

Agenda for the State General Council Meeting

12-03-2016:-

- 10.00AM : **FLAG HOISTING**-By Com.Suresh, President, KSM &SRA
 10.30am : Rally from the Venue
 11.30am-1.30PM : **Inaugural Session**
- Welcome Speech :Com.A.S.Holeyannavar, Unit Secretary
 Inaugural address :**Com.Kameshwar Rao –Secretary**, FMRAI
 Address by Chief Guests :**Shri.N.S.Prasanna Kumar –**
 Deputy Commissioner, Gadag
 :**Dr.Shetter –Orthopaedic Surgeon**
 :**Shri.Vishwanath Vanakiyavar**
President,
 Gadag District Chemist and Druggist association, Gadag
- Vote of thanks :**Com.Sai Kiran–Secretary**(Incharge of Gadag Unit)
 1.30PM to 2.30PM : LUNCH BREAK
 2.30 TO 4.30PM : Business Session
 (Placement of General Secretary’s and Treasurer’s Report)
 4.30pm to 5.00PM : TEA BREAK
 5.00pm to 5.30p : Formation of Commissions & Placement of Resolutions
 5.45PM to 8.00PM : Business Session (Discussion on Commission and Report)
 9.00pm : Dinner

13-03-2016:-

- 9.00 AM to 11.00AM : Business Sessions Continues
 11.00 am to 11.30am : Break
 11.30 am to 1.30pm :Business Sessions Continues
 1.30 PM to 2.30 PM : LUNCH
 2.30pm to 3.30 pm : Reply by General Secretary/Treasurer
 3.30pm to 5.00 pm : Concluding Session
- Speakers on the Concluding Day** : Com.R.Vishwanathan, President, FMRAI
 : Com.S.Varalakshmi, Secretary, All India CITU

Note: The Agenda is subject to any last minute changes as per requirement.

Allotted time for the Units for deliberations on Reports:

Bagalkote:5, Ballari:10, Belagavi:15, Bengaluru:10, Bidar:5, Bijapur:10, Davanagere:15,
 Gadag:5, Hassan:5, Hubballi:15, Kalaburgi:15, Mandya:5, Mangaluru:5, Mysuru:10,
 Raichur:10, Shivamogga: 10, Sirsi:5, Tumkur:5, Udupi: 5

1st General Council of KSM & SRA

12th & 13th March, 2016 at Gadag.

Presidential Address:

I extend my warm greetings to Shri. N.S. Prasanna Kumar, Deputy Commissioner, Gadag, Dr. S.B. Shettar, eminent Orthopaedic Surgeon, Shri.Vishwanath Vanakiyavar, President Chemists & Druggists Association, Gadag, Com. S. Varalaxmi, Secretry All India CITU & Vice President, Anganawadi Workers' Union, Com. R. Vishwanathan, President of FMRAI, Com. Kameshwar Rao, Secretary FMRAI, leaders of FTU's, delegates, observers & Members who have assembled here for the 1st General Council of KSM & SRA.

I take this opportunity to congratulate our Gadag Unit Comrades, the Reception Committee Members and Volunteers who did an excellent job, for the success of 1st General Council Meeting. This General Council meeting will help our Gadag Unit to strengthen our Organization. After our last conference at Kaluburgi in 2015, we are meeting here to review our activity for the year 2015. During this period we have conducted various activities, movements, programs and our members have actively participated in 2nd September, general strike along with JCTU and on 16th December's FMRAI strike in thousands in pursuance of trade union rights and demands. In the month of November 2015, 8 sub-units conducted the signature campaign on medicine related issues.

In the international situation, the global economy has not improved much in the year 2015. It grew at 3.1% only. According to ILO the unemployment will continue to increase in the coming years. The global hunger index in 2015 shows that, one in every nine persons are hungry. The unemployment rate in USA recorded 5% in 2015 and in Europe 22 million people were unemployed . In many countries trade union rights are under attack. In many countries struggles are going on for austerity measures and on social security measures. Historic strikes witnessed in USA, Greece, Britain, Belgium, Italy, France, Spain, South Korea and Portuguese, Israel continues its attack on Palestine killing innocent women and children. In Syria 2,50,000/- civilians have been killed and 60 million people displaced. The refugees are moving to South Sudan and European Countries. Through out the world the workers are fighting against Neo Liberal economic policies imposed by imperialistic forces.

At the national level the NDA Government is continuing with anti-farmer, anti-worker, and neo liberal economic reforms more aggressively than UPA.

The NDA Government is pursuing the interest of capitalists and landlords. The Modi Government announced FDI in Railways, in defence production and increased FDI to 49% in insurance through ordinance. Tax incentives and benefits were given for Indian Corporates. The Food Security Act of 2013 has not been implemented due to this public distribution system got affected. NDA government is planning to dilute patent laws to suit MNC Companies interest. The crude oil rate has come down to 30 dollars a barrel, but corresponding benefits were not given to the common man in petrol and diesel prices. The NDA Government is planning to bring amendments to the Labour Laws to help MNCs and Industrialists. The 11 Central Trade Unions have strongly opposed this which lead to the massive 2 September General Strike by the workers in pursuance of their demands. 15 crore workers actively participated throughout India. The NDA Government targeted institutions associated with history, culture and education.

I am requesting the General Council members for your cooperation and help for the success of 1st General Council Meeting of Karnataka State Medical and Sales Representatives Association Comrades we will continue our fight and struggles against the policies of the State and Central Government in pursuance of our Trade Union Rights and Demands.

Thanking you,

With revolutionary greetings,

H. J. SURESH
PRESIDENT, KSM & SRA.

Report of the General Secretary

1.0. Introduction:

Dear Comrades, I greet you all, on behalf of the State Working Committee of KSM & SRA, for this Historic 1st State General Council meeting of KSM & SRA being held at Gadag on the 12th and 13th of March, 2016.

We have formed this General Council after elaborate discussions during the period 2014-2015 and finally adopting, through amendment in our bylaws, during the State General Conference of KSM & SRA held at Kalaburgi on 17th and 18th of January, 2015.

This General Council formation is very crucial in advancement of our movement in the backdrop of various forms of attacks being unleashed on the toiling masses by the ruling class. In order to effectively protect our rights and counter the onslaught such platforms are most important in organisational development.

I am placing this report, at this General Council Meeting, at a very challenging situation in our organisational movement due to serious attacks on the profession

of Sales Promotion Employees especially in the pharmaceutical Industry and on the legal rights for the Sales Promotion Employees.

We have many issues before us-

1. Protecting the rights of our members
2. Serious forms of attacks being unleashed to de-unionise the profession
3. Rationale health policies for our people.

In order to effectively espouse these causes and fight the issues before us, this General Council should play a pivotal Role in advancement of our movement.

The General Council meeting will be conducted between two conferences. The members attending this meeting are the cadres in the forefront of our movement. Hence the delegate member's whole hearted participation in this General Council meeting is crucial in advancement of our movement.

We all will be happy only when the social, economic and political situation around us is conducive. There are many factors which have an impact on our society and livelihood. Some have a direct while some others have an indirect influence. To have a clear understanding, this report is broadly divided into five areas.

1. International developments impacting our country and us.
2. National developments affecting us.
3. Industrial developments – the Industry we belong to.
4. Developments in KSM&SRA and council movement.
5. Future task.

Just like it is very important to understand the pathophysiology of a disease to properly diagnose and treat, it is very important to dwell on all the above areas as they have a bearing on all of us.

1.1 INTERNATIONAL DEVELOPMENTS:

The neo-liberal policies propagated by financial institutions which have control of global economy and government policies have created increased

joblessness, massive unemployment & social disparity across the globe. The capitalist class is continuing to impose the austerity measures on common people and curbing workers hard earned rights and benefits; at the same time extending huge concessions and tax exemptions to the corporates and financial institutions responsible for the crisis which is paving way for a more destructive crisis. The number of the working poor is increasing phenomenally reflecting deterioration in quality of work and menacing exploitation. Unemployment, particularly among youth and more so among educated youth, has risen to an alarming proportion.

Imperialists used the growth of fundamentalist forces in West Asian and African regions and have destabilized the countries which have now turned out to be a massive humanitarian crisis. The ruthless IS propagandists claim that they are only replicating on a smaller scale what the US and its allies did on a bigger scale with their bombings on civilian areas in Iraq and the torture that was practiced in Abu Ghraib and other CIA

run centers. This inflicted tragedies first time in history has led to a huge “refugee crisis” which appears to have engulfed entire Europe.

The initial acceptance of nearly four million people and later institution of border controls including by Germany and France has led to a global outrage. The drop in crude prices due to collapse of global economies and demand including in China where the GDP growth rate is slowing down; so is the growth rate of its industrial sector which had been witnessing phenomenal expansion for years. And since China had emerged as a major buyer of raw materials, including from Latin America, a slowing down of its industrial growth rate entails a significant drop in several third world economies whose fortunes were dependent on the Chinese boom. The world has been waiting anxiously for many years for an international agreement bringing together all countries to combat the global problem of climate change threatening all of humankind. However, the recent Paris Agreement is deeply flawed as regards both bringing down emissions to safe levels as well as

in the proposed international emissions control regime. Following the game plan of US the agreement has actually negated equity between nations as regards sharing the burden of reducing emissions by not assigning the main responsibility on the developed countries for their past loot of the environment.

In the Nutshell the capitalism, throughout the world, has taken ugly attempts to subjugate the countries in one way or the other. The Religious fundamentalists forces and the Capitalists have joined together to undermine the rights of the people.

