

OSHO e.V. · Strümpellstraße 42 · 04289 Leipzig



GENDER EQUALITY PLAN

2023



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1. INTRODUCTION

The „Ostdeutsche Studiengruppe Haematologie und Onkologie e.V.“ (OSHO) is a Science based Association dedicated to research and training in the field of hematology and oncology. OSHO is registered in the German Register of Associations and prosecutes exclusively and directly charitable purposes according to the German Tax Code of 1997 „Tax-privileged purposes“. OSHO was founded in 20.11.1998 and is represented and regulated by the Articles of its Statute which is drafted in accordance with the above named German legislations. The Statute constitutes the reference point of the entire Study Group organisation, identifying the Bodies, powers and respective functions and tasks.

Mission

The objective of the OSHO is to improve the diagnosis and treatment of leukemias, other hematologic and solid tumor entities and to strengthen the link between treatment and research through the networking and cooperative activities of its members to ensure quality, originality, innovation and transferability of trial results to clinical practice. Safety, respect for the person and the global approach to the patient are at the heart of every action and every project, in compliance with the principles of the International Health System: universality, equity, appropriateness, continuity of care, participation and transparency, efficiency, effectiveness and quality, cost effectiveness. In addition, OSHO promotes medical education for young physicians across the territory of the OSHO and beyond through its OSHO Fortbildungsakademie (OSHO Academy of Education).

Vision

The constant progress made in prevention and the effectiveness of treatments, as well as the brilliant results in more than 100 clinical and translational research projects and trials, testify to the OSHO its constant commitment to the fight against cancer. OSHO is the promoter along with the Local Health Services (Universities, community based hospitals and outpatient clinics) to which the OSHO members belong to coordinate the path of oncology service based on principles of cooperation and collaboration between the nodes of the network, and at the same time it is able to enhance the skills of the individual centres through education and training activities, and the



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proximity of assistance for all citizens.

Locations

OSHO carries out its activities in several locations within Germany (and beyond), the management of which has progressively grown over the years.

2. THE ORGANISATIONAL STRUCTURE

Consistent with the Statute, OSHO adopts a democratic model inspired by the principle of equality of all members. To this end, the administrative secretary of the OSHO is located in Strümpellstraße 42; 04289 Leipzig, Germany (info@osho-studiengruppe.de). The OSHO Fortbildungsakademie (OSHO Academy of Education; OSHO Services GmbH) is also located in Leipzig, Germany (info@osho-services.de; www.osho-services.de).

The OSHO is organized as follows:

- a) The general assembly
- b) Board of Directors
- c) Steering Committee
- d) Financial auditor
- e) Arbitration Committee

At all levels, the members of the OSHO jointly ensure competence and a balance between the genders in compliance with current legislation on gender balance.

Membership is open for every physician and scientific worker who are involved in the field of hematology and oncology irrespective of the place of work (University, community based, or outpatient clinic), area (urban or rural), age, or gender. After submitting an application, all members will be informed per e-mail) and if no objections exist, membership will be granted. The OSHO organizes two scientific meetings per year over two days each (the spring and autumn meetings) where the scientific projects and trials are presented and discussed. The spring meeting has a traditional place in the middle of Germany (Woerlitz) and the autumn OSHO meeting rotates among the different cities where the members work (the location and the organizers are chosen from the members in the general assembly irrespective of gender). Additionally, the OSHO Academy of Education organizes a series of 8 educational blocks over two years (version 1 from 2019-2021 and version 2 from 2021-2023)



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across different cities (figure 1)



Figure 1. Locations of the educational blocks of the OSHO Academy of Education

General Assembly

The annual general assembly is held at the autumn OSHO meeting.

All organs of the OSHO (Board of Directors, Financial auditor, and the CEO of the OSHO Academy of Education) report their activities to the members.

All nominations and elections take place at the annual assembly in a transparent manner based on equality.

Board of Directors

The Board of Directors is composed of three directors and one Financial auditor.

