

TALLINN UNIVERSITY OF TECHNOLOGY

School of Business and Governance

Department of Business Administration

Etibar Mammedov

**Accounting Ethics in Azerbaijan: current situation and perspectives
of further development**

Master's thesis

Programme International Business Administration

Supervisor: Natalie Aleksandra Gurvitš-Suits, PhD

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I hereby declare that I have compiled the thesis independently and all works, important standpoints and data by other authors have been properly referenced and the same paper has not been previously presented for grading. The document length is 12332 words from the introduction to the end of conclusion.

Etibar Mammedov

(signature, date)

Student code: 184578TVTM

Student e-mail address: etibar.mammedov@outlook.com

Supervisor: Natalie Aleksandra Gurvitš-Suits:

The paper conforms to requirements in force

.....

(signature, date)

Chairman of the Defence Committee:

Permitted to the defence

.....

(name, signature, date)

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Main abbreviations and acronyms

AAA	American Accounting Association
AAC	Azerbaijan Accounting Chamber
ACAA	Association of Certified Accountants of Azerbaijan
AICPA	American Institute of Certified Public Accountants
AZLOA	Azerbaijan's Law on Accounting
BP	British Petroleum
CAAR	Chamber of Auditors of Azerbaijan Republic
CEO	Chief Executive Officer
CoAA	Chamber of Auditors of Azerbaijan
CPA	Certified Public Accountants
EU8D	European Union's 8th Directive
GDP	Gross Domestic Product
IASB	International Accounting Standards Board
IESBA	International Ethics Standards Board for Accountants
IFAC	International Federation of Accountants
IFRS	International Financial Reporting Standards
IMF	International Monetary Fund
IPSAS	International Public Sector Accounting Standards
MES	Multidimensional Ethics Scale
MOF	Ministry of Finance
NAS	National Accounting Standards
OECD	Organisation for Economic Co-operation and Development
PIE	Public Interest Entities
ROSC	Report on the Observance of Standards and Codes
SME	Small-Sized Entities

ABSTRACT

This thesis is about "Accounting ethics in Azerbaijan: current situation and perspectives of further development".

In protecting society interests and the profession's integrity, an individual must be sufficiently highly educated, has ethical behaviour, adequately trained before being certified and consequently to act as a professional accountant. Today accounting extends beyond the actual making of records where it also includes analysis and interpretation. The following of ethical standards, according to the Code of Ethics, is an essential part of the accounting system.

The primary purpose of this thesis is directed to clarify the ethical behaviour and the fundamental unethical problems faced by professional accountants in the Republic of Azerbaijan. The research examines the basic knowledge of the accounting ethics and its establishment, the Code of Ethics for accountants, their transparency at work, determination any pressure occurrence on them. Also, identifying the accounting situation and the level of following the Code of Ethics by the professional accountants in Azerbaijan. The thesis investigates these issues via conducting an interview in Azerbaijan with six different companies' professional accountants and an online questionnaire survey in the social media. The main questions of the interview related to ethical behaviour, understanding of ethical standards, obtaining of any ethical training, whether they faced with an unfair situation. Thesis investigation concludes with identifying gaps in ethical behaviour and how to eliminate the problems that occur in accounting ethics in Azerbaijan.

Keywords: Accounting Ethics, Accountants' perception of the Code of Ethics, Economic and Accounting situation in Azerbaijan, Accountants of Azerbaijan.

INTRODUCTION

Accounting, in the real sense of the word, proceeds far the framework of actual making records, creating financial statements. Also, it includes analysis and interpretation. It shows the relationship between the financial results and events which have created by it. All these operations, adherence the ethical principles according to the Code of Ethics is a principal value of the accounting system. Ethics is a crucial, demanded principle for organizations and publicity. Therefore, the investigation and recognition of the main issues of ethical standards are an essential part of accounting in all countries. The accountancy profession has built up a significant amount of expertise in performing financial statements audits. The transparency of accounts was established as an instrument to protect third parties, the users of accounts since the accountant's opinion helps establish the credibility of financial statements.

The purpose of this thesis is to clarify and identify the ethical behaviour of professional accountants, their perception, follow ethical standards and general conception of the Code of Ethics in the Republic of Azerbaijan. To find correct answers, the author has set the following research questions:

- Q1. How the Code of Ethics in Azerbaijan perceived by the professional accountants?
- Q2. Do accountants always follow accounting standards, regulations and current laws?
- Q3. If pressure occurs in accounting activities, then what the main problem is?

The author was inspired by the idea of two research methods and some concepts taken from them. The taken research methods are: based on Zhatkin (2017) was investigated the accounting ethics situation in Ukraine "Addressing Ethical Matters in Accounting Practice: Evidence from Ukraine"; another interesting study analyzed by Mehtiyeva in Sweden in 2009, where author investigated accounting situation in Azerbaijan in the thesis " Accounting and Auditing reforms in transition economies: The case of Azerbaijan."

The thesis composes of two chapters. The first chapter reveals and gives a theoretical background of the ethical standards, the Code of Ethics in Azerbaijan, perception the moral principles by the professional accountants. Also, the economic and accounting situation of Azerbaijan, the first acceptance of the accounting system and its following changes until nowadays. The second chapter of the thesis is the research part where the author investigates the problems of the ethical standards related to professional accountant's work of Azerbaijan. Also, the disclosure of the problem related to pressure occurred to accountants. In this part, the author investigated the answers by using qualitative method via the interviews with companies' accountants and held a survey among accountants in social media using a quantitative method of research.

1. THEORETICAL BACKGROUND OF ACCOUNTING ETHICS.

This part of the master thesis provides extensive information on accounting ethics, its historical development and the importance in the accounting field. It gives a brief overview of the accounting codes of ethics in Azerbaijan and other countries. Also, it describes the role of accountants and the critical role of their ethical behaviour.

1.1 A basis for Accounting Ethics and its establishment

The accounting system in any given country is one of the critical elements of the economic system. It is determined to a significant extent by the level and direction of the financial system's development. Accounting is a very demanded field, and it is a complex of all calculations, income, outcome and transactions occurring in the company. Accounting ethics plays a vital role in the accounting field because, accountants are in charge of measuring, recording and submitting financial information of any company or an organization to external users. Thus, they may be able to be asked to manipulate with facts and figures, which in turn can destroy the reputation of the accounting profession in general.

Ethics standards are considered as one of the parts of the behavioural community and relate to the role of science that elucidate any performance of the accountant as good or bad, right or wrong. The general accounting and conditions in it started getting ethically complicated. The American Institute of Certified Public Accountants (AICPA) created the Code of Professional Ethics which changed in the period and deals with the accounting field, faced difficult barriers. The leading destination of ethics it is to examine and make clear accounting standards, and an accountant gave the question of how he or she should work. (Schroeder *et al.* 2009)

The word “ethics” taken from the Greek word *ethos*, means human nature described the person, and it is the science of morality. According to Baud *et al.* 2019, education literature is the answer to the question of how to act correctly. Accountants hesitate whether they should follow the rules from the point of view possibility or an ethics perspective. Often, accountants come to shown as a right and irrespective person, and it is true that who stick the rules, perform laws and the code of ethics manage his inurement.

Horngren *et al.* 2014, described that ethics is a complex of values which includes responsibility, truthfulness, esteem and sympathy. For accountants to have integrity is quite important, because customers are not able to see all the information behind the accounting scene that accountants see and how they can manipulate it. Giving the wrong information might not be shown to the user, and he will not request it, because users lean on the fairness of accountants. Otherwise, it is just only valueless. If accountants would question themselves the right question whether their action is correct and ethical, and answer if will be apparent, then ethical standards are respected. We should understand that integrality and ethics are earmarks of the accounting profession.

According to Horngren *et al.* 2014, the AICPA obligates accountants with the code of professional conduct. Thus, accountants must keep the confidentiality of financial information. Today, one of the problems is that most of the accountants are aware of that but mention it and not follow.

Smith (2003) gave an example based on Lincoln’s words “honour is better than honours”, and he thinks that ethical meanings were born from religious fundamental, history, honour principles and humanity. Thus, there are strong ethical rules established, and everyone must agree with those. The principle of accounting ethics is to guide businesspeople to adhere to ethical norms established by the Code of Ethics which contributes, promotes and assurances in society regarding their deals. Another example, in history, by Duska (2011) described as “What is Ethics?”, based on historical unethical cases such as Enron and Andersen scandal and the case of an examination by Audit Committee of the company Dell was found that executives influenced to financial statement and accrual. Such stories show that accounting ethics and ethical behaviour in the profession of accounting play the primary role. Ethics is the set of the principles which kept by one or group of people to obey this condition. This method aims to estimate human behaviour and inurement.

Based on Buys (2012) research, there are different types of ethical norms. For example, one of them is a formalism which related to over disturbance with out of mode and conditions. The first privilege of formalism ethics related to acceptable behaviour, but on the other hand, utilitarianism

is the right to operate exclusively on results. Therefore, the following steps must be accepted to take the more favourable results. Another one is virtue ethics which distinguishes the ethics disposition of the individual. However, for the correct function of the accounting and its management, it is critical to keep the standards of ethical behaviour in the high level. Also, recognise the accounting profession as a professional, and it is essential to obey a code of ethical conduct. Accounting divided into financial accounting and managerial accounting and for both the ethical behaviour concepts consist of four main principles: objectiveness, inviolability, capacity and confidentiality.

Based on Gray *et al.* (1994), ethics is an integral part of existence and accounting ethics. Accounting students must study the ethical standards in high educational institutions and some of the apparent obligations laid on educators. One of the significant problems that accounting educators incline is a teaching accounting calculation and the literature, where ethics of accounting stays in the shade. Also, the deep learning of ethics is necessary for students. Thus, he clarified that authority, ethnocentricity and the right are the first standards of accounting ethics. Not robotic skilled, routine work experience, but human achievement should stand upper everything, and ethics should manage public reciprocity and human behaviour.

International Federation of Accountants (IFAC) takes part in the rapprochement of accounting qualification and put the commitment to educating accountants with accounting ethics. The subject presented to students should be in the right way, since in the future if there are conflicts, then a solution to this conflict must be ethical. It is clear that in exceptional cases, the students' ethics arose from himself, from where he came from and his peers. Also, what and how a student took a situation in and out of ethics frame, but it should not be forgotten that strong and persistent education of ethics eligible to implicate and change his habits and intellection on the right ethical way. (Tweedie *et al.* 2012)

According to Gunz (1998), giving one example, described that American Accounting Association (AAA) reported that some accounting institutions are not interested in conducting lessons of ethical issues. Therefore, on the contrary, it takes accounting way on traditionally technical in a temper. The main aim of which is to prepare students to pass examinations and ethics standards, knowledge was bounded from this area. Deriving from this method, American Accounting Association launched a method of AAA casebook were clarified the primary case coverage, and some accounting educations provide students with basic internal and external accounting system. So, ethical education ignored, which gives significant problems in an international context.

Celuch and Dill (2011) clarified that in universities, educational institutions and businesses, it is vital to arrange people with the essence of ethical knowledge, and all this can be presented through highly qualified professors. Accordingly, ethical behaviour in a corporation is lasting urgent. There are two basic subjects of comprehension the ethical behaviour: program study of ethics and development of knowledge from theory to practice.

