INTERNATIONAL UNIVERSITY OF EAST AFRICA
'Learning to Succeed'

FACULTY OF BUSINESS MANAGEMENT

END OF SEMESTER EXAMINATIONS - AUGUST 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:

The people of Mbale and their culture (Imbalu)

Circumcision in Uganda, particularly the Imbalu ceremony of the Bagisu people in the eastern region, is a significant cultural rite of passage marking the transition of boys to manhood, embodying cultural identity, social cohesion, and traditional beliefs. This ancient practice involves communal celebrations, music, dance, and the physical act of circumcision, typically for boys aged 16 and above, although the exact timing and specific rituals can vary.

The core purpose of Imbalu is to initiate boys into adulthood, emphasizing responsibility, maturity, and leadership expectations.

It's a vital aspect of Bagisu cultural heritage, connecting generations and reinforcing their identity. The ceremony unites families, clans, and villages, fostering community bonds through shared celebration and support for the initiates.

Traditional beliefs often associate circumcision with

spiritual cleansing and blessings from ancestors. Imbalu ceremonies are large public events, especially in even-numbered years, involving extensive preparations, processions, music, and dance before and after the circumcision.

Candidates are prepared through rituals and dances, culminating in the public circumcision, often carried out by skilled traditional circumcisers.

(a) Mention some of the social ceremonies practiced during the Imbalu

ceremony. (10 marks)

(b) Mention some of the norms and practices that make the culture in

your society unique. (10 marks)

(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.

Case Study: 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.

(a) What do you understand by the term gender identified issues? (10 marks)

(b) Given the case study above, list more gender identified issues in the world

today that stigmatize gender. (10 marks)

(c) List down the possible causes of pay disparities in the software company

(10marks)

(d) Mentions some of stereotypes attached to gender in economic

empowerment. (10 marks)

SECTION B

Answer ONLY 3 Questions in Section B

Question 1:

(a) Define Gender and explain how it differs from sex. (10 marks)

(b) What is the relevancy of the Gender and Development Study. (10 marks)

Question 2:

(a) Using examples, give your understanding of gender roles and how

they impact on development. (10 marks)

(b) Which gender is assigned more roles in your culture. (10 marks)

Question 3:

Use a county of your choice and analyze how government policies have addressed

gender inequality. (20 marks)

Question 4:

(a) Define the term Gender statistics. (10 marks)

(b) Explain the importance of statistics in Gender and Development. (10 marks)

Question 5:

Gender and Development is an evolving study that cannot be held static.

(a) Give explained reasons why the desire for total equality

in gender cannot be attained despite on-going advocacy by the gender activists. (20 marks)

Question 6:

(a) What is the role of the family unit in gender and development. (5 marks)

(b) How have civil society organisations contributed to Gender and Development.

(15 marks)

Question 7:

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

(10 marks)

(b) List some examples of traditional stereotypes known to you. (10 marks)

Question 8:

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

(10 marks)

(b) Use examples to state how empowerment is measured. (10 marks)

Question 9:

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

Question 10:

(a) Mention some of the common areas where Gender gaps are identified in developing countries. (10 marks)

(b) Position yourself in a leadership role and give an outline plan of how you can close gender identified gaps in society today. (10 marks)

Question 11:

(a) Define the term domestic violence. (10 marks)

(b) The voices of women have out numbered the voices of men in the cases of domestic violence. Give reasons why men cases of violence are on low record. (10 marks)

Question 12:

Mention 5 major areas that greatly affect women thus limiting their full participation in economic development. (20 marks)