

Albert David Valiant fieldworkers continue their fight

Albert David fieldworkers are resolutely in the struggle path against the oppressive policies of the management. On the other hand management of Albert David, instead of concentrating on the marketing and other operations, are hell bent on the objective of de-unionization in the company. In the process of de-unionization the management is resorting to all sorts of heinous tactics which is not only grossly anarchic, but also barbaric at times. By calling the fieldworkers one after another for training in their establishments at Kolkata, Ghaziabad and other places, the puppet line managers of the company are desperately threatening, terrorizing to such an extent that some fieldworkers are falling ill physically and thus are reeling under mental stress. Even though the offer of individual settlement was floated much earlier, that offer was refused by many of the fieldworkers. FMRAI has decided to protest all unjust actions of the management by holding demonstrations at the places where in the name of training the fieldworkers are being subjected to threats and intimidation. On receiving information

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17th All India Conference of CITU

17th Conference of CITU was held from 18th to 22nd January, 2023 at Ranjana Nerula, Raghunath Sing Manch, Shyamal Chakraborty Nagar, Palace Ground, Bengaluru with the slogan 'Unite and Fight for Pro People Policies'. The conference gave call to the working class to get ready to combat all the attacks of neoliberal policies of the Central Government and communal divisive forces.

After ceremonious flag hoisting by K. Hemlata, President CITU and floral tributes to the martyr's column, the open session started. Apart from the welcome speech by K Subba Rao, Hon'ble Chairman of the Reception Committee, address by Tapan Sen, General Secretary,

CITU, the Conference was greeted by all the Central Trade Unions except BMS. Leadership of AITUC, INTUC, HMS, AIUTUC, TUCC, SEWA, AICTU, LPF, UTUC greeted the conference with a call of united movement against the anti-worker, anti-people policies of the BJP lead Central Government. The session was presided by K Hemlata.

The delegate session started with greetings by Pambis Kyritis, General Secretary, WFTU. He greeted the conference on behalf of the 105 million members of the WFTU from 133 countries all over the world. He said that neoliberalism impacts the way people think and the way people look at themselves in the society. It creates conditions which provides a fertile ground

for the development of many reactionary ideological and cultural tendencies among the working class and the common people which has to be confronted.

Tapan Sen presented the Conference Documents in two parts and Treasurer's report also on which 98 delegates from all over the country participated in discussion. 40 delegates including 10 women on the first part and 58 delegates including 6 women on the second part of critical organization review participated. The future tasks, movemental and organizational were presented by Tapan Sen, in a separate session.

During delegate session, the conference was greeted by the leadership of AIKS, AIAWU, DYFI, SFI,

AIDWA. The conference was also addressed by Federation leaders like BEFI, AIEA, CCGE&W, AISGEF, BSNLEU etc including Santanu Chatterjee, General Secretary, FMRAI.

On 19th January, Aleida Guevara daughter of the legendary revolutionary, Che Guevara along with her daughter Estefania Marchin Guevara came to greet the delegate session. The delegates, numbering around 1500 showed warm welcome to both of them. In her short inspiring speech she emphasized the necessity and importance of unity for the working class and along with it respect for each other.

On 19th January,

► Turn P 2

Wallace - Demonstration against motivated transfers

In recent past management of Wallace has transferred the field workers including WBMSRU state council leadership with mala fide intention. The objective of the management is to dismantle the council. During this period the field workers of Wallace irrespective of divisions

and designations are continuously fighting against all the heinous attack of the management. There was a massive participation of field workers of Wallace in all India Strike which was held in the month of June, 2022. Management always is trying to break the unity of the field workers

by imposition of various anti-worker policies like unilateral change in service condition, transfers and ignoring day to day grievances of the field workers. Management is not showing any interest to discuss various issues including victimisation.

To protest against the transfer issues urgent

demonstration programme took place against Wallace management in majority of state units. On 20th January, 2023 at Kolkata, members of WBMSRU took part in demonstration programme at Wallace Office. Members of BSSRU in Ranchi and Patna unit participated in demonstration on 23rd January at Company

depot. On the same day demonstration programme took place in Raipur of MPMSRU, Vijayawada of APMSRU, Hyderabad of TMSRU, Chennai of TNMSRA and Ernakulam of KMSRA. A large number of members of Cuttack unit of OSRU attended dharna programme on 24th January.

