

FMRAI NEWS

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

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Jatha and campaign on medicine related demands invokes mass support



Rally on medicine related demands by WBMSRU at Kolkata

The conditions of the health sector in India have rapidly been preceding in a direction opposite to the health interests of the common people of the country. Rampant privatisation of healthcare and pharmaceuticals abated by the pro corporate policies of the present Indian government have resulted in a situation where India, in spite of being a nation predominantly inhabited by poor people, has one of the most privatised health care system in the whole world. The policies of the government, like periodical dilution of the Drug Price Control Order has resulted in steep rise in prices of medicines especially during the pandemic times when the nation needed them the most. The public sector drug companies who could manufacture quality medicines at affordable prices for the people, have almost been totally dismantled now. The

private sector is currently playing the keyrole in manufacturing of pharmaceutical products in India and not unnaturally, the prices of everyday medicines are rising uncontrollably. Over and above the three-slab GST regime on medicines is also contributing to the elevated medicine cost. As a result, India has one of the highest Out of Pocket expenditure in medicine in the whole world. Moreover, the budgetary allocation to healthcare in India remains a paltry allocation of less than 2% from the Union Government. Looking at the above precarious situation, the 26th conference of FMRAI gave call to immediately launch movement on medicine related issues throughout the country. The first Secretariat meeting held in New Delhi took note of the suggestions of the delegates and

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Mass deputation for scrapping 4 labour codes



Mass deputation by TMSRU at Hyderabad

FMRAI Sub Units implemented Labour Related Programmes in May and June 2022. Sub Units submitted memorandum through labour authorities/district magistrate to Central Labour Minister Shri Bhupender Yadav. Special General Body Meetings were also held to explain the demands and politics behind the policies.

The demands were for scrapping four Labour Codes and continue the existing Labour Laws including the SPE Act, 1976, Framing and finalizing the Statutory Working Rules for the Sales Promotion Employees on the basis of the note submitted by FMRAI and enforcing stringent punishment for violation of the SPE Act, 1976 and rules thereunder. The memorandum urged upon the Government of India to take serious note of the above mentioned demands and hold industrial tripartite meeting periodically

to resolve the grievances and issues of the Sales Promotion Employees working across the country. Prior to the memorandum submission, vivid campaign was done among the members on the impending dangers of the labour codes and the necessity of the Statutory Working Rules for

illegally retrenched, terminated, transferred and denied work by the employers of the pharmaceutical industry. Wages are deducted or not paid at all. There is violation of the Sales Promotion Employees Act, 1976 and other labour laws. The employers are bringing new work systems, and newer forms of reporting systems in violation of all agreed understanding and agreements. Central Government and State Governments have failed to enforce the labour laws including the SPE Act, 1976. The 26th Conference of FMRAI held at Kota, Rajasthan in March 2022, gave directions to immediately launch All India



Deputation by DSMRO at Labour department

putting up resistance against private work rules of the managements.

movements on these areas especially in the background of intensive attacks of the Field Workers are being

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Wallace fieldworkers resort to militant three day's All India Strike and dharna



Massive three day's All India strike at Wallace head office, Mumbai

In continuation to the successful one day zonal Dharna and Strike in Deceember 2021, field workers of Wallace Pharmaceuticals irrespective of division and designation resorted to consecutive 3 days strike and dharna on 13th, 14th and 15th June'22 at Mumbai Head Office in pursuance of their justified demands. The fieldworkers of Wallace have been fighting since 2014 as Wallace management in the Pharma division consistently tried to break the council consolidation of FMRAI by alluring the field workers. The management totally closed the field operation in the state of

Punjab transferring the fieldworkers to distance places. FMRAI is pursuing the issues through agitation and legal pursuance. Management is unilaterally imposing various worknorms including geotagging reporting with the intention of introducing tracking and surveillance. Management is suddenly changing the existing electronic reporting system "Hidoctor" to "Mywallace" in the name of upgrading the reporting system which may cause an adverse impact on service conditions of the sales promotion employees. 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 harassment and humiliations, increase in Daily allowance due to increasing fuel prices, revoking all malafide transfers. The field workers of pharma division from across the country travelled and staged massivedemonstrations and dharna in front of Mumbai head office. The dharna was addressed by Ramesh Sundar, FMRAI President, K.M Surendran, Vice President, K.B Kadam, Joint General Secretary and Shrikant Phopsey, Secretary of FMRAI along with Working Committee members Ritesh Shah, Sandeep Kulkarni. Former FMRAI leader Sumahan Chakraborty greeted the gathering. MSMRA state unit council sub-committee members participated in the dharna. The adamant management refused to meet the delegation and receive the memorandum on all the 3 days. Simultaneously, massive demonstration was organised by WBMSRU at Kolkotta, TNMSRA at Chennai, DMSRO at Delhi, UPMSRA at Lucknow, KMSRA at Cochin and other state units before C&F and submitted memorandum. The fighting spirit of striking field workers of Wallace were evident and entire sales promotion activities of the company were paralyzed.

