

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

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Creating heat in winter, brisk preparation going on for

All field workers' strike on 19th January, 2022



Strike preparation, Jhansi, UPMSRA

preparation is in full swing in all state and sub units maintaining all Covid protocols, keeping the spike of third wave of pandemic in view. The campaign has got a momentum with serving of Strike Notices to the Union Minister of Labour and Employment and to all employers irrespective of industries on a pan India basis by FMRAI. The state units have also served similar Strike Notices to the local management during this period. Despite several persuasions by FMRAI for framing

of statutory working rules for the fieldworkers and protection of Sales Promotion Employees (Conditions of Service) Act, 1976; inaction of the Modi Government has compelled the fieldworkers to resort to the path of struggle. The Central Government has turned a deaf ear to the justified peoples' demand of removal of GST on medicines and medical devices and reduction of the prices of medicines. The state Governments are similarly reluctant for enforcement of

applicable laws to the sales promotion employees and taking full advantage of this anti-worker policies, the employers are exploiting the fieldworkers, flouting the laws of the land and intruding into their privacy. To campaign these prevailing condition and the sufferings of the fieldworkers, the state and sub units are conducting special general body meetings, strike conventions involving all members of the organization and leaders of fraternal organizations

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The preparation for 19th January, 2022 all India Strike is generating heat in fieldworkers' movement throughout the country with the advent of winter in the last month of the year in 2021. The

Strikes in two companies

Albert David

The atrocities of Albert David management against the field workers know on bound. The management has refused to abide by the laws of the land and the

agreement with FMRAI in the most obstinate and arrogant manner. Even after repeated persuasion by FMRAI in the labour department of West Bengal and straight instructions by the authorities, the management has denied payments of pending wages of employees for six months. Even direct intervention by the labour minister of the state has failed to compel the management to release the blocked salaries of the members of the union. In addition to this, the management of the company has steadfastly refused



Albert David strike, Kolkata

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In the New Year 2022, FMRAI takes occasion to greet all its readers, field workers and well-wishers who are there in every part of the country. Federation wishes that the powerful struggles of the people, of the peasants, of the workers, of the women, of the students, and the youth and those of the field workers, bring about crucial changes in all spheres in 2022. Humanity has already paid enough through the recurrent global outbreak of virulent viral diseases. The pointless destruction of nature, corporatization of agriculture, especially in a greed-based social system, instead of a need-based one, takes its toll upon the whole of mankind. In spite of all its tall claims and hollow pride, the capitalism has now been reduced to a lowly system of habitual abuse of man

New year 2022

FMRAI greets readers

by man. With all its wastefulness, with all its overindulgence and stupid squandering of natural resources it has caused irreparable damage to this lonely planet, the only abode of man and all life forms. Thus, the capitalism, by giving birth to extreme pauperization and vulgar inequality has made itself, and everything around it, grossly unsustainable. It has brought the entire humanity to the doorstep of disaster.

In this New Year 2022, FMRAI encourages its members and the fellow countrymen to imagine and contemplate a better world that is free from inequality, vulgarity and its diseases. FMRAI hope to build 2022 upon the firm lessons that 2020 and 2021 have taught. Once again, FMRAI warmly greets all in New Year 2022.

Settlement in two companies

Win-Medicare

Successful wage settlement was done for the 7th successive time between the negotiating committee and the management of M/S Win Medicare on the 20th of December 2021. The settlement was signed by S.S.Aurora, Vice President Marketing and Sales, Ritu Sikka, Head, Human Resources, Sanjay Garg, Director,



Finance and Accounts and Company Secretary and Sandeep Anand, Director Marketing and

Sales on behalf of the management. The Negotiating committee elected in the All India Council meeting of FMRAI was represented by Kaushik Sarkar, All India Convener, E.V. Rajesh, Joint All India Convener, Sanjay Chakraborty, (Joint Zonal Convener East), Anil Bhatnagar, (Zonal Convener North), Hitesh Parekh (Zonal Convener West) and P.C. Thomas (Zonal Convener South). The average benefit in the wage part is

Rs. 6303 with minimum to maximum benefit ranging from Rs. 4300 to Rs. 18153 depending on the seniority of the field worker. The existing entry point of Rs. 8820 in the basic scale has been revised to Rs. 10000. The basic pay has been categorised into the

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Wallace

Fieldworkers of Wallace Pharmaceuticals irrespective of division and designation resorted to all India strike and zonal dharna on 24 December, 2021 in

the operation in Punjab by transferring all the fieldworkers to distant places. FMRAI is pursuing the issues including long pending Charter of Demands since 2014 through agitation, legal and have made endeavour for amicable settlement through bilateral discussion also which fell flat due to adamant stance of the management. During the 2nd wave of pandemic when the entire country was under lockdown, management was asking the fieldworkers to avail



