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UPMSRA eNews

Unity
and
Struggle

Organ of Uttar Pradesh Uttarakhand Medical and Sales Representatives' Association

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UPMSRA Observes Anti-Victimisation Day

बोल कि लब आज़ाद हैं तेरे, बोल ज़बाँ अब तक तेरी है

UPMSRA implemented Anti-Victimisation Day Programmes on 19/07/2022. UPMSRA Units submitted memorandum through labour authorities/ district magistrate to Central Labour Minister Shri Bhupender Yadav. Special General Body Meetings were held to explain the demands. Anti-Victimisation Day Leaflet in Hindi was distributed among the fieldworkers. There was massive campaign through social media also.

Memorandum to the Minister of Labour and Employment contained following demands.

1) Stop Retrenchment and Victimisation of the SPEs. 2) Prosecute violators of the SPE Act, 1976. 3) Convene meeting of Industrial Tripartite Committee. 4) Frame Statutory Working Rules for the SPEs. 5) Protect the SPE Act, 1976.

Multinational companies have retrenched fieldworkers in the disguise of restructuring business. Starting from Bayer, MSD, Glaxo, Novartis, Sanofi and most recently Pfizer terminated the service of several sales promotion employees. As declared by statements of these companies published in print and electronic media, all these summary terminations are strategic decisions in line with the global policy and citing "Redundancy" in job responsibilities of sales promotion employees in India. These multinationals are aiming to replace the perennial nature of sales promotion work by franchise marketing.

Many other incidences of merger are also happening in the pharmaceutical industry where the existing service conditions are getting rampantly violated. Bharat Serum and TTK are most recent examples where after taking over the products of TTK by BSV, the fieldworkers who got job in the new company, were forced to accept derogatory service conditions and a large number of fieldworkers were terminated in gross violation of laws. Both Pfizer and TTK have retrenched 200 and more fieldworkers without notifying the government authorities in gross violation of law. ADL management adopted all sorts of anti-worker policies and trying to break the unity of the field workers. Many fieldworkers were transferred and subsequently terminated.

All these incidences happening in different companies are closely associated and interlinked. The industry as a whole is aiming to create an environment of "hire and fire" and labour flexibility to replace organized section of fieldworkers by franchise workforce for imposing new workload, derogatory service conditions without any protest and resistance to maximize their profit.

Fieldworkers of Albert David Ltd, Pfizer Ltd, The Himalaya Wellness Company, Anglo French Drugs and Industries Ltd and Bharat Serums and Vaccines Ltd observed country wide Strike on 19/07/2022 against the inhuman, illegal mass victimisation and mass retrenchment policies of the management.



No Victimisation, No Retrenchment

ये ग़म के और चार दिन, सितम के और चार दिन; ये दिन भी जाएँगे गुज़र, गुज़र गए हज़ार दिन



Caplet India Private Ltd: Mass Casual Leave by Fieldworkers on 18/07/2022

Punish the Employers, who Violate the SPE Act Workers are Constant Victim of Injustice and Cruelty of Capitalism



Bareilly



Shahjahanpur



Gorakhpur



Ballia



Siddharth Nagar



Ghazipur



Gonda



Kaushambi



Banda



Kasganj



Saharanpur



Unnao



Haridwar



Farrukhabad



Bulandshahr



Sitapur



Lakhimpur



Varanasi

19/07/2022: All India Strike in Albert David, AFD, Himalaya, Pfizer and TTK/BSV

Stop Victimisation, Stop Retrenchment

जब जुल्म हद से बढ़ जायेगा, तब डर सबका मर जायेगा



Mau



Kanpur

Additional Labour Commissioner (IR)



Mirzapur

RA MIRZAPUR UNIT FMRAI



Barabanki



Ayodhya



Raebareilly

FMRAI



Meerut



Aligarh



Muzaffarnagar



Padrauna



Sultanpur



Basti



Chandausi



Modinagar



Firozabad



Noida



Lucknow: Pfizer



Kanpur: Svizera

UPMSRA Units hold Annual General Body (AGB) Meetings

BAREILLY: UPMSRA Bareilly Unit AGB Meeting was held on 10/07/2022. Comrade Hemant Kumar Singh attended the AGB Meeting as UPMSRA observer. **Bareilly Unit Membership for year 2022 is 314.** 101 members attended the AGB Meeting. 19 members Executive Committee was elected. Sachin Saxena, Sanjeev Trivedi and Anand Gopal Johri were elected President, Secretary and Treasurer respectively.

