

Bureau of Democracy, Human Rights and Labor (DRL)

Performance Indicator Reference Sheets



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U.S. Department of State

Bureau of Democracy, Human Rights and Labor

How to Use this Guide

This list includes indicators that are in line with standard DRL programs. Each indicator includes a Performance Indicator Reference Sheet (PIRS), which provides definitions and other information that partners can use in project M&E Plans.

DRL has developed these indicators to allow for aggregation across DRL-supported projects. During the award negotiation stage, partners can select indicators, which they can use to measure progress during implementation. Each year, DRL will aggregate these indicators to measure program progress and illustrate how partners are contributing to the broader DRL portfolio.

Please note that these indicators have been included to simplify monitoring. While indicators can provide a snapshot of project performance, DRL does not expect partners to select an overwhelming number of indicators. DRL also encourages partners to use various methods, both quantitative and qualitative, to monitor and evaluate their work.

- For additional information on DRL M&E processes and expectations, please refer to the DRL monitoring and evaluation (M&E) guide, which can be found here: <https://www.state.gov/resources-for-programs-and-grants/>

Selecting and reporting on indicators

Organization. The indicators are organized under the following categories: (1) democracy, (2) human rights, (3) international religious freedom, (4) labor rights, and (5) cross cutting. The cross-cutting indicators may fit for democracy, human rights, international religious freedom, or labor rights projects. Start by reviewing the cross-cutting indicators first, then if applicable, select other indicators under democracy, human rights, religious freedom or labor rights that are relevant for your project.

“Required-as-applicable”: Implementing partners should only select indicators that apply to their projects and can be used to measure their activities. For example, if an implementing partner is training journalists, then it should select any indicator that is relevant for measuring the output and outcomes of this activity.

While some partners will be able to select several indicators from this list, others may see that only one indicator is directly applicable to their project.

Tips:

- Please do not select more indicators than are necessary. Partners should only select indicators that will be helpful in tracking activities and utilized for learning and making decisions about programming.
- There is no set number of indicators to select. The number of indicators that are applicable depends on (i) the type of activities implemented in a project, and (ii) whether the indicators in this list are relevant to your activities. Please review the entire set of indicators, including cross-cutting indicators (see more below under “*Cross-cutting indicators*”), as you select ones that are relevant.
- Several indicators in this list are Standard Foreign Assistance (F) indicators. In the list of indicators, below, the F-indicator is referenced in the second column (e.g., DR.4.2-1, GNDR-10). This is also referenced in each PIRS using an F-indicator number in parentheses (e.g., DR.6.1-2). DRL has included this subset of F-indicators as these are the measures most often used by partners to track

progress. If interested in using other F-indicators, please refer to the broader list of Democracy and Governance F-indicators: <https://www.state.gov/foreign-assistance-resource-library/>.

- When reporting on these performance measures to DRL, these indicators should only be used to report activities funded by DRL. We understand that many partners have projects that are funded by several donors; however, for reports submitted to DRL, reporting should only include activities funded by DRL.
- Please read the full definition of the indicator before selecting it and placing it in your project M&E Plan.
- Supplement these indicators with your own custom indicators. These indicators only measure concepts that DRL can aggregate across projects. This is why most indicators focus on outputs, as outputs are easier to standardize and aggregate.
- Indicators only provide a snapshot of progress. Partners should supplement indicator reporting with qualitative / narrative analysis and information within quarterly reports. Please refer to the DRL monitoring and evaluation (M&E) guide for a list of various methods that can be used to gather and analyze project data.
- Assessing implementing partner contribution to outcomes will require a methodology be determined by your organization's MEL approaches to establish the casual relationship between project outputs and outcomes.
- DRL adopts a Do No Harm approach to monitoring and evaluation. Make sure to assess if any of these indicators pose a risk to the security or ethical rights of beneficiaries and monitor risks throughout implementation. If those risks cannot be mitigated, we encourage you to not include or remove these indicators from your indicator list (please see the below "*Privacy, security, and barriers to participation*" for further detail).
- If you do not find an indicator that is appropriate for your grant, please make a note within the M&E narrative: "DRL Indicators are not applicable to the grant". In addition to this note, include a justification on why the DRL indicators are not applicable.
- Please feel free to request support from DRL's Applied Learning & Evaluation (ALE) Unit (DRL-GP-ME@state.gov). We are available to review M&E-related documents and can collaborate by email, phone, or video conference.

As always, we welcome and appreciate feedback from implementing partners. For M&E-related questions, please send your comments and questions to your DRL program officer and the DRL ALE Unit.

Disaggregates

Disaggregates are required-as-applicable—i.e. if the data is not applicable or useful for a certain project, it does not need to be collected. Examples:

- Data on sexual orientation and gender identity (SOGI) is requested if relevant for a project. For instance, if an implementing partner is working with LGBTI persons, and would like to understand equity and inclusion in their programming, collecting SOGI data may be appropriate.
- Data on religious or ethnic identity may be relevant for those working with religious or ethnic groups, or on several programming areas (e.g. religious freedom, conflict prevention, land rights).

Privacy, security, and barriers to participation

The privacy and security of beneficiaries and partners must be considered before any sensitive demographic data is collected. Please follow standard protection protocols for personally identifiable information (PII), such as consent forms and secure data collection protocols. For example, partners should not gather sensitive

demographic data through activity sign-in sheets or other methods that are widely accessible or visible to others. Further, partners should consider the degree to which collecting sensitive demographic data may discourage or present a barrier to project participants or beneficiaries. Partners should determine if such data can be collected, stored, and transmitted, given local context, without creating undue security risks; without invasion of privacy; and without presenting a barrier to participation. Data security protocols should be appropriate for the local context.

DRL/GP Cross-cutting Indicators

The indicators in this section correspond to measures that may fit for democracy, human rights, international religious freedom, or labor rights projects. They have been included here because of their cross-cutting nature. Please refer to the cross-cutting indicators first, and then select indicators relevant to more specific categories (e.g., Democracy, Labor).

DRL.1	DR.6.1-2	<u>Number of human rights defenders trained and supported</u>
DRL.2	DR.4.2-1	<u>Number of human rights organizations trained and supported</u>
DRL.3	-	<u>Number of human rights materials supported by DRL</u>
DRL.4	DR.4.2-2	<u>Number of CSOs receiving USG assistance engaged in advocacy interventions</u>
DRL.5	DR.4.3-1	<u>Number of USG-assisted CSOs that participate in legislative proceedings and/or engage in advocacy with national legislature and its committees</u>
DRL.6	-	<u>Number of civil society organizations (CSOs) that engage in advocacy with regional or local governments, commissions, or regulatory bodies</u>
DRL.7	DR.3.2-5	<u>Number of individuals receiving civic education through USG-assisted programs</u>
DRL.8	GNDR-10	<u>Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance</u>
DRL.9	DR.6.3-1	<u>Number of individuals from low income or marginalized communities who received legal aid or victim's assistance with USG support</u>
DRL.10	DR.5.2-2	<u>Number of journalists trained and supported</u>
DRL.11	DR.1.3-1	<u>Number of judicial personnel trained with USG assistance</u>
DRL.12	DR.3.1-1	<u>Number of USG-Assisted consensus-building processes resulting in an agreement</u>
DRL.13	DR.3.1-2	<u>Number of groups trained in conflict mediation/resolution skills or consensus-building techniques with USG assistance</u>

DRL.14	-	<u>Number of cases supported</u>
DRL.15	-	<u>Number of laws, policies or procedures adopted, revised, stalled or changed to protect human rights</u>

[Program 1: Democracy](#)

Goal 1: Enhance global stability by promoting growth of democratic institutions, including during democratic transitions, around the world.

Objective 1.1: Support democratic institutions, including the development of democratic political parties, labor unions and business associations, in countries where they are under assault or consolidating.

DRL.1.1-1	-	<u>Number of government personnel trained on good governance</u>
DRL.1.1-2	-	<u>Number of government officials who attend outreach events</u>
DRL.1.1-3	-	<u>Number of outreach events</u>
DRL.1.1-4	DR.3.2-4	<u>Number of individuals receiving voter education through USG-assisted programs</u>
DRL.1.1-5	-	<u>Number of citizens participating in civil fora to engage with political, government or security officials</u>
DRL.1.1-6	DR.3.3-1	<u>Number of individuals who receive USG-assisted political party training</u>
DRL.1.1-7	-	<u>Number of political parties, political coalitions and political movements that conduct constituent engagement</u>
DRL.1.1-8	-	<u>Number of trained individuals who participate in political activity</u>
DRL.1.1-9	DR.3.3-2	<u>Number of USG-assisted political parties implementing initiatives to increase the number of candidates and/or members who are women, youth and from marginalized groups</u>
DRL.1.1-10	-	<u>Number of trained individuals elected to government office</u>

Objective 1.2: Promote free, fair and competitive democratic elections and other democratic processes open to all in places where election processes are lacking in credibility or under threat.		
DRL.1.2-1	DR.3.2-1	<u>Number of election officials trained with USG assistance</u>
DRL.1.2-2	DR 3.2-3	<u>Number of domestic election observers and/or party agents trained with USG assistance</u>
DRL.1.2-3	-	<u>Number of election observers deployed</u>
DRL.1.2-4	-	<u>Number of election assessment reports and statements issued</u>
DRL.1.2-5	-	<u>Number of journalists who report on elections, politics or governance</u>
DRL.1.2-6	-	<u>Number of media products on elections, politics and governance developed by trained journalists</u>

<u>Program 2: International Religious Freedom</u>		
Goal 2: Promote international religious freedom, increase protection of religious minorities, and combat intolerance and violent extremism		
Objective 2.1: Advocate for international religious freedom and encourage foreign governments to improve their overall respect for religious freedom and protection of religious minorities.		
DRL.2.1-1	-	<u>Number of interfaith events that promote tolerance or inclusion</u>
DRL.2.1-2	-	<u>Number of actions that promote or protect freedom of religion or belief</u>
DRL.2.1-3	-	<u>Number of networks that take actions that protect freedom of religion or belief</u>
DRL.2.1-4	-	<u>Number of advocacy interventions for legal reform protecting FORB</u>
DRL.2.1-5	-	<u>Number of civic or legal groups monitoring or reporting on reform implementation</u>

Program 3: Human Rights

Goal 3: Increase respect for human rights and fundamental freedoms, both online and offline.

Objective 3.1: Persuade governments to end serious abuses of human rights, including torture, extrajudicial killings, disappearances, censorship, criminal penalties for peaceful expression, restrictions on free association and peaceful assembly, and undue restrictions on independent media.

DRL.3.1-1	-	<u>Number of judicial decisions upholding the rights of marginalized persons</u>
DRL.3.1-2	DR.6.1-1	<u>Number of national human rights commissions and other independent state institutions charged by law with protecting and promoting human rights that actively pursue allegations of human rights abuses during the year</u>

Objective 3.2: Increase capacity of partners and allies to ensure government institutions and security forces do not abuse the rights of citizens.

DRL.3.2-1	-	<u>Number of human rights monitoring or documentation interventions supported by DRL</u>
DRL.3.2-2	-	<u>Number of citations of human rights monitoring or documentation interventions</u>
DRL.3.2-3a	-	<u>Number of individuals trained on physical safety techniques</u>
DRL.3.2-3b	-	<u>Number of individuals trained on digital safety techniques</u>
DRL.3.2-4a	-	<u>Number of groups trained on physical safety techniques</u>
DRL.3.2-4b	-	<u>Number of groups trained on digital safety techniques</u>
DRL.3.2-5	-	<u>Number of organizational security audits conducted</u>
DRL.3.2-6a	-	<u>Number of human rights defenders receiving emergency assistance</u>
DRL.3.2-6b	-	<u>Number of civil society organizations receiving emergency assistance</u>
DRL.3.2-7	-	<u>Number of individuals completing cultural competence training or sensitization programming</u>
DRL.3.2-8	-	<u>Number of articles produced by DRL-supported journalists following responsible journalistic practice</u>

Program 4: Labor Rights

Goal 4: Promote internationally recognized worker rights and acceptable conditions of work abroad.

Objective 4.1: Support civil society organizations, workers, and labor organizations through diplomatic engagement and targeted foreign assistance to improve workers' capacity to organize, bargain collectively, and advocate for themselves.

