

WEST BENGAL SALES EXECUTIVES' (P&C) ASSOCIATION

REGD. UNDER TRADE UNION ACT' 1926(REGD. No.:20365)

AFFILIATED TO AIFSEA & CITU (REGD. No.: WB 4053)



XXI st BIENNIAL GENERAL BODY MEETING

16TH FEBRUARY' 2020

COM.GURUDAS DASGUPTA MANCHA

**HARDWARE MERCHANTS ASSOCIATION BHAVAN,
HMA CENTRE, UDAI SHANKAR SARANI, SILIGURI**

COM. AJIT SARKAR NAGAR

(SILIGURI)

GENERAL SECRETARY REPORT (2018-2019)

TIME SCHEDULE OF PROGRAMMES, 16TH FEB'2020

- 09.30 AM: Registration & Breakfast.
- 10.00 AM: Flag Hoisting by President.
- 10.05 AM: Placing of wreaths on Martyrs' Column.
- 10.10 AM: Formation of Presidium & Minute Committee.
- 10.15 AM: Welcome address by Convener of 21st BGBM.
- 10.20 AM: Condolence
- 10.25 AM: Felicitation to members completing 25 years
- 10.35 AM: Placing of General Secretary's Report.
- 11.10 AM: Placing of Accounts & Treasurer's Report.
- 11.30 AM: Welcome to Chief Guest of BGBM & his deliberation
- 11.50 AM: Welcome to Special Speaker of BGBM & his deliberation
- 12.15 PM: Deliberation by Fraternal Organizations.
- 01.00 PM: Discussion on Sec. Report & Treasurer's Accounts Report.
- 01.45 PM: Lunch Break.
- 02.30 PM: Continuation of discussion on report of Sec & Treasurer.
- 03.00 PM: Reply & Summing up of discussion by Gen. Secretary.
- 03.30 PM: Reply by Treasurer on discussion of accounts.
- 03.50 PM: Adoption of G.S Report & Treasurer's Report.
- 04.00 PM: Election of new Executive Committee Members.
- 04.10 PM: Vote of Thanks.
- 04.15 PM: Meeting adjourned.

WBSEA UNITS & GUEST HOUSES

1. **Central Office & Kolkata Unit & GH:** H/O, Samar Ghosh, E-4, Kunja Mallick Bag, Aanjangarh, Dumdum, Kolkata - 700030, Ph : 033 25488517, 6289544149
2. **Bardhaman Unit & GH:** C/o, Mr. Ajit Kumar Singha, 3 No., G T Road, West Lane, Old Income Tax Para, Purba Burdwan - 713101

3. **Siliguri Unit & GH**: 19, Budhadeb Bose Road, Ashrampara, P.O.- Siliguri, Dist.- Darjeeling, Pin - 734001
4. **Coochbehar GH**: Punya Laxmi Debi Road, 3no. Rail Ghumti, Near Akalbodhan Club, Coochbehar - 763101
5. **Raigaunj GH**: Dr. B. C. Roy Sarani, Birnagar, Near Bidrohi Club, Raigaunj, Uttar Dinajpur, Pin - 733134
6. **Maldah GH**: Midula Bhavan, K. J. Sanyal Road, Near Netaji Club, Beside BCDA Building, P.S. - English Bazar, P.O.& Dist - Malda, Pin - 732101
7. **Baharampur GH**: 34/1, Shri Krishna Saha Lane, Berhampur, Murshidabad, PIN - 742101

AIFSEA STATE BODIES & UNITS

1. **SEA, Andhra Pradesh (APSEA)** - 6 units at Vijayawada, Vishakapatnam, Kurnool, Tirupati, Nellore & Guntoor, more than 350 members
2. **SEA, Bihar (BSEA)** - 3 units at Patna, Purnea & Muzaffarpur & another proposed at Darbhanga
3. **SEA, Chhattishgarh (CSEA)**- The state body has just been formed.
4. **SEA, Jharkhand (JSEA)** - 3 units cum Guest House at Ranchi, Dhanbad & Deoghar. Proposal for Dumka, More than 180 members
5. **SEA, North East (NESEA)**- 5 units at Guwahati, Nagaon, Jorhat, Dibrugarh, Silchar & Agartala, more than 300 members
6. **SEA, Odisha (OSEA)** - 4 units & 8 Guest Houses, more than 600 members

Com. Presidium, Hon'ble Chief Guest & Chief Speaker, Mayor of Siliguri Municipal Corporation & CITU delegates, leaders of different fraternal trade unions, AIFSEA members & observer, member delegates of several units of WBSEA,

I welcome you all to this gathering of 21st Biennial General Body Meeting (BGBM) of West Bengal Sales Executives' (P&C) Association being held at Com. Gurudas Dasgupta Mancha (Hardware Merchants Association Bhavan) at Com. Ajit Sarkar Nagar(Siliguri). On behalf of WBSEA, its members & Executive Committee, I extend my warm greetings to our guests, fraternal leaders & AIFSEA members who

have spent their valuable time to encourage us by attending the BGBM, & sincere gratitude for guiding us in the past course of struggle, consolidation & movement of working class against injustice. I convey my kudos to our members who are present here from different corner of state to make the 21st BGBM a great success.

