



Women 4 Oncology in Greece: exploring common challenges- survey of the Hellenic Society of Medical Oncology among women oncology professionals

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W4O- Hellas

- In recent years a significant increase in numbers of women doctors choosing oncology as a career observed in Greece and worldwide
- *however*, still women are hugely underrepresented in academic and decision-making positions...
- **ESMO W4O** initiative in 2013

W4O- Hellas

- **Forum of W4O in Greece** within HeSMO and with the support of ESMO
- professional network of women in all areas and specialties of oncology

W4O- Hellas aims

- to identify common problems
- advocate for solutions *and*
- support **women professionals in oncology**
but also
- a platform of communication and support
directly from women in oncology to women with cancer
- to raise public awareness on common cancers in women
and develop multiple fundraising actions

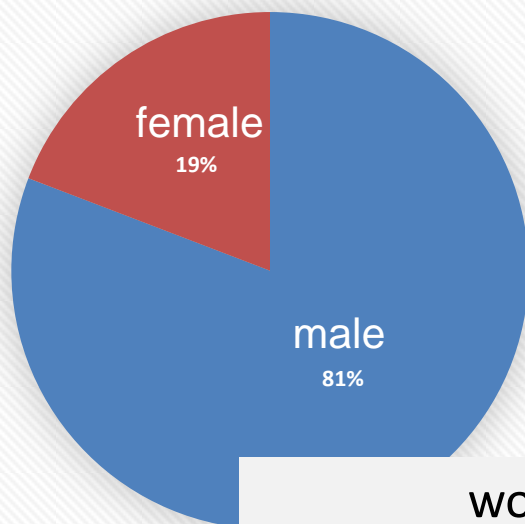
Survey

- **questionnaire** based on the 2013 ESMO online survey, adapted and translated in greek and complemented with additional questions
- **to women** oncologists, members of the Hellenic Societies of Medical Oncology, Radiation Oncology, Surgical Oncology, and other women **professionals in oncology** (pathologists, oncology nurses, clinical pharmacists, molecular biologists)

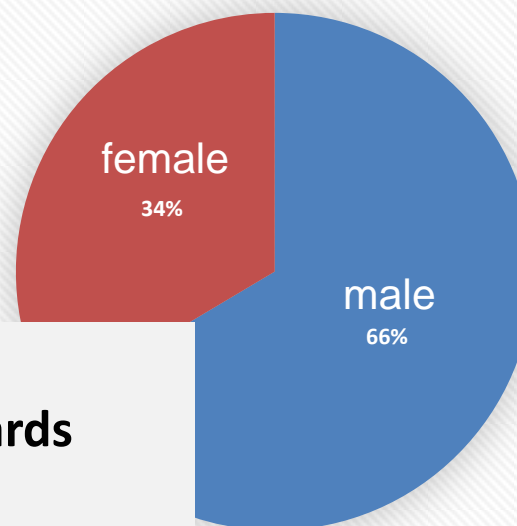
Results

Gender (% of active members in 2014)

Members of HeSMO



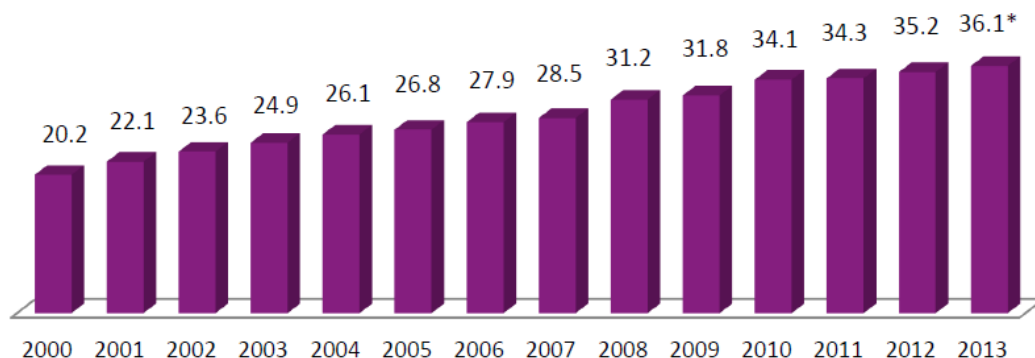
Members of GYMO (Young Oncologists)



women **representation**
in the HeSMO and GYMO **Boards**
very limited
(1 woman among 7 Board members)

