

COVID-19 CORONAVIRUS



INTERNATIONAL SPECIALIZED VIRTUAL COURSE FOR AFRICAN EMB's:

HOLDING ELECTIONS DURING PERIODS OF HEALTH EMERGENCIES

DECEMBER 7TH - 11TH , 2020



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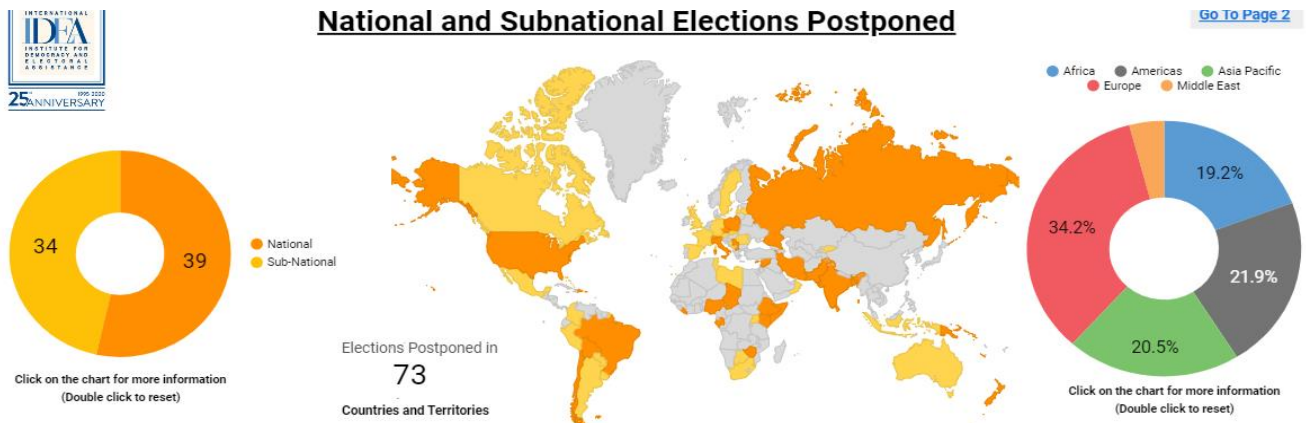
I. CONTEXT

The importance of conducting regular, fair, reliable, and competitive elections is recognized as one of the main procedural instruments in contemporary democracies. Although democracy is not reduced only to electoral processes, these are the means for citizens to exercise their power to intervene in political decisions by selecting their leaders and representatives, by renewing or revoking their mandate and reaffirming or rejecting the development and objectives of their actions to make way for other types of government proposals and policies.

Holding of elections has helped to lay the foundations for the transition towards the establishment of democratic regimes, as well as to depose governments or, to expand mechanisms for citizen participation in government decision-making, such as, plebiscites, referendums and citizen consultations. However, their periodicity and the certainty of the results are elements that consolidate democracy, not only as a form of government, but also as a way of life of a society founded on the rule of law and respect for human rights.

The pandemic caused by the SARS-CoV-2 virus has caused that at least 73 countries and territories to postpone or cancel their electoral processes, scheduled to take place between the period of February 21 to November 22nd, 2020. Some of them have even been postponed twice due to the rising number of infections in certain countries.

The following map created by International IDEA, presents the countries and territories that have postponed their elections, both national and local:



Source: International IDEA. <https://www.idea.int/es/news-media/multimedia-reports/global-overview-covid-19-impact-elections?fbclid=IwAR3CZWK-qSodDBoC8VcAaC4RUCb5puQenm3hdMVnp8y5gztjug6IR-hHzhQ>

Table. Countries of the African continent that held or will hold electoral processes.¹

African countries that postponed electoral processes

Country	Electoral event	Date of decision	Scheduled date of election	New date of elections
The Gambia	By-election	3/18/2020	4/16/2020	11/7/2020
Tunisia	Municipal elections	3/17/2020	3/29/2020	7/5/2020
Libya	Municipal elections	3/1/2020	Beginning 4/18 (7 municipalities)	First week of June (12 municipalities)
Uganda	Elections of Special Interest Groups	4/3/2020	April-May 2020	August 11, 13, and 17, 2020.
Somalia	Parliamentary elections	6/22/2020	11/27/2020	December 1-27, 2020
Nigeria	Senate by-elections	3/19/2020	March and April 2020	10/31/2020
	Local elections (Cross River and Benue States)	3/24/2020	3/28/2020	10/31/2020
South Africa	Municipal By-elections	3/20/2020	March-May, 2020	November 11, 2020
Kenya	Local by-elections	4/1/2020	April, June, and July 2020	12/15/2020
Liberia	Midterm Senate elections and referendum	6/24/2020	11/13/2020	12/8/2020
Botswana	Local by-election	4/15/2020	May 2020	Postponed indefinitely
Cameroon	Local by-election	3/26/2020	First round: 10/4/2020 Second round: 4/18/2020	12/06/2020
Chad	Legislative elections	6/10/2020	12/13/2020	Postponed indefinitely
Ethiopia	Parliamentary elections	3/31/2020	8/29/2020	August 2021

¹ Self-elaborated chart with information gathered from <https://www.idea.int/es/news-media/multimedia-reports/global-overview-covid-19-impact-elections?fbclid=IwAR3CZWK-qSodDBoC8VcAaC4RUCb5puQenm3hdMVnp8y5gztjug61R-hHzhQ> and https://www.ifes.org/sites/default/files/elections_postponed_due_to_covid-19.pdf

African countries that held Electoral processes in the established dates.

