

FMRAI NEWS

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

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Black Day observed against labour codes

Four years back in 2020 during Covid pandemic, on 22nd September, Modi Government had passed the 3 most regressive Codes (The Industrial Relations Code; The Code on Social Security; The Occupational Safety, Health and Working Conditions Code) in absence of opposition members in the Parliament which was in continuation of The Code on Wages, 2019; the First one, which had received presidential assent on 08/08/2019.

The Platform of Central Trade Unions met on 21/08/2024 and decided to observe All India Black Day for on 23/09/2024 against these 4 anti-Worker Labour Codes. FMRAI being the constituent of the Joint Platform of Trade Unions has also decided to observe the same as these derogatory 4 Labour codes have subsumed 29 Labour Laws which are the fruits of many struggles of the Working Class of the country. The century old "Workmen Compensation Act, 1923" will vanish once these Codes are implemented by the Government. Once these Codes are enacted then the very existence of our organisation would be at Stake. Through OSH Code, Sales Promotion (Conditions of Service) Act, 1976 will be repealed permanently. The Code on Wages, will repeal four existing labour laws 1) Payment of Wages Act, 2) Minimum Wages Act, 3) Payment of Bonus Act and 4)



Equal Remuneration Act; those are crucial for the workers against mass scale exploitation by the Employer. The Industrial Relations Code, 2020 intends to repeal three labour laws. 1) Trade Unions Act, 2) Industrial Employment Standing Orders Act, and 3) Industrial Disputes Act, if rules are framed successfully & implemented. The Code on Social Security, 2020 will replace the nine labour laws. 1) Employees Compensation Act, 2) Employees State Insurance Act, 3) Employees Provident Fund and Miscellaneous Provisions Act, 4) Employment Exchanges (Compulsory Notification of Vacancies) Act, 5) Maternity Benefit Act, 6) Payment of Gratuity Act, 7) Cine Workers' Welfare Fund Act, 8) Building and Other Construction Workers' Welfare Cess

Act and 9) Unorganized Workers' Social Security Act.

All these 29 laws were repealed by the Government with a fraudulent claim of subsuming these laws in the respective codes. The fact is just otherwise. Most of rights and protections conferred in these 29 labour laws were either thoroughly diluted or totally removed in the respective labour codes; and more atrocious anti worker provisions have been incorporated in the new codes. The four labour codes have made elaborate set up for robbing the workers of their existing rights and privileges which all along have remained limited and deficient. FMRAI had raised concern from day one and submitted 14 point amendment as objections and suggestions to the Union Ministry of Labour & Employment. Continuous propagation

& persuasions among the members are being done for last 4 years to educate about the ill-effects of the 4 Labour Codes. Now assuming power for 3rd time though with truncated strength new government is in a hurry to implement these deplorable Labour Codes for the Workers to fulfill the commitment they made to the corporate to give unrelenting access to exploit the workers against huge subscription of more than 11000 crores which has been received by PM Modi's party & alliance partners. All the state units of FMRAI Implemented the programme either with CITU & fraternal trade unions or on their own, participated in large scale protest movement, dharnas in front of Labour department offices, DM's offices, organised street corner meetings, rallies & burnt effigies of 4 Labour Codes as scheduled.

