

Membership surges ahead

The programmes adopted in Vijayawada GCM of FMRAI is being implemented with the right spirit. The task of reaching 1,25,000 membership is also in the right direction. The membership deposited at FMRAI Centre till 30th April, 2024 is providing that essence only. The state units are responding to the call of the organisation in most prolific manner. At least the membership collected till 30th April, 2024 signals in the direction of mass mobilization of sales promotion employees across the country. There has been appreciable work done by many of the state units. The state unit of TMSRU has appreciably collected almost entire membership of previous year. Also the membership of the state capital, i.e. Hyderabad has improved significantly and expected to reach the One thousand milestone. The state units like APMSRU and KSM&SRA has been accomplishing the task on membership in an organised manner. WBMSRU has significantly increased the membership in 2024 as compared to the corresponding period of previous year. The task of improving the membership in state capitals is also moving in right direction. Major state units like MPMSRU, MSMRA, UPMSRA and RMSRU are also significantly contributing to the call. The newly formed state unit NIMRA is adding to the total. All these developments are happening at a time when the sales promotion employees (SPEs) are facing really adverse situation as far as working condition is concerned. There has been rampant attack on the job of SPEs by the employers. An absolute pro-corporate government at the centre and in many of the state units are also imposing several restrictive orders on the work of the SPEs. Mindless digitalization and imposition of several forms of digital work are also becoming the mightier impediment in the perennial nature of sales promotion work. With all these adversities, the SPEs across the country are getting mobilised under the banner of FMRAI to resist the onslaught and fight back to snatch their rights. The increasing trend of membership in FMRAI is the testimony of the fight back. The fight back shall continue forever and the membership with this spirit shall surely reach to newer milestone by the end of 2024.



■ Demonstration by UPMSRA against Sanofi in Lucknow

Developments in Sanofi: alarming signals in the industry

In the name of reorienting its operation in the country, Sanofi management has continued to retrench its field workers in almost every division. All those products that brought hefty profits to the coffers of the company over the years are now being given on marketing leases to Indian monopoly houses for a fixed period of time. It first started with selling its Nutraceutical business to a newly formed company called Universal Nutrisciences at the end of 2021. Prior to that, the vaccine business that was carried out by Sanofi Pasteur, was given to be marketed by IQvia, which was a consultation company that turned its eyes towards pharma business. Towards the end of 2023, the management also announced that the CHC business being carried out by the Mass Therapy division will be demerged from Sanofi India to form a new entity called the Sanofi Consumer Health Care Ltd. and a section of the field worker will have to move to that

company. Recently the management decided to lease the cardio vascular products to M/S Emcure and in the process compelled all SPEs working in the company to move to Emcure with fresh appointment letters with derogatory service conditions. 11 unionised field workers who refused to accept such illegal offers were summarily terminated from their jobs at the middle of night.

What is remarkable is that in all the above steps where there has been termination of the SPEs, there is also total reversal of the existing service conditions of the unionized employees marked by totally new operational environments. In the first instance all the unionized SPEs, 54 in total that refused to accept the reversed service condition in the new company were summarily terminated. In spite of repeated persuasions and industrial actions by HAIRC, of which these SPEs were members, the managements refused to withdraw the terminations. The SPEs who fought for a long time to establish

their bargaining status within the company were once again de categorised to non bargainable cadre in the new company. In the recent instance, the SPEs working in the Cardio Vascular division were forced to resign from the company, then given fresh appointment letter by Emcure with six months' probation. Such derogatory and outrageous offers have become the hallmark of all recent business dealings of Sanofi. They are snatching away the existing rights of their field workers and forcing them to work for generating profits of other companies where the products they promote are either sold or leased.

While HAIRC has given call for all out struggle to protect their members FMRAI has also come forward to support the field workers in Sanofi throughout the country. It is important to understand that the developments in Sanofi are not to be seen in isolation. It is to be viewed in the larger canvas of the MNCs aggressively

pursuing their business restructuring process in India and in the course, trample the legal, trade union and collective bargaining rights of the workers. The plan is to bring very high priced patented products in the Indian market and resort to extreme niche marketing with the help of digital technology thereby making the existing format of sales promotion by the SPEs redundant.