DRL.4.1-1	-	<u>Number of worker organizations that use democratic practices in their representation of workers</u>
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DRL.4.1-2	-	<u>Number of collective bargaining agreements</u>
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Objective 4.3 Advance the global promotion of labor rights by strengthening diplomatic engagement to encourage like-minded countries, multi-lateral organization, and private sector partners to join the United States in actively promoting internationally recognized worker rights

DRL.4.3-1	-	<u>Number of newly formed labor networks implementing strategic plans</u>
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DRL.4.3-2	-	<u>Number of citations of labor advocacy and monitoring resources</u>
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DRL.4.3-3	-	<u>Number of proposals agreed upon by labor actors to address gaps in accountability mechanisms and policies</u>
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DRL.4.3-4	DR.4.5-1	<u>Number of independent worker organizations supported by USG to promote international labor standards</u>
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DRL/GP Cross-cutting Indicators

The indicators in this section correspond to measures that may fit for democracy, human rights, international religious freedom, or labor rights projects. They have been included here because of their cross-cutting nature.

Indicator	DRL.1 Number of human rights defenders trained and supported (DR.6.1-2)
Definition	<p>To be a human rights defender, a person can act to address any human right (or rights) on behalf of individuals or groups. Human rights defenders seek the promotion and protection of civil and political rights as well as the promotion, protection and realization of economic, social and cultural rights, including rights related to the protection of the environment.</p> <p>A human rights defender can be an individual working alone or as part of a recognized group or movement who investigates, documents, educates, advocates, organizes, communicates, pressures, and/or works to hold accountable those who violate the liberties of others. He or she can be a lawyer, journalist, teacher, activist, student, religious leader, or any other citizen who chooses to defend human rights of others.</p> <p>Support includes training, grants or other support designed to improve the human rights services, reporting, and advocacy for the citizens. The types of trainings measured are provided assistance as a result of DRL-supported programs, whether short-term or long-term, in-country or abroad. People attending the same type of training, but on different subjects can be counted twice. Narrative reports should indicate the type of training, who the training is for, level of training, duration of training, what constitutes completion. It is required that trainings follow a documented curriculum with stated objectives and/or expected competencies; all data should be sex-disaggregated; and where possible, training should meet national or international standards.</p>
Link to Long-Term Outcome or Impact	Human rights defenders are on the frontlines of human rights protection. They are a key aspect to government accountability and contribute to transparency in terms of violations of human rights standards. To the extent human rights defenders are trained and supported to improve their abilities to report and advocate on behalf of human rights, rights will be more easily respected and ensured.
Indicator Type	Output
Unit of Measure	Number of human rights defenders
Data Source	Training attendance sheets. Implementing partners should determine whether training registration sheets or attendance sheets can be used. This will depend on country context and the need to protect human rights defenders in-country. Direct observation can also be used to note the number trained.
Known Data Limitations	If using training attendance sheets, participants are sometimes uncomfortable providing detailed demographic information. If using direct observation, disaggregates on demographic characteristics cannot be applied.
Disaggregate(s)	Number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.2 Number of human rights organizations trained and supported (DR.4.2-1)
Definition	<p>To be counted, the human rights organization / civil society organization (CSO) should focus a primary or significant portion of their work on strengthening human rights (e.g., in providing services, reporting, monitoring, advocacy, outreach, education or protection of citizens). In order to make this indicator a meaningful measure, implementing partners should qualify this indicator in their narrative, if possible, (i.e., by noting what types of human rights work, etc.) based on the country, or operating context. To be counted, local groups do not need to be registered in their countries.</p> <p>Training support or sub-grants to CSOs can be short-term or long-term, in-country or abroad. Narrative reports should indicate the type of activity or training, who the training is for, level of training, duration of training, what constitutes completion. It is required that trainings follow a documented curriculum with stated objectives and/or expected competencies; and that, where possible, training meets national or international standards.</p> <p>If multiple forms of assistance are provided in one year—multiple trainings are provided to a CSO on different subjects, or multiple sub-grants are provided for different purposes—then the organization can be counted more than once in that fiscal year. Similarly, if multiple types of support are provided to an organization in a fiscal year (i.e. a grant and training) then the organization can be counted each time that it receives DRL support.</p> <p>If the partner plans to conduct an advocacy intervention with DRL support, please report under 3.1-5 (DR.4.2.-2).</p> <p>This output indicator measures the number of organizations trained and supported (unit of measure: organizations). If training or supporting individual human rights defenders, the partner should use Indicator *** (unit of measure: human rights defenders).</p>
Link to Long-Term Outcome or Impact	Indicator measures the output of DRL assistance aimed at strengthening human rights organization / CSOs working on human rights issues. Supporting local organizations engaged in monitoring or advocacy work will increase the level of transparency and accountability and contribute to the protection of human rights.
Indicator Type	Output
Unit of Measure	Number of human rights organizations / CSOs working on human rights
Data Source	Training attendance sheets. Implementing partners should determine whether training registration sheets or attendance sheets can be used. This will depend on country context and the need to protect human rights defenders in-country. Direct observation can also be used to note the number trained.
Known Data Limitations	If using training attendance sheets, participants are sometimes uncomfortable providing detailed demographic information. If using direct observation, disaggregates on demographic characteristics cannot be applied.
Disaggregate(s)	Type of CSO: groups working on LGBTI issues; women's rights groups; indigenous people's groups; disability rights groups; or groups working on religious freedom.

Indicator	DRL.3 Number of human rights materials supported by DRL
Definition	<p>DRL-supported materials are defined as those developed by implementing partners, which are designed to help individuals and organizations—including civil society organizations, human rights defenders, and the public—prevent or respond to human rights violations. Tools can include, but are not limited to, printed guides, hotlines, mobile applications, online platforms, and other written products directed at individuals and organizations engaged in the defense of human rights, as well as those advocating for the rights of victims of human rights abuses and violations. Includes both print and digital mediums distributed through in-person or online channels. <i>Partners should describe the type of tool/material and nature of distribution in their quarterly narrative reports.</i></p> <p>This indicator does not track revisions, development, new releases, bug fixes (for online tools). It simply tracks the current number of DRL-supported materials or tools produced by an implementer. Each material or tool will only be counted once per fiscal year. Different versions of the same tool should not be counted as discrete tools. If more than one award or agreement has been made in support of the same product, the material / tool / technology should only be counted once. If the material covers multiple languages or geographies, it should only be counted once--i.e. count number of materials / tools, not instances of localization.</p>
Link to Long-Term Outcome or Impact	This indicator directly measures an output related to improving and increasing resources to prevent and respond to human rights violations.
Indicator Type	Output
Unit of Measure	Number of tools or materials
Data Source	The indicator should not be reported on a cumulative basis. Implementing partners should only count the number of tools made accessible during the quarterly reporting period. Tools or materials from previous quarters should not be included in the current quarterly reporting period. DRL will review and aggregate partner indicator reporting on an annual basis.
Known Data Limitations	This indicator measures the provision of materials, it does not measure a qualitative improvement in those materials, their ability to prevent and/or respond to human rights abuses, nor their distribution/reach.
Disaggregate(s)	None

Indicator	DRL.4 Number of civil society organizations (CSOs) receiving USG assistance engaged in advocacy interventions (DR.4.2-2)
Definition	<p>Civil society organizations (CSOs), individuals working in an individual capacity, or civil society networks that receive DRL assistance to initiate or participate in advocacy interventions. Advocacy should be understood as a means for individuals, constituencies, or organizations to shape public agendas, change public policies, and influence other processes that impact their lives. Advocacy does not involve one march, meeting or poster, but a series of strategic, interconnected, integrated activities designed to achieve a goal. It may include a wide range of activities, such as, lobbying, public interest litigation, letter writing campaigns, civil disobedience, etc.</p> <p>Advocacy interventions tend to:</p> <ul style="list-style-type: none"> • Be strategic (a deliberate, planned action, not random); • Involve a set of actions that are sustained in order to build and direct pressure; • Be designed to persuade; • Be targeted; • Involve alliance building. <p>Implementing partners should specify the type of advocacy interventions in their M&E plan and use narrative reporting to describe the scale/scope of the advocacy interventions, target audience, and intended outcomes. This type of information can be disaggregated during quarterly reporting, if implementing partners would like to categorize advocacy targets (e.g. public, influencers (media, lobbyists, non-profits), decision-makers) and scope (e.g. awareness-raising, strategic communications, policy change).</p> <p>If an advocacy intervention includes a component where advocates are participating in legislative proceedings or engaging in advocacy with sub-national governments, commissions or regulatory bodies, please account for this component by reporting under DRL.5 (DR4.3-1). Other components within an advocacy intervention (e.g. public awareness-raising, publications) can be reported within this indicator.</p> <p>If the CSO is receiving advocacy training, please report the outcome under DRL.4 (DR.4.2-2).</p>
Link to Long-Term Outcome or Impact	Supporting local civil society to conduct advocacy improves the likelihood that non-governmental stakeholders have a voice in public decision-making and other political processes.
Indicator Type	Output
Unit of Measure	Number of CSOs

Data Source	Data may include, but is not limited to: local partners' advocacy plans or strategies, implementation plans; recording of press conferences; copy of testimony or press releases; advocacy campaign materials; direct observation of advocacy initiative.
Known Data Limitations	Indicator only measures the number of interventions supported. It does not measure the relevance or appropriateness of the advocacy approach or whether the correct target was identified. Please include this type of information within narrative reports (see Definition).
Disaggregate(s)	Type of CSO: groups working on LGBTI issues; women's rights groups; indigenous people's groups; disability rights groups; or groups working on religious freedom.

Indicator	DRL.5 Number of USG-assisted CSOs that participate in legislative proceedings and/or engage in advocacy with national legislature and its committees (DR.4.3-1)
Definition	<p>Measures CSOs' active participation in, or engagement with, legislative proceedings. Participation and advocacy includes, for example, attending and contributing to public hearings or committee meetings, submitting policy briefs or position papers, providing comments on proposed legislation, meeting with MPs or staff, etc. Measures both civil society advocacy efforts with legislatures and legislative outreach and openness to civil society engagement.</p> <p>Within the narrative reports, describe the participation or advocacy in terms of the scale/scope.</p> <p>CSOs can include both formal and informal institutions and do not need to be registered with their national government. CSOs can include non-governmental organizations providing services, community-based organizations, village associations, environmental groups, women's rights groups, farmers' associations, land rights groups, faith-based organizations, labor unions, professional associations, chambers of commerce, independent research institutes, non-profit media outlets, and other groups or networks organizing for a common purpose.</p>
Link to Long-Term Outcome or Impact	This measure captures more than one democracy and governance outcome. It implies CSOs have or will have the capacity to substantively participate in democratic policymaking and that legislators are open to public participation and actively engage in it. Taken together, civil society participation in democratic policymaking improves the transparency and accountability of the legislative process.
Indicator Type	Output
Unit of Measure	Number of CSOs
Data Source	Reports of committee proceedings augmented by implementing partner audits
Known Data Limitations	None
Disaggregate(s)	Type of CSO: groups working on LGBTI issues; women's rights groups; indigenous people's groups; disability rights groups; or groups working on religious freedom.

Indicator	DRL.6 Number of civil society organizations (CSOs) that engage in advocacy with regional or local governments, commissions, or regulatory bodies
Definition	<p>Measures whether civil society organizations (CSOs) are actively participating in, or engaging with, government bodies. Participation and advocacy includes, for example, attending and contributing to public hearings or committee meetings, submitting policy briefs or position papers, providing comments on proposed legislation, meeting with MPs or staff, etc. Measures both civil society advocacy efforts with government bodies, and openness to civil society engagement. Implementing partners should define participation or advocacy in terms of the scale/scope in their M&E plan and within quarterly narrative reporting.</p> <p>This indicator can be reported as either an output or outcome. In extremely restrictive environments, local CSOs must often conduct extensive outreach with their government in order to be invited to attend a hearing or be able to contribute to proposed legislation--in these cases, participation could be seen as an outcome of effective outreach (output). If the implementing partner chooses to report the indicator as an outcome, there should be an associated output indicator (in many cases, this will be DRL.4 Number of CSOs receiving USG assistance engaged in advocacy interventions (DR.4.2-2)).</p> <p>Civil society organizations (CSOs) can include both formal and informal institutions and do not need to be registered with their national government. Civil society organizations (CSOs) can include non-governmental organizations providing services, community-based organizations, village associations, environmental groups, women's rights groups, farmers' associations, land rights groups, faith-based organizations, labor unions, professional associations, chambers of commerce, independent research institutes, non-profit media outlets, and other groups or networks organizing for a common purpose.</p>
Link to Long-Term Outcome or Impact	Assumes that CSOs have or will have the capacity to participate in democratic policymaking and that legislators are open to public participation and actively engage. In the longer-term, civil society participation in democratic policymaking improves the transparency and accountability of legislative processes.
Indicator Type	Output or Outcome (must have associated output)
Unit of Measure	Number of local civil society organizations (CSOs)
Data Source	Data may include, but is not limited to: recording of press conferences; copy of testimony or press releases; advocacy campaign materials; committee proceedings; direct observation of advocacy initiative.
Known Data Limitations	Official data sources--copies of testimony, committee proceedings--may not be readily available as forms of documentation. Advocacy materials, third-party or media (e.g. news articles) may be used in place of official data.

