Thursday, 19 October 2023

Agenda item 5 (a). Promoting gender equality in the accountancy profession

Presented by

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Promoting Gender Balance in the Accountancy Profession

David Madon
Director, Sustainability, Policy & Regulatory Affairs

40TH ISAR
Abu Dhabi
October 19, 2023
State of the Profession

MEMBERSHIP BY TYPE OF LICENSE
3,902,000 total licensed members

- Public accountants: 2,811,000
- Unclassified accountants: 331,000
- Associates: 337,000
- Technicians: 223,000
- Management accountants: 169,000
- Cost accountants: 31,000
- Students: 1,074,000
- Inactive accountants: 656,000
- Firms: 125,000

GENDER REPRESENTATION

- Female: 45%
- Male: 55%

Gender information was available in 112 of the 186 PAO membership data; this represented 62% of total members.

AGE REPRESENTATION

- Under 25: 16%
- 25 - 34: 24%
- 35 - 44: 24%
- 45 - 54: 18%
- 55 - 64: 10%
- Over 65: 7%

Age information was available in 89 of the 186 PAO membership data; this represented 39% of total members.
Female Membership by Region

112 of 186 PAOs provide gender information
Covers 62% of PAO membership

**AMERICAS**
- MEMBERSHIP: 1,474,291
- STUDENTS: 182,598
- FIRMS: 12,076
- FEMALE: 47%

**AFRICA**
- MEMBERSHIP: 196,565
- STUDENTS: 41,299
- FIRMS: 3,372
- FEMALE: 39%

**APAC**
- MEMBERSHIP: 976,623
- STUDENTS: 74,432
- FIRMS: 27,033
- FEMALE: 42%

**EUROPE**
- MEMBERSHIP: 1,206,294
- STUDENTS: 81,133
- FEMALE: 46%

112 of 186 PAOs provide gender information
Covers 62% of PAO membership
IFAC Point of View: Embracing a People-Centered Profession

IFAC supports the call of SDG 5

**Diversity, equality and inclusion enhance the profession**

- A profession made of individuals
- Foster meaningful work-life balance
- Mental health is as important to well-being
- There is still more to do, both within society and within the profession
- IFAC calls on the global accountancy profession to make gender equality a reality
- Diversity without meaningful inclusion in decision-making and leadership has no impact

SUSTAINABLE DEVELOPMENT GOALS

**5 GENDER EQUALITY**
Gender Diversity on the Board

2010

2022
Leadership Positions

Asmâa Resmouki
IFAC President
Board Chair

Anne-Marie Vitale
IPAE Chair

Jelena Misita
PAODAG Chair

Fiona Wilkinson
PPRAG Chair

Monica Foerster
SMPAG Chair
IFAC Initiatives: Human Capital

IFAC POLICIES
✓ Diversity Equity & Inclusion Policy
✓ Sexual Harassment Policy & annual training requirement
✓ Equal Employment Opportunity Policy

STAFF COMPOSITION

Leadership Team Composition:

58% Female
42% Male

58% Female
42% Male

CEO Search Process

Total Candidates:
25% Female
75% Male

Long List of Candidates:
29% Female
71% Male

Round 1 Interviews:
38% Female
63% Male

Round 2 Interviews:
25% Female
75% Male
IFAC CEO has said that “one of the biggest challenges we’re battling today is an outdated perception of our profession and what accountants do.”