1.2 Accountant role in the modern world and the importance of ethics

According to Wilmshurst and Frost, 2001, the accountant plays a vital role in the company whereby he provides all financial information to external users assisting them to make various decisions. The work of an accountant can be considered in two ways, internal and external operations. The internal work consists of the internal operations of the organization and its productivity, whereas an external work relates to the detection and reporting of financial information to outside clients.

The management accountants highly contribute to the efficiency and profitability of the company. In previous management, accountants regarded as a person who only calculates revenue and expense of the company. Today, to improve the performance of the company management accountants work closely with other managers, thereby include themselves to the management team (Wiwik 2013). An Institute of Management Accountants in the USA make clear that in the modern world, the management accountants have analytical, strategic and managerial skills. Therefore, they can influence to change the decision of managers of the strategic and financial departments (Kanti 2011). The accountant is essential he able to provide the best solution.

In the modern world of the computerization, everything changes to an online system and companies face such processes. Professional accountants accept it and adapt with new systems developed by famous companies of programming. The new era of technology decreases the time of the working process in finding and sending the necessary information. However, also, there could be an information leak in financial reporting. Therefore, professional accountants must work in the frame of the company's policy and follow the ethical standards. Accounting can be divided into digital and manual usage. The small businesses sometimes use manually, but medium and large ones only digitally. Accounting using in a digital system is called a computerized accounting system and information. (Zybery, Rova 2011)

The main work of a financial accountant relates to the implementation of International Accounting Standards under legislative structures whereby must be recognized by the National Accounting Standards (NAS) or commonly required accounting principles. Therefore, a financial accountant must be present accurate and fair information about the financial performance of the company. The performance of financial accountant consists of assembling, confidentiality, registration and finally recapitulation of information (Zubac 2011). Based on Ben (2016), the financial accountant needs to work closely with a managerial accountant for exchanging information of the cost, expenses and revenues. According to the work procedures. To avoid the misstatements matters in work, an accountant should oversee the all-important admonishments to secure all information and documentation. Thus, in some cases, it is difficult for a financial accountant to require all provided information to be total errors free.

Accountants' work divided into three sectors of accounting work: private accounting, public accounting and governmental accounting. Accountants in the private sector of accounting work with managers whereby to this sector relates wholesalers, manufactures and non-governmental organizations. The public sector of accounting relates to independent companies, and accountants give comprehensive information on enterprises' financial statements. Governmental accounting relates to internal government institutions and accountants execute the maintenance analogical with private and public sectors of accounting, whereby, according to managerial and financial accounting. (Chayed 2011)

Accountants must obey the Code of Ethics because they are in charge of the information presented to the stakeholders. All employers, companies, organization and government institutions' information of financial statements and other treasure documents are under the control of accountants. Accountants, in turn, have a responsibility to work ethically and transparently. In the Code of Professional Conduct of AICPA mentioned that Certified Public Accountants (CPA) in government institutions or organizations must keep integrity, self-sufficiency and objectiveness (Financial ..., 2000). Accountants themselves must understand the ethical conditions and improve them. Thus, they can understand how all types of ethics: formalism, utilitarianism and virtue will be more suitable to analyze and solve the ethical issues.

1.3 The Code of Ethics for accountants

According to Mahdavikhou and Khotanlou, 2012, professional accountants work in companies, organizations and government institutions with employers, stockholders and entrepreneurs where accountants commit to them, according to the accounting profession. Ethics standards are the central values for accountants in the workplace and environment because all confidential information and documentations go through the hands of an accountant. The theory is different from practice, so education of ethics can recognize the relation between theoretical thinking of decision and real ethical behaviour.

The Code of Ethics dedicated to professional accountants was created by IFAC and have its principles, standards, prescribing to keep confidentiality, ethical behaviour that advances the correct solution of issues and brings prosperity to the company and esteems the rights of all employees. The author notes that in Islamic accounting, the conditions a little bit different than it is in Western countries and the professional accountant should not disclose the financial statements, internal documents and the confidential information of the company to society. Also, one of the essential cases is to follow and obey God's precepts. (Mahdavikhou, Khotanlou 2012)

Schroeder *et al.* (2009) claimed that professional accountants in any organizations, companies and government institutions must adhere and work according to the code of ethics, which maintains as a part of the social framework. The main principle of that is all the above-written institutions can rely on integrity and confidence, which provided to the public by the accountant with the professional service. Therefore, the correct performance of the accountant with a high level of ethical standards countenances the reliance in public and creates a robust relationship in between. The AICPA is one of the leading central institutions which created the Code of Professional Conduct and six appropriated ethical principles, presented in Figure 1.

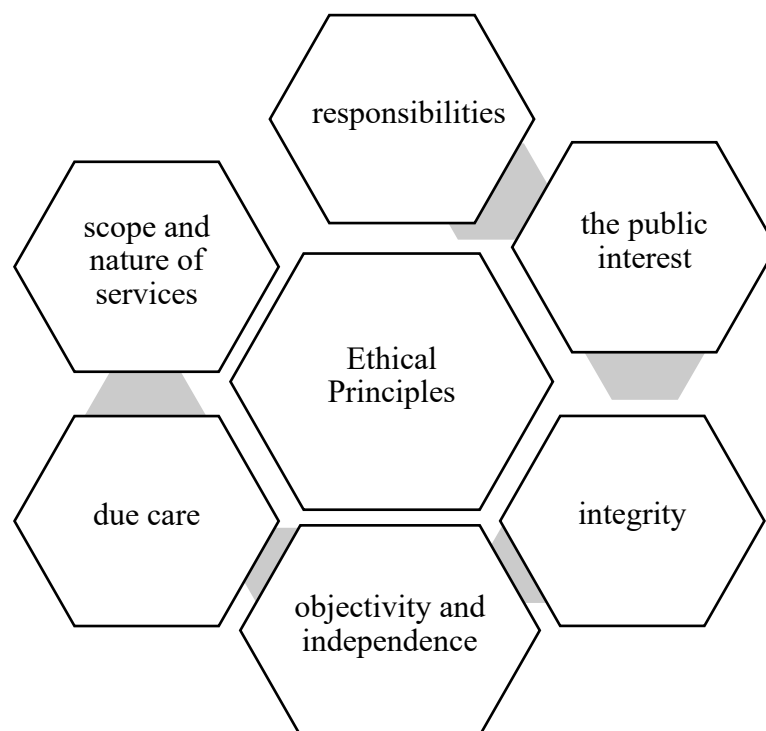


Figure 1. Six appropriated ethical principles created by the AICPA.

Source: Schroeder *et al.* (2009)

IFAC elaborates three levels of the Code of Ethics. The first level is the main principles of ethical standards related to professional accountants and indicates to follow these conditions. Those principles require that professional accountants work with honesty, objectiveness, confidentiality, ethical behaviour and expertise. The second level illuminates how the professional accountants should use the main principles of ethical standards that mentioned in the first level according to his environment. It includes such cases related to services, behaviour with clients, hospitality, and solves issues. The third part relates to urgent situations when the professional accountant faces issues that force to behave against ethical principles, for instant conflict situations or can influence to his work. In that case, the professional accountants must keep the ethical standards, analyze the present situation and suppose the correct solving of the problem. (Cristina, Mioara 2008)

From the point of Islamic professional academic accountants, the accounting work determined as the realistic and in line with according rules. So, in the Islamic world accountants will respond to his activities not only on the court but also to God. The responsible professional accountant is the primary ethical value into the organization and for the public, because his performance can influence the future of the company and society as well. One of the problems might be when accountants work out of the scope of ethical standards for their self-benefits. Pressure from

governance and due to money interests are the essential factors that can bias to ethical standards and conduct to unethical behaviour. (Salman, Kareem 2012)

The purpose of the Code of Ethics is to provide professional accountants with a conceptual structure where they can understand and follow the main principles. The structure of Code consists of the actualities:

- The main principles and conceptual framework;
- Professional accountants in the business;
- Professional accountants in the public sector;
- International Independence Standards.

Based on the International Ethics Standards Board for Accountants (IESBA) 2018, the Code of Ethics created with the principles and international standards which the professional accountants are following ones. The professional accountant can be in such a situation where he or she encounters many fundamental principles that should comply with one of them. Thus, in such issues, it can be taken advice from employees, employers, professionals, administrators and lawyers. Nevertheless, it should be done anonymously.

According to IFAC 2005, integrity, objectivity and confidentiality are the basic principles which mandatory and obligated on the action of professional accountants. The principle of integrity enforces the right and appropriate behaviour of accountants towards work. An accountant must carefully clarify that financial statements, documents or other information do not contain artificial materials and incorrect statements. From the objectivity point of view, the professional accountant must not react in consequence of prejudgment against his professional assessment and to pursue one's good. Thus, the professional accountant must evade the cases which impact to assessment and adhere to the Code of Ethics. The principle of confidentiality restricts the professional accountant of revealing and spreading the confidential information of documents outside of owned by the organization, company and governmental institutions in a period of active partnership and after the termination of it. Usage of confidential information to obtain a benefit for personal or for the third parties.

Based on Smith and Hume (2005), in some cases, ethics investigated as a particular situation and do not mention the conventional ways, liability and cooperation. However, it is not correct, and investigation should be broader. Professional accountant to solve ethical issues needs to know the correct behaviour, keep the performance and continuity of his work. This type of investigation

improves ethical confidence for an accountant at work in a multicultural environment. For the organization to solve the ethical problems is more effective corporate structure than an individual.

Based on Casey *et al.* (2001), the personal values of a professional accountant act an important role in ethical judgments and the difference in the ethics intention may affect to the distinctions in judgments. The results show it proved the hypothesis and that there is no relation between an ethical verdict and ethical orientation.

1.4 Accountants' transparency and the main problems

Each company has its confidential financial information which can be revealed only by the company, and the government could secure this process at some level. Professional accountants are in charge of these documentations, accuracy in the calculation and transparency in all these processes which examined by the international accounting organisations to ensure that documentations coincide with legal claims (Dubink *et al.* 2008). Based on Elias's (2002) researches professional accountants have control over the earnings of the company, and that is aware by the executives. Also, after clarifying those cases, the theory was put forward that most of the stockholders considered the accounting manipulations, as unethical behaviour on the part of professional accountants.

According to Pott *et al.* (2008), all countries of the EU required to announce their financial report annually for transparency by the codex of the European Parliament and Council. For example, the German Chamber of Public Accountants approved that codex of the transparency and gave own opinion that the quality of transparency and correctness is more significant than indicate the data time of the last verification. The United Kingdom has also approved the importance of this codex and indicates the necessity of transparency, remarking that benefits of the transparency must be higher than costs.

Based on Van and Buckby's (2017) research, organizations must improve their social support under customary conditions otherwise the actions of abnormal groups into these organizations can destroy the ethical standards and could be the reason of the fraud cases. According to researches prove that the Differential Association Theory describes how right enrolls new participants to the company, whereby suggests developing the audits and accountants, improve their transparency at

work. The lack of correct governance processes, increasing criminal and fraud cases into organizations were recognized by professional accountants.

Based on Lander and Auger (2018), in all companies, professional accountants including auditors can monitor the revenue commitment, manipulate them and change figures for indicating the needed statistics. To prevent fraud and non-transparency cases in financial statements, these organizations should require workers (accountants and auditors) of the certification acquired from training or courses. Professional accountants, in turn, should provide with this certificate, experience, ability and readiness of correctness and transparency in their work; otherwise, companies face big problems. For instance, transaction operations show the lack of transparency because these processes are being not in real figures according to revenue and costs of the company but to please investors. Therefore, there would not be such cases in the future with transactions and provide real information to the investors about the financial situation of the company. The professional accountants should be educated with ethical standards and bear the higher stage of the legal responsibilities.