KASGANJ: UPMSRA Kasganj Unit AGB Meeting was held on 13/07/2022. Comrade Sunil Singh Chauhan attended as UPMSRA observer. **Unit Membership for year 2022 is 46.** 27 fieldworkers attended the AGB Meeting. 11 members Executive Committee was elected. Pradeep Yadav, Rajesh Vashishtha and Arman Khan were elected President, Secretary and Treasurer respectively.

ETAH: UPMSRA Etah Unit AGB Meeting was held on 14/07/2022. Comrade Sunil Singh Chauhan and Balbir Singh attended the AGB Meeting as UPMSRA observer. **Etah Unit Membership for year 2022 is 71.** 60 fieldworkers attended the AGB Meeting. 11 members Executive Committee was elected. Rajendra Verma, Ankit Gupta and Vijay Yadav were elected President, Secretary and Treasurer respectively.

HAPUR: UPMSRA Hapur Unit AGB Meeting was held on 28/07/2022. Comrade Dhananjay Singh and Aditya Kaushik were observer. **Unit Membership for year 2022 is 43.** 29 members attended. 11 members Executive Committee was elected. Veerpal Rana, Satendra Singh Pundir and Sunil Chand Saini were elected President, Secretary and Treasurer respectively.

ALLAHABAD: UPMSRA Allahabad Unit AGB Meeting was held on 17/07/2022. Comrade UD Upadhyay and Surojeet Mukerjee attended the AGB Meeting as UPMSRA observer. **Allahabad Unit Membership for year 2022 is 200.** 83 members attended the AGB Meeting. 15 members Executive Committee was elected. Asutosh Tripathi, Alok Tiwari and Praveen Mishra were elected President, Secretary and Treasurer respectively.

KAUSHAMBI: UPMSRA Kaushambi Unit AGB Meeting was held on 11/07/2022. Comrade Samir Bhattacharya and Asutosh Tripathi attended as observer. **Unit Membership for year 2022 is 22.** 19 members attended. 7 members Executive Committee was elected. Rajjan Agnihotri, Mayank Agrahari and Vivek Singh were elected President, Secretary and Treasurer respectively.

MODINAGAR: UPMSRA Modinagar Unit AGB Meeting was held on 15/07/2022. Comrade Hemant Kumar Singh attended the AGB Meeting as UPMSRA observer. **Modinagar Unit Membership for year 2022 is 32.** 27 fieldworkers attended the AGB Meeting. 11 members Executive Committee was elected. Kapil Sharma, Rajendra Upadhyay and Sagar Kumar were elected President, Secretary and Treasurer respectively.

UPMSRA Bareilly Unit intervened in the issue of Comrade Amit Gangwar (H.Q. Bareilly) who was working as SPE in InterMed. After the intervention of the Unit, management of the company released all the pending dues of Comrade Amit Gangwar.

UPMSRA Protests Sexual Harassment of Woman Worker

A woman fieldworker was harassed by her company's Regional Manager during joint field work. She wrote a complaint letter to HR Manager of the company giving details of the incidents. UPMSRA wrote a demand letter to the Director of the company. Apart from other details, the demand letter stated as under. The action of the Regional Manager is violative of Articles 14, 19(1)(g) and 21 of the Constitution of India. His actions are punishable under Section 354-A of the IPC. Section 3(1) of the Sexual

Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 says that employers are bound to restrict any sort of sexual harassment of women. In Visakha Guidelines, Supreme Court said that "It is the duty of every employer to deliver a sense of security to every woman employee."

UPMSRA demanded stern action against the culprit manager. Management dismissed the manager and sent email and registered letter to UPMSRA informing their decision.



Comrade Devendra Singh (H.Q. Lucknow) was working as SPE in Alkem (Bergen Division). He died on 30/06/2022. We deeply condole and express our heartfelt condolences to the bereaved family.



Comrade Neeraj Sharma (H.Q. Meerut) was working as SPE in Psychotropic India Ltd. He died on 09/07/2022. We deeply condole and express our heartfelt condolences to the bereaved family.



