



THE REPUBLIC OF UGANDA


MINISTRY OF GENDER, LABOUR, AND SOCIAL DEVELOPMENT

THE NATIONAL ACTION PLAN FOR PERSONS WITH ALBINISM

2020 – 2025



UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER



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FOREWORD

The Government of Uganda, as a State Party to relevant international and regional human rights instruments, including the United Nations Convention on the Rights of Persons with Disabilities and the African Charter on Human and Peoples' Rights, is committed to the promotion and protection of human rights of Persons with Albinism (PWA) as one of the categories of Persons with Disabilities in the Country that are recognised under the Persons with Disabilities Act, 2020. In line with the Sustainable Development Goals, the Country is equally committed to ensuring that no one is left behind in the development process in Uganda.

The National Action Plan on for Persons with Albinism (NAPPWA) is anchored on key principles, of equality, non-discrimination, inclusion and participation. The plan is critical in providing guidance to state and non-state actors for the planning, design and implementation of effective strategies for addressing challenges, especially human rights issues affecting the albinism community in Uganda.

The Government of Uganda is committed to working with all stakeholders to ensure effective implementation of the NAPPWA as a measure to strengthen the State duty to promote, protect and fulfil human rights, including through addressing inequalities and countering discrimination against PWA in Uganda. It clearly outlines the priority areas, recommended measures, strategies and roles of all stakeholders in its implementation.

I call upon the national leaders and various stakeholders who have made significant progress in the promotion of the rights of Persons with Disabilities to extend similar support towards ensuring that the NAPPWA translates into real change for all PWA everywhere in Uganda. Achieving success in the implementation of the interventions in this Action Plan requires collective efforts of all stakeholders from the various sectors, including health, education, employment and justice, among others. I therefore urge all everyone institution to ensure that their plans, programs and activities incorporate targeted measures to prevent and respond to violations and abuses of the human rights of PWA in Uganda.



A handwritten signature in black ink, appearing to read 'B. Amongi Ongom'.

Amongi Betty Ongom (MP)

*Minister for Gender, Labour and
Social Development*

CLARION CALL

I would like to take this opportunity to appreciate the Government of Uganda and His Excellency the President for thus far the promotion of human rights of the disability fraternity has come. As a movement we celebrate the many milestones so far reached and the positive environment for Persons with Disabilities. I want to appreciate all the people who worked tirelessly to review the report and the Parliament of Uganda which debated and passed the Persons with Disabilities Act 2020 that eventually brought many Uni-disabilities to the forefront. I would like to note that the definition of disability is rich and quite wide to incorporate many persons facing various difficulties in mobility sensory and others. Albinism, Little Persons and Multiple Disabilities are some of the new disabilities which were included in the third schedule of the Act.



Asamo Hellen Grace(MP)

*Minister Of State for Disability
Affairs*

These new categories need affirmative action to bring them up to speed with the rest of the disability fraternity as they have been greatly marginalized due to various challenges. This is one of the reasons why Persons with Albinism developed the National Action Plan to steer further the enjoyment of their human rights. It should be noted that albinism is widely misunderstood and requires a lot of awareness raising. While albinism is often regarded with contempt, we have seen persons with albinism actively taking decisions and making change in their lives and in the formulation of this particular document.

The Government has and will continue to support Persons with Disabilities to provide equitable development to all its citizens without discrimination. We encourage all to support persons with albinism access the government programs like Special grants, Parish development model and take advantage of the available spaces to advance their cause.

I call upon all stakeholders to strengthen collaboration, support the albinism movement and include them in your programs. In particular, creating awareness in your different spheres of influence will go a long way to make persons with albinism enjoy a dignified life. I therefore implore relevant government institutions to prioritize funding to this NAP and development partners to support its implementation. For without funding, we are not going to be able to stay afloat.

ACKNOWLEDGEMENT

The Ministry of Gender Labour and Social Development (MGLSD) would like to acknowledge the contribution of all the people who participated in the process of developing the National Action Plan for Persons with Albinism 2020 – 2025 (NAPPWA).

The Ministry extends its thanks to all the staff members of the Department of Elderly and Disability and National Council for Persons with Disabilities, who were instrumental in the development of this National Action Plan for Persons with Albinism, the first of its kind. Special thanks should be extended to Mr. Byonanebye Muhumuza Prosper, Commissioner for Disability and Elderly, who successfully and effectively coordinated activities supporting the development of the NAPPWA.

Profound gratitude to the teams who offered technical expertise in the creation and editing of the Action Plan. The following organizations were represented:

Ministry of Gender, Labour and Social Development; Albinism Umbrella; Uganda Albinism Association; Equal Opportunities Commission; Elgon Foundation for Persons with Albinism; Source of the Nile Persons with Albinism (SNUPA); Lira District Albinism Association; Northern Uganda Union for Persons with Albinism (NUUPA); Albinism Interim Mission; Africa Albinism Foundation; Open Society Initiative for East Africa; and the United Nations Office of the High Commissioner for Human Rights.

The Ministry would further like to appreciate the immense financial contribution of Open Society Initiative for East Africa and the United Nations Office of High Commissioner for Human Rights in the process of the development of the NAPPWA.



Aggrey David Kibenge

*Permanent Secretary, Ministry
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EXECUTIVE SUMMARY

Persons with Albinism in Uganda are a vulnerable group that face multiple and intersecting forms of discrimination just because of who they are. PWA have been subjected to discrimination, banishment, cutting of body parts and amputation of limbs, torture and murder due to myths, superstitions and unfounded beliefs.

Uganda has made significant efforts towards addressing discrimination against PWA, most notably recognizing albinism as a form of disability in the Persons with Disabilities Act, 2020. Despite this legal recognition, a specific set of actions is needed at both national and community levels to address the specific needs of this marginalised group.

The National Action Plan for Persons with Albinism (NAPPWA) seeks to promote and protect the human rights of PWA. The goal of the Action Plan is to eliminate human rights violations and abuses of all PWA anywhere in Uganda. The fundamental objectives are:

1. **Inclusion:** The goal of the NAPPWA conforms to the objective of promoting an inclusive society in which persons with disabilities and other disadvantaged persons can participate in all activities of society of the signatories to the United Nations Convention on the Rights of Persons with Disabilities (CRPD). Inclusion means that steps should be taken to ensure that the lives of PWA will differ as little as possible from those of other persons.
2. **Participation:** PWA will be involved from the initial stages of all plans which are relevant to them and subsequently consulted, on an ongoing basis, during the implementation of the plans.
3. **Independence:** PWA should be enabled to grow, develop and live an independent life in dignity and should be able to effectively participate in society.
4. **Equal opportunities and equal treatment:** PWA must not be discriminated against or excluded from all social services particularly in the field of education, health and employment and socially. The NAPPWA shall strengthen their rights in these aspects.
5. **Recognition and respect for diversity:** The NAPPWA shall promote the general recognition of the reality that PWA form part of diversity in the Ugandan society. They must be recognized and treated as human beings and appreciated within society. All false images, myths and superstitions about the reality of their lives and status should be demystified and corrected.
6. **Albinism mainstreaming:** All issues and concerns of PWA shall be mainstreamed in all plans and activities of the national and local governments with the objective of promoting and protecting the rights of PWA. To that end policies, laws and programmes will respect the principles and objectives of this NAPPWA.

7. **Self-advocacy:** The self-confidence of PWA shall be promoted and strengthened through the promotion of self-advocacy programmes, and in particular implementing programmes that ensure they participate, are seen and get heard in society.

The Action Plan spanning over five (5) years prioritizes ten (10) areas of focus, which include awareness raising; access to adequate healthcare; access to all levels of education; access to work and employment; children with albinism; women with albinism; refugees with albinism; policies and laws; accountability; safety and security of PWA. For each mentioned priority area, concrete objectives are listed, as well as indicators for measuring the achievements in the implementation of the NAPPWA. The Action Plan further includes specific activities for each priority area, outlines the measures to be implemented by relevant agencies and key partners, as well as the timeframe and budget estimates for the implementation.

The implementation of the NAPPWA is instrumental in achieving the objectives set forth. Thus, the implementation of the NAPPWA is to be supervised by a National Coordinating Committee (NCC) composed of relevant ministries, departments and agencies of central government and local governments and representatives of PWA. The Ministry of Gender, Labour and Social development will be responsible for overseeing the implementation of the NAPPWA. However, since issues affecting PWA cut across all development sectors. Thus, stakeholders from the public and private sector, including civil society organizations, development partners and the general public will play an important role in the implementation process.

ACRONYMS

ACHPR	African Charter on Human and Peoples' Rights
CCRPD	Committee on the Convention of the Rights of Persons with Disabilities
CEDAW	Convention on the Elimination of Discrimination against Women
CRC	Convention on the Rights of the Child.
CRPD	Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organization
DPP	Directorate of Public Prosecutions
EOC	Equal Opportunities Commission
FBO	Faith Based Organization
ICCPR	International Covenant on Civil and Political Rights
ICERD	International Convention on the Elimination of Racial Discrimination
ICESCR	International Covenant on Economic Social and Cultural Rights
LRC	Law Reform Commission
MDAs	Ministries, Departments and Agencies
MGLSD	Ministry of Gender Labour and Social Development
MIA	Ministry of Internal Affairs
MJCA	Ministry of Justice and Constitutional Affairs
MOES	Ministry of Education and Sports
MOFA	Ministry of Foreign Affairs
MOFP	Ministry of Finance and Planning
MOH	Ministry of Health
MPS	Ministry of Public Service
NAPPWA	National Action Plan for Persons with Albinism
NCC	National Coordinating Committee
NCPD	National Council for Persons with Disabilities
NDA	National Drug Authority

NPA	National Planning Authority
OHCHR	Office of the High Commissioner for Human Rights
OPM	Office of the Prime Minister.
OSIEA	Open Society Initiative for Eastern Africa
PSC	Public Service Commission
PWA	Persons with Albinism
RAP	Africa Regional Action Plan on Albinism
SDGs	Sustainable Development Goals
UBOS	Uganda Bureau of Statistics
UDHR	Universal Declaration of Human Rights
UHRC	Uganda Human Rights Commission
ULS	Uganda Law Society
UNHCR	United Nations High Commissioner for Refugees
URA	Uganda Revenue Authority
URSB	Uganda Registration Service Bureau

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1.0. Introduction

1.1. BACKGROUND

Persons with Albinism (PWA) are a vulnerable group that face multiple and intersecting forms of discrimination just because of who they are. Their rights to life, physical integrity, liberty, security, equality and non-discrimination, health, education and an adequate standard of living are often severely threatened. Witchcraft-related beliefs and practices, myths and superstitions have influenced serious violations of the human rights of PWA in many parts of the world. They have been subjected to discrimination, banishment, cutting of body parts and amputation of limbs, torture and murder due to these unfounded beliefs. Graves of persons with albinism have been desecrated to obtain body parts. Violations of the human rights of PWA are known to take place in Africa and the practice has been manifested within East Africa, including Uganda.

Over the past few years, Uganda has taken some significant efforts towards addressing discrimination against PWA, a most notable one being recognizing albinism as a form of disability in the Persons with Disabilities Act, 2019.¹ The engagement of the Government by albinism Civil Society Organizations (CSOs) has been instrumental in increasing awareness about albinism and promoting debate about equality and inclusion of persons with albinism. The Parliament of Uganda, through the Office of the Speaker has supported initiatives for the inclusion of PWA and elimination of discrimination against PWA. The Office of the High Commissioner for Human Rights (OHCHR) and the Open Society Initiative in East Africa (OSIEA) have supported these efforts both at national and international levels, engaging with both national institutions and CSOs to raise awareness, build capacity and seek to counter stigma and discrimination faced by PWAs. From the year 2015, OHCHR has supported the organization of annual celebrations of the International Albinism Awareness Day which were used to highlight issues of PWA.

