



FACULTY OF BUSINESS MANAGEMENT
END OF SEMESTER EXAMINATIONS - APRIL 2025

PROGRAMME: BPA

YEAR/SEM: YEAR 3/SEMESTER 2

COURSE CODE: GMT 3202

NAME: GENDER AND DEVELOPMENT

DATE: 2025-04-24

TIME: 2:00-5:00PM

INSTRUCTIONS TO CANDIDATES:

1. Read the instructions very carefully
2. The time allowed for this examination is STRICTLY three hours
3. Read each question carefully before you attempt and allocate your time equally between all the Sections
4. Write clearly and legibly. Illegible handwriting cannot be marked
5. Number the questions you have attempted
6. Use of appropriate workplace examples to illustrate your answers will earn you bonus marks
7. Any examination malpractice detected will lead to automatic disqualification.

DO NOT WRITE ANYTHING ON THE QUESTION PAPER

Section A Section A is compulsory

Question 1:

Gender Pay Gap in the Tech Industry

The technology industry has long been recognized for innovation, but it has also faced significant gender disparities, particularly in pay and career advancement. Studies indicate that women in tech earn less than their male counterparts for similar roles, despite comparable qualifications and experience.

Tech Nova, a multinational software company with over 10,000 employees, was analyzed for gender-based pay disparities. Despite its reputation for diversity and inclusion efforts, internal reports and employee surveys suggested significant gender-related pay gaps.

Suzan vs. Peter

Sarah and John, both software engineers with five years of experience, joined Tech Nova at the same time. Despite similar performance evaluations, Sarah was promoted one year later than John and was offered a lower salary upon promotion. She later discovered that John had successfully negotiated a higher starting salary, whereas she had accepted the initial offer.

Qn. 2 (a) Given the case study above, list more gender identified issues in the world today. (40marks)

Section B Answer ONLY 3 Questions in Section B

Question 1:

Explain the importance of statistics in Gender and Development. (20marks)

Question 2:

Gender and Development is an inclusive study but the voices of women have outspoken the voices of men in cases of domestic violence. Give reasons why men cases of violence are on low record. (20marks)

Question 3:

Increased women empowerment has led to a rise in divorce rates and abuse of men's rights. "Discuss" (20marks)

Question 4:

Development approaches have transformed and still transforming in the Gender study. Describe the development approaches known to you. (20 marks)

Question 5:

Mention with examples Stereotypes that cause stigma in society today. (20marks)

Question 6:

- (a) What is the role of the family unit in gender and development. (10marks)
- (b) Explain how civil society organisations contribute to Gender and Development. (10marks)