

27th Conference of FMRAI resolves to fight and advance

The 27th conference of Federation of Medical and Sales Representatives' Associations of India (FMRAI) was held during 13 – 15 February, 2025 at B Vijayan Manch (Bantara Bhavan), Sitaram Yechury Nagar (Kurla - East, Mumbai). The city of Mumbai popularly referred as the financial, commercial, and entertainment capital of South Asia is a place with a rich legacy of trade union movement. The city which became a strong base for the Indian Independence Movement also during the early 20th Century is also witness to several historic struggles of the working class. FMRAI also organised historic rallies at Mumbai in the past. In the pharmaceutical sector amongst the top 20 pharmaceutical companies, 13 companies operate from Mumbai. The three-day Conference started with the hoisting of the organization's flag by FMRAI President R. Ramesh Sundar followed by the leaders and delegates paying tribute to the Martyrs' column. The Chairman of the Reception committee, Shri Jagannath Appaji Shinde, the National President of the All-India Chemists and Druggists Association (AIOCD), while welcoming the distinguished guests, delegates and attendees, highlighted Mumbai and Maharashtra's significant social,



economic, and historical contributions to the country. He emphasized the need for collective struggle of Sales Promotion Employees (SPEs), doctors, and chemists to address current challenges in the pharmaceutical and healthcare sectors. He assured that AIOCD would always support such efforts and extended his best wishes for the successful proceedings of the conference. Renowned Mumbai-based Surgical Gastroenterologist Dr. Sanjay Nagral and member of the Medical Ethics Committee of IMA inaugurated the Conference. He expressed concern about privatization of medical

and healthcare services, the transformation of the sector over the past two decades, and its impact on the common people. He added that corporate influence has made healthcare unaffordable and stressed the increasing need for government intervention in regulating drug prices and prioritizing public healthcare policies. Ashok Dhawale, President of the All India Kisan Sabha (AIKS), urged the working class to organize an intense struggle against 4 new labour codes, drawing inspiration from the farmers' movement against agricultural laws. He assured that AIKS would stand

firmly supporting the worker unions in this fight. He also thanked FMRAI for its support in the farmers' struggle and called for an increase in union membership before the next conference. Thereafter, M.H. Shaikh, Maharashtra State General Secretary of CITU (Centre of Indian Trade Unions), Sukumar Damle, National Secretary of AITUC (All India Trade Union Congress), Vivek Monterio, Coordinator of the Joint Committee of Trade Unions, Maharashtra, Tapoti Mukhopadhyay, National Teachers' Union greeted the Conference. Renowned Advocate Arvind Tapole

emphasized the need for global solidarity among labour representatives and highlighted FMRAI's legal struggle for the enactment of SPE (Sales Promotion Employees) Act 1976, which safeguards the legal rights of Medical Representatives. The SPE Act played significant role as the basis in fighting different legal cases in Mumbai and other parts of the country. Santanu Chatterjee, General Secretary of FMRAI, highlighted the role of the organization in taking up peoples' and workers' issues and assured that FMRAI will continue to fight the

► Turn P 4

Elder: unflinching struggle pays.

Almost 12 years of valiant fight against unjust terminations has yielded fruits of success for the victimized Elder field workers. In 2013, acquisition by Torrent pharmaceuticals of two main divisions of Elder pharmaceuticals had made activists unemployed while transferring the services into the company. Another group of SPEs was not absorbed by Torrent as they refused to accept derogatory service conditions for transfer of services, bypassing the MOU between Welfare Committee & Elder. Complaint of unfair labour practice was initiated in Mumbai Industrial Tribunal immediately. But in December 2017 Elder went into liquidation, FMRAI filed a petition before Mumbai High Court for pending dues of SPEs from official liquidator. After prolonged and vigorous follow-ups in correct organizational direction, the liquidator had started finally disbursing pending dues of the victimized totaling 118, including dues to the Provident Funds department. Once again as per direction of FMRAI, 21 out of 118 SPEs have raised for further adjudication of the funds sanctioned by the liquidator against their claims, which is accepted by the Mumbai HC as validated by the General Secretary and President and Treasurer of FMRAI and has ordered for reassessment of dues. 12 years of valiant fight under the banner of FMRAI was not easy as in many states SPEs are not covered under section 2(s) of ID Act, 1947. This legal fight and right guidance of FMRAI has compelled liquidator to sanction more than 12 crores as dues for 118 SPEs and many SPEs have received the dues in their accounts.