1 See Schedule 3 of the Persons with Disability Act, 2019.

In 2018, the Parliament of Uganda, the Equal Opportunities Commission (EOC), the Uganda Human Rights Commission (UHRC) and the albinism community in Uganda, in partnership with OHCHR in Uganda, commissioned a study which analysed the situation of PWA in Uganda. The report of this study *“Enhancing Equality and Countering Discrimination against Persons with Albinism in Uganda”* reveals several findings on the situation of PWA in Uganda and makes recommendations to support planning and design of effective strategies for addressing the challenges affecting the albinism community in Uganda.

In 2018, OSIEA organized a training for PWAs on human rights and to disseminate the Africa Regional Action Plan on Albinism (RAP). In September 2019, OHCHR and OSIEA convened the first national meeting of CSOs of PWA in Uganda. The meeting, for the first time, brought together the Ugandan albinism community to share experiences and challenges. It also discussed the RAP, identified national priorities and explored the opportunity of developing a National Action Plan for Persons with Albinism in Uganda (NAPPWA). As a result of the meeting, a Task Force was created² and has been instrumental in development of the NAPPWA.

1.2. SITUATION OF PERSONS WITH ALBINISM IN UGANDA

The report *“Enhancing Equality and Countering Discrimination against Persons with Albinism in Uganda”* shows that PWA in Uganda remain among those left the furthest behind in society. The report noted that a complete absence of systematic interventions and strategic planning has resulted in continued stigma and discrimination against PWA, which in turn affect their capacity to fully enjoy their rights to equality and non-discrimination, health, education, work, social protection and security, among others.

Albinism has only recently been legally recognized in Uganda as a form of disability by the Persons with Disabilities Act, 2020. This has the effect of creating support and protection under disability schemes for PWA. Despite this legal recognition, a specific set of actions is needed at both national and community levels to address the specific needs of this marginalised group. In particular, the lack of official statistics, limited knowledge on albinism and myths regarding this genetic condition, including among providers of basic social services such as teachers, medical personnel and other government officials, have very detrimental effects on the enjoyment of human rights by PWA.

PWA in Uganda suffer discrimination in society, and in accessing services such as education and health care because of myths, beliefs and superstition associated with their condition. In addition, they are also discriminated against on account of their condition notably their skin colour. This unfounded and unfair discrimination has been prevailing without adequate checks, notwithstanding the existence of constitutional provisions guaranteeing the rights of all people to equality and non-

discrimination, to be free from any form of torture, cruel, inhuman or degrading treatment, for the rights of persons with disabilities to human dignity and for the State and society to take appropriate measures to ensure that they realise their full mental and physical potential. ³Discrimination against PWA in Uganda begins with the myth and belief that they are less than human beings and some cultures consider them as ghosts or evil spirits. By these very labels, discrimination against them is rampant in several spheres as it is considered normal and is easily tolerated. PWA in Uganda undergo discrimination at home, in the community, in schools, health facilities and in employment opportunities.

2.0. Overview International, Regional and National Legal framework

2.1. INTERNATIONAL LEGAL INSTRUMENTS

There are many international and regional binding instruments that are very relevant for the promotion, protection and the fulfilment of the rights of PWA. Uganda has ratified several of these international and regional instruments that commit her to promote equality and combat discrimination. At the international level, these instruments include: International Covenant on Civil and Political Rights (ICCPR), 1966; International Covenant on Economic Social and Cultural Rights (ICESCR), 1966; Convention on the Elimination of Discrimination Against Women (CEDAW), 1979; Convention on the Rights of the Child (CRC), 1989; Convention on the Rights of People with Disabilities (CRPD), 2007; and International Covenant on the Elimination of Racial Discrimination (ICERD), 1965; among others. Based on the Universal Declaration of Human Rights, these instruments impose legal obligations on States to respect, promote and protect the right to equality and non-discrimination, including by taking steps towards elimination of discrimination.

2.1.1. The International Covenant on Civil and Political Rights, 1966

The ICCPR is one of the instruments that guarantees fundamental rights and freedoms of all human beings. The ICCPR provisions are very important for the protection and advocacy for the realization of the rights of PWA. They guarantee persons with disabilities equal rights and protection under the law. As human beings, PWA should be treated as such and fairly and be entitled to enjoy all the civil and political rights that are recognized under the ICCPR.

2.1.2. The International Covenant on Economic, Social and Cultural Rights. 1966

Like the ICCPR, the ICESCR, 1966 provides for a general obligation of States to ensure enjoyment of the rights under the Covenant without discrimination.⁴ Moreover, Article 2 (2) of the Covenant requires that the economic, social and cultural rights

provided under the Covenant are to be enjoyed by all persons without discrimination of any kind, including disability.⁵

2.1.3. The Convention on the Rights of Persons with Disabilities

The Convention on the Rights of Persons with Disabilities (CRPD) marks a ‘paradigm shift’ in attitudes and approaches to persons with disabilities. On account of the Convention, persons with disabilities are not to be viewed as “objects” of charity, medical treatment and social protection; rather as “subjects” with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent, as well as being active members of society. The Convention provides for universal recognition to the dignity of persons with disabilities. PWA are a constituency of persons with disabilities as has been indicated in reports of the Independent Expert on the Rights of PWA, which state that PWA have a right to the protection framework of the CRPD.

2.1.4. The Convention on the Elimination of All Forms of Racial Discrimination, 1965

Discrimination based on the pale skin colour associated with albinism is covered by the Convention on the Elimination of All Forms of Racial Discrimination, (ICERD), 1965. Under the Convention, State parties undertake to pursue all measures to eliminate all forms of racial discrimination⁶. The CERD Committee has made it clear that the provisions of the CERD are applicable PWA.⁷

2.1.5. The United Nations Sustainable Development Goals, 2015

The Sustainable Development Goals (SDGs) are the internationally agreed plan for achieving a better and a sustainable future for all mankind. The SDGs seek to address the global challenges, including those related to poverty and inequality. They aim at leaving no one behind in the process of national development and the protection of human rights. Disability and therefore PWA is inherent in the SDGs principle of “leave no one behind” and is specifically flagged in various sections of the SDGs relating to education, economic growth and employment, inequality, as well as data collection and monitoring.

2.2. REGIONAL LEGAL AND POLICY FRAMEWORK.

At the regional level, Uganda is party to, among others, the Constitutive Act of the African Union, 2000; the African Charter on Human and Peoples’ Rights (ACHPR), 1981; the Protocol to the African Charter on Human and Peoples’ Rights on the Rights of Women in Africa, 2003; and the African Charter on the Rights and Welfare

5 See: General Comment No 5: Persons with Disabilities (9 December 1994) E/1995/22, at [5].

6 Article 2 CERD.

7 Committee on the Elimination of All Forms of Racial Discrimination. - CERD/C/ZAF/CO/4-8, October 2016.

of the Child, 1990.

Under the African Charter on Human and Peoples' Rights, 1981 (the Banjul Charter) Uganda, by virtue of Article 2 of the Banjul Charter undertakes to guarantee its citizens the enjoyment of the rights and freedoms recognized and guaranteed in the Banjul Charter without distinction of any kind. Under the Banjul Charter, Uganda is also under the obligation to introduce and implement special measures to protect persons with disabilities taking into account their physical and moral needs.⁸ On the right to health, which is critical for persons with albinism, the Banjul Charter, in Article 16, provides for the enjoyment of the best attainable state of physical and mental health by everyone. Uganda, as a State Party is obliged to take the necessary measures to protect the health of its people and to ensure that they receive medical attention when they are sick. Besides the right to health, the Banjul Charter also guarantees the right to education,⁹ and the right to work,¹⁰ for every individual. These are key rights for PWA, which Uganda must promote and protect given that PWA are often discriminated against in the enjoyment of these rights.

The African Commission on Human and Peoples' Rights, which monitors the implementation of and compliance with the Banjul Charter, pronounced itself on the situation of PWA in Africa at its 54th Ordinary Session held from 22 October to 05 November 2013 in Banjul, The Gambia. The Commission noted the widespread discrimination, stigma, social exclusion and systematic attacks on PWA in Africa and called upon states to take all necessary measures to ensure effective protection of PWA and to eliminate all forms of discrimination against PWA.¹¹

Uganda, as a party to the African Charter on the Rights and Welfare of the Child, 1980, has the legal duty to ensure that every child enjoys the rights and freedoms in the Charter. Under Article 13 of the Charter, every child who is mentally or physically disabled has the right to special protection to ensure his or her dignity, self-reliance and active participation in the community. The provisions of the Charter are equally important for children with albinism and like the provisions of the international treaties, give the legal basis on which Uganda should actively promote, advocate, and protect the rights of children with albinism.

The East African Community has developed a Policy on Persons with Disabilities. The Policy seeks to promote equalization of opportunities for persons with disabilities and generally to guide Member States on the best approach to promote and protect the rights of persons with disabilities. Uganda, together with other Member States agreed to use the Policy as a yardstick to inform its policies, programmes and sectoral plans. The Policy requires, among others, elevating the disability sector into a high-profile ministry for visibility; promoting special and vocational education at all levels; economic empowerment; promoting accessibility to facilities; social protection; ensuring inclusion and participation and representation of persons with

8 Article 18(4) of the ACHPR.

9 ACHPR Article 17.

10 Ibid Article 15.

11 Resolution ACHPR/Res.263 (LIV) 2013 on the prevention of attacks and discrimination against Persons with Albinism.

disabilities; provision of care and support; research and documentation on issues of disability; affirmative action programmes; and awareness creation on disability issues.

2.3. OVERVIEW NATIONAL LEGAL AND POLICY FRAMEWORK

2.3.1. The Ugandan Constitution, 1995

The Ugandan Constitution is the premier national instrument that supports the promotion and protection of the rights of marginalized groups in the Country. Chapter 4 of the Ugandan Constitution of 1995 provides the basic framework for the protection and promotion of the human rights of everybody, including persons with albinism, in Uganda. It is important to note that under the Constitution *“All persons are equal before and under the law in all spheres of political, economic, social and cultural life and in every other respect and shall enjoy equal protection of the law”*¹². And the Constitution is explicit that *“... a person shall not be discriminated against on the ground of sex, race, color, ethnic origin, tribe, birth, creed or religion, social or economic standing, political opinion or disability”*¹³.

The Ugandan Constitution also imposes on the State the duty to take affirmative action in favour of groups marginalized on the basis of gender, age, disability or any other reason created by history, tradition or custom, for the purpose of redressing imbalances which exist against them¹⁴.

Under the Constitution, in Objective XXVI, the Ugandan State and society must recognize the rights of persons with disabilities to respect and dignity. Read together with Article 35 (1), this clearly imposes the duty to take steps to promote and protect the respect and dignity of persons with disabilities, as well as steps to ensure they realize the full mental and physical potential. And under Article 35 (2), Parliament has a duty to enact appropriate laws for the protection and promotion of the rights of persons with disabilities.

Persons with disabilities have a right to seek redress, as provided for under the Constitution, if their rights are violated. The Constitution mandates the Courts and the UHRC to entertain complaints of human rights violations and provide remedies to victims of violations.¹⁵ The UHRC, established under Article 51 of the Constitution, has a duty to monitor if state organs and agencies are complying with the human rights standards, including in relation to disability.¹⁶ The UHRC also has a duty to create awareness on the rights of persons with disability,¹⁷ and can recommend to Parliament effective measures to promote human rights,¹⁸ including the human

12 Article 21(1): Constitution of Uganda.
13 Constitution of Uganda, 1995; Article 21 (2).
14 Constitution of Uganda, 1995, Article 32.
15 Constitution of Uganda. Article 50 (1).
16 Ibid. Article 52 (1) (h).
17 Ibid. Article 52 (1) (e).
18 Ibid. Article 52 (1) (d).

rights of persons with disabilities. The Constitution also requires that the States establishes the Equal Opportunities Commission,¹⁹ for the purpose of eliminating discrimination and inequalities against any individual or group of persons.

