

To: Mr. Robert Benson

Chief, Ethics Office
United Nations

From: Mr. Mathieu Credo Koumoin, Ph.D.

Formerly of UNDP/GEF Climate Change Team and in charge of the West African Project on Climate Change (coordinating with 40 West African countries)
INDEX: (888036)

RE: Request for Ethics Review of my dismissal through whistle blowing retaliation review and protection from retaliation

Date: September 4th, 2007

I am a former UNDP staff member (dismissed as of December 31st 2006) with a case pending before the Joint Appeals Board (JAB acceptance letter dated February 15th, 2007). Prior to my joining UNDP/GEF on a leave of absence from the African Development Bank where I served for 3 years as a Senior Public Utilities Economist, I was an Energy Economist with the World Bank in Washington, D.C for 6 years. As of December 31st, 2007 when I was dismissed and including my academic/teaching and Research experience as a Mellon Research Fellow from the University of Pennsylvania, (Philadelphia, Pennsylvania, USA) I had 16 years of International Development experience from the World Bank, the AfDB and UNDP-GEF combined.

Following my initial success within UNDP-GEF and to avoid a perception of conflict of interest, I was encouraged by UNDP to resign my position with the AfDB in December 2005 only to be announced on March 23rd, 2006 that my contract would not be renewed when it expires in June 30th, 2006 on performance grounds. This, despite the fact that: **(i)** the performance review which had barely started was not complete; **(ii)** I received very satisfactory reviews on my performance at mid-term based on both the volume and the substantive quality of my projects (see attachment); **(iii)** was warmly congratulated by my line supervisor and even promised a promotion to D1 if the Program Executive Coordination would sign off (see attachment); **(iv)** received strong endorsement from GEFSEC Secretariat on all of my Project submissions to GEF Council which captured 85% of the entire Climate Change market niche in Sub-Saharan Africa; ahead of all other competing GEF Implementing Agencies; and **(v)** received a formal written promise of being kept on board by the Executive Coordinator around mid-term review prior to the strong procurement battles and pressures(see attachment).

The totality of the above set of circumstances led me to resign my position with the AfDB in December 2005 to ensure that my effectiveness within UNDP-GEF would not be undercut by the sizable co-financing expected from the AfDB; particularly as my line supervisor -- subsequently -- formally apologized to me for pressing me beyond the breaking point on the contract procurement and funds re-direction issues in November 2005.

I have attached to this request for review prima-facie evidence supporting that I was under tremendous pressure from my line Management to re-direct funds and carry out sole-source contracting to UNIDO (based in Vienna), and IEPF (Francophone Institute of Energy and Environment based in Quebec-Canada), and tried to bring these problems to the attention of higher officials (see attachment). It is important to note that, in my best professional judgment, the activities requested by my line Management violated basic rules of UN/UNDP procurement with respect to transparency, competition and accountability, as the African countries for which the funds were intended in the first place were being left in the dark. and the project documents approved by GEF Council were quite clear along with the initial project concept review sheet from GEFSEC which ruled that IEPF was not eligible to execute or implement the GEF African Microhydro Project on behalf of beneficiary African countries. As vividly illustrated in the enclosed annexes, my resistance to the above pressure is thoroughly documented along with my Supervisor's insistence and ultimate apologies (see attachment) only when he decided to fire me in retaliation for my stubborn rejection of a sole sourcing scheme to award IEPF together with UNIDO UNDP contracts from my Regional African Microhydro project. The sole sourcing scheme being forced upon me by my supervisors at the expense of Africa-based regional economic commissions as clearly stipulated in the GEF Council approved project documents was the only bone of contention with my Management. For my whistle blowing efforts and because I had the courage to bring these issues to the attention of the Administrator and other higher up officials, I was fired without due process and have been unable to find work; in part as a direct result of damaging references from UNDP and in part as a result of the on-going legal process.

On the basis of the above along with the pieces of evidence attached, in absence of an Ethics Office within the UNDP, and of a functional whistleblower policy as well as independent internal control and oversight mechanisms, I believe that I deserve to have my case reviewed by the United Nations Ethics Office, which is the only one mechanisms established and recognized by UN Member States, equipped to provide internal administrative review and protection from retaliation. and I am so requesting.

I look forward to your kind attention and consideration. Should you require further information you can contact me directly or my legal counsel.

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Yours sincerely,