

FMRAI NEWS

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

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SPEs Pledge to protect Sales Promotion Employees Act



■ Sutapa Chakraborty WCM addressing at Nizam Palace Kolkata

The notification to repeal the craft specific act of namely Sales Promotion Employees (Conditions of Service) Act 1976 has brought great uncertainty in the lives of lakhs of Sales Promotion Employees of the country. Under the banner of FMRAI, SPEs has taken the pledge to fight with all its might to restore and protect SPE Act.

FMRAI gave a clarion call to all its members to protest this unjust and high-handed approach of the central government of repealing labour laws and SPE Act. Under

the pretext of worker's benefit the government is simplifying the laws but in true sense the simplification is targeted



to reduce compliance of labour laws for corporate friends of this government.

A wave of protests swept across the country from December 15 to 17

as SPEs rallied under the banner of the FMRAI to demand protection for the Sales Promotion Employees (Conditions of Service) Act, 1976 and repealing of the codes. The federation planned the three-day mobilisation a decisive response to the central government's notification to repeal the craft-specific SPE Act.

The three days saw a tsunami of demonstrations and dharnas in state capitals and district headquarters of the country. Members

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■ Demonstration at Karimnagar

Protest SMS by Tablets India fieldworkers

The fieldworkers of Tablets India Limited have been raising their voices against atrocities of their management for quite some time. The management not only preferred to remain silent on the issues raised by the fieldworkers like not providing appointment letter in Form A, formation of grievance redressal forum, unilateral imposition of GPS enabled call tab based reporting bringing the Sales Promotion Employees under the surveillance and close monitoring completely violating the right to privacy as enumerated by the law. This management has gone one step ahead by introducing performance linked increment as well as threatening the fieldworkers for non-achievement leading to severe mental agony. Fieldworkers are also subjected to irrational working conditions like being forced to organise a number of camps, clicking photographs of prescriptions etc. as well as threats for noncompliance for the same. Furthermore, the seniority and length of services as well as

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■ Demonstration in front of Wallace office at Kolkata

Wallace: Fieldworkers unite against illegal surveillance

About a year back, Wallace management, facing strong resistance from fieldworkers, retreated from introducing surveillance-based reporting application. After a yearlong pause management reintroduced its agenda of illegal surveillance pushing it through My Wallace application. In a virtual townhall meeting of all the division (excluding non-signatories) held on 19th and 20th November, management announced to re-introduce geo fencing based app reporting system, which is not only a tool of illegal surveillance but also intrudes into the privacy of the user as well as those associated with the user including the doctor's chamber. Immediately after the event, All India council of Wallace decided on urgent programmes to combat the situation.

SPEs of Wallace initiated protest by sending of text message to HO management, followed by black badge wearing programme during 8th to 15th December. Protest intensified with state level dharna programme on 24th December. Massive demonstrations, organized by council subcommittee, took place in front of the company premises across the country, particularly in the state capitals of West Bengal, Bihar, Andhra Pradesh, Tamil Nadu and Kerala.

Besides, organization is exploring legal avenues to challenge the atrocities taking all the stakeholders who are becoming the subject of direct or indirect surveillance without their consent. This is going to be an interesting battle against the latest industry phenomenon of illegal surveillance and may open many avenues of resistance in days to come.

West Bengal State Minimum Wage for SPEs Historical victory after prolonged struggle

The two gazette notifications on Minimum Wages for the Sales Promotion Employees in the year 1998 and 2002 were made infructuous by Calcutta High Court way back on 27th November, 2013 because of some technical glitches but with a specific order for a fresh notification. Since then a long time has elapsed, many committees were formed by the Labour Department, Government of West Bengal because of relentless persuasions of WBMSRU. Ultimately

on 19th November 2025 Gazette notification of Minimum Wages was published but the same meant for the SPEs working in Drugs and Pharmaceuticals Industries only and that too by putting the SPEs in Skilled Category instead of justified demand to put them in the Highly Skilled Category.

