



THINK BOLD, BUILD SMART. SHAPE TOMORROW.

Problem Statement 4

Problem

Organizations today rely heavily on intermediaries and contractors to access skilled labour, adding layers of cost, delay, and opacity. The absence of a unified workforce management system for the construction industry results in fragmented hiring, slow deployment, low visibility, and limited accountability for compliance and worker welfare.

Expected PoC Solution

The Challenge invites innovator to design a proof-of-concept platform (web + mobile) that unifies the workforce value chain—from sourcing → onboarding → assignment → payment → performance tracking → compliance. The system should enable builders, contractors, and regulators to discover verified workers or contractors, manage assignments, ensure compliance, and promote transparent, ethical labour practices.

₹1 LAKH PRIZE | INDUSTRY MENTORSHIP | CHANCE TO SHOWCASE AT EMERGE 2026

Registrations
Close

Pitching &
Shortlisting

Mentorship
Phase

Grand Finale
Demo
EMERGE 2026

Nov. 15, 2025

Nov. 25, 2025

Dec 2025

Jan 9-11, 2026



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Fueling Ideas - Fostering Innovations - Facilitating Enterprises



Detailed Context

CREDAI, builders, contractors, and labour regulators currently maintain fragmented data on certified construction workers across portals such as Skill India, training centres, ESIC, PF, and employer databases. This fragmentation causes major inefficiencies in hiring, compliance, and workforce deployment. There is no unified, auditable system for discovering, verifying, and managing certified workers across the entire lifecycle—from training to site deployment—causing hiring delays, wage disputes, and underutilization of skilled resources.

Core Pain Points

- Data fragmentation: Skill India, ESIC, PF, and employer data remain siloed with no unified join key.
- Discovery failure: Builders cannot easily search by verified skill, location, or availability.
- Unverified credentials: Certifications are not standardized or machine-readable, reducing trust.
- Compliance opacity: Verification of insurance, PF, and legal documentation is manual and unreliable.
- Disjointed worker lifecycle: Recruitment, onboarding, training, payroll, and exit processes are not tracked end-to-end.
- Operational inefficiency: Longer time-to-hire, skill mismatches, and higher HR overheads.

Impact



Delays in project mobilization due to fragmented hiring processes.



Increased administrative cost and dependency on intermediaries.



Reduced worker protection, transparency, and traceability.



Missed opportunities for upskilling, standardization, and compliance enforcement.



Loss of productivity and competitiveness for construction firms.