



REPUBLIC OF ZAMBIA



**NATIONAL ACTION PLAN FOR THE PROTECTION OF
PERSONS WITH ALBINISM (2026 - 2030)**

FOREWORD

The Government of the Republic of Zambia remains firmly committed to promoting inclusive social development and safeguarding the rights and dignity of all citizens, in line with the national vision of leaving no one behind. Guided by the Constitution, relevant legal and policy frameworks, and international human rights obligations, Government continues to prioritise coordinated and targeted interventions that address the needs of vulnerable populations. In this regard, particular attention is being given to ensuring that persons with albinism are fully protected, empowered, and able to participate meaningfully in all aspects of national development.

In an effort to promote and protect the rights of persons with albinism, the Ministry in collaboration with stakeholders, developed the National Action Plan (NAP) for the protection of persons with albinism. The NAP not only forms part of the targets under the strategic development goals of the Human and Social Development cluster in the 8NDP to reduce poverty, vulnerability, and inequality, but also restates Government's commitment to protecting human rights of persons with albinism through the various international and regional human rights treaties and national laws.

This NAP is anchored on 10 principles adopted from the Republican Constitution, the Persons with Disabilities Act, and the United Nations Convention on the Rights of Persons with Disabilities. Further, it contains four priority areas, namely prevention of human rights violations against persons with albinism; Protection of fundamental rights to life, health and education; Accountability for human rights protections for persons with albinism, and Equality and Non-discrimination of persons with albinism.

Government recognizes the growing need to put in place strategies for ensuring that the rights of persons with albinism are protected and public awareness on albinism and rights of persons with albinism is enhanced. The need to strengthen the capacities of stakeholders and formulate early warning and response mechanisms for the prevention of violations of the rights of persons with albinism is also noted.

The strategies outlined in the NAP will strengthen legislative and administrative protections for the preservation of human life by enhancing

access to healthcare for persons with albinism and providing an inclusive and safe education environment for learners and educators with albinism. In addition, the strategies will lead to improved accountability among stakeholders.

It is my sincere hope, therefore, that this process will receive unwavering commitment from all relevant stakeholders, ranging from Government, Development Partners, Civil Society Organisations, and Non-Governmental Organisations involved in championing the rights of persons with albinism.



Mrs. Doreen Sefuke Mwamba, MP.

Honourable Minister of Community Development and Social Services

ACKNOWLEDGEMENT

The National Action Plan (NAP) on the Protection of Persons with Albinism in Zambia has been made possible through collaborative efforts of various stakeholders who worked tirelessly to contribute to the development of the Plan.

I would like to express my sincere gratitude to all stakeholders, including persons with albinism, their families, and organisations for and/ of persons with albinism, traditional leaders, Members of Parliament, civil society organisations, line ministries, governmental and quasi-governmental institutions at national, provincial, and district levels, for their invaluable contributions to the development of this NAP.

Further, special thanks go to the Technical Committee Members for the development of the NAP. The time and expertise of members of the Committee enabled the expedient and effective development of the NAP, and ensured that it was responsive and relevant.

I also extend my sincere appreciation to our development partners and the Out of the Shadows for Good project for their invaluable technical and financial support. Their support was instrumental in ensuring that consultations were effectively conducted and accurately documented in the process of developing the NAP.

Continued collaboration among key stakeholders in the promotion and protection of the rights of persons with albinism in the country is envisaged.



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Permanent Secretary - SW & CD

MINISTRY OF COMMUNITY DEVELOPMENT AND SOCIAL SERVICES

WORKING DEFINITIONS

Accessibility:

The removal of physical, social, communication, and institutional barriers to ensure persons with albinism can access services, information, and opportunities on an equal basis with others

Accountability:

The obligation of duty-bearers, including State and non-State actors, to answer for their actions, ensure compliance with legal and policy frameworks, and provide remedies for violations affecting persons with albinism

Albinism:

A rare, non-contagious, genetically inherited condition characterised by a reduced or complete absence of melanin pigment in the skin, hair, and eyes, often associated with visual impairment and increased vulnerability to skin cancer.

Cross-Border Crimes:

Criminal activities involving movement across national borders, including trafficking and targeted attacks against persons with albinism, requiring regional cooperation.

Discrimination:

Individuals born with albinism who, due to their physical characteristics and societal barriers, may experience discrimination, stigma,

and heightened vulnerability requiring targeted protection and inclusion measures.

Duty-Bearers:

State institutions and other actors with legal and moral responsibilities to respect, protect, and fulfil the rights of persons with albinism.

Early Warning Systems:

Community and institutional mechanisms for identifying, reporting, and responding to risks or threats of violence and abuse against persons with albinism in a timely manner.

Equality:

The state in which persons with albinism enjoy the same rights, opportunities, and access to services as others without disadvantage or exclusion.

Harmful Practices:

Cultural, social, or ritual acts based on myths or misconceptions about albinism that negatively affect the dignity, safety, health, or rights of persons with albinism, including violence, exploitation, and abuse.

Inclusion:

The process of ensuring that persons with albinism fully participate in all aspects of social, economic, political, and cultural life without barriers.

Multi-sectoral Approach:

A coordinated strategy involving multiple sectors such as health, education, justice, and social protection to address the diverse needs of persons with albinism.

Mainstreaming:

The systematic integration of albinism-related considerations into policies, programmes, planning, and budgeting processes across all sectors

Non-Discrimination:

The principle that persons with albinism shall not be treated less favourably than others on any grounds, including disability, appearance, or genetic condition.

Organisations of Persons with Albinism:

Groups formed and led by persons with albinism to represent their interests, advocate for their rights, and contribute to policy and programme development.

Persons with Albinism:

Any distinction, exclusion, or restriction based on albinism or related characteristics that has the purpose or effect of impairing or nullifying the recognition, enjoyment, or exercise of human rights and fundamental freedoms on an equal basis with others

| | |
|----------------------------------|---|
| Prevention: | Proactive actions designed to eliminate root causes of violence, discrimination, and harmful practices against persons with albinism, including awareness raising, community engagement, and early warning systems. |
| Protection: | Measures, systems, and interventions aimed at preventing harm, safeguarding rights, and ensuring the safety, dignity, and wellbeing of persons with albinism. |
| Psychosocial Support: | Interventions that address both psychological and social needs of persons with albinism, including counselling, community support, and mental health services. |
| Reasonable Accommodation: | Necessary and appropriate modifications and adjustments that do not impose a disproportionate burden, made to ensure persons with albinism can access education, employment, and services equally |
| Rights-Holders: | Persons with albinism who are entitled to claim and enjoy their human rights and fundamental freedoms. |
| Stigma: | Negative attitudes, beliefs, and stereotypes about persons with albinism that result in |

discrimination, exclusion, and social marginalisation.

Social Protection:

Public and private interventions aimed at preventing, reducing, and eliminating economic and social vulnerabilities, including support to persons with albinism and their households

Victim Support Services:

Services provided to individuals affected by violence or abuse, including medical care, psychosocial support, legal aid, and reintegration assistance.

Violence Against Persons with Albinism:

Any act that results in or is likely to result in physical, sexual, psychological, or economic harm or suffering to persons with albinism, including threats, coercion, abduction, mutilation, or killings.

