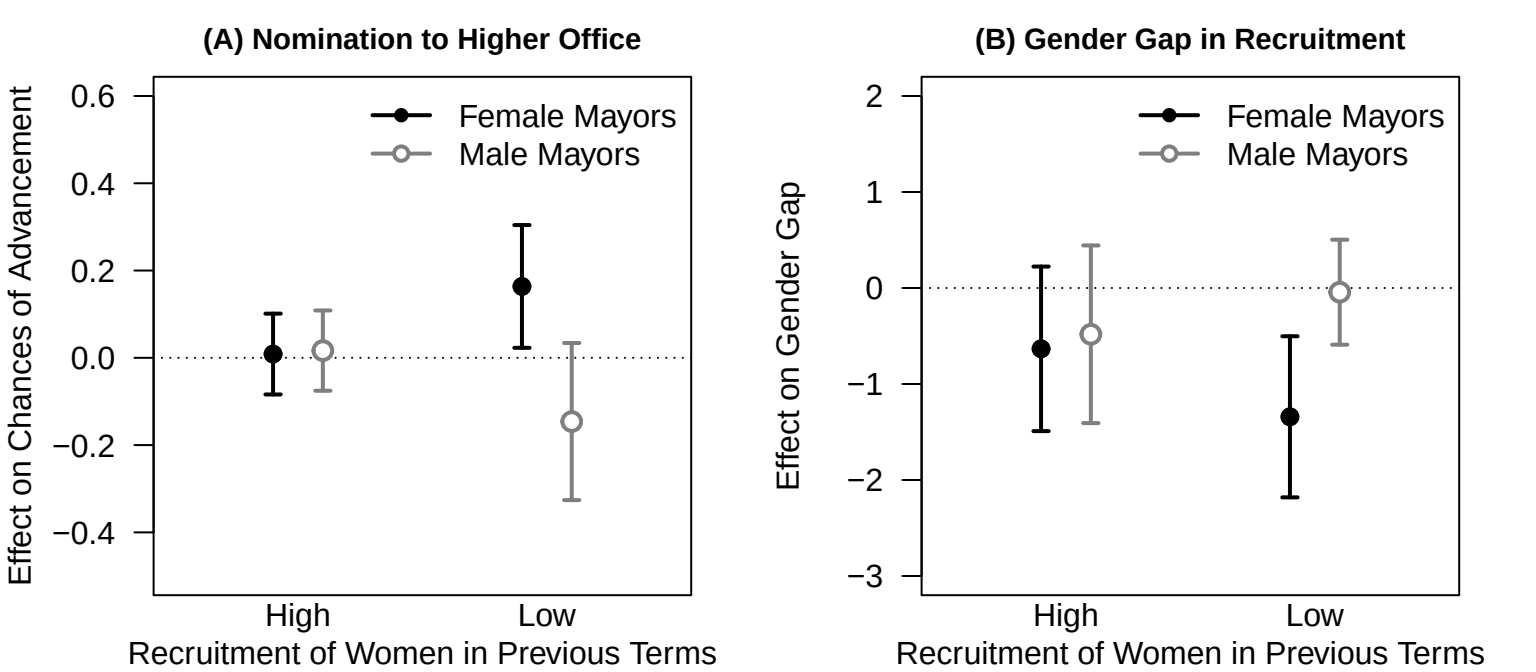
(A) Nomination to Higher Office
Effect on Chances of Advancement
0.6
0.4
0.2
0.0
−0.2
−0.4
Female Mayors
Male Mayors
High
Low
Recruitment of Women in Previous Terms
(B) Gender Gap in Recruitment
Effect on Gender Gap
2
1
0
−1
−2
−3
Female Mayors
Male Mayors
High
Low
Recruitment of Women in Previous Terms