ROSTER OF FICSA LEGAL ADVISERS

Prepared by:

FICSA Secretariat
Office VB. 03/04
Palais des Nations
CH-1211 Geneva
Tel : (41-22) 917 3150
Email : ficsa@un.org
Web : www.ficsa.org

Revision September 2026

Ms. Carolin Alvermann
Chemin Neuf 24
CH – 1028 Préverenges
Switzerland

Tel : (+41) 021 802 28 72
Email: carolin@alverlaw.ch
Web: www.alverlaw.ch

Honorarium
Hourly rates between CHF 300 and CHF 450, depending on the complexity of the case and the services requested. Where legal insurance exists (CAP, Fortuna, etc.), fees may be borne by the insurance.

Legal experience
Attorney-at-law and Mediator SAV/FSA/SBA

Carolin has been working as an attorney-at-law and mediator for over fifteen years. A member of the Swiss and German bar, she specializes in the law of the international civil service and labour law and regularly represents staff of international organizations at the internal level and before administrative tribunals (ILOAT, UNDT, UNAT, AfDB-AT, etc.), including in matters pertaining to investigations and disciplinary proceedings, terminations, restructurings, harassment and discrimination, duty of care, performance appraisals, etc. She also takes on other mandates, including in matters pertaining to Swiss and German law.

Carolin is also a speaker and lecturer on matters pertaining to public international law and the law of the civil service. In her early career, she has served for five years as in-house legal adviser in international organizations which provides her valuable experience and insights.
She strives to find tailor-made solutions for her clients and settles or formally litigates cases, depending on the individual situation of the client and the specifics of the case.

Working Languages
English French and German.

Ms. Héloïse Bajer-Pellet
1 rue Saint Antoine / 3 place de la Bastille
75004 Paris
France

Tel : (33) 1 73 72 51 36
Fax : (33) 1 42 74 80 09
Email: h.bajer-pellet@bajer-pellet-avocats.com
Web: http://www.maitre-bajer-pellet.fr

Honorarium
Usual hourly rate: € 265 to 300 (excl. VAT), being that the fee policy practiced is flexible in order to offer rates adjusted to the nature of the file submitted and corresponding to each situation, to the complexity of the case and where appropriate, to the volume of business assigned to the law firm.

Legal experience
Attorney at the *Paris Bar* since 2001. Has worked from the beginning at an international level, especially on public international law cases in front of international tribunals, such as the International Court of Justice (ICJ), Permanent Court of Arbitration (PCA) or the International tribunal for the law of the sea (ITLOS). Has chosen to get specialized in the International civil service law which is a very particular branch of law, absolutely distinct from administrative or labor internal law. Defends international civil servants, agents and staff associations in order to advise, assist and represent them in disciplinary procedures, arbitrations, internal appeals, in front of the Administrative Tribunal of the International Labour Organization (ILOAT) or other administrative international tribunals. (UNAT, ESMAT, ESA-AT, etc.)

Since 2023, assessor before the Tribunal de première instance of OIF.

Working Languages
French (mother tongue)
English (fluent)
Spanish (intermediate)

Ms. Monika Ona Bileris, Esq.
24, Shafter Avenue
Albertson, New York 11507
USA

Tel: (917) 826.4588
Email: monika.bileris@gmail.com

Honorarium
USD 400 per hour. An estimate can be provided upon consultation.

Legal experience
Monika has a private practice specializing in representing international civil servants before UN/international boards and Tribunals. She has represented over 100 clients over the course of 25 years. Common areas of representation include contract terminations, investigations/disciplinary sanctions, whistleblower protection, protection against retaliation, unlawful transfer, harassment/discrimination, abolition of post, workers' compensation and disability, among others. In addition to litigation before the UNDT, ILOAT, WBAT, and other international Tribunals, Monika also actively engages in mediation/settlement.

Doctorate in law from Northeastern University School of Law, Boston (2001). Licensed to practice law before the United States District Court for the Southern and Eastern Districts of New York, and all courts in New York State (USA).

