

'United in Diversity?' Assessing the Effect of Varied Gender Quotas on Legislator Experience in the European Parliament

Supplemental Materials

1. Appendix of Figures and Tables

Figure A1.1 Predicted Probabilities of Male MEPs and Experience

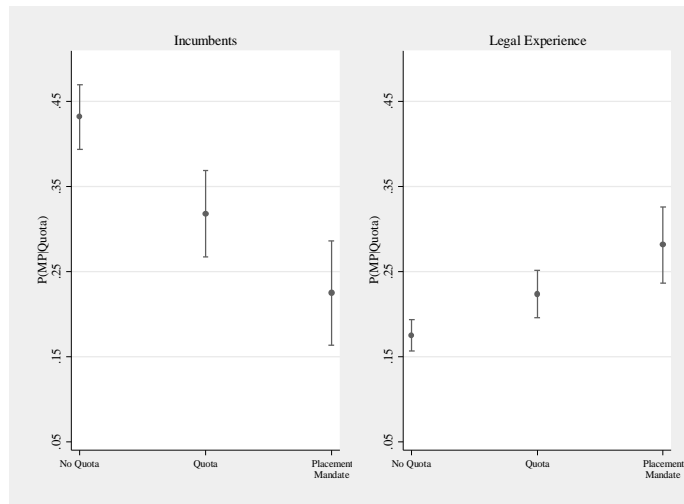


Table S1.1 All MEPs and Additional Professional Experience

VARIABLES	(1) Agriculture	(2) Med	(3) Transportation and Telecom	(4) Teacher	(5) Journalist
National Gender Quota	-0.097 (0.169)	0.047 (0.222)	-0.867*** (0.225)	0.307*** (0.070)	0.154 (0.101)
Closed List	0.172 (0.480)	-0.219 (0.442)	0.322 (0.378)	0.710*** (0.113)	-0.980*** (0.224)
Disproportionality	-0.089 (0.119)	0.074 (0.064)	-0.008 (0.108)	-0.021 (0.038)	0.022 (0.061)
# of Districts	0.042 (0.044)	-0.013 (0.033)	-0.022 (0.044)	-0.067*** (0.019)	-0.084*** (0.024)
% Women in Natl Parliament	0.017 (0.023)	-0.013 (0.033)	0.027 (0.024)	-0.024*** (0.009)	0.009 (0.018)
% Women with degree	0.001 (0.009)	-0.009 (0.009)	0.000 (0.007)	0.017*** (0.003)	0.004 (0.005)
% Regular Service Attendance	-0.003 (0.013)	0.016 (0.012)	0.008 (0.014)	0.009* (0.006)	0.007 (0.009)
Age	0.033** (0.014)	0.000 (0.017)	0.011 (0.012)	0.021*** (0.008)	0.029*** (0.010)
Constant	-4.747* (2.852)	-2.330 (2.283)	-4.012* (2.318)	-4.850*** (0.744)	-4.267*** (1.463)
Observations	745	745	745	745	745
Pseudo R ²	0.0260	0.0189	0.0437	0.0658	0.0592
Wald X ² (12)	13.79	6.377	30.60	140	102.1
Prob > X ²	0.0874	0.605	0.000	0.000	0.000

Standard errors clustered on 28 parties in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table S1.2 Female MEPs and Additional Professional Experience

VARIABLES	(1) Agriculture	(2) Med	(3) Transportation and Telecom	(4) Teacher	(5) Journalist
National Gender Quota	1.097** (0.438)	-0.158 (0.374)	-0.547*** (0.195)	0.251* (0.130)	0.266 (0.207)
Closed List	-0.656 (0.574)	-0.677 (0.852)	0.079 (0.415)	0.420 (0.381)	-2.651*** (0.515)
Disproportionality	-0.281 (0.176)	0.083 (0.091)	0.055 (0.097)	0.004 (0.071)	0.011 (0.101)
# of Districts	-0.489* (0.290)	-0.001 (0.066)	-0.170*** (0.039)	-0.038 (0.025)	-0.139** (0.057)
% Women in Natl Parliament	-0.080 (0.064)	0.006 (0.053)	-0.009 (0.032)	-0.027 (0.022)	0.008 (0.031)
% Women with degree	-0.043** (0.021)	-0.009 (0.010)	-0.020* (0.012)	0.014*** (0.005)	0.008 (0.010)
% Regular Service Attendance	-0.152*** (0.055)	0.012 (0.019)	-0.006 (0.015)	0.020* (0.012)	0.017 (0.015)
Age	0.073** (0.029)	0.015 (0.030)	-0.004 (0.030)	0.020 (0.014)	0.031 (0.022)
Constant	7.092 (5.446)	-2.953 (3.049)	1.385 (3.006)	-4.915** (2.031)	-4.810* (2.558)
Observations	273	273	273	273	273
Pseudo R ²	0.209	0.0326	0.0680	0.0657	0.179
Wald X ² (12)	793.6	4.905	139.1	52.59	45.73
Prob > X ²	0.000	0.768	0.000	0.000	0.000

Standard errors clustered on 28 parties in parentheses
 *** p<0.01, ** p<0.05, * p<0.1

