

FMRAI NEWS

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Organ of Federation of Medical And Sales Representatives' Associations of India

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8th January, 2020

General Strike on 8 January, 2020 at the call of 10 central trade unions and federations was a massive success with

government authorities, district magistrates, labour departments, Governors of the states and thousands strike

Countrywide General Strike

support from crores of workers and toiling masses across the length and breadth of the

supporting people on the streets almost in every city and town of the country on strike day as a

oppressive regime. The sales promotion employees all over India actively participated on the

in prominent places, members wore demand badges and organized hall meetings and

notices were served to the executives of all companies during fieldwork and to the



Strike, MSMRA, Aurangabad



Strike, HSMSRU, Sirsa



Strike, GSMRA, Bhavnagar



Strike, OSRU, Balasore



Strike, KSM & SRA, Davangere



Strike, HPMRA, Kangra

country. Significant feature of the strike was the huge mobilization of the workers and the

symbol of unity in action for the issues and causes and against anti-people policies and

day of strike. Prior to strike, and as part of campaign leaflets were distributed, posters pasted

public meetings in 380 district towns. Strike notices were served to the state and central

managements' by state council leadership and state leadership. **► To Page 3**

Zydus Country wide protest demonstration

On 10th January, 2020 at the call of FMRAI demonstrations were organized at all the states in front of Zydus establishments. The workers were demanding

of Biochem. Management is also closing down headquarters on the pretext of sales performance. In the beginning of the year the same management also

workers without any displacement or change in service condition. The objective of the management is to frustrate these section of workers so that



Demonstration in front of Zydus establishment Ahmedabad
long pending wage settlement in Biochem, resolution of transfer issues and making end to harassment of sales promotion employees in relation to sales out come or sales performance (what is purportedly claimed as 'unsatisfactory sales') by the management in the Vivo division



Demonstration in front of Zydus establishment Chennai
they quit from the employment of Zydus. FMRAI has decided for further intensification of programmes to protest against the unfair labour practices of this management in Vivo division and for ensuring job to all remaining workers of Platinex division.

declared closure of Platinex division making the job of majority sales promotion employees vulnerable. Only a handful of the sales promotion employees were transferred to other divisions. FMRAI demanded gainful sales promotion work for all field

CITU 16th conference Socialism for workers, Modi for corporates

Sixteenth conference of CITU was held between 23rd and 27th January 2020 in Chennai. The venue was named "Mohammed Amin Nagar" and the dais "Sukomal Sen Manch". 1991 delegates from 26 states and 10 fraternal delegates attended the conference. Approximately 40 delegates from different state units of FMRAI including General Secretary of FMRAI attended the conference. CITU flag was hoisted by Hemalata, president of CITU.

The inaugural session was presided over by Hemalata. Michael Makwayiba, president of World Federation of Trade Union (WFTU) addressed the inaugural session, plenary session and public meeting.

Three important resolutions on Solidarity to the striking rail and road transport workers of France, Against the Citizen Amendment Act and NPR process and against abrogation of article 370 in Jammu &

Kashmir were unanimously passed in the inaugural session. Leaders of central trade unions like AITUC, INTUC, HMS, AIUTUC, AICCTU, SEWA, UTUC, LPF & TUCC greeted the conference.

The delegate session adopted condolence resolution. Hemalata delivered the presidential address. The general secretary's report was placed in two parts. The first part on the political situation in the country, the conditions of the workers, their struggles and experiences and the second part focussed on organisation. The statement of account was placed by the treasurer. 95 delegates spoke on the General Secretary's report who have endorsed the formulations and observation made in the presidential address and both parts of general secretary's report.

Leaders of AIKS, AIAWU, AIDWA, DYFI, SFI, AIIEA, BEFI, **► To Page 4**

An enormous strike that tells the tale of common man

On 8th January, 2020 morning entire Himachal Pradesh was shivering in cold wave and there was heavy snowfall. Shimla and other places received thick snowfall between 5.30 pm of 7th January and 8.30 am of 8th January, 2020. The authorities advised people not to venture to tourist destinations as over 250 roads in Himachal Pradesh got blocked due to snowfall, reported the new Indian Express (8th January, 2020). But, it was essential for workers' and employees to go out to the street on that day. The call was urgent. Therefore, hundreds of them assembled in front of their workplaces to organize picketing point in support of the General Strike. Photos circulated in social media and published in newsclick (Largest Ever Strike in India Shakes Up Modi Govt., Subodh Varma, 8th January, 2020) show that all the umbrellas held by the strikers have turned white in snow.