There is no guarantee of correct accountants' ethical behaviour, as indicated in the codes of ethics for professional accountants. So, adherence to these ethical standards depends on accountants and in some cases, on governance. We cannot deny that many conditions have been created and improved in the code of ethics, which are the central values for the public. The force that manipulates to the performance or decision of professional accountants can be an impendence or an impact on accounting ethics. This force can be created by the conditions and relationships between governance and accountants, thus may lead to consequences of the lack of strong accounting principles and ethical standards. Therefore, frequently professional accountants with academic knowledge face with an ethical predicament where they should make extremely complex solutions and such cases practical knowledge, not enough. If they act according to ethical codes which so crucial to professional accountants and keep ethical standards, not because of penalties scare or punishment, but also regarding an appropriate ethical behaviour. (Amponsah *et al.* 2016)

According to the theory of Zarb (2006) if professional accountants follow the code of ethics standards and general accounting principles of the organization, then the company will not face with fake or non-transparency in financial reporting. However, we should remark that general accounting principles might be used in one country in a different point of view than it is in another country. To solve such problems, to develop the correctness of the financial statements and improve the transparency of professional accountants' work, the International Financial Reporting

Standards (IFRS) set the kind of standards proclaimed by the International Accounting Standards Board (IASB).

The ethical standards demand from professional accountants to disclose the unethical cases which consist one of the parts of the transparency at work. Sometimes revealing the ethical perplexity situations lie on the conscience of accountants and that fraud or unethical behaviour can be the reason for destroying the plans of the company. Exist four-level forms of ethical behaviour:

- First is the acceptance of ethical principles and follow these standards;
- Second is the evaluation of ethical standards;
- The third is the adoption of the ethical behaviour advanced from ethical standards;
- Fourth is understanding of difficult the ethical decision and evaluate the ethical issues by using the Multidimensional Ethics Scale (MES). The MES utilized to clarify and evaluate the unethical cases according to the framework of the philosophical jurisdiction. (Tara, Lynn 2008)

Based on Bushman and Smith (2003), the extension information about performance, financial statements, management and investment of the company shows the level of its transparency. There are three classes of corporate transparency:

- Internal information of the company which indicate principles, probability and promptness;
- Information about investments, obtaining the individual information of the company and its intensity;
- How correct the information spreads to the media.

1.5 Azerbaijan economic situation after the collapse of the USSR

The location of Azerbaijan is between Asia and Europe, in the South Caucasus region having access to the Caspian Sea. The country has land borders with Russia, Iran, Georgia, Armenia and Turkey and the sea borders with Kazakhstan and Turkmenistan. In 1918, Azerbaijan was the first country which proclaimed itself as an independent country in all Caucasus region. The population of the country in 2020 is more than 10 million people. Azerbaijan is rich with oil, and it is the primary economic income of the country.

In 1994, after independence, Azerbaijan signed the “Contract of the century” with international companies such as British Petroleum (BP) whereby started to sell the oil. After that, the gross domestic product (GDP) of the country doubled and changed from 20% up to 57.4%. The agriculture developed after 1996 and the farmlands converted to the private individuals and small enterprises from the collective farms. (Ibrahimov 2016)

The economic prosperity a observed between 1998-2008 when Azerbaijan entered into the international trade market and started to conclude a new agreement with large companies to sell the black gold of the country, oil to the countries of EU and US. The oil processing industry took place the leading role in the country, which increased the income to 68.5%. The percentage of unemployment and the inflation situation in the country fell. The country started fighting with corruption and developed e-government system. (Nuri *et al.* 2016)

1.6 Accounting in Azerbaijan after the collapse of the USSR

Based on Organisation for Economic Co-operation and Development (OECD) 2005, the operation for state control of accounting which constrains the main principles accounting institutions and other economic organizations in this field, according to the Law “On Accounting” was established in the Republic of Azerbaijan on 24 March 1995. According to the Civil Code of Azerbaijan set principles conducting the inventory, audit statement, balance sheet, requirements for advance and annual balance, revenue and expenses in the Azerbaijan Republic admitted by the Civil Code.

According to Narayan *et al.* (2002), after the year 2000 on the way to develop the accounting standards, in Azerbaijan has been created and improved new accounting institutions. For instance, in the year of 2000 in Azerbaijan has created a non-governmental organization of the Association of Certified Accountants of Azerbaijan (ACAA). The primary purpose of the organization is to develop the high service of accounting and accounting standards of ethics regarding IFAC in Azerbaijan. In 2001 was established the Azerbaijan Accounting Chamber (AAC). The government put the commitment in amplification of the consumption to accountability and management, which witnessed with activities below:

- To decrease the number of corruptions, thereby the accountability must be improved by the Chamber of Accounts.
- The Ministry of Finance (MOF) must control the bank account and cash system

- All monthly expenses will show on the free government online system which developed by the MOF and International Monetary Fund (IMF).

As a former Soviet Union country, it was difficult for Azerbaijan to change the accounting system and start following under the conditions of the IFRS. It was considering that at the end of the twentieth century, the country had enormous problems in legal, administrating and jurisprudence systems. The accounting system was different from IFRS, and it did not include the details of the financial statements, the apparent result cost and revenues, estimation of assets, calculation cost and expenses for the goods, owners' equity. The previous system of accounting monitoring and regulation the only resources of the economy to achieve the targets. In 2004 the economic situation in Azerbaijan was increased and the same year prescribed Azerbaijan's Law on Accounting (AZLOA). However, after three years by the European Union's 8th Directive on Company Law (EU8D) acts, the AZLOA was changed and included some corrections based on IFRS. (Narasimhan 2010)

The Ministry of Finance in the Republic of Azerbaijan is the central coordinating institution in charge of accounting code of ethics, translated the document of IFRS and sign essential contracts of IFRS Foundation. Small-sized entities (SME) can use IFRS for SME or Simplified Accounting Rules for Subject of Small Entrepreneurship. Medium-sized entities are obligated to use national accounting standards (IFAC 2018). On the table below is shown how small-sized entities determined by law, presented in table 1.

Table 1. Definition of small-sized entities by law.

Type of companies	Number of employees	Annual turnover
Industry and construction	50 and more	AZN 500,000 (approximately US \$650,000)
Agriculture	25-49	AZN 250,000 (approximately US \$325,000)
Wholesale trade	15-24	AZN 1,000,000 million (approximately US \$1,300,000)
Retail trade, transportation, services and other forms of economic activities	10-14	AZN 250,000 (approximately US \$325,000)

Source: Prepared by the author based on information from IFAC.

The MOF in the adoption of laws regarding reform in Law on Accounting refers to such kind of issue to the Cabinet of Ministers were discussed and clarified all mandatory cases for Azeri accounting standards. There discussed the necessary amendments, prepare in two years the national accounting standards and reconsider the accounting practices. (Lindelow *et al.* 2002)

After acceptance, the Law on Accounting in 2004, all organizations and individual entrepreneurs are divided into the commercial and non-commercial parts whereby they are obligated to maintain all accounting documentation by national accounting standards. To the commercial activities relate small and medium entities and for non-commercial relates extra-budgetary state funds, non-governmental organizations. The Ministry of Finance in the Republic of Azerbaijan in 2006 – 2007 according to the IASB's Framework has expanded and approved "The conceptual framework for National Standards Accounting for commercial organizations nations". (Mamedov 2018)

Regarding the State Regulation of Accounting, Azerbaijan signed agreement between IFRC and NAS, whereby is responsible for following rules of the accounting standards and operating under transparency conditions, provide the financial statements and enhancement of the accounting. Also, cooperation with the Public Sector Committee and the International Accounting Standards Board for clarifying and sending it to IFRS and International Public Sector Accounting Standards in order to reverberate all these documents to NAS. (Republic ... 2004)

The central development of IFRS in Azerbaijan accounting system was to make international accounting standards. It was required to develop transparency and accounting standards to improve the accounting system in Azerbaijan, thereby IFRS performed the leading role. According to what IFRS develop the essential levels in standards such as show the real economic situation, develop the exegesis experience and the correct work with stockholders, improve honesty and confidence in financial markets. Azerbaijan needed to adopt the IFRS for improving its international partnerships to develop an economic trend. After acceptance IFRS the accounting system in Azerbaijan improved, and professional accountants accepted standards, companies changed the financial system and started to work more transparently and keep their stability. Professional accountants to develop the IFRS in Azerbaijan must comprehend the international control framework in the accounting system, estimate the real position of the financial reporting and prepare documents by IFRS. (Huseynli *et al.* 2015)

Abbasov (2015) claims that in Azerbaijan, the accounting system coincides with the global accounting system. Therefore, it is necessary to create and formulate a consistent of it. To adjust the accounting records of inflation, to consider the methods of revaluation of property and liabilities. It is essential in a short time to develop and approve standards that combine the basic requirements of international accounting standards. Revise of accounting registers, and other documents and simplified accounting system for small business entities apply. The importance in accounting and financial reporting reform by international standards is the development and implementation of previous, newly approved accounting standards and the development of professional, ethical norms and its full application.

According to Huseynov (2016), the Republic of Azerbaijan adopted a four-level accounting regulation system, by which the international accounting standards and the legal accounting system coincide. Also, this regulation system established to achieve the correct and transparent work on the accounting system. Therefore, with international accounting standards, serious works are being done. The accounting system in Azerbaijan exhibited in Figure 2.

