



**SURANA & SURANA AND SCHOOL OF LAW, RAFFLES  
UNIVERSITY NATIONAL LABOUR LAW MOOT COURT  
COMPETITION 2024**



**7<sup>th</sup> SURANA & SURANA  
AND  
SCHOOL OF LAW, RAFFLES UNIVERSITY  
NATIONAL LABOUR LAW MOOT COURT  
COMPETITION  
2024-25**

- **HYBRID MODE**
- **PRELIMINARY ROUND ON 25  
OCTOBER 2024**
- **OCTA FINAL/QUARTER FINAL, AND  
ON 08 NOVEMBER 2024**
- **SEMI FINAL AND FINAL ROUND ON 09  
NOVEMBER 2024**

## ABOUT RAFFLES UNIVERSITY, NEEMRANA



**Raffles University Neemrana**, established by an **Act of Rajasthan State Legislature**, as per **Section 2(f) of UGC Act 1956**, is a **multi-disciplinary university** providing **worldclass education** through its various schools, namely:

- ✦ **SCHOOL OF LAW**
- ✦ **Alabbar School of Management**
- ✦ **School of Engineering & Technology**
- ✦ **School of Basic & Applied Sciences**
- ✦ **School of Agricultural Sciences**
- ✦ **School of Pharmacy**
- ✦ **School of Humanities & Social Sciences**

Raffles University is situated in NCR at Neemrana, on Delhi-Jaipur National Highway No. 48, is just 90 km away from Delhi International Airport and is also connected by a six-lane expressway and by the railway line at Rewari Junction. The distance from Jaipur is 140 Kms.

The **state-of-the-art infrastructure** with all modern facilities, built on a sprawling 50 acres of land, is set in an **unpolluted serene environment** in the lap of Aravali hills. The University is based on the

“**GURUKULA**” concept, whereby the students move away from the rough and tumble of stressful existence to the quieter environment of the University in Neemrana. This ambiance, enables a strong bond between teacher and pupil, ensuring thereby greater attention to instruction as well as education free of distraction and impediments. And yet, it is not as if the Gurukul is insular in nature.

Students are encouraged to explore and expand the frontiers of their knowledge through broad Internet and interactions. Raffles University provides an environment for open discussion between the faculty and students which is designed to ignite the urge to explore and learn beyond boundaries. The confluence of minds and cultures from all over the world provides the ambiance for shaping students into global citizens and leaders. The **diversity** and **flexibility** of options of courses to choose from are aimed at enabling students to pursue studies most suited to their intellect and talent. This enables the students to discover, nurture and expand their talents, skills, and interests so that they emerge as **leaders** and **path breakers** wherever they go.

## ABOUT SCHOOL OF LAW



**SCHOOL OF LAW OF RAFFLES UNIVERSITY IS A RARE RESOURCE FOR AFFORDABLE LEGAL EDUCATION, IN AN ENERGETIC " GURUKUL" ENVIRONMENT.**

SCHOOL OF LAW conventionally runs Law Clinics that provide legal services to those who cannot, otherwise, access these services. With the help of the District Legal Services Authority, under the banner of Rajasthan State Legal Services Authority, the school has been continuously running legal clinic movements and has, had a large impact on access to legal services, to the local community. The school, in collaboration with Surana & Surana International Attorneys and with Rajasthan Education Trust Jaipur, every year organises Surana & Surana National Labour Law Moot Court Competition and C.L. Agrawal Memorial National Moot Court Competition respectively.

If one looks at Raffles SCHOOL OF LAW, alumni career choices, one finds that it has produced good legal academics as our alumni are with big corporate firms and some are practicing in the Supreme Court and State High Courts and even others are engaged in the teaching profession.

## **MESSAGE FROM THE FOUNDER**



### **LATE SHRI VINOD KUMAR GOMBER FOUNDER CHAIRPERSON**

**Raffles University** was founded by Late **Shri Vinod Kumar Gomber**, an alumnus of Harvard Business School, a towering human being gifted with compassion and ethics, and the will to impart holistic, value-based education, to the youth of this nation and beyond. He led the **EMAAR Group, Dubai**, as the CEO of Worldwide Infrastructure Operations.

His message to the youth was:-

**"Be inspired, broaden your horizons, aim for excellence and achieve all your dreams."**

- **Vinod Kumar Gomber** Shri Gomber created Raffles in the model of a "**Gurukul**" with the aim of imparting holistic education, not only to enable "**employability**" but to provide knowledge to a person to find his identity and the meaning and purpose in life. He was also a fervent believer in spiritual values with a desire to connect to nature and the community. The noble impulses within Shri Vinod Kumar Gomber were so assertive and awakened that, in spite of his elevated global status, he had the infinite humility to state that "**We have simply received our blessings by being in the right place at the right time. We are then custodians of the financial resources that have been bestowed upon us and, as such, we should deploy them for the benefit of mankind to the best of our ability**"... "**Our mission is to share**".

Raffles University imbibes and imparts these values through its excellent education system and state-of-the-art infrastructure. Shri Vinod Kumar Gomber

was one of the few stalwarts of our world who has gifted to us an enduring and timeless legacy which future generations can cherish.

