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करियर मार्गदर्शन पोर्टल · Career Guidance Portal

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करियर शीट · CAREER SHEET

मध्यस्थ / विवाचक (आर्बिट्रेटर)

A Mediator and an Arbitrator are dispute-resolvers who settle conflicts outside the courtroom — quickly and confidentially. A mediator facilitates a conversation between the two sides and helps them reach a voluntary settlement,...



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Principal, GSSS Jethantri · Master Trainer



श्री चेनाराम चौधरी

प्रधानाचार्य, डाइट बाड़मेर
Principal, DIET Barmer



श्रीमती संघमित्रा

वरिष्ठ व्याख्याता, डाइट बाड़मेर (सहयोग)
Sr. Lecturer, DIET Barmer (Support)



भरत चौधरी

अभिकल्पना व विकास · व्याख्याता (इतिहास)
Designed & developed · Lecturer (History)

विशेष धन्यवाद · SPECIAL THANKS



सुरेन्द्र सिंह राठौड़

व्याख्याता (इतिहास) · रा.उ.मा.वि. कानाना



सुरेश कुमार सैन

व्याख्याता (भूगोल) · रा.उ.मा.वि. रामसीन मूंगड़ा



वनिता कुमारी

व्याख्याता (इतिहास) · रा.उ.मा.वि. रामसीन मूंगड़ा



कमलेश चौधरी

व्याख्याता (राजनीति विज्ञान) · रा.उ.मा.वि. टापरा

करियर मार्गदर्शन कार्यशाला, डाइट बाड़मेर (14-17 जुलाई 2026) में विकसित व लोकार्पित
Developed & unveiled at the Career Guidance Workshop, DIET Barmer (14-17 July 2026)

यह एक स्वतंत्र परियोजना है, जो सरकार की आधिकारिक करियर-मार्गदर्शन सामग्री पर आधारित है। · An independent project based on the Government's official career-guidance content.

1 About this career

A Mediator and an Arbitrator are dispute-resolvers who settle conflicts outside the courtroom — quickly and confidentially. A mediator facilitates a conversation between the two sides and helps them reach a voluntary settlement, while an arbitrator acts like a private judge, hearing both parties and delivering a binding decision (award). This is the field of Alternative Dispute Resolution (ADR), which is growing fast in commercial, property, family and contract disputes. In India, the Mediation Act 2023 and the Arbitration and Conciliation Act 1996 have given this profession fresh recognition, and with courts heavily overloaded, the demand for skilled mediators and arbitrators keeps rising.

2 At a glance

Minimum qualification	Law degree (LLB) + mediation/arbitration training
Duration	5-yr integrated LLB or 3-yr LLB + 40-hr training
Starting salary	₹30,000–60,000/month
Work field	Courts, mediation centres, arbitration institutions, law firms

3 What you need

INTERESTS

- Deep interest in resolving conflicts and building peace between people
- Fascination with law, justice and reasoned argument
- Interest in negotiation, dialogue and understanding human behaviour

ABILITIES

- Ability to stay neutral and think without taking sides
- Patient listening and staying calm under tension
- Sharp analysis and sound, reasoned decision-making

KEY SKILLS

- Negotiation and conciliation skills
- Effective communication and active listening
- Patience, composure and emotional control
- Clear drafting — settlement agreements and arbitral awards
- Maintaining neutrality and impartiality
- Legal knowledge — grasp of contract, property and commercial law
- Maintaining confidentiality and ethical conduct

4 How to get there

- 1 After Class 12, take the CLAT exam for a 5-year integrated law degree (BA-LLB) at a National Law University, or do a 3-year LLB after graduation.
- 2 Register with the Bar Council, begin practising as an advocate, and gain experience in contract, commercial and civil law.
- 3 For mediation, complete a 40-hour MCPC/NALSA-accredited mediation training programme.
- 4 For arbitration, obtain arbitrator certification/training from institutions like ICADR, IIAM or IICA; optionally pursue Chartered Institute of Arbitrators (CIArb) fellowship.
- 5 Get empanelled with court-annexed mediation centres or arbitration institutions and start taking cases.
- 6 With experience, advance to independent practice, senior arbitrator or institutional panel member.

MAIN EXAMS

- CLAT (Common Law Admission Test) — for admission to law programmes
- AILET (NLU Delhi) — alternative entrance for law programmes

5 Where to study

GOVERNMENT INSTITUTES

- राष्ट्रीय विधि विश्वविद्यालय, जोधपुर (NLU Jodhpur) — CARTAL आर्बिट्रेशन केंद्र — Jodhpur, Rajasthan (<https://nlujodhpur.ac.in/center/14>)
- मध्यस्थता एवं सुलह परियोजना समिति (MCPC), भारत का उच्चतम न्यायालय — All-India / New Delhi (<https://mcpc.nic.in/>)
- NALSA ऑनलाइन मध्यस्थता प्रशिक्षण पोर्टल — All-India / Online (<https://nalsamediation.nic.in/>)

- अंतर्राष्ट्रीय वैकल्पिक विवाद समाधान केंद्र (ICADR) — Hyderabad / Delhi / Bengaluru (<https://icadr.telangana.gov.in/>)
- भारतीय कॉर्पोरेट कार्य संस्थान (IICA) — प्रमाणित मध्यस्थ/अर्बिट्रेशन कार्यक्रम — Manesar, Haryana / Online (<https://iica.nic.in/mediation/>)

PRIVATE INSTITUTES

- भारतीय अर्बिट्रेशन एवं मध्यस्थता संस्थान (IIAM) — Kochi / All-India (<https://www.arbitrationindia.com/>)
- मुंबई सेंटर फॉर इंटरनेशनल अर्बिट्रेशन (MCIA) — Mumbai, Maharashtra (<https://mcia.org.in/>)

ONLINE

- NALSA ऑनलाइन मध्यस्थता प्रशिक्षण — Online (<https://nalsamediation.nic.in/>)
- IICA प्रमाणित अर्बिट्रेशन कार्यक्रम (ICAP) — Online (<https://iica.nic.in/arbitration/>)

FEES

The 5-year law programme at National Law Universities costs roughly ₹2–3 lakh per year, while state universities and government law colleges are far cheaper (₹10,000–50,000 per year). The 40-hour MCPC/NALSA mediation training is often free or subsidised; arbitration and mediation certification courses from ICADR/IIAM/IICA range from about ₹10,000–60,000.

SCHOLARSHIPS

- राष्ट्रीय छात्रवृत्ति पोर्टल (NSP) (<https://scholarships.gov.in/>)
- SJE राजस्थान छात्रवृत्ति (<https://sje.rajasthan.gov.in/>)
- Buddy4Study – विधि (Law) छात्रवृत्तियाँ (<https://www.buddy4study.com/scholarships/law-scholarships>)

6 What the work is like

WHERE YOU WORK

Court-annexed mediation centres, district and high courts, arbitration institutions (ICADR, MCIA, IIAM), law firms, corporate legal departments, and independent chambers plus online (virtual) hearings.

WORK CULTURE

The work is mainly meetings, hearings and studying documents — usually in a formal, calm setting. Hours are flexible depending on the case; independent practice allows setting your own schedule. Confidentiality, neutrality and ethical conduct are extremely important.

WHO HIRES

- Court-annexed mediation centres and State/District Legal Services Authorities (NALSA/SLSA)
- Law firms and independent advocates' chambers
- Banks, insurance companies and construction/infrastructure firms (with frequent contract disputes)
- Arbitration institutions — ICADR, MCIA, IIAM, Delhi International Arbitration Centre
- Corporate legal and compliance departments
- Public sector undertakings (PSUs) and regulators that appoint panel arbitrators

DEMAND (2026)

With crores of cases pending in Indian courts, the government is aggressively promoting Alternative Dispute Resolution (ADR). The Mediation Act 2023 gives legal backing to institutional and pre-litigation mediation, creating strong demand for trained mediators. Arbitration is booming in commerce, startups, construction and international trade — making this a rapidly rising field in the coming years.

7 Career growth

- 1 Law graduate / trainee advocate (law intern)
- 2 Practising advocate (civil/commercial law)
- 3 Accredited mediator / panel arbitrator
- 4 Senior mediator / independent arbitrator
- 5 Arbitration institution panel head / international arbitrator

EARNINGS

Starting	₹30,000–60,000/माह
Mid level	₹80,000–2,00,000/माह
Senior level	₹3,00,000–15,00,000+/माह

At entry level as an advocate or ADR associate, income is around ₹30,000–60,000/month. Experienced mediators charge per case, and senior arbitrators earn lakhs per hearing or per matter — income depends on the complexity of the dispute and the amount in claim. Top-tier arbitrators (such as retired judges) earn very substantial fees.

8 The good parts · The challenges

The good parts

- Satisfaction of resolving disputes faster, more respectfully and peacefully than in court
- A fast-growing field with strong demand after the Mediation Act 2023
- Flexible schedule and high income potential with experience

The challenges

- Steady income takes time; cases are few in the early years
- Emotional pressure in tense disputes and the challenge of staying neutral
- Requires a law degree and years of experience first — a long path

9 Real-life journeys

Fali S. Nariman

Eminent Indian jurist, Senior Advocate and international arbitrator

Fali S. Nariman was one of India's most respected jurists and a globally renowned figure in international arbitration. A Senior Advocate of the Supreme Court from 1971, Nariman served as President of the International Council for Commercial Arbitration (ICCA) from 1994 to 2002 and later became its Honorary President, placing India firmly on the map of international commercial arbitration. Modest in stature, he was described by his peers as 'small in stature, yet a giant in spirit.' His journey shows how deep legal knowledge, neutrality and integrity can carry an advocate to the very pinnacle of dispute resolution.

International Council for Commercial Arbitration (ICCA) · <https://www.arbitration-icca.org/fali-nariman-1929-2024>

Justice Indu Malhotra

Former Supreme Court judge and full-time arbitrator

Justice Indu Malhotra is a leading Indian jurist who made history on the strength of her expertise in arbitration law. She became the first woman to be appointed a Supreme Court judge directly from the Bar (2018–2021). She authored a celebrated commentary on the Arbitration and Conciliation Act 1996, cited by Indian courts in numerous landmark decisions. Since retiring she works as a full-time arbitrator in domestic and international cases and is a member of the Permanent Court of Arbitration in The Hague. Her journey inspires every girl who aspires to reach the top in law and dispute resolution.

Wikipedia · https://en.wikipedia.org/wiki/Indu_Malhotra

10 If this route does not work out

One exam or one attempt does not close the door. The same subjects also open these routes — entry is usually easier, and you can return to this field later.

- Judge
- Corporate Legal Advisor / Compliance Officer
- Patent Attorney / IP Lawyer

11 Sources & further reading

1. Rajasthan Career Guidance – Mediation — <https://cg.rajasthan.gov.in/careerguidance/hi/career/%e0%a4%ae%e0%a4%a7%e0%a5%8d%e0%a4%af%e0%a4%b8%e0%a5%8d%e0%a4%a5%e0%a4%a4%e0%a4%be/>
2. Mediation Act 2023 – Press Information Bureau (PIB) — <https://www.pib.gov.in/PressReleaseIframePage.aspx?PRID=1986723>
3. Mediation and Conciliation Project Committee (MCPC) — <https://mcpc.nic.in/>
4. Supreme Court of India – Mediation — <https://www.sci.gov.in/mediation/>
5. CLAT – Consortium of National Law Universities — <https://consortiumofnlus.ac.in/>



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