

## EXECUTIVE SUMMARY

Election Commission is the only government organization in the country that compelled to protect democracy in the country by conducting free and fair elections and referenda in due time. In achieving the target of protecting democracy in the country, there are two main objectives of the Election Commission. First one is holding elections for electing the representatives to the legislatures like national, provincial and local levels and the second one is the preparation of electoral registers after every annual enumeration of electors.

At the time of conducting elections, Election Commission requires a heavy human resource capacity to complete its target in due. The Election Commission acts to appoint officers for the election purpose by calling applications from government organizations. By the order of the Commissioner General of Elections, government officers are appointed as Chief Counting Officers, Area Returning Officers, Senior Presiding Officers, Junior Presiding Officers, Clerks and the subordinating staff. Hence, the Election Commission always thoroughly draws its attention to the previous election records of the election officers before assigning them to the election duties.

This is an internal and external communication system. Also, through this system, the Election Commission has to handle human resource of other organizations for a certain period. This is an island wide system. All events of the existing system are carried out in a manual way. Delays, repetitions and missing of activities as well as the difficulties in tracing current and historical details are the most prominent issues of the existing staffing system.

The main target of this report is to find out the solutions to eradicate the above matters by using Election Processes Computerization System which has newly established in the Election Commission. the most suitable solution to overcome these obstacles is the use of the new system in an effective manner for staffing purposes. Hence, using current solution is helping to recover the previous situation.

Effective use of Election Processes Computerization System is recommended to solve the main problems of the previous system. Further, trainings have to be introduced to familiarize this system among the government sector. In addition to them alternate and sustainable solutions to this system have also been identified. They will always assist the Election Commission to carry out its activities freely and fairly.