1.2 NATIONAL DEVELOPMENTS:

The challenges being faced by the toiling people of our country are inseparably linked with this continuing crisis of neo-liberal capitalist order on a global scale. The country under the NDA government is witnessing all-round attacks on labour rights, wages and livelihood of the working people who create wealth for the nation and also attack on remunerative prices for the farmers who produce food for the people; attack on social security rights in the form of doing away with the employees provident fund scheme and

diverting a part of the fund for speculation in share market, doing away with ESI through converting the same into an insurance scheme under IRDA; drastic cut on social sector expenditure and allocation on welfare schemes like ICDS, Mid-Day Meal, NRHM, NREGA with the motive of finally doing away with such pro-people schemes altogether. It is clear again that this government will only support the anti-people, neo-liberal policies and facilitate the corporate loot of the people and the resources of the country.

The government has launched attack on the natural resources and national assets of the country. Ordinances have been promulgated for denationalisation of the coal mining sector, deregulation of the other mineral resources through auction route totally unconcerned and unmindful of the livelihood and rights of the local and tribal population, forest dwellers and labour rights of the miners, and privatisation and deregulation of the insurance sector. Onslaught of privatization and disinvestment of public sector units, vital infrastructure and public utility services are going on in full

swing; major ports of the country are being corporatised to pave the way for privatisation. Despite all its tall claims of controlling inflation, the prices of food items and other essential commodities have flared up during the last year. The most callous attitude of this government was seen when in spite of the international oil prices falling by 60 per cent; it has refused to pass on this benefit to the people. It resorted instead to further increasing the taxes on diesel and petrol. Although the government gained thousands of crores of rupees from this step, the people continued to face severe burdens as a result of the cascading effect of high diesel prices. The WTO related reforms and trade liberalisation and consequential imports have created a hostile market environment for the farmers and many crops including rubber, tea, sugar cane etc face severe price crash.

In spite of all the hype around the 'Make in India' campaign, factory output in the country was less than two per cent. The, output of eight core industries declined by 0.8 per cent, compared to a growth of 5.7 per cent last year, with an increased

rate of unemployment. The corruption resurfaced in forms of LalitModi controversy, the Vyapam scam in Madhya Pradesh, and the PDS scam in Chhattisgarh, the central government being a mute spectator.

An aggressive exercise has been going on to completely alter the existing labour laws like the Factories Act, the Industrial Disputes Act, the Contract Labour (Regulation & Abolition) Act, and all wages-related legislations in favour of the employers, with the ultimate aim of pushing overwhelming majority of the country's workforce out of protection and purview of all labour laws and completely dismantling the entire labour law enforcement machinery. Never before, the working people of the country, who create GDP for the nations, generate resource for the national exchequer and produce profit for the employers are faced with such heinous, atrocious all-round attacks on their rights, lives and livelihood.

The spread of communalism increased over last years with violence reported across the country. In the name of cultural cleansing, professionalism and

stature of our national institutions are facing a severe assault of mediocrity.

The slogans with which the BJP lead NDA government came to power assuring "Ache Din", bringing back the Black Money, creating more job opportunities, protecting of existing jobs, bringing down the prices of essential commodities hasn't seen by the common man in general and particularly by working class. Its looks the "Ache Din" was the slogan given for the corporates, which is seen in reality the good days are for corporates and Land lords.

Forgetting the main agenda with which this government came into power, and ever since this government has assumed office--

- International oil prices fell over but commensurate benefit has not passed on to the consumer to the same extent. Ideally, petrol prices should be not more than Rs 45-46/litre but we pay Rs 65 per litre.
- The rising food prices have benefited neither the consumer nor the farmer and it is seen the farmers' suicide is on its high. Falling prices (purchase

from farmers) and unseasonal rain and hailstorm has destroyed thousands of acres of standing crops but so far there hasn't even been a proper assessment of the damage done, leave alone payment of compensation to farmers! Shrinking agricultural credit, reduction in agricultural spending has all led to a slowdown in the growth in agriculture to a mere 1.1% in 2015 as compared to 4% in previous years.

- Anti-Corruption and Transparency systems being weakened, more than 39000 RTI applications pending at Information Commissions. PMO was also one of the top 'rejectors' of RTI applications.
- Anti workers amendments in the existing labour laws are implemented.
- A confused policy on Pakistan is noticed because of which civilians and jawans lost their lives.
- There is cut on key social sector spending like women and child development has got Rs 8000 crores less and Health and

Education spending has come down by a total of Rs 28000 crores.

- The economy in doldrums, while during the campaign, this government portrayed itself as the 'savour' of the Indian economy. But indicators suggest that under his tenure the economy has gone down further. Eight core industries registered a negative growth of 0.1%, the lowest performance in 17 months. The rupee has seen a downward. Exports fell by 15%. Big bang reforms promised by this government are still awaited.
- While we haven't noticed speed trains, but we have noticed increase in train fares.
- Though the Swachh Bharat is a good initiative, but on the contrary it is noticed the municipal workers are not paid the wages properly. While thousands of municipal workers are on contract not receiving minimum wages how can we make Swachh Bharat implementation effective. The government imposed a Swachh Bharat cess of 0.5% on all services liable for service tax, effective from November

15, 2015 increasing the burden on common people.

- Neither in the working class point of view nor common man point of view the '**Sabka Saath, Sabka Vikas**' has not been noticed.

Therefore, the working class, the peasantry and common man have no alternative but to fight for the reserval of these policies. Under this situation the countrywide general strike on September 2 called by the Central Trade Unions and independent national federations received massive response from the workers all over the country. Crores of workers employed in almost all the sectors of the economy participated in this strike. The 12-point Charter of Demands put forward by the Central Trade Unions contains fundamental demands of the workers including minimum wages, social security benefits to all, trade union rights, labour law amendments as well as other issues like disinvestment, privatisation of PSUs etc.

The autocratic government had to slow down after the election results in Delhi and Bihar; it had to withdraw the

ordinance of Land acquisition bill after a massive protest. However this government is yet to realize. Struggles by workers were also witnessed at an unprecedented scale in various sectors like BSNL, Coal, Insurance and Banking, Tea estate workers in the East and in Kerala, Construction workers, Agricultural workers, etc. who agitated against the policies pursued by the governments

There are also many other serious situations that took place between the last conference and this General Council meeting. The Gujarat govt has not implemented food security act, this was questioned by the Hon'ble supreme court of India. Haryana govt refused to accept Bhagat Singh Name for Chandigarh Airport and in turn wanted to name after a person who had no role to play in the national freedom movements. The Government has been blatantly misusing the Colonial era law of Sedition on any forms of dissent against the Government. It is reported by the sample survey of India that around 340 million people in our country are below poverty line and around 16000 farmers have committed

suicide in the year 2015 due to the agrarian polices of the government.

The Common people find all forms of difficulties in redressal of their issues. Even fair justices are eluding them. It is reported that it takes around 20 years in getting justice delivered by the courts. There are more than 30% vacancies in the Judiciary. The Country is yet to achieve 100% literacy. There are 287 million illiterate people even after 60 years of independence it was quite unfortunate that the Central Govt. has decided to close down 13 Medical Education Institutions including medical colleges, dental colleges and nursing colleges which are run by the Employees State Insurance Corporation (ESIC). This is in continuation with a series of moves by the present govt. which have sought to massively cut down on public spending on providing basic facilities like health, education, employment. The medical education institutions were started by the ESIC in 2012-13. But in the Board Meeting of ESIC held on 4th January, 2015, the board headed by the Union Labour Minister Bhandaru Dattaraya decided to close down all the medical

education institution run by the ESIC. Such a move will not only jeopardise the future of thousands of students presently enrolled, displace the teaching and non-teaching staff, but will also affect the hospitals and medical services under ESI, which as an institution, caters to the need of the unorganised working class of this country. According to the amended bill of Child Labour Prohibition and Regulation Act (CLPRA) 2012, which was cleared by the cabinet in 2015, only four industries out of 18 will be considered hazardous for employing children below 14 and in some cases below 18.

After our massive protest programme in the year 2014 for the formation of dissolved the industrial tripartite committee the government was forced to reconstitute the same but the tripartite remains only on papers. After the formation of the tripartite the Central Government has not called for any meetings.

The hasty manner in which the National judicial Appointment commission was

enacted was struck down by the Hon'ble Supreme court of India.

The most dangerous and alarming manifestation is the social, religious and cultural fabric of the country is under threat due to the prominence given to the Religious fanatical organisations.

Against the above situations, the united resistant as well as protest movements globally including in India by democratic and patriotic people; trace union and mass organisation, large section of intellectuals, students, youths are arising their voice in protest against attempt of restructuring which are anti-people; pro-monopoly, pro-capital etc.

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2.0 Indian Pharmaceutical Industry:

The global pharmaceutical industry has been hit by financial crisis due to ongoing world economic crisis which began in 2008. Developed countries share major global market, could not perform as per their expectation and had recorded de-growth.

2.1 MNC’s Aggression:

The MNC’s aggression on Indian pharma market has increased significantly. The MNCs have lost substantially in their own market mainly due to global economic meltdown which had adverse impact on their super profits. Added to this factor, the patent on major blockbuster products are going to expire during incoming years. This situation created the condition for the MNCs to become more aggressive, ruthless to maintain their super profit from the countries, where the impact of economic global crisis is relatively less. Therefore, they are coming to India, putting pressure on the government for

more liberalisation of domestic policies to make their entry to Indian market absolutely hurdle free.

Indian Patent Act, 1970, Drug Price Control Order DPCO 1979 and emergence of PSUs in pharmaceutical production like IDPL, HAL, etc. contributed in a massive way for which India could achieve self-reliance in Pharmaceutical, as noted by UNIDO in 1982. As a result large number of Indian companies established market dominance replacing the dominance of MNCs. India became the second largest in US and fourth largest exporter in the world of low priced quality medicines including the medicines for the treatment of HIV, Cancer etc.

