



Organisation of European  
Cancer Institutes – EEIG

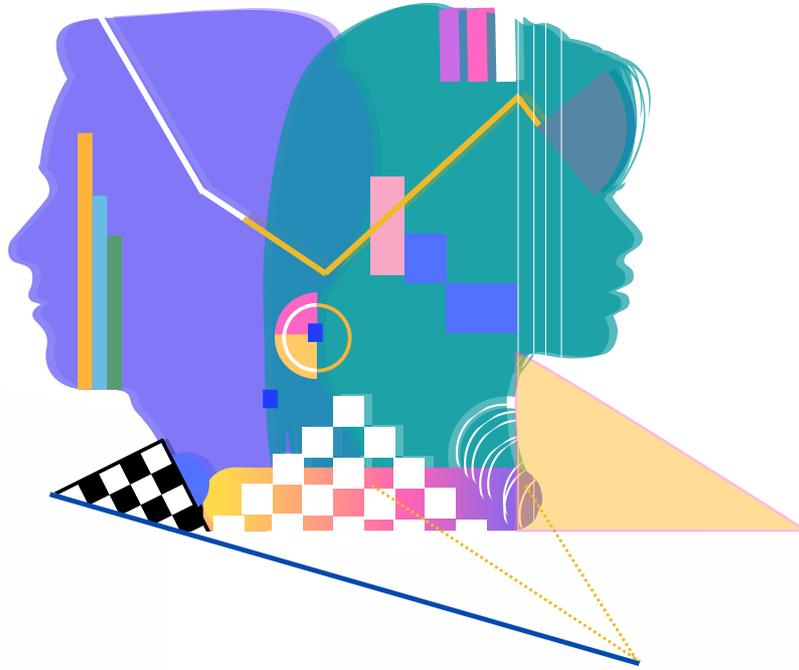
2022-2025

# OEI GENDER

# EQUALITY PLAN



# Table of Contents



**01**

Premise

**02**

Introduction

**03**

Key Focus  
Areas

**04**

Implementation  
Plan

## Premise

- On September 2021, the EC Directorate General for Research and Innovation adopted the "Horizon Europe Guidance on Gender Equality Plans (GEPs)": Publications Office of the European Union, 2021
- The Organisation of European Cancer Institutes “OECI”, in its capacity of European Economic Interest Grouping is not bound to devise and implement a Gender Equality Plan
- OECI activities are mainly based on the voluntary participation of OECI Member representatives to the Grouping’s Working Groups
- The OECI management & administration function is currently outsourced to external providers
- OECI considers it essential to ensure that our efforts are geared towards finding ways of engaging equally qualified women and men in all aspects of the Organisation. We want to ensure equality of treatment based on merit, and an inclusive culture that considers gender diversity as an asset to the strength and performance of teams. As an organisation, we are convinced that our success crucially hinges on the diversity, commitment and engagement of the entire OECI team

**All the above stated, OECI believes adopting  
a Gender Equality Plan (GEP) is a  
moral duty of the Organisation**

The OECI GEP will mainly be geared towards fostering the adoption and implementation of GEPs throughout the OECI Membership and the OECI service providers.

The Plan is the outcome of a self-assessment exercise on the gender equality status within the OECI. It covers a period of 3 years (2022 – 2025), and it was approved unanimously by the OECI Board of June 14, 2022.

## Introduction

The Organisation of European Cancer Institutes (OECI) is the largest network of Cancer Centres and Institutes across Europe and beyond its borders. It is a non-governmental legal entity established in 1979 to promote efficient partnership across Europe, notwithstanding its linguistic barriers and traditional care and research heterogeneity.

OECI's primary goal is to bring together cancer research and care institutions in order to create a critical mass of expertise and competence. Our mission is to build and maintain a consensus on the best models of oncology, whilst developing optimal solutions to effectively fight cancer. OECI aims to provide equitable access to treatments, guarantee all cancer patients the access to best available treatments, and improve their quality of life.

OECI is headquartered in Brussels (Belgium) and comprises 123 Members as at June 2022. Several prominent Cancer Centres from Chile, Colombia, Jordan, Russian Federation, Tanzania, Turkey, Ukraine and Vietnam joined the Membership to benefit from the OECI initiatives.

## Key Focus Areas

This Gender Equality Plan defines objectives, assigns responsibilities and lists necessary resources and measures to improve gender equality in 2 key focus areas:

1. OECI Governance
2. Staff recruitment and retention

# 1 | Governance

OECI values and promotes gender balance both with its decision-making organs and its management.

In terms of gender distribution within the OECI Governance, senior profiles at decision-making levels include women, but are still fairly unbalanced. We aim to further increase the share of female representation at this level, whilst remaining aware that this imbalance is a reflection of the external environment, in which large parts of the professions at senior level remain male dominated.

