

Karnataka State Medical and Sales Representatives' Association
(Affiliated to FMRAI and CITU)



2ನೇ
ಜನರಲ್
ಕೌನ್ಸಿಲ್
ಮೆಟಿಂಗ್
10-11 ಮಾರ್ಚ್ 2018
ಬಾಗಲಕೋಟೆ
KSM & SRA
FMRAI
CITU



2nd General Council Meeting

10th and 11th March, 2018- Bagalkote.

Venue:

Com Sukomal Sen Nagara.

(Shri Srinivas Kalyan Mantap Ward No 10, Bagalkot- 587101)

Com Nagaraj Kulkarni Dwara

Com. Siddeshwara Kulkarni Vedike

Documents

State office bearers (secretariat)

President	:	Com. L.M. Peshwa
Vice presidents	:	Com Sanjeev Deshpande Com. Anandaraju. K. H
General Secretary	:	Com. B. Chandra Kumar
Joint General Secretary	:	Com. A. JayaGanesh
Treasurer	:	Com. H.J. Suresh
Secretaries	:	Com. A. S. Sathya poorna Com. Gururaj Desai Com. N. J. Anand Com. Praveen Kumar Com. Ojas Partavali
OTPI Convenor	:	Com. Narahari Kulkarni.

State Working Committee Members: Secretariat Members.

Unit Secretaries:

Unit Name	Name of the unit secretary	Unit Name	Name of the unit secretary
Bagalkote	Com. Vinayak R Desai	Mandya	Com.Ravindra N
Bellary	Com.R Ravi Kumar	Mangaluru	Com Ganesh Prasad B K,
Belagavi	Com. Vishal Anand Nagannavar	Mysuru	Com. C Ramesh
Bengaluru	Com. A.S.SathyaPoorna	Raichur	Com. Rajashekhar
Bidar	Com. RajendraNamoshi	Shivamogga	Com.Ashok S G
Davangere	Com.Naveenkumar J. Moolimath	Sirsi	Com Raghavendra S Shetty
Gadag	Com. Yunusahmad. A. Takked	Tumukuru	Com. B . Harishkumar
Hassan	Com.Prasad H J	Udupi	Com. Shrinath
Hubballi	Com. Newton Shankar Yavagal	Vijayapura	Com. Somashekar swami
Kalaburagi	Com.Jagannath Akamanchi	Kolar	Com.Praveen kumar

Satellite Units of KSM&SRA:

Ranebennur, Dharwad, Gokak, Athani, Gangavathi and Jamkhandi.

FMRAI Working Committee Members: Com CB Kulkarni and Com A. JayaGanesh.

FMRAI General Council members: All Secretariat Members & Com Mahaveer P.J

KSM&SRA General Council Members: Elected by the units at the ratio of 50:1

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Condolence

The General council meeting of KSM&SRA being held at Com Sukomal Sen Nagara (Bagalkote) at Com. Siddeshwara Kulkarni Vedike and Com. Nagaraj Kulkarni Dwara during 10th and 11th March, 2018 salutes and pays respect to all departed leaders and comrades who led the working class movement, the martyrs, who laid down their lives in the struggle in pursuance of freedom, democracy, socialism nationally and internationally, against the imperialist, fundamental and terrorist and divisive forces during this period.

This General Council Meeting pays respectful homage to Smt. Parvathamma Rajkumar, Kannada film producer, Veteran filmmaker and active politician in the congress party Dasari Narayana Rao, Former James Bond Star Roger Moore, Senior journalist and activist Gauri Lankesh was shot dead at her house in Rajarajeshwari Nagar in Bengaluru and Veteran actor Vinod Khanna & Shashi Kapoor

This meeting pays homage to our members Com Siddeshwara Kulkarni working for BE at Vijayapura, Com Omkar working for Lupin at Mysuru, Com Naveen Kumar working for cadila health care from Shivamogga, Com Dilip working for Lupin at Mangaluru, Com Praveen Kumar's state Secretariat member new born baby, the untimely demise of Babru Achrya, Harsha Agarwal, Sanchitra Roy Sanyal, Pradip Kumar, Tarafder, Sumit Mitra, Nagraj Kulkarni and KoushikHarh Who passed away during this period.

This meeting condoles the demise of 3 children at Tumukuru who died because of food poisoning, bus accident between Andhra and Telangana highway took 10 people lives and Com Narahari Kulkarni's brother passed away suffering with cancer.

We express our profound grief over the loss of the great Indian scientist Prof. Yashpal, former ISRO Chairman who developed "Aryabhata" the first Indian indigenous satellite Prof. U.R. Rao, former CBI Director Joginder Singh, former Speaker of the Lok Sabha Rabi Ray, Internet pioneer Robert Taylor, former Punjab CM Surjit Singh Barnala and senior politician Priyaranjan Das Munshi.

It is our most important duty to remember the contributions of some of the legendary personalities who worked their whole life for the amelioration of the living conditions of the common man of our country. We dip our flag in the memory of the great Trade Union leader Com. Sukomal Sen and another senior leader in the Indian Trade Union movement Com. N.M. Sundaram who spent their life for common man.

We pay homage to the former German Chancellor & the father of German re-unification Helmut Kohl, American Astronaut and the last person to have walked on the moon Eugene Cernan, eminent classical singer considered as the "Queen of Thumri" Girija Devi, founder of Lupin Desh Bandhu Gupta and father of DNA finger printing in India Lalji Singh.

The meeting pays homage to the army personnel killed due to terrorist attack and death of innocent people who were killed due to terrorist attacks in India and the World, the people who were killed in the floods, and farmers who committed suicide due to debts and loss of crops, the people who died in the train and road accidents, Natural calamity and death of children in Gorakhpur hospital because of administrative lapses.

The General Council Meeting pays respectful homage to the departed leaders and martyr, takes pledge to accomplish their unfinished task in days to come and carry forward their vision.

PRESIDENTIAL ADDRESS

General Council Meeting

10th and 11th March, 2018, Bagalkote

Respected leaders on the dais, leaders of the Fraternal Trade Unions and the fellow comrades who are attending this 2nd General Council meeting of KSM & SRA at Bagalkote, I take this opportunity to convey my warm and revolutionary greeting to all the delegates who are participating in this General Council being held on 10th and 11th of March, 2018.

It is laudable that KSM & SRA has crossed 3400 membership for the year, 2017. It is noteworthy that 3 units, Belgaum, Kalaburagi and Hubballi have around 500 memberships and as a federation we have crossed 1 lakh memberships. In the most difficult times of trade union movement due to repressive measures being adopted by the ruling class the milestones achieved by our organisation is laudable.

The capitalists are exploiting the un-employment situation. Contractualisation of work, fixed term employments are becoming order the day. The capitalists with the hand in glove with the Government machineries are depriving the legitimate rights of the workers. The workers are not paid wages in commensurate with the living conditions. The meagre payments of wages have cascading effect on the overall of industrial growth of the country since such payments will reduce the purchasing capacity of the people and this will further increase the unemployment problems. The dismal Industrial growth for the last couple years speaks in favour of our serious apprehensions. The government, both the state and central, doesn't appear to have taken note of the dire situations. In this background the demand of the CITU to make Rs. 18,000/ per month as minimum wages is very apt. The policies of ease of doing business are further encouraging the capitalists in not only to exploit the workers but also manipulate the financial sectors to loot the people's money.

There will be many questions and anxieties amongst the delegates during this General Council on the fallout of the various economic policies being pursued by the central government. The government of the India has opened FDI in multi brand retail. The coal, Defense and Railways are the sectors which are

opened for private players. Such steps are in no way in the interest of the nation.

The Big Medical Retail Chain outlets are increasing the work pressure to many Sales Promotion Employees. On the one hand the pharmaceutical companies are encouraging such type up of retail chain outlets by offering huge trade discounts through central purchases and on the other hand they are forcing Medical Representatives to own Sales responsibility through irrational targets in their head quarter in spite of knowing pretty well that the sales of a product is contingent on various factors.

The newer forms of work impositions, without any monetary benefits, are only increasing the mental agony and serious physical stress for the Sales Promotion Employees.

The Commission papers and the report of the General Secretary will exhaustively deal with the various problems of the workers in general and sales promotion employees in particular. I am sure with the delegates participating in this General Council being in the forefront of our movement would deliberate in detail all these matters as contained in the Commission Papers and in the report of the General Secretary and take concrete tasks to face all the challenges facing the Sales Promotion Employees and the general masses.

This organisation has seen many struggles and sacrifices by many cadres and leaders. Due to such sacrifices there are lot of advancements in our movement. I am very confident that this General Council will aptly formulate the tasks in the best interest of the Sales promotion employees.

With revolutionary greetings,

Com.L.Muralidhar Peshwa
President, KSM & SRA

INQUILAB ZINDABAD
KSM & SRA ZINDABAD
WORKER'S UNITY LONG LIVE

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REPORT OF THE GENERAL SECRETARY

On behalf of the State Working Committee I welcome all General Council Members and invites to this 2nd General council meeting being held at Bagalkote during 10th and 11th March, 2018.

We greet the members of Bagalkote for taking the responsibility of hosting this meeting at this important juncture.

After the 24th Conference of KSM&SRA at Davangere to this General council meeting at Bagalkote, various significant developments took place in the international and national arena which has direct bearing on the people of this county, on the working class and including the Sales Promotion Employees. The details of these developments have been elaborated highlighting in the presidential address and General Secretary Report. In this report we are highlighting some developments which had direct impact on the working class movement at the country in general and the movements of the Sales Promotion Employees in specific.

I wish to extend warm greeting as we will be entering into the silver Jubilee conference year in 2019. This is the cause of celebration and our aim is to use this platform for making the organisation stronger in protecting the rights of Sales Promotion Employees and uplift the working conditions. Like most organisations with a history of several decades, KSM&SRA has been strong at some times and weak at other times. If we have to describe our organisation at this point in our history, we venture to say that we are becoming stronger, reflecting a slow but steady advance towards our commitment, involvement and implementation of KSM&SRA, FMRAI and CITU activities.

This, of course depends on what you consider as the main elements of organisational strength. We need to

admit that KSM&SRA is weak in some critical areas. The greatest weakness is that, KSM&SRA stagnated on membership over a prolonged period, mostly because of challenges we have in council movement, subunit functioning and poor reach of organisational message in major cities to Sales Promotion Employees. The Report has dealt on the tough and challenges situation we have overcome collectively against onslaughts and exploitations during this period. The Delegates are requested to deliberate in depth on the report and express your views which will help us in our future movements.

We are not there yet, but we moved closer than yesterday.

To swim across the ocean one should have the courage to lose sight of the shore.

We need to think Globally and act Locally.

Though the Epicentre of the earthquake is far off but the tremors are felt at thousands of kms.

I. International Situation

1.1 Global Economy: Global financial crisis has not fully recovered over the last ten years after the recession in 2007. The high risk still remains. But, the crisis is continuing and getting worse further. Growth prospects have weakened throughout the world economy. The report also says that, "In an environment of anemic growth, the global economy faces pronounced risks, including a further slowdown in major emerging markets, sharp changes in financial market sentiment, stagnation and degrowth in advanced economies, a longer-than-expected period of low commodity prices, geopolitical risks in

different parts of the world, and concerns about the effectiveness of monetary policy in spurring stronger growth”.

1.2 Public debt: As we have noted earlier, that the capitalism sought to emerge out of this crisis by converting corporate bankruptcies into sovereign bankruptcies. The bulk of the financial institution credits have gone to the corporate sector to increase their profits. This has an adverse impact on Banks, and major portion of loans given to corporates are being classified as ‘non-performing’ assets. As a result of this, many countries are facing a crippling sovereign debt and India is no exceptional to this.

1.3 Disparities: The various ‘austerity’ measures taken by the governments in various countries have not helped them to come out of the crisis. It has only worsened the living conditions of the people. The buying capacity of the people is declining further, resulting in lesser demands and stagnation.

1.4 Unemployment: The other major issue is the unemployment. The global unemployment rate is cause of concern and the ILO report showed unemployment 5.7 per cent in 2016 it has increased to 5.8 per cent in 2017 representing an increase of 3.4 million in the number of jobless people, as per new ILO report in developed countries, in emerging countries and developing countries the unemployment rate has increased.

1.5 Vulnerable Employment: The number of workers in vulnerable employment is projected to grow, with Southern Asia and sub-Saharan Africa being the most affected. The vulnerable forms of employment are of lack of job security, lack of social security measures and increase contract workers. In fact, almost one in two workers in emerging countries are in vulnerable forms of employment, rising to more than four in five workers in developing countries.

1.6 Wage and inequality in wage: The statistics show Wage growth around the world has decelerated and the accumulation of wealth at few billionaires and increase in the number of billionaires across the developing and emerging countries is clear in understanding the labour exploitation, which has lead to drop in wages and increased the inequality in wages.

Working poverty has increased because of low wages and lack of social security measures and contract working policies and rural poverty has increased because of various challenges on agricultural front.

1.7 Inspection: Labour inspection is a key element of any labour administration system for enduring the implementation of labour policies, providing feedback and allowing for a readjustment of these policies as necessary. The changes in the labour policies and weakening the labour laws are cause of concern which are becoming speed breakers for labour inspectors to proceed on the prosecution of faulty employers.

1.8 India strategic military alliance with USA: September 1 is observed as the world peace and anti-imperialist day. With the BJP led NDA government assuming power, Indian foreign policy witnessed a distinct shift. The surrender of the Modi government to US imperialism has reduced India into a junior strategic ally of US imperialism. This policy shift is detrimental to the interests of our country and should be resisted. The BJP government has entangled India in a military alliance with the United States of America. India is accorded the status of a Major Defence Partner of the US. While the US government has placed the details of ‘Major Defense Partner’ designation for approval of the US Senate, the BJP government has not even made a statement in the parliament, forget about putting the document in public domain. According to this agreement, the BJP government has agreed to open Indian defence forces to American scrutiny, and place Indian defence production under the control of the US. This compromises our country’s sovereignty and strategic autonomy. The Agreement clearly mentions that this enhanced defence and security cooperation with India is to advance US’ interests in South Asia and Indo-Pacific region. Imperialism in order to come out of the nearly decade old global economic crisis, is flaring many regional conflicts around the world. The present conflicts in Yemen, Syria, Iraq, Libya and other countries in the West Asia/North Africa region are all burning today because of the flame lit by the US and its allies like Israel. The expansion of NATO to our borders, carrying out provocative war games at the border of Russia, in the Korean peninsula, South China sea are all intended to destabilise these regions

and push them into perennial conflicts. Imperialist intervention in the name of ensuring a regime change against popular opinion can be seen in its role in encouraging violent demonstrations in Venezuela and its role in destabilising governments in Brazil, Honduras in Latin America. The US wants India to join and support all such imperialist machinations. BJP government is willingly joining the US in such nefarious designs that are threatening world peace.

