

Non-stop attack on the field workers during the virus outbreak and lock down

Khandelwal

Khandelwal released partial and truncated salary to the field workers for the months of April May and June 2020, transferred some field workers and locked their reporting portal, gave instruction - during nationwide unlocking -to the field workers to work for four days in a week instead of regular six days in some states and failed to provide health and life insurances and protective gear. The management has unleashed attack violating of the spirit of bilateral relationship forcing FMRAI to launch nationwide agitation.

Biological E.

Six Charters of demands submitted on behalf of sales

promotion employees are pending in various stages in the court of law and the management of Biological E. Ltd has not yet discussed and settled the pending charter of demands. On the contrary, the management of the company has challenged the very awards of Honorable Industrial Tribunal in this matter. Therefore, the field workers who work in this prominent vaccine-making Indian company are deprived of periodic wage revision and consequently, they are in difficulty and are exposed to incessant price rise. Disgracefully enough, the company earns handsome profit by selling its immunity-boosters, it fails to provide to its own employees the fair amount of immunity that they badly need

against increased cost of living. The management has not called grievance committee meetings since last three years and thus, has violated both law and also the agreed understanding. Instead of resolving the genuine grievances of the field workers, the management is making effort, in this extraordinary time of the epidemic virus, to change the service and working conditions of the sales promotion employees by changing their existing work reporting system and introducing a new system without any notification ignoring the provisions of law. The managers of the company are trying to enforce the new system with threat and coercion. Threat includes stoppage of wage and

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Atrocities in British Biologicals, Medley and Emcure

The ongoing pandemic and the lockdown across the country made major upheaval in the life of the people, and in case of workers, including the field workers; it has meant renewed attacks of the employers, permanent devastation of their existing livelihood sources. This situation created uncertainty among all section of field workers, which has caused stress and long-lasting distress. During the lockdown and also during unlocking phase, a section of the employers of the pharmaceutical and other industries have unleashed cruel and unprecedented attacks on the field workers putting their and their family members' livelihood in jeopardy. Taking dubious cue from advisories by some central government agencies, a section of employers imposed 'Work from Home' (WFH) on the field workers and it became a new context for renewed harassment, humiliation and intimidation of the field workers. The mainly operational job of a sales promotion employee is predominantly performed in the field and there exists neither opportunity nor reason for making change in this existing practice. In addition to this WFH attempts to transform every hour of a day into a potential working hour, wipes out distinction between work and rest and intrudes into the right to privacy. This increased manifold the distress and agony of the field

workers, in addition to the ongoing misery of this unforeseen calamity. The field workers have expected that their employers will be firmly beside them at this time of epidemic crisis, given the fact that they have served the company with best of their time and energy for years together. While some of the erring employers belied this expectation and hope, a considerable number of employers have followed the Government advisory and paid the wages of the field workers. But, some employers betrayed good sense, rationality and the contribution of the field workers. These employers have grossly violated the government advisory as well by not paying the wages to their employees. Some of them paid partial wages, some denied wages and other remunerations altogether in this difficult time that applies to everyone. During this unprecedented disease outbreak, especially three companies, British Biologicals, Medley Pharmaceuticals and Emcure Pharmaceuticals adopted various measures of oppression. British Biologicals, a Karnataka based Indian Pharmaceuticals company of about 180cr of turnover employing nearly 600 field workers across the country, violating all the Government advisories, deducted six days of wages of the field workers from the salary of March, 2020 and

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Anglo French

Victimization and attacks on rights in the midst of pandemic

In April, 2020 during the period of nationwide lockdown AFD (Anglo French Drugs & Industries Limited) management wrote letter to the Consultative Committee Member (representing FMRAI) and found occasion to declare de-recognition by stating that the management is de-recognizing the 'council'. This letter flagged off desperate attack on trade union and collective bargaining rights on the field workers, unleashing harassment and victimization by the management.

Wage settlement was signed in AFD through intervention of the honorable court and through this; bilateral relation was restored in September, 2016. On expiry of this settlement fresh charter

of demand was submitted in April, 2019. Instead of arriving at a new wage settlement, the management offered unilateral increments based on so-called 'appraisal and violated the service conditions and provisions which were in vogue through the past wage agreement between the company and FMRAI. During the Lock down period only the management adopted various unfair labour practices.

