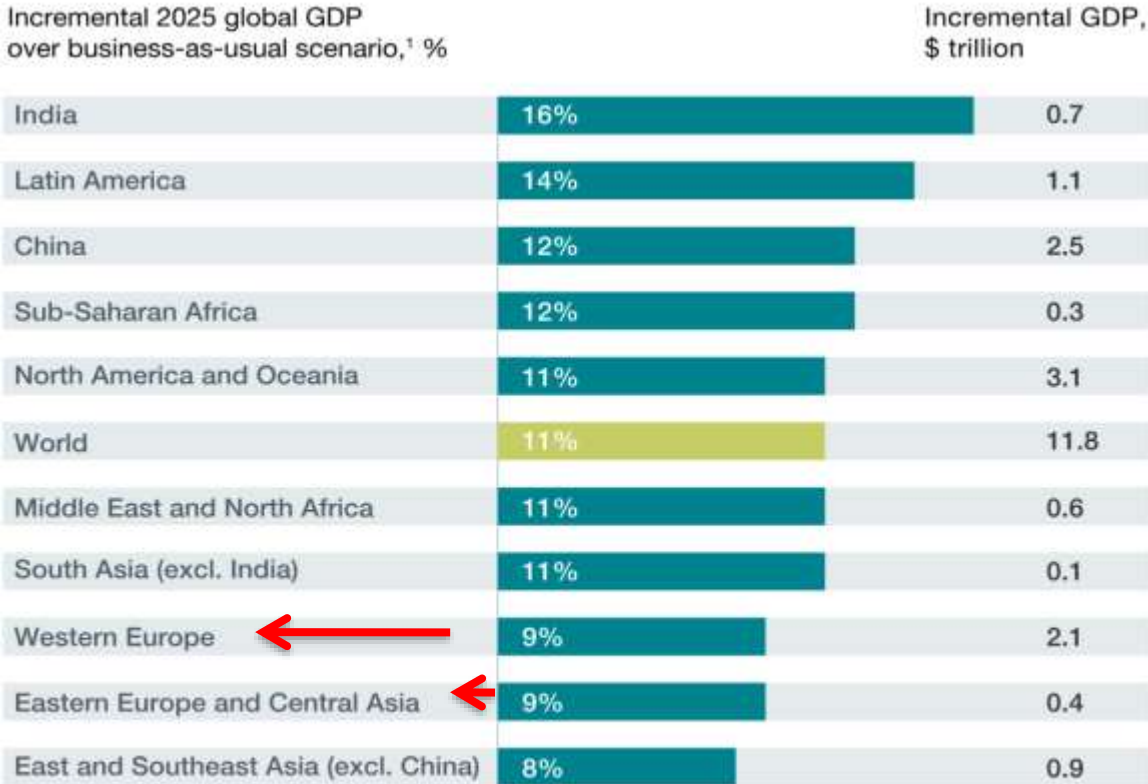




Why Diversity Charter: Contexts and Visions

Karolis Žibas

Think globally, act locally: gender equality in labour markets until 2025 = global GDP growth by 28 trillion USD or 26%



Eliminating extreme poverty in the world in 20 years requires about 175 billion USD every year