Disaggregate(s)

Type of CSO: groups working on LGBTI issues; women's rights groups; indigenous people's groups; disability rights groups; or groups working on religious freedom.

Indicator	DRL.7 Number of individuals receiving civic education through USG-assisted programs (DR.3.2-5)
Definition	<p>Any individuals that receive civic education through print, broadcast, or new media, as well as via in-person contact can be counted. Civic education also includes curriculum-based trainings, community-based trainings in underserved areas, public service announcements on electronic media, written materials, internet-based information and messages using new media or technology (in this usage primarily, but not exclusively social networking sites like Facebook and Twitter).</p> <p>Implementing partners should list the different types of media or other contacts used in their programs, along with the objectives of the civic education programming in their country context.</p>
Link to Long-Term Outcome or Impact	The provision of civic education in developing democracies will help ensure that individuals have the information they need to be effective participants in the democratic process, contributing to the development or maintenance of electoral democracy.
Indicator Type	Output
Unit of Measure	Number of individuals reached
Data Source	Review of project/program documents from implementers; Attendance sheets and independently collected audience estimates can also be used to demonstrate coverage. Given the data limitations, implementing partners should detail in their M& Plan the data collection/calculation methodology for each method used, along with efforts being taken to avoid multiple counting.
Known Data Limitations	Consistency issues related to receiving reliable data on voter outreach from implementing partners. Indicator is limited in its ability to measure multiplier effects. There is a high potential for double counting.
Disaggregate(s)	Number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.8 Number of local women participating in a substantive role or position in a peacebuilding process supported with USG assistance (GNDR-10)
Definition	<p>For this indicator, a peacebuilding process refers to formal (diplomatic or official) or informal (grassroots, civil society) activities aimed at preventing or managing violent conflict, resolving conflict or the drivers of conflict, and to sustaining peace following an end to violent conflict.</p> <p>This indicator is intended to capture the participation of local women in peacebuilding processes; to be counted in this indicator, women should be from the relevant conflict country, area, or region. This indicator does not count the participation of women in U.S. or other third-party delegations to peace processes.</p> <p>To be counted in this indicator, participants should have a substantive role in the peacebuilding process or initiative, meaning a participant has realistic opportunities to share information and represent her own perspectives or those of a group she represents; to help define issues, problems, and solutions; and to influence decisions and outcomes associated with the process or initiative. To the extent practicable, individuals should be counted only once per fiscal year under this indicator.</p> <p>Examples:</p> <ul style="list-style-type: none"> • persons serving on a local peace committee • persons representing a group or organization with official consultative status to a peace negotiation • person serving as an official delegate to a peace process
Link to Long-Term Outcome or Impact	Women’s participation in peacebuilding activities is posited as an important mechanism for increasing the gender-sensitivity of processes and outcomes, and for improving the overall strength and sustainability of such processes by ensuring focus on a broader set of issues relevant to preventing, managing, and resolving conflict and by bringing the skills and capacities of women to bear in these processes.
Indicator Type	Output
Unit of Measure	Number of women
Data Source	Relevant project/program documents (e.g. quarterly and final reports, project monitoring records); however; analysis of secondary data (e.g. newspapers, records of proceedings) or direct observation of processes by post also may also be useful.
Known Data Limitations	Availability/timeliness of program documentation.
Disaggregate(s)	None

Indicator	DRL.9 Number of individuals from low income or marginalized communities who received legal aid or victim’s assistance with USG support (DR.6.3-1)
Definition	<p>Areas of low income are defined as those where 60% of the population has an income in the lowest quintile of the country as a whole. Marginalized communities are those who have traditionally been excluded from power and access to resources, and may include indigenous peoples, ethnic minorities, LGBTI persons, women and girls, youth, individuals with disabilities, or other groups.</p> <p>Legal aid should be considered as free or inexpensive assistance to individuals that may not have had representation or access to the justice system.</p> <p>Victim’s assistance includes the provision of information or aid to individuals who have suffered a crime (physical, psychological, financial harm). This includes support before, during, or after court proceedings.</p>
Linkage to Long-Term Outcome or Impact	Local availability of legal aid or victim’s assistance for low income or marginalized communities indicates some degree of effectiveness in providing access to justice, a key component of rule of law and human rights. When low income and marginalized groups can access justice it helps improve the legitimacy of the justice system as a whole because individuals can depend on the justice system to seek relief.
Indicator Type	Output
Unit of Measure	Number of individuals
Data Source	Review of project documents (attendance sheets, registration forms, direct observation notes). The implementer should determine whether attendance sheets or registration forms, and the type of information listed, are necessary or safe to collect or store. If data sources are not secure, certain information can often be gathered through direct observation.
Disaggregate(s)	Number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.10 Number of journalists trained and supported (DR.5.2-2)
Definition	<p>Count journalists, editors, and related production staff for news and public information media. Implementing partners should qualify this indicator in their narrative, if possible (i.e., by noting the operating context, the type of human rights work focused on by journalists).</p> <p>Training refers to all training or education events whether short-term or long-term, in-country or abroad. It includes pre-service and in-service training for journalists, editors, and related production staff for news and public information media. The level of training includes basic, technical, university, mid-career, and certification training.</p> <p>If implementing partners are working with other human rights defenders—who investigate, document, educate, advocate, organize, communicate, pressure, and/or work to hold accountable those who violate the liberties of others—use DRL.1 (DR.6.1-2).</p> <p>Support includes training, grants or other support designed to improve human rights information services and reporting for citizens. People attending the same type of training, but on different subjects, can be counted twice. Narrative reports should indicate the type of training, who the training is for, level of training, duration of training, what constitutes completion. It is required that training follow a documented curriculum with stated objectives and/or expected competencies; all data should be sex-disaggregated; and where possible, training should meet national or international standards.</p>
Link to Long-Term Outcome or Impact	<p>Like human rights defenders, journalists are on the frontlines of human rights protection. They are a key aspect to government accountability and contribute to transparency by reporting violations of human rights standards. To the extent journalists are trained and supported to improve their abilities to investigate and report on human rights violations, rights could be more easily respected and ensured.</p>
Indicator Type	Output
Unit of Measure	Number of journalists
Data Source	<p>Training attendance sheets. Implementing partners should determine whether training registration sheets or attendance sheets can be used. This will depend on country context and the need to protect human rights defenders in-country. Direct observation can also be used to note the number trained.</p>
Known Data Limitations	<p>If using training attendance sheets, participants are sometimes uncomfortable providing detailed demographic information. If using direct observation, disaggregates on demographic characteristics cannot be applied, as participants must self-identify with regard to gender or ethnicity.</p>
Disaggregate(s)	<p>Number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.</p>

Indicator	DRL.11 Number of judicial personnel trained with USG Assistance (DR.1.3-1)
Definition	<p>Judicial personnel include judges, magistrates, prosecutors, advocates, inspectors and court staff. Training refers to all training or education events whether short-term or long-term, in-country or abroad.</p> <p>People attending the same type of training, but on different subjects can be counted twice. Narrative reports should indicate the type of training, who the training is for, level of training, duration of training, what constitutes completion. It is required that trainings follow a documented curriculum with stated objectives and/or expected competencies; all data should be sex-disaggregated; and where possible, training should meet national or international standards.</p> <p><i>Training of legal personnel—including defense attorneys or paralegals—should be documented in DRL.1 Number of human rights defenders trained and supported (DR.6.1-2).</i></p>
Link to Long-Term Outcome or Impact	Training of judicial personnel improves their ability to more effectively carry out their duties, which improves the capacity of the judiciary to act as a check on government power. Training may also instill a sense of the value of and necessity for judicial independence, transparency and accountability in a democratic society.
Indicator Type	Output
Unit of Measure	Number of judicial personnel
Data Source	<p>Review of project documents (attendance sheets, registration forms, direct observation notes).</p> <p>The implementer should determine whether attendance sheets or registration forms, and the type of information listed, are necessary or safe to collect or store. If data sources are not secure, certain information can often be gathered through direct observation.</p>
Known Data Limitations	If using training attendance sheets, participants are sometimes uncomfortable providing detailed demographic information. If using direct observation, disaggregates on demographic characteristics cannot be applied.
Disaggregate(s)	Type of judicial personnel: judges, prosecutors, court staff; number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.12 Number of USG-Assisted consensus-building processes resulting in an agreement (DR.3.1-1)
Definition	<p>Consensus-building processes include: national, sub-national, and local dialogues, as well as referenda, and peace processes. Agreements can take the form of interim or final plans of action, constitutions, constitutional amendments, draft legislation, legislation on electoral frameworks issues, statutes, regulations, or peace agreements.</p> <p>Each part of the consensus-building process that results in an agreement may be counted separately, each as one unit. For example, if an operating unit works on an interim and final action plan, which then result in an agreement, these can be counted as two processes.</p> <p>This may involve informal agreements.</p>
Link to Long-Term Outcome or Impact	Consensus-building processes increase the likelihood that parties will reach agreement. Such processes are a critical part of fostering an environment that is tolerant or inclusive of people of all faiths or non-belief. Over the long-term, consensus-building will result in an increase in mutual understanding and a decrease in societal conflict and instability, contributing to the development of a consensual, deliberative and participatory culture of democracy.
Indicator Type	Outcome
Unit of Measure	Number of processes
Data Source	Program reports and activity documentation
Known Data Limitations	None
Disaggregate(s)	Types of processes: number of processes related to LGBTI issues; number of processes related to women's rights issues; and number of processes related to religious freedom.

Indicator	DRL.13 Number of groups trained in conflict mediation/resolution skills or consensus-building techniques with USG assistance (DR.3.1-2)
Definition	<p>“Groups” are entities (e.g. NGOs, government, women’s groups, political parties, civil society organizations, unions, employers, factions, media, or ethnic or marginalized groups) involved in, or planning to be involved in, conflict mediation or consensus-building processes.</p> <p>Training can be for any amount of time at a USG sponsored event, workshop or seminar. People attending the same type of training but on different subjects can be counted twice. Narrative reports should indicate the type of training (pre-service, in-service), who the training is for (community health worker, to upgrade a medical assistant to a nurse), level of training (basic, elementary, technical, university/certification), duration of training, what constitutes completion (for a short course, full attendance may be mandatory; for a longer course, there might be testing to ensure competencies are achieved; for certification, there may be a graduation). It is required that training follow a documented curriculum with stated objectives and/or expected competencies; all data be sex-disaggregated; and that where possible, training meets national or international standards.</p>
Link to Long-Term Outcome or Impact	Consensus-building processes increase the likelihood that parties will reach agreement. Such processes are a critical part of fostering an environment that is tolerant or inclusive of people of all faiths or non-belief. Over the long-term, consensus-building will result in an increase in mutual understanding and a decrease in societal conflict and instability, contributing to the development of a consensual, deliberative and participatory culture of democracy.
Indicator Type	Output
Unit of Measure	Number of groups that have received training
Data Source	Program reports and activity documentation
Known Data Limitations	None
Disaggregate(s)	Type of groups: number of groups working on LGBTI issues; number of women’s rights groups; number of indigenous people’s groups; and number of groups working on religious freedom.

Indicator	DRL.14 Number of cases supported
Definition	<p>Legal cases identified, developed and managed by implementing partners to protect any category of human rights should be counted. Given the highly contextual nature of rule of law and access to justice project interventions, the type of legal action taken (such as strategic public interest litigation or filings to dismiss a case against a human rights defender) will vary depending on the legal system and context of the legal strategies that apply. Given these contextual factors, the implementing partner should explain in the narrative reporting the how cases are developed, how cases progress through the legal system(s) based on case decisions and determinations made by relevant authorities, and describe the type of legal support provided.</p> <p>See the disaggregation below for guidance on counting cases within broad categories of legal developments.</p>
Link to Long-Term Outcome or Impact	Tracking cases supported by implementing partners will provide insight into progress made to advance human rights and access justice through existing legal frameworks.
Indicator Type	Outcome
Unit of Measure	Number of cases
Data Source	Program reports and activity documentation
Known Data Limitations	Availability/timeliness of case updates or information.
Disaggregate(s)	Legal developments: number of cases identified or developed; number of cases registered, filed or brought to court (or to accountability mechanism); and number of cases favorably resolved.

