

FMRAI NEWS

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

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Wage Settlement in Franco Indian for all three divisions



Wage settlements between FMRAI and M/S Franco Indian Pharmaceutical Private Limited, were reached for all three divisions and the memoranda of settlements were simultaneously signed on 18th March 2021, after long-drawn-out negotiation on the Charter of Demands submitted by FMRAI for sales promotion employees of all three divisions of Franco Indian Pharmaceuticals (FIP, Diabetix and Zinda). It is the 12th wage settlement for FIP division, the 3rd wage settlement for Diabetix division and the 2nd wage settlement for Zinda division. Settlement period for FIP is from 01.05.2018 to 31/10/2021, for Diabetix it is from 01.11.2018 to 30.04.2022, for Zinda it is from 01.07.2019 to 31.12.2022. The bilateralism in Franco Indian has endured the test of time and it has been maintained over 11 settlement periods through various ups and down giving peace and prosperity to the company and ensuring rights and legitimate gains to the sales promotion employees employed

in the company. Extension of bilateralism to Diabetix and then to Zinda, over course of time, has been of mutual advantage to the employer and the employees. Wage settlement is no new thing in Franco Indian, but the larger perspective of this settlement is definitely significant. Neo liberal economic reforms, labour reforms and corporate worship practiced by the central government has encouraged the employers to deny trade union rights, legal rights and collective bargaining rights. In this perspective alone, this simultaneous wage settlement in three divisions of Franco Indian attains grave importance. All three divisions will continue to have separate grievance committee and all the three settlements are for a period of three and half years. All the settlements are being effective on and from the date next to the expiry of the last settlements. Settlements are applicable for the probationers and the confirmed employees present

and future. These settlements have two grades of basic pay. Second Grade starts from 12th year of service. There is an increase of Rs. 633 per month in the 'Self and Family Medical Aid' head for Diabetix and Zinda divisions. They will now get Rs. 1300 per month so that they can avail Health Insurance as per their requirement (Self and Family Medical Aid). There is an increase of Rs. 334 in VDA of Diabetix Division. There is an increase of Rs. 605 in VDA of Zinda Division. The VDA calculation rate of all three divisions will be same and paid on monthly basis. There is an increase of Rs. 100 per month against internet expenses (net reporting). All three divisions will get Rs. 850 per month towards net reporting expenses. Travel fare will continue to be equivalent to 3rd AC Train Fare (50 Kilometre and above). While working in the head quarter the field workers working in the Metro cities will continue to get Rs. 80 per day over and above

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Massive countrywide strike in Himalaya Drugs

The field workers of Himalaya Drugs resorted to two days countrywide strike on 15th & 16th March, 2021 in protest against an unprecedented aggressive attack by the management of Himalaya drugs. The assault has come in the form of unprovoked mass termination of field workers of the Himalaya drugs employed under franchise agent named team lease. Subsequently, in complete violation of laws of the land the management has closed down the Zeus (SBU) division of the company on the untenable pretext of sales and business of achievement of the company, terminating all the spe's of that division. Being the principal employer the management, in compliance of law, should have provided employment to the affected field workers directly in the payroll of Himalaya drugs as they exclusively promote the products of the company perennially across the seasons. But, the management did otherwise and acted heartlessly, arbitrarily and in despotic manner shifting the entire burden of their own incapacities



Himalaya Strike, Raipur, MPMSRU

and failures upon the field workers who are inculpable and clean-handed. FMRAI has made several attempts to open dialogue and amicably resolve all the issues through due process of discussion with the grievance committee of FMRAI. But the management appears to be immune to good advices and reasonable approach. Management on the other has started spreading the fear and panic of closing down other divisions and started using job threats to field workers of

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Focusing on struggle for rights Field workers celebrate International Women's Day, 2021



New Delhi, DSMRO

International Women's Day was observed all over India on 8th March, 2021, in the midst of pandemic restrictions and various difficulties. Women field workers across the country successfully organized various indoor programmes like meeting, seminar etc, and out-of-doors programmes like rallies, demonstrations etc. with a view to celebrate International Women's Day on 5th March, 2021. Women field worker demand equality - gender, economic (equal wage for equal work) and other equalities. Harassment of women field workers (sexual and other harassments) at workplaces should come to end for good, demand the women field workers. Given the fact that



Jalgaon, MSMRA

women's participation in labour force in India is much smaller than men's participation in the workforce in India, and further given the fact that women's participation in workforce has declined in recent years and given a grimmer picture in the sales promotion industry, equality in the matter of employment opportunity is one of the major demand of the women workers in general and the women field workers in particular. Large numbers of employers in the pharmaceutical and other industries (sales promotion) keep doors closed for women field workers. This inherent wrong needs to be corrected over time. The International women's day made occasion to



