**2018 TO 2019 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 2018 – 2019 reflect our ongoing focus on growing our business in the engineering and technical sectors where pay rates are substantially higher and which have historically attracted a lower percentage of female workers.

Within our own team of permanent staff, male and female staffare 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 this and the prior year are accounted for by a reduction in the number of female permanent staff relative to male.

**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 | | |
| **5.2% LOWER (mean)** | **10.6% LOWER (median)** |  |
| **Pay quartiles** | | |
| How many men and women are in each quarter of the employer's payroll. | | |
| **Top quartile** | | |
| **94.0% MEN** | **6.0% WOMEN** |  |
| **Upper middle quartile** | | |
| **90.0% MEN** | **10.0% WOMEN** |  |
| **Lower middle quartile** | | |
| **91% MEN** | **9% WOMEN** |  |
| **Lower quartile** | | |
| **70% MEN** | **30% WOMEN** |  |
| **Bonus pay** | | |
| **Men's bonus pay is** | | |
| **83% HIGHER (mean)** | **57% HIGHER (median)** |  |
| **Who receives bonus pay** | | |
| **1.9% MEN** | **2.3% WOMEN** |  |