

## ESMO MEMBER INFORMATION

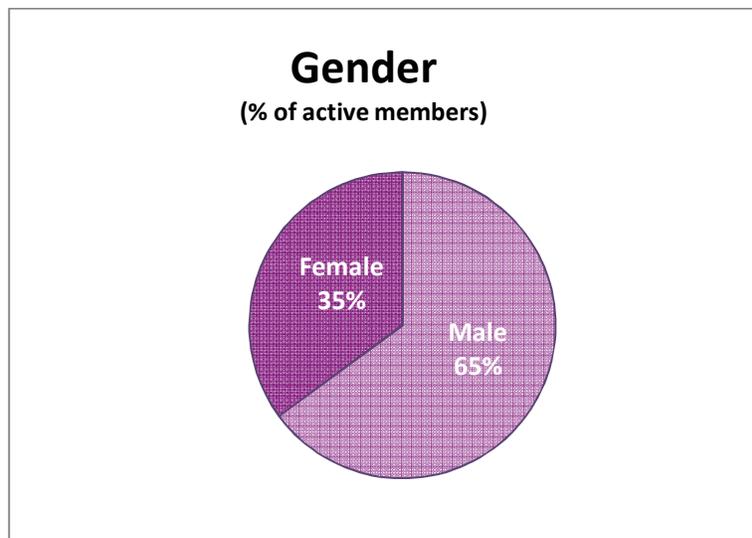
### Statistics on ESMO members by GENDER

Based on Membership statistics at 31.12.12

#### GENDER & AGE OF ESMO MEMBERS

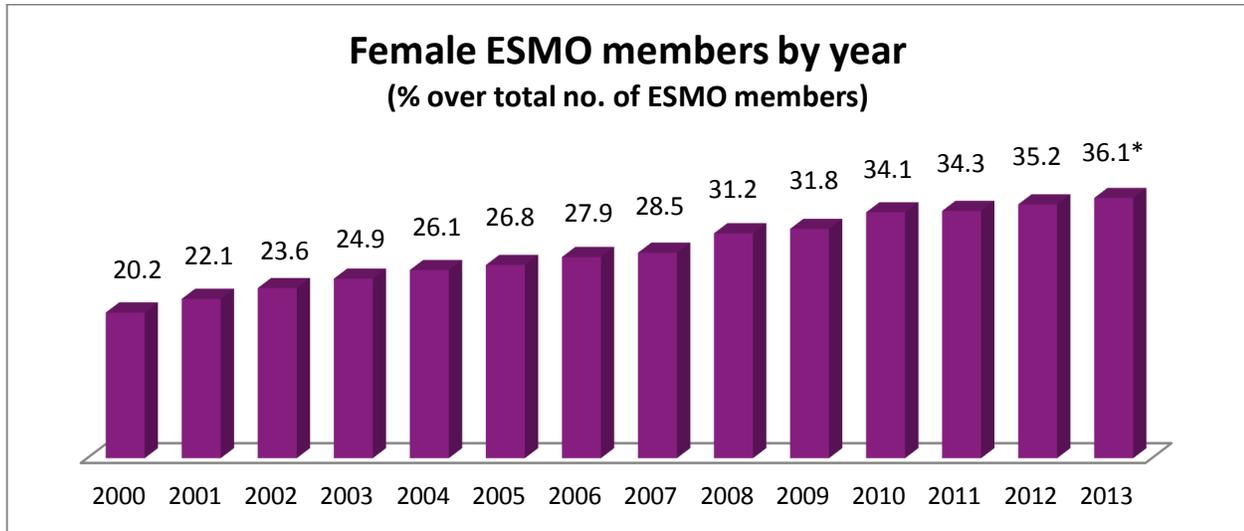
##### Gender

At the end of 2012 (31.12.12), 35% of ESMO members were women.