2.3.2. The Equal Opportunities Commission Act, 2007

The Equal Opportunities Act was enacted to, among others, “give effect to the State’s constitutional mandate to eliminate discrimination and inequalities against any individual or group of persons on the ground of sex, age, race, colour, ethnic origin, tribe, birth, creed or religion, health status, social or economic standing, political opinion or disability, and take affirmative action in favour of groups marginalised on the basis of gender, age, disability or any other reason created by history, tradition or custom for the purpose of redressing imbalances which exist against them”²⁰.

The EOC’s main function is to monitor, evaluate and ensure that policies, laws, plans, programs, activities, practices of all organs and agencies of the state, private businesses, non-governmental organizations, social and cultural communities comply with equal opportunities and affirmative actions in favour of groups marginalized on several grounds including disability.²¹ The EOC can investigate any matter regarding discrimination or marginalization and has the mandate to examine policies, laws, practice to determine their compliance with equal opportunity standards and make appropriate orders or recommendations. Therefore, in the event of the violation of the rights of persons living with disabilities, and in this case, persons with albinism, one can seek redress from the EOC.

2.3.3. The Persons with Disabilities Act, 2020

The Persons with Disabilities Act, 2020 expressly recognizes albinism as a form of disability,²² and therefore persons with albinism are now a category within persons with disabilities. The Act provides measures and institutional arrangements for the respect, promotion and protection of the rights and fundamental freedoms of persons with disabilities that now include PWA. The primary institutional arrangements now include the National Council for Persons with Disabilities (NCPD), the Councils for Persons with Disabilities at the District Councils and at the Sub-County Councils levels.

The Persons with Disabilities Act specifically requires the Government to promote the education of persons with disabilities through several interventions that include: inclusive education; catering for the special needs and requirements of persons with disabilities; implementation of policies and programmes to support the girl child and children in rural areas; the training of teachers on the special needs of persons with disabilities; the provision of learning and instruction materials and assistive devices suitable for learners with special needs; the enforcement of recruitment and retention of special needs education teachers in all schools and institutions; ensuring all educational institutions have structural and other

¹⁹ See Article 32 (2) of the Constitution of Uganda, 1995.

²⁰ The Equal Opportunities Commission Act, 2007

²¹ Ibid Section 14 (1).

²² See Schedule 3 of the Persons with Disability Act, 2020.

adaptations suitable to the needs of persons with disabilities; promotion of specialized institutions that facilitate research and development of the education of persons with disabilities; and the provision of assistive services during examinations, including giving extra time suitable for students with special disability needs .

The Act prohibits discrimination against persons with disabilities in all spheres including in education, health services and employment. The Government is obliged to take affirmative action in favour of persons with disabilities. The Act takes into account the special circumstances of children with disabilities in education and establishes the duty of the Government to formulate policies that give children with disabilities access to education at all levels, paying particular attention to the requirements of children in rural areas. In addition, the Act requires all organs and agencies of the Government and all persons to respect, uphold and promote the rights in Chapter 4 of the Constitution with respect to persons with disabilities. The Government is obliged to take affirmative action in favour of persons with disabilities. The Act prohibits the subjection of any person with disability to cruel, inhuman, or degrading treatment or punishment.

2.4. THE NATIONAL INSTITUTIONAL FRAMEWORK

The following national institutions have legal responsibility to undertake measures for the promotion and protection of the rights of persons with disabilities who include PWA: Parliament' under Article 35 of the Constitution, has a duty to pass appropriate laws that promote disability rights; the Executive, through the Ministry of Gender, Labour and Social Development (MGLSD) has the overall responsibility over disability matters. The MGLSD has placed disability matters under its social protection function which has a fully-fledged directorate. Under the MGLSD, there are also semi-autonomous state institutions whose roles touch on disability issues. These institutions include NCPD, EOC and decentralized Local Government Community Development Departments.

Government planning, programmes that impact on persons with disabilities are implemented by various Ministries, Departments and Agencies (MDAs). It is therefore important that disabilities issues being crosscutting are mainstreamed into the policies and programmes of ministries, departments and agencies.

Implementation of many government programmes have been decentralized to local governments. Local governments therefore also have the responsibility of planning and implementing programmes on persons with disabilities through their departments of community development.



3.0. The National Action Plan

3.1. NATURE OF THE NATIONAL ACTION PLAN

1. The NAPPWA consists of agreed principles for promoting and protecting the rights of PWA in Uganda and covers the objectives and specific intervention measures.
2. The NAPPWA was developed with the active participation of organizations of PWA and other relevant stakeholders. These stakeholders and PWA were afforded several opportunities to get involved and influence the selection of the priorities and content of the NAPPWA through workshops and meetings of the Task Force. An important responsibility of the Task Force was to determine the list of priorities for the NAPPWA, as well as suitable indicators for measuring its progress.
3. The NAPPWA implementation is to be supervised by a National Coordinating Committee composed of relevant ministries, departments and agencies of local and central government and representatives of PWA.
4. The progress in the realisation of the NAPPWA objectives will be assessed through interim assessments and evaluation at the conclusion of the NAPPWA period.
5. The NAPPWA is to be a dynamic instrument to allow for possible modification by the introduction of suitable priorities in the field of measures and indicators. If interim assessments find that additional measures are necessary, the NAPPWA can be supplemented, modified or amended accordingly.

3.2. PRINCIPLES OF THE NATIONAL ACTION PLAN

The NAPPWA is guided by the following key principles:

- Inclusion and participation.
- Accessibility.

- Albinism mainstreaming.
- Equal opportunities and equal treatment.
- Financial security.
- Self-determination/Independence.
- Self-advocacy.
- Awareness-raising.
- Equality.
- Non-discrimination.

3.3. FUNDAMENTALS OF THE ACTION PLAN ON ALBINISM

3.3.1. Objectives:

1. Inclusion: The goal of the NAP conforms to the CRPD objective of promoting an inclusive society in which persons with disabilities and other disadvantaged persons can participate in all activities of society. Inclusion means that steps should be taken to ensure that the lives of PWA will differ as little as possible from those of other persons.
2. Participation: PWA will be involved from the initial stages of all plans which are relevant to them and subsequently consulted, on an ongoing basis, during the implementation of the plans.
3. Independence: PWA should be enabled to grow, develop and live an independent life in dignity and should be able to effectively participate in society.
4. Equal opportunities and equal treatment: PWA must not be discriminated against or excluded from all social services particularly in the field of education, health and employment and socially. The NAPPWA shall strengthen their rights in these aspects.
5. Recognition and respect for diversity: The NAPPWA shall promote the general recognition of the reality that PWA form part of diversity in the Ugandan society. They must be recognized and treated as human beings and appreciated within society. All false images, myths and superstitions about the reality of their lives and status should be demystified and corrected.
6. Albinism mainstreaming: All issues and concerns of PWA shall be mainstreamed in all plans and activities of the national and local governments with the objective of promoting and protecting the rights of PWA. To that end policies, laws and programmes will respect the principles and objectives of this NAPPWA.
7. Self-advocacy: The self-confidence of PWA shall be promoted and strengthened through the promotion of self-advocacy programmes, and in particular implementing programmes that ensure they participate, are seen and get heard in society.



4.0. Priority areas of the National Action Plan

4.1. AWARENESS RAISING

Myths, superstitions and stereotypes about albinism are due to ignorance or lack of information about albinism leading to strongly held negative beliefs at various levels of society including in public and private institutions that provide services. Consequently, albinism in Uganda is associated with varying negative beliefs and superstitions that have led to discrimination against PWA. As recommended in the Regional Action Plan on Albinism in Africa - 2017 to 2021, the best strategic approach to eliminating these negative beliefs is to create awareness about albinism and the rights of PWA within the public and among service providers.

The Persons with Disabilities Act 2020 does not expressly provide for awareness raising as a key strategy for promoting the rights of persons with disabilities. Under Section 3 (20 of the Act, however, the Government has a duty to “*promote the fundamental and other human rights and freedoms of persons with disabilities enshrined in the Constitution and the United Nations Convention on the Rights of Persons with Disabilities and its optional protocols*”. The duty to promote is expansive enough to cover the need to create awareness within the public and among service providers about albinism and the rights of PWA. In the NAPPWA, this will be done through the formulation and implementation of sustained programmes.

4.1.1. Objectives

1. To raise awareness throughout society, including at the family level, regarding PWA, and to foster respect for the rights and dignity of persons with albinism.
2. To combat negative beliefs, stereotypes, prejudices and harmful practices relating to PWA in all areas of life.
3. To promote awareness of the recognition of the reality of PWA as human beings that form part of the diversity of society, giving priority to the regions of Uganda where attacks on PWA have been reported.

4. To promote positive perceptions and greater social awareness towards PWA.
5. To foster, at all levels of the education system and among all children from an early age, an attitude of respect for the rights of PWA.
6. To encourage all organs of the media to portray PWA positively.
7. To mobilize support for the implementation of the NAPPWA.

4.1.2. Measures

1. Carrying out sustained multimedia campaigns: radio, television, print media, social media.
2. Carrying out awareness raising among PWA, their families and parents or guardians of children with albinism.
3. Providing training to media personnel on albinism, the human rights of PWA and positive reporting on albinism.
4. Carrying out awareness raising about albinism in schools and among children.
5. Strengthening the capacities of NCPD, EOC, UHRC, MDAs, local governments and albinism CSOs to protect the rights of PWA.
6. Producing and distributing information, education and communication materials on albinism and the human rights of PWA.
7. Producing and issuing Guidelines/instructions on handling of pupils/students with albinism by schools.
8. Publicizing the NAPPWA.

4.1.3. Indicators

1. Public are aware of albinism, appreciate and respect the rights of PWA.
2. PWA, their parents, guardians and other family members are aware of albinism and the rights of PWA.
3. The media is aware of albinism and promotes the rights of PWA.
4. Persons with albinism have favourable treatment in schools.
5. The NCPD, the EOC, UHRC, MDAs, local governments and albinism CSOs have capacity to promote and protect the rights of PWA.
6. The NAPPWA objectives and activities are implemented.

4.1.4. Implementation Matrix

PRIORITY AREA: AWARENESS RAISING					
No	Measures/ Strategies	Activities	Lead Agencies	Key Partners	Time Frame
1.	Carrying out sustained multimedia campaigns.	Develop and disseminate facts on albinism in booklets, brochures, IEC materials.	MGLSD, UHRC, EOC.	MOI, Ministry of Education and Sports (MOES), Owners of media establishments, CSOs, Faith Based Organisations (FBOs), Development Partners.	2022-2025
2.	Raising awareness among persons with albinism, their families and parents or guardians.	Conduct community dialogues and meetings with PWA and their parents.	UHRC, EOC, Albinism CSOs.	MGLSD, Development partners,	2022-2025
3.	Providing training to media personnel on albinism, the human rights of PWA and positive reporting on albinism.	Organize workshops for media personnel.	UHRC, EOC, Albinism CSOs.	MGLSD, Development partners.	2022-2025
		Facilitate the formation of media platforms on albinism.	NCPD, Albinism CSOs	Ministry of Information, Media houses.	2022 onwards
4	Carrying out awareness raising in schools and among children.	Develop and disseminate booklets, brochures, IEC materials; Outreach meetings, workshops for teachers.	MOES.	UHRC, EOC, Albinism CSOs, Development partners.	2022-2025
5	Strengthening human rights capacities of the NCPD, EOC, UHRC, MDAs, local governments and Albinism CSOs to protect the rights of PWA.	Train staff on albinism issues.	NCPD, UHRC, EOC, Albinism CSOs.	Ministry of Finance and Planning (MOFP), Parliament, MLGSD, Development partners.	2022-2025

