
**Intergovernmental Working Group of Experts on International
Standards of Accounting and Reporting
(ISAR)**

**40th SESSION
17 – 19 October 2023**

Thursday, 19 October 2023

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

Presented by

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Director

International Federation of Accountants, USA

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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

GENDER REPRESENTATION

FEMALE

45%

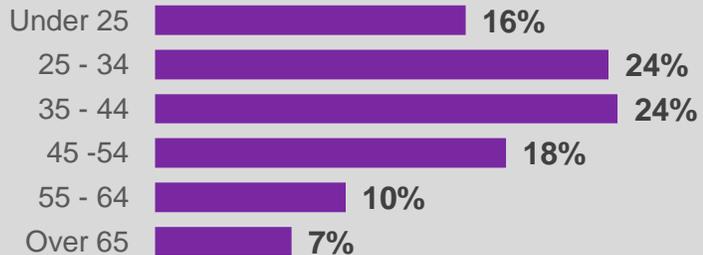


MALE

55%

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

AGE REPRESENTATION



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

MEMBERSHIP BY TYPE OF LICENSE

3,902,000 total licensed 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%



EUROPE

MEMBERSHIP
1,206,294

FIRMS
81,133

STUDENTS
81,133

FEMALE
46%



MENA

MEMBERSHIP
48,563

FIRMS
1,383

STUDENTS
4,881

FEMALE
11%



AFRICA

MEMBERSHIP
196,565

STUDENTS
41,299

FIRMS
3,372

FEMALE
39%



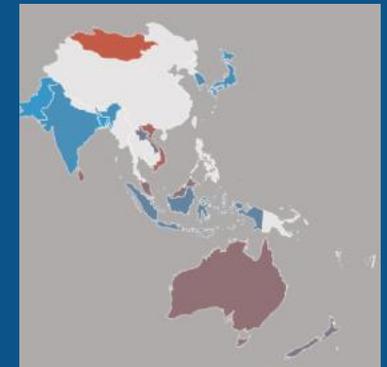
APAC

MEMBERSHIP
976,623

STUDENTS
74,432

FIRMS
27,033

FEMALE
42%



IFAC Point of View: Embracing a People-Centered Profession

IFAC supports the call of SDG 5

A profession made of individuals



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



Gender Diversity on the Board

2010



2022

Leadership Positions



Asmâa Resmouki
IFAC President
Board Chair



Anne-Marie Vitale
IPAE Chair



Monica Foerster
SMPAG Chair

Jelena Misita
PAODAG Chair



Fiona Wilkinson
PPRAG Chair



IFAC Initiatives: Human Capital

IFAC POLICIES

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

STAFF COMPOSITION

58% Female
42% Male

Leadership Team Composition:

44% Female
56% Male

CEO Search Process

Total Candidates:
25% Female
75% Male

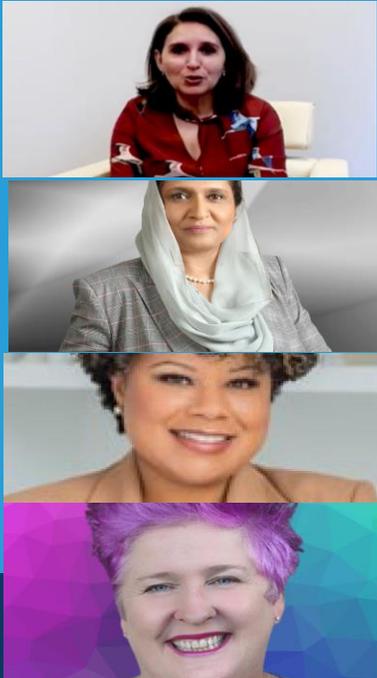
Long List of Candidates:
29% Female
71% Male

Round 1 Interviews:
38% Female
63% Male

Round 2 Interviews:
25% Female
75% Male



Women Take the Lead: Get to Know Accounting's Changemakers



DEVELOPING THE ACCOUNTANCY

Interview with Catherine Vaughan, Partner at EY Ireland and Diversity...



