

# The EC Bulletin

For Regular, Free and Fair Elections

TRI-ANNUALLY VOLUME 2 NUMBER 1 MARCH 2004

## In this Issue

Hon. Janat Mukwaya Opens EC SAN House	2
The Media and Political Transition 2006	3
Cabinet Sub-Committee Visits EC	4
Open Day at EC	5
EC Monitors Rwanda Parliamentary Polls	6
EC Seeks Closer ties With the Police	6
Your Letters	7
EC ever Busy	10
EC Posts New Staff	12
Kisembo Wins Award	13
Election Report: Kabale and Bushenyi By-Elections	14
Adventures of an Election Officer	15
Employee of the Year	16

## EDITORIAL BOARD

**Dr. Jenny B. Okello**  
Chairperson

**Mr. Peter Okello Jabweli**  
Vice Chairperson

**Mr. Moses W. Watasa**  
Chief Editor

**Mr. Richard B. Kabayiza**  
Sub-Editor

**Mr. Cyprian Ogwang**  
Member

**Ms. Teddy Mugote**  
Member

**Mr. Paul Bukenya**  
Member

Published by  
**The Electoral Commission**  
Plot 53/56 Jinja Road  
P.O. Box 22678 Kampala Uganda  
Tel: +256 41 337509  
Fax: +256 41 341655  
E-mail: electcom@imul.com

## Foreword

On behalf of the Electoral Commission and on my own behalf, I feel greatly honored to make a few remarks through the second issue of this newsletter.

I thank the editorial board for the great work done to produce yet another edition of the newsletter. I also salute other people, who have put a lot of effort in various capacities to make *The EC Bulletin* the reality that it has come to be. I call upon you to keep up the good work so that we can have the publication for a long time.



*Sr Margaret Magoba: Deputy  
Chairperson, Electoral Commission*

The power of communication (of which this newsletter is one channel) cannot be overemphasised. The communicated message benefits its recipients, the communicator and a broad spectrum of the public. Through this newsletter the Electoral Commission will regularly avail to you comprehensive information, to involve you in what the Commission does, so that the way forward is charted out in a collective and participatory manner. We believe the in-put and other forms of support can be most useful if the different actors make informed contributions.

*continued on page 2*

## The EC's Standing Resolution

The EC's Resolution is to: 'Promote public confidence in the Electoral Commission as a credible institution in charge of management of the electoral process through a transparent, accountable and efficient human resource, through conducting continuous voter education and update of the Voters' Register in order to deliver peaceful free and fair elections and referenda in accordance with the Constitution'.

## The EC'S Vision

The EC'S Vision is to: "promote peaceful continuity of governance through an impeccable electoral process".

## The EC's Mission

For Regular, free and fair elections



## Hon. Janat Mukwaya Opens EC SAN House

**T**here have been incidences of elections characterized by allegations of multiple registration, voter impersonation and multiple voting! Such allegations will belong to the archives of history - this after the launching of the SAN House at the Electoral Commission.

The SAN House is the home of the hi-tech duplicate analysis technology, which is central to the Photographic Voter Registration and Identification System (PVRIS).

The SAN House was commissioned by the Minister of Justice and Constitutional Affairs, Hon. Janat Mukwaya, on 13<sup>th</sup> October 2003.

Hon. Janat Mukwaya expressed satisfaction with the good work accomplished by the Commission so far, and urged the staff to keep-up the standards. "The country expects very high quality work from you at all times. Your thoroughness will be particularly tested during the national elections that are getting closer", she said.

In the SAN House, the Minister examined the efficacy of the PVRIS - she mentioned several names of registered voters (including hers), which were then retrieved from the photo-bearing register, by the Ag. Head, Data Processing Department Mr. Herbert Wamboko and his team.

The Minister also called upon the Electoral Commission staff to embrace team-work to deliver the Institution's mandate. "The Electoral Commission has just recruited seventy-four new staff. I would like to see harmonious co-existence between the old and new staff for the overall efficiency of the Electoral Commission", she said.

She pledged her Ministry's

securing more comfortable office premises for the Commission.

EC Chairman Eng. Dr. Badru Kiggundu expressed gratitude to the Minister for gracing the launching of the SAN House. Eng. Kiggundu also pledged the commitment of the Commission's staff to execution of electoral work at all times.

Paul Bukunya



*Now open: Hon. Janat Mukwaya (R) cuts a tape to formally open the EC SAN House, as EC Deputy Chairperson Sr. Margaret Magoba (C) and Database Administrator Pontius Namugera (L) look on*

commitment to supporting the Electoral Commission, to enable the Commission effectively meet the expectations of the electorate and other stakeholders. She promised to particularly work with government and donors towards

Present at the function was EC Deputy Chairperson Sr. Margaret Magoba, Commissioners Joseph N. Biribonwa, Jenny B. Okello, Stephen D. Ongaria, Tom W. Buruku, Secretary Sam A. Rwakoojo, and staff of the EC headquarters.

*..... continued from page 1*

We would therefore highly appreciate what you have to tell us. Wide-ranging ideas when pooled and integrated will be useful to us in reaching the most beneficial decisions.

The Electoral Commission pledges accurate, comprehensive and timely information to you. The Commission looks forward to complements, constructive

criticism and practical suggestions on the way forward, which should translate into relevant actions to improve the management of elections.

This way, the commission's Vision and Resolution will be realized through effective performance resulting from resourceful internal and external contributions.

Your views about this newsletter and the Electoral Commission in general will therefore be highly appreciated, and will be considered for possible publication in subsequent editions.

For God and my Country.

