# Appendix

## DV: Knowledgeability

**Table 5:** ATEs of Quota Treatments on Perceived Knowledgeability

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | *Dependent variable:* | |  |
| Knowledgeability AT | Knowledgeability CH | Knowledgeability DE | Knowledgeability pooled |
|  | (1) | (2) | (3) | (4) |
| Women’s Quota | −0.005 | 0.260 | -0.009 | 0.10 |
|  | [−**0.22**, **0.21**] | [−0.06, **0.46**] | [-**0.27**, **0.25**] | [−0.04, **0.25**] |
| Ceiling Quota | 0.040 | 0. 068 | 0.040 | 0.05 |
|  | [−**0.18**, **0.25**] | [−0.16, **0.30**] | [−**0.27**, **0.35**] | [−0.17, **0.27**] |
| Constant | 3.92∗∗∗ | 3.73∗∗∗ | 3.74∗∗∗ | 3.88∗∗∗ |
|  | (0.076) | (0.079) | (0.078) | (0.081) |
| Observations | 382 | 442 | 241 | 1065 |

∗p*<*0.1; ∗∗p*<*0.05; ∗∗∗p*<*0.01

*Note:* 90% confidence intervals in square brackets. Heteroskedasticity-robust standard errors (HC2) clustered on the country level for the pooled model. Estimated weighted by known population quantities. Fixed effects in the pooled model are not displayed to increase readability. Bold: Cohen’s *d* is higher than .2. Underlined: Cohen’s *d* is higher than .3.

**Figure 6:** Interaction of Treatment and Political Party of Elite. DV: Perceived Knowledgeability

Diagram

Description automatically generated with low confidence

Note: Point estimates and 95% confidence interval.

## Interactions by Gender

**Figure 7:** Interaction of Treatment and Gender of Party Elite DV: Perceived Competence, Knowledgeability, Suitability for Higher Office, and GAL-TAN Position

Diagram

Description automatically generated

Note: Weighted Point estimates and 95% confidence interval.

## Interactions by Party

**Figure 8:** Interaction of Treatment and Political Party of Elite. Perceived GAL-TAN Position

Chart

Description automatically generated with medium confidence

Note: Point estimates and 95% confidence interval.

## Response Rate and Attention Checks

**Table 6:** Response Rates for Selected Pre-Treatment Covariates

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | Contacted | Responses | Response Rate |
| Total |  | 5850 | 1183 | 20.9 |
| Country | Germany | 1629 | 252 | 15.4 |
| Austria | 2777 | 453 | 16.3 |
| Switzerland | 1444 | 478 | 33.1 |
| Parties DE | AfD | 130 | 17 | 13.0 |
| CDU / CSU | 363 | 33 | 9.9 |
| FDP | 343 | 72 | 20.9 |
| GREENS | 150 | 31 | 20.6 |
| LEFT | 285 | 66 | 23.1 |
| SPD | 347 | 33 | 9.5 |
| Parties AT | FPÖ | 333 | 34 | 10. 0 |
|  | GREENS | 632 | 174 | 27.0 |
| NEOS | 269 | 62 | 23.0 |
| OEVP | 688 | 59 | 8.0 |
| SPOE | 791 | 124 | 15.6 |
| Parties CH | BDP | 76 | 23 | 30.2 |
|  | CVP | 249 | 92 | 36.9 |
| FDP | 279 | 96 | 34.4 |
| GLP | 167 | 50 | 29.9 |
| GPS | 161 | 68 | 42.0 |
| SP | 211 | 79 | 37.4 |
| SVP | 301 | 118 | 23.2 |
| Gender | Male | 3881 | 781 | 20.1 |
| Female | 1969 | 401 | 20.3 |
| Age | Under 40 | 1309 | 249 | 19.0 |
| 40 and Older | 3312 | 888 | 26.8 |

To ensure that respondents were paying attention to the experiment, attention checks were used. After listening to the audio clip, party elites had to answer two questions on the content of the audio clip. Only the data of elites that answered the questions correctly were used in the subsequent analysis. Of the 252 party elites completing the survey in the German experiment, 11 failed the questions and therefore were discarded. Austrian Party elites had to pass a similar attention check as party elites in the German experiment. Out of the 453 party elites completing the survey, 71 failed the attention check. Swiss elites also had to answer two questions regarding the content of the audio clip. 478 party elites finished the survey, out of which 442 passed the attention check.

