

Follow-up study on women speakers' representation at international oncology congresses and within boards of oncology societies

INTRODUCTION

The current report was drafted as part of the activities of the project "Women for Oncology" and consists of four parts:

1. Women speakers' representation at international, national European, national South-American and national Asian oncology congresses (2015)
2. Women representation within international, national European, national South-American and national Asian oncology societies' presidency (2016)
3. Women representation within international, national European, national South-American and national Asian oncology societies' boards (2016)
4. Women representation within ESMO membership (2016)

EXECUTIVE SUMMARY

Women representation at international oncology congresses is limited if compared to male speakers' representation.

On average, less than 33% of the invited speakers (session chairs and speakers) at the 2015 oncology congresses analysed were women (27.6% at international congresses, 44.6% at national European congresses, 32.6% at South-American congresses and 26.3% at Asian congresses).

In the last 10 years there has been an increasing trend in the number of female speakers' representation at all national and international congresses analysed, and this is confirmed by the 2015 data.

The lower level of women representation is also reflected in professional society's board compositions. Indeed, out of 52 oncology professional societies analysed across EU, America and Asia, only 6 currently have a female president (2 out of nine among international societies, 1 out of 21 among national European societies, 2 out of 7 among national South-American societies, and 1 out of 16 among national Asian societies.)

The overall result is the same as last year, with a significant difference in the number of oncology societies analysed: 24 in 2015 compared to 52 this year.

However, female representation within Board composition of oncology professional societies largely varies and ranges from 6.7% to a maximum of 42.1% among international oncology societies, from 0% to 60% among national European oncology societies, from 0% to 63.6% among national South-American societies, and from 0% to 72.2% among Asian societies.

Within ESMO, women account for 41.0% of ESMO membership, in line with the continuous increasing trend registered from 2000 until now. Interestingly, across young generations (those younger than 40) women account for 51.0% of ESMO membership.

OBJECTIVES AND METHODS

This study on women speakers' representation at international oncology congresses and within boards of oncology societies aims at giving a better understanding of the current representation of women oncologists as invited speakers at international oncology congresses, and of its trend over years.

This study will pick up from the results of 2015 study and assess women representation in different geographic areas.

Since ESMO has also a strong membership base beyond its European borders, this year study will analyse also data collected from national societies in South-American and Asian regions.

ANALYSIS AND RESULTS

1. WOMEN SPEAKERS REPRESENTATION AT NATIONAL AND INTERNATIONAL ONCOLOGY CONGRESSES

Congresses editions selection

For the aim of this study, a sample of major international and national oncology congresses have been selected. Congress editions for the year 2015 have been selected to provide a snapshot of the current situation and complement the data collected in last year's study.

Whether some editions of the congresses did not take place (e.g. biannual congresses), we selected the year edition immediately before (2014).

A total of 32 congresses (5 international, 9 National-European, 3 national South-American, 15 national Asian congresses) have been analysed.

For Asian societies, data confirmed by each society have been included in the analysis. Data found online and not confirmed by the societies have been included but are marked in the graphs.

Tables below contain the full list of international and national congresses selected for this study.

International oncology congresses:

Society	Name	CNG year
ECCO	European CanCer Organisation	2015
ASCO	American Society for Clinical Oncology	2015
EACR	European Association for Cancer Research	2014
AACR	American Association for Cancer Research	2015
ESSO	European Society of Surgical Oncology	2014
ESMO	European Society for Medical Oncology	2016

National European oncology congresses:

Society	Name	CNG year
AIOM	Associazione Italiana di Oncologia Medica	2015
DGHO/OEGHO/SSO	Jahrestagung	2015
SEOM	Sociedad Española de Oncología Médica	2015
BSMO	Belgian Society of Medical Oncology	2015
PTOK	Polish Society of Clinical Oncology	2015
RUSSCO	Russian Society of Clinical Oncology	2015
UMOS	Serbian Society of Medical Oncology	2015
HeSMO	Hellenic Society of Medical Oncology	2015
DSKO	Danish Society for Medical Oncology	2015

National South-American oncology congresses

Society	Name	CNG year
SOMPU	Sociedad de Oncología Médica y Pediátrica del Uruguay	2015
SEO	Sociedad Ecuatoriana de Oncología	2015
SMEO	Sociedad Mexicana de Oncología	2015

National Asian oncology congresses

Society	Name	CNG year
CSCO	Chinese society of clinical oncology	2015
JSMO	Japanese Society of Medical Oncology	2015
KACO	Korean Association for Clinical Oncology	2015
SSO	Singapore society of Oncology	2015
JSCO	Japan Society of Clinical Oncology	2015
MOGA	Medical Oncology Group of Australia	2015
PSMO	Philippine Society of Medical Oncology	2015
TSCO	Thai Society of Clinical Oncology	2015
BOC	Bangladesh Oncology Club	2015
MyOS	Myanmar Oncology Society	2015
TJCC	Taiwan Joint Cancer Conference	2015
ISCO	Iranian Society of Clinical Oncology	2015
PSCO	Pakistan Society of Clinical Oncology	2015
AOU	Association of Oncologists of Uzbekistan	2015
NZSO	New Zealand Society for Oncology	2015
MOS	Malaysian Oncological Society	2015
ISMPO	Indian Society of Medical & Pediatric Oncology	2014

Data analysed

Data were provided either in the format of programme book (printed or electronic), as speakers' lists or as final figures provided by the organisers directly.

