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IMPLEMENTATION MATRIX OF THE PLAN OF ACTION TO END ATTACKS AND OTHER HUMAN RIGHTS VIOLATIONS TARGETING PERSONS WITH ALBINISM IN AFRICA (2021–2031)

Introduction

In July 2019, during its thirty-fifth ordinary session, the Executive Council of the African Union (AU) decided to adopt a Plan of Action on Ending Attacks and Discrimination against People with Albinism (Plan of Action)¹, making it a continent-wide strategy. The AU also decided that a Special Envoy on Albinism would be appointed to ensure the implementation of the Plan of Action.

To realize the vision of the AU Agenda 2063, and to accomplish the “Africa We Want” in our lifetime, the AU in 2018 adopted a Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Persons with Disabilities in Africa. This was followed by an adoption of the African Union Disability Strategic Framework, which replaced the extended Plan of Action on the African Decade of Persons with Disabilities (2010–2019). The two instruments are part of the pillars of the African Union Disability Architecture (AUDA), which is a framework guiding Member States on ensuring disability rights and inclusion in Africa. The AUDA comprises three pillars: the Legal Pillar (Disability Protocol); the Programme Pillar (Disability Strategic Framework); and the Institute (AU Disability Institute). The timeline of 2031 as indicated for the Plan of Action is also based on available baseline information in 2019 for the Report on the Implementation of the Continental Plan of Action on the African Decade of Persons with Disabilities (2010–2019).

The Plan of Action on Albinism, set out below, which includes an implementation matrix, forms part of the AU’s efforts to implement its Disability Strategic Framework and Disability Protocol. The Disability Protocol makes reference to persons with albinism in particular given the unique situation of attacks and discrimination that they have faced on the continent in the last twelve years. The Plan of Action establishes baselines and targets that are measurable and can be tracked and monitored. Monitoring requires rigorous data collection in order for Member States to correctly reflect statistics on persons with albinism. The targets of the Plan of Action for 2031 are loosely based on available baseline information from the Report on the African Decade of Persons with Disabilities (2010–2019). More specifically, the Plan of Action takes note of the Report of the Regional Action Plan (RAP, 2017–2021). The Regional Action Plan was developed by organizations of persons with albinism in Africa, select government entities in the region, as well as other human rights entities under the leadership of the United Nations Independent Expert on the enjoyment of human rights by persons with

¹ See <https://www.tralac.org/documents/resources/african-union/2959-35th-ordinary-session-of-the-executive-council-of-the-african-union-decisions-july-2019/file.html>, p. 31, no. 20.

albinism. This matrix has been informed by the Report on the Regional Action Plan, and a two-day consultation in November 2020 with organizations representing persons with albinism, as well as representatives from national human rights institutions and the United Nations: the Office of the High Commissioner for Human Rights and the United Nations Educational, Scientific and Cultural Organization. A group of elected representatives further met several times in 2021 to finalize the Plan of Action based on input from participants in the November 2020 consultation.

The following tables set out the activities necessary to achieve the goals of the Plan of Action. The overall time frame is 2021–2031. The responsible entities are, in the first place, Member States, ministries,² partner organizations and other stakeholders, which may differ from country to country. Indicators and possible data sources are included. It is believed that in illuminating the different components of action in this manner, policy planners and implementers will be assisted in adapting the Plan of Action to the specific context, country or region. As noted in the AU Disability Strategic Framework policy document, the results-based management approach – which is also used here – will foster the participation of all actors and stakeholders in the implementation of the Plan of Action and promote accountability at national level. As the Plan of Action is an imperative tool for Member States to advance the human rights of persons with albinism effectively, it is essential that persons with albinism be consulted with and participate in its implementation.

² Since government ministries may differ in name in various Member States, it is envisaged that the Ministry with the relevant competence will be the responsible entity.

