



Malawi Government

***NATIONAL ACTION PLAN ON PERSONS WITH
ALBINISM IN MALAWI***

2018 - 2022

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The National Action Plan on Persons with Albinism has been developed in consultation with various stakeholders from the public and private sectors. It is intended to guide national efforts to promote and protect rights of persons with albinism in Malawi.

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ABBREVIATIONS

APAM	-	Association of Persons with Albinism in Malawi
CEDAW	-	Convention on the Elimination of All Forms of Discrimination Against Women
CRC	-	Convention on the Rights of a Child
CRPD	-	Convention on the Rights of Persons with Disabilities
CSOs	-	Civil Society Organizations
DPOs	-	Disabled Peoples Organizations
DPP	-	Director of Public Prosecutions
DPs	-	Development Partners
HIS	-	Household Integrated Survey
IAAD	-	International Albinism Awareness Day
MDAs	-	Ministries, Departments and Agencies
MGDS	-	Malawi Growth and Development Strategy
MHRC	-	Malawi Human Rights Commission
MoU	-	Memorandum of Understanding
MPS	-	Malawi Police Service
NGO	-	Non-Governmental Organization
SDGs	-	Sustainable Development Goals
TAAM	-	The Albino Association of Malawi
UDHR	-	Universal Declaration of Human Rights
UN	-	United Nations
UNICEF	-	United Nations Children’s Fund
VSLAs	-	Village Savings and Loans Associations

PREFACE

Government of Malawi is very committed to ensure that everybody lives a decent life, free from any form of discrimination, torture, exploitation and violence. The Constitution of the Republic of Malawi, Section 20, guarantees protection of every Malawian from any form of discrimination regardless of, among other things, color, age, sex and disability. In line with this, several laws have been passed to protect some sections of the population that are vulnerable to discriminatory practices and the propagation of such practices. One such law is the Disability Act of 2012.

Malawi has lately witnessed gross human rights violation of persons with albinism. The violence has been serious, highly prevalent and deeply entrenched resulting into widespread discrimination against this population across the country. In an effort to address the problem, the Government of Malawi through the Ministry of Gender, Children, Disability and Social Welfare (MoGCDSW) has developed the National Action Plan on Persons with Albinism.

The Action Plan succeeds the National Response Plan to Albinism Atrocities. It provides a comprehensive, multi-sectoral and sustained blueprint for ending violence against men, women, boys and girls with albinism and ensuring that they equally enjoy their rights and are fully included in the development of the society. The Action Plan presents prioritized areas of interventions that sectors will have to undertake to realize this cause. Similarly, it intends to inform and guide the Government and all development partners in the allocation of resources and provision of support to ensure that rights of persons with albinism in the country are fully promoted and protected.

The Action Plan has identified and outlined 7 priority areas to protect and promote rights of persons with albinism in line with other national, regional and international human rights instruments. The identified areas focus on promoting security and protection of persons with albinism, ensuring responsive and inclusive legal and policy frameworks on albinism issues, and ensuring equal access to social services such as health and education.

Successful implementation of the Action Plan is possible with good collaboration, coordination and involvement of persons with albinism during planning, implementation and monitoring of all interventions. I believe that the commitment which all stakeholders displayed during the implementation of the National Response Plans to Albinism Atrocities provides a good foundation for this Action Plan. All persons with albinism in this country deserve a better life. My plea to all Malawians, our stakeholders and development partners is that we should fully support and align our efforts in the implementation of this Action Plan. This document has been developed to bring all of us together to jointly promote and protect rights of persons with albinism. I believe that

together we can successfully bring to an end discrimination and violence against persons with albinism in Malawi.

I would like to thank all the stakeholders who worked hard to have this Action Plan in place. In particular I would like to thank the UN Family in Malawi especially UNICEF and UNWomen for their financial and technical support.

A handwritten signature in purple ink, appearing to read 'Kalilani', with a horizontal line above it.

Honourable Dr. Jean A.N. Kalilani, M.P.

MINISTER OF GENDER, CHILDREN, DISABILITY AND SOCIAL WELFARE

ACKNOWLEDGEMENTS

The National Action Plan on Persons with Albinism is a product of many dedicated hours, efforts and contributions from individuals and stakeholders, committed to end discrimination and violence against persons with albinism.

The Ministry of Gender, Children, Disability and Social Welfare would like extend its sincere gratitude to the various representatives from Government Ministries, Department and Agencies (MDAs), Human Rights Institutions, Civil Society Organizations (CSOs), Academia, Non-Governmental Organizations (NGOs), Development Partners (DPs) and all respective individuals for their valued inputs and participation in various meetings and workshops that led to the development of this Action Plan.

The Ministry would like to thank the Department of Disability and Elderly Affairs for leading and coordinating the development process, in particular Mr. Felix Sapala, Joshua Mkwelhiwa and Willards Muwawa. Additional acknowledgements go to the Association of Persons with Albinism in Malawi (APAM) for providing technical guidance and being part of the whole process. In particular, I would like to thank the National Coordinator, Mr. Boniface Massah, the President, Mr. Overstone Kondowe, and Chimwemwe Mungomo.

In addition, I wish to thank the following individuals for being part of the team that developed the document: Leon Matanda (Citizen Alliance), Ezra Gondwe (Malawi Human Rights Commission), James Mbale (Malawi Police Service) and Thandiwe Bwanamdoko (UNWomen).

Finally, my profound gratitude goes to the UN Family in Malawi particularly, UNICEF and UNWomen for the financial and technical support that facilitated the development and production of this document. I recognize the dedication and support from Habiba Osman and Limbani Msiska (UNWomen) during the development process of this Action Plan and implementation of the Response Plan.



Esmie T. Kainja PhD

SECRETARY FOR GENDER, CHILDREN, DISABILITY AND SOCIAL WELFARE

1.0 BACKGROUND

1.1 Overview of the situation of persons with albinism

Albinism is a relatively rare, non-contagious, genetically inherited condition that affects people worldwide regardless of ethnicity or gender. It results from a significant deficit in the production of melanin and is characterized by the partial or complete absence of pigment in the skin, hair and eyes. The proportion of persons with albinism in the world varies by region. For instance, in Sub-Saharan Africa, the estimated frequency ranges from 1 in 5,000 to 1 in 15,000, with particular subgroups in southern Africa exhibiting prevalence rates of 1 in 1,000¹.

Persons with albinism are equally recognized and protected by international human rights instruments as any other person. This normative protection covers all their fundamental human rights, including the right to life, association, physical integrity, liberty and security, the right to the highest attainable standard of physical and mental health and the right to an adequate standard of living. Such protection can be found in the Universal Declaration of Human Rights, Convention on the Rights of Persons with Disabilities as well as the International Convention on the Elimination of All Forms of Racial Discrimination, (which prohibits “racial discrimination” on the basis of colour), the Convention on the Rights of a Child and the Convention on the Elimination of All Forms of Discrimination against Women, which prohibit harmful practices.

Despite having been a part of the society from time immemorial, most persons with albinism are still facing prejudice and stigmatisation, as well as multiple and intersectional forms of discrimination on the basis of their skin colour. This prevents them from exercising their economic and social rights, forcing them into isolation. Their living conditions continue to be characterized by limited access to basic social services thereby disproportionately being affected by poverty. Persons with albinism have also limited life expectancy, owing to their high vulnerability to skin cancer. Myths and misconceptions about the albinism condition and persons with albinism are profound due to limited knowledge about them among the general public. There are also cases of self-stigma and poor health seeking behaviors among persons with albinism in most African countries. Studies and evidence have shown that whilst the ratio of abuse, discrimination and exclusion among persons with albinism has increased, the number of women and girls affected is on the higher side².

¹ UN Independent Expert on Albinism Report for Malawi

² APAM Strategic Plan (2017-2021)

As regards access to education, school environments are becoming unsafe for learners with albinism especially where there are no security measures in place to protect them. In some schools, learners with albinism are discriminated against by both their peers and some teachers. Whereas in other areas learners have to travel long distances in the sun to school, learning outside classrooms under a tree. This has culminated into some learners with albinism at times not attending classes while others completely dropping out of school.

Generally, insecurity, health (skin cancer) and poverty top the list of challenges facing persons with albinism.

In Malawi, there is little available information and data on persons with albinism, however, their population is estimated at 10,000 people. Majority of them fall under the population that is below poverty line of 52% (IHS, 2006).

The Association of Persons with Albinism in Malawi (APAM), is a Non-governmental Organization (NGO) and Disabled Peoples' Organization (DPO) established in 1994 as The Albino Association of Malawi (TAAM). The Association aims to create equitable, enterprising, violence-free and healthy communities towards the improvement of lives and conditions of persons with albinism. In summary, it lobbies and advocates for inclusion, respect, promotion and protection of the rights of persons with albinism in the country.

The Department of Disability and Elderly Affairs in the Ministry of Gender, Children, Disability and Social Welfare is a Government machinery that is mandated to coordinate and monitor implementation of all disability programmes that includes albinism related programmes. It aims to promote the quality of life of all persons with disabilities and ensure that they participate fully in all spheres of socio-economic development of the country by providing policy direction on disability issues and facilitate disability mainstreaming within public and private sectors.

As some countries in the southern and eastern Africa, Malawi has registered cases of attacks against persons with albinism over the past four years. There has been a steady increase and gross human rights violations of persons with albinism in form of abductions, killings and exhumation of their remains for body parts.

The country has so far registered close to 145 perpetrated crimes against persons with albinism from 2014 reported from 21 districts. The cases involve, among others about 20 murder, 2 attempted murder, 15 cases where the accused were found in possession of human bones or tissue, 16 abduction cases, 45 cases involving tampering with graves, 4 cases of assault causing bodily harm, 16 cases involving other negative conduct, 1 case involving suicide and 1 case involving conspiracy to commit murder. According to UN

System in Malawi³, 72% of the victims of atrocities are children while 28% comprise adults. Generally, children and women are the common targets and victims.

The districts reporting the highest cases are the ones bordering Malawi and Mozambique⁴. Out of the reported cases, 37 have been prosecuted, while 35 are reported cases against unknown suspects, and 25 cases are still under police investigations.

1.2 National response to albinism atrocities

1.2.1 National Response Plan

Government developed and adopted the National Response Plan on Albinism Atrocities in February, 2015. It was developed as an operational plan to guide all national initiatives aimed at addressing perpetrated attacks on persons with albinism in a concerted way. It also aimed to act as a resource mobilization tool for all national efforts to end the atrocities. The response plan signified national political and policy commitments and frameworks, respectively, to end the high level of human rights violations perpetrated against persons with albinism.

