The Effects of Erotic Capital on Occupational Selection: A Comparison between Men and Women

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ABSTRACT

This paper examines erotic capital's effect, a composite measure of beauty, personality, grooming, shape, liveliness and sexuality, on occupational selection between 1994 and 2009 by estimating a multinomial logistic model using the National Longitudinal Study of Adolescent Health (Add Health). My results find a different effect of erotic capital between men and women. In particular, beauty and grooming show a partial significant influence on women's occupational selection. The combined effect of six types of erotic capital is also substantially significant for women. This paper contributes to the occupational choice literature by providing evidence of the importance of erotic capital accumulation to women's career attainment.

Keywords: Erotic Capital; Beauty; Occupational Selection; Women

INTRODUCTION

A number of studies have confirmed the effects of physical attractiveness on an individual's lifetime achievement and social success, which includes labor market outcomes, such as earnings, employment attainment and sorting, school performance, and happiness. Regarding labor earnings, Hamermesh and Biddle (1994) have found the return to physical attractiveness is explained by both pure employer discrimination, and productivity enhancement. How physical attractiveness brings productivity enhancement varies by occupation. For instance, some occupations require direct or indirect customer interaction, where being physically attractive may please customers, which may increase productivity. If the individual realizes the role of his or her physical attractiveness at an early stage of life, he or she may consider it to be a useful asset and self-select into those occupations where physical attractiveness has a payoff. Hence, understanding the importance of physical attractiveness needs to be considered when trying to explain occupational selection.

Current research on the effect of physical attractiveness on occupational selection has made progress but is incomplete. The measures of physical attractiveness have been ambiguous and inconsistent. Initially scholars only used physical appearance (how beautiful you are) as a measure of attractiveness. Later, some researchers also considered personality, grooming and sexuality. However, few studies provided a complete and comprehensive measurement of physical attractiveness until Hakim (2011), who summaries physical attractiveness in a more comprehensive way, called *Erotic Capital*, which consists of six qualities – beauty, personality, grooming, shape, liveliness, and sexuality. Few studies have examined the combined effect of erotic capital except Beulaygue (2012), who finds it has a significant influence on young women's earnings and their social status. The scope of Beulaygue's research is limited, since she does not discuss the effects of erotic capital on men's earnings, and does not discuss gender differentials. Furthermore, in her paper, erotic capital and earnings are measured in the same time period, which may cause endogeneity problems. Rather than erotic capital impacting earnings, earnings may affect erotic capital, for instance wealthy individuals may invest more in dressing and grooming. Using a measurement of erotic capital observed at an earlier age

than occupational selection mitigates the endogeneity problem. This paper fills the gaps in the literature by studying the association between an *early-stage* erotic capital investment and a *later-stage* occupational sorting, as well as by investigating the differentials of occupational choice between women and men, and examining how a combined erotic capital affects how individuals choose their occupations.

A large literature has studied the influences of physical attractiveness on labor income. Hamermesh and Biddle (1994) identify a beauty premium and a plainness penalty in the labor market, finding that good-looking workers earn more than average-looking workers, and plain workers earn less than average-looking workers. They use interviewers' ratings of respondents' physical appearance as the measurement of attractiveness. Subsequent studies have complemented this research by adding a measure of grooming, and have found the earnings are significantly affected by the time spent on grooming (Das and Deloach 2011), and expenditure on grooming (Hamermesh, Meng and Zhang 2002). Robins et al. (2011) extended the measurements of physical attractiveness to beauty, personality and grooming, as "non-cognitive skills," and find personality and grooming have a stronger effect on earnings than beauty.

More narrowly-focused studies have investigated the beauty premium for specific occupations in which beauty brings an increase in productivity, and on performance indicators other than earnings. Hamermesh and Biddle (1998) focus on lawyers, and find that attractive lawyers earn more than unattractive lawyers. Other studies have found a return to beauty in political elections and campaigns (Hamermesh 2006; Berggren, Jordahl and Poutvaara 2010). Hamermesh and Parker (2005) examine the effects of beauty on college professors' teaching evaluations, and find that attractive professors receive higher ratings in teaching evaluations, while French et al. (2009) provide evidence that high school students with attractive faces, favorable personalities, and good grooming tend to have higher GPAs.

