

ONLINE APPENDIX 2: WAGE DISPERSION OF THREE LABOUR CATEGORIES IN LATIN AMERICA, 1920-2011

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This online appendix documents the construction of comparable time series of wage dispersion of unskilled workers, as well as for blue- and white-collar workers in manufacturing in Argentina, Brazil, Chile, Colombia, Mexico and Venezuela during 1920-2011. Wage dispersion is measured by the coefficient of variation (*cv*).

For unskilled workers I rely on censuses and surveys complemented by wages in a selection of unskilled occupations in manufacturing, construction and services from the International Labour Organization's October Inquiry (ILO/OI). In recent decades, if needed, I use income dispersion at the lower section of the distribution as reported in official household budget surveys (HBS). As I am covering a period of a rapid process of internal migration, a key issue is the urban-rural divide. To capture its impact on wage dispersion, when data allows, I assembled a representative sample of unskilled wages for rural and urban activities in benchmark years, with the proportions reflecting the urbanisation rate at the time. In Brazil and Colombia, I accounted for wage disparities within and between both sectors. In Mexico, owing to limited rural-wage data, the series includes within-urban dispersion and the urban-rural wage gap. In Argentina and Chile, where the urbanisation rate was already over 40% in the 1920s (Astorga et al. 2005), dispersion is urban driven. This is also so in Venezuela where data on rural wages are scant.

For blue- and white-collar workers, the main source is industrial surveys in manufacturing following the International Standard Industrial Classification (ISIC) breakdown by industries (divisions). The data up to the 1980s usually refer to ISIC1 (up to 20 industries), and to ISIC2 (up to 28 industries) thereafter. The comparison of *cvs* across industries shows that discrepancies between ISIC1 and ISIC2 are relatively small (in many cases within a +/- 5% interval). Importantly, this is the case in years in which there is a change in the data from the first to the second version.¹ There are also data on blue-collar occupations in ILO/OI since the end of the 1930s or early 1940s. However, a mayor limitation of this

¹ Some examples are: Argentina in 1971 for blue-collar wages (ISIC2=19.8% vs. ISIC1=19.5%), and in 1974 for white-collar wages (ISIC2=21.7% vs. ISIC1=20.4%); Chile, 1973/blue-collar (23.5% vs. 23.8%), & 1972/ white-collar (17.6% vs.16.7%); Mexico, 1975/blue-collar (19.4% vs.19.3%); & 1985/white-collar (21.9% vs. 19.4%).

source is a patchy coverage, undermining comparability. When comparisons are possible, levels and trends in wage dispersion for blue-collar workers by occupations and industries tends to match.²

Wages and salaries in petroleum and coal products are excluded in the calculations. A high capital intensity with a significant rent component translated into unusually high wages and salaries relative to other industries, which would boost the level of wage dispersion in the two categories. The latter would certainly undermine using wage dispersion in blue- and white-collar manufacturing workers as a proxy for income dispersion in semi-skilled and skilled labour in the wider economy.³

When constructing the series, if needed, two interpolations procedures were employed to fill the gap between two given points cv_0 and cv_n : linear interpolation (the default procedure), and pattern interpolation which uses information of a known auxiliary series x to fill the gap in cv .⁴

Finally, for each country, a continuous annual series of wage dispersion in each of the three categories are constructed by smoothing the available data points at five-year intervals. Country charts in Figures OA1.1 to OA1.4 below show for each of the three categories the cvs in years where there is data (“observations”) and the smoothed series (“trajectories”).

In the following by-country descriptions, the subperiods where the dispersion level is set are preceded by an asterisk. Starting from that subperiod the series move backward and forward using changes in related dispersion series.

Argentina

Unskilled workers (cv_{unsk}):

*1920-1935: dispersion in daily wages for unskilled men in 11 industries in Buenos Aires city (Shipley, 1977, Table IX-A). Data in 1921/22, 1926, 1929. The figure in 1935 equals that of cv_{bc} (see below).
1935-1960: it grows with cv_{unsk} in hourly wages (*salarios básicos mínimos de convenio*) in 14 occupations covering industry and services in Buenos Aires city. Data in 1934-40, 1943, 1946, 1949, 1951, 1954, 1957, 1960 (Newland and Cuesta 2017).