In order to achieve its intended purpose, the plan focused on the following six strategic intervention areas: Education, awareness raising and training; Internal Security; Investigative Research, Human Rights Monitoring and Reporting; Administration of Justice and Victim Assistance; Legislation; and Empowerment of persons with Albinism through APAM. These strategic intervention areas were expected to intensify awareness on albinism issues including rights of persons with albinism in order to change mindsets and foster behavior change among affected communities and the general public; intensify the security of persons with albinism at community level; establish the root cause of the atrocities including possible syndicate that might span across the borders of Malawi and ensure continued monitoring and reporting on human rights abuse of persons with albinism; ensure speedy and fair administration of justice on perpetrators of attacks; provide support to victims of the attacks for reintegration into the communities; promote a responsive/ conducive legal environment that promotes the protection and fulfilment of the rights of persons with albinism; and build capacity of APAM to effectively advocate for the rights of persons with albinism in the country.

1.2.2 Implementation and outcomes of the Response Plan

The Government of Malawi in collaboration with various stakeholders, local and international, has been implementing measures to end the atrocities. Interventions

³ UN Family in Malawi through UN Women is implementing a project on protecting the rights of persons with albinism under Human Rights Window.

⁴ Machinga, Mangochi, Zomba, Mulanje, Nsanje

significantly reduced cases of attacks since 2015 and most reported cases have been less serious, including tampering with the graves and name calling. Although still not sufficient, Malawi has registered positive change as well as impressive results in many areas of interventions as follows:

1.2.2.1 Institutional arrangements

Government instituted a multisectoral National Technical Committee on Abuse of Persons with Albinism in Malawi. The committee has been meeting and discussing with all concerned stakeholders on implementation of agreed initiatives and strategies to end the increased and gross violations of human rights of persons with albinism.

1.2.2.2 Awareness raising

Starting from 2015 Malawi adopted the 13th of June as International Albinism Awareness Day (IAAD) and in 2016 His Excellency the State President, led the nation to commemorate the Day.

In addition, Government in collaboration with various stakeholders has been implementing a multimedia awareness programme to educate and sensitize the general public on albinism issues in the country.

1.2.2.3 Capacity building and law reforms

Government undertook measures to ensure efficiency and effectiveness in administration of justice. Police prosecutors and magistrates across the country were trained in prosecuting cases of atrocities against persons with albinism. Other measures include review and revision of the Penal Code and the Anatomy Act to make provisions for new crimes and stiffer penalties; appointment of a Special Prosecutor on crimes against persons with albinism within the office of the Director of Public Prosecution (DPP); a Practice Direction that all albinism related cases must solely be handled by professional magistrates; and development of a handbook for prosecutors, magistrates and judges to guide prosecution of cases involving persons with albinism.

1.2.2.4 Human rights monitoring and investigative research

The Malawi Police Service continued to investigate cases and arrest suspects. A number of suspects were arrested and some were successfully convicted and sentenced. The Malawi Human Rights Commission (MHRC) has been following up and continued investigating reported cases of human rights violation against persons with albinism in various districts of the country⁵. In 2016, Government of Malawi invited the UN

⁵ The UN has provided support for investigations and prosecutions

Independent Expert on Albinism who visited the country to perform duties that fall within the mandate of her office.

Government also conducted a survey⁶ to establish the root cause and magnitude of the atrocities. Findings of the survey have helped to implement evidence-based interventions.

1.2.2.5 Strengthening of community protection and cross boarder systems

The Malawi Police Service increased patrols in high risk areas. Community policing structures in rural areas were trained and empowered with items such as bicycles, torches, whistles, and other equipment so that they can respond to any attacks.

The Government of Malawi has established working collaborations with neighboring countries of Mozambique and Tanzania in order to deal with cross boarder cases of attacks. Memorandums of Understanding (MoUs) and plans of actions were drawn up.

1.2.2.6 Other measures

Other notable undertakings include the placement of learners with albinism in schools with boarding facilities where the Police are providing security; mapping of persons with albinism across the country to identify their population size and where they live in order to arrange for proper security measures; undertaking of assessment of housing conditions and provision of psycho-social support to victims of attacks and their families by Social Welfare Officers.

1.3 The national action plan on persons with albinism in Malawi

The National Action Plan on Persons with Albinism succeeds the National Response Plan on Albinism Atrocities (February 2015). The Action Plan intends to facilitate effective and coordinated implementation of all national albinism and related programmes and activities in Malawi in the next 4 years.

The Action Plan is a product of a highly consultative process involving a broad range of stakeholders. As such, it represents a national view on how to address challenges that persons with albinism are facing in the country. This Action Plan develops from successes and lessons that have been learnt from the implementation of the National Response Plan which include:

- 1) The importance of utilizing existing policies, programmes, practices, laws and structures and not introducing new or specifics. However, strengthening or empowering/ amending them (mainstreaming approach) has proved appropriate.

⁶ Chavuta, A, Chiwaya, S and Mankhwazi, M (2016) An Investigate Research on Abductions, Killings, and Exhumation of Remains of Persons with Albinism in Malawi

- 2) The use of multisectoral implementation approach to the interventions. Each stakeholder uses its comparative advantage to undertake identified interventions.
- 3) Coming up with interventions that are realistic, sustainable and have long lasting effects or impact.

2.0 LINKAGE WITH INTERNATIONAL, REGIONAL AND NATIONAL POLICY AND LEGAL FRAMEWORKS

The National Action Plan on Persons with Albinism is informed by a number of instruments across the globe, region and locally.

2.1 International and regional instruments

At the international and regional levels, the plan is guided by Regional Action Plan on Albinism in Africa (2017 to 2021); draft Cross-Border Cooperation Plan on Preventing and Combating Trafficking and the Protection of Persons with Albinism in Malawi, Tanzania and Mozambique; the Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa; African Charter on the Rights and Welfare of the Child; UN Convention on the Rights of Persons with Disabilities (CRPD); UN Convention on the Rights of a Child (CRC); Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW); Universal Declaration of Human Rights (UDHR) and the 2030 Sustainable Development Goal Agenda adopted by the UN Member States in 2015 among others. These instruments call for member states to put in place and implement measures that protect and promote human rights including rights of persons with albinism. Member states are obligated to safeguard rights of vulnerable groups within their countries. The African Regional Plan of Action on Albinism specifically recommends collaboration of countries in combating the violation and persecuting of persons with albinism. It also calls for prompt and impartial trial of perpetrators and swift investigations on cases. While the Sustainable Development Goals (SDGs) aims at leaving no one behind.

2.2 National instruments

At the national level, the Plan is guided by various instruments including the Republican Constitution, which explicitly guarantees the protection of persons with disabilities including those with albinism from any form of discrimination, be it implied or specific and provides for equal enjoyment of human rights of all citizens. Other instruments include the Penal Code, Disability Act (2012), Gender Equality Act (2013), Trafficking in Persons Act (2016), Education Act (2015), Child Care, Protection and Justice Act (2010), the National Policy on the Equalization of Opportunity for Persons with

Disabilities (2006), National Disability Mainstreaming Strategy (2018-2023), National Strategy on Inclusive Education (2017-2021), the National Health Sector Strategic Plan (2011-2016), and the Malawi Growth and Development Strategy (MGDS) III (2017-2022).

3.0 KEY GUIDING PRINCIPLES⁷

The National Plan of Action on Persons with Albinism is guided by the following principles based on various international, regional and national instruments, in particular Article 3 of the CRPD:

- i. Respect for inherent dignity, individual autonomy, including the freedom to make one's own choices
- ii. Non- discrimination⁸
- iii. Full and active participation
- iv. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity
- v. Equality of opportunity
- vi. Accessibility
- vii. Equality between men and women
- viii. Respect for the evolving capacities of children with disabilities and respect for their rights

4.0 FOCUS AREAS FOR THE NATIONAL PLAN OF ACTION ON PERSONS WITH ALBINISM

4.1 Civic education, awareness raising and training

This is key to addressing deep-rooted and culturally-entrenched beliefs, myths and misconceptions about albinism. A number of strategies will be used in order to educate

⁷ The overarching aim behind the principles, as pinned further by the SDGs, is to “*leave no one behind.*”

⁸ In order to promote equality and eliminate discrimination, States shall take all appropriate steps to ensure that reasonable accommodation is provided (Article 5(3) of the CRPD)

the public on albinism, change mindset and influence positive behavior among communities towards persons with disabilities. The media and education system will be key considering the role they play in reporting and shaping public perceptions on various issues.

Objective(s):

- 1) To foster attitudinal and behavior change for inclusion of persons with albinism in the society
- 2) To influence positive reporting among the media

Strategies:

- a) Undertaking multimedia albinism awareness campaigns
- b) Capacity building of different cadres and structures including persons with albinism and their families (particularly parents and guardians of children with albinism) on albinism and human rights.
- c) Building capacity of the media on albinism, human rights and inclusive reporting.
- d) Enhancing socialization of children on albinism issue.
- e) Publicizing the National Plan of Action on Persons with Albinism.

4.2 Administration of justice and support of victims of attack

The prevailing legal and policy framework and the incumbent administrative efficiency of the Legal System in Malawi have been key in the general case management and administration of justice in the country.

It is important therefore to transform the Legal and Policy Framework and the dispensation of justice in general to respond favorably to perpetrated crimes and permanently end violence against persons with albinism so that they equally enjoy their rights.

Objective(s):

- 1) To review and establish an efficient and effective legal and policy framework that will comprehensively address violence against persons with albinism for full enjoyment of their rights
- 2) To put in place legal and policy frameworks including systems for long term support services to victims of attacks and their families

Strategies:

- a) Ensuring timely prosecution of criminal cases

- b) Providing support services to all victims of attacks and their families, those who suffered from attacks including reintegration into the communities
- c) Reviewing and where possible developing relevant policy and legal frameworks and related matters to respond to crimes against persons with albinism

4.3 Safety and security of persons with albinism

The Malawi Police Services is instrumental in the provision of public safety and security of all people in the country and the protection of their human rights. In order to address attacks on persons with albinism in the country, the Police has been undertaking preventive and reactive measures.

Preventive measures aims to avoid criminal act from happening, while reactive measures are interventions that are undertaken after a criminal act has happened to bring to justice the offenders, take appropriate measures to compensate the victims, and avoid re-occurrence. Further, reactive measures are aimed at assuring the society of their security. In the current Plan, the Police will continue implementing these measures in order to completely end attacks.

Objective(s):

- 1) To prevent violence and crimes against persons with albinism in their communities
- 2) To enhance protection of rights of persons with albinism in the country

Strategies:

- a) Establishing and managing a database on reported cases and locations of persons with albinism in the country
- b) Improving police visibility across the country, especially in prone areas
- c) Engaging the public on matters of safety and security of persons with albinism
- d) Strengthening of community protection systems across the country
- e) Ensuring and enhancing security of persons with albinism at household and individual levels
- f) Ensuring timely and thorough administration of justice

4.4 Human rights monitoring, reporting and research

Human rights monitoring, reporting and research are key in collecting data on trends, holding the authorities to account and checking the appropriateness and effectiveness of existing policies, programmes and legislations. Similarly, they help in determining the

relevance and capacity of implementing institutions as regards the protection and promotion of human rights. In this current Plan, human rights monitoring, reporting and research will therefore help in collecting accurate and up-to-date data on albinism issues, which will inform the review and development of appropriate and effective legislation, policies and programmes intended to address human rights violations against persons with albinism in the country.