According to previous studies, physical attractiveness affects labor earnings. In other words, early-stage physical attractiveness is believed to affect expected earnings later in life. And differences in expected earnings affect occupational selection (Robertson and Symons, 1990). A limited literature studying the effects of physical attractiveness on occupational sorting exists, but no study includes all six qualities of erotic capital descried by Hakim (2011). Filer (1986) and Ham, Junankar and Wells (2009) only focus on personality, while Harper (2000) focuses on beauty and shape. Some researchers use variables of non-cognitive skills and occupations in the same time period, which may be subject to endogeneity (Cobb-Clark and Tan 2009).

This paper contributes to the literature studying the effects of physical attractiveness and the determinants of occupational sorting as follows. First, this paper is the first study that considers the combined effect of all six types of erotic capital on occupational attainment and sorting. Previous studies have only investigated the partial effects of some erotic capital elements. Second, this paper extends the occupation determination model by considering the effects of erotic capital. Third, this paper uses *early-stage* erotic capital variables to determine an individual's *later-stage* occupational selection.

The remainder of this paper is organized as follows. Section 2 describes the theoretical method and the empirical techniques used. Section 3 documents the data and variables. Section 4 presents the empirical results. Section 5 concludes, and discusses the implications.

MODEL AND METHOD

According to Robertson and Symons (1990), Brown, Moon and Zoloth (1980) and Cobb-Clark and Tan (2009), occupational attainment models reflect the interaction of supply of labor and demand for labor. The supply of labor is a function of individuals' preferences for the jobs and their abilities to do them. An individual selects a specific occupation to maximize his or her utility function subject to a budget constraint. The variables affecting his or her occupational selection may include the individual's personal characteristics, tastes, family characteristics, and socioeconomic background. The demand for labor demonstrates firms' desire to hire a qualified and talented candidate that matches a certain occupation's responsibilities. The individual's qualifications may consist of his or her personal characteristics, education and working experience. Physical attractiveness is linked to personal characteristics that might be needed for some specific occupations. The individual is more likely to end up in a specific occupation if he or she is equipped with physical attractiveness, which may enhance the individual's productivity, as well as their expected earnings. For example, most sales jobs require the job candidate to have a good physical appearance, a well-groomed appearance, and a friendly personality, because those personal characteristics will make the worker more likable to the customer and may help the company to achieve more loyal customers, which will make this type of worker more productive. In this case, the individual may want to enter into sales-related occupations by realizing the advantage of his or her physical attractiveness.

In order to model occupational selection, this paper employs a multinomial logistic model. The probability of individual i selecting a certain occupation j is represented as:

$$P_{ij} = \Pr(O_i = j \mid x_i) = \frac{\exp(x_i' \beta_j)}{\sum_{k=1}^{J} \exp(x_i' \beta_k)} \qquad i = 1, \dots, N, \qquad j = 1, \dots, J \quad (1)$$

where O_i denotes the specific occupation for individual i, N is the sample size, and J is the total number of occupational categories. Here, x_i represents a vector of variables from the demand and supply sides of the labor market that determine occupational selection. The multinomial logistic model can be equivalently expressed in linear terms as log odds ratio:[1]

$$\log\left(\frac{P_{ij}}{P_{ik}}\right) = [x_i(\beta_j - \beta_k)] \qquad (2)$$

Given the above multinomial logistic model, the linear regression for occupational selection in this paper is:

$$\log\left(\frac{P_{ij}}{P_{ik}}\right) = \beta_0 + \beta_1 Erotic\ Capital_i + X\beta_x + \mu_i \qquad (3)$$

where the total number of occupational categories (J) is five, *Erotic Capital* represents each of the six factors of erotic capital respectively, as well as a combined erotic capital index. The vector X represents the controls that consist of an individual's personal characteristics such as age, marital status, education, tastes such as parents' occupations, and family characteristics such as residential areas, and parents' education (Klimova 2012).

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[1] Multinomial logistic model applies maximum likelihood procedure to estimate parameter vector β. For more details on the derivation of the likelihood, see Greene (1993).

