



Office for Democratic Institutions and Human Rights

**INFORMATION SHEET  
REQUEST FOR SHORT-TERM OBSERVERS**

**PARLIAMENTARY ELECTIONS  
MONTENEGRO  
29 March 2009**

At the invitation of the government of Montenegro, the OSCE/ODIHR has established an Election Observation Mission (EOM) to observe the parliamentary elections scheduled for 29 March 2009. Mr. Artis Pabriks has been appointed head of the OSCE/ODIHR EOM. The core team consists of 13 members based in Podgorica, and 14 long-term observers (LTOs) deployed to 7 locations. A total of 21 OSCE participating States are represented.

The OSCE/ODIHR requests participating States to second **one hundred (100)** 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 EOM. In the interest of a broad and balanced representation among participating States in the EOM, the OSCE/ODIHR requests that individual participating States nominate only up to 10 per cent of the total number of requested STOs.

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

Seconding States should confirm visa requirements for their STOs. Visas must be obtained at an embassy or consulate of Montenegro and can only be issued at the airport in case an STO resides in a State without an embassy of Montenegro.

To facilitate accreditation for observers through the State Election Commission (SEC) and the issuance of visas (if required), the OSCE/ODIHR online registration form must be completed **no later than Monday, 16 March 2009**. All STOs are required to arrive in Podgorica by Wednesday, 25 March and to depart (at the earliest) on Tuesday, 31 March. The STO activity schedule is provided below.

Observers should strictly abide by the OSCE/ODIHR Observer Code of Conduct and deployment plan prepared by the OSCE/ODIHR EOM. 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 requested to strictly comply with security instructions.

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

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

The OSCE/ODIHR EOM Office is situated in Podgorica:  
Beogradska 64/B, Gorica C, 20000 Podgorica, Montenegro  
tel.: +382 (0)20 655101  
fax: +382 (0)20 655031  
email: [office@odihr.co.me](mailto:office@odihr.co.me)

EOM to Montenegro Website:  
[http://www.osce.org/odihr/item\\_12\\_36461.html](http://www.osce.org/odihr/item_12_36461.html)

## 1. **Deployment Timetable**

Short-term observers (STOs) will be deployed according to the following schedule:

Wednesday, 25 March	Last date for arrival in Podgorica
Thursday, 26 March	STO briefing
Friday, 27 March	STO briefing and deployment to the areas of observation
Saturday, 28 March	Familiarization with areas of observation; observation of early voting
<b>Sunday, 29 March</b>	<b>Election day</b>
Monday, 30 March	return to Budva, STO debriefing meeting; reception
Tuesday, 31 March	STO repatriation

## 2. **Logistics**

### a) **Contact details**

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

**Pawel Jurczak**, Operations Expert  
[pawel.jurczak@odihr.co.me](mailto:pawel.jurczak@odihr.co.me); mobile phone: +382 67 411138

### b) **Transportation/Accommodation**

All STOs will be met at Podgorica International Airport by an OSCE/ODIHR representative upon their arrival and transported to their accommodation in Budva. Transport and accommodation in Budva and in the areas of observation will be arranged by the OSCE/ODIHR EOM. Due to the limited availability of accommodation in Budva and the 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.

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

However, should any of the observers choose not to stay in the accommodation arranged by the OSCE/ODIHR EOM, the seconding States should indicate this while registering on-line. **If OSCE/ODIHR is not notified in advance, STOs or the respective OSCE participating State will be charged for the cost regardless of whether the accommodation provided is used.** It should be noted that the OSCE/ODIHR EOM cannot provide in-city transportation for STOs who choose to stay outside the designated accommodation.

The EOM will make necessary arrangements for the STOs to return to Budva on Monday, 30 March, as well as arrange accommodation in Budva. The EOM will arrange transfers to the airport for all STOs.

### **c) Security**

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 EOM will not be covered by the mission's security arrangements.**

### **d) What to bring**

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) – Montenegro is 220V, European style plug.

The EOM strongly recommends that STOs, while travelling by airplane, put items of the main importance into the hand luggage, in case of late arrival of their luggage in Podgorica.

### **e) Communication**

STO teams will be provided with a mobile phone and a local SIM card with credit.

### **f) Flights Timetable**

Local time in Podgorica is UTC or GMT +1 hours. The arrival times for international flights to Podgorica are mainly in the afternoon.

