

Jalgaon- The new entrant in 1000 membership group

The call of FMRAI to mobilise maximum sales promotion employees under the banner of FMRAI is getting magnificent response from many of the subunits from different state units. Jalgaon as the first subunit of MSMRA surpassed the dream figure on 16th July, 2024. This exceptional achievement of collecting 1000 membership in the 7th month of the year is



itself a stupendous task accomplished by the leadership and members of Jalgaon. This news surely shall act as a prelude of the call of FMRAI to reach 1,00,000 memberships before 15th August'2024 and shall encourage the other subunits to reach their respective milestones.

Identification of field workers, sharing of responsibility and collective efforts has given this result to Jalgaon and has shown a path for others to follow for joining the 1000 memberships club. The reciprocation of the members of Jalgaon unit towards the call of organisation along with dedication, hard work and commitment is really appreciable.

Local Committee formed in Chalisgaon by MSMRA

After surpassing 1000 memberships Jalgaon unit of MSMRA has taken a task to form three tier structure of the organization by forming local committees at

► Turn P 2



■ MSMRA members in Demands Day programme

Demands Day observed on 10th July, 2024

The entire working class of the country was not hesitant; rather the workers were spontaneous in reacting against the agenda to appease the monopoly capitals by the Modi 3.0 government. CITU called for organizing nationwide protest against the new Union Government on 10th July, 2024 on six point demands as the newly elected government from the very beginning are moving with the agenda to appease the monopoly capitals from which they collected favours through electoral bonds. FMRAI has fully endorsed all the demands raised by CITU & called for massive mobilisation of the members from all the affiliated state units to participate jointly or independently in the "Demands Day" programme in all the State Capitals & District towns on 10th July, 2024 along with our demands of "Protect Sales Promotion Employees (Conditions of Service) Act, 1976 & Framing of Statutory Working rules for the SPEs. Such was the mobilization of workers on 10th July, 2024, across the states, towns, villages, industrial arenas; the plan to execute reforms of labour and financial sectors is not featuring in the Union Budget proposals. The members of FMRAI across the country participated in the protest programmes at the call of CITU and took leading role in

mobilizing the sales promotion employees on 10th July, 2024.

Demand Day was observed in the state of Maharashtra by MSMRA members. Along with the six point demand framed by CITU, the SPEs came on roads in huge numbers in different subunits of Maharashtra with the demands of protecting Sales Promotion Employees (Conditions of Service) Act 1976, statutory working rules for the sales promotion employees, Scrap Labour codes, Scrap NMP and stop other forms of privatization, Minimum wage Rs.26000 per month for all workers. Mumbai, Chatrapati Sambahajinagar, Kolhapur, Nagpur, Nasik units participated in demonstration in front of district collector office along with fraternal trade unions. The subunits of Jalgaon, Chandrapur, Ahmednagar, Sangli, Satara, Buldhana, Solapur, Bhandara, Akola, Yavatmal, Dhule, Gondia, Ichalkaranji, Malegaon have submitted the memorandum to Prime Minister of India through District Collector individually or jointly with CITU. UPMSRA members participated in almost all subunits by organising dharna at prominent places and took leading role in submission of memorandum through district collector's offices. At Bhopal large number of MPMSRU members participated in dharna and memorandum

submission programme. BSSRU members lead the Demand's Day programme at Jamshepur and other subunits. At Guwahati, the members of CRU9NER) assembled in large numbers and participated in dharna and memorandum submission programme. In APMSRU during the Demand's Day programme, large number of APMSRU members participated in major towns of the state and participated in mass protest programme. Almost in all subunits the members of APMSRU participated in memorandum submission programme.