When analysing meeting programs from programme books, only the invited speakers (incl. session chairs) of the official congress programme, participating in the following sessions categories were included in the analysis:

- proffered paper sessions
- presidential sessions
- educational symposia
- teaching lectures
- scientific symposia
- keynote lectures
- special sessions
- forums
- Special symposium
- Challenge your expert session
- Multidisciplinary patient cases and sessions
- Integrated sessions
- Highlight sessions
- Onco-policy forum

Speakers participating in: poster sessions, poster discussion sessions, poster spotlight sessions, societies scientific joint symposia, panel discussions, membership sessions, roundtable discussions, ticketed sessions, society sessions,

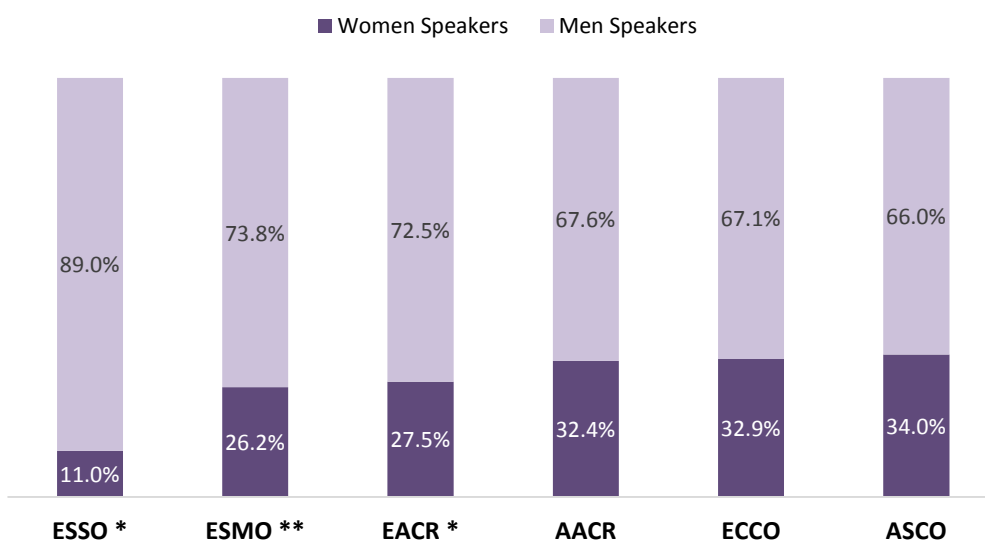
industry symposia, opening sessions, advocacy sessions, debates, and workshops were NOT considered for the purpose of this study.

Information on speakers' gender were collected via internet search of speakers' picture and first name.

- Women speakers' representation at international oncology congresses study results**

On average, 27.3% of the invited speakers at international congresses analyzed were women; ASCO congress presents a slightly more positive trend with 34% of women invited speakers.

Compared to the previous study (see chart 1 in Appendix), ASCO, AACR and ECCO have increased their membership representation. However, the results of ESSO (11.0%) have a significant impact on the average result.

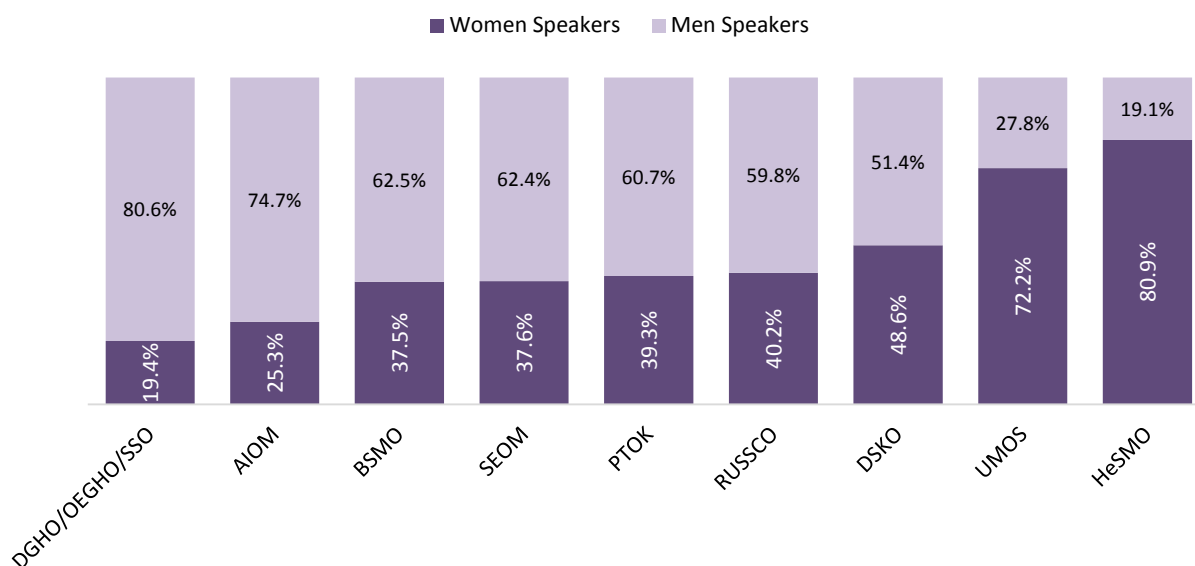


*2014 data

**2016 data

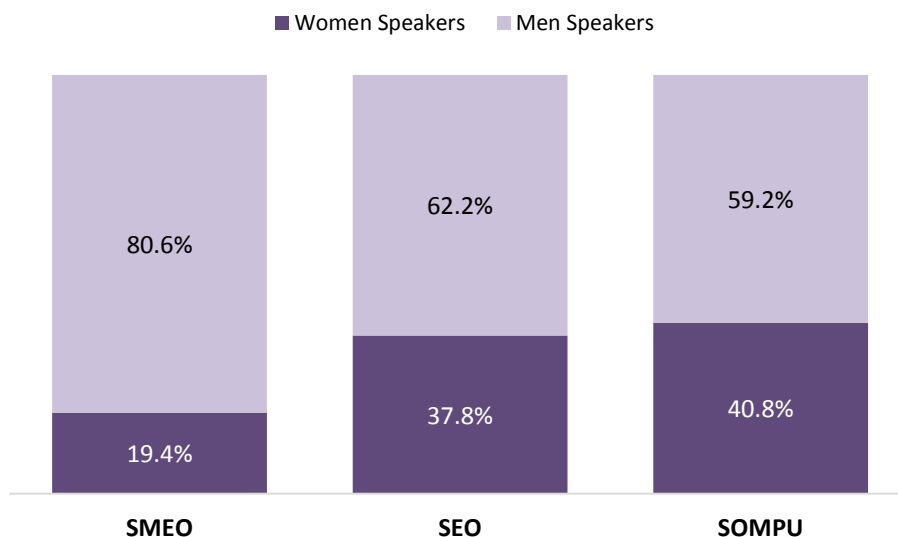
- Women speakers' representation at national European oncology congresses study results**