Country	Electoral event	Date of election
Benin	Local elections	5/17/2020
Burundi	Presidential, Legislative, and Local elections	5/20/2020
Egypt	Senate election	11-12 August and 8-9 September 2020
Guinea	Legislative elections and referendum	3/22/2020
Malawi	Presidential election re-run	6/23/2020
Mali	Parliamentary elections	23 March and 19 April 2020

Some countries have begun to experiment with new alternatives to traditional face-to-face voting, such as postal voting, or proposals made in other states to initiate the transition to a digital democracy with electronic voting (e-voting)².

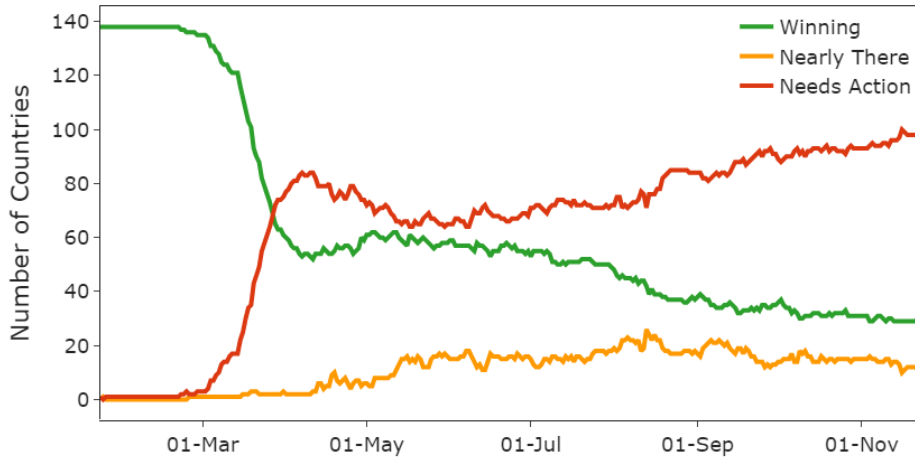
When emergencies hinder the conduction of any of the phases of an electoral process, they can widely affect a country's democratic life and may question the credibility of its government or electoral institutions. Likewise, emergency situations could come as an excuse for governments to approve extreme policies that could result in human rights violations or have antidemocratic tendencies.

Thus, nowadays it is important to establish alternative plans that assist electoral bodies in delivering and defending their fundamental attributions and to protect citizens' political rights, so that political transitions may occur accordingly to what is established in their legislations.

The following graphs present the situation in which countries are with respect to COVID according to Endcoronavirus, an international multidisciplinary coalition of volunteers that develops and promotes community-based solutions for policy makers, companies and individuals, have been graphing the situation of the countries according to the active cases reported, based on the information provided by the Coronavirus Resource Center of Johns Hopkins University. In these graphs, three classifications are made regarding the degree of control that countries are achieving: countries that are winning (green color); countries that are close to achieving it (yellow color) and those that need action (red color).

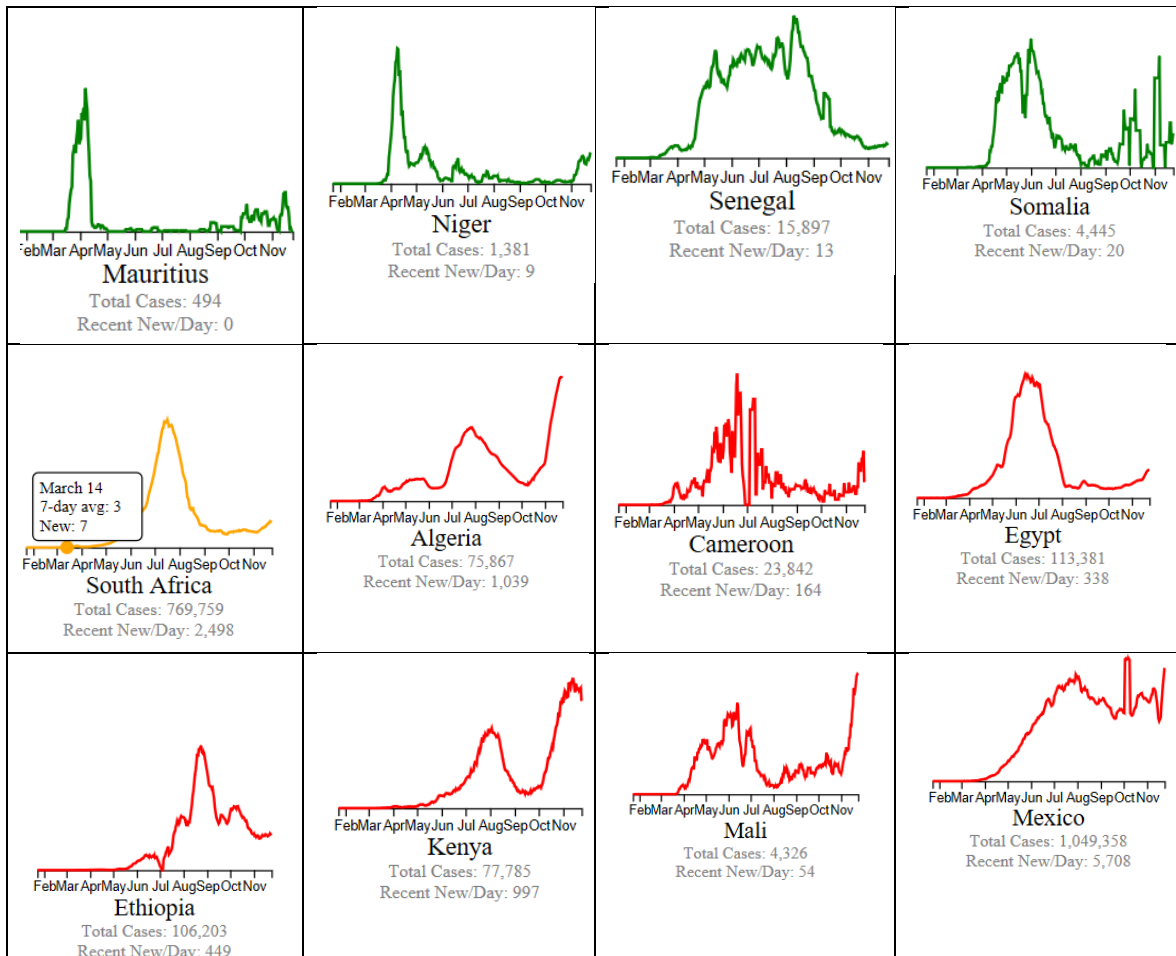
The following graph summarizes the situation worldwide:

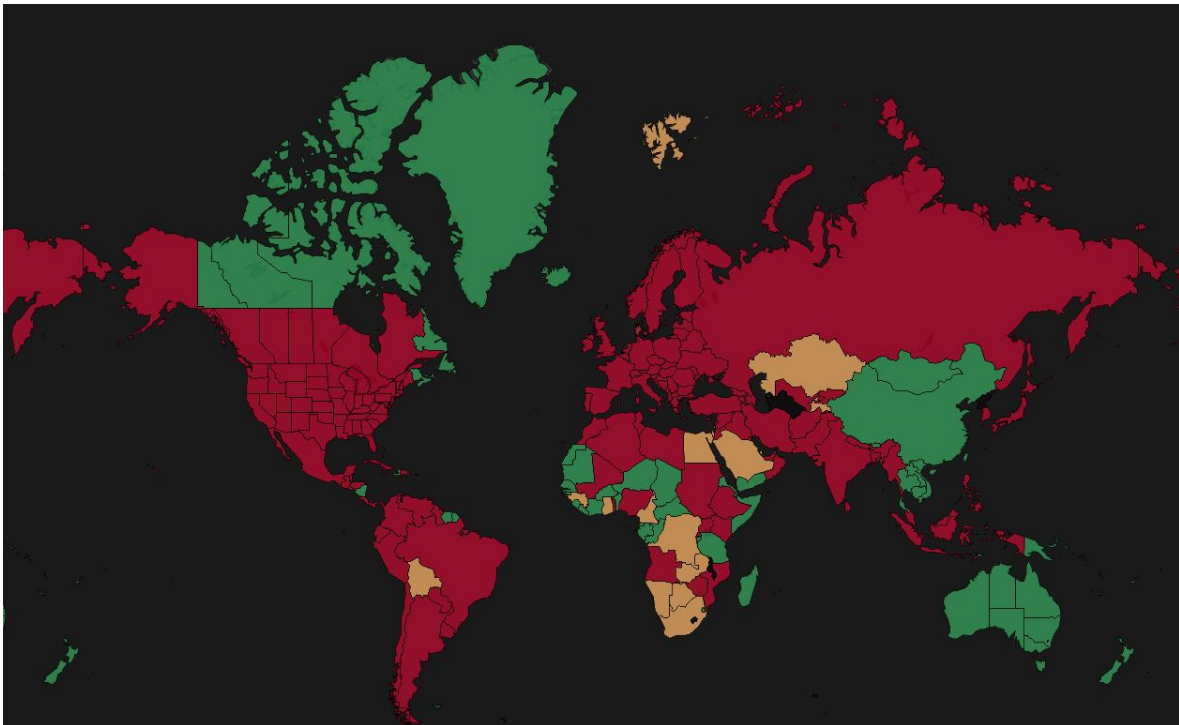
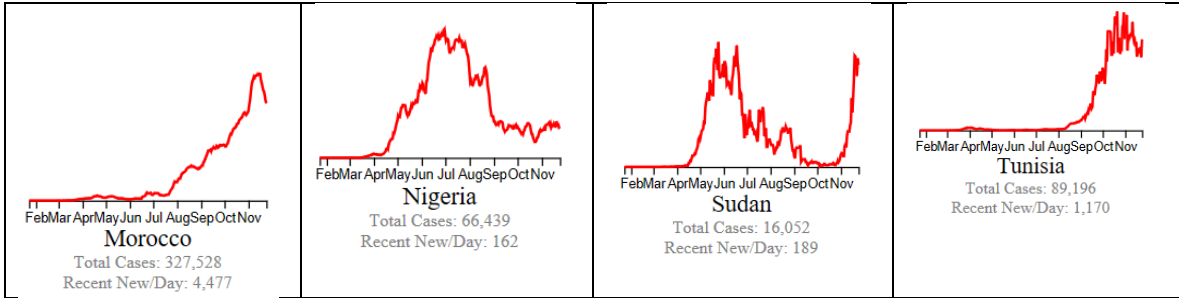
² Considering online voting and electronic ballots.



Source: Endcoronavirus <https://es.endcoronavirus.org/countries> consulted on November 23rd, 2020.

