

## Supplementary Information

### Same-Sex Role Model Effects in Education

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### PIRLS and TIMSS Sampling

TIMSS and PIRLS use the same two-stage stratified random sampling design and similar questionnaires of students, parents, teachers, and school principals. In each wave, each country's national research coordinator first samples roughly 150 to 200 schools and interviews school principals. In the second stage, they randomly sample one to three classrooms in the target grade (respectively 4<sup>th</sup> grade for PIRLS, and 4<sup>th</sup> or 8<sup>th</sup> grade for TIMSS) within each selected school, depending on school size. Each cross-section and country-specific sample is representative of children in the survey target grade. The target sample size per country and wave is 5,000 children; however, countries often decide to sample more children. The target response rate is 85 percent of schools, 95 percent of classrooms, and 85 percent of children in classrooms; country survey teams use an additional sample of replacement schools, classrooms, or students whenever those response rates are below target.

### PIRLS and TIMSS Plausible Values

The test answers for each student are transformed into estimates of a student's subject-specific ability. For each student, the IEA calculates five *plausible values* per subject. These are different estimates of the student's latent subject-specific ability based on their answers. Each of the five sets of plausible values is standardized by setting the unweighted mean of all countries that participated in TIMSS 1995 to 500 points and setting their standard deviation to 100. To enable measurement of trends over time, achievement data from later TIMSS assessments (e.g., TIMSS 2011) were transformed to these same metrics. This was done by concurrently scaling the data from each successive assessment with the data from the previous assessment—a process known as concurrent calibration—and applying linear transformations to place the results from each successive assessment on the same scale as the results from the previous assessment (see TIMSS 2019 Technical Report, Chapter 11, page 558). To simplify our analysis, we use the average of all five plausible values for each student as our main outcome variable. For simplicity, and following

other studies that have worked with this data, we use the term “students’ test score” to refer to the average of these five values. Previous work using TIMSS data shows that regression analysis results are generally robust to this simplification (e.g., Bietenbeck and Collins 2023).

### **Construction of Base Dataset Using PIRLS and TIMSS**

The base dataset contains all available data at the student-assessment level after removing duplicate observations and removing observations from country-study-grade-wave combinations that suffered implementation issues. We construct this base dataset by first merging the student and teacher data for each study, wave, and country (e.g., TIMSS 1999 Armenia) and appending all country files per study wave (e.g., all TIMSS 1999). At this point, we systematically prepared and harmonized our variables of interest in each study-wave file to ensure that all variables in our estimation sample were comparable across waves and across TIMSS and PIRLS. We then appended all study-wave files into one large file per study (e.g., TIMSS), before appending the TIMSS and PIRLS files.

In total, we excluded 19 out of 731 country-study-grade-wave combinations because of survey implementation issues. We excluded two country-grade-wave cases with empty student or teacher background files, such that student or teacher sex cannot be recovered; this issue occurred in Bulgaria and in South Africa for grade 8 in wave 1995. We also excluded 17 country-grade-wave combinations in which students could not be linked to their teachers and classroom. Those issues took place in the first wave of TIMSS grade 8 in 1995 and were due to miscoding in some schools of the key variable linking students to teachers. Those survey implementation issues are documented in the 1995 user guide as “implementation issues,” and lead to duplicate student observations with multiple test scores because student identifiers and student-teacher linking codes are miscoded in the Student-Teacher Linkage files (AST\* and BST\* files). We analyzed those files for all countries, grades, and waves. We confirmed the implementation issues reported for 12 country-grade-wave cases in the 1995 documentation, and we excluded entire country-waves from our analyses when issues affected 97% to 98% of student observations in grade 8 in those countries (Belgium Flanders, Cyprus, Czech Republic, Hungary, Iran, Israel, Latvia, Lithuania, New Zealand, Romania, Slovak Republic, and Slovenia). In addition, we also excluded five country-grade-wave cases from our analyses where we found evidence of similar implementation issues affecting more than 10 percent of student observations (Canada grades 4 and 8, affecting 59 percent of observations; Germany grade 8, affecting 66 percent of observations; England grade 8, affecting 18 percent of observations; and Belgium Flanders grade 8, affecting 16 percent of observations).