Guwahati, CRU

bring all these demands to the fore once again. On this day, different the state units of FMRAI, across the length and breadth of the country, have sent one and the same letter to Mr. Narendra Modi, the Prime Minister of India (with copy to Labour Minister and Minister of women child and development) demanding intervention on the issues related to the working women.. The focal point of the International Women's Day is movement: movement for rights. The day brings attention to issues like gender equality, reproductive rights and making end to violence against women. The history of International Women's Day is closely related to the labour



Alleppy, KMSRA

movements and the initiative of the socialist parties in North America and Europe. Its history especially linked to the labour movements led by the socialists in Germany and the Communist Party of Russia. The struggles in the path of Bolshevik revolution inspired women of Russia to struggle for economic and social rights and made them earn their right to vote for the first time in 1917. Since then March 8, 1917, the day has been observed as International Women's Day in Russia and many other countries. United Nations recognized the day only in 1977 and gave call for celebrating March 8 as International Women's Day. In WBMSRU, field workers observed the day in three

places: Kolkata, Maldah and Siliguri. At state centre in Kolkata, meeting was addressed by, Dipsita Dhar, all India leader of Student Federation Of India, Arpita Mitra Roy, Convenor, All India Women Coordination Committee of FMRAI, Santanu Chatterjee, General Secretary, FMRAI, Arnab Nag, General Secretary, WBMSRU, Tinka Majhi, Convenor, state women sub-committee, WBMSRU and Sasanka Mouli Roy, Working Committee member, FMRAI. Apart from the discussion related to the significance of the day, Sasanka Mouli Roy has presented a paper on how the workers in general and women in particular will be affected through the recent changes in

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Editorial

In the ongoing assembly elections

Give voice a chance

Niti Aayog CEO Amitabh Kant mirrors the outlook of the government. With great honesty, he said in December 2020 (in an event organized by a right wing magazine) that *“tough” reforms are “very difficult in the Indian context,” as “we are too much of a democracy” but the government has shown “courage” and “determination” in pushing such reforms across sectors, including mining, coal, labour and agriculture* (Indian Express, December 9, 2020).

Repression on the protesting farmers, agitating workers, argumentative students or supposedly ‘Andolonjivi’ activists are ready proofs of government’s ‘courage’ and ‘determination’. By sending the eminent poets, writers, advocates and democratic-minded intellectuals to the jails during the criticism of the national and international community, the government, once again, has proved its raw ‘courage’. Nonstop price rise of all essential commodities lock, stock and barrel including foods and fuels, again are undeniable evidences of ‘courage’ of the government. This remorseless ‘courage’ has enabled liberalization, disinvestment and deindustrialization of a colossal scale. India’s economy bites dust making an awfully grim picture of employment, of income and of per capita spending.

How did the government gather such ‘courage’? Does a stronger mandate in the 2nd term or a dilapidated opposition or a robust control of popular opinion through the media fully explain the source of this courage? If not, then one should look at the scheme of electoral bonds in search of a closer explanation.

Electoral Bonds are financial instruments for making limitless secret donations to political parties by the Indian and multinational corporations and big business houses. Bharatiya Janata Party earned an enormous fund of Rs. 2410 crore in the financial year 2018-19 (Rs. 27.51 Lakhs per hour) through electoral bonds, revealed a report published by Association for Democratic Reforms (ADR). Large portion of this fund appears to be corporate donations.

Has such secret corporate donation been possible through lawful means? Yes, it is. It has been done through lawful means, as unlawful things can be made lawful through wicked laws. Now, any big Indian or MNC company (or a Shell Company engaged in the act of converting black money into white money) has no bar in paying any amount to any political party of its choice after the electoral bond scheme was introduced and 7.5% ceiling (of its profit) on corporate donation was removed through Finance Bill, 2017 which was brought and passed at the behest of the NDA government at that time. The transaction is anonymous. Who pays to whom shall ever remain a secret in the entire nation (only the ruling party in the government will know details of all donations and of all donors, to all political parties). The citizens, the election commission, the media, the cadres of the political parties will not know it. Earlier the law mandated the corporations to disclose the details of political donation. NDA government had also done away with that.

It is no wonder that the companies who invest in ruling political parties (before election or after assuming power) ask for hefty return. This is called ‘return on investment’. Therefore, the government’s ‘courage’ is understandable. We are sure that evil labour codes, repealing of essential commodities acts, wicked farm laws are no accidents, neither these are meant to enrich the nation, but to enrich the corporations. Here, the electoral bonds have ensured that the government has enough commitment and courage for working in favour of the big business houses, both national and multinational.