It is therefore important to understand that to stop the initiation of the complete change in the current format of sales promotion, the field workers of all corners and of all companies must realize and gear up to resist such nefarious plans by the MNCs. If they succeed, within no time, the virus is likely to spread over the entire industry causing serious and widespread victimisations of the existing field workers. FMRAI will support and actively engage in all struggles to resist such attempts, and calls upon all field workers to involve them in the struggle to save the union within the industry.

FMRAI

extends revolutionary greetings on the occasion of

May Day 2024

to field workers & news readers

proclaim your future



EDITORIAL

Reclaim the workplace- identify the enemy

On the 19th of April, 2024 a very disturbing news came out from the national capital which casts a deep shadow on the present condition and the future of hundreds of thousands of Sales promotion Employees working in the Pharma Industry in India. It is now well known to all that The BJP government is quite prompt in arresting all adversaries through various agencies at their disposal like the Police, CBI and ED. Whether they are political adversaries or the section of the working class that have been consistent in raising its voice against the misrule of the government, all have been at the receiving end of their ire. The Sales Promotion Employees under the guidance of FMRAI have been in the forefront of agitation against the anti-worker steps of the Modi Government. Since the Modi Govt came to power, obstacles were created in various central hospital and clinics on visits of the Medical Representatives to the doctors. Following the central government, various states like UP also attempted to restrict the work of MRs in their hospitals. News have been pouring in about the unofficial restrictions of sales promotion works in various prestigious central hospitals in Delhi for quite some time. Hospitals like AIIMS, Safdarjung Hospital and Ram Manohar Lohia hospital authorities banned the visits of the MRs without any official notice. The SPEs were harassed by Delhi police which works under the Central Government, and the security personnel from time to time. In AIIMS the authorities even refused to meet a delegation of FMRAI intended to sort out the issue. In spite of repeated efforts by FMRAI and DSMRO, the permission to visit the OPDs to allow the SPEs to do their legitimate work was not allowed.

On 12th May, 2023, the CGHS issued a circular "instructing total curtailment of entry/work of the Medical Representatives in all establishments of the CGHS". FMRAI promptly challenged this draconian decision of the government through its letter addressed to the DGHS where the entitlement to visit a doctor in the hospital as mentioned in The Sales promotion Employees Act, 1976 and GSR 843 of the Drugs and Magic Remedies (Objectionable Advertisements) Act, 1954. The letter also mentioned that the central government has constituted a National Tripartite Committee for the Sales Promotion Employees of which FMRAI is a member. That was followed by the same letter being sent by all

states to the DGHS. Unfortunately, there was no change in the stand of the DGHS and restrictions to visits continued. This finally culminated in the ghastly incidence of arrest by Delhi police, on 19th April, of the SPEs in the Safdarjung hospital. Reason, they just wanted to do their lawful job in the OPD!

This villainization of Sales promotion Employees without any valid explanation reflects the general attitude of an intolerant Government having scant respect for the law of the land. Further the employers as usual has been totally silent on the issue. In no other sector possibly the regular harassments of the employees are met with such deafening silence by the employers whose work the SPEs are supposed to do in the OPDs. As if the troubles, whatever arise, are to be settled by the SPEs themselves and ensure the required number of calls per day and deliver to the employers, come hell or high water!

The denial of calling a meeting of the Tripartite Committee by the Government and denial of forming any Statutory Working Rule are reasons that the agencies of the same government can impose such ruthless embargo and unleash the Police at their will branding the medical representatives as offenders. On the other hand, the employers, while carefully distancing them from these incidences, will impose their private working rules ignoring the realities of the field and castigate the SPEs and harass them for not achieving the desired call objectives.

As such the future of physical sales promotion is under threat after the pandemic because of adoption of digital channels of sales promotion to the doctors by various companies. While there is no provision in the law that authorizes a pharma company to promote their products through non-human methods, bigger pharma companies especially the MNCs have resorted to digital meetings, social media, zoom and other internet based social chatting and meeting platforms for contacting doctors. Unlawful as this is, the government instead of taking steps against these activities, are actually creating hindrances on the legally authorized channel of pharma promotion, i.e. through the "medical detailers" as identified in the law. It is imperative for the field workers of the country to understand the conspiracy and identify their real enemy in the country and change for their own good.