On average, 44.6% of invited speakers at national European congresses are women. SEOM, AIOM and Jahrestagung show an increase compared to last year (see chart 2 in the Appendix). The data of newly-analysed societies such as RUSSCO, UMOs and HeSMO have shown the highest percentage.



- Women speakers' representation at South-American oncology congresses study results**

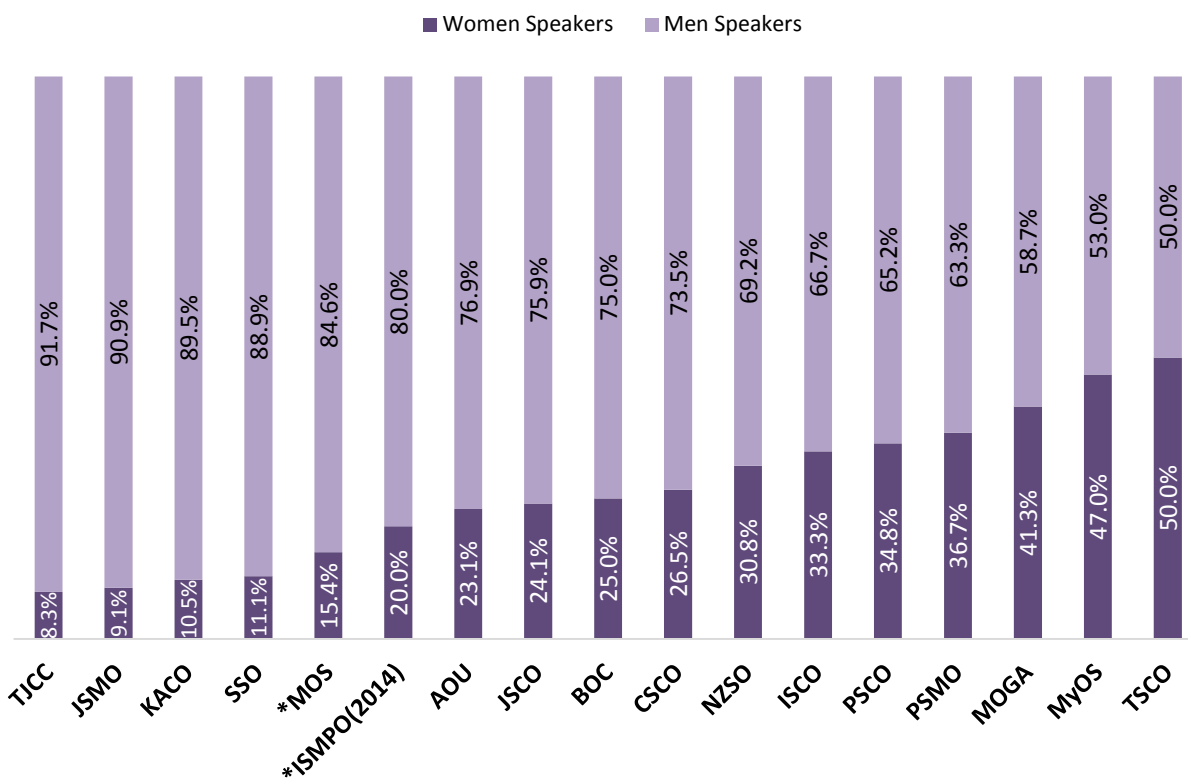
On average, 32.6% of invited speakers are women. The Uruguayan society SOMPU is showing the highest results.



- Women speaker's representation at national Asian oncology congresses study results**

On average, 26.3% of invited speakers are women. This is the lowest result compared to National EU&South-American societies, and to international oncology congresses.

The highest results are shown by MOGA (Australia), TSCO (Thailand) and MyOS (Myanmar).



2. WOMEN REPRESENTATION AS PRESIDENTS OF ONCOLOGY SOCIETIES

Objectives and methods

This part of the study aims at giving a better understanding of the current representation of women oncologists in leadership positions as Presidents of oncology societies.

Oncology Societies selection

For the aim of this study, a sample of major international and national oncology societies have been selected. Current presidents (2016) have been taken into account.

A total of 52 societies (9 international, 21 National-European, 6 national South-American, 16 national Asian societies) have been analysed.

For National European societies, the societies with whom ESMO established reciprocal membership agreement have been selected. For national Asian oncology societies, the endorsing societies of the ESMO-ASIA meeting have been selected. South-American federations such as SLACOM and FLASCA were included among the National South-American oncology societies analysis.

Information on societies presidents were collected via internet search. When information was not publicly available on internet or on the society website, the society was not included in the analysis. Information on presidents' gender were collected via internet search of presidents' picture and first name.

For Asian societies, only data provided or confirmed by each society have been included in the analysis.