## Balance Statistics

**Table 8:** Respondent Balance Statistics

Control Women’s Quota Ceiling Quota

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Total |  | 363 | 368 | 360 |
| Gender | Male | 236 | 243 | 227 |
|  | Female | 121 | 117 | 121 |
| Age | Under 20 | 2 | 2 | 1 |
|  | 20-29 | 31 | 32 | 37 |
| 30-39 | 61 | 59 | 57 |
| 40-49 | 76 | 72 | 68 |
| 50-59 | 110 | 116 | 107 |
| 60-69 | 62 | 63 | 65 |
| Over 70 | 15 | 16 | 13 |
| Education | Lower | 12 | 12 | 9 |
|  | Middle | 57 | 53 | 52 |
| High | 85 | 87 | 77 |
| University | 203 | 208 | 209 |
| Migration | None | 292 | 291 | 289 |
| Background | One Parent | 42 | 45 | 36 |
|  | Two Parents | 10 | 11 | 11 |
| Migrated myself | 13 | 13 | 12 |

**Figure 9:** Density of Respondents’ Political Position on a Left-Right Scale (0-10)

Chart, line chart

Description automatically generated

*Note*: A: Pooled Data, B: Germany, C: Austria, D: Switzerland; Dotted Line indicates mean

**Figure 10:** Density of Respondents’ Economic Position on a Left-Right Scale (0-10)

Chart, line chart

Description automatically generated

*Note*: A: Pooled Data, B: Germany, C: Austria, D: Switzerland; Dotted Line indicates mean

## Unweighted Estimation

**Table 8:** Unweighted ATEs of Quota Treatments on Perceived Competence

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | *Dependent variable:* | |  |
| Competence AT | Competence CH | Competence DE | Competence pooled |
|  | (1) | (2) | (3) | (4) |
| Women’s Quota | 0.144 | 0.166 | −0.136 | 0.089 |
|  | [−0.08, **0.37**] | [−0.03, **0.36**] | [−**0.39**, 0.12] | [−0.05, .23] |
| Ceiling Quota | 0.098 | -0.115 | -0.077 | −0.029 |
|  | [−0.13, **0.33**] | [−**0.33**, 0.10] | [-**0.35**, 0.19] | [−**0.25**, 0.19] |
| Constant | 3.786∗∗∗ | 3.90∗∗∗ | 3.718∗∗∗ | 3.846∗∗∗ |
|  | (0.076) | (0.079) | (0.078) | (0.081) |
| Observations | 382 | 442 | 241 | 1065 |

∗p*<*0.1; ∗∗p*<*0.05; ∗∗∗p*<*0.01

**Table 9:** Unweighted ATEs of Quota Treatments on Perceived Suitability for Higher Office

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  |  | *Dependent variable:* | |  |
| Higher Office AT | Higher Office CH | Higher Office DE | Higher Office pooled |
|  | (1) | (2) | (3) | (4) |
| Women’s Quota | 0.096 | 0.145 | 0.069 | 0.079 |
|  | [−0.10, **0.29**] | [−0.07, **0.36**] | [−**0.35**, **0.21**] | [−0.06, **0.21**] |
| Ceiling Quota | 0.022 | −0.025 | 0.051 | −0.013 |
|  | [−0.19, **0.23**] | [−**0.25**, 0.20] | [−**0.33**, **0.22**] | [−0.19, 0.16] |
| Constant | 3.446∗∗∗ | 3.404∗∗∗ | 3.371∗∗∗ | 3.463∗∗∗ |
|  | (0.076) | (0.079) | (0.078) | (0.081) |
| Observations | 382 | 442 | 241 | 1065 |

