

# Bridging the Gender Gap in Political Ambition: Experimental Evidence\*

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## Abstract

One of the main reasons for the continued underrepresentation of women in politics is the persistent, well-documented gender gap in political ambition. We focus on three prominent arguments of how political ambition among young women could be increased: exposure to political role models, a better work-life balance, and less competitive selection procedures. We conducted a field experiment on a sample of students at a leading Swiss university. Subjects were invited to participate in workshops led by well-known female politicians. The results show that the treatment increased interest in the ongoing national election campaign, but did not have a positive effect on political ambition. Moreover, we conducted two survey experiments on the same population. Contrary to expectations, female students were less likely than male students to respond positively to the incentives of a shorter commute, and both genders responded equally favorably to a less competitive selection process.

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# 1 Introduction

Despite significant progress in recent decades, no country has reached full gender equality in political representation. In virtually all countries further efforts are needed to improve gender equality in politics. One of the main reasons why women remain underrepresented is that women are less willing to run for office than men (Lawless and Fox, 2010). This paper focuses primarily on this aspect. Specifically, it considers whether exposure to role models—female politicians with which potential aspirants can identify—has an effect on political ambition (Wolbrecht and Campbell, 2007; Broockman, 2014). Moreover, we consider two structural factors, namely, the challenges of combining a political career with other professional goals and family obligations (Silbermann, 2015), as well as the procedures of access to political office (Kanthak and Woon, 2015).

Our analysis relies on a field experiment and two survey experiments. The field experiment is based on a non-random sample of about 1,000 students attending a prominent Swiss university, a natural pool for the future Swiss political elite, whom we recruited to participate in an online panel. Within the female subsample in the online panel, we randomly assigned invitations to a large event—organized together with the *Frauenzentrale Zürich*, a non-partisan Swiss NGO—in which students listened to a motivational female speaker, participated in workshops led by young, prominent female politicians, and mingled with them over drinks. A few weeks after the event, the *Frauenzentrale Zürich* gave us the names of the women who applied to a mentoring program for young female politicians, which it organizes each year independently from this project. Application to this program constitutes the main, behavioral outcome for our field experiment. We consider also an attitudinal outcome, the motivation to run for office, as measured in our online panel. In addition, we look at information-seeking behavior during the ongoing national election as a third outcome. The two survey experiments were embedded in the same online panel and aimed to test two potential mechanisms of reducing gender inequality in representation, the role of the electoral process on the motivation to run for office (Kanthak and Woon, 2015) and that of factors making it more difficult to maintain work-life balance while pursuing a political career (Silbermann, 2015).

We find that exposure to role models makes women more likely to seek out political information. However, role models do not have a positive effect on the motivation to run for office. Although the effect of the event is imprecisely estimated, if anything, it is negative. Contact with role models hence provided information, but did not motivate young women to pursue public office. Rather, it might

have even discouraged them, likely by exposing the challenges of a political career. This finding holds for both behavioral and attitudinal outcomes. Moreover, we find that changing specific procedural and life-balance factors does not help to increase equality in political ambition either. A shorter commute, which makes it easier to combine political office with family and a career outside politics, encourages men more than women. Finally, removing competition from the process by which a candidate accedes to office increases ambition, but in the same way for women and men. Inequalities are hence maintained, rather than reduced.

## 2 Theory and expectations

There are many reasons why political ambition is weaker among women than among men. Some of the most important factors are the following. First, survey evidence has shown that potential female candidates tend to doubt their abilities, even when their qualifications are objectively as good as those of men (Lawless and Fox, 2010; Fox and Lawless, 2004). Second, a robust experimental finding is that women are put off by competition, both in general and specifically in an electoral context (Kanthak and Woon, 2015). Third, early socialization matters considerably (Fox and Lawless, 2014). Fourth, combining a political career with family obligations and a career outside politics is a greater challenge for women than for men (Silbermann, 2015). Fifth, recruitment plays a crucial role (Fox and Lawless, 2010; Karpowitz, Monson and Preece, 2017).

Role models could help to bring more women into electoral politics. Successful women politicians might make other women more likely to consider running by altering their perceptions of their suitability for a political career (Lawless and Fox, 2010, 174). Fox and Lawless (2004, 272) concludes that “the gender gap narrows considerably and becomes statistically insignificant as women perceive themselves as increasingly qualified to run for office.” Women know more about, and are more active in, politics when they are represented by women (Wolbrecht and Campbell, 2007).