It became clear as broad daylight that immediately after assuming power the minority Modi 3.0 Government is committed to appease the minority section of the populace, i.e. the monopoly capitals. The working class, representing the vast majority of the populace are also committed to protect their rights through relentless struggle. The Demand's Day on 10th July has sent clear signal to the Union Government that by not paying any heed to the demands of the working class, the Modi 3.0 regime is going to face the militant protest from the workers. The workers are resilient and ready to oppose the implementation of policies favouring the minority section of capitalists. The Union Government must pay heed to the demands of the majority section.

Sign for the right to quality healthcare & treatment

The online petition created by FMRAI on the nine points demand is able to garner good support from the people of the country. The petition was created by FMRAI with the objective of enactment of effective and strict regulatory measures by the Union Government to provide relief to the ailing people of the country. It is to be remembered that prior to the Parliament Election, 2024, the news of huge donation through electoral bonds to different political parties including the ruling political party at the centre from different pharmaceutical companies came to limelight. The most important and serious part of these corporate funding was the usage of huge money earned through overpricing of medicines to suppress the below par quality issues of some reputed medicine brands. On one hand the affordability and accessibility of medicine is a matter of serious concern for the common people of the country and on the other

hand the people of the country is being forced to compromise with health by consuming below par medicines as the Union Government is playing ducks and drakes with the lives of the people of the country. The nine point demands framed by FMRAI is aimed at alleviating the malpractices prevalent in the pharmaceutical marketing and healthcare sector as a whole. The demand of affordable and accessible healthcare with availability of quality medicines with affordable and controlled price is the mainstay of this digital petition. FMRAI calls upon the eminent personalities of different fields, it's members, workers in different industries and the people of the country to support the petition through the digital link or QR-Code. More the support to this petition, the voice for quality medicines at affordable cost will reach louder to the ears of this insensitive, corporate friendly government at the helm of affairs.

demands:

- 1) Zero GST on Medicines and Medical Devices.
- 2) Take effective steps to reduce medicine prices in the country and stop increase in the prices under the national List of essential Medicines
- 3) Allocate of 5% of GDP to healthcare for the people of India
- 4) Revive the public sector drug units including vaccine producing units to provide quality medicines at affordable prices.
- 5) Ensure Production of Active Pharmaceutical Ingredients (API) in India to avoid dependence on foreign countries
- 6) Impose a cap on all drug prices; fix the prices of all essential drugs at the minimum possible; revert to cost based system of price control; stop legitimizing the present market based pricing system
- 7) Ensure the availability of all essential drugs through enforcing compulsory licensing mechanism.

Stop attempt of dilution of Indian Patents Laws.

- 8) Stop online sales of medicines. This practice is contrary to Drugs and Cosmetics Act and is susceptible to misuse. The prospect of promotion of irrational and non-essential medicines through online pharmacy is threat to public health.
- 9) Withdraw the decision of NPPA to increase the price of more than 800 drugs. Stop linkage of prices of essential drugs with Wholesale Price Index.

REMOVE GST ON MEDICINE & MEDICAL DEVICES, CONTROL RISING MEDICINE PRICES

Scan to Sign Petition



EDITORIAL

Budget 2024: No space for the marginal sections

In their signature style, the 3rd NDA government under the leadership of Narendra Modi has presented a budget that is clearly biased to the private corporate sector with visible stamps of ignoring the social welfare and human development measures and other areas of governmental responsibilities that benefits the common people. In almost all the areas where the governmental support is essential to maintain and uplift the lives of the marginalized section of the society, the government is expressing its disinterest. This has come either in the form of directly reducing the budgetary allocation or allocating an amount that seems to be same but is offset by the inflation over the years. For example, the budget has not increased any allocation to ensure the food security of the poorest section and the migrated labours in India despite directions by the Supreme Court. At present 81 crore people are provided 5 kg of foodgrains every month as per the NFSA- a number which is based on the 2011 census. The government failed from its responsibility to conduct the due census in 2021. This would have definitely increased the number of recipients. In April 2023, SCI ordered that ration cards be issued to the eight crore migrants/unorganised sector workers who do not possess ration cards under NFSA and are registered on the E-shram portal. A week before the budget, the court criticized the central and state governments for continuous non-compliance with its orders and directed all state governments to issue ration cards within 4 weeks to those eligible and directed the Union government to provide foodgrains to states/UTs for the additional ration cards. It is, therefore, shocking to note that the budget for food subsidy has been slashed by 3.3% when compared to the revised estimate of the previous year – from 2.12 to 2.05 lakh crore!

