

PALMORIA GROUP GENDER EQUALITY REPORT BY ADEBOLA BAMIDURO



Introduction

Gender Distribution

Rating

Salary Report

Salary Compliance

Observation and Recommendations

PALMORIA GROUP

943

Head Count

440

No of Female Staffs



464

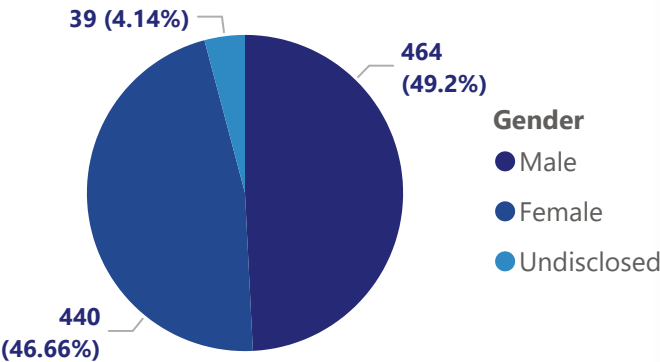
No of Male Staffs



1.05

Gender Ratio

Head Count by Gender



Regions Head Count

Region	Head Count
Abuja	333
Kaduna	360
Lagos	250
Total	943

Regions

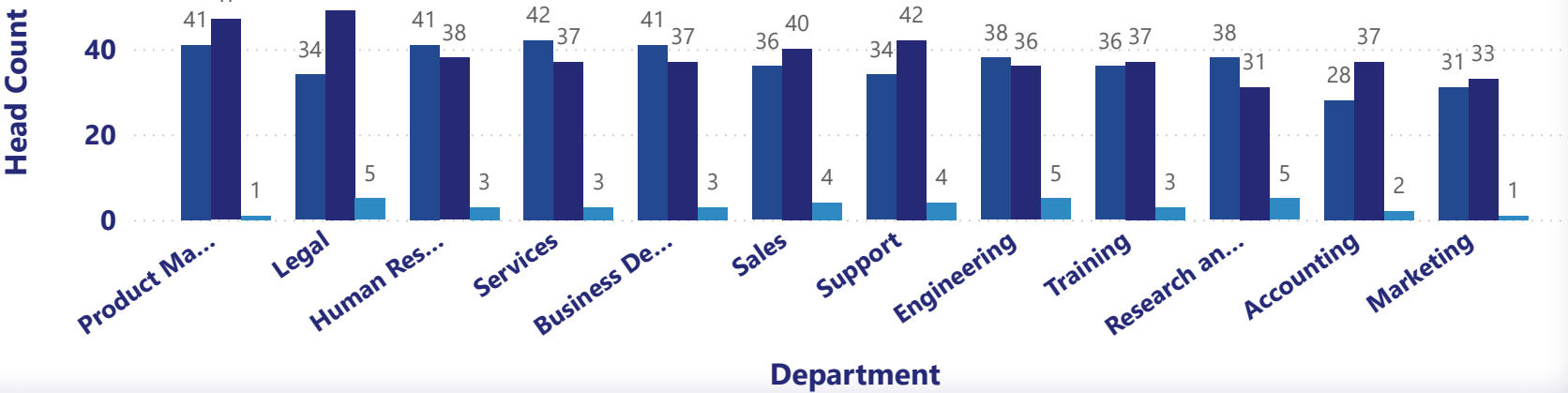
- Region
- ☐ Abuja
 - ☐ Kaduna
 - ☐ Lagos

