

WHY THE EXODUS OF WOMEN AT THE VERY HIGH LEVEL OF ACCOUNTING PROFESSIONAL ORGANIZATIONS?

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Abstract: *This research seeks to investigate the intersectional gender disparities present in accounting organizations. An analysis of the literature, spanning from 1990 to 2020, evaluates how professional and societal variables interact to influence disparities in women's accounting careers. It examines the many aspects of gender discrimination experienced by women in accounting organizations. The findings indicate that despite organizational reforms, there is still a persistent presence of unfairness in accounting companies, especially at the top. The results emphasize the need of doing further study on gendered organizations to fully understand how gender intersects with other types of injustice. The review highlights the ongoing presence of gender issues in the accountancy profession over the past three decades. It aims to inform professional organizations, accountants, and company managers about this persistent problem.*

Keywords: *gender, accounting, intersectionality, factors, underrepresentation*

JEL Classification : M41, J16, L26, L31

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