

### Gender distribution across company region

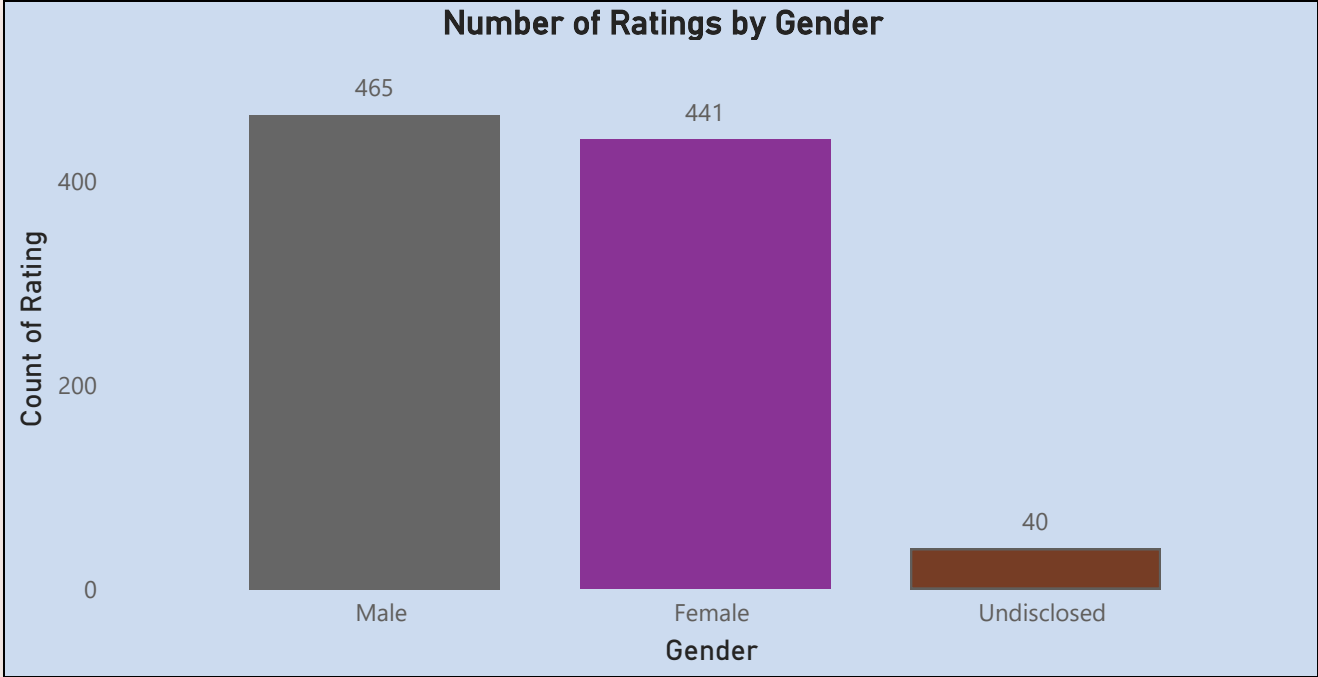
Across all three regions, gender distribution is fairly balanced, with only slight differences. There is no glaring gender disparity across the company's geographic locations. This suggests no strong regional gender bias in employment.

### Gender distribution by department

- Most departments show reasonable gender parity or slight tilts.
- Sales and R&D show notable female dominance, countering any narrative of universal male bias.
- Legal and Accounting are the only strong male-

### In Conclusion:


There is no significant or systemic gender inequality in hiring across Palmoria Group. While some departments are skewed, these variations are normal and not severe enough to indicate institutional bias.



- The gender distribution is fairly balanced, with a slight male dominance.
- However, the number of undisclosed gender entries may obscure full clarity on gender representation.

**Recommendation:**  
Management should consider encouraging transparency and fostering a safe, inclusive environment where employees feel comfortable disclosing their gender identity.

Continuous tracking and periodic gender audits will help maintain balance and promote inclusivity as the company grows.