Reduction in GST in anti-cancer drugs: too little for the ailing people

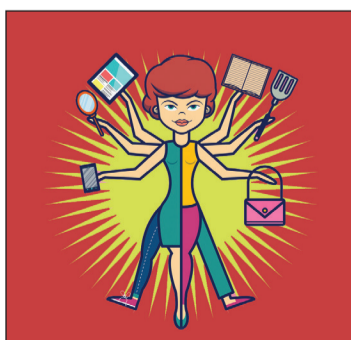
About 40% of cancer hospitalization cases are financed mainly through borrowings, sale of assets and contributions from friends and relatives. Considering such a glaring gap in affordability when it comes to quality cancer care, the Committee feels that there is a strong need to make cancer care affordable through suitable interventions from both Government and private sectors.the Government while providing healthcare services to the cancer patient should not be guided by the profit motive as in the case of the other businessline. The Committee is of the considered opinion that since the mandate of National Pharmaceuticals Pricing Authority is to ensure availability of drugs at affordable prices. The Committee reiterates that, being a welfare state, pricing of cancer drugs should not be guided by the profit motive as in the case of the other business line. If it is not possible to reduce the profit margin of such drugs the Government may subsidize it. The Committee observes high Tariffs and Taxes on Cancer medicines as a matter of concern. As compared to other Asian countries in similar stages of development, import duties in India are very high although the basic import duties for pharmaceutical products average about 10 percent but as a result of the integrated GST (5 - 12%) imposed on imports, the effective import duty often exceed 20 percent..The Committee, therefore, recommends that drugs and vaccines used in the prevention and treatment of cancer should carry minimum GST and should be exempted from customs duties. Such measures will bring down prices significantly and the benefit would be passed onto the patients directly. (147th report on action taken by government on the recommendations/ observations contained in the 139th report on the "cancer care plan & management : prevention, diagnosis, research & affordability of cancer treatment" PARLIAMENTARY STAND IN G COMMITTEE ON HEALTH AND FAMILY WELFARE EATMENT, 4th August 2023) The media especially

► Turn P 3

All India Women Field Workers' Convention

With great enthusiasm, 6th All India Women Field Workers Convention (Virtual) was held on 1st September, 2024 where more than 500 women field workers from all over the country participated. Note was placed by Arpita Mitra Roy, Convener, Women Sub Committee, FMRAI. Ramesh Sundar, President, FMRAI presided over the

Convention and A R Sindhu, Secretary CITU & Convener of All India Working Women Coordination Committee, and Santanu Chatterjee, General Secretary, FMRAI deliberated. The Resolution on 'Working women's safety and protection' was moved by Tinka Majhi and seconded by Tandrima Nandy, both of them are Working Committee members.



Ramesh Sundar, in his presidential address, described the national situation, the pro corporate policies of the Central Government and sufferings of the working class, especially women. A R Sindhu, in her deliberation appreciated FMRAI for conducting such meeting with such huge attendances. She told that women workers are double

burdened. They are harassed and facing discrimination of wages. Unpaid labours of several hours by women in family are not even considered as work. She highlighted the brutal rape and murder of lady doctor at R G Kar hospital which has also brought the picture of safety, security, non-availability of a rest room,

► Turn P 2

EDITORIAL

Membership: A saga of trust and responsibilities

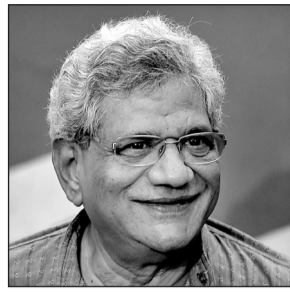
Ever since the Medical and Sales Representatives of India started to get united across the country under the banner of FMRAI, during the early sixties and seventies, the process was laced with many challenges and hurdles. A job of travelling sales personnel, dispersed over a large area with no office or factory as a common meeting place was unique in a sense that the interaction with the employers was mostly individual rather than collective, as is normally found in defined establishments. The demands for better working conditions and wages were also, compared to office or factory workers, mostly had to be done on individual encounters with management representatives during joint field works or sales meetings. It was the common experiences of similar nature of oppressions and exploitations that drew this motley crowd of sales people together in the field and in the hired staying places which they named as Rest Houses. The fact of working in an intensely competitive industry, where specific trainings are given to outdo each other in the physician's chamber, did not deter the collective will of this section to come closer and fight against oppression of their respective employers. That is the glorious history that the members weaved in the annals of FMRAI. It was such an unstoppable urge that even today the Sales Promotion Employees of the country rush towards FMRAI to get protected from the ruthless offensives from their employers. This is even more true given the fact that the elected government of today is directly positioned on the side of their employers and is complicit in snatching away all hard-earned rights of the field workers.

It is because of the above that the enrollment of newer and newer SPEs in the membership of FMRAI through its affiliated state units has never ceased. Apart from the exceptional times of COVID pandemic, the membership figures have grown upwards every year. Today at the end of September 2024, as we go to the press, the membership of FMRAI has touched an all-time high on date-to-date basis. Almost 95000 Sales

Promotion Employees of the country have reposed their trust on FMRAI as of September. Having another three months still to go, our beloved organization is sure to touch an all-time highest membership figure before the next Conference of FMRAI to be held at the heart of the corporate capital of India, Mumbai.