### Female ESMO member representation by year

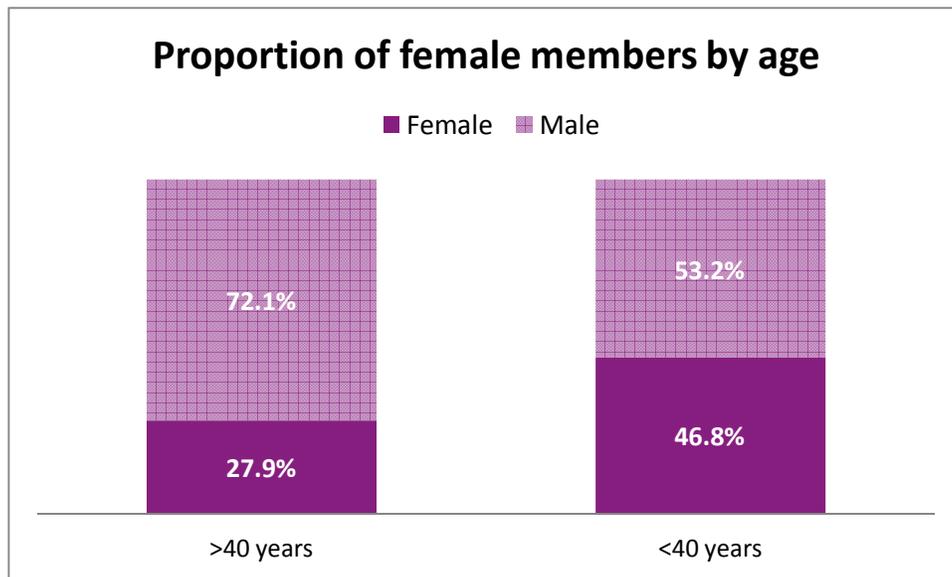
Female membership base within ESMO is progressively and constantly growing (as shown in the chart below). From 2000 to 2012, the percentage of female ESMO members increased from 20.2% in 2000 to 35.2% at end 2012. This trend seems to be continuing in 2013 as well with female members year to date (YTD) representing 36.1% (YTD: 31.08.13).



\* YTD: 31.08.13

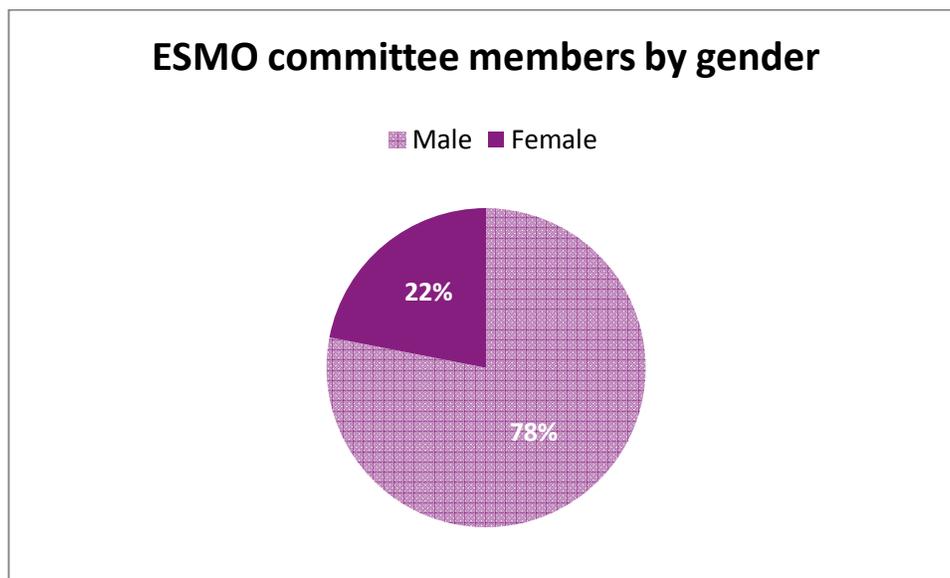
### ESMO Member Gender by Age

There is an emerging trend of young members being increasingly female. Across the older generation, > 40 years, female members account for 27.9%; across younger generation, < 40 years, female members account for 46.8%.