This time the State of West Bengal has been fractured in two Zones; Zone A meant for establishment of Kolkata and Zone B meant for the rest districts of West Bengal. Quantum inclusive of Dearness

Allowance for Zone A would be Rs.13677 and for Zone B would be Rs.13738. Dearness Allowance calculation base for Zone A has been fixed as 2001=100, per point rate of neutralization Rs.37.99 and for Zone B, base has been fixed as 1986-87=100, per point rate of neutralization Rs.12.29.

W B M S R U immediately after the notification took up the cudgel in hand and urged upon the Labour Department, Government of West Bengal

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EDITORIAL

Defiance- to save rights

For the first time in the last fifty years, the vast section of field workers in India, who are legally known as Sales Promotion Employees will step in the New Year without the protective umbrella of their only sector specific act, the Sales Promotion Employees (Conditions of services) Act, 1976. With the formal enactment of the labour codes on 21st of November and releasing the draft rules on 31st of December, the fifty-year-old Act, with which the name of FMRAI was often cited together, has been attempted to be pushed in oblivion. Indeed, the very term Sales Promotion Employees, which has been used for fifty years for the section of workers who meet customers in the field to convince them to either write or purchase their company's products, be it a medicine or a soap, is derived from the name of the SPE Act.

The provisions of the Act have been accommodated in the Occupational Safety, Health and Working Conditions Code, 2020. In spite of the tall claims by the government, in actuality, many provisions of the Act have been totally removed. Like the calculations of the entitlements of Earn Leave have been very assiduously changed for worse, the accumulations of the Earn and Medical have been reduced, so on and so forth. The model appointment letter in Form A is now nonexistent. It is matter of sheer arrogance of this government that in the name of codifying the laws, they have substantially altered laws without even caring to discuss the affected parties.

Such has been the fate of all the 29 labour laws that has been declared to be subsumed (sic) in the four codes. As mentioned earlier in this column, a long desire of the corporates, to be able to hire and fire at will have been fulfilled by the Modi government through introduction of Fixed Term Employment. The word "fixed term" is actually very deviously given which in reality implies "temporary term", after which in fact there will be no need for retrenchment, the employee will automatically lose his job as per the law of the land. What can be a more atrocious and outrageous offer for the workers of the country than this by the elected government? Job security was considered an anathema, almost blasphemous in the culture of the corporate sector, in spite of the presence of a plethora of labour laws in India. Yet at least there was some avenues for the worker to challenge unjust retrenchments through these laws. Through FTE in the IR Code, what now has been done is even those avenues of fight by an aggrieved worker has been plugged by the government. Thus, the country is heading towards generating a

workforce full of insecurity, always trembling at the slightest instance of being disliked by his employer; always running from pillar to post to somehow please his boss so that his job-contract may be renewed. A country full of wage-slaves, that is the idea of Modi government today and is the gift it has to offer to its corporate masters. The mainstream media singing eulogies in favour of the codes says that such lawful authority of exterminating permanency of job nature will encourage more recruitments by the private sector and the currently bleak employment scenario of the country will change for better! There are other areas equally devastating for any unionized workforce, everything from forming a trade union to its right to strike as an effective combat against atrocious employers have been rendered very difficult in the IR Code. Likewise, in the process of codification of the 29 labour laws, all the laws have been substantially altered and some of them totally deleted. This has been done without the permission of the parliament of India and without taking in cognizance the workers of the country; not to mention the series of protests and strikes over the last four years by CITU and other mass organisations and federations. This goes on to prove how desperate this government is to weaken the striking and collective bargaining capacity of the organized workforce of India. Such an affront has hardly been seen earlier, not even when we were under foreign domination.

Therefore, one thing stands clear, this is not a dispensation that will listen to logic or rationale. They are not bothered about exploitation, misery or the abject slavery of the working class in the hands of the corporate masters. The enactment of the labour codes seen together with the "shram niti" shows that this government is a fundamental believer of the master servant relationship in employment relation as was practiced in the ancient periods. This "manuvaadi" approach of the ruling class needs to be squarely combated, through unity and total defiance of such regressive atrocious agenda. FMRAI has immediately reacted through holding dharnas and demonstrations throughout the country soon after the codes were enforced. Now when the rules are finally out, more united defiance will be seen. Members of FMRAI will rise along with millions of other workers and employees to oppose the sinister nexus of the Modi-corporate conglomerate. We shall not allow to rest them in peace; defiance is the language they understand and that is the call of the fiftieth anniversary of the Sales Promotion Employees Act.