Kanthak and Woon (2015) examined gender differences in sensitivity to competition in the electoral context. They found that “women are equally likely to volunteer when the representative is chosen randomly, but that women are less likely to become candidates when the representative is chosen by an election” (Kanthak and Woon, 2015, 595). It is not political office per se that puts women off, but rather the process by which selection occurs.

The broader societal context plays a role. The demanding requirements of a political career constitute

a greater burden for women than for men. First, “women are less likely to run for state legislative office in districts further from state capitals” (Silbermann, 2015, 123). Second, results from a survey experiment show that a longer commute affects women much more than men in a hypothetical decision of whether to run for local office near home, or national office further away (Silbermann, 2015).

Our paper focuses primarily on role models, but considers also the role of competition and work-life balance by testing mechanisms of improving gender equality in political representation suggested by Kanthak and Woon (2015) and Silbermann (2015), using new data. Concretely, our expectations are the following: (1) exposure to role models increases women’s political ambition; (2) being subject to appointment rather than election increases willingness to serve in political office more for women than for men; and (3) a better work-life balance increases political ambition more among women than among men.

### **3 Research design**

#### **3.1 Context**

All experiments were conducted on the same population, students at a leading Swiss university, because it provides a natural environment for the recruitment of future political leaders. Despite its specificities—most importantly, the late introduction of women’s suffrage at the national level in 1971, as well as the militia system in which only few politicians are professional—Switzerland is not an outlier in cross-national comparisons of women’s political representation. On the contrary, it might even be regarded as a “typical case,” that is, “a case that exemplifies a stable, cross-case relationship” (Seawright and Gerring, 2008, 299), or, in other words, “a low-residual case (on-lier)” (Seawright and Gerring, 2008, 297). As shown in Figure A1, Switzerland is precisely such an on-lier in three studies of women’s representation in national parliaments.

With the help of the Career Services and the student union we registered a sample of 1002 students, 620 female and 382 male, in an online panel, which was ostensibly unlinked to the field experiment. The gender distribution reflects that of the student population. Right after enrollment, participants answered the baseline survey wave, which included questions on gender attitudes and political careers embedded in a longer survey on career and study issues. The survey also measured demographic, as well as social and political background attributes.

## 3.2 Field experiment

To identify the effect of exposure to female role models on political ambition, we randomly assigned invitations to the mentoring event, ‘Women and Career Beyond the Glass Ceiling’, among women who responded to the online survey. We organized the mentoring event in collaboration with several institutional partners including the *Frauenzentrale Zürich*, a Swiss non-partisan NGO that promotes gender equality, the Career Services of the University, and the University’s Gender Equality Commission. The event was held two weeks before the elections to the Swiss National Assembly. Well-known politicians of all major Swiss political parties volunteered to conduct career workshops with female university students. Moreover, we recruited a prominent Swiss business woman to give a motivational speech. The event was followed by an evening reception that provided further opportunities for students and politicians to mingle.

We used blocked random assignment<sup>1</sup> to allocate subjects to the treatment or to the control group. The treatment groups received an e-mail invitation to attend the event, asking subjects to pre-register online (see Figure A2). It was made clear that admission was strictly invitation-only. The control group did not receive any invitation. The invitation was followed by two personalised reminders. After the registration deadline, participants received an email confirming their attendance at the event.

Two weeks after the event, all Wave 1 respondents, regardless of gender, received an invitation to participate in the second wave of the online panel that measured the outcomes of the field experiment, and included two survey experiments. The outcomes are meant to capture an interest in a political career. They include whether subjects attended the event, the self-reported likelihood of running for political office in the future, and the perception of one’s political skills. Moreover, we the *Frauenzentrale* circulated an application to enroll in a more advanced political mentoring program among all female survey participants.<sup>2</sup> Moreover, in the post-treatment wave we also asked students how closely they followed the election campaign, how often they read about the campaign online, and we assessed students’ political knowledge by asking them to identify the candidates who were directly elected to the Swiss Senate a few days earlier.<sup>3</sup> The set-up of the study is displayed in Figure A3.

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<sup>1</sup>Blocks are sign up period and whether the student also volunteered as an assistant at the event

<sup>2</sup><http://www.frauenzentrale-zh.ch/Politik/Mentoring.17.html>.