### Female representation within ESMO committees

- 21.9% of ESMO officers (ESMO committee chairs and members) are women. Currently the ratio of female to male ESMO officers is 1:3.5
- The ESMO Board is currently composed of 8 male officers and 3 female officers (incl. President)
- The ESMO Young Oncologists Committee is composed of mainly female oncologists (6 male officers vs. 9 female officers).



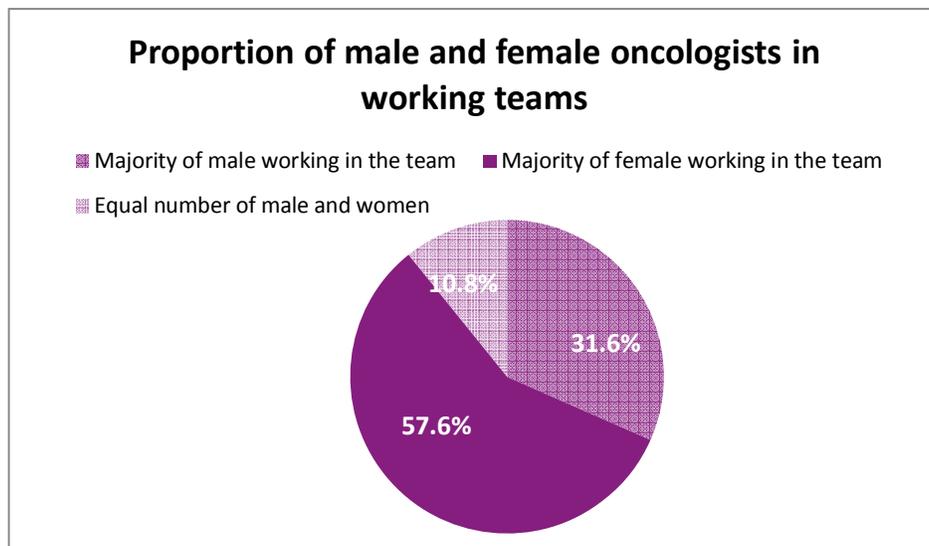
## ESMO EXPLORATORY STUDY ON THE CHALLENGES OF FEMALE MEDICAL ONCOLOGISTS

Based on online questionnaire distributed to female oncologists in August 2013  
Respondents: 680 replies

### FEMALE ONCOLOGISTS REPRESENTATION AT WORK

#### Proportion of men and women in working team

Based on the respondent information on the number of male and female oncologists working in the team, in 57.6% of the teams the majority of the oncologists are women. In 31.6% of the teams the majority of oncologists working in the team are men. In 10.8% of the cases there is an equal number of male and female oncologists.



**Is the manager of your team a man or a woman?**

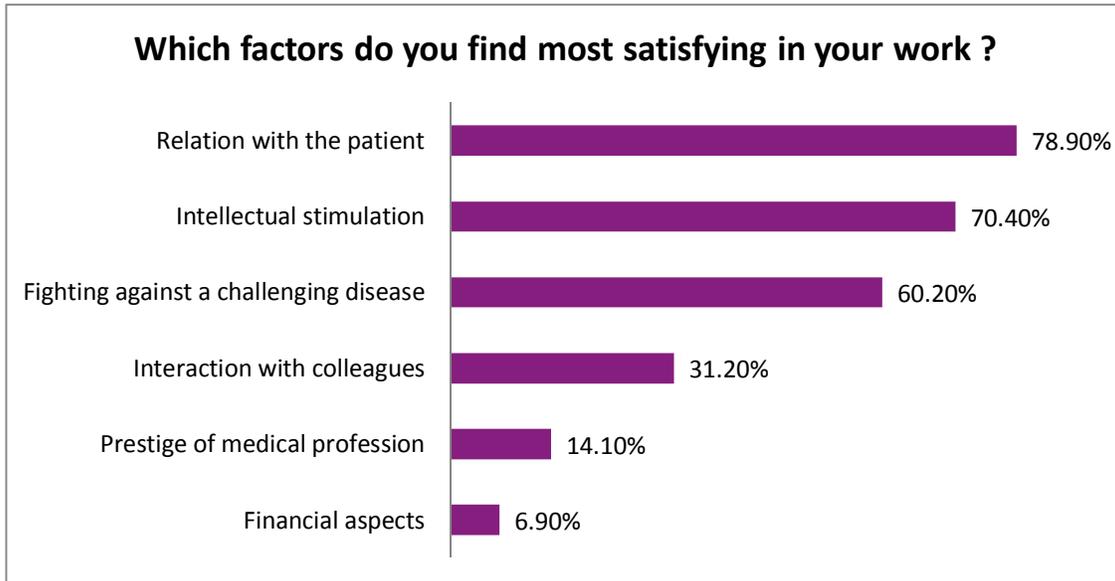
The respondents reported that the manager of their team is a man in 60% of the cases.