Objective(s):

- 1) To improve quality of data on albinism and establish the root cause of the attacks
- 2) To enforce implementation of human rights instruments in the country for effective protection and promotion of rights of persons with albinism
- 3) To improve provision of services for persons with albinism in the country

Strategies:

- a) Undertaking surveys and research on albinism and related issues to inform interventions
- b) Identifying the root causes of attacks and/or other human rights violations against persons with albinism
- c) Monitoring the implementation of laws, policies and programmes that are aimed at protecting and promoting rights of persons with albinism
- d) Monitoring institutions that provide services to persons with albinism on their compliance with human rights standards
- e) Assessing the protection and promotion status of human rights of persons with albinism in Malawi
- f) Producing comprehensive periodic reports on the situation of persons with albinism in the country including progress on implementing the Regional Action Plan

4.5 Mainstreaming and empowerment of persons with albinism

One of the greatest challenges facing persons with albinism is stigma. This has led to their social isolation and discrimination. Mostly, such societal discrimination and negative attitudes arise from misconceptions, stereotypes and folklore that have no basis.

Programmatically, persons with albinism also often fall between the cracks. Mainstream development programmes rarely include men and women with albinism. Programmes targeting disability populations, where these exist, are often not inclusive, concentrating

on those with other types of disabilities either in schools, employment or access to social services, among others. In general, few mainstream and disability specific programmes address the unique social, psychological, health, educational and economic needs of persons with albinism. As such, there has been little support resulting into aggravated poverty and vulnerability because of limited opportunities for skills development and employment among other things.

The current Work Plan aims to establish a strong, sustainable, organized and empowered community of persons with albinism in Malawi, able to live independently and being included in the community. Further, it intends to combat all forms of stigma and human rights violations against them. Mainstreaming being a process, the Plan will ensure continued orientation and advocacy with all sectors to include issues of persons with albinism in their respective policies, plans and programmes. Capacity of implementing partners will continue to be strengthened so that they effectively mainstream albinism issues.

Objective(s):

- 1) To increase visibility and participation of persons with albinism in social and public life
- 2) To increase household incomes of persons with albinism through participation in different enterprises
- 3) To build capacity of sectors at all levels to mainstream issues of persons with albinism

Strategies:

- a) Building capacity of all APAM structures including management and leadership to effectively monitor, lobby and advocate
- b) Promoting visibility and participation of persons with albinism in social and public life
- c) Lobbying with employers for decent work for persons with albinism
- d) Putting in place economic empowerment programmes for persons with albinism
- e) Promoting inclusion of albinism issues in sectoral policies, plans and programmes and all levels on national development
- f) Developing programme(s) to address multiple and intersecting discrimination faced by persons with albinism

4.6 Access to affordable and quality health care services

Every human being has the right to access affordable and quality health care services. This right, however, has not been equally enjoyed by persons with albinism in Malawi and elsewhere especially in developing countries. Due to a number of factors including poverty, the majority of persons with albinism have little or no access to affordable and quality health care services that meet their health needs.

Because persons with albinism lack melanin in their bodies, it makes them more vulnerable to skin cancer and gradual loss of sight since their eyes are more sensitive to bright light. As a result, it is life threatening for the majority of person with albinism in Malawi because they have limited access to protective supplies such as sunscreen lotion, umbrellas, spectacles, hats and long sleeve clothing. Similarly, services such as dermatology and ophthalmology are almost nonexistent in most health facilities except central hospitals. The Action Plan therefore will ensure that persons with albinism in the country have access to affordable and quality health care services that meet their health needs.

Objective(s):

To improve access to affordable and quality health services among persons with albinism at all levels

Strategies:

- a) Supporting the establishment of a local production unit of sunscreen lotion
- b) Producing and Procuring assistive devices for use by persons with albinism
- c) Building capacity of health workers such as midwives and nurses on issues of albinism
- d) Providing counseling support to parents, guardians and family members of children with albinism
- e) Providing rehabilitation and post attack health care services to victims of attack
- f) Providing dermatology and ophthalmology services to persons with albinism to address skin cancer and vision related challenges

4.7 Access to equitable and quality education

Children and young people with albinism in most African countries including Malawi are vulnerable in many ways in terms of access to education. Firstly, they have sight problems making them fall into the category of learners with visual impairments. As such, they require some special attention for them to benefit from mainstream education.

Secondly, their striking difference in appearance, looking ‘white’ in a black population, makes them the target of bullying and name-calling. Thirdly, due to their vulnerability to developing sores on their skin, they have to wear long sleeved clothing to protect them from scorching sun. However for primary school going learners, the code of practice for uniforms does not promote putting on hats, trousers or even long sleeved shirts for boys. Consideration to wear protective clothing is solely at the mercy of school management.

Since the onset of atrocities against persons with albinism in Malawi, school environments have become unsafe as they have been perceived as providing the ground for easy abduction of learners with albinism. As a result, most learners with albinism are not attending classes while others have completely dropped out of school. This has resulted in children with albinism being more unlikely to enjoy their right to education. There is need, therefore, to put in place safety mechanisms in schools and colleges otherwise it is a recipe for high levels of unemployment among persons with albinism in future.

The Plan therefore will ensure that the challenges facing learners with albinism to access education are addressed by putting in place measures that will end discrimination and provide protection within the school environment and encourage equitable access to education.

Objective(s):

- 1) To increase school attendance of learners with albinism
- 2) To ensure that education system at all levels accommodates the needs of persons with albinism

Strategies:

- a) Strengthening security of learners with albinism both at school and en route
- b) Promoting inclusion of learners with albinism into mainstream schools with boarding facilities and put in place measures for reasonable accommodation
- c) Promoting attitudinal change among peers and teachers in schools
- d) Mainstreaming albinism issues into teacher-training curricula
- e) Promoting inclusion of issues of children with albinism in Early Childhood Development (ECD) programmes

5.0 MODALITIES FOR EFFECTIVE COORDINATION AND IMPLEMENTATION OF THE PLAN

Government through the Ministry of Gender, Children, Disability and Social Welfare will oversee the implementation of the Plan. The Director of Programmes in the Department of Disability and Elderly Affairs will jointly coordinate implementation of this Action Plan with National Coordinator of APAM. Considering the crosscutting nature of the issues surrounding albinism, all stakeholders from public and private sector including civil society organizations, development partners, and the general public will have a vital role to play in the implementation process.

Implementation and coordination will also utilize existing coordination and implementation structures, particularly the National Technical Committee on Albinism Issues in Malawi⁹. The Committee meets and discusses with concerned stakeholders on interventions and strategies for implementation to end violence against persons with albinism. In this Action Plan, the Committee will be undertaking the following functions:

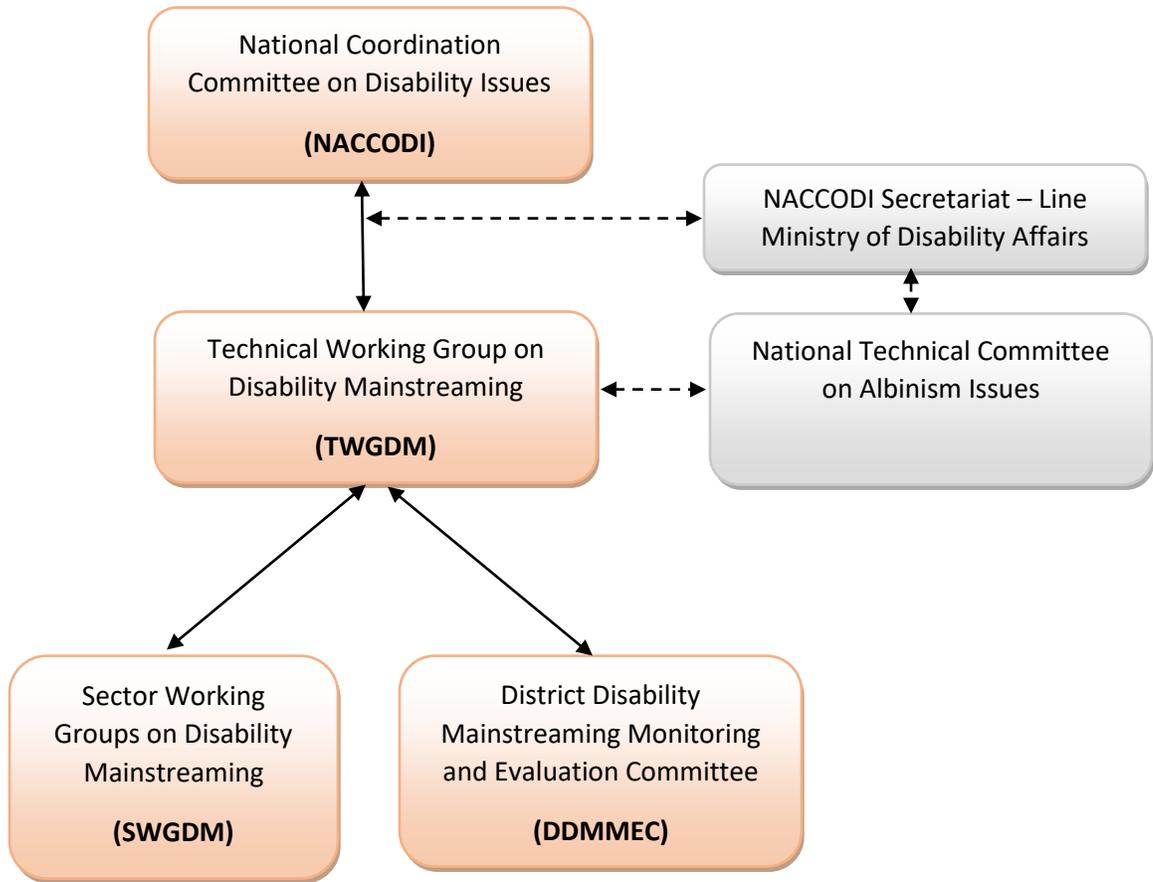
- 1) Recommend for the development, reviewing and/or amendment of policies, laws and some procedures to ensure that they are adequately addressing issues of persons with albinism
- 2) Coordinate and recommend development and adoption of programmes and activities aimed at promoting and protecting rights of persons with albinism
- 3) Oversee implementation of programmes and activities for persons with albinism by receiving and discussing progress reports from various implementing partners
- 4) Recommend to Government and Development Partners for adoption and funding of interventions aimed at ending discrimination and violence against persons with albinism in the country
- 5) Assist in resource mobilization for albinism and related interventions
- 6) Inform the general public on the plans and progress to end atrocities against persons with albinism
- 7) Hold quarterly meetings

Existing desk officers on disability mainstreaming within Government Ministries, Departments and Agencies (MDAs) will be equipped in albinism issues so that they are able to follow up and report on progress of all matters related to albinism within their respective sectors. Where qualified and competent persons with albinism exist within the

⁹ Composition of the Technical Committee attached in the appendices

sectors, they will take up the role of disability Desk officers. The Desk officers will, therefore, coordinate implementation of the Action Plan within their sectors and be accountable.