**Sr. Margaret Magoba**

DEPUTY CHAIRPERSON, ELECTORAL COMMISSION



## The Media and Political Transition 2006

Ugandan media trainers, proprietors and practitioners annually hold a convention, to debate critical issues in the country. On Saturday 15<sup>th</sup> November 2003, Makerere University's Department of Mass Communication organized another media convention, this time under the theme; *The role of the media in Uganda's political transition 1996-2006*.

The one-day convention, which took place at Hotel Africana was opened by the guest of honor, Commissioner Tom Buruku, from the Electoral Commission, who represented the Chairman Eng. Dr. Badru Kiggundu.

Commissioner Buruku hailed the Mass Communication Department for organizing the convention, which he described as "well-timed". "The theme for today's convention is well timed because the country is in the initial stages of political transition, which is going to involve critical decisions and the participation of the whole country", he said.

"There are wide-ranging proposals like a shift from the movement to multi-party governance, lifting of the two-term tenure for the presidency, scrapping the Human Rights Commission etc, which will impact on present and future generations, and thus call for participation across the board", he said

"The Electoral Commission and the media are important players in this political transition. The Electoral Commission in accordance with its mandate provided for under article 60 of the Constitution (1995) is

already planning and positioning itself to play its role in the transition", he added.

The Commissioner challenged the media to report objectively, and educate people about the transition

Ugandans are still illiterate", he said.

Commissioner Buruku also thanked the media for being supportive of the Electoral Commission's activities, and

advised media practitioners to exercise caution when covering the transition process. "The Electoral Commission is indebted to and expresses gratitude to the media for the goodwill and support rendered in the electoral process. The media however is urged to play its role in a cautious, responsible and discretionary role to ensure that the political transition is orderly, peaceful and fruitful for the stakeholders, particularly the masses", he said

The Head of Department, Mass Communication, Makerere University, Dr. Goretti Nassanga, said the Electoral Commission's invitation to the convention was because of the institution's centrality in the democratization process in the country. "Invitation of the Electoral Commission to today's Convention was carefully thought-out because the preliminary activities for the 2006 elections are underway. The 2006 Elections are a key factor in the transition, and Electoral Commission is going to be increasingly in the media and public spotlight as this entire process gains momentum", she said.

The one-day convention sponsored by Germany's Konrad Adenauer Stiftung Foundation drew participants from government agencies, tertiary Institutions, the print and broadcast media and civil society organizations.

**On 19th February 2004, the Chairman of the Electoral Commission, Eng. Dr. Badru Kiggundu visited The Monitor and The New Vision, under the Commission's policy of cultivating a mutually beneficial working relationship with the media**

Paul Bukenya



Mr. William Pike, Managing Director of The New Vision welcoming EC Chairman Eng. Dr. Badru Kiggundu (above) and Mr. Wafula Ogutuu seeing off The EC Chairman, after a meeting between the two (Below) left is Commissioner Tom Buruku

Paul Bukenya



process, to enable them make informed choices. "The media has to unravel all the options, perspectives and laws to enable the masses participate in the political transition from an informed position. The role of community radio and newspapers will be particularly important, since most





## Cabinet Sub-Committee Visits EC

A sub-committee of cabinet visited the Electoral Commission on 28<sup>th</sup> November 2003, to assess the conditions under-which the Commission operates, and to generate relevant solutions to improve the execution of electoral work.

The sub-committee was led by the Minister of Local Government Hon. Prof. Tarsis Kabwegyere

explore ways to improve the capacity of the EC in handling elections. "We are here to look at the facilities of the Electoral Commission and come up with a realistic budget. We therefore ask you to raise all the issues of concern to you", she said.

The guest of honor, Hon. Prof. Tarsis Kabwegyere, said the sub-committee's visit was also intended to give more credibility

there are many new emerging issues pertaining to elections", he said.

Lack of proper permanent premises was identified as one of main constraints facing the Commission. Electoral Commission Chairman Eng. Dr. Badru Kiggundu described the visit as a "rare occasion", and hoped that the Ministers would work towards addressing the

problem by securing suitable premises. "Electoral Commission staff work under an un-conducive environment. Most of the EC offices tend to be very hot during the day, and occasionally get flooded. We therefore hope that you will be our ambassadors and present this problem to government so that we can



*How it works: A section of the Sub-committee of Cabinet inspects the machinery used for producing voters' cards*

(who represented the Vice President), and included Hon. Janat Mukwaya, Minister of Justice and Constitutional Affairs, Hon. Philip Byaruhanga, Minister of State for Local Government, Hon. Isaac Musumba, Minister of State for Finance (Planning) and Hon. Sam Kutesa, Minister of State for Finance (Investment).

The Minister of Justice and Constitutional Affairs Hon. Janat Mukwaya said the visit of the sub-committee was intended to

to the electoral process, through collectively addressing the common problems that arise during elections. He also appealed to EC staff to play their part in effectively discharging electoral activities. "As EC staff you are the technical people to manage elections. You should therefore continually seek information and opportunities for sharing experiences from previous employees of the Commission, and from other sources, since

hopefully be availed better office premises", he said.

After touring the office premises at the head-quarters, the committee also visited the Commission's stores, located in Luzira, east of Kampala.

The Sub-committee subsequently asked the Electoral Commission to prepare a formal proposal and budget for a permanent home, and present it to government for possible funding.



## First "Open Day" at EC

18<sup>th</sup> November 2002 was a unique day at the Electoral Commission. A first ever "Open Day" was hosted by the Commission, to give different stakeholders and the public an opportunity to interact more closely with the staff, and get abreast of the on-going activities at the institution.

The open day was held under the theme: *"The Electoral Commission, towards greater co-operation through transparency, efficiency and accountability"*. The theme was adopted from the broad policy of greater openness and accountability, embraced by the Electoral Commission.