CITU Flag Day-15th December

18th Conference of Centre of Indian Trade Unions is scheduled at Visakhapatnam from 31st December, 2025 to 4th of January, 2026 at a time when corporate communal nexus has unleashed its predatory anti working class activity by enforcing 4 Labour Codes on 21st November, 2025. CITU has called for all out

opposition and rejection of the 4 Labour Codes, given a clarion call to observe the Flag Day on 15th December, 2025 at every CITU office, units and at residences of the members, as a build up to the 18th Conference focusing to oppose the new Codes replacing hard earned 29 labour laws by the workers of the country since pre-independence

time. 15th December, 2025 is also the 38th death anniversary of founding General Secretary of CITU P. Ramamurthi.

On the day on 15th December, 2025; huge responses were observed from all over the country from the state sub units where members hoisted the flag of CITU to observe the Flag Day programme

Condolence



PARTHA PRATIM DUTTA
member of WBMSRU Hoogly district and working in TABLETS INDIA passed away due to massive cardiac attack on 8/12/2025. He left behind his family with a son. FMRAI sent heartfelt condolences to his bereaved family.



ASHWINI SHARMA
Vice-President of MPMSRU, passed away on 30th December, 2025. He suffered from accumulation of fluid in the brain and subsequent massive cardiac arrest. He was a founder member of MPMSRU. FMRAI expresses deep condolences to the family members.



MANJU R NAYEK
Sales Promotion Employee of KSM&SRA suffered from severe brain stroke and departed from us. FMRAI expresses deep condolence.



BAPPA NASKAR
A Sales Promotion Employee of seven seas pro beauty and a member of WBMSRU Malda District was suffering from carcinoma for last nine months, he passed away due to cardiac failure. He left behind his wife and a 4 years old son. FMRAI condoles his death.

Prologue

The Sales Promotion Employees (Conditions of Service) Act came into existence in 1976 after prolonged struggle of FMRAI. The introductory lines of the Act unequivocally say, "The Federation of Medical Representatives Associations of India made a petition to the Committee on Petitions (Rajya Sabha). The said Committee came to the conclusion that the demand of the sales promotion employees is justified.....Accordingly the Sales Promotion Employees (Conditions of Service) Bill was introduced in the Parliament."

It is indeed ironic that in the fiftieth year of existence of this iconic act, the Modi government has repealed it throwing the history of struggles linked with it in the backburner. FMRAI plans to conduct yearlong programmes to commemorate the golden jubilee of SPE Act, 1976. As a part of this, we shall publish a series of twelve articles by the tall leaders who were associated with the struggles to bring the SPE Act in reality. Here goes the first article of the series.

50 YEARS OF SPE ACT

2026 will be the 50th year of the Sales Promotion Employees (Conditions of Service) Act 1976 [SPE Act].



Jnan Shankar Majumdar

It all began with a Supreme Court judgment in May & Baker case of 1961 stating that Medical Representatives' main job is 'advertisement' or 'Sales Promotion' which do not come under any defined category - 'manual', 'clerical', 'technical', 'supervisory' (with wage limit) work - in the I. D. Act 1947.

Therefore, FMRAI was formed in 1963 to lead countrywide movement of Medical Representatives, later joined by Sales Representatives of other industries, for their inclusion in the definition of 'workman' under I. D. Act.

The Left Front Government in West Bengal, with Jyoti Basu as the Chief Minister, responded to this just demand of the SPEs (Sales Promotion Employees) and included them through a State amendment in the I. D. Act.

At all India level, on the basis of the Parliamentary Petition of FMRAI, a Parliamentary Committee was constituted which moved across the country, took evidences and prepared an exhaustive report with recommendations, not only (i) to include the SPEs under I. D. Act, but also (ii) to cover them under all other general labour laws and (iii) to make specific provisions to regulate their 'Conditions of Service'; and, hence, 'Sales Promotion Employees (Conditions of Service) Act was enacted in 1976 covering all three objectives.