Wallace strike, Delhi

pursuance of their justified demands. The fieldworkers of Wallace are fighting a long drawn struggle as Wallace management in Pharma division has consistently tried to break the Council consolidation of FMRAI by way of individual settlement with various derogatory conditions. The management has literally closed

leave without pay or they have to come out in the market to perform sales promotion activities with the plea that job of sales promotion employees comes under Essential Services Act. From FMRAI when the misinterpretation of the legal provisions was challenged, management immediately launched counter

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Strassenburg

10th successive wage settlement was signed between Strassenburg management and



FMRAI's negotiating committee on 6th day of December 2021 at Kolkata after long-drawn-out negotiation on Charter of Demands submitted by FMRAI for the sales promotion employee (PSR's) working in the company. All confirmed PSR's will be covered under this settlement. The settlement is effective for a

period of 3 years from 1.04.2021 to 31.3.2024. The pay Scale, special pay, daily working allowance, leave travel assistance, vehicle maintenance allowance, e-reporting & communication allowance shall be upwardly revised through this settlement. The minimum average benefit is Rs.2749/- approx and the maximum is Rs.3329 per month. The variable dearness allowance which was Rs. 5061 till March, 2021, has increased to Rs.5401 with effect from 1.4.2021 due to rise in CPI. The existing system of payment of House rent allowance @ Rs.10% per month shall continue. The special pay revised as per length of service is 0 to 15 years of service of Rs. 2885 per month and above 15 years of service of Rs.3360 and for above 25 years of service of Rs. 3410. The existing daily allowance in

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Editorial

With field workers' own and their neighbourhood's demands

A strike in the hinterland

A robust new year arrives. In the 2nd fortnight of the first month, on 19th January, 2022, the field workers will go on strike.

-'Why organize a strike now? Haven't the farmers gone home back?' On hearing this news, the neighbour asks.

-'Yes, that's the point, their examples are hugely inspiring. The field workers have only picked up the threads!'

-'But, a third wave is imminent with all these Omicron, Delta and all the damning viruses!'

The neighbour is utterly disturbed. The daring variants of the unyielding virus, now, masquerade as Greek alphabet. His disquiet is evident and discernible in his face.

-'The strike is even more relevant in view of the pandemic', replies the field worker.

In fact, this strike of the field workers raises the demands of their neighbourhood, besides their own demands. Reduce medicine prices; reduce prices of the medical devices! Government must earmark and spend enough funds for healthcare need of the common people, demands the 19th January strike of the field workers. Can common people pay for hugely expensive private healthcare? No, they can't pay. The pandemic has withered their spending power. Demands of universal healthcare and universal access to essential medicines, has never been as relevant, as it is today. Why then the governments are indifferent? Why the employers are mounting attacks upon the field workers? Why the government stands as mute spectator, or even as whispering collaborators, of the employers? As the Governments and the employers choose such role, field workers choose their ultimate, and inevitable, instrument of protest: **strike!**

The government should ensure that indispensable lives are not lost on account of dearth of hospital beds, of oxygen, of ambulance or of medicines. The 2nd wave has witnessed all

these. Medicines, including Remdesivir and other anti-viral, have been sold in black market in exorbitant price. Why then government is allowing monopoly (or Oligopoly) of Remdesivir? Even the Supreme Court suggested the government that the patent (monopoly) medicines like Remdesivir and vaccines like Covishield and Covaxin should be freed from monopoly clutch of MNCs by invoking the Compulsory licensing provision of the Patent Act, 1970, and thereby the other efficient manufacturers be allowed to manufacture and sell such products at affordable prices. Suppression of monopoly (patent) and enabling of free competition at this time of virulent outbreak would have brought prices down. But the government in its affidavit submitted to the Supreme Court on 9th May, 2021, the Central Government denied Compulsory License for medicines like Remdesivir and most surprisingly, spoke in the language of the spokespersons of the multinational corporations and advocated for Voluntary License. Unlike Compulsory License at the intervention of the government, Voluntary Licenses are issued by MNCs themselves at their own free will charging go-as-you-like royalty against such licenses. The global experience shows that the MNCs defend their position, in the midst of popular outcry for Compulsory License, by issuing a few Voluntary Licenses, without compromising their basic patent monopoly. This position of the government is not acceptable to the people or to the field workers. FMRAI demands revocation of patent on essential medicines and vaccines and had sent several communications to the government to this effect. But, the government attempts to undo all the rights and gains of the common people, which were