Table S1.3 Male MEPs and Additional Professional Experience

VARIABLES	(1) Agriculture	(2) Med	(3) Transportation and Telecom	(4) Teacher	(5) Journalist	(6) Agriculture
National Gender Quota	-0.312 (0.333)	0.299 (0.302)	-0.192*** (0.068)	-1.250*** (0.348)	0.350*** (0.091)	0.176 (0.136)
Closed List	0.188 (0.684)	0.099 (0.609)	0.567*** (0.156)	0.470 (0.507)	0.874*** (0.187)	-0.486 (0.297)
Disproportionality	-0.027 (0.154)	0.061 (0.101)	-0.013 (0.042)	-0.100 (0.175)	-0.030 (0.051)	0.019 (0.066)
# of Districts	0.062 (0.050)	-0.016 (0.038)	-0.003 (0.012)	0.054 (0.054)	-0.074*** (0.026)	-0.066** (0.026)
% Women in Natl Parliament	0.012 (0.027)	-0.039 (0.033)	-0.003 (0.013)	0.040 (0.027)	-0.017** (0.008)	0.011 (0.025)
% Women with degree	-0.001 (0.012)	-0.009 (0.009)	0.004 (0.004)	0.014 (0.008)	0.020*** (0.005)	0.003 (0.008)
% Regular Service Attendance	0.006 (0.017)	0.021 (0.015)	0.003 (0.006)	0.002 (0.019)	0.004 (0.008)	0.002 (0.010)
Age	0.024 (0.017)	-0.008 (0.015)	0.003 (0.008)	0.021* (0.011)	0.020* (0.011)	0.029** (0.011)
Constant	-4.300 (3.746)	-1.727 (2.693)	-1.861** (0.942)	-6.535** (2.785)	-5.241*** (1.017)	-4.277** (1.980)
Observations	472	472	472	472	472	472
Pseudo R ²	0.0248	0.0310	0.0131	0.0735	0.0735	0.0333
Wald X ² (12)	9.661	14.20	42.18	30.63	140.3	56.60
Prob > X ²	0.290	0.0766	0.000	0.000	0.000	0.000

Standard errors clustered on 28 parties in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table S1.4 Gender and Experience in the European Parliament

		Entire Population				Quota Countries				Placement Countries			
		Women	Men	All	<i>p</i>	Women	Men	All	<i>p</i>	Women	Men	All	<i>p</i>
	Gender	276	476	752		87	163	250		67	103	170	
Political Office	National Party Office	40	109	149	0.005	14	43	57	0.065	14	34	48	0.184
	Former MP	85	181	266	0.046	26	70	96	0.043	14	32	46	0.145
	Former Local Politician	130	190	320	0.050	46	73	119	0.223	38	60	98	0.843
	Incumbent	136	223	359	0.521	41	65	106	0.269	34	46	80	0.334
Professional Experience	Agriculture ¹	12	34	46	0.125	5	11	16	0.749	5	5	10	0.48
	Legal	54	113	167	0.190	25	47	72	0.963	23	37	60	0.832
	Medical	15	16	31	0.166	3	6	9	0.918	3	5	8	0.91
	Economic and Finance	67	131	198	0.339	23	40	63	0.763	15	25	40	0.777
	Transportation and Telecom	20	30	50	0.610	3	5	8	0.877	<u>2</u>	<u>0</u>	2	0.078
	Teacher	42	108	150	0.014	17	46	63	0.125	11	30	41	0.058
	International	64	127	191	0.297	22	47	69	0.531	16	25	41	0.954
	PhD	44	100	144	0.091	10	44	54	0.004	7	23	30	0.047
	Journalist	28	52	80	0.747	7	19	26	0.365	2	13	15	0.03
Age	Age ≥ 20 & < 30	6	10	16	0.095	0	1	1	0.464	0	1	1	0.419
	Age ≥ 30 & < 40	44	56	100	0.104	12	15	27	0.0265	11	12	23	0.375
	Age ≥ 40 & < 50	72	129	201	0.762	24	34	58	0.23	16	23	39	0.814
	Age ≥ 50 & < 60	102	155	257	0.221	30	64	94	0.457	23	39	62	0.64
	Age ≥ 60 & < 70	45	103	148	0.076	18	36	54	0.798	14	21	35	0.94
	Age ≥ 70 & < 80	7	21	28	0.190	3	11	14	0.28	3	6	9	0.701
	Age ≥ 80	0	2	2	0.281	0	2	2	0.3	0	1	1	0.419
	Age < 40	50	66	116	0.120	12	16	28	0.342	11	13	24	0.487
	Age > 60	52	126	178	0.018	21	49	70	0.32	17	28	45	0.0794
N of Gender Group		276	476			90	169			70	107		
N of Experience Subgroup		752	752			259	259			177	177		

¹For all professional categories, N=745 and thus the percentage calculations for these experience categories use 745 as the denominator. Categories are not necessarily mutually exclusive.

2. Party level Analysis

In addition to analysis conducted at the national level, we also chose to investigate the relationship between gender quotas at the party level and MEP experience. At the party level, we are able to account for voluntary gender quotas and placement mandates, in addition to national gender requirements. These are quotas in parties where there is no national law on gender quotas or in parties that have rules that go above and beyond the national law. Data on gender quotas at the party level is taken in part from Brodolini et al. (2014), which provides data for parties that were serving in the EP and had registered electoral lists for the European Election of 2014, as of May 2014. This was supplemented, when necessary, by the Quota Project, which includes data on all parties serving in the national parliaments of EU member states. Parties that serve in the EP are excluded from this data if we were unable to confirm either the presence of a quota or its absence. In addition, the control variables listed above, we are also able to control for ideology at the party level. We do this with a series of party family variables. These include radical right, conservative, liberal, Christian democrat, socialist, radical left, and green parties. These data come from the 2014 Chapel Hill Expert Survey (Polk et al. 2017).

Tables S2.1 and S2.2 report the results of similar logistic regression models to those analyzed in text with a smaller subset of MEPs and also including party-level data for political experience professional experience. The results reported below largely confirm the conclusions of the text but have less power given the availability of the data at the party level. Party Gender quotes, while not increase the likelihood that female MEPs will have been national MPS, decrease the likelihood that Male MEPs will have this type of experience. National gender quotas again increase the likelihood that male MEPs will have held national party office and decrease the likelihood that they will be incumbents. Table S2.2 shows that party quotas little effect on the type professionally experience MEPs serve in the EP. This table shows that national quotas are much more important in influencing the type of MEP representing each party and country.

