



Islamic Republic of Afghanistan  
Independent Election Commission Secretariat

## Regulation on Temporary Election Staff

Under the authority of article (66) of the Electoral Law of Afghanistan, this regulation has been approved by the Independent Election Commission to set conditions for the recruitment of temporary election staff.

### Purpose

#### **Article One:**

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

- 1) Presidential Elections;
- 2) Parliamentary Elections;
- 3) Provincial Councils' Elections;
- 4) District Councils' Elections;
- 5) Village Councils' Elections;
- 6) Elections for Mayors; and
- 7) Elections for Municipal Sittings.

### Election Temporary Staff

#### **Article Two:**

The temporary election staffs are those who are temporarily recruited by the commission in return for specific amount of wage 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, gender and professionalism balance should be considered and observed during the recruitment of temporary election staff as far as possible.

### 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 in accordance with the ToR;

- D. Taking a reliable guarantee in proportion with the job of the employee and if the employee commits an action which is a concrete and abstract damage to the commission, his/her action will affect badly on the guarantor;
  - E. Having no criminal background;
  - F. Having work experience;
  - G. Being able to speak one of the formal languages;
  - H. The staff members being given the contract for less than one month and the cleaning staff are the exceptions to this matter.
- 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 and eligible ones among the applicants.
  - B. Following all recruitment processes 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. Blood relatives of candidates (father, grandfather, mother, grandmother, spouse, son, daughter, brother, sister, father's brother, mother's brother, father's sister, mother's sister and relatives through marriage, such as father-in-law, mother-in-law, brother-in-law, sister-in-law, spouse's brother and spouse's sister) in the concerned constituency.
3. Persons whose recruitment as electoral staff been prohibited by ECC:
4. First level relatives of the Election Officials.
5. The persons, who have already been dismissed by the commission, owing to the violations and infringements made.

### **Monitoring 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) Monitoring the temporarily regional election staff recruitment process in polling and vote counting centers shall take place. Additionally, the process shall be monitored by the election relevant affairs' entities along with the assigned officials by the commission.

### **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) Any kind of government officials' influence in the recruitment process of the election temporary staff shall be considered an infringement and the issue shall be referred to the concerned authorities for further prosecution.

- 3) Members of the staff recruitment committee are responsible for any kind of infringement and violation of the designated principles in this regulation.

### **Probation Period**

#### **Article Eight:**

- 1) The secretariat of the commission is fully authorized to specify a probationary duration for the purpose of evaluating the ability of the temporarily appointed employees.
- 2) In case of any kind of infringement and violation done by the temporary staff, the secretariat of the commission is fully authorized to cancel their contracts.

### **Impartiality and Secrecy Undertaking**

#### **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 commission by taking note of the chain of command.
- 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 electoral processes 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.