accrued through freedom struggle and which were attained in post-independence India. A report of the parliamentary standing committee (laid on the Table of Lok Sabha and Rajya Sabha on 23rd July, 2021) advocates for more rigorous monopoly in different Intellectual Properties (Patent, Copyright etc) and advises government to make further retrograde changes in the Patents Act, 1970 and Copyright Act, 1957. The committee recommends abolition of some safeguards and exceptions (incorporated in the 2005 amendment of Patents Act, 1970) to facilitate loot by the MNCs. The committee sees (without any evidence and context) **'growing menace of such IP crimes in India'** and recommends **'a specific legislation to curb counterfeiting and piracy'** and asked the government **'to ensure on-ground implementation of stringent IP legislations'**. It proposes removal of all possible barriers in granting of patent. It advocates not only faster approval of patent, but also approval with the involvement and prompting (Patent Prosecution Highway, PPH) of industrialized countries, which are home of the big MNCs. It not only proposes clear amendments of various sections, but also asks the government to review the Section 3(d) of the patent act that keeps safeguard against evergreening of patent monopoly and prevents dishonest continuation of patent right far beyond the stipulated 20 year period. Most surprisingly, the committee, also suggests introduction patent right in plants, seeds, non-living substances occurring in nature, mathematical methods and Algorithms which amounts to patenting of anything and everything that exists in nature or that exists in the domain of common ancestral knowledge of the generations of the human

being (these things are not patentable under Indian law or under the laws of the most of the countries in the globe). The Report further proposes 'patent pending' labeling well before approval (to give **'marketing benefits to the patentees'**) even if these products may later be rejected by the patent controller. The introduction part of the report stated that the report was prepared only in consultation with the industry associations like CII, FICCI, some law firms and the Ministries of the Central Government. Even if the recommendations of the committee may have far-reaching consequences, no other stake holder was consulted. This report, in fact, attempts to bring back the unbridled multinational domination which was there in the pre-independence India and it is essentially anti-people.

These are very technical issues which common people are not generally aware of. But, it influences the health related outcome and such actions and decisions of the government and the parliament gravely damages the lives of the people.

While campaigning with the strike demands the field workers' movement raises these serious issues and makes people aware of. People are dying of diseases, not only the virus, but also of dengue, malaria, tuberculosis. Resistant tuberculosis has reached a menacing proportion and the government has declared tuberculosis a 'national emergency' (by Health Minister Harsh Vardhan on 06.09.2014). Why then the government does not issue compulsory licenses on drugs like Bedaquiline and Delamanid (the only efficient medicine for drug-resistant tuberculosis which is cent percent fatal) to make them available and affordable? Why then the organizations like Jan Swasthya Abhiyan have to file

PIL in the Bombay High Court for free access to such drugs? Whose Atmanirbhar Bharat is this? Why government is raising the issue of patent waiver in WTO and promoting patent monopoly in its own country? Why such double-speak? Should field workers' movement not ask such questions, again and again? Yes, they should.

Therefore, the strike of the field workers is not only the struggle for their own cause, but also for the cause of their neighbours, for the cause of their fellow citizens. At this hour the campaign on the demands of the strike is in full swing. Like the example in the beginning of this write-up, the field workers are engaging with the discussion with their fellow citizens, the doctors, the chemist and the other like-minded persons and organizations.

The employers may appear mighty, but they are not. The rulers may appear colossal, but they are not. Would they have been mighty enough, then they wouldn't have employed allurements, deception and bullying to win the day. If the employers were brave enough, then they wouldn't have barged into the private domain (surveillance) of the workers. If the rulers were open-minded, then they would have sat with the workers' union before making sea-changes in the labour laws. Such secretiveness, for obvious reason, is manifestations of their weakness. Field workers' movement understands this. One strike may not be enough. Therefore, there will be successive waves of movements and struggle in 2022. 19th January strike attempts to make an early beginning. There will be two-days of working class strike in February, 2022. In company after company, in sector after sector, struggles of the workers, peasants and the people are gaining momentum. This country cannot be dispatched back to the eighteenth century. Unity of workers and peasants rises here to resist.

Follow the chronology, all the rights and gains will be reclaimed!

Win Medicare

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following ranges, Range I: year 0 to year 10- Rs. 10000 to Rs. 16289. Range II: above 10 years- Rs. 18084 to open end. The existing annual increments will continue to be 5% till 10 years and 4.6% thereafter based on the year of service of the PSR. The Special Allowance will continue to be 25% of basic pay. Reasonable additional sum will automatically be accrued due to upward revision of basic pay. The SA will also attract all terminal benefits. HRA will be calculated as per the existing formula of 30% of basic pay plus special allowance and will automatically increase with upward increase of basic and SA. The city compensatory allowance has been revised from 3500 to 3800 and will cover 21 enlisted cities. The rest of the PSRs of other towns will have increased amount of 2800 over the earlier 2500. The Vehicle Maintenance Allowance has been upwardly revised to Rs. 4500 from existing Rs. 4000. The domiciliary medical benefit @ the rate of 8.33% will continue with automatic increased accrued benefits