For rarer instances of duplicate student observations affecting 0.05 percent to 6.5 percent of student observations in TIMSS, we simply dropped student observations with duplicates. This concerns 15 country-grade-wave cases in 1995 (Australia grade 8, Austria grade 8, Colombia grade 8, Cyprus grade 4, Denmark grade 8, Greece grades 4 and 8, Israel grade 4, Kuwait grade 4, Portugal grade 4, Sweden grade 8, Switzerland grade 8, United States grades 4 and 8, and Scotland grade 8) and two cases in 1999 (England grade 8, affecting 3.5 percent of observations, and Finland grade 8, affecting 0.01 percent of observations). We document all these exclusions in our Stata do-file. We will make this do-file as well as all our estimation do-files available to the general public upon acceptance of the paper.

In the base dataset, job preference has a mean of 2.55 and a standard deviation of 1.02, subject enjoyment has a mean of 3.11 and a standard deviation of 0.91, and subject confidence has a mean of 3.12 and a standard deviation of 0.82. We use those means and standard deviations to standardize these three variables for our analysis (see Section 5).

**Table 1: Global Heterogeneity of Role Model Effects Estimates for All Outcomes**

Outcome	Test Scores			Test Scores			Test Scores			Job Preferences		
	Overall	Primary Education (G4)		Secondary Education (G8)		Secondary Education (G8)		Secondary Education (G8)		Secondary Education (G8)		
		Average Effect	SE	N	Average Effect	SE	N	Average Effect	SE	N	Average Effect	SE
Algeria	0.009	0.017	6,664	N/A	N/A	N/A	0.009	0.017	6,664	N/A	N/A	N/A
Argentina	0.041	0.035	476	N/A	N/A	N/A	0.041	0.035	476	0.098	0.186	382
Armenia	0.003	0.028	13,820	0.019	0.070	1,040	-0.001	0.031	12,780	-0.004	0.069	8,346
Australia	0.010	0.010	28,061	0.002	0.032	1,731	0.012	0.010	26,330	0.029	0.023	22,970
Austria	0.017	0.042	6,054	0.134	0.042	380	-0.001	0.047	5,674	0.077	0.086	5,520
Azerbaijan	0.043	0.084	348	0.043	0.084	348	N/A	N/A	N/A	N/A	N/A	N/A
Bahrain	0.020	0.034	3,194	0.143	0.067	858	-0.037	0.037	2,336	-0.060	0.130	2,094
Belgium	-0.026	0.025	2,806	0.001	0.056	418	-0.035	0.028	2,388	-0.071	0.092	2,332
Bosnia and Herz.	0.021	0.025	6,752	N/A	N/A	N/A	0.021	0.025	6,752	N/A	N/A	N/A
Botswana	0.002	0.010	18,698	-0.002	0.055	1,352	0.003	0.010	17,346	-0.005	0.031	13,018
Bulgaria	-0.018	0.033	9,140	-0.101	0.066	174	-0.012	0.035	8,966	0.323	0.096	6,162
Canada	0.000	0.007	32,356	-0.024	0.023	2,570	0.004	0.007	29,786	0.061	0.024	23,802
Chile	0.004	0.012	20,734	-0.001	0.024	1,462	0.003	0.012	19,272	0.041	0.042	18,790