According to the recently released Household Consumption Expenditure Survey (HCES) only 56% of Indians reported eating three meals a day, while a study published in the Journal of the American Medical Association found that India had the largest number of zero-food children. The NFHS showed alarming levels of stunting (35%) and wasting (19%) among children and anaemia among women (57%) and children (67%) among 92 countries surveyed.

Data shows that expenditure as a share of the total budget on infrastructure has increased. Allocation to the Ministry of Road Transport and Highways (MORTH) and the telecom department has remained consistently high and allocations to the power sector too have improved from last year. In contrast, expenditure on major schemes in the social sectors, which includes education, pension and health, have either stagnated or declined. Spending on agriculture too, when considered as a share of the total budget, has stagnated. Outlays to schemes under social sectors such as MGNREGA, Samagra Shiksha, Ayushman Bharat, old age pension,

widow pension, Swasthya Suraksha, have all declined in the recent years. Allocation to Ayushman Bharat has remained more or less the same in recent years after a sharp increase seen in FY23.

The budget failed to give any direction to mitigate the severe unemployment situation of the country. According to the ILO, Youth made up 82.9% of India's unemployed population in 2022. Over a period of time the Indian industry has clearly moved from labour intensive to capital intensive, providing jobs for skilled and highly skilled jobs for the youth. Whereas, in the unskilled and semi-skilled category where the bulk of unemployed youth belongs, practically nothing has been done. The Modi government has failed to incentivize the job-intensive sectors thus leaving the maximum unemployed youth in the lurch. On the contrary, this government has done everything possible to dismantle the human capital formation system, through public education, research development-based funding in education, healthcare and social security. The Economic Survey 2023-24 highlights a critical issue, 65% of India's population is under the age of 35 and states that only about 51.25% of the country's youth is deemed employable, meaning that approximately one in two graduates are not readily employable out of college. This is further supported by the India Skills Report (ISR) 2024, which reveals that only 50.3% of graduates from higher educational institutions are considered employable.

The MGNREGA, which guarantees 100 days of wage employment per year to every rural family for unskilled manual work, has consistently seen a reduction in demand for work. Budget allocations for MGNREGA in 2022-23 and 2023-24 have been one-fourth and one-third, respectively, of the previous year's revised estimates. As the talks on skill development in 2024-25, a new scheme aims to equip 20 lakh young individuals with essential skills over the next five years, and also increasing the model skilling loan scheme, increasing the amount to Rs 7.5 lakh. The basic challenge is the mismatch between the skills being taught and the actual demands of the job market. Until this gap is bridged, the government's emphasis on skill development will remain a rhetoric only.

There is nothing to cheer in the Health care sector too. The allocation as a whole remains less than 2%. There is some increase in allocation when the Ministry of Health and Ayush taken together, yet when adjusted against inflation there is actually a decrease of 0.67%! In essence the government, in spite of clear warnings by the people of the country in the last elections, seem to be straightway heading to do whatever possible for the corporates without any concessions from them in the form of generation of jobs. The route is clear and it is the workers, peasants, women and the youth in the country that has to put up the barricades to stop rampant corporatization in the highways being built for them.



■ Local committee formation at Chalisgaon

Turn from P 1

...Chalisgaon by MSMRA

different level as per the directives of FMRAI GCM held at Vijayawada. Accordingly the first local committee of MSMRA is elected unanimously in the special general body meeting at Chalisgaon. This meeting is attended by 31 sales promotion employees of Chalisgaon wherein a 7 member local committee was elected unanimously by the

members.