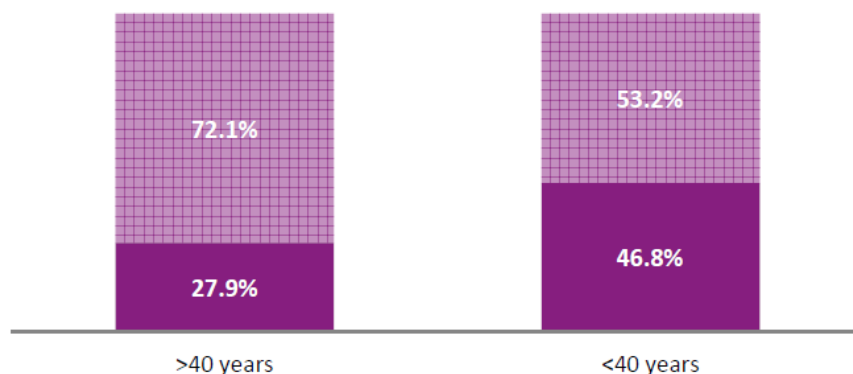
ESMO survey - 2013

Female ESMO members by year
(% over total no. of ESMO members)



Proportion of female members by age

■ Female ■ Male

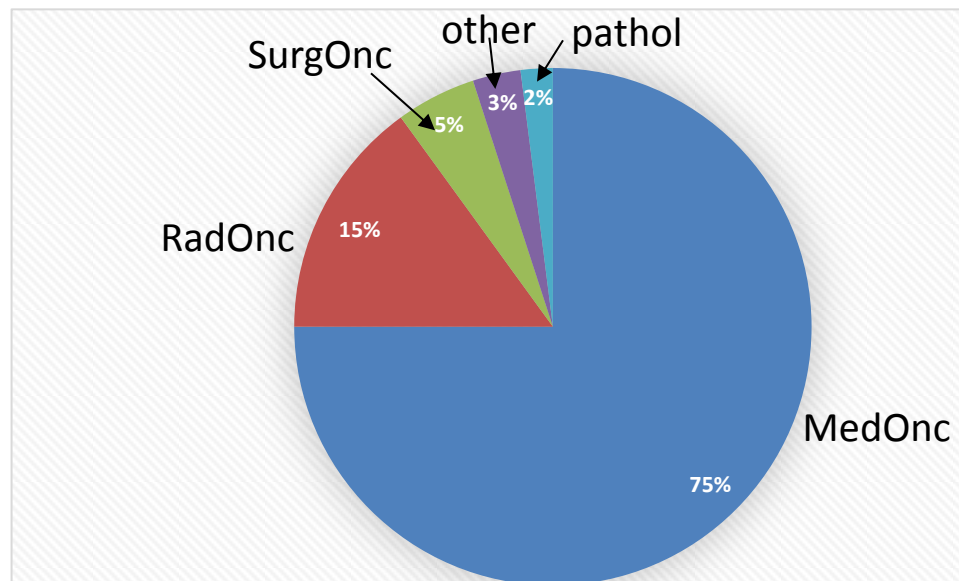
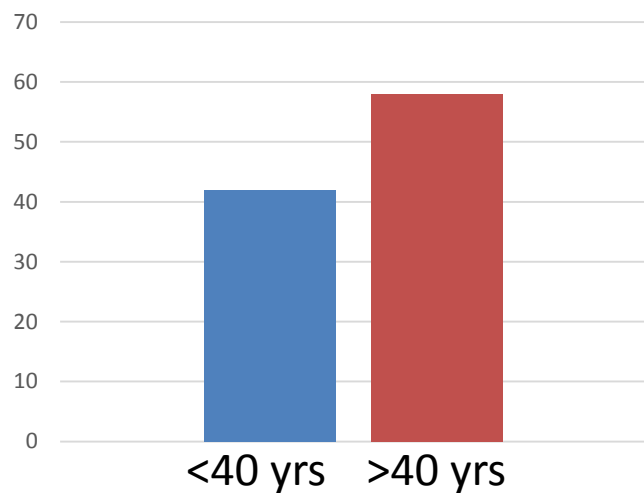