1. Prevention

Strategy	Advocacy and lobbying
Strategic outcome	1.1 Significantly improve and mainstream understanding of albinism in general through public education and awareness-raising campaigns
Time frame	2021–2031
Priority actions	<p>(a) Undertake direct public education on albinism, particularly in areas of reported attacks, in all forms, on persons with albinism.</p> <p>(b) Provide targeted and appropriate training on all aspects of albinism that promote the enjoyment of human rights by persons with albinism.</p> <p>(c) Build capacity of educators and health workers (including traditional midwives) as well as for all other relevant sectors to enhance the promotion and protection of human rights of persons with albinism.</p>

Responsible entities	<ul style="list-style-type: none"> • All government ministries, departments or agencies in charge of disability and the disability councils or commissions, related civil society organizations and international development partners. • Private sector • National planning commission • National human rights institutions
Indicators	<p># of Member States undertaking advocacy campaigns</p> <p># of lobbying and advocacy campaigns carried out by organizations representing persons with albinism</p> <p># of educators and health care workers trained</p>
Data collection mechanisms	<p>Member State reports</p> <p>Alternative reports from organizations representing persons with albinism</p>
Strategic outcome	1.2 Deepen overall capacity-building of organizations representing persons with albinism

Time frame	2021–2031
Priority actions	<p>(a) Promote and facilitate the establishment of formally registered and legally recognized organizations representing persons with albinism, including women and girls with albinism, families of persons with albinism, as well as strengthening existing ones at local and national levels to support the empowerment of persons with albinism.</p> <p>(b) Provide organizational development training on results-based management to strengthen leadership, governance, strategic planning and advocacy, resource mobilization, inclusion, networking, conflict resolution, financial management, monitoring and evaluation.</p> <p>(c) Take steps to engage with and meet the needs of persons with albinism, with a specific focus on those vulnerable to violence, particularly women and girls, children and those living in especially difficult circumstances.</p>
Responsible entities	<ul style="list-style-type: none"> • All relevant government departments, ministries and agencies such as those in charge of disabilities, social development, justice, culture/traditional affairs • Organizations representing persons with albinism • Civil society organizations

Indicators	<p># of organizations representing persons with albinism supported</p> <p># of organizations representing persons with albinism registered</p> <p># of organizations representing persons with albinism, and personnel trained in relevant skills</p>
Data collection mechanisms	<p>Registrar of societies</p> <p>Alternative reports from organizations representing persons with albinism</p>
Strategic outcome	<p>1.3 Education and training</p>
Time frame	<p>2021–2031</p>
Priority actions	<p>(a) Enhance access to high-quality education, skills development and training that prepares persons with albinism who can work and want to work for the jobs that exist now – and in the future.</p>

	<p>(b) Provide targeted and appropriate training on all aspects of albinism that promote the enjoyment of human rights by persons with albinism.</p> <p>(c) Build capacity of educators and health workers (including traditional midwives) as well as for all other relevant sectors to enhance the promotion and protection of human rights of persons with albinism.</p>
Responsible entities	<ul style="list-style-type: none"> • Government ministries, departments and agencies such as finance, social development, disabilities, health and education • Private sector • National planning commission • National social security agency • Civil society organizations • National human rights institutions
Indicators	<p># of Member States with concrete evidence of mainstreaming albinism into development policies</p> <p># of Member States that have trained law enforcement agencies including the courts on processing attacks on persons with albinism</p>

	# of Member States supporting private-sector training and civil society organization training of public servants
Data collection mechanisms	Member State reports Alternative reports from organizations representing persons with albinism
Strategic outcome	1.4 Technology
Time frame	2021–2031
Priority actions	(a) Promote and fund the production of affordable, available and context-based assistive technologies. (b) Ensure access to appropriate, accessible and affordable assistive technologies and ICT to ensure the independence of persons with albinism.
Responsible entities	<ul style="list-style-type: none"> • Government • Ministries of technology, social development, education • Civil society organizations