Gender

- Gender
- ☐ Female
 - ☐ Male
 - ☐ Undisclosed

Head Count by Department and Gender

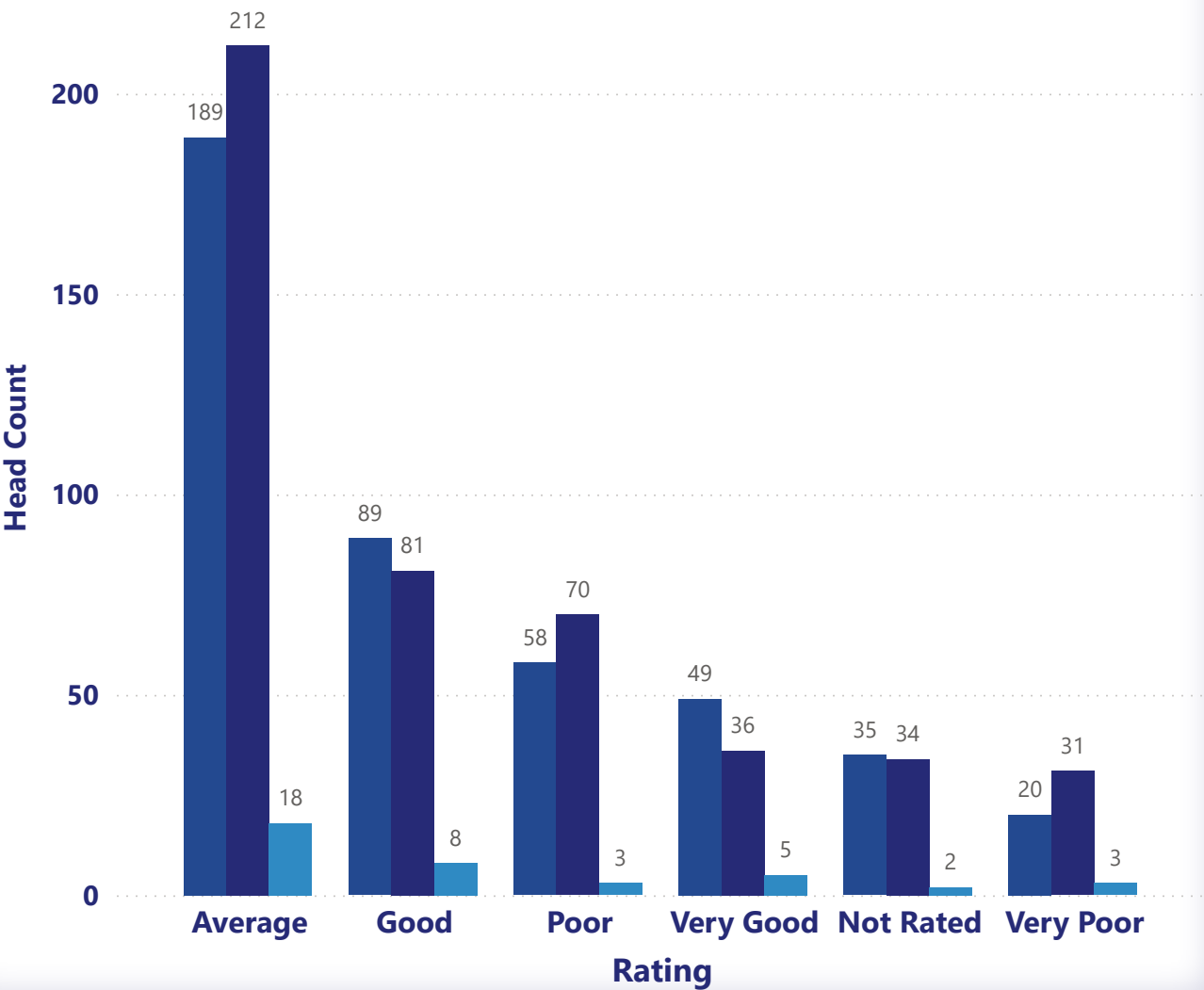
Gender ● Female ● Male ● Undisclosed



PALMORIA GROUP

Head Count by Rating and Gender

Gender ● Female ● Male ● Undisclosed



Regions

Region, Rating

- Abuja
- Kaduna
- Lagos

PALMORIA GROUP

1.04

Salary Gap

£72.17K

AVG Female Salary

£74.83K

AVG Male Salary

£73.75K

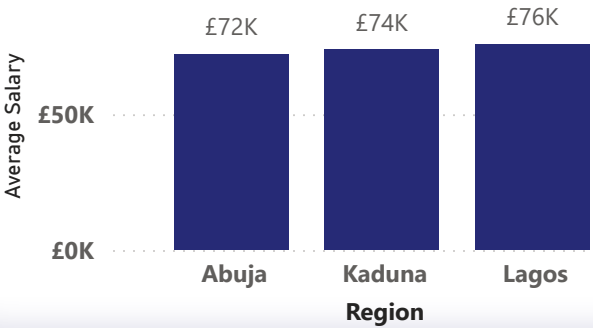
Average Salary

£69.54M

Company Salary

Gender	Abuja	Kaduna	Lagos	Total
Female	£70,452.0253	£72,379.2073	£74,163.4746	£72,165.6818
Male	£73,368.1646	£74,849.9451	£76,680.6452	£74,834.6121
Undisclosed	£74,812.3529	£78,642.8571	£86,860	£78,658.7179
Total	£72,058.2583	£73,871.8889	£75,818.28	£73,747.4549