Female representation within ESMO committees

- 21.9% of ESMO officers are women
- ratio of female to male ESMO officers is 1:3.5
- ESMO Board 8 male officers and 3 female officers
- ESMO Young Oncologists Committee mainly female (6 male officers vs. 9 female)

Responders characteristics

- Responders: 80

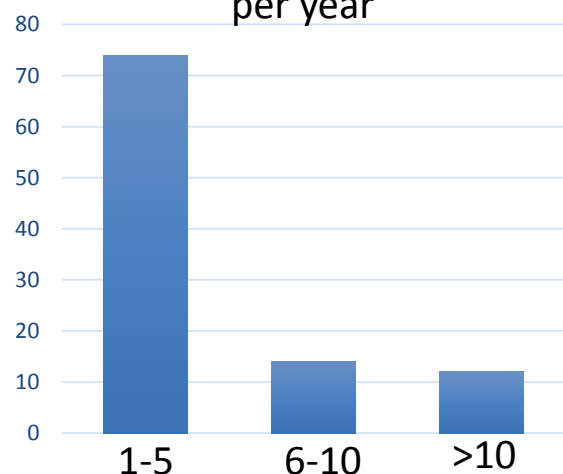


- 85% specialised oncologists, 15% in training
- 55% practice in public & university hospitals
- mostly in Athens (52%), major cities (48%)

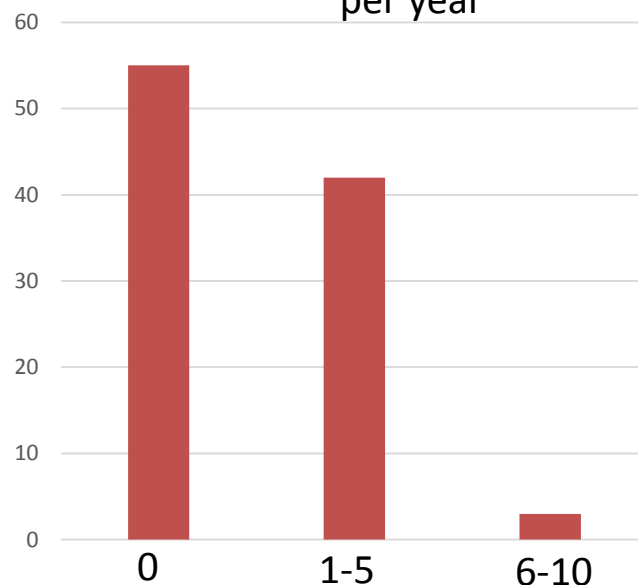
70% are mothers
of 2 or 3 kids in 65% of cases

Scientific presence: meeting participation

Participation in **national** conferences
per year



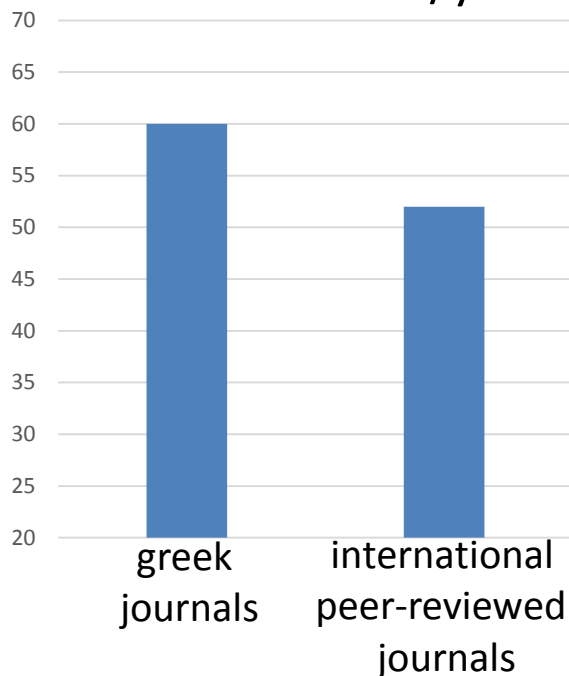
Participation in **international** conferences
per year