Table S2.1 Professional Experience and Party Gender Quotas

VARIABLES	(1) National Party Office			(2) Former MPs			(3) Local Politicians			(4) Incumbents		
	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male
Party Gender Quota	0.332 (0.318)	0.324 (0.363)	0.240 (0.372)	-0.547*** (0.205)	-0.502 (0.527)	-0.657*** (0.223)	-0.062 (0.242)	-0.100 (0.309)	-0.096 (0.264)	-0.449 (0.298)	-0.279 (0.326)	-0.473 (0.384)
National Gender Quota	0.458*** (0.153)	0.203 (0.396)	0.441** (0.179)	-0.038 (0.150)	0.057 (0.227)	0.065 (0.216)	0.173 (0.170)	-0.149 (0.265)	0.382** (0.174)	-0.466** (0.206)	-0.088 (0.294)	-0.619** (0.255)
Closed List	-0.868* (0.498)	-0.320 (0.850)	-1.085** (0.479)	-0.222 (0.273)	-1.512*** (0.402)	0.443 (0.388)	0.581* (0.300)	0.197 (0.518)	0.899** (0.402)	1.519*** (0.500)	1.056* (0.562)	1.895*** (0.678)
Disproportionality	0.037 (0.066)	0.027 (0.150)	0.096 (0.074)	0.152*** (0.047)	0.182*** (0.050)	0.143* (0.086)	0.108 (0.076)	0.037 (0.097)	0.149* (0.088)	0.017 (0.085)	-0.137 (0.143)	0.082 (0.090)
# of Districts	-0.148*** (0.039)	-0.195** (0.089)	-0.146*** (0.041)	-0.136*** (0.024)	-0.148** (0.070)	-0.143*** (0.035)	-0.018 (0.030)	-0.018 (0.042)	-0.036 (0.034)	-0.064* (0.037)	-0.106** (0.044)	-0.049 (0.051)
Women in Natl Parliament	-0.042 (0.027)	0.035 (0.059)	-0.049 (0.030)	0.029* (0.017)	0.001 (0.032)	0.034 (0.027)	0.073*** (0.021)	0.059* (0.033)	0.085*** (0.025)	0.045* (0.026)	-0.035 (0.037)	0.072** (0.033)
Women with Degree	0.003 (0.008)	-0.003 (0.010)	0.008 (0.010)	0.043*** (0.006)	0.047*** (0.012)	0.044*** (0.008)	0.004 (0.006)	-0.000 (0.007)	0.007 (0.008)	0.005 (0.006)	0.002 (0.010)	0.005 (0.006)
Religiosity	0.002 (0.007)	0.009 (0.026)	0.003 (0.009)	0.022*** (0.007)	0.017 (0.012)	0.028** (0.011)	0.002 (0.011)	0.005 (0.017)	0.005 (0.012)	0.003 (0.014)	-0.022 (0.017)	0.010 (0.016)
Age	0.039** (0.015)	0.055 (0.037)	0.030* (0.017)	0.058*** (0.010)	0.071*** (0.027)	0.058*** (0.013)	0.016** (0.007)	0.049*** (0.013)	0.003 (0.009)	0.056*** (0.011)	0.040* (0.023)	0.070*** (0.016)
Radical Right	0.350 (0.679)	1.396 (1.378)	0.209 (0.700)	-0.596 (0.381)	-1.926 (1.746)	-0.400 (0.421)	0.665 (0.921)	1.568 (1.489)	0.445 (0.915)	-1.375 (0.908)	-3.741** (1.598)	-1.008 (0.888)
Conservative	-1.165 (0.774)		-0.860 (0.759)	-1.341*** (0.496)	-1.600 (1.810)	-1.182* (0.674)	0.418 (0.795)	0.237 (1.391)	0.515 (0.800)	-0.136 (0.865)	-1.172 (1.454)	0.015 (0.919)
Liberal	0.093 (0.749)	-0.829 (1.582)	0.634 (0.664)	-0.687 (0.617)	0.205 (1.307)	-1.321* (0.690)	0.184 (0.897)	0.008 (1.592)	0.003 (0.823)	-0.417 (0.794)	-1.449 (1.462)	-0.140 (0.847)
Christian Democrat	-1.505** (0.721)	-1.548 (1.911)	-1.442* (0.738)	-0.918* (0.535)	-1.793 (1.552)	-0.674 (0.556)	0.717 (0.929)	0.522 (1.546)	0.649 (0.855)	0.066 (0.778)	0.431 (1.525)	-0.194 (0.803)
Socialist	-0.498 (0.647)	-1.125 (1.645)	0.021 (0.650)	-0.771 (0.558)	-0.082 (1.557)	-1.201* (0.647)	0.455 (0.776)	0.139 (1.417)	0.477 (0.626)	-0.644 (0.910)	-1.378 (1.600)	-0.607 (0.861)
Radical Left	-0.290 (0.750)		0.381 (0.693)	-1.975** (0.978)	-1.034 (1.610)	-2.405** (0.998)	0.652 (0.908)		-0.498 (1.004)	-0.184 (0.796)	-1.127 (1.760)	-0.019 (0.798)
Green	-1.326 (0.991)	-1.988 (1.537)	-1.127 (1.186)	-1.407** (0.550)	-0.447 (1.722)	-1.682** (0.779)	-0.286 (0.865)	-0.411 (1.324)	-0.398 (0.955)	0.604 (0.905)	-0.437 (1.540)	0.918 (1.088)
Constant	-1.924 (2.124)	-4.300 (4.013)	-2.393 (2.361)	-10.504*** (1.501)	-10.704*** (2.336)	-11.000*** (2.144)	-4.875*** (1.395)	-4.689** (2.370)	-5.536*** (2.080)	-4.493** (2.165)	1.661 (2.847)	-6.789** (2.812)
Observations	410	126	260	410	150	260	409	143	260	410	150	260
Pseudo R ²	0.126	0.145	0.169	0.266	0.377	0.263	0.0738	0.0896	0.0925	0.152	0.210	0.174
Wald X ² (12)	124.7	129.9	126.1	487.1	419.8	235.3	87.92	54.06	127.1	195.7	151.7	156.6
Prob > X ²	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Country clustered standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table S2.2 Professional Experience and Party Gender Quotas