The management issued show cause notice to Ajeet Singh a committee member, based at Jaunpur, Uttar Pradesh and then suspended him from service. Another committee member was transferred to a newly-created division beyond his knowledge or consent. In this extraordinary period of epidemic outbreak and lockdown management

introduced newer and newer working systems and procedure and forced those things upon the field workers unilaterally and coercively. Management disapproved rightful day's work causing unlawful wage and expense deduction, in instances of non-compliance of the newer working systems and procedures.

FMRAI has sent the protest letter to the management against illegal declaration of de-recognition and against victimization. State units have submitted memorandum individual field workers have sent protest letter to the management from across the country. The company will now face intensified agitation programme.

Zydus Healthcare

Mass victimization in Platinex division

The management of Zydus Healthcare has summarily terminated all the sales promotion employees working in Platinex division. The management of Zydus Healthcare declared closure of Platinex division in January, 2020 on the alleged ground of not having business viability. On intervention of FMRAI management assured to

accommodate all the fieldworkers in other division of the company and promised to continue to pay their monthly salaries till regularisation of their field work in other division. But, during this pandemic, the management has gone back from this promise and assurance. FMRAI contests this mass victimization with all its might.

Pandemic

Living up to the promise for a better tomorrow

The employer mandates the number to go and meet such number of customers and meet no less. Some fearful customers close their shops. Doctors, in many occasions, keep their clinics closed. In some hotspots customers are increasingly unavailable. In good many occasions, the genuine ground level situation does not allow a field worker to reach the mandated number. The employer cut his or her daily working allowance, without making the slightest enquiry into the actual reality. Another employer asks some field workers to work for three days in a week, asking the rest not to work at all, effecting partial lockout for some and complete lockout for others.

Pandemic provides masks to millions of faces, but it unmasks some employers. Now, they show their true faces. Their expressions exhibit unmistakable instinct of employers' class. Their actions are arbitrary, hateful and cruel. Workers are thrown out to the streets. Even formally employed workers are given goodbye informally. Wages are denied. Wages are deducted. Workers are denied resumption of duties; all in the awkward time of pandemic virus. Field workers too are falling victims to.

The field workers who are going to the customers, clinics and hospitals are braving this extremely contagious epidemic. Why then some employers are behaving in this manner; when field workers are going to the field to defend the interest of the employer even during this miserable situation?

Virus and the lockdown situation have harmed the industries and different industries including the pharmaceutical industry, are facing difficulty. Difficulty is compounded with aggravating economic recession in the country. Some employers of Micro and Small Enterprises (among MSME) are indeed in the midst of resource crunch. In spite of this, some of these enterprises, resuming work with full capacity during unlock 1 and unlock 2, and appreciably enough, they have not shifted the burden of business failure upon the field workers.

But, some employers see the pandemic as an opportunity to accrue more

profit and choose to punish the field worker for no fault of theirs. But, field workers are not too rich to afford a wage cut, an allowance deduction, and a partial suspension of work or a complete lockout. Such arbitrary actions lead to demoralization and more often than not, generate indignation and anger in the mind of the field workers.

Taking cue from the government, employers are tyrannical. Besides the common issues for all sections of workers, field workers have one thing in addition: internet-based oppression. After day's work in the field, field workers are asked to join company's meeting through apps and devices and to make phone call to customers. Failure in attending such meeting, attract loss of pay. Anyone engaged in any job return home from their duties and they cease to think about their duties. There is some kind of switch off (in mind) that enables them to take rest and allows them to regain energy to get recharged for the next work-day. In case of field workers there is no switch off. Therefore he is doubly tired and he is anxious forever. Firstly, various internet based apps and devices follow him, shadow him at every step up to his dining table. During lockdown and post lockdown such devices have robbed him of privacy and also have made intrusion up to the family life. Secondly, even when privacy is not intruded, these apps and devices keep him perennially engaged and cause bewilderment. Such a situation, denies him the rest and refresh that takes toll on health in the long run.

