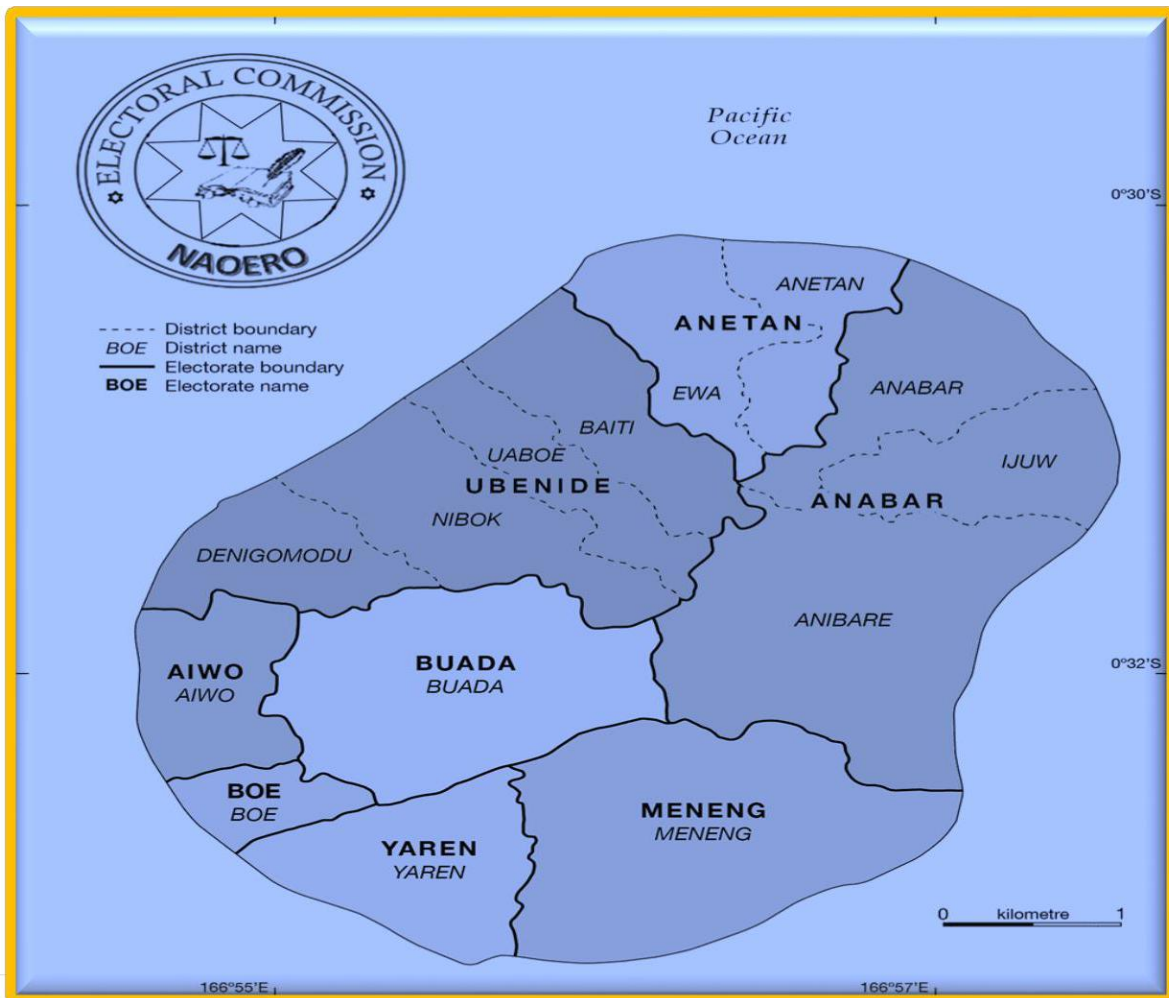




# Republic of Nauru Electoral Commission

## Communication Plan



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## FOREWORD

This Communication Plan serves as a guideline or roadmap for the Electoral Commission to consider by using the available resources at its disposal to increase awareness of our democratic electoral system. It should provide a way forward for the Commission to increase collaboration with the stakeholders and the community to improve participation in the electoral process. I believe the success of any election depends on the support of our leaders and stakeholders and a good communication strategy needs to be in place foremost to ensure the public is aware of any electoral developments as provided to them by the Commission. Moreover, the new Electoral Act 2016 and subsequent amendments and regulations leave much to be absorbed and understood if voters are to participate fully to elect their representatives.