VARIABLES	(1) Legal			(2) Economics and Finance			(3) International			(4) PhD		
	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male
Party Gender Quota	0.168 (0.200)	-0.049 (0.365)	0.298 (0.287)	0.025 (0.174)	-0.268 (0.326)	0.182 (0.207)	0.259 (0.241)	0.030 (0.470)	0.469 (0.335)	0.289 (0.259)	-0.396 (0.363)	0.643* (0.385)
National Gender Quota	0.186 (0.159)	0.685* (0.374)	0.017 (0.185)	0.115 (0.090)	-0.033 (0.293)	0.212** (0.107)	0.095 (0.213)	-0.002 (0.268)	0.143 (0.247)	0.112 (0.148)	-0.698*** (0.275)	0.526*** (0.185)
Closed List	-0.379 (0.407)	-0.720 (0.696)	-0.303 (0.523)	0.419*** (0.162)	0.249 (0.521)	0.468* (0.266)	-0.790** (0.361)	-0.873 (0.650)	-0.690 (0.543)	0.509* (0.279)	1.070* (0.632)	0.114 (0.365)
Disproportionality	-0.065 (0.076)	-0.221* (0.119)	0.007 (0.107)	0.040 (0.042)	0.141* (0.080)	-0.012 (0.064)	0.040 (0.054)	-0.046 (0.061)	0.139 (0.087)	-0.054 (0.060)	-0.053 (0.124)	-0.058 (0.079)
# of Districts	0.014 (0.025)	-0.003 (0.041)	0.021 (0.041)	-0.022 (0.021)	-0.021 (0.040)	-0.012 (0.028)	-0.064** (0.032)	-0.029 (0.044)	-0.096 (0.059)	-0.100*** (0.038)	-0.174** (0.073)	-0.086 (0.056)
Women in Natl Parliament	-0.040 (0.025)	-0.128*** (0.047)	-0.014 (0.033)	-0.003 (0.013)	0.012 (0.032)	-0.013 (0.017)	-0.033 (0.021)	-0.030 (0.036)	-0.036 (0.026)	-0.015 (0.016)	-0.020 (0.035)	-0.023 (0.023)
Women with Degree	-0.006 (0.008)	-0.002 (0.012)	-0.009 (0.010)	0.005 (0.004)	0.006 (0.008)	0.003 (0.007)	0.015** (0.006)	0.019** (0.007)	0.012 (0.009)	0.021*** (0.006)	0.015* (0.009)	0.023** (0.009)
Religiosity	-0.014 (0.011)	-0.033 (0.024)	-0.007 (0.017)	0.003 (0.006)	0.008 (0.016)	0.001 (0.007)	-0.002 (0.009)	-0.024* (0.013)	0.013 (0.015)	0.011 (0.009)	0.012 (0.021)	0.009 (0.012)
Age	-0.033*** (0.011)	-0.038 (0.026)	-0.030** (0.012)	-0.001 (0.011)	-0.013 (0.022)	0.005 (0.013)	0.019 (0.016)	0.007 (0.036)	0.019 (0.017)	0.025* (0.014)	0.071** (0.029)	0.010 (0.018)
Radical Right	-0.210 (0.527)	-2.978** (1.491)	0.324 (0.742)	0.331 (0.379)	-0.551 (0.871)	0.143 (0.507)	0.215 (0.782)	-1.470 (1.502)	0.631 (0.944)	1.316 (0.936)	1.344* (0.766)	0.769 (1.069)
Conservative	-0.659 (0.454)	-3.726* (2.086)	-0.042 (0.569)	0.608 (0.442)		0.194 (0.471)	0.038 (0.835)	-1.055 (1.338)	0.204 (0.973)	1.100 (0.828)		0.866 (0.917)
Liberal	-0.514 (0.486)	-3.437** (1.750)	0.365 (0.704)	0.434 (0.598)	0.105 (0.766)	-0.103 (0.657)	1.478** (0.744)	0.236 (1.094)	1.785* (0.960)	0.481 (0.863)	-1.459 (1.072)	0.642 (0.969)
Christian Democrat	0.083 (0.364)	-1.833 (1.758)	0.414 (0.571)	0.604 (0.471)	-0.727 (0.686)	0.431 (0.501)	1.238* (0.742)	0.685 (1.065)	1.331 (0.986)	0.737 (0.845)	0.248 (0.815)	0.278 (0.928)
Socialist	-0.951** (0.445)	-2.938* (1.704)	-0.385 (0.457)	0.508 (0.462)	-0.167 (0.521)	0.298 (0.473)	0.296 (0.679)	-0.427 (1.241)	0.305 (0.992)	-0.143 (0.843)	-1.353 (0.852)	-0.182 (0.885)
Radical Left	-0.793 (0.636)	-2.657 (1.794)	-0.334 (0.814)	-0.165 (0.571)	-0.963 (1.062)	-0.400 (0.649)	0.052 (0.846)		0.524 (1.012)	0.277 (1.009)	0.648 (1.043)	-0.926 (1.317)
Green	-1.362*** (0.502)	-3.408** (1.605)	-0.930 (0.649)	-0.716 (0.654)	-1.125 (0.778)	-1.155* (0.622)	0.252 (0.850)	-0.162 (1.287)	-0.291 (1.033)	0.671 (0.894)	0.158 (0.832)	-0.146 (0.981)
Constant	3.479 (2.205)	9.274** (3.996)	1.952 (2.545)	-2.280** (1.070)	-2.153 (2.180)	-1.571 (1.526)	-3.652* (1.927)	-1.642 (2.523)	-4.462* (2.520)	-6.096*** (1.851)	-6.358* (3.292)	-5.284** (2.109)
Observations	406	148	258	406	148	258	406	142	258	406	148	258
Pseudo R ²	0.0471	0.152	0.0421	0.0249	0.0521	0.0393	0.113	0.133	0.131	0.0873	0.184	0.106
Wald X ² (12)	47.51	52.14	55.52	158.2	73.52	90.64	172.9	170.1	105.7	127.7	249.6	101.5
Prob > X ²	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Country clustered standard errors in parentheses