Non-stop price rise in petrol-diesel-electricity and in food items, loan repayment installment and increasing cost of overtly privatized health care and education-purchasing expenses (of the children) combined with wage loss and job loss is dispatching all section of workers in India into the gloomy island of poverty. Field workers are no exception and they have no immunity against flaming price-rise (large majority of field workers do not get price-rise compensation as part of their wage). The alleged middle classes too are affected in unimaginable way. We see with surprise that some gentlemen park their motorbike by the roadside and collect free food from community kitchen during the long-drawn lockdown. Field workers too are pushed to

poverty, especially in the face of such cruel actions.

But, employers blame the workers for their poverty, even if employers are imposing poverty upon the workers. Echoing their argument, Margaret Thatcher, former premier of England and a name associated with all-round privatization, once told that 'poverty is a personality defect'. Linking poverty with personality is poor economics and it is, in fact, poverty of imagination. In this instance, Mrs. Thatcher missed cause for effect. Every now and then, joblessness leads to poverty. At times, poverty may lead to personality disorder, but never the other way round. There have been plenty of instances of mental stress, depression and even suicide, during this corona virus epidemic in our country. Still poverty cannot ever be understood as personality trait, but can be understood in terms of malnutrition, disease and death.

Large section of workers in our country in this pandemic situation are surviving only on 'energy-sufficient diet' consisting of rice and salt (or bread and salt). Such food contains only cheap starch-containing, energy-rich cereal. Thanks to government's grace and the huge stockpile in the Food Corporation of India that enable 5 kg of rice or wheat and 1 kg of lentil or gram to every household with ration cards. They however cannot afford either nutrient-adequate diet (that costs 2.12 Dollar per person per day) or healthy diet (that costs 4.07 Dollar per person per day). This costing is done by Food and Agricultural Organization (FAO) of United Nations in its latest report (the State of Food Security and Nutrition, 2020). The international poverty line is 1.9 Dollar (per person per day in purchasing power parity) as defined by FAO. Indian poverty line is much below the international poverty line which is around one dollar that hardly allows survival diet. Earning of Rs. 33 (urban) and Rs.27 (rural) per person per day constitute the Indian poverty line (since 2011-12, as defined by Tendulkar Committee). Thus, large number of people who suffers in dire poverty is not recognized as poor either by the government or the employers. Even the existing minimum wage formula counts calorie requirement but does not accommodate the concept of 'healthy diet' as envisaged by FAO.

Raja Rammohan Roy, the 'Father of Indian Renaissance', in

his 'Additional queries respecting the condition in India' in 1831 states, 'I have however often observed that poorer classes living on rice and salt only'. After a period of nearly 200 years, with experience of many epidemics and famines in the colonial regime, now working people living in free India, is facing a similar situation.

Even if the situation is already very grim, the ruling elites in India decide to exploit the workers to their last rags. Let alone the protection of their wages or protection of their existing benefits, the current government at centre is making quick changes in labour laws and cutting all basic labour rights. If Indian workers work under slave-like service and working condition, then only India will prosper as a nation, they argue. Severe exploitation of the workers will be the most powerful driving force in economy, conclude the neoliberal pundits. Adding fuel to fire, the government is earning revenue by terribly taxing the common citizens. Instead of taxing the rich, Government of India giving tax concessions to the wealthy business houses (for example, soon after budget, corporate tax was reduced enormously with the plea of revival of economy). Such indulgences, combined eroding buying power of the common people (consequently eroding tax revenue), make government bereft of resources. So, the government takes anarchic steps to earn quick revenue through massive selling out (popularly known as disinvestment) of national properties (government owned public sector enterprises) including mineral mines, coal mines, oil, gas, airlines, rail, defense production, insurance which are sure sources of steady revenue throughout the year. While, the much-touted GST collection has fallen flat on account of its systemic failure much before the pandemic, the government made desperate attempt to earn revenue by brutal taxing on petrol-diesel (levying Rs. 50 of tax etc. on each litre of petrol in existing price, in spite of massive fall in prices of crude oil) and all other essential items of consumption, as taxing the rich is a taboo in neoliberal economics. Now the widespread distress in pandemic too gives fine occasion to government for squeezing the people through increased indirect (and clandestine) taxing. Tax (GST) on

Hand Sanitizer has been increased from 12% to 18% in the disguise of delicate technical language (by calling 'hand sanitizers' as 'disinfectants' which have been all along considered, arguably enough, as 'medicament'). Given the increased demand, if fifty crore Indians (the number of people who lives in urban and semi-urban India) purchase Rs. 100 of hand sanitizers per month, government will earn revenue of whopping 900 crore a month from hand sanitizers alone. With some abracadabra economic horoscope in their hand, the neoliberal pundits erupt in applause and hail this neoliberal upside-down.