The main rationale behind such a plan is to engage with all stakeholders concerned of the important elements in the electoral process in order to better prepare for future elections. The public feedback and recommendations received from ComSec and PIFS observers' reports regarding the recent elections showed of the need for the Commission to develop an awareness strategy. Although the Commission conducted voter and candidate sessions prior to these elections, the allocated time period provided however, was insufficient to cover most of the target groups and consequently misconceptions about election results and our electoral system, especially amongst our young voters, seem to prevail.

I would like to end with a thank you note to the Commission staff whose job of rolling out the action plan, although might be difficult in the beginning, will find a rewarding experience in the end. With an ever increasing demand expected of the Commission, I am confident this plan will be put to great use that will be beneficial to our stakeholders and the Commission alike.

Mwa tubwa kor.

Joseph Cain  
Electoral Commissioner

## ACRONYMS

NEC	Nauru Electoral Commission
AEC	Australian Electoral Commission
CEN	Commonwealth Electoral Network
PIANZEA	Pacific Islands, Australia and New Zealand Electoral Administration Network
IDEA INTERNATIONAL	International Institute for Democracy and Electoral Assistance
ERM	Electoral Risk Management
ComSec	Commonwealth Secretariat
PIFS	Pacific Islands Forum Secretariat
AusAID	Australian AID

## BACKGROUND OF THE ELECTORAL COMMISSION

The Electoral Act 2016 was passed and certified on 10<sup>th</sup> March, 2016. The Act is “to regulate the conduct of the election of Members of the Parliament of Nauru, establishing the Electoral Commission with its role and duties, providing processes and procedures for free and fair elections”. Cabinet at its formal meeting held on 21<sup>st</sup> March 2016, approved and appointed the following as members of the Electoral Commission in accordance with section 4 the Electoral Act:

Electoral Commissioner – Mr. Joseph Cain  
Deputy Electoral Commissioner – Ms. Corrine Joram  
Deputy Electoral Commissioner – Ms. Sylvanna Deireragea

The Commission is constitutionally mandated to be established as an independent institution under the Electoral Act 2016 including all duties, functions and authority conferred upon it. The general functions of the Commission as prescribed under section 6 of the Act is to formulate policy, registration of voters for the election of members of Parliament, monthly update of the electoral roll and the preparation and conduct of elections in accordance with the Act, inter alia.

Communicating the election results and lessons learnt to a wider audience at national including regional and international level is critical and part of the overall transparency process.

### Situation Analysis

For the Commission, communicating electoral issues will raise awareness and build capacity so as to better prepare for a fair and transparent future elections. The Commission hopes to address and adopt the set of recommendations provided in the observers’ reports and other reports. Overall, the Commission would promote a broad based integrated intervention to a wider audience that takes into consideration policy related issues and hopes to address these issues with the government and public at large to ensure fair and equitable access for all regardless of gender, religion and disabilities. A better understanding of the applicability of our electoral system would provide valuable insight to improving the current elections now and into the future.

Since Nauru became self-governed in 1968, electoral activities have been implemented under the auspices of the Office of the Chief Secretary. Information dissemination and awareness were channeled through the Government media outlet, with little or no electoral education. Electoral policy decisions were initiated by the government of the day with limited or lack of public consultations. The recent enactment of the Electoral Act 2016 to establish and mandate an independent electoral authority to ensure integrity, fairness and transparency in our electoral system paved a whole new way and direction for future elections in Nauru.

The principal objective of the Communication Plan therefore is to facilitate the implementation of long-term awareness raising activities to increase understanding and voter participation. The Commission recently conducted the 22<sup>nd</sup> Parliamentary General Election in 2016 and a by-election for Ubenide constituency in 2017 whereby a number of changes to the Act were enacted. Moreover, lessons learnt from these elections, electoral petitions and recommendations adopted will require further public consultations, education and awareness campaign at all levels for better understanding and voter satisfaction.