I also convey revolutionary salute to the members of Siliguri unit who have spent their tear, toil & sweat to create a benchmark in organizing the 21st BGBM a successful one.

We feel proud to organize the 21st BGBM at Siliguri, the place which has its own glorious past history of witnessing struggle & movement of working class. The protest movements of tea garden workers led by Santal, Munda, Oraon in demand of wages for overtime, more rice in ration & increase of the minimum wage happened from 1895 -1918 & also in the subsequent years been united to fight against deception, injustice to snatch their demand. The protest, movement & fight against the injustice by the working class of different avenue are still on.

The last i.e. 20th BGBM of WBSEA held at Bardhaman on 18th February'2018. In the flow of time frame since then many incidents in the context of National & International backdrop, struggle & movement of working class, deception & retrenchment by the companies to our member has taken place. Of course we will take stock of the situation in today's meeting.

HOMAGE

We pay our respectful homage to all the martyrs who have laid down their lives for the cause of peace, progress, mass movement of the working class against the injustice. We bow our head for the Scientists, Actors, Singer, Social reformer & worker, Sportsmen, left for heavenly abode & who have contributed in their own field of activity for the development prosperity of the mankind. With all sympathy we will remember them, who have lost their lives to fight for democracy against terrorist & extremist activity, in natural calamity, flood, earthquake & those peasants committed suicide not getting right value of their corps. During the year 2018 & 19 we have lost the following personalities;

Politics - MP, Trade Union Leader & working class people sympathizer Com. Gurudas Dasgupta, Trade Union leader of Darjeeling District Com. Ajit Sarkar, Ex. Prime Minister Atal Behari Vajpai, Leader & Ex. Speaker of Lok Sabha Somnath

Chatterjee, Ex. Speaker of Lok Sabha Balaram Jhakar, Ex. Speaker of Lok Sabha P.A.Sangma, Ex. Speaker of Lok Sabha Ravi Ray, Ex. Chief Minister of Tamilnadu M.Karunanidhi, Ex CM of Tamilnadu Jaylalitha, Ex. Finance Minister Arun Jatley, Sushma Swaraj, Monohar Parikkar, George Fernandez.

Economist Com.Ashoke Mitra, Ex. Chief Election Commissioner T N Seshan, Literature Navneeta Dev Sen, Journalist Kuldip Nair, Ex. UNO Secretary General Kofi Annan, Ex. President of USA George HW Bush(former).

Sports: Footballer Pungam Kannan, Gordan Banks, Cricketer Ajit Wadekar, Bob Willis, Abdul Quadir,
Singer Actor Culture: Sri Devi, Mrinal Sen, Girish Karnad, Kader Khan, Shammi Kapoor, Sashi Kapoor, Supriya Devi, Vinod Khanna, Kishori Amankar, Dr. Sriram Lagoo, Music composer Khaiyam, Actor Vidya Sinha, Dibeyundu Palt, Atin Bandopadhyay such many personalities.

Stephen Hawking, B M Khaitan, Y C Devswar, Air Marshal Arjan Singh, Professor Yash Pal, Justice P N Bhagabati

International incidents & Issues

In the sphere of Politics, Economics, Security of Food, Child Health & Lack of Primary Education, Health & livelihoods, Access to Basic Human Rights, Slavery and Forced Labor, Attack & War, Nuclear Proliferation, Corruption in Governance Systems, Environment & Weather, Global Warming & Climate Change, Pollution, Water contamination and Shortage, Poverty, Terrorism, Violence, Extremism, Conflict in Syria, Colombia, and the Democratic Republic of the Congo alone reaching almost 20 million resulting in force Migration & become Refugees, Inequality, Instability, Unemployment, Overpopulation, Overconsumption - situation where resource use has outpaced the sustainable capacity of the ecosystem, Loss of Biodiversity, Deforestation, etc. the globe is at risk of thresh hold level.

Food security - The number of hungry people in the world has increased over the last few years. One in nine people in the world habitually go hungry, and, as a result, suffer from nutritional deficiencies. Food security is the biggest threat to the overall health of the human population, more so than malaria, tuberculosis or HIV.