Renewed attacks of the employers on the field workers during this odd time of pandemic, has to be fought independently and jointly. It has to be fought in a particular company and in all companies. It has to be fought in pharmaceutical industry and in all other industries. It has to be fought shoulder to shoulder with other sections of workers. Neither independent struggle nor joint struggle can we afford to ignore at this hour. Field workers' movement now has to interweave and interlink struggle for achieving immediate demands and struggle for policy change. Most backward section of the workers has to be brought into the hearth of daily struggle, for no struggle can ever be successful if the allegedly backward section remains either mute or isolated. All the workers who joins struggle for immediate demand has to be inspired to join the struggle for policy change. If the struggle for policy change remains the monopoly of some advanced section, then powerful movement cannot be generated.

Working class in India has never ever has been as united and as determined, as it is today. Various sections of workers are offering stiff resistance to the combined attack of the employers and the government. This mood of the workers reveals a bright new picture. A new possibility is set free. A possibility to put up successful resistance is now open. Amid pandemic, field workers' movement will live up to the promise for a better tomorrow.

Atrocities in British Biologicals, Medley and Emcure

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paid one half of the monthly salary for April, 2020, adjusting another half of the wage through deduction of 15 days of accumable leave. This management, disrespectful of law and skillful in unfair labour practices, issued circular to some field workers asking them to resign from their services with one month salary under a scheme which they called Voluntary Resignation scheme. Medley Pharmaceuticals, a leading Maharashtra based Indian pharmaceuticals company having yearly turnover of about 600 Cr employing approximately 2000 field workers across the country, withheld the April, 2020 wages of about 300 field workers and did not pay the incurred (and recorded) expenses for the month of March, 2020. Surprisingly, management disbursed salary for the month of April, 2020 and expenses of March, 2020 in the month of May, 2020 which were credited to the bank account and within a short span of time; the management withdrew the said payments from the Bank Account of selective sales promotion employees which neither bank nor the employer can do without the consent of the concerned employees. The management of Emcure Pharmaceuticals, again a 500 Cr. Company based at Pune, in the period lockdown has resorted to mass termination of services of the field workers across the country in Gemcure division of the company referred some clause of unlawful appointment letter which is nothing but arbitrary private rules of the company. This is not only in gross violation of the present advisories issued by the Government of Maharashtra but also in violation of the existing laws of the land. Apart from this, the management adopted various oppressive measures to harass the sales promotion employees of the company. In Pharma division, managerial personals were forcing the field workers to indulge in unfair trade practices. A section of the field workers, who objected these unfair trading practices and exposed the erring managerial personals, were intentionally transferred from Pharma to Inventia division during the period of lockdown by the management, with the intention to dissociate the section of leading field workers from their existing division with malafide intension.

FMRAI had sent several communications to these managements and to the government authorities regarding British Biological and Medley but the issues remained unaddressed. Labour complaints have been raised against British Biologicals at Bangalore. Strong Protest Demonstrations were organized in the field against the managements of these companies. Field workers had sent SMS protesting the unjust actions of the management. Meanwhile, Medley management initiated some discussion with state council leadership (WBMSRU) and some of the problems were sorted out. In Emcure too some discussion took place with state council leadership (WBMSRU) but all major issues remained unresolved. In view of this, strong protest demonstration in the field against the managements of British Biologicals and Emcure is continued. FMRAI will further intensify agitation across the country in these companies, if the flaming issues of the field workers are not resolved through discussion.

