FICSA Federation of International Civil Servants' Associations

COMMUNICATION

LEGAL TIP OF THE MONTH - OCTOBER

13/26

Geneva

Judgment World Bank Administrative Tribunal

15 October 2026

To: All FICSA Members

From: FICSA Secretariat

Dear colleagues,

We are pleased to share with you a Legal Brief from Mr. Alex Haines, Barrister, FICSA Legal Adviser, for the benefit of International Civil Servants on the following topic:

World Bank Administrative Tribunal recognizes the principle of indirect discrimination for the first time

In brief

On 15 May 2026, the World Bank Administrative Tribunal (**"WBAT"**) handed down judgment in GX (*Claimant*) v IBRD (Merits), Decision No. 726. For the first time, the WBAT – a 46-year-old International Administrative Tribunal that has issued more than 700 decisions – has recognized the principle of indirect discrimination, which is, as a result, enshrined in the jurisprudence of the institutional law that binds the World Bank Group (**"WBG"**).

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

Share this communication with all your affiliated members

Legal tips of the month are posted here: Legal Topics - FICSA