This meeting was guided by MSMRA President Narendra Singh, Regional Secretary Sachin Parulekar and Sandeep Patil, unit Secretary of Jalgaon unit. Organizational tasks were assigned to the new local committee leadership with the direction to function as per guideline of MSMRA and FMRAI.

Patanjali asked to withdraw 14 products

After much fracas, under constant surveillance of Supreme Court, Baba Ramdev's Patanjali has ultimately compelled to cease advertisements of 14 products on 9th July, 2024 after their manufacturing license is cancelled by Uttarakhand Government in April 2024.

Patanjali was directed to report to the apex court about complete cessation of sales of below mentioned 14 products by 30th. An affidavit needs to be submitted by Patanjali regarding withdrawal of all such banned 14 products from 5606 franchises all over the Country. The banned products are:

Swasari Gold, Swasari Vati, Bronchom, Swasari Pravahi, Swasari Avaleh, Mukta Vati, Extra Power Lipidom, Bp Grit, Madhugrit, Madhunashini Vati Extra Power, Patanjali Drishti Eye Drop, Eyegrit Gold Livogrit, Livamrit Advance.

The Apex court verdict came after two & half year old battle when IMA had lodged a complaint against Baba Ramdev & MD Balakrishnan against their big misleading false claim on their product efficacies & their audacious move with disparaging statements to belittle, denigrate modern medicines based on scientific findings. Baba Ramdev had made these impertinent statements in front of press & electronic media to reject Allopathic Medicines & adapt their Patanjali products with tall claims to cure complex diseases like Covid-19, Cancers etc.etc. We are thankful to IMA

for their courageous fight against the very powerful business conglomerate backed by the ruling dispensation in the Country, who grew lightning fast with active support from the central government since 2014. The common people of the Country are been duped thousands of crores for so many years & especially in covid era due to unhindered mischievous false propaganda by Baba Ramadev is been allowed by Government agencies in different print, electronic and social medias which has violated both the Drugs and Magical Remedies (Objectionable dvertisements) Act, 1954 (DOMA) and the Consumer Protection Act, 2019 (CPA). The recent Supreme Court ruling to enforce a ban on Patanjali's advertisements marks a pivotal step in addressing the ongoing problem of misleading medical advertising.

In a society where many individuals lack sufficient knowledge of medical science and tend to place unwarranted faith in unverified herbal remedies, such advertising practices present a considerable risk of health. Baba Ramdev propagates misinformation and endorse products, that could potentially pose harm to consumers as the Products are found to be below par with WHO recommended manufacturing practice. The stupendous fight against the Fraud & saving lives of the Countrymen IMA deserves commendations from all corners.