## Electoral Strategic Plan: Vision 2020

The Nauru Sustainable Development Strategy vision 2005-2025: “**Partnership for a Sustainable Quality of Life**”<sup>1</sup> captures the overall strategy of the Communication plan. The Commission electoral strategy is to increase consultations with stakeholders and partners for a free and fair elections. This is further promulgated within the framework of the **Electoral Commission’s Strategic Plan: Vision 2020** pertaining the following:

### 1. VISION

- A Fully Independent Commission for Free and Fair Elections for All.

### 2. MISSION

To conduct the election of Members of the Parliament of Nauru embracing the Commission’s Values and Guiding Principles to ensure:

- Efficient delivery of free, fair, credible and equitable elections
- Equal participation and opportunity of all citizens of voting age, political parties, and civil societies
- Access to all electorate information
- Review and reform of electoral laws.

### 2. VALUES/ GUIDING PRINCIPLES

- **Integrity** – *We operate openly and hold the highest ethical standards.*
- **Transparency and Accountability**- *We are transparent in everything that we do and are accountable to the Parliament, citizens of Nauru and to each other.*
- **Participation** – *We encourage and promote engagement, equal opportunity and participation of women, the disabled and the disadvantaged in the electoral process.*
- **Responsiveness** – *We are aware of the need to be responsive to the political, social and cultural environment.*
- **Professionalism** – *We strive to be diligent and professional in our performance in engaging with our stakeholders.*
- **Respect** – *We embrace the principle of electoral democracy and treat everyone with courtesy, equity and fairness.*
- **Credibility**- *We establish and promote empowering /enabling systems and processes.*
- **Commitment**- *We strive to achieve excellence in all we do; we respect our employees as valuable assets, and are dedicated to attracting, retaining and supporting the highest quality in our human resources.*
- **Confidentiality**- *We value and protect your freedom to exercise your very own choice.*

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<sup>1</sup> National sustainable development strategy 2005 – 2025, “Partnership for quality of life”, 2005.

## OBJECTIVES

In accordance with section 6(2) of the Electoral Act 2016, the purpose of the Communication Plan is to improve capacity, impart knowledge, and understanding of the democratic process of an election. Through the development and implementation of the Communication Plan with stakeholders, the overall outcomes will be for a coordinated education and awareness programs and communication strategies to address electoral issues. This communication plan aims at making the stakeholders aware of several key points: -

1. To raise awareness and educate the community especially women, youth and the disabled groups on the electoral process and access.

Saturday 12 <sup>th</sup> August, 2017	<b>International Youth Day</b> 10 <sup>th</sup> – 12 <sup>th</sup> August (3 days) Public Awareness: quiz, radio talk shows, free giveaways, etc.
Friday 15 <sup>th</sup> September, 2017	<b>Democracy Day</b> 4 <sup>th</sup> – 15 <sup>th</sup> September (2 weeks) Awareness Week: debates, quiz, drawing competitions, essays, etc.
Wednesday 11 <sup>th</sup> Oct, 2017	<b>Women Leadership Workshop (International Day of Girl Child &amp; International Day of Rural Women – 15<sup>th</sup> Oct</b> 9 <sup>th</sup> – 20 <sup>th</sup> October (2 weeks) Awareness & Workshop
Wednesday 29 <sup>th</sup> Nov, 2017	<b>5<sup>th</sup> Taskforce Meeting</b>
Wednesday 20 <sup>th</sup> Dec, 2017	<b>6<sup>th</sup> Taskforce Meeting</b>

2. Promote women leadership and engagement of the community on election related issues.

Wednesday 17 <sup>th</sup> May, 2017	<b>Constitution Day</b> 8 <sup>th</sup> – 19 <sup>th</sup> May (2 weeks) Public Awareness: Radio Show & quiz on Electoral Offenses.
Friday 23 <sup>rd</sup> June, 2017	<b>Public Service Day</b> 21 <sup>st</sup> – 23 <sup>rd</sup> June (3 days) Survey Desk: questionnaire handouts for the public.
Saturday 12 <sup>th</sup> August, 2017	<b>International Youth Day</b> 10 <sup>th</sup> – 12 <sup>th</sup> August (3 days) Public Awareness: quiz, radio talk shows, free giveaways, etc.
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Wednesday 20 <sup>th</sup> Dec, 2017	<b>6<sup>th</sup> Taskforce Meeting</b>

