**Appendix**

# Table A1: Sample Descriptive Statistics

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Total** | **United States** | **Canada** | **Australia** |
| n | 25,994 | 8,454 | 9,127 | 8,413 |
| Jane/John should receive a pay raise [Australia: pay rise]. |  |  |  |  |
| Strongly agree (0.5) (%) | 9.0 | 12.3 | 7.8 | 6.9 |
| Somewhat agree (0.25) (%) | 13.6 | 15.3 | 14.3 | 11.1 |
| Neither agree nor disagree (0) (%) | 38.6 | 39.5 | 37.7 | 38.5 |
| Somewhat disagree (-0.25) (%) | 14.9 | 11.3 | 16.5 | 16.9 |
| Strongly disagree (-0.5) (%) | 24.0 | 21.6 | 23.7 | 26.6 |
| Mean | -0.08 | -0.04 | -0.09 | -0.11 |
| Jane/John should get a housekeeping allowance to pay someone else to help her/him with the housework. |  |  |  |  |
| Strongly agree (0.5) (%) | 8.7 | 8.5 | 9.3 | 8.2 |
| Somewhat agree (0.25) (%) | 16.5 | 15.3 | 17.3 | 16.7 |
| Neither agree nor disagree (0) (%) | 27.5 | 29.9 | 25.7 | 27.1 |
| Somewhat disagree (-0.25) (%) | 16.7 | 14.0 | 18.0 | 18.0 |
| Strongly disagree (-0.5) (%) | 30.6 | 32.3 | 29.8 | 29.9 |
| Mean | -0.11 | -0.12 | -0.10 | -0.11 |
| Jane/John should get a childcare allowance to pay someone else to help with the children. |  |  |  |  |
| Strongly agree (0.5) (%) | 13.8 | 14.3 | 14.7 | 12.5 |
| Somewhat agree (0.25) (%) | 23.1 | 21.7 | 23.9 | 23.6 |
| Neither agree nor disagree (0) (%) | 23.7 | 25.3 | 21.3 | 24.8 |
| Somewhat disagree (-0.25) (%) | 13.5 | 11.3 | 14.7 | 14.3 |
| Strongly disagree (-0.5) (%) | 25.9 | 27.4 | 25.5 | 24.8 |
| Mean | -0.04 | -0.04 | -0.03 | -0.04 |
| [US: Congress] [Canada: The House of Commons] [Australia: Parliament]/The city council should hold more meetings online so Jane/John does not have to travel as often to attend committee meetings. |  |  |  |  |
| Strongly agree (0.5) (%) | 34.9 | 31.6 | 35.5 | 37.4 |
| Somewhat agree (0.25) (%) | 30.4 | 28.8 | 31.0 | 31.2 |
| Neither agree nor disagree (0) (%) | 21.2 | 23.6 | 20.1 | 19.8 |
| Somewhat disagree (-0.25) (%) | 5.8 | 6.2 | 6.1 | 5.1 |
| Strongly disagree (-0.5) (%) | 7.8 | 9.8 | 7.3 | 6.4 |
| Mean | 0.20 | 0.17 | 0.20 | 0.22 |
| What do you think – if the public knew that Jane/John found it difficult to balance work and family responsibilities, would she/he be more or less electable? |  |  |  |  |
| Much more electable (0.5) (%) | 6.1 | 7.1 | 4.7 | 6.6 |
| Somewhat more electable (0.25) (%) | 15.3 | 15.5 | 13.8 | 16.8 |
| No difference (0) (%) | 46.2 | 43.4 | 46.3 | 49.0 |
| Somewhat less electable (-0.25) (%) | 22.8 | 23.4 | 25.1 | 19.7 |
| Much less electable (-0.5) (%) | 9.5 | 10.6 | 10.2 | 7.8 |
| Mean | -0.04 | -0.04 | -0.06 | -0.01 |
| Politician name (experimental manipulation) |  |  |  |  |
| Jane (%) | 50.4 | 50.3 | 50.2 | 50.6 |
| John (%) | 49.6 | 49.7 | 49.8 | 49.4 |
| Level of government (experimental manipulation) |  |  |  |  |
| Federal (US: Congress; Canada: The House of Commons; Australia: Parliament) (%) | 50.2 | 50.6 | 49.8 | 50.2 |
| Local (The city council) (%) | 49.8 | 49.4 | 50.2 | 49.8 |