Legal entitlements for sales promotion work

The Medical Representatives, legally known as Sales Promotion Employees are working in the Central Government hospitals and other establishments in a peaceful and disciplined manner for decades with utmost care for ailing patients in these institutions. The Medical Representatives got their legal recognition through enactment of The Sales Promotion Employees (Conditions of Services) Act, 1976, which defines Sales Promotion Employees as "..... means any person by whatever name called (including an apprentice) employed or engaged in any establishment for hire or reward to do any work relating to promotion of sales or business, or both,"

Further, Section 2(a) of the said act also defines establishment as "means an establishment engaged in pharmaceutical industry or in any notified industry". Therefore, as you understand, these workers are permitted by law to perform the job of Sales Promotion of the products of the pharmaceutical industry i.e. medicines and medical devices, to the Doctors and that is their primary job responsibility.

The entry of the Sales Promotion Employees into the places where

Doctors also perform their duties is recognized by the Government as "Medical Detailers" as per Magic Remedies and Objectionable Advertisements Act, 1954 through a General Statutory Rule (GSR 843) dated 29th May in the year 1967.

The above provision clearly says that the prohibition of advertisement of certain drugs for treatment of certain diseases and disorders (as mentioned in Section 3 of the said Act) is not applicable to Medical Literature distributed by "medical detailers appointed by manufacturers, importers or distributors of drugs, duly licensed under the Drugs and Cosmetics Act, 1940 (23 of 1940) and the Rules thereunder". This was done after section 15 of the said Act directed the Government to specify allowing advertisements of drugs in "public interest". The lawful recognition of Medical Representatives to meet the Doctors in their work places is clearly entailed in the above statutory provisions.

The Central Government has also constituted an Industrial Tripartite Committee for the Sales Promotion Employees to look into various aspects of these workers giving due recognition and credence to this occupation and our organisation i.e. FMRAI is one of the constituent of the same.

Excerpts from the letter of FMRAI sent to DGHS

Obituary

Ashirwad Chakraborty



A fieldworker of Zydus Aeroforce Division, aged around 28 years,

based at Krishnanagar Head quarter, while working at Nakashipara area on 3rd April, 2024 met with an Bike accident and succumbed to the injuries. FMRAI condoles this untimely demise and sends heartfelt condolences to the bereaved family members.

Avijit Pal



A fieldworker of RSA Pharma and a member of W B M S R U Murshidabad

district faced a massive cardiac arrest and passed away on 3rd April, 2024. He left behind his elderly father, mother, sister and wife. FMRAI condoles this untimely demise and sends heartfelt condolences to the bereaved family members.

Bimal Das



A fieldworker of Other Industries based at Murshidabad district

of WBMSRU met with a road accident and succumbed to death on 17th April, 2024. FMRAI sends heartfelt condolences to the bereaved family members.

APMSRU training & workshop

As per the road map for the year 2024, one day training class is conducted with all the subunit office bearers and council leadership of APMSRU at Vijayawada on 21/4/24. In the morning session for two hours, K. Lakshman Rao, MLC dealt with the contemporary issues. Later U. V. Krishnaiah, Vice President and training subcommittee convener of APMSRU has given exhaustive presentation on basics, ill effects of digitalisation in Sales Promotion, various acts achieved by the organisation. All the topics were well discussed by the participants. APMSRU has decided to conduct two training classes at State level and the next classes will be held in August, 2024. 74 members attended this training class.

Developments in Micro Labs

The management of M/s Micro Labs has unilaterally brought change in their reporting system Navdisha. The management is creating unjust pressure and is also threatening the SPEs of Micro to download the changed Navdisha app in their personal mobile thereby changing the reporting system from web based to mobile app based mode. Furthermore the management has unilaterally and illegally initiated the geo-

tagging of the Doctors through the newly designed App. The Navdisha App clearly declares that it will track the movement and work of the sales promotion employees of the company. The management has threatened to penalize the field workers if they do not carry out the tagging of the doctors in the new App and has also stated that the salary and expenses of the field workers will be withheld if they do not carry out this geo-tagging process,

which is clearly against the law of the land.