Addressing invited guests, staff and media professionals, EC Secretary, Sam Rwakoojo, said the Commission was shifting towards greater openness because of the nature of its mandate: "The Electoral Commission is a central institution to the entrenchment of democracy in Uganda. The Commission has therefore been exploring avenues of opening-up more, as one of the main ways of being accountable to all the stakeholders and the general public".

Mr. Rwakoojo emphasized that the "Open Day" was intended to close the gap between the Electoral Commission and its stakeholders. "The Commission has been disseminating information largely through the conventional media. We realized however that the media alone cannot pass on all the necessary information, and bring us as close

to our stakeholders as we would like to be. We therefore opted for the "Open Day" so that we can directly explain to and show you what the Electoral Commission is about, and also hear what you have to say about what we are doing", he said.

EC Chairman, Eng. Dr. Badru Kiggundu, underscored the importance of the "Open Day". "The Open Day will be a regular event, under which the doors of the Commission will be open to

will appreciate the strengths and challenges of the institution so that the way forward is generated collectively", he said.

The Chairman also called upon eligible voters to register, and appealed to stakeholders to support the Electoral Commission in the fight against electoral violence and other malpractices. "The Commission appeals to eligible voters who have not registered to do so. We also call upon the different stakeholders to join us in the fight against violence in electoral processes", he said.

File Photo



Here it is: The guest of honour, Mrs Margaret Sekaggya (Chairperson of the UHRC) launches the EC Bulletin

The guest of honour, Mrs. Margaret Sekaggya, Chairperson of the Uganda Human Rights Commission (UHRC) pledged her Organization's willingness to work with the Electoral Commission, particularly to educate voters. "The Human Rights Commission has been and will continue to work with the Electoral Commission to educate voters about their civic rights and responsibilities", she said.

Mrs. Sekaggya also launched a newsletter (*The EC Bulletin*), to be published tri-annually by the Electoral Commission. "I also congratulate you upon coming up with this newsletter. The challenge now is for the Electoral Commission to sustain the newsletter, because we

shall always look forward to receiving copies periodically".

Activities of the open day included inspection of the photo-bearing register by Journalists and invited guests, who verified their particulars on the register.



## EC Monitors Rwanda Parliamentary Elections

A delegation from the Electoral Commission led by Commissioner Joseph Biribonwa comprising Mr. Charles Nsimbi (Ag. Head, Voter Registration Department) and Mr. Denis Ebong (District Registrar, Lira) was in Rwanda (from Sept. 29<sup>th</sup> to 2<sup>nd</sup> October 2003), to monitor Parliamentary Elections in the central African country.

Commissioner Joseph Biribonwa observed elections at the International Academy school, Kichukiro, Kigali with Mr. Oswald Burasanzwe, Commissioner, National Electoral Commission of Rwanda. Commissioner Biribonwa also monitored the areas bordering the Democratic Republic of Congo with Shiek M.F. Harerimana, Vice-President



Commissioner Joseph Biribonwa (left), with the Chairman of the National Electoral Commission of Rwanda, Prof. Chrysologue Karangwa, at a Press Conference in Kigali, during the Parliamentary polls

of the National Electoral Commission of Rwanda.

Mr. Charles Nsimbi and Mr. Denis Ebong monitored the Umutara Province near the Uganda-Rwanda border.

A report compiled by the EC team indicates that the polls were well organized, and the results reflected the will of the Rwandese people.

"There was good advance planning and a high level of patriotism, as all polling officials worked as volunteers.", the report reads.

According to the report, the elections were largely free and fair. "The delegation observed that the elections were carried out in accordance with the electoral laws of Rwanda and the results reflected the will of the voters", the report concludes.

## EC Seeks Closer Co-operation With the Police

The Electoral Commission has been grappling with incidences of electoral violence that have disrupted a number of polls. On 27<sup>th</sup> November 2003, the Commission hosted a day-long seminar for senior Police Officers to expose them to the Commission's work and the role of the police in the electoral process.

Addressing the senior policemen, EC Chairman Eng. Dr. Badru Kiggundu called upon the Uganda Police force to work with the Commission to promote peaceful continuity of governance through impeccable fraud-free processes that are executed in full compliance with the law.

Eng. Kiggundu appreciated the role the Police has played in the past, to ensure that democracy is



Senior Assistant Commissioner of Police Fred Yiga addressing participants during the one-day seminar

delivered in a peaceful, free and fair environment, and called upon the police officers to develop a culture of integrity, and exercise a high degree of professionalism, in execution of their roles during elections.

The Chairman disclosed that the seminar was part of a series of activities aimed at enhancing co-

operation between the Commission and other stakeholders in the electoral process at all levels. He emphasized that the Commission is now more than ready to listen and share useful ideas with all stakeholders.

The Officer-in-charge of the Police Training School (Kibuli), Senior Assistant Commissioner of Police (SACP), Fred Iga, who represented the Inspector General of Police welcomed the partnership and pledged on behalf of the Police to work towards strengthening this co-operation.

SACP Iga also observed that the Police are involved in all stages of the electoral process and therefore need more knowledge and information about electoral laws, so that they can effectively enforce them.





## Your Letters

### Recognition for Your Improved Management of the Electoral Commission

**A**s a Ugandan citizen and an active participant in the Electoral Commission's various programs in various capacities, I feel I should put down something regarding your improvement in organizational management.

I am concerned that some fellow citizens seem not to have recognized the eminent steps taken to improve the operations of your organization. This has been reflected in your contract with UNISIS, human resource consultants, to recruit a number of officers to join the existing team recently.

This was an illustration to the general public that you up-hold transparency, integrity, neutrality and offer equal opportunities to all prospective employees. These are some of the basic ethical standards against which the credibility of organizations like the Electoral Commission are judged.

