



EUROPEAN COMMISSION  
Service for Foreign Policy Instruments

Common Foreign and Security Policy operations & Election Observation (FPI.6)  
Head of Unit

Brussels,

**Call for Candidatures – Deputy Chief Observer**  
**European Union Election Observation Mission to Gabon 2025**  
**Presidential elections on 12 April 2025**  
*with a possible run-off 14 days after the announcement of the results*

The European Commission initiates the selection procedure for the position of Deputy Chief Observer for the EU EOM to observe the Presidential elections in the Republic of Gabon, scheduled for 12 April 2025, with a possible presidential run-off 14 days after the announcement of results.

According to the procedures set out in the Commission decision C(2024) 5172 of 26.07.2024 adopting the Implementing Arrangements for Election Observation Missions repealing and replacing Commission Implementing Decision C(2014)7782, the DCO will have the status of Special Advisor under the Title VI of CEOS<sup>1</sup>.

The Commission invites interested applicants to submit **by 19 February 2025 (23h59, Brussels time)** their candidature for this position.

Applicants are requested to follow the procedure described hereafter. Applications which do not meet all the specified conditions and formal requirements detailed in this procedure will not be considered. The evaluation of applications and selection of successful candidates will be carried out by a selection committee composed of the members from European Commission Service for Foreign Policy Instruments (FPI) and European External Action Service (EEAS).

## 1. CONTRACT CONDITIONS

The candidates must have a citizenship of one of the European Union Member State for the whole duration of the assignment. The contract length is tentative and might be modified.

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<sup>1</sup> Conditions for Employment of Other Servants of the European Union (CEOS)

The fees and allowances of the contract are as follows:

<b>Presidential, possible run-off election NOT included</b>			<b>Possible Run-off</b>
<b>Indicative contract length in days<sup>2</sup></b>	<b>Indicative number of days in country<sup>3</sup></b>	<b>Fees</b>	<b>days</b>
81	59	700 EUR	+ 19 days

**The selected candidate is expected to provide a fit to work certificate (template provided in annex I) prior to her/his deployment.** Candidates with pre-existing/chronic illnesses who are at risk of developing serious complications should they contract Malaria or vector-borne diseases, should thoroughly discuss with their doctor. It is compulsory that candidates are vaccinated against Yellow Fever and highly recommended to be vaccinated against Hepatitis A and B, Rabies, Typhoid, TB as approved by the World Health Organisation.

#### **Specific Health advisory for Gabon**

The risk of malaria and other insect bite disease (mosquitoes, flies, fleas) is high during the rainy season. All observers must abide to a careful insect bite prevention in order to minimize exposure. In particular, all observers, after checking with their physician, shall take a malaria chemoprophylaxis treatment such as Malarone (atovaquone – proguanil) or Doxycycline prior and during their deployment in Gabon.

The successful candidate shall follow respectfully and at any time during her/his assignment as Observer, the EU Code of Conduct for Election Observer and its Ethical Guidelines (see Annexes), provisions of CEOS relative to Special Advisors as well as the European Commission, EEAS, EU EOM Core Team (CT) and Implementing Partner (IP) instructions, in particular security and safety instructions, upon deployment and throughout the EU EOM.

Due to both security and reputational risks, the DCO and other EU EOM members are not allowed to stay in the country for personal reasons outside their deployment period. The Service Provider is instructed not to modify travel tickets.

**The EU EOM are non-family missions, and solely EOM Members are legally covered by the EOM. In light of this, and in particular given the often challenging environment EOMs need to work in, EU EOM members should not take their dependents to the country of deployment. Any incident concerning their dependents, including, but not only, in case of medical or security evacuation would fall entirely within the remit of the EOM member.**

**All selected candidates are expected to provide a certificate stating that s/he has not breached the EU EOMs code of conduct or ethical guidelines for the last 5 years.**

**Failure to follow the Code of Conduct, its Ethical aspects and instructions may result in an anticipated termination of the assignment, immediate repatriation to the place of residence and non-recommendation for future EU EOMs for following 5 years.**

<sup>2</sup> The indicative contract length in days includes the additional availability for the return visit with the Chief Observer (10 days), home based working days (up to 10 days), briefing online (1 day) and debriefing in Brussels (1 day).

<sup>3</sup> The DSA for Gabon is 75 EUR + 115 EUR for accommodation per night. Nights spent by DCO in transport do not give right to a per diem per night.

Contract form: the successful candidate shall be contracted by the European Commission Services as a Special Advisor under Title VI of COES.

Duration of availability/contract duration: Candidates are requested to be available for the total number of days foreseen under contract length (Point 1), and during the dates indicated under indicative timetable (Point 5). These dates are indicative. The selected candidate will be contracted for the duration specified under Point 1. "Indicative contract length in days."

Payment: All payments shall be based on request for payment from the successful candidate addressed to the relevant European Commission service (FPI.6), clearly indicating the number of days worked (de facto) upon submission of the timesheet.

## 2. SELECTION PROCEDURES

**Any applicant evaluated previously in the EU EOMs as 'not recommended for future missions' will not be taken into consideration by the selection committee for 5 years counted from the 'election date' of the mission in the roster for which the person was 'not recommended'.**

For each position incoming applications have to comply with the following requirements:

- Complete application online at <https://webgate.ec.europa.eu/eom/roster/home>
- **Update** CV registered online in the Roster of European Union election observers at the following address: <https://webgate.ec.europa.eu/eom/roster/home>
- Excellent physical conditions and good health to manage long working hours under particularly tough logistical conditions. Possibility of potentially demanding physical efforts.
- Full flexibility is required from the candidates in terms of EU EOM timetable.