Institutional structure for coordination of Action Plan



6.0 ESTIMATED BUDGET AND FINANCING OF THE PLAN

The total estimated budget of this Action Plan for the period 2018 to 2022 is **MK3,158,500,000.00 (US\$4,295,334.00)**. Table 1 presents budget summary based on the seven (7) focus areas of the Plan.

Successful implementation of this Action Plan will therefore require adequate financial resources. It is expected that a bulk of the budget of this Action Plan will be financed from external resources through the various development partners. The Ministry and APAM will therefore, facilitate the process of resource mobilization in order to explore more potential sources of funding for sustainable implementation of the Action Plan. On its part, Government through its national budget will allocate monies for undertaking some of activities in this Action Plan through various votes of concerned Ministries, Departments and Agencies (MDAs).

Table 1: Budget Summary

NO.	FOCUS AREA	TOTAL AMOUNT (MK)	TOTAL AMOUNT (US\$)¹⁰
1.	Civic education, awareness raising and training	678,000,000.00	904,000.00
2.	Administration of justice and support of victims of attack	318,000,000.00	424,000.00
3.	Safety and security of persons with albinism	669,000,000.00	976,000.00
4.	Human rights monitoring, reporting and research	314,500,000.00	419,333.00
5.	Mainstreaming and empowerment of persons with albinism	426,000,000.00	568,000.00
6.	Access to affordable and quality health care services	635,000,000.00	846,667.00
7.	Access to equitable and quality education	118,000,000.00	157,334.00
GRAND TOTAL		3,158,500,000.00	4,295,334.00

7.0 MONITORING MECHANISM

Implementing partners will report on progress of their interventions in line with the reporting form to be designed on monthly and quarterly basis. The Department of Disability and Elderly Affairs will be receiving all such reports. Further the Department will facilitate bi-annual and annual review meetings whose purpose is to provide an opportunity to stakeholders to review progress of their specific interventions and the Action Plan as a whole.

¹⁰ Exchange rate at 1US\$D = MK750

The National Technical Committee on Albinism Issues in Malawi will be the highest technical level forum for monitoring and reviewing national interventions on albinism in the country.

The following general indicators will be used to monitor and track implementation progress:

NO	FOCUS AREA	GENERAL INDICATOR(S)	OUTCOME
1	Civic education, awareness raising and training	<ul style="list-style-type: none"> ○ Number of males and females with albinism taking part in socio-economic activities in their communities ○ Nature of reporting of cases or issues involving persons with albinism by the media 	
2	Administration of justice and support of victims of attack	<ul style="list-style-type: none"> ○ Number of operational polices and laws in place ○ Number of services for victims of attack and their families ○ Number of cases prosecuted to conclusion in a court of law 	
3	Safety and security of persons with albinism	<ul style="list-style-type: none"> ○ Number of cases on violation of human rights against persons with albinism reported ○ Number of operational community policing structures in place 	
4	Human rights monitoring, reporting and research	<ul style="list-style-type: none"> ○ Availability of information and data on albinism ○ Proportion of national human rights instruments protecting and promoting rights of persons with albinism ○ Percentage of persons with albinism access social services they require 	
5	Mainstreaming and empowerment of persons with albinism	<ul style="list-style-type: none"> ○ Number of persons with albinism in decision making positions ○ Percentage of persons with albinism economically independent ○ Number of sectoral policies, plans and strategies mainstreamed albinism issues 	
6	Access to affordable and quality health care services	<ul style="list-style-type: none"> ○ Percentage of persons with albinism access health services they require 	
7	Access to equitable and quality education	<ul style="list-style-type: none"> ○ Percentage of learners with albinism accessing education ○ Proportion of learners with albinism in primary, secondary and tertiary levels 	

8.0 ANNEXES

ANNEX 1: COMPOSITION OF NATIONAL TECHNICAL COMMITTEE ON ALBINISM ISSUES

The composition of the National Technical Committee will be as follows:

- 1) Office the President and Cabinet – Chair
- 2) Line Ministry of Disability Affairs – Secretariat
- 3) Association of Persons with Albinism
- 4) Malawi Human Rights Commission
- 5) Malawi Police Service
- 6) Federation of Disability Organizations in Malawi
- 7) Malawi Council for the Handicapped
- 8) Ministry of Home Affairs
- 9) Ministry of Justice
- 10) The Judiciary
- 11) Ministry of Foreign Affairs
- 12) Ministry of Local Government
- 13) Ministry of Health
- 14) Ministry of Education
- 15) Line Ministry of Civic Education
- 16) Ministry of Information
- 17) Ministry of Labour
- 18) The UN Family in Malawi
- 19) Faith-Based Organisations
- 20) Traditional Healers Association
- 21) NICE Trust
- 22) Academia

- 23) Citizen Alliance
- 24) Disabled Women in Africa
- 25) Catholic Commission on Justice and Peace

ANNEX 2: BUDGET ESTIMATES

PRIORITY AREA	BUDGET IN MILLION KWACHAS			TOTAL (US\$D) ¹¹
	Year 1&2	Year 3&4	TOTAL (MK)	
CIVIC EDUCATION, AWARENESS RAISING AND TRAINING				
Strategy 1: Undertaking multimedia albinism awareness campaigns	150.00	100.00	250.00	333,333.00
Strategy 2: Capacity building of different cadres and structures including persons with albinism and their families (particularly parents and guardians of children with albinism) on albinism and human rights	50.00	70.00	120.00	160,000.00
Strategy 3: Building capacity of the media on albinism, human rights and inclusive reporting	20.00	30.00	50.00	66,667.00
Strategy 4: Enhancing socialization of children on albinism issue	100.00	50.00	150.00	200,000.00
Strategy 5: Publicizing the National Plan of Action on Persons with Albinism	100.00	8.00	108.00	144,000.00
SUB-TOTAL	420.00	258.00	678.00	904,000.00
ADMINISTRATION OF JUSTICE AND SUPPORT OF VICTIMS OF ATTACK				
Strategy 1: Ensuring timely prosecution of criminal cases	80.00	40.00	120.00	160,000.00
Strategy 2: Providing support services to all victims of attacks and their families, those who suffered from attacks including reintegration into the communities	84.00	24.00	108.00	144,000.00
Strategy 3: Reviewing and where possible developing relevant policy and legal frameworks and related matters to	75.00	15.00	90.00	120,000.00

¹¹ Exchange rate at 1US\$D = MK750

PRIORITY AREA	BUDGET IN MILLION KWACHAS			TOTAL (US\$D) ¹¹
	Year 1&2	Year 3&4	TOTAL (MK)	
respond to crimes against persons with albinism				
SUB-TOTAL	239.00	79.00	318.00	424,000.00
SAFETY AND SECURITY OF PERSONS WITH ALBINISM				
Strategy 1: Establishing and managing a database on reported cases and locations of persons with albinism in the country	65.00	15.00	80.00	106,667.00
Strategy 2: Improving police visibility across the country, especially in prone areas	12.00	12.00	24.00	32,000.00
Strategy 3: Engaging the public on matters of safety and security of persons with albinism	40.00	40.00	80.00	106,667.00
Strategy 4: Strengthening of community protection systems across the country	25.00	15.00	40.00	53,333.00
Strategy 5: Ensuring and enhancing security of persons with albinism at household and individual levels	20.00	10.00	30.00	40,000.00
Strategy 6: Ensuring timely and thorough administration of justice	400.00	150.00	550.00	733,333.00
SUB-TOTAL	562.00	107.00	669.00	976,000.00
HUMAN RIGHTS MONITORING, REPORTING AND RESEARCH				
Strategy 1: Undertaking surveys and research on albinism and related issues to inform interventions	50.00	10.00	60.00	80,000.00
Strategy 2: Identifying the root causes of attacks and/or other human rights violations against persons with albinism	50.00	20.00	70.00	93,333.00
Strategy 3: Monitoring the implementation of laws, policies and programmes that are aimed at protecting and promoting rights of persons with albinism	30.00	15.00	45.00	60,000.00
Strategy 4: Monitoring institutions that provide services to	15.00	15.00	30.00	40,000.00

PRIORITY AREA	BUDGET IN MILLION KWACHAS			TOTAL (US\$D) ¹¹
	Year 1&2	Year 3&4	TOTAL (MK)	
persons with albinism on their compliance with human rights standards				
Strategy 5: Assessing the protection and promotion status of human rights of persons with albinism in Malawi	29.50	25.00	54.50	72,667.00
Strategy 6: Producing comprehensive periodic reports on the situation of persons with albinism in the country including progress on implementing the Regional Action Plan	20.00	35.00	55.00	73,333.00
SUB-TOTAL	194.50	120.00	314.50	419,333.00
MAINSTREAMING AND EMPOWERMENT OF PERSONS WITH ALBINISM				
Strategy 1: Building capacity of all APAM structures including management and leadership to effectively monitor, lobby and advocate	30.00	-	30.00	40,000.00
Strategy 2: Promoting visibility and participation of persons with albinism in social and public life	5.00	5.00	10.00	13,333.00
Strategy 3: Lobbying with employers for decent work for persons with albinism	3.00	3.00	6.00	8,000.00
Strategy 4: Putting in place economic empowerment programmes for persons with albinism	150.00	150.00	300.00	400,000.00
Strategy 5: Promoting inclusion of albinism issues in sectoral policies, plans and programmes and all levels on national development	13.00	7.00	20.00	26,667.00
Strategy 6: Developing programme(s) to address multiple and intersecting discrimination faced by persons with albinism	20.00	40.00	60.00	80,000.00
SUB-TOTAL	221.00	205.00	426.00	568,000.00

PRIORITY AREA	BUDGET IN MILLION KWACHAS			TOTAL (US\$D) ¹¹
	Year 1&2	Year 3&4	TOTAL (MK)	
ACCESS TO AFFORDABLE AND QUALITY HEALTH CARE SERVICES				
Strategy 1: Supporting the establishment of a local production unit of sunscreen lotion	150.00	100.00	250.00	333,333.00
Strategy 2: Producing and procuring assistive devices for use by persons with albinism	80.00	100.00	180.00	240,000.00
Strategy 3: Building capacity of health workers such as midwives and nurses on issues of albinism	20.00	15.00	35.00	46,667.00
Strategy 4: Providing counseling support to parents, guardians and family members of children with albinism	8.00	7.00	15.00	20,000.00
Strategy 5: Providing rehabilitation and post attack health care services to victims of attack	3.00	2.00	5.00	6,667.00
Strategy 6: Providing dermatology and ophthalmology services to persons with albinism to address skin cancer and vision related challenges	70.00	80.00	150.00	200,000.00
SUB-TOTAL	331.00	304.00	635.00	846,667.00
ACCESS TO EQUITABLE AND QUALITY EDUCATION				
Strategy 1: Strengthening security of learners with albinism both at school and en route	10.00	3.00	13.00	17,333.00
Strategy 2: Promoting inclusion of learners with albinism into mainstream schools with boarding facilities and put in place measures for reasonable accommodation	20.00	30.00	50.00	66,667.00
Strategy 3: Promoting attitudinal change among peers and teachers in schools	15.00	8.00	23.00	30,667.00
Strategy 4: Mainstreaming albinism issues into teacher-training curricula	5.00	7.00	12.00	16,000.00
Strategy 5: Promoting inclusion of issues of children with	10.00	10.00	20.00	26,667.00

