



Accessing Gender Equity:

A Data Journey Through Salary
Disparities.



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Overview

Problem/Task

In this report, we begin with a critical examination of salary data across the employees of The Shoppe - a fashion organization based in Nigeria.

We aim to challenge societal norms, ensure inclusivity for all genders, create environments where all genders are valued and respected. By embracing diversity and fostering inclusivity, workplaces can harness the full potential of their employees, driving innovation and success.

Key Questions

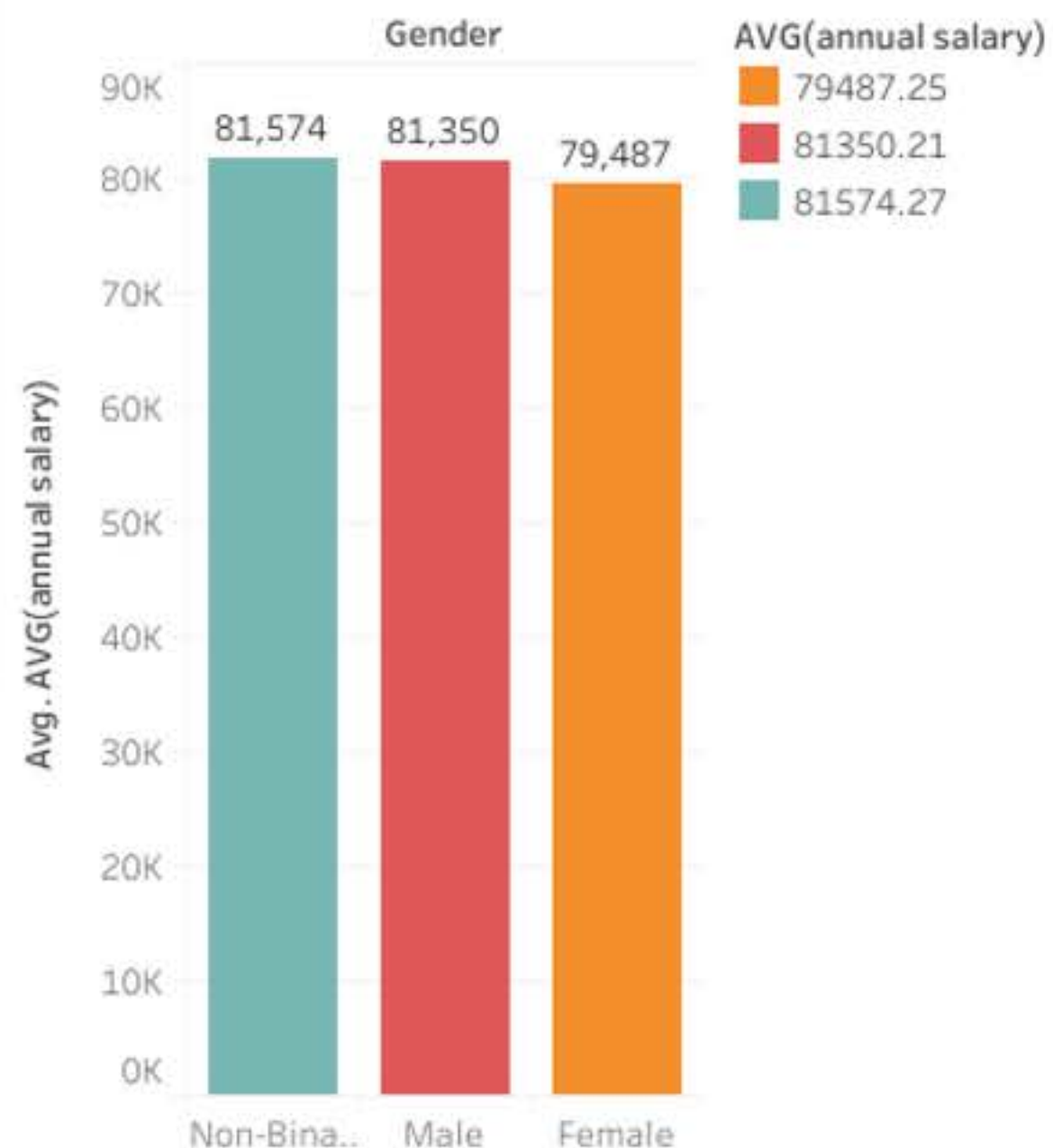


Salary and Gender Correlation

"Is there a correlation between salary and gender at The Shoppe?"

Findings & Insights

Avg. Annual Salary vs Gender



Although, Non-Binary individuals earn the highest average salary, there seems to be negligible gender pay gap. The data indicates a well-balanced representation of all genders across positions at The Shoppe, reflecting commendable inclusivity.

```
SELECT gender, AVG(annual_salary)
FROM Employee_Information
JOIN Employee_Performance
ON Employee_Information.Employee_ID =
Employee_Performance.Employee_ID
GROUP BY gender
ORDER BY gender DESC;
```

Further Analysis

Further analysis could involve regularly monitoring and analyzing salary data to ensure that pay equity is maintained over time. This includes conducting periodic reviews of compensation practices, addressing any discrepancies that may arise, and proactively addressing systemic barriers to gender equality in the workplace

Recommendation

1. **Continuous Monitoring:** Regularly review salary data to identify and address any emerging disparities promptly.
2. **Gender-neutral Job Descriptions:** Review and revise job descriptions to ensure they are gender-neutral and free from biased language that may inadvertently discourage certain genders from applying.
3. **Performance Evaluation Training:** Provide training to managers on conducting unbiased performance evaluations and merit-based salary reviews to mitigate the risk of gender bias influencing pay decisions.

Recommendation

Thank you!