In the above background, MNCs are concentrating their attack on Indian companies by blocking their entry to US, EU market; destabilising Indian pharma market to create ground for patent regime to come and changing to market to decide drug prices. In the process, the medical profession, fieldworkers, the traders and the people in general are under attack. The successive governments at the center, including the

UPA II and NDA, became a willing partner in this dirty game of USA in allowing an administrative arm of US government, its Food and Drug Administration (FDA) to establish its offices in India's national capital, Delhi and in some other cities with several drugs and other inspector checking drug trial in government and private hospitals in India, checking drug manufacturing units in India, checking import of raw materials and intermediaries and sending report to Washington for declaring India made drugs as adulterated and substandard. The spineless drug control administration under Union Health Ministry, Government of India, instead of protecting one of its highest export industry, at this juncture of huge current account deficit, it, in fact is playing subservient role under US pressure.

2.2 FDI: The Government of India allowed 100% FDI in pharma industry; the second biggest industry after automobile. MNCs have become more aggressive in the area of acquisitions and mergers. The companies at one point of time left India selling their company to India company, are again coming back.

In this background, acquisition of Ranbaxy from Diche-Sanyo, by Sun Pharmaceutical Industries Limited (SPIL) is a significant development. However, instead of standing up against such activities by the MNCs, more and more India companies offer themselves for to MNCs. We have raised the issue before the government demanding no FDI in pharma industry and stoppages of acquisition and mergers of Indian companies by MNCs in defense of self-reliance in pharma industry.

2.3 MNCs for Patent Regime: Taking advantage of actual and virtual no-patent on drugs, Indian Pharma market developed phenomenally within last 60 years to become self-sufficient.

US drug lobby demand with the Union Commerce Ministry Anand Sharma to scrap “Compulsory Licensing” clause in Indian Patent Act to this the minister assured not to use the clause. Though Indian Patent Act 1970 was amended allowing product patent, in 2005 but due to the resistance inside and outside Parliament by left forces, Section 3(d) was incorporated. Under 3(d) of the amended Act, for compulsory licensing,

MNC lost cases in Supreme Court in both anti-cancer drugs – Nexavar of Bayer and Glevac of Novartis. Today Section 3(d) is standing on the way of MNCs and to remove this obstacle under US pressure, Modi Government constituted a joint working group just before is US visit in 2014, to review India’s Intellectual Property Rights (IPR) despite Indian Patent laws were made TRIPS complaint in 2005.

2.4 Destroying Brand Image and Destabilising Indian Market: For MNCs, to establish market of patented medicines, patent Image must be established in India, and in the process, the strong brand image created by sales promotion network over a period of 65 years; up to micro interior level must be destroyed destabilized and broken. Indian companies successfully occupied Indian market through strong marketing network with their strong brand image virtually replacing Patent Image of drugs by MNC, which could be achieved only in India and in no other country.

Therefore, there is a concerted attack on the medical practitioners in the hospital prescribing brands; accusing them of

bribe takers for prescription, and forcing them to write Generics; on the sales promotion employees, as if they are bribe givers and preventing their entry in the hospitals; on the drug traders by reducing their commission on whole sale and retail business.

2.5 Corruption Issue: Why this attack on medicinal brands in this neoliberal economic framework of market economy after more than 65 years of independence? Is it that brands breeds corruption and that its prices are higher than generic? Both are not correct.

“Corruption” is the manifestation of the system and goes hand in hand with liberal economic policies. Manmohan Singh UPA II government lost last election mainly due to corruption associated with different field of industry, trade and governance. It is not connect with brands or the people who prescribe and who promote but connected with foreign and domestic high profile corporate house for their super profit.

Our organisation relentlessly fought against unfair trading and marketing

organised by a section of pharma companies be it Indian or MNCs FMRAI submitted petition before Lok Sabha committee of Petitions, demand to institute enquiry on corrupt practices by Pharma companies and assured for FMRAI’s evidence. FMRAI also demanded CBI investigation in these areas. FMRAI also resorted to public campaign against all types of malpractices by pharma companies and even resorted to strike.

2.6 Drug Pricing: Cost-based drug price control order was introduced by the government for the first time as DPCO – 1979, under Essential Commodities Act, 1953. However, in a systematic manner, several categories of medicines were removed in subsequent DPCO. While in DPCO-1979, 347 drugs were under price control, which was brought down to 142 in DPCO, 1987 and again made to only 74 drugs in DPCO 1995, which only constitutes 25 – 30% of the drugs marketed. DPCO 2013 totally changed removing completely cost based price control of drugs. It allowed fixation of drug price by the market only of the essential medicines in NLEM. All other

medicines including essential and patented medicines have no price control and the drug companies are free to increase drug prices at their will. In this situation the ailing people of India are being fleeced by high prices of medicines, which accounts for major expenditure, to the extent of 70% in rural India.

2.7 Taxes on Medicines: It is unknown to many that medicines are one of the highest taxed commodities, next to the petroleum products. Central government earns huge revenue from medicines to meet its budget deficit.

As a general rule, Excise Duty is a production tax of a commodity and is collected on cost of production. But, in 2005 the Central Government issued order on collecting excise on medicines maximum retail price (MRP). It means that the common people have to pay taxes on the profit markup which is in built with MRP. This is the outcome of pro-corporate policy of the government that too on medicines.

2.8 E-Commerce of Medicines: Selling of medicines would cross all its limit

when it is sold online like many other commodity, viz., garments cosmetic, shoes, ornaments, electrical appliances etc. Medicines have also become an ordinary commodity. This is contrary to the existing drug laws under Drugs and Cosmetics Act, 1940, which does not permit to do so. Drug promotion is confidential and sold under Strict Drug Act through registered outlets authorize for the same. This is bound to create serious health hazards and will lead to complete unfair trading. Moreover, this system will have serious impact on workers engaged in lacs in wholes and retail outlets in terms of their jobs. The trade will be worst affected.

AIOCD took up the issue and resorted to a day's strike on 14 October, 2015. FMRAI developed coordination with them and supported the strike, issued press statement. Online marketing of medicine will also have serious impact on job security of sales promotion employees too.

In the above backdrop, our organisation is making efforts to mobilise people's opinion in the form of conventions, mass meetings, Street Corner meeting,

distribution of leaflets, postering, through FMRAI NEWS and resorted a day's strike on 16th December, 2015, on specific demands related to industry, medicines and common man. FMRAI conducted national level convention on Aggression of MNCs, defence self-reliance and reduce Drug Prices in Delhi on 23rd November, 2015 and decided to conduct such broad based convention upto district level.

2.9 Generic, branded and Branded Generic medicines:

The term generic is known for the medicines with only the Pharmacopeia name engraved on the label and the name of the company which is marketing the medicines. Generally this is what is practiced in many parts of the world wherever generic medicines are promoted.

Branded Medicines are the ones which are promoted through prescription Generation and the medicine has a specific registered brand name.

But in India we have one more set of medicines which are called as Branded Generics!!! These are the medicines which are not promoted through

prescriptions but marketed through traders. These medicines are sold to the retailers at a throw away price which are generally around 75-80% lower than the MRP. Quite unfortunately these branded generics have MRP which is more than that of the Branded Medicines.

Many hospitals, including government hospitals, have started purchasing these medicines (branded Generic Medicines) and are claiming that they are selling only generic Medicines which are 20-40% less than the branded medicines. In fact the Hospitals are selling only branded medicines (in the name of generic Medicines) promoted by the same set of companies which are also promoting branded medicines. These branded Generics have also given room for huge profiting by the Retail traders either for substitution for branded medicines or for OTC sales. In the process the patients are fleeced with the Pharma companies and hospital/Traders making huge profits.

The government should bring in a regulator to ensure that the so called Generic Medicines should contain only Pharmacopea name and not any brand to

it. Our focus is that when the essential medicines are brought under the Price control Mechanism, as that of the DPCO-1979, automatically the prices would come down. India spends very less out of the GDP towards health.

2.10 Unethical and Corrupt Practices:

Since there is conflict of Interest by the Pharmaceutical Companies in marketing of Medicines and the Medical Needs of the people, the Pharmaceutical Companies involve in rampant unethical and corrupt practices to get their medicines prescribed. It is noteworthy to mention that the profit margin is one of the highest in medicines. This unethical and corrupt practices is not confined to India alone, this is a world wide phenomena which is lead by US based multinational companies. The Unethical Practices and corrupt practices are also seriously affecting the dignity of our profession and hence it is most important that every Sales Promotion Employees should be in forefront in the fight against this menace in order to safe guard the professional dignity and health of the common people.

2.11 Sun pharma acquiring Ranbaxy:

Our strong suspicion after the acquisition of Ranbaxy has become true with the massive anti labour policies practiced by the Sun Pharma Management through illegal transfers of 54 leading functionaries.

3.0 Organisation:

Let us try to understand the various phases we have crossed in our long movement.

Our organisation, Karnataka State Medical and Sales Representative's Association in short referred as KSM & SRA is a Registered Trade Union espousing the cause of the Sales Promotion Employees, who are generally called as Medical Representatives in Pharmaceutical Companies and Sales Representatives in other Consumer goods companies, for the past 50 years.

KSM & SRA is affiliated to an all India Federation called as Federation of Medical and Sales Representative's Association (FMRAI) and also to a central trade union called CITU. The All India Federation 'FMRAI' completed 50 years in the year 2013. The All India

Federation, FMRAI, functions through the state Units.

For proper functioning of KSM & SRA, we have 17 functional units which are generally based at District head quarters and where there are large Numbers of Sales Promotion Employees. The Registered office of KSM & SRA is in Mysore.

Presently majority of the members in our union are Medical Representatives of pharmaceutical Companies. The members of the Union are not from any one company. There are approximately 10000 pharmaceutical marketing companies in India. In Karnataka alone there are may be more than 500 companies. The Profession of Medical Representative is in existence for the past 100 years and they have been Permanent Employees of a company and are paid monthly salary and some allowances for travelling and for other incidental expenses.

In the late 1950's, after independence, the number of medical representatives in the country increased. The profession was one of the most sought. So the

Pharmaceutical companies also started imposing different type of service condition on them and started victimising them for unforeseen reasons. There were no legal rights under the Labour laws for the Medical Representatives. Even the Supreme Court in the year 1959 in one of the case ruled that medical representatives have no right under the labour laws in case of terminations/dismissals. This opened the eyes of the Medical Representatives throughout the country and formed a Union called FMRAI in the year 1962 to fight for the legal Rights under the labour laws.