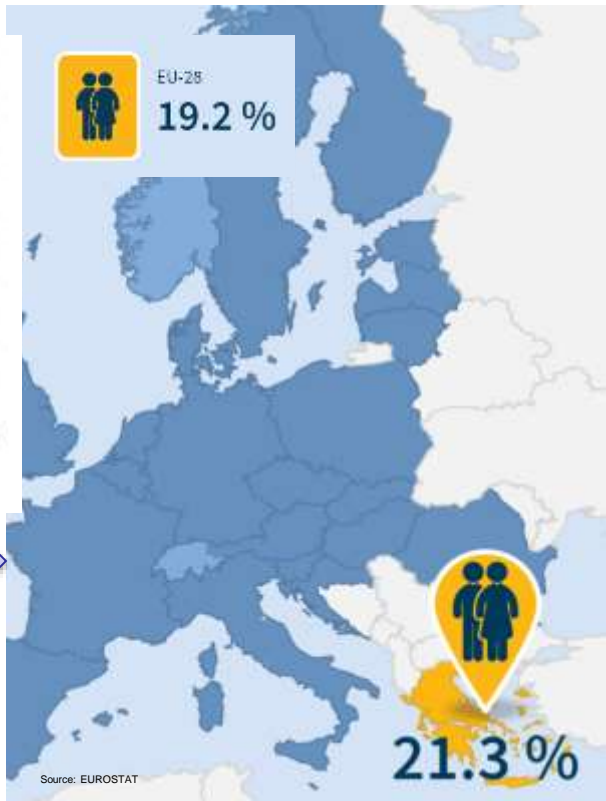
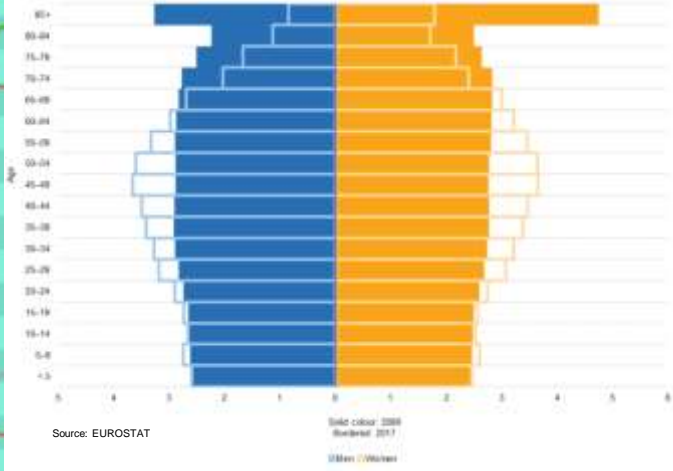
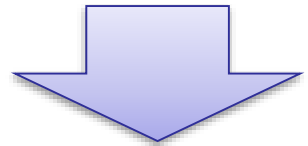
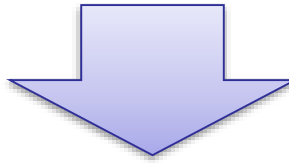
The gender pay gap in Greece is 12.5%, which means that women are unpaid more than 1 month per year

¹Sample = 95 countries.
Source: IHS; ILO; Oxford Economics; World Input-Output Database; national statistical agencies; McKinsey Global Growth Model; McKinsey Global Institute analysis

PERCENTAGE OF THE POPULATION AGED 60 YEARS OR OVER,
ESTIMATED FOR 1980-2017 AND PROJECTED TO 2050



According to Eurostat, Italy, Greece and Germany has the highest rates of age over 65 in the EU



