



Government of Malawi

National Action Plan on Persons with Albinism in Malawi (2026–2030)

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FOREWORD

Malawi is a nation defined by resilience, unity, and a steadfast commitment to justice for every citizen. This National Action Plan on Persons with Albinism (NAP) reflects collaborative effort as stakeholders to uphold these values. However, for our brothers and sisters with albinism this journey has been marked by fear, violence, and ongoing challenges in securing their fundamental human rights, safety, and dignity. Through this NAP, reaffirms the resolve to address these injustices and promote an inclusive society where all Malawians can thrive.

The development of this second National Action Plan on Persons with Albinism (2026-2030), which is a successor to the one which came to an end in 2022, is a testament to collective resolution to change this story. It represents the nation's renewed pledge to confront a grave injustice not with fleeting concern, but with sustained, strategic, and uncompromising action. While the previous NAP yielded crucial gains, including a reduction in violent attacks, the reality remains that the deep-rooted myths fueling these atrocities persist. The continued acts of grave tampering, abductions, and the cross-border trafficking of human bones are a stain on our national conscience that needs to be eradicated.

This NAP is more than a policy document, but an affirmative step towards recognizing that the lives of Persons with Albinism are valued, their safety is non-negotiable, and their potential is integral to the nation's progress. This NAP will go beyond protection alone, charting a comprehensive course toward full inclusion in education institutions, workplaces, healthcare system, and public life.

I call upon all stakeholders to implement this NAP with urgency, fund it adequately, and hold ourselves accountable for its outcomes. Together, we will build a Malawi where no one lives in fear or get marginalized because of the colour of their skin.



Honorable Mary Thom Navicha, M.P.
Minister of Gender, Children, Disability and Social Welfare

PREFACE

This National Action Plan on Persons with Albinism (2026-2030) is the product of deep reflection, extensive consultation, and a shared commitment to evidence-based action. It builds directly on the foundations, successes, and the lessons learnt from the implementation of its predecessor.

The development of this NAP was guided by the key question “How do we not only stop the attacks but also dismantle the architecture of discrimination that enables them?” To get responses to this, a thorough review process was undertaken from 2024 to 2025, involving Government Ministries, Departments, and Agencies (MDAs), local and international Non-Governmental Organizations (NGOs), Civil Society Organizations (CSOs), Organizations of Persons with Disabilities (OPDs), and, most importantly, persons with albinism themselves. Additionally, the consultations included survivors of attacks and their families. Their testimonies and insights form the moral and strategic core of this document.

This NAP, therefore, represents a significant evolution in our approach. The key enhancements include a sharper focus on root causes, systemic mainstreaming of gender and social inclusion, and strengthened systems for sustainability. It is now our collective responsibility to ensure that the words on these pages become a lived reality for every person with albinism in Malawi. With this NAP in place, as a nation let us begin this vital work in collaboration.

Finally, the development of this NAP benefited from the valuable contributions of various stakeholders, including Taskforce members of the NAP review who played a central role in providing technical input, MDAs, development partners (DPs), CSOs, academia, and community representatives. The Government of Malawi (GoM) through the Ministry of Gender, Children, Disability and Social Welfare (MoGCDSW) sincerely acknowledges the technical expertise, financial support, guidance, and consultative support that underpinned the formulation of this National Action Plan.



Esmie Tamanda Kainja, PhD.

Secretary for Gender, Children, Disability and Social Welfare

ACRONYMS

AIDS	Acquired Immunodeficiency Syndrome
APAM	Association of Persons with Albinism in Malawi
AU	African Union
AWP	Annual Work Plan
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CHAM	Christian Health Association of Malawi
CCJP	Catholic Commission for Justice and Peace
CMS	Central Medical Stores
CRC	UN Convention on the Rights of a Child
CRPD	UN Convention on the Rights of Persons with Disabilities
CSO	Civil Society Organizations
CSR	Corporate Social Responsibility
DDP	District Development Plans
DIWA	Disabled Women in Africa
DoDEA	Department of Disabilities & Elderly Affairs
DoDMA	Department of Disaster and Management Affairs
DPs	Development partners
DSWO	District Social Welfare Officers
DTF	Disability Trust Fund
ECAMA	Economic Association of Malawi
ECD	Early Childhood Development
EMIS	Education Management Information System
FBO	Faith Based Organizations
FHH	female headed households
GBV	gender-based violence
GoM	Government of Malawi
HIV	Human Immunodeficiency Virus
IEC	Information, Education, and Communication
KPA	Key Priority Areas
KUHES	Kamuzu University of Health Sciences
M&E	Monitoring and Evaluation
MACODA	Malawi Council for Disability Affairs
MACRA	Malawi Communications Regulatory Authority
MDAs	Ministries, Departments, and Agencies
MEDF	Malawi Enterprise Development Fund
MFI	Micro Finance Institutions
MHPSS	Mental Health and Psychosocial Support
MHRC	Malawi Human Rights Commission
MIE	Malawi Institute of Education
MIP 1	Mw 2063 First 10 Years Implementation Plan
MISA	Media Institute of Southern Africa

MITC	Malawi Investment and Trade Centre
MoEST	Ministry of Education, Science and Technology
MoFAIC	Ministry of Foreign Affairs and International Cooperation
MoFEPD	Ministry of Finance, Economic Planning and Decentralization
MoGCDSW	Ministry of Gender, Children, Disability and Social Welfare
MoHS	Ministry of Health and Sanitation
MoIBTT	Ministry of Industrialization, Business, Trade and Tourism
MoICT	Ministry of Information and Communications Technology
MoJCA	Ministry of Justice Constitutional Affairs
MoLGRD	Ministry of Local Government and Rural Development
MoLHUD	Ministry of Lands, Housing and Urban Development
MoLSI	Ministry of Labor Skills and Innovations
MoNREM	Ministry of Natural Resources, Energy and Mining
MoUs	Memorandum of Understanding
MP	Member of Parliament
MPS	Malawi Police Service
Mw 2063	Malawi 2063
NAP	National Action Plan on Persons with Albinism
NDA – TWG	National Disability Affairs Technical Working Group
NGO	Non-Governmental Organizations
NICE	National Initiative for Civic Education
NMCM	Nursing and Midwives Council of Malawi
NPC	National Planning Commission
NSO	National Statistics Office
NTCA	National Technical Committee on Albinism
OPC	Office of the President and Cabinet
OPD	Organizations of Persons with Disabilities
PMRA	Pharmacy and Medicine Regulatory Authority
PPP	Public Private Partnerships
SADC	Southern African Development Community
SDG	Sustainable Development Goals
SPF	Sun Protection Factor
SPU	Social Protection Unit
SSA	Sub-Saharan Africa
TCF	Tropical Cyclone Freddy
TEVETA	Technical, Entrepreneurial, and Vocational Education and Training Authority
UDHR	Universal Declaration of Human Rights
UN	United Nations
UNIMA	University of Malawi
VDC	Village Development Committees
VSLA	Village Savings and Loan Associations

INTRODUCTION

1.1 Background

Building on the foundation of the 2018–2022 National Action Plan on Persons with Albinism (NAP), Malawi has demonstrated its commitment to protecting its citizens with albinism. Coordinated efforts led to a notable decline in the most extreme forms of violence, with reported attacks falling significantly due to awareness campaigns, judicial reforms, and improved policing. However, there remain pervasive cultural myths that fuel this discrimination. While a substantial proportion of the population holds positive attitudes towards Persons with Albinism, a dangerous minority still believes in the witchcraft-driven value of their body parts, perpetuating a cycle of fear and violence.

This successor NAP for 2025–2030 is therefore not a restart, but a strategic escalation on governments efforts and commitments in collaboration with various stakeholders. It responds to the stark realities uncovered during the 2024–2025 review: (i) the grim persistence of grave tampering in several districts, (ii) the insidious cross-border trafficking of human remains, and (iii) the critical gaps in service delivery. It specifically addresses the previous NAP’s insufficient attention to the intersectional discrimination faced by women and girls with albinism, who experience compounded vulnerabilities. Furthermore, systemic weaknesses such as the reliance on imported sunscreen; fragmented data systems; and weak district-level coordination threaten to undermine past gains. This NAP is a comprehensive, fully costed blueprint to tackle these persistent and emerging challenges head-on.

1.2 Historical Context

The pursuit of safety, dignity, and full societal integration for Persons with Albinism in Malawi has constituted a critical national endeavor over the past decade. This journey, marked by significant institutional milestones and evolving challenges, reflects a concerted effort to translate policy commitments into tangible protections and inclusive practices. The period commencing in 2018 represents a definitive chapter in this ongoing process, characterized by the establishment of foundational frameworks, adaptive responses to emerging obstacles, and a gradual strengthening of legal and political representation. An examination of key developments during this time provides essential context for the strategic direction of the current NAP.

The initial phase of this modern effort was characterized by formal recognition of the crisis and the establishment of a coordinated response. In 2018, the launch of the inaugural NAP provided a structured framework for multi-sectoral action, while a Commission of Inquiry decisively framed attacks against Persons with Albinism as a national security concern. Notably, two Commissions of Inquiry were established during this period to investigate the root causes and patterns of violence. While they brought national attention to the issue and made key recommendations, their ultimate success was mixed, as the implementation of their findings encountered significant challenges. Concurrently, the government’s initial budget allocations and the initiation of Cross-Border police collaborations signaled a shift from rhetorical condemnation to operational commitment, despite early challenges in funding dissemination and rural outreach.

Building upon this foundation, the subsequent period witnessed a critical maturation of the justice system and a notable increase in open public discussions on albinism issues. The year 2019 was distinguished by a landmark judicial ruling in an attempted murder case, which reinforced the principle of accountability, and by a surge of empowering cultural events that challenged pervasive stigmas. However, this progress was juxtaposed with a stark reminder

of persistent threats, as a spike in attacks during the electoral period underscored the volatile security environment and the limitations of awareness-raising alone.

The advent of the COVID-19 pandemic in 2020 presented a profound disruption, severely impeding service delivery and access to essential healthcare. In response to these challenges, the 'Protection Agenda' advanced through institutional means. The establishment of a dedicated Ministry of Disability, the appointment of a Presidential Advisor, and the first direct government funding for construction of secure housing for Persons with Albinism represented a strategic deepening of the state's institutional commitment to inclusion, even amid widespread operational constraints.

In 2021, there was pivotal shift towards localizing protection efforts and aligning with national development goals. The direct disbursement of funds to Local Authorities for the first time enabled community-led sensitization and patrols, decentralizing the response to the level where risks are most acute. Furthermore, the launch of the national agenda the Malawi 2063 (Mw 2063) provided a long-term development framework that implicitly endorsed the principles of inclusiveness, even as it called for more explicit mainstreaming of albinism-specific priorities within national planning.

As the first NAP concluded in 2022, its legacy was one of contrasted outcomes. On one hand, increased prosecutions, including a conviction in a high-profile murder case, demonstrated a hardening judicial resolve. Malawi also reinforced its continental commitments through the signing of the Protocol to the African on Human and Peoples' Rights on the Rights of Persons with Disabilities in Africa well-known as the African Disability Protocol (ADP) in 2022.

In 2023 and 2024 there were unprecedented advances in political inclusion and the consolidation of robust legal architecture. The election of Malawi's first Member of Parliament (MP) with albinism constituted a historic breakthrough in representative governance. This was swiftly followed by the ratification of the ADP in 2023 and the passage and subsequent enactment of the landmark Persons with Disabilities Act 2024. This legislation not only provides comprehensive recognition but also establishes a sustainable financing mechanism through the Disability Trust Fund (DTF). Nevertheless, the Act's lack of explicit provisions addressing the unique risks of ritual attacks or the essential need for sunscreen access indicates that a targeted, complementary strategy remains imperative.

In summary, the evolution from 2018 to the present illustrates a clear trajectory from initial policy formulation towards deeper systemic integration and political empowerment. This journey has solidified accountability mechanisms, embedded inclusion within governmental structures, and secured representative voices. The enduring challenges of financing predictability, district-level capacity, and comprehensive rural safety, however, delineate the precise frontiers that this successor NAP is designed to address, ensuring that past institutional gains are translated into universal and sustainable protection.

SITUATION ANALYSIS

2.1 Pervasive Violence and Grave Tampering

One of the most extreme threats that Persons with Albinism are facing is the ritualistic violence driven by the belief that their body parts possess magical properties. The Malawi Human Rights Commission (MHRC), 2023 Report documents over 170 attacks, including killings, abductions, and exhumations experienced since 2014. In the same period, the Malawi Police Service recorded 229 cases of attacks against Persons with Albinism. Furthermore, the United Nations (UN) Independent Expert on the enjoyment of human rights by Persons with Albinism reported that between 2019 and 2022, there were 21 cases of attacks, including five (5) killings and multiple abductions and attempted abductions. These attacks generate an environment of fear, resulting in many individuals with albinism and their families fear for their lives or relocating internally to ensure their safety. The actual number of cases is feared to be higher due to underreporting, often linked to fear of reprisal or a lack of faith in the justice system. Crucially, this includes numerous cases of grave tampering, where the remains of deceased Persons with Albinism are exhumed and stolen for use in rituals. This practice extends the threat beyond their lifespan, terrorizing families and desecrating cultural traditions of respect for the dead. The justice response remains weak, with low prosecution rates failing to act as a deterrent.

2.2 Gendered and Generational Dimensions of Vulnerability

Women and Girls with Albinism: They face a dual threat of ritual attack and gender-based violence (GBV). The persistent belief in certain quarters that sexual intercourse with a woman with albinism can cure HIV and AIDS has been directly linked to systematic rape and sexual abuse. This finding is explicitly documented by Amnesty International in their Seminal June, 2016 report; *'We are not animals to be hunted or sold: Violence and discrimination against People with Albinism in Malawi'* (AFR 36/4060/2016). This places them at an increased risk of infection and psychological trauma, and violence specifically targeting their gender and disability.

Children with Albinism: They are primary targets for abductions. Fear forces many families into keeping children out of school, violating their right to education. The study on 'Education of Children and Young People with Albinism in Malawi, 2011 by Government of Malawi (GoM) found that over 70% of students with albinism lacked necessary special learning materials, crippling their academic progress and future opportunities.

The Elderly: The vulnerability of Persons with Albinism intensifies with age, exposing elderly individuals to a multitude of compounded risks. Those who reach old age typically do so while battling advanced and painful cancer, with limited access to specialized healthcare services and support. In addition to these severe health challenges, older Persons with Albinism frequently face socio-economic exclusion, including limited livelihood opportunities, which increases their dependence and forces them into precarious circumstances where they may be further exposed to harm. Alarmingly, age does not shield them from violence, as elderly Persons with Albinism continue to be targeted for ritual attacks due to persistent myths about their perceived value. This intersection of deteriorating health, inadequate economic support, and continued physical threat underscores the urgent need for comprehensive interventions to ensure their safety, dignity, and well-being.