3. Share successes and lessons learnt with national, regional and international audiences.

Wednesday 26 <sup>th</sup> July, 2017	<b>1<sup>st</sup> Taskforce Meeting</b>
Wednesday 30 <sup>th</sup> Aug, 2017	<b>2<sup>nd</sup> Taskforce Meeting</b>
Friday 15 <sup>th</sup> September, 2017	<b>Democracy Day</b> 4 <sup>th</sup> – 15 <sup>th</sup> September (2 weeks) Awareness Week: debates, quiz, drawing competitions, essays, etc.
Wednesday 27 <sup>th</sup> Sept, 2017	<b>3<sup>rd</sup> Taskforce Meeting</b>
Wednesday 25 <sup>th</sup> Oct, 2017	<b>4<sup>th</sup> Taskforce Meeting</b>

4. To communicate the progress of the electoral activities and any updates at national level.

Friday 23 <sup>rd</sup> June, 2017	<b>Public Service Day</b> 21 <sup>st</sup> – 23 <sup>rd</sup> June (3 days) Survey Desk: questionnaire handouts for the public.
Friday 15 <sup>th</sup> September, 2017	<b>Democracy Day</b> 4 <sup>th</sup> – 15 <sup>th</sup> September (2 weeks) Awareness Week: debates, quiz, drawing competitions, essays, etc.

5. To monitor and evaluate the success of the communications activities that were implemented.

Wednesday 26 <sup>th</sup> July, 2017	<b>1<sup>st</sup> Taskforce Meeting</b>
Wednesday 30 <sup>th</sup> Aug, 2017	<b>2<sup>nd</sup> Taskforce Meeting</b>
Wednesday 27 <sup>th</sup> Sept, 2017	<b>3<sup>rd</sup> Taskforce Meeting</b>
Wednesday 25 <sup>th</sup> Oct, 2017	<b>4<sup>th</sup> Taskforce Meeting</b>

**\*NB: Some programs have more than one applicable objective(s).**

## KEY MESSAGES

### *Electoral Reforms*

1. The Communication plan will be implemented as part of the response to the recommendations for electoral reform.

#### *The Need to participate*

3. Empowering the stakeholders especially minority groups (women, disabled, youths, etc) to be part of the participatory process that combines bottom-up and top-down approaches produces a transparent election.

4. Elections will be manageable and cost effective when shared and carried out in a collaborative way between donors and the Commission.

#### *How to implement*

5. Promote the need to fully participate in the election by showing voters the process of electoral voting and counting through visual aids and other medium of exchange.

### 6. CAMPAIGN MESSAGES (Example)

1. Make your vote count
2. Your choice your child's future.
3. A Fair Election for All.
4. Treating is cheating
5. Report electoral offences.
6. Be Smart Don't Cheat
7. Women's Empowerment
8. No job is impossible for women



## AUDIENCE

1. **The district community** –needs to understand the electoral issues that will affect their communities and candidates such as electoral offences, voter transfers, compulsory voting, proxy voting, mobile voting, etc.
2. **Media** - to take the message further to reach a wide audience; and help reinforce the importance of taking part in the election.
3. **Ministerial and policy level** – need to be aware of the progress of the electoral activities and recommendations for adoption in the electoral reform at national level; use them to help instill the messages into the communities; to mention the efforts of the Commission during high level meetings and gain further support for the electoral work in Nauru.
4. **Stakeholders and NGOs** – gain partnership such as the business sector to communicate to the community
5. **Civil Society Organizations** i.e. Youth Groups, Women’s Group, Disabled Association, etc
6. **Church/Faith based Organizations** : churches, choir groups, etc
7. **Donors (national, regional, international)** – e.g AusAID, Japan, Taiwan etc. need to know how their funds are used towards promoting the transparency and credibility of elections in Nauru.
8. **Schools** – educate the young people on Nauru’s electoral system and train these young minds to understand the electoral process.
9. **Aid partners** - gain partnership through affiliations with other regional and international electoral organizations such as PIANZEA, CEN, International IDEA, etc.
10. **Government departments & Instrumentalities of the Republic** – In accordance with Section 21 of the Electoral Act.

