

# Who Will Get the Job? Hiring Practices and Inequalities in the Chilean Labour Market

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This article explores the ways in which recruitment and hiring practices can promote and sustain social inequality in a highly neoliberal country: Chile. The article analyses six steps in the selection process. It provides evidence of discriminatory practices in the job market by analysing employers' and recruiters' practices, hiring methods, and the experiences of professionals applying for a job. The research is based on 43 interviews with managers, human resources consultants, and candidates. It uses intersectional analysis to unpack dynamics of inequality in the selection processes in Chile. The findings demonstrate high levels of explicit and severe discrimination in the labour market.

**Keywords:** discrimination, hiring practices, inequality, intersectionality, recruitment, selection.