	<ul style="list-style-type: none"> • Private sector
Indicators	# of Member States with free and subsidized assistive technologies
Data collection mechanisms	National statistics reports from Member States
Strategic outcome	1.5 Capacity for advocacy and networking
Time frame	2021–2031
Priority actions	<p>(a) Develop advocacy and influencing skills by supporting organizations of persons with albinism and their families.</p> <p>(b) Plan and implement their targeted advocacy campaigns.</p> <p>(c) Influence development agencies, governments, multilateral agencies, non-government organizations, faith groups and the private sector to adopt an inclusive approach to persons with albinism in all aspects of their work.</p> <p>(d) Facilitate learning, fund and support exchange programmes with other partners and the broader disability rights movement as well as the civil society through</p>

	<p>sharing, visits and networking.</p> <p>(e) Engage non-disabled stakeholders in public and private sector spheres as an essential element in participation and empowerment processes.</p> <p>(f) Train legislators, from local, provincial, national, regional and continental levels, and build their capacity, knowledge and skills for effectively articulating and engaging on disability issues, including through direct collaboration with persons with albinism, organizations representing persons with albinism and organizations of families of persons with albinism and individual complaints.</p> <p>(g) Promote and facilitate the development and strengthening of technical capacity to enable all stakeholders to achieve the objectives, outcomes along the policy value chains of the Strategic Policy Framework.</p>
Responsible entities	<ul style="list-style-type: none"> • Government ministries, departments, and agencies such as those in charge of health, public works, agriculture, urban and rural development, and education • Civil society organizations
Indicators	# of organizations of persons with albinism with skilled personnel on advocacy
Data collection mechanisms	National statistics reports from Member States

	AU Statistics Division
Strategic outcome	1.6 Participation and leadership
Time frame	2021–2031
Priority actions	Participation of persons with albinism in public decision-making, and public and political life.
Responsible entities	<ul style="list-style-type: none"> • Government ministries, departments and agencies • National parliaments • National councils or commissions on disabilities • Political parties • Human rights organizations • Organizations representing persons with albinism
Indicators	<p># of government institutions with representation of persons with albinism</p> <p># of persons with albinism in senior public office</p>

Data collection mechanisms	National statistics bureaux of Member States AU Statistics Division
Strategic outcome	1.7 Data and evidence
Time frame	2021–2031
Priority actions	<p>(a) Systematically collect, disaggregate, and disseminate all data by gender and other categories, including but not limited to the use of guidelines and recommendations provided by the Washington Group on Disability Statistics in general, and for persons with albinism in particular, and to learn from best practices in the region.</p> <p>(b) Carry out and fund research and evaluations to inform good practice in the promotion of human rights of person with albinism.</p> <p>(c) Collect and analyse disaggregated data on human rights violations against persons with albinism and on how the justice system is providing access to a fair trial and effective remedies.</p>

Responsible entities	<ul style="list-style-type: none"> • Government ministries, departments, agencies and institutions responsible for disabilities, research, health and education • National census bureau • Research organizations such as universities and academic institutions • Human rights organizations • Health and education Institutions • Civil society organizations in general • Civil society organizations representing persons with disabilities • Civil society organizations representing persons with albinism
Indicators	<p># of Member States using guidelines and recommendations provided by the Washington Group on Disabilities in general and for persons with albinism in particular.</p> <p># of Member States that have captured data in relation to all the mentioned categories</p> <p># of Member States that include albinism as specific indicator in data collection</p>

	<p># of studies from the area of life sciences produced from the Member State</p> <p># of studies from the area of human rights, law, humanities and social sciences in general produced by the Member States</p> <p># of Member States who have included persons with albinism in the data collection process</p>
Data collection mechanisms	<p>Member State reports</p> <p>Alternative reports from organizations representing persons with albinism</p> <p>Specific publications of national institutes of statistics</p>
Strategic outcome	1.8 Participation and self-representation
Time frame	2021–2031
Priority actions	Involve persons with albinism in planning, designing, collating and analysing disaggregated data collection on albinism, including in decision-making and activities to combat attacks, discrimination and other human rights abuses of persons with albinism.

