

# Gender equality plan

*Status, End of 2023*



# Gender equality plan

The Danish Cancer Society works for a life without cancer. We do this through research, prevention, patient and relative support, based on a strong popular involvement. Our common mission is to:

- reduce the number of cancer cases
- increase the cancer survival rate
- improve life with cancer

As Denmark's largest patient association and a key player in civil society, the Danish Cancer Society strives for diversity among our employees. We basically believe that it makes us a better, more tolerant and innovative association and workplace. When our managers and employees reflect and include society's diversity, we increase the potential for nuanced knowledge, information and counselling in our core services.

With this plan, we at the Danish Cancer Society wish to focus on gender balance and take an active step towards greater attention to diversity in a broad sense – elements that help support less inequality and a sustainable development of our workplace.

The plan has been discussed by the Danish Cancer Society's main joint consultation committee and the main working environment committee and approved by the Danish Cancer Society's executive group in January 2022. The latest status is at the end of 2023.

Jesper Fisker, Managing Director



# Content

- Overarching intention, pages 4-5

- Objectives and indicators, pages 6-9

The overarching intention is translated to specific objectives with associated indicators in the following three areas:

- Share of employees
- Employees and salary
- Composition of central forums

- Actions, pages 10-12

The gender equality plan defines a number of actions towards realizing the objectives. The actions cover two areas:

- Branding and recruitment
- Culture and matters at the workplace

- Data, knowledge, resources and follow-up, pages 13-15

Following a presentation of objectives, indicators and actions, we describe how we work with data, knowledge, resources and follow-up on gender equality.



# Overarching intention

# Overarching intention

The gender equality plan has an overarching intention of ensuring gender balance. Diversity, including gender balance, at the Danish Cancer Society is important to support a broad decision-making basis, long-term solutions and a resulting improvement in results. The plan also serves to emphasize a clear distancing from all forms of discrimination and offensive behaviour, including in a gender context.

The Danish Cancer Society does not strive for a 50:50 gender balance. The intention is to benefit from diversity through awareness of "balances" that promote, rather than inhibit, and where the gender mix is not attributable to positive or negative discriminatory practices, with room for differences based on qualifications, etc.

Against this background, we apply an organizational gender balance framework of 40:40:20, i.e., 40% men and 40% women, with 20% varying over time in distribution among men or women while affording space to those identifying as non-binary and/or transgender. In addition, we work for a 30+ composition in central forums. A goal of a representation of at least 30% of one gender supports the mindset that views are not attributable to gender but to individuals with equal views.

The overarching intention is translated to objectives and indicators in the following pages. The status and level of ambition are defined based on the following:

The objective is met

The objective is approached

The objective is expected to be met

The objective is maintained



# Objectives and indicators

# Share of employees

Objective:

We aim for a 40:40:20 gender balance among managers, employees and PhD students.

Indicators ... for when we expect to meet the objective	2021		2022		2023		2024		2025	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Chairman	1		1		1					
Managing Director		1		1		1				
<b>Heads of Department</b>	75%	25%	62%	38%	62 %	38 %	The objective is approached		The objective is approached	
<b>Middle managers</b>	56%	44%	58%	42%	60 %	40 %	The objective is maintained		The objective is maintained	
<b>Employees*</b>	74%	26%	73%	27%	74 %	26 %	The objective is approached		The objective is approached	
<b>PhD students</b>	77%	23%	78%	22%	68 %	32 %	The objective is approached		The objective is approached	
<b>Total, all employees</b>	72%	28%	71%	29%	72 %	28 %	The objective is approached		The objective is approached	

\* Monthly salaried employees

# Employees and salary

## Objective:

We aim for a 40:40:20 gender balance for the employee groups included in the statutory equal pay statistics (the following groups in which both men and women are represented with 10 or more persons). We also work to ensure a maximum salary difference of 5% between genders in comparable functions.

Indicators ... for when we expect to meet the objective	2021		2022		2023		2024		2025	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Management (non-commercial research)</b> Salary difference	59 %	41 %	60 %	40 %	61 %	39 %	The objective is approached		The objective is expected to be met	
		1,8 %		4,7 %		5,7 %				
<b>Management (commercial research)</b> Salary difference	58 %	42 %	52 %	48 %	50 %	50 %	The objective is approached		The objective is expected to be met	
		5,8 %		2,0 %		7,7 %				
<b>Biochemistry functions</b> Salary difference	60 %	40 %	60 %	40 %	61 %	39 %	The objective is approached		The objective is expected to be met	
		9,4 %		10,1 %		8,2 %				
<b>Office functions</b> Salary difference	78 %	22 %	81 %	19 %	-	-	The objective is approached		The objective is approached	
	8,8 %		24,1 %*			-				
<b>Campaign work</b> Salary difference	-	-	76 %	24 %	75 %	25 %	The objective is approached		The objective is expected to be met	
				5,3 %		1,2 %				
<b>Student work</b> Salary difference	-	-	84 %	16 %	83 %	17 %	The objective is approached		The objective is approached	
				0,2 %	8,8 %					
<b>Sales functions</b> Salary difference	58 %	42 %	55 %	45 %	53 %	47 %	The objective is maintained		The objective is maintained	
		0,2 %		0,2 %		1,7 %				

When the pay gap is indicated to the right under "men", it indicates that the difference indicated is in favour of men. Similarly, the pay gap is indicated on the left under "women" if the difference is in women's favour.

\*The significant development in the pay gap is due to the wide range of types of jobs in this group and turnover among employees. At present, the group includes a number of women with long experience and heavy qualifications, and a number of men whose type of job requires less experience and fewer qualifications.