Yes, it speaks volume. But was this strike really as essential as to defy a very bad weather? Indeed it was. Therefore, around 25 Crore (250 million) workers, employees, farmers and agricultural labourers, field workers from different industries, students, teachers joined this General strike even if the central government, some state government and employers threatened the employees and workers of facing 'consequences' including 'disciplinary action'. Cities and town in 480 districts across the country joined this strike making it largest-ever strike in independent India. Not only urban areas, the strike received great response from rural India as well. Besides being organized by ten central trade unions, independent federations (including FMRAI) and scores of other independent unions, the All India Kisan Sangharsh Coordination Committee (AIKSCC) a platform consisting of over 180 Kisan organizations, actively took part to make the strike a tremendous success. Students from major universities and colleges also took part in the strike. 8th January, 2020 general strike brought normal life 15 states in India to complete halt. But, the mainstream media houses in India, in general, either electronic or print, except some, have remained shy of reporting this strike

But a newspaper in a distant land finds space for people's strike in India in their international page. 'Indian towns and cities grind to halt as workers stage 24-hour strike' writes The Guardian, the British daily newspaper (January 8, 2020). The newspaper also touches upon

the issues, talks about recession and anger of the people. 'Gloom over chronic unemployment has been rising since well before Modi was re-elected for a second term last May. Last year's figures showed the highest unemployment in 45 years. The sluggish economy has hit rural India the hardest, with farming families reportedly unable to afford common items such as shampoo' writes the Guardian. In India, real issues of the people like price rise unemployment job loss, squandering of national properties by the government, distress of the workers and the peasants get little space or time in mainstream media. Space and time is consumed by trivial matters or issues not relevant to the common people. Media being considered as the fourth pillar of democracy, it does not appear to be healthy that the condition of the workers and the people are not getting any serious attention in mainstream media.

The very distressful and appalling condition of the workers in India is well evident from the report, the Periodic Labour Force Survey, PLFS, carried out by National Statistical Office, NSO (formerly known as National Sample Survey Organization, NSSO) in the period between July 2017 and June, 2018, published in June 2019 by the government of India itself. 71% of the workers in India do not have any written job contract, 54% of the workers in India are denied of leave (paid leave) and their wages are deducted when they go on leave during sickness, marriage or for any other purpose. 57% workers in rural India and 80% workers in urban India work beyond eight hours a day (and well beyond 48 hours a week) without overtime payment. 52% of entire workforce is actually self-employed (small shopkeepers etc.) and only 23% of the workers in India earn regular wage or salary. As regards to wages regular employees in average earn between Rs.12642 (rural) and Rs.17213(urban) a month while the casual workers in average earn between Rs. 7395 (rural) and Rs. 9105 (urban) per month. Let alone the self-employed, casual or contract workers even 50% of regular employees do not get social security benefits like provident fund (PF), health insurance, pension, maternity benefits etc.

'In 2016, 34 per cent of the salaried jobs were with people who were under the age of 30 years. In 2017, this proportion dropped to 31 per cent. Then it dropped to under 30 per cent in 2018 and in 2019 it fell further to 29 per cent. This is not just a decline in relative terms. There is an absolute decline in

salaried jobs for those under 30 years of age...About 30 million people under 30 years of age had a salaried job in 2016. By 2019, this number dropped by five million to 25 million. This decline is as intriguing as it is disturbing.' (Centre for Monitoring Indian Economy website, Mahesh Vyas, Business standard, 27th January, 2020). Why this age group profile is important? Because young people constitute of a large portion of Indian population and 35 per cent of people of working age in India fall in the age group of 15 to 30 years. This figure depicts a precisely grim picture of employment situation in India.

What is the condition of the farmers of this country? According to National Crime Record Bureau (NCRB) 10,349 people involved in the farming sector committed suicide in a single year 2018. Maharashtra, Telangana, Madhya Pradesh, Chhattisgarh and Karnataka have recorded alarming rates of farmer suicides since 2014. Marathwada region of Maharashtra has seen astounding number of farm suicide. In neoliberal regime 21 farmers committed suicide every day in 2015 while the suicide rate among farmers in 2014 was 15 farmers a day (www.ijcmas.com).

