



Islamic Republic of Afghanistan
Independent Election Commission

Regulation on Temporary Electoral Staff Recruitment

Legal Authority

This regulation has been enacted and approved by the Independent Election Commission (hereafter, the Commission) under the authority of Article (66) of the Electoral Law.

Purpose:

This regulation regulates affairs related to conditions and manner of electoral staff recruitment for the following elections:

1. Presidential election, and
2. Provincial councils' election.

Temporary Electoral Staff

Article 1:

Electoral staff are comprising of those individuals who, based on conclusion of contracts for certain amounts of wages, are recruited by the Commission for the purpose of carrying different electoral activities out for a specific period of time.

Electoral Staff Recruitment

Article 2:

- 1) Considering qualifications and conditions pre-determined in this regulation, electoral staff is recruited by IECS under supervision of the assigned board of the Commission.
- 2) The Commission shall strive hard to provide the necessary conditions and facilities for the purpose of female staff recruitment in different phases of the electoral process.
- 3) The IECS can determine and regulate working conditions in a way that the disabled people, taking note of their working physical abilities, shall be recruited in various electoral processes.
- 4) In recruitment of electoral staff, principal of competency, ethnical balance and gender shall be observed.

Qualifications and Conditions

Article 3:

- 1) Electoral staff shall possess the following qualifications:
 - A. Having citizenship of Afghanistan,
 - B. At least 18 years old,
 - C. Existence of official educational documents according to ToR,

- D. Providing a reliable official guarantee in proportion with the job given,
 - E. Providing official document based on having no criminal background,
 - F. Work experience, and
 - G. For the staff given contract for less than one month and for the service staff, C is not applicable.
- 2) In recruitment of electoral staff, IECS shall consider the following conditions:
- A. Absolute transparency in phases of announcing the posts, obtaining applications, short listing, giving tests, interviews and selecting the best eligible applicant, and
 - B. Legal recruitment process and providing the relevant documents to it.

Recruitment of DFCs

Article 4:

1. The Commission shall strive to recruit school teachers as DFCs.
2. List of all candidates for the posts of DFCs shall be displayed in the relevant electoral constituency for a specific period of time and each Afghan citizen eligible to vote can challenge their ineligibility.
3. DFCs shall regularly sign their attendance sheets in the relevant provincial office of the Commission.

Recruitment Obstacles

Article 5:

Recruitment of the following individuals as electoral staff is not allowed:

1. Leaders and members of political parties,
2. Candidates,
3. Genealogical relatives of candidates (father, grand-father, mother, grand-mother, spouse, son, daughter, brother, sister, father's brother, father's sister, mother's brother, mother's sister) and relatives-in-law (father-in-law, mother-in-law, wife's brother, wife's sister, brother-in-law (whose wife is your wife's sister), husband's brother, husband's sister) in the relevant electoral constituency.
4. First grade relatives of electoral staff, and
5. The individuals, who had already been identified as suspects of violation and infringement by the electoral commissions.
6. Electoral staff shall be accountable for all their performances and activities and not only while on duty, but also after ending their official duties, in case that any question arises.

Supervising and Observing the Recruitment Process

Article 6:

1. IECS, for the purpose of further transparency in recruitment process of staff, shall, as far as possible, take strict measures into account for supervising the process at HQ and provincial levels.

2. The concerned entities in electoral affairs, to which accreditations have been issued by the Commission, can also observe the process of electoral staff recruitment.

Responsibility and Reprimand

Article 7:

1. Any kind of illegal interference, in recruitment process, is not allowed.
2. Any kind of influence of government officials and influential people in the recruitment process of electoral staff is not allowed and if such being the case, the issue shall be referred to the concerned authorities.
3. Staff recruitment section officials, at all levels, are responsible for any kind of infringement and violation of the precepts determined in this regulation.
4. In case that any infringement and violation is made by electoral staff, IECS, based on documents, can make a decision with reference to dismissal of the staff member, non-payment of his/her salary and if needed, he/she shall be introduced to the relevant authorities.

Electoral Staff Code of Conduct

Article 8:

All electoral staff, following the recruitment process, is obliged to sign and observe the code of conduct for them.

Probationary Period

Article 9:

1. For the purpose of evaluating working ability of the staff, IECS can specify a probationary duration.
2. In case of inefficiency and incompetence of the staff member, IECS can make his/her contract null and void.

Performance Evaluation

Article 10:

1. IECS shall develop system of performance evaluation based on which performance of staff shall be evaluated time to time at HQ and provincial levels.
2. Punishment and reward have been accepted in the Commission as a principle and is applicable.

Impartiality and Administration Secrecy Keeping

Article 11:

1. Electoral staff is obliged to perform their assigned duties impartially and during carrying their duties out, they, by taking note of the chain of command, shall not accept any instructions from a governmental or non-governmental person or institution except the Commission.

2. Before commencing their duties, electoral staff shall undertake in an official form, specified by the Commission that they shall perform all the assigned duties appropriately, honestly and faithfully.

Enforcement

Article 12:

This regulation comes into force on the date it is approved and shall be published.