<sup>3</sup>For each of the three experiments, we use randomization inference to test whether we can reject the sharp null hypotheses that the pre-treatment covariates collected in survey wave 1, do not jointly predict assignment to treatment or control over and above what we would expect from random sampling variability alone. P-values of 0.68 for the field experiment, and 0.26, and 0.16, respectively for the two survey experiments indicate that we cannot reject the sharp null hypothesis that all pre-treatment covariates taken together do not predict the assignment of any unit to treatment or control. We also used randomization inference to test whether we can reject the sharp null hypotheses that treatment assignment does not predict

### 3.3 Survey experiments

The second survey wave included two survey experiments that manipulated demand-side incentives for political careers. They were meant to test mechanisms related to work-life balance (Kanthak and Woon, 2015) and the mode of selection (election versus random allocation) used to determine whether someone holds political office (Silbermann, 2015). We conducted out-of-sample replications of both experiments including both genders, and we used simple random assignment for allocation to treatment and control groups.

*Experiment 1* manipulates the distance traveled from home to either the regional capital where the regional assembly is based, or to the national capital, Bern, where the national assembly is located. Subjects are asked to imagine that they are running for office. They are shown that national office holders receive a more generous remuneration and that national office takes approximately 60% of their time while regional office only takes half of that. They are then presented with the choice to run for regional or for the national assembly. In one of the treatment conditions the regional and national capitals are both 90 minutes away from their home (condition A), in the other condition the national capital is 90 minutes away while the regional capital is relatively close and reachable with a 15 minutes commute (condition B). All other information stays the same. The time gap is less than in the original survey experiment conducted in the US, but it reflects the realities of commuting distances in Switzerland. Subjects are then asked if they would run for regional or for national office. The design of Experiment 1 is shown in Table A1.

*Experiment 2* focuses on whether competitive elections have a negative effect on women's propensity to run for political office (Kanthak and Woon, 2015). In order to test whether the mode of selection matters, we informed subjects that the University student union will hold elections in 2017. In condition A they are told that council members are elected by all university students while in condition B they are told to imagine that members of the council are randomly appointed among all interested students. To strengthen the plausibility of condition B, we emphasize that random selection is used for some courts in Anglo-Saxon countries. Students are then asked if they could imagine running for student council.

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survey attrition in wave 2 over and above what one would expect from sampling variation alone. We cannot find any evidence that survey attrition is a function of treatment assignment.

	Applied to mentoring program		Political ambition	
	ITT		ITT	
Control prop.	0.02		0.36	
Effect of invitation	-0.01 [-0.03, 0.01]	-0.01 [-0.03, 0.01]	-0.17 [-0.39, 0.04]	-0.14 [-0.30, 0.19]
	CACE		CACE	
Attendance rate	0.08		0.08	
Effect of attendance	-0.10 [-0.40, 0.20]	-0.08 [-0.38, 0.22]	-2.12 [-5.10, 0.85]	-1.60 [-3.69, 0.49]
Blocks	Yes	Yes	Yes	Yes
Covariate adjustment	No	Yes	No	Yes
N	596		596	

Table 1: *Applied to mentoring program* (1 = yes, 0 = no), “could see myself running for office in a few years” (0–4 scale), 95% confidence intervals in brackets. Generalized Difference Estimator for ITT (Aronow and Middleton, 2013), 2SLS for CACE.

## 4 Results

Despite the attractive program and the proximity to national elections, only about 8% of students in the treatment group ( $n = 30$  out of 363), attended the event. Table 1 shows the effects of the invitation on whether students applied for the mentoring program offered by the *Frauenzentrale Zürich*, and whether they could see themselves running for a political office in a few years. The behavioral outcome is binary, application (1) or no application (0), and the attitudinal outcome is measured on a 0–4 scale. In the upper rows of Table 1 we report estimates of the Intent-to-Treat (ITT) effect, that is, the effect of sending the invitation to participate in the event on political ambition. The bottom rows display estimates of the Complier Average Causal Effect (CACE), that is, the effect of participation in the event, instrumented with the (randomized) invitation under the exclusion assumption that the invitation itself only affects the outcome through attendance at the event.