The selection criteria for the DCO position are as follows:

**Language proficiency: excellent written and spoken proficiency (level C1)<sup>4</sup> in French and English is necessary. The working language of the EU EOM will be French.**

- Professional experience: i) participation in at least three Election Observation Missions as Core Team member (this may include EOMs organised by other organisations) or equivalent election monitoring/supervision project.
- A specific DCO NEEDS/EODS training can substitute one practical experience in a mission.
- Proven managerial capacity, organisational skills, and capacity to work as part of a team. Assessment of this criterion can be based on the record of participation in the past EU EOMs and on the evaluation form from NEEDS/EODS trainings.
- Computer literacy.

The following criteria will be considered an asset:

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<sup>4</sup> Level C1 according to the Council of Europe languages levels available at <https://www.coe.int/en/web/common-european-framework-reference-languages/table-1-cefr-3.3-common-reference-levels-global-scale>

- Professional experience in EU EOMs on other positions, participation in EU Election Expert Missions; experience gained in the field of electoral assistance;
- Participation in a specific DCO NEED/EODS or election observation training session (e.g., Member States training, NEEDS/EODS, EU EOM or other);
- Knowledge of the country or region.

The European Commission strongly encourages applications from newcomers and recent participants to the relevant EODS trainings.

**Applicants' references and professional experience may be checked, and language proficiency tested through phone interviews by selection committee members during the selection process.**

### **3. COMMUNICATION WITH APPLICANTS**

From the publication of this information, candidates are strongly discouraged from contacting the relevant services of the European Commission and the European External Action Service by any means except for submission of their application. All members of the Selection Committee are instructed not to provide any additional information for the present Call for Candidatures. This measure is taken to ensure an equal treatment of all applicants and transparency of the selection process.

The deliberations of the Selection Committee are confidential, and its decision is final.

Once the Selection Committee has chosen the Deputy Chief Observer, the successful candidate will receive a request to supply all relevant documentation in order for the Commission services to verify the data specified in their CVs (University degrees, statement of employers, etc.) and bank details for payment of fees and allowances.

Applicants who are not selected will be informed by email. The Commission does not have capacity to automatically provide individual feedback due to the large number of applicants, however in case of further inquiry please refer to the functional mailbox:

Candidates are herewith requested to update their CV in the EU Roster (<https://webgate.ec.europa.eu/eom/roster/home>) prior to submitting their candidature. For the entire selection process and the preparations for deployment, the Commission will only take into consideration the data included in the Roster (departure airport, passport data, email addresses, telephone numbers, etc.). Should a CV not include all the required information, the applicant will be rejected. Further communication by the candidate (for example concerning new departure airport, changed e-mail, etc.) shall not be taken into consideration.

### **4. CONDITIONS NECESSARY TO ESTABLISH THE CONTRACT**

The deployment of the mission and the finalisation of related contracts depend on the successful finalisation of administrative preparations for the EU EOM.

Successful candidates shall follow respectfully and at all time during their assignment as observers, the EU Code of Conduct for Election Observer and its Ethical Guidelines (see Annexes), as well as the European Commission, EEAS, EU EOM Chief Observer (CO), Deputy Chief Observer (DCO), other Core Team (CT) members and Service Provider's (SP)

instructions, in particular security and safety instructions, upon deployment and throughout the EU EOM.

Due to both security and reputational risks, the Core Team members are not allowed to stay in the country, for personal reasons, outside their deployment period. Service Provider is instructed not to modify mission travel tickets.

**The EU EOM are non-family missions, and solely EOM Members are legally covered by the EOM. In light of this, and in particular given the often challenging environment EOMs need to work in, EU EOM members should not take their dependents to the country of deployment. Any incident concerning their dependents, including, but not only, in case of medical or security evacuation would fall entirely within the remit of the EOM member.**

**All selected candidates are expected to provide** a certificate stating that s/he has not breached the EU EOMs code of conduct or ethical guidelines for the last 5 years.

**Failure to follow the Code of Conduct, its Ethical aspects and instructions may result in an anticipated termination of the assignment, immediate repatriation to the place of residence and non-recommendation for future EU EOMs for following 5 years.**

Contract form: Successful candidates shall sign a Letter of Assignment with the Service Provider for the implementation of the EU EOM. They will be employed as Core Team experts based on the scheme of Commission remunerated external experts foreseen by Article 204 of the Financial Regulation n°966/2012 and its Rules of Application (Article 287). Please note that this scheme requires the expert to sign a *declaration of absence of conflict of interests and confidentiality* (signed upon application) and involves ex-post transparency about the names, functions and remuneration received by the experts, which will be published yearly on the EC website.

Duration of availability/contract duration: Candidates are requested to be available for the period foreseen under “Indicative assignment length”, and during the dates indicated under Point 6. These dates are indicative. Selected candidates will be contracted for the duration specified under Point 1. "Indicative assignment length in days."

Suspension clause: The Letter of Assignment shall also contain a “termination clause” to allow for the termination or suspension of the EU EOM before the initially foreseen end dates, which would also lead to the termination of the respective service contracts with the selected candidates.

Payment: All payments shall be based on an invoice from the successful candidates addressed to the Service Provider. This invoice has to clearly indicate the number of days worked (de facto). Members of the Core Team will be paid an amount which includes fees and per diems for the days actually worked.