It is different issue that successive Central

governments, under influence of the employers, sabotaged in framing proper Rules under the Act and their enforcement. Hence, FMRAI has been carrying its movement demanding framing of proper Rules under the SPE Act to cover the details of their specific nature of work, reporting formats and other provisions.

Employers fraudulently and illegally defined SPEs as in Managerial Category to bypass the provisions of SPE Act. Supreme Court's Constitutional Bench in a judgment already clarified that under Drug laws there is profession of 'Medical Representatives' and that whatever may be their ornamental names, all of them belong to the profession of Medical Representatives. Therefore, 'Medical Representative' is a legal profession.

It is to the credit of FMRAI that SPE Act was enacted as the only second 'Category' law in the country, applicable of to a category of employees as SPEs. The first such category law is 'The Working Journalist' Act, which was enacted at the initiative of Jawaharlal Nehru.

With enforcement of Four Labour Codes on 21 December 2025 by Modi government at the instance of the Ambani, Adani, Tatas and other corporates; the SPE Act has now been repealed. Some provisions of the Act have been subsumed in the Four Labour Codes.

Hence, today there is no "Category" law. Under the present law 'category union' like FMRAI and category demands of SPEs in what manner have to be pursued are of big challenge.

Working Committee Meeting at Raipur calls for raising mass protest against labour codes

The Working Committee of FMRAI met at Raipur on 20th and 21st December, 2025. This working committee meeting was held in a special situation as the global economic crisis is deepening further and the lull in generation of sustainable income for the working class across the world is spreading thick and fast. The invasion on the sovereign policies of different countries through military threats, war, sabotage, economic blockades are majorly affecting the downtrodden. The working committee was unanimous in assessment of the situation. The union government's core philosophy of being aggressively anti-democratic, dangerously communal which encourages superstitious thinking and grossly anti-worker which protects the corporate interest at all costs and consequences of the worker's interest. The enforcement of labour codes on 21st November, 2025 is testimony to that philosophy only. The government didn't think twice in enforcing the codes ignoring the ethos and direction of the Indian Constitution for ensuring social and economic justice to the people of the country.

The meeting was presided by the FMRAI President, P. Krishnanand and other Vice Presidents. The meeting note was placed broadly on two divided areas of movement and organisation.

The Working Committee congratulated the state units, subunits and councils for rising to the occasion with indomitable spirit of registering mass protest, over this enforcement of labour codes. The meeting assessed that immediately after enforcement of codes the members of FMRAI were on the streets on 24th November, 2025 across state capitals, towns, mahallas organising demonstrations in front of central labour department offices, DM/Collectorate

offices. Large number of members participated in the demonstration programmes demanding roll back of the labour codes. Subsequently on 26th November, 2025 the members of FMRAI participated en masse in joint protest movement with the other central trade unions in their respective subunits and lead the joint programmes in many places. The militant mood of the members was evident through their presence and participation in those programmes.

The working committee meeting also reviewed the consecutive dharnas at Mumbai and Delhi on 17th November, 2025 and 18th November, 2025 with specific set of demands to the employers and union government. Both the dharnas attracted large number of Sales Promotion Employees from all four zones. The demand memorandums were placed to the Maharashtra Labour Minister at Mumbai demanding intervention on victimization and imposition of toxic working conditions by the employers followed by memorandum submission to the Secretary to the Hon'ble Union Minister of Labour & Employment. The preparatory programmes prior to both the dharnas were also implemented across the country.

The meeting reviewed the development in the medicine related issues. The Working Committee members met the authorities of CDSO, Department of Pharmaceuticals and Ministry of Health & Family Welfare and submitted memorandums. The demands to pursue the quality issue of medicines, effective pricing mechanism and revocation of restrictions imposed on the work of SPEs by DGHS order shall be continued further. The working committee members participated in National Convention of Jana Sasthya Abhijan (JSA) at New Delhi in December, 2025 and placed the viewpoints

of FMRAI regarding the pricing policy affecting the common people. Other related areas and coordinated functioning were also discussed. It was emphasized that the role of FMRAI in bringing down the GST rates on medicines will have to be campaigned further with sharpened demands for zero GST on medicines.

