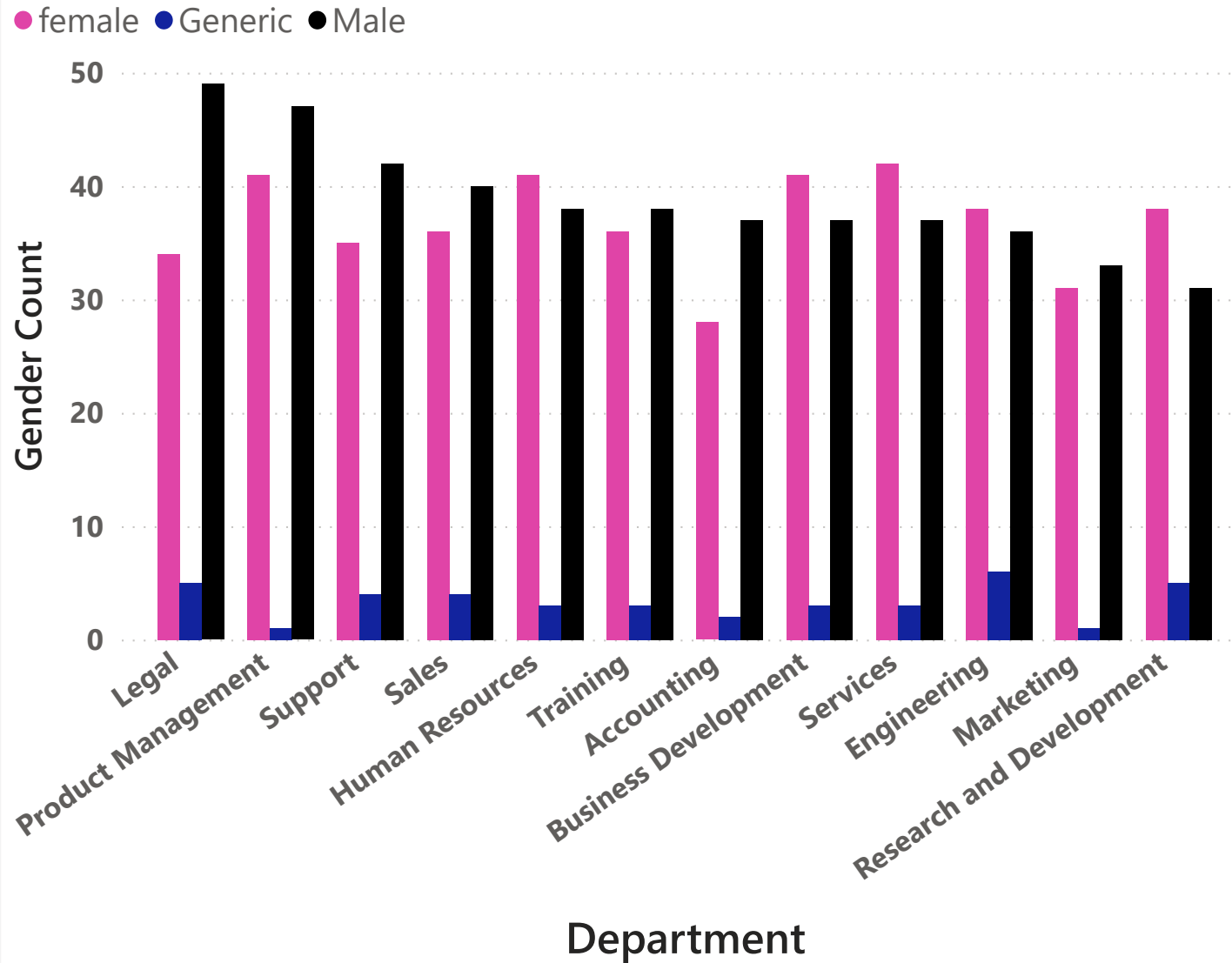
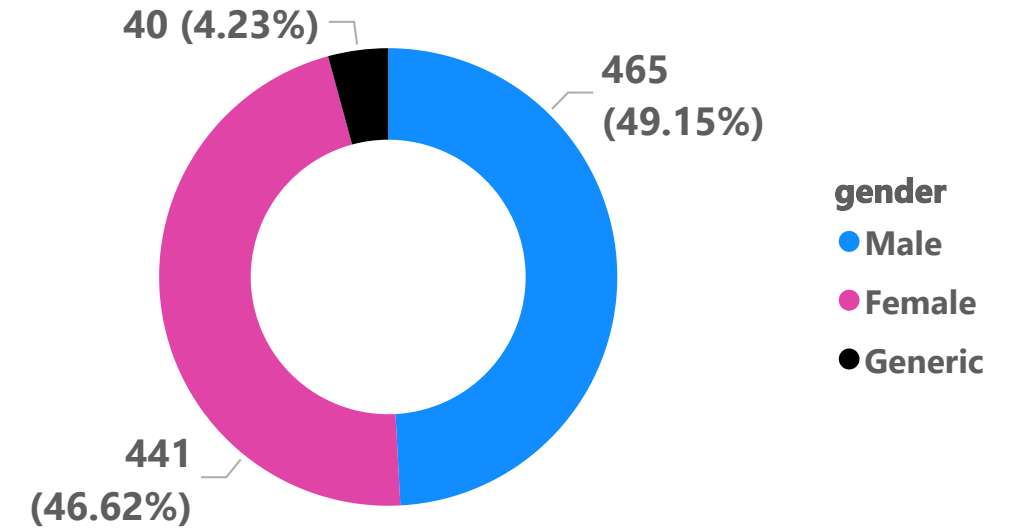


