



## **Gender and Labour in the Global South**

### Video Transcript

#### **From a gender to an intersectional perspective**

CHRISTINE BIGLER: This week, we will mainly be dealing with the following topics:

First, we will describe the issue of multiple discrimination and its impact on labour market participation. For this, we will introduce you to the use of the intersectionality theory.

Then, we will exemplify this problem through the cases of caste discrimination in Nepal. Additionally, we will show you the relevance of skills training.

As a final topic, we will focus again on the COVID-19 pandemic and its impact on the labour market.

Let us start by illustrating some important points by visiting Nepal again. The following sequence shows how castes influence the access to decent work.

SANGITA NEPALI: One reason that I did not get work is my caste, and the other is I did not get the opportunity to study. What work would I have gotten if I had studied? So many educated people are also jobless. We don't really get jobs at good places, ever. Back then, I would get a job by lying about my caste. Now, after giving birth, my employer says that I smell and my hands are dirty. They complain about bringing my son to the workplace. So, it is difficult to find work.

CHRISTINE BIGLER: Women often find it difficult to participate in the labour market, as they are subject to multiple overlapping discriminations. Sangita mentions two. The first one is her caste background. The second one is her role as a caregiver – she should not bring her son to work. Both aspects hinder her access to decent jobs. The sequence shows how important it is to understand the category of gender in a given social context.

Gender overlaps or intersects with other categories such as caste, race, ethnicity, religion, age, citizenship or class.

Feminist researchers make use of the theory of intersectionality in order to analyse multiple discriminations or various types of inequalities. The recognition of the intersection of gender with other categories is the starting point of the theory.



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Globally, the theory of intersectionality has proven its effectiveness in the legal and public policy field and as a theoretical framework for analysing inequalities.

This week, we will look at the labour market from an intersectional perspective. Based on the Nepali context, we will show how multiple discriminations have a major impact on women's and men's participation in the labour market as well as on their economic situation.