## PARTNERSHIPS

### At National Level

1. Office of the President
2. Office of the Chief Secretary
3. Department of Justice & Border Control
4. Department of Fainne
5. Department of Education
6. Department of Foreign Affairs & Trade
7. Nauru Parliament
8. Youth & Women Affairs
9. Nauru Disabled Peoples’ Association
10. Nauru Media
11. Community Leaders Assoc.
12. Pastors/Reverends
13. Instrumentalities of the Republic

### At Regional & International Level

1. Australian High Commission –Nauru
2. British High Commission- Solomon Islands
3. Taiwan Embassy - Nauru
4. PIANZEA Network
5. AEC
6. CEN
7. International IDEA
8. ComSec
9. PIFS
10. AusAID

## MEDIA STRATEGY

- Consultation with the media for an MOU to be drafted to develop a strategy for an awareness campaign including TV production and weekly radio talk shows.
- Newsletter and the website to be developed as a channel of information sharing.
- Press release accompanied with at least 2 images (specifically action photos) should be sent out for every significant event organised e.g. election day, school competition, community service day, etc to get media coverage and circulate it to contact list for further distribution.
- Avoid sending passive images with your press release i.e. group shots from meetings, banners, etc, send shots of people in the field acting out electoral activities, etc
- A photo gallery of high resolution images to be maintained (of Commission activities).
- Setting up of talk back shows and short documentaries with the local radio and TV stations as stated in the Action Plan.
- Utilize local leaders, respected ministers, foreign dignitaries to get message across through the media and to the people

## Checklist on all Outgoing Communication Materials

### Press Releases

- Be sure to state clearly acknowledgement IF ANY at the end of the press releases.
- Include your contact details at the bottom to allow the media to contact you for further information.
- Include at least two 'action' images to accompany the press release

### Print Materials

- E.g. posters, pamphlets, banners, newsletters, etc
- Ensure all relevant logos are included in the right colors, state and in high resolution i.e. Commission logo
- For further information' details are included i.e. your title and contact details and the web address

## MONITORING TOOLS

The following activities recommended in the Communications Plan have been prepared with foresight that work is available for monitoring.

1. Record and store all feedback from the booklets, factsheets / brochures / posters etc
2. Record all radio live talkback sessions
3. Record all competition entries
4. Copies of all Promotional materials created
5. Storage of all film work documented
6. Results from elections
7. Hard copies of materials from activities with schools
8. Electronic copies of all photographs taken

## EVALUATION

An evaluation survey will be conducted as early as possible to determine the extent of knowledge and understanding of the electoral system in Nauru in relation to the Electoral Act 2016. The result of this survey will be used as a guide in order to prepare communication materials that are appropriate at local and national level. The method of evaluation can be in a form of communication workshops, (with target groups such as students, Ministries, stakeholders, etc), observations, questionnaire, and interviews or households survey.

Another evaluation survey will be conducted which will and should show an increase in awareness and understanding of elections and the work of the Commission due to all the communication work prepared under this plan.

Effective evaluation is important to determine the success of the election as there may be a need for outside assistance or expertise to carry out these evaluations.

## POST-COMMUNICATION MATERIALS

1. Communication written materials to be used as source material for reports, journals and case studies.
2. The 30min documentary outlining the progress of the Commission each year
3. Exhibition/publication materials from school children from the school competition
4. Hard copies of all awareness materials developed (Live radio talkback sessions, etc)
5. Pull up banners, t-shirts, photographs, pens, caps, stickers, school and exhibition resources
6. NEC post survey result in PowerPoint presentation, reports, journals, etc
7. Comic lifestyle booklet depicting Commission activities.
8. GIS Data information developed by ERM Toolkit.