Gender Distribution per Department



Gender Distribution Overall



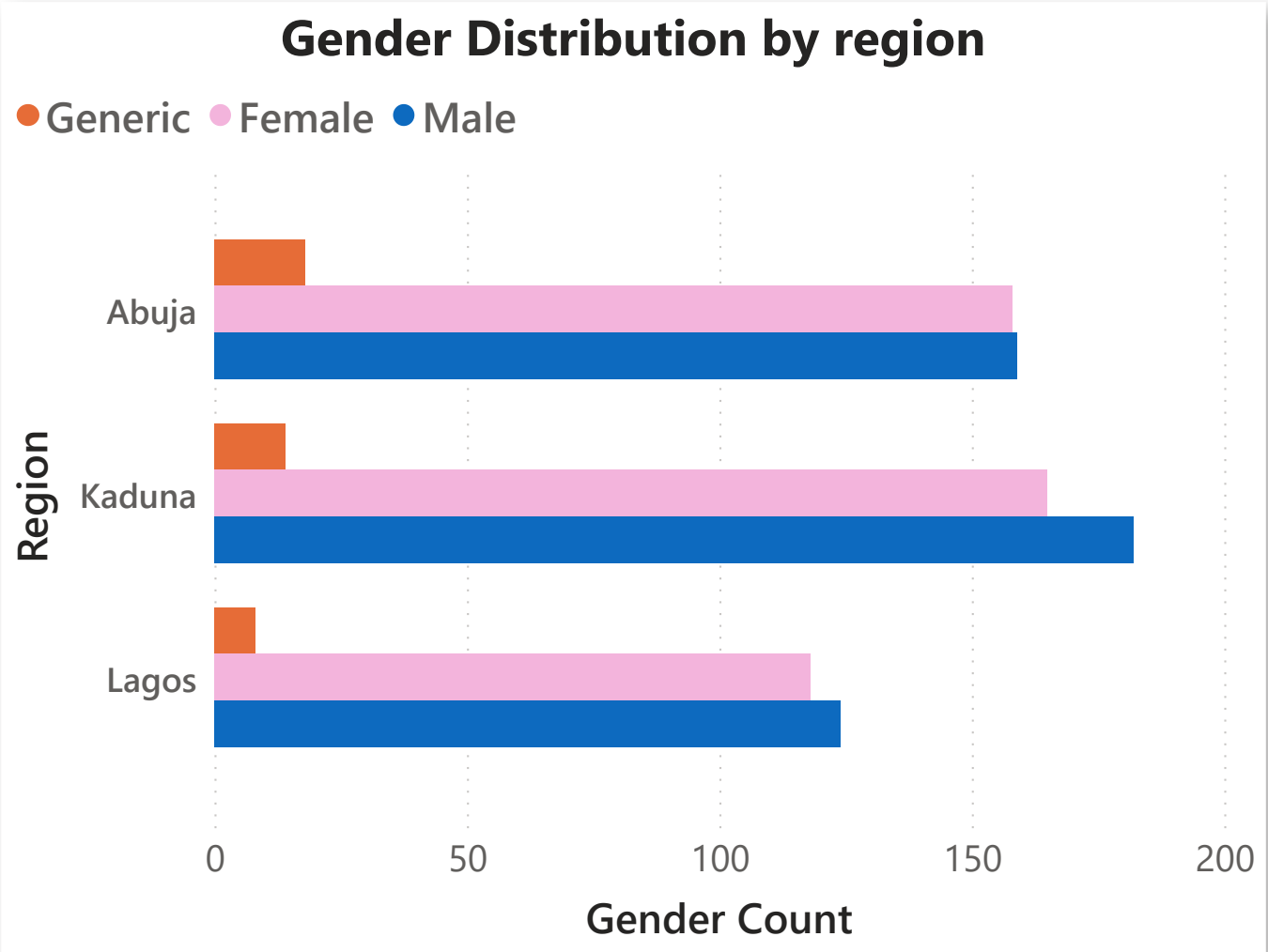
Number 1

* Generally, the company has