

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

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AFD, British Biological and Himalaya

Synchronized movement against the law breaker companies

The Industrial attack to snatch the existing rights of the field workers and on the job of the sales



promotion employees was more virulent and desperate during pandemic ignoring all provisions of laws of the land. The entrepreneurs were encouraged and planned to attack on the field workers to break their unionized position and their union too. They are unleashing attacks selectively with specific objective to dismantle the company councils and the very existence of union. Majority of these group of companies are unilaterally imposing



newer digital work norms for harassment of the field workers.

They are stopping the wages of the field workers to impose their dictums and even they are closing down the business operations of selective divisions without following the laws of the land, victimizing large number of workers. During the period FMRAI decided to identify culprit companies those who are taking leading role and planned country wide agitation and legal actions to protect the rights and gains of the workers.

Three Bangalore based companies were identified in the first spell. The companies are Anglo French Drugs and Industries Limited (AFD), British Biologicals and Himalaya Wellness Company (Himalaya). On 23rd and 24th November, 2021 at the call

of FMRAI field workers of the identified companies participated in 2 days countrywide strike and leading functionaries of these companies attended head office dharna and demonstration programme at Bengaluru.

AFD: Against long time deprivation, de-recognition of the union and

victimizations, field workers of Anglo-French drugs and Industry Limited have been on the path of struggle since long. Overwhelming majority of the Sales promotion employees of the company resorted to two days strike on 23rd and 24th Nov, 2021 against unjust, illegal and unfair labour practices of the company. The leading council functionaries along with members of KSM&SRA demonstrated before the Anglo-French corporate office demanding implementation of the Sales Promotion Employees (Condition of



British Biological

Service) Act. 1976, reinstatement all terminated Sales Promotion Employees, withdrawal of motivated transfers orders issued to the SPEs, withdrawal of unilaterally imposed new working conditions violating the past agreements; stoppage of motivated attack on the leading trade union functionaries and restoration of bilateral relation with FMRAI.

The management of ▶ to Page 3

Two days of Strike in Sanofi



Sanofi strike, North 24 Parganas, WBMSRU

Sanofi India Limited has been in the news of late for all the wrong reasons. The company has been going great in terms of business with well established brands established over the years yet has kept its anti-union policy a well veiled secret in the industry corridors for a very long time. Sanofi management has been depriving majority of its sales promotion employees from legal, trade union and bargaining rights. Only a small fraction of the field workers have been fighting courageously over the years to maintain their workman status under the banner of HAIRC. They have also been able to have bilateral discussions with the management, settle charter of demands and address the grievances of their members for the last 50 years in spite of aggressive anti union standpoint of the members.

At one point of time about two decades back, offensive was launched from the management to de-categorize the Sales Promotion Employees working in the company in a mass scale. The unionized section under HAIRC's banner resisted and survived. Since then,

there has been slow but steady building of strength of unionized cadre within the company mostly by successful re-categorization of sales officer category into workman. The membership of HAIRC further got a boost when

in the year 2011 a large number of field workers of erstwhile Universal Medicare joined the union at the advice of FMRAI. These members also became covered under the settlement of FMRAI and were re-categorized as Medical Representative in line with other members of HAIRC. The decisions of Sanofi management to sell off its profitable divisions have caused great sense of uncertainty and instability among all employees of the company irrespective of their designations. Recently, after the purported slump sale of the Nutra division, only last week the company has announced selling off its renowned vaccine division Sanofi-Pasteur to another little known entity of USA called IQVIA. Pasteur was considered only recently as a crowning glory of Sanofi. That it could be sold in this manner within barely 48 hours notice to the employees has come as a rude shock to all.

Since July 2021, when in the of a slump sale the members of nutra division of HAIRC were forced to join a completely new company with totally distorted appointment letters,

they resisted and challenged the management. HAIRC stood beside the struggling field workers and FMRAI decided to support the struggle. For two months, protracted negotiations were held between HAIRC and management over the job security of the field workers. Finally on the 30th of September, 54 field workers were served termination notices. HAIRC immediately launched countrywide agitations against the company, FMRAI decided to go all out to support the movement.

On the 22nd and 23rd of November HAIRC called for two days strike against Sanofi. Throughout the country field workers of Sanofi including almost 250 members of HAIRC went on strike opposing the ghastly decision of the management. To show solidarity with the striking workers, members of FMRAI went on submitting memorandum to the distributors on the first day of the strike. In West Bengal, 64 members reported on Strike. Work was completely paralyzed in the state. Members of WBMSRU submitted memorandum to more than 130 distributors in all 19 districts in the state. Memorandums were also submitted to distributors in Patna, Gaya and Jamshedpur. The programme was also done in Tamil Nadu, Kerala and Andhra Pradesh. On the second day, massive demonstrations were organized in front of the company premises. Members of WBMSRU demonstrated in front ▶ to Page 3

One day strike by all section of field workers on 19th January, 2022

Universalize the strike, campaign own demands & people's demands

To Central Government

1. Scrap 4 Labour Codes and continue the existing Labour Laws including SPE Act. 1976.
2. Frame statutory working rules for the sales promotion employees.
3. Reduce prices of medicines and medical devices and remove GST on medicines.
4. Stop online sales and promotion of medicines and medical devices.
5. Allocate 5% of GDP to Healthcare, revive public sector pharmaceutical and vaccine units and stop corporatization of Healthcare.
6. Ensure privacy (as defined by Puttaswamy Judgement) in proposed Data Protection Act with provisions of punishment to erring employers and agencies for any internet based surveillance or tracking of the workers.