This is a clear violation of the established work norms and is a violation of Sec 9 (a) of the Industrial Dispute Act of 1947. This tracking and surveillance of the sales promotion employees is a clear violation of law, violating the privacy of an individual employee (refer to the judgement of K.S. Puttaswamy Vs Union of India on 26th of Jan 2018). FMRAI has urged the Micro management to

remove this illegal geo tagging of doctors in the new App, and restore the web based Navdisha reporting portal to restore normalcy in the working condition of the SPEs of Micro Labs. Closely watching over the developments, FMRAI will be compelled to raise the issue in appropriate forums and also undertake suitable industrial actions against Micro management if the unilateral tracking through geo-tagging is not withdrawn.

Petition on medicine related demands

To,
1. The Prime Minister's Office,
South Block, New Delhi:110011.
(Email: connect@mygov.nic.in)

2. The Principal Secretary,
Department of Pharmaceuticals,
Ministry of Chemicals & Fertilizers, Room No. 340B, A-Wing, 3rd Floor,
Shastri Bhawan, New Delhi-110001
Sir,

We note with serious concern that anti people and pro corporate approach on the part of Union Government is taking its toll on the accessibility to healthcare by the common people of the country. The recent media publication of huge donation of money to political parties through electoral bonds by the pharmaceutical companies and various groups of corporate hospitals clearly indicates the nexus between the pharma corporates and the Government. Surprisingly the observation of the drugs control organization offices on poor quality of drug in the market has been ignored. The Union Government instead of initiating stringent action remained silent onlookers compromising the health of the people of the country. Moreover taking into consideration the current socio-economic situation of the country where huge number of the population is struggling to meet their daily nutritional needs, the Union Government is ensuring hefty profit to the pharma companies (by diluting price control on medicines) and by imposing GST @ 5%, 12% and 18% on medicines (thereby) literally robbing the common people.

Therefore we urge upon the Union Government to take urgent action on the following demands placed by the Federation of Medical and Sales Representatives' Associations of India (FMRAI) and its affiliated state units to your good office to provide improved accessibility of health care and medicine to the common people:

- 1) Zero GST on Medicines and Medical Devices.
- 2) Take effective steps to reduce medicine prices in the country and stop increase in the prices under the national List of essential Medicines
- 3) Allocate of 5% of GDP to healthcare for the people of India
- 4) Revive the public sector drug units including vaccine producing units to provide quality medicines at affordable prices.
- 5) Ensure Production of Active Pharmaceutical Ingredients (API) in India to avoid dependence on foreign countries
- 6) Impose a cap on all drug prices; fix the prices of all essential drugs at the minimum possible; revert to cost based system of price control; stop legitimizing the present market based pricing system
- 7) Ensure the availability of all essential drugs through enforcing compulsory licensing mechanism. Stop attempt of dilution of Indian Patents Laws.
- 8) Stop online sales of medicines. This practice is contrary to Drugs and Cosmetics Act and is susceptible to misuse. The prospect of promotion of irrational and non-essential medicines through online pharmacy is threat to public health.
- 9) Withdraw the decision of NPPA to increase the price of more than 800 drugs. Stop linkage of prices of essential drugs with Wholesale Price Index

As a citizen of the country I support the above demands and urge upon the Union Government to adopt policies in line with the demands to provide relief to the ailing people of the country.