EDITORIAL

Onward to Guwahati GCM with rich struggle experience

Since 26th Conference of FMRAI held in Kota there has been incessant attack on the trade union, bargaining and legal rights of the sales promotion employees in tune with the onslaught on the working class in India and the globe. Very clearly emboldened by the anti-worker approach of the current Central Government with their out and out corporate friendly outlook the employers of the pharma industry too is eager to toe the line with the derogatory policies of the ruling class. The anti-worker changes in the labour laws and clear agenda of bringing in contractualization of jobs, fixed term Employments have only come handy for these companies operating in India. The pharma companies taking full advantage of the situation have not only introduced digitalization in sales promotion work but have brought down relentless attacks on the sales promotion employees in various forms. The repealing of Sales Promotion Employees (Conditions of Service) Act, 1976 through introduction of Labour Codes has encouraged the employers particularly of the pharma industry to sever industrial relation and endeavor to impose hire and fire regime. The nature of onslaught differs from company to company according to their agenda but the common point is employers now want that the fieldworkers to abide by their diktats come hell or high water. The absence of any Statutory Working Rules for the sales promotion employees has added fuel to the fire.

Simultaneously, this period has also witnessed unprecedented united actions against these offensives by the sales promotion employees by observing historic Anti-Victimisation Day on 19th July 2022, holding massive rally at the National

Capital on 21st November, 2022 against policy level attacks and to frame Statutory Working Rules for the sales promotion employees. The fieldworkers also resorted to Country Wide Strike at the beginning of the last year on 19th January in pursuance of their demands. The sales promotion employees across the country are courageously fighting against the atrocities of their individual employers through council movement. They are valiantly fighting the brunt of the aggression through series of Strikes, Dharna, Demonstrations, Strong Protest Demonstration and Memorandum submission to the managements in the field and with various other movemental forms. Continuous agitational and legal actions generated during this span of one year to reverse the offensive drives.

FMRAI have stepped into its Diamond Jubilee Year in 2023 with the past legacy of struggle to uphold the rights and privileges of the sales promotion employees. Campaign and agitation are being conducted on medicine related issues including reduction of drug prices for the common people. The significant role of FMRAI in taking initiative and formulating the council movement and united actions shall continue in future with a more vibrant and consolidated organisation platform at all levels particularly at the sub units to reach all including the most oppressed section for a bigger struggle to reverse the anti-worker policies of the Government and to protect the hard earned rights of the sales promotion employees. Thus by summarizing the importance of the past experiences of struggles for protecting rights, health and privacy, FMRAI is onward to the forthcoming General Council Meeting at Guwahati.

Astra Zeneca – VRS floated by the management with a malafide intention

AstraZeneca Pharma India Limited has floated Voluntary Retirement Scheme (VRS) on 10th January, 2023 only for unionized section of the field workers namely PSRs working in Primary Care division of the company. This attempt of the management is to dismantle the union of the sales promotion employees. The management convened meeting of FCC and instead of discussing on the grievances of the PSRs narrated the VRS proposal. The FCC members rejected the VRS offer of the management and submitted a protest letter to the management. The recognition and bilateral relationship with FMRAI in AstraZeneca is for more than two decades. Field workers has

faced various struggles throughout this period and always upheld the flag of the organisation. The PSRs are the oldest and original section of field workers in Astra and all products for which the company is known had been established by this section of field workers by their own determination and work. Management of AstraZeneca had recruited sales promotion employees in other category in unorganized section after 2002 to minimize the number of PSRs violating the understanding which was signed in the year of 2006 to increase the number of PSRs annually and gradually. FMRAI always demanded to the management for gainful sales promotion work for all field workers in Primary Care division.

The intention of the management is clear and pre planned.

In this connection, FMRAI has given a letter to the management for job protection of the PSRs and asked all members not to accept VRS. In this regard, a letter has been given to Labour Commissioner of Government of Karnataka for intervention to stop the process of dismantling the Union through floated VRS in violation of Fifth Schedule Section 2(ra) Clause 15 of the I.D Act, 1947 and ensure job protection of Sales Promotion Employees (PSRs). A good number of PSRs are upholding the call of the organisation. FMRAI is closely observing day to day development and future tasks will be planned accordingly.

