

Organ of Federation of Medical And Sales Representatives' Associations of India

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Reception committee formation meeting for FMRAI GCM at Guwahati



In the Diamond Jubilee year of FMRAI, the General Council Meeting of the organisation will be held from 8-10 February 2023 at Guwahati. Just after conclusion of the historic 26th conference of FMRAI at Kota, our affiliated state unit CRU functioning in the 7 north eastern states of the country had expressed their eagerness to host the GCM, which was approved by the working committee. To organise the GCM in a befitting manner a broad based reception committee was formed on 17th October, 2022 in BTR auditorium of CRU with participation from leadership of Joint Council of Trade Union, Assam CITU, state JanaSwasthyaAviyan, Chemist and Druggist Association of Assam and other fraternal trade unions. All the participants assured full cooperation and

support to CRU for making the GCM successful. Arpita Mitra Roy, Vice president of FMRAI, was present at the occasion and during her deliberation she narrated the struggles and movements of FMRAI from the first day of its formation in the year 1963. Other leadership presented their deliberation highlighting the current socio economic condition of our country, exploitation of toiling masses, anti-labour and divisive policies imposed by the union Government and the Assam state government. This would be the third occasion FMRAI GCM is going to be hosted by CRU. The meeting unanimously adopted Dr Joydeep Baruah Director, Department of Social Science, K.K. Handique University of Guwahati as chairman of the reception committee, Jamini Barbaruah as

working President, Rahul Purkayastha organising secretary and Amitava Das as Treasurer. The leadership from various fraternal organisations were incorporated as vice chairman of the reception committee. All the leadership of CRU and general members present in the house enthusiastically discussed and made suggestions on the preparations for hosting the meeting. It was decided that various sub committees will be formed during the next reception committee meeting. It was reported that the venue of the conference is already finalised and staying arrangements of the delegates travelling from across the country are in the process of finalisation. The meeting also decided to publish a souvenir on the occasion.

Essity - wage settlement signed



The 10th wage settlement was signed successfully between the management of Essity (erstwhile BSN) and FMRAI's Negotiating Committee on 17th October, 2022 at Chennai. The settlement is applicable to fieldworkers in the nomenclature of Medical Sales Representatives and Sales Executives. The average salary increase is Rs. 8000/ (daily allowance separate). This is the 10th successive settlement in this Multinational company since 1991, when it was known as Leukoplast, and thereafter changed to Beiersdorf, BSN and now Essity, due to change of ownership. However, due to the unity of the workers under FMRAI's banner, their jobs and collective bargaining rights were protected.

A large number of Sales Promotion employees are employed under the nomenclature of TBMs and KAMs who are not covered by the settlement and they are to be mobilised under the banner of FMRAI. The settlement is yet another milestone in the council movement of FMRAI.

Global Hunger Index India is worse than Neighbours

India ranked 107th out of 121 countries in the Global Hunger Index (GHI) 2022 with its child wasting rate at 19.3 per cent, being the highest in the world. In Asia, Afghanistan with a rank of 109th is the only country behind India. Neighbouring countries - Pakistan (99), Bangladesh (84), Nepal (81) and Sri Lanka (64) have all fared better than India.

Albert David field workers remain determined to protect rights braving illegal manoeuvres of the managements



Demonstration by DSMRO

A prolonged fight is going on between Albert David management and field workers of the company under the banner of FMRAI. In September 3, zone wise strike and dharna once again showcased tremendous fighting spirit of inner council and spontaneous hatred of general unity lead by FMRAI. Still the management is stubborn in their position; FMRAI will also continue intense fight against the unfair labour practices of the management. In the month of October some state units have

arranged demonstration in front of company's establishments. DSMRO organised demonstration programme against ADL at the national capital and strong protest action before the management during field work. In Jaipur, RMSRU members in a befitting manner gave strong message during office meeting and management was forced to cancel the meeting and absconded. UPMSRA protested through subunits with vigour and enthusiasm. BSSRU also

strongly demonstrated in front of establishment of the company to convey that if workers are in empty stomach, they will not keep quiet. FMRAI decided to give all sorts of support to the fieldworkers of Albert David who are in struggle. Members are under tremendous threat to dissociate themselves from FMRAI but a large number of field workers have shown exemplary courage to fight and gearing up to regain their legitimate rights.

