

**8th SURANA & SURANA
AND
SCHOOL OF LAW, RAFFLES UNIVERSITY
LABOUR LAW MOOT COURT COMPETITION
2025**

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 ambience, 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 ambience 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

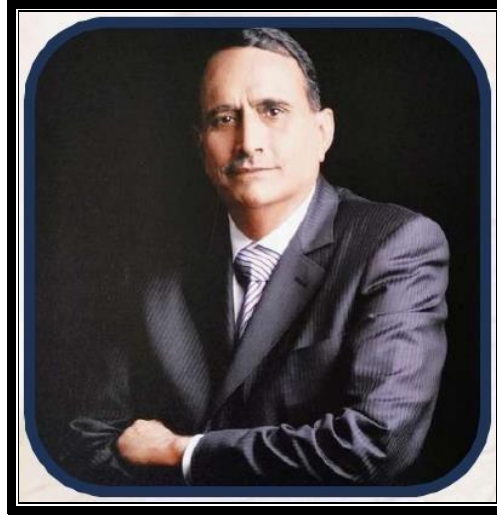


**SCHOOL OF LAW OF RAFFLES UNIVERSITY IS A RARE RESOURCE FOR
AFFORDABLE LEGAL EDUCATION, IN AN ENERGETIC " GURUKUL"
ENVIRONMENT.**

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 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 **8th SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY LABOUR LAW MOOT COURT COMPETITION 2025-26**. 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.) Rajender Sangwan
President, Raffles University, Neemrana

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 INITIATIVES
SURANA & SURANA INTERNATIONAL ATTORNEYS**

It is with immense pleasure that we invite you all to the **8th Edition of the Surana & Surana Labour Law Moot Court Competition**. 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, this 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 **8th SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY LABOUR LAW MOOT COURT COMPETITION 2025**. 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 fair wages etc., 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.

Competition team codes and sides will be allotted during the orientation Scheduled to be held on **7th November 2025**. The Preliminary, Octa Final, Quarter Finals, Semi Finals and Final will be conducted in-person, on **08th & 09th November 2025**. 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

We look forward to your participation in the **8th SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY LABOUR LAW MOOT COURT COMPETITION 2025**.

Contact: For any queries, you may reach out to our contacts mentioned here or drop an email at: mcc@rafflesuniversity.edu.in

- ✉ **Dr. Manish Kumar Attry**, Convenor, Moot Court Committee, School of Law
Contact: +919997285595, Email - dr.manishkumarattry@rafflesuniversity.edu.in
- ✉ **Dr. Ajay Pratap Singh**, Co-convenor, Moot Court Committee, School of Law
Contact: +919935273755, Email - dr.ajaypratap@rafflesuniversity.edu.in
- ✉ **Mr. Yuvraj Meena**, Student Convenor, Moot Court Committee, School of Law
Contact: +919352916827, Email - yuvrajmeenauv2003@gmail.com
- ✉ **Ms. Nikita Meghwal**, Student Co-Convenor, Moot Court Committee, School of Law
Contact: +918829824228, Email - nikitameghwal36@gmail.com

MOOT PROPOSITION

**8th SURANA & SURANA
AND
SCHOOL OF LAW,
RAFFLES UNIVERSITY
LABOUR LAW MOOT
COURT COMPETITION
2025**

**Navrang Workers' Union
v.
Navrang Industries Pvt. Ltd.**

A. Facts of the Case

1. Navrang Industries Pvt. Ltd., incorporated in 1995, is a major textile manufacturer in Dakshin Pradesh, operating a spinning and weaving unit at Ratnapur. The company employs about 500 permanent workers and several seasonal and contractual workers.
2. A collective settlement was signed between the management and the Navrang Workers' Union (NWU) in 2015, governing wages and service conditions for 8 years. The settlement expired in June 2023.
3. In July 2023, citing reduced profits and competitive market pressures, the management introduced a productivity-linked wage system. Under this, workers who failed to achieve higher production targets received reduced wages. The Union objected, alleging this was a change in service conditions without following mandatory procedure, and was a unilateral attempt to exploit workers.
4. In August 2023, the management accused workers of deliberately engaging in "go-slow tactics." Notices were issued to 50 employees. A domestic enquiry was conducted, after which 20 workers were dismissed in October 2023. The Union contended that the enquiry was biased, hasty, and in violation of principles of natural justice, as adequate opportunity to defend was not given.
5. On 1st November 2023, the Union called a strike demanding reinstatement of dismissed workers and withdrawal of the new wage system. The management declared the strike illegal, asserting that Navrang Industries was a public utility service and that no statutory notice had been given.
6. During the strike, the management engaged 100 contract workers through Suraksha Labour Supply Agency to continue operations. The Union claimed this was an unfair labour practice and illegal replacement of permanent workers.
7. The dispute was referred to the Industrial Tribunal, Ratnapur, by the Government of Dakshin Pradesh.
8. The Industrial Tribunal, Ratnapur (Award dated 15th March 2024):
 - Held the productivity-linked wage system illegal, being a unilateral change in service conditions.
 - Declared the dismissal of 20 workers void, directing reinstatement with 50% back wages.
 - Declared the strike illegal, but held that workers' conduct did not amount to gross misconduct.
 - Directed the management to phase out contract workers but upheld their engagement during strike as a temporary measure.

9. The High Court of Dakshin Pradesh (Judgment dated 20th July 2024):
 - Set aside the reinstatement order, holding the dismissal valid since the domestic enquiry was “substantially fair.”
 - Upheld the strike as illegal, denying workers any wages for the strike period.
 - Upheld the wage system as a matter of managerial prerogative.
 - Dismissed the Union’s challenge on contract labour, holding the management’s action justified during strike.
10. Aggrieved, the Navrang Workers’ Union filed a Special Leave Petition before the Supreme Court of Dakshin Pradesh on 16th August 2024. The Court granted leave, and the matter is now listed for final hearing.

B. Issues for Adjudication

1. Whether the introduction of the productivity-linked wage system by the management amounts to an illegal change in service conditions or is a valid exercise of managerial prerogative.
2. Whether the dismissal of 20 workers for alleged “go-slow tactics” is valid, justified, and in conformity with principles of natural justice.
3. Whether the strike called by the Union is legal and protected, or illegal and unjustified.
4. Whether the engagement of 100 contract workers during the strike constitutes an unfair labour practice, or a lawful response to ensure continuity of operations.
5. Whether the Union’s acts of picketing and obstruction amount to misconduct disentitling workers to wages during the strike period.
6. What reliefs, if any, are the parties entitled to?

Instructions for Participants:

- Participants must draft written submissions for both the Appellants and the Respondents
- Oral arguments should focus on the interpretation of labour laws in the context of the fair wages, constitutional rights, and principles of natural justice.
- Participants are encouraged to analyze relevant case laws, statutory provisions, and international standards to support their arguments.
- Consideration should be given to the dynamic nature of work in the labour industry and the necessity for evolving legal interpretations to protect the workers.
- No additional issues other than the ones provided should be framed by the participants.

NOTE:

- The laws of the republic of Dakshin Pradesh are *Pari Materia* with the laws of India.

RULES AND REGULATIONS

**8th SURANA & SURANA
AND
SCHOOL OF LAW,
RAFFLES UNIVERSITY
LABOUR LAW
MOOT COURT COMPETITION
2025**

RULES AND REGULATIONS

I. AIM AND 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 8th Surana & Surana and School of Law, Raffles University Labour Law Moot Court Competition shall be held from November 7th to 9th, 2025 On Campus at Raffles University, Neemrana.

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 integration 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 Chief 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

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 Chief Administrator.

VI. REGISTRATION

- a. Online registrations will be open from **10th September 2025**. The teams must register online by **15th October 2025**. Teams will have to register online at 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 **17th October 2025** 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 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.

- 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 marked as **SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY LABOUR LAW MOOT COURT COMPETITION - REGISTRATION** as subject of the mail latest by **15th October 2025**. 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. **A registration fee of Rs. 2,000/- and additional fee (accommodation & food) of Rs. 2,500 (per Team)** is to be paid online by **15th October, 2025** at NEFT : **Account Name : RAFFLES UNIVERSITY ; Bank : Yes Bank Limited ; Account # 013194600000300; IFSC Code : YESB0000131 ; Branch : NEEMRANA 301 705 OR through UPI QR code given in the brochure.**

Fee once paid will not be refunded.

The payment reference number and date of payment must be mentioned and a scanned copy of the payment receipt also has to be attached and sent to mcc@rafflesuniversity.edu.in. Only then will the registration be deemed to be complete for rounds.

VII. CLARIFICATION

Clarifications on the moot proposition may be sought before **16th October 2025** with an email to ai@lawidia.com & copy to mcc@rafflesuniversity.edu.in

VIII. ORIENTATION

There will be an Orientation Program for all the participants on **7th November 2025 (Afternoon)**. It will be followed by a draw of lots and exchange of memorials for the Preliminary Rounds.

IX. ROUNDS

There will be two Preliminary Rounds of arguments, an Octa Final, a Quarter Final, 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 Rounds

- a. There will be two Preliminary Rounds of arguments per team, once for Appellant & 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 at campus on **8th November 2025**.
- 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 rounds 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 / Quarter Final / Semi Final Round / Final Round:

- a. Draw of lots/ Power match will decide the side of the arguments in Octa Finals, Quarter Finals, Semi Finals & Finals. The Quarter Final / Semi Final are knockout rounds.
- b. The Octa Final / and Quarter Finals will be held on **8th November 2025**.
- c. The Semi-Final & Final will be held on **9th November 2025**.

X. RESULTS

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 penalized:

- a. Each team must prepare memorials for both parties to the dispute (Appellant and Respondent).
- b. The soft copy of the Memorials for the Appellant and the Respondent should be mailed to mcc@rafflesuniversity.edu.in with copy to ai@lawindia.com on or before **20th October 2025 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.**
- e. The teams are requested to carry along **5 copies** from each side (**Appellant & Respondent**) of the Memorials with them and submit the same during Registration on **7th November 2025. 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:

APPELLANT: Light Blue Colour ; Respondent: Light Red Colour.

- 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 Appellant & 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 Chief 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. Any identifying marks/seal of the college/university shall attract severe penalties including disqualification.

XII. ORAL ROUNDS

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 and maximum of 15 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.

Semi Final & 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 20 minutes and maximum 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:

- i. Knowledge of facts
- ii. Logic and reasoning
- iii. Organisation and clarity
- iv. Persuasiveness
- v. Deference to the court
- vi. Proper and articulate analysis of the issues arising out of facts
- vii. Understanding of the legal principles directly applicable to the issues
- viii. Ability to explain clearly the legal principles in general keeping to the time allotted
- ix. Knowledge and use of legal sources and authorities and general principles of law
- x. Ingenuity (ability to argue by analogy from related aspects of law)

B. Written Submissions (Memorials)

- i. The memorials shall be marked on a scale of 1-100 points each.
- ii. Any revisions, supplements or additions to the memorials after submission shall attract severe penalties subject to the discretion of the Chief Administrator.
- iii. 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
 1. 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/-
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. LIVE STREAMING OF THE FINALS

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

XVIII. DECISION OF THE JUDGES WILL BE FINAL AND BINDING

XIX. 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 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.

XX. ACCOMMODATION AND TRANSPORT

- a. Accommodation will be arranged at the Campus of Raffles University only during the period of competition i.e., **7th November 2025 (12:00 PM IST) till 9th November 2025 (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 **25th October 2025** via email to 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.

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

XXI. ORGANISING TEAM

Prof. (Dr.) Rajender Sangwan

President, Raffles University, Neemrana will be the Chief Administrator.

Moot Court Committee (MCC)

Dr. Manish Kumar Attry, Convenor, MCC, School of Law

Ph.: +91 99997285595; email: dr.manishkumarattry@rafflesuniversity.edu.in

Dr. Ajay Pratap Singh, Co-convenor, MCC, School of Law

Ph.: +91 9935273755; email: dr.ajaypratap@rafflesuniversity.edu.in

Mr. Yuvraj Meena, Student Convenor, MCC, School of Law

Ph.: +91 9352916827; email: yuvrajmeena2003@gmail.com

Ms. Nikita Meghwal, Student Co-convenor, MCC, School of Law
Ph.: +91 8829824228; email: nikitameghwal36@gmail.com

Regarding Online Registration:

Ms. Gitanjali Diwakar
Associate
Academic Initiatives & Dispute Resolution Practice
Surana & Surana International Attorneys
eMail: ai@lawindia.com
Ph: +91 44 2812 0000

IMPORTANT DATES

Start of Online Registration	10th September, 2025
Last date for Online Registration	15th October, 2025
Last date for receiving copies of Reg. Form/Approval letter by School of Law, Raffles University, Neemrana	15th October, 2025
Payment of Registration Fee	15th October, 2025
Last date for seeking Clarification to the case	16th October, 2025
Release of Clarifications	18th October, 2025
Last Date for Submission of Memorials (both Appellant and Respondent) Soft Copy by email with temporary Team code	20th October, 2025
Last Date for submission of Travel Plans	25th October, 2025
Orientation, Draw of Lots, Exchange of Memorial	07th November, 2025
Submission of Memorials 5 (Five) hard copies (both Petitioner and Respondent) (No markings, Competition code to be mentioned)	7th November, 2025
Preliminary Rounds I & II, Octa finals / & Quarter Finals	08th November, 2025
Semifinals, Final, Valedictory & Prize Distribution	9th November, 2025

Registration Fee :

NEFT :

Account Name : RAFFLES UNIVERSITY

Bank : Yes Bank Limited

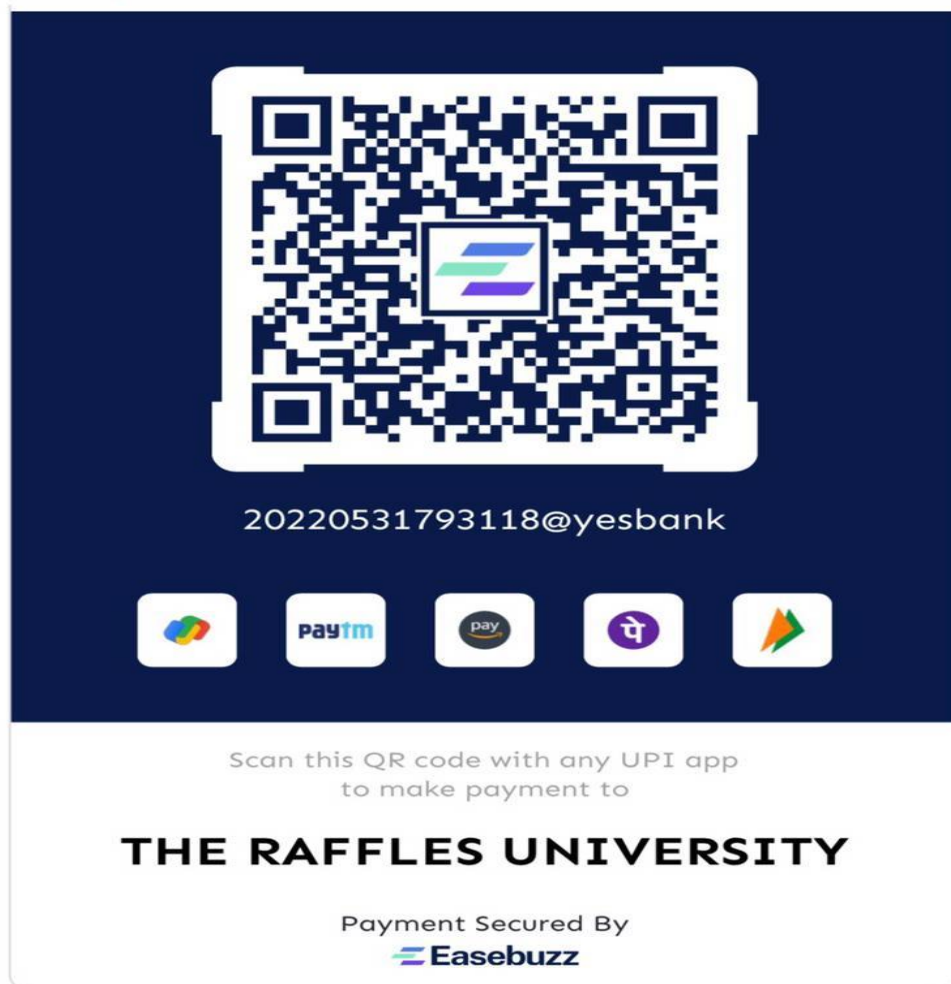
Account # 013194600000300

IFSC Code : YESB0000131

Branch : NEEMRANA 301705

Or

Pay via UPI



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	Date of Birth	Course	Year	Signature
Primary Email id and Contact number					

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 **15th October 2025.** The subject of the email must be

**“8th SURANA AND SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY
LABOUR LAW MOOT COURT COMPETITION - REGISTRATION”**

Travel Plan (Annexure B)

NAME OF THE 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:

NOTE: This travel form should be mailed at mcc@rafflesuniversity.edu.in by **05:00 PM IST** on / before **25th October 2025**