Khandelwal – 7th wage settlement signed after inordinate delay



7th wage settlement between negotiating committee of FMRAI and management of Khandelwal was signed at Head Office in Mumbai on 27 June, 2022 for all confirmed Sales Promotion Employees of the company. The management was represented by S K Paikakode, Director; S K Patnaik, GM Sales and Satyendra Pawar, Asst. Manager, HR and FMRAI's committee was represented by T. Ramaswamy, Anurag Saxena, A Jackson, Satyaprakash Choudhary and guided by T. Kameswar Rao. The settlement is effective for 3 years and 9 months from

1st October 2018 to 30th June 2022 under the provisions of ID Act 1947. The settlement shall derive a minimum benefit of Rs. 2177/- and maximum of Rs. 4862/- per month. The average benefit is Rs. 2700/-. There is an upward revision from existing pay scale, rate of increment, FDA, HRA and SDA in moving pattern. There is also increase in Education allowance, Vehicle maintainable allowance, Kit allowance, Medical allowance, Sample storage allowance and LTA. The existing scheme of Variable Dearness Allowance has

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Few people will remain alive in our hearts because of their contribution towards the field workers movement and endless struggles throughout the life

for justice and rights. M. P. Sanjog, was one such individual, employed in Genx Pharma as Medical Representative based at Trivandrum headquarter, since 1997 and a member of KMSRA. He ended his life on 13th June, 2022, at the age of only 52 years due to mental agony. He was suffering from cancer and under huge financial constraint. He was Joint All India Convener and one of the founder member of Hetero All India Council since 2008. During his service period he faced the wrath of his management who deprived him of his legitimate increment, medical/ESI facilities and other legal rights and privileges. His coworkers spontaneously mourned his untimely demise. He left behind his wife and two daughters. FMRAI deeply mourns his sad and untimely demise. We convey our heartfelt condolence to the bereaved family.

Khandelwal settlement

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been revised to Rs. 3.50 instead of the present Rs. 3.00 for per 10 point rise and fall of consumer price index. Daily working allowances have increased by Rs. 30 for HQ, Rs. 40 for Ex HQ and Rs. 50 for Out Station making it to Rs. 205, Rs. 240 and Rs. 350 respectively. The conference allowance is increased by Rs. 50/- making it to Rs. 400/- per day. Contribution towards benevolent fund has been increased by Rs. 100/- and presently it will be Rs. 600/- . The arrears arising out of the settlement will be paid on or before 31st August 2022 to all sales promotion employee. A separate work input is signed along with the wage settlement including agreement on Mobile App Reporting System in accordance with the policy of FMRAI to protect existing working and service conditions of the sales promotion employees working in Khandelwal.

Ratnagiri, Raigad, Satara, Bhandara, Yavatmal of MSMRA, Adilabad, Hyderabad, Khammam, Karimnagar, Kamareddy, Kukatpally, Secunderabad, Jagtial, Mancherial, Mahabubnagar, Nalgonda, Nizamabad, Siddipet, Warangal and one Satellite subunit (Nirmal) of TMSRU, Srikakulam, Vizianagaram, Visakhapatnam, Kakinada, Rajahmundry, Amalapuram, Tanuku, Eluru, Bhimavaram, Vijayawada, Guntur, Ongole, Chittur, Tirupathi, Anantapuram, Kurnool of APMSRU, Madurai and Villupuram of TNMSRA and other sub units throughout the country. Movements related to opposing the policies of the Governments that adversely impact the lives and work of the Sales Promotion Employees has always been one of the mainstays of the movements of FMRAI.



Memorandum submission at Mohali by PCMSRU

Continuous campaign and agitation all over the country will force the policymakers to reverse these retrograde policies to give relief to the Sales promotion Employees.

Unite and courageously fight the onslaught of victimisation

Working class always had been the target of victimisation since the inception of labour and capital that emancipated the contradiction of employer-employee relation. Whenever the workers raised their voices for rights and against the exploitations of the employers, victimisation was used a tool for taming. The sales promotion employees are no exception since the inception of the profession.