## **5. SCREENING OF APPLICATIONS TO ESTABLISH A SHORTLIST**

**Applicants' references and professional experience may be checked, and language proficiency tested through phone interviews by European Commission officials during the selection process.**

The selection procedure will follow the steps detailed hereafter. For each position incoming applications will be assessed against the following criteria:

- Complete application received within the deadline at following address: <https://webgate.ec.europa.eu/eom/roster/home>
- **Update** CV registered online in the Roster of European Union election observers at the following address: <https://webgate.ec.europa.eu/eom/roster/home>
- Declaration of availability for the entire deployment period as specified in the tentative timetable of the *section 4* (in case of selection, a subsequent non-availability might impact negatively on the consideration for future core team positions except for cases of “force majeure”).
- Declaration of absence of conflict of interests and of confidentiality.
- **Language proficiency: excellent written and spoken proficiency (level C1)<sup>5</sup> in French is necessary as well as Level B1 in English. The working language of the mission will be French and the reporting language will be French, possibly also in English.**
- Professional experience: i) participation in at least one Election Observation Missions as Core Team member or three Long Term Observer (LTO) (this may include EOMs organised by other organisations) or at least two election assistance/monitoring/supervision projects. Participation in an EODS/NEEDS core team training for the required position will be taken into consideration and will count for one professional experience as CT member.
- Computer literacy.
- Excellent physical condition and good health to cope with long working hours under particularly tough logistical conditions. Possibility of potentially demanding physical efforts.

In the event that more than three candidates satisfy the aforementioned criteria, the following criteria will be used to establish a shortlist of three candidates:

- Professional experience in EU EOMs and/or EU Election Expert Mission; experience gained in the field of electoral assistance will be considered an asset. Previous evaluations during EU EOMs will also be considered by the Selection Committee. **Any applicant evaluated as 'not recommended for future missions' will not be considered by the selection committee for 5 years counted from the 'election date' of the mission in the roster for which the person was negatively evaluated.**
- Participation in an election observation training course (e.g., Member States training, NEEDS/EODS, EU EOM or other) will be considered an asset, and, in case of a participation in a NEEDS/EODS training session, training feedback will be taken into consideration.
- Knowledge of the country or region will be considered an asset.

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<sup>5</sup> Level C1 according to the Council of Europe languages levels available at <https://ec.europa.eu/eusurvey/files/8a87d2f5-aba8-4272-b8f1-4922fe12c425>

## 6. SELECTION OF THE SUCCESSFUL CANDIDATE

The Selection Committee will select one of the three candidates shortlisted for each position taking into consideration the following elements:

- Professional experience in EU EOMs and/or EU Election Expert Missions and other EOMs in the same position and comparable positions.
- Proven managerial capacity, organisational skills and capacity to work as part of a team in past EU EOMs.
- Language proficiency in French and English (C1).
- Considered strong assets without being exclusive: experience in the country, in the region, or in similar contexts.
- **The selection committee will also aim to achieve a balanced mix of nationalities and gender in the composition of the Core Team. The European Commission strongly encourages applications from newcomers and recent participants in relevant EODS training courses. These aspects provide additional criteria for the selection of Core Team members.**
- **In addition, full flexibility is required from the candidates in terms of mission timetable.**

## 7. COMMUNICATION WITH APPLICANTS

From the publication of this information, candidates are strongly discouraged from contacting the relevant services of the European Commission and the European External Action Service by any means except for submission of their application. All members of the Selection Committee are instructed not to provide any additional information for the present Call for Candidatures. This measure is taken to ensure an equal treatment of all applicants and transparency of the selection process.

The deliberations of the Selection Committee are confidential, and its decision is final.

Applicants who are not selected will be informed by email. The Commission does not have capacity to automatically provide individual feedback due to the large number of applicants, however in case of further inquiry please refer to the functional mailbox: [FPI-EUEOM-APPLICATIONS@ec.europa.eu](mailto:FPI-EUEOM-APPLICATIONS@ec.europa.eu)

Candidates are herewith requested to update their CV in the EU Roster (<https://webgate.ec.europa.eu/eom/roster/home>) prior to submitting their candidature. For the entire selection process and the preparations for deployment, the Commission will only take into consideration the data included in the Roster (departure airport, passport data, email addresses, telephone numbers, etc.). Should a CV not include all the required information, the applicant will be rejected. Further communication by the candidate (for example concerning new departure airport, changed e-mail, etc.) shall not be taken into consideration.

## 8. CONDITIONS NECESSARY TO ESTABLISH SERVICE CONTRACTS

The deployment of the mission and the finalisation of related contracts depend on the successful finalisation of administrative preparations for the EU EOM.

## 9. INDICATIVE TIMETABLE

### EU EOM GABON 2025 INDICATIVE TIMETABLE

DAY	Election Calendar	ACTIVITY
Friday, February 28, 2025	-44	IP briefing (online) + 2 Homes days
Sunday, March 02, 2025	-41	IP ARRIVAL in Libreville
Friday, March 07, 2025	-36	CT briefing (online) + 3 Home days
Sunday, March 09, 2025	-34	CT ARRIVAL in Libreville
Friday, March 14, 2025	-29	DA ARRIVAL in Libreville
Saturday, March 15, 2025	-28	LTO ARRIVAL in Libreville
Sunday, March 16, 2025	-27	LTO briefing 1
Monday, March 17, 2025	-26	LTO briefing 2
Tuesday, March 18, 2025	-25	LTO briefing 3
Wednesday, March 19, 2025	-24	LTO deployment
<b>Saturday, March 29, 2025</b>	<b>-14</b>	<b>ELECTION CAMPAIGN BEGINS</b>
Thursday, April 03, 2025	-9	STO ARRIVAL IN Libreville
Friday, April 04, 2025	-8	STO briefing 1
Saturday, April 05, 2025	-7	STO briefing 2
Sunday, April 06, 2025	-6	STO deployment
<b>Saturday, April 12, 2025</b>	<b>0</b>	<b>E-DAY</b>
<b>Monday, April 14, 2025</b>	<b>2</b>	<b>PRELIMINARY STATEMENT 2</b>
Thursday, April 17, 2025	5	STO return to Libreville
Friday, April 18, 2025	6	STO debriefing
Saturday, April 19, 2025	7	STO DEPARTURE
Monday, April 21, 2025	9	LTO return to Libreville
Tuesday, April 22, 2025	10	LTO debriefing
Wednesday, April 23, 2025	11	LTO DEPARTURE (if no presidential run-off)
Friday, April 25, 2025	13	LO DEPARTURE (if no presidential run-off)
Friday, May 02, 2025	20	OC, DOC, DATA DEPARTURE (if no presidential run-off)
Tuesday, May 06, 2025	24	REMAINING CT DEPARTURE (if no presidential run-off)
Thursday, May 08, 2025	26	CT debriefing in Brussels (if no presidential run-off)