The Union made relentless fight for 13 years from 1962-1975 through all democratic and legal means to get their legal rights under Labour Laws. Finally in the year 1976 the then Central Government enacted a special Act called Sales Promotion Employees (conditions of Service) Act, 1976 to provide the benefits of the labour Laws like, Industrial Disputes Act-1976, Workmen's Compensation Act-1923, Bonus Act, Gratuity Act, Maternity Benefits Act Etc. The Act made

provisions of specific type of appointment letter to be given to the medical Representatives and certain registers to be maintained by the Employers. The Act was further amended in the year 1986. We have ensured that this act is now applicable to 10 more industries other than pharmaceutical industries for the benefit of Sales Representatives in these companies.

Since our formation we have been taken all legal steps to protect the interest of the Sales Promotion Employees. In the process many field workers were victimised. The success of our movement also depended on the commitment of our members, sacrifices by our cadres and determination of the class for a rationale service conditions.

In our movement we have also effectively exposed the unethical and corrupt practices of the Pharmaceutical Companies and we have demanding that all the essential medicines to be brought under the price control to make the people afford the purchase of medicines. We have ensured through our all India network that the impact of amendment to

Indian Patent Act -1970, in the year 2005, did not cause major problems.

We are seriously opposing the monopolisation on Pharmaceutical Industries by multinational companies. The mergers and acquisitions not only will cause the shrinking of Job Opportunities but also the health of the people will be at the mercy of the multinational companies and our country will be deprived of self reliance in medicines. This is a major cause of worry.

There is no other organisation in the country which has made so much of pro people movements in medicine related issues.

But the Employers, especially the pharmaceutical companies, have been unleashing various types of attacks on our members. The Companies are not caring for the law of the land. They are influencing the policy makers to dilute the laws. They want to weaken our union so that no will be able to expose their misdeeds.

The companies are not implementing the laws as applicable to the Sales promotion

employees. Majority of the companies are not even providing the appointment letter as per the Act. They are not giving any working hours. The members are working from morning to late night. Deaths due to Road accidents are very common to our members. Many of our leading functionaries are victimised by the employers to curtail our movements.

The companies are united to exploit and deprive us from the benefits of laws. Recently when the Government of Karnataka made a notification fixing the working hours for the sales promotion employees, the Employers and their associations have obtained an interim stay from the high court of Karnataka.

The Employers are also not paying fair wages to the Sales Promotion Employees. We have demanded the State government to fix Rs.15000/- as minimum wages to the Sales Promotion Employees.

We have, in every stage, tried to make progress and conduct suitable programmes to achieve our goals.

Our organisation functions through the Sub units and also for better braoding of

the movement have affiliated with CITU for collective class struggles.

After the 23rd State Conference conscious efforts were made to reach the unreached in order to create more awareness and struggles in pursuance of our democratic and legal rights. Various programmes were initiated. Focus was increased on organisational structure and functions. It is in this aspect even the Bylaw of our organisation was amended to streamline unit functioning. But we have still long way to go in advancement of our organisational movements.

3.1 Democratic movement-

In order to advance the class struggle collectively, our organisation is affiliated to CITU. In majority of the units the members are actively participating in the United struggle with determination to protect the rights of the workers. It is noteworthy to state that during the 2nd September Strike the participation of our members was significant. The units of Davanagere and hubli have taken lead in the movements.

4.0 Issues faced by the members during their work.

In the day to day work our members are facing some serious problems. There are many hospitals which are restricting the entry of Medical Representatives. Such bans are explicitly displayed on conspicuous places. This is a direct attack on their social life of Right to live with Dignity. Such bans are degrading the profession which is in existence for more than 100 years. It is quite unfortunate that the Pharmaceutical Employers are mute spectators to these attacks and they are more concerned only with their sales and profits whatever may be situations. The Managements want our Units to fight against the ban on their entry but where as the Management would not like to recognise our union for collective bargaining rights. This is opportunistic Double Standards by the Employers. We have taken serious of measures in this regard through campaigns highlighting the right of the field workers in visiting the doctors at Hospitals.

4.1 Violations of laws as applicable to the Sales Promotion Employees. There have been blatant violations of laws to the Sales promotion Employees by the

Employers. Many companies are not even providing appointment letters, let alone appointment letter in Form A as per SPE Act. Many under qualified people are recruited to promote the products in rural markets and these workers are made to work in an undignified way. Such kind of employment is demeaning to our profession & highly condemnable. Apart from this there are also many companies who even fail to remit the EPF and ESI contributions deducted from the members. This is nothing but cheating. The Employers are pocketing our own money for their profit mongering. We have continuous programmes to expose these nefarious activities. But with the government at the centre which is pro capitalists our tasks are huge.

4.2 Sales Target and Sales Closing:

The illegal and unfair practice of sales closing and sales target being practiced unabated by the Managements. They are forcing the Sales promotion Employees to scoop down to all levels in achieving the targets as dictated by the Employers. Many sales Promotion Employees are falling prey in this force by the

managements. The situation is made to look like that the Sales target achievement is important criteria to remain as an Employee of a company.

4.3 Distribution of Stocks at other areas: In the process of the supply of stocks to other areas the management have been, with ulterior motives, attempting to create enmity between the Sales Promotion Employees and also instigate the sales promotion employees to contact the local units to solve the problems of sales infiltration. It is the management responsibility that the field worker is not demoralised due to such supplies. But the management exploit and humiliate the field workers. Concerted campaigns are required in this regard.

4.4 Contractualisation of Work: In furthering of the attempts to degrade the Knowing all these problems, through organisation, demands were made to the central government for extending the benefits of SPE Act, 1976 to 10 more industries apart from Pharmaceutical Industries. Due to continuous persuasions the central government, in the year 2012, extended the benefits of SPE Act to 10

profession and deprive the provisions of laws to the sales promotion employees, the employers are increasing the recruitment of Sales Promotion Employees, illegally, through franchisees. Serious efforts are required to curb this illegal practices. The challenges are again huge with the pro management parties ruling the central government.

5.0 Sales Promotion Employees in Industry other than Pharmaceuticals (OTP): The Sales Promotion Employees in OTP are undergoing various forms of exploitations and are facing multitude of problems. Many of these Sales Promotion Employees are not even provided appointment letter. Many of them get their wages by cash. For many employees there are no benefits of ESI or EPF.

more Industries. But the Sales Promotion Employees in these sectors are yet to be fully organised. Concerted efforts are required to mobilise these sales promotion Employees through our organisation to ensure that the exploitations are resisted.

5.1 Women field workers: Many Women are joining the profession as Sales Promotion Employees especially in bigger cities. But these workers have to be again organised as they are vulnerable to various kinds of attacks due to the nature of the profession. There are many demands specific to women field workers, especially increasing the maternity leave to 6 months.

5.2 Policy related State programmes: In order to pursue our demands with the state government it is important to conduct various programmes to achieve these legitimate demands.

The tasks which we identified on this aspect were, Increase of Minimum court. It is significant to note that due to these programmes we have ensured that the State Labour Commissioner calls for a tripartite Committee meeting involving the IDMA and OPPI. Two meetings have taken place and the next meeting is scheduled to be held on 19-03-2016.

Based on our continuous persuasion the State Government has revised our minimum wages ranging from Rs. 10500-11,400. The Govt has called for objection we intend to file objection for

wages, Amendment of ID Act, Formation of Industrial Tripartite Committee, Amendment to Maternity Benefit Act to increase the Maternity Leaves for Women field workers, Statutory Working Conditions and Working hours.

Time and again we have been conducting programmes in pursuit of the above demands and there has been progress on certain areas. But there are also some set back, especially on the stay on the working hours by the Hon'ble High

fixing the Minimum wages at Rs.18000/- per month.

6.0 Membership: The membership of the organisation gives impetus to our movement. With the increase in our base we can pursue our movement more vigorously and accomplish desired results democratically and legally. The chart gives the picture of membership recorded by the Units. This General Council meeting should discuss in detail through commission on the membership

task for the year 2016. It is to be noted that there are more than 10,000 Sales Promotion Employees in Pharmaceutical

companies alone in the State of Karnataka.

Unit	2010	2011	2012	2013	2014	2015	Objective
Bagalkote	30	26	24	29	0	17	60
Bangalore	180	97	24	212	169	127	160 + 70
Belgaum	315	270	427	445	480	475	525
Bellary	111	194	121	140	140	87	150
Bidar	90	45	59	50	50	--	75
Bijapur	126	100	25	200	52	72	150
Davanagere	426	335	389	416	388	480	525
Gulbarga	449	397	379	332	320	339	500
Hassan	40	20	50	32	19	66	85
Hubli	249	333	510	381	426	518	550
Mandya	108	75	107	124	112	50	110
Mangalore	100	111	72	75	100	--	125
Mysore	220	139	190	225	106	80	250
Raichur	97	75	136	150	128	135	175
Shimoga	202	85	151	206	100	150	225
Sirsi				63	37	50	60
Tumkur	24	6	44	50	0	25	60
Udupi	59	92	44	65	35	55	75
Gadag				11	7	40	70
Total						2766	4000

We have also observed that the majority of the Units did not mobilise the Sales Promotion Employees belonging to other than pharmaceutical industries. If the units can mobilise even the OTP field workers the organisational movement will see a higher level of advancement.

7.0 Sub units: During the Last General Conference held at Gulbarga we have amended our bylaw to streamline the functioning the units. But still further streamlines are required to organise the units for better functioning. We have 19

functional units. There are also two Satellite Units.

7.1 Bangalore: The participation of the field workers of the organised sector who have achieved bilateral relationships is a major concern. Without active participation of such class of field workers it is difficult to reach the unreached. The All India Council should seriously take interest in this regard.