*Table A1: Sample Descriptive Statistics, cont’d.*

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Total** | **United States** | **Canada** | **Australia** |
| n | 25,994 | 8,454 | 9,127 | 8,413 |
| Party Identification (USA): Independent (%) | — | 23.0 | — | — |
| Party Identification (USA): Democrat (%) | — | 37.6 | — | — |
| Party Identification (CAN): Liberal Party (%) | — | — | 24.9 | — |
| Party Identification (CAN): New Democratic Party (%) | — | — | 15.2 | — |
| Party Identification (CAN): Green Party (%) | — | — | 3.9 | — |
| Party Identification (CAN): Bloc Québécois (%) | — | — | 5.7 | — |
| Party Identification (CAN): Conservative Party (%) | — | — | 19.6 | — |
| Party Identification (CAN): People’s Party (%) | — | — | 6.9 | — |
| Party Identification (CAN): Other party/no party (%) | — | — | 23.8 | — |
| Party Identification (AUS): Labor Party (%) | — | — | — | 23.9 |
| Party Identification (AUS): Greens (%) | — | — | — | 7.8 |
| Party Identification (AUS): Liberal-National Coalition (%) | — | — | — | 25.4 |
| Party Identification (AUS): Minor right-wing party (%) | — | — | — | 1.5 |
| Party Identification (AUS): Other party/no party (%) | — | — | — | 41.4 |
| Ideology (US: very liberal (0)–very conservative (1); Canada and Australia: Left (0)–Right (1)) | 0.51 | 0.55 | 0.49 | 0.48 |
| Male (%) | 47.9 | 47.7 | 48.2 | 47.8 |
| Female (%) | 50.3 | 50.7 | 49.9 | 50.4 |
| Not listed/non-conforming (%) | 1.8 | 1.6 | 1.9 | 1.8 |
| Age (years) (mean) | 47.89 | 47.25 | 48.85 | 47.49 |
| Age (years logged) (mean) | 2.21 | 2.20 | 2.22 | 2.21 |
| Education (0-1) (mean) | 0.47 | 0.50 | 0.50 | 0.39 |
| Have children under 18 (%) | 27.0 | — | 25.0 | 29.1 |

# Table A2: Linear Models

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Pay Raise** | | | | | | | | | | |
|  | **Model 1.0** | | |  | **Model 1.1** | | |  | **Model 1.2** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept | -0.080 | (0.006) | \*\*\* |  | -0.092 | (0.006) | \*\*\* |  | -0.080 | (0.007) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.047 | (0.005) | \*\*\* |  | 0.047 | (0.005) | \*\*\* |  | 0.024 | (0.007) | \*\*\* |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.040 | (0.005) | \*\*\* |  | 0.039 | (0.005) | \*\*\* |  | 0.039 | (0.005) | \*\*\* |
| Country (ref. = United States) |  |  |  |  |  |  |  |  |  |  |  |
| Canada | -0.049 | (0.006) | \*\*\* |  | -0.049 | (0.006) | \*\*\* |  | -0.049 | (0.006) | \*\*\* |
| Australia | -0.076 | (0.006) | \*\*\* |  | -0.092 | (0.006) | \*\*\* |  | -0.092 | (0.006) | \*\*\* |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  | — |  |  | -0.015 | (0.022) |  |  | -0.018 | (0.031) |  |
| Woman |  | — |  |  | 0.036 | (0.005) | \*\*\* |  | 0.013 | (0.007) |  |
| Age (years logged) |  | — |  |  | -0.220 | (0.011) | \*\*\* |  | -0.220 | (0.011) | \*\*\* |
| Education |  | — |  |  | -0.089 | (0.009) | \*\*\* |  | -0.088 | (0.009) | \*\*\* |
| Ideology (lib.–con./left–right) |  | — |  |  | -0.103 | (0.012) | \*\*\* |  | -0.104 | (0.012) | \*\*\* |
| Jane × Non-binary |  | — |  |  |  | — |  |  | 0.008 | (0.045) |  |
| Jane × Woman |  | — |  |  |  | — |  |  | 0.046 | (0.010) | \*\*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |
| *R*2 |  | 0.020 |  |  |  | 0.068 |  |  |  | 0.069 |  |
| n |  | 25,994 |  |  |  | 25,994 |  |  |  | 25,994 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinary least squares regression with standard errors adjusted for the complex sample design (stratification by country and poststratification weighting). All continuous covariates are mean-centred.