The present government does not like either democracy or federalism. Enactment of several laws encroaching the areas of state’s subject amounts to disregard to federalism. The recent ‘Government of National Capital Territory of Delhi (Amendment) Bill 2021’, passed by the parliament and quickly assented by the president, is a death knell to federalism. This bill attempts to obstruct all the welfare measures taken up by the Delhi government, by converting the elected government in the Delhi (NCT of Delhi) state into a powerless entity in the hand of one nominated bureaucrat cum administrator (titled as ‘Lieutenant Governor’) picked up arbitrarily by the central government. The Indian express calls this law ‘*A legislative sword to cut off Delhi government’s executive arm*’. Another commentator in the Hindu opined that this law is complete upside down of the democratic principles where the tail (the puppet administrator) is wagging the dog (the elected government) instead of dog wagging its tail. The welfare measures provided to the people of NCT of Delhi by the Delhi State government has been too inconvenient to the NDA government at centre. The current central government wants to do away with all welfare measures at the instance of the big business (in fact, Bharatiya Janata Party and RSS is keenly opposed to the idea of ‘Welfare State’). Besides this, welfare to the common people, provided by the state government, is also making it difficult for the ruling party to expand its political influence in the state.

But federalism, democracy and secularism in the country are passwords of free voice. The workers, the farmers and all sections of the common people passionately and unequivocally stand for free voice. Field workers stand for democracy as it provides guard against imposition, coercion and unilateral actions. Democracy creates room for dialogue, for bilateralism, and for multilateralism. Federalism and secularism are forms and functions of pluralism and diversity. In a country like India with huge diversity federalism and secularism are inseparable from democracy.

Now, in the ongoing assembly election in the states of Kerala, Tamilnadu, West Bengal, Assam, and union territory of Puducherry we need to make sure that democracy, federalism and secularism should be given a fair chance. In all the states and the union territory non-BJP governments will aptly suit to the

situation. The non-BJP governments in the states like Kerala are protecting and upholding the ideal of ‘welfare state’ and some of them are trying to protect poor citizens from the onslaught of neoliberalism which has been further multiplied during pandemic. Therefore non-BJP governments with stronger presence of the left (preferably, a left and democratic government as the concrete situation in the given context of the particular state exists) in these states are absolutely necessary at this hour. The ruling elites claim that a ‘stronger nation’ in India is only built on the back of the hundreds and thousands of hungry citizens. The ruling party and its band suggest that people should silently accept that ‘corporate prosperity’ is equal to the ‘prosperity of the nation’. The merry-men in the king’s court clap for this false narrative. During pandemic lockdown we found babies alive on the breast of their migrant mothers who dropped dead in thirst, hunger and exertion when they walked hundreds of kilometer in failing to reach their native land. The rulers maintained pin-drop silence. Their nationalist conscience was not moved, as the poor citizens find no place in their recent fashion of nationalism.

In this context the field workers are trying to find out a politics that will contest the politics of the employers and diminish the ‘courage’ of the government in doing wrongs. Field workers uphold life and livelihood against void lectures and hollow rhetoric. They choose democracy against authoritarianism. They prefer voice over silence. Therefore, at this hour during this ongoing assembly elections in several states in the country, field workers take side with the working class politics. This is the only brand of politics with which field workers identify themselves.

International Women’s Day

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labour laws. In BSSRU, meeting celebrating the day was held at state centre in Patna. In CRU (NER), meetings were organized at five places, Silchar, Guwahati, Jorhat, Shillong, Nagaon and Tejpur. In UPMSRA, meetings were organized at Gorakhpur, Shahjahanpur, Ballia sub unit of FMRAI. Bhatinda unit of PCMSRU, felicitated women members. In DSMRO, a meeting was organized at Delhi. In MPMSRU, meetings were held involving women field workers at unit office in Jabalpur and in Raipur. In MSMRA, at Jalgaon, joint meeting was organized and women members were felicitated too. Similar meeting on the day was conducted in Nasik as well.

In TNMSRA, meetings were held at South Chennai, Erode, Dindigul, Salem, Kanchipuram, Coimbatore, Trichy and Tanjore. South Chennai meeting was addressed by Ramesh Sundar, President, FMRAI, and Perumal. Kanchipuram meeting was attended and greeted by CITU State Secretary, Working women coordination committee member, AIDWA leader. In KMSRA meetings were organized at most of the sub units including Kottayam, Trichur, Trivandrum and Alleppy.

Obituary



Mohd. Safat, a field worker of Medi cross based at Siddharth Nagar, Uttar Pradesh and a member of UPMSRA passed away due to massive heart attack on 5th February, 2021. FMRAI expresses deep condolence on his untimely death.

Sarvesh Gupta, the CEC member of UPMSRA, GCM of FMRAI and a field worker formerly employed in RB & Company based at Sitapur passed away on 1st March, 2021. FMRAI deeply condoles his death and express condolences to his family.