∗p*<*0.1; ∗∗p*<*0.05; ∗∗∗p*<*0.01

*Note:* 90% confidence intervals in square brackets. Heteroskedasticity-robust standard errors (HC2) clustered on the country level for the pooled model. Fixed effects in the pooled model are not displayed to increase readability. Bold: Cohen’s *d* is higher than .2. Underlined: Cohen’s *d* is higher than .3.

## Summary Statistics

|  |  |  |  |
| --- | --- | --- | --- |
| Table 10: Summary Statistics for the Main Outcome Variables | | | |
|  | **Austria** | **Switzerland** | **Germany** |
| Competence |  |  |  |
| min | 1 | 1 | 1 |
| max | 5 | 5 | 5 |
| mean (sd) | 3.86 ± 1.09 | 3.92 ± 1.08 | 3.64 ± 1.02 |
| Higher Office |  |  |  |
| min | 1 | 1 | 1 |
| max | 5 | 5 | 5 |
| mean (sd) | 3.49 ± 1.00 | 3.44 ± 1.17 | 3.31 ± 1.04 |
| GAL-TAN |  |  |  |
| min | 0 | 0 | 0 |
| max | 10 | 10 | 10 |
| mean (sd) | 4.42 ± 1.67 | 2.71 ± 1.58 | 2.75 ± 1.50 |
| Knowledgeability |  |  |  |
| min | 0 | 0 | 0 |
| max | 5 | 5 | 5 |
| mean (sd) | 3.97 ± 0.93 | 3.90 ± 1.05 | 3.83 ± 0.9 |
| n | 382 | 442 | 241 |

