

A portrait of Christian Atkinson, a man with dark hair and a friendly smile, wearing a dark suit, a blue and white striped shirt, and a red tie. The text 'WE' is overlaid on a red rectangular background to the left of his chest.

WE

COMMITTED...



We believe that having an impact on diversity goes beyond our own actions. It should resonate within our client and candidate community. As a global recruitment firm, we committed to promote diversity in the workplace and to raise awareness about the value of women's empowerment.

**Christian Atkinson**

Country Head  
Robert Walters Switzerland

The Robert Walters logo, consisting of the company name in a serif font, with a dark teal horizontal bar above and below the text.

**ROBERT WALTERS**

# ...THIS IS

# THE IMPACT

From the start of our business, we've always been involved in exploring how companies we are recruiting for could ensure their working environment is diverse and inclusive of men and women from all backgrounds.

Driven by this ambition, we have taken steps to make organisations understand that identifying and combating gender bias and supporting women to become future leaders could be a decisive factor in the struggle for talent. From artificial intelligence tools to research publications via our own influence on recruitment processes, we have never stopped developing initiatives to engage ourselves as an influential actor of diversity in the workplace.

We are now proud of the results of this commitment and the impact we are making on the Swiss market for talent:

**Our AI tool Adify assesses advert writing through machine learning, identifying gender bias language in our client job adverts**

**Over the past 4 years, 45% of candidates we presented to our Swiss clients for mid- to top-level management roles were women**

**Each year, we produce a series of research publications and networking events dedicated to women's empowerment**

We want to be an influential force for diversity in the Swiss economic landscape. That means reducing unconscious bias that can have an underlying effect on our clients recruiting decisions, presenting female candidates to our clients and coaching them to succeed in the interview process, and taking an advisory approach when it comes to securing top female talent.

**ROBERT WALTERS**

[www.robertwalters.ch](http://www.robertwalters.ch)

**Advance**  
GENDER EQUALITY IN BUSINESS

[www.weadvance.ch](http://www.weadvance.ch)