To State Governments

7. Ensure unhindered access to work places and remove all restrictions on the entry of the SPEs.
8. Ensure that employers implement all labour laws applicable to all SPEs in the respective states.
9. Fixation of Rs. 26,000 per month as minimum wage of the Sales Promotion Employees and notify stipulated 8 hours work schedule of the SPEs with usual breaks.

To Employers

10. Comply with the provisions of SPE Act and other statutes including formation of establishment wise Grievance Redressal Forum for sales promotion employees.
11. Stop sales related victimisation, job loss and wage cuts.
12. Stop surveillance, tracking and intrusion on privacy through electronic gadgets.
13. Stop unethical marketing and unfair trading practices.
14. Stop unilateral imposition of new working systems leading to unbearable workload on the sales promotion employees.
15. Provide adequate Life and Health Insurance coverage to all sales promotion employees and their family members.
16. Enhance Daily Allowance / Travel Allowances to meet the rise in prices of fuel and other commodities.

More than 5 lakh medical and sales representatives will resort to countrywide Strike on 19th January, 2022 on 16-point demands at the call of FMRAI against the anti-worker and anti-people policies of the Central and State Governments

and also against the atrocities of the employers of sales promotion industry. The fieldworkers are combating the policies of BJP led government independently and also jointly with the entire working class and the peasants of ▶ to Page 3

Naked attempts of de-unionization by Albert David

Field workers burst into protest action



ADL demonstration, Patna, BSSRU

The management has not only delayed the process of bilateral settlement of 10th Charter of Demands as submitted by the union, but also adopted various unfair labour practices to terrorize the field workers with an intension to submit before their dictum. During the period they have illegally introduced various working norms undermining the past agreements and mutual understandings, forcing the field workers to comply with the same. In recent past management had taken various punitive measures by way of blocking the reporting portal and harassed the field workers in various ways including withholding of wages for consecutive 5 months; wage cuts; non-reimbursement of expenses; transferring the unionized field workers in this pandemic situation to distance places; termination of large number

of field workers. Keeping the negotiation on COD pending since last 3 years, Management tried to allure the field workers to break the field workers unity. Management offered unilateral amount for wage revision, which has been refused by majority field workers across the country. Management earlier threatened in various ways to submit them before the management, which has failed. The fighting workers never surrendered before the aggression of the management.

In a most undemocratic and illegal manner breaking all the rules and regulations, in recent past management of Albert David has issued a circular on 22.11.2021 and threatened the field workers to accept the unilaterally floated financial revisions under their job threat undermining ▶ to Page 2

Field workers prepare for countrywide strike

In the Puttaswamy case (K S Puttaswamy vs Union of India, Aug, 2017) in Supreme Court, the union government argued that there is nothing like ‘privacy’ that really exists and this narrative on ‘privacy’ is only an elitist construct. The top court rejected this argument and maintained in its judgment that privacy is a natural right. The top court observed that it is an element of human dignity and is an inalienable natural right. Natural rights (unlike civil rights which has to be guaranteed by the state) are inherent and inviolable and it is incidental to man’s inseparable existence in nature. In fact, privacy is a constitutionally guaranteed right and not an elitist cry. The field workers know this more concretely than anyone else in their daily experience. Imposition of internet-based application and surveillance involving every aspect of their job in some companies are attempting bring draconian changes in service and working conditions of the field workers. The Supreme Court suggested a new law to protect data privacy of the people. But, the government has brought ‘personal data protection bill, 2019’ that attempts to seriously undermine privacy concern of the people, and the workers. Even after review of the bill in the parliamentary standing committee, the bill appears to be immensely oblivious of the people’s basic rights to privacy and indignant about the privacy of the workers. The bill proposes to give unbridled rights to employers to violate privacy (allowing surveillance and transgressing data privacy) of the workers in relation to their employment. This bill if passed in its present form shall have far-reaching consequences for the field workers. This law should be thoroughly revised and instead of giving license for violation of privacy, the law should make provision for punishment to erring employers for violation of privacy. In the present time field workers are invaded from different sides. Some older forms of attacks are being legalized by the government which is legalization of attack. Repealing of SPE Act and rules, repealing of all major labour acts and enactment four new labour codes, especially the OSH Code and IR code, means that many hard-earned rights of the field workers are dismissed outright in one go. It means that the field workers are again being exposed to, over and over again, older forms attacks of the employers. Now, implementation of these codes will make it uncertain if field workers will get appointment letter(as there is no prescribed format in the rules under the new code) , leave facilities and scores of other issues (like maternity benefit, minimum wage, payment of bonus and gratuity which were guaranteed through the related separate acts through SPE act). This is seamless, and also shameless, legalization of older forms of attack. Some newer steps, decisions and forcible imposition of the employers in the pharmaceutical and other industries are nothing less than brutal attack which are completely prohibited by law and therefore