Working languages
English (mother tongue)
Lithuanian (fluent)

Ms Neha Dubey
Barrister, Modulaw and Francis Burt Chambers
Level 25, 77 St Georges Terrace
Perth WA 6000
Australia

Tel: +61 427 029 202
Email: neha@modu.law
Web: www.modu.law

Honorarium

Neha's rate for international civil servants starts at € 230 / hour (no taxes apply to clients outside of Australia). Rates are flexible according to the complexity of the case and the client's situation. Fixed fee arrangements available.

Legal Experience

Neha was admitted as a barrister and solicitor in Australia in 2011 and was called to the Honourable Society of Lincoln's Inn (UK) in 2019. She has worked in commercial litigation in Australia and Asia, civil society in Europe and with the UN in Asia prior to commencing her practice in the law of international organizations. In 2021, she founded **Modulaw** together with Ludovica Moro to provide clients a consolidated range of legal services in international administrative law.

Her practice covers all aspects of employment disputes in international organisations and she has particular experience with disciplinary proceedings, harassment and retaliation complaints. She has acted at all levels of the review process – from internal review procedures to Tribunal proceedings – as well as negotiating settlements and alternative dispute resolution options.

Neha has acted for individuals who are current or former employees of the EBRD, FAO, GCF, IAEA, ICC, IMO, IOM, OECD, OHCHR, OPCW, PAHO, The Global Fund, UNAIDS, UNEP, UNFCCC, UNHCR, UNICEF, UNRWA, UN Women, the UN Secretariat, WHO and the World Bank Group. She is currently standing counsel to a number of staff associations. Neha encourages her clients to achieve the most timely, efficient and practical solution possible.

Working languages and other information

Fluent in English, French and Hindi

Neha is also a Legal Officer in the Royal Australian Navy Reserve.

Modulaw publications: Case Law Digest, International Organisations Catalogues, various blogs on international adminstrative law.

Mr. Laurence C. Fauth
Sautergasse 53-13
Vienna, Austria 1160

Tel: (+43) (0) 664 205 8458
Email : info@unattorney.com
Web: www.unattorney.com

Honorarium
€ 150 to 300 per hour depending on level of staff member and complexity of the case (plus 20% VAT where applicable); fixed-fee plus success bonus in limited cases.

International Organization Legal Experience
Since 2002, Mr. Fauth advises various staff associations/unions regarding staff-management relations and represents staff members at all levels in internal appeals and appeals to the ILOAT, UNDT and UNAT against adverse administrative decisions, including non-extension, termination, probation, promotion, harassment (including sexual harassment), classification, reassignment, performance appraisals, discipline, compensation for service-incurred injury/illness, and many others. He also conducts workshops relating to the justice and employment dispute resolution systems of international organizations, and publishes a monthly newsletter.

Notable cases include recognition of same sex marriages at the IAEA (2008); award of 3.5 years of salary difference for unlawful demotion at UNIDO (2010); award of 1.3M CHF for wrongful dismissal and defamation at Global Fund (2015); breach of secondment agreement at UNICEF (2015); recognition that benefits for service-incurred injury are payable for life for GS staff member at IAEA (2017); proving P-5 manager committed sexual harassment against G-4 staff member at the IAEA (2020); additional cases can be viewed on Mr. Fauth's website.

Education and Background
Mr. Fauth graduated from Antonin Scalia Law School in Arlington, VA (1996); he is admitted to the Washington, D.C. Bar (1997); he clerked for an Administrative Law Judge from 1996-1997 in the US Department of Justice Honors Program; in 1998 he worked as an Assistant United States Attorney in Washington, D.C.; and has been in private practice since 1999.

Working languages
English (fluent)
German (good)

Mr. Neil J. Fishman
Attorney at Law
Route du Fond 3
1925 Finhaut
Switzerland

Tel: 41 78 932 9533
Email : fishman@stafflawyer.com
Web: www.stafflawyer.com

Honorarium
300 – 400 CHF per hour, depending on the matter. An estimate will be provided at time of contract.

Legal experience
Mr. Fishman advises staff members at any stage of a dispute with their employer and serves as a Legal Adviser for staff associations. He has litigated cases in front of numerous internal appeal bodies and administrative tribunals including the International Labour Organization Administrative Tribunal (ILOAT) and the United Nations Dispute Tribunal (UNDT). He has experience in conducting settlement discussions, internal investigations, and workplace mediations.