## PROFESSIONAL EXPERIENCE

### Which factors do you find most satisfying in your work? (up to 3 selections)

Based on the respondent replies, the key drivers of professional satisfaction for female oncologists are, the relationship with the patients (selected by almost 80% of respondents), followed by the intellectual stimulation of the profession (selected by 70% of respondents).



### As a female oncologist, what do you think you can uniquely bring to the medical oncology profession? (up to 3 selections)

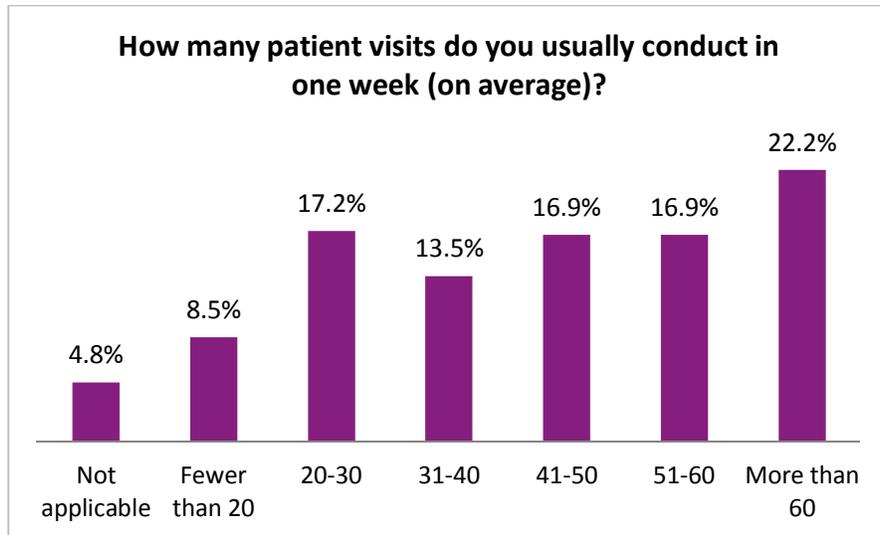
Almost half of the respondents (47.8%) believe that female oncologists can uniquely bring their multi-tasking ability to the medical oncology profession; the second factor then being the “ability to listen and to enter into dialogue with the patient” selected by 44.9% of respondents. Interestingly, several respondents pointed out through comments that they do not believe that the following characteristics are gender specific.