Colombia	0.000	0.016	9,476	0.016	0.047	1,310	-0.003	0.017	8,166	0.028	0.060	3,218
Cyprus	-0.011	0.012	27,888	-0.033	0.017	8,272	0.026	0.016	19,616	0.085	0.046	13,202
Czech Rep.	0.003	0.019	12,248	-0.049	0.026	1,288	0.025	0.023	10,960	-0.025	0.088	4,738
Denmark	0.007	0.018	7,148	0.022	0.015	5,608	-0.075	0.053	1,540	0.080	0.082	1,248
Egypt	0.022	0.021	8,538	N/A	N/A	N/A	0.022	0.021	8,538	0.116	0.064	6,718
El Salvador	0.012	0.013	4,534	0.000	0.000	180	0.019	0.013	4,354	N/A	N/A	N/A
England	0.004	0.010	15,483	-0.052	0.030	1,585	0.013	0.010	13,898	0.091	0.042	10,112
Estonia	0.056	0.051	4,378	N/A	N/A	N/A	0.056	0.051	4,378	0.001	0.089	4,356
Finland	0.006	0.011	16,163	0.022	0.023	1,206	0.005	0.013	14,957	0.039	0.026	14,591
France	-0.015	0.021	10,060	0.064	0.026	858	-0.023	0.023	9,202	0.088	0.058	8,756
Georgia	-0.009	0.025	8,188	-0.034	0.068	358	-0.008	0.027	7,830	-0.006	0.085	5,442
Germany	0.026	0.019	3,878	0.012	0.019	3,216	0.101	0.084	662	-0.006	0.163	654
Ghana	0.031	0.024	6,238	N/A	N/A	N/A	0.031	0.024	6,238	-0.040	0.049	4,164
Greece	0.032	0.024	8,630	N/A	N/A	N/A	0.032	0.024	8,630	0.090	0.044	8,208
Honduras	0.014	0.013	3,974	N/A	N/A	N/A	0.014	0.013	3,974	N/A	N/A	N/A
Hong Kong	0.019	0.008	34,144	-0.006	0.010	13,100	0.031	0.010	21,044	0.098	0.022	18,518
Hungary	0.025	0.011	34,136	-0.043	0.030	1,630	0.040	0.012	32,506	0.096	0.046	27,232
Iceland	0.004	0.044	1,806	-0.052	0.106	100	0.005	0.046	1,706	0.141	0.110	1,586
Indonesia	0.007	0.011	27,214	-0.010	0.031	1,110	0.007	0.011	26,104	0.033	0.023	20,262
Iran	0.063	0.072	324	N/A	N/A	N/A	0.063	0.072	324	-0.012	0.110	320
Ireland	0.052	0.022	6,210	N/A	N/A	N/A	0.052	0.022	6,210	0.112	0.057	5,872
Israel	0.026	0.017	11,596	0.000	0.000	48	0.025	0.017	11,548	0.144	0.047	9,672
Italy	-0.020	0.041	554	0.004	0.049	410	-0.110	0.039	144	0.251	0.034	140
Japan	0.019	0.008	40,674	0.001	0.008	10,842	0.028	0.010	29,832	0.073	0.016	25,184
Jordan	-0.023	0.058	668	N/A	N/A	N/A	-0.023	0.058	668	-0.245	0.183	586
Kazakhstan	0.026	0.027	11,090	0.000	0.000	112	0.020	0.028	10,978	-0.020	0.056	10,554
Kuwait	-0.031	0.085	1,024	-0.013	0.091	414	-0.019	0.190	610	0.516	0.288	530
Latvia	-0.013	0.037	5,608	0.000	0.000	108	-0.022	0.036	5,500	-0.051	0.087	5,400
Lebanon	0.019	0.014	19,824	N/A	N/A	N/A	0.019	0.014	19,824	0.049	0.045	14,560
Lithuania	0.001	0.021	20,982	0.000	0.000	58	0.002	0.021	20,924	0.038	0.074	16,282
Macedonia	0.009	0.019	16,012	N/A	N/A	N/A	0.009	0.019	16,012	0.076	0.045	14,796
Malaysia	0.022	0.009	22,700	N/A	N/A	N/A	0.022	0.009	22,700	0.068	0.020	19,436
Malta	0.009	0.017	3,324	0.003	0.017	1,740	0.034	0.050	1,584	0.469	0.234	376
Moldova	0.025	0.030	9,832	N/A	N/A	N/A	0.025	0.030	9,832	-0.040	0.058	9,294