		Mobilize funds to respond to albinism issues.	NCPD, UHRC, EOC, Albinism CSOs.	MOFP, Parliament, Development partners.	2022 onwards
6	Produce, distribute information, education and communication materials on albinism and the human rights of PWA.	Develop, print and distribute IEC materials	NCPD, UHRC, EOC, Albinism CSOs.	MOFP, Development Partners, Parliament.	2022-2024
7	Produce Guidelines/ instructions for schools on handling of pupils/students with albinism.	Develop and print and distribute guidelines	MOES	UHRC, EOC; Albinism CSOs, MFP, Development Partners.	2022 onwards
8	Publicizing the NAPPWA	Develop and implement a communication strategy for the NAPPWA	MLGSD, CPD, Albinism CSOs.	UHRC, EOC.	2022 onwards
		Organize and launch the NAP attended by stakeholders and public	MLGSD, NCPD, EOC.	UHRC, Albinism CSOs	2022 onwards
		Lobby Development Partners to support the NAPPWA implementation	MLGSD, NCPD.	UHRC, EOC, Albinism CSOs.	2022 onwards
		Produce and distribute abridged versions of the NAPPWA.	MLGSD, NCPD, Albinism CSOs.	UHRC, EOC, Development Partners.	2022 onwards

4.1.5. Budget Estimates

PRIORITY AREA: AWARENESS RAISING					
Strategies	Year 1&2	Year 3&4	Year 5	Total UGSH	Total 23USD
1. Raising awareness among persons with albinism, their families and parents or guardians.	180,000,000	180,000,000	90,000,000	450,000,000	125,000
2. Providing training to media personnel on albinism, the human rights of PWA and positive reporting on albinism.	108,000,000	108,000,000	54,000,000	270,000,000	75,000
3. Carrying out awareness raising in schools and among children.	360,000,000	360,000,000	180,000,000	900,000,000	250,000
4. Strengthening human rights capacities of the NCPD, EOC, UHRC, MDAs, local governments and Albinism CSOs to protect the rights of persons with albinism.	540,000,000	540,000,000	270,000,000	810,000,000	225,000
5. Producing and distributing information, education and communication materials on albinism and the human rights of PWA.	75,000,000	75,000,000	37,500,000	187,000,000	51,944
6. Produce Guidelines/ instructions for schools on handling of pupils/students with albinism.	36,000,000	-	-	-	10,000

7.Publicizing the National Action Plan on Persons with albinism	108,000,000	-	-	-	30,000
Sub-total				2,617,000.000	726,944

4.2. ACCESS TO ADEQUATE HEALTH CARE

Under the CRPD, States Parties recognize that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination on the basis of disability. Uganda, as a State Party to the Convention, has committed to taking appropriate measures to ensure access for persons with disabilities and therefore persons with albinism to health services that are gender-sensitive, including health-related rehabilitation.²⁴

The Persons with Disabilities Act recognises the right of persons with disabilities to enjoy the same rights with other members of the public in all health institutions including general medical care.²⁵ Under Section 7 (1) of the Act a health unit is prohibited from discriminating against a person with disability on the grounds of disability and the Section further elaborates the circumstances that constitute discrimination by a health unit. Furthermore, the Act requires Government to provide PWA with skin protective creams and persons with disabilities with assistive devices at no cost or subsidized prices.

The report *“Enhancing Equality and Countering Discrimination against Persons with Albinism in Uganda”* shows that many PWA in Uganda experience serious health challenges related to their condition. Many suffer from skin conditions including cancer which are largely as a result of exposure and inadequate protection from the sun. Relatedly many of these people including parents of children with albinism are ignorant of the danger the sun poses to the unprotected skin of a person with albinism and therefore do not take the necessary precaution. In addition, many persons with albinism and their parents are too poor to afford proper protective clothing against sun rays-notably long trousers, long-sleeved shirts, wide-brimmed hats, proper dark glasses and importantly sunscreen body creams. Many have developed advanced skin cancer because of reasons that include failure to seek medical help due to ignorance and the absence of a national system that facilitates early detection and treatment of skin lesions on persons with albinism. Most hospitals and health facilities in the country do not operate skin clinics and have no trained personnel to handle the unique health needs of persons with albinism.

The eyes of PWA are very sensitive to light and require special glasses for protection. Most PWA in Uganda are, however, unable to access suitable eyeglasses and other eye corrective services that can improve their vision. Their limited vision when unaccommodated often results in disability and can be a structural barrier that prevents persons them from participating in society on an equal basis with others.

According to the findings of the OHCHR study, albinism is a neglected genetic disorder in Uganda. There is no national programme in place to address the medical concerns that may be unique to persons with albinism. There are no specialized clinics that handle the skin and eye related consequences of albinism.

Persons with albinism like many others in society access healthcare service from both the formal and informal or traditional health systems. Persons with albinism, however, who approach these health facilities receive poor or no care because of reasons that include insufficient awareness about albinism on the part of medical staff or traditional healers, non-provision of the requisite medical resources such as sunscreen creams, eyeglasses, testing equipment in health facilities and outright discrimination by medical staff based on ignorance, myths, superstitions, stereotypes and stigma. The health problems and or risks of PWA is compounded by the fact that many of them, including parents of children with albinism, do not seek medical services or the services of those organizations that support persons with albinism.

4.2.1. Objectives

1. Provide PWA with the same range, quality and standard of free or affordable health care and programmes as provided to other persons, including in the area of sexual and reproductive health and population-based public health programmes.
2. Provide those health services needed by PWA specifically because of their condition and or disabilities, including early identification and intervention as appropriate, and services designed to minimize and prevent skin lesions and cancers and eyesight problems, including among children and older persons with albinism.
3. Eliminate discrimination against PWA in the provision of health services.

4.2.2. Measures

1. Providing minimum healthcare package for persons with albinism that include free sunscreen lotions, wide-brimmed hats and protective and corrective eyeglasses- all to be included in the national list of essential medicine accessible to PWA.
2. Providing free cancer and eye services to PWA.
3. Equip regional referral hospitals with capacity to provide free skin cancer screening and treat early-stage skin cancers.
4. Building capacity of medical and nursing staff and all health workers and traditional healers with knowledge on albinism and the medical needs of PWA.
5. Provide counselling support to PWA, their parents, guardians and families.

4.2.3. Indicators

1. Number of PWA having equitable access to health care.
2. Number of regional referral hospitals equipped to treat early-stage skin cancer.
3. Number of PWA receiving the minimum healthcare package for PWA namely sunscreen lotion, protective clothes and eyeglasses.
4. National Cancer Policy includes the needs of PWA.
5. Number of reports/complaints about violations of the rights of PWA by medical and nursing staff.
6. Number of PWA and their parents receiving counselling services.

4.2.4. Implementation Matrix

PRIORITY AREA: ACCESS TO ADEQUATE HEALTH CARE					
No	Measures/ Strategies	Activities	Lead Agencies	Key Partners	Time Frame
1	Provide minimum healthcare package for PWA.	Review and revise list of free essential drugs to include sunscreen lotions, hats, and protective and corrective eyeglasses and assistive devices for PWA.	Ministry of Health (MOH)	MFP, National Drug Authority (NDA) Development Partners.	2022 onwards
		Abolish taxes on importation of sunscreen lotions and other assistive devices for PWA.	Parliament, MOFP	Uganda Revenue Authority (URA)	2022 onwards
		Provide for free sunscreen lotions, hats, protective and corrective eyeglasses and assistive devices for PWA.	MOH	Parliament, MOFP	2022 onwards
2	Provide free skin and eye care services to PWA.	Hold periodic health camps for persons with albinism at district hospitals.	MOH, Albinism CSOs.	MOFP, EOC, Development Partners.	2022 onwards
		Introduce mobile skin and eye care services PWA at health centres.			
		Create and support referral system for PWA who require advanced skin and eye care treatment.			
		Support PWA who require skin cancer treatment out of the country.			

3	Equipping regional referral hospitals with capacity to provide free skin cancer screening and treat early-stage skin cancers.	Train medical staff to screen and treat skin cancer.	MOH, NDA.	MOFP, Development Partners.	2022 onwards
		Purchase needed equipment and medicines for regional referral hospitals	MOH, NDA.	MOFP, Development Partners.	2022 onwards
4	Providing medical and nursing staff with knowledge on albinism and the medical needs of PWA.	Provide initial and in-service training to medical and nursing staff.	MOH, MOES.	Albinism CSOs, Medical and Nursing Schools.	2022 ongoing
5	Providing counselling support to PWA, their parents, guardians and families.	Train medical staff and village health teams to carry out counselling at health facilities.	MOH, MLGSD, Albinism CSOs.	EOC, UHRC, Development Partners.	2022 onwards.
		Conduct periodic home visits to families with PWA.	MLGSD, Albinism CSOs.	Development Partners, MOH.	2022 onwards
		Train albinism CSOs, CBOs and village health teams to provide psychosocial support to PWA and their care givers.	MLGSD, Albinism CSOs.	MOH, Development partners.	2022-2024
		Include albinism care and counselling visits in the extension work of Village Health Teams	MOH	Development Partners	2022 onwards

4.2.5. Budget Estimates

PRIORITY AREA: ACCESS TO ADEQUATE HEALTH CARE					
Strategies	Year 1&2	Year 3&4	Year 5	Total UGSH	Total USD
1. Provide minimum healthcare package for PWA.	720,000,000	720,000,000	360,000,000	1,800,000,000	500,000
2. Provide free skin and eye care services to PWA.	720,000,000	720,000,000	360,000,000	1,800,000,000	500,000
3. Equipping regional referral hospitals with capacity to provide free skin cancer screening and treat early stage skin cancers.	3,600,000,000	-	-	-	1,000,000.
4. Providing medical and nursing staff with knowledge on albinism and the medical needs of PWA.	360,000,000	360,000,000	180,000,000	900,000,000	250,000
5. Providing counselling support to PWA, their parents, guardians and families.	360,000,000	360,000,000	180,000,000	900,000,000	250,000
6. Totals				3,600,000,000	2,500,000

4.3. Access to all levels of education

Uganda as a party to the CRPD recognizes the right of persons with disabilities to education²⁶. The obligation under the CRPD embraces ensuring inclusive education, on the basis of equal opportunity at all levels of education. Education should aim at the full development of human potential and sense of dignity and self-worth of persons with disability. It should in particular ensure the development by persons with disabilities of their personality, talents and creativity as well as their mental

and physical abilities to their fullest potential. Education should enable persons with disabilities to participate effectively in a free society.

The right to education for persons with disabilities in Uganda is recognized by Article 30 of the Constitution, which states that all persons have a right to education. Further, the Objectives of the Constitution requires that “*The State shall take appropriate measures to afford every citizen equal opportunity to attain the highest educational standard possible*”²⁷. Three Acts of Parliament requires the State for the institution of measures for equal opportunities and non-discrimination of persons with disabilities in education both at the basic and tertiary levels.

- a) The Children Act, 1966 which requires parents and State to ensure that children with disabilities receive equal opportunities in education, subject to progressive realization;²⁸
- b) The Universities and Other Tertiary Institutions Act as amended, which requires that the “*Admission Committee of a Public University shall take into consideration affirmative action in favour of marginalised groups on the basis of gender, disability and disadvantaged schools*”²⁹.
- c) The Persons with Disabilities Act 2020, in Section 6 provides for non-discrimination in the provision of education services. Generally, educational institutions are prohibited from discrimination against a learner with disability on the basis of disability. Institutions have a duty to provide inclusive education that embraces the duty to provide reasonable accommodation for the needs of learners with disabilities. Under Section 6 (6) of the Act “*A parent or guardian of a child with a disability has the responsibility of enrolling the child in an institution of learning or ensuring that the child is enrolled in an institution of learning*”.

The report “*Enhancing Equality and Countering Discrimination against Persons with Albinism in Uganda*” found that children and students with albinism in Uganda face several challenges accessing and remaining in schools. Their first challenge arises out of discrimination at the household level. Parents choose not to send these children to school because they are considered less than human or having no future. One common ground in all regions of Uganda for keeping children with albinism out of school is inability to afford fees by single mothers deserted by partners following the birth of a child with albinism. In many cases the children and students with albinism drop out of school because of unfavourable school environment (abuse, bullying, and failure by teachers to understand and respond to their needs) and for reasons associated with their vision.