Protest demonstrations continues

Zydus management convenes discussion

The management of Zydus has revealed their gruesome face by their terrible attacks, one after another, upon the field workers, in recent time. The management Zydus healthcare has transferred large number field workers (seventy Medical Representatives, so far) including the leading functionaries and Joint All India Convener of the council in Vivo division of Biochem to distance places. This is the second brutal aggression within the short span of time. In June, 2020 the management Zydus healthcare has unfairly and arbitrarily terminated the sales promotion employees of Platinex Division of Biochem in one go with the plea of so-called ‘closure of strategic business operation’ and has retrenched all field workers employed in the division in sheer display of cruelty and in utter disregard to the laws of the land.

In some divisions I pads have been given to the sales promotion employees with an eye to shadow the customers in practice and the field workers at work and rest that attempts to intrude, wittingly or unwittingly, in to the privacy of the field workers disbanding their fundamental rights. The management has stopped reimbursement of expense bills and initiated unjust punitive action on failure in compliance with these unilaterally imposed work norms.

In the Vivo division of Biochem, FMRAI is the recognized union through six successive wage settlements. The 7th charter of demands, pending settlement, has been submitted by FMRAI. Instead of arriving at settlement the management has chosen the adventurous path of unilateralism. At the same time, the management has introduced the post of TBM to replace the nomenclature of Medical Representatives to hoodwink the mass of field workers with a view to keep them outside the purview of trade union rights and bargaining rights. Under threat and terrorization to the designation of Medical Representative is changed to the designation of TBM with simultaneous change in service

condition wilfully violating the SPE Act and the rights of the field workers. The field workers of Vivo division of Biochem and members of FMRAI refused to tolerate such brutal attack in silence and various forms of agitation by the all India, state and subunit council subcommittee is being organized across the country. FMRAI planned one day strike of Zydus Vivo field workers on 22nd March, 2021. During this course of movements the Zydus management has called the council leadership for discussion and communicated their interest in initiating negotiation on COD and resolving other issues. In response to this FMRAI decided to postpone the strike programme in Biochem Vivo. In all other divisions of Zydus Group, the sales promotion employees are facing almost similar oppressive conditions. Harassment, humiliation, threat and various punitive actions on the field workers are regularly being used as instruments of subjugation. The Zydus management intentionally nurture ‘Fear of job loss’ and purposefully deploy ‘Nonstop job threat’ as a method of getting more and more sales and business adopting unfair practices driving the field workers to desperation by risking and sacrificing every other aspects of their life.

In coming days, FMRAI will ensure that unilateralism is resisted with all might, issues are resolved through discussion and meaningful bilateralism is restored.

Corrigendum

In the news item titled ‘**Working committee meeting held on virtual platform**’ in page 4 in the March, 2021 issue of FMRAI News, the words ‘Golden’ has be read as ‘Diamond’. The corrected sentence will be read as: **In 2022, in the diamond jubilee year, the 26th Conference of FMRAI will be held in the period between 10th and 13th February, 2022.** It is ‘Golden jubilee’ not ‘Golden jubilee’. Thanks to readers who contributed by pointed it out.

On the vital issues in the pharmaceuticals Industry

FMRAI writes letter to competition Commission of India

To
The Chairperson,
Competition Commission of India,
9th Floor, Office Block-1, Kidwai Nagar (East), New Delhi: 110023, India.

Dear Sir,

In response to the public announcement dated 19th February, 2021 made by Competition Commission of India for **'conducting consultation with stakeholders' to gather insights on issues that may have a bearing on competition in the pharmaceutical market in India 'with a view to develop a better understanding of the competition landscape in the sector'**, we, for and on behalf of our organization, Federation of Medical and Sales Representatives' Associations of India (FMRAI), as stake holder, take occasion to make the following observations:

1. Even if the pharmaceutical industry is growing in India, the possibilities and the opportunities for fair competition in the matter of manufacturing, marketing and sales of pharmaceutical products, are increasingly getting narrowed down. Instead of fair competition among the stake holders, monopolization and cartelization is taking place at a higher pace in manufacturing, marketing and sales of pharmaceutical products since the country embarked on the path of economic liberalization and globalization and more quickly in recent period when the assumed 'ease of doing business' was ensured since 2014.
2. Introduction of product patent through 2005 amendment of the Patents Act, 1970 has caused monopolization in pharmaceutical industry. Not making judicious use of Doha declaration (of TRIPS agreement) by the government of India has helped in further monopolization in manufacturing, marketing and sales of all newly invented pharmaceutical molecules by a few dominant MNCs.
3. Even if India possesses state-of-art technology for manufacturing of API, bottomless import liberalization, combined with 2005 amendment of the Patents Act, 1970 and absence of, and withdrawal of, governmental supports in domestic manufacturing of API (by the Indian companies, especially small and medium sector companies) has made India grievously dependant on import of essential medicines(API), especially upon imports from China, seriously harming the medicine access and consumer rights of the citizens of India .
4. Even though the bare necessities of the public health of the country call for robust use of **compulsory licensing** provision of the Indian Patent Act 1970 (the 'bitterly-fought-out and retained' provision) the government india is not taking initiative to lawfully revoke the patents of the molecules which are not being duly-worked (except in the single and only instance of revocation of patent of 'Nexavar') and thereby, the 'reasonable requirement' for healthcare need of the people is not duly satisfied. This situation is leading to infringement of consumer rights and denial of due access to the scientific discoveries in the matter of healthcare.
5. The situation has been made further worse by the government of India by amending the existing patent rules (Patent Rules 2003) and replacing it with the Patent (Amendment) Rules, 2020. Through this amendment the statutory obligation of the patent holders of disclosure of the details and extent of working of the patent has been gravely diluted. Instead of strengthening the overseeing by the Controller General of Patent upon the patent holder to ensure that the patented medicines are duly manufactured, imported and adequately available (that is, to ensure vigorous working of patent), the government has further weakened the monitoring by the nation's patent authority, thereby making the best use of the **compulsory licensing** provision further difficult. This action of the government of India gives legitimacy to the claim of United States Trade Representative (USTR) that Government of India has given 'private assurance' that no further revocation of patent (after Nexavar) by good use of **compulsory licensing** will take place in india.
6. Right to access to essential medicine has been seriously curbed by the rampant unethical and corrupt marketing practices practiced by the Indian and foreign multinational companies in India. The Government of India has urged the pharmaceutical industry, over and over again, to remain fair, to attain self-control upon such unfair marketing practices and to employ the mechanism to prevail over the established evil of corrupt marketing practices through bribes and freebies. Government also circulated a voluntary code named 'Uniform Code for Pharmaceutical Marketing Practices'. But it did not work. The government admitted in the parliament itself that idea of self control by the industry and its associations, as envisaged by the government through the voluntary code named Uniform Code for Pharmaceutical Marketing Practices, did not work and therefore government promised to the nation that a statutory code with stringent punitive clauses will be promulgated. But since over a decade now, the government has not acted reasonably upon this essential matter, did not make a law preventing corrupt marketing practices, and the government still continue to sleep over this contentious issue.
7. Therefore, there is significant proliferation of inessential medicines, unnecessary medicines, and even spurious medicines in the entire healthcare delivery system in the country, the root of which can be found in corrupt marketing practices, bribes, freebies and inducements. Both private and public healthcare system in the country is affected through such corrupt marketing practices. There is rampant overuse of medicines. Medicines are being prescribed in conditions where its use is neither evidence-based, nor indicated or necessary. Medicines with questionable efficacy are rampantly being marketed aggressively through scores of forms and methods of inducements. Besides unwanted health outcome, such overuse of unnecessary medicines is causing serious waste of money of the consumers. But, the government of India, unfortunately, refuses to blink to such corrupt practices.
8. The trends of monopolization and cartelization have been further strengthened by the policy decisions, especially the decisions of privatization, dismantling or selling out of the drug PSUs like Indian Drugs and Pharmaceuticals Ltd., Hindustan Antibiotics Ltd. etc. and the vaccine manufacturing PSUs like Central Research Institute (CRI), Kasauli, BCG Vaccine Laboratory, Chennai and Pasteur Institute of India (PII), Coonoor etc. Monopoly and restrictive practices of the MNCs and monopoly houses were effectively curbed with the mammoth presence of the drug and vaccine PSUs in India. Monopoly and restrictive practices have been encouraged by the government of India through systematic dismantling of the drug and vaccine PSUs causing serious damage to the curative and preventive healthcare system adversely affecting the consumers and citizens of this country.
9. Reckless import liberalization and removal of the tariff barrier along with unbridled and unconditional Foreign Direct Investment (FDI) without manufacturing liability and the liability of technology transfer in the pharmaceutical industry has compromised with the self reliance of the country in the matter of pharmaceutical molecules and has further increased the monopoly and restrictive practices of the big MNC and Indian houses.
10. In addition to this, sales of medicines through e pharmacy reduces the possibility of monitoring and supervising of the drug regulatory authorities and increases manifold the danger of spurious and substandard medicines, which seriously undermines the consumer rights. The monopoly and restrictive practices in the pharmaceutical industry in a developing country like ours will go from bad to worse if brick and mortar chemist outlets are systematically dismantled and if a situation is created where the entire population has to remain exclusively dependant on e pharmacy and door delivery mechanism. It will cause serious injury to the public and private healthcare delivery system in the country causing grave betrayal of consumer rights.

In the aforementioned paragraphs we have given our brief observation and enumerated the issues, problems and trends in the Pharmaceutical industry in the country. Day by day the situation is becoming grimly anti-competitive, restrictive and monopolistic. This situation is seriously undermining not only the competition landscape in the country but also diminishing the prospect of universal delivery of healthcare to the common citizens. However, we'll be satisfied to give the commission (i.e., CCI), intricate details and specific instances, further and more, elaborately explaining our observations made above, if the commission requires it at any point of time.

