

**GOVERNMENT OF INDIA  
MINISTRY OF LABOUR AND EMPLOYMENT  
LOK SABHA  
UNSTARRED QUESTION NO. 2085  
TO BE ANSWERED ON 09.12.2024**

**CONDITION OF SALES PROMOTION EMPLOYEES**

**2085. THIRU DAYANIDHI MARAN:  
SHRI SELVAGANAPATHI T.M.:**

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether it is a fact that an Industrial Tripartite Committee meeting was held on 10.08.2017 between the Government, the pharmaceutical industry representatives, all central trade unions and All India Federation of Sales Promotion Employees with regard to service and working conditions of the medical sales representatives across the country and if so, the details thereof;**
- (b) whether in the said meeting, draft rules were framed for the improvement of the service and working conditions of medical representatives and sought comments from all stakeholders in this regard and if so, the details thereof;**
- (c) whether it is also true that no rules for sales promotion employees under section 12 of the Sales Promotion Employees (Condition of Service ) Act, 1976 have been framed so far as agreed in the said meeting and if so, the details thereof;**
- (d) whether it is also true that Sales Promotion Employees (Condition of Service) Act, 1976 has been subsumed in the 4 Labour Codes and if so, the details thereof;**
- (e) the details of measures being taken to curb large-scale retrenchments of its employees by pharmaceutical companies and to ensure job security for Sales Promotion Employees in the pharmaceutical industry; and**
- (f) whether the Government is considering the demand to scrap the Labour Code and restore the Sales Promotion Employees (Conditions of Service) Act, 1976 and if so, the details thereof?**

**ANSWER**

**MINISTER OF STATE FOR LABOUR AND EMPLOYMENT  
(SUSHRI SHOBHA KARANDLAJE)**

**(a) to (f): The Sales Promotion Employees (Conditions of Service) Act, 1976, regulates conditions of service for sales promotion employees including pharmaceutical industry, which is implemented through State Government. An Industrial Tri-partite Committee meeting, chaired by**

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**the Hon'ble Minister of State for Labour and Employment (I/C) was held on August 8, 2017 to discuss the working conditions of these employees.**

**The said Act has since been subsumed into Occupational, Safety, Health and Working Conditions (OSH &WC) Code 2020, which was notified in September, 2020. Draft rules for OSH & WC were pre-published on November 19, 2020.**

**The sales promotion employees are now included in the definition of 'workers' under both the OSH & WC Code and the Industrial Relations Code, 2020. Draft rules for the Industrial Relations Code were pre-published on October 29, 2020.**

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