

Learning From Leaning In?

Gender Gaps in an Adversarial Workplace

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Abstract

We document and diagnose gender gaps in a male-dominated, adversarial workplace: British Parliament. Each week a lottery determines which politicians ask the Prime Minister a question in front of a packed and noisy legislative chamber. Using 264 lotteries and new data on thousands of questions, we report five findings. First, women are 12% less likely to submit questions than same-cohort men, and this gender gap has persisted since at least 1990. Second, this gender gap does not close with lottery-induced experience asking a question, or with years of parliamentary service – women do not learn from leaning in. Third, the gender gap almost fully closes after a switch to a hybrid format in which questions are asked to a smaller, quieter, audience. Fourth, using measures of speaking volume extracted from YouTube videos, we find that the format change differentially draws in women with quieter speaking voices – consistent with the noisy environment deterring these women beforehand. Fifth, the narrowing of the gender gap persists despite a return to in-person questioning. Our findings support institutional reform, rather than lean-in policies, as a response to gender gaps in adversarial workplaces.

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1 Introduction

High-paid occupations are more male-dominated (Card et al. 2016; Blau and Kahn 2017), and male-dominated workplaces are more competitive and adversarial (Gutek and Cohen 1987; Buser et al. 2014; Flory et al. 2015). Gender gaps in such workplaces may arise because of a gendered mismatch in preferences over workplace norms. For example, women are less competitive, less likely to self-promote, and more likely to avoid public speaking than men (Niederle and Vesterlund 2007; Exley and Kessler 2022; De Paola et al. 2021). Gendered preferences like these can lead to gender gaps in tasks which are more emphasized in male-dominated spaces – like courtroom cross-examination, political campaigning, and salary negotiations.

How can these gender gaps be reduced? We consider two broad types of responses. First, women might adapt to male-dominated workplace norms over time, effectively “learning from leaning in” (Sandberg 2013). If this is the case, gender gaps may erode over time, and the erosion may be quickened by lean-in policies that temporarily increase female participation. Alternatively, it may be that leaning out is an optimal response to the preferences and constraints of women (Exley et al. 2020). In this case, the workplace, rather than the women, could adapt – shifting to norms that reduce mismatch. For example, firms can introduce greater flexibility in working hours to better accommodate the constraints of women (Goldin 2021), while academic institutions can reduce the combative culture of seminars by introducing new rules, like ten-minute moratoriums on questions (Boustan and Langan 2019; Dupas et al. 2021). In this paper we show evidence for the ineffectiveness of the first solution (women adapting to workplaces), and the effectiveness of the second (workplaces adapting to women), in a single high-stakes setting.

We study question-asking by national politicians in the UK Parliament, where the share of female Members of Parliament (MPs) has risen from 7% in 1990 to 35% in 2023.¹ Each week, MPs can submit a question to the Prime Minister to be asked in front of a packed legislative chamber. The questions asked at Prime Minister’s Questions (PMQs) are high stakes: they are an important means of holding the government accountable for their policies, and they are televised, making PMQs the most visible regular event in the parliamentary calendar. In addition to the high stakes, the atmosphere of PMQs is noisy and aggressive, with peak noise levels akin to the noise from a speeding subway train (ITV 2015, and for an example from 2015, see the video [here](#)). As a result, the tone of PMQs has been criticized as “masculine, macho, and sexist” (Hazarika and Hamilton 2018, p. 213), and some female MPs have reported opting out of PMQs for precisely these reasons (Mason and Edgington 2014). PMQs is therefore an ideal

¹We treat gender as a binary in this paper, as no politicians in our analysis period are non-binary.

setting to explore policy approaches to reducing gender gaps in male-dominated, adversarial work settings.

Two features of PMQs allow us to explore the respective roles of women adapting to the workplace, and the workplace adapting to women. First, weekly lotteries determine which 15 MPs get to ask the Prime Minister a question. These lotteries give exogenous variation in experience, allowing us to test for whether female MPs learn from leaning in, submitting questions more often after experiencing asking a question. Second, the COVID-19 pandemic induced a radical and temporary change to the format of PMQs: MPs could ask questions remotely, to an in-person audience that was 80% smaller. We explore the impact of this change to the rules on the gender gap in question-asking.

We report five main findings. First, we estimate the gender gap in submitting questions (equivalent to lottery entry) prior to the format change. We use newly-acquired data from 157 lotteries from 2015 to 2020. Eligible male MPs enter 49% of the time, while same-cohort female MPs are 7.1 percentage points (14%, $p < 0.01$) less likely to enter. The gender gap falls to 5.9 percentage points (12%, $p < 0.01$) after adding political party fixed effects. The gap is similar after controlling for vote margin and political positions held, although given the concern of over-controlling, the 12% number is our preferred estimate. Using newly-assembled archival data on PMQs lottery winners from 1990 to 2015, we find that the gender gap has remained mostly stable over time. Women were 15.3% less likely to submit questions than men during this earlier period, similar to the 12% we estimate for 2015 to 2020.

Importantly for our lottery analysis, the 2015 to 2020 gender gap is only along the intensive margin – in a given parliamentary session, women are no less likely to submit a question at least once; they just submit less often, conditional on ever submitting. If the gender gap was only along the extensive margin, we could not estimate whether the gap closes with experience since women that never submit do not get experience.

For our second set of results, we use two approaches to test for whether the gender gap closes with experience – a test of whether women adapt over time. First, we use the 157 weekly PMQs lotteries to estimate the causal effects of experience *asking* a question on future question submission. Second, we use a specification with MP fixed effects to test for whether the gender gap in question-asking narrows as MPs gain years of parliamentary experience. The first is a test of the effects of specific task experience; the second a test of the effects of more general political experience.

Both approaches deliver the same result: experience does not affect the gender gap in question-asking. Male and female MPs respond similarly to a lottery win: they are somewhat less likely to submit a question the following week, but behave similarly to lottery losers

thereafter. The gender gap in question-asking is therefore unaffected by experience asking questions. Similarly, we estimate null effects of years of political experience on the gender gap. This second set of findings suggests that lean-in or experience-based policies – e.g. temporarily mandating more question-asking opportunities for women – will not reduce the gender gap. In addition, time alone will not narrow the gap, since the gap is invariant to years of general political experience.

While MPs do not learn systematically from their own experience, they may learn from the experiences of their peers. Here we use exogenous lottery-level variation in the number of questions asked by female MPs. We find some evidence of short-lived peer effects on women. For each extra question by a female MP, other women are 0.5 percentage points more likely to submit to the next lottery and 0.3 percentage points more likely to submit to the lottery after that. We estimate null effects for male MPs. This finding suggests that mandated opportunities for women might reduce gender gaps indirectly. But this peer effect channel cannot easily explain the existence of the gender gap in the first place – since female MPs ask questions every week.

Our third finding considers the effects of the shift to the hybrid format. Our preferred estimate of the gender gap narrowed by 80% during the hybrid period, becoming a statistically insignificant 1.15 percentage points. Several pieces of evidence suggest that this narrowing was caused by the shift to the new format, rather than other factors confounded with time. In particular, as a placebo check, we chart the evolution of the gender gap in voting attendance, given that voting procedures did not substantively change as a result of COVID-19. While women have lower voting attendance than men, the gap did not change during the period in which PMQs went hybrid. In addition, ruling out pre-trends, the fall in the question-asking gender gap happened precisely at the time in which the format changed.

Our fourth set of findings explore the mechanisms by which the format change narrowed the gender gap. Two main features of the new format might matter: the option to ask questions remotely, and the smaller in-person audience, which translated into less noise and heckling, and fewer interruptions. Consistent with the latter, we use new hand-coded data on question-answer exchanges to establish that (i) prior to the hybrid switch, women were roughly twice as likely than men to be interrupted when asking their question, and (ii) during the hybrid period, this gender difference disappeared.

We then process YouTube videos of PMQs to create an MP-level measure of speaking volume. We find that (i) women ask 0.25σ quieter questions than men, (ii) louder women are more likely to submit questions before the format change, and (iii) louder women are no more likely to submit questions after the format change. This constellation of facts suggests that the hybrid format narrowed the gender gap by drawing in the quieter women that were previously deterred

by the noisy and adversarial atmosphere of PMQs.

We also find a role for the remote questioning option: the gender gap in question-asking is lower in weeks in which more MPs chose to ask their questions over Zoom. Using a suggestive decomposition exercise, we attribute 28% of the narrowing of the gender gap to the increase in flexibility brought by the remote questioning option, and the remaining 72% to the change in atmosphere.

Our fifth and final finding explores what happened to the gender gap after the hybrid format ended. Remarkably, the narrow gender gap persisted after proceedings returned to the pre-hybrid format. We consider two possible explanations for the persistent effects of the temporary format. First, it could be that asking questions during the hybrid period (with its less adversarial style) serves as a stepping stone to asking questions with the old format. However, we do not find that women that win the lottery during the hybrid period are more likely to submit questions after the hybrid period ends. Alternatively, it could be that the culture of the hybrid format persists into the post-hybrid era, keeping (quieter) female MPs participating. Consistent with this, we find that gender differences in responses to questions tend to favor women more in the post-hybrid than in the pre-hybrid period – in particular, women are no longer more likely to be interrupted.

In summary, we document a new gender gap at the highest level of British politics, and show that the gap persisted for at least 30 years, from 1990 to 2020. While this gender gap does not close with experience, it almost completely closed after a shift to a new format – one that is less adversarial and more flexible. The gender gap remained negligible after the format reverted, suggesting that even temporary workplace rule changes can persistently reduce gender gaps.

We make three main contributions. First, we rigorously diagnose the gendered impacts of a common masculine-typed workplace norm: public and adversarial verbal interaction. Existing papers focus on other costs of male-dominated workplaces – including the gendered burden of sexual harassment (Batut et al. 2021; Folke and Rickne 2022), and negative effects of male-dominated networks on the career progression of women (Cullen and Perez-Truglia 2023). We show that women are less likely to participate in question-asking than men, and that this is changed by institutional reform, but not by experience. Our conclusions are then firmly on the side of “fix-the-institutions”, rather than “fix-the-women”. On this point, our evidence builds on existing cross-study evidence by testing both types of policies within one setting (Recalde and Vesterlund 2020). As one lab-experimental example of the failure of ‘fix-the-women’, Exley et al. (2020) find that a policy that pushes women to negotiate more often makes women worse off. In our natural setting, a lottery win that increases experience with question-asking does not increase future question-asking, suggesting similarly that, by revealed preference, women

already “knew when to ask.” Both papers then add nuance to popular calls for women to lean in at the workplace (Sandberg 2013).

Second, by making use of the UK Parliament’s lotteries, we cleanly estimate the effects of task experience on gender gaps in workplace behavior for the first time. Our setting addresses two challenges to estimating such experience effects. First, when behaviors are one-shot or infrequent, like wage negotiations, the effects of experience on the same behaviors in the future are difficult to estimate. Second, experience is endogenous – the fact that there is a gender gap means that more women are choosing to opt out of a behavior than men. The women that opt-out likely differ from those that opt-in along unobserved dimensions.

In estimating null effects of experience, our findings complement lab experimental work on the failure of performance feedback to reduce gender gaps (Coffman 2014; Coffman et al. 2019, 2021). Personal experience of question-asking (and the conversations that follow) can be thought of as a more visceral form of performance feedback (Malmendier 2021); yet even this more visceral feedback does not systematically change future behavior.² Otherwise, our work relates to evidence that women are more hurt by setbacks than men, either through their own behavior (Buser and Yuan 2019; Wasserman 2023) or through the behavior of others (Sarsons 2017). These papers estimate the effects of having a negative experience (e.g. losing a competition) separately for women and men. In contrast, we estimate the effects of having an experience asking a question, which may or may not be considered a negative experience.

Third, we build on recent work on gender differences in public speaking-related behaviors. Classroom and lab experiments show some evidence, albeit mixed, that women are more averse to public speaking than men (De Paola et al. 2021; Buser and Yuan 2023). In our setting, a format change that retained the need for public speaking almost completely closed the gender gap. This suggests that the historic gender gap in question-asking was not due to gender differences in public speaking aversion per se. Otherwise, like us, Dupas et al. (2021) study question-asking behavior, but with a focus on the gender of the respondent (economists presenting work in seminars) rather than the gender of the asker. They find that female economists are asked more questions in seminars, and that these questions are more likely to be hostile or patronizing. We find that female politicians are less likely to ask questions to the Prime Minister,³ and that the

²Put another way, we find that exogenous attention does not increase future attention-seeking behavior – politicians do not become attention addicts. In contrast, Srinivasan (2023) finds that Reddit and TikTok content creators create more content after going viral.

³While there is a rich literature on the behavior of British MPs in political science, to our knowledge, we are the first to rigorously document the gender gap in question-asking at PMQs. Other papers have documented gender differences in the types of questions asked (Bird 2005; Bates and Sealey 2019; Hargrave and Langengen 2021), while Blumenau (2021) shows that female MPs participate more often in debates in which the relevant government minister is female, as opposed to male.

questions they do ask are more likely to be interrupted. Similar to our test of the hybrid format change, Dupas et al. (2021) also test for whether gendered treatment differs in seminars with more collegial formats. They report suggestive evidence that a moratorium on early questions closes the gender gap. Dupas et al. (2021) is then arguably the closest paper to ours. We build on their work by (i) studying both sides: the behavior of question-askers as well as the treatment of those questions, (ii) covering a long time horizon, documenting a gender gap that persisted for at least 30 years, (iii) estimating the effects of experience on the gender gap, (iv) estimating the effects of a format change with cleaner identification, and (v) estimating whether the effects of a format change persist after its removal.

2 Asking Questions in the UK Parliament

Parliament. The UK Parliament is formed of two houses – the upper house, the House of Lords, and the lower, elected house, the House of Commons. 650 Members of Parliament (MPs) are elected to sit in the House of Commons through elections held every five years. The dominant parties are the center-left Labour and center-right Conservative parties. Our main focus is on questions asked by MPs from 2015 to 2023, a period of Conservative government throughout.

Prime Minister's Questions. PMQs is a constitutional convention providing regular opportunities for MPs to hold the sitting government to account. During our period of interest, PMQs was held at noon for roughly 45 minutes every working Wednesday. The Prime Minister stands to answer three types of questions. First, the Leader of the Opposition is permitted to ask up to six questions, and the leader of the second-largest opposition party may ask two questions. Second, other MPs can stand to “catch the eye” of the Speaker of the House, who may then call on them to ask a question. Third, and most relevant to us, 15 MPs selected by lottery can each ask one question.⁴

All MPs are eligible to submit a question for the PMQs lottery, though, by longstanding convention, MPs with a government post (usually a ministerial position) do not enter PMQs.⁵ While parties sometimes attempt to orchestrate the questions of their members, these attempts usually fail – as ex-Labour political advisors Ayesha Hazarika and Tom Hamilton write, “MPs are difficult creatures to herd.” (Hazarika and Hamilton 2018, p. 245). Given this, we consider question submission the result of an individual MP’s decision, rather than their party’s decision.

⁴For full videos of PMQs, see <https://www.youtube.com/playlist?list=PL40441042C458B62B>.

⁵The Table Office manages the weekly lotteries, and they clarified this point over email. If a government minister tries to table a question, the Table Office advises them that the convention is that they do not do such things.

In addition, we include party fixed effects in our main specifications.

The vast majority of MPs submit what is known as an “engagements” question, meaning that they do not have to submit the text of their actual question beforehand. The remaining MPs submit the text of their question upon submission. Prime Ministers then usually do not know the questions they will be asked in advance, though they are heavily prepped for predictable questions.

MPs can submit their question on paper or online with little effort,⁶ though they must do so by 12:30 pm on the preceding Thursday. The lottery is held on the same Thursday, with the results sent to MPs on the same day – meaning that lottery winners that submitted an engagements question get six days’ notice to prepare their actual question.

Questions and answers are relatively short, averaging 82 and 89 words (we describe our data on questions and answers in Section 3.1). The questions themselves must conform to certain rules.⁷ For example, MPs must not ask for information which is readily available, use offensive language, or submit questions that are “trivial, hypothetical, or vague.” In practice, such rules still allow for many colorful questions. For example, in February 2013, Anas Sarwar, a Labour MP, asked: “The Prime Minister is rightly shocked by the revelations that many food products contain 100% horse. Does he share my concern that, if tested, many of his answers may contain 100% bull?” In contrast, many questions are policy-oriented. For example, Labour MP Yasmin Qureshi won the lottery in February 2021 and asked Prime Minister Boris Johnson (square brackets added for clarity):

This Government said that no council would be suffering as a result of the pandemic, and the Chancellor said that he would do everything—“whatever it takes”—to help them. Yet Tory [Conservative]-controlled Bolton Council has just announced £35 million of cuts in towns and an increase in the council tax budget of 3.8%. Can the Prime Minister assure my constituents and my town that that money will be given to them, or will this join a long list of Tory failed promises?

Norms and Atmosphere. Humor is a central feature of the questioning style in PMQs. As [Hazarika and Hamilton \(2018, p. 165\)](#) write, “PMQs without rejoinders and jokes is like a Christmas tree without the baubles, tinsel, coloured lights... they’re what makes the whole

⁶For the exact steps for submitting a question on paper, see <https://guidetoprocedure.parliament.uk/articles/Dw0Uwxkh/how-to-submit-a-prime-ministers-question-on-paper>. For the steps for submitting online, see <https://guidetoprocedure.parliament.uk/articles/GqhMqs58/how-to-submit-a-prime-ministers-question-online>.

⁷For the exact rules, see <https://guidetoprocedure.parliament.uk/collections/4C9X53XG/rules-for-questions>.

thing worth looking at.” We show below that women use humor in their questions less often than men. Other than humor, heckling is common, creating an atmosphere in which peak noise levels reach almost 100 decibels, akin to the noise from a pneumatic drill or a speeding subway train (ITV 2015). Anecdotally, heckling at PMQs has targeted women, with one heckler shouting to a female MP “Tell us your age! Where’s your birth certificate? Here she comes, Harvey Proctor [her predecessor as MP for her constituency] in drag!” (Hazarika and Hamilton 2018, p. 215). When interviewed about PMQs, ex-Labour leader Harriet Harman replied that PMQs is combative, “as far away from deliberative, seeking consensus, that you could possibly get... a very sort of macho way of doing politics” (Hazarika and Hamilton 2018, p. 214). Opinion polls of the public reveal similar concerns: 47% agree that PMQs is too noisy and aggressive, 33% say that PMQs puts them off politics, and only 16% agree that MPs behave professionally at PMQs (Allen et al. 2014). We test claims of a sexist culture more systematically below.

Questions and Visibility. Questions asked to the Prime Minister serve to increase the visibility of MPs and their policy interests. Gender differences in participation may then lead to negative career consequences for female MPs, and less accountability for the policies most relevant for women.