In the meantime we urge upon the commission, to address the aforementioned issues, to the best of its limited capacities, which are of great significance for access to the affordable healthcare by the common citizens of the country.

Thanking you,
Yours,

Santanu Chatterjee,
(General Secretary)
Federation of Medical and Sales Representatives' Association of India

Hours before trade unions tear and burn the copies of labour codes

Government postpones implementation of four labour codes

Hours before nationwide protest actions on 1st April, 2021 by the joint platform of Central Trade Unions (CTUs) by tearing and burning the copies of the four labour codes throughout the country, the central government has announced indefinite postponement of implementation of four labour codes on 31st March, 2021. In view of adverse fallout of these highly controversial codes on the assembly election in four states and one union territory, their implementation has been postponed. Formerly, central government planned to implement these evil codes from 1st April, 2021. However, government claimed that since no state government has framed rules under the codes as yet (it is necessary that the states also frame the rules under the codes, in absence of which, void in implementation is likely to be created), therefore, implementation of the codes is postponed. Central trade unions demanded that the government should stop framing rules under the code and all the codes should either

be scrapped or be appropriately reframed only through discussion with the central trade unions and by accommodating the workers' viewpoint. But, the government has shown arrogance all along even since the codes were passed in both houses of the parliament in tearing hurry, without any discussion either inside or outside the parliament. With display of such arrogance the government has refused to accept the demands of the trade unions. In this perspective only all the Central Trade Union (except BMS) and other central Federations has planned strong protest actions across the country on 1st April, 2021 by all section of workers across the country to convey their sharp rejection of the four anti-worker labour codes. In the context of such stiff resistance by the united platform of working class, this postponement is significant. Working class in India will intensify struggle to get the wicked labour codes completely scrapped.

Himalaya

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existing divisions as an instrument of coercion and cruelty to push field workers to desperation in the matter of employment. Unlawfully, the management has also suspended All India Convener of Himalaya council. In this context alone, FMRAI and the field workers of Himalaya drugs did not have any other option but to resort to suitable industrial actions. Therefore, the field workers across the divisions and designation Himalaya drugs across the country resorted to two days of countrywide strike. Field workers of Himalaya drugs massively joined this strike in all the states and union territories of the country. In complete rejection to the anti-workers policies of the Himalaya management field workers participated in demonstration programmes organized by the state and subunits of FMRAI in front of the establishment of the company along with the members of state units and members of the state and subunit council subcommittee in the state capitals and other major cities throughout the nation. All sales promotion activities of the company went to grinding halt on the two days of strike. The state and subunit council subcommittees in coordination with the council submitted demand memoranda which were sent through the stockists of the company on the first day of the strike. In Kolkata, WBMSRU organized demonstration in front of Himalaya office in spite of several difficulties imposed by

state administration. Himalaya drugs field workers along with members and council subcommittee members of the attended the demonstration programme in large number. In CRU, BSSRU and OSRU Himalaya drugs field workers joined the strike. In RMSRU, UPMSRA, HPMSRU, PCMSRU and HPMSRU field workers of Himalaya drugs participated in the strike making it success. MSMA organized demonstration programmes in front of the Himalaya drugs establishments in the state and field workers of Himalaya drugs joined in resounding number in the strike and the demonstrations. Similar successful participation in the strike and other strike programmes was recorded in MPMSRU. Strike was massive success in KMSRA and demonstrations were organized there with large participation. KSM&SRA state unit has also implemented strike related activities. Himalaya drugs field workers joined strike in TNMSRA and TMSRU and demonstrations were held before the establishment of the company. Strike and related programmes were also successfully organized in KSM&SRA. As a whole, the field workers from across the country stood firmly beside the striking field workers of Himalaya drugs who joined the strike in a massive way. Field workers of Himalaya will further intensity their struggle if the management does not come back to senses and resolves the most flaming issues of the field workers.

Franco Indian

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the regular head quarter allowances. There has been upward revision in the rates of daily allowance with increase of Rs.45 in head quarter allowance, ex- head quarter allowance and out station allowance with new rates of Rs.325, Rs. 370 and Rs. 395 respectively in all the divisions. There has been upward revision in the rates with increase of Rs.50 in the daily allowances on the day of attending the zonal conference and divisional conference with new rates of Rs.450 and Rs. 575, respectively. Average approximate monetary benefits (including PF and Daily Allowance) in FIP Division ranges from Rs.3110 (beginner in service) to Rs.13294 (prior to 36th year of service). In Diabetix division it ranges from Rs.4134 (beginner in service) to Rs.6937 (prior to 16th year of service) and

