

Digital Wallet Verification for Legal Employment and Minimum Wage Compliance on Construction Sites

Germany

GENERAL INFORMATION	
Name of the organisation	Tibe.io GmbH
Type of organisation	Private sector (companies)
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Member State	Germany
GOOD PRACTICE - GENERAL INFORMATION	
Title of the good practice	Digital Wallet Verification for Legal Employment and Minimum Wage Compliance on Construction Sites
Topic of the good practice	Other Digital Verification and Compliance in Cross-Border Construction Employment
Geographical focus	Cross-country (please specify) Austria, Italy, Belgium, Latvia, Bulgaria, Lithuania, Croatia, Luxembourg, Cyprus, Malta, Czechia, Netherlands, Denmark, Poland, Estonia, Portugal, Finland, Romania, France, Slovak Republic, Germany, Slovenia, Greece, Spain, Hungary, Sweden, Ireland, and the UK.
Duration	01/2022 - ongoing
Summary of the good practice	The inGo platform is created as a digital solution for employment verification and wage compliance, particularly for cross-border construction workers. It employs digital wallet apps, verifiable credentials, and decentralized identifiers

	<p>(DIDs) to ensure legal employment and minimum wage compliance. The platform enhances security, efficiency, and user-friendliness by allowing workers to carry their documents digitally within their own secure wallet. The inGo platform is used by companies to verify the legal employment and wage compliance of workers before they enter construction sites, and it is also utilized during inspections to ensure that all documentation is complete and up-to-date.</p>
<p>OBJECTIVES AND ACTIVITIES</p>	
<p>Background/context</p>	<p>The inGo platform was developed to address the challenges faced by construction companies in verifying the legal employment and wage compliance of cross-border workers. The traditional process was time-consuming, complex, and often involved language barriers. The platform aims to simplify and secure this process by providing a digital solution that protects worker data and ensures compliance with legal requirements. The need for such a solution arose from the complexities of managing compliance documents on construction sites, where sensitive data like ID cards and social security documents were often mishandled. Additionally, the verification process was lengthy and had to be repeated frequently to ensure all documents were valid.</p>
<p>Objectives</p>	<ul style="list-style-type: none"> ▶ Specific objectives of this practice are to simplify the verification process for all parties involved, eliminate language barriers, reduce paperwork, and ensure secure and transparent data handling. The platform aims to ensure legal employment and minimum wage compliance before workers enter construction sites. ▶ The overall objective is to contribute to more fair and effective labour mobility, so workers can move freely and confidently, knowing that their rights and wages are protected.
<p>Main activities</p>	<p>The inGo platform works by providing a secure way to manage and verify compliance documents for construction workers. Here is how the services work:</p> <ul style="list-style-type: none"> ▶ Document Upload by Companies: Companies (clients) upload the necessary compliance documents, such as work permits, minimum wage confirmations, and social security

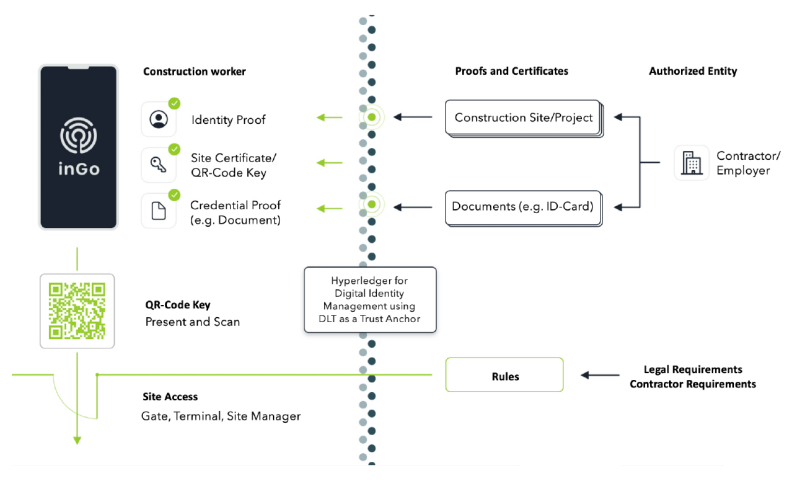
certificates, into the **inGo organizational wallet**. This wallet enables companies to manage and store compliance documents in a structured and accessible way. The inGo organizational wallet also allows main contractors to keep track of the documentation requirements for each subcontractor, ensuring that every party on site is legally employed and adheres to wage standards. This structure simplifies compliance for subcontractors by providing clear guidance on what documentation is needed and dynamically adapting to any regulatory changes.

- ▶ **Sending Documents to Workers:** Once the documents are uploaded, they are sent to the individual workers through the **inGo wallet app**. Workers receive encrypted documents in their apps, allowing them to carry their documents digitally within their own secure wallet. Workers have control over their data and can decide with whom they share their credentials, ensuring that their compliance documentation is portable, secure, and readily available. This enhances worker's sense of ownership over their information. Added value is the wallet app will also show/warn the workers about any invalid or expired documents.
- ▶ **Access for Inspections and Site Managers:** The documents stored in the workers' digital wallets are accessible to inspections and site managers through a QR code. When a worker arrives at a construction site, they can present their QR code, which can be scanned to verify the completeness and validity of their compliance documents without revealing personal information.
- ▶ **Verification Process:** The verification process is streamlined and efficient. A single scan of the QR code confirms whether all required documents are valid and up-to-date. If any documents are invalid or expired, the system notifies the worker and the site manager, prompting them to update the necessary documents.