Victim-blaming and insult

Suicide attempt by USV field worker

Mahesh Joshi, a field worker in the state of Gujarat, employed in USV Pharma since last six years, attempted to commit suicide. A grim incidence was averted when his attempt to take his own life failed. His co-workers took him to hospital and subsequently he was released from hospital. Later on it was revealed that he was undergoing mental trauma caused by shaming and insult inflicted upon him by his Manager (RBM). Even if Mahesh Joshi is consistent performer in terms of sales, the pandemic and the

lockdown did not allow him to achieve the sales target. As the sales declined, the manager readily imagined that Mahesh Joshi is not working in the field. And if Mahesh Joshi is not working in the field, then he is definitely deceiving the company and making false report, infers his manager. On the basis of such a supposition, his manager started blaming him, without any ground or reason, let alone any evidence. Then his manager started quizzing him by making lengthy phone call every day. Such harassment, victim-

blaming, shaming and nonstop insult made him a broken man. All these happenings, led him to attempted suicide on 22nd June, 2020. Some of management use torture and abuse as instrument for procuring business. Their acts and deeds push the individual field workers to desperate situations and some of these innocent field workers, who are miles away from the organized field workers movement, also attempt extreme measures. This pandemic has made the situation further grave.

Field Workers donate blood at Ratlam, MPMSRU

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Nikhara, Secretary, district IMA, Ajay Thakur, Senior DCM, Indian Railways, Rajesh Tiwari, Bank Employees Federation and Pradeep Upadhyay, Secretary,

Sports club, were present. Ashwini Sharma, unit President welcomed all the guests and urged upon all participant for popularizing blood donation and propagate the cause of this noble

mission. Members of Ratlam unit of MPMSRU donated 22 units of blood among which two donors (Harish Soni, Unit Secretary and Asim Ojha, Member) donated rare blood types.

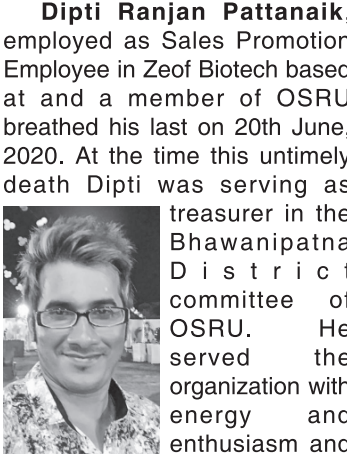
Obituary



Shashank Mishra, employed as sales Promotion employee in Blue cross based at Kanpur and a member of UPMSRA passed away on 10th June, 2020 at LLR Hospital. FMRAI deeply condoles his death and conveys condolence to the bereaved family.



Nitin Saxena, a field workers working Bharat Biotech with Bareilly as headquarter and a member of UPMSRA passed away on 28th June, 2020 due to brain hemorrhage. FMRAI deeply condoles his death and conveys condolence to the bereaved family.



Dipti Ranjan Pattanaik, employed as Sales Promotion Employee in Zeof Biotech based at and a member of OSRU breathed his last on 20th June, 2020. At the time this untimely death Dipti was serving as treasurer in the Bhawanipatna District committee of OSRU. He served the organization with energy and enthusiasm and carried out his responsibilities success during his pretty long association of Bhawanipatna District committee of OSRU. FMRAI mourns his death most sorrowfully and conveys condolence to the bereaved family.

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other punitive measures. But the field workers are determined to resist this unlawful imposition and they are resisting it, united and determined, till the time of preparation of this report.

Macleods

Macleods management sees the pandemic as an opportunity to make change in their existing work-reporting procedure. The system of 'report-locking' denies the field worker the due opportunity to furnish the statement of his or her work

done. This is an inherently illegitimate system of bullying and a gross violation of data rights. Still the Macleods management introduced 'locking of report within seven days' in the past. Now they have introduced a new system of locking of report within two days'. Field workers are prevented from furnishing reports of their work done, if they do not enter their reports 48 hours. In addition to this, the management is harassing the field workers, selectively, making non-achievement of supposed 'sales objective' an issue. Field

workers are being asked to join web-based meeting under threat and intimidation of grave punitive action. Money is being credited to the bank accounts of field workers for purchasing valuable gifts (like sanitizing machines) for doctors, thereby transferring the onus of unethical marketing on the innocent field workers.