Students reject the communal politics

A coalition of Left student parties, the Left Unity, swept the student union elections at Jawaharlal Nehru University (JNU), winning all four central panel seats on offer — president, vice president, general secretary, and joint secretary. The JNU student union (JNUSU) elections were held on Friday but the results were declared on Sunday. These were the first student body elections held at the university since 2019, following a four-year break brought on by the pandemic. For the elections, student organisations such as the All India Students' Association (AISA), Democratic Students' Federation (DSF), Students' Federation of India (SFI), and the All India Students' Federation (AISF) formed a united Left front, facing off against the Rashtriya Swayamsevak Sangh (RSS) student outfit Akhil Bharatiya Vidyarthi

Parishad (ABVP) . Dhananjay (goes by a single name) from the Left was elected president, defeating ABVP's Umesh Chandra Ajmeera by 922 votes. The JNU has been a stronghold of the progressive Left student unions over the years. However, the RSS led BJP through its student wing- ABVP was eyeing to capture and dominate the JNU student wing, to destroy the progressive, left leaning ideology which always pursued that Nation should arrange for education for all section including the economically weaker section of people. On the contrary the objective of ABVP is to curtail the right of education for weaker section under the disguise of aggressive Hinduvta based on caste based politics. The hidden agenda was to ensure entry of corporates in the premier educational institution. In desperation of capturing the student's union of the

premier university of the country, the ABVP went to the furthest extent by influencing the JNU authorities to cancel the candidature of Swati Sing, the left candidate for the post of General Secretary at the last moment. The students didn't get frustrated, rather got rejuvenated and decided to support another candidate unitedly who won by thumping majority. The election was held after a four-year hiatus—initially due to the pandemic and later due to PhD admissions. Around 5,600 students voted this year, many of whom were first-time voters. Amid the media campaign of single party majority of the Modi government, this comes as a backlash, breaking the myths created by the godi media. The mandate is in favour of inclusive politics, academic freedom and social justice- the core principles that have long being championed by the left leaning student organization at JNU.

People's money in electoral bond

The Union government has spent Rs 14 crore of tax payers' money, on printing and managing electoral bonds according to data revealed in response to a Right to Information (RTI) query filed by a transparency activist Retd. Commodore Lokesh Batra. Out of the total, Rs 12,045,043 has been charged as 'commission for the sale of electoral bonds' over 30 phases while Rs 1,93,73,604 account for the printing costs of the bonds. The commission amount refers to the money charged by State Bank of India to sell and manage the electoral bonds. An additional Rs 6,720 has been levied for 'device to verify Mask-A print security', the Department of Economic Affairs reported in a RTI response said, Nashik-based India Security Press, tasked with printing these bonds, also revealed the denomination-wise breakup for printing bonds worth Rs 1,000, Rs, 10,000, Rs 1 lakh, Rs 10 lakh and Rs 1 crore. It may be noted that the cost of printing and managing these bonds is not borne by the donors or the recipients but by the government and, by extension, the taxpayers. The irony of the EB scheme is that while donors who buy bond are not required to pay any service charges (commission) to SBI and even printing cost of EBs, it is the government or ultimately, the tax-payers who bear this cost... for enabling transactions of 'anonymous tax-free funding' to political

parties through the opaque Electoral Bonds Scheme 2018, "In addition, there is a huge amount being spent on the use of government machinery and manpower for managing and operating EB scheme for the tax-free benefits of political parties at the tax-payers cost. The Narendra Modi government printed 8350 electoral bonds of Rs 1 crore eaCHE IN 2024 alone after the Supreme Court had already reserved its verdict on the constitutionality of the scheme in November 2023. The cost of printing one electoral bond comes to Rs 25, with an additional 6% GST charged both by the Centre and the state governments, The Wire had reported. The Supreme Court on February 15 had struck down the electoral bonds scheme. While calling it unconstitutional and in violation of the voters' right to this information, the court had directed the SBI to furnish the details of the bonds to the EC. As the nation's 960 million voters gear up for a crucial national election, the revelations have deepened fears that the electoral bond mechanism enabled a quid-pro-quo setup between companies and political parties, creating a stink of extortion and corruption. All of the top 10 corporate donors – from pharma to construction companies – who were being probed by the central law enforcement agencies in the last five years, paid the BJP in some measure, accumulating over 13 billion rupees (\$15.5m), the dataset revealed.