The following chart and map show the current state of COVID in African countries:





Source: Encoronavirus: <https://es.endcoronavirus.org/countries>. Consulted on November 23rd, 2020.

Each country’s efforts to adapt measures to face emergencies must be tailored to their legal, economic, technical, and human possibilities; the exchange of experiences and study cases will improve the decision-making processes.

II. OBJECTIVE:

The Course's objective is based upon analyzing cases where electoral processes have taken place during the SARS-CoV2 emergency, in the context of its categorization as a global pandemic; comparing tools and procedures used to conduct electoral processes; faced challenges and possible solutions that could be of assistance in other countries.

Analyze experiences, exchange knowledge and best practices to boost new ideas for specific goals.

III. TERMS OF REFERENCE:

- ✓ How to guarantee citizens' political and electoral rights while providing health security in every phase of the electoral process?
- ✓ How to conduct dissemination campaigns and citizen participation in emergency periods?
- ✓ How to tackle fake news?
- ✓ How could electoral bodies support their activities on digital platforms and social media to keep communication with voters during an emergency?
- ✓ What measures or precaution steps should be followed to conduct in-person voting during a health emergency?
- ✓ Citizen participation in elections during an emergency.
- ✓ Roles, attributions and use of budget of the electoral body for making decisions during an emergency.
- ✓ Could determining to postpone the date of the election on the grounds of an emergency be considered a fracture in democracy?
- ✓ Local and international electoral observation: importance, feasibility, mechanisms to guarantee the right and provide confidence about the legality of the electoral processes and integrity.

IV. METHODOLOGY:

The course is dynamic and requires an active participation from the electoral bodies' representatives. The course will be developed throughout five phases:

Phase 1. After being registered, the participant will receive a username and password to access the virtual platform for this course. This platform will contain a series of documents and information such as videos, texts, infographics, Power Point presentations, etc.

DESPEN members will be able to use the username and password that they use for the training platform.

Phase 2. The link to access the virtual conference session in real time (videocall) will be sent via e-mail. Each specialist will make a presentation in these virtual sessions, highlighting the topic's main

aspects while answering questions related to the topic. In these sessions, participants may interact by making questions and sharing experiences.



Phase 3. Participants will conduct interactive presentations (according to the topics in the agenda and their institutional field of specialization).

Phase 4. A final balance of the sessions is made.




Phase 5. Participants will answer evaluation and feedback questionnaires.

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V. ORGANIZING INSTITUTION

	<p>The National Electoral Institute (INE for its acronym in Spanish) is the autonomous public body in charge of organizing the federal elections which include the election of the President of the Mexican Republic and the Deputies and Senators that make up the Union Congress. Also, the Institute oversees organizing in coordination with the electoral bodies of the different federative entities the local elections in the states of the Mexican Republic.</p>
	<p>The United States International Center for Electoral Support is an international nonprofit organization which supports sustainable democratic development through the provision of technical assistance to election officials, professionalizing election administration, empowering the underrepresented to participate in democratic processes, and providing operational support to Election Management Bodies and key stakeholders within the electoral assistance framework. USICES facilitate the building of a community of election officials, currently in 11 countries, as well as improve the efficiency and integrity of election administration by providing practitioners with the tools needed to upgrade the election infrastructure and improve the voting experience for voters.</p>

COLLABORATING INSTITUTIONS

	<p>Economic Community of West African States (ECOWAS) is considered one of the pillars of the African Economic Community, ECOWAS was set up to foster the ideal of collective self-sufficiency for its member states. As a trading union, it is also meant to create a single, large trading bloc through economic cooperation. Integrated economic activities as envisaged in the area revolve around but are not limited to industry, transport, telecommunications, energy, agriculture, natural resources, commerce, monetary and financial issues, social as well as cultural matters.</p>
	<p>The African Union, established as a unique Pan African continental body, is charged with spearheading Africa's rapid integration and sustainable development by promoting unity, solidarity, cohesion and cooperation among the peoples of Africa and African states as well as developing a new partnership worldwide.</p>
	<p>The International Foundation for Electoral Systems (IFES) is an international organization dedicated to support the construction,</p>

	<p>maintenance and strengthening of democracy and whose areas of specialization are electoral administration, civic education, and rights for the disabled, among others. Its main activities are carried out through technical assistance, the participation of experts or with specific tools. This Foundation has collaborated in the strengthening and consolidation of democracy in 135 countries with diverse electoral and democratic systems.</p>
	<p>The Institute for Democracy and Electoral Assistance (IDEA) promotes democracy around the world by supporting the construction, strengthening and protection of democratic institutions and political processes at all levels. It compiles the different types of experiences of democracy from around the world and develops comparative knowledge in this regard, which it is available to everyone, thus facilitating the processes to make changes, formulate policies or promote reform processes. This institute also conducts research that records the way in which economic dynamics and technological change affect democracy.</p>
	<p>The Electoral Advisory and Promotion Center (CAPEL) is a specialized program of the Inter-American Institute of Human Rights (IIDH). It was created in 1983 and began its work in 1985. Later it established in the Executive Secretariat of the Associations of Electoral Organizations of Central America and the Caribbean (Tikal Protocol), South America (Quito Protocol) in 1989 and in the Inter-American Union of Electoral Organizations since 1991. Its main objectives are electoral technical advice and the promotion of elections from a multidisciplinary approach, tasks that the Center has carried out in collaboration with electoral bodies, legislative powers, civil society organizations and political parties.</p>

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VI. PROGRAM

(Time frame depicted in the program is based on Mexico City’s time. Please refer to the time zone chart from below to determine starting time in your country).