Albert David

Ignoring the bilateral forum and drifting away from the long-standing practice of discussion and mutual agreement the management of Albert David

unilaterally introduced new work systems in the name of Work From Home at the end of March 2020. The management had chosen some field workers and un-approved their submitted daily reports in gross violation of agreed memorandum of understanding. The management threatened the field workers of non-payment of wages. The management has not reimbursed the incurred expenses (March 2020) of the field workers.

Oaknet

Imposition of new work system

and procedure in the name of web-based meeting and through unlawful introduction of some e-detailing Software, threat and intimidation day in and day out, un-approval of rightful work reports undoing legitimate attendance causing loss of wage, wage cut, non-reimbursement expenses statements and blocking of expense claim has been the mainstay of attack on the field workers of Oaknet during this pandemic virus. Oaknet field workers are resisting such new imposition. State units of FMRAI are lending support to their struggle.

Through compulsory licensing

Anti-viral Remdesivir should be made available and affordable

The Clinical Management Protocol for COVID-19 released by the Ministry of Health and Family Welfare (13th June, 2020 version) recommends Remdesivir for restricted emergency use. The medicine has received Emergency Use Authorization (EUA) by the United States Food and Drug Administration (FDA) to treat Covid 19 patients.

The Indian Council of Medical Research had earlier said anti-viral medication Remdesivir is under research on its efficacy in the treatment of Covid-19 is a part of WHO's 'Solidarity Trial'.

Gilead Sciences, US multinational drug company, have got the patent right, the exclusive and monopoly right to manufacture, import, market and sell the molecule Remdesivir (Veklury) in India which is valid till 2035. M/s Gilead had also applied to Central Drugs Standard Control Organization, CDSCO, for import (to India) and marketing of Remdesivir in the new indication of Covid treatment on 29th May, 2020 and was granted so on 1st June, 2020. Gilead has also signed Non-Exclusive Voluntary Licensing Agreements with Cipla, DRL, Eva Pharma; Ferozsons Labs; Hetero, Jubilant Life sciences; Mylan, Syngene(Biocon) and Zydus Cadila to manufacture Remdesivir for distribution in 127 countries.

Gilead Sciences has priced its Remdesivir at \$390(Rs. 28765) per vial for governments in developed countries. The total cost to a patient will be \$2,340(Rs.172595), as current treatment patterns indicate a five-day treatment with six vials of Remdesivir (The Hindu Business Line, 19.06.20). Treatment may extend up to 10 days (5 vials more costing additional \$1950 or Rs.143819). Hetero announced its Remdesivir (Covifor) price of Rs.5400 per 100 mg vial (about \$72).Two companies in Bangladesh, Beximco Pharma and Eskayef Pharmaceuticals, sell the drug at about \$65 per 100 mg vial.

The Gilead's Voluntary Licensing Agreements with

Indian companies are royalty-free for the time being. 'The licenses are royalty-free until the World Health Organization declares the end of the Public Health Emergency of International Concern regarding COVID-19, or until a pharmaceutical product other than Remdesivir or a vaccine is approved to treat or prevent COVID-19, whichever is earlier'.

Gilead's pricing is extensively questioned worldwide. Gilead developed Remdesivir as a part of development process of a group of drugs for treating chronic Hepatitis C. By selling these Hepatitis C drugs at exorbitant monopoly price the company had recovered many times more than its actual development (R&D) cost of this molecule. Besides this, the US-based organization, Public Citizen (The Real Story of Remdesivir, 07.05.20, <https://www.citizen.org/>) estimated that Gilead received \$70.5 million from public funding to develop Remdesivir and according to them the price of Remdesivir treatment, in USA, should not be more than \$ 1 a day.

According to a study made by US-based Institute for Clinical and Economic Review (ICER, <https://icer-review.org/>) the price of Remdesivir US should be no more than \$310 for a five-day treatment. In this perspective, the present Remdesivir price in India is extremely high and unaffordable in simple calculation and more so, in the context of the fact that India's per capita income is 34 times lower than that of the US

In India, given the exorbitant costs of hospitalization, besides other medication and diagnostics, the current price of Remdesivir is high and unaffordable. Cancer Patients Aids Association (CPAA), based at Mumbai, its letter dated 09.04.2020 addressed to the Government of India demanded that Gilead's patent on Remdesivir 'should be revoked immediately under section 66' of Indian Patent Act,1970, 'in the interest of the public'.

