

Albert David—struggle on against atrocities

The management of Albert David thought that the de-unionisation will be cakewalk by utilising all the money and wealth at their disposal. With this conception and belief, the management ventured to conquer all, but they could not calculate the mighty resistance of the fieldworkers of the company.

The management refused to acknowledge the contribution of the fieldworkers who toiled hard to build brands. The cooperation extended by FMRAI by maintaining a harmonious industrial relation helped the company to grow in a competitive market for more than three decades. It was the onset of pandemic when the management started to flex their muscles for imposing unilateral working conditions bypassing bilateral discussion which was in practice for years together. The differences could have been settled through discussion as it has happened on a number of times in the past. On this occasion the intention of the management was well understood by the workers but all

the possibilities were explored by the union to maintain bilateral relation. However the management thought in different ways. Naturally conflict started which was aggravated by the management by offering unilateral change in service conditions for the workers. Initially it was restrained protest from the fieldworkers considering the history of long standing relation. Subsequently management resorted to all sorts of oppression on the fieldworkers including terminations, transfers, declaring fieldworkers on illegal leave without pay (LOP) on silly pretexts, threats and intimidation became rampant in this company. Legitimate protest action within the permissible limits as decided by the administration has attracted punitive action from the management.

Management issued show-cause notices and started enquiries on the allegation of vandalism though in broad daylight and in presence of administration all the programmes were implemented with proper

► Turn P 2



■ Demonstration in front of Albert David establishment at Mumbai

Central Government sent advisories against mass retrenchments

National Capital witnessed massive dharna by sales promotion employees on 21st November, 2022 demanding statutory working rules for the sales promotion employees and intervention of the Central Government on the spree of mass retrenchments by a section of employers. The mass agitation was the culmination of yearlong programmes implemented by the members of FMRAI in state units and sub units in pursuance of the demands. FMRAI is pursuing since long for the statutory working rules for the sales promotion employees and the Central Government has

agreed to the demand during the industrial tripartite meeting held on August, 2017 at New Delhi. It was agreed and decided to frame the statutory working rules for the sales promotion

The relentless persuasion was effective to a large extent as the Government for the first time, sent advisories to the state Governments

employees by insertion of rules under Sales Promotion Employees (Conditions of Services) Act, 1976. Even the draft working rules were published in the website

► Turn P 2

by the Government. FMRAI was prompt to send the necessary amendments, but the statutory working rules are yet to be notified because of the influence of the industry lobby. In absence of the statutory working rules, the employers are imposing private working rules one after another, many of which are not practically possible to comply or implement. But those unrealistic work and work systems are used by the employers in victimizing the fieldworkers under the name of noncompliance or insubordination. Since the onset of pandemic the victimizations in the form of terminations,

Membership of FMRAI surpassed one lakh landmark

The pandemic took its toll not only on the life of people but also on livelihood. The country came to a standstill for limited period during 2020 and 2021. But the lull created due to the covid restrictions continued for longer period and the employment scenario looked bleak.

Furthermore the policy of the government was suited for providing opportunities of garnering more profit to the corporate. The policies encouraged the employers to unleash all sorts of oppression on the workers including mass retrenchments. Workers of unorganized sector were most vulnerable to the situation. The situation has left a telling impact on the employment scenario and FMRAI also bore the burnt in terms of its membership collection during 2020 and 2021.

► Turn P 2

Bhopal hosts All India Conference of Macleods Council of FMRAI

The second triennial conference of Macleods Council was held in Bhopal, Madhya Pradesh on 18 December, 2022. The venue was named as S.K.Talukdar Nagar and Manch was named after S.R.Laskar. Total 357 delegates including 3 Women delegates from 15 states attended the conference. More than 30 Volunteers from Bhopal worked day and night to make the conference a grand success.

Conference started with Flag hosting by AIC Rahul Mishra and revolutionary songs by UPMSRA delegates. Shailendra Sharma, General Secretary, MPMSRU, Chairman of Reception Committee, delivered his welcome address and deliberated about the challenges in front of Council and fieldworker's movement. Pramod Pradhan, National Secretary CITU while inaugurating the conference talked about how present Central Govt. is favouring big



industrialists and diluting labour laws including SPE Act just to please the employers and illegally converting Medical representatives into other nomenclature to take them out of the purview of workmen.

