

Readme file for

“Do Competitive Workplaces Deter Female Workers? A Large-Scale Natural Field Experiment on Job-Entry Decisions

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The following codes and notes allow for replication of findings in our paper. Further information on variables and design is accessible in the manuscript and appendices.

****Table 2

```
sort treatment2
by treatment2: sum application if duplicate_d!=1 & exclude!=1 & dupepilot==0 &
female_true!=.
by treatment2: sum application if duplicate_d!=1 & exclude!=1 & dupepilot==0 &
female_true!=. & malead==0
by treatment2: sum application if duplicate_d!=1 & exclude!=1 & dupepilot==0 &
female_true!=. & malead==1
```

```
//notes: duplicate_d indicates whether individual has applied multiple times for
same position in same city
// dupepilot indicates whether individual has responded to a pilot conducted
before start of experiments.
// exclude indicates problems during application process (technical problems
during email exchange)
```

****Table 3

```
sort city
by city: sum application if duplicate_d!=1 & exclude!=1 & dupepilot==0 &
female_true!=.
by city: sum medianwage
```

****Table 4

```
xi: logit application i.treatment3*female_true i.city if duplicate_d!=1 &
exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*male_true i.city if duplicate_d!=1 & exclude!=1
& dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*female_true i.treatment3*ba_edu geebo
attachment i.city if duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*male_true i.treatment3*ba_edu geebo
attachment i.city if duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
```

```
esttab, cells(b(star fmt(3)) p(par fmt(3))) label nogaps title("") addnote("Notes:
Average marginal effects, p-values in parentheses, *p<0.1, **p<0.05, ***p<0.01")
drop() star(* 0.10 ** 0.05 *** 0.01) stats(N, fmt(0) label(N))
```

```
//notes: Models 1,2,4,5.
```

```
//Interaction i.treatment3*male_true illustrates models 3 and 6.
```

****Table 5

```
xi: logit application i.treatment3*female_true i.city if malead==1 &
duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*male_true i.city if malead==1 & duplicate_d!=1
& exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*female_true i.treatment3*ba_edu geebo
attachment i.city if malead==1 & duplicate_d!=1 & exclude!=1 & dupepilot==0,
rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*male_true i.treatment3*ba_edu geebo
attachment i.city if malead==1 & duplicate_d!=1 & exclude!=1 & dupepilot==0,
rob
eststo: estpost margins, dydx(*)
esttab, cells(b(star fmt(3)) p(par fmt(3))) label nogaps title("") addnote("Notes:
Average marginal effects, p-values in parentheses, *p<0.1, **p<0.05, ***p<0.01")
drop() star(* 0.10 ** 0.05 *** 0.01) stats(N, fmt(0) label(N))
```

```
//notes: Models 1,2,4,5.
```

```
//Interaction i.treatment3*male_true illustrates models 3 and 6.
```

****Table 6

```
eststo clear
xi: logit application i.treatment3*female_true i.city if malead==0 &
duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*male_true i.city if malead==0 & duplicate_d!=1
& exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*female_true i.treatment3*ba_edu geebo
attachment i.city if malead==0 & duplicate_d!=1 & exclude!=1 & dupepilot==0,
rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*male_true i.treatment3*ba_edu geebo
attachment i.city if malead==0 & duplicate_d!=1 & exclude!=1 & dupepilot==0,
rob
eststo: estpost margins, dydx(*)
esttab, cells(b(star fmt(3)) se(par fmt(3))) label nogaps title("") addnote("Notes:
Average marginal effects, p-values in parentheses, *p<0.1, **p<0.05, ***p<0.01")
drop() star(* 0.10 ** 0.05 *** 0.01) stats(N, fmt(0) label(N))
```

```
//notes: Models 1,2,4,5.
//Interaction i.treatment3*male_true illustrates models 3 and 6.
```

****Table 7

```
eststo clear
xi: logit application i.treatment3*malead i.city if male_true==0 & duplicate_d!=1
& exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*malead i.city i.treatment3*ba_edu geebo
attachment if male_true==0 & duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*malead i.city if male_true==1 & duplicate_d!=1
& exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
xi: logit application i.treatment3*malead i.city i.treatment3*ba_edu geebo
attachment if male_true==1 & duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
eststo: estpost margins, dydx(*)
esttab, cells(b(star fmt(3)) se(par fmt(3))) label nogaps title("") addnote("Notes:
Average marginal effects, p-values in parentheses, *p<0.1, **p<0.05, ***p<0.01")
drop() star(* 0.10 ** 0.05 *** 0.01) stats(N, fmt(0) label(N))
```

*****Table 8 (NFE2)

```
xi: logit application i.treatment*male i.adocde, rob
quietly eststo: estpost margins, dydx(*)
esttab, cells(b(star fmt(3)) se(par fmt(3))) label nogaps title("") addnote("Notes:
Average marginal effects, p-values in parentheses, *p<0.1, **p<0.05, ***p<0.01")
drop() star(* 0.10 ** 0.05 *** 0.01) stats(N, fmt(0) label(N))
```

```
//notes: regression presents model 3
//model 2 estimates can be seen in model 3, too
//Changing interaction to i.treatment*female1 will show model 1 estimates
```

****Table 9

```
eststo: xi: reg application treatment3##male_true##highwage i.city if
duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
eststo: xi: reg application treatment3##male_true##c.medianwage i.city if
duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
eststo: xi: reg application treatment3##male_true##c.wagedif i.city if
duplicate_d!=1 & exclude!=1 & dupepilot==0, rob
esttab, cells(b(star fmt(3)) se(par fmt(3))) label nogaps title("") addnote("Notes:
Average marginal effects, p-values in parentheses, *p<0.1, **p<0.05, ***p<0.01")
drop() star(* 0.10 ** 0.05 *** 0.01) stats(N, fmt(0) label(N))
```

****Table 10

```
quietly xi: logit application i.treatment3*male_true i.city if duplicate_d!=1 &
exclude!=1 & dupepilot==0 & age<=25 & age!=., rob
```

```

eststo: estpost margins, dydx(*)
quietly xi: logit application i.treatment3*male_true i.city if duplicate_d!=1 &
exclude!=1 & dupepilot==0 & age>25 & age!=., rob
eststo: estpost margins, dydx(*)
esttab, cells(b(star fmt(3)) se(par fmt(3))) label nogaps title("") addnote("Notes:
Average marginal effects, p-values in parentheses, *p<0.1, **p<0.05, ***p<0.01")
drop() star(* 0.10 ** 0.05 *** 0.01) stats(N, fmt(0) label(N))

//notes: regression models for 3 and 6
//model 2 estimates can be seen in model 3, too
//model 5 estimates can be seen in model 6, too
//changing interaction terms to i.treatment3*female_true shows estimates for
models 1 and 4.

```