



Nauru
Electoral
Commission
Staff Training
FY17 – 18

Training Needs for Nauru Electoral Commission

Background

The Nauru Electoral Commission was established as an independent entity in March 2016 under the new Electoral Act 2016. The Commissioner and his Deputies were appointed on 21 March 2016 but have no prior experience or knowledge regarding the conduct of elections. In the weeks leading up to the general election on 9th July, 2016, the government made prior arrangement to bring in an electoral expert as well as a legal adviser to assist with the establishment of the Commission. The Commission however managed to work through the rigorous demands of the general election irrespective of the lack of confidence, knowledge and experience.

In January 2017, a by-election for a vacant seat in the constituency for Ubenide was called by the Speaker. The Commission this time had to conduct the election from the experience gained from the previous election and without outside help. The by-election however uses the preferential system of counting as opposed to the Border count that was commonly used in the general election and again the Commission have no experience in this area and depended on the Electoral Act and local expertise.

Capacity Building

There is therefore an urgent need to build the capacity of the Commission to ensure it is well prepared to conduct the next general election in 2019. The Commission is currently developing its electoral strategic plan and Communication Plan to achieve this end however the process of ensuring the objectives are achieved will depend on its capacity building strategic program. These will include the following:

1. Exchange scheme between EMBs. i.e staff exchange with other EMBs for a few months as part of on the job training.
2. More national and/or regional workshops on the “Best Electoral Practices”
3. Shared knowledge opportunities for Innovative ideas
4. Use of technology in the elections.
5. Registration system such as the GVRS and its applicability.
6. Use of different counting systems

Nauru Electoral Commission expectations

The Commission is of the view that partnership with all stakeholders and their participation in the decision process for a free and fair election is imperative. We have already embarked on providing advice and training on the democratic aspect of our election process to the high school and more consultations with the communities to build their confidence in the Commission and the electoral process will be expected the near future. The training and advice provided by PIANZEA and our regional and international partners will go a long way

to achieve these expectations. In terms of the BRIDGE program, the following basic training will be required:

Overall Staff Training Plan for 2017-2018

Electoral Commission Staff Training							Budget 17&18
Outcomes	Bridge Modules	Bridge Objectives	National/Regional	Donor/Sponsor	Proposed Participants	No. of Participants	
Standards, principles and management techniques that are fundamental to good electoral practice.	Introduction to Electoral Administration	To serve as a foundation module for further deepening study of elections in the specialised modules of the BRIDGE curriculum.	Regional	PIANZEA	NEC	2	\$ 1,000
Planning and project management skills that underpin any successful electoral endeavour.	Strategic & Financial Planning	To introduce and examine the planning and project management skills that underpin any successful electoral endeavor.	Regional	Australia Electoral Commission	NEC	2	\$ 1,000
Alternative approaches to boundary delimitation.	Boundary Delimitation	To introduce the main principles underlying a credible and acceptable boundary delimitation process.	Regional	PIANZEA	NEC	1	\$ 1,000
Significant relevance to the Commission's own capacity building program.	14th International Electoral Affairs Symposium	To discuss common electoral issues that have been prominent in most countries and find ways to address them.	Regional (Sri Lanka)	ICPS	NEC	1	\$ 1,000
EMBs to formulate proper electoral organization planning of the election processes.	Electoral Operations & Logistics	For the EMBs to learn how to formulate proper electoral processes in terms of planning for elections.	Regional (Solomon Is)	PIANZEA	NEC	1	\$ 1,000
Useful information on the use of biometric technology in registration processes	GVRs Learning	To learn the use of biometric technology in registration processes.	Regional (TBC)	PIANZEA	NEC	2	\$ 1,000

Enhanced gender equality capacities and the importance of electoral information and education.	Electoral Education and Information & Gender Equality	To enhance gender equality capacities through training and the importance of electoral education in your countries.	Regional (Palau)	PIANZEA	NEC	2	\$ 1,000
Design a plan/program for electoral education in your country.	Electoral Education & Information	To consider the program elements - preparation, design and planning, implementation, issues and evaluation.	Regional (Fiji)	PIANZEA	NEC	1	\$ 1,000
Relevant EMBs come together to share electoral practices and experiences.	PIANZEA Network Mtg	For EMBs to come together and share electoral practices and experiences.	Regional (Tonga)	PIANZEA	NEC	2	\$ 1,000
Exchange scheme and placements to be located in the AEC national office with visits to state/divisional offices.	Women In Election Administration Work	4 week placements for young, female EMB staff within the PIANZEA networks	Regional	PIANZEA	NEC	2	\$ 1,000
Elements of electoral management design, and categorize the main types of electoral management bodies.	Electoral Management Design	To consider how design and institutional culture affect the credibility of the electoral management body.	Regional	PIANZEA	NEC	1	\$ 645
Alternative approaches to and classifications of electoral systems.	Electoral Systems	To consider the implications of alternative electoral systems on the representation of various groups in society, on cost, and on the sustainability of institutions.	Regional	Australia Electoral Commission	NEC	2	\$ 645
A framework for policy makers, electoral officials and electoral stakeholders to decide on the appropriate level of technology.	Electoral Technology	To explore a sound management approach in introducing new technologies.	Regional	PIANZEA	NEC	2	\$ 645

