

## D&CP – BUREAU OF DEMOCRACY, HUMAN RIGHTS, AND LABOR

### *Resource Summary*

(\$ in thousands)

Appropriations	FY 2009 Actual	FY 2010 Enacted	FY 2011 Request	Increase / Decrease
Positions	118	118	137	19
Funds	18,788	21,823	23,668	1,845

### *Program Description*

As President Obama stated in his Inaugural Address: “America is a friend of each nation and every man, woman, and child who seeks a future of peace and dignity;” but to “those who cling to power through corruption and deceit and the silencing of dissent, know that you are on the wrong side of history, but that we will extend a hand if you are willing to unclench your fist.” The Bureau of Democracy, Human Rights and Labor (DRL) has the leadership role in the Department of State in advancing democracy and human rights policy priorities around the globe through our diplomatic relationships with other governments at the bilateral and multilateral levels, and through our diplomatic and programmatic support for the work of reform-minded civil society elements overseas.

DRL leads US Government efforts to protect and promote universal human rights, including religious freedom, women’s rights, labor rights and rights of persons with disabilities. The Bureau also plays a leading role in US Government efforts to combat all forms of intolerance, including anti-Semitism.

DRL will use multiple tools to monitor and address human rights abuses and to protect and strengthen human rights. These tools include bilateral and multilateral diplomacy, assistance programs, Congressionally-mandated reports, vetting of security forces, and reviewing asylum applications.

Human rights flourish best in representative democracies that have vibrant civil societies. DRL will advance and strengthen key democratic values (robust civil society, free and fair elections, accountable institutions of government). DRL will direct its diplomatic activities, foreign assistance grant programs and public diplomacy to support full respect for the freedoms of expression, peaceful assembly, and association that are essential to free and fair elections and democratic government. DRL also will assist countries in developing representative, accountable, transparent institutions of government, including independent judiciaries, to ensure that leaders who win democratic elections also govern democratically and are responsive to the will and needs of their people. DRL will continue to direct efforts toward building the capacity of civil society and supporting human rights defenders, including protecting and promoting free and independent media. DRL will continue to work to counter increasing threats to Internet freedom.

DRL advances freedom of religion as a universal right. DRL will work to expand religious freedom in the Countries of Particular Concern (CPCs), with specific attention to the CPCs showing greater willingness to engage. DRL will use the prospect of CPC designation to leverage systemic improvements in countries where violations are significant, and focus on countries that have strategic influence. DRL also will support interfaith efforts to promote tolerance and lay a sustainable foundation for religious freedom worldwide.

With respect to labor rights, DRL will continue to promote human rights in the private sector through interagency cooperation and outreach efforts with corporations, NGOs, and other governments. DRL will continue to combat worker exploitation, such as forced labor and child labor, through multi-stakeholder approaches, targeted technical assistance and direct approaches to foreign governments. DRL will defend freedom of association and strengthen independent worker organizations. DRL will work with companies and NGOs on effective supply-chain monitoring and create public-private partnerships that promote human rights and humane labor practices.

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Congress has asked the Department of State, through DRL, to enhance its capacity to support democracy and good governance via the ADVANCE Democratic Values Act (ADVA) and other legislation that has required the Department to take a particular interest in human rights issues related to women, child soldiers, child marriage, media freedom, religious freedom, persons with disabilities, and sexual orientation. To complement its diplomatic efforts, DRL implements foreign assistance programs in countries where: serious human rights violations occur; democracy and human rights advocates are under pressure; governments are not democratic or in transition to democracy or established democratic governments are struggling; and popular demands for human rights and democracy are growing. DRL also trains a spotlight on and helps shape the US Government response to crackdowns on civil society worldwide and abuses of religious freedom and labor rights through annual public reports, Congressional testimony, UN presentations, and other outreach efforts.

The Department of State's annual reports, including the *Country Reports on Human Rights Practices*, *Advancing Freedom and Democracy Report*, and *International Religious Freedom Report*, bring global attention to human rights abuses. In coordination with other bureaus in the Department of State, DRL will vet all assistance and training to foreign security forces and screen potential recipients to ensure that gross violators of human rights do not receive U.S. Government assistance. DRL also will provide relevant human rights oversight to the asylum claim process.

