

**RTS**

Radio Télévision  
Suisse

**OUR COMMITMENTS  
AND ACTIONS TO MAKE  
THE COMPANY  
MORE EGALITARIAN**

# 1 FLEXIBLE WORK / WORK-LIFE BALANCE

## TIMING

2020

2021

2022



**A**   
11 - 12 2020

### PROMOTION OF PATERNITY LEAVE

Since 1 January 2021, fathers have been able to take 4 weeks' paternity leave, doubling the length of this benefit.

**B**   
5 - 12 2021

### GRADUAL RETURN-TO-WORK PROGRAMME AFTER LEAVE FOR FAMILY REASONS

Organisation of working time when returning after leave for family reasons (maternity, paternity or adoption leave for a close caregiver) to enable employees to find a work-life balance.

**C**   
9 - 10 2021

### WORK-LIFE BALANCE

Develop our remote working policy.  
Promote flexible working.

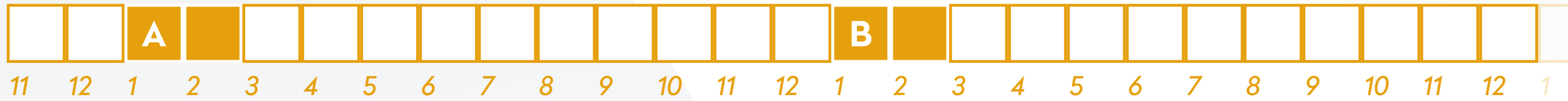
## 2 CORPORATE CULTURE


### TIMING

2020


2021

2022



**A**   
1 - 2 2021

**PERFORMANCE METRICS FOR MANAGERS**  
Equality objectives included in appraisal interviews.

**B**   
1 - 2 2022

15% of managers' variable pay is allocated to equality objectives over the evaluation period.

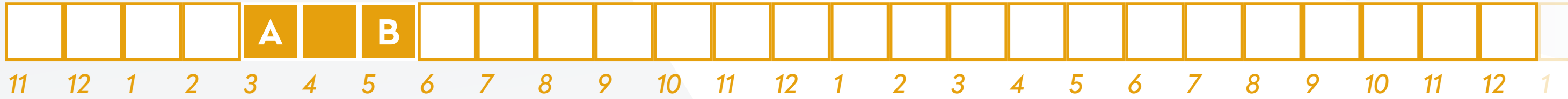
## 3 EQUAL PAY

### TIMING

2020

2021

2022



**A**



3 - 4 2021

### EQUAL PAY, FAIR ALLOCATION OF THE BONUSES BUDGET

Equal distribution of the bonuses budget (budget for women/budget for men). Continue with annual salary reviews and make corrections if necessary.

**B**



5 2021

### REMUNERATION POLICY

Detail and publish our remuneration policy.

## 4 RECRUITMENT AND PROMOTION

### TIMING

2020

2021

2022



**A**   
4 - 12 2021

### PARITY IN MANAGEMENT STAFF

Achieve 40% female employees at the various levels of management.

**B**   
5 2021

### NON-DISCRIMINATORY HIRING POLICY

Update the equal opportunities aspect of the policy.

**C**   
7 - 12 2021

### VACANCY ADVERTISING – VISUAL APPEARANCE

Reflect the diversity of Francophone Swiss society in the visual appearance of recruitment advertisements.

**D**   
7 - 12 2021

### TRANSPARENCY OF THE PROMOTION PROCESS AND CRITERIA

Make information on promotion processes and criteria more accessible.

**E**   
11 - 12 2021

### ENABLE AND PROMOTE CAREER PROGRESSION FOR WOMEN AFTER HAVING CHILDREN

Define the main areas of women's career progression after they have children.

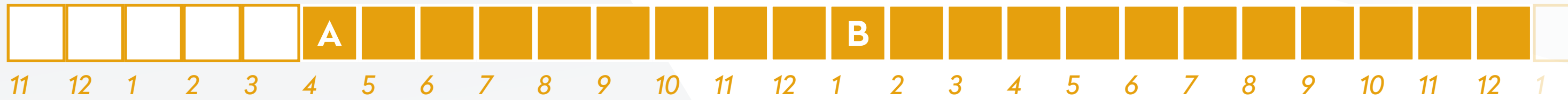
## 5 TRAINING / LEADERSHIP / MENTORING


### TIMING

2020

2021

2022



**A**   
4 - 6 2021

### TRAINING POLICY

Track the proportion of men and women in training.  
Update the equal opportunities aspect of the policy.