PRIORITY AREA	BUDGET IN MILLION KWACHAS			TOTAL (US\$D) ¹¹
	Year 1&2	Year 3&4	TOTAL (MK)	
albinism in Early Childhood Development (ECD) programmes				
SUB-TOTAL	60.00	58.00	118.00	157,334.00
GRAND TOTAL	2,027.50	1,131.00	3,158.50	4,295,334.00

ANNEX 3: IMPLEMENTATION PLAN

CIVIC EDUCATION, AWARENESS RAISING AND TRAINING					
No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
1	Undertaking multimedia albinism awareness campaigns	Develop and disseminate facts/information about albinism through booklets, brochures and other child friendly IEC materials	Min of Civic Education	APAM, Min of Information, NICE, Dept. of Disability Affairs, MHRC, MACOHA, FEDOMA, Police, Development partners (DPs), CSOs, FBS	On-going
		Engage communities and the general public to raise awareness and enhance reporting of violation of rights of persons with albinism	Min of Civic Education Police	Min of Information, NICE, Dept. of Disability Affairs, MHRC, MACOHA, FEDOMA, DPs, CSOs, FBOs	On-going
		Undertake sensitization campaigns targeting communities around the borders to combat cross-border crime.	Police Min of Civic Education	Min of Information, NICE, Dept. of Disability Affairs, MHRC, MACOHA, FEDOMA, DPs, CSOs, FBOs	On-going
		Undertake targeted awareness campaigns for health workers, teachers, community leaders, persons with albinism and their families, parents and guardians of children with albinism	APAM	Police, Min of Civic Education, Min of Information, NICE, Dept. of Disability Affairs, MHRC, MACOHA, FEDOMA, DPs, CSOs, FBO	On-going
2	Capacity building of different cadres and structures including persons with albinism and their families (particularly parents and guardians of children with albinism) on albinism and human rights	Train APAM council, secretariat and district committees on human rights, Parliamentary Committee on Social and Community Development Affairs, NACCODI, DEC, District Disability Forum, Faith groups, community policing forum, ADCs and VDCs	MHRC	APAM, DPs, MACOHA, FEDOMA, CSOs, Min of Justice, Dept. of Disability Affairs, NICE	July 2018 to June 2019
		Establish and orient self-help groups of parents and guardians with children with albinism on albinism and human rights	APAM	FEDOMA, MACOHA, Dept. of Social Welfare, MHRC, Dept. of Disability Affairs, DPs, NICE	Jan to July 2019
3	Building capacity of the media	Undertake training of reporters and	APAM	MHRC, Dept. of Disability	June to Dec 2018

CIVIC EDUCATION, AWARENESS RAISING AND TRAINING

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
	on albinism, human rights and inclusive reporting	editors from various national and community media houses		Affairs, Min of Information, DPs, NICE, FEDOMA, MACOHA	
		Develop and disseminate a communication guide for use by the media when reporting on albinism issues	APAM	Dept. of Disability Affairs, Min of Information, MHRC, FEDOMA, DPs	Sept 2018 – June 2019
		Establish media platform such as editors forums and media clubs on albinism	APAM	Media houses, Min of Information, DPs	Dec 2018
4	Enhancing socialization of children on albinism issue	Develop and disseminate albinism handbooks to learners in primary schools	APAM	Min of Education, MIE, Dept. of Disability Affairs, UNIMA, MZUNI, NICE, DPs	Dec 2022
		Produce and disseminate child friendly IEC material on albinism	Min of Civic Education APAM	Min of Information, NICE, Dept. of Disability Affairs, MHRC, MACOHA, FEDOMA, DPs,	2018 to 2019
		Produce and air child friendly TV and Radio programmes on albinism	Min of Civic Education	APAM, media houses, NICE, Min of Information, DPs	2018 to 2019
5	Publicizing the National Plan of Action on Persons with Albinism	Develop and implement a communication strategy for the Action Plan	Dept. of Disability Affairs Min of Civic Education APAM	NICE, Min of Information, MHRC, DPs	Jan 2019
		Produce summarized version of the Action Plan including in various local languages	Dept. of Disability Affairs Min of Civic Education APAM	NICE, Min of Information, MHRC, DPs	Dec 2019
		Hold lobby meetings with development partners	Dept. of Disability Affairs APAM	MHRC, DPs, Min Justice, Min of Health, Min of Information, Min of Civic Education, NICE	June 2022
		Launch the National Action Plan on Persons with Albinism	Dept. of Disability Affairs	All stakeholders	June 2018
		Reproduce (including in Braille	APAM	Dept. of Disability Affairs, Min of	On-going

CIVIC EDUCATION, AWARENESS RAISING AND TRAINING

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		and large print) and disseminate copies of the Action Plan		Civic Education, NICE, Min of Information, MHRC, DPs, Police	

ADMINISTRATION OF JUSTICE AND SUPPORT OF VICTIMS OF ATTACK

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
1	Ensuring timely prosecution of criminal cases	Prosecute all “masterminds” of attacks and related violations	Min of Justice	Judiciary, Police, MHRC, DPs, DPs, Legal Aid Bureau	On-going
		Designate all prosecutorial agencies responsible for investigations, Legal Aid, prosecution, presiding and review by the High Court of Malawi	Min of Justice Police Judiciary Legal Aid Bureau	APAM, OPC, MHRC, CHANCO Legal Clinic, MHRC	Sept 2018
		Train all designated prosecutorial agencies responsible for investigations, Legal Aid, prosecution, presiding and review by the High Court of Malawi	CHANCO Legal Clinic MHRC	Ministry of Justice, APAM, FEDOMA, Police, Judiciary and Legal Aid Bureau	On going
		Simplify and disseminate the Handbook on prosecution of albinism cases to all Court Users	Min of Justice	MHRC, Police, Judiciary, DPs, APAM	July 2019
		Train personnel from criminal justice system agencies in areas of investigation, witness protection, legal representation, judicial activism and review of cases by the High Court	Min of Justice	MHRC, CHANCO Legal Clinic, Police, Judiciary, DPs, APAM, Legal Aid Bureau	Dec 2019
		Conduct judicial reflection sessions to review and monitor progress in the efforts of promoting and protecting rights of persons with albinism	Min of Justice	MHRC, Police, Judiciary, DPs, APAM, CHANCO Legal Clinic, Legal Aid Bureau	On-going
		Review jurisdictions of presiding officers in cases of violence	Judiciary	Min of Justice, MHRC, CHANCO Legal Clinic	Dec 2019

ADMINISTRATION OF JUSTICE AND SUPPORT OF VICTIMS OF ATTACK

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		against persons with Albinism			
		Compile reports of concluded cases for publication and dissemination	Min of Justice	Police, Judiciary, CHANCO Legal Clinic, APAM, MHRC, DPs	On-going
2	Providing support services to all victims of attacks and their families, those who suffered from attacks including reintegration into the communities	Establish public psycho-social support structures that should be able to reach people in their respective communities	Dept. of Disability Affairs Min of Health	Dept. of Social Welfare, MHRC, APAM, CSOs, FBOs, MACOHA, FEDOMA, DPs	Dec 2019
		Support informal psycho-social service providers such as Faith Based Organizations and mother groups	Dept. of Disability Affairs Min of Health	Dept. of Social Welfare, MHRC, APAM, CSOs, FBOs, MACOHA, FEDOMA, DPs	On-going
		Create linkages and referral systems between state and non-state actors providing psycho-social support	Dept. of Social Welfare Min of Health	Dept. of Disability Affairs, MHRC, APAM, CSOs, FBOs, MACOHA, FEDOMA, DPs	On-going
		Develop, simplify, translate and disseminate a Handbook on provision of psycho-social support to victims of albinism violence	Dept. of Social Welfare Min of Health	Dept. of Disability Affairs, MHRC, APAM, CSOs, FBOs, MACOHA, FEDOMA, DPs	Dec 2018
		Train both state and non-state actors to effectively provide psycho-social support to victims of violence against persons with albinism	Dept. of Social Welfare	Dept. of Disability Affairs, MHRC, APAM, CSOs, FBOs, MACOHA, FEDOMA, DPs	Dec 2019
		Develop and/or adopt and implement comprehensive Guidelines on re- integration of victims of violence against persons with albinism and their families back to the communities	Dept. of Disability Affairs	Dept. of Social Welfare, MHRC, APAM, CSOs, FBOs, MACOHA, FEDOMA, CHANCO Legal Clinic, DPs	Dec 2018
		Provide social security programs	Dept. of Social	Dept. of Economic Planning, Dept.	On-going

ADMINISTRATION OF JUSTICE AND SUPPORT OF VICTIMS OF ATTACK

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		and other socio-economic empowerment interventions to families of victims of violence against persons with albinism	Welfare	of Disability Affairs, MHRC, APAM, CSOs, FBOs, MACOHA, FEDOMA, DPs	
3	Reviewing and where possible developing relevant policy and legal frameworks and related matters to respond to crimes against persons with albinism	Review and amend national laws including the Witchcraft Act to highlight their alignment with international and regional laws and their adequacy to support promotion and protection of rights of persons with albinism	Min of Justice MHRC	Malawi Law Commission (MLC), Parliament, Dept. of Disability and Elderly Affairs, APAM, CSOs, CHANCO Legal Clinic, DPs, MANEPO	July 2019
		Conduct an audit of existing policies to establish and address their gaps so that they are inclusive of issues of persons with albinism	Dept. of Disability Affairs	FEDOMA, MACOHA, MHRC, APAM, DPs, CHANCO Legal Clinic	On-going
		Draft and enact new law to regulate operation of traditional healers	Min of Justice	MHRC, MLC, Parliament, Dept. of Disability Affairs, APAM, CSOs, DPs, CHANCO Legal Clinic, MTHUO	June 2019
		Lobby with Legislators and political leadership for speedy enactment of laws to end perpetrated violation of human rights including those promoting and protecting rights of persons with albinism	MHRC FEDOMA	CSOs, APAM, Malawi Law Society (MLS), MANEPO, DPs, CHANCO Legal Clinic	On-going
		Advocate for increased budgetary support towards implementation of laws and policies for persons with disabilities in general and persons with albinism in particular	FEDOMA	APAM, CSOs, Parliament, Min of Finance, DPs, CHANCO Legal Clinic	On-going
		Train Parliamentary Committee on Social and Community Affairs to effectively provide oversight on	FEDOMA MHRC	MACOHA, Dept. of Disability Affairs, DPs, DPOs, CHANCO Legal Clinic	Feb 2019