Comrade Hari Mohan Mishra (H.Q. Sitapur) was working as SPE in Mission Happiness. He died on 14/07/2022. We deeply condole and express our heartfelt condolences to the bereaved family.

Comrade Prakash Kumar (H.Q. Haldwani) was working as SPE in Charak Pharma. He died on 15/06/2022. (Please see UPMSRA eNews of July 2022). UPMSRA Haldwani Unit handed over draft of Rs. 65,000 to wife of late Comrade Prakash Kumar on 21/07/2022.

Central Executive Committee Meeting

CEC Meeting of UPMSRA will be held at UPMSRA Bhawan, Lucknow on 21/08/2022 (Sunday) from 11am to 6pm.

Agenda is 1) Organisation [a) Unit AGB Meetings, b) UPMSRA Conference] 2) Membership and Accounts 3) Programmes 4) Miscellaneous.

UPMSRA Conference at Lucknow

UPMSRA Conference will be held at Lucknow on 18th, 19th & 20th September 2022 at Agarwal Shiksha Sansthan, Moti Nagar, Lucknow. Massive Rally shall be organised on 18/09/2022 at Lucknow. There should be maximum mobilization for the Rally by all the Units.

26/08/2022: 6th Death Anniversary of Comrade DP Dubey (former General Secretary of FMRAI)
Units should organise Special GB Meeting on 26/08/2022 to pay Tribute to Comrade DP Dubey

Trade Unions in Freedom Struggle-1

Their Knees and Hands Tremble whenever Workers say Inquilab Zindabad

India got freedom from the British Rule on 15th August 1947. We shall celebrate 75 years of independence on 15/08/2022. Lakhs of people sacrificed their lives during the freedom struggle.

Working Class of India and their Trade Unions played big role in the freedom struggle. We recall some important interventions of Trade Union Movement in shaping the liberation movement and giving it progressive direction.

The immense contribution of the working class in freedom movement was acknowledged by the makers of Indian Constitution and they incorporated significant rights of workers in the Constitution of India.

Period: 1853 to 1889

Facilitated by the introduction of railways in 1853, industries like cotton textile, jute, coal mining and tea plantation began to come up in different parts of the country. The owners were overwhelmingly white and there was humiliation and hatred generated by a racist, colonial order. Even the most ordinary attempts to organise the workers and articulate their demands tended to acquire an unmistakable political significance.

There were several strikes and agitations in the last quarter of the nineteenth century and first half of twentieth century. Those were led by workers agitation groups, welfare centres and mass of workers and trade unions led by individuals and philanthropists. These unions had no regular membership, constitution, organisational set up etc. like those of the modern trade unions. But this period was also marked by the political consciousness of the Indian working class which developed along with the freedom struggle. Since inception, Indian Trade Union Movement had to grapple with the entrenched structure of feudalism – in particular with the amalgam of caste and class.

While the trade unions mobilised the workers and toiling masses, the leadership of the Congress was openly aligned with the landlords and rulers in most places. The landlords, along with Indian industrialists, were two pillars of support for the Congress.

Period: 1890 to 1909

The Bombay Mill Hands Association was formed under the leadership of a factory worker, Mr. Narayan Meghji Lokhande in Bombay in 1890. New Factories Act, 1891 was passed in March 1891 after revising Indian Factories Act, 1871. After that Amalgamated Society of Railway Servants in India 1897; Printer's Union of Calcutta, 1905; Madras and Calcutta Postal Union 1907 and Kamgar Hitwardhak Sabha, 1910 were started in India.

The first surge of working class action came in the wake of Partition of Bengal by Curzon in 1905 and the subsequent swadeshi agitation. In the first week of May 1907, about 3,000 workers of the Rawalpindi workshop and hundreds of workers from other factories joined students in a huge protest demonstration against the conviction of the editor of the journal Punjabee for publishing 'seditious' matters.

The Russian revolution of 1905 had failed but when Bipin Chandra Pal was arrested, the Calcutta journal Nabasakti wrote on 14th September, 1907: "The workers of Russia today are teaching the world the methods of effective protest in times of repression – will not Indian workers learn from them?"