## COMMUNICATION WITH PATIENTS

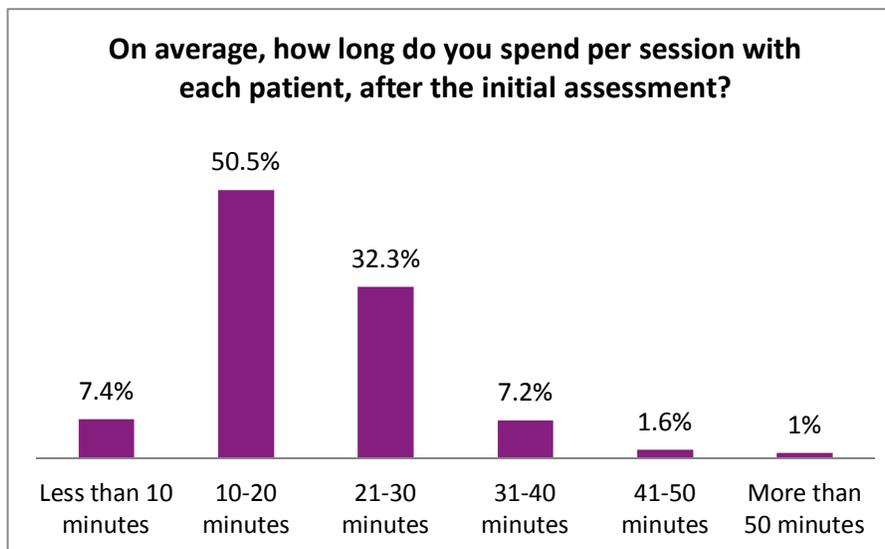
### How many patient visits do you usually conduct in one week (on average)?

Almost 40% of the respondents conduct (on average) more than 50 patient visits per week..



### On average, how long do you spend per session with each patient, after the initial assessment?

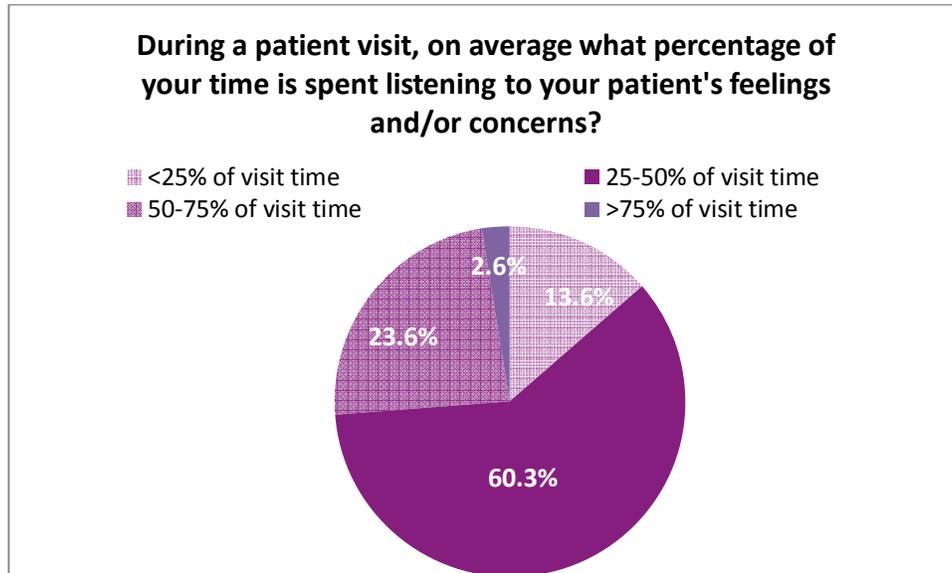
More than half of the respondents spend between 10 and 20 minutes on patient session following the initial assessment.



Excluded those respondents who said "not applicable" to the previous question

**During a patient visit, on average what percentage of your time is spent listening to your patient's feeling and/or concerns?**