2.3 Health and Socio-Economic Exclusion

The premature mortality rate among Persons with Albinism is alarmingly high, primarily due to the prevalence of skin cancer and limited access to specialized healthcare, resulting in a significantly lower life expectancy compared to the general population. As the 2018 Ministry of Health and Sanitation (MoHS) report demonstrates, skin cancer remains the dominant cause of death among persons with albinism, often claiming lives by their 30s or 40s. The lack of melanin leads to nearly universal visual impairment and extreme vulnerability to skin cancer. This health crisis is exacerbated by a critical lack of access to specialized services, limited capacity of health personnel, and lack of protective clothing for most Persons with Albinism. Socio-economically, discrimination and stigma in education, participation in other social support interventions, and ownership to businesses translates into high unemployment and poverty rates among Persons with Albinism, trapping them in a cycle of dependency and vulnerability.

2.4 National Response and Critical Gaps

In response to the grave challenges faced by Persons with Albinism in Malawi, the government in collaboration with development partners (DPs), local NGOs, CSOs and other players, has undertaken a series of targeted interventions. These measures are designed to address both immediate risks and long-term systemic issues through legal, preventive, and protective strategies as follows:

- **Legal and Policy Frameworks:** The cornerstone of government response is the National Action Plan on Persons with Albinism (2018–2022), which offered a comprehensive strategy centered on prevention, protection, prosecution, and policy reform. Additional steps included the amendments to the Anatomy Act (2016), the Penal Code (2016), and the enhanced enforcement of the Trafficking in Persons Act (2016) which aimed at criminalizing the exhumation, possession, or trade of human body parts to combat ritualistic violence and the illicit witchcraft market.
- **Protection Measures:** Security details have been deployed in high-risk districts and deliberate efforts have been enhanced to ensure that Persons with Albinism are protected. Measures such as increased patrols in hotspot districts, revamping of community policing structures, and making alarms available to Persons with Albinism ensured that their security is improved. Secure and decent houses have also been constructed for those facing imminent threats. Relocation assistance is provided to individuals, especially children, and families at risk, aiming to safeguard their lives and well-being.
- **Social Services Interventions:** The government ensured that Persons with Albinism can access critical services such as health and education. Interventions included making sunscreen lotion an essential drug, selecting learners with albinism to boarding secondary schools, and providing scholarships to learners with albinism. Organizations such as Standing Voice, Beyond Sun Care, and the Association of Persons with Albinism in Malawi (APAM) have also implemented initiatives to distribute high-Sun Protection Factor (SPF) sunscreen lotion, wide-brimmed hats, and long-sleeved clothing. Furthermore, mobile clinics offering dermatological and optical screenings and treatments have been established to reach remote communities, providing life-saving care directly to those most vulnerable.

2.5 The Problem Statement

Despite government registering notable progress in advancing the rights and wellbeing of Persons with Albinism, significant challenges persist. They continue to face discrimination,

social exclusion, and barriers to accessing essential services such as education, healthcare, and legal protection.

These persistent challenges present a pressing need to address these systemic shortcomings through a comprehensive, multi-sectoral approach that tackles both immediate, emerging, and long-term needs of Persons with Albinism, ensuring that they are fully included and empowered in national development as enshrined in the Mw 2063. This allows Malawi to foster a society where every individual, regardless of disability, has equal opportunity to contribute to and benefit from the nation's progress, supporting the realization of an inclusive, equitable, and self-reliant future for all.

2.6 Purpose

The purpose of the NAP is to serve as a framework for advancing the rights, protection, and wellbeing of Persons with Albinism in Malawi. While building on previous commitments, the Plan recognizes and responds to new and emerging challenges that disproportionately impact this population. In particular, it aims to address the effects of climate change, which can exacerbate health risks for Persons with Albinism due to increased sun exposure and related vulnerabilities.

In addition to climate-related issues, the NAP seeks to tackle evolving threats such as changes in social attitudes and the impact of economic shifts on access to essential services. By prioritizing equitable solutions and adaptive strategies, the NAP ensures that Persons with Albinism are not only protected from stigma and discrimination but are also empowered to participate fully in the development of the country. Ultimately, this comprehensive approach will help bridge existing gaps, foster resilience, and promote inclusive growth for all.

REVIEW OF THE 2018-2022 NATIONAL ACTION PLAN ON PERSONS WITH ALBINISM

3.1 Introduction

The implementation of the 2018 - 2022 National Action Plan on Persons with Albinism focused on seven (7) key areas namely; Civic Education, Administration of Justice, Safety and Security, Human Rights Monitoring, Mainstreaming and Empowerment, Access to Healthcare, and Equitable Access to Education. This review highlights the key achievements, challenges, and lessons learned from the implementation of the NAP.

3.2 Progress by Priority Area

The implementation of the NAP registered notable achievements focusing on the seven priority areas as follows:

3.2.1 Civic Education

The main objective was to raise awareness on issues at hand and dismantle the deep-seated myths and superstitions that fueled a wave of brutal attacks and discrimination against persons with albinism in the country. The government spearheaded the implementation of several community initiatives, with stakeholders such as Catholic Commission for Justice and Peace (CCJP), Standing Voice, and the Malawi Police Service (MPS) supporting these efforts. The government ensured large-scale awareness campaigns around International Albinism Awareness Day, media engagement through programmes on albinism, and media houses training on positive reporting to avoid sensationalism, fearmongering, or unintentionally fueling attacks. Furthermore, APAM carried out awareness-raising interventions on albinism such as beauty pageants. Other efforts included capacity-building of district committees and parents of children with albinism. However, implementation can only be rated as partial due to gaps such as inconsistent outreach, especially in rural areas, and limited focus on addressing deep-seated beliefs.

3.2.2 Administration of Justice

Important progress was made on legal frameworks, specifically through amendments to the Penal Code (2022 and 2023), the completion of a comprehensive review of the Witchcraft Act (1911), enhance enforcement of the Trafficking in Persons Act (2016), and the enactment of the Persons with Disabilities Act of 2024 alongside extending jurisdiction of albinism cases to Senior Resident Magistrates to enhance protections for persons with albinism. Additionally, progress was made in ensuring that administration of justice is expedited through the capacity building of magistrates and senior magistrates. Furthermore, several high-profile cases were concluded, and special funding was allocated with dedicated lawyers appointed for albinism-related cases. Specifically, 80 cases of the 227 reported cases were completed, representing a 37 percent completion rate. While these efforts have led to some progress, this rate of completion is not good enough to fully overcome the deep-seated beliefs and deliver justice to the victims. Despite some prosecutions being carried out in a timely manner, the progress remained slow due to gaps such as inadequate long-term support for victims and generally slow judicial processes.

3.2.3 Safety and Security

Significant protection mechanisms were introduced to enhance security and safety of persons with albinism. These mechanisms included revamping and operationalizing of community policing structures across the country, distribution of security alarms to Persons with Albinism,

self-defense training to youth with albinism, and increased frequency of patrols in hotspot districts. Additionally, survivors of attacks benefited from the constructed secure and decent houses or relocation to safe homes as a way of enhancing safety and security of Persons with Albinism. Furthermore, during the implementation period of the NAP, government through the Ministry of Lands, Housing, and Urban Development initiated the Housing for Persons with Albinism project in 2021/2022 financial year. This project intended to construct houses for persons with albinism across the country. By 2025/2026 financial year, about 67 houses had been constructed for Persons with Albinism throughout the country.

Despite these steps, implementation was partial owing to inconsistent protection services and a lack of sustainable, long-term security measures for Persons with Albinism in the country.

3.2.4 Human Rights Monitoring

Initial systems for data collection were established aimed at collecting information on human rights violations against Persons with Albinism. Data systems in institutions such as the MPS, the Judiciary, MHRC, and other institutions collected data on human rights violations and albinism-related cases. These efforts made available some information on albinism and efforts on administration of justice for Persons with Albinism. Furthermore, advocacy on having albinism incorporated in the national data collection instruments resulted in some elements being adopted and captured. However, most instruments focus broadly on disability rather than albinism specifically, and data on Persons with Albinism remains incomplete and of limited accuracy. As a result, very few Persons with Albinism are accessing social services. The main gap is the lack of quality data to identify root causes of violations.

In addition to these initiatives, the 2018–2022 NAP period saw the MHRC undertaking several Commissions of Inquiry to investigate and address human rights violations against Persons with Albinism. Human rights monitoring was further strengthened through the active involvement of institutions like the Chanco Legal Clinic, which provided legal support and advocacy for victims. CSOs also played a critical role, organizing advocacy campaigns and public vigils that improved national awareness and mobilized support for the protection and promotion of the rights of Persons with Albinism. These combined efforts contributed to a more coordinated and visible response to human rights abuses, fostering greater accountability and community engagement.

3.2.5 Mainstreaming and Empowerment

The inclusion of albinism issues into national frameworks has yielded notable progress in empowerment and representation for Persons with Albinism. Individuals with albinism are increasingly participating in diverse areas, including beauty pageants, serving on various boards, and taking up leadership roles at both local and regional levels. There is also growing representation within sectors such as law enforcement, education, the United Nations, local government, traditional leadership as chiefs, and religious leadership as pastors. Economic empowerment has been promoted through vocational skills training and support for self-employment initiatives, particularly facilitated by APAM structures. Despite these advancements, gaps remain. Economic empowerment opportunities are still limited, political representation is not yet fully realized, and albinism continues to suffer the homogeneity approach to disability issues rather than treated as a distinct priority.

3.2.6 Healthcare Access

Significant progress was made in expanding access to dermatology and ophthalmology services for Persons with Albinism during implementation of the preceding Action Plan. Despite limited coverage, select health centers commenced the distribution of sunscreen lotion to Persons with Albinism, although only a subset of hospitals nationwide are currently equipped to provide this essential service. As a result, access to sunscreen lotion remains uneven in

the country, leaving many Persons with Albinism without adequate protection against harmful ultraviolet exposure.

Additionally, capacity building initiatives were undertaken for healthcare workers, where trainings were provided to 28 specialists in dermatology and ophthalmology, 362 nurses, surgeons, and health surveillance assistants, 17 pharmacists, and 12 optometrists, to better address the specific needs of Persons with Albinism. Furthermore, the provision of assistive devices such as eyeglasses and protective clothing was extended across the country during the implementation period.

Outreach clinics were also facilitated under the NAP, enabling the examination and treatment of various health issues for Persons with Albinism within their communities. However, the prioritization of ophthalmological services remains insufficient, and most healthcare interventions continue to be led by non-governmental organizations (NGOs) rather than integrated into sustainable public healthcare systems. Critical gaps persist, notably in the inconsistent availability of specialized healthcare, including dermatological and ophthalmological services, which undermines the equitable realization of health rights for persons with albinism.

3.2.7 Equitable Access to Education

Learners with albinism are enrolled at various educational levels, with Ministry of Education, Science and Technology (MoEST) policies facilitating their placement in boarding secondary schools to enhance both safety and access. Provision of scholarships to learners with albinism in need at the secondary school level is recognized as a key component of the 2018-2022 National Action Plan (NAP). This intervention has enabled learners with albinism to access education by addressing resource constraints, in which over 135 learners with albinism were supported during that period. Notwithstanding these successes, significant challenges persist regarding the provision of reasonable accommodations for learners with albinism, including the inadequate supply of large-print materials and assistive devices, which continues to contribute to increased dropout rates among them.

3.3 Implementation Challenges

- i. There was limited funding for most of the activities in the previous NAP priority areas resulting in partial implementation;
- ii. Irregular funding resulting in challenges in responding to planned activities and urgent issues affecting Persons with Albinism;
- iii. Exclusive reliance on donor aid for some activities in the priority areas which is mostly not enough and sustainable;
- iv. Devaluation of the Malawi Kwacha and inflation rates also affected achievement of some of the priority areas;
- v. Implementation of some activities like awareness sessions were disrupted by restricted mobility due to Covid 19; and
- vi. The Tropical Cyclone Freddy (TCF) affected the implementation of the NAP as some Persons with Albinism were in camps. Most of them lost their protective clothing and sunscreen lotion. Even their security in the camps was compromised.

3.4 Lessons Learned

Below are details of the findings of the reviews on measures that proved effective dealing with atrocities against Persons with Albinism including those that were not effective.

a) What worked

- i. Availability of funds within the Ministry of Gender, Children, Disability and Social Welfare (MoGCDSW) made it possible to kick start implementation
- ii. Allocating responsibilities to various institutions depending on their expertise under the NAP Implementation Plan
- iii. Active involvement of Persons with Albinism in the NAP from planning to implementation and monitoring
- iv. The existence of NAP Operating Account has resulted in reduction in bureaucracy in accessing the funds and loss of funds as the financial year is winding up
- v. Community based security and protection enhanced using the existing structures
- vi. Community engagement and trainings on how to handle cases relating to albinism
- vii. Use of Persons with Albinisms as role models; and
- viii. Allocation of students in secondary schools in boarding facilities aiding protection.

b) What Did Not Work

- i. Funding challenges affected implementation of the NAP;
- ii. Failure to have the sunscreen production plant within the country;
- iii. Expiry dates of the sunscreen lotion at Central Medical Stores (CMS) leading to destruction whilst there was huge need in most of the districts;
- iv. Unconcluded cases of attacks on Persons with Albinism;
- v. Coordination issues among stakeholders and other players;
- vi. Failure to address emerging issues – like reinforcing graves for PWAs; and
- vii. Inconsistencies in data on Persons with Albinism.

3.5 Best Practices Identified

Impactful approaches were used during the implementation of the NAP which the review determined as worthwhile for replicating and scaling up as follows:

- i. **Community Engagement:** Successful initiatives incorporated traditional leaders in awareness campaigns;
- ii. **Multisectoral Approach:** Programmes that engaged Health, Education, MHRC, and MPS sectors simultaneously showed better outcomes;
- iii. **Partnership Models:** Effective collaboration between government, CSOs, and DPs yielded improved results;

- iv. **Data Driven Interventions:** Initiatives informed by local evidence demonstrated greater relevance and impact;
- v. **Involvement:** Meaningful inclusion of persons with albinism themselves and/or their representative organizations in programme implementation;
- vi. **Collaboration:** The MoHS, Standing Voice and Beyond Suncare were jointly involved in sharing of expertise and resources focused on skin cancer prevention; and
- vii. **Advocacy:** Several institutions including APAM and University of Malawi (UNIMA) have been undertaking Disability Rights Clinics in advocating for the rights of Persons with Albinism culminating in appointment of Presidential Adviser on Disability/ Albinism and Constituting a Commission of Inquiry into attacks.