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illegal. Newer forms of attacks of the employers are coming through senseless digitalization of every aspect of field workers work and service. Service and working conditions are randomly being changed overnight making the working and service condition further worse. This is increasing the workload as well. Such acts are not permitted under any law and many of these actions of employers are stark violation of existing laws. Work from home, round the clock digitally-enabled surveillance, round the clock digital (and app) connectivity with all levels of executive, during work and rest, in the field or at home, attempts to dry out the normal healthy life of the field workers. In absence of job specification, specification of hour of work, and in view of dominance of privately defined, ill-defined or arbitrarily defined job responsibility field workers are asked to do anything and everything which their capricious employers wishes them to do. But the government, busy imposing hire and fire regime upon the workforce in the country at the instance of the employers, has not framed and notified statutory working rules for the field workers even if it has been finalized and strongly recommended by the tripartite industrial committee comprising of Government, Employers and the Unions. Statutory working rules not only rationalize the service and working conditions of the field workers, but also provide a guard against arbitrary and illegal forms of punishments. In this background only, all the older forms of unlawful and arbitrary punishment (like stop work), abuse and threat, the employers are also inventing newer forms of illegal punishments like wage blockade. Besides using transfer of headquarters as a malafide instrument of punishment, there are several instance of large scale retrenchment through closure of divisions at whim and fancy in different multi-division companies. Taking the cue from disgraceful attempts of ‘labour reform’ of the current government, and completely ignoring the established laws of the country, the employers are denying the trade union and collective bargaining rights of the field workers with renewed enthusiasm. By denying collective bargaining right, not only the wages of the organized sections of the field workers are frozen (actually eroded) but also are frozen the wages of the unorganized sections of the field workers, whose wages too were used to be revised by example. Even if the travelling expenses has increased many times in last three years, especially through the increase in petrol-diesel price and also as an aftermath of the epidemic and lockdown, the travel fare reimbursement and daily allowance has not been revised by the most of the employers. This further increases the expense burden of the field workers. This burden has further eroded the income of field workers, besides withering away of the real wage as an impact of overall unprecedented price rise. Intensification of attack and large-

scale robbing of rights, at the behest of the employers and the government, make field workers embark on a path of countrywide agitation and campaign so that the hard-earned rights and gains can be recovered and even expanded through a course of justified industrial action. There are unmet demands of the field workers to the Central and State government and to the employers that have to be raised with renewed vigour. In this background only, field workers of all industries and establishments in pharmaceutical and other industries will resort to strike on 19th January, 2022. The strike will accompany campaign on the demands of the field workers and those of the common people. People’s demand like reduction of medicine prices, allocation and expenditure of 5% of GDP for people’s healthcare, revival of public sector pharmaceutical and vaccine companies’ will be campaigned vigorously. Besides, class and mass organizations, the common people and the doctors, Chemists, retailers, wholesalers has to be attracted, rallied and brought by the side of the struggle of the field workers. Field Workers’ struggle is inseparably linked to and resolutely identified with the entire struggles that are being conducted against this wicked neoliberal restructuring across the landscape of the country. The year-long intense struggle of the famers winning over all the natural obstacle across the season and the in the face of all challenges like slur, abuse, divisive ploys, physical attacks ,barricade and even cutting off of water and food sources, has created an enormous example and a new history in peaceful democratic struggle . Field workers’ movement earns inspiration from this determined struggle. Farmers struggle has been transformed into a victorious mass struggle against corporation and neoliberalism. Expanding democratic space this struggle warns them and their puppets in the power. Field workers’ movement too , has strength enough to resist the onslaught of the employers and make government regain wisdom in fulfilling the just demands of the field workers. The field workers movement, irrespective of its number strength, is present in all major cities and towns across the length and breadth of the country. This is a notable feature of the field workers movement that imparts to their movement a unique character. Field workers movement refuses to wait for divine intervention. It will regain and recapture the ground occupied by the aggressive employers. Even a deaf government like the present one can read the repercussion of a determined struggle. Now, the field workers’ movement will win the heart of the common people, challenge the neoliberal onslaught in it’s yet another manifestation in the sales promotion industry. Mobilization hand in hand, faith in the value of struggle, resolve for the cause and readiness to make sacrifices will illuminate the battleground and make the struggle victorious. Field workers will courageously wage war against this dark time!

deliberation and greeted the GC members. He highlighted about the movement of the fieldworkers to combat the policies of the government and the employers in commensuration with the entire toiling section of the country. Many FMRAI members in TMSRU also worked relentlessly as volunteer for the success of this General Council meeting.

Obituary

Sagar Yadav, a field worker employed in IPCA, a member of UPMSRA based at Kanpur, breathed his last on 9th November, 2021. FMRAI deeply condoles his death and conveys condolences to his family.

Albert David

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the laws of the country . FMRAI has already protested these unruly actions of the management through written communication and informed the labour department, Government of West Bengal in this regard. In this background, protest demonstrations were organized, throughout the country on 30th November, 2021, at the call of FMRAI, before the establishment of Albert David, in various state units including TNMSRA, MPMSRU, HPMRA, UPMSRA, RMSRU, BSSRU, OSRU and in front of the Head office at Gillander House, Kolkata by WBMSRU decrying the black Circular of the management and burning during these demonstrations in Protest . Taking the advantage of present law and order situation and pandemic

Demonstration: Labour Department of Karnataka

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unfair labour practices of these employers. All 3 India council conveners Saibalkumar Nag, Ashes Banerjee and Chandra Mouli elaborated the demands to Additional labour commissioner. B. Chandra Kumar, General Secretary KSM&SRA also made submissions on the issues concerning the sales promotion employees on Minimum wage Act violations by various employers of Karnataka, demanding the certified standing orders and formation of Grievance Redressal Committee for the resolution of disputes arising out of individual grievances as per The Industrial Disputes (Amendment) Act, 2010. Pranab Kr. Ray and K Sunil Kumar also briefed the violations and demanded for immediate and suitable intervention to the ADL commissioner. Finally, FMRAI K Sunil Kumar, Secretary, FMRAI, all 3 council conveners Saibalkumar Nag, Himalaya council, Ashes Banerjee AFD council and Chandra Mouli British Biologicals and joint All India Convener Sharanabasappa and women working committee member of FMRAI, TinkaMajhi met the Additional labour commissioner and briefed the unfair labour practices

