**2017 TO 2018 GENDER PAY GAP DATA**

From 4 April 2018 and every year thereafter, employers with 250 employees or more are required to report on the difference in average male and female pay. These new regulations are part of the government's efforts to close the UK's gender pay gap which currently stands at 18.4 per cent.

Employers are required to report on differences using a calculation of hourly rates and also bonus pay differences recorded on a Snapshot date of 5th April each year. The regulations detail the method of calculation and also how, when and where the information must be published.

Mego Employment Limited is confident that our male and female employees and workers are paid equally for performing equivalent work across our business. The disparity between male and female hourly rates is caused by the fact that we have a high proportion of men working in higher skilled sectors where pay rates are substantially higher and which traditionally have attracted a much lower percentage of female workers.

**Employer's name:**

**MEGO EMPLOYMENT LIMITED**

**Address:**

Mego Employment Ltd, Discovery House, Steamer Quay Road, Totnes, TQ9 5AL

**Sector:**

Business Services (Recruitment and Employment)

|  |  |  |
| --- | --- | --- |
| **Hourly rate** | | |
| Women's hourly rate is | | |
| **1.2% LOWER (mean)** | **5.5% LOWER (median)** |  |
| **Pay quartiles** | | |
| How many men and women are in each quarter of the employer's payroll. | | |
| **Top quartile** | | |
| **90% MEN** | **10% WOMEN** |  |
| **Upper middle quartile** | | |
| **85% MEN** | **15% WOMEN** |  |
| **Lower middle quartile** | | |
| **90% MEN** | **10% WOMEN** |  |
| **Lower quartile** | | |
| **68% MEN** | **32% WOMEN** |  |
| **Bonus pay** | | |
| **Women's bonus pay is** | | |
| **235% HIGHER (mean)** | **96% HIGHER (median)** |  |
| **Who receives bonus pay** | | |
| **1.3% MEN** | **6.3% WOMEN** |  |