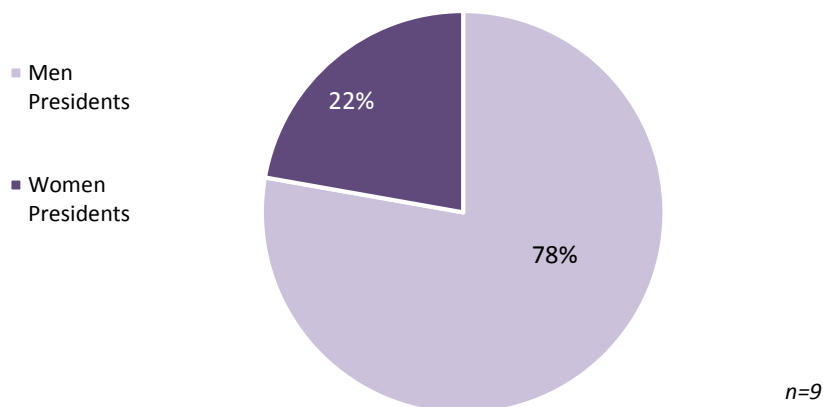
Tables below contain the full list of international and national oncology societies selected for this study.

International oncology societies	National European oncology societies		National South-American oncology societies		National Asian oncology societies	
AACR	AAHO	Armenia	FLASCA		AOU	Association of Oncologists of Uzbekistan
ASCO	ACP	UK	SBOC	Brazil	COS	Chinese Oncology Society
ASTRO	AIOM	Italy	SLACOM		CSCO	Chinese society of clinical oncology
EACR	BSMO	Belgium	SMEO	Mexico	ISCO	Iranian Society of Clinical Oncology
ECCO	COS	Czech Rep.	SOMPU	Uruguay	JSCO	Japan Society of Clinical Oncology
EORTC	DGHO	Germany	SPOM	Peru	JSMO	Japanese Society of Medical Oncology
ESMO	DSKO	Denmark			KACO	Korean Association for Clinical Oncology
ESSO	HDIO	Croatia			MOGA	Medical Oncology Group of Australia
ESTRO	HeSMO	Greece			MOS	Malaysian Oncological Society
	MAGYOT	Hungary			MyOS	Myanmar Oncology Society
	MKOT	Hungary			NZSO	New Zealand Society for Oncology
	MOT	Hungary			BOC	Bangladesh Oncology Club
	NVMO	Netherlands			PSCO	Pakistan Society of Clinical Oncology
	OEGHO	Austria			PSMO	Philippine Society of Medical Oncology
	PTOK	Poland			SSO	Singapore society of Oncology
	RUSSCO	Russia Fed.			TSCO	Thai Society of Clinical Oncology
	SEOM	Spain				
	SPO	Portugal				
	SRROM	Romania				
	SSMO	Switzerland				
	UMOS	Serbia				
9	21		6		16	

• **Women representation as presidents of international oncology societies study results**

Two out of nine (22.2%) oncology international professional societies have a woman president.

Women representation as presidents of international oncology societies

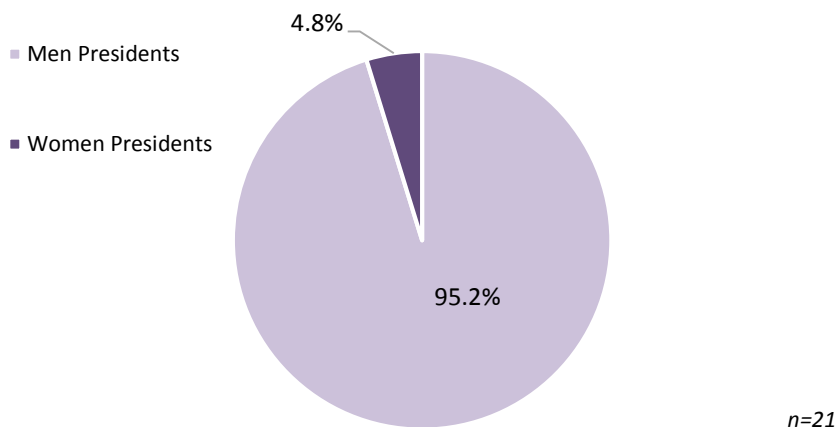


		n	%
Men presidents	ASTRO, EACR, EORTC, ESMO, ESSO, ASCO, ECCO	7	77.8
Women presidents	AACR, ESTRO	2	22.2
Total		9	100

• **Women representation as presidents of national European oncology societies study results**

One out of twenty-one (4.8%) national European oncology professional societies have a woman president.

Women representation as presidents of national European oncology societies

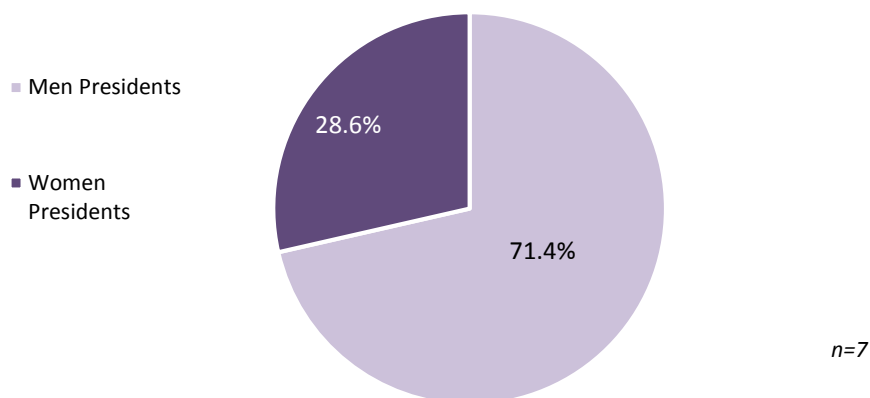


		n	%
Men presidents	ACP, AIOM, AAHO, BSMO, COS, DGHO, DSKO, HDIO, HeSMO, MAGYOT, MKOT MOT, NVMO, OeGHO, PTOK, RUSSCO, SEOM SLO, SSMO, UMOs	20	95.2
Women presidents	SPO	1	4.8
Total		21	100

- **Women representation as presidents of national South-American oncology societies study results**

Two out of seven (28.6%) national South-American oncology societies have a woman president.