Working Committee Meeting held at Kolkata

This physical working committee of FMRAI was held on 13th & 14th November, 2021 at WBMSRU State Centre, Kolkata. Meeting presided over by Vice Presidents of FMRAI. The meeting adopted condolence resolution grieving the death of members and leading functionaries of FMRAI, eminent leaders of the working class movement. The meeting expressed concern about rising prices of essential commodities which are creating havoc in the life of the common people. Income of the people has been reduced due to shut down of establishments and job losses. The meeting observed that the people are angry of such situation, registering their protest everywhere and are searching for alternative. In pharmaceutical and other industries, majority of the organized companies are adopting all sorts of unfair labour practices and ignoring the law of the land. Company wise development has been reviewed, especially Lupin, ADL, AFD, Zydus, Indoco, Himalaya, British Biologicals, Biochem, Bharat Serum, Khandelwal, Shreya Life Science, Biological E and Wallace .The overall implementation of programmes has been improved after the ongoing situation and further improvement is the call of the hour. Working committee meeting expressed that a large section of small scale sector fieldworkers have lost their jobs and it has not being reported properly by the victim

restrictions, management of Albert David are desperately now trying to dismantle the unity of the field workers and their union. The SPE’s of Division-II also needs to be mobilized and briefed regarding the approach and the atrocities of ADL management. The ploy of the management to deprive the SPEs from their legitimate rights should be protested collectively. Management of ADL must get appropriate lesson for their every hideous acts and deeds against the sales promotion employee. The Workers to fight to retain the rights achieved after long drawn struggle. FMRAI decided to go all out in future days to give befitting replay to the atrocities and anti workers acts of this notorious Albert David Management and given a call to all field workers of Albert David in specific and members of FMRAI in general to fight in coming day. This struggle will continue.

adopted by all 3 identified employers and demanded for suitable and immediate intervention. The Additional labour commissioner accepted the lapses and assured for suitable intervention and action will be definitely initiated urgently. Accordingly, after the delegation meeting the Additional labour commissioner has issued notices to all 3 identified companies for attending a joint meeting on 29th Nov, 2021. The members appreciated and welcomed the intervention of the Additional labour commissioner and concluded the demonstration with a strong resolution that unless and until the justified demands are not met the struggle against these 3 companies shall continue. FMRAI greets all the fighting SPEs of all these three companies and assured to intensify movement in days to come for complete resolution of the issues and grievances of the field workers. FMRAI also greets the members of the state unit KSM&SRA for their all-out effort to make the programme successful. The movement against the employer who wants to snatch the earned rights of the sales promotion employees shall continue

fieldworker in organizational platform. All our state unit should conduct the meeting with these field workers and gather the information of ESI/PF deduction and bonus as per legal provision. Focus must be continued on women field workers movement on their 12 points of demands. Work related harassments, leave without pay, late night doctors call and others issues of major concern of these section of the field workers were also discussed. The meeting noted with great concern that the field workers in the other industries have been more adversely affected in this pandemic situation. It was decided that this section of field workers, organizing campaign in the market places, will be organized in the subunits at the initiative of the state units. Weakness in FMRAI news distribution among the members were identified in the meeting and corrective measures have to be planned and implemented .It is also proposed to introduce a readers’ opinion Column in the FMRAI News. Weakness in reporting of News from the states was also identified and corrective measures have been implemented. State news reporters should send all the reports quickly to News mail and to FMRAI Centre. The working committee meeting unanimously decided that on the issues of the people and the sales promotion employees all section of field workers will resort to one day All India Strike with 16 point demands on 19th January, 2022.

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public meeting was addressed by Hemalata and Tapan Sen which was attended by lakhs of workers across the country. Members of FMRAI representing various state units attended the GC meeting from across the country. General Secretary of FMRAI Comrade Santanu Chatterjee gave

One day strike

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the country. Some state governments are silent onlookers to the sufferings of the sales promotion employees. The employers taking advantage of the situation using it as a tool for exploitation. Using the pretext of reform in the Covid-19 pandemic, drastic changes were made to the existing labour and agricultural laws of the country which attempts to jeopardize the lives and livelihood of the working people. Already the country has witnessed the most inhuman tragic dimensions in the plight of the migrant workers since the national lockdown was enforced in 2020. The issue is the nullification of the labour laws and the hard-won democratic rights of the vast majority of Indian people in the name of fighting the Covid-19 pandemic. 29 existing labour laws have been repealed and replaced by four labour codes; bulldozed in the Parliament session without discussion violating democratic norms. Almost all beneficial provisions relating to rights and protection of the workers and those related to regulation in control of employers are either substantially diluted or removed altogether. These codes seek to convert workers into slaves. More than 70 per cent of the industrial establishments in the organized sector itself, not to speak about the vast unorganized and service sectors, can now implement a 'hire and fire' policy. The labour code empowers employers to employ workers on a "fixed term" in regular jobs and throw them out after the end of the term without any notice or compensation. Atrocious conditions have been imposed amounting to annulling the basic rights of working class to collective action including the right to strike. This repealing of labour codes has accentuated attacks of the employers on the jobs and rights of