Case Study: Community Protection and Empowerment of Persons with Albinism in Machinga District

Machinga District in Southern Malawi was once a hotspot for attacks against Persons with Albinism. In response, the GoM and APAM implemented targeted interventions under the 2018–2022 NAP, focusing on safety, civic education, and access to justice. Key activities included training of traditional and religious leaders to challenge harmful beliefs, formation of community protection committees, and civic education through theatre. Legal and psychosocial support was also provided to survivors, including one who successfully testified in court and later became a community advocate.

The initiative led to zero reported attacks in targeted areas between 2020 and 2022. Community attitudes improved significantly, and local leaders introduced by-laws against hate speech and discrimination. Success factors included strong community ownership, cultural engagement, and survivor empowerment. However, challenges such as limited funding, persistent stigma in remote areas, and inadequate health resources were noted. This case highlights the importance of grassroots protection and education efforts. It recommends scaling up such models, increasing survivor-led advocacy, and improving access to essential health services like sunscreen and low-vision aids

3.6 SWOT Analysis

Strengths	Weaknesses	Opportunities	Threats
<ul style="list-style-type: none"> • Government-led and officially endorsed the NAP Multi-sectoral approach involving health, education, security, and justice sectors • Explicit focus on human rights and protection of Persons with Albinism • NAP supported by legal and policy frameworks • Strong involvement of CSOs such as APAM, NGOs and many others • Strong support from development partners (UN, EU, Sight savers, CCJP), boosting advocacy and monitoring efforts 	<ul style="list-style-type: none"> • Inadequate funding • Weak coordination among implementing agencies • Delayed disbursement of government funds • Lack of meaningful involvement of Persons with Albinism in some activities • Some activities not fully localized to community contexts • Weak Monitoring and Evaluation (M&E) System • Inconsistent Political Will and shifting priorities • Limited focus on Economic Empowerment and Livelihood support • Inadequate Protection Mechanisms. Some security interventions (like alarms and safe houses) are poorly designed or unsustainable. • Inadequate Inclusion of persons with Albinism and their organizations in Planning and Decision-Making (especially at district and community levels) • Insufficient Support for Inclusive Education resulting in discrimination, and dropout, especially those with visual impairments or other disabilities. • Lack of service decentralization: many interventions remain urban or district centered, failing to reach remote and high-risk communities where interventions are most needed. • Lack of clearly defined gender-responsive interventions. 	<ul style="list-style-type: none"> • Increased global and regional attention on albinism rights • Expanding local production and distribution chains harbors potential for local sunscreen production • Mainstreaming albinism issues in other development programs • Leveraging technology for awareness and reporting systems • Expanding inclusive education and teacher training • Collaborations with faith-based organizations counter myths • Empowering Persons with Albinism to self-advocate through leadership and political engagement • Growing influence of chiefs, and community leaders in shifting harmful beliefs can assist in countering stigma, violence and support safe integration. • Use of media and digital storytelling to demystify misconceptions about albinism. • Youth empowerment and interest in leadership among Persons with Albinism 	<ul style="list-style-type: none"> • Persistence of harmful cultural beliefs and myths • Economic instability affecting budget allocation • Political transitions may delay implementation • Criminal syndicates continuing cross-border trafficking of body parts • Risk of donor fatigue or shifting funding priorities • Disinformation and fear mongering on social media • Isolation of rural Persons with Albinism due to poor transport and service access • Climate and environmental factors worsening skin cancer risks • Scarce funding or reprioritization risk: budget allocations for implementation (e.g. housing, sunscreen, health) may decline or be diverted, limiting sustainability. • Misunderstanding of NAP funding modalities by Local authorities Persons with Albinism

3.7 Stakeholder Analysis for the 2018-2022 NAP

The successful implementation of the 2018 National Action Plan (NAP) for Persons with Albinism depends on coordinated action by a wide range of stakeholders. This analysis profiles key actors, their roles, influence, engagement, and recommended strategies to strengthen delivery.

At the core of policy and coordination, the **MoGCDSW through the Department of Disability and Elderly Affairs (DoDEA)** lead overall NAP coordination, providing policy direction, technical guidance, and advocacy. Despite high interest and influence, DoDEA faces budget and human resource constraints. Securing ring-fenced funding, and conducting quarterly multi-stakeholder performance reviews are essential to maintain operational momentum. Similarly, the **National Planning Commission (NPC)**, with its strategic role in national development planning, can help mainstream Persons with Albinism interventions into the national development agenda priorities if provided with costed investment briefs. The **Office of the President and Cabinet (OPC)** can unlock inter-ministerial bottlenecks, provide symbolic leadership, and enhance visibility, while the **Ministry of Finance, Economic Planning and Decentralization (MoFEP&D)** is pivotal for securing sustainable funding, moving NAP activities from donor-dependent projects to nationally owned programs.

Regarding the access of social services and justice, the **MoHS** delivers clinical care, training, and assistive services for Persons with Albinism, yet faces staffing and supply challenges. Inclusion of persons with albinism services into the essential health package and leveraging MoHS procurement channels are critical. **Education** remains a key determinant of life outcomes, but the **MoEST**, though influential, shows medium interest. Strengthening teacher capacity, including albinism-specific indicators in district performance frameworks, and piloting accessibility initiatives can improve inclusion. The **Ministry of Justice and Constitutional Affairs (MoJCA)** holds legal levers to deter attacks on Persons with Albinism but is largely passive. Establishing a legal working group, reviving practical handbooks, and publishing anonymized case progress can enhance accountability. The **MPS, MHRC, and Malawi Council for Disability Affairs (MACODA)** are active actors in protection, monitoring, and vocational inclusion, and require sustained capacity, rapid-response mechanisms, and formalized pathways for service delivery.

Grassroots actors play a critical role in awareness, advocacy, and community mobilization. The **APAM** represents the Persons with Albinism community and, alongside **CSOs**, they can amplify reach if supported with governance strengthening, multi-year grants, and inclusion in NAP steering structures. Local **Authorities**, overseen by the Ministry of Local Government and Rural Development (MoLGRD), are responsible for local implementation but often deprioritize Persons with Albinism interventions. Mainstreaming priorities into District Development Plans (DDP), conditional funding, and training local committees are key enablers.

Stakeholders broadly form three clusters: Policy Shapers (MoGCDSW, DoDEA, NPC, OPC, MoFEP&D), Service and Justice Deliverers (MoHS, MoEST, MoJCA, MPS, MHRC, MACODA), and Grassroots Actors (APAM, CSOs, Local Authorities, and communities). The main gaps identified include underfunding, passive engagement of high-influence actors, weak local implementation, and delays in justice processes. Addressing these requires converting political intention into measurable, costed actions, strengthening operational capacities, embedding health and protection services, and education into national budgets, and ensuring local actors are resourced and accountable.

Immediate priorities include presenting costed NAP investment notes, institutionalizing coordination units and focal points in service ministries, formalizing the CSO-APAM coalition with multi-year support, enhancing police and prosecutorial rapid-response capacity, embedding health entitlements into MoHS procurement, education requirements in MoEST programmes, and conditionally funding Local Authorities for local awareness and protection outputs. These measures directly respond to financing, justice, and local delivery gaps, ensuring effective and sustainable implementation of the NAP.

LINKAGES WITH INTERNATIONAL, REGIONAL, AND NATIONAL LEGAL FRAMEWORKS

The National Action Plan on Persons with Albinism (2026-2030) is informed by several instruments across the globe, region, and locally as indicated below.

4.1 International and Regional Instruments

Malawi's commitment to the rights, dignity, and protection of Persons with Albinism is demonstrated through its alignment with international and regional human rights instruments. These include the United Nations Sustainable Development Goals (SDGs) and the African Union (AU) 2030 Agenda, which advocate for inclusivity and the principle of "Leaving No One Behind," directly addressing the social and economic vulnerabilities faced by Persons with Albinism. The AU Plan of Action to End Attacks and Other Human Rights Violations Targeting Persons with Albinism in Africa (2021 - 2031), the draft Cross-Border Cooperation Plan on Preventing and Combating Trafficking, and the Protection of Persons with Albinism in Malawi, Tanzania, and Mozambique, further underscore the need for collaborative and transnational approaches to end violence, trafficking, and discrimination against Persons with Albinism, while promoting their safety and access to justice.

The NAP also aligns with the Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa, African Disability Protocol, ADP, AU Convention on Ending Violence Against Women in Africa, as well as the African Charter on the Rights and Welfare of the Child, that safeguard the rights of vulnerable groups, including women and children with albinism, by prohibiting all forms of violence, discrimination and ensuring equal access to opportunities and protection. Additionally, the Plan aligns with the AU Model Law on Disability (African Union) and the SADC Declaration on the Protection of Persons with Albinism (2024), which collectively serve as a legislative reference for efforts to harmonize laws, policies, and NAPs with best practices in disability rights and inclusion.

The UN Convention on the Rights of Persons with Disabilities (CRPD), the Convention on the Rights of the Child (CRC), and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) collectively provide a robust framework for the protection, empowerment, and inclusion of Persons with Albinism, ensuring their rights are recognized and upheld at both policy and implementation levels. The Universal Declaration of Human Rights (UDHR) serves as a foundational reference, affirming the inherent dignity and equal and inalienable rights of all members of the human family, which this NAP seeks to realize for Persons with Albinism in Malawi. These international and regional commitments inform and inspire the National Action Plan on Persons with Albinism (2026-2030).

4.2 National Instruments

At the national level, the NAP is aligned to several relevant instruments including the following:

The Republican Constitution 1994

The country's constitution provides equality and protection for all citizens, including Persons with Albinism. This overarching law gives effect to constitutional rights such as the right to life, dignity, and non-discrimination through targeted measures that will effectively protect Persons with Albinism from violence and exclusion.

The Penal Code (Cap.7:01) Revised Edition 2016

The Penal Code has criminal provisions against grievous harm, unlawful wounding, and murder on all citizens and residents in Malawi, including Persons with Albinism. This linkage serves as an active tool for protection and accountability in protecting the rights and dignity of Persons with Albinism.

Malawi 2063 (Mw 2063)

The Malawi 2063 focuses on and emphasizes on inclusive development and equal participation of all citizens in national transformation, including Persons with Albinism. The NAP operationalizes the principle of “Leaving No One Behind” that underpins Mw 2063 through its focus on human rights, empowerment, and social inclusion.

Mw 2063 First 10 Years Implementation Plan (MIP-1)

The Plan directly links to MIP-1 by translating its inclusive development goals into concrete and measurable actions that respond to the needs of Persons with Albinism. It addresses the MIP-1 areas focusing on strategies that promote inclusive development, protect vulnerable groups, and enhance human capital through access to quality health and education. Combined, these areas correspond to MIP-1’s enabler on Human Capital Development.

Persons with Disabilities Act (2024)

This Act creates institutional frameworks to promote disability rights and oversee compliance across different sectors. The Act strives to eliminate discrimination, degrading and inhuman treatment, and improve access to vital services for Persons with Disabilities.

Gender Equality Act (2013)

The Act advances equality between men and women, boys and girls, and bans any forms of discrimination based on gender or sex. This aligns with NAP’s focus on equality and protection, especially for women and girls with albinism who experience various forms of discrimination and GBV.

Trafficking in Persons Act (2016)

The Act penalizes human trafficking and sets up measures for its prevention, victim support, and the prosecution of perpetrators. It prioritizes the protection of vulnerable populations such as women, children, and persons with disabilities including those with albinism from exploitation and trafficking-related abuses.

Education Act (2013)

The Act establishes the legal framework for the provision, governance and regulation of education services, including duties on the state to ensure access to quality and inclusive education for all children, non-discrimination in schools, and provisions for reasonable accommodation and special needs education.

Anatomy (Amendment) Act (2016)

The Anatomy (Amendment) Act (2016) provides for the regulation and criminalization of unauthorized possession of human biological tissue including bones, hair, or organs in Malawi.

The Act further introduces stiffened penalties for being found in possession of human remains including life imprisonment in certain cases involving the trafficking of body parts. This aligns with the NAP to ensure that Persons with Albinism are protected from any forms of harm and harassment.

Child Care, Protection and Justice Act (2010)

The Act aims to provide protection of children from abuse, exploitation and neglect. Furthermore, it sets out prevention, reporting, investigation, and child-friendly justice procedures and establishes the responsibilities of social welfare, police and judicial actors in protecting children including those with albinism.

Public Health Act (2024)

The NAP aligns with the Public Health Act (2024), which mandates the government to protect and promote the health of all citizens, including vulnerable groups such as Persons with Albinism. The Act provides the legal basis for delivering essential health services such as skin cancer prevention, early diagnosis, sunscreen lotion provision, and treatment, which are core health needs for Persons with Albinism. It also promotes equal access to health services for all citizens including the Persons with Albinism.

National Disability Policy (2025)

The National Disability Policy (2025) places a strong emphasis on empowerment, equal access to services, and the eradication of obstacles that prevent full participation in governance, work, and education for persons with disabilities which include those with albinism.

National Medical Rehabilitation Policy (2020)

The National Medical Rehabilitation Policy (2020) provides the operational framework to ensure that the specialized services required by Persons with Albinism, such as dermatological screening for skin cancer and low-vision assessments. These are part of the standard rehabilitation packages offered at the local level rather than being restricted to central hospitals.

National Health Policy (2018–2030)

The National Health Policy (2018 – 2030) commits Malawi to delivering equitable, accessible, and quality health services for all citizens especially vulnerable groups like persons with albinism. The Policy prioritizes universal health coverage, disease prevention, early detection, and improved health service delivery, all of which directly support the NAP's objectives.

MoGCDSW Strategic Plan (2024-2030)

MoGCDSW Strategic Plan (2024 - 2030) is designed to promote social inclusion, protection, and empowerment of vulnerable groups. The Strategic Plan provides a broader institutional framework for gender equality, disability inclusion, and child protection.

National Health Sector Strategic Plan (HSSP III) 2023 – 2030

The National Health Sector Strategic Plan [(HSSP III) – 2023-2030], sought to advance healthcare quality and equity. With a strong focus on illness prevention, health promotion, community engagement, and integrated services, its tenets of decentralized service delivery, inclusion, and preventive care established a crucial basis for meeting the health needs of underserved populations such as Persons with Albinism.

National Disability Mainstreaming Strategy (2018 - 2022)

The National Disability Mainstreaming Strategy (2018) prescribes a framework for mainstreaming disability into sectoral policies, plans, monitoring, budgeting, and service delivery to ensure Persons with Disabilities are included in public programmes. The NAP directly aligns with the Strategy by guiding MDAs, organizations, and other institutions to mainstream albinism-related issues.