Mongolia	-0.040	0.024	2,204	N/A	N/A	N/A	-0.040	0.024	2,204	N/A	N/A	N/A
Morocco	0.010	0.007	60,700	-0.002	0.013	15,614	0.020	0.009	45,086	-0.001	0.025	37,376
Netherlands	0.004	0.017	11,303	N/A	N/A	N/A	0.004	0.017	11,303	0.069	0.037	10,780
New Zealand	0.016	0.009	17,102	0.021	0.043	1,244	0.016	0.010	15,858	0.090	0.028	15,086
Norway	-0.001	0.013	11,430	0.003	0.026	2,548	-0.003	0.015	8,882	0.062	0.048	6,764
Oman	0.003	0.020	3,842	-0.012	0.036	1,366	0.010	0.024	2,476	0.195	0.112	2,040
Palestine	0.006	0.046	710	N/A	N/A	N/A	0.006	0.046	710	0.073	0.154	582
Philippines	-0.021	0.014	11,094	0.014	0.027	2,176	-0.029	0.015	8,918	0.017	0.036	8,460
Poland	0.008	0.023	2,656	0.008	0.023	2,656	N/A	N/A	N/A	N/A	N/A	N/A
Portugal	0.003	0.019	8,760	N/A	N/A	N/A	0.003	0.019	8,760	0.201	0.055	8,436
Qatar	0.019	0.016	5,006	0.000	0.031	1,522	0.028	0.018	3,484	-0.025	0.074	3,370
Romania	0.009	0.014	30,112	N/A	N/A	N/A	0.009	0.014	30,112	0.085	0.039	22,380
Russian Fed.	0.020	0.029	19,202	0.000	0.000	38	0.020	0.029	19,164	0.127	0.067	16,634
Scotland	0.035	0.021	8,078	-0.012	0.066	68	0.036	0.021	8,010	0.031	0.093	1,872
Serbia	0.064	0.024	12,402	N/A	N/A	N/A	0.064	0.024	12,402	-0.045	0.086	6,070
Singapore	0.008	0.007	42,232	0.008	0.013	12,064	0.009	0.008	30,168	0.032	0.022	26,598
Slovak Rep.	0.007	0.019	8,296	-0.034	0.019	1,770	0.014	0.025	6,526	0.177	0.061	6,398
Slovenia	0.023	0.017	17,630	N/A	N/A	N/A	0.023	0.017	17,630	0.135	0.047	13,510
South Africa	0.008	0.005	55,534	0.003	0.011	10,710	0.009	0.006	44,824	0.003	0.018	41,928
South Korea	0.028	0.012	14,036	-0.043	0.026	1,294	0.036	0.013	12,742	0.071	0.030	10,404
Spain	-0.004	0.016	9,298	-0.014	0.014	4,338	0.018	0.023	4,960	0.155	0.077	3,250
Sweden	0.003	0.011	24,166	-0.019	0.023	2,974	0.015	0.013	21,192	0.021	0.031	17,036
Switzerland	-0.005	0.036	3,250	N/A	N/A	N/A	-0.005	0.036	3,250	0.028	0.073	3,138
Syria	0.056	0.024	5,612	N/A	N/A	N/A	0.056	0.024	5,612	0.007	0.076	3,428
Taiwan	0.017	0.005	44,586	0.031	0.010	15,628	0.012	0.006	28,958	0.059	0.015	25,150
Thailand	0.003	0.009	23,156	-0.032	0.061	448	0.003	0.009	22,708	0.018	0.021	18,064
Tunisia	-0.002	0.011	20,010	0.003	0.029	1,986	0.022	0.010	18,024	0.009	0.053	13,562
Turkey	0.011	0.007	30,304	0.023	0.018	3,546	0.010	0.008	26,758	0.072	0.026	21,776
Ukraine	-0.017	0.035	7,354	N/A	N/A	N/A	-0.017	0.035	7,354	0.159	0.112	3,364
UAE	0.022	0.014	10,019	0.040	0.021	4,281	0.002	0.018	5,738	0.024	0.061	5,584
United States	0.013	0.006	49,652	0.001	0.014	4,578	0.014	0.007	45,074	0.107	0.022	34,250
Yemen	0.025	0.065	1,500	0.025	0.065	1,500	N/A	N/A	N/A	N/A	N/A	N/A