At the multilateral level, DRL will focus US Government membership in the UN Human Rights Council (HRC) on addressing critical human rights situations and strengthening the human rights mechanisms of the Council, including Universal Periodic Review and Special Rapporteurs. DRL will seek to strengthen the human rights work of bodies such as the UN Third Committee, and regional institutions such as the Organization of American States, the African Union, the Association of South East Asian Nations, the Organization of the Islamic Conference, and the Organization for Security and Cooperation in Europe. DRL will play a leading role in the further enhancement and expansion of the Broader Middle East and North Africa initiative. DRL also will work to focus the Community of Democracies on making concrete differences in countries around the world

The Department's diplomatic and programmatic support has furthered reformed efforts underway within countries to strengthen civil society, the rule of law and accountable institutions of government. Not surprisingly, there has been resistance from authorities in power who feel threatened by the growing popular demands for greater personal and political freedom. In many countries, democratic governance remains weak and citizens have not felt the "dividend" in quality of life that democracy can bring.

The above trends confirm the continuing need for vigorous U.S. diplomacy at the bilateral and multilateral levels to act and speak out against human rights abuses, to support and defend those pressing within societies for reform, and to help establish and sustain democratic institutions of government and the rule of law. DRL is managing more than 275 grants around the world under the Democracy Fund and the Human Rights and Democracy Fund that total more than \$425 million. DRL's reporting requirements on democracy and human rights continue to grow significantly.

### ***Performance***

The *Freedom in the World* survey evaluates individuals' ability to freely exercise their fundamental freedoms around the world. The survey, which is regarded as a key measure of global freedom, includes both analytical reports and numerical ratings of civil liberties for 193 countries and 15 select territories. Freedom House defines civil liberty as "freedoms of expression and belief, associational and organizational rights, rule of law, and personal autonomy without interference from the state."

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<b>STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY</b>						
<b>Strategic Priority</b>	Rule of Law and Human Rights					
<b>Bureau Goal</b>	Human Rights are Protected, and Human Rights Abuses are Addressed Around the Globe					
<b>Indicator</b>	NEW INDICATOR: Progress in human rights as measured by total percentage of non-democratic countries and countries undergoing democratic transitions that improved by at least one point from the prior year according to Civil Liberty dimension of Freedom House's Freedom in the World ratings.					
FY 2006 Result	FY 2007 Result	FY 2008 Result	FY 2009 Result	FY 2009 Target	FY 2010 Target	FY 2011 Target
N/A	4.1 percent [Baseline]	11.5 percent	Data available in June 2010	10 percent	12.5 percent	15 percent
New Indicator, No Rating	New Indicator, No Rating	◁▷ Improved But Not Met	Data Not Yet Available, No Rating			
<b>Impact</b>	Rating and result not available to determine impact.					
<b>Methodology</b>	Statistic derived from the Civil Liberties Section of Freedom House's Freedom in the World survey. Each country is assigned a civil liberties rating from 1 to 7 based on 4 dimensions: freedom of expression and belief, associational and organizational rights, rule of law, and personal autonomy and individual rights.					
<b>Data Source and Quality</b>	Freedom House administers the survey and report. The 40 analysts and 17 senior-level academic advisers, involved in the research and rating process, use a broad range of sources of information, including foreign and domestic news reports, academic analyses, NGOs, think tanks, individual professional contacts, and regional visits. A team of regional experts and scholars analyze and determine the survey findings. While there is an element of inherent subjectivity, the process emphasizes intellectual rigor and balanced judgments.					

The *Freedom of the Press* survey, which provides analytical reports and numerical ratings for 196 countries and territories, is considered to be one of the few objective indicators of press freedom around the world. The findings are widely used by governments, international organizations, academics, and the news media in many countries.

<b>STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY</b>						
<b>Strategic Priority</b>	Civil Society					
<b>Bureau Goal</b>	Democratic Principles are Adopted or Strengthened in Nondemocratic and Transitioning Countries					
<b>Indicator</b>	NEW INDICATOR: Progress in the development of free media as measured by total percentage of non-democratic countries and countries undergoing democratic transitions that improved by at least one point from the prior year according to Freedom House's Freedom of the Press ratings.					
FY 2006 Result	FY 2007 Result	FY 2008 Result	FY 2009 Result	FY 2009 Target	FY 2010 Target	FY 2011 Target
N/A	N/A	19 percent [Baseline]	Data available in June 2010	20 percent	25 percent	30 percent
New Indicator, No Rating	New Indicator, No Rating	◁▷ Improved But Not Met	Data Not Yet Available, No Rating			
<b>Impact</b>	Rating and result not available to determine impact.					