With trust comes a lot of responsibilities. There is still a large section of field workers in India who are not organized. Many of them being employed in various industries other than the pharmaceutical industry. All these unorganised workers do not understand the benefits of being organized, they have no idea what legal, trade union and bargaining rights are. The exploitations are extreme, and they are so ignorant about their rights that they wrongfully regard their chains as ornaments. Most of these SPEs are to be found in the larger cities in India. The vagaries of a highly busy life coupled with intense pressure of the management, is literally driving them mad and far away from any becoming organized under any banner. They are always fearful of losing the job or getting transferred to distant places. With the fear of the fixed terms of employment contracts coming in force, these workers will be further vulnerable and will drift away from union. This is exactly where FMRAI and its state units must now concentrate on; to bring these field workers in the realm of realizing their rights as workers. No other organization understand the profession of Sales Promotion better than FMRAI, it is our collective duty to bring the unorganized workers in the metros and big cities of India into its fold by enrolling them as members. The newer experiments of oppressions are being initiated in the digital era by the employers in these places. Therefore, these are the places that should be the focus of our activities. Let us, in the glory of the milestone of ever highest membership in September, channelize all our organizational might to build strong centres of mobilisations in all places of the country and let the bigger cities with large section of SPEs be the crucible of such endeavours.

Condolence



Sitaram Yechury, an eminent personality and General Secretary of the Communist Party of India (Marxist), has passed away at the age of 72 on Thursday, 12 September 2024. He was undergoing treatment for an acute respiratory tract infection at the All

India Institute of Medical Sciences (AIIMS) in New Delhi, where he breathed his last.

Born on 12 August, 1952 in Chennai, his political journey started during his student days at Jawaharlal Nehru University (JNU) in Delhi. He also served as a Rajya Sabha MP for 12 years, from 2005 to 2017. Sitaram Yechury had a very close association with FMRAI and had stayed in the union rest houses at different times throughout the country. He was also a speaker in the 23rd conference of FMRAI at Kolkata.

Present situation of the SPEs, of Other Industries

Currently different companies authorities are using different types of Apps, and with the help of those Apps the level of attacks by the company management on the field workers of Other Industries are getting steadily intensified. These acts of the management are getting support from the labour policies of the Government. The marketing hierarchy and set up is getting restructured steadily. Numbers of temporary workers like ISR, DBSR, TMIA, etc. are increasing fast instead of recruitment in permanent posts under the principal employer. The basic agenda of the employers is to compel to work at a throw-away salary package. The deplorable socio-economic condition of India and massive unemployment is compelling the field workers to do their work without appointment letter/offer letter. Hire and fire is being done

through Whats app.

On the other hand, the scope of work as a sales promotion employee of other industries is also narrowing down due to direct business of online retails like Snapdeal, Amazon, Flipkart. Before and after day's work, virtual meetings, Con calls, whats app calls are now routine for the other industries field workers. Through this, the effective working hours are being stretched from 12 to 14 hours. Currently, some companies are requiring attendance of the employees through QR code at retail outlets. So, continuous and sincere efforts of FMRAI must be there to organize the SPEs, working in OI. We will have to keep it in mind that 'Other Industries' volumes are huge and employments are also huge and if we address their issues with all sincerity, we can enroll maximum membership from such big and varied sectors collectively called as the Other Industries.

Obituary

Selvam

A fighting member of TNMSRA based at Kumbakonam working in Albert David ultimately succumbed to illness. He was fighting against the notorious management and even illness could not deter him. Till the last day of his life he didn't compromise with the management and stood firm with the movement of FMRAI and ADL Council. FMRAI deeply condoles the sad demise of this fighter and sends heartfelt condolences to the bereaved family.

Kuldeep Patil

A member of Jalgaon unit of MSMRA, working with Indoco Remedies, met with a tragic accident while he was returning from work. He left behind his aged parents, wife and 7 month old daughter. FMRAI sends heartfelt condolences to his bereaved family.

