2019 to 2020 Gender Pay Gap data

Our business at Mego Employment Ltd is that of an employment agency and employment business the latter of which involves the supply of workers to client employers on a temporary basis who dictate the rates we pay our workers. However, we remain confident that our male and female workers are paid equally for performing equivalent work across our business.

The changes to our gender pay gap data in 2019 to 2020 reflect our ongoing focus on growing our business in the engineering and tech sectors where pay rates are substantially higher than in the food production and business support sectors where we originally focussed. Furthermore, the engineering and tech sectors have historically attracted a lower percentage of female workers which accounts for the variances shown in the table below.

Within our own team of permanent staff, male and female staff are remunerated on exactly the same basis within established salary bands and basic salaries within these agreed relative to experience and achievement.

Bonuses and commission are paid to male and female staff also on exactly the same basis against performance criteria. The variances between male and female staff shown below are accounted for by the variances in performance between different teams and the balance between male and female members in each team.

**Employer's name: MEGO EMPLOYMENT LIMITED**

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

**Sector:** Business Services (Recruitment and Employment)

|  |  |
| --- | --- |
|  **As at 3rd April 2019** |   |
|  **Hourly rate** |   |
|  Women's hourly rate is  |   |
| **Mean** |  | **Median** |   |
| 8.3% |   | 2.8% |   |
| LOWER  |   | LOWER  |   |
|   |   |   |   |
|  **Pay Quartiles**  |   |
|  Top Quartile  |   |
| **Mean** |  | **Median** |   |
| 94.6% |   | 5.4% |   |
| MEN |   | WOMEN |   |
|   |   |   |   |
|  Upper Middle Quartile |   |
| 82.4% |   | 17.6% |   |
| MEN |   | WOMEN |   |
|   |   |   |   |
|  Lower Middle Quartile  |   |
| 77.3% |   | 22.7% |   |
| MEN |   | WOMEN |   |
|   |   |   |   |
|  Lower Quartile |   |
| 75.7% |   | 24.3% |   |
| MEN |   | WOMEN |   |
|   |   |   |   |
|  **Bonus Pay** |   |
|  Men's bonus pay is  |   |
| **Mean** |  | **Median** |   |
| 43.1% |   | 81.4% |   |
| HIGHER  |   | HIGHER  |   |
|   |   |   |   |
|  Who receives bonus pay |   |
| 2.4% |   | 7.7% |   |
| MEN |   | WOMEN |   |
|   |   |   |   |