Note: The program may be subject to modification depending on the number of registered participants.

Monday, December 7th

An overview on democracy and elections in the context of the pandemic

8:00 to 08:30	Presentation <i>Manuel Carrillo Poblano, Head of the International Affairs Unit/</i> Welcome remarks <i>Henry Atem Oben, Executive Director USICES</i>
8:30 to 9:30	Introduction <i>Rafael López Pintor, International Expert</i>
9:30 to 10:30	Overview on Africa <i>Ilona Tip, Operations Director, EISA (tbc)</i>
10:30 to 11:30	Pandemic, democracy, and human rights: compared perspective from Latin America. <i>Joseph Thompson, IIDH (tbc).</i>
11:30 to 12:00	Q&A exchange session

Tuesday, December 8th

Electoral overview and campaigns in Africa

08:00 to 08:45	International IDEA’s main findings on the project with special focus on electoral campaigns <i>Erik Asplund, Programme Officer in the Electoral Proceses Programme, International IDEA</i>
08:45 to 09:30	The COVID-19 electoral landscape in Africa <i>Olufunto Akinduro is Senior Programme Officer – Elections in the Africa and West Asia, International IDEA (tbc)</i>
09:30 to 10:15	Arab Region impact <i>Najia Hashemee, Programme Officer in the Arab Region, UNDP</i>
10:15 to 11:00	Jordan’s Experience <i>Independent Election Commission</i>
11:00 to 11:30	Q&A exchange session

Wednesday, December 9th

Organization and logistics of the process

08:00 to 09:00	
09:00 to 10:00	Adjustments and innovations in electoral organization and logistics <i>Sofia Vincenzi, Operations Coordinator of the Center for Electoral Promotion and Advisory</i>
10:00 to 11:00	Strategies for promoting inclusion and participation: targeting citizens in situation of vulnerability <i>Virginia Atkinson, IFES</i>
11:00 to 11:30	Q&A exchange session

Thursday, December 10th

Voting and tallying

8:00 to 8:40	Cooperation and regional electoral observation: Main findings <i>African Union</i>
8:40 to 9:00	Country's experience: Upholding Electoral Integrity in the June 2020 Malawi Fresh Presidential Election in the Context of the Covid-19 Pandemic. <i>Wellingtone Katantha, Deputy Director of Electoral Services, Malawi Electoral Commission.</i>
9:00 to 9:20	Country's experience: Uganda: Campaigns and Electoral processes during periods of emergencies. <i>Namazzi Mayanja Immaculate Election Officer/Voter Education and Training; Desiderata Daisy Twesigye, Election Officer. Electoral Commission of Uganda</i>
9:20 to 9:40	Country's experience
09:40 to 10:20	Q&A exchange session

Friday, December 11th

Security in the context of the pandemic

8:00 to 8:40	Cooperation and regional electoral observation <i>Francis Oke, Head of Election Assistance Division, ECOWAS</i>
8:40 to 9:20	Final remarks <i>Rafael López Pintor, International Expert</i>
9:20 to 10:00	Offset and closure <i>Plenary session</i>

a. *Time zones by country (please refer to this table to determine the time at which the course will start at your country).*

Greenwich Mean Time (GMT) GMT + 0	West Africa Time Zone (WAT) GMT + 1	Central Africa Time Zone (CAT) GMT + 2	East Africa Time Zone (EAT) GMT + 3
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Country	Time Zone	Time difference with Mexico City	Time Zone in Mexico City / starting course's time	Course starting time per country
Liberia	Greenwich Mean Time (GMT) GMT +0	6 hours ahead		2 pm

Country	Time Zone	Time difference with Mexico City	Time Zone in Mexico City / starting course's time	Course starting time per country
Cameroon	West Africa Time Zone (WAT) GMT +1	7 hours ahead		3 pm
Tunisia	West Africa Time Zone (WAT) GMT +1	7 hours ahead		3pm

Country	Time Zone	Time difference with Mexico City	Time Zone in Mexico City / starting course's time	Course starting time per country
Botswana	Central Africa Time Zone (CAT) GMT +2	8 hours ahead		4 pm
Libya	Central Africa Time Zone (CAT) GMT +2	8 hours ahead		4pm
Malawi	Central Africa Time Zone (CAT) GMT +2	8 hours ahead		4 pm
South Africa	Central Africa Time Zone (CAT) GMT +2	8 hours ahead		4pm

Country	Time Zone	Time difference with Mexico City	Time Zone in Mexico City / starting course's time	Course starting time per country
Somalia	East Africa Time Zone (EAT) GMT +3	9 hours ahead		5 pm
Uganda	East Africa Time Zone (EAT) GMT +3	9 hours ahead		5 pm

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VII. SPEAKERS' PROFILES



Lorenzo Córdova Vianello is President of the General Council of the National Electoral Institute (INE) since April 2014. Doctor in Political Theory by the University of Turin, Italy. He is a researcher at the Institute of Legal Research of the National Autonomous University of Mexico (UNAM) and member of the National System of Researchers, level III. Also, he is the author of several texts on electoral, constitutional and political theory issues and has a substantial participation in electronic and printed media. He is a member of the Governing Board of the Institute for the Study of the Democratic Transition. He served as Technical Secretary of the working group that processed the Political Reform in the Senate of the Republic of Mexico during 2010 and was Electoral Councilor of the former IFE from December 2011 to April 2014.