² In Chile during 1937-69 the average cv of up to 20 occupations from ILO/OI is 30.1% (based on 16 yearly observations); whereas, for blue-collar wages in manufacturing (of up to 20 industries -ISIC1) is 31.3% (6 yearly observations). Also, there are matching trends over coinciding periods: a rise from 1937 to 1953, a fall from 1953 to 1957, a rise from 1957 to 1963, and a fall from there to 1968. More generally, Modalsli (2015) using microdata for the recent decades in Latin America reports similar dispersion in the occupational and industry structures.

³ For those readers interested in wage inequality in manufacturing including the divisions 32 (ISCI1) and 353 & 354 (ISIC2), as well as on comparable series of white-collar premiums based on a larger sample of official statistics see Astorga (2024).

⁴ For a given year “t” in the period cv_0 - cv_n , the values are calculated as: $cv_t = cv_{t-1} * [(x_t / x_{t-1}) / [(x_n/x_0)/(cv_n/cv_0)]]^{1/n}$.

1960-1996: cv_{unsk} in manufacturing (national level) from the ILO Yearbook of Labor Statistics (ILO YLS), with data in 1960-1975 (ISIC1); 1976-1994 (ISCI2 except in 1978 and 1980). From 1994 to 1996 it uses cv_{bc} (see below).

1996-2011: the cv of mean income of deciles 1 to 3 from World Bank database (based on HBS) in 1996, 1999, 2002, 2005, 2008, 2011.

Blue-collar workers (cv_{bc}):

1920-1935: daily wages for semi-skilled male workers in 11 industries in Buenos Aires city (Shipley 1977, Table IX-A). Data in 1921/22, 1926, 1929. The cv_{bc} in 1935 is calculated using the Second Industrial Census (DGEN 1937) – with matching industries and location. This estimate is used to splice the series with the cv_{bc} starting in 1935 based on national data.

*1935-1985: industrial national censuses in 1935, 1946, 1954, 1963 (ISIC1), 1974 (ISIC2), 1985.

Industrial surveys in 1938 (ISIC1), 1940, 1942, 1948, 1950-1952, 1954-1962, 1964 from ILO YLS; and in 1971 (ISIC2), 1976, 1979, 1982 from United Nations Yearbook of Industrial Statistics – UN YIS.

1985-2011: cv_{bc} using ILO YLS (ISIC2 to 1994, ISIC3 thereafter).

White-collar workers (cv_{wc}):

*1920-1935: the cv_{wc} level is set in 1935 using national census data on white-collar salaries (DGEN 1937). To go back to 1920, it moves in line with cv_{wc} in 11 industries in 1921 (missing data on chemicals, wood printing, and leather are estimated using the wage structure in 1922), 1922, 1926, 1929 (excluding tobacco – an outlier) in Buenos Aires city (Shipley 1977, Table IX-A).

1935-1993: industrial censuses in 1935, 1946, 1954, 1957, 1963 (ISIC1), 1974 (ISIC2), 1985. Industrial surveys in 1971 (ISIC2), 1976, 1979, 1982 from UN YIS. In 1989 and 1993 it uses changes in skilled-wage dispersion from ILO YLS (1992, 1996).

1993-2011: dispersion of earnings per employee in overall manufacturing in 1993 (ISIC2), 1996, 1998 to 2001 from UN YIS, and in 2002 to 2011 (ISIC3) from *Ministerio de Trabajo, Empleo y Seguridad Social* (2019).

Brazil

Unskilled workers (cv_{unsk}):

*1920-1959: cv_{unsk} is estimated based on three comparable benchmarks which include proportional representation of rural and urban unskilled workers.

1. 1920. It uses male daily unskilled wages (national averages) in fourteen occupations: ten rural (*arador, carreiro, carroceiro, trabalhador de enxada, cortador de cana, derribador madera,*

lenhador, odenhador, vaqueiro, oleiro - all wages without meals); and four urban (*fiandeiro, cardador, tintureiro* - textile industry - and *acabador* - shoe industry). The proportion of urban occupations equals the urbanisation rate of 27.4% in 1920 (DGE1 1927, V).

In 1924 and 1934 it uses changes in rural-wage dispersion (national aggregates calculated for three occupations: *arador, trabalhador de enxada, tratador animais*) in 1920, 1924, 1934 from IBGE *Anuario Estatístico do Brasil* - AEB. Interpolation in 1929.

