



Office for Democratic Institutions and Human Rights

INFORMATION SHEET  
REQUEST FOR SHORT-TERM OBSERVERS

PRESIDENTIAL ELECTION  
MONTENEGRO  
15 April 2018

Following an official invitation from the government of Montenegro and in accordance with its mandate, ODIHR has established an Election Observation Mission (EOM) to observe the presidential election scheduled for 15 April 2018. Ms. Tana de Zulueta has been appointed Head of the ODIHR EOM. The mission consists of 13 core team members based in Podgorica and 16 long-term observers (LTOs) deployed throughout the country. The core team and LTOs come from a total of 17 OSCE participating States.

ODIHR requests participating States to second 100 (one hundred) short-term observers (STOs) to observe voting, counting, and the tabulation of results. STOs will be deployed in multinational teams of two, under a deployment plan prepared by the ODIHR EOM. In the interest of a broad and balanced representation among participating States, ODIHR requests that individual participating States nominate only up to 15 per cent of the total number of requested STOs.

Committed to achieving gender balance in its activities, ODIHR encourages OSCE participating States to second equal numbers of female and male STOs.

Seconding States should confirm visa requirements for their STOs. If required, visas must be obtained at the nearest embassy or consulate of Montenegro prior to arrival. **Visas cannot be issued on arrival at the airport in Podgorica.**

To facilitate accreditation of observers through the State Election Commission (SEC) and the issuance of visas (if required), the ODIHR online registration form must be completed **no later than 28 March 2018, 17:00 (Warsaw Time)**.

STOs are required to arrive in Podgorica by **Wednesday, 11 April** and depart (at the earliest) on **Wednesday 18 April**. The STO schedule is provided below.

**Given the possibility of a second round of elections, participating States may expect a second request for short-term observers. Participating States are therefore highly encouraged to select observers who will be available to participate for both rounds on 15 April and potentially on 29 April.**

Observers should strictly abide by the [Code of Conduct for ODIHR Observers](#) and the deployment plan prepared by the ODIHR EOM. Observers should also familiarize themselves with the [Guide on the OSCE Policy against Harassment, Sexual Harassment and Discrimination](#). The security and safety of observers is of the highest priority and will take precedence in EOM management, including the deployment plan. All observers will receive a security briefing upon arrival and are required to operate in accordance with security guidelines.

The working language of the EOM is English. All briefings, de-briefings, and reporting will be in English and all interpreters will work in local languages/English. All STOs must, therefore, have a good working knowledge of both written and spoken English.

ODIHR strongly encourages all observers to undertake the ODIHR comprehensive e-learning course for observers, available at [www.odihrobserver.org](http://www.odihrobserver.org).

STOs are requested to familiarize themselves with the ODIHR Election Observation Handbook, available online at [www.osce.org/odihr/elections/68439](http://www.osce.org/odihr/elections/68439).

STOs are kindly asked to refrain from commenting on mission related issues via social media. In line with the [Code of Conduct for ODIHR Observers](#), media communications regarding the electoral process and the substance of observations should be made only by the Head of Mission, ODIHR Spokesperson, or other responsible ODIHR officials.

**A COPY OF THIS INFORMATION SHEET IS AVAILABLE ON THE ODIHR WEBSITE AND SHOULD BE MADE AVAILABLE TO ALL SECONDED STOs.**

The ODIHR EOM Office is situated in Podgorica:

Apart Hotel Premier, Mihaila Lalića 1, 81000 Podgorica, Montenegro  
tel.: +382 69 364 313  
e-mail: [office@odihr.me](mailto:office@odihr.me)  
website: <https://www.osce.org/odihr/elections/montenegro/371151>

## **1. Deployment Timetable**

STOs will be deployed according to the following schedule:

Wednesday 11 April	Last date for arrival in Podgorica
Thursday 12 April	STO briefing
Friday 13 April	STO briefing (morning); Deployment to the areas of observation
Saturday 14 April	Familiarization with areas of observation
Sunday 15 April	Election day
Monday 16 April	Continued observation of counting and tabulation of results; Regional debriefing of STOs; STO return to Podgorica
Tuesday 17 April	Central STO debriefing; Reception
Wednesday 18 April	STO repatriation

**STOs are kindly requested to adhere to the deployment timetable. STOs who cannot arrive in time for the briefing or who wish to depart prior to the debriefing will not be accepted by ODIHR.**

### **a) Briefing**

Before deployment, STOs will be provided with an in-depth briefing in either Podgorica **or possibly an alternative city in Montenegro**, which will include:

- code of conduct;
- legislative framework;
- overview of the country, campaign and the media situation;

- voting, counting, and tabulation procedures;
- observation forms;
- security situation;
- logistical and financial arrangements.