DATA AND VARIABLES
The National Longitudinal Study of Adolescent Health (Add Health)
This paper uses two waves (Wave I and Wave IV) from the National Longitudinal Study of Adolescent Health (Add Health). Add Health is a school-based, nationally-representative survey that studies the social and behavioral environment of adolescents and the impact in young adulthood. Add Health provides data on respondents' social, economic, and psychological characteristics, as well as their connections to family, friendships, romantic relationships, and communities. Wave I was conducted in the 1994-1995 school year, covering the respondents in grades 7-12. The public-use data include 6,504 adolescents from 80 high schools and 52 middle schools.[2] In Wave IV, which was conducted in 2008-2009, 5,114 of the 6,504 Wave I respondents were re-interviewed when they were 24-32 years old.[3] After excluding the missing values, the analysis in this paper consists of 4,607 individuals, with 2,454 women and 2,153 men, who had an occupation currently or most recently.

Add Health is advantageous for my analysis because it has relevant questions about erotic capital, occupational categories, and the other demographic characteristics such as education, marital status, and age. Furthermore, it starts to track individuals' early-stage personal characteristics over the periods, and links them to their future development and social outcomes. This feature is essential for my research because this paper is investigating how *early-stage* physical attractiveness affects *later-stage* occupational selection.

Occupational Sorting
The occupational categories in this paper use Standard Occupational Classification 2010 (2010 SOC), developed by the Standard Occupational Classification Policy Committee (SOCPC) of the U.S. Bureau of Labor Statistics (BLS).[4] The original SOC has 23 major groups, some of which may have similar job skills and qualifications. BLS suggests a high-level aggregation of these 23 occupation categories to 6 groups, which are professional and managerial occupations, sales and office occupations, service occupations, construction and maintenance occupations, production and transportation occupations, and military occupations. In this paper, I follow this aggregation except the military occupations, which is dropped because only 7 individuals (<1%) are in this group from my sample. Production and maintenance occupations are taken as the reference group. Figure 1 presents the occupational distributions for the full sample, and for women and men respectively. For the full sample, the largest proportion is professional and managerial occupations (39%), with the second largest proportion for service occupations (22%). There is a large gap in occupational selection by gender, either based on their different preferences or abilities. Approximately only 6% of women are in both construction and maintenance occupations and production and transportation occupations, far less than men (16% in production and transportation occupations, and 21% in construction and maintenance occupations). However, in service occupations, there are more women (25%) than men (18%). A similar dichotomy occurs in sales and office occupations (25% for women and 13% for men). The most striking category is professional and managerial occupations. 45% of women are in this category, comparing with only 32% of men in the same group.

It is interesting and meaningful to ask what factors determine different occupational selection between women and men. Is it only because of differences in abilities and skills? Does erotic

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capital play a significant role in determining the sorting? Those questions will be examined and discussed in Section IV.

Erotic Capital Measures

The first three assets of erotic capital that I will investigate are *beauty*, *personality*, and *grooming*. Following Beulaygue (2012) and Robins, Homer and French (2011), I use answers of interviewers to questions about the respondents regarding these three non-cognitive skills. The evaluations I use are from Wave I, to stand for *early-stage* non-cognitive skills that have formed when the individual was still at school. In the Wave I survey, the questions that the interviewer was asked about the respondent's non-cognitive skills are:

– How physically attractive is the respondent?
– How attractive is the respondent's personality?
– How well groomed is the respondent?

Each question has five ordinal categorical options, with the numeric values from 1 to 5: 1 is very unattractive; 2 is unattractive; 3 is about average; 4 is attractive; 5 is very attractive. For simple interpretation, I recode each categorical variables into a binary dummy that is equal to one if the respondent is attractive or very attractive, and zero otherwise. [5]

The fourth factor of erotic capital is *shape*, which, in this paper, is measured by BMI (Body mass index). According to the Center for Disease Control and Prevention[6], the optimal range for the BMI is between 18.5 and 25. Any BMI value lower than 18.5 is defined as under-weight, and any value higher than 25 is defined as over-weight. The individual's shape is considered to be a deviation from the optimal range regardless of being under-weight or over-weight. Hence, for easier coefficient interpretation, I convert it into a continuous variable by calculating the absolute value of the difference between each individual's BMI and the optimal BMI, called *BMI Deviation*.[7] The bigger the *BMI deviation*, the less optimal the individual's shape, and the less attractive the individual is in terms of his or her shape.

The fifth factor of erotic capital is named as *liveliness*, measuring the individual's frequency of social and physical activities. There are several relevant questions in Wave I asking about the respondent's *liveliness*, including:

– During the past week, how many times did you go roller-blading, roller-skating, skate-boarding, or bicycling?
– During the past week, how many times did you play an active sport, such as baseball, softball, basketball, soccer, swimming, or football?
– During the past week, how many times did you do exercise, such as jogging, walking, karate, jumping rope, gymnastics or dancing?
– During the past week, how many times did you just hang out with friends?