because of upward revision of the basic and special allowance. The sum of hospital benefit will continue as before. The existing rate of LTA shall continue to be @8.33%. However owing to revised basic and special allowance there will be automatic gain here too. The system of paying bonus and social securities will continue as per existing norms and practice. Daily Allowances has been increased @ Rs. 50 from 1.12.2021 over the existing ones in all metro and non metro cities on all working days. The average benefit in this head is Rs. 1250 per month in all categories of cities. Out station hotel stay bill limits during attending meetings has been increased from existing Rs. 400 to Rs. 800 w.e.f. 1st December 2021. The same in the RSM headquarters will be Rs. 1000 from earlier Rs. 800, and in the DYSM headquarters it will be Rs. 1200 from Rs. 1000. Travel fares has been increased to Rs.4.00 from 3.50 per kilometre. Apart from this, with every Rs. 5 hike in petrol prices in Delhi city there will be an increase of Rs. 0.15rise in the km fare in all kinds of approved travel modes. The arrears of the settlement will be paid within 90 days of receiving the

signed declarations from the PSRs. The settlement is signed for a period of three years dated 1st April 2021 to 31 March 2024 and will cover 576 PSRs in totality. It is to be noted that in the current background of increased attack on the rights of the Sales Promotion Employees by various managements of the pharma industry, this settlement forges the rights and privileges of the field workers working in Win Medicare under the guidance of FMRAI and goes on to prove the ability of our beloved federation to guide the workers in the right path to fight and secure their future in the industry.

Obituary

Mahesh Gangwani (51), employed in Astra zeneca, Primary Care division, as a Professional Sales Representatives, since 22nd May, 1995, based at Ajmer headquarter and a member of RMSRU, passed away on 15th December, 2021. He had undergone brain surgery in recent past. He leaves behind his wife, a son and a daughter. Both the children are studying. FMRAI deeply mourns his sad and untimely demise and conveys condolences to the bereaved family.

18th conference of WBMSRU

(The following part was of the news was missed in the news report published in FMRAI News, December, 2021)

The conference also passed 5 resolutions unanimously. The resolutions including supporting one day strike of field workers at the call of FMRAI, demanding repeal of Farm laws by the Modi government, for increasing membership of the organization, opposing the labour codes, opposing the fuel price hike, and on organizational policies. The conference elected 99 state committee members (including three women) and 19-member state secretariat for the years 2021-2023. Sanjay Sen was elected as President, Basab Raychowdhury as General Secretary and Tinka Maji as Treasurer from the conference. 190 general council members were also elected from the conference.

Strassenburg

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headquarter, Ex-headquarter has been revised. In 1st year (01/12/2021 to 31/03/2022) additional Head quarter and ex-head quarter allowance is Rs.25/- per day. Simultaneously it will be increase in the coming respective years. The out station and hill station allowance has also increased by Rs.35/- and Rs.55/- per day respectively. The arrears, arising out of the

settlement is effective from 1st December, 2021.

On behalf of the management Mr. Arabinda Bhattacharjee, GM (Finance), Mr. Santanu Dasgupta, G.M (Marketing) and on behalf of FMRAI, Biplab Chakraborty, Santanu Roy along with Santanu Chatterjee, General Secretary and Pranab Kr.Ray, Secretary, FMRAI signed the settlement. FMRAI greets all the sales promotion employee of Strassenburg for remaining united during long period of negotiations.

All field workers' strike on 19th January, 2022

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like CITU, IMA, Chemist & Druggist Associations and other fraternal trade unions. Strike Committees are being formed for successful implementation of the strike programmes. The 16 point demands are being widely campaigned to the sales promotion industry with serving of Strike Notices to the executives of all companies in the field, company's C&F, stockiest and distributors. Wall writings are in progress in most of the sub units of FMRAI. Posters, banners and flex are being designed by the state units and displayed in various places as a campaign tool. Digital posters are also in the making for virtual campaign and publicity in social media. The news of pre-strike activities is pouring in from all corners of the country. General