Prior to entering private practice, Mr. Fishman served as a staff member in a legal capacity in various international organizations including the World Health Organization (WHO), International Criminal Court (ICC), International Trade Centre (ITC), Special Tribunal for Lebanon, UNAIDS, United Nations High Commissioner for Refugees (UNHCR) and World Trade Organization (WTO). He also provided legal services to the WHO Headquarters and Global Boards of Appeal as well as other internal grievance and disciplinary panels.

Mr. Fishman's field of knowledge includes human resources, privileges and immunities, disciplinary cases including harassment and discrimination, procurement, whistleblowing and medical / compensation claims.

He is a member of the Florida Bar (USA) in good standing. He is also a member of a various legal associations including the Florida Bar International Law Section.

Working languages
English (mother tongue)
Spanish (on request)
French (on request)
Submissions are normally prepared in English.

Consultations are generally done via video link, telephone or in person in Geneva.

Mr. Charles A. Forrest, III

Tel : +39 338 939 5897
Email: icslaw@protonmail.com
Website : www.icslaw.org

Honorarium
€250. Negotiated rate available for staff associations. Initial consultation is free.

Legal experience:
Mr. Forrest is a qualified lawyer (admitted in Michigan, USA, England and Wales) with nearly 40 years of legal experience. He worked for many years in the private sector, primarily in the Gulf region, and gained experience working on legal matters for the United Nations Mission in Bosnia and Herzegovina. For the past 20 years, he has been a staff member of the International Fund for Agricultural Development (IFAD) in Rome, except for a period when he served as the Legal Advisor to the International Renewable Energy Agency (IRENA). As a member of the Office of the General Counsel, he handled IFAD's responses to appeals before the Joint Appeals Board (JAB), the Administrative Tribunal of the International Labour Organization (ILOAT), as well as the International Court of Justice.

More recently, as a member of the Executive Committee of the IFAD Staff Association and as the association's legal advisor, Mr. Forrest has assisted staff members at all stages of ethics issues and legal disputes, including at the JAB, the ILOAT, and the UN Appeals Tribunal.

From 2021 to 2026, he served as Vice-Chair of the Standing Committee on Legal Questions of the Federation of International Civil Servants' Associations (FICSA).

Working Languages
English
Knowledge of French, Italian, and Arabic.

Dr. Maximilian Girod-Laine
11 Boulevard de Sébastopol
75001 Paris
France

Tel : +33 (0) 6 15 87 35 83
Email: mgirodlaine@lglcounsel.net
https://attorney-girod-laine.com/en/home/

Honorarium

€160 to €250 per hour depending on the complexity of the case (plus 20% VAT when EU fiscal residency); reduced-fee arrangements plus success bonus in limited cases. Where the client so wishes, Dr. Girod-Laine makes use of AI-assisted legal research and drafting tools, in strict compliance with applicable professional and legal requirements to preserve privilege and confidentiality, in order to reduce the time spent and overall cost to the client.

Legal experience

Dr. Girod-Laine is an attorney at the Paris Bar and founding attorney of his firm, specializing in international administrative law. He has represented international civil servants in English and French at all stages of internal appeals and litigation before international jurisdictions including the ILO Administrative Tribunal (ILOAT), the UN Dispute Tribunal (UNDT), the UN Appeals Tribunal (UNAT), the UNRWA Dispute Tribunal (UNRWA DT), the ICAO Appeals Board, the Tribunal de première instance of the Organisation internationale de la Francophonie (OIF, Paris) and the Appeals Tribunal of the International Anti-Corruption Academy (IACA, Vienna), in disputes involving organizations such as CERN, ESO, UNESCO, UNRWA, ICAO, WCO, OHCHR, OIF, IOC, IACA, WHO, IARC, INTERPOL, the Global Fund and other entities of the United Nations common system or regional organizations. His practice covers sexual and moral harassment, performance evaluations, discipline, withdrawal of duties, non-renewal and termination, disability pensions for service-incurred injury and health insurance claims.

He served as legal advisor to the UNESCO Staff Union and currently acts as legal advisor to the CERN Staff Association and ESO Local Staff Association. He advised on administrative reforms affecting a class of officials, assisted in amendments of internal rules and in reforms of international recourse mechanisms. He is the author of the authoritative entry "Administrative Tribunal: League of Nations" in the Max Planck Encyclopedia of International Procedural Law (Oxford University Press, 2022).