1.9 USA policy on North Korea: We need to strongly condemn the US threat to exterminate Democratic People's Republic of Korea (North Korea). President Donald Trump thundered, in his address to the UN General Assembly, that he would "totally destroy" North Korea. USA is the only country in the world that had used atomic weapons to destroy Hiroshima and Nagasaki. This designed destruction by the USA, killing and agonising hundreds of thousands of people, was executed after Hitler's fascist army surrendered ending World War II. USA embarked on this destruction not to end World War-II but to start the 'Cold War' to establish its global hegemony. Post World War-II, the USA militarily intervened in Korea under its Slogan of "global war against Communism". During the Korean War, the USA bombed various North Korean cities causing deaths of tens of thousands of civilians. USA ensured the division of the Korean Peninsula.

Donald Trump heaped invectives against Iran and Venezuela using phrases like "loser terrorist" and "murderous regime" etc. He is, thus, defining USA's new "axis of evil"

The USA, given its track record, has no right to issue such threats. This is an open threat to the sovereignty of independent countries. This cannot be accepted and must be rejected.

The solution to the issues posed by North Korea should be resolved by the group of six comprising – USA, China, Russia, Japan, South Korea and North Korea by holding talks.

1.10 Racism in USA: After Donald Trump became the president the number of hate crimes in 13 cities with a population of over 250,000 rose to 827 incidents, up 19.9 percent from 690 reported during the same

period last year, according to the study.

1.11 Terrorists' attacks: In 2016, 1833 terrorists attacks have taken place all over the world and in 2017, it rose to 2078. More than 15500 people have been killed and more than 14000 people were injured, in more than 60 countries these attacks were reported. In India more than 140 people were killed and 199 people were injured. These terrorist organisations were creations of U.S government to fuel their arms industry and rule on the natural resources of the world with dividing the people and controlling them.

1.12 World Federation of Trade Unions (WFTU): The international conference of health industry was organised by WFTU in Paris and CITU nominated Com. Santanu Chatterjee who highlighted the alarming situation regarding healthcare access to common citizens. His deliberations were highly appreciated as India is also gaining importance globally in health care sector.

1.13 Task: The real needs of people are becoming distant dreams in the present system of capitalist world. The social dimension of globalisation is about jobs, health, education and better living conditions. The discontents of the people are being used by the right wing forces. A process by which such a perspective can be realized at all levels only through the change of system, from capitalism to socialism. We should continue to campaign vigorously against imperialism.

II. National Situation:

During this period there is an all-round deterioration as far as the people's livelihood is concerned. The entire country is facing unprecedented hardships caused by demonization, GST, neo-liberal policies, price rise, drought and floods. Chronic malnutrition, Dilution of labour laws and widespread hunger and poverty have affected vast majority of the population.

2.1 Demonetization and GST: Referred to as "Demon", the government on 8th November 2016 took the decision to withdraw Rs. 500 & Rs. 1000 notes which account to 86% of the money in circulation to curb corruption and unearth black money. The Government had to face sharp criticism when RBI revealed that

98.96% of Rs. 500 and Rs1000 notes were deposited back in banks. With the failure of Demonetization the Government shifted the focus from black money to digitization- idle savings in banks-expanding tax base-controlling real estate prices- to leaner and larger GDP- cashless transactions. The policy of the Government is allowing corruption to creep into the system. Broadly corruption is understood in two ways. The first is narrow sense which is petty, street level, day to day or retail which in other words is called bribes. The other is grand corruption at political, corporate and bureaucrat level.

Few recent prosecutions on politicians and bureaucrats proved the multi crores scams where thousands of crores are involved. The wealth concentration at few is cause of poverty. The ill gotten wealth of these politicians and bureaucrats who are holding responsible position invested in distilleries, real estate, and entertainment sectors etc. converting the black money to white. This is well known and established fact, however huge exercise of demonetizing the currency was taken up which has put common citizens to severe hardships, instead the Government would have inspected the politicians and bureaucrats whose wealth is accumulated to thousands of crores in short time.

Hundreds of crores of counterfeit currency going into the hands of private people directly from the printing proves the shallowness of the Government. Whom is the Government cheating? As per the recent data terrorist activity and cease fire violations across the border have been the highest in 2017 with increased deaths of army personnel and civilians.

2.2 ECONOMY: The NDA government has changed the calculations of GDP and many things are manipulated to hide the horrors of their wrong policies on Demonetization, Corporate policies, GST and new economic policies. The well-known economists, state bank of India chief economist, Reserve Bank of India and including the chief financial advisor of finance minister failed to explain the GDP calculations as in reality the situations are not matching to support the GDP figures. The calculation on inflation has changed and its adverse impact is noticed by working class.

Financial Resolution and Deposit Insurance (FRDI) bill is proposed and ready for approval. The bill will pave way for liquidation of investors' deposits. The tax theft by giant corporations is 6.59 lakh crores as announced by the Finance Minister himself with 81,406 crores as dues and no dispute is raised to recover the amount by the Government. This remains a million dollar question.

ONE of the very serious and major attacks of neoliberalism on the working class movement is its ideological attack. All these claims of neoliberal ideologues have proved to be wrong. The 'trickle down' theory has proved to be totally false. What is seen today is increased concentration of wealth. Despite the huge increase in productivity, despite the creation of enormous wealth by the workers, this wealth is increasingly cornered by a few. Inequalities have increased as never before.

2.3 GST: Demonetisation followed by GST has added further fuel to fire of price-rise. The GST has adversely impacted the common people at large, particularly the workers in the unorganised sector, people engaged in small and decentralised manufacturing like tailoring, garments, textile, beedi, small drug manufacturing, construction, matches & fireworks and passenger & goods transport etc and also small traders. Even the insurance premium is not spared from high taxation. Normal activities in many of these sectors have been affected and/or collapsed leading to massive job losses. Tens of thousands of people, including traders and small manufacturers have come out in spontaneous, protesting countrywide to voice their opposition to GST regime that threatens the viability of their occupations pushing them to virtual collapse. On Medicines related our organization with the guidance from FMRAI has taken up many struggles to drive the message Zero GST on Medicines. It is not without reason that under Modi's rule, the country's position is going up in "ease of doing business" index simultaneously pushing the country down in respect of "Hunger" index. While continuing price rise is putting the mass of the common people in unimaginable miseries making human survival difficult and causing death due to hunger, the Govt of the day is further adding to their miseries by depriving them with proper minimum wage.

2.4 Labour Laws and Strikes: Many attempts were made and preparations were going on in regard to dilution of labour laws and finally in 2017 they planted the seeds in regard to the amendments to change 44 labour laws into 4 codes. These changes will have adverse impact on social security measures and Minimum wages etc.

The Govt has been arrogantly ignoring the 12 point charter of demands including minimum wage, social security and workers' status and accompanying benefits for the scheme workers; it is going ahead with privatisation and mass scale contractorisation. The constitutional and statutory provisions for ensuring 'same wages and benefits for same work' are being denied to contract workers despite Supreme Court's categorical judgment. The Govt has recklessly embarked upon privatisation of all public utility services like health, education, transport, Indian Railways, financial services electricity, water etc through multiple routes including whole sale outsourcing. It has allowed 100% FDI in almost all sensitive sectors including defence production, railways, oil, minerals, port and dock etc. It is destroying indigenous production capabilities to serve the interests of MNCs, under the dubious veil of "Make in India" slogan. The national interests are being severely compromised through such disastrous moves.

In addition, in order to promote "ease of doing business", the Govt has embarked on arrogant pro-employer amendments of all labour laws aimed at imposing conditions of slavery on the working people. Already, the text of the Code on Wages Bill, Code on Industrial Relations Bill, Code on Social Security Bill, Factory (Amendment) Bill etc are in public domain. All these are designed to push the overwhelming majority of workers and employees out of the regulatory purview of most of the labour laws, curb workers' right to form unions and protest/agitate including right to strike, and dismantle whatever existing meagre social security provisions. But the government is trying to camouflage its failures with slogans - 'Make in India', 'Skill India', 'Start Up India', 'Swatch Bharat' etc. Struggling peasants are killed. Workers fighting for their rights are beaten up by the police.

As attacks mounted the consolidation has increased among the working class. Many demonstrations and strikes were conducted across the country to resist these policies. On these one has significant importance is the Joint Platform of Central Trade Unions, comprising Central Trade Union Organisations and all major industry/establishment wise federations have staged three days' mass dharna before Parliament against the anti-worker, anti-people and anti-national policies of the Central Govt on 9-11 November 2017. The Joint Trade Union Platform represented workers and employees from all major sectors of industries and services viz., coal, steel, transport, telecom, petroleum, electricity, port & docks, engineering, construction, scheme-workers etc and employees of Central Govt and state govt, Railways, banks, insurance, defence production, etc. This 'mahapadav' has demanded the government to concede the unanimous demands which the joint trade union movement has been raising since the last over eight years. This struggle will be a step towards preparation for the next higher phase of united struggles including indefinite countrywide strike action, if the government continues to ignore the demands of the workers and proceed with its pro corporate agenda.

CITU Karnataka state committee organised 16-days-long statewide Save Labour Rights Jatha from 29 July to 13 August, 2017 with slogan 'Save Labour Rights for Prolific-United-Harmonious Karnataka' and 'Save Labour Rights to Strengthen Labour Rights

Countrywide Strike of Medical & Sales Representatives: More than one lakh medical and sales representatives went on strike on 3rd February on the demands. Firstly, cost-based capping of medicine prices and to make it affordable to the people. Secondly, the tax or excise duty burden on essential medicines must be made nil. Thirdly, the aggression of the multinational companies to monopolise the supply of essential medicines must be contained and controlled.

Demanding statutory working rules under the SPE Act. "A tripartite committee is in place. But, the committee is not doing anything. It is just sitting on papers. This is only to ensure the Ease of Doing Business for the pharma companies, leaving the entire medical and sales representatives to the anarchy of the employers," these country wide struggles were

brought to the attention of minister of chemicals and fertilizers by the CITU general secretary Tapan Sen, MP, in Rajya Sabha. Later the result of series of these struggles made the central government to call for a tripartite committee meeting and minuted to frame the statutory working rules for medical and sales representatives.

BJP government promised to “Review the working conditions and enhance the remuneration of Anganwadi worker’s.” But, Narendra Modi became the first and only one Prime Minister of India who cut down the budget of ICDS to half in his first full budget in 2015-16. From Rs.18108 crores (Budget Estimate) in 2014-15 to a mere Rs.8245.77crores. Later on struggles forced the government to increase the budget through supplementary grants. But in 2016-17 and 2017-18 also the budget allocations are half of that of the Planning Commission allocation for ICDS. In this regard Hundreds of anganwadi workers and helpers burnt the BJP election Manifesto on 26 May 2017, the third anniversary of the NDA government observing it as “Dhoka Diwas”.

The people of the entire Kolar district in Karnataka stood as one to express solidarity with the work force of Bharat Earth Movers Ltd (BEML), a public sector undertaking under the ministry of defence responding to a call, a total and peaceful district bandh was observed on May 30, 2017.

The Centre of Indian Trade Unions (CITU) district unit took the initiative in organising the bandh to send a strong signal to the centre against the privatisation of the profit making PSU. The BEML Employees’ Association (BEMEA) joined hands with the CITU in making the bandh a success.

AIOCD strike; South India Hotels and Restaurants strikes were noticed during 2017 on GST and anti people policies.

On 22nd May, 2017 Left Kisan and agricultural workers organisations protest on 18 point charter of demands highlighting the hardships imposed upon the people of West Bengal particularly in the rural areas and demanding that the state government implement pro-people measures.

2.5 United working class Movement:

Million of IT sector employees facing joblessness and for the 1st time large number of IT employees came on to streets to join main stream of struggle to pursue their justified demands.

Countrywide complete strike of banks workers, officers: At the call of United Forum of Bank Unions (UFBU), the joint platform of 9 unions; bank workers and officers, inclusive of regional rural banks and co-operative banks, resorted to complete countrywide strike on 28 February, 2017. Employees of RBI and NABARD held solidarity demonstrations at all centres. The striking bank workers-officers demanded criminal actions against the corporates who are the wilful defaulters of bank loans and fixing accountability of top banks executives for bad loans; for legitimate compensation to bank employees and officers for extra hours of work due to demonetization; against neoliberal banking reforms and outsourcing of permanent jobs; against labour laws reforms and infringement on trade union rights; and for some other employees related demands.

Responding to the call of the Confederation of Central Government Employees and Workers (CCGEW) and defying Government’s order, to prevent strike, threatening break in service, suspension and dismissals in addition to no-work no-pay; about 13 lakh central government employees went on nationwide strike on 16 March in protest against the betrayal of the Group of Ministers (GoM) of the NDA government at the Centre by not keeping the assurance given to the National Joint Council of Action (NJCA) of the central government employees on 30 June, 2016.

On 2 March, 2017, under the banner of All India State Government Employees Federation (AISGEF) large number of state government employees, representing almost all states in India converged in the national capital, New Delhi, for the March to Parliament. Big contingents came from nearby states of Uttar Pradesh, Rajasthan and Punjab; and from Haryana, under the banner of Sarv Karamchari Sangh, a 5000 strong contingent joined the All India March. In his address, the noted economist of the country Prabhat Patnaik raised 5 basic issues of the people – health, education, employment, housing and pension including old age

pension - which can be provided to all citizens of the country by recovering 8% of the GDP from the huge profit earning corporate.

Joint meeting attended by all 10 central trade union organisations (CTUOs), held on 11 January, gave call for countrywide joint demonstrations at state capital / district headquarters / industrial centres on 28 January protesting against demonetisation. Noting the ongoing protest by several trade unions, the CTUOs decided to carry the movement forward jointly.

CITU call on country-wide protest on 3rd Jan, 2017. In response to the call of CITU, thousands of workers brought out rallies, staged demonstrations and held public meetings on 3 January, 2017 to protest against the sufferings of the workers, peasants and other toiling sections.

Martyrs Day on 19 January: Commemorating 1982 martyrs in the first general strike for workers, peasants, agricultural workers and people's common demands and to unitedly meet the present challenges; in response to the joint call of CITU, AIKS and AIAWU; thousands of workers, peasants and agricultural workers joined rallies, staged demonstrations and dharnas and held public meetings on 19 January 2017 in district centres across the country.

2.6 Growing unemployment: According to a recent Government report in the entire year that passed only 2.3 lakh jobs were added in eight key non-farm sectors of the economy like manufacturing, construction, trade, transport, hotel and restaurants, IT / BPO, education and health which together have 2 crore workers and the addition amounts to just 1.1%. The year 2017 recorded the least employment in the past 15 years much against the Government assurances of 1 crore jobs every year. Robotisation and computerisation in manufacturing industries have led to loss of jobs.

Programmes like "Make in India", "Skill India", "Start-up India" and others were launched promising additional 2 crore jobs every year misleading the people of the country. Employment generation on the contrary has actually turned negative due to closures and shut-downs. McKinsey estimated that amongst 40 lakh IT workers today, around 50-60% will be

redundant. Infosys, Wipro & Cognizant are trying to retrench about 56000 workers.

