



# INTRODUCTION



## **Palmoría Project**

### **Presented by Yannick Nana**



# TASK



**My task was:**

**To show if there is any gender inequality in the three regions of Palmoria Group.**


- .To identify if there is a gender pay gap.**
- .To Analyze the company's salary structure by identifying if there is a gender pay gap in regions and to check if there is any region or department that needs to be improved on.**
- .To reveal if the company meets the minimum wage requirement by the regulatory authority for manufacturing companies.**
- .To find out the bonus and salary of each employee in the company.**



# GENDER ANALYSIS



Total Employees  
 946

Total Male  
 465

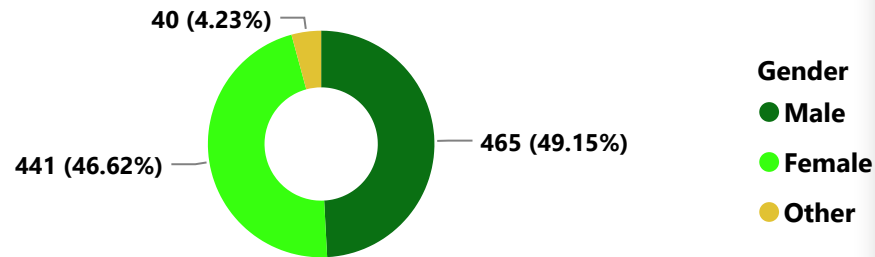
Total Female  
 441

Others  
 40

Location, Department 

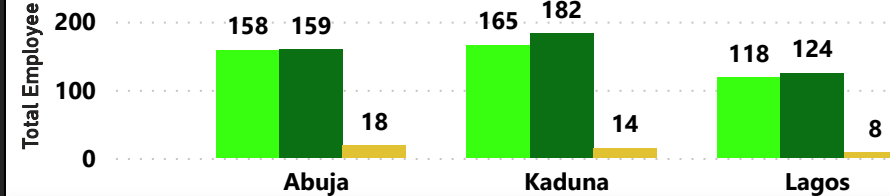
- ☐ Abuja
- ☐ Kaduna
- ☐ Lagos

Total Employee by Gender



Total Employee by Location

Gender  Female  Male  Other

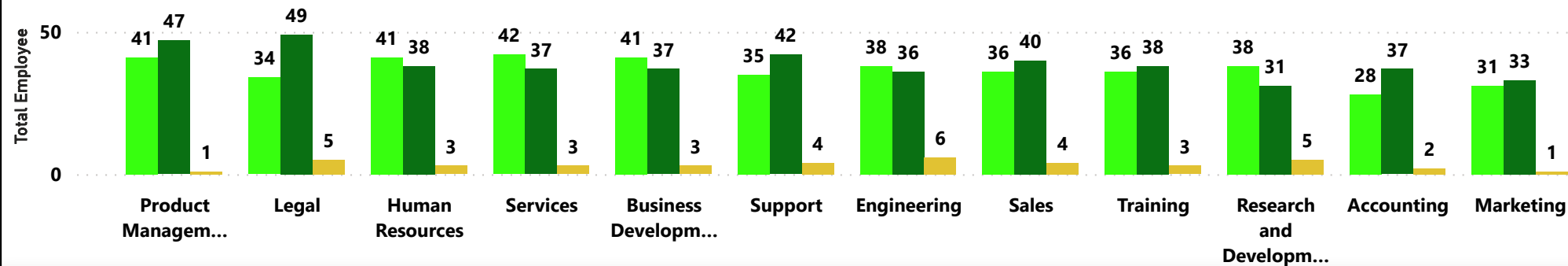


Gender 

- ☐ Female
- ☐ Male
- ☐ Other

Total Employee by Department

Gender  Female  Male  Other



Department 

- ☐ Accounting
- ☐ Business Develop...
- ☐ Engineering
- ☐ Human Resources
- ☐ Legal
- ☐ Marketing

## SUMMARY

In the organization, male had the highest total employee at 465 followed by female at 441 and other at 40, making an overall total of 946 employees. Kaduna region had the highest total employee at 361 followed by Abuja at 335 and Lagos at 250.