2016



1996

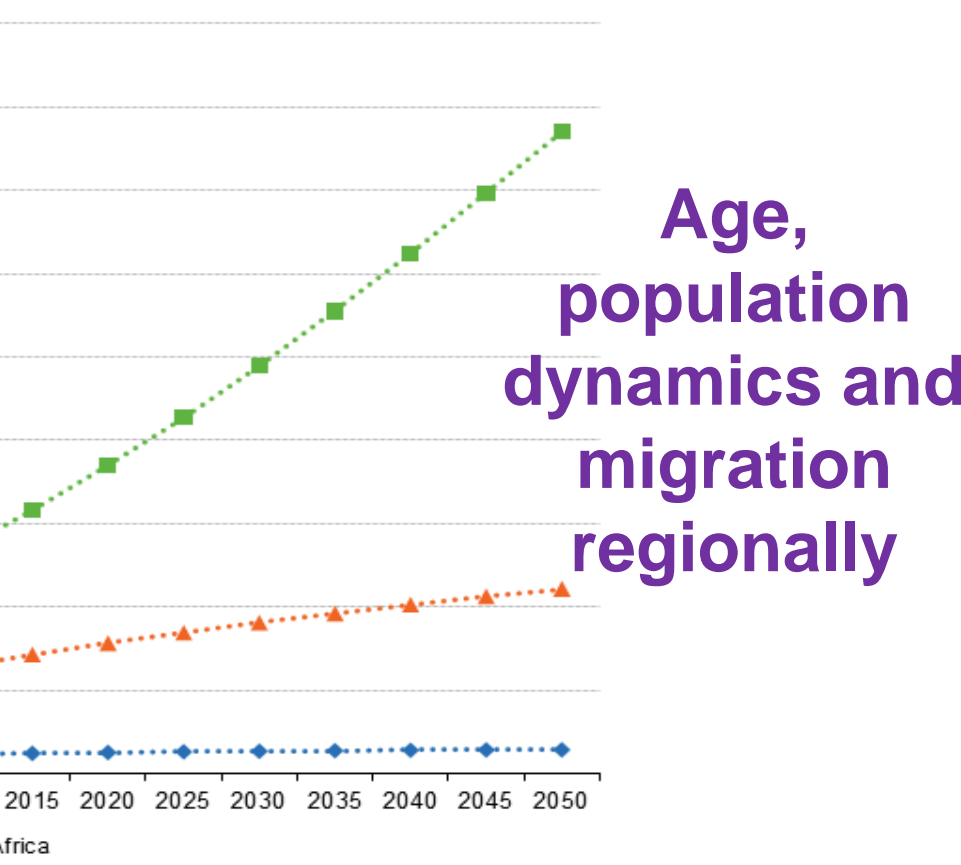
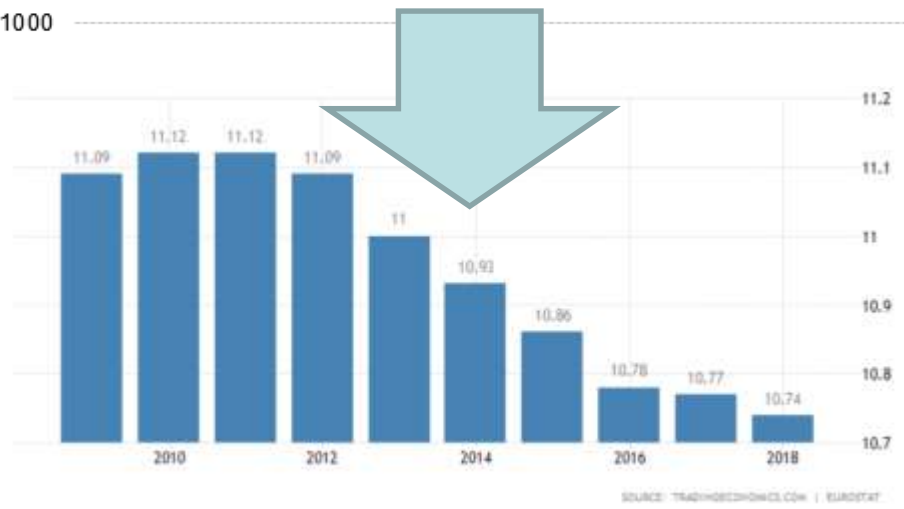


1976



It is estimated that the population in Greece will decline from 11 mln. in 2013 to 8.3 mln. in 2050 (HAGG 2018)

Around 80–85% of population growth in the EU is due to immigration from non-EU countries