The treatment effect estimates for political ambition are in both cases statistically indistinguishable from zero. Moreover, against expectations, the direction of the point estimates is negative. Students assigned to treatment had a lower propensity to apply to the mentoring program and expressed a lower degree of political ambition than the control group. Moreover, students in the treatment group also expressed lower perceptions of their political abilities (see Table A2 in the Appendix). Furthermore, the treatment effects for the subgroup of compliers, those subjects that would attend the event if invited,

	Following the news ITT		Following the news online ITT		Political knowledge ITT	
Control mean	2.86		1.30		0.73	
Invitation	0.19 [-12.83, 0.51]	0.29* [-0.01, 0.58]	0.02 [-0.21, 0.25]	0.13 [-0.09, 0.34]	0.06 [-0.03, 0.15]	0.03 [-0.06, 0.12]
	CACE		CACE		CACE	
Attendance rate	0.08	0.08	0.08	0.08	0.08	0.08
Attendance	2.36 [-1.58, 6.31]	3.32* [-0.41, 7.04]	0.29 [-2.49, 3.07]	1.48 [-1.11, 4.07]	0.66 [-0.43, 1.75]	0.31 [-0.61, 1.22]
Blocks	Yes	Yes	Yes	Yes	Yes	Yes
Covariates	No	Yes	No	Yes	No	Yes
N	446	446	446	446	437	437

\*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$

Table 2: “How often have you followed the news about the election campaign”, 0–6 scale, “How frequently did you follow the campaign online?”, 0–4 scale) and political knowledge (“which politicians got directly elected in the first round of the Swiss Federal Senate election?”. 95% confidence intervals in brackets. Generalized Difference Estimator for ITT (Aronow and Middleton, 2013), 2SLS for CACE.

are substantively large. They amount to  $-2.1$  points on the 5-point attitude scale (unadjusted), and to 10 percentage-points when applying to the mentoring program.

Even though the estimates are imprecise, they suggest that, contrary to our expectations, the effect of the program was not positive. One reason for why the programs may have failed to produce positive effects is that role models can provide students with information that they may find off putting, such as highlighting challenges of work-life balance, negative aspects of electoral competition, or political exposure.

Qualitative evidence from the workshops supports the idea that role models confronted students with a “reality check” likely to be discouraging to many. The politicians gave a candid assessment of the challenges women can expect to be confronted with when running for office. For instance, one politician emphasized that when she first took office a few years ago, she was the only woman in the legislature who had small children and lived far from the capital. The same politician also presented herself as someone “with above-average energy resources.” It is not difficult to see how some young women, or indeed men, might be put off by such statements. The message is, “it’s possible to do what I do, but few women can.” Moreover, another politician put considerable emphasis on the challenges women face when combining a demanding professional career with a family life. This was a common thread in all workshops. One politicians even discussed a book titled “The ‘Anything is Possible’ Lie: Why Career and Family Cannot be Reconciled.”



	All	Women	Men
Running for national office			
Control prop.	0.69	0.63	0.83
Longer commute	-0.07**	-0.03	-0.15*
	[-0.13, -0.00]	[-0.11, 0.06]	[-0.26, -0.05]
Covariate-adjusted	-0.06**	-0.01	-0.13**
	[-0.13, -0.01]	[-0.10, 0.09]	[-0.24, -0.03]
Ambition to become a student representative			
Control mean	1.17	1.14	1.26
Less competitive selection	0.16*	0.12	0.20
	[-0.00, 0.33]	[-0.07, 0.31]	[-0.10, 0.51]
Covariate-adjusted	0.13*	0.12	0.06
	[-0.03, 0.30]	[-0.06, 0.31]	[-0.26, 0.38]
N	723	475	243

\*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$

Table 3: *Effect of longer commute and of a less competitive election on political ambition. Outcomes: running for national office (1 = national office, 0 = local office), “could see myself becoming a students’ representative” (0–4 scale), Generalized difference estimates with 95% randomization-inference confidence intervals in brackets.*

These results raise the question whether the event failed to excite students. Table 2 displays the results of the invitation on interest in the ongoing election campaign, and on political knowledge. If subjects perceived the workshops as boring or irrelevant, the event should have had a negative effect on interest in following the ongoing election campaign. However, this does not appear to be the case. In fact, subjects in the treatment group report following the campaign more frequently via traditional media than subjects in the control group, and also record higher levels of online media consumption and political knowledge, albeit the latter effects are not statistically significant. Moreover, we asked the research assistants who documented the workshops to rate their quality. The average rating was 5 out of 6, indicating that the workshops were perceived as successful.

Table 3 reports the results of both survey experiments. The upper part displays the effects of a longer commute on the choice between local and national office, and the lower part displays the effects of a less competitive selection procedure on subjects’ willingness to run for student council.

The first experiment shows that when national office implies a longer commute than local office, more students opt for local office. Effect size is seven percentage points, which is statistically different from zero. However, a longer commute appears to affect women and men differently. Specifically, men are *more* responsive to a longer commute than women are. Men are more likely than women to prefer national office under either scenario, and men are significantly more responsive to the time of

the commute than women, significant at the 10% level. <sup>4</sup>

The lower part of Table 3 reports the results of the second survey experiment, in which we vary the procedures by which candidates are selected as student representatives. In the control group, interest in becoming a students' representative is just above 1 on a 0–4 scale, and lower for women than for men. As expected, motivation is higher if selection is made randomly than if it occurs via a competitive election. Effect sizes are comparable to the difference between men and women under a competitive election. Moreover, the effects of the treatment are similar for men and women. <sup>5</sup>

## 5 Conclusion

Contact with female role models did not increase political ambition. This might be because, in relating their experiences, role models sometimes confirm the structural barriers that prevent women from pursuing a political career. This interpretation is supported by qualitative evidence collected during the field experiment and is consistent with Lerner and Malmendier (2013), who argue that role models can have a discouraging effect on individuals least likely to succeed in that specific career. Furthermore, our results qualify our prior beliefs about the effectiveness of two specific mechanisms that may improve gender inequality in representation. Against expectations, we find that a shorter commute encourages men to run for office more than it does for women, although men's motivation to run for national parliament remains higher even if the commute is longer. Finally, the competitiveness of selection procedures appears to matter equally for women and for men. Role models do not necessarily have a positive effect on political ambition, at least not on women with low predisposition for a political career, and especially if they share their experience in candid ways, including the challenges and difficulties they have faced. Our findings therefore qualify the results from previous studies that emphasized the benefits of exposure to political role models. Although role models might be asked to project a more uplifting message, a realistic insight in their experiences is what young women get in many mentoring programs. Such insights are arguably desirable for young women to make informed choices. Moreover, as argued by Lerner and Malmendier (2013), an honest reality check may have a discouraging effect overall, but helps to sort promising individuals from those who may not be suited for politics. The implication of these findings is that specific interventions, targeting plausible, proximate sources of the gender gap, are unlikely to improve gender equality (in politics) if not accompanied by broader

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<sup>4</sup>See table A3 in the Appendix.

<sup>5</sup>Tables A3 and A4 in the Appendix displays OLS estimates, essentially equivalent to those in Table 3.

societal or institutional changes. Even if role models may be important as a sorting mechanism, they are unlikely to significantly increase the motivation of women to run for political office.

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## A1 Appendix

	NR	KR	
Commute	90 Min.	90 Min.	Condition A
Workload	60%	30%	
Salary	133k Fr./year	23k Fr./year	
Commute	90 Min.	15 Min.	Condition B
Workload	60%	30%	
Salary	133k Fr./year	23k Fr./year	

Table A1: *Survey experiment 1: design*

	ITT	ITT	CACE	CACE
Control mean	2.32			
Effect of invitation	-0.07 [-0.30, 0.18]	0.01 [-0.21, 0.23]		
Attendance rate			0.08	0.08
Effect of attendance			-0.88 [-3.83, 2.07]	0.08 [-2.59, 2.74]
Blocks	Yes	Yes	Yes	Yes
Covariate adjustment	No	Yes	No	Yes
Estimator	GDE	GDE	2SLS	2SLS
N	443	443	443	443

Table A2: *Field experiment: Attitudinal outcome* (“After you graduated from university and worked for a couple of years, do you think you would be well prepared and well qualified to run for office?”, 0–4 scale). 95% confidence intervals in brackets. GDE: Generalized Difference Estimator (Aronow and Middleton, 2013).