Friday, May 16, 2025	34	IP DEPARTURE (if no presidential run-off)
Monday, May 19, 2025	37	IP debriefing in Brussels (if no presidential run-off)

A POTENTIAL RUN-OFF IS ANTICIPATED IN BOTH THE ELECTORAL CODE AND THE MISSION BUDGET. SHOULD THIS BE CONFIRMED, THE MISSION CALENDAR WILL BE ADJUSTED AND EXTENDED ACCORDINGLY. IN CASE OF A 2ND ROUND (UNLIKELY): CONTRACT ADDENDUM WILL BE SIGNED IN CASE OF A 2<sup>ND</sup> ROUND

DAY	Election Calendar	ACTIVITY
Friday, April 25, 2025	-5	STO ARRIVAL IN Libreville - 2nd round
Saturday, April 26, 2025	-4	STO briefing 1
Sunday, April 27, 2025	-3	STO deployment
<b>Wednesday, April 30, 2025</b>	<b>0</b>	<b>Possible run-off</b>
<b>Friday, May 02, 2025</b>	<b>2</b>	<b>PRELIMINARY STATEMENT 1</b>
Monday, May 05, 2025	5	STO return to Libreville
Tuesday, May 06, 2025	6	STO debriefing
Wednesday, May 07, 2025	7	STO DEPARTURE
Friday, May 09, 2025	9	LTO return to Libreville
Saturday, May 10, 2025	10	LTO debriefing
Sunday, May 11, 2025	11	LTO DEPARTURE
Tuesday, May 13, 2025	13	LO DEPARTURE
Saturday, May 17, 2025	17	OC, DOC, DATA Departure
Sunday, May 25, 2025	25	REMAINING CT DEPARTURE
Tuesday, May 27, 2025	27	CT debriefing in Brussels
Sunday, June 01, 2025	32	IP DEPARTURE
Tuesday, June 03, 2025	34	IP debriefing in Brussels

*(e-signed)*

Heike GERSTBREIN

Annexes:

- Code of Conduct
- Fit to Work certificate

- Privacy statement
- Ethical Guidelines (see attached document)
- Terms of Reference (see attached document)

**GUIDELINES - EU POLICY ON ELECTORAL OBSERVATION**

**"CODE OF CONDUCT**

The following guidelines will apply to nationals of any country participating in EU observation missions decided by the EU unless specifically agreed otherwise. The guidelines will not apply to EU nationals participating in e.g., OSCE or UN missions, in which case those organisation's own codes will apply.

All official EU observers should adhere to the following guidelines:

- Respect the laws of the land. Observers enjoy no special immunities as an international observer, unless the host country so provides;
- Observers will participate in all pre-election briefings with their supervising officers;
- Observers will be subject to the direction and management of the observer team leadership, carrying out their written terms of reference and covering the geographical schedules specified by team leaders;
- Observers should be aware of the presence of other electoral monitoring teams, and liaise with them under the direction of the leader of the EU observer team;
- Observers will carry prescribed identification issued by the host government or election commission, and will identify themselves to any interested authority upon request;
- Observers shall maintain strict impartiality in the conduct of their duties, and shall at no time express 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 not display or wear any partisan symbols, colours or banners;
- Observers will undertake their duties in an unobtrusive manner, and will not disrupt or interfere with the election process, polling day procedures, or the vote count,
- Observers may bring irregularities to the attention of the election officials, but will not give instructions or countermand decisions of the election officials;
- Observers will base all conclusions on well documented, factual, and verifiable evidence, and will keep a record of the polling stations and other relevant places that they visit;
- Observers will refrain from making any personal or premature comments about their observations to the media or any other interested persons, but should provide, through a designated liaison officer or spokesperson, general information about the nature of their activities as observers;
- Observers will participate in post-election debriefings with their supervising officers and will contribute fully towards appropriate EU reports on the elections monitored;
- Observers must comply with all national laws and regulations. Where these limit freedom of assembly or movement about the country, they must note where such rules prevent them from carrying out their duties;
- At all times during the mission, including during private time away from work, each election observer should behave blamelessly, exercise sound judgement, and observe the highest level of personal discretion."

"...

## **ETHICAL ASPECTS OF THE CODE OF CONDUCT FOR EU ELECTION OBSERVERS**

All EU Observers are bound by the Code of Conduct. This is in harmony with the code of conduct accompanying the Declaration of Principles for International Election Observation to which EU Observers also adhere.

### **Code of Conduct for EU Election Observers (Council Decision 9262/98)**

All official EU observers should adhere to the following guidelines:

(...)

14. At all times during the mission, including during private time away from work, each election observer should behave blamelessly, exercise sound judgment, and observe the highest level of personal discretion."

### **CODE OF CONDUCT VIOLATIONS**

Beyond the stipulations of the Code of Conduct, all EU Election Observation Mission members, including local staff, are expected at all times to contribute to a professional working environment that is free from intimidation or sexual harassment. EU EOMs designate focal points to whom staff members may bring any concerns in regards to the professional working environment.