2.7 CPSU's and LPG: Government is continuing to privatise and divest public sector units in public utility services like energy, water supply, transport, roads, infrastructure, education and healthcare. The Niti Aayog envisages that in future there will be aggressive privatization of 17 Navratnas and 73 miniratnas and 140 other smaller PSUs which are not part of Ratna category.

The 2017-18 budget proposed that the government intends to raise Rs. 72500 crores through divestment of PSUs in the current financial year. The plan is to raise Rs. 46500 crores through divestment, Rs. 15000 crores through strategic sale and Rs. 11000 crores through divestment in General Insurance companies. The Government appointed Reliance Mutual Fund Managers as consultants and to execute its project of quick selling 24 CPSUs strategic to the national economy including ONGC, GAIL, Oil India, IOC, Coal India, BHEL and Bharat Electronics Ltd. through the Exchange Trade Fund (ETF).

Even though rail safety is at its lowest point and basic amenities are not provided to the passengers, the Government is planning to introduce Bullet Train. The benefit of low crude oil prices is not passed on to the citizens as prices of petrol, diesel & LPG that have direct impact on the prices of essential commodities are ever increasing.

2.8 Health policy: Health policy 2017 identified that health expenditure will rise beyond expectations. The Government is also proposing to replace MCI by NMC. With the growing inequalities between rich and poor; as per the global hunger index brought out by International Food Policy Research Institute (IFPRI) published in 2017 India is ranked 100 out of 119 nations with Pakistan and Afghanistan ranked below India. This reflects the nutrition state of our country.

2.9 Elections: In 5 state assembly elections the people have given clear mandate to one party in Uttar Pradesh, Punjab and Uttarakhand, while there is no clear mandate in Goa and Manipur. Modifications in labour laws effecting the working class, price rise in

LPG and GDP cut in health and education, downsizing of employment and no new generation of employment as promised were noticed during this period, however the central govt impressed upon the two state people and got clear mandate, we hope that any party comes to power they fulfil the election manifesto and uplift the lives of working class.

In Gujarat elections the people has warned the Central government for their anti people policies. With the growing resistance from working class, Farmers against price rise the protests are noticed across the country. These lessons to be noticed by the central government and change their anti people policies.

2.10 Communalism the role of working class: The working class need to understand the ill designs of the governments which are often noticed to divide the people and divert their attention. We should never forget the slogan “workers of world unite to fights for our rights”. United we stand divided we fall. For global attacks global resistance is the only answer.

2.11 With GST on medicines, amendments in labour laws, NPPA in place of DPCO, NLEM as an eyewash, 100% FDI in pharmaceuticals, leverage to MNCs on pricing and closing down of PSUs like IDPL and Bengal Immunity, and plans of privatisation of KAPL, the chanting of reduction in prices of medicines has become a sugar-coated pellet. Government has to clarify on who will produce generics and how they will bring down the prices of medicines.

The failure of the Government in safeguarding the interest of the masses is leading to waves of resistance. The nefarious plan to please 1% by snatching from 99% is drawing attention of intellectuals, students, professionals, farmers and workers. Let us all join hands in strengthening common struggles and agitations.

III ರಾಜ್ಯದ ಪರಿಸ್ಥಿತಿ

ರಾಜ್ಯದಲ್ಲಿ ಹಲವು ಯಶಸ್ವಿ ಯೋಜನೆಗಳಾದ ಅನ್ನಭಾಗ್ಯ, ಕ್ಷೀರಭಾಗ್ಯ ಮತ್ತು ಶಾದಿಭಾಗ್ಯ ಕಾರ್ಯಕ್ರಮಗಳನ್ನು ಜಾರಿಗೊಳಿಸಿ, ಗ್ರಾಮೀಣ ಪ್ರದೇಶದ ಕಡು ಬಡವರಿಗೆ ಹಾಗೂ ಪಟ್ಟಣ ಪ್ರದೇಶದ ಬಡತನ ರೇಖೆಗಿಂತ ಕೆಳಗೆ ಇರುವ ಕೂಲಿ ಕಾರ್ಮಿಕರಿಗೆ ಅನುಕೂಲವಾಯಿತು. ಆದರೆ ಈ ಯೋಜನೆಗಳನ್ನು ಸರಿಯಾದ ಫಲಾನುಭವಿಗಳಿಗೆ ತಲುಪಿಸಲು ಹೆಚ್ಚಿನ ರೀತಿಯಲ್ಲಿ ಕಾರ್ಯ ನಿರತವಾಗಬೇಕು. ಈ

ಅವಧಿಯಲ್ಲಿ ಐಎಎಸ್ ಮತ್ತು ಪೋಲೀಸ್ ಅಧಿಕಾರಿಗಳ ಆತ್ಮಹತ್ಯೆ ಪ್ರಕರಣಗಳು ಮತ್ತು ವರ್ಗಾವಣೆಗಳು ರಾಜಕೀಯ ತಿರುವು ಪಡೆಯಿತು. ಹಲವು ಪ್ರಕರಣಗಳನ್ನು ಸಿಬಿಐ ತನಿಖೆಗೆ ಒಳಪಡಿಸಲಾಯಿತು. ಇದರಿಂದ ಸರ್ಕಾರವು ಮುಜುಗರವನ್ನು ಎದುರಿಸಬೇಕಾಯಿತು.

ಕರಾವಳಿ ಜಿಲ್ಲೆಗಳಲ್ಲಿ ಕೋಮುವಾದದ ಕುಮ್ಮಕ್ಕಿನಿಂದಾಗಿ ಎರಡು ಕೋಮುಗಳ ಮಧ್ಯೆ ದ್ವೇಶ ಬಿತ್ತಿ ಅಶಾಂತಿಯನ್ನು ಸೃಷ್ಟಿಸಲಾಯಿತು. ಇದರ ಪರಿಣಾಮವಾಗಿ ಕೃಷಿಕರು, ಕಾರ್ಮಿಕರು ಮತ್ತು ಕೆಳ ಮಧ್ಯಮ ವರ್ಗದ ಜನರು ಆತಂಕದ ವಾತವರಣದಲ್ಲಿರಬೇಕಾಯಿತು. ಈ ಎಲ್ಲಾ ಕೋಮು ದಳ್ಳಾಳಿಗೆ ಎರಡು ರಾಷ್ಟ್ರೀಯ ಪಕ್ಷಗಳು ಪರಿಹಾರವನ್ನು ಕಂಡುಕೊಳ್ಳಬೇಕಾಗಿದೆ.

ಅಂಗನವಾಡಿ ಕಾರ್ಯಕರ್ತೆಯರ ನಾಲ್ಕು ದಿನಗಳ ಅಹೋರಾತ್ರಿ ಪ್ರತಿಭಟನೆ ಸುಖಾಂತ್ಯದಲ್ಲಿ ಫಲಪ್ರದವಾಗಿದೆ. ಪ್ರತಿಭಟನೆಗೆ ಸ್ಪಂದಿಸಿದ ರಾಜ್ಯ ಸರ್ಕಾರ ಅವರಿಗೆ 2,000 ರೂ. ಅನುಧಾನವನ್ನು ಹೆಚ್ಚಿಸುವಲ್ಲಿ ಸಾಧ್ಯವಾಯಿತು. ರಾಜ್ಯ ಸಾರಿಗೆ ನೌಕರರ ಅನಿರ್ದಿಷ್ಟ ಕಾಲ ಮುಷ್ಕರಕ್ಕೆ ಸ್ಪಂದಿಸಿದ ಸರ್ಕಾರ ಶೇ. 13 ರಷ್ಟು ವೇತನ ಶ್ರೇಣಿಯನ್ನು ಪಡೆಯಲು ಯಶಸ್ವಿಯಾಯಿತು. ಆದರೆ ಸಂಘಟನೆಗಳ ಪದಾಧಿಕಾರಿಗಳನ್ನು ಮುಷ್ಕರಕ್ಕೆ ಪ್ರೇರೇಪಿಸಿದ ಕಾರಣಗಳನ್ನು ನೀಡಿ ವಜಾಗೊಳಿಸಿತು. ಇದುವರೆಗೂ, ಅವರನ್ನು ಮರು ನೇಮಕ ಮಾಡಿಕೊಳ್ಳಲು ಸಬೂಬುಗಳನ್ನು ಹೇಳಿ ಕಾಲಾಹರಣ ಮಾಡುತ್ತಿದ್ದಾರೆ. ಪಂಚಾಯಿತಿ ನೌಕರರ, ಖಾಯಂಗೊಳಿಸಲು ಸರ್ಕಾರ ಪ್ರಕಟಿಸಿದರು. ಇನ್ನೂ ಅದನ್ನು ಅನುಷ್ಠಾನಗೊಳಿಸಿಲ್ಲ. ಮುನಿಸಿಪಲ್ ನೌಕರರ ವಿಚಾರದಲ್ಲೂ ಇದೇ ಹಣೆಬರವಾಗಿದೆ.

ಮಹಾದಾಯಿ ನದಿ ನೀರು ಹಂಚಿಕೆ ವಿಚಾರದ ವಿವಾದದಲ್ಲಿ ಮೂರು ರಾಜ್ಯಗಳಾದ ಮಹಾರಾಷ್ಟ್ರ, ಗೋವಾ ಹಾಗೂ ಕರ್ನಾಟಕ ಹದಿನೆಂಟು ವರ್ಷಗಳಿಂದ ನ್ಯಾಯಾಧೀಕರಣದಲ್ಲಿರುವುದರಿಂದ ನಮ್ಮ ರಾಜ್ಯದ ಐದು ಜಿಲ್ಲೆಗಳಾದ ಧಾರವಾಡ, ಬೆಳಗಾವಿ, ಬಾಗಲಕೋಟೆ, ಗದಗ, ವಿಜಯಪುರ ಕುಡಿಯುವ ನೀರಿಗಾಗಿ ಸಾವಿರಕ್ಕೂ ಹೆಚ್ಚು ದಿನಗಳಿಂದ ನಿರಂತರ ಹೋರಾಟ ನಡೆಸುತ್ತಿದ್ದಾರೆ. ಈ ವಿಚಾರದಲ್ಲಿ ಎರಡು ರಾಷ್ಟ್ರೀಯ ಪಕ್ಷಗಳು ಪರಿಹಾರವನ್ನು ನೀಡುವ ಬದಲು ರೈತರನ್ನು ತಮ್ಮ ರಾಜಕೀಯ ಲಾಭಕ್ಕಾಗಿ ಒಡೆದು ಆಳುವ ನೀತಿಯನ್ನು ಅನುಸರಿಸುತ್ತಿದ್ದಾರೆ. ಕಾವೇರಿ ನದಿ ನೀರು ಹಂಚಿಕೆಯ ವಿವಾದ ಸರ್ವೋಚ್ಚ ನ್ಯಾಯಾಲಯದ ತೀರ್ಪು ಇನ್ನೂ ಕೆಲವೇ ದಿನಗಳಲ್ಲಿ ಬರುವ ಸಾಧ್ಯತೆಯಿದೆ. ನೆಲ ಜಲ ವಿವಾದಗಳಲ್ಲಿ ನ್ಯಾಯಾಲಯದ ಮೆಟ್ಟಿಲು ಹತ್ತುವ ಬದಲು ಸಂಬಂಧಪಟ್ಟ ರಾಜ್ಯ ಸರ್ಕಾರಗಳು ಮಾತುಕತೆ ಮೂಲಕ ಬಗೆಹರಿಸುವುದು ಬಗೆಹರಿಸುವುದು ಉತ್ತಮ.

ರಾಜ್ಯ ಸರ್ಕಾರ ಮತ್ತು ಕೇಂದ್ರ ಸರ್ಕಾರ ನವಉದಾರಿಕರಣ ನೀತಿಯನ್ನೇ ಪಾಲಿಸುತ್ತಿದೆ. ಬಂಡವಾಳಶಾಹಿಗಳಿಗೆ ಕೆಂಪುಹಾಸನ್ನು ಹಾಕಿ ಸ್ವಾಗತಿಸುತ್ತಿದೆ. ಪ್ರತಿವರ್ಷವೂ ರಾಜಧಾನಿ ಬೆಂಗಳೂರಿನಲ್ಲಿ ಅಂತರರಾಷ್ಟ್ರೀಯ ಬಂಡವಾಳಗಾರರ ಸಮಾವೇಶವನ್ನು ಕೈಗೊಳ್ಳುತ್ತಿದೆ. ಆದರೆ ಇದುವರೆಗೆ ಎಷ್ಟು ವಿದೇಶಿ ಬಂಡವಾಳ ಬಂದಿರುವುದರ ಬಗ್ಗೆ ಸರಿಯಾದ ಮಾಹಿತಿ ಇಲ್ಲ. ರಾಜ್ಯದಲ್ಲಿ ಶೇ. 98 ರಷ್ಟು ಕೃಷಿ ಕಾರ್ಮಿಕರು, ಕೈಗಾರಿಕಾ ಕಾರ್ಮಿಕರು ಇದ್ದು. ರಾಜ್ಯ ಸರ್ಕಾರ ರೈತ ಹಾಗೂ ಕೈಗಾರಿಕೋದ್ಯಮಿಗಳ ಪರವಾದ ನೀತಿಗಳನ್ನು ಪಾಲಿಸುತ್ತಿದೆ. ರಾಜ್ಯದ ಅನೇಕ ಜಿಲ್ಲೆಗಳಲ್ಲಿ ರೈತರ ಬವಣೆ ಹೆಚ್ಚುತ್ತಿದ್ದು. ಸರ್ಕಾರ

ಬರ ಪರಿಹಾರ ಕೊಡುವುದರಲ್ಲಾಗಲಿ ಮತ್ತು ಕೃಷಿ ಉತ್ಪನ್ನಗಳ ಮೇಲೆ ಬೆಲೆ ನಿಗದಿ ಮಾಡದೆ ಮತ್ತಷ್ಟು ಸಂಕಷ್ಟಕ್ಕೆ ದೂಡುತ್ತಿದ್ದಾರೆ. ರೈತರ ಆತ್ಮಹತ್ಯೆ ಪ್ರಕರಣಗಳಲ್ಲಿ ಅವರ ಕುಟುಂಬದವರಿಗೆ ಜೊತೆಗೆ ಅವರೇ ರಿಯಾಯಿತಿ ದರದಲ್ಲಿ ಬಿತ್ತನೆ ಬೀಜ, ರಸಗೊಬ್ಬರ, ಕ್ರಿಮಿನಾಶಕ ಹಾಗೂ ಬಡ್ಡಿ ರಹಿತ ಸಾಲವನ್ನು ಒದಗಿಸಬೇಕಾಗಿದೆ. ಸರ್ಕಾರದ ಕೆಲವು ಶ್ಲಾಘನೀಯ ಅಂಶವೆಂದರೆ, ರೈತರ ಪಂಪು ಸೆಟ್ಟುಗಳಿಗೆ ಪ್ರತಿವರ್ಷ ವಿದ್ಯುತ್ ಇಲಾಖೆ 11,000 ಸಾವಿರ ಕೋಟಿ ರೂ. ಗಳಷ್ಟು ವಿದ್ಯುತ್‌ನ್ನು ಉಚಿತವಾಗಿ ಕೊಡುತ್ತಿದೆ.