Location 

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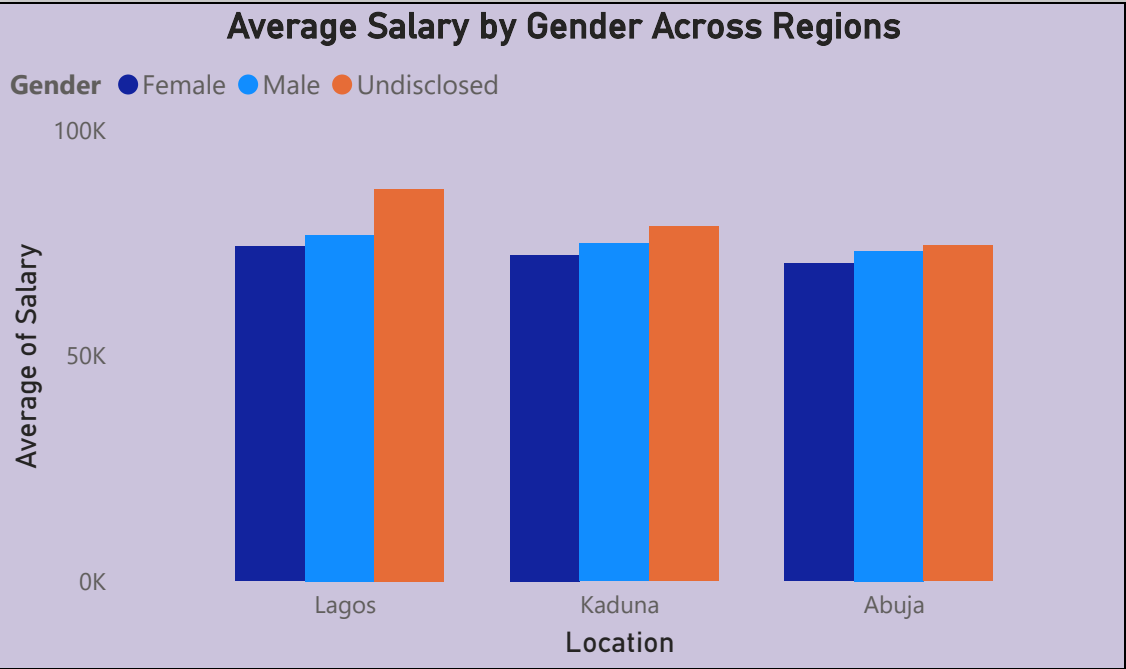
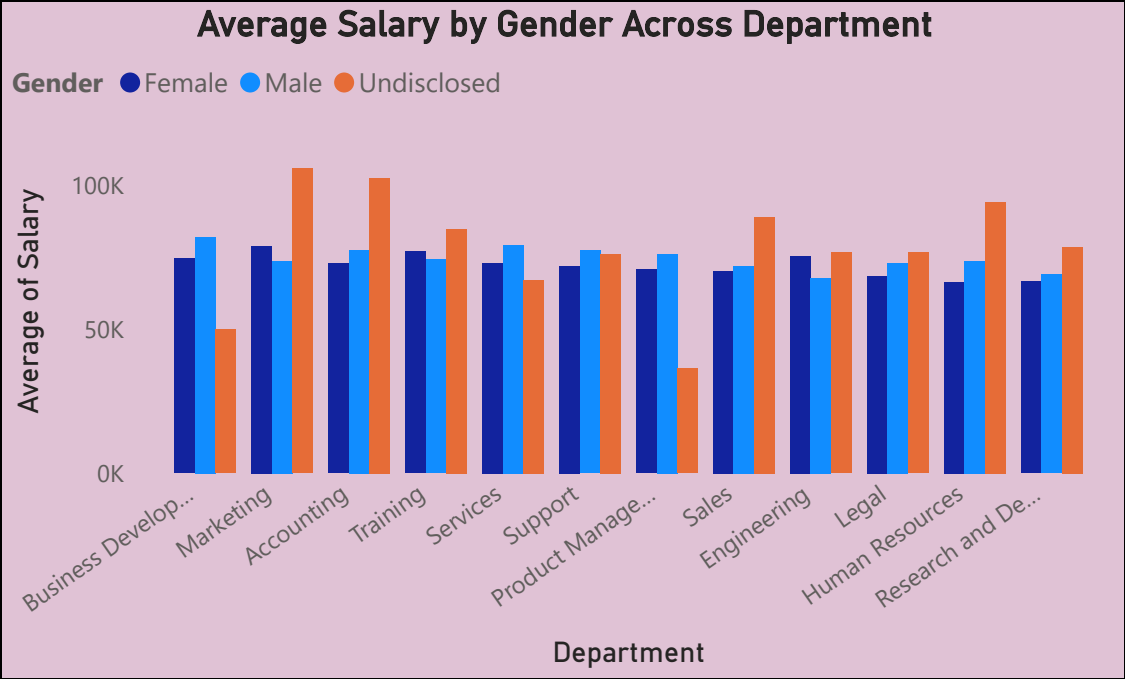
 Abuja

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 Kaduna

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 Lagos



- Undisclosed gender shows the highest average salaries in some departments (e.g., Marketing, Accounting) and regions (Lagos, Kaduna).
- This may point to senior roles or missing gender data for top earners.
- It makes accurate gender pay comparisons harder.

**Recommendation:**

Focus analysis on male vs female employees and encourage complete HR records for clearer insights.