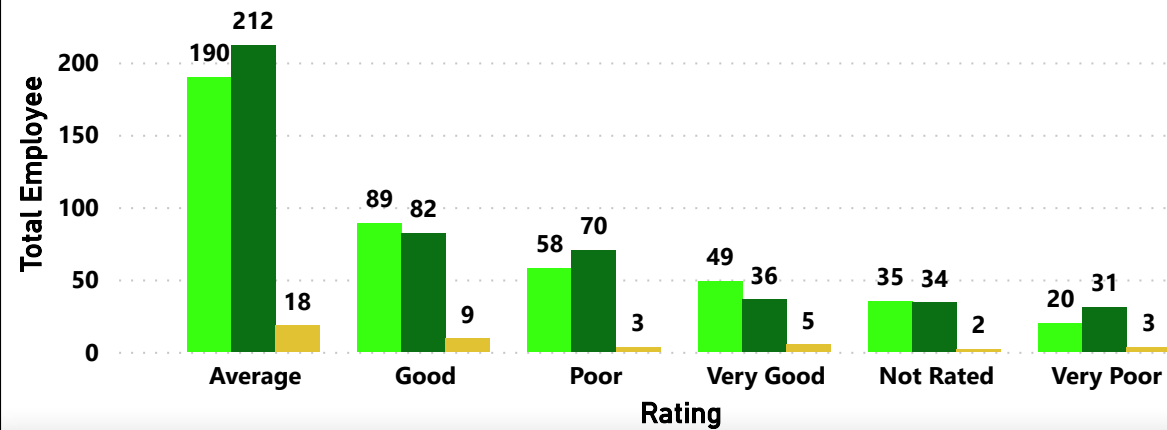


# PERFORMANCE ANALYSIS



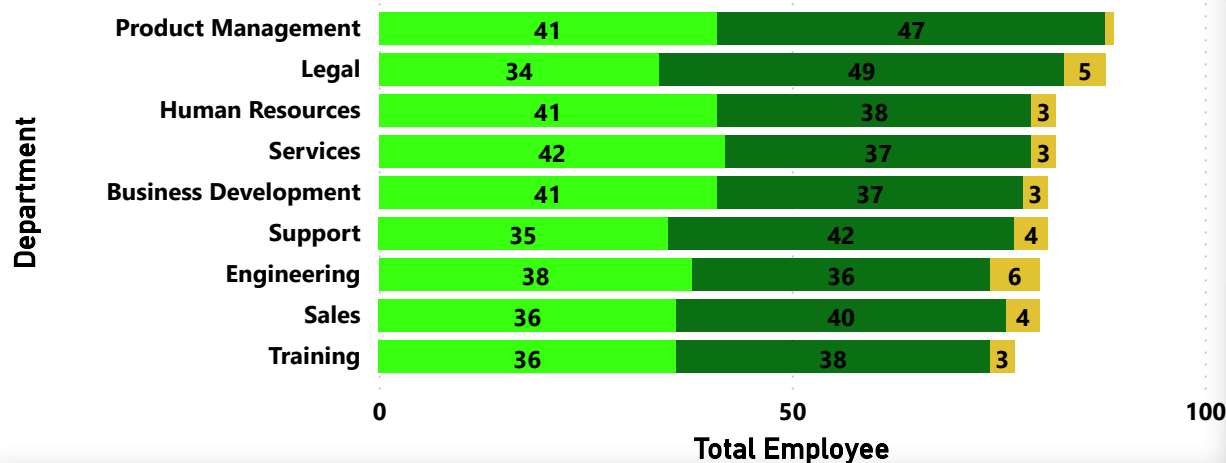
## Total Employee by Rating and Gender

Gender ● Female ● Male ● Other



## Total Employee by Department and Gender

Gender ● Female ● Male ● Other



Gender

- ☐ Female  
☐ Male  
☐ Other

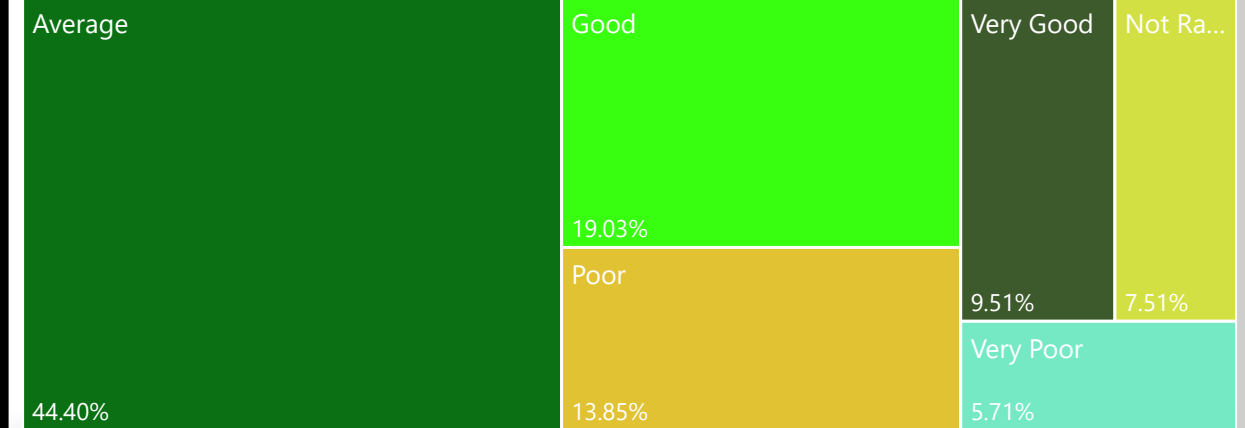
Location

- ☐ Abuja  
☐ Kaduna  
☐ Lagos

Rating

- ☐ Average  
☐ Good  
☐ Not Rated

## %GT Total Employee by Rating




## SUMMARY


In the organization, 138 female employees performance are rated good or very good followed by 118 male employees and other at 14.  
212 male employees performance are rated average followed by 190 female and other at 18.  
101 male employees performance are rated poor or very poor, followed by female at 78 and other at 6.  
35 female employees performance are not rated followed by male employees at 34 and other at 2.