ADMINISTRATION OF JUSTICE AND SUPPORT OF VICTIMS OF ATTACK

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		the Government at all levels regarding implementation of laws and policies on disability			
		Conduct annual reviews of Legal and Policy Frameworks on Disability	Dept. of Disability Affairs MHRC	FEDOMA, MACOHA, DPs, DPOs, MLS, CHANCO Legal Clinic	On-going
		Produce annual Policy Briefs to recommend review of laws and policies to ensure adequacy to emerging issues on disability	MHRC	FEDOMA, MACOHA, DPs, DPOs, MLS, CHANCO Legal Clinic, Dept. of Disability Affairs	On-going

SAFETY AND SECURITY OF PERSONS WITH ALBINISM

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
1	Establishing and managing a database on reported cases and points for persons with albinism in the country	Develop and manage an Albinism Data Management System (ADMS)	Police	Min of Home Affairs, APAM, Dept. of Disability Affairs, DPs, NSO, Min of Local Government	June 2019
		Undertake data collection, verification and analysis exercise to establish local crime prevention strategies	Police	Min of Home Affairs, APAM, Dept. of Disability Affairs, DPs, NSO, Min of Local Government	Dec 2020
2	Improving police visibility across the country, especially in prone areas	Establish local crime prevention strategies together with local police units	Police	Min of Home Affairs, DPs	Dec 2019
		Conduct patrols, and Reconnaissance in areas with high vulnerability to crimes	Police	Min of Home Affairs, DPs	On-going
		Establish standardized and Mobile Police Units hot spot areas	Police	Min of Home Affairs, OPC, DPs	On-going
3	Engaging the public on matters of safety and security of persons with albinism	Undertake community and school outreach programs	Police	APAM, Min of Home Affairs, MHRC, Dept. of Disability Affairs, Dept. of Social Welfare, Min of Education, Min of Civic	On-going

SAFETY AND SECURITY OF PERSONS WITH ALBINISM					
No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
				Education, CHANCO Legal Clinic, DPs	
		Undertake public sensitization campaigns on safety and security of persons with albinism	Police Min of Civic Education	APAM, Min of Home Affairs, MHRC, Dept. of Disability Affairs, Dept. of Social Welfare, Min of Education, CHANCO Legal Clinic, DPs	On-going
		Produce periodic press releases on the security status of persons with albinism in Malawi	Police	Media, MHRC, APAM, Min of Home Affairs, DPs	On-going
4	Strengthening of community protection systems across the country	Revamp community policing structures at all levels	Police	Min of Home Affairs, Min of Local Government, APAM, DPs	Dec 2019
		Train community policing structures and/or personnel at all levels	Police	Min of Home Affairs, Min of Local Government, APAM, DPs	On-going
		Provide all community policing structures with resources and equipment such as bicycles, whistles and torches	Police	DPs, Min of Home Affairs, Min of Local Government, APAM	Dec 2019
		Undertake continuous monitoring and ongoing training of established policing structures across the country	Police	Min of Home Affairs, Min of Local Government, APAM, DPs	On-going
		Register all traditional healers operating in the country	Min of Local Government	Police, MTHUO	June 2020
5	Ensuring and enhancing security of persons with albinism at household and individual levels	Provide security equipment such as pepper sprayers and whistles to persons with albinism and their families in all hotspots and to those who have been victims of attack	Police	DPs, Min of Home Affairs, Min of Local Government, APAM	June 2019
		Provide self-defense training and use of security equipment to persons with albinism and their	Police	DPs, Min of Home Affairs, APAM	June 2019

SAFETY AND SECURITY OF PERSONS WITH ALBINISM

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		families			
6	Ensuring timely and thorough administration of justice	Conduct at least one (1) strategic litigation cases to promote reasonable accommodation and non-discrimination among persons with albinism	Police	Min of Justice, Judiciary, MHRC, Legal Aid, CHANCO Legal Clinic, MLS, APAM, DPs, Min of Home Affairs	Dec 2019
		Conduct docket profiling exercise	Police	Min of Justice, Min of Home Affairs, DPs	On-going
		Complete investigations on all previously reported cases	Police	Min of Justice, MHRC, Min of Home Affairs, DPs	Dec 2020
		Establish a forensic laboratory for DNA testing	Police	Min of Health, Min of Home Affairs, DPs, Min of Finance	Dec 2020
		Commence court proceedings on all previously reported cases	Police	Min of Justice, Judiciary, MHRC, Legal Aid Bureau, CHANCO Legal Clinic, DPs	June 2020
		Draw Memorandum of Understanding (MoUs) with neighboring countries to deal with cross border crimes	Police	Min of Justice, Min of Foreign Affairs, Min of Home Affairs, DPs	Dec 2018
		Undertake cross border investigations with the aid of Interpol	Police	Interpol, DPs, Min of Home Affairs	On-going
		Identify and provide training to Albinism Police Investigators and Prosecutors and all others including training on albinism related laws	Min of Justice	Police, Min of Home Affairs, APAM, CHANCO Legal Clinic, DPs	June 2019
		Procure and distribute investigation equipment	Police	Min of Finance, Min of Home Affairs, DPs	June 2019
		Establish Albinism Cases Investigations Fund	Police	Min of Finance, Min of Home Affairs, DPs	Dec 2018
		Revive Informants Rewards Fund	Police	Min of Home Affairs, DPs	July 2018
		Monitor Police response in protecting persons with albinism	Police	Min of Home Affairs, DPs	On-going

SAFETY AND SECURITY OF PERSONS WITH ALBINISM

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		Hold bi-annual review meetings	Police	Min of Home Affairs, Min of Justice, APAM, Dept. of Disability Affairs, DPs	On-going

HUMAN RIGHTS MONITORING, REPORTING AND RESEARCH

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
1	Undertaking surveys and research on albinism and related issues to inform interventions	Conduct nation-wide studies to establish the situation of persons with albinism in Malawi	NSO	CSR, Universities, MHRC, Dept. of Economic Planning, APAM, Dept. of Disability Affairs, MACOHA, DPs, FEDOMA, CHANCO Legal Clinic	On-going
		Compile, analyze, publish and disseminate findings of the studies	NSO	CSR, Universities, MHRC, Dept. of Economic Planning, APAM, Dept. of Disability Affairs, MACOHA, DPs, FEDOMA, CHANCO Legal Clinic	On-going
2	Identifying the root causes of attacks and/or other human rights violations against persons with albinism	Undertake an investigative research and other research studies	Police Dept. of Disability Affairs MHRC	DPs, APAM, CHANCO Legal Clinic	On-going
		Undertake thorough criminal investigations on cases of attacks against persons with albinism through Anti-Organized Crime Unit of the Police	Police MHRC	Min of Home Affairs, OPC, DPs, APAM, CHANCO Legal Clinic	June 2019
		Conduct on spot investigations	Police MHRC	Min of Justice, MHRC, APAM, CSOs, CHANCO Legal Clinic	On-going
		Institute a Commission of Inquiry on crimes against persons with albinism	OPC	Min of Justice, MHRC, APAM, CSOs	Dec 2018
		Undertake public inquiry hearings on human rights violation against	MHRC	Relevant stakeholders	June 2019

HUMAN RIGHTS MONITORING, REPORTING AND RESEARCH

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		persons with albinism			
		Conduct investigations on human rights violations against persons with albinism	Police MHRC	APAM, Min of Home Affairs	On-going
3	Monitoring the implementation of laws, policies and programmes that are aimed at protecting and promoting rights of persons with albinism	Examine and revise relevant laws, policies, bills and practices in collaboration with APAM to ensure that they comply with fundamental principles of human rights for persons with albinism	CHANCO Legal Clinic MHRC Malawi Law Commission (MLC)	APAM, FEDOMA, Dept. of Disability Affairs, MACOHA, DPOs, Min of Justice	June 2022
		Undertake legislation, policy and programme auditing to ascertain inclusion of albinism issues	MHRC	APAM, FEDOMA, Dept. of Disability Affairs, MACOHA, DPOs, DPs, CHANCO Legal Clinic	June 2020
		Produce and publicize findings and recommendations of the auditing exercises	MHRC	APAM, FEDOMA, Dept. of Disability Affairs, MACOHA, DPOs, DPs, CHANCO Legal Clinic	Dec 2020
		Lobby with Government and other stakeholders for policy, legal and programme review	APAM	APAM, FEDOMA, MACOHA, DPOs, DPs, CSOs, MHRC, CHANCO Legal Clinic	On-going
4	Monitoring institutions that provide services to persons with albinism on their compliance with human rights standards	Undertake quarterly joint monitoring visits with APAM to institutions providing services to persons with albinism	MACOHA MHRC	APAM, FEDOMA, DPs, Dept. of Disability Affairs, CHANCO Legal Clinic	On-going
		Undertake accessibility audits	FEDOMA MHRC	MACOHA, APAM, DPs, Dept. of Disability Affairs, CHANCO Legal Clinic	On-going
		Assess the level of access to basic social services such as education, health and welfare among persons with albinism	MHRC	MACOHA, APAM, FEDOMA, DPs, Dept. of Disability Affairs, CHANCO Legal Clinic	On-going
		Produce and publicize findings and	MACOHA	APAM, FEDOMA, DPs, Dept. of	On-going

HUMAN RIGHTS MONITORING, REPORTING AND RESEARCH

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		recommendations of the monitoring exercises	MHRC	Disability Affairs	
		Lobby with service providers on the review of their services for inclusion of persons with Albinism	APAM	MHRC, FEDOMA, DPs, MACOHA, CSOs, CHANCO Legal Clinic	On-going
5	Assessing the protection and promotion status of human rights of persons with albinism in Malawi	Hold stakeholders national forum to establish topical human rights research issues on albinism	Dept. of Disability Affairs	All stakeholders	Dec 2018
		Undertake investigations into reported and identified human rights issues affecting persons with albinism in Malawi	MHRC Malawi Law Society CHANCO Legal Clinic	APAM, Police, MHRC, Dept. of Social Welfare, DPs	On-going
		Hold public inquiry hearings into emerging issues affecting persons with albinism in Malawi	MHRC	All relevant stakeholders	June 2020
		Produce and publicize findings and recommendations of the public inquiry hearings	MHRC	APAM	Dec 2020
		Conduct situation analysis on status of persons with albinism	NSO CSR MHRC	CHANCO Legal Clinic, APAM, MACOHA, Dept. of Disability Affairs	On-going
6	Producing comprehensive periodic reports on the situation of persons with albinism in the country including progress on implementing the Regional Action Plan	Compile, produce and publicize quarterly and annual progress reports	Dept. of Disability Affairs	APAM, MHRC, Police	On-going
		Compile and submit annual progress reports to AU and UN on the implementation of the Regional Action Plan on Albinism	Dept. of Disability Affairs	APAM, MHRC, Police, Min of Foreign Affairs, DPs	June 2019, June 2022
		Hold quarterly stakeholders	Dept. of	All stakeholders	On-going

HUMAN RIGHTS MONITORING, REPORTING AND RESEARCH

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		meetings	Disability Affairs		
		Hold monthly national technical committee meetings on the abuse of persons with albinism in Malawi	OPC	Dept. of Disability Affairs, all stakeholders	On-going
		Produce biannual albinism publications and bulletins	APAM	FEDOMA, MACOHA, MHRC, Dept. of Disability Affairs, DPs, CSOs, NICE, Min of Civic Education, CHANCO Legal Clinic	On-going

MAINSTREAMING AND EMPOWERMENT OF PERSONS WITH ALBINISM

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
1	Building capacity of all APAM structures including management and leadership to effectively monitor, lobby and advocate	Undertake needs assessment to establish capacity prerequisites of APAM	APAM	DPs, Dept. of Disability Affairs, CSOs, FEDOMA	Dec 2018
		Develop an advocacy strategy for APAM	APAM	DPs, CSOs, FEDOMA	Dec 2019
		Train APAM leadership in monitoring and advocacy skills	APAM	DPs, Dept. of Disability Affairs, CSOs, FEDOMA	June 2019
		Establish human rights section within APAM structures and train them to advocate for their rights	APAM	DPs, Dept. of Disability Affairs, CSOs, FEDOMA	June 2019
2	Promoting visibility and participation of persons with albinism in social and public life	Undertake necessary legislative and policy reviews to provide for designation of persons with albinism in senior positions in both public and private sectors	Min of Justice MHRC MLC OPC	APAM, CSOs, Line Min of Disability Affairs	On-going
		Identify well qualified person with albinism and lobby for designation in senior positions in both public and private sectors	OPC	APAM, CSOs, Line Min of Disability Affairs, MACOHA	On-going

MAINSTREAMING AND EMPOWERMENT OF PERSONS WITH ALBINISM

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		Support mentorship including life skills and entrepreneurship training of persons with albinism	MACOHA	APAM, FEDOMA, MHRC, Dept. of Disability Affairs, DPs, Min of Labour	On-going
		Hold lobbying meetings with public and private sector to promote inclusion of persons with albinism in senior positions	APAM	FEDOMA, MACOHA, MHRC, Dept. of Disability Affairs, DPs, OPC	On-going
3	Lobbying with employers for decent work for persons with albinism	Enforce implementation of section 12 and 13 of the Disability Act, 2012 on right to employment	Dept. of Disability Affairs Min of Labour	MACOHA, MHRC	Dec 2019
		Hold targeted lobbying meetings with potential employers	MACOHA	APAM, FEDOMA, MHRC, Dept. of Disability Affairs, Min of Labour	On-going
		Recognize companies and organizations that are employing persons with disabilities particularly those with albinism through, among others, press releases, public notices, exemptions and awards	MACOHA Min of Labour	APAM, FEDOMA, MHRC, Dept. of Disability Affairs	On-going
4	Putting in place economic empowerment programmes for persons with albinism	Operationalize the Disability Trust Fund (DTF)	Dept. of Disability Affairs	MACOHA, Min of Finance, DPs	June 2019
		Undertake entrepreneurship and vocational skills training for young people with albinism	MACOHA Min of Labour	APAM, FEDOMA, Dept. of Disability Affairs, MHRC, DPs, Min of Youth, Min of Trade, TEVETA	On-going
		Establish and manage a revolving fund for persons with disabilities to boost their capital base	MACOHA	FEDOMA, Min of Finance, Dept. of Disability Affairs	June 2020
		Undertake business exchange visits for APAM Entrepreneurs to other districts, countries to learn on enhancing business skills	APAM	FEDOMA, MACOHA, DPs	On-going

MAINSTREAMING AND EMPOWERMENT OF PERSONS WITH ALBINISM

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
5	Promoting inclusion of albinism issues in sectoral policies, plans and programmes and all levels on national development	Review social protection and social welfare schemes to include persons with albinism	Dept. of Social Welfare	Dept. of Economic Planning, APAM, Dept. of Disability Affairs, DPs	June 2020
		Review VSLA criteria so that they include persons with albinism	Dept. of Economic Planning	APAM, MACOHA, FEDOMA, Dept. of Disability Affairs, DPs	Dec 2020
		Involve and consult persons with albinism in the development of policies, plans and programmes	All sectors	APAM, MACOHA, FEDOMA	On-going
		Train existing disability desk officers in albinism issues	Dept. of Disability Affairs, MHRC	APAM, FEDOMA, MACOHA, Sectors	June 2019
6	Developing programme(s) to address multiple and intersecting discrimination faced by persons with albinism	Undertake situational analyses from time to time to identify and update key issues affecting persons with albinism	APAM	DPs, CSOs	On-going
		Design and implement sector-specific programmes to address multiple and intersecting discrimination among persons with albinism	Key sectors	APAM, FEDOMA, DPs, CSOs	Dec 2022

ACCESS TO AFFORDABLE AND QUALITY HEALTH CARE SERVICES

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
1	Supporting the establishment of a local production unit of sunscreen lotion	Undertake feasibility study on local production of sunscreen lotion	Min of Health	APAM, DPs, CSOs, FEDOMA, Min of Finance	Dec 2020
		Support capacity building of potential local companies to manufacture sunscreen lotion	Min of Health	DPs, Min of Finance, Min of Trade	Dec 2019

ACCESS TO AFFORDABLE AND QUALITY HEALTH CARE SERVICES

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		Introduce duty wavers on the importation of materials for local production of sunscreen lotion	Malawi Revenue Authority (MRA) Min of Finance	DPs, Dept. of Disability Affairs	Dec 2019
2	Producing and procuring assistive devices for use by persons with albinism	Provide freely sunscreen lotion and other supplies such as spectacles, umbrellas, harts and long sleeve clothing in local health facilities	Min of Health	APAM, FEDOMA, MACOHA, Dept. of Disability Affairs, DPs, CSOs, NGOs, FBOs	On-going
		Introduce duty wavers on the importation of supplies and assistive devices for use by persons with albinism	MRA Min of Finance	DPs, Dept. of Disability Affairs	June 2019
		Support importation of supplies and assistive devices where they cannot be produced locally	Min of Health	Min of Finance, Dept. of Disability Affairs, DPs, CSOs, NGOs, FBOs	On-going
3	Building capacity of health workers such as midwives and nurses on issues of albinism	Review and revise training curriculum of health personnel to include albinism issues	Min of Health	MHRC, Dept. of Disability Affairs, FEDOMA, MACOHA, Colleges, APAM	On-going
		Undertake targeted training of health personnel on albinism issues and human rights to increase understanding of albinism and early identification of skin cancer	APAM	Dept. of Disability Affairs, Min of Health, MHRC, MACOHA, FEDOMA, DPs	On-going
4	Providing counseling support to parents, guardians and family members of children with albinism	Introduce positive parenting in local health facilities targeting parents with children with albinism	Min of Health	APAM, Dept. of Disability Affairs, MACOHA, FEDOMA	On-going
		Undertake home visits to families with a member with disability	APAM	MACOHA, FEDOMA, Min of Health, CSOs, Dept. of Social Welfare, Dept. of Disability Affairs, NGOs, FBOs, MHRC	On-going
		Incorporate albinism care in Health Surveillance Assistants (HSAs) extension work to visit families with a member with disability	Min of Health	APAM, MACOHA, FEDOMA, CSOs, Dept. of Social Welfare, Dept. of Disability Affairs, NGOs, FBOs, MHRC	Dec 2020

ACCESS TO AFFORDABLE AND QUALITY HEALTH CARE SERVICES

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		Keep a register of newly born babies with albinism for easy follow ups and provision of other health and related interventions	Min of Health (Hospitals)	APAM, MACOHA, Min of Local Government (District Councils), FEDOMA	On-going
5	Providing rehabilitation and post attack health care services to victims of attack	Register all persons with albinism that suffered some form of attack	APAM Dept. of Social Welfare	MACOHA, FEDOMA, Min of Health, Police	Dec 2020
		Create referral system to access rehabilitation services where the attack resulted into physical disabilities	Min of Health	MACOHA, NGOs, APAM, CSOs, Dept. of Disability and Elderly Affairs, MAP	Dec 2018
6	Providing dermatology and ophthalmology services to persons with albinism to address skin cancer and vision related challenges	Introduce and undertake mobile skin clinics in community health facilities	Min of Health	DHOs, APAM	On-going
		Train more dermatologists and ophthalmologist for deployment in district hospitals	Min of Health	Colleges	On-going
		Support persons with albinism for cancer treatment outside the country	Min of Health	APAM, DPs, NGOs, CSOs, FBOs, Min of Finance, Dept. of Disability Affairs, MACOHA, FEDOMA	On-going

ACCESS TO EQUITABLE AND QUALITY EDUCATION

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
1	Strengthening security of learners with albinism both at school and en route	Station Police officer(s) in schools with learners with Albinism	Police	Min of Education, APAM, MACOHA, Min of Home Affairs, DPs	Dec 2018 and On-going
		Place learners with albinism in schools with boarding facilities	Min of Education	APAM, DPs, MHRC, Dept. of Disability Affairs, FEDOMA, MACOHA, CSOs, NGOs	Dec 2019
		Establish school protection	Min of Education	Police, APAM, MACOHA, Min of	Dec 2018

ACCESS TO EQUITABLE AND QUALITY EDUCATION

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
		committees to ensure security of learners with albinism		Home Affairs, DPs, CSOs, NGOs	
		Produce and disseminate security guides for school going persons with albinism	APAM	DPs, MHRC, Dept. of Disability Affairs, FEDOMA, MACOHA, CSOs, NGOs, Min of Information, Min of Civic Education, Police	Dec 2018
2	Promoting inclusion of learners with albinism into mainstream schools with boarding facilities and put in place measures for reasonable accommodation	Adopt dressing code that will allow learners with albinism put on long sleeved uniform	Min of Education	Min of Health, APAM, Dept. of Disability Affairs, MHRC, DPs	Dec 2018
		Review relevant education curriculum to include issues of persons with albinism	Min of Education	MIE, Min of Gender, UNIMA, MZUNI, APAM, DPs	2018 to 2019
		Supply assistive technologies/devices to learners with albinism at all levels of education	Min of Education	Min of Health, MACOHA, APAM, NGOs, CSOs, FBOs, Dept. of Disability Affairs, DPs	On-going
		Train regular teachers in mainstream schools on inclusive education	FEDOMA	Min of Education, MACOHA, MHRC, Dept. of Disability Affairs, DPs, NGOs	On-going
		Renovate classrooms to suit the needs of learners with albinism	Min of Education	APAM, DPs, MHRC, Dept. of Disability Affairs, NGOs	On-going
3	Promoting attitudinal change among peers and teachers in schools	Conduct orientation sessions on understanding albinism to teachers, learners, parents and school management committees	APAM	Min of Education, MACOHA, FEDOMA, CSOs, DPs, MHRC	On-going
		Assign learners with albinism to leadership responsibilities in schools	Min of Education	District Education Managers (DEMs), APAM, MACOHA, Dept. of Disability Affairs, FEDOMA	On-going
		Produce and disseminate albinism informative materials for teachers and students	Min of Civic Education	Min of Information, Min of Education, Dept. of Disability Affairs, MHRC, APAM,	Dec 2018

