



JANUARY, 2023

Gender Pay Gap Report 2025

www.mcrgroup.ie
info@mcrgroup.ie



About MCR Group

MCR Group has been one of the largest providers of services in Ireland since 1996. Our comprehensive range of solutions includes Cleaning, Security, Concierge, Engineering, and Personnel services, as well as external and internal landscaping and maintenance services through our subsidiaries Ward Security, Doormotion and Greenscene. Further enhancing our service offering, we have also launched a Life Science division, providing tailored soft services to the pharmaceutical, medical device, and food sectors through a highly experienced team. Our commitment to quality and service excellence has enabled us to become one of Ireland's most trusted service providers. We employ a workforce of over 6,000 staff.



Introduction and Rationale

At MCR Group, we prioritise equality and inclusivity. Our organisation upholds a strong commitment to providing equal opportunities to all individuals. With comprehensive policies in place, we ensure that our business fosters an environment where fairness prevails.

The gender pay gap continues to be a significant issue across various industries, including the outsourcing sector, which MCR Group operates in. This gender pay gap is a reflection of existing gender inequalities and can have profound implications for employees, organisations, and society as a whole. MCR Group welcomes Gender Pay Gap reporting as it represents a valuable tool in the pursuit of workplace equality. By shining a spotlight on pay disparities, it encourages organisations, MCR Group included, to take proactive steps towards closing the gender pay gap, fostering a fairer and more inclusive society for all.

While gender pay gap reporting is a significant step towards addressing inequalities, it is essential to recognise its limitations. For example, certain industries or job sectors may be historically dominated by one gender, leading to a concentration of men or women in specific roles or professions. This can result in wage disparities if those roles are valued differently or have varying pay scales.

We recognise the importance of diversity within our workforce and are actively working towards enhancing it in all aspects. Addressing the gender pay gap is a key focus for us, and we are dedicated to reducing this disparity. This includes promoting female representation at leadership levels within our company. Furthermore, as part of our ongoing efforts to enhance diversity, we actively encourage the recruitment of more women into roles that would typically be male dominated, such as security roles.

Reporting focuses on capturing and analysing data, but it may not provide a complete understanding of the underlying causes of the gender pay gap. For example, MCR Group is undertaking analysis to complement reporting including factors such as occupational segregation, career progression and to develop strategies for reducing the gender pay gap.

The following data is a snapshot of a day in June 2025.

Data Set and Insights - 21st June 2025

Employee Figures by Gender

Gender	Number of Employees	Percentage Representation
Male	2,217	70%
Female	954	30%

Mean and Median Gender Pay Gap

Category	Statistics
Mean Gender Pay Gap	14.2%
Median Gender Pay Gap	13.2%
Mean Gender Pay Gap (Part-time)	16.5%
Median Gender Pay Gap (Part-time)	2.7%

On the 21st June 2025, our workforce consisted of 70% male employees and 30% female employees. The majority of male employees hold positions in the security sector, which is traditionally male-dominated in Ireland. These security roles are typically full-time and located in urban areas, with pay rates determined by the Joint Labour Commission through an Employment Regulation Order ("ERO"). On the other hand, the majority of cleaning positions are occupied by female employees, often in part-time roles spread across various locations nationwide. Consequently, the pay rates for these cleaning roles are also governed by an ERO, albeit at a lower level.



Data Set and Insights - 21st June 2025

Mean and Median Gender Pay Gap (Bonus Payments)

Category	Statistics
Mean Bonus Gap	47.9%
Median Bonus Gap	39.1%
Proportion of Men Receiving A Bonus	4.9%
Proportion of Women Receiving A Bonus	4.7%

Mean and Median Gender Pay Gap (Benefit in Kind)

Category	Statistics
Proportion of Men Receiving a BIK	0.8%
Proportion of Women Receiving a BIK	0.4%

Data Set and Insights - 21st June 2025

Mean and Median Gender Pay Gap (Temporary Staff)

Category	Statistics
Mean Gender Pay Gap (Temporary)	N/A
Median Gender Pay Gap (Temporary)	N/A

Representation of Males and Females in Terms of Hierarchy

Category	Statistics
Lower Quartile	Males 58%, Females 42%
Lower-mid Quartile	Males 84%, Females 16%
Upper-mid Quartile	Males 88%, Females 12%
Upper Quartile	Males 88%, Females 12%

Having analysed the data gleaned from this study, we are working on enhancing our Equality, Diversity and Inclusion strategies with a specific focus on achieving gender balance in leadership positions. Our ongoing efforts are aimed at fostering a more equitable representation of both genders throughout our organisation. We remain committed to our goal of achieving balanced gender representation across all areas of our business, and we will continue to strive towards this objective.

Conclusion

This report presents an analysis of the gender pay gap within our organisation based on the available data. The gender pay gap refers to the difference in average hourly earnings between male and female employees. By examining this gap, we aim to identify areas of potential inequality and take steps towards promoting gender equality within our workforce.

A higher proportion of our employees in construction related sectors are male. Their pay rates are dictated by the SEO for the Construction Industry. These rates are considerably higher than those set out by the EROs for the Security and Cleaning industries. 50% of our employees work in the security industry, which is a male dominated industry. The security ERO allows for higher pay rates than the ERO for the cleaning industry.

Our report shows that women are not well represented at the higher levels, we still have a pay gap between men and women. This is largely due to the fact that our higher paid divisions, security and construction, are male dominated. We are actively seeking females to work in our security division. We focus on promoting females who work in our cleaning division to work in our security division by providing them with the relevant training.

This report serves as a starting point for us to actively address the gender pay gap and strive for greater gender equality within our organisation. We remain committed to implementing strategies and policies aimed at eliminating this gap, promoting equal opportunities, and fostering a fair and inclusive work environment for all employees.

This report is effective from May 2026, and an annual report will be published to present updated statistics.

A handwritten signature in black ink, appearing to read 'Kealan Turley'.

Kealan Turley
CEO
MCR Group

Key clients include:

JLL
IPUT
CBRE
Bannon
Aramark Property
BNP Paribas
Cushman & Wakefield
Savills
HWBC
Colliers International
Knight Frank
Bam FM

MSD
Dr Pepper
Viasat
Zendesk
Emirates
Frank Keane Motors
Tirlán
Viatrix
Lidl
AIB
Sysco
An Post

Baxter Healthcare
Boston Scientific
DID Electrical
Dominos Pizza
Aparto
Aryzta Food Solutions
Harvey Norman
HSE
Cappagh Hospital
Ikea
Johnson and Johnson
John Paul Construction

John Sisk and Son
Kerry Group
Lidl Ireland
Meath County Council
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St. James's Hospital
Rotunda Hospital
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MCR Group

Head Office
4-5 The Capel
Building,
Dublin 7, Ireland.
t: 353 1 889 9100
f: 353 1 481 1500
e: info@mcrgroup.ie
w: www.mcrgroup.ie

Other Offices at:
Galway
Cork
Limerick
Tullamore
Donegal
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MCR Group has been one of the largest providers of outsourced staff and services in Ireland since 1996.

MCR Group provides a broad range of service solutions through a number of professional subsidiary companies. In response to the market's growing demand for multi-service suppliers, we provide Labour, Cleaning, Landscaping, Security, Concierge and Engineering services nationwide, currently employing a workforce of over 6,00 employees.