2. 1936. It uses a similar number and composition of rural and urban occupations as in 1920. The urbanisation rate is 30.1% as in 1940 (IBGE 1950). The four representative urban unskilled wages are for workers in Rio de Janeiro and São Paulo in construction, electricity, printing, and mechanical engineering from ILO/OI (ILR 1937). These wages are scaled up to the national level by using proportionality with corresponding wages in the ten main cities in 1943 (ILR 1945).

The 1936 estimation is extended to 1939 (year of payroll data of the Second Industrial Survey, IBGE 1949) by following two steps. First, constructing a series of rural unskilled wages for ten occupations in 21 states using as weights the states' shares of economically active population in agriculture in 1940 (IBGE AEB 1941-1945, p.30). Data in 1937 and 1938. The cv_{unsk} in 1939 is estimated assuming the growth rate between 1937 and 1938. Secondly, using wages for the same four urban occupations in the ten main cities in 1943 (ILO ILR 1945). The cv_{unsk} in 1939 is the simple average between 1936 and 1943.

3. 1959. National averages of daily unskilled wages for sixteen occupations: nine rural (*arador, carreiro, enxada, cortador de cana, lenhador, tratador animals, vaqueiro, oleiro*, and the average of the preceding eight occupations - all wages without meals); and seven urban (construction, printing, mechanical engineering, textile, chemicals, steel, and the average of the six preceding occupations) from ILO/OI (ILR 1959). The latter data are for hourly wages in October 1958. Daily values are calculated assuming 8 hours per day, and then extended to 1959 using the growth rate of blue-collar median wages in the respective industries (AEB 1962, p.195). The proportion of urban occupations equals the 45% urbanisation rate in 1960 (IBGE 1963).

The gap between 1939 and 1959 is filled with pattern interpolation using as auxiliary series blue-collar wage dispersion in seven industries dominated by low-skilled labour (ISIC1, divisions 20, 21, 23, 24, 25, 26, 29) with data of 1939, 1947, 1949, 1952, 1955, 1958/59 (AEB). Interpolations in 1943 and 1964.

1959-1981: dispersion of blue-collar wages in seven relatively low-wage industries. Data in 1962, 1964-1966, 1969, 1973, 1976/67, 1979, 1981 (AEB). Interpolation in 1968.

1981-2011: earnings dispersion in percentiles 1 to 35 (excluding zero incomes) from IBGE PNAD (Brazil's HBS) in 1981, 1985, 1989, 1992, 1995, 1999, 2001, 2005, 2009, 2011.

Blue-collar workers (cv_{bc}):

*1920-1949: in 1920 it uses wage dispersion in 12 industries (DGE1 1927, V). A figure in 1928 is estimated using industrials surveys for the Federal District (9 industries) in 1920 and 1928 from the same source. Interpolation in 1924. The cv_{bc} in 1939 and 1949 are based on 22 industries from the Second and Third Industrial Censuses (IBGE 1949, 1957). Observations in 1936, 1941 and 1943 are estimated using changes in dispersion in 11 blue-collar occupations (ILO/OI); in 1936 and 1943 it uses wages in Rio de Janeiro and São Paulo (ILR, 1937 and 1945); and, in 1941, in the Federal District (ILR 1942). Interpolation in 1939.

1949-2011: industrial surveys or censuses in 1949, 1952, 1955, 1958/59, 1962, 1966, 1969, 1973/74, 1976/77, 1979, 1981, 1984/85, 1988, 1992 (ISIC1 -IBGE); in 1956/57, 1964/65, 1993-1995 (ISIC2, ILO YLS); in 1996, 1999, 2001, 2004, 2007, 2010 (ISIC3 -IBGE). Interpolations 1968, 1971.

White-collar workers (cv_{wc}):

*1920-1949: the cv_{wc} level is set using 19 industries (ISIC1) in 1937 (AEB 1938, p.341) and in 1939 (AEB 1947). The series is extended backward to 1928 and 1920 with changes in cv_{bc} . Interpolations in 1933, 1944.

1949-2011: salaries in industrial censuses or surveys. Data years and sources as in cv_{bc} .

Chile

Unskilled workers (cv_{unsk}):

*1920-1929: cv_{unsk} is calculated using eight low-skilled occupations (6 in industry, 1 in mining, 1 in rural areas). Data in 1920, 1923, 1925, 1929 (Rodriguez Weber 2014).