## ACTION PLAN AND COSTS

**\*NOTE: this is to act as a living guide only, costs and activities can change according to circumstances. Note also the costs are only estimates.**

### JANUARY-DECEMBER 2017-2018

NOTE SOME MATERIALS PRODUCED FOR THIS YEAR TO BE ROLLED OUT IN 2018

Activity	Rationale	Audience	Objectives	Success Indicators	Deadline	Cost - AUD (Estimates)
<b>COMMISSION T-Shirts</b> 100x	T-shirts with logos and simple Election messages raise visibility of the Commission and awareness on free and fair elections..	Generic	1, 2, 3, & 4	The increases in the level of awareness at community level is reflected in the survey;	Apr-Oct 2017	<b>1,500</b>
<b>COMMISSION Brochure</b> - General 1000x General Facts of COMMISSION;	Factsheets will be in English language; it is a helpful way of converting all the technicalities of election facts and reports into everyday language for an average person with no knowledge of democracy.  Illustration of previous elections conduct and results  Explaining 'electoral democracy'	Community members; Students; Media; Gov & Non Gov	1 & 2	The success can be reflected in the level of awareness and feedback from the audience; The feedbacks on the development of these materials.	June-Sept 2017	<b>2,000</b>
<b>School competition</b> Choices: Art Competition Poster Competition Essay Competition Debates	An important initiative in teaching the young voters the importance of taking part in the electoral process and the role of COMMISSION. It's important to build and nurture that knowledge into the younger generation. It's also a way of us listening and	School children	1, 2, 3, & 4	Their level of awareness can be reflected in their work; informal votes should reduce while increasing voter turnout.	In 2018	<b>1,500</b>

	documenting their views on democracy and elections.					
<b>COMMISSION Poster</b> - General 100x COMMISSION Poster	Poster will be in English and the local language;	Generic	1 & 2	The success can be reflected in the level of awareness and feedback from the audience; The feedbacks on the development of these materials.	Monthly or Quarterly	<b>1,500</b>
<b>Pull Up Banners</b> COMMISSION Banner	Pull-Up Banners are a creative way of informing your audience of what the topic and event is about	Generic	1, 2, & 3	The comments / feedbacks from the audience.	Monthly <i>*note: when events are held.</i>	<b>1,500</b>
2x pull up 1x hanging	increasing the visibility of electoral activities at meetings events, etc	audience, its visibility at the meeting area; the interest it gains from the audience				
<b>COMMISSION Poster</b> - General 100x COMMISSION Poster	Poster will be in English and the local language;	Generic	1 & 2	The success can be reflected in the level of awareness and feedback from the audience; The feedbacks on the development of these materials.	Monthly or Quarterly	<b>1,500</b>
<b>Promotional Materials</b> 100x T shirts, Mugs, pens, hats	T-shirts, mugs, pens, hats with logos and simple Election messages is a fun and effective way to raise visibility of COMMISSION and for souvenirs.	Generic	1, 2, 3, 4, & 5	The increase in the level of awareness at community level is reflected in the survey;	February-March	<b>2,500</b>
<b>Radio Talk show</b> Once every quarter	This helps the community build on their knowledge on the subject of elections, the role of Commission gain the support of the community, and pass on campaign messages.	Generic	1, 2, 3, 4, & 5	Feedback from the public	Monthly	<b>In kind</b>

<b>COMMISSION Brochure - General</b> 500x General Facts of types of electoral system, how to vote	Historical Factsheets on elections will be in English and local  2 types of electoral systems used and how they are conducted.  Electoral offences in simple format.  Comic or picture book on how to vote  Description of previous leaders and their achievements.	Generic	Inform the voters of electoral issues	The success can be measured by public feedback	High demand of brochure		Monthly	<b>1,200</b>
<b>Survey for communities on electoral issues.</b>	Suggestion boxes, monkey surveys, questionnaires, interviews	Generic	3, 4, & 5		Questions and feedbacks from the community		2-3 months after the election	<b>2,000</b>
<b>Radio Talk Shows</b> Twice every quarter 8 – 10 shows a year	This helps the community build on their knowledge on the election, the role of COMMISSION, gain the support of the community, and pass on campaign messages.	Local audience	1, 2, & 3		The type of questions asked during the show; level of awareness and feedback from listeners;		Every quarter	<b>800</b>

