

**INTERNATIONAL RENEWABLE ENERGY AGENCY**

Eighth meeting of the Council

Abu Dhabi, 3 – 4 November 2014

**Report of the Director-General on secondment and related matters**

1. The present report on secondment and related matters is submitted in response to paragraph 9 of the Assembly decision A/2/DC/5 requesting the Director-General to report to the Assembly at its third session, and thereafter on a biennial basis, on the implementation of its decision. The first such report was submitted to the Assembly at its third session (document A/3/19, dated 14 January 2013). This report is therefore submitted in accordance with above-mentioned Assembly decision and provides an update on how the arrangements for secondment and loan have been implemented since January 2013.

**A. Implementation of the secondment arrangements**

2. The secondment regime approved by the Assembly in decision A/2/DC/5 contemplates two types of secondment arrangements.

3. The first of such arrangements is explained in detail in paragraphs 25 to 31 of the Director-General's report to the Assembly (document A/2/9, dated 15 December 2011). This consists in the appointment by the Secretariat of an individual who is employed by a Government or another organisation as an IRENA staff member with all the resulting consequences on rights, duties and obligations, on the understanding that, at the end of the secondment period, this individual will return to the Government or organisation that released him or her for service with IRENA.

4. At present, no such arrangements have been made.

**B. Implementation of the voluntary contributions mechanism for the appointment of staff members**

5. Under the second type of secondment arrangement, Members which have agreed to participate in the corresponding programme, typically the Junior Professional Officer (JPO) programme, would make voluntary contributions to the Agency to finance the full cost of hiring and administering qualified staff members for periods of one to three years to perform services that are: (i) consistent with the objectives of the work programme and (ii) require resources not provided by mandatory contributions by Members. The selected secondees are appointed as staff members of IRENA, with all related entitlements and benefits.

6. Following the Director-General's communication to all Members on 11 September 2012 inviting them to express their interest in financing the cost of staff under this programme, the Secretariat entered into an agreement concerning the employment of "Associate Officers" at IRENA with Germany in September 2013. There is currently one staff member serving with the Secretariat who is appointed under such arrangement. In addition, several Members are in the process of establishing similar arrangements with the Secretariat.

7. The Director-General is aware that some Members may not be in a position to make the voluntary contribution required to participate in this secondment programme and wishes to recall that there are other opportunities and mechanisms for nationals of all countries to participate in the work of the Agency, including selection for vacant positions and internships under established procedures, programme for junior professional associates, and loan arrangement as mentioned in paragraph 8 and 9 below, as well as consultancies. The participation of three interns in IRENA's work has thus been funded through voluntary contributions received from Korea.

### **C. Implementation of the loan arrangements**

8. Decision A/2/DC/5 in its paragraph 8 encouraged the Director-General to conclude loan arrangements from a broad range of sources of personnel, including governments, governmental and non-governmental organisations, and any other entity having demonstrated expertise in the field of renewable energy and other relevant fields, including universities, research institutions, as well as not-for-profit and for-profit entities, provided the safeguards outlined in paragraph 44 of the Director-General's report to the Assembly (A/2/9) were put into place.

9. Seven loan arrangements have been concluded so far with three Members and seven individuals are currently serving the Agency in different positions thereunder. Out of the seven individuals, one is loaned by China and working with the Country Support and Partnerships Division (CSP) based in Abu Dhabi; two are loaned by Japan and are working with the Strategic Management and Executive Direction (SMED) and the IRENA Innovation Technology Centre (IITC) based in Abu Dhabi and Bonn respectively; and four are loaned from the United Arab Emirates, working with the Strategic Management and Executive Direction (SMED), the Country Support and Partnerships Division (CSP), the Knowledge Policy and Finance Centre (KPFC) and the Administration and Management Services Division (AMS), all based in Abu Dhabi.

10. The Secretariat continues its engagement with several Members in discussing strategies to receive staff members under secondment and loan arrangements.