In the Conference All India convener Rahul Mishra placed his work report for the period between Jaipur meeting to this conference. He mentioned that the first state council of Macleod was formed in 1997 in UPMSRA and in 2022 it is completing 25 years. Total 21 delegates from 15 states participated in discussion on improving the functioning of All India and state councils. Two resolutions were unanimously adopted against Unethical

Business Practices and against Harassment of Sales Promotion employees by Macleods Management.

FMRAI President Ramesh Sundar while concluding the Conference appreciated the organizational functioning of Macleods Council. He also gave valuable suggestions and guided to improve quality and understanding of leaderships at all levels. The vote of thanks was given by the state council of MPMSRU.

GREETINGS OF NEW YEAR 2023 TO ALL OUR READERS

In this Diamond Jubilee year, we present a new look FMRAI News.

We are sure our readers would like it.

EDITORIAL

Mass layoffs and the role of the Central Government

The Union Minister for labour and Employment Shree Bhupender Yadav, on being questioned about the standpoint of the Government in view of the large-scale retrenchments in the IT and IT enabled sector of India responded in the Rajya Sabha by saying "Further, any retrenchment and lay-off are deemed to be illegal which is not carried out as per the provisions of ID Act." He also mentioned that the state Governments are the relevant authorities in regard to mass layoffs and the central government maintained no data on mass firing with regard to these sectors. His response reinforces the fact that no company can undertake large scale retrenchments without seeking permission from the Government. It will be an illegal action on their part.

"In the establishments that lie in the jurisdiction of (the) Central Government, the Central Industrial Relations Machinery (CIRM) is entrusted with the task of maintaining good Industrial relations and protect the interest of workers including on the matters relating to layoff and retrenchment and their prevention," Sree Yadav added. These are the words the SPEs of the country has been longing to hear from the government for years.

Though the minister was specifically talking about the IT enabled education sector where more than 8000 layoffs have taken place in the recent months, other sectors specially the Pharma

Industry has also witnessed widespread terminations of services of late, especially in the post covid period. In view of the large-scale retrenchments in these companies, the reply from the Minister can at best be termed as evasive. He conveniently escaped his responsibility to intervene in any manner in the above issue and leaves the job for the state Governments. That the Centre does not maintain any data on these terminations of our workforce is outrageous too.

The retrenchments and illegal terminations in Pharma sector was glaring in the Sales promotion job that includes leaderships and activists of FMRAI being targeted, harassed and terminated because of their trade union functioning. FMRAI members throughout the country has continuously resorted to industrial actions to counter these managements so that they reverse these unlawful actions. That is exactly where the entire point is: what is the role of the Government in bringing these erring companies in the book? The response of the Government is equally nonchalant. FMRAI protested these illegal actions in various ways at different levels throughout the country. Finally under continuous persuasion of FMRAI, to the respective state Governments the Central Labour Commissionerate has sent advisories to act on the illegal terminations in two Bengaluru and one Mumbai based companies. But the general response of the government is

disappointing. The retrenched workers are running pillar to post in the Office of the Labour authorities of the respective states in which the companies are registered. The central government, in spite of the fact that these are organized companies having their marketing, sales and administrative networks throughout the country, is quiet in these ghastly acts against the employees of the pharma companies robbing their livelihoods. This inaction of the present government who shall not do anything to tarnish its pro corporate image is exactly in line with the sloppy response of the Minister in the Parliament. In fact

In fact, there are clear violations of various sections the Industrial Disputes Act, 1947 when we consider the terminations effected by several companies on their SPEs in tandem. In all the cases of recent terminations in the industry, provisions of the more than one labour laws have been blatantly disregarded by the employers. The terminations are being challenged in various parts of the country either in the Labour Commissioner's office or in the Industrial courts. We have also observed that the employers have resorted to all sorts of vile and unfair tricks to misguide the courts and officers. Sometimes the process of justice has been totally blocked or delayed by the management of these companies. We have even seen that the directions of the Government officers have been plainly disobeyed by these

managements.

