

# Capacity Building of EMBs - India

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# *India International Institute of Democracy and Election Management (IIIDEM)*

*Towards professionally managed elections,  
participatory democracy and Social Development*



**Election Commission of India**

60

years

★ DIAMOND JUBILEE ★



# IIIDEM-Genesis:

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- The idea conceived by Dr. S.Y. Quraishi, the then CEC in 2010.
- **Working Group** to prepare a Plan and Concept Framework
- And help **develop a curricular framework** for national and international courses in consultation with IFES

## Need and Rationale

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The “Vision@60” of ECI aims at 'conducting elections that are completely free of crime and abuse of money, based on a perfect electoral roll and with full participation of electors.'

To translate this vision into reality, competent and committed human resources needed.

➤ ***IIIDEM Vision:***

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- *Develop IIIDEM as an advanced centre of learning, research, training and extension on participatory democracy and election management in the Afro-Asia Region*

## ✈ **Mission:**

- ✈ *Develop human resource and capacities for efficient conduct of free, fair and periodic elections in India and partnership with other countries for the purpose . Promote social awareness and education on democratic values and practices.*
- ✈ ***Promote democratic culture in the country as reflected in the Diamond Jubilee Year banner theme of the ECI: ‘Greater Participation for a Stronger Democracy’.***
- ✈ *Voter friendly implementation of election processes by committed, competent and skilled managers.*

# Goal:

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*Prepare and groom a **new generation** of well trained and committed electoral managers by up-dating their skills & improving professionalism.*

*Work towards promoting the ideal of an inclusive democratic*

# Departments of IIIDEM

**(1) Training and Capacity Development Wing  
(TCDW)**

**(2) Voter Education and Civic Participation Wing (VECW)**

**(3) RESEARCH, INNOVATION, EVALUATION AND DOCUMENTATION**

➤ **(4) International Technical Cooperation Wing (ITCW):**

**REGIONAL CENTRE OF DEMOCRACY AND ELECTION MANAGEMENT (RCEM)**



# THE IIIDEM TRAINING PROGRAMMES

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India's electorate has increased by **five times** since independence . This requires continuous and sustained **institutional capacity** development.

## ***Increasing Trainee universe:***

At national level election managers upto RO & Observer level.

In the States train a political of Master trainers/facilitators.

Help the states develop their own capacities following the **cascade training mode**.

Only senior and mid level officials and other stakeholders at the national and state levels

## ✈ **Trainees:**

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- ✈ Newly posted CEOs, Addl./Jt. CEOs, DEOs,
- ✈ Surveillance Teams, Accounting Teams, Officers in ECI, EROs/AEROs Election Dy. Collector,
- ✈ Officials handling IT aspects of electoral administration in CEO's office, Manager (s) of SLA (State Level Agency for assisting State's electoral machinery on IT aspects of electoral administration), Senior NIC Officers (s),
- ✈ Observers of ECI, Senior Security personnel, ROs/AROs, Sector Magistrates/Zonal Officers, Micro Observers, Presiding, Zonal Officers.

# ✈ Trainees

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- ✈ In addition, orientation programmes of Electoral Stakeholders may include:
- ✈ Media practitioners & Information Officials,
- ✈ Civil Society Groups/ Representatives, Election Watch and Social Watch Groups,
- ✈ Party Representatives, Candidates or their Agents, etc. plus Senior delegates sponsored by Election Commissions outside India

## TASKS AND ACTIVITIES:

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- **Competency development** for better election management.
- To identify the trainee universe and training needs of various level.
- **Review improve and standardise** existing training manuals, modules.
- **Develop a training policy**, design training programmes and modules for national as international level.
- **Network with** available training and capacity development institutions in different sectors including, open universities.

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- Organise **workshops and seminars** for contesting candidates, newly elected representatives.
  - **Types of training** – orientation, induction, in-service training and experiential learning, training of trainers, community mobilization, voter education, media and communication, convergence and partnership, refreshers, etc.
  - Capacity development in preparation of **election management plans including gender and disability factors**, observation procedures, electoral technology, electoral systems, legal framework.

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- ✈ Develop a mechanism for monitoring and evaluation of training.
  - ✈ Training support to State Election Commissions in respect of local bodies.

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- ✈ Familiarization of political parties with Accounting and Expenditure guidelines.
  - ✈ Workshops for Observers and security personnel.

## ➤ **Training Methods:**

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- **Participatory**
- **Emphasis on cognitive & competency building.**
- It includes ice breaking, agenda building, group discussion, brain storming, role-play exercise, games, case studies, site visits, simulations and videos on electoral processes, interactive training experiences etc.
- The use of videos and graphics to illustrate and reinforce training content.



## **Documents, Curriculum and Modules (Domestic and International)**

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Since its inception in 2011, developed the following documents and training materials:

The Facilitators Manual. (86 Pages)

Participants Workbook. (25 Pages)

Module -1 Introduction to Electoral Admn (180 p)

Module -2 Planning for Election. (296 Pages)

Module -3 Voter Registration. (93 pages)

Module -4 Pol Fin & Expenditure Control.(165 p)

Module -5 Inclusive Elections. (105 pages)

Module-6 Voter Education. (230 pages)

Module -7 Gender and Elections (220 pages)

Module-8 Election Management- Indian Experience/  
Examples.(230 pages)

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Module- 9 Electoral Technology. (298 pages)  
Module- 10 Introduction to Democracy. (330 p)  
Module- 11 Deepening Democracy (5 days)  
Module 12 Booth level officers (BLOs)  
Module 13 ROs (Incl Video) on Nominations  
Module 14 Video on Poll Day for Presiding Officers  
YUVA: Youth Unite for Voter Awareness. (72  
pages)  
IIIDEM Concept Framework cum Project Document.  
(195 pages)

## PROGRAMMES ORGANIZED

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- Till now 106 domestic and 19 international programmes
- Signed 14 MoUs.
- Academic partners are ITEC Division of MEA, Commonwealth Secretariat, SAARC, UNDP, IFES, IDEA.

# Capacity Building of EMB personnel

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- Electoral officials from the following EMBs have been trained/oriented by IIIDEM
  - a) Interim Independent Electoral Commission of Kenya
  - b) Independent National Electoral Commission (INEC), Nigeria.
  - c) Election Commission of Maldives
  - d) IES, Afghanistan.
  - e) Election Commission of Nepal.
  - f) .

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- a) ITEC partner countries.
  - b) SAARC EMBs officials.
  - c) Election Professionals of Commonwealth countries.
  - d) Commonwealth JEP Asia Region Initiati
  - e) ECI-UNDP Programme for Asian countries.
  - f) Election Commission, Bangladesh.
  - g) EMB, Cambodia, Fiji, Malaysia.
  - h) EMB Papua New Guinea, Thailand, Sri Lanka



# INDIA INTERNATIONAL INSTITUTE OF DEMOCRACY AND ELECTION MANAGEMENT

**NEW CAMPUS, DWARKA, NEW DELHI**



**Central Public Works Department (CPWD)**



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- Thank You