National Scenario

The country is passing through a worst possible time for the last decade. We have noted the neo liberal policy initiated by congress & followed by BJP govt; attack on women, agricultural crisis, foreign policy, corruption in political parties in the name of electoral bonds, privatization of govt. sector, Railway sector & other govt. organization, ordnance factory & massive growing resistance of the working class against all these atrocities across the country. Many industrialists, businessman, traders have looted the bank money taken by producing fake documents & have left the country with the active help of political leaders. On the contrary govt. is denying the prime responsibility of the state to protect the marginal farmers, peasants of agrarian sector. The prices of inputs like Fertilizers, Pesticides, Diesel, Fodders, etc. have continued to mount inexorably while the prices they are given in the market or by govt. simply are not good enough to match these rising costs. The producer, the consumer, the common man all are bogged down with spiraling price rise of all commodities essential for survival of human. The ulcer of demonetization & GST has not yet healed properly & the economy of the country has started feeling is under coma. The economic slowdown has arrived & its' not only just visible, but the Govt. has also admitted it. The Govt. forcibly transferred Rs.1.76 lacs Crores from reserve fund of RBI to meet up the crisis & save the economy of the country in its dying hour. This dreadful slowdown is a horror to the common man, working class, peasants & economically weaker section of the society. Quoting RBI report & from data of National sample Survey, Nobel laureate Abhijit Banerjee recently has commented that the average domestic consumption level has gone down from Rs.1587 in 2014 to Rs.1524 in 2017-18 for the first time since 1970, which is a warning signal. Most of the reports show that the demonetization & GST caused huge damage to industrial & agrarian production. We are demanding for a long time Improve Consumption - Improve Production - Save the country from ruin and selling out to foreign & domestic by way of a Economic Policy that is friendly to working class & weaker section of the society. In this back ground instead of more investment for higher production, the BJP Govt. is allowing concessions to corporate & relying the fate of the economy in the hand of the market. The BJP Govt is thinking to lower the Minimum Wages by way of replacing it with National Floor Level Wages. We believe Improving minimum wages - employability - employment,

remunerative price of agrarian products the three verticals & priority agenda can only increase the level of consumption of vast masses. The blue print of attack to common people was unveiled in the budget of 2018. Under guise of employment generation fixed term employment has been introduced for all sectors to replace permanent employment in organized sector.

The govt. that is killing employment

As we came to know from Times of India that in both the houses of parliaments during the question hours the concerned Ministers provided the following information;

- ✓ **Nearly 24 lacs posts are vacant with the Central & State govt. including 9 lakh teachers in elementary & 1.1 lakh in secondary schools - Rajya Sabha 8th Feb'18.**
- ✓ **5.4 lacs vacancies in police forces across the country- Lok Sabha 27th Mar'18.**
- ✓ **5800 vacancies in courts - Lok Sabha 18th July'18.**
- ✓ **Over 1.2 lakh vacant post in defense & paramilitary forces - Rajya Sabha 14th & 19th March'18, Lok Sabha 4th April'18**
- ✓ **2.5 lakh vacancy in Non-gazette employees in Railways - Rajya Sabha 16th March'18**
- ✓ **Over 54000 vacancy in Postal department - L.Sabha 28th March'18**
- ✓ **1.5 lakh vacancies in health centers including Doct & Nurses - R.Sabha 6th Feb'18**

The cost index of daily required essential goods have crossed the threshold level of tolerance of general mass. The govt. always busy to defocus such major incidents with the issues like Pulwama, Balakot, border war with Pakistan or cancellation of article 370 of Indian constitution at J & K , NRC (National Registrar of Citizens), CAB(Citizenship Amendment Bill), CAA (Citizenship Amendment Act). The traders & businessman are ruling the country in disguise. The govt. is not implementing Supreme Court's judgment on EPS 1995, on the contribution & calculation of pension on actual pay & dearness allowance

The period has also seen drive of dismantling the public and govt. sector and for privatization in massive scale in all core sectors of economy like coal, steel, defense, power, banking, railways, port & dock, dredging, aviation etc. Disinvestment, closure, 100% FDI, Privatization, sell out of CPSU to a particular group of industrialists is the major job of the present central govt. Closure of AIR INDIA, BSNL, MTNL, privatization of BPCL (Bharat

Petroleum), RAIL, Disinvestment of CONCOR, Oil India, Shipping Corporation, privatization of coal mines under COAL INDIA, BEML, Power Grid, NTPC, IOC, NALCO, GAIL, has already under process. The list in course of time will increase.

The govt. is not implementing the ILC (International Labor Council) recommendations on equal pay & benefits for equal work for the contract workers. Minimum wages on 15th ILC recommendations & Supreme Court Judgment, Supreme court judgment on EPS (Employees Pension Scheme) 1995 on contribution & calculation on actual pay & dearness allowances.

Price rise of petroleum products, essential commodities including transportation, electricity, medicines is beyond the control of the govt. Drastic cut in Govt. expenditure in social sector & welfare schemes is affecting the conditions of the workers, more in the unorganized sector. All these are leading to miseries on the basic demand of common people for food, health & education. In the name of cost + 50% MSP (Minimum Support Price) for agricultural produce, the mischief is being played on cost calculation to favor private market players in place of government's procurement.

The disparities in the no. of poor & rich, suicide of farmers has increased manifold. The govt. is busy in deactivation & amendment of labor laws. This is already started & has created an agitation in the mind of the working class. The attack on democracy, attack on minorities, on the secular character of the constitution, on federal character of the states & autonomous institutions are the black activity of the ruling central govt. which has killed the basic structure of our constitution.

We demand to govt.