The Board is nominated and elected by the members at the general assembly every two years. The Chairman of the Board of Directors, holds the legal representation of the OSHO. The President shall ensure the overall management of the OSHO in compliance with the mission and the principles of impartiality, good performance and transparency. The Board of Directors is the collegial body prepared for the scientific and financial management of the Study Group and for the identification of strategic objectives in compliance with The guidelines established by the Statute of the OSHO. An external tax advisor



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supervises financial compliance with the German Tax Code of 1997 and submits an annual report to the German Tax Office.

Steering Committee

The steering committee is composed of the Board of Directors, representatives from Universities, community based hospitals, and outpatient clinics. The members of the steering committee are nominated and elected by the members of the OSHO at the general assembly every two years.

The nomination and election are open for each OSHO member.

The steering committee is the collegial body prepared for the scientific management of the Study Group and preparing the scientific agenda of the biannual OSHO meetings and the educational program of the OSHO Academy of Education. The steering committee meets four times per year and at the biannual scientific meetings of the OSHO.

3. INTERNAL CONTEXT

OSHO is a Scientific Association which prosecutes exclusively and directly charitable purposes. The OSHO members, the Board of Directors, the Steering Committee, and the members of the Arbitration Committee act voluntarily and without financial compensation.

The OSHO e.V. workforce survey carried out at 14/03/2023 showed the following composition:

- two workers directly employed in fixed-term positions (100% women) (secretary and CEO of the OSHO Academy of Education)
- 161 OSHO members (33% women – 67% men) fig 2
- 3 directors (33% woman- 66% men) + financial auditor (1 man)
- 16 members of the steering committee (25% women- 75% men) fig 3
- Principal investigators of 21 trials (2010-2023) (43% woman- 57% men) fig 4



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FIGURE 2. OSHO MEMBERS 2013

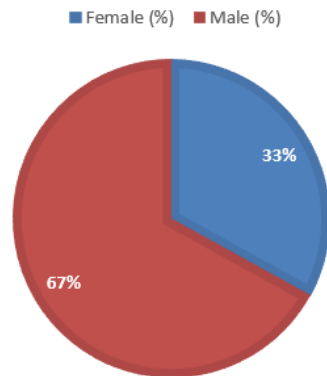


FIGURE 3. MEMBERS OF THE STEERING COMMITTEE

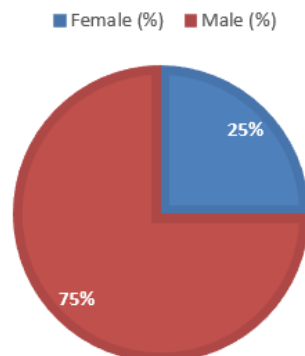
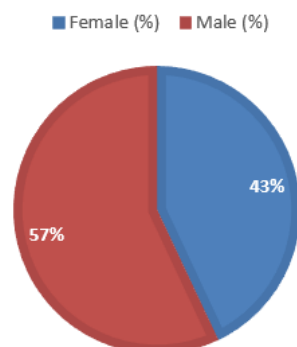


FIGURE 4. PRINCIPAL INVESTIGATORS OF 21 OSHO TRIALS (2010-2023)



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The OSHO Academy of Education workforce survey carried out at 14/03/2023 showed the compositions illustrated in fig. 5 and 6:



Figure 5. Participant gender OSHO FoBi 1.0 & 2.0



participant gender	absolut numbers			in %		
	women	men	Total	women	men	Total
OSHO FoBi 1.0 (2019-2021)	147	63	210	70%	30%	100%
OSHO FoBi 2.0 (2021-2023)	118	36	154	77%	23%	100%
Total	265	99	364	73%	27%	100%

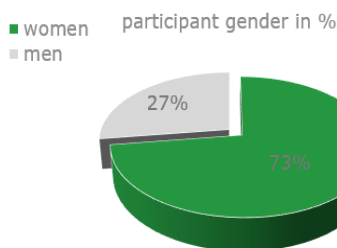
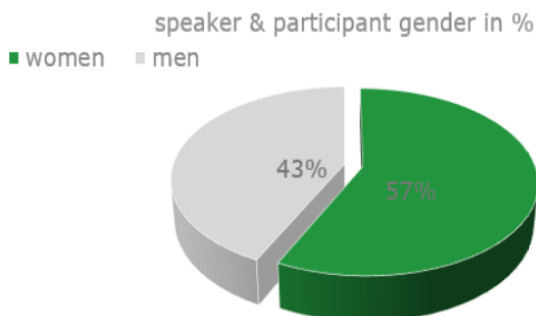