... Conference of CITU

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Vimala R andive Exhibition Centre was inaugurated by K Hemlata and Tapan Sen. The Conference also paid homage to the martyrs of 19th January, 1982 Country-wide General Strike where 10 people including peasants and agricultural workers were killed. The Conference adopted a resolution to make success on Mazdoor Kisan Sangharsh Rally on 5th April, 2023 at New Delhi. The posters of the campaign were released.

On 21st January, the delegates were divided in four groups and discussed in four Commissions. The Commissions were conducted on four subjects- 1) On the changing profile of employment relations, 2) Organising workers in modern manufacturing sector-importance and challenges, 3) Internal migration of workers in India, in the context of neo-liberalism & Covid catastrophe, 4) Working class fight against communalism-need

for counter offensive. Altogether 223 delegates participated in the discussions on these topics.

The Conference unanimously passed 10 resolutions 1) On 5th April Mazdoor Kisan Sangharsh Rally 2) Scrap the four labour codes, 3) Defeat of the divisive machinations of the Hindutva communal forces, 4) Defend the LDF Government in Kerala 5) Restore the old Pension System, scrap NPS, strengthen EPS and universal pension, 6) Deteriorating industrial safety, 7) United struggle for the right to work, 8) Solidarity to the working class struggle all over the world, 9) Violence against women, 10) Immediate measure to control price rise.

The General Secretary's Report, the Treasurer's Report and the future tasks were unanimously adopted by the Conference. The Conference elected a new team of 39 Office bearers with K Hemlata as President (re-elected), Tapan Sen

as General Secretary (re-elected) and M Saibabu as Treasurer. The Conference elected a Working Committee of 119 and a General Council of 425 members. From FMRAI, around 17 comrades attended as delegates from different states. From Presidium, volunteers of Karnataka state CITU was greeted for magnificent arrangements. Medical camp for five days was run by FMRAI members along with medical team where around 1100 participants were treated.

After conclusion of the session on 22nd January, at afternoon there was a massive gathering in the open session which was held at National College Grounds and named after Maruti Manpade. The meeting was presided by S Varalakshmi, president of Karnataka state committee of CITU. The meeting was addressed by the leaderships and there was also colourful cultural program.

Albert David ...

Turn from P 1

management at Cuttack by OSRU members. Earlier during this month demonstration was conducted in front of Albert David head office at Kolkata by WBMSRU members. Several programmes were also implemented by the state units at various places

protesting the unjust actions of the Albert David management. The campaign programme to the medical fraternity were also being implemented in various subunits of the country.

The members of FMRAI including the fieldworkers of Albert David are determined to resist and fight against the onslaught to protect the rights and jobs of the fieldworkers.

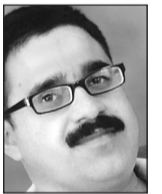
Obituary



V. Ramachandran
Former Vice President of FMRAI passed away on 23rd January, 2023. He was elected as General Secretary of TNMSRA for the period of 1985 to 1986. He was working as sales promotion employees in Abbott at Tanjore headquarter. FMRAI pays homage to the departed leader and conveys condolence message to his bereaved family.



Jaysurya Choudhury
Employed in Alembic, (Megacare) based in Kolkata passed away on 19th January, 2023. He was a member of WBMSRU. He was suffering from cancer. He left behind his wife and twin daughters. FMRAI grieves his death and conveys condolence to his family.



Subhojit Sinha
Based in Hooghly headquarter and a member of WBMSRU passed away on 16th January, 2023 due to massive heart attack. He was working as a SPE in Marsha Pharmaceutical. FMRAI pays homage to the departed member and conveys heartfelt condolences to his bereaved family members.

Amit Singh
Based in Ghazipur and a member of UPMSRA passed away on 24th January, 2023. He was working as a sales promotion employee in Zydus Healthcare, Fortiza division. FMRAI deeply condole the sad demise and conveys heartfelt condolences to his bereaved family.



■ Tapan Sen speaking in the national convention.

National Convention of Workers at New Delhi

A national Convention of Workers was organised at Constitution Club Annexe, New Delhi on 30th January, 2023 on Mahatma Gandhi's Martyrdom Day. All the Central Trade Unions (except BMS) and all India Federations of Workers and Employees including FMRAI participated in the Convention. The Convention was held against the destructive anti-labour, anti-farmer, anti-people, pro-corporate and anti-national policies of the Government of India which have put the lives and livelihood of the people and the country's economy in serious jeopardy.