FMRAI

demands

- Statutory Working Rules for SPEs
- Protect SPE Act, 1976
- Repeal anti worker Labour Codes
- No Victimisation

Delhi Rally

21st November, 2022

- Reduce Medicine Prices
- Zero GST on Medicines

National Convention

20th November, 2022

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Onward to Delhi for job protection, framing working rules

COVID has brought out many changes in human society. In the process of fighting with the deadly virus our collective conscience and understanding of our lives got challenged multiple times. But of all things, the most profound impact that the working class of the world had was the shameless drive for profiteering by the corporate world and the relentless attacks on the rights and privileges of the workers taking full advantage of the pandemic and government-imposed lockdowns.

The abilities of the workers throughout the world to protest and resist were severely scuttled and all kinds of restrictions were brought in by the governments to ensure that the employers get away with trampling the rights of the workers, wherever they were, whoever they were.

The Sales Promotion Employees in India have been no exception. One after another, the employers blindly imposed the work from home formula floated by the central government, without assessing whether that is even a feasible option for sales promotion work or not. Digital sales promotion work was initiated taking advantage of official restrictions, completely violating bilateral agreements in many companies. Zoom meeting attendances became mandatory affairs and wages and allowances were deducted at whims in case of non-attendances.

All these were done taking advantage of the reluctance of the central government to form any lawful working rule for the Medical and Sales Representatives of India. The Statutory Work Rule for Sales Promotion Employees is a long pending demand of FMRAI dating back to decades. It is the absence of such legal provisions that repeatedly emboldened the employers to be audacious enough to alter and distort the service conditions of the SPEs at their sweet wills. Unilaterally done, as they were, these alterations in working rules became the foundations on which numerous victimisations in forms of motivated transfers, wage stoppages and even terminations are precipitated in the industry.

The oppressions have not stopped here! Today we have newer oppressions on the field workers being invented by the fertile minds of the pharma industry wallas! In one company the management has gone

ahead with LOP, Loss of Pay punishment being dished out to their SPEs because of purported disciplinary issues viz. not wearing a tie! No wonder the mindsets of the pharma employers in India still remain to come out of the feudal frame which is witnessed every now and then.

But the moot point is how do these employers dare to torture their Medical and Sales representatives so easily? That is because no statute in the country disproves them to do that. That is exactly why FMRAI has been perpetually demanding statutory working rules for this section of the workers. The Supreme Court of India gave direction to form the same under the Sales Promotion Employees Act, 1976 long back. We also have the Standing Order Act for the Government employees for adequate reference.

FMRAI submitted the draft proposal for the same years ago. Yet the central government has been sitting like lame duck on the issue and is clearly being directed by the industry lobby who are scared to even think about a lawful working rule for the Sales promotion employees in India. COVID has exposed how ruthlessly oppressive employers can be even during disastrous times. Now is the time to hit the streets and demand what is due since long. The private working rules of the employers need to be shunned and dumped in the dustbin.

The government must form statutory rules for sales promotion work done by the medical and sales representatives. Thousands of field workers of the country under banner of FMRAI will rally in the streets of Delhi on the 21st of November to demand for legally valid rules for their work. We shall not tolerate arbitrary changes in our work, arbitrary deduction or stoppages of wages and allowances by the management. The government has a responsibility towards the Sales Promotion Employees of the country. It is the time to remind them about that, it is the time to raise collective voice against deprivation, oppression and injustice. Therefore all round campaign is necessary throughout the length and breadth of the country to mobilise the field workers to make the rally of 21st November historic. It is our collective will that has made history in the past, and we are sure that the same grit will make history once again.

