

Paldoria group

Employee Analysis report

Sept 2022

Overview

The Palmoria Group, a manufacturing company based in the Nigeria is embroiled in issues bordering on gender inequality in its 3 regions.

This presentation seeks to highlight findings, key observations derived during analysis and proposed solutions that if implemented would help resolve such issues. It contains:

- Statistics
- Insights
- Key Observations
- Recommendations

Statistics

Total Employees

943

Female

440

(47%)

Male

464

(49%)

Unspecified

39

(4%)

Palmaria group has a significantly high number of male workers than female

Revenue

Female

\$32M

46%

Male

\$35M

50%

Unspecified

\$3M

4%

Bonus

\$2M

Salary

\$70M

The total salary payout for male workers is higher than male workers

Average Salary

Female

\$72K

Male

\$75K

Unspecified

\$3M

The average salary of Male workers is higher than the female workers

Lagos

Female

\$9M

118(47%)

Male

\$10M

124(50%)

Unspecified

\$1M

8(3%)

Total payout

\$20M

Lagos has Higher number of male workers to female

Abuja

Female

\$11M

158(47%)

Male

\$12M

158(47%)

Unspecified

\$1M

17(5%)

Total payout

\$25M

Abuja Male workers have higher salary payout even though it has the same number of male and female workers

Kaduna

Female

\$12M

164(46%)

Male

\$14M

182(51%)

Unspecified

\$1M

14(4%)

Total payout

\$27M

Kaduna has more male workers to female and a higher male salary payout to female

Key Observations

- Seven(7) out of total twelve(12) departments including Product management, legal, sales, support, training, accounting and marketing have high number of male workers than female.
- The average salary of Male workers is higher than the female workers.
- Kaduna and Lagos have more male workers than females with Kaduna having a significant difference in gender gap.
- Male workers in Palmoria group have more poor and very poor ratings than their female counterpart.
- Kaduna has the highest total salary payout considering that it has more workers than Abuja and Lagos.

Recommendations

- Each department should be reviewed with focus on departments with high male workers to ascertain the cause for gender gap i.e. Less qualifications, skills, abilities etc.
- All location to be reviewed to vet out workers with multiple work locations .
- Management to review salaries for each department and person to ensure genders with same department, position, skills are paid equally.
- Management to ensure individual work performances are reviewed and rated to vet out workers with low performance ratings to give them room for improvement.
- Management to consider skills enhancement programs for workers to help address and close skills gap.