



MASENO UNIVERSITY
UNIVERSITY EXAMINATIONS 2016/2017

**THIRD YEAR SECOND SEMESTER EXAMINATION FOR THE
DEGREE OF BACHELOR OF INSTITUTE OF GENDER STUDIES
WITH INFORMATION TECHNOLOGY**

MAIN CAMPUS

IGS 205: MAINSTREAMING GENDER IN ORGANIZATIONS

Date: 12th June, 2017

Time: 8.30 - 11.30am

INSTRUCTIONS:

- Answer Question ONE and any other THREE
- Question one carries 25 marks and the rest carry 15 marks each.



QUESTION ONE

- a) Define the term Mainstreaming gender according to the UN mandate. (4mks)
- b) Define gender sensitivity in communication within an organization. (4mks)

- c) Discuss Four practical gender needs in an organization (4 mks)
- d) Explain adherence to “gender fair practices. (8mks)
- e) Explain each stage of “the gender fair practices”, and how it benefits the organization (5mks)

QUESTION TWO

- a) Differentiate between organizational structure and culture. (5 mks)
- b) Discuss the process of conducting a cultural audit in an organization. (10 mks)

QUESTION THREE

Discuss the policy achievements of the Government of Kenya towards ensuring gender mainstreaming across various sectors in the country. (15 mks)

QUESTION FOUR

Discuss the key steps you would take to conduct a gender University academic staff. (15 mks)

QUESTION FIVE

Using illustrations to explain your answer, discuss some key characteristics of a gender responsive organization. (15 mks)

QUESTION SIX

The Kenyan Government established the ministry of gender, Sports and Culture in 2002, the Gender Department and the National Gender Commission in 2004. Based on the established organizations:

- a) Explain ‘affirmative action’ from a gender perspective (5mks)
- b) Describe what elimination of overt and covert biases in an organization entail (5mks).
- c) Examine ONE law protecting the human rights of women in the current Kenyan Constitution 2010 (5mks)