Figure 6. Participant & speaker gender



speaker & participant gender	absolut numbers			in %		
	women	men	Total	women	men	Total
OSHO FoBi 1.0 (2019-2021)	173	128	301	57%	43%	100%
OSHO FoBi 2.0 (2021-2023)	142	108	250	57%	43%	100%
Total	315	236	551	57%	43%	100%



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4. AREAS OF ACTION

The enhancement of gender equality is a fundamental pillar of the European Union (EU), which has been integrated into the European Commission's strategy for gender equality for the period 2020-2025. The EU provides a regulatory framework on gender equality, based on binding directives that apply not only to the labour market but also to the research sector.

The peculiarities of this sector have promoted the research and definition of Targeted actions that have found their realisation within the European Research Area (ERA) and its main funding instrument in Horizon Europe. Both contribute synergistically to fostering collaboration and enhancing the impact of research and innovation in the development, support, and implementation of the same EU policies. In this context, gender equality is an indispensable cross-cutting priority in the European Commission's strategy, as it aims at ensuring an innovative, competitive, and flourishing European economy. The first pages of the document A Union of Equality: Gender Equality strategy 2020-2025 recites:

"The promotion of equality between women and men is a task for the European Union, in all its activities, required by the Treaties. Gender equality is a core value of the EU, a fundamental right and key principle of the European Pillar of Social Rights. It is a reflection of who we are. It is also an essential condition for an innovative, competitive, and thriving European."

To realise this project, the European Commission has adopted Gender Mainstreaming as the ideal method for promoting equal opportunities for men and women. The pivotal thought of Gender Mainstreaming is that no programming initiative can be considered gender neutral, given the influence that gender has as a social construct in influencing the behaviour of citizens. The origins of this approach are rooted in the desire to provide a more faithful representation of society, emphasising the differences in behaviours between men and women. Supporting gender neutrality implies adopting a model characterised by "standard" individuals who not only do not exist in reality, but who in the political and social imagination are male, middle-aged without specific needs and requirements (disability, illness, need for aids or support for treatment). The aim of gender mainstreaming is to promote the development of policies that consider these differences, as well as gender differences, in order to foster inclusiveness and to guide institutional and social structures and organisations towards greater equity for men and women.

The realisation of this design requires the identification of clear and concrete



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objectives and targets, which in turn make it possible to set measurable indicators, so as to facilitate the transition from the theoretical to the practical dimension. The Gender Equality Plans (GEPs) are documents that allow its fulfilment, since they allow to define not only the legal, organisational, economic, and social framework, but also the operational conditions to implement gender equality. These are the strategic, operational, and tailor-made tools necessary to bring systematic institutional change through the identification of strategies for the development of human resources, institutional governance, the allocation of research funding, institutional leadership, and decision-making and research programmes.

The development of effective GEPs should encourage self-reflection by staff and the institutions' decision-making bodies, while supporting a continuous review process involving the whole organisation. For this reason, in the development of the following GEP, respect and awareness of the steps that constitute its life cycle were followed:

- An audit phase. Elements of this phase include the collection of gender data and the review of relevant national and regional laws, regulations, or funding requirements.
- A planning phase. The objectives of the EDM are set out together with a table showing the actions and measures to be taken, as well as the identification of specific resources for its implementation.
- An implementation phase, in which the activity roadmap is implemented, including the creation of working groups to develop and implement new policies and procedures.
- A monitoring and evaluation phase, in which the review of the plan and the progress with respect to its aims and objectives are regularly and annually evaluated.

