



Measuring your workforce composition against industry benchmarks

2025



Industry Benchmarking Metrics

There are 3 Impact Evaluation Standard metrics that allow you to benchmark some of your workplace D&I activity against industry standards:

1	IM139	The percentage, above or below the benchmark for your industry, of Full Time Equivalent (FTE) direct employees identifying as females in your workforce	%
2	IM140	The percentage, above or below the benchmark for your industry, of Full Time Equivalent (FTE) direct employees self-declared as ethnic minorities in your workforce	%
3	IM141	The percentage, above or below the benchmark for your industry, of Full Time Equivalent (FTE) direct employees self-declared as disabled in your workforce	%

The % output is calculated by working out the % difference between your workforce composition and the industry benchmark.



Industry Benchmarking Lookup Table

The data within the following lookup table is derived from the Workforce Composition Sector Benchmarks; a document showing ethnicity, gender and disability data, informed by the Office for National Statistics (ONS)' *Labour Market Overview* and *Labour Force Survey*.

		Ethnicity (%)						Gender (%)		Disability (%)
Sector Code	Industry	Asian	Black	Mixed	Other	Ethnic Minorities	White	Male	Female	All
A	Agriculture, forestry and fishing	1.23	0.31	1.26	0.00	2.80	97.01	74.48	25.52	12.00
BDE	Energy and water	3.91	2.71	0.66	1.13	8.41	91.97	76.69	23.31	10.55
C	Manufacturing	5.34	1.79	0.99	1.30	9.42	90.69	74.25	25.75	12.08
F	Construction	2.98	1.72	1.25	0.94	6.89	93.06	84.19	15.81	11.39
GI	Distribution, hotels and restaurants	8.01	2.37	1.57	1.65	13.60	86.31	49.70	50.30	14.42
HJ	Transport and communication	11.13	3.35	1.49	1.73	17.70	81.74	74.40	25.60	12.03
KLMN	Banking and finance	7.87	2.80	1.72	1.86	14.25	85.98	53.01	46.99	13.11
OPQ	Public admin, education and health	7.00	4.62	1.48	1.56	14.66	85.27	34.12	65.88	14.93
RSTU	Other services	4.40	2.21	1.25	1.16	9.02	90.46	46.00	54.00	14.92



Industry Benchmarking Example

The **percentage difference** is calculated by following these steps:

1	Calculate total number of direct full-time equivalent (FTE) employees in your workforce (a)	150 (a)
2	Calculate total number of direct full-time equivalent (FTE) employees IDENTIFYING AS FEMALE (b)	60 (b)
3	Calculate the percentage of your organisations direct full-time equivalent (FTE) employees IDENTIFYING AS FEMALE $((b \div a) \times 100 = c)$	40% (c)
4	Identify the relevant benchmark for your organisation's sector from the lookout table (for e.g., 'other services') (d)	54% (d)
5	Calculate the difference between the benchmark and your organisation's percentage $(c - d = \% \text{ difference})$	-14% ~ below the sector benchmark

A **positive** percentage indicates your organisation is **above** the relevant sector benchmark.

A **negative** percentage indicates your organisation is **below** the relevant sector benchmark.

