Table 1: Wartime Female Exposure and Postwar Female Inclusion in Kakari

	Has Female (Binary)			Number of Females		
	(1) Kakaricho (Max)	(2) Kakaricho (Mean)	(3) Kacho (Max)	(4) Kakaricho (Max)	(5) Kakaricho (Mean)	(6) Kacho (Max)
Kakaricho Exposure (Max)	0.418***			1.165**		
	(0.092)			(0.374)		
Kakaricho Exposure (Mean)		0.715***			1.810**	
		(0.141)			(0.563)	
Kacho Exposure (Max)			0.242			−0.485
			(0.200)			(0.743)
Engineer Share (Ka)	0.015	0.019	0.309***	−0.381**	−0.374**	−0.449
	(0.040)	(0.040)	(0.091)	(0.136)	(0.137)	(0.637)
No. Kakaricho (Ka)	0.018***	0.018***	0.016***	−0.036	−0.036	−0.096*
	(0.003)	(0.003)	(0.004)	(0.027)	(0.027)	(0.045)
Kakari Size	0.006***	0.006***	0.005***	0.061***	0.061***	0.076***
	(0.001)	(0.001)	(0.001)	(0.014)	(0.014)	(0.014)
Kyoku FE	Yes	Yes	Yes	Yes	Yes	Yes
Clustering	Office	Office	Office	Office	Office	Office
Observations	2,324	2,324	613	2,324	2,324	613
R^2 (within)	0.174	0.177	0.247	0.502	0.502	0.562

Notes: Columns 1–3 estimate a linear probability model for $I[\text{Female}_{j,t} > 0]$; columns 4–6 estimate OLS for the number of females. Unit of observation is kakari × year (postwar, 1947–). Exposure is the share of females in the manager's wartime (1937–1945) position × kakari × year cell, aggregated as maximum (cols. 1, 3, 4, 6) or mean (cols. 2, 5) across wartime years. Kakaricho = subsection chief; Kacho = section chief. Controls include engineer share, number of kakaricho, and kakari size. Standard errors clustered at office level in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.