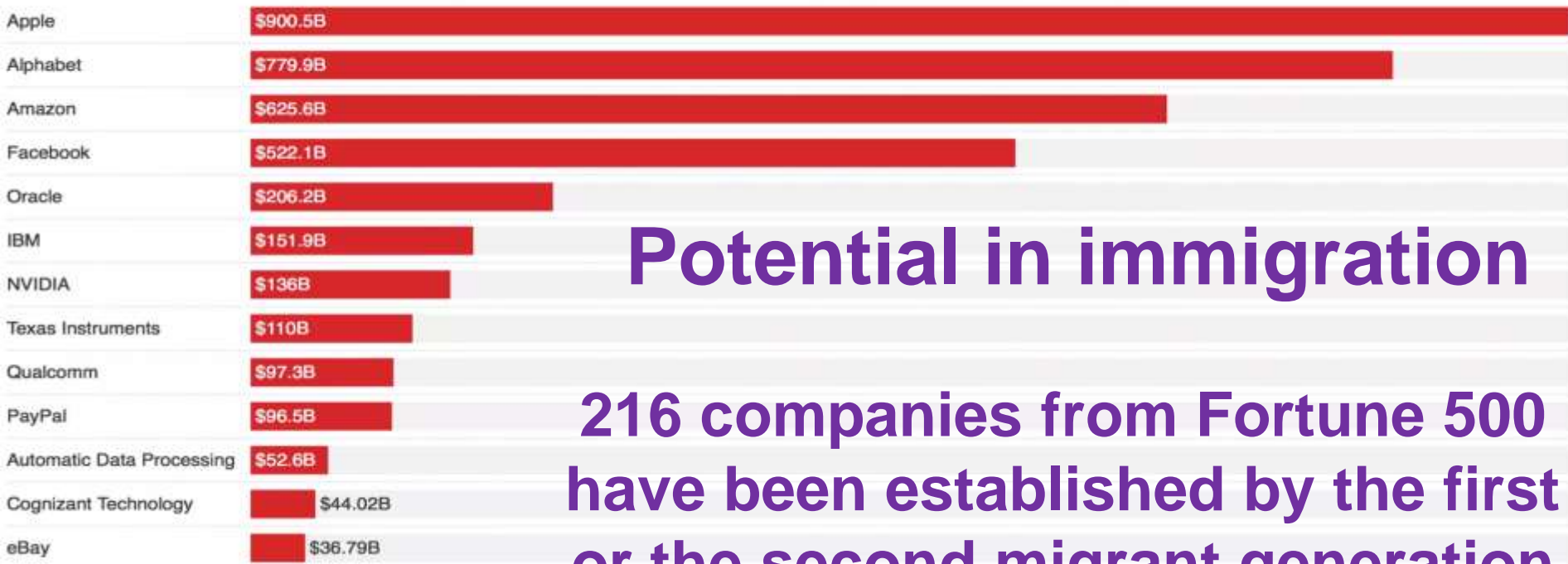


Age, population dynamics and migration regionally

In 2015, 44% of newly registered companies in Germany have been founded by people with foreign passports, compared to 13% in 2003. Migrants have created one of the seven companies in the UK, and at the same time, 14% of work places

U.S. tech companies founded by first- or second-generation immigrants

By Jan. 12, 2018 market cap



Potential in immigration

216 companies from Fortune 500 have been established by the first or the second migrant generation

Source: FactSet (market cap), Kleiner Perkins (companies)