7.2 Bagalkote: The Unit with hardly around 100 field workers has made excellent turn around during the year 2015. The Unit also lost Com. Manjunath

Hosamani, the previous unit secretary. This hall and the Stage is named after him as a mark of respect for his contribution in the development of the Unit.

7.3 Bellary: The Unit has the all the potential to be one of the best units of the State. The Unit requires for advancement a better coordination among the Unit leadership. The members of the Unit are facing serious problems and attacks from the Employers due to the sale of products from other territories. Programme are being planned to increase the confidence among the members of the Unit to face the problems. The Unit should take initiatives for formation of a Satellite unit at Gangavathy.

7.4 Belgaum: The unit with young leadership was able to achieve substantial membership for the year, 2013 and 2014. The Unit achieved the Highest Membership for the year 2014. There are many positive attributes to this unit & by and large they have been implementing the organisational programmes. But the participation of the unit in the SWC meeting is a matter of serious concern. The state expects that the unit will further advance its activities.

7.5 Bijapur: With an able Unit leadership the Unit was able to reactivate the functioning. Many of the programmes of the State were successfully implemented at the Unit with large number of the participation. The Unit

now must focus on increase of memberships.

7.6 Bidar: The Unit leadership must ensure that every organisational programme must be communicated effectively to all the members. This is possible with the size of the Unit and field workers who are based here.

7.7 Gulbarga: the Unit was able to successfully conduct the 23rd state conference of KSM & SRA during the year 2015. Even otherwise the unit has excellent committed cadres who carry forward the movement in a most effective manner. It is one of the most vibrant unit of KSM & SRA.

7.8 Hubli: The Unit is one of the biggest units of the KSM & SRA. Every activity of the organisation is effectively implemented here. The Unit leadership have ensured the Unit office building is protected and fully utilised from the possible of encroachment and illegal eviction from the vested interest people who are residing in the same apartment.

7.9 Davanagere: The Unit is again the most vibrant unit of the State. The Unit has recorded very good memberships for the year 2015. The Unit also has conducted all the organisational programmes effectively and systematically. The Unit is due to conduct the next State General Conference next year.

7.10 Shimoga: The Unit has the credit of owning one of the most sprawling unit office in the entire state. The Unit level

participation in the organisational programmes is also very good.

7.11 Hassan: An another Unit which has functioned most effectively during the year 2015. The Unit has proved how a Unit can effectively function if ever the leadership takes proactive role and lead from the front.

7.12 Mandya: One of the most vibrant units of the State and with excellent participation in all organisational programmes. Almost every field worker based in the Unit is a member of the Unit. The unit is facing some minor problem of parallel organisation. But we are hopeful that the Unit leadership who have commitment and dedication towards class struggle will effectively overcome this problem.

7.13 Mysore: One of the oldest units of the State. Even though all organisational programmes are implemented but the

7.15 Mangalore: we have observed a marked decline in enthusiasm amongst the leadership in carrying forward the movement effectively. It is very important that the field workers who have an organised council should take a lead in mobilising the sales Promotion Employees in furtherance of our movement.

7.16 Udupi: A small unit with very hardly around 100 sales Promotion Employees working in Pharmaceutical Industries based at this Unit. Majority of the Sales promotion Employees are working in unorganised sector. There is a

unit level active involvement of members and cadres is a serious worrying point. The membership achievement is very disappointing considering the large number of field workers based at the headquarters. The unit level cadres working for organised sector companies have to increase their participation for advancements. There may be minimum 500 field workers who are based at Mysore as their head quarter.

7.14 Raichur: Even though the number of field workers based at Raichur may be only around 150, the unit has significantly advanced their movements and organisational understanding. The Unit has been implementing every activity with utmost sincerity and has participated in all the SWC meetings conducted during this period. The membership achieved is really noteworthy. The Unit activity gives encouragement to the state.

lack of organisational link with large number of Sales Promotional Employees in the unorganised sector. The Unit requires committed cadres to carry forward the movements effectively.

7.17 Tumkur: There has been virtually no unit functioning at this unit. There is a requirement of coordinated and continuous follow up to up bring this unit. We hope that this year we will be able to once again see the activities in the unit.

7.18 Sirsi: The Unit leadership are determined and enthusiastic in having a

vibrant functional unit. The Unit has registered encouraging memberships for the year 2015.

7.19 Gadag: The Unit has the distinction of conducting the first ever state General Council meeting. Many committed cadres are carrying forward our movement effectively.

7.20 Ranebennur: A satellite unit attached to Davanagere. The members who are based here are actively involved in all organisational programmes. There is some lack of coordination among the cadres based at this unit which needs immediate corrections.

7.21 Kolar: An emerging unit attached presently to Bangalore unit. The functioning in the unit started by the end of year 2013 and now emerging as one of the most active satellite unit of the state. The Unit has been implementing all the organisational programmes effectively. There is a good unity among the sales

Promotion Employees. The average attendance in the monthly meeting is around 35. There are around 100 sales Promotion Employees, working for Pharmaceutical companies, based at this head quarter.

8.0 Secretariat functioning:

The total secretariat consists of 11 members. The secretariat members were given different responsibilities. Com. Sathyapurna was made as an invitee to achieve higher coordination for state level programmes at Bangalore. The Secretariat members have been fully coordinating in all the activities. The participation in the Secretariat is also quite encouraging. As per our bylaw we need to conduct 6 Secretariat meeting every year. We have ensured that 6 meetings were conducted in the year 2015. The participation of Secretariat members in the Secretariat is as follows:

Secretariat members	Position	Attendance
Suresh H.J	President	6/6
Sanjeev deshpande	Vice President	3/6
CB Kulkarni	Vice President	6/6
L.M.Peshwa	Gen.Sec	6/6
Chandrakumar	Jt Gen.Sec	5/6
Jayaganesh	Treasurer	5/6
Anandaraju	Secretary	4/6
Narahari Kulkarni	Secretary	3/6
Gururaj Desai	Secretary	5/6
Sai Kiran	Secretary	3/6
Anand	Secretary	4/6
Sathyapurna(Invitee)	Invitee	5/6

9. State Working Committee: The State working committee consists of Secretariat and Unit secretaries. It is the State working committee which can take appropriate decisions in advancing the movements. Effective participation in the meetings will take our organisation to a

higher level. The discouraging participation by the Unit secretaries will dampen the zeal in advancement of the organisation. The State has to conduct 4 swc meetings. The participation of the members in the State working committee meetings is as follows:

SWC member	Unit	Attendance
Vinayak Desai	Bagalkote	
Sathyapurna	Bangalore	3/4
Vinod Atkar	Belgaum	
Ravi	Bellary	3/4
Rajendra Namoshi	Bidar	
Sanjeev Kulkarni	Bijapur	3/4
Shashidar	Davanagere	4/4
A.S.Holeyannavar	Gadag	4/4
Jagannat Akamanchi	Gulbarga	2/4
Prasad	Hassan	2/4
Praveen	Hubli	2/4
Ravi	Mandya	2/4
Prasad Bangera	Mangalore	
Guruprasad	Mysore	3/4
Rajashekar	Raichur	3/4
Kuberappa	Shimoga	2/4
Ramesh Naik	Sirsi	
	Tumkur	
Sadashiv Kamath	Udupi	
Suresh H.J	President	4/4
Sanjeev deshpande	Vice President	4/4
CB Kulkarni	Vice President	2/4
L.M.Peshwa	Gen.Sec	4/4
Chandrakumar	Jt Gen.Sec	4/4
Jayaganesh	Treasurer	4/4
Anandaraju	Secretary	3/4
Narahari Kulkarni	Secretary	¾
Gururaj Desai	Secretary	3/4
Sai Kiran	Secretary	4/4
Anand	Secretary	2/4

The most disheartening point is that units like Belgaum, Bidar, Mangalore, Udupi, Sirsi and Tumkur have hardly attended the State Working committee meeting which needs to be corrected in this year.

9.1 State Centre: Whenever the time permitted and also based on the availability of the state office bearers based at Bangalore and the State General Secretary, State centre meetings were conducted at Bangalore to review the organisational movements. However frequent meetings could not be held. The incoming secretariat can take corrective measures in this regard to have much better coordination.

10. FMRAI NEWS: We are subscribing 1350 copies per month as against around 3000 membership. We can utilise the FMRAI news in communicating to the people who are closely associated with our profession so that the respectability of our movement increases. This has to be corrected.

10.1 Communications: We have been sending circulars both by post as well as by electronic mode. Every time we tend increase the communication to reach out to members. In order to ensure that the communication reaches well in time we have been sending all the communications from the Davanagere.

11.0 Activity Report: During the year 2015, after the state conference, various programmes were initiated on our demands. The council related activities are given separately. The activities were

conducted based on the focus of protection of Profession, Protection of Rights and General Demands.