Indicator	DRL.15 Number of laws, policies or procedures adopted, revised, stalled or changed to protect human rights
Definition	<p>Number of laws, policies or procedures (draft or final) affecting human rights, which encompass fundamental freedoms (assembly, association, expression and religion) and political rights (such as voting, political participation), that were revised, stalled, adopted or enacted (i.e. positively impacted as a result of advocacy initiatives). The indicator includes the number of laws, policies or procedures that were stalled, revised or changed to account for defensive victories. Adoption, enactment or implementation note proactive developments. To be counted, such proactive developments should focus on the promotion and protection of human rights locally or nationally. Local level policies, decrees, statements, procedures that are not formalized at the national level count towards this indicator.</p> <p>Within narrative reporting, the implementing partner should note the law, policy or procedure, and the outcome (revised, stalled, adopted, etc.) in order to identify the type of policy outcome. When writing about policy outcomes, the implementing partner should also relate the outcome to the type of advocacy initiative conducted, as well as document other partners or stakeholders that may have contributed to the outcome, and other contributing factors (e.g. well-organized coalition, favorable political conditions or policy window).</p>
Link to Long-Term Outcome or Impact	Assumes that civil society has or will have the opportunity to participate in democratic policymaking or decision-making and that legislators and authorities are open to public participation and actively engage. In the longer-term, civil society participation in democratic policymaking improves the transparency and accountability of legislative processes.
Indicator Type	Outcome
Unit of Measure	Number of laws, policies or procedures
Data Source	Data may include, but is not limited to: recording of press conferences; copy of testimony or press releases; committee proceedings; record of law, policy or procedure.
Known Data Limitations	Official data sources--copies of testimony, committee proceedings, record of laws, policies or procedures--may not be readily available as forms of documentation. Advocacy materials, third-party reports or media (e.g. news articles) may be used in place of official data.
Disaggregation(s)	None

Program Area 1: Democracy

Goal 1: Enhance global stability by promoting growth of democratic institutions, including during democratic transitions, around the world.

Objective 1.1

Support democratic institutions, including the development of democratic political parties, labor unions and business associations, in countries where they are under assault or consolidating.

Indicator	DRL.1.1-1 Number of government personnel trained on good governance
Definition	<p>Training topics on good governance should include principles of transparency, responsiveness, accountability, inclusion, participation, public administration and anti-corruption. Good governance may additionally include processes such as specific behaviors and systems that can be implemented in order to meet these principles, such as open data initiatives, research-based policy development, participatory budgeting, and citizen and media outreach among others.</p> <p>Government personnel who receive training should be included in the count and will include elected or non-elected government officials and their staff conducting government operations in executive or legislative functions. Officials at the national or sub-national level should be counted.</p> <p>Count individuals under this indicator if government officials attend a DRL sponsored training, workshop, or similar event, or officials receive technical support in the form of consultations or prepared resources. Training is defined as in-service technical training for civil servants and other public officials that should involve a skill or knowledge transfer intended to improve good governance operations.</p> <p>Implementing partners should define training completion standards in their M&E plans and in the indicator narrative of their PPR. For example, for short course completion, full attendance may be mandatory. For longer courses, the regularity of attendance should be defined but may be used to determine participation.</p>
Link to Long-Term Outcome or Impact	Government employees are critical to public administration. While systems can be designed to improve good governance, individuals must have the skills to manage those systems and processes and have the capacity to take action to improve institutions and processes, and be aware of the ethical norms related to their roles.
Indicator Type	Output
Unit of Measure	Number of individuals
Data Source	Implementer reporting; detailed course materials and attendance sheets
Known Data Limitations	Review of project documents (attendance sheets, registration forms, direct observation notes). Implementing partners should determine whether training registration sheets or attendance sheets can be used. This will depend on country context and the need to protect participant identities. Direct observation can also be used to note the number of individuals trained. Implementing partners should not determine disaggregates related to identity without asking participants.
Disaggregate(s)	Government level (national or sub-national); government branch (executive, legislative); Function (elected official, non-elected, staff); number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.1-2 Number of government officials who attend outreach events
Definition	<p>Government officials who receive good governance training (see output indicator 1.1-1) should be included in the count and will include elected or non-elected officials conducting government operations in executive or legislative functions. Officials at the national or sub-national level should be counted. If staff working for the government official are the only government personnel present, the staff should not be counted, as the result measured is direct engagement between government officials and citizens and civil society.</p> <p>Outreach events should be defined as town halls, roundtables, community meetings and other events conducted in the community designed for government officials and bodies to engage with citizens and civil society. Press conferences and other media events may be counted, as such events provide information for citizens and civil society, but must be disaggregated accordingly (see <i>Disaggregates</i> below).</p>
Link to Long-Term Outcome or Impact	Interaction between officials and the public is a critical component of good governance, particularly regarding transparency and responsiveness. This indicator is designed to measure the use of the products from good governance trainings to conduct public engagement. This contributes to greater impact by strengthening the linkage between those governing and the governed through this interaction.
Indicator Type	Outcome
Unit of Measure	Number of individuals
Data Source	Attendance sheets; follow up; partner reports
Known Data Limitations	<p>Participants may not be willing to provide information, such as identifying data (demographic disaggregates), if collected in the form of attendance sheets or registration forms. Direct observation would allow the implementing partner to identify participation.</p> <p>Disaggregates (e.g. gender, ethnic group) rely on individuals self-identifying and providing certain levels of information. In this case, demographic information should not be determined by the implementing partner.</p>
Disaggregate(s)	Government level (national or sub-national); government branch (executive, legislative); function (elected official, non-elected); event type (general outreach or press/media event); number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.1-3 Number of outreach events
Definition	<p>Outreach events should be defined as town halls, roundtables, community meetings and other events conducted in the community designed to provide opportunities for government officials to engage with citizens and civil society. Such events should be held by government officials (elected and non-elected) and their staff who have received training on good governance, citizen outreach and other relevant practices from DRL-funded projects. Events organized and conducted by the government should be counted; however those held by parties, civil society or implementing partners should not be counted. Outreach events that are initiated by political parties, political coalitions and political movements should be reported under 1.1-7 Number of political parties, political coalitions and political movements that conduct constituent engagement.</p> <p>Press conferences and other media events that do not involve direct engagement may be counted, but must be disaggregated accordingly. For purposes of this indicator, a series of regularly-recurring meetings/events/press conferences that are part of the same process are counted as one event; e.g., a series of municipal government hearings to get feedback on a three-year development plan should be counted as one event.</p> <p>While events do not need to be open to all of the public, they must at least include invitations to relevant public or civil society stakeholders to be counted.</p>
Link to Long-Term Outcome or Impact	Outreach from the government to the public is a critical component of good governance, particularly regarding transparency and accountability. This indicator is designed to measure the use of the products from good governance trainings to conduct public engagement. This contributes to greater impact by strengthening the linkage between those governing and the governed through this interaction.
Indicator Type	Outcome
Unit of Measure	Number of events
Data Source	Government records; partner reports/document observation; media reports
Known Data Limitations	Access to government records in some cases might make data collection a challenge. Third party records, such as media coverage documentation, may be used.
Disaggregate(s)	Event type: general outreach or press/media event.

Indicator	DRL.1.1-4 Number of individuals receiving voter education through USG-assisted programs (DR.3.2-4)
Definition	<p>Any eligible voter that receives voter education messages through print, broadcast, or new media, as well as via in-person contact can be counted. Voter education also includes community-based trainings in underserved areas, public service announcements on electronic media, written materials, internet-based information and messages using the new media or technology (in this usage primarily, but not exclusively social networking sites like Facebook and Twitter). Content may include voter motivation, explanation of the voting process, the functions of the office(s) being contested and descriptions of the significance of the elections in democratic governance.</p> <p>Implementing partners should include in their M&E plan and PPR a list of the different types of media or other contacts used in their programs, along with the objectives of the voter education programming in their country context. Implementing partners should include the locally used definitions for minority and disadvantaged/marginalized groups in their indicator definitions and in the PPR.</p>
Link to Long-Term Outcome or Impact	The provision of voter education in developing democracies will help ensure that voters have the information they need to be effective participants in the democratic process, contributing to the development or maintenance of electoral democracy.
Indicator Type	Output
Unit of Measure	Number of individuals reached
Data Source	Review of project/program documents from implementers; Attendance sheets and independently collected audience estimates can also be used to demonstrate coverage. Given the data limitations, implementing partners should detail in their M&E plans the data collection/calculation methodology for each method used, along with efforts being taken to avoid double counting.
Known Data Limitations	Consistency issues related to receiving reliable data on voter outreach from implementing partners. Indicator is limited in its ability to measure multiplier effects. There is a high potential for double counting.
Disaggregate(s)	Number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.1-5 Number of citizens participating in civil fora to engage with political, government or security officials
Definition	<p>Citizens who or participate in civil fora designed for civil society, community and constituent engagement and interaction will be counted. Fora are events, seminars, meetings, and conferences that bring together groups in tension or conflict in an effort to generate greater understanding and consensus. These fora may be organized by civil society organizations, parties or government officials and office to achieve these means. Civil in this sense means “public” and indicates a meeting, town hall, forum, etc. in which the public can communicate directly with representatives of parties (or government) or the security sector (military, police). For purposes of this indicator, a series of regularly-recurring meetings/events that are part of the same process are counted as one event; e.g., a series of municipal government hearings to get feedback on a three-year development plan should be counted as one event.</p> <p>For implementing partners tracking CSOs conducting advocacy at such events, consider reporting towards DRL.4 (DR.4.2-2), DRL.5 (DR.4.3-1), or DRL.6 as these track specifically CSO engagement.</p> <p>This indicator can be reported as either an output or outcome depending on directness of DRL program involvement. Where the implementing partner is directly holding the event, this should be counted as an output. Moreover, in extremely restrictive environments, local CSOs might have to conduct extensive outreach with their government and citizens in order to establish these events, while in other dynamics interaction between citizens, civil society and government officials may be so rare that citizen participation in civil for a that engages political, government or security may represent a significant result and. In these cases, participation could be seen as an outcome of effective outreach (the output). If the implementing partner chooses to report the indicator as an outcome, there should be an associated output indicator.</p>
Link to Long-Term Outcome or Impact	Civil society and citizen engagement with government officials is a critical component of democratic principles and good governance as this interaction helps to ensure that transparency, accountability and responsiveness exists in the dynamic between the governed and governing actors.
Indicator Type	Output or outcome (note that an outcome should have associated output indicator)
Unit of Measure	Number of individuals
Data Source	Review of project documents, official government journals, news media, attendance sheets
Known Data Limitations	Given that some of these events might be considered <i>closed door</i> , inaccessible or otherwise not monitored, verification might be a challenge. Where possible, implementing partners should establish systems for verification or spot checks or reporting from partners to mitigate double counting.
Disaggregate(s)	CSO affiliated; Number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.1-6 Number of individuals who receive USG-assisted political party training (DR.3.3-1)
Definition	Number of political party representatives and independent candidates who received USG-supported training in political party strengthening (e.g., campaign techniques, membership development, constituency outreach, platform design, communication skills, transparency, fundraising, campaign finance, etc.). Training refers to all training or education events whether short-term or long-term, in-country or abroad. People attending the same type of training but on different subjects can be counted twice narrative reports should indicate the type of training (pre-service, in-service), who the training is for (community health worker, to upgrade a medical assistant to a nurse), level of training (basic, elementary, technical, university/certification), duration of training, what constitutes completion (for a short course, full attendance may be mandatory; for a longer course, there might be testing to ensure competencies are achieved; for certification, there may be a graduation). It is required that training follow a documented curriculum with stated objectives and/or expected competencies; all data be sex-disaggregated; and that where possible, training meets national or international standards.
Link to Long-Term Outcome or Impact	Providing training to party members is intended to improve party organization, strengthen internal democracy, increase diversity in the parties, and enhances the parties' capacity to effectively represent the interest of their constituents. Over time, training will contribute to the development and consolidation of democracy.
Indicator Type	Output
Unit of Measure	Number of individuals trained
Data Source	Data for this indicator will be reported annually, but can be collected on an ongoing or periodic basis depending on the interval of partner reporting. The number reported should be a simple count of individuals trained in a given year. The primary data for this indicator should be obtained through implementing partner reporting (e.g. quarterly or annual reports) and other relevant project documentation (e.g. project monitoring records) as applicable.
Known Data Limitations	Ensuring that implementing partners have a system to account for double counting will be a challenge. Where possible, implementing partners should establish systems for verification or spot checks or reporting from partners to mitigate double counting.
Disaggregate(s)	Number of female, male, other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.1-7 Number of political parties, political coalitions and political movements that conduct constituent engagement
Definition	<p>Political parties, political coalitions and political movements should be considered as distinct units supported by DRL implementers. Those that engage constituents using skills and guidance gained from DRL project assistance should be counted. Constituent engagement should be understood as party-specific efforts to reach out to citizens, communicate party messages directly to constituents and encourage voters to support the party. It should not include activities coordinated by government institutions, which should be reported under 1.1-3 Number of outreach events. In order to be counted, the constituent engagement should be political in nature (e.g. with the intent to compete in electoral politics) and defined as distinct from civil society.</p> <p>For the purposes of this indicator, constituent engagement should not involve one activity, meeting or event, but a series of strategic, interconnected integrated activities designed for outreach and constituency building. Constituent engagement activities may include town halls, debates, door-to-door or canvassing activities and other efforts to reach out to citizens.</p> <p>Implementing partners should specify the type of constituent engagement in their M&E plans and use the PPR indicator narrative to describe the impact, scale/scope of the advocacy interventions.</p> <p>If the constituent engagement is conducted in the name of a coalition or movement of parties, that coalition or movement should be counted as one unit. Implementing partners may also count parties within the coalition or movement if the engagement serves both purposes.</p>
Link to Long-Term Outcome or Impact	The indicator measures progress toward building the necessary or enabling conditions for the achievement of long-term, sustainable progress toward more political processes that mobilize, engage and are more inclusive of the general population. It demonstrate increased representation and improved accountability of political parties as they seek to build constituent bases.
Indicator Type	Outcome
Unit of Measure	Number of political parties, political coalitions and political movements
Data Source	Implementing partner reporting; qualitative follow up and event monitoring; party records
Known Data Limitations	Given that some of these events might be closed door, inaccessible or otherwise not monitored, verification might be a challenge. Regarding party internal records, they might not be willing to share these. Where possible, implementing partners should establish systems for verification or spot checks or reporting from partners to mitigate double counting. Depending on issues of access and communication with these groups baselines might be difficult to conduct.
Disaggregate(s)	Constituency targeted (select the marginalized group that applies to the project context: constituencies self-identified as female, male, other, LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.1-8 Number of trained individuals who participate in political activity
Definition	<p>Individuals may include candidates, members or staff of a political party or movement or political leadership trained by DRL implementers. “Political activity” should involve actions to engage in politics and to increase political competitiveness, which includes and is not limited to running for office in internal party elections and open elections, managing campaigns, being appointed to a political office). Joining a march, demonstration or volunteering in political activities would not be included in this count.</p> <p>In order to be counted, the activity should be distinct from civil society related engagement (e.g. a nonpartisan community initiated activity such as a community clean-ups, book drives, or interfaith events).</p> <p>Implementing partners should specify the type of activity in their M&E plan and use the PPR indicator narrative to describe the impact, scale/scope of the political activity.</p>
Link to Long-Term Outcome or Impact	The indicator measures the results of USG training and consultation and the use of skills and motivations gained in these trainings. Achievement towards results measured by this indicator will demonstrate the reach of trained political actors and their advancement within political and governing structures.
Indicator Type	Outcome
Unit of Measure	Number of individuals
Data Source	Implementing partner reporting; qualitative follow up and event monitoring; party records
Known Data Limitations	Given that some of these events might be considered <i>closed door</i> , inaccessible or otherwise not monitored, verification might be a challenge. Party internal records may also be considered confidential and parties may not be willing to share these. Where possible, implementing partners should establish systems for verification or spot checks on reporting from partners to mitigate double counting.
Disaggregate(s)	Number of political parties represented; number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities

Indicator	DRL.1.1-9 Number of USG-assisted political parties implementing initiatives to increase the number of candidates and/or members who are women, youth and from marginalized groups (DR.3.3-2)
Definition	Number of USG-assisted political parties that are implementing initiatives to increase the number of candidates and/or members who are women, youth, and representatives from marginalized groups. Initiatives can be formalized within the party policies and voluntary party quotas or informal recruitments strategies aimed at increasing the number of candidates/members that are women, youth, and from marginalized groups. Candidates and members refers to all levels of political office (local and national).
Link to Long-Term Outcome or Impact	The indicator measures progress toward building the necessary or enabling conditions for the achievement of long-term, sustainable progress toward more inclusive political processes, that demonstrate increased representation and improved accountability and decision-making of political parties. In addition the results measured by this indicator are contributing factors to long-term progress towards gender equality and women's empowerment.
Indicator Type	Outcome
Unit of Measure	Number of political parties
Data Source	Data for this indicator will be reported annually, but can be collected on an ongoing or periodic basis depending on the interval of partner reporting. The primary data for this indicator should be obtained through implementing partner reporting (e.g. quarterly or annual reports) and other relevant project documentation (e.g. project monitoring records) as applicable.
Known Data Limitations	Given that some of these events might be closed door, inaccessible or otherwise not monitored, verification might be a challenge. Regarding party internal records, they might not be willing to share these. Where possible, implementing partners should establish systems for verification or spot checks on reporting from partners.
Disaggregate(s)	None

Indicator	DRL.1.1-10 Number of trained individuals elected to government office
Definition	<p>Individuals may include candidates or party members trained by DRL implementers to better compete in elections. While appointment to party lists shall be counted if the individual is selected, the party wins and the individual takes office, individuals appointed to non-elected offices should not be counted. Election in internal party elections should not be counted.</p> <p>Implementing partners should specify the type of office in their M&E plan and use the PPR indicator narrative to describe their candidacy and the contribution of DRL initiatives.</p> <p>This indicator should be connected to indicator 1.1-10 as tracking those DRL-trained individuals who compete in elections as a political activity should inform tracking those elected.</p>
Link to Long-Term Outcome or Impact	The indicator measures the results of USG training and consultation and the use of skills and motivations gained in these trainings. Achievement towards results measured by this indicator will demonstrate the reach of trained political actors and their advancement within political and governing structures.
Indicator Type	Outcome
Unit of Measure	Number of individuals
Data Source	Implementing partner reporting; qualitative follow up and event monitoring; party records
Known Data Limitations	Government party internal records may be considered confidential and governments may not be willing to disclose such materials. Where possible, implementing partners should establish systems for verification or spot checks or reporting from partners to mitigate double counting.
Disaggregate(s)	Political party represented; government level; number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Program Area 1: Democracy

Goal 1: Enhance global stability by promoting growth of democratic institutions, including during democratic transitions, around the world.

Objective 1.2

Promote free, fair and competitive democratic elections and other democratic processes open to all in places where election processes are lacking in credibility or under threat.

Indicator	DRL.1.2-1 Number of election officials trained with USG assistance (DR.3.2-1)
Definition	Number of elections officials trained with DRL assistance in elections procedures and administration. An election official can be anyone from the highest election official—often a Central Election Commission—as well as regional officials and polling station workers. Training can be of any duration and take the form of a DRL sponsored event, workshop or seminar. People attending the same type of training but on different subjects can be counted twice. Narrative reports should indicate the type of training (pre-service, in-service), who the training is for (community health worker, to upgrade a medical assistant to a nurse), level of training (basic, elementary, technical, university/certification), duration of training, what constitutes completion (for a short course, full attendance may be mandatory; for a longer course, there might be testing to ensure competencies are achieved; for certification, there may be a graduation). It is required that training follow a documented curriculum with stated objectives and/or expected competencies; all data be sex-disaggregated; and that where possible, training meets national or international standards.
Link to Long-Term Outcome or Impact	Training election officials is intended to increase their capacity to administer elections effectively, improving the overall quality of election administration. This is expected to increase the credibility and legitimacy of the election process; and contribute to the development or maintenance of electoral democracy.
Indicator Type	Output
Unit of Measure	Number of elections officials
Data Source	Attendance sheets submitted through reports
Known Data Limitations	Participants may not be willing to provide information, such as identifying data (demographic disaggregates), if collected in the form of applications or registration forms. Disaggregates (e.g. gender, ethnic group) rely on participants self-identifying and providing certain levels of information. In this case, demographic information should not be determined by the implementing partner.
Disaggregate(s)	Number of female, male, other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.2-2 Number of domestic election observers and/or party agents trained with USG assistance (DR 3.2-3)
Definition	Number trained in preparation for deployment as observers or party agents around national or significant election or referendum. Training can be of any duration and can take the form of a USG-sponsored event, workshop, or seminar. Training can be held in cooperation with implementers of other donors. It is required that training follow a documented curriculum with stated objectives and/or expected competencies; all data be sex-disaggregated; and that where possible, training meets national or international standards.
Link to Long-Term Outcome or Impact	Training observers or party agents will increase the transparency of the election process, deter fraud, and contribute to a more free, fair and credible election, as well as the development or maintenance of electoral democracy.
Indicator Type	Output
Unit of Measure	Number of observers and agents trained
Data Source	Review of project/program documents from implementers and attendance sheets
Known Data Limitations	Participants may not be willing to provide information, such as identifying data (demographic disaggregates), if collected in the form of applications or registration forms. Disaggregates (e.g. gender, ethnic group) rely on participants self-identifying and providing certain levels of information. In this case, demographic information should not be determined by the implementing partner.
Disaggregate(s)	Domestic Observer; Party; number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.2-3 Number of election observers deployed
Definition	Number of trained observers or party agents deployed during a national or significant election or referendum. Observers may be domestic or international observers, or party agents. Deployment could be long-term or short-term. Observers must be supported (trained, prepared, oriented) through DRL funding and can be of any duration and can take the form of a DRL-sponsored event, workshop, or seminar.
Link to Long-Term Outcome or Impact	Training observers or party agents will increase the transparency of the election process, deter fraud, and contribute to a more free, fair and credible election, as well as the development or maintenance of electoral democracy.
Indicator Type	Output
Unit of Measure	Number of election observers
Data Source	Review of project/program documents from implementers observation records
Known Data Limitations	Participants may not be willing to provide information, such as identifying data (demographic disaggregates), if collected in the form of applications or registration forms. Disaggregates (e.g. gender, ethnic group) rely on participants self-identifying and providing certain levels of information. In this case, demographic information should not be determined by the implementing partner.
Disaggregate(s)	Observer type (domestic observer, international observer, party agent); party represented; number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.2-4 Number of election assessment reports and statements issued
Definition	Election observation assessments include regular periodic reports from long-term observers, analytical reports based on multiple short- or long-term observer reports, and post-election statements. The indicator type will depend on whether the implementing partner intervention is direct or indirect. For example, the measure will be an output indicator, if the implementing partner is producing the election assessment report directly; however, the measure will be an outcome indicator if project interventions rely on trained observers to produce the report.
Link to Long-Term Outcome or Impact	Objective reporting on the quality of the election operations will increase the transparency of the election process, deter fraud, and contribute to a more free, fair and credible election, as well as the development or maintenance of electoral democracy.
Indicator Type	Output/outcome
Unit of Measure	Number of election assessments
Data Source	Partner records; observation
Known Data Limitations	For indirect interventions where the USG implementing partners relying on trained observers to produce the report, tracking report production may be an extra challenge as it will require a second level of reporting. Data quality may also reduce.
Disaggregate(s)	None

Indicator	DRL.1.2-5 Number of journalists who report on elections, politics or governance
Definition	<p>This indicator is a short-term outcome associated with output indicator DRL.10 Number of journalists trained and supported (DR. 5.2-2). It specifically counts trained participants who produce media products that cover elections, politics or governance.</p> <p>Media products may involve articles, blogs, radio or video reports or other new reports that are presented to the public. To be counted, journalists should produce media products that apply responsible journalistic practice, including appropriate language and framing. In order to be counted, media products should exhibit the following characteristics: language should be balanced, content should not be politically motivated, and writing should demonstrate awareness on issues related to elections, campaigns, political figures and governance, and may include investigative journalism.</p> <p>Note: This indicator should not track paid coverage or organized press releases.</p> <p>Media products that stem from trained journalist should be reported under 1.2-6 Number of media products on elections, politics and governance developed by trained journalists.</p>
Link to Long-Term Outcome or Impact	To the extent journalists are trained and supported to improve their abilities to investigate and report on elections, politics and governance, they will improve awareness of political events among citizens and stakeholders and increase transparency.
Indicator Type	Outcome
Unit of Measure	Number of journalists
Data Source	Media monitoring; follow up, implementing partner report; content analysis of articles
Known Data Limitations	Asking journalists to forward articles to implementing partner staff may reduce the burden on implementing partners; however, journalists may not forward all articles on a timely or systematic basis, due to time constraints. Web feeds may not capture all instances, especially if keywords are misspelled or translated in different languages. This indicator does not request the percentage of journalists reporting on elections, politics and governance, as this would require partners to compile all articles produced by trained journalists. Rather, the intent of the indicator is to understand whether trained journalists are producing media projects on these issues.
Disaggregate(s)	Number of female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.1.2-6 Number of media products on elections, politics and governance developed by trained journalists
Definition	<p>Partners will count the number of reports from trained journalists that pass predetermined criteria for a publishable report according to a checklist. The checklist will include criteria that aligns with methods conveyed in implementing partner trainings, including whether they use stakeholders as references and other international journalistic standards. Examples of criteria for articles may apply the following characteristics, but not limited to: language should be balanced, content should not be politically motivated, and writing should demonstrate awareness of elections, politics and governance. Reporting on this measure is distinct from 3.2-8 Number of articles produced by DRL-supported journalists following responsible journalistic practice, which counts articles covering all other human rights related topics.</p> <p>To be counted, journalists should produce articles that apply responsible journalistic practice, including appropriate language and framing, conveyed in a training or other mentorship or consultation with journalists. In most cases, this indicator should be paired with DRL.10 Number of journalists trained and supported (DR. 5.2-2).</p> <p>Media products may involve articles, blogs, radio or video reports or other new reports that are presented to the public. The media products produced by DRL-supported journalists should provide evidence that trained individuals have an understanding of recognized standards of practice for professional journalists.</p> <p>To collect articles, implementing partners can take two approaches: (i) partners can request that trained journalists provide a copy of articles, as a requirement of training; or, (ii) partners can set up a web feed (e.g., RSS, Atom, other XML-formatted data, Google News, Flipboard) to automatically aggregate the articles posted online by trained journalists. See known data limitations, below.</p> <p>In both cases, implementing partners would need to analyze the content of articles, as a way to assess if trained individuals were following responsible journalistic practice according to international journalist standards in their writing. To make this data more meaningful, implementing partners should qualify this indicator in their narrative, if possible, by noting the types of articles written based on the country or operating context.</p> <p>Note: This indicator should not track paid coverage or organized press releases.</p>
Link to Long-Term Outcome or Impact	To the extent journalists are trained and supported to improve their abilities to investigate and report on elections, politics and governance, citizens will be more aware of political dynamics in their country and communities and transparency will improve.
Indicator Type	Outcome
Unit of Measure	Number of media products
Data Source	Content analysis of articles. Implementing partners should review articles for appropriate language and framing, and avoidance of spin, politically motivated speech, and hate speech.