4.3.1. Objectives

1. To ensure PWA access to inclusive and quality education at all levels on an equal basis with others.

²⁷ Objective XVIII (ii) of the National Objectives and Directive Principles of State Policy.

²⁸ Children Act, article 10.

²⁹ Section 28 (3) of the Universities and Other Tertiary Institutions Act, 2001 as amended.

2. To ensure PWA receive the support required, including reasonable accommodation, within the general education system, to facilitate their effective education.

4.3.2. Measures

1. Introducing affirmative actions for enrolling, retaining and supporting children/learners with albinism in the national education system.
2. Equipping teachers and school management with knowledge on albinism and on the needs of children/students with albinism and on how to respond to these rights/needs.
3. Adding education on albinism and PWA in the overall education curriculum.
4. Promoting attitudinal change towards learners with albinism by teachers, school staff and learners in schools.
5. Issuing and enforcing Guidelines to educational institutions on the rights and needs of pupils and students with albinism.
6. Providing, for free, low vision devices and all necessary assistive/adaptive devices to pupils/students with albinism.
7. Developing and enforcing a national school policy on sun protective wear and lotions for children/students with albinism.
8. Establishing security arrangements at educational institutions for learners with albinism.

4.3.3. Indicators

1. Number of learners with albinism receiving inclusive and equitable education.
2. Number of learners with albinism identified early and placed in schools.
3. Having educational curriculum that includes teacher training on persons with albinism.
4. Number of teachers trained on albinism and the needs of PWA.
5. Number of schools implementing Guidelines on the rights and needs of learners with albinism.
6. Number of pupils/students with albinism receiving free assistive/adaptive devices.
7. Number of Annual Surveys conducted to assess educational support to pupils/students with albinism.

4.3.4. Implementation Matrix

PRIORITY AREA: ACCESS TO ALL LEVELS OF EDUCATION					
NO	Measures/ Strategies	Activities	Lead Agency	Key Partners	Time Frame
1	Enrolling and supporting children with albinism in schools as a matter of affirmative action.	Implement a programme to identify, register, place and support learners with albinism in schools.	MOES; NCPD Albinism CSOs	MOFP; MLGSD; Development Partners	2020 onwards
2	Equipping teachers and staff with knowledge on albinism and the needs of learners with albinism.	Provide initial and in-service training for teachers and staff.	MOES	EOC; MLGSD; Albinism CSOs; Development Partners.	2020 onwards
3.	Promoting attitudinal change towards learners with albinism by teachers and learners in schools.	Conduct orientation courses on albinism to all teachers, learners and parents of all schools that have persons with albinism.	MOES	Albinism CSOs NCPD	2020 onwards
		Place learners with albinism to positions of responsibility in such schools.	MOES	NCPD	2020 onwards
		Produce and disseminate information materials on albinism for schools.	MOES NCPD	Albinism CSOs Development Partners.	2020 onwards
4	Promoting inclusive education and school environment including reasonable accommodation for learners with albinism.	Issuing Guidelines to schools on the needs of pupils and students with albinism.	MOES	NCPD Albinism CSOs	2020 onwards

		Issue directives to all schools to implement a dress code policy that allows learners with albinism to wear sun protective uniform and clothing.	MOES	NCPD Albinism CSOs	2020 onwards
		Develop and distribute to all schools guidelines or instructions on the needs of learners with albinism.	MOES	NCPD; UHRC; MLGSD;	2020 onwards
		Provide, for free, all necessary assistive and adaptive devices to learners with albinism.	MOES; Albinism CSOs	MOH; MOFP; MLGSD; EOC; Development Partners	2020 onwards
		Provide reasonable accommodation at all schools enrolling learners with albinism.	MOES NCPD	MOF Development Partners	
5	Implementing a national school policy on sun protective wear and lotions for children/students with albinism.	Introduce a policy that provides sun protective wear and sunscreen lotions for free to all learners with albinism.	MOES; NCPD	MOH; MLGSD; MOFP;	2020 onwards
6	Establishing security arrangements for learners with albinism.	Schools having learners with albinism are to establish protective measures for the security of learners with albinism.	MOES NCPD School management	Uganda Police Local Defence Councils Albinism CSOs	2020 onwards
		Develop and disseminate security guidelines for school going PWA.	MOES NCPD School management	Uganda Police Local Defence Councils; Albinism CSOs	2020 onwards

4.3.5. Budget Estimates

PRIORITY AREA: ACCESS TO ALL LEVELS OF EDUCATION					
Strategies	Year 1&2	Year 2&3	Year 5	Total UGSH	Total USD
1. Enrolling and supporting children with albinism in schools as a matter of affirmative action.	180,000,000	180,000,000	90,000,000	450,000,000	125,000
2. Equipping teachers and staff with knowledge on albinism and the needs of learners with albinism.	180,000,000	180,000,000	90,000,000	450,000,000	125,000
3. Promoting attitudinal change towards learners with albinism by teachers and learners in schools.	180,000,000	180,000,000	90,000,000	450,000,000	125,000
4. Promoting inclusive education and school environment including reasonable accommodation for learners with albinism.	180,000,000	180,000,000	180,000,000	450,000,000	125,000
5. Implementing a national school policy on sun protective wear and lotions for children/ students with albinism.	90,000,000	90,000,000	45,000,000	225,000,000	62,500
6. Establishing security arrangements for learners with albinism.	90,000,000	-	-	-	25,000
Totals				1,800,225,000	587,000

4.4. ACCESS TO WORK AND EMPLOYMENT

PWA have the right to work, on an equal basis with others. This includes the right to the opportunity to earn a living by work freely chosen or accepted in a labour market. They are entitled to work environment that is open, inclusive and accessible.

The State has the legal duty to safeguard and promote the realization of the right to

work for PWA. This includes protecting their right to equal opportunities and equal remuneration for work of equal value, a just and favourable conditions of work, safe and healthy working conditions, including protection from harassment, and the redress of grievances.

An employer shall not discriminate against a person with a disability, on the basis of the disability of that person. This prohibition is stated in Section 9 of the Persons with Disabilities Act, 2020. The Section prescribes duties for the employer towards ensuring equal opportunity in employment for persons with disabilities and prescribes circumstances that would constitute discrimination in employment. In addition to requiring employers to make reasonable accommodation to facilitate the employment of a person with disability, the Section provides incentives, in the form of tax relief for employers who recruit persons with disabilities. The Minister responsible for labour also has the duty to determine the quota of persons with disabilities workforce for employers, and by statutory instrument publish the agreed quota at least once in every two years.

Notwithstanding these positive legal protections, persons with disabilities do experience serious difficulties accessing employment. The myths and misconception about albinism promote stigma, their exclusion and discrimination in employment and in society. The discrimination may be direct or indirect which creates an impediment for them to access services such as access education, health care and claim for their legal or human rights- all compounding their exclusion from employment.

4.4.1. Objectives

1. Promote employment opportunities and career advancement for PWA in the public and private sectors;
2. Promote opportunities for self-employment, entrepreneurship, the formation of cooperatives by PWA;
3. Protect the rights of PWA to just and favourable conditions of work, notably the rights to equal opportunities and equal pay for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances;

4.4.2. Measures

1. Equipping PWA with skills to enter the job market;
2. Enacting or reviewing laws or policies to establish a quota system for promoting employment of persons with albinism in the public and private sector;
3. Enacting or reviewing laws or policies to establish financial support, capacity development of PWA to engage in self-employment or private business;
4. Providing training to PWA on human rights to enhance their self-esteem;

5. Providing assistive/adaptive devices and reasonable accommodation to PWA at the workplace;
6. Training MDAs and the private sector, local governments, NGOs on the rights of PWA.

4.4. 3. Indicators

1. Number of PWA trained and with skills for the job market.
2. Number of PWA employed in public and private service.
3. Number of PWA supported by government to be in self-employment or private business.
4. Number of PWA trained in human rights.
5. Number of PWA provided with assistive/adaptive devices and reasonable accommodation at the work place.
6. Number of MDAs, local governments, private sector and NGOs trained on the rights of PWA.

4.4.4. Implementation Matrix

PRIORITY AREA: ACCESS TO WORK AND EMPLOYMENT					
NO	Measures/ Strategies	Activities	Lead Agencies	Key Partners	Time Frame
1	Equipping PWA with skills for the job market.	Place PWA in vocational training schools.	MGLSD; MOES; Ministry of Trade and Industries	MOFP, Development Partners, Albinism CSOs	2022 onwards
		Support PWA to access tertiary education.	MOES, MLGSD, NCPD	MOFP, Development Partners	2022 onwards
		Attach PWA on internship programs.	MGLSD, MOES	MOFP, NCPD, EOC	2022 onwards
2	Promoting employment of PWA in the public and private sector.	Introduce measures to enforce Section 9 of the Persons with Disability Act, 2020 on non-discrimination of persons with disabilities in employment to benefit PWA.	MPS, PSC, MLGSD	NCPD, EOC, UHRC	2022 onwards

		Institute affirmative action measures to place PWA in the public service as required under Section 14 of the Persons with Disability Act 2020.	MPS, PSC, MLGSD	MJCA, EOC, NCPD	2022 onwards
		Identify and lobby for employment of qualified PWA in the public and private sectors.	MLGSD, NCPD, EOC	Albinism CSOs	2022 onwards
		Recognize and publicize names of organizations and companies employing PWA and the tax reliefs and awards provided to them.	MLGSD, NCPD	Albinism CSOs, MOFP	2022 onwards
		Support the provision of assistive or adaptive devices and reasonable accommodation for PWA at the workplace.	MLGSD, MPS, NCPD	MOFP; Development Partners. Parliament.	2022 onwards
3	Supporting PWA to be in self-employment or private business.	Implement programmes for entrepreneurship and vocational skills training for young PWA.	MLGSD Ministry of Trade and Industries	MOFP; NCPD; development Partners	2022 onwards
		By affirmative action, provide financial grants to PWA under the Government Special Grants Programmes for vulnerable groups.	MLGSD, MOFP	Development Partners	2022 onwards
		Sensitize PWA about the Government Special Grants Programmes.	MLGSD, NCPD	EOC, Albinism CSOs	2022-2025

		Organize business exchange visits by PWA entrepreneurs to enhance their business skills.	MLGSD, NCPD Ministry of Trade and Industries	EOC; Albinism CSOs, Development Partners	2022 onwards
4	Training MDAs, the private sector, local governments, NGOs on the rights of PWA.	Organize training workshops and or briefing sessions.	MLGSD, NCPD, UHRC.	EOC, Albinism CSOs, Development Partners	2022 onwards.
5	Providing training to PWA on human rights to enhance their self-esteem.	Organize human rights workshops for persons with albinism.	UHRC, EOC, Albinism CSOs	MOFP, Development Partners	2022-2025

4.4.5. Budget Estimates

PRIORITY AREA: ACCESS TO WORK AND EMPLOYMENT					
Strategies	Year 1&2	Year 3&4	Year 5	Total UGSH	Total USD
1. Equipping PWA with skills for the job market.	360,000,000	180,000,000	90,000,000	630,000,000	175,000
2. Promoting employment of PWA in the public and private sector.	100,000,000	100,000,000	50,000,000	250,000,000	70,000
3. Supporting PWA to be in self-employment or private business.	360,000,000	360,000,000	180,000,000	630,000,000	175,000
4. Training MDAs, the private sector, local governments, NGOs on the rights of PWA.	90,000,000	90,000,000	45,000,000	225,000,000	62,500
5. Providing training to PWA on human rights to enhance their self-esteem.	90,000,000	90,000,000	-	180,000,000	50,000
Totals				1,915,000,000	532,000

4.5. CHILDREN WITH ALBINISM

Under various, international, regional and national laws, Uganda has legal responsibilities to take measures for the development and protection of children, including children with albinism:

Article 7 of the CRPD requires Uganda to take all necessary measures to ensure that children with disabilities, exactly like all other children, enjoy all human rights and basic freedoms. In all actions concerning children with disabilities, the best interests of the child shall be a primary consideration. Article 7 requires that all States Parties shall ensure that children with disabilities are provided with disability and age-appropriate assistance to realize that right.