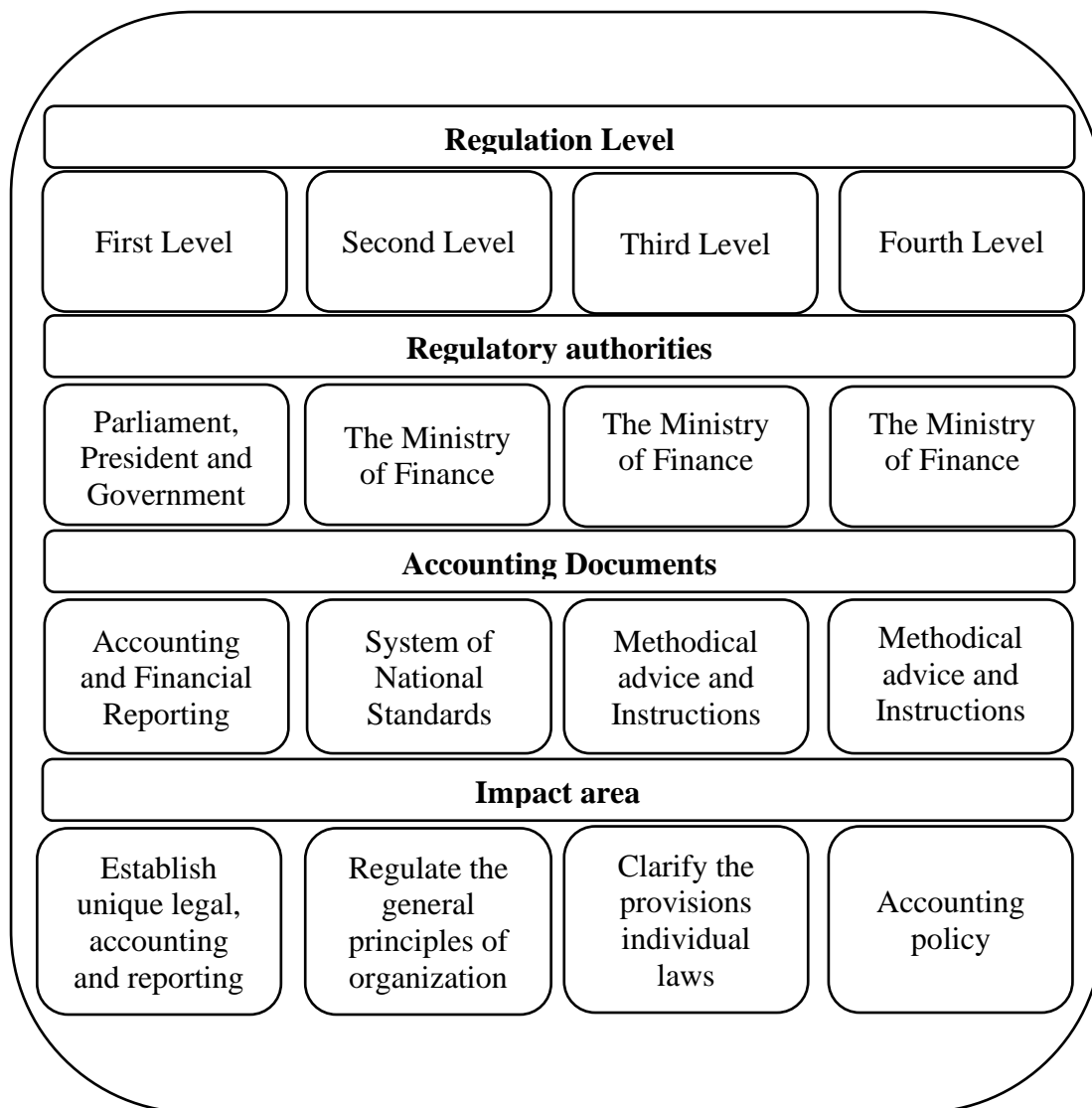


Figure 2. Legal regulation system of accounting in the Azerbaijan Republic.
Source: Huseynov (2016)

The Republic of Azerbaijan in Law on Accounting determines the new accounting principles on the fulfilling of the law 2008, this Law Presidential Decree on State Regulation in Accounting relevant documents for implementation. The primary purpose of the adjustment by the state is the IFRS for commercial and non-profit organizations and their development and application of national accounting standards based on international accounting standards development and transparency of financial statements. (Semedzade 2012)

According to OECD (2015), all entities obligated to follow the accounting law of Azerbaijan to provide accounting documentation, transactions, financial statements, balance sheet and show the financial situation of a company with exactness. After that, these processes added under commitment ways inflicted by the Code of Tax. According to the accounting law of the country, all pertinent documentation, accounts, invoices and agreements of the entities must be kept for five years. All the Public Interest Entities (PIE) must compose the financial statements which should

be prepared under the conditions of the IFRS. All non-PIE or commercial organizations are obligated to create the financial statements accordingly to the NAS. Otherwise, the companies will be penalized by the Law on Accounting accordance to Azerbaijan laws.

1.7 Accounting and Accounting Code of Ethics in Azerbaijan after independence

Based on Report on the Observance of Standards and Codes (ROSC) 2006, after accepting the Law on Accounting in 2004, several accounting reforms provided a change to the previous financial accounting in Azerbaijan and reached the world's international standards. One of that was accepting Public Interest Entities (PIEs), where organizations obligated to introduce their financial reporting to IFRS. Another one was related to medium-sized enterprises, and Law developed the NAS regarding IFRS. The Law introduced the training program for the "professional mindset" to change the mentality, which stayed from the Soviet system.

The accounting system which used in the enterprises of the Republic of Azerbaijan coincides with the world standards, and there is no need to use separately financial and managerial accounting. The system based on the "input and output" method which used from Soviet time. (Mahmudov 2018).

Higgs and Kapelianis (1999) reported that every organization needs to develop its Codes of Conduct for executing of professional ethics. The Codes of Conduct builds a permanent and tight relationship between companies and people. Three types code of ethics exists: peremptory mode of quite concise of the ethical principles; concrete papers and operational communications with customers of the codes of conduct, and; technical papers of the codes of inurement for the partners of the related profession.

The international organizations, including companies in Azerbaijan to reinforce their relationship, must follow the standards and code of ethics that influence the realization of international accounting standards. Following these kinds of principles and work under national authorities will is taken into account to involve in the different countries within the framework of market and structures. To increase the transparency standards that will coincide with the international stage, ROSC encourages the efficiency of the market and its discipline. (Hegarty *et al.* 2004)

In Azerbaijan, the Chamber of Auditors of Azerbaijan (CoAA) established the Code of Ethics similarly according to the Code of Ethics of the IFAC in 2001 whereby this Code of Ethics relates to accountants and auditors. There is some difference in conditions of the CoAA's the Code of Ethics in comparison with IFRS'. One of them is that using one audit service or not to use other ones or not to make any concessions. After accepting the Law on Accounting in 2004, the Azerbaijan Republic created the Council which work with MOF to develop the accounting standards according to ethics conducts. After what all representatives of the Council obligated to know the primary accounting standards written by the IFRS and International Public Sector Accounting Standards (IPSAS). The Council should be responsible for following and observing all those processes. According to the Law, the Code of Ethics taken from IFAC required to translate into Azerbaijan language for official using and CoAA took into consideration to translate into Russian but only for practical cases, not official. (ROSC 2006)

Based on IFAC (2018), in 2009 Chamber of Auditors of Azerbaijan Republic (CAAR) Board translated the IESBA's (International Ethics Standards Board for Accountants) Code of Ethics and brought to professional accountants whereby accountants in Azerbaijan submit and obey to this Code. CAAR, in turn, is also responsible for checking the agreement and assume the essential steps regarding ethical claims. The Chamber of the Republic of Azerbaijan is in charge of the transparency work of ethical standards, and if there will be any non-compliance work regarding the ethical requirements, the Board sends information to the Committee.

After clarifying the theoretical part of the thesis author decided to infer this part with the following opinions:

- the ethical standards remain the essential part of the accounting system and follow these principles must be obligated for all professional accountants starting from small and medium-sized enterprises;
- adherents of the theory of ethics do not mean simply the ordinance of legal norms through accounting, but the complete precision of the information provided by the organization's information system;
- accountants need continuing training and retraining courses of the ethical accounting principles;
- Azerbaijan developed and still work on improving the conditions of the Law on Accounting.

The second chapter of the paper describes the research methodology, provides an analysis of received data and presents the results. In this chapter, the author reveals questions of the thesis with comprehended answers. Identifies the ethical accounting issues, the pressure that occurs on accountants and how accountants understand the ethical code of conduct.

2. RESEARCH METHODOLOGY

The research aims to identify and investigate the main issues in ethical accounting principles in Azerbaijan. They are clarifying the problems related to pressure on accountants and the level of their transparency of work. To obtain the apparent decisions of the thesis, the author uses qualitative and quantitative methods. In using the qualitative method, the author had an interview with five professional accountants and one chief accountant of six different companies of Azerbaijan. The questions related to clarifying the level of acquiring of the ethical standards, understanding and the importance in the following of them. In the quantitative method used as an online survey in the form of a questionnaire among accountants in social media. In the quantitative method, questions related to identifying the understanding of the present situation of ethical principles and clarifying the cause of pressure occurring on accountants. The author refers to the previous thesis methodology created by (Zhatkin 2017) to investigate “Addressing Ethical Matters in Accounting Practice: Evidence from Ukraine”.

2.1 Data Collection

First, for clarifying the level of ethical principles and its understanding in Azerbaijan, the author uses a qualitative approach via e-mail interviews with six professional accountants of different companies (see Appendix 1 to 6). The primary sense of questions related to investigating the issue in ethical standards of the accounting system in Azerbaijan whether there any pressure occurred and their behaviour in such cases.

Nine interview questions along with three sub-questions according to the theoretical part of the thesis delivered to professional accountants. The questions began with demographic characteristics and further continues with clarifying of following ethical standards of the Code of Ethics. The

online questionnaire survey consisted of 14 questions, and 57 accountants of the social media's group responded to them.

2.2 Analysis of the results

The research part analysed with qualitative and quantitative methods. Therefore, each of those methods described widely. In a quantitative method, the information taken from the online questionnaires survey and the results shown in a percentage for each main question. On the other hand, the qualitative method formulated from the interview questions which are analysed from answers of accountants and disclosed the moral understanding of ethical principles in Azerbaijan.

2.3 Quantitative research method

The quantitative research method based on the online questionnaires survey addressed to accountants in social media. There are 14 questions posted on Facebook social media's group of accountants in Azerbaijan, where the number of participants is 1200 users, and 57 of them took place on the online questionnaires survey of respondents. The reason for conducting the anonymous survey is to understand the opinion of accountants in social media where the author will compare the results taken by using quantitative and qualitative research methods. The participants of the online questionnaires survey were informed about the anonymity. Where the purpose is to identify and clarify problems of accounting ethics in Azerbaijan. In this method, the percentage and description of answers will be displayed in tables, figures and charts. The online questionnaires survey was live for ten days, from 2nd of April 2020 to 12th of April 2020.

2.3.1 Clarifying of the analyzed results according to the survey

First questions were related to identifying age, education level, position, a form of entity and work experience of survey participants. Table 2 demonstrates all this information.

Table 2. The demographics information of respondents

Characteristic	Number of responses	Percentage of responses
Position:		
Accountant	27	48%
Chief Accountant	14	25%
Other	16	27%
Total	57	100%
Education:		
Bachelor's degree	31	55%
Master's degree	23	40%
PhD	2	4%
Other	1	1%
Total	57	100%
Age:		
≤25	7	12%
26-35	34	59%
36-45	10	18%
≥46	6	11%
Total	57	100%
Legal form of entity:		
Private sector	40	70%
Public	14	24%
Self-employment	3	6%
Total	57	100%
Experience:		
<1 year	11	20%
1 to 5 years	21	37%
5 to 10 years	11	20%
>10 years	13	23%
Total	57	100%

Source: Zhatkin (2017), Addressing Ethical Matters in Accounting Practice: Evidence from Ukraine.

Table 2 shows the demographic information of participants from the online questionnaires survey. Out of 57 participants are 14 chief accountants or 25%, 27 accountants or 48% and 16 other or 27%. The author put the name of the survey as “Accounting Ethics in Azerbaijan”, and it is evident that from the number of statistics chief accountants are quite many interested in such surveys. Participants in the survey under the name “Other” are assistant accountants, lead accountants, managers, loan specialists and Chief Executive Officer (CEO). As in the research part, the main incline preferred to professional accountants. The author decided to highlight accountants and chief accountant from other respondents. It is essential that among respondents, chief accountants pay more attention to clarifying of issues in ethical standards in Azerbaijan.

Another fundamental part of the survey is the educational level of accountants. According to the survey, 31 or 55% of accountants have bachelor's degree, 23 or 40% of respondents have master's degree, 1 or 1% relates to another educational system, and only 2 or 4% have PhD educational level.

Regarding the age question, the central part of respondents consisted of 34 participants or 59% of accountants at the age of 26-35. Participants at the age of 25 and less are 7 respondents or 12%, ranging between the age 36-45 are 10 people or 18% and above than 46 years old are 6 or 11%. After this question, it becomes clearer that issues related to ethical standards are more affecting accountants aged between from 26 to 35 years.