Visibility at PMQs is high given that the chamber of the House of Commons tends to be packed, as referred to by ex-Speaker John Bercow in a 2010 speech (Bercow 2010): “There only ever seem to be a larger number of MPs in the Chamber once a week – for Prime Minister’s Questions.” In addition, party leaders are almost always present at PMQs, given their responsibility to ask and answer questions. The Prime Minister in particular commits a substantial amount of the working week to preparing for PMQs – eight hours for Margaret Thatcher (PM from 1979 to 1990), and two full days for David Cameron (PM from 2010 to 2016, Hazarika and Hamilton (2018, p. 137-139)). This preparation involves research into the interests of each questioner, in order to better anticipate what question they may ask. Questions then shift the attention of party leaders to the questioner, both during the question time itself, and also in the prior days of preparation. This provides an opportunity for MPs to signal their talents to senior politicians with the power to promote them. As one example of effective signalling, Hazarika and Hamilton (2018, p. 230) describe a question asked by new MP Kevin Brennan in 2002, writing that then-Prime Minister Tony Blair “was impressed enough by this to send Brennan a personal note praising the question: evidence that asking good backbench questions at PMQs can do an MP’s prospects plenty of good.”

Beyond visibility to party leaders, MPs also use their questions as an opportunity for visibility to the broader public. Among the 375 winners of 25 randomly-selected pre-format change

lotteries, 92% have a Twitter account, and of those, 62% tweeted about their PMQs appearance.⁸ Furthermore, PMQs is broadcast live on BBC Two, as part of *Politics Live*, with a viewership of up to one million (McTernan 2020). As a result, PMQs is the parliamentary event best known to the electorate, with 54% of the public reporting in 2013 that they had seen or heard PMQs in the previous year (Allen et al. 2014).⁹

COVID-19 Arrangements. Two main features of PMQs were changed in response to COVID-19, covering the period April 22, 2020 to July 21, 2021.¹⁰ First, lottery winners could choose to ask their questions in-person or remotely, over Zoom. Second, to ensure social distancing, a maximum of 50 people could be present in the legislative chamber, with the maximum later increased to 64 people.

3 Data and Empirical Approach

3.1 Data

MP Characteristics. We compile data on Members of Parliament using the online Parliament Members' Names Data API for three purposes. First, we use the data to define the set of current MPs on the day of each lottery. Second, we use the data for various control variables, including gender, political party, and the date the MP was first elected to the House of Commons. We use the date of the first election to assign each MP to a cohort. The most recent cohort includes those elected since the 2019 general election, while the cohort prior to that includes those elected since the 2017 general election but before the 2019 general election, and so on. Third, the data includes a unique ID for each MP, which we use to link MPs across datasets.

Political Posts and Elections. We use the Parliament API to download the full set of Government, Opposition, and Parliamentary posts held by MPs. This post-level data includes the ID of the MP that held the post, the name of the post, along with the start and end date. We

⁸62% is a lower bound on MPs' overall tweeting, given that we were able to code only original tweets, and not retweets, using Twitter's advanced search feature.

⁹While we can also use the lotteries to estimate the causal effects of asking a question on career outcomes, we lack the power to detect even large effects of such a light-touch treatment (asking one question). For example, we estimate an effect of winning the PMQs lottery of 0.28 percentage points on subsequent general election vote share, with a standard error of 0.22, and 95% confidence interval of -0.16 to 0.71. While we cannot reject the null, the confidence interval includes substantial positive effects of asking only one 100-word question – one-half of a percentage point in vote share would be a huge return from a few minutes of visibility.

¹⁰See <https://www.parliament.uk/about/how/covid-19-proceedings-in-the-house-of-commons/departamental-questions-prime-ministers-questions/> for full details.

use this dataset to identify the MPs de facto eligible to submit questions – only those without Government posts – and to include as control variables in some specifications.

We use multiple sources to link each MP's most recent winning vote margin. For general elections prior to 2005, we use data hosted by www.politicsresources.net, while for general elections since 2005, we use data held by the Electoral Commission. For MPs elected through by-elections, we use research briefings compiled by the House of Commons Library.

PMQs Lottery Entrants and Winners. The Table Office of the House of Commons has records on the entrants and 15 winners of each PMQs lottery held since May 28, 2015, the start of the 2015/16 parliamentary session.¹¹ The Table Office shared the PDF records for 264 of the 267 lotteries held from May 28, 2015, until March 30, 2023.¹² These lotteries span three key periods: 157 lotteries during the *pre-hybrid* period until March 19, 2020, 50 lotteries during the *hybrid* period until July 15, 2021, and 57 lotteries during the *post-hybrid* period until March 30, 2023. We use the MP's name and constituency to link our data on lottery entrants perfectly with the MP Characteristics data.

Figure 1 visualizes the number of lottery entrants across time, along with the timing of the three general elections during this period, and the period of hybrid PMQs. An average of 287 MPs (52% of eligible MPs) submitted a question for a given PMQs, and 289 female and 546 male MPs entered at least one of the 264 lotteries.

PMQs Questions and Answers. We use question and answer characteristics to test for whether there are gender differences in the types of questions asked, and in the types of reactions received – a test of whether the culture of PMQs differentially hurts women question-askers.

We downloaded the written transcripts for all PMQs from May 2015 to April 2023 from the website Hansard, the official record of parliamentary proceedings. We cleaned the raw transcripts, extracting *exchanges* – question-answer pairs, with the question posed by an MP, and the answer given by the Prime Minister. In total, we identify 3,653 exchanges with questions asked by lottery winners across 258 PMQs,¹³ including 1,242 questions (34%) asked by female MPs. On average, 14.2 exchanges occur during each PMQs.¹⁴

We manually coded the characteristics of each question and answer, after having stripped

¹¹ A session is typically one year, although there are exceptions.

¹² The records for three of the lotteries have been lost. We are unable to access records beyond March 30, 2023 due to a change in the Table Office's data-sharing policies.

¹³ Transcripts are missing for a small number of PMQs.

¹⁴ Though 15 MPs are chosen by lottery, the number of exchanges may be less than 15 – for example, a lottery-winning MP may be absent, or the Speaker may reject a question due to the question format breaking parliamentary guidelines.

the text of references to the gender of the questioner. Each exchange was coded by two coders. Coders recorded the following variables for each question: (i) *Constituency issue*, an indicator equal to one if the question is related to the constituency represented by the MP, (ii) *Request*, an indicator variable equal to one if the question contains a request made by the MP to the Prime Minister, and (iii) *Humor in question*, an indicator variable equal to one if the question contains humor.

In addition, coders assigned each question to one of five categories, adapted from the PMQs text analysis of Zhang et al. (2017): (i) *Issue update/shared concern*: these questions aim to bring awareness to a current event, issue, or policy that is general and non-partisan (e.g. denouncing antisemitism, supporting veterans), (ii) *Niche concern/narrow factual*: these questions aim to highlight niche issues or concerns, often relevant only for the constituency of the MP (e.g. providing more funding for hospitals in the MP's constituency), (iii) *Concede, accept/condemnatory*: these questions aim to criticize actions, comments, policies or other events that are associated with the Prime Minister or the government; these questions are partisan and aggressive in nature, (iv) *Agreement*: these questions aim to elicit agreement from the Prime Minister and are rhetorical in nature, and (v) *Prompt for comment*: these questions aim to obtain information on events that involve the Prime Minister but are not immediately accessible to MPs (e.g. information on the progress of negotiations for a government contract).

Coders recorded the following variables for each answer: (i) *Answered*, to indicate whether the Prime Minister avoided answering the question, with 0 = no answer, 0.5 = partial answer, and 1 = exact answer, and missing for not applicable, (ii) *Agreed*, to indicate to what extent the Prime Minister expressed agreement with the questioner, with 0 = disagreed, 0.5 = agree and disagree or neither agree nor disagree, and 1 = agree, and (iii) *Humor in response*, an indicator variable equal to one if the answer contains humor.

Lastly, we generate three variables without the need of manual coding. Question and answer length are the number of words in each question and answer. To identify interrupted questions, we take advantage of the fact that the transcript includes the text “[Interruption.]” whenever a speaker is interrupted mid-speech, and forced to stop speaking until the interruption stops. We find that 1.6% of questions and 1.5% of answers are interrupted. While most MPs are not sufficiently interrupted to cause a pause in speech, background heckling is much more common.

YouTube Videos. We use the 149 available PMQs YouTube videos for the pre-hybrid period to construct two additional variables. First, we asked research assistants to watch the videos, and code a binary variable equal to one whenever a lottery-winner's question was negatively disrupted. This manual measure complements the Hansard “[Interruption.]” measure described

above. Second, we extracted the audio of each video, and used a Short-time Fourier Transformation (STFT) to calculate second-level measures of volume in decibels (dB). We use this data to create two volume measures: (i) the median volume of each lottery-winner’s question at PMQs, and (ii) MP-level average volume, equal to the mean of all (i) measures for each MP. For example, if an MP asked two questions pre-hybrid, the MP-level measure is the simple average of the median volume of the first question and the median volume of the second. We use these volume measures to characterize gender differences in loudness, and to test for whether loudness predicts question submission.

Earlier PMQs Lottery Winners. For the 968 PMQs lotteries from 1990/91 to 2014/15 we are able to compile data on lottery winners but not entrants. In particular, from 1990/91 to 1996/97, the lottery winners are listed on daily schedules that are available in bound journals in the parliamentary archives. We scanned and digitized these schedules. For 1997/98 to 2014/15, we web-scraped schedules available on the UK Parliament website. We use this data to test for gender gaps in question-asking over a longer time period, relying on the fact that lottery winners are representative of lottery entrants, given random assignment. However, with only the winners, we cannot test for causal effects of winning on future entries for this earlier period.

Voting Attendance. We will show that the gender gap in question-asking closed substantially during the period of the hybrid format, and remained smaller following the return to in-person questioning. We measure the gender gap in voting attendance for the same period to permit a placebo check – given that, unlike PMQs, voting remained in-person throughout all three periods, with the exception of only three dates during the hybrid period, which we exclude from this analysis.¹⁵

We downloaded records for each House of Commons vote held during our core study period, May 2015 to April 2023.¹⁶ The voting records include the ID for each MP, along with their name, party, and their vote. We define the variable $Present_{it}$ as equal to one when MP i is present for at least one vote on date t , and zero otherwise.¹⁷ We set the variable to missing for

¹⁵See <https://www.parliament.uk/about/how/covid-19-proceedings-in-the-house-of-commons/remote-voting/> for full details.

¹⁶The data can be found at <https://hansard.parliament.uk/search/Divisions?startDate=2015-05-27&endDate=2023-06-13&house=Commons&includeCommitteeDivisions=True&partial=False&sortOrder=0>.

¹⁷An MP is present for a vote whenever (i) they are recorded as having voted aye or no or both (those that vote both are “actively abstaining”), and not through assigning a proxy voter to vote on their behalf, or (ii) they were assigned the role of “teller” (and so responsible for counting the votes). Other than voting both aye and no, MPs can also abstain by continuing to occupy their seats during a vote. In this case, although they are present in the House of Commons, we would miscode them as not present, unless they satisfied (i) or (ii) for at least one other vote on the same day.

dates on which there are no votes.

3.2 Econometric Specifications

Gender Differences in Question-Asking. To estimate gender differences in submitting questions, we use the stacked specification:

$$\text{Submitted}_{it} = \alpha_t + \alpha_c + \beta \text{Female}_i + \gamma \mathbf{X}_{it} + \varepsilon_{it} \quad (1)$$

The unit of observation is MP-by-date (i -by- t), where the set of dates depends on the analysis period: 1990 to 2015 for the historic analysis, and the pre-hybrid, hybrid, and post-hybrid periods spanning 2015 to 2023 for the recent analysis. In each case, the set of dates are those on which a lottery was held, and the set of MPs on a given date are those present in the House of Commons on that date and de facto eligible to submit – those that do not hold any government positions on that date.

For our core PMQs analysis for 2015 to 2023, Submitted_{it} is a dummy variable equal to one if MP i entered the PMQs lottery on date t . For the earlier period of 1990 to 2015, the outcome is instead a dummy variable equal to one if MP i was randomly selected as a lottery winner on date t , since data on lottery entrants do not exist for the 1990 to 2015 period.

Date fixed effects (α_t) restrict our comparisons to be between female and male MPs eligible to submit on the same date. Cohort fixed effects (α_c) restrict our comparisons to be between MPs that entered Parliament during the same term.¹⁸ These fixed effects implicitly control for experience. They are important given that more experienced MPs submit questions much less often (see Figure A1). Women tend to be less experienced (7.4 years vs. 11.6 years among the PMQs-eligible), as female representation has been increasing in recent years. Without controlling for experience, we would then underestimate what we consider to be the more relevant gender gap: the gap among those with similar years of experience.

Female_i is a dummy variable equal to one if the MP is female and zero if the MP is male. \mathbf{X}_{it} are a vector of covariates that vary depending on the exact specification, including fixed effects for the MP's party as of the last election (Conservative, Labour, Liberal Democrat, Scottish National, Democratic Unionist, or Other¹⁹), vote margin when last elected, and dummy variables for holding an opposition post (e.g. shadow minister) or a parliamentary post (e.g. vice-chair of the MP's party). Given that the specification is stacked, with multiple observations for any given MP, we cluster standard errors at the MP-level.

¹⁸For most MPs, this means being first elected at the same General Election. The exceptions are MPs elected during mid-term by-elections.

¹⁹The Other category includes members of minor parties, accounting for only 2.5% of MPs in 2015/16.

We use a similar stacked specification when estimating gender differences in the characteristics of questions and answers, this time with the sample only including the MPs that actually asked a question on each date t . One difference is that when estimating differences in answer characteristics, we also show how our results change when adding the measures of question characteristics to the vector \mathbf{X}_{it} .

Learning From Own Experience. For the 2015 to 2020 pre-hybrid period, we use another stacked specification to estimate the effects of question-asking experience on future lottery entry:

$$\text{Entered}_{it+k} = \alpha_t + \beta^k \text{Won}_{it} + \varepsilon_{it} \quad (2)$$

The unit of observation is again MP-by-date, with 156 lottery dates.²⁰ The set of MPs included in the regression for each lottery date t is now only those MPs that entered that lottery. We again include date fixed effects, α_t , which are equivalent to lottery fixed effects.

Won_{it} is a dummy variable equal to one if MP i was a randomly selected winner in lottery t . Given that 97% of the lottery winners ultimately asked their question,²¹ we estimate Intent-To-Treat (ITT) effects.

Entered_{it+k} is a dummy variable equal to one if MP i entered the k th PMQs lottery after date t . We restrict the sample to observations where the k th lottery is within the same parliamentary session since cross-session learning effects are unlikely, given the breaks between sessions. We use $k \in \{1, 2, 3, 4, 5\}$ to estimate the dynamic effects of winning on future entry, and $k \in \{-5, -4, -3, -2, -1\}$ for balance checks. Balance tests on other pre-determined variables are consistent with the randomization being carried out properly, with only one of 22 coefficients statistically significant at the 5% level (Table A1).²²

We run the regression separately for all MPs, female MPs, and male MPs, as well as a specification with Won_{it} interacted with female to formally test for gender differences in the causal effect of experience.

We use two approaches to increase statistical power. First, we change the dependent variable to the fraction of the session's remaining PMQs lotteries entered. Second, whenever $k > 0$, we

²⁰We lose one date from the gender differences analysis – while we have data on entrants and winners for the PMQs to be held on September 11, 2019, that PMQs was cancelled, meaning that lottery winners did not get to ask the Prime Minister a question.

²¹We calculated this statistic by web-scraping Hansard (hansard.parliament.uk), the official record of parliamentary proceedings. The 3% of lottery winners that did not ask questions either withdrew before the question time (e.g. due to a scheduling clash) or were present but not called on by the Speaker due to time constraints.

²²In addition, the Table Office gave assurances over email that the lottery is truly random.

include the fraction of lotteries entered in the session so far as a control variable. We cluster standard errors throughout at the MP-level.

Learning From Others. We use lottery-level variation in the number of female winners to estimate peer effects on lottery entry. For this, we use the stacked specification:

$$\begin{aligned} \text{Entered}_{it+k} = & \alpha_{s(t)} + \beta_1^k \text{Number of female winners (exc. } i)_{it} \\ & + \beta_2^k \text{Won}_{it} + \gamma_1^k \text{Number of female entrants (exc. } i)_{it} \\ & + \gamma_2^k \text{Number of male entrants (exc. } i)_{it} + \gamma_3^k \text{Entered}_{it} + \varepsilon_{it} \end{aligned} \quad (3)$$

The unit of observation and outcome are the same as those used in specification 2. The sample includes all MPs eligible to enter the lottery at t . Since the identifying variation is now at the lottery-level, we no longer include date fixed effects. Instead, we include session fixed effects ($\alpha_{s(t)}$), which are not needed for identification but can increase power.

Our key regressor is the number of female lottery winners at time t excluding MP i , meaning that we again estimate ITT effects. This variable is only exogenous conditional on the number of female and male entrants excluding MP i .²³ In the same regression, we include a dummy variable for whether MP i entered lottery t , and one for whether they won lottery t . It follows that β_2^k captures the effect of MP i winning lottery t on whether they enter lottery $t+k$, while β_1^k captures the effect of an additional female (other than i) winning lottery t on whether MP i enters lottery $t+k$. The γ s are coefficients on nuisance controls – they are not of direct interest, nor are they interpretable as causal. As with the learning from own experience analysis, we run the regression separately female MPs and male MPs.

We again use $k \in \{1, 2, 3, 4, 5\}$ to estimate the dynamic effects of winning on future entry, and $k \in \{-5, -4, -3, -2, -1\}$ for balance checks. We use two-way clustered standard errors by MP and by date, given that the level of treatment is now the lottery-date rather than the MP.

4 Results

We begin by studying the pre-hybrid period of PMQs (May 2015 to March 2020), establishing that women are less likely to submit questions than men, with this gap going back to at least 1990.

²³In particular, conditioning only on the number of female entrants, we would systematically have more female winners in weeks where there are fewer male entrants (given that there are 15 winners each week).

4.1 Gender Differences in Asking Questions to the Prime Minister

Eligible male MPs enter the lottery for PMQs 49% of the time from 2015 to 2020 (Table 1). Same-cohort female MPs are 7.1 percentage points (14%) less likely to enter ($p < 0.01$, column 1). The gender gap falls to 5.9 percentage points (12%) after adding political party fixed effects (column 2) and falls to 5.2 percentage points (11%) after controlling for past vote margin and political positions held (column 3). This gender gap with controls remains statistically significant at the 5% level. Since vote margin and political positions are mediated by the potentially gendered preferences of voters and party leaders, our preferred estimate of the gender gap is 5.9 percentage points or 12%, the gap in column 2.²⁴

To explore how much of the gender gap is driven by the extensive margin versus the intensive margin, we collapse the data to the MP-session-level, excluding the short 2019 session, which had only two lotteries. We first replicate the overall gender gap. Men enter 48% of a session's lotteries on average, while women enter 5.3 percentage points fewer (column 4). There is no gender gap along the extensive margin: men enter at least one lottery in a session 79% of the time, while women enter a statistically insignificant 1.1 percentage points less (column 5). The gender gap is only along the intensive margin: conditional on entering at least one lottery in a session, men enter 61% of the lotteries, while women enter 5.9 percentage points fewer ($p < 0.01$, column 6). Using data for MPs elected since 2015, we can see that the intensive margin gender gap is present throughout the distribution (Figure A2). The intensive margin gap is crucial for our analysis of learning from experience: we cannot learn whether the gender gap closes with experience if there is no gender gap among those that get experience.

