**Read me**

Replication files for “Do Employers Discriminate against Married Women? Evidence from a Field Experiment in Egypt” in *Journal of Development Economics*

January 5, 2025

In the “JDE 2025” folder you downloaded there are four sub-folders: “01\_Do files,” “11\_Input,” “12\_Temp” and “13\_Output” Make sure to retain the file structure and subfolders as downloaded.

**Do files**

All run out of “Master do-file v15 B2 REP.do” in “01\_Do files.” Note that data preparation do files are listed but commented out and not provided, as they included confidential information. Therefore, you are effectively running only “Data analysis v18 B2 CK.do,” but should start with the master do file to set up file paths and versions.

You will need to change the directory at the start of the master do file to the folder “JDE 2025”.

If programs are not found, may need to search for programs (e.g. esttab). Correct version of iebaltab is provided in do files.

Runs using Stata version 16.1

**Data**

Need to obtain the following data files in STATA .dta format from [www.erfdataportal.com](http://www.erfdataportal.com). Data available to researchers for non-commercial purposes (after registration).

Note that if a different version than used in this replication is what is currently publicly available, can contact ERF data portal or corresponding author with data permission email to obtain version used in this study.

Specifically:

1. Experimental data (WLM\_Audit\_data) <https://www.erfdataportal.com/index.php/catalog/268/related-materials>.

Download to 13\_Output and rename to “finalmerged-3-2-2023.dta”

1. ELMPS 2018 data (elmps 2018 xs v2.0 all.dta)

<https://www.erfdataportal.com/index.php/catalog/157>

Download to 11\_Input.

1. Economic Census 2017/18 data

<https://www.erfdataportal.com/index.php/catalog/239>

Download to 11\_Input.

Note, you can do most of the analyses just with the experiment data and comment out the comparisons to the ELMPS, ELMPS re-weighting, and employment-weighting of Osman et al. (2025) estimates.

**Output**

Output will run out into “13\_Output”

**Tables**

***Table 1:*** Callback rates (percentage), by gender and marital status: LMD callbacks.xls

***Table 2:*** Linear probability model of callbacks: LMD main reg.csv

***Table 3****:* Heterogeneity of callbacks by occupation, industry, age requirement, and work experience requirement (linear probability model): LMD het reg.csv

***Table 4:*** Detailed callback outcomes (percentage) if receive a positive callback, by gender and marital status: LMD scenarios.xls

***Table 5*:** Linear probability models of detailed callback outcomes: LMD callback type reg.csv

***Table 6:*** Sample of job postings and exclusion criteria: Exclusion percent.xls & Exclusion N.xls

***Table 7:*** Characteristics of online job postings versus ELMPS 2018 private sector wage work: posting elmps.xls

***Table 8***: Details of position requirements: Details of position.xls & skill words.xls

***Table 9:*** Ten most common occupations and ten most common industries along with percentage requiring male or female workers: occup\_pct.xls & activity\_pct.xls

***Table 10:*** Linear probability model of callbacks, with controls: LMD main reg controls.csv

***Table 11***: Distribution of university grades by sex and marital status (percentage), higher education graduates in the labor force (ELMPS 2018): ability.xls

***Table 12:*** Linear probability model of callbacks, reweighted with inverse probability weights: LMD main reg. ipwt.csv

***Table 13***: Sample size calculations for discrimination by sex: See file “McNemar's test v2 REP.xls” in JDE 2025 folder, which undertakes simulations in excel as described in Appendix C.

**Figures**

***Figure 1****:* Gender requirements of job postings (percentage): gender\_requirements.png