**TOTAL: \$16,000**

JANUARY – DECEMBER 2018-2019

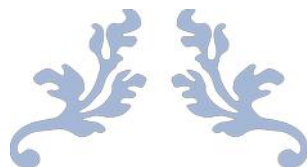
Activity	Rationale	Audience	Success Indicators	Deadline	Cost – USD
<b>Promotional Materials</b> 500xCOMMISSION Stickers with message for 2019 election	Promotional materials i.e. t shirts, caps, stickers is a fun and effective way to raise visibility of COMMISSION and next general election.	Generic	The increases the level of awareness at the next general election is reflected in the survey;	Beginning of each quarter	<b>3,000</b>
<b>COMMISSION Factsheets / Information Materials</b>	Factsheets will be in English and local language;	Generic	The success can be reflected in the level of awareness and feedback from the audience; The feedbacks on the development of these materials.	By 2 <sup>nd</sup> quarter	<b>2,000</b>
<b>Voter ID cards available for all voters</b>	ID cards raise awareness on the importance of voting.	Generic	Decrease in non-voters numbers	Beginning of 1 <sup>st</sup> quarter 2018	<b>500</b>

**TOTAL: \$5,500**

**Annual Work Plan 2017-2018**

NEC Communication Strategy						Time Frame												Code	Budget 2017	Budget 2018
Outcomes	CommPlan Objectives	General Activities	Detailed Activities	Lead Agency	Implementor/ Stakeholder	Jan 17-18	Feb 17-18	Mar 17-18	Apr 17-18	May 17-18	Jun 17-18	Jul 17-18	Aug 17-18	Sept 17-18	Oct 17-18	Nov 17-18	Dec 17-18			
Improved awareness and knowledge of electoral offences and constitutional rights.	1, 2	Upcoming Constitution Day	Radio talk show leading to event on offences and quiz. Gift certificates as prizes.	NEC	Media/GIO														\$ 600.00	\$ 600.00
Consensus on 3 month rule, voter transfers and proxy voting	4, 5	Public Service Day	Survey on the electoral rules and procedures. Per recommendation	NEC	Chief Sec														\$ 500.00	\$ 500.00
Increased youth participation and awareness on how to vote	1, 2	International Youth Day Event	workshop; distribute promotional materials- brochures, t-shirts	NEC	Youth Affairs														\$ 1,500.00	\$ 1,500.00
Increased awareness of democratic rights to free and fair election and equal participation	1, 2, 3, 4	Democracy Day	Linkage to democracy and election. Workshop, radio talk show, school quiz, artwork, poetry, essay competition, etc	NEC	Education														\$ 2,500.00	\$ 2,500.00
Youths are more confident and demonstrate on the electoral procedure	1, 2, 3,	National Youth Day	demo on voting process, workshop, distribute promo materials	NEC	Education														\$ 2,000.00	\$ 2,000.00
Increased awareness of womens' role in leadership position	1, 2, 3, 4	International Day of Rural Women	workshop; distribute promotional materials- brochures, t-shirts	NEC	Women's Affairs														\$ 500.00	\$ 500.00
Increased knowledge of historical aspect of election	1, 2, 3,	Angam Day	Radio talk show and quiz. Gift certificates as prizes.	NEC	High School/Communities														\$ 200.00	\$ 200.00
Strengthen and increased awareness of mobile voting and how to assist voting in an election	1, 2	World Diabetes Day	workshop; distribute promotional materials- brochures, t-shirts	NEC	NDPA														\$ 200.00	\$ 200.00
																			\$ 8,000.00	\$ 8,000.00
																				\$ 16,000.00





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**2017 COMMUNICATION  
PLAN  
MONTHLY CALENDAR**

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**Office of the Electoral  
Commission**



# January 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>1</b> New Year's day	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>
<b>29</b>	<b>30</b>	<b>31</b> Nauru Independence Day				

# February 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			<b>1</b> Independence Public Holiday	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	<b>20</b> World Social Justice Day	<b>21</b> International Mother Language Day	<b>22</b> Commission Meeting	23	24	25
26	27	<b>28</b> Staff Meeting				

# March 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8 International Women's Day Public Holiday	9	10	11
12	13	14	15	16	17	18
19	20 International Day of Happiness	21 Induction of Commissioner & his Deputies in 2016	22 World Water Day	23	24	25
26	27	28 Commission Meeting	29	30 Staff Meeting	31 Newsletter 1st Edition (Jan – Mar)	

# April 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5	6	7 World Health Day	8
9	10	11	12	13	14 Good Friday	15
16 Easter Sunday	17 Easter Public Holiday	18 Easter Public Holiday	19	20	21	22
23	24	25 Commission Meeting	26	27 Staff Meeting	28 World Day for Safety and Health at work	29
30						

# May 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2 World Tuna Day	3 World Press Freedom Day	4	5 Opening of NEC Office Civic Centre in 2016	6
7	8 9 10 11 12 Public Awareness leading up to Constitution Day (Objective 2)					13
14	15 International Day of Families	16 Radio Quiz Show	17 Constitution Day	18 19 Radio Quiz Show on Electoral Offenses		20
21	22	23 Commission Meeting	24	25 Staff Meeting	26	27
28	29	30	31 World Day – No Tobacco Day			

# June 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5 World Environment Day	6	7	8	9	10 World Day to combat Desertification and Drought
11	12	13	14	15	16	17
18	19	20 World Refugee Day	21 22 23 Survey Desk Objective 2 & 4 Public Service Day			24
25	26 International Day against Drug Abuse	27 Commission Meeting	28	29 Staff Meeting	30 Newsletter 2nd Edition	

# July 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1 RONPHOS Handover Day
2	3	4	5	6	7	8
9	10	11 World Population Day	12	13	14	15
16	17	18	19	20	21	22
23	24 Meeting with Home Affairs rep to organize Youth Day	25 Commission Meeting	26 1 <sup>st</sup> Taskforce Meeting Objective 3 & 5	27 Staff Meeting	28	29
30 International Day of Friendship	31					



# August 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1	2	3	4	5
6	7	8	9 International Day of World's Indigenous People	10 Awareness leading to Youth Day (quiz, freebies, etc) - objective 1 & 2	11	12 International Youth Day
13	14	15	16	17	18	19 World Humanitarian Day
20	21	22	23	24	25	26
27	28	29 Commission Meeting	30 2nd Taskforce Meeting Objective 3 & 5	31 Staff Meeting		

# September 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	<b>4 5 6 7 8</b> <b>Objective 1, 2, 3, &amp; 4 leading up to Democracy Day</b>					9
10	<b>11 12 13 14</b> <b>Debates, Quiz, Drawing Competition, Essays, etc</b>				<b>15</b> <b>Democracy Day</b>	16
17	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b> <b>International Day of Peace</b>	<b>22</b>	23
24	<b>25</b> <b>National Youth Day Public Holiday</b>	<b>26</b> <b>Commission Meeting</b>	<b>27</b> <b>3rd Taskforce Meeting Objective 3 &amp; 5</b>	<b>28</b> <b>Staff Meeting</b>	<b>29</b>	<b>30</b> <b>Newsletter 3rd Edition</b>

# October 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6	7
8	<b>9</b> <b>10</b> <b>11</b> <b>12</b> <b>13</b> International Day Of Girl Child Awareness for Women Leadership - Objective 1 & 2				14	
<b>15</b> International Day of Rural Women	<b>16</b> <b>17</b> <b>18</b> <b>19</b> <b>20</b> World Food Day Workshop for Women Leadership World Statistics Day				21	
22	23	<b>24</b> Commission Meeting	<b>25</b> 4th Taskforce Meeting Objective 3 & 5	<b>26</b> Angam Public Holiday	27	28
29	30	<b>31</b> Staff Meeting				

# November 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16 World Diabetes Day	17	18
19	20 Universal Children's Day	21	22	23	24	25 International Day for Elimination of Violence against Women
26	27	28 Commission Meeting	29 5th Taskforce Meeting Objective 1 & 2	30 Staff Meeting		

## December 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3 International Day of Persons with Disability	4	5	6	7	8	9
10 Human Rights Day	11	12	13	14	15	16
17	18	19 Commission Meeting	20 6th Taskforce Meeting Objective 1 & 2	21 Staff Meeting	22	23
24 Christmas Eve	25 Christmas	26 Christmas Public Holiday	27 Christmas Public Holiday	28	29	30
31 Newsletter 4 <sup>th</sup> Edition						