Currently OECI's decision-making bodies include:

- OECI General Assembly
- OECI Board

In addition, OECI's organisational structure also includes the following bodies:

- OECI President Office
- OECI President Elect Office
- OECI Working Groups
- OECI A&D Board
- OECI A&D Committee
- A&D Coordination Team
- A&D Auditors
- OECI Central Office
- OECI Liaison Office

## 1.1 The OECI General Assembly

The General Assembly is composed by the legal representatives of all Members of the OECI. Women play an important role in OECI Members' leadership, but the question of legal representation is a decision for each Member.

### Action

Gender equality is strongly endorsed by the Grouping's leadership. In order to foster a balanced gender distribution in our Member centres/institutes, starting from January 1, 2023 participation in all OECI self-funded projects and EC Applications led by OECI will be restricted to OECI Members which have implemented/are implementing a Gender Equality Plan.

## 1.2 The OECI Board of Directors

The OECI Board of Directors is currently including 9 Members, with female representation on the Board currently standing at 33 %, against a 67% male representation.

### Action

OECI sets out to continue appointing its Board Members with careful consideration for gender balance and increase the female presence to at least 40% by 2023.

### **1.3 The OECI President Office**

The OECI President Office includes the President and the President's secretary, and is currently gender balanced.

**No Action**

### **1.4 The OECI President Elect Office**

The OECI President Elect Office includes the President Elect and the President Elect's secretary, and is currently gender-balanced.

**No Action**

### **1.5 The OECI Working Groups**

The OECI organisational structure mainly pivots on its Working Groups, which are tasked to develop the OECI Annual Programme.

Each Working Group has a Chairperson who is charged to interact with the Delegates of the Members which are interested to collaborate with them.

The participation to the WG activities is open and not remunerated.

Currently, the gender distribution of the 4 Chairpersons heading the OECI Working Groups is balanced.

## Action

The senior management aims to continue influencing the decision-making organs and is set out to keep this figure steady by being mindful of the gender-balance of the shortlisted candidates in future.

In addition, as of January 1, 2023, all OECI WG Chairpersons will include a section dedicated to the analysis of the WG's gender distribution in the WG Annual Report to be presented to the OECI Board and to the General Assembly.

### 1.6 The OECI A&D Board

The OECI A&D Board is currently including 7 Members, of which only 30% are women, against 70% male representatives.

## Action

OECI is aware of this imbalance and is looking to increase this proportion by at least 10% by 2024.

### 1.7 The OECI A&D Committee

The OECI A&D Committee is currently including 7 Members, of which 43% are female and 57% male.

## Action

OECI will strive to increase the share of female representatives within the A&D Committee by 7% by 2024.

### 1.8 OECI A&D Coordination Team

The Accreditation & Designation Coordination Team is outsourced to IKNL, an OECI Member located in the Netherlands. The A&D Coordination Team currently has the participation of 5 female staff (100%).

## Action

Future recruitment processes related to the A&D Coordination Team will work towards a more balanced distribution between male and female employees.

### 1.9 OECI Auditors

Currently there are approximately 60 auditors available to carry out peer review visits on site of the applicant cancer centres to the Accreditation & Designation Programme, of which 75% are female and 25% are male.

## Action

The A&D Board will continue to select the best qualified volunteer candidates for these roles.

## 1.10 OECI Central Office

The OECI Central Office currently has no OECI employees.

### Action

One/two employees are expected to be hired by the OECI Central Office by December 31, 2022. OECI will guarantee a gender-balanced shortlists of applicants, whilst aiming to make our hiring decisions based on merit and qualification of the applicant for the job.