Women representation as presidents of national South-American oncology societies

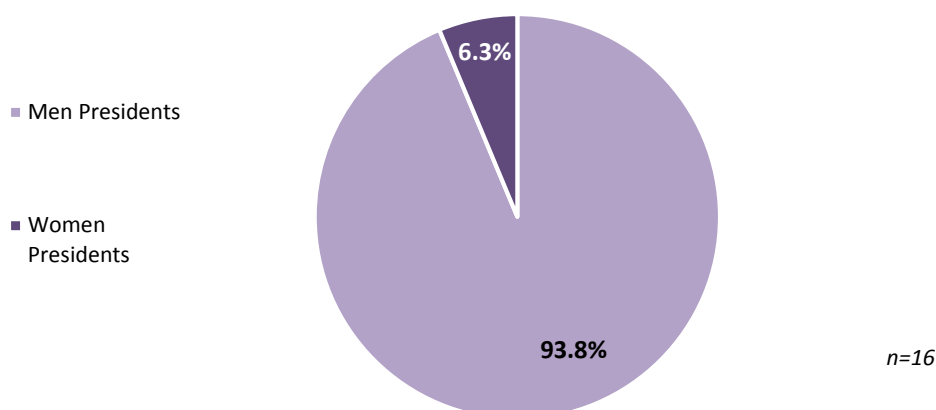


		n	%
Men presidents	SLACOM, SBOC, SPOM, SEO, SMEO	5	71.4
Women presidents	FLASCA, SOMPU	2	28.6
Total		7	100

- **Women representation as presidents of national Asian oncology societies study results**

One out of sixteen (6.3%) national Asian oncology societies has a woman president

Women representation as presidents of national Asian oncology societies



		n	%
Men presidents	AOU, COS, CSCO, ISCO, JSCO, JSMO, KACO, MOGA, MOS, MyOS, NZSO, OCB, PSCO, PSMO, SSO, TSCO	15	93.8
Women presidents	PSMO	1	6.3
Total		16	100

3. WOMEN REPRESENTATION IN ONCOLOGY SOCIETIES BOARDS

Objectives and methods

This part of the study aims at giving a better understanding of the current representation of women oncologists within the Boards of professional societies.

Professional Societies selection

For the aim of this study, a sample of major international and national oncology societies have been selected. Current Board members (2016) have been taken into account. Board Presidents have not been included in the analysis. Ex-officio board members and members with no voting rights have been included in the analysis.

A total of 51 societies (9 international, 22 National-European, 4 national South-American, 16 national Asian congresses) have been analysed.

For National European societies, the societies with whom ESMO established reciprocal membership agreement have been selected. For national Asian oncology societies, the supporting societies of the ESMO-ASIA meeting have been selected. Federations such as SLACOM and FLASCA have not been included in the analysis.

Information on societies board members were collected via internet search. When information was not publicly available on internet or on the society website the societies has not been included in the analysis. Information on board members gender were collected via internet search of board members picture and first name. Some data on National Asian oncology societies are still to be confirmed by the national society because of the high difficulty in accurately categorize board members gender for linguistic reasons.

Tables below contain the full list of international and national oncology societies selected for this study.

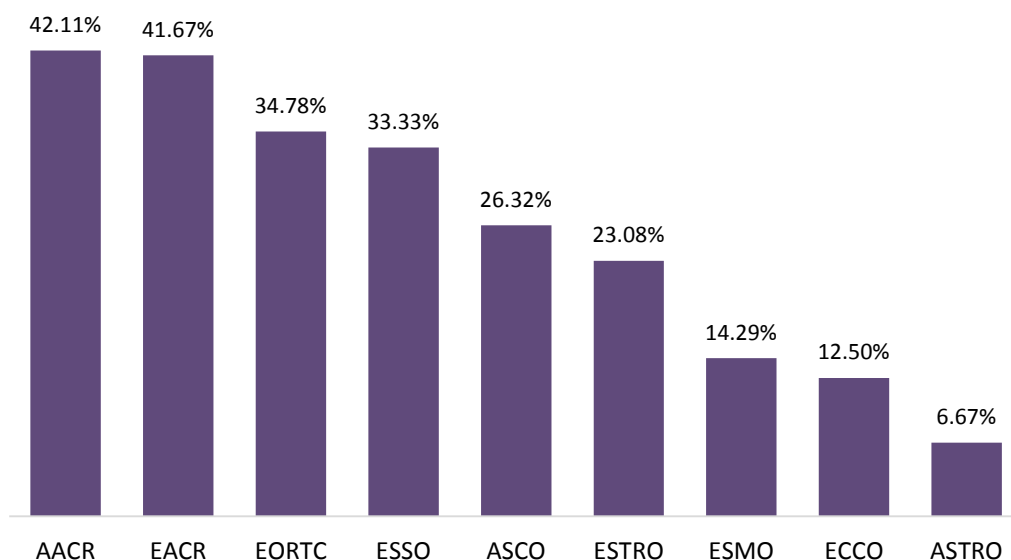
International oncology societies	National European oncology societies		National South-American oncology societies		National Asian oncology societies	
AACR	AAHO	Armenia	SBOC	Brazil	AOU	Association of Oncologists of Uzbekistan
ASCO	ACP	UK	SMEO	Mexico	COS	Chinese Oncology Society
ASTRO	AIOM	Italy	SOMPU	Uruguay	CSCO	Chinese society of clinical oncology
EACR	BSMO	Belgium	SPOM	Peru	ISCO	Iranian Society of Clinical Oncology
ECCO	COS	Czech Rep.			JSCO	Japan Society of Clinical Oncology
EORTC	DGHO	Germany			JSMO	Japanese Society of Medical Oncology
ESMO	DSKO	Denmark			KACO	Korean Association for Clinical Oncology
ESSO	HDIO	Croatia			MOGA	Medical Oncology Group of Australia
ESTRO	HeSMO	Greece			MOS	Malaysian Oncological Society
	MAGYOT	Hungary			MyOS	Myanmar Oncology Society
	MKOT	Hungary			NZSO	New Zealand Society for Oncology
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	NVMO	Netherlands			PSCO	Pakistan Society of Clinical Oncology
	OEGHO	Austria			PSMO	Philippine Society of Medical Oncology
	PTOK	Poland			SSO	Singapore society of Oncology