The gender gap in question-asking has persisted since at least 1990 (Figure 2). We estimate that women were 15.3% less likely to submit questions than men from 1990 to 2015, controlling again for the lottery, cohort, and political party fixed effects, along with a dummy variable for being a member of the governing party.²⁵ Though the estimates are noisy, there is some suggestive evidence that the gender gap fell as the female share of PMQs-eligible MPs rose from 1990 to 1997, with the gender gap stabilizing afterwards.

4.2 Learning From Own Experience

We next use the PMQs lotteries to estimate whether MPs learn from experience, leading them to submit more or less often in future. We first report estimates for the pooled sample, before

²⁴There is a parallel here to the idea of over-controlling when measuring gender wage gaps – for example, by measuring the wage gap conditional on occupation fixed effects (Blau and Kahn 2017).

²⁵We did not include this control in the 2015 to 2020 analysis since the Conservative party governed throughout that period, making this control fully collinear with the political party fixed effects.

breaking up effects by gender. As with our analysis of gender differences above, we use only the lotteries from before the switch to hybrid proceedings.

All pre-period coefficients are statistically insignificant – lottery winners are no more or less likely to have entered previous lotteries – consistent with the randomization being carried out correctly (Figure 3). Winners are 3 percentage points ($p = 0.002$) less likely to enter the next lottery, a 4% fall relative to the 78.8% entry rate of lottery losers.²⁶ This negative effect fades away quickly, leading to a precisely estimated null effect for entry over the rest of the session – with a 95% confidence interval of -0.9 to 1.2 percentage points.

The pattern in Figure 3 is consistent with some lottery winners taking a temporary respite from entering the lottery to avoid being called on to ask questions in consecutive weeks. The transitory nature of this negative effect suggests that lottery wins are not shifting self-confidence or other self-relevant beliefs in one direction on average. The result may, however, mask heterogeneity, particularly if there are pre-existing gender differences in over- and under-confidence.

Gender Differences in Effects of Experience. The dynamic effects of lottery wins on re-entry are very similar for women and for men (Figure 4). In both cases, we estimate a transitory negative effect of winning on subsequent entry and a precisely estimated null effect on entry throughout the rest of the session. Accordingly, we fail to reject the equality of treatment effects for each post-period (Figure A3). The results are nearly identical when considering the gender gap in treatment effects conditional on cohort and party dummies, making the estimate more comparable with our preferred measure of the gender gap in entry, in column 2 of Table 1 (Figure A4).

We do not find a gender gap in the effects of experience among the MPs that entered the lottery. However, this sample is not representative of the full sample of lottery-eligible MPs for which we estimate gender differences in entry – MPs that enter the lottery more often are overweighted when we estimate the effects of lottery wins. To check that this weighting is not driving our results, we reweight our estimates by the inverse probability of lottery entry by MP i for the lotteries in the current session, up to the current date, in which that MP was eligible to enter. This reweights our treatment effects to be representative of the MPs that enter the lottery at least once in a session (and the gender gap in entry is driven completely by differential entry conditional on entering at least once, as shown in columns 5 and 6 of Table 1). Our estimates are unchanged after this reweighting (Figure A5).

²⁶To recap the timing: an MP typically learns the lottery result on a Thursday, with this result determining whether they ask a question the following Wednesday. The deadline for the next PMQs is the following Thursday – lottery winners are then 3 percentage points less likely to submit for this deadline. Most MPs enter within a few days of the deadline, allowing the decision-making of most MPs (in terms of whether to submit to the next lottery) to be affected by the result of the current lottery.

In principle, our overall null effects on future entry could be consistent with diminishing returns to learning – MPs update their beliefs after asking their first question but update much less after subsequent questions, leading to null results when pooling all lottery wins. To explore this idea, we estimate the same specifications, keeping only those lottery entrants that have not won a PMQs lottery since the 2015/16 session began. While our results for first-time winners are less precise, the pattern is very similar, with again no evidence that women update more positively from experience than men (Figure A6).

While our causal results using the lotteries demonstrate that women do not start submitting more often after one experience of asking a question, it remains possible that women adapt to the questioning style of PMQs more gradually – do women start submitting more often after a year or more of parliamentary experience? To test for this, we explore whether the gender gap in question-asking changes as MPs spend more time in parliament, by adding an interaction term between female and years of experience to specification 1. To exploit only within-MP variation, we also add MP fixed effects, dropping party and cohort fixed effects. We estimate precise null effects of years of experience on the gender gap in question-asking (column 1, Table A2). When focusing on the effects of the first five years of experience (column 2) or the first two years (column 3), we again cannot reject the null of no effect of experience on the gender gap – though if anything, the sign of the coefficient suggests that the gender gap *grows* with experience. Our two approaches then deliver a consistent result: the gender gap in question-asking does not narrow with experience. Female MPs do not learn from leaning in.

Implications. Our results have three implications for experience-based policies. First, a policy that temporarily increases the experience of women – perhaps through mandated lottery entry or additional women-only speaking opportunities – would not close the gender gap in question-asking. In particular, our preferred estimate of the gender gap is 5.9 percentage points (column 2, Table 1), while we can reject an effect of asking one question for women MPs of 1.4 percentage points or more, at the 95% level (panel (a), Figure 4).

Second, a policy that mandates experience for both men and women will also not close the gender gap because the effect of lottery-induced experience for women is no more positive than the effect for men. There is then no evidence that men are initially more over-confident than women and revise their beliefs downward after asking a question.

Third, we cannot rely on gradual adaptation to narrow gender gaps – in this case, the gender gap in question-asking is no smaller after MPs have grown their experience by several years.

Collectively, the evidence is not consistent with a model in which women adapt through experience. In particular, the gender gap does not appear to be driven by biased beliefs which

can be corrected by experience: for example, beliefs about how stressful it is to speak in front of the full chamber, how much the question raises one’s visibility internally in the subsequent weeks, and whether the experience leads to other career-relevant opportunities. Instead, female and male MPs either make decisions based on accurate (on average) beliefs or hold biased beliefs that persist in the face of personal experience.

4.3 Learning From Others

While the gender gap in question-asking does not close with personal experience, it is possible that increasing speaking opportunities for women affects the gender gap indirectly through peer effects. In particular, women may learn from the experiences of their peers, submitting questions more often when more women are asking questions. Such reactions may partially reflect role model effects, as found in local politics in India (Beaman et al. 2012). To test this, we use lottery-level variation in the number of questions from female MPs – variation that is random after conditioning on the number of female and male entrants.

Consistent with randomization, female and male MPs are no more or less likely to have entered a PMQs lottery prior to a week with more female lottery winners (Figure 5). We find evidence of peer effects for women: in response to an exogenous increase of one additional question from a female MP, female MPs are 0.5 percentage points ($p = 0.02$) more likely to submit to the next PMQs and 0.3 percentage points ($p = 0.09$) more likely to submit to the PMQs after that. These effects are not present for men, nor are the effects negative for men – which would be the case if men were inspired by same-gender questioners.

The magnitude of the female-to-female peer effect is meaningful. While week-to-week variation in the number of female questioners is small (the standard deviation is 1.7, and the number ranges from zero to nine), policies could increase representation more dramatically. For example, assuming linearity, a policy-induced increase of 10 female questioners would increase subsequent female entry to PMQs by 4.1 percentage points – close to the size of the full gender gap. However, these peer effects are short-lived, as we might expect given that each week MPs observe a new set of questioners.

With the caveat that our estimates here are more imprecise, this analysis suggests that mandated opportunities for women might reduce gender gaps indirectly: through peer effects on the behavior of other women. But given that we estimate transitory peer effects, it remains the case that temporary mandated opportunities for women would not have persistent effects on the gender gap – MPs do not appear to have biased beliefs that can be permanently shifted through experience. Given this, we turn to our exploration of the second category of approach: workplace norm reform.

4.4 Going Hybrid

The switch to the hybrid format comprised two main changes. First, attendance in the legislative chamber was capped at 50, whereas previously the chamber was packed. From coding the number of MPs visible in YouTube videos, we estimate a drop in attendance of 80% from the pre-hybrid to the hybrid period, with attendance gradually returning to pre-hybrid levels in the post-hybrid period (Figure A7). Second, MPs were able to ask questions via Zoom or in-person, with the share asking questions virtually varying markedly over time due to seasonal variation in COVID-19 concerns, and resultant policies (Figure A8).

Our preferred estimate of the gender gap is 5.85 percentage points during the 2015 to 2020 pre-hybrid period (left-panel of Figure 6, $p < 0.01$, replicating column 2 of Table 1). The gender gap narrowed by 80% during the hybrid period, becoming a statistically insignificant 1.15 percentage points (middle-panel, $p = 0.69$). Despite the return to in-person-only proceedings, the gender gap remained narrower during the post-hybrid period, at 0.67 percentage points ($p = 0.82$). We reject the null hypothesis that the pre-hybrid gender gap is equivalent to the hybrid-onwards gender gap ($p = 0.05$).²⁷ In short, a gender gap that had persisted for at least three decades almost completely closed following the introduction of hybrid proceedings.

Four pieces of evidence suggest that the narrowing of the gender gap was due to the introduction of the hybrid format, rather than confounding factors. First, and most importantly, we estimate the gender gap in voting attendance as a placebo check. Unlike Prime Minister’s Questions, remote voting was only permitted for a handful of days in May 2020. After dropping these days, we can then chart the evolution of the gender gap in voting attendance before and after the hybrid PMQs period. If the gender gap in question-asking narrows due to confounding changes over time – for example, female MPs becoming more enthusiastic about political participation because of COVID-19-related policy-making – rather than the hybrid format, we would expect to see a similar evolution in the gender gap in voting attendance. In reality, the gender gap in voting attendance is stable throughout the pre-hybrid, hybrid, and post-hybrid periods (Figure 7). Another confounding change over time is the shock of COVID-19 restrictions to the time MPs have available for work, with this shock potentially affecting men and women differentially. The lack of an impact on the gender gap in voting attendance also helps to rule out this channel. However, even without this voting null result, reasonable priors would likely be that the COVID-19 shock would negatively impact the time for work more for women than

²⁷The results are also near-identical when we estimate the pre-hybrid gender gap using only the MPs that are present in the hybrid or post-hybrid periods, avoiding compositional changes induced by the 2017 and 2019 General Elections (Figure A9, see Figure 1 for the timeline of elections relative to the hybrid format switch). The results are also similar, although less precise, when we restrict only to the period in which Boris Johnson was the Prime Minister throughout (Figure A10).

for men, given gender norms in childcare responsibilities.

Second, ruling out pre-trends, the narrowing of the gender gap in question-asking occurs precisely at the point at which the format shifted to hybrid (top-left panel, Figure 8, $p = 0.03$ from testing for equality of the gender gap before and after). And if anything, the pre-trend is such that the gender gap was getting *larger* prior to the shift, not smaller. Third, while the shift to hybrid coincides with the UK’s first national lockdown, the gender gap in question-asking is stable upon the introduction of the UK’s second national lockdown (top-right panel, Figure 8). Fourth, while the shift to hybrid coincides with the return of MPs from the 2020 easter break, we see no similar jumps in the gender gap in question-asking around the easter breaks of 2019 and 2018 (bottom panels, Figure 8).

Collectively, our findings suggest that the switch to the hybrid format causally reduced the gender gap in question-asking. Two main mechanisms might drive such an effect: first, it could be that women were more deterred than men by the culture of noise and heckling – features that almost disappeared during the hybrid period. Second, it could be that women benefited from the flexibility of remote questioning more than men. We explore the noise and heckling channel first.

4.5 Mechanisms: Noise Versus Flexibility

Pre-Hybrid PMQs. To explore the possibility that the pre-hybrid style of PMQs differentially hurts women, we estimate gender differences in the characteristics of pre-hybrid questions and answers. We then ask the same question of the hybrid and post-hybrid periods. We use the following specification:

$$\text{Characteristic}_{itr} = \alpha_t + \alpha_c + \alpha_p + \alpha_r + \beta \text{Female}_i + \varepsilon_{it} \quad (4)$$

where $\text{Characteristic}_{itr}$ is some feature of the question-answer exchange involving MP i during PMQs week t , manually coded by coder r , with two coders per exchange. α_t , α_c , α_p , and α_r are week, cohort (as defined earlier), political party, and coder fixed effects. Other than the coder fixed effects, these fixed effects parallel our preferred specification for the gender gap in question-asking. Female_i is a dummy variable equal to one when the MP in exchange i is female. We cluster standard errors at the MP-level.

In the pre-hybrid period, men and women ask questions of similar length, though the Prime Minister gives answers that are roughly 5% longer to women, whether we control for question characteristics, including question length, or not (Figure A11). The types of questions that men and women ask are similar, with one main exception: while men use humor in 6% of their

questions, women use humor 2.1 percentage points or 35% less often ($p = 0.02$, Panel (a), Figure 9). Perhaps surprisingly, women are no less likely to ask condemnatory questions during the pre-hybrid period.

Having characterized questions, we turn to the issue of whether the pre-hybrid questions of women are treated differently than those from men. While we have shown that the Prime Minister gives longer answers to women, the PM is no more likely to give a complete answer to (as opposed to dodging the question), or to express agreement with, women (Panel (b), Figure 9). The PM is however 1.4 percentage points (37%) less likely to use humor in response ($p = 0.03$). This fact, together with the fact that female MPs use humor less often, may contribute to a feeling of being out of the “old boys’ club.” Though whether this fact deters women from asking questions is a separate matter, which we return to below.

Beyond the response of the PM, does the crowd of attending MPs treat women questioners differently? While noise and heckling are common, only extreme cases lead the Speaker of the House to intervene, leading to parliamentary transcripts recording “[Interruption].” We consider gender differences in these rare interruptions as informative about how audience noise more generally affects women. The pre-hybrid questions of female MPs are 1.5 percentage points more likely to be interrupted ($p = 0.03$) – over twice as likely as men, who are interrupted 1.4% of the time. The Prime Minister is no more likely to be interrupted after a question from a female MP, suggesting that the gender difference in interruptions is not just because women ask questions in more provocative topic areas. In addition, the gender gap in interruptions is similar after controlling for question characteristics (Figure A12).

The transcript-derived measure of interruptions has limitations: for one thing, it does not distinguish between positive interruptions (e.g. those due to laughter in response to a well-crafted joke) and negative interruptions. In addition, it misses negative audience disruptions in which an MP continued speaking without interruption. To address such limitations, we turn to an alternative measure of negative disruptions: we tasked research assistants to watch all pre-hybrid PMQs YouTube videos, and to record when questions faced negative disruptions. Using this approach, we unearth roughly double the number of interruptions than the number recorded in Hansard – 3.3% of questions are coded as having faced a negative interruption, while 1.8% of questions are transcribed with “[Interruption]” in Hansard. Women face 66% more manually-coded negative disruptions than men (Table A3), consistent with our finding using transcript-reported interruptions.

Hybrid PMQs and Beyond. The switch to hybrid PMQs softened the adversarial style of PMQs: the size of the in-person audience fell by more than three-quarters (Figure A7), and interruptions

were roughly half as common (Figure A13).

Gender gaps in question and answer characteristics also changed during the hybrid period. The gender gap in the use of humor disappeared (Panel (a), Figure 9), largely due to men using humor less often. A natural interpretation is that the returns to humor are lower with a smaller in-person audience, and since men use humor more often, a drop in the returns to humor serves to narrow the gender gap.

Responses tend to shift in favor of women during the hybrid period (Panel (b), Figure 9). Most importantly, the gender gap in interruptions disappears, while the Prime Minister is more likely to agree with and respond with humor to female questioners. These shifts are similar when controlling for question characteristics (Figure A12).

In summary, the style of PMQs appears to have shifted in favor of women during the hybrid period. Did this change in style cause the gender gap in question-asking to narrow?

Noise Versus Flexibility. The shift to hybrid arrangements conflates two main factors: the change to the questioning style and audience antics of PMQs, as discussed above, and the availability of a remote-questioning option. We now turn to evidence for each of these factors, followed by a suggestive decomposition of the overall effect into that driven by each factor.

If noise and heckling deter women from submitting questions, we might hypothesize that this channel deters women more than men because women have, on average, quieter speaking voices. If this is the case, we might expect that speaking volume predicts question entry during the pre-hybrid period, and less so afterwards. We find exactly this, using the volume data extracted from YouTube videos.

Lottery-winning women ask questions 0.8 dB more quietly than men (column 1, Table 2), or roughly one-quarter of the standard deviation of volume for men. In columns 2 to 5, we explore whether speaking volume predicts question submission. First, we replicate the gender gap in question submission using only the sample of MPs for which we have a measure of volume – those that asked at least one question covered by the YouTube videos (column 2). Next, using the same sample of pre-hybrid PMQs, we explore whether MP-level speaking volume predicts question submission, separately for women and for men. As hypothesized, louder women are more likely to enter than quieter women ($p < 0.05$), while volume is not predictive for men (with $p = 0.12$ for the test of equality of effects for women and men). The magnitude is meaningful: women that are 0.8 dB louder (the size of the gender gap in loudness) submit questions 1.5 ($0.8 * 1.9$) percentage points more often – or roughly one-quarter of the gender gap.

In contrast, volume does not predict question submission during the hybrid or post-hybrid periods, for women or for men (columns 4 and 5). It follows that the hybrid format draws in the

quieter women more than the louder women, and these quieter women remained engaged after the format changed back (we return to the point of persistent effects in Section 4.6). This evidence is consistent with the idea that the hybrid format narrowed the gender gap partly because the new format was quieter and less adversarial.

Flexibility. To isolate the role of the remote questioning option, we exploit the fact that the share of questioners asking remotely varied considerably over time during the hybrid period (Figure A8). We think of this variation as capturing the *de facto* availability of a remote option – while this option is technically available throughout, in-person meetings will in practice dictate whether MPs can choose to Zoom from home, with Zooming in when already in the parliament building likely norm-breaking.

For visual evidence, we scatter week-by-week gender gaps during the hybrid period against the fraction of lottery questions asked virtually. For regression evidence, we re-estimate gender differences in question-asking during the hybrid period, adding an interaction term between the female dummy and the share of lottery questions asked over Zoom:

$$\text{Submitted}_{it} = \alpha_t + \alpha_c + \alpha_p + \beta \text{Female}_i + \gamma \text{Female}_i \times \text{Zoom Share of Questions}_t + \varepsilon_{it} \quad (5)$$

Here we interpret β as the hybrid-era predicted gender gap in the absence of remote questions. This estimate, together with the estimated gender gap pre-hybrid (5.85 percentage points), and the estimated gap during the full hybrid-era (1.15 percentage points), allows us to decompose the 4.7 percentage points narrowing of the gender gap into that due to remote questioning, and that due to the other changes in question and answer style.

The gender gap in question-asking is narrower in weeks when more questions are asked remotely (Figure 10). We estimate that as the percentage of remote questions increases from zero to 100, the gender gap in question-asking narrows by 3.5 percentage points ($p = 0.1$). This suggests that the flexibility introduced by remote proceedings played a part in reducing the gender gap in question-asking. Supporting this, we see some suggestive evidence of a gender gap in selecting the Zoom option – using our preferred specification for the gender gap in question-asking (column 2 of Table 1), we find that female question-askers are 4.8 percentage points (14%, $p = 0.24$) more likely to choose the Zoom option than men.