Body meetings of DSMRO took place at BTR Bhawan, New Delhi on 21 December, 2021 with the presence of state CITU General Secretary, in 11 sub units of TMSRU, in 19 sub units of BSSRU. Special General Body meetings were held in Bareilly, Shahjahanpur, Haridwar, Mirzapur, Allahabad, Banda, Jhansi, Orai, Bahraich, Varanas, Roorkee, Amroha, Muzaffarnagar, Meerut, Shahganj, Bulandshahr, Sitapur, Lakhimpur, Lucknow, Barabanki, Raebareli, Faizabad, Padrauna, Siddharth Nagar, Deoria, Mau, Fatehpur, Agra, Basti, Aligarh and Azamgarh of UPMSRA where the strike demands were further explained and elaborated amongst the members. Conventions were held in Purba Bardhaman and Murshidabad district of WBMSRU on 16 & 28 December, 2021

respectively. DSMRO distributed 2000 leaflets and 800 posters and TMSRU Printed 5000 handbills and 1100 posters as a campaign material. KSM&SRA have prepared the strike demands in local language in Kannada and to be pasted at all visible places where fieldworkers have access. General Body meetings in all sub units are planned. Submission of Strike notices to the managers in the field is going on. HPMRA has organized meetings at Shimla, Solan, Una, Hamirpur, Dharamshala and Mandi and such were held at Moga, Ferozpur and other units of PCMSRU. The fieldworkers are determined to take this campaign to a remarkable magnitude in the coming days and shall leave no stone unturned to make the Strike a historical success.

AFD releases bonus

Impact of synchronized movement and follow up in three Karnataka-based companies

The synchronized movement organizing Dharna before the head office of three Karnataka-based companies (AFD, British Biologicals and Himalaya) with participation of field workers of these companies, along with coordinated programmes before state's labour office at Bengaluru and Dharna before the labour office at district level, like the one which was held at Kalaburgi, all of which were held in November, 2021 with active involvement of KSM&SRA members and at the call of FMRAI, has further exposed the vindictive nature, malafide intention and out rightly-unlawful anti-union face of these managements. These movements have also inspired the field workers which, indeed, have opened a new vista to surge ahead. Following these Dharna and demonstrations, the complaint petitions are being pursued in the labour department of Karnataka. The complaint petitions are raised on violation of SPE Act, Bonus Act, Industrial Employment (Standing Orders) Act and Minimum Wages Act.

Further complaints are there for unlawful deduction of wages during the covid-19, unlawful termination in the guise of VRS, unilateral imposition of working conditions, illegal locking of reporting portal and for non-constitution of grievance redress forum for the field workers of these three companies. The follow up programmes are causing certain movements in the labour department of Karnataka. Now, the erring management of these companies has started wearing some make-up to cover their wrongdoing even if their main intention, of snatching away the trade union, collective bargaining and legal rights of the fieldworkers, has not changed. However, under the movemental and legal pressure, recently, the management of AFD has communicated to the labour department and has released pending Bonus for the year 2020 - 2021 to those sales promotion employees who were not paid earlier. The struggle for rights in these companies will continue in the days to come.

The study report of competition commission comes short of recommendation

The Competition Commission of India (CCI) an organization engaged in 'market studies to better understand sectors, markets, or business practices' with a view 'to assess competition and competition barriers' to 'complement the Commission's enforcement and advocacy work', has published a study titled 'Market Study On The Pharmaceutical Sector In India' in November, 2021. During the course of its study the commission made public announcement in February, 2021, for 'conducting consultation with stakeholders', seemingly to gain an understanding of the competition dimensions in generic market, with a view to benefit consumers and improve access to affordable healthcare, to which FMRAI responded by sending its observation on these important issues in the form of a letter (vide FMRAI News, April, 2021). Subsequently, the commission invited FMRAI for further discussion and held meeting with FMRAI leadership over virtual platform. The study exhaustively covers different aspects of generic drugs, branded generics, role of trade associations, trade margins, online pharmacies, drug pricing etc. The issues and recommendations were documented in a policy note. Ninety nine market participants including FMRAI, experts, trade associates, stockiest, doctors, chemists were consulted during the course of the study. The study observes that Indian spend from their pocket the lion's share of their healthcare expenditure in medicines (a recent study, hyperlinked to this study, shows that spending on medicines constitute nearly 63% of out of pocket healthcare expenditure in 2018). 'Thus, prices of pharmaceuticals have a significant bearing on access to healthcare' and 'competition is expected to be the key source of price discipline for the rest of the market' observes the commission. the commission

further observes that the 'Patented/originator drugs are insulated from competition for the life of the patent' and 'Generic drugs (generics) play an important part in creating the competitive pressures that enable keeping prescription drug prices low, thereby reducing healthcare costs and improving access'. The study states that '87% of drugs dispensed in India are so-called branded generics, i.e., generic drugs sold with brand names. The market for "branded generic" is a phenomenon almost unique to India'. What the study does not state that there was no distinction between 'brands' and 'branded generics' in India before the onset of the patent regime (2005) and in spite of presence thousands of brands the free competition existed in Indian pharmaceutical market and existence of brands had never led to monopolization of the market since promulgation of Patent Act 1970. The study, however, admits that huge growth of pharmaceutical manufacturing capacity has been incidental to Patent Act 1970. 'From being a net importer of drugs in the 1970s to becoming one of the major exporters of drugs and vaccines, India now ranks third and thirteenth globally in terms of volume and value, respectively', the study states. Notable variations in price were also observed between brands marketed by the same company which were documented in the study. Market leaders in the pharmaceutical sector, even in the presence of a large number of firms and brands, charge prices that are relatively higher than other market participants, especially those with lower market share. The commission further studied such price difference between brands in generic formulation market and found that, one of the top selling formulations in the antibiotic category, namely, amoxicillin + clavulanic acid (Tablet, 125/500 mg), is currently sold by 217