The part of the legal form of entity describes the difference between private, public and self-employment. So, in this research method, 40 or 70% of respondents work in a private organization, whereas 14 respondents or 24% work for a public organization and 3 people or 6% relates to self-employment.

Experience plays a vital role in the accounting field. Because with the experience professionalism begins adapting to the ethical standards, clarifies it for oneself. Among our participants, the most answers received from the persons with the experience from 1 to 5 years, and it is 21 people or 37%. There are 13 respondents, or 23% have more than 10 years' experience. Each 11 or 20% of participants relate to year experiences less than 1 and 5 to 10 years.

According to research investigation, the author puts the question "Do accountants always follow the ethical standards, conditions and rules?". Whereby 49 or 86% of respondents answered positively and 18 or 14% of participants answered negatively. From a statistics point of view, at percentage 86% is entirely plausible numbers which give an expectation in decreasing of percentage in unethical behaviour in future figures of the accounting system.

To clarify the third research question "If pressure occurs in accounting activities, then what the main problem is?", the author addressed to participants of the survey an option to choose from the following with sub-questions. The question is whether accountants face a pressure situation. Whereby 42 or 74% of respondents gave positive feedback and only 15 or 26% of participants replied negatively. The answer to this question could be challenged to say real due to that many people beware that they controlled by internal security. The author qualifies his opinion with percentage numbers taken from the question "How often do you think accountants are pressured?". Whereby, respondents answered totally in different answers. So, 16 or 29% of respondents

answered, “Most of the time”, 8 or 14% answered “Very often”, 23 or 40% answered “It is difficult for me to answer” and only 10 or 17% gave the answer “Never”. Enclosing the third research question whether accountants have any pressure situation, the author relies on the answers taken from the following sub-questions. Therefore, the answer to the third research questions solely positively. Because of the difference in answers between question and sub-questions, which gave the entirely opened answer. The percentage of respondents denying the pressure decrease from 74% to 10%. The details are shown in Figure 3.

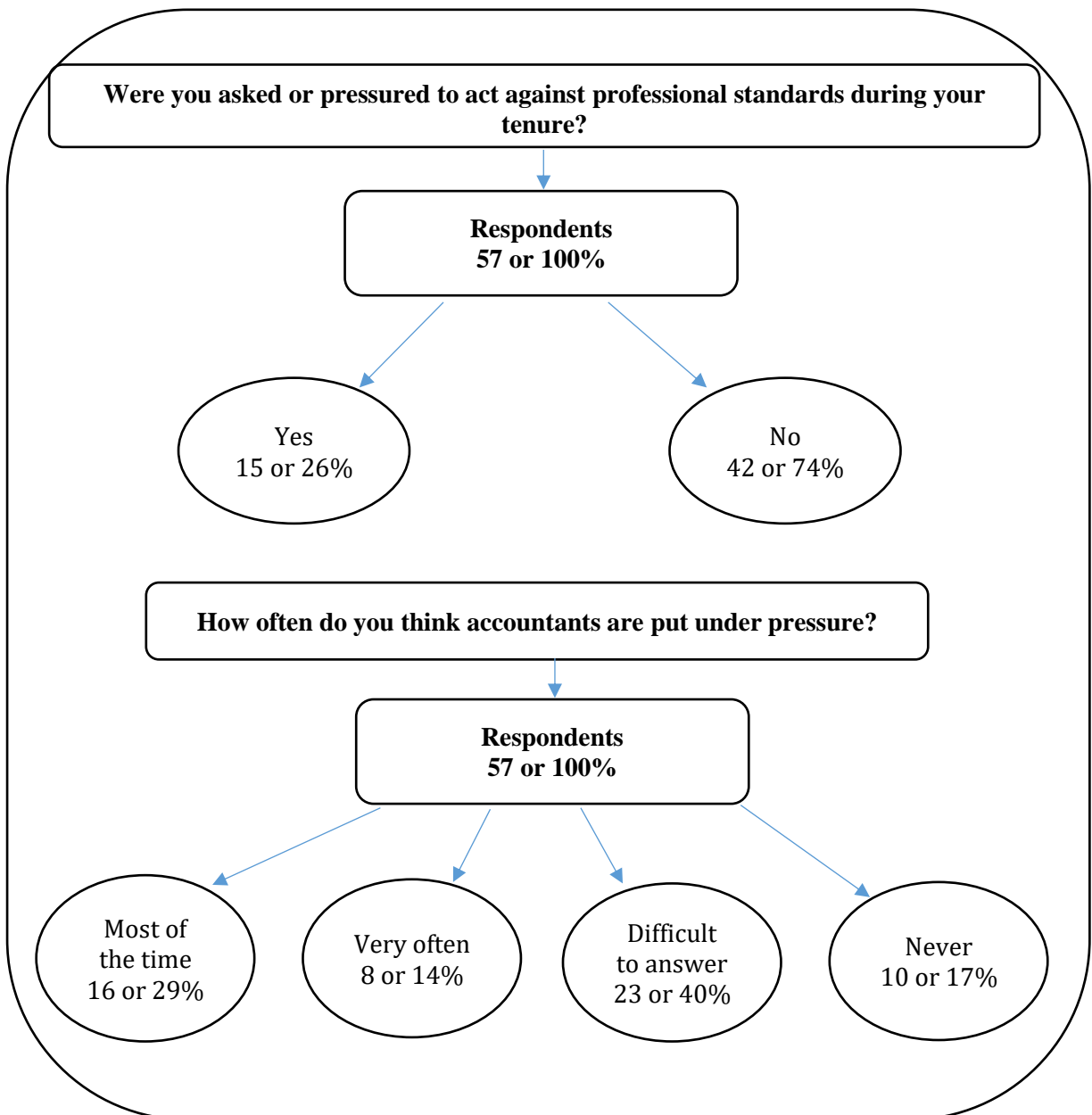


Figure 3. Two questions with the same meaning, but different answers.
Source: Prepared by the author (2020)

The next sub-question is “From whom did the pressure occur?”. Whereby, 40 or 71% respondents answered “Nobody, 14 or 24% answered “Employer” and 3 or 5% answered “Colleague”. From this sub-question, it becomes clear that in some cases, the pressure occurred from governance or employer sides. Concluding this with the question “Have you been threatened in any way (for example, by reduction of wages, reduction of jobs, dismissal)?”. The survey answers were 48, or 84% of participants answered negatively, and only 9 or 16% of respondents answered positively. The author indicates that the pressure can occur from the employer side, and sometimes the pressure might be a type of bullying of physical and psychological harassing.

According to the research question “How the Code of Ethics in Azerbaijan perceived by the professional accountants?” the author uses survey questions based on the Likert-type scale for investigating answers. In Figure 4, clarified answers evaluated on the 5-point scale, where 1 - Strongly disagree, 2 - Disagree, 3 - Neither agree nor disagree, 4 - Agree and 5 - Strongly agree.

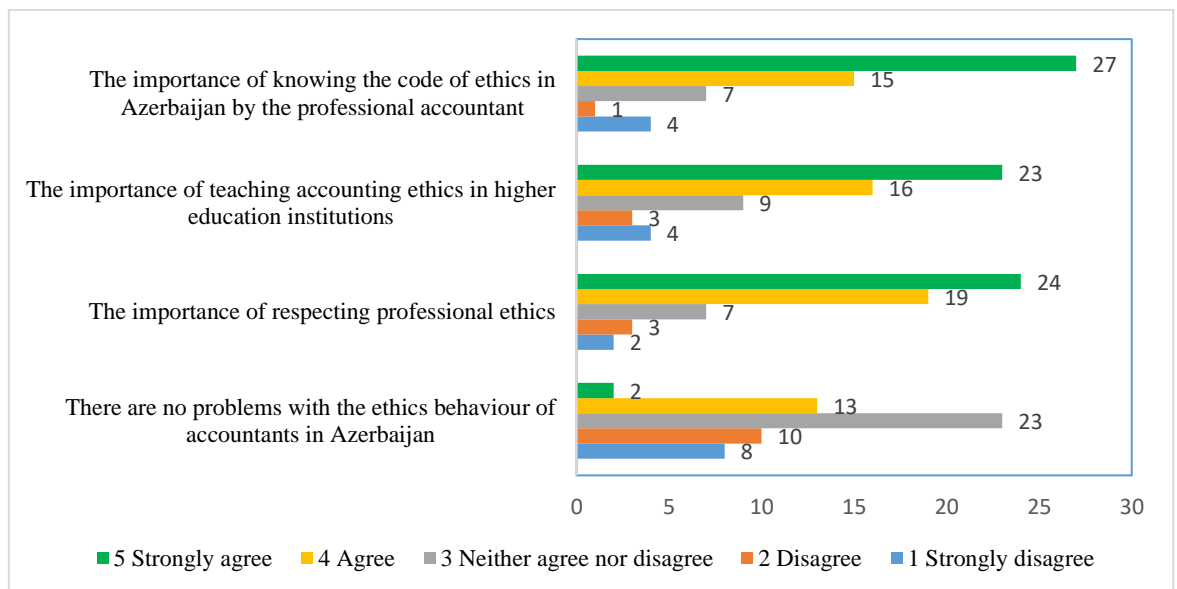


Figure 4. Clarifying of ethical standards understanding in Azerbaijan
 Source: Zhatkin (2017), Addressing Ethical Matters in Accounting Practice: Evidence from Ukraine.

Based on Figure 4, most respondents strongly agree that in Azerbaijan, the professional accountants must know the Code of Ethics. To be exact, 42 respondents answered positively, 7 respondents selected “neither agree nor disagree”, 5 respondents answered negatively. Also, survey shows that “the importance of teaching accounting ethics in higher education institutions” is one of the important statements. As, 39 respondents answered positively 9 respondents answered “neither agree nor disagree”, 7 respondents answered negatively. The work of professional accountants as in other countries, also in Azerbaijan, requires the importance of respecting

professional ethics. As 43 respondents agreed with this statement and, 7 respondents answered “neither agree nor disagree”, 5 respondents did not agree with the statement. To estimate the question of whether there are not any problems with the ethical behaviour of accountants in Azerbaijan, most respondents answered neutrally. However, in calculating the difference between responses agree and disagree then the number of respondents with answer disagree exceeds than agree with version. To be exact, 23 respondents answered “neither agree nor disagree”, 43 expressed their disagreement with the statement and only 10 respondents agreed.

The Code of Ethics has four main principles: integrity, objectivity, confidentiality and professionalism. The numbers on figure 1 show that “the importance of knowing the code of ethics in Azerbaijan by the professional accountant” is the most demanded value in solving unethical behaviour and non-transparency works. That accountants can be professional in calculating numbers, concluding financial statements, but without knowing the Code of Ethics inherent to accounting, there may be consequences in not correct work of the company. On the scale, the author put “The importance of respecting professional ethics”.

The next question of survey related to identify the opinion of respondents and understand how necessarily are ethical principles in mechanism using the accounting system. The author used the Likert-type scale to identify which principle is more priority. In Figure 5, clarified answers evaluated on the 5-point scale, where 1 - Strongly disagree, 2 - Disagree, 3 - Neither agree nor disagree, 4 - Agree and 5 - Strongly agree.

