

A large, light green female symbol (a circle with a vertical line and a horizontal crossbar) is centered in the background. Overlaid on the upper part of the symbol is a large, light green male symbol (an arrow pointing up and to the right).

# **Gender Pay Gap Report**

2025

# INTRODUCTION & OVERVIEW OF 2025 GENDER PAY GAP ANALYSIS

Established in 1984, Self Help Africa is an international development organisation that works through agriculture and agri-enterprise development to address hunger, poverty, social inequality and the impacts of climate change.

We believe that equitable economic development is key to lifting communities out of long-term poverty, empowering them to take control of their futures and improving their quality of life.

Our three core values are:

- **Impact:** We are accountable, ambitious and committed to systemic change.
- **Innovation:** We are agile, creative and enterprising in an ever-changing World.
- **Community:** We are inclusive, honest and have integrity in our relationships.

This is the first year that Self Help Africa has conducted a Gender Pay Gap report.

This report contributes to our understanding of the gender make up across positions in Ireland which includes Self Help Africa's retail shops and office based employees.

The Self Help Africa gender pay analysis and profile is based on annualised ordinary pay effective 13th June 2025. The analysis within this report is based on Self Help Africa employees that are employed on Irish contracts only.

This includes 'International Staff' contracted from Ireland. It does not cover staff employed by Self Help Africa UK or any employees directly employed in our country programme offices.

For the reporting period, the total number of employees included in this report is 82 people.

## WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average hourly earnings of men and women in an organisation or across a workforce.

It reflects the overall disparity in earnings between genders, rather than being about equal pay for the same job. The gap often arises from unequal representation of men and women in different roles and at different levels within an organisation.



# GENDER PAY GAP FIGURES

**Gender profile:** 72% female, 28% male.  
The percentage gap in mean pay between male and female employees is 12% in favour of males.  
The percentage gap in median pay between male and female employees is 18% in favour of male employees.

The gender profile across quartile pay bands is:


QUARTILE SUMMARY %	MALE	FEMALE
LOWER	15%	85%
UPPER LOWER	33%	67%
UPPER MIDDLE	48%	52%
UPPER	15%	85%

No employee received a bonus or performance related pay.

## BENEFIT IN KIND (BIK)

BENEFIT IN KIND	
% STAFF WHO RECEIVED BIK	55%
% MALE EMPLOYEES WHO RECEIVED BIK	39%
% FEMALE EMPLOYEES WHO RECEIVED BIK	61%

## PART-TIME EMPLOYEES

- Gender profile for part time employees: 83% Female – 17% Male.
  - The percentage gap in mean pay between part-time male and female employees is 17% in favour of female employees.
  - The percentage gap in median pay between part-time male and female employees is 20% in favour of female employees.
  - The percentage gap in median pay between male and female employees is 18% in favour of male employees.
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# OUR COMMITMENT

While recognising that our present gender pay gap figures fall short of our parity goals, we are committed to closing this gap by continuously strengthening our approach to Equality, Diversity, and Inclusion.

It is important to note that the data in this report reflects a specific fixed point during our organisational restructure. We expect a positive reduction in the gap and a significant improvement in our 2026 report.

We intend to implement an action plan to address the gap. We have commenced this process by thoroughly reviewing our recruitment processes and are taking steps to embed equality across all recruitment stages.

