

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

Resource Summary (\$ in thousands)

Appropriations	FY 2010 Actual	FY 2011 CR	FY 2012 Request
American Positions	133	133	138
Funds	21,416	21,416	22,308

Program Description

The promotion of human rights and democracy is integral to U.S. policymaking at home and abroad. This is a highly visible agenda that demands resources to establish the Administration's leadership in this area. With its provided resources, DRL will be able to continue U.S. leadership on these important issues, as the U.S. is committed to advancing democracy, human rights, gender equality, and sound governance to protect individual freedoms and foster sustainable economic growth through direct diplomacy with non-democratic countries, often in coordination with like-minded ones. Since the 1940s, U.S. diplomats and political leaders have helped create and shape the international human rights movement, drawing inspiration from FDR's Four Freedoms speech in 1941 and Eleanor Roosevelt's pivotal role in crafting the Universal Declaration of Human Rights. In today's world, governments have relatively less power than they did 60 years ago, operating in a global environment where a range of non-state actors – from civil society groups to terrorist and armed violent groups, from global corporations to a new generation of bloggers and “netizens” – coexist with governments and increasingly test the limits of state sovereignty. In this more fragmented global environment, the U.S. Government needs to invest in innovative new strategies and approaches that leverage U.S. influence and resources.

DRL implements well over 30 legislative requirements related to democracy and human rights, including producing the annual *Country Reports on Human Rights Practices*, the *International Religious Freedom Report*, and the *Advancing Freedom and Democracy Report*; reviewing thousands of asylum claims each year; vetting hundreds of thousands of military training and military financing cases each year to ensure that taxpayer funds do not support gross violators of human rights; developing democracy promotion strategies; monitoring and reporting abuses of press freedom, Internet freedom, and prison conditions worldwide; and implementing approximately \$70 million in annual foreign assistance funds provided for the Human Rights and Democracy Fund (HRDF), in addition to over \$100 million in other foreign assistance funds. Proper management of these activities requires fulltime career employee oversight, and continued efforts are needed to meet those high expectations. U.S. leadership in promoting human rights is a national security priority and the President has made it one of his top eight foreign policy High Performance Priority Goals. DRL resources will be used to strategically target diplomatic engagement, public diplomacy, and assistance, including DRL's HRDF, to achieve meaningful improvements in democracy and human rights. Using this framework, DRL has identified seven broad goals where these resources will enable the Department to respond to this new global environment. The greatest resource commitments to ensure success are staff and foreign assistance. With new mandates from Congress and the President, the resources needed to achieve these goals are described below.

Increase respect for human rights and democracy in repressive countries and strategically important authoritarian regimes.

DRL seeks to expand efforts in countries where the President is pursuing principled engagement, both because of their strategic role in the world and because of their longstanding, and in some cases

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worsening, human rights conditions. In these challenging environments, relatively small amounts of HRDF funding can have a significant impact. Both D.C.-based and field-based staff will ensure sustained engagement with civil society organizations that can then feed into policy and assistance decisions. This engagement with a broad array of civil society, including through assistance programs, is a labor-intensive but crucial role, requiring additional staff.

Increase freedom of expression and access to information in closed societies, such as China, Iran, North Korea, and Burma where governments seek to control the Internet and other forms of open communication.

The U.S. has a major stake in defending freedom of expression, including support for people's ability to use 21st century tools of expression, e.g., the Internet and cell phones. As technology becomes even more integrated into daily life, ensuring that people have the ability to use new technologies to exercise their human rights is critical for the future. DRL plays a leading role in advancing this foreign policy priority through leadership in the Secretary's NetFreedom Taskforce. DRL seeks both to provide financial support to new technologies that circumvent Internet controls and use diplomatic tools and approaches to address these complex challenges and opportunities.

Advance respect for labor rights and human rights protections through enhanced engagement with the corporate sector and help establish norms and standards for the new global business environment.

DRL's increasing leadership role in addressing the growing intersection between business and human rights is creating new demands for resources. As the global economy expands and becomes more integrated, governments struggle to find appropriate tools to establish standards that both allow businesses to thrive and compete and at the same time provide basic human rights protections for society. DRL's labor office has high demands for its labor diplomacy, as governments around the world seek to address workplace issues in this increasingly connected global marketplace. DRL has assumed a leadership role in reinvigorating the Voluntary Principles on Security and Human Rights to monitor security practices involving the extractive industries in areas of armed conflict. Currently 19 global oil and mining companies are part of this effort, along with seven governments and nine non-governmental organizations, such as Amnesty International.