The question here is what then is the role of the Government in these examples of gross violations of the law in the country? Clearly, the erring companies are taking advantage of the time taking and expensive process of the Judicial and Quasi-Judicial processes in the country while the SPEs are cornered with their wages stopped. A statement in the Parliament is certainly not enough to compel these companies to abide by the law and mete out justice to the retrenched employees. If the Government admits that there have been violations of the Laws of the Land then it is incumbent that it acts and not wrap up its responsibilities by giving a statement in the same House where these laws are enacted.

FMRAI has fought against unjust terminations and other forms of victimisations by the employers of the Pharma Industry since its formation in 1963. Now in the Diamond Jubilee year, the members of FMRAI throughout the country has to come forward and take oath to fight tooth and nail against unjust terminations perpetrated by the law-breakers. Programmes have been designed against victimisations and also for our demands to enact Statutory Working Rule throughout the year 2023. Let us come forward and hold our hands to fight together, so that the fates of the employees of Byju's, Amazon's and Vedantu's do not befall us any further. They do not have a trade union there, we have FMRAI; let us move together and fight.

The milestone once achieved is re-established once again. The All India Federation of sales promotion employees steps in the Diamond Jubilee year in 2023 with that glory. FMRAI congratulates all its members spread across all the states, districts and towns of the country and convey New Year greetings.

Albert David—struggle on ...

Turn from P 1

proper permissions. Even the management went to the extent of blaming the administration for not supporting their ill deeds. All these actions of the Albert David management are aimed at terrorizing the employees so that the unionised section can be replaced with unorganised section of fieldworkers. Day by day the actions of the management is becoming erratic as they thought the process of de-unionisation would be an easy affair. They thought offer of a handful of money could destroy the unity, but that offer failed to allure all fieldworkers. With that failure, the management started becoming more and more prone to erratic actions and resorting to all sorts of oppression with the hope of breaking the unified position of fieldworkers.

The SPEs of Albert David are fighting courageously for protecting their hard earned rights. All the high handed action of the management failed to break the unified struggle of the fieldworkers. The monetary offer floated by management failed to dislodge the fieldworkers from

their ideology and conviction. The threat and intimidation failed to terrorize the fieldworkers. Now the options are getting limited for the management day by day. All the unjust actions of the management are aptly protested by the members of FMRAI. The victimizations are challenged in the court of law and are in different stages of adjudication. Even the medical fraternity are extending support to the mighty battle fought by the fieldworkers. All the misdeeds and oppressions of the management are getting exposed. The desperation of Albert David management is evident in their attacks and the resolute struggle is evident from the protest action of the Albert David fieldworkers. The council subcommittee in various subunits of the country organized sticker campaigns and protest demonstration to the company executives during field work. Demonstration programmes were organized in front of company establishments in Mumbai, Lucknow, Kolkata and other state capitals. In the days to come, the exemplary struggle of the field workers will be victorious.

Central Government sent advisories...

Turn from P 1

mass retrenchments are rampant in the sales promotion industry. FMRAI protested these victimizations by observing Anti Victimization Day on 19 th July, 2022 and challenged all the victimizations by organizing agitations and lodging legal complaints. In addition intervention was sought from the Central Government on the mass scale retrenchments by the employers of specific companies. During the central programme at Jantar Mantar, New Delhi on 21st November, 2022, a delegation of FMRAI leadership met the labour officials at Delhi. The persuasion resulted in a meeting just after a week in the department of Labour, Government of India. A

delegation from FMRAI again went to meet the labour officials on that day and placed all the demands including notification of statutory working rules and intervention of Central Government against the mass retrenchments. The relentless persuasion was effective to a large extent as the Government for the first time, sent advisories to the state Government of Karnataka to intervene in Himalaya Wellness and Anglo French Drugs and to state Government of Maharashtra to intervene in BSV for the terminations in TTK HealthCare. The organization is committed to challenge all victimizations and the struggle shall continue in more intensive manner in future.