Responsible entities	<ul style="list-style-type: none"> • Government ministries, departments and agencies such as relating to social development and disabilities • National statistics bureau • National council or commission on disabilities • Organization(s) representing persons with albinism
Indicators	<p># of Member States involving persons with albinism and their organizations in public decision-making</p> <p># of government institutions with representation of persons with albinism</p>
Data collection mechanisms	<p>Member State reports</p> <p>AU Statistics Division</p> <p>Alternative reports of organization(s) of persons with albinism</p>
Strategic outcome	1.9 Needs assessment

Time frame	2021–2031
Priority actions	<p>(a) Conduct needs assessment (including on safety and security, socio-economic rights, integration, and reintegration needs of persons with albinism.</p> <p>(b) Conduct research – legal, anthropological, human rights and other forms – to address root causes of attacks and other forms of harmful practices against persons with albinism. Research should include cross-border trafficking in body parts and other violations.</p>
Responsible entities	<ul style="list-style-type: none"> • Government ministries, departments and agencies such as those in charge of social development, disabilities and justice • National parliaments • Organizations representing persons with albinism
Indicators	<p># of Member States with reports on needs assessment of persons with albinism</p> <p># of Member States reporting on attacks of persons with albinism</p> <p># of independent albinism-specific research reports published</p>

Data collection mechanisms	Member State reports Baseline reports and research findings (published) Alternative reports from organizations representing persons with albinism

2. Protection

Strategy	2.1 Effective legislation, policy and practice
Strategic outcome	Laws and policy frameworks
Time frame	2021–2031
Priority actions	<p>(a) Enactment of inclusive laws and policies that guarantee the rights of persons with albinism to participate in the political, social, economic and cultural processes and systems.</p> <p>(b) Develop monitoring mechanisms of laws that ensure that persons with albinism are free from exploitation, violence, abuse and cruel treatment.</p> <p>(c) Strengthen the legal capacity for people with albinism to exercise their legal rights on an equal basis with others in all aspects of life.</p>

	<p>(d) Adopt at the State level this Plan of Action and other international instruments that support the protection of the rights of people with albinism.</p> <p>(e) Sign and ratify the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa.</p>
Responsible entities	<ul style="list-style-type: none"> • Government ministries of social development, social protection, justice, international relations (foreign affairs) • Civil society organizations • National human rights institutions
Indicators	# of Member States with enacted, reviewed and adopted legislation and policy frameworks
Data collection mechanisms	<p>National statistics bureaux of Member States</p> <p>Alternative reports from organizations representing persons with albinism</p>
Strategic	2.2 Improve human security

outcome	
Time frame	2021–2031
Priority actions	<p>(a) Enact and enforce laws that protect persons with albinism from torture, cruel, inhuman or degrading treatment or punishment to ensure that people with albinism are free from exploitation, violence, abuse and cruel treatment.</p> <p>(b) Establish or strengthen national mechanisms for monitoring, implementation and enforcement of laws that deal with torture, inhuman, cruel and degrading punishment or treatment of persons with albinism.</p> <p>(c) Adopt a law (or provisions) or policy prohibiting discrimination on the basis of “colour”.</p>
Responsible entities	<p>Ministries responsible for disabilities</p> <p>Ministries responsible for justice and legal affairs</p>
Indicators	# of Member States with laws and policies that protect and guarantee freedom from torture, cruel, inhuman or degrading treatment and punishment of persons with albinism

	# of Member States with national action plans inclusive of measures to end attacks and related forms of violence against persons with albinism
Data collection mechanisms	Member State reports Alternative reports from organizations representing persons with albinism
Strategic outcome	2.3 Strengthen social protection mechanisms
Time frame	2021–2031
Priority actions	<ul style="list-style-type: none"> (a) Support the design and implementation of inclusive social safety-net mechanisms and programmes. (b) Support economic empowerment for persons with albinism through their integration within pro-disability and other social protection programmes. (c) Establish or strengthen monitoring, reporting and enforcement measures to track progress and ensure accountability for social protection programmes.
	Ministries responsible for social protection and humanitarian affairs