For the accounting exercise, we estimate $\hat{\beta} = -2.45$ (standard error: 3.06, $p = 0.42$). The predicted hybrid-era gender gap with no remote questioning is 2.45 percentage points – 3.4 percentage points narrower than the pre-hybrid gender gap of 5.85 percentage points. Of the 4.7 percentage points narrowing, we then attribute 72% (3.4/4.7) to the change in question-answer

style, and the remaining 28% to the increase in flexibility enabled by the remote option.

4.6 Persistence

The hybrid-era narrowing of the gender gap persisted following the return in September 2021 to pre-hybrid proceedings (Figure 6) – the gender gap was 1.15 percentage points during the hybrid period, and 0.67 percentage points during the post-hybrid period.

We use kernel density plots in Figure 11 to identify which parts of the distribution drive the persistence. For both male and female MPs, the shift to hybrid proceedings shifts the distribution of entry rates to the right – both male and female MPs are far more likely to submit to at least 80% of PMQs during the hybrid period relative to the pre-hybrid period.

For male MPs, the post-hybrid return to the regular PMQs format leads to a leftward shift of the distribution of entry. Most notably, the new distribution of entry almost exactly tracks that of the pre-hybrid distribution. The hybrid-induced additional entry then does not appear to have any persistent effects for men – they return completely to their pre-hybrid patterns of behavior.

For female MPs, the return to regular proceedings leads again to a leftward shift of the distribution, but this time the shift is only partway toward the pre-hybrid distribution. Relative to pre-hybrid behaviors, fewer women are submitting 20 to 60% of the time, and more women are submitting 80% of the time or more. The hybrid shift had a legacy once removed: female MPs continued to be more likely to submit questions regularly.

Why did the narrowing of the gender gap persist? One possibility is that the less-adversarial questioning style served as a stepping stone to participation in the more-adversarial questioning style – once a female MP had experience with the former, she would feel more prepared to participate in the latter (the MP is learning from leaning in). We do not find evidence for this – hybrid-era lottery-winners are no more likely than lottery-losers to submit questions after the end of hybrid proceedings, and if anything, female winners are slightly *less* likely to do so (Table A4).²⁸

An alternative explanation is that the demise of the adversarial style induced by hybrid proceedings persisted into the post-hybrid period, encouraging female MPs to keep submitting regularly. We find some evidence for this. In particular, while the gender gap in questions using humor re-emerged in the post-hybrid period (panel (a), Figure 9), gender gaps in post-hybrid responses almost all favor women: with the Prime Minister more likely to answer and

²⁸Another possibility is that the narrow gender gap persists because women selected in by the hybrid format build habits of submitting questions – they learn from submitting, but not from asking. We find this explanation plausible, though we do not know of a feasible empirical test for habit formation in this setting. Future work might adapt the approach of Hussam et al. (2022) to test for whether habit formation can be leveraged to narrow gender gaps.

agree with the questions of women, similarly likely to use humor in response, and with women slightly less likely to be interrupted (panel (b)). In addition, the general level of interruptions is over 40% lower in the post-hybrid period than in the pre-hybrid period (Figure A13). In this sense, while suggestive, the evidence is more in favor of MPs learning to adopt a less adversarial style of questioning, rather than female MPs learning from leaning in.

5 Conclusion

While many male-dominated occupations are diversifying, these occupations often feature a legacy of workplace norms and rules set by men. Given gender differences in preferences, this can lead to mismatch, with women on average less comfortable with prevailing work norms than men. On the one hand, women might adapt through experience, with mismatch eroding over time. We do not see this in the setting of the UK Parliament: gender gaps in question-asking are unaffected by experience asking questions, and by additional years of general experience working in Parliament. On the other hand, organizations could reform institutions to reduce mismatch. In the case of the UK Parliament, reforms were accidental – though introduced to allow social distancing during the pandemic, they had the unintended consequence of almost completely closing the gender gap in question-asking, a gender gap that had persisted for decades.

Our paper leaves three main avenues for future research. First, what other light-touch organizational reforms can reduce gender gaps? For example, we lack causal evidence on the attempts of economists to make seminar culture more collegial (Dupas et al. 2021). Second, what factors drive and block such organizational adaptation to the needs of a newly diverse workforce? In the case of British Parliament, reform happened only because of the pandemic. In light of the long-running negative view of the public around the professionalism of PMQs, why didn't reform happen anyway? One answer would be that since male MPs remain in the majority, their preferences remain catered to (the 'median voter' is a man). Third, what are the downstream career effects of organizational reforms that reduce gender gaps in workplace participation?

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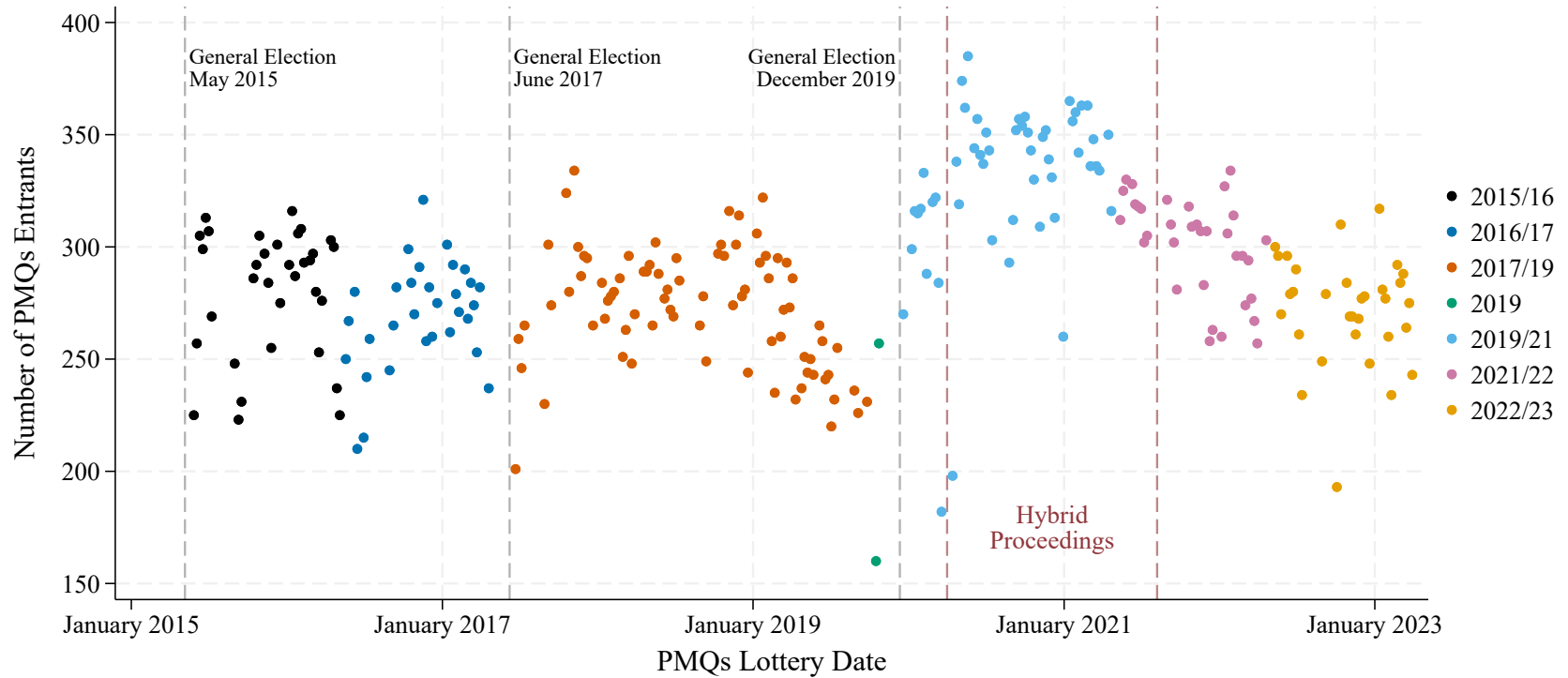
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Figures and Tables

Figure 1: Timeline and Number of Lottery Entrants



32

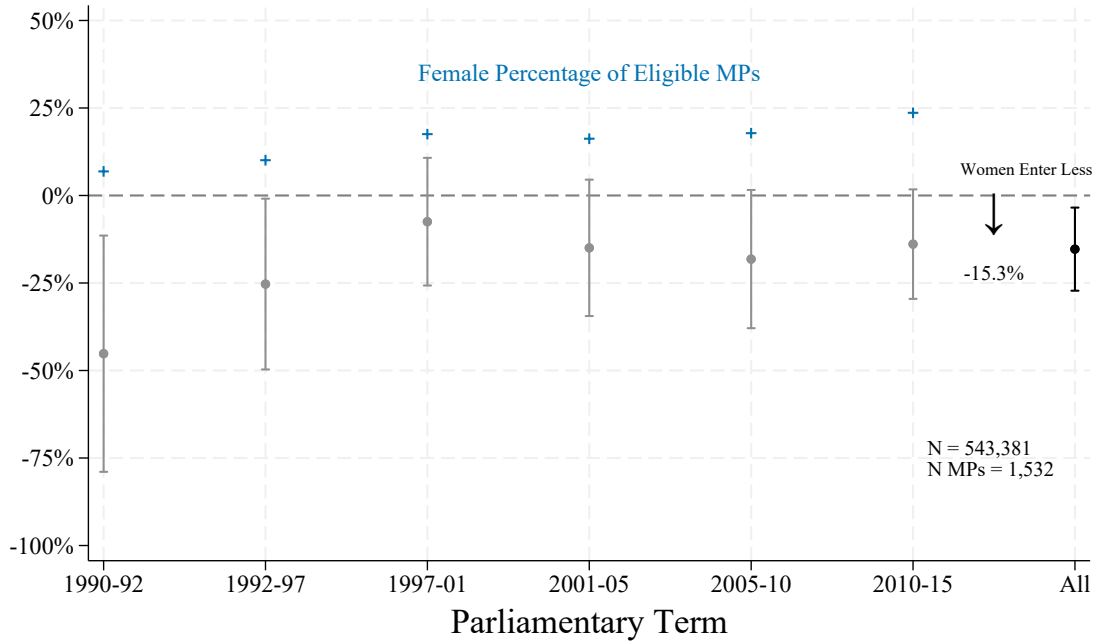
Notes: The figure shows the number of entrants for each of the 264 PMQs lotteries in our data. The colors differ by parliamentary session. The vertical dashed lines denote the three general elections during this period, and the period in which PMQs followed hybrid proceedings.

Table 1: Women Are Less Likely to Submit Questions to the Prime Minister

	Entered (1)	Entered (2)	Entered (3)	Entry Percentage (4)	Ever Entered (5)	Entry Percentage (6)
Female	-7.10*** (2.19)	-5.85*** (2.23)	-5.19** (2.18)	-5.25** (2.11)	-1.06 (2.37)	-5.94*** (1.76)
Observations	87,148	87,148	87,148	2,374	2,374	1,927
Sample	All	All	All	All	All	Entered _{≥1}
Male Outcome Mean	49.4	49.4	49.4	48	79	61
Lottery FE	Yes	Yes	Yes	No	No	No
Cohort FE	Yes	Yes	Yes	Yes	Yes	Yes
Party FE	No	Yes	Yes	Yes	Yes	Yes
Margin and Posts	No	No	Yes	No	No	No
Session FE	No	No	No	Yes	Yes	Yes

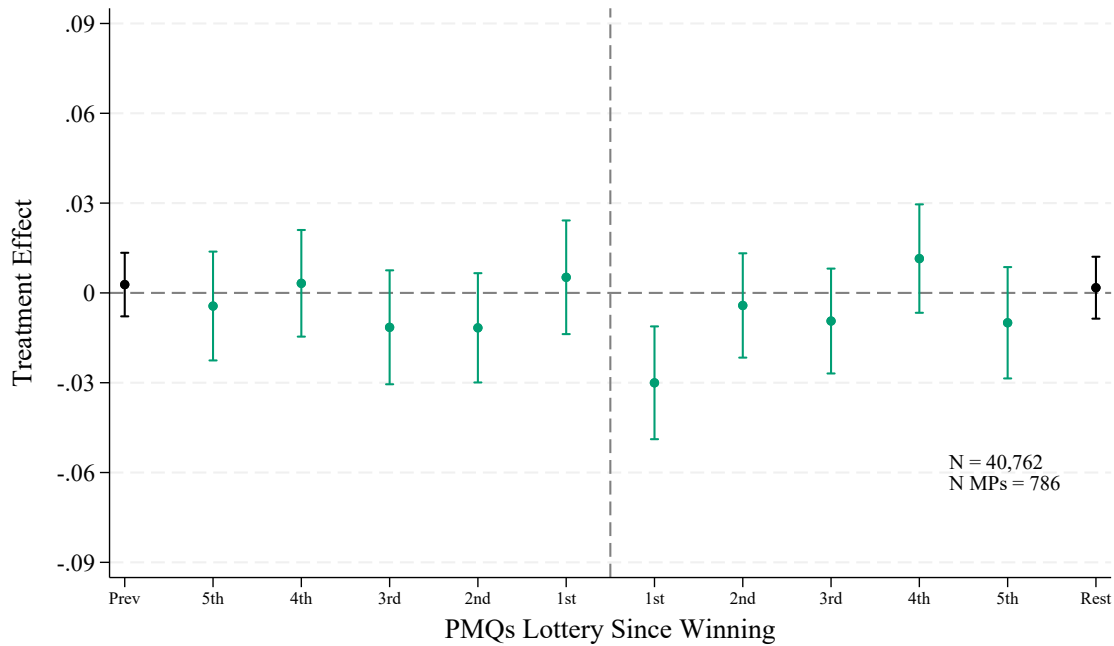
Notes: The unit of observation is MP-lottery for the stacked specification in columns 1 to 3, with 157 lotteries from 2015 to 2020 (the pre-hybrid era). The unit of observation is MP-session in columns 4 to 6. We exclude the short 2019 session for the MP-session-level analysis given that it only had two lotteries. The sample in columns 1 to 3 includes only those MPs eligible to enter each lottery (those without a government position). The sample in columns 4 to 6 includes MPs eligible to enter at least one lottery for each given session. Column 6 includes only the MPs that entered at least one lottery that session. Entered is a variable equal to 100 if the MP entered the PMQs lottery and zero otherwise. Coefficients can then be interpreted as percentage point effects. Entry Percentage is the percentage of lotteries an MP entered that session. Ever Entered is a variable equal to 100 if the MP entered at least one lottery that session, and zero otherwise. Margin and Posts denote controls for the MP's vote margin at their last election, and dummy variables for holding an opposition post (e.g. shadow minister) or a parliamentary post (e.g. vice-chair of the MP's party). Standard errors are clustered at the MP-level throughout. *** p<0.01, ** p<0.05, * p<0.1.

Figure 2: Gender Differences in Question-Asking Have Persisted Since 1990



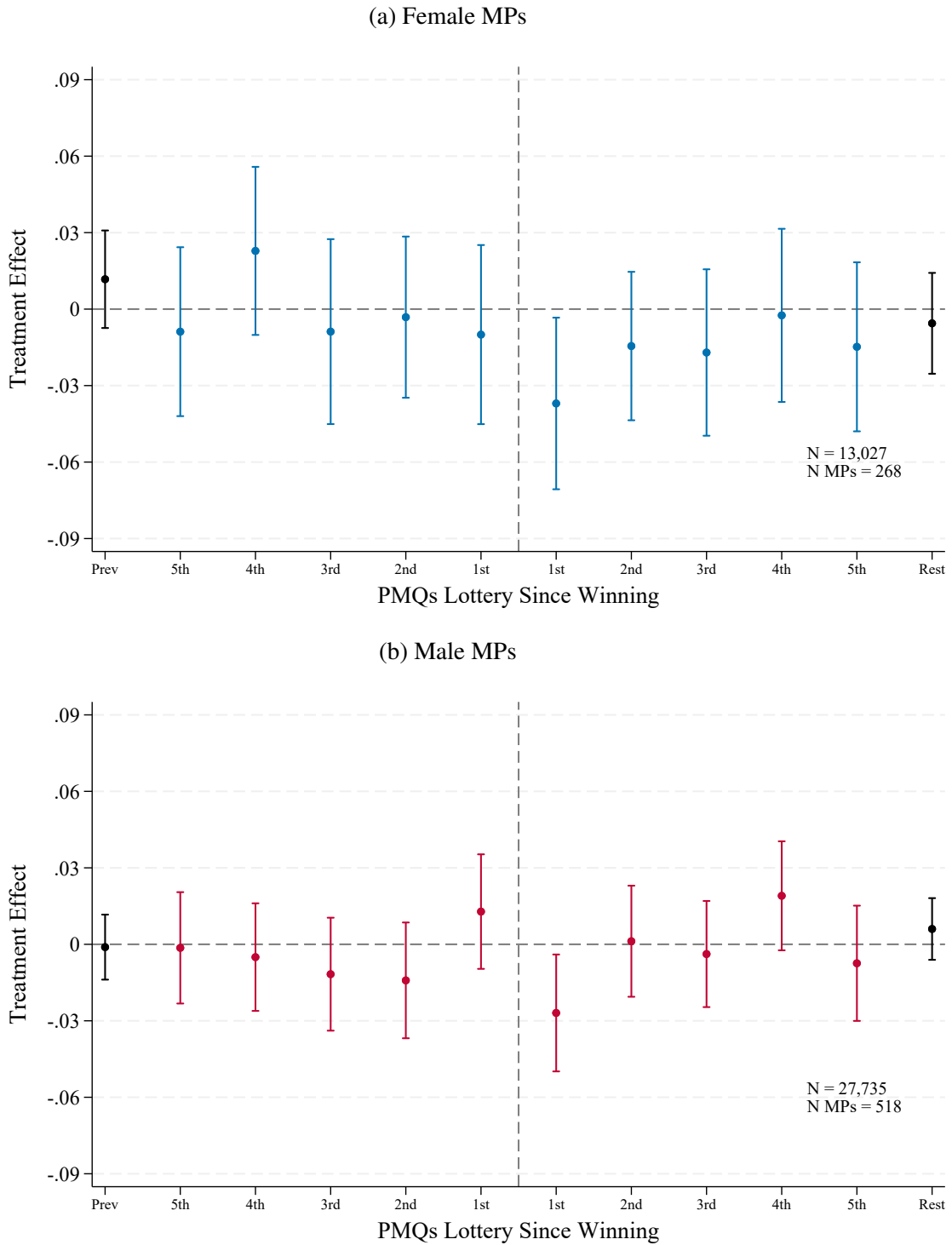
Notes: The figure shows the gender gap in appearing on the Order Paper for PMQs separately for each parliamentary term from 1990-92 to 2010-15, and for all terms pooled. The estimates use specification 1 with lottery, cohort, and political party fixed effects, and a dummy variable for being a member of the governing party (this dummy is fully collinear with political party fixed effects during 2015 to 2020, given that the Conservative party was in government throughout). The observation numbers in the bottom-right refer to the pooled specification. 95% confidence intervals are shown, along with the percentage of PMQs-eligible MPs that are female for each term.

