



**MASENO UNIVERSITY**  
**UNIVERSITY EXAMINATIONS 2015/2016**

SECOND YEAR SECOND SEMESTER EXAMINATIONS FOR THE  
DEGREE OF BACHELOR OF ARTS IN GENDER STUDIES WITH  
INFORMATION TECHNOLOGY

**MAIN CAMPUS**

**IGS 205: MAINSTREAMING GENDER IN  
ORGANIZATIONS**

Date: 22<sup>nd</sup> April, 2016

Time: 8.30 - 10.30 am

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**INSTRUCTIONS:**

- Answer question ONE and any other TWO questions.
- Question ONE carries 30 marks and other questions carry 20 marks.



**Question One: Compulsory (30mks)**

You are taking over the running of Matunda manufacturing company that makes mabati and nails for roofing. These are the employees:

3 managers (m) in charge of production, finance and human resources

7 assistant managers (3m, 4f)

1 CEO's executive secretary (f), 10 secretaries/accountants (2m, 8f)

Workers: 230 in various departments (140 m, 90f).

- i. Draw the organizational structure of the company 6mks
- ii. Does the organization meet the requirement for gender mainstreaming? Explain your answer. 4 mks
- iii. Suggest two strategies that you would introduce to ensure gender equity in the company 4 mks
- iv. Explain three challenges you might face in trying to implement gender mainstreaming practices in the company 6 mks
- v. Define the following terms using examples to clarify your answer  
a) Departmentation  
b) Span of control  
c) Hierarchy  
d) Diversification  
e) Organizational norms 10 mks

**Question Two**

- a) Differentiate between organizational structure and culture. 5 mks
- b) Discuss the process of conducting a cultural audit in an organization 15mks

**Question Three**

Discuss the policy achievements of the Government of Kenya towards ensuring gender mainstreaming across various sectors in the country 20 mks

**Question Four**

Gender analysis is important in order identify root causes of existing gender inequalities so that they can be addressed in an organization. Discuss the key steps you would take to conduct a gender analysis of Maseno University 20 mks

**Question Five**

A gender mainstreaming strategy requires adherence to “best practice” elements. Explain the statement above by **filling in** and **explaining** the gaps in the illustration below



20 mks