In its formative period, during the late sixties and seventies of the last millennium, mass victimisations took place in many companies mostly led by the MNCs of the industry. Victimisations in the form of terminations, wage cuts and arbitrary transfers were however rampant in an industry totally oblivious of the applicability of the existing labour laws of the country. The sales promotion employees got consolidated through sporadic struggles wedged in various towns opposing the indiscriminate and unlawful victimisations of the medical and sales representatives by their employers. In subsequent years the state wise unions were formed and became functional. This led to an urge to build an All India Federation which gradually took shape.

As an all India organisation of the medical and sales representatives FMRAI resisted the onslaught of the employers by consolidating the general unity of the members and thereafter by mobilising the inside strength of the field workers within the company through formation of field workers councils under FMRAI. After prolonged struggle, the enactment of the Sales Promotion Employees (Conditions of Services) Act, 1976 and the rules thereafter gave a great fillip to the anti-victimisation standpoint of FMRAI in the late seventies. This along with the council movement paved the way for the field workers

in one after another company to struggle in order to establish their rightful place in the eyes of the employers so that they are discouraged from victimising the Sales Promotion Employees as per their whims and fancies. The nineties saw the advent of liberalisation/privatisation and globalisation entering in the country and it hit the pharma industry too. The impact was observed in dismantling, selling off, mergers and acquisitions in various companies. The unions existing in the industry particularly in manufacturing were adversely impacted in this process. In many companies VRS offers were floated by the management and a large section of the workers were actually forced to accept it, thereby greatly reducing the numbers. In that fast changing, complex and difficult situation also FMRAI resolutely fought against all form of victimisations in the industry that resulted into field workers councils surviving even after mega mergers and acquisitions.

In the present situation when the neo liberal policies are strongly being pursued at the behest of the Central Government policies in the name of codification of the existing labour laws, basically the rights of the workers as enshrined in the said laws are being tampered, distorted and in some cases totally abandoned. The employers are unleashing their atrocities on the sales promotion employees mainly due to the proposal of the Central Government to repeal The Sales Promotion Employees (Conditions of Service) Act, 1976. This was the only craft act for the sales promotion employees and was promulgated after serious persuasion by FMRAI and the observation of the Supreme Court regarding absence of any laws to protect these sections of workers from the harassment of the employers. Repealing of SPE

Act has created mayhem for the fieldworkers. Complete contractualisation of the work force have been legalised through fixed term employment. All these are enough signals to the employers to bring down attacks on the field workers, the manifestation of which are clearly visible in various companies. During COVID pandemic, taking advantage of the situation, many employers have unleashed innumerable attacks on the Sales Promotion Employees. Thousands of employees have lost their jobs and many have been victimized through dismissals, unjustified transfers, stoppage of salaries, wage cuts and various means. The sales promotion employees are subjected to severe oppressions from the managements on unbearable increase in work load and on sales related matters. In recent past, series of victimizations of the sales promotion employees were precipitated by the employers across the country. These victimizations are taking place in the form of mass retrenchments due to closure of operations, slump sale of products, motivated transfers, wage stoppage, locking of reporting portals etc. Multinational companies operating in India have retrenched fieldworkers in the disguise of restructuring business. These summary terminations are deceitfully claimed by the MNC's as strategic decisions in line with the global policy and citing "Redundancy" in job responsibilities of sales promotion employees in India. These multinationals are aiming to replace the perennial nature of sales promotion work by franchise marketing. Many other incidences of merger are also happening in the pharmaceutical industry where the existing service conditions are getting rampantly violated. Even in recent times it was

observed that some of the financial institutions are in the buying spree and acquisitions are taking place thick and fast. The fieldworkers who got job in the new company, were forced to accept derogatory service conditions and a large number of fieldworkers were terminated in gross violation of laws of the land. All these incidences happening in different companies are closely associated and interlinked. The industry as a whole is aiming to create an environment of "hire and fire" and labour flexibility to replace organized section of fieldworkers by franchise workforce for imposing new workload, derogatory service conditions without any protest and resistance to maximize their profit. FMRAI has taken serious note of the situation and resolved to build up stronger resistance against these policy victimizations and the policies of victimization adopted by the industry. Today these victimisations have become the biggest threats to the existence and survival of permanent employees within a company and the process of unidirectional attacks on the field workers should be reversed. The Union Government should interfere for reversal of the situation. The sales promotion employees are preparing for an all out fight against the perpetrating employers and not going to buckle under their intimidating approaches. FMRAI has given a call to observe Anti-Victimisation Day on 19th July, 2022 across the country and field workers of five companies will resort to Strike on that day supported by the mass of the sales promotion employees to roll back the precipitated victimisations and to convey to the industry of a persistent, courageous and united fight against the onslaught of victimisation by any employer in future.