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Methodology	The level of press freedom in each country currently includes 23 methodology questions and 109 indicators divided into three broad categories: the legal environment, the political environment, and the economic environment. For each methodology question, a lower number of points is allotted for a more free situation, while a higher number of points is allotted for a less free environment.
Data Source and Quality	Freedom House conducts the survey. The data source includes information gathered from professional contacts in various countries, the findings of human rights and press freedom organizations, specialists in geographic and geopolitical areas, the reports of governments and multilateral bodies, and a variety of domestic and international news media. A team of regional experts and scholars analyze and determine the survey findings. While there is an element of inherent subjectivity, the process emphasizes intellectual rigor and balanced judgments.

The *Freedom in the World* survey, produced by Freedom House, provides a comparative assessment of global political rights and liberties and is considered one of the most highly regarded measures of global freedom. The survey includes both analytical reports and numerical ratings of political rights for 193 countries and 15 select territories. Freedom House defines political rights as people's ability "to participate freely in the political process, including the right to vote freely for distinct alternatives in legitimate elections, compete for public office, join political parties and organizations, and elect representatives who have a decisive impact on public policies and are accountable to the electorate."

STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY						
<b>Strategic Priority</b>	Political Competition and Consensus-Building					
<b>Bureau Goal</b>	Indicator is a department level measure and was developed outside of bureau strategic planning process					
<b>Indicator</b>	NEW INDICATOR: Progress in political rights as measured by the percentage of non-democratic countries and countries undergoing democratic transitions that improved by at least one point from the prior year according to the Political Rights dimension of Freedom House's Freedom of the World ratings.					
FY 2006 Result	FY 2007 Result	FY 2008 Result	FY 2009 Result	FY 2009 Target	FY 2010 Target	FY 2011 Target
N/A	5.7% improve, 11.4% worsen [Baseline]	7.6% improve, 7.6% worsen	Data Available June 2010	8 percent	10 percent	12 percent
New Indicator, No Rating	New Indicator, No Rating	New Indicator, No Rating	Data Not Yet Available, No Rating			
<b>Impact</b>	Ratings and result not available to determine impact.					
<b>Methodology</b>	The methodology of the survey is grounded in basic standards of political rights, derived largely from the Universal Declaration of Human Rights. Each country and territory is assigned a rating (from 1 to 7) for political rights. Political rights is rated along 3 dimensions: electoral process, political pluralism and participation, and functioning of government.					
<b>Data Source and Quality</b>	Freedom House administers the survey and report. The 40 analysts and 17 senior-level academic advisers, involved in the research and rating process, use a broad range of sources of information, including foreign and domestic news reports, academic analyses, NGOs, think tanks, individual professional contacts, and regional visits. A team of regional experts and scholars analyze and determine the survey findings. While there is an element of inherent subjectivity, the process emphasizes intellectual rigor and balanced judgments.					

The Worldwide Governance Indicators (WGI) is produced by the Brookings Institution, World Bank Development Economics Research Group and World Bank Institute. The WGI is one of the most widely used indices for measuring government accountability and transparency because it compiles data from multiple, independent sources. The WGI is a valuable tool for assessing cross-country

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differences and changes in country performance over time across six dimensions of governance: 1) Voice and Accountability; 2) Political Stability and Absence of Violence; 3) Government Effectiveness; 4) Regulatory Quality; 5) Rule of Law; and 6) Control of Corruption.

STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY						
<b>Strategic Priority</b>	Good Governance					
<b>Bureau Goal</b>	Indicator is a department level measure and was developed outside of bureau strategic planning process					
<b>Indicator</b>	NEW INDICATOR: Progress on implementing good governance reforms as measured by the percentage of non-democratic countries and countries undergoing democratic transitions that improved by at least 0.1 points from the prior year according to average ratings from the World Bank Governance indicators.					
FY 2006 Result	FY 2007 Result	FY 2008 Result	FY 2009 Result	FY 2009 Target	FY 2010 Target	FY 2011 Target
N/A	6.5 percent [Baseline]	10.2 percent	Data Available June 2010	[Baseline Year]	12 percent	15 percent
New Indicator, No Rating	New Indicator, No Rating	New Indicator, No Rating	Data Not Yet Available, No Rating			
<b>Impact</b>	Ratings and result not available to determine impact.					
<b>Methodology</b>	The indicator measures governance along 6 dimensions: voice and accountability, political stability, government effectiveness, regulatory quality, rule of law, and control of corruption. The findings are aggregated over 30 different data sets.					
<b>Data Source and Quality</b>	WGI reports over the period 1996 - 2008. <a href="http://info.worldbank.org/governance/wgi/index.asp">http://info.worldbank.org/governance/wgi/index.asp</a> . The indicators are drawn from over 30 separate data sets maintained by over 30 different organizations worldwide. The comprehensive nature of aggregating across multiple indices ensures higher validity in measuring governance across the globe, although the World Bank is open about limitations to its measure.					

### *Justification of Request*

The Department's FY 2011 request of \$23.668 million for the Bureau of Democracy Human Rights and Labor includes increases to maintain current services and support a number of key initiatives. An increase of \$222,000 for statutory pay raises, domestic and overseas inflation, and step increases maintains the FY 2010 level of activity.

#### **Leahy Vetting and Human Rights Council: \$1,623,000 including 19 Positions**

DRL requests \$1.623 million for an increase of 19 new domestic American positions, over a base of 118 domestic, 4 Public Diplomacy positions, and \$21.823 million. All 19 positions composed of 18 Civil Service and 1 Foreign Service Officer, will be utilized to supplement staff in the Policy Formulation sections of the bureau.

As the lead bureau in the Department of State focused on democracy and human rights policy, DRL champions human rights and advances and defends democratic principles through diplomacy, foreign assistance programs, and annual reports. Congress, on both sides of the aisle, has recognized the unique and exceptional role DRL plays. Per the requirements of the Leahy Amendment, to ensure that security forces who violate human rights do not benefit from US Government assistance from the Department of State and training from the Department of Defense, DRL vets several thousand requests per year and may easily receive more than 5,000 names to vet with any single request. At the

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multilateral level, DRL actively contributes to US Government engagement as mandated by ADVANCE Democratic Values Act (ADVA).

The United States has the obligation to produce separate periodic written reports in compliance with five UN human rights treaties. In addition, the new UN Human Rights Council's (HRC) Universal Periodic Review process requires all UN member states to write, present, and defend before the HRC written reports on their compliance with their human rights obligations. The new Administration has made U.S. engagement in the UPR a priority. In the past five years, through a system of hiring experts in international law as contractors dedicated to working through an extensive interagency process to write these lengthy reports, the United States went from violating its treaty reporting obligations to fully implementing them. DRL must have additional resources to maintain this system. Each report takes more than a year to write; there are four reports due (three are treaty obligations and the UPR report) in 2010 and two due in 2011. These positions further support the Department in answering written questions on the reports from the relevant UN human rights treaty monitoring bodies and in helping large, Assistant Secretary-level interagency delegations present and defend these reports before those UN bodies.

### *Resource Summary*

	Positions				Funds (\$ in thousands)			
	American		FSN	Pos Total	Bureau Managed	American Salaries	Funds Total	
	Domestic	Overseas						
FY 2009 Actual	116	2	0	118	5,255	13,533	18,788	
FY 2010 Estimate	116	2	0	118	8,276	13,547	21,823	
FY 2011 Built-in Changes								
Annualization of FY 2010 COLA Salaries	0	0	0	0	8	59	67	
Domestic Inflation	0	0	0	0	46	0	46	
FY 2011 American COLA	0	0	0	0	31	72	103	
Annualization of FY 2010 COLA	0	0	0	0	0	1	1	
FY 2011 American COLA	0	0	0	0	0	5	5	
Total Built-in Changes	0	0	0	0	85	137	222	
FY 2011 Current Services	116	2	0	118	8,361	13,684	22,045	
FY 2011 Program Changes								
New FTE Request	18	1	0	19	0	1,623	1,623	
Total Program Changes	18	1	0	19	0	1,623	1,623	
FY 2011 Request	134	3	0	137	8,361	15,307	23,668	

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### *Staff by Program Activity* (positions)