National Strategy on Inclusive Education (2017 - 2021)

The National Strategy on Inclusive Education guarantees equitable access to high-quality education for all students, including those with disabilities. It ensures that learners, including those with albinism receive complete assistance, are shielded from stigma, and are equipped to thrive intellectually and socially.

BROAD POLICY DIRECTION

5.1 Vision

A country where every person with albinism lives with unwavering dignity, full social inclusion, and the unrestricted realization of their human rights and potential

5.2 Mission

To systematically eliminate all forms of violence and discrimination against persons with albinism through a coordinated, multi-sectoral strategy that ensures their safety, guarantees access to justice and essential services, fosters economic empowerment, promotes full participation, and embeds the principles of dignity, inclusion and equality into the fabric of Malawian society.

5.3 Goal

To ensure the human rights, safety, dignity, inclusion, and empowerment of every Person with Albinism in Malawi through a coordinated, gender-responsive, evidence-based, and sustainable multi-sectoral approach.

5.4 Outcomes

1. A Society free from attacks and abuse.
2. Equality and non-discrimination.
3. Equitable access to quality services and justice.
4. Sustainable livelihoods and meaningful participation.
5. Systemic mainstreaming of inclusion; and
6. Effective and accountable governance systems.

5.5 Objectives

1. To eliminate all forms of discrimination, violence, attacks, grave tampering, and trafficking affecting Persons with Albinism;
2. To improve access to justice, protection, health, and education services with reasonable accommodation;
3. To strengthen livelihoods, economic inclusion, and equal access to employment and participation in decision-making;
4. To institutionalize gender mainstreaming and cross-cutting principles across all interventions; and
5. Build resilient coordination, data, and M&E systems from national to district levels.

5.6 Key Guiding Principles

The National Plan of Action on Persons with Albinism is guided by the following principles

based on various international, regional and national instruments, in particular Article 3 of the CRPD:

1. Respect for inherent dignity, individual autonomy, including the freedom to make one's own choices.
2. Non-discrimination
3. Full and active participation.
4. Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity.
5. Equality of opportunity.
6. Accessibility.
7. Equality between men and women; and
8. Respect for the evolving capacities of children with disabilities and respect for their rights.

POLICY PRIORITY AREAS

6.1 Introduction

The National Action Plan on Persons with Albinism has identified eight (8) key priority areas (KPAs) which aim to promote and protect the rights, dignity, and inclusion of Persons with Albinism. These priority areas are building upon foundational principles such as respect for dignity, non-discrimination, equality of opportunities, accessibility, and respect for diversity. These priorities address crucial aspects including civic education and awareness, health and well-being, security, access to quality education, economic empowerment, and administration of justice. By targeting these areas, the NAP seeks to foster an environment of respect, understanding, and equal opportunity for Persons with Albinism, ensuring their full and meaningful participation in social and economic life.

Priority Area 1: Civic Education, Awareness, and Training

The root of the violence against Persons with Albinism lies in deeply entrenched myths and misinformation. In some communities, harmful folklore portrays persons with albinism as “ghosts” or their body parts as a source of wealth and power. Additionally, there are gender-specific myths affecting women and girls with albinism, such as the false and dangerous belief that having sex with a woman with albinism can cure HIV and AIDS. These misconceptions contribute to serious risks, discrimination, and violence, particularly against women and girls with albinism.

This has created a market for their bones, driving abductions and grave tampering. Mass media sometimes inadvertently perpetuates these stereotypes through insensitive reporting. While the previous NAP made inroads, transforming these social norms requires a sustained, multi-generational effort focused on credible messengers and systemic inclusion. This NAP has, therefore, identified strategies that are designed to catalyze a fundamental shift in national perception, moving from tolerance to respect and inclusion.

Strategies:

1. Implement community-led behaviour-change multimedia campaigns, involving traditional leaders, faith leaders and traditional healers to openly debunk myths about Persons with Albinism, including women with albinism and publicly denounce the belief that their body parts bring wealth or power.
2. Integrate accurate, rights-based and gender-sensitive albinism content into formal education curricula from Early Childhood Development (ECD) to tertiary levels and informal community learning structures.
3. Build the capacity of media professionals (including social media influencers), traditional authorities, faith leaders, opinion leaders, and health educators to become consistent sources of ethical and accurate messaging.
4. Strengthen family and peer support systems, including parent groups, youth mentors, and survivor networks, to build strong albinism-support systems within the community.

Priority Area 2: Administration of Justice and Victim Support

Since 2015 legal reforms have provided a stronger framework, the path to justice continues to face challenges such as case backlogs, limited witness protection mechanisms, and a prosecution success rate that remains below 50% resulting in eroding trust in the system. Survivors of attacks are often left traumatized and helpless, requiring more than just legal

redress; they need integrated support to rebuild their lives. This priority area focuses on creating a victim-centred justice ecosystem that not only punishes perpetrators but also restores dignity and opportunity to survivors, ensuring that the law is a shield, not an abstract concept.

Strategies:

1. Strengthen dedicated investigation units, prosecution units, case management, and witness protection programmes for albinism-related crimes to ensure swift and effective justice delivery.
2. Expand community paralegal services and legal literacy programmes to empower individuals and communities to report crimes and seek remedy.
3. Institutionalize multisectoral reintegration packages for survivors, encompassing psychosocial, medical, and socio-economic support.
4. Systematically monitor, document, and publicly report on case progress and systemic barriers to foster transparency and accountability.

Priority Area 3: Safety and Security

Safety and Security is a daily concern for Persons with Albinism. Of heightened risk and vulnerability are border districts due to their prone to cross-border syndicates on trafficking of Persons with Albinism. The physical infrastructure of protection is often failing, as recent audits have shown that most homes for persons with albinism are not safe because they do not have or have non-functional alarm systems, leaving residents vulnerable. Furthermore, community policing structures, a critical first line of defense, frequently lack the basic equipment and training to respond effectively. This priority area aims to create a layered security approach, from the individual safety at home to regional cooperation, ensuring that protection is tangible and reliable.

Strategies:

1. Build capacity of community policing forums, rapid response teams, and neighbourhood watch structures for proactive threat detection and response.
2. Enhance cross-border security and intelligence sharing.
3. Institutionalize district-level safety audits, hotspot mapping, and regular risk assessments to enable data-driven security planning.
4. Ensure and enhance the safety, security, and dignity of Persons with Albinism at individual, family, and community levels, including the protection of their remains.

Priority Area 4: Health and Well-being

The specific health needs of Persons with Albinism are a matter of public health. In Malawi, health challenges faced by Persons with Albinism are intensified by limited access to ophthalmological and dermatological services, shortages of assistive devices, and inadequate support systems in schools and communities. Addressing low vision and skin-related challenges is therefore a core public health and disability inclusion priority. This priority area seeks to ensure that persons with albinism receive timely, affordable, and high-quality low-vision and skin-care services across the health, education, and social protection sectors.

Without access to dermatological and ophthalmological care, they face a high risk of developing debilitating skin cancers and vision impairment. Currently, only a small proportion of Persons with Albinism have consistent access to specialized dermatology and eye care, with these services mostly available in central and select district hospitals. The lack of local sunscreen lotion production creates an unreliable and expensive supply chain. This priority area therefore addresses these gaps by focusing on localizing sunscreen lotion production, decentralizing specialist services, gender-sensitive health services, and integrating mental health support to ensure holistic wellbeing.

Strategies:

1. Ensure continuous, equitable, and affordable access to sunscreen lotion and protective clothing for all Persons with Albinism.
2. Improve access to quality and comprehensive eye care services.
3. Expand availability and affordability of assistive devices.
4. Promote inclusive infrastructure and visual accessibility.
5. Enhance capacity of frontline health workers, community health volunteers, and social workers on specific health needs, screening, gender-sensitive reproductive health, and referral pathways for Persons with Albinism.
6. Provide integrated Mental Health and Psychosocial Support (MHPSS) services for persons with albinism and their families to address trauma and stigma.

Priority Area 5: Education and Skills Training Development

The classroom should be a place of safety and opportunity, but for many learners with albinism, it is a site of exclusion and risk. Besides, lack of inclusive learning provisions, facilities and materials such as shaded classrooms, large-print materials, flexible dress code and sitting arrangements, combined with persistent stigma contributes to school completion rates that are below the national average. Regular teachers often lack the training to provide inclusive education. This priority area seeks to systematically dismantle these barriers, transforming educational institutions into engines of empowerment.

Strategies:

1. Ensure the legal enforcement and practical operationalization of inclusive education and reasonable accommodation in schools and institutions of learning at all levels of education and training;
2. Provide assistive technologies such as low-vision devices, and accessible learning materials to create a level playing field for learners;
3. Integrate comprehensive module on albinism to all preservice teachers and teacher training and continuous professional development programmes;
4. Expand scholarships, career transition support, bursaries, and retention programmes to support needy learners with albinism at all levels including tertiary education; and
5. Enhance awareness on albinism targeting teachers, peers, and learners with albinism to reduce stigma and promote inclusion.

Priority Area 6: Economic Empowerment and Inclusion

Poverty is both a driver and consequence of discrimination among persons with albinism due to low participation in economic activities especially women and youth. These discriminations are mostly manifested in hiring, unsafe and non-inclusive workplaces, and in limited access to capital and social protection programmes. Consequently, Persons with Albinism are highly marginalized economically and have a significantly lower rate of formal, stable income compared to the national average. Economic empowerment is therefore a critical component of dignity and independence, enabling decent, safe, and sustainable livelihoods, breaking the cycle of exclusion and fostering self-reliance.

Strategies:

1. Enhance inclusive vocational training, digital literacy, and entrepreneurship programmes tailored to the needs and potentials of Persons with Albinism.
2. Facilitate access to gender responsive financial inclusion services and livelihood capital such as microfinance, Village Savings and Loan Associations (VSLAs), revolving funds, and market linkages.
3. Promote and monitor affirmative public sector employment measures for inclusive recruitment, including employment quotas and tax incentives for private sector employers.
4. Support business incubation and enterprise growth.
5. Ensure inclusion of vulnerable persons with albinism in social protection programmes especially women and older Persons with Albinism.

Priority Area 7: Cross-Cutting Issues

The effectiveness of the entire NAP depends on its ability to address the complex and overlapping identities of Persons with Albinism. A one-size-fits-all approach has proven insufficient. The compounded challenges faced are relatively different between women and men with albinism, rural and urban Persons with Albinism, and across age groups where children and older Persons with Albinism are more vulnerable than adults. Furthermore, climate change poses new threats, as extreme heat and weather events disproportionately affect those with sensitive skin and limited resources. This priority area ensures that every intervention is sharpened by considering gender, disability, data, geographical location, and climate resilience.

Strategies:

1. Systematically incorporate albinism in gender and disability reporting across all policies, plans and budgets.
2. Strengthen national and sectoral data systems to collect, analyze, and publish albinism related data disaggregated by sex, age, and locations.
3. Expand social protection and mental health support.
4. Support access to climate-smart livelihoods, protective clothing, and adaptive technologies that enhance environmental resilience for Persons with Albinism, particularly in rural and climate-vulnerable areas.

Priority Area 8: Coordination and Systems Strengthening

The previous NAP implementation was hampered by a fragmented approach, unclear accountability, and unpredictable funding. Additionally, the previous NAP didn't have direct linkage to the district level structures creating a vast implementation gap between the NAP and local reality. Above all, most of the interventions were not funded and some were funded below the required thresholds.

This priority area is the backbone of the entire NAP, focusing on building durable systems for coordination, financing, and monitoring that are necessary to translate these ambitious strategies into tangible results for every Person with Albinism in Malawi.

Strategies:

1. Strengthen institutional coordination and accountability.
2. Develop and deploy an integrated digital Monitoring and Evaluation (M&E) and case-tracking platform to link data from Police, Judiciary, Health, Education, and any other relevant sectors.
3. Mobilize sustainable financing through dedicated government budget lines, private sector partnerships, and predictable development partner commitments.
4. Strengthen the coordinating structures to ensure a cycle of annual joint planning, and mid-term reviews to foster learning, adaptation, and collective ownership.

IMPLEMENTATION ARRANGEMENTS

7.1 Roles and Responsibilities of Stakeholders

Achieving the goals of this National Action Plan on Persons with Albinism (2026-2030) requires collaboration across all levels of government and society. The following sections outline the roles and responsibilities assigned to key stakeholders:

Government Ministries, Departments, and Agencies (MDAs)

Ministry of Gender, Children, Disability and Social Welfare (MoGCDSW)

1. **Overall Coordination:** Lead Ministry, housing the Secretariat for the National Disability Affairs Technical Working Group (NDA-TWG).
2. **Policy Mainstreaming:** Champion the mainstreaming of albinism issues into all national development policies including social protection and gender policies.
3. **Social Welfare Services:** Oversee the provision of psychosocial support, case management for survivors, and support for family and peer groups.
4. **District Liaison:** Facilitate and monitor the work of District Councils in implementing NAP activities at the local level.
5. **Data Aggregation:** Serve as the central repository for consolidated M&E data from all sectors.

Ministry of Education, Science and Technology (MoEST)

1. **Inclusive Education:** Enforce the policy on inclusive education in all schools, ensuring access to specialized teaching and learning materials, shaded classrooms, and flexible uniforms for learners with albinism.
2. **Curriculum Review:** Lead the inclusion of accurate albinism content into the national curriculum from primary to tertiary levels.
3. **Teacher Training:** Conduct pre-service and in-service training for teachers and administrators on inclusive education methodologies for learners with albinism.
4. **Safe Schools:** Ensure school environments are safe and free from stigma, collaborating with security agencies on protection plans for learners.
5. **Scholarship Administration:** Manage and disburse targeted scholarships and bursaries for learners with albinism.
6. **Data Collection and Consolidation:** Collect, consolidate, and manage data of learners with albinism to facilitate needs assessment for interventions.

Ministry of Health and Sanitation (MoHS)

1. **Healthcare Integration:** Decentralize and integrate dermatology and ophthalmology services into district hospitals and primary health care.
2. **Sunscreen Lotion Provision:** Lead the local production, procurement, and last-mile distribution of sunscreen lotion as an essential medical commodity.