**MESSAGE FROM THE CHAIRPERSON**

**GOMBER EDUCATION FOUNDATION**



**HONOURABLE DR. JUSTICE MEENA V. GOMBER**

**FORMER JUDGE - RAJASTHAN HIGH COURT  
CHAIRPERSON**

- **GOMBER EDUCATION FOUNDATION CHIEF PATRON-  
RAFFLES SCHOOL OF LAW**

**The modern concept of legal education** is to learn by bringing about a proportionate admixture of reading, observation, participation, and practice.

Mooting and Mock Trials have been emphasized by the legal educationalists as capable of inculcating in future lawyers the art of being articulate, developing fluency and clear enunciation of thought bearing, the art of persuasion, and making a succinct and intelligible putting up of a case.

Moots are legal problems in the form of imaginary cases argued by two students or two groups of students acting as counsel for each side with a bench of judges or a bench presided over by a judge.

The purpose achieved by **Moots and Mock Trials** is beautifully highlighted with a sense of humour by Lewis Carroll in Alice in Wonderland in the following stanza:

"In my youth", said his father, "**I took to the law. And argued each case with my wife.**"

**And the muscular strength which it gave to my jaw, has lasted the rest of my life."**

**MESSAGE FROM THE CHAIRPERSON  
RAFFLES UNIVERSITY**



**MR. VIVEK GOMBER  
CHAIRPERSON**

**Raffles University, Neemrana** is a dream and vision of the Gomber Education Foundation to provide an integrated pathway to quality education. In order to achieve this, one needs an infrastructure that meets global standards, an experienced team of professors and faculty who have international exposure, and an environment that provides resources for its students, enabling them and challenging them to grow as individuals and identify their passions. We, at Raffles, believe that we can provide you with such an environment.

**Dear students, please remember these are your years of learning and this is your time, therefore do not be hesitant, we are here to help you with an experience, that you desire, at this stage of your life. All of us at Raffles University strive to review and improve every day wherever required.**

I would like to welcome you to the **7<sup>th</sup> SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY NATIONAL LABOURÉ LAW MOOT COURT COMPETITION 2024-25**. I hope that all your expectations are met and that we can help you achieve your goals.

## **MESSAGE FROM THE PRESIDENT**

### **RAFFLES UNIVERSITY**



### **PROF. (DR.) GADANGI INDIRA PRESIDENT/VICE CHANCELLOR**

Universities are working very hard to make higher education meaningful and relevant. Experiments are being done by many Universities, to make their end product (graduates) "**fit for job**" using their strategies. The emphasis is on bringing out competent people who can meet the requirements of the employers. In short, higher education is driven by the job market.

I do believe that universities aim to inculcate confidence, commitment, and concern as basic values in addition to providing knowledge. Raffles University is being established on high ideals with a vision to shape the youth as per the desire of **Swami Vivekananda**.

Curriculum and pedagogy are designed to blossom the inbuilt capacity of each student. **Scientia est potentia** which means "**Knowledge is Power**" is our dhyeya vakya. We equip, expose, empower and enlighten you to face any challenge in life with confidence, but not compromise on ethical values. I do extend an open-armed welcome to the university and our flagship event. I believe that you will make this competition great.

**MESSAGE FROM THE HEAD - ACADEMIC INITIATIVES  
SURANA & SURANA INTERNATIONAL ATTORNEYS**



**MR. PREETAM SURANA**

**PARTNER-DISPUTE RESOLUTION & HEAD-ACADEMIC  
INITIATIVE**

**SURANA & SURANA INTERNATIONAL  
ATTORNEYS**

It is with immense pleasure that we invite you all to the **7<sup>th</sup> Edition of the Surana & Surana Labour Law Moot Court**. The field of labour law in India needs revamp and towards this, twenty-nine labour law statutes have been assimilated into four central codes namely, the Code on Wages, 2019, the Industrial Relations Code, 2020, the Occupational Safety, Health, and Working Conditions Code, 2020 and the Code on Social Security, 2020. Though the bills have been passed, they await implementation due to various reasons which we will not delve here.

These new codes aim to address specific areas such as trade unions, thresholds for lay-offs, labour enforcement, and power of delegated legislation, among others. By way of these codes, safety committees and grievance redressal committees have been set up to address internal labour issues. The formulation of standing orders by establishments governing the working standards of service is a move aimed at regularization of industrial working standards. Unorganized, gig and platform workers have been empowered largely by the setting up of security funds by the central and state governments. Their registration with the respective governments will further solidify their rights. The Industrial Relations Code, 2020 has also introduced a new concept for negotiating trade unions or negotiating councils in an industrial company. This will reinforce the recognition of trade unions across the country.

It is said that labour is the divine law of existence. And it is also true that an industry can grow only when it is nurtured in harmony. Given that India is a labour-intensive country, these labour codes are sure to rejuvenate and harmonize the labour laws of the country.

The Surana & Surana Labour Law moot is all about giving you an opportunity to be a part of the process of evolution of laws and improve your research, writing and advocacy skills. We hope that the implementation of the labour codes manifests, enabling employee-employer relations more systematic and symmetrical. **My good wishes to the participants! Happy Mooting!**



## **INVITATION**

SCHOOL OF LAW, Raffles University with its organizing partner Surana & Surana, International Attorneys, Chennai is proud to announce the **7<sup>th</sup> SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY NATIONAL LABOUR LAW MOOT COURT COMPETITION 2024**. It is an initiative taken forward by the organizers to create awareness in the field primarily of Labour Law and the surrounding disciplines of Employment law, Administrative Law, Constitutional Law, Service Law, etc. This year's case has been drafted to test the knowledge, research aptitude, and application of the law by the participants in the field of laws regarding Employment Laws, provisions governing maternity leaves, and constitutional provisions governing "Right to Equality" and "Right to life and Personal Liberty" mentioned in the Constitution.

The event will provide a unique opportunity for our participants to become a part of a powerful venture started by two of the experienced moot court competition organizers, i.e., SCHOOL OF LAW, Raffles University, and Surana & Surana International Attorneys, Chennai. The former takes pride in associating itself with another successful national-level moot court competition, while the latter is a familiar name for hosting, administering, and funding numerous moot court competitions nationally and internationally. Together, we aim at promoting academic excellence and research in the field of Labour Law.

The preliminary rounds of the event will take place virtually on **25<sup>th</sup> Oct 2024** via the **Cisco WebEx platform**. To ensure the comfort of the participating teams, an orientation program has been scheduled on the **24 Oct 2024** which will include a mock for the moot, followed by a draw of lots and exchange of memorials. Competition team codes and sides will also be allotted during the orientation only. The Octa Final, Quarter finals, semifinals and final will be conducted in-person, on **08<sup>th</sup> & 09<sup>th</sup> November 2024**. Your good self is requested to kindly direct the concerned authorities regarding participation in the competition and to register your respective team. Teams may register online at [www.moot.in](http://www.moot.in)

We look forward to your participation in the **7<sup>th</sup> SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY NATIONAL LABOUR LAW MOOT COURT COMPETITION 2024**.

*Contact: Regarding any queries, you may reach out to our contact persons mentioned here or drop an email at – [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in)*

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**MOOT PROPOSITION**

**7<sup>th</sup> SURANA & SURANA  
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**25<sup>th</sup> October 2024 & 08<sup>th</sup> & 09<sup>th</sup> November**

**Vikram Rao & Anr.**

**v.**

**GigFlex Solutions Pvt. Ltd. & Ors.**

1. Vikram Rao, a 28-year-old freelance delivery executive, was engaged with GigFlex Solutions Pvt. Ltd. (hereinafter referred to as "GigFlex"), a leading platform in the gig economy sector, facilitating delivery services across major cities in Indono. GigFlex Solutions employs over 20,000 gig workers who operate on a flexible, contract basis without any formal employment relationship. Vikram Rao had been working with GigFlex for over 2 years, known for his efficiency and reliability, completing over 3,000 deliveries.
2. On 10th February 2024, Vikram Rao met with an accident while on a delivery assignment, sustaining severe injuries. GigFlex denied any responsibility, arguing that Vikram was an independent contractor and not an employee, thus not entitled to employee benefits, including compensation for injuries.
3. Vikram Rao, citing financial hardship and lack of social security, organized a protest with other gig workers demanding fair treatment, insurance coverage, and benefits akin to regular employees.
4. Simultaneously, XYZ Tech Solutions Pvt. Ltd. (hereinafter referred to as "XYZ Tech"), a prominent digital platform based in the state of Kore, Indono, faced similar issues. Arjun Patel, a food delivery executive associated with XYZ Tech for the past three years, led a protest on 10th January 2024, demanding better pay, job security, and social security benefits for gig workers.
5. Following the protest, XYZ Tech suspended Arjun Patel and several other leading protestors on grounds of breach of contract and misconduct. On 20th January 2024, XYZ Tech terminated Arjun Patel's association with the platform.
6. Vikram Rao filed a petition before the Labour Court, claiming that gig workers should be considered as employees under the Industrial Disputes Act, 1947, and entitled to corresponding benefits and protections. The Labour Court, recognizing the evolving nature of work in the gig economy, ruled in favor of Vikram, directing GigFlex to provide compensation and extend employee benefits to its gig workers.
7. GigFlex appealed to the High Court of Dalama, which overturned the Labour Court's decision, emphasizing the contractual nature of gig work and the absence of a traditional employer-employee relationship. Vikram Rao has now approached the Supreme Court of

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Indono challenging the High Court's decision, arguing that the nature of gig work necessitates a redefinition of worker rights and protections.

8. Similarly, Arjun Patel approached the Labour Court challenging his termination and seeking recognition of gig workers as employees under the Industrial Disputes Act, 1947, claiming unfair labour practices. The Labour Court ruled in favor of Arjun Patel, directing XYZ Tech to reinstate him and other workers, and extend employment benefits.
9. XYZ Tech appealed to the High Court of Kore, which overturned the Labour Court's decision, emphasizing the contractual nature of the gig economy and the freedom of gig workers to choose their working hours and conditions.
10. Arjun Patel has now approached the Supreme Court of Indono, challenging the High Court's decision.

Issues for Consideration:

1. Whether gig workers like Vikram Rao and Arjun Patel can be classified as "employees" under the Industrial Disputes Act, 1947.
2. Whether GigFlex Solutions Pvt. Ltd. and XYZ Tech Solutions Pvt. Ltd. have an obligation to provide social security and benefits to gig workers.
3. Whether the termination of Arjun Patel and other gig workers by XYZ Tech constitutes unfair labour practices.
4. Whether the current legal framework adequately addresses the rights and protections of gig economy workers in Indono.

Relevant Laws:

- The Industrial Disputes Act, 1947
- The Constitution of Indono, 1950
- The Code on Social Security, 2020
- The Contract Labour (Regulation and Abolition) Act, 1970
- Relevant International Labour Organization (ILO) Conventions

Instructions for Participants:

- Participants must draft written submissions for both the Appellants (Vikram Rao and Arjun Patel) and the Respondents (GigFlex Solutions Pvt. Ltd. and XYZ Tech Solutions Pvt. Ltd.).
- Oral arguments should focus on the interpretation of labour laws in the context of the gig economy, constitutional rights, and principles of natural justice.
- Participants are encouraged to analyze relevant case laws, statutory provisions, and international standards to support their arguments.

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- Consideration should be given to the dynamic nature of work in the gig economy and the necessity for evolving legal interpretations to protect gig workers.
- No additional issues other than the ones provided should be framed by the participants.
- The discretion to add state i.e Indono as a Party to the appeal lies with the participants.

**NOTE:**

1. *The laws of “Indono” are pari materia with the laws of India and the judicial decisions of India are of significant value to the Republic of Indono. The Apex Court of the Republic of Indono also relies on the precedents of International Courts and Tribunals.*
2. *The Code on Wages, 2019, the Occupational Safety, Health and Working Conditions Code, 2020, the Code on Social Security, 2020 and the Industrial Relations Code 2020 have been enforced in the Republic of Indono and are pari materia to the existing labour laws in India. The participants are required to prepare their submissions from each side of the case.*



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**RULES AND REGULATIONS**

**7<sup>th</sup> SURANA & SURANA  
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SCHOOL OF LAW, RAFFLES UNIVERSITY  
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## **RULES AND REGULATIONS**

### **I. AIM & PURPOSE**

The Surana & Surana and School of Law, Raffles University National Labour Law Moot Court Competition has been conceived with the aim to

- i Create awareness on Labour Law in a systematic/scientific manner and train participants for effective practice.
- ii Facilitate the evolution of Labour Law through the jurisprudential analysis of the existing law and consequential emergence of new laws besides developing cutting edge skills in research, writing and advocacy.

### **II. VENUE AND DATE**

The 7th Surana & Surana and School of Law, Raffles University National Labour Law Moot Court Competition shall be held from **October 25<sup>th</sup> (Virtually) and November 8<sup>th</sup> & 9<sup>th</sup>, 2024 On Campus.**

### **III. LANGUAGE : The competition shall be in the English language.**

### **IV. ELIGIBILITY**

The competition is open for students who are pursuing LLB three year/five-year course during the current academic year.

### **V. TEAM COMPOSITION**

- a. Each team should consist of a minimum of 2 and maximum of 3 members. This number cannot be modified under any circumstances.
- b. There shall be 2 speakers and 1 researcher designated for each team. The researcher shall be allowed to argue with prior permission of the court and National Administrator in case of illness of the designated speakers.
- c. Each team will **be provided a team code** prior to the submission of memorials via e-mail. This team code is only for the memorials. Teams should not disclose the identity

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of their institution in their memorials; such disclosure shall invite penalties including disqualification. The decision for the same shall be at the discretion of the National Administrator.

## VI. **REGISTRATION**

- a. Online registrations are open from **20<sup>th</sup> September 2024**. The teams must register online by **15<sup>th</sup> October 2024**. Teams will have to register online at [www.moot.in](http://www.moot.in).
- b. No temporary registration requests will be entertained. Kindly refrain from sending such requests to Surana & Surana or School of Law, Raffles University, Neemrana.
- c. Participants will receive an automated system generated acknowledgement on successful submission of registration. Participants will receive an approval as acceptance of their request for participation by **17<sup>th</sup> October 2024** or earlier.

d. *Registration Process*

**Option 1 - The Registration form cum Approval letter as provided in the rules duly signed & sealed by your university / college / moot society.**

**Option 2 - Upload both (i) & (ii) together as a single PDF**

- i. The Registration form cum Approval letter (without seal & signature) as provided in the rules duly filled along with
- ii. Scanned copy of authorisation letter with sign and seal from your university / college / moot society

or

**An email communication from the official id (to be filled as notification email id during online registration process) of the institution, from your university / college / moot society to complete the registration process.**

**Note :**

1. Signatories on the registration form should be any of the following :- Faculty- in-charge of MCA / MCS / MCC, Registrar, Dean, Principal, Director, Chancellor or Vice-Chancellor
2. Registration without the scanned copy of the approval letter / an email communication from the college/institution/university or duly attested registration form will not be valid.



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- e. Soft copy of the registration and approval letter/ an email communication as a **single PDF** to be sent by email to : [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in) marked as

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REGISTRATION** as subject of the mail latest by **15<sup>th</sup> October 2024**. The provisional team code shall be allotted to the registered teams by Host University soon after receiving of registration particulars. The Provisional team code is to be used for submission of only the soft copies of your memorials.

- f. On receiving the provisional team code from Moot Court Committee of School of Law, Raffles University you may proceed to pay the registration fees.

- g. **A registration fee of Rs. 2,000/-** is to be paid online by **15<sup>th</sup> October, 2024** at **NEFT : Account Name : RAFFLES UNIVERSITY ; Bank : Yes Bank Limited ; Account # 013194600000300 ; IFSC Code : YESB0000131 ; Branch : NEEMRANA 301 705**

**Receipt of the online payment to be sent by email to: [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in)**

**Fee once paid will not be refunded.**

The teams qualifying for the On Campus Oral rounds (Octa Finals / Quarter Finals onwards) of the Competition shall be subject to an **additional fee (accommodation & food) of Rs. 2,500 (per Team) on or before 30<sup>th</sup> October 2024.**

The payment reference number and date of payment must be mentioned and a scanned copy of the payment receipt also have to be attached and sent to [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in). Only then will the registration be deemed to be complete for On Campus rounds.

## VII. **CLARIFICATIONS**

Clarifications on the moot proposition may be sought before **16<sup>th</sup> October 2024** with an email to [ai@lawidia.com](mailto:ai@lawidia.com) & copy to [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in)

## VIII. **ORIENTATION**

There will be an Orientation Program for all the participants on **24<sup>th</sup> October 2024**. It will be followed by a draw of lots and exchange of memorials for the Preliminary Rounds. **Competition team codes and side will be allotted during the orientation only.**

## IX. **ROUNDS**

There will be two preliminary rounds of arguments, an octa final, a quarterfinal, a semi-final and a final round. The organisers reserve the right to amend the schedule / rounds as per the number of participating teams.

**Octa final** will be conducted if the participation **exceeds 24 teams**

**Quarter final will be conducted if the participation exceeds 16 teams**

### Preliminary Round

- a. There will be two preliminary rounds of arguments per team, once for Petitioner & another for Respondent.
- b. No team will face each other more than once in the preliminary rounds.
- c. Each team will face a different two-judge bench in their second round of arguments.
- d. Preliminary rounds I, II will be held **Virtually on 25<sup>th</sup> October, 2024 (Friday)**.
- e. Top sixteen/eight teams from the Preliminary Rounds will advance to the Octa/Quarter final rounds. Preliminary rounds will be decided on
  - a. Win points
  - b. Win points + Aggregate raw points
  - c. Win points + Aggregate raw points (in case of tie minus memorial marks)

NB: Aggregate raw points = oral scores + memorial score.

**Memorial marks will be added to the scores of the preliminary round only.**

- f. The dress code shall be advocate's attire during the rounds of the competition.
- g. The oral arguments need not be confined to the issues presented in the memorials

**Octa Final / Quarterfinal / Semi Final Round / Final Round:**

- a. Draw of lots/ Power match will decide the side of the arguments in Octa Finals, Quarterfinals, Semifinals & Finals. The Quarterfinal / Semifinal are knockout rounds.
- b. The Octa Final and Quarterfinals will be held On Campus on 8<sup>th</sup> November, 2024
- c. The Sem-Final & Finals will be held On Campus on 9<sup>th</sup> November, 2024

**X. Results (Announcement)**

Results will be announced within 30 minutes after the full completion of the respective Preliminary / Octa / Quarter / Semifinal rounds. The Final result and the winners of the various categories will be announced only during the valediction / prize distribution ceremony.

**XI. Memorials**

**The following requirements for memorials must be strictly followed. Non-conformities will be penalised:**

- a. Each team must prepare memorials for both parties to the dispute (Petitioner and Respondent).
- b. The soft copy of the Memorials for the Petitioner / and the Respondent should be mailed to [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in) with copy to [ai@lawindia.com](mailto:ai@lawindia.com) on or before **20<sup>th</sup> October 2024 latest by 5:00 PM.**
- c. Late submission will be penalized by four point each per memorial per day.
- d. Once the soft copy of the memorials has been submitted, **no revisions, supplements, or additions will be allowed.**

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- e. The teams are requested to carry along **5 copies** from each side of the Memorials with them and submit the same during Registration on **7<sup>th</sup> November, 2024**. The **participants should mention their Competition code only on the hard copy of the memorials.**
- f. The memorials must contain:
- The table of contents
  - The index of authorities
  - The statement of jurisdiction
  - The statement of facts (1 page only and argumentative statement of facts would attract penalties)
  - The statement of issues
  - The summary of arguments (not more than 1 page)
  - The arguments advanced (not more than 15 pages)
  - The prayer
- g. The font size should be 12 (one & half space) and for footnotes it should be 10 (single space) & double space between two foot notes. Footnoting must conform to the Oxford University Standard for Citation of Legal Authorities (OSCOLA), 4th Edition.
- h. The memorial must have a margin measuring one inch on all sides of each page
- i. The page numbering should be on the top right side of each page.
- j. Covers must be placed on briefs as follows:

**Petitioner : Light Blue Color ; Respondent: Light Red Color.**

- k. The cover page of the memorial must state the following :
- i) Team code (on the top right corner)
  - ii) The cause title
  - iii) Identify brief as Petitioners & Respondents as is applicable
- l. Identity of the institution shall not be revealed anywhere in the memorial. Violation of this provision shall result in penalties including disqualification. The National Administrator's decision shall be final.
- m. The teams may share a separate paper book (compendium) of not more than 50 pages, which will carry all the annexure and case laws that have been referred to in the memorial. The paper book will have a white cover. The teams may submit through screen sharing with judges or submitted during virtual registration before

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commencement of the Competition as advised by the organisers. Any identifying marks/seal of the college/university shall attract severe penalties including disqualification.

**XII. ORAL ROUND**

**Preliminary Round, Octa Finals & Quarter Finals**

- a. Each team will get a total of 30 minutes to present their case.
- b. This time will include rebuttal and sur-rebuttal time
- c. The division of time is at the discretion of the team members, subject to a minimum of 10 minutes per speaker (excluding the rebuttal time) Division of time shall be informed to the court officer before arguments begin.
- d. The oral arguments need not be confined to the issues presented in the memorials.
- e. Passing of notes to the speakers by the researcher during the rounds is allowed subject to the discretion of the Judges.
- f. The attendance of the researcher at the time of the oral pleading rounds is compulsory.

**Semifinal & Final**

- a. Each team will get 45 minutes to present their case that will include rebuttal time
- b. The division of time is at the discretion of the team, with a minimum of 25 minutes per speaker.
- c. The oral arguments need not be confined to the issues presented in the memorials.
- d. The Researcher shall sit with the speakers at the time of orals.

**XIII. Scouting**

**Teams will not be allowed to observe the orals of any other teams. Scouting is strictly prohibited. Scouting by any of the team members shall result in disqualification.**

**XIV. Scoring**

**A. Orals**

**The parameters for judging the oral presentation on a scale of 0 – 100 points are:**

- a. Knowledge of facts

- b. Logic and reasoning
- c. Organisation and clarity
- d. Persuasiveness
- e. Deference to the court
- f. Proper and articulate analysis of the issues arising out of facts
- g. Understanding of the legal principles directly applicable to the issues
- h. Ability to explain clearly the legal principles in general keeping to the time allotted
- i. Knowledge and use of legal sources and authorities and general principles of law
- j. Ingenuity (ability to argue by analogy from related aspects of law)

**B. Written Submissions (Memorials)**

- a. **The memorials shall be marked on a scale of 1-100 points each.**
- b. Any revisions, supplements or additions to the memorials after submission shall attract severe penalties subject to the discretion of the National Administrator.
- c. Award of the points shall be based on the following parameters:
  - a. Neatness, legibility, no typographical errors or format errors
  - b. Logical progression of ideas
  - c. Effective use of headings to outline arguments
  - d. Understanding essential legal issues presented
  - e. Focus on essential (not collateral) issues
  - f. Clear, concise and unambiguous writing style
  - g. Forceful and persuasive presentation
  - h. Integration of facts into legal argument
  - i. Understanding of strengths and weaknesses of case
  - j. Discussion of viable alternative arguments
  - k. Understanding and analysis of authority
  - l. Proper use of citations and citation form
  - m. Effective use of authority to support arguments
  - n. Ability to distinguish adverse cases

**XV. AWARDS**

1) Winning Team

Rs. 21,000/-

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- |                          |              |
|--------------------------|--------------|
| 2) Runner up Team        | Rs. 11,000/- |
| 3) Best Memorial         | Rs. 5,100/-  |
| 4) Best Student Advocate | Rs. 5,100/-  |

**In addition to the above awards, plaques and certificates will be given to other categories of winners. All participants will be awarded participation certificates.**

**XVI. ANONYMITY**

- a. Student counsel may introduce her/himself to the court in the usual manner and may also state her/his names. However, the team's college / institution affiliation may not be mentioned at any time before the Valedictory.
- b. Further, all team members, coaches, advisors, and observers shall refrain from identifying a team's school at any time and in any manner, including, but not limited to, wearing any identifying items, such as school clothing, ties, patches, or pins or carrying identifying material (such as a books with a college logo, or college seal).

**XVII. POLICY FOR VIRTUAL ROUNDS**

- a) The Oral Rounds for the competition will take place virtually via **WebEx** platform.
- b) It would be the responsibility of every team to ensure a stable internet connection. The audio and video of every member of the team should be clear. Every team must ensure a proper background. The Moot Court Committee will under no circumstances be obligated to provide the participants with any such facility.
- c) All participants should mandatorily join with their laptops or desktops and in no circumstance join with any other device.
  - d) **The link or the ID and password for the room on WebEx will be conveyed to the participating teams before the oral rounds.**
- e) Each participating member of every team is advised to install the WebEx platform on their devices well in time.
- f) Each team is required to join the room at least fifteen minutes before the scheduled time of commencement of the oral rounds.

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- g) The participants' camera and microphone shall be firmly positioned throughout the oral rounds so as to show speakers and to ensure their voices are clearly audible.
- h) All participants must keep their cameras on at all times during the rounds.
- i) At the time when one participant is speaking, others are expected to keep their microphones on mute. In case a participant is found disturbing the other pleader anyway, he/she or the entire team to which such participant belongs may be disqualified upon the discretion of the bench.
- j) Each participant is responsible for finding a suitable venue and background to participate. The venue must be a quiet location and one which has adequate and reliable internet connectivity and has a desk and chairs for the oralist. Locations in open spaces or hallways or cybercafes or similar areas are NOT permitted.
- k) Strict adherence to the dress code is required. The teams are required to be properly attired for the rounds. The participants are required to wear black trousers/skirts and a white shirt, black blazers, and a black necktie.
- l) Participants are cautioned to ensure that all equipment has a power supply sufficient to last for at least two hours without interruption.
- m) In case of a loss in internet connection, each team will be given a reasonable time to reconnect. If the problem still persists the decision made by the committee shall be final and binding.
- n) In the event where one or both of the speaker could not join due to connectivity issue, the team may be disqualified from the competition and at no circumstances can other member of the team be allowed to switch roles.
- o) Where a team does not appear within 10 minutes of the scheduled time for the round, the round shall proceed as ex-parte.
- p) If a team wishes to refer to any compiled Research Material (Compendium) such material shall be mailed to [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in) for further which instructions would be provided during Orientation.
- q) Any compiled Research Material (Compendium) or other supplementary documents may be, as per the discretion of the bench, presented by the team by using the "screen sharing" option given they have fulfilled the preceding sub-clause.
- r) Participants will not be allowed to use the feature of personal chat on WebEx to communicate with their team members or members of the opposing team.
- s) Teams shall not use phones, internet or any other devices during the rounds for



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anything, except participating in the rounds.

- t) Participants are expected to cooperate with the Committee and the judges, in case anyone faces any issue.
- u) The organizers shall take best available measures to resolve or mitigate any connectivity issues that may arise. However, in cases where that is not possible, the organizer cannot be held responsible for the unforeseen issues which includes (but are not limited to) - Software failure and connectivity issues.

**The decision of the Organizers in consultation with the judges shall be final and binding.**

**XVIII. LIVE STREAMING OF THE FINALS**

**The organisers will arrange for the live streaming of only the finals of the competition thru the YouTube & Instagram, links be provided by Surana & Surana**

**XIX. DECISION OF THE JUDGES WILL BE FINAL AND BINDING**

**XX. COPYRIGHT**

- a. The copyright over the memorials submitted for participation in the competition is assigned by participants and shall also vest completely and fully in, School of Law, Raffles University and Surana & Surana International Attorneys, Chennai. The participants shall certify in writing the originality of materials contained therein and shall be responsible for any claim or dispute arising out of the further use and exhibition of these materials.
- b. Further use and exhibition of these materials, electronically or otherwise, shall be the exclusive right of Surana & Surana International Attorneys, Chennai and School of Law, Raffles University, Neemrana and they shall not be responsible for any liability to any person for any loss caused by errors or omissions in this collection of information, or for the accuracy, completeness, or adequacy of the information

contained in these materials.

- c. Distribution of these materials in print or on affiliated websites such as [www.moot.in](http://www.moot.in) and other platforms by Surana & Surana does not constitute consent to any use of this material for commercial redistribution either via the Internet or using some other form of hypertext distribution. Links to the collection or individual pages in it are welcome.

## XXI. Accommodation and Transport

- a. Accommodation will be arranged at the Campus of Raffles University only during the period of competition i.e., **7<sup>th</sup> November 2024 (12: 00 PM IST) till 9<sup>th</sup> November 2024 (05:00 PM IST)**.
- b. Each Team participant opting for accommodation shall be required to pay a fee of ₹2,500 (Rupees Two Thousand Five Hundred Only).
- c. The accommodation fee is non-refundable.
- d. The name and mobile number of the student volunteers in charge of transport / accommodation will also be made available after finalization. Teams should fill in their travel plan in the sheet available on **ANNEXURE B** positively to reach the scanned copy by **5.00 PM** on **30<sup>th</sup> October 2024** via email to [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in)
- e. To facilitate convenient travel, shuttle services will be provided to transport participants between their designated accommodation and the college campus. The specific schedule and pick-up/drop-off locations for the shuttle services will be communicated to registered participants closer to the competition date.
- f. Extra members over and above the prescribed number will not be entertained and accommodated under any circumstances.

***Misbehavior of any sort by the participants will be dealt very seriously and will lead to disqualification***

## XXII. **ORGANISING TEAM**

**Prof. (Dr.) Gadangi Indira, President, Raffles University, Neemrana** will be the **National Administrator**.



**SURANA & SURANA AND SCHOOL OF LAW, RAFFLES  
UNIVERSITY NATIONAL LABOUR LAW MOOT COURT**



**COMPETITION 2024**

**Faculty Convenor - Moot Court Committee -**

**Dr. B.R. Mourya, Faculty Convenor, Moot Court Committee, Raffles School of Law  
Ph.: +91 7683089729 ; eMail : [dr.brmourya@rafflesuniversity.edu.in](mailto:dr.brmourya@rafflesuniversity.edu.in)**

**Dr. Pradip Kumar Kashyap, Faculty Co-convenor, Moot Court Committee,  
SCHOOL OF LAW  
Ph.: +91 8802437640 ; eMail : [dr.pradipkashyap@rafflesuniversity.edu.in](mailto:dr.pradipkashyap@rafflesuniversity.edu.in)**

**Mr. Mouchin, Student Convenor, Moot Court Committee, SCHOOL OF LAW  
Ph.: +91 9366155066 ; eMail : [mouchin2020@gmail.com](mailto:mouchin2020@gmail.com)**

**Mr. Arindam Singh, Student Convenor, Moot Court Committee, SCHOOL OF  
LAW  
Ph.: +91 7250343049 ; eMail [007arindams@gmail.com](mailto:007arindams@gmail.com)**

**Regarding online registration:**

**Mr. A. D. Johnson Christy  
Manager - Special Projects  
(Academic Initiatives & Dispute Resolution Practice)  
Surana & Surana International Attorneys  
eMail: [ai@lawindia.com](mailto:ai@lawindia.com)  
Ph: +91 44 2812 0000**

## **IMPORTANT DATES**

<b>Start of Online Registration</b>	<b>20<sup>th</sup> September, 2024</b>
<b>Last date for Online Registration</b>	<b>15<sup>th</sup> October, 2024</b>
<b>Last date for receiving copies of Reg. Form/Approval letter by School of Law, Raffles University, Neemrana</b>	<b>15<sup>th</sup> October, 2024</b>
<b>Payment of Registration Fee</b>	<b>15<sup>th</sup> October, 2024</b>
<b>Last date for seeking Clarification to the case</b>	<b>16<sup>th</sup> October, 2024</b>
<b>Release of Clarifications</b>	<b>18<sup>th</sup> October, 2024</b>
<b>Last Date for Submission of Memorials (both Petitioner and Respondent) Soft Copy by eMail with temporary Team code</b>	<b>20<sup>th</sup> October, 2024</b>
<b>Orientation, Draw of Lots, Exchange of Memorial and Prelims I &amp; II</b>	<b>24<sup>th</sup> October, 2024</b>
<b>Preliminary Rounds I &amp; II</b>	<b>25<sup>th</sup> October, 2024</b>
<b>Last Date for submission of Travel Plans</b>	<b>28<sup>th</sup> October, 2024</b>
<b>Submission of Memorials 5 (Five) hard copies (both Petitioner and Respondent) (No markings, Competition code to be mentioned)</b>	<b>7<sup>th</sup> November, 2024</b>
<b>Octa finals / Quarterfinals</b>	<b>8<sup>th</sup> November, 2024</b>
<b>Semifinals, Finals, Valedictory &amp; Prize Distribution</b>	<b>9<sup>th</sup> November, 2024</b>

**Registration Fee :**

**NEFT :**

**Account Name : RAFFLES UNIVERSITY**

**Bank : Yes Bank Limited**

**Account # 013194600000300**

**IFSC Code : YESB0000131**

**Branch : NEEMRANA 301 705**



**SURANA & SURANA AND SCHOOL OF LAW, RAFFLES  
UNIVERSITY NATIONAL LABOUR LAW MOOT COURT  
COMPETITION 2024**



**Date:**

**Registration form/ Approval letter  
(Please fill in capital letters)**

**Undertaking**

1. We hereby state that our participation complies with the rules and regulations of the competition.
2. We certify that the materials submitted/to be submitted are prepared by us and agree to indemnify the organizers, i.e. the Surana & Surana International Attorneys, Chennai and the School of Law, Raffles University for any claim or dispute arising out of the further use and exhibition of these materials.

**(All particulars must be given)**

**Name & Address of the participating Institution:**

Name of the Participant	Gender	Course	Year	Signature
<b>Primary Email id and Contact number</b>				

Seal & signature of the  
Head of the Institution

**Duly filled, sealed & signed soft copy of the Registration form should be sent by eMail :**

**mcc@rafflesuniversity.edu.in by 15<sup>th</sup> October 2024. The subject of the email must be**

**“SURANA AND SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY  
NATIONAL LABOUR LAW MOOT COURT COMPETITION - REGISTRATION”**

## **Travel Plan (Annexure B)**

NAME OF INSTITUTION –

TEAM CODE -

### **ARRIVAL DETAILS**

- a. Mode of Arrival: Train / Air / Bus \_\_\_\_\_
- b. Train No./Bus No./Flight No. \_\_\_\_\_
- c. Estimated Time of Arrival \_\_\_\_\_

### **DEPARTURE DETAILS**

- a. Mode of Arrival: Train / Air / Bus \_\_\_\_\_
- b. Train No./Bus No./Flight No. \_\_\_\_\_
- c. Estimated Time of Departure \_\_\_\_\_

### **ANY OTHER DETAILS:**

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**SIGNATURE AND SEAL OF THE HEAD OF THE INSTITUTION**

**NOTE: This travel form should be mailed at [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in) by 05:00 PM IST on / before 28<sup>th</sup> October 2024**