The meeting reviewed the developments in different companies and emphasized the need to develop the subunit councils in 15 identified multi-division companies. Call was given to implement Albert David Jatha in January, 2026 with renewed vigor. The meeting also decided to protest the mass termination of SPEs working in Essentia division of Pfizer. The developments in Wallace, ICPA, RPG along with certain other companies were also discussed. Notably during this period, all-India councils were formed in DRL and Comed with some others being in formative stage.

The formation of three tier organization in state units was re-emphasized. In both the organization areas the task to form third layer of organization will be priority in the coming days. The meeting reviewed the three phases of programmes at eleven state capitals and formation of subunit councils through joint meetings and conventions. Notable developments were observed in Macleods and Lupin in terms of increase in number of subunit councils. Also, it was noted in appreciation, that the all-India council leaderships of the identified councils planned and visited state capitals and exerted their efforts to mobilise their respective company-wise fieldworkers. The continuity in this area of mobilizing the members at subunits shall be consistently pursued by FMRAI in the days to come. The membership position was discussed and

addition of newer subunits in one thousand memberships is certain to happen. The vision 2028 of mobilizing landmark membership by next conference is a priority and the state units are committed to realise the vision.

During the Working Committee Meeting a special note was placed explaining the areas that shall affect the Sales Promotion Employees through the labour codes. The Sales Promotion Employees (Conditions of Service) Act, 1976 was repealed by the codes and stated to be subsumed in the Occupational safety, Health & working Conditions (OSH) Code. But the only craft specific act famed and enforced on 25th January, 1976 to govern the conditions of service of the SPEs have been subsumed in such a manner that the SPEs shall be deprived of the statutory coverage and benefits extended through Sales Promotion Employees (Conditions of Service) Act, 1976. The Working Committee Members discussed on the note and further enriched the note with suggestions. The Working Committee Meeting adopted a resolution directed to the Union Minister of Labour & Employment demanding the protection of the coverage and benefits of SPE Act, 1976.

The Working Committee shall meet further on 13th February, 2026 at Bhubaneswar prior to the General Council Meeting of FMRAI. The GCM shall review the implementation of tasks implemented since the Mumbai Conference of FMRAI. The brief outline of the future programmes has been discussed in the Working Committee Meeting and definite direction and shape shall be given in the ensuing General Council Meeting. The organization of FMRAI through its subunits, state units and councils shall work in coordination to combat the challenges and advance the organization.

Turn from P 1

...Employees Act

...poured in from across the districts to capitals or gathered in district headquarters to participate in day long dharna programme called by FMRAI.

The city of Kolkata saw three day long demonstration and dharna in front of Nizam Palace where the labour department of the central government is located.. State unit WBMSRU arranged the programme in four different locations to ensure all districts could participate in large numbers.

More than 3000 members marched towards the four designated places in Kolkata, Burdwan, Jalpaiguri and Midnapore from morning in buses, trains and personal vehicles to make themselves available in front of labour offices to vent their indignation against this anti worker stand of the government.

Delegations met with central labour authorities present in state to demand repeal of labour codes and to protect SPE (Conditions of Service) Act 1976.

Leadership of FMRAI, WBMSRU and CITU addressed the massive gatherings. The union Government is baffling the workers of the country in various forms like advertisements in newspaper, banner, social media campaigns and shouting at top it's voice that the labour codes is going to benefit them but are artfully hiding the real intention of making the SPEs and the working class in totality a mere slave in the hands of corporates. The long pending demand of hire and

fire by the corporate lobby is given legitimacy by these labour codes.

This method of flummoxing the people was used when farm laws were introduced in parliament but farmers and peasants of our country realised the ploy of the government and launched the historic struggle which ultimately compelled them to publicly announce about abandoning the plan of moving forward with the farm laws. The sales promotion employees along with other section of workers of the country also understand what this government is headed to and they vowed to rightfully protect their craft by preserving the SPE act.

Programmes were conducted at Hyderabad, Vijayawada, in presence of more than 1000 members with presence of CITU leadership.