Education and Background

Dr. Girod-Laine graduated from Freie Universität Berlin and holds a PhD from the Université Paris Nanterre (under supervision of Prof. Alain Pellet). His doctoral research analyzed the creation and functioning of international administrative courts from the nineteenth century up to the 2009 reform of the United Nations internal justice system. He gained experience in public international law and international criminal law at the European Center for Constitutional and Human Rights (ECCHR), Global Rights Compliance, in the immediate office of the prosecutor of the UN Mechanism for International Criminal Tribunals (UNMICT) and UNESCO. He is also President of Rainforest Organization Germany, a nonprofit dedicated to Amazon conservation and the rights of indigenous peoples in cooperation with UNESCO.

Working languages

French and German (native speaker), English (fluent, working language).

Mr. Rishi Gulati
Barrister at Law

Tel: +61 3 9225 7777
Skype: rishi.gulati07
Email: rishi.gulati@vicbar.com.au

Honorarium
$US 250 per hour (capped at 8 hours per day) (inclusive of all taxes).
NB. The number of days may be capped to ensure legal costs are reasonable and proportionate to the case. Usually happy to offer the first consultation (15 mins) free of charge.

Legal experience
Prof. Dr. Rishi Gulati is an Associate Professor in International Law and Barrister with a special expertise in the law of the international civil service. He is the author of Access to Justice and International Organizations (CUP, 2022) and several other publications on the topic.
He is happy to act as mediator in international administrative disputes as well as sit as an arbitrator in international administrative cases. Please contact him on rishi.gulati@vicbar.com.au to discuss any inquiries.

Working language
English

Mr. Alexandre Philippe Haines
4 Pump Court
Temple
London, EC4Y 7AN

Tel: +44 (0)20 7842 5555
Mobile: +44 (0)7752 020198
Email: ahaines@4pumpcourt.com
Web: Alex Haines - Barrister - 4 Pump Court - Barristers' Chambers

Honorarium
Alex's starting point for international civil servants is £450 an hour (+ VAT of 20% for individuals living in the UK). A number of fee structures can be arranged. Capped rates can be applied to a particular stage of work. Alex regularly leads junior barristers, resulting in a cheaper overall rate for clients.

Legal experience
Alex, called as a barrister of England & Wales (2007), and admitted to the Bars of New York (2019), Ireland (2020), and the District of Columbia (2024), represents international civil servants at all levels before committees, boards, and international administrative tribunals (IATs) of intergovernmental organizations. He has experience representing: (i) groups of employees (class actions) with collective grievances such as issues regarding their benefits; (ii) individuals seeking relief from administrative decisions (for example, on the basis of discrimination or unfair dismissal); and (iii) whistleblowers who have been retaliated against for coming forward and shedding light on reprehensible or unethical practices. His work includes advocacy (both written and oral), litigation, conciliation, mediation, and settlement negotiations. He also represents employees investigated for and accused of prohibited practices and general misconduct by their employer organization throughout the disciplinary processes. The cases he has been instructed in have involved more than 45 international organizations.

Past and current practice includes cases before the following IATs and bodies:

- World Bank Administrative Tribunal (WBAT)
- United Nations Dispute Tribunal (UNDT) & United Nations Appeals Tribunal (UNAT)
- International Monetary Fund Administrative Tribunal (IMFAT)
- European Bank for Reconstruction and Development Administrative Tribunal (EBRDAT)
- Inter-American Development Bank Administrative Tribunal (IADBAT)
- Asian Development Bank Administrative Tribunal (ADBAT)
- International Labour Organisation Administrative Tribunal (ILOAT)
- Bank for International Settlement Administrative Tribunal (BISAT)
- Organization of American States Administrative Tribunal (OASAT)
- Islamic Development Bank Administrative Tribunal (IsDBAT)
- Commonwealth Secretariat Arbitral Tribunal (CSAT)
- Black Sea Trade and Development Bank Administrative Tribunal (BSTDBAT)
- African Union Administrative Tribunal (AUAT)
- Court of Justice of the EU (General Court)

Working languages
Fluent in English, French and Spanish.