Organisational Meetings

FMRAI Secretariat Meeting

18th November, 2022

11 AM onwards

at

FMRAI Centre, Dariyagunj, New Delhi

FMRAI Working Committee Meeting

19th November, 2022

11 AM onwards

and

20th November, 2022

9 AM to 12 noon

at

H. K. S. Surjeet Bhawan, New Delhi

Medicine Related Convention

20th November, 2022

2 PM onwards

at

NCUI Auditorium, New Delhi

Obituary

Aioshi Saha, based in Kolkata and a member of WBMSRU passed away on 28th October, 2022. She was working as a sales promotion employee in Brinton Pharmaceuticals. She was 28 years of age and was suffering from tumor at thyroid gland. She underwent surgery and succumbed after operation. FMRAI deeply condolences the sad demise and expresses heartfelt condolences to her bereaved family.

Rahul Saha, aged 23 years only based at North 24 Parganas headquarter and member of WBMSRU passed away on 23rd October, 2022. He was



working as a sales promotion employee in Sun Pharmaceuticals. He was suffering from lethal Dengue. FMRAI condole his untimely death and conveys condolences to his bereaved family.

Jayanta Pal, was employed in Macleods, based in Kolkata HQ, working as a sales promotion employee passed away on 19th October, 2022. He was a member of WBMSRU. FMRAI condole his death and conveys condolences to his bereaved family.



Sudip Ghosh, a member of WBMSRU based at Kolkata sub unit passed away on 26th October, 2022. He was 49 years old and working in Befam Laboratories at Kolkata.



Previously he was working for Bombay Tablet for 15 years. He had long association with the organization since 2000. FMRAI Condole his untimely death and conveys heartfelt condolence to the bereaved family.

Massive Rallies – a look back to the glorious past

The sales promotion employees across the country have been on the relentless struggle path to protect their specific craft act “The Sales Promotion Employees (Conditions of Service) Act 1976” which is on the repeal way with other labour laws through introduction of the Labour codes. This policy change adopted by the Central Government to do away with the the labour laws through codification have encouraged the employers to bring down relentless attacks on the fieldworkers leading to mass scale job loss and introduction of derogatory working conditions. To protest against such repressive work environment, the national federation of the sales promotion employees, FMRAI has given a call of massive rally at the national capital at New Delhi on 21st November, 2022. A look back at the chronology of rallies organized by our organisation in the past years to achieve and protect our rights will be very pertinent at the current juncture. The history of struggle of Sales Promotion Employees in India is long and daunting. Medical and Sales Representatives had to overcome many legal hurdles in their trade union movement. The first hurdle was to declare these section of employees as “workmen” which actually arose from the Supreme Court judgement of 1961 saying medical representatives are ‘canvassers’ which do not fall in the work nature of a ‘workmen’ as defined in the ID Act. The first street rally of FMRAI was organized during its conference at Bardhaman in West Bengal during June, 1970. It was during this conference that field workers from across the country joined unitedly in street rally for the first time protesting terminations of 80 odd medical representatives by the then Indian Schering management. Subsequently in all FMRAI conferences and General Council

meetings rally were organised, but those are not mentioned here. After 2 years in 1972 a huge rally was organized at Delhi, demanding the ‘Workmen’ status of the sales promotion employees. Thousands of field workers marched to Delhi for this historical rally. Ultimately, a separate law i.e. ‘The Sales Promotion Employees (Conditions of Service) Act, 1976 was enacted exclusively for the sales promotion employees working in pharma industry. With the first hurdle of legal status as ‘workmen’ being over, there was a second hurdle to remove the wage ceiling of Rs 750/- per month. So in 1976 another mammoth rally was planned, giving a call for ‘March to Delhi.’ Once again medical and sales representatives across the country rose to the occasion and a huge rally was organized under the banner of FMRAI. Intensive local, state and all India movement started and dharna before the Parliament and court arrest took place. This actually led to the second phase of movement for legal status of workers, demanding complete removal of wage ceiling from the SPE Act. In the next year a call for another country wide movement was given by FMRAI in December, 1973 for a dharna and rally in front of the Parliament. The programme did attract the mass of the field workers and rally them behind a common issue though the demands were formulated from a legalistic angle. A decade later on 12th December, 1983 a Delhi rally and dharna was organized before the parliament. It was held in persuasion of 27 point Charter of demands. A resolution was adopted for a one day strike on 5th April 1984. On the same year on 9th March 1984 Mumbai rally was organized to stop victimization in various companies. On 11th April, 1985 a huge rally and dharna

