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**DIVERSITY AND INCLUSION AS A DETERMINING VARIABLE IN
THE LABOR MARKET OF MILLENNIALS IN THE REGION OF
COQUIMBO, CHILE**

Abstract:

This study aimed to determine the importance of the Diversity and Inclusion variable within the labor market of the Millennial generation. To this end, information was collected through an online survey of a representative sample of 325 millennials belonging to the region of Coquimbo, Chile, born between 1981 and 1995. In this way, a univariate and bivariate analysis was carried out to establish and analyze the importance of Diversity and Inclusion within the aforementioned cohort and its impact on other relevant variables in the Millennial labor market according to the literature. The study showed that Diversity and Inclusion is explained 30.7% by the person's year of birth, while Creativity and innovation is explained 40.6% by the Diversity and Inclusion variable.

Keywords:

Millennials

Labor market

Creativity and Innovation

Diversity and Inclusion

Variance Analysis

JEL Classification: J08, J78, C01