills, location, and preferences shown in figure 4. Implement filters and sorting options to refine job search results. Allow workers to create and manage their profiles, including personal information, skills, work experience, and availability. Provide the ability for workers to update their profiles and add relevant documents, such as resumes or certifications. Enable workers to apply for jobs directly through the portal. Notify employers about job applications and provide them with a platform to review and manage applications. Implement a matching algorithm to suggest relevant jobs to workers based on their skills and preferences. Allow employers to rate workers based on their performance and provide written reviews. play worker ratings and reviews on their profiles to help other employers make informed decisions. Implement a feedback mechanism for workers to review their employers or job experiences. Send email or push notifications to notify workers about new job opportunities, application status updates, or messages from employers. Provide a messaging or chat system to facilitate communication between workers and employers. Implement an administrative dashboard to manage user accounts, job listings, and overall system configuration. Allow administrators to monitor and moderate user activities, ratings, and reviews. The portal aims to bridge the gap between these two user groups, providing a platform for employers to post jobs and for workers to find and apply for those jobs shown in figure 4. The target audience may vary based on the specific context and geographic scope of your project. It's important to consider the needs, expectations, and technical proficiency of both user

groups during the design and development of the portal [25]. Conducting user research and gathering feedback from potential users can help ensure the portal meets their requirements effectively shown in figure 5.



Figure 4 : Home' Page of Proposed System

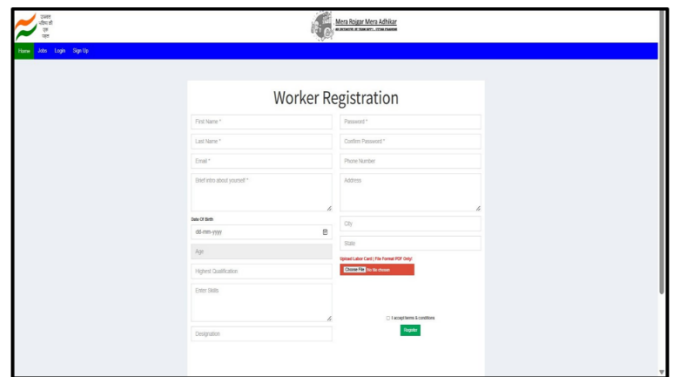


Figure 5: Registration of Proposed System

A secure admin panel with login credentials for managing the portal shown in figure 6. The ability to manage user accounts, including reviewing and verifying user profiles. The ability to review and moderate job postings, ratings, and reviews to ensure adherence to guidelines and prevent misuse. Generate reports and gather analytics on user activity, job postings, ratings, and other relevant metrics to gain insights. Identify and take necessary actions against users engaging in malicious activities or violating portal policies and **Feedback/Complaints** of Proposed System shown in figure 7.

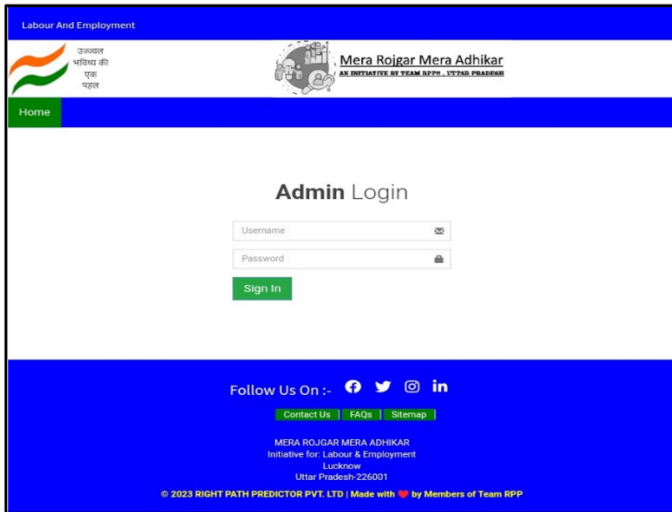


Figure 6: Admin Login of Proposed System

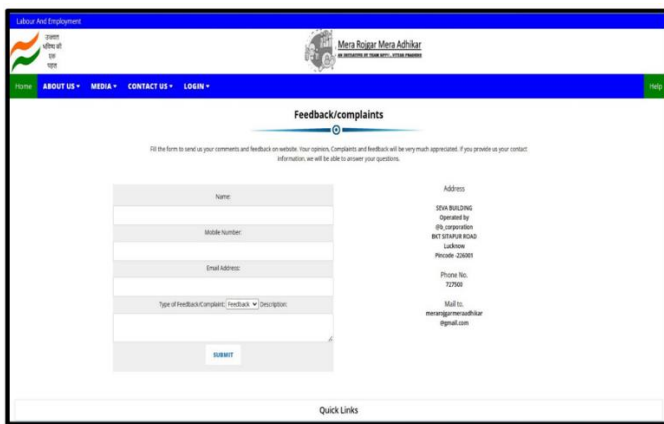


Figure 7 : Feedback/Complaints of Proposed System

The workers can create an account by providing their personal details, contact information, and relevant skills. Workers can search for available jobs based on their skills, location, and other filters to find suitable employment opportunities. Workers can apply for jobs directly through the portal by submitting their application, resume, or any additional required documents. Workers can manage their profiles, including updating their skills, experience, contact information, and availability. Workers can set up job alerts to receive notifications when new jobs matching their skills and preferences are posted on the portal. After completing a job, workers can rate and leave reviews for employers based on their experience to help build a reputation. A messaging system can facilitate communication between workers and employers to discuss job details, requirements, and any

other necessary information [26]. Workers can receive notifications regarding job status updates, interview requests, and other important updates.

VIII. Conclusion

Internal migration plays a crucial role in urban development, adding to the economic and cultural vibrancy of cities as well as the dynamics of urban expansion. The migrant labor force, which is engaged in many industries, appears to be improving because to the thriving Thiruvananthapuram economy. In conclusion, we have successfully designed and executed our web-based employment solution to link skilled and unskilled workers in rural areas earning a daily rate with potential employers. The project's goals were to help people overcome obstacles to employment prospects and give companies more effective ways to locate qualified candidates. By employing cutting-edge technology and a user-focused methodology, we have developed a platform that serves as a conduit between companies and employees, promoting job possibilities and stimulating the economy.

IX. Acknowledgement

We are students pursuing a Bachelor of Technology degree in Computer Science. We would like to extend our gratitude to our project supervisor for granting us the opportunity to undertake the project on Intelligent Web Based Employment Providing to Migrant Workers. The completion of this project has proven to be the most stimulating aspect of our educational journey, offering valuable skills and knowledge that will undoubtedly enhance our future professional endeavors. No system is developed solely by one individual. The effective arrangement of ideas and the thorough examination of the system. We would like to express our gratitude to our guide and mentor, Er. Rajkumar Yadav, for his continuous guidance in our development and her encouragement to seek further

answers to the countless questions she posed. The simulation prompted us to engage in critical thinking and continuously refine and restructure the report. We express our gratitude to numerous classmates who have made valuable contributions by providing their suggestions. Our immediate and regular coworkers exert the most significant impact on us and are deserving of our utmost gratitude. The diligent efforts and exemplary actions of others serve as catalysts for pushing us to the boundaries of our potential and providing us with daily motivation.

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