Known Data Limitations	<p>Indicator relies on implementing partners to develop a meaningful and relevant criteria. Asking journalists to forward articles to implementing partner staff may reduce the burden on implementing partners; however, journalists may not forward all articles on a timely or systematic basis, due to time constraints. Web feeds may not capture all instances, especially if keywords are misspelled or translated in different languages. This indicator does not request the percentage of articles following good journalistic practice, as this would require partners to compile all articles produced by trained journalists. Rather, the intent of the indicator is to understand the quantity of media projects that follow established journalistic standards.</p>
Disaggregate(s)	<p>None</p>

Program Area 2: Religious Freedom

Goal 2: Promote international religious freedom, increase protection of religious minorities, and combat intolerance and violent extremism

Objective 2.1

Advocate for international religious freedom and encourage foreign governments to improve their overall respect for religious freedom and protection of religious minorities.

Indicator	DRL.2.1-1 Number of interfaith events that promote tolerance or inclusion
Definition	Interfaith events include forums, seminars, meetings, and conferences that convene groups from different faiths or non-belief to encourage conversations about tolerance and inclusion. Events should include individuals from more than one faith. For purposes of this indicator, a series of regularly-recurring events that are part of the same process are counted as one event. For example, a series of community meetings designed to bring together citizens in solidarity as a response to a violent act in their community should be counted as one event.
Link to Long-Term Outcome or Impact	Inter-faith events increase the interactions between diverse actors of different faith to encourage tolerance and inclusion. Such processes are a critical part of fostering an environment that is tolerant or inclusive of people of all faiths or non-belief.
Indicator Type	Output
Unit of Measure	Number of events
Data Source	Program reports and activity documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	None

Indicator	DRL.2.1-2 Number of actions that promote or protect freedom of religion or belief
Definition	<p>"Actions" should be defined as efforts, public statements, etc. that seek to promote or protect the freedom of religion or belief undertaken by community actors (including citizens, CSOs, government stakeholders, etc.) supported through USG-funded projects. If the action taken is organizing an interfaith event, then it should be reported under 2.1-1 Number of interfaith events that promote tolerance or inclusion.</p> <p>Multiple actors may take part in one action, but it should only be counted once. The same actors may undertake multiple "actions" and if so, each action should be counted.</p>
Link to Long-Term Outcome or Impact	Tracking the actions undertaken by community actors to promote and protect freedom of religion and belief shows the types and level of responsiveness to the needs for all religious, belief and non-belief backgrounds.
Indicator Type	Outcome
Unit of Measure	Number of actions
Data Source	Program reports and activity documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	None

Indicator	DRL.2.1-3 Number of networks that take actions that protect freedom of religion or belief
Definition	<p>A network is defined as a set of like-minded actors, stakeholders or groups who form a formal or informal group to protect freedom of religion or belief. Formal networks have documentation of established guidelines for official membership for the network itself, or expected norms, if appropriate for the context of the network. Networks may also be informal and loosely formed, but should include more than one person from different groups, that may not have a formal commitment to the network, but at a minimum, participate in the networks' activities.</p> <p>For each reporting period, count only the newly formed networks; by the end of the award, count the cumulative number of new networks.</p> <p>"Taking action" is defined as an act or a series of actions that fit within a strategic approach. It may include a wide range of activities, such as lobbying, public interest litigation, public advocacy, civil disobedience, or other civil expressions. "Taking action" may also be in response to an action-forcing event. The intent is to capture network's actions that are strategic, coordinated, targeted sustained and designed to protect freedom of religion or belief.</p> <p>If a single group or organization takes action, report under 2.1-5 Number of civic or legal groups monitoring or reporting on reform implementation.</p>
Link to Long-Term Outcome or Impact	Tracking the presence of networks that promote and protect freedom of religion and belief shows the types and levels of responsiveness to the needs for all religious, belief and non-belief backgrounds.
Indicator Type	Outcome
Unit of Measure	Number of networks
Data Source	Program reports and activity documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	None

Indicator	DRL.2.1-4 Number of advocacy interventions for legal reform protecting freedom of religion or belief (FORB)
Definition	<p>Advocacy interventions should be counted if they are designed to shape public agendas, change public policies, and influence other processes that impact their lives as it is related to protecting freedom of religion and belief.</p> <p>Advocacy interventions does not involve one march, meeting or poster, but a series of strategic, interconnected, integrated activities designed to achieve a goal. It may include a wide range of activities, such as, lobbying, public interest litigation, letter writing campaigns, civil disobedience, etc.</p> <p>Advocacy interventions tend to:</p> <ul style="list-style-type: none"> • Be strategic (a deliberate, planned action, not random); • Involve a set of actions that are sustained in order to build and direct pressure; • Be designed to persuade; • Be targeted; • Involve alliance building. <p>This indicator is distinct from DRL.4 Number of CSOs receiving USG assistance engaged in advocacy interventions (DR.4.2-2) because it counts advocacy interventions (not the number of CSOs engaged in advocacy) and the type of advocacy must be oriented towards legal protections of FORB.</p>
Link to Long-Term Outcome or Impact	This indicator tracks the breadth of programming that integrates advocacy into project interventions. The process of civil society participating in advocacy exercises democratic practices that promote transparency and accountability.
Indicator Type	Output
Unit of Measure	Number of advocacy interventions
Data Source	Program reports and activity documentation
Known Data Limitations	None
Disaggregate(s)	None

Indicator	DRL.2.1-5 Number of civic or legal groups monitoring or reporting on reform implementation
Definition	<p>Civic or legal groups should be considered formal or informal associations that take action to monitor, track, or report on the implementation of reforms made by public, political and government stakeholders. If the civic or legal groups form a network or coalition to monitor FORB related reform, report under 2.1-3 Number of networks that take actions that protect freedom of religion or belief.</p> <p>In the narrative reporting, the implementing partner should explain how the monitoring, tracking, reporting activities of such groups takes place and how that information is disseminated.</p>
Link to Long-Term Outcome or Impact	This indicator assumes that CSOs have or will have the capacity to participate in democratic policymaking and that legislators are open to public participation and actively engage. In the longer-term, civil society participation in democratic policymaking improves the transparency and accountability of legislative processes.
Indicator Type	Outcome
Unit of Measure	Number of groups
Data Source	Program reports and activity documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	None

Program Area 3: Human Rights

Goal 3: Increase respect for human rights and fundamental freedoms, both online and offline.

Objective 3.1

Persuade governments to end serious abuses of human rights, including torture, extrajudicial killings, disappearances, censorship, criminal penalties for peaceful expression, restrictions on free association and peaceful assembly, and undue restrictions on independent media.

Indicator	DRL.3.1-1 Number of judicial decisions upholding the rights of marginalized persons
Definition	<p>This measure seeks to understand if DRL-supported projects are leading to judicial decisions upholding the rights of marginalized persons. Marginalized communities are those who have traditionally been excluded from power and access to resources, and may include indigenous peoples, ethnic or religious minorities, LGBTI persons, women and girls, youth, individuals with disabilities, or other groups.</p> <p>This indicator can be used for two types of cases:</p> <ul style="list-style-type: none"> • Major decisions: These cases should be seen as upholding and protecting the rights of many people. Cases in this category should lead to broad-level change that may benefit the population of interest. Examples include, but are not limited, to anti-discrimination laws. • Individual cases: These cases are generally brought forth by one person to protect their individual rights. Cases may be related to civil or criminal procedure, as these proceedings may be based on discriminatory laws applied against an individual. While these cases are defined as ‘individual cases’, they may, at times, lead to wider societal change later. <p>Implementing partners working with judges may also use this indicator to illustrate if DRL-supported judicial personnel apply learning from training sessions / workshops. This would be documented by a judge’s application of rights-based litigation that utilizes international human rights norms and protections.</p> <p>Implementing partners working with legal teams may also use this indicator to illustrate if DRL-supported legal teams are able to successfully advocate for the rights of their clients in court, with regard to individual claims.</p> <p>Within quarterly reports, implementing partners should provide details on the court proceedings, as well as how actions contributed to a positive legal decision. <i>Partners should only use this indicator if they seek to directly target judicial decisions upholding the rights of marginalized persons. Partners should not use this indicator to monitor the context of legal decisions occurring in one’s country.</i></p>
Link to Long-Term Outcome or Impact	<p>This indicator is linked to several long-term outcomes and impacts, related to upholding the rights of an individual or population. If DRL-supported projects effectively work with judicial actors (the supply side of rule of law) or defense attorneys / public defenders (the demand side of rule of law)—through training on processes or international norms, direct advocacy, awareness-raising campaigns, etc.—the rights of marginalized persons may be upheld and protected. This does not only lead to improvements in access to justice, but also the protection of social, political, and economic rights.</p>

Indicator Type	Outcome
Unit of Measure	Number of judicial decisions / opinions
Data Source	Review and/or content analysis of legal decisions or other materials (e.g. press releases, news). If data sources are not available, partners can gather certain information through direct observation (e.g., trial monitoring).
Known Data Limitations	Official data sources--copies of decisions, proceedings--may not be readily available as forms of documentation. Third-party documents or media (e.g. news articles) may be used in place of official data.
Disaggregate(s)	Type of case: major; individual. Level of court (this will differ by country): higher / supreme court, lower court, appellate court.

Indicator	DRL.3.1-2 Number of national human rights commissions and other independent state institutions charged by law with protecting and promoting human rights that actively pursue allegations of human rights abuses during the year (DR.6.1-1)
Definition	<p>To be counted, the commission or institution:</p> <ul style="list-style-type: none"> • Must have the authority to investigate and adjudicate human rights violations; • Must be funded by the government; • Must be actively investigating cases. Actively means that paid staff are interviewing witnesses, documenting evidence, writing reports, etc. <p>Information should be reported by fiscal year. If a commission receives technical guidance throughout the year, this should only be reported once.</p> <p><i>The implementing partner should only account for human rights commissions that they are directly supporting, in the form of financial or technical assistance.</i></p>
Link to Long-Term Outcome or Impact	This indicator highlights acceptance by the government of the private right to file complaints in domestic institutions against governmental abuses, and allow and pay for full investigations. This acceptance shows a willingness for government accountability and transparency to the public on human rights issues. This accountability can also strengthen the legitimacy of the government.
Indicator Type	Output
Unit of Measure	Number of commissions or institutions
Data Source	Review of project documents (attendance sheets, registration forms, sub-grant notes, direct observation notes).
Known Data Limitations	Review of project/program documents, official government journals, news media, or on-site observation.
Disaggregate(s)	None

Objective 3.2

Increase capacity of partners and allies to ensure government institutions and security forces do not abuse the rights of citizens.

