



WiAiA



FORUM FOR ADVANCING WOMEN IN
ACCOUNTANCY IN AFRICA



PAFA



PROMOTING WOMEN. STRENGTHENING THE
ACCOUNTANCY PROFESSION. SUPPORTING AFRICA'S
INTEGRATION AND DEVELOPMENT.



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A continental initiative aligned with Africa's priorities



The Forum for Advancing Women in Accountancy in Africa, established by the Pan African Federation of Accountants (PAFA), is a strategic continental platform bringing together countries and communities across Africa to advance gender parity, inclusion, and empowerment within the accountancy profession — a key enabler of economic governance, transparency, and sustainable development.

The Forum directly supports:

- The objectives of African Union (AU) Agenda 2063 on inclusive growth and gender equality
- Regional integration efforts through Regional Economic Communities (RECs)
- Strengthened financial management, reporting, and accountability across the private and public sectors

Chaired by PAFA Board Member, Patricia Stock, the Forum brings together national associations of women accountants and their representatives, alongside professional accountancy organisations and strategic partners, to drive coordinated, scalable action.

Why this matters for Africa



A strong, inclusive national accountancy profession is fundamental to:

- High-quality information for effective decision-making across organisations
- Transparency, accountability, and good governance in both private and public sectors
- Investment, business growth, and sustainable economic development

Yet across many African countries women remain underrepresented in the accountancy profession, especially in leadership roles.

Addressing this gap is not only a matter of equity — it is a strategic imperative for Africa's development and integration agenda.

Unite. Transform. Thrive.



Unite through strengthening continental and regional collaboration.

The Forum connects the key stakeholders and change agents essential to advancing this agenda:

- National and other associations of women accountants
- Professional accountancy organisations
- Accountancy firms, business, and employers of professional accountants
- Academic and training institutions shaping the next generation
- Governments, regulators, and supreme audit institutions
- Regional and continental bodies
- Development partners

Together, these stakeholders create a coordinated African voice and drive continent-wide action to advance gender parity in the accountancy profession.



Transform



through delivering Africa-wide, evidence-based, and policy-relevant solutions.

Under the leadership of the Forum, and with funding from the African Development Bank, PAFA is implementing a flagship programme to advance gender parity in the accountancy profession.

This programme is designed to produce data, tools, and systems that can inform policy and practice at national, regional, and continental levels.

The development of these outputs is guided by the Forum and informed by its members — including national associations of women accountants and professional accountancy organisations across Africa

— ensuring that they are fit for purpose within African contexts and responsive to the diversity of national environments, institutions, and experiences.

1



Baseline Study:

A comprehensive continental analysis of women's participation

- Providing evidence to inform policy, reform, and investment decisions

2



Women in Accountancy in Africa Index:

A credible measurement framework to track progress

- Supporting accountability and enabling benchmarking across countries and regions
- Designed to align with continental policy frameworks and inform AU and REC-level dialogue

3



Gender Mainstreaming Toolkit for PAOs:

A practical implementation resource for institutions

- Supporting PAOs to align with global standards and continental commitments
- Enabling gender-responsive governance and leadership development

4



Mentorship, Coaching, and Sponsorship Programme:

A scalable leadership development model

- Supporting national rollout through local structures
- Building a pipeline of women leaders across Africa

5



Continental engagement and accountability

- A 2026 continental conference to launch and support the rollout of these initiatives
- A 2028 continental conference to review progress, share experiences, and strengthen impact



All outputs will be available in English, French, and Portuguese, ensuring accessibility across Africa's linguistic regions.

Thrive



through strengthening institutions and advancing Africa's development agenda.

The Forum contributes to:

- Increased gender parity and inclusive leadership across the accountancy profession
- Stronger, more inclusive and resilient PAOs
- High-quality information, transparency, and accountability across the private and public sectors
- Greater alignment between professional development and Africa's continental and regional priorities
- Enhanced capacity to support investment, business growth, and Africa's economic transformation

A platform for partnership and impact



The Forum provides a structured platform for collaboration among:

- National and other associations of women accountants
- Professional accountancy organisations
- Accountancy firms, business, and employers of professional accountants
- Academic and training institutions shaping the next generation
- Governments, regulators, and supreme audit institutions
- Regional and continental bodies

It provides opportunities to:

- Share experiences, national initiatives, and best practices
- Support the establishment and strengthening of national associations of women accountants
- Shape policy-relevant tools, research, and practical frameworks
- Strengthen regional collaboration
- Contribute to continental initiatives advancing gender parity in the accountancy profession
- Advocate for increased representation and leadership of women in accountancy



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Join the movement

Be part of a continental effort to advance gender parity and inclusion, strengthen the accountancy profession, and support Africa's development agenda.

Let us unite, transform, and thrive.



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PAFA
PAN AFRICAN FEDERATION
OF ACCOUNTANTS

BUILDING A BRIDGE TO A
BRIGHTER AFRICA