Ensure DRL resources are most effectively aligned in support of the Administration's foreign policy priorities.

One of the President's High Performance Priority Goals (HPPG) is DRL's mission: to promote democracy, good governance and human rights. DRL's obligations are to report authoritatively, advocate effectively, and develop programs that support democracy and human rights. DRL is improving processes, based on decades of experience producing U.S. reports that are respected worldwide and necessitated by an exponential increase in the funding for human rights and democracy assistance managed by DRL. DRL is developing country action plans to strategically target resources; streamlining the grant-making process to respond more quickly to emerging foreign policy priorities while maintaining transparent, competitive processes; strengthening monitoring and evaluation processes to ensure programs are funded with the greatest likelihood of success; and rationalizing annual reports. DRL has become a respected implementer of foreign assistance within the U.S. Government, receiving transfer funds from regional bureaus to administer human rights and democracy programs in Malaysia, Chad, Sudan, Syria, Iran, and Cuba, in addition to the large Iraq programs.

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Expand support for human rights and support activists by amplifying their voices through public diplomacy and domestic outreach.

As front-line activists around the world battle to protect their human rights and hold their governments accountable, U.S. support and validation of their efforts are crucial. Activists' promotion of human rights is reinforced by DRL reports, which have spurred some regimes to improve conditions for political prisoners and make other positive adjustments. As part of ongoing efforts to reach and engage with civil society, as mandated by the Secretary, DRL is increasingly using social media. There is a need to develop the ability to communicate through mobile devices in Pakistan and other strategically important countries where that is the most effective medium. In addition, the two Administration principles behind the development of the new website HumanRights.gov include upholding the universal standards by which DRL assesses other countries, and open government and transparency. HumanRights.gov will be DRL's responsibility to develop and maintain. It will be a website that offers comprehensive information about U.S. reporting, policies, and advocacy for human rights and promotion of democracy, in an interactive and engaging format. It will include reporting on U.S. fulfillment of obligations to international human rights treaties, annual and periodic reports, policy statements, grants information, and news updates.

Advance democracy and human rights through bilateral and multilateral partnerships.

DRL promotes human rights and advances democracy in partnership with like-minded countries, Non-Government Organizations (NGOs), businesses, academic institutions, faith-based institutions, and labor unions and through principled engagement in multilateral and regional organizations. The Administration's determination to pursue global engagement is amplified by the participation in existing multilateral institutions to advance U.S. interests. DRL leads, in tandem with the Bureau of International Organizations, the U.S. participation in the UN Human Rights Council. This engagement and pursuit of a positive agenda, as well as defensive actions to combat resolutions adverse to U.S. interests, are resource-intensive activities. Countries like Iran devote significant resources to defending themselves in that forum, and therefore reinforce the need for U.S. leadership. Successful engagement in multilateral fora requires bilateral consultations and negotiations, as well as extensive travel money. DRL seeks to build partnerships that transcend traditional geographic groupings that are based on the appreciation of shared responsibilities to the world community.

Performance

Freedom of expression and information are fundamental to citizens' ability to participate in political processes and galvanize around significant community and national issues. The Department's Internet Freedom programs particularly aim to defend and advance these freedoms with attention to responsible and safe access to information. Monitoring broader press freedom serves as a proxy indicator for progress in the area of Internet Freedom while other measures are developed.

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STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY						
Strategic Priority	Civil Society					
Indicator	NEW APP INDICATOR: Improvements in media freedom in priority countries, as measured by the mean average Freedom of the Press rating for non-democratic countries and countries undergoing democratic transitions according to Freedom House.					
FY 2007 Result	FY 2008 Result	FY 2009 Result	FY 2010 Result	FY 2010 Target	FY 2011 Target	FY 2012 Target
67.6	68.1	68.8	68.6 (Baseline)	[Baseline Year]	68.3	68.0
New Indicator, No Rating	New Indicator, No Rating	New Indicator, No Rating	New Indicator, No Rating			
Impact	Press freedom is in decline in almost every part of the world, particularly in the fourteen targeted countries due to increasing restrictions on freedom of expression and the free flow of information as demonstrated by the calculated ratings. Countries are given a total score from 0 (best) to 100 (worst).					
Methodology	This indicator displays the mean average ratings for 14 priority countries. Countries are given a total score from 0 (best) to 100 (worst) on the basis of a set of 23 methodology questions divided into three subcategories. The methodology for Freedom House's Freedom of the Press index is available at: http://www.freedomhouse.org/template.cfm?page=16 .					
Data Source and Quality	Freedom House's Freedom of the Press survey 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.					

