

# Factsheet Diversity

## Current Facts

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# 20%

In Germany, women earn about 20% less than men.

# 11.2%

The unemployment rate amongst people with disabilities notably went down to 11.2% in 2019.

# 36.5%

About 36.5% of employees in 2020 were over 50 years old.

# 9.1 mill.

Without additional immigration of qualified workers, labour force potential will decline by 9.1 million people between 2015 and 2040.

# 50%

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

# 3/4

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

# 28.9%

Just under a third of those surveyed in a study speak openly with colleagues about their sexual orientation. In a 2007 survey this applied to only 12.7 percent.

# 9

One out of nine persons in Germany has a handicap, one out of eleven a severe disability.

# 4 mill.

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

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# 60%

60% of over 500 managers interviewed around the world from different industries and company sizes see the possibilities in diversity management to gain access to new markets.

# 43%

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

# 21%

21% of children with university entrance qualifications from non-academic households begin university studies.

# 68%

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

# 6 of 10

6 of 10 students and graduates endorse algorithm-based job offers that match their profiles. But only 10% consider communication using chat bots appropriate.

# 25%

The probability for companies to have above-average success is 25% 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](http://www.charta-der-vielfalt.de/diversity-tag/unsere-unterstuetzung-fuer-ihre-aktion/materialien-downloads)

# The Diversity Dimensions

## Age

The dimension "age" plays a major role for organisations in Germany due to demographic change.

## Physical and Mental Ability

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

## Ethnic Origin and Nationality

The 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 very diverse, comprising not only male and female, but also trans\*, nonbinary and inter\* identities.

## Religion and World View

Respect for religion or world view is important for employees to feel comfortable and stay motivated. More and more companies are acknowledging this.

## Sexual Orientation and Identity

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

## Social Origin

For all talents to be able to develop, diversity management can support employees of various social origins in their skills and potential.

## General facts and figures on diversity

General facts and figures on diversity: The Charta der Vielfalt stands for a holistic approach to diversity that integrates all dimensions equally.

Learn more about the diversity dimensions:

[www.charta-der-vielfalt.de/diversity-verstehen-leben/diversity-dimensionen](http://www.charta-der-vielfalt.de/diversity-verstehen-leben/diversity-dimensionen)