	RUSSCO	Russia Fed.		TSCO	Thai Society of Clinical Oncology
	SEOM	Spain			
	SPO	Portugal			
	SRROM	Romania			
	SSMO	Switzerland			
	TTOD	Turkey			
	UMOS	Serbia			
9		22	4		16

- Women representation within boards of international oncology societies study results**

Almost half of AACR board consists of women, whereas the percentage of women in all other societies largely varies, ranging from 42.11 to 6.7%.

Women representation within boards of international oncology societies

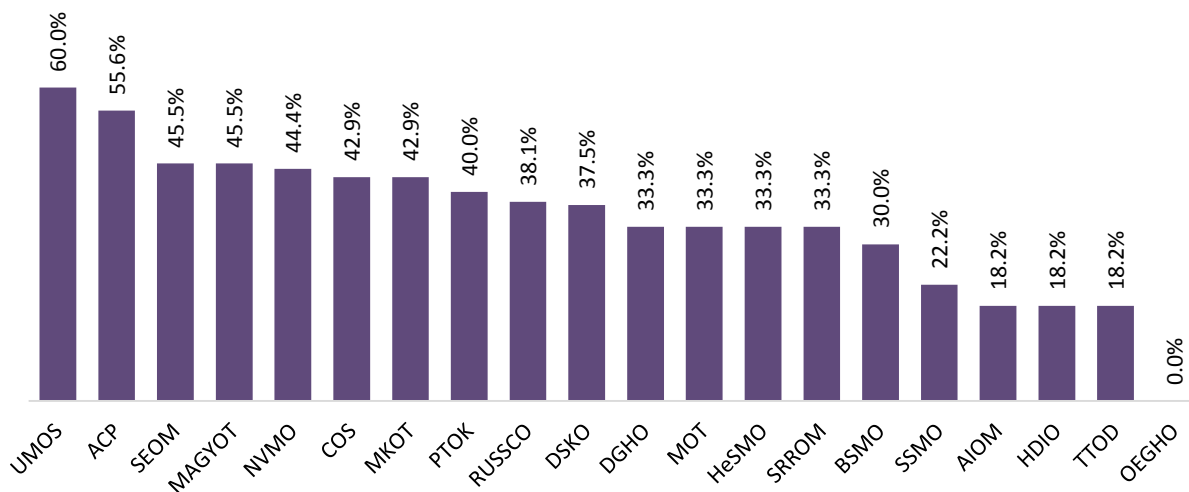


	Men	Women	Total	Women %
AACR	11	8	19	42.11%
EACR	7	5	12	41.67%
ESSO	15	8	23	34.78%
ESTRO	10	5	15	33.33%
EORTC	14	5	19	26.32%
ASCO	10	3	13	23.08%
ESMO	12	2	14	14.29%
ECCO	14	2	16	12.50%
ASTRO	14	1	15	6.67%

- Women representation within boards of national European oncology societies study results**

60% of UMOs Board is composed of women. Women representation within boards of national European oncology societies largely varies ranging from 0% to 60%.

Women representation within boards of national European oncology societies

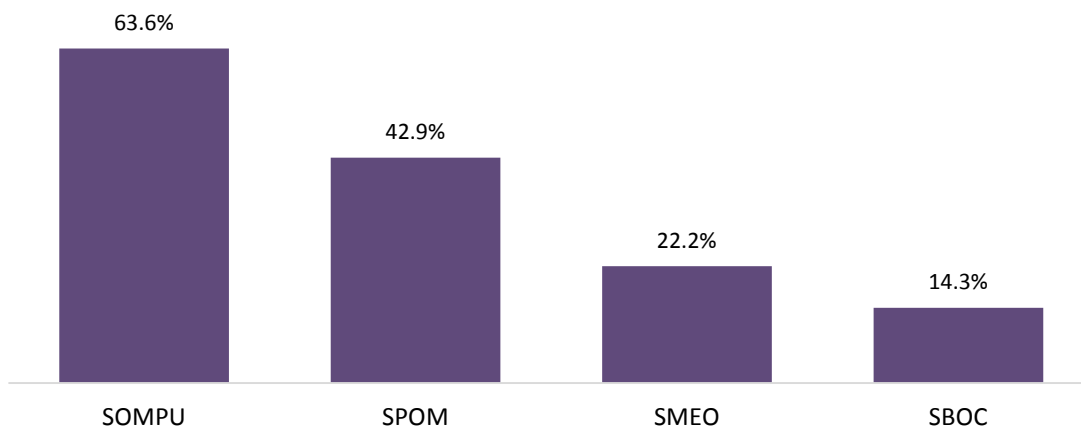


	Men	Women	Total	Women %
UMOS	2	3	5	60.0%
ACP	12	15	27	55.6%
SEOM	6	5	11	45.5%
MAGYOT	6	5	11	45.5%
NVMO	5	4	9	44.4%
COS	8	6	14	42.9%
MKOT	8	6	14	42.9%
PTOK	9	6	15	40.0%
RUSSCO	13	8	21	38.1%
DSKO	5	3	8	37.5%
DGHO	2	1	3	33.3%
MOT	6	3	9	33.3%
HeSMO	4	2	6	33.3%
SRROM	8	4	12	33.3%
BSMO	7	3	10	30.0%
SSMO	7	2	9	22.2%
AIOM	9	2	11	18.2%
HDIO	9	2	11	18.2%
TTOD	9	2	11	18.2%
OEGHO	7	0	7	0.0%

- Women representation within boards of national South-American oncology societies study results**

SOMPU has the highest representation of women within its board (63.6%). Generally speaking, women representation within boards of national South-American oncology societies largely varies ranging from 0% to 14.3%.

