

Factsheet Diversity

Current facts



27%

Only 27 percent of non-academic children start university. Among the children of academics, the figure is 79 percent.

29%

In the Bertelsmann Stiftung's Religion Monitor, 29 percent of respondents saw increasing religious diversity in Germany as an enrichment.

30%

30 percent of queer participants in a Friedrich Ebert Foundation study from 2023 reported experiences of discrimination in working life, especially trans* people.

100 bn.

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

33%

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

81%

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

39%

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

3%

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%

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.

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40%

A study by the Boston Consulting Group from 2023 shows that “first-gen professionals”, i.e. people whose parents have not completed a bachelor’s or higher degree, can create significant added value for organisations: For example, they are 40 percent more likely to have an intrinsic motivation to work.

39%

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.

43%

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.

88%

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

50%

People with a history of migration experience discrimination in the workplace 50 percent more often than people without a history of migration.

80%

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.

55%

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

15%

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

70%

A survey by the Boston Consulting Group found that 70 percent of LGBTIA* 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 an 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/>