- i) All India Protest day, 19-01-2015, Demand letter to the Shri. Narendra Modi, Hon'ble Prime Minister, Government of India, IN DEFENCE OF SOVEREIGNTY & SELF-RELIANCE IN HEALTHCARE SECTOR. 11 Units and the State Unit sent the Protest and Demand Letter. The letters were sent on 20th and 21st of January'2015.
- ii) May Day'15- After many years, we were able to make fairly a successful May Day. Flags were hoisted. Rallies were taken. Special meetings were conducted. In majority of the units programmes were conducted. This was mainly due to constant follow up by the Unit and State leaderships.
- iii) MEMORANDUM to the Field Managers in the Month of June'2015, on the Restrictions on the Entry of Sales Promotion Employees at work Places. Majoriry of the Units Implemented the Programme.
- iv) MEMORANDUM to the Field Managers in the Month of June'2015, Demanding Rs.200/- as minimum Daily allowances. Majoriry of the Units Implemented the Programme.
- v) During the 1st Week of July'15, Demand letter was sent to the Hon'ble Labour Minister, Government of Karnataka, by all the Units on the demands of the Sales

- Promotion Employees for revision and Enhancement of Minimum wages.
- vi) In 1st Week of July'15, Demand letter was sent to the Chairman , Minimum Wages Advisory Board, by all the Units on the demands of the Sales Promotion Employees for revision and Enhancement of Minimum wages.
- vii) Second Demand letter sent to the Hon'ble Labour Minister, Government of Karnataka, during the 1st of Week of August, on the demands of the Sales Promotion Employees for revision and Enhancement of Minimum wages.
- viii) Memorandum to the State Labour Commissioner, on our Demands , during, 1st Week of July'2015. Majority of the Units implemented this Programme. The State also sent the memorandum through RPAD.
- ix) Submission of memorandum to the State Labour Commissioner, Through, The District Labour Officer/Assistant Labour commissioner, on the Demands of the Sales Promotion Employees in the month of August'2015.
- x) **2nd September strike:** Street Corner Meeting during the Month of August'2015 in support of 2nd Septmember All India Strike were organised. The preparations for the Strike Programme were meticulously Planned. There were badge wearing programmes, Notice of strike to the field managers in the field, distribution of Campaign materials for the success of the strike were some of the activities carried as a preparation for the Strike Programme. It was observed that all the units have participated tremendously for the strike and in many units like kalaburagi, Davanagere, Hubballi and Belgaum, our members were more than the other FTU workers. This is a noteworthy development. As per the report 1349 members actually participated in the strike programme.
- xi) **State Level Dharna on 23-09-2015.** 48 field workers participated. The State submitted a detailed memorandum to the Additional Labour Commissioner and the Additional Labour Commissioner also held a meeting with delegates of the State consisting of President, General Secretary, Joint General Secretary and Treasurer and FMRAI Secretary Com.P.N.Subramanyam.
- xii) **All India Strike on 16-12-2015.** The all India Strike on our demands, to the Central Government, State Government and the Employers was very successfully observed in Karnataka. The Strike was observed by the Field workers in 17 Units and 6 sub Units. It is most noteworthy to mention that every unit has ensured that the Field workers participate in large numbers for the Strike Program on the day of strike & observe Strike. The Strike has been published in many daily Newspapers. Prior to the Strike, Strike notice was sent to the State Labour Commissioner and the Chief Minister of Karnataka. As a

precursor to the Strike, signature campaign was held on 21-11-2015 at all the units. Massive campaign was conducted in all the units and the copy of the strike notice was also given to the Managers during the field work at various units.

11.1 CADRE BUILDING WORKSHOPS on 21-06-2015:

We organised one day State level workshop for the State working committee members and other leaders of the organisation, on 21-06-2015, to equip them on the Functioning of our organisation and provide various other information to make them understand the class perspectives of our movements. Com.Umesh, one of the State office bearer of CITU, conducted one class on the importance of Democratic movement. It is most desirable to have such workshops regularly in order to advance with our movement.

12. Office building at Bangalore:

Presently we have an building on a lease basis the term which expires in the month of September'16. We have paid Rs.12 Lakhs as lease amount. On a regular basis

13.0 Council and related movement. We are facing multi-dimensional attack presently in the pathway of progression through council movement. In fact through our council movement by organizing the field workers we are trying to give sufficient resistance to the aggression of multinationals, challenging the very objective of neo liberal policies of the government, which is gaining momentum day by day. Amongst all other movement of

many of our members have utilised the building during their visit to Bangalore. Couple of members, who were transferred from distant palces, based at Bengaluru also stayed at the building. But considering various aspects the state working committee has decided to terminate the lease agreement and look out for a building on rental basis.

12.1 Development fund: The 23rd State Conference of KSM & SRA has been historic for the reason that many amendments were adopted for the better advancement of the organisation. One historical amendment made was with that the Development fund of Rs.100/- to be collected from each member along with the membership fee every year. This Fund has been mooted in order to own and maintain our own offices, especially, at Bangalore. With this novel idea we were able to collect almost Rs.3.00lakhs during the year 2015. Now with the increase in our membership the fund will also increase. The treasurer will be presenting a detailed report in this regard.

FMRAI, the employer-employee relation is established through council moment and thereby establishes our trade union, collective and legal rights in the company. The in the first stage the concept of company wise council emerged in the year 1972 and struggles continued both inside and outside the companies for establishing wage settlements under ID ACT coverage as per the line of FMRAI. The second stage of

council movement witnessed rapid growth of company wise councils and struggles. After many struggles and sacrifices success came in many companies one after another, recognition on union and bilateralism established thus entered into the third stage of council movement with five cardinal points to set a clear objective of council movement. With this movement we got recognition of trade union for SPE in the industry. We tried to build up bilateral relation to give relief to the field workers. We established grievance committee and negotiating committee in many companies.

With the ongoing changes in the era of neo liberalization, FMRAI adopted various tactics to counter the newer form of attacks. FMRAI clearly positioned the councils based on the bilateralism established.

Our objective is to form councils in all companies having all India marketing network and to attain status of "ALL INDAI COUNCIL" structure must be there in 8 states and 3 zones. FMRAI is confined to 43 councils at present KSM&SRA at 28 councils. Many companies incorporated large number of SPE's by divisionalisation or introducing newer nomenclatures for SPE's to keep them outside the purview of trade union. We have not reached many of them so far and they remain unorganized. Enrolling them as members will help to expand our council movement.

There were some serious developments taking place rapidly. The merger of two establishments of Elder with Torrent, we

virtually lost unionized position for Elder field workers. While we have seen Svizera, Alkem and Alembic in this list, the Geno management has openly challenged right to union and is going all out to finish union. Sun pharma having acquired Ranbaxy; within one year, came out with their agenda of no union with mass transfers of union leaders and activists.

13.1 All India councils and its present position.

Recognised Group of Companies: Field workers have attained their trade union, collective bargaining and legal right partially or fully. These councils are **1.** Albert David, **2.** AFD, **3.** BSN, **4.** Biochem, **5.** Bharat Serums, **6.** Dey's Medical, **7.** Elder, **8.** Franco Indian, **9.** Geno, **10.** German Remedies, **11.** Himalaya Drugs, **12.** Jhonson & Johnson, **13.** Khandelwal, **14.** Lupin, **15.** Macleods, **16.** Ranbaxy, **17.** Svizera, **18.** Stadmed, **19.** TTK, **20.** USV, **21.** Wallace and **22.** Win Medicare.

FMRAI is also a recognised union in Strassenburg;

During the period bilateral relation deteriorated in Elder after the takeover of Torrent and grievance committee and the bilateral position did not improve in USV.

During the period, in this group of companies, to protect the achieved rights, field workers restored to strike and other agitational programmes in Wallace, GRL, Macleods, Ranbaxy and Geno. In

Himalaya the bilateral relation deteriorated to a great extent.

13.2 Objective Task:

- Expansion of council in multi division companies; enrolment of all section of fieldworkers irrespective of their division; organise them in council, and raise demand before the management at an appropriate time.
- Subunit level formation of council in Lupin and Macleods.
- Renewal of membership of total fieldworkers in 2016.

13.3 OSG Movement:

Objective: Fight against manifestation of three burning problems, waves of movement and expansion of council organisation – thereby bringing reversal of restructuring.

- Inside force is insufficient to confront the burning problems, though council nucleus exists.
- The main responsibility lies on the council subcommittees from all India to subunit to generate movement independently.
- OSG movement shall not depend on identified company's council movement. The dimension of OSG movement is much bigger than council movement.
- The companies in OSG category are – **i.** Astra Zeneca, **ii.** Biological E, **iii.** Adcock – CFL, **iv.** Organon-Fulford-MSD, **v.** Pfizer-Wyeth and **vi.** Abbott India and **vii.** Abbott Healthcare.

List of KSM&SRA state conveners

Fight for Right: At present, there are 13 companies – **1.** Alkem, **2.** Alembic, **3.** ICPA, **4.** Indoco Remedies, **5.** IPCA, **6.** Ind-Swift **7.** Intas, **8.** Micro, **9.** Hetero, **10.** KAPL, **11.** Meyer Organics, **12.** JBCPL and **13.** Torrent.

Charter of demands are submitted in majority of the identified companies.

Objective: To establish bilateral relation for resolution of day to day work related problems through Grievance Committee generally consisting of company's field workers and develop some workable relation.

- Pursue settlement of charter of demands through bilateral discussion, failing which to pursue agitational and legally depending upon the developments.
- Formation of subunit councils in Alkem, Alembic, Intas, Micro, Torrent and IPCA.

13.4 NEW INITIATIVE COMPANIES:

16 companies are identified -- British Biological, Cadila Health Care, Dr. Reddy's, Emcure, Glenmark, Indchemie, Juggat Pharma, Medley, Merck, Ozone, Pharmed, Sun pharma, **Shreya**, Tablets India, Wanbury, and Zydus Bayer.

- Identification of new companies depending of its formation of councils in the states.
- Initiative to be taken to form councils in these companies.
- Attempt shall be made to form all India Councils in 2016.