Women representation within boards of national South-American societies

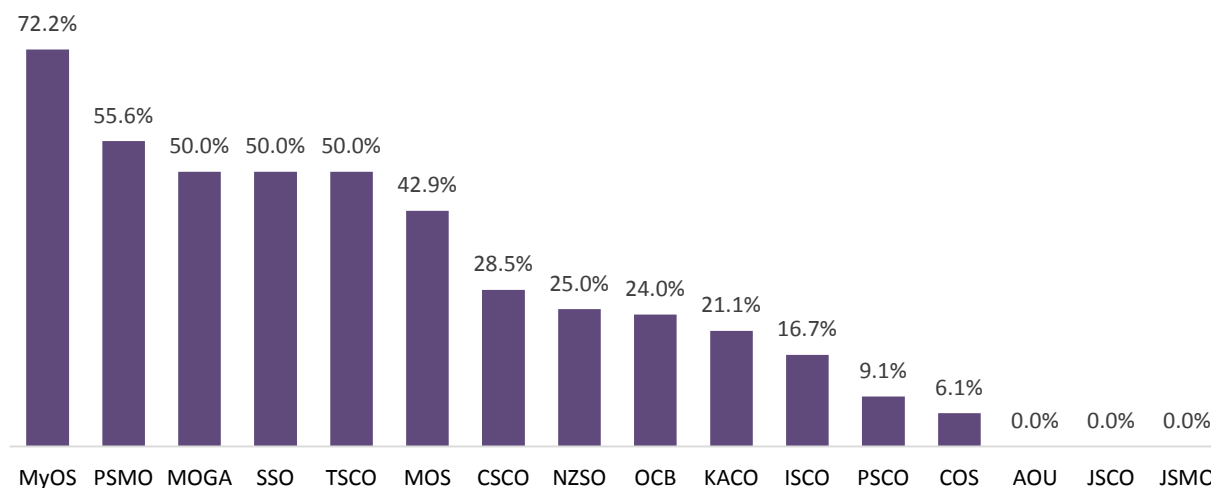


	Men	Women	Total	Women %
SOMPU	4	7	11	63.6%
SPOM	4	3	7	42.9%
SMEO	7	2	9	22.2%
SBOC	12	2	14	14.3%

- Women representation at presidents of national Asian oncology societies study results**

Two-thirds of MyOS board is composed by women (72.2%), followed by PSMO (55.6%); SSO and MOGA have any equal number of men and women within their boards. Generally speaking, women representation within boards of national Asian oncology societies largely varies ranging from 0% to 72.2%.

Women representation within boards of national Asian societies



	Men	Women	Women%
MyOS	5	13	72.2%
PSMO	4	5	55.6%
MOGA	5	5	50.0%
SSO	3	3	50.0%
TSCO	7	7	50.0%
MOS	4	3	42.9%
CSCO	226	90	28.5%
NZSO	6	2	25.0%
OCB	19	6	24.0%
KACO	15	4	21.1%
ISCO	5	1	16.7%
PSCO	10	1	9.1%
COS	31	2	6.1%
AOU	18	0	0.0%
JSCO	24	0	0.0%
JSMO	20	0	0.0%

4. WOMEN REPRESENTATION WITHIN ESMO MEMBERSHIP

Objectives and methods

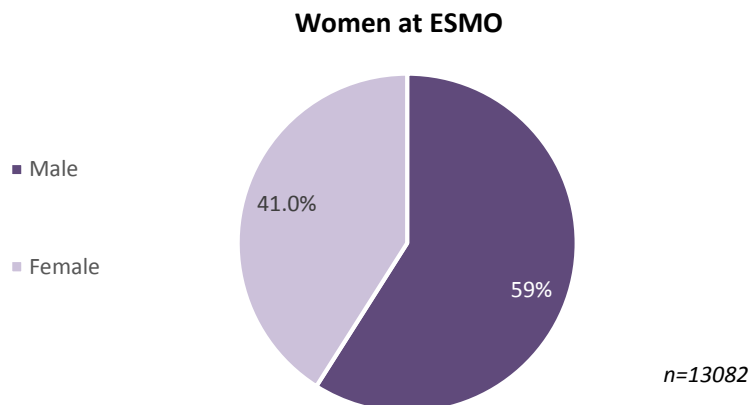
This part of the study aims at giving a better understanding of the current representation of women oncologists within ESMO membership and its evolution over years.