Membership of FMRAI...

Turn from P 1

However, in these two years the organisational machinery of FMRAI impeccably functioned in the adverse situation and helped the organization to stay buoyant, grow from strength to strength. Though the situation has improved, but the

outlook of the employers and the government has not changed. It is during the year of 2022, the employers of the pharmaceutical industry went for mass retrenchments. The digital initiative by the companies for sales promotion will also not become conducive for new recruitments.

This overall situation is well understood by the members of FMRAI which prompted the state units and sub units to take extra initiatives. That planning and initiatives resulted in overcoming the situation and registering more than ONE Lakh membership in the year of 2022.

National Convention on Pharma marketing Practices & its impact on People: Declaration

The nation has come a long way since independence in alleviating the ailing population in the country. A country fraught with diseases, general short life span of its people, poor health of women and children were the burning issues faced by the nascent nation. The challenge was to build a free universal public healthcare infrastructure, one part of which is a reliable supply line of medicines essential for the treatment of patients without regard to their economic status. It is here the role played by the domestic pharma industry comes into the picture.

There is no doubt that the public sector pharma companies like IDPL, HAL, BCPL etc have played an enormous role in assuring a regular supply line of medicines for the poor and the sickly. The domestic companies controlled by the private sector also started operations early and gained strength day by day mostly due to the process patent regime established through the Indian Patent Act, 1970. In the early days of independence, the Indian Pharma market was mostly dominated by the MNCs who sold their products with very high prices, difficult to afford by the common people of India. That near monopoly was shattered through the process patent where patented drugs manufactured and sold by MNCs could be made by the Indian companies altering the process of manufacturing of the formulation. This system built the foundation of the indigenous drug industry and also played the most crucial role to ensure availability of essential medicines for the Indian people in an affordable manner through the public and private sector Indian pharma companies.

Things, however started changing rapidly once liberalisation and globalisation set in. The strength of the Public Sector manufacturing units eroded and their ability to manufacture quality drugs in economic price took serious backseat. The balance of advantage in terms of business tilted once again towards the MNCs and they were allowed to market patented medicines at rates of their choice. However, the clause of compulsory licensing was included keeping an eye on the interest of the Indian patients after lot of efforts by various sections including FMRAI. However, the private sector Indian monopoly houses, threatened by the possibilities of a MNC takeover of the market once again, tried to adjust in this post patent amendment scenario. It is in this background we need to understand the qualitative change that began to take place in the traditional methods of marketing of medicines carried over by the pharma companies in India.

Pharma marketing and promotional practices in India

was a pretty simple and innocuous phenomena till the mid-nineties. Though the MNCs are frequently reprimanded, and punished in different parts of the world on various issues, many of which is related to the questions of ethics in promoting their medicines, hardly any allegations of such nature were heard in India. In the post patent amendment scenario, the pressure of competing with each other and irresistible penchant for penetrating deep in the market and capture shares as fast as possible resulted in pharma companies resorting to all sorts of methods and practices to ensure that their brands get prescribed by the doctors.

As a natural outcome of this terrific drive for profiteering and capturing market share, ethics in promoting medicines lost its significance, while freebies, sponsorships and other forms of benefactions became the order of the day to keep the Doctor satisfied. As with any form of sordid practice, the foul smell engulfed the industry within no time. Company after company picked this model of “pay for prescription” as a viable method to market their drugs, irrespective of sizes and abilities. The freebies started to feature in the annual marketing budgets of the companies and became part of their marketing activities.

This rampant practice was not to go unnoticed once it achieved menacing proportions. The COVID 19 pandemic, particularly brought many hidden issues of this kind of nexus before the country. The media started talking about it, people noticed it taking place and finally the government was alarmed and decided that it is about time that something needs to be done. The UCPMP was brought in the year 2014 to curb the unethical marketing practices rampant in the industry where profits instead of welfare decide the manufacture and marketing of a medicine. Not that this is the first time such initiatives were taken; WHO in its Geneva Convention in 1988, adopted the “Ethical Criteria for Medicinal Drug Promotion”. The “Physicians Payment Sunshine Act” was brought in the US on 2010. In India the UCPMP was brought in as a voluntary code with expectations that the companies will abide by the recommendations on their own with the Industry Associations as watchdogs.