Under Article 3 of the Convention on the Right of the Child (CRC), 1989, Uganda has the general duty to ensure children such protection and care as is necessary for their well-being, taking into account the rights and duties of their parents, legal guardians, or other individuals legally responsible for them. To this end, Uganda must take all appropriate legislative and administrative measures.

Under Article 19 of the CRC, Uganda must take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child. Article 9 requires that such protective measures should, as appropriate, include the establishment of effective social programmes to provide necessary support for the child and for those who have the care of the child. The measures should include other forms of prevention and identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment, and, as appropriate, for judicial involvement.

Further, under Article 23 of the CRC, Uganda recognizes the right of a child with disability to special care. State Parties has a duty to provide assistance, subject to available resources, to the eligible child and those responsible for his or her care which is appropriate to the child's condition and to the circumstances of the parents or others caring for the child. In accordance with the special needs of a child with disability, such assistance is to be provided free of charge, whenever possible, taking into account the financial resources of the parents or others caring for the child. The special assistance is to be designed to ensure that the child with disability has effective access to and receives education, training, health care services, rehabilitation services, preparation for employment and recreation opportunities in a manner conducive to the child achieving the fullest possible social integration and individual development, including his or her cultural and spiritual development.

Uganda is a State Party to the African Charter on the Rights and Welfare of the Child, 1980. Article 3 of the Charter provides that every child should enjoy the rights and freedoms in the Charter, regardless of his or her race, ethnic group, colour, sex, language, religion, political or other opinion, national and social origin, fortune, birth or other status. Under Article 13, every child disabled has the right to

special protection to ensure his or her dignity, self-reliance and active participation in the community.

The Uganda Constitution guarantees the right of children to basic education and prohibits the deprivation of a child of medical treatment, education or any other social or economic benefit for reason of religious or other beliefs. All orphans and vulnerable children are entitled to special protection³⁰.

4.5.1. Objectives

1. To regularly collect official data on children with albinism for planning and support purposes.
2. To support children with albinism from an early age with necessary individual support.
3. To provide parents of children with albinism (without means) with the necessary support in looking after their children with albinism.
4. Ensure the basic rights and freedoms of children with albinism are protected in all spheres of life.

4.5.2. Measures

1. Implementing a programme for the identification and registration of children with albinism.
2. Implementing a programme of social support to children with albinism from an early age.
3. Mainstreaming issues of children with albinism in early childhood development programmes.
4. Raising awareness about the rights of children with albinism living in communities.

4.5.3. Indicators

1. Official data on children with albinism collected and updated regularly.
2. Number of children with albinism and their parents receiving official support.
3. Number of development programmes that have mainstreamed issues of children with albinism.
4. Number of Communities sensitized about the rights of children with albinism.

4.5.4. Implementation matrix

PRIORITY AREA: CHILDREN WITH ALBINISM

NO	Measures/ Strategies	Activities	Lead agencies	Key Partners	Time Frame
1	Implementing measures for the identification and registration of children with albinism.	Conduct periodic survey to identify and register children with albinism.	UBOS, MGLSD, Registrar of Births and Deaths, URSB	MOH, local governments, CSOs	2022 onwards
		Register children with albinism at birth.			
2	Implementing a programme for social support to children with albinism and their care givers as necessary.	Establish a programme for the special support of children with albinism and their care givers as necessary.	MLGSD, EOC	MOFP, Local Ministry of Local Government, Development Partners	2022 onwards
3.	Mainstreaming issues of children with albinism in early childhood development programmes.	Develop tool for mainstreaming issues of children with albinism into programmes.	MGLSD, EOC, MDAs	MOFP, Ministry of Local Government	2022-2024
		Train MDAs to mainstream issues into plans.	MGLSD, EOC	MDAs, MOFP, NPA	
4	Raising awareness in communities about the basic rights and freedoms of children with albinism.	Carry out sustained public education on the rights of children with albinism.	UHRC, EOC, Albinism CSOs	MOFP, Police	2022 onwards
		Carry out training of MDAs on rights of children with albinism.	UHRC, EOC	Albinism CSOs	2022 onwards

4.5.5. Budget Estimates

PRIORITY AREA: CHILDREN WITH ALBINISM					
Strategies	Year 1&2	Year 3&4	Year 5	Total UGSH	Total USD
1. Implementing measures for the identification and registration of children with albinism.	36,000,000	36,000,000	18,000,000	90,000,000	25,000
2. Implementing a programme for social support to children with albinism and their care givers as necessary.	180,000,000	180,000,000	90,000,000	450,000,000	125,000
3. Mainstreaming issues of children with albinism in early childhood development programmes.	36,000,000	36,000,000	-	72,000,000	20,000
4. Raising awareness in communities about the basic rights and freedoms of children with albinism.	36,000,000	36,000,000	18,000,000	90,000,000	25,000
Total	288,000,000	288,000,000	126,000,000	702,000,000	195,000

4.6. WOMEN WITH ALBINISM

According to Article 6 of the CRPD, Uganda must take necessary steps to ensure that women and girls with disabilities can enjoy all human rights and basic freedoms fully and equally. States Parties to the CRPD have a binding duty to take all appropriate measures to ensure the full development, advancement and empowerment of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms.

Alongside the burden caused by albinism, women with albinism are additionally disadvantaged by gender specific discrimination (multiple or intersectional discrimination). Women with albinism are disadvantaged in the areas of education, healthcare and employment.

Women and girls with albinism are in particular danger of becoming victims of

sexual violence because of unfounded beliefs about the curative effect of sex with a woman or girl with albinism. The myth and superstition surrounding albinism exposes women with albinism to unique circumstances of discrimination especially with regard to marriage and sexual reproductive rights. Women with albinism are discriminated in marriage and have been taken advantage of sexually and found it difficult to find genuine partners.

In several ethnic groups within Uganda a child with albinism is considered a great misfortune and its birth is not celebrated and the “misfortune” is blamed solely on the mother who is believed to be responsible for the birth of such a child. Men therefore deny parentage and abandon the child with the mother³¹.

4.6.1. Objectives

1. Ensure the basic rights and freedoms of women with albinism are protected in all spheres of life.
2. To protect the right to self-determination embracing all the areas of the lives of women with albinism, including self-determined sexuality.
3. To mainstream issues of women with albinism into all plans about women.
4. To provide necessary support to single mothers of children with albinism.

4.6.2. Measures

1. Introducing affirmative measures for the protection of women with albinism.
2. Raising awareness of women and girls with albinism about their human rights, including their sexual and reproductive rights.
3. Mainstreaming issues of women with albinism in all plans about women.
4. Providing single parents of children with albinism with material, legal, social and psychosocial support.

31 OHCHR Report: “Enhancing Equality and Encountering Discrimination against Persons with Albinism: The Situation of Persons with Albinism in Uganda”, 20189

4.6.3. Indicators

1. Number and nature of measures introduced to protect women with albinism.
2. Number of women and girls with albinism empowered with knowledge about human rights including their sexual and reproductive rights.
3. Number of plans about women mainstreaming issues of women and girls with albinism.
4. Number of single parents of children with albinism receiving material, legal, social and psychosocial support.

4.6.4. Implementation Matrix

PRIORITY AREA: WOMEN WITH ALBINISM					
NO	Measures/ Strategies	Activities	Lead Agencies	Key Partners	Time Frame
1	Raising awareness of women and girls with albinism about their human rights, including their sexual and reproductive rights.	Conduct training for women with albinism on their rights, including sexual and reproductive rights.	UHRC, EOC, Albinism CSOs	MOH, MLGSD, Development Partners	2022-2025
2	Mainstreaming issues of women with albinism in all plans about women	Develop tool for mainstreaming issues of women with albinism into programmes.	MGLSD, EOC	MDAs, Development Partners	2022-2025
		Train MDAs to mainstream issues into plans.	MGLSD, EOC	MDAs, Development partners	2022-2024
3	Providing single parents of children with albinism with legal, social and psychosocial support.	Establish a programme for supporting single parents of children with albinism as necessary.	MGLSD, EOC, ULS, Justice centres	MOFP, MOH, MJCA, NCPD	2022-2025

4.6.5. Budget Estimates

PRIORITY AREA: WOMEN WITH ALBINISM					
Strategies	Year 1&2	Year 3&4	Year 5	Total UGHS	Total USD
Raising awareness of women and girls with albinism about their human rights, including their sexual and reproductive rights.	36,000,000	36,000,000	18,000,000	90,000,000	25,000
Mainstreaming issues of women with albinism in all plans about women.	36,000,000	36,000,000	-	72,000,000	20,000
Providing single parents of children with albinism with legal, social and psychosocial support.	45,000,000	45,000,000	22,500,000	112,000,000	31,250
TOTAL	117,000,000	117,000,000	40,500,000	274,000,000	76,250

4.7. REFUGEES WITH ALBINISM

Under Part V of the Uganda Refugee Act, 2006, Uganda commits to protecting the rights of refugees as provided under international law. These rights include the right to a fair and just treatment without discrimination on any of the prohibited grounds that include race, colour, religion, sex, nationality, ethnicity etc. Under the Act, refugee women are entitled to the enjoyment and protection of all human rights and fundamental freedoms in economic, social, cultural, civil or any other fields. They in particular have the right to affirmative action to protect them from discriminatory practices.

Despite the existing provisions of the Refugee Act, people with albinism who are refugees or asylum seekers are still susceptible to the risk of discrimination and suffer disadvantages in everyday life, especially when they are confined in refugee settlements. Accordingly, a refugee with albinism require protection. There is need for the adoption and implementation of appropriate measures to implement the provisions of the law particularly those that are necessary to prevent discrimination

against refugees and asylum seekers with albinism and multiple discrimination against refugees and asylum seekers who are women, girls or children with albinism.

4.7.1. Objectives

1. To ensure refugees with albinism enjoy equal rights as nationals with albinism except for those rights not accorded to refugees under international law.
2. To ensure refugees with albinism receive specific interventions to protect and fulfil their basic rights and needs.
3. To ensure refugee children and students with albinism access quality education at all levels on an equal basis with national children.
4. To provide refugees with vocational skills and self-esteem.

4.7.2. Measures

1. Integrating/mainstreaming the rights and basic needs of refugees with albinism into refugee programmes.
2. Creating awareness about albinism among refugees and refugee agencies.
3. Integrating the specific needs of refugees with albinism into national intervention programmes on albinism.
4. Implementing programmes for skilling and building the self-esteem of refugees with albinism.

4.7.3. Indicators

1. Number and nature of issues of persons with albinism integrated in refugee programs.
2. Number of refugees in settlements, refugee communities and working staff that are sensitized about albinism.
3. Number and nature of issues of refugees with albinism mainstreamed in National interventions on albinism.
4. Number of refugees with albinism having vocational skills and self-esteem.