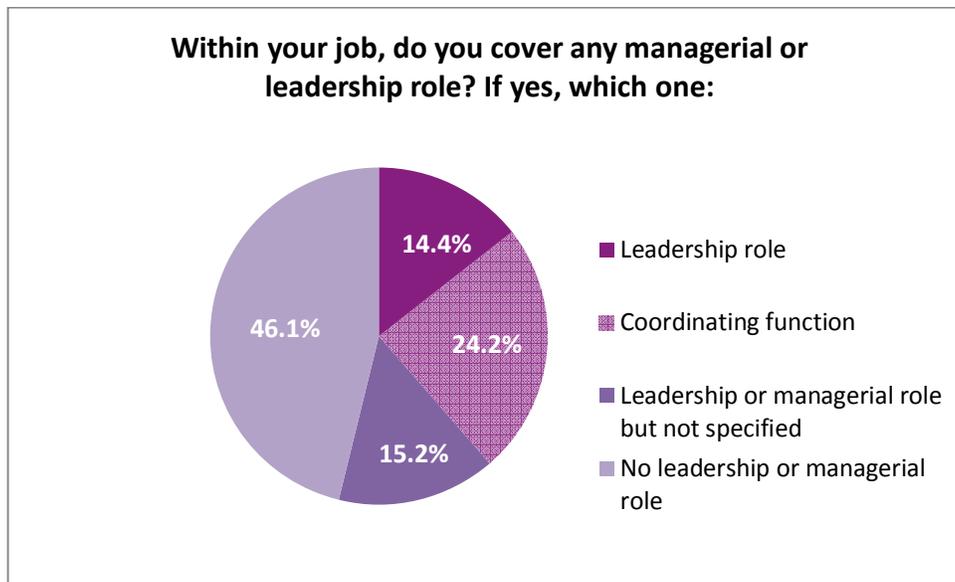
60.3% of the respondents spend between 25% and 50% of their visit time listening to patients' feelings and concerns.



Excluded those who said "not applicable" to the previous question

**Within your job, do you cover any managerial or leadership position? If yes, which one:**

Out of 479 question respondents, 46.1% replied not to cover any managerial or leadership role; 53.8% of the respondents said to cover a managerial or leadership role; however the analysis of the qualitative comments showed that only 14.4% of the respondents cover a high profile leadership role (e.g. CEO, Board, Department Head) while 24.2% of respondents cover a more coordinating function (e.g. team manager, trainees coordinator,...). 15.2% of the respondents said to cover managerial or leadership role but did not specify which one. 201 survey respondents did not answer the question.



## ESMO AND YOUR FUTURE CAREER PROGRESSION

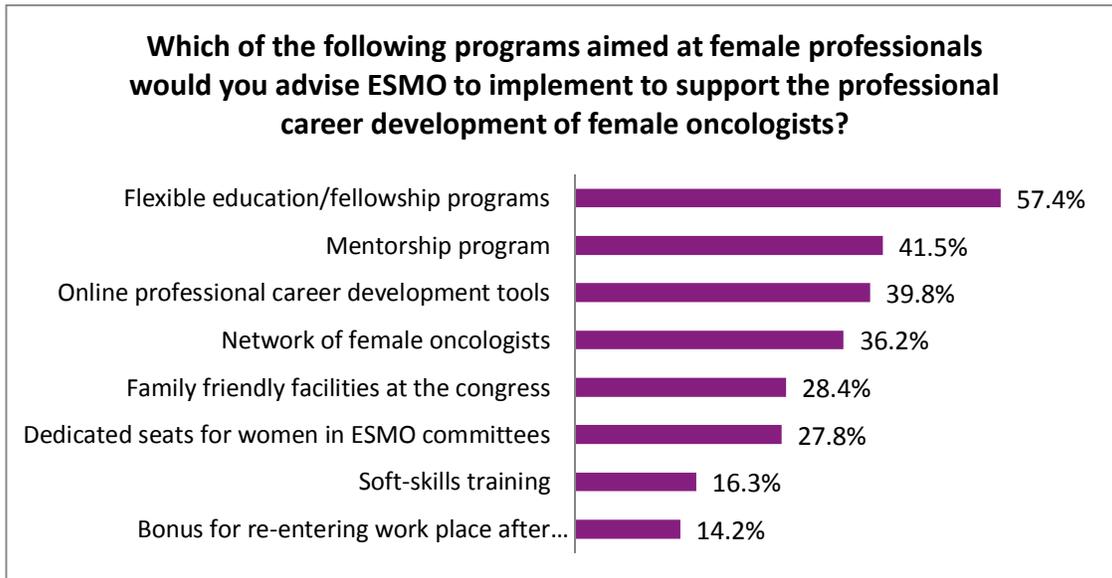
**As a female oncologist, what do you think are the 3 obstacles or challenges to your career progression? (up to 3 selections)**

Almost 6 out of 10 respondents (58.7%) believe the top challenge to career progression is “Finding a balance between work and family”, followed by the perception of men being natural leaders whereas women are perceived as being supporters (50.5%).