D. J. Saravanakumar

Aged only 42 years and working for Ajajis Pharma at Thanjavur HQ, died of sudden cardiac arrest. FMRAI deeply condole this untimely demise of a member.

Siva

A member of Kumbakonam unit of TNMSRA, working with Veeyom Healthcare, Kumbakonam, died of sudden cardiac arrest. FMRAI deeply condole this untimely demise of a member.

Deepak

Working for Sun Pharma based at Madurai head quarter and a member of TNMSRA died in a road accident. FMRAI sends heartfelt condolence to his bereaved family.

Santhosh

Working with Linux Laboratories, based at Coimbatore head quarter met with an accident and succumbed to injuries. FMRAI sends heartfelt condolence to his bereaved family.

A. Ramkumar

A member of TNMSRA, aged only 35 years, working for Procyon at Salem, met with an accident and lost his life. FMRAI deeply mourns this sad demise.

S. Manikandan

A member of TNMSRA, aged 38 and working for Gufic at Nagercoil HQ, met with an accident and passed away. FMRAI expresses deepest condolences to his family members.

Turn from P 1

...anti-cancer drugs: too little for the ailing people

...The electronic media were abuzz on the 9th & 10th of September 2024 that the 54th meeting of GST Council has decided to reduce the rate from 12% to 5% for 3 anti cancer medicines. Trastuzumab Deruxtecan, developed by Daiichi Sankyo and Astra-Zeneca, is used for treating breast and stomach cancers. Osimertinib, produced by AstraZeneca, is a therapy for non-small cell lung cancer, particularly effective for patients with specific genetic mutations. Similarly,

Durvalumab, also made by AstraZeneca, is used for treating lung and bladder cancers. In July 2023, the GST council provided a concession on the drug Dinutuximab, which is used to treat neuroblastoma, a rare cancer that affects nerve cells. Dinutuximab, which costs around Rs 36 lakh, was imported. Officials claimed that this is part of the government's effort to improve healthcare accessibility and support patients in need. However, according to a

study published online called "Financial toxicity of cancer treatment in India: towards closing the cancer care gap" by Shankar Prinja et al, anti-cancer drugs and diagnostics are major factors of financial toxicity in cancer patients. It is evident that the present government has decided not to follow the recommendations of the Parliamentary committee as far as genuine efforts to reduce the exorbitantly priced Cancer medicines are

concerned. The reduction that will occur because of 7 % GST removal will have hardly any bearing on the poor who are facing pauperization due to absurd pricings of these patented drugs. FMRAI has been opposing the imposition of GST on Medicines from day one of its implementation by the Govt. of India & even went for "Strikes" demanding removal of GST from all Medicines. The reduction of GST rates of 3 Cancer Medicines by the Finance Ministry & GST council has further vindicated

our demand for Zero GST. We believe the marginal reduction in GST on high priced anti-cancer drugs is absolutely not enough to serve benefits to crores of poor ailing populace of the Country. The concessions are paltry and aimed at earning accolades. The fight for removal of GST from all medicines will continue & need more intensified movement from all sections of the society to compel the Government to pay heed to the "Zero GST" demand raised by FMRAI in future.

Foundation Day of WBMSRU

On the occasion of its Foundation Day on 23rd September, the West Bengal Medical and Sales Representative's Union (WBMSRU) continued its activities as a beacon of hope and support for sales promotion employees across the state. This year's programmes were marked by a series of impactful events that highlighted the union's unwavering dedication to its members and their well-being. 23rd of September is being observed as Foundation Day of WBMSRU to commemorate its formation. On this day back in the year 1984, WBMSRU was formed through merger of two unions of Sales Promotion employees, WBSSRU and WBCRU. This year the 41st Foundation Day of WBMSRU was observed in a ceremonious way at State Centre in Kolkata and in various subunits across the state with due dignity and enthusiasm in presence of thousands of members. Flag of the union was hoisted in all the offices of the union across the state. In nearly all subunits, blood donation camps were organized; this selfless act not only saved lives but also underscored the union's commitment to serving the community beyond the realm of sales promotion. Nearly 900 WBMSRU members