LIST OF ACRONYMS

| | |
|----------------|--|
| ACHPR: | AFRICAN CHARTER ON HUMAN AND PEOPLE’S RIGHTS |
| ACRWC: | AFRICAN CHARTER ON THE RIGHTS AND WELFARE OF THE CHILD |
| CCA: | CHILDREN’S CODE ACT |
| CDC: | CURRICULUM DEVELOPMENT CENTRE |
| CDF: | COMMUNITY DEVELOPMENT FUND |
| CEDAW: | CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN |
| CEEC: | CITIZENS ECONOMIC EMPOWERMENT COMMISSION |
| CERD: | CONVENTION ON THE ELIMINATION OF RACIAL DISCRIMINATION |
| CSO: | CIVIL SOCIETY ORGANISATION |
| DEB: | DISTRICT EDUCATION BOARD |
| DMM U: | DISASTER MANAGEMENT AND MITIGATION UNIT |
| GEEC: | GENDER EQUITY AND EQUALITY COMMISSION |
| HRC: | HUMAN RIGHTS COMMISSION |
| ICCPR: | INTERNATIONAL COVENANT ON CIVIL AND POLITICAL RIGHTS |
| ICESCR: | INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS |
| MIS: | MANAGEMENT INFORMATION SYSTEM |
| MCDSS: | MINISTRY OF COMMUNITY DEVELOPMENT AND SOCIAL SERVICES |
| MHAIS: | MINISTRY OF HOME AFFAIRS AND INTERNAL SECURITY |

| | |
|-----------------|--|
| MoH: | MINISTRY OF HEALTH |
| MoJ: | MINISTRY OF JUSTICE |
| MLG : | MINISTRY OF LOCAL GOVERNMENT |
| MST: | MINISTRY OF SCIENCE AND TECHNOLOGY |
| NAP: | NATIONAL ACTION PLAN FOR THE PROTECTION OF PERSONS WITH ALBINISM IN ZAMBIA |
| NHIMA : | NATIONAL HEALTH INSURANCE MANAGEMENT AUTHORITY |
| OPD: | ORGANISATION OF PERSONS WITH DISABILITIES |
| UDHR: | UNIVERSAL DECLARATION OF HUMAN RIGHTS |
| UN: | UNITED NATIONS |
| UNCRC: | UNITED NATIONS CONVENTION ON THE RIGHTS OF CHILDREN |
| UNCRPD: | UNITED NATIONS CONVENTION ON THE RIGHTS OF PERSONS WITH DISABILITIES |
| UNICEF : | UNITED NATIONS CHILDREN’S FUND |
| ZAMMSA : | ZAMBIA MEDICINES AND MEDICAL SUPPLIES AGENCY |
| ZAMRA : | ZAMBIA MEDICINES REGULATORY AUTHORITY |
| ZAPD: | ZAMBIA AGENCY FOR PERSONS WITH DISABILITIES |
| ZCS: | ZAMBIA CORRECTIONAL SERVICE |
| ZLDC: | ZAMBIA LAW DEVELOPMENT COMMISSION |
| ZP: | ZAMBIA POLICE SERVICE |

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1.0. INTRODUCTION

The Government of the Republic of Zambia affirms its commitment to the protection and promotion of the rights of persons with disabilities. This commitment is grounded in the constitutional principles of equality, dignity, human rights, and non-discrimination. In addition, legal and policy frameworks such as the Persons with Disabilities Act No. 6 of 2012, 2025 Policy on Persons with Disabilities, the 2025 National Social Protection Policy, and other sectoral frameworks promoting inclusion and social justice provide for the well-being of persons with disabilities, including persons with albinism.

In line with the values in the constitution and frameworks in place, as well as international and regional instruments, Government recognises the need for deliberate and coordinated measures to address the specific circumstances affecting persons with albinism and to ensure their protection and inclusion in national development.

Evidence from the national context indicates that harmful myths and misconceptions about albinism persist in some communities, contributing to stigma, discrimination, and, in some cases, criminal acts. Particular attention is required for women and children with albinism, especially in rural and border areas adjoining countries such as Tanzania, Malawi, Mozambique, Democratic Republic of Congo, Namibia and Angola, where cross-border criminal dynamics require strengthened cooperation and vigilance.

In addition, persons with albinism experience barriers in accessing inclusive education, specialised health services such as dermatological and

ophthalmological care, sustainable livelihood opportunities, and appropriate psychosocial support. Addressing these gaps is essential to ensuring equal access to public services, enhancing resilience, and promoting the full enjoyment of fundamental rights and freedoms

Government has taken notable steps to address these concerns through various institutions. Law enforcement agencies have responded to reported cases of violence, while social protection programmes have supported vulnerable households. Public awareness initiatives, collaboration with civil society, and engagement with traditional leaders have contributed to challenging harmful beliefs in some communities. Zambia has also aligned itself with regional and international human rights commitments aimed at safeguarding the rights of persons with albinism.

However, some gaps still exist. Interventions have at times been fragmented and insufficiently coordinated across sectors. Access to sunscreen and specialised medical services remain inconsistent; data collection systems require strengthening; accountability mechanisms need reinforcement; and awareness efforts must be expanded to eliminate entrenched myths and discrimination. These realities highlight the need for a comprehensive, structured, and multi-sectoral response that consolidates existing efforts while addressing outstanding challenges in a systematic and sustainable manner.

This National Action Plan for the Protection of Persons with Albinism has therefore been developed as an operational and resource-mobilisation framework to guide coordinated national action. The Plan contextualises the four priority areas of the African Union Plan of Action on Albinism namely; Prevention, Protection, Accountability, and Equality and Non-

Discrimination within Zambia's development agenda. It adopts a human rights-based and multi-sectoral approach, promoting integration and collaboration among key institutions, and other oversight and accountability bodies. Through this framework, Zambia seeks to ensure that persons with albinism live free from violence and discrimination, access essential services without barriers, and fully participate in national development on an equal basis with others.

2.0. SITUATION ANALYSIS

The protection of persons with albinism has increasingly been recognised as an important human rights issue within the broader global commitment to equality, dignity and non-discrimination. Whilst albinism is a global phenomenon, persons with albinism often face heightened vulnerability due to visible physical differences, limited public understanding of the condition, and persistent cultural myths. These factors have, in various contexts, resulted in discrimination, social exclusion, barriers to essential services, and, in extreme cases, serious human rights violations. Consequently, the human rights protection of persons with albinism has evolved to encompass both disability rights frameworks and broader protections relating to life, security, health, education, and equality before the law.

The World Health Organization (WHO) estimates that in Europe and North America the prevalence of albinism is roughly 1 in 20,000 while in Sub-Saharan Africa, prevalence varies from approximately 1 in 5,000 to 1 in 15,000 people.

Over hundreds of ritual attacks against persons with albinism have been reported across more than 28 countries in the region during the past decade (United Nations Human Rights Council, Reports of the Independent Expert on the enjoyment of human rights by persons with albinism; UNHRC, 2013; UNHRC, 2018). In parts of sub-Saharan Africa, harmful myths and beliefs have led to extreme forms of violence, including mutilation, abduction, and murder, often associated with the belief that body parts can bring wealth or success. These abuses constitute violations of multiple human rights,

including the right to life, the right to security of person, and freedoms from torture and discrimination, among others.

In recognition of persistent violations of human rights for persons with albinism, the United Nations Human Rights Council adopted a resolution in 2013 calling for the prevention of attacks and discrimination against persons with albinism and created the mandate of an Independent Expert to monitor and report on the enjoyment of human rights by persons with albinism. The International Albinism Awareness Day, which falls on June 13, was also adopted by the UN to amplify visibility, combat stigma, promote rights and inclusion worldwide. In addition, the African Union Plan of Action on Ending Attacks and Discrimination against Persons with Albinism (2021–2031) provides a regional strategic framework for prevention, protection, accountability, equality, and non-discrimination.