Responsible entities	Ministry responsible for security (interior/police)
Indicators	<p># of Member States with social protection policies and policies inclusive of person with albinism</p> <p># of Member States with a designed disability, in particular albinism, inclusive humanitarian relief and disaster risk reduction and resilience policy/plan</p> <p># of Member States with national action plans inclusive of measures to address social safety net mechanisms or economic and social rights</p>
Data collection mechanisms	<p>Member State reports</p> <p>Alternative reports from organizations representing persons with albinism</p>
Strategic outcome	2.4 Increase resource mobilization
Time frame	2021–2031

Priority actions	<p>(a) Provide funding for work on albinism, including to strengthen the governance, operations and activities of organizations representing persons with albinism.</p> <p>(b) Allocate and monitor specific budgets to facilitate the implementation of programme interventions on albinism, with a focus on gender mainstreaming.</p> <p>(c) Engage bilateral donors to allocate resources towards work on albinism.</p> <p>(d) Lobby for adequate funding for statistical data on albinism to improve strategic planning.</p>
Responsible entities	<ul style="list-style-type: none"> • Government ministries in charge of disability • Ministry responsible for gender • Ministry of social protection • Development partners • Ministry of Finance • Private sector • Civil society organizations
Indicators	# of Member States with national action plans inclusive of a dedicated budget

Data collection mechanisms	Member State reports Alternative reports from organizations representing persons with albinism

3. Accountability

Strategy	
Improve criminal justice	
Strategic outcome	3.1 Promotion of equal access to justice
Time frame	2021–2031
Priority actions	<p>(a) Investigate, prosecute and punish perpetrators and provide remedies diligently within a maximum period of 3 years.</p> <p>(b) Create adequately funded specialized courts with simplified procedures, staffed with adequately trained specialised personnel, to address and fast-track issues of particular interest to persons with albinism.</p> <p>(c) Review, amend (state clearly that particular laws apply to persons with albinism) or repeal, and implement laws, policies and practices as necessary to ensure that persons with albinism access justice on an equal basis with others.</p>

	<p>(d) Establish free or affordable accessible and readily available legal aid and assistance for persons with albinism; and ensure that persons with albinism are aware of these services.</p> <p>(e) Provide support services to victims/survivors and their families without waiting for legal remedies and procedures to conclude and notwithstanding the judgement rendered from the case.</p>
Responsible entities	<p>Ministries of justice and legal affairs</p> <p>African Commission on Human and Peoples' Rights</p> <p>African Human Rights Court</p> <p>Domestic courts, regional and international bodies, civil society organizations representing persons with albinism</p> <p>National legal aid bureaux</p> <p>National human rights institutions</p>
Indicators	<p># of cases of persons with albinism investigated and successfully prosecuted</p> <p># of Member States that enacted laws to combat attacks and abuse of persons with albinism</p>

	<p># of Member States that have taken all appropriate measures to ensure that AU human rights instruments and the Convention on the Rights of Persons with Disabilities are incorporated into their legal instruments and implemented</p> <p># of Member States that promoted appropriate training and oversight for those working in the field of administration of justice, including judges, police, and prison staff</p> <p># of persons with albinism who have accessed free legal aid</p> <p>% of cases successfully prosecuted over the total # of reported cases</p> <p># of perpetrators prosecuted</p> <p># of victims provided with remedies</p> <p># of specialized courts successfully established</p> <p># of court personnel/staff trained on issues surrounding persons with albinism</p>
Data collection mechanisms	<p>Member State reports</p> <p>Alternative reports from organizations representing persons with albinism</p> <p>African peer review mechanisms</p>