NB. Has lectured on international organizations, including their immunities and internal justice

systems, to the Universities of Brasilia (2014), Exeter (2015), City of London (2015), Hong Kong (2015), La Sorbonne (2016), and King's College (2016 and 2018). Has also lectured on the Appeals Systems of international organizations at the Council of Europe in Strasbourg for the 50th anniversary of its Administrative Tribunal (2015), and was a rapporteur for Oxford International Organizations (OXIO), a database collating the law of international organizations.

Mr. George G. Irving
224 Essex St.
Salem, MA 01970
USA

Tel: (1-978) 745-3353 – Ext 105
Fax: (1-978) 744-5532
Mobile : 1-508-843-2590
Email : GIrving030@gmail.com

Honorarium
Generally an hourly rate of US $300/hr. but will consider flat rates for Tribunal cases.

Legal experience
Admitted to legal practice before the state bars of New York and Massachusetts and to the U.S. Federal Courts. Juris Doctor from New York University School of Law; graduate of Dartmouth College and attended the Johns Hopkins School for Advanced International Studies.

For thirteen years he served as legal officer with the UN's Office of Legal Affairs and during this time also served as President of the UN Staff Committee and as a member of the UN Joint Staff Pension Board.

Mr. Irving is currently in private legal practice. He has acted as counsel in numerous cases before the UN and ILO Tribunals, and has actively participated in the establishment of the UN Office for Administration of Justice. His cases have included issues of acquired rights, disciplinary matters and UN Joint Staff Pension Fund issues, including a case brought on behalf of former UN Secretary-General Kofi Annan.

He currently serves as legal adviser to the United Nations Staff Union and has also advised the UNDP/UNFPA/UNOPS Staff Council and the UNICEF Global Staff Associations and served on the United Nations Child Care Centre Board of Directors.

Working languages
English
French

Mr. Benjamin Katzenberg
22 Rue Vendôme
69006 Lyon
France

Tel: +33749183143
Mobile : +33749183143
Email : benjaminkatzenberg@outlook.com

Honorarium
150 Euros an hour (excluding VAT).

Legal experience
Mr. Katzenberg is an attorney with over fifteen years of professional legal experience, specializing in the law of the international civil service and the employment law of international organizations. He holds a Juris Doctor (2010) from the New York University School of Law and has undertaken specialized training in several areas of public international law. He is a member of the New York State Bar, admitted to practice in 2011. He has accumulated more than twelve years of professional experience in the legal affairs departments of intergovernmental organizations and over sixteen years of total professional experience in matters relating to international civil service law and international administrative law.

His practice focuses on advising and representing staff members of international organizations in employment-related disputes. He provides legal assistance at all stages of dispute resolution, including pre-litigation, appeals within internal justice mechanisms, mediation, and litigation before international administrative tribunals. He has extensive experience representing staff members before international administrative tribunals, including the International Labour Organization Administrative Tribunal (ILOAT), the United Nations Dispute Tribunal (UNDT), and the United Nations Appeals Tribunal (UNAT).

Areas of competence in international civil service law include, *inter alia*, harassment and hostile work environment claims, abuse of authority and misconduct allegations, wrongful termination and unlawful separation from service, non-renewal or non-extension of fixed-term appointments, disciplinary proceedings and sanctions, performance management disputes and contested evaluations, due process and procedural fairness in internal investigations, retaliation and whistleblower protection, appeals of administrative decisions within internal justice systems, and litigation before international administrative tribunals.

Working languages
English (mother tongue)
Spanish (intermediate)
Dutch (intermediate)

Dr. David A. Lawson, III
Route du Grand Lancy, 2
P.O. Box 1208
1211 Geneva, Switzerland

Mob: +41 (0) 79 200 2070
Tel: +41 (22) 322 25 00
Email: david.lawson@bonnard-lawson.com
dr.david.a.lawson@gmail.com

Honorarium
The legal fees of Dr Lawson to advise and represent International Organizations Staff Members in a dispute with his/her organization, confirmed in a signed letter of engagement before proceeding, are in the range of CHF 325 to CHF 450 per billable hour (excluding Swiss VAT, if applicable).