3. **Health Workforce Training:** Train frontline health workers on the specific health needs, early cancer detection, and referral pathways for Persons with Albinism.
4. **Mental Health Services:** Provide accessible Mental Health and Psychosocial Support (MHPSS) through community health frameworks.
5. **Health Data:** Collect and report disaggregated data on healthcare service access for persons with albinism including skin cancer prevalence.
6. **Cancer Screening Services:** Payment for biopsy services.
7. **Coordinate external referrals:** Facilitate and manage referrals of Persons with Albinism who require advanced and specialized medical procedures and treatment from outside the country. This includes establishing clear referral pathways and collaborating with international health institutions.

Ministry of Finance, Economic Planning and Decentralization (MoFEP&D)

1. **Budgetary Leadership:** Champion and secure a dedicated, ring-fenced annual budget line for the NAP within the national budget, ensuring adequate and consistent funding across all relevant sector ministries.
2. **Timely Disbursement:** Ensure the timely release of allocated NAP funds to implementing ministries and Local Authorities to avoid operational delays.
3. **Mobilize Resources:** Coordinate engagements with development partners and international financial institutions to mobilize additional, aligned external financing for the NAP.
4. **Fiscal Accountability:** Ensure all NAP-related expenditures are audited and that comprehensive annual financial reports are produced and published.
5. **Decentralization:** Oversees financial resources and planning, making sure that funding aligns with responsibilities to allow Local Authorities efficiently and sustainably provide the essential services.

Office of the President and Cabinet (OPC)

1. **High-Level Advocacy:** Provide high-level political patronage and champion the NAP's objectives within the Cabinet and across all government arms, ensuring it remains a top-tier national priority.
2. **Policy Coordination:** Ensure policy coherence and alignment on albinism issues across different government ministries, resolving inter-ministerial disputes that may hinder implementation.
3. **Performance Monitoring:** Monitor the performance of Principal Secretaries and heads of departments in delivering on their NAP commitments, as part of the broader government performance management system.
4. **Direct Support:** Provide strategic guidance and support on all related matters.

The National Children's Commission (NCC)

1. **Legal Reform and Advocacy:** Advise and propose to the Ministry responsible for disability affairs and the Ministry responsible for justice on necessary law reforms to better protect children with albinism from harmful cultural practices and attacks.

2. **Monitoring and Accountability:** Track the implementation of child-focused standards within the NAP and hold government duty-bearers accountable if they fail to provide essential services, such as sunscreen lotion in schools or security in rural communities.
3. **Community Sensitization:** Collaborate with the ministry responsible for awareness raising and civic education in conducting nationwide awareness campaigns to promote the rights of children with albinism in local languages.
4. **Child Participation:** Create safe platforms where children with albinism can directly share their experiences and contribute to policy decisions that affect them.
5. **Resource Lobbying:** Advocate for increased national budget allocations specifically for child-focused albinism programmes, including specialized education materials (braille/ large print) and protective gear.

Ministry of Local Government and Rural Development (MoLGRD)

1. **Local Authority Empowerment:** Build the capacity of Local Authority and ensure they have the resources and mandate to implement and monitor NAP activities effectively at the local level.
2. **Infrastructure Oversight:** Oversee the construction, rehabilitation, and maintenance of district-level infrastructure critical to the NAP, such as safe and secure houses, within district plans and budgets.
3. **Facilitate Local Coordination:** Strengthen and support district-level albinism-related stakeholders and local committees.
4. **Service Integration:** Ensure albinism-specific services (e.g., social support programmes, safe housing, local patrols, etc.) are included into District Development Plans (DDPs) and are part of routine local government service delivery.

Ministry of Foreign Affairs and International Cooperation (MoFAIC)

1. **Diplomatic Engagement:** Lead diplomatic efforts to engage neighbouring countries (notably Tanzania and Mozambique) in strengthening and implementing cross-border security MoUs to combat the trafficking of persons and body parts.
2. **International Advocacy:** Champion the rights of persons with albinism in regional (SADC, AU) and international (UN) fora, sharing Malawi's progress and advocating for stronger multinational responses.
3. **Facilitate International Cooperation:** Serve as the liaison for international partners, diplomats, and UN agencies seeking to support the NAP, ensuring their efforts are aligned with national priorities.
4. **Protocol and Visas:** Expedite visa and protocol arrangements for Persons with Albinism seeking specialized medical treatment outside the country.

Local Authorities (City, Municipality, and District)

1. **Localize Implementation:** Lead the contextualization and implementation of the NAP within their respective jurisdictions, integrating specific activities and targets into development plans and budgets.
2. **Mobilize Resources:** Coordinate engagements with local partners and institutions

within their respective jurisdictions to mobilize additional financing for the NAP.

- 3. Coordination:** Devise a mechanism within disability coordination structures on albinism interventions and ensure active participation of concerned stakeholders.
- 4. Direct Service Delivery:** Oversee the direct delivery of local services, including access to social protection programmes, the availability of sunscreen lotion in rural health centers, maintenance of houses for safety and security, coordination of community policing patrols, and facilitation of local awareness campaigns in partnership with traditional leaders.
- 5. Community Mobilization and Sensitization:** Utilize extension workers and community structures to conduct grassroots sensitization on albinism, dispel myths, and promote social inclusion within villages and wards.
- 6. Local Data Collection and Reporting:** Serve as the primary node for collecting local M&E data on NAP activities, incidents, and service access, and ensure the timely submission of this data to the national Secretariat.

The Malawi Police Service (MPS)

- 1. Protection and Rapid Response:** Deploy dedicated officers and rapid response units in hotspot districts to prevent and respond to attacks.
- 2. Investigation:** Conduct prompt, thorough, and professional investigations into all reported crimes against Persons with Albinism.
- 3. Community Policing:** Strengthen and equip community policing forums to act as early warning systems.
- 4. Cross-Border Security:** Implement joint patrols and intelligence sharing with neighbouring countries through existing Memorandum of Understanding (MoUs).
- 5. Witness Protection:** Provide immediate and effective protection for witnesses and survivors to ensure their safety throughout judicial processes.
- 6. Public Reporting:** Provide updates and reports to the public on case progress to enhance transparency and public trust.

The Judiciary

- 1. Sensitive Procedures:** Ensure court procedures are accessible and sensitive to the needs of victims and witnesses with albinism.
- 2. Judicial Training:** Build the capacity of judges and magistrates on the specificities of albinism-related crimes and relevant laws.
- 3. Sentencing Guidelines:** Promote the application of stringent, consistent, and deterrent sentences for convicts in these cases.
- 4. Public Reporting:** Support the publication of annual reports on case progress to enhance judicial transparency.

Malawi Human Rights Commission (MHRC)

1. **Independent Monitoring and Investigation:** Monitor and report on the human rights situation of Persons with Albinism and investigate violations independently.
2. **Legal Redress and Access to Justice:** Provide legal redress and facilitate access to justice for survivors and their families.
3. **Legal and Policy Advocacy:** Advocate for legal and policy reforms based on monitoring findings and international human rights obligations.
4. **Public Inquiries:** Conduct national inquiries into systemic failures in protection and justice.
5. **Annual Reporting:** Produce and publicize an annual “State of Protection” report to hold duty-bearers accountable.
6. **Awareness Raising:** Raise awareness on the rights of Persons with Albinism.

Malawi Council for Disability Affairs (MACODA)

1. **Research:** Promote research on the situation of Persons with Albinism in Malawi.
2. **Vocational Skills Training:** Provide vocational skills training and entrepreneurship programs for Persons with Albinism.
3. **Awareness Raising:** Create awareness on albinism issues.
4. **Assistive Devices:** Provide assistive products to Persons with Albinism.
5. **Data Management:** Register and maintain database of Persons with Albinism, organizations implementing programmes for Persons with Albinism and places where these services and rehabilitation are provided to them.
6. **Receive and Investigate Complaints:** Investigate any complaint lodged on the violation of the rights of Persons with Albinism.
7. **Inquiries:** Conduct inquiries into any matter relating to the rights of persons with albinism.

Legal Aid Bureau

1. **Provide legal representation and advice:** Offer free legal services to Persons with Albinism in cases involving discrimination, violence, property rights, and other human rights violations.
2. **Facilitate access to justice:** Work to remove barriers that prevent Persons with Albinism from accessing justice through community outreach, mobile clinics, and simplified legal procedures.
3. **Provide legal advice and representation:** Facilitate access to legal support and representation for persons with albinism.
4. **Conduct legal awareness and rights education:** Implement public awareness campaigns and community sensitization initiatives to inform Persons with Albinism and the general public about available legal remedies and protections.

5. **Monitor and report on cases:** Maintain data on cases involving Persons with Albinism and report on progress in ensuring access to justice and legal redress.

Ministry of Justice and Constitutional Affairs (MoJCA)

1. **Law Drafting:** Where necessary, draft new legislation or amendments to the existing to strengthen the legal framework of the country.
2. **Expedite Prosecution:** Designate specialized legal Counsel (s) to fast-track cases of crimes against Persons with Albinism.
3. **Strengthen coordination with the justice sector:** Collaborate with the MPS, the Judiciary, Legal Aid Bureau, MACODA, and the MHRC to ensure a coherent and rights-based response to issues affecting Persons with Albinism.
4. **Promote legal awareness:** Support civic education and awareness programmes to enhance public understanding of the rights of Persons with Albinism and the legal consequences of violations.

Malawi Law Commission (MLC)

1. **Law Reforms:** Conduct comprehensive reviews of existing laws to identify and propose reforms to address gaps in the protection of Persons with Albinism.
2. **Public Consultation:** Lead inclusive and accessible public consultations on proposed legal reforms related to albinism.
3. **Promote legal awareness:** Conduct civic education and awareness programmes on laws that promote and protect the rights of persons with albinism and the legal consequences of violations.

Department of Immigration and Citizenship Services (DICS)

1. **Border Surveillance and Screening:** Enhance screening of travelers, cargo, and documentation at border points to detect trafficking risks related to Persons with Albinism.
2. **Referral and Protection Protocols:** Ensure that suspected victims identified at borders are intercepted and referred to relevant authorities such as the police.
3. **Cross-Border Cooperation:** Collaborate with immigration authorities in neighboring countries to track trafficking networks, share intelligence, and coordinate repatriation where necessary.
4. **Data Collection and Reporting:** Collect and share data on suspected trafficking cases and movement patterns linked to risk.

Civil Society, Faith-Based Organizations, and Other Stakeholders

1. **Lobbying Advocacy:** Serve as a voice for persons with albinism in all policy dialogues and lobby for public interventions and funding on albinism.
2. **Human Rights Monitoring:** Monitor the implementation of the NAP and human rights situation of persons with albinism at the community level and report on gaps and successes.
3. **Awareness:** Lead public awareness campaigns on the rights and needs of persons with albinism.

4. **Direct Service Delivery:** Complement government efforts by providing educational, empowerment, healthcare, psychosocial, and other services and programmes to persons with albinism.

The Association of Persons with Albinism in Malawi (APAM), and Other Organizations of Persons with Disabilities

1. **Primary Representation:** Serve as the primary voice and representative body for Persons with Albinism in all policy dialogues.
2. **Grassroots Monitoring:** Monitor the implementation of the NAP at the community level and report on gaps and successes.
3. **Awareness, Lobbying, and Advocacy:** Lead public awareness campaigns and advocate for the rights and needs of their members.
4. **Direct Service Delivery:** Complement government efforts by providing educational support and implementing empowerment programmes.
5. **Survivor Support:** Provide peer support, guidance, and first-line assistance to survivors of attacks and their families.

The Media

1. **Ethical Reporting:** Adhere to and promote the use of approved style guides for accurate, respectful, and non-stigmatizing reporting on albinism.
2. **Public Education:** Produce and air/broadcast programmes that demystify albinism, challenge myths, and highlight positive stories.
3. **Investigative Journalism:** Conduct investigative reporting to expose networks involved in ritual attacks and the trade of body parts.
4. **Accountability Journalism:** Scrutinize and report on the performance of government and other stakeholders in implementing the NAP.
5. **Platform for Dialogue:** Provide platforms for Persons with Albinism to share their experiences and perspectives directly with the public.

Development Partners

1. **Financial Support:** Provide aligned and predictable funding to fill critical budget gaps in the NAP, particularly for innovative pilots and civil society work.
2. **Technical Assistance:** Offer technical expertise in areas such as M&E system design, legal drafting, public health, and inclusive education.
3. **Capacity Building:** Support the strengthening of institutions like the Department of Disability and Elderly Affairs, MACODA, MHRC, APAM, and other OPDs.
4. **International Advocacy:** Advocate for international attention and support for the albinism-related interventions in Malawi.
5. **Knowledge Sharing:** Facilitate the exchange of best practices and lessons learned from other countries.

7.2 Coordination Arrangements

A multi-tiered coordination structure will ensure cohesive implementation from the national to the community level.

National Level: National Disability Affairs Technical Working Group (NDA-TWG), chaired by the MoGCDSW, will be the supreme coordinating body. The NDA-TWG will comprise representatives from all key MDAs, APAM, MHRC, the Judiciary, Police, OPDs, CSOs, NGOs, FBOS, DPs and other relevant organizations. The NDA-TWG will meet quarterly to review progress, resolve bottlenecks, and provide strategic direction. A dedicated **Secretariat** within MoGCDSW will serve as the engine for the implementation of the NAP, handling day-to-day management, communication, monitoring and evaluation and reporting.

District Level: The district-level Gender and Social Inclusion Technical Working Group (GSI-TWG) will be responsible for localizing the NAP, coordinating district-level activities, and reporting progress to the NDA-TWG Secretariat. Its composition includes district-level representatives of relevant sectors including representatives from APAM local chapters.

Community Level: Coordination will be facilitated through existing Village Development Committees (VDCs) and Community Policing Forums, which will be oriented on the NAP and serve as the first line of alert, support, and community mobilization.

7.3 Financing Arrangements

Sustainable and predictable financing is the backbone of this NAP. A multi-pronged strategy will be employed as follows:

Government of Malawi Budgetary Allocation: The MoGCDSW, in collaboration with the MoFEP&D, will lead the process of securing a dedicated and ring-fenced annual budget line for the NAP across all relevant sectors. This will be the primary and most sustainable source of funding.

Development Partner Funding: Partners are encouraged to provide harmonized and on-budget support where possible, or aligned off-budget funding to specific, costed activities within the NAP.

Private Sector Mobilization: A strategy for private sector engagement will be developed, encouraging Corporate Social Responsibility (CSR) investments, inclusive employment charters, and direct contributions to the Disability Trust Fund (DTF).

Transparent Financial Management: All funds will be managed with utmost transparency, with annual audited financial reports on NAP expenditure published and disseminated.

7.4 Monitoring and Evaluation Arrangements

A robust Monitoring and Evaluation (M&E) system will track progress, promote learning, and ensure accountability.

M&E Framework: The results-based M&E framework annexed to this NAP, with its hierarchy of objectives, indicators, and targets, will be the primary tracking tool.