Unfortunately, things never went according to the expectations. The element of greed in pharma business superseded all rational approach towards marketing medicines in India. Corrupt practices in the industry instead of dying down, in fact increased in intensity and dimension over the years. The disbelief among the general public towards the industry and its relation with the Doctors is all time high. So much so that the Draft

Pharmaceutical Policy 2017 published by the Department of Pharmaceuticals laments, “An area of concern is unethical marketing practices deployed by the drug manufacturing and marketing companies. Doctors are lured to recommend a particular brand through all expenses paid trips often disguised and called ‘educational conventions’ and such other incentives. While The Drugs & Magic Act prohibits any advertisement of a drug, such ‘educational’ conferences are used to circumvent and play the trick. These add to the overhead cost of the drugs. It is assuming menacing proportions and needs to be addressed through the new pharmaceutical policy”.

That the exorbitant spending behind marketing of a drug is having a bearing on the pricing of the brand is of no conjecture now, it is by the admission of the Government itself. In the year 2020 The Madras High Court taking Suo moto cognisance of unethical practice in the Industry, also placed stinging observations on its impact on the price being paid for medicines by Indian people. The issue of pharma marketing practice and its impact on the people of this country need to be assessed in the above background. Already the Out-of-Pocket Expenses in India for buying medicines is one of the highest in the world. This, in the current economic status of the common people of the country is an unsustainable situation in the long term. Therefore, the priority should be to take steps to control the prices of the medicines on one hand and control the activities that contribute to higher pricing of medicines on the other. FMRAI has been a staunch critic of the mechanism of price control currently applied in India. The weighted average formula to land at an average price for earmarking as controlled price is fallacious as in India the brands that sell most are also priced the highest. Therefore, the controlled price will also tilt towards the higher price bracket which defeats the very concept of a control mechanism. The determination of production cost and the mark up level is crucial for a sensible price of medicines in a country like India.

The admission of the Government in the parliament is that it has failed to make the pharma companies adhere to the UCPMP. The code says, “If it is found that it has not been implemented effectively by the Pharma Associations/Companies, the Government may consider making it a statutory code”. The moot point, however, is in spite of the voluntary code being a failure, what has been the role of the central Government on the issue? Pleading and reminding the industry about its responsibilities? There is not a single comment of

reprimanding the industry or any company from the Government which is very concerning to all of us. It is difficult to believe that the powers within the Government do not understand that an industry habituated in reaping benefits out of unethical practices will suddenly be pious and correct itself. Is it that some other interest that stopped the Government from bringing in a law right away? We do not know. What we know is that the inaction of the Government is proving to be very costly for the people of India, and it deserves to be addressed immediately. The Government must understand the damage being caused to the society and frame statutory UCPMP. It is also to be noted that when committees are formed in these respects, conflict of interest is a common phenomenon that is observed. Furthermore, it is disturbing to note that the standpoint taken by the Government in the Supreme court is that Voluntary UCPMP is working quite effectively and there is no need for a law. Basically, this position goes hand in hand with the present Government’s pro corporate approach to issues related to people’s health; self-certification is a part of the “ease of doing business” maxim. This is also in contradiction to various reports that are available and to its own admission in the Parliament.

FMRAI as a custodian for the common people’s interest in the health and pharma sector have been demanding for the Governments intervention in this area for a long time. It is also heartening that the Supreme Court of India has taken cognizance of the situation that there is need to enact a law to curb the unethical practises. Unfortunately, the submission of the Government in The Apex court puts the responsibility of bribes on the Doctors and the Industry is freed from any responsibility in the eyes of law. The Apex Court has cited the example of the Apex laboratories case and have said that both the givers and receivers are equally guilty of freebies. Individuals and groups from various areas of the society now need to come forward to push the power for making a statute that will at least act as a deterrent against the prevailing unethical practices by the pharma companies.