Medicine related demands

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concretised three demands on which countrywide jatha would be conducted: Reduction of prices of medicines, zero GST on medicines and allocation of at least 5% of GDP in healthcare by the Government. Responding to the call, month long State Jatha on medicine related demands in West Bengal was concluded in Kolkata with a grand colourful rally attended by more than 2000 members followed by a mass meeting at Rani Rasmoni Road where Ramesh Sundar, President FMRAI, Santanu Chatterjee, General Secretary FMRAI, BasabRoychowdhury, General Secretary WBMSRU, AvasRoychowdhury from CITU, PradipMahapatra, General Secretary Bigyan Mancha, DrUtpal Banerjee, Joint Secretary AHSD, Dr. Amitava Bhattacharya from Janaswasthya addressed the masses. The meeting was presided by Sanjoy Sen, President WBMSRU and Kaushik Banerjee, Convener Medicine related subcommittee placed a resolution on Medicine related Demands. This historic Jatha was a befitting success in West Bengal. Since starting on 1 June with a grand convention in Darjeeling District and before concluding in Kolkata on 27th June, 25 Jatha conventions were held across the State. More than 200 members wrote slogans, out of

which 10 were used in each & every programmes of JATHA. During this time 27 Jatha Rally and 45 street corners meetings were organised which was attended by general masses. More than 3000 WBMSRU members involved in Jatha related programmes and were able to reach to lakhs of general public. 16 Sub unit of WBMSRU submitted Memorandum along with more than 33000 signatures to District Authorities for forwarding to PM office. For the first time as a part of JATHA Program, HODs of 9 Medical colleges were attended and endorsed the demands. In Odisha, medicine related Jathaprogrammes were conducted in places like Bhawanipatna, Bargarh, Balasore, Baripada, Angul, and many other districts by OSRU. In Kerala, Malappuram unit conducted convention on Drug-related issues. Under the banner of Prajarojya Parirakshana Committee, APMSRU conducted Dr. Jetty Sheshadri memorial lecture where P Sainath spoke. In Telengana, 10 sub units viz. Adilabad, Hyderabad, jagtial, Karimnagar, Khammam, Kamareddy, Mahboobnagar, Nizamabad, Secunderabad, Warangal and Nirmal submitted memorandum to District Collector. The programme is continuing throughout the country is gaining momentum day by day.

Mass deputation on labour issues

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employers to curtail the existing rights of the Sales Promotion Employees. The codifying of the existing labour laws by the present



Memorandum submission by Bargah unit of OSRU

government has without doubt given ammunition in the hands of the employers to forfeit the existing legal rights of the field workers. In spite of the unambiguous direction of the Supreme Court of India that the SPE Act, 1976 will be the only Act that is empowered to guide the service conditions of the field workers, plethora of private service rules still thrive in the profession effecting uncountable harassment and oppressions of the sales promotion employees. Despite tripartite meetings and active persuasion by FMRAI for framing of statutory work rules for the sales promotion employees, the same has not been formalised into statute due to inaction of the Union Government.

Working Committee Meeting, Kolkata held on 24 & 25 June, 2022 calls to intensify struggles in the work place

The first physical Working Committee Meeting of FMRAI after the 26th Conference was held on 24th & 25th June, at Kolkata. The meeting discussed and reviewed on a written note placed by General Secretary, FMRAI on behalf of working committee. The meeting was attended by 19 Secretariat members and 65 working committee members.

The meeting started with placement of condolence resolution and observing one minute silence in memory of the departed. The meeting was presided by a presidium consisting of FMRAI President and four Vice Presidents. In his initial deliberation Ramesh Sundar welcomed all new working committee members who were elected from the conference. He then highlighted the international and national situation specifically pointing out the shortcomings of the capitalist system in providing relief to the present economic and health crisis facing humanity at large.

He also mentioned about the relatively better situation of Covid 19 control in the socialist states due to better government controlled healthcare infrastructure. In the national scenario the corporate communal nexus was elaborated which is leading to divide and oppress the workers and the common masses and becoming a threat for the democracy. The spiraling inflation, rising unemployment numbers are also matters of serious concern.

In this seemingly gloomy scenario, the united resistance of the farmers, workers and women to reverse the draconian laws were also noted. The working committee members placed their opinion and it was summed up that the participation of our members in the united democratic movement have increased to a limited extent in this period.

In the area of Policy Related movements, FMRAI has been pursuing with the central government on two matters - labour related demands and medicine related demands. The specific demands to the labour ministry and implementation of the mass memorandum submission were assessed and it was decided to continue the programme in areas where it has not been implemented yet along with the medicine related Jathaprogramme being conducted in the month of June, 2022 and in some states will be extended till July, 2022.