ACCESS TO EQUITABLE AND QUALITY EDUCATION

No.	Strategies	Activities	Lead Agency	Key Partners	Timeframe/ line
				MACOHA, FEDOMA, DPs, NGOs	
4	Mainstreaming albinism issues into teacher-training curricula	Review and revise teacher-training curricula to include, among other issues, screening of eyes and skin in order to provide proper support to learners with albinism	Min of Education	MIE, APAM, Colleges, Dept. of Disability Affairs, DPs, NGOs, CSOs, MHRC, MACOHA, FEDOMA	Dec 2020
		Introduce albinism as an area of teacher specialization in special needs colleges	Min of Education	MIE, FEDOMA, APAM, Colleges, Dept. of Disability Affairs, DPs, NGOs, CSOs, MHRC, MACOHA	Dec 2020
5	Promoting inclusion of issues of children with albinism in Early Childhood Development (ECD) programmes	Train caregivers in inclusive education	Min of Gender Min of Education	UNICEF, Save the Children, Plan Malawi, World Bank, APAM, FEDOMA, PODCAM	On going
		Train ECD committees in inclusive Education	Min of Gender	UNICEF, Save the Children, Plan Malawi, World Bank, Min of Education, APAM, FEDOMA, PODCAM	On going
		Develop and procure inclusive play materials	Min of Gender	UNICEF, Save the Children, Plan Malawi, World Bank, Min of Education, APAM, FEDOMA, PODCAM	On going
		Sensitize communities to send children with albinism to ECD centers	Min of Gender	UNICEF, Save the Children, Plan Malawi, World Bank, APAM, FEDOMA, PODCAM, Min of Education	On going

ANNEX 4: MONITORING AND EVALUATION FRAMEWORK

CIVIC EDUCATION, AWARENESS RAISING AND TRAINING								
No.	Expected Outcomes	Outputs/	Key Output/Outcome Indicator(s)	Baseline	Target 2022	Main Responsible party	Frequency of data collection/	Means of verification
1	Persons with albinism included in the society		○ # of reported incidences of discrimination	0	20	MACOHA, APAM, MHRC	Quarterly	Reports
			○ # of IEC materials produced and disseminated	1000	5000	Dept. of Disability Affairs	Monthly	Reports
			○ # of awareness campaigns conducted	100	200	Dept. of Disability Affairs	Quarterly	Reports
			○ # of communication strategy for the Action Plan developed	0	1	APAM	2 years	Strategy
2	Reporting on albinism issues improved		○ # and nature of reports and articles published	0	10	APAM, MHRC	Monthly	Reports
			○ frequency of reporting	1	15	APAM	Monthly	Reports
ADMINISTRATION OF JUSTICE AND SUPPORT OF VICTIMS OF ATTACK								
No.	Expected Outcomes	Outputs/	Key Output/Outcome Indicator(s)	Baseline	Target 2022	Main Responsible party	Frequency of data collection/	Means of verification
1	Policy and legal framework protecting an promoting rights of persons with albinism well established		○ # of polices developed and revisited	6	8	Dept. of Disability Affairs	2 years	Policy documents
			○ # of laws enacted and amended	3	1	Min of Justice	2 years	Piece of legislation
			○ % of reported cases concluded	30	70	Police Min of Justice	Monthly	Court rulings

						Judiciary		
2	Survivors of albinism attacks and their families supported	○ # of support programmes in place	0	3		Dept. of Disability Affairs MACOHA APAM	Annual	Programmes
		○ kind of support provided	TBD	All required support		Dept. of Disability Affairs MACOHA APAM	Annual	Reports
SAFETY AND SECURITY OF PERSONS WITH ALBINISM								
No.	Expected Outcomes	Outputs/	Key Output/Outcome Indicator(s)	Baseline	Target 2022	Main Responsible party	Frequency of data collection/	Means of verification
1	Violence and crimes against persons with albinism prevented	○ # and frequency of patrols in hot spots conducted	3x a week	Daily	Police	Monthly	Reports	
		○ % of reported cases investigated and prosecuted	80	95	Police	Quarterly	Reports	
2	Protection of rights of persons with albinism enhanced	○ # of databases established	0	1	Police	2 years	Database	
		○ # of community policing structures established	1000	2000	Police	Quarterly	Reports Structures in place	
		○ # of community policing structures trained and provided with equipment	500	2000	Police	Quarterly	Training and procurement Reports	
HUMAN RIGHTS MONITORING, REPORTING AND RESEARCH								

No.	Expected Outcomes	Outputs/	Key Indicator(s)	Output/Outcome	Baseline	Target 2022	Main Responsible party	Frequency of data collection/	Means of verification
1	Quality of data on albinism improved	o	# of surveys on albinism conducted		1	2	NSO	2 years	Survey report
		o	type of data		Aggregated	Disaggregated	NSO	2 years	Survey report
		o	% of newly born babies with albinism registered		70	100	Min of Health CHAM	2 years	Register
		o	% of persons with albinism in Malawi registered		70	100	Min of Health NSO NRB	2 years	Register
2	Root cause of attacks established	o	% of cases used criminal investigation		0	20	Police	2 years	Reports
		o	# of investigative research conducted		0	1	Police	2 years	Study report
		o	# of commission of inquiries instituted		0	1	OPC	2 years	Commission Report
		o	# of public inquiry hearings conducted		1	2	MHRC	2 years	Report
3	Implementation of human rights instruments in the country enforced	o	# of polices and pieces of legislation audited and/or examined		0	10	MHRC FEDOMA APAM	Annually	Reports
		o	proportion of polices and pieces of legislation that audited and/or examined have been revised and amended		0:10	2:10	MHRC FEDOMA APAM	Annually	Reports Polices Legislation
4	Provision of services for persons with albinism in the country improved	o	proportion of persons with albinism that require services are able to access them		1:10	8:10	MHRC APAM	Annually	Reports
		o	# and types of available services		TBD	Required services	MHRC APAM	Annually	Reports
		o	# of joint institution monitoring visits		0	24	APAM	Quarterly	Reports

		undertaken						
MAINSTREAMING AND EMPOWERMENT OF PERSONS WITH ALBINISM								
No.	Expected Outcomes	Outputs/	Key Output/Outcome Indicator(s)	Baseline	Target 2022	Main Responsible party	Frequency of data collection/	Means of verification
1	Visibility and participation of persons with albinism in social and public life increased		○ # of persons with albinism holding senior positions in both public and private sectors	0	5	OPC	2 years	Reports
			○ % of persons with albinism participating in social and community development activities	0	80	APAM MHRC	Annually	Reports
			○ # of APAM leaders trained in advocacy and lobbying	0	30	MHRC FEDOMA DPs	Annually	Reports
			○ # of persons with albinism mentored in leadership skills	0	1,000	DPs	Quarterly	Reports
2	Household income of persons with albinism increased		○ # of disability revolving funds established	0	1	MACOHA	2 years	Fund
			○ % of persons with albinism in decent work	10	50	MACOHA	Annually	Reports
			○ # of persons with albinism benefiting from social protection/ support programmes	5	30	Dept. of Economic Planning	Annually	Reports
3	Issues of persons with albinism mainstreamed in various sectors		○ # of albinism desk officers established in government Ministries, Departments and Agencies (MDAs)	1	6	Line Ministry of Disability Affairs, Min of Justice, Min of Health, Min of	Annually	Reports

					Education, Police and MHRC		
		o # of policies mainstreaming issues of persons with albinism	6	8	Dept. of Disability Affairs	2 years	Policies
		o level of consultations on persons with albinism in policy development and review processes	Minimal	High	Sectors	2 years	Reports

ACCESS TO AFFORDABLE AND QUALITY HEALTH CARE SERVICES

No.	Expected Outputs/ Outcomes	Key Output/Outcome Indicator(s)	Baseline	Target 2022	Main Responsible party	Frequency of data collection/	Means of verification
1	Access to affordable and quality health services among persons with albinism improved	o # of persons with albinism accessing sunscreen lotion, umbrellas, spectacles, hats and long sleeve clothing	5000	7000	Min of Health APAM	Monthly	Reports
		o # of local companies producing sunscreen lotion locally	0	1	Min of Health APAM	2 years	Company register
		o duty waver on importation of albinism products and assistive devices	0	1	MRA Min of Finance Min of Health	2 years	Waver
		o # of dermatologists and ophthalmologists trained and deployed in health facilities	0	28	Min of Health	2 years	Reports
		o # of registers of persons with albinism that suffered some form of attack developed	0	1	APAM Dept. of Social Welfare Min of Health	2 years	Register
		o % of registered persons	0	100	Min of Health	2 years	Register

		with albinism provided with required services					Reports
		o % of persons with albinism suffering from cancer of the skin supported locally or outside the country	1	100	Min of Health APAM	Annually	Reports
		o % of health facilities with positive parenting service introduced	0	50	Min of Health CHAM	Annually	Reports
		o % of HSAs trained in providing albinism and related services	0	100	Min of Health	Annually	Reports
ACCESS TO EQUITABLE AND QUALITY EDUCATION							
No.	Expected Outcomes	Outputs/ Key Indicator(s)	Output/Outcome	Baseline	Target 2022	Main Responsible party	Frequency of data collection/ Means of verification
1	Cases of absenteeism and school dropout among learners with albinism reduced	o # of school protection committees established and functional		5500	6200	Min of Education	Quarterly Reports
		o # of learners with albinism in schools		5000	6000	Min of Education	Quarterly Reports School register
		o # of schools having learners with albinism patrolled by Police (targeting boarding schools)		10	55	Min of Education Police	Quarterly Reports
		o # learners with albinism placed in schools with boarding facilities		100	200	Min of Education	Annually School register Reports
2	Responsive education system at all levels	o # of teacher training curriculum revisited to include albinism issues		0	1	Min of Education	2 years Curriculum

		○ % of learners with albinism accessing education at all levels	60	100	Min Education of	Annually	Reports
		○ module on albinism in special needs education teacher training	0	1	Min Education of	2 years	Certificates
		○ # of learners with albinism provided with learning materials including appropriate assistive devices	60	6000	Min Education of	Annually	Reports
		○ # of learners with albinism assigned leadership responsibilities in schools	0	500	Min Education of	Annually	Reports
		○ # of trainings and orientation sessions on albinism with regular teachers and learners conducted	1	3	APAM FEDOMA Min Education of	Quarterly	Reports
		○ # of schools adopting Albinism dressing code	500	1000	Min Education of	2 years	Dressing code
		○ # of schools with learners with albinism renovated with good light and ventilation	500	1000	Min Education of	Annually	Reports