the sales promotion employees, too. After prolonged struggle, the Sales Promotion Employees Act, was enacted on the basis of a petition made by the Federation of Medical and Sales Representatives' Associations of India (FMRAI) to the committee of petitions (Rajya Sabha) way back in 1976. The Act was further amended in 1986 by removal of the wage ceiling, thereby, all sales promotion employees are covered under the Act. Through this Act, several other acts like I. D. Act, 1947; Minimum Wages Act, 1948; Maternity Benefit Act, 1961; Workman Compensation Act, 1923; Payment of Bonus Act, 1965 and Payment of Gratuity Act, 1972 are applicable to the sales promotion employees. IN OSH code there is no mention of these facts. The Wage Code does not specifically address the coverage of the acts to the workers and concentrates mainly on the employees. In the Code on Wages the term "workers" and "employees" have been used interchangeably causing great confusion in the interpretation and applicability of the law by the hands of the employers and which will again expose the sales promotion employees to oppression and violation by the management. So, repealing of the SPE Act, 1976 will have serious consequences on the rights of the fieldworkers. In view of that, the sales promotion employees across the country are demanding to scrap labour codes and restore the existing labour laws including SPE Act. Framing of statutory working rules being a long pending demand of the fieldworkers to the Central Government and in absence of such they are deprived of the right to stipulated working hours and overtime benefit and immensely exploited by the employers. The existing labour laws are grossly violated by the employers in

different states and the respective state governments are a mere spectator. Fieldworkers are restricted to work in various institutions in contravention to the laws of the land whereas the state government should ensure unhindered access to work places and remove all restrictions on the entry of the sales promotion employees to facilitate their regular work. Most of the state governments are reluctant for fixation/enhancement of Minimum Wages for the sales promotion employees as per the recommendations of the 15th Indian Labour Conference of 1957. Taking full advantage of the pro corporate government policies; the employers are relentlessly exploiting the fieldworkers. The sales promotion employees are subjected to sales related victimization, job loss and wage cuts. The draconian private rules of surveillance, tracking and intrusion on privacy through electronic gadgets of the sales promotion employees has become order of the day taking plea of Section 13 of Data Privacy Bill, 2019. The fieldworkers are coerced and forced to comply with call-to-call reporting; the unilateral new working systems and unbearable workload are imposed on them with impending threat of punitive action. Even in some companies the fieldworkers were compelled to work during the deadly outbreak of pandemic without any adequate insurance coverage and protective gears. Pursuant to the continuing unbridled increase in fuel prices by the Union Government, all sections of people are put to great suffering including the sales promotion employees. The demand to the employers of enhancing Daily / Travel Allowances to meet the rise in prices of all commodities remains unaltered. Besides, unethical marketing blended with unfair trade practices are induced by the management of various companies in pharmaceutical industry defying the existing legal provisions at the behest of government

administration. Despite assurance from the Central Government for implementation of Uniform Code on Pharmaceutical Marketing Practices (UCPMP) the issue is lying dormant for years together due to clandestine reasons. On the contrary, paying of GST on essential medicines and medical devices has become a compulsion for the common people. The spiraling price rise of medicines and medical devices have added to the sufferings of the toiling section. During this ongoing COVID 19, even the sanitizers and face masks were not spared from clutches of GST despite hue and cry from nook and corner of the country. On reduction of prices of medicine and medical devices FMRAI have been demanding to the Central Government since long. Not only the Ministry of Chemical & Fertilizers was met on numerous occasions but also it was appealed to the Finance Ministry for evasion of GST and reduction of prices on medicine and medical devices which yielded no outcome as yet. In order to cover up its gross mishandling of the Covid pandemic, the Modi government sought to distract people's attention by organizing 'celebrations' for administering hundred crore vaccines. It must be noted that 41% of the world's population has been fully vaccinated whereas India has given both doses to only 27% of its population. Among the 29 most populous nations, India now ranks 16th in terms of doses per 100 population and 19th in terms of percentage of population fully vaccinated. The healthcare system of the country is in a haywire condition due to paucity of allotted finance and an allocation of 5% of the GDP is the need of the hour for the population of the country. The issues of revival of pharma PSUs, free vaccination to all and zero GST on medicines and medical devices are the major demands, in addition to the primary demands of reduction of drug prices and allocation of 5% of GDP for healthcare.

In pursuance of the demands, the Union Labour Minister was met in a deputation on 22nd September, 2021 about the current attacks on the fieldworkers by the managements and also with a demand for convening the Tripartite Committee meeting and notification of working rules. As a follow up a letter had been sent by FMRAI to Labour Ministry on 12th November 2021, which was subsequently sent by the State units also. The state governments were also pursued by the state units for implementation of SPE Act, notification of Minimum Wage and fixation 8 hours working time frame. Since long the issues for reduction of medicine prices and removal of GST from medicine and medical devices are being pursued vigorously at the respective ministry. The demands to the employers were registered through submission of memorandum and industrial actions. Due to lackadaisical approach of the Central / State Ministry and the employers the issues remained unaddressed which increased the sufferings of the sales promotion employees in manifold. In order to uphold and protect the rights and contentions of the sales promotion employees, the Working Committee meeting of FMRAI held on 13th & 14th November, 2021 in Kolkata unanimously resolved to intensify the movement and resort to all India Strike on 19th January, 2022. FMRAI have further decided to file petition in Supreme Court for implementation of UCPMP and against the labour codes and repealing of SPE Act. The sales promotion employees as part of the working class will echo their voices for their own demands along with the demands of the common people of the country. On the day of Countrywide Strike the entire sales promotion activities will be paralyzed and the sales promotion industry will come to a standstill condition on pan India basis to establish the justified demands of the sales promotion employees to surge ahead for a bigger struggle of the working class movement.