Liveliness is calculated as the sum of frequencies of all these four activities. Higher frequencies imply that the individual is more attractive in terms of liveliness.

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[5] For robustness check, I recode *beauty*, *grooming* and *personality* from binary variables to four categorical variables, to examine the information lost due to the original coding. Each variable has four outcome values: 3 very attractive; 2 attractive; 1 average; 0 unattractive. The results are unchanged when the alternative coding is used. The value of *very attractive* does not show significant effects. The main significance still comes from the general *attractive* variables.

[6] http://www.cdc.gov/healthyweight/assessing/bmi/

[7] The optimal point of BMI is the average point within the range between 18.5 and 25.

The last factor of erotic capital is sexuality, which is a dummy variable that measures the individual's sexual competency and libido. In Wave I, the respondent was asked if he or she has ever had sexual intercourse in his or her life. Sexuality is equal to one if the respondent answered "yes", and zero otherwise.

In order to measure a combined effect of erotic capital, I create an erotic capital index, which is constructed by standardizing each factor and calculating the average standardized value of all six factors.

Control Variables
The control variables that possibly affect occupational choice include *gender (female)*, *residence*, *age*, *age squared*, marital status (*currently married*), formal years of education (*education*), and family characteristics (parents' education and occupations). If the individual is female, *gender (female)* is equal to one, otherwise zero. *Residence* has three categories: 1 rural; 2 suburban; 3 urban. Rural is taken as the reference category. Marital status (*currently married*) is also a dummy variable that is equal to one if the person is currently married, zero otherwise. Formal years of education (*education*) is a continuous variable, from 8th grade as the lowest (8 years of education), to post baccalaureate professional education as the highest (22 years of education). Family characteristics refer to individuals' parents' education and occupations. Since father's education/occupation and mother's education/occupation are found to be statistically correlated in this paper,[8] I create two categorical variables that combine the characteristics of the parents. One is a binary dummy variable representing parents' education level (*pcollege*), which equals one if at least one parent has a college level of education. The other is a categorical variable with three groups representing parents' occupation types (*poccupation*): 2 if at least one parent is in a professional occupation, 1 if at least one parent is in a white collar occupation, and 0 otherwise.

Descriptive Statistics
Table 1 presents the descriptive statistics for erotic capital measures and control variables. Approximately half of the people in the sample are rated as attractive in terms of *beauty*, *personality* and *grooming*. The last column presents the difference of the mean of erotic capital between women and men. In general, erotic capital is different by gender, at the 1% significance level, except for the BMI deviation. Women are rated more attractive than men according to *beauty*, *personality* and *grooming*, implying that the non-cognitive skills that women are more remarkable to the public. But men are more active in physical fitness, and more sexually experienced than women. By combining all erotic capital factors, women show an advantage of erotic capital, with a higher erotic capital index than men.

Table 1 also shows that 53% of the individuals in the sample are female. Most people live in the suburban areas, rather than the rural and urban areas. Women and men have a similar mean age. More than half of the sample are single. The mean years of formal education for the full sample is around 14 years, which corresponds to the level of "some college". Women are slightly more educated than men in the sample. About 50% of individuals have at least one parent who has a college level of education, similar between women and men. In the whole sample, most individuals have at least one parent in a white collar occupation (41%). For men, this proportion is slightly higher (43%) and for women, it is slightly lower (38%). For women, most of them have both parents in blue collar occupations (41%).

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[8] The chi-square test statistics for the correlation coefficient between father's education and mother's education is 886.776, at 1% significance level. And the chi-square test statistics for the correlation coefficient between father's occupation and mother's occupation is 423.5978, at 1% significance level.

RESULTS

Erotic Capital for the Full Sample

Tables 2 shows the estimations of the partial effects of each of six factors of erotic capital. Here, all the other control variables are not shown. The full regressions are in the appendix (Table A1-A6). All the values shown in the tables are odds ratios, with p-values in parentheses.