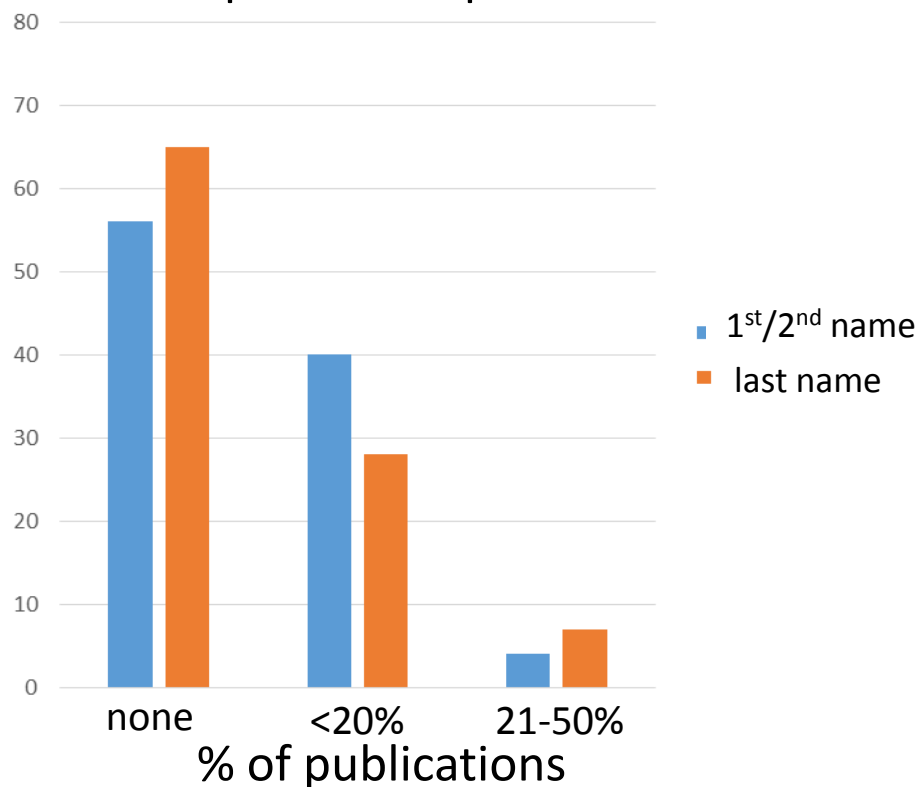
more than half (56%) are invited speakers/chairs in 1-5 greek meetings/ year
but no more than 30% are invited in international meetings...

Scientific presence: publications/ CME

Publications 1-10/year



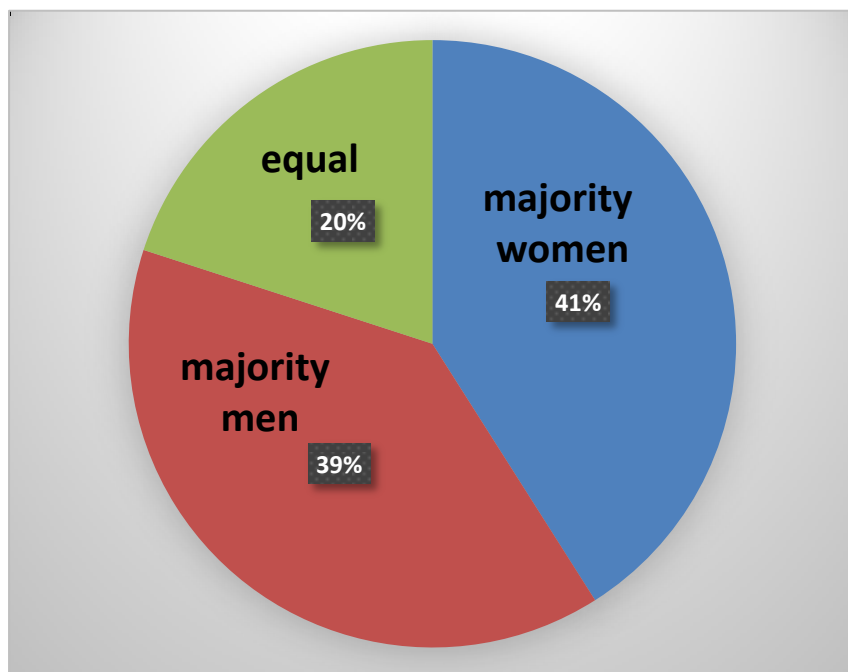
Author position in publication



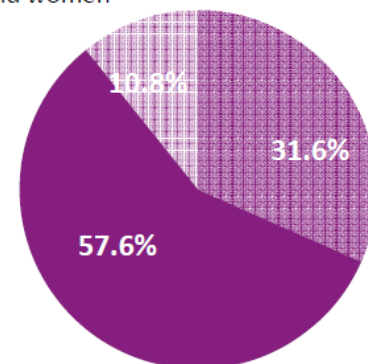
- the majority (74%) spend enough or a lot of time (5-10 and >10 hours per week) in continuing education and learning activities...