Employment in the agricultural sector which was 68.87 % in 1981 declined to 42.74 per cent in 2016-17. In 1981 agricultural sector constituted 41.8 % of GDP which declined to only 15.11 per cent in 2016-17. (Rethinking India's Battles against Chronic Agrarian Distress, Sangeeta Shroff, The Hindu Centre for Politics and Public Policy) It speaks of low productivity and declining income in this sector. It also reveals that farming people have moved out of their distressful occupation. If adjusted for inflation, a declining trend is seen. 'The earnings of small and marginal farmers from cultivation are substantially low. Marginal farmers with less than 0.01 hectare of land earned just Rs 566 per month. Small farmers with land between 0.01 and 0.40 hectare earned Rs 1,488 per month from cultivation, in contrast to the earnings of farmers having more than two hectares of land (Rs 7,572)'. (The Wire, A Policy Roadmap to End Farmers' Distress, Shailender Kumar Hooda and Santosh Kumar Das, 20.03.19). Falling income, indebtedness, sharp decline in government investment in agriculture including withdrawal of farm subsidy, unjust and inadequate support price, and virtual inaccessibility of the support price to the farmer has made agricultural sector grievously sick. Since large tracts of land in India, in state

after state, are still un-irrigated and govt. does little to enhance irrigation facilities, therefore agriculture is completely dependent on rainfall in these places.

The working class, the peasants and the common people who produce wealth in this country are deprived of their essential livelihood and their life. Neoliberalism in India, as followed by the NDA government with great enthusiasm in its second term, has kept no place for either compassion or conscience. It has put profit over people and the corporate greed over the people's need. Through their desperate move in promulgation of four labour codes by abrogating all major labour legislations, the government joins hand with the employers who desire to enslave the already marginalized working population in India. But the working class is not ready to abandon their rights, as they have earned these rights and benefits through long struggle which started well before independence.

Therefore, the working class and the common people, through this enormous strike gave the government yet another opportunity to hear the sane voices, the voices of the people. But this government is still in denial mode. This desperate denial mode is alien to the democratic tradition in independent India. It invokes the memory of colonial era. The ruling alliance attempted to pass all the retrograde labour legislations very quickly, without discussion with the trade unions and without much discussion in the parliament. They have exhibited extreme desperation in this matter. In spite of this, the government failed to pass all the four codes that were introduced in the parliament, even though the ruling alliance has majority in both the houses of the parliament. Out of these four codes, three labour codes, Occupational Safety, Health and Working Conditions Code, Industrial Relations Code and the Code on Social Security have been referred to the parliamentary standing committee for further review. Field workers movement opposed these retrograde codes and joined and organized this strike with all its might.

Field workers movement draws new inspiration from this strike. This strike has proved beyond doubt that the workers, men and women, in India are no longer divided but are uniting themselves and rising as a class. This strike has proved beyond doubt that workers no longer fall prey to the scheme of divisive political mobilization. This strike has proved beyond doubt that when the working

class joins hand with peasants, youth, students and the common citizens of this country, they constitute a very formidable force. This strike has proved beyond doubt that retrograde policies can be challenged and can be challenged with terrible strength.

This enormous strike rings in our ear the visionary speech of the Jewish barber that Charlie Chaplin wrote (and played) for his famous film (The Great Dictator) in 1940. The discourse starts very humbly, 'I'm sorry, but I don't want to be an emperor. That's not my business. I don't want to rule or conquer anyone. I should like to help everyone - if possible - Jew, Gentile - black man - white. We all want to help one another. Human beings are like that. We want to live by each other's happiness - not by each other's misery. We don't want to hate and despise one another. In this world there is room for everyone.' It further reassures people, talks about warding off despair and continues, '...You, the people have the power - the power to create machines. The power to create happiness! You, the people, have the power to make this life free and beautiful, to make this life a wonderful adventure. Then - in the name of democracy - let us use that power - let us all unite. Let us fight for a new world - a decent world that will give men a chance to work - that will give youth a future and old age a security. By the promise of these things, brutes have risen to power. But they lie! They do not fulfill that promise. They never will!

... Let us fight for a world of reason, a world where science and progress will lead to all men's happiness...'

This speech from the mouth, and the heart, of a common man still comes true after eighty years and it reflects the aspiration of the mass of field workers and the common people of this country. Yes, there exists vision and there exists collective desire.

