

Estimating labor market power from job applications

ONLINE APPENDIX

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November 1, 2025

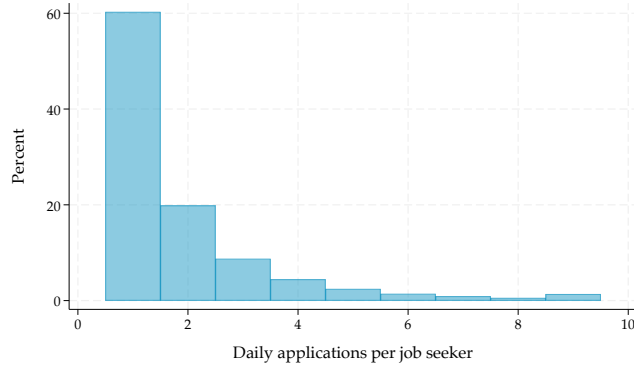
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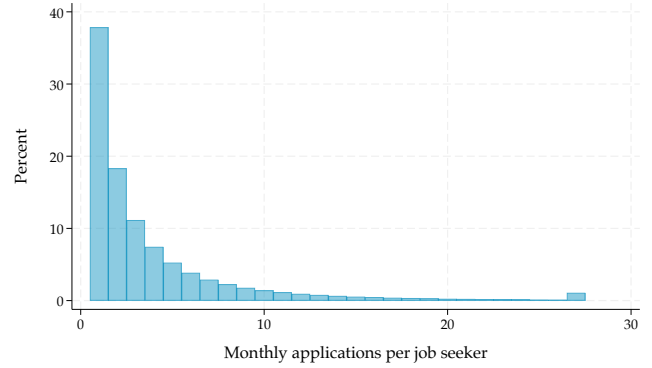
A Further descriptive statistics