*Table A2: Linear Models, cont’d.*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Housekeeping Allowance** | | | | | | | | | | |
|  | **Model 2.0** | | |  | **Model 2.1** | | |  | **Model 2.2** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept | -0.160 | (0.006) | \*\*\* |  | -0.160 | (0.006) | \*\*\* |  | -0.150 | (0.007) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.063 | (0.005) | \*\*\* |  | 0.062 | (0.005) | \*\*\* |  | 0.044 | (0.008) | \*\*\* |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.025 | (0.005) | \*\*\* |  | 0.024 | (0.005) | \*\*\* |  | 0.024 | (0.005) | \*\*\* |
| Country (ref. = United States) |  |  |  |  |  |  |  |  |  |  |  |
| Canada | 0.012 | (0.006) |  |  | 0.008 | (0.006) |  |  | 0.008 | (0.006) |  |
| Australia | 0.004 | (0.006) |  |  | -0.009 | (0.006) |  |  | -0.009 | (0.006) |  |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  | — |  |  | -0.010 | (0.023) |  |  | -0.007 | (0.031) |  |
| Woman |  | — |  |  | 0.011 | (0.005) | \* |  | -0.007 | (0.007) |  |
| Age (years logged) |  | — |  |  | -0.190 | (0.012) | \*\*\* |  | -0.190 | (0.012) | \*\*\* |
| Education |  | — |  |  | -0.042 | (0.009) | \*\*\* |  | -0.042 | (0.009) | \*\*\* |
| Ideology (lib.–con./left–right) |  | — |  |  | -0.129 | (0.013) | \*\*\* |  | -0.129 | (0.013) | \*\*\* |
| Jane × Non-binary |  | — |  |  |  | — |  |  | -0.005 | (0.045) |  |
| Jane × Woman |  | — |  |  |  | — |  |  | 0.036 | (0.011) | \*\*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |
| *R*2 |  | 0.011 |  |  |  | 0.042 |  |  |  | 0.043 |  |
| n |  | 25,994 |  |  |  | 25,994 |  |  |  | 25,994 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinary least squares regression with standard errors adjusted for the complex sample design (stratification by country and poststratification weighting). All continuous covariates are mean-centred.

*Table A2: Linear Models, cont’d.*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Childcare Allowance** | | | | | | | | | | |
|  | **Model 3.0** | | |  | **Model 3.1** | | |  | **Model 3.2** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept | -0.093 | (0.006) | \*\*\* |  | -0.099 | (0.007) | \*\*\* |  | -0.090 | (0.007) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.081 | (0.006) | \*\*\* |  | 0.080 | (0.005) | \*\*\* |  | 0.064 | (0.008) | \*\*\* |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.026 | (0.006) | \*\*\* |  | 0.025 | (0.005) | \*\*\* |  | 0.025 | (0.005) | \*\*\* |
| Country (ref. = United States) |  |  |  |  |  |  |  |  |  |  |  |
| Canada | 0.008 | (0.007) |  |  | 0.001 | (0.007) |  |  | 0.001 | (0.007) |  |
| Australia | 0.000 | (0.007) |  |  | -0.014 | (0.007) | \* |  | -0.014 | (0.007) | \* |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  | — |  |  | -0.013 | (0.022) |  |  | 0.002 | (0.031) |  |
| Woman |  | — |  |  | 0.027 | (0.005) | \*\*\* |  | 0.009 | (0.008) |  |
| Age (years logged) |  | — |  |  | -0.253 | (0.012) | \*\*\* |  | -0.253 | (0.012) | \*\*\* |
| Education |  | — |  |  | -0.007 | (0.010) |  |  | -0.007 | (0.010) |  |
| Ideology (lib.–con./left–right) |  | — |  |  | -0.214 | (0.013) | \*\*\* |  | -0.215 | (0.013) | \*\*\* |
| Jane × Non-binary |  | — |  |  |  | — |  |  | -0.029 | (0.044) |  |
| Jane × Woman |  | — |  |  |  | — |  |  | 0.035 | (0.011) | \*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |
| *R*2 |  | 0.015 |  |  |  | 0.072 |  |  |  | 0.072 |  |
| n |  | 25,994 |  |  |  | 25,994 |  |  |  | 25,994 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinary least squares regression with standard errors adjusted for the complex sample design (stratification by country and poststratification weighting). All continuous covariates are mean-centred.

*Table A2: Linear Models, cont’d.*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **More Online Meetings** | | | | | | | | | | |
|  | **Model 4.0** | | |  | **Model 4.1** | | |  | **Model 4.2** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept | 0.153 | (0.005) | \*\*\* |  | 0.128 | (0.006) | \*\*\* |  | 0.134 | (0.006) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |
| Jane | -0.001 | (0.005) |  |  | -0.002 | (0.005) |  |  | -0.012 | (0.007) |  |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.028 | (0.005) | \*\*\* |  | 0.028 | (0.005) | \*\*\* |  | 0.028 | (0.005) | \*\*\* |
| Country (ref. = United States) |  |  |  |  |  |  |  |  |  |  |  |
| Canada | 0.038 | (0.006) | \*\*\* |  | 0.030 | (0.006) | \*\*\* |  | 0.030 | (0.006) | \*\*\* |
| Australia | 0.055 | (0.006) | \*\*\* |  | 0.050 | (0.006) | \*\*\* |  | 0.051 | (0.006) | \*\*\* |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  | — |  |  | 0.007 | (0.022) |  |  | -0.007 | (0.030) |  |
| Woman |  | — |  |  | 0.057 | (0.005) | \*\*\* |  | 0.047 | (0.007) | \*\*\* |
| Age (years logged) |  | — |  |  | -0.037 | (0.011) | \*\*\* |  | -0.037 | (0.011) | \*\*\* |
| Education |  | — |  |  | 0.051 | (0.009) | \*\*\* |  | 0.051 | (0.009) | \*\*\* |
| Ideology (lib.–con./left–right) |  | — |  |  | -0.148 | (0.011) | \*\*\* |  | -0.148 | (0.011) | \*\*\* |
| Jane × Non-binary |  | — |  |  |  | — |  |  | 0.028 | (0.043) |  |
| Jane × Woman |  | — |  |  |  | — |  |  | 0.019 | (0.010) | \* |
|  |  |  |  |  |  |  |  |  |  |  |  |
| *R*2 |  | 0.008 |  |  |  | 0.036 |  |  |  | 0.036 |  |
| n |  | 25,994 |  |  |  | 25,994 |  |  |  | 25,994 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinary least squares regression with standard errors adjusted for the complex sample design (stratification by country and poststratification weighting). All continuous covariates are mean-centred.