In line with the main objectives supported by the European Commission to Combat stereotypes and bridge the gender gap in the labour market, the Document addresses the following areas:

- Work-life balance and organisational culture
- Gender balance in top positions and in decision-making bodies
- Gender equality in recruitment and career progression
- Gender mainstreaming in research
- Contrasting gender-based violence



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4.1 Promoting balance between private life and working life and the culture of the organisation

The main objective of this macro-area is to identify the actions to be taken to promote the reconciliation of work and private life. In this regard, OSHO is A STUDY GROUP with most of its members participating voluntarily and free of compensation. The OSHO has limited employers as described previously. Nevertheless, in the last years, the OSHO adopted an internal policy, designed to regulate agile work; "in order to increase competitiveness and facilitate the reconciliation of life and work time as a method of execution of the subordinate employment relationship established by agreement between the parties, also with forms of organisation by phases, cycles and objectives and without precise constraints of time or place of work, with the possible use of technological tools".

We therefore follow the objective of increasing competitiveness through work by phases, cycles, and objectives, which is essential for working without constraints of time and space. Without time constraints – but in compliance with the time limits established by law - because the performance is aimed at a result but without space constraints, because in the face of a broader trust and responsibility of the employee relying on his or her ability to regulate the phases of work according to a result, there must be a renunciation by the employer to "visually" control the collaborator. From a psychological point of view, this means the liberation from the axiom: attendance = work, with the consequent abandoning of control over the performance in favour of a verification of the results expected from the performance.

Trust constitutes the fundamental prerequisite of the Smart working organisational structure of work!!

The OSHO Board of Directors has been pursuing the objectives of Agile Work with both the secretary and the CEO of the OSHO Academy of Education. Customised individual agreements have been signed in order to regulate work in a timely manner. Access to this mode of work, allows staff to reconcile working time with private time, in order to meet family and personal needs.



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Action 1) Agile work enhancement and monitoring

Implementation and monitoring of agile work	
ACTION	Implementation and monitoring of agile work
<u>Responsibility</u>	Board of <u>Directors</u>
<u>Recipients</u>	OSHO <u>employees</u>
<u>Financial resources</u>	Based on requests of the workers
<u>Indicators and targets</u>	Biennial report on the use of agile work



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Action 2) Enhancement and implementation of facilitation services

ACTION	
ACTION	Implementation of services as needed
<u>Responsibility</u>	Board of <u>Directors</u>
<u>Recipients</u>	OSHO <u>employees</u>
<u>Financial resources</u>	In the annual budget of the OSHO
<u>Indicators and targets</u>	Annual report on the services and costs



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4.2 Gender balance in top positions and decision-making bodies

The objectives of this macro-area are intended to remove organisational and cultural barriers in the scientific career path of women and to try to further fill the existing gender gap in professional and/or scientific coordination positions. The OSHO has done major efforts in this issue as can be seen from the occupation of the CEO position of the OSHO Academy of Education, figure 4, and figures 5 and 6.

Action 1) Awareness and support for women

ACTION	<u>Organisation</u> of educational and training courses in group seminars including topics such as decision-making, problem solving, empowerment
Responsibility	Board of <u>Directors</u> ; Steering Committee
Recipients	OSHO <u>members</u> and all interested <u>young scientists</u> and <u>physicians</u>
Financial resources	In the annual budget of the OSHO
Indicators and targets	Monitoring with structured descriptive statistics, questionnaires, and other tools, which allow the analysis and reporting of the results. Expected results: acquisition of a greater degree of awareness of the role and the functions by each participant, enrichment of skills with respect to the soft skills necessary to hold positions of high responsibility. Annual report.



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4.3 Gender equality in recruitment and career progression

This macro-area is intended as the preparation of specific monitoring tools to ensure compliance with the regulations on the composition of the Competition Examination Commissions, which ensures – as far as possible – that at least one third of their members are female. Again, and as could be seen from the numbers and figures under INTERNAL CONTEXT, the OSHO has done major progress in this issue.

Action 1) Promote gender balance in selection/competition boards

ACTION	Monitoring the composition of all OSHO organs and committees
<u>Responsibility</u>	Board of <u>Directors</u> ; Steering Committee
<u>Recipients</u>	OSHO <u>members</u>
<u>Financial resources</u>	Not applicable
<u>Indicators and targets</u>	Preparation of annual reports and statistics



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4.4 Gender mainstreaming in research

Gender dimension must be integrated not only into company policy but must also be considered and evaluated in the world of research. For this purpose, actions have been aimed at its enhancement, which aim both at monitoring ist inclusion, as well as increasing awareness of its role in the context of research. The OSHO has done major efforts in this issue as can be clearly seen from figure 4 under INTERNAL CONTEXT.