■ Newly elected Secretariat members of FMRAI on the stage in the concluding session of 27th Conference at Mumbai

EDITORIAL

International Day for the working women: Create the necessary conditions for her

In a stark episode of harassment, a young woman SPE working in a multinational pharma company is stalked and humiliated by her line manager during field work every day. The humiliation continued within and outside doctors chamber, while commuting in the two-wheeler and in the meetings. Finally, she was called before a full house of management and tremendously tortured mentally to put her papers in the cold of night. When this issue was raised by her union, the MNC called her in the ICC constituted only by males. It became a herculean task for her comrades to convince the police that there was mental harassment involved in the process. In another vile incidence, the line manager of a company continuously sent filthy messages to a woman SPE in what's app till it became impossible for her to endure anymore and the issue was brought to the notice of the union. These are only some of the uncomfortable pictures emerging out of the workplaces when we prepare for the 48th year of observing International Women's Day. Needless to mention that women are still viewed with the same patriarchal lenses in an otherwise attractive and liberally venerated corporate set up as is seen in any medieval haveli of the feudal lord! For all those interested in true emancipation of women in our society, the patriarchal mindset which we often talk about that wants to see the women only stuck to household chores is actually a collaborative force of capitalism. True emancipation of women demands their involvement in large scale production processes. The involvement of women in domestic work in reality prevents them from doing the above. This work, which the society has primarily allotted for the women, remains, throughout the world, as completely unpaid and largely unrecognized, assigning them as an inalienable duty of the woman in the family. Thus, the reproduction of labour power, which is so essential to run the capitalist production process is actually taken care by the unpaid free labour of that the women do in the family. It actually provides the necessary fodder for the capitalist economy to run. Second, this systemic bondage of patriarchal family values prevents the women from equal bargain of their wages and rights in the workplace in comparison to their male counterparts. Still, in most of the industries, women are considered to be the inferior components of the workforce and treated accordingly. This is actually a systemic malady which again arose from the deeply entrenched patriarchal values that helps to keep the wages low for them. Clara Zetkin noted "What made women's labour particularly attractive to the capitalists was not only its lower price but also the greater submissiveness of women". The general social submission of women ensured by existing social system is so deeply and widely pervasive that even the women accept such discriminatory employment relations in the workplace as normal. This actually makes the women workers easy subjects of oppression and exploitation by their employers. While the government's Periodic Labour

Force Survey data shows enhanced female employment participation in economic activity across various categories, including rural and urban (24.6% in 2017-18 and 47.6% in 2023-2024), a huge number of women said that lack of necessary educational qualifications (37.94%) and domestic commitments in the form of child care and homemaking responsibilities (43.04%) as barriers for increased participation in economic activities. The idea of establishing the due share of women in the social production process- like struggle for eight hours work schedule, against inhuman working conditions in the factories have been effectively hijacked by the corporate world and their pet media channels by making it a mere gender parity issue. The contribution of the women in running a family is often excessively glorified to assiduously put the real issue of bringing more women in the mainstream of economic activities in the backburner. This helps to mask the issue of rights in the workplaces. It has to be remembered that the real emancipation of women involves creating the right conditions in the workplace where women will have the necessary encouragement to exert her fullest potential to contribute in the production process. This requires that the differences between men and women to be respected and creating conducive atmosphere according to that. This also requires that such understandings are developed, nurtured and reflected in the practices of all male members of all hues of the society. In the Sales Promotion Industry too we have seen that women recruitment have increased manifold in the recent years. Still the core issue of identifying and respecting the different requirements of women remains obscure and is in the backburner. Women are expected to undertake long travels like men; even overnight travels sometimes are mandated to reach working areas. They are sometimes expected to stay in out stations in shabby and unsecured places in the night. In many companies, maternity leaves are regularly denied. There are no thoughts on washroom facilities. Menstrual leaves are not recognized as a necessary part of specific gender related needs in most companies. Apart from these issues there are huge disparities in terms of trainings, wages and opportunities in the field work. In general, adequate conditions for participation of the women workforce in the economic activities in the country is also reflected in the sales promotion industry equally. In line with the left, democratic and progressive forces, FMRAI has recognized the economic issues of women's emancipation and have taken the necessary steps organizationally. In the International Working Women's Day, it is the responsibility of all women and particularly men to recognize the above facts and create strong movements to achieve equality. Recognizing the vulnerable condition of women has to start in the families and all men should take the necessary initiatives in the process. The members of the working class, who are true vanguards of revolutionary changes in the society, should lead by example.