The billing rate depends on the nature of the dispute, and the grade and situation of the Staff Member or agency worker. An initial consultation (c. 30 mins) is offered and administrative time spent is not billable. These rates are accepted by CAP, the legal risk insurance company used by several staff associations to cover staff member costs for such employment disputes. If requested, a legal fee estimate will be provided to the extent possible, at the time of the contract or when further services are requested.
If an IO staff association requests legal advice or other services, the fee rate will be discussed for each case. If the matter is complex or sensitive, the requested billing fee rate can be greater than that applied for International Organizations Staff Members or agency workers.

Legal experience
Dr Lawson is an experienced international lawyer with over twenty years of experience in representing Staff Members and agency workers in employment disputes with their International Organization employer, including appeal proceedings at the ILOAT and UNAT. He works closely with other legal counsel in the field of international civil service law.

Following an initial position with the U.S. Navy working in nuclear physics, Dr Lawson obtained his J.D. law degree in San Francisco and became a member of the State Bar of California and of the U.S. Supreme Court Bar, which he remains today. He obtained a D.Phil (Doctor of Philosophy) in private international law from Oxford University. While working at a San Francisco law firm, he was licensed to practice before the United States Supreme Court.
He was in-house counsel in for Exxon Nuclear in Bellevue, Washington, and for Exxon Office Systems in Geneva, Switzerland, and then General Counsel for Inter maritime Services, a Geneva-based shipping company, before returning to private practice of law in Geneva.
He is a recognized foreign-qualified lawyer practicing in Geneva, a member *of l'Ordre des Avocats de Genève and its Commission des Relations Internationales et Barreaux Ėtrangers*. Dr Lawson is also a Fellow of the Chartered Institute of Arbitrators in London, a member of the Board of AIBL (Association of International Business Lawyers) and of ICES (International Center for Earth Simulation). He is an active member of the IBA, the ASA and the Propeller Club of Geneva.

Working language
English (mother tongue), French

Ms. Ludovica Moro
FILLGRADERGASSE 5/17-18, 1060 VIENNA

Tel (Italy): +39 0376 368561
Mobile: +43 676 6855658
Mantova, IT – 46100, via Roma 19
Email: contact@ludovicamoro.eu
WEB: http://www.ludovicamoro.eu

Partner of Modulaw – www.modu.law
Email: ludovica@modu.law

Honorarium

Rates are flexible and often depend on the nature of the work. Ludovica's rates for international civil servants are in the range of EUR 200 to EUR 250 +4% CPA (compulsory Italian tax). Flexible rates are retained depending on the client's situation (e.g. grade and step) and nature of the case. There are a number of fee structures (for example, caps for different stages of work, and reduced hourly rates for full days of work) that can be arranged. Two free 30-minute consultations per year by appointment

Legal Experience

Ludovica is an Italian qualified lawyer since 2013 and a Registered European Lawyer for England and Wales since 2015. She specializes in International Administrative Law ('IAL'), representing and advising international civil servants and international organizations in a wide range of employment disputes as well as negotiating settlements and alternative dispute resolution options, inter alia, at EBRD, BIS, WBG, UNIDO, UNODC, IAEA, IOM, ITLOS, IMO, OPEC, PAHO, WFP, INTERPOL, ECMWF, ICMPD and EPO. Her focus is on European and International Courts (UNAT, ILOAT, ECJ, WBAT, EBRDAT, BISAT, etc.). She is currently standing counsel to the Staff Associations of PAHO, OPCW, ICC, UNAIDS and the Global Fund, she regularly advises several Staff Associations (e.g. OECD, ICMPD, ECMWF, EUMETSAT) on individual staff disputes and on the review of the regulatory and legal framework of their respective organizations and has experience in advising on the adjustment of salary packages, pension and tax schemes, and fundamental rights in employment contracts. Ludovica also provides weekly staff clinics to the members of the Vienna-based (UNOV) Staff Associations/Unions, and has extensive experience advising on harassment complaints, disciplinary procedures, redundancy, unethical conduct and retaliation. Ludovica has experience as an international civil servant herself (at the Italian Permanent Mission to the United Nations in Vienna, at the OSCE and at CTBTO), as well as experience in anti-corruption policies and integrity compliance programmes. Ludovica offers trainings on IAL and dispute resolution to several Staff Associations, in person and online.