Data were based on membership figures at 31.12.2015

Women representation within ESMO membership results

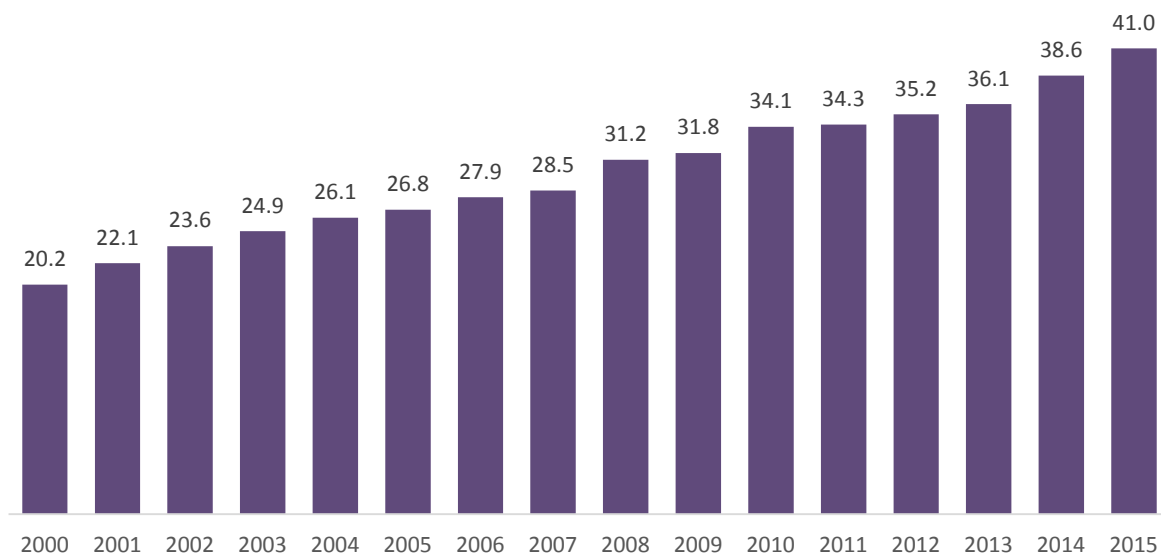
- **Percentage of women over the total number of ESMO**

At the end of December 2015, the majority of ESMO members were male (59%). Compared to last year, the number of women ESMO members has increased (41.0% compared to 38.6%).



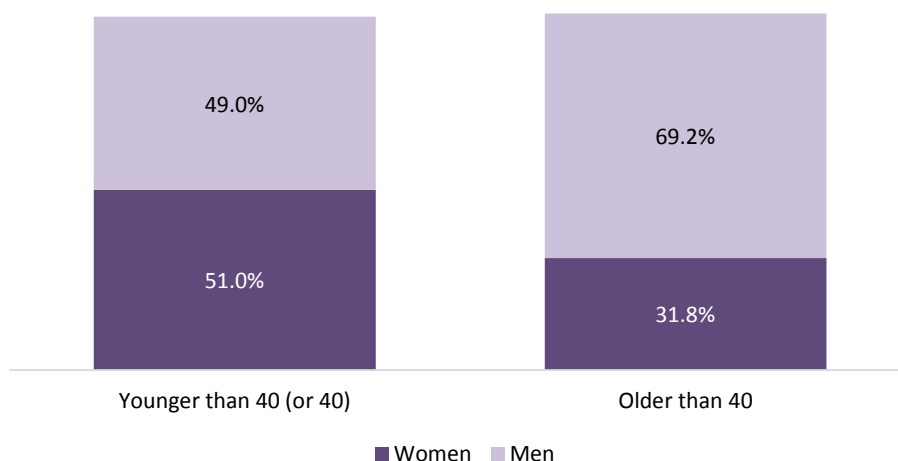
- Percentage of women over the total number of ESMO members by year

Women membership base within ESMO is progressively and constantly growing (as shown in the chart below). From 2000 to 2015, the percentage of women ESMO members has increased from 20.2% in 2000 to 41% at end-2015.



- Percentage of women over the total number of ESMO members by year

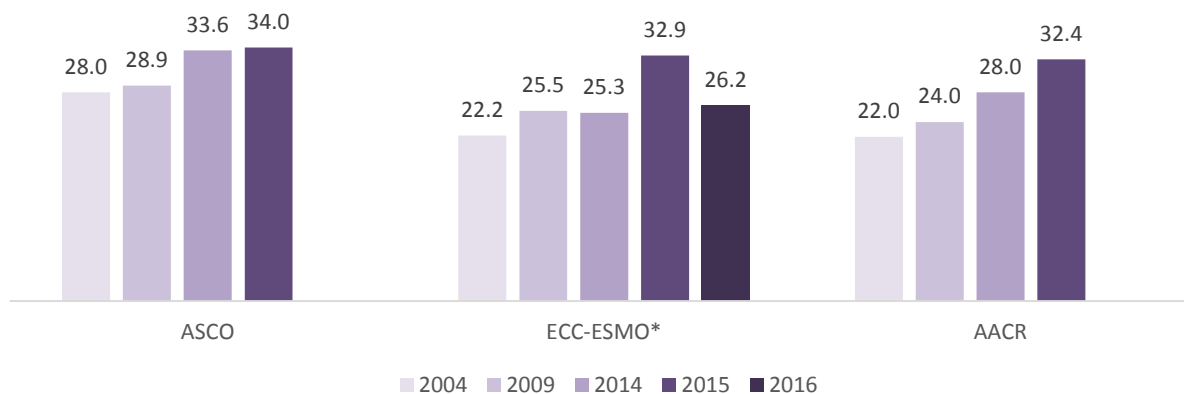
At the end of 2015, more than half (50.9%) of the total number of members younger than 40 (or 40) years old were women, whereas among members older than 40 only 31.7% were women. These results are on average in line with last year's results.



APPENDIX 1

Women speakers' representation at international oncology congresses over years (2004-2015)

The graph below shows the percentage of women speakers at international oncology congresses, in 2004, 2009, 2014 and 2015. Generally speaking, the percentage of women speakers at all international congresses has been growing from 2004 to 2015; this is confirmed by 2015 results, although the increase at ASCO is slowing down compared to ECCO-ESMO and AACR.



*ESMO Congress years: 2004, 2014, 2016
ECC Congress years: 2009, 2015

Women speakers' representation at over years at national oncology congresses (2004-2015)

The graph below shows the percentage of women speakers at national oncology congresses, in 2004, 2009, 2014 and 2015. The percentage of women speakers at all national congresses has been growing from 2009 to 2015, especially at SEOM (from 25.0% in 2015 to 37.6% in 2015).