Further more, if one considers the by-elections conducted by the new Commission, it wouldn't be wrong to affirm that you have executed them impartially and in accordance with the law to let the voters' will prevail through the supremacy of the ballot.

Since I cannot enlist all the good things you have done in this letter, let me urge all fellow citizens to accord appreciation where it is due.

Your great admirer,

Muhangi Henry Silver  
P.O Box 16007  
KAMPALA



### Referendum: Voter Education Should Have Started

**I** am writing to express my concern about the apparent lack of voter education by the Electoral Commission. Voter education should be on-going right now, since the country is already on the path of political transition, which should climax with the general elections of 2006.

As part of the transition, there seems to be consensus on holding a referendum between now and July 2005. It was also reported in the press that the referendum going to cost 30 billion shillings has been prepared-for by the Electoral Commission. If the referendum is to take place by July 2004, it implies that it has to be conducted within about 14 months.

A referendum is a massive task that has various issues that have to be clarified to the public. By now, through voter education, the Electoral Commission should be explaining to the public the issues that are going to be decided upon. Such information should have also been translated into the various languages, considering that the majority of Ugandans are illiterate.

There is talk that under the coming referendum, there are many issues we are going to vote on, including reverting to multi-partism from the movement, choosing between federo and decentralization, and to lift or not lift the 2-term presidential term limit etc. This multitude of issues to decide upon make voter education even more urgent. People should be sensitized long enough to have them understand them before they can vote on them.

Otherwise if the referendum is to take place in the next 14 months, time is running out on voter education. There is going to be very limited time within which the Electoral Commission will hastily conduct voter education.

The result is likely to be low participation in the exercise, and a high number of invalid votes. The Commission should there swing into action now!

Otherwise the Commission appears to be doing well on voter registration. I gather that the photo-bearing register is now in place. You should be commended on this, but limited voter education could cause you problems.

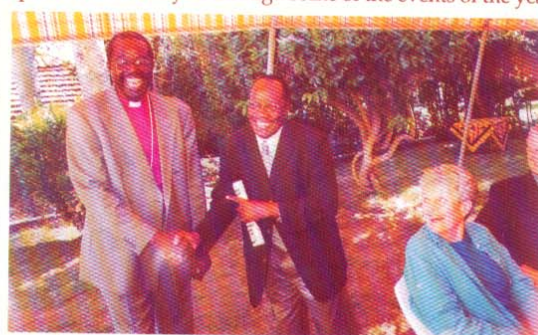
Arnold Kasibante  
P.O Box 831, Kampala  
077 - 398 267



PICTORIAL: 2003 was a quite eventful year for The EC; in this pictorial we take you through some of the events of the year



EC Chairman Eng. Dr. Kiggundu (R) receives a souvenir from Mr. Prinya Nakchudtree (L) a Thailand Electoral Commissioner. This was during Dr. Kiggundu's visit to Thailand



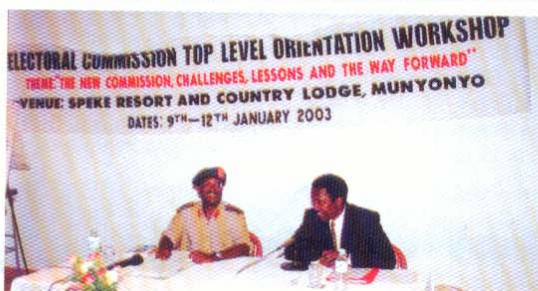
Hullo Mr. Chairman: While on duty in Arua, EC Chairman Dr. Kiggundu (R) met the new Archbishop of the Church of Uganda, Henry Orombi (L)



In January 2003, the newly sworn-in members of the Electoral Commission underwent orientation at Speke Resort Munyonyo. **Above:** EC Chairman Dr. Kiggundu (R) confers with Justice and Constitutional Affairs Minister Hon. Janat Mukwaya (C); left is Commissioner Joseph Biribonwa. **Below:** EC Chairman Eng. Dr. Kiggundu (R) chatting with Hon. Miria Matembe (C), and Deputy Chief Justice Leticia Kikonyogo (L), during the orientation seminar. **Bottom:** Brig. Kale Kaihura, Army Chief Political Commissar presents a paper during the orientation seminar for the new commission



Chairperson of the Human Rights Commission Mrs Margaret Sekaggya addresses EC staff and invited guests, during the EC's open day on 18th Nov. 2003. **Below:** Mrs. Sekaggya verifies her particulars on the EC's photo-bearing register on the EC's open day. **Bottom:** A cross-section of EC staff reading The EC Bulletin, a tri-annual publication, also launched on the open day

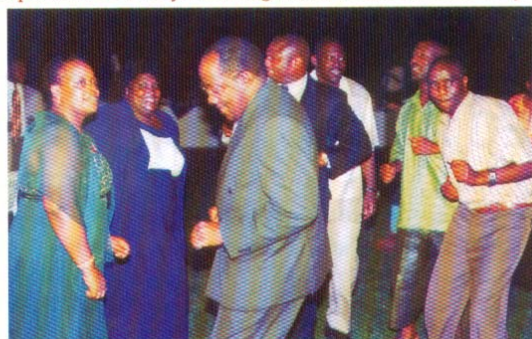




PICTORIAL: 2003 was a quite eventful year for The EC; in this pictorial we take you through some of the events of the year



The family of Bernadette Nambasa (L) EC's employee of the from the Headquarters, receive her gift from Head, Human Resource, Mr. Francis Ojede (R)



EC Chairman Eng. Dr. Badru Kiggundu (C) opens the dance with Mrs. Jovita Byamugisha, Ag. Director Finance & Administration



