

Twenty-eighth meeting of the Council
Abu Dhabi, 24-25 October 2024

Report of the Director-General Secondment of Personnel and related matters

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. This report provides an update on the implementation of the secondment and loan arrangements since the last report to the Council at its twenty-fourth session in October 2022 and the Assembly at its thirteenth session in January 2023.

A. Implementation of the secondment arrangements

1. Secondment and loan arrangements have been established to provide the Agency with input from entities where innovative approaches are found. In turn, they enable seconded individuals the possibility of acquiring valuable knowledge in an international setting and transferring their newly acquired expertise on return to their releasing entities. The secondment regime approved by the Assembly in decision A/2/DC/5 contemplates two types of arrangements: as described in paragraphs 2 and 4 below.
2. Under the first such arrangement (detailed in paragraphs 25 and 26 of document A/2/9), an *individual* who is employed by a government, public sector entity or an international organisation is selected for a vacant position in the Agency and is appointed as a staff member of the Agency, with the same rights, duties and obligations as any other IRENA staff member, on the understanding that, at the end of the secondment period, this individual will return to the entity that released him or her for service with IRENA. IRENA Staff Regulations contemplate that such secondment arrangement be evidenced by the letter of appointment of the individual on secondment signed by the individual and by or on behalf of the Director-General, and relevant supporting documentation of the terms and conditions of the secondment agreed to by the seconding entity and by the individual.
3. During the reporting period from September 2022 to September 2024, two arrangements were concluded. Two individuals are currently serving the Agency under this arrangement, one officer seconded from the Republic of Korea and one officer seconded from Iceland are working with the Country Engagement and Partnerships (CEP).

B. Implementation of the voluntary contribution mechanism for the appointment of staff members

4. Under the second type of secondment arrangement (set forth in paragraphs 6 and 7 of decision A/2/DC/5), governments, public sector entities or international organisations which have agreed to participate in the corresponding programme, typically the Junior

Professional Officer (JPO) or Associate Expert programme, 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 individuals are appointed as staff members of IRENA with the same rights, duties and obligations as any other IRENA staff member.

5. During the reporting period, two such arrangements pursuant to the agreement between IRENA and the Government of Germany concerning the employment of Junior Professional Officers were concluded. One individual is expected to join IRENA's Project Facilitation and Support (PFS) in 2024 under such arrangement pursuant to the agreement between IRENA and Germany concerning the employment of Associate Experts.
6. The Director-General is aware that some Members may not be in a position to make the voluntary contributions required to participate in this secondment programme and wishes to note that there are other opportunities and mechanisms for nationals of Member to participate in the work of the Agency, including through the regular recruitment process for vacant positions and internships under established procedures, the programme for Associate Professionals, and loan arrangements as mentioned in paragraphs 8 and 9 below. During the period under review, the participation of several interns in IRENA's work has been supported by the Republic of Korea.

C. Implementation of the loan arrangements

7. In its decision A/2/DC/5, the Assembly encouraged the Director-General to conclude loan arrangements from a broad range of sources of personnel, including governments, governmental and non-governmental organisations, and other entities having demonstrated expertise in the field of renewable energy and other relevant fields, such as universities and research institutions, either not-for-profit or for-profit entities, provided that specific safeguards, as outlined in document A/2/9, are put into place.
8. Five loan arrangements were concluded with three Members during the reporting period and four individuals are currently serving the Agency in different positions. One loaned officer from China is working with the Country Engagement and Partnerships (CEP); and three loaned officers from the United Arab Emirates are working with the Office of the Director-General (ODG). In addition, three officers loaned from Italy are expected to join IRENA in 2024, two in Project Facilitation and Support (PFS) and one serving with the Country Engagement and Partnerships (CEP).

The Secretariat will continue to engage with Members on strategies to receive individuals under secondment and loan arrangements to optimise the mutual benefits gained from such initiatives.