STOs will also be provided with briefing materials which will include all necessary electoral and logistical information, as well as observation forms to complete during the observation of voting, counting, and tabulation.

**b) Deployment**

The ODIHR EOM will develop a deployment plan. STOs should strictly abide by the deployment plan and security instructions. STOs should not request special treatment with regard to deployment locations.

**c) Debriefing**

A debriefing for STOs will be organized after the election. This will provide an opportunity for STOs to discuss their main findings and share their conclusions with other observers and EOM members. The EOM will hold a press conference on the day after the elections to present its preliminary findings and conclusions. A comprehensive final report will be issued by ODIHR approximately two months after the electoral process has been completed, taking into account findings of all observers.

**2. Logistics and Security**

**a) Contact details**

All logistical arrangements for the STOs will be organized by the EOM under the direction of:

Kyle Bowers, Operations Expert

e-mail: [kyle.bowers@odihr.me](mailto:kyle.bowers@odihr.me); mobile phone: +382 69 364 332

**b) Transportation/Accommodation**

All STOs will be met at the Podgorica International Airport by an ODIHR EOM representative upon their arrival and transported to their accommodation. Transport and accommodation in Podgorica (or alternative city) and in the areas of observation will be arranged by the EOM. **Due to the limited availability of accommodation in some observation areas, STOs should be aware that double occupancy per room of observers of the same gender is possible, and relatively modest conditions may be expected in some of the observation areas.**

**IMPORTANT: Hotels may require partial payments for guests who check-in early or check-out late for the nights in question.**

For safety reasons and to prevent problems with transportation, observers are expected to use the accommodation arranged for them by the ODIHR EOM. The EOM will also make all arrangements for in-country travel to deployment areas and for on-site drivers, cars, and interpreters.

Should any of the observers choose not to stay in the accommodation arranged by the ODIHR EOM, the seconding States should indicate this while registering online. **If ODIHR is not notified in advance, STOs or the respective OSCE seconding State will be charged for the cost, regardless of whether the accommodation provided is**

**used.** It should be noted that the EOM cannot provide airport transfers and in-city transportation for STOs who choose to stay outside the designated accommodation.

**Due to the possibility that the STO briefing and debriefing may not be hosted in Podgorica, seconding States should consider this fact if they choose not to use the ODIHR designated accommodation.** STOs will deploy from Podgorica (or alternative city) to the regions by bus, van or car.

The ODIHR EOM will make necessary arrangements for the STOs to return to Podgorica (or alternative city) on Monday, 16 April, as well as arrange accommodation. The EOM will arrange transfers to the airport for all STOs.

**c) Security**

STOs must adhere to the [Code of Conduct for ODIHR Observers](#), as outlined in the ODIHR Election Observation Handbook, as well as security instructions and national laws.

A memo on security details for the STOs will be handed over to the observers upon arrival. STOs who choose not to stay in accommodation provided by the ODIHR EOM will not be covered by the mission's security arrangements.

**d) Luggage/Essential Items**

Due to potential modest conditions in the regions, STOs are advised to bring with them the following items:

- appropriate attire for election day observation – business casual is recommended;
- torch/flashlight with spare bulb and battery;
- all necessary medication (case-specific);
- electricity converters (if needed) – European style plug.

The ODIHR EOM strongly recommends that STOs, when travelling by air, put essential items into their hand luggage, in case of late arrival of their luggage in Podgorica.

**e) Communication**

Each STO will be provided with a mobile phone and a local SIM card with credit, for work related usage. Please note that using mobile phones for international calls and SMSs should be avoided. Such usage is very expensive and will quickly deplete allocated phone credit.

**f) Time zone/Flight bookings**

Local time in Podgorica is UTC/GMT +1 hour. Due to the limited number of scheduled flights to Podgorica, the ODIHR EOM strongly encourages seconding States to make early flight bookings. To ensure operational flexibility, (e.g. in case of bad weather conditions), seconding States are advised to book changeable airline tickets.