more male employees.

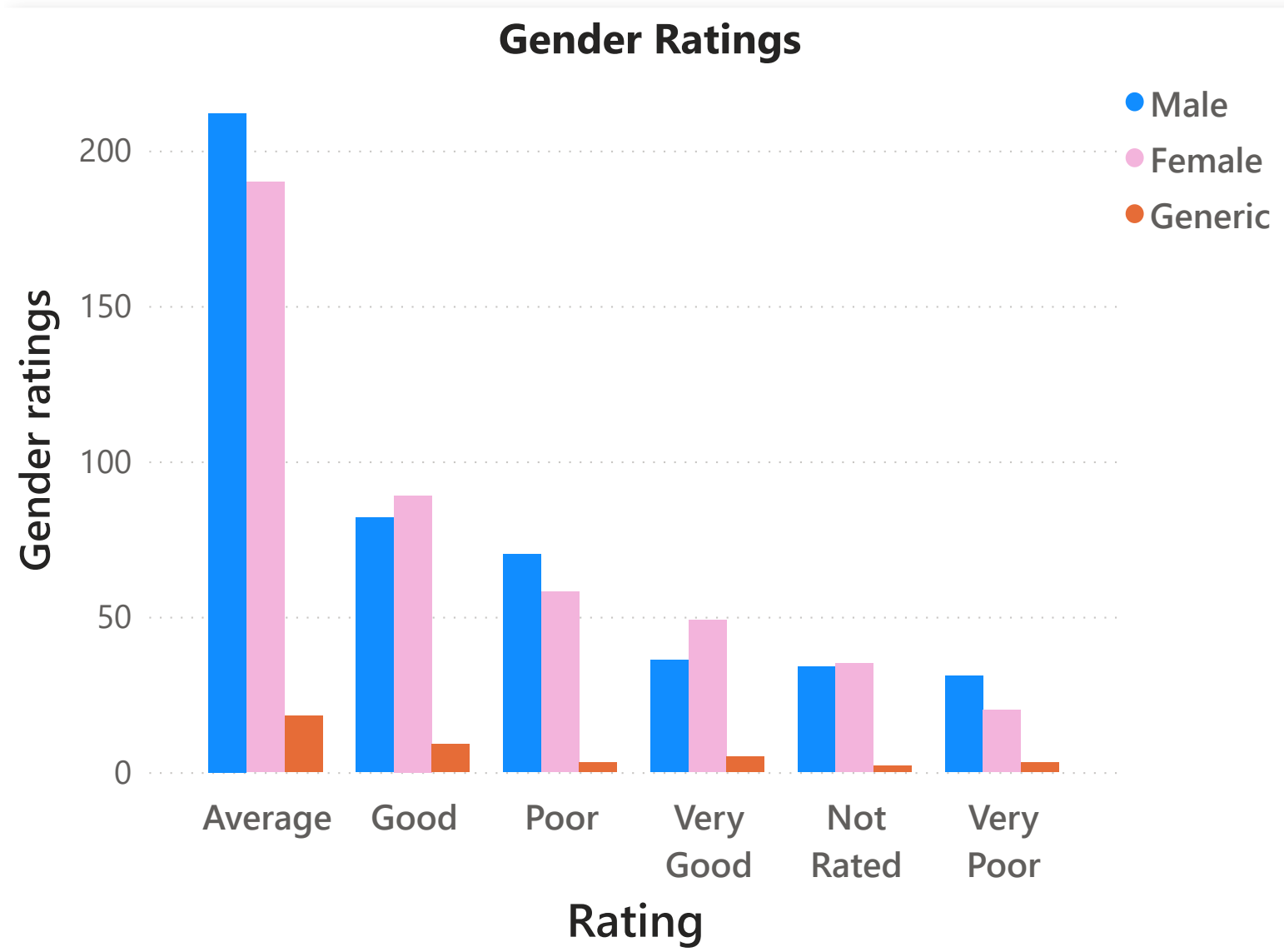
* Palmoria group has 946 employees, 441 females, 465 males and 40 generic genders