The Convention began with condolences to Mahatma Gandhi and other Martyrs and victims of communal and divisive politics. A declaration was unanimously adopted by the Convention which called upon the working people to intensify their struggle to save the country's economy and democratic system.

Discriminatory taxation and other policies of the government have been created only for price rise and to benefit only big corporate and business houses and businessmen. The current taxation regime has increased the prices of petrol, diesel, cooking gas and other fuels almost on a daily basis, which is having a cascading effect on the prices of all other commodities, public transport and other services.

Unemployment is increasing rapidly. The income of most of the people has reached below the minimum

level necessary for human existence. India has come at 101st place in the Global Hunger Index of 107 countries. In the midst of such widespread poverty and hunger, inflation is skyrocketing, pushing nearly half the population below the poverty line. Along with this, the government is continuously reducing the corporate tax rates and giving exemption in other taxes. The result is extreme and obscene inequality of income in India: top 10% of India hold 72% of total income and bottom 50% of people hold merely 3% of total income. In the midst of this dire situation of the country and the people, the government is hastily selling the national assets.

All productive assets of the country such as public sector undertakings, financial institutions, mines, defense production units, major ports, telecom towers, oil and natural gas pipelines, railways, highways, airports and airlines, power, steel, postal services, etc. built with public money is being handed over to private companies virtually free of cost to make huge profits through the National Monetization Pipeline (NMP).

Repealing the existing 29 labour laws, four labour codes have been passed with the aim of completely destroying the rights of workers and trade unions in favour of employers. The four labour codes passed by the government are meant to take away all the benefits achieved by the working class through long struggles including eight hours of work, minimum wages and social security and most

importantly all rights to organize and collective bargaining. Though the government is yet to notify the labour codes for implementation, it is determined to do so at the earliest. The Sales Promotion Employees Act has also been abolished. The working class movement understands this tyrannical and destructive policy and has been fighting against it from the very beginning.

The Convention noted that whatever we have built brick by brick with our hard work during the last 75 years and whatever we have achieved through our struggles and sacrifices, the government is destroying it all. The real attitude of this government during the last 8 years of rule makes all the noise of the Amrit Mahotsav of independence hollow. Agrarian distress and lack of employment in rural areas and precarious work and low income in urban centers are creating an alarming situation. Prices are going up, salaries are going down. Farmers are not getting remunerative price. No good employment is being generated even in urban areas. The prices of essential commodities are increasing continuously.

The demand for tripartite Indian Labour Conference, not held since 2015, which should mandatorily be held at least once every year, as per the ILO Convention 144, is simply ignored. No regard to ILO Declaration on fundamental principles and rights at work place, no attempt to incorporate OSH and Safety at work as Fundamental Rights. Workers have been

demanding ratification of ILO Convention 87, 98, 189, 190. Instead "One-to-One" meetings of the Central Trade Unions are organised with the Labour Minister, where he tries to sell "Labour Reforms" aggressively pushing their pro-corporate agenda. The united working class movement has to combat such conspiracy head-on, through united action both at national level and workplace level.

What is required is to make the workers and the people aware that their real enemy, the cause for their miseries and the miseries of the nation, is the anti-national destructive policy regime being operated by corporate-run Government at the center. They have to change these destructive policies otherwise face the ouster. Working class movement is destined to discharge this task leading from frontline along the people at large. The year 2023 is the most crucial before the general elections next year.

The Convention reiterated the 14 point common charter of demands and decided that we have to intensify the struggle for these demands. Continuous campaign and mobilisation should be done including state/district/sectorial conventions during March to May 2023. To take various jatha programmes and hold State level Mahapadav from 9th August, 2023. The workers and farmers unity strengthened during the farmer's agitation needs to be carried further. Nationwide general strike will be organised by end of the year 2023.

