
The Analysis of the Relationship between Gender Diversity and Corporate Governance Performance

Diana-Adelina-Maria BUCURĂȘ,
Student, Master's Program in Accounting and
Taxation of Economic Entities,
Bucharest University of Economic Studies, Romania,
e-mail: bucurasdiana20@stud.ase.ro

Abstract

ESG (Environmental, Social, Governance) performance has become a key criterion for assessing corporate sustainability and responsibility, being increasingly adopted by investors, regulators, and stakeholders. Recent trends highlight a growing interest in companies that demonstrate a clear commitment to sustainable practices, diversity, and inclusion, elements that contribute to building trust and long-term performance. In this context, gender diversity on boards of directors has attracted particular attention, being recognized as a factor that can positively influence not only financial performance but also the social and governance dimensions of organizations. Based on this premise, the objective of the research is to identify and analyze the impact of gender diversity on corporate governance, with a focus on how the composition of boards of directors influences organizational performance and sustainability. The sample includes companies listed on the Bucharest Stock Exchange with the highest market capitalization. The research approach involves reviewing the relevant literature and constructing a regression model to test the relationship between gender diversity and corporate governance performance. The findings of the research emphasize the multidimensional importance of gender diversity in corporate governance and the gender diversity imbalance in the corporate governance of the analyzed companies.

Key words: corporate governance; gender diversity; transparency; market capitalization; ESG score; Bucharest Stock Exchange;

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