EU EOM members should behave in a manner that demonstrates respect for the citizens and officials of the host country. In view of the need for EU EOMs to maintain the highest level of private and public conduct, EU EOM members should not patronise any establishments where victims of trafficking may be employed. Likewise, in accordance with the provisions of the code of conduct, which requires Observers to "*behave blamelessly, exercise sound judgment, and observe the highest level of personal discretion*", in particular the abuse of alcohol, use of illegal drugs, and use of prostitution is strictly prohibited.

### **SEXUAL HARASSMENT**

EU EOMs have zero tolerance to sexual harassment. The following behaviour may constitute sexual harassment:

- Repetition of suggestive remarks, or sexual insinuation; use of rude or obscene language and gestures;
- Repeated and exaggerated compliments on the appearance of a colleague;
- Unwanted physical contact;
- Acts of voyeurism and exhibitionism;
- Any other unwelcome conduct related to sexual harassment.

If unwanted behaviour is identified it is important to react immediately and it should be reported in real time so that the mission has sufficient time to take the appropriate measures. The Observer Coordinator is the Core Team member to whom sexual harassment cases

should be reported. In addition and in order to ensure gender balance another member from the Core Team will also be appointed as contact point for these issues. The issue of sexual harassment will be treated in the initial briefing of Observers. When facing a harassment case or in case there is uncertainty on defining whether the incident falls under sexual harassment EOM staff will contact the Observer Coordinator directly (or the second appointed contact point within the Core Team) and report the incident. The case will be discussed between the two and possible actions will be explored. The Observer Coordinator will also immediately and confidentially report the case to the Deputy Chief Observer who will report to FPI and EEAS HQ in order to inform them of the incident and discuss possible corrective measures.

Overall, the Observer Coordinator will guarantee complete confidentiality and will not take any action without the agreement of the perceived victims.

## **GENERAL ADVICE**

EU EOMs often operate in different cultural environments and the local culture of the country needs to be respected. Cultural differences within the EU EOM are also a reality that needs to be taken into account.

These cultural differences can affect the perception of acts, words and body language. Observers are therefore expected to abstain from any type of conduct felt to be inappropriate or embarrassing. The same also holds for clothing. Although there is no dress code for Observers, clothing should be appropriate for staff working in an EU mission and ensure that it does not offend the values of the country.

### **Dealing with harassment**

Observer Coordinators play a key role in implementing the policy to combat harassment.

Observer Coordinators are colleagues working within the mission (core team members) who have this responsibility for the duration of the EU EOM.

Their role is to assist individuals who feel that they have suffered any form of harassment by listening to them, helping and supporting them, providing information and accompanying them. They can also provide mediation, if necessary.


Observer coordinators treat the information they receive in complete confidence and act only with the agreement of the perceived victim. Whistle-blowers will be equally protected, and the information provided will be treated with the same confidentiality.

Dealing with that type of cases can be difficult; therefore they must be able to demonstrate the following skills and abilities:

- a capacity for listening, empathising and communicating;
- discretion and respect for confidentiality;
- ability to distance oneself from one's own beliefs and value judgments;

### ***Designation of confidential counsellors***

Two contact points will be designated within the Core Team, one of them being the Observer Coordinator and another person that would ensure gender balance with the Observer Coordinator. Two focal points within the local staff will also be appointed by the DCO at the beginning of the mission.



ETHICAL GUIDELINES  
TO THE CODE OF CONDUCT FOR  
EU ELECTION OBSERVERS



EUROPEAN COMMISSION

# FIT TO WORK CERTIFICATE

<i>Name &amp; Surname:</i>	
<i>Date of Birth:</i>	<i>ID/Passport No:</i>

<b>Please provide details/numbers for:</b>	Blood type:  Blood pressure:  Pulse:  BMI:
<b>Electrocardiogram (ECG)</b>  <i>For applicants over 45 years</i>	Please provide information here:
<b>Other comments</b>	Please state comments here:

On the basis of the signed Medical Declaration [ANNEX I] and the medical examination which I carried out on \_\_\_/\_\_\_/\_\_\_\_\_, hereby I certify that the above-mentioned person has been found to be in good health, without any medical limitations and therefore medically fit to travel and work abroad for an international mission, possibly in a post-conflict environment, that may present the following characteristics:

- Tropical weather conditions (high temperatures/humidity) or cold dry weather conditions
- High altitude
- Work under stressful situations which may involve long working hours
- Mosquito borne diseases
- Water-borne diseases
- Limited dietary choices
- Basic amenities available

<i>Doctor' Name &amp; Surname:</i>	
<i>Signature &amp; Stamp:</i>	
<i>Date &amp; Place:</i>	
<i>Email:</i>	<i>Tel:</i>