A.1 More on the number of applications per job seeker

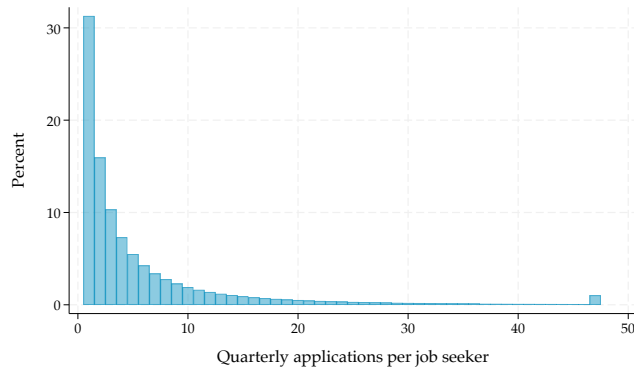
Figure A.1. Alternative frequencies



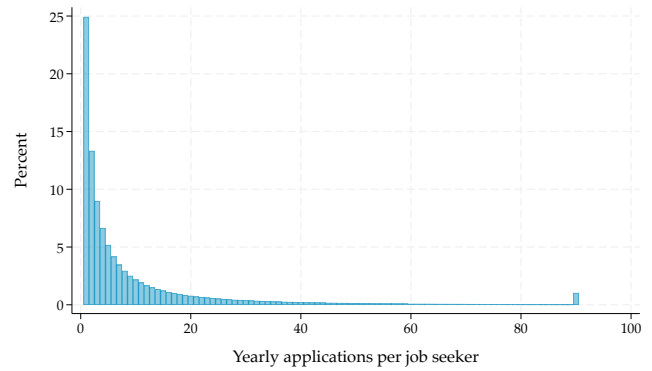
(a) Daily



(b) Monthly



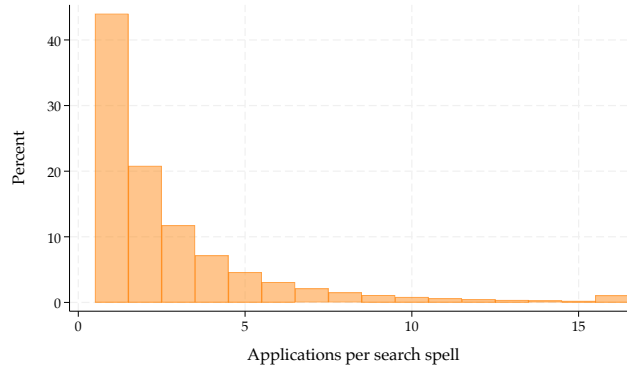
(c) Quarterly



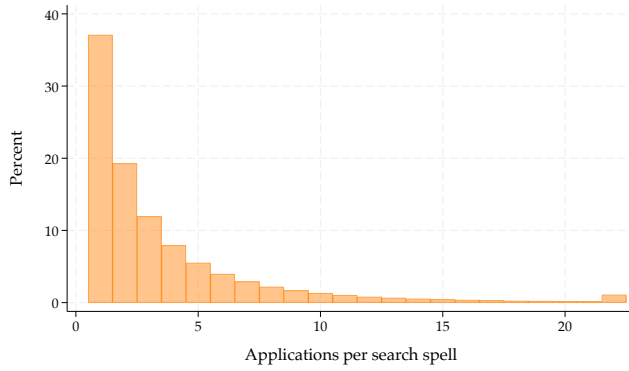
(d) Yearly

Notes: Histogram of the number of applications per job seeker on Chilean job board Trabajando.com aggregated at alternative frequencies, complementing the weekly frequency in Panel (b) of Figure 1 in the main text. All plots censored at the 99-th percentile. The sample comprises 39,460,403 applications by 1,688,647 job seekers over the period January 1, 2010 to December 31, 2019. The number of applications is left-truncated at zero since the sample only includes applicants. See Section 4.1 of the main text for details on the dataset. Daily applications in Panel (a), monthly in Panel (b), quarterly in Panel (c), and yearly in Panel (d). This figure reinforces the message that multiple applications are pervasive, while addressing time-aggregation concerns.

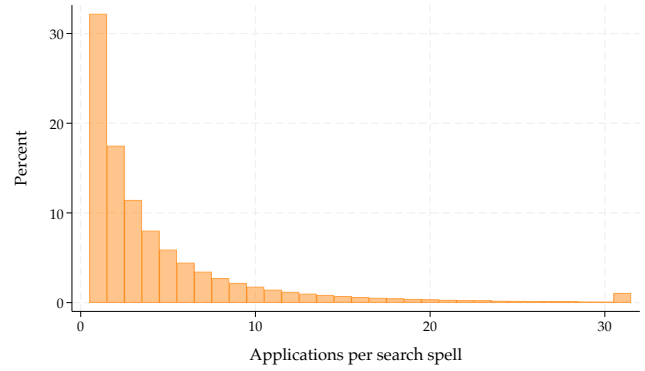
Figure A.2. Alternative search-spell definitions: Capped duration