From the appendix tables A1 to A6, the effects of the control variables are robust regardless of which measures of erotic capital are used in the model. Gender effects are strongly significant for the occupation specifications. Females are more likely to select professional and managerial occupations, sales and office occupations, and service occupations, but less likely to choose construction and maintenance jobs, when compared to production and transportation jobs. Living in urban or suburban areas increases the likelihood of selecting professional and managerial occupations, sales and office occupations, and service occupations, while decreasing the likelihood of selecting construction and maintenance occupations. The effect of living in the urban areas is only significant for construction and maintenance occupations, but the effect of living in the suburban areas is significant for all the three occupation categories except construction and maintenance occupations. Age and the square of age are not significant, as found by Klimova (2012). Instead of age, Klimova uses the potential labor market experience [9] and does not find a significant effect. I also try potential labor market experience and, similarly, find that it is not statistically significant. Marital status has inconsistent effects among professional and managerial occupations, sales and office occupations, service occupations and construction and maintenance occupations. A single individual is more likely to end up in a service job, relative to being employed in a production and transportation job. To the contrary, being married increases the likelihood of the other three occupation categories. However, the effects of being married are not significant for all the occupation categories, and the significance levels depend on which erotic capital factor is included in the model.

Consistent with Klimova (2012), I find formal years of education has a strong effect on the occupation categories of professionals and management, sales and office, as well as service, at the 1% significance level. The odds ratios are all greater than one, implying individuals with more schooling are more likely to choose these three occupation categories, instead of production and transportation occupations. For construction and maintenance jobs, the effect of education is opposite, and only slightly significant when *beauty* and *sexuality* are added respectively in the model. In contrast to Filer (1986), who does not find a significant association between family characteristics and occupational choice, this paper finds some level of significant effects of family characteristics on the occupational selection. If the individual's father or mother has a college degree, the individual has a higher chance of obtaining the four occupational categories other than production and transportation occupations. However, the effects are only significant for professional and managerial occupations and sales and office occupations. If the father or mother is employed in a professional occupation, the child is more likely to be employed in the four non-production and non-transportation jobs; though these effects are not significant. The effects of the father or mother being in a white collar occupation are significant for professional and managerial occupations, and sales and office occupations, with higher chances of being in these two categories than in the production and transportation category.

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9 The potential labor market experience = age – years of schooling -6, which is a continuous variable.

As for the erotic capital variables (shown in Table 2), in contrast to previous studies (Filer 1986 and Cobb-Clark and Tan 2009), I do not find significant effects of *personality* and *liveliness* on occupational selection, and the signs of the effects are ambiguous. I do find that other dimensions of erotic capital are significant. *Beauty* is significant at the 5% level for professional and managerial occupations, and the 10% level for service occupations. This indicates that compared with being a production and transportation worker, a physically attractive individual is more likely to be in a professional and managerial or service occupation. *Sexuality* shows an interesting effect, with all odds ratios statistically significant and less than one, expect for construction and maintenance occupations. When compared with production and transportation occupations, the other three occupation categories - professional and managerial, sales and office and service occupations, may have the workers who are more conservative.

Including all six factors of erotic capital in one model (in Table 3), *beauty* becomes more significant for professional and managerial jobs, and service jobs. *Personality* becomes significant for sales and office occupations, and service occupations, but with all odds ratios less than one. This may be caused by multicollinearity among those six factors.[10] The other four factors – *grooming, BMI deviation*, *liveliness* and *sexuality* are robust, and do not change much from the partial effect models.

To consider the joint effect of the various dimensions of erotic capital, while avoiding the problem of multicollinearity, the combined effect of erotic capital is measured by creating an *erotic capital index*, which is equal to the average standardized value of all six factors. The results using the *erotic capital index* for the full sample are shown in Table 3, and demonstrate that the *erotic capital index* has inconsistent effects. When the aggregate erotic capital index is used, the individual has a greater chance of being in a professional or managerial occupation, service occupation, or construction and maintenance occupation, but a lower chance of being in sales and office occupation. However, the effects are not significant.