## MEDICAL DECLARATION

*[to be filled by the involved person]*

<p><b>Do you suffer from or have you ever suffered from, had symptoms of, been examined for or been treated for any of the following ailments, or anything related to them? Consider the examples as help - they do not cover all conditions. Any other symptoms or ailments must also be stated, and a clarification and further details should be written on the last page.</b></p>									
<p><b>Diabetes, metabolic diseases, respiratory diseases, gastrointestinal diseases, and diseases of the musculoskeletal system</b></p>	<p>If yes; what and when:</p> <p>What was the outcome of the treatment?</p> <p>Is the treatment ongoing, completed or recurrent?</p>								
<p><b>Cardiac and circulatory diseases</b></p> <p>Blood clots, pain/tightness in the chest, high blood pressure, varicose veins, phlebitis, swollen ankles, heart rhythm disorders, pacemaker, elevated cholesterol. Other cardiovascular disorders</p>	<table border="1"> <tr> <td>Yes:</td> <td>No:</td> </tr> <tr> <td colspan="2">If yes; what and when:</td> </tr> <tr> <td colspan="2">What was the outcome of the treatment?</td> </tr> <tr> <td colspan="2">Is the treatment ongoing, completed or recurrent?</td> </tr> </table>	Yes:	No:	If yes; what and when:		What was the outcome of the treatment?		Is the treatment ongoing, completed or recurrent?	
Yes:	No:								
If yes; what and when:									
What was the outcome of the treatment?									
Is the treatment ongoing, completed or recurrent?									
<p><b>Cancer, other tumors/growths, immune system-related disorders</b></p> <p>Any type of cancer or cancer precursor/suspected cancer. Polyps in the bowel, benign tumors/growths</p>	<table border="1"> <tr> <td>Yes:</td> <td>No:</td> </tr> <tr> <td colspan="2">If yes; what and when:</td> </tr> <tr> <td colspan="2">What was the outcome of the treatment?</td> </tr> <tr> <td colspan="2">Is the treatment ongoing, completed or recurrent?</td> </tr> </table>	Yes:	No:	If yes; what and when:		What was the outcome of the treatment?		Is the treatment ongoing, completed or recurrent?	
Yes:	No:								
If yes; what and when:									
What was the outcome of the treatment?									
Is the treatment ongoing, completed or recurrent?									
<p><b>Neurological disorders</b></p> <p>Epilepsy, migraine and headache disorders, multiple sclerosis, stroke, alcohol-related disorders, dementia, brain injury, infections and genetic diseases, Parkinson's disease, chronic pain and other neurological</p>	<table border="1"> <tr> <td>Yes:</td> <td>No:</td> </tr> <tr> <td colspan="2">If yes; what and when:</td> </tr> <tr> <td colspan="2">What was the outcome of the treatment ?</td> </tr> <tr> <td colspan="2">Is the treatment ongoing, completed or recurrent?</td> </tr> </table>	Yes:	No:	If yes; what and when:		What was the outcome of the treatment ?		Is the treatment ongoing, completed or recurrent?	
Yes:	No:								
If yes; what and when:									
What was the outcome of the treatment ?									
Is the treatment ongoing, completed or recurrent?									
<p><b>Psychiatric and behavioral disorders</b></p> <p>Nervousness, anxiety, psychosis, depression, mania, insomnia, or disorders related to addiction to alcohol or drugs, or other addictions. Dementia. Developmental and behavioral disorders, compulsive behaviors (ADHD, OCD, etc.). Other psychiatric disorders and symptoms?</p>	<table border="1"> <tr> <td>Yes:</td> <td>No:</td> </tr> <tr> <td colspan="2">If yes; what and when:</td> </tr> <tr> <td colspan="2">What was the outcome of the treatment ?</td> </tr> <tr> <td colspan="2">Is the treatment ongoing, completed or recurrent?</td> </tr> </table>	Yes:	No:	If yes; what and when:		What was the outcome of the treatment ?		Is the treatment ongoing, completed or recurrent?	
Yes:	No:								
If yes; what and when:									
What was the outcome of the treatment ?									
Is the treatment ongoing, completed or recurrent?									
<p><b>Alcohol and intoxicating substances/narcotics(?)</b></p>	<table border="1"> <tr> <td>Yes:</td> <td>No:</td> </tr> </table>	Yes:	No:						
Yes:	No:								



Have you at any time for a period of more than six months, consumed more than 14 units of alcohol (men)/ 7 units of alcohol (women) per week? Have you at any time for a period of more than six months used intoxicating substances?	
<b>Allergies</b>  Drugs, Foods, Other	Yes: <input type="checkbox"/> No: <input type="checkbox"/>
	If yes, what kind?
<b>Do you presently take any kind of medicine</b>	Yes: <input type="checkbox"/> No: <input type="checkbox"/>
	If yes, what kind of medicine and for what reason:
<b>Previous hospital admissions</b>	Yes: <input type="checkbox"/> No: <input type="checkbox"/>
	If yes; for what and when?
	If yes, is the treatment ongoing or are you cured?
<b>Other remarks</b>	Please state comments here:

**I, the undersigned, hereby declare that:**

- **All information provided in this Medical Declaration Form is correct to the best of my knowledge, and that no information concerning my past or present health has been withheld;**
- **This medical declaration has been provided to my physician prior to obtaining the Fit to Work Certificate;**
- **In the event of apparent change of my medical condition, I understand that I am obliged to update my fit-to-work certificate.**

<i>Name &amp; Surname:</i>	
<i>Date of Birth:</i>	<i>ID/Passport No:</i>
<i>Signature:</i>	
<i>Date and Place:</i>	



EUROPEAN COMMISSION

## **PROTECTION OF YOUR PERSONAL DATA**

**This privacy statement provides information about the processing and the protection of your personal data.**

**Processing operation: Implementation of the European Union Election Observation Missions (EOMs)**

**Data Controller: Service for Foreign Policy Instruments, Unit FPI.6**

**Record reference: DRC-EC-05674.1**

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## **1. Introduction**

The European Commission (hereafter ‘the Commission’) is committed to protect your personal data and to respect your privacy.

The Commission collects and further processes personal data pursuant to [Regulation \(EU\) 2018/1725](#) of the European Parliament and of the Council of 23 October 2018 on the protection of natural persons with regard to the processing of personal data by the Union institutions, bodies, offices and agencies and on the free movement of such data (repealing Regulation (EC) No 45/2001).