# Table A3: Ordinal Logit Models

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Pay Raise** | | | | | | | | | | |
|  | **Model 1.0.ord** | | |  | **Model 1.1.ord** | | |  | **Model 1.2.ord** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept (*Y* ≥ 0.5) | -2.356 | (0.043) | \*\*\* |  | -2.497 | (0.046) | \*\*\* |  | -2.428 | (0.048) | \*\*\* |
| Intercept (*Y* ≥ 0.25) | -1.264 | (0.036) | \*\*\* |  | -1.376 | (0.039) | \*\*\* |  | -1.305 | (0.042) | \*\*\* |
| Intercept (*Y* ≥ 0) | 0.449 | (0.033) | \*\*\* |  | 0.398 | (0.037) | \*\*\* |  | 0.470 | (0.040) | \*\*\* |
| Intercept (*Y* ≥ -0.25) | 1.161 | (0.034) | \*\*\* |  | 1.129 | (0.038) | \*\*\* |  | 1.202 | (0.042) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.283 | (0.030) | \*\*\* |  | 0.282 | (0.030) | \*\*\* |  | 0.140 | (0.043) | \*\* |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.239 | (0.030) | \*\*\* |  | 0.246 | (0.030) | \*\*\* |  | 0.245 | (0.030) | \*\*\* |
| Country (ref. = United States) |  |  |  |  |  |  |  |  |  |  |  |
| Canada | -0.287 | (0.035) | \*\*\* |  | -0.299 | (0.036) | \*\*\* |  | -0.299 | (0.036) | \*\*\* |
| Australia | -0.456 | (0.036) | \*\*\* |  | -0.561 | (0.037) | \*\*\* |  | -0.562 | (0.037) | \*\*\* |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  | — |  |  | -0.121 | (0.135) |  |  | -0.150 | (0.187) |  |
| Woman |  | — |  |  | 0.216 | (0.030) | \*\*\* |  | 0.076 | (0.043) |  |
| Age (years logged) |  | — |  |  | -1.301 | (0.070) | \*\*\* |  | -1.302 | (0.070) | \*\*\* |
| Education |  | — |  |  | -0.539 | (0.053) | \*\*\* |  | -0.537 | (0.053) | \*\*\* |
| Ideology (lib.–con./left–right) |  | — |  |  | -0.693 | (0.071) | \*\*\* |  | -0.697 | (0.071) | \*\*\* |
| Jane × Non-binary |  | — |  |  |  | — |  |  | 0.057 | (0.269) |  |
| Jane × Woman |  | — |  |  |  | — |  |  | 0.278 | (0.060) | \*\*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |
| Likelihood ratio χ2 | 532.751 | | \*\*\* |  | 1,793.995 | | \*\*\* |  | 1831.648 | | \*\*\* |
| Nagelkerke pseudo-*R*2 |  | 0.021 |  |  |  | 0.070 |  |  |  | 0.072 |  |
| n |  | 25,994 |  |  |  | 25,994 |  |  |  | 25,994 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinal (proportional odds) logistic regression with standard errors adjusted for the complex sample design (stratification by country and poststratification weighting). All continuous covariates are mean-centred.

