

ICEM-GLOBAL PHARMACEUTICAL UNIONS' NETWORK

Geneva 28.11.2011

PRESENTATION

FEDERATION CHIMIE &PETROCHIMIE

“TERAPIA” FREE TRADE UNION

S.C.TERAPIA S.A. Cluj Napoca ,

ROMANIA, EUROPE

Federation President : Dutu Achile

Trade Union President : Rodica Monica Sasmiresan

Equal Opportunities Commission: Angela Pop

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A. F.S.L.C.P= A Trade Union movement based on values

- Is a professional Trade Union Organization,
- born on 19th of April 1990
- Include Trade Unions from the following activity range:
 - Chemical fertilizers;
 - Synthetic fibers and wires;
 - Organics and anorganics products;
 - Special products;
 - **Drugs/medication** and cosmetics;
 - Plastics and rubbers;
 - Refineries
- Afiliation: internally to C.N.S. „Cartel Alfa” from 1990
- : international to ICEM from 2007

A. F.S.L.C.P

= A Trade Union movement based on values =

- From Pharmaceutical Industry FSLCP has 3 Trade Unions:
- **Free Union “TERAPIA”** from multinational company:
“Terapia –Ranbaxy -Daiichi Sankio “ Cluj Napoca
- **Free Union from** multinational company:
- **“Ghedeon Richter”** Targu Mures
- **Free Union** from National company with State capital
“Antibiotice “ Iasi

B. TERAPIA Company History

- *in 1921 Terapia S.A. was founded in Cluj-Napoca, as a small laboratory of pharmaceutical products.-Terapia*
- *In September 1991 Terapia became a joint stock company, becoming private through the 49% mass privatization process,*
- *in 1996- 51% of stocks was acquired by the Employees Association and Romferchim.*
- *1997 – 2006 the company's stocks were also acquired by Foreign Private Investment Funds, who have pursued a short-term profit by making the company efficient and than selling it.*
- *2000-2003 As a consequence of these policies, the company went through two major processes of redundancy, the number of employees decreased from 1500 to 800, the organizational structure was changed, the company benefited from a technological upgrade, it obtained the Good Manufacturing Practice Certificate issued by the National Medicines Agency for medicinal products of human use.*

B. “TERAPIA” HISTORY

- **In June 2006 “Advent”** Investment Fund, the majority stockholder, who was administrating the company, decided to sell it. In this manner, S.C. TERAPIA S.A. becomes a member of the **Ranbaxy Laboratories Ltd. Group**, with the commercial name of „Terapia Ranbaxy” and the legal name of S.C. TERAPIA S.A.

The Ranbaxy group brought changes that pursued the integration of management systems in the Ranbaxy global system. The salary/bonus system was changes, the management team was partially changes, as well as the promoting strategy for the products.

- **In 2009 the Ranbaxy group was acquired by the Japanese company” Daiichi Sankio”**

In 2010 „Daiichi Sankio”, including TERAPIA holds the 9th place among the pharmaceutical companies active on the Romanian market, with a market share of 3,7%, and sales of 350 million lei (80 mil. Euro)

- It is the lagest producer of generics in Romania

C. HISTORY of “TERAPIA” Free Trade Union

- **„TERAPIA” Free Trade Union** is a representative trade union organization, founded in January 1990. Its members of free adhesion are the **employees of S.C.TERAPIA S.A . and S.C.TERAPIA DISTRIBUTIE S.R.L.**
- **It is a founding member of C.N.S. „CARTEL ALFA” and of the Federation of Chemical and Petrochemical Trade Unions,**
- **The president of the organization- Rodica Sasmiresan is:**
 - **- a member of BEX – FSLCP**
 - **- president of the Women’s Commission – FSLCP**
 - **- secretary of the Women’s Commission – CNS”Cartel Alfa”**
 -

C. HISTORY of “TERAPIA” Free Trade Union

- *In the same time the Union negotiated for its employees one of the best Collective Labor Contracts, making sure of its strict compliance, no matter who the owners were.*
- *The Union initiates and supports directly or through its own Foundation „TERA SOCIAL”, projects in education, culture, sports or social project for the employees and their families, for the local community and for these purposes it collaborates with trade unions from Africa.*
- *The Union contributed 5000 \$ to the support fund for Japan after the devastating earthquake,*
- *For more details of our activities, please visit our website :*
- *www.sindicatul-terapia.ro*

D. The Employer's Association/Trade Union Working Relationship

“TERAPIA” Union had an **atypical evolution**, as it was the promoter of the company's privatization and always supported its **restructuring** and being a real **partner for the management** for the purpose of developing, making efficient and maintaining the „TERAPIA” brand in the top of pharmaceutical producers in Romania.

- The modifications in the labor legislation in 2011 significantly damaged the relationship between the Trade Union and the company's local management, by interrupting the social dialogue, thus following the attitude of the governing political class.
- The leaders no longer have the right to conduct union activities during working hours and they were removed from the Representation Commissions— CSSM

E. EXPECTATIONS from “Global Pharmaceutical Unions’ Network”

- Promoting social dialod, based on mutual respect between trade unions and employers’ associations on a global level; information and consultation for the decisions affecting the employees
- Knowledge of the conditions of the employees in the Pharma companies affiliated to ICEM , for insuring decent work places,
- Creating a permanent link to the other trade union organizations of the “Daiichi Sankio –Ranbaxy“ multinational – periodic meetings
- Facilitating direct communication with the owners’ representatives at multinational level – social partnerships

November 28th 2011 Geneva



SINDICATUL LIBER *Terapia*
RANBAXY 

*În 2010
la 20 de ani*

*“Noi suntem o valoare,
nu o cheltuială!”*

*Pentru a vă convinge, vă invităm
pe site-ul nostru:*
www.sindicatul-terapia.ro

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