Resolutions adopted in conference

Severe Onslaught Faced by the Sales Promotion Employees and Persistent Movement to be Undertaken

The 27th Conference of FMRAI held at Mumbai during 13th to 15th February 2025 notes that the drive being unleashed in the framework of neo-liberal economic policies by the Central government is leading to mass retrenchment unabated and also adversely affecting the services and working conditions of the sales promotion employees' flouting all legal provisions, existing conventions and practices by the employers. It is also of grave concern that most of the Multi-National Companies are terminating the services of large number of sales promotion employees by violating the labour laws, connoting "no longer needed", "redundant", "cessation of company activities". M/s Novartis, MSD, Fresenius Kabi, GSK, Lundbeck, Eli Lilly, Sanofi, Novartis, Pfizer, Astra and Johnson and Johnson managements unleashed unfair labour activities are the glaring examples. Even Indian companies have adopted similar line while retrenching the SPEs' in violation of all the labour laws. To quote the name of few are TTK, Himalaya, AFD, Glenmark, etc.

This Conference Notes that:

1. The Sales Promotion Employees are recruited in gross violation of The Sales Promotion Employees (Condition of Services) Act, 1976 and in absolute violation of other labour laws.
2. Post pandemic large numbers of Sales Promotion Employees were summarily terminated from the services by flouting all the labour laws.
3. Employers are making 'Sales' as part of 'conditions of service' and victimizing the SPEs on sales ground. The employers are rampantly violating right of annual increment by linking it with sales performance.
4. Unilaterally imposing new work systems with no rationale and in complete violation of laws, existing practices

and agreements.

5. Illegal intrusion in the privacy of the sales promotion employees through forceful introduction of digital devices/software with unauthorized surveillance, tracking and data generation through unlawful online promotional activity and to allow access to their location on call to call basis. Moreover, all the said digital initiatives are undertaken with malafide intent only to use against the SPEs for punitive action.
6. Locking of the reporting site; insisting to accept all newer working conditions under the threat of non-reimbursement of Wages & other reimbursement are becoming the tools of the management to victimize the SPEs.
7. There is no end to exploitation of the SPEs through many irrational activities being imposed unilaterally and tremendously increasing the workload and are invariably made to work for more than 8 hours in a day.
8. Unethical trade practices, unfair marketing practices and sales closing activities undertaken by the employers are a big mental hazard to the healthy wellbeing of the Sales Promotion Employees and their family.

FMRAI 27th Conference Demands of:

1. Employers to comply with the provisions of SPE Act, 1976 with the rules there under and all applicable laws to all the sales promotion employees including new recruits.
2. Employers to refrain from any illegal action in the name of disciplinary procedure including stoppage or deduction of wages & expenses.
3. Employers to engage with the grievance committee representing the SPEs to provide congenial working atmosphere.
3. Employers to stop introduction of unilateral work system/norms in contravention of the laws of the land and undermining the

mutual agreements.