## Estimation with fixed effects

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Table 11:** German Experiment Estimation with Party Fixed Effects and Interactions | | | | |
|  | Dependent variable: | | | |
|  |  | | | |
|  | Competence | Higher Office | GAL-TAN | Knowledgeability |
|  | (1) | (2) | (3) | (4) |
|  | | | | |
| Women's Quota | -0.124 | -0.258 | 0.192 | -0.032 |
|  | (0.413) | (0.391) | (0.551) | (0.343) |
|  |  |  |  |  |
| Ceiling Quota for Men | 0.010 | 0.167 | -0.880 | 0.235 |
|  | (0.406) | (0.384) | (0.541) | (0.337) |
|  |  |  |  |  |
| GREENS | -0.227 | 0.196 | -0.272 | 0.422 |
|  | (0.570) | (0.540) | (0.761) | (0.473) |
|  |  |  |  |  |
| SPD | -0.636 | -0.015 | 0.661 | -0.426 |
|  | (0.387) | (0.366) | (0.517) | (0.321) |
|  |  |  |  |  |
| FDP | 0.076 | 0.322 | -0.455 | 0.270 |
|  | (0.394) | (0.373) | (0.526) | (0.327) |
|  |  |  |  |  |
| CDU / CSU | -0.749\* | -0.732\*\* | 0.888\* | -0.457 |
|  | (0.382) | (0.362) | (0.510) | (0.317) |
|  |  |  |  |  |
| AfD | -0.537 | -0.678 | 0.681 | -0.415 |
|  | (0.460) | (0.435) | (0.613) | (0.382) |
|  |  |  |  |  |
| Women's Quota:GREENS | 0.032 | -0.050 | -0.559 | -0.673 |
|  | (0.717) | (0.679) | (0.957) | (0.595) |
|  |  |  |  |  |
| Ceiling Quota for Men:GREENS | 0.294 | -0.309 | 0.029 | -0.358 |
|  | (0.738) | (0.698) | (0.984) | (0.612) |
|  |  |  |  |  |
| Women's Quota:SPD | 0.369 | 0.845\* | -1.416\* | 0.730 |
|  | (0.540) | (0.511) | (0.721) | (0.448) |
|  |  |  |  |  |
| Ceiling Quota for Men: SPD | 0.704 | 0.334 | -0.684 | 0.626 |
|  | (0.541) | (0.512) | (0.722) | (0.449) |
|  |  |  |  |  |
| Women's Quota:FDP | 0.021 | 0.156 | -0.822 | -0.315 |
|  | (0.538) | (0.509) | (0.718) | (0.446) |
|  |  |  |  |  |
| Ceiling Quota for Men:FDP | -0.258 | -0.591 | 0.294 | -0.801\* |
|  | (0.547) | (0.518) | (0.730) | (0.454) |
|  |  |  |  |  |
| Women's Quota:CDU / CSU | 0.050 | 0.425 | -1.003 | 0.075 |
|  | (0.516) | (0.488) | (0.688) | (0.428) |
|  |  |  |  |  |
| Ceiling Quota for Men: CDU / CSU | -0.009 | 0.284 | -0.196 | -0.076 |
|  | (0.513) | (0.485) | (0.684) | (0.426) |
|  |  |  |  |  |
| Women's Quota:AfD | -0.720 | -0.425 | -0.903 | -0.610 |
|  | (0.685) | (0.648) | (0.914) | (0.568) |
|  |  |  |  |  |
| Ceiling Quota for Men:AfD | -1.557\*\* | -0.621 | -0.204 | -1.356\*\* |
|  | (0.646) | (0.611) | (0.861) | (0.536) |
|  |  |  |  |  |
| Constant | 3.942\*\*\* | 3.361\*\*\* | 3.068\*\*\* | 3.916\*\*\* |
|  | (0.305) | (0.289) | (0.407) | (0.253) |
|  |  |  |  |  |
|  | | | | |
| Observations | 241 | 241 | 241 | 241 |
|  | | | | |
| Note: | \*p\*\*p\*\*\*p<0.01 | | | |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Table 12:** Swiss Experiment Estimation with Party Fixed Effects and Interactions | | | | |
|  | Dependent variable: | | | |
|  |  | | | |
|  | Competence | Higher Office | GAL-TAN | Knowledgeability |
|  | (1) | (2) | (3) | (4) |
|  | | | | |
| Women's Quota | 0.076 | -0.080 | 0.294 | 0.326 |
|  | (0.306) | (0.340) | (0.501) | (0.296) |
|  |  |  |  |  |
| Ceiling Quota for Men | 0.241 | 0.096 | 0.202 | 0.145 |
|  | (0.324) | (0.359) | (0.530) | (0.313) |
|  |  |  |  |  |
| SP | -0.448 | -0.231 | 0.427 | -0.054 |
|  | (0.281) | (0.312) | (0.461) | (0.272) |
|  |  |  |  |  |
| GLP | -0.454 | -0.505 | 0.500 | -0.413 |
|  | (0.325) | (0.360) | (0.531) | (0.314) |
|  |  |  |  |  |
| BDP | -0.693 | -0.611 | 0.941 | -0.416 |
|  | (0.464) | (0.514) | (0.759) | (0.449) |
|  |  |  |  |  |
| CVP | -0.308 | -0.614\* | 1.425\*\*\* | -0.652\*\* |
|  | (0.294) | (0.326) | (0.481) | (0.284) |
|  |  |  |  |  |
| FDP | -0.781\*\*\* | -0.909\*\*\* | 1.154\*\* | -0.690\*\* |
|  | (0.278) | (0.309) | (0.456) | (0.269) |
|  |  |  |  |  |
| SVP | -1.121\*\*\* | -1.110\*\*\* | 0.681 | -0.791\*\*\* |
|  | (0.277) | (0.307) | (0.453) | (0.268) |
|  |  |  |  |  |
| Women's Quota: SP | 0.285 | 0.531 | -1.006 | -0.095 |