**Table 1: (continued) Global Heterogeneity of Role Model Effects Estimates for All Outcomes**

Outcome	Enjoyment			Enjoyment			Enjoyment		
	Overall			Primary Education (G4)			Secondary Education (G8)		
Country	Average Effect	SE	N	Average Effect	SE	N	Average Effect	SE	N
Algeria	0.076	0.046	6,178	N/A	N/A	N/A	0.076	0.046	6,178
Argentina	0.117	0.122	438	N/A	N/A	N/A	0.117	0.122	438
Armenia	0.055	0.056	12,180	0.088	0.139	780	0.051	0.061	11,400
Australia	0.101	0.023	26,954	0.185	0.091	1,680	0.098	0.024	25,274
Austria	0.184	0.074	5,964	0.139	0.162	362	0.178	0.081	5,602
Azerbaijan	0.074	0.072	308	0.074	0.072	308	N/A	N/A	N/A
Bahrain	0.066	0.083	3,112	0.035	0.150	834	0.082	0.099	2,278
Belgium	-0.057	0.098	2,756	-0.151	0.257	406	-0.056	0.099	2,350
Bosnia and Herz.	0.091	0.096	6,314	N/A	N/A	N/A	0.091	0.096	6,314
Botswana	0.046	0.025	17,648	0.163	0.108	1,334	0.035	0.026	16,314
Bulgaria	0.270	0.084	8,424	0.111	0.098	174	0.282	0.091	8,250
Canada	0.137	0.022	31,294	0.036	0.070	2,494	0.146	0.024	28,800
Chile	0.053	0.035	20,150	-0.016	0.095	1,392	0.059	0.037	18,758
Colombia	0.023	0.031	8,516	0.038	0.095	1,170	0.022	0.033	7,346
Cyprus	0.072	0.032	26,914	0.085	0.053	7,940	0.122	0.037	18,974
Czech Rep.	0.050	0.061	12,114	0.065	0.150	1,264	0.044	0.058	10,850
Denmark	0.137	0.048	6,720	0.142	0.055	5,416	0.101	0.072	1,304
Egypt	0.029	0.057	7,622	N/A	N/A	N/A	0.029	0.057	7,622
El Salvador	0.040	0.058	4,192	0.000	0.000	170	0.073	0.058	4,022
England	0.049	0.034	15,051	-0.118	0.088	1,519	0.072	0.037	13,532
Estonia	0.087	0.093	4,306	N/A	N/A	N/A	0.087	0.093	4,306
Finland	0.025	0.029	15,955	-0.007	0.076	1,195	0.037	0.031	14,760
France	0.123	0.050	9,820	0.136	0.166	844	0.131	0.048	8,976
Georgia	0.102	0.059	7,724	0.054	0.115	306	0.106	0.064	7,418
Germany	0.032	0.070	3,452	0.002	0.075	2,804	0.085	0.202	648
Ghana	0.037	0.047	5,752	N/A	N/A	N/A	0.037	0.047	5,752
Greece	0.062	0.040	8,244	N/A	N/A	N/A	0.062	0.040	8,244
Honduras	0.133	0.065	3,818	N/A	N/A	N/A	0.133	0.065	3,818
Hong Kong	0.103	0.020	33,490	0.045	0.037	12,862	0.135	0.024	20,628
Hungary	0.211	0.036	33,690	0.277	0.104	1,580	0.198	0.039	32,110
Iceland	0.084	0.076	1,728	0.425	0.338	98	0.059	0.078	1,630
Indonesia	0.014	0.021	26,246	-0.034	0.078	1,048	0.019	0.021	25,198
Iran	0.241	0.119	318	N/A	N/A	N/A	0.241	0.119	318
Ireland	0.182	0.051	5,952	N/A	N/A	N/A	0.182	0.051	5,952
Israel	0.127	0.051	10,934	0.000	0.000	44	0.126	0.052	10,890
Italy	0.221	0.104	546	0.250	0.125	404	0.077	0.145	142
Japan	0.114	0.018	40,276	0.051	0.035	10,756	0.142	0.021	29,520
Jordan	-0.190	0.152	640	N/A	N/A	N/A	-0.190	0.152	640
