

Diversity Factsheet

Current Facts

Gefördert durch



18%

In Germany, women earn about 18% less per hour than men do.

57%

The employment rate amongst people with disabilities grew in recent years. In 2019, 57% were employed or looking for employment. In comparison, in 2009 the rate was 52%.

50%

50% of the predicted skills shortage in Germany could be absorbed by workforce diversity, according to the management consultancy McKinsey.

54%

54% of organisations already see the skills shortage as a risk.

$\frac{3}{4}$

Three-quarters of all Charter signatories see a need for action as regards the diversity dimension of religion.

22%

It is estimated that in 2035 more 65-year-olds will be working than under 20-year-olds. The number of working people in this older age group will likely increase by 22%.

47%

In Germany last year, 47% of intersexual people and 45% of trans* people experienced discrimination when looking for work or at work.

8

One out of eight persons in Germany had a handicap in 2019 – 10.4 million people, of whom ca. 7.6 million had a severe disability.

4,6 mill.

Through diversity management, an estimated 2.2 to 4.6 million qualified professionals could be mobilised for the German job market.

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43%

The probability of higher profits increases by 43% in companies with an ethnically and culturally diverse executive board.

38%

38% of the Charter signatories consider diversity measures an important advantage to get easier access to markets / market segments.

27%

27% of children with university entrance qualifications from non-academic households begin university studies.

55%

55% of the people surveyed regard diversity as a success factor for organisations' ability to innovate.

25%

The probability for companies to have above-average success is 25% higher if women are also represented in top management.

77%

77% of specialist and managerial staff state that they would rather apply to a company that lives diversity.

Clicking on the boxes will take you to the individual sources!

Find out more in our current Factbook:

<https://www.charta-der-vielfalt.de/en/our-projects/german-diversity-day/materials-and-downloads/>

The Diversity Dimensions

Age

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

Physical and mental abilities

Diversity management can help put into focus the abilities and potential of people with handicaps, as well as optimise work processes.

Ethnic background and nationality

Professional and appreciative handling of employees’ and customers’ diversity is a success factor in a globalised economy.

Gender and gender identity

The goal of diversity management is to break down stereotypes. Gender identities are also very diverse, with male, female, trans* and intersexual people.

Religion and worldview

Respect for people’s religion or worldview is important for employees to feel comfortable and stay motivated. More and more companies are recognising this.

Sexual orientation

Dealing openly with sexual orientation eliminates the pressure to justify oneself and frees up energy, enabling greater motivation and commitment.

Social background

Diversity management can foster employees of varied social backgrounds in their skills and potential so that all talented employees can develop.

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/>