Demonstration in Svizera at Kolkata

SPEs of Svizera are fighting continuously with courage against all atrocities of the management. Consecutively two wage settlements took place between the SPEs, members of FMRAI and Svizera management, the last of which was in the year 2006. Field workers have given everything to establish the brands resulting in growth of the company. After 2011, management tried to snatch all hard-earned rights of the field workers. Management is bypassing the bilateral relation and trying to allure all Sales Promotion Employees by giving unilateral increment for the last five years. Field workers who have not complied with the dictated terms with detrimental clauses of the management were being deprived of their annual

increment violating the laws of the land. Management is also continuously harassing the field workers on sales ground and transferred many of them at distant places. The situation has become so precarious that achievements of the sales budget is mandatory to maintain the service in Svizera. Demonstration programme in front of C&F of Kolkata took place on 20th December, 2022 where more than hundreds of members participated from WBMSRU. Leadership of WBMSRU addressed the situation of Svizera. Field workers of Svizera also took part in this demonstration programme and showed their determination to fight against the management. On 30th January, 2023 another demonstration was conducted by WBMSRU at Kolkata.

Reinstatement in Pharmed

The courageous and aggressive fighting spirit of Pharmed council guided by FMRAI, paid off after management had to reinstate a fieldworker in his existing headquarter in MP. Sukhendra Tripathy, working in Satna transferred to Indore in. MPMSRU lodged a dispute in Assistant Labour commissioner's office at Satna. The case ultimately referred to Labour court after the failure of tripartite conciliation. Due to continuous agitation and legal persuasion, management was

compelled to reinstate him at his previous headquarter at Satna. He resumed his duties on and from 5th January 2023.

On another development Satya Srinivasan, a field worker of Kankinara HQ in Andhra Pradesh, illegally transferred to Vizag. The case is pending at Labour court, Kankinara. However, after repeated persuasion and under enormous pressure, management assured to reinstate his service at his previous headquarter at Kakinada in the months to come.

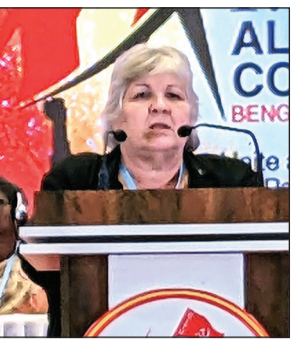
Programme against Unethical Sales Pressure in Torrent

Field workers of Torrent are facing tremendous sales related pressure along with unbearable work load. Recent incidence of attempt of suicide by a fieldworker due to unbearable unethical sales pressure at the closing day of November by the manager in Uttar Pradesh has ignited the field workers anger all over the country. The sales promotion employee was saved due to the immediate hospitalization by his comrades but the issue of continuing

sales pressure remains unresolved.

Around 1700 field workers of Torrent all over the country sent SMS to Vice President on 7th December, 2022 to stop the inhuman sales pressure on the Sales Promotion Employees and to protect lives and livelihood. But the adamant management is continuing to protect the culprit managers and continuing unethical sales pressure to achieve target. More intensification of programme will be contemplated in future.

MPMSRU General Council Meeting at Bhopal



Aleida Guevara Visits India

Physician and human rights advocate Aleida Guevara had been making stops in and visited several Indian cities in January 2023. Guevara is the eldest daughter of the Cuban Marxist legendary revolutionary leader Ernesto "Che" Guevara and his second wife, Aleida March. Guevara visited the states of Kerala, Tamil Nadu, and West Bengal and New Delhi accompanied by her daughter Estefania Machin Guevara. Guevara has also been a vocal critic of American imperialism, particularly Washington D.C.'s policies against Cuba. On 19th January, Aleida Guevara along with her daughter Estefania Marchin Guevara came to the delegate session of the 17th all India Conference of CITU at Bengaluru. The delegates around 1500 showed warm welcome to them. In her short inspiring speech she emphasized the necessity and importance of unity for the working class and along with it respect for each other. Guevara visited Kolkata for a two-day stay on 20th and 21st January, 2023. While in the city, Guevara made several public appearances and speeches, including visits to the Jadavpur University campus, the iconic Coffee House and in Hooghly district. Dr. Aleida stressed on the importance of respecting each other and having the quality of reach out to fellow human beings, saying they are all equal. Skin colour, cultural differences or ideologies are not important; the only thing that matters is being useful to other humans. This is what makes us grow as human beings, she said, adding, "We can have different ideologies, or we can achieve an objective in different manners. But we must learn to respect our differences, and to learn from them differences to change our existence."

General Council Meeting of MPMSRU was held at Bhopal on 7th & 8th January 2023. The meeting was attended by 90 General Council Members and 3 invitees from 22 sub units. The issue of bifurcation of MPMSRU by forming a separate state union, which arose during the 40th state conference was discussed in the state working committee meeting.

