



Islamic Republic of Afghanistan
Independent Election Commission Secretariat

Regulation on Temporary Election Staff

Under the authority of articles (8) and (56) of the Electoral Law of Afghanistan, this regulation has been approved to set conditions of recruitment of temporary election staff by the Independent Election Commission.

Implementation Area

Article One:

This regulation regulates the conditions of recruitment of the temporary election staff in the following elections.

- 1) Presidential Elections;
- 2) Parliamentary Elections;
- 3) Provincial Council Elections;
- 4) District Council Elections.

Election Temporary Staff

Article Two:

The temporary election staffs are those who are temporarily recruited by the Commission to carry out different electoral activities.

Recruitment of the Temporary Election Staff

Article Three:

- 1) Temporary election staff shall be employed by the secretariat of the Independent Election Commission subject to the conditions and responsibilities set by this regulation,
- 2) The Commission shall recruit women staff to fulfill the purpose of their active participation in various electoral processes.
- 3) The Secretariat of the Commission shall designate conditions to enable handicapped persons to be employed widely in diverse electoral processes, considering their work ability and capacity.
- 4) Ethnic balance should be considered in recruitment of temporary election staff.



Qualifications and Conditions

Article Four:

- 1) The qualifications for temporary election staff are the following:
 - A. Having citizenship of Afghanistan;
 - B. Being of full age (18 years old);
 - C. Providing official education documents;
 - D. Having no criminal background;
 - E. Having work experience, and;
 - F. Being able to speak both Pashto and Dari.

- 2) The Secretariat of the Commission will recruit temporary election staff on the following conditions:
 - A. Absolute transparency in the announcement process, receiving applications, making short lists, giving tests, interviewing the nominees and choosing the best among the applicants.
 - B. Ensuring that recruitment is not based on personal pressure or private relations.
 - C. Following all processes of recruitment and obtaining the relevant documents.

Recruitment Obstacles

Article Five:

Recruitment of the following persons as electoral staff is not permitted:

1. Leaders of political parties and candidates;
2. Close relatives of candidates in the area in which they will be candidates and where the staff could bring an advantage to a candidate.
3. Persons with political connections whose impartiality can be questioned.
4. Persons whose recruitment as election staff has been banned by the ECC (Electoral Complaint Commission).
5. First level relatives of the permanent election staff, such as spouse, brother, sister, son or daughter.

Monitoring of the Recruitment Process

Article Six:

- 1) The Secretariat of the Commission shall take positive and necessary measures to ensure a transparent recruitment process, taking into account the monitoring of the recruitment process at the central and provincial level,.
- 2) Any external organization may monitor the recruitment process on request to the Secretariat of the Commission.

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- 3) A monitoring organization can prepare a report with regards to the recruitment process of the temporary election staff.

In addition to monitoring by external organizations on request to the Secretariat, the regional coordinators shall also monitor the recruitment of the temporary election staff for polling and vote counting centers.

Reprimands and Responsibility

Article Seven:

- 1) Any abuse of authority that distracts the recruitment process will be strictly adjudicated by the Commission and its Secretariat.
- 2) The staffs of the section dealing with the recruitment process are accountable for any infringement of the principles designated in this regulation.

Probation Period

Article Eight:

The Secretariat of the Independent Election Commission may specify a period as a probation period for any temporary election staff in order to evaluate their ability in their assigned duties.

Undertaking of Impartiality and Secrecy

Article Nine:

- 1) Election staff must perform their assigned duties impartially and must not accept any instructions from a governmental or non-governmental institution except the Chief Electoral Officer of the Independent Election Commission.
- 2) Before commencing their duties, election staff must undertake in an official form, specified by the Commission, that they will perform all the assigned duties in all processes of the elections appropriately, honestly and faithfully for the purpose of maintaining secrecy.

Enforcement

Article Ten:

This regulation comes into force after its approval date and shall be published.