Patna, Trichurapally, Jaipur, Kanpur, Trichy, Raipur, Bhubaneswar, Bhopal, Chennai, Lucknow, Dehradun, Mysore, Raichur, Haldwani saw mobilisation of members in several thousands. Everywhere FMRAI and state unit leaders were present to lead the struggle. The breadth of participation underscored the depth of concern among SPEs nationwide and signalled a coordinated, cross-regional resistance, the general mood of the SPEs clearly depicts that every nook and corner of the country is resonating with the call of FMRAI and members have resolved, they will not stop unless government stops from going ahead with its sinister agenda of making working class the slaves of corporates.

Turn from P 1

... prolonged struggle

...because of relentless persuasions of WBMSRU. On 19th November 2025 Gazette notification of Minimum Wages was published only for Drugs and Pharmaceuticals Industries SPEs in Skilled Category instead of Highly Skilled Category.

This time the State has been fractured in two Zones; Zone A meant for Kolkata and Zone B meant for the rest districts of West Bengal. Quantum inclusive of DA for Zone A would be Rs.13677 and for Zone B Rs.13738. Dearness Allowance base for Zone A is fixed as 2001=100, per point rate of neutralization Rs.37.99 and for Zone B, base has been fixed as 1986-87=100, Rs.12.29.

WBMSRU immediately took up the cudgel and

urged upon the Labour Department, to extend the same benefit to the SPEs of rest of 10 Other Industries which were brought under the SPE Act in 2011. The authority has agreed upon to the same. The process is under way. WBMSRU has also urged upon to put the SPEs in Highly Skilled Category. More importantly, the recent notification entitles us to justifiably demand of 8 hours working and demand for overtime work, 2 hours payment for 1 hour working honoring Section 13 of the Minimum Wages Act, 1948. This historic achievement for the SPEs in West Bengal was a result of relentless struggle and collective persuasion of the successive leaderships and members of WBMSRU

FMRAI raises issue of rising medicine prices in National Health Convention

Jana Shasthya Abhiyan (JSA), a network of various organisations who work in the field of health and medicine organised their silver jubilee congregation on 11th and 12th December at Jawahar Bhaban, New Delhi. As a pioneer in the field of medicine related demands FMRAI is also a constituent of the JSA.

A delegation comprising five members from FMRAI attended the meeting on behalf of FMRAI, they were Santanu Mitra, Obijeet Talukdar, Koushik Banerjee, Subhomoy Roy and Anal Chakraborty.

The convention held in a panel discussion form brought out the precarious conditions of health and related infrastructure of our country where people have to go miles before they could barely get a health centre or a qualified doctor. On top this, the situation is worsened by immense burden on people especially the poor to buy



■ FMRAI delegate addressing the convention

medicines at exorbitant prices.

The union as well as the state governments have taken a stand to exit themselves from providing healthcare to citizen to an insurance-based model which will open the healthcare sector to corporate profit mongering.

All the participants discussed and accepted that in case of illness one household has to bear the most on out-of-pocket expenses in buying medicines.

Amongst many other propositions to bring

down medicine prices all the participants were at consensus that the pricing policies of medicines currently pursued by the ruling regime is one of the key factors enabling sky rocketing increase in medicine prices.

FMRAI placed before the delegates that the departure of cost-based pricing to a market-based model of pricing has opened the doors to corporates to profit in several thousand percentage points in medicines. In addition, the permission

to increase the non-scheduled drugs to increase their MRPs to the tune of 10% every year is also allowing skyrocketing prices of medicines which are needed in emergency and on everyday basis.

The meeting resolved to pursue the government to roll back the current pricing policy and reintroduce the DPCO mechanism of cost-based pricing on medicines which will enable the citizens of this country, their basic right of getting quality medicine at affordable price.