EC Chairman Dr. Kiggundu (R), shares a joke with Commissioners Tom Buruku, Joseph Biribonwa and Stephen Ongaria

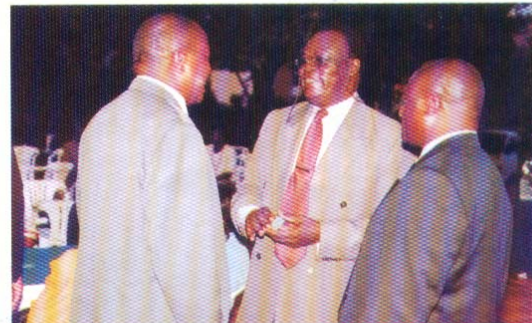


EC staff pick a snack



Commissioners Joseph Biribonwa (R) and Stephen Ongaria (in grey suit) pick snacks during the end of year party

Below: Social leader: EC Secretary Sam Rwakoojo greeting staff during the end of year party



Commissioner Stephen Ongaria (C) talking to Mr. Joshua Wamala Head of Election Management (L), and Mr. Tumwebaze Mukiga, Head, Planning and Research (R)

Below: Commissioner Stephen Ongaria (in glasses) greeting EC drivers during the end of year party





## EC Always Busy - Even Without Elections

By David Muhwezi, Data Processing Department

According to article 1 of the Constitution of the Republic of Uganda, 'All power belongs to the people who shall exercise their sovereignty in accordance with the Constitution'. The people shall express their will and consent on who shall govern them and how they should be governed through "regular, free and fair elections of their representatives or through referenda", a task which is the responsibility of the Electoral Commission to execute.

District Women Representatives and People with Disabilities. To organise all these elections, there is need for prior planning and research.

There are certain activities that have got to be carried out with or without elections and as well as just before, during and after elections. These include: Display of registers, registration of voters, data processing, printing and issuing of voters' cards and civic education. The Electoral

deadlines.

With the introduction of the Photographic Voter Registration and Identification System (PVRIS), pictures of voters are acquired using digital cameras and stored on diskettes and forwarded to the headquarters.

Once voter's particulars are received, a numbers of activities are carried out. These include:

- (i) **Image conversion.** This involves re-naming pictures to match with the voter identification numbers, and assigning the relevant photographs. Typing errors in voter's number would assign wrong photographs to voters. Data Processors therefore have to be extra careful.
- (ii) **Image editing.** This involves scrolling through the pictures to ascertain whether correct conversion (above) has actually been done.
- (iii) **Image cropping.** This is intended to link photographs of voters with their bio-data and ultimately re-size the pictures to an acceptable size.
- (iv) **Picture browsing and duplicate analysis.** This is to eliminate duplicates from the database. Checking for possible duplicates is done during browsing.
- (v) **Voter's cards and register printing.** Here, voters' cards and registers (both text and photo-bearing) are printed.

When registers are printed, they are sent back to the field for display before any election is held. The registers are displayed for not less than twenty-one days. During display, the public is notified to scrutinise the registers,



The EC's data processors use this hitech technology in the SAN House to root out multiple registration

During the off-peak periods, EC staff have often been asked; "Aren't you redundant now that there are no elections?" The answer has been and is "No". The Commission is busy with or without elections. Conducting free and fair elections is an end result of religiously following prescribed laws and procedures.

There are a number of elections in Uganda, including; Presidential,

Commission compiles, maintains and up-dates, on a continuous basis a national voters' register with details of persons entitled to vote.

The Electoral Commission staff collect field data pertaining to eligible voters, which is sent to the headquarters for editing and integrating in the national database. Many activities as far as data processing is concerned, are carried out against strict



## Data Processing Department; The Hub of the EC

*By Gusongoirye David L. Data Processing Department*

**A**t the risk of being bombarded by a barrage of criticisms, I would like to point out the centrality of the Data Processing Department (DPD) to Electoral Commission. Close to half a year now, I have been privileged to serve in this magnificent Department as an Election Officer.

The Department plays a key role in ensuring that an impeccable register is produced. To begin with, it provides all Information Technology solutions in the Electoral Commission. The DPD is blessed with top-notch Election officers in the prestigious field of Information Technology who handle computer-related problems with relative ease.

For instance, I always marveled at the way the Network Administrator manipulates the network like he was born and bred in a computer lab. The technician and the gentlemen who manage our Database are really icons at what they do. Bravo, monsieur Pontius Namugera (Database Administrator), and your team.

The meekness of the Head of Department and his assistants is commendable. The departmental staff are industrious, dedicated, and professional in what ever they lay their hands on.

The above attributes coupled with well-furnished rooms that serve as computer labs make the working conditions in the department estimable. Little wonder therefore

images from floppy diskettes? Yes, this is another significant activity. Images are downloaded from diskettes using the digital cameras or the floppy drive on the computer. Probably this is a duty performed in the subtlest manner. Downloading precedes image conversion, which is precisely the act of replacing the picture numbers with locator numbers (chest numbers) on the downloaded images.

With the three processes impeccably done, we embark on a very important function known as cropping. This is done after linking the text with the images. In the layman's language, it's the act of resizing the images by removing the locator numbers (chest numbers).

We then embark on a rigorous exercise of editing. And after a

thorough online editing process the register is ready for printing. After the register has been printed, taken for display and the necessary corrections made, then depending on communication from management, the process of card printing picks up from there.

Despite the central position in the preparation of electoral materials, the Department has received the greatest number of criticisms. Little or hardly any praise has been given for the work well done.

Despite all this the data processors have undauntedly performed their responsibilities with utmost efficiency, thus contributing immensely to the Electoral Commission's mandate i.e. "organizing regular free and fair elections and referenda".



