INTERNATIONAL UNIVERSITY OF EAST AFRICA
'Learning to Succeed'

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:
TIME:

INSTRUCTIONS TO CANDIDATES:

SECTION A

Section A is compulsory

Question 1:

Theme: Impact of Culture on Development

Qn. 1 (a) Mention the norms and practices that make the culture in your society unique. (10 marks)

(b) Mention some of the practices in your society that need government intervention to enforce change. (10marks)

(c) Do you think culture is an agent of development or Not? Give your opinion. (10 marks)

(d) What policy would you put in place to promote Gender and Development in your culture. (10 marks)

Question 2:

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:

Mention the major areas that greatly affect women thus limiting their

full participation in economic development. (20 marks)

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:

(i) Mention some of the common areas where Gender gaps are identified in developing countries. (10marks)
(ii) Position yourself in a leadership role and give an outline plan of how you can close the gender identified gaps. (10marks)

Question 4:

Using examples, give your understanding of gender roles and how

they impact on development. (20 marks)

Question 5:

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

Question 6:

(a) What is the difference between sex and gender? (5marks)

(b) Explain why understanding the difference is important in the study of gender and development. (15marks)

Question 7:

(a) What is gender based violence? (5marks)

(b) Discuss the impact of gender based violence on development. (5marks)

Question 8:

(a) Explain the term empowerment in the context of gender and development. (5marks)

(b) Use examples to state how empowerment is measured. (15marks)

Question 9:

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

Question 10:

(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)

Question 11:

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

Question 12:

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