- ✓ **Ban speculative trade in food items.**
- ✓ **Universalize Public Distribution System & cater the 14 essential commodities of daily life under PDS**
- ✓ **Reduce the tax on petrol & diesel.**
- ✓ **Increase govt. expenditure on health & education.**

Working Class Movements:

Total NPA (Non Performing Assets) of all nationalized banks together that stood at Rs.2.29 lacs Crore at the end of FY 2013 - 14 has increased by more than threefold to Rs.7.70 lacs Crore as

on 31st Dec'17. RBI has identified 12 big corporate having NPA of more than Rs.2.50 lacs Crore which is 5% of the total NPA. The profits were generated through dedication & toil of work force, the corporate are allowed to siphon the bank money by making the industries sick & ultimately closure of all the units of any company, i.e. manufacturing plant, office & marketing & field. We demand the PM on behalf of govt. must furnish information on who are the industrialists whose NPAs have been waived to the tune of Rs. 2 Lacs Crore, according to the statement made in parliament. The PM must also provide a list of of industrialists accompanying him on his foreign visit at the expense of state exchequer.

A huge concession to the corporate, domestic & foreign allowed by the NDA II govt. The BJP govt. has cut corporate tax to 22% touted as lowest in the world, causing annual loss of Rs.1.45 lakh crore in revenues. And to compensate this loss govt. targeted to raise additional Rs.5000 Crore to the present target of Rs. 1 lakh Crore in the current fiscal by monetizing lands, selling assets, strategic sale, & disinvest more in CPSU. While writing this report we get information of disinvestment in LIC.

We present a list of disinvestment value during last thirty years & wait listed companies whose shares are going to be sold out;

DISINVESTMENT VALUE CHART

PERIOD	GOVT.	VALUE
!991-92 to 1998-99	Cong & Others	16623 Crore
1999-00 to 2003-04	NDA I	28284 Crore
2004-05 to 2013-14	UPA I & II	1.08 lakh Crore
2015-15 to 2019-20 (Nov'19)	Modi Rule	2.97 Crore

WAIT LISTED COMPANIES

COMPANY (CPSU)	Value of Comp.	Stake to sell	Value Crore
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Bharat Petroleum Corp. Ltd (BPCL)	Rs.1.18 lakh Crore	53.29 %	Rs.62,961
Shipping Corp of India (SCI)	Rs.3184 Cr	63.75 %	Rs.2030
Container Corp of India (CONCOR)	Rs.35217 Cr	30.80 %	Rs.10847
TOTAL			Rs.75838

Modi govt. is trying to abolish all existing labor laws achieved through long drawn struggle. The unorganized sector workers like Bidi, Construction, Mine, contributing 60% of country's GDP, & are of course statutorily entitled to some social security benefits but they are not getting any social security benefits like Provident Fund, ESI, Medical Benefits, Maternity benefits, Accident compensation, Gratuity, Pension in absence of proper enforcement machinery either at centre or state level.

Making policies that help the big corporate, domestic & foreign, vast wealth by increased exploitation of the workers and toiling people is a major part of the neo liberal agenda.

The anti worker policies of govt. for pro corporate labour reforms as initiated to repeal all existing 44 labor laws into 4 labor codes. To reform labor laws and is planning to introduce a new legislation in parliament that will club 44 labor laws into four codes on Wages, Social Security, Industrial Safety & Welfare, Industrial Relation.

The 'Code on Wages' Bill, 2019, (Wage Code) & the 'Occupational Safety, Health & Working Conditions Code' Bill, 2019 (OSH Code) is already passed in the parliament & after presidential assent it is notified as law. The other two labor codes on 'Industrial Relation Code' Bill, 2019(I R Code) & the 'Social Security Code' Bill 2019 (SS Code) have also been introduced in the Lok Sabha of parliament.

Thus all four labour codes, replacing erstwhile/existing labour laws which were proposed by Modi-1 govt.

Code on Social Security (SS Code): Existing 15 Social Security legislations that will be amalgamated to create a single Social Security code are (1) Employees' State Insurance Corporation Act,(2) Employees' Provident Fund and Miscellaneous Provisions Act,(3)Employees Compensation Act(4)Maternity Benefits Act

(5) Payment of Gratuity Act (6) Unorganized Workers Social Security Act (7) Building and other Construction Workers Welfare Cess Act (8) Beedi Workers Welfare Cess Act (9) Beedi Workers Welfare Fund Act (10) Iron Ore Mines, Manganese Ore Mines & Chrome Ore Mines Labor Welfare Cess Act (11) Iron Ore Mines, Manganese Ore Mines & Chrome Ore Mines Labor Welfare Fund Act (12) Mica Mines Labor Welfare Cess Act (13) Lime Stone & Dolomite Mines Labor Welfare Fund Act (14) Cine Workers Welfare Cess Act (15) Cine Workers Welfare Fund Act Laws related to social security, including the, , etc. will be merged law or code.