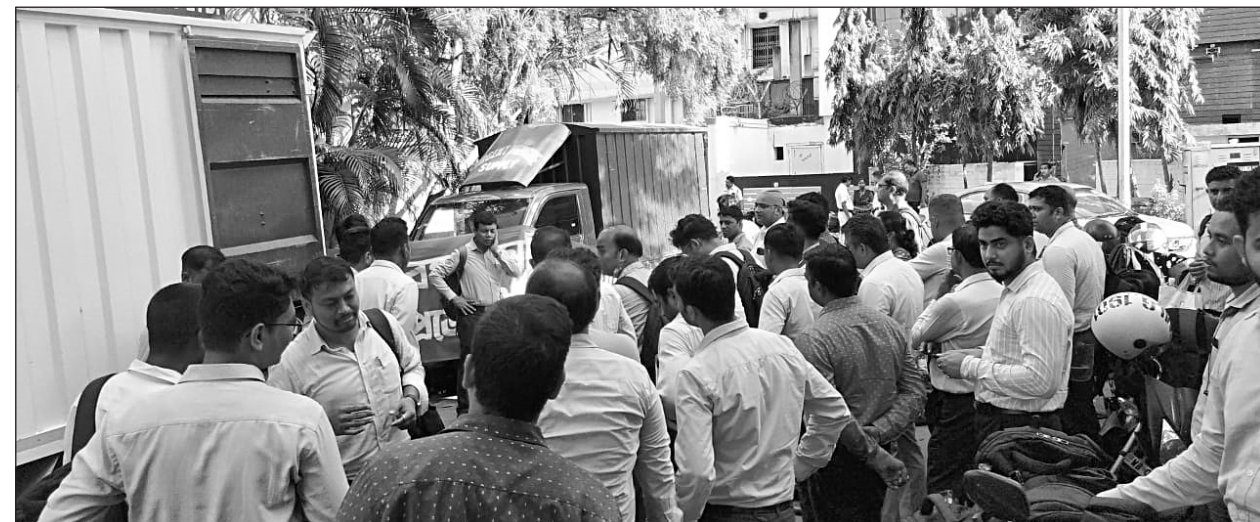
Pitfalls of reckless digitalization

The gift of the Pandemic was rampant exploration of digital world in Pharma industry. Few days before British Biological called Proteus division's all India cycle meeting in digital platform, during that virtual meeting some illegal and obscene contents were screened by the management. All SPEs immediately stepped out from the meeting. On next day pre schedule online cycle meetings had been refused by the SPEs of two more divisions. As per the guidance of FMRAI, all India council members send protest SMS to the management. The shameless broadcasting of such unacceptable videos had humiliated and hurt the dignity of the field workers. It is not sure whether the platform was hacked or intentionally used by the miscreants. Nothing is clarified by the management till now, more over management shamelessly approaching for virtual meetings. Here the questions come "innovation of technology is blessings or curse"? From the very beginning of introduction of the digital modes in the pharma industry as a benign medium, FMRAI strongly warned against of its misuse. In same company, council members have been fighting against app based reporting system through personal gadgets from 2022, though management continues to convince that the system is safe and secure.

Obituary



Manish Tyagi, a member of RMSRU employed with Lupin limited, passed away untimely on 17-July-24 leaving behind his wife and only son of six months. He was a dedicated member of Dholpur district sub unit of RMSRU. FMRAI and sends heartfelt condolence to the bereaved family.



■ Meyer demonstration at Kolkata

Meyer fieldworkers in the protest path

The Meyer All India Council has tried several times to meet with HO management to address the issues and grievances of SPEs across India. In the past, the management addressed some issues but did not recognize the All India Grievance Committee. The management has repeatedly ignored the demand to call a meeting with the Grievance Committee and recently advised the All India Convener to follow the company's hierarchy to get the grievances and issues addressed individually.

In the meantime, the management has unilaterally changed the working conditions by shifting from an electronic reporting portal to a mandatory reporting app without initiating discussions with the Grievance Committee. As a result, the issue of a section of SPEs, who have been protesting against this unilateral change and continuing to submit reports in hard copy, remains unresolved. Furthermore,

management has initiated an unlawful and unilateral change in the service conditions of these SPEs by declaring that their salaries will be released a week after the salaries of the rest of the SPEs. Management is continuing various forms of unfair labor practices and trying to subjugate the SPEs. These actions have led to large-scale discontent among the SPEs, who are now extremely agitated.

FMRAI called an AICC and AIC meeting of the Meyer All India Council in Mumbai on July 14th, and AICC planned to visit HO for a discussion raised in AIC. FMRAI provided prior notice to HO for demanding the meeting on July 15, 2024 with management.

In the year 2023 management denied to meet with AICC and not given permission to enter the office. FMRAI given a call for demonstration programme in front of office or C&F in all state subunits on 15th July, 2024.