Potential 'there': Zaatari refugee camp in Jordan

~3000 informal shops and businesses



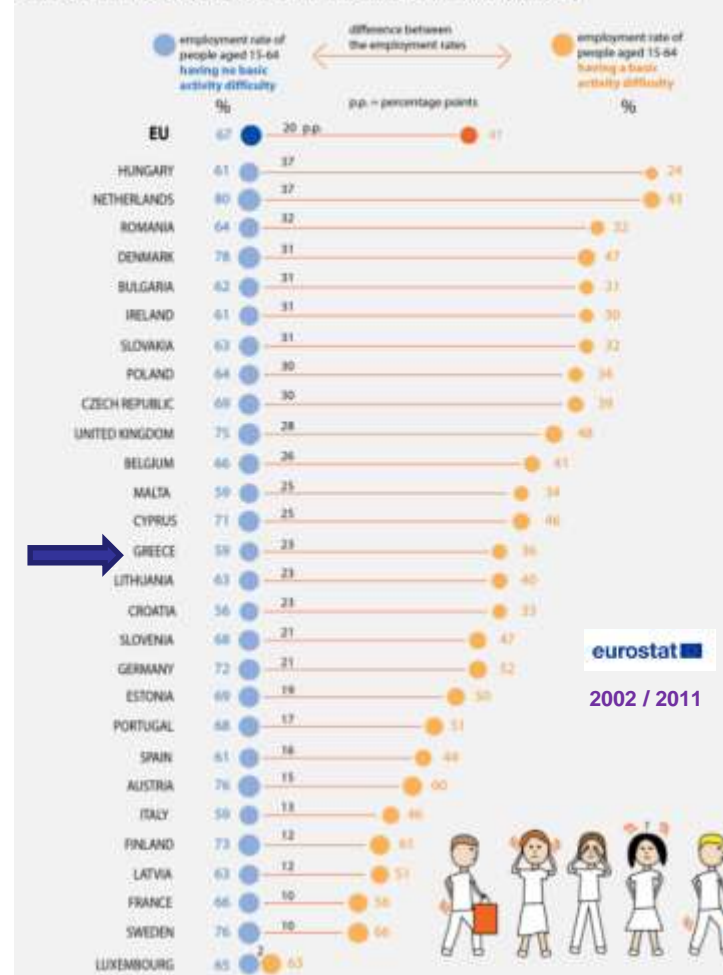
Disability: unused resources for business and social welfare

‘Global race’ for talents, while:

- ~1 billion people or more than 10% of the world's population have a disability, of which:
- 80-90% unemployed in developing countries
- 50-70% unemployed in developed countries
- WORDING! Is it really *disable people* or *differently abled people*?

Less than one person out of two with basic activity difficulties is employed

Employment rate of people aged 15-64 with and without basic activity difficulty



Diversity management: business development and social welfare

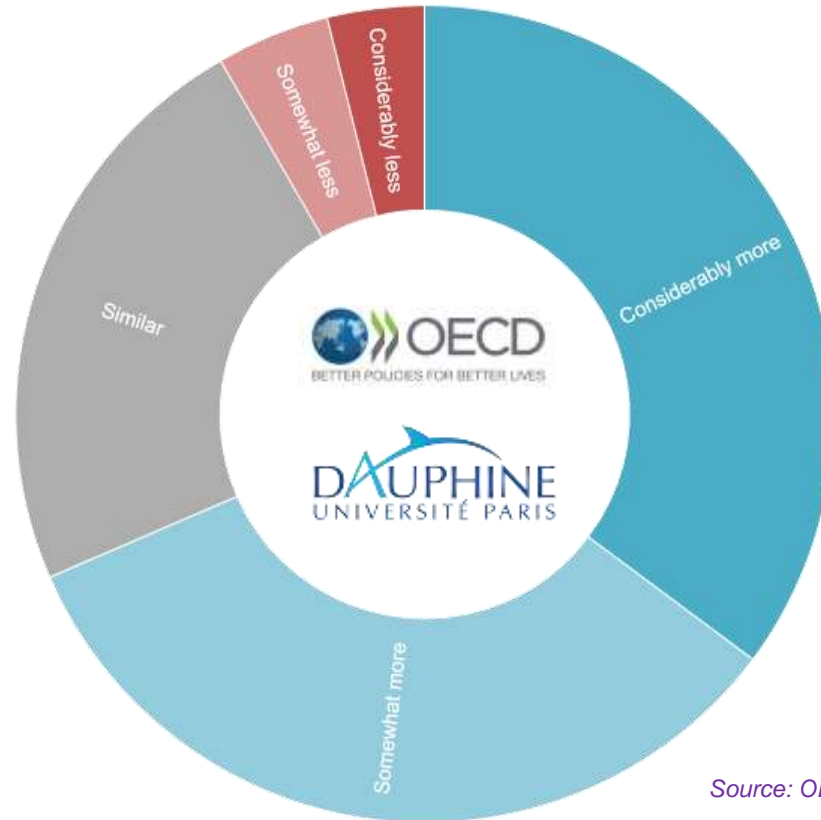
- Pool of talent: attracting and retaining
- Reputation / image and branding
- Marketing, innovations, competitive advantage
- Risks reduction
- Problem-solving
- Customer orientation
- Bridge ...