* Product management has the highest number of employees for both male and female

Number 1 Continued



*** Clearly, the Kaduna region has the highest number of employees while lagos has the least number of employees**

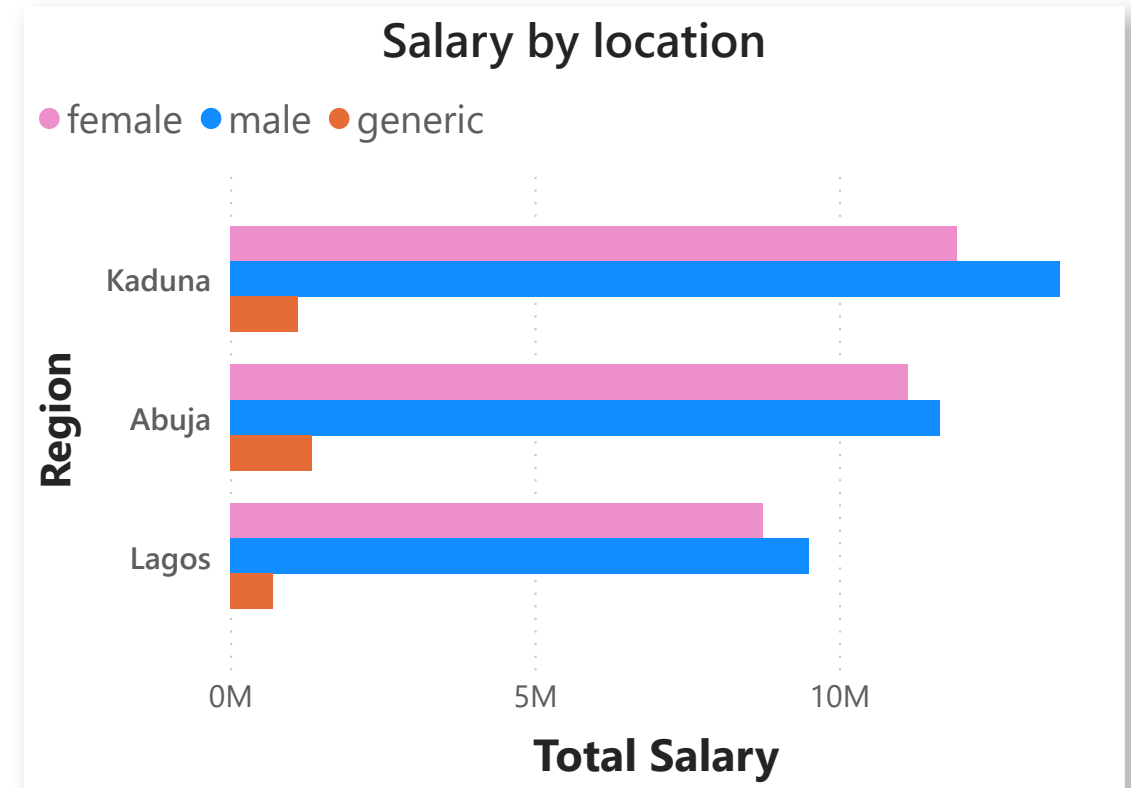
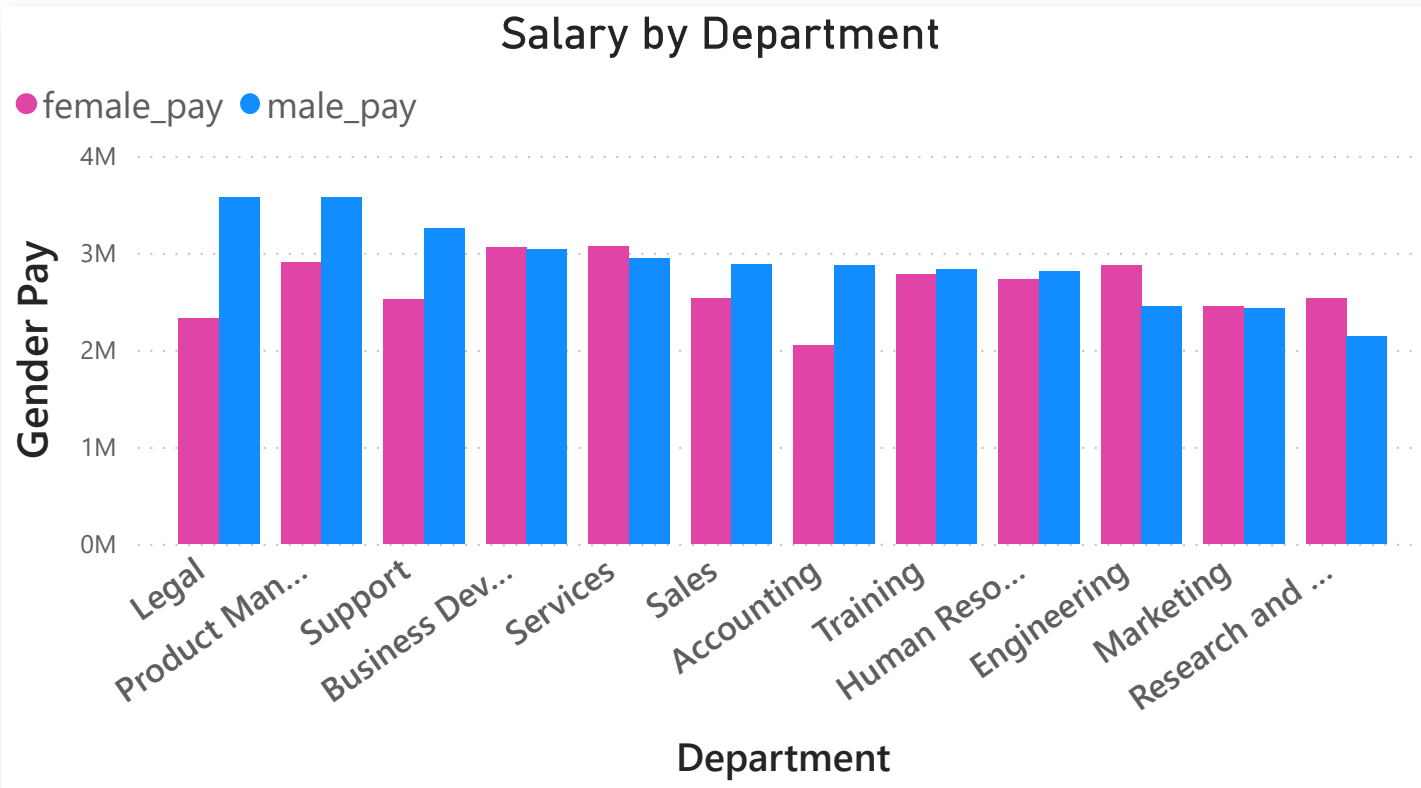