1929-1986: it uses hourly wages in Santiago de Chile of unskilled occupations in manufacturing, utilities, construction and public services: 8 occupations in 1936, 1939, 1941, 1944, 1946, 1950/51; 10 occupations from 1951 to 1965 except 1954 and 1961; 19 occupations in 1985 and 1986. All from ILO/OI (ILR various years). To splice the series with the observation in 1929, I used the ratio of wage dispersion of four matching occupations in both sources (construction, furniture, metals work, and day labourer). The gap from 1965 to 1985 is filled with pattern interpolation using as the auxiliary series wage dispersion in industries dominated by low-skilled workers (ISIC1, divisions 20-26) from ILO YLS (1965, 1972, 1978, 1980). From the interpolated series I took 3-year averages in 1968, 1971, 1974, 1977, 1980, 1983.

1986-2008: earnings dispersion in percentiles 1 to 30 from HBS in 1986, 1992, 1994, 1996, 1998, 2000, 2006, 2009 from the Luxembourg Income Study Database (LIS).

Blue-collar workers (cv_{bc}):

1918-1928: real-wage dispersion of blue-collar workers in 17 industries (Matus 2009).

*1928-1967: cv_{bc} in 1928, 1937, 1953, 1957, 1963, 1967 (Rodriguez Weber 2014). The 1937-1953 gap I filled with pattern interpolation using as the auxiliary series hourly-wage dispersion in 20 occupations (excluding unskilled ones) from ILO/OI (ILR, various years) in 1937/38, 1940/41, 1944, 1946/47, 1950/51, 1953. Changes in this series are also used to calculate dispersion in 1958, 1960, 1967.

1967-1980: cv_{bc} in 20 industries (ISIC1) up to 1972, and 28 industries (ISIC2) up to 1980 from UN (1973) and UN YIS.

1980-1993: cv_{bc} in 28 ISIC2 industries (ILO YLS).

1993-2009: earnings dispersion in the percentiles 31 to 70 in 1986, 1992, 1994, 1996, 1998, 2000, 2006, 2009 from LIS.

White collar workers (cv_{wc}):

1920-1928: real-wage dispersion of white-collar workers in 17 industries (Matus 2009).

*1928-1967: cv_{wc} in 1928, 1937, 1957, 1967 (Rodriguez Weber 2014); in 1953 and 1963 from UN (1953-1965). Interpolation in 1960. Estimates in 1941, 1945 and 1949 are based on white-collar Ginis (Rodriguez Weber 2014).

1967-1984: UN (1973) and UN YIS (1975-1982); ISIC1 up to 1971, ISIC2 up to 1984.

1984-2005: wage dispersion in overall manufacturing (ISIC2) in 1985, 1989, 1992, 1996, 1998, 2000, 2003, 2005 from UN YIS and UNIDO IYIS. Dispersion from 2005 to 2011 equal that in c.2005.

Colombia

Unskilled workers (cv_{unsk}):

*1920-1936: cv_{unsk} in 1936 is calculated by combining wages in five urban unskilled occupations (*vendedores ambulantes, cobradores de buses, albañiles, pintores, and latoneros*) from *Dirección Nacional de Estadística - DNE* (1936), with 10 rural labourers' daily wages (without meals) in 10 states (*departamentos*) from DNE (1942, p.216). Because limited data on rural occupations, dispersion across states is used as a proxy. The rural and urban weights are in line with the urbanisation rate of 29.1% in 1938 (DNE 1946, p.vi). Dispersion in 1920, 1925, 1930 equal that in 1936.

1936-1988: it uses income dispersion calculated from the decile structure of rural labourers (d1-d4) and of urban employees (d1-d3) in 1938, 1952, 1964, 1971, 1978, 1988 (Londoño 1995). Each benchmark

includes a total of ten rural and urban mean incomes; with the proportions of each category reflecting the urbanisation rate in the respective year. When needed, I calculated additional values in between deciles from Londoño's original estimates.

The series starting in 1938 is spliced with the 1936 benchmark using changes in the dispersion of the rural daily wage (without meals) across 17 states (Romero et al. 2000) – which implicitly assumes a constant dispersion of the urban component. Values in 1944 and 1957 are estimated with a similar procedure. Interpolation in 1983.

1988-2011: dispersion grows in line with the income ratio of workers with basic schooling (up to five years) to those without schooling in 1988, 1991, 1994, 1997, 2000, 2003, 2005 (all circa values) from *Dirección Nacional de Planeación* (2019). The figure in 2008 equals that of 2005.