**Which of the following programs aimed at female professionals would you advise ESMO to implement to support the professional career development of female oncologists? (up to 3 selections)**

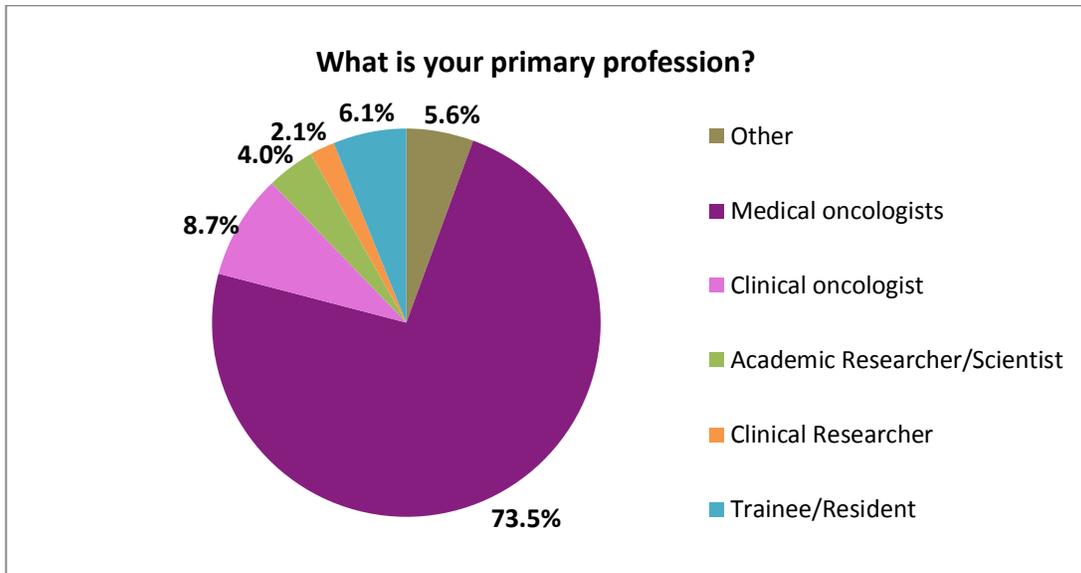
Almost 6 out of 10 respondents (57.4%) think it would be helpful to have access to flexible education/fellowship programs; the second most important would be to implement mentorship programs. The possibility to access online professional career development tools (almost 40% of respondents) and the need for female oncologists to build a network (36.2%) were also ranked high.



## DEMOGRAPHICS

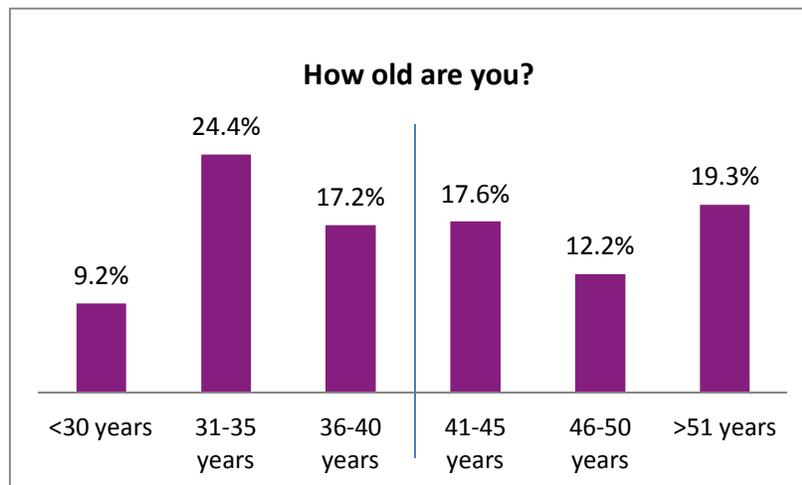
### What is your primary profession?

73.5% of respondents are Medical oncologists.