It has been reflected in the working committee meeting that the medicine related Jatha, Convention, Rally, distributions of leaflets; signature collections on medicine related demands are well appreciated by the common people and it was decided that similar campaigns on reduction in prices of medicines and medical devices, removal of GST from essential medicines, revival of public sector pharmaceutical units for production of quality medicines at affordable prices, and universal access to free healthcare, increasing budgetary allocation to 5% of GDP should be conducted periodically by all sub units throughout the year by involving all section of the people. It was decided to organize All India Rally at New Delhi on 21 November, 2022 during the parliament session in pursuance of

Policy level demands, by mobilizing field workers from across the country.

The working committee noted that as a fallout of the dilution of labour laws through introduction of labour codes and consequent repealing of SPE Act 1976 the employers are resorting to rampant job cuts (terminations). Several incidences of mass terminations has been observed in the industry over the last three years in Himalaya, Biochem (Zydus), Sanofi, Novartis, MSD, GSK, TTK, Pfizer. Victimization have also been precipitated in Albert David, AFD, Biological E in various forms like termination, wage cuts, motivated transfers etc by these management and in many other small scale companies. The working committee meeting decided to build massive resistance against all shades of victimization and initiate the programme by observing 19th July, 2022 as Anti-Victimization Day. On this day Dharna/massive demonstration to be organized in all subunits at District Labour Authorities/Medicine market/prominent places, industry and corporates must receive a clear cut message from FMRAI that there will be resistance to any form of victimization. A delegation team and available working committee members of North Zone will make endeavor to meet the Central Labour minister, explain the situation and submit memorandum at the earliest.

Special general body meetings to be organized in all state and sub units explaining the background of victimizations and impact on the SPEs during July, 2022, which will be attended by the Working committee members. All state units to organize extensive campaign to the members. Protest memorandums to be mailed from the dharna places to the Central Government. All councils will mobilize their maximum members on 19th July, 2022, All India Anti-Victimization Day not only to roll back the existing issues by their respective employers, but also to protect their own livelihood through mass and militant resistance at their subunits. On this day, 19th July, 2022, the field workers of ADL, AFD, BSV-TTK, Himalaya and Pfizer irrespective of division and designation will resort to country wide STRIKE.

The working committee discussed on various suggestions from the delegates during the Kota Conference and adopted concrete programmes. Similarly the 'VISION 2025' a task document to advance the organization till the next conference, was finalized in this WC Meeting after incorporating the suggestion of the delegates.

The meeting also reviewed the state conferences that were held since the Kota conference and suggested the remaining few states to take initiative and complete their state unit conferences by September, 2022. The meeting finalized the members of various sub-committees for strategizing the programmes on various movements and organization for the next three years. The council sub-committee functioning was also reviewed in the meeting and it was decided to hold the next All India Council sub-committee meeting on 14 August, 2022 at Kolkata. A brief

meeting of the reconstituted sub committees were held and their suggestions were placed in the second day of the working committee meeting for finalization. The meeting also decided some alteration in the grouping of the various councils as per their current organization position, which was ratified by the working committee. The functioning of various councils were discussed at length along with the valiant struggles being conducted for protection of rights and against atrocities of the employers. The WCM specifically reviewed company wise positions, implementation of struggle programmes and decided future tasks in Albert David, Anglo French, Lupin, Wallace, TTK, Pfizer, Himalaya, Khandelwal, Win Medicare, Zydus, BE, Sanofi, Svizera, Indoco, Icpa, USV, Duckbill, Caplet and Overseas. The present legal status of Wockhardt and CFL were also reported and decisions taken. It was decided that the programmes against Zydus (VIVO) and USV to be kept in abeyance looking into the developments.

In the Small Scale the working committee meeting noted the working condition of sales promotion employees working in this sector. This unorganized sector of the field workers are deprived from all legal benefits of PF, Minimum Wages, Bonus and ES. In view of the above, programmes have to be taken state wise.

The precarious working condition of the sales promotion employees working in Other Industries were reported at length by some working committee members from their state perspective. As per discussion in few states, movements of the other industries are conducted on a regular basis e.g. WBMSRU, KMSRA and APMSRU. Urgent programmes have been discussed by the Working Committee for all India mobilisation. Similarly, the task of mobilizing Women field workers continues to be concentrated in few states only, which must be broadened to all state units by identification and interaction with these section of the most oppressed and discriminated workers at the grass root level in the field.