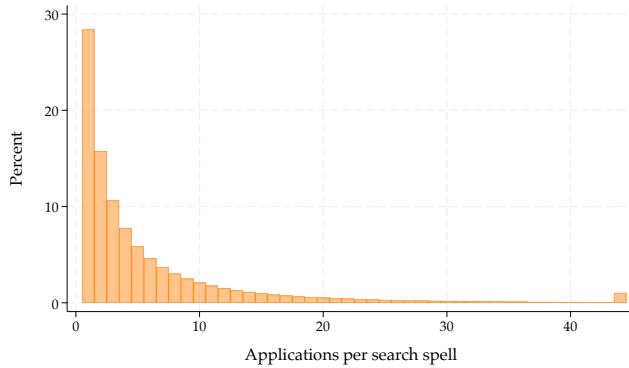
(a) 7-day spell



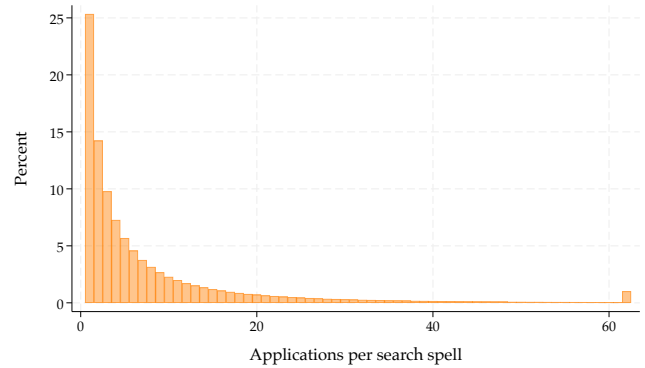
(b) 15-day spell



(c) 30-day spell



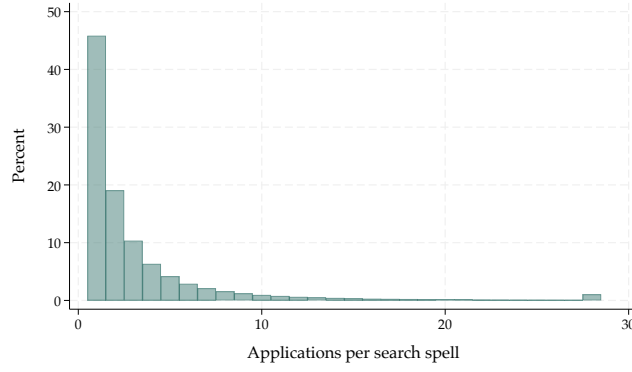
(d) 60-day spell



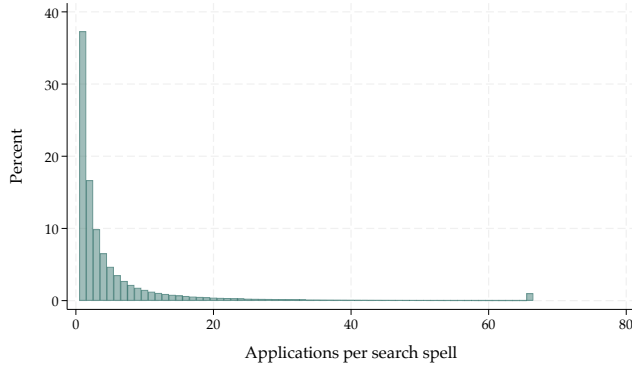
(e) 120-day spell

Notes: Histogram of the number of applications per individual search spell on Chilean job board Trabajando.com under alternative spell definitions, complementing the 90-day max-duration spell unit of analysis in Panel (c) of Figure 1 in the main text. All plots censored at the 99-th percentile. The sample comprises 39,460,403 applications by 1,688,647 job seekers over the period January 1, 2010 to December 31, 2019. The number of applications is left-truncated at zero since the sample only includes applicants. See Section 4.1 of the main text for details on the dataset. Search spells are defined as clusters of consecutive application dates by the same individual, where the distance between any application date and the start of the spell does not exceed 7 days in Panel (a), 15 days in Panel (b), 30 days in Panel (c), 60 days in Panel (d), and 120 days in Panel (e). This figure reinforces the message that multiple applications are pervasive, while addressing time-aggregation concerns.

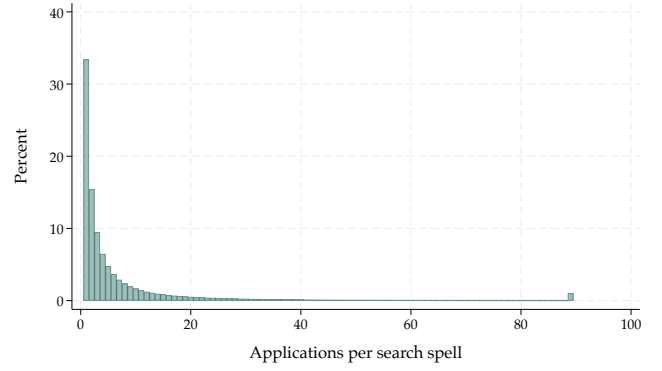
Figure A.3. Alternative search-spell definitions: Capped distance



