

Appendix A Description of the variables

TABLE A1 Description of the variables used in factor estimation

Name	Description	Source and unit
Hillit	Hires of illiterate workers	Caged(Units)
Hinc5	Hires with incomplete 5th grade	Caged(Units)
Hcom5	Hires with complete 5th grade	Caged(Units)
Hgr6to9	Hires with 6 to 9 years of middle education	Caged(Units)
Hmiddle	Hires with complete middle school education	Caged(Units)
HincHS	Hires with incomplete high school education	Caged(Units)
HcomHS	Hires with complete high school education	Caged(Units)
HincHE	Hires with incomplete higher education	Caged(Units)
HcomHE	Hires with complete higher education	Caged(Units)
Sillit	Non-voluntary separations of illiterate workers	Caged(Units)
Sinc5	Non-voluntary separations with incomplete 5th grade	Caged(Units)
Scom5	Non-voluntary separations with complete 5th grade	Caged(Units)
Sgr6to9	Non-voluntary separations with 6 to 9 years of middle education	Caged(Units)
Smiddle	Non-voluntary separations with complete middle education	Caged(Units)
SincHS	Non-voluntary separations with incomplete high school education	Caged(Units)
ScomHS	Non-voluntary separations with complete high school education	Caged(Units)
SincHE	Non-voluntary separations with incomplete higher education	Caged(Units)
ScomHE	Non-voluntary separations with complete higher education	Caged(Units)
indEmp	Employed personnel in industry	CNI(Index)
hireTotal	Total Hires	Caged(Units)
sepTotal	Total Non-voluntary Separations	Caged(Units)
hours	Hours worked - industry	CNI(Index)
credtGDP	Credit portfolio balance relative to GDP	BCB(currency)
IPCNCOMER	Consumer price index-BR-Non-Traded Goods	FGV(Index)
IPCCOMER	Consumer price index-BR-Traded Goods	FGV(Index)
retail	Retail sales volume index	IBGE(Index)
CapcU	Capacity utilization - industry	CNI(Index)
salary	Real average industrial salary	FIESP(R\$)
AutProd	Production of Automobiles and Light Commercial Vehicles	Anfavea(Units)

Table by authors.