Data Flow and Reporting: A digital M&E platform will be established to allow for real-time data entry from districts and sectors. The MoGCDSW Secretariat will consolidate data and produce **bi-annual progress reports** for the NDA-TWG and a comprehensive **annual report** for public dissemination.

Review Cycles: The NDA-TWG will hold **bi-annual performance reviews** to assess progress of the implementation. A **Mid-Term Review (MTR)** in 2027 will assess overall trajectory and allow for strategic corrections. A **final evaluation** in 2030 will measure impact and inform the development of a subsequent plan.

Roles and Responsibilities: The MoGCDSW Secretariat is responsible for overall M&E coordination. Each implementing partner is responsible for collecting and reporting on their respective indicators. The MHRC and APAM will play a critical role in independent, community-based verification of reported data.

ANNEX I: IMPLEMENTATION PLAN

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
Priority Area 1: Civic Education, Awareness and Training				
1.1 Implement community-led, behaviour-change multimedia campaigns that directly demystify the myths and harmful cultural practices	1. Conduct a situation analysis to understand factors responsible for challenges faced by Persons with Albinism	MHRC	Ministry responsible for Disability Affairs, Ministry responsible for Information and Digitization, APAM, NICE, Media Houses, Local Councils, MPS, Civic Education, MACODA, OPDs, MHRC, CSOs, MoEST, Malawi Institute of Education (MIE)	2026–2030
	1. Develop evidence-based radio, TV, and theatre programmes.	Ministry responsible for Civic Education		
	2. Produce and package ICE materials for various multimedia formats for multiple platforms (jingles, documentaries, spots, theatre, brochures, newspaper articles, stickers, etc) in different local languages.	Ministry responsible for Information and Digitization		
	3. Procure media space on various national and community media platforms (radio, TV, social media, podcasts etc) for dissemination of albinism ICE materials	Ministry responsible for Information and Digitization		
	4. Conduct community engagement sessions on albinism in hotspots (Roadshows, film shows, loud hailing, community dialogues, bonanzas etc) dispel myths and misconceptions on albinism.	Ministry responsible for Civic Education		
	5. Conduct annual National Albinism Awareness Week.	Ministry responsible for Disability		
1.2 Integrate accurate, rights-based and gender-sensitive albinism content into formal education curricula from Early Childhood Development (ECD) to tertiary levels and informal community learning structures	1. Review national curricula to include albinism content.	Ministry responsible for Education	Ministry responsible for Education, MIE, APAM, MHRC, Disabled Women in Africa (DIWA), Ministry responsible for Disability Affairs, MACODA, MPS, OPDs, CSOs, DPs, Local Councils	2026–2030
	2. Develop learner-friendly teaching modules.	Ministry responsible for Education		
	3. Train teachers on inclusive communication.	Ministry responsible for Education		
	4. Establish school clubs aimed at promoting inclusion.	Ministry responsible for Education		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
1.3 Build the capacity of media professionals (including social media influencers), traditional authorities, faith leaders, opinion leaders, and health educators to become consistent sources of ethical and accurate messaging	1. Train journalists, social media influencers, and editors on ethical and inclusive reporting.	MACODA	Ministry responsible for Disability Affairs, MHRC, Media Institute of Southern Africa (MISA) Malawi Chapter, Local Councils, Faith-Based Organizations (FBOs), Traditional Leaders, Local Council, APAM, MPS, MACRA, MACODA	2026–2028
	2. Develop and disseminate a media style guide.	MACODA		
	3. Engage faith, opinion, and traditional leaders as ambassadors.	APAM		
	4. Recognize best practices through annual media awards by introducing disability/ albinism categories in existing media award events, proposing special awards.	MACODA/APAM		
	5. Popularizing the Electronic Transaction and Cybersecurity Act to raise awareness on cyberbullying.	Malawi Communications Regulatory Authority (MACRA)/ MACODA		
1.4 Strengthen family and peer support systems, including parent groups, youth mentors, and survivor networks, to build strong albinism-support systems from within the community	1. Map families, caregivers, and mentors for peer-support groups.	Ministry responsible for Social Welfare	MoGCDSW, MoHS, , District Social Welfare Offices, OPDs, MPS, CSOs, MHRC, MACODA, Mental Health Users and Carers Association (MeHUCA), Local Councils	2026–2030
	2. Conduct quarterly peer-support meetings.	Ministry responsible for Social Welfare		
	3. Train parents, guardians, and caregivers in protection, parenting, and early child development.	Ministry responsible for Social Welfare		
	4. Provide mentorship and psychosocial support training.	Ministries responsible for Health and Social Welfare		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
Priority Area 2: Administration of Justice and Victim Support				
2.1 Strengthen dedicated investigation units, prosecution units, case management, and witness protection programmes for albinism-related crimes	1. Establish a dedicated Prosecution Desk at Director of Public Prosecution (DPP) to speed up albinism-related cases.	Ministry responsible for Justice	MoJCA, Directorate of Public Prosecution (DPP), MPS, MHRC, Judiciary, University of Malawi (UNIMA) Legal Clinic	2026–2030
	2. Develop centralized case-tracking database to allow for tracking of albinism-related cases.	MPS and APAM		
	3. Train investigators and prosecutors in albinism issues to improve the administration of justice process.	APAM and MPS		
	4. Conduct annual prosecution performance reviews.	Ministry responsible for Justice /MHRC		
	5. Establish special investigations unit to allow for specialized approach to investigation of albinism-related cases.	MPS	MoJCA, MPS, MHRC, APAM, MoGCDSW	2026 - 2029
	6. Train judges and magistrates on specificity of albinism-related crimes	Judiciary	Judiciary, MoJCA, UNIMA Legal Clinic, MHRC, APAM	2026 - 2029
2.2 Expand community paralegal services and legal literacy programmes to empower individuals and communities to report crimes and seek remedy	1. Train paralegals on albinism-related legislation.	UNIMA, Legal Clinic and APAM	MoJCA, Legal Aid Bureau, APAM, National Initiative for Civic Education (NICE). MACODA, MHRC, UNIMA, Legal Clinic, MPS, DIWA, Local Councils	2026–2030
	2. Hold mobile legal clinics.	UNIMA Legal Clinic and MHRC		
	3. Produce simplified legal materials to enhance legal understanding of albinism-related issues.	MACODA and APAM		
	4. Establish and operationalize district-level referral pathways that outline coordinated procedures for reporting, handling, and following up cases involving Persons with Albinism.	MACODA and MHRC		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
2.3 Institutionalize multisectoral reintegration packages for survivors, encompassing psychosocial, medical, and socio-economic support	1. Develop comprehensive survivor care guidelines to standardize procedures for protection, medical support, and psychosocial assistance for Persons with Albinism.	MoHS and Ministry responsible for Social Welfare and Disability Affairs	MoGCDSW, MoHS, CSOs, DPs, APAM, MHRC, MPS, MoEST, MeHUCA, Local Councils	2026–2030
	2. Strengthen rehabilitation clinics.	MACODA		
	3. Provide trauma counselling to victims of attacks and atrocities against Persons with Albinism.	MoH & Ministry responsible for Social Welfare		
	4. Facilitate reintegration of survivors of attacks and atrocities against Persons with Albinism.	APAM & Ministry responsible for Social Welfare		
	5. Provide psychosocial training to survivors of attacks.	MoH & Ministry responsible for Social Welfare		
2.4 Systematically monitor, document, and publicly report on case progress and systemic barriers to foster transparency and accountability	1. Maintain and update national case registry to reflect newly recorded cases.	MPS/APAM	MHRC, MoJCA, MoGCDSW, MPS, FEDOMA, MACODA, APAM, UNIMA Legal Clinic, DPs	2026–2030
	2. Publish annual progress reports of recorded albinism-related cases.	MPS/APAM		
	3. Conduct stakeholder review forums on albinism-related cases.	MPS/MHRC		
	4. Undertake survivor satisfaction surveys.	MHRC/APAM		
Priority Area 3: Safety and Security				
3.1 Build capacity of community policing forums, rapid response teams, and neighbourhood watch structures for proactive threat detection and response	1. Revamp community policing structures across the country, prioritizing hotspot districts.	MPS	MoGCDSW, MPS, Local Authorities, APAM, DPs	2026–2030
	2. Provide patrol equipment to community policing structures.	MPS		
	3. Train community policing structures.	MPS		
	4. Conduct patrols and simulations.	MPS		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
3.2 Enhance cross-border security and intelligence sharing	1. review and renew MoUs with Mozambique, Zambia, & Tanzania on cross-border collaboration, intelligence sharing, and security strengthening against cross-border trafficking of Persons with Albinism.	MPS	MoFAIC, MPS, INTERPOL, NIS	2026–2030
	2. Conduct joint border patrols.	MPS		
	3. Hold bilateral coordination meetings.	MPS		
	4. Strengthen shared intelligence systems with neighboring countries.	National Internal Security (NIS) and MPS		
3.3 Institutionalize district-level safety audits, hotspot mapping, and regular risk assessments to enable data-driven security planning.	1. Conduct district safety audits to assess security risks and protection mechanisms for Persons with Albinism.	MPS and APAM	MoGCDSW, Department responsible for Economic Planning and Development (DoEP&D), NSO, MPS, CSOs, APAM, Local Authorities	2026–2030
	2. Map hotspots of attacks and violence against Persons with Albinism.	MPS and APAM		
	3. Publish safety scorecards.	MPS		
	4. Integrate audit findings into planning and resource allocation.	Ministry responsible for Disability Affairs		
3.4 Ensure and enhance the safety, security, and dignity of persons with albinism at individual, family, and community levels, including the protection of their remains	1. Install standardized alarm systems in houses of persons with albinism.	MPS	MPS, MHRC, APAM, MoGCDSW, MACODA, Local Councils	2026 - 2030
	2. Establish sustainable supply chains for spare parts and maintenance of alarms.	MPS		
	3. Enforce fortification of graves during burial of remains of Persons with Albinism.	MPS		
	4. Integrate protection of Persons with Albinism into community policing and neighbourhood watch initiatives	MPS		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
	5. Construct safe and secure houses for persons with albinism at risk of violence.	Ministry responsible for Disability Affairs, Ministry responsible for Housing, Ministry responsible for Transport , Public Works and Infrastructure, District Councils	MoGCDSW, Ministry of Lands, Housing and Urban Development (MoLURD), APAM, Ministry of Transport and Public Works (MoTPW) -Department for Buildings (DoB), OPC, MACODA, District Councils	2026 - 2030
Priority Area 4: Health and Well-being				
4.1 Ensure continuous, equitable, and affordable access to sunscreen lotion and protective clothing for all Persons with Albinism.	1. Engage public-private partnership for local production of affordable sunscreen lotion and UV-protective clothing.	Ministry responsible for Health and MACODA	MoHS, Malawi Investment and Trade Centre (MITC), APAM, DP, MoLURD, Pharmacy and Medicine Regulatory Authority (PMRA), Treasury, Ministry of Industrialization, Business, Trade and Tourism, MACODA, District Councils	2026–2030
	2. Implement a mobile outreach distribution system to improve access for rural and hard-to-reach populations.	Ministry responsible for Health and APAM		
	3. Lobby for removal of import duties on UV-protective materials and fabrics used to manufacture protective clothing.	Ministry responsible for Health and APAM		
	4. Enforce regulations that guarantee universal access to sunscreen and protective gear under national health and disability policies.	Ministry responsible for Health and APAM		
	5. Enforce regulations that guarantee universal access to sunscreen and protective gear under national health and disability policies.	MACODA and Ministry responsible for Health		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
4.2 Improve access to quality and comprehensive eye care services	1. Integrate routine vision screening for Persons with Albinism into primary health care, district hospitals, and outreach clinics.	Ministry responsible for Health and APAM	MoHS, MOEST, APAM, CSOs, OPDs, MoGCDSW, MACODA, MHRC, DPs, District Councils	2026–2030
	2. Train enough ophthalmologists, optometrists, and low-vision therapists to strengthen specialist services.	Ministry responsible for Health		
	3. Equip hospitals with diagnostic tools to strengthen early identification of albinism-related eye conditions..	Ministry responsible for Health		
	4. Track coverage of albinism-specific services across the country.	Ministry responsible for Health and APAM		
	5. Develop and adopt national clinical guidelines on assessment, diagnosis, and management of albinism-related visual impairments	Ministry responsible for Health		
4.3 Expand availability and affordability of assistive devices	1. Procure and distribute low-vision assistive devices such as magnifiers, monoculars, telescopic lenses, tinted lenses, and specialized spectacles through government and partner supported programmes.	Ministry responsible for Health and MACODA	MoFEP&D, MoHS, MoGCDSW, MoEST, MACODA, OPDs, CSOs, DPs, Private Sector, Local Authorities	2026 - 2030
	2. Establish subsidy or cost-sharing mechanisms to make corrective spectacles and protective eyewear affordable for Persons with Albinism	Ministry responsible for Finance		
	3. Ensure assistive devices are stocked consistently at all levels of health care delivery system	Ministry responsible for Health		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
4.4 Promote inclusive infrastructure and visual accessibility	1. Ensure visual accessibility standards across public buildings: high-contrast signage, clear fonts, adequate lighting, and non-glare surfaces.	Ministries responsible for Transport and Public Works and Infrastructure and MACODA	MoTPW, MACODA, National Construction Industry Council (NCIC), FEDOMA, MHRC, Local Authorities	2026 - 2030
	2. Apply universal design principles in schools, health facilities, workplaces, and transport systems.	Ministries responsible for Public Works, Transport and Infrastructure and MACODA		
	3. Ensure infrastructure monitoring frameworks incorporate visual accessibility indicators.	Ministries responsible for Public Works, Transport and Infrastructure, MACODA, and MHRC		
4.5 Build capacity of health workers in albinism care	1. Update training curricula for health workers to include albinism issues.	Ministry responsible for Health and Ministry responsible for Education	MoHS, Nursing and Midwives Council of Malawi (NMCM), Christian Health Association of Malawi (CHAM), Kamuzu University of Health Sciences (KUHES), CSOs, Medical Council of Malawi, Mzuzu University (MZUNI), Catholic University (CU), MHRC, Local Authorities	2026–2030
	2. Conduct in-service training to health personnel on albinism issues and human rights to enhance understanding of albinism-related health risks.	Ministry responsible for Health		
	3. Disseminate dermatology and ophthalmology guidelines.	Ministry responsible for Health		
4.6 Integrate mental health and psychosocial services	1. Include MHPSS in primary healthcare.	Ministry responsible for Health	MoHS, MoGCDSW, APAM, MPS, MHRC, MACODA, Local Authorities	2026–2030
	2. Train counsellors on MHPSS.	Ministry responsible for Health		
	3. Establish peer-support groups.	Ministry responsible for Health		
	4. Monitor wellbeing outcomes of survivors of attacks.	Ministry responsible for Disability Affairs		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
Priority Area 5: Education and Skills Development				
5.1 Ensure the legal enforcement and practical operationalization of inclusive education and reasonable accommodation in schools and institutions of learning at all levels of education and training	1. Develop national education guidelines on albinism-friendly reasonable accommodation to provide conducive environment for learners with albinism.	Ministry responsible for Education	MoEST, Local Authorities, MoGCDSW, MHRC, APAM, MACODA	2026–2030
	2. Retrofit classrooms to be conducive for learners with albinism.	Ministry responsible for Education		
	3. Orient school managers on reasonable accommodation.	Ministry responsible for Education		
	4. Monitor education institutions on compliance of the education guidelines on reasonable accommodation.	Ministry responsible for Education		
5.2 Provide assistive technologies such as low-vision devices, and accessible learning materials to create a level playing field for learners	1. Conduct needs assessment for assistive devices and learning and teaching materials in schools	Ministry responsible for Education	MoEST, MoHS, MoGCDSW, APAM, MACODA, MHRC, Local Authorities	2026–2030
	2. Procure and distribute assistive devices and teaching and learning materials.	Ministry responsible for Education		
	3. Orient teachers and learners on the use of assistive devices and teaching and learning materials.	Ministry responsible for Education		
5.3 Integrate comprehensive module on albinism to all preservice teachers and teacher training and continuous professional development programmes	1. Integrate albinism issues into teacher training college curriculum.	Ministry responsible for Education	MoEST, MIE, Tertiary institutions	2026–2030
	2. Conduct refresher courses to teachers through continuous professional development (CPDs).	Ministry responsible for Education		
	3. Review teacher inspection tools to accommodate issues of albinism.	Ministry responsible for Education		
5.4 Expand scholarships, career transition support, bursaries, and retention programmes to support needy learners with albinism at all levels including tertiary education	1. Expand bursaries and scholarships to benefit deserving students with albinism in tertiary education and training institutions.	Ministry responsible for Disability Affairs/ MACODA	MoEST, MoGCDSW, Ministry of Labour, Skills and Innovation (MoLSI), Technical Vocational Education and Training Authority (TEVETA), DPs, APAM, Local Authorities, MACODA.	2026–2030
	2. Create mentorship programmes on career development.	Ministry responsible for Education/APAM		
	3. Partner with private sector for potential internships for students with albinism graduating out of school.	APAM		
	4. Monitor, capture, and report graduate/ employment trends among Persons with Albinism.	APAM		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
5.5 Enhance awareness on albinism targeting teachers, peers, and learners with albinism to reduce stigma and promote inclusion	1. Implement school-based awareness sessions for learners to address myths and misconceptions about albinism.	Ministry responsible for Education	MoEST, MoGCDSW, MoLSI, TEVETA, DPs, APAM, Local Authorities, MACODA.	
	2. Integrate albinism-related content into life skills, civic education, and guidance and counselling programmes	Ministry responsible for Education		
	3. Facilitate mentorship programmes linking learners with albinism to role models with albinism in education and other professions	Ministry responsible for Education		
Priority Area 6: Economic Empowerment and Inclusion				
6.1 Strengthen inclusive vocational training, digital literacy, and entrepreneurship programmes tailored to the needs and potentials of Persons with Albinism	1. Develop accommodating and inclusive guidelines of Persons with Albinism.	MACODA	MoEST, MoGCDSW, MoID, MoLSI, TEVETA, Local Authorities	2026–2030
	2. Orient instructors on inclusive pedagogical skills.	Ministry responsible for Education		
	2. Train out of school youth with albinism in technical and ICT skills.	MACODA		
	3. Track and monitor employment trends among Persons with Albinism trained.	MACODA/APAM		
6.2 Facilitate access to gender responsive financial inclusion services and livelihood capital such as microfinance, Village Savings and Loan Associations (VSLAs), revolving funds, and market linkages	1. Facilitate access to microloans/VSLAs to Persons with Albinism.	Ministry responsible for Disability Affairs/ APAM	MoFEP&D, MoGCDSW, Micro Finance Institutions (MFIs), NGOs, National Economic Empowerment Fund (NEEF), APAM, MACODA, Local Authorities	2026–2030
	2. Conduct financial literacy training sessions to Persons with Albinism.	Ministry responsible for Community Development		
	3. Provide start-up grants to trained Persons with Albinism.	MACODA		
	4. Link entrepreneurs with albinism to markets.	APAM		
6.3 Promote and monitor affirmative public sector employment measures for inclusive recruitment, including employment quotas and tax incentives for private sector employers	1. Lobby with employers for employment quotas to accommodate Persons with Albinism.	MACODA/APAM	MoLSI, MoGCDSW, Economic Association of Malawi (ECAMA), APAM, MACODA, MHRC, Local Authorities	2026–2030
	2. Facilitate development of inclusive private sector charter.	Ministry responsible for Disability Affairs		
	3. Hold albinism inclusive job symposium	APAM		
	4. Monitor employers for labour rights compliance.	MACODA/ Ministry responsible for Labour		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
6.4 Support business incubation and enterprise growth	1. Establish regional entrepreneurship hubs to support skills development and market linkages for Persons with Albinism.	APAM	MoIBTT, MITC, APAM, MACODA, Local Authorities	2026–2030
	2. Train and mentor persons with albinism in entrepreneurship and financial literacy to enhance self-employment and income generation.	APAM/MACODA		
	3. Facilitate participation of entrepreneurs with albinism in trade fairs and exhibitions to enhance market access and visibility of their products.	APAM/ MACODA		
6.5 Ensure inclusion of vulnerable persons with albinism in social protection programmes especially women and older Persons with Albinism	1. Integrate albinism-related vulnerability indicators into targeting and beneficiary identification tools	Ministry responsible for Disability Affairs/ MACODA	MoGCDSW, MACODA, APAM, MHRC, MHRRC, Local Authorities	2026-2030
	2. Promote inclusion of persons with albinism in social protection and livelihood support programmes, where applicable	Ministry responsible for Disability Affairs/ MACODA		
	3. Conduct sensitization campaigns to inform persons with albinism about available social protection programmes and eligibility criteria	APAM/MACODA		
	4. Link beneficiaries with albinism to livelihoods, skills training, and micro-enterprise support programmes	MACODA		
Priority Area 7: Cross-cutting Issues				
7.1 Systematically Incorporate albinism in gender and disability reporting across all policies, plans and budgets.	1. Conduct gender sensitive analysis on Person with Albinism .	Ministry responsible for Disability Affairs	MoGCDSW, National Statistics Office (NSO), MACODA, MHRC, APAM, Local Authorities	2026–2030
	2. Train implementers to have gender-sensitive lens.	MHRC		
	3. Facilitate inclusion gender and age sensitive indicators in albinism programming.	Ministry responsible for Disability Affairs		
	4. Publish gender sensitive and age reports.	Ministry responsible for Disability Affairs		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
7.2 Strengthen national and sectoral data systems to collect, analyze, and publish albinism related data disaggregated by sex, age, and locations	1. Conduct national surveys on albinism	NSO	MoGCDSW, NSO, Tertiary Institutions, APAM, MACODA, MHRC, Research institutions, CSOs, CSR	2025–2030
	2. Institutionalize routine disaggregated data.	MACODA/NSO		
	3. Support operational research on albinism related issues.	MHRC/MACODA/NSO/CSR		
	4. Publish, distribute and disseminate policy briefs and research findings on emerging issues affecting Persons with Albinism.	MHRC/MACODA		
7.3 Expand social protection and mental health support	1. Extend eligibility criteria and targeting mechanisms within social protection programmes to ensure equitable inclusion of persons or households with albinism.	MoFEP&D	MoFEP&D, MoHS, DoEPD, Local Authorities	2025–2030
	2. Integrate Mental Health and Psychosocial Support (MHPSS) into community-based and district-level service delivery systems to address trauma, stigma, and other psychosocial needs of Persons with Albinism.	Ministry responsible for Social Protection Planning and Design MACODA/NSO		
	3. Strengthen district social welfare case management systems to ensure timely identification, referral, and follow-up of Persons with Albinism requiring social and psychosocial support.	MHRC/MACODA		
	4. Establish mechanisms for monitoring wellbeing, mental health, and socio-economic outcomes of beneficiaries to assess the effectiveness of social protection and MHPSS interventions.	MHRC/MACODA		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
7.4 Support access to climate-smart livelihoods, protective clothing, and adaptive technologies that enhance environmental resilience for Persons with Albinism, particularly in rural and climate-vulnerable areas	1. Promote climate-smart and skin-safe livelihood options tailored to the needs and working conditions of Persons with Albinism.	Ministry responsible for Agriculture, Ministry responsible for Natural Resources	Ministry for Agriculture, Water and Irrigation (MoAWI), Ministry for Natural Resources (MoNR), Local Authorities.	2026–2030
	2. Integrate the specific needs of Persons with Albinism into national and district Disaster Risk Management (DRM) plans and policies, early warning systems, and coordinated response mechanisms.	DoDMA		
	3. Mobilize and ring-fence contingency and recovery funds to support Persons with Albinism during climate-induced disasters, ensuring rapid access to relief, assistive devices, and protection services..	DoDMA		
Priority Area 8: Coordination & Systems Strengthening				
8.1 Strengthen institutional coordination and accountability	1. Revamping of district committees on albinism.	APAM	MoGCDSW, Local Authority, MHRC, APAM, MACODA, Local Authorities	2026-2030
	2. Conduct periodic coordination meetings at all levels.	Ministry responsible for Disability Affairs		
	3. Develop SOPs for the committees on coordination and accountability.	Ministry responsible for Disability Affairs		
	4. Conduct monitoring visits/sessions to assess activity implementation progress for the NAP implementers.	MHRC	MoGCDSW, MHRC, MACODA	2025-2030
8.2 Develop and deploy an integrated digital Monitoring and Evaluation (M&E) and case-tracking platform to link data from Police, Judiciary, Health, and Education sectors	1. Create disability information management system that integrates albinism modules.	Ministry responsible for Disability Affairs/ MACODA	MoGCDSW, MoID, NSO, MACODA, MHRC, APAM, MPS, Local Authorities	2026–2030
	2. Train relevant officers in the usage of the disability management system.	Ministry responsible for Disability Affairs/ MACODA		
	4. Publish albinism bulletins annually.	Ministry responsible for Disability Affairs/ APAM		
	4. Develop, implement, and enforce data security protocols across all institutions handling information on Persons with Albinism.	Ministry responsible for Disability Affairs/ MACODA		