Obituary



Dhruv Yadav, field worker of Centaur based at Meerut and a member of UPMSRA passed away on 25th January, 2020. FMRAI deeply condoles his untimely death.

Countrywide General Strike

From Page 1

Members of FMRAI were vigilant since morning on 8 January,

of Kerala was a grand success. On the day of the strike large numbers of members were

India Bulls were compelled to cancel their preplanned meetings. Strike was observed

Sun Pharma and Zydus Cadila. The strike was a complete success in entire Uttar Pradesh

colourful rally which marched through the business district and dawa bazaar. Fieldworkers of



Strike, APMSRU, Vijayawada

2020 in doctors' chambers and hospitals or in the area of their work independently or jointly with CITU and other mass organisations with flags, festoons, banners. Rallies and street corner meetings were conducted throughout the day with camps to campaign the

physically present in the strike centres organized by CITU. Two conferences of Sun Pharma at Ernakulam and one conference of Mankind at Kannur were foiled. All members of APMSRU from all 20 Subunits responded to the strike call with enthusiasm. Due to intervention of TMSRU,

in the subunits of Karnataka in Bagalkote, Bengaluru, Belagavi, Bellary, Bidar, Vijayapura, Davangere, Gadag, Kalaburagi, Hassan, Hubli, Kolar, Mandya, Mangalore, Mysore, Raichur, Shimoga, Sirsi, Tumukur and Udupi. In Madhya Pradesh under the banner of joint committees of trade unions

and Uttarakhand with UPMSRA members taking the lead in the sub-units. In Lucknow few sales promotion employees tried to work, which was aptly resisted by the large mobilization of striking workers. In Punjab, PCMSRU members participated in a rally at Ludhiana and road

HSMSRU in a militant manner observed strike in their respective sub units with notable presence in Hissar and Gurgaon. In Bihar and Jharkhand the medical and Sales Representatives working in 34 sub units and 7 satellite units joined the strike in Ara,



Strike, TMSRU leadership addressing Abbott field workers, Hyderabad

wworkers assembled at Hanuman Taal near Ratnapuri area where meeting was held followed by a massive rally in MPMSRU. Meeting was conducted at dawa bazar in Bhopal. In Chattisgarh, rallies were held at Raipur and other towns. All units of HPMRA participated on 8 January, 2020 strike. Members of Mandi, Dharamshala, Una, Hamirpur participated in the rallies followed by public meetings. In rest of the units the members could not participate in the rally because of heavy rain and snow fall and organized meetings at their respective units. In the state of Gujarat, the epicenter of all oppressive policies, members of GSMRA spreading over Bhavnagar, Jamnagar, Amreli, Navsari, Nadiad, Anand, Valsad, Ahmedabad, Rajkot and Vadodara enthusiastically participated in the strike programmes. In Junagadh, memorandum was submitted by CITU to government officials, where GSMRA played a pivotal role. In MSMRA, strike was total success in 37 units. Joint programmes were held in Nagpur, Gondia, Bhandara, Akola, Amravati, Yavatmal, Buldhana, Jalgaon, Dhule, Nandurbar, Malegaon, Jalna, Latur, Usmanabad, Ahmednagar, Shirampur, Kolhapur, Satara, Sangli, Nanded, Aurangabad, Beed, Nashik and Solapur. Independent Programmes were carried out in Wardha, Chandrapur, Khambgaon, Parbhani, Hingoli, Sangamner, Pimpri, Chinchwad, Junnar, Ambegaon, Baramati, Karad, Ratnagiri, Echalkaranji, Gadhinglaj and Kalyan. In the capital Delhi at more than 14 Hospitals like AIIMS, Safdarajung, Holy Family, Action Balaji, MDH, Muni Mayaram, Saroj Sunder Lal Jain, Sanjivan, RML, Mohan, Surya, and nearby trade area like Dwarka Trade and Chetak Complex activists and members of DSMRO participated in picketing points with enthusiasm despite bad weather conditions. DSMRO intervened in the company meetings convened by



Strike, DSMRO, Delhi



Strike, UPMSRA, Jaunpur

in the subunits of Karnataka in Bagalkote, Bengaluru, Belagavi, Bellary, Bidar, Vijayapura, Davangere, Gadag, Kalaburagi, Hassan, Hubli, Kolar, Mandya, Mangalore, Mysore, Raichur, Shimoga, Sirsi, Tumukur and Udupi. In Madhya Pradesh under the banner of joint committees of trade unions