## 1.11 OECI Liaison Office

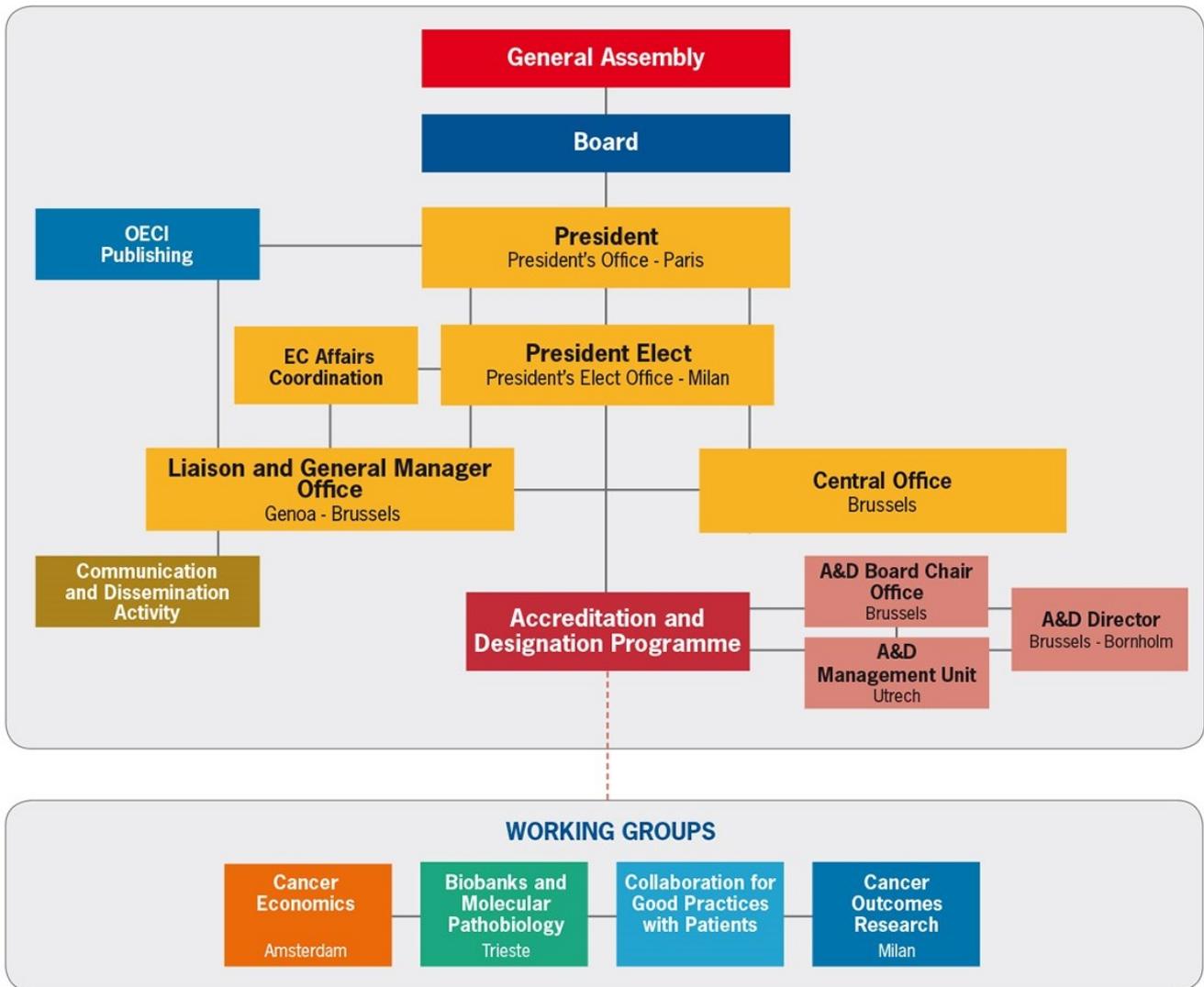
The OECI Liaison Office is headed by the OECI General Manager and is tasked with running the managerial and administrative tasks related to the day-to-day activity of the Grouping, in collaboration with the OECI Central Office.

The Liaison Office is currently outsourced to SOS Europe Srl, which has adopted a series of guidelines in relation to personnel recruitment, resulting in a high female representation: of the 5 employees of the company, 60% are female and 40% are male.

### Action

The Liaison Office is set out to keep this proportion steady, by maintaining a gender balance in the shortlisted candidates in future.

**Fig. 1 | OECI Governance**



## 2 | Staff Recruitment and Retention

OECI’s hiring decisions aim to be based on merit and qualification of the applicant for the job as we try to ensure fair and unbiased assessments of the merits of each candidate. We aim for gender-balanced shortlists of applicants but do take into account constraints from the pool of applications.

Currently, OECI has no employees. In future, recruitment processes will strive for a balanced distribution of female employees.



# Implementation Plan



01

**Establishing a Gender Equality Committee**



02

**Monitoring gender distribution at OECI Events**



03

**Monitoring the OECI Membership**



04

**Restricting participation in EC Applications**



05

**Revising the A&D Programme Standards**



06

**Including an "Opinion Piece" on gender equality in the OECI Magazine**



# Action ONE

## ESTABLISHING A GENDER EQUALITY COMMITTEE

In order to ensure monitoring and accountability, the OECI Board of June 14th 2022 established a **Gender Equality Committee (GEC)**.