Figure 3: Question-Asking Experience Does Not Increase Future Question-Asking



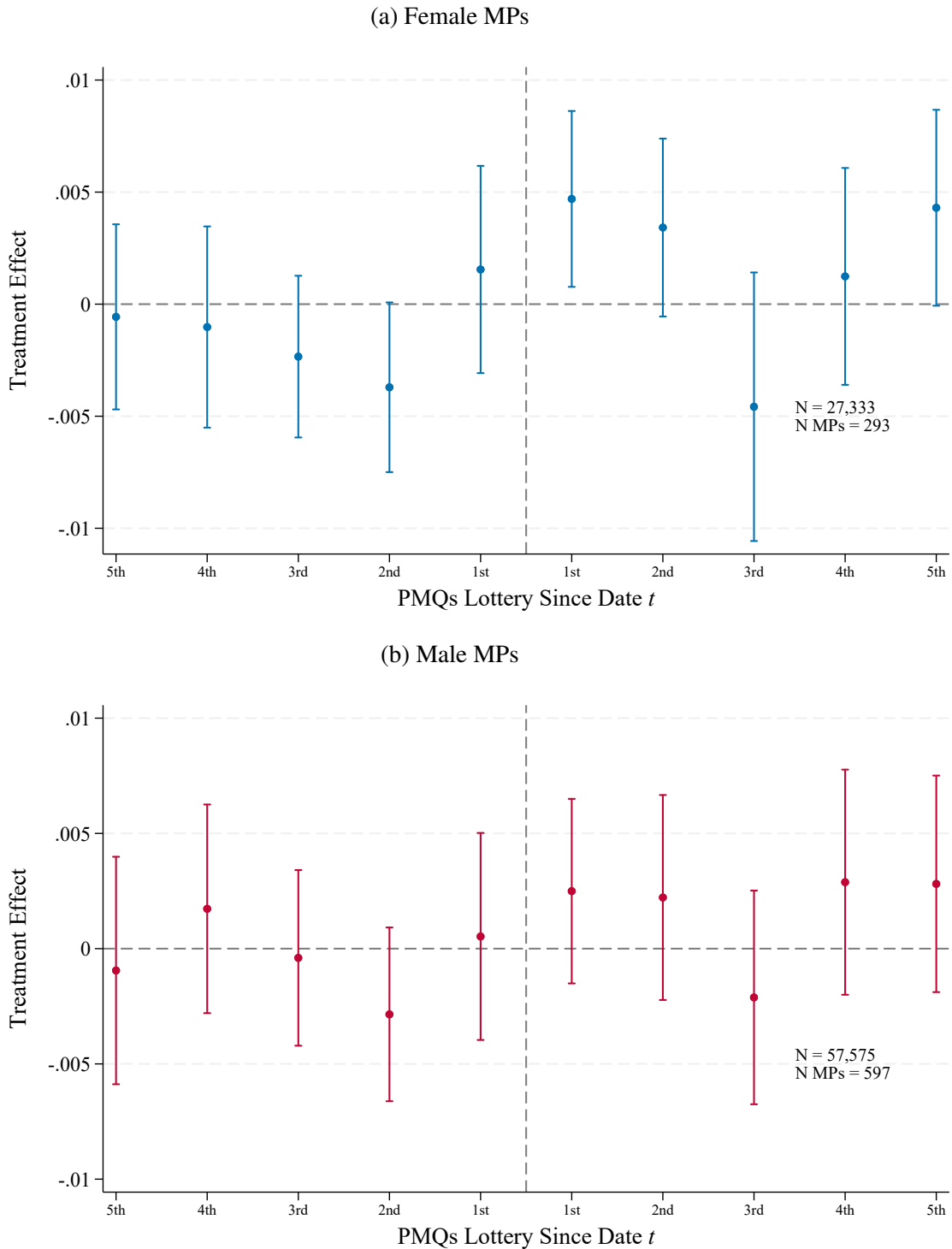
Notes: The figure plots the causal effect of winning the PMQs lottery on re-entry for all MPs, using stacked specification 2. Each marker is from a separate regression. The green markers to the right of the dashed line show the effect on entering each of the next five lotteries. The green markers to the left denote balance checks, testing for whether winners of the current lottery were more or less likely to enter the previous five lotteries. The black markers show the effect on the proportion of lotteries entered the rest of the current session (Rest) and the proportion entered in the session so far (Prev, a placebo check). The observation numbers in the bottom-right refer to the far-right Rest effect. All six coefficients to the right of the dashed line come from a stacked regression which includes a control for the proportion of lotteries entered in the session so far to increase precision. The sample includes all entrants for 156 PMQs lotteries from 2015 to 2020. 95% confidence intervals are shown.

Figure 4: Experience Does Not Affect the Gender Gap in Question-Asking



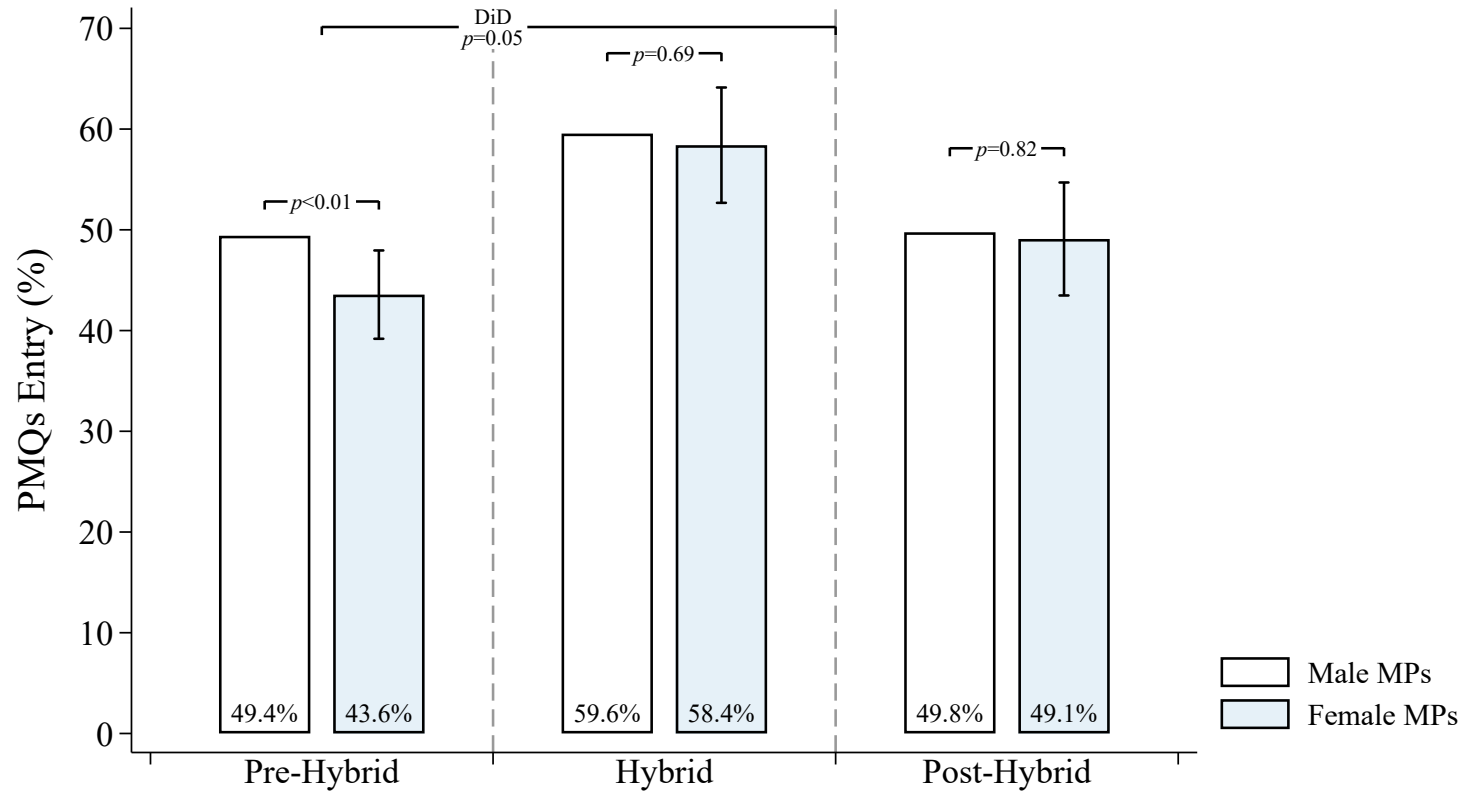
Notes: Panels (a) and (b) replicate the previous figure, but for female and male entrants separately.

Figure 5: Effects of Questions From Women on the Entry of Others



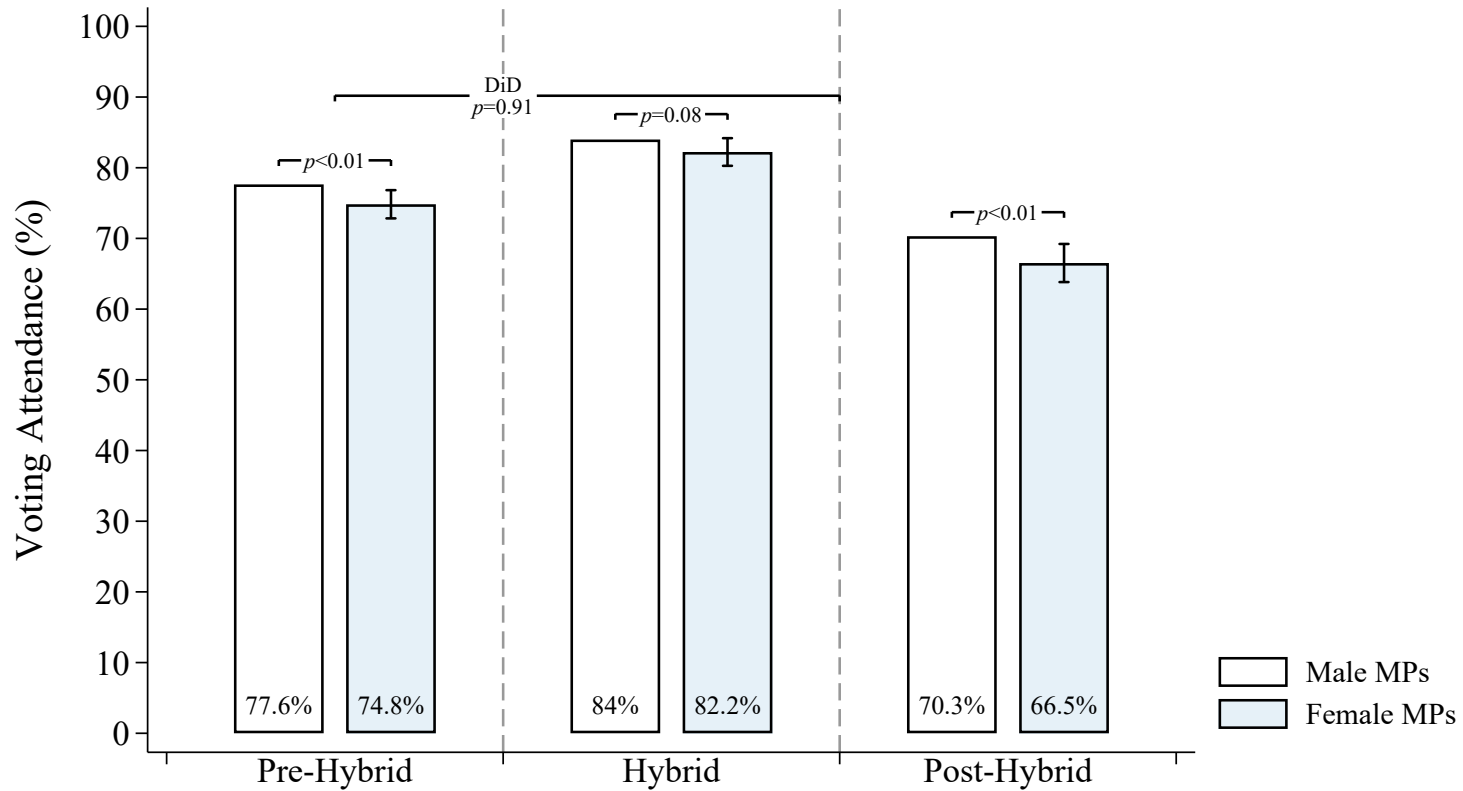
Notes: The figure plots the causal effect of an additional female (other than MP i) winning for female and male MPs separately, using stacked specification 3. Each marker is from a separate regression. The markers to the right of the dashed line show the effect on entering the next five lotteries. The markers to the left denote balance checks, showing that an additional female winner in the current lottery does not predict decisions to enter the previous five lotteries. The observation numbers in the bottom-right refer to the effect on the 1st lottery since date t . The sample includes all time t lottery-eligible MPs, for the 156 PMQs lotteries from 2015 to 2020. 95% confidence intervals are shown.

Figure 6: The Gender Gap Almost Completely Closed After the Switch to Hybrid Proceedings



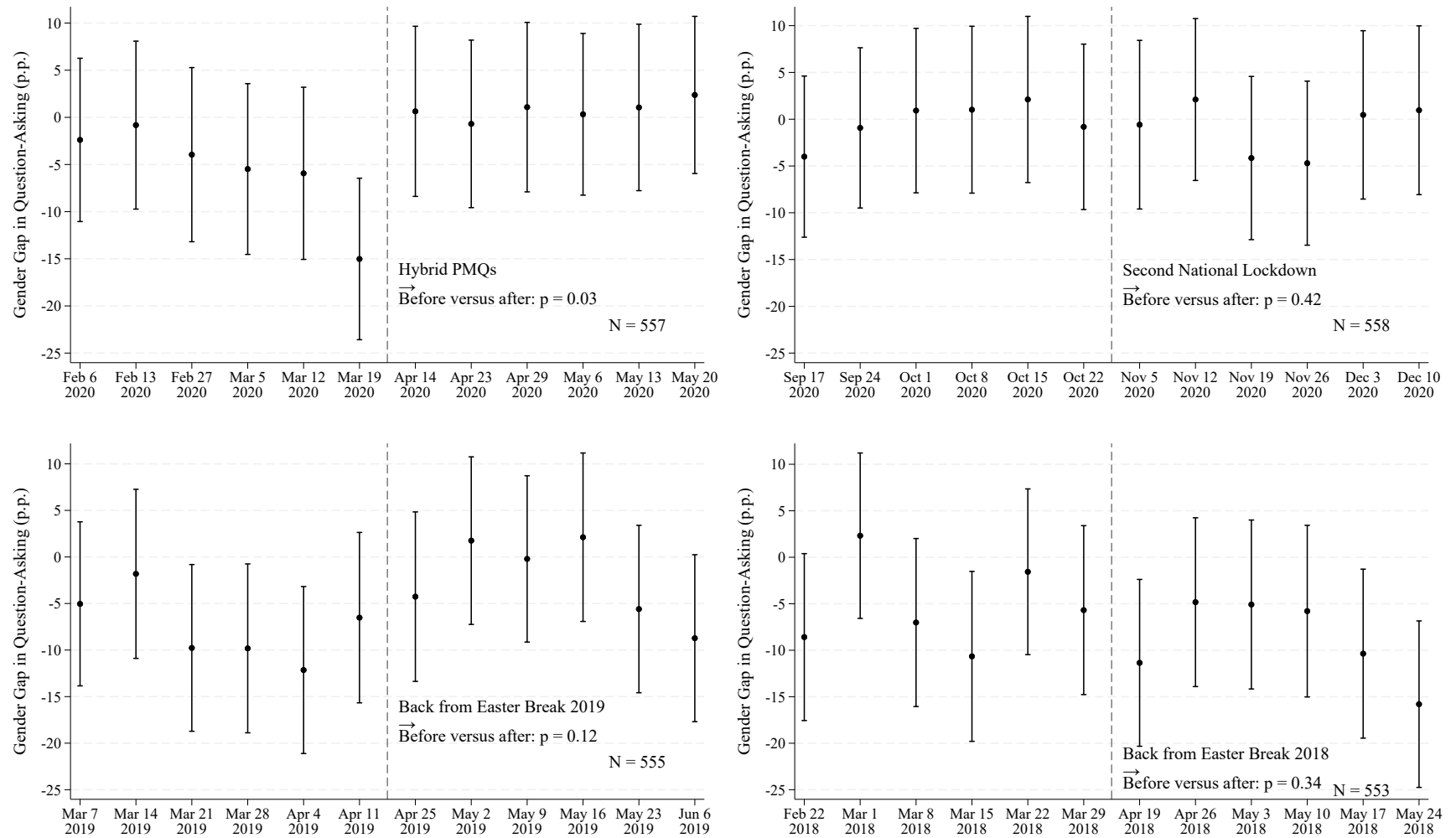
Notes: The white bars show the raw PMQs entry rate for eligible male MPs during three periods: before hybrid proceedings (June 2015 to March 2020), during hybrid (April 2020 to July 2021), and after the return to the in-person-only format (September 2021 to April 2023). The blue bars show the entry rate for eligible women, derived from our preferred specification with lottery, cohort, and political party fixed effects (following column 2 of Table 1). Three p-values reflect tests of the null hypothesis that the gender gap in entry in a given period is zero, while the DiD p-value reflects a test of the null hypothesis that the gender gap pre-hybrid is equal to the one from the hybrid periods onwards. The number of female/male MPs included in each period is: 293/597 for pre-hybrid, 197/370 for hybrid, and 217/407 for post-hybrid.