*** p<0.01, ** p<0.05, * p<0.1

3. Robustness check of alternative measures

In order to check the robustness of our analysis we used a series of alternative measures for our control variables. Recall that main analysis seeks to control for overall levels of gender equality in society using a measure of women's tertiary education as a percentage of men's education and religiosity as the percentage of people attending church services once per month or more as answered by respondents to the European Values Survey (EVS 2015; WVS 2015). This is the percentage of respondents that answered answer to "Do you belong to a religious denomination?" which is variable V105 in the EVS. In terms of gender equality, we also tested the gap in the employment rate between men and women aged 20-64 and the gap in hourly wages between men and women as a percentage of average gross hourly earnings of men. These data are available from Eurostat at the following address: <http://ec.europa.eu/eurostat/web/equality/data/database>. As the models below show, these alternative analyses confirm the conclusions of the paper and provided evidence in support H1 and H2.

Table S3.1: Political Experience and National Gender Quotas: Pay Gap Control for Equality

VARIABLES	National Party Office			Former MPs			Local Politicians			Incumbents		
	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male
National Gender Quota	0.329 (0.207)	0.098 (0.345)	0.405** (0.195)	0.245 (0.238)	0.508** (0.203)	0.168 (0.293)	0.011 (0.176)	0.193 (0.152)	-0.071 (0.212)	-0.414** (0.207)	-0.132 (0.256)	-0.589*** (0.206)
Closed List	-0.079 (0.359)	0.370 (0.630)	-0.160 (0.389)	-1.255*** (0.421)	-2.399*** (0.415)	-0.712 (0.461)	0.565** (0.251)	0.047 (0.208)	0.843** (0.340)	0.888** (0.357)	0.683 (0.453)	0.965*** (0.355)
Disproportionality	0.065 (0.056)	0.082 (0.103)	0.079 (0.068)	0.026 (0.076)	-0.012 (0.060)	0.062 (0.102)	0.091 (0.059)	0.010 (0.043)	0.126 (0.079)	0.062 (0.063)	-0.017 (0.109)	0.087 (0.067)
Districts	-0.094** (0.041)	-0.095 (0.066)	-0.107*** (0.040)	-0.082* (0.049)	-0.118* (0.066)	-0.075* (0.045)	0.026 (0.023)	0.013 (0.023)	0.033 (0.027)	-0.023 (0.022)	-0.079** (0.036)	0.009 (0.022)
Women in Natl Parl	-0.030 (0.018)	-0.020 (0.032)	-0.029 (0.019)	-0.034 (0.026)	-0.044** (0.022)	-0.029 (0.032)	0.057*** (0.018)	0.029** (0.014)	0.070*** (0.024)	0.025 (0.020)	-0.019 (0.030)	0.041** (0.019)
Gender Pay Gap	-0.016 (0.026)	-0.040 (0.059)	-0.006 (0.025)	-0.018 (0.034)	-0.011 (0.037)	-0.020 (0.041)	-0.003 (0.030)	0.058** (0.026)	-0.040 (0.037)	-0.017 (0.029)	-0.009 (0.041)	-0.027 (0.030)
Religiosity	0.000 (0.010)	-0.014 (0.018)	0.008 (0.010)	0.011 (0.012)	-0.005 (0.014)	0.021* (0.012)	-0.002 (0.007)	0.001 (0.008)	-0.004 (0.009)	-0.000 (0.008)	-0.005 (0.011)	-0.002 (0.008)
Age	0.024** (0.011)	0.038 (0.024)	0.016 (0.012)	0.045*** (0.007)	0.053*** (0.014)	0.043*** (0.010)	0.021*** (0.008)	0.045*** (0.011)	0.013 (0.010)	0.054*** (0.006)	0.058*** (0.012)	0.056*** (0.009)
Constant	-1.799 (1.126)	-2.565 (2.152)	-1.612 (1.218)	-1.483 (1.349)	-0.679 (1.045)	-2.098 (1.601)	-3.902*** (1.001)	-4.422*** (0.893)	-3.616** (1.453)	-3.821*** (1.012)	-1.988 (1.574)	-4.457*** (1.030)
Observations	752	276	476	752	276	476	751	275	476	752	276	476
Pseudo R ²	0.0417	0.0513	0.0461	0.128	0.196	0.115	0.0617	0.0753	0.0727	0.0802	0.0830	0.0959
Wald X ² (12)	38.34	8.832	20.33	59.53	65.59	28.88	58.22	68.63	40.36	169.2	40.99	146.4
Prob > X ²	0.000	0.357	0.009	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Standard errors clustered on 28 countries in parentheses
 *** p<0.01, ** p<0.05, * p<0.1

Table S3.2: Professional Experience and National Gender Quotas: Pay Gap Control for Equality