was organized in front of Central Labour Ministry in New Delhi demanding extension of SPE Act to other industries. From 1980 to 1984 a number of industrial tripartite meetings were also held, where FMRAI was the only organization representing the fieldworkers. A number of strike actions also took place. The success of this movement ultimately gave fruit on 6 May 1987 when wage ceiling was removed from SPE Act. FMRAI state and sub units all over the country, staged demonstration, rallies, meetings in 1994 when the Union Government was surrendering to GATT at Marrakech. On 29th December, 1997 Mumbai rally was organized by FMRAI calling all victimized field workers accompanied by the general unity to Mumbai, the citadel of Parma industry. Thousands of sales promotion employees from across the country participated to fight against the newer form of attacks on the field workers. Management started creating new nomenclature for the medical representatives and declared that they are actually non-unionized section, and should not have trade union rights. To stop this unfair practise, FMRAI fought tooth and nail. To make this a rallying point throughout the country, Zonal rallies were organized across India. Zonal Rallies: On 15th September, 1996 in Kolkata where 5000 fieldworkers attended the rally. On 2nd October, 1996 rally in Mumbai conducted with participation of around 4000 fieldworkers. On 5th October, 1996 around 3500 fieldworkers attended rally in Chennai. On 27th November, 1996 at Delhi 3000 fieldworkers attended the rally. Again on 18th September 2000, large number of members marched to Delhi. Their demand to the Central government was for the proper implementation of trade union rights in the pharma industry.

On 7th December, 2004 another rally was organized in Delhi for reducing the workload imposed by the management, for Statutory working rules, and extension of SPE act to other industries. From 2003 onwards up to 2006 various zonal rallies took place in various parts of India including Nagpur, Hyderabad, Kolkata, Bangalore, Delhi, and Ahmadabad. The main demand to the respective State Governments was implementation of SPE Act. 2011 saw the historic Mumbai rally organized by FMRAI on 27th December. Fieldworkers from across the country joined this rally especially from 76 Maharashtra based companies working in organized sector. The delegation of FMRAI met the Labour Minister and submitted a memorandum. Before that Zonal rallies were organized by state bodies in Hyderabad, Bangalore, Chennai, Kolkata, and Ahmadabad at the call of FMRAI, to fight for the rights of fieldworkers. In 2016 Delhi Rally was organised in pursuance of Statutory Working Rules. In 2017 a massive rally was organized in Mumbai with massive dharna and demonstration in front of 8 Mumbai based pharma companies with a demand to stop victimization and implement SPE Act. Field workers in large numbers from across the country participated in this rally ignoring the threat and coercion of the management. The Bangalore Rally was organised in 2018 with demonstration before the head offices of Bengaluru based companies and massive dharna before labour ministry on the subsequent day to implement and monitor compliance of labour laws for the sales promotion employees by the Bangalore employers. Onward to creating another milestone Delhi Rally in the year 2022.

