



General Assembly

Distr.: General
January 2026

English only

Human Rights Council

Sixty-first session

23 February–2 April 2026

Agenda item 3

**Promotion and protection of all human rights, civil,
political, economic, social and cultural rights,
including the right to development**

Written statement submitted by Under The Same Sun Fund, a non-governmental organization in special consultative status*

The Secretary-General has received the following written statement, which is circulated in accordance with Economic and Social Council resolution 1996/31.

[26 January 2026]

* Issued as received, in the language of submission only.

Written Statement for the Interactive Dialogue with the UN Independent Expert on the Enjoyment of Human Rights by Persons with Albinism on the Right to Employment

The Africa Albinism Network, including Under the Same Sun and over 200 albinism groups across Africa, welcomes the report of the UN Independent Expert on the enjoyment of human rights by persons with albinism and commends the strong attention given to the right to employment. We particularly appreciate the relevance of this report to the African context, where persons with albinism continue to face entrenched exclusion from the labor market.

Across Africa, persons with albinism experience systemic discrimination in access to education, skills development, and decent work, driven by deep-rooted stigma, harmful beliefs, and structural inequality. These challenges are compounded by poverty, weak social protection systems, and limited enforcement of labor and anti-discrimination laws. As a result, unemployment and underemployment rates among persons with albinism remain alarmingly high.

In many African countries, misconceptions portraying persons with albinism as cursed, incapable, or a source of misfortune directly affect recruitment, retention, and career progression. Fear of visibility, exposure to violence, and workplace harassment further discourage participation in formal employment. Women and young persons with albinism are particularly affected, facing intersectional discrimination, gender-based violence, and exclusion from vocational training and entrepreneurship opportunities.

We are also concerned that, despite the adoption of disability laws and employment policies in several African States, persons with albinism are rarely explicitly recognized. This invisibility results in limited access to reasonable accommodation, including low-vision assistive devices, accessible information, flexible working arrangements, and protection from prolonged sun exposure, accommodations that are essential for safe and sustainable employment in many African climates.

Furthermore, the predominance of the informal economy across the continent exposes persons with albinism to unsafe working conditions, a lack of income security, and the absence of labor protections. Climate change, increasing heat exposure, and outdoor livelihoods further exacerbate health risks and economic vulnerability for persons with albinism.

We echo the Independent Expert's recommendations and urge African States to:

1. Explicitly include persons with albinism in national employment, labor, and disability frameworks, in line with the Convention on the Rights of Persons with Disabilities and relevant African human rights instruments, including the adoption of a National Action Plan on Albinism in line with the AU Plan of Action on Albinism (2021-2031);
2. Ensure reasonable accommodation in both public and private sectors, including low-vision support, sun-protective measures, and flexible work arrangements;
3. Strengthen enforcement of anti-discrimination and labor laws, including remedies for workplace exclusion and harassment;
4. Invest in inclusive education, vocational training, and entrepreneurship programmes, with targeted measures for women and youth with albinism; and
5. Collect and publish disaggregated data on employment outcomes for persons with albinism to inform policy, budgeting, and accountability.

We further encourage stronger collaboration between States, National Human Rights Institutions, employers' organisations, and organisations of persons with albinism to translate commitments into tangible employment outcomes.

The right to work is fundamental to dignity, independence, and social inclusion. For persons with albinism in Africa, realising this right is essential to breaking cycles of poverty, stigma, and marginalisation.

We thank the Council and the Independent Expert for their continued leadership and urge sustained attention to the employment rights of persons with albinism across the African continent.

Africa Albinism Network (AAN), NGO(s) without consultative status, also share the views expressed in this statement.