# Composition of central forums

## Objective:

*We aim for one gender not being represented by less than 30% in central forums (below).*

Indicators ... for when we expect to meet the objective	2021		2022		2023		2024		2025	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Central Board</b> The Central Board decides on matters of principle and of material importance for the Danish Cancer Society.	67%	33%	63%	37%	57%	43%	The objective is maintained		The objective is maintained	
<b>Executive Group</b> Together with the Executive Group, the managing director is responsible for the day-to-day management of the Danish Cancer Society.	64%	36%	55%	45%	55%	45%	The objective is maintained		The objective is maintained	
<b>Main joint consultation committee and main working environment committee</b> Joint committee with employee and manager representatives on issues that affect work, well-being and working environment.	87%	13%	80%	20%	73%	27%	The objective is approached		The objective is approached	
<b>Scientific Advisory Board</b> The Scientific Advisory Board consists of internationally acknowledged researchers who evaluate our research to ensure a continued high quality of research.	33%	67%	33%	67%	33%	67%	The objective is maintained		The objective is maintained	

# Actions



# Branding and recruitment

The Danish Cancer Society will take specific branding and recruitment action during the period in order to promote the overarching intention of gender balance, including the defined objectives and indicators.

The actions cover:

- Update of communication and materials about the Danish Cancer Society as a workplace on cancer.dk (job page) to reflect a 40:40:20 gender balance
- Drafting and introduction of a fixed text section in job postings that embraces diversity
- Launch of a recruitment kit for managers and appointment committee. The recruitment kit is part of a general professionalization and improved support for recruitment and will also include attention to diversity bias in the drafting of job ads and in the recruitment process.
- Introduction of a focus on diversity as part of the common introduction to new employees at the Danish Cancer Society

## *Status: End of 2023*

*The job page on [www.cancer.dk](http://www.cancer.dk) has been updated and the image page and case persons reflect the intended gender balance. The recruitment kit was launched in 2023. The kit aims to increase recruitment competence in general in the Danish Cancer Society and contributes, among other things, with text passage to job advertisements that signal the desired breadth in our organization and association. In November 2023, a webinar on bias-conscious leadership has also been held for all leaders in the Danish Cancer Society.*

*Finally, a focus on diversity has been incorporated as part of the joint introduction to new employees.*



# Culture and matters at the workplace

The Danish Cancer Society will take specific action aimed at the culture and matters the workplace during the period in order to promote the overarching intention of gender balance, including the defined objectives and indicators.

The actions cover:

- Building knowledge of diversity, including gender balance, e.g., at a seminar for the joint consultation and working environment organization with manager and employee representatives.
- Include diversity/inclusion as a theme in the well-being survey for all employees
- Follow salary developments in salary reviews
- Introduce a resignation form for all who terminate their positions with the Danish Cancer Society, including diversity considerations, when a HR system has been set up.

## *Status: End of 2023*

*In the period leading up to the plan's creation, we have worked consciously with offensive actions, e.g. by updated guidelines and dissemination throughout the organization, just as attention is drawn to the rejection of offensive actions at the joint introduction to new employees in the Danish Cancer Society. Abusive actions are also the theme of the recurring well-being surveys, and for this purpose the Danish Cancer Society has established a whistleblower scheme. All elements are to support a culture where it is possible and safe to express one's opinion. Most recently, disability and inclusion in the workplace have been the theme of the supplementary work environment training for the entire collaborative and working environment organization.*

*During the Pride celebration 2023 there was a focus on gender identity, where all employees of the Danish Cancer Society were invited to a webinar on this theme by LGBT+ Denmark.*



# Data, knowledge, resources and follow-up

# Data

The gender equality plan is based on quantitative data to enable follow-up on objectives and indicators. The plan includes the data that are part of the statutory gender-distributed equal pay statistics – page 8.

Data are based on a snapshot at the end of the year to prepare for presentation to the Danish Cancer Society's main joint consultation committee and main working environment committee as part of the annual working environment discussions. Data included in the statutory equal pay statistics for 2021 are based on data from 2020.

We have decided to purchase an HR system to improve data quality in the HR area, etc. We expect to purchase the HR system in 2022. The purchase and implementation of an HR system will also replace manual, individual system solutions and ensure full integration with the systems that are retained. The invited suppliers for a future HR system solution will be asked to present, among other things, how their systems can minimize bias by masking age, gender, etc., in the recruitment process.

## *Status: End of 2023*

*The HR system was implemented in the Danish Cancer Society in 2023.*

*The setup in the Danish Cancer Society's recruitment system has been changed so that "gender" and "age" no longer appear in the list of candidates.*



# Knowledge, resources and follow-up

The gender equality plan is embedded in the Danish Cancer Society's main joint consultation committee and main working environment committee together with other staff policies and guidelines.

In addition to the awareness of the plan by the main joint consultation committee and the main working environment committee, the Danish Cancer Society's department for HR & Organizational Development has allocated dedicated resources for the work on raising awareness of diversity, including gender balance – with respect to data, knowledge, action and follow-up. The head of HR & Organizational Development has joined a newly established diversity network under the Danish Chamber of Commerce together with other major private-sector companies to follow and get inspiration from others, and HR & Organizational Development also follows general trends in the area.

We must share a collective focus in the organization to succeed in realizing our objectives and indicators. We therefore present this plan to all department managements and in all local units as general awareness of the area is considered to be perhaps the most significant factor in making a difference.

We will assess objectives and indicators through annual monitoring and follow-ups on the plan, and we follow up on any action taken. The plan is set towards 2025. Objectives, indicators and actions are dynamic and can develop over time so as to always best support the overarching intention of the gender balance plan.



Vi vil et liv  
uden kræft