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Anglo-French made efforts to stop the demonstrations in front of their head office by utilizing the police personnel and judiciary at Bengaluru, but failed in their attempt to stop the demonstration which thunderously echoed the demand slogans in a befitting manner. More than 45 comrades from both Anglo-French drugs council and members from KSM&SRA attended the demonstration. The Anglo-French management were scared even to come out of their offices to accept the memorandum from the delegates in police presence. Narahari, working committee member of Kalaburagi subunit of KSM&SRA and Sanjeev Deshpande vice president KSM&SRA took leading part the programme. Pranab Kr. Ray, K. Sunil Kumar, both Secretaries of FMRAI, L M Peshwa, B Chandra Kumar, President and General Secretary of KSM&SRA, Sanjeev Deshpande vice president KSM&SRA, Ashes Banerjee All India Convener AFD council and H.J Suresh CITU north committee Bengaluru vice president addressed the members at Dharna place. British Biologicals: The management have not paid wages during the pandemic time to the SPEs, terminated many sales promotion employees, stopped paying various other statutory benefits to the workers and unilaterally imposed several retrograde digital work on the sales promotion employees even without providing requisite gadgets. Protesting against these atrocities of the management field workers were agitating countrywide for quite some

time and on 23rd and 24th Nov, 2021 overwhelmingly participated in the strike action. The leading functionaries of British Biologicals council along with KSM&SRA members participated in the demonstration before the British Biologicals corporate office. Another major demand of the Sales Promotion Employees is constitution of grievance redressal forum for the SPEs in accordance with provisions of law. The police authorities were hesitating to allow the demonstration before British Biologicals corporate office, but the KSM&SRA leadership explained that the atrocities of the British Biologicals management has reached to the peak in absence of intervention from labour authorities and our constructional right of protest. Looking at the militant mood of more than 50 comrades including leading functionaries of British Biologicals council along with KSM&SRA members the demonstration with slogan shouting was permitted by the authorities. The management representative came to the demonstrating sales promotion employees and took the memorandum. The print media has also covered the demonstration and the programme in various news media. Gururaj Desai, vice president, Anandraj, joint General Secretary, Sathya Poorna, secretary KMS&SRA along with the all India convener of British Biologicals council addressed the members during the demonstration programme. Himalaya: The Bengaluru based Himalaya Wellness Company is resorting to unfair labour practices by violating the Sales Promotion

Employees (Condition of Service) Act. 1976 illegally terminated and transferred the sales promotion employees, unilaterally imposing new working conditions and resorting to motivated attacks on the leading trade union functionaries. The All India convener has been suspended and enquiry domestic instituted for his trade union activities violating the fundamental rights and a blatant example of intrusion in his privacy. The closure of division and subsequent terminations of sales promotion employees has created serious unrest amongst the field workers in the Himalaya Wellness Company. Series of communications have been made from FMRAI for bilateral discussion with Himalaya All India council as per the past practice to resolve the issues, but the management has paid deaf ear on the justified demands of the Sales Promotion Employees working in Himalaya Wellness Company. At the call of FMRAI the field workers of Himalaya Wellness Company resorted to two days strike on 23rd and 24th Nov, 2021. On 23rd Nov, 2021 the leading council functionaries and terminated sales promotion employee along with KSM&SRA members demonstrated near the Himalaya Wellness Company. The management had tried to curb the legal rights of sales promotion employees by taking court orders to avoid demonstration around 300 meter away from the Himalaya Wellness Company corporate office, the determined leadership of Himalaya wellness council including 4 lady field workers participated from Kerala along with other members of council and

KM&SRA has exercised their rights of protest demonstration and dharna successfully. More than 75 comrades raised the slogans on unjust terminations, illegal transfers and demanding for implementation of all labour laws applicable to sales promotion employees. Pranab kr. Ray, K Sunil Kumar, P. Shekar Reddy, Secretaries of FMRAI, C. B. Kulkarni FMRAI working committee member along with All India council convener Saibalkumar Nag and KSM&SRA leaders Jayganesh state Treasurer, L M Peshwa, President and B Chandra Kumar General Secretary addressed the dharna. The determined field worker's demonstration has caught attention of the popular electronic and print Medias. The police authorities ensured the presence of management's team to accept the memorandum. The delegation of the management assured to inform the same to higher management for appropriate resolution.

Two days Strike in Sanofi

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of the CFA along with the striking workers in Badu, Kolkata. More than 70 members participated. The gathering was addressed by leaders of WBMSRU and FMRAI Secretariat members. Prior to the demonstration, the management tried their best to foil the programme by complaining to the police, but timely intervention by the leadership ensured that the intent of peaceful demonstration against the atrocities of the company was well briefed to the administration and the programme was a huge success. The unionized field

WBMSRU settles wage in Befam

Third consecutive wage settlement was signed between WBMSRU and M/S Befam Pharmaceutical Ltd, a small scale state based Pharmaceutical company operating in the state of West Bengal. On 22nd November, 2021, the agreement was signed by WBMSRU leadership and negotiating committee members on behalf of the union and by the management of Befam from the company's side. Around thirty field workers will be benefitted out of the settlement. Average monetary benefit will be Rs. 3323. Daily allowance will also be hiked to Rs. 185 per working day from existing Rs 150 per day w.e.f. November, 2021 which will be further revised to Rs. 190 per day from April, 2022. A separate MOU was also signed in respect to introduction of online reporting system.

workers of Sanofi are determined to continue the struggle with active support of FMRAI against the termination order. The struggle is not only to bring justice to the terminated field workers, but also to restore the confidence and sense of security in the minds of a much larger section of workers. Workers who are feeling threatened by the continuous news of selling off their pride brands and with that their employment in the company. It is only with continuous struggle that the aggressive retrenchment drive which the management has embarked on can be expected to be stalled.