Action 1) Enhancing the role of women researchers

ACTION	encouraging and enhancing the contribution to research by women researchers (funding, trial infrastructure,...)
Responsibility	Board of <u>Directors</u> ; Steering Committee
Recipients	<u>OSHO members</u>
Financial resources	In the dedicated annual budget
Indicators and targets	Preparation of annual reports and statistics



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Action 2) Evaluate participation as Principal Investigator (PI)

ACTION	Analyse participation as PI in calls for funding.
Responsibility	Board of Directors; Steering Committee
Recipients	OSHO members
Financial resources	In the dedicated annual budget
Indicators and targets	Preparation of annual reports and statistics: N absolute and % of IP men and women participating in calls for funding calculated on the total number of proposals submitted by and/or to the OSHO

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Action 3) To increase awareness on the importance of gender mainstreaming in research

ACTION	Organisation of training to address gender mainstreaming in research processes and Methodology
Responsibility	Board of Directors; Steering Committee
Recipients	OSHO members
Financial resources	In the dedicated annual budget
Indicators and targets	Organisation of an information event to be carried out annually to promote knowledge and skills on gender equality applied to research

4.5 Contrasting gender-based violence

Gender-based violence, harassment and bullying are complex situations that can in turn lead to isolation and discrimination of victims. These situations represent critical issues that can occur in different circumstances and environments, including research organisations and research funding organisations. OSHO recognises and guarantees equal opportunities, organisational well-being, the protection from bullying and sexual harassment. In 2022, the OSHO established an Arbitration Committee and integrated the Committee in its Statute.

Action 1) Raise awareness on the issues of gender violence, gender identity, prevention and combating harassment within the OSHO

ACTION	Encouraging and supporting initiatives against harassment and gender-based violence. Establishing an Arbitration Committee
Responsibility	Board of <u>Directors</u> ; Steering Committee
Recipients	OSHO <u>members</u>
Financial resources	In the dedicated annual budget
Indicators and targets	Biennial monitoring with related satisfaction questionnaires

Action 2) Prevention of sexual harassment

ACTION	Establishing an Arbitration Committee <u>where</u> sexual harassment must/can be reported
Responsibility	Board of <u>Directors</u> / Arbitration Committee
Recipients	OSHO <u>members</u>
Financial resources	No definition required
Indicators and targets	All episodes of gender-based violence, bullying and harassment reported will be forwarded to the Board of Directors that will intervene to remedy a possible situation, through the establishment of formal disciplinary sanctions Creation of an annual Report



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5. Time schedule



Area of action	Action	Time Schedule				
		2021	2022	2023	2024	2025
4.1 <u>Promoting balance between private life and working life and the culture of the organisation</u>	1 <u>Agile work enhancement and monitoring</u>					
	2 <u>Enhancement and implementation of facilitation services</u>	X	X	X	X	X
4.2 <u>Gender balance in top positions and decision-making body</u>	1 <u>Awareness and support for women</u>	X	X	X	X	X
4.3 <u>Gender equality in recruitment and career progression</u>	1 <u>Promote gender balance in selection/competition boards</u>			X	X	X
4.4 <u>Gender mainstreaming in research</u>	1 <u>Enhancing the role of women researchers</u>	X	X	X	X	X
	2 <u>Evaluate participation as Principal Investigator (PI)</u>			X	X	X
	3 <u>To increase awareness on the importance of gender mainstreaming in research</u>			X	X	X
4.5 <u>Contrasting gender-based violence</u>	1 <u>Raise awareness on the issues of gender violence, gender identity, prevention and combating harassment within the OSHO</u>			X	X	X
	2 <u>Prevention of sexual harassment</u>					

6. SITOGRAPHY, BIBLIOGRAPHY and DOCUMENTATIONS CONSULTED FOR THE DRAFTING OF THE GEP-OSHO

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- e) European Commission website: https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en. https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en Gender equality in research and innovation. Achieving gender equality in research, how it relates to the European Research Area, networks, and news.
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