The letter further stated that 'it is imperative at a time like this that no monopoly right be granted, so that more manufacturers can produce the drug to be made available to all the people who need it, at affordable costs'.

The letter also state that the molecule should not have been granted patent right as per provisions of Indian Patent Act, as it 'lacks novelty and inventive steps' and as 'prior art documents' are already available in public domain.

NDA government at centre has not revoked the patent in spite of serious outbreak of the epidemic across the country. One Indian company, BDR pharmaceutical, that did not sign licensing agreement with Gilead (but subsequently signed an agreement with Cipla), applied to the CDSCO for compulsory license for manufacturing and marketing of Remdesivir.

This has angered the patent holder, Gilead, as the company wants the Compulsory license that amount to dismissal of their monopoly patent right. The company has shot letter to the Prime Minister's Office, Niti Aayog, Department of Pharmaceuticals, Department for Promotion of Industry & Internal Trade (DPIIT), health ministry and the drug controller's office opposing the application of BDR Pharmaceuticals. BDR's manufacturing facilities for production Remdesivir were inspected by Central as well as State drug regulatory authorities the in early June.

But the government has not issued the compulsory license to BDR even if it is essentially needed in this national health emergency arising out of Covid 19 outbreak and even if Indian Patent Act has clear provision of Compulsory Licensing that ensures availability and affordability in reasonable requirement of the public.

Even, in the time of pandemic the present government is playing in the hands of the foreign multinationals. FMRAI demand free use of compulsory licensing provision of the Indian patent act for all covid-19 medicines including Remdesivir for the interest of the people of this country.

This will help realizing the Government's call for Atmanirbhar Bharat keeping people in the centre of the object of avowed nationalism.

Unlawful termination of five Glenmark field workers in CRU

Labour Court orders reinstatement

The management of Glenmark terminated five sales promotion employees based at Agartala (Tripura) in CRU on 30th December, 2016 on some false allegations without following the principles of natural justice. The charges framed against the field workers have been proved to be baseless in the court of law. The five terminated sales promotion employees filed separate cases in the labour tribunal on 24th July, 2017 for their reinstatement. The management in the court argued in favour of the terminations as justified and proclaimed that as per their letter of appointment permanent employees can be retrenched. Advocate Purushottam Roy in his argument on behalf of the sales promotion employees stated that summarily terminating the permanent

employees without providing an opportunity for self-defense is in contravention to the provisions of labour laws and absolute contempt of the Constitution. Hon'ble justice Sabyasachi Dutta Purakayastha on 30th May, 2020 after verifying all evidences and hearing all the parties quashed the illegal termination and ordered reinstatement of five sales promotion employees namely Kiran Kumar De, Suman Das, Bidhan Das, Alakesh Roy and Rajib Krishna Sharma with continuity in service within sixty days from the day of judgment with 100% back wages except Alakesh Roy who will receive 50% of back wages.

The management of Glenmark, instead of giving effect to the court verdict, appealed against the order in the higher court.

Responding to the call from the blood bank

Jamshedpur unit of BSSRU organize Blood donation camp



During this period of outbreak of corona virus many hospitals and health facilities throughout the entire country is facing crisis of blood. In this background, the Jamshedpur Blood Bank had given a call for voluntary blood donation to which BSSR Union, Jamshedpur unit responded.

Blood donation camp was organized jointly by BSSR Union, Jamshedpur unit other two voluntary organizations, namely, Team Sangarsh and Anwesha on 6th June, 2020. More than 45 members of BSSR Union and their relatives rose to occasion and donated blood.

Field Workers donate blood at Ratlam, MPMSRU



Ratlam unit of MPMSRU organized blood donation camp in association with district blood bank on 14th June, 2020, the World Blood Donor Day

(observed at the call of WHO and International Red Cross since 2005) at unit office in Ratlam. On this occasion Dr Yogesh

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