

Forensic Technology

Background:

Daikibo Industrials has recently received multiple internal complaints regarding **gender-based salary disparities**. In response, the Forensics Technology team created an algorithm that quantifies the **Level of Gender Pay Equality** for various job roles across their global factories.

The **Forensics Lead** has asked for your assistance in classifying these scores to identify potential zones of discrimination.

Dataset Provided:

Filename: Equality Table.xlsx \ **Location:** Provided under Resources

Columns:

1. **Factory** – Factory location (e.g., Tokyo, Berlin)
 2. **Job Role** – Role held by the employee (e.g., Engineer, Manager)
 3. **Equality Score** – Integer between **-100** and **+100**
 4. A score of **0** indicates **perfect equality**
 5. Negative/positive values indicate **bias against a particular gender**
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Task:

You are required to **add a new column** to the Excel sheet:

Column 4: Equality Class

This column will classify the **Equality Score** based on the following logic:

Equality Score Range	Equality Class
Between -10 and +10 (inclusive)	Fair
Less than -10 or greater than +10	Unfair
Less than -20 or greater than +20	Highly Discriminative

Note:

- These classes are **overlapping**, meaning if a score is below -20 or above +20, it falls under **Highly Discriminative**, which also technically falls under **Unfair** — but you must **assign only the most severe class**.
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Examples:

Equality Score	Equality Class
+9	Fair
-12	Unfair
+25	Highly Discriminative
-30	Highly Discriminative
0	Fair




Steps to Complete:

1. Open `Equality Table.xlsx` in Excel or Google Sheets.
2. Add a new column titled "**Equality Class**".
3. Apply a classification formula (or use manual entry if small dataset).
4. Example formula (in Excel, assuming score is in Column C):

```
=IF(ABS(C2)>20, "Highly Discriminative", IF(ABS(C2)>10, "Unfair", "Fair"))
```

5. Ensure all rows are classified correctly.
6. Save the file as: `Equality Table - Classified.xlsx`
7. Upload your completed file to the submission portal.

Final Deliverable:

-  File Name: `Equality Table - Classified.xlsx`
-  Format: Excel (.xlsx)
-  Columns: 4 (Factory, Job Role, Equality Score, Equality Class)