Indicator	DRL.3.2-1 Number of human rights monitoring or documentation interventions supported by DRL
Definition	<p>Human rights monitoring and documentation interventions are conducted to collect information on abuses and violations. Monitoring and documentation can be conducted as the end goal, or it can be a means to support national, local or community-led accountability mechanisms. Information gathering can also support international accountability and advocacy, such as the UN Special Rapporteur and UN Human Rights Council.</p> <p>This output indicator does not include efforts to build the capacity of HRDs or CSOs to monitor, document, and report on human rights violations, as those activities can be tracked by using indicator DRL.1 Number of human rights defenders trained and supported (DR.6.1-2). The quality of monitoring or documentation data is captured by indicator 3.2-2 Number of citations of human rights monitoring or documentation interventions. Examples of monitoring and documentation include, but are not limited to direct information gathering; monitoring of secondary information sources; documentation of abuses; collection and analysis of data; and publication. When conducting human rights monitoring, please use internationally accepted norms and guidelines such as the <i>Training Manual on Human Rights Monitoring</i> by the Office of the High Commissioner for Human Rights (OHCHR).</p> <p>The tools or materials that may stem from human rights monitoring or documentation interventions should be reported under DRL.3 Number of human rights materials supported by DRL.</p>
Link to Long-Term Outcome or Impact	Information from human rights monitoring and documentation can be used for advocacy purposes, as well as accountability mechanisms, which can lead to long-term societal changes or legal outcomes.
Indicator Type	Output
Unit of Measure	Number of human rights monitoring or documentation interventions
Data Source	This indicator measures the number of human rights monitoring and documentation efforts supported by DRL, which may demonstrate little change over the period of performance of an individual grant (i.e. partners may support the same mechanism(s) throughout the life of a grant).
Known Data Limitations	The indicator does not measure qualitative changes in or characteristics of that support; however, qualitative aspects can be captured by Most Significant Change stories or within quarterly narrative reports.

Indicator	DRL.3.2-2 Number of citations of human rights monitoring or documentation interventions
Definition	<p>This outcome indicator is associated with indicator 3.2-1 Number of human rights monitoring or documentation interventions supported by DRL.</p> <p>This measure seeks to understand if and how data from DRL-supported monitoring or documentation efforts are used by external actors. Data for monitoring or documentation interventions are often used by accountability and enforcement mechanisms, in local, community-based, or international settings. To be measured, implementing partners should count the number of times monitoring or documentation efforts are referenced. These instances can include, but are not limited to, references: (a) within court proceedings; (b) in reports by international mechanisms, such as those produced by the UN Human Rights Council, UN Special Rapporteur, or other regional bodies; (c) by community-based or traditional accountability mechanisms that data was used in their processes; (d) in analysis and research published by independent entities; or (e) print or online media citing the human rights monitoring or documentation interventions. Within narrative reporting, implementing partners should include the type of citation and qualify this measurement by providing additional information on how monitoring and documentation data were used, whether they were referenced appropriately, and the actual or potential outcomes from the use of this data.</p> <p>To collect articles, implementing partners can set up a web feed (e.g., RSS, Atom, other XML-formatted data, Google News) to automatically aggregate the articles referencing certain keywords, such as the title of their reports, initiatives, or organization.</p> <p>This indicator focuses on the use of DRL-supported human rights monitoring and documentation efforts. Please reference Indicator 3.2-4 for more information on the associated output indicator.</p> <p>This indicator does not include efforts to build the capacity of HRDs or CSOs to monitor, document, and report on human rights violations, as those activities are captured by DRL.1 (DR.6.1-2) and DRL.2 (DR.4.2-1).</p>
Link to Long-Term Outcome or Impact	Information from human rights monitoring and documentation can be used for advocacy purposes, as well as accountability mechanisms, which can lead to long-term societal changes or legal outcomes. When external actors (e.g., accountability mechanisms, governments, media) appropriately use information from monitoring and documentation efforts, it can be seen as a positive step toward awareness-raising or accountability.
Indicator Type	Outcome
Unit of Measure	Number of citations
Data Source	The indicator should be reported as the number of citations during each quarterly reporting period. Citations should only be reported in the quarter they were discovered.
Known Data Limitations	Web feeds may not capture all instances, especially if keywords are misspelled or translated in different languages.

Indicator	<p>DRL.3.2-3a Number of individuals trained on physical safety techniques</p> <p>DRL.3.2-3b Number of individuals trained on digital safety techniques</p>
Definition	<p>To be counted, training should help participants improve their physical or digital safety. Each measure above (3.2-3a and 3.2-3b) is a separate measure. For instance, if an individual receives training on physical safety techniques and digital safety techniques, they would be counted separately toward each indicator. Physical and digital safety assistance are considered proactive—they are conducted to help participants avoid physical threats and attacks.</p> <p>Training participants should be activists, human rights defenders, members of civil society (acting in an individual capacity).</p> <p>The type of training can be short-term or long-term, in-country or abroad. Individuals attending multiple training sessions, but on different subjects, can be counted more than once. Implementing partners should specify the type of training in their M&E Plan and narrative reporting, including the type of training, who the training is for, level (e.g. basic, advanced), duration (e.g. 3-day workshop=1 training, 2 modules over 3 months=1 training), and what constitutes completion (e.g. 70% attendance). Training should follow a documented curriculum with stated objectives and/or expected competencies. Where possible, training should meet national or international standards.</p>
Link to Long-Term Outcome or Impact	<p>Indicator measures the output of DRL assistance. Support may contribute to the physical protection of human rights networks (online and offline) and to an increase in digital safety.</p>
Indicator Type	<p>Output</p>
Unit of Measure	<p>Number of individuals trained</p>
Data Source	<p>Quarterly review of project documents (attendance sheets, registration forms, direct observation notes). The implementer should determine whether attendance sheets or registration forms, and the type of information listed, are necessary or safe to collect or store. If data sources are not secure, certain information can often be gathered through direct observation.</p>
Known Data Limitations	<p>Participants may not be willing to provide information, such as identifying data (demographic disaggregates), if collected in the form of attendance sheets or registration forms. Disaggregates (e.g. gender, ethnic group) rely on training participants self-identifying and providing certain levels of information. In this case, demographic information should not be determined by the implementing partner as participants must self-identify.</p>

Disaggregate(s)	Number of: female, male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities
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Indicator	<p>DRL.3.2-4a Number of groups trained on physical safety techniques</p> <p>DRL.3.2-4b Number of groups trained on digital safety techniques</p>
Definition	<p>To be counted, training should help groups improve their physical or digital safety. Each indicator above (3.2-4a and 3.2-4b) is a separate measure. For instance, if a group receives training on physical safety techniques and digital safety techniques, they would be counted separately toward each indicator. Physical and digital safety assistance are considered proactive—they are conducted to help participants avoid/prevent physical threats and attacks.</p> <p>In cases where training is targeted at an entire organization, each organization should be counted as one. To be counted, training should be administered to an entire organization, group, or social movement (more than one person). Groups do not need to be registered organizations, but can include informal networks or unregistered organizations.</p> <p>The type of training can be short-term or long-term, in-country or abroad. Individuals attending multiple training sessions, but on different subjects, can be counted more than once. Implementing partners should specify the type of training in their M&E Plan and narrative reporting, including the type of training, who the training is for, level (e.g. basic, advanced), duration (e.g. 3-day workshop=1 training, 2 modules over 3 months=1 training), and what constitutes completion (e.g. 70% attendance). Training should follow a documented curriculum with stated objectives and/or expected competencies. Where possible, training should meet national or international standards.</p>
Link to Long-Term Outcome or Impact	<p>Indicator measures the output of DRL assistance. Support may contribute to the physical protection of human rights networks (online and offline) and to an increase in digital safety.</p>
Indicator Type	<p>Output</p>
Unit of Measure	<p>Number of groups trained</p>
Data Source	<p>Quarterly review of project documents (attendance sheets, registration forms, direct observation notes). The implementer should determine whether attendance sheets or registration forms, and the type of information listed, are necessary or safe to collect or store. If data sources are not secure, certain information can often be gathered through direct observation.</p>
Known Data Limitations	<p>Participants may not be willing to provide information, such as identifying data (demographic disaggregates), if collected in the form of attendance sheets or registration forms. Disaggregates (e.g. gender, ethnic group) rely on training participants self-identifying and providing certain levels of information. In this case, demographic</p>

	information should not be determined by the implementing partner as participants must self-identify.
Disaggregate(s)	Number of groups working on LGBTI issues; number of women's rights groups; number of indigenous people's groups; number of disability rights organizations; number of groups working on religious freedom.

Indicator	DRL.3.2-5 Number of organizational security audits conducted
Definition	<p>Security audits identify the state of an organization’s digital or physical security and provide recommendations for improvement. Recommendations are related to activities that improve an organization's security policies and practices, with the aim of mitigating physical threats and/or digital vulnerabilities. Assistance may be proactive (i.e., to assist participants in avoiding physical and/or digital threats and attacks) or reactive (i.e., will often occur after an organization has experienced a physical and/or digital intrusion or security lapse).</p> <p>Within narrative reports, implementing partners should indicate what constitutes an audit—how the audit was conducted, level of service provided, duration of audit, and strategies / protocols / tools recommended.</p> <p>If additional audits are conducted for the same organization, but on a different topic and in a different quarter, each audit can be counted as a distinct occurrence.</p>
Link to Long-Term Outcome or Impact	Indicator measures the output of DRL-supported assistance aimed at strengthening human rights defenders and civil society organizations (CSOs). Support may contribute to the protection of human rights networks (online and offline) and to an increase in physical and digital safety.
Indicator Type	Output
Unit of Measure	Number of organizational security audits
Data Source	Project documents
Known Data Limitations	Data collection assumes that implementing partners have systems or methods that fully account for completed audits.
Disaggregate(s)	Type of assistance: number of digital security audits; number of physical security audits.

Indicator	<p>DRL.3.2-6a Number of human rights defenders receiving emergency assistance</p> <p>DRL.3.2-6b Number of civil society organizations receiving emergency assistance</p>
Definition	<p><i>Note: These indicators are specific to DRL emergency assistance funds. Please do not select this indicator if emergency assistance is not in the grant scope of work.</i></p> <p>These indicators are relevant for emergency assistance projects, which seek to improve the safety and security of HRDs and CSOs through financial assistance or in-kind support. This assistance is provided after HRDs and CSOs have experienced a threat or attack. While this type of assistance is not proactive, it is often necessary because it is the last resort when HRDs and CSOs have experienced an unexpected threat or emergency.</p> <p>Emergency assistance includes medical expenses (including physical and psycho-social care), legal representation, prison visits, trial monitoring, humanitarian assistance, temporary relocation, security (physical and digital), equipment replacement, dependent support, and other emergency expenses. Within quarterly narrative reporting, implementing partners should state how emergency assistance was provided to address the safety and security of beneficiaries.</p> <p>When reporting emergency assistance, please also select the relevant corresponding indicators to properly accounting for the broader output indicators: DRL.1 Number of human rights defenders trained and supported (DR.6.1-2) and/or DRL.2 Number of human rights organizations trained and supported (DR.4.2-1).</p>
Link to Long-Term Outcome or Impact	<p>Human rights defenders (HRDs) and civil society organizations (CSOs) are often threatened or attacked because of their human rights work, or their work on behalf of a marginalized population. Emergency assistance seeks to improve the immediate safety of HRDs and CSOs under threat, attack, detention, prosecution, or otherwise at imminent risk due to their human rights work or affiliation with a marginalized population. After receiving emergency assistance, it is anticipated that beneficiaries will feel safer and possibly return to their human rights work.</p>
Indicator Type	Output
Unit of Measure	Number of HRDs; Number of CSOs
Data Source	Quarterly review of project documents.
Known Data Limitations	<p>Participants may not be willing to provide information, such as identifying data (demographic disaggregates), if collected in the form of applications or registration forms. Disaggregates (e.g. gender, ethnic group) rely on participants self-identifying and providing certain levels of information. In this case, demographic information should not be determined by the implementing partner.</p>

Disaggregate(s)	<p>For HRDs: Number of female male, or other; participants self-identifying as LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.</p> <p>For CSOs: number of groups working on LGBTI issues; number of women's rights groups; number of indigenous people's groups; number of disability rights organizations; number of groups working on religious freedom.</p>
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Indicator	DRL.3.2-7 Number of individuals completing cultural competence training or sensitization programming
Definition	<p>This indicator tracks the number of people that have received DRL-supported cultural competence training, public education, or sensitization support and programming.</p> <p>If a training applies, the training curriculum may be related, but not limited to, the following topics: knowledge and awareness of differences, including diversity of values, beliefs, identity; understanding of one’s own biases and views; building competency skills, such as addressing issues, understanding and addressing disparities (i.e., gaps related to quality of services across groups), and effective and appropriate communication. Programming may also include mentoring or broader social support with the intention to raise cultural competence, sensitize individuals to differences, and/or create a safe environment.</p> <p>Individuals may include, but are not limited to, government officials, local authorities/leaders, judicial actors, law enforcement personnel, labor actors, medical professionals, social service providers, journalists and other media professionals, academics, family members, and community members.</p> <p>When selecting this indicator, implementing partners should include additional information within the indicator definition of their M&E Plan. Please include information on the type of training, specific learning objectives, and the expected knowledge, skills, and/or competencies to be gained by participants.</p>
Link to Long-Term Outcome or Impact	Cultural competence training should improve participants’ abilities to understand and interact with others, irrespective of differences in values, beliefs, or identity. When cultural competency is improved across communities, individuals may experience fewer incidences of violence, as well as increases in social inclusion.
Indicator Type	Output
Unit of Measure	Number of individuals
Data Source	Review of project documents (attendance sheets, registration forms, direct observation notes). Implementing partners should determine whether training registration sheets or attendance sheets can be used, which will depend on country context and the need to protect participant identities. Direct observation can also be used to note the number trained. Implementing partners should not determine disaggregates related to identity, without asking participants.
Known Data Limitations	If using training attendance sheets, participants are sometimes uncomfortable providing detailed demographic information. If using direct observation, disaggregates on demographic characteristics cannot be applied.
Disaggregate(s)	Institutional actors: (a) government officials, (b) law enforcement, (c) medical professionals, (d) media, (e) social service providers, (f) community members, (g) family members; Number of female, male, or other; participants self-identifying as

LGBTI (if possible, further disaggregate by L-G-B-T-I); youth (age: 10-29); persons with disabilities; ethnic minorities; indigenous persons; and religious minorities.