Erotic Capital by Gender

Women are considered to have more erotic capital than men and are well placed to exploit their erotic capital (Hakim 2011). The differential returns to erotic capital between men and women merits further investigation, a feature that is missing from Beulaygue (2012). This section starts with the partial effects of each of six factors between women and men. Tables 4 shows the effects of each factor for women, while Tables 5 shows the partial effects of each factor for men. Comparing women and men, the six factors demonstrate different effects for women and men. *Beauty* is not significant for men, but is significant for women, and the effect is larger for women in all occupational categories compared with production and transportation occupations. *Personality* still does not show significance for women, though it does show a significant negative effect for men in the sales and office category, with an odds ratio less than one, indicating that a man has a lower chance of becoming a sales person or office person if he has an attractive personality. But also note that the significance level is high, at 10%. The measure of *grooming* also has a stronger and more significant effect on women's sector of employment than men's. For women, *grooming* is significant for every occupational category except construction and maintenance occupation, with the largest effect on professional and managerial occupation. A well-groomed woman will have a higher chance of obtaining professional, managerial, sales and office, or service occupations instead of a

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[10] I investigate the correlation of *personality* with *beauty* and *grooming* respectively. The Chi-square test shows a strong correlation between *personality* and *beauty*, and *personality* and *grooming*.

production and transportation occupation. But being a well-groomed man does not significantly affect his occupational selection.

As for shape (*BMI deviation*), the results between women and men are very different. For women, the odds ratios of BMI deviation are all less than one, which conforms to my expectation, as well as to the results in Harper (2000), that women who are over or underweight are less likely to choose all the four occupational categories, but it should be noted that the effects are not statistically significant. Men with an unattractive body (higher *BMI deviation*) are more likely to gravitate to those four occupational categories, an effect that is particularly significant for the sales and office category, and service category, both at the 5% level. *Sexuality* also shows different results by gender. It is not significant for women in any specification, but is significant for men in all categories, except for construction and maintenance occupation, with all odds ratios less than one. Different genders may have a comparative advantage in specific dimensions of erotic capital, and thus specialize in the accumulation of those dimensions. Alternatively, the demand of specific types of erotic capital may differ by gender due to cultural norms or institutional structures, which in turn alter the return to specific dimensions of erotic capital and thus occupational choice.

When adding all six factors together in one model for women, and another for men, separately (comparing Tables 6 and 7), only *beauty* and *personality* show significant effects for women, while for men, *personality* and *BMI deviation* show some level of significance in a few occupational categories. For men, *sexuality* shows stronger levels of significance in more occupational categories. For a woman, facial attractiveness brings a return in the form of her occupational choice, for men the return to *beauty* is not as strong. Conversely, the odds ratios for *personality* are less than one for women in the occupations of professions and management, sales and office, and service, but are greater than one for construction and maintenance occupations, but the only significance shows up in service occupations. For men, *personality* is only significant at the 10% level for sales and office occupations. *BMI deviation* and *sexuality* remain stable when adding the other factors for men. In general the results are robust to the inclusion of all dimensions of erotic capital in one model, though some results are less significant.

Women and men show very different results if one combines the factors of erotic capital into a single index. For women (Table 6), the odds ratios of the *erotic capital index* are all greater than one, at the1% significance level for both professional and managerial occupations, and construction and maintenance occupations, and the 5% significance level for service occupation, and the 10% significance level for sales and office occupations. For men, the erotic capital has a converse effect on the occupational selection, as shown in Table 7. Table 7 shows that, for men, all the odds ratios of the *erotic capital index* are less than one, although the results are not statistically significant except for sales and office occupation, at the 1% level; again highlighting the gender differences.

Marginal effects of erotic capital are calculated for a more clear understanding of the quantitative change of the predicted probability of the occupational selection by gender. Tables 8 and 9 show the marginal effects of erotic capital at the means of the control variables, for women and men respectively. The tables report the marginal effects for the significant components of erotic capital by gender. Here, the marginal effects are calculated for the individual who is 28 years old, married, graduates from high school, and lives in a rural area, whose parents do not get college degrees and who are both blue collar workers. From Table 8, as for the partial effects, it is noted that a physically attractive woman, who satisfies the above conditions, is 6% more likely to choose professional and managerial occupation, 3% more

likely to choose sales and offices occupation, 2% more likely to choose service occupation and 16% more likely to choose construction and maintenance occupation. An attractive woman with regard to grooming is 5% more likely to be in a professional and managerial occupation, 2.5% more likely to be in a sales and office job, 1.4% more likely to be in a service occupation, and 4.2% more likely to be in a construction and maintenance job.

