



# **RESEARCH & DATA HUB**

---

# **GOVERNANCE FRAMEWORK**

**(Agenda 6 – Research & Data Hub)**

A Foundational Knowledge Platform of the  
**WiM-Africa Institute for Leadership,  
Sustainable Mining & Value Addition**

## **DOCUMENT CONTROL**

**Document Title:** WiM-Africa Research & Data Hub Governance Framework

**Document Reference:** WIM-SPR-7PPA6-GOV-01-2026

**Version:** 1.2

**Adoption Date:** 16 February 2026

**Approved By:** Executive Director, Women in Mining Africa

**Review Cycle:** Annual

**Next Review Due:** 16 February 2026

**Document Owner:** Directorate of Strategy, Planning & Research

# PREAMBLE

Women in Mining Africa (WiM-Africa) operates across 36+ African countries advancing gender-responsive mineral development, women-led value addition, mining safety, ESG accountability, and policy reform.

Recognizing the persistent absence of credible, gender-disaggregated mining data across the continent, WiM-Africa hereby establishes the Research & Data Hub as a structured, ethically governed, and policy-aligned continental knowledge platform.

The Research & Data Hub serves as the official mechanism for generating, coordinating, and safeguarding research outputs aligned with WiM-Africa's Strategic Focus Areas and Seven-Point Program Agenda (7PPA), particularly Agenda 6 – Research & Data Hub.

This Governance Framework sets forth the institutional standards, affiliation structure, ethical obligations, and operational procedures governing all activities conducted under the Hub.

This document is binding upon all affiliated researchers and applies to all research activities conducted in the name of WiM-Africa.

## DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)  
Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

# 1. Institutional Mandate

The WiM-Africa Research & Data Hub (“the Hub”) is the continental knowledge platform of Women in Mining Africa (WiM-Africa). It is formally established under WiM-Africa’s Strategic Focus Areas of Coalition Building, Advocacy & Policy Influence, and Economic Empowerment, and is anchored within the Seven-Point Program Agenda (7PPA) as Agenda 6 – Research & Data Hub. The Hub operates under the oversight of the Directorate of Strategy, Planning & Research (SPR), which is responsible for coordinating, supervising, and ensuring compliance of all research activities conducted in its name.

The Hub exists to generate credible, Africa-led evidence that strengthens gender-responsive mineral governance, advances women-led mineral value addition, improves mining safety and risk intelligence, enhances ESG accountability, and supports evidence-based policy engagement across local, national, and continental platforms. Its mandate is not merely to produce research outputs, but to structure and safeguard knowledge systems that elevate the visibility, participation, and economic empowerment of women in Africa’s mineral value chains.

The Hub operates as the intellectual backbone of WiM-Africa’s institutional work and serves as a foundational pillar of the WiM-Africa Institute for Leadership, Sustainable Mining & Value Addition. Through disciplined governance, ethical data management, and structured affiliation mechanisms, the Hub ensures that research conducted under WiM-Africa is credible, policy-relevant, and aligned with the organization’s continental mandate.

## DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)

Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

## 2. Strategic Objectives

1. In its initial phase of implementation, the WiM-Africa Research & Data Hub shall prioritize the establishment of a structured continental network of women researchers across no fewer than twenty African countries. This network shall serve as the foundational intellectual community supporting data generation, policy analysis, and thematic research within the mining and extractive sectors.
2. The Hub shall produce structured annual knowledge products, including but not limited to continental baseline reports, policy briefs, and thematic research papers addressing gender-responsive mineral development, women-led mineral value addition, safety governance, and ESG accountability. These knowledge products shall be evidence-based, peer-reviewed where appropriate, and aligned with WiM-Africa's Strategic Focus Areas and Seven-Point Program Agenda.
3. The Hub shall design and operationalize a Women-Led Mineral Enterprise Database structured as a continental registry model aimed at improving visibility, documentation, and policy recognition of women-led mineral operations across Africa. The database shall be developed in phases and implemented through validated data collection protocols.
4. The Hub shall also establish a Gender and Mining Safety Risk Observatory, initially piloted in selected countries, to track safety trends, risk indicators, and gender-specific vulnerabilities within mining communities. The Observatory shall support evidence-based policy engagement and institutional advocacy for improved safety and regulatory oversight.

### DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7-PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)

Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

## 3. Governance Structure

### 3.1 Oversight Authority

The Executive Director of WiM-Africa retains final institutional oversight of the Research & Data Hub, including approval of major research outputs and governance amendments. The Director of Strategy, Planning & Research provides operational leadership and is responsible for coordinating all activities, supervising affiliates, and ensuring compliance with this Governance Framework.

### 3.2 Functional Units within SPR

The Research & Data Hub operates through the Bureau of Research & Development, the Bureau of Strategic Planning & Partnerships, and the Bureau of Data Analytics & Knowledge Products. These units collectively oversee research design, partnerships, data management, and knowledge dissemination under the coordination of the SPR Director.

#### DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)

Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

## 4. Affiliation Categories & Roles

Affiliation within the Research & Data Hub is structured to preserve accountability, quality control, and institutional discipline.

A RESEARCH ASSOCIATE shall typically be an MSc student, early-career researcher, ESG analyst, or mining professional with demonstrated interest in research. A Research Associate is expected to support data collection, conduct literature reviews, contribute draft sections of reports, and participate in pilot country studies. Research Associates operate at contributor level and do not possess publication approval authority.

A SENIOR RESEARCH FELLOW shall typically be a PhD holder, university lecturer, senior consultant, or recognized subject matter expert. A Senior Research Fellow is expected to lead thematic research areas, provide methodological guidance, supervise Research Associates where assigned, co-author policy briefs, and peer-review research outputs. Senior Research Fellows exercise technical leadership within assigned thematic areas.