This privacy statement explains the reason for the processing of your personal data, the way we collect, handle and ensure protection of all personal data provided, how that information is used and what rights you have in relation to your personal data. It also specifies the contact details of the responsible Data Controller with whom you may exercise your rights, the Data Protection Officer and the European Data Protection Supervisor.

The information in relation to the processing operation “*Implementation of EU Election Observation Missions*” undertaken by the Service for Foreign Policy Instruments (FPI), Unit FPI.6, is presented below.

Please note that a separate privacy statement covers the processing undertaken in relation to the “System for selection and management of the Election Observers and Experts – Election Observation Roster” (DPR-EC-00906.1).

## **2. Why and how do we process your personal data?**

Purpose of the processing operation: FPI.6 Unit collects and uses your personal data:

- a) for the implementation of logistics, security, financial, organisational and administrative aspects of the EU Election Observation Missions (EOMs); and
- b) to ensure the visibility of the EU EOMs.

Your personal data is processed by the Service Provider contracted by the Commission for a specific EU EOM. Your data is used to:

- purchase flights (thus, they may be transferred to the airline companies);
- acquire visas (thus, they may be transferred to the relevant Embassies);
- acquire accreditations to observe (thus, they may be transferred to host country authorities);
- set up your insurance coverage (thus, they may be transferred to insurance companies);
- prepare the deployment plans; or
- any other purpose directly linked to the implementation of the EU EOM (e.g., communication activities) strictly on a 'need-to-know' basis.

Your health/fit to work certificate is reviewed only by a limited number of persons within the Service Provider and may be further consulted only in case of emergencies.

Your CV is reviewed in the Election Observation Roster by the Observer Coordinator and/or his/her Deputies for the preparation of the deployment plans.

Your personal data is either retrieved from the System for selection and management of the Election Observers and Experts – Election Observation Roster, or directly requested from you in order to ensure smooth implementation of the EU EOM.

EU EOMs operate under high visibility in the host country and within the EU. During the EOM, photos, videos or any other visibility materials may be produced displaying images of you as a member of the EOM. These materials can be further used to enhance the visibility of the EU EOMs (e.g. published EU websites, tweeted on the EU related social media, used on the brochures etc.).

Your personal data will *not* be used for an automated decision-making including profiling.

### **3. On what legal ground(s) do we process your personal data**

We process your personal data, because processing is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the Union institution [Article 5(1)(a) of Regulation (EU) 2018/1725]

Under the European Instrument for Democracy and Human Rights (REGULATION (EU) No 235/2014), election observation contributes to increasing transparency and trust in the electoral process as part of the wider promotion of, and support to, democratic processes. The observation of elections continues to be an important component of the EU's policy of promoting human rights and democratisation throughout the world.

FPI is in charge of managing European Election Observation Missions, based on the Communication from the Commission on EU Election Assistance and Observation, COM(2000)191 and Commission Decisions on "Arrangements for the Implementation of EU Election Observation Missions", C(2004)206 and C(2014)7782.

We also process special categories of data, indicated in section 4 because it is necessary for reasons of substantial public interest on the basis of Union law, which shall be proportionate to the aim pursued, respect the essence of the right to data protection and provide for suitable and specific measures to safeguard your fundamental rights and interests [Article 10(2)(g) of Regulation (EU) 2018/1725]. Specifically, we process your medical data included in the health certificate you provided before your deployment. The Commission has the duty of care of EOM members in line with Commission Implementing Decision C(2014)7782 of 29.10.2014. Processing of limited health data is necessary to ensure that you are able to work under challenging conditions in insecure environments. Additionally, processing of health data might be necessary to protect your vital interests in accordance with Article 10(2) (c) of Reg.(EU)2018/1725, only in order to ensure that you will receive adequate medical care, if you are not physically capable of providing your consent.

### **4. Which personal data do we collect and further process?**

In order to carry out this processing operation, the European Commission - FPI.6 Unit or the Service provider on behalf of the European Commission, collects the following categories of personal data:

- Identification data: Name, postal address, professional and private e-mail addresses, phone numbers, date and place of birth, ID Card / Passport n<sup>o</sup>, country of residence.

- Financial data: Bank account reference (IBAN and BIC codes), amounts of income/allocations and expenses.
- Medical data: Health Certificate, including information on prior health conditions, allergies and medicine intake. A vaccination certification is collected in limited circumstances when requested by the authorities of the host country for issuing visa.
- Human Resources data: CV details
- Social data: Person to notify in case of emergency.
- Photos needed for visa, accreditation.
- Photos and videos taken during the mission.

Based on your consent, you may provide any other personal data for the facilitation of the EOM (e.g photos and short resume about yourself to be published in the Observers mission specific manual).

### **5. How long do we keep your personal data?**

FPI.6 Unit only keeps your personal data for the time necessary to fulfil the purpose of collection or further processing.

The personal data in connection with the EOMs will be kept for seven years after the closure of the service contract implementing the election observation mission based on Article 75 of the Financial Regulation applicable to the general budget of the Union (Regulation (EU, Euratom) 2018/1046 – OJ L193/30.07.2018, p.1). As an exception, health data are deleted/destroyed after the end of the respective EOM, when the last payment to the service provider is completed.

### **6. How do we protect and safeguard your personal data?**

All personal data in electronic format (e-mails, documents, databases, uploaded batches of data, etc.) are stored on the servers of the European Commission. All processing operations are carried out pursuant to the [Commission Decision \(EU, Euratom\) 2017/46](#) of 10 January 2017 on the security of communication and information systems in the European Commission.

The Commission’s contractors are bound by a specific contractual clause for any processing operations of your data on behalf of the Commission, and by the confidentiality obligations deriving from the General Data Protection Regulation (‘GDPR’ [Regulation \(EU\) 2016/679](#)).

