



Gender Gaps in Pay and Advancement Within Firms: Evidence from Ethiopia's Financial Sector

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This review verifies the reproducibility of the exhibits included in the paper “*Gender Gaps in Pay and Advancement Within Firms: Evidence from Ethiopia's Financial Sector*”.

Contents in this review:

1. Main findings
2. List of exhibits and reproducibility status
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Main findings

- **Every exhibit of the paper has been reproduced accurately.**
- The code was successfully executed on a new computer after:
 1. Updating the working directory in line 18 of the do-file "o_master", and running it.
- The output demonstrates consistent stability across multiple runs. Specifically, executing the code two times consecutively yielded identical results.
- The code takes approximately 7 minutes to run.
- We conducted our reproducibility analysis based on the paper shared by the authors by email on June 05th.
- **Verification Process and Data Handling:**
 - The reproducibility package relies on 1 type of data: restricted data (available only from the data owners).
 - Reviewers used restricted data provided directly by the authors to conduct the reproducibility verification, and this is not included in the public reproducibility package.
 - *data_hash_report.csv* lists the SHA256 hashes of all files in the Data folder to support data integrity checks. Users who acquire the forthcoming/accessible/limited-access/restricted data can use this file to verify that the data has not been altered.
- **Reproducibility Summary:**
 - **Data:** All data is restricted and has not been included in the reproducibility package. For more details, please refer to the README file.

- **Code:** All code files (from cleaning to analysis) are included in the reproducibility package.
- **Outputs:** All outputs are generated by code included in the reproducibility package.
- **Dependencies environment:** The reviewers created a new environment using the latest versions of dependencies available at the moment of the review.

List of exhibits and reproducibility status

Results in the Main Section of the Paper

- **Table I** Reproduced.
- **Table II** Reproduced.
- **Table III** Reproduced.
- **Table IV** Reproduced.
- **Table V** Reproduced.
- **Table VI** Reproduced.

Results in the Annex

- **Table A1** Reproduced.

Reproduction Environment

Paper exhibits were reproduced on a computer with the following specifications:

- OS: Windows 11 Enterprise
- Processor: Intel(R) Xeon(R) Gold 6226R CPU @ 2.90GHz (2.90 GHz) (2 processors)
- Memory available: 16.0 GB
- Software version: Stata 19.0 MP