24th November, 2021

Demonstration before Labour Department of Karnataka Government

On 24th November, 2021 more than 175 Comrades from 3 Bengaluru based pharmaceutical companies namely Anglo French



Drugs and Industries Limited, British Biologicals and Himalaya wellness Company along with and 8 subunits of KSM&SRA staged demonstration and dharna in front of state labour department Bengaluru on the justified Demands of ensuring implementation of Sales Promotion Employees (Condition of Service) Act, 1976, to prosecute the employers violating the Minimum wage as notified by Govt. of Karnataka, ensuring formation of Grievance Redressal Committee for the resolution of the grievances of the SPEs as per The Industrial Disputes (Amendment) Act, 2010, for inspection of the identified

companies as per rules under the Sales Promotion Employees (Condition of Service) Act, 1976 and to stop all unfair labour practices adopted mainly by these three identified companies. The dharna demanded strongly to call for tripartite meetings with 3 identified companies management and intervene for the implementation of labour laws applicable to Sales Promotion Employees and to desist from all unfair labour practices.

Gururaj Desai vice president KSM&SRA presided over the demonstration and P. Shekar Reddy, secretary FMRAI inaugurated the demonstration. The day long dharna and demonstration was carried out with slogans shouting on the various unfair labour practices adopted by the management of these 3 companies' and insensitive and non responsiveness of labour authorities. With deep concern on the burning issues the KSM&SRA Members took a strong resolution that unless the notices are served

to 3 identified company for joint meetings, the demonstration will continue. KSM&SRA Secretariat members

Aanandraj, Sathyapooran, Praveen Kumar SS, and Praveen Kumar unit secretary kolar subunit of KSM&SRA, women workers from kerala working for Himalaya along with all leaders of 3 council companies gave thundering slogans adding strength to demonstration. Pranab Kr. Ray, K. Sunil Kumar, secretaries FMRAI, C B Kulkarni and Tinka Majhi, FMRAI working committee members along with 3 All India council convener Saibalkumar Nag of Himalaya council, Ashes Banerjee AFD council and Chandra mouli of British Biologicals and KSM&SRA leaders L M Peshwa, President and B Chandra Kumar General Secretary addressed the demonstration. In the afternoon the Additional labour commissioner Dr Manjunath on behalf of labour department visited the demonstration place and accepted the memorandum and invited a delegation for a meeting upstairs in his chamber with the leadership to seek further information on the [to Page 2](#)

WBMSRU

18th state conference



President, Association of Health service doctors (AHS), Dr. Pabitra Goswami, Secretary, Student's Health Home speaking on the occasion on several issues related to the present socio economic situation in the country. They also spoke extensively on the problems

The 18th conference of WBMSRU was organised on the 20th and 21st of November, 2021 at Phanibhusan Vidyavinod Yatra Mancha, Bagbazar, Kolkata. The venue was named after the late CITU leader and former minister of the left front government, Shyamal Chakraborty. The stage was named after late Apurba Ghosh, former Treasurer, FMRAI. The conference which was slated to be held last year was delayed due to Covid-19 related restrictions imposed by the government.

The conference was preceded by the formation of the reception committee at WBMSRU on the 21st of October. The reception committee comprised of intellectuals, members of the medical fraternity and likeminded individuals of fraternal organizations and also leaders and activists of WBMSRU. On the 19th of November, the open session of the conference took place in the same venue which was preceded by a spirited rally of the members in the Bagbazar area supporting the historic win of the farmer's struggle. The mood of the conference was upbeat as it coincided with the announcement of the repeal of the anti farmer and anti people Farm laws. In the open session FMRAI General Secretary Shantanu Chatterjee highlighted the historic success of the farmers in repealing the bills and expected that the same fight will be translated into another struggle by the workers to repeal the anti worker labour codes. The session also saw Dr. Fuad Halim, peoples physician in Kolkata, Dr. Amitabha Bhattacharya Secretary- People's Health, Dr. Anup Ray,

faced by the field workers and the role FMRAI and WBMSRU have been playing in defending the rights of the fraternity. Arnab Nag also spoke on the occasion. On 20th November conference started with hoisting of the organizational flag by the President Sisir Saha and floral tributes by the leadership. The conference was formally inaugurated by Anadi Sahu, state secretary CITU. He spoke in details on the current economic perspective prevailing in the country and called upon the members of WBMSRU to play their roles in making two day's all india strike a grand success. The report of the General Secretary was placed by Arnab Nag. In absence of the Treasurer Ashim Ghosal, who was suffering from Covid related illness, the report of the Treasurer was also placed by the General Secretary of WBMSRU. 39 delegates from all over the state spoke and expressed their opinions on both the reports.

General Secretary, FMRAI Shantanu Chatterjee spoke extensively on the current attacks of the pharma managements and the situations prevailing in various companies like AFD, Albert David, Himalaya, Zydus And Lupin and how the field workers are putting up courageous resistance against the offensive of the management. He also proclaimed that on various demands like zero GST on medicines, legalized UCPMP and to resist digital oppression on the profession field workers throughout the country will resort to one day strike on the 19th of January, 2022. Arnab Nag, General Secretary WBMSRU in his deliberation replied on issues pertaining to organization and funds raised by the delegates.