But this time on the day of the visit, management called

the All India Council Committee members into the office. After few minutes HR management attempted to meet with individuals. The All India Council Committee protested against this intention. Subsequently, management agreed to meet with a four-member committee. The committee presented all the issues and grievances to the HR department. Management gave verbal assurance to resolve a few issues but did not recognize the All India Council nor showed willingness to form a grievance redressal forum. The All India Council asked management to call a meeting with the council committee within six months, at a date of management's choice. Management did not assure the resolution of all the issues and grievances but stated they would discuss them with higher management. In the future, only the members' strength, struggle, and fight can compel the management to resolve the issues through a grievance redressal forum.

On the call, all the subunits of FMRAI initiated a demonstration in front of Meyer Organic's office or CNF. On July 15, 2024, nine state subunits staged a demonstration, while a few other states sent a team to represent and show support for the field workers. During the demonstration, a large number of Meyer SPEs arrived at the office premises, along with general members of WBMSRU, TNMSRA, KMSRA, APMSRA, BSSRU, PMSRA, RSMRA, and others. The WBMSRU state committee arranged a demonstration in front of the Kolkata office, where there was massive participation. In several states, district and state leadership addressed the agitated SPEs. It is easily assumed that SPEs across India want to protest against the growing exploitation by management. Throughout India, more and more Meyer field workers are consolidating under the organization, which will help compel management to consider the field workers' concerns in the future.

Protest action regenerated by workers in ICPA

ICPA management, continuing unfair labour practices and violating labour laws, has unilaterally introduced Digital Visual Aid with intention of round the clock tracking and surveillance of its employees. The regular reporting portal has been illegally locked, leaving the field workers no other option to report daily field work. In spite of this, a good number of ICPA field workers across the country refuses to accept the digital VA and vowed to fight against the whims and fancies of this management. A letter from FMRAI, referring the violation of sections such as 9(A&C) under I.D. act and denial to accept the list of protected workmen

under statutory provision, reached the management recently. It is also imperative to mention that the management is yet to implement the judgment awarded by the hon'ble Mumbai Industrial tribunal on 20/10/23 with regard to Chartered of Demand, the management remained silent even after reminder later from FMRAI dated 1/3/24. Currently, council sub committee is exhibiting protest demonstration before the executive during field work demanding to unblock portal and convene Grievance committee meeting to discuss and resolve pending issues, failing which more intensifying industrial actions will be followed in days to come.

Unfair Labour Practices in Walter Bushnell

Walter Bushnell management is known for various unlawful activities in the past. The said company, over the years, changed its name and entity many times due to unknown/suspicious reasons, management declared that they do not maintain service books for its employees, the retirement age is still at 55 despite several persuasions and reminders to increase the same to 58, moreover the continuation of PF account, with the change of company's name/entity, is under question. Arising concern and confusion out of this, the field workers sent

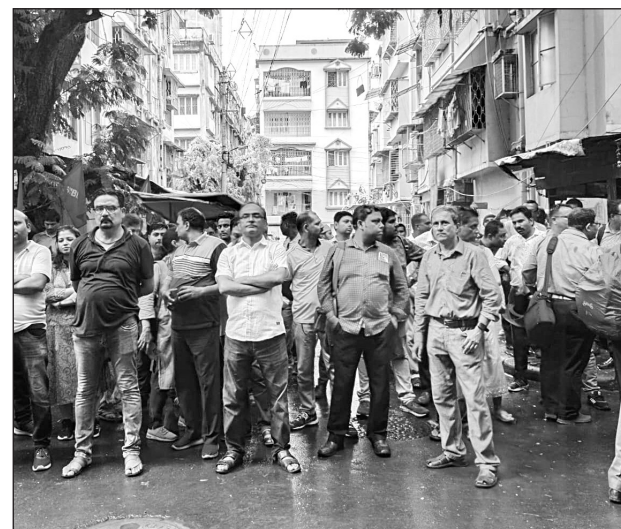
a demand letter to the apex management for immediate resolution of the same. The heinous management retaliated with transfer of 6 fieldworkers (includes two senior lady fieldworkers) to distant places and summoned 12 field workers to H.O. for sole intention to threat and intimidate in the name of training programme. However, one fieldworker rallied with the decision of union and refused to join the training programme. Currently, five transfer issues are in legal corridor also strong protest demonstration is being exhibited to the executives during fieldwork.