A key aspect of the Department's diplomatic engagement and programming to advance human rights and democracy is advocating for an end to impunity of security forces. The Department works to speak out against this practice and supports the implementation of measures that increase accountability among security forces. The Department's implementation of the Leahy Amendment, which prohibits U.S. assistance to units of foreign security forces where the Department has credible evidence that the units have committed gross human rights violations, is a crucial aspect of this effort. In 2010, the Department created the International Vetting Security Tracking data base, a permanent record of the vetting process developed to comply with the Leahy Amendment.

STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY						
Strategic Priority	Good Governance					
Indicator	NEW APP INDICATOR: Number of cases investigating foreign security force units vetted through the Department's International Vetting Security Tracking (INVEST) system.					
FY 2007 Result	FY 2008 Result	FY 2009 Result	FY 2010 Result	FY 2010 Target	FY 2011 Target	FY 2012 Target
		New Program	20,000 (Baseline)	[Baseline Year]	25,000	30,000
New Indicator, No Rating	New Indicator, No Rating	New Indicator, No Rating	New Indicator, No Rating			

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Impact	The Leahy Amendment, and policies developed to implement the amendment, prohibit the use of foreign assistance funds to assist foreign security forces where there is credible evidence such forces have committed gross human rights violations. By leveraging assistance and training, the vetting process encourages accountability and professionalism in foreign security forces.
Methodology	Data are derived from the Department of State’s INVEST data base that retains records of previous vetting instances which identified allegations of human rights violations and other criminal activity by individuals or security force units.
Data Source and Quality	INVEST system, the State Department's primary mechanism for Leahy "vetting processes," is also used by the Department of Defense, and determines whether there is credible evidence prior to providing assistance. Per the Leahy law, the Department conducted vetting through cable traffic prior to adopting the INVEST system. The INVEST system, launched in March 2010, provides an accessible, transparent and permanent record of the vetting process.

The Department works to advance respect for universal standards for labor rights, as recognized in the Universal Declaration of Human Rights and International Labor Organization Conventions. Particular attention is given to combating worker exploitation and engaging the corporate sector to establish norms for a new global labor environment. The ability of workers to freely associate and organize is a crucial element in pursuing and defending common interests - and a key indicator of progress in human rights.

STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY						
Strategic Priority	Rule of Law and Human Rights					
Indicator	NEW APP INDICATOR: Increased labor rights in priority countries, as measured by the percentage of countries with progress on workers' rights to freedom of association after sustained USG diplomatic and/or programmatic engagement.					
FY 2007 Result	FY 2008 Result	FY 2009 Result	FY 2010 Result	FY 2010 Target	FY 2011 Target	FY 2012 Target
New Indicator, No Rating	New Indicator, No Rating	New Indicator, No Rating	14.3 percent (Baseline) New Indicator, No Rating	[Baseline Year]	28.6 Percent	42.9 Percent
Impact	Department labor programs and diplomatic engagement on labor rights promote respect for worker rights through building the capacity of worker organizations, promoting social dialogue, and improving accountability in corporate supply chain engagement. Freedom of association is a fundamental enabling right that strengthens civil society and contributes to improvements on other key worker rights.					
Methodology	A panel of experts reviews data derived from Sections 7 a and b of State Department Country Reports on Human Rights Practices and related reports, with attention to freedom of association in the workplace in fourteen (14) targeted countries. Based on the data, the panelists then make an informed judgment as to whether conditions have improved in each country.					
Data Source and Quality	Department of State Country Reports on Human Rights Practices and other credible reporting on labor rights and practices. Country Reports on Human Rights Practices provide the most comprehensive record available of the condition of human rights around the world. Data quality assessment revealed no significant data limitations.					

