2020 to 2021 Gender Pay Gap Data

Mego Employment Limited operate as an Employment Agency and an Employment Business. When acting as an Employment Business we supply workers to our Client employers on a temporary basis, who set the rates that we pay our workers. However, we are confident that our male and female workers are paid equally for performing equivalent work across our business.

Our gender pay gap data in 2020 to 2021 reflects a reduction in demand by one of our larger clients who operate in the Engineering sector, where pay rates are substantially higher than in the sectors, where our other clients operate. Historically, the engineering sector have attracted a lower percentage of female workers. This reduction in demand has had the effect of reducing the gender pay gap against that shown in our reported data for the previous year. However, our gender gap pay data also reflects the fact that male workers are more likely to apply for the types of work offered by our clients and this has resulted in us engaging a higher percentage of male workers which also has an effect on the data.

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.

Bonus and commission are paid to male and female staff 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.

Employers Name : MEGO EMPLOYMENT LIMITED

Address : Mego Employment Limited, Discovery House, Steamer Quay Road, Totnes. TQ9 5AL

Sector : Business Services (Recruitment and Employment).

|  |  |  |
| --- | --- | --- |
| HOURLY RATE  |   |   |
|   |  |  |   |
| Women’s hourly rate is  |   |
|   |  |  |   |
| 5.2% |  | 4.8% |   |
| LOWER  |  | LOWER  |   |
| (Mean)  |  | (Median) |   |
|   |   |   |   |
|  |  |  |  |
| Pay Quartiles  |   |   |
|   |  |  |   |
| Top Quartile  |  |   |
|   |  |  |   |
| 85.0% |  | 15.0% |   |
| MEN |  | WOMEN |   |
|   |  |  |   |
| Upper Middle Quartile |   |
|   |  |  |   |
| 77.3% |  | 22.7% |   |
| MEN |  | WOMEN |   |
|   |  |  |   |
| Lower Middle Quartile  |   |
|   |  |  |   |
| 68.2% |  | 31.8% |   |
| MEN |  | WOMEN |   |
|   |  |  |   |
| Lower Quartile  |  |   |
|   |  |  |   |
| 77.0% |  | 23.0% |   |
| MEN |  | WOMEN |   |
|   |   |   |   |
|  |  |  |  |
| Bonus Pay |   |   |
|   |  |  |   |
| Men’s bonus pay is  |  |   |
|   |  |  |   |
| -16.8% |  | 93.5 |   |
| LOWER  |  | HIGHER  |   |
| (Mean)  |  | (Median) |   |
|   |  |  |   |
| Who receives bonus pay |   |
|   |  |  |   |
| 2.6% |  | 8.6% |   |
| MEN |  | WOMEN |   |
|   |   |   |   |