**B**   
2022

### MENTORING PROGRAMME

Promote individual skills development  
and encourage women to hold key positions.

## 6 CHARTER FOR AN INCLUSIVE, ANTI-SEXIST PUBLIC SERVICE MEDIA CHANNEL

### TIMING

2020

2021

2022



**A**   
4 - 12 2021

### WORKSHOP / TRAINING / AWARENESS-RAISING

Promote the adoption of gender-neutral and inclusive language on the air and the use of inclusive writing.

**B**   
2022

### JOB SHARING AT ALL LEVELS

Set out job sharing opportunities at all levels in the company.

**C**   
2022

### ENCOURAGEMENT OF PART-TIME WORKING FOR MEN

Develop a policy of encouraging part-time working for men.

**D**   
2022

### PROMOTION MEASURES FOR PART-TIME WORKERS

Promote equal promotion measures for part-time employees.

**E**   
6 2022

### EDGE CERTIFICATION

Certification renewal scheduled for June 2022.



# EDGE CERTIFICATION AND THE CHARTER FOR AN INCLUSIVE, ANTI-SEXIST PUBLIC SERVICE MEDIA CHANNEL AT A GLANCE

## EDGE

- Performance metrics for managers
- Transparency of the promotion process and criteria
  - Gradual return-to-work programme after leave for family reasons
- Training policy
- Remuneration policy
- Vacancy advertising – visual appearance

**Non-discriminatory hiring policy**

**Equal pay, fair distribution of the bonuses budget**

**Parity in management staff**

**Mentoring programme**

**Promotion of paternity leave**

**Work-life balance**

**Combating sexual harassment and sexism**

**EDGE certification**

**Questionnaire on equality**

## CHARTER

### OF COMMITMENT TO STAFF

- Less well-paid functions and part-time employees benefit from the same promotion measures
- Job sharing at all levels
- Career progression for women after having children
- Encouragement of part-time working for men

### OF COMMITMENT FOR THE BROADCASTER

- Equal speaking time given to different segments
- Address each person in the same way
- Avoid any reference to physical appearance or clothing
- Do not condone misogynistic or degrading humour
- Limit the use of stereotypes in fictional work produced or co-produced
- Do not minimise gender-based violence linked to discrimination
- Take on people with skills on gender and diversity issues

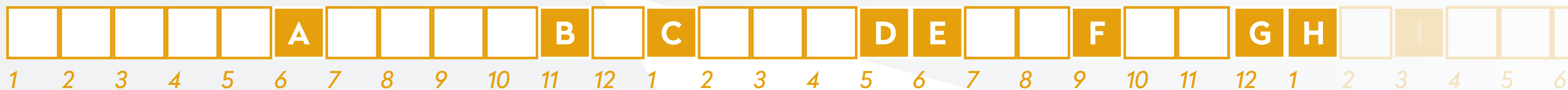


## 2019 - 2021

2019

2020

2021



- A** • Creation of the RTS Collective on 14 June
- Proposal for certification 6 2019

- B** • Concept presented 11 2019

- C** • Equal opportunities survey 1 2020

- D** • External audit
- Actions proposed by EDGE
- Action plan validated by the RTS board 5 2020

- E** • Certification obtained 6 2020

- F** • Implementation of the action plan, including adoption of a guide to inclusive and gender-neutral language 9 2020

- G** • Anti-sexism charter approved by the board in December 2020 12 2020

- H** • Introduction of 4-week paternity leave 1 2021

## 2021 - 2022

2021

2022

2023



- I** • Fair distribution of the bonuses budget 3 2021

- J** • Non-discriminatory hiring policy 5 2021

- K** • Gradual return-to-work programme after leave for family reasons 5 -12 2021

- L** • Enable and promote career progression for women after having children 11 - 12 2021

- M** • New equal opportunities survey to analyse developments 1 2022

- N** • 15% of managers' variable pay is allocated to equality objectives over the evaluation period 1 - 2 2022

- O** • Implementation of a mentoring programme 2022

- P** • Anticipated renewal of certification 6 2022

- Q** • New action plan 6 2022 - 12 2024