The publication of FMRAI News in the current year has been regular, as in the past. The printed copies were sent on time by post. In addition the soft copies have been circulated to the working committee members and the state units. It is noted that the distribution of the printed copies have not been done effectively and huge quantities are piled up in the subunit offices. This position must be immediately reversed and corrective steps to be initiated. During the period in review, the news team at FMRAI Centre, in spite of various difficulties, has ensured the publication of FMRAI News in all the months. The meeting also discussed on the report on funds and expenses by the Treasurer and approved the proposals. The meeting ended with a resolute determination of the Working committee members to sensitize and reach the mass of the workers for taking forward the struggles and expanding the organization to newer heights.

17th All India People's Science Congress at Bhopal, Madhya Pradesh



The 17th All India People's Science Congress was organised in Bhopal, Madhya Pradesh from 6 to 9 June, 2022. The Congress was held in the background of an extraordinary situation due to the COVID-19 pandemic as it was originally scheduled in 2020. The organisations instrumental in organising the 17th Congress in Bhopal were MP Bharat GyanVigyanSamiti, MP Vigyan Sabha, Eklavya in association with the National Secretariat of the All India People's Science Network (AIPSN). The central theme of the Congress was The Idea of India @75. In organising this Congress, AIPSN stressed that "The future beckons India, especially its youth. To achieve its due, India needs to re-generate, re-imagine and take forward the values and aspirations of its freedom movement in the contemporary context, learning from all the missteps, failures and missed opportunities over the years. No country can progress if its people are divided against each other. 75 years after Independence, can we allow ourselves to be divided again?"

The Congress opened in a unique way – it began with the reading of the Preamble of the Indian Constitution. The Congress also paid homage to many comrades and co-travellers who left us in the recent times. In this tradition the Congress was organised at the Extol College, dedicating the venue and naming it as Dr. Amit SenguptaParisar. The AIPSC was inaugurated by K. K. Shailaja, former Health Minister of Kerala who had provided able leadership during the COVID-19 crisis in Kerala. The keynote speaker at the Inaugural Plenary was P. Sainath, renowned journalist and writer. Other speakers included Dr. Sabyasachi Chatterjee, President AIPSN, Ramprakash,

AIPSN, Indumathi D. and Rajesh Joshi, writer & poet.

The 4-day Congress was attended by over 40 people's science organisations from all over the country along with over 700 participants including 400 delegates working in the various areas of Science, Technology, Education, Health, Rural Development and Science Communication, from across 25 states of India. Over the four days, the AIPSC witnessed 9 sub-plenary and 22 workshops on some of the important themes, namely scientific temper, education and New Education Policy 2020, health, self-reliance, gender and social justice, environment, climate change, livelihoods, privatisation of public sector units and cultural diversity. The workshops saw enthusiastic participation and experience sharing from several grassroots activists from states, scientists and other subject experts.

The workshops discussed the topics such as Community learning centres & digital education, Early Childhood Care, Communicating Science and Demystifying Anti-science, Drug Policy and Drug Pricing, Digital Health Mission, Maternal, adolescent and child health, Industrial Policy for Job Generating Sustainable Industrialization, Rural & Urban Livelihood, Gender and Social Justice for Empowerment, Sustainable Agriculture, Environment Conservation and Climate Change, among others. AIPSC was attended by Shailendra Sharma, Anurag Saxena, WCMember of FMRAI and Sandeep Bhatia on behalf of MPMSRU attended as delegates. MPMSRU also arranged medicines for participant and conducted Medical camp for all four days during the conference.

Svizera - Demonstration in front of head office in Mumbai

The field workers of Svizera are fighting for a long time against unfair labour practices of the management and sales related harassment and humiliation. The notorious management continue to harass the field workers by calling them to Head office, threatening and stopping their expenses and wages as the fieldworkers are resisting against the New Reporting System

and other atrocities of the management. Against this willful attack of the management, MSMRA state unit staged a massive demonstration on 14 June, 2022 in front of the head office at Mumbai. Large number of members from MSMRA participated in the demonstration programme and submitted memorandum to the management.

Patna hosts the 50th State Conference of BSSRU

The 50th conference of BSSR (Bihar Jharkhand Sales Representative's) Union was held on 18th and 19th June, 2022 at Hotel Ashoka Residency, Patna after facing lot of difficulties and anguish. Many of the delegates could not attend the conference due to spontaneous protest of youths and common people against recruitment in army through "Agnipath" scheme of Govt. of India resulting complete paralysation of train & road communication across the nation. However, 294 delegates from 34 units of BSSR Union attended the two days Conference. The Nagar and the stage were named after Ganesh Shankar Vidyarthi

General Secretary's report placed by Devashis Roy, followed by Manoj Choudhary, Treasurer, BSSR Union. 23 delegates participated in General Secretary and Treasurer's report during two days proceedings. Five resolutions were unanimously adopted namely on Price rise of essential commodities, Medicine related issues, Recruitment reform in Armed forces, State related & Company wise issues. General Secretary and Treasurer replied to the discussion/deliberations of the delegates who discussed on the report. Both the report were passed unanimously and adopted.