June 5, 2023 | [Cecile Bonino](#), [Catherine Vaughan](#)

DIVERSITY
DEVELOPING FUTURE-R...
DIVERSITY

DEVELOPING THE ACCOUNTANCY

Meet the Trailblazing Women of the Public Sector Finance World



July 7, 2023

PUBLIC FINANCIAL MAN...
DIVERSITY

DEVELOPING THE ACCOUNTANCY

Meet the Women Improving the World's Financial Literacy



August 2, 2023

PUBLIC FINANCIAL MAN...
DIVERSITY

DEVELOPING THE ACCOUNTANCY

Interview with Hina Usmani, Founder of an All Women SMP



May 8, 2023 | [Elena Churikova](#), [Hina Usmani](#)

DIVERSITY
DEVELOPING FUTURE-R...
DIVERSITY

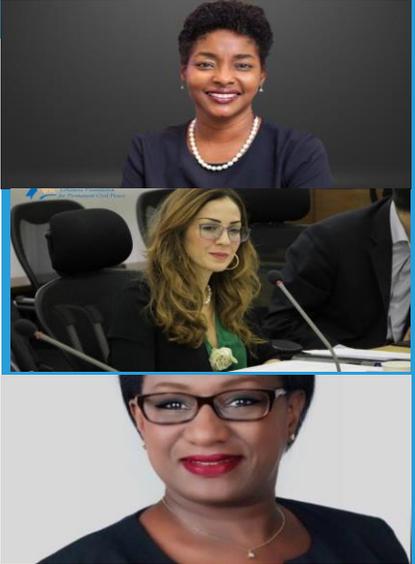
DEVELOPING THE ACCOUNTANCY

Interview with Gavi CFO Assietou Diouf



April 3, 2023 | [Darlene Nzorubara](#), [Assietou Diouf](#)

DISABILITY INCLUSION
DIVERSITY
DEVELOPING FUTURE-R...



Attractiveness

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.”

ATTRACTIVENESS OF THE PROFESSION

Accountancy is one of today's most attractive, dynamic and influential professions, with myriad opportunities for career mobility and advancement throughout one's career. Here we explore why accountancy is such an attractive career choice, some of the real and perceived obstacles to becoming a professional accountant (and what the profession is doing about it), and the importance of the profession owning and enhancing its brand.



▶ GUARANTEED RELEVANCE

Accountants are in demand in every industry, in every region of the world, because we speak the language of business – whether in public practice, corporate, charitable, or government settings. Understanding and being able to speak to an organization's performance and prospects gives accountants automatic gravitas, relevance and a central role in all decision-making processes. Being a professional accountant has enabled millions of people to achieve meaningful and rewarding careers and leadership roles in all areas of business and finance.

▶ EXPANDING OPPORTUNITIES

Looking ahead, the demand for accountants to apply their skillsets and expertise beyond traditional financial reporting and assurance is significantly increasing, in areas like sustainability, anti-money laundering, data analysis, cyber security, and artificial intelligence.

▶ INCLUSIVE AND ENGAGING

Professional accountancy values your background and life experiences and recognizes the importance of being 'inclusive'. It's a profession where you can become a leader while being your authentic self. Students and young professionals especially have the chance to help shape the profession of tomorrow to make it a better reflection of the societies in which we all want to live and work. In addition, accountancy is team and client based, with broad opportunities to travel, meet people, help clients solve financial problems, and deliver positive impact through work.

▶ What Makes Accountancy Such An Attractive Profession? ◀

▶ WORK WITH PURPOSE, AND A FORCE FOR GOOD

The ethical foundation that is at the heart of our profession, and our commitment to support the public interest, means one doesn't need to look far to see the positive impact of accountants' work around the world.

- As attention worldwide has turned to the long-term viability of our planet, a whole new aspect of sustainability-related reporting and sustainable value creation has emerged. This is one of our biggest public interest responsibilities ever, and we have a unique opportunity to shape how society understands and uses sustainability-related data.
- In the public sector, professional accountants are directly involved in developing policies and programs that drive sustainable, inclusive, and prosperous futures for citizens.
- Professional accountants are also financial crimefighters, ethically driven to act in the public interest to counter corruption, anti-money laundering, and economic crime.
- And in an age of disinformation, the consistent, comparable, reliable and assurable information prepared and assured by professional accountants relying on their ethical core is critical to foster engagement and trust in financial markets and economies.

CALL TO ACTION

The size of the accounting ecosystem is bigger, more dynamic, and more interesting than most people think. Our profession's future is bright, but we need to make sure people understand why.

Visit [Attractiveness of the Profession on IFAC's website](#) for more information and resources. And please be sure to let us know about your efforts so we can be sure to add them there.

IFAC Call to Action

Expanding Opportunities

Inclusive

Relevance



**International
Federation
of Accountants®**

www.ifac.org



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[@International Federation of Accountants](https://www.linkedin.com/company/International-Federation-of-Accountants)