Overall, the inGo platform enhances security, efficiency, and user-friendliness by allowing workers to carry their documents

digitally, ensuring that all compliance requirements are met before they enter construction sites.

Picture 1: structure of the inGo platform



Did you previously provide information about this particular good practice under the European Platform tackling undeclared work?

(if yes, is it possible to provide the year and the title of good practice or a link of the good practice in [ELA Virtual library](#))

No.

Funding/organisational resources

The platform is funded by contractors who purchase the solution and provide access to subcontractors and workers. The development and maintenance of the platform are supported by a partnership with esatus AG, a company specialized in digital identities and wallet services and Lindner Group which is the parent company of tibe.io.

PARTICIPATION

Stakeholders involved

- ▶ Companies in the construction sector;
- ▶ Labour authorities and inspectorates;
- ▶ Social partners in the construction sector.

Target groups	Contractors, subcontractors, and workers on construction sites.
Final beneficiaries	Construction workers, posted construction workers, cross-border construction workers who benefit from secure and transparent handling of their compliance documents, ensuring they are legally employed and receive the minimum wage.
GOOD PRACTICE CRITERIA	
Achievements/ Results and outcomes (Alignment of good practice with the priorities of the Call (if not applicable, alignment with the field of EU labour mobility))	<p>The platform has improved efficiency and compliance on construction sites by reducing the time required for verification and ensuring secure data handling. It has received positive feedback for quicker processing and enhanced security.</p> <p>Approximately 160 companies now have access to inGo as of December 2024 and the number is growing every week.</p>
Recognition (has this good practice been recognised on regional, national or EU level)	The platform has been recognized for its innovative approach to digital verification and compliance, promoting fair labour practices and reducing paper waste. The platform received the “deutsche Baupreis” (German construction award) in 2022 in the category “digitalization” and was invited to be presented at several conferences and events such as at the “Zentralverband des deutschen Handwerks” (“the skilled crafts in Germany”)
Cost effectiveness (the degree to which the practice was successful in reaching objectives and producing clear and measurable outcomes at the lowest possible cost)	The platform reduces administrative and operational costs by streamlining the verification process and eliminating the need for physical document handling. This efficiency not only saves time and resources but also ensures that all workers are legally employed and receive fair wages, thereby securing fairness in the labour market.
Transferability (how the experience from this practice could be transferred to other contexts i.e. what would another Member State/group/sector need to have or put in place for this measure to be successful in their country/group/sector)	The solution is adaptable to various sectors and Member States, making it a useful tool for ensuring legal employment and wage compliance. The solution can also be extended to include not only documents used to ensure legal employment, but also, for example, safety documents or certificates in highly regulated areas, not just construction.
Sustainability (how the practice is sustainable from a social, financial or environmental perspective)	The sustainability of the inGo platform is rooted in its essential role in ensuring legal employment and wage compliance in the construction sector. As compliance with legal requirements is a fundamental necessity for construction companies, the

	<p>demand for a reliable and efficient solution like inGo will remain consistently high. The platform addresses the ongoing need for secure and transparent handling of compliance documents, which is crucial for maintaining fair labour practices and protecting workers' rights. By providing a digital solution that simplifies the verification process, eliminates language barriers, and reduces paperwork, inGo ensures that construction companies can meet regulatory requirements efficiently and effectively. This ongoing need for compliance and the platform's ability to adapt to regulatory changes make inGo a sustainable and indispensable tool for the construction sector.</p>
<p>Innovativeness (innovative features of the good practice)</p>	<p>The inGo platform is a groundbreaking solution in the labour market, offering a novel approach to employment verification and compliance. By leveraging digital wallet apps, verifiable credentials, and decentralized identifiers, the platform ensures secure and efficient handling of compliance documents. The idea itself transforms the traditional, paper-based verification process into a streamlined digital solution, eliminating language barriers and reducing administrative burdens, moving away from centralized or federated identity management towards decentralized identity management. This approach not only enhances data security and privacy but also promotes fair labour practices and transparency in the construction sector.</p>
<p>Digitalisation (Design, development and/or utilisation of digital tools, policies or plans for digitalisation, business processes and data digitalisation, data sharing digital initiatives, the use of digitalisation to facilitate the access to data in real time and detection of fraud and error, etc.)</p>	<p>The inGo platform itself is a digital online service and solution that leverages digital tools such as digital wallet apps, verifiable credentials, and decentralized identifiers to provide secure and efficient employment verification and compliance. The platform uses digitalisation to facilitate real-time access to data, allowing workers, companies, and inspectors to verify compliance documents instantly through a QR code scan. This real-time access ensures that all parties have up-to-date information, reducing the risk of outdated or invalid documents. Additionally, the platform's use of verifiable credentials and decentralized identifiers helps detect and prevent fraud and errors by ensuring that all documents are tamper-proof and securely stored.</p>