**3. Interpreters and Drivers**

All observers will be organized in multinational teams of two persons under a deployment plan prepared by the ODIHR EOM. The ODIHR EOM will assist each STO team with finding a driver/car and an interpreter. Even in cases where one team member speaks local languages, it will be necessary for that team to have an interpreter

in order that both members of the team can have full access to complete and equal information as they perform their observation duties.

#### 4. Costs

It is projected that, while in country, **each STO** will incur the following costs, although some STOs may not require the full amount indicated below:

<b>Operational/Transportation Cost</b>	<b>EUR</b>
Airport transfers	<b>15</b>
In-city transportation (to and from STO briefing/debriefing)	<b>10</b>
In-country transportation (to and from deployment area)	<b>50</b>
Communication (SIM card/mobile phone/e-pen use)	<b>25</b>
Briefing costs (briefing, debriefing, briefing pack, meals)	<b>175</b>
<b>Estimated cost to be incurred by ODIHR on behalf of STOs</b>	<b>275 EUR</b>
Driver/Car (EUR 30 per day @ 4 days per observer)*	<b>120</b>
Fuel (EUR 10 per day @ 4 days per observer )*	<b>40</b>
Interpreter (EUR 30 per day @ 4 days per observer)*	<b>120</b>
Accommodation (7 nights @ max EUR 90/per night )	<b>630</b>
Meals & incidentals (approx. EUR 40 per day @ max 7 days)	<b>280</b>
Accommodation and meals for Interpreter if needed (EUR 30 per night @ 4 nights per observer)*	<b>120</b>
Accommodation and meals for Driver if needed (EUR 30 per night @ 4 nights per observer)*	<b>120</b>
<b>Costs paid directly by the observers</b>	<b>1,430 EUR</b>
<b>Total cost per observer:</b>	<b>1,705 EUR</b>

\* The two members of each STO team will share equally the cost of drivers and interpreters. The amount above therefore represents half of these costs (i.e. for each STO).

The total cost per observer is estimated at **EUR 1,705** (one thousand seven hundred five Euro), including **EUR 1,430** (one thousand four hundred thirty Euro) which the seconding States should supply to each observer in cash prior to their departure to Podgorica. **The ODIHR EOM is not able to validate or certify documents related to costs paid directly by the observers (receipts, invoices, contracts, etc.).**

**EUR 275** (two hundred seventy five Euro) is the projected cost per each STO to be incurred by ODIHR. After closure of the EOM, each seconding State will be billed by ODIHR on the basis of total actual expenses incurred and the number of seconded STOs. Payment instructions will be provided to the seconding States with the final invoice.

All of the above costs should be paid in the local currency which is the Euro. Other major currencies may also be exchanged in banks but exchange offices are not present. Cash machines (ATMs) are available in Podgorica and other cities of deployment but they may not be available in all small towns throughout the country. Hotels in Podgorica and cities of deployment generally accept credit cards but some shops and restaurants may not accept such payment method. Travellers cheques must not be used.

## **5. Visas and Insurance**

### **a) Visa**

Seconding States should confirm visa requirements for their STOs. If required, visas must be obtained at the nearest embassy or consulate of Montenegro prior to arrival. Visas cannot be issued on arrival at the airport in Podgorica.

### **b) Insurance**

STOs should ensure that they arrive with adequate health, accidental/life disability, emergency/medical evacuation, property, theft, and accident insurance, as this will not be provided by ODIHR. **STOs must have a copy of their insurance policy with them, as well as two copies of the data page of their passport and the visa (if applicable).**

## **6. Registration and Accreditation Process**

After receiving this Information Sheet, all OSCE participating States considering secondment are requested to inform ODIHR about the number of STOs to the attention of Sylwia Zwolinska or Anna Krzysztofik; e-mail: [sylwia.zwolinska@odihhr.pl](mailto:sylwia.zwolinska@odihhr.pl), [anna.krzysztofik@odihhr.pl](mailto:anna.krzysztofik@odihhr.pl) no later than 23 March 2018, 17:00 (Warsaw Time).

To be nominated by the seconding States, STOs are required to create a personal account in the new [Election Expert Database](#), fully complete their profile, and share it with their national focal point. The seconding States are requested to submit the names of proposed STOs using the Election Expert Database as soon as possible and no later than **23 March 2018; 17:00 (Warsaw Time)**.