Manuel Carrillo Poblano holds a bachelor's degree in Political Sciences and Public Administration granted by the National Autonomous University of Mexico's (UNAM) Faculty for Political and Social Sciences. He has a Master's degree in Political Sciences by the El Colegio de Mexico's Center for International Studies. He was Deputy Director for Political Analysis of the Ministry of State's National Security and Research Department. Since 1993 he has been the Head of INE's (former IFE) Foreign Affairs Unit.



Carlos Navarro Fierro is the Director of International Electoral Projects and Studies in International Affairs section of the National Electoral Institute (INE). He has a bachelor's degree in International Relations and a Master's in Latin American Studies from National Autonomous University of Mexico (UNAM). He is the author of various comparative studies on electoral politics and many publications that give insights to the Federal Electoral Institute on the international community. He has participated in international missions of technical assistance on topics such as regulation, control and supervision of the financing of political parties and electoral campaigns, electoral systems, voting abroad and electoral organization. He has been a representative of the institute in international election observation missions, as well as a speaker in different forums at various institutions and associations of electoral bodies.



Henry Atem Oben is the Executive Director of the United States International Center for Electoral Support (USICES), an international election assistance organization. He is a career elections expert with over twelve years of professional experience in over 20 countries working and consulting for the African Union, United Nations, UNDP, the International Institute for Democracy and Electoral Assistance, the Carter Center and the election commission of Cameroon, including several NGOs. He holds a Graduate Certificate in Election Administration from the University of Minnesota, a Master's in Electoral Policy and Administration from the School of Advanced Studies, Pisa, Italy, a Master's in Democracy and Governance from Georgetown University, and an MBA from Southern New Hampshire University, in the United States of America.



Joseph Thompson is the Executive Director and legal representative of the IIHR for the period 2017-2021, He is a lawyer and university professor, specialized in International Law. From 2000 to 2014 he was Director of the Center for Electoral Advice and Promotion (CAPEL) a specialized program of the IIHR for the promotion of democracy, political rights and elections. Likewise, he was Deputy Director of the Institute until June 2013. Also, he is the author of various articles, books and specialized research on issues of justice, democracy, electoral systems, Human Rights and International Law.



Rafael López Pintor is a professor of sociology at the Autonomous University of Madrid, a Doctor of Political Science from the University of North Carolina and a Doctor of Law from the Complutense University of Madrid. He was also the general director of the CIS Sociological Research Center as well as one of the founders of the company Demoscopia and its first director. It is part of the United Nations in the electoral processes of various countries. Since then he has collaborated with the UN, the European Union, the Organization for Security and Cooperation in Europe (OSCE), the International Foundation for Electoral Systems (IFES) and other international organizations in organizing elections and supporting peace processes in more than 30 countries from all continents in post-conflict situations such as Nicaragua, El Salvador, Guatemala, Mexico or Peru in Latin America; Angola, Mozambique, Liberia, Nigeria or the Ivory Coast in Africa; Albania and Kosovo in the Balkans; Cambodia and Nepal in South Asia; Afghanistan; Palestine, Iraq, Yemen, Morocco, Tunisia and Egypt in the Maghreb and the Middle East.



Ilona Tip, A founder member of EISA, she has been employed with EISA since its establishment in 1996, initially as the Senior Advisor, Conflict Management, Democracy and Electoral Education, and currently Operations Director. She has a Bachelor of Arts degree in Political Science from the University of the Witwatersrand and a Diploma in Education from the Johannesburg College of Education. Ms Tip has over 20 years experience in curriculum development having designed and developed curriculum and capacity building programmes in voter and civic education, electoral observation, electoral conflict management, party agent poll watch training and capacity building for local councillors, amongst others. She oversaw the formation of the SADC Election Support Network, a network of SADC NGOs working in the field of elections and governance and the SADC Election Commission Forum, a network of Election Management Bodies in the SADC region, facilitated by EISA. She oversees EISA's field offices working travelling regularly to and attend and participate in their various workshops and conferences. She has participated in over 20 election observation missions in Africa as well as represented EISA at continental, local and international events.



Erik Asplund is a Programme Officer in the Electoral Processes Programme, International IDEA. He has a bachelor's degree in Modern History, Economic History and Politics (Royal Holloway University of London, UK) And a Master's in International Studies (Uppsala University, Sweden). He is currently managing *the Global Overview of COVID-19: Impact on Elections* project. Other of his focus areas include: Electoral Risk Management, Financing of Elections and Training in Electoral Administration with an emphasis on BRIDGE and Electoral Training Facilities. He also operated as the ACE Electoral Knowledge Network Coordinator from 2015 until 2016. He has worked directly with over two dozen election management bodies and civil society organizations in Latin America, Africa, Europe and Asia on various electoral capacity development projects. Asplund has also worked with the Democracy Assessment and Analysis Programme with a focus on the State of Democracy and State of Local Democracy citizen-led democracy assessments.



Olufunto Akinduro is Senior Programme Officer – Elections in the Africa and West Asia team, based in Addis Ababa since 1 April 2020. She serves as the electoral processes lead expert for the Africa and West Asia region, responsible for providing thematic support to the regional and country offices, designing and managing election support projects and contributing to knowledge production. Her research and professional interests include election assessment, election management and campaign finance. She has worked in the field of elections and democracy for over 15 years with specific focus on election assessment, project design and management, advocacy, research and training.