from Rs. 4451 (beginner in service) to Rs. 7254 (prior to 16th year of service) in Zinda division. Besides this, the fieldworkers of all divisions will get interest free two-wheeler loan up to Rs. 40000 and their festival advances will be at the rate of Rs. 6000. Fieldworkers not covered under Bonus Act will continue to get Rs. 16800 as Bonus. Gratuity will be paid as per payment of Gratuity Act. Those who retire after completing 25 years of service will get 5 days more gratuity. Thirteen Holidays will be available per calendar year. Holidays will be as per list submitted by the individual fieldworker. Leaves facilities will be accrued and will be availed as per the SPE Act. Salary Arrears incidental to these settlements will be counted from the date of implementation of the Settlement, whereas it will be from the 3rd month of implementation of the Settlement in case of Expense arrear. 50%

of Salary Arrears will be paid in May 2021 and remaining 50% will be paid in September 2021. Expense Arrears will be released in July 2021. Separate MOU was signed on work related parameters for the sales promotion employees of respective divisions as per the existing practice. Field workers of Franco Indian realize that the settlements in all the divisions have been possible due to the unmistakably solid council unity. Strength and spirit of struggle of all India council of Franco Indian field workers is complemented by the council sub-committee and general unity of FMRAI. Field workers of Franco Indian comprehend that the task of protecting the rights is as onerous a task as achieving them. In view of this Franco Indian Field workers will not lose guard and maintain lively contact with their respective state councils and respective state units and subunit of FMRAI.

Nineteenth State Conference in DSMRO

19th State Conference of DSMRO was held on 21 March, 2021 at B.T.R. Bhavan New Delhi. The conference commenced with Flag hosting by Naresh Sharma, President, DSMRO followed by floral tribute to the martyr's column. The conference was inaugurated by J. S. Majumdar, All India Vice-President of CITU. He briefed about the political situation in the country, the present conditions of the working class and the countrywide movement against the harmful policies of the Central Government. He also explained in details about the movement of the fieldworkers in this backdrop. Anurag Saxena, state General Secretary of CITU, Delhi also greeted the conference. Umesh Munjal and Manoj, General Secretary and President of HSMSRU, respectively attended the conference. The delegates exhibited lot of enthusiasm and took pledge to cross the

landmark of five hundred and Treasurer's report. Both the membership in 2021 giving reports were unanimously



priority to enrolment of women sales promotion employees. The conference also resolved to fight against all sorts of oppression and victimization by the employers in a befitting manner. Nine delegates participated in discussion on General Secretary

adopted. The conference was attended by 98 delegates. 19th conference of DSMRO elected 20 committee members and 3 invitees with Naresh Sharma as President, Pankaj Kumar as General Secretary and P.K.Chaurasia as Treasurer.

Field workers come down to streets with mass of workers & peasants



26th March, 2021, APMSRU

The Samyukta Kisan Morcha (SKM), the united platform of farmer organizations, gave call for 'Bharat Bandh' on 26th March 2021 on completion of four months of continuous protests sitting on the borders of the national capital of Delhi. The Central Government is trying to enforce the Farm laws against the interest of farmers, attempting to corporatize their land and handing over to the corporate control of the farm produce and hoarding it against the interest of common people, endangering food security of the masses. The Joint Platform of Central Trade Unions (CTUs), supported this Bandh and called simultaneous protest programmes in the period between 24th and 26th March, 2021 across the country. The protest programmes demanded withdrawal of four Labour Codes, three Farm laws, repeal of Electricity (Amendment) Act 2021, enactment of new law to provide guarantee of MSP, to make end to wholesale privatization, disinvestment and corporatization of public sector enterprises and government departments including Indian railways, defense, coal, oil, ports, airports and telecom. The protest programmes demanded universal ration (Public Distribution System) and financial assistance to the poor families (who continue to be without livelihood during after the pandemic), increase in workdays to 200 in MGNREGA,

and initiate job guarantee scheme like MGNREGA in urban India also, filling up the sanctioned posts in government offices and establishments and creating new job opportunities through initiative of the governments etc. In response to this hundreds of thousands of workers, peasant, agricultural workers and other sections of toiling people in cities, towns, villages throughout the country responded and came down to streets on 26th march, 2021. Road and rail transport came to halt; markets and other public places were shut in many places across the country. State units and subunits of FMRAI across the country organized rallies, demonstrations and other protest actions coming down to streets independently and jointly with other mass organizations on 26th March successful. On 26th March PCMSRU members at different units in the state including Kot Ise Khan town in Moga district of Punjab participated the programmes along with CITU. Protest action programmes were also organized in several units of APMSRU in Andhra Pradesh including Guntur, Vizianagaram, Visakhapatnam, Srikakulam and Vijayawada. In Telangana, TMSRU members participated in a massive rally organized in support of Bharat Bandh at Hyderabad. Similar programmes were organized in other cities and towns of Telangana.