Code on Occupational Safety, Health & Working Conditions (OSH Code) - The OSH code amalgamated 13 laws related to working conditions, Several industrial safety, and welfare laws of the Factories Act, the Mines Act and the Dock Workers Act etc. Building & other construction workers, plantation workers, contract labour, working journalists & other employees of newspaper, motor transport workers, **Sales Promotion Employees**, will be merged to create a single category on industrial safety and welfare.

Code on Wages (Wage Code) -The Minimum Wages Act, the Payment of Wages Act, the Payment of Bonus Act, the Equal Remuneration Act and a few others will be merged. A bill is already placed at parliament & in fact this is an attempt to remove wage fixation from the ambit of labor laws. The bill reiterates the atrocious provisions of deducting eight days' wages for one day strike, if the strike is declared illegal. The employers will be empowered to violate the law as par their will, if once the bill becomes an act.

It is mentioned in The Draft rules under the wage code (i) CITU submitted 35 amendments in the draft rules on wages code (ii) CITU submitted amendment 8 hours a day (9 hours a day in the proposed draft rules), (ii) Wage calculation on monthly basis first to be divided by 26 to arrive at daily wages, divided by 8 to arrive at wages per hour. (iv) 30% total minimum wages on food plus clothing, 20% on fuel.

Code on Industrial Relation (I R Code) - The Labor Code on Industrial Relations will combine Industrial Disputes Act, 1947, the Trade Unions Act, 1926, the SPE Act'76 etc. If the draft Industrial Relation Code Bill, another atrocious draft amending

labor laws, becomes an Act, then almost all strikes can be declared illegal.

This reform of labor laws will deny the social security measures like Provident Fund, Bonus, Pension, Maternity Benefit, ESI, Leave, Holidays of the working class. The objective of reform of existing labor laws & proposal of new labor laws code is nothing but to help the investors both Indian & multinational at the expense of toil of vast masses & killing the rights of working class & common man which was achieved through hard & long drawn struggle. This is totally against the general mass of the country. The industrialists, businessmen, traders are already getting allurements from govt. in different form of financial benefit & once again the ruling govt. is showing "ACCHE DIN" by making the common man prey of them.

During the period we have noticed struggle & movement by Dock Workers to negotiate wage settlement, Nationwide Road Transport Workers against Motor Vehicle Amendment Bill'2017, Scheme workers struggle of Anganwadi workers & Helpers in demand of increase of wages, ASHA workers of health system in demand of statutory benefits, minimum wages etc., Steel workers against sale of Alloy Steel Plant at Durgapur, WB, Salem Steel Plant, Salem, Tamilnadu, Visheshwarya Iron & Steel plant, Bhadrabati, Karnataka, Against Electricity (Amendment)Bill, 2014 employees & engineers nationwide strike, Indefinite strike by Postal Employees, Bank employees & officers countrywide protest & strike against attempt to penalize them for bank's losses & relief to corporate, Trade Union movement of construction workers.

Industry & Drug Trade

The public healthcare network has long been neglected in our country. It suffers from lack of funds, infrastructure & personnel; suffers from administrative failure. The objective of neoliberal policies is to cut down welfare expenditure by the govt. Successive govts. are cutting down expenditure on health & privatizing health care in the name of Public Private Partnership (PPP). The health care is no more being treated as an essential service, a basic right of the citizens of the country. Instead it is treated as an "industry". Under guise of 50 Crores of vulnerable people health coverage, entire government's health care system is being handed over to "TRIMURTI" - Insurance of domestic

& foreign corporate, Hospitals & Medicine Business subsuming all existing healthcare schemes of the centre & of states.

First Drug Price Control Order (DPCO), 1979 was based on manufacturing cost of medicines & had brought all medicines under price control. Medicines price control was gradually diluted by the subsequent DPCO. With the starting of neo liberalization in 1995 all drugs except essential drugs were removed from price control by DPCO; the list of essential bulk drugs was drastically trimmed, from 140 it came down to 76; and the mark up i.e. maximum allowable addition in the price of the medicine over manufacturing cost of essential drugs was increased to 100%. The new DPCO 2013 introduced by UPA II withdrew all Govt. control over price of medicines except 348 medicines in the new National List of Essential Medicines (NLEM). Note this list of medicines, i.e the final product/formulations thousands of which are produced through various combinations of "BULK DRUGS", not the bulk drug alone; the basic principle of fixing MRP on the basis of cost price with addition of definite percentage of mark up i.e. prices of these are decided not based on the of production cost but on "market prices". The DPCO also has allowed the pharma companies to increase their price every year without any prior approval of the government. As a result the pharma companies reaping huge profit by selling medicines even up to 1000% above the cost of production. The DPCO 2013 did not help to reduce price of essential medicines on the contrary the price is on an upward graph. The Supreme Court had repeatedly been harping on Central govt. to reduce the price of medicines. The govt in a jugglery practice making decisions to reduce the price of leader brand not the molecule. The prices of essential medicines have increased further due to introduction of GST from 1st July'2017; fact remains these medicines which were earlier exempted from Central Excise Duty. The govt has resorted to the fraudulent method of excluding most of the 376 essential medicines from the list of essential medicines charging 5% GST and imposing 12% & 18% on most of the essential medicines in the NLEM. This has resulted in escalation of prices of all essential medicines. The govt. motto is privatization of health care system & linking it with the health insurance companies majority of which are under ownership of private companies.