Kazakhstan	0.035	0.045	10,848	0.000	0.000	112	0.034	0.047	10,736
Kuwait	0.305	0.126	930	0.244	0.089	382	0.420	0.297	548
Latvia	0.126	0.099	5,490	0.000	0.000	106	0.138	0.088	5,384
Lebanon	0.074	0.038	18,892	N/A	N/A	N/A	0.074	0.038	18,892
Lithuania	-0.003	0.056	20,500	0.000	0.000	58	0.000	0.057	20,442
Macedonia	0.176	0.047	14,848	N/A	N/A	N/A	0.176	0.047	14,848
Malaysia	0.079	0.019	22,372	N/A	N/A	N/A	0.079	0.019	22,372
Malta	0.024	0.068	3,224	0.006	0.065	1,684	0.075	0.188	1,540
Moldova	0.045	0.058	9,184	N/A	N/A	N/A	0.045	0.058	9,184
Mongolia	0.142	0.078	2,024	N/A	N/A	N/A	0.142	0.078	2,024
Morocco	-0.004	0.017	56,201	-0.003	0.023	13,732	-0.004	0.024	42,469
Netherlands	0.075	0.040	10,882	N/A	N/A	N/A	0.075	0.040	10,882
New Zealand	0.148	0.030	16,346	0.151	0.112	1,174	0.147	0.031	15,172
Norway	0.117	0.037	10,856	0.040	0.075	2,422	0.139	0.042	8,434
Oman	0.040	0.064	3,716	0.029	0.074	1,312	0.023	0.096	2,404
Palestine	0.264	0.252	674	N/A	N/A	N/A	0.264	0.252	674
Philippines	0.027	0.033	10,392	0.107	0.051	2,026	0.009	0.039	8,366
Poland	0.063	0.104	2,598	0.063	0.104	2,598	N/A	N/A	N/A
Portugal	0.145	0.037	8,504	N/A	N/A	N/A	0.145	0.037	8,504
Qatar	0.020	0.050	4,878	-0.047	0.086	1,426	0.052	0.061	3,452
Romania	0.114	0.033	28,996	N/A	N/A	N/A	0.114	0.033	28,996
Russian Fed.	0.119	0.048	18,694	0.000	0.000	38	0.121	0.048	18,656
Scotland	0.171	0.066	4,686	0.393	0.106	68	0.168	0.066	4,618
Serbia	0.062	0.055	11,786	N/A	N/A	N/A	0.062	0.055	11,786
Singapore	0.053	0.018	41,628	0.091	0.031	11,750	0.041	0.021	29,878
Slovak Rep.	0.139	0.055	8,034	0.122	0.089	1,700	0.125	0.067	6,334
Slovenia	0.164	0.041	17,416	N/A	N/A	N/A	0.164	0.041	17,416
South Africa	0.039	0.015	52,870	0.037	0.031	9,832	0.036	0.017	43,038
South Korea	0.121	0.031	13,940	0.002	0.087	1,286	0.138	0.033	12,654
Spain	0.087	0.046	8,948	-0.007	0.063	4,212	0.179	0.065	4,736
Sweden	0.079	0.027	23,396	0.100	0.067	2,880	0.074	0.029	20,516
Switzerland	0.076	0.069	3,188	N/A	N/A	N/A	0.076	0.069	3,188
Syria	-0.001	0.063	4,926	N/A	N/A	N/A	-0.001	0.063	4,926
Taiwan	0.108	0.018	43,978	0.121	0.038	15,332	0.121	0.020	28,646
Thailand	-0.026	0.019	22,782	-0.211	0.164	446	-0.022	0.019	22,336
Tunisia	0.056	0.035	18,676	0.118	0.057	1,784	0.035	0.043	16,892
Turkey	0.066	0.022	29,128	0.002	0.058	3,504	0.075	0.023	25,624
Ukraine	0.021	0.077	7,080	N/A	N/A	N/A	0.021	0.077	7,080
UAE	0.006	0.040	9,783	0.003	0.054	4,103	0.004	0.057	5,680
United States	0.128	0.018	47,690	0.006	0.048	4,356	0.141	0.020	43,334
Yemen	-0.080	0.165	1,048	-0.080	0.165	1,048	N/A	N/A	N/A