*Business as usual: Staff of the Data Processing Department working on their computers*

that the output of the DPD is second to none.

One of the cardinal roles of the staff is data entry. This entails entry of voter details using the original registration forms. This is no mean task considering the bulk of work and the care which it deserves.

Did I mention downloading of

*continued from page 10*

and objections and complaints (if any) in relation to the names and photos are raised or filed with the Voter Registration Department.

Further, during this display, objection can be raised against the inclusion in the register of any person on grounds, including being under-age, impersonation,

etc. Queries/complaints are forwarded to the respective departments for and the necessary action taken.

These and other pre-election tasks therefore engage the Electoral Commission throughout the year, with or without elections.



## EC Trains, Posts New Staff

**E**lection work is complex and dynamic, requiring new approaches and skills to meet the emerging challenges. Against the backdrop of such personnel needs, the Electoral Commission conducted a two-day training workshop for District Registrars and Assistant District Registrars on 30<sup>th</sup> and 31<sup>st</sup> October 2003, at Hotel Equatoria.

Opening the Workshop, Electoral Commission Secretary, Sam Rwakoojo, said the Workshop was intended to prepare the Registrars for present and emerging challenges in election work. "We are also planning for eventualities especially the anticipated referendum and the 2006 general elections. There is a proposed program and tentative budget for this", he said.

He said the workshop was also intended to brief the participants about new policy issues at the Electoral Commission. "The Commission is undergoing general restructuring in order to enhance credibility and keep efficient delivery of services. The Commission is also working on harmonising salary structures", he said.

Mr. Rwakoojo also expressed optimism that the workshop would yield greater efficiency at the Electoral Commission. "It is hoped that at the end of this we shall speak with one voice and work as a team, utilise resources more efficiently and do proper accountability", he said.

Electoral Commission Chairman, Eng. Dr. Badru Kiggundu, thanked the Registrars for the good work so far done. "I wish to congratulate all the District Registrars for all the tireless efforts put in the Electoral

Commission activities. I also

thank the new Assistant Registrars who since recruitment have been working at the headquarters and have been of great assistance in the completion of the PVRIS first phase of the project", he said.

The Chairman urged the Registrars and their assistants to work harder. "The Commission looks forward to your individual and collective contribution through dedicated commitment to work in various areas especially those who are being posted to new areas", he said.

Eng. Kiggundu said the Commission was introducing an award of "Registrar of the month". "A policy to recognise the district of the month has been started where the District that registers the highest number of voters will surely be recognised. I urge you to all aim at being beneficiaries of this special policy.

Please, I am not telling you to deliver un-authentic data to out-shine other Districts", he said.

The Chairman urged the Registrars to be flexible in handling new tasks as they emerge. "New strategies continue to be developed to overcome electoral challenges. As members of the EC Community please aim at team building, sharing of ideas, innovativeness, timely accountability and thoroughness in whatever you do. A v o i d procrastination", he stressed.

The Workshop involved several presentations by external Consultants,

Heads of Departments, moderated by the Deputy Chairperson Sr. Margaret Magoba and Commissioners.

Meanwhile, the Electoral Commission has posted the newly recruited Assistant Registrars to various Districts all over the Country. The officers reported to their work-stations on 1<sup>st</sup> December 2003.

A transparent lottery system was used to determine the District to which each of the Assistant Registrars was to be posted. Under this arrangement, names of Districts in Uganda were written on raffle chits and stuffed in a container. Each officer was then posted to the District indicated on the raffle chit that he or she picked from the container.

### Newly Posted Assistant District Registrars (ADRS)

1	Adong Jesca	ADR	Gulu
2	Arinaitwe Rwakajara	ADR	Busia
3	Arinaitwe Wilson Isaac	ADR	Kibale
4	Atwijukire Ismail	ADR	Kumi
5	Bukirwa Sarah	ADR	Mpigi
6	Kahaika K.D. Elisha	ADR	Rukungiri
7	Kamusime Ruhemba Dan	ADR	Kasese
8	Kanzira Valley Tumwesigye	ADR	Kamwenge
9	Kayebwe Keneth	ADR	Soroti
10	Kiconco Gaudy	ADR	Kyenjojo
11	Kyobutungi Annette	ADR	Mayuge
12	Mamuli Edrisa	ADR	Kamuli
13	Mukiibi Louis Ssemakula	ADR	Kaberamaido
14	Musinguzi Apollo	ADR	Kanungu
15	Musoke Martin	ADR	Sembabule
16	Muwaya Tibakuno Fredrick	ADR	Sironko
17	Nabukenya Teddy	ADR	Nakapiripirit
18	Nakasi Flavia	ADR	Bundibugyo
19	Namugambe Sarah	ADR	Nakasongola
20	Kiseka Godfrey	ADR	Pader
21	Nayebare Daniel	ADR	Kisoro
22	Nduru Paula Basemera	ADR	Masaka
23	Nyadoi Sarah Precious	ADR	Kabarole
24	Ogwang Julius Ongom	ADR	Kotido
25	Okecho Wilbroad	ADR	Kalangala
26	Omona Joseph	ADR	Katakwi
27	Onen David Michael	ADR	Nebbi
28	Onoba Richard	ADR	Arua
29	Osinde John Paul	ADR	Kapchorwa
30	Sserunjogi Edward Rogers	ADR	Hoima
31	Tugume Mugisha Ephraim	ADR	Mubende
32	Twikirize Robert	ADR	Moyo
33	Waneki Paul	ADR	Pallisa



## Kisembo Wins Inaugural District Registrar's Award

The Electoral Commission has introduced the award of "District Registrar of the month", as one of ways through which the best performing Registrars are to be recognised. The objective of the award is to encourage and inspire the Registrars to put in extra effort to attain good results. The award is won by officers who register the highest number of eligible voters in the districts, under the continuous voter registration exercise. The winner of the inaugural award, Ms. Nalubega Rosemary Kisembo, District Registrar of Mubende gives an insight into her work in the District.

