

WIM-AFRICA CONTINENTAL BRIEFING NOTE: STRUCTURE, PROGRAMS & ACTION PLAN (2025–2030)

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Women in Mining Africa (WiM-Africa) is a continental, non-profit platform dedicated to advancing gender equity, sustainable development, and inclusive transformation in Africa's mineral and mining sector. Established as a pan-African coalition, WiM-Africa brings together women miners, cooperatives, professional associations, development partners, governments, and private sector actors to champion women's empowerment across the full mining value chain.

WiM-Africa is legally established and recognized internationally. It is:

- **Trademarked in 23 African countries**, providing continental legal protection and credibility.
- Anchored by a **continental Secretariat**, supported by five Directorates and multiple specialized Bureaus to drive implementation.
- **Registered in the United States of America and United Kingdom** as *Women in Mining Africa*.

The organization functions as both a **policy advocacy platform** and a **program implementation body**, bridging grassroots initiatives with high-level continental frameworks. WiM-Africa operates through **national chapters (50+)**, implementing partners (over **560 NGOs** across Africa), **2000 volunteers** as at June 2025 and a growing coalition of public and private institutions.

Its vision is to create a just, inclusive Africa where gender equity is the cornerstone of sustainable development, driving economic empowerment and social progress for all.

2. OUR STRATEGIC FOCUS

WiM-Africa advances its mission through **three Strategic Focus Areas (SFAs)** which together provide a holistic framework for transforming Africa's mining sector into a more inclusive, equitable, and sustainable driver of development.

a. Coalition Building & Capacity Strengthening

WiM-Africa brings together women miners, cooperatives, professional associations, civil society organizations, governments, and private sector partners into a unified continental platform. Through this coalition, we strengthen institutional capacity, build leadership pipelines, and create opportunities for women at both grassroots and continental levels.

b. Advocacy & Policy Influence (with a focus on Mining Host Communities)

Women in mining communities face unique challenges, from unsafe working conditions to exclusion from decision-making. WiM-Africa engages with governments, the African Union, and regional bodies to advocate for gender-responsive policies and frameworks that protect women, advance environmental and social governance (ESG) standards, and ensure women's voices shape Africa's mineral future.

c. Economic Empowerment through Value Addition

Rather than limiting women's participation to raw material extraction, WiM-Africa champions beneficiation, processing, and value chain integration. By promoting women-led cooperatives, training in modern beneficiation techniques, and connecting enterprises to AfCFTA markets, we position women as central actors in Africa's industrialization and economic transformation.

These Strategic Focus Areas ensure that WiM-Africa not only raises women's voices but also transforms structural inequalities—moving women from the margins of the mining sector to positions of leadership, influence, and ownership.

3. THE SEVEN-POINT PROGRAM AGENDA (7PPAS)

To operationalize its Strategic Focus Areas, WiM-Africa implements programs under a Seven-Point Program Agenda (7PPAs). This agenda reflects the practical priorities of women in Africa's mining sector, connecting local realities with continental transformation.

1. Women-Led Mineral Value Addition & AfCFTA Market Linkages

Strengthening women-led enterprises in mineral processing, refining, and trade while ensuring access to regional and continental markets under the AfCFTA framework.

2. Women-Only Mining Zones & Cooperative Development

Establishing safe, inclusive, and women-managed mining zones, alongside the creation and formalization of cooperatives for small-scale women miners.

3. ESG & Climate Resilience for Women in Mining

Promoting gender-responsive environmental, social, and governance (ESG) standards while equipping women and communities with climate adaptation strategies.

4. Legal Support & Policy Advocacy for Women in Mining

Providing women with legal resources, representation, and advocacy tools to influence mining reforms and secure their rights.

5. NextGen WiM: Investing in Future Women Mining Leaders

Engaging young women through leadership fellowships, mentorship, internships, and advocacy training to prepare the next generation of mining leaders.

6. WiM-Africa Research & Data Hub

Generating, managing, and disseminating data on women in mining across Africa, providing evidence-based insights for policy, programs, and investment.

7. Digital & Media Influence in Mining Advocacy

Leveraging digital platforms, media campaigns, and storytelling to shape public opinion, strengthen advocacy, and amplify women's voices.

These seven agendas provide a structured roadmap for delivering measurable impact in line with Africa's development frameworks and the aspirations of women in mining communities.

