

FIVE-YEAR ACTION PLAN (2025–2030)

ANNUAL OUTLOOK & THEORY OF CHANGE

Comprehensive 350-Page Roadmap Summarized

Year 1: 2025 – FOUNDATION & CHAPTER DEVELOPMENT

Year 2: 2026 – PROGRAMMATIC CONSOLIDATION & LEGAL ENGAGEMENT

1. **Program Rollout:** Implementation of at least five flagship programs (Safety, GBV Advocacy, ESG training, NextGen Internships, MANSA, Cooperative Strengthening, AfCFTA Linkages, Digital Advocacy Labs).
2. **Legal & Policy Advocacy:** Launch of coordinated reforms on gender-sensitive mining codes, legal aid for women miners, and policy dialogues with governments and parliaments.
3. **WiM-CoopAfrica:** Formal launch of the cooperative development platform targeting 5000 women-led cooperatives.
4. **Monitoring & Evaluation:** Deployment of the first Monitoring, Evaluation & Learning (MEL) framework across chapters.
5. **Milestone:** 20 pilot countries actively implementing 7PPA-aligned programs with co-funding secured from DFIs and governments.

1. **Institutional Strengthening:** Establishment of strong governance systems across Directorates and Bureaus. Harmonization of program structures with the Action Plan.
2. **Chapter Expansion:** Activation of national and professional chapters, with a target of onboarding coordinators and leadership teams in at least 30 countries.
3. **Partnerships:** Strategic outreach to Development Finance Institutions (DFIs), Industries (Mining Companies), African Union organs, Afreximbank, AfDB, UNECA, and bilateral partners.
4. **Capacity Building:** Training of 5,000 women miners, entrepreneurs, students, volunteers, community leaders, and coordinators — supported by the development of standardized toolkits, program templates, and capacity-strengthening resources designed to equip diverse stakeholders across Africa's mining ecosystem.
5. **Milestone:** Formal launch of the Action Plan (2025–2030) and consolidation of operational systems.

Year 3: 2027 – RESEARCH, REGIONAL INTEGRATION & AFCFTA SYNERGY

1. **Research & Data Hub:** Full activation of the WiM-Africa Research & Data Hub, publishing the first continental baseline reports on women in mining. The Hub will generate and consolidate diverse research — from economic participation and host community dynamics to ESG, policy frameworks, and value chain integration — ensuring evidence guides advocacy, programming, and decision-making at every level.
2. **Regional Policy Alignment:** Partnerships with ECOWAS, EAC, and ECCAS to harmonize legal frameworks on gender and mining.
3. **AfCFTA Market Linkages:** Launch of trade corridors for women-led mining cooperatives; pilots in 3–5 regions.
4. **Continental Advocacy:** Hosting of the first Continental Women in Mining Policy Forum and pre-event advocacies.
5. **Milestone:** Full program rollout across all 36+ participating countries, with strong REC integration.

Year 4: 2028 – IMPACT ACCELERATION & YOUTH LEADERSHIP

1. **NextGen WiM Fellowship:** Rollout of 2000 industry internships and leadership fellowships for young women.
2. **Leadership Fellowship & Institute:** Launch of the WiM-Africa Institute for Leadership & Sustainable Mining (multi-mineral beneficiation labs, training, and certifications).
3. **Youth & Child Protection:** Voices of Children from the Pits (VoC) program scaled up to fight child labor in mining zones.
4. **Digital Influence:** Visual Advocacy Lab expanded, showcasing stories, advocacy, and progress.
5. **Milestone:** Institutionalization of youth leadership and operationalization of continental-scale programs like Women-Only Zones and ESG training.

Year 5: 2029 – EVALUATION, LEGACY & TRANSITION

1. **Evaluation:** Independent review of Action Plan implementation and publication of the Five-Year Impact Report.
2. **Sustainability:** National governments, RECs, and AU engaged to adopt best practices (legal reform, ESG standards, women-led cooperatives).
3. **Summit:** High-level Pan-African Summit on Women in Mining to present findings and secure next-phase commitments.
4. **Transition Planning:** Development of the 2030–2035 Strategic Roadmap, aligned with critical minerals, just transition, and digital transformation agendas.
5. **Milestone:** Transition Taskforce activated; sustainable models handed over to governments, partners, and institutions for continuity.

THEORY OF CHANGE (SUMMARY)

1. If women miners and communities are equipped with the right **tools**, enabling policies, cooperative models, and access to markets then they can transition from survival mining to value-driven enterprises.
2. **Inputs:** Training, cooperative formation, policy advocacy, research, financing, and digital platforms.
3. **Activities:** Legal support, ESG integration, fellowship programs, digital advocacy campaigns, and cooperative empowerment.
4. **Outputs:** Stronger chapters, women-led enterprises, youth leadership pipeline, and harmonized policies.
5. **Outcomes:** Increased income for women miners, safer mining zones, inclusion in AfCFTA markets, and policy reforms for gender equity.
6. **Impact:** By 2030, an inclusive, resilient, and gender-transformative mining sector in Africa—empowering women, safeguarding children, transforming communities, and advancing sustainable development.