Number 2

*** All in all, females are rated more highly than other genders**

*** For positive ratings, female employees are rated higher than males**

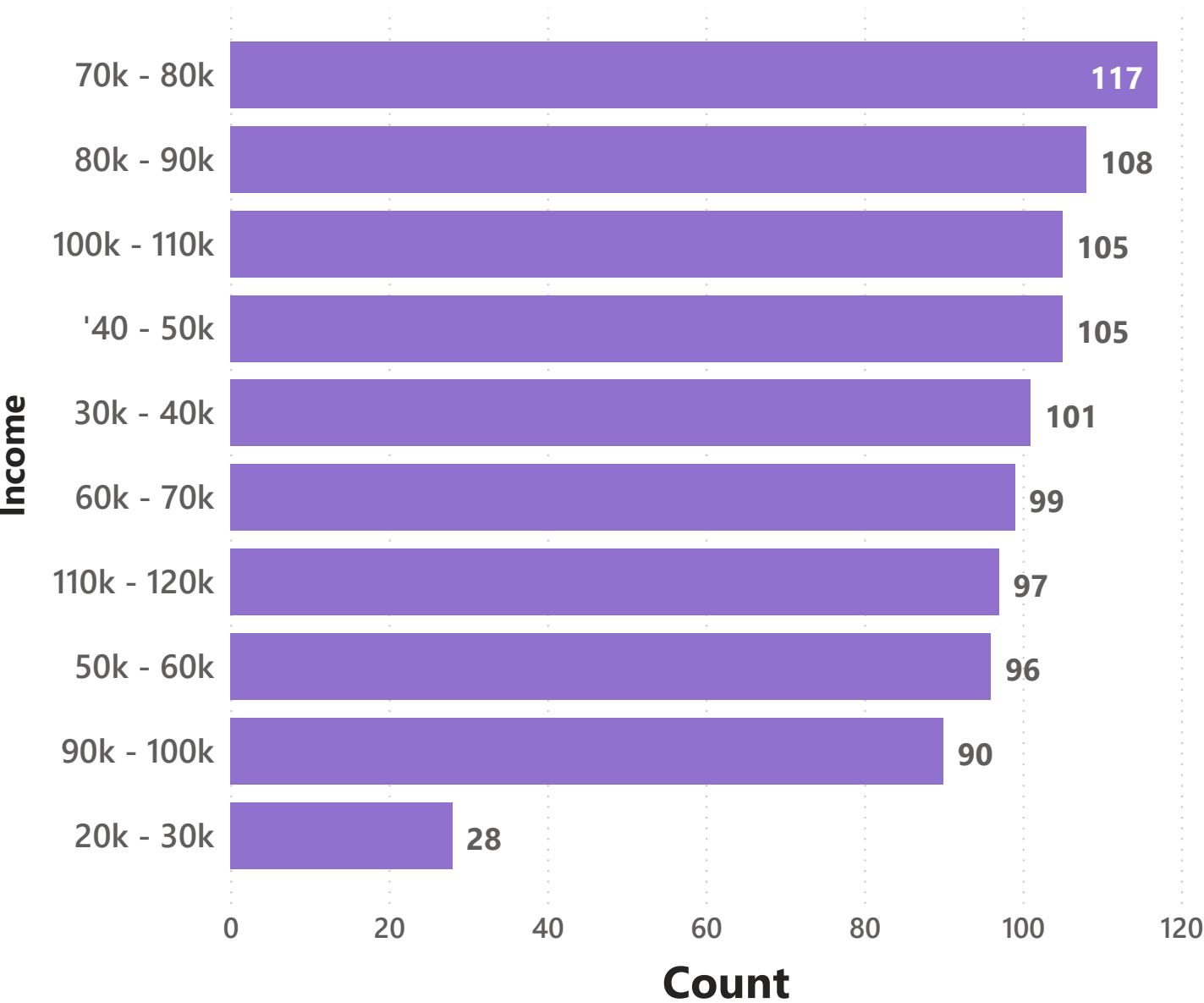
*** For negative ratings, male ratings are more including the average ratings**



Number 3

- * Out of 12 departments, five pays the females more while seven pays the males more. The major reason being that there are more male employees than females.
- * Human resources department should be focused more on cause male employees are being paid more even with a higher number of female employees in the department.
- * Kaduna pays her employees more than any other region.
- * Male employees are paid more in all regions. There are huge gender pay gaps in abuja and lagos.

