

Factsheet Diversity

Present Facts

39 %

The “Gender Gap Labour Market” refers not only to differences in gross earnings but also differences in working hours and labour force participation. In 2022, it was 39 % in Germany. In comparison: The unadjusted gender pay gap was at 18 % in the same year.

57 %

The labour force participation of people with disabilities has risen steadily in recent years. In the year 2019, it was at 57 %. In comparison, in 2009, 52 % of people with disabilities were in employment.

30 %

Compared to the previous year’s average, the number of vacancies in 2022 increased by 309,577, which equals approx. 30 %. This means that there were more than 1.3 million vacancies for qualified skilled workers.

54 %

54 % of German organisations already see the shortage of skilled workers as a risk today.

80 %

Approximately 80 % of the Charta-signatories see the need for action on the topic of religion as a diversity dimension.

2,4 Mio.

In 2030, the working population between the ages of 65 to 74 years is expected to be at 1.5 to 2.4 million. In comparison, the number of 15 to 19-year-olds is expected to be at 1.1 million. In 2019, these two groups each comprised 1.2 million.

39 %

Last year alone, 36 % and 39 % of trans*, and 38 % and 37 % of inter* people, respectively, experienced discrimination when looking for a job or while being at work in Germany (as of April 2023).

7,8 Mio.

In 2021, there were 7.8 million people with a severe disability living in Germany. This corresponds to 9.4 % of the total German population.

94 %

94 % of respondents to a Page Group study stated that diversity management is important for the global success of a company.

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36 %

Ethnically and culturally diverse companies overly excelled in comparison to homogeneous companies in profitability in 2019 - by 36 %.

38 %

38 % of all the Charta-signatories see diversity measures as an important advantage in order to gain access to markets/ submarkets.

95 %

95 % of the Charta-signatories think organisations have an obligation to combat discrimination on the basis of social background.

43 %

While dealing with applicants, an online survey from 2023 showed, 43 % of companies who train their HR managers regarding prejudices and unconscious bias fill vacancies within two months. Only 32 % of companies without a DEI strategy succeed in doing so.

25 %

Companies are 25 % more likely to be successful above average if women are also represented in top management.

77 %

77 % of surveyed skilled professionals and executives are more likely to apply for a job with a company that truly lives diversity.

70 %

A survey by the Boston Consulting Group came to the result that 70 % of LGBT* employees come out during the hiring process or within the first year of employment if they feel they have the company's support.

69 %

69 % of Gen Z want their private and professional life to be compatible and balanced.

30 %

Through a programme initiated by the Hewlett Packard Enterprise, the company has shown that neurodiverse teams work more effectively: The neurodiverse subgroup achieved a 30 % higher result in productivity while testing software, than the alternate reference group.

The Diversity Dimensions

Age

The “age” dimension plays a major role for organisations in Germany, due in particular to demographic change.

Ethnic background and nationality

When it comes to the diversity of employees and customers, a professional and appreciative handling is a success factor in a globalised economy.

Gender and gender identity

Gender identities are very diverse. People might identify as trans*, inter*, non-binary, or cisgender. Gender identities are not limited to those categories, however.

Physical and mental abilities

Diversity management can help develop awareness of diverse needs and remove barriers in the workplace to promote the different physical and mental abilities of all people.

Religion and worldview

More and more companies are recognising that respecting people’s religions and worldviews is important for employees in order to feel comfortable and stay motivated.

Sexual orientation

Being able to be open about one’s sexual orientation eliminates the pressure to justify oneself, frees up energy and enables greater motivation and commitment.

Social background

Diversity management can foster employees of varied social backgrounds so that each and every skill and talent can be individually developed.

General facts and figures on diversity

The Charta der Vielfalt stands for a holistic approach to diversity that integrates all dimensions equally.

Find out more about the diversity dimensions:

<https://www.charta-der-vielfalt.de/en/for-employers/diversity-dimensions>