4. HIGHLIGHTS OF THE FIVE-YEAR ACTION PLAN (2025–2030)

The WiM-Africa Action Plan (2025–2030) is a **continental roadmap** designed to transform women's participation in Africa's mining sector from survival-level engagement to leadership, ownership, and value addition. Built through broad stakeholder consultations, it sets out an **ambitious but achievable framework** for the next five years.

Budget & Scale

- Total framework: **USD 150 million** over five years.

- Average annual investment: USD 30 million.
- Designed to sustain both continental programs and localized initiatives across 50+ national chapters.

Institutional Anchors

- Establishment of the **WiM-Africa Institute for Leadership, Sustainable Mining & Value Addition** in Nigeria.
- Development of a **multi-mineral beneficiation laboratory** at the Institute HQ to demonstrate lithium, gemstone, and industrial mineral processing.
- Strengthening of WiM-Africa's Secretariat and five Directorates, ensuring professionalized governance and delivery capacity.

Regional Value Addition Hubs

To decentralize beneficiation and maximize local resources, WiM-Africa will roll out hubs across Africa:

- **Sierra Leone** – Gold and diamond refining (Mano River Union).
- **Botswana** – Diamond and gemstone beneficiation (Southern Africa).
- **Tanzania** – Tanzanite, gold, and industrial minerals (East Africa).
- **Democratic Republic of Congo** – Cobalt and copper processing (Central Africa).
- **Morocco** – Phosphate and industrial minerals (North Africa).
- **Ghana** – Gold and manganese training and processing (West Africa).

Programmatic Rollout

- Launch and support of **50+ national chapters**, each acting as a hub for cooperative development, policy advocacy, and women-led enterprise support.
- **Women-Only Mining Zones** to provide safe, inclusive mining spaces.
- Expansion of **NextGen WiM Fellowships** to build Africa's future women mining leaders.
- Targeted **GBV prevention and climate resilience programs** in mining host communities.

Impact Goals (2025–2030)

- Equip at least **100,000 women and youth** with technical, leadership, and business skills.

- Establish **continent-wide women-led cooperatives** integrated into AfCFTA value chains.
- Create **safe and climate-resilient mining communities** through ESG-driven programs.
- Position Africa as a global leader in **ethical, women-led mineral beneficiation**.

5. THEORY OF CHANGE (SUMMARY)

WiM-Africa's **theory of change** is built on the belief that empowering women and youth with skills, voice, and opportunity will transform not only mining host communities but also Africa's broader mineral economy.

Inputs

- Leadership and technical training through the **WiM-Africa Institute** and regional hubs.
- Establishment of **multi-mineral beneficiation labs** and value addition centers.
- Research, data systems, and knowledge products through the **WiM-Africa Research & Data Hub**.
- Policy advocacy, legal support, and engagement with African Union and RECs.
- Multi-stakeholder partnerships across governments, private sector, and NGOs.

Outputs

- Skilled women leaders, entrepreneurs, and cooperative managers.
- Functional **50+ national chapters** serving as vehicles for community impact.
- ESG-compliant women-led enterprises integrated into AfCFTA markets.
- Strengthened data and evidence base to inform mining policies.
- Digital campaigns and advocacy platforms amplifying women's voices continent-wide.

Outcomes

- **Thriving mining host communities** that are safe, inclusive, and climate-resilient.
- **Women-led value chains** in gold, diamonds, cobalt, copper, gemstones, and industrial minerals.
- Increased women's representation in **policy, decision-making, and beneficiation industries**.

- Strong partnerships between governments, DFIs, and communities for sustainable mining.

Impact (Vision 2030)

By 2030, WiM-Africa will have catalyzed a **continental shift**: women as leaders, innovators, and industrial players in Africa’s mining economy — transforming a sector long defined by exclusion into a driver of **equity, sustainability, and prosperity**.

6. STRATEGIC PARTNERSHIPS & ALIGNMENT

WiM-Africa recognizes that transforming Africa’s mining sector into a gender-responsive, sustainable, and value-driven industry requires **broad-based partnerships** across public, private, and civil society actors. Our approach is rooted in collaboration, alignment, and shared value creation.

Continental and Regional Alignment

The WiM-Africa Action Plan (2025–2030) is fully aligned with Africa’s major development blueprints, ensuring coherence with continental and regional frameworks:

- **African Union Agenda 2063** – advancing inclusive growth and gender equality.
- **Africa Mining Vision (AMV)** – promoting transparent, equitable, and optimal exploitation of mineral resources.
- **African Continental Free Trade Area (AfCFTA)** – integrating women-led enterprises into regional and continental value chains.
- **Gender Equality and Women’s Empowerment Strategy (GEWE)** – supporting women’s leadership and participation in key sectors.
- **African Mineral Resources Classification (AMREC) and Pan-African Resourcing Corridor (PARC)** – strengthening standards for resource governance and beneficiation.