### 1.1 Responsibilities

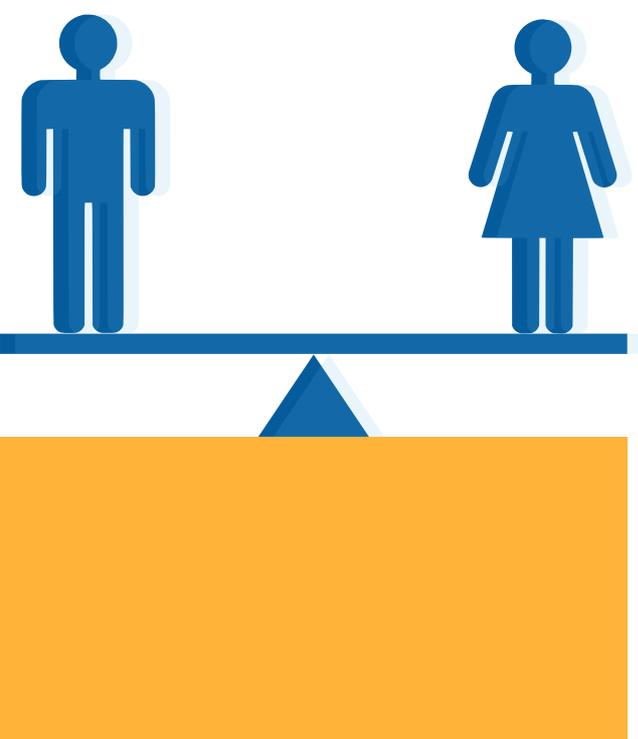
The OECI Gender Equality Committee is tasked to:

- ensure gender equality as well as equal opportunities, whilst guaranteeing the absence of any form of direct and indirect moral or psychological violence and discrimination related to gender, age, sexual orientation, race, ethnic origin, disability, religion and language within the Organisation
- monitor that OECI Members have implemented a well-developed GEP and apply all the rules requested by the EC
- centralise and maintain all existing data tracking efforts in a shared database
- monitor the gender distribution in all applications & initiatives involving OECI

### 1.2 Composition

The newly constituted GEC will include three participants, of which a Chairperson appointed by the OECI Board. The GEC will also include a representative appointed by the A&D Board, as well as a Secretary. The latter role will be covered by the OECI General Manager. The GEC will be gender balanced, including at least 50% female representatives.

The GEC Chairperson will produce a yearly report to be presented at the OECI General Assembly. The Report will include an overview of the activities carried out by GEC throughout the year, and will be published on the OECI website & the OECI Magazine.



# Action TWO

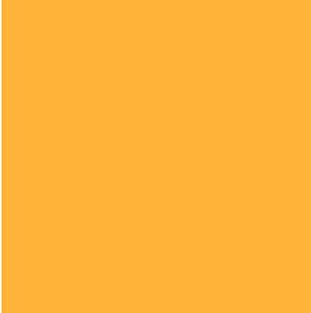
**MONITORING GENDER  
DISTRIBUTION AT OECI EVENTSP**

## 2.1 OECI Speakers & Moderators

- We value gender diversity of speakers and moderators and aim to continue improving our gender balance at events by ensuring steady figures in the following areas:
- percentage of women speakers at OECI events (external and internal experts)
- percentage of women moderators at OECI events (external and internal experts)
- percentage of gender balanced panels (incl. featuring a higher number of women)

## 2.2 OECI Annual Lecture

OECI will organise an annual lecture dedicated to a woman who makes a particular contribution to cancer research, education and care, thus aiming at encouraging female participation in science.



# Action THREE

## MONITORING THE OECI MEMBERSHIP



OECI will foster the implementation of a GEP throughout the entire OECI Membership. The OECI Members that have already adopted a GEP will be distinctively marked with a logo on the OECI website section dedicated to the OECI Network, and on the OECI Yearbook.

The General Manager will be tasked to verify that all the new applicants to OECI Membership have implemented/are implementing a Gender Equality Plan.

In addition, each discrimination act notified by OECI Members' staff will be followed by a formal reprimand of the GEC Chairperson to the authorities of competence of the Member involved.

# Action FOUR

## **PARTICIPATION IN EC APPLICATIONS**

As of 1st January 2023, participation in all OECI self-funded projects and EC Applications led or coordinated by OECI will be restricted to OECI Members which have implemented/are implementing a Gender Equality Plan.



At the next standards revision (1st January 2025) the A&D standards will include a specific standard designed to evaluate adoption of a GEP by the reviewed centres.

# Action FIVE

## **PARTICIPATION TO THE A&D PROGRAMME**



The OECI Magazine will include an annual “Opinion Piece” on gender equality authored by a female scientist operating within the OECI Network.

**THE OECI  
MAGAZINE**

# Action SIX

This Gender Equality Plan was  
approved by the OEI Board  
of June 14, 2022

---



## Contact

Organisation European Cancer Institute –  
European Economic Interest Grouping  
c/o Fondation Universitaire, Rue d’Egmont  
11, B-1000 Brussels, Belgium  
Registre des Personnes Morales  
n. 0473647634

[www.oeci.eu](http://www.oeci.eu) 

[oeci@oeci.eu](mailto:oeci@oeci.eu) 

Oeci\_EEIG 