	Model 1	Model 2	Model 3	Model 4
(Intercept)	0.78*** (0.03)	0.82*** (0.04)	-26.60 (19.65)	-24.50 (19.75)
Longer commute	-0.07** (0.03)	-0.16** (0.06)	-0.07* (0.06)	-0.16*** (0.06)
Woman	-0.13*** (0.04)	-0.19*** (0.05)	-0.11** (0.04)	-0.18*** (0.06)
Longer commute × Woman		0.12* (0.07)		0.14* (0.05)
Covariates	No	No	Yes	Yes
Num. obs.	723	723	723	723

\*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$

Table A3: *Survey experiment: Effect of longer commute on ambition (1 = national office, 0 = local office). OLS estimates with standard errors in parentheses.*

	Model 1	Model 2	Model 3	Model 4
(Intercept)	1.28*** (0.09)	1.25*** (0.10)	-37.40 (46.3)	-37.36 (46.22)
Random selection	0.15* (0.08)	0.21 (0.15)	0.13 (0.08)	0.14 (0.14)
Woman	-0.16* (0.09)	-0.11 (0.13)	-0.08 (0.10)	-0.08 (0.14)
Random selection × Woman		0.09 (0.18)		-0.01 (0.18)
Covariates	No	No	Yes	Yes
Num. obs.	723	723	723	723

\*\*\*  $p < 0.01$ , \*\*  $p < 0.05$ , \*  $p < 0.1$

Table A4: *Survey experiment: Effect of selection procedures on ambition (“could see myself becoming a students’ representative”, 0–4 scale). OLS estimates with standard errors in parentheses.*

