



9th Surana & Surana
and
School of Law, Raffles University,
Labour Law Moot Court Competition
2026 - 2027

Virtual: 13th - 15th November, 2026



RAFFLES
UNIVERSITY

9th Surana & Surana and School of Law, Raffles University

Labour Law Moot Court Competition, 2026-2027

(Virtual: 13th - 15th November, 2026)



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 world-class education through its various schools, namely:

- | | |
|---------------------------------------|---|
| 1. School of Law | 5. School of Agricultural Sciences |
| 2. Alabbar School of Management | 6. School of Pharmacy |
| 3. School of Engineering & Technology | 7. School of Humanities & Social Sciences |
| 4. School of Basic & Applied Sciences | |

Raffles University is situated in **Delhi 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 Gurukula 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 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, 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 Law School, 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.

GLIMPSES OF PREVIOUS SURANA & SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY, LABOUR LAW MOOT COURT COMPETITION



**8th Surana & Surana
and
School of Law, Raffles University
Labour Law Moot Court Competition, 2025**
Organized by
School of Law, Raffles University, Neemrana
in collaboration with
Surana & Surana International Attorney, Chennai
(7th - 9th November, 2025)

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 **"Gurukula"** 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, despite 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



HON'BLE DR. JUSTICE MEENA V. GOMBER

**FORMER JUDGE - RAJASTHAN HIGH COURT
CHAIRPERSON - GOMBER EDUCATION FOUNDATION
CHIEF PATRON - RAFFLES LAW SCHOOL**

It is an honor to share my vision for Raffles Law School – a place where the pursuit of knowledge and the application of law converge. As a former judge and founder of this institution, I remain deeply committed to its mission: to cultivate and fully equip a new generation of lawyers who uphold the principles of justice, integrity, and the rule of law.

Raffles Law School, being a fully residential school based on the Gurukula concept, offers a focused academic environment, providing students with the tools and skills necessary to excel in the legal profession. We emphasize critical thinking, analytical reasoning, and ethical considerations – ensuring that our graduates are well-prepared to navigate the complexities of the modern legal landscape.

What motivated me to start Raffles Law School under the aegis of Raffles University, Neemrana, was the wish to establish an affordable law school with a difference. Raffles aims at moulding young legal minds with a solid ethical base and moral uprightness. Raffles is different as it offers students a rigorous supervised and disciplined opportunity to learn practical legal skills & procedural nitty-gritties.



Our law students are also at an advantage because of the traditionally rural and yet increasingly urban, profile of Neemrana – a phenomenon that compresses a wide spectrum of legal issues and litigations in a microcosm of the justice delivery system.

Our graduates are not just legal professionals; they are future leaders who will shape the legal system and contribute to a more just society. I am proud to have played a role in establishing this institution from where number of students are adoring the benches as Civil Judges in different High Courts. I remain dedicated to its continued success in serving as a beacon of legal education and ethical practice."

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, NEEMRANA



SHRI UDAYAN MUKERJI, IPS (Retd.)
CHAIRPERSON, RAFFLES UNIVERSITY, NEEMRANA

It is of significant importance that the **9th Surana & Surana and School of Law, Raffles University Labour Law Moot Court Competition, 2026-2027** is being organised in November this year. In a rapidly industrialising milieu, in keeping with the goal of *Atmanirbhar Bharat*, labour relations and an in-depth understanding of labour law jurisprudence are fundamental to ensuring that labour laws, their evolution, and their application are conducive to and in harmony with labour welfare, industrial growth, sound industrial relations, and innovation.

M/S **Surana & Surana** are to be sincerely thanked for helping Raffles in lending permanence, standing and depth to this annual event. I am sure that the standards of this competition, which are already high, shall continue to prosper and familiarise young lawyers with the many aspects of labour law.

I wish all the very best for the competition and the participants.

Udayan Mukerji

MESSAGE FROM THE PRESIDENT RAFFLES UNIVERSITY, NEEMRANA



PROF. (DR.) RAJENDER S. SANGWAN
PRESIDENT, RAFFLES UNIVERSITY, NEEMRANA

I am very happy that School of Law of our university is organizing **9th Surana and Surana Moot Court Competition during November 13-15, 2026**. Surana and Surana Moot Court Competition is one of the major flagship academic annual events of the Raffles University. For law students, a moot court competition is much beyond a platform of expressing competitive power of understanding of the proposition in terms of its comprehensive legal canvass and articulating arguments thereon. Indeed, for law students, it is the first real life immersive rehearsal of pursuing the legal practice profession. For participants, it is an opportunity not only to display the knowledge of law itself but also how it applies to the case and how to synthesize and put the view best on the proposition.

At Raffles University, curriculum and pedagogy are designed to provide best learning and conceptual understanding of students. *Scientia est potentia* which means "**Knowledge is Power**" is our *dhyeya vakya*. We equip, expose and empower students to deliver on tasks and address challenges with commitment and confidence, maintaining best ethical standards.

I sure the organizing team and their associates as well as faculty members, staff and students associated with the organization of the event will make it a great success. My best wishes and support are with you all, all time as you move on the organization of the event.

My Best wishes to all the prospective participants of the 9th Surana & Surana Moot Court Competition, 2026-2027!

(Prof. Dr. Rajender S. Sangwan, FNA)

MESSAGE FROM THE DEAN SCHOOL OF LAW



PROF. (DR.) ANIRUDDHA RAM
DEAN, SCHOOL OF LAW

The School of Law, Raffles University has been founded with a vision to chisel out the most competent legal professionals who are confident and committed. We equip, expose, enlighten and empower our students to take up any professional challenge with confidence. Students have been exposed to moot Court exercises from the beginning. Participation in moot court competitions outside the school is made compulsory. Two National Level Moot Court Competitions are being organized every year, of which one is in collaboration with the prestigious Surana & Surana International Attorneys and the other one in collaboration with 'Rajasthan Education Trust', a public charitable trust based out of Jaipur.

I am extremely happy and wish all the best to the participants from different law universities/institutions. Our Moot court faculty and student coordinators are doing a commendable job, and their efforts are appreciable, without which organizing such a gala program is not feasible.

My best wishes to the participants and a grand success of the event!

Happy Mooting!

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 9th Edition of the Surana & Surana Labour Law Moot Court Competition, 2026-27. 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.

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!

DIGNITARIES AT RAFFLES UNIVERSITY, NEEMRANA



Hon'ble Mr. Justice Dalveer Bhandari



Mr. Salman Khurshid



Hon'ble Mr. Justice Ajay Rastogi



Hon'ble Mr. Justice Dipankar Datta



His Excellency Dr. Mohamed Alabbar
 (Founder of Emaar, Dubai)



Dr. Neeru Chadha
 (Judge, International Tribunal for the Law of the Sea)



Shri. Bhupendra Yadav



Hon'ble Mr. Justice Sandeep Mehta



INVITATION

School of Law, Raffles University with its organizing partner Surana & Surana, International Attorneys, Chennai is proud to announce the 9th Surana & Surana and School of Law, Raffles University, Labour Law Moot Court Competition, 2026-2027. 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 New Labour Laws, Artificial Intelligence (AI) 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 event will take place online (Virtual). To ensure the comfort of the participating teams, an orientation program has been scheduled on the 13th November, 2026.

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 9th Surana & Surana and School of Law, Raffles University, Labour Law Moot Court Competition, 2026-2027.

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

- **Prof. (Dr.) Aniruddha Ram, Dean, School of Law, Raffles University**
Mob. No: 9918468428, Email ID: dean.sol@rafflesuniversity.edu.in
- **Mr. Aditya Pratap Singh, Convenor, MCC, School of Law, Raffles University**
Mob. No: 9140748546, Email ID: adityapratap.singh@rafflesuniversity.edu.in
- **Dr. Nidhi Malik, Co-Convenor, MCC, School of Law, Raffles University**
Mob. No: 9560367532 Email ID: nidhimalik@rafflesuniversity.edu.in
- **Ms. Subha Mathur, Co-Convenor, MCC, School of Law, Raffles University**
Mob. No: 9462866105 Email ID: shubhamathur@rafflesuniversity.edu.in
- **Mr. Preetam Surana, Partner-Dispute Resolution & Head-Academic Initiatives, Surana & Surana International Attorneys, Chennai**
Contact: 044-28120000, Email ID: ai@lawindia.com



RAFFLES
UNIVERSITY

9th Surana & Surana and School of Law, Raffles University

Labour Law Moot Court Competition, 2026-2027

(Virtual: 13th - 15th November, 2026)



MOOT PROPOSITION

9th Surana & Surana and School of Law, Raffles University, Labour Law Moot Court Competition 2026 - 2027

(Virtual: 13th - 15th November, 2026)



AaroHi Sen & Others
Vs.
NeuroPulse Technologies Pvt. Ltd. & Union of Aaryavrat

1. The Republic of Aaryavrat is a federal democratic republic committed to the ideals of constitutional governance, social justice, economic development and the rule of law. In recent years, the Government has actively promoted digital innovation and artificial intelligence as key drivers of economic growth. Simultaneously, rapid technological advancements have raised important concerns regarding the protection of individual rights within employment relationships, particularly where automated systems increasingly influence workplace management and decision-making.
2. NeuroPulse Technologies Pvt. Ltd. ("NeuroPulse") is one of Aaryavrat's leading technology companies engaged in providing artificial intelligence, cloud computing and cybersecurity solutions to domestic and international clients. Employing over 12,000 persons across multiple establishments, the Company follows a hybrid working model and has consistently projected itself as an organisation committed to technological innovation, employee welfare and responsible corporate governance.
3. During late 2024, NeuroPulse experienced repeated cyber intrusion attempts targeting confidential client information. Although no major breach occurred, increasing contractual obligations, operational challenges associated with hybrid work and growing employee attrition prompted the Company's Board of Directors to approve the deployment of an artificial intelligence-based workplace management system intended to strengthen cybersecurity while improving workforce efficiency and resource allocation.
4. Accordingly, on 1 January 2025, NeuroPulse introduced an AI-enabled workplace monitoring and workforce management platform known as OptiWork 360. The system was designed to analyse various categories of digital workplace activity, generate automated engagement assessments and provide predictive insights to managerial personnel for operational planning. According to the Company, the system functioned as a decision-support mechanism and was not intended to replace independent managerial judgment in employment-related decisions.
5. Before implementation, NeuroPulse circulated a revised Employee Analytics and Security Policy informing employees that specified categories of workplace data would be processed for purposes including cybersecurity, regulatory compliance, productivity assessment and resource planning. Employees were required to acknowledge the policy electronically as a condition of continued access to the Company's digital infrastructure. While the Company maintained that the AI system operated subject to human oversight, it declined to disclose the underlying algorithm or its training methodology, asserting that such information constituted commercially sensitive intellectual property.





6. For the initial months following its implementation, the AI system was largely accepted by employees. However, concerns gradually emerged regarding the methodology used to generate engagement assessments and the extent to which such assessments influenced managerial decisions. Several employees reported fluctuations in their performance ratings without receiving any explanation of the factors considered by the system.
7. Among those expressing concern was Ms. Aarohi Sen, President of the NeuroPulse Employees' Association, a registered trade union representing employees across the Company's establishments. The Association, which had previously maintained a cooperative relationship with the management, received representations from employees questioning the transparency, fairness and accountability of the AI system. While acknowledging the Company's legitimate interest in ensuring cybersecurity and operational efficiency, the Association sought greater clarity regarding the use of automated assessments in employment-related decisions.
8. The Employees' Association submitted a formal representation requesting, inter alia, disclosure of the broad parameters governing the AI system, an independent assessment of its functioning and safeguards to ensure that automated outputs did not disproportionately affect any category of employees. Particular concerns were expressed regarding employees returning from maternity leave and certain employees with disabilities, who allegedly experienced unexplained declines in engagement assessments following the implementation of the system. The Association further apprehended that extensive workplace monitoring could discourage employees from freely participating in lawful trade union activities. NeuroPulse denied these allegations and maintained that the system neither discriminated against any employee nor monitored protected labour activities.
9. In response, NeuroPulse reiterated that the AI system functioned solely as an assistive analytical tool and that all employment-related decisions continued to be taken by designated managerial personnel after considering multiple factors. The Company refused to disclose the algorithm, source code or training datasets, contending that such information constituted proprietary intellectual property and that disclosure could compromise the integrity and security of the system. It nevertheless assured employees that periodic internal reviews were undertaken to identify and address any unintended bias in the system's functioning.
10. On 17 July 2025, an anonymous electronic communication was circulated to several media organisations, regulatory authorities and employee representatives. The communication alleged that internal documents suggested the AI system generated predictive assessments concerning employee retention, performance and workplace engagement, and that such outputs could influence decisions relating to promotions, assignments and workforce restructuring. It further questioned whether the system had a disproportionate impact upon certain categories of employees. The identity of the sender remained unknown, and the authenticity of the allegations became a matter of public controversy.





11. The publication of the anonymous communication attracted significant media attention and intensified public debate concerning the regulation of artificial intelligence in employment. NeuroPulse initiated an internal inquiry after concluding that confidential corporate information had been unlawfully disclosed. During the course of the inquiry, Ms. Aarohi Sen and certain other office-bearers of the Employees' Association denied any involvement in the disclosure but criticised the disciplinary proceedings as retaliatory and intended to suppress legitimate employee concerns. The Company, on the other hand, maintained that the proceedings were directed solely towards investigating serious acts of misconduct involving breach of confidentiality.
12. Following the completion of the disciplinary proceedings, NeuroPulse terminated the services of Ms. Aarohi Sen and certain other office-bearers of the Employees' Association on 30 July 2025, citing grave misconduct and loss of confidence. The Employees' Association challenged the action as arbitrary, disproportionate and violative of labour rights, asserting that the dismissals were a consequence of their persistent demands for greater transparency in the use of artificial intelligence. The Company categorically denied these allegations and maintained that the dismissals were based exclusively on the findings of the disciplinary inquiry.
13. The dismissal of the Association's office-bearers triggered widespread unrest across NeuroPulse establishments. On 31 July 2025, employees across several offices collectively refrained from logging into the Company's digital systems for one working day while remaining available for dialogue with the management. The Employees' Association described the action as a peaceful protest against AI-enabled workplace surveillance, alleged algorithmic opacity and the dismissal of its elected representatives. NeuroPulse, however, characterised the coordinated action as an unlawful disruption of essential business operations that adversely affected its contractual commitments and commercial interests.
14. The dispute soon attracted nationwide attention, prompting extensive debate regarding the regulation of artificial intelligence in employment. While industry bodies emphasised the need to preserve innovation, cybersecurity and the confidentiality of proprietary technologies, labour organisations demanded greater transparency, accountability and safeguards against automated decision-making affecting employees. Against this backdrop, the Government of Aaryavrat, on 12 August 2025, issued the Strategic Digital Enterprises (Workplace Security and Monitoring) Guidelines, 2025, recognising the legitimate use of workplace monitoring technologies while emphasising proportionality, transparency, meaningful human oversight and respect for employees' lawful labour rights. The Guidelines, however, did not mandate disclosure of proprietary algorithms or source codes.





15. In view of the continuing controversy, the National Labour Commission appointed Dr. Ishan Verma, an independent expert in artificial intelligence and data governance, to undertake a preliminary assessment of the AI system. Having examined anonymised employee data, policy documents and representations submitted by the parties, Dr. Verma submitted his report on 11 September 2025. The report observed that the available material suggested a statistically disproportionate impact upon certain categories of employees, including some employees returning from maternity leave and certain employees with disabilities, and that AI-generated assessments may have been considered in decisions relating to assignments, promotions and workforce planning. At the same time, the report expressly stated that no conclusive findings regarding discrimination or interference with trade union activities could be reached in the absence of access to the proprietary algorithm, source code and training datasets. NeuroPulse questioned the report's evidentiary value, whereas the Employees' Association relied upon it in support of its grievances.
16. Meanwhile, the Employees' Association raised an industrial dispute challenging the dismissals and alleging unlawful workplace surveillance, victimisation of trade union office-bearers and unfair employment practices. Conciliation proceedings initiated under the applicable labour laws failed to produce a settlement. Consequently, the Appropriate Government referred the industrial dispute to the National Industrial Tribunal.
17. Simultaneously, the Employees' Association, certain affected employees and public interest organisations instituted proceedings before different High Courts questioning the legality of the AI-based monitoring system and the constitutional validity of the Strategic Digital Enterprises (Workplace Security and Monitoring) Guidelines, 2025. NeuroPulse and the Union of Aaryavrat contested the maintainability and merits of these challenges, asserting that the Company's practices and the Government's regulatory framework were lawful, proportionate and consistent with constitutional and labour law principles.
18. As similar questions involving artificial intelligence, workplace surveillance, labour rights and constitutional governance came to be considered by different High Courts, divergent interim orders were passed concerning the operation of AI-enabled workplace monitoring systems and the rights and obligations of employers and employees in strategic digital enterprises. Considering the substantial questions of constitutional importance involved and their potential ramifications for employment relations across the Republic, the Supreme Court of Aaryavrat transferred all connected proceedings to itself and directed that the industrial reference and the constitutional challenges be heard together by a Constitution Bench. The matters are now listed for final hearing before the Supreme Court of Aaryavrat.



ISSUES FOR ADJUDICATION:

1. Whether the deployment and use of OptiWork 360 by NeuroPulse Technologies Pvt. Ltd. are legally sustainable in light of employees' rights to privacy, dignity and informational autonomy?
2. Whether the use of algorithmic profiling and automated decision-making allegedly resulting in a disproportionate disadvantage to employees returning from maternity leave and employees with disabilities amounts to discrimination and an unfair labour practice, and the extent to which the findings of Dr. Ishan Verma's report may be relied upon in determining such allegations?
3. Whether the collection, processing and use of employee data through AI-enabled workplace management unlawfully interfered with employees' freedom of association, participation in trade union activities and other protected labour activities?
4. Whether the disciplinary proceedings and consequent dismissal of Ms. Aarohi Sen and the other office-bearers of the NeuroPulse Employees' Association are legally sustainable, and whether the deployment and use of OptiWork 360 in relation to them, together with the disciplinary action taken against them, constitute discrimination, victimisation, or an unfair labour practice?
5. Whether the Strategic Digital Enterprises (Workplace Security and Monitoring) Guidelines, 2025 have the requisite legal authority and validity to regulate the implementation and deployment of AI-based workplace monitoring systems and govern the jural relationship between employers and employees?

Nota Bene-

1. All facts mentioned and the references made are fictional.
2. The laws of the Republic of Aaryavrat are *pari materia* with the law of Republic of India.
3. Issues and sub-issues can be added and modified provided they do not alter the fundamental premise.

GLIMPSES OF RAFFLES UNIVERSITY, NEEMRANA



RULES & REGULATIONS

I. AIM AND PURPOSE

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

- create awareness on Labour Law in a systematic/scientific manner and train participants for effective practice,
- 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 9th Surana & Surana and School of Law, Raffles University, Labour Law Moot Court Competition shall be held virtually from **13th to 15th November 2026**.

III. THE COMPETITION SHALL BE HELD IN ENGLISH LANGUAGE.

IV. ELIGIBILITY & TEAM COMPOSITION

- The competition is open for bonafide students pursuing 5 Years and 3 Years Law programs in India.
- Each College/University/Institution shall be allowed to register only one team in the competition.
- Each team should consist of a minimum of 2 and maximum of 3 members. This number cannot be modified under any circumstances.
- 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.
- Each team will be provided a team code prior to the submission of memorials via e-mail. This team code is only for the submission of 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.

V. REGISTRATION

- Online registrations will be open from **1st September, 2026**. The teams must register online by **22nd October, 2026**. Teams will have to register online at www.moot.in. In total, 30 teams will be registered to participate in the competition on a first- come-first serve basis.
- No temporary registration requests will be entertained. Kindly refrain from sending such requests to Surana & Surana or School of Law, Raffles University, Neemrana.

- 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 **23rd October, 2026 or earlier.**
- **Registration Process:**
 1. The Registration form cum approval letter as provided in the rules duly signed & sealed by your university / college / moot society.
 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.
- Soft copy of the registration and approval letter/ an email communication as a single PDF to be sent by email to ai@lawindia.com & copy to mcc@rafflesuniversity.edu.in marked as **9th Surana & Surana and School of Law, Raffles University, Labour Law Moot Court Competition, 2026-27 - Registration** as subject of the mail latest by **22nd October, 2026**. 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.

- A registration fee of Rs. 2,000/- is to be paid by way of Online Money Transfer / UPI / Paytm / Google Pay in favour of Raffles University.

1. Payment through UPI QR code.



2. Payment Details are as follows-

- (a). Account Number- 013194600000300
- (b). Beneficiary Name- Raffles University IFSC Code- YESB0000131
- (c). Bank Name- YES Bank, Neemrana, Alwar, Rajasthan
- (d). Details- Student's Name and College/Institution Name

3. Fee once paid will not be refunded.

- 4. 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.
- 5. 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 30 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. CLARIFICATION

- Clarifications on the moot proposition may be sought before **15th October, 2026** with an email to ai@lawindia.com & copy to mcc@rafflesuniversity.edu.in

VII. ORIENTATION

- There will be an Orientation Program for all the participants on **13th November, 2026 (Friday)**. It will be followed by a draw of lots and exchange of soft copy memorials for the Preliminary Rounds I & II. **Competition team codes and side will be allotted during the orientation only.**

VIII. 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

1. There will be two Preliminary Rounds of arguments per team, once for Appellant & another for Respondent.
2. No team will face each other more than once in the Preliminary Rounds.
3. Each team will face a different two-judge bench in their second round of arguments.
4. Preliminary rounds I, II will be held on **14th November, 2026 (Saturday)**.
5. 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.

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

Octa Final / Quarter Final / Semi Final / Final Round:

- Draw of lots/ Power match will decide the side of the arguments in Octa Finals, Quarter Finals, Semi Finals & Finals. The Octa Finals, Quarter Finals / Semi Finals are knockout rounds.
- The Octa Finals / and Quarter Finals will be held on **14th November, 2026 (Saturday)**.
- The Semi-Finals & Finals will be held on **15th November, 2026 (Sunday)**.

IX. RESULTS

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

X. MEMORIALS

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

1. Each team must prepare memorials for both parties to the dispute (Appellant and Respondent).
2. 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 **30th October, 2026 latest by 5:00 PM**.
3. **Late submission** will be **penalized by four point each per memorial per day upto 31st October, 2026 (5:00PM)**.
4. Once the soft copy of the memorials has been submitted, no revisions, supplements, or additions will be allowed.
5. The submissions shall be the **original work** of the team. The **similarity index (plagiarism)** for a Memorial should not be **more than 15%**.
6. If teams choose to use Generative AI tools to assist with creating the content of their Memorials, they are fully responsible for ensuring that no fictitious, fabricated, or non-existent facts, information, quotations and/or sources are incorporated into their submissions. The Organizing Committee (OC) shall conduct a review, independent of the Memorial evaluation, to verify the authenticity and legitimacy of the sources cited. Any Memorial found to contain such inaccuracies or fabricated material shall be liable to significant penalties, including disqualification from the Competition.



7. Soft copy of the memorials should be emailed with the subject as **“Team Code-Memorial Submission”**. The memorials shall be submitted in both **Word and PDF Format**. The file shall be named as **“Team Code- Memorial for Appellant”** 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.
8. **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
9. The Times New Roman font size should be 12 (one & half space) and for footnotes it should be 10 (single space) & double space between two foot notes. Foot noting must conform to the **Oxford University Standard for Citation of Legal Authorities (OSCOLA), 4th Edition**.
10. The memorial must have a margin measuring one inch on all sides of each page
11. The page numbering should be on the top right side of each page.
12. Covers must be placed on briefs as follows:

APPELLANT: Light Blue Colour & RESPONDENT: Light Red Colour.

13. The cover page of the memorial must state the following :
 - (a). Team code (on the top right corner)
 - (b). The cause title
 - (c). Identify brief as Appellant & Respondents as is applicable
14. 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.
15. 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.
16. In case of failure of a team to submit a compendium to the Organising Committee, the team shall not be allowed to share the compendium with the bench.
17. It is not mandatory for the teams to make a compendium. However, if a team is making one, then they are required to submit it along with the memorials.
18. Any identifying marks/seal of the college/university shall attract severe penalties, including disqualification.



XI. ORAL ROUNDS

1. Preliminary Round, Octa Finals & Quarter Finals

- Each team will get a total of 30 minutes to present their case.
- This time will include rebuttal and sur-rebuttal time.
- 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.
- The oral arguments need not be confined to the issues presented in the memorials.
- 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.
- The researcher may sit with the speakers at the time of the orals.

2. Semi Finals & Final

- Each team will get 45 minutes to present their case that will include rebuttal time.
- The division of time is at the discretion of the team, with a minimum of 20 minutes and maximum of 25 minutes per speaker.
- The oral arguments need not be confined to the issues presented in the memorials.
- 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.
- The researcher may sit with the speakers at the time of the orals.

XII. 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.

XIII. SCORING

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

- Knowledge of facts
- Logic and reasoning
- Organisation and clarity
- Persuasiveness
- Deference to the court
- Proper and articulate analysis of the issues arising out of facts



- Understanding of the legal principles directly applicable to the issues
- Ability to explain clearly the legal principles in general keeping to the time allotted
- Knowledge and use of legal sources and authorities and general principles of law
- Ingenuity (ability to argue by analogy from related aspects of law)

2. Written Submissions (Memorials)

- The memorials shall be marked on a scale of 1-100 points each.
- Any revisions, supplements or additions to the memorials after submission shall attract severe penalties subject to the discretion of the Chief Administrator.
- 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

XIV. AWARDS

(a). Winning Team	INR 21,000
(b). Runner up Team	INR 11,000
(c). Best Memorial	INR 5,100
(d). Best Student Advocate	INR 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.

XV. ANONYMITY

- Student counsel may introduce herself/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.
- 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).

XVI. DECISION OF THE JUDGES WILL BE FINAL AND BINDING.

XVII. POLICY FOR VIRTUAL ROUNDS

- The Oral Rounds for the competition will take place virtually via **Cisco Webex** platform.
- 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 organizers will, under no circumstances be obligated to provide the participants with any such facility.
- All participants should mandatory join with their laptops or desktops and in no circumstances join with any other devices .
- The link or the ID and password for the room on **Cisco Webex** will be conveyed to the participating teams before the oral rounds.
- Each participating member of every team is advised to install the **Cisco Webex** platform on their devices well in time.
- Each team is required to join the room at least twenty minutes before the scheduled time of commencement of the oral rounds.
- 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.
- All participants must keep their cameras on at all times during the rounds.
- 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.



- 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. Location in open spaces, hallways or cybercafes or similar areas are NOT permitted.
- 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.
- Participants are cautioned to ensure that all equipment has a power supply sufficient to last for at least two hours without interruption.
- 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.
- In the event where one or both of the speakers could not join due to connectivity issue, the team may be disqualified from the competition and under no circumstances can other members of the team be allowed to switch roles.
- Where a team does not appear within 10 minutes of the scheduled time for the round, the round shall proceed as ex-parte.
- Compendium & memorials shall be mailed to mcc@rafflesuniversity.edu.in with copy to ai@lawindia.com along with the team competition codes on completion of the Orientation as directed by the organizers.
- 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.
- 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. (However, the teams may communicate with each other via other digital platforms in the background according to their convenience).
- Teams shall not use the phone internet or any other devices during the rounds for anything, except for participating in the rounds.
- 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 the video before drinking water.
- Participating speakers and researchers are permitted to join the Virtual Competition from the same premises/room. However, the screen space should be independent and the speakers, researchers to represent before the bench through individual/separate devices.
- Appropriate court room demeanor is to be maintained. This is mandatory.
- Participants are expected to cooperate with the organizers and the judges, in case anyone faces any issue.

- The organizers shall take the 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 include (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. COPYRIGHT

- 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.
- 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.
- 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.

GLIMPSES OF SCHOOL OF LAW



ORGANIZING COMMITTEE



Advisor
Prof. (Dr.) Aniruddha Ram
Dean, School of Law



Chief Administrator
Prof. (Dr.) Rajender S. Sangwan
President, Raffles University, Neemrana



**Partner - Dispute Resolution
& Head Academic Initiatives**
Mr. Preetam Surana
Surana & Surana International Attorney



Co - Convenor
Dr. Nidhi Malik
Assistant Professor



Convenor
Mr. Aditya Pratap Singh
Assistant Professor



Co - Convenor
Ms. Shubha Mathur
Assistant Professor



Joint Secretary
Dr. Kunvar Bharat Singh
Assistant Professor



Secretary
Dr. Ajay Pratap Singh
Assistant Professor



Member
Dr. Manish Kumar Attri
Assistant Professor



Member
Dr. Namrata Yadav
Assistant Professor



Manager – Special Projects
Mr. A. D. Johnson Christy
Surana & Surana International Attorney

STUDENT ORGANIZING COMMITTEE

Student Advisors

(Research & Training)



Mr. Yuvraj Meena



Ms. Saumya Mohta



Ms. Nikita Meghwal



Ms. Rishika Swami



Ms. Rohini



Ms. Diya Agrawal



Ms. Kiran Bala



Ms. Himanshi Chauhan

(Student Management)



Mr. Suraj S. Shekhawat



Mr. Arun Kumar G.B.



Mr. Sujal



Mr. Dharmesh Mehra

The Core Committee



Convenor
Ms. Saraswati Tanwar



Co - Convenor
Mr. Kumar Saumik



Co - Convenor
Ms. Sandhya



Co - Convenor
Ms. Unnati Shah



Secretary
Ms. Priya



Secretary
Mr. Mayank Kumar



Secretary
Mr. Alok Kumar Singh



Secretary
Mr. Mayank Yadav



Secretary
Ms. Nikita Kanwar



Secretary
Ms. Sushma



Secretary
Ms. Palak



IMPORTANT DATES

Start of Online Registration	Sep 1, 2026
Last date for Online Registration	Oct 22, 2026
Payment of Registration Fee	Oct 22, 2026
Last date for receiving copies of Reg. Form/Approval letter by School of Law, Raffles University, Neemrana	Oct 22, 2026
Last date for seeking Clarification to the case	Oct 15, 2026
Release of Clarifications	Oct 16, 2026
Last Date for Submission of Memorials (both Appellant and Respondent) Soft Copy by email with temporary Team code	Oct 30, 2026
Inaugural, Orientation, Draw of Lots & Exchange of Soft Copy Memorials	Nov 13, 2026
Preliminary Rounds I & II, Octa finals / & Quarter Finals	Nov 14, 2026
Semifinals, Final, Valedictory & Declaration of Results	Nov 15, 2026



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:

Notification Email:

Regd. Mobile No.:

Name of the Participant	Gender	Date of Birth	Course	Year	Signature
Primary Email id and Contact number					



Note:

1. Duly filled, sealed & signed soft copy of the Registration form should be sent by email: mcc@rafflesuniversity.edu.in by 22nd October, 2026.
2. The subject of the email must be “9th SURANA AND SURANA AND SCHOOL OF LAW, RAFFLES UNIVERSITY LABOUR LAW MOOT COURT COMPETITION, 2026-27 - REGISTRATION”

Regarding Online Registration

Ms. Saraswati Tanwar (Convenor)

Mob. No. 8058167497

Mr. Kumar Saumik (Co - Convenor)

Mob. No: 9955463750

Ms. Sandhya (Co - Convenor)

Mob. No: 7851004288

Ms. Unnati Shah (Co - Convenor)

Mob. No: 6204066368

Mr. A. D. Johnson Christy

Manager - Special Projects

(Academic Initiatives & Dispute Resolution Practice)

Surana & Surana International Attorneys

eMail: ai@lawindia.com Ph: +914428120000