|  | (0.396) | (0.439) | (0.648) | (0.383) |
|  |  |  |  |  |
| Ceiling Quota for Men:SP | 0.290 | 0.514 | -0.555 | 0.431 |
|  | (0.429) | (0.475) | (0.702) | (0.415) |
|  |  |  |  |  |
| Women's Quota:GLP | 0.044 | 0.243 | -0.020 | 0.128 |
|  | (0.460) | (0.510) | (0.752) | (0.444) |
|  |  |  |  |  |
| Ceiling Quota for Men: GLP | 0.163 | 0.443 | -0.822 | 0.613 |
|  | (0.472) | (0.523) | (0.772) | (0.456) |
|  |  |  |  |  |
| Women's Quota:BDP | 0.047 | 0.295 | -0.154 | 0.294 |
|  | (0.603) | (0.669) | (0.987) | (0.583) |
|  |  |  |  |  |
| Ceiling Quota for Men: BDP | 0.513 | -0.432 | -1.066 | 0.261 |
|  | (0.623) | (0.690) | (1.019) | (0.602) |
|  |  |  |  |  |
| Women's Quota:CVP | -0.165 | 0.281 | -1.210\* | 0.424 |
|  | (0.419) | (0.465) | (0.686) | (0.406) |
|  |  |  |  |  |
| Ceiling Quota for Men: CVP | -0.556 | -0.073 | -1.055 | 0.286 |
|  | (0.428) | (0.474) | (0.700) | (0.414) |
|  |  |  |  |  |
| Women's Quota: FDP | 0.224 | 0.301 | -0.166 | 0.057 |
|  | (0.394) | (0.437) | (0.645) | (0.381) |
|  |  |  |  |  |
| Ceiling Quota for Men:DP | -0.965\*\* | -0.137 | -0.871 | 0.088 |
|  | (0.411) | (0.455) | (0.672) | (0.397) |
|  |  |  |  |  |
| Women's Quota:SVP | -0.478 | -0.508 | -1.161\* | -0.720\* |
|  | (0.392) | (0.435) | (0.642) | (0.379) |
|  |  |  |  |  |
| Ceiling Quota for Men:SVP | -1.064\*\*\* | -1.040\*\* | -0.987 | -1.136\*\*\* |
|  | (0.407) | (0.451) | (0.666) | (0.394) |
|  |  |  |  |  |
| Constant | 4.465\*\*\* | 3.996\*\*\* | 2.281\*\*\* | 4.188\*\*\* |
|  | (0.213) | (0.236) | (0.348) | (0.206) |
|  |  |  |  |  |
|  | | | | |
| Observations | 442 | 442 | 442 | 442 |
|  | | | | |
| Note: | \*p\*\*p\*\*\*p<0.01 | | | |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Table 13:** Austrian Experiment Estimation with Party Fixed Effects and Interactions | | | | | |
|  | Dependent variable: | | | |
|  |  | | | |
|  | Competence | Higher Office | GAL-TAN | Knowledgeability |
|  | (1) | (2) | (3) | (4) |
|  | | | | |
| Women's Quota | 0.494\* | 0.327 | -0.670 | 0.154 |
|  | (0.288) | (0.253) | (0.420) | (0.237) |
|  |  |  |  |  |
| Ceiling Quota for Men | 0.516\* | 0.329 | -0.630 | 0.167 |
|  | (0.287) | (0.252) | (0.419) | (0.236) |
|  |  |  |  |  |
| SPÖ | 0.463\* | 0.226 | -0.314 | 0.070 |
|  | (0.265) | (0.233) | (0.387) | (0.218) |
|  |  |  |  |  |
| NEOS | 0.480 | 0.458 | -0.526 | 0.169 |
|  | (0.349) | (0.306) | (0.509) | (0.287) |
|  |  |  |  |  |
| ÖVP | 0.102 | -0.072 | 0.403 | -0.141 |
|  | (0.275) | (0.241) | (0.401) | (0.226) |
|  |  |  |  |  |
| FPÖ | 0.314 | 0.115 | -0.454 | -0.006 |
|  | (0.339) | (0.297) | (0.494) | (0.279) |
|  |  |  |  |  |
| Women's Quota:SPÖ | -0.165 | -0.406 | -0.138 | -0.402 |
|  | (0.379) | (0.332) | (0.552) | (0.312) |
|  |  |  |  |  |
| Ceiling Quota for Men:SPÖ | -0.325 | -0.466 | -0.297 | -0.018 |
|  | (0.381) | (0.334) | (0.556) | (0.314) |
|  |  |  |  |  |
| Women's Quota:NEOS | -0.798 | -0.497 | 0.824 | 0.085 |
|  | (0.520) | (0.456) | (0.758) | (0.428) |
|  |  |  |  |  |
| Ceiling Quota for Men:NEOS | -0.357 | -0.435 | 0.406 | 0.155 |
|  | (0.503) | (0.441) | (0.734) | (0.414) |
|  |  |  |  |  |
| Women's Quota:ÖVP | -0.429 | 0.128 | 0.538 | 0.091 |
|  | (0.376) | (0.330) | (0.549) | (0.310) |
|  |  |  |  |  |
| Ceiling Quota for Men:ÖVP | -0.552 | -0.045 | -0.480 | -0.016 |
|  | (0.387) | (0.340) | (0.565) | (0.319) |
|  |  |  |  |  |
| Women's Quota: FPÖ | -1.140\*\* | -0.939\*\* | 0.480 | -0.719\* |
|  | (0.494) | (0.434) | (0.721) | (0.407) |
|  |  |  |  |  |
| Ceiling Quota for Men: FPÖ | -1.759\*\*\* | -1.233\*\*\* | -0.058 | -1.069\*\*\* |
|  | (0.481) | (0.422) | (0.701) | (0.396) |
|  |  |  |  |  |
| Constant | 3.500\*\*\* | 3.319\*\*\* | 4.990\*\*\* | 3.917\*\*\* |
|  | (0.206) | (0.181) | (0.300) | (0.169) |
|  |  |  |  |  |
|  | | | | |
| Observations | 382 | 382 | 382 | 382 |
|  | | | | |
| Note: | \*p\*\*p\*\*\*p<0.01 | | | |