A COUNTRY RESEARCH LEAD shall be an experienced professional with strong networks in a specific country and demonstrated familiarity with the mining sector. A Country Research Lead is responsible for coordinating country-level data collection, liaising with local institutions, ensuring compliance with data governance standards, and submitting country-level research outputs. Country Research Leads exercise operational leadership within their assigned jurisdictions.

### DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)  
Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

## 5. Certificate of Affiliation

### 5.1 Purpose

The Certificate of Affiliation formally recognizes an individual as an approved contributor to the WiM-Africa Research & Data Hub and confirms alignment with its governance and ethical standards.

### 5.2 Scope of Affiliation

Affiliation confirms official recognition as a Hub affiliate and eligibility to participate in structured research initiatives coordinated under the Directorate of Strategy, Planning & Research. Affiliates may be considered for co-authorship based on measurable contribution and may access internal research forums. Affiliation may also provide eligibility for future fellowship pathways under the WiM-Africa Institute, subject to separate criteria.

### 5.3 Limitations of Affiliation

Affiliation does not constitute employment and does not confer salary entitlement, contractual rights, legal representation authority, executive or board authority, or public spokesperson status unless formally delegated in writing.

### 5.4 Duration

Affiliation is valid for twelve months from the date of issuance and is subject to performance review prior to renewal.

### 5.5 Renewal Criteria

Renewal requires at least one measurable contribution within the twelve-month period. Eligible contributions include data collection, literature review, policy brief drafting, peer review of research outputs, or coordination of country-level research activities. Failure to demonstrate a qualifying contribution may result in non-renewal.

#### DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)

Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

## 6. Research Code of Conduct

All affiliates of the WiM-Africa Research & Data Hub shall comply with the standards set out in this section throughout the duration of their affiliation.

### 6.1 Integrity

All research must be conducted honestly and accurately. Fabrication, falsification, or misrepresentation of data is strictly prohibited. Findings must be evidence-based and methodologically sound.

### 6.2 Independence

Research shall remain free from political or commercial manipulation. Any actual or perceived conflict of interest must be disclosed to the Directorate of Strategy, Planning & Research.

### 6.3 Confidentiality

Sensitive information, including community data and unpublished findings, must be protected. Raw datasets shall not be publicly shared without prior approval. Data must be securely stored and handled responsibly.

### 6.4 Do No Harm

Informed consent must be obtained before data collection. Research activities must not expose individuals or communities to harm, retaliation, or reputational risk.

### 6.5 Gender Responsiveness

Research shall ensure inclusive representation and reflect the lived realities of women in mining contexts.

### 6.6 Professional Conduct

Affiliates shall maintain professional behaviour consistent with the values of WiM-Africa. Harassment, discrimination, or misuse of institutional identity is prohibited. Breach of this Code may result in warning, suspension, or revocation of affiliation.

#### DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)

Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

## 7. Data Governance Standards

All data collection instruments must be approved by the Directorate of Strategy, Planning & Research prior to deployment. Affiliates shall store data securely and share raw datasets only through authorized internal systems. Personal identifiers shall not be collected unless strictly necessary and justified. Research activities must comply with applicable local data protection laws.

Unauthorized public release of raw datasets or unpublished findings is prohibited.

## 8. Intellectual Property and Publication Policy

All research conducted under the Research & Data Hub remains the intellectual property of Women in Mining Africa unless otherwise agreed in writing. Public release of research outputs requires approval from the Directorate of Strategy, Planning & Research. Co-authorship shall be determined strictly on the basis of measurable contribution.

Affiliates may not independently publish Hub research under external platforms without prior written authorization.

### DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)

Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

## 9. Conflict of Interest

Affiliates are required to disclose any professional, financial, or political interests that may reasonably influence research objectivity. Where a conflict exists, the Directorate of Strategy, Planning & Research shall determine appropriate mitigation measures, including limitation of participation in certain assignments.

## 10. Performance and Accountability

The Directorate of Strategy, Planning & Research shall maintain an updated registry of affiliates, a contribution tracking system, and an annual performance review mechanism. Inactive affiliates may be suspended or removed from the register. All research outputs shall align with WiM-Africa's Strategic Focus Areas and Seven-Point Program Agenda.

## 11. External Partnerships

The Research & Data Hub may collaborate with universities, research institutes, development finance institutions, multilateral agencies, and ESG policy institutions. All partnerships must receive formal approval and shall be governed by written agreements where required.

### DOCUMENT CONTROL

Document Title: WiM-Africa Research & Data Hub Governance Framework

Document Reference: WIM-SPR-7PPA6-GOV-01-2026

Version: 1.2

Adoption Date: 16 February 2026

Approved By: Executive Director, Women in Mining Africa

Review Cycle: Annual

Next Review Due: 16 February 2026

Document Owner: Directorate of Strategy, Planning & Research

Contact the Secretariat via email: [info@wimafrica.org](mailto:info@wimafrica.org)

Visit our Website: [www.wimafrica.org](http://www.wimafrica.org)

## 12. Amendments

This Governance Framework may be reviewed annually and amended by the Executive Director in consultation with the Director of Strategy, Planning & Research. Amendments shall be documented and version-controlled.

### DOCUMENT CONTROL

**Document Title:** WiM-Africa Research & Data Hub Governance Framework

**Document Reference:** WIM-SPR-7PPA6-GOV-OI-2026

**Version:** 1.2

**Adoption Date:** 16 February 2026

**Approved By:** Executive Director, Women in Mining Africa

**Review Cycle:** Annual

**Next Review Due:** 16 February 2026

**Document Owner:** Directorate of Strategy, Planning & Research