

ABSTRACT

The Labor Market Return to an Attractive Face: Evidence from a Field Experiment^{*}

We provide new evidence on the link between beauty and hiring practices in the labor market. Specifically, we study if people with less attractive faces are less likely to be contacted after submitting a resume. Our empirical strategy is based on an experimental approach. We sent fictitious resumes with pictures of attractive and unattractive faces to real job openings in Buenos Aires, Argentina. We find that attractive people receive 36 percent more responses (callbacks) than unattractive people. Given the experimental design, this difference can be attributed to the exogenous manipulation of facial attractiveness of our fake job applicants.

JEL Classification: J71, J78

Keywords: facial attractiveness, callback rates, labor market discrimination