Figure 7: The Gender Gap in Voting Attendance Was Not Affected



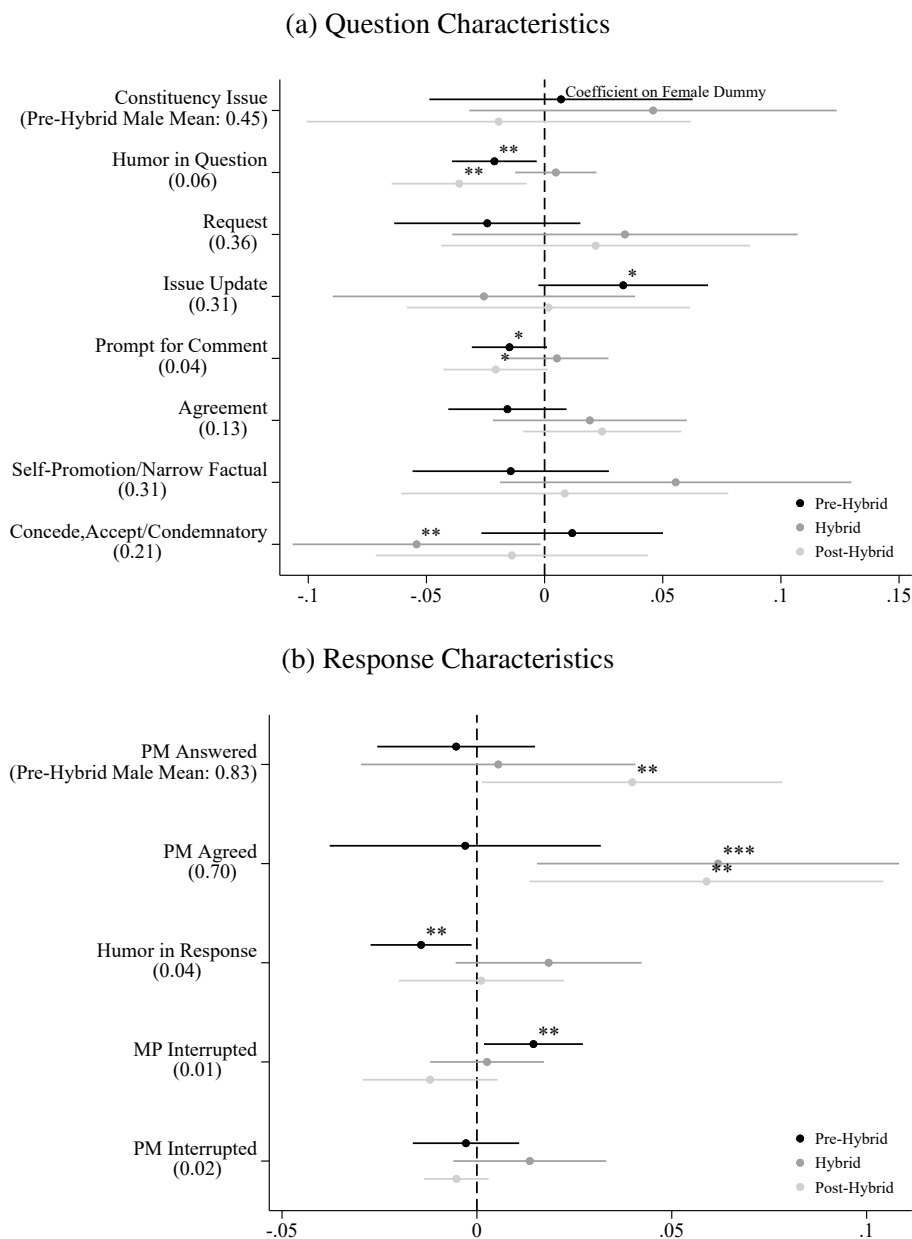
Notes: The white bars show the raw voting attendance rate for PMQs-eligible male MPs during three periods: before hybrid PMQs proceedings (June 2015 to March 2020), during hybrid (April 2020 to July 2021), and after the return to the in-person-only PMQs format (September 2021 to April 2023). We exclude the three dates in which remote voting was permitted (May 12, 13, and 14, 2020), leaving only dates where voting was in-person. The blue bars show the voting attendance rate for eligible women, derived from our preferred specification with date, cohort, and political party fixed effects (following column 2 of Table 1). Three p-values reflect tests of the null hypothesis that the gender gap in attendance in a given period is zero, while the DiD p-value reflects a test of the null hypothesis that the gender gap pre-hybrid is equal to the one from the hybrid period onwards. The number of female/male MPs included in each period is: 292/591 for pre-hybrid, 197/372 for hybrid, and 217/407 for post-hybrid.

Figure 8: The Gender Gap in Question-Asking Around Different Events



Notes: The figure shows the gender gap in PMQs lottery entry lottery-by-lottery for the six PMQs before and after different events. In each case, we include cohort and party fixed effects, as in our preferred specification in column 2 of Table 1. The number of observations (equivalent to the number of MPs) in the bottom-right refers to the specification for the right-most lottery date. 95% confidence intervals are shown, derived from MP-clustered standard errors.

Figure 9: Gender Differences in Questions and Responses



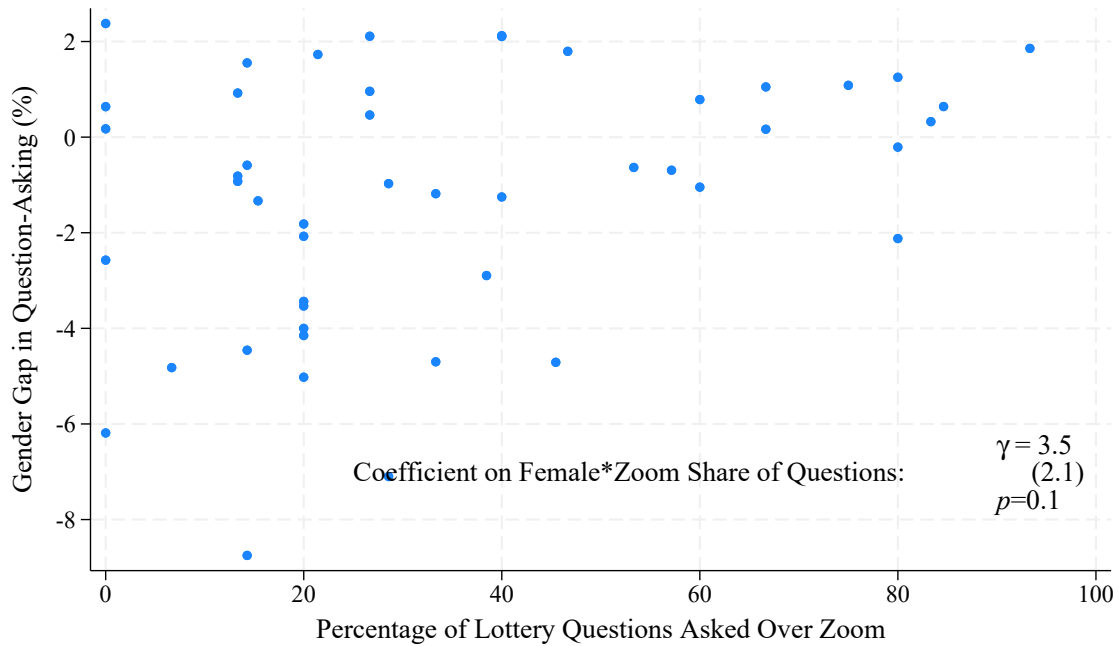
Notes: The figure shows the coefficient on the female indicator variable from specification 4, separately for question and response characteristics, and for three different periods: pre-hybrid PMQs (2,236 exchanges), hybrid PMQs (677 exchanges), and post-hybrid PMQs (740 exchanges). In each regression, we include cohort, week, and coder fixed effects, and party fixed effects for the party of the MP asking the question. Constituency issue, humor in question, request, humor in response, MP interrupted, and PM interrupted are indicator variables. Issue update, prompt for comment, agreement, self-promotion/narrow factual, and conceded, accept/condemnatory are indicator variables that are mutually exclusive. PM answered and PM agreed take values 0, 0.5, and 1, increasing in the degree to which the PM answered/agreed with the question asked. 95% confidence intervals are shown. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$.

Table 2: Louder Women Submit Questions More Often Pre-Hybrid, But Not After Hybrid

	Volume		Entered		
	(1)	(2)	(3)	(4)	(5)
Female	-0.79*** (0.12)	-5.56*** (2.13)	39.54 (28.74)	4.08 (44.02)	27.01 (46.77)
Speaking Volume \times Female			1.88** (0.76)	0.01 (1.20)	-0.01 (1.28)
Speaking Volume \times Male			0.28 (0.71)	-0.17 (1.01)	-0.94 (1.07)
Observations	2,141	66,046	66,046	17,911	19,659
Sample	Pre-Hybrid	Pre-Hybrid	Pre-Hybrid	Hybrid	Post-Hybrid
Male Outcome Mean	-27.20	62.67	62.67	65.44	54.98
p(Vol \times Fem = Vol \times Male)			0.13	0.91	0.58
Date FE	Yes	Yes	Yes	Yes	Yes
Cohort FE	Yes	Yes	Yes	Yes	Yes
Party FE	Yes	Yes	Yes	Yes	Yes

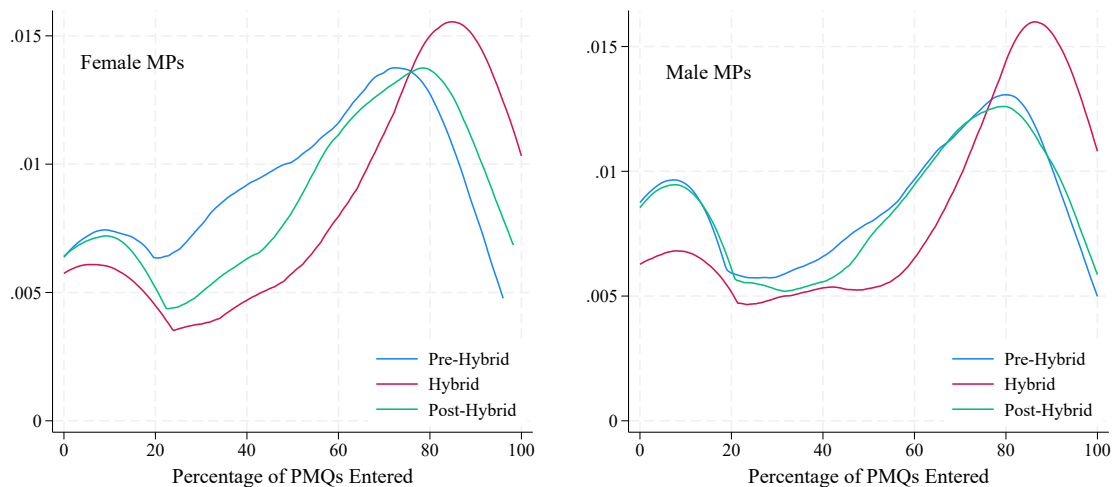
Notes: The unit of observation is MP-date. The sample for column 1 includes the lottery-winner questions asked at pre-hybrid PMQs with available YouTube videos. The sample for the remaining columns includes the MPs eligible to enter each lottery, for pre-hybrid PMQs lotteries, only for the sample of 578 MPs for which Speaking Volume is non-missing. Entered is a variable equal to 100 if the MP entered the PMQs lottery and zero otherwise. Coefficients can then be interpreted as percentage point effects. Volume is our MP-date YouTube-derived measure of question volume in decibels (median volume during an MP's question). Speaking Volume is our MP-level YouTube-derived measure of speaker volume (mean of MP-date measures). Both volume measures are weakly below zero, as zero decibels reflects the maximum sound level in a video that can be processed without distortion. Standard errors are clustered at the MP-level. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$.

Figure 10: The Gender Gap Narrows When More Questions Are Asked Remotely



Notes: The figure shows the raw scatter of the week-by-week estimated gender gap during the hybrid period, plotted against the percentage of lottery questions asked over Zoom. The gender gap is estimated conditional on lottery, cohort, and party fixed effects – our preferred estimate as in column 2 of Table 1. The interaction term is estimated using the following specification: $Submitted_{it} = \alpha_t + \alpha_c + \alpha_p + \beta Female_i + \gamma Female \times Zoom\ Share\ of\ Questions_t + \varepsilon_{it}$. Standard errors are clustered at MP-level. The coefficient on $Female_i$ is -2.45 (standard error: 3.06, $p = 0.42$).

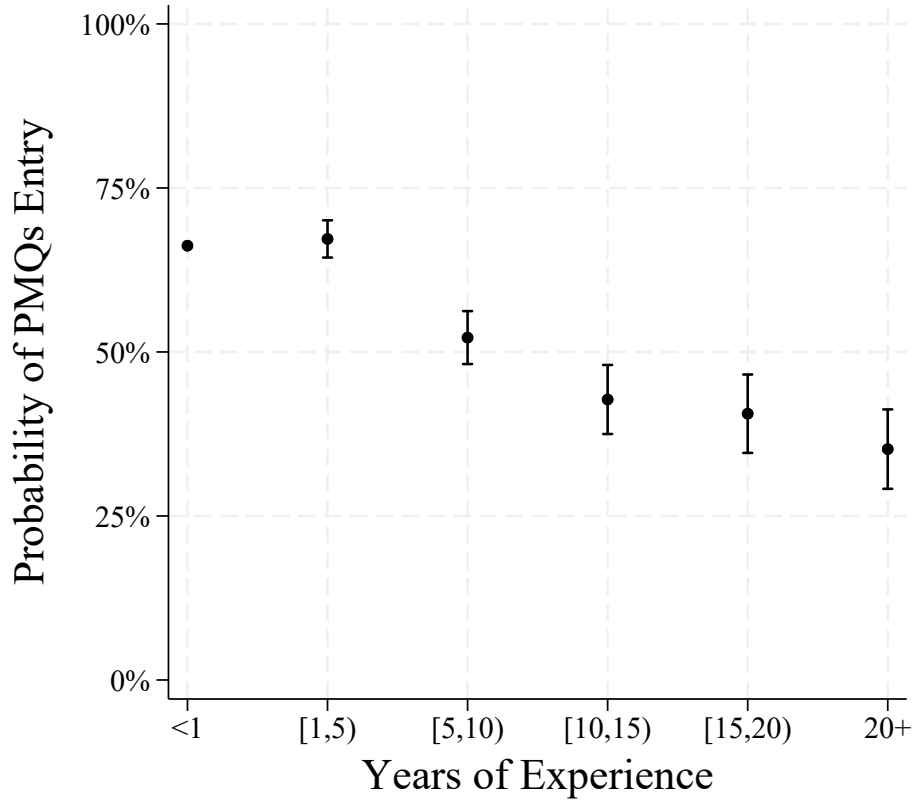
Figure 11: Women Continue to Ask More Often After Hybrid Ends, Men Do Not



Notes: The figure plots kernel densities of the PMQs entry rate separately for men and women, and separately for the pre-hybrid, hybrid, and post-hybrid periods. For a given MP and period, the entry rate is calculated as the percentage of PMQs lotteries entered, only among the lotteries for which they were eligible to enter. We keep only the MP-period observations for which an MP was eligible to enter at least 20 lotteries.

Appendix

Figure A1: Experienced MPs Are Less Likely to Submit Questions



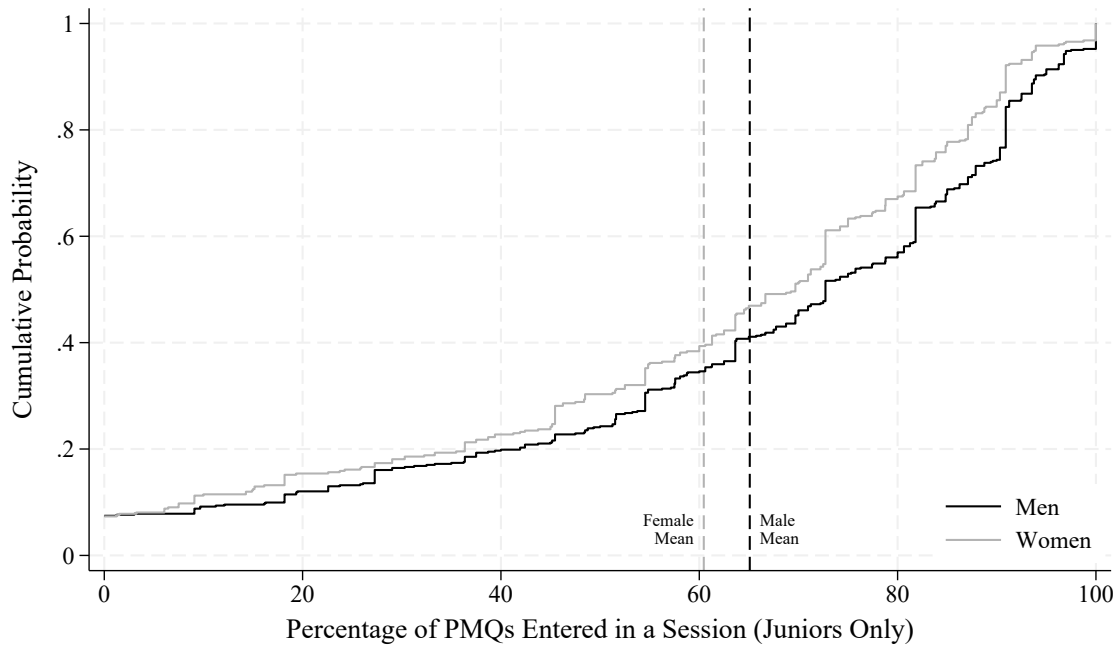
Notes: The figure shows the coefficients and confidence intervals from a regression of PMQs lottery entry from 2015 to 2023 on dummy variables for different levels of experience and lottery fixed effects. The effects are shown relative to the raw mean for PMQs-eligible MPs with less than one year of experience. Standard errors are clustered at MP-level.

Table A1: Balance Test for Winning the PMQs Lottery

	Male (1)	Age (2)	Years Experience (3)	Voter Turnout (4)	Vote Margin (5)	Labour (6)	Conservative (7)	Number Of Wins (8)
<i>Panel A: All Entrants</i>								
Won PMQs Lottery	-0.00 (0.01)	-0.23 (0.20)	-0.16 (0.16)	0.12 (0.10)	0.05 (0.27)	-0.00 (0.01)	-0.01 (0.01)	0.01 (0.02)
<i>Panel B: Women Entrants</i>								
Won PMQs Lottery		-0.16 (0.32)	0.12 (0.19)	0.37** (0.18)	-0.33 (0.50)	0.00 (0.02)	-0.01 (0.01)	0.01 (0.03)
<i>Panel C: Men Entrants</i>								
Won PMQs Lottery		-0.25 (0.26)	-0.27 (0.21)	0.01 (0.11)	0.23 (0.32)	-0.01 (0.01)	-0.00 (0.01)	0.00 (0.03)
All Entrants Observations	67,098	67,098	67,098	67,098	67,098	67,098	67,098	67,098
Full Sample Outcome Mean	.67	.51	7.9	.67	.22	.37	.47	.96
Lottery FE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

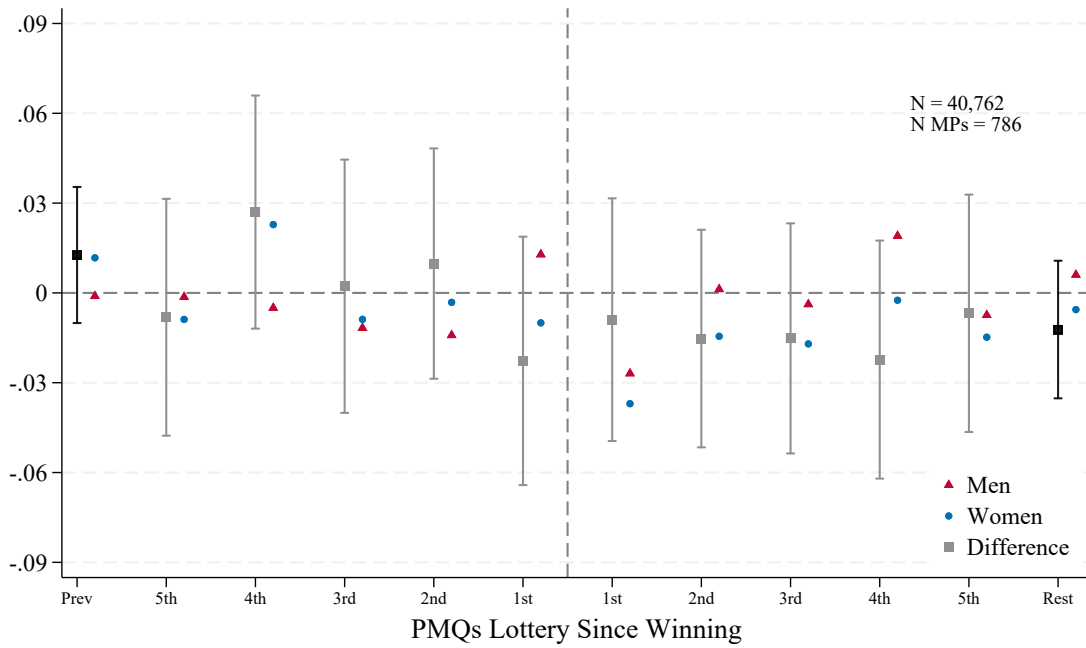
Notes: The data includes the full set of lottery entrants for the 157 lotteries from 2015/16 until the switch to hybrid proceedings in April 2020. Outcome variables are: (1) dummy variable for male, (2) age when entered this lottery, (3) years since first entering the House of Commons, (4) voter turnout when last elected to Parliament, (5) vote margin when last elected to Parliament, (6) dummy variable for elected as Labour MP, (7) dummy variable for elected as Conservative MP, and (8) number of PMQs lottery wins since this session started. Standard errors are clustered at the MP-level. *** p<0.01, ** p<0.05, * p<0.1.