Strike, TNMSRA, Kanchipuram



Strike, RMSRU, Kota

Independent Programmes were carried out in Wardha, Chandrapur, Khambgaon, Parbhani, Hingoli, Sangamner, Pimpri, Chinchwad, Junnar, Ambegaon, Baramati, Karad, Ratnagiri, Echalkaranji, Gadhinglaj and Kalyan. In the capital Delhi at more than 14 Hospitals like AIIMS, Safdarajung, Holy Family, Action Balaji, MDH, Muni Mayaram, Saroj Sunder Lal Jain, Sanjivan, RML, Mohan, Surya, and nearby trade area like Dwarka Trade and Chetak Complex activists and members of DSMRO participated in picketing points with enthusiasm despite bad weather conditions. DSMRO intervened in the company meetings convened by



Strike, BSSRU, Daltongung

demands of the strike. There was total strike in Kerala, Assam, Bihar, Odisha and Goa. Despite intimidation and threat the strike was successful in West Bengal too. More than two lakhs medical and sales representatives abstained from work on the strike day. The strike in the state

conference of Abbott were partly foiled. 150 fieldworkers of Abbott cardiac care division came out from Hotel Trident at Hyderabad and reported strike. Similarly, 100 fieldworkers of Abbott CCD/CV zest division deserted hotel Novotel in Hyderabad and joined strike. Wockhardt and

was blocked at Ferozpur highway bus stand near DC office. Massive participation was observed in Amritsar and other towns of the state. In Rajasthan the strike was a complete success with active participation of RMSRU members. Kota unit members also organized a

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Begusarai, Bihar, Chapra, Deogarh, Aurangabad, Gaya, Dhanbad, Daltonganj- Dehri-on-Sone- Giridih, Hazaribagh, Jhumri Tillaia, Jamshedpur Kathihar, Laheriasarai, Motihari, Munger, Patna, Purnea, Ranchi,

Sanofi

48th Annual General Meeting HAIRC



company. Satyabrata Mahapatra broadly outlined the perspective of the field workers movement in the background of glorious history of struggle of the people of Odisha and welcomed all the participants.

The AGM was preceded by a brief but colourful rally where the women comrades led from the front. The flag hoisting was done by the President Atul Lahoti. 20 members participated in the discussion on the report of the General Secretary.

The AGM unanimously elected a 13 member Executive Committee for the year 2020 with U.V.Krishnaiah as the General Secretary, Atul Lahoti as President, K. Santosh Kumar as Vice President, Santanu Mitra as Joint General Secretary and B. Chandra Kumar as Treasurer.

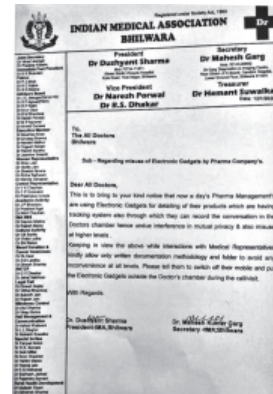
A cultural programme of Odishi and Sambalpuri dance was also presented by the host unit HFSC Kolkata on 19th evening which was greatly appreciated by the participants.

The 48th AGM of Hoechst All India Representatives' Committee(HAIRC), organizing field workers of Sanofi, was held at Pantha Nivas in the city of Bhubaneswar on the 19th and 20th of January 2020. The meeting was attended by Sanjeev Khandelwal, Joint General Secretary of FMRAI and was also addressed by Satyabrata Mahapatra, General Secretary, OSRU. Meeting was presided over by Atul Lahoti, President, HAIRC. The Secretary's report and the Treasurer's report were placed by U.V.Krishnaiah, General Secretary and B. Chandra Kumar, Treasurer. Both the reports were unanimously passed by the house. Sanjeev Khandelwal in his deliberation praised the efforts of HAIRC in advancing the industrial struggles in the path charted out by FMRAI within Sanofi. He also greeted HAIRC for successfully re-categorising a section of the Sales Officers within the

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Indian Medical Association, Bhilwara Doctors say 'No' to electronic gadget in the clinics

Indian Medical Association, Bhilwara, Rajasthan has issued circular to all member clinicians not to entertain use of electronic gadgets in the clinics for the purpose promotion of pharmaceutical products. The circular stated that 'using electronic gadgets for detailing of their products which are having tracking system' may cause 'undue interference in mutual privacy and also misuse at higher levels'. The circular advises member doctors to 'allow only written documentation methodology and folder to avoid any in convenience at all levels.' The circular dated 12th January, 2020, is signed by Dr Dushaynt Sharma, President, IMA, Bhilwara and Dr. Manesh Kumar Garg, Secretary, IMA, Bhilwara.



surveillance (and its implications for the doctors) received his serious attention. Then he took initiative to issue the circular.