# SALARY STRUCTURE ANALYSIS



**Total Salary**  
 **\$69.72M**

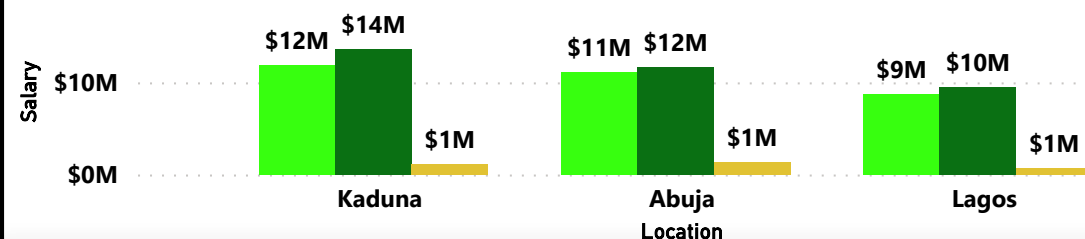
**Male Total Salary**  
 **\$34.78M**

**Female Total Salary**  
 **\$31.81M**

**Others Total Salary**  
 **\$3.13M**

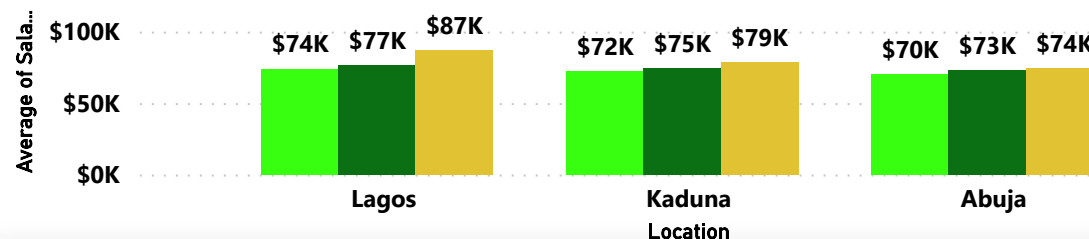
## Salary by Location and Gender

Gender ● Female ● Male ● Other



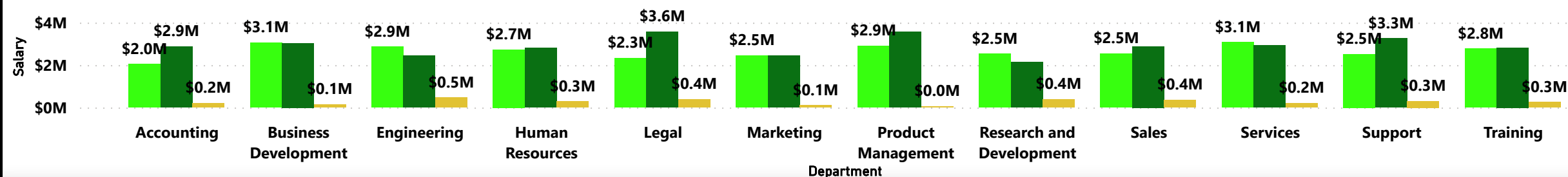
## Average of Salary by Location and Gender

Gender ● Female ● Male ● Other



## Salary by Department and Gender

Gender ● Female ● Male ● Other



## SUMMARY

There is a pay gap across all group of employees, with the female receiving the least.

the Product Management, Legal, Support and Accounting Departments recorded the highest pay gaps.

Kaduna and Lagos Regions also recorded a pay gap of environ one million. The undisclosed recorded the highest average salary.