TNMSRA Workshop on Organization and Movement

The atrocities of the employers in pharmaceutical industry in particular and in sales promotion industry in general has increased manifold in this pandemic phase at the behest of the policies of the Central Government. In order to encounter the situation enhancement of organisation understanding is the need of the hour. Considering that, TNMSRA state working committee decided in the month of February, 2021 to conduct sub unit level Workshop throughout the state of Tamil Nadu in the month of March. Accordingly, Workshops were conducted in 12 sub units out of 19. The main focus was on Organisation and Movement. The workshops were participated by 250 sub unit level functionaries of Salem, Dharmapuri, Coimbatore, Erode, Tirunelveli, Nagarkovil, Madurai West, Madurai East, Dindigul, Trichy, Tanjore and Kumbakonam on 6th, 7th, 13th, 14th and 21st March, 2021 at Salem, Coimbatore, Tirunelveli, Madurai West and Tanjore respectively with Prabhakar Devadoss, General Secretary and Sathya Narayanan President of TNMSRA as the main speakers. The workshops were interactive and created enthusiasm amongst the participants. TNMSRA has planned to conduct further workshops in the remaining sub units also.

Pledge for secular, democratic, anti-imperial ideal of freedom struggle

Fieldworkers observe the Martyrdom Day



Martyrdom Day, Chhindwara, MPMSRU

The State Working Committee Meeting of MPMSRU decided to observe the 91st Martyrdom Day of Shaheed-e-Azam Bhagat Singh and his comrades on 23rd March, 2021 across the units in Madhya Pradesh and Chhattisgarh. Bhopal, Sagar, Gwalior, Ratlam, Mandso, Chhindwara, Balaghat, Betul, Satna, Rewa, Chhatrapur & Katni units of MPMSRU in Madhya Pradesh and Raipur, Durg, Bilaspur, Raigarh & Ambikapur units of MPMSRU in Chhattisgarh organized special meeting, seminar and other programmes to pay tribute to the martyrs and discussed the present situation including the issues of the common people and those of the youths including the burning issues like job, livelihood, unemployment, communal violence and other issues. In Bhopal a joint meeting was addressed by Sailendra Sharma, General Secretary, MPMSRU, Pramod Pradhan, General Secretary, CITU, Madhya Pradesh and other leadership of the state. Through similar programmes different units of UPMSRA across the states of Uttar Pradesh and Uttarakhand observed the day by holding meeting and taking pledges. In these programmes floral tribute to Bhagat Singh, Sukhdev & Rajguru was paid by members with great love and respect for the martyrs. PCMSRU also observed the martyrdom day involving members on 23rd March, 2021. Members of MSMRA observed Shaheed Din (Martyrdom Day) at Aurangabad, Jalna, Kolhapur, Sangli, Jalgaon, Wardha, Gondia and Chandrapur. In Chandrapur

blood donation camp was also done jointly with doctors and chemist association. The fieldworkers in different state units and subunits of FMRAI across the country observed the Martyrdom day and the fieldworkers pledged to fight defending the secular, democratic and anti-imperial ideal of freedom struggle, to the cause of which they sacrificed their lives. In resisting the assault of the employers and that of the government the field workers' movement will draw inspiration from their struggle and sacrifice. Be it employers or the government, whoever attempt to demolish the amazing achievements of the freedom struggle must have to be stopped forthwith. Truthful actions upholding the interest of the common people, ensuring peaceful and prosperous life, free from exploitation, for the common and the oppressed masses will only ensure the appropriate and true homage to the great martyrs. PCMSRU arranged a medical camp at Singhu border for the struggling farmers who are relentlessly fighting for their justified demands for nearly four months in the borders of Delhi. Twenty members of PCMSRU under the leadership of General Secretary started journey on foot from Shambhu border (bordering Punjab and Haryana) on 19th March, 2021 and reached Singhu border of Delhi on 22nd March, 2021 and had set up a medical camp to serve the ailing farmers. The medical camp continued till 23 March, 2021 where simultaneously Shaheed Day (Martyrdom Day) was observed.

Field workers of DRL resort to mass action Maharashtra

The field workers of DRL in the state of Maharashtra resorted to collective action by taking mass casual leave on 12th March, 2021. Demands of this agitation programmes of the field workers in Maharashtra (MSMRA), across the divisions and designation, included unilateral imposition of newer work systems and procedures involving apps, device and internet-based meeting over virtual platform every now and

then, even after spending the whole day in field work, torture on the field workers in the name of sales closing three times in a month, increment based on service seniority (as opposed to arbitrary increment based on purported 'sales performance' and clandestine 'appraisal'), revocation of transfer of Pradeep Patil (Jalgaon), restoration of service of Anna Ghuge, payment of due and lawful compensation to

Mazhar Shaikh (Ahmednagar) and resolution of broken I pad issue of Vibhav Shirude (Jalgaon). The field workers joined en masse, drawing all section of field workers from all parts of the state, in the agitation programme with great resolve and unity in pursuance of their demands, both common and individual. All sales promotion work in the state came to halt on the day, making the mass action a remarkable success