



# 2020 ANNUAL REPORT



THE ALBINO FOUNDATION

# TABLE OF CONTENTS

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Table of Contents	1
Acronyms	2
About The Albino Foundation	3
TAF vision and mission statements	4
TAF values	4
Board members	5
TAF focal areas	6
TAF Organogram	7
Statement from the Grand Patron	8
Statement from the Founder/CEO	10
2020 TAF Giant Strides	13
TAF 2021 Action Plan	47
TAF 2021 Budget Projection	53
TAF 2020 Financial Statement	54



## ACRONYMS

CMDs	Chief Medical Directors
CSOs	Civil Society Organisations
OPDs	Organisations of Persons with Disabilities
ECOWAS	Economic Community of West African States
EMB	Election Management Body
EU	European Union
EU SDGN	European Union Support to Democratic Governance in Nigeria
FCT	Federal Capital Territory
FIDA	International Federation of Women Lawyers
FRCN	Federal Radio Corporation of Nigeria
INEC	Independent National Electoral Commission
IPAC	Inter-Party Advisory Committee
JCCE	Joint Consultative Committee on Education
JONAPWD	Joint National Association of Persons with Disabilities
MDAs	Ministry Department and Agencies
MoU	Memorandum of Understanding
NAWVP	National Agency for the Welfare of Vulnerable Persons
NCE	National Council on Education
NCH	National Council on Health
NHRC	National Human Rights Commission
NOA	National Orientation Agency
OSBS	Osun State Broadcasting Service
PVC	Permanent Voter Card
PWA	Persons with Albinism
PWDs	Persons with Disabilities
REC	Residence Electoral Commissioner
SAN	Senior Advocate of Nigeria
TAF	The Albino Foundation

# 1.0

## About The Albino Foundation

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**E**stablished in 2006, The Albino Foundation (TAF) is principally an organisation set up and run by Persons with Albinism (PWA) and other disabilities.

TAF is an independent nongovernmental organization registered in Nigeria with the Corporate Affairs Commission. We are a special focus organization advocating for the recognition, and respect for the rights and socio-economic inclusion of persons with albinism and disabilities.

The Foundation works to create awareness about the social challenges that Persons with Albinism and disabilities face in Nigeria and the world, by working with governments and development institutions in Programme areas that protect, promote and improve their rights, health, education and social wellbeing in Nigeria, as well as assist and empower them to find their rightful place in the society.

The Foundation has achieved national spread with 36 functional state chapters across the country including FCT, Abuja.

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*The Foundation works to create awareness about the social challenges that Persons with Albinism and disabilities face in Nigeria and the world*

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## 2.0: Vision

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The Albino Foundation envisions  
an inclusive society for all

## 3.0: Mission statement

We are an advocacy organisation  
that empowers persons with albinism  
and other disabilities and educates the  
society on issues of albinism and disabilities  
in Nigeria and the world

## 4.0: Our Values

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Accountability:	we are responsible and answerable for our actions
Transparency:	we are transparent in all our dealings
Commitment:	we are devoted to our cause
Stewardship:	we are caring and continuously improving our service delivery
Passion:	we are excited about what we do
Inclusiveness:	we embrace and collaborate with all who share our vision

## 5.0

### BOARD OF TRUSTEES

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**T**he Albino Foundation has a 8-member board of trustees comprising of highly esteemed individuals who have made their mark in their various fields of career and life endeavours.

The board is responsible for the governance, organizational direction, policy and strategy formulation of the Foundation



**Chief Olusegun  
Obasanjo GCFR**  
*Grand patron*



**Prof. Vin Anigbogu**  
*Chairman*



**Prof. Douglas Anele**  
*Vice Chairman*



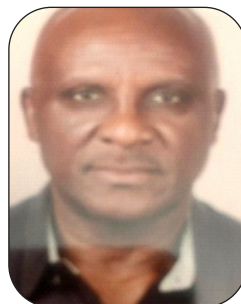
**Barr. Gabriel  
Airewele**  
*Secretary*



**Amb. Uche  
Ajulu-Chukwu**  
*Member*



**Mr. Tony Epelle**  
*Member*



**Prof. Godswill  
Obioma**  
*Member*



**Mr. Jake Epelle**  
*Founder/CEO*

## 6.0:

# ORGANISATIONAL FOCUS

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**With a view to impacting all persons with albinism and other disabilities in Nigeria, Africa and the world, our focus as an organization is categorized into seven major areas:**

### **Healthcare:**

The import of the Healthcare Project is to reduce and mitigate health related problem associated with albinism such as sunburn, skin cancer and eye related problems

### **Legislation and Policy Advocacy:**

The aim of the Legislation and Policy Advocacy is to ensure total mainstreaming of albinism and disability programmes and policies into every sector of development in Nigeria

### **Social Awareness:**

The aim of the Social Awareness project is to properly educate and orientate Nigerians about the true state of albinism and to help promote understanding, acceptance and socio-economic

inclusion of this group and other disabilities into mainstream society.

### **Learning and Education:**

The aim of the project is to ensure that persons with disabilities especially children have access to inclusive quality education

### **Economic Empowerment:**

The aim of the project is to enhance the operational capability of the Foundation and ensure that persons with albinism and other disabilities live independent lives

### **Albinism Rights Project:**

The Project is aimed at promoting, protecting, defending and enforcing the rights of persons with albinism (PWA), by sensitising the public, building the capacity of PWA and law enforcement agencies.

### **Disability Inclusion:**

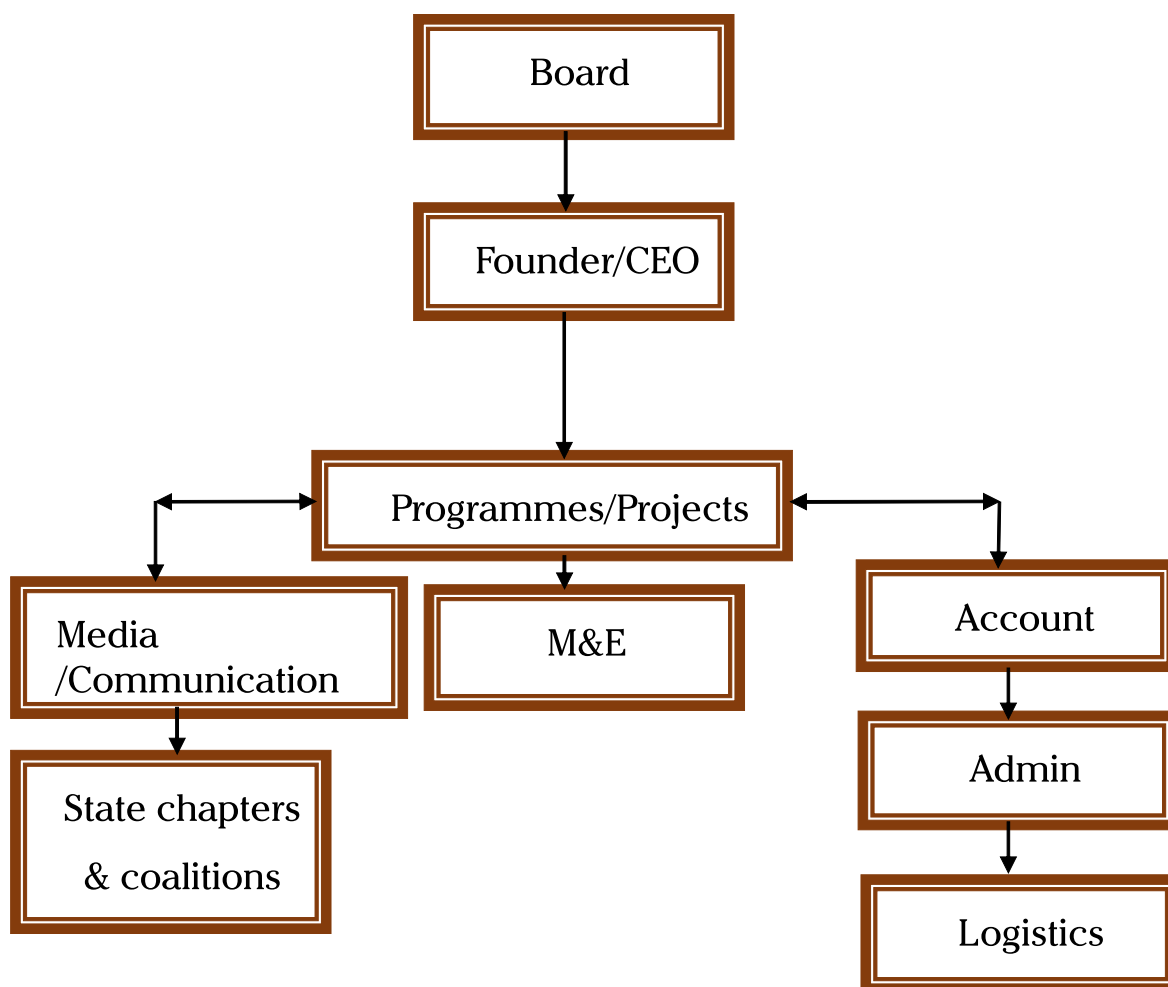
The project is aimed at ensuring that persons with disabilities are mainstreamed into government policies and programmes



## 7.0

# TAF ORGANOGRAM

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## 8.0

### STATEMENT FROM THE GRAND PATRON

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**I**n spite of the efforts that has been made by The Albino Foundation (TAF), Persons with Albinism are still faced with challenges of discrimination due to the myths and misconceptions in the society at large as well as corporate establishments, both private and government. This discrimination stems majorly from the cultural beliefs inherent in the way of thinking of African countries. Some of the challenges suffered by PWDs range from mutilations and killings of Persons with Albinism, belief that ritual defilement and rape of girls with albinism can cure HIV/AIDS. Discrimination in some cases also abounds in the family where children with albinism are treated differently from other children and may not be associated with, thereby damaging the mental health of such individuals from a young age. This has led to the adoption of various mechanisms of adaptation by PWDs ranging from living in denial, timidity to low self-esteem and in extreme cases, suicide.



It is a fact that the advocacy and voice of The Albino Foundation has not gotten to the ears of everyone the Foundation is targeted at. Nevertheless, the effective utilization of the limited resources within the reach of the foundation and her partnership with some Media Houses in Nigeria has brought albinism to the lime light as a developmental issue which should be supported by all, especially governments at all levels and International development Organizations.

The concern of The Albino Foundation has not been restricted to PWAs alone and as such; she has made efforts to mainstream other vulnerable groups into her programmes and projects with the aid of her partners.

The European Union, which has a binding commitment to the Convention on the Rights of Persons with Disabilities, partnering with The Albino Foundation has to a large extent aided The Foundation in achieving her objectives. Although a lot is still left to be carried out, as lots of Persons with Albinism and Disabilities are encumbered with health challenges which are enormous for them to carry alone. It is to this end that there is need for partnership with the Foundation to help reduce this burden on these individuals and give them opportunities to live life to the fullest like every other person. I therefore enjoin you to join other partners with the Foundation to ensure the mainstreaming of persons with albinism in the socio-economic, cultural and political development of the country, devoid of stigma, discrimination, abuse and brutal murder.

I also wish to use this medium to sincerely thank all our partners and supporters for keeping hope in us in touching lives of persons with albinism in Nigeria.

**HE. Chief Olusegun Obasanjo,  
GCFR**

Grand Patron,  
The Albino Foundation

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*Some of the challenges suffered by PWDs range from mutilations and killings of Persons with Albinism, belief that ritual defilement and rape of girls with albinism can cure HIV/AIDS.*

*Discrimination in some cases also abounds in the family where children with albinism are treated differently from other children*

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## 9.0

### STATEMENT FROM THE CHAIRMAN, BOARD OF TRUSTEES

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**R**eflecting on the year 2020 and its unanticipated drift, especially as it relates to the global impact of COVID-19 pandemic to the Nigerian economy and its attendant effect on the general population, progress is never robotic. Rather, it requires commitment to the goal, innovation in the face of daunting obstacles, passion for the cause and unflinching drive for results.

It is once again our pride to have our voice out there for the cause of persons with albinism and other disabilities as the subject gains even more national and global attention and awareness as a result of our project activities.