By standardizing the erotic capital index, the marginal effects are smaller for professional and managerial occupation, sales and office occupation, and service occupation, comparing with the partial effects. The effect for construction and maintenance are similar to the partial marginal effect of *beauty*. Once the woman's erotic capital increases by one standard deviation, she is 2% more likely to be in a professional and managerial occupation, and roughly 1% more likely to be in a sales and office occupation, or a service occupation. For men (shown in Table 9), the *BMI deviation* is also standardized. The partial marginal effects of *BMI deviation* are small, generally around 1% for professional and managerial occupation, but it increases to 4% and 3% for sales and office occupation, and for service occupation, respectively. Conversely, the marginal effects of *sexuality* are large – 15% to 17% less likely to be in a professional and managerial occupation, or sales and office occupation, if the man is sexually attractive. The combined effect of erotic capital is only significant for the sales and office occupation, with 5% more likelihood of selecting sales and office occupation. But it is worth noting that education is set to 12 in calculating the marginal effects, which represents "high school degree". But from the descriptive statistics in Table 1, the mean of education years is around 15, representing "some college education". If using "some college education" instead of "high school degree", I find that the marginal effects are smaller, especially when adjusting parents' characteristics to holding college degree and being in professional or white collar job. It seems the effects of erotic capital have been mitigated and become less important if the other characteristics are improved, such as attaining more formal years of education, or coming out with a higher family status. Erotic capital may be a substitute for human capital or social capital. For individuals who face a high cost of obtaining social capital, due to limited family and social connections, or human capital due to costly education, accumulating erotic capital may be productive alternative means of specializing and signally labor quality.

CONCLUSIONS AND DISCUSSIONS

This paper examines the effect of erotic capital on occupational selection by men and women between 1994 and 2009, by estimating a multinomial logistic model using data from the National Longitudinal Study of Adolescent Health. This paper addresses concerns about endogeneity by using the erotic capital factors from an *earlier stage* than the occupational selection. My results confirm that the effects of erotic capital differ by gender, and generally have a significant effect for women.

In considering the components of erotic capital individually, the partial return to each factor is consistent for women, but only the factors *beauty* and *grooming* show significant effects on women's occupational selection. Taking production and transportation occupations as a reference group, a facially attractive woman, or a well-groomed woman, is more likely to choose a professional and managerial, sales and office, or service occupation. For men, the returns are ambiguous, with some factors even having negative effects (with odds ratio less than one) on occupational selection. For instance, *BMI deviation* has a positive effect on men's selection into more prestigious occupations, while *sexuality* affects their occupational selection negatively (odds ratio less than one). Being attractive and in shape increases a man's likelihood of choosing a sales and office occupation, as well as choosing a service occupation. Further, a sexually attractive man is less likely to choose a professional and managerial, sales and office, or service occupation.

The erotic capital index, which contains all six dimensions of erotic capital, affects occupational selection for both men and women, but in opposite directions. In particular, an attractive woman (with higher erotic capital) is more likely to end up in professional and managerial, sales/office, service, and construction and maintenance occupations rather than production and transportation occupations. This relationship is reversed for an attractive man (with higher erotic capital).

This paper does not attempt to determine the reason for the correlation between erotic capital and occupational selection. However, the results presented here are consistent with previous research attempting to identify channels through which erotic capital affects occupational selection. Hamermesh and Biddle (1994) interpret the beauty premium as partially due to people self-selecting themselves into occupations where good looks are profitable. This view, of productivity enhancement through selection into specific occupations, particularly for women, is also supported by Pfann et al. (2000), and Mobius and Rosenblat (2006). Meanwhile, Hamermesh and Biddle (1994) find evidence of employer discrimination, which is also demonstrated by Robins et al. (2011).

From the results shown in my paper, some level of employer and gender discrimination is plausible because erotic capital generally is only effective for women. A woman's erotic capital has a substantial effect on occupational selection. The results demonstrate that there is a difference in choosing between the reference group (production and transportation) and professional and managerial, sales and office, or service jobs, influenced by erotic capital. However, the effect is less clear regarding selection into construction and maintenance, and production and transportation, the reference group. The absence of an effect is likely due to the similarity of these two categories in terms of their occupational features and job roles – both might require heavy labor. However, the insignificance of results for men also indicates that erotic capital may not be that important to men's occupational selection. Instead, cognitive skills, such as the man's education, working experience, and family background, may play more important roles in determining male occupational choice.

My estimates indicate that the effects of erotic capital may not be especially large. In particular, the effect is small when individuals have higher educational attainment and the parents have a higher level of education or more prestigious jobs. However, