



Federation of International
Civil Servants' Associations

COMMUNICATION

LEGAL TIP OF THE MONTH - MAY

08/26

Geneva

Downsizing in International Organizations

27 May 2026

To: All FICSA Members

From: FICSA Secretariat

Dear colleagues,

We are pleased to share with you a Legal Brief from Benjamin D. Katzenberg, Esq. Attorney, member of the New York State Bar, FICSA Legal Advisers, for the benefit of International Civil Servants on the following topic:

[Downsizing in International Organizations: Rights and Protections Under ILOAT Case Law](#)

In brief

Due to system-wide downsizing measures, international civil servants are facing an unprecedented crisis of unemployment. The term “reform” is the current euphemism of choice applied to the mass layoffs and involuntary relocation orders disseminating throughout the international civil service. In many cases, the lay offs resulting from these “reforms” are a catastrophe of epic proportions for the staff members and their families. This tip of the month will inform international civil servants under the jurisdiction of the Administrative Tribunal of the International Labour Organization (ILOAT) of their rights, the law, and the tools that they can use to protect themselves.

Please direct any feedback or questions to ficsa@un.org

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