companies under 292 brands. Substantial price variation is observed between companies selling different brands, ranging from Rs. 40 to Rs. 336 for a pack of six tablets. What the commission does not mention in this study is that the transition from cost based pricing mechanism to market-based pricing mechanism, at the instance of the government has entirely diluted the price control mechanism in the country. The study also does not mention the adverse impact of GST on the medicine prices, nor does it mention the essential roles PSUs in making the quality medicines freely available and affordable, the matter which FMRAI is raising vociferously since long. The study also discusses several other issues including drug distribution, trade margin rationalization, virtues and vices of online pharmacies, alleged relationship between brand entity and quality of drugs etc. The study does not make any mention of unethical marketing practices by the giant pharmaceutical companies which has significant impact on the quality of drugs marketed in the country. The commission, however, urged 'for a multi-pronged and harmonized regulatory response to the issue of drug quality' and suggested some measures like uniform and effective implementation of existing quality standards, better transparency, periodic, systematic and scientific testing of drugs, quality control across supply chain, quality control in public procurement etc. The study, in totality, gathered many diverse views of different stake holders, made quite a serious academic exercise, but, lamentably enough went short of any firm conclusion or recommendation. Many of the observations of the commission justify and vindicate the views of FMRAI. But, these views of FMRAI, on many onerous issues related to the access to essential medicines, were hardly evident in the mainstay of the study.

District Conferences in KMSRA

District conferences were held in several districts, in KMSRA in the month of November, 2021. **Thrissur district conference** was held on 9th November, 2021 at .K.V. Krishnakumar Nagar (Jawahar Bal Bhavan, Thrissur). In the delegate session, FMRAI Vice President K.M. Surendran presented the organisational report. District secretary Nidhin Chandran placed the work report and district treasurer in N.Nagarajan placed the treasurer's report. Twelve delegates (summarizing discussion in eight groups that elaborately discussed on the reports) including one woman made elaborate discussions on the secretary's and the treasurer's reports. KMSRA general secretary Mohan C Nair and district secretary Nidhin Chandran replied to the queries and concerns raised in the delegates' presentations. District conference unanimously elected Dhanesh.R As District President, Nidhin Chandran As District Secretary, N.Nagarajan As Treasurer in 17 member district committee. State conference delegates were also elected. **Kollam district conference** was held on 24th November, 2021 at K.V.Krishnakumar nagar (kadapakkada sports club). The organization report was placed by P Krishnanand. The work report was presented by Jeevan S Kumar on which the delegates deliberated. The report was unanimously adopted following due process of discussion. Twenty-four- member district committee along with state conference delegates were also elected unanimously. **Kottayam district conference** was held at K V Krishnakumar nagar (suvarna auditorium) on

24th november, 2021. Reji Joseph presided over the conference..Renjith K T presented the district committee's work report. Report was unanimously adopted after discussion and contribution by the delegates. New committee was elected from the conference. **Pathanamthitta district conference** was held on 18th November 2021. Twenty-four-member district committee with Manog T.S, Arun Raja, Surjith Kumar as President, Secretary, Treasurer respectively, were elected from the conference. **Thiruvananthapuram district conference** was held at K.V. Krishnakumar Nagar (BTR Memorial Hall) on 23th November, 2021 which was presided over by Hemesh Gopan, District President. The conference of elected new district committee with Hemesh Gopan as district president, Praju PS as District Secretary, Arun S R as District Treasurer. **Malappuram district conference** was held at K.V.Krishnakumar Nagar (Dilip Mukhargee Bhavan) on 25th November 2021. P.Krishnan Jt General Secretary, KMSRA presented the organizational report. C Devan, District Secretary Malappuram presented the work report upon which delegates deliberated. Thomas mathew, state vice president addressed the conference. The conference elected Bijoy Unnikrishnan. M as President, Sunil.M.M as Secretary, Sujith.C and Manikandan.K.G as Treasurer the 24 members district committee members. Delegates for state conference were also elected. **Ernakulam district conference** was held on 27th November 2021.