Here it is pertinent to note that in a landmark judgement, the Supreme Court (24th August, 2017) observed that the right to privacy is a fundamental right under the Constitution. In Justice K. S. Puttaswamy, ret'd Vs Union Of India the Constitution bench headed by Chief Justice J.S. Khehar confirmed that 'right to privacy is an intrinsic part of Right to Life and Personal Liberty under Article 21 and entire Part III of the Constitution'. The electronic gadgets are being misused by number of pharmaceutical companies for the purpose of surveillance on the field workers all throughout their activities round the clock. Such a situation not only unlawfully violates the essential fundamental right of the field workers but also of their customers including doctors and chemists and others.

Dr Dushaynt Sharma, President, IMA, Bhilwara attended the AGB meeting of Bhilwara unit of RMSRU on 11th January, 2020 and expressed solidarity with the cause of the field workers. While attending this AGB meeting the onerous issues like unlawful tracking and

Socialism for workers, Modi for corporates

From Page 1 AISGEFI, CCGEW, BSNLEU, FMRAI greeted and spoke in the conference.

On Republic day, the national flag was hoisted by CITU president and pledge was administered to all the delegates. Later the delegates formed a Human Chain in front of the conference venue opposing CAA/NPR/NRC process.

Discussions on four commissions -the fight for alternate policies, on unemployment and change in the composition of the labour at the work place, on labour law codification and on social

Reports of the four commissions were placed in the plenary.

The general secretary's report & the accounts were unanimously adopted by the conference.

The conference unanimously adopted the future tasks according to the perspective presented in the presidential address and general secretary's report. The major objectives of the tasks were : i) Reaching the unreached ii) Linking issues with policies and exposing politics that determine the policies iii) raise united struggles to newer heights by iv) Fighting all divisive & disruptive forces.

The conference elected 39

K Hemalata, Tapan Sen and M L Malkotia re-elected as President, General Secretary and Treasurer respectively. General Secretary, FMRAI was elected as working committee member from centre quota.

The conference also unanimously adopted resolutions in solidarity with the working class and people of Tripura, against the BJP government's discrimination towards the LDF government in Kerala, on organizing country-wide courting arrest by women on 6th March 2020, against the visit of president of Brazil Bolsanaro as a guest on

Countrywide General Strike

From Page 3



Strike, MPMSRU, Raipur

Samastipur, Saharsa, Sasaram, Sahebganj, Sitamarhi, Siwan, OSRU members also observed strike in a befitting manner in all the subunits. In north eastern states, the members of CRU participated in strike in totality. In spite of threat by the state government, strike programmes were successfully implemented in West Bengal. WBMSRU members in all 20 sub units of Coochbehar, Jalpaiguri, Darjeeling, Uttar Dinajpur, Dakshin Dinajpur, Malda, Murshidabad, Nadia, Purba & Paschim Bardhaman, Birbhum, Purulia, Bankura, Purba & Paschim Medinipur, Howrah,



Strike, PCMSRU, Ludhiana

Hoogly, North & South 24 Parganas and Kolkata were in the streets during strike and participated whole heartedly. In Tamilnadu the strike was observed in all the cities and towns. TNMSRA members attended the picketing points in large numbers. Members of GoaMRA also observed strike. The huge participation of the sales promotion employees in the historic General Strike at the beginning of the New Year is clear signal off the growing resentment off the workers, farmers and other section of people towards the anti-people policies of the current NDA government at the centre.



Strike, WBMSRU, West Midnapore



Strike, KMSRA, Calicut



FMRAI Functionaries in CITU Conference

oppression - were held where 219 delegates spoke and had given 50 suggestions in writing.

office bearers, 125 working committee members and 425 General council members.

Republic day, on demands of the scheme workers and in support of the strike by the bank employees.