Blue-collar workers (cv_{bc}):

1920-1936: from the 1936 benchmark the cv_{bc} grows backward with changes in the dispersion of daily wages of five blue-collar occupations in the *Fenicia factory* (Urrutia and Arrubla 1970). Three-years centered averages are calculated every three years. Interpolation in 1923.

*1936-1945: dispersion in 1936 (22 industries), 1938 (25 industries), 1939, 1941 and 1942 (DNE 1942, 1946). The breakdown of these data is not fully compatible with that in the First Industrial Census of 1945 (DNE 1947). To splice the series going forward, the 1945 value equals that in 1942.

1945-2011: industrial censuses or surveys in 1945 (ISIC1), 1953, 1963, 1967, 1970 (ISIC2), 1976, 1986, 1992, 1996 from *Departamento Administrativo de Estadística* (DANE).⁵ Estimates in 1992, 2002, 2007 are calculated using changes in wage dispersion of permanent workers only (DANE). Between 1945 and 1953 the series grows in line with cv_{bc} in 11 industries (ISIC1 - ILO YLS, various years); and between 1956 and 1963 it grows with dispersion in 15 industries (DANE AGE, various years). Values in 1971-1975 and 1977-1980 are calculated using changes in annual-earnings dispersion at 1970 prices (DANE).

White-collar workers (cv_{wc}):

1920-1936: from 1936 the cv_{wc} grows backward to 1920 with changes in the dispersion of monthly salaries across 7 occupations in the public sector (López Uribe 2008). Three-years centered averages are calculated every three years.

⁵ The DANE replaced the DNE in 1953 as Colombia's statistics agency responsible for the *Anuario General de Estadística* (AGE) and other publications.

*1936-1945: I use cv_{wc} of up to 25 industries in 1936, 1938/39, 1941/42 from DNE's AGE. The breakdown of these data is not fully compatible with that in the First Industrial Census of 1945 (DNE 1947). To splice the series, the cv_{wc} in 1945 equals that of 1942.

1945-2011: industrial censuses or surveys in 1945 (ISIC1), 1949 (interpolated), 1953, 1963, 1967, 1970 (ISIC2), 1976, 1986, 1992, 1996; and 2002, 2007 (permanent workers only). In 1956-1963 and in 1968 the series grows in line with dispersion in 15 industries in DANE AGE (various years). Values in 1971-1975 and 1977-1980 are calculated using the dispersion of annual earnings at 1970 prices (DANE).

Mexico

Unskilled workers (cv_{unsk}):

*1920-1940: the cv_{unsk} level is set in the years of 1935 and 1936 using data of 14 low-skilled occupations from the *Dirección General de Estadística (DGE2), Anuario Estadístico de México-AEM* (1938, pp.146-51); of which 10 are rural and 4 are urban. The proportions reflect the urbanisation rate of 35% circa 1940 (MOxLAD). From the 1935/36 benchmark, the cv_{unsk} grows forward to 1940 with yearly changes in the hourly-wage dispersion of 14 activities plus the rural minimum wage (see below). The series are extended back to 1929 using changes in the yearly wage dispersion of a similar group of activities in 1929 and c.1940 (Castañeda and Bengtsson 2020). And in 1929-1923 by using wage dispersion in low-skilled industries (pottery, leather, textiles, clothing, construction) from *Departamento de la Estadística Nacional-DEN* (1930, p.88) plus the minimum agriculture wage (INEGI 1990, vol. I, p.182). This captures the rural-urban wage gap in low skilled workers plus the within-urban dispersion. The cv_{unsk} in 1920 equals that of 1923.

1940-1977: it uses hourly wages⁶ of industrial activities during 1934-1977 (DGE2 AEM 1938-1977) except in 1961/62. I selected 14 relatively low-skilled activities, namely: vegetable oils, cigars, footwear, carpentry, cement, tanning, wax products, cotton processing, sweets and chocolate, building materials, milling, biscuits, canning, and working cloths. To account for rural wages, I used the rural official national minimum daily wage on biannual basis from the same source. Second years of each biennium are interpolations. The latter series is added to the 14 urban wages and the coefficient of variation calculated. In this way, the cv_{unsk} also captures changes in the rural-urban gap. Rural-wage dispersion is assumed constant during the period.

1977-1992: the cv_{unsk} is based on 9 divisions (311-332) dominated by relatively low-skilled workers.

1992-2011: it grows in line with the income dispersion in the percentiles 1 to 35 of the HBS (non-zero incomes) using biannual data (INEGI).

