**SUMMARY REPORT**

Palmoria Group: Gender inequality and Compensation Analysis.

**OBJECTIVE.**

To discover gender-related issues within Palmoria Group by analyzing employee distribution, salary structure (if there is gender base gap), bonus payout across departments & regions and compliance with labor regulations.

**INSIGHTS**

**Gender Distribution**

* Male **51. 27%, Female 48.73%.**
* Distribution across regions and departments: fewer females in Accounting, Marketing, and legal.

**Regions And Department Analysis**

* Lagos has low female representation.
* Legal and Product Management are dominated by male, while Business Development, Human Resources are more balanced.

**Salary Structure And Gender Pay Gap**

* Males earn **($2,515.07)** more than females on average.
* Significant pay gaps exist in the following departments - Engineering, HR, Services and Production Management.
* There is a balanced pay in sales among the gender.

**Regulatory Compliance ($90,000 MINIMUM)**

Palmoria did not meet up with the compliance. Most of the staff did not earn up to $90,000

**RECOMMENDATIONS**

* Palmoria Management focus should be on regions/departments with:
  + Gender imbalance
  + Pay gaps
  + Regulatory non-compliance
* Consider salary review and internal policy adjustment.