VARIABLES	Legal			Economics and Finance			International Affairs			PhD		
	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male
National Gender Quota	0.451*** (0.117)	0.704*** (0.182)	0.365*** (0.133)	-0.041 (0.111)	0.226 (0.172)	-0.160 (0.099)	0.252 (0.192)	0.253 (0.242)	0.254 (0.204)	0.426** (0.187)	-0.023 (0.242)	0.627*** (0.242)
Closed List	0.266 (0.220)	-0.007 (0.364)	0.330 (0.271)	0.099 (0.188)	-0.657* (0.343)	0.446*** (0.170)	-0.832** (0.331)	-1.145** (0.513)	-0.638** (0.324)	-0.581* (0.303)	-0.319 (0.456)	-0.659* (0.357)
Disproportionality	-0.043 (0.043)	-0.163** (0.079)	0.007 (0.053)	-0.021 (0.042)	0.016 (0.074)	-0.026 (0.043)	0.004 (0.055)	-0.048 (0.083)	0.044 (0.058)	-0.196** (0.077)	-0.112 (0.131)	-0.233** (0.091)
Districts	-0.021 (0.014)	-0.020 (0.038)	-0.026* (0.015)	0.002 (0.016)	0.027 (0.034)	-0.002 (0.012)	-0.077** (0.039)	-0.027 (0.062)	-0.106*** (0.037)	-0.015 (0.040)	-0.040 (0.048)	-0.007 (0.046)
Women in Natl Parl	-0.018 (0.016)	-0.081*** (0.021)	0.011 (0.023)	-0.010 (0.013)	0.000 (0.024)	-0.008 (0.014)	-0.040** (0.020)	-0.041 (0.028)	-0.040* (0.022)	-0.060*** (0.017)	-0.050 (0.037)	-0.064*** (0.024)
Gender Pay Gap	0.002 (0.024)	-0.037 (0.036)	0.026 (0.030)	0.020 (0.019)	0.059* (0.033)	0.007 (0.019)	-0.043 (0.033)	-0.065* (0.038)	-0.031 (0.034)	0.057** (0.025)	0.063 (0.041)	0.057 (0.038)
Religiosity	-0.004 (0.007)	-0.022 (0.016)	0.005 (0.009)	0.004 (0.004)	0.006 (0.009)	0.004 (0.006)	-0.017* (0.010)	-0.039** (0.017)	-0.003 (0.012)	-0.005 (0.007)	0.004 (0.018)	-0.009 (0.010)
Age	-0.022** (0.010)	-0.002 (0.018)	-0.032*** (0.010)	-0.002 (0.008)	-0.014 (0.014)	0.002 (0.008)	0.026*** (0.008)	0.018 (0.019)	0.028*** (0.007)	0.010 (0.008)	0.016 (0.022)	0.006 (0.008)
Constant	0.363 (0.956)	2.771** (1.259)	-0.660 (1.494)	-0.923 (0.743)	-1.536 (1.614)	-1.083 (0.780)	0.331 (1.292)	1.910 (2.119)	-0.536 (1.286)	0.210 (0.979)	-1.186 (2.394)	0.855 (1.204)
Observations	745	273	472	745	273	472	745	273	472	745	273	472
Pseudo R ²	0.0371	0.0848	0.0430	0.00443	0.0181	0.0124	0.0599	0.0670	0.0679	0.0374	0.0426	0.0448
Wald X ² (12)	98.96	84.11	140	10.92	6.848	38.76	47.79	39.46	52.32	45	15.63	13.39
Prob > X ²	0.000	0.000	0.000	0.206	0.553	0.000	0.000	0.000	0.000	0.000	0.0480	0.0990

Standard errors clustered on 28 countries in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table S3.3: Political Experience and National Gender Quotas: Employment Gap Control for Equality

VARIABLES	(1)			(2)			(3)			(4)		
	National Party Office			Former MPs			Local Politicians			Incumbent		
	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male
National Gender Quota	0.489** (0.195)	0.347 (0.323)	0.529*** (0.180)	0.427*** (0.150)	0.642*** (0.202)	0.376** (0.157)	0.013 (0.149)	0.049 (0.121)	0.025 (0.197)	-0.301** (0.138)	-0.010 (0.163)	-0.460*** (0.148)
Closed List	-0.149 (0.274)	0.323 (0.534)	-0.229 (0.299)	-1.302*** (0.270)	-2.340*** (0.299)	-0.831*** (0.289)	0.548** (0.215)	0.298 (0.262)	0.642** (0.285)	0.877*** (0.314)	0.777** (0.365)	0.887*** (0.322)
Disproportionality	0.053 (0.044)	0.076 (0.103)	0.070 (0.059)	0.032 (0.045)	-0.003 (0.054)	0.060 (0.063)	0.091 (0.056)	0.018 (0.052)	0.117 (0.074)	0.061 (0.057)	-0.017 (0.089)	0.082 (0.068)
Districts	-0.118*** (0.039)	-0.111 (0.071)	-0.130*** (0.036)	-0.131*** (0.024)	-0.159*** (0.048)	-0.126*** (0.023)	0.027 (0.024)	0.010 (0.024)	0.033 (0.030)	-0.042** (0.018)	-0.102*** (0.031)	-0.010 (0.019)
Women in Natl Parliament	-0.030* (0.015)	-0.016 (0.029)	-0.029* (0.016)	-0.030 (0.020)	-0.040* (0.021)	-0.025 (0.024)	0.057*** (0.017)	0.029* (0.017)	0.067*** (0.025)	0.028* (0.015)	-0.016 (0.024)	0.043*** (0.015)
Employment Gap	-0.058** (0.024)	-0.088* (0.049)	-0.049** (0.023)	-0.094*** (0.018)	-0.066** (0.028)	-0.106*** (0.018)	0.003 (0.021)	0.004 (0.018)	0.004 (0.029)	-0.052*** (0.017)	-0.066*** (0.021)	-0.048*** (0.016)
Religiosity	0.011 (0.008)	0.009 (0.019)	0.015* (0.009)	0.031*** (0.008)	0.015* (0.008)	0.039*** (0.009)	-0.002 (0.007)	-0.008 (0.006)	0.001 (0.010)	0.011 (0.010)	0.012 (0.013)	0.008 (0.010)
Age	0.023** (0.011)	0.036 (0.025)	0.015 (0.012)	0.044*** (0.008)	0.050*** (0.014)	0.043*** (0.010)	0.021*** (0.007)	0.046*** (0.012)	0.011 (0.010)	0.053*** (0.006)	0.057*** (0.012)	0.055*** (0.009)
Constant	-1.356 (0.987)	-2.669 (1.915)	-1.091 (1.228)	-1.017 (1.123)	-0.465 (0.971)	-1.440 (1.454)	-3.972*** (1.194)	-3.433*** (1.175)	-4.146** (1.681)	-3.657*** (0.913)	-1.707 (1.450)	-4.382*** (1.132)
Observations	752	276	476	752	276	476	751	275	476	752	276	476
Pseudo R ²	0.0574	0.0746	0.0577	0.174	0.218	0.169	0.0617	0.0669	0.0688	0.0933	0.105	0.105
Wald X ² (12)	18.58	5.144	24.83	102.6	96.78	151.9	67.98	48.04	40.83	291.5	66.33	206.8
Prob > X ²	0.0173	0.742	0.002	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Standard errors clustered on 28 countries in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table S3.4: Political Experience and National Gender Quotas: Employment Gap Control for Equality