IPCA fieldworkers fighting against the atrocities of the management

IPCA management has resorted to all sorts of repressive tactics on the fieldworkers in pursuance of their ploy of imposing unilateral working and service conditions. Management has floated a new division in few of the states like West Bengal, Bihar, Maharashtra where fieldworkers are recruited in this new division on a contract basis for a period of 175 days. This policy of the management is aimed at replacing fieldworkers from permanent category to fixed term employment. Even before introduction of this new recruitment, the management resorted to heinous tactics of isolating the fieldworkers who have played pivotal role in expanding the council and raised demands in favour of the fieldworkers. Isolating fieldworkers who are playing leading role in council movement by different ways and means is an age old tactics of IPCA management. A good section of fieldworkers are being deprived of annual increment and discrimination in payment of increment because of registering protest opposing all atrocities of the management. But in spite of the deprivation and unjust actions of the management, more number of fieldworkers are getting united with the councils in different states to register protest against the management’s oppressive tactics. The management seeing the fieldworkers getting united resorted to threats, abusive languages and even went to the extent of physical harassment in company meetings of different divisions

across the country. State convener of IPCA council of West Bengal has been marginalized by curtailment of gainful sales promotion work and isolated by not calling for sales meetings. The fieldworkers aptly protested this action of the management and on facing organized protest a section of the management present in the meeting resorted to threats and physical intimidation. The unit leadership of Jalpaiguri sub-unit of WBMSRU urgently intervened and registered strong protest on this high handed action of the management. Considering all the issues faced by fieldworkers of IPCA, protest action has been initiated by the organization. Already a protest programme was held in IPCA depot in West Bengal on 30th September, 2022, where large section of IPCA fieldworkers participated and demanded to the available depot official to normalize the situation. Further on 31st October, 2022, a demonstration was held once again in front of IPCA depot in West Bengal which was participated by large number of WBMSRU members. Huge number of IPCA fieldworkers across the country have sent SMS to the management and placed their demand to resolve all issues and grievances of the fieldworkers. Enthusiastic participation of the IPCA fieldworkers in the programmes ensures that this fight against the atrocities of IPCA management shall continue until the issues get resolved.

Inauguration of Trade Union Centre in Jorhat(CRU)

CRU (NER) inaugurated its own office and trade union centre in Jorhat on 22nd October, 2022. It has been named as "Comrade PrasantaBorpujariBhawan". Jamini Borbaruah, President of CRU inaugurated the new office in presence of more than 200 members. Located in central place in Jorhat town, it will serve as the trade union centre for fieldworkers in Jorhat and upper Assam. This

1500 sq feet premises, is the fourth location in Assam where the union has been able to build its own office. It is worth mentioning that CRU is also celebrating its Golden Jubilee in this year. On this occasion a meeting was also held which was attended by leaders of fraternal trade unions and mass organisations where many veteran members also participated.

TTK-BSV: Unfair attempt of the management foiled

There was illegal mass retrenchment of erstwhile TTK fieldworkers on 9th May, 2022, 48 hrs after the signing of 7th wage settlement for the sales promotion employees of the company. The deplorable stance of TTK-BSV management have since strongly been dealt by FMRAI through series of agitation and legal movement. Although conciliation which took place on 30th August, 2022 in the office of Labour Commissioner Chennai, failed due to adamant attitude of TTK management. However, union is exploring further avenues to carry on fight, legally. Recently, BSV management started recruiting sales promotion employees for promotion of TTK brands even in the areas of victimized TTK fieldworkers which is illegal since the issue of retrenchment is subjudice. Council subcommittee of each sub unit is

vigilant in the areas of victimized TTK field workers where management is attempting for a replacement field worker. Strong protest demonstration is also being exhibited to the executives of BSV (TTK legacy). As a part of the campaign, doctor fraternity is supporting generously as the anti worker face of the management is exposed. Campaign is being carried out amongst gynaecologists, since the company is strong in the particular speciality. In many cities across the country members of FMRAI continue to stage strong protest demonstration including memorandum submission against the heinous atrocities of both the management. Council subcommittee in different units across the country met the management during CME/cycle meetings and exhibited strong deputation with demand to resolve the issues at hand.