Pay Distribution



Number 4

*** Palmoria does not meet the requirement as over 290 employees are being paid over \$90,000.**

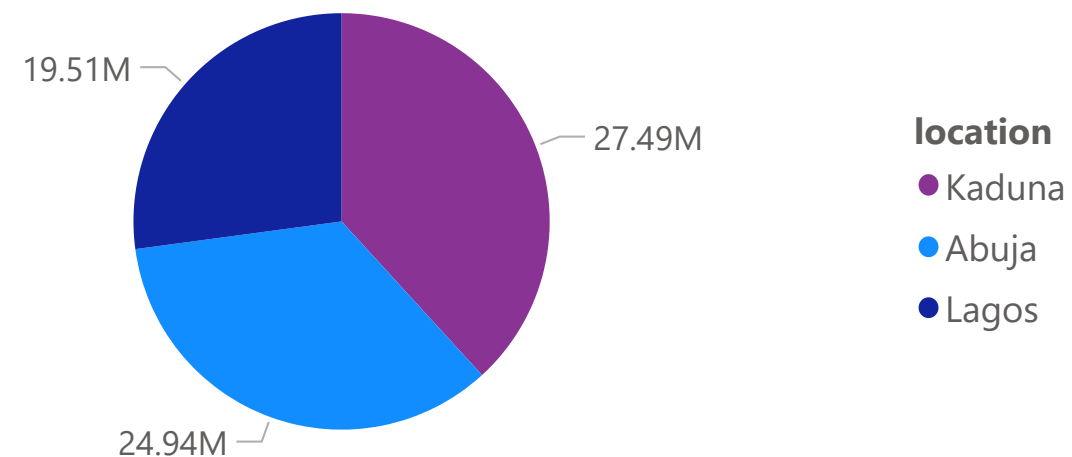
Total Bonus to be paid
2.21M

Total Amount Company Wide
71.93M

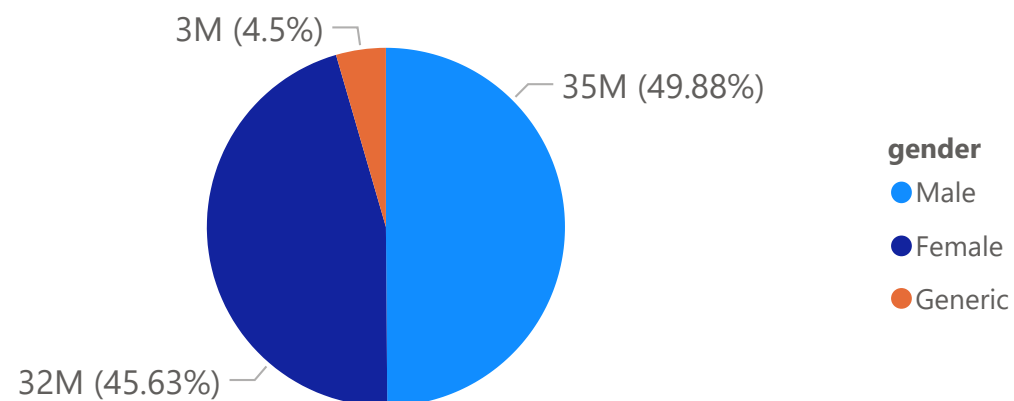
*** After calculating bonus for each employee and including that in the salary, the kaduna region would pay her employees more**

*** Palmoria pays her male employees more**

Payment to be made by region



Salary by gender



Thank You!