Requirements of free access to the electoral process for candidates, voters and the media.	Legal Framework	To design a legal framework that can respond to complaints and violations.	Regional	PIANZEA	NEC	2	\$ 645
The opportunity to reflect on how their learnings apply to the specific work tasks, and, where possible, to experience political financing tasks and enhance skills to support the professional and political work of participants.	Political Financing	To understand political financing and to experience political financing tasks and enhance skills to support the professional and political work of participants.	Regional	PIANZEA	NEC	2	\$ 645
Role of military and police working with election management bodies/ Election security plan.	Electoral Security	To explore the role of security in procurement, establishment, training and deployment of personnel and assets.	Regional	PIANZEA	NEC	2	\$ 645
Implementation of training including needs assessment, training plans, training strategy, and logistical arrangements.	Electoral Training	To explore the principles of training and to provide participants with concrete training skills.	Regional	Australia Electoral Commission	NEC	2	\$ 645
Principles of external voting (why have external voting and why not? What are the criteria for eligibility as an external voter? What is required to vote?)	External Voting	To discuss the political impact of external voting and to design an evaluation or reporting process of external voting activities.	Regional	PIANZEA	NEC	1	\$ 645
Tools to develop a thorough logistics plan for polling, counting and results.	Polling, Counting and Results	To examine the standards, principles and management techniques that are fundamental to good logistical planning.	Regional	Australia Electoral Commission	NEC	2	\$ 645

Importance of the post-election period to electoral stakeholders, electoral officials and policy makers as the opportune moment for reflection and forward planning.	Post-Election Activities	To explore all aspects of sustainability as related to elections and to emphasize the importance of the post-election period to electoral stakeholders, electoral officials and policy makers as the opportune moment for reflections and forward planning.	Regional	Australia Electoral Commission	NEC	2	\$ 645
Importance of thorough planning of all aspects of elections.	Pre-Election Activities	To provide the tools to develop a thorough logistics plan in a professional, ethical and confident way.	Regional	Australia Electoral Commission	NEC	2	\$ 645
Logistical arrangements and implementation steps of a voter registration exercise.	Voter Registration	To practice the major operational steps towards successful voter registration and to provide electio designers, policy makers and advocacy groups with alternative approaches to voter registration.	Regional	Institute for Democracy and Electoral Assistance	NEC	2	\$ 645
Importance of consultation processes throughout the electoral cycle - from post-election analysis through design of materials and procedures in order to affect real improvement of access.	Access to Electoral Processes	To identify areas of the electoral process where access is an issue - what access problems, what parts of the population are affected, and what solutions exist.	National	PIANZEA	NEC	1	\$ 645
Program Elements - Preparation, Design and Planning, Implementation, Issues and Evaluation.	Civic Education	To explore the principles of civic education and the different types of civic programs and mediums.	National	PIANZEA	NEC	1	\$ 645

Good practice in electoral assistance, both from the perspective of those receiving and those giving.	Electoral Assistance	To sensitize donors to the importance of seeing elections as a cycle rather than an event; and credibility in the electoral process.	National	International Foundation for Electoral Systems	NEC	2	\$ 645
Conditions required to guarantee equitable access to media and the appropriate use of campaign finances, in order to establish a level playing field for all contestants.	Electoral Contestants	To explore electoral principles, structures and processes as they affect party and candidate representatives & to understand the nature and organization of political contests in order to effectively manage them.	National	PIANZEA	NEC	1	\$ 645
Bodies responsible for managing election conflicts and disputes.	Electoral Dispute Resolution	To consider the bodies responsible for managing election conflicts and disputes; some of the mechanisms used and their advantages and disadvantages; accepted standards and principles for dealing with conflicts and disputes.	National	PIANZEA	NEC	2	\$ 645
Principles of electoral observation (Why have observers? Who should they be? What should they do?)	Electoral Observation	To consider electoral observation assessment guidelines and instruments; to design a code of conduct for observers and a plan for managing observers.	National	PIANZEA	NEC	1	\$ 645
The electoral process and strategies to promote women's participation for women's advocacy groups.	Gender and Elections	For EMBs to understand why women's participation is important and how to improve it.	National	PIANZEA	NEC	2	\$ 1,227

Electoral principles, structures and processes as they affect media regulation, campaign and election coverage and voter education.	Media and Elections	To explore the electoral principles, structures and processes as they affect media regulation, campaign and election coverage and voter education.	National	PIANZEA	NEC	2	\$ 1,500
Different mediums used in voter information and education programs.	Voter Information	To explore the principles of civic education, voter information and education programs.	National	PIANZEA	NEC	2	\$ 1,500
						Grand Total	<u>\$ 20,000</u>

****Note: Trainings will be fully or partly funded by the Donors/Sponsors.***