

Factsheet Diversity

Current Facts

Gefördert durch



21%

In Germany, women earn about 21% less money than men.

12,4%

The unemployment rate amongst people with disabilities notably went down to 12.4 % in 2017.

36,5 %

About 36.5% of employees in 2020 were older than 50 years.

9,1 Mio

If there is no additional immigration of qualified workers, labour force potential will go down by 9.1 million people between 2015 and 2040.

50%

50% of the predicted skills shortage in Germany could be cushioned by work force diversity, according to business consultation company McKinsey.

3/4

Three thirds of all charter signatories see a need for action if it comes to religion as a diversity dimension.

12%

12% of all homosexual people out themselves in their professional lives.

9

Every ninth person in Germany has a handicap, every eleventh a severe disability.

4 Mio

Through diversity management, an estimated 1.6 to 4 million qualified professionals could be activated for the German job market.

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60%

60% of over 500 interviewed managers from different industries and company sizes worldwide, see the opportunity in Diversity Management to gain access to new markets.

43%

The possibility for higher profits goes up by 43% in companies with an ethnically and culturally diverse board.

70%

In a survey by the Charta der Vielfalt, 70% of the participants support social background as a new diversity dimension.

68 %

68% of all companies see a participative style of leadership as important for innovation.

6 von 10

6 out of 10 students and graduates endorse algorithm-based Job propositions that match their profile. But only 10% find it appropriate if communication happens via chat bots.

21%

The probability for companies to be successful above average is 21% higher, if women are present in top management.

Find out more in our current Factbook

www.charta-der-vielfalt.de/diversity-tag/unsere-unterstuetzung-fuer-ihre-aktion/materialien-downloads

The Diversity Dimensions

Age

The Dimension „age“ plays a big role for organisations in Germany due to demographic change.

Physical and Mental Ability

Diversity management can help to put into focus the abilities of people with handicaps, as well as to optimize work processes.

Ethnic origin and Nationality

The professional and appreciative handling of employees' diversity, as well as the customers', is a factor for success in a globalised economy.

Gender and Gender Identity

The goal of diversity management is to break down stereotypes. Gender identities are very diverse, considering not only male and female, but also trans* and inter* identities.

Religion and world view

Respect towards religion or world view is important, in order for employees to feel comfortable and stay motivated. More and more companies acknowledge that.

Sexual Orientation and Identity

Dealing openly with sexual orientation and identity eliminates pressure to justify oneself and releases motivation and commitment.

Learn more about the diversity dimensions:

www.charta-der-vielfalt.de/diversity-verstehen-leben/diversity-dimensionen