Multi-Stakeholder Engagement

WiM-Africa actively partners with:

- **Governments and Ministries of Mines** – to integrate gender-responsive policies and programs.

- **Development Finance Institutions (DFIs)** – such as AfDB and Afreximbank, for catalytic investment in women-led initiatives.
- **International NGOs & UN Agencies** – for programmatic collaboration, technical expertise, and community development.
- **Private Sector Companies** – through CSR and ESG partnerships, technical support, and in-kind contributions.
- **Academic and Research Institutions** – for training, innovation, and evidence-based program delivery.

Why Partner with WiM-Africa?

- A **continental footprint** with chapters across Africa ensures localized delivery and global impact.
- A **multi-sector platform** bridging policy, practice, and grassroots engagement.
- A **tested framework** (3 SFAs + 7PPAs) linked to measurable outcomes and international standards.
- A **commitment to transparency** through monitoring, evaluation, and learning systems.

WiM-Africa ensures that its programs are not isolated interventions, but part of a **continental movement for transformation** in the mining sector.

7. INVITATION TO COLLABORATE

WiM-Africa extends an open invitation to governments, continental institutions, development partners, private sector actors, and civil society organizations to join us in advancing the implementation of the **WiM-Africa Action Plan (2025–2030)**. The Action Plan, through broad stakeholder engagement, stands as a **living and working document** — one that will evolve with new insights and partnerships while guiding practical action for the next five years.

Opportunities for Engagement

- **Policy & Advocacy Partnerships:** Collaborate on gender-responsive reforms, co-develop policy briefs, and advance mining host community protections.
- **Programmatic Partnerships:** Support implementation of specific 7PPAs such as Women-Led Value Addition, ESG & Climate Resilience, or NextGen WiM.
- **Research & Knowledge Collaboration:** Contribute to the WiM-Africa Research & Data Hub through shared expertise, joint studies, and knowledge exchange.

- **Capacity Building & Training:** Partner with the WiM-Africa Institute to deliver leadership, technical, and entrepreneurial training for women and youth.
- **Infrastructure & Innovation Support:** Co-invest in beneficiation labs, regional hubs, and digital platforms that anchor value addition and inclusivity.
- **CSR & Sponsorship:** Engage through non-financial CSR contributions or structured sponsorship categories that visibly align your institution with gender equity in mining.

When you Partner with Us

Your institution or organizations position themselves at the forefront of a **continental transformation agenda** — one that strengthens women’s leadership, promotes responsible resource governance, and ensures that Africa’s mineral wealth drives inclusive prosperity.

This is not just a program. It is a **continental movement** to make Africa’s mining sector a model of equity, sustainability, and innovation.

8. Contact Information and Offices Below

8. Contact Information

For further information, partnership discussions, or to explore collaboration opportunities under the WiM-Africa Action Plan (2025–2030), please contact us through any of the following official channels:

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Mailing Reference

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Physical Addresses; Physical Offices & Administrative Locations

Women in Mining Africa (WiM-Africa) operates through multiple strategic administrative and programmatic locations across the continent. These offices support the coordination of WiM-Africa's continental activities, program implementation, and stakeholder engagement.

1. Nigeria – Abuja Administrative Headquarters

Address:

4 Chukwudifo Oputa Street,
Asokoro, Abuja FCT, Nigeria.

This location serves as one of WiM-Africa's principal administrative coordination points for national and continental affairs, including engagements with embassies, national agencies, and regional development partners.

2. Nigeria – Proposed WiM-Africa Institute Site

Address:

Km 21, WiM-Africa Drive,
Behind Bingham University,
Auta Balefi, Nasarawa State, Nigeria.

This site is earmarked as the **Proposed WiM-Africa Institute for Leadership, Sustainable Mining & Value Addition**, a flagship initiative aimed at training the next generation of women mining leaders and hosting regional programs, research hubs, technical labs, and cooperative incubation facilities.

3. Sierra Leone – Freetown Administrative Office

Address:

4 Johnson Drive,
Behind Aberdeen School,
Off Lumley Beach Road, Aberdeen,
Freetown, Sierra Leone.

This Freetown office serves as a key administrative hub for West African regional programs, stakeholder coordination, and country-level chapter support, particularly in Sierra Leone and surrounding ECOWAS countries.