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Do employers reward physical attractiveness in transition countries?

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ABSTRACT: This paper studies the labour market returns to physical attractiveness using data from three transition countries of the Caucasus: Armenia, Azerbaijan and Georgia. I estimate a large positive effect of attractive looks on males probability of employment. Results from the most comprehensive model suggest a marginal effect of 11.1 percentage points. Using a partial identification approach, I show that this relationship is likely to be causal. After accounting for covariates, particularly measures of human capital, there is no evidence for a statistically significant link between females' attractiveness and employment.

JEL classification: J21, J70, P23

Keywords: Attractiveness; Employment; Former Soviet Union.

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