# SALARY DISTRIBUTION ANALYSIS



Total Employee

 946

Staff Below Min Wage

 654

Staff Above Min Wage

 292

Maximum Salary

\$119.93K

Average Salary

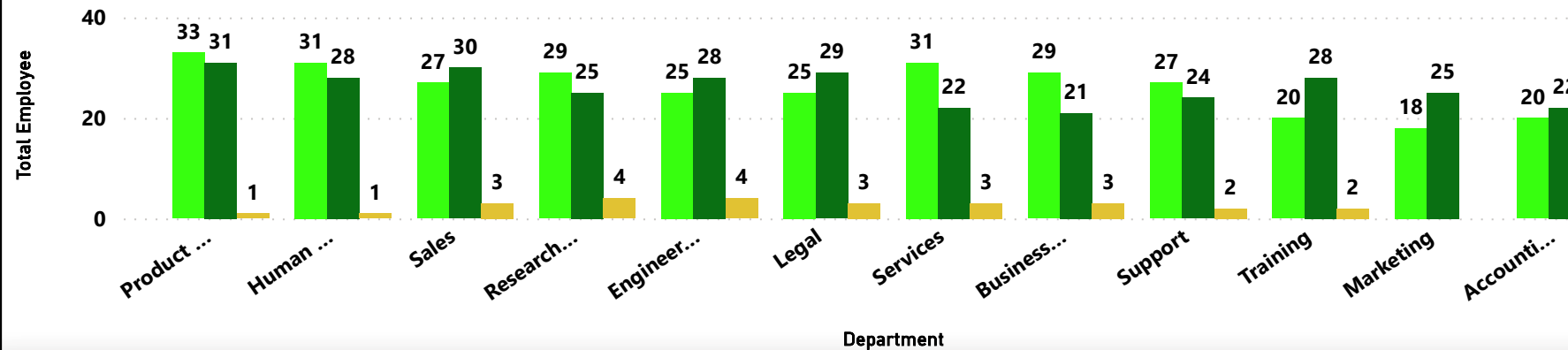
\$73.7K

Minimum Salary

\$28.13K

Employee Below 90k by Region Department and Gender

Gender ● Female ● Male ● Other



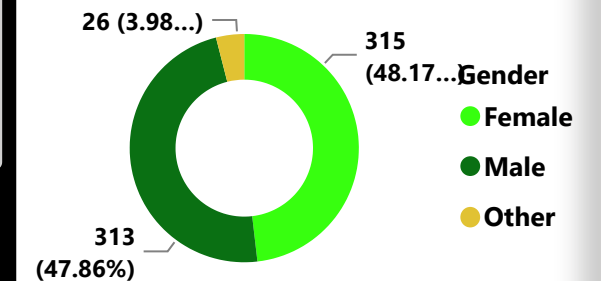
Location

- ☐ Abuja  
☐ Kaduna  
☐ Lagos

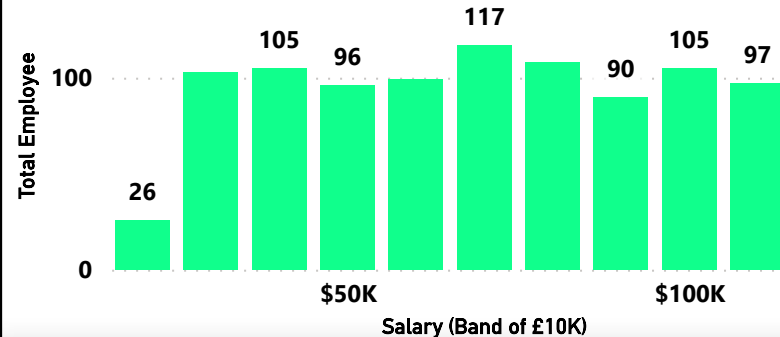
Gender

- ☐ Female  
☐ Male  
☐ Other

Salary below 90k by Gender



Total Employee by Salary (Band of £10K)



Earnings in Band of 10k by Location and Gender

Salary (Band of £10K)	Abuja	Kaduna	Lagos	Total
\$20,000	\$260,530	\$322,450	\$176,150	\$759,130
\$30,000	\$1,304,070	\$1,430,990	\$894,720	\$3,629,780
\$40,000	\$2,034,450	\$1,502,980	\$1,181,820	\$4,719,250
\$50,000	\$2,025,730	\$2,267,540	\$1,017,580	\$5,310,850
\$60,000	\$2,341,410	\$2,448,630	\$1,689,750	\$6,479,790
\$70,000	\$2,610,210	\$3,602,780	\$2,524,890	\$8,737,880
\$80,000	\$2,331,550	\$2,356,120	\$2,574,740	\$7,262,410
Total	\$24,116,280	\$26,652,820	\$18,954,570	\$69,723,670

## SUMMARY

In the organization, a total of 654 employees out of 946 received a salary below \$90,000. It means that the organization does not meet the requirement set by a recent regulation.