2.1. Zambian Context

According to the 2022 National Census, Zambia recorded 64,026 persons with albinism within a total population of 19,693,423. This proportion is significant and requires deliberate measures for protection and inclusion in national development planning. The visibility of albinism within a predominantly dark-skinned population heightens exposure to stigma and social scrutiny, often exacerbating vulnerability to discrimination and abuse.

Zambia's commitment to the protection and promotion of human rights is anchored in its constitution, policy and legal frameworks.

2.2. Legal and Policy Framework

Zambia has signed and ratified key international and regional legal frameworks which provides basis for the creation of a conducive regulatory environment for promoting and protecting the rights of persons with albinism. These include: the Universal Declaration of Human Rights (UDHR), the United Nations Convention on the Elimination of Racial Discrimination (CERD), the International Covenant on Civil and Political Rights (ICCPR), the International Covenant on Economic, Social and Cultural Rights (ICESCR), the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW), United Nations Convention on the Rights of the Child (UNCRC), the Convention on the Rights of Persons with Disabilities (UNCRPD) and various other conventions and treaties under the United Nations (UN), the African Charter on Human and People's Rights (ACHPR), the African Charter on the Rights and Welfare of the Child (ACRWC) and the Protocol on the African Charter on Human and People's Rights on the Rights of Women in Africa.

Further, Zambia has also domesticated some of the international and regional frameworks through the enactment of the Persons with Disabilities Act No. 6 of 2012 and Children's Code Act No. 12 of 2022 and other criminal and security laws. Furthermore, apart from the 2025 National Policy on Persons with Disabilities and the 2025 National Social protection Policy, the Health Policy, Education Policy, National Child Policy and Gender Policy are in place and contribute to the implementation of interventions for persons with albinism. These include:

While the legal and policy frameworks demonstrate strong intent, gaps remain in enforcement, implementation, resource allocation, and alignment

of sectoral strategies to the specific needs of persons with albinism, including their safety, dignity and full participation in society, resulting in the following:

- i. **Persistent Violence and Discrimination:** Deep-seated myths and misconceptions about albinism contribute to stigmatization, social exclusion, and in some communities, targeted attacks including abductions, mutilations and killings.
- ii. **Limited Access to Essential Services:** Persons with albinism often encounter barriers to quality health care, including dermatological and ophthalmological services, essential education support, and economic opportunities. These deficits negatively impact health outcomes, educational attainment, and economic participation.
- iii. **Ineffective Enforcement and Coordination:** While legal protections exist, enforcement remains inconsistent due to limited capacity, inadequate training of duty-bearers (including law enforcement and health workers), and weak coordination among institutions responsible for protection, justice, health, education, and social development.
- iv. **Inadequate Awareness and Social Acceptance:** Harmful cultural beliefs and insufficient public awareness contribute to discrimination in homes, schools, and communities, limiting persons with albinism from fully enjoying their rights and living free from fear and exclusion.

- v. **Data and Resource Gaps:** There are challenges in generating reliable data, allocating sufficient resources towards interventions designed to protect and empower persons with albinism and tracking progress.

These systemic problems call for a comprehensive and multi-sectoral national Action Plan to ensure that the rights, dignity and wellbeing of persons with albinism are upheld in Zambia.

3.0. PRIORITY AREAS

Informed by Zambia's constitution, legal and policy frameworks, its international and regional human rights obligations, and guidance from the African Union, this National Action Plan is structured around four priority areas:

- i. Prevention of human rights violations,
- ii. Protection of fundamental rights to life, health and education,
- iii. Accountability for human rights protections, and
- iv. Equality and Non-discrimination.

These priority areas reflect both Zambia's legal obligations and the lived realities of persons with albinism.

3.1. Prevention of Human Rights Violations

Prevention is central to addressing the recurring human rights violations faced by persons with albinism. The right to life under Article 12 of the Constitution, freedom from inhuman and degrading treatment under Article 15, and freedom of movement under Article 22 impose clear obligations on the State to prevent violence, killings, trafficking, forced confinement and other abuses.

International and regional human rights instruments applicable to Zambia including the International Covenant on Civil and Political Rights, the Convention on the Rights of Persons with Disabilities, the Convention on the Rights of the Child, and the African Charter on Human and Peoples' Rights reinforce the obligation to safeguard individuals from violence and discrimination.

Preventive action must therefore include:

- a) Eliminating harmful myths and misconceptions through targeted public education;
- b) Strengthening early warning and community protection systems in high-risk and border areas;
- c) Enhancing child protection mechanisms under the Children's Code Act;
- d) Enhancing interventions for preventing of trafficking and related crimes under the Penal Code and Anti- Human Trafficking Act ; and
- e) Promoting awareness of the right to privacy, dignity and bodily integrity.

Prevention strategies must be responsive to the particular vulnerabilities of women and children with albinism.

3.2. Protection of Fundamental Rights to Life, Health and Education

The protection of life, health and education forms the core of substantive human rights protections for persons with albinism.

Right to Life

The Constitution provides for the right to life. National statutes such as the Penal Code Act and Anti-Gender-Based Violence Act criminalise murder, grievous harm, and related offences. However, persistent threats driven by myths and cross-border criminal networks require strengthened enforcement and victim support systems.

Right to Health and Adequate Standard of Living

The International Covenant on Economic, Social and Cultural Rights recognises the right to the highest attainable standard of health. For persons with albinism, this includes:

- a) Access to sunscreen and sun-protective measures;
- b) Dermatological services and skin cancer treatment;
- c) Ophthalmological care and low-vision support devices; and
- d) Access to social security services.
- e) Adequate nutrition and health education.

The right to health intersects with broader determinants such as climate exposure, poverty, and disability inclusion. Protection measures must ensure availability, accessibility, acceptability and quality of services.

Right to Education

The Education Act, 2011, and international instruments such as the UNCRPD and UNCRC require inclusive education systems. For children with albinism, this entails:

- a) Reasonable accommodation in classrooms;
- b) Visual aids and assistive devices;
- c) Teacher training on inclusive methodologies; and
- d) Protection from bullying and violence in school settings.

Education must facilitate the full development of the child's personality, talents and abilities in accordance with international standards.

3.3. Accountability for Human Rights Protections for Persons with Albinism

Accountability is essential to transforming legal guarantees into lived realities. International standards, including the Universal Declaration of Human Rights, affirm the right to an effective remedy before competent

national tribunals. Access to justice must be strengthened so that persons with albinism can report violations and obtain redress.

This priority area focuses on:

- a) Strengthening investigative and prosecutorial capacity;
- b) Enhancing access to legal aid and victim support;
- c) Empowering civil society and organisations of persons with albinism;
- d) Training law enforcement, judiciary and service providers; and
- e) Improving monitoring and reporting systems.

Accountability also requires that duty-bearers fulfil their obligations under the Constitution, the Persons with Disabilities Act, and international treaties ratified by Zambia.

3.4. Equality and Non-Discrimination of Persons with Albinism

Equality and non-discrimination are foundational principles under both international and national law. The Constitution, particularly following the 2016 amendment defining discrimination to include disability, strengthens legal protections for persons with albinism.

Internationally, anti-discrimination guarantees under the ICCPR, ICESCR, CERD, CEDAW and the UNCRC affirm equal protection of the law. The shift from the “medical model” of disability to a human rights model recognises persons with albinism as rights-holders rather than objects of charity.