Medicine Related Program in CRU (NER)

In view of the National Convention on Medicine Related Issues at New Delhi to be held on 20th November, 2022; CRU had conducted month long campaign and movement on medicine related demands throughout North East India. As a part of the programme, "mass contact" was carried out in all subunits of CRU. 10000 leaflets in three vernacular languages apart from English was distributed amongst the common people to make them aware about the medicine related demands of FMRAI. 70000 signatures were also collected on the Memorandum that was submitted to the Prime Minister. Various programmes like street corner meetings, rallies and processions were

carried out where apart from CRU members, fraternal leaders and members also participated. CRU state unit also organised three Conventions on Medicine Related Demands in Dibrugarh, Jorhat and Nagaon where Joint Convenor of JanaSwasthyaAviayan was the main speaker and Amitava Guha All India CITU secretariat member also placed important point of views regarding this issue. In all the three places, Conventions were participated by our members and fraternal trade unions. Question Answer sessions were also organised for putting all the scientific justifications in support of the perennial demands on medicine related issues.

TMSRU Formation Day Celebration

TMSRU was formed on 19th October, 2014. In 2022 on 19th October the Formation Day was celebrated in 12 subunits by hoisting TMSRU Flag and Special General Body Meeting were conducted. The organisation flag was hoisted by K Sunil Kumar, Joint

General Secretary, FMRAI at Hyderabad. Other Functionaries hoisted Flag in different subunits. Family get together was organised in some subunits on the occasion of Formation Day, with enthusiastic participation of large number of members and their families.

Himalaya – the battle to be continued



Demonstration by WBMSRU

The management of Himalaya initiated all sorts of oppression and started victimizing fieldworkers by precipitating closure and retrenchments in Zeus division. But it was beyond assumption of the management that the fieldworkers will raise vociferous protest against the illegal terminations. Apart from series of protest programmes by the Himalaya fieldworkers organized by All India Council, those retrenchments are challenged in respective labour tribunals of the state units. The management, as if in a hurry to dismantle the united stand of the fieldworkers, started precipitating attack on the fieldworkers and terminated the service of the All India Council Convener. But the ploy of the management of dismantling the union cut a sorry figure as the management had to face lot of adversities due to the agitation of the fieldworkers as well as the setbacks received from the labour authorities. Based on the several complaints raised by FMRAI, inspections at Himalaya offices revealed lot of unfair labour practices have been undertaken by the management and for which Himalaya Wellness

management had to pay penalties to the labour authorities. But even then the management is hell bent on indulging in illegal victimizations and bringing in unilateral changes in service and working conditions bypassing the forum of bilateral discussion. Meanwhile, it is observed that management has initiated recruiting new fieldworkers in head-quarters of retrenched Sales Promotion Employees which has been challenged by the state units. All these new recruitments, wherever happening bypassing the law and denying opportunities to the retrenched fieldworkers shall be challenged adequately in the court of law. At the same time, it has been decided to intensify the struggle by organizing regular programmes. Accordingly, demonstrations were organized at many places in front of Himalaya establishments across the country during October, 2022. Furthermore, implementation of the poster campaign added more sting to the programme. The workers are to be further mobilized for future struggle in Himalaya for protection of their rights and uplifting of their service conditions.

ICPA - Protest against unilateral change in working conditions

The management of M/S ICPA HEALTH PRODUCTS LTD. unilaterally changed conditions of services of the fieldworkers, including the travel policy and linked the same with punitive actions. In this background, FMRAI started memorandum submission programs during cycle meetings of the company across the country. Most of the state units in every zone implemented this programme successfully wherever the company's cycle meetings were conducted. Memorandum was submitted in company meeting in Guwahati by CRU, in Kolkata by WBMSRU, in Bhubaneswar by OSRU and in Ranchi by BSSRU delegations. Under pressure from different state units of FMRAI, management assured to discuss the issues to resolve the same. In North Zone in Lucknow, in Jaipur and in Chandigarh state leadership of UPMSRA, RMSRU and PCMSRU respectively strongly pursued the management to resolve the issues where management called off the