### Background

The Colonial Administrators established Mubende District in 1905. The District was composed of the Counties of Buwekula, Buyaga and Bugangaizi with its headquarters at Kaweeri.

It has 20 Sub-counties, 153 parishes, 1327 villages, and 497 polling stations.

With such a background all these have an implication on the supervision of election activities. We have set up 2 offices to coordinate the election activities. One office is in the District administration building in Mubende. It is mainly for coordinating with the District administration and Buwekula County. The second office is in Mityana town council.

### Status of continuous voter registration

In Mubende District 75% of the voting population (adults) have been registered by the Electoral Commission. This figure is calculated based on the provisional statistics of the 2002 population census. The 2002 census' figures indicate that 44.9% of the population in Mubende are 18 years and above and are therefore eligible voters.

### Challenges of continuous voter registration

Continuous voter registration provided an answer to a question which was being asked by many in the field i.e. "What do employees of Electoral Commission do during a time when there are no elections?" In



Over to you: EC Chairman Eng. Dr. Badru Kiggundu hands over a vehicle for the Mubende District Office to Rose Kisembo, the Registrar

Mubende District we have tried to make this exercise our daily routine. We have divided up this exercise into two categories: One is schools and the other for other members of the public.

### Schools

- Continuous registration in schools is tricky. Some school administrators do not support the program, so they are reluctant to allow us in their

schools to carry out registration. They think participating in registration is the same as involving themselves in politics.

- Some school authorities however have allowed the Electoral Commission to carry out registration. We have designed a unique pre-registration form for students to capture their bio-data before transferring it to the general form. This is done to avoid registering the under-age. After scrutinising their particulars on the forms, we go back and take the photos.

- When we visit a school, all the students are called and we address them on issues related to Electoral Commission activities, particularly continuous voter education. After that, all those who are eligible to register are identified, and furnished with more details about registration i.e.

- We explain to the students the role of the Electoral Commission and its activities in Districts.

- We inform them about continuous voter registration and the dangers of double registration.

- We inform them who is eligible to register under continuous registration and who is not, and how to transfer to another voting location.
- We inform them about the procedures and issues related to elections like:
  - What is the role of Electoral Commission in the newly formed administrative units?



## Election Report: EC Concludes Kabale and Bushenyi By-Elections

**M**r. Adison Kakuru won the by-election for the Kabale District Chairperson on 26<sup>th</sup> February 2004. Kakuru polled 67,447 votes (representing 63.5% of the total valid votes cast). The other two candidates, Godfrey Nzaana and Nkwasiwe Dennis polled 33,675 votes (31.7%) and 5,042 votes (4.7%) respectively.

Declaring the results, the Kabale Returning Officer Ibrahim Kakembo thanked the people for behaving maturely during the entire by-election program. He also commended the police for working closely with the Electoral Commission to rid the by-election of unlawful acts.

In Bushenyi, Mary Karoro Okurut won the by-election for the district's woman representative to Parliament, on 27<sup>th</sup> February 2004. According to the results released by the Returning Officer, Mr. Opar Malakwang, Mary Karoro Okurut polled 14,728 votes (66.13% of the valid votes cast), beating three other contestants i.e. Mutungi Maclean, who polled 5,537 votes (24.86%) Sarah Birete 1,474 votes (6.62%) and Harriet Mushega 532 votes (2.39 %).

Both by-election programs were observed by British High Commission, the American Embassy and representatives of the civil society.

In both by-elections, the electoral Commissioner in-charge of the south-western region Joseph Biribonwa urged the victorious

supported them or not.

The by-election for the Kabale District Chairperson was a result of a court ruling, which nullified the previous election of Adison Kakuru in 2002; while the by-election for the Bushenyi district woman representative to Parliament resulted from the death of then incumbent, Bernadette Bigirwa in January 2004.

These two by-elections now make it a total of eight (8) Parliamentary, and four (4) district chairperson seats successfully filled by the present Commission.

Meanwhile, the Electoral Commission also conducted elections on 10<sup>th</sup> December 2003, to fill a number of vacancies including Chairpersons; Women, Youth and PWD's councillors in a number of newly created administrative units.



*Involving the stakeholders: Before nominations, the EC held a consultative meetings with the candidates, district authorities and security agencies in Bushenyi (above). A similar meeting was also held in Kabale*

candidates to unite the electorate and to serve all the people irrespective of whether they

The newly created areas where elections were held were:	
Sub-county/Town Council	District
1. Kinyogoga Sub-county	Luweero
2. Mbare & Biharwe Sub-counties	Mbarara
3. Butanda Subcounty	Kabale
4. Wakiso Town Council	Wakiso

*continued from page 13*

- Reporting vacant posts.
- Formation of new polling stations or changing location of polling stations.
- We tell them about terms of office of different elected officials and when they should expect other elections etc.

### Registration in other areas

Here parish chiefs identify those who are eligible to register and inform our district office. We

make an appointment to go and register these people.

The main challenges here are the remoteness of some of the areas and lack of facilitation of the local council executives and the chiefs who help in the mobilization of these voters.

The people some times give false information to the Electoral Commission. At times we get

information that there are very many people at a given place ready to be registered, but when we go to the place, we find no one there!

However this exercise is very interesting if properly planned and facilitated. As a result of our initiatives, and other factors we registered 706, 256 people, who include 351, 263 women and 354,993 men, by the end of the year 2003.