including 23 women field workers, donated blood on this auspicious occasion. In Kolkata, the programme was initiated with hoisting of organisation flag by the President of WBMSRU and floral tributes were paid to the martyr's column by FMRAI leaders based at West Bengal, the Secretariat and State Committee Members, leadership of Kolkata district and hundreds of general members. In addition to the blood donation camp, a plethora of programs and activities were conducted to honour the occasion. From informative workshops to engaging cultural events, the day was filled with opportunities for members to come together, bond, and celebrate their shared experiences and achievements. The popular lectures held at rest houses and state offices provided valuable insights and knowledge, further enriching the minds of attendees. Similar programmes were held in all the subunits like Cultural programmes, family get together and sports tournaments. As we look back on WBMSRU's remarkable journey on this Foundation Day, we are reminded of the invaluable impact it has had on the lives of sales promotion employees in West Bengal.

Social Security in India- A tale of deprivation to workers

International Labour Organization (ILO) defines social security measures as protection which society provides for its members series of public measures against the economic and social distress. Internationally it was established under the treaty of Versailles in 1919 for the need of social security right to workers. The ILO resolution adopted in 1944 emphasized for extension of social security measures and ILO Convention-102 adopted minimum standards of social security in 1952. The esteemed Indian Constitutions made clear provisions for extending social security for the people of the country through the following: Concurrent list- Social Security and insurance for employed and unemployed. Welfare of Labour- work conditions, provident funds, employers' liability, workmen's compensation, old age pension and maternity benefits. Article 41- It directs the state to secure the right to work, education and public assistance in certain cases such as unemployment,

old age, sickness and disablement. Article 42- It deals with the provisions for just and humane conditions of work and maternity relief. Article 43- Participation of workers in the management of industries. Social security being in the concurrent list, the Union government and the state governments are responsible to formulate and execute the policies on extending social security benefits to the workforce in India. But even after 76 years after independence, the status of social security benefits available to the Indian workforce portrays a grim picture. The Periodic Labour Force Survey Annual Report 2021-22 states that around 53% of all of the salaried workforce do not have any social security benefits in India. In effect, this means that such employees have no access to a provident fund, pension, and health care and disability insurance. The survey points out that just 1.9% of the poorest 20% quintile of India's workforce has access to any

benefits. Gig workers or approximately 1.3% of India's active labour force, rarely have access to any social security benefit. India's social security system is also ranked poorly; Mercer CFS ranked it at 40 out of 43 countries in 2021. In India the policymakers have largely ignored to provide social security benefits to the workers. Policies at times are announced, but budgetary allocation has always been minimal to support the policies and utilisation is even less. The National Social Security Fund was set up for unorganised sector workers in 2011, with an initial allocation of just 1,000 crores to support the social security schemes for weavers, rickshaw pullers and bidi workers to name a few. The amount is a pebble in the ocean when compared to a requirement of over 22,841 crore as estimated by the Centre for Budget and Governance Accountability. Thus the workers generating revenues for the employers, industrialists are neglected whereas the industrialists get crores of rupees tax rebates,

tax waivers at the cost of public money. Recently the Union Government in a bizarre decision, reduced penal provisions under law for violations of The Employees' Provident Funds & Miscellaneous Provisions Act, 1952. The Employee's Pension Scheme provides paltry pension of Rs. 1,000/- as minimum pension to more than 70% of workers eligible to receive pension after retirement under the scheme. The Code on Social Security provides a lax framework and scope to the corporate to evade punishment for violation of the code itself. The Union Government and the corporate through a crony nexus are reaping the fruit of labour and the workers are only compelled to live in a world of uncertainty. In this compelling situation where the elected people's representatives who form the government, forget about their primary responsibilities towards the section of their electorate who builds the country every day, the workers must unite and struggle to end this state of deprivation.

