



**EMPLOYERS' FEDERATION OF SOUTHERN INDIA**

*Envision, Educate, Enable Change*

AP&TG BRANCH

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**Views, Concerns, Suggestions on Draft Bill on  
“Telangana Gig & Platform Workers (Registration, Social Security & Welfare) Act, 2025”**

On the draft bill for providing Social Security measures, Employment and Service Conditions, Safety, Health and Welfare measures for Gig and Platform Workers the following views / concerns / suggestions are submitted on behalf of Employers' Federation of Southern India AP&TG Branch, Hyderabad, Telangana may please be considered.

**Preface**

In India, the gig and platform economy is booming, offering flexibility but also raising concerns about worker rights and social security. Views on this sector range from seeing it as a tool for lowering unemployment to a source of precarious employment. Concerns include lack of legal protection, income instability and inadequate social security. Suggestions for addressing these issues include expanding social security schemes, ensuring fair pay and working conditions and fostering a collaborative approach between government, industry and workers.

**VIEWS**

**1. Positive:**

The gig economy can create jobs, particularly for low-skilled workers and offer flexible work opportunities. It can also connect businesses with a wider market and potentially improve social inclusion.

**2. Negative:**

The gig economy can lead to precarious employment with limited job security and income instability. Workers may lack access to social security, minimum wage laws and occupational safety regulations.

**3. Neutral:**

The gig economy represents a significant shift in the labour market and requires a balanced approach to ensure fair treatment and benefits for workers while preserving innovation and economic contributions of platforms.

**CONCERNS**

**1. Ambiguous Employment Relations:**

The informal nature of gig work and lack of clear employer-employee relationships lead to challenges in applying traditional labour laws.

## **2. Lack of Legal Protection:**

Gig workers are often not covered by labour laws, leaving them vulnerable to exploitation and unfair treatment.

## **3. Income Insecurity:**

Income can be volatile and unpredictable, making it difficult to plan financially and access loans or credit.

## **4. Absence of Social Security:**

Gig workers often lack access to benefits like health insurance, retirement plans and paid leave.

## **5. Precarious Work Conditions:**

Demanding work hours, safety risks and algorithmic pressure can negatively impact workers well-being.

## **6. Lack of Collective Bargaining Power:**

Gig workers are often isolated and lack the ability to unionize or negotiate for better conditions.

## **7. Algorithmic Bias & Discrimination:**

Algorithms used by platforms can lead to unfair pay, task allocation and even discrimination.

## **SUGGESTIONS**

### **1. Addition of New Provision:**

A suitable provision can be incorporated in Section 1 for providing for the implementation of Code on Social Security, 2020 for avoiding dual compliance.

### **2. Expand Social Security:**

Create and expand social security schemes, including health insurance, retirement benefits and maternity leave, to ensure gig workers are covered.

Considering the objective of the Draft bill and the present manner in which the Gig and Platform workers are working for long hours driving the 2,3,4 wheelers in the city of Hyderabad and other cities, towns in the State of Telangana, their safety and physical /mental well-being is very important.

The frenzied speed at which the quick commerce platforms are using the workers for meeting the targets, needs protection to their self as well as to their dependent family members.

Keeping this into consideration for extending social security benefits application of Employees' Compensation Act, 1923 is recommended.

### **3. Ensure Fair Pay & Transparency:**

Platforms should be held accountable for fair pay structures and transparent algorithms. This will largely mitigate the biased practices of few aggregators/platforms.

### **4. Alignment with e-Shram portal”**

For avoiding duplication and confusion, it is suggested for using National e-Shram UAN.

### **5. Grievance Redressal Mechanism:**

The provisions of Section 23 can be suitably reviewed for allowing the aggregators to follow the grievance redressal mechanism in respect of gig workers also in line with their own workers.

### **6. Foster Collaboration:**

Engage government, industry and worker representatives in a collaborative approach to develop policies, that protect worker rights while fostering innovation.

### **7. Promote Data Portability:**

Implement data portability standards to allow gig workers to transfer their work history and ratings across different platforms.

### **8. Address Algorithmic Bias:**

Develop mechanisms to address algorithmic bias and discrimination in pay and task allocation.

### **9. Provide Skill Development Opportunities:**

Offer latest and contemporary training and skill development opportunities to enhance worker employability.

### **10. Raise Awareness & Education:**

Educate gig workers about their rights and entitlements regarding social security and other protections.

### **11. Strengthen Regulatory Frameworks:**

Develop a comprehensive legal and regulatory framework to protect gig workers and ensure fair treatment.

We request the Govt. Officials of Telangana Labour Dept. for considering the views, concerns and suggestions submitted on our behalf.

Thanking you,

Yours sincerely,

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