ಬರಪೀಡಿತ ಪಾವಗಡ ತಾಲೂಕಿನಲ್ಲಿ ಪ್ರಪಂಚದಲ್ಲೇ ಅತೀ ದೊಡ್ಡದಾದ ಸೌರ ವಿದ್ಯುತ್ ಘಟಕವನ್ನು ಸ್ಥಾಪಿಸುತ್ತಿದೆ. ಇದರಿಂದ ವಿದ್ಯುಚ್ಛಕ್ತಿ ಸ್ವಾವಲಂಬನೆ ರಾಜ್ಯದಲ್ಲಿ ಆಗುತ್ತದೆ. ಗ್ರಾಮೀಣ ಮತ್ತು ಕೈಗಾರಿಕಾ ಅಭಿವೃದ್ಧಿಗೆ ಸಹಕಾರವಾಗಲಿದೆ. ರೈತರ 50 ಸಾವಿರ ರೂಗಳವರಿಗೆ ಸಾಲವನ್ನು ಸಹಕಾರಿ ಬ್ಯಾಂಕಿನ 8150 ಕೋಟಿ ರೂ. ಸಾಲವನ್ನು ಮನ್ನಾ ಮಾಡಿರುವುದು ಪ್ರಶಂಸನೀಯ ಇದರ ಲಾಭ ಫಲಾನುಭವಿಗಳಿಗೆ ಸರಿಯಾಗಿ ಸೇರುವಂತೆ ಅನುಷ್ಠಾನಗೊಳಿಸಬೇಕಾಗಿದೆ. ಹಾಗೂ ಗ್ರಾಮೀಣ ಪ್ರದೇಶದಲ್ಲಿ ಅಧಿಕ ಬಡ್ಡಿ ದರದಲ್ಲಿ ರೈತರಿಗೆ ಸಾಲ ನೀಡಿ ಅವರನ್ನು ಮೃತ್ಯುಕೂಪಕ್ಕೆ ತಳ್ಳುತ್ತಿರುವ ಲೇವಾದೇವಿ ವ್ಯವಹಾರಸ್ಥರನ್ನು ನಿಯಂತ್ರಿಸಬೇಕಾಗಿದೆ.

ಕಾರ್ಮಿಕ ಇಲಾಖೆ ಏಖಒ&ಖಖಂ ಸಂಘಟನೆಯ ಮೂಲಭೂತ ಬೇಡಿಕೆಗಳಾದ ಖಕಇ ಕಾಯಿದೆಯನ್ನು ಜಾರಿಗೊಳಿಸಲು ವಿಫಲವಾಗಿದೆ. ಈ ಸಂಘಟನೆಯೂ ರಾಜ್ಯಾದ್ಯಂತ ವಿವಿಧ ಕಾರ್ಮಿಕ ಕಛೇರಿಗಳಲ್ಲಿ ದೂರು ಅರ್ಜಿಯನ್ನು ಸಲ್ಲಿಸಿದಾಗ ಸರಿಯಾದ ಸಮಾಲೋಚನೆಯನ್ನು ನಡೆಸದೆ ವಿಳಂಬ ನೀತಿಯನ್ನು ಅನುಸರಿಸುತ್ತಿವೆ. ಇದರಿಂದಾಗಿ ಆಡಳಿತ ವರ್ಗಗಳಿಗೆ ಪ್ರಯೋಜನವಾಗುತ್ತಿದೆ. ಇವರ ನಿರ್ಲಕ್ಷ್ಯದಿಂದಾಗಿ ಮಾರಾಟ ಪ್ರತಿನಿಧಿಗಳ ಶೋಷಣೆ ದಿನ ದಿನೇ ಹೆಚ್ಚಾಗುತ್ತದೆ. ಈ ವರ್ಷದ ಮೇ ತಿಂಗಳಿನಲ್ಲಿ ಕರ್ನಾಟಕ ರಾಜ್ಯದಲ್ಲಿ ಚುನಾವಣೆ ಬರಲಿದೆ, ಈ ಚುನಾವಣೆಯಲ್ಲಿ ರೈತ, ಕಾರ್ಮಿಕ ಮತ್ತು ಜನಸಾಮಾನ್ಯರಿಗೆ ಸ್ಪಂದಿಸುವ ನೀತಿಗಳನ್ನು ರೂಪಿಸುವ ಪಕ್ಷಗಳಿಗೆ ಬೆಂಬಲ ನೀಡಬೇಕಾಗಿದೆ.

IV Overall situation existing in Pharmaceutical Industry:

4.1 Pharmaceutical industry is transforming from PSUs to private corporations, self sufficiency with indigenous technology era to dependency era and from sovereignty to importing technology which is highly concerning.

The pricing policy on medicines is worsening the common man lives as prices of medicines continuously rising. The government has failed to implement the uniform code of marketing policies, and unethical marketing continuous. The FDI in pharma is the threat for Indian companies and PSU's and this policy will leads to monopoly and medicine prices will shoot

up.

The criss cross of stocks from one district to other district and chemists chains are cause of concern and the sales promotion employees based in smaller districts are mainly sufferers of this. Knowingly the managements are silent for further exploitation.

Reporting is shifting from manual to electronic with many companies adopting mobile and iPad reporting. Latest gadgets are being used for promoting products and scientific promotion is giving way to commercial transactions demeaning the dignity of our profession. Managements' disciplinary actions based on reporting are being contested seriously. The blocking of reporting is commonly noticed to arm-twist the field workers and to achieve the targets in unethical means.

The technology which to be used for ease of life and faster communication is now miss utilised by the employers for tracking the work with GPS systems.

Though we are not against technological advancement, we definitely oppose burdening the field force with electronic devices. Lot of issues are cropping up due to unethical trade and marketing practices being adopted by companies and innocently sales promotion employees are succumbing to the evil designs. The UCPMP surveillance exists just on paper as no action is initiated against erring managements. GST on Medicines is so confusing that neither the makers nor the users have clarity on the tax structure. Net outcome is increased medical expenditure to common people.

The de-unionisation attempts in Wallace, developments in Astra, Albert David, Glenmark, Alembic, Svizera, Alkem, Meyer, Macleods, Torrent Elder, USV, IPCA, etc reflect the attitude of managements to hire & fire employees. The labour law amendments, non implementation of SPE Act, non compliance to statutory provisions of law, etc are being taken up seriously.

While authorities are restricting work in Government hospitals there is increased work in corporate hospitals and sales promotion employees are bearing the burden with trivial issues leading to increased

attacks by managements.

Against these attacks, the sales promotion employees across the country thronged the streets of Mumbai on 13th November 2017 to wage a war on the oppressive measures of Government and managements. More than 20 thousand SPEs participated in this fight. We are very happy that more than 350 SPEs from Karnataka have participated in this historic programme organised by FMRAI.

Lot of struggles are going on against 24 hour surveillance in DRL. Welfare measures are not being implemented in Alembic and leave rules in Torrent are changed unilaterally. All such issues are being contested by the respective field workers under the guidance of FMRAI.

Many companies are not following the statutory provisions and field workers not given ESIC benefits, the provident fund though deducted it is not remitted, employees compensation is denied, leave rules are denied, unilaterally deducting expenses is noticed, forcible resignations, transferring the services to far of distances out of the state, with holding the salaries are more prevailed in unorganised company and many organised companies are not exceptional in this regard.

In this hostile atmosphere where attacks have become order of the day, wage settlements are also happening in Solvay Abbott, Wyeth Pfizer, BSN, Win Medicare, etc which reflects that where there is fight, results follow.

In spite of so many challenges from employers, FMRAI has surpassed one lakh membership in 2017 and KSM&SRA has recorded highest membership which is a moment of pride for our movement across the country.

4.2 Unorganised sector of field workers: The situations of unorganised field workers are very vulnerable and these field workers are deprived of ESIC benefits, Minimum wages and without proper appointment letters. The subunits need to focus on this area of challenges and try to address them and pursue their justified demands. Appropriate actions to be taken to raise complaints at concern authorities

to demand justice.

4.3 Workshop held on 20th August and Training: com Hariharan Sriram FMRAI working committee member and com Meenakshi Sundaram State CITU General Secretary presented the details on organizational matter and the current challenges of working class and expressed displeasure over the State and Central governments pursuing, anti-labour policies

Apart for this routine training class were conducted in secretariat and SWC meetings to highlight on SPE act, Trade union Act and Gratuity act etc.

We need to train on pursuing legal cases and legal aspects of SPE'S. A separate workshop for council leadership, recognised group company field workers, fight for right group of companies, subunit leadership, unorganised group of company field workers and subunit leadership to be planned in 2018 to equip our leadership on the organisational movements, principals, functioning and other relevant aspects of our struggles.

4.4 Women field workers and SPE's in industry other than pharmaceuticals (OPT) : Many Women field workers are joining as SPE in bigger cities. These workers have to be organised as they are vulnerable to various kinds of attacks. In Bengaluru it is noted the late nights meetings and late night sales closings are cause of concern on the safety of women field workers. Our demands of increasing the maternity leave to 6 months for women SPE is with the state Government to amend the law. As per the decision of 24th State Conference of KSM&SRA separate convenor for OPT was dedicated to address the issues and consolidate the field workers. There were challenges noticed in this regard which are taken on priority to address them in 2018.

4.5 FMRAI News, companies wise Leaflets and Membership campaign Leaflets: During the year 2017 it is noticed at all subunits the best utilisation of FMRAI News, companies wise Leaflets and Membership campaign Leaflets, which has shown increase in the attendance to General Body meetings, Membership and participation in company wise struggles.

3.6 Policy related movement in the State: During 2017 on 3 different occasions the demands of KSM&SRA are given as memorandum to state and district labour authorities with press note and rally. The demands are to be aggressively followed in the year 2018.

The demands which are still pending before the labour Department are:-

1. Suitable Steps to vacate the interim Stay granted on the notification fixing the district wise working hours for the Sales Promotion Employees.
2. Effective implementation of Sales Promotion Employees (Conditions of Services) Act, 1976
3. Minimum wage of Rs 18000/- and include Sales Promotion Employees under highly skilled category.
4. To Amend Section 2(s) of the Industrial Disputes Act, 1947
5. To frame service conditions for Sales Promotion Employees.
6. To provide the Sales Promotion Employees, who are women, six months of maternity leave.

4.7 FMRAI and KSM&SRA communications: All the circulars received from FMRAI centre related to company wise and the developments were circulated among the SWC members and the concern field workers. From KSM&SRA We issued 20 circulars during 2017, which are on Secretariat meeting, SWC meeting, and workshop Minutes.

4.8 OTP related Movement: 24th State conference has noted the serious issues of OTPI field workers and a separate convenor has been nominated and invited as permanent invitee for all secretariat and SWC meetings. The initial task of mobilising Kalaburgi, Hubli and Raichur were taken. However challenges were noticed and the activities limited to Kalaburgi. The challenges were noted and all plans are made to overcome.

4.9 State Centre: As per the 24th state conference suggestions to new secretariat members for effective

functioning of State centre to carry out organizational activities. The available secretariat members at Bengaluru met at least twice in a month and sometimes more no of times for various discussions on organizational programs follow up, to send minutes, discuss on issues, membership follow up and circulars. The effective functioning has resulted in registering good membership, timely deposition of membership and effective implementation of organizational programs.

4.10 Subunits: The subunits are the fulcrum of the organization, the effective functioning of subunits show the strength of union. The organizational activities carried out at subunits bring the consolidation and togetherness among the members, the subunit activities will reinforce the confidence of members. The effective functioning of subunits not only helps in mobilization of membership but also strengthen the council movement. During this period it is noticed that almost all subunits have taken proactive steps to carry the movement forward. The effective implementation of organizational programs are the result of highest membership recorded in KSM&SRA and very good attendance to chalo Mumbai, memorandum submission to labour authorities on state related demands and effectively carried out Medicine related programs. We have 20 functional subunits and three satellite units.

4.11 Bagalkote: Greater things are done by a series of small things brought together. The unit will have little more than 100 field workers, Com vinayak Desai took the working committee members of Bagalkote into confidence and with collective functioning the unit has recorded highest membership in 2017, through butter milk serving the unit has reached hundreds of people with leaflet campaign on Medicine related issues. The unit has gained so much so confidence that they have taken the responsibility of conducting 2nd General Council Meeting. 18 comrades attended the chalo Mumbai rally and press note was given on state related demands. The unit has matched to the effective functioning and stood one among the best units of KSM&SRA.

4.12 Bengaluru: Tough times never last, but tough people do. Com Sathya poorna has been the unit secretary for more than 8 years while simultaneously

carrying the responsibly of secretariat member. The unit has always noticed challenges in functioning of working committee, and with issues noticed in Elder, Svizera, Albert David, Win Medicare and few other recognized companies the membership dropped over last 3 years, however in the year 2017 many initiatives were taken by unit leadership and the efforts of unit president com Girish has augmented the efforts of unit secretary. Mohalla meetings were organized, on 8 hours work violation memorandums were submitted to almost 28 companies at Bengaluru during sales closings and sales meetings. Hundreds of field workers appreciated the efforts and many subunits field workers were benefited with this activity. Company wise mobilization took the unit a step forward and registered more than 170 membership which is highest in last three years. Medicine related issues, membership campaign, participation to chalo Mumbai (18 comrades), Memorandum submissions on company wise issues, were few highlights on Bengaluru unit.

4.13 Belagavi: It's not what we do once in a while that shapes our lives it's what we do consistently. The unit has been consistent in the membership growth; Challenges were noticed in SWC participation and active involvement in organizational activities however in the year 2017 the unit has overcome all these challenges and ensured the organizational activities implementation effectively with good improvement in SWC participation. The participation of Belagavi unit leadership in SWC meetings has helped to boost the confidence of other units on membership. The unit is one of the best model in implementation of 8 hours work, a befitting reply was given to few managements who tried to violate 8 hours work. The collective and effective functioning make Belagavi unit as No 1 unit with highest membership in KSM&SRA. Com Vishal A N unit secretary and the working committee membership has organized one of the best SWC meetings we had in 2017. Medicine related issues, membership campaign, participation to chalo Mumbai (40 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Belagavi unit.

4.14 Bellary: Growth is painful. Change is painful. But, nothing is as painful as staying stuck where you do not belong. The unit has senior leadership and huge experience in trade union movement, the unit has registered 141 membership which is highest over 4 years but has more than 250 field workers based. Com Ravi unit secretary is one among the unit secretaries who has attended all SWC meetings and workshop. The challenges on criss cross of stocks from adjacent territories is demoralizing the members though efforts were made but effective organizational programs to be taken in this regard to consolidate the members. There were challenges in implementation of programs. 5 comrades attended the chalo Mumbai program.

4.15 Bidar: The people ask the difference between a leader and a boss. The leader leads, and the boss drives. Both stand good in their way. The unit has registered 34 membership, a team of good working committee to be formed to augment the efforts of unit secretary com Rajendra Namoshi. While it comes to program implementation the unit stands at par with other units. 12 comrades participated in chalo Mumbai, medicines related programs implemented effectively, press note was given on state related issues with memorandum submission to labour authorities. With consistent leadership the unit will overcome the challenges on membership too.

4.16 Vijayapura: No matter how long the winter, spring is sure to follow. The unit has strong activists with good council understanding, though the membership is good (130 membership) over the 3 years, however the challenges were noticed in membership as against the good programs implementation. Com somsekhar swami unit secretary and the unit leadership carry the organizational programs effectively. The parallel organizations existence has come to questioning with the effective implementation of organizational programs. 19 comrades participated in chalo Mumbai, medicines related programs implemented effectively, press note was given on state related issues with memorandum submission to labour authorities.

4.17 Davangere: I am strong and life will never get me down, the harder I fall, the higher I bounce. While majority of the units were slow on membership towards the year, Davangere unit has taken corrective

measures in improving the membership (331 membership in 2017). Though the membership has declined over 4 years, the new leadership has made a note of challenges and corrective steps were taken. The unit will definitely bounce back as strong trade union knowledge is prevailed over the years. Com Naveen and Com Girish efforts are strengthened by the working committee members and senior leadership of the unit. Medicine related issues, membership campaign, participation to chalo Mumbai (11 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Davangere unit.

4.18 Kalaburagi: Setting an example is not the main reason of influencing others; it is the only means. The unit right from the beginning made a strong influence on the program implementation and carry organizational activities and always in the forefront of KSM&SRA. The unit has registered 540 membership which is highest. The unit has organized cultural activities to involve and bring togetherness among members. The unit recognized the efforts of meritorious students and awarded them. Blood donation and health camps were conducted with the help of health care professionals.

Com Jagannath unit secretary along with the strong working committee will definitely make the KSM&SRA movement strong. Medicine related issues, membership campaign, participation to chalo Mumbai (70 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Kalaburagi unit.

4.19 Hassan: Difficulties in life do not come to destroy, but to help realize hidden potential. The unit leadership has huge potential and the unit has registered 75 membership which is highest. Com Prasad unit secretary and senior leadership in working committee will take the organization to greater heights in days to come. The unit has quickly acted on the issues of the field workers on 8 hours work and report locking. The unit has given financial support to one of field workers family who lost his life. The unit has

stretched the limits and done financial contributions for 24th Conference and chalo Mumbai. Medicine related issues, membership campaign, participation to chalo Mumbai (10 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Hassan unit.

4.20 Hubballi: Form is temporary but class is permanent. The unit has challenges in change of leadership which took time understanding the challenges. Though the unit did not cross 500 membership but effectively implemented all organizational activities. The unit registered 491 membership and main challenges were noticed in satellite unit Dharward, where the corrective steps were taken to overcome the challenges. Many issues of field workers were addressed mainly on challenges from based area managers. A perfect coordination exists between unit secretary com Newton, working committee and based secretariat member. Medicine related issues, membership campaign, participation to chalo Mumbai (26 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Hubballi unit.

4.21 Kolar: when the roots are deep, no reason to fear the wind. The unit was functioning as satellite unit in 2016. The unit leadership groomed themselves over the years and in 2017 the unit become independent unit. The unit registered 87 membership and set an example that smaller units play a vital role in organization building. The unit is strongly protecting 8 hours work. The unit secretary com Praveen along with working committee are effectively implementing the organizational programs. Medicine related issues, membership campaign, participation to chalo Mumbai (15 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Kolar unit.

4.22 Mandya: with the committed cadres there should not be any issues in membership in days to come. There were challenges noticed in working

committee functioning. With proper guidance and channelizing the efforts the unit will come back on membership. The unit registered 59 membership and all organizational activities were effectively and timely implemented. Com Ravindra with working committee has effectively implemented all programs. Medicine related issues, membership campaign, participation to chalo Mumbai (5 comrades), Memorandum submissions on company wise issues, memorandum submission on state related demands with press note were few highlights on Mandya unit.

4.23 Mangaluru: Family means no one gets left behind or forgotten. The unit has challenges, the seniors are not standing in support of union activities, unit secretary com Ganesh Prasad has not attended any of the SWC meetings. There is lot of responsibility on all SWC members to ensure the better functioning of Mangaluru unit. The programs were not implemented to its full capacity. The unit has registered 47 membership. The seniors and unit leadership to be sensitized on the importance of union activities. The council leadership needs to focus on unit strengthening and bring sense of responsibility among unit leadership. 11 comrades attended the chalo Mumbai.

4.24 Mysuru: Energy and persistence conquer all things. The unit has implemented all programs effectively and timely. The stagnation of membership (110 membership registered in 2017) bothers as the unit has more than 700 field workers. There are challenges in working committee functioning. The council leadership attention is required to pool more members towards organizational work. Com Ramesh unit secretary efforts to be appreciated inspite of challenges noticed in working committee functioning the unit managed to retain last year membership. Medicine related issues, membership campaign, participation to chalo Mumbai (9 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Mysuru unit.

4.25 Raichur: Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others. The unit is persistent in maintaining the membership. The unit

has very limited field workers mainly small to mid size companies have the operations. Like any other small units Raichur unit has the challenges of criss cross of stocks from adjacent territories. The unit has given good leadership with strong understanding on organizational struggles. The unit registered 141 membership in 2017. Com Rajsekhar unit secretary along with working committee members effectively implemented all organizational activities. Medicine related issues, membership campaign, participation to chalo Mumbai (23 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Raichur unit.

4.26 Shivamogga: Do not set limits on your unlimited potential. There are senior leadership with good cadres and committed leadership. The membership is lowest compared to last 4 years. The unit registered 133 membership in 2017. The efforts should be properly channelized for organizational activities. Com Ashok unit secretary along with working committee members has implemented all organizational activities. Medicine related issues, membership campaign, participation to chalo Mumbai (33 comrades), Memorandum submissions on company wise issues, signature campaign on Medicines related issues, memorandum submission on state related demands with press note were few highlights on Shivamogga unit.

4.27 Sirsi: Strength and growth comes through continuous efforts and struggle. The unit has registered 115 membership in 2017. The unit is growing year after year on membership. The No Card- No card is strictly implemented, because of which the adjacent bigger units based field workers have to enroll membership. Com Raghavendra unit secretary along with working committee members has implemented all organizational activities effectively. Medicine related issues, membership campaign, participation to chalo Mumbai (1 comrades), Memorandum submissions on company wise issues, memorandum submission on state related demands with press note were few highlights on Sirsi unit. The unit needs to improve the SWC meeting attendance which not only helps to handle the situations but bring common

understanding on organizational programs.

4.28 Tumukuru: YOU CAN MAKE ATMOSPHERE STERILE OR INFECTION FREE.WHAT YOU CAN ACHIEVE IS TO IMPROVE YOUR IMMUNITY. With continuous efforts over 8 months the unit has evolved to come to strong understanding that unitedly the issues can be addressed. The unit has registered 50 membership in 2017 and few of organizational programs were implemented. Like any other small unit the challenges on criss cross of stocks from adjacent territories is demoralizing the members though efforts were made but effective organizational programs to be taken in this regard to consolidate the members. Com Harish unit secretary with continuous efforts, is trying to bring common understanding among working committee members. 5 comrades attended the chalo Mumbai.

4.29 Udupi: A person who feels appreciated will always do more than what is expected. The unit has registered 59 membership which is highest over 3 years. Com shrinath unit secretary along with the working committee members, majority of the organizational programs were implemented. Medicine related issues, membership campaign, participation to chalo Mumbai (4 comrades), Memorandum submissions on company wise issues, memorandum submission on state related demands with press note were few highlights on Udupi unit. The unit needs to improve the SWC meeting attendance which not only helps to handle the situations but brings common understanding on organizational programs.

4.30 Gadag: If you can find a path with no obstacles, it probably does not lead anywhere. There were challenges on common understanding about organization and its activities. The unit secretary Com yunus, com prasanna along with working committee members implemented the organizational programs very effectively. Frequent meetings were conducted to note the challenges of members and leadership made continuous efforts to address them. The Gadag is one among those subunits where No Card No Call is implemented effectively. The unit has facilitated the seniors Doctors for the service they have rendered to health care. Medicine related issues, membership campaign, participation to chalo Mumbai (19 comrades), Memorandum submissions on company

wise issues, memorandum submission on state related demands with press note were few highlights on Gadag unit.

We need to appreciate the efforts made by unit leadership of Kalaburagi and Shivamogga for inviting ESIC authorities to bring awareness on benefits of ESIC and clarifying the field workers doubts on the ESIC. Sirsi unit has distributed the fruits to orphans at local unit. Blood donation camps at Mandya and Kalaburagi and Medical Camps at Udupi and Gadag have added feather in the cap of KSM & SRA. International Women's day was celebrated at Mysuru, Hubballi, Bengaluru and Belgaum and same is reported in FMRAI News. The IMA kolar is kind enough to allow our unit monthly meetings to regularly conduct in IMA Hall, we need to appreciate the kolar unit the way relations are developed with local health professionals. The majority of the unit have celebrated the independence day and Republic day involving Doctors at some units.

4.31 Issues: The legal issues which are presented in 24th state conference on 8 hours work, Indoco, Lupin, and Shreya are continuously pursued.

There were issues noted in Jeevecam life sciences, Agio Pharma, India Bulls, Dr John's Pharma, Wanbury, Albert David, Notus, violation of 8 hours work in Belagavi, Hassan, Kolar and RPG life sciences which were mainly on transfer, non payment of wages, forcible resignation and report blocking. Timely guidance was given and majority of the issues were resolved. RPG issue conciliation is failed and labour department has assured that the report will be sent to Government. It was noticed that in Man Kind consumer Division the field workers were made to work beyond 8 hours and with the unit and state leadership based at Kalaburagi talking to concern managers has resolved the issue.

4.32 Secretariat: There are 12 Secretariat Member and OTPI Coordinator. As per our bylaw 6 secretariat meetings were conducted in 2017. There were many proposal discussed in the secretariat meeting which were placed in SWC for their approval. Majority of the proposals placed in SWC were approved. The Secretariat has received the full support of SWC in organizational programs implementation. Though there were disagreements on few proposals placed the

majority secretariat opinion, strong organizational understanding of the secretariat members, guidance of FMRAI were kept in the interest and altered the proposals to suite the movement. However on majority of the proposals there was unanimity. This

is clear democratic functioning which was noticed in 2017.

Secretariat meetings conducted -3RD MARCH, 26th March, 11TH JUNE, 19TH AUG Saturday, 15th OCT, 10th DEC of 2017.

4.33 Units in charge secretariat members for 2017. Secretariat and SWC meetings attendance.

Name	Unit Incharge for 2017	Attendance for secretariat meetings	Attendance for SWC meetings
Com L M Peshwa	Mysuru, Mandya.	4/6	3/4
Com Sanjeev Deshpande	Vijayapura	5/6	4/4
Com Chandra Kumar	Bellary and Tumukuru	6/6	4/4
Com H J Suresh	Hassan	6/6	4/4
Com Anandraju	Davangere (Ranebennur)	6/6	3/4
Com Sathya Poorna	Bangalore and Kolor	5/6	3/4
Com Anand	Kalaburagi, Bidar	5/6	4/4
Com Gururaj desai	Raichur, Bagalkote	6/6	4/4
Com C B Kulkarni	Shivamogga	5/6	4/4
Com Jay Ganesh	Mangaluru, Udupi	6/6	3/4
Com Praveen kumar	Hubli, Gadag and Sirsi	6/6	4/4
Com Ojas Patravali	Belagavi Gokak and Athani.	1/6	4/4
Com Narahari coordinator	OTPI Incharge to focus on Kalaburagi, Hubli and Davangere.	4/6	3/4

4.34 In charge for respective work allocated to secretariat members during 2017.

- 1) Legal Committee- Com L M Peshwa, Com H J Suresh and Com Chandra Kumar
- 2) Issues- The subunit will send the issues to General Secretary and the state center will discuss the issues and give the direction.
- 3) Council subcommittee- Com Jaya Ganesh and Com Gururaj Desai
- 4) Membership- Com H J Suresh and Com Chandra Kumar
- 5) Minutes- Com Jaya Ganesh, Com Anand and Com Anandraju

- 6) OTPI- Com Narahari and Bheem Rao
- 7) Labour Department and Legal Follow up at State Centre- All secretariat members based at Bangalore to coordinate among to do the job and update to president.
- 8) FMRAI and KSM&SRA Circulars and other Communications- State Centre (All Bangalore based secretariat members) to update to president.
- 9) FMRAI News Reporter- Com Sathya poorna.
- 10) CITU sandesha: com H J Suresh.

For effective functioning it was decided that Decentralisation of work and delegation of

responsibility to be done and in this regard the above committees were formed. While the majority of the work has been carried out, there were challenges noticed and corrective steps to be taken in 2018 for effective functioning. There needs to be proper coordination and the leadership needs to work to gain more trade union knowledge to lead the committees and channelize the efforts.

3.35 State working committee: There are 20 functional subunits and 3 satellite units. All 20 unit secretaries, 12 secretariat members and OTPI Coordinator are part of State working committee. As per the bylaw 4 SWC meetings were conducted in 2017.

The proposals placed by the secretariat meeting were thoroughly discussed in the meetings and approved.

3.36 Attendance for SWC meeting :

Unit Name	Name of the unit secretary	Attendance	Unit Name	Name of the unit secretary	Attendance
Bagalkote	Com. Vinayak R Desai	4/4	Mandya	Com.Ravindra N	4/4
Bellary	Com.R Ravi Kumar	4/4	Mangaluru	Com Ganesh Prasad B K,	0/4
Belagavi	Com. Vishal Anand Nagannavar	3/4	Mysuru	Com. C Ramesh	3/4
Bengaluru	Com. A.S.SathyaPoorna	4/4	Raichur	Com. Rajashekhar	4/4
Bidar	Com. RajendraNamoshi	1/4	Shivamogga	Com.Ashok S G	2/4
Davangere	Com.Naveenkumar J. Moolimath	3/4	Sirsi	Com Raghavendra S Shetty	0/4
Gadag	Com. Yunusahmad. A. Takked	4/4	Tumukuru	Com. B. Harishkumar	3/4
Hassan	Com.Prasad H J	3/4	Udupi	Com. Shrinath	1/4
Hubballi	Com. Newton Shankar Yavagal	3/4	Vijayapura	Com. Somashekar swami	3/4
Kalaburagi	Com.Jagannath A kamanchi	4/4	Kolar	Com.Praveen kumar	2/4

3.37 Activity Report:

- The medicine related signature campaign is completed at all secretariat members based subunits expect in Bangalore.
- Young convention which was planned at subunits could not be initiated, which needs to be taken as priority in 2018.
- As per the call given by FMRAI in regard to 8th August National tripartite meeting, the relevant documents were given to labour commissioner. There was no representation from Karnataka state Labour Department for this meeting.
- Memorandum Submission to labour department on state related issues is due at few of the subunits and it needs to be completed at the earliest.
- In Alembic at 14 subunits complaint at labour department on violation of SPE ACT is filed. There were challenges in follow up.
- To pursue the state related demands it is decided to conduct extensive programs with memorandum submissions to Hon'ble PM, Karnataka CM and central and state labour ministers. It is decided to meet elected MLA and MP'S to appraise the challenges of SPE's. Chalo Bengaluru is planned in May with more than 1000 SPE's .
- It is decided to lodge complaint at labour department on violation of SPE ACT in Indoco at Kolar, Shivamogga and Mandya. The same could not be implemented.
- In Alkem the complaint at labour department on violation of SPE ACT is done only at Davangere

unit and rest of the units the convenor needs to follow up.

9. All FMRAI and KSM&SRA circulars were communicated in time. As per the plan the circulars were to be sent to, two others members in the working committee of subunits. This was not effectively taken up.
10. All subunits have given details for Souvenir because of challenges of follow up and printer the souvenir printing got delayed and finally it was circulated among all
11. Secretariat meetings conducted -3RD MARCH, 26th March, 11TH JUNE, 19TH AUG Saturday, 15th OCT, 10th DEC.
12. During this period it is noted the consolidation of Himalaya field workers.
13. The takeover of strides by Earis has put few field workers in hardships and with the organization intervention it is resolved.
14. SWC meetings conducted - 9th April, 23RD JULY, 17TH SEP, and 10th Dec.
15. SWC, secretariat meeting to be held at Bengaluru because of better connectivity unless strong need is there to conduct at other units. The last secretariat and SWC meetings planned at Belagavi as per the suggestions of SWC.
16. Building at Bangalore: It is proposed to enhance the lease amount by another 2 lakhs and extend the lease period with details of electrical bill and EC provided by owner. The lease period could not be extended as challenges were noticed to meet the building owner.
17. Laptop for organizational work: It has become important to have laptop and a printer for organizational work and subunits and councils can contribute along with the state fund towards this. The same could not follow up with subunits and councils for fund mobilization.
18. Council and membership committee meeting at Delhi from 21st to 23rd April. There was no representation from KSM&SRA.
19. Zonal committee meeting at Chennai on 16th April: General Secretary attended this meeting and the discussions were circulated among all SWC members.
20. Files and pouch to all SWC members were given to maintain the circulars, program details and study material.
21. 13th Nov 2017 chalo Mumbai Rally: Excellent follow up noticed by SWC members, 354 comrades attended the Mumbai rally and from all 20 subunits there was representation. Kalaburagi stands highest followed by Belagavi unit in terms of attendance.
22. It is worth to note the struggles in Meyer, Svizera, Alembic, Alkem, Glenmark and Macleods the way the field workers have consolidated as per the call of concern councils and FMRAI and participated in Mass casual leaves, strikes, Memorandums submissions and demonstrations inspite of threats from the managements. We need to appreciate the field workers for their struggles to achieve justified demands.
23. General council meeting for 2018 is decided at Bagalkote on 10th and 11th March, 2018.
24. Work shop involving FMRAI and CITU leaders in the month of Aug 20th 2017 was very successful and all SWC members appreciated the workshop, the contents and Speakers.
25. May Day celebrations and program plan was successfully implemented at majority of the subunits and the subunits participated in CITU organized rallies.
26. Women's day celebrated at Hubli, Myosre, Bengaluru and Belagavi and wishes were sent by message.
27. The annual returns were submitted to registrar

- of trade union at Mysuru by Com L M Peshwa and the copies were given to com Treasurer.
28. Com H J Suresh and Com Gururaj Desai have attended APMSRU Golden Jubilee and TMSRU conference in the month of March, 2017.
 29. The inspection by central labour department was successfully completed.
 30. Memorandums were submitted in Wallace, Alembic, Glenmark, Ozone, J&J, Ricoh, USV, Dey's, Meyer, Macleods, BE, Bharat Serum and where ever FMRAI has given call.
 31. 8 hours work violation and SPE act violation memorandums were to Alkem, Ozone, Hetero, Macleods, Svizera, USV, Lupin, Zydus, German Remides, Indoco, Intas, ICPA, Wallace, Meyer, Ajantha Pharma, Torrent, Alembic, Unichem, and Glenmark managements at Bangalore.
 32. The state treasurer has placed all the accounts in time in SWC for Approval.
 33. The task of Subunit treasurers meeting to be conducted twice in a year preferably in the month of June and October has not been initiated.
 34. Subsistence of Rs 2000/- continuous to com L M Peshwa.
 35. The task was taken to transfer bank accounts to current leadership at all subunits. Few subunits have not completed the task.
 36. FMRAI, CITU Levy paid as per the requirement. Working class and CITU sandesha and FMRAI news publications address list was updated. The CITU affiliation paid for the year 2016 for 2968 members. There were initial challenges in this regard; however the corrective measures were taken.
 37. To give priority to all organizational work a standard agenda was followed to have complete focus. This has helped to discuss all the points in time.

38. Development fund account opened in Bank of India as per the decision.
39. State centre meetings were conducted regularly and the minutes of the same are informed to all SWC members through message.

V. COUNCIL AND COUNCIL RELATED MOVEMENT

Cuttack GCM of FMRAI directed all field workers of organized companies to undertake intensified struggle to protect, revive, and restore the rights of the sales promotion employees, achieved through their long drawn struggle.

As noted in the General Council meeting, 2018 at Hyderabad, the attack on council movement increased many folds during the year 2017. Employers are taking more aggressive position against our council movement. Bargaining rights of the field workers are being marginalized or reducing day by day. Taking advantage of the neo-liberal economic policies pursued by the Central and State Governments and lack of proper supervision by the authorities on the implementation of labour laws, managements are rapidly advancing to finish unionization.

Council movement continues to be lifeline of our organization, thro. Which we can establish the Trade Union, Legal and Collective Bargaining rights of the fld. Workers with employers. Councils will fight to achieve 5 cardinal points and also to achieve, advance and defend rights of the fld. Workers. On the basis of formation of councils in 8 states, spread over 3 Zones in all India operational companies, Majority of the fld. Workers in all India operating companies should get mobilized and join in council movement at their respective states. Because of council movement established union recognition, periodical wage settlement signing, constituted Grievance Committees for the redress the issues of the fld. Workers, and even resolved victimisations in various companies.

Due to neo-liberal economic policies, followed by central government ,existing structures based on laws are continuously getting violated or abolish the existing labour laws in the name of labour reforms

. Even popular movement of FMRAI'S council movement came under serious threat and attack ,creation of divisions ,allurement in the name of different nomenclature and threats by the management to abolish existing trade union rights. Independent council movement proved to be insufficient to face these challenges and can't fight out this collective attack on the industry,employers&government. This situation has to be fought unitedly thro "COUNCIL SUBCOMMITTEE",Where united forum of councils will fight against these onslaughts.

Taking advantage of the neo-liberal economic policies pursued by the central and state governments and lack of proper supervision by the authorities on the implementation of labour laws, managements are rapidly advancing to finish unionization. During this period, we have witnessed the following i.e. non-recognition of union, collective bargaining rights, violation of laws by Pharma Companies, no recruitment in organized category, no grievance redressal forum, no wage structure as per law, threat of job loss due to mergers/ acquisition/ brand selling, increased work load and sales pressure and introduction of newer working conditions like e-detailing systems.

To fight against all these things, Council sub-committee and councils as an organization will continue to fight to achieve advance and defend rights.

Therefore, we are placing the initiatives taken in 2017, to face challenges, further council consolidation, movemental advancements and our future plans for the discussion of this General Council to finalise the direction for the year 2018.

During the period under review witnessed the following challenges:

- Non-recognition of union and collective bargaining rights by several employers, in violation of laws of the land.
- Allurements and threats by the managements for deserting trade union.
- Deviations from bilateral agreements & Understandings and introduction of

newer working systems unilaterally by the managements

- Contractions of the councils due to the creation of divisions or appointing under the nomenclature of "officer/Manager". The number of Sales promotion employees with bargaining rights is being marginalized.
- No recruitment in organized section/ category having bargaining rights.
- No Grievance redressal forum for all; No wage structure as per law.
- Threat of Job loss or losing trade union rights due to Merger; Acquisition; Brand selling.
- Increased workload & sales pressure on the SPEs for achievement of targets, and following illegal trading practices or thro unfair marketing of products.
- Introduction of newer e-reporting and e-detailing systems, thereby increasing threat of surveillance, illegal tracking for adopting punitive measures etc.

Task: The Council subcommittee will lead the struggles against the attempts of de-unionization; against violation of labour laws against imposition of illegal newer work system (Newer attack) and work load in absence of statutory working rules. Councils as an organisation will continue to fight for the achievement of 5 cardinal points, periodical improvement of service / working conditions against making 'sales' as part of service conditions and to protect the achieved rights of the field workers.

COUNCIL SUB-COMMITTEE

Council sub-committee is a movemental platform of All India Organized Councils of 45 Companies All India Council formed under FMRAI. Council independently cannot resist the attacks in present situation. Hence, council sub-committee is to advance and intensify the council and related movements even through the state network.

Strengthening Council sub-committee networking is the only alternative for advancing council movement... This needs to have a proper introspection, as we are trying to have a vibrant united platform of councils which will collectively face the present challenges of council movement. Out of total 346 subunits in 275 subunits council subcommittee has been formed, but number of functional sub unit council subcommittee is 245". The All India Council Committees of 44 councils have been given the responsibility of ensuring the participation of their members through their networking and regular monitoring of the same.

Movemental Approach (group wise) & Task:

1. Movement for Expansion & Advancement:

1) Albert David 2) Biochem 3) BSN 4) Dey's 5) Franco Indian 6) GRL 7) Johnson & Johnson 8) Khandelwal 9) Lupin 10) Ranbaxy renamed as Sun Pharma (IL) 11) Stadmed 12) TTK 13) Wallace 14) Win-Medicare, 15) AFD.

In this group, recognition of trade union and bilateral relation was established long back. Out of 15 companies FMRAI is the union for all sales promotion employees only in 7 companies i.e. Albert David, Dey's, Khandelwal, Stadmed, Win-Medicare, AFD and Franco Indian. In all other remaining 8 companies, we are having recognition for a section of the field workers or division. No further advancement could be done, in advancing movement for other sections or divisions those who are out of the purview of UNION, excepting Franco Indian. During the period further attack has been initiated in some companies, management is trying to marginalize the union either by shifting to workers to non bargainable division or changing their nomenclature. Majority field workers are either not organized in councils or working in non-bargainable category, management is keeping them outside the purview of union. Hence, union is for minority section of organized field workers and FMRAI as a whole got marginalized.

Main focus of Movement round the year was "Expand the council and bargaining right for all". Unionized field workers of this group have to initiate movements

fulfilling the basics of council movement and to undertake the task of expansion of councils. The main objective is to achieve the recognition of union and rights for all sales promotion employees by bringing them under the coverage of charter of demands. Although, some initiative has been taken by the councils like GRL; Biochem and Wallace in regards to expansion of councils. So far, we could not advance much in this area.

As was expected further attack has been initiated during this period. We had to face the challenges from Sun Pharma after the acquisition of Ranbaxy and also undertaken legal recourse in AFD where bilateralism was re-achieved. During this period Lupin has further reduced the number of M.R bypassing the understanding and increased the number in non-bargainable categories. Johnson & Johnson also followed the same path by creating the post of ADM to replace MSR. In Wallace, the field workers are valiantly struggling against victimisation, forgoing monetary gains. The management has also dismantled the bilateral relation.

Task: Planned time-bound programme of Movement for Expansion has to be carried out. Recognition in separate or same council for the SPE's differently designated or in working in other divisions; Movement is to be generated for the achievement of Rights for all and to bring them under the coverage of charter of demands.

As we are having the recognition for all field workers in the companies like Albert David; Stadmed; Dey's; Khandelwal; Franco Indian, therefore task remains for further advancement of service conditions and compliance to the naturally agreed understanding by the SPEs.

2. Movement in defense (Trade Union) & Advancement:

1) AstraZeneca, 2) Biological E, 3) Wyeth-Pfizer, 4) Abbott Health Care, 5) Abbott India, 6) USV, 7) RPG, 8) Geno and 9) Svizera.

In this group recognition of union was achieved. But either management derecognized the union bypassing

the laws or recruited large number of workers in non-bargainable categories thereby marginalizing the bargaining category of field workers. Although in Astra, Wyeth, Abbott settlements are being signed for a minority section of field workers but our organization is affected due to restructuring policies of the company. Union exists only for minority section due to legal obligations. Majority field workers recruited in non-bargainable category to abolish the trade union & the rights of the field workers. Management is refusing the legal; trade union and collective bargaining rights of the field workers in the nonbargainable category. Various legal and agitational programmes are being implemented to protect the rights. In B.E legal development took place, judgment came in our favour and declared FMRAI as a union for all Sale Promotion Employees but management continued their policy by procuring stay orders, which will be challenged in higher court for final verdict to address this industrial attack of 3 burning problems. USV also followed the same path and are being challenged legally. In AstraZeneca the union is affected to a great extent by marginalise through the recruitment policy and by creating divisions. Geno and Svizerahasderecognised FMRAI bypassing the laws of the land. In Abbott Healthcare and Abbott India FMRAI as a union exist only in Aakar-Anant& Solvay component for approx. 32+37 = 69 field workers, who are covered under FMRAI wage settlement. Wage settlements are being signed in Abbott Health Care with different employee's unions i.e. BMIEU and RAEU for 26 SPE's & with NEU for 62 SPE's in total for 88 field workers. Similarly, in Abbott India settlements are being signed with AEU for 190 field workers. No initiative taken so far to establish FMRAI as a union in any other divisions. Vast section of around 8500 field workers remained unorganized in totality. Initiative has been taken to have a common platform and understanding. No advancement so far observed.

Task: Expand the councils by organizing all other categories field workers by enrolling their membership and common movement to be generated from outside and council to be strengthened from inside.

Movement for advancement: 1) Macleods; 2) Himalaya; 3) Bharat Serums.

In this group after continuous persuasion and struggle in the three companies councils achieved a forum for bilateral discussion in the form of grievance committee. Some advancement noticed in Bharat Serum during the period, in Macleods council movement is in its peak and in Himalaya bilateral discussion are being held during the period.

Task: movements to be carried out for advancement for bilateral wage negotiation in all three companies.

Movement for achieving Right:

1) Alkem, 2) Alembic, 3) ICPA, 4) IPCA, 5) Indoco, 6) Intas, 7) Micro, 8) Hetero, 9) Ind-Swift, 10) KAPL, 11) Meyer Organics, 12) JBCPL, 13) Torrent and 14) Cadila Healthcare.

Out of the 14 companies of this group council movements are being carried out in majority companies to achieve the legal, trade union, bargaining rights of the field workers. Movemental programmes are being taken in a periodical manner both by legal persuasion and industrial action. Some development noticed in Meyer Organics. Some formal or informal way, discussions are taking place with the management In Intas; Micro and Hetero there is no development in the area of achieving right of the field workers. In Cadila Health Care the management is discussing with some of the leading functionaries including all India convener, signing minutes and addressing the day to day problems of the field workers.

