**Palmoria Group HR Analytics Report: Tackling Gender Inequality and Pay Compliance**

**Brief Insights and Interpretations**

**1. Gender Distribution**

The gender distribution at Palmoria is relatively balanced, with **465 male employees (49.15%)** and **411 female employees (46.62%)**. However, department-level analysis reveals **gender concentration in certain departments**, such as **Training and Support**, which appear **male-dominated**, while others like **R&D and Sales** show better balance.

*This indicates a need to improve gender diversity within specific functional areas.*

**2. Performance Ratings and Gender**

Analysis of performance ratings by gender shows that **male employees receive more “Very Good” and “Good” ratings** compared to females. In contrast, female employees are more likely to be rated as “Average” or remain “Not Rated.”

*This disparity raises concerns about potential performance evaluation bias or unequal recognition, warranting a review of the appraisal system.*

**3. Gender Pay Gap**

While the overall salary difference between genders is modest (₦76.68K for males vs. ₦74.16K for females), **departmental breakdowns highlight deeper disparities**:

* In **Sales**, males earn ₦175K on average, while females earn ₦150K — a significant ₦25K gap.
* In **Support and Services**, male employees also earn more than their female counterparts.

*These patterns suggest the presence of a gender pay gap, particularly in revenue-driving departments, requiring urgent attention.*

**4. Salary Regulation Compliance**

The **average salary across the company is ₦75.8K**, which falls below the newly mandated minimum of **₦90,000** for manufacturing companies. This implies that a **large portion of Palmoria’s workforce is currently underpaid**, in violation of the regulatory requirement.

*Salary adjustments will be necessary to meet legal compliance and avoid potential sanctions.*

**5. Regional Representation**

Current data heavily reflects the **Lagos region**, with unclear or missing employee data from other regions (e.g., Abuja, Kaduna). This may limit the effectiveness of regional comparisons.

*Further investigation is needed to validate and include regional diversity in the analysis.*

**Conclusion**

Palmoria Group has taken a positive step by initiating this HR analysis. The findings highlight critical issues around **gender pay equity, performance fairness, and salary compliance**. Addressing these areas will not only improve internal fairness but also strengthen the company’s public image and readiness for expansion.