4. Introduction of newer technology should be within the frame work of our law and not to increase burden or cause hardship to SPEs. Ensure cyber-security as per law and ensure protection of password to prevent cyber-crime.
5. Reporting systems should be without any control by the employer i.e. no locking or blocking of reporting portal. Ensure provision to report on strike and other abnormal situations where field work is hampered.
6. No unilateral change in the service & working conditions.
7. Stop Victimized the SPEs on Sales ground making them solely responsible for Sales.
8. Stop retrenchment, dismissals and transfers of the SPEs.
9. Stop unethical trade practices, unfair marketing practices and no harassment or pressure during sales closing days.

This Conference Resolves:

To oppose unjust actions and unfair labour practices of the employers through movements and also to approach the legal corridor to protect the SPEs from unjust actions. To intensify the campaign amongst the doctors, chemists and others seeking their support. To pursue with the Central Government and with the state governments to immediately intervene to keep a check on the illegal acts of the employers. To generate a powerful movement by mobilizing all fieldworkers, against victimization, job loss, misuse of technology and to protect the trade union, collective bargaining & legal rights of the workers. Sales promotion employees in the country are left with no other option but to undertake strong, militant persistent industrial strikes including strikes to get relief from the severe onslaught unleashed by the industry employers.

...fight and advance

Turn from P 1
anti-worker policies of the Central Government. The opening session concluded with a vote of thanks delivered by Shrikant Phopse, General Secretary of MSMRA, expressing gratitude to all dignitaries and attendees. The business session of the 27th Conference began in the afternoon with the formation of the Presidium consisting of FMRAI President Ramesh Sundar and the five Vice-Presidents viz. Arpita Mitra Roy, Devasish Roy, J. S. Naruka, Navin Gupta and K. M. Surendran to conduct the proceedings. The session started by placing of Condolence resolution by Devasish Roy followed by a minute of silence. Various committees for conducting the Conference viz. Registration committee, Minutes committee, Resolution Committee and Credential committee were formed. The Business session was inaugurated by J. S. Majumdar, former General Secretary of FMRAI. He highlighted the challenges on the attacks on the jobs of the Sales Promotion Employees and legal provisions governing the definition of Medical Representatives. He emphasized on the need for conducting campaign on medicine related issues, particularly on the way that the companies are exploiting on prices of both generic and branded medicines. The presidential address was delivered by Ramesh Sundar mainly dealing with the National and International situations in the last 3 years. General Secretary Santanu Chatterjee placed the report of FMRAI from Kota Conference 2022 to Mumbai Conference 2025 and Partha Rakshit, Treasurer placed the Treasurer's report along with the audited report of the last 3 years for discussion by the delegates attending the Conference. The "Vision Document 2028" was unveiled during the Conference by R. Ramesh Sunder, President FMRAI requesting all delegates to deliberate and enrich the same to have a focussed objective for the next 3 years on advancing the movement and organization. Subsequently, 62 delegates from the

different state units, councils, women and other industries over a period of almost Nine hours discussed and made valuable contributions to enrich the General Secretary, Treasurer's report and "Vision Document 2028". During the conference, 28 subunits were felicitated for enrolling more than one thousand members in 2024. Notably in 2024, three new subunits, namely Jalgaon of Maharashtra, Varanasi of Uttar Pradesh and Malda in West Bengal entered in the group of subunits having more than one thousand members. The conference adopted resolutions on Protection of Legal Rights (SPE Act & others) and Notification of Statutory Working Rules for the Sales Promotion Employees, Medicine Related Demands, Severe Onslaught Faced by the Sales Promotion Employees and Persistent Movement to be Undertaken, Work Place Safety of Women Sales Promotion Employees, Scrap the New version of Criminal Laws Criminalizing Protest Actions Serving the Interests of Neo Liberal & Communal Divisive Forces. During the conference advocates pursuing the industrial disputes on behalf of FMRAI namely Adv. Vinod Shetty, Adv. Zen Cox, Adv. R. D. Bhat were felicitated and they also greeted FMRAI and the members for putting up spirited struggle against the atrocities of the employers as well as the authoritarian rulers at the centre. They emphasized on re igniting the organisation further to face imminent challenges due to sharp policy shifts