⁶ Converted to daily wages by assuming 8 hours in a working day.

Blue-collar workers (cv_{bc}):

*1920-1940: in 1930 and c.1940 cv_{bc} is calculated using 40 matching blue-collar activities (Castañeda and Bengtsson 2020). The observation in 1935 uses changes in dispersion in 14 matching manufacturing industries in 1930 (I Industrial Census) and 1935 (II Industrial Census) from DGE2 (1953). The cv_{bc} is extended back to 1924 using daily-wage dispersion in 8 industries (food, textiles, clothing, leather, furniture, pottery, construction materials, and metal products) from DEN (1930). The figure in 1920 equals that of 1924.

1940-2011: the cv_{bc} between 1940 (III Industrial Census, DGE2 1953) and 1960 (VII Industrial Census, DGE2 1965-ISIC1) is calculated with pattern interpolation using hourly-wage dispersion across 25 manufacturing activities (DGE2 AEM various years) as the auxiliary series. Going forward, the 1963 figure is based on changes in hourly-wage dispersion in 25 manufacturing activities. The estimate in 1965 uses data from D.F. and Estado de Mexico (ISIC1) – both states accounted for half of manufacturing employment in that year. Then, industrial surveys for the whole country are used in 1968, 1971, 1975 (ISIC2 onward), 1978, 1981, 1985, 1988, 1990, 1992, 1994, 1999, 2004, 2009 (INEGI *Biblioteca Digital*).

White-collar workers (cv_{wc}):

*1920-45: it uses wages in 14 matching industries (ISIC1) in 1930, 1935, 1940, 1945 from the I, II, III and IV Industrial Censuses (DGE2 1953). Values in 1920 and 1925 equal the dispersion in 1930.

1945-1960: wage dispersion in overall manufacturing in 1945 and 1950 (V Industrial Census, DGE2 1957) and in 1960 (VII Industrial Census, DGE2 1965). Interpolation in 1955.

1960-2011: cv_{wc} uses industrial censuses in 1960 (ISIC1), 1955 (interpolated), 1965 (data from D.F. and Estado de Mexico), 1971 (survey), 1975, 1980, 1985 (ISIC2), 1988, 1990 (survey), 1994, 1999, 2004, 2009 (INEGI *Biblioteca Digital*).

Venezuela

Unskilled workers (cv_{unsk}):

1920-1941: it grows from 1941 back to 1936 using changes in cv_{bc} (see below). Values in 1920, 1925, 1930 equal that of 1936.

*1941-1990: hourly wages for men in up to nine unskilled occupations (construction, electricity, city councils, printing, mechanical engineering, conductors, goods porter and per-way labourers) in Caracas (ILO/OI ILR; ILO YLS). Data in 1940, 1943, 1946, 1950, 1952 (6 occupations), 1957 (interpolated), 1962 (7 occupations including textiles, chemicals and steel), and in 1965/66, 1971 (9 occupations). In

1976 and 1980 dispersion grows in line with cv_{bc} . And in 1984, 1986, 1989/90 it uses dispersion across up to 20 relatively unskilled occupations (daily averages, men only) from ILO LABORSTA.
1990-2011: income dispersion in the percentiles 1 to 30 using HBS (non-zero labour income) (Maldonado 2021).

Blue-collar workers (cv_{bc}):

1920-1936: cv_{bc} in 1920, 25, 30, 35 equal that of 1936.

*1936-1986: data in 1936 (First Industrial Census - Valecillos, 1990, p.27), 1953 and 1971 (UN 1953 - 1965 – ISIC1); and in 1986 (UN YIS 1990 – ISIC2). In 1941-1953 the series grows in line with the dispersion across 20 hourly male wages in up to 20 occupations (excluding unskilled labour) from ILO/OI (ILR 1936-1964). In 1965-1971 and 1971-1984 cv_{bc} grows in line with the cv_{bc} of monthly earnings from ILO YLS (ISIC1 to 1976, ISIC2 thereafter).

1986-2011: it grows in line with the income dispersion in percentiles 31 to 70 using HBS (non-zero labour income) – Maldonado (2021).

White-collar workers (cv_{wc}):

1920-1936: cv_{wc} in 1920, 1925, 1930, 1935 equal that of 1936.