*It is once again our pride to have had our voice out there for the cause of persons with albinism and other disabilities as the subject gains even more national and global attention and awareness as a result of our project activities.*

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As I stated previously, the year 2020 was quite distressing globally on account of the pandemic, and we like to extend our sympathy and condolences to everyone who has suffered loss as a result. It is hackneyed to say that the unwelcome and unforeseen tide of the pandemic interrupted the conventional way of doing things and pre-conceived routines, not just for individuals but for organisations and governments as well. This interruption constrained The Albino Foundation to employ more dynamic and innovative measures to some of our work during the period in focus, towards the mainstreaming of persons with albinism and other disabilities into

government programmes and policies. This we were able to do, thanks to our partners: European Union, Disability Rights Fund, Sightsavers International Nigeria, and other individuals who supported us within the year under review.

Access to education and healthcare are priority areas of concern for persons with albinism, and with the support of the European Union, the Foundation carried out successful advocacy visits to Kano and Kogi states which progressed into sensitization workshops for teachers and primary healthcare workers in the states. After these activities, education and health workers in the states were better resourced to see to the inclusiveness of persons living with albinism.

The Foundation also, with the support of Disability Rights Fund, engaged the Commissioners of Justice and Police, as well as the Chief Judge of Plateau state, with a view to mitigating the challenges of discrimination and violent abuses which persons with albinism in the state face. They promised their support for the project in the state. Amongst other commitments, the Solicitor General of the state also pledged to establish a disability desk office to cater for persons with disabilities.

Through the support of the Sightsavers, The Albino Foundation pressed for the inclusion of persons with disability through a successful advocacy visit to the office of the Director General of the National Directorate of Employment. On this visit, we were able to expound on some disability gaps in Nigeria and then urged the management of the NDE to embrace inclusiveness in their policies and programmes. We also carried out capacity building for the management staff of the National Directorate of Employment. Subsequent to this, we held a capacity building workshop for persons with disability on choosing a career path. In order for the employers of labour not to be left out, we also had a session with them on inclusive employment opportunities for persons living with disabilities. This meeting gave PWDs the opportunity to air some challenges they had faced in the workplace. The session however armed them with more knowledge than they had before.

Our EU SDGN project saw the Foundation take its advocacy to the National Human Rights Commission, Ekiti and the Nigeria Union of Journalists, Osun state through fruitful visits. A 5-day virtual training workshop for 150 persons with disabilities in Osun and Ekiti states as well as the FCT was also



organised in an effort to build the capacity of persons with disability on electoral and political guidelines which would enable them better appreciate the political space and ultimately increase the number of persons with disabilities aspiring for political positions.

Moreover, we sustained our media advocacy programme tagged “Disability Inclusion”, which is focused on building the capacity of stakeholders like INEC, SIEC, political parties, media, religious leaders and members of the public on disability issues in Nigeria. These programmes air in radio stations in Ekiti and Osun states as well as the FCT.

These programmes and many more

were executed within the period under review, through the assiduous efforts of many individuals and organisations, to whom we owe profound gratitude.

We like to particularly acknowledge the support of the European Union Delegation to Nigeria & ECOWAS, Disability Rights Fund, Sightsavers International and our other partners. The feats of 2020 were possible because of your support and we bank on your continued backing for the year 2021. We say a big thank you.

**Prof. Vin Anigbogu**  
CHAIRMAN, BOARD OF TRUSTEES



# 10.0

## 2020 TAF

## GIANT STRIDES

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**In order to change the narratives on the issues and challenges affecting persons with albinism and other disabilities in Nigeria, the Foundation carried out a good number of activities. Below is a summary of activities carried out by the Foundation within the year under review.**

### 10.1

**European Union Access to Social Services for Persons with Albinism in Nigeria Project**

#### 10.1.1

**Advocacy Engagements To Kogi And Kano States Ministries Of Education And Health on the Sensitisation Workshops for Teachers And Primary Healthcare Workers In The States Held On The 19<sup>th</sup>, 20<sup>th</sup> In Kogi; and 25<sup>th</sup>, 27<sup>th</sup> of February, 2020 in Kano**

#### **Preamble**

The visits were premised on a baseline survey conducted by the Foundation in 2018 on persons with albinism in six states and FCT. The

survey revealed that there are more persons with albinism in Kogi and Kano states than any other states in Nigeria. It was also discovered that there are more persons with albinism affected with skin cancer in the states than other states. Also, most children with albinism drop out of school due to peer bullying and discrimination by the teachers.

#### **Outcome of the visit in Kano State**

At the Ministry of Health, the Foundation team - Mr. Damian Ivom, Mr. Afam Kasim, Hajiah Mariam Ishaka and Malam Abdullahi met with the Public Relations Officer (PRO) of the Ministry. After briefing, it was agreed that they will mobilise the 70 primary healthcare workers in each of the local government areas, who will all converge for the workshop in the state capital - Kano. It is to note here that Kano has a state of the art Cancer Centre which is about 70% completion.

In the Ministry of Education, the Permanent Secretary agreed to provide a venue for the workshop

and to mobilise 150 teachers in the state with 50 in each of the three senatorial zones.

### Outcome of the visit in Kogi state

In the Ministry of Education, the Foundation team met with the Hon. Commissioner, Permanent Secretary and the Public Relations Officer of the Ministry who agreed to mobilise the 150 teachers and educators in the state with 50 from each of the three senatorial zones. They equally agreed to provide a venue for the workshop, which will be held in Lokoja, the state capital.

In the state Ministry of Health, the Foundation team met with the Director of Admin and Finance and

the Director of Public Health. They stated that the Hon. Commissioner has only been to the office once since he was sworn in. After briefing them on the Foundation's planned workshop, they lauded the project and agreed to work with the Foundation to ensure its success. They agreed to ensure that the required 70 persons planned for the workshop are in attendance.

### Next Action

Based on the successful outcome of the engagement with the two Ministries, 10<sup>th</sup> of March was fixed for the Teachers sensitization workshop while 12<sup>th</sup> of March was fixed for the sensitization workshop for primary healthcare providers.

## 10.1.2

### REPORT OF A ONE-DAY SENSITISATION WORKSHOP FOR PRIMARY HEALTHCARE WORKERS ON THE IDENTIFICATION OF SKIN CANCER RELATED DISEASES IN PERSONS WITH ALBINISM IN KOGI STATE ON 12<sup>th</sup> MARCH,

The workshop began with opening prayer after which Mr. Damian Ivom – the National Programme Manager of The Albino Foundation made an opening remark. He highlighted the importance of the workshop to improving the health of persons with albinism in the state, stressing that Kogi State has the highest number of skin cancer cases in persons with albinism in Nigeria based on the

outcome of the Foundation's recent survey. According to him, the workshop would equip the primary healthcare workers in attendance with the requisite knowledge for early detection of cancerous skin problems and other skin related conditions associated with persons with albinism for prompt referral, treatment and counselling.



Thereafter, Dr. Francis Akpa, Director Public Health, Kogi State Ministry of Health, gave the welcome address, thanking the Foundation for embarking on the survey which had yielded such a milestone revelation and enjoining participants to take the workshop seriously as it will impact their profession and society at large.

Dr. Olanrewaju Falodun, Consultant Dermatologist, National Hospital, Abujawas the resource person for the workshop.

Dr. Falodun explained that the aim of the discussion is to sensitize healthcare workers on the basics involved in taking decisions concerning skin problems particularly in persons with albinism. He noted that a high index of suspicion is required for pro-activeness. He took steps to explain the structures and functions of the skin, as well as the description of skin lesions (with pictures), and the

associated terminologies. Also discussed were: Albinism and skin challenges, types of skin cancer and preventive measures. Some of the high index of suspicion on patients with albinism raised by Dr.Falodun include:

Any rash or wound that refuses to heal

Any growth on the skin that persists in a person with albinism

Any bleeding rash or growth.

Any person with albinism who has poor sun protection practices and develops a skin rash that refuses to clear.

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*Dr. Falodun explained that the aim of the discussion is to sensitize healthcare workers on the basics involved in taking decisions concerning skin problems particularly in persons with albinism.*

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Dr. Falodun addressing questions from participants after his presentation

### 10.1.3

#### A ONE DAY SENSITISATION WORKSHOP FOR TEACHERS AND EDUCATORS ON INCLUSIVE QUALITY EDUCATION FOR CHILDREN WITH ALBINISM IN KOGI STATE ON APRIL 10, 2020



Participants at the workshop

**Opening prayer was said, after which Mr Damian Ivom (the National Programme Manager) gave the opening remarks. He said that the outcome of the Survey conducted across the country by the Foundation necessitated the workshop. He explained that survey showed evidently that Kogi state has the highest number of persons with albinism, as well as highest number of out-of-school children with albinism, skin cancer cases and deaths relating to poor health services.**

Following, Mr. Pius Ikwu; the Director Basic and Secondary Education, Kogi State Ministry of Education, lauded the workshop as

it will enlighten the teachers on best practice for inclusive education for children with albinism in the state.

Thereafter, Vincent Okoye (a staff of the Foundation with albinism) shared his albinism experience, especially his adaptive strategies right from primary school up to the university level. He explained that his childhood wasn't different from what most children with albinism experiences such as inability to see the writing board from an average distance even when at the front seat in the class.

The workshop was later declared open by the Permanent Secretary; Kogi State Ministry of Education, Pastor Emmanuel Idenyi on behalf



of the Commissioner.

Mr. Damian Ivom too made a presentation on the Health Challenges in Albinism. He defined albinism, stated the types, signs and causative factors of skin cancer in persons with albinism. Mr. Damian also explained the impact of skin cancer and how it can be prevented.

Thereafter was a presentation by Vincent Okoye titled “About Albinism, Myths and Misconceptions”. He used the opportunity to explain the true reality about albinism – what it is and what it isn't. He urged the participants to discard all cultural myths, misconceptions and stereotypes against persons with

albinism and to cascade the knowledge gained from the workshop to their colleagues, students, persons with albinism, and other members of the society as it would create the needed awareness and factual knowledge about albinism.

The principal of St. Thomas Aquinas Secondary School expressed gratitude that her school hosted the workshop while also calling on stakeholders to do everything to ensure inclusive education and social integration of persons with albinism. The Foundation's team entertained questions from the participants who comprised of 140 teachers and educators



Participants in a group photograph

## 10.1.4

### REPORT OF A ONE-DAY SENSITIZATION VIRTUAL WORKSHOP ON INCLUSIVE QUALITY EDUCATION FOR CHILDREN WITH ALBINISM FOR TEACHERS IN KANO STATE HELD ON 13 JULY, 2020

The workshop started with the introductory and welcome remark by the CEO/Founder of The Albino Foundation; Mr. Jake Epelle. Thereafter, the EU representation Mrs. Esemé Stuart gave a goodwill message. She thanked the Kano State Commissioner of Education, the Director Basic and Secondary Education in the Ministry, and all the participants for making it for the workshop. She reiterated the importance of accessible and inclusive education for all. She also thanked The Albino Foundation for the sensitization of teachers through the workshop.

The honourable commissioner for education in the state Hon Muhammad Sunusi Saidu thereafter thanked the European Union and Albino Foundation for bringing the training to their state. He then promised that the state government will collaborate with The Albino Foundation in achieving this great project.

During a presentation by Mr. Jake Epelle titled “Myths and Misconceptions about Albinism” Participants were educated on the meaning of Albinism, the effect of reduced



Photograph of participants at the Virtual workshop for Teachers in Kano State

melanin pigment in the body of persons with albinism, and the two main types of albinism. He said that persons with albinism are normal people, and that their challenge is only the low vision and the skin delicacy. He said the stigmatization and discriminating name-calling from the public bring down self-confidence of PWAs. He pleaded with the teachers to always assist children with Albinism. He also advised that they should sit close to the board while teachers' write-up should be bold.

Mr Damian Ivom; The National Project Manager of The Albino Foundation, enlightened participants on the challenges of persons with albinism especially in the area of skin issues. He encouraged teachers to urge the state government to supply magnifiers and telescopes for children with albinism in the state to use in the schools.

Mr. Jake asked the Director for another workshop for all the other participants. The Director obliged this request and said the number of those present had been taken and that the ministry will generate a list of the educators who were not at the workshop, so that they too can be enlightened.

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*... persons with albinism are normal people, and their challenge is only the low vision and the skin delicacy. ... the stigmatization and discriminating name-calling from the public bring down self-confidence of PWAs.*

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## 10.2: Disability Rights Fund

### 10.2.1

#### THE ALBINO FOUNDATION ADVOCACY VISIT TO COMMISSIONERS OF JUSTICE AND POLICE AND CHIEF JUDGE OF PLATEAU STATE ON 12<sup>TH</sup> AND 13<sup>TH</sup> OF NOVEMBER, 2020



Group Photograph with the Solicitor General of Plateau State seated at the middle

In order to mitigate the challenges and reduce discrimination and violent abuses against persons with disabilities in Plateau State, The Albino Foundation engaged the Commissioners of Justice and Police and the Chief Judge of the state on the need for accessible justice system for this vulnerable population.