British Biologicals field workers fight back

This notorious management once again terrorizing field workers to accept Geo-fencing and Geo-tagging reporting system through the reporting app CBO with sole intention to bring their field workers under tracking and surveillance. It is important to mention that existing laws of our country do not allow any company to track any individuals. In order to implement such illegal system of reporting, the management even threatened for "loss of pay", Management initially faced strong resistance from a good number of SPEs across the country and withdrew the real time reporting. It is necessary to mention that field workers protesting against such illegal surveillance had been deprived of salary and expenses for 2 months. This year the notorious management is once again trying to mount pressure heavily on the field workers, but spirited SPEs of British Biologicals are fighting hard to defend their ground. FMRAI, rising up to the occasion, initiated country wide protest demonstration in the field. A protest letter was sent to the management asking to withdraw such illegal system with immediate effect, the same letter is being handed over to the executives during protest demonstration. One round of demonstration was also staged before the company establishment in the last month.

Khandelwal fieldworkers in protest path

It was noticed that the Khandelwal management since the Covid-19 period has been pressurizing and terrorizing the SPEs on sales ground. The SPEs are threatened to achieve the sales target, otherwise they would be transferred. Management has transferred the service of one of the Negotiating Committee member, Bhoopinder Singh, from Varanasi to Sharanpur citing poor performance, violating the provisions of law and not following the rules of natural justice. During this period the management has also transferred Wahid Khan from Balaghat,

MP to Ambala, Punjab on sales ground. The Khandelwal fieldworkers through the all India Committee demanded immediate revocation of the transfer orders. But the management instead of bilateral discussion is adopting a rigid stand and is not ready to discuss the transfer issues.

The management held a Negotiating Committee meeting few months back but were reluctant to discuss and settle the submitted Charter of Demands. Also violating the Memorandum of Understanding, the management has been continuously imposing newer work systems.

The SPEs working in the company are highly agitated as the management is tactically trying to snatch away the rights achieved by the SPEs, ignoring the bilateralism and changing their service and working conditions unlawfully. Accordingly the Khandelwal fieldworkers sent protest messages to the management on 22nd April, 2024 demanding revocation of all malafide transfer orders and settlement of pending Charter of Demand. The protest programmes shall intensify until the justified demands of the fieldworkers gets resolved.

Significance of May Day in 2024

This year on the occasion of May Day, the ILO emphasized the importance of renewing commitment to social justice. It highlighted the daily challenges that workers face, both existing and emerging, and called for action to ensure that economic growth translates into better living standards and working conditions for all. In India in the midst of the General Election this May Day bears immense significance. The working class of India, protecting its basic rights including the right to 8 hour work, requires the decisive defeat of the NDA alliance representing the corporate communal nexus. The ten years of BJP rule has seen relentless attacks on the lives and livelihoods of all sections of the toiling people of our country. Through its persistent united struggles, the working class of India has been able to stall notification of the disastrous labour codes. Now is the time to ensure these are scrapped through stronger united struggles. The defeat of the ruling party at the centre is not only necessary for the scrapping of the codes but also is a prerequisite for strengthening united struggles against the disastrous neoliberal policies which are totally against the interests of the workers, peasant, all sections of the toiling people and the nation as a whole. During this period the rights, livelihood and living and working conditions of the workers have worsened severely. Unemployment has reached alarming heights, hunger, poverty and destitution among

the working people have attained unprecedentedly miserable levels. Basic survival requirements and services like health care, food and nutrition, education, transport, electricity etc are being converted into commodities by big corporate houses. National wealth, produced by the sweat and toil of the working class is being cornered by a handful of individuals. Inequality has reached indecent levels. India is now among the most unequal societies in the world. The entire economy, employment relations, industrial processes are being restructured to establish absolute control over all national assets and natural resources, infrastructure and economic management by a handful monopoly companies. This authoritarian and centralized management of the economy is also reflected in the aggressive attacks on democratic processes and institutions to facilitate such loot and plunder. There is continuous spreading of communal venom to disrupt the unity of the toiling people and weaken their united struggles. Electoral bonds scheme is reported to be the biggest global scam.

So, this May Day is of utmost importance for all sections of the workers including the sales promotion employees to keep intact their rights by defeating the present ruling party and by electing the progressive and democratic forces in the parliament who have always echoed their voices in favour of the toiling class.