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Wallace



Mumbai

campaign with their own interpretations. Under compulsion FMRAI sought intervention from Labour Commissioner, Government of Maharashtra marking the copy to Hon'ble Chief Minister, Home Minister and others including copy marked to the management of Wallace also. Immediate after receiving this copy management corrected their position and asked the fieldworkers to follow the protocol of respective State Governments. Recently, probably due to some departmental initiative of Government of Maharashtra a notice has been served to the management by police authorities. It is the fall out of casual approach and challenging the locus standi of FMRAI, now management is shifting their failure on FMRAI with a tall claim that they have given wages to all employees during the lockdown period and life insurance which is no way any exception. Despite that, out of mutual consultation and consensus a delegation of three leaders from All India Council was supposed to meet the management at Head Office recently whom management of Wallace refused to meet. Since long Wallace pharmaceutical had been operating through Pharma division but in the last few years the company had launched various other divisions like Rivela, Lifestyle, Lifestyle DC and Gastrova apart from Pharma division and recruited Sales Promotion Employees in various

nomenclatures across the country. Management had purposefully kept them outside the purview of any wage settlement, not provided the Letter of Appointment in Form-A and denied to form Grievance committee following the laws of the land. Almost 1000 field workers are working in these divisions across the country. In recent past the management is forcing the field workers for Geo tagging of the doctors and finally GPS-enabled call to call reporting of the doctors. The only intention is introduction of surveillance and tracking. Majority field workers remain unaware about the implication of this new introduction, feeling helpless and finding it difficult for them. It includes observation from a distant place by means of electronic equipment. This always compels one fieldworker to keep the location of his device, through which it encroaches on his privacy, affecting civil liberty. With the demands of issuance of appointment letter in Form-A, removal of discrimination in service conditions, constitution of Grievance Committee for all sales promotion employees, no sales related victimization, revocation of all transfer orders and stopping of surveillance and tracking; the fieldworkers of Wallace resorted to all India Strike on 24th December, 2021. On the day of Strike the field workers of Wallace participated in large numbers in Zonal Dhama in Mumbai, Chennai, New Delhi and Kolkata before company's establishments. Wallace fieldworkers of TNMSRA, KMSRA, TMSRU, APMSRU and KSM&SRA in Chennai, UPMSRA, PCMSRU and HPMRA in New Delhi, OSRU, BSSRU, CRU and WBMSRU in Kolkata and GSMRA, MPMSRU and MSMRA in Mumbai participated.

demonstration was organized by TNMSRA at Chennai, by DSMRO at New Delhi, by WBMSRU at



Kolkata

Kolkata and by MSMRA in front of head office at Mumbai. The state and council leadership addressed the gathering in all the zonal dhama and demonstrations. CITU leadership at Mumbai attended and kept deliberation. Com.



Chennai

Ramesh Sundar, Com. Seshnath Tiwari, Com. Pranab Roy and Com. K.B. Kadam addressed the fighting fieldworkers at Chennai, New Delhi, Kolkata and Mumbai respectively on behalf of FMRAI secretariat. The demonstrations were exhibited with flags, festoons and banners displaying the demands of the sales promotion employees. On that day, other state units organized demonstration before company's C&F / Offices at state capitals and submitted memorandum. The fighting spirits of the striking fieldworkers were evident and entire sales promotion activities of the company were paralyzed.

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Albert David



Ranchi

to settle the charter of demands which is pending for more than three years. Even the mutual agreement which was arrived at the tripartite meeting in front of the labour commissioner of West Bengal has been thrown to the wind by the high-handed attitude of the management. In the above background, on the 30th of December, 2021, the field workers of Albert David resorted to one day strike to vent out their anger against the management throughout the country. They also staged sit-in dharna in front of company's establishments in all state capitals with remarkable participation and involvement. The day of the strike was preceded by submission of strike notices elucidating the demands of the field worker by the members of the sub unit council sub committees to the executives of the company. Massive mobilisation tasks were also undertaken to prepare the council members of ADL to resort to strike and

participate in the dharna before the company's establishments. On the 30th of December, every kind of activities including field work of the company was completely paralyzed across the country, irrespective of divisions. In West Bengal, in spite of inclement weather, large number of members of council subcommittee attended the demonstration in front of the Head office of the company at Gillander House in Kolkata. Field workers from across the state attended the Dharna programme and went on strike. The programme was addressed by Secretariat and WCMs of FMRAI. In Madhya Pradesh demonstrations were held at Bhopal where large number members and field workers of the company attended the Dharna and joined the strike. similar Dharna programme was also conducted in front of the company's establishment at Raipur, Chattishgarh. TNMSRA organized demonstrations in three places in Tamil Nadu: Chennai, Thirunelveli

and Trichy with company's field workers and members joined. Dharna was also held in Ernakulum in Kerala, at three different places in Telangana, at Patna in Bihar and at Ranchi in Jharkhand. Dharna was staged in front of the super stockist of the company at Cuttack where members and field workers of the company participated. In many places the dharna could not be organized because of denial of necessary permission by the authorities. Deputation and memorandum submission was also organized at the Sub unit level to the stockists of the company all over the country. As the management of Albert David is showing scant regard for the conciliation process by the Government, the fight will now be pursued both through appropriate industrial actions and by having recourse to law. More intensified struggle is to commence in the New Year with spirited participation of the field workers of Albert David throughout the country which will allow the arrogant management to come to terms with the just demands of the field workers.