In a separate meeting with the Solicitor General of Plateau State, the CEO/Founder of the Foundation, Mr. Jake Epelle gave a brief of the Disability Rights Fund Project and what it stands to achieve in the state: to ensure accessible justice system for persons with disabilities. He asked for a partnership with the Ministry to ensure the success of

the project. He also requested that a disability desk office be established in the Ministry that will take care of persons with disabilities.

The Solicitor, Mrs. Rauta Dakok promised that the Ministry will do all it can to ensure the establishment of a disability desk office. She also said that the Ministry is open to partnership that will enhance the uplifting of persons with disabilities, which in return will reduce discrimination and all forms of abuses against the disability community. In the delegation was also the Plateau State Secretary of the Disability Rights Commission, Mr. Carl Gurumyen.

In a related development, the Foundation was at the Plateau State Police Command for advocacy visit to the Commissioner of Police. Mr.

Jake Epelle thanked the Commissioner of Police, Mr. Edward Egbuka and highlighted the challenges faced by persons with disabilities and the need for a disability desk office that will reduce discrimination and violent abuses meted against them. In his response, he thanked the Foundation and promised that a disability desk office will be established, which will be domiciled under Criminal Investigation Department of the Force. He stated that there will be a dedicated phone line for the purpose.

The Foundation paid an advocacy visit to the Chief Judge of the State, Justice Yakubu Dakwak and his management. Mr. Epelle thanked the Chief Judge for the opportunity to brief him on the Disability Rights



The Delegation with the Plateau State Commissioner of Police, second from the right



Fund Project in the state. He also requested for a disability desk office and for partnership to ensure the success of the project.

In his welcome speech, the Chief Judge thanked the Foundation team for coming and stated that persons with disabilities deserve equal rights like every other person. He immediately appointed the Deputy Chief Registrar of the High Court and Chief Prosecutor of the State, Mrs. Maria Lobadungze as the Disability Desk Officer.

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*...the Ministry is open to partnership that will enhance the uplifting of persons with disabilities, which in return will reduce discrimination and all forms of abuses against the disability community*

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Group photograph with the Chief Judge of the State seated second from the left

## 10.3 SIGHTSAVERS

### 10.3.1

#### ADVOCACY VISIT TO THE DG NATIONAL DIRECTORATE OF EMPLOYMENT HELD ON THE 20<sup>TH</sup> OF AUGUST, 2020



Group photograph during the advocacy visit

The meeting started with Mr. Jake Epelle conferring the title “A friend of persons with disability” upon the DG of NDE, Dr. Nasir Muhammed Argungu. He appreciated as many persons who were present and also pointed out the inability of some persons with disabilities to join the meeting due to lack of accessible infrastructure. Mr. Jake Epelle presented an advocacy brief that highlighted the disability gaps and demands to NDE Management on the need to mainstream persons with disabilities in their policies and programmes. He said this drawing the attention of the DG to the fact that Nigeria is estimated to have

more than 20 million persons with disabilities according to the National Population Commission (NPC). In his remark, Mr. Adekoya Razak, the program manager of Sightsavers Inclusion Works advocated for the inclusion of persons with disabilities in their programmes and policies through their skill acquisition programmes in order to enable them become employable in the workplace and in addition making their infrastructures accessible to persons with disabilities. Mr. Sulayman Ujahdeen, IDA DPO Engagement Officer in the same vein, speaking on behalf of the



hearing impaired said that so many persons with disabilities have skills which should not be allowed to be wasted and therefore called for the consideration of persons with disabilities when planning programs.

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In response to the request brought before the DG by the team, he blamed the break in communication for the pause on the fulfilment of the obligation of the NDE to persons with disabilities. He made reference to the various efforts made by the government to support persons with disabilities and concluded by assuring the advocacy team of their willingness to undergo disability training, change from stand-alone to mainstream programme, openness to collaboration and assurance of their offices and training facilities across the country to be accessible.

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***...Nigeria is estimated to have more than 20 million persons with disabilities according to the National Population Commission (NPC).***

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The DG, Jake Epelle and Rasak Adekoya of Sightsavers during the Advocacy visit

## 10.3.2

### A ONE-DAY CAPACITY BUILDING WORKSHOP FOR NATIONAL DIRECTORATE OF EMPLOYMENT (NDE) MANAGEMENT STAFF ON UNCRPD AND SDGs HELD ON THE 26<sup>TH</sup> OF NOVEMBER 2020 AT NDE PREMISES, WUSE ZONE 1, ABUJA



Participants at the workshop

The workshop was declared open by the Director General of National Directorate of Employment (NDE), Dr. Nasir Argungu, after which the first presentation was done by Mr. Jake Epelle whose lecture centred on basic information about disability, structural barriers within the workspace, information on applicable tools to solve the barrier and social discrimination especially in the workplace.

He made the participants know that they have a role as an Organization to ensure that there is proper inclusion. Enlightening the participants on

barriers faced in trying to implement inclusion in the Employment sector, Mr. Epelle cited the UN Convention of Rights of Persons with Disabilities which captures lack of reasonable accommodation. Some of the other barriers he discussed included structural barriers to which he encouraged the participants to design their programs in such a way to mainstream the employability of PWDs. This entails environment accessibility and mental accessibility, encouraging the provision of ramps, lifts, space in offices, etc. to enable persons who

use wheelchairs. Going further, Mr. Epelle pointed the participants towards Information barriers, asking them to create an enabling environment for everybody to thrive and show their skills, making provision for braille, sign language interpreters and so on for PWDs. In his words, “you cannot intervene for people you discriminate against”. In the second session, Mr. Suleiman Ujah discussed on disability, the models of disability, the UN convention on the rights of Persons with Disabilities and the Sustainable Development Goals. He taught that there are more than thirty-five types of disability, UNCRPD documents twenty one types, of which only seven cluster groups are recognized in Nigeria. They include: Persons with physical disability; Persons with spinal cord injury; Persons with Intellectual disability; Persons with visual impairment; Persons with deafness; Persons with Leprosy; and Persons with Albinism.

The UNCRPWD guarantees PWDs a right to work, and the right to work in an environment that is open, inclusive and accessible. He pointed out that the key areas in disability

inclusion in the UNCRPD document are articles 9 and 27 which focus on Accessibility and Employment respectively. Mr. Ujah also x-rayed the Sustainable Development Goals (SDGs) and its relevance to the disability community Vis a vis employment opportunities.

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*He taught that there are more than thirty-five types of disability, UNCRPD documents twenty one types, of which only seven cluster groups are recognized in Nigeria.*

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### 10.3.3

#### A ONE-DAY CAPACITY BUILDING WORKSHOP FOR YOUNG MEN AND WOMEN WITH DISABILITIES ON CHOOSING A CAREER PATH HELD ON THE 27<sup>TH</sup> NOVEMBER, 2020 AT BACELONA HOTELS, ABUJA



*Photographs of participants at the workshop*

Present at this training were young school leavers from different clusters of Persons with Disabilities (PWDs). The training started with an introduction of everyone present after which Mr. Jake Epelle gave the welcome address. He addressed the kind of language the young school leavers used to represent themselves and cautioned them from using phrases such as 'Albino', as it meant putting the condition before the person. He advised that they say "Persons with Albinism" instead. He emphasized that they should not be recognized by what they are but by who they are. He

pointed out that the focus of the training is to bring core professionals that will guide the young school leavers in their choice of career. Mr. Agbo Christian, a disability Advocate made the young PWDs know that they are the ones to decide on whatever they want to be and advised that they should be dedicated. Mr. Suleiman Ujah, the FCT Chairman for JONAPWD told the young PWDs that their disability does not stop them from achieving whatever they are born to achieve, also adding that if our institutions remove all the barriers, they can participate in politics, business and

whatever they want to do.

According to Professor Maisamari, the Facilitator of the training, the primary goal of education in a democratic society is the maximum development of an individual's potential through guidance and provision of opportunities to know oneself. He stated that the basic purpose of formal education is to prepare individuals to live a happy, successful and useful life as homemakers, workers and citizens. He encouraged going for a career or course that they are good at rather than what people or the university wants them to study. This they could do by identifying their abilities, talents and interests. He went further to note that in a vocational guidance process, there is need for the individual to work out a compromise between their strengths and limitations on the one hand and available occupational opportunities on the other hand. The importance of career choice is crucial because one's occupational life also affects all other aspects of life such as where and how to spend most of our active life, those we interact with, if life is productive or unsatisfactory. To this end, some psychologists suggest that career guidance should begin right from the time a student enters an

institution until he/she finishes his or her education. He concluded by advocating for the assistance of Principals, teachers, parents, public spirited individuals and professionals in helping students make realistic career choices.

The workshop ended with the question and answer session. Mr. Damian Ivom expressed his expectation that after the workshop, young PWD school leavers will apply to study professional courses such as Medicine, Engineering, Law *etcetera*, and not limit themselves to studying special education alone.

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*...the basic purpose of formal education is to prepare individuals to live a happy, successful and useful life as homemakers, workers and citizens*

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### 10.3.4

#### A ONE-DAY SESSION WITH EMPLOYERS OF LABOUR ON INCLUSIVE EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH DISABILITIES HELD ON THE 3<sup>RD</sup> DECEMBER, 2020 AT BACELONA HOTELS, ABUJA



**Participants at the workshop**

This session was to mark the 2020 International day for Persons with Disabilities. Mr. Damian decried the poor turnout of employers of labour, being the primary targets of the event. He however encouraged the PWDs present that another means of reaching out to the employers of labour will be deployed.

Mr. Jake Epelle gave the welcome address, stating the essence of the program which was to enable employers of labour understand the need for inclusion. Mr. Epelle told the PWDs present that he would turn them into advocates by letting them know what it takes to get employers of labour to employ

PWDs in order for them to go out to demand for their rights, to insist that they are given what is due to them.

Barrister Theophilus reminded PWDs that the 2020 International day of Persons with Disabilities with the theme “Building Back Better: toward a disability-inclusive, accessible and sustainable post COVID-19 World” was a day to celebrate the achievements of PWDs. It was a day to create awareness, a day to remind the government of the need to include PWDs in every aspect of societal life. He noted that 2020 was a difficult year as Covid-19 led to loss



of jobs, salary cut, even if, according to him, these are normal occurrences with PWDs. He went further to state that as the government designs policies to sustain the world amidst the Covid-19, it is imperative that PWDs are included by making work places accessible and job opportunities available to them. Mr. Ujah, the Chairman of JONAPWD encouraged employers of labour to look for how they can give PWDs opportunities to give their best.

Mr. Rasak of the Sightsavers stimulated everyone present to celebrate themselves, and drew attention to the fact that the effect of Covid-19 was not restricted to PWDs alone seeing that it exposed the vulnerability of everyone. He however noted that there will be a U-shaped recovery, but also posed the question “As we recover from Covid-19, are PWDs readily positioning themselves for the opportunities? He noted that stigmatization has been the order of the day and in order to bring an end to this, PWDs have to build their self-confidence because self-stigma has hindered the PWDs from attempting more opportunities. He called for the need for PWDs to invest in themselves, their skills, capacity as well as ability to deliver. He charged the PWDs on the need to not only demand for employment from the

government but to also demand for an inclusive procurement system as is already practiced in Kenya. Mr. Rasak went further to draw the attention to the need to educate employers on what PWDs can do as the employers are willing to change but do not know how.

During the program, Barrister Rex, one of the facilitators enlightened the audience on Nigeria's Disability Act, which many persons present admitted to have been ignorant of. The PWDs were educated on their right of access to public premises, aids in public buildings, complaint of inaccessibility, accessibility to roads, sidewalks and so on.

The second facilitator, Mr. Rasak's topic was “Mainstreaming Disability In your Work”. He made it known that The Disability Confident Business is characterized by higher productivity and reduced cost, innovative product and service offering, outstanding customer relationship, satisfaction and retention, stronger stakeholder relationships and reputation. He went ahead to educate the masses that out of about 100 million adult consumers in Nigeria 17m are likely to have mental health conditions, 10m may be dyslexic, 1 in 5 women are likely to have disability, 3m may have visual impairment, 10m with mobility impairment. Mr.



Rasak went ahead to outline the accessibility standards for buildings in low and middle income settings which includes; Access to the building, entrance, reception and waiting area, rooms and halls, general toilets, accessible toilets, ramps, doors *et cetera*.