Women oncologists representation at work

Proportion of men and women in working teams



■ Majority of male working in the team
 ■ Majority of female working in the team
 ■ Equal number of male and women



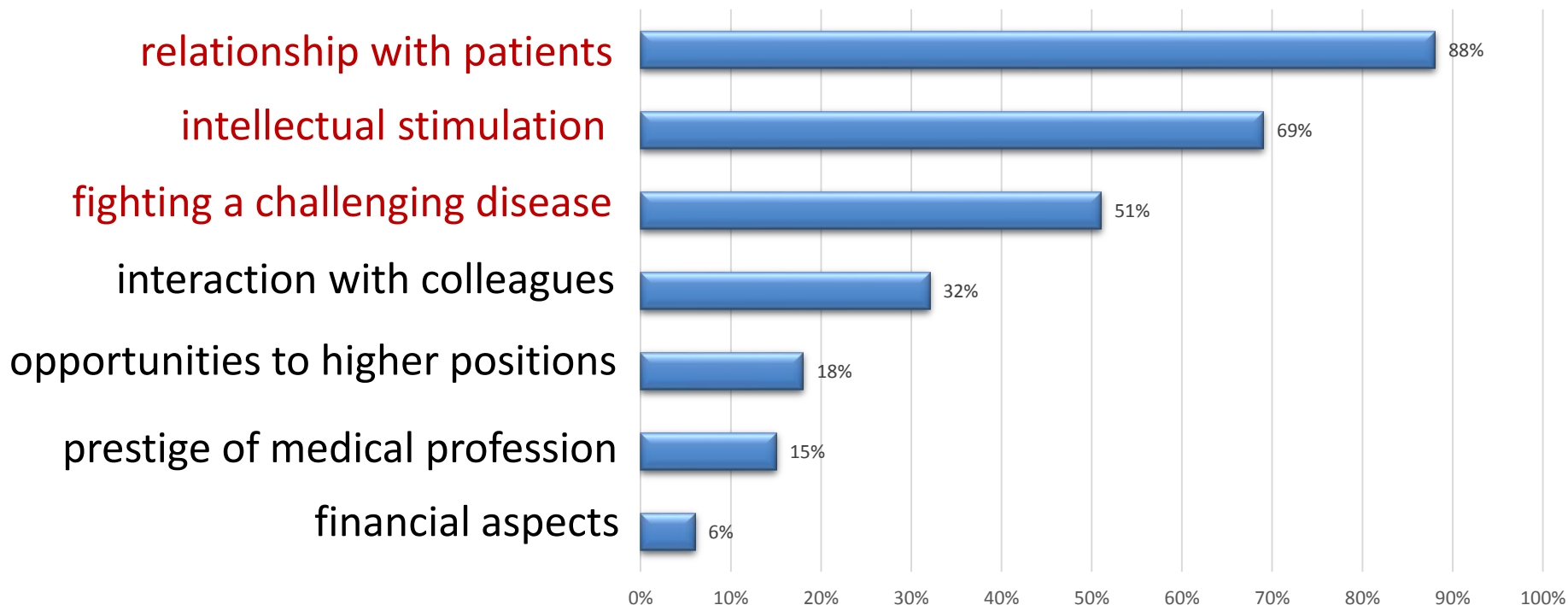
ESMO survey 2013

...however, **the manager of the team is a man in 82% of the cases...**

- 32% have some leadership position,
- with only 1 in 3 of those being department heads *and the others having roles as assistant directors, coordinating, training or not specified...*

Professional satisfaction

Which factors do you find most satisfying in your work?



