Towards a Gender-Inclusive Workforce

Enabling equity across last mile customers, agents, staff, and leadership

57%
Of agents are women

56%
Of senior and mid-management are women

50%
Of staff are women

47%
Of GDC members are women owned
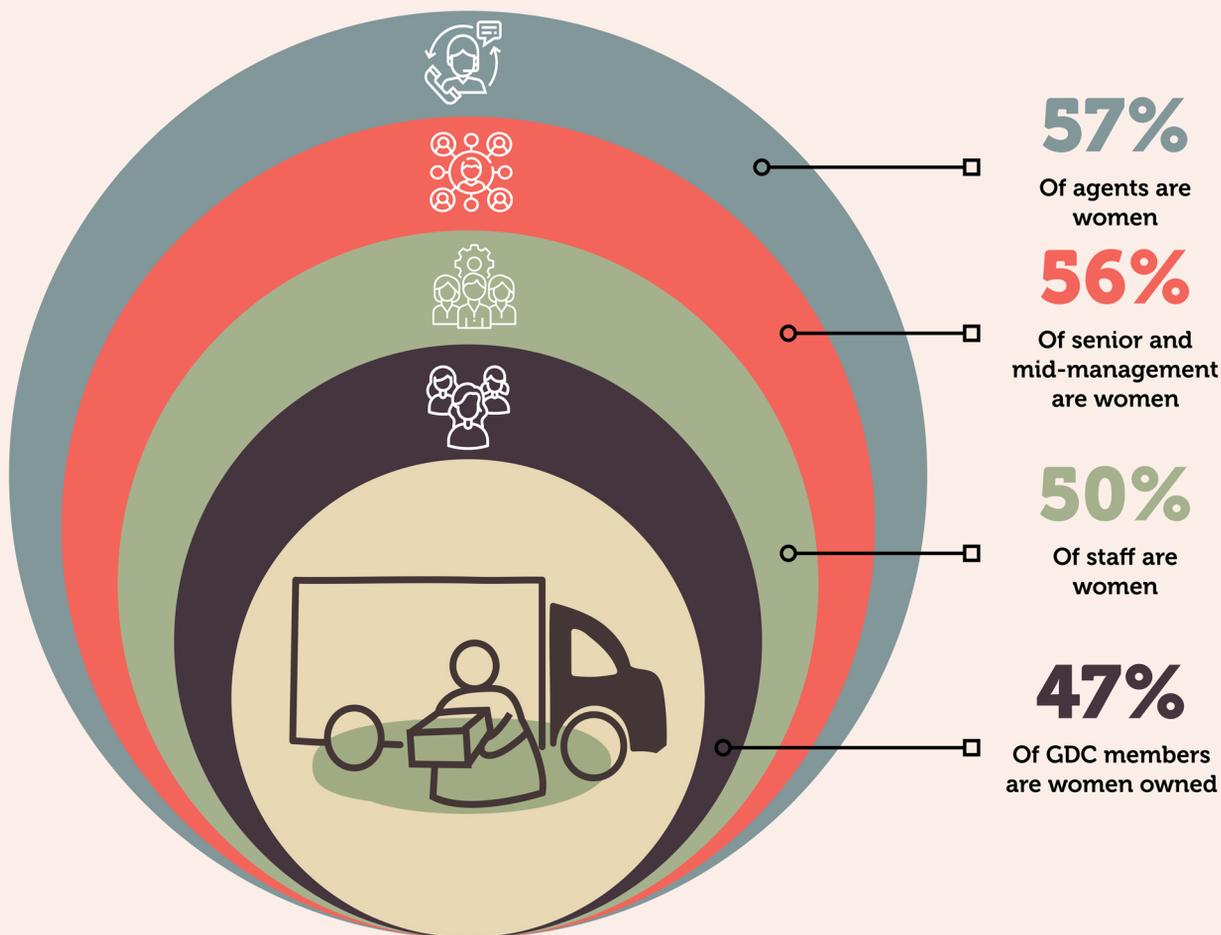
Gender-Inclusive Policies and Practices

- Equal pay and benefits
- Leadership training for women
- Gender-sensitive recruitment
- Flexible work policies
- Safe reporting mechanisms

Support Needed from Wider Ecosystem

- Access to finance and credit
- Policy advocacy and enforcement
- Mentorship and networks
- Infrastructure (digital, childcare)
- Community engagement

(Source: GDC member survey, 2024)

(Note: self-reported by GDC members in survey responses)