Strategy	Key Activities	Lead Institution	Responsible Institutions	Timeline
8.3 Mobilize sustainable financing through dedicated government budget lines, private sector partnerships, and predictable development partner commitments	1. Lobby for continuous funding towards albinism dedicated budget lines	Ministry responsible for Disability Affairs/ MACODA/ MHRC/APAM	MoGCDSW, MACODA, MHRC, APAM, DPs, Local Authorities	2026–2030
	2. Establish and operationalize a donor coordination mechanism to enhance alignment, transparency, and resource mobilization for NAP implementation.	Ministry responsible for Disability Affairs		
	3. Mobilize Corporate Social Responsibility (CSR) and private sector funding to support implementation of the NAP.	Ministry responsible for Disability Affairs/ MACODA		
	4. Publish annual financial reports.	Ministry responsible for Disability Affairs		
8.4 Strengthen the coordinating structures to ensure a cycle of annual joint planning, and mid-term reviews to foster learning, adaptation, and collective ownership	1. Organize and facilitate bi-annual stakeholder coordination forums to review implementation progress, share lessons, and enhance accountability.	Ministry responsible for Disability Affairs	MoGCDSW, MoHS, MoEST, APAM, MHRC, MACODA, CSOs, OPDs, MPS, Tertiary institutions, DPs, Local Authorities	2026-2030
	2. Conduct NAP midterm review (2027).	Ministry responsible for Disability Affairs		
	2. Conduct NAP final evaluation (2030).	Ministry responsible for Disability Affairs		
	4. Review policy and programming based on evaluation findings.	Ministry responsible for Disability Affairs		

ANNEX II: RESULT BASED M&E FRAMEWORK

Goal

Impact: An inclusive society where Persons with Albinism live with dignity, free from discrimination, attacks, and marginalization, and enjoy equal access to all rights and opportunities.

Indicator	Baseline (2025)	Target (2030)	Means of Verification	Assumptions
% of persons with albinism reporting a high sense of social inclusion and safety	TBD	80%	APAM, Satisfaction survey	Sustained multi-sectoral commitment and funding

Outcome 1: Positive Change in Public Knowledge, Attitudes, And Practices Towards Persons with Albinism

Outcome Indicator	Baseline	Target	Means of Verification	Assumptions
% of population with positive attitudes towards Persons with Albinism	60%	95%	National surveys, NICE reports	Sustained funding for awareness
% of education curriculum levels integrating albinism content	15%	70%	MoE reports, curriculum frameworks	Curriculum reforms approved
% of media houses using approved albinism-sensitive reporting guidelines	0%	100%	MACODA audit reports, MISA Malawi audits	Editorial cooperation
Number of active peer & family support groups	10	80	District SWO reports	Community participation sustained

Output 1.1:

Output Indicator	Baseline	Target	Means of Verification	Assumptions
Number of multimedia campaigns conducted per year	6	15	MoGCDSW, MoLGRD, MISA	Availability of funds
Number of regular teachers trained in albinism issues	1,500	10,000	MoEST	Availability of funds
Number of events on ethical reporting awards held	0	5	MHRC, APAM, MACODA	Availability of funds
Number of families mentored and supported	0	1,000	APAM, MACODA	Availability of funds

Outcome 2: Effective Administration Of Justice, Protection, And Support For Victims

Outcome Indicator	Baseline	Target	Means of Verification	Assumptions
% of cases of attacks successfully prosecuted	37%	90%	DPP, MPS, MHRC	Judiciary cooperation
% of Local Authorities reached with legal literacy clinics	10%	80%	Legal Aid reports, MHRC reports	Community cooperation

% of survivors successfully reintegrated into their communities	20%	90%	MoGCDSW, MoHS	Trained counsellors available
Number of public case reviews conducted	0	5	MoJCA, MHRC	Political will exists
Output 2.1				
Output Indicator	Baseline	Target	Means of Verification	Assumptions
Central case-tracking system operational (Y/N)	No	Yes	DPP, MPS	
Number of paralegals trained and active	50	200	MoJ reports, UNIMA Legal Clinic reports	
Number of rehabilitation centers established	8	29	MoHS reports, MoGCDSW, MACODA	
Number of annual prosecution reports on albinism published	2	5	DPP reports, MPS reports	
Outcome 3: Enhanced Safety, Security, And Community Protection for Persons with Albinism				
Outcome Indicator	Baseline	Target	Means of Verification	Assumptions
Number Of Reported Attacks on Persons With Albinism	226	0	MPS records, APAM records	Security collaboration
Number of active community policing structures	472	2,500	MPS records, Local Authority reports	Volunteer motivation high
Number of MoUs on cross-border collaboration implemented	2	3	INTERPOL records, MPS records	Regional cooperation sustained
Number of district safety audits conducted	2	5	MoGCDSW reports	Technical capacity available
Output 3.1				
Output Indicator	Baseline	Target	Means of Verification	Assumptions
% of safe homes with working alarm systems	TBD	100%	MoGCDSW reports	
Number of weekly security patrols conducted in hotspot districts	7x	7x	MPS records	
Number of cross-border security meetings held	30	50	MPS reports	
Number of districts with risk maps	6	28	NSO/MPS reports	
Outcome 4: Improved health, well-being, and access to specialized services for Persons with Albinism				
Outcome Indicator	Baseline	Target	Means of Verification	Assumptions
% of health facilities providing dermatology services	25%	85%	MoHS service data	Health staff retained

Number of health facilities providing ophthalmological services	90	523	MoHS logistics data	Supply chain stable
% of PERSONS WITH ALBINISM receiving mental health services	15%	70%	MoH, MoGCDSW	Counsellors available
Output 4.1				
Output Indicator	Baseline	Target	Means of Verification	Assumptions
Local sunscreen production unit established	0	1	MITC, MoHS reports	
Number of health workers trained in albinism care	733	2,000	MoHS reports	
Number of Persons with Albinism accessing affordable assistive products	1,440	134,000	MACODA/ MoHS reports	
Outcome 5: Increased educational attainment, skills development, and transition for Persons with Albinism				
Outcome Indicator	Baseline	Target	Means of Verification	Assumptions
% of Persons with Albinism completing primary education	60%	95%	MoEST EMIS	Inclusive policy maintained
Number of learners with albinism receiving learning assistive devices	150	2,000	MoEST/ MoHS reports	Timely procurement
% of teacher training colleges with albinism modules	0%	100%	MIE reports	Curriculum approved
% of Persons with Albinism graduates in employment or further education	10%	60%	TEVETA reports, MACODA reports	Public and Private sector cooperation
Output 5.1				
Output Indicator	Baseline	Target	Means of Verification	Assumptions
% of schools providing reasonable accommodation	15%	100%	MoEST reports/ records	Availability of resources and technical capacity
% of teachers trained in inclusive education pedagogical skills	10%	90%	MoEST reports	Sustained funding for training
Number of refresher teacher trainings in inclusive skills conducted	15	34	MoEST reports	Sustained funding for training
Number of scholarships/ bursaries/ internships	185	500	MoEST, MoGCDSW, MACODA records, Local Authorities records	Availability of resources
Outcome 6: Sustainable economic empowerment and inclusion of Persons with Albinism				
Outcome Indicator	Baseline	Target	Means of Verification	Assumptions

% of Persons with Albinism with a steady source of income	10%	55%	NSO, TEVETA surveys	Market stability
% of Persons with Albinism accessing formal/informal credit	10%	80%	MoFEP&D, MFIs, NEEF reports	Loan access sustained
Number of active enterprises owned/managed by Persons with Albinism	10	500	MITC / MoIBTT reports	Business mentors available
Output 6.1				
Output Indicator	Baseline	Target	Means of Verification	Assumptions
Number of Persons with Albinism graduating from vocational training	79	1,000	TEVETA records	
Number of Persons with Albinism trained in financial literacy	96	2,000	MACODA/APAM reports	
Number of private sector inclusion charters signed	0	50	MACODA, Employers Association, Ministry responsible for Labour	
Number of incubation hubs operational	0	5	MoIBTT	
Outcome 7: Mainstreaming of cross-cutting issues in all interventions				
Outcome Indicator	Baseline	Target	Means of Verification	Assumptions
Number of centralized data system in place	0	1	NSO, MoGCDSW records	ICT functionality
% of deserving Persons with Albinism receiving social protection support	5%	70%	MoGCDSW, EP&D, Ministry of Agriculture, DoDMA reports	Fiscal space adequate
% of climate-resilient homes of Persons with Albinism	10%	80%	MoNREM, Local Councils reports	Technical capacity available
Output 7.1				
Output Indicator	Baseline	Target	Means of Verification	Assumptions
Number of albinism-related research studies completed	2	10	Universities records	Universities keeping disaggregated enrolment data
Number of DRM plans revised to address albinism issues	5	28	Reports from DoDMA, Local Authorities, APAM, MACODA	Adequate resources, review process taking place
Number of Persons with Albinism identified/registered	5,330	134,000	MACODA, MPS, APAM reports/ records	
Outcome 8: Strengthened national coordination, financing, and M&E systems				
Outcome Indicator	Baseline	Target	Means of Verification	Assumptions
Number of districts with functional TWG responsible for disability	28	28	MoGCDSW, MACODA, Local Authorities	Focal points active

% of NAP programmes submitting timely M&E data	5%	90%	MoGCDSW reports	Trained M&E staff
Proportion of NAP budget gap closed	36%	80%	MoFEP&D records	Donor support continues
Number of policy changes initiated	3	5	Evaluation reports	Stakeholders responsive
Output 8.1				
Output Indicator	Baseline	Target	Means of Verification	Assumptions
Albinism thematic area included in the NDA-TWG TORs (Y/N)	No	Yes	MoGCDSW reports	NDA-TWG in place, active, and meeting quarterly
Digital M&E system operational (Y/N)	No	Yes	NSO, MoGCDSW reports	Availability of resources
Number of annual financial reports	5	5	MoGCDSW reports	Funds disbursed and spent, audit carried out
Number of midterm & final reviews	1	2	MoGCDSW reports	Availability of resources

ANNEX III: COSTING AND BUDGET ESTIMATES

PRIORITY AREA 2026 - 2027	BUDGET IN MILLIONS (MWK)			TOTAL (USD)	DOLLAR EQUIVALENT	
	2027-2028	2028-2029	2029-2030			
Priority Area 1: Civic Education, Awareness & Training						
Strategy 1: Implement community-led, behaviour-change multimedia campaigns that directly demystify the myths and harmful cultural practices	195.50	131.46	200.40	190.33	717.69	410,109.39
Strategy 2: Integrate accurate, rights-based and gender-sensitive albinism content into formal education curricula from Early Childhood Development (ECD) to tertiary levels and informal community learning structures	156.34	100.00	260.08	120.10	636.52	363,723.43
Strategy 3: Build the capacity of media professionals (including social media influencers), traditional authorities, faith leaders, opinion leaders, and health educators to become consistent sources of ethical and accurate messaging	286.00	300.10	250.30	218.28	1,054.68	602,671.43
Strategy 4: Strengthen family and peer support systems, including parent groups, youth mentors, and survivor networks, to build strong albinism-support systems from within the community.	140.44	92.16	196.40	310.60	739.60	422,628.57

PRIORITY AREA	BUDGET IN MILLIONS (MWK)				TOTAL (USD)	DOLLAR EQUIVALENT
	2027-2028	2028-2029	2029-2030	TOTAL (MWK)		
2026 - 2027	Priority Area 2: Administration of Justice & Victim Support					
Strategy 1: Strengthen investigation units, prosecution units, case management, and witness protection programmes for albinism-related crimes	283.70	270.13	645.30	500.30	1,699.44	971,106.34
Strategy 2: Expand community paralegal services and legal literacy programmes to empower individuals and communities to report crimes and seek remedy	387.40	186.16	650.25	661.25	1,886.06	1,077,746.65
Strategy 3: Institutionalize multisectoral reintegration packages for survivors, encompassing psychosocial, medical, and socio-economic support	481.32	320.00	1120.12	623.80	2,545.24	1,454,425.06
Strategy 4: Systematically monitor, document, and publicly report on case progress and systemic barriers to foster transparency and accountability	241.28	200.18	500.60	551.00	1,492.97	853,126.29
Priority Area 3: Safety & Security						
Strategy 1: Build capacity of community policing forums, rapid response teams, and neighbourhood watch structures for proactive threat detection and response	191.21	108.50	428.98	285.08	1,013.77	579,296.67

PRIORITY AREA	BUDGET IN MILLIONS (MWK)				TOTAL (USD)	DOLLAR EQUIVALENT
	2027-2028	2028-2029	2029-2030	TOTAL (MWK)		
2026 - 2027						
Strategy 2: Enhance cross-border security and intelligence sharing	132.05	200.00	490.11	301.00	1,123.16	641,806.11
Strategy 3: Institutionalize district-level safety audits, hotspot mapping, and regular risk assessments to enable data-driven security planning	146.22	86.10	300.07	232.00	755.40	431,655.32
Strategy 4: Ensuring and enhancing security of Persons with Albinism at family and individual levels	577.02	947.12	1,988.13	1,643.20	5,155.47	2,945,980.61
Priority Area 4: Health & Well-being						
Strategy 1: Ensure continuous, equitable, and affordable access to sunscreen lotion and protective clothing for all Persons with Albinism.	363.47	769.11	1,028.19	1,235.93	3,396.70	1,940,973.26
Strategy 2: Improve access to quality and comprehensive eye care services	403.80	170.11	689.23	641.63	1,904.77	1,088,442.26
Strategy 3: Expand availability and affordability of assistive devices	378.70	476.15	891.30	797.00	2,543.15	1,453,225.83
Strategy 4: Promote inclusive infrastructure and visual accessibility	64.88	72.12	87.43	62.17	286.60	163,771.43

PRIORITY AREA	BUDGET IN MILLIONS (MWK)				TOTAL (USD)	DOLLAR EQUIVALENT
	2027-2028	2028-2029	2029-2030	TOTAL (MWK)		
2026 - 2027						
Strategy 5: Build capacity of health workers in albinism care.	110.12	119.20	381.27	250.50	861.09	492,051.89
Strategy 6: Integrate mental health and psychosocial support services	131.12	97.08	188.31	159.19	575.70	328,971.43
Priority Area 5: Education & Skills Development						
Strategy 1: Ensure the legal enforcement and practical operationalization of inclusive education and reasonable accommodation in schools and institutions of learning at all levels of education and training	496.54	680.16	1,819.00	859.04	3,854.70	2,202,687.01
Strategy 2: Provide assistive technologies such as low-vision devices, and accessible learning materials to create a level playing field for learners	2,197.22	2,000.12	5,000.09	5,000.25	14,197.68	8,112,959.89
Strategy 3: Integrate comprehensive module on albinism to all preservice teachers and teacher training and continuous professional development programmes	123.20	116.20	493.44	304.33	1,037.17	592,669.44
Strategy 4: Expand scholarships, career transition support, bursaries, and retention programmes to support needy learners with albinism at all levels including tertiary education	683.19	683.19	1,620.19	1,635.26	4,621.83	2,641,045.10

PRIORITY AREA	BUDGET IN MILLIONS (MWK)				DOLLAR EQUIVALENT	
	2027-2028	2028-2029	2029-2030	TOTAL (MWK)		TOTAL (USD)
Strategy 5: Enhance awareness on albinism targeting teachers, peers, and learners with albinism to reduce stigma and promote inclusion	200.89	259.00	598.47	497.23	1,555.59	888,909.75
Priority Area 6: Economic Empowerment & Inclusion						
Strategy 1: Strengthen inclusive vocational training, digital literacy, and entrepreneurship programmes tailored to the needs and potentials of Persons with Albinism.	200.36	160.39	300.08	222.11	882.94	504,537.60
Strategy 2: Facilitate access to gender responsive financial inclusion services and livelihood capital such as microfinance, Village Savings and Loan Associations (VSLAs), revolving funds, and market linkages.	298.00	261.20	1,101.23	826.83	2,487.26	1,421,290.06
Strategy 3: Promote and monitor affirmative public sector employment measures for inclusive recruitment, including employment quotas and tax incentives for private sector employers.	40.46	36.14	61.22	38.33	176.15	100,659.43
Strategy 4: Support business incubation and enterprise growth.	69.18	55.62	147.51	112.48	384.79	219,879.31

PRIORITY AREA	BUDGET IN MILLIONS (MWK)				TOTAL (USD)	DOLLAR EQUIVALENT
	2027-2028	2028-2029	2029-2030	TOTAL (MWK)		
2026 - 2027						
Strategy 5: Ensure inclusion of vulnerable persons with albinism in social protection programmes especially women and older Persons with Albinism.	44.12	36.13	60.29	74.37	214.91	122,803.43
Priority Area 7: Cross-cutting Issues						
Strategy 1: Systematically incorporate albinism in gender and disability reporting across all policies, plans and budgets.	67.10	59.10	96.13	62.07	284.40	162,515.44
Strategy 2: Strengthen national and sectoral data systems to collect, analyze, and publish albinism related data disaggregated by sex, age, and locations.	79.50	187.70	108.20	79.50	267.20	152,685.71
Strategy 3: Expand social protection and mental health support.	121.00	122.00	96.32	113.28	455.60	260,342.86
Strategy 4: Support access to climate-smart livelihoods, protective clothing, and adaptive technologies that enhance environmental resilience for persons with albinism, particularly in rural and climate-vulnerable areas.	107.23	106.27	159.29	136.21	509.00	290,857.14

PRIORITY AREA 2026 - 2027	BUDGET IN MILLIONS (MWK)				TOTAL (USD)	DOLLAR EQUIVALENT
	2027-2028	2028-2029	2029-2030	TOTAL (MWK)		
Priority Area 8: Coordination & Systems Strengthening						
Strategy 1: Strengthen institutional coordination and accountability	331.00	332.05	874.20	582.60	2,119.84	1,211,339.36
Strategy 2: Develop and deploy an integrated digital Monitoring and Evaluation (M&E) and case-tracking platform to link data from Police, Judiciary, Health, and Education sectors	265.00	200.14	400.11	313.80	1,179.05	673,740.53
Strategy 3: 3 Mobilize sustainable financing through dedicated government budget lines, private sector partnerships, and predictable development partner commitments	100.50	100.11	211.29	195.20	607.10	346,912.05
Strategy 4: Strengthen the coordinating structures to ensure a cycle of annual joint planning, and mid-term reviews to foster learning, adaptation, and collective ownership	74.22	75.50	150.00	153.82	453.54	259,168.37

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