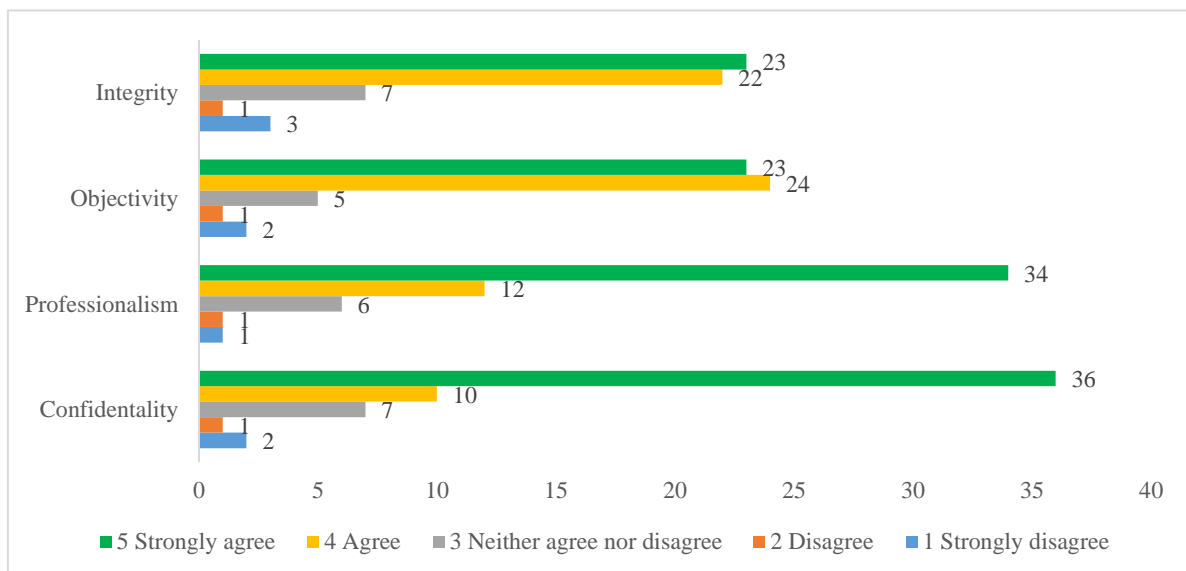


Figure 5. The importance of ethical principles by ascending
Source: Prepared by the author (2020)

The answers of respondents described in Figure 5 show that confidentiality is more important in the work of professional accountants, as 36 or 63% gave five points : “5”. The second important principle is professionalism, as 34 or 60% ranked it as “5”. The third principle is objectivity with 23 or 40% gave “5”, and 24 or 42% answered, “4”. The fourth principle is integrity with 23 or 40% gave “5”, and 22 or 39% gave , “4” points. Thereby, among the main principles of the ethical standards, the priority goes this way: 1) confidentiality; 2) professionalism; 3) objectivity; 4) integrity.

The last question of the survey is “Do you think that accountants and auditors can discuss the issues of professional ethics with interested organizations on an anonymous basis and eliminate the main problems?”. Whereby 40 or 69% of respondents answered that it is possible to solve these kinds of issues if discuss with interested organizations and 17 or 31% answered thinking contrary. According to this question, the author investigated the necessary of educations in higher institutions the ethical standards for accountants and providing with training or courses from the organization where professional accountants work.

Based on the quantitative research method of online questionnaires survey, the author identifies the main problems which are related to pressure occurred on professional accountants. Also, from some questions of the survey, it can be concluded that some respondents have difficulty to provide the real answer. However, the answer that they wanted to proceed is shown in sub-questions. This kind of pressure occurred basically because of employers. The survey makes clear that confidentiality is a more critical value among ethical principles in the work of a professional accountant. The Code of Ethics takes place the significant role in work and education of it in high educational institutions must be in priority along with studying of the accounting system. The percentages presented in the survey can be enough to be presented in government institutions as the gap in the accounting system. Whereby the task to solve, it could be one of the critical deals, as this kind of lacks can influence negatively to the public, private, self-employment and finally for society in the country. The investigation of these problems more thoroughly could be via the survey method in all regions of Azerbaijan. Checking and the final decision ongoing situation can give MOF of Azerbaijan.

Addressed 14 questions were related to the main research questions, where the author perceived clarified answers. In particular, all these responses disclosed the answer to the third research question of the thesis. It is possible to get the correct answer if the question formulated correctly. For instance, the question “Were you asked or pressured to act against professional standards

during your tenure?” whereby 74% of respondents submitted that they have been not faced with situation forced to act unethically. On the other hand, 26% of participants of the survey submitted with the answer that they were under pressure situation to act unethically. Also, in the question “Who did the pressure occur?”, whereby 71% of respondents gave answer that nobody forced them and 24% of answerers submitted that the pressure occurs from employer side. However, to the question “How often do you think accountants pressured?”, where answers evaluated on the 5-point scale, where 1 - Strongly disagree, 2 - Disagree, 3 - Neither agree nor disagree, 4 - Agree and 5 - Strongly agree. There are 29% of responses submitted with the answer “5”, 14% of responses were submitted with the answer “4”, 40% of responses submitted with the answer “3” and only 10% of responses submitted with the answer “1”. When comparing questions, the author revealed that 43% of responded agree with the pressure situations in work. Another 40% of responded whom the answer is complicated if they have not faced with pressure situations their answer would be otherwise.

2.4 Qualitative research method

The qualitative research method based on interviews addressed six professional accountants from different companies. Nine questions were given on interviews answered by five professional accountants and one chief accountant via e-mail. The reason for interviewing with open questions is to understand the opinion and knowledge of accountants in Azerbaijan, where the author compares answers taken from an interview with responses from online questionnaires survey. Interviewees provided by the policy of the interview. Interviews were conducted by e-mail and sent to each interviewee individually. Also, interviewees provided by the policy of the interview. Interviews were arranged in a different time. The first interview held on 29th of March 2020 and the last one on the 8th of April 2020.

2.4.1 Clarifying of the analyzed results according to the interview

Questions one and two related to obtain the demographic information of professional accountants. Therefore, participated representatives in the interview of six biggest and SMEs of Azerbaijan. The information of professional accountants and name of companies presented in table 6. Interviewees were announced with the policy and provided approval on answering in open-ended questions. The author uses background opinion of the respondents that stand out behind the

answers provided in order to understand their opinion and level of knowledge about ethical principles according to the Code of Ethics. To find out the importance of ethical standards, improving and correct using in work. Identify the necessity of training or courses in educational institutions, explore the main issues which arouse unethical behaviour and what the reason for these problems in the accounting system of Azerbaijan. Table 3 presents the information on interviewees.

Table 3. Interviews with accountants.

TYPE	COMPANY	OCCUPATION	INTERVIEWEE
E-mail	SD Construction LLC	Accountant	Jafar Allahverdi
E-mail	DHL Global Forwarding Azerbaijan	Accountant	Nargiz Aliyeva
E-mail	JW Marriott Absheron Hotel	Accountant	Nadir Salmanov
E-mail	UNEC Research Foundation	Accountant	Mehriban Muradova
E-mail	Azerconnect LLC	Accountant	Telman Amirov
E-mail	Azertelecom LLC	Chief Accountant	Rizvan Quliyev

Source: Prepared by the author (2020)

During the analysis of the interviews, the author compares the given answers between professional accountants. All of them gave the self-appropriate answer, after which the author analyzed the answers of the interview with the online questionnaires survey. The interview questions relate to the deep understanding of ethical standards issues in the accounting system of 2020.

After stating the name of the company and position, the author gave to professional accountants the question related to the research question “How do accountants in Azerbaijan perceive the level of professional ethics and the application of The Code of Ethics?”. Whereby, answers of four accountants relied on the main ethical principles: quality of service, trust, professionalism, objectivity and confidentially. One of interviewees’ answer was comparing the previous ten years before accounting situation in Azerbaijan with current and adopting of Azerbaijan accounting system to IFRS, totally change the old slavery accounting system. The pressure situation was also changed as because in previous years accountants had overload works and can finish their work

hours when the CEOs of the company finished as well. The answer of the chief accountant more disclosed as he mentioned that in most of the time professional accountants in biggest companies more qualified with the information of the Code of Ethics and such company's transparency of work in high level.

The fourth question of the interview is "Do accountants always follow current laws, regulations and accounting standards? If not, what do you think is the reason for this?" which related to the second research question. Whereby, one of the interviewees answered that he has not faced with this problem, the second interviewee disagrees and mentioned that in such cases the fine must be obligated. The answers of the other four accountants were neutral following ethical standards by accountants related to the authority. Also, performance and whether the company has international policies or, if the company is a branch of the international company, then it can be. Additionally, one of the interviewees indicated the performance of the company. Classifying the company explored, the construction or trade sector companies work with non-transparency and have the quit lack in following laws, regulations and accounting standards.

The fifth question of the interview "Does pressure occur in accounting activities? If yes, what do you think is the reason for this?" was related to the third research question. Whereby, five accountants answered that pressure occurs and only one accountant has never faced a pressure situation. The author reveals the answers taken from five accountants. Therefore, two of accountants complained that very often the pressure occurred from employer or management sides because they do not appreciate the work of a professional accountant and do not want to work in transparency conditions. Other two accountants complained that the reason for problems is due to the tax authorities or during the on-site inspection. The interview answer of the chief accountant was that the reason is shadow economy taking place in the country, thereby the work of professional accountants sometimes not valued. Therefore, there is a problem with transparency in the documentation, and the pressure occurred from the governance side. Once the shadow economy decreased in Azerbaijan, the issues with corruption solved, then the main problems of accounting system disappear automatically. Another problem, interviewee mentioned is that most accountants in the country have a lack of information about the Code of Ethics and ethical behaviour in the right way according to the accounting deals.

The answers of the interviewees showed that in the accounting system, the pressure occurred, and it is a central problem. Of course, in some cases, accountants behave unethically related to their job responsibility. For instance, one of the interviews indicated that such problems emerged during

the period of creating the financial statements that audited or provided to the tax authorities or onsite inspection. Thereby, professional accountants forced to behave out of frames the ethical principles. Based on the online questionnaires survey, there was one question that “Do you think that accountants and auditors can discuss the issues of professional ethics with interested organizations on an anonymous basis and eliminate the main problems?”, whereby 69% of respondents agree that it is possible to solve the issues. Only 31% of respondents answered otherwise. The author made the decision based on figures of answers’ percentage perceived from the survey that to solve the problem with situations of occurring the pressure on professional accountants could be solved if issues of professional ethics will be the central part of discussing in organizations. Such kind of anonymous survey can be provided by the government of Azerbaijan as well. Change in the accounting system, precisely in increasing the following of ethical principles in the country will decrease the corruption situation and improve the economic stage in the country. Today, in Azerbaijan, this question should be discussed first and should be discussed until resolving of this problem.

The next question of the interview is “Does the disregard of professional ethics result in negative consequences? If yes, how do you think this can be prevented?”. Whereby all accountants answered positively. To prevent unethical cases, interviewees answered that first professional accountant must have professional performance because this problem can decrease not the only the authority of the accountants but may also jeopardize the reputation of the company. In the quantitative method of survey, the author put on the scale similar question “The importance of respecting professional ethics”, whereby 24 or 44% of responses were submitted that strongly agree as well. Respecting to the professional ethics, it means work with integrity, objectivity, confidentiality and professionalism as ethical accountabilities comprise the data provided to employers, customers, governance, entrepreneurs and society. Therefore, professional accountants are responsible for assuming issues, adhering the code of ethics, and the same time must work under the jurisdiction.

To the question “Is there a need to teach professional accounting ethics in higher educational institutions?”, all interviewees answered positively. According to answers of the interview, the teaching of professional ethics standards of accounting system is fundamental because this is the part of International Accounting Standards. So, it will change the thinking of the new population of accountants towards the working process in the accounting system. The amount of non-transparency in everyday work will decrease, and the correctness of reporting the financial

statements to the tax office will increase. One of the main problems in the education of ethical standards is the lack of professional training. Some, accountants participate in training where they pay for it. It will be perfect to put this question on the agenda of government issues. Thus, ethical standards knowledge will be obligated by the employer to provide their employees with training and courses. Also, in educational institutions, the accounting courses will give students broad information about IFRS. Increasing the teaching of accounting professional ethics in higher education institutions should be a national trend.

The eighth question is “What do you think the main problem in accounting ethics in Azerbaijan is? What is the lack?” whereby professional accountants’ answers are different. Two of them disclose that the problems can be in those companies where employers do not respect to accountants and exert pressure situation. One of the accountants answered that problem could be because of the shadow economy in Azerbaijan. Thus, to solve this issue is essential to decrease in the country, the so-called “black accounting” and increase the ethical standards of accounting system teaching in educational institutions. Also, the main problem is the non-transparency in the work of professional accountants. One of the interviewees complains that the problem is using the local accounting system which used in countries of the Soviet Union and the same time using international accounting standards. Even after accepting the Law on Accounting by MOF, these kinds of problems are still active in the accounting of Azerbaijan.

The last question of the interview is “Have you ever participated or granted any ethical training?” The reason for giving this question is to understand whether interviewees are interested in acquiring or improving the knowledge about ethical principles. Whereby, three of accountants participated and the other three not. Interview questions show that all the interviewees have good knowledge about the ethical standards of the Code of Ethics. In general, in Azerbaijan, there are many courses and training opened where accountants can perceive the knowledge of IFRS and understand the value of the Code of Ethics.

In many cases, accountants may complain that they have a lack of time in their daily routine work or companies do not provide or not interested in allocating money from the budget. All those problems emerged due to lack of information on ethical standards and IFRS in the accounting system. Of course, professional accountants are aware of the Code of Ethics and companies with international policies demand their accountants of knowledge the ethical standards and following them. However, today, the reality, there is still a deficiency in providing such courses, especially for SMEs.

2.5 RESULTS

The results of the online questionnaires survey and interview with six professional accountants provide a deep understanding of the accounting situation in Azerbaijan, exactly how the ethical aspect of the accounting system in the country perceived by accountants and governance side. The usage of the quantitative method showed that in general respondents agree with existing issues in the accounting system in Azerbaijan. In the survey participants were not only accountants but also people with financial knowledge who closely work with accountants. Tables and figures show the statistics numbers, whereby the author could find the answer to the third research question. The qualitative method revealed the extensive comprehension of the main problems. Answers provided by professional accountants gave accurate information related to transparency work of accountants in the country, disclose the core of pressure occurred them and how they should react in those situations.

The Law on Accounting is still in progress of developing since 2004 in Azerbaijan. There is much lack in the following ethical principles according to IFAC. For better understand this issue author set three main research questions. Thereby, to clarify the comprehensive answers, the author used the qualitative investigative method in the form of the interview with six professional accountants and quantitative method to online questionnaires survey. Thus, the survey method of 57 responses from a group of accountants in social media obtained. The answers were taken via using the qualitative method from five professional accountants and one chief accountant. The same time the answers were taken via using the quantitative method composed of 25% responses were taken from chief accountants, 48% responses were taken from accountants, and 27% responses were taken from others (assistant accountant, lead accountant, manager, loan specialist and CEO). Of those responses, 70% relates to the private sector, and the public sector took 24 % of responses.

The interview and online questionnaires survey methods disclosed some facts according to the ethical principles, their following by accountants in Azerbaijan and the reason for problems. The research methods ensure practical information for identifying and clarifying of ethics standards of accounting system in Azerbaijan. Therefore, the author decided that answers to research questions can be determined by the following:

Q1. How the Code of Ethics in Azerbaijan perceived by the professional accountants?

Whereby, the answers were taken from the interview using the qualitative method revealed that professional accountants understand and perceived the Code of Ethics as the four ethical principles

which must be following by accountants. These principles are integrity, professionalism, objectivity and confidentiality. Among these ethical principles, 63% of responses were submitted that the most important is confidentiality. Also, the open question gave quite a comprehensive answer that now in Azerbaijan the ethical standards perceived and used more objectively than it is a decade early. Another answer was that the comparison in the understanding of ethical standards could differ, accountants in the most prominent companies better equipped with the information of the Code of Ethics, there is more transparency in work. According to the quantitative research method applied by the survey, respondents strongly agree with the importance of respecting professional ethics, teaching accounting ethics in higher education institutions and knowledge of the code of accounting ethics by the professional accountant in Azerbaijan. The problems in the accounting system regarding ethical behaviour has been solved, and nowadays, it more demanded to follow ethical code than before.

Q2. Do accountants always follow accounting standards, regulations and current laws?

Based on the interview's answers, cases of the following of ethical standards by accountants who work in the most prominent companies and companies with international policies observed more than in others. Also, it depends on the performance of the companies. In Azerbaijan mostly in the construction companies, there are cases of unethical behaviour, mainly due to lack of transparency in the work of accountants. Answers taken from the survey was that 86% of respondents gave positive feedback and 14% of respondents gave negative feedback. Not respecting to ethical principles can lead to different outcomes to engaged groups. The problems may affect various losses, for instance, the decreasing authority of the company, both domestic and exterior problems, non-observance of subordination among employees and employer. Therefore, professional accountants can encounter various ethical situations whereby they should behave ethically according to the Code of Ethics.

Q3. If pressure occurs in accounting activities, then what the main problem is?

The pressure can occur in all professions, including accounting. According to the interview, five accountants agree with the occurring pressure situation on accountants during the work period. Today, one of the main problems is that in many cases employers and management of the company do not appreciate or cannot correctly understand the nature of the work of accountants by emending accountants doing the work that is out of frames the ethical standards according to the Code of Ethics. Mainly, that kind of issues occurs during the tax authorities or the on-site inspection. Another problem is related to the shadow economy in the country and lack of giving values to the

professional accountants. Thereby, the transparency balancing at work ruptured. From the participants' point of view first of all the shadow economy in Azerbaijan must be vanished then the pressure will not occur in accounting activities, and the work of accountants will be transparently in all sectors. Another method of solving this problem is to increase the knowledge of accountants. If educational institutions provide the materials and courses of ethical standards of the Code of Ethics to new accountants, then the future attitude of accountants towards their work will change. Therefore, in authors opinion much has to be done from both government and high educational institutions side to embed ethical principles into everyday accounting work and make accountants consider these principles as the integral part of their everyday business activities.

CONCLUSIONS

The purpose of this thesis was to find out and disclose the main problems in the accounting system, the reason for existing ethical issues and understand what the core of pressure occurs on accountants in Azerbaijan. To achieve the profound and desirable answers, the author researched all information related to ethical principles in accounting, the Code of Ethics and what kind of problems in history occurred during unethical behaviour. The theoretical part of the paper gave a short overview of ethics and continued with the theories of many authors. After understanding the theoretical part of the thesis, the author created nine questions and arranged interviews with professional accountants in Azerbaijan applied to the qualitative method. The reason was to get extensive information for research questions. Along with the interview, the author created 14 questions on Facebook social media group of Azerbaijan accountants. The online questionnaires survey applied to the quantitative method of research.

The theoretical part of the paper gave an idea that ethical principles are an inseparable part of accounting. The transparency work of accountants plays the leading role in public, private sectors and the society. The changing of the non-transparency system relies on professional accountants who already have the professionalism and can teach others in educational institutions.

The results of research allowed the author concluded that the professional in Azerbaijan accountant might be pressured from governance or another person but keep the ethical principles according to the Code of Ethics which is essential for accountants as a soldier who took the oath. Because his unethical behaviour can manipulate and change the run of the organization and affect society. In the accounting system, ethical standards take place the leading role. Understand that and follow all four fundamental ethical principles is necessary by professional accountants. Therefore, to solve the issues in the accounting system, according to the author's opinion is that educational institutions must improve the ethical standards educations, and the government should monitor it. Also, organizations, in turn, must provide their accountants with high quality of training or courses of understanding the principles of ethical standards whereby obtained the certification.

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APPENDICES

Appendix 1. Interview with company 1.

Email interview with Accountant

29th of March 2020

Interviewee Mr. Jafar Allahverdi

1. Name of company: SD Construction LLC

2. What is your job?

Accountant and finance specialist.

3. How do accountants in Azerbaijan perceive the level of professional ethics and the application of The Code of Ethics?

Accounting is a profession that loves the accuracy and objectivity of information. The quality of work must be at a high level so that the trust of management and partners is not lost.

4. Do accountants always follow current laws, regulations and accounting standards? If Not, what do you think is the reason for this?

Of course, in reality, it is not fully followed. In case of non-compliance, they pay the fine.

5. Does pressure occur in accounting activities? If Yes, what do you think is the reason for this?

There is no pressure if the workload is divided enough for each employee. Otherwise, when the volume is inexhaustible, the pressure is created by stress and leads to problems in the accurate data processing. The reason is that many company executives do not need or think about accounting and bookkeeping. The more transparent a company is, the more stress-free each business is, not just accounting.

6. Does the disregard of professional ethics result in negative consequences? If Yes, how do you think this can be prevented?

Of course, it happens. Each profession requires its professionalism. Where there is professionalism, the share of negative results in the work is reduced to zero. I see prevention only in applying to professionals. I see it in the professional training of professionals.

7. Is there a need to teach accounting professional ethics in higher educational institutions?

It won't be bad though. Accounting professional ethics is a topic that is needed in every activity. Accounting is not the only company that needs an entrepreneur. Everyone can get more results if they keep their accounting. You can look at the page in the past, and the topic is not just about finance.

8. What do you think the main problem in accounting ethics in Azerbaijan is? What is the lack?

If everyone knows their job better, the result will always be positive. If the entrepreneur pays taxes, if the accountant's accounting is correct, if the equipment is purchased correctly, if the seller makes the sale correctly, there will be no shortage.

9. Have you ever participated or granted any ethical training?

When I was studying accounting, I participated in many online and physical training. I have not been able to attend any training lately due to my busy schedule.

Appendix 2. Interview with company 2.

Email interview with Accountant

30th of March 2020

Interviewee Mrs Nargiz Aliyeva

1. Name of company: DHL Global Forwarding Azerbaijan

2. What is your job?

Project Accountant

3. How do accountants in Azerbaijan perceive the level of professional ethics and the application of The Code of Ethics?

Accountants in Azerbaijan work according on mainly principles of The Code of Ethics: accuracy of information, quality of service, trust, professionalism, objectivity confidentially etc.

4. Do accountants always follow current laws, regulations and accounting standards? If Not, what do you think is the reason for this?

Yes, they do. Accountants work based on local tax and procedures.

5. Does pressure occur in accounting activities? If Yes, what do you think is the reason for this?

No, it doesn't. I never met before for pressure.

6. Does the disregard of professional ethics result in negative consequences? If Yes, how do you think this can be prevented?

Yes, it does. Bad behavior leads to the bad reputation of companies and their workers as well.

