By promoting cultural diversity, the German economy could benefit from additional added value of over 100 billion euro.

Almost 33 percent of respondents in a study see AI as an opportunity to prevent discrimination on the basis of various dimensions.

The glass ceiling is still in effect: In 2024, for example, 81 percent of stock exchange board members will be men.

‘Diversity is seen as a future competence and management task’ - 39 percent of respondents to a Haufe survey agreed with this statement.

The workforce is getting older: In 2050, the number of people in the workforce aged between 60 and 74 is expected to increase by 3 percent. In comparison, the number of 15 to 29-year-olds is expected to fall by 1 percent.

90 percent of severe disabilities only occur in the course of life as a result of illness. In Germany, around 9.4 percent of the total population had a severe disability at the end of 2021.
People with a history of migration experience discrimination in the workplace 50 percent more often than people without a history of migration.

The work culture has improved for 88 percent, since people with disabilities were hired.

In addition to differences in gross earnings, the gender gap in the labor market also includes differences in working hours and labor force participation. The higher the value, the greater the differences in earnings. In 2023, it was 39 percent.

According to a survey, around 80 percent of Charter signatories see a need for action on the topic of religion as a dimension of diversity.

In 2023, a survey showed that 43 percent of companies that train their HR managers in dealing with applicants without prejudice fill vacancies within two months. Only 32 percent of companies without a diversity strategy achieve this.

In diverse teams, more than half of non-managerial employees rate their own satisfaction as “good” to “very good”.

15 percent of the anti-discrimination office’s requests for advice relate to age.

A survey by the Boston Consulting Group found that 70 percent of LGBTQIA+ employees come out during the recruitment process or within the first year of employment if they feel they have received support.
Dimensions of Diversity

**Age**
The ‘age’ dimension plays a major role for organisations in Germany, primarily due to demographic change.

**Ethnic origin and nationality**
Dealing with the diversity of employees and customers in a professional and respectful manner is a success factor in a globalised economy.

**Gender**
Gender identities are diverse. For example, people identify as trans*, inter*, non-binary or cisgender. However, gender identities go beyond these self-designations.

**Physical and mental ability**
Diversity management can help to focus on the skills and potential of people with disabilities and to optimise work processes.

**Religion and worldview**
Respect for religion or ideology is important for employees to feel comfortable and motivated. More and more organisations are recognising this.

**Sexual orientation**
An open approach to sexual orientation removes the pressure to justify oneself and frees up motivation and commitment.

**Social background**
Diversity management can promote the skills and potential of employees from different social backgrounds so that all talents can develop.

**General facts & figures on the topic of diversity**
The Diversity Charter stands for a holistic approach to diversity that incorporates all dimensions equally.

Find out more about the diversity dimensions: https://www.charta-der-vielfalt.de/en/for-employers/diversity-dimensions/