*Table A3: Ordinal Logit Models, cont’d.*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Housekeeping Allowance** | | | | | | | | | | |
|  | **Model 2.0.ord** | | |  | **Model 2.1.ord** | | |  | **Model 2.2.ord** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept (*Y* ≥ 0.5) | -2.641 | (0.042) | \*\*\* |  | -2.689 | (0.045) | \*\*\* |  | -2.640 | (0.048) | \*\*\* |
| Intercept (*Y* ≥ 0.25) | -1.372 | (0.035) | \*\*\* |  | -1.404 | (0.039) | \*\*\* |  | -1.355 | (0.042) | \*\*\* |
| Intercept (*Y* ≥ 0) | -0.166 | (0.033) | \*\*\* |  | -0.169 | (0.037) | \*\*\* |  | -0.119 | (0.040) | \*\* |
| Intercept (*Y* ≥ -0.25) | 0.550 | (0.033) | \*\*\* |  | 0.567 | (0.037) | \*\*\* |  | 0.617 | (0.040) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.340 | (0.029) | \*\*\* |  | 0.334 | (0.029) | \*\*\* |  | 0.237 | (0.042) | \*\*\* |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.142 | (0.029) | \*\*\* |  | 0.145 | (0.029) | \*\*\* |  | 0.144 | (0.029) | \*\*\* |
| Country (ref. = United States) |  |  |  |  |  |  |  |  |  |  |  |
| Canada | 0.065 | (0.035) |  |  | 0.045 | (0.035) |  |  | 0.046 | (0.035) |  |
| Australia | 0.027 | (0.035) |  |  | -0.043 | (0.036) |  |  | -0.044 | (0.036) |  |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  | — |  |  | -0.101 | (0.126) |  |  | -0.088 | (0.178) |  |
| Woman |  | — |  |  | 0.064 | (0.030) | \* |  | -0.034 | (0.042) |  |
| Age (years logged) |  | — |  |  | -1.035 | (0.068) | \*\*\* |  | -1.036 | (0.068) | \*\*\* |
| Education |  | — |  |  | -0.238 | (0.052) | \*\*\* |  | -0.236 | (0.052) | \*\*\* |
| Ideology (lib.–con./left–right) |  | — |  |  | -0.807 | (0.070) | \*\*\* |  | -0.808 | (0.070) | \*\*\* |
| Jane × Non-binary |  | — |  |  |  | — |  |  | -0.025 | (0.249) |  |
| Jane × Woman |  | — |  |  |  | — |  |  | 0.194 | (0.059) | \*\*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |
| Likelihood ratio χ2 | 275.97 | | \*\*\* |  | 1,134.521 | | \*\*\* |  | 1153.609 | | \*\*\* |
| Nagelkerke pseudo-*R*2 |  | 0.011 |  |  |  | 0.045 |  |  |  | 0.046 |  |
| n |  | 25,994 |  |  |  | 25,994 |  |  |  | 25,994 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinal (proportional odds) logistic regression with standard errors adjusted for the complex sample design (stratification by country and poststratification weighting). All continuous covariates are mean-centred.

*Table A3: Ordinal Logit Models, cont’d.*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Childcare Allowance** | | | | | | | | | | |
|  | **Model 3.0.ord** | | |  | **Model 3.1.ord** | | |  | **Model 3.2.ord** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept (*Y* ≥ 0.5) | -2.143 | (0.038) | \*\*\* |  | -2.256 | (0.042) | \*\*\* |  | -2.209 | (0.044) | \*\*\* |
| Intercept (*Y* ≥ 0.25) | -0.837 | (0.033) | \*\*\* |  | -0.910 | (0.037) | \*\*\* |  | -0.862 | (0.040) | \*\*\* |
| Intercept (*Y* ≥ 0) | 0.142 | (0.032) | \*\*\* |  | 0.112 | (0.036) | \*\* |  | 0.161 | (0.039) | \*\*\* |
| Intercept (*Y* ≥ -0.25) | 0.767 | (0.032) | \*\*\* |  | 0.766 | (0.036) | \*\*\* |  | 0.814 | (0.039) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.420 | (0.029) | \*\*\* |  | 0.425 | (0.029) | \*\*\* |  | 0.329 | (0.042) | \*\*\* |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.137 | (0.029) | \*\*\* |  | 0.140 | (0.029) | \*\*\* |  | 0.140 | (0.029) | \*\*\* |
| Country (ref. = United States) |  |  |  |  |  |  |  |  |  |  |  |
| Canada | 0.049 | (0.034) |  |  | 0.014 | (0.035) |  |  | 0.014 | (0.035) |  |
| Australia | 0.005 | (0.035) |  |  | -0.064 | (0.035) |  |  | -0.065 | (0.035) |  |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  |  |  |  | -0.092 | (0.122) |  |  | -0.025 | (0.172) |  |
| Woman |  | — |  |  | 0.140 | (0.029) | \*\*\* |  | 0.043 | (0.041) |  |
| Age (years logged) |  | — |  |  | -1.278 | (0.066) | \*\*\* |  | -1.279 | (0.066) | \*\*\* |
| Education |  | — |  |  | -0.015 | (0.051) |  |  | -0.013 | (0.051) |  |
| Ideology (lib.–con./left–right) |  | — |  |  | -1.228 | (0.070) | \*\*\* |  | -1.230 | (0.070) | \*\*\* |
| Jane × Non-binary |  | — |  |  |  |  |  |  | -0.130 | (0.241) |  |
| Jane × Woman |  | — |  |  |  | — |  |  | 0.195 | (0.058) | \*\*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |
| Likelihood ratio χ2 | 398.220 | | \*\*\* |  | 1,924.844 | | \*\*\* |  | 1,945.575 | | \*\*\* |
| Nagelkerke pseudo-*R*2 |  | 0.015 |  |  |  | 0.072 |  |  |  | 0.075 |  |
| n |  | 25,994 |  |  |  | 25,994 |  |  |  | 25,994 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinal (proportional odds) logistic regression with standard errors adjusted for the complex sample design (stratification by country and poststratification weighting). All continuous covariates are mean-centred.

*Table A3: Ordinal Logit Models, cont’d.*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **More Online Meetings** | | | | | | | | | | |
|  | **Model 4.0.ord** | | |  | **Model 4.1.ord** | | |  | **Model 4.2.ord** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept (*Y* ≥ 0.5) | -0.887 | (0.033) | \*\*\* |  | -1.056 | (0.038) | \*\*\* |  | -1.026 | (0.041) | \*\*\* |
| Intercept (*Y* ≥ 0.25) | 0.374 | (0.033) | \*\*\* |  | 0.228 | (0.037) | \*\*\* |  | 0.258 | (0.040) | \*\*\* |
| Intercept (*Y* ≥ 0) | 1.597 | (0.036) | \*\*\* |  | 1.470 | (0.039) | \*\*\* |  | 1.500 | (0.042) | \*\*\* |
| Intercept (*Y* ≥ -0.25) | 2.221 | (0.040) | \*\*\* |  | 2.101 | (0.043) | \*\*\* |  | 2.131 | (0.045) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.005 | (0.030) |  |  | -0.002 | (0.030) |  |  | -0.062 | (0.043) |  |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.149 | (0.030) | \*\*\* |  | 0.152 | (0.030) | \*\*\* |  | 0.152 | (0.030) | \*\*\* |
| Country (ref. = United States) |  |  |  |  |  |  |  |  |  |  |  |
| Canada | 0.221 | (0.035) | \*\*\* |  | 0.174 | (0.036) | \*\*\* |  | 0.173 | (0.036) | \*\*\* |
| Australia | 0.318 | (0.036) | \*\*\* |  | 0.303 | (0.037) | \*\*\* |  | 0.303 | (0.037) | \*\*\* |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary |  | — |  |  | 0.080 | (0.134) |  |  | -0.027 | (0.191) |  |
| Woman |  | — |  |  | 0.346 | (0.030) | \*\*\* |  | 0.290 | (0.043) | \*\*\* |
| Age (years logged) |  | — |  |  | -0.163 | (0.070) | \* |  | -0.162 | (0.070) | \* |
| Education |  | — |  |  | 0.353 | (0.053) | \*\*\* |  | 0.354 | (0.053) | \*\*\* |
| Ideology (lib.–con./left–right) |  | — |  |  | -0.860 | (0.070) | \*\*\* |  | -0.862 | (0.070) | \*\*\* |
| Jane × Non-binary |  | — |  |  |  | — |  |  | 0.212 | (0.266) |  |
| Jane × Woman |  | — |  |  |  | — |  |  | 0.112 | (0.060) |  |
|  |  |  |  |  |  |  |  |  |  |  |  |
| Likelihood ratio χ2 | 181.706 | | \*\*\* |  | 863.132 | | \*\*\* |  | 870.009 | | \*\*\* |
| Nagelkerke pseudo-*R*2 |  | 0.007 |  |  |  | 0.035 |  |  |  | 0.035 |  |
| n |  | 25,994 |  |  |  | 25,994 |  |  |  | 25,994 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinal (proportional odds) logistic regression with standard errors adjusted for the complex sample design (stratification by country and poststratification weighting). All continuous covariates are mean-centred.