Core Team members and Observers also sign a Letter of Assignment that includes confidentiality clauses to certify that the information received during EU EOM (including the information contained in the roster) will not be revealed to unauthorised third parties.

In order to protect your personal data, the Commission has put in place a number of technical and organisational measures in place. Technical measures include appropriate actions to address online security, risk of data loss, alteration of data or unauthorised access, taking into consideration the risk presented by the processing and the nature of the personal data being processed. Organisational measures include restricting access to the personal data solely to authorised persons with a legitimate need to know for the purposes of this processing operation.

Additionally, measures are taken to ensure security of your health data, such as signature of confidentiality clauses, transmission of health data solely via encrypted e-mails and shortened retention periods. Your health certificate is stored securely in the premises of the Service

Provider. The health certificates are not consulted after their storage and are not transferred to the countries where EOMs take place, unless your vital interests are at risk.

## **7. Who has access to your personal data and to whom is it disclosed?**

Access to your personal data is provided to the Commission staff responsible for carrying out this processing operation and to authorised staff according strictly to the “need-to-know” principle. Such staff abide by statutory, and when required, additional confidentiality agreements.

Recipients of your personal data are the following:

- EU EOM members deployed in the same EOM may receive your professional e-mail address and phone numbers for organisational purposes.
- EEAS staff members responsible for visa facilitation.
- External Service Providers, contracted by FPI for the management of EOMs, who will receive a list with names and private contact details of successful candidates extracted from the Roster, to enable contact and the launch of their assignment. They further contact directly the EOMs’ members and request for the necessary information.
- The Service Provider may further transfer data that is strictly necessary to airline companies to purchase flight tickets, to insurance companies in order to provide you with insurance coverage during your missions, to the relevant embassies for issuing visas, to host country national authorities to receive accreditation to observe or other entities, only when it is strictly necessary for the implementation of the EOMs.

During the EOM, several visibility materials displaying your image may be produced (e.g. photos, videos). This material may be published on EU websites, tweeted on EU-related social media, used on brochures.

The controller will transfer your personal data to the following recipients in a third country and to an international organisation in accordance with Regulation (EU) 2018/1725:

- Public authorities in the respective third country in which the EOM takes place for visa acquisition and accreditation for observation purposes.
- Airlines for booking international flights.
- The International Organisation for Migration (IOM), which is currently one of the Service Providers under the EOM framework contract.

We will transfer your personal data based on derogations under article 50(1)(d) of Regulation (EU) 2018/1725 because such transfers are necessary for reasons of important public interest. Transfer of data is necessary for the implementation of the EOMs, in line with the European Instrument for Democracy and Human Rights (REGULATION (EU) No 235/2014). Transfers to the IOM are also necessary for the conclusion and performance of a contract concluded in the interest of the data subject, under article 50(1)(c). As an additional safeguard, FPI frames such transfers by including data protection clauses in the contract signed with the service provider as well with safeguard clauses to the rest of the third country based recipients.

Please note that pursuant to Article 3(13) of the Regulation, public authorities (e.g., Court of Auditors, EU Court of Justice) which may receive personal data in the framework of a particular inquiry in accordance with Union or Member State law shall not be regarded as

recipients. The processing of those data by those public authorities shall be in compliance with the applicable data protection rules according to the purposes of the processing.

The information we collect shall not be given to any third party, except to the extent and for the purpose we may be required to do so by law.

## **8. What are your rights and how can you exercise them?**

You have specific rights as a ‘data subject’ under Chapter III (Articles 14-25) of Regulation (EU) 2018/1725, in particular the right to access your personal data and to rectify them in case your personal data are inaccurate or incomplete. Where applicable, you have the right to erase your personal data, to restrict the processing of your personal data, to object to the processing, and the right to data portability.

You have the right to object to the processing of your personal data, which is lawfully carried out pursuant to Article 5(1)(a) on grounds relating to your particular situation.

You can exercise your rights by contacting the Data Controller, or in case of conflict the Data Protection Officer. If necessary, you can also address the European Data Protection Supervisor. Their contact information is given under Heading 9 below.

Where you wish to exercise your rights in the context of one or several specific processing operations, please provide their description (i.e. their Record reference(s) as specified under Heading 10 below) in your request.

## **9. Contact information**

### **- The Data Controller**

If you would like to exercise your rights under Regulation (EU) 2018/1725, or if you have comments, questions or concerns, or if you would like to submit a complaint regarding the collection and use of your personal data, please feel free to contact the Data Controller, Service for Foreign Policy Instruments, Unit FPI.6, [FPI-DATA-PROTECTION@ec.europa.eu](mailto:FPI-DATA-PROTECTION@ec.europa.eu).

### **- The Data Protection Officer (DPO) of the Commission**

You may contact the Data Protection Officer ([DATA-PROTECTION-OFFICER@ec.europa.eu](mailto:DATA-PROTECTION-OFFICER@ec.europa.eu)) with regard to issues related to the processing of your personal data under Regulation (EU) 2018/1725.

### **- The European Data Protection Supervisor (EDPS)**

You have the right to have recourse (i.e., you can lodge a complaint) to the European Data Protection Supervisor ([edps@edps.europa.eu](mailto:edps@edps.europa.eu)) if you consider that your rights under Regulation (EU) 2018/1725 have been infringed as a result of the processing of your personal data by the Data Controller.

## **10. Where to find more detailed information?**

The Commission Data Protection Officer (DPO) publishes the register of all processing operations on personal data by the Commission, which have been documented and notified to him. You may access the register via the following link: <http://ec.europa.eu/dpo-register>.

This specific processing operation has been included in the DPO's public register with the following Record reference: DRC-EC-05674.1