**Table 1: (continued II) Global Heterogeneity of Role Model Effects Estimates for All Outcomes**

Outcome	Confidence			Confidence			Confidence		
	Overall	Primary Education (G4)		Secondary Education (G8)		Secondary Education (G8)			
Country	Average Effect	SE	N	Average Effect	SE	N	Average Effect	SE	N
Algeria	-0.054	0.045	6,192	N/A	N/A	N/A	-0.054	0.045	6,192
Argentina	-0.027	0.153	410	N/A	N/A	N/A	-0.027	0.153	410
Armenia	-0.043	0.055	12,258	-0.102	0.129	798	-0.032	0.061	11,460
Australia	0.038	0.021	27,100	0.157	0.079	1,692	0.034	0.021	25,408
Austria	0.143	0.062	5,998	0.211	0.079	372	0.118	0.069	5,626
Azerbaijan	-0.125	0.174	306	-0.125	0.174	306	N/A	N/A	N/A
Bahrain	0.140	0.073	3,136	0.173	0.127	842	0.126	0.089	2,294
Belgium	0.049	0.100	2,750	-0.135	0.111	404	0.093	0.119	2,346
Bosnia and Herz.	0.231	0.110	6,450	N/A	N/A	N/A	0.231	0.110	6,450
Botswana	0.036	0.029	17,868	0.157	0.116	1,330	0.028	0.030	16,538
Bulgaria	0.102	0.071	8,584	-0.107	0.219	172	0.124	0.075	8,412
Canada	0.079	0.020	31,510	0.064	0.062	2,504	0.080	0.021	29,006
Chile	0.024	0.035	20,346	0.199	0.090	1,374	0.013	0.037	18,972
Colombia	-0.035	0.037	9,054	-0.029	0.160	1,212	-0.034	0.039	7,842
Cyprus	0.023	0.029	27,280	0.076	0.044	8,026	0.022	0.038	19,254
Czech Rep.	-0.031	0.048	12,134	-0.059	0.116	1,260	-0.019	0.049	10,874
Denmark	0.091	0.046	6,843	0.126	0.054	5,419	-0.070	0.065	1,424
Egypt	0.053	0.058	7,970	N/A	N/A	N/A	0.053	0.058	7,970
El Salvador	-0.075	0.046	4,340	0.000	0.000	170	-0.060	0.046	4,170
England	0.039	0.030	15,121	0.030	0.083	1,549	0.040	0.032	13,572
Estonia	0.071	0.089	4,344	N/A	N/A	N/A	0.071	0.089	4,344
Finland	-0.032	0.028	15,961	0.021	0.093	1,193	-0.037	0.030	14,768
France	0.065	0.046	9,866	0.052	0.158	842	0.080	0.045	9,024
Georgia	0.015	0.061	7,744	-0.039	0.210	308	0.019	0.065	7,436
Germany	0.054	0.064	3,462	0.008	0.064	2,814	0.267	0.215	648
Ghana	0.022	0.048	5,804	N/A	N/A	N/A	0.022	0.048	5,804
Greece	0.049	0.042	8,194	N/A	N/A	N/A	0.049	0.042	8,194
Honduras	0.097	0.056	3,820	N/A	N/A	N/A	0.097	0.056	3,820
Hong Kong	0.072	0.020	33,618	0.025	0.032	12,902	0.094	0.024	20,716
Hungary	0.089	0.033	33,860	0.063	0.081	1,604	0.095	0.036	32,256
Iceland	-0.071	0.067	1,748	-0.369	0.181	94	-0.057	0.070	1,654
Indonesia	0.019	0.020	26,622	0.035	0.069	1,048	0.018	0.021	25,574
Iran	-0.085	0.181	320	N/A	N/A	N/A	-0.085	0.181	320
Ireland	0.121	0.047	5,988	N/A	N/A	N/A	0.121	0.047	5,988
Israel	0.093	0.046	11,122	0.000	0.000	44	0.091	0.046	11,078
Italy	0.060	0.134	546	0.020	0.103	404	0.126	0.429	142
Japan	0.045	0.014	40,392	-0.002	0.027	10,772	0.067	0.017	29,620
Jordan	-0.142	0.095	640	N/A	N/A	N/A	-0.142	0.095	640
Kazakhstan	0.020	0.047	10,806	0.000	0.000	110	0.027	0.049	10,696
Kuwait	-0.054	0.109	930	0.011	0.129	396	-0.165	0.205	534
Latvia	-0.032	0.099	5,514	0.000	0.000	108	-0.003	0.087	5,406
Lebanon	0.008	0.034	18,948	N/A	N/A	N/A	0.008	0.034	18,948