# Table A4: Linear Models (Country-Specific)

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **United States** | | | | | | | | | | | | | | | |
|  | **Model 1 (USA)**  **Pay Raise** | | |  | **Model 2 (USA)**  **Housekeeping Allowance** | | |  | **Model 3 (USA)**  **Childcare Allowance** | | |  | **Model 4 (USA)**  **More Online Meetings** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept | -0.182 | (0.010) | \*\*\* |  | -0.245 | (0.010) | \*\*\* |  | -0.204 | (0.011) | \*\*\* |  | 0.070 | (0.010) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.044 | (0.008) | \*\*\* |  | 0.045 | (0.008) | \*\*\* |  | 0.061 | (0.008) | \*\*\* |  | 0.004 | (0.008) |  |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.047 | (0.008) | \*\*\* |  | 0.024 | (0.008) | \*\* |  | 0.042 | (0.008) | \*\*\* |  | 0.034 | (0.008) | \*\*\* |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary | -0.026 | (0.033) |  |  | 0.009 | (0.031) |  |  | 0.019 | (0.032) |  |  | 0.024 | (0.029) |  |
| Woman | 0.049 | (0.008) | \*\*\* |  | 0.013 | (0.008) |  |  | 0.038 | (0.009) | \*\*\* |  | 0.063 | (0.008) | \*\*\* |
| Age (years logged) | -0.235 | (0.017) | \*\*\* |  | -0.213 | (0.019) | \*\*\* |  | -0.249 | (0.019) | \*\*\* |  | -0.066 | (0.018) | \*\*\* |
| Education | -0.174 | (0.015) | \*\*\* |  | -0.131 | (0.015) | \*\*\* |  | -0.110 | (0.016) | \*\*\* |  | 0.008 | (0.015) |  |
| Party identification (ref. = Republican) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Independent | 0.090 | (0.011) | \*\*\* |  | 0.109 | (0.012) | \*\*\* |  | 0.114 | (0.012) | \*\*\* |  | 0.030 | (0.012) | \* |
| Democrat | 0.151 | (0.011) | \*\*\* |  | 0.169 | (0.011) | \*\*\* |  | 0.194 | (0.012) | \*\*\* |  | 0.107 | (0.011) | \*\*\* |
| Ideology (liberal–conservative) | 0.030 | (0.020) |  |  | 0.015 | (0.021) |  |  | -0.084 | (0.021) | \*\*\* |  | -0.074 | (0.020) | \*\*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *R*2 |  | 0.130 |  |  |  | 0.108 |  |  |  | 0.146 |  |  |  | 0.057 |  |
| n |  | 8,454 |  |  |  | 8,454 |  |  |  | 8,454 |  |  |  | 8,454 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinary least squares regression with standard errors adjusted for the complex sample design (poststratification weighting). All continuous covariates are mean-centred.

*Table A4: Linear Models (Country-Specific), cont’d.*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Canada** | | | | | | | | | | | | | | | |
|  | **Model 1 (CAN)**  **Pay Raise** | | |  | **Model 2 (CAN)**  **Housekeeping Allowance** | | |  | **Model 3 (CAN)**  **Childcare Allowance** | | |  | **Model 4 (CAN)**  **More Online Meetings** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept | -0.044 | (0.012) | \*\*\* |  | -0.060 | (0.013) | \*\*\* |  | 0.000 | (0.014) |  |  | 0.193 | (0.012) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.048 | (0.008) | \*\*\* |  | 0.071 | (0.009) | \*\*\* |  | 0.089 | (0.009) | \*\*\* |  | 0.005 | (0.008) |  |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.040 | (0.008) | \*\*\* |  | 0.023 | (0.009) | \* |  | 0.017 | (0.009) |  |  | 0.026 | (0.008) | \*\* |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary | -0.001 | (0.036) |  |  | -0.051 | (0.040) |  |  | -0.092 | (0.037) | \* |  | -0.061 | (0.040) |  |
| Woman | 0.018 | (0.009) | \* |  | -0.013 | (0.009) |  |  | -0.006 | (0.010) |  |  | 0.047 | (0.008) | \*\*\* |
| Age (years logged) | -0.195 | (0.020) | \*\*\* |  | -0.156 | (0.022) | \*\*\* |  | -0.207 | (0.022) | \*\*\* |  | -0.010 | (0.020) |  |
| Education | -0.048 | (0.016) | \*\* |  | 0.024 | (0.018) |  |  | 0.056 | (0.018) | \*\* |  | 0.036 | (0.016) | \* |
| Have children under 18 | -0.005 | (0.010) |  |  | -0.035 | (0.011) | \*\* |  | -0.020 | (0.012) |  |  | 0.009 | (0.010) |  |
| Party identification (ref. = Liberal Party) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| New Democratic Party | -0.088 | (0.013) | \*\*\* |  | -0.093 | (0.015) | \*\*\* |  | -0.023 | (0.015) |  |  | 0.029 | (0.012) | \* |
| Green Party | -0.094 | (0.022) | \*\*\* |  | -0.107 | (0.025) | \*\*\* |  | -0.056 | (0.025) | \* |  | 0.034 | (0.018) | + |
| Bloc Québécois | -0.056 | (0.023) | \* |  | -0.034 | (0.027) |  |  | -0.055 | (0.027) | \* |  | 0.014 | (0.023) |  |
| Conservative Party | -0.156 | (0.013) | \*\*\* |  | -0.170 | (0.014) | \*\*\* |  | -0.177 | (0.014) | \*\*\* |  | -0.071 | (0.013) | \*\*\* |
| People’s Party | -0.233 | (0.018) | \*\*\* |  | -0.220 | (0.019) | \*\*\* |  | -0.248 | (0.020) | \*\*\* |  | -0.090 | (0.019) | \*\*\* |
| Other party/no party | -0.105 | (0.012) | \*\*\* |  | -0.102 | (0.013) | \*\*\* |  | -0.107 | (0.014) | \*\*\* |  | -0.060 | (0.012) | \*\*\* |
| Ideology (left–right) | -0.036 | (0.024) |  |  | -0.088 | (0.026) | \*\*\* |  | -0.120 | (0.027) | \*\*\* |  | -0.074 | (0.024) | \*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *R*2 |  | 0.087 |  |  |  | 0.079 |  |  |  | 0.108 |  |  |  | 0.043 |  |
| n |  | 9,127 |  |  |  | 9,127 |  |  |  | 9,127 |  |  |  | 9,127 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinary least squares regression with standard errors adjusted for the complex sample design (poststratification weighting). All continuous covariates are mean-centred.