Improved civil liberties remain a key U.S. foreign policy priority. The Department has identified several countries where improvements, particularly in freedoms of association and assembly appear most needed.

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The Department is leveraging key foreign assistance and diplomatic tools to support local activists in creating conditions necessary to reverse a trend that has declined globally in recent years. As part of this effort, the Department identifies and supports civil society activists and organizations whose activities promote human rights in priority countries. This indicator helps the Department assess its support for these organizations, and therefore in protecting human rights in their respective countries.

STRATEGIC GOAL: GOVERNING JUSTLY AND DEMOCRATICALLY						
Strategic Priority	Civil Society					
Indicator	NEW APP INDICATOR: Increased civic activism in priority countries with repressive regimes, as measured by the percent of civil society activists and organizations able to sustain activities after six months of receiving U.S. support.					
FY 2007 Result	FY 2008 Result	FY 2009 Result	FY 2010 Result	FY 2010 Target	FY 2011 Target	FY 2012 Target
New Indicator, No Rating	New Indicator, No Rating	N/A	17.5 Percent (Baseline)	[Baseline Year]	18 Percent	18.5 Percent
Impact	Civil society is essential to the development and success of free societies and plays a vital role in ensuring accountable, democratic government. DRL’s diplomacy and programming in support of civil society, particularly in repressive and authoritarian regimes, are based on direct and active engagement. In these challenging environments even limited support can have a significant impact.					
Methodology	Data are derived from quarterly reports submitted for Global Human Rights Defenders Fund programs that directly support human rights activists and organizations in fourteen targeted countries.					
Data Source and Quality	Global Human Rights Defender Fund program reports are submitted on a quarterly basis and carefully reviewed by evaluation specialists to determine the extent to which Department programs are meeting intended objectives. Information in these reports includes the number of activists and civil society organizations receiving support.					

Justification of Request

The Department’s FY 2012 request of \$22.308 million for the Bureau of Democracy, Human Rights, and Labor includes built-in current services adjustments that total a net decrease of \$73,000 below the FY 2010 level of activity, which includes a decrease of \$167,000 for efficiency savings and an increase of \$94,000 for domestic inflation.

Human Rights and Democracy: \$965,000 including 5 positions

DRL requests funding for an increase of positions to support the promotion of human rights and democracy with a focus on regularizing key contractor and temporary positions into 5 full-time Civil Service positions. This includes \$335,000 for bureau-managed support costs for these 5 domestic non-Iraq positions and \$630,000 for American Salaries. Regularizing the contractor positions will enable DRL to have increased stability and staff consistency for program implementation.

A request for funding to support 3 full-time domestic Iraq positions for DRL is being requested in the Department’s Overseas Contingency Operations (OCO) request, for meeting the significant demands that operating in frontline states and conflict zones present. These 3 new Program Officers will oversee

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implementing \$330 million in Iraq programming, which is comprised of over 55 programs. They will also be responsible for a large number of sensitive democracy and human rights programs that require monitoring and oversight. In addition, position support costs for 2 American Overseas positions that will provide human rights and democracy officers in the key overseas countries of Pakistan and Afghanistan are also being requested as a part of OCO.

Resource Summary

	Positions				Funds (\$ in thousands)			
	American		Overseas	FSN	Pos Total	Bureau Managed	American Salaries	Funds Total
	CS	FS Dom						
FY 2010 Actual	103	28	2	0	133	7,601	13,815	21,416
FY 2011 CR	103	28	2	0	133	7,601	13,815	21,416
FY 2012 Built-in Changes								
Efficiency Savings	0	0	0	0	0	(167)	0	(167)
Domestic Inflation	0	0	0	0	0	94	0	94
Total Built-in Changes	0	0	0	0	0	(73)	0	(73)
FY 2012 Current Services	103	28	2	0	133	7,528	13,815	21,343
FY 2012 Program Changes								
CAFTA	1	0	0	0	1	67	126	193
China Policy Officer	1	0	0	0	1	67	126	193
China program officer	1	0	0	0	1	67	126	193
Cuba/WHA Program Officer	1	0	0	0	1	67	126	193
Grants Officer	1	0	0	0	1	67	126	193
Total Program Changes	5	0	0	0	5	335	630	965
FY 2012 Request	108	28	2	0	138	7,863	14,445	22,308