Due to the limited number of scheduled flights to Podgorica, the EOM strongly encourages participating States to make early flight bookings. All STOs will deploy from Budva to the regions by road. To ensure operational flexibility, e.g., in case of bad weather conditions, participating 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 OSCE/ODIHR EOM. Each team will be provided with an interpreter and a car/driver by the OSCE/ODIHR EOM. Even in cases where one team member speaks local languages, it will still 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 carry on their observation duties.

#### 4. Costs

Costs have not increased considerably since the time of last Election Observation Mission in April 2008. 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>45</b>
In-City Transportation (movement to and from STO briefing/de-briefing)	<b>15</b>
In-Country Transportation (to and from deployment area)	<b>60</b>
Communication (SIM card/mobile phone use)	<b>15</b>
Briefing costs (Briefing, Debriefing, Briefing pack, meals)	<b>125</b>
<b>Estimated cost to be incurred by ODIHR on behalf of STOs</b>	<b>260 EUR</b>
Visa cost (if issued upon arrival)	<b>55</b>
Driver/Car (EUR 30 per day @ 4 days per observer)*	<b>120</b>
Fuel (EUR 15 per day @ 4 days per observer )*	<b>60</b>
Interpreter (EUR 30 per day@ 4 days per observer)*	<b>120</b>
Faxing of observation forms per observer	<b>15</b>
Accommodation (max 6 nights @ max EUR 80/per night )	<b>480</b>
Meals & Incidentals (approx. EUR 45 per day @ max 7 days)	<b>315</b>
Accommodation and meals for Interpreter if needed (EUR 30 per night @ 3 nights per observer)*	<b>90</b>
Accommodation and meals for Driver if needed (EUR 30 per night @ 3 nights per observer)*	<b>90</b>
<b>Costs paid directly by the observers</b>	<b>1,345 EUR</b>
<b>Total cost per observer:</b>	<b>1,605 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., per each STO).

The total cost per one observer is estimated at **EUR 1,605** (one thousand six hundred five EUR), including **EUR 1,345** (one thousand three hundred forty five EUR) which the participating States should supply to each observer in cash prior to their departure to Podgorica

**EUR 260** (two hundred sixty EUR) is the projected cost per each STO to be incurred by the OSCE/ODIHR. After closure of the EOM, each seconding State will be billed by the

OSCE/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 Euro (EUR). While there are cash machines (ATMs) in Podgorica and Budva, they may not be available in some areas of deployment. Hotels outside of Podgorica and Budva may not accept credit cards. STOs should be prepared to pay hotel bills outside Podgorica and Budva in cash and upon check-in. Travellers cheques must not be used. The local currency in Montenegro is the Euro (EUR).

## **5. Visas and Insurance**

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 their arrival.

For STOs without an Embassy or Consulate of Montenegro in their country of residence, seconding States are requested to inform the OSCE/ODIHR office in Warsaw (Ms. Sylwia Zwolinska or Ms. Anna Krzysztofik), as soon as possible in order to receive support for issuance of visa upon arrival at the airport. Visas can only be issued at the airport in case an STO resides in a State without an embassy of Montenegro.

**STOs receiving a visa at the airport must have two passport-size photographs with them. Issuance of the visa at the airport costs 55 EUR.**

**IMPORTANT:** All short-term observers 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 the OSCE/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**

### **Registration of STOs**

After receiving this information sheet, all OSCE participating States sending STOs should submit **a list of names** (first name, last name, passport number) of seconded STOs to the OSCE/ODIHR **to the attention of Ms. Sylwia Zwolinska or Ms. Monika Altinoz.**

Ms. Sylwia Zwolinska, Senior Administrative Assistant,  
telephone number: +48 22 520 06 00, ext. 676; fax number: +48 22 628 69 67  
e-mail: [sylwia.zwolinska@odihr.pl](mailto:sylwia.zwolinska@odihr.pl)

Ms. Monika Altinoz, Administrative Assistant,  
telephone number: +48 22 520 06 00, ext. 679; fax number: +48 22 628 69 67  
e-mail: [monika.altinoz@odihr.pl](mailto:monika.altinoz@odihr.pl)

An official cover letter from MFAs or designated recruitment organizations should be sent together with the list of STO names.

After submitting the list of STOs, the sending State should register each of their proposed candidates online using the Registration Form available at: <http://stodb.odihr.pl>

**This on-line Registration Form will be available from 9 March to 16 March 2009.**

Before using the on-line registration system, the sending State should contact the OSCE/ODIHR, Ms. Sylwia Zwolinska or Ms. Monika Altinoz, and obtain a username and a password. These parameters are necessary to enter the registration system.

**IN ORDER TO MAKE ALL LOGISTICAL ARRANGEMENTS ON TIME, UNDER NO CIRCUMSTANCE WILL THE OSCE/ODIHR ACCEPT ANY APPLICATION FOR REGISTRATION AFTER 16 MARCH 2009.**

All sending States/organizations should be aware that after the registration deadline, they will not be able to modify, complete or withdraw the participation of a STO online. They should contact Ms. Sylwia Zwolinska or Ms. Anna Krzysztofik at the OSCE/ODIHR Election Department to make changes.

**7. Other Information**

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

Specific information on the EOM to Montenegro is available on the EOM website: [http://www.osce.org/odihr/item\\_12\\_36461.html](http://www.osce.org/odihr/item_12_36461.html)

All STOs will receive by e-mail a copy of the OSCE/ODIHR EOM International Observer Guide before their departure.

**POST DESCRIPTION**  
**SHORT-TERM OBSERVER (STO)**  
**PARLIAMENTARY ELECTIONS**  
**MONTENEGRO**  
**29 March 2009**

**Post title:** Short-Term Observer (STO)  
**Title of Supervisor:** Head of OSCE/ODIHR Election Observation Mission (EOM)

STOs are deployed throughout the country in multinational two-person teams to assess the close of the campaign, voting, counting and the tabulation of results. Participating States are urged to second STOs with relevant election experience and inter-personal skills.

**STOs must adhere to the OSCE/ODIHR Observer Code of Conduct, as outlined in the OSCE/ODIHR Election Observation Handbook, security instructions and national laws.**

**REQUIREMENTS**

1. Experience of election administration, observation and/or public administration and/or civil society organisations.
2. English language proficiency.
3. Excellent health.
4. Willingness to work long hours in conditions which are sometimes difficult.
5. Ability to work in a team and deal with difficult situations in a positive manner.

Knowledge of the country and surrounding region is desirable but not essential. STOs must be prepared to read briefing materials, attend briefing and de-briefing sessions, understand procedural instructions and complete evaluation forms accurately, all in English. Montenegrin language ability is an asset. STOs must not have any concurrent commitments that could produce a conflict of interest with the EOM.

**The OSCE/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 OSCE/ODIHR Observer Code of Conduct.**

**DUTIES AND RESPONSIBILITIES**

**Briefing**

Before deployment, STOs will be provided with an in-depth briefing, 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; and
- logistical and financial arrangements.

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

STOs are requested to familiarize themselves with the OSCE/ODIHR Election Observation Handbook, available online at [www.osce.org/publications/odihr/2005/04/14004\\_240\\_en.pdf](http://www.osce.org/publications/odihr/2005/04/14004_240_en.pdf).

## **Deployment**

The OSCE/ODIHR EOM will develop a deployment plan in co-operation with other international observation groups to avoid duplication of observation efforts. STOs should abide strictly by the deployment plan and security instructions. STOs should not request special treatment with regard to deployment locations.

## **Debriefing**

A debriefing for STOs will be organized after the election. This will provide an opportunity for STOs to discuss their major 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 the OSCE/ODIHR approximately two months after the election process has been completed, taking into account findings of all observers.



## OSCE/ODIHR OBSERVER CODE OF CONDUCT

- Observers will maintain strict impartiality in the conduct of their duties and will, at no time, publicly express or exhibit any bias or preference in relation to national authorities, parties, candidates, or with reference to any issues in contention in the election process.
- Observers will undertake their duties in an unobtrusive manner and will not interfere in the election process. Observers may raise questions with election officials and bring irregularities to their attention, but they must not give instructions or countermand their decisions.
- Observers will remain on duty throughout Election Day, including observation of the vote count and, if instructed, the next stage of tabulation.
- Observers will base all conclusions on their personal observations or on clear and convincing facts or evidence.
- Observers will not make any comments to the media on the election process or on the substance of their observations, and any comment to the media will be limited to general information about the observation mission and the role of the observers.
- Observers will not take any unnecessary or undue risks. Each observer's personal safety overrides all other considerations.
- Observers will carry any prescribed identification issued by the host government or election commission and will identify themselves to any authority upon request.
- Observers will comply with all national laws and regulations.
- Observers will exhibit the highest levels of personal discretion and professional behaviour at all times.
- Observers will attend all required mission briefings and debriefings and adhere to the deployment plan and all other instructions provided by the OSCE/ODIHR Election Observation Mission.