CITU General Council Meeting at Hyderabad

All India General Council (GC) meeting of CITU was held at Sundarayya Vignana Kendram auditorium in Hyderabad on 16-18 November 2021 with hoisting of CITU flag by its President Hemalata followed by paying floral tributes to the martyrs column. 352 general council members attended apart from 4 invitees and 3 fraternal delegates from independent fraternal federations. Chairman of the Reception Committee and CITU Telangana State President Chukka Ramulu welcomed the participants. Prof. K. Nageswar Rao, Ex.MLC, the Honorary Chairman of the Reception Committee, also greeted the General Council meeting. The General Council meeting commenced with the speech of President Hemalata who congratulated CITU state committees, unions, cadres, activists and supporters who made commendable efforts in providing relief to the workers during the pandemic, displaying working-class solidarity with all necessary financial and human resources. Tapan Sen presented the General Secretary's Report and suggested several action programmes for future. The report, with proposed action programmes, were enriched with GC members' participation in the 3 days long discussion and reply by the General Secretary. The report and the action programmes were adopted unanimously. The General Council meeting fully supported the call of 2 days Nationwide Workers General Strike, during next Budget Session of the Parliament at the call of Joint Platform of Central Trade Unions and appealed to the entire working people in general and CITU affiliates and its members in particular to make the strike a grand success against the anti-worker, anti-people and anti-national policies of the Central Government. On the conclusion of the GC meeting on 18 November, 2021 in a packed Sundarayya Vignana Kendram auditorium an online [to Page 2](#)

All India Council Subcommittee meeting plans the path of intense struggle

All India Council Subcommittee meeting of FMRAI successfully held on 15th November, 2021 at Niranjana Mukherjee Bhawan, Kolkata in physical mode after a prolonged period during the pandemic situation. The previous meeting was held on 22.11.2020 in Virtual mode. All India Council leaders and leaders of FMRAI participated wholeheartedly from across the country and proved their determination undermining various restrictions and threats of pandemic situation. Pranab Kr. Ray, convener of All India Council Subcommittee placed a Note on behalf of the core committee of AICSC of FMRAI. The meeting was attended by 21 AIC and 17 Jt. all India conveners. More than 60 comrades including some of the state Presidents; General Secretaries and State council subcommittee members attended the meeting. Convener, while placing the note elaborated the present attacks on the job and existing rights of the workers. He explained the various multidimensional attacks by the employers in absence of proper functioning of the various legal forums. The situation of pandemic has encouraged the employers to become more aggressive to snatch the achieved rights and all-out effort were made by them to demolish the unions, violating the provisions of law. During the period various attacks on the profession of sales promotion has been witnessed like non-payment of wages, wage cut, transfers, closures and subsequent job loss of the workers. During the period introduction of various online working system unilaterally brought by some of the management to harass and humiliate the SPEs and punish them for not accepting the dictum of the management. The prime purpose of such aggression by the employers was to snatch the rights and gains of the workers and abolish the trade union and to break all past conventions, agreements and understandings.

35 all India council leadership discussed on the report and highlighted their observation, suggestions in today's context. In Mysuru General Council meeting, FMRAI took a resolution to fight against the burning problems of the field workers as newer forms of attack by imposition of newer working norms through digitalization in sales promotion job. But, due to outbreak of Covid 19 pandemic and subsequent lockdown, all forms of movement were affected. In this situation company are trying to control the total market by imposing unilateral work systems. Meeting expressed the concern about the unlawful surveillance, tracking being done by most of the management and they are blocking the reporting portal, declaring absent from work and wage stop as punitive measures for not accepting the dictum. The meeting decided for all out movement to resist the heinous attacks of the management. At this juncture all Councils will move together and support each other. United forum of councils will resist collectively the onslaught. Santanu Chatterjee, General Secretary, FMRAI addressed the meeting and emphasized upon the united movement against every unjust act of the employers. He has briefed about the role of Government of India in this present scenario, who are changing all existing labour laws and adopting pro corporate and anti-worker policies. The entire working class is under attack including the common people of the country. He informed the decision of countrywide all India Strike by all sales promotion employees on 19th January, 2022 against the anti-worker policies of the central Government, the lacuna by the state Governments in enforcing the laws and the various atrocities of the employers on the sales promotion employees. The meeting ended with strong determination to fight back in days ahead.

National convention at Delhi

The national convention of workers held on 11th Nov, 2021 at Jantar Mantar, New Delhi at the initiative of Joint platform of central trade unions and independent federations and associations, call for the working people to heighten the ongoing united struggle against the present anti-people, anti-farmer, anti-labour government. The present government at the centre, during its two terms, has been proved to be the government for, of and by the corporate. Each and every policy drive and its execution starting from demonetization to introduction of GST, from enactment labour codes and farm laws to wholesale privatization (called National Monetization Pipeline which amounts to sell out of the national properties), this government's actions has been proved to be disastrous for the common populace and beneficial for a handful of corporate. Oxfam reports that 1% of the country's rich now holds the wealth of 70% of our country's population. Rapid disinvestment and privatization of profitable PSUs into the hands of corporate friends at a throwaway price demonstrate morbid nature of this government Amendments in Essential commodities Act encourages hoarders and black marketers to manipulate prices, as a result, prices of daily consumable

edibles like pulses, mustard oil etc are sky rocketed. Petroleum prices soared all time high due to higher taxes levied by both state and central governments. Rising unemployment, job loss and decline in earnings has made the situation unbearable for common man. Inefficiency of tackling covid-19 impacted lives and livelihood of thousands of families including the families of migrant labourers. Unilateral introduction of draconian farm laws, Electricity (amendment) bill, labour codes and other bills bypassing discussing with the opposition proves the authoritarian attitude of the government. In this perspective only, the joint platform of central trade unions vowed to take the challenge to resist the destructive and harmful policies of central government. It has resolved to heighten struggle raising the people's demand. It was decided that two days of countrywide general strike will be organized during the budget session of parliament in 2022. Prior to this strike, intensive campaign against the policies of the government will be organized at the state level during the period between December 2021 and January 2022. The National convention called out to the working people across the nation to make this countrywide General strike a massive success with a slogan of 'Save The People And Save The Nation'.