Two healthcare programs was the flagship activity of the govt. in the 2018-19 budgets. With the allotment of Rs.1200 Cr to 1.5 lacs Primary Health Centers across the country renamed as "Health &

Wellness Centers (HWC), to take comprehensive healthcare & "provide free essential drugs & diagnostics services" to vast number of people.

The question remains who will supply these essential drugs through HWCs? We know more than 800 medicines are being sold at lower prices through more than 3 thousands Jan Aushadhi Centres.

"Jan Aushudhi Stores' were established by the predecessor man Mohan Singh govt. in 2008. The same govt. also created the 'Bureau of Pharma PSUs of India' (BPPI) in 2008 consisting of the Dept. of Pharmaceuticals & 5 public sector drug companies - Indian Drug & Pharmaceuticals Ltd.(IDPL), Hindustan Antibiotics Ltd(HAL), Bengal Chemicals & Pharmaceuticals Ltd.(BCPL), Karnataka Antibiotics & Pharmaceuticals Ltd.(KAPL), Rajasthan Drugs & Pharmaceuticals Ltd.(RDPL) with its HQ at IDPL office at Gurgaon & was registered under "Societies Act" in 2010 for "supply, fixing prices & monitoring sale of generic drugs through the network of Jan Aushudhi Stores. In the budget of 2017 the BJP govt. states "Public Sector Capacity in manufacture of some essential drugs & vaccines is also essential in the long term for the health security of the country. But the bare fact is this govt. has already declared outright sale of all these pharmaceutical PSUs.

Its an open secret that the budget proposal of supply free medicines is for expansion of private sector companies.

DOES IT JUSTIFY THE ROLE OF GOVT. IN WELFARE PROGRAM OF COMMON PEOPLE?

Another program is NHPS (National Health Protection Scheme) providing 50 Crores of people insurance coverage up to Rs.5 lacs per family of 10 Crore poor & vulnerable families for secondary & tertiary hospitalization.

Where from fund will come to implement the program? It is calculated the insurance premium rate is not enough to go ahead. The govt. is creating space for private banks to take a lead role by collaborating with domestic & foreign health insurance companies. Mergers of nationalized banks curbing the functional area the govt have already started the process.

We have noted the redefinition of role of state from a service provider to financier.

Today we have all the resources that can ensure health for all. The country has technically qualified & efficient doctors, nurses & other para-medicals. We have the resources to train many more & we have young boys & girls who can be trained to provide effective health care support to people of the country. We have financial strength & resource. The govt. in the last decade has given tax rebate & other concession worth more than Rs.12-15 lacs Crores every year to the big national & foreign corporate. They are allowed to save our money in their bank account & flee the country. If these resources are properly utilized for the benefit of the people, not for profit of the corporate, the basic necessity **HEALTH, EDUCATION, FOOD** can be provided to all people of our country.

We demand to govt. & raise slogan;

- ✓ **Ensure Health for all.**
- ✓ **Stop Privatization of Health Care System.**
- ✓ **Strengthen & expand public health Infrastructure to provide Health, Medical & Maternity services free of cost.**
- ✓ **Control of PRICES of ESSENTIAL DRUGS by adopting a cost based pricing formula.**
- ✓ **Revive Public Sector Drug Companies.**
- ✓ **Raise public expenditure on health to at least 5% of GDP.**
- ✓ **Regulation of Private Health Care Centers.**

Pharma Industry & Front Line Managers

The worst condition of the Front Line Manager of either pharma or consumer is beyond imagination. Unachievable sales target, Reporting as per GPS standard in spite of weak/poor/no mobile network, Sales related harassment, mental torture at meeting/conference, compel to resign, Stop Work, Transfer, Locking of Reporting Site, Termination, freezing of salary & expenses, denying to settle the financial accounts, no defined working time etc. these are the few amongst many injustice from the employer. Even all these are being informed over whatsapp.

In the name of product promotion different unethical activity are being executed by the front line managers. During last five six years we are random harping on some of the basic ambiguity in the designation of front line managers as fixed by the companies & the practical responsibility they are executing in day to day work. These so called managers don't have any right to take decision on

financial issues like pay package, other allowances etc. of his subordinates. While in field work the managers use to detail the prods to the docts. /customers; they need to book orders from retailer/whole salers/stockists etc., likewise they also submit daily field work report either in physical or through online. These are the instances which categorically speak that nothing but the job of sales promotion is being done by them. The fact is whatever the designation companies give them, theses front line managers are doing the job of a SUPERVISOR.

This ambiguity of designation has resulted in not getting benefit of ID Act'1947, on the contrary truly being a supervisor & Sales Promotion Employee the pay package factor is restraining them from getting benefit of SPE Act'1976. In the past we have noticed verdict of Patna High Court, declaring these Front Line Managers are entitled to get benefit of ID Act'1947.