*Table A4: Linear Models (Country-Specific), cont’d.*

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Australia** | | | | | | | | | | | | | | | |
|  | **Model 1 (AUS)**  **Pay Rise** | | |  | **Model 2 (AUS)**  **Housekeeping Allowance** | | |  | **Model 3 (AUS)**  **Childcare Allowance** | | |  | **Model 4 (AUS)**  **More Online Meetings** | | |
|  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |  | **b** | **(se)** |  |
| Intercept | -0.142 | (0.012) | \*\*\* |  | -0.149 | (0.013) | \*\*\* |  | -0.069 | (0.013) | \*\*\* |  | 0.229 | (0.012) | \*\*\* |
| Politician name (ref. = John) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Jane | 0.046 | (0.009) | \*\*\* |  | 0.069 | (0.009) | \*\*\* |  | 0.089 | (0.010) | \*\*\* |  | -0.017 | (0.008) | \* |
| Level of government (ref. = federal) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Local | 0.030 | (0.009) | \*\*\* |  | 0.025 | (0.009) | \*\* |  | 0.018 | (0.010) |  |  | 0.025 | (0.008) | \*\* |
| Gender identity (ref. = Man) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Non-binary | -0.006 | (0.044) |  |  | 0.025 | (0.041) |  |  | 0.050 | (0.039) |  |  | 0.074 | (0.033) | \* |
| Woman | 0.020 | (0.009) | \* |  | 0.011 | (0.009) |  |  | 0.022 | (0.010) | \* |  | 0.049 | (0.009) | \*\*\* |
| Age (years logged) | -0.203 | (0.023) | \*\*\* |  | -0.185 | (0.024) | \*\*\* |  | -0.271 | (0.023) | \*\*\* |  | -0.011 | (0.022) |  |
| Education | -0.061 | (0.014) | \*\*\* |  | -0.022 | (0.015) |  |  | 0.007 | (0.015) |  |  | 0.082 | (0.014) | \*\*\* |
| Have children under 18 | 0.022 | (0.010) | \* |  | 0.002 | (0.011) |  |  | 0.032 | (0.011) | \*\* |  | 0.025 | (0.009) | \*\* |
| Party identification (ref. = Labor Party) |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Greens | -0.056 | (0.018) | \*\* |  | -0.037 | (0.020) |  |  | -0.020 | (0.021) |  |  | 0.038 | (0.016) | \* |
| Liberal-National Coalition | -0.021 | (0.013) |  |  | -0.026 | (0.014) |  |  | -0.035 | (0.015) | \* |  | -0.042 | (0.013) | \*\* |
| Minor right-wing party | -0.160 | (0.037) | \*\*\* |  | -0.169 | (0.038) | \*\*\* |  | -0.185 | (0.039) | \*\*\* |  | -0.115 | (0.041) | \*\* |
| Other party/no party | -0.023 | (0.012) | \* |  | -0.019 | (0.012) |  |  | -0.046 | (0.012) | \*\*\* |  | -0.047 | (0.011) | \*\*\* |
| Ideology (left–right) | -0.094 | (0.027) | \*\*\* |  | -0.068 | (0.029) | \* |  | -0.106 | (0.029) | \*\*\* |  | -0.088 | (0.025) | \*\*\* |
|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| *R*2 |  | 0.051 |  |  |  | 0.040 |  |  |  | 0.074 |  |  |  | 0.042 |  |
| n |  | 8,413 |  |  |  | 8,413 |  |  |  | 8,413 |  |  |  | 8,413 |  |

Notes: \* *p* ≤ 0.05, \*\* *p* ≤ 0.01, \*\*\* *p* ≤ 0.001. Models are fit by ordinary least squares regression with standard errors adjusted for the complex sample design (poststratification weighting). All continuous covariates are mean-centred.