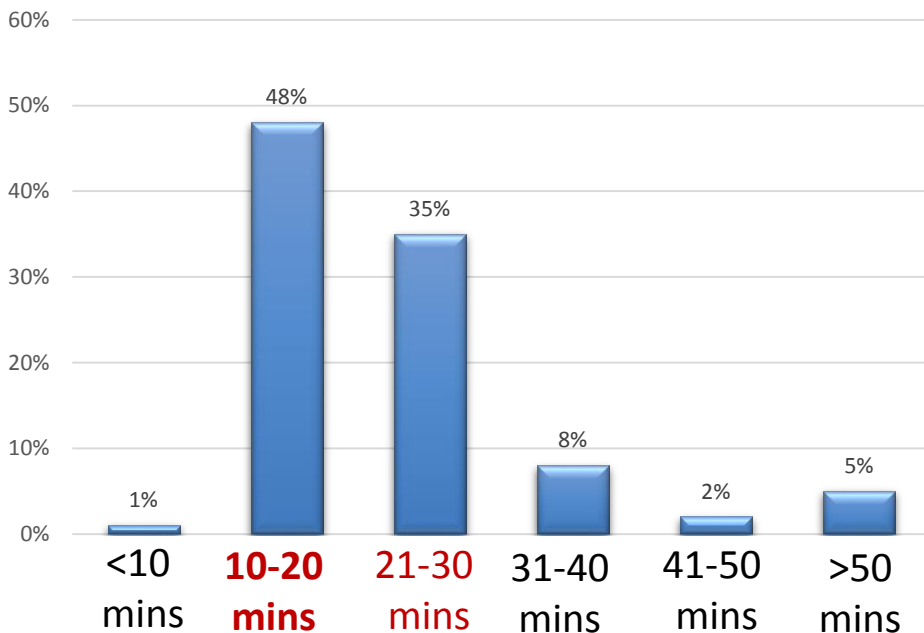
**As a female oncologist,
what do you think you can *uniquely*
bring to the medical oncology profession?**



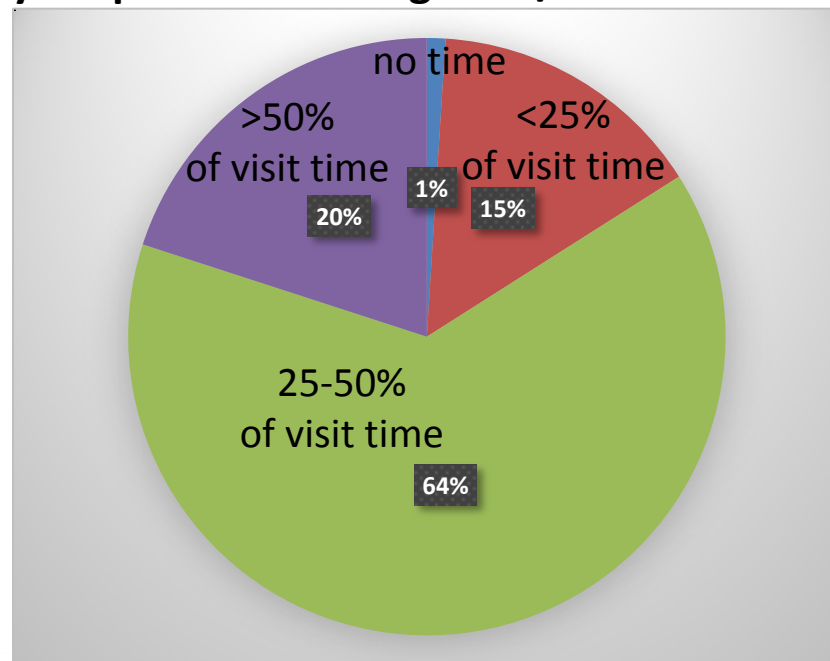
Communication with patients

One in two women oncologists (51%)
reported seeing >5 new patients in a typical week