Turn from P 1

...Field Workers' Convention

...a separate toilet like facilities within a Government Hospital premises. She also highlighted that the limitation of the Internal Complaints Committee (ICC) now comes in the light; most of the times the decisions of the committees are manipulated. The demand of inclusion of Workers' Union's representative in ICC is very much justified to make the decision of the committee unbiased. She also told that the crimes against women are increasing. During the discussion 17 participants from different states elaborately narrated their experiences. It was revealed that employers are indulging in gender biases in employment opportunities, wage parities and allowances. Women field workers are facing sexual harassment and abuses at work places and in

meetings. At times the male colleagues also become insensitive towards their problems. Members suggested for maintenance of separate register for women and incorporating women in leadership of all levels, necessity of local level teams to approach women SPEs and to deal with their issues as they sometimes hesitate to come to the union directly, to popularize 12 point demands for women field workers amongst the members, necessity of leaflet for membership, all India women WhatsApp group etc. Santanu Chatterjee in his deliberation told that the convention connected more than 500 women members across the country. He told that women membership this year would surpass last year figure and would touch the objective of 2500 membership. The present Central

Government is trying to snatch the SPE Act, 1976. Till today the Gazette notification of Statutory Working Rules for the sales promotion employees has not been published. To pursue this demand FMRAI has given call for Delhi March on 22nd November, 2024 where women members will also take part. He emphasized on the inclusion women in all level of leadership and as delegates in coming 27th FMRAI conference from every state unit. The Convention passed the Resolution on 'Work place Safety of Women Workers' which will be sent to the Central Government from FMRAI and to the State Government through State units. The same Resolution copy will be served to the Executives during joint work to observe Demand Week.

FMRAI congratulates its members of all the state units for enrolling ever highest membership till date. Nearing 95000 members in September is a great task to achieve. Let us try our best to touch all time highest membership in 2024.

REMOVE GST ON MEDICINE & MEDICAL DEVICES, CONTROL RISING MEDICINE PRICES
Scan to Sign Petition



Jalgaon sub unit of MSMRA achieved the feat of enrolling 1000 membership within September 2024. To commemorate the occasion, they organized a special GB meeting, where the General Secretary of FMRAI Santanu Chatterjee addressed a gathering of 200 members.

General Council Meeting of WBMSRU

The General Council Meeting (GCM) of WBMSRU was held on 13th September to 15th September, 2024. The three days GCM was organised at Buddhadeb Bhattacharya and Basudeb Acharya Nagar (Contai, East Midnapur) and Indranil Chowdhury Mancha (Birendra Mancha). The entire three days programme emphasized in analysing the industry situation, areas to focus on movements and functioning in the year 2024. The inaugural session of the GCM was held on 13th September. President of WBMSRU, Shubrangshu Bhattacharjee hoisted the organization flag and thereafter the attending General Council Members paid tribute to the martyr's column. Dipsita Dhar, (All India Joint Secretary, Student's Federation of India) addressed the audience in the open session. During her deliberation, Dipsita Dhar explained the political situation of the country and economic exploitation of the workers as well as the overall movement generated by the working class in the country. After presidential address General secretary WBMSRU, Basab Roy Chowdhury placed organisational report with detailed analysis of the implemented programs and the task for 2024. Treasurer Tinka Maji placed treasurer's report. Special paper for commission discussion was also placed on the same day. On the second

day of the programme the General Council Members were divided in four groups to discuss on the special paper and provided their recommendations and suggestions. Thereafter during entire afternoon and evening, 42 members from different subunits, four commissions, women and other industry groups discussed on the reports and placed their suggestions. Nine resolutions were moved on various organizational aspects and movements and were unanimously adopted. A special resolution was moved on providing Rs. One Lakh of accidental death insurance coverage to all members of WBMSRU. Partha Rakshit, Treasurer, FMRAI addressed the GCM and placed the national perspective especially the policy level and on the company-wise movemental situations. During the deliberation, he also emphasized on various aspects of movement and emphasized on strengthening the organization. Santanu Chatterjee, General Secretary, FMRAI, also greeted the members. 303 General council members including 14 women participated in the meeting. The GCM concluded with the spirited call for participating in united struggle for working class along with regular movements of FMRAI and also increasing membership to newer heights in 2024.