Figure A2: Cumulative Distribution Function of Percentage of PMQs Lotteries Entered



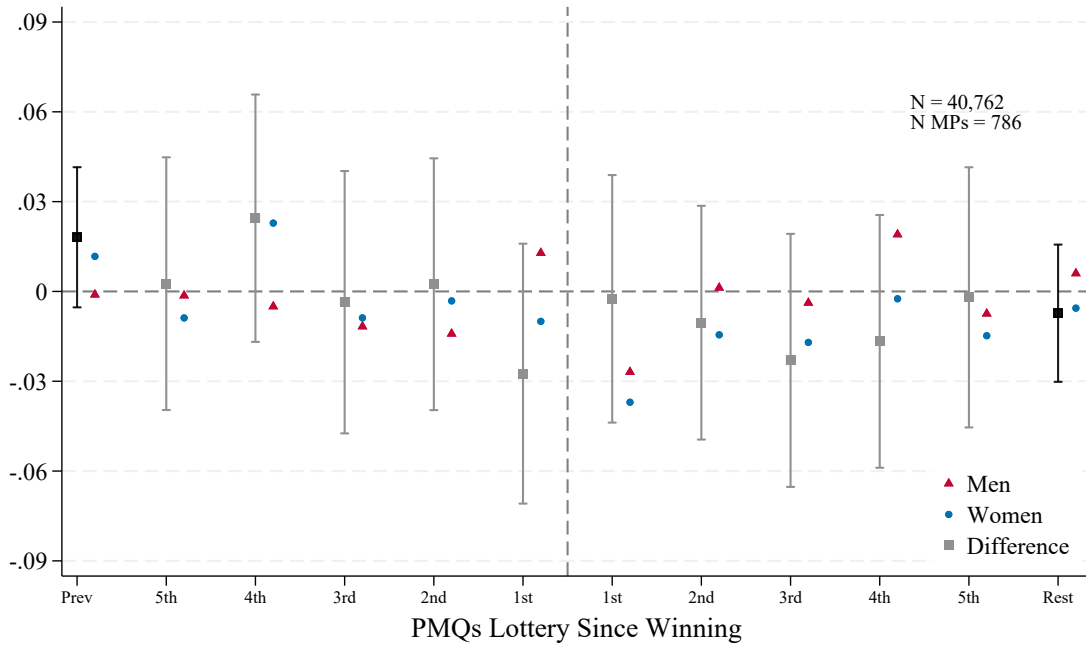
Notes: The figure shows the cumulative distribution function of the percentage of PMQs lotteries entered when eligible to, using the pre-hybrid 2015 to 2020 data collapsed to the MP-session-level, and only MPs that joined the House of Commons since the 2015 General Election. We exclude the 2019 session in which there were only two PMQs lotteries. The CDF is plotted separately for female and male MPs. The data includes 181 females and 238 males (409 female-session and 523 male-session observations).

Figure A3: Gender Heterogeneity in the Effect of Lottery Wins



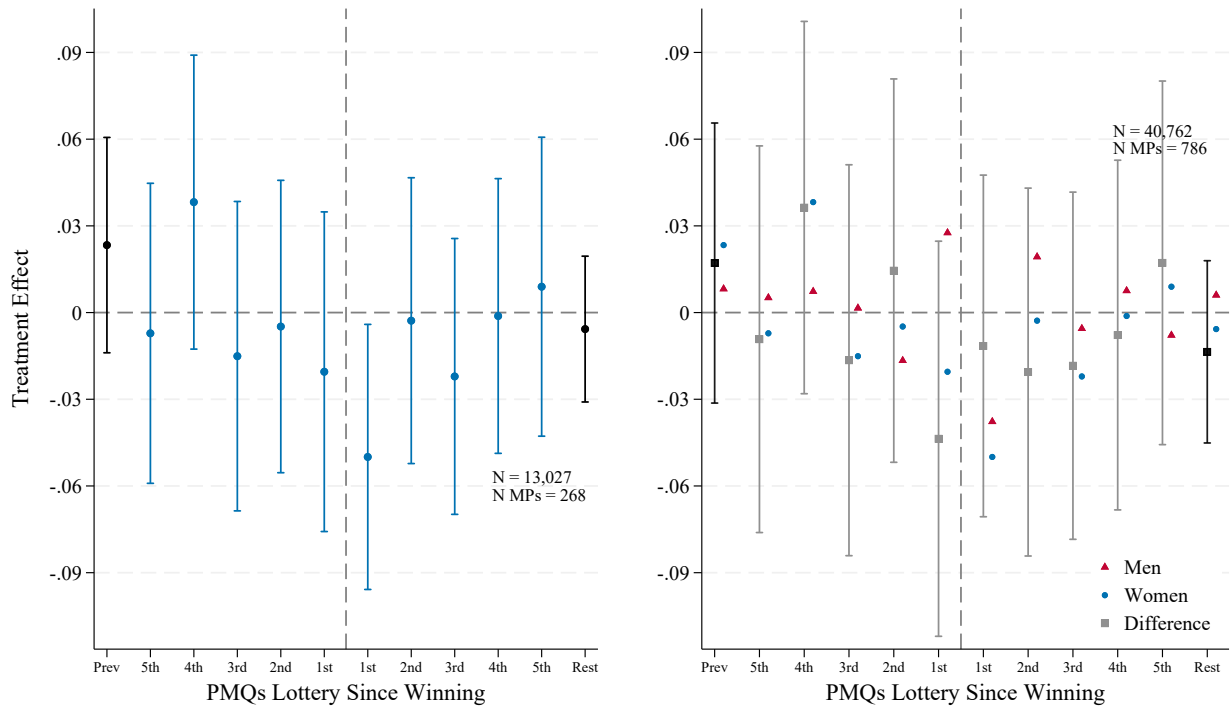
Notes: The figure plots the gender difference in the effect of winning on previous and subsequent entries, i.e. the coefficient on the interaction between female and treatment dummies in the stacked specification. The point estimates from the stacked specification run separately for women and men (identical to those in Figure 4) are plotted in blue and red.

Figure A4: Gender Heterogeneity in the Effect of Lottery Wins, Conditional on Cohort and Party



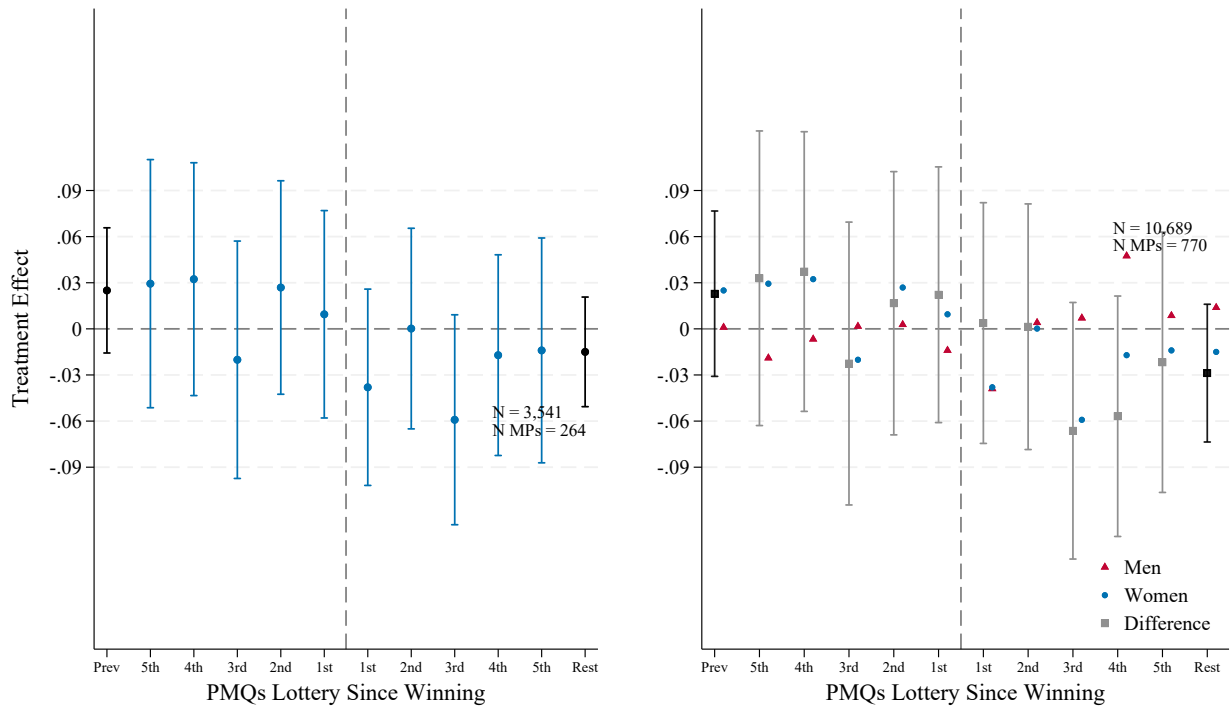
Notes: The figure plots the gender difference in the effect of winning on previous and subsequent entries (i.e. the coefficient on the interaction between female and treatment dummies in the stacked specification), conditional on cohort and political party (i.e. the regression includes the full set of interactions between winning and cohort dummies, and between winning and party dummies). The point estimates from the stacked specification run separately for women and men (identical to those in Figure 4) are plotted in blue and red.

Figure A5: Gender Heterogeneity in the Effect of Lottery Wins After Reweighting



Notes: The left-hand-side panel plots the effects of PMQs' lottery wins for female MPs, with reweighting by the inverse probability of prior lottery entry that session. The right-hand-side panel plots the difference in the effect between female and male winners, with the same reweighting.

Figure A6: The Effect of Lottery Wins for Not-Yet Winners



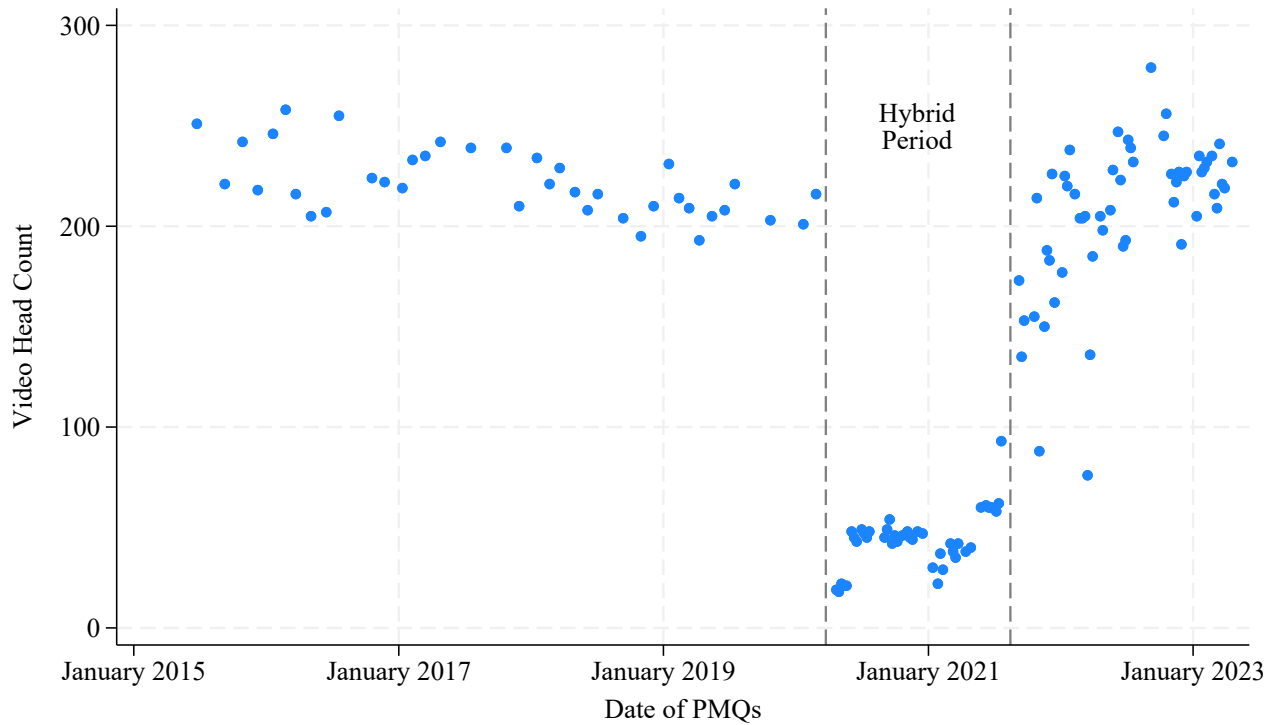
Notes: The left-hand-side panel plots the effects of PMQs' lottery wins for female MPs that had not won the lottery since the 2015/16 session began. The right-hand-side panel plots the difference in the effect between female first-time winners and male first-time winners.

Table A2: The Gender Gap in Question-Asking Does Not Close With Experience

	Entered (1)	Entered (2)	Entered (3)
Female \times Years of Experience	0.01 (0.86)	-0.92 (1.48)	-2.42 (2.51)
Observations	87,140	34,713	19,757
Sample	All	Exper \leq 5	Exper \leq 2
Number of MPs	882	434	422
Outcome Mean	49.3	63.9	63.6
Lottery FE	Yes	Yes	Yes
MP FE	Yes	Yes	Yes

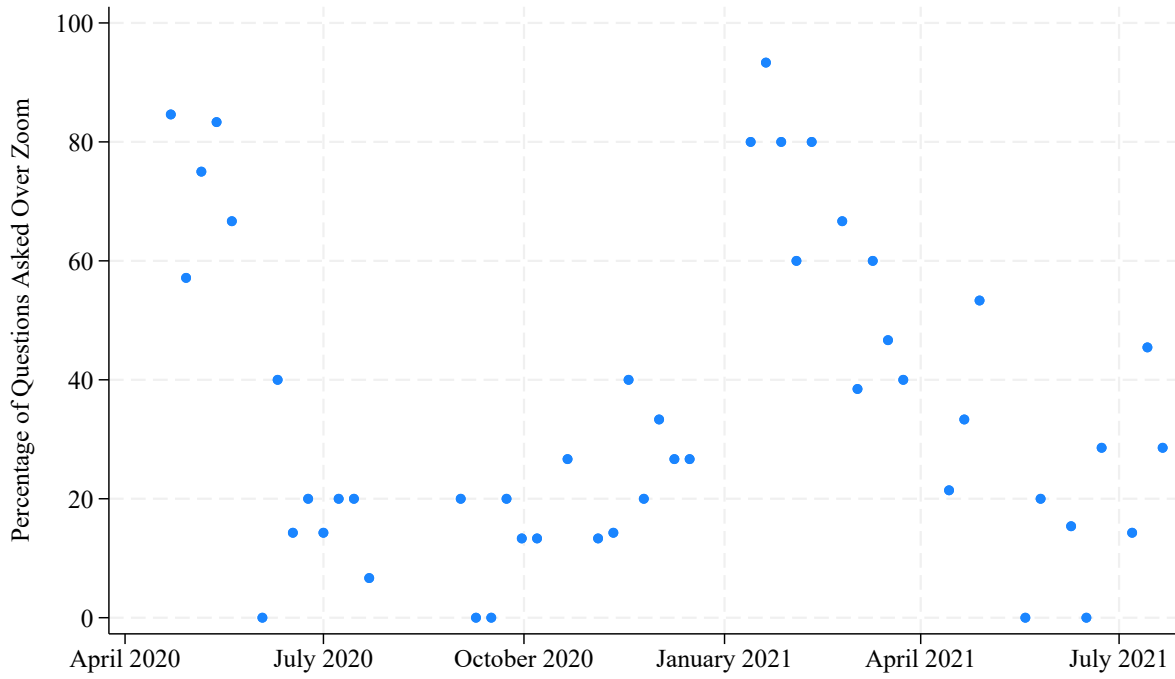
Notes: Stacked specification where the unit of observation is MP-lottery, including the 157 lotteries from 2015 to 2020 (the pre-hybrid era). The sample includes only those MPs eligible to enter each lottery (those without a government position). Column 2 includes only those with Years of Experience less than or equal to five years. Column 3 includes those with experience less than or equal to two years. Entered is a variable equal to 100 if the MP entered the PMQs lottery and zero otherwise. Coefficients can then be interpreted as percentage point effects. Years of Experience is the number of years since the MP was first elected to the House of Commons (until the date of the PMQs lottery). Note that there is no Female dummy, as it is fully collinear with the MP fixed effects, and similarly there is no Years of Experience level variable, as it is fully collinear with the lottery fixed effects (which are equivalent to date fixed effects) after absorbing the MP fixed effects. Standard errors are clustered at the MP-level throughout. *** p<0.01, ** p<0.05, * p<0.1.