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



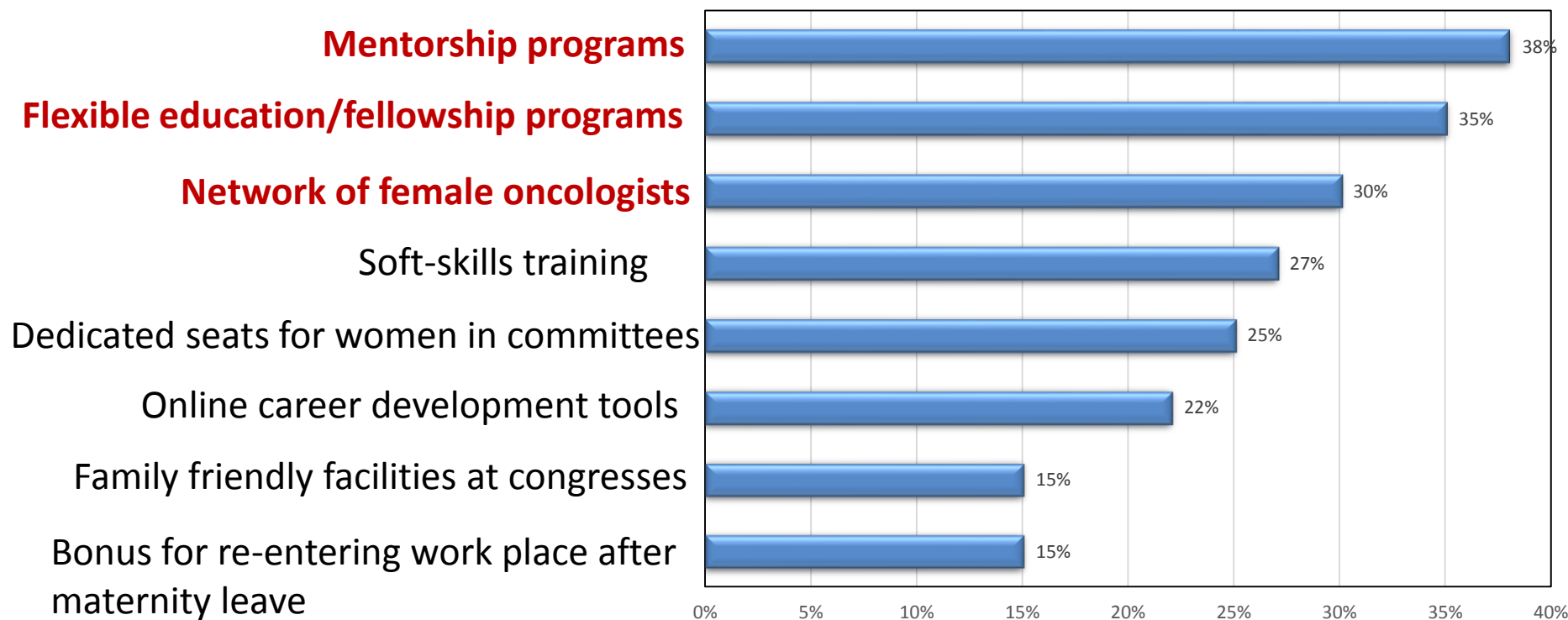
During a patient visit, on average what
percentage of your time is spent listening to
your patient's feelings and/or concerns?



As a woman oncologist, what do you think are the 3 main challenges to your career progression?



Which of the following programs aimed at women professionals would you advise your professional society to implement to support career development of women oncologists?



Conclusions

- first survey among women oncologists in Greece
- **although women have an increasingly significant presence in the oncology workforce in Greece, they remain under-represented in decision-making roles, as in Europe and worldwide**
- **many similarities with our European counterparts** are highlighted regarding career challenges and satisfaction factors from the profession

Conclusions

- The ESMO W4O initiative and national initiatives such as ours, not only '**map**' the **problems** *but*
- **advocate** for actions needed at national and international levels
- to **bridge** and reduce any **gender inequalities** in career advancement,
- for changes to promote work and family balance,
- for **support of young oncologists** with organized but flexible training and mentorship programs,
- and for **policy changes** in order to recognize and develop women oncology leaders...

«Women 4 Oncology-Hellas» W4O-Hellas



We are grateful
to all women colleagues in oncology
for their participation in the survey and the Forum
and to HeSMO and ESMO for their continuing support



www.womeninoncologyforum2014.com
www.facebook.com/womeninoncology



1st Forum W4O-Hellas

Sunday, 12th October 2014

'Megaron Mousikis', Athens Concert Hall, Athens-Greece



1^o Forum



Γυναίκες στην Ογκολογία στην Ελλάδα
Women in Oncology in Greece

1st Forum

www.womeninoncologyforum2014.com



Κυριακή 12 Οκτωβρίου 2014

Προκαταρκτικό Πρόγραμμα

Μέγαρο Μουσικής Αθηνών