Table 1: Draft-Induced Hiring: Immediate and Spillover Effects

	(1) New hires	(2) Female	(3) Female OLS	(4) New kakari across	(5) Female kakari across	(6) New ka within	(7) New × Eng.
Own drafts	0.043***	0.059***	0.009				0.054***
	(0.005)	(0.018)	(0.006)				(0.007)
Adj. (kakari, across)				0.008***	0.008**		
				(0.002)	(0.004)		
Adj. (ka, within)						0.009***	
						(0.002)	
log(M+1)	0.464***	0.434***	0.126***	0.464***	0.435***	0.468***	0.463***
	(0.027)	(0.065)	(0.026)	(0.028)	(0.067)	(0.028)	(0.027)
Own × Eng.							−0.018**
							(0.008)
Fixed effects							
year_num	Yes	Yes	Yes	Yes	Yes	Yes	Yes
kyoku	Yes	Yes	Yes	Yes	Yes	Yes	Yes
pos_norm	Yes	Yes	Yes	Yes	Yes	Yes	Yes
N	11,701	10,178	11,775	11,701	10,178	11,701	11,701

Notes: Poisson pseudo-maximum likelihood for cols. 1–2, 4–7; OLS for col. 3. The unit of observation is position × office × year (wartime, 1938–1945). The dependent variable is the count of new hires (cols. 1, 4, 6, 7) or new female hires (cols. 2, 3, 5). Own drafts is the number of males drafted from the own position (cols. 1–3, 7); Adj. (kakari, across) is drafts from neighboring positions within the same kakari across occupations (cols. 4–5); Adj. (ka, within) is drafts from the same occupation within the ka (col. 6). M is the cumulative male stock. Poisson coefficients are semi-elasticities. Standard errors clustered at the office level in parentheses. * $p < 0.10$, ** $p < 0.05$, *** $p < 0.01$.