The Stata do-file "replication.do" was used to create the final results of the article "Closing the Gender Gap in Salary Increases: Evidence from a Field Experiment on Promoting Pay Equity". It replicates all tables and figures (except Figure 6) in the order of appearance in the article and online appendix.

The Python script "textanalysis.py" was used to conduct the text analysis and create Figure 6. The file "environment.yml" lists all the dependencies requiered for replication.

Please note that the data are proprietary and cannot be shared publicly. Due to a non-disclosure agreement with the study firm, the name or other contact details of the study firm cannot be shared publicly. Researchers who wish to replicate the results of this article are advised to identify a comparable study firm based on the description provided in the article.