Task: Intensive struggle to be carried out for recognition of trade union and settlement of Charter of Demands.

3. Movement for Restoration: 1) Elder; 2) Organon-Fulford-MSD; 3) CFL-Oaknet.

In this group, council movement halted and councils became nonexistence due to police changes, merger, acquisition, brand selling. Field workers became victim of the situation especially in Elder. This situation needs to be challenged to have its logical conclusion, which will have a glaring consequential effect on workers and the industry. Movements should be generated from outside to reorganize the

council unity in MSD; CFL-Oaknet, by council subcommittee and in Elder demanding job in Torrent and strong legal follow-up on the pending cases. We have initiated the process of rebuilding the council in CFL-Oaknet some movemental programme were also taken. In Elder, legal persuasion is going on including the movement in Torrent demanding the Job for rest of the elder field workers.

Task: Main focus of movement round the year should be: On violation law; Strong Legal persuasions and Demonstrations before the company's establishments.

New Initiative Group: There were some companies in this list for last couple of years but no development took place, hence the list needs updation with some inclusion from other all India companies. We have identified a set of companies for taking new initiative for the formation of all India council. As discussed in All India Council subcommittee meeting, during the period we have taken the suggestions from the states regarding the probable companies to update the list for freshly identifying the companies where new initiative will be taken to form all India council. The final list is given below for New Initiative group of companies. Efforts were made to form more and more all India councils to strengthen the united platform and advance the council movement.

New Initiative Group (16): Glenmark; Dr. Reddy's; Ozone; Pharmed; Shreya; Merck; Sun Pharma (IL) Others; Emcure; British Biological; JuggatPharma; Shine Pharmaceuticals; Modi-Mundi Pharmaceuticals; DWD Pharmaceuticals; Systopic Laboratories; Commed Chemicals and Biocon.

Medley formed all India Council therefore they have joined in the group of Movement for achieving Right along with the 45 group of companies. Glenmark; Dr. Reddy's, Ozone; Pharmed this four companies formed councils in many states as per the requirement for the formation of All India Council. We have planned activist for sending into different states during the year to form councils. We have to strength the councils of these companies during the year 2018. We have added Shine Pharmaceuticals; Biocon; Commed Chemicals; Modi-Mundi Pharmaceuticals; Systopic Laboratories;

DWD Pharmaceuticals as they are having councils in 3-5 states presently.

No significant development in FDC, Wockhardt noticed during the period. States are to take initiative for enrolling their membership and later to explore the possibility of forming councils. In Wockhardt activist meeting were called during the period and demonstration were organised before the Head Office Mumbai on 13th November, 2017 by the council subcommittee members of different states.

In Strassenburg, although bargaining right is established but field workers are not organized in councils. Existence of council remains still only in 3 states of one zone. Further attempts are being made to form councils in TMSRU; UPMSRA. This is a cause of concern and need to be addressed.

Employees Unions: In Aventis (HAIRC), East India, Abbott (NEU, RAEU, BMIEU, and AEU) and in few other companies, where settlements are being signed through employees unions, through which many of our members are benefitted. We have to also discuss in future how to integrate them in the council movement by forming councils in the respective states/All India.

Movemental programmes during the period 2017:

Industrial Action: In 23 companies throughout the year, one or more number of agitational programmes has been conducted. This is the highest number of companies periodical agitational programmes have been conducted in a single year by the councils and council subcommittee as compared to earlier years. The companies are Alembic; Alkem; AstraZeneca; Biological E.; CFL-Oaknet; Dr. Reddy's, Elder; Glenmark, Geno; ICPA; Indoco; Johnson & Johnson; KAPL; Macleods; Meyer Organics; Ozone; Pharmed Sun Pharma (SPIL); Svizera; Torrent; USV & Wallace. There is an upsurge in the movement of even in the companies like Ozone and Glenmark. We congratulate all state council subcommittee for carrying out this

movemental task in the year of 2017.

Settlements Signed: During the period wage settlements were signed in Abbott, BSN Khandelwal, Pfizer, and Emcee. Apart from this some settlements were also signed in zones.

Observation: During last few years we have elaborately discussed to improve upon the structure at all levels;

In another area of council organisation, although the membership became the permanent agenda in council meetings at all level, we are yet to reach many of the workers and they remained out of the organisation. The agenda of enrolment of new membership, expansion of council or renewal of 90% membership within March or forming Sub unit level councils in those companies where field workers are more in number, formation of newer councils, is aiming towards the objective of "REACH TO UNREACHED".

STRUCTURE

AICC (All India Council Committee)

Company wise

All India Sub-Committee (All India Council of 45 Companies)

AIC (All India Convenors)

Council Sub-Committee

State Convenors

State Council Committee

Level Sub-Committee

(State convenors and Jt. Conv.)

Coordination between council committees and council sub-committees is the urgent need to strengthen the platform.

Performance Enhancement Programme (PEP) or Performance Improvement Programmes (PIP): This is one of the newer attacks on the field workers who are called for meetings based on their achievement of sales objective. Meetings are convened at the head office where the workers are subjected to severe harassment and humiliation with objective of extracting resignation from them. On failing to extract resignation the managerial personnel threaten the workers of termination and other severe consequences. Generally undertakings are procured from the sales promotion employees under duress. This meeting should discuss on this newer form of attack to resist such unwarranted harassment of the

workers.

Approach paper on Council and Council Related Movements :

Council sub-committee meeting has been called in the month of May, 2017, 22 comrades participated and elected core committee. Lacuna has been noticed in functioning of core committee. Due to various challenges second sub-committee council has not been called. Council Meeting of following Companies has been called and we have noticed absence of majority field workers. So accordingly, in future separate council meetings will be called and ascertain the weakness existing in the councils and task will be taken to strengthen the particular council. This year planning to call a state council sub-committee in the month of May and October, 2018.

During this period various demonstrations and memorandum submissions done in Alkem, Alembic, Wallace and Mcleods.

Complaint Petitions against ALKEM, ALEMBIC, USV also raised before the Labour Commissioner. It has been noticed all the units have not taken up properly, follow up should be taken up by unit level sub-committee.

Present position of councils in the state of Karnataka as follows

ALBERT DAVID, AFD, ALEMBIC, ALKEM, BIOCHEM, BE, BSN, DEYS, FRANCO

INDIAN, GLENMARK, INDOCO, JOHNSON & JOHNSON, KHANDELWAL, LUPIN, MCLEODS, MEYER ORGANICS, RANBAXY (SUN), SWIZERA, TTK, USV, WALLACE, WIN MEDICARE.

In the above councils, weakness still exists. Apart from Franco Indian, Wallace, we have noticed that Bangalore field workers do not participate in council and council related activities. Moreover, we have planned in Bangalore above council field workers meeting every month for consolidation, still not much advancement has been noticed.

Activists should be identified in All India 45 Companies and called for Activist Meeting before June, 2018 for the formation of new councils.

A council committee of above existing councils should be called before June 2018 for strengthening of their councils and expansion of councils in their respective companies.

Earlier nine units were having council sub-committee but not functioning properly and it reduced to 3 units namely Vijayapura, Kalaburagi and Belagavi. Other units council sub-committee formation should be completed before June, 2018.

Unit level councils of following companies should be called

ALKEM, ALEMBIC, INDOCO, INTAS, HETERO, MICRO, MEYER ORGANICS, ZYDUS CADILA.

This year as per membership position following councils will be called:

GENO, BHARAT SERUM, SHREYA, COMED

During this period, the leadership of Bangalore mobilized many companies field workers working in Alkem, Alembic, Mcleods, Albert David, Lupin, Zydus, USV, etc., at the time of sales meetings. Because of that membership has gone up in Bangalore but we could not see much advancement in mobilizing of councils.

We sincerely hope that, in the coming year above suggestions will be followed with the help of General Council Members to strengthen the existing and formation of new councils at par with Zonal/ All India Councils. Your valuable suggestions in this regard are welcomed to strengthen the councils and council sub-committee platform of KSM&SRA.

VI. Membership:

6.1 Hundreds of messages were sent to follow up on membership. The incharge secretariat members have moved to subunits for membership follow up. Periodic Membership campaigns were conducted. FMRAI news was utilized at all membership campaigns. Company wise leaflets were distributed among the field workers. Majority of the units have completed the membership task in 2017.

Belegavi and Kalaburgi sub-units for the second successive year crossed 500 membership. Gadag, Sirsi, Tumukuru, Raichur, Hassan & Belagavi sub-units full filled the task of membership in respect to the numbers. In maiden appearance as an independent unit Kolar registered 87 membership. We are having 24 women field workers membership and 25 OTP membership for year 2017. The State membership sub-committee has been formed. In the year 2018 in all the 20 sub-units of KSM&SRA we have to form the membership sub-committee. We are having more than 13,000 Sales promotion employees in our state. It will be an opportunity for us to increase the membership in the coming years. For the year 2018 the membership sub-committee has identified the following sub-units for membership mobilization. (1) Bidar (2) Vijayapura (3) Bellary (4) Davanagere (5) Shivamogga (6) Bengaluru (7) Mysuru & (8) Mangaluru. For the year 2018 we have taken the membership task of 4300. The membership subcommittee is planning to have treasurer's meet in four places. On behalf of the State working committee we congratulate the leaders & members of KSM&SRA for registering 3401 membership. With the efforts visible we may cross our membership 4000 in 2018

Name of the subunit	2014	2015	2016	Highest membership recorded/year	Objective for 2017	Membership Achieved by sub units for the year 2017	Objective for 2018
Bagalkot	0	17	58	58 (2016)	100	70	75
Bengaluru	170	129	121	212(2013)	200	170	250
Belagavi	480	475	536	536(2016)	550	551	575
Bellary	140	87	112	194(2011)	150	141	175
Bidar	50	32	20	90(2010)	100	34	75
Vijayapura	52	72	95	250(2012)	150	130	250
Davangere	388	480	380	480(2015)	500	331	500
Kalaburagi	320	339	513	513(2016)	550	540	550
Hassan	19	66	15	66(2013)	75	75	100
Hubballi	426	519	524	524(2016)	550	491	525
Mandya	112	50	48	124(2013)	100	59	100
Mangaluru	100	31	31	113(2001)	100	47	100
Mysuru	106	114	110	225(2013)	200	110	150
Raichur	141	135	128	150(2013)	140	141	150
Shivamogga	141	173	136	206(2013)	200	133	250
Sirsi	37	50	110	110(2016)	100	115	125
Tumukuru	0	25	--	103(2008)	50	50	100
Udupi	47	56	26	92(2011)	80	59	75
Gadag	7	40	5	40(2015)	50	67	75
Kolar	-	-	-	-	100	87	100
Total	2736	2890	2968	-	4045	3401	4300

6.2 Opportunism and Parasitism: Opportunism is the conscious policy and practice of taking advantage of circumstances – with little regards or no regards for principles. Opportunist actions are expedient actions guided primarily by self-interested motives. We have committed cadres and leaders to carry the fight of class struggles; however some members take opportunistic and parasitic approach to mislead the members, be with the union but work for management ill designs. Involve in unethical practices and mobilize others to involve. Such kind of members need to be identified and warned for immediate corrections and if required such people to be exposed. Recognized company field workers and council company field workers have higher responsibility to carry organizational agenda.

6.3 Office Buildings of our organization: we have our offices at Bellary, Belagavi, Kalaburgi, Huballi, Mysuru and Shimogga. Apart from the above own offices, we have offices which are on lease at Bengaluru and Davangere. The Bengaluru building is being utilized as our state office. The Bengaluru office is due for lease renewal. To have proper records and changing leadership challenges it is decided in majority of the state working committees meetings that all the subunits having our own buildings and building which are taken for lease and rents the state needs to have a proper locker and maintain the document. We also have our open sites at Vijapur and Davangere.

6.4 Conclusions: In this report the developments of last year 2017, our understanding about those developments and the participation in various programmes have been dealt in a precise manner. As per the call of FMRAI and KSM&SRA to intensify the struggles on policy level demands of SPE's and launch intensive campaign on medicine related issues. The organization took up the task with priority and various programmes as described in the report were successfully implemented. The campaign on medicine related issues also got wide spread press coverage from leading media houses.

Unification of workers to expand movement for trade union rights in more number of companies, and ensure implementation of laws by the employers particularly letter of appointment, leave facilities as per SPE Act. The demands of equal wages for equal work linked with seniority, guarantying the benefits with regard to payment of Bonus as per amendment of the Act, PF, ESIC facilities, May day as holiday, six months maternity leave for Women, late night sales closings, late night sales meetings, challenge of entry hospital work, criss cross of stocks, unethical practice, to vacate the stay on 8 hours and minimum wages Rs18000/- are to be pursued vigorously.

Organizationally we have advanced but we need to advance further in terms of membership particularly in top companies and multi division companies. A specific responsibility to be taken at company wise councils and council sub committees at all subunits to advance in membership. Focus is needed by every subunit for enrolling SPE's of other industries and women workers.

Regular functioning of general body meetings and working committee meetings at sub unit level and reaching to the members on a regular basis will ensure better implementation of the agitational programmes uniformly across the state. The general council meeting gives a clarion call to all layers of the organization for resisting the attacks through united protest. All general council members to carry forward this call to the Sales Promotion Employees across the state on a continuous basis throughout the year 2018. Let us pledge to work with dignity and remain committed to the cause of the field workers and to the united struggle of the working class.

Comradely yours
B Chandra Kumar
General Secretary
KSM & SRA

Long live workers unity
Long live KSM&SRA
Long live FMRAI
Long live CITU

ಕರ್ನಾಟಕ ರಾಜ್ಯ ಔಷಧ ಮತ್ತು ಮಾರಾಟ ಪ್ರತಿನಿಧಿಗಳ ಸಂಘ
2ನೇ ಸಾಮಾನ್ಯ ಸಲಹಾ ಮಂಡಳಿಯ ಸಭೆ

10 ಮತ್ತು 11ನೇ ಮಾರ್ಚ್ 2018 ಬಾಗಲಕೋಟೆ

ಆಯೋಗದ ಕಾಗದ
'ನವ್ಯ ರೂಪದ ಅತಿಕ್ರಮಣ'

KSM & SRA 24ನೇ ಸಮ್ಮೇಳನವು ಹಾಗೂ ಹೈದರಾಬಾದಿನಲ್ಲಿ ನಡೆದ FMRAIನ ಸಾಮಾನ್ಯ ಸಲಹಾ ಮಂಡಳಿಯ ಸಭೆಯಲ್ಲಿ ಗಂಭೀರವಾಗಿ ವಿಶ್ಲೇಷಿಸಿದ ವಿಚಾರವೇನೆಂದರೆ; ಔಷಧ ಕಂಪೆನಿಗಳು ತಂತ್ರಜ್ಞಾನವನ್ನು ಅಳವಡಿಸಿಕೊಂಡು, ಮಾರಾಟ ಪ್ರತಿನಿಧಿಗಳು ತೊಡಗುವ ಪ್ರತಿಯೊಂದು ಚಟುವಟಿಕೆಗಳಲ್ಲಿ ಹೇರುತ್ತಿರುವ ನವ್ಯ ರೂಪದ ಅತಿಕ್ರಮಣದ ಬಗ್ಗೆಯಾಗಿದೆ.