VARIABLES	(1)			(2)			(3)			(4)		
	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male
National Gender Quota	0.380*** (0.081)	0.723*** (0.188)	0.243*** (0.080)	-0.043 (0.061)	0.141 (0.115)	-0.137** (0.060)	0.453*** (0.119)	0.578*** (0.125)	0.380** (0.168)	0.337** (0.164)	-0.204 (0.220)	0.615*** (0.217)
Closed List	0.290 (0.181)	-0.156 (0.380)	0.461** (0.232)	0.200 (0.134)	-0.323 (0.286)	0.468*** (0.138)	-0.947*** (0.262)	-1.197*** (0.310)	-0.744** (0.310)	-0.393 (0.295)	-0.148 (0.508)	-0.506 (0.335)
Disproportionality	-0.038 (0.038)	-0.191** (0.086)	0.022 (0.053)	-0.008 (0.030)	0.026 (0.048)	-0.021 (0.039)	-0.008 (0.054)	-0.052 (0.073)	0.031 (0.060)	-0.151** (0.059)	-0.084 (0.115)	-0.195** (0.078)
Districts	-0.010 (0.016)	0.002 (0.037)	-0.016 (0.021)	-0.010 (0.011)	0.005 (0.021)	-0.011 (0.013)	-0.102*** (0.032)	-0.061** (0.028)	-0.120*** (0.043)	-0.036 (0.032)	-0.040 (0.055)	-0.042 (0.038)
Women in Natl Parliament	-0.020 (0.014)	-0.093*** (0.025)	0.012 (0.021)	-0.006 (0.009)	-0.000 (0.019)	-0.005 (0.012)	-0.041** (0.016)	-0.036 (0.023)	-0.040** (0.019)	-0.050*** (0.014)	-0.047 (0.034)	-0.053*** (0.018)
Employment Gap	0.033*** (0.011)	0.043* (0.026)	0.030** (0.015)	-0.034*** (0.011)	-0.046** (0.020)	-0.027*** (0.010)	-0.054*** (0.020)	-0.097*** (0.026)	-0.031 (0.026)	-0.027 (0.019)	0.021 (0.033)	-0.056** (0.025)
Religiosity	-0.009 (0.006)	-0.028** (0.012)	-0.002 (0.009)	0.007 (0.005)	0.008 (0.009)	0.007 (0.006)	-0.001 (0.010)	-0.007 (0.010)	0.005 (0.013)	-0.006 (0.008)	-0.010 (0.023)	-0.008 (0.011)
Age	-0.021** (0.010)	-0.000 (0.017)	-0.031*** (0.010)	-0.003 (0.008)	-0.016 (0.015)	0.002 (0.008)	0.023*** (0.009)	0.013 (0.021)	0.026*** (0.007)	0.012 (0.008)	0.019 (0.021)	0.009 (0.009)
Constant	0.019 (0.951)	2.127 (1.522)	-0.748 (1.374)	-0.411 (0.615)	0.013 (1.149)	-0.763 (0.763)	0.273 (1.135)	1.529 (1.796)	-0.576 (1.183)	0.895 (0.951)	-0.464 (2.155)	1.847 (1.138)
Observations	745	273	472	745	273	472	745	273	472	745	273	472
Pseudo R ²	0.0427	0.0910	0.0456	0.00945	0.0208	0.0159	0.0696	0.0965	0.0700	0.0330	0.0340	0.0517
Wald X ² (12)	112.5	31.09	80.03	45.20	12.46	84.59	61.71	57.11	60.85	32.43	8.734	27.44
Prob > X ²	0.000	0.000	0.000	0.000	0.132	0.000	0.000	0.000	0.000	0.000	0.365	0.000

Standard errors clustered on 28 countries in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table S3.5: Political Experience and National Gender Quotas: Belonging to Religiosity Measure