Women's Convention in CGSPEU & WBMSRU

Women field workers' conventions were organised by CGSPEU and WBMSRU in December, 2025. CGSPEU for the first time organised this convention on 21st December, 2025 at Raipur which was presided by state President Navin Gupta. State Women's Subcommittee Convenor P. N. Singh placed a note for discussion. General Secretary Devroop Biswas greeted all participants. FMRAI General Secretary Partha Rakshit and former General Secretary Santanu Chatterjee explained the importance of consolidation of women field workers to establish their trade union rights. FMRAI All India Women Subcommittee Convenor Tinka Maji explained current industrial situation, protection of women's rights and the position of women field workers in sales promotion WBMSRU organised state women's convention in three phases at three locations. On 13th December, 2025 the convention was organised at Kolkata, on 20th December, 2025 at Siliguri and on 21st December, 2025 at Malda. Attendees in all three conventions discussed the issues of women field workers in current industrial situation and the problem faced by them while working. The state women core committee members attended and guided the women fieldworkers during the conventions. The convention was concluded with future tasks to strengthen women subcommittee and intensify the movement for establishing women rights.



■ Participants in the Women's Convention at Raipur

Reception committee formation for FMRAI GCM

The upcoming All India FMRAI General Council Meeting will be held in Bhubaneswar, hosted by OSRU, from 13th to 15th February 2026. On 7th December 2025, OSRU (Odisha Sales Representative's Union) organized a reception committee formation meeting in the same city to commence the journey towards GCM. The meeting was presided over by Mahendra Sahoo, OSRU state President. FMRAI General Secretary Partha Rakshit was also present in the meeting. The GCM is expected to give the guide line for struggle in the era of the new labour codes; it has to be done in consolidation with the common people and FMRAI's movement.

OSRU General Secretary Satyabrata Mahapatra expressed past experience of organizing FMRAI GCM. He called for other organizational support to make the next GCM successful. Along with CITU leadership, other fraternal organizations' leaders also attended the meeting, and assured to extend their support on this occasion. Shree Sanjib Chandra Hota, IAS, former Additional Secretary & former State Chief Election Commissioner, was elected as the Chairman of the reception committee. All members of that unit enthusiastically took part in the programme and were ready to volunteer themselves to make the GCM successful.



Membership: newer feat achieved

Being the foremost pan India union, over the years FMRAI instilled confidence into SPEs by rigorous movement to secure their rights, which is reflecting in the growing membership year after year. Surpassing last year, 1762 members were added to conclude the current year's tally at 119790 as we go to the press, an all-time high with WBMSRU leading the states by reaching a milestone of 25000. Other state units like KSM&SRA, CRU(NE), APMSRU contributed

to the growth and were consistent from the beginning of the year.

This year, envisaging the vision 2025 document, new initiatives were taken to mobilize field workers of 13 identified companies across all subunits by enrolling them. This has contributed not only in the increase in the membership but also helped to expand and strengthen the councils. Throughout the year 3 such initiatives were taken across 400 subunits identifying 11 state capitals as the focal point.



The National Convention of Other Industry Field Workers took place concretizing important decision to galvanize this segment which is vastly unorganized compared to

the Pharma workers.

With the enforcement of new labour codes, an unprecedented chapter of struggle is about to be unfolded for the SPEs of our country. FMRAI, being the torchbearer for the SPEs, is ready to meet the challenging situation by demonstrating instant reactions through different movements. We collectively dream of the time when each and every Sales Promotion Employee of this country will march under the banner of FMRAI to secure their rights.

Turn from P 1

Protest SMS by Tablets India fieldworkers

market inflations are not being considered while granting annual increment to the Sales Promotion Employees leading to severe dissatisfaction. This arbitrary and discriminatory method of granting increment has further deepened with the introduction and modification of Consistent Performance Milestone parameters (CPM)

The daily allowances are also being paid to the fieldworkers in a discriminatory manner. The management has also adopted the practice of offering various trade schemes in a discriminatory manner leading to undercutting of rates.

On the issues raised by the fieldworkers it was decided to organise

memorandum submission to the management for redressal of the issues bilaterally involving the All India Committee. While implementing the program it was observed that one arrogant Regional Manager Mr. Chandan Kumar of Patna misbehaved and used threatening comments to the state Convenor of BSSRU Council. The

fieldworkers of the company working across the country expressed their anguish over such misbehavior by demanding exemplary and immediate disciplinary action against the culprit through SMS to the H.O management on 11th December, 2025. Large numbers of fieldworkers participated in the protest campaign programme.