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**INTERNATIONAL RENEWABLE ENERGY AGENCY**

Fourth meeting of the Council

Abu Dhabi, 12 – 13 November 2012

**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 Assembly decision A/2/DC/5 requesting the Director-General to report to the Assembly at its third session on the implementation of the decision.
2. The report will first review how the decision was implemented in respect of secondees who, at the time A/2/DC/5 was adopted, were serving under the Interim Regulations on Secondment of Staff to the Preparatory Commission, as adopted by decision PC.2/DC.6 of 30 June 2009. It will then review how the new arrangements have been implemented to date.

**I. Implementation of A/2/DC/5 in respect of secondees serving under prior arrangements**

3. In paragraph 1 of A/2/DC/5, the Assembly decided that the regime established by the Interim Regulations on Secondment of Staff to the Preparatory Commission (PC.2/DC.6) may no longer be used for the conclusion of new arrangements. In paragraph 2 of A/2/DC/5, the Assembly also decided that personnel currently serving on secondment under the prior regime may continue to serve under that regime until the end of the secondment arrangements in place at the time of the Assembly's decision, i.e., 15 January 2012.
4. As of 15 January 2012, there were 11 secondees serving under the regime established by the Preparatory Commission. At the time of preparation of this report, five of these 11 secondees had separated from service at the end or prior to the end of their secondment arrangement under the prior regime. Of the remaining six secondees:
  - one continued to serve with the Agency under a non-reimbursable Loan Agreement, due to expire on 8 May 2013;
  - two were appointed as staff members in accordance with applicable procedures;

- three continue to serve as secondees, one until 8 October 2012, the other two until 31 October 2012. At those times, depending on their individual wishes, the availability of suitable positions in the Secretariat and their qualifications, they may separate from service or continue to serve with the Agency as a staff member or under another arrangement consistent with decision A/2/DC/5.

### **II. Implementation of new arrangements provided by A/2/DC/5**

5. Decision A/2/DC/5 adopted a new secondment approach, which was explained in detail in paragraphs 25 to 31 of the Director-General's report to the Assembly (A/2/9). This new approach contemplated two different, albeit related, arrangements leading to appointment of the selected candidates as staff members, namely: a "classic" secondment as used in most organizations of the UN common system, and a variant under which a Member would make a voluntary contribution to cover the entire costs of the salary and entitlements of the staff member concerned and the related administrative expenses. Paragraph 7 of decision A/2/DC/5 authorized the Director-General to conclude either type of such arrangements with public sector entities and international organizations.
6. Under a "classic" secondment, employees of a public sector entity or international organization allowing movement to and from other similar entities apply for a vacancy advertised by the Agency under the normal competitive process for recruitment. If the candidate is selected, and the public sector entity or international organization wishes to contribute to the work of the Agency – or to benefit from the experience that one of its employees would acquire through working for the Agency – the employee would then be released to work for IRENA for a defined period (normally two to three years). The employee would then receive an appointment as an IRENA staff member, at the end of which he or she would normally return to service with the seconding entity, thus allowing valuable cross-fertilization between the Agency and the entity concerned.
7. No such arrangements have been concluded so far.
8. The secondment variant where a public sector entity or an international organization would make a voluntary contribution to the Agency to finance the full cost of hiring and administering selected candidates for a period of one to three years was approved in paragraph 6 of the decision for the purpose of financing services that are: (i) consistent with the objectives of the work programme and (ii) require resources not provided by mandatory contributions by Members. The Secretariat is in the process of establishing the procedures required for the full implementation of this mechanism.
9. After receiving expressions of interest from several individual Members interested in participating in such a programme, the Director-General sent on 11 September 2012 an invitation to all Members, describing the programme, and asking all those who may be

interested in financing the costs of staff who would be appointed under the programme to express their interest.

10. The Director-General is of course aware that some Members may not be in a position to make the voluntary contribution required to participate in the 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 under established procedures, internship, graduate programme for young professionals, loan arrangement as mentioned in paragraph 11 below, as well as consultancies.
11. Decision A/2/DC/5 also encouraged the Director-General in its paragraph 8 to conclude loan arrangements from a broad range of sources of personnel, including governments, governmental and non-governmental organizations, 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 that was before the Assembly (A/2/9) were put into place.
12. One such loan arrangement has been concluded so far in respect of an individual who was previously serving under the prior secondment regime, as mentioned above. The Secretariat is engaged with several Members in discussing strategies to encourage their nationals to serve with the Agency, either on a secondment or loan basis.