■ Dipsita Dhar, All India Jt Secretary SFI, addressing in the open session of WBMSRU GCM

Massive state level dharna on Policy Level Movement & state related demands

On 3rd September, 2024 throughout the state of West Bengal, WBMSRU has organized dharna and handed over the memorandum on state related demands to Labour Minister, Government of West Bengal and to the office of Governor of West Bengal demanding Statutory Working Rules. On the same day all the other subunits submitted memorandum to District Labour Commissioners for immediate notification of Minimum Wages for the Sales Promotion Employees through their respective offices.

Also, the memorandum on Statutory Working Rules was submitted to DM offices by all subunits. In Kolkata, members of five adjacent districts (Kolkata, North 24 Parganas, South 24 Parganas, Howrah and Hooghly) assembled in a day long dharna before the State labour minister's Office at Kolkata. In the programme huge number of members participated in spite of inclement weather. Along with other leaders General Secretary FMRAI, Santanu Chatterjee also deliberated during the demonstration programme.

A deputation team meet with one of the Secretary of the Governor's office and handed over the memorandum to send it to the Union Labour Ministry for immediate notification of Statutory Working Rules for the Sales Promotion Employees. Though the Labour Minister, Government of West Bengal, did not meet the deputation team on that day due to some prescheduled program but met on subsequently, received the memorandum and promised to hasten up the process of minimum wages notifications, for the SPEs.

Women convention in seven sister states

CRU(NER) Seven sisters state unit organized State Women Convention on 22nd September at Guwahati as per the guidance of FMRAI. Overcoming all practical and geographical difficulties after covid period this was the 1st successful women convention in CRU(NER) state center, forty women SPEs participated from various parts of north east region except one subunit Imphal. Convention was presided by Anjana Chakraborty. State President Jamini Barbarua conveyed heartfelt greetings and warm welcome to all participants in the



■ Sutapa Chakraborty, WCM, addressing in the convention

Ozone – attack on working condition

SPEs in Ozone are facing all sorts of unfair labour practices since long through discrepancies in wages and allowances. Recently, unilaterally, management reduced the number of days of lock-in from 3 to 1 causing locking of portal for many SPEs. Having no choice, they are sending their reports through e-mail. Furthermore, management, in gross

violation of the law of the land, unilaterally introduced i-Pad reporting system with GPS enabled call-to-call reporting. Majority of SPEs of ozone council refused to accept the same and continued to send reports in the earlier portal. But the new joinees have to accept the unilateral system of reporting. Welfare committee is in discussion with

the management but still no outcome is reached due to the adamant stance of the employer. FMRAI sent a letter to management demanding to resolve the present situation. Demonstration in company's establishments, submission of demand letter to the executives to be carried out by the subunit council subcommittee.

opening session of the convention. A note was placed and explained in different languages by Gitika Kumar and Bijoya Barua. Convention noted that most of the women field workers in north east region belong to small scale companies with hardly any representation from companies with all India marketing network. Attendees discussed the issues of women field workers in current industrial situation. During the meeting Sutapa Chakraborty, FMRAI working committee member on behalf of All India Women Subcommittee of FMRAI explained the importance of consolidation of women field workers to establish the women's trade union rights. State Women's Subcommittee was formed from this convention and unanimously elected Gitika Kumar as Convener. General Secretary Rahul Purkaystha also greeted the members in the conclusion.

Third phase of Training and Workshop held in Mumbai on 23rd September, 2024

The third Workshop on Council movement, networking and negotiation was conducted at Rashtriya Mill Mazdoor Sangh premises in Bhoiwada, Mumbai on 23rd September, 2024 from 11 AM. The Workshop was participated by All India Council leaders of Albert David, Franco Indian, Indoco Remedies, Johnson & Johnson,

Pfizer, RPG Life Sciences, SPIL Torrent and Wallace. The Workshop was presided by Arpita Mitra Roy, Devashis Roy, K. M. Surendran and Naveen Gupta, all Vice Presidents of FMRAI. Santanu Chatterjee, General Secretary FMRAI moderated the Workshop. In the first session K. Sunil Kumar placed the note on Council – Organization

and Partha Rakshit on Council-Networking. In the second session Sanjay Sen placed the note on Grievance proceedings and G. Manohar on Negotiations. Council leaders raised their queries in brief after placement of every note which was summed up by Santanu Chatterjee. 63 council leaders from different councils participated in the training and workshop.