Caplet Pharma Workers Unite Against Management's Unjust Practices

Caplet Pharmaceutical company's unilateral change in service conditions has sparked outrage among its field workers, leading to a nationwide protest on 22nd July 2024. The management of this company also issued termination order to Pravin Sing of Ambikapur head quarter in Chhattisgarh. The Federation of Medical and Sales Representative's Associations of India (FMRAI) has tried to negotiate with Caplet's management to no avail, resulting in mass casual leaves and peaceful demonstrations outside company

premises. The workers demand revocation of termination orders, fair treatment, including formal appointments, discussions on charter of demands, welfare meetings, lawful wages, and respect for labour rights. The workers seek justice, urging Caplet to cease intimidation tactics, ensure timely payments, uphold statutory rules, and refrain from harassment. The solidarity shown by field employees and supporters reflects the collective strength in standing against corporate injustices. On the day

of mass casual leave and zonal dharna, Caplet fieldworkers from different state units assembled in front of the head office establishment at Kolkata. Protest demonstration and meeting was organised. Arpita Mitra Roy, vice president, FMRAI presided over the protest programme which was addressed by the Caplet council leaders of different state units and leadership of FMRAI. Large number of WBMSRU members were present to express solidarity with the fighting members of Caplet.



■ Caplet demonstration at Kolkata

MPMSRU inaugurates new activity centre

The Madhya Pradesh Medical and Sales Representatives Union (MPMSRU) celebrated its 29th Foundation Day on July 7th, 2024, during its State Working Committee Meeting held in Bhopal. On this occasion, the state union flag was hoisted by President Sanjay Singh Tomar at the newly constructed Activity Centre. This centre was inaugurated just one day before, by Pramod Pradhan, General Secretary of MP-CITU, and named after the union's founder General Secretary as Subir Talukdar Bhawan. Mrs. Anita Talukdar, the wife of the late Subir Talukdar, attended the inaugural session along with family members. FMRAI Secretariat Shailendra Sharma explained a brief history of MPMSRU,

elaborating the circumstances leading to the union's formation. He commemorated the contributions of the four stalwart founders: former President R.N. Ghosh, former General Secretary Subir Talukdar, former Treasurer P.R. Dey, and former Joint General Secretary M.K. Nandy, who established the union on July 7, 1995, in Jabalpur. The operational office, originally now located in Rewa, is in Bhopal from 2001. Anurag Saxena, General Secretary of MPMSRU expressed the necessity of three tire organization with in the state and the new activity center would enhance the organization towards this direction. Other state secretariats and working committee

members from various units were present in the program. They took an oath to continue the fight to safeguard the rights of medical and sales representatives in the state through unity and struggle. The Foundation Day was celebrated throughout the state, with the MPMSRU flag hoisted in various sub-units. The history of MPMSRU was shared with general members in these sub-units, emphasizing the need for unity and the fight against injustice and attacks on the rights of Sales Promotion Employees by central and state governments and pharmaceutical managements. Leaders devote themselves towards working-class unity and to elevate MPMSRU to greater heights among FMRAI units.



Campaign on Medicine Related Demands by TNMSRA

The state working committee of TNMSRA held at Trichy on 23 June decided to conduct various movements and campaign in the month of July on medicine related demands, as per the call of Vijaywada General Council Meeting of FMRAI. In this regard various unit leadership met Doctor's organisations and eminent doctors of different subunits on 1st July, 2024, greeted them on "Doctors Day" and campaigned the Medicine Related Demands. The online signature campaign was campaigned and many signatures were obtained from doctors, professionals associated with industry. Rallies, Street corner meetings, campaign meetings were organised at Trichy, Madurai, Dindigul, Vellore. Erode,

Villupuram, Tirunelveli and Kanchipuram unit. Dindigul unit met Sachidanandam, the Member of Parliament and briefed him about the medicine related demands. Thousands of pamphlets were distributed amongst common people during this campaign. Hundreds of members from our units participated in the subunits. Leaders from chemists and druggists association (TNEDA), wholesale distributor's association (TNPDA) and leadership from CITU, DYFI participated in the programme. The campaign could attract large number of common people. TNMSRA has decided to continue the signature campaign and other medicine related programmes by hanging dangles and pasting posters in hospitals, chemists shops and at other prominent places.

Signature collection by DSMRO

DSMRO, unit of FMRAI, concluded its month long signature campaign with 1500 signatures and submitted along with the just demands of sales promotion employees to Additional labour commissioner of Delhi NCR, Mr.S.C.Yadav. The pertinent demands to unrestricted and free entry of Sales promotion employees inside the hospital premises and to notify 8hrs work were mentioned in the draft. The proposed time duration of 9am-5pm includes usual 1 hr break each for lunch and clerical work. General Secretary called upon all SPEs of Delhi to participate in day to day union programme to fulfill the above demands. Collective fight and united struggle will pave smooth road ahead for the sales promotion employees of this country.



Soldiers sharpen their weapons every nook and corner

New young leaders are emerging in every layers of the organization. Organization preparing itself to fight against multi dimension attack of the management and drastic change in the pharma industry, so FMRAI has been organizing different form of training and workshop programs with every forum of leadership. In this context, TMSRU, APMSRU, RMSRU, UPMSRA and TNMSRU state units organized one day training and workshop to furthermore sharpen the skills of their leaders. On 14th July in Hyderabad city at union state center a training program was organized and all subunit leaders along with state

leaders were invited in the program. The event was presided by Ch. Sreedhar and two notes were placed. Note on organization line was placed by I. Raju Bhat and note on movemental line was placed by state General Secretary Ch. Vanu Kiran, invitees discussed on both the subject separately. On 21st July APMSRU organized a workshop at Guntur, the subunit leadership along with council leadership were also invited in the event. In the morning session they discussed the topic about 'Social evaluation' which was dealt by state CITU leader S. Venkatarao and afternoon session the topic about 'FMRAI history, SPE act and other legal provisions of SPEs'

which dealt by APMSRU General Secretary C. Venkatarao. Both the sessions were coordinated by Gudipati Monohar and US Ravikumar. On 6th April RMSRU organized a trade union workshop at Jaipur union office, the program was chaired by state president Rakesh Galav and conducted by General Secretary Jitendra Kumbhaj. The subject for discussion were in three parts, first SPE act, and some other important act related to our profession, second current scenario of industry and its effect on SPEs and last FMRAI's vision 2025. The last topic was elaborately explained by FMRAI Vice President J.S.Naruka, including importance of



three tire organizational structure of the state. The event also guided by state CITU leaders. UPMSRA also organized subunit leadership training programs in 14 regions within the state unit throughout the month of April. All state working committee

members and all FMRAI General council members involved themselves in all the events. Subunit leadership training programs were also organized at Madurai, Chennai, Salem, Tanjore and Villupuram five different part of the TNMSRA on 14th and

21st July. Topics were placed like leadership skills, organization and movemental approach of FMRAI. A large number of leaders were able to take active participation in discussion. Those programs were being conducting by state President Sathyanarayana, General Secretary Vivekanandan, Vice President Ramkumar, Assistant General Secretary Narayana Swamy, Secretary Vinoj Ramanujam and Secretary Srinivasan respectively in different centers. Continuation of the training series, in the month of August FMRAI is going to hold an all India council leaders training program in Kolkata.