

**4th SURANA & SURANA & SCHOOL OF LAW, RAFFLES  
UNIVERSITY  
NATIONAL LABOUR LAW MOOT COURT COMPETITION 2021**

**26 – 28 November 2021**

Professional Partner &  
Joint Organiser



International Attorneys

Chennai | New Delhi

Surana & Surana  
International Attorneys

Host &  
Joint Organiser



**RAFFLES  
UNIVERSITY**

School of Law, Raffles University  
Neemrana

**RULES**

*Revised 11 Oct '21*

**Venue**

**Online (Virtual)**

Email: [registrar@rafflesuniversity.edu.in](mailto:registrar@rafflesuniversity.edu.in)

[mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in)

Phone: 014946 75555



SOL, Raffles University  
Neemrana

4<sup>th</sup> SURANA & SURANA & SCHOOL OF LAW, RAFFLES UNIVERSITY  
LABOUR LAW MOOT COURT COMPETITION 2021

26 - 28 November 2021



Surana & Surana  
International Attorneys

## RULES AND REGULATIONS

### I. Aim & Purpose

SURANA & SURANA & SCHOOL OF LAW, RAFFLES UNIVERSITY NATIONAL LABOUR LAW MOOT COURT has been conceived with the aim of creating opportunities for learning the development of jurisprudence on emerging trends in Labour Law besides developing cutting edge skills in research, writing and advocacy.

### II. Venue and Date

The 4<sup>th</sup> SURANA & SURANA & SCHOOL OF LAW, RAFFLES UNIVERSITY NATIONAL LABOUR LAW MOOT COURT 2021 shall be held virtually from **26 - 28 November 2021**.

Prof. (Dr.) Divakar Goli, Vice-Chancellor, Raffles University, will be the National Administrator.

### III. The competition shall be in the English language.

### IV. Eligibility

The competition is open for students who are studying LLB three year or five-year course during the current academic year interested in Employment Law and who belong to institutions that have been invited.

### 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** during orientation. Teams should not disclose the identity of their institution; 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 **6<sup>th</sup> October 2021**. The teams must register online by **30<sup>th</sup> October 2021**. Teams will have to register online at [www.moot.in](http://www.moot.in) **Only 40 teams will be registered to participate in the competition on first-come-first serve basis.**
- b. No temporary registration requests will be entertained. Kindly refrain from sending such requests to Surana & Surana or SOL, Raffles University.
- 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 latest by **2<sup>nd</sup> November 2021** 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 authorization 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:**

- i. 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
  - ii. 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](mailto:mcc@rafflesuniversity.edu.in) marked as 4<sup>th</sup> SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY LABOUR LAW MOOT COURT COMPETITION REGISTRATION as subject of the mail latest by 4<sup>th</sup> November 2021. **The provisional team code shall be allotted to the registered teams by Host University soon after receiving of registration particulars along with the registration fee.**
- f. On receiving the provisional team code from moot committee/society of SOL, Raffles University you may proceed to pay the registration fees.

**A registration fee of Rs. 1500/- is to be paid online by 3<sup>rd</sup> November 2021 to:**

**BANK NAME: YES BANK LTD**

**BRANCH: NEEMRANA – 301705**

**NAME: RAFFLES UNIVERSITY**

**A/c NO: 01319400000300**

**IFSC: YESB0000131**

**SWIFT CODE: YESBINBB**

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.

- g. In the event a team drops out of the competition or is disqualified the team next in line as per registration data (When the registration exceeds beyond the permitted 40 teams) will be offered the chance to participate in the competition at short notice. Such teams will have to submit memorials to be eligible at least 3 days prior to the start of the competition.

## **VI. ORIENTATION**

There will be an Orientation Program for all the participants on **26<sup>th</sup> November 2021 (Friday)** followed by a draw of lots and exchange of memorials. Competition team codes and side will be allotted during the orientation only.

## **VII. ROUNDS**

There will be two preliminary rounds of arguments, an octa final, a quarterfinal, a semi-final and a final round.

Octa final will be conducted if the participation exceeds 24 teams

Quarter final will be conducted if the participation exceeds 16 teams

### **Preliminary Round/ Octa Finals/ Quarter Finals**

- a. There will be two preliminary rounds of arguments per team, once for applicant & another for respondent.
- b. No team will face each other more than once in the preliminary rounds.
- c. Each team will face a different bench in their second round of arguments.
- d. Preliminary round 1 will be held on **26<sup>th</sup> November (Friday)** while Preliminary round 2 / Octa finals/ Quarter finals will be held on **27<sup>th</sup> November 2021 (Saturday)**.
- e. Top sixteen/eight teams from the Preliminary Rounds will advance to the Octa / Quarter final rounds that 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)

Memorial marks will be added to the scores of both the preliminary rounds only.

- f. The dress code shall be advocate's attire (as laid out by the BCI) during orientation, the oral rounds and valedictory ceremony of the competition.
  - a. The oral arguments need not be confined to the issues presented in the memorials

### **Octafinal / Quarterfinal / Semi Final Round / Final Round:**

- a. Lots / power matching will decide the side of the arguments in Octafinal, Quarterfinal, Semifinal & Finals.
- b. Semifinals will be held on **28<sup>th</sup> November 2021 (Sunday)**, followed by the Finals.
- c. The Quarterfinal / Semifinal are knockout rounds.
- d. The schedule is subject to change in case participating teams' number less than 30

## Results (Announcement)

Results of the preliminary rounds shall be announced after the completion of rounds of all the teams. Similarly, the results of the Quarter-Final/Semi-Final Rounds shall be announced after completion of the rounds of all qualified teams of respective rounds. The results of the Final Round shall be announced during the Valedictory Ceremony.

## VIII. 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 (Petitioners 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 [mootcourt@lawindia.com](mailto:mootcourt@lawindia.com) on or before **14<sup>th</sup> November 2021**.
- c. Late submission will be penalized by two points for each hour subject to a maximum penalty not exceeding 20 points.
- d. Memorials received after 24 hours of the deadline will not be considered and the team will be disqualified from the moot court competition.
- e. Once the soft copy of the memorials has been submitted, **no revisions, supplements, or additions will be allowed.**
- f. Soft copy of the memorials should be emailed with the subject as “Team Code- Memorial Submission”. The memorials shall be submitted in **Word format**. The file shall be named as “**Team Code- Memorial for Petitioner**” and “**Team Code- Memorial for Respondent**” respectively. The memorials for the two sides shall be attached as two separate attachments in the same email communication.
- g. The memorials have to be submitted on typed A 4 size paper printed on one side and must contain:
  - The table of contents
  - The index of authorities
  - The statement of jurisdiction
  - The statement of facts (1 page only & argumentative statement of facts 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
- h. Uniform font size should be used throughout the memorial. The font size should be 12 (double space) and for footnotes it should be 10 (single space) & double space is to be adhered to between two-foot notes. Footnoting must conform to the Bluebook: A uniform system of citation (20<sup>th</sup> Edition). Non-Compliance will result in a penalty of 1 mark per page. Substantive/ speaking footnotes are strictly prohibited.
- i. The memorial must have a margin measuring one inch on all sides of each page
- j. The page numbering should be on the top right side of each page.
- k. Covers must be placed on briefs as follows:

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

1. The cover page of the memorial must state the following
  - a. Team Code (On the top right corner)
  - b. The cause titles
  - c. Identify brief as Petitioners / Applicant / Respondents as is applicable
- i. 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.
- j. 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 commencement of the Competition as advised by the organizers. Any identifying marks/seal of the college/university shall attract severe penalties including disqualification.

**IX. ORAL ROUND**

**Preliminary Round, Octafinals & Quarterfinals**

- a. Each team will get a total of 30 minutes to present their case. This time will include rebuttal and sur-rebuttal time.
- b. The division of time is at the discretion of the team members, subject to a minimum of 12 minutes per speaker. Division of time shall be informed to the court officer before arguments begin.
- c. The oral arguments need not be confined to the issues presented in the memorials.
- d. Passing of notes to the speakers by the researcher during the rounds is allowed. However, it is to be done discreetly without disturbing the proceedings of the court.
- e. The researcher shall sit with the speakers at the time of the orals.

**Semifinal & Final**

- a. Each team will get 45 minutes to present their case that will include rebuttal and sur-rebuttal time
- b. The division of time is at the discretion of the team, with a maximum of 25 minutes per speaker and a minimum of 20 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 the orals.

**X. 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.

## **XI. 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 national 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:
  - Neatness, legibility, no typographical errors or format errors
  - Logical progression of ideas
  - Effective use of headings to outline arguments
  - Understanding essential legal issues presented
  - Focus on essential (not collateral) issues
  - Clear, concise and unambiguous writing style
  - Forceful and persuasive presentation
  - Integration of facts into legal argument
  - Understanding of strengths and weaknesses of case
  - Discussion of viable alternative arguments
  - Understanding and analysis of authority
  - Proper use of citations and citation form
  - Effective use of authority to support arguments
  - Ability to distinguish adverse cases
- d. Non- compliance of the rules mentioned in Clause VII above shall attract severe penalties

## **XII. AWARDS**

Winner –	Rs.21,000/-
Runner up –	Rs.11, 000/-
Best Memorial -	Rs.5,100/-
Best Student Advocate -	Rs.5,100/-

All participants will be issued participation certificates.

### **XIII. ANONIMITY**

- 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 awards ceremony.
- 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 book with a college logo, or college seal).

### **XV. DECISION OF THE JUDGES IS FINAL**

### **XVI. POLICY FOR VIRTUAL ROUNDS**

- a) The Oral Rounds for the competition will take place virtually via **Cisco 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 organisers 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 other forms of device are to be avoided.
- d) **The link or the ID and password for the room on Cisco WebEx will be conveyed to the participating teams before the oral rounds.**
- e) Each participating member of every team is advised to install the Cisco WebEx platform on their devices well in time.
- f) Each team is required to join the room at least twenty minutes before the scheduled time of commencement of the oral rounds.
- 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. Camera to be switched off in case of technical glitches with the permission of the bench.
- 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) Participants are cautioned to ensure that all equipment has a power supply sufficient to last for at least two hours without interruption.
- l) 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 organizers shall be final and binding.
- m) 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.
- n) Where a team does not appear within 10 minutes of the scheduled time for the round, the round shall proceed as ex-parte.
- o) Compendium & memorials shall be mailed to [mcc@rafflesuniversity.edu.in](mailto:mcc@rafflesuniversity.edu.in) along with the team competition codes on completion of the Orientation as directed by the organizers.
- p) 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.
- q) Participants will not be allowed to use the feature of personal chat on Cisco WebEx to communicate with their team members or members of the opposing team.
- r) Teams shall not use internet or any other devices during the rounds for anything, except participating in the rounds.
- s) Participants can only sip water on screen during the competition. Consumption of other beverages or eatables is not permitted. Non-Speakers are to switch off video before drinking water.
- t) Participating speakers and researcher are permitted to join for the Virtual Competition from the same premises/room. However, the screen space shall be independent and the speakers, researcher to represent before the bench through individual/separate devices.
- u) Appropriate court room demeanor is to be maintained. This is mandatory.
- v) Participants are expected to cooperate with the organizers and the judges, in case anyone faces any issue.
- w) 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.

## **XVII. 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 SOL, Raffles University, Neemrana 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 SOL, 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 on affiliated websites such as [www.moot.in](http://www.moot.in) 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.

**XVIII. Prof. (Dr.) Divakar Goli**, Vice-Chancellor, Raffles University, will be the National Administrator.

## **XIX. Any clarifications for the competition can be sought from:**

Regarding Queries on Case / Submission of Memorials / Accommodation / Transport/ etc.

- (a) **Mr. Arun Verma (HOD)** – [arun.verma@rafflesuniversity.edu.in](mailto:arun.verma@rafflesuniversity.edu.in)  
**Mob: +91-8077921962 – Convener**
- (b) **Ms. Sabiha Khan (Asst. Prof.)**- [sabiha.khan@rafflesuniversity.edu.in](mailto:sabiha.khan@rafflesuniversity.edu.in)  
**Mob: +91- 8954069567- Co – Convener**
- (c) Regarding registration

### **Preetam Surana**

Advocate & Head, Academic Initiatives

Head (Admin), Litigation & Arbitration Practice

Surana & Surana International Attorneys

Email: [mootcourt@lawindia.com](mailto:mootcourt@lawindia.com), **Ph: 044 – 2812 0000, Fax: 91 – 44 – 2812 0001**

### **Student Coordinators:**

- |  |                        |
|--|------------------------|
| a) <b>Aditya Bhatnagar (BALLB 9<sup>th</sup> Sem)</b>      | <b>:+91 9680943401</b> |
| b) <b>Tanmay Jain (BALLB 9<sup>th</sup> Sem)</b>           | <b>: +919694233451</b> |
| c) <b>Nikhil Maurya (BALLB 9<sup>th</sup> Sem)</b>         | <b>:+91 9199222901</b> |
| d) <b>Anshika Sharma (BALLB 9<sup>th</sup> Sem)</b>        | <b>: +917425862127</b> |
| e) <b>Kuldeep Singh Rathore (BALLB 9<sup>th</sup> Sem)</b> | <b>:+91 7610861272</b> |

### IMPORTANT DATES

Start of Online Registration	6 <sup>th</sup> October 2021
Last date for Online Registration	30 <sup>th</sup> October 2021
Last date for payment of Registration Fee	3 <sup>rd</sup> November 2021
Last date for receiving copies of Reg. Form / Approval letter along with details of registration fee payment	4 <sup>th</sup> November 2021
Last date for requesting clarification for Problem	6 <sup>th</sup> November 2021
Last Date for Submission of Memorials One Hard Copy (both applicant and respondent) & Soft Copy by email	14 <sup>th</sup> November 2021
Orientation	26 <sup>th</sup> November 2021
Prelims / Octa / Quarters	26 <sup>th</sup> & 27 <sup>th</sup> November 2021
Semifinal, Final, Valediction & Prize distribution	28 <sup>th</sup> November 2021



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**4<sup>th</sup> SURANA & SURANA & SCHOOL OF LAW, RAFFLES UNIVERSITY  
NATIONAL LABOUR LAW MOOT COURT COMPETITION 2021**

26 – 28 November 2021



Surana & Surana  
International Attorneys

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 SOL, Raffles University, Neemrana 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:**

**Notification Email:**

**Regd. Mobile #:**

Name of the participant	Gender	Course	Year / Semester	Signature
<b>Teams primary Email ID/ Telephone Number for communication</b>				

Seal & signature  
of the Head of  
the Institution