After this session, the PWDs went ahead to give their experiences of challenges they had faced in their work places as well as discrimination they had faced. They also testified that they had been armed with more knowledge.

## 10.4

### EU Support to Democratic Governance in Nigeria (EU SDGN)

#### 10.4.1

An advocacy visit to the State Coordinator, National Human Rights Commission, Ekiti State on 11th March, 2020



A group photograph during the advocacy visit to National Human Rights Commission, Ekiti state office

The Albino Foundation's EU-SDGN team with the representatives of Joint National Association of Persons with Disabilities (JONAPWD), Ekiti state chapter paid an advocacy visit to the National Human Rights Commission, Ekiti state office in order to intimate the Commission on the EU-SDGN project titled “Enhancing the Civic and Political Participation of Persons with Disabilities in Nigeria”, which is being implemented by The Albino Foundation in Ekiti State.

The team sought the partnership of

the Commission on the inclusion of Persons with Disabilities in the following areas: electoral and political process, civic rights, education and social aspects of Persons with disabilities in Ekiti state. In attendance were Mr Biodun Adigun, the State Coordinator of NHRC and other members of staff. Also present were the state chairman of JONAPWD and his colleagues, Mrs. Deborah, a sign language interpreter, and the media.

## 10.4.2

### An Advocacy visit to the Nigeria Union of Journalists (Osun State Chapter) on 13th March, 2020



A group photograph during an advocacy visit to Nigeria Union of Journalist (Osun State Chapter)

The Albino Foundation's EU-SDGN team with the representatives of Joint National Association of Persons with Disabilities(JONAPWD), Osun State chapter paid an advocacy visit to Nigeria Union of Journalists, Osun state chapter on 13th March, 2020 in order to reach out to as many media outlets as possible, through the body of Nigeria Union of Journalists (NUJ) and increase their knowledge on the need to include persons with disabilities in the electoral and political processes. The visit was also to get the commitment of media outlets, being stakeholders, to the aims and objectives of the EU-SDGN project in Osun state. In attendance was Comrade Kehinde Ayantunji, the state Chairman of NUJ and other senior members of his

Executive Committee, Mr. Kehinde Onitiju, the state Chairman of JONAPWD and other members of his Executive Committee, and Mrs Olatunbosun Taiwo, a Sign Language Interpreter.

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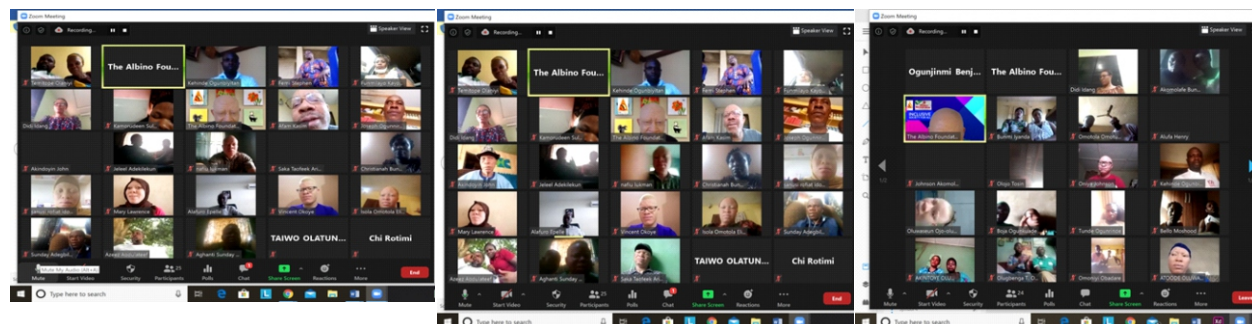
***increase their knowledge on the need to include persons with disabilities in the electoral and political processes.***

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### 10.4.3

## A 5-day Virtual Training Workshop for 150 Persons with Disabilities in Osun and Ekiti State, FCT (Abuja)



The Albino Foundation's EU-SDGN team organized a 5- day virtual training workshop on electoral and political processes for 150 Persons with disabilities comprising 5 cluster groups: Blind, Deaf, Persons with Albinism, Persons with Physical Disabilities and Spinal Cord Injury. The workshop aimed to build the capacity and increase the knowledge of Persons with disabilities on electoral and political guidelines which will enable them to better understand the political sphere and increase number of Persons with disabilities vying for political and elective positions in order to occupy the political space within their parties.

The virtual training workshop was held concurrently for three weeks from the 25th of May, 2020 to 12th of June, 2020 in Osun and Ekiti states, and the FCT (Abuja). The first week of the training was for a group of 25

participants (Batch A) each in both Osun and Ekiti state respectively between 25th – 29th May, 2020 while the second week of the training was for another group of 25 participants (Batch B) each in both Osun and Ekiti respectively between 1st June – 6th June, 2020. The third week of the training was carried out for participants in the FCT (Abuja) from the 8th – 12th of June, 2020. The virtual workshop held for 2 hours each day on Zoom meeting room.

In attendance were: 150 Persons with disabilities in Osun state, Ekiti state and the FCT (Abuja); the CEO, The Albino Foundation; TAF ICT Team; EU-SDGN Project Leads in Osun and Ekiti states; EU-SDGN Project Supervisor; EU-SDGN Project National Lead; EU-SDGN Project Finance Officers; Sign Language Interpreters; and other Facilitators.



#### 10.4.4

### Media Advocacy Program tagged “Disability Inclusion” in Osun, Ekiti and FCT (Abuja)



Guests during media sensitization program “Disability Inclusion” on Ayoba 95.1fm, Ado-Ekiti, Ekiti state

The Albino Foundation started a media advocacy programme tagged 'Disability Inclusion' program in November 2019. The program is focused on the inclusion and mainstreaming of Persons with Disabilities in all spheres of human endeavours. The programme is aired weekly on Thursday, Friday and Saturday on Radio Nigeria, Ayoba 95.1FM (Ekiti state), OSBC 104.5 FM (Osun state) and live on all FRCN radio stations nationwide in the FCT. The program aims to build the capacity of relevant stakeholders such

as INEC, SIEC, Political parties, Media, Religious leaders and members of the public etc. on the understanding of disability issues. It is also targeted at ensuring that Persons with Disabilities know their rights and demand for it. The programme has the overriding goal of creating more awareness on disability inclusion in Nigeria.

## 10.4.5

### An advocacy visit to the Chairman, Osun State Independent Electoral Commission (OSIEC) on 16th July, 2020



A group photograph during an advocacy visit to the Chairman, Osun State Independent Electoral Commission

The Albino Foundation's EU-SDGN team alongside the representatives of Joint National Association of Persons with Disabilities (JONAPWD), Osun state chapter, paid an advocacy visit to the Chairman, Osun State Independent Electoral Commission (OSIEC) to intimate the Commission on the objectives of the EU-SDGN project titled “Enhancing the Civic and Political Participation of Persons with Disabilities in Nigeria” which is being implemented by The Albino Foundation in the state. The visit was also to seek for the partnership of the Commission and its collaboration towards the inclusion of Persons with

Disabilities in the electoral process during the imminent local government election in Osun state.

In attendance were Otunba Segun Oladitan, the OSIEC Chairman and senior members of his team; Mr. Oluwafemi Stephen – Vice Chairman, JONAPWD and senior members of his team; Mrs Taiwo Olatunbosun, Sign Language Interpreter; Adeyemi Aboderin of the Media outfit, OSBC; and Hammed Oyegbade of the Media outfit, Daily Trust.



### 10.4.6 An advocacy visit to the Chairman, People's Democratic Party, Osun State Chapter on Thursday 20th August, 2020



A group photograph during the advocacy visit to the Chairman, People's Democratic Party, Osun State Chapter

The Albino Foundation's EU-SDGN team alongside representatives of Joint National Association of Persons with Disabilities (JONAPWD), Osun State chapter, paid an advocacy visit to the Chairman, People's Democratic Party (PDP), Osun State chapter to intimate the party chairman and other state leaders on the objectives of the EU-SDGN project titled "Enhancing the Civic and Political Participation of Persons with Disabilities in Nigeria" which is being implemented by The Albino Foundation in the state and seek for the party's collaboration and

partnership towards the inclusion of Persons with Disabilities in the political process within the party, preparatory to the imminent Local Government election in Osun State. In attendance were: Hon. Sunday OlatundeAkanfe, PDP Acting State Chairman and members of his leadership team; Mr. Onitiju Kehinde Samuel – Chairman JONAPWD and members of his team; Mr. Adeniran Kehinde, a Sign Language Interpreter; Hammed Oyegbade of the media outlet, Daily Trust and Babarinde Tobi of the media outlet, OSBC.

#### 10.4.7

### A Virtual Stakeholders' Interaction on an Advocacy towards a Disability-Inclusive Electoral Reform Process

This event was organized by The Albino Foundation in partnership with the office of the Deputy Senate President, INEC, European Centre for Electoral Support, Centre for Citizens with Disabilities and CLEEN Foundation with support from European Union. The participants were drawn from leaders of Persons with disabilities across 36 states of the federation and FCT, renowned lawyers inclusive of Persons with disabilities and legal draftsmen. The

import of the stakeholders' interaction meeting was to x-ray the issues that will facilitate the inclusion of persons with disabilities in electoral process. This will lead to the development of a position paper by the disability community that will capture their interest in the electoral process and submit to the National Assembly Committee responsible for electoral amendment.

#### 10.4.8

### Training of INEC Supervisory Presiding Officers on Inclusion of Persons with Disabilities in the Electoral Process during the 2020 Ondo State Governorship Election

As part of the strategic fallout from EU-SDGN project, Mr Jake Epelle, Founder /CEO of The Albino Foundation, and Mr Kehinde Ogunbiyitan, EU-SDGN Project Supervisor trained INEC Supervisory Presiding Officers on Inclusion of Persons with Disabilities in the Electoral Processes during the training organized by INEC for the Supervisory Presiding Officers of the Commission at St. Thomas Aquinas College, Akure. The training was

aimed to ensure that Persons with Disabilities in Ondo state were included in the pre-election, during the election and post-election activities of the 2020 Ondo Governorship. The training sessions were carried out in all the ten (10) cluster groups/classes of the INEC Supervisory Presiding Officers while participants agreed that the 2020 Ondo state governorship election will be free, fair, credible and inclusive. Mr Jake Epelle also made



a presentation on 'Understanding Persons with Disabilities in Alternative Dispute Resolution' during the Alternative Dispute Resolution (ADR) Sensitization workshop for Heads of Department and Electoral Officers for the Ondo

State Governorship election on Wednesday 23rd September, 2020 and Religious/Community Leaders and Youth Associations for the Ondo State Governorship Election on Thursday 24th September, 2020 respectively.



Participants during one of the training sections on inclusion of Persons with Disabilities in the electoral process

### 10.4.9 An advocacy visit to Inter-Party Advisory Committee, Ekiti State Chapter on 7th October, 2020



A group photograph during the advocacy visit to Inter-Party Advisory Committee, Ekiti State Chapter on 7th October, 2020

The Albino Foundation's EU-SDGN team with the representatives of Joint National Association of Persons with Disabilities (JONAPWD), Ekiti state chapter paid an advocacy visit to the State Chairman, Inter-Party Advocacy Committee in Ekiti state to intimate the Chairman and other members of the Committee on the objectives of TAF/EUSDGN project in the state and seek for their commitment and collaboration

towards the inclusion of person with disabilities in the electoral and political processes in Ekiti State. In attendance was Mr Ifedayo Iyaniwura, the State Chairman, IPAC and members of his leadership team; Mr Owolabi Kayode Paul, State Chairman, JONAPWD, and other members of his team; and Mrs Deborah, Sign Language Interpreter.

### 10.4.11

## A-Day Training Workshop for 15 Political Parties and 50 Political Actors in Ekiti State, Osun State and FCT

The Albino Foundation's EU-SDGN team organized a 1-day training workshop for 15 political parties and 50 political actors (state and national executives of political parties) in Ekiti state, Osun state, and the FCT (Abuja). The training was aimed at building the capacity of the political

actors and leadership of political parties on disability inclusion and provide them with technical assistance on inclusion of persons with disabilities in electoral and political processes within their political parties.