Bureau of Democracy, Human Rights, and Labor	FY 2009 Actual	FY 2010 Enacted	FY 2011 Request	Increase / Decrease
Conduct of Diplomatic Relations	84	84	107	23
Policy Formulation	30	30	26	(4)
Public Diplomacy	4	4	4	0
<b>Total</b>	<b>118</b>	<b>118</b>	<b>137</b>	<b>19</b>

### *Funds by Program Activity* (\$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2009 Actual	FY 2010 Enacted	FY 2011 Request	Increase / Decrease
Conduct of Diplomatic Relations	13,421	18,985	21,451	2,466
Policy Formulation	4,864	2,318	1,691	(627)
Public Diplomacy	503	520	526	6
<b>Total</b>	<b>18,788</b>	<b>21,823</b>	<b>23,668</b>	<b>1,845</b>

### *Program Activities*

Department Of State	Positions			Funds (\$ in thousands)			
	American			Pos Total	Bureau Managed	American Salaries	Funds Total
	Domestic	Overseas	FSN				
<b>Conduct of Diplomatic Relations</b>	<b>104</b>	<b>3</b>	<b>0</b>	<b>107</b>	<b>6,652</b>	<b>14,799</b>	<b>21,451</b>
Department Direction	0	0	0	0	6,652	0	6,652
Political Affairs	0	0	0	0	0	14,799	14,799
Public Diplomacy - Program Costs	104	3	0	107	0	0	0
<b>Policy Formulation</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>1,691</b>	<b>0</b>	<b>1,691</b>
Department Direction	26	0	0	26	0	0	0
Political Affairs	0	0	0	0	1,691	0	1,691
<b>Public Diplomacy</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>18</b>	<b>508</b>	<b>526</b>
Public Diplomacy - Program Costs	0	0	0	0	18	0	18
<b>Total</b>	<b>134</b>	<b>3</b>	<b>0</b>	<b>137</b>	<b>8,361</b>	<b>15,307</b>	<b>23,668</b>

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### *Staff by Domestic Organization Unit* (positions)

Bureau of Democracy, Human Rights, and Labor	FY 2009 Actual	FY 2010 Enacted	FY 2011 Request	Increase / Decrease
Office of Africa and Europe Affairs	18	18	16	(2)
Office of Asia and Western Hemisphere	12	12	11	(1)
Office of International Labor Affairs	9	9	9	0
Office of International Religious Freedom	15	15	16	1
Office of Multilateral and Global Affairs	13	13	12	(1)
Office of Near East Asia and South Central Asia	17	17	20	3
Office of Strategic and External Affairs	4	4	4	0
Office of the Assistant Secretary	30	30	49	19
<b>Total</b>	<b>118</b>	<b>118</b>	<b>137</b>	<b>19</b>

### *Funds by Domestic Organization Unit* (\$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2009 Actual	FY 2010 Enacted	FY 2011 Request	Increase / Decrease
Deputy Assistant Secretary	4,796	0	0	0
Office of Africa and Europe Affairs	2,889	3,276	2,949	(327)
Office of Asia and Western Hemisphere	1,940	2,170	2,047	(123)
Office of International Labor Affairs	421	0	1,003	1,003
Office of International Labor and Corporate Social Responsibility	1,030	867	871	4
Office of International Religious Freedom	2,407	2,569	2,559	(10)
Office of Multilateral and Global Affairs	2,090	3,669	2,211	(1,458)
Office of Near East Asia and South Central Asia	2,712	2,904	4,150	1,246
Office of Strategic and External Affairs	503	520	526	6
Office of the Assistant Secretary	0	5,848	7,352	1,504
<b>Total</b>	<b>18,788</b>	<b>21,823</b>	<b>23,668</b>	<b>1,845</b>

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### *Funds by Object Class* ( \$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2009 Actual	FY 2010 Enacted	FY 2011 Request	Increase / Decrease
1100 Personnel Compensation	9,365	11,205	12,685	1,480
1200 Personnel Benefits	5,184	4,350	4,984	634
2100 Travel & Trans of Persons	1,460	1,571	1,724	153
2300 Rents, Comm & Utilities	127	361	396	35
2400 Printing & Reproduction	137	230	252	22
2500 Other Services	2,436	3,369	3,432	63
2600 Supplies and Materials	49	671	122	(549)
3100 Personal Property	30	66	73	7
<b>Total</b>	<b>18,788</b>	<b>21,823</b>	<b>23,668</b>	<b>1,845</b>