## Adventures of an Election Officer

By Molly K. Nawe

An election officer stumbles and the ballot box rolls off his head, tumbling down; he reaches out to grab it, but the hill is too steep, and the handle is elusive. A tree stump blocks it, just a few meters away from the calm waters of Lake Bunyonyi. Two naughty boys laugh at him, the embarrassment is lessened by the fact that he has escaped unscathed.

He carefully descends the hill, picks up the box, at the same time devising a new strategy for making it uphill. It is a few minutes to the opening of polling throughout Rubanda Constituency, and the voters are eagerly waiting. He is aware that some of them are already complaining about delayed delivery of polling materials, as if they are strangers to this unfriendly terrain of Kigezi. He is also aware that one of the candidates, if not all, could be noting it down, as a possible ground for petition, in the event of loss. It is common to prepare a complaint before a problem occurs, just in case it happens.

He makes it, and on time. No one wants to listen to his story: *lets get on with business*, they all chorus. The people make their choice, and the winner takes it all. Later in the evening, the Election Officer narrates his morning ordeal to a group of friends, who seem to respond with a "you-were-only-doing-your-job" attitude!

In another constituency, the campaign meetings are on. Officials set out from Kampala to monitor the exercise. Our team, travelling in

a strong four-wheel vehicle leaves the main tarmac road and heads into the countryside. The driver notices heavy rains have made the road almost impassable, but he trusts the machine. The campaign venue is deep inside, just after the swamp.

vehicle ceases and is replaced by a group of over fifty people, shouting slogans. At the front is a smartly dressed young man - the portraits confirm he is one of the candidates. They wade through the waters, totally unconcerned about our fate. The bodyguard

Paul Bukonya



Duty calls: EC officials head for the islands on Lake Bunyonyi to monitor polls during the by-election for the Kabale LC 5 Chairperson

We leave the not-so-good-road and head for the access, which soon narrows into a track, and ends in a swamp. We are soon surrounded by tall papyrus, entertained to strange and diverse aquatic sounds, and keenly watched by a variety of rare birds. What beautiful scenery, and terrifying too! Who knows what will pop out of the bush next: perhaps a wild cat, or even a python?

The driver engages the four-wheel and the engine revs but to no avail. The sound of grounded

pulls out a bag containing overalls, gumboots and a panga. Election monitoring requires safari-like preparations.

We continue with the SOS, but they only march on, led by the candidate. One by one, each official takes his/her turn, until only the Commissioner is left. She calls out, rather too softly for the occasion. Strangely, the appeal is heard.

A little pushing from over twenty pairs of hands and the vehicle is out of the mire. We negotiate our way through the swamp, and arrive at the venue.





## A Humbled, Grateful EC's Employee of the Year

The Electoral Commission has a policy of recognizing and rewarding outstanding staff through the annual "field employee of the year" award. At the Commission's end-of-year party held at Nile gardens on 22<sup>nd</sup> December 2003, Bakulumpagi from the EC's Ntungamo district office received the "employee of the year" award, and below, he explains what it feels like winning it.

### Acknowledgement

**T**his is respect of the 'Employee of the Year' award I received from the Commission on the 22<sup>nd</sup> December 2003 when it hosted its staff to the end of year party.

I wish to take this opportunity, therefore, to say how profoundly honoured I am and to register sincere appreciation to all those in our good institution who thought me worth the award.

This is a very humbling experience and a great challenge where one is expected to maintain standards and even perform better. With God's help, I hope to live up to the Commission's expectations.

I consider this award a joint achievement and I owe it to several people notably:

The Commissioners of the Electoral Commission;

The Secretary of the Electoral Commission;

The Directors and the Heads of Department of the Electoral Commission;

My fellow Commission staff in general and those in Ntungamo District in particular; and,

The leadership and the people of Ntungamo District.

The above categories of people have been a source of inspiration and constructive criticism for which I'm grateful. Many of them have touched my life in countless

ways to my benefit. I'm therefore indebted to all for the continuous support and encouragement.

Once again, let me say how honoured I am that the Commission thought me worth this recognition. This award, says little about me as an individual and a lot about this Commission. In a short period of time, the Commission has moved a big step forward to win the trust and



*The fruits of exemplary work: Mr Bakulumpagi (with raised hand) receives the field employee-of-the-year gift from the Head of Human Resource (extreme right), Mr Francis Ojede, EC Secretary Sam Rwakoojo (2<sup>nd</sup> right), and EC Chairman Dr Kiggindu (3<sup>rd</sup> right)*

confidence of the people of Uganda and significantly, its staff. This is manifested in the number of by-elections held without being disputed and the effort it has taken to facilitate and motivate its staff. The concerted effort so far made by the Commission to improve communication within the Institution can not be understated. With this kind of trend, the journey to an "impeccable electoral process" is on and in earnest.

The periodical recognition of outstanding performance among staff should be upheld as its an important tool in staff motivation and ultimately in building a strong and dedicated team that will make the Electoral Commission a respected and effective organization to the people of Uganda.

My humble message to my fellow Commission staff and particularly those in the districts is to try and build strong and effective teams capable of winning the respect of the people we serve. This can be achieved through, among others, being fair to our fellow staff, transparent, committed and positive towards our work.

Secondly, contrary to the conventional thinking, our supervisors are not only at the top but below us and every where. This is most significant in this era of transparency whereby any concerned citizen is at liberty to assess the performance of and report on any public officer. It is therefore more important now than ever before, for each of us staff to try and keep professional at all times.

Whereas I pledge to continue serving the Commission with hard work and dedication, I will need continued support, to enable me and our office to consolidate this achievement and even perform better for the benefit of our good institution and the people we serve.

God bless you

Bakulumpagi Y.

Ag. District Registrar/Returning Officer, Ntungamo District  
P. O. Box 102  
Ntungamo