Figure A7: PMQs Attendance Over Time



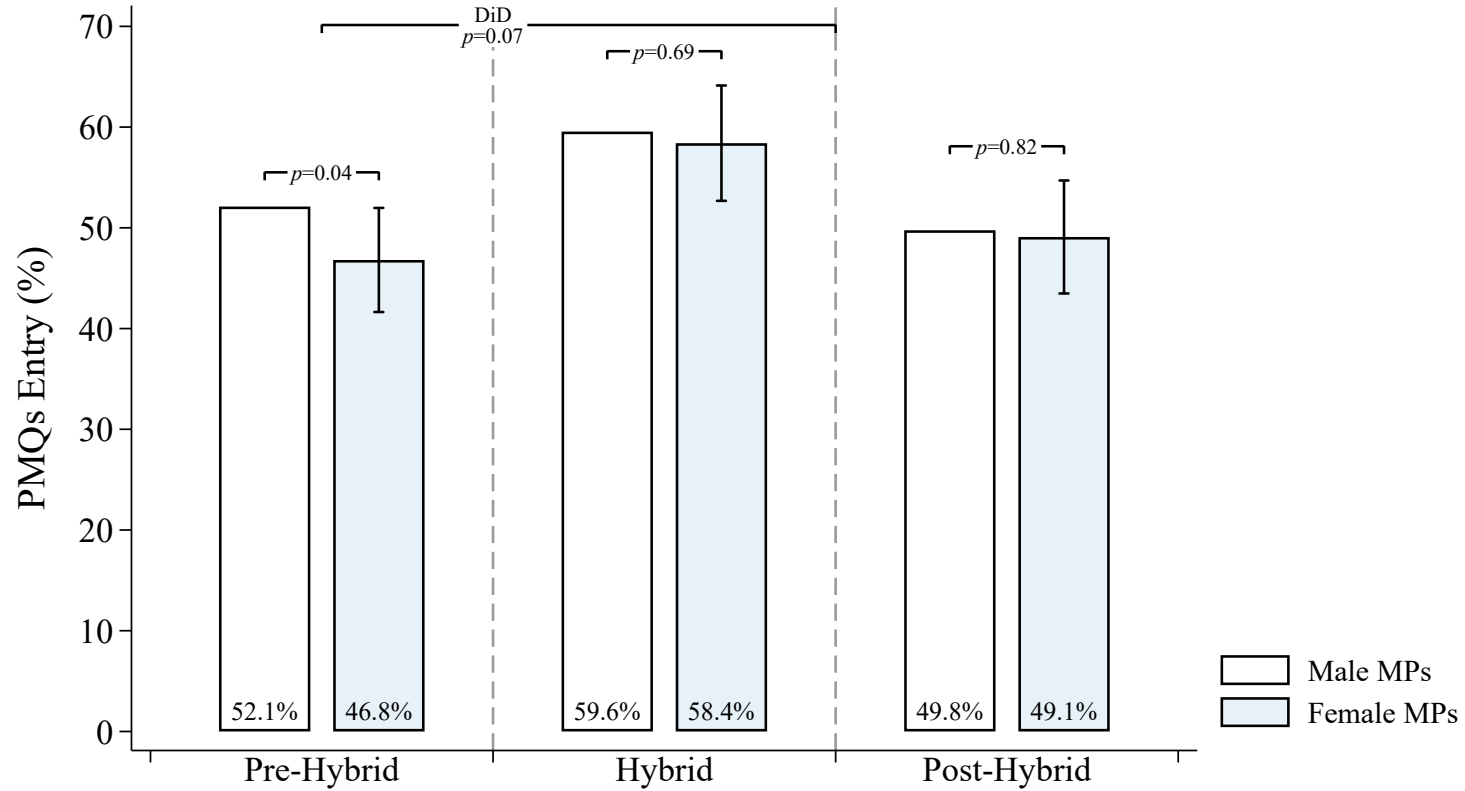
Notes: The figure plots the estimated number of people physically present in the House of Commons for Prime Minister's Questions across time. The estimates are made by observing YouTube videos of each PMQs, pausing the video at the point that the camera shows the full room. For the pre-hybrid period we code only one in every four PMQs.

Figure A8: Virtual Question Share Over Time



Notes: The figure plots the percentage of PMQs lottery-selected questions that were asked over Zoom (as opposed to in-person) during the period of hybrid proceedings.

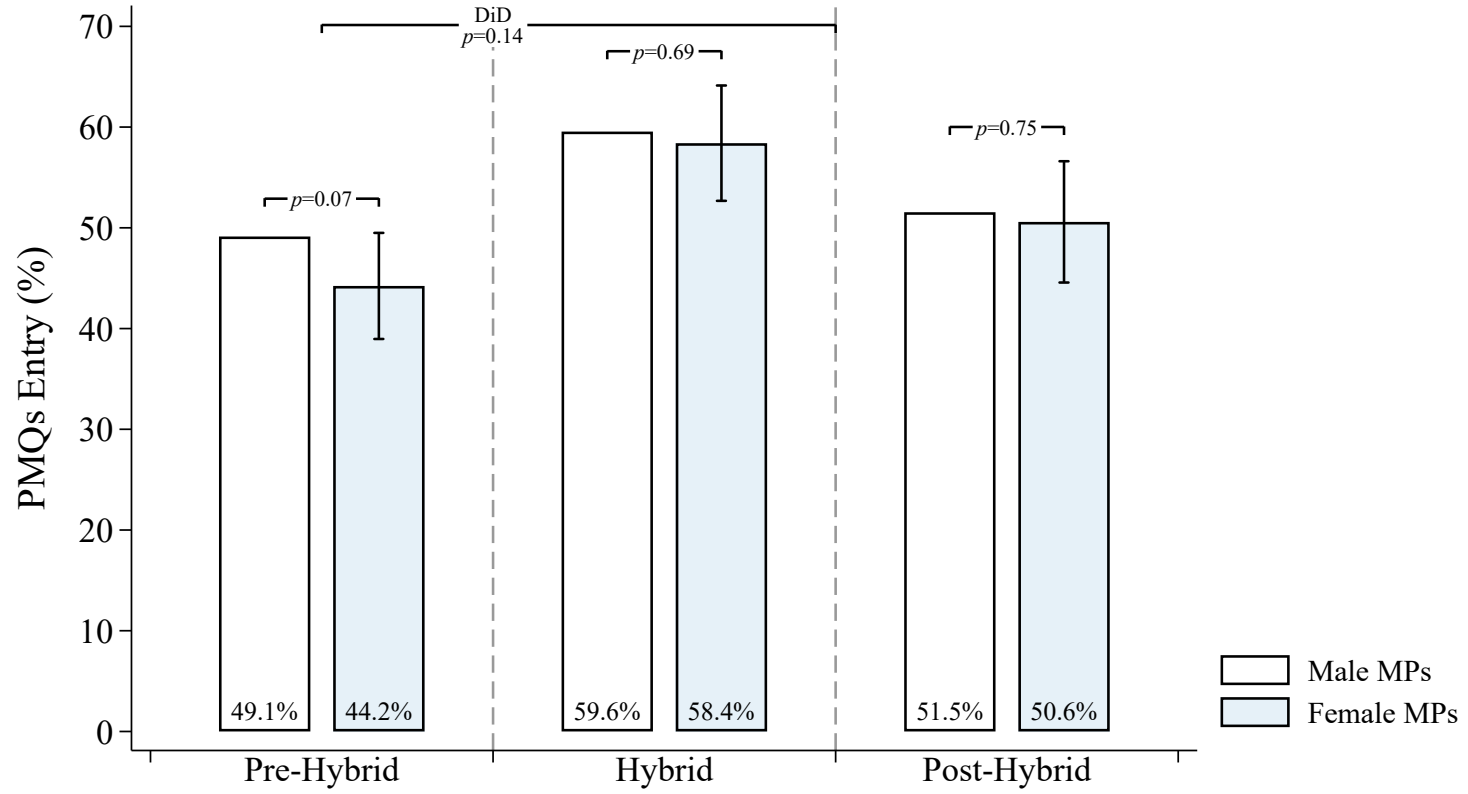
Figure A9: The Gender Gap Fell After the Switch to Hybrid Proceedings, Consistent Panel



55

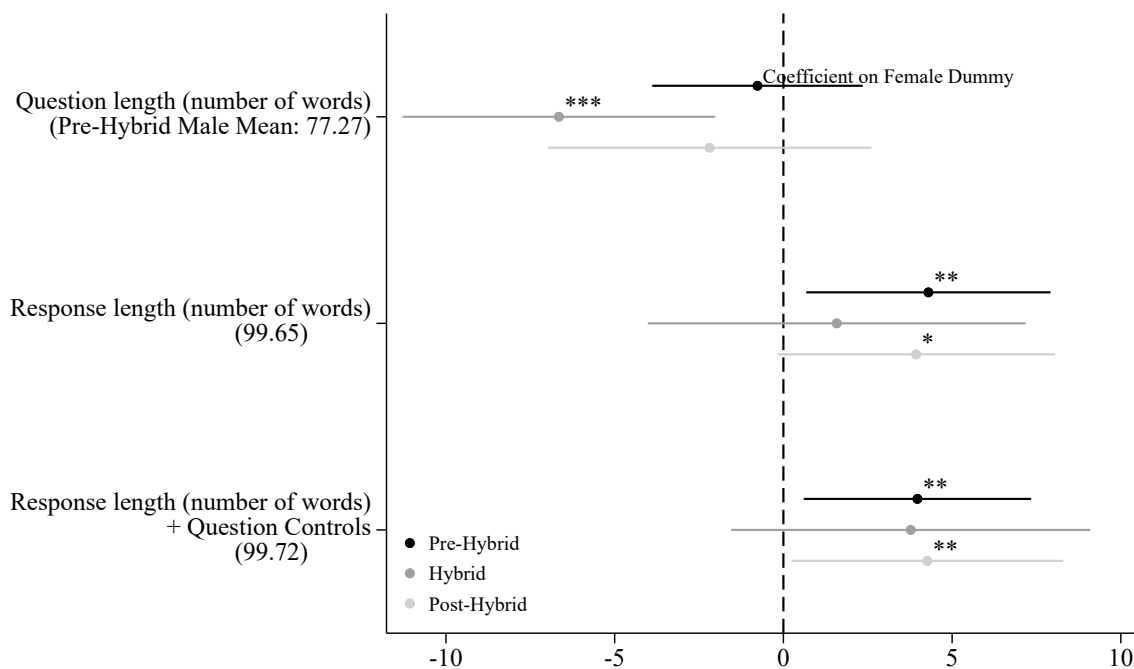
Notes: The white bars show the raw PMQs entry rate for eligible male MPs during three periods: before hybrid proceedings (June 2015 to March 2020), during hybrid (April 2020 to July 2021), and after the return to the in-person-only format (September 2021 to April 2023). The blue bars show the entry rate for eligible women, derived from our preferred specification with lottery, cohort, and political party fixed effects (following column 2 of Table 1). For the pre-hybrid period, we keep only MPs that are present in the hybrid and/or post-hybrid periods (avoiding compositional changes across the different periods). Three p-values reflect tests of the null hypothesis that the gender gap in entry in a given period is zero, while the DiD p-value reflects a test of the null hypothesis that the gender gap pre-hybrid is equal to the one from the hybrid periods onwards. The number of female/male MPs included in each period is: 218/424 for pre-hybrid, 197/370 for hybrid, and 217/407 for post-hybrid.

Figure A10: The Gender Gap Fell After the Switch to Hybrid Proceedings, Boris Johnson Period



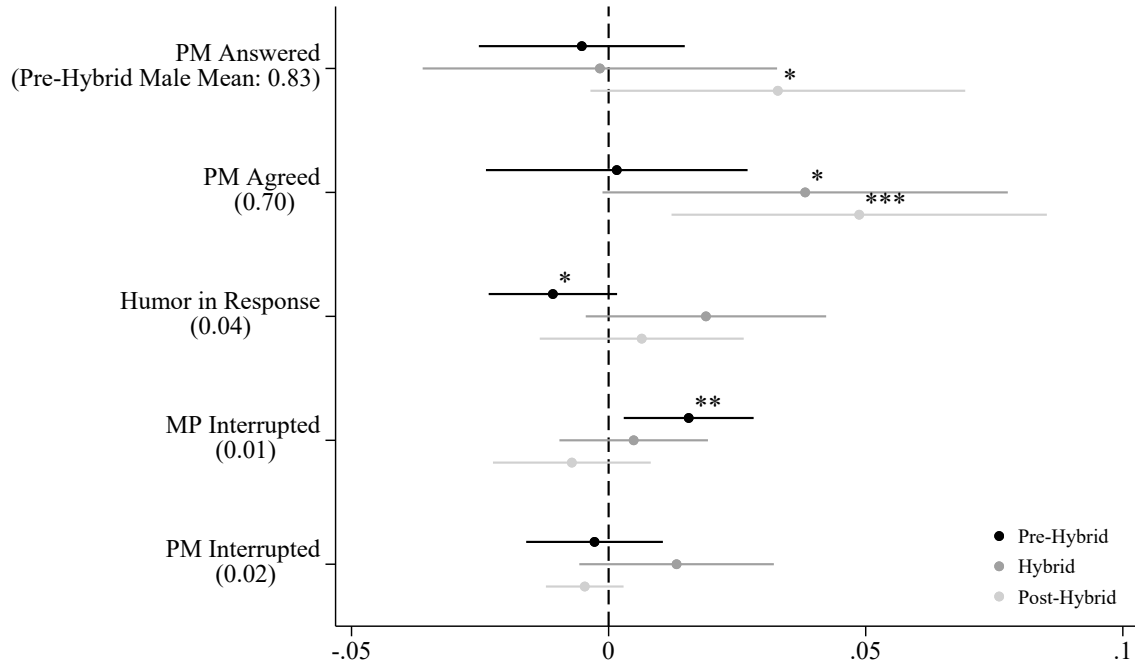
Notes: The figure replicates Figure 6, using only the PMQs held while Boris Johnson was the Prime Minister (from July 24, 2019 to September 6, 2022).

Figure A11: Gender Differences in Question and Response Length



Notes: The figure shows the coefficient on the female indicator variable from specification 4, for three different periods: pre-hybrid PMQs (2,236 exchanges), hybrid PMQs (677 exchanges), and post-hybrid PMQs (740 exchanges). In each regression, we include cohort, week, and coder fixed effects, and party fixed effects for the party of the MP asking the question. For the “+ Question Controls” regressions, we additionally control for question characteristics: Question Length, as well as the following indicator variables: Constituency Issue, Humor in Question, Request, Issue Update, Prompt for Comment, Agreement, Self-Promotion/Narrow Factual, and Concede-accept/condemnatory. 95% confidence intervals are shown. *** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$.

Figure A12: Gender Differences in Responses Controlling for Question Characteristics



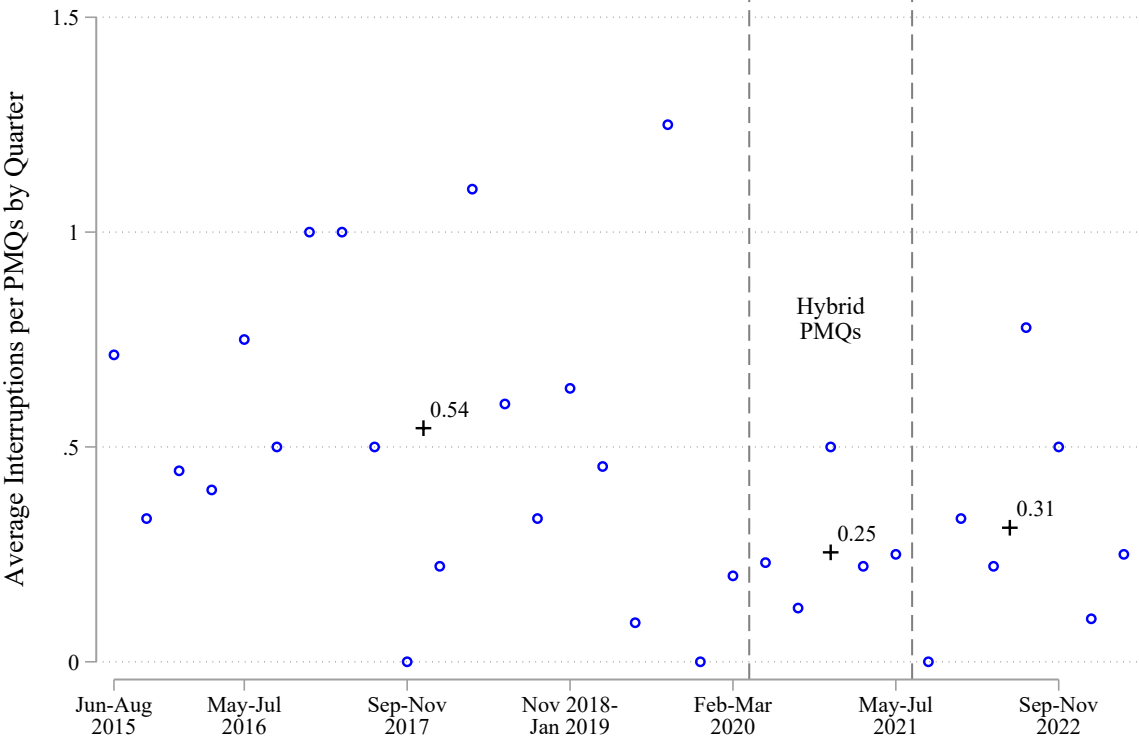
Notes: The figure shows the coefficient on the female indicator variable from specification 4, for three different periods: pre-hybrid PMQs (2,236 exchanges), hybrid PMQs (677 exchanges), and post-hybrid PMQs (740 exchanges). In each regression, we include cohort, week, and coder fixed effects, and party fixed effects for the party of the MP asking the question. In addition, we control for question characteristics: Question Length, and the following indicator variables: Constituency Issue, Humor in Question, Request, Issue Update, Prompt for Comment, Agreement, Self-Promotion/Narrow Factual, and Concede-accept/condemnatory. 95% confidence intervals are shown. *** p<0.01, ** p<0.05, * p<0.1.

Table A3: Female Questioners Face More Negative Disruptions

	Disruption	
	(1)	(2)
Female	1.88** (0.91)	1.87** (0.91)
Observations	2,141	2,141
Male Outcome Mean	2.84	2.84
Date FE	Yes	Yes
Cohort FE	Yes	Yes
Party FE	Yes	Yes
Margin and Posts	No	Yes

Notes: The unit of observation is MP-date, using stacked specification 2. The sample covers questions from the lottery winners for the 149 PMQs from 2015 to 2020 (the pre-hybrid era) with available YouTube videos. Disruption is equal to 100 if the MP's question was negatively disrupted, and zero otherwise, as coded manually from watching YouTube videos of PMQs. Coefficients can then be interpreted as percentage point effects. Margin and Posts denote controls for the MP's vote margin at their last election, and dummy variables for holding an opposition post (e.g. shadow minister) or a parliamentary post (e.g. vice-chair of the MP's party). Standard errors are clustered at the MP-level. *** p<0.01, ** p<0.05, * p<0.1.

Figure A13: Interruptions Were Less Common After the Switch to Hybrid



Notes: The figure shows the average number of interruptions per PMQs (recorded in parliamentary transcripts) against time. The blue circles denote the averages by quarter. The black crosses denote the averages for the three key periods: pre-hybrid, hybrid, and post-hybrid.

Table A4: Hybrid Lottery Winners Are No More Likely To Ask Questions Post-Hybrid

	Post-Hybrid Entry (%)		
	(1)	(2)	(3)
Won	-0.45 (0.93)	-1.63 (1.59)	0.20 (1.15)
Observations	16,368	5,702	10,666
Gender Sample	All	Female	Male
Lottery Sample	Hybrid Lotteries Only		
Male Outcome Mean	62.3	62.3	62.3
Lottery FE	Yes	Yes	Yes
Lagged Control	Yes	Yes	Yes

Notes: Stacked specification where the unit of observation is MP-lottery, including only lotteries during the hybrid era, and only MPs that entered each lottery. The outcome is the percentage of post-hybrid PMQs lotteries entered. Won is a dummy variable equal to one for those MPs that won the lottery. Lagged Control is the proportion of PMQs lotteries entered since the current session began. Standard errors are clustered at the MP-level throughout. *** p<0.01, ** p<0.05, * p<0.1.