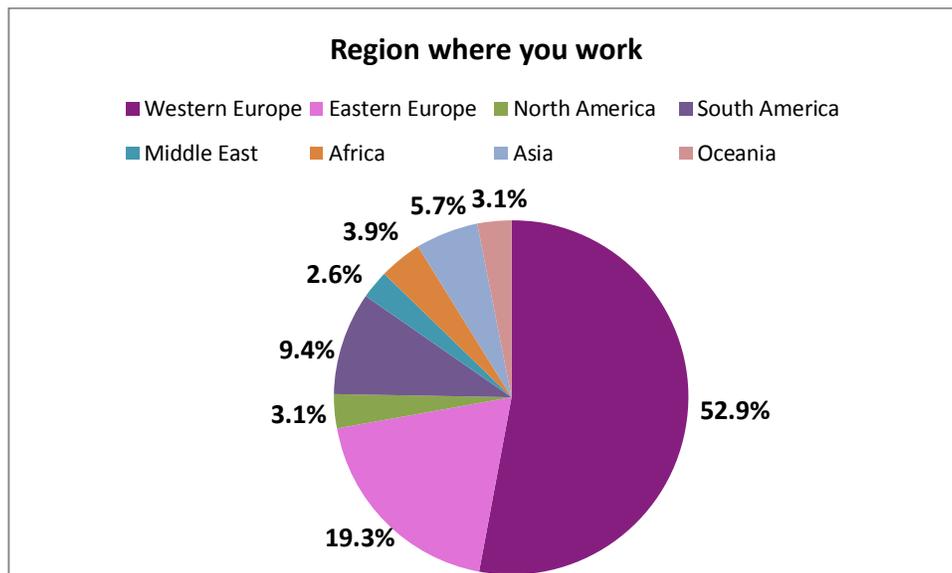
### How old are you?

The age of respondents is equally distributed between under and over 40 years.



### Region where you work

More than 70% of respondents work in Europe.



Country where you work

Country	No. of respondents
ALBANIA	4
ALGERIA	2
ARGENTINA	6
AUSTRALIA	12
AUSTRIA	8
BANGLADESH	1
BARBADOS	1
BELGIUM	15
BOLIVIA	2
BOSNIA AND HERZEGOVINA	1
BRAZIL	13
BULGARIA	5
CANADA	4
CHILE	1
CHINA	1
COLOMBIA	1
COSTA RICA	1
CROATIA	4
CUBA	1
CZECH REPUBLIC	3
DENMARK	2
DOMINICAN REPUBLIC	1
ECUADOR	1
EGYPT	10
ESTONIA	1
FINLAND	1
FRANCE	13
GEORGIA	5
GERMANY	18
GHANA	3
GREECE	3
HUNGARY	4
ICELAND	2
INDIA	14
INDONESIA	1
IRAN, ISLAMIC REPUBLIC OF	5
IRAQ	1
IRELAND	8
ISRAEL	3
ITALY	63

JAPAN	1
KYRGYZSTAN	1
LATVIA	2
LEBANON	2
LITHUANIA	1
LUXEMBOURG	1
MALAYSIA	2
MEXICO	9
MOLDOVA, REPUBLIC OF	1
MOROCCO	1
MYANMAR	2
NEPAL	1
NETHERLANDS	14
NORWAY	1
PAKISTAN	2
PARAGUAY	1
PERU	1
PHILIPPINES	2
POLAND	7
PORTUGAL	16
QATAR	1
ROMANIA	15
RUSSIAN FEDERATION	4
SAUDI ARABIA	2
SERBIA	7
SINGAPORE	1
SLOVAKIA	2
SLOVENIA	4
SOUTH AFRICA	1
SPAIN	20
SUDAN	1
SWEDEN	3
SWITZERLAND	21
SYRIAN ARAB REPUBLIC	1
TURKEY	8
UKRAINE	10
UNITED KINGDOM	29
UNITED STATES	10
URUGUAY	2
VENEZUELA	1
Total	456*

\*Total number of respondents who specified their country of work