4.7.4. Implementation Matrix

PRIORITY AREA: REFUGEES WITH ALBINISM					
No	Measures/ Strategies	Activities	Lead Agencies	Key Partners	Time Frame
1	Mainstreaming the rights and basic needs of refugees with albinism into refugee programmes.	Develop tool for mainstreaming issues of refugees with albinism into refugee programmes.	OPM, EOC	UNHCR, Albinism CSOs	2022-2025
		Train staff of OPM and refugee agencies on mainstreaming issues of PWA into refugee programmes.	OPM, EOC, MGLSD	UNHCR, Albinism CSOs	2022-2024
2	Creating awareness about albinism, rights and needs of PWA among refugees and refugee agencies.	Conduct workshops for refugees with albinism, refugee staff and refugee communities	OPM, UHRC, EOC	UNHCR, Albinism CSOs, MLGSD, NCPD, Development Partners.	2022-2024
3	Integrating the specific needs of refugees with albinism into national intervention programmes on albinism.	Develop tool for mainstreaming specific needs of refugees with albinism into national interventions on albinism.	MLGSD, MOH, EOC, NCPD	OPM, UNHCR, Albinism CSOs	2022-2025
4	Implementing programmes for skilling and building the self-esteem of refugees with albinism.	Establish a targeted programme for vocational training of refugees with albinism.	OPM, MLGSD	UNHCR, Albinism CSOs, UNHCR, Development Partners	2022 - 2025

4.7.5. Budget Estimates

PRIORITY AREA: REFUGEES WITH ALBINISM					
Strategies	Year1&2	Year 3&4	Year 5	Total UGHSH	Total USD
Mainstreaming the rights and basic needs of refugees with albinism into refugee programmes	36,000,000	36,000,000	-	72,000,000	20,000

Creating awareness about albinism, rights and needs of PWA among refugees and refugee agencies.	36,000,000	36,000,000	-	72,000,000	20,000
Integrating the specific needs of refugees with albinism into national intervention programmes on albinism.	10,800,000	10,800,000	-	21,600,000	6,000
Implementing programmes for skilling and building the self-esteem of refugees with albinism.	36,000,000	36,000,000	-	72,000,000	20,000
Total	118,800,000	118,800,000	-	237,600,000	66,000

4.8. POLICIES AND LAWS

Uganda does not have any policies and laws which specifically deal with PWA. Other than the Constitution, which provides protection of the human rights of all persons within Uganda, no law, including the Persons with Disabilities Act, 2006 recognizes the unique problems associated with albinism. The Act, which was enacted before the adoption and advent of the CRPD, has a narrow definition of disability that does not embrace all the disabilities associated with albinism.

In 2016, Uganda underwent a review of its initial report to the Committee on the Rights of Persons with Disabilities, in accordance with the CRPD. In its Concluding Observations,³² the Committee noted that Uganda has not enacted a law to domesticate the CRPD and that Ugandan legislation contains provisions which are manifestly inconsistent with some of the obligations assumed under the Convention. The Committee also expressed concern about the insufficient existing legal remedies to protect PWA against discrimination the non-recognition of reasonable accommodation for them in the law. The Committee observed that there was persistent discrimination against PWA in Uganda. It also noted that there were insufficient legal remedies to protect PWA against discrimination³³.

Under Article 28 of the CRPD, States Parties recognize the right of persons with disabilities (albinism) to an adequate standard of living for themselves and their families, including adequate food, clothing and housing, and to the continuous improvement of living conditions, and shall take appropriate steps to safeguard and promote the realization of this right without discrimination on the basis of disability. States Parties also recognize the right of persons with disabilities to social protection

and to the enjoyment of that right without discrimination on the basis of disability and shall take appropriate steps to safeguard and promote the realization of this right.

The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa, 2018³⁴ provides commitments intended to answer to the challenges that persons with disabilities in Africa face. Its adoption was expected to trigger ratification and much greater inclusion of the concerns of persons with disabilities in national laws, policies and budgets. Uganda is yet to ratify the protocol.

4.8.1. Objectives

1. To establish policies and laws and ratify international and regional instruments that protect the rights and respond to the specific needs of PWA.
2. To implement specific affirmative action programmes including special grants programmes and poverty alleviation programmes for PWA.
3. Provide social protection to PWA.
4. Inclusion of specific concerns and numbers of PWA in official government data and in national and local government programmes and budgets.

4.8.2. Measures

1. Enacting, reviewing and or amending or repealing laws and policies that discriminate against PWA.
2. Ratifying and domesticating all the regional and international instruments that support the protection of the rights of PWA.
3. Amending the Witchcraft Act to effectively prohibit harmful witchcraft practice and better regulate the practice of traditional medicine.
4. Collecting accurate data on PWA as a specific group of vulnerable persons.
5. Integrating the needs of PWA in the national poverty alleviation, social protection and welfare programmes.

4.8.3. Indicators

1. Specific law on persons with albinism enacted.
2. Relevant regional and international instruments, including the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa, 2018 are ratified and domesticated.
3. Policies and laws reviewed to include specific concerns of PWA.
4. Official data on PWA collected by UBOS.
5. Affirmative action for PWA integrated into policies and programmes for poverty alleviation, social action and social protection.

4.8.4. Implementation Matrix

PRIORITY AREA: POLICIES AND LAWS					
No	Measures/ Strategies	Activities	Lead Agencies	Key Partners	Time Frame
1	Mainstreaming the rights of PWA into the existing legal and policy framework.	Identify and review relevant policy and legal framework that affect PWA.	LRC, MJCA Albinism CSO	EOC, UHRC, MDLSD, Parliament; Development Partners	2022-2025
2	Amending the Witchcraft Act to effectively prohibit harmful witchcraft practice and better regulate the practice of traditional medicine.	Review and amend policies and laws that regulate the practice of traditional medicine and witchcraft practice.	LRC, MJCA, Parliament	MGLSD, UHRC, Albinism CSOs.	2022 onwards
3	Introducing a law to better protect the rights of PWA.	Enact a specific law that responds to the needs of persons with albinism.	LRC, MJCA, MLGSD, Parliament	EOC, UHRC, CSOs, Development Partners	2022-2024
4	Collecting accurate data on PWA as a specific group of vulnerable persons.	Review UBOS data collection policy to include data on PWA and their functional disabilities.	UBOS	MLGSD, EOC, Development Partners, CSOs	2022-2024

5	Integrating the needs of PWA in the national poverty alleviation, social protection and welfare programmes.	Review policies on poverty alleviation, social protection and welfare to enable access to them by PWA.	MLGSD, MOFP,	EOC, UHRC, CSOs	2022 onwards
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4.8.5. Budget Estimates

PRIORITY AREA: POLICIES AND LAWS					
Strategies	Year 1&2	Year 3&4	Year 5	Total UGHSH	Total USD
Mainstreaming the rights of PWA into the existing legal and policy framework.	36,000,000	-	-	36,000,000	10,000
Amending the Witchcraft Act to effectively prohibit harmful witchcraft practice and better regulate the practice of traditional medicine.	36,000,000	-	-	36,000,000	10,000
Introducing a law to better protect the rights of PWA.	36,000,000	-	-	36,000,000	10,000
Collecting accurate data on PWA as a specific group of vulnerable persons.	36,000,000	-	-	36,000,000	10,000
Integrating the needs of PWA in the national poverty alleviation, social protection and welfare programmes.	18,000,000	-	-	18,000,000	5,000
Total	162,000,000			162,000,000	45,000

4.9. ACCOUNTABILITY

4.9.1. Objectives

1. Document and report on the situation of PWA in Uganda.
2. Combat impunity for violating the rights of PWA.
3. Support PWA victims to access remedies.

4. Monitor and report on the progress of implementing the NAPPWA.

4.9.2. Measures

1. Monitoring and reporting on the situation of PWA.
2. Monitoring the implementation of laws, policies and programmes designed for the promoting and protecting the rights of PWA.
3. Evaluating the promotion and protection status of PWA.
4. Holding accountable perpetrators of violence and other violations against PWA.
5. Providing legal support to PWA victims.
6. Supporting the NCC to monitor and evaluate the implementation of the NAPPWA.

4.9.3. Indicators

1. Situation of the human rights of PWA in the country improves.
2. Provision of services to PWA improves.
3. Laws, policies and programmes for PWA are effectively implemented.
4. Perpetrators of violations against PWA are held accountable.
5. PWA victims are able to access appropriate remedies.
6. The NAPPWA is monitored and evaluated by the NCC.

4.9.4. Implementation Matrix

PRIORITY AREA: ACCOUNTABILITY					
No.	Measures/ Strategies	Activities	Lead Agencies	Key Partners	Time Frame
1	Monitoring and reporting on the situation of PWA.	Collect, compile and publicize annual reports on the situation of PWA in Uganda.	UHRC, EOC, NCC, NCPD	MGLSD, Albinism CSOs, Development Partners	2022; 2023; 2024; 2025
		Hold annual fora of stakeholders to discuss the annual report on the situation of PWA in Uganda.	MGLSD, UHRC, EOC, NCC	Parliament, NCPD, Albinism CSOs, Development Partners.	2022-2025
		Hold quarterly stakeholders' meetings to review the situation of PWA in Uganda.	NCC, NCPD, Albinism CSOs	MGLSD, EOC, UHRC, Development Partners	2022-2025

		Compile and make annual reports to the AU and the UN on the implementation of the African Regional Action Plan on Albinism.	MGLSD, NCPD, NCC	Albinism CSOs; UHRC; EOC; MOF; Development Partners.	2022 onwards
2	Monitoring the implementation of laws, policies and programmes designed for PWA.	Assess the level of access to basic social services by PWA and publicize the findings.	UHRC, EOC, NCC	MGLSD, MOF, Development Partners, Albinism CSOs	2022 onwards
3	Holding accountable perpetrators of violence and other violations against PWA.	Carry out effective investigations into reported and other identified human rights concerns of PWA.	Police, UHRC, EOC	Albinism CSOs, Development Partners	2022 onwards
		Conduct public inquiry into systemic human rights violations affecting PWA and publicize the resultant findings.	UHRC, EOC	MOFP, Albinism CSOs, Development Partners	As need arises
4	Providing legal support to PWA victims.	Legal aid agencies to prioritize provision of legal services to PWA victims.	ULS, Justice Centres, Legal Aid NGOs	Judiciary, MJCA, Albinism CSOs, Development Partners	2022 onwards
5	Supporting the NCC to monitor and evaluate the implementation of the NAPPWA.	Provide funds to NCC for monitoring and evaluation purposes.	MGLSD	MOFP, Development Partners	2022 onwards
		Support the establishment and running of NCC Secretariat.	MGLSD	MOFP	2022 onwards

4.9.5. Budget Estimates

PRIORITY AREA: ACCOUNTABILITY					
Strategies	Year 1&2	Year 3&4	Year 5	Total UGSH	Total USD
Monitoring and reporting on the situation of PWA.	72,000,000	72,000,000	36,000,000	180,000,000	50,000
Monitoring the implementation of laws, policies and programmes designed for PWA.	18,000	18,000,000	9,000,000	45,000,000	12,500
Holding accountable perpetrators of violence and other violations against PWA.	72,000,000	72,000,000	36,000,000	180,000,000	50,000,000
Providing legal support to PWA victims.	18,000,000	18,000,000	9,000,000	45,000,000	12,5000
Supporting the NCC to monitor and evaluate the implementation of the NAPPWA.	86,000,000	86,000,000	43,000,000	216,000,000	60,000,000
Total	266,000,000	266,000,000	133,000,000	666,000,000	185,000

4.10. SAFETY AND SECURITY OF PERSONS WITH ALBINISM

Across East Africa many believe that the body parts of people with albinism can bring good luck. There have been reported attacks in Tanzania and Kenya including killings of PWA³⁵. In Uganda there have been media reports of attacks or attempted attacks on PWA and accounts by some parents of children with albinism of attempts to kidnap their children³⁶. The OHCHR study on *“Enhancing Equality and Countering Discrimination against Persons with Albinism in Uganda”* also cited an incident in Luwero where a person with albinism disappeared without trace after visiting a witchdoctor for treatment. One PWA, a leader of a community-based organization for PWA narrowly escaped being sold to strangers by a man she had lived with as husband and wife.

The above accounts indicate that PWA in Uganda can be in danger of being harmed just because of their condition. With demands for body parts of PWA in neighbouring countries such as Tanzania, PWA in Uganda can easily be a target by human traffickers or traffickers in body parts.

Ensuring safety and security of PWA entails implementing preventive measures and

measures to effectively respond on behalf of victims in the event of attacks on PWA. This would include ensuring that perpetrators are brought to justice, victims receive appropriate remedies and reoccurrence of attacks are prevented.