It is with this desire that this convention calls upon all interested groups, individuals and stakeholders to come forward and take effective measures to fulfil our collective obligation to common people. Time demands that the Government should exert itself to clean the face of the Industry.

**Working Committee
Federation of Medical
and Sales Representatives’
Associations of India**

Court orders reinstatement of Abbott field worker

An Award dated 10th September, 2022 in the I.D. Case No. 01 of 2017 passed by the presiding officer, Labour Court, Bokaro in case between The Managing Director, M/s Abbott HC Pvt. Ltd. Vs. Dipankar Jha, represented by BSSR Union. Hon’ble court with relief reinstatement in service at Bokaro head quarter and to pay 30% of back wages till his reinstatement with continuity of service from the termination letter dated 20.03.2013. Reference allowed under section 2A(2) dated 27.05.2014.

Reinstatement order in Danone Nutricia

Reinstatement award dated 16th September, 2022 in the I.D. Case No. 03 of 2021 is passed by the presiding officer, Labour Court, Dhanbad in a case between The Managing Director, M/s Nutricia International Pvt. Ltd. (Danone) vs. Rajiv Kumar Singh, represented by BSSR Union. Hon’ble court passed an Award with reinstatement in service at Dhanbad head quarter and to pay 100% of back wages with continuity of service since issuance of termination letter dated 02.02.2021 with effect from 06.02.2021.

Golden Jubilee Year celebration of OSRU

OSRU completed its glorious 50 years since the Trade union was registered and the concluding ceremony of the Golden jubilee year was celebrated at Cuttack on 11th December 2022. Fifty years back two organisations working for the interest of sales promotion employees, Orissa Medical Representatives' Association and Commercial Travellers' Association, amalgamated to form OMCRA (Orissa Medical and Commercial Representatives' Association) and obtained Trade union Registration on the same date of 11th December. Subsequently the name of OMCRA was amended to be Odisha Sales Representatives' Union (OSRU). The day was commemorated with elaborate decorations, flag hoisting and a hall meeting organised at the state centre of OSRU, situated at Cuttack. Bishnu Mohanty, All



India Vice President, CITU and State General Secretary of CITU, Odisha state Committee attended the meeting as chief guest. Santanu Chatterjee, General Secretary, FMRAI, Partha Rakshit, Treasurer FMRAI, and Manoj Chowdhary, Secretary, FMRAI, attended the programme and addressed the gathering. All state committee members of OSRU, all presidents as well as Secretaries from 15 district committees and 5 base committees were invited to attend the programme. District committee members from Cuttack and Bhubaneswar, also

joined the programme. It was decided that every year 11th December will be observed as OSRU Foundation Day. It was also decided that the concluding ceremony will be observed across all District/ Base committees by hoisting red flags sent from the ceremony, on next day i.e. 12th December 2022. The meeting was initiated by Satya Brata Mohapatra, General Secretary, OSRU, Mahendra Kumar Sahoo, President, OSRU, presided over the meeting and Vote of thanks was given by Malay Nishith Panda, Vice President, OSRU.

Demand for Right to work of Sales Promotion Employees in Hospital in Kerala

Dharna in front of Government Secretariat, Trivandrum on right to work of medical representatives in hospital was held on 8th November, 2022. Large number of members attended the programme. The programme was presided by Hemesh G, subunit president. The programme was inaugurated by Krishnanand and A. V. Pradeepkumar, General Secretary and WCM FMRAI respectively. M.Sundaram, Zonal president and state committee member addressed the dharna. It has been observed that in the state of Kerala work of the Sales Promotion Employees has been restricted for various reasons. As per the various provisions of Law of the land only the Sales Promotion Employees (of any nomenclature) can perform his duties in Hospital premises. Before dharna, memorandum submission program took place in different subunits of KMSRA.