ಡಿಜಿಟಲೈಸೇಶನ್ ಪ್ರೇರೇಪಣೆಯಿಂದ, ತಂತ್ರಜ್ಞಾನದಿಂದ ಪ್ರಗತಿ ಹೊಂದುವ ನೆಪದಲ್ಲಿ ಹೇರುತ್ತಿರುವ ಅತಿಕ್ರಮಣಗಳೆಂದರೆ:

1. ದಿನ ಕೆಲಸದ ವರದಿಯ ಅಂಶಗಳಲ್ಲಿ.

2. ವರದಿ ಸಲ್ಲಿಸುವ ವ್ಯವಸ್ಥೆಯನ್ನು ಅಕ್ರಮವಾಗಿ ನಿಲ್ಲಿಸುವುದು.

3. ಹೊಸ ಕೆಲಸದ ವ್ಯವಸ್ಥೆಯಿಂದಾಗಿ, ಅಧಿಕ ಕೆಲಸದ ಒತ್ತಡ.

4. ಕಾನೂನು ಬದ್ಧ ಹಕ್ಕುಗಳ ನಿರಾಕರಣೆ;

ಎ. ಮುಷ್ಕರದ ನಿಬಂಧನೆಗಳು

ಬಿ. 8 ಘಂಟೆಗಳ ಕೆಲಸ

ಸಿ. SPE ಕಾಯ್ದೆಯ ಅನುಗುಣವಾಗಿ ರಜಾ ಸವಲತ್ತುಗಳು.

5. ಅಂತರ್ಜಾಲ ಬಳಸಿ ವೈದ್ಯಕೀಯ ವಿವರಣೆ, ಕೆಲಸ ದಾಖಲಿಸುವುದು ಮತ್ತು ವರದಿ ಸಲ್ಲಿಸುವುದನ್ನು ಉಕಿಖ ಅಳವಡಿಸಿರುವ ಇ-ಉಪಕರಣ; ಐ-ಪಾಡ್, ಮೋಬೈಲ್ ಮೂಲಕ 24x7 ಅನುಸರಿಸುವುದು.

ಈ ಸಾಮಾನ್ಯ ಸಲಹಾ ಮಂಡಳಿಯ ಸಭೆಯ ಆಯೋಗವು ಕೂಲಂಕುಶವಾಗಿ ಚರ್ಚಿಸಿ, ನವ್ಯ ರೂಪದ ಅತಿಕ್ರಮಣದಿಂದ ಪ್ರತಿನಿಧಿಗಳ ಮೇಲೆ ಆಗುತ್ತಿರುವ ದುಷ್ಪರಿಣಾಮವನ್ನು ತ್ವರಿತವಾಗಿ ಬಗೆಹರಿಸಲು ತಂತ್ರರೂಪಿಸಬೇಕು. ಆಯೋಗವು ಈ ವಿಚಾರವಾಗಿ ಸದಸ್ಯರಲ್ಲಿರುವ ತಿಳುವಳಿಕೆಯನ್ನು ಅರಿಯಬೇಕು, ಅಕ್ರಮವಾಗಿ ಬೀಗಜಡೆದು ಕೆಲಸ ನಿಲ್ಲಿಸಿದ ಸಂದರ್ಭಗಳಲ್ಲಿ ಶೀಘ್ರವಾಗಿ ಹೇಗೆ ಸನ್ನದ್ಧರಾಗಿರಬೇಕೆಂದು ಚರ್ಚಿಸಬೇಕು ಮತ್ತು ತಂತ್ರಜ್ಞಾನದ ಉಪಕರಣಗಳನ್ನು ಬಳಸಿ ಮಾರಾಟ ಪ್ರಚಾರಗಳನ್ನು ನಿರುತ್ತಾಹಿಸಿ, ನಿರಾಕರಿಸುವಂತೆ ವೈದ್ಯಕೀಯ ಭ್ರಾತೃತ್ವದಲ್ಲಿ ದೊಡ್ಡದೊಂದು ಪ್ರಚಾರ ಕಾರ್ಯಕ್ರಮವನ್ನು ಹಮ್ಮಿಕೊಳ್ಳುವುದರ ಬಗ್ಗೆ ರೂಪುರೇಶೆಗಳನ್ನು ನಿರ್ಧರಿಸಬೇಕಾಗಿದೆ.

KSM&SRA General Council Meeting

Bagalkote, 10th and 11th March, 2018

ommission paper on Organisation

Following the KSM&SRA state conference and FMRAI GCM, organisation has noted newer challenges before our union because of intensified attacks by the employers. Labour Laws are under severe threat and Government is attempting to bring labour reforms in the interest of employer and capitalists. In this backdrop we need to reorient our organisation approach and the movement to combat this onslaught. Therefore, our call is:

-Go to the Basics

-Consolidation; unification of understanding; uniform implementation of programmes

-Identification; Reach the unreached; Mobilize; expand the organisation.

Go to the Basics

• In the present situation we have observed urgent attention is required for organisation building at every level to expand our capacity to reach the unreached and touch the untouched. Lively contact day to day and mobilising field workers towards the organisation and movement is call of the day.

Selfless commitment and involvement of leaders, cadres and members has built the organisation with large base over the years. The inflow of new members and leaders has strengthened the organisation year after year and our present focus is to consolidate this large base across the subunits.

During this period many new members have joined and new leadership has emerged. We need to have common understanding for better collective functioning and hence unification of understanding amongst the leaders and members will further strengthen the organisation to reach newer heights.

The major challenge is the programmes taken are not uniformly implemented and we need to correct the situation.

Therefore organisational approach must get the momentum with more consolidation, understanding and uniformity across the KSM&SRA.

Identification; Reach the unreached and Touch the untouched; Mobilise; Expand the organisation.

- Identify the top 10 companies and mobilise the concern field workers.
- Ensure the membership of all sales officer categories.
- Ensure the mobilisation of OTPI field workers.
- Mobilize the women field workers.
- Indentify newer areas of expansion of organisation particularly at major cities and satellite units.
- Develop the understanding of council movement to achieve bilateralism.
- Focus on the issue of unorganised field workers and show urgency in addressing them.
- Understanding the newer forms of attacks and overcome the challenges.

Commission should discuss and suggest on the following areas of organisational activity for building and strengthening KSM&SRA.

The last 24th state conference held at Davangere has suggested us on certain area of improvement on membership, though improved still immediate attention is required for further and uniform improvement.

Membership: Membership determines the health of the organisation, and perennial approach is required throughout the year with regular programmes approach and involving of entire leadership.

- Leaflet distribution for new membership in English and Kannada.
- Formation and regular functioning of membership committee at all subunits.
- Membership receipt book to carry by all leadership during the work.
- Special membership drives company wise with leaflets, bigger cities and satellite units' needs to be fo-

cused.

- Council wise membership to mobilize.
- Women field workers membership mobilisation
- OTPI field workers membership mobilisation
- Monthly payment of membership form subunits to state unit and to FMRIA centre.
- Membership registers to be maintained at all subunits as a soft copy or hard copy and sent it to state centre.
- Implementation of No Card- No Call.

The commission needs to discuss the above to ensure that KSM&SRA and FMRAI advance in membership.

Functioning: New leadership and members are coming across the subunits and need of the hour is collective and democratic functioning. Delegation of responsibility and decentralisation of work is the key for effective functioning. The subunits are the fulcrum of the organisation. So effective functioning is every much required.

- Regular and periodic functioning of working committee to discussion on the functioning and to place proposals in the general body meetings.
- Conduction of monthly meetings and reading the highlights of FMRAI news, minutes of secretariat and SWC meetings.
- Maintaining the minutes book and note are the discussions of working committee and monthly meeting proceedings for proper understanding and to avoid misunderstandings.
- Maintaining the building and organisation property properly.
- To have complete Receipts and Payments details maintained at all subunits by Treasurer with proper bills and vouchers.
- Maintain proper bank account with current leadership operating.
- Discuss the issue in the working committee place it in monthly meeting and send the recommendations to state centre with fare observations. In emergency, discuss it is in working committee and send the recommendations. Fill the format sent, to give the details of the issue.
- Monitoring the programmes implementation and send the report immediately for assessment.
- Pluck out the weaknesses and ensure transparent communications.
- Take collective decisions for effective implementation of programmes.
- Strengthening the 8hours work.
- Immediate attention to issues.
- Relations with adjacent subunits and FTU's.
- Study circulars on the labour laws, newer forms of attacks and dealing the issues.
- Taking the senior leadership and activists into confidence to run organisational programmes.

For overall improvement of the subunit functioning, the commission should give their thoughtful view and recommendations in building uniformity in programme implementation in all 20 subunits of KSM & SRA.

SL No	Name of the Subunit	Memorandum submitted on state related demands	Alembic complaint petition raised	Wallace Memorandum submission	RPG Memorandum posted	Medicine related Memorandum submission	Butter milk Program and campaign on Medicine related issues	Signature related program on medicine related issues	Attendance to Workshop and activist attendance	General Secretary visit to subunit	Subunit council subcommittee formation	Subunit council subcommittee functioning	8 hours work implementation
1	BAGALKOTE	1			Yes	Yes	Yes		No				Yes
2	BANGALORE	2	Yes	Yes	Yes	Yes	Yes		Yes	yes	yes		
3	BELGAUM	1	yes	Yes	Yes	Yes	Yes	Yes	No				Yes
4	BELLARY	1		Yes	Yes	Yes	Yes		Yes	Yes			
5	BIDAR	1			Yes	Yes	Yes		No	Yes			
6	BIJAPUR	1	yes	Yes	Yes	Yes	Yes		Yes				
7	DAVANGERE	1	yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	yes	yes	Yes
8	GADAG	1			Yes	Yes	Yes		Yes	Yes			Yes
9	GULBARGA	1	yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes			Yes
10	HASSAN	1	yes	Yes	Yes	Yes	Yes	Yes	No	yes	yes		Yes
11	HUBLI	1	yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes			Yes
12	KOLAR	1	yes	Yes	Yes	Yes	Yes		Yes	Yes			Yes
13	MANDYA	1			Yes	Yes	Yes		No				Yes
14	MANGALORE	1	yes		Yes	Yes	Yes		No				
15	MYSORE	1	yes	Yes	Yes	Yes	Yes	Yes	Yes				
16	RAICHUR	1	yes	Yes	Yes	Yes	Yes	Yes	Yes				Yes
17	SHIMOGA	1	yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes			Yes
18	SIRSI	1	yes		Yes	Yes	Yes		Yes				Yes
19	TUMUKUR	1			Yes	Yes	Yes		Yes	Yes			
20	UDUPI	1			Yes	Yes	Yes		No				
	TOTAL												

SL No	Name of the Subunit	No of SPE's in the subunit	Chalo-Mumbai bike rally and Memorandum submission on state related demands	Cahlo- Mumbai press note	Member ship leaflet campaign	FMRAI news utilization	Alembic memorandum submission	Average Attendance For General Body Meeting
1	BAGALKOTE		Yes		Yes	Yes		
2	BANGALORE		Yes		yes	yes		
3	BELGAUM		Yes	Yes	Yes	Yes		
4	BELLARY		Yes		Yes	Yes		
5	BIDAR		Yes	Yes	Yes	Yes		
6	BIJAPUR		Yes	Yes	Yes	Yes		
7	DAVANGERE		Yes	Yes	Yes	Yes		
8	GADAG		Yes	Yes	Yes	Yes		
9	GULBARGA		Yes	Yes	Yes	Yes		
10	HASSAN		Yes	Yes	Yes	Yes		
11	HUBLI		Yes	Yes	Yes	Yes		
12	KOLAR		Yes		Yes	Yes		
13	MANDYA		Yes		Yes	Yes		
14	MANGALORE							
15	MYSORE		Yes		Yes	Yes		
16	RAICHUR		Yes	Yes	Yes	Yes		
17	SHIMOGA		Yes		Yes	Yes		
18	SIRSI		Yes	yes	Yes	Yes		
19	TUMUKUR		Yes		Yes	Yes		
20	UDUPI		Yes	Yes	Yes	Yes		

Subunit wise time allotment for the deliberations

Unit Name	2016 Membership	Allotted Delegation Quota	Time	Unit Name	2016 Membership	Allotted Delegation Quota	Time
Bagalkote	58	1	8	Mandya	48	1	8
Bellary	112	2	11	Mangaluru	31	1	8
Belagavi	536	11	16	Mysuru	110	2	11
Bengaluru	121	2	11	Raichur	128	3	11
Bidar	20	1	8	Shivamogga	136	3	11
Davangere	380	8	15	Sirsi	110	2	11
Gadag	5	1	8	Tumukuru	0	1	8
Hassan	15	1	8	Udupi	26	1	8
Hubballi	524	10	15	Vijayapura	95	2	11
Kalaburagi	513	10	15	Kolar	0	1	8
Total	---	--	--	20	2968	64	210

Programme and Time Schedule

10th March, 2018 Inaugural Session

9.30AM to 10.00AM	: Flag Hoisting By Com. L M Peshwa President, KSM & SRA Floral Tribute to Martyrs Columns
10.00AM to 10.45AM	: Rally from the Venue.
10.45 AM to 10.55AM	: Tea Break
	: Condolence Resolution.
11.00AM to 11.10	
Introduction	: Com.Vinayak R Desai, Organizing Secretary
Welcome Speech by	: Reception Committee Chairman
Inaugural Address	: FMRAI Leadership
Address By	: CITU Leadership
Address by Chief Guest	:
Greetings by FTU's	:
Felicitations	:
Vote of Thanks	: Com. Ganesh Jt Secretary Bagalkote
1.30PM to 2.30PM	: LUNCH BREAK
Business Session	
2.30pm to 2.45pm	: Formation of Committees / Programme Finalisation
2.45pm to 3.00pm	: Presidential Address by Com. L M Peshwa, President
3.00pm to 4.00pm	: Placement of Gen. Secretary's Report by Com. B Chandra Kumar General Secretary
4.00pm to 4.15pm	: Placement of Treasurer's Report by Com. H J Suresh, Treasurer
4.15pm to 4.30pm	: Tea break
4.30pm to 5.00pm	: Resolutions
5.00pm to 5.30pm	: Placement of Commission Papers
5.30 pm to 7.30pm	: Commission Discussion.
8.00pm	: Dinner

11th March, 2018

9.00 am to 11.45am	: Deliberations by the delegates on the reports
11.45 am to 12.00Noon	: Tea Break
12.00Noon to 1.05pm	: Deliberations by the delegates on the reports
1.05pm to 1.45pm	: Placement of Commission Recommendations. (10 Minutes each commission)
1.45pm to 2.30pm	: Lunch break
2.30 pm to 3.45 pm	: Reply by Gen. Secretary and Treasurer: Adoption of Reports.
3.45 pm to 4.30 pm	: Summing up and conclusion

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