Strategic outcome	3.2 Reintegration of refugees and internally displaced persons with albinism
Time frame	2021–2031
Priority actions	Prepare and sensitize communities to receive and settle persons with albinism
Responsible entities	Ministries responsible for migration, refugees and internally displaced persons
Indicators	# of Member States with policies, programme and budgeted projects for resettlement and reintegration of displaced person with albinism # of persons with albinism reintegrated into their communities
Data collection mechanisms	Ministries responsible for migration, home/internal affairs Alternative reports from organizations representing persons with albinism
Strategic outcome	

	3.3 Victim/survivor support
Time frame	2021–2031
Priority actions	Psychosocial, medical, legal, security and socioeconomic support to victims of attacks and their family members, to rebuild their lives
Responsible entities	Government ministries responsible for legal and justice affairs, refugees and internally displayed persons, health, social development
Indicators	<p># of Member States providing State-funded psychological, health, legal and socio-economic support to victims and survivors</p> <p># of persons with albinism supported through psychosocial, medical, security and socioeconomic assistance</p> <p># of States with specific budget allocation to providing victims with support</p> <p># of qualified and accessible psychosocial workers able to provide support to victims</p> <p># of States providing psychosocial support to victims</p> <p># of peer counselling groups established and accessible to persons with albinism within a State</p>

Data collection mechanisms	<p>Member State reports</p> <p>Alternative reports from organizations representing persons with albinism</p> <p>National annual police reports</p> <p>Government agencies' reports</p> <p>National human rights institutions' reports</p> <p>Organizations providing mental health and psychosocial support</p>
Strategic outcome	3.4 Monitoring, reporting and evaluation
Time frame	2021–2031
Priority actions	(a) Produce comprehensive periodic reports on the situation of persons with albinism in the country, including progress on implementing the targets of this

	<p>Plan of Action.</p> <p>(b) Produce comprehensive reports on how this Plan of Action on albinism has been implemented using the indicators provided.</p> <p>(c) Include persons with albinism in all data-gathering processes that concerns them.</p>
Responsible entities	<p>Ministries responsible for social development, disabilities</p> <p>National monitoring evaluation bureau</p> <p>National statistics bureau</p>
Indicators	<p># of Member States monitoring, reporting and evaluating implementation of legal and policy frameworks to combat attacks on persons with albinism</p> <p># of Member States disseminating information on albinism to counter attitudes and cultural practices against persons with albinism</p> <p># of reports produced</p> <p># of Member States that include persons with albinism in their data collection mechanisms</p>

Data collection mechanisms	Member State reports Alternative reports from organizations representing persons with albinism Reports from national human rights institutions Independent reports Organizations providing mental health and psychosocial support and socio-economic reintegration

4. Equality and non-discrimination

Strategy	National Action Plan on Albinism and other specific measures in consultation with persons with albinism
Strategic outcome	4.1 National Advisor on Albinism Non-Discrimination
Time frame	2021–2031
Priority actions	Creation of post of officer on albinism in the office of the President or Prime Minister or a ministry responsible for persons with disabilities, or in any other public office
Responsible entities	Ministry responsible for disabilities National council on disabilities
Indicators	# of Member States with an Albinism Officer or national focal point

Data collection mechanisms	Member State reports
Strategy	Inclusive education
Strategic outcome	4.2 Access to inclusive education
Time frame	2021–2031
Priority actions	<p>(a) Enhance access to inclusive, equitable and quality education pursuant to standards in the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa.</p> <p>(b) Provide reasonable accommodation in all levels of education for children with albinism, particularly in the form of low vision support and the necessary technology to maximize the use of their vision.</p> <p>(c) Train educators on albinism.</p> <p>(d) Insert education on albinism into overall education curricula.</p> <p>(e) Ensure adequate training of vision providers on specific ocular and visual aspects of albinism and how to effectively manage refractive correction and</p>