Women's political representation:  
Switzerland is a "typical" case

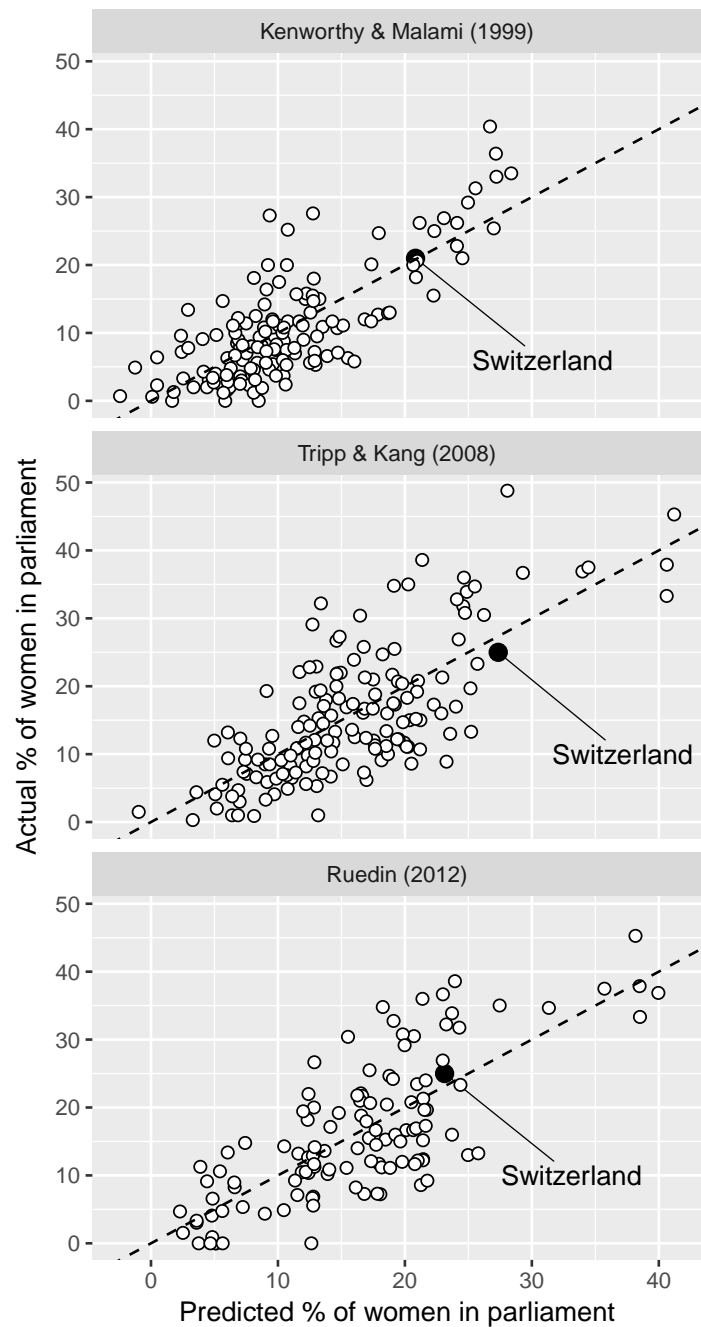


Figure A1: Switzerland as a “typical” case. The analyses replicate Kenworthy, Lane and Melissa Malami. 1999. “Gender Inequality in Political Representation: A Worldwide Comparative Analysis.” *Social Forces* 78(1):235–269; Tripp, Aili Mari and Alice Kang. 2008. “The Global Impact of Quotas: On the Fast Track to Increased Female Legislative Representation.” *Comparative Political Studies* 41(3):338–361; and Ruedin, Didier. 2012. “The Representation of Women in National Parliaments: A Cross-national Comparison.” *European Sociological Review* 28(1):96–109.

An:

Liebe

**Wie kann ich meinen beruflichen Einstieg vorbereiten? Muss ich meine Karriere planen? Mit welchen Hürden ist zu rechnen? Wie bringe ich in Zukunft Familie und Beruf unter einen Hut?**

Antworten auf diese Fragen finden Sie am 8. Oktober auf der Veranstaltung „Frauen und Karriere jenseits der Glasdecke“ an der Universität Zürich. Die Veranstaltung mit bekannten Personen aus Wirtschaft und Politik ist für Sie kostenlos.

Anmeldung oder Abmeldung bis spätestens 30. September: [Hier geht's zur Registrierung](#)

19 Politikerinnen und Politiker (aus dem National- und Kantonsrat) berichten in Workshops über ihren beruflichen und politischen Werdegang und beraten Sie mit konkreten Tipps zum Thema Karriereplanung. Das Input-Referat hält Heliane Canepa. Die erfolgreiche Managerin war zwei Mal Unternehmerin des Jahres und in der Geschäftsleitung von grossen Unternehmen. Heute ist Heliane Canepa CEO beim FC Zürich und berät kostenlos Frauen bei Firmengründungen. Zudem hat auch sie verschiedene Verwaltungsratsmandate.

Organisiert wird der Anlass vom Institut für Politikwissenschaft, der Frauenzentrale Zürich, den Career Services UZH und der Gleichstellungskommission UZH.

Weitere Details finden Sie in der [Einladung](#).

Es ist nur eine begrenzte Anzahl von Plätzen vorhanden. Die Einladung ist deshalb nicht übertragbar.

Wir freuen uns auf Sie!



## Wie plane ich meine Karriere?

Welches sind die grössten Herausforderungen? Wie kann ich meinen beruflichen Einstieg erleichtern? Wie bringe ich Familie und Beruf unter einen Hut? Politikerinnen und Politiker berichten in Workshops über ihren beruflichen und politischen Werdegang und beraten Studentinnen bei der Karriereplanung mit konkreten Tipps.

Datum: **Donnerstag, 8. Oktober 2015, 18.00 Uhr**  
Ort: **Universität Zürich, Aula**

18.00 Uhr **Begrüssung, Ziele der Veranstaltung**  
**Inputreferat: Heliane Canepa, Unternehmerin,**  
**Delegierte des Verwaltungsrates FC Zürich**

19.00 Uhr **Workshops**

20.00 Uhr **Apéro im Lichthof**

Organisiert wird der Anlass vom Institut für Politikwissenschaft, der Frauenzentrale Zürich, den Career Services UZH und der Gleichstellungskommission UZH.

## LEITUNG WORKSHOPS

- Angelo Barrile (SP), Kantonsrat
- Barbara Steinemann (SVP), Kantonsrätin
- Beat Walti (FDP), Nationalrat
- Beatrix Frey-Eigenmann (FDP), Kantonsrätin
- Corinne Thomet-Bürki (CVP), Kantonsrätin
- Esther Guyer (Grüne), Kantonsrätin
- Esther Straub (SP), Kantonsrätin
- Jacqueline Badran (SP), Nationalrätin
- Judith Stofer (AL), Kantonsrätin
- Kathy Riklin (CVP), Nationalrätin
- Maria Rohweder-Lischer (Grüne), Kantonsrätin
- Markus Bischoff (AL), Kantonsrat
- Michael Zeugin (glp), Kantonsrat
- Nik Gugger (EVP), Kantonsrat
- Regine Sauter (FDP), Kantonsrätin
- Regula Rytz (Grüne), Nationalrätin
- Rosmarie Quadranti (BDP), Nationalrätin
- Thomas Hardegger (SP), Nationalrat
- Tiana Moser (glp), Nationalrätin



