

## Direct Draft Shock: OLS vs IV

Table 1: Panel A: Second stage (Dep. var.: N females)

Dependent Variable:	n_female			
	OLS (Cond) (1)	OLS (Uncond) (2)	IV (Cond) (3)	IV (Uncond) (4)
Model:				
Variables				
Exposure (cond)	1.266*** (0.2407)		3.846 (16.56)	
Exposure (uncond)		1.730*** (0.1328)		5.033* (2.771)
Engineer share	-0.0430 (0.0751)	0.0474** (0.0192)	0.0245 (0.4474)	0.0287 (0.0262)
No. Kakari-cho	0.0063 (0.0088)	-0.0005 (0.0085)	0.0032 (0.0221)	-0.0050 (0.0093)
Kakari size	0.0272*** (0.0064)	0.0304*** (0.0045)	0.0279*** (0.0077)	0.0311*** (0.0044)
Fixed-effects				
year_num	Yes	Yes	Yes	Yes
kyoku_modal	Yes	Yes	Yes	Yes
Fit statistics				
Observations	2,324	6,662	2,324	6,662
R <sup>2</sup>	0.34083	0.27484	0.29769	0.20744
F-test (1st stage), Exposure (cond)			0.07395	
F-test (1st stage), Exposure (uncond)				3.1868

Notes:  $Y_{j,t}$  is the number of females in kakari  $j$  in postwar year  $t$  (1947–). Exposure (cond/uncond) is the mean of staff-level wartime female shares for all staff observed in kakari  $j$  at year  $t$ , where each staff-level share is computed in that staff member's wartime position  $\times$  kakari  $\times$  year cell (1937–1945). “Cond” restricts to staff with kakari-cho wartime offices; “Uncond” uses all wartime survivors. OLS (cols. 1–2) and IV (cols. 3–4); instrument is the mean share of males drafted in the corresponding wartime position  $\times$  kakari  $\times$  year cells. Controls include engineer share, number of kakari-cho, and kakari size; FE: year and kyoku. Clustered (office\_id) standard errors in parentheses; \*\*\*: 0.01, \*\*: 0.05, \*: 0.1.

Table 2: Panel B: First stage (Dep. var.: Exposure)

Model:	Dependent Variables:	
	Exposure (cond)	Exposure (uncond)
	Cond	Uncond
	(1)	(2)
Variables		
Draft shock (cond)	-0.0051 (0.0189)	
Draft shock (uncond)		-0.0288*** (0.0103)
Engineer share	-0.0209 (0.0134)	0.0027 (0.0084)
No. Kakari-cho	0.0010* (0.0006)	0.0012*** (0.0004)
Kakari size	-0.0001 (0.0002)	-0.0004*** (0.0001)
Fixed-effects		
year_num	Yes	Yes
kyoku_modal	Yes	Yes
pos_modal	Yes	Yes
Fit statistics		
Observations	2,324	6,661
R <sup>2</sup>	0.06393	0.07881

Notes: Panel B reports the first stage for Exposure with draft shock and controls. “Cond” conditions on kakari-cho wartime offices; “Uncond” uses all wartime survivors. Controls include engineer share, number of kakari-cho, and kakari size; FE: year, kyoku, position. Clustered (office.id) standard errors in parentheses; \*\*\*: 0.01, \*\*: 0.05, \*: 0.1.