of the authoritarian government. Santanu Chatterjee, General Secretary, while summing up the discussion, emphasized on implementing the programmes of FMRAI in all 400 subunits by forming three tier organisation in the state units and forming subunit councils in 12 identified companies. Both the reports were unanimously adopted in the conference. The movemental line designed by FMRAI received overwhelming support from the delegates of different state unions with clear objective of consolidating the organisation further. 728 delegates, 20 of them women, participated in the conference from 20 state units and 223 subunits. The conference unanimously elected 99 working committee members including 20 office bearers with Krishnanand P. Nair as President, Partha Rakshit as General Secretary and Kaushik Roy Chowdhury as Treasurer. The conference gave standing ovation to all MSMRA volunteers for working tirelessly to organise conference of such stature with flawless efforts. The delegates gave standing ovation to the past leadership of the Working Committee who have contributed in exemplary manner over long period of time sacrificing personally and professionally. The 27th conference concluded with unanimous resolve to move along the path shown by the former leaders of FMRAI with the call of "Combat, Resist and Advance."



■ Flag hoisting in the 27th Conference by Ramesh Sundar



■ Addressing 27th Conference, from left to right- Tapan Sen (CITU), Ashok Dhawale (AIKS), Tapati Mukhopadhyay (NTU), Vivek Monterio (Joint Committee of TU), Dr. Sanjay Nagral (IMA)

Resolutions

Scrap the New version of Criminal Laws

The 27th FMRAI Conference at Mumbai notes with serious concern that the three new versions of criminal laws- Bharatiya Nyaya Sanhita (BNS), Bharatiya Nagarik Suraksha Sanhita (BNSS), & Bharatiya Sakshya Adhinyam (BSA) have empowered the government to turn into Police Raj and curtail the democratic rights of people undermining the basic rights of individuals in a democratic and sovereign country. These laws implemented from 1st July, 2024, replacing Indian Penal Code (IPC), Criminal Procedure Code (CrPC), & Evidence Act, consists of provisions against the basic foundations of criminal justice, criminalizing protest actions, demonstrations, dharna and such other instruments - weapons of working people exercised for their rights and justice. The crucial amendments to the substantive and procedural laws empower the police to register or not to register complaints, handcuff the accused, create profile of agitators by display of their photos, address and the other details in local police stations and at district headquarters along with uploading it on social media. The 15 days police custody which was in the earlier criminal laws has been increased to 60 to 90 days; along with, time for filing charge sheets increased to 180 days even for common criminal offences. The provision of waiver of trial i.e. awarding punishment through trials in the absence of accused is inserted. If the accused is not attending the trials and multiple charge sheets are pending, the presumption of accused evading trial-waiver of trial can be invoked. The provision for entire

trial including the examination in chief, cross examination and arguments over video conferencing is included. Restrictions on arrest of women in nights have been removed with provisions to arrest them with women police. Provide for seizure of property of accused before conviction. The provisions criminalizing road accidents with stringent punishment in the so called hit & run cases, though is not notified, are being retained in the BNS notwithstanding the stiff resistance by the road transport workers through their first ever large scale strike action. Contrary to the claim of Home Minister placing the bills that sedition is decriminalized, much wider activities including dissent are included to define offence like sedition without the nomenclature of Sedition but with more stringent punishment. The definition of organised crime and terrorist acts are inserted in these laws as in the special draconian legislations like Unlawful Activities Prevention Act (UAPA) with wider definition to include even protests in its ambit. The criminalization of acts leading to mob lynching does not enlist religion in the causes for lynching, thereby giving the rioters against religious minorities a free hand. The explanation to the acts leading to offence of promise to marry through deceit-full means includes "marry by suppressing identity" which shall bolster the love jihad narrative of right wing divisive forces. The missing of word Justice from the definition clause of Court of Justice and naming of statutes in Hindi indicate the RSS narrative of the Hindu-Hindi-Hindustan and the notion of delivering