	<p>the magnification needs of persons with albinism.</p> <p>(f) Promote, fund and ensure access to affordable, available and context-based assistive technologies.</p>
Responsible entities	Ministries responsible for education, finance and disabilities
Indicators	<p># of Member States with inclusive education policies</p> <p># of Member States with a curriculum that includes teacher training on persons with albinism</p> <p># of Member States with free or subsidized assistive and adaptive technology for access to education for persons with albinism</p> <p># of persons with albinism receiving quality education</p> <p># of persons with albinism receiving reasonable accommodation</p>
Data collection mechanisms	<p>Member State reports</p> <p>Alternative reports from civil society organizations</p>
Strategy	Access to health care

Strategic outcome	4.3 Access to adequate health care
Time frame	2021–2031
Priority actions	<p>(a) Ensure access to health support, services and health goods such as visual aids and sunscreen for all persons with albinism particularly in rural areas and with emphasis on skin cancer prevention and treatment as well as specialist services for low vision and dermatological care.</p> <p>(b) Train healthcare workers including traditional midwives.</p>
Responsible entities	Ministries responsible for health, finance and disabilities
Indicators	# of Member States with budgets to meet the health needs of persons with albinism, such as the free provision of vision devices, sunscreen and similar dermatological products

Data collection mechanisms	Member State reports Alternative reports from civil society organizations
Strategy	Decent employment
Strategic outcome	4.4 Access to decent work (through either waged employment or self-employment)
Time frame	2021–2031
Priority actions	<p>(a) Enact or review laws and policies that establish a quota system for the employment of persons with disabilities, in particular, persons with albinism.</p> <p>(b) Enact or review laws, policies and strategies that establish support such as financial, capacity-development, among others, for self-employment and entrepreneurship of persons with disabilities, in particular, persons with albinism.</p>
Responsible entities	Ministries responsible for labour and employment

	<p>Public service commission (or equivalent) – monitoring employment in the public sector</p> <p>Chambers of commerce</p> <p>Labour unions</p>
Indicators	<p># of Member States implementing programme ecosystems that support the achievement of full and productive employment, decent work and equal pay for work of equal value for persons with albinism</p> <p># of Member States implementing policies, programmes and budgets that support decent job creation, entrepreneurship, creativity and encourage growth of micro-, small- and medium-sized enterprises of persons with albinism and their families</p> <p># of persons with albinism who are employed and have accessed decent employment</p> <p># of persons with albinism included in field work responsible for gathering data</p>
Data collection mechanisms	<p>Member State reports</p> <p>Alternative reports from civil society organizations</p>

Strategy	Equality and non-discrimination
Strategic outcome	4.5 Persons with albinism enjoy equality before and under the law and are entitled to non-discrimination, equal protection and equal benefit of the law as well as positive measures.
Time frame	2021–2031
Priority actions	<p>(a) Develop and adopt a national action plan based on the current AU Plan of Action with a multi-year budget allocation managed by the ministry or department in charge of disabilities.</p> <p>(b) Enact laws and policies that specifically recognize that persons with albinism are equal before and under the law and enjoy legal capacity in all spheres of life.</p> <p>(c) Identify, then amend or repeal laws and policies that discriminate against people with albinism.</p> <p>(d) Amend constitutional bills of rights to include a non-discriminatory clause on the basis of disability, through parliaments and national assemblies, and also on the basis of colour.</p>

	<p>(e) Address and incorporate multiple intersecting issues relating to women, children and issues of discrimination based on both disability and colour (multiple vulnerabilities).</p> <p>(f) Institutionalize the United Nations International Albinism Awareness Day.</p>
Responsible entities	<p>Ministries responsible for disabilities, gender, family and social action.</p> <p>Ministries responsible for justice and legal affairs</p>
Indicators	<p># of Member States with laws that are enacted and implemented to stop discrimination against persons with albinism, with the active participation of organizations</p> <p># of Member States with national action plans with budgetary allocation</p> <p># of Member States with laws and policies on equality before the law relating to persons with albinism'</p>
Data collection mechanisms	<p>Reports on the country's adopted laws on equality and non-discrimination</p> <p>Annual report on the implementation of the national action plan on albinism</p>

	Alternative reports of civil society organizations representing persons with albinism
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