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Staff by Program Activity (positions)

Bureau of Democracy, Human Rights, and Labor	FY 2010 Actual	FY 2011 CR	FY 2012 Request
Conduct of Diplomatic Relations	133	106	111
Department Direction	30	27	29
Political Affairs	27	0	0
Public Diplomacy - Program Costs	76	79	82
Policy Formulation	0	26	26
Department Direction	0	26	26
Public Diplomacy	0	1	1
Public Diplomacy - Program Costs	0	1	1
Total	133	133	138

Funds by Program Activity (\$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2010 Actual	FY 2011 CR	FY 2012 Request
Conduct of Diplomatic Relations	21,286	15,384	16,014
Department Direction	5,275	1,691	1,691
Political Affairs	16,011	13,693	14,323
Policy Formulation	0	5,902	6,164
Political Affairs	0	5,902	6,164
Public Diplomacy	130	130	130
Public Diplomacy - Program Costs	130	130	130
Total	21,416	21,416	22,308

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Program Activities

Bureau of Democracy, Human Rights, and Labor	Positions			Funds (\$ in thousands)			
	American		FSN	Pos	Bureau	American	Funds
	Domestic	Overseas		Total	Managed	Salaries	Total
Conduct of Diplomatic Relations	109	2	0	111	1,691	14,323	16,014
Department Direction	27	2	0	29	1,691	0	1,691
Political Affairs	0	0	0	0	0	14,323	14,323
Public Diplomacy - Program Costs	82	0	0	82	0	0	0
Policy Formulation	26	0	0	26	6,164	0	6,164
Department Direction	26	0	0	26	0	0	0
Political Affairs	0	0	0	0	6,164	0	6,164
Public Diplomacy	1	0	0	1	8	122	130
Public Diplomacy - Program Costs	1	0	0	1	8	122	130
Total	136	2	0	138	7,863	14,445	22,308

Staff by Domestic Organization Unit (positions)

Bureau of Democracy, Human Rights, and Labor	FY 2010 Actual	FY 2011 CR	FY 2012 Request
Deputy Assistant Secretary	27	1	2
Office of Africa and Europe Affairs	18	17	19
Office of Asia and Western Hemisphere	12	13	13
Office of Human Rights and Democracy	0	0	2
Office of International Labor Affairs	12	9	9
Office of International Labor and Corporate Social Responsibility	0	3	3
Office of International Religious Freedom	15	21	20
Office of Multilateral and Global Affairs	13	15	15
Office of Near East Asia and South Central Asia	17	18	27
Office of Strategic and External Affairs	1	3	1
Office of the Assistant Secretary	18	30	23
Principal Deputy Assistant Secretary	0	1	1
Senior Coordinator for Democracy Promotion	0	2	3
Total	133	133	138

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Funds by Domestic Organization Unit

(\$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2010 Actual	FY 2011 CR	FY 2012 Request
Office of Africa and Europe Affairs	2,516	2,791	2,949
Office of Asia and Western Hemisphere	2,017	1,889	2,047
Office of International Labor Affairs	1,003	1,003	1,003
Office of International Labor and Corporate Social Responsibility	867	871	871
Office of International Religious Freedom	2,426	2,559	2,559
Office of Multilateral and Global Affairs	2,215	2,211	2,211
Office of Near East Asia and South Central Asia	3,417	3,400	4,993
Office of Strategic and External Affairs	130	630	878
Office of the Assistant Secretary	6,825	6,062	4,797
Total	21,416	21,416	22,308

Funds by Object Class

(\$ in thousands)

Bureau of Democracy, Human Rights, and Labor	FY 2010 Actual	FY 2011 CR	FY 2012 Request
1100 Personnel Compensation	11,097	11,481	11,925
1200 Personnel Benefits	4,726	4,696	4,882
2100 Travel & Trans of Persons	1,301	1,724	1,984
2300 Rents, Comm & Utilities	456	396	396
2400 Printing & Reproduction	121	242	242
2500 Other Services	3,488	2,682	2,684
2600 Supplies and Materials	161	122	122
3100 Personal Property	66	73	73
Total	21,416	21,416	22,308