Figure A2: Invitation and flyer e-mailed to the treatment group

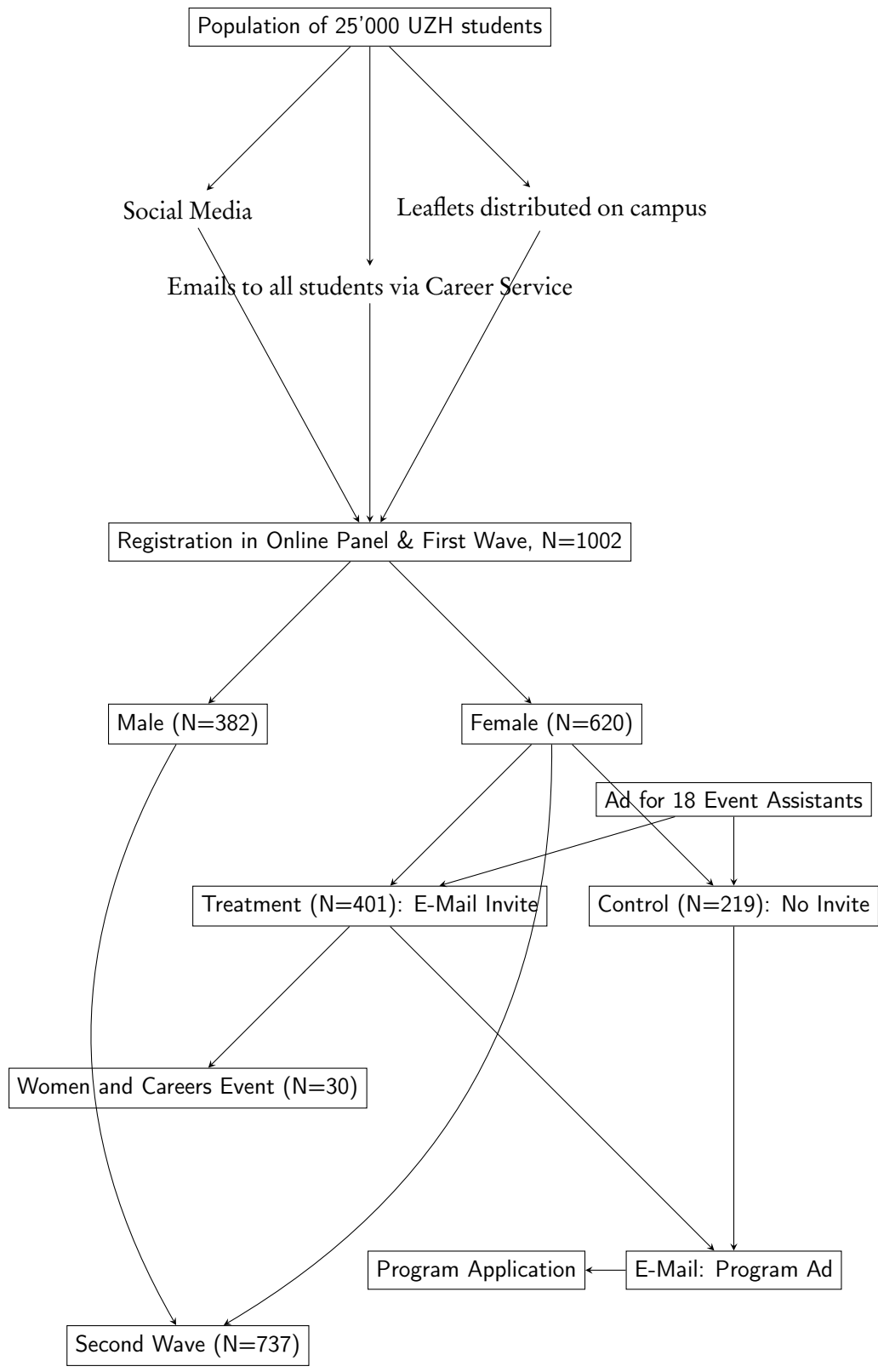


Figure A3: Study set-up