Annual General body meeting in Gorakhpur

Annual General body meeting of Gorakhpur unit, UPMSRA was held on 14th November, 2021. Fifty seven participants assembled at meeting and extended their views on the Secretary's and Treasure's report. Kaushalendra Pandey and Mohd Fuzail were present as an observer. Leadership called upon all for

Intensifying the struggle to achieve new, and regain lost rights and gains. Nineteen-member executive committee was unanimously elected from this GB meeting. Sanjoy Kumar Dey, Akhilesh Upadhyay and Vinay Gupta were elected as President, Secretary and Treasurer of the unit, respectively.

TMSRU

State Council Subcommittee meeting

Following the All India Council subcommittee meeting held at Kolkata on 15th November, 2021, TMSRU in the state of Telangana organized State Council Sub Committee meeting on 26th December, 2021 at Hyderabad, which was presided by Ch Bhanu Kiran, Treasurer, TMSRU and Convener, USV. Pranab Kr Ray, Secretary, FMRAI and AICSC Convener presented the current position and the note adopted in All India council subcommittee meeting. In his deliberation he explained the various attacks by the employers in absence of various legal forums. Management role of snatching the achieved rights and to demolish the workers unity in councils. During the period various attacks on the profession of sales promotion has been explained like non-payment of wages, wage cut, transfers, closures and subsequent job loss of the workers. During this period pandemic several employers have unilaterally introduced various online working to harass and humiliate the SPEs and punish them. The employers are trying to abolish the trade union and to break all past conventions, agreements and understandings. To counter the attacks by the employers' united movement of the field workers are highly imperative in current situation. He explained the role of the Government of India in this present scenario, and their

adoption of pro corporate anti worker policies. The entire working class is under attack including the common people of the country. He has given the call for countrywide all India Strike by all sales promotion employees on 19th January, 2022 against the anti worker policies of the central Government and the state Governments who are trying to demolish all rights and gains of the worker with their pro corporate policies. I Raju Bhat, General Secretary, TMSRU and All India Convener, Zydus Healthcare presented the State position and the role of state council subcommittee. 18 companies council leadership attended the meeting and the total participation was 35. The leadership of every councils and sub unit council subcommittee participated in discussion on the note and I Raju Bhat General Secretary TMSRU, replied the queries raised by the members. The meeting ended with a strong determination to resist the attack collectively.



MPMSRU

S K Talukdar memorial medical camp and seminar

Bhopal unit of MPMSRU along with Bhopal Gas Pidet Sangharsh Sahyog Samiti, SFI and CITU organized free Medical Camp for Gas affected people (on 37th year of Bhopal gas tragedy) in front of

Secretary of MPMSRU. Mrs Anita Talukdar, wife of S. K. Talukdar inaugurated the camp. Pramod Pradhan, P N Verma, Sadhna Pradhan, Anurag Saxena, All India CITU, District CITU, Bhopal Gas Pidet Sangharsh Sahyog Samiti and State MPMSRU, spoke in a meeting organized during the programme. MPMSRU also organized S. K. Talukdar memorial seminar on 30th December 2021 at MMSRU State centre at Bhopal on the 1st death anniversary of S. K. Talukdar. The seminar titled 'Digital attacks and its impact on sales promotion employees' where Anurag Saxena, Treasurer, MPMSRU, spoke on the contribution of S K Talukdar in field workers movement and Shailendra Sharma, General Secretary, MPMSRU, spoke on the main title of the seminar. Similar programmes were organized at Indore, Ujjain, Ratlam, Mandsaur, Gwalior, Sagar, Damoh, Rewa, Chhatrapur, Chhindwara, Balaghat and Betul units of MPMSRU.



S K Talukdar Memorial Medical Camp

Union Carbide on 3rd December, 2021. The camp was dedicated to the memory of S. K. Talukdar, the founder General



Blood donation camp at Ratnagiri, MSMRA

During this period many hospitals and health facilities throughout the entire country is facing crisis of blood. In this background and by responding to this crisis the Ratnagiri unit of MSMRA

organizzd voluntary blood donation on 19th December, 2021, jointly with Government District Hospital. 44 members of MSMRA rose to the occasion and donated blood.