The seconding States which have not yet requested access to the Election Expert Database by the national focal point (Note Verbale 218/2017, 5 June 2017) or require additional guidance on the observers' registration process should contact Sylwia Zwolinska or Anna Krzysztofik; e-mail: [sylwia.zwolinska@odihhr.pl](mailto:sylwia.zwolinska@odihhr.pl), [anna.krzysztofik@odihhr.pl](mailto:anna.krzysztofik@odihhr.pl).

For the purposes of accreditation of STOs with the State Election Commission of Montenegro, the online mission registration form must be completed and supporting documents attached by **28 March 2018, 17:00 (Warsaw Time)**.

An official cover letter from the Ministry of Foreign Affairs of the seconding State or designated national focal point should be sent together with the list of STO names to the attention of Sylwia Zwolinska or Anna Krzysztofik (e-mail:

[sylwia.zwolinska@odihr.pl](mailto:sylwia.zwolinska@odihr.pl), [anna.krzysztofik@odihr.pl](mailto:anna.krzysztofik@odihr.pl) by 28 March 2018, 17:00 (Warsaw Time).

**IN ORDER TO MAKE ALL LOGISTICAL ARRANGEMENTS ON TIME, NO APPLICATIONS WILL BE CONSIDERED BY ODIHR UNDER ANY CIRCUMSTANCES AFTER 28 MARCH 2018, 17:00 (WARSAW TIME).**

STOs must not have any concurrent commitments that could produce a conflict of interest with the ODIHR EOM.

ODIHR reserves the right to reject any candidate who is not capable of undertaking his/her activities in an impartial and objective manner, and to withdraw accreditation in case of any serious breach of the Code of Conduct for ODIHR Observers.

## **7. Other Information**

Please note that all ODIHR election observation interim reports, preliminary statements, final reports, election laws, and reviews of election laws are available at the ODIHR website: [www.osce.org/odihr](http://www.osce.org/odihr).

Specific information on the EOM is available on the EOM website: <https://www.osce.org/odihr/elections/montenegro/371151>.

All STOs will receive by email a copy of the ODIHR EOM Observer Guide before their departure to Podgorica.

## Terms of Reference

### SHORT-TERM OBSERVER

#### Background:

ODIHR is the leading agency in Europe in the field of election observation. It co-ordinates and organizes the deployment of numerous observation missions with thousands of observers every year to assess the compliance of elections in OSCE participating States in line with OSCE commitments, other international obligations and standards for democratic elections, as well as national legislation. Its unique methodology provides an in-depth insight into all elements of an electoral process, and permits making concrete recommendations to further improve electoral processes.

#### Objective:

Under the guidance of the Head of Mission (HoM) and in close co-ordination with the Deputy Head of Mission (DHoM), assigned Long-term Observers (LTOs), and the ODIHR Election Department, the short-term observers (STOs) are deployed in multinational teams of two and are responsible for observing election day procedures in their assigned areas and reporting their findings accurately and efficiently to the mission headquarters.

#### Main Tasks:

##### Electoral Expertise

- Acquire detailed knowledge of the election law and procedures concerning election day;
- Acquire detailed knowledge of the electoral and political situation in the country;
- Become familiar with the ODIHR election observation methodology for observing election day, as reflected in the relevant ODIHR publications;
- Acquire knowledge of OSCE commitments and other international obligations and standards for democratic elections.
- Attend and report on meetings of local election authorities, where requested;
- Attend and report on political rallies and campaign events, where requested;
- Attend and participate in any other relevant meetings with other electoral stakeholders to cover issues deemed necessary by the HoM, DHoM and LTOs;
- Supervise local support staff;
- Abide by the ODIHR Observer [Code of Conduct](#) the security instructions and deployment plan of the ODIHR EOM, as well as [data protection responsibilities](#) when processing the personal data of local staff.

##### Reporting

- Prepare and submit regular reports to assess the close of the campaign, voting, counting and the tabulation of results.

#### Requirements:

- Experience in public administration, non-governmental organizations, and/or international organizations, preferably involved in observing and/or organizing electoral processes, is desirable.
- Knowledge of the country and surrounding region is desirable but not essential.
- Command of English language is essential. STOs must be prepared to read briefing materials, attend briefing and de-briefing sessions, understand procedural instructions and complete forms accurately, all in English. Knowledge of local languages is desirable but not essential.
- Willingness and ability to work long hours in conditions which are sometimes difficult.
- Ability to work in a team and deal with difficult situations in a positive manner.

#### Deliverables:

- Regular reporting on the conduct of the elections in the area of deployment, as well as on any other issues covered during the mission.