J. S. Majumdar deliberating in the workshop

Workshop by BSSRU

A workshop was organized on contemporary challenges and field workers movement of BSSR Union on 18th December 2022 at Grand Arya, Patna. J.S. Majumdar former General Secretary, FMRAI, presently Vice President, CITU addressed the participants. During his deliberation he explained about the formation of FMRAI/ BSSR Union and background of different struggle including Council movement. He also dealt on the sacrifices of the members of BSSR Union/FMRAI. He talked about today's political scenario and emphasized to mobilize

field workers in general along with mass of workers to create mass movement before the state government demanding the statutory provisions of law. Devashis Roy, Vice President, FMRAI explained the vision 2025 on matters of organisation building and strengthening the local units and Councils and to reach maximum number of fieldworkers for enrollment in our organization. 117 leaders from different units as well as Councils attended the workshop. Workshop was initiated by Shasi Prakash, General Secretary, BSSR Union, presided over by R.S.Rai, Vice President, BSSR Union.

Minimum Wage for SPEs in Maharashtra

The leadership of MSMRA rigorously followed up the issue of Minimum Wage for the SPEs in the state of Maharashtra with the Minimum Wage Committee of the State Government. The Secretary, Minimum Wage, The Labour Minister of the State were also regularly followed up on different occasions in Mumbai, Nashik and Pune. In the meantime

the Union collected all relevant documents on wages applicable to workers in the Pharma sector for producing them to the authorities. The formulation of the need base of new wage demands in rise of Minimum Wages was also done. Finally after judicious follow up with all relevant authorities, the Minimum Wage committee of Maharashtra accepted the demands and recommended to labour ministry to create separate schedule for SPE's of pharmaceuticals industry

AstraZeneca Zonal convention

Zonal Convention of AstraZeneca PSRs of East, West, North and South zones were successfully concluded after signing the 11th wage settlement on 3rd November, 2022 in Bengaluru. Zonal Convention of North Zone was held on 21st November, 2022 at BTR Bhawan, New Delhi where 25 PSRs were present Sheshnath Tiwari, Secretariat, FMRAI inaugurated and presided over the meeting. Prabhakar Devadoss, All India Convener and Parminder Singh, Joint All India Convener briefed about the wage settlement and future task of council. They urged upon in this present situation all the council members should take initiative to make the programmes of FMRAI



successful including mobilisation of TBMs working in AstraZeneca. Atul Kumar Sinha, Zonal Convener, East and Prashant Wani Zonal Convener West also participated and greeted the members. Pankaj Kumar, Zonal Convener North and Gyaneshwar Choudhary, Joint Zonal Convener North greeted members. Zonal Convention of South was held on 11th December, 2022 at TNMSRA State office, Saidapet, Chennai. Ramesh Sunder,

President, FMRAI inaugurated the meeting and discussed about the attacks on organised field workers. E.P.Shibu Zonal Convener, South, P.D.Dakshinamurthy, Secretary, FMRAI and Joint Zonal Convener were present. Prabhakar Devdoss, All India Convener presented the salient features of wage settlement. Out of total 38 PSRs, 32 attended. Zonal Convention of West was held on 18 December, 2022 at FMRAI office, Mumbai where 18 PSRs out of 20 participated.

K.B.Kadam, Joint General Secretary, FMRAI inaugurated. E.P.Shibu, Zonal Convener, South, Prashant Wani, Zonal Convener, West and M.N.Dattani, Joint Zonal Convener, West addressed the meeting. Zonal Convention of East Zone was held on 18 December, 2022 at WBMSRU, State Centre, Kolkata. The Convention was inaugurated by Santanu Mitra, Secretary, FMRAI. Meeting was presided by Anu Choudhury, Joint Zonal Convener, East Zone. Atul Kumar Sinha, Zonal Convener, East presented the wage settlement. Out of 19 PSRs 17 took part in the Convention. Prabhakar Devdoss, AIC, also deliberated in the convention.



General Council Meeting

FMRAI

INAUGURAL SESSION

8 February 2023 at 10 am

MAIN SPEAKER

COM. TAPAN SEN
COM. SANTANU CHATTERJEE

Onwards...
Diamond Jubilee Celebration 2023

Cultural Procession

10th February, 2023 at 1 pm

District Library, Guwahati
8th to 10th February, 2023

PROTECT your rights
Save your jobs
Save your future
Save your family
Save your community
Save your country
8th to 10th February, 2023

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