

INVOLVEMENT OF PROFESSIONAL ACCOUNTING ASSOCIATIONS IN PROMOTING GENDER DIVERSITY

Gastone Teodora-Denisa¹, ORCID ID: 0009-0005-7088-8732

Abstract

In recent years the topic of gender diversity has been debated in an increasingly rigorous way in many fields. Drawing a parallel from the labour market to the business environment, the accountancy profession plays a key role in interfacing with them, and deserves a prominent place in gender diversity research. One of the organisational structures within which the subject under study is analysed is professional accountancy associations. As they are active both internationally and nationally, their level of involvement in gender diversity is a starting point for understanding the phenomenon, which can be assessed at both macro and micro levels. This paper aims to analyse professional accountancy associations through the lens of the means of promoting gender non-discrimination, ultimately generating comparative results that mirror the extent of their involvement. Through the study of documents published by the associations and their content analysis, the results of the research show that the subject is much more widespread among international professional accountancy associations through the multitude of means of promotion found, coming lately as an innovation also at the national level and in the countries of the European Union, gender equality becoming an increasingly debated phenomenon.

Keywords: *Gender equality, Professional associations, International, European Union, Romania*

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¹ Doctoral School of Economics and Business Management BABEȘ-BOLYAI UNIVERSITY CLUJ-NAPOCA
Tel: +40.264 41 86 55 <https://www.econ.ubbcluj.ro/>

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