The workers were being drawn into the national protest against British tyranny. This happened in 1908 when Lokmanya Tilak was sentenced to six years' imprisonment. The workers went on a one-day strike for every year of the sentence. They clashed with

the police and the British army. Several were killed. Their resistance galvanised the entire city of Bombay and drew into action small businessmen and the middle classes. This was the first time that the working class used the powerful weapon of strike in all industries for a political purpose and revealed its efficacy as the general mobiliser of the people. Lenin hailed this heroic assertion of Bombay workers "In India, too, the proletariat has already developed to conscious political mass struggle – and, that being the case, the British regime in India is doomed!"

Period: 1910 to 1922

Imprisonment of national leaders and heightened freedom struggle by Home Rule Leagues in 1915, Jallianwala Bagh massacre in 1919, Rowlatt Satyagraha in 1919, Non-Cooperation and Khilafat Movements in 1920-22 also led to resurgence of working class activity in that period.

Great October Revolution of 1917 and formation of first Working Class State in human history galvanised the working class movement and national liberation movement worldwide including India. Madras Labour Union was formed in 1918 under the leadership of Mr. B.P. Wadia.

It was in the midst of such a powerful countrywide assertion of the working class that the first central organisation of Indian workers came into being. The All India Trade Union Congress was founded in Bombay on 31st October, 1920. In his presidential address, Lala Lajpat Rai emphasised the role of organised labour as the antidote against capitalism as well as "militarism and imperialism ... the twin children of capitalism" and underscored the need to "organise workers and make them class conscious." The trade union movement and national freedom struggle heightened in the period after the formation of the first central organisation of Indian workers The All India Trade Union Congress. Strike struggles were sweeping across the country. In 1921 alone, about 400 strikes took place. More than half of those were successful.

Freedom movement changed the demand from 'dominion status' to 'Purna Swaraj', first raised by the Communist party and the trade unions led by them. The second, conference of AITUC (30.11.1921 to 02.12.1921) was held at the coal-town of Jharia in Dhanbad. More than 50,000 delegates participated in this conference. The conference declared that "The time has now arrived for the attainment of swaraj by the people".

The 1920s saw an infectious rise of political activism in almost all major working-class centres. On 17/11/1921, workers in Bombay, Calcutta and Madras played a key role in organising a highly successful countrywide general strike in protest against the visit of the Prince of Wales. Madras had just witnessed a bitter four-month-long strike from July to October 1921 at the Buckingham and Carnatic Mills.

Period: 1923 to 1929

For the first time in India's history, to celebrate May Day, the International Working Class Solidarity Day, red flag was raised by Singaravelu Chettiar on May 1, 1923 in Chennai.

North Western Railway witnessed a major strike lasting from April to June 1925. Textile strikes, of course, continued to rock Bombay at regular intervals.

This was also the period that saw the beginning of introduction of communist ideology in the Indian working class movement.

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Trade Unions in Freedom Struggle-2

Real Liberty can Exist only where Exploitation has been Abolished

(Continued from Page no. 6)

To stem the rising tide of working class movement, the British government came up with the highly restrictive Trade Unions Act in 1926. This Act virtually declared all unregistered unions as illegal and placed all sorts of restriction on trade unions collecting and contributing funds for political purposes.

In 1928, Simon Commission arrived for making 'constitutional amendments' instead of 'Purna Swaraj'. 'Simon Commission Go Back' calls reverberated across the country. Workers resorted to strikes and staged black flag demonstrations particularly in Bombay, Calcutta, Madras and Lahore. The most spectacular assertion of the working people could be seen in Calcutta where in December 1928, thousands of workers led by the Workers' and Peasants' Party of Bengal marched into the Congress session, occupied the pandal for two hours and adopted resolutions demanding Purna Swaraj or complete independence.

With the emergence of militant trade unions in the anti-colonial struggle, the Indian National Congress, which was leading the Indian national movement, was forced to adopt a stronger stance against British rule.

To divide the trade unions' organisational unity, to isolate the communists from it and to suppress the militant trade union movement and prevent it from joining the national freedom struggle, the imperialist government instituted 'Kanpur Conspiracy Case', 1924 in which Muzaffar Ahmad, S A Dange and others were sent to prison. The British government struck again in 1929 (Meerut Conspiracy Case) arresting 31 trade union leaders with allegations of inciting the working class to overthrow the British imperial government.