One of the facilitators during a-day training workshop for 15 political parties and 50 leadership of political parties in Osun state

### 10.4.12

## An Advocacy visit to the office of the Honourable Commissioner, Ministry of Justice, Osun State on Monday 7th December, 2020

The Albino Foundation's EU-SDGN team with the representatives of Joint National Association of Persons with Disabilities (JONAPWD), Osun state chapter paid an advocacy visit to the office the Honourable Commissioner of Justice to intimate

him on the objectives of the project titled “Enhancing the Civic and Political Participation of Persons with Disabilities in Nigeria” which is being implemented by The Albino Foundation in the state. The advocacy team also sought for the



collaboration and partnership of the Ministry of Justice on the proposed training workshop for the key officers of the Judiciary and law enforcement agencies on access to justice system for Persons with Disabilities in the political and electoral process in Osun State. This meeting was attended by Bar. Morufat Adekemi Bello, the Director, Public Prosecution, representing the Hon. Commissioner, Ministry of

Justice; Bar. Bankole Awoyemi - Counsel, Ministry of Justice; Bar. Muiyiwa Ogunleye, Counsel, Ministry of Justice; Mr Ogunniran Joseph, Gen. Secretary, JONAPWD; Mr Oyeboade Abiodun, JONAPWD; Miss Bukola Alao, JONAPWD; Miss Oyetunde Adesewa, JONAPWD; Miss Akinola Idowu, JONAPWD; Mr Adewuyi Joshua, a Sign Language Interpreter.



During an advocacy visit to the Ministry of Justice, Osun state

### 10.4.13

## An advocacy visit to Ekiti State Coalition of Civil Society Organizations on 11th December, 2020

The Albino Foundation's EU-SDGN team and the representatives of Joint National Association of Persons with Disabilities (JONAPWD), Ekiti state chapter paid an advocacy visit to Ekiti State Coalition of Civil Society Organizations to intimate the organizations on the objectives of TAF/EUSDGN project in the state and to seek for their commitment and collaboration towards the inclusion of person with disabilities in the electoral and political processes in Ekiti State. In attendance were: Professor C.T Oluwadare, Chairman Coalition of Ekiti Civil Society Organizations and other state Executive Council members, Mr Owolabi Kayode Paul,

the state Chairman, JONAPWD, Mr Obanise Akin, JONAPWD member, Mr Henry Alufa and 2 other JONAPWD representatives, Media teams from Fresh FM 106.9, Progress FM 100.5 and a Sign Language Interpreter.

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*...commitment and collaboration towards the inclusion of person with disabilities in the electoral and political processes in Ekiti State.*

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A group photograph during the advocacy visit to Ekiti State Coalition of Civil Society Organizations on 11<sup>th</sup> December, 2020



#### 10.4.14

### An advocacy visit to National Orientation Agency, Ekiti State Office on 11<sup>th</sup> December, 2020

The Albino Foundation's EU-SDGN team in the company of the representatives of Joint National Association of Persons with Disabilities (JONAPWD), Ekiti state chapter paid an advocacy visit to National Orientation Agency, Ekiti State Office to intimate the state director and members of the agency on the objectives of TAF/EUSDGN project in the state and seek for their commitment and collaboration towards promoting the inclusion of person with disabilities in the electoral and political processes in Ekiti State. In attendance were: State Director of Ekiti National Orientation Agency Represented by the Chief Program Officer Mr Awosusi O.O. and other senior staff of the agency, Mr Funso Olajide – JONAPWD, Mrs Salami Bola and 2 other JONAPWD representatives, Media team from Fresh FM 106.9, Progress FM 100.5 and a Sign Language Interpreter.



Photograph of advocacy visit to National Orientation Agency, Ekiti State Office



## 10.4.15

### Community Sensitization Program for 100 Persons with Disabilities each in Osun state and FCT (Abuja)

The Albino Foundation organized a community outreach for about 200 Persons with Disabilities in Osun state and the FCT, Abuja. The programs aimed at sensitizing and mobilizing Persons with Disabilities in Osun state and the FCT in order to enhance their participation in the political and electoral processes, especially because of the imminent Continuous Voters Registration (CVR) to be conducted by INEC in the first quarter of 2021. These community outreaches were

organized by The Albino foundation in partnership with the Joint National Association of Persons with Disabilities, Osun state chapter and FCT (Abuja) chapter, Independent National Electoral Commission (INEC) Osun state office and the national headquarters (Abuja). Other stakeholders include the Inter-Party Advisory Council (IPAC) Osun state and IPAC national executive committee members (Abuja).



Cultural dancers during the community sensitization program for 100 Persons with Disabilities in Osun state on 15th December, 2020

### 10.4.16

## A 1-day Training Workshop of Key Officers of the Judiciary and Law- Enforcement Agencies on Access to Justice System for Persons with Disabilities in Electoral and Political Processes held on Wednesday 16th December, 2020



Participants during a-day training workshop of key officers of judiciary and law- enforcement agencies on access to justice system for persons with disabilities in electoral and political processes in Osun state

The Albino Foundation's EU-SDGN team organized this workshop for 50 key officers of the judiciary, lawyers, law enforcement agencies and other relevant organizations on access to justice system for Persons with disabilities in the electoral and political processes in Osun state. The training workshop aimed at increasing the capacity of the participants and also to improve the participation of Persons with Disabilities in the electoral and electoral processes in Osun state. In attendance were representatives of Commissioner of Police, Osun state; Commissioner of Justice, Osun state;

Director, Department of State Services, Osun state; State Commandant, Nigeria Security and Civil Defence Corps, Osun state command; members of the Nigeria Bar Association, Osun state branch; FIDA; Legal Aid Council, and other relevant stakeholders.



Participants during a-day training workshop of key officers of judiciary and law- enforcement agencies on access to justice system for persons with disabilities in electoral and political processes in Osun state

# 11.0

## TAF 2020

### ACTION PLAN

S/N	PROPOSED STRATEGIC INITIATIVES/ PROGRAMMES/ PROJECTS	STRATEGY/ ACTIVITIES	RESPONSIBLE UNIT/ ACTION PARTY/ PARTIES	RESOURCES REQUIRED	START DATE	END DATE	KEY PERFORMANCE INDICATORS (KPIs)/ TARGET	MEANS OF VERIFICATION (MoV)	STATUS /REMARKS
<b>DEPARTMENT: OFFICE OF THE CEO</b>									
		Quarterly Board Meeting	Board and Management	Hotel Accommodation, Flight, Finance, Vehicle	Quarterly 1 <sup>st</sup> Quarter (March 25) 2 <sup>nd</sup> Quarter (June 29) 3 <sup>rd</sup> Quarter (August 27) 4 <sup>th</sup> Quarter (December 7)	Quarterly 1 <sup>st</sup> Quarter (March 27) 2 <sup>nd</sup> Quarter (June 30) 3 <sup>rd</sup> Quarter (August 28) 4 <sup>th</sup> Quarter (December 11)	Reviewed 1 <sup>st</sup> quarter report	Meeting report available	
		Board approval of the Action Plan	Board	Hotel accommodation, Flight, Finance	Jan 24	Jan 25	Action Plan document approved (Online Approval)	Board meeting report	
		Draft Long 10 years Strategic plan (Broken down into two: phase one, 5 years and phase two, 5 years)	Board and Management	Hotel accommodation, Flight, Finance, resource persons	December 7	December 11	Draft Strategic plan document	Workshop report	
		Printing of a 10-Year Strategic Plan Document	Finance and Admin	Finance	December 15	December 18	Final print of Strategic Plan document	Final print of Strategic Plan document	
		Identification & Hiring of A Financial Analyst For Fund - Raising	CEO, Management	Finance	February 3	March 30	Engaged a Fund-raiser	Signed MoU/Agreement	Funding areas to look at: -One Naira Drive-Project Crowd Funding-PWDs Endowment Fund-Adopt a Charity / Adopt TAF -Charity Boxes For Cancer (Boxes In Banks etc)
		"Ivory Aid Ball" Skin Cancer Fundraising	CEO, Management, Partners	Finance, Hall, Hotel Accommodation, Flight ticket,	March 20	June 13	500 Million Naira raised	Event report	
		Meetings with Minister of Education for the approval of the National Policy on Albinism	CEO	Finance	January 20	January 30	Reviewed National Policy on Albinism approve by Federal Executive Council (FEC)	Approval Report	



DEPARTMENT: PROGRAMMES AND PROJECTS									
		Development of Annual Report and printing	Project team	Nil	January 10	March 10	Draft Annual Report developed	50 Copies of Annual Report Printed	
		Early Programme Planning & Mobilisation	Project team	Nil	January 17	January 20	Early Programme Planning & Mobilisation	Report	
		Templates For Project Work Plans, Donor Maps & Risk Assessment	Project team	Nil	January 30	March 15	Sample Templates developed	Templates printed	
		Cost-Benefit of New Project Offices	Project Team, Finance	Nil	January 24	January 30	Cost benefit of new office estimated	Report of cost-benefit of new office	
		Local & Foreign Donor Mapping	Project Team	Internet Modem	February 17	March 18	Printed copies of Donor mappings pasted in offices	Printed copies of Donor mappings pasted in offices	
		NGO, MDAs Mapping & Partnerships With Other Local & International Charities	Project team	Internet Modem	March 10	March 20	Printed copies of NGO, MDAs Mapping & Partnerships With Other Local & International Charities	Printed copies of NGO Mapping & Partnerships With Other Local & International Charities	
		Project Role Definition Templates	Project team	Nil	February 17	February 25	Project Role Definition Templates developed and given to various staff	Project Role Definition Templates developed and given to various staff	
		Project Status Reports	Project team	Nil	March 25	March 27	Project Status Reports template developed and printed	Project Status Reports template developed and printed	
		Disability Branding & Consulting Opportunities	Project team	Internet Modem	February	December	Disability Branding & Consulting Opportunities Identified and engaged	Disability Branding & Consulting Opportunities Identified and engaged	
		Employ-A-PWD Campaign	Project Team		February	December	At least 15 PWDs employed in public and private establishments	Photocopies of employment letters	
		PWDs skill acquisition Programme	Project Team	Finance, Resource persons	February	December	At least 20 PWDs economically empowered with skill acquisition programmes to live productive lives	Report of empowerment programme	
		Printing of National Policy on albinism handed over to Federal Ministry of Education	Project Team	Finance	Feb. 25	Feb 30	Printed and distributed 2,000 copies of the document	Copies of printed report	
		Printing of National Inclusive Education Policy	Project Team	Finance	January 20	April 30	Printed and distributed 5,000 copies of the document	Copies of printed report	
		Production of jingles and Media advert	Project Team, Communication Unit.	Finance, Resource persons, Radio station	Jan. 10	March 30	Produced Jingle in English and Hausa languages. Two radio stations are airing the jingles	Tapes, Project report, Radio stations report	
	INTERNATIONAL ALBINISM AWARENESS DAY CELEBRATION	Organise Workshop for the celebration of the International Albinism Awareness Day	All the staff of the Foundation	Finance, Hall, Hotel accommodation, resources persons, Vehicle, Laptops, Projector	June 12	June 13	Sensitised members of the public on the issues and challenges faced by persons with albinism	International albinism day report	

THE ALBINO FOUNDATION FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020.