The resolution on formation of new state unit for Sales Promotion Employees in the State of Chhattisgarh was unanimously adopted by the General Council members. Thereafter, on behalf of the state WC of MPMSRU, Shailendra Sharma presented the declaration regarding the formula of the sharing of assets and liabilities between the new State Union of Chhattisgarh and existing Union



MPMSRU. Santanu Chatterjee, General Secretary, FMRAI along with General Secretaries of MP-CITU & CG-CITU addressed the GC members. It is to be noted that, between FMRAI conference held at Kota in the month of February, 2022 and this GCM, there were many obstacles in terms of membership, implementation of programmes and on various other fronts. But despite various organizational challenges MPMSRU could mobilize large numbers and unify them on ideological issues. The GCM takes a pledge to organize and fight back against all forms of attacks on the fieldworkers.



Training & Workshop at Kolkata

Training and Workshop of the East zone was conducted at WBMSRU State Centre in Kolkata on 8th January, 2023. The eligible participants were President, General Secretary, Treasurer, Sub Committee Conveners of Membership and Council from the eastern states of the country and all India conveners of selective councils in order to strengthen the integration of council and general unity. The training and workshop were initiated and moderated by All India sub-committee convener and Secretary of FMRAI Shubrangshu

Bhattacharyya. On Organisation and Movement power point presentation was placed. Vision document 2025 was placed by Kaushik Roychowdhury. There was an intense interactive session on both the agenda. Leadership of BSSRU, OSRU and WBMSRU and all India conveners of Alkem, East India, Himalaya, Jansceen-Cilag, Micro, Wallace and the council leadership of Emcee, Strassenburg, Caplet and Drakt International also attended. Some zonal conveners of all India companies also participated. Partha Rakshit, treasurer FMRAI summed up the discussion and guided the workshop and presided over by Arpita Mitra Roy, Vice President, FMRAI.



Demonstration in front of Emcure H.O. by MSMRA

The management of Emcure Pharmaceuticals Ltd. has unleashed unfair labour practices on the sales promotion of the company working in the state of Maharashtra. Management has transferred Ravindra Jadav from Nasik to Malegaon, withheld salary and also transferred Vaibhav Mane from Baramati to Kalyan with a malafide intention. These field workers are being continuously harassed and humiliated by the management. Recently, Ravindra Jadav was called to head office and pressurized to resign from the company which was duly protested by the concerned fieldworker. The medical and hospitalization expenses of Vaibhav Mane during Covid period are not remitted by the management of Emcure, till date. In this background and in pursuance of the demand to constitute a Grievance Redressal Forum for the sales promotion employees as per the provisions of I.D. Act, 1947 MSMRA demonstrated in front of head office of Emcure at Hinjvadi, Pune on 25th January, 2023. Srikant Phopse, General Secretary MSMRA and leadership of the state S. Kamble and S. Pawar addressed the gathering. Members of Ahmednagar, Sangamner, Baramati and other sub units actively participated in the programme. Labour complaint had been filed with regard to the issues of both the members.

WBMSRU State Women Convention



West Bengal Medical and Sales Representatives' Union's Women Subcommittee successfully conducted State Women Convention on 15th January, 2023 at state centre. The meeting was presided by state committee members Nupur Pathak and Ruma Sinha, and resolution placed by state women's subcommittee convener Tandrima Nandi. CITU's Working Women Coordination Committee's state

Convener Madhumita Banerjee during her opening session expressed present inhuman condition of women in working place and in society as well. She stated that the present social and political environment of our country has pushed women backward and treat them as slaves. Some of the women field workers shared their experiences in our profession and organizational activity. All India Women's Subcommittee convener Arpita Mitra Roy also

explained the twelve point demands for women field workers of FMRAI. State General Secretary Basab Roy Chowdhury during his deliberation gave emphasis on consolidation of more and more women field workers under the banner of WBMSRU/FMRAI to fight against present pro corporate scenario and to establish the women rights. WBMSRU state Treasurer Tinka Majhi also attended the meeting. After a long hiatus because of the unprecedented situation of COVID it was finally possible to arrange such a meeting. This convention unanimously resolved that more consolidation and active participation in agitation programs gives women field workers more protection and determination to fight for their rights.