Self Help AFRICA

Gender Pay Gap Report

2026

INTRODUCTION & OVERVIEW OF 2026 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.

The gender pay analysis and profile is based on annualised ordinary pay effective 15th June 2026.

The analysis within this report is based on Self Help Africa employees that are employed on Irish contracts only.

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 60 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: 75% female, 25% male.
The percentage gap in mean pay between male and female employees is 2% in favour of males.
The percentage gap in median pay between male and female employees is 10% in favour of female employees.

The gender profile across quartile pay bands is:

QUARTILE SUMMARY %	MALE	FEMALE
LOWER	20%	80%
UPPER LOWER	40%	60%
UPPER MIDDLE	7%	93%
UPPER	33%	67%

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	40%
% FEMALE EMPLOYEES WHO RECEIVED BIK	60%

PART-TIME EMPLOYEES

- Gender profile for part time employees: 76% Female – 24% Male.
- The percentage gap in mean pay between part-time male and female employees is 0.3% in favour of female employees.
- The percentage gap in median pay between part-time male and female employees is 0.2% in favour of male employees.

OUR COMMITMENT

This report marks Self Help Africa's second consecutive year publishing our Gender Pay Gap report for Ireland-contracted employees.

Over the past year, progress has been made in narrowing our gender pay gap.

During this snapshot period, Self Help Africa's Senior Leadership Team was 100% female—reflecting our dedication to female leadership and equity at the highest levels of governance.

We remain firm in our belief that transparent reporting directly reinforces our core workplace values: driving **Impact** through accountability and systemic change, fostering **Innovation** by remaining agile and creative in a complex world, and nurturing **Community** by fostering genuine, trust-based relationships.