Santanu Chatterjee, General Secretary, FMRAI also addressed the Conference. He briefed about the present situation of the industry and the various movement of FMRAI in this perspective. Felicitation of retired members was done. Felicitation was also done of J.S. Majumdar, Vice President, CITU, Ganesh Shankar Singh, General Secretary, CITU, Bihar State, Santanu Chatterjee, General Secretary, FMRAI and Santanu Mitra, Secretary, FMRAI. Dipak Bhattacharjee, CITU Bihar State President was present and he shared his experiences of BSSR

Union. Sanjoy Chatterjee, Treasurer Bihar CITU and former President of BSSR Union also shared his association with this organization. Conference elected Ashim Haldar as President, Shashi Prakash as General Secretary and Manoj Choudhary as Treasurer with 5 Vice President, 2 Joint General Secretary and 11 Secretaries along with 29 Executive Committee Members.

Conference decided future task to strengthen the organization, increase the membership and intensify the movement against government policies and attacks of the employers.



General Secretary, FMRAI addressing

Nagar and N.K. Tarafdar Manch.

The conference began with flag hoisting ceremony and the floral tribute to the martyr's column by the delegates and other dignitaries. The open session was inaugurated by J.S. Majumdar, Vice President, CITU followed by the leader from Bank, LIC, Khetihar Majdoor, CITU, Kisan Sabha, Auto, Transport, Construction etc. Santanu Mitra, Secretary, FMRAI also greeted the delegates. National President IMA Dr. Sahajanand Prasad Singh also welcomed the delegates through his message. Anirban Bose, President read the condolence and delivered his presidential speech.

Formation of Medical & Sales Fieldworkers Social Welfare Cooperative Society (MEDICOPS) in Kerala



The formation meeting of Medical & Sales Fieldworkers Social Welfare Cooperative Society (MEDICOPS) for sales promotion employees under the aegis of KMSRA and the auspices of P. Krishnanand, General

Secretary, KMSRA was held on 28 June, 2022 at Thiruvananthapuram. The meeting was conducted in presence of Sajeer (Inspector Cooperative Societies) and attended by G. Madhu, former Vice President of FMRAI, AV. Pradeep Kumar, Secretary KMSRA and an overwhelming group of KMSRA members. The meeting elected E Mandhusoodanan as President, S Dhanya as Vice president and G. Hemesh as Secretary. The main objective of MEDICOPS is to increase the self-reliance among its members along with small scale saving facilities and availing loans. MEDICOPS in Thiruvananthapuram is considered as the first of its kind for medical and sales representatives. KMSRA is planning to extend these services to all its members by forming such establishments in all districts of Kerala.

Demonstration in Caplet

Caplet Healthcare Pvt. Ltd., a Kolkata based pharma company, resorted to various unfair labour practices since lockdown. Management have ignored the COD submitted in 2015 for all sections of sales promotion employees and started performance linked increment system replacing the existing seniority weightage based system. Recently, the management introduced GPS enabled reporting system with the sole intention to track and intrude into the privacy of the sales promotion employees, illegally. Pravin Kumar Singh, an SPE based at Ambikapur of Chattisgarh, expressed his difficulty to submit DCR through the new system and continued to submit through e-mail. A dispute was launched at labour department in this regard. Meanwhile, the management called the concerned field worker at Kolkata HO and



terminated him on 15/3/2022. Several demonstrations were held at the head office premises including the last on 20 June. To intensify the movement further against this management, it is decided that the SPEs of Caplet will resort to One Day Mass Casual leave and stage dharna on 18th July. Memorandum submission to the executives of the company during joint field work is also going on presently.

60th State Conference of MSMRA

60th MSMRA State Conference took place during 10th to 12th June, 2022 at Amravati. Conference began with flag hoisting by Vishweshwar Swami, President, MSMRA and homage was paid to the martyr's column by the delegates and leaders. Subhash Pande, Secretary, CITU Amravati District Committee and Vice President of Reception Committee welcomed all delegates and delivered a speech on behalf of the reception committee. Dr. D.L. Karad & J.S. Mujumdar, Vice President CITU & Former General Secretary, FMRAI respectively greeted the delegates. Ramesh Sundar, President FMRAI paid homage to Saheed Bhagat Singh and inaugurated the conference. Dr. D.L. Karad briefed about the present economic and political situation of our nation which has been created by the policies of Central Government. Imposition of new labour codes and its impact on our trade union movement has been elaborately discussed by J. S. Mujumdar. Ramesh Sundar greeted the Inaugural session on behalf of FMRAI. All other fraternal trade unions and organization leadership greeted the conference.

Business session started with a condolence resolution placed by the President, MSMRA followed by placement of the reports by General Secretary and Treasurer. 252 delegates from 28 units participated in the conference.

On 2nd day proceedings Sri Jaggannathappa Shinde, President, All India Organization of Chemists and Druggists & President of Maharashtra State Chemists & Druggists Association greeted the Conference. In his speech he agreed to fight jointly against the drawback of online sales of medicine.

53 delegates from 26 units discussed on General Secretary & Treasurer Report and gave valuable suggestions. Resolutions

against growing attacks on jobs of sales promotion employees, on infiltration of Medicines, on the Silver jubilee year of



J. S. Majumdar addressing

MSMRA, affiliation with CITU in Maharashtra, on medicine related demands, on fight against communalism & attack on democracy, demands to Central Government to frame & notify statutory working rules for sales promotion employees were adopted and passed unanimously.

On the last day of the conference, 12th June, 2022 General Secretary & Treasurer replied to queries and suggestions. Conference elected Narendra Singh as President, Shrikant Phopse as General Secretary and Vishal Bhumre as Treasurer along with 16 secretariat members and 54 working committee members.

Mass termination of field force by Pfizer

Pfizer, the US multinational pharma giant has summarily terminated hundreds of field force on 6 June, 2022 across the country. Pfizer have established their position in India and globally as a leader in the pharmaceutical and related healthcare industry. Pfizer is one amongst the companies who registered huge sales and profits in the last few years in the pharmaceutical industry taking advantage of the prevailing conditions during pandemic. In this present drastic situation of Covid pandemic when the life and livelihood of common people are jeopardised, the management of Pfizer, with an ulterior motive to remove a section of the field workers announced VRS scheme on 10 April, 2022. Failing to evoke any substantial response to reduce field force strength through the VRS scheme, management suo motu terminated a large section of the field employees without following the laws of the land. This mass victimisation of field force will put hundreds of employees and their families into immense financial hardship and distress.

The employees have been terminated on the plea of 'redundancy' of their role to fit and match the 'new go to market model' as termed by the management. But surprisingly, no such objective assessment of relevant factors and criteria to fit and match the 'new go to market model' was conducted by the company. It is also to be noted that the profitability of Pfizer will continue as the area

of field operation will not remain vacant and the products of the company will continue to be available and covered by some other component, while the human resources component responsible for building up the brands and the image of the company for decades have been victimized to make way for further profit-making.

Despite having bilateral industrial relations and after signing successive five wage settlements with negotiating committee of FMRAI, the management without any discussion has resorted to the path of victimisation. This unfair act of the management of Pfizer is a step towards trampling the trade union, bargaining and legal rights of the workers. FMRAI denouncing this unfair labour practices of Pfizer have issued a Press Statement on 8 June, 2022 demanding urgent revocation of the unlawful terminations. The Grievance Committee members of FMRAI endeavored to resolve the issues through bilateral discussion which yielded no positive outcome as the management of Pfizer is non responsive on the matter.

In this situation, FMRAI have decided to initiate and intensify industrial actions against the atrocities of Pfizer management and the fieldworkers of the company will resort to One Day Strike on 19th July, 2022 across the country and observe Anti-Victimisation Day in pursuance of their justified demands.

KMSRA (Kerala) State Council Conferences and protest against mass termination

The first phase of the 9th State Council Conferences of KMSRA started on 19 June, 2022. First session of the council conference was inaugurated by MM Haneefa, Secretary, FMRAI. The meeting started with the flag hoisting by KMSRA President PK Santhosh followed by floral tribute to martyrs column. The inaugural session was addressed by P. Krishnanand, General Secretary, Sajisomanath Treasurer, of KMSRA. Thomas Mathew Jt. General Secretary, TG Ajayan, Council Core Committee Convener, Ramavarma Raja and P Babu Vice Presidents and Anuroop Raja Secretary, KMSRA attended the conference. The

meeting consoled the sad demise of MP Sanjog, Joint All India Convener of Hetero Council. The All India Council leadership from the state also attended the conference. Council Convenors presented a detailed written report for discussion in the council conferences and the election of new council committees were also held in the respective councils as per organisation guidelines. During this period KMSRA has conducted state wide protest programmes against mass terminations by the pharma companies. In different districts CITU leadership along with KMSRA State secretariat members inaugurated the programmes.