

The Equality and Diversity Perspectives in Germany



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Introduction

- Diversity acting as a driver to live to our full potential and wellbeing
- 21Mio out of 84Mio German inhabitants with migrant background
- 8Mio with a disability ^[1]
- Over 400 religious communities
- 7.4% of population identify as LGBT
- Legally anchored rules in Constitution and Laws
- Development and implementation of gender-equitable language increasing in society
- Demographic change brings various challenges for society



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Concept of Diversity

- Diversity arising from USA in 1950s
- Citizen's law, homosexual and women movements as core components
- Various core and outer dimensions of diversity
 - ethnic and national origin, age, social background, gender and gender identity, sexual orientation, physical and mental abilities, religion and belief
- Attempting to incorporate all dimensions equally and consider entirety of diversity
- Different strategies in implementation
 - Inclusion: equal treatment with regard to all identity characteristics
 - Equity: equal participation, opportunities and fairness for all
- Diversity strengthens self-confidence, well-being, innovation and social cohesion



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Legal Basis

- Diversity is mandatory, because diversity is enshrined in law
- German constitution based around ideas of liberty, equality and justice
 - *"Human dignity is inviolable."* - CONSTITUTION (GG) ARTICLE 1
- International level
 - [Universal Declaration of Human Rights](#), [Charter of Fundamental Rights of the European Union](#), [UN CRPD](#), etc
- National level
 - [Basic Law \(GG\)](#), [General Equal Treatment Act \(AGG\)](#), [Federal Equal Opportunities Act \(BGlEiG\)](#) and many more
- Laws as well on state level and in universities
- 31.4% of Germans have experienced discrimination in relation to a characteristic of equal treatment protected by law ^[2]
- 2006 foundation of the anti-discrimination office
 - Commissioned to implement and realize the anchored rights
 - Free juridical consultancy for all people on rights and entitlements
 - Most experiences of discrimination reported in working life and in access to private services
- Germany funds independent scientific analysis of developments in society
- Attempts being made to ensure people from different backgrounds are represented in political decision-making processes



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Age Equality

- 15% experienced discrimination due to being considered "*too young*" or "*too old*" [3]
- Older people experience discrimination in job searches, applications and digitalization requirements
- Young women are disadvantaged due to fear of pregnancy and maternity breaks
- Study "Images of age and age discrimination" [4]
 - For 69% of GenZ the issue of work-life compatibility is a key need
 - 73% say that older people are calm and level-headed when dealing with important issues in life
 - 40% say young people are being let down by older people in tackling climate change
 - 32% agree with "older people should "make room" for the younger generation by giving up important professional and social roles
- Economy in need of rethinking and restructuring to keep performance
- Labor force participation of 60 to 64-year-olds increasing more than in any other age group, currently 63.3% [4]



Ethnic Background

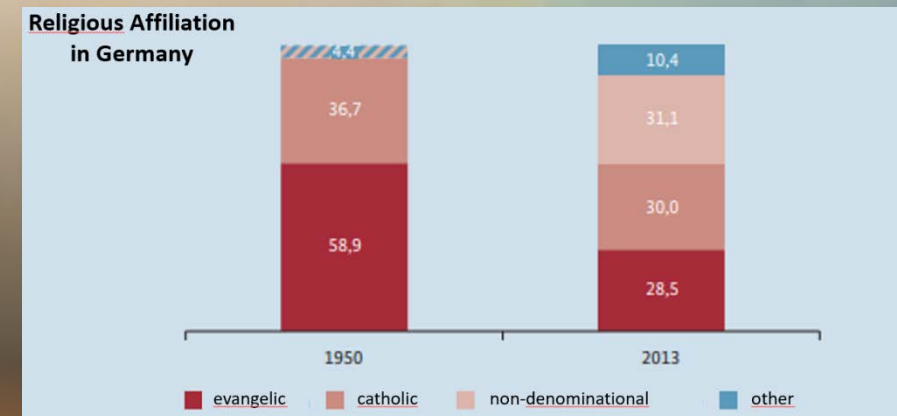
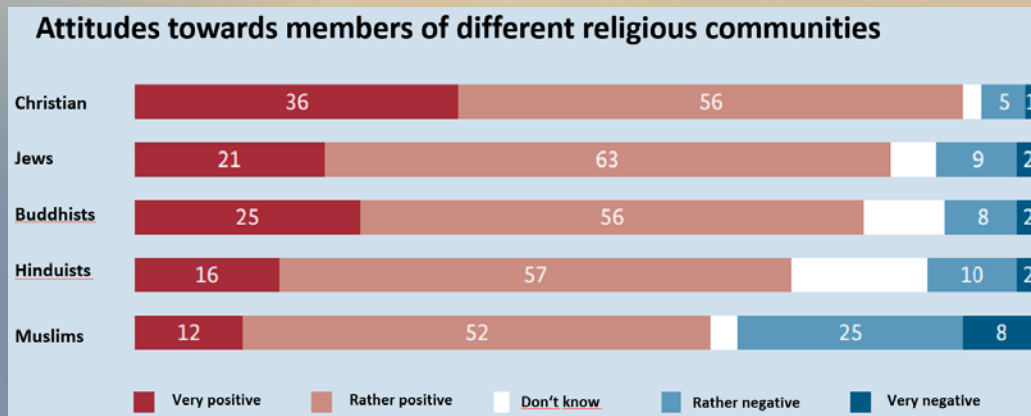
- Issues of ethnic origin, migration and racism are closely linked
- 30% of German population with migrant background
- 17% of German population are foreigners
- 42% of Migrants experienced national origin as a negative factor in the recruitment process ^[5]
- Majority of German voters surveyed are open to immigration ^[6]
 - Half of the respondents' position in a "flexible middle": they are open to immigration, but also see the challenges
 - Strong supporters and vehement opponents of migration each make up a quarter of respondents
- 80% find that anyone who has fled to Germany, has integrated well here and has a job should be allowed to stay
- Most mentioned concerns of Germans connected to migration: ^[6]
 - 86%: Increase in racism and right-wing violence
 - 81%: Increasing division in society
 - 73: Increasing criminality
- Sceptical views on migration are decreasing over the past years
- But: Sceptical views on refugee immigration are increasing, accumulating in the last few years
- German approaches "melting pot" but is also experiencing "salad bowl" integration forms
- Concluding all shows that most Germans have an approach towards a diverse society with being aware of challenges



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Religion and Worldview

- 55 million people are members of a religious community
- Clear majority of people in Germany say they are in favor of equal treatment for all religions
- Expansion of religious instruction for non-Christian religious communities advocated by majority
- 50% see religious diversity as cultural enrichment [7]
- 74% see religious diversity as a cause of conflicts
- 42 percent are skeptical about the practical consequences (e.g. days off work for people from religious minorities)
- 67% consider unjust that still religious facilities are allowed to require a declaration of belief in their religion as a precondition for employment
- Due to Germany's history, there is big awareness of especially antisemitism
- Number of non-denominational people continues rising since decades



World of Work - Trends

- 63% of all employers expect diversity to become more relevant as an approach to managing organizations in the future
- 67% see concrete benefits for their companies with diversity
- Scientific study "*Delivering through Diversity*" from 2018 shows that diversity can lead to greater business success, especially in German companies
- 50 percent of Germans would prefer companies that value diversity in their workforce when looking for a job
- In 2006, 3,800 companies and institutions have signed the German "[Diversity Charter](#)"
- Big network aiming to implement a diverse structure in economy
- The aim is to achieve not only equal treatment, but equal treatment according to personal needs
- Measures taken can be Flexible working hours and location or barrier-free accessibility

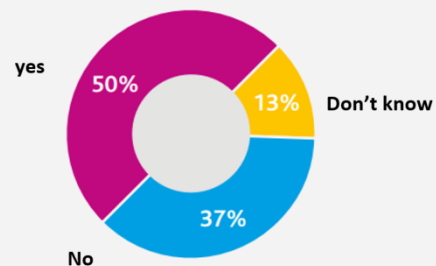


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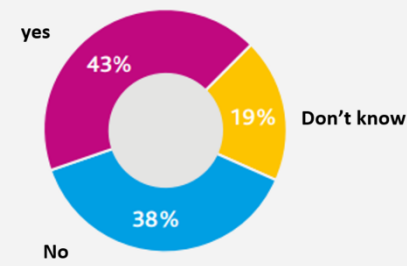
World of work - Challenges

- Process of restructuring towards more diversity is progressing slowly
- Organisation for diversity BGA publishes annual reports on diversity in the top companies
 - While a few can improve
 - Many stagnate or even decrease in the diversity indices
- In 2021, 29% of management positions in German companies were held by women ^[1]
 - EU Ranking: place 20 out of 28
- 1 out of DAX top 30 companies is led by a women
- Adjusted gender pay gap of 39% (unadjusted: 18%)^[8]
- 9% have been victims of sexual harassment at work
- 39% of trans* people experienced already discrimination during employment
- Labor force participation of people with disabilities continues to rise due to various measurements

The integration of refugees into the labor market has a positive impact on companies ^[5]



German companies are more open and better at dealing with diversity than before ^[5]



Literature

- [1] <https://www.lpb-bw.de/diversity#c47786>
- [2] [https://www.antidiskriminierungsstelle.de/agg-schuetzt/agg-schuetzt_node.html#:~:text=Das%20Allgemeine%20Gleichbehandlungsgesetz%20\(AGG\)%20verbiehtet,und%20M%C3%A4nner%20m%C3%BCssen%20gleichbehandelt%20werden](https://www.antidiskriminierungsstelle.de/agg-schuetzt/agg-schuetzt_node.html#:~:text=Das%20Allgemeine%20Gleichbehandlungsgesetz%20(AGG)%20verbiehtet,und%20M%C3%A4nner%20m%C3%BCssen%20gleichbehandelt%20werden)
- [3] https://www.antidiskriminierungsstelle.de/SharedDocs/forschungsprojekte/DE/UMFRAGE_DiskrErf_in_Dtschl.html?nn=304440
- [4] https://www.antidiskriminierungsstelle.de/SharedDocs/aktuelles/DE/2022/20221215_studie_altersbilder.html
- [5] https://www.charta-der-vielfalt.de/uploads/2023_DDT_Factbook.pdf
- [6] <https://www.fes.de/themenportal-flucht-migration-integration/umfrage-was-die-deutschen-ueber-migration-denken>
- [7] <https://de.statista.com/statistik/daten/studie/168689/umfrage/meinung-zu-religioeser-vielfalt-in-deutschland-und-europa/>
- [8] <https://www.bmfsfj.de/resource/blob/184544/c0d592d2c37e7e2b5b4612379453e9f4/dritter-gleichstellungsbericht-bundestagsdrucksache-data.pdf>
- <https://www.charta-der-vielfalt.de/>



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Thanks for your attention!



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