Indicator	DRL.3.2-8 Number of articles produced by DRL-supported journalists following responsible journalistic practice
Definition	<p>The articles produced by DRL-supported journalists should provide evidence that trained individuals have an understanding of recognized standards of practice for professional journalists.</p> <p>To be counted, journalists should produce articles that apply responsible journalistic practice, including appropriate language and framing. In order to be counted, articles should exhibit the following characteristics: language should be balanced, content should not be politically motivated, and writing should demonstrate awareness of Sexual Orientation, Gender Identity and Expression, and Sex Characteristics (SOGIESC) issues. These criteria can be applied as a rubric to assess the quality of materials.</p> <p>To collect articles, implementing partners can take two approaches: (i) partners can request that trained journalists provide a copy of articles, as a requirement of training; or, (ii) partners can set up a web feed (e.g., RSS, Atom, other XML-formatted data, Google News, Flipboard) to automatically aggregate the articles posted online by trained journalists. See known data limitations, below.</p> <p>In both cases, implementing partners would need to analyze the content of articles, as a way to assess if trained individuals were following responsible journalistic practice in their writing. Implementing partners should qualify this indicator in their narrative, if possible, by noting the types of articles written based on the operating context.</p> <p>Note: This indicator should not track paid coverage or organized press releases.</p> <p>In most cases, this indicator should be paired with DRL.10 Number of journalists trained and supported (DR. 5.2-2). Report media products specifically covering elections, politics and governance under 1.2-6 Number of media products on elections, politics and governance developed by trained journalists.</p>
Link to Long-Term Outcome or Impact	To the extent journalists are trained and supported to improve their abilities to investigate and report on human rights violations, rights will be more easily respected and ensured.
Indicator Type	Outcome
Unit of Measure	Number of articles following recognized standards
Data Source	Content analysis of articles. Implementing partners should review articles for appropriate language and framing, and avoidance of spin, politically motivated speech, and hate speech.
Known Data Limitations	Asking journalists to forward articles to implementing partner staff may reduce the burden on implementing partners; however, journalists may not forward all articles on a timely or systematic basis, due to time constraints. Web feeds may not capture all instances, especially if keywords are misspelled, or translated in different languages. This indicator does not request the percentage of articles following good journalistic practice, as this would require partners to compile all articles produced by trained journalists. Rather, the intent of the indicator is to understand whether media projects

are producing more news that follows improved protocols (i.e., partners can track progress by compiling baseline and interim measurements).

Program Area 4: Labor

Goal 4: Promote internationally recognized worker rights and acceptable conditions of work abroad.

Objective 4.1

Support civil society organizations, workers, and labor organizations through diplomatic engagement and targeted foreign assistance to improve workers' capacity to organize, bargain collectively, and advocate for themselves.

Indicator	DRL.4.1-1 Number of worker organizations that use democratic practices in their representation of workers
Definition	<p>Worker organizations are often led by labor actors, who are elected leaders such as the organization’s president, or individuals appointed to their positions, such as committee chairs or desk representatives.</p> <p>As representatives of their fellow worker organization members, democratic practices should take into account:</p> <ul style="list-style-type: none"> • Consensus building, which includes dialogues and referenda processes that generate an agreement with parties involved; • Elections for representatives that are based on a voting process where the parameters are generally understood and practiced by worker organization members who participate in the vote • Transparency, which holds worker organization leaders accountable and processes are openly disclosed to worker organization members <p>Implementing partners are encouraged to define democratic practices that apply specifically to their projects.</p> <p>To be counted, at least one of these democratic practices should be documented and connected to the implementing partner’s interventions, which may include, but are not limited to trainings, mentorship, accompaniment that focus on increasing the capacity of worker organizations in fulfilling core functions. Narrative reports should contain descriptions of how democratic practices are applied, example(s) of outcomes of such practices, and how the project’s intervention(s) contributed to these practices.</p>
Link to Long-Term Outcome or Impact	If labor actors routinely employ democratic practices in their representation of workers, then worker organizations can serve as local models for democracy.
Indicator Type	Outcome
Unit of Measure	Number of worker organizations
Data Source	Program activity documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	None

Indicator	DRL.4.1-2 Number of collective bargaining agreements
Definition	<p>Per ILO international standards, collective bargaining is defined by all negotiations which take place between representatives of both employer(s) and workers' organizations that:</p> <ul style="list-style-type: none"> • determine working conditions and terms of employment; and/or • regulate relations between employers and workers; and/or • regulate relations between employers (or their organizations) and a workers' organization(s) <p>Collective bargaining is effective regardless of the absence of rules governing the procedure to be used or by the inadequacy or inappropriateness of such rules;</p> <p>For workers who work in informal economies and the worker organizations or representatives of such workers, measures taken by public authorities to encourage and promote the development of collective bargaining should engaged in prior consultation and, whenever possible, agreement between public authorities and employers' and workers' organizations.</p>
Link to Long-Term Outcome or Impact	<p>Collective bargaining plays an important role in determining social and economic justice, exercising the freedom to assemble and associate and giving voice to citizens and historically marginalized groups. As a form of advocacy, at its best collective bargaining expresses the collective power of workers and worker organizations to shape work place conditions, as well as public agendas and change public policies. As part of a broader civil society strategy, advocacy-oriented action goes beyond specific objectives (e.g., raising the minimum wage) to providing the means to mobilize society, ideas, and resources in an effort to bring about democratic change and/or its consolidation. It is a critical means for citizens to express their needs and concerns to government and employers.</p>
Indicator Type	Outcome
Unit of Measure	Number of CBAs
Data Source	Program reports or documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	<p>Phase of CBA development</p> <ul style="list-style-type: none"> • Drafted (by worker organization representatives) • In negotiation (with local authority/employer representatives) • Ratified (signed by worker organization representatives and local authority/employer representatives)

Program Area 4: Labor

Goal 4: Promote internationally recognized worker rights and acceptable conditions of work abroad.

Objective 4.3

Advance the global promotion of labor rights by strengthening diplomatic engagement to encourage like-minded countries, multi-lateral organization, and private sector partners to join the United States in actively promoting internationally recognized worker rights.

Note: Objective 4.2 does not include performance indicators as it relates to diplomatic action.

Indicator	DRL.4.3-1 Number of newly formed labor networks implementing strategic plans
Definition	<p>Count the number of formal or informal networks representing one or more like-minded labor actors (such as CSOs, workers, representative of workers, human rights defenders), that establish a strategic plan and take actions towards it. The focus on this indicator is the application of strategic plans which may apply within the network or with external network allies to promote international labor standards. Formal networks have documentation of established guidelines for official membership for the network itself, or expected norms, if appropriate for the context of the network. Informal networks are loosely formed groupings of labor actors that may not have a formal commitment to the network, but participate in the networks' activities.</p> <p>For each reporting period, count only the newly formed networks; by the end of the award, count the cumulative number of new networks.</p>
Link to Long-Term Outcome or Impact	When concrete actions are taken by a network, this demonstrates in part, an effort to be more responsive to advancing labor rights.
Indicator Type	Outcome
Unit of Measure	Network
Data Source	Program reports or documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	None

Indicator	DRL.4.3-2 Number of citations labor advocacy or monitoring resources
Definition	<p>Count number of citations labor advocacy and monitoring resources are utilized by labor actors (such as CSOs, workers, representative of workers, human rights defenders). Examples may include:</p> <ul style="list-style-type: none"> • Use of labor data on rights violations for advocacy • Language from ILO conventions quoted or included in advocacy messages • Application of labor monitoring tools that feed back into ILO processes <p>Accompanying narrative reports should describe the actors involved and where the advocacy and monitoring tools originated.</p> <p>The outcome data is related to 3.2-2 Number of citations of human rights monitoring or documentation interventions which reports the use of <i>external groups</i> citing human rights or documentation interventions. Data for this indicator prioritizes the use of advocacy or monitoring resources <i>by labor actors</i> because systematic application of such resources is a targeted outcome.</p>
Link to Long-Term Outcome or Impact	Applying advocacy and monitoring resources are examples democratic practices and as part of a broader civil society strategy, advocacy-oriented action goes beyond specific objectives (e.g., raising the minimum wage) to providing the means to mobilize society, ideas, and resources in an effort to bring about democratic change and/or its consolidation. It is a critical means for citizens to express their needs and concerns to decision and policy makers.
Indicator Type	Outcome
Unit of Measure	Number of citations
Data Source	Program reports or documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	None

Indicator	DRL.4.3-3 Number of proposals agreed upon by labor actors to address gaps in accountability mechanisms and policies
Definition	<p>As labor actors (such as CSOs, workers, representative of workers, human rights defenders) coordinate with allies in their advocacy interventions, they engage in consensus building processes to develop and agree upon proposals that address worker issues.</p> <p>Count the number of proposals agreed upon. Accompanying narrative should describe the allies involved, the process that led to the proposals developed</p>
Link to Long-Term Outcome or Impact	The process in which labor actors engage with like-minded stakeholders in their advocacy interventions should be democratic and one of the insights in the process is the number and nature of the proposals.
Indicator Type	Outcome
Unit of Measure	Number of proposals
Data Source	Program reports or documentation
Known Data Limitations	Activity documentation may not be readily available. Third-party documents or media (e.g. news articles) may be used.
Disaggregate(s)	None

Indicator	4.3-4 Number of independent worker organizations supported by USG to promote international labor standards (DR.4.5-1)
Definition	<p>Per the ILO, a worker organization is an organization consisting of workers, which seeks to further and defend the interests of those workers. They include formal sector unions with the right to collectively bargain, public sector worker associations that may or may not have collective bargaining rights, and associations of self-employed workers in the informal sector.</p> <p>Core Labor Standards (CLS), according to the ILO, are defined as fundamental labor rights that should be respected by all member countries regardless of their level of development, including core conventions on: Freedom of Association and Protection of the Right to Organize; Right to Organize and Collective Bargaining; Forced Labor; Abolition of Forced Labor; Minimum Age; Worst Forms of Child Labor; Equal Remuneration; Discrimination.</p>
Link to Long-Term Outcome or Impact	<p>Democratic unions are one of the primary stakeholder groups that are likely to mobilize constituencies and are critical for promoting international labor standards. As one of the principal membership organizations in many societies, they have the capacity to reach a large number of people in order to advocate for change and influence government and other stakeholders. If democratically governed, they also can serve as incubators of democratic processes (i.e., free and fair elections) and values (i.e., transparency, accountability, participation, and representation). Independent trade unions and worker organizations and other groups acting on behalf of worker interests have historically given voice to disenfranchised and vulnerable groups, the very groups that are often excluded from the political system by other institutions. Given extreme disparities in wealth and power in many developing countries, organizations advocating for worker rights are critical vehicles for promoting interest-based competition in public policy arenas as well as ensuring that the voices of the working poor and marginalized groups are heard. Women, in particular, have benefitted from having their own representative voice. When women and youth are taken into account in decisions in the workplace and in the national arena, they gain greater control over their own livelihoods and greater voice in their households, families and communities.</p>
Indicator Type	Outcome
Unit of Measure	Number of worker organizations
Data Source	Implementing partner program reports
Known Data Limitations	None
Disaggregate(s)	None