*1936-1986: data in 1936 (First Industrial Census – Valecillos 1990), 1944 (interpolated), 1953 (ISIC1) and 1971 (ISIC2) from UN (1953-1965); 1976, 1986 (UN YIS, 1990). Values in 1961 (ISIC1), 1966, 1981 (ISIC2) use wage-dispersion changes in manufacturing (Valecillos, 1990).

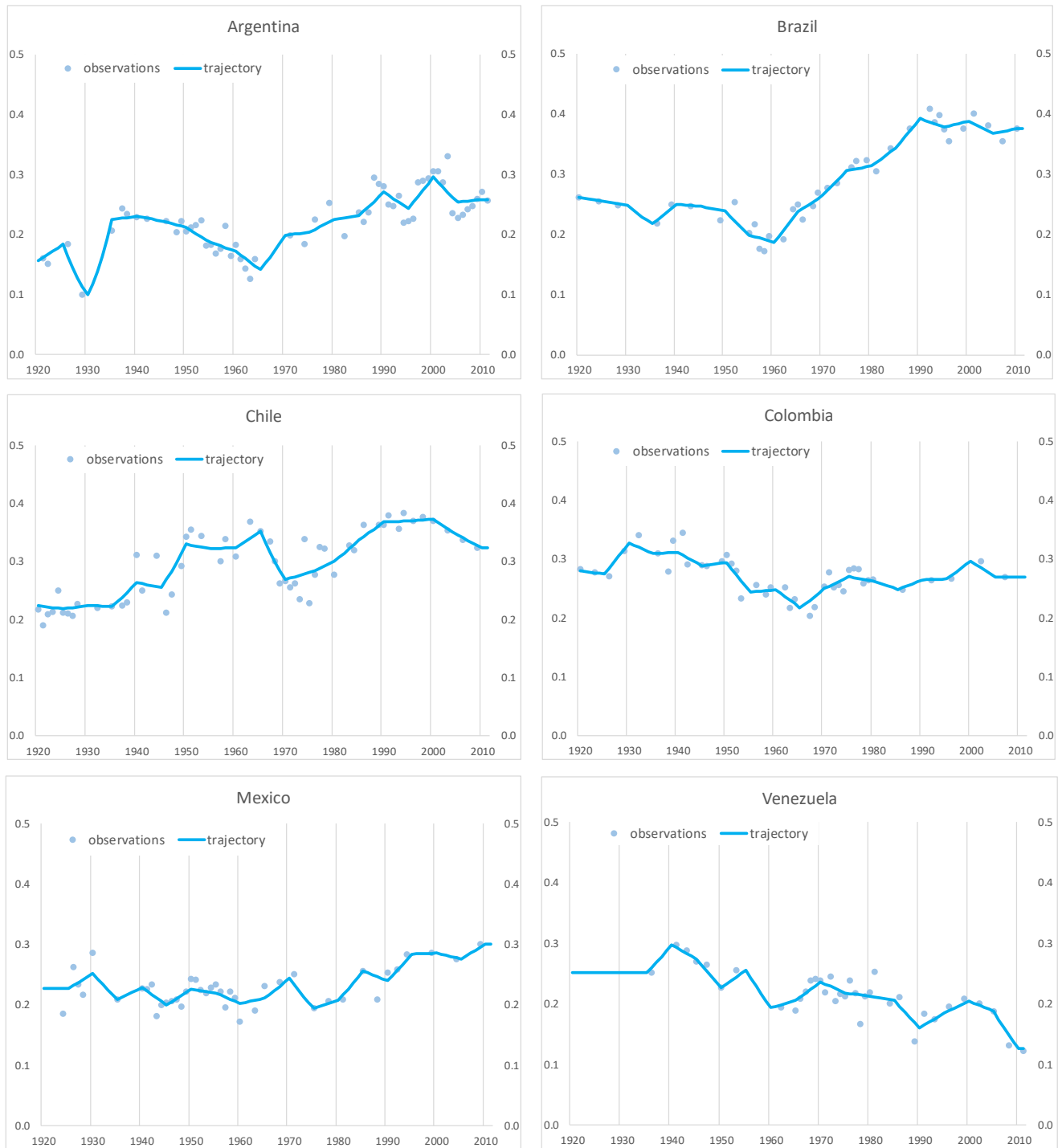
1986-2011: income dispersion in percentiles 71 to 90 using HBS (non-zero labour income) – Maldonado (2021).