While promulgating the SPE Act'1976, in the main body of the act itself, in the **"Statement of Objects and Reasons"** states "keeping in view the justification of the demand of the sales promotion employees and the recommendations made by the committee on petitions, and taking other relevant aspect into consideration it is considered more appropriate to have a separate legislation for governing the conditions of service of sales promotion employees.

The act itself concludes that "the ends of social justice to this class of people will be met only by suitably amending the definition of the term 'WORKMAN' in the Industrial Dispute Act'1947." The committee also felt the other workers engaged in Sales Promotion should similarly be considered as workman.

It is crystal clear to us from the above facts when these managers are executing the job which the representatives are doing i.e. sales promotion, so we demand to the govt. these supervisors are workman & allow them to get benefit of different acts as a workman.

Common Demands

- 1. Declare all designated Pharma front line managers as "WORKMAN" who is doing the job of sales promotion.**
- 2. Cover all Sales Executives under SPE Act'1976**
- 3. Rational service working conditions**
- 4. Stop Hire & Fire Policy**
- 5. Stop contractual / casual appointments**

6. Reduce prices of drugs commonly used in Cardiovascular, Diabetes, Oncology & Orthopedics ailments.
7. Withdraw high GST on Medicines.
8. Stop unethical trade practice & sales promotion policy.
9. Stop Amendment of Indian Patient Act under pressure from any country.

AIFSEA

The All India Federation of Sales Executives' Association has organized its XIth Biennial General Body Meeting at Cuttack on 16th Sept'2018 in presence of 68 delegates & members from different state body. A working committee comprised of 19 members (OSEA-2, WBSEA-3, NESEA- 3, JSEA-2, BSEA-3, CSEA-2, and APSEA-2) of different states was formed. Com. Asim Mukherjee, S N Mishra & Rana Chatterjee was selected as President, Secretary, and Treasurer respectively. Com.Dilip Chakroborty & Arnab Ghosal from WBSEA were inducted as working committee member.

During the last couple of years we have observed the results of struggles confined in only one/two states & if we can protest against the companies in other states that will create pressure on the company to settle the issue. As such, we think co-ordination amongst the state bodies through the platform of AIFSEA is the need of the hour.

WBSEA

We confine our discussions in the area of EC, EC meetings, Local Committee meetings & its trade union activities, making active unit & its bank account, membership drive, struggles & movements, welfare activities, relationship with the fraternal organization & the newly introduced "STRUGGLE AID FUND" (SAF), the financial support program to the struggling members of WBSEA.

EC & EC MEETINGS

The executive committee of WBSEA is the highest platform in regards to driving the organization, producing new plan & proposal for development of the organization, random monitor the activity of different unit/local committees, maintaining liaison with the fraternal trade union organizations & overall keep a watch & alert on the fund of the organization etc.

In the BGBM 2018 at Bardhaman, new EC Committee of 13 members was formed, the breakup of which is 6 members from Siliguri, 2 from Bardhaman & 5 from Kolkata. During the functionary period the

committee holds 10 EC meetings; four at Siliguri, four at Bardhaman, two at Kolkata; due to lack of quorum the 7th meeting at Bardhaman was cancelled & the average attendance in the meetings was 9.3.

LOCAL COMMITTEE/MEETINGS/TRADE UNION ACTIVITIES

At present Siliguri, Bardhaman & Kolkata are the three local committees/units in function & another unit Midnapur is totally defunct for quite a long time. In spite of repeated efforts we are still unable to make it par with the other units of WBSEA. Com. Avijit Mondal & Angshuman Mukherjee were inducted in the EC from Bardhaman LC; Com Mondal was irregular in EC meetings, subsequently got promotion & left the organization. Com. Angshuman due to some reasons or other was not regular in the EC meetings; as such the status & information of LC extended meetings of Bardhaman is not clear to EC. The EC has noted Bardhaman unit has short coming in organizing the LC meetings regularly & as a matter of fact it's not failure of B'man unit only, more or less other two units have also the same problem. We believe the primary & basic responsibility of any unit lies first in organizing & conducting monthly meeting regularly in schedule date; that will help to overcome many major issues of the LC & organization. We have noticed many members of units do not have the updated status/information in the movement & struggling cases either of unit or state. In Kolkata unit meeting schedule was Second Saturday of months; we have observed poor & late presence, no presence of the GH members in the meeting the schedule date was changed to second Wednesday of the month; the reasons was only to gather more members but all in vain. No. of members, average attendance in monthly unit meetings are not encouraging enough. Drive for new members is the need of the hour of Kolkata unit. We need to give priority of local committee/unit's activity more on two subjects as follows;

- I. **INCREASE IN NEW MEMBERSHIP**
- II. **PARTICIPATION OF MORE MEMBERS IN MOVEMENTS / STRUGGLES / DEPUTATIONS AGAINST THE COMPANIES.**

STRUGGLE AID FUND (SAF)

Strength & Character of any trade union organization is only decided by its ability & intention to organize movements against the injustice, onslaught towards its members & as a whole to the working class people. During last decade we have observed our inability to stand beside the member during the period of crisis of any nature due to insufficient infrastructure of extending financial co-operation from the end of WBSEA. The issue was any

how discussed either in the EC or LC meetings. During Burdwan BGBM 2018, a resolution was tabled & due to lack of time it was not concluded. Afterwards in LC & EC meeting we gave the final shape of the agenda. Already it is in the notice board of all the Guest houses for ready reference. We further mentioned here some of the important aspect of the Struggle Aid Fund.