VARIABLES	(1) National Party Office			(2) Former MPs			(3) Local Politicians			(4) Incumbents		
	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male
National Gender Quota	0.349*	0.209	0.404**	0.208	0.484***	0.139	0.012	0.045	0.028	-0.384**	-0.117	-0.538***
	(0.207)	(0.320)	(0.176)	(0.142)	(0.132)	(0.184)	(0.138)	(0.119)	(0.183)	(0.185)	(0.205)	(0.186)
Closed List	0.046	0.077	0.074	-0.613**	-1.714***	-0.145	0.597***	0.373	0.671**	0.893**	0.697	0.962**
	(0.373)	(0.549)	(0.407)	(0.306)	(0.215)	(0.392)	(0.226)	(0.257)	(0.304)	(0.417)	(0.427)	(0.429)
Disproportionality	0.077	0.061	0.103	0.102**	0.071*	0.123	0.095*	0.025	0.119*	0.063	-0.014	0.088
	(0.055)	(0.109)	(0.063)	(0.051)	(0.038)	(0.079)	(0.054)	(0.053)	(0.072)	(0.072)	(0.110)	(0.077)
# of Districts	-0.096**	-0.098	-0.115***	-0.115***	-0.174***	-0.099***	0.025	0.009	0.031	-0.023	-0.079**	0.007
	(0.039)	(0.068)	(0.035)	(0.019)	(0.036)	(0.024)	(0.023)	(0.023)	(0.028)	(0.021)	(0.034)	(0.022)
Women in Natl Parliament	-0.022	-0.028	-0.016	-0.000	-0.015	0.003	0.059***	0.032*	0.068***	0.027	-0.017	0.044**
	(0.021)	(0.033)	(0.023)	(0.018)	(0.021)	(0.024)	(0.017)	(0.019)	(0.024)	(0.022)	(0.030)	(0.021)
Women with Degree	0.007	-0.005	0.012	0.032***	0.035***	0.030***	0.002	0.003	0.001	0.003	0.002	0.004
	(0.007)	(0.009)	(0.008)	(0.005)	(0.008)	(0.007)	(0.004)	(0.005)	(0.006)	(0.005)	(0.006)	(0.005)
Religiosity	0.004	-0.010	0.009	0.017***	0.005	0.024***	-0.001	-0.007	0.001	0.002	-0.003	0.001
	(0.008)	(0.016)	(0.009)	(0.006)	(0.008)	(0.008)	(0.008)	(0.007)	(0.012)	(0.010)	(0.013)	(0.010)
Age	0.023**	0.039	0.015	0.045***	0.052***	0.043***	0.021***	0.045***	0.011	0.053***	0.058***	0.055***
	(0.011)	(0.024)	(0.013)	(0.007)	(0.015)	(0.011)	(0.007)	(0.012)	(0.010)	(0.006)	(0.012)	(0.009)
Constant	-3.530*	-2.134	-4.060*	-8.243***	-7.619***	-8.378***	-4.302***	-3.915***	-4.318**	-4.611**	-2.570	-5.615***
	(1.904)	(2.723)	(2.231)	(1.394)	(1.768)	(2.013)	(1.269)	(1.408)	(1.710)	(1.797)	(2.206)	(1.882)
Observations	752	276	476	752	276	476	751	275	476	752	276	476
Pseudo R ²	0.0442	0.0485	0.0536	0.178	0.252	0.155	0.0618	0.0673	0.0687	0.0799	0.0830	0.0948
Wald X ² (12)	30.47	7.652	36.28	163.3	234.4	117.9	60.76	45.89	28.34	157	38.35	126.1
Prob > X ²	0.000	0.468	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000

Standard errors clustered on 28 parties in parentheses

*** p<0.01, ** p<0.05, * p<0.1

Table S3.5: Professional Experience and National Gender Quotas: Religiosity Measure

VARIABLES	(1)			(2)			(3)			(4)		
	Legal			Economics and Finance			International Affairs			PhD		
	All	Female	Male	All	Female	Male	All	Female	Male	All	Female	Male
National Gender Quota	0.464***	0.833***	0.314***	-0.103	0.077	-0.192***	0.325**	0.363**	0.307**	0.260	-0.191	0.459**
	(0.090)	(0.183)	(0.096)	(0.080)	(0.144)	(0.068)	(0.127)	(0.171)	(0.147)	(0.160)	(0.177)	(0.200)
Closed List	0.111	-0.359	0.300	0.273	-0.330	0.567***	-0.693**	-0.851*	-0.596	-0.187	0.020	-0.222
	(0.206)	(0.371)	(0.254)	(0.177)	(0.379)	(0.156)	(0.325)	(0.458)	(0.366)	(0.322)	(0.572)	(0.327)
Disproportionality	-0.061	-0.218**	0.004	-0.002	0.029	-0.013	0.017	-0.012	0.045	-0.133**	-0.064	-0.165**
	(0.044)	(0.085)	(0.056)	(0.037)	(0.064)	(0.042)	(0.063)	(0.094)	(0.067)	(0.059)	(0.116)	(0.073)
# of Districts	-0.020	-0.013	-0.025	0.001	0.019	-0.003	-0.082***	-0.026	-0.109***	-0.028	-0.047	-0.023
	(0.016)	(0.037)	(0.020)	(0.013)	(0.032)	(0.012)	(0.029)	(0.037)	(0.037)	(0.031)	(0.043)	(0.037)
Women in Natl Parliament	-0.026	-0.099***	0.006	-0.004	-0.001	-0.003	-0.028	-0.017	-0.034	-0.041**	-0.037	-0.040*
	(0.017)	(0.026)	(0.023)	(0.012)	(0.023)	(0.013)	(0.021)	(0.033)	(0.021)	(0.017)	(0.035)	(0.022)
Women with degree	-0.009*	-0.010	-0.008	0.004	0.003	0.004	0.012**	0.019***	0.006	0.009	0.005	0.012
	(0.005)	(0.009)	(0.007)	(0.003)	(0.007)	(0.004)	(0.006)	(0.007)	(0.007)	(0.007)	(0.008)	(0.008)
Regular Service Attendance	-0.004	-0.020	0.003	0.001	-0.002	0.003	-0.009	-0.024*	0.001	-0.009	-0.002	-0.014
	(0.007)	(0.013)	(0.010)	(0.005)	(0.010)	(0.006)	(0.010)	(0.013)	(0.012)	(0.008)	(0.016)	(0.012)
Age	-0.021**	-0.002	-0.031***	-0.002	-0.013	0.003	0.024***	0.013	0.026***	0.012	0.016	0.009
	(0.010)	(0.019)	(0.010)	(0.008)	(0.015)	(0.008)	(0.009)	(0.020)	(0.007)	(0.008)	(0.020)	(0.009)
Constant	2.033	4.519**	1.031	-1.494	-0.977	-1.861**	-2.599	-3.141	-2.139	-1.168	-1.480	-1.210
	(1.291)	(2.169)	(1.564)	(0.986)	(2.130)	(0.942)	(1.736)	(2.602)	(1.873)	(1.714)	(2.958)	(1.808)
Observations	745	273	472	745	273	472	745	273	472	745	273	472
Pseudo R ²	0.0404	0.0869	0.0437	0.00413	0.00994	0.0131	0.0626	0.0780	0.0670	0.0338	0.0337	0.0444
Wald X ² (12)	137.4	31.46	86.48	8.725	4.517	42.18	42.79	24	49.79	35.85	9.865	16.53
Prob > X ²	0.000	0.000	0.000	0.366	0.808	0.000	0.000	0.00229	0.000	0.000	0.275	0.0354

Standard errors clustered on 28 parties in parentheses

*** p<0.01, ** p<0.05, * p<0.1