FIGURE OA2.1: WAGE DISPERSION OF UNSKILLED WORKERS



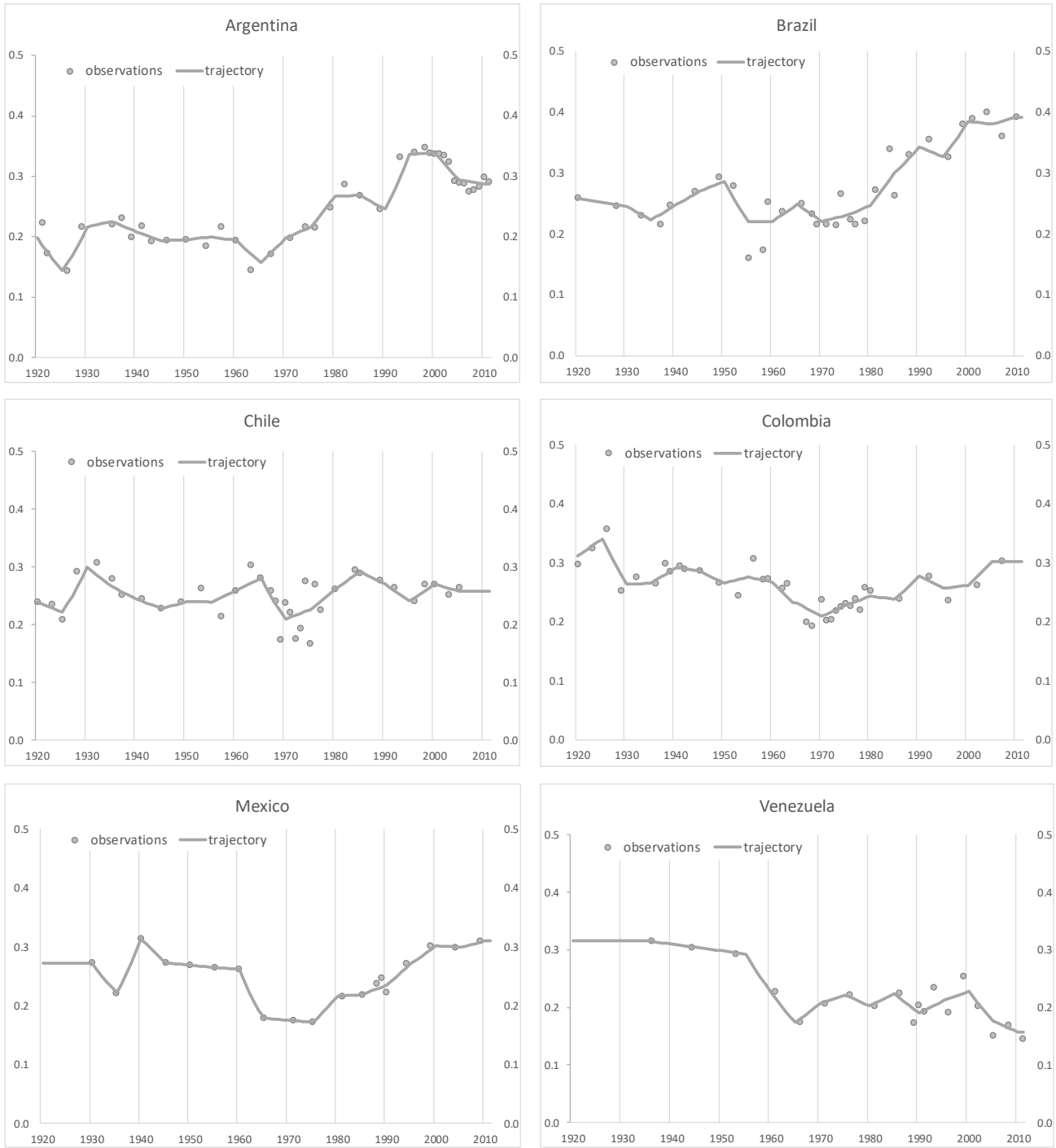
Coefficients of variation in all cases.

FIGURE OA2.2: WAGE DISPERSION OF BLUE-COLLAR WORKERS



Coefficients of variation in all cases.

FIGURE OA2.3: WAGE DISPERSION OF WHITE-COLLAR WORKERS



Coefficients of variation in all cases.

FIGURE OA2.4: SUMMARY OF TRAJECTORIES IN WAGE DISPERSION



Coefficients of variation in all cases.

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