The study found that 89% of respondents agreed that the diversity of employees offers many benefits to the business
(The Economist 2018)

According to managers, diversity has a significant positive impact on the management of highly qualified workers (71%), employee satisfaction (64%), cooperation in the workplace (57%), and company reputation
(The Economist 2018)

Two-thirds of employees in the US have indicated that diversity is an important factor for evaluating job offers
(Glassdoor 2014)

2 in 3 companies think that the topic of diversity management has become more important in their company in the past five years



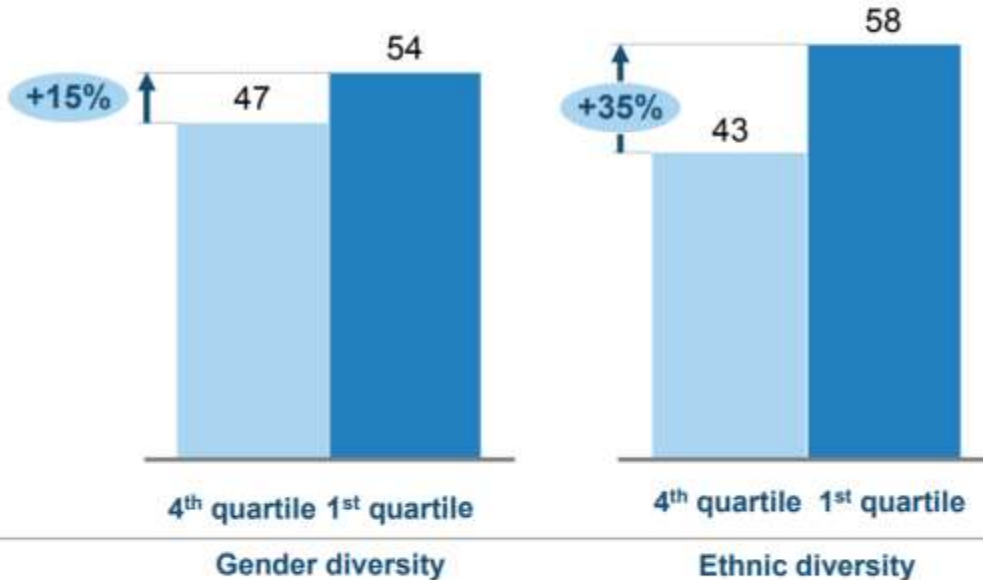
... as indicated by 2400
HR representatives in
12 OECD countries

Source: OECD-Dauphine HR Survey (2018)

How diversity correlates with better financial performance

Likelihood of financial performance above national industry median, by diversity quartile

%



The companies in the top quartile for gender diversity were 15 percent more likely to have financial returns that were above their national industry median, and the companies in the top quartile for racial/ethnic diversity were 35 percent more likely to have financial returns above their national industry median

Non-selective approach towards diversity



Diversity
Charter
Lithuania

Instrument to fight exclusion and inequalities by going 'extra mile'



Diversity
Charter
Lithuania

Open platform for everybody: private and public



RACE,
NATIONALITY,
ETHNICITY
rasė, tautybė,
etniškumas



DISABILITY
negalia



Diversity
Charter
Lithuania



DIVERSITY AS NON-DISCRIMINATION AND EQUALITY

įvairovė kaip nediskriminavimas
ir lygybė



Initial phase 1st level



PRO-ACTIVE APPROACH: WELCOMING DIVERSITY AND INCLUSION

iniciatyvus požiūris –
priimti įvairovę ir skatinti įtrauktį



Diversity management 2nd level



DIVERSITY IN CAPACITIES: CREATION OF INCLUSIVE WORKPLACES

gebėjimų įvairovė:
įtraukios darbo vietos kūrimas



Extra mile 3rd level



Diversity
Charter
Lithuania



Thank you!

www.diversity.lt

www.diversitygroup.lt