7. Is there a need to teach accounting professional ethics in higher educational institutions?

I think, of course, yes. All novice accountants need to know ethics for the future career

8. What do you think the main problem in accounting ethics in Azerbaijan is? What is the lack?

Most companies use local and international rules of accounting, it takes time for reporting to management and government.

9. Have you ever participated or granted any ethical training?

No, I haven't.

Appendix 3. Interview with company 3.

Email interview with Cost Controller

1st of April 2020

Interviewee Mr Nadir Salmanov

1. Name of company: JW Marriott Absheron Hotel

2. What is your job? Cost Controller

3. How do accountants in Azerbaijan perceive the level of professional ethics and the application of The Code of Ethics?

If we compare the current situation with the 5-10 years ago, we can say that now the level of the perceiving and applying the Code of Ethics (including professional ethics) in Azerbaijan is way better than before. If some years ago to stay at work after work shift until your direct manager or CFO leaves the office or to do their commands undoubtedly was common, now it changed a lot thanks to applying for IFRS programs and pressuring role of “Big Four” Companies. Currently, most companies in Azerbaijan consider the Code of Ethics which regulate by Accounting Standards.

4. Do accountants always follow current laws, regulations and accounting standards? If Not, what do you think is the reason for this?

It usually depends on the management system of a Company. If a Company runs by international policies/standards, then accounting procedures are followed properly. Otherwise, there is still a room for deflection if a Company does not have proper/clear procedures/policies.

5. Does pressure occur in accounting activities? If Yes, what do you think is the reason for this?

Yes, the reason can be the pressure of the manager, fraud elements, financial dependence and illiteracy or unprofessional approach of an accountant.

6. Does the disregard of professional ethics result in negative consequences? If Yes, how do you think this can be prevented?

Of course, ignoring the professional ethics may be resulted by harmful consequences for both a Company and an accountant. For preventing such disregard, it is better to provide accountants with certain related training, regularly update/inform about international and local laws, to create penalty system for ignoring the ethics policies and to make up benefit/awarding scheme for following the ethics and etc.

7. Is there a need to teach accounting professional ethics in higher educational institutions?

Certainly, it would be very helpful to teach professional ethics in higher educational institutions at least by subject level, as this is a part of International Accounting Standards.

8. What do you think the main problem in accounting ethics in Azerbaijan is? What is the lack?
Still, the main problem is the existence of the “shadow economy” in Azerbaijan. In spite of the Government currently has adopted quite promising laws to decrease the so-called “black accounting”, there is yet more promoting actions need to be done. Furthermore, educational background is vital also for solving the issue.

9. Have you ever participated or granted any ethical training?

Yes, I participated in “Business Ethics” training at BSU in 2015. Furthermore, I took classes in “Business Ethics” and “Professional Accounting Ethics” during my Bachelor and Master education.

Appendix 4. Interview with company 4.

Email interview with Accountant.

5th of April 2020

Interviewee Mrs. Mehriban Muradova

1. Name of company: UNEC Research Foundation.

2. What is your job?

Accounting, preparation and submission of accounting reports, accounting for cash, inventory and fixed assets.

3. How do accountants in Azerbaijan perceive the level of professional ethics and the application of The Code of Ethics?

Every accountant has to follow professional ethics, do his job honestly, conscientiously and honestly.

4. Do accountants always follow current laws, regulations and accounting standards? If Not, what do you think is the reason for this?

Accountants must always follow applicable laws and accounting rules. If they don't follow the rules, I think it's because they don't know much about accounting principles and rules.

5. Does pressure occur in accounting activities? If Yes, what do you think is the reason for this?

It may be created by management to hide part of the profit from taxes. I am not under pressure.

6. Does the disregard of professional ethics result in negative consequences? If Yes, how do you think this can be prevented?

I have not encountered such a problem. I think that ethics should be respected in any field of activity.

7. Is there a need to teach accounting professional ethics in higher educational institutions?

I think yes.

8. What do you think the main problem in accounting ethics in Azerbaijan is? What is the lack?

I did not come across it.

9. Have you ever participated or granted any ethical training?

No.

Appendix 5. Interview with company 5.

Email interview with Accountant

7th of April 2020

Interviewee Mr. Telman Amirov

1. Name of company: Azerconnect LLC

2. What is your job?

Posting payroll expenses and preparing and tracking employee tax (PIT) and SPF payments to the budget. Provide annual and quarterly reports to management and government agencies.

3. How do accountants in Azerbaijan perceive the level of professional ethics and the application of The Code of Ethics?

When I say professional ethics, I understand the consultative approach.

4. Do accountants always follow current laws, regulations and accounting standards? If Not, what do you think is the reason for this?

The company I work for is on the list of transparent companies in the Ministry of Taxes. There is no double-entry bookkeeping (black and official). Timely payment of taxes and SPF is our main principle, trying to keep pace with changes in the law. In addition, the company is also audited by the annual Big4 audit companies.

5. Does pressure occur in accounting activities? If Yes, what do you think is the reason for this?

During the operation, in-house inquiries by the tax authorities put pressure on accountants. It is a great pressure on accountants to document all turnover when a reversal is reported, as this should be required during the on-site inspection.

6. Does the disregard of professional ethics result in negative consequences? If Yes, how do you think this can be prevented?

Disrespect for professional ethics has always existed in society. I think that disrespect for professional ethics will disappear if employers give accountants the respect they need.

7. Is there a need to teach accounting professional ethics in higher educational institutions?

Professional Ethics should be in every branch of art knowledge. This is the case in many countries.

8. What do you think the main problem in accounting ethics in Azerbaijan is? What is the lack?

The problem is that the main profession is disrespected by employers. Many companies prefer to outsource. Most countries turn to third world countries for this work. It destroys respect for the profession.

9. Have you ever participated or granted any ethical training?

I participated in business ethics training.

Appendix 6. Interview with company 6.

Email interview with Chief Accountant

8th of April 2020

Interviewee Mr. Rizvan Quliyev

1. Name of company: Azertelecom LLC

2. What is your job?

Chief Accountant

3. How do accountants in Azerbaijan perceive the level of professional ethics and the application of The Code of Ethics?

For example, employees in the oil and gas and telecommunications sectors are more sensitive to this issue, because companies operating in this area are more attentive to this issue.

4. Do accountants always follow current laws, regulations and accounting standards? If Not, what do you think is the reason for this?

As I mentioned above, the sphere is very important in our country, the turnover of the construction and trade sectors is not transparent. Some laws are partially taken into account here.

5. Does pressure occur in accounting activities? If Yes, what do you think is the reason for this?

Due to the large size of the shadow economy in our country, the need for accountants is not enough and is not valued. In my opinion, as the shadow economy disappears, the pressure on accountants will decrease and their views will be heard by entrepreneurs.

In addition, I would like to note that one of the reasons for the pressure on accountants is that they are unprofessional and come to this field by accident.

6. Does the disregard of professional ethics result in negative consequences? If Yes, how do you think this can be prevented?

No answer.

7. Is there a need to teach accounting professional ethics in higher educational institutions?

I think yes.

8. What do you think the main problem in accounting ethics in Azerbaijan is? What is the lack?
The main principle for accountants is to observe transparency. This is one of the main issues today.

9. Have you ever participated or granted any ethical training?

Business ethics training. DipIFR course.

Appendix 7. Online questionnaire survey

Azərbaycanda mühasibat etikası (anonim sorğu).

Əvvəlcə sorğuda iştirak etdiyinizə və araşdırmaya töhfə verdiyiniz üçün Sizə təşəkkür edirəm. Bu iş Tallinn Texnologiya Universitetində, Azərbaycanda mühasibat etikası üçün apardığım tədqiqat sənədinin bir hissəsi olaraq aparılır. Müsahibələrdə iştirakınızla bağlı heç bir risk yoxdur. Şəxsi məlumatlarınızı və ya digər demoqrafik xüsusiyyətlərinizi tələb etməyəcəyimə görə, zəhmət olmasa, yalnız akademik məqsədlə suallara cavab verməli olduğunuza əmin olun.

Sorğu Azərbaycan Respublikasında çalışan mühasiblərə yönəldilib. Bu işin məqsədi mühasiblər üçün yarana biləcək etika məsələlərini qiymətləndirməkdir. Sorğu anonim əsasda aparılır. Müddəti 5-10 dəq. Layihə meneceri- Etibar Məmmədov, Tallinn Texnologiya Universitetinin Biznes İdarəetmə Magistri tələbəsi. sual və təklif etibar.m755@gmail.com ünvanına yaza bilərsiniz.

1. Sizin yaşınız?

≤ 25

26-35

36-45

46 ≥

2. Təhsil səviyyəviz?

- Bakalavr
- Magistr
- Fəlsəfə doktoru
- Другое...

3. Hansı hüquqi şəxs üçün işləyirsiniz?

- Hökumət / ictimai təşkilat
- Özəl sektor
- Şəxsi məşğulluq

4. İşlədiyiniz şirkətdə neçə il çalışırsınız?

- < 1 il
- 2-5 il
- 5-10 il
- 10 > il

5. Hansı vəzifədə çalışırsınız?

- Baş mühasib
- Mühasib
- Mühasib köməkçisi
- Другое...

6. Həmişə tətbiq olunan qanunlara, qaydalara və standartlara əməl edirsiniz?

- Bəli
- Xeyir

7. Aşağıdakı kateqoriyaları 5 nöqtəli miqyasda qiymətləndirin, burada 1 tamamilə fikir ayrılığıdır və 5 tam razıdır.

	1 qəti şəkildə razı deyiləm	2 razı deyiləm	3 nə razı, nə də narazı deyiləm	4 razıyam	5 tamamilə razıyam
Azərbaycanda mühasib etikasında heç bir problem olmamasında	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peşə etikasına hörmət etməyin vacibliyi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ali təhsil müəssisələrində mühasibat uçotu peşə etikasını öyrətməyin vacibliyi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Azərbaycanda peşəkər mühasibin, mühasibat etika kodeksinin bilməyin vacibliyi	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Mühasibat etika kodeksinin prinsiplərinin vacibi, burada 1 tamamilə fikir ayrılığıdır və 5 tam razıdır.

	1 qəti şəkildə razı deyiləm	2 razı deyiləm	3 nə razı, nə də narazı deyiləm	4 razıyam	5 tamamilə razıyam
Dürüstlük	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obyektivlik	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Məxfilik	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peşəkər davranış	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. İşlədiyiniz müddət ərzində peşə standartlarına qarşı hərəkət etməyiniz xahiş ya təzyiq edildimi?

- Bəli
- Xeyir

10. Kim tərəfindən xahiş ya təzyiq edilib?

- İşə götürən
- İş yoldaşınız
- Yaxınlarınız və ya dostunuz
- Heç kim

11. Hər hansı bir şəkildə (məsələn, əmək haqqının azaldılması, iş yerlərinin azaldılması, işdən çıxarılma və s.) kimi təzyiqlərə təhdid edildinizmi?

- Bəli
- Xeyir

12. İşinizə qanuni standartlara və ya peşə etikasına qarşı təzyiq göstərilibmi?

- Bəli
- Xeyir

13. Sizcə mühasiblərə nə qədər tez-tez təzyiq edirlər?

- Heç vaxt
- Çox vaxt
- Çox tez-tez
- Cavab verməkdə çətinlik çəkirəm

14. Sizcə mühasiblər və auditorlar, peşəkar etika məsələlərini maraqlı təşkilatlarla anonim əsasda müzakirə edib, əsas problemləri aradan qaldıra bilirlərmi?

- Bəli
- Xeyir

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