	HEAD OF CIVIL SERVICE OF THE FEDERATION	Carry out a survey on employees with disabilities in the Federal Civil Service	Project Team, Partners	Finance, Consultant, Hall, Hotel accommodation, resources persons, Vehicle, Laptops, Projector	April	December	Carried out a survey of employees with disabilities in the Federal Civil Service in Six states	Survey Report	
<b>OSUN STATE OFFICE</b>									
		Meetings with Political parties and agencies	Project team	Finance, Logistic	January	December	15 Political parties, 8 agencies visited	Meeting reports	
		Media sensitization	Producer, Presenter	Finance	January	December		Programme report, programme clips	
		Organise Training workshops for key officers of INEC and SIEC on disability Inclusion	Project team	Finance, Logistic	February 20	March 25	Carried out at least 3 community outreaches in the state, 300 Persons with disabilities registered as voters.  150 PWDs to participate in political parties	Outreach report, INEC voter register,	
		Town hall meeting	Project team	Finance, Logistic	October 1	October 30	Carried out at least 3 Town hall meetings	Town Hall Meeting Reports	
		Training of political parties	Project team, IPAC	Facilitators, Logistics, Finance	June 15	June 19	Trained 30 political parties on disability inclusion in the state	Workshop Report	
		Training of judiciary personnel	Project team, Ministry of justice	Facilitators, Logistic, Finance	February 10	March 14	100 INEC, SIEC, Judiciary and Political parties capacity built.	Workshop Report, Case Report	
							At least 10 Persons with disabilities are able to access an inclusive judiciary system		
<b>EKITI STATE OFFICE</b>									
		Advocacy meetings with stakeholders	Project team	Finance, Logistic	January	December	15 Political parties, 8 agencies visited	Visit Report	
		Media sensitization	Producer, Presenter	Finance	January	December		Programme Clips	
		Organise Training workshops for key officers of INEC and SIEC on disability Inclusion	Project team	Finance, Logistic	January	March	Carried out at least 3 community outreaches in the state, 300 Persons with disabilities registered as voters.  150 to participate in political parties	Outreach report, INEC voter register, Political Party Register	
		Training of political parties	Project team, IPAC	Facilitators, Logistics, Finance	June 15	June 19	Trained 30 political parties on disability inclusion in the state	Workshop Report	
		Training of judiciary personnel	Project team, Ministry of justice	Facilitators, Logistic, Finance	August 10	August 14	100 INEC, SIEC, Judiciary and Political parties capacity built.  At least 10 Persons with disabilities are able to access an inclusive judiciary system	Workshop Report	
<b>FCT – ABUJA</b>									
		Advocacy meetings with stakeholders	Project team	Finance, Logistic	January	December	15 Political parties, 8 agencies visited	Visit Reports	
		Media sensitization	Producer, Presenter	Finance	January	December		Programme Clips	
		Town hall meeting	Project team	Finance, Logistic	April 5	April 30	Carried out at least 1 Town hall meetings	Town Hall Meeting Reports	

		Organise Training workshops for key officers of INEC and SIEC on disability Inclusion	Project team, Political parties, IPAC, INEC, JONAPWD	Finance, Logistic, document	October 1	October 30	Reviewed document	Reviewed Document Report	
		Development of Disability Manual	Project team, INEC, IPAC, JONAPWD	Facilitator, Finance, Material resources, manuals	February 17	February 19	Draft Disability Manual	Disability Manual Draft copy printed	
		Printing of Disability Manual	Project team	Finance	March 3	March 6	10,000 copies produced	Printed Copies of the Disability Manual Distributed to stakeholders	
		Training of judiciary personnel	Project team, Ministry of justice	Facilitators, Logistic, Finance	August 10	August 14	100 INEC, SIEC, Judiciary and Political parties capacity built.  At least 10 Persons with disabilities are able to access an inclusive judiciary system	Workshop Report	
PLATEAU STATE OFFICE									
	Albinism Rights Project	Capacity building workshop for Magistrates/Judges and law enforcement agencies	Project team	Finance, Facilitator, Logistic	March 1	March 31	150 teachers capacity	Workshop Reports	
		Media sensitization	Producer and presenter	Finance	January 31	December 31	Improved understand and reduced myths and misconceptions associated with albinism	Programme Clips	
		National Albinism day	Project team	Finance, Logistic, T-shirt	May 1	May 5	Organised a National Albinisms Workshop	Workshop Report	
		Monitoring and evaluation	Project team,	Finance	January	December	Carried out Monthly M&E activities	M&E Report	
		Develop and print IEC materials	Project team	Finance	March 1	June	Developed and Printed 1,000 IEC Materials	Printed Copies of IEC	
SIGHTSAVERS ABUJA									
	Inclusive Employment Opportunities for Persons with Disabilities	Train platform members on disability inclusive employment and relevance to their agenda	Project Team	Finance	February	May	Number of platform members trained	Attendant Sheet, Workshop Report	
		Train TVTE Centres on UNCRPD and SDGs	Project Team	Finance	February	May	Number of TVET centres trained, Number of people trained	Attendant Sheet, Workshop Report	
		Dialogue Series for Persons with disabilities on professional career part	Project Team	Finance	January	May	Number of male and female PWDs that attended the programme, Number of Higher Institutions attended the programme	Attendant Sheet, Workshop Report	
		Train HR Professional on disability inclusive employment	Project Team	Finance	January	June	Number of HR professionals trained Number of organisations trained	Attendant Sheet, Workshop Report	
		DPOs profile inclusive practices during annual workers day, Disability Day, international trade fair and other events organized by private sector employers	Project Team	Finance	February	June	Number of employers reached	Attendant Sheet, Workshop Report	



DEPARTMENT: FINANCE									
		Review & Documentation of Financial Processes Including Early Release of Imprest	Finance officer	Clearly define role, Adequate time, Accounting policies, retirement	January	December	Following due process, financial report that meets the donors requirement	Report	
		TAF 2021 Budgets	Finance officer/ management	Nil	January 15	January 17	A working budget developed	Developed budget printed	
		Training on Quick-BOOK Software Application	Finance	Resource persons, Laptop, Quick Book Application Software	Feb 17	Feb 21	Finance Officer trained	Training report	
		Input all financial records into the Quick Book Software Application	Finance	Laptop,	Feb 24	March 30	Quick book in use	Quick book in use	
		Review of Project Budgets	Finance and project team	Nil	June 25	June 28	Project budget reviewed	Project budget reviewed document	
		Quarterly Processes & Compliance	Finance	Nil	March 29	April 3	Compliance processes in place	Compliance document report	
		Quarterly Budgetary Tracking & Reporting	Finance	Nil	April 4	April 6	Expenses in compliance with the Budget	Budget tracking report	
		Review of Monthly Financial Statements	Finance	Nil	Monthly	Monthly	Financial statement in accordance with plan	Reviewed Monthly Financial Statements Report	
		Development of a 2020 & 2021 Work Programme	Finance	Nil	January 20	January 22	Developed 2020 & 2021 Work Programme	Developed 2020 & 2021 Work Programme printed	
DEPARTMENT: MONITORING AND EVALUATION									
		Project M & E Reports	M&E Officer	Finance, Hotel Accommodation, Vehicle, Flight	Monthly	Monthly	Monthly M&E project assessment report	Monthly M&E project assessment report	
		Review of Project Report	M&E Officer, Project team	Finance, Hotel Accommodation, Vehicle, Flight	Quarterly	Quarterly	Project Report reviewed document	Project Report reviewed document	
		Pre – Tracking of Work Plans	M&E Officer,	Nil	Monthly	Monthly	Work plans tracked and in tune with Action Plan	Work Plans	
		Review of Logframes, Risk Mitigants, Milestones & Timelines	M&E, Project team	Hotel Accommodation, Flights, Finance, Vehicle	June 10	June 15	Logframes, Risk Mitigants, Milestones & Timelines reviewed	Reviewed Logframes, Risk Mitigants, Milestones & Timelines printed	
DEPARTMENT: MEDIA AND COMMUNICATION									
		TAF Internal & External Communication Strategy	Management, Communication	Nil	February 3	February 10	TAF Internal & External Communication Strategy document	TAF Internal & External Communication Strategy document printed	
		TAF Website Restructuring	Communication	Internet Modem, personnel	February 17	February 28	TAF Website restructured and updated	TAF website	
		Social Media Set-Up & Campaign Programme	Communication	Internet Modem, personnel, Phone, Camera, laptop	February 10	February 14	TAF Social Media Platforms up and running	TAF Social Media Platforms	
		TV / Radio / Print Health / Talk Show / Features Programme	Communication	Finance	January	December	Weekly TV/Radio programme in place	Feedback report	
	NATIONAL ALBINISM DAY	Meetings with Media Houses and Government Agencies	Communication	Finance	May 5	May 5	Visited 5 Media Houses and 4 Government Agencies	Visit reports	

DEPARTMENT: ADMIN AND LOGISTICS									
		Monthly Staff Meetings in Head Office & States	CEO, Admin	Nil	1 <sup>st</sup> Monday of every other Month	Throughout the year	Improved efficient running of the office	Monthly meeting report	
		Board, CEO, Finance, Admin	Finance	March	November	Vehicles purchase and handed over to the offices	Receipts of purchase		
		Signposts for State Offices	Finance, Admin	Finance, personnel	January 17	February 5	Signpost placed in offices	Signpost placed in offices	
		Staff Insurance	CEO, Finance, Admin	Finance,	February 3	March 20	Staff Insurance in place	Staff Insurance Certificates	
		Staff Welfare Programmes	Management, Admin	Finance	January 30	February 30	Staff Annual leave schedule developed	Staff Annual leave schedule printed and pasted in all offices	
		Staff Study Leave	Management, Admin	Nil	January 30	February 30	Staff study leave schedule developed	Staff study leave schedule developed	
		Document Staff Job Specifications	Admin	Nil	January 30	February 15	Staff are well aware of their Job Specifications	Staff Job Specifications documented	
		Staff Work Load Assessment	Admin	Nil	Monthly	Monthly	Reduced staff work load	Reports of staff workload	
		Staff Review & Rightsizing	Management	Nil	July 10	July 15	Adequate number of staff maintained	Staff reviewed report	
		International Staff Attachment	Management, Admin	Nil	April 5	July 5	At least 2 staff undergo International attachment	Admin report document	
		Staff Training & Coaching Programme	Management, Admin	Finance, Resource persons, Hotel Accommodation, Projector	March	December	At least 4 staff trainings carried out this year	Training reports	
		Comprehensive Staff Training Needs Assessment	Management, Admin	Nil	Quarterly	Quarterly	Staff Training Needs Assessment Report	Staff Training Needs Assessment Report	
		Specialised Training For Project Management, Logframe etc.	Management, Admin	Finance, Resource persons, Hotel Accommodation, Projector, Hall, Vehicle	August 28	August 29	Specialised Training For Project Management, Logframe etc. carried out	Staff training report	
		TAF Thanksgiving	Staff and Coordinators	Finance, Vehicle	December 11	December 13	Attend Thanksgiving services by Head office and all the state chapters	Thanksgiving Report, Picture Clips, video clips	

# 12.0

## TAF ANNUAL BUDGET FOR 2021

### THE ALBINO FOUNDATION

#### BUDGETED INCOME AND EXPENDITURE FOR THE YEAR 2021

**Total** **Average**

	N	N	N	N	N	N	N	N	N	N	N	N	N	N
Starting Balance	83,070,467													
Total Income	4,445,697	2,000,000	500,600,000	17,100,000	13,750,000	547,800,000	23,790,000	7,600,000	118,414,678	12,863,000	23,289,560	9,626,000	1,281,278,935	106,773,245
Total Expenses	9,035,650	8,549,386	210,698,650	206,271,650	98,340,150	158,857,970	59,747,800	10,203,430	136,466,756	50,293,650	16,389,080	8,041,830	972,896,002	81,074,667
NET (Income-Expenses)	(4,589,953)	(6,549,386)	289,901,350	(189,171,650)	(84,590,150)	388,942,030	(35,957,800)	(2,603,430)	(18,052,078)	(37,430,650)	6,900,480	1,584,170	308,382,933	25,698,578
Projected End Balance	78,480,514	71,931,128	361,832,478	172,660,828	88,070,678	477,012,708	441,054,908	438,451,478	420,399,400	382,968,750	389,869,230	391,463,400		
	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	Total	Monthly Average
BUDGETED INCOME	N	N	N	N	N	N	N	N	N	N	N	N	N	N
United Nations Systems	3,025,697			2,500,000		3,000,000			3,035,660		1,700,000		13,261,357	1,105,113
CBM/ROLAC					5,000,000	19,000,000							24,000,000	2,000,000
IAB			500,000,000	12,000,000	4,000,000	6,000,000	8,000,000	3,600,000	7,800,000	7,800,000	7,800,000	7,800,000	564,800,000	47,066,666.67
PLANE Federal Govt. Of Nigeria		2,000,000			3,000,000	509,600,000		3,200,000		2,063,000			509,600,000	42,466,666.67
International Development partners			600,000				15,790,000		101,679,018		589,560	900,000	119,558,578	9,963,215
Sightsavers						5,200,000			4,500,000		5,500,000		15,200,000	1,266,667
DRF						4,500,000					6,500,000		11,000,000	916,667
MTN	1,000,000			1,100,000					1,400,000		1,200,000		4,700,000	391,667
Other Corporate Bodies	420,000				1,750,000			600,000				926,000	3,696,000	308,000
Individuals				1,500,000		500,000		200,000		3,000,000				
Total budgeted income	4,445,697	2,000,000	500,600,000	17,100,000	13,750,000	547,800,000	23,790,000	7,600,000	118,414,678	12,863,000	23,289,560	9,626,000	1,276,078,935	106,339,911
ESTIMATED PROGRAMME EXPENSES	N	N	N	N	N	N	N	N	N	N	N	N	Total	Monthly Average
Albinism Advocacy & Social Awareness					246,000	18,650,500					-		18,896,500	1,574,708
Albinism Health Care	1,500,000			1,500,000		2,500,000					2,500,000		8,000,000	666,667
Cancer treatment			189,000,000	201,000,000	78,000,000	45,700,000				45,700,000			559,400,000	46,616,666.67
Inclusive Education sponsorship	2,225,000					128,000,000	2,025,000		128,000,000				260,250,000	21,687,500
Programmes		5,888,736	18,460,000		12,893,500	4,746,670	3,985,600	5,045,780	3,234,556		7,545,780	3,654,180	65,454,802	5,454,567
Capacity Building and Empowerment	2,000,000												2,000,000	166,667
Total Estimated Programme Expenses	5,725,000	5,888,736	207,460,000	202,500,000	91,139,500	151,397,170	54,210,600	5,045,780	131,234,556	45,700,000	10,045,780	3,654,180	914,001,302	76,166,775
ESTIMATED ADMIN. EXPENSES														-
Vehicle Maintenance/Fuelling	289,500	289,500	289,500	289,500	289,500	289,500	289,500	289,500	289,500	289,500	289,500	289,500	3,474,000	289,500
Transport & Travel	189,000	189,000	456,000	460,000	168,000	118,000	201,000	890,000	35,000	456,000	1,101,100	-	4,263,100	355,258
Repairs & Incidentals	101,000		101,000		101,000			101,000		101,000		101,000	606,000	50,500
Printing & Stationeries	49,000	15,000	15,000		15,000	15,000	49,000		15,000	15,000		15,000	203,000	16,917
Telephone & Postage	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	600,000	50,000
Medical expenses	105,000			105,000			105,000			105,000		105,000	525,000	43,750
Utilities	60,000		60,000		60,000	60,000		60,000		60,000	60,000	60,000	480,000	40,000
Salaries/wages	2,011,150	2,011,150	2,011,150	2,511,150	2,911,150	3,411,150	3,411,150	3,411,150	3,411,150	3,411,150	3,411,150	3,411,150	35,333,800	2,944,483
Consultancy Services	350,000	-	150,000	250,000		3,411,150	1,325,550	250,000	1,325,550		1,325,550	250,000	8,637,800	719,817
Office rent					3,500,000								3,500,000	291,667
Others	106,000	106,000	106,000	106,000	106,000	106,000	106,000	106,000	106,000	106,000	106,000	106,000	1,272,000	106,000
Total Estimated Admin. Expenses	3,310,650	2,660,650	3,238,650	3,771,650	7,200,650	7,460,800	5,537,200	5,157,650	5,232,200	4,593,650	6,343,300	4,387,650	58,894,700	4,907,892
Total Expenditure	9,035,650	8,549,386	210,698,650	206,271,650	98,340,150	158,857,970	59,747,800	10,203,430	136,466,756	50,293,650	16,389,080	8,041,830	972,896,002	81,074,667



# 13.0:

## FINANCIAL STATEMENTS FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2020



**THE ALBINO  
FOUNDATION**

**Emeka Ene & Co**

(Chartered Accountants & Tax Practitioners) Abuja-Nigeria

## TABLE OF CONTENTS

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	PAGE
Corporate Information	56
Trustees' Report	57
Statement of Trustees' Responsibilities for the Financial Statements	59
Report of the Independent Auditors	60
Statement of Financial Position	63
Statement of Financial Performance	64
Statement of Changes in Equity	65
Statement of Cash Flows	66
Notes to the Financial Statements	67
Five Year Financial Summary	73

## CORPORATE INFORMATION

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**THE FOUNDATION:** The Albino Foundation is a non-profit making organization registered on April 16<sup>th</sup>, 2007 under the Companies and Allied Matters Act 2004 LFN as amended.

**REGISTERED OFFICE:** The Albino Foundation  
Plot 990 Sterling Boulevard  
Central Business District,  
Abuja, Nigeria.

**BANKERS':** Fidelity Bank Plc.  
Stanbic IBTC Plc.

TRUSTEES':	DESIGNATION
Prof. Vincent Anigbogu	Chairman
Prof. Douglas Anele	Vice Chairman
Barr. Gabriel Airewele	Secretary
Prof. Godswill Obioma	Member
Tony Epelle	Member
Amb.Uche Ajulu-Okeke	Member
Jake Epelle	Founder/CEO

**AUDITORS:** Emeka Ene & Co. (Chartered Accountants & Tax Practitioners)  
Alphacell Plaza, Plot 12, Ebitu Ukiwe Street, Off Mike Akhigbe Way, Jabi District Abuja.



# REPORT OF TRUSTEES' FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2020.

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The Trustees' present their report and the audited financial statements for the year ended 31<sup>ST</sup> DECEMBER 2020.

## PRINCIPAL ACTIVITIES

The principal activity of the Foundation is to advocate for equal treatment for the Albinos and to empower them in terms of education and skill acquisition.

## INCORPORATION AND COMMENCEMENT OF BUSINESS

The Foundation was incorporated on the 16th of April 2007 and commenced operations immediately.

## STATE OF AFFAIRS

In the opinion of the Trustees, the state of the Foundation's affairs is satisfactory.

## RESULT FOR THE YEAR

The foundation had a Deficit of N44,759,895 during the period.

## TRUSTEES'

The names of the directors who have held office during the year and at the date of this report are as follows:

Jake Epelle	Founder/CEO
Prof. Vincent Anigbogu	Chairman
Pro. Douglass Anele	Vice Chairman
Barr. Gabriel Airewele	Secretary

## REPORT OF TRUSTEES' (Continued) FOR THE YEAR ENDED 31<sup>st</sup> December 2020

### EMPLOYMENT POLICIES

The Foundation continues to maintain effective communication with all employees who, subject to practical consideration, are consulted on and involved in decisions that affect their current jobs or future prospects.

It is the policy of the Foundation to eradicate or minimize the exposure of its employees, customers or the public to unnecessary or unacceptable health or safety risks in the course of its operations.

### AUDITOR

**Emeka Ene & Co.** was appointed Auditor in accordance with section 357(2) of the companies and Allied matters Act, 1990, having indicated their willingness will continue in office as the Foundation's Auditor.

## STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2020.

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The Trustees' accept responsibility for the preparation and fair presentation of the financial statements which comprise of the statement of financial position, statement of financial performance, statement of cash flows, accompanying notes, five-year financial summary as set out on pages 8 to 20 in accordance with accounting policies determined by the Trustees and in the manner required by the Companies and Allied Matters Act of Nigeria

The Trustees further accept responsibility for maintaining adequate accounting records as required by the Companies and Allied Matters Act of Nigeria and for such internal controls as the Trustees determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement whether due to fraud or error.

The Trustees have made an assessment of the Foundation's ability to continue as a going concern and have no reason to believe the Foundation will not remain a going concern in the year ahead.

Signed on behalf of the Trustees' by:



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Chief Executive Officer



# INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE ALBINO FOUNDATION

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## Opinion

We have audited the accompanying financial statements of The Albino Foundation which comprises the statements of financial position as at 31 December 2020, the statement of comprehensive income, statement of changes in equity, statement of cash flows for the year then ended, a summary of significant accounting policies and other explanatory information set out on pages 12 to 18.

In our opinion, the financial statements present fairly, in all material respects, the financial position of The Albino Foundation as at 31 December 2020 and the financial performance and cash flow for the year then ended in accordance with the International Financial Reporting Standards, Companies and Allied Matters Act CAP C20 LFN 2004 and the Financial Reporting Council of Nigeria Act No 6, 2011.

## Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the auditors' responsibilities for the Audit of the Financial Statements section of our report. We are independent of the organisation in accordance with the requirements of the Institute of Chartered Accountants of Nigeria Professional Code of Conduct (ICAN Code) and other independent requirements applicable to performing audits in Nigeria. The ICAN Code is consistent with the International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## **Trustees' Responsibility**

The Trustees are responsible for the preparation of these financial statements in accordance with accounting policies as set out on pages 12 to 20 and in the manner required by the Companies and Allied Matters Act of Nigeria, for determining the acceptability of the basis of accounting, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

## **Auditor's Responsibility**

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation of the financial statements that gives a true and fair view to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Trustees, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

## Report on Other Legal and Regulatory Requirements

Compliance with the Requirements of Schedule 6 of the Companies and Allied Matters Act of Nigeria.

In our opinion, proper books of accounts have been kept by the organization, as far as it appears from our examination of those books and the organization's statement of financial position and statement of financial performance agree with the books of account.

FRC / 2016 / ICAN / 00000015619.



For:

Emeka Ene & Co. (Chartered Accountants)

ABUJA – NIGERIA

.....6/4....., 2021.

## THE ALBINO FOUNDATION STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 31 DECEMBER 2020.

	Note	2020 ₦	2019 ₦
<b>NON CURRENT ASSETS</b>			
Property, Plant and Equipment	2	12,915,181	14,982,136
Total Non Current asset		12,915,181	14,982,136
<b>CURRENT ASSETS</b>			
Inventory	3	123,150	12,015
Cash and Cash Equivalent	4	40,522,496	83,070,467
Receivables(staff loan)		1,500,000	-
Total current assets		42,145,646	83,082,482
<b>Total Assets</b>			
<b>CURRENT LIABILITY</b>			
Sundry Payables		(3,773,383)	(2,017,277)
Net Current Assets		38,372,263	81,065,205
<b>TOTAL ASSETS</b>		<b>51,287,444</b>	<b>96,047,341</b>
<b>FINANCED BY:</b>			
ACCUMULATED FUND	5	51,287,444	96,047,341

The financial statements were approved by the Board of Trustees on .....2021  
and signed on its behalf by:



Mr. Jake Epelle  
Chief Executive Officer

The notes on pages 12 to 18 forms integral part of this financial statements.



## THE ALBINO FOUNDATION STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2020.

		2020	2019
	Note	₦	₦
Revenue	6	29,020,979	94,045,151
Project/Other refund	9	(5,204,194)	-
Less: Project Execution Cost	7	(28,803,421)	(31,671,439)
		(4,986,636)	62,373,712
Less: Other project cost-advocacy&awareness	8	(1,193,735)	(20,092,663)
		(6,180,371)	42,281,049
Less: EXPENDITURE			
Administrative Expenses	9	(10,352,465)	(8,189,245)
Depreciation Charges	14	(5,077,354)	(4,776,314)
Maintenance Expenses	10	(1,281,674)	(1,008,955)
Staff Costs	11	(21,363,459)	(20,242,589)
Professional Services	12	(445,000)	(347,400)
Finance Costs	13	(59,573)	(39,371)
<b>Surplus/ (Deficit) for the year</b>		<b>(44,759,896)</b>	<b>7,677,175</b>

The notes on pages 12 to 18 forms integral part of this financial statements.

## THE ALBINO FOUNDATION STATEMENT OF CHANGE IN EQUITY FOR THE YEAR ENDED 31 DECEMBER 2020.

	Accumulated Fund ₦	Total Equity ₦
Balance as at 1st January 2018	42,802,257	42,802,257
Surplus for the year	45,567,908	45,567,908
Balance as at 1st January 2019	88,370,165	88,370,165
Surplus for the year	7,677,175	7,677,175
Balance as at 1st January 2020	96,047,340	96,047,340
Deficit for the year	(44,759,896)	- 44,759,896
<b>Balance as at 31st December 2020</b>	<b>51,287,444</b>	<b>51,287,444</b>

The notes on pages 12 to 18 forms integral part of this financial statements.

## THE ALBINO FOUNDATION STATEMENT OF CASH FLOW FOR THE YEAR ENDED 31 DECEMBER 2020.

		2020	2019
	Note	₦	₦
<b>Net cash flows from operating activities</b>	15	(42,362,844)	9,450,796
<b>CASHFLOWS FROM INVESTING ACTIVITIES</b>			
Acquisition of Property, Plant and Equipment		(3,010,399)	(1,078,155)
Interest on Investment		2,825,273	4,618,875
Net cash absorbed/provided		(185,126)	3,540,720
<b>CASHFLOWS FROM FINANCING ACTIVITIES</b>			
Increase/(Decrease) in Trustees Donations		-	-
Net cash absorbed/provided		-	-
Net Increase/(decrease) in cash and cash		(42,547,970)	12,991,516
Cash and cash equivalent as at 1st January		83,070,467	70,078,951
<b>Cash and cash equivalent as at 31st December</b>		<b>40,522,497</b>	<b>83,070,467</b>

The notes on pages 12 to 18 forms integral part of this financial statements.

# NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020.

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## GENERAL INFORMATION

### Reporting Entity

The Albino foundation is non-governmental organisation, registered in Nigeria on the 16<sup>th</sup> of April 2007 under the Companies and Allied Matters Act, 2004 LFN as amended and is domicile in Nigeria.

### STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The following are the significant accounting policies, which have been adopted by the Foundation:

## 1. General

### 1.1. Basis of preparation

The financial statements are presented in Nigeria Naira. The Financial statements of the Foundation are prepared under the modified cash basis convention, and in accordance with generally accepted accounting principles.

No adjustments have been made to reflect the impact on the financial statements of specific price changes or changes in the general level of prices.

### 1.2 Cash and Cash Equivalents

Cash and cash equivalents are defined as cash in hand, demand deposits and short-term highly liquid investment, readily convertible to known amounts of cash, and subject to insignificant risk of changes in value.



### **1.3 Non-current assets**

Depreciation is provided to write off the cost of the assets in equal annual instalments over their estimated useful lives at the following annual rates.

Furniture and fittings	-	10%
Office Equipment	-	10%
Motor Vehicles	-	20%

### **1.4 Receivables**

Bad debts are written off and specific provisions are made for debts considered doubtful of recovery as need arise.

### **1.5 Payables**

Payables are disclosed at their book values.

### **1.6 Taxation**

The Albino foundation is a non-governmental organisation involved in carrying out humanitarian activities in Nigeria. As such, its income is exempted (except commercial activities) from income Tax under section 23 of the Companies Income Tax Act (CITA) CAP 60 LFN, as amended till date.

### **1.7 Income Recognition**

Income from donor funds is recognised in the statements of financial activities only when there is certainty that all the conditions for receipt of the funds have been complied with, and that the relevant expenditure which is expected to follow has been incurred and charged to the statement of financial activities.

Interest income is recognised on cash basis.

### **1.8 Expenditure Recognition**

Expenses incurred in carrying out the projects and other activities of the organisation are recognised in the statement of financial activities during the period in which they are incurred.

## 1.9 Cash Flow Statement

The cash flow statement has been prepared using the Indirect method.

## 2. Schedule of Property, plant and Equipment

Cost/Valuation	Furniture & Fittings ₦	Office Equipment ₦	Motor Vehicle ₦	Total ₦
Cost at 1st January, 2020	2,640,500	4,071,155	26,025,744	32,737,399
Additions during the year	-	3,010,399	-	3,010,399
As at 31st Dec 2020	<b>2,640,500</b>	<b>7,081,554</b>	<b>26,025,744</b>	<b>35,747,798</b>
<b>DEPRECIATION</b>				
As at 1st Jan. 2020	1,789,750	2,455,215	13,510,298	17,755,263
Charges for the year	264,050	708,155	4,105,149	5,077,354
As at 31st Dec 2020	<b>2,053,800</b>	<b>3,163,370</b>	<b>17,615,447</b>	<b>22,832,617</b>
<b>NET BOOK VALUE</b>				
As at 31st Dec 2020	<b>586,700</b>	<b>3,918,184</b>	<b>8,410,297</b>	<b>12,915,181</b>
As at 31st Dec 2019	850,750	1,615,940	12,515,446	14,982,136

## 3. INVENTORY

Inventories comprises: stationeries, books & periodicals which are valued at the lower of cost or net realisable value.

	2020 ₦	2019 ₦
Stationeries	123,150	12,015
	<b>123,150</b>	<b>12,015</b>

## 4. CASH AND CASH EQUIVALENT

	₦	₦
IBTC - INVESTMENT	28,611,070	78,485,797
Bank Balance	11,911,426	4,584,670
	<b>40,522,496</b>	<b>83,070,467</b>

## 5. ACCUMULATED FUNDS

	₦	₦
Initial Funds	100,000	100,000
Additional Funds provided by Trustees	8,311,691	8,311,691
a	<b>8,411,691</b>	<b>8,411,691</b>
Surplus/Deficit B/F	87,635,649	79,958,474
Surplus/Deficit for the year	(44,759,896)	7,677,175
Surplus/Deficit C/F	42,875,753	87,635,649
b	<b>51,287,444</b>	<b>96,047,340</b>
a+b		

## 6. INCOME

		₦	₦
Foreign Grant (Project Support)	NOTE 5a	12,891,409	56,713,364
i. European Union Support for Democratic	NOTE 5b	13,287,997	32,682,312
Other Income	NOTE 5c	2,841,573	4,649,475
		<b>29,020,979</b>	<b>94,045,151</b>

**6a. Foreign Grant (Project Support)**

	₦	₦
European Union Support for	8,624,529	43,852,882
European Union Instrument for	-	261,058
European Union Support for Access	-	12,599,424
Disability Right Funds	4,266,880	-
	<b>12,891,409</b>	<b>56,713,364</b>

**6b. LOCAL GRANTS AND DONATIONS**

	₦	₦
ROLAC/CBM-IAAD	-	19,449,200
CBM/SiB- Low Vision Outreach	500,000	5,844,500
Head of Service Commission- Baseline Survey	2,422,250	2,422,250
Habila Malgwi	-	120,000
The BookNigeria Ltd	-	50,000
Sight Saver	6,467,147	249,947
Dr. Adedotun Sulaiman	1,000,000	1,000,000
Americare Medical Distribution Ltd	-	100,000
British-Support to ACT CSO partners to respond to COVID-19	829,200	-
European centre for Electoral support	200,000	-
Nido UK-Support	615,000	-
Adebimpe Femi-Gureje	375,000	-
Prof. Nimi Briggs-Support	30,000	-
COVID-19 Palliative support	637,000	-
New Era Junior Achievement, Comm., Sch. Asokoro	-	20,000
Sam Sam Jaja	-	50,000
Camera Studio Ltd	212,400	206,415
Senator Victor Ndoma- Egba	-	250,000
Gboyega Fatimilehin	-	100,000
Ms Chizoba Onuoha	-	300,000
Field Limited	-	1,500,000
Total E& AMP; p staff Cool Soc. Ltd	-	1,000,000
Ms Olchi Iwula	-	20,000
	<b>13,287,997</b>	<b>32,682,312</b>

**6c. OTHER INCOME**

	₦	₦
Subscription	1,300	15,600
Investment Investment	2,825,273	4,618,875
Miscellaneous	15,000	15,000
	<b>2,841,573</b>	<b>4,634,475</b>

**7. PROJECT EXECUTION COST**

	₦	₦
European Union Support for Access to	5,841,000	3,414,400
European Union Support for Democratic	11,696,890	13,937,542
Disability Right Fund- Implement, Visitation,	1,854,570	2,428,172
Australian High Commission- Baseline Survey	-	5,531,150
Education Grant/Scholarship	402,300	19,000
CBM/SiB Low vision Outreach	591,500	2,705,660
Head of Civil Service of Federation- Baseline Survey	1,500,000	3,635,515
Sightsavers- inclusion works Nigeria	4,764,031	-
COVID-19 pandemic in FCT	1,014,000	-
COVID-19 palliative support	480,000	-
Ivory AID ball-free cancer treatment fund	659,130	-
	<b>28,803,421</b>	<b>31,671,439</b>

**7a. EUROPEAN UNION SUPPORT FOR ACCESS TO SOCIAL SERVICES**

	₦	₦
Round Table	-	1,791,000
National Policy on Albinism	-	433,000
PAWS Media Sensitisation/awareness	-	1,000,000
National Council on Education	-	190,400
Albinism education handbooks	1,520,000	-
Project evaluation	795,000	-
Adapt Albinism core message	1,150,500	-
Advocacy visit education and health	243,400	-
Teacher and healthcare sensitisation	2132100	-
	<b>5,841,000</b>	<b>3,414,400</b>

**7b. EUROPEAN UNION SUPPORT FOR Democratic Governance in Nigeria**

	₦	₦
Baseline Survey and Administrative Expenses	-	2,669,578
Town Hall Meeting/Outreach	1,327,000	3,231,600
PWD/ Workshop	-	991,458
Election Training/Observaton	35,000	3,660,507
Stakeholders Learning/Documentation	-	2,414,000
Disability inclusion Radio Programme	4,300,000	970,400
PWD Electoral/Political training data fund	3,508,890	-
Advocacy visit	185,000	-
Outstation allowance	120,000	-
Key judiciary officer training	526,500	-
Disability inclusion manual review	1,694,500	-
	<b>11,696,890</b>	<b>13,937,543</b>

**8. OTHER PROJECT COSTS: ADVOCACY AND AWARENESS PROGRAMMES**

	₦	₦
International Albinism Awareness Day	947,835	19,733,463
Reinstatement of the Fress Skin cancer	31,000	61,000
National Policy on Albinism Press Conference	-	218,200
Community Outreach- Media	-	75,000
Radio Programmes	-	5,000
Media/Newspaper Advertisment	214,900	-
	<b>1,193,735</b>	<b>20,092,663</b>

**9. ADMINISTRATIVE AND GENERAL EXPRENSSES**

	₦	₦
Rent	3,433,333	1,600,000
Board Meeting Expenses	-	630,900
Honorarium	279,000	400,000
Cleaning, Fumigation and Sanitation Services	148,180	87,050
Municipal Levies	17,050	29,350
Donation	50,000	120,000
Security Services	150,000	90,000
Visitation	35,000	175,000
Research Expenses	-	70,000
Transportation and Travel	793,400	1,245,154
Printing and Stationeries	597,780	220,716
Communication Expenses	773,094	453,950
Courier Services	222,800	38,320
Television and Internet Subscription	802,358	116,100
Electricity and Water Charges	343,000	95,800
Fueling	1,037,900	1,071,180
Albinism Care Messages	-	1,176,000
Hospitality and Entertainment	438,730	305,125
Dismantling and Repair of new office	709,440	-
Office set up	256,800	-
Vehicle Comprehensive Insurance	264,600	264,600
	<b>10,352,465</b>	<b>8,189,245</b>



**10. REPAIRS AND MAINTENANCE EXPENSES**

	₦	₦
Maintenance of Motor Vehicle & Transport Equipment	-	649,155
Equipment	703,333	-
Software Maintenance	232,000	120,000
Other Maintenance Services	346,341	239,800
	<b>1,281,674</b>	<b>1,008,955</b>

**11. STAFF COSTS**

	₦	₦
Salaries and Wages	20,291,659	19,195,439
Welfare Packages	20,000	542,850
Local Training	1,051,800	504,300
	<b>21,363,459</b>	<b>20,242,589</b>

**12. PROFESSIONAL SERVICES**

	₦	₦
Audit Fees	200,000	200,000
Consultancy and Legal Services	245,000	147,400
	<b>445,000</b>	<b>347,400</b>

**13. FINANCE COSTS**

	₦	₦
Bank Charges	<b>59,573</b>	<b>39,371</b>

**14. DEPRECIATION CHARGES**

	₦	₦
Charges for the year	<b>5,077,354</b>	<b>4,776,314</b>

**15. CASH FLOW FROM OPERATING ACTIVITIES**

	₦	₦
Surplus/(Deficit) of Income Over Expenditure	(44,759,896)	7,677,175
Interest Income	(2,825,273)	(4,618,875)
Depreciation	5,077,354	4,776,314
	(42,507,815)	7,834,614

**Changes in Working Capital**

(Increase)/Decrease in Inventory	(111,135)	(12,015)
(Decrease)/Increase in Receivable	(1,500,000)	-
(Decrease)/Increase in Payable	175,610	1,728,196
(Decrease)/Increase in Audit Fees	-	(100,000)
	<b>(42,362,844)</b>	<b>9,450,795</b>

**16 Payables**

	₦	₦
FRCN-Radio programme	3,000,000	-
Eu- support for democracy in Nigeria	773,383	-
	<b>3,773,383</b>	-

## FIVE YEAR FINANCIAL SUMMARY

	2020	2019	2018	2017	2016
	₦	₦	₦	₦	₦
Property, Plant and Equipment	12,915,181	14,982,136	18,680,295	1,884,550	2,400,717
Net Current Assets	38,372,263	80,865,205	69,689,870	40,917,707	3,857,722
<b>Net Assets</b>	<b>51,287,444</b>	<b>95,847,341</b>	<b>88,370,165</b>	<b>42,802,257</b>	<b>6,258,439</b>
<b>Accumulated Fund</b>	<b>51,287,444</b>	<b>95,847,341</b>	<b>88,370,165</b>	<b>42,802,257</b>	<b>6,258,439</b>
Total Income	29,020,979	94,045,151	124,154,374	53,608,537	125,069,173
Total Expenses	(73,780,875)	(86,367,976)	(78,586,466)	(17,064,720)	(141,533,194)
<b>Surplus/(Deficit) of Income</b>	<b>(44,759,896)</b>	<b>7,677,175</b>	<b>45,567,908</b>	<b>36,543,817</b>	<b>(16,464,021)</b>
<b>Over Expenditure</b>					



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## PARTNERS WITH TAF