Average Salary by Region

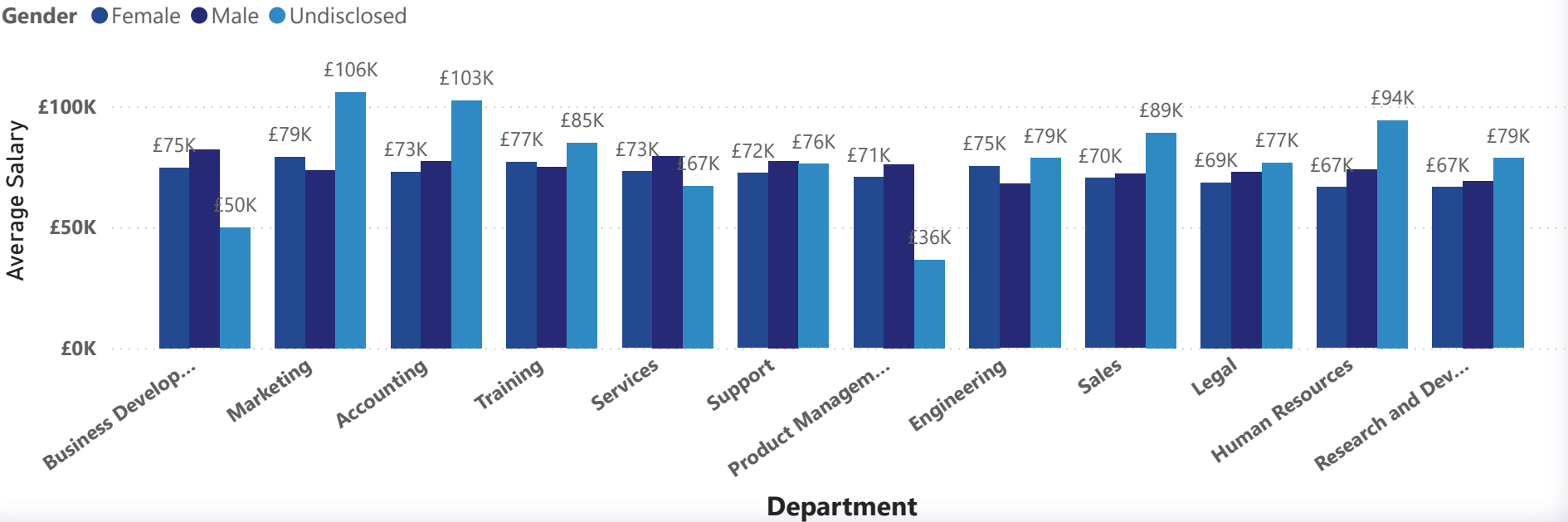


Regions

Region

- Abuja
- Kaduna
- Lagos

Average Salary by Department and Gender



PALMORIA GROUP

90K
Minimum Wage

Sum of Total Salary by Department



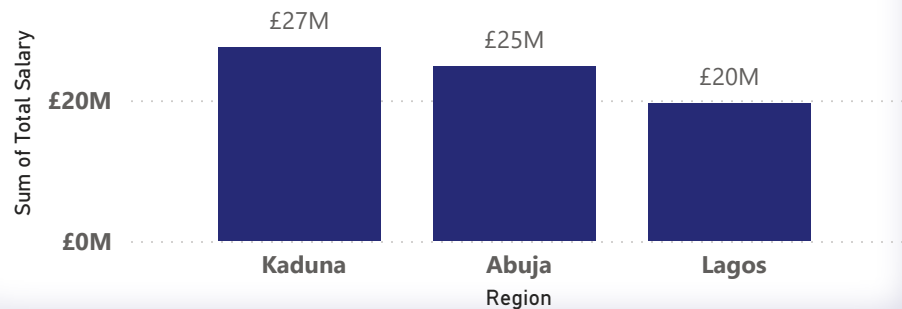
651
Low Salary

292
Good Salary

£71.735M
Sum of Total Salary

£2.19M
Sum of BonusAmount

Sum of Total Salary by Region



Region	£20,000	£30,000	£40,000	£50,000	£60,000	£70,000	£80,000	£90,000	£100,000	£110,000	Total
Abuja	9	37	45	36	35	35	39	29	39	29	333
Kaduna	11	41	33	40	37	48	39	32	41	38	360
Lagos	6	25	27	18	26	34	30	29	25	30	250
Total	26	103	105	94	98	117	108	90	105	97	943

Sum of Total Salary by Region

PALMORIA GROUP

My analysis reveals Palmoria Group has 943 staffs across its 3 regions which comprises of 440 female staffs and 464 male staffs. Hence the male staffs are slightly more than their female counterparts across all regions.

If we look at each region in depth, Kaduna has a total of 363 staffs which comprises of 182 male staffs and 164 female staffs. At Abuja region which has the next highest no of staffs, there is an equal no of both male and female staffs. In Lagos female staffs are 118 in number which is less than the male staffs(124). Overall, we can conclude that there is not much disparity in the gender distribution across all regions. However, if there is a need to bring it to an absolute level in terms of numbers, the management should employ more female staffs in both Kaduna and Lagos respectively.

Also, across all departments, the legal department shows the most disparity in the gender balance with a 49:34 ratio . All other departments have a very slight difference with 7 departments having more male staffs and 5 departments having more female staffs.

In conclusion, it is safe to say that there is no red flag in the gender balance.

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Company data shows that Female staffs have a better rating than their male counterparts. Although no reasons are obvious for this, the male staffs have poorer ratings across the 3 regions.

We advise the company to look inwards into making up for this by providing better staff support, improve the knowledge gap amongst other things after investigating on what could be the reason for the poor ratings.

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At £75,818.28, Lagos has the highest Average Salary followed by Kaduna at £73,871.8889 and Abuja at £72,058.2583. Overall the salary gap is at a modest 1:04 across all regions. A closer look still shows that the female staffs on the average receive slightly less than their male counterparts. Although, Abuja region accounts for the lowest average salary amongst the 3 regions for female staffs, the company should also focus on reviewing upwards the salaries of female staffs in the following departments to balance the gender gap: R&D, HR and Legal Departments especially in the Lagos region.

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Out of the 943 staffs , a total of 651 staffs receive less than the minimum wage. This is 69% of the total workforce. We can easily conclude that Palmoria Group does not meet this requirement by a mile.

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The overall salary distribution is as follows:

\$10,000 - \$20,000 - 26 Employees

\$20,001 - \$30,000 - 103 Employees

\$30,001 - \$40,000 - 105 Employees

\$40,001 - \$50,000 - 94 Employees