judgment and not Justice. These laws usher in police raj and are an indication of creeping authoritarianism. The fundamental principle of 'presumption of innocence', which is bed rock of Indian Judicial system is undermined, de structuring criminal jurisprudence. These laws curtail the rights of people to suite the interests of neo liberal forces and communal divisive interests. Even in the arena of sales promotion employees justified trade union movements against the coercions and threats of the company managements our union is also observing too much of police interventions based on unilateral cooked up complains of the company managements like M/S Abbott Healthcare, M/S Glenmark Pharmaceuticals and others with a sole malafide intention to end the trade union activities, whenever the union is justifiably protesting against the unfair labour practices being unleashed. The blatant violations of the Sales Promotion Employees (Conditions of Service) Act, 1976 and the Rules therein, and other industrial statutes meant for the sales promotion employees are now-a-days a common phenomenon. Here complains being lodged by the Union before the appropriate forums are not getting addressed in a rational pace and that's why the sales promotion employees are suffering immensely. The 27th FMRAI Conference held on 13th - 15th February, 2025 at Mumbai urges scrapping of these undemocratic draconian criminal laws - BNS, BNSS & BSA which criminalize protest actions and serves the interest of neoliberal and communal divisive forces.

Alkem: Unprecedented attack by management faces strong resistance

On 31st January'2025, nearly 50 fieldworkers, almost all of them are leaderships and activists, received an unexpected email from management, stating job transfers to a new venture titled "Retail Division". Without disclosing the modus operandi management asked them to attend training programme at Lonavla on 12th and 13th February'25. Understanding the gravity of the situation FMRAI sent a letter, endorsed by the transferred SPEs, requesting management to divulge the strategies and refrain from organizing such training programme in haste. Management continued the agenda of training programme but majority of SPEs did not attend the same, marking the initial resistance of the defiant field workers. As the event unfolded thereafter, it was revealed that the intention of the management is not only to confine the leadership in a single division but to change their service conditions unilaterally and arbitrarily in contravention with the laws of the land. The new proposition does not allow an SPE to visit doctors which is a gross violation of existing service condition. After revelation of the intent of the management, FMRAI sent a demand letter to withdraw such



■ Demonstration against Alkem in Patna by BSSR Union

crooked initiatives. WBMSRU, where majority of leaderships are targeted including the All India Convener, called for a lightning demonstration on 26th February in front of the company C&F. An overwhelming presence, within a call of 24hrs, of more than 300 Alkem SPEs along with general unity members thronged the premises with thunderous slogans. Agitated SPEs of Alkem vowed to move forward with more intensified struggles in future to thwart the intention of the management to dismantle the council movement at a time when field workers are mobilized to fight against the unethical trade practices and other oppressions prevalent in the company.

MPMSRU block council meeting

After 27th FMRAI conference, the Madhya Pradesh Medical and Sales Representatives Union (MPMSRU) started the first phase of state council meetings of all India councils in Bhopal on 23rd February. Torrent, Alkem, Khandelwal, Meyer, and Charak councils attended the same. The meeting started with a joint session addressed by FMRAI Secretary Sailendra Sarma, MPMSRU General Secretary Anurag Suxena, Joint General Secretary Asish Jain and Council Core Committee member Abhay Rai. The future organizational line

of FMRAI, the need to expand the organization in length and breadth at the grass root level, the concept of the subunit council and the role of the organized council in the general unity movement were explained through the leaderships' address. After the completion of the joint session, all councils held meetings separately and discussed current situations, planned for more consolidation within the organization and to build up resistance against the anti-worker policy of the management. Meetings of other councils would also be called similarly in the coming months.

Drakt International – Settlement on Upward Revision of Daily Allowance and KM Fare

A Memorandum of Settlement for upward revision of Daily Allowances and Kilometer based fare has been signed between FMRAI and Drakt International for all the Sales Promotion Employees of the company as an interim measure on 22nd February, 2025. Drakt International is a Kolkata based company having marketing operation only in eastern India. On expiry of the last wage settlement on 31.03.2019 FMRAI had submitted two back-to-back Charter of Demands but there had been no progress. In this context after



protracted discussion it was agreed upon by both the parties that there will be increase in Daily Allowance and fares as an interim measure. It is further agreed by and between the parties that discussion

on the entire Charter of Demands will be initiated from the month of April, 2025 and accordingly settled with further upward revision of Daily Allowances and Fare. By this settlement the revised Daily

Allowances of H.Q. will be Rs. 230/-, Ex Station will be Rs. 275/- and Out Station will be Rs. 350/- from existing Rs. 130/-, Rs. 140/- and Rs. 170/- respectively and existing per KM Fare of Rs. 1.50/- has been revised to Rs. 2.50/- per KM with effect from 1st January, 2025. On behalf of the management of Drakt International Dr. Amiya Bhaumik, Mr. Tapan Mukherjee, and Mr. Anupam Muhuri, and on behalf of the negotiating committee of FMRAI Shubrangshu Bhattacharyya, Pradeep Kr. Verma, Subrata Chatterjee and Sunil Shukla signed the settlement.

General Council Meeting of MSMRA

The 13th General Council Meeting (GCM) of the Maharashtra Sales and Medical Representatives' Association (MSMRA) was held on the 15th and 16th of February, immediately after the completion of the 27th FMRAI conference at the same place (Bantara Sangh Hall) in Mumbai-Manch and Nagar devoted to Kishore Gobindpukar and Sitaram Yechury. GCM commenced with flag hoisting by state President Narendra Singh and a floral tribute to Marty's column. During the inaugural session, former FMRAI General Secretary J.S Majumder explained the history of FMRAI to all the members, the right to work and the legal rights of Sales Promotion Employees. Partha Rakshit, newly elected General Secretary of FMRAI, deliberated in the General Council Meeting. He emphasized on building three tier organization and subunit councils across the state of Maharashtra and called for implementing the programmes of FMRAI at subunits by mass mobilization of members. One hundred and thirty-eight elected delegates from thirteen subunits attended the meeting.



■ D Flag being hoisted by MSMRA President Narendra Singh

The business session was presided over by the state President, General Secretary Srikanth Phopse and Council Subcommittee Convener Snehadeep Kulkarni placed reports and delegates were welcomed for discussion. Through the deliberation of twenty-nine GC members, a few burning issues have come up on the surface like attacks on organized council, digital threats, parasitism and opportunism within the organization. FMRAI

Joint General Secretary K.B. Kadam greeted all delegates and expressed the current economic condition of the country and its effect on the pharma industry, he also explained the essence of the 27th FMRAI conference. Two resolutions were adopted on workplace safety of women field workers and fight against parasitism and opportunism, along with reports. The GCM concluded with a call to build up local units and strengthen the organization.

Block Council meeting in BSSR Union

To strengthening the council organization as well as to carry out the council related movements BSSR Union organized block council meetings on 9th February 2025 and 23rd February 2025 respectively of Albert David, Dey's, East India, Zydus GRL, Himalaya Drug, RPG, Torrent, USV, Charak, Franco, Hetero, Intas, Ipca, Khandelal, Lupin, Macleods, Stamed, Tablet India, Pfizer, Glenmark. More than 566 members of BSSR Union attended the council meetings. Prior to council meetings BSSR Union and FMRAI leaders addressed the Convener and Joint Conveners to set a task to form Sub-Unit Councils as designed by FMRAI. Council meeting of all the aforesaid companies uniformly gave a call to intensify the movement against the all managements adopting unfair labour practices, unilateral imposition of digital work norms, sales related victimizations, wage cuts by the employers at their respective units along with Council Sub-Committee.