## Radical Right Respondents Estimation

**Table 14:** Austrian Experiment Estimation with Party Fixed Effects and Interactions

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | | | | |
|  | Dependent variable: | | | |
|  |  | | | |
|  | Competence | Higher Office | GAL-TAN | Knowledgeability |
|  | (1) | (2) | (3) | (4) |
|  | | | | |
| Women's Quota | -0.530\*\* | -0.649\*\* | -0.829\*\* | -0.522\*\* |
|  | (0.249) | (0.266) | (0.365) | (0.245) |
|  |  |  |  |  |
| Ceiling Quota for Men | -1.064\*\*\* | -0.885\*\*\* | -0.835\*\* | -1.033\*\*\* |
|  | (0.240) | (0.256) | (0.352) | (0.236) |
|  |  |  |  |  |
| Country CH | -0.255 | -0.496\*\* | -1.730\*\*\* | -0.571\*\* |
|  | (0.228) | (0.244) | (0.337) | (0.224) |
|  |  |  |  |  |
| Country DE | -0.700\*\* | -0.662\* | -0.862\* | -0.610\* |
|  | (0.332) | (0.354) | (0.486) | (0.327) |
|  |  |  |  |  |
| Constant | 3.731\*\*\* | 3.378\*\*\* | 4.683\*\*\* | 3.985\*\*\* |
|  | (0.235) | (0.250) | (0.344) | (0.231) |
|  |  |  |  |  |
|  | | | | |
| Observations | 106 | 106 | 104 | 106 |
|  | | | | |
| Note: | \*p\*\*p\*\*\*p<0.01 | | | |