Sofia Vincenzi Guilá is the Operations Coordinator of the Electoral Advisory and Promotion Center (CAPEL, its acronym in Spanish). She studied Political Science in Costa Rica University. Since 1989, she has been an official of the Inter-American Institute of Human Rights (IIHR) and CAPEL. Also, she has been present in an important number of observation missions in different countries of Latin America. She has extensive experience coordinating the Executive Secretariat of the Inter-American Union of Electoral Bodies, the Association of Electoral Bodies of Central America and the Caribbean and the Association of Electoral Bodies of South America. In addition, in September-October of 2011 she participated in the European Union Visitors Program (EUVP).



Najia Hashemee is Policy Advisor for the UNDP Regional Hub for Arab States.



Francis Gabriel Oke Head of Election Assistance ECOWAS at ECOWAS Commission. Master's degree in Public law and human right at Institut Catholique de Lyon France and bachelor's degree in Business law at National University of Benin Republic. Bridge, Facilitator of Bridge course, Elections project management, Election Monitoring, Election Law, Decentralization, Planning achieving and learning, Micro enterprise and development, Election administration, Leadership, Project Management, Marketing Communications, Marketing, Public Speaking, Strategy, Business Development, Microsoft Office, Public Relations, Event Planning, Customer Service, Business Strategy.



Virginia Atkinson leads IFES' disability inclusion programming and is working with disabled people's organizations in countries around the world to adapt political participation programming to the COVID-19 context. This includes ensuring virtual programming is accessible and inclusive. She has more than a decade of international advocacy and capacity building experience focused on empowerment of marginalized groups. She is the senior global inclusion advisor at the International Foundation for Electoral Systems (IFES), where she is responsible for providing strategic leadership to IFES' disability rights portfolio and technical assistance and training to civil society organizations and government stakeholders on inclusive democracy and





governance. She spearheads IFES' intersectional approach to program design, including initiatives to advance the human rights of women and youth who identify with multiple social identities.











Guy Cyrille Tapoko, Head of the Department of Democracy and Electoral Assistance in the Department of Political Affairs





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VIII. PARTICIPANTS' PROFILES

Country	Name/Position	Profile	Electoral Body
Botswana 	Mrs Motlapele Eunice Raleru <i>Chief Elections Officer (Operations)</i>	<p>She assisted the University of Cape Town. Since December 2014 she has been a Chief Elections Officer for the IEC Botswana. Before this, she was the Public Awareness Manager (from June 2010 to Dec 2014). She also worked for the Ministry of Education in Botswana as a Secondary School Head.</p> <p>Furthermore, she is a english teacher and a poetry writer.</p>	Independent Electoral Commission 
	Ms Christinah S. Sesinyi <i>Chief Elections Officer (Cluster Coordination)</i>	<p>She holds a Bachelor of science Education and a Masters in Science, both granted by the University of Botswana. She has been working for the IEC for more tan 11 years and is an experienced Principal Officer with a demonstrated history of working in the government administration industry. Skilled in Training Facilitation, Human Resource Development, Management, Performance Management, and Leadership. Strong operations professional with a Certificate in Management of Democratic Elections in Africa focused in Management of Democratic Elections in Africa from UNISA.</p>	
Cameroon 	Ngeve Gabby Lyowe <i>Council Branch Head</i>	<p>Ngeve Gabby Lyowe, holds a Masters Degree in Conflict Resolution, Peace and Security. He has ten years of working experience with Elections Cameroon, in different capacities, and has been directly involved in the management of six major general elections in that country. His experience equally cuts across capacity building where he has trained polling officials in polling operations in the major elections he has been directly involved in. He served as a member of the Divisional and Council Supervisory Commissions in the 2013 local elections and 2020 local elections respectively.</p>	Elections Cameroon 

	<p>Daniel Njie Mokake Jr. <i>Management Staff</i></p>	<p>He is a Barrister-at-Law who has been working with Elections Cameroon for the past ten years. He has participated in the organization and management of elections and is equally active in the management of the electoral process such as voter registration and the general revision of the electoral registers and voter card distribution. Also has served as a defense lawyer for Elections Cameroon during pre and post electoral litigations.</p>	
<p>Liberia</p> 	<p>Prince Alexandria Weekes II <i>Senior Civic and Voter Education Officer</i></p>	<p>He has 8 years of experience in elections management. Nowadays he works as a Senior civic and voter education officer at National Elections Commission of Liberia. He also is Lecturer at AME University.</p>	<p>National Elections Commission</p> 
	<p>Matthew Wolyensky Kollie <i>Electronic Communication Coordinator</i></p>	<p>He holds a Bachelor of Science granted by Stella Maris Polytechnic University (Monrovia, Liberia) and has a Diploma in Accelerated Vocational and Technical Training Program (AVTTP). Since 2014 he holds the position as Electronic Communication Coordinator, but has been working in the National Elections Commission since 2004 as an Information Technology Officer (from 2006 to 2014), a Information Technology Technician (2005-2006) and as a Communication Technician (2004-2005). He also has worked for Liberia Telecommunications Corporation from 2008 to 2013 as a Senior Technical Officer.</p>	
<p>Libya</p> 	<p>Mohamed Alhashmi Soukni <i>Head of Tripoli Office</i></p>	<p>He works for the High National Elections Commission (HNEC) of Libya, as the Head of Tripoli Office.</p>	<p>High National Elections Commission</p> 
	<p>Bashir Ali Aljammaee <i>Internal Audit in the Banghazi Regional Office</i></p>	<p>From January 2015 to the present time: he works as a Benghazi Internal Auditor: Review wages and salaries. For the fiscal year 2019 he was the Chairman of the annual inventory committee of electoral administrations offices Tobruk - Darnah - Al Bayda - Al Marj – Benghazi and Chairman of the annual inventory committee for electoral</p>	