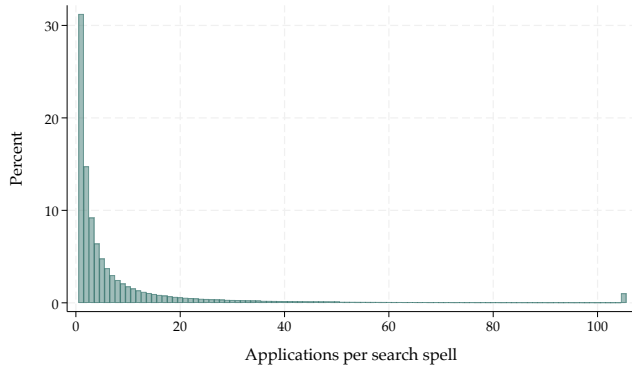
(a) 7-day gaps



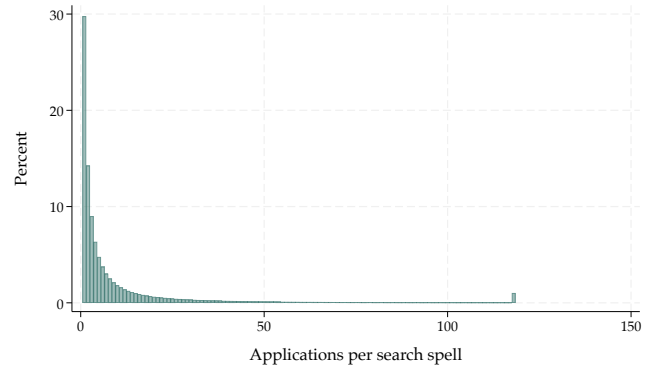
(b) 30-day gaps



(c) 60-day gaps



(d) 90-day gaps



(e) 120-day gaps

Notes: Histogram of the number of applications per individual search spell on Chilean job board Trabajando.com under alternative spell definitions, complementing the 15-day max-gap spell unit of analysis in Panel (d) of Figure 1 in the main text. All plots censored at the 99-th percentile. The sample comprises 39,460,403 applications by 1,688,647 job seekers over the period January 1, 2010 to December 31, 2019. The number of applications is left-truncated at zero since the sample only includes applicants. See Section 4.1 of the main text for details on the dataset. Search spells are defined as clusters of consecutive application dates by the same individual, where the distance between any pair of consecutive application dates does not exceed 7 days in Panel (a), 30 days in Panel (b), 60 days in Panel (c), 90 days in Panel (d), and 120 days in Panel (e) —i.e., gaps of up to 7, 30, 60, 90, or 120 days between application dates are allowed within a spell. This figure reinforces the message that multiple applications are pervasive, while addressing time-aggregation concerns.

B Further data details

Table B.1. Job seeker variables

Characteristic	Variable type	Description
Job seeker identifier	Numerical	Anonymized ID
CV registration date	Numerical	Daily date
CV modification date	Numerical	Daily date Last modification as of 12aug2020
Availability to work	Binary	As of last CV update
Salary expectation	Numerical	Amount in CLP \$
Salary expectation disclosure preference	Binary	As of last CV update
Date of birth	Numerical	Daily date
Sex	Categorical	Male, female, prefer not to say
Nationality	Text string	Unstructured
Marital status	Categorical	As of last CV update
Region of residence	Categorical	As of last CV update
City of residence	Categorical	As of last CV update
District of residence	Categorical	As of last CV update
Education level	Categorical	Highest degree
Last study programs	Text string	Structured: Program, institution, status Up to three
Employment status	Binary	As of last CV update
Experience	Numeric	Years of work experience as of last CV update
Last job	Text string	Structured: Start and ending dates, job title, and monthly salary

Table B.2. Job ad variables

Characteristic	Variable type	Description
Job ad identifier	Numerical ID	Anonymized
Firm identifier	Numerical	Anonymized ID
Publication date	Numerical	Daily date
Expiry date	Numerical	Daily date
Paid advertisement	Binary	Paid, free
Number of vacancies	Numerical	
Expected monthly salary	Numerical	Amount in CLP \$
Salary disclosure setting	Binary	Public, hidden
Job title	Text string	Free format
Advertisement	Text string	Unstructured, free-format
Job field	Categorical	175 fields
Employer economic activity	Categorical	68 activities
Place of work	Text string	Unstructured, free-format
Job requisites	Text string	Unstructured, free-format
Contract duration	Text string	Unstructured, free-format
Work arrangement	Categorical	10 arrangements
Work experience requirement	Numerical	Years of experience
Education level requirement	Text string	Unstructured, free-format
Study situation requirement	Categorical	5 situations
Specific degree requirement	Categorical	6 degrees
Computer skills requirement	Categorical	7 skill levels

Table B.3. Employer variables

Characteristic	Variable type	Description
Firm identifier	Numerical	Anonymized ID
Firm name	Text string	Free format
Economic activity	Categorical	68 activities
Region	Categorical	16 regions
City	Text string	Free format
Number of employees	Categorical	8 size bins

Table B.4. Applications variables

Characteristic	Variable type	
Job ad identifier	Numerical	Anonymized ID
Job seeker identifier	Numerical	Anonymized ID
Application date	Numerical	Daily date