To put a stop to the waves of workers strikes (316 lakh man-days lost due to strikes in 1928) and their involvement in the national freedom struggle, the imperial government introduced 'Trade Disputes Bill' and 'Public Safety Bill' 1928 which had repressive provisions. On 8th April, 1929 Bhagat Singh and Batukeshwar Dutt threw bombs in the Central Legislative Assembly. The clarion call popularised by Bhagat Singh, Inquilab Zindabad, has become the permanent war cry of every Indian's struggle for justice, freedom and democracy.

Period: 1930 to 1941

From 12th March to 6th April 1930, Mahatma Gandhi undertook the famous Dandi March. The issue of salt served as a simple yet very potent rallying point. The arrest of Jawaharlal Nehru in April 1930 led to bitter clashes between mill workers at Budge Budge near Calcutta and the police. Calcutta transport workers too waged a militant struggle.

A major upsurge was also witnessed at Peshawar in North Western Frontier Province. The city continued to be rocked for ten days following the arrest of Badshah Khan (the Frontier Gandhi) and other leaders on 23rd April, 1930 leading to the imposition of martial law on May 4, 1930. Dock labourers in Karachi and Choolai Mill workers in Madras were also up in arms. The climax came at Sholapur (Maharashtra) following Mahatma Gandhi's arrest on 4th May 1930. The entire work force in the textile industry went on strike from 7th May onward. Till martial law was clamped down on 16th May, the town remained virtually under workers' control. Liquor shops were burnt down and police outposts, law courts, the municipal building and the railway station all came under attack. Something like a parallel

government seemed to have taken over the entire township and it soon became well-known across the country as the celebrated case of the Sholapur Commune.

In Bombay, the Congress ministry rushed through the Bombay Trades Disputes Act in November 1938 which was far worse than the earlier 1929 version of the Act. Barring the Gandhian labour leaders of Ahmedabad, the entire trade union movement opposed this draconian Act; 80,000 workers attended a protest rally in Bombay on 6th November 1939 addressed among others by SA Dange, Indulal Yajnik and Babasaheb Ambedkar and the next day the entire province observed a general strike.

Period: 1942 to 1947

Bombay and Calcutta were rocked by continuous strikes during Quit India Movement in 1942. Striking workers clashed with the police in Delhi, and in Patna, control over the city was virtually lost for two days following a major confrontation in front of the Secretariat on 11th August 1942.

The Tata steel plant was completely closed down for 13 days from 20th August 1942 with the workers refusing to resume work till a national government was formed. Ahmedabad textile workers were also on strike for three and a half months. As many as 11 B & C Mills workers died in police firing in Madras.

Thousands of Royal Indian Navy ratings went on strike on February 18, 1946 in Bombay; lowered Union Jack and hoisted Congress and Muslim League flags; came out on the streets. Workers joined in spontaneous strike. They were quickly joined by naval revolt in other parts – in Calcutta, Madras, Karachi and Vizag. Earlier, there were protests in Royal Indian Air Force also. Both signaled the end of British Raj in India.

Though massively supported by the workers and the people, both the parties – Congress and Muslim League – refused to support them and asked the naval ratings to return to their duties.

1946 also saw a massive wave of working class struggles and peasant insurgency crossing all previous records. The strike-wave this year recorded 1629 stoppages involving 19,41,948 workers. Bombay and Madras observed solidarity industrial strikes on July 22 and 23 respectively. On July 29, general strike was observed in Bengal and Assam. The same day, Calcutta witnessed a massive rally, which has perhaps had very few parallels since in terms of spontaneous mass involvement, firm in its belief that "this historic general strike has marked the beginning of a new chapter of unity and fighting consciousness in the labour movement of the country". The strike wave continued in 1947 with Calcutta tram workers striking work for 85 days. Kanpur, Coimbatore and Karachi also emerged as prominent centres of working class action.

During pre-independence period and during 75 years of independence, working class has waged many battles, and wrested some rights from the capitalists and landlords that rule India. Today, each hard-won right is under a lethal attack. The labour codes, working conditions, treatment of union leaders and working class movements, mirror the colonial "Company Raj", serving corporations and sacrificing workers.

During the freedom struggle, workers rebuffed divisive communal politics and united to deliver spirited blows to the colonial rulers. Now, once again, India's workers must rise to the challenge, resist every attempt to poison the well of workers' unity, and unite to defend India's democracy and freedom.