Lithuania	-0.045	0.056	20,604	0.000	0.000	58	-0.042	0.056	20,546
Macedonia	0.037	0.050	14,978	N/A	N/A	N/A	0.037	0.050	14,978
Malaysia	0.062	0.024	22,478	N/A	N/A	N/A	0.062	0.024	22,478
Malta	-0.048	0.071	3,232	0.001	0.081	1,678	-0.206	0.156	1,554
Moldova	0.024	0.057	9,284	N/A	N/A	N/A	0.024	0.057	9,284
Mongolia	0.059	0.057	2,018	N/A	N/A	N/A	0.059	0.057	2,018
Morocco	-0.011	0.018	56,219	0.000	0.030	13,726	-0.013	0.024	42,493
Netherlands	0.050	0.037	10,965	N/A	N/A	N/A	0.050	0.037	10,965
New Zealand	0.087	0.025	16,470	0.276	0.124	1,206	0.073	0.025	15,264
Norway	0.046	0.033	10,924	-0.020	0.061	2,448	0.065	0.039	8,476
Oman	0.038	0.052	3,674	-0.150	0.079	1,280	0.151	0.064	2,394
Palestine	0.125	0.121	688	N/A	N/A	N/A	0.125	0.121	688
Philippines	0.031	0.033	10,552	0.016	0.067	2,002	0.038	0.037	8,550
Poland	0.102	0.094	2,572	0.102	0.094	2,572	N/A	N/A	N/A
Portugal	0.048	0.037	8,626	N/A	N/A	N/A	0.048	0.037	8,626
Qatar	-0.011	0.043	4,870	0.020	0.070	1,420	-0.026	0.052	3,450
Romania	0.092	0.034	29,248	N/A	N/A	N/A	0.092	0.034	29,248
Russian Fed.	0.055	0.048	18,810	0.000	0.000	34	0.059	0.048	18,776
Scotland	0.093	0.036	7,856	-0.155	0.214	68	0.096	0.036	7,788
Serbia	0.074	0.056	11,970	N/A	N/A	N/A	0.074	0.056	11,970
Singapore	0.053	0.019	41,788	0.057	0.036	11,790	0.054	0.022	29,998
Slovak Rep.	0.062	0.047	8,138	0.141	0.077	1,698	0.006	0.057	6,440
Slovenia	0.104	0.041	17,464	N/A	N/A	N/A	0.104	0.041	17,464
South Africa	-0.002	0.016	52,224	-0.044	0.033	9,606	0.008	0.018	42,618
South Korea	0.060	0.026	13,976	-0.131	0.078	1,278	0.086	0.027	12,698
Spain	0.103	0.039	9,096	0.014	0.048	4,214	0.190	0.055	4,882
Sweden	0.007	0.024	23,466	0.015	0.052	2,882	0.000	0.028	20,584
Switzerland	0.022	0.067	3,172	N/A	N/A	N/A	0.022	0.067	3,172
Syria	0.154	0.058	5,164	N/A	N/A	N/A	0.154	0.058	5,164
Taiwan	0.095	0.017	44,216	0.138	0.037	15,412	0.090	0.018	28,804
Thailand	0.001	0.019	22,886	-0.420	0.110	446	0.007	0.019	22,440
Tunisia	0.062	0.039	19,092	-0.019	0.092	1,810	0.064	0.045	17,282
Turkey	0.062	0.023	29,002	-0.011	0.058	3,446	0.072	0.024	25,556
Ukraine	0.077	0.071	7,162	N/A	N/A	N/A	0.077	0.071	7,162
UAE	0.082	0.042	9,759	0.058	0.065	4,095	0.088	0.053	5,664
United States	0.068	0.017	48,210	0.082	0.046	4,428	0.067	0.018	43,782
Yemen	0.100	0.176	1,132	0.100	0.176	1,132	N/A	N/A	N/A

*Notes:* This table shows estimated role model effects from regressions of standardized test scores, job preferences, subject enjoyment, and subject confidence on a FemaleStudent<sub>i</sub> × FemaleTeacher<sub>j</sub> interaction term, student fixed effects, teacher fixed effects, as well as other control variables from our preferred specification (see Section 5) for the different country subsamples indicated on the left of each panel. The smaller number of estimated role model effects is due to missing data for Algeria, Azerbaijan, Bosnia and Herzegovina, El Salvador, Honduras, Mongolia, Poland, and Yemen.