# BONUS AND NEW SALARY ANALYSIS



## Total Net Salary

\$71.92M

## Kaduna Net Salary

\$27.48M

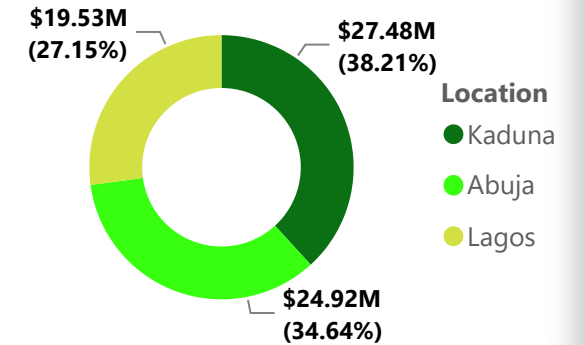
## Abuja Net Salary

\$24.92M

## Lagos Net Salary

\$19.53M

## New Salary by Location



## Employees Bonus and Net Salary

Name	Bonus Amount	Salary	New Salary
Abbie Tann	\$5,826	\$116,520	\$122,346
Abigael Basire	\$2,834.52	\$123,240	\$126,074.52
Abramo Labbez	\$2,541	\$77,000	\$79,541
Abran Danielsky	\$1,145.2	\$32,720	\$33,865.2
Addi Studdeard	\$1,087.5	\$145,000	\$146,087.5
Addia Penwright	\$562.6	\$28,130	\$28,692.6
Addy Pimblett	\$2,126.72	\$66,460	\$68,586.72
Adela Dowsett	\$2,660.56	\$95,020	\$97,680.56
Adelina Cheeseman	\$3,458.76	\$45,510	\$48,968.76
Adella Hartshorne	\$3,333.96	\$82,320	\$85,653.96
Adey Ryal	\$682.5	\$32,500	\$33,182.5
Adi Seawright	\$242.95	\$48,590	\$48,832.95
Adolph Hartin	\$899.6	\$89,960	\$90,859.6
Adolph McNalley	\$1,546.56	\$85,920	\$87,466.56
Adrianne Gave	\$862.84	\$78,440	\$79,302.84
Aeriela Aickin	\$1,201.6	\$37,550	\$38,751.6
Aeriell Cuell	\$541.45	\$108,290	\$108,831.45
Agnes Collicott	\$1,758.75	\$83,750	\$85,508.75
Aida Bleacher	\$0	\$87,810	\$87,810
Aile Strathearn	\$6,646.8	\$114,600	\$121,246.8
Aileen McCutcheon	\$1,024.00	\$80,170	\$81,194.00
Total	\$2,199,279.3	\$69,723,670	\$71,922,949.3

## Department Bonus and Net Salary

Department	Salary	Bonus Amount	New Sal
Accounting	\$5,116,020	\$156,853.77	\$5,272,873.77
Business Development	\$6,244,220	\$192,324.99	\$6,436,544.99
Engineering	\$5,771,190	\$195,733.67	\$5,966,923.67
Human Resources	\$5,816,830	\$174,274.13	\$5,991,104.13
Legal	\$6,290,000	\$165,426	\$6,455,426
Marketing	\$4,990,370	\$190,969.01	\$5,181,339.01
Product Management	\$6,514,920	\$177,165.59	\$6,692,085.59
Research and Development	\$5,064,960	\$189,506.37	\$5,254,466.37
Sales	\$5,772,730	\$159,614.15	\$5,932,344.15
Services	\$6,210,250	\$182,886.19	\$6,393,136.19
Support	\$6,077,360	\$192,246.86	\$6,269,606.86
Training	\$5,854,820	\$222,278.57	\$6,077,098.57
Total	\$69,723,670	\$2,199,279.3	\$71,922,949.3

## SUMMARY

The total salary with bonus paid by the company is \$71.92 million. 38.21% goes to Kaduna, 34.62% for Abuja, and 27.15% for Lagos.

Kaduna and Lagos received highest and lowest percentage of the organization's net salary respectively.

Abuja undisclosed genders received the highest net salary \$1.38 million. Abuja is the location with the highest number of undisclosed gender.



# FINDINGS



- .It was discovered that there was a gender gap. The company employed more male than female. Seven departments had more male employees than females while only five departments recorded more female employees than male.**
- .Female employees were highly rated in terms of performance than the male employees across all regions.**
- .It was discovered that there was a pay gap with the female receiving the least.**
- .The company does not meet up fully with the required minimum wage for manufacturing companies even after adding the bonuses paid to the employees.**





# RECOMMENDATIONS



**Based on my findings, I recommend:**

- .That the company should employ more female to close up the gender gap.**
- .The female employees salary should be at par with the male employees.**
- .The employees salary should be increased so that it meet up with the minimum wage as required by the regulatory authority.**

**Thank you**

**Yannick Nana**