meetings. In the West Zone during the cycle meeting in Nagpur, MSMSRA members met with management and discussed the issues. In Hyderabad cycle meeting TMSRU implemented the programme successfully. The issue of COD raised by FMRAI on behalf of the SPEs of ICPA is pending in the Industrial Court in Mumbai since 2013. Management is trying their best to dissociate all field workers from that Court Case by tremendous unethical work pressure, job threatening and by giving extra monetary benefits to sign on unlawful affidavit. Large scale deduction in expenses, unilateral changes in SFC which is illegal, unilaterally change in HQ, EX- HQ demarcation, denying fundamental rights of field workers were issues precipitated during this time. In this difficult condition a good numbers of field workers of ICPA all over the country is fighting for their rights and this programme has accentuated this fight furthermore.

Condolence meeting in memory of Comrade Susthir Ranjan Laskar (Laskar da)



Comrade Susthir Ranjan Laskar, fondly known as Laskar Da left us on 8th September, 2022 at his residence in Ichapur, West Bengal at the age of 87. He was one amongst the founder members who has attended the first conference of FMRAI which was held in Hyderabad in the year 1963. A condolence meeting was organized by FMRAI on 22nd October, 2022 at CITU West Bengal State Office.

In the beginning floral tributes were paid by the former and present leadership of FMRAI. Members of his family were also present in the meeting and paid floral tributes in his memory.

The meeting started with placement of condolence resolution on behalf of FMRAI by Santanu Mitra, Secretary. This condolence meeting was addressed by J.S. Majumder, Vice-President, CITU who briefed the history of struggle during the formative time of FMRAI and the role of Laskar Da to build the organisation. He also advised all present to learn from characteristic nature of the departed leader who was a silent multi-tasker and carry forward his vision. Arun Ghosal, former

Secretary of FMRAI discussed about the involvement of Laskar Da in various activities of the organisation, including FMRAI News. He took responsibility not only in printing but also in the dispatch procedure by involving other cadres of the organisation. Sanjay Chatterjee, former Secretary, FMRAI also recapitulated the contribution and the convincing power of Laskar Da in time of differences of opinions. Madhu Sudan Som, former working committee member highlighted about his involvement in various works and reputation as a sales promotion employee in doctors' fraternity. Sumahan Chakraborty, former Vice-President, FMRAI and Basab Roychoudhury, General Secretary, WBMSRU recollected their association with him. On behalf of the family his younger son in law reminisced some memorable incidents of his dedication to the organisation. At the end Santanu Chatterjee, General Secretary, FMRAI mentioned some of the qualities which earned him the reputation as a leader and at the same time a friend of all members and requested all to emulate them. The Meeting was presided by Arpita Mitra Roy, Vice-President, FMRAI.

Training & Workshop at Chennai



16th south zone workshop at chennai



Training and Workshop of the south zone was conducted at TNMSRA State Centre in Chennai on 16th October, 2022. The eligible participants were President, General Secretary, Treasurer, Sub Committee Conveners of Membership and Council from the southern states of the country and all India conveners of selective councils in order to strengthen the integration of council and general unity. On 15th October, 2022 initiative was taken for mobilisation of the fieldworkers

of Intas, Lupin, Zydus, Meyer and Abbott HC. Win Medicare went for door to door mobilisation task in Chennai. On 16th October the workshop was initiated and moderated by All India sub-committee convener and secretary of FMRAI Shubrangshu Bhattacharyya. On Organisation and Movement power point presentation was placed by FMRAI President, Ramesh Sundar along with the document on Vision 2025. There was an intense interactive session on both the agenda. Leadership of APMSRU, KMSRA, TMSRU, KSM&SRA and TNMSRA and all India conveners of SPIL, Meyer,

Win Medicare, Zydus, GRL and Lupin attended the training and workshop. Some Joint all India Conveners and zonal conveners also attended. K. Sunil Kumar, Joint General Secretary of FMRAI discussed on present membership position and regarding the ensuing rally at New Delhi. FMRAI secretaries Md. Hanifa and P. Dakshinamurthy also contributed on the area of organisation and movement. Similar workshops will be conducted in East & West zone.