Working languages and other information

Italian (mother tongue), English and German (professional fluency), French and Spanish (basic knowledge).

Lectures and workshops: 2015 - Seminar on International Administrative Law, British Embassy, Vienna; 2015 to 2018 - coordinator and lecturer at the annual conference of the International Administrative Law Centre of Excellence, London; November 2018 - OSCE Talent Acquisition Programme, Scuola Superiore Sant'Anna, Pisa; Workshops on International Administrative Law at PAHO, April 2018, Washington DC; ICMPD, April 2018 and September 2019, Vienna; UNOV, September 2018 and June 2019, Vienna; February 2020 - 73rd FICSA Council, IMO, London; online trainings on IAL for several Staff Associations (March 2020 to present).

———————

Mr. Giovanni Michele Palmieri
30 Boulevard de la République
BP. 22832 Dakar-Ponty
CP. 12 900 Dakar – Senegal

Tel (+221) 77 333 57 22
Mobile (+33) 6 50 44 55 96
Email: gio.mi.palmieri@gmail.com
Web: https://www.gmpteam-conseil.com/

Honorarium
€ 250 per hour within the limits of a predefined ceiling in agreement with the client.

Legal experience
Master in Law delivered by the Law Faculty of the University of Trieste; Professor of International Law of University of Trieste (Italy).

Administrative and legal experience at international level within the Council of Europe in the tree pillars of this Organization (judicial; interparliamentary; intergovernmental), namely as Head of Public Law Department.
Moreover, he was Chairman for 20 years of the Staff Representatives of the Coordinated Organizations (NATO; OECD; ESA; Council of Europe; ECMWF; EUTMSAT) and in this quality negotiated in the field of remunerations, pensions and allowances with the representatives of Member States and of the Administration. He was from 2011 to 2014, President of the Staff Committee of Council of Europe.

In 1985, he was appointed, following a national competition, Associate Professor of International Law in the University of Trieste (Faculty of Political Sciences).

He is the author of a great number of publications in different fields of international law, particulary in the field of International Administrative Law, he published, among others, "*Les évolutions de la protection juridictionnelle des fonctionnaires internationaux et européens* », ed. BRUYLANT, Bruxelles, 2012 ; « *Fonction publique internationale et droit international des droits de l'homme* », ed.PEDONE, Paris, 2009.

Since 2014 he manages a law firm based in Dakar (Senegal) and specialize in International Administrative and manages several cases before the judicial bodies of the Coordinated Organizations and he represents staff before ILOIT and the judicial bodies of the coordinated organizations (administrative tribunals of OECD, Council of Europe, NATO, ISA)

Working languages
French, English, Italian, Spanish

———————

Mr. Geoffrey Roberts
Elanstraat 2
2513 GR Den Haag
Netherlands

Mobile +31 6 169 50869
Email: info@geoffrey-roberts.net
Web: www.geoffrey-roberts.net

Honorarium
225 Euros per hour plus VAT.

Legal experience
Attorney at law, admitted in New York State (2006). LLB in English and French Law (2001), LLM in International Criminal Justice (2002). International criminal lawyer, human rights lawyer and international administrative lawyer with wide-ranging experience before internal justice systems of various international organizations based in The Hague, Geneva and Rome and before the UNDT and ILOAT.
Particular focus on defending cases of alleged staff misconduct, including breaches of confidentiality, fraud, harassment and sexual harassment as well as challenges to recruitment, termination and abolition of posts and reclassification.

Working languages
English (mother tongue). Fluent in French and limited knowledge of Spanish, but drafts documents and submissions in English.

Expérience juridique
Avocat, membre du barreau de New York (2006). Maitrise en Droit Anglais et Droit Français (2001). LLM en justice pénale internationale (2002). Avocat du droit international pénal, avocat des droits humains et avocat du droit administratif international avec une large expérience devant les systèmes de justice internes de différentes organisations internationales situées à La Haye, Genève et Rome et devant le TCANU et TAOIT.

Un accent particulier sur les allégations de faute professionnelle, y compris les violations de la confidentialité, l'escroquerie, le harcèlement et le harcèlement sexuel ainsi que les contestations de recrutement, la cessation d''emploi et de reclassement.