MSMRA formed new local unit

On 16th April, 2024, a special mobilisation programme was organised by MSMRA at Dhanwantari Hospital, Solapur Road, Pune. It was part of membership campaign programme taken by MSMRA. Nearly 50 sales promotion employees (SPEs) working in that area assembled in the programme. Amaraendra Tambe, Unit secretary of Pune and Srikant Phopse, General Secretary, MSMRA attended and addressed the gathering. It was an interactive meeting and successful mobilisation. A new local committee was formed there. Charudatt Gore has been elected as Secretary of the newly formed local committee. This new local unit shall surely add to the strength of the organisation and shall play an important role in mobilising the SPEs working in that area.



27th RMSRU state conference

Rajasthan Medical and Sales Representative's Union conducted its 27th state Conference on 6th and 7th April 2024. The Union unanimously elected forty-five state committee members along with fifteen Secretariats for better future organization functioning.

The conference was organized in Harsh Syal Nagar and Saurabh Gautam Mancha at Amar Hotel in Bharatpur. The program started with RMSRU flag hosting by the state President Rakesh Galav and floral tribute to martyr's

column. In opening session, Dr Rakesh Solanki, Chairman of Reception Committee and Vice Chairman Ghanshyam Batra gave warm welcome to all delegates, along with other fraternal organization's leaders CITU state President and Vice President addressed during inaugural session. Pandit Ramkishan Sharma former MP of Rajasthan also addressed the delegates. All of them, expressing concern for the present situation of the country urged to fight to keep existing rights for

which the need to change present political environment of our country is a compulsion.

In business season General Secretary Jitendra Kumbhraj and Treasure Sanjeev Dhamija placed their reports and twenty-six delegates including one women delegate discussed on both the reports from twenty subunits. Three resolutions were unanimously passed in the conference; regarding 6500 membership including focus on OI, against the anti-labor policy of central Government and casting

vote against present anti people Government in upcoming Lok Sabha election. FMRAI Treasurer Partha Rakshit and Vice President J.S Narooka attended the conference on behalf of FMRAI. Partha Rakshit greeted all members and elaborately explained the direction of last FMRAI GCM and the importance of building a three tier organization. Total 180 delegates adopted the General Secretary and Treasurer reports and re elected Rakesh Galav as President Jitendra Kumbhraj as General Secretary and Sanjeev Dhamija as Treasurer.

State related movement in MPMSRU

With the perpetual demands to notify 8 hrs. work, amendments on section 2(s) of I.D. Act for inclusion of SPEs as a workman, revision of minimum wages to Rs.26000/month, implementation of SPE act; 17 sub units out of 19, submitted memorandum to the respective labour authorities last month. State working committee meeting of MPMSRU, held at Bhopal, decided to pursue the long pending just demands of the SPEs of MPMSRU with the labour authorities in the respective sub-units and submitted a memorandum on the demands mentioned above.

TMSRU conducts training workshop

Workshop for Convenors of Council, OI, Small Scale Sector, FMRAI News, PPC, Legal Sub Committees and Treasurers was held on 21st April, 2024 at Hyderabad by TMSRU. All the Convenors of the respective sub committees placed note and explained present situation and future task. All the subcommittee members along with the TMSRU leadership attended in this training.



Courageous resistance in SUN Pharma

One of the biggest pharma company Sun, is trying to abolish rights of the unionized SPEs in every aspect. The management continue to deny the COD settlement and mounted tremendous pressure on SPEs to come out of collective bargaining. Apart from creating worst working condition within the company, management called these SPEs of SPIL at Mumbai

head office in order to create a fear psychosis in their mind about job security. The SPEs who were members of FMRAI, courageously resisted the attempt the Progressive Committee as well as MSRs individually also sent written protests. After several persuasions with management regarding COD, now it is placed in conciliation under the guidance of FMRAI and other legal movements

also is going on. In the name of company meetings management continues to force to accept unilateral service condition and private rule of digitalization. SPEs are resisting inside the company through council and FMRAI has taken the call to protest by demonstrations and memorandum submission programmes to executives of the company in different states unit.



Movements to reduce medicine prices

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