The basic guidelines are on the following aspects of the organizational activity;

- (A) General Approach
- (B) Generation of Fund
- (C) Custodian of Fund
- (D) Selection of Cases
- (E) Disbursement of Fund

- i. The basic objective of this fund is to extend organizational co-operation to the victimized members in accordance with the strength of the organization.
- ii. The EC will take charge of the STRUGGLE AID FUND only after the opening of Bank Account & finalization of signatory. The activity of five members committee will expire with the taking charge of fund.
- iii. Executive committee of WBSEA/Unit reserves the total right to select, reject, disburse & stop/withdraw or any such other type of decisions for aid in cases of struggle aid fund.
- iv. In spite of recommendations by unit EC may not consider the appeal
- v. The unit office bearers / EC Members attached with unit will in joint consultation recommend with logic & reason the disbursement appeal of struggle fund to the highest authority & final decision maker of struggle fund i.e. EC of WBSEA.
- vi. An appeal once rejected by EC/Unit will not be allowed to place for further consideration within next six months without any prejudice of exception.
- vii. The amount of aid in each month will not be more than Rs.3000.00 & that too also at a stretch maximum for not more than 6 months
- viii. The appellants / member must be attached with WBSEA at least 12 calendar months prior to his appeal & his other organizational activity like attending BGBM/AGBM of Unit Meetings/ Programs, Membership Renewal, etc.
- ix. The appeal of the members must be through a specified FORM available at units & at least 45 days is required to review, consider & conclude the appeal finally.
- x. The aid disbursements under any circumstances will none other than only be through bank instruments.

- xi. At any point of time in discussion with units aid/disbursement may be stopped
- xii. The disbursement/aid will be on monthly basis i.e. single bank instrument will be issued for payment of not more than one month.
- xiii. Every year in an EC meeting there will be total review of the existing guidelines & shall members find it necessary change will take place.
- xiv. Likewise other funds of the organization the fund will be audited annually by a authorized accountant.
- xv. The fund will be generated from the annual subscription of 01.01.2019 i.e. calendar year 2019, @ Rs.250.00 each year each member.

	Heads	Existing for <u>New</u> Mem. 2018	Existing for <u>Renewal</u> 2018	Proposed for <u>New</u> Mem. w.e.f 2019	Proposed for <u>Renewal</u> Mem. w.e.f 2019
1.	Enrollment	100.00	x	100.00	x
2.	Annual Subscription	60.00	60.00	60.00	60.00
3.	AIFSEA	30.00	30.00	30.00	30.00
4.	Legal Affair Fees	80.00	80.00	x	x
5.	Members Welfare Fees	80.00	80.00	110.00	110.00
6.	Benevolent Fund	150.00	150.00	50.00	50.00
7.	STRUGGLE AID FUND	x	x	250.00	250.00
8.	Whole Timer Fund	100.00	100.00	100.00	100.00
	Total	600.00	500.00	700.00	600.00

xvi. The disbursement of the fund will be from the calendar year 2020; only after STRUGGLE AID FUND takes a definite shape.

xvii. The units on quarterly basis i.e. 4 times in a year will mobilize the collection of "STRUGGLE AID FUND" to the respective bank account.

xviii. The custodian of the Bank documents like Pass Book/Statements, Cheques etc. without fail must be produced at all the EC Meetings.

xix. Members after reinstatement / rejoining in a new company may contribute generously any amount in this fund for the purpose of help towards victimized members.

xx. The member has either been TERMINATED (except with sufficient valid & genuine reasons & documents), TRANSFERRED (mala fide as decided by WBSEA), STOP WORK, FREEZING OF SALARY & EXPENSES (for consecutive 3 months) etc.

xxi. This assistance of Struggle Aid Fund from WBSEA is only to the members who by any reason fighting / protesting against his present employer. Under any circumstances not to the members who are not matching with the conditions other than these.

We have analyzed the economic & industrial perspective prevailing in the country. We know in this system of rule none of the govt. will take a pro working class stand, on the contrary the rights achieved through long drawn struggle will either be snatched off or nullified. The working class with their consolidation only way out to overcome it, is to fight relentlessly.

More & more attacks from the company management will come in future & to get rid of it is go for struggle in one's own case & participate in the movement against the company of your colleague.

Our Chorus is "We shall overcome someday....."

With revolutionary kudos,

General Secretary,

LONG LIVE WORKING CLASS UNITY

LONG LIVE AIFSEA

LONG LIVE WBSEA

LONG LIVE CITU