4.10.1. Objectives

1. To prevent violence and crimes against PWA motivated by the desire for their body parts and unfounded beliefs about sex with persons with albinism.
2. To ensure that PWA who are victims of attacks have access to appropriate remedies.

4.10. 2. Measures

1. Engaging with the public about the safety and security of PWA.
2. Establishing and managing a database of PWA and their places of residence.
3. Introducing protection measures for PWA at the community and household levels.
4. Ensuring timely and quick administration of justice in the event of attacks on PWA.

4. 10.3. Indicators

1. The public is sensitized about the safety and security of PWA.
2. Number of PWA registered by location and residence.
3. Security measures for PWA established.
4. Number of cases finalized.

4. 10.4. Implementation Matrix

PRIORITY AREA: SAFETY AND SECURITY OF PERSONS WITH ALBINISM					
No	Measures/ Strategies	Activities	Lead Agencies	Key Partners	Time Frame
1	Engaging the public about the safety and security of PWA.	Undertake public awareness campaigns on the safety and security of PWA.	Police, Local Councils, Albinism CSOs	MIA, NCPD, Development Partners	2022-2023

		Undertake community and school outreach programmes on safety and security of PWA.	Police, Local Councils, Albinism CSOs	MIA, NCPD, development Partners	2022-2024
2	Establishing and managing a data base of PWA and their places of residence.	Develop and manage Persons with Albinism Security Data Management System	Police, Local Councils	MIA, NCPD	2022 onwards
		Undertake registration of all PWA and their places of habitual residence.	Police, Local Councils	MIA, NCPD	2022 onwards
3	Introducing protection measures for PWA at the community and household levels.	Establish a monitoring system at the community level.	Police, Local Councils	MIA	2022 onwards
		Provide self-security and self-defence training to PWA and their families.	Police, Local Councils	MIA, Development Partners	2022 onwards
		Register and monitor the activities of traditional healers within communities.	Police, Local Councils	MLGSD	2022 onwards
4	Ensuring timely investigations and prosecution of cases of violent attacks against PWA.	Prioritize investigations and prosecution of all cases of attacks against PWA.	MJCA, DPP, Police, Judiciary	MIA	2022 onwards
		Provide legal aid to PWA who are victims of attacks and abuse.	ULS, Justice Centres	Judiciary, development Partners	2022 onwards

4.10.5. Budget Estimates

PRIORITY AREA: SAFETY AND SECURITY OF PERSONS WITH ALBINISM					
Strategies	Year 1&2	Year 3&4	Year 5	Total UGSH	Total USD
1. Engaging the public about the safety and security of PWA.	36,000,000	36,000,000	18,000,000	90,000,000	25,000
2. Establishing and managing a data base of PWA and their places of residence.	18,000,000	9,000,000	4,500,000	31,500,000	8,750
3. Introducing protection measures for PWA at the community and household levels.	18,000,000	18,000,000	9,000,000	31,500,000	8,750
4. Ensuring timely prosecution of cases of violent attacks against PWA.	18,000,000	18,000,000	9,000,000	31,500,000	8,750
Total	90,000,000	81,000,000	40,500,000	184,500,000	51,250



5.0. Coordination of the implementation of the NAPPWA

5.1. IMPLEMENTATION ARRANGEMENTS

The NAPPWA implementation is to be supervised by a National Coordinating Committee (NCC) composed of relevant ministries, departments and agencies of central government and local governments and representatives of PWA. The Government through the MGLSD will be responsible for overseeing the implementation of the NAPPWA. Since the issues about PWA are crosscutting in all development sectors, all stakeholders from the public and private sector including CSOs, development partners and the general public will have important roles to play in the implementation process.

Coordination and implementation will as well take advantage of existing national structures, in particular the structures established by the Persons with Disabilities Act, 2020, such as the NCPD, the Local Government Councils for Persons with Disabilities.

5.2. FUNCTIONS OF THE NCC

The functions of the NCC shall include the following:

- a) Recommending the development of programmes;
- b) Overseeing and monitoring the implementation of programmes and activities and for that purpose will receive and consider reports from various implementing partners;
- c) Undertaking interim assessments of NAPPWA progress;
- d) Undertaking evaluations of NAPPWA programmes;
- e) Recommending to Government and Development Partners programmes and activities for adoption and funding;

- f) Assisting Government in mobilizing funds and resources for implementing the NAPPWA;
- g) Coordinating the different CSOs serving PWA;
- h) Coordinating the advocacy programmes about PWA;
- i) Publicizing the NAPPWA and its progress and successes;
- j) Linking PWA with national, regional and international stakeholders serving PWA;
- k) Acting as the Secretariat on issues of PWA.

5.3. MEASURES/ACTIVITIES

NO.	MEASURES	TIME	RESPONSIBILITY	OUTPUTS
1	Establish National Coordinating Committee	2022	MGLSD, Albinism CSOs, EOC, NCPD	Committee established
2	Carry out interim assessments on the NAPPWA	2022; 2023; 2024	National Coordinating Committee	Assessment Reports
3	Carryout evaluation of NAPPWA	2025	National Coordinating Committee	Evaluation Report



6.0. Budget and Financing of the NAPPWA

6.1. FINANCING THE NAPPWA

The budget presented in this plan are estimates. The estimates may be adjusted in case of over or underestimation or when the circumstances require. The total estimate expenditure for this plan for a period of 5 years (2020-2025) is Uganda Shillings **17,871,998,400** amounting US Dollars **4,964,444** calculated at the mean rate of 1 US Dollar to 3,600 Uganda Shillings at the time the Plan was drawn. This equals under 1 million US Dollars per annum, an amount consistent with the amount spent by neighbouring countries such as Tanzania and Kenya on albinism issues.

The estimated budget for each priority area of the plan is provided immediately after the implementation plan for each priority area for ease of reference.

The success of the plan will depend largely on the availability of funds. While the Government will shoulder its responsibility of promoting and protecting the rights of PWA, the task of fully undertaking this responsibility will be affected by national budgetary constraints. It is expected therefore, as anticipated by Member States under the CRPD, that the international community will support engagements to mobilise resources for implementation of the measures indicated in the NAPPWA among development partners and agencies. The Government on its part will endeavour, in the national budget, to allocate funds for some of the activities through the votes of relevant MDAs.

6.2. BUDGET SUMMARY

A summary of the budget for the plan based on each of the ten (10) priority areas is presented in the table below.

Table: Budget Summary

NO.	PRIORITY AREA	TOTAL UGSH	TOTAL US DOLLARS
1	Awareness raising	2,617,000.000	726,944
2	Access to adequate health care	3,600,000,000	2,500,000
3.	Access to all levels of education	1,800,225,000	587,000

4	Access to work and employment	1,915,000,000	532,000
5	Protecting and promoting rights of children with albinism	702,000,000	195,000
6	Protecting and promoting the rights of women with albinism	274,000,000	76,250
7	Protecting and promoting rights of refugees with albinism	237,600, 000	66,000
8	Policies and laws	162,000,000	45,000
9	Accountability	666,000,000	185,000
10	Safety and security of PWA	184,500,000	51,250
	Total	17,871,998,400	4,964,444

7.0. Monitoring and Evaluation Plan

7.1. RESPONSIBLE AGENCIES

The NCC will be responsible for coordinating the monitoring and evaluating and review of the implementation of the NAPPWA strategies and activities. The implementing partners will provide their intervention reports to the MGLSD, through the NCC, on an agreed periodic basis. There will be a biannual and annual review meeting to be organized and facilitated by the MGLSD through the NCC. The objective of these review meetings will be to give opportunity for stakeholders to review progress of various interventions and the NAPPWA as a whole.

7.2. MONITORING AND EVALUATION MATRIX

7.2.1. Summary of general indicators

The following general indicators will be applied in assessing the implementation of the NAPPWA

NO.	PRIORITY AREA	GENERAL OUTCOME INDICATORS
1	Awareness Raising	<ul style="list-style-type: none">• Number of PWA engaged in socio-economic activities.• Number of PWA in work and employment• Number of children with albinism in schools and tertiary institutions.• Nature and number of cases of discrimination and other violations or abuse against PWA reported, investigated and conclusively dealt with.
2	Access to adequate health care	<ul style="list-style-type: none">• Number and percentage of PWA receiving appropriate health services.• Number of health facilities and medical staff equipped to treat the unique health issues of PWA

3.	Access to all levels of education	<ul style="list-style-type: none"> Percentage of learners with albinism accessing education. Number of learners with albinism in primary, secondary and tertiary levels of education. Percentage of schools and other educational institutions providing reasonable accommodation and assistive devices for learners with albinism.
4	Access to work and employment	<ul style="list-style-type: none"> Number of PWA in public and private employment. Percentage of PWA in public and private employment. Number of PWA in self-employment or engaged in private business Number of PWA in vocational training or in internship/ apprentice placement. Number of public and private institutions providing reasonable accommodation for PWA employees.
5	Protecting and promoting rights of children with albinism	<ul style="list-style-type: none"> Nature and number of cases of discrimination and other violations of abuse against children with albinism reported. Number of children with albinism identified and registered at early stage. Number of children with albinism receiving social support and assistive devices. Number of government programmes mainstreaming issues of children with albinism. Number of MDAs trained on issues of children with albinism. Number of public campaigns conducted on the issues of children with albinism.
6	Protecting and promoting the rights of women with albinism	<ul style="list-style-type: none"> Nature and number of cases of discrimination and other violations of abuse against women with albinism reported. Number of women with albinism trained on their rights including sexuality and sexual reproductive rights. Number of government programmes mainstreaming issues of women with albinism. Number of MDAs trained in mainstreaming issues of women with albinism into programmes. Number and percentage of single mothers with albinism receiving necessary social support.

7	Protecting and promoting rights of refugees with albinism	<ul style="list-style-type: none"> • Nature and number of cases of discrimination and other violations of abuse against refugees with albinism reported. • Number of OPM staff trained on mainstreaming issues of refugees with albinism into refugee programmes. • Number of refugees with albinism, staff working on refugee issues and number of refugee communities trained on issues of PWA. • Nature and number of issues of refugees with albinism are included into national interventions on albinism. • Number and percentage of refugees with albinism receiving vocational training.
8	Policies and laws	<ul style="list-style-type: none"> • Number of laws and policies addressing issues of PWA. • Laws and policies on traditional medicine and witchcraft practice strengthened to prevent risk to violating the rights of PWA by traditional medicine and witchcraft practitioners. • A specific law to protect and promote the rights of PWA enacted. • Accurate data on PWA collected by UBOS. • Number and percentage of PWA receiving poverty alleviation, social protection and welfare grants from government.
9	Accountability	<ul style="list-style-type: none"> • Number and percentage of reported PWA victims of violations and abuse. • Nature of human rights violations or abuse against PWA. • Number of monitoring reports on the situation of PWA. • Number of annual of stakeholders' meetings held to discuss the annual reports on situation of PWA. • Number of quarterly stakeholders' meetings to review the situation of PWA. • Number of annual reports to the AU and UN on the implementation of the RAP. • Number and percentage of PWA accessing basic social services. • Nature and number of reported complaints of violations or abuse fully investigated and resolved. • Number of public inquiries into systemic violations or abuse of the rights of PWA. • Number and percentage of PWA victims of violations or abuse receiving legal aid. • Nature and extent of support received by the NCC for monitoring and evaluation activities and for the establishment of its secretariat.

10	Safety and security of PWA.	<ul style="list-style-type: none"> • Nature and number reported cases of violent attacks on PWA. • Number and nature of public campaigns on the safety of PWA. • Number of community and school outreach activities to promote security and safety of PWA. • Security Data Management System for PWA established. • Number and percentage of PWA registered according to their residential areas of abode. • Number of PWA trained in self-security and self-defence. • Number of traditional healers registered and monitored. • Number of reported cases of attacks against PWA fully investigated and prosecuted. • Number of PWA victims of attacks receiving legal aid.
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