LIST OF ALL INDIA COUNCILS

COUNCIL NAME/convener name /mobile no	COUNCIL NAME/convener name /mobile no
AFD/Shranabasappa/9686190649	Ranbaxy/ Bhaskar/9448508497
Alembic/ Rajsekhar/8095597524	Shreya/ Anandraju/9632814040
Alkem / Sridhar murthy/ 9880254557	Svizera/ Gururaj kulkarni/9060444050
BE/ vasanth Chandra/8147435603	TTk/Srikanth/9886289771
BioChem / raghavendra/9060790345	USV/ venkatesh/9886651880
BSN /Ravindra/ 9341728641	Wallace/ Srikrisha/9060060902
CFL /	Win Medicare/ panduranga/9036953903
Deys/ Rajaram bhat/9449331181	Wyeth /Shantharam/ 94495663477
Elder/	Albert David / c b kulkarni/9844748514
RPG/pradeep/9880759412	Franco Indian/ Sanjay kumar/ 9448168230
Glenmark/ kantesh/9980673263	Kapl /kishore shetty/9448123459
Indoco /Prakash/9880655585	Khandelwal/ Ashok kumar/ 9986035217
Comed/ raju/9880527879	Lupin/ Manjunatha gowda/9036163679
Orchid/	Macleods/pradeep/9916999965
Glenmark/ravikumar/9916367193	Bharat serum/
Torrent/ Mahaveer/ 9844688441	Meyer/ kallppa/8549905196

1	ALEMBIC *	15	GERMAN REMEDIES	29	MEYER ORGANICS *
2	ALKEM *	16	HIMALAYA DRUG	30	RANBAXY *
3	AFD *	17	HETERO-GENEX	31	KAPL *
4	ALBERT DAVID *	18	IPCA	32	STADMED
5	ASTRA ZENECA	19	ICPA	33	SVIZERA *
6	BHARAT SERUM *	20	INDOCO WARREN *	34	TTK *
7	BIOCHEM *	21	INTAS	35	USV *
8	BSN *	22	IND SWIFT	36	WALLACE *
9	BIOLOGICAL E *	23	J B CHEMICALS	37	WIN MEDICARE *
10	CFL	24	JHONSON & JOHNSON	38	RPG *
11	DEY'S *	25	KHANDELWAL *	39	TORRENT *
12	ELDER	26	LUPIN *	40	ORGANON-FULFORD-MSD
13	FRANCO INDIAN *	27	MICRO	41	NEW ABBOTT *
14	GENO *	28	MACLEODS *	42	WYETH-PFIZER *

*councils in Karnataka. We have council of orchid and comed in KSM&SRA

14.0 Future Tasks: Whatever may be the programme we have been conducting to organise our members to provide them the rights and better working conditions, we have observed that still lots of Sales Promotion Employees are ignorant of their rights and continue to live with fear and under subjugation of their hierarchy. We have huge tasks on our hand to reach the unreached among the sales Promotion Employees. We have a desire to achieve 4000 membership for the year 2016. This can become possible only when the major cities like, Bengaluru, Mangalore and Mysore increase many fold the memberships. For this the involvement every cadre of other units is required. We have the task of ensuring regular Tripartite meeting between the Employers and our Union to settle many policy related demands. This General Council must provide the impetus to achieve many of unfinished tasks.

15.0 Conclusions: This is the First Historical State General Conference of KSM & SRA. It is really noteworthy that the Unit of Gadag has taken the initiative to conduct this meeting. We have in this report tried to give the insight on the various aspects concerning our organisation. But we have to keep in our mind on the future tasks. In order to achieve this task we do require strong organisational base and structure. The base and structure can be strengthened with committed cadres and increased memberships. This General Council meeting should assert to achieve our goals at a desired level.

Inquilab Zindabad

KSM & SRA Long live

FMRAI Long Live

CITU Long Live

Worker' Unit Long Live

L.Muralidhar Peshwa
General Secretary, KSM & SRA

REPORT OF THE TREASURER

1st General Council of KSM&SRA, 12 – 13 March, 2016, Gadag.

Comrades of the presidium and delegates, at the outset, on behalf of state working committee, I welcome you all at the 1st General Council of KSM&SRA. I place this report on behalf of SWC along with Auditor's Report of General Fund, Struggle Fund and Building Fund ended 31st December 2015. M/s. Geetha Chandrakanth & Co., Bengaluru audited the above accounts.

This year we have collected Rs. 100 towards Development Fund apart from Rs. 225 (Rs. 205 for General Fund and Rs. 20 for Struggle Fund) from the units. It is observed that we have received only 2466 membership till December 2015 as against the objective of 4000.

Comrades, Funds are most essential part of organization. Funds come through membership only and if membership is not growing as per our objective, building of organization movement will be difficult. Renewal membership should be collected before 31st March every year.

Once in 3 months money should be deposited through NEFT to the state account and SMS should be sent to the treasurer or concerned secretariat members. New account in the name of Development Fund should be opened.

In the past, discussion took place on centralization of funds and documents of all owned plots/flats to be kept at the State Centre but till today no improvement in this regard.

Collection of membership should be done uniformly all over the state as per our constitution only.

So I request all of you to discuss the Treasurer's Report and enrich the same with your valued suggestion.

Long live KSM&SRA

Longlive working class unity.

A. Jayaganesh

Treasurer

KARNATAKA STATE MEDICAL & SALES REPRESENTATIVES ASSOCIATION
REGISTERED UNDER THE INDIAN TRADE UNION ACT, 1926, NO. MYS TUA-700/99/2000
(AFFILIATED TO F.M.R.A.I.NO.4580 & C.I.T.U. NO.KT-0290)
RECEIPTS & PAYMENTS A/C FOR THE PERIOD FROM 01.01.2014 TO 31.12.2015
OF GENERAL FUND

RECEIPTS	AMOUNT	PAYMENTS	AMOUNT
To Opening Balance		By Travelling & DA	154,569
Cash at Bank	299,056	By Telephone	10,750
Cash in Hand	99	By Courier	7,322
Imprest Cash	2,000	By Xerox/DTP/ Printing	35,985
To Subscription collected	301,155	By Meeting Expenses	23,275

To Shimoga (205 x 41)'14	8,405		By Stationery	2,189
To Mysore(205 x 36)'14	7,380		By FMRAI Affiliation(Rs. 50 x 280)'14	14,005
To Mangalore (205 x 50)'14	10,250		By FMRAI Affiliation(Rs. 50 x 2800)'15	140,030
To Raichur(205 x 13)'14	2,665		By FMRAI News Fund 15	26,005
To Bangalore(205 x 36)'14	7,380		By Delegation Fees (FMRAI GC)	350
To Udpi (205 x 12)'14	2,460		By Auditor Fees	3,500
			BY CITU Sandesha Advt.	5,000
To Bellary(305 x 50)'15	15,250		By CITU Affiliation (2736)'14	46,712
To Belgaum (305 x 475)'15	144,875		By CITU Sandesha Subscription	5,500
To Bangalore(305 x 109)'15	33,245			
To Bijapur(305 x72)'15	21,960		By Bank Charges	600
To Davangere(305 x 480)'15	146,400		By Paid to Struggle Fund	31,744
To Gulbarga (305 x 339)'15	103,395			
To Hubli (305 x 518)'15	157,990			
To Hassan (305 x 60)'15	18,300			
To Raichur(305 x80)'15	24,400			
To Shimoga (305 x 150)'15	45,750			
To Mandya(305 x 28)'15	8,540		<u>By Closing Balance</u>	
To Sirsi (305 x 25)'15	7,625		Cash at Bank	652,308
To Tumkur (305 x 25)'15	7,625		Imprest Cash	2,000
To Udupi(305 x 55)'15	16,775	790,670		654,308
To Bank Interest		20,699		
Received from struggle fund(2466*20)*15		49,320		
TOTAL		1,161,844	TOTAL	1,161,844

AS PER OUR AUDIT REPORT OF EVEN
DATE

Sd/-
Treasurer
A.Jayaganesh

Sd/-
Internal Auditor
S.Ravindra

Sd/-
Internal Auditor
S.S.Abraham

Sd/-
Gen. Sec.
L.M Peshwa

For GEETHA CHANDRAKANT & CO.
Chartered Accountants

Sd/-
Geetha.A.B
Partner

KARNATAKA STATE MEDICAL & SALES REPRESENTATIVES ASSOCIATION
REGISTERED UNDER THE INDIAN TRADE UNION ACT, 1926, NO. MYS TUA-700/99/2000
(AFFILIATED TO F.M.R.A.I.NO.4580 & C.I.T.U. NO.KT-0290
INCOME & EXPENDITURE A/C FOR THE PERIOD ENDING 31.12.2015
OF GENERAL FUND

EXPENDITURE	AMOUNT	INCOME	AMOUNT
To Travelling & DA	154,569	By Interest from Bank	20,699
To Telephone	10,750	By subscription fee collected	790,670
To Courier	7,322	By Accrued Interest on F.D	97,694
To Xerox/DTP/ Printing	35,985		
To Meeting Expenses	23,275		
To Stationery	2,189		
To FMRAI Affiliation(Rs. 50 x 280)'14	14,005		
To FMRAI Affiliation(Rs. 50 x 2800)'15	140,030		
To FMRAI News Fund 15	26,005		
To Delegation Fees (FMRAI GC)	350		
To Auditor Fees	3,500		
To CITU Sandesha Advt.	5,000		
To CITU Affiliation (2736)'14	46,712		
To CITU Sandesha Subscription	5,500		
To Bank Charges	600		
To Excess of Income Over Expenditure	433,271		
TOTAL	909,063	TOTAL	909,063

AS PER OUR AUDIT REPORT OF EVEN
DATE

Sd/-
Treasurer
A.Jayaganesh

Sd/-
Internal Auditor
S.Ravindra

Sd/-
Internal Auditor
S.S.Abraham

Sd/-
Gen. Sec.
L.M Peshwa

For GEETHA CHANDRAKANT & CO.
Chartered Accountants

Sd/-
Geetha.A.B
Partner

KARNATAKA STATE MEDICAL & SALES REPRESENTATIVES ASSOCIATION
REGISTERED UNDER THE INDIAN TRADE UNION ACT, 1926, NO. MYS TUA-700/99/2000
(AFFILIATED TO F.M.R.A.I.NO.4580 & C.I.T.U. NO.KT-0290
GENERAL FUND

BALANCE SHEET AS AT 31.12.2015

LIABILITIES		AMOUNT	ASSETS		AMOUNT
Capital Fund A/c			Imprest with G.S.	2,000	
As Per LBS	1,273,180		Cash at Bank	652,308	654,308
Add: Excess of Income over Expenditure	<u>433,271</u>	1,706,451			-
Current Liabilities			Building Fund A/c		89,406
			Struggle Fund		