Langues de travail
Anglais (langue maternelle). Parlant couramment français et connaissance limitée des documents et des communications espagnoles. Rédige en anglais.

_____

Dr. Nathalie Rossette-Cazel
167 rue des Marterets
01710 Thoiry
France (Geneva area)

Mobile +64 22 041 8242
Email: avaiki@mac.com
Web: www.lexact.org

Honorarium
€ 220 to €250 per hour (+ applicable tax for staff living in EU countries) within the limits of predefined ceilings in agreement with the client. Each client will have his/her own access to view invoices and payments. Offer a first consultation (30 mins) free of charge.

Legal experience
Legal Counsel and Consultant, specialized in UN employment law for over 20 years. Director of LexAct sarl. Doctor in International Public Law, Sorbonne University Paris, Aix en Provence III and Exeter (GB) Universities, Specialist Labour Law and United Nations legal system.

I have also a diploma in Resolution of conflict and Mediation from Massey University and since 2015. I participate as Expert and Delegate to many United Nations Specialized Agencies, with specific focus on Human Rights, Human Resources, Harassment and Financial rules.

I served nearly 6 years as a United Nations staff member in technical area, Legal and Human Rights departments (UNOG / UNHCR / WHO).

Former member of the WHO Staff Association (Vice-President, Member of the Committee for Legal Fund and Legal Questions) and of the FICSA Standing Committee on Legal Questions. I currently assist UN staff members of WHO, South Centre, OTIF, UNAIDS, Olive OIL International, WIPO and IOM before the Organizations' Board of Appeal and before the Administrative Tribunal of the ILO (ILOAT) and recently the United Nations Dispute Tribunal (UNDT) and Appeal Court with UNDP/UNOPS, IATA and MONUSCO cases. I also deal with UN pension cases for former staff members. My inside knowledge of UN Organizations and member States ' position makes me a privileged interlocutor for negotiation and prevention of cases. I have also advised the WHO, Global Fund, IOM and African Bank of development's staff associations on legal issues (administrative and constitutional). I assist worldwide UN staff, Field and HQ.

I bring ten years of additional experience within the institutional architecture of United Nations entities, particularly UNESCO, with specialized knowledge in human resources, internal oversight systems, and legal frameworks. This background equips me to advise UN staff with precision, ensuring compliance with organizational statutes, administrative law, and internal justice mechanisms. I am adept at navigating complex multilateral structures, resolving employment-related issues, and supporting staff through the full spectrum of UN administrative and legal processes."

Ratio of winning cases at the ILOAT of 82%. Over the last four years, 64% of internal cases had been settled to the satisfaction of the UN employees.

Working languages
French, English, Spanish on request

Mr. Tigran Serobyan, Dr. iur., LL.M.
Legal Director
Eversheds Sutherland Ltd.
20 rue du Marché
1204 Geneva
Switzerland

Tel: +41 (0) 58 255 57 00
Mob: +41 (0) 76 741 4687
Email: Tigran.serobyan@eversheds-sutherland.com
Web: https://www.eversheds-sutherland.com/lists/people_details.html?person=Serobyan-Tigran

Honorarium
CHF 325 – 430 (plus VAT, if applicable) / pro bono possible in some cases

Legal experience
Seasoned legal advisor with a blend of qualifications, including:

- tripe-qualified attorney-at-law admitted to practice in both civil law and common law systems (Switzerland, England & Wales, Armenia),
- in-depth knowledge and hands-on experience in navigating the complexities of the internal justice systems of international organizations,
- solid litigation experience in a wide range of civil service cases (e.g. disciplinary sanctions, benefits and compensation, termination of appointment) backed by a solid theoretical foundation in the respective area of law and the case law of administrative tribunals (ILO, UN, WB, IMF, etc.),
- diverse academic background including graduate studies in Switzerland (LL.B., LL.M., *certificate of specialisation/advance studies in "avocature"*), UK, Belgium and the Netherlands (LL.M.), and
- thorough case review, efficient and concise arguments.

In addition to contentious matters, assistance in various domestic (Swiss) law matters (e.g. immigration, real estate, contracts and corporate, civil and criminal litigation).

Working Languages
English, French, Russian, Armenian