		administrations offices Tobruk - Darnah - Al Bada - Benghazi for the year 2018. Furthermore, he was Chairman of the Committee for the Annual Inventory of Electoral Administrations Offices Benghazi - Ajdabiya - Al-Kufra for the fiscal year 2017, and he was a member of the annual inventory committee of the Benghazi Electoral Administration Office for the fiscal years 2015 and 2016.	
<p style="text-align: center;">Malawi</p> 	<p style="text-align: center;">Wellington Katantha <i>Deputy Director of Electoral Services</i></p>	<p>Holds a Master of Arts in Political Science and has worked for over 18 years in election administration initially as Regional Officer and currently working as Deputy Director of Elections at Malawi Electoral Commission.</p>	<p style="text-align: center;">Malawi Electoral Commission</p> 
	<p style="text-align: center;">Lydia Bridget Luwanika <i>Director of Civic and Voter Education</i></p>	<p>She holds a Bachelor of Arts (HRM) from the University of Malawi Chancellor College (2007) and has taken professional training courses on topics such as: Regional and International Development and Diplomacy for peace and security and Voter procurement training. Since 2017, she works as Director of Civic and Voter Education in the Commission. She joined the electoral body in 2000 as a secretary and rose to Civic and Voter Education Officer in the Civic and voter education directorate. She also has experience as an election observer in Ethiopia and Lesotho</p>	
<p style="text-align: center;">Somalia</p> 	<p style="text-align: center;">Yusuf Abdulkadir Mohamed <i>Chairperson</i></p>	<p>He worked for the head office of the National Independent Electoral Commission of Somalia. Nowadays is the Chairperson of Southwest state commissioner.</p>	<p style="text-align: center;">National Independent Electoral Commission/ State Commissioners Federal Government of Somalia</p> 
	<p style="text-align: center;">Farhia Mohamed Yusuf <i>Commissioner</i></p>	<p>She worked for the National Independent Electoral Commission as an outreach director, and currently as a Commissioner member of Southwest state-Somalia electoral committee for the upcoming elections 2020-2021.</p>	
	<p style="text-align: center;">Manakedi Ndala <i>Manager: Logistics</i></p>	<p>Holds a Master of Business Leadership (MBL) from the UNISA Graduate School of Business Leadership. Is a logistics manager with over 18 years of experience in the electoral logistics field. Responsible for the planning,</p>	

<p>South Africa</p> 		procurement and distribution of electoral materials and equipment of all electoral events. And is a member of the Commission's Bid Adjudication Committee (BAC) and the Bid Evaluation Committees (BEC).	<p>Independent Electoral Commission of South Africa</p> 
	<p>Ezrome Mfundo Shabane <i>Deputy Manager Civic Education</i></p>	<p>Holds a B.Ed. degree from University of Durban-Westville (now called University of KwaZulu-Natal), he also has a Project Management Certificate completed from Dionysus SDI accredited by Services Seta, an Occupationally Directed Education and Training Development Practices (OD-ETDP) certificate from Cool Ideas accredited by ETDP SETA and a Certificate in Monitoring and Evaluation in the Workplace from University of Pretoria. Recently, he completed and graduated for MBA at MANCOSA.</p>	
	<p>Mmakgabo Jerry Ramatlhodi <i>Regional Outreach Officer</i></p>	<p>He is a MBA graduate with a certificate in International Business and Leadership Management from the Shanghai University of International Business and Economics. He has 10 years of experience in election management, having held various positions with the IEC since 2010. Currently he is one of the National Lead Trainers and a member of the Election Material Development Team at National Level. His work involves stakeholder liaison, coordination of civic and democracy education activities as well as staff development and training.</p>	
<p>Tunisia</p> 	<p>Omar Boussetta <i>Executive Director</i></p>	<p>He went to the National School of Administration of Tunis and the Faculty of Law of Sfax. He has been working for the Independent High Authority for Elections since 2016, first as a Regional director (2016-2017) and since May 2017 as an Executive Director.</p>	<p>Independent High Authority for Elections</p> 
	<p>Desiderata Daisy Twesigye <i>Election Officer</i></p>	<p>She is a highly experienced professional Election Officer/Supervisor with over 20 years in election management, with a critical analysis of gender equality issues in electoral process and skilled in handling electoral complaints/ petitions as a Returning Officer in the different</p>	<p>Electoral Commission of Uganda</p>

<p style="text-align: center;">Uganda</p> 		<p>Districts of deployment. She has help with the Training, coordination and stakeholder engagement; in the conduction of sensitization workshops/Seminars, as a facilitator and as a key resource person for voter education outreach programs as an Assistant Returning Officer, Returning Officer and now as an Electoral Officer at National level.</p>	
	<p style="text-align: center;">Namazzi Mayanja Immaculate <i>Election Officer/Voter Education and Training</i></p>	<p>She counts with 17 years working experience as a Trainer on all Electoral activities training both EMB permanent and adhoc staff. Through this she has contributed to a well capacity built manpower that has handled General Elections as well as by-election. In addition she has been involved in electoral activities such as the organization, the management and the monitoring for over 21 years now, at field level as both a Registrar and Returning Officer.</p>	

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