Struggle Fund Received from struggle fund(2466*20)*15	89,713 49,320	139,033	31,744
Building fund		53,057	Term Deposit Add: Accrued Interest 1,025,388 97,694
TOTAL		1,898,541	TOTAL 1,898,541

AS PER OUR AUDIT REPORT OF EVEN
DATE

Sd/-
Treasurer
A.Jayaganesh

Sd/-
Internal Auditor
S.Ravindra

Sd/-
Internal Auditor
S.S.Abraham

Sd/-
Gen. Sec.
L.M Peshwa

For GEETHA CHANDRAKANT & CO.
Chartered Accountants

Sd/-
Geetha.A.B
Partner

KARNATAKA STATE MEDICAL AND SALES REPRESENTATIVES ASSOCIATION

(Registered under the Indian Trade Union Act No.MYS TUA-700/99-2000]

Council Fund

Income and expenditure from 01/01/2015 to 31/12/2015

Income	Amount	Expenditure	Amount
To		By	
Opening Balance	64020.00	Choultry expenses	9200.00
Council Levy 2014 (39 x Rs. 30)	1170.00	Meeting expenses	15099.00

Council Levy 2015 (99 x Rs. 30)	2970.00	Printing & Xerox	214.00
Delegation fees (141 x Rs. 150)	21150.00		
		Cash at Bank	64576.50
Interest	1276.00	Cash in hand	1496.50
TOTAL	90586.00	TOTAL	90586.00

Building Fund SB A/c No. 840610100016168 at Bank of India Rajajinagar. Bangalore

L M Peshwa

S. Ravindra/ S.S.Abraham

A Jayaganesh

General Secretary

Internal Auditors

Treasurer

Karnataka Medical and Sales Representatives' Association

1st State General Council Meeting, 12th -13th March, 2016, Gadag

Approach Paper on Council and Related Movements

Mumbai conference noted that distortions had taken place in the council movement over a period of time and directed to correct these at the earliest. Further, Kolkata conference in 2013 noted the newer forms of attack in this era of globalization coupled with world economic crisis and decided for the united platform of councils (council sub committees) to defend and advance in three rights trade union rights, legal rights and bargairable rights.

The structure of council is AICC (all India council committee) and AIC (all India council). The council leadership is All India council convener, Joint All India council convener, Zonal council convener, Joint Zonal council convener State convener and Joint State convener.

The State council is part of the all India council without which state council cannot independently function. The agenda of all India council will be the agenda of state councils and should normally, be held after the all India meetings.

I. The challenges are

- 1) Though the nature of the job is same, the parallel field force exists in majorities of the companies keeping them away from three rights.
- 2) The other weakness was that gain became the main agenda right took secondary position. Because of which opportunism and parasitism became pronounced.

The commission should discuss on the above challenges to overcome them.

II. The united platform of councils is council subcommittee and it co-ordinates with all India councils.

- The all India council subcommittee consists of all India conveners and joint all India conveners. They will discuss, take decisions and launch joint council movement, OSG movement and movement against confrontationist group including sectional movement from time to time. The all India council subcommittee has a core group as their leadership with All India council subcommittee convener.
- State council subcommittee consists of state conveners and joint conveners of All India councils with core committee as a leadership section with a state council subcommittee convener.
- The subunit council subcommittee is the most important outfit in the movement area. It consists of all field workers of all India councils in that subunit. It shall also have a core committee as leadership section with subunit council subcommittee convener. They shall implement all programmes of all India movement at the subunits including expansion and mobilization.
- Initiatives must be taken to encourage forming councils in different companies. The state and subunits need to coordinate and attempts need to be made to form new councils.
- However priority should be given to form councils of the same company in the state of the same zone first. The zonal committee should thereafter take initiatives to form councils in other states to fulfill the all India criteria.

- Care must be taken to see that the field workers are not put to confront the management before all India council is strong expect in unavoidable circumstances. The all India council criteria is the council should have been formed in 8 states spread in 3 zones.

Though the efforts were made we could not advance in the council movement and no of councils formation is seen less in these two years.

The commission should discuss on the above structure within the frame work given and suggest time frame and work responsibility to advance in the council movement. As we are understand that councils are the back bone of KSM&SRA and FMRAI, we need to direct out efforts to advance in this movement. The commission should assess our strengths and weakness in this area and give recommendations for building council movement.

Karnataka Medical and Sales Representatives' Association
1st State General Council Meeting, 12th -13th March, 2016, Gadag

Approach Paper on MEMBERSHIP:

Membership is an important part of any organization building movement. To strengthen any organization, membership plays an important role while achieving trade union rights, legal rights, as well as bargaining rights. If you go through our membership from 2011 to 2015 (see separate enclosure given) , there is no improvement. Stagnation or inconsistent in some years has been observed. So as KSM&SRA, our organization should grow in membership. Accordingly, we had set our objective of 2013 as 4000 membership, still this has been a magical figure. This year also we have set an objective of 4000.

If you review our unit membership Belgaum, Hubli, Davangere are the three units with all odds growing whereas Bangalore, Mysore, Mangalore, Bellary, Bijapur there is a serious decline in

membership. In some units inconsistent or constant membership is also observed. This commission to discuss and suggest the ways and means to improve the membership objective set for the year 2016.

Membership needs to be characterized as “organization building movement”. Needless to mention that industry has grown, new pharma companies have come, new recruitments also happening and obviously by exploitation of the workers at the same time. But , it is disproportionate to the characteristics of the industry itself.

Identifying sales promotion employees in every unit is the prime task and list should be prepared. Efforts must be made that every SPE’s as a member of the movemental part. Especially, 90% of the membership should be completed before March 2016. Task should be taken to expand membership to all sales officer category with the help of councils as well as activists of the concerned company field workers. Earlier in KSM&SRA OTPI membership recorded in Gulbarga now concentration should be taken to mobilize OTPI for the membership growth. Enrolling new members in each unit to improve the membership.

2 membership sub-committee and 3 treasurer’s meet were conducted last year but lack of attendance of the treasurers of the unit to the meetings also observed. For strengthening of membership unit level membership sub-committee should be formed/ functioned immediately. Regular functioning of state membership sub-committee will monitor or ensure the unitwise functioning of membership sub-committee.

Cities like Bangalore, Mysore and Mangalore require help from state/ zonal and All India leadership for the membership mobilization of their respective companies. Deposition of membership and membership receipt to the state once in three months will help to monitor the companywise membership. Last but not least, maintenance of membership register at the unit and the state will help to form new councils as well as our set objective of 4000 membership in the year 2016.

Karnataka Medical and Sales Representatives’ Association
1st State General Council Meeting, 12th -13th March, 2016, Gadag

Approach Paper on Organisation: Organisation is required to face the challenging situations both in the Society and in the Establishment where a worker is employed. In today’s context there is a stronger organisation set up to face the onslaught due to the policies of the successive governments which are more in favour of the capitalists forces. It is our experience that in order to face the challenging situations there is a need to reorient our approach. We cannot continue to function with the old concept of limited focus on our movements.

Hence in order to build a strong movement there is requirement for effective functioning to approach all sections of the field workers along with general unity of workers.

1. **Collective Functioning:** Our organisation is a democratic organisation which has the strong base of collective functioning. But in the pursuit of collective functioning there is

requirement of cohesive functioning also. There cannot personal differences in organisational functioning.

2. **Democratic Functioning:** we try to arrive at conclusions and decisions based on democratic approach. It is only through their collective leadership and democratic decisions we can function effectively. But decisions arrived through such process has to be respected in order to uphold organisational discipline.
3. **Timely intervention:** The members approach the unit leadership on issues concerning them. The members during the issues expect timely intervention. It is quite obvious that in resolving the issues we have our own limitations and this limitation has to be explained to the member. There cannot be emotional promises and decisions in case of issues.

Secretariat: The office bearers of the State are called as Secretariat. These members meet periodically to implement and review the organisational movements. Every secretariat member is also given responsibility of one or two units for follow up. There is requirement of strong coordination between the Units and the concerned State Secretariat member in charge of the Unit.

State Working Committee: The Unit Secretaries of every unit and the Secretariat consist of the State working Committee. The Unit Secretaries are the backbone of unit functioning. The Unit secretary has to be proactive and vigilant on organisational functioning. The approach of the unit Secretary is vital every aspect of organisational functioning.

Unit Working Committee: The Unit working committee is the vital link in furthering of the organisational movements. As long as the Unit Working Committee is functional and active there is always strength to the organisation.

General Council members: Now we have two set of General Council members, FMRAI General Council members and State General Council members. This is the First State General Council meeting. The main function of the General Council members is to direct the State in furthering of the organisational movements. But they cannot restrict and contain themselves only with attendance in the General Council meeting.

1st State General Council Meeting
12th and 13th of March'2016-Gadag
CREDENTIAL FORM

1. Name of the Delegate :
2. Name of the Unit :
3. Name of the Company :
4. Designation :
5. Sex (mark \sqrt in appropriate place) : Male - Female -
6. Date of Birth : Age:
7. Marital Status (Married/Unmarried) :

8. Number of Children :

9. Residential Address :

10. Phone number:

Email ID:

11. Number of Years of Experience in the profession:

12. Number of years of Experience in the present company:

13. Whether you have received Appointment letter?:

14. Wages per month:

15. Whether membership paid for the year 2015?

Membership receipt no:

16. Have you paid the memberships for all the years of service as a Sales Promotion Employee?

17. Union post held in (if none mark as General Member):

A. Sub Unit:

B. State (KSM & SRA):

D. FMRAI:

E. State Council

F. All India Council

G. CITU

19. Whether victimised?(*Dismissed/terminated/Suspended*):

For How many years:

20. Are you receiving FMRAI News?

19. Name of the Daily News Paper you read:

20. Have you read CITU Sandesha? :

Date:

(Signature of the Delegate)

(Signature of the Unit Secretary)