Equality also requires addressing rural-urban disparities and ensuring that persons with albinism can exercise freedom of movement, privacy, dignity, and participation in public life without fear.

These four priority areas provide a structured framework for translating international and national legal obligations into concrete actions that prevent violations, protect rights, ensure accountability, and promote full equality for persons with albinism in Zambia.

4.0. GUIDING PRINCIPLES

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

(i) Morality and Ethics

Individuals and organizations engaged in work to promote the wellbeing of persons with albinism should embrace honesty and have morals that complement the unifying Zambian traditions and cultural values as well as diverse needs.

(ii) Patriotism and National Unity

Individuals and organizations should adhere to national values and promote oneness for effective service delivery to persons with albinism and ensure their meaningful participation in society.

(iii) Human Dignity

Individuals and organizations should uphold the belief that persons with albinism hold a special value that is tied solely to their humanity and has nothing to do with their class, race, gender, religion, or any other factor other than them being human.

(iv) Equity, Social Justice and Equality

Individuals and organizations should ensure equal access and opportunities to all community members and persons with albinism should not be marginalised.

(v) Non-Discrimination

Persons with albinism will not be treated worse than others, excluded from or denied access to services, education, work, tribal or social life.

(vi) Good Governance

In dealing with matters of albinism, institutions should foster public confidence and management of public resources in a manner that promotes the values of efficiency.

(vii) Freedom from Exploitation

Persons with albinism should operate in secure environments, free from all forms of exploitation and abuse.

(viii) Participation

Involvement and acceptance of persons with albinism should be facilitated in all sectors and by all entities.

(ix) Accessibility

Persons with albinism should be afforded access to information, social services, transportation, physical environment and all facilities and services open or provided to the public on an equal basis as with others.

5.0. OBJECTIVES

5.1. Overall Objective

To ensure the protection of persons with albinism through coordinated, inclusive and sustainable interventions that eliminate discrimination, prevent violence and harmful practices, and promote equal participation in all spheres of national life.

5.1.1. Specific Objectives

1. To eliminate myths, harmful beliefs, stigma, and discrimination against persons with albinism through sustained public education, community engagement, and behavioural change interventions.
2. To strengthen early warning, community surveillance, and risk-prevention mechanisms to prevent violence, abuse, trafficking, and harmful practices targeting persons with albinism.
3. To build the capacity of families, communities, traditional leaders, and service providers to proactively identify and address risk factors affecting persons with albinism.
4. To strengthen legal, institutional, and community protection systems to guarantee the right to life, personal security, and freedom from violence for persons with albinism.
5. To improve equitable access to quality and specialised health services, including dermatological care, skin cancer prevention, visual support, and assistive devices for persons with albinism.

6. To ensure inclusive, safe, and supportive access to education for learners with albinism through reasonable accommodation, anti-bullying measures, and appropriate learning materials.
7. To strengthen investigation, prosecution, and adjudication mechanisms to ensure timely and effective accountability for crimes and human rights violations against persons with albinism.
8. To enhance coordination, monitoring, and reporting systems for tracking violations, responses, and remedies related to the rights of persons with albinism.
9. To improve access to justice, legal aid, and victim support services for persons with albinism and their families.
10. To promote the full inclusion and participation of persons with albinism in political, social, economic, and cultural life.
11. To mainstream albinism-related considerations into national development policies, programmes, and budgeting processes.
12. To strengthen the representation and meaningful participation of organisations of and for persons with albinism in decision-making processes at national and local levels.

6.0. IMPLEMENTATION MATRIX

| STRATEGIC OBJECTIVE | ACTIVITIES | INDICATOR | RESPONSIBLE AGENCY | TIMEFRAME | | | | | BUDGET |
|---|--|--|--|-----------|---|---|---|---|-----------|
| | | | | 1 | 2 | 3 | 4 | 5 | |
| Priority Area 1: Prevention of Human Rights Violations | | | | | | | | | |
| 6.1 To eliminate myths, harmful beliefs, stigma, and discrimination against persons with albinism through sustained public education, community engagement, and behavioural change interventions. | Conduct Community engagement meetings with 100 key stakeholders to raise awareness on myths and misconceptions | Number of key stakeholders engaged quarterly i.e. traditional leaders, traditional healers, civic leaders, OPDs and others | MCDSS, ZAPD, MIM, Local Authorities, Traditional Leaders, OPDs | X | X | X | X | X | 2,000,000 |
| | Train media personnel on rights-based reporting | Number of media personnel trained annually and reporting on matters related to persons with albinism | MIM, Independent Broadcasting Authority (IBA), Media Council of Zambia (MISA Zambia), ZAPD, OPDs | X | X | X | X | X | 5,000,000 |
| | Engage social media Influencers | Number of social media campaigns initiated annually | MIM, MCDSS, National Youth Development Council (NYDC), ZAPD, OPDs | X | X | X | X | X | 2,000,000 |

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| | Conduct radio and television programs to inform the public on the rights of persons with albinism | Number of surveys conducted bi-annually to determine public perception on persons with albinism | ZNBC, Private Media Houses, MIM, MCDSS, ZAPD, OPDs | X | X | X | X | X | 5,000,000 |
| | Appoint traditional leaders as behaviour change champions in fostering positive perceptions towards persons with albinism | Number of traditional leaders appointed as behaviour change champions | MLGRD, House of Chiefs, MCDSS, ZAPD, OPDs | X | | | | | 10,000 |
| | Produce and disseminate publications on the right of persons with albinism in accessible formats | Number of accessible publications produced bi-annually and disseminated | ZAPD, MIM, HRC, MCDSS, ZAPD, OPDs | X | X | X | X | X | 5,000,000 |

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| | Engage mobile service providers for bulky myth demystifying messages on persons with albinism | Frequency of myth demystifying messages sent to mobile service users annually | ZICTA, Mobile Network Operators (MTN, Airtel, Zamtel), MST, MCDSS, ZAPD, OPDs | X | X | X | X | X | 1,500,000 |
| 6.2 | To enhance early warning systems, community surveillance, and preventive protection mechanisms aimed at reducing and preventing violence, abuse, trafficking, and harmful practices targeting | Establish and operationalize community-based early warning systems in high-risk districts. | Number of districts with functional early warning systems established. | MCDSS, Zambia Police Service (Victim Support Unit), Disaster Management and Mitigation Unit (DMMU), Local Authorities, ZAPD, OPDs | X | | | | 1,000,000 |
| | Train community leaders, volunteers, and local protection committees on identifying and reporting risks | Number of community leaders, volunteers and local protection committees trained in identifying and reporting risks | MCDSS, ZAPD, NGOs/CSOs, Zambia Police Service, Academia | X | | | X | | 5,000,000 |

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|------------------------|---|--|--|---|---|---|---|---|-----------|
| persons with albinism. | faced by persons with albinism. | faced by persons with albinism. | | | | | | | |
| | Strengthen collaboration between communities, law enforcement, and social welfare services to respond to threats against persons with albinism. | Number of coordination meetings held between community structures and law enforcement agencies annually | Zambia Police Service, Ministry of Home Affairs, MCDSS, ZAPD, OPDs | X | X | X | X | X | 2,000,000 |
| persons with albinism. | Develop and disseminate community awareness materials on preventing violence, trafficking, and harmful practices against persons with albinism. | IEC (Information, Education, Communication) materials on preventing violence, trafficking, and harmful practices against persons with albinism. distributed. | APD, NGOs, Ministry of Information and Media, MCDSS, ZAPD | | | | X | | 1,000,000 |
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|--|---|--|---|---|---|---|---|---|-----------|
| | Develop guidelines and protocols for responding to threats and incidents involving persons with albinism. | Existence of national/community response guidelines. | Ministry of Justice, MCDSS, Zambia Police Service, ZAPD, OPDs | | | X | | | 1,000,000 |
| 6.3 To build the capacity of families, communities, traditional leaders, and service providers to proactively identify and address risk factors affecting persons with albinism. | Educate families and communities on rights-based advocacy | Number of community sensitization sessions conducted on rights based advocacy annually | MCDSS, ZAPD, ZDLC, NGOs | X | X | X | X | X | 5,000,000 |
| | Train traditional leaders to act as ambassadors for the inclusion of persons with albinism | Number of traditional leaders trained as inclusion ambassadors | House of Chiefs, Ministry of Local Government, MCDSS, ZAPD | X | X | | | | 2,000,000 |

Priority Area 2: Protection of Fundamental Rights to Life, Health and Education

| | | | | | | | |
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| <p>6.4 To strengthen legal, institutional, and community protection systems to guarantee the right to life, personal security, and freedom from violence for persons with albinism.</p> | <p>Amend laws to guarantee better protection for the right to life and right to health of persons with albinism</p> | <p>Number of legal frameworks enacted</p> | <p>Ministry of Justice, Zambia Law Development Commission, Parliament, ZAPD</p> | | <p>X</p> | | <p>1,000,000</p> |
| | <p>Enhance existing mechanisms to facilitate early warning and early response interventions aimed at protecting persons with albinism</p> | <p>Number of early warning and early response interventions aimed at protecting persons with albinism developed</p> | <p>DMMU, Zambia Police Service, MCDSS, ZAPD</p> | <p>X</p> | | | <p>500,000</p> |
| | <p>Review existing standard operating procedures and other guidance tools for justice institutions to enhance</p> | <p>Standard operating procedures and other guidance tools reviewed to enhance the protection of persons with albinism</p> | <p>Judiciary, Ministry of Justice, National Prosecution Authority (NPA), MCDSS, ZAPD</p> | <p>X</p> | <p>X</p> | | <p>2,000,000</p> |

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| including dermatological care, skin cancer prevention, visual support, and assistive devices for persons with albinism | albinism at primary, secondary, and tertiary health facilities. | Facilitate regular skin cancer screening and early detection programmes for persons with albinism | Number of persons with albinism screened for skin cancer annually | Ministry of Health, Cancer Diseases Hospital (CDH), OPAs | X | X | X | X | X | 10,000,000 |
| | Ensure the provision and distribution of essential skin protection commodities to persons with albinism | Number of persons with albinism receiving skin protection commodities annually. | Ministry of Health, MCDSS, ZAPD, NGOs | X | X | X | X | X | X | 20,000,000 |
| | Strengthen access to eye health services for persons with albinism, including routine | Number of persons with albinism receiving eye health services for persons with albinism, including routine | Ministry of Health, OPAs, NGOs | X | X | X | X | X | X | 20,000,000 |

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| | albinism (OPAs) to support learners. | | | | | | | | | | | | |
| | Establish monitoring and reporting mechanisms for the inclusion and protection of learners with albinism in the education system. | Reports on inclusion and protection of learners with albinism in the education system. | Ministry of Education, ZAPD, OPAs | X | X | X | X | X | X | X | X | X | 200,000 |
| Priority Area 3: Accountability for Human Rights Protections | | | | | | | | | | | | | |
| 6.7 | To strengthen investigation, prosecution, and adjudication mechanisms to ensure timely and effective accountability for crimes and human rights | Conduct a comprehensive mapping exercise to identify and document stakeholders implementing work on albinism in all provinces | Strengthen coordination | Number of civil society organizations implementing work on albinism per province | Number of joint case | MCDSS, ZAPD, NGOs | X | | | | | | 2,000,000 |
| | | | | | | Zambia Police Service, National | X | X | X | X | X | X | 1,000,000 |

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|--|--|---|-----------------------------|---|---|---|---|---|-----------|
| violations against persons with albinism. | between investigators and prosecutors to ensure evidence on cases involving persons with albinism are properly prepared. | review/preparation meetings held between investigators and prosecutors on cases involving persons with albinism | Prosecution Authority, ZAPD | X | X | X | X | X | |
| Design and implement a structured capacity-building program for persons with albinism to strengthen knowledge, skills, and resources for effective advocacy on the rights and interests of | Design and implement a structured capacity-building program for persons with albinism to strengthen knowledge, skills, and resources for effective advocacy on the rights and interests of | Number of persons with albinism trained through the capacity-building program who subsequently initiate or participate in advocacy activities on the rights of persons with albinism. | ZAPD, NGOs, Academia | X | X | X | X | X | 5,000,000 |

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|---|---|--|---|---|---|---|---|---|-----------|
| 6.8 To enhance coordination, monitoring, and reporting systems for tracking violations, responses, and remedies related to the rights of persons with albinism. | Form a multi-stakeholder task force to coordinate the tracking of violations, responses, and remedies related to the rights of persons with albinism. | Multi-stakeholder task force to coordinate the tracking of violations, responses, and remedies related to the rights of persons with albinism established. | MCDSS, ZAPD, Ministry of Health, Police, OPDs, NGOs | X | | | | | 500,000 |
| | Hold quarterly coordination meetings to review progress, share updates, and harmonize response. | Number of quarterly coordination meetings held per year. | MCDSS, ZAPD | X | X | X | X | X | 1,000,000 |
| | Develop referral pathways linking victims to medical, psychosocial, and legal support service | Existence of referral pathways linking victims to medical, psychosocial, and legal support services | Ministry of Health, MCDSS, Legal Aid Board, ZAPD | X | | | | | 50,000 |

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|--|---|--|---|---|---|--|--|-----------|
| | Establish a standardized reporting framework for government agencies, NGOs, and community groups to submit cases. | Existence of standardized reporting framework for government agencies, NGOs, and community groups to submit cases | OPDs, ZAPD, MCDSS | X | | | | 100,000 |
| | Develop a centralized database to record and track reported violations, interventions, and remedies | Existence of a functional centralized database to record and track reported violations, interventions, and remedies. | Smart Zambia Institute, MCDSS, ZAPD, OPDs | X | | | | 500,000 |
| | Train community focal points on documentation and reporting standards to ensure consistency | Number of community focal points trained on documentation and reporting standards. | MCDSS, ZAPD, NGOs | X | X | | | 2,000,000 |

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|---|---|--|---|-------------------|---|---------------------------------|
| | <p>Create case-tracking dashboards accessible to stakeholders for real-time updates on reported incidents</p> <p>Publish annual monitoring reports highlighting trends, challenges, and progress in addressing violations</p> | <p>Existence of case-tracking dashboards accessible to stakeholders for real-time updates on reported incidents.</p> <p>Number of annual monitoring reports highlighting trends, challenges, and progress in addressing violations produced and published.</p> | <p>Smart Zambia, MCDSS, ZAPD, OPDs</p> <p>ZAPD, MCDSS, OPDs, ZamStats</p> | <p>X</p> <p>X</p> | <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> <p>X</p> | <p>500,000</p> <p>1,500,000</p> |
| <p>6.9 To improve access to justice, legal aid, and victim support services for persons with albinism and their families.</p> | <p>Expand access to free and specialized legal aid services for persons with albinism, especially in rural and high-risk areas</p> | <p>Number of persons with albinism accessing free legal aid services, disaggregated by location (rural/urban) and gender</p> | <p>Judiciary, Legal Aid, MCDSS, ZAPD, OPDs</p> | <p>X</p> | <p>X</p> <p>X</p> <p>X</p> <p>X</p> | <p>5,000,000</p> |

| | | | | | | | | | |
|--|--|--|--|---|---|---|---|---|-----------|
| | Improve accessibility and inclusion in justice systems | Number of justice facilities meeting accessibility standards (physical access, inclusive infrastructure) | Judiciary, MHAIS, MHUD, ZAPD, MCDSS | X | X | X | X | X | 5,000,000 |
| Priority Area 4: Equality and Non-Discrimination | | | | | | | | | |
| 6.10 To promote the full inclusion and participation of persons with albinism in political, social, economic, and cultural life. | Conduct community public awareness campaigns to promote positive representation and inclusion of persons with albinism in society. | Number of community awareness campaigns conducted annually to promote positive representation and inclusion of persons with albinism in society. | MCDSS, ZAPD, Ministry of Information, ZDLC | X | X | X | X | X | 5,000,000 |
| | Facilitate the participation of persons with albinism in decision-making | Number of persons with albinism participating in decision-making structures at | Cabinet Office, MCDSS, Local Authorities, ZAPD | X | X | X | X | X | 500,000 |

| | | | | | | | | | |
|--|---|--|----------------------------|---|---|---|---|---|-----------|
| | Integrate targeted measures in programme measures for persons with albinism | Number of national programmes integrating targeted measures for persons with albinism. | All public institutions | X | X | X | X | X | 500,000 |
| | Develop mentorship and role-model programmes showcasing the achievements of persons with albinism in different sectors. | Number of persons with albinism identified in mentorship and role-model programmes showcasing achievements in different sectors. | ZAPD, NGOs, Private Sector | | | | X | X | 1,000,000 |

7.0. INSTITUTIONAL ARRANGEMENTS

The implementation of this Plan will be anchored on the systems, processes and structures for identified institutions and stakeholders expected to carry out outlined roles.

| INSTITUTIONS | ROLES |
|---|---|
| Cabinet Office | <ul style="list-style-type: none"> ➤ Provide policy oversight on the inclusion of persons with albinism in programming by all MPSAs |
| The Ministry of Community Development and Social Services | <ul style="list-style-type: none"> ➤ Spearhead and coordinate the implementation of the National Action Plan ➤ Spearhead State Party reporting on the progress made in implementing the UNCRPD and other disability conventions and protocols |
| The Ministry responsible for Justice | <ul style="list-style-type: none"> ➤ Provide technical and legal guidance on legislation pertaining to access to justice for persons with albinism |
| | <ul style="list-style-type: none"> ➤ Facilitate for the signing and ratification of international instruments and agreements relevant to albinism |

| | |
|--|--|
| <p>Ministry responsible for Foreign Affairs</p> | <ul style="list-style-type: none"> ➤ Facilitate for cooperation with international and regional human rights monitoring mechanisms ➤ Facilitate cross boarder collaboration on the protection of persons with albinism ➤ Facilitate international cooperation on technical and financial support on the implementation of the NAP |
| <p>The Ministry responsible for Home Affairs</p> | <ul style="list-style-type: none"> ➤ Guarantee protection of persons with albinism from physical and other forms of attacks ➤ Prevent trafficking of persons with albinism ➤ Enforce laws pertaining to the protection of persons with albinism ➤ Build capacity for law enforcement officers on cases involving persons with albinism |

| | |
|---|--|
| <p>The Ministry responsible for Labour and Social Security</p> | <ul style="list-style-type: none"> ➤ Provide guidance on labour and social security on the inclusion of persons with albinism in all forms of employment ➤ Prescribe safeguards for occupational safety and health for persons with albinism in the work environment |
| <p>The Ministry responsible for Finance and National Planning</p> | <ul style="list-style-type: none"> ➤ Mobilize and allocate adequate resources for effective implementation of the NAP. ➤ Integrate the NAP in broader national plans |
| <p>The Ministry responsible for Health</p> | <ul style="list-style-type: none"> ➤ Provide sunscreen for persons with albinisms at primary health care level ➤ Facilitate early detection and treatment of skin cancer ➤ Facilitate access to alprohomology (eye care), optometry and dermatology |
| <p>Ministry responsible for information</p> | <ul style="list-style-type: none"> ➤ Ensure all dissemination of information is in accessible formats for persons with albinism |
| <p>Ministry responsible for Education</p> | <ul style="list-style-type: none"> ➤ Provide inclusive education at all levels ➤ Providing Reasonable accommodations for learners with albinism. |

| | |
|--------------------------------|--|
| Human Rights Commission | <ul style="list-style-type: none"> ➤ Promote and protect the rights of persons with albinism ➤ Conduct monitoring of the implementation of the Convention on the Rights of Persons with Disabilities (CRPD) and other relevant treaties ➤ Investigate and handle human rights complaints from persons with albinism |
| Service Commissions | <ul style="list-style-type: none"> ➤ Ensure inclusive employment practices |
| Office of the Public Protector | <ul style="list-style-type: none"> ➤ To promote and protect interests of persons with albinism in accessing public services ➤ Promote good governance within public institutions in the provision of services to persons with albinism |
| National prosecution Authority | <ul style="list-style-type: none"> ➤ Provide guidance for prosecution of cases related to persons with albinism |
| Legal Aid Board | <ul style="list-style-type: none"> ➤ Provide free and timely legal services to vulnerable persons with albinism |

| | |
|--|---|
| <p>The Zambia Agency for Persons with Disabilities</p> | <ul style="list-style-type: none"> ➤ Coordinate with other institutions to ensure inclusion of persons with albinism in all sectors ➤ Ensure registration of persons with albinism ➤ Ensure registration, regulation and coordination of organization for /of persons with albinism ➤ Create awareness on the rights of persons with albinism and supportive policies and laws ➤ Facilitate research on albinism |
| <p>Judiciary</p> | <ul style="list-style-type: none"> ➤ Ensure timely dispensation of cases relating to Persons with albinism ➤ Ensure that judicial proceedings are accessible to persons with albinism ➤ Maintain a register of cases involving persons with albinism |
| <p>Zambia Statistics Agency (ZamStats)</p> | <ul style="list-style-type: none"> ➤ Ensure that the national census and surveys provide albinism disaggregated statistics |

| | |
|---|--|
| Organisations of/ for Persons with Disabilities (OPDs) and Civil Society Organisations (CSOs) | <ul style="list-style-type: none"> ➤ Advocate for and raise awareness on the inclusion of persons with albinism ➤ Provide checks and balances on inclusion of persons with albinism ➤ Compliment Government in service delivery |
| Cooperating Partners | <ul style="list-style-type: none"> ➤ Provide technical and financial support for the implementation of the NAP |
| Community Based Volunteers | <ul style="list-style-type: none"> ➤ Provide a link between service providers and the community ➤ Conduct community awareness raising, community mobilization and training for various services. |
| House of Chiefs | <ul style="list-style-type: none"> ➤ To ensure the Promotion and protection of the rights of persons with albinism within their traditional settings |
| Traditional Health Practitioners Association of Zambia | <ul style="list-style-type: none"> ➤ Regulate the practice of traditional healers to curb the attacks on persons with albinism |

8.0. COORDINATION

8.1. Coordination Mechanism

The Ministry of Community Development and Social services through ZAPD coordinate implementation of plan by stakeholders to prevent duplication of efforts in the promotion of rights and wellbeing of persons with albinism. The coordination mechanism will be as follows:

1. National Steering Committee

At National Level, Coordination of the National Action Plan will be overseen by a National Steering Committee comprising relevant line ministries, departments and organizations for/of persons with albinism. The committee will be chaired by the Permanent Secretary in the Ministry of Community Development and Social Services. The **National Steering Committee** is the highest coordination body responsible for oversight of the NAP.

Members

- Ministry of Community Development and Social Services (Chair)
- Ministry responsible for human rights or justice
- Ministry of health
- Ministry of education
- Police and justice sector representatives
- National human rights commission
- Representatives of organizations of/for persons with albinism
- Civil society organizations
- Development partners

2. Technical Working Group (TWG)

A **Technical Working Group** will support the Steering Committee by coordinating technical implementation.

Members

- Technical experts from relevant line ministries
- Representatives from disability and human rights organizations
- Health specialists
- Education specialists
- Law enforcement representatives

3. Provincial and District Coordination Committees

To ensure coordination at Provincial and District levels, the existing Provincial and District CBID networks will be utilized

Members

- Government officials
- Police and social workers
- Health and education officers
- Civil society
- OPDs

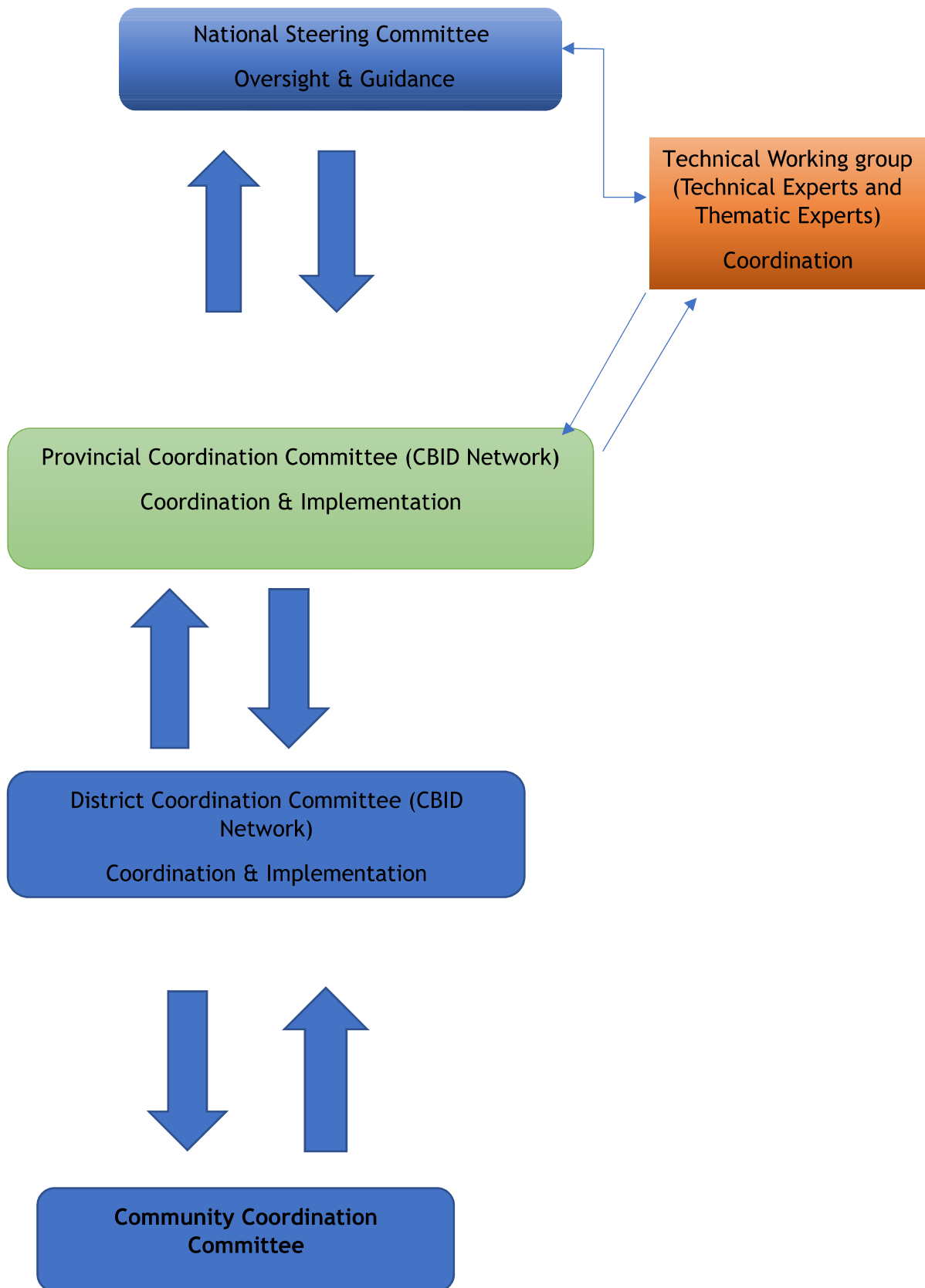
Community Coordination Committees

To ensure coordination at the community level, the existing community CBID networks will be utilized

Members

- Government officials
- Social Workers
- Health and education officers
- Civil society
- OPDs

The coordination mechanism is depicted below:



9.0. RESULTS FRAMEWORK

1. IMPACT

| Impact Statement (Aligned to 8NDP) | Indicators | Baseline (2025) | Target (2030) | Means of Verification | Lead Institutions |
|--|---|-----------------|---------------|--------------------------------|----------------------|
| Enhanced protection of human rights and improved quality of life for persons with albinism | % reduction in cases of violence and harmful practices | TBE | 50% reduction | Police data, national database | MCDSS, Zambia Police |
| | % of persons with albinism accessing essential services | TBE | 70% | Sector administrative data | Sector Ministries |
| | Public perception index on inclusion | TBE | 60% positive | ZamStats surveys | MCDSS |

2. OUTCOMES

Outcome 1: Reduced vulnerability and exposure to violence

| Indicators | Baseline | Target | Means of Verification | Responsible |
|---|----------|---------------|-----------------------|---------------|
| % reduction in harmful practices and attacks | TBE | 40% reduction | Police reports | Zambia Police |
| % of high-risk districts with early warning systems | TBE | 80% | DMMU reports | DMMU, MCDSS |
| % change in community attitudes | TBE | +50% | Surveys | ZamStats |

Outcome 2: Improved access to quality health services

| Indicators | Baseline | Target | Means of Verification | Responsible |
|---------------------------------|----------|---------|-----------------------|--------------------|
| % accessing dermatological care | TBE | 70% | Health records | Ministry of Health |
| % screened for skin cancer | TBE | 80% | Health reports | MOH |
| # receiving assistive devices | TBE | 100,000 | ZAPD reports | ZAPD |

Outcome 3: Improved access to inclusive education

| Indicators | Baseline | Target | Means of Verification | Responsible |
|--|----------|--------|-----------------------|-----------------------|
| % learners accessing inclusive education | TBE | 80% | EMIS | Ministry of Education |
| # schools implementing inclusive policies | TBE | 70% | School reports | MOE |
| Reduction in school-based discrimination cases | TBE | 50% | Reports | MOE |

Outcome 4: Enhanced protection and inclusion

| Indicators | Baseline | Target | Means of Verification | Responsible |
|---|----------|--------|------------------------|-------------|
| % accessing legal aid services | TBE | 70% | Legal Aid reports | Judiciary |
| % victims receiving comprehensive support | TBE | 80% | Social welfare records | MCDSS |
| % of persons benefiting from social protection programmes | TBE | 60% | Programme reports | MCDSS |

Outcome 5: Improved governance and access to justice

| Indicators | Baseline | Target | Means of Verification | Responsible |
|--|----------|--------|-----------------------|-------------|
| % of cases investigated and prosecuted | TBE | 75% | Judiciary/NPA records | Judiciary |
| % of justice facilities accessible | TBE | 60% | Facility audits | Judiciary |
| Average case disposal time | TBE | 40% | Court records | Judiciary |

4. OUTPUTS

Output 1: Increased awareness and behaviour change

| Indicators | Annual Targets | Means of Verification | Responsibility |
|---------------------------------|----------------|-----------------------|----------------|
| # awareness campaigns conducted | 100/year | Programme reports | MCDSS |
| # stakeholders engaged | 200/year | Reports | MCDSS |

Output 2: Strengthened community protection systems

| Indicators | Annual Targets | Means of Verification | Responsibility |
|--|--------------------|-----------------------|----------------|
| # districts with early warning systems | Progressive to 80% | DMMU reports | DMMU |
| # community leaders trained | 2,000/year | Training reports | MCDSS |

Output 3: Strengthened justice and legal aid services

| Indicators | Annual Targets | Means of Verification | Responsibility |
|-----------------------------|----------------|-----------------------|----------------|
| # accessing legal aid | 100/year | Legal Aid reports | Judiciary |
| # justice personnel trained | 2,000/year | Training reports | Judiciary |

Output 4: Strengthened victim support services

| Indicators | Annual Targets | Means of Verification | Responsibility |
|------------------------------|----------------|-----------------------|----------------|
| # victims receiving services | 6,000/year | Social welfare data | MCDSS |
| % referrals completed | 80% | Case records | MCDSS |

Output 5: Improved accessibility of justice systems

| Indicators | Annual Targets | Means of Verification | Responsibility |
|-----------------------|----------------|------------------------|----------------|
| # facilities upgraded | 20/year | Infrastructure reports | Judiciary |

Output 6: Improved health and education service delivery

| Indicators | Annual Targets | Means of Verification | Responsibility |
|-------------------------------------|----------------|-----------------------|----------------|
| # accessing dermatological services | 15,000/year | Health records | MOH |
| # learners supported | 80% coverage | EMIS | MOE |

5. IMPLEMENTATION, REPORTING AND REVIEW

| Level | Frequency | Lead |
|----------------------|-----------|-------------------|
| Output Monitoring | Quarterly | Line Ministries |
| Outcome Monitoring | Annual | MCDSS / ZAPD |
| Joint Annual Reviews | Annual | Cabinet Office |
| Mid-Term Review | 2027 | National Planning |
| End-Term Evaluation | 2030 | GRZ |

10.0 RESOURCE MOBILIZATION STRATEGY

Like other publicly funded programs in Zambia, the availability of financial and other resources play key role in implementation. Apart from the main source of funding for NAP programs, the Government will consider the following supplementary resources mobilization strategies:

- i. Seek both bilateral and multilateral cooperating partners' support towards NAP implementation;
- ii. Within the NAP institutional framework, work with other non-governmental stakeholders and partners to ensure that they devote more of their resources to the protection of persons with albinism programs that fall directly under their respective mandates;
- iii. For private sector partners who are engaged in global value chains where there are disability friendly public-private partnerships or increasing corporate social responsibility budgets targeted at protection, will be explored.

10.1 RISK ANALYSIS AND MITIGATION FRAMEWORK

Effective implementation of this National Action Plan may be affected by fiscal, institutional, social, environmental, and governance-related risks. The table below outlines key risks and corresponding mitigation measures.

Risk and Mitigation Matrix

| Risk Category | Specific Risk | Potential Impact | Mitigation Measures | Responsible Institutions |
|----------------------|---|---|--|--|
| Fiscal Risk | Reduced fiscal space due to economic downturn, debt | Delayed or reduced funding for NAP activities | Integrate NAP into the Medium-Term Expenditure | Ministry of Finance and National Planning; |

| | | | | |
|------------------------------------|---|--|---|-------------------|
| | servicing, or inflation | | and National Budgeting Framework | |
| | | | Ring-fence priority protection activities | |
| | | | Diversify funding sources | |
| | | | Strengthen domestic resource mobilisation | |
| Climate Risk | Droughts and floods leading to budget reallocation to disaster response | Reprioritisation of funds away from NAP | Integrate NAP into national resilience frameworks | DMMU, ZAPD |
| | | | Establish contingency planning mechanisms | |
| | | | Align with social protection emergency systems | |
| Political Risk | Shifts in political priorities or leadership changes | Reduced political ownership and visibility | Institutionalise NAP through Cabinet approval | MCDSS, Cabinet |
| | | | Regular Parliamentary reporting | |
| Institutional Capacity Risk | Limited technical and human | Uneven implementation | Conduct capacity- | MCDSS, ZAPD, MDD, |

| | | | | |
|-------------------------------------|---|---|--|----------------------------|
| | resource capacity at the district level | across provinces | building programmes | Training Institutes |
| | | | Develop standardised guidelines and toolkits | |
| | | | Strengthen provincial coordination structures | |
| Coordination Risk | Weak inter-ministerial collaboration | Duplication or gaps in implementation | Establish National Steering Committee | MCDSS, ZAPD |
| | | | Quarterly coordination meetings | |
| | | | Clear reporting lines and accountability framework | |
| Social and Cultural Risk | Entrenched myths and harmful beliefs about albinism | Continued stigma, discrimination and violence | Sustained behavioural change campaigns | MIM, ZAPD, MCDSS, CPs |
| | | | Engagement of traditional and faith leaders | |
| | | | Community-based monitoring mechanisms | |
| Security and Protection Risk | Weak investigation and prosecution of violations | Impunity and reduced deterrence | Strengthen investigative capacity | Zambia Police, ZAPD, MCDSS |

| | | | | |
|---------------------------------|--|---|--|--------------------------------|
| | | | Fast-track prosecution mechanisms | |
| | | | Enhance victim and witness protection services | |
| Data and Monitoring Risk | Weak or insufficient disaggregated data on persons with albinism | Poor planning and weak evidence-based decision-making | Integrate albinism indicators into national data systems | ZAPD, MCDSS, Academia, Zamstat |
| | | | Strengthen monitoring and evaluation framework | |
| | | | Conduct periodic surveys | |
| External Funding Risk | Overreliance on Cooperating Partners | Funding volatility and sustainability challenges | Increase domestic budget allocations | |
| | | | Mainstream NAP activities into sector budgets | |
| | | | Develop a sustainability plan | |
| Reputational Risk | Misinformation and harmful media reporting | Increased stigma and community tensions | Develop media guidelines | MIM, ZAPD, MCDSS, OPDs |
| | | | Train journalists and influencers | |
| | | | Establish a rapid response | |

| | | | | |
|--|--|--|----------------------------|--|
| | | | communication mechanism | |
|--|--|--|----------------------------|--|

This Risk and Mitigation Framework shall be reviewed annually as part of the Monitoring, Evaluation, Accountability, and Learning (MEAL) process. Emerging risks shall be documented and mitigation strategies adjusted accordingly to ensure sustained implementation and financing stability.



Supported By:

