



Office for Democratic Institutions and Human Rights

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

**THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA
REFERENDUM
30 September 2018**

Following an official invitation from the Ministry of Foreign Affairs and in accordance with its mandate, ODIHR has established a Referendum Observation Mission (ROM) to observe the referendum scheduled for 30 September 2018. Ambassador Jan Petersen has been appointed Head of the ODIHR ROM. The mission consists of 12 core team members based in Skopje, and 20 long-term observers (LTOs) deployed throughout the country. The core team and LTOs come from a total of 18 OSCE participating States.

ODIHR requests participating States to second 250 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 ROM. 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.

To ensure a better gender balance in its activities, ODIHR strongly encourages the OSCE participating States to continue to second women as short-term observers.

Seconding States should confirm visa requirements for their STOs. If required, visas must be obtained at the nearest embassy or consulate of the former Yugoslav Republic of Macedonia prior to arrival. Visas cannot be issued on arrival at Skopje International Airport.

To facilitate accreditation of observers through the State Election Commission (SEC) and the issuance of visas (if required), the ODIHR online mission registration form must be completed **no later than 14 September 2018**.

STOs are required to arrive in Skopje by Wednesday 26 September (at the latest) and depart (at the earliest) on 3 October. The STO schedule is provided below.

Observers should strictly abide by the [Code of Conduct for ODIHR Observers](#) and the deployment plan prepared by the ODIHR ROM. 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 ROM activities, including the deployment plan. All observers will receive security and Code of Conduct briefings and are required to operate in accordance with security guidelines.

The working language of the ROM is English. All briefings, debriefings, and reporting will be in English and all interpreters will work in local languages and 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.

STOs are requested to familiarize themselves with the ODIHR Election Observation Handbook, available online at 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 referendum 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 ROM Office is situated in Skopje:

Address: Nikola Kljusev 6, 1000 Skopje

Tel: +389 2 3222558

Fax: +389 2 3226776

office@odihr.mk

www.osce.org/odihr/elections/fyrom/390806

1. Deployment Timetable

STOs will be deployed according to the following schedule:

Wednesday 26 September	Last date for arrival in Skopje
Thursday 27 September	STO briefing (entire day)
Friday 28 September	STO briefing (morning); Deployment to the areas of observation for some of the STOs
Saturday 29 September	Familiarization with areas of observation
Sunday 30 September	Referendum day
Monday 1 October	Follow up on referendum results. Regional debriefing of STOs, Some STOs return to Skopje
Tuesday 2 October	Rest of STOs return to Skopje; STO central debriefing; STO reception
Wednesday 3 October	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, 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 thematic and logistical information, as well as observation forms to complete during the observation of voting, counting, and tabulation.

b) Deployment

The ODIHR ROM 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 referendum. This will provide an opportunity for STOs to discuss their main findings and share their conclusions with other observers and ROM members. The ROM will hold a press conference on the day after the referendum to present its preliminary findings and conclusions. A comprehensive final report will be issued by ODIHR approximately two months after the referendum 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 ROM under the direction of:

Ruslan OVEZDURDYEV, Operations Expert

e-mail: ruslan.ovezdurdyev@odihr.mk; mobile phone: +389 7 244 37 83

b) Transportation/Accommodation

All STOs will be met at Skopje international airport by an ODIHR ROM representative upon their arrival and transported to their accommodation. Transport and accommodation in Skopje and in the areas of observation will be arranged by the ROM. **Due to the limited availability of accommodation in Skopje 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.**

IMPORTANT: Depending on the hotel that the STO will be booked, those arriving/departing in the early morning hours may be requested to pay the full overnight rate.

For safety reasons and to prevent problems with transportation, observers are expected to use the accommodation arranged for them by the ODIHR ROM. The ROM 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 ROM, 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 ROM cannot provide airport transfers and in-city transportation for STOs who choose to stay outside the designated accommodation.

STOs will deploy from Skopje to the regions by bus or car.

The ODIHR ROM will make necessary arrangements for the STOs to return to Skopje on Monday 1 October and Tuesday 2 October, as well as arrange accommodation in Skopje. The ROM will arrange transfers to the airport for all STOs accommodated in designated hotels.

c) Security

STOs must adhere to the [Code of Conduct for ODIHR Observers](#), as outlined in the ODIHR Election Observation Handbook, and the [Guide on the OSCE Policy against Harassment, Sexual Harassment and Discrimination](#), 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 ROM 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 referendum day observation – business casual is recommended;
- torch/flashlight with spare bulb and battery;
- all necessary medication (case-specific);
- warm clothing (during the nights).

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

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 Skopje is CET/UTC +1 hours. Due to the limited number of scheduled flights to Skopje, the ODIHR ROM 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 ROM. The ODIHR ROM 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 for both members of the team to have full access to complete and equal information as they carry out their observation duties.

4. Costs

It is projected that, while in country, **each STO** will incur the following costs:

Operational/Transportation Cost	EUR
Airport transfers	20
In-City Transportation (to and from STO briefing/de-briefing)	10
In-Country Transportation (to and from deployment area)	60
Communication (SIM card/mobile phone/e-pen use)	15
Briefing costs (briefing, debriefing, briefing pack, meals)	180
Estimated cost to be incurred by ODIHR on behalf of STOs	285 EUR
Driver/Car (EUR 35 per day @ 5 days per observer)*	175
Fuel (EUR 10 per day @ 5 days per observer)*	50
Interpreter (EUR 35 per day @ 5 days per observer)*	175
Accommodation (8 nights @ max EUR 100/per night)	800
Meals & Incidentals (approx. EUR 40 per day @ max 8 days)	320
Accommodation and meals for Interpreter if needed (EUR 40 per night @ 4 nights per observer)*	160
Accommodation and meals for Driver if needed (EUR 40 per night @ 4 nights per observer)*	160
Costs paid directly by the observers	1,840 EUR
Total cost per observer:	2,125 EUR

* 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 2,125** (two thousand one hundred twenty-five Euro), of which **EUR 1,840** (one thousand eight hundred forty Euro) the seconding States should supply to each observer in cash prior to their departure to Skopje. **The ODIHR ROM is not able to validate or certify documents related to costs paid directly by the observers (receipts, invoices, contracts, etc.).**

After closure of the ROM, 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 local currency or Euro. The Euro is widely exchangeable locally, although other currencies can also be exchanged. While there are cash machines (ATMs) in Skopje, none of them dispense Euro. Hotels in country do not accept foreign currency. Some hotels have exchange office within the hotel premises. Credit/debit cards: Visa and MasterCard are widely accepted. STOs should be prepared to pay hotel bills outside of Skopje in cash and upon check-in. Some hotels accept travellers cheques. The local currency is the Macedonian Denar (MKD). The exchange rate for 1 EUR \approx 61.5 MKD.

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 former Yugoslav Republic of Macedonia prior to arrival. Visas cannot be issued on arrival at Skopje International Airport.

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 on the number of STOs (to the attention of Sylwia Zwolinska or Anna Krzysztofik; e-mail: sylwia.zwolinska@odihr.pl, anna.krzysztofik@odihr.pl no later than 10 September 2018.

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 10 September 2018; 17:00 (Warsaw Time).

The seconding States which have not requested access to the Election Expert Database as a national Focal Point yet (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@odihr.pl, anna.krzysztofik@odihr.pl.

For the purposes of accreditation of STOs with the State Election Commission, the online mission registration form must be completed and supporting documents attached by the end of **14 September 2018**.

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, anna.krzysztofik@odihr.pl).

**IN ORDER TO MAKE ALL LOGISTICAL ARRANGEMENTS ON TIME,
NO APPLICATIONS WILL BE CONSIDERED BY ODIHR UNDER ANY
CIRCUMSTANCES AFTER 14 SEPTEMBER 2018.**

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

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.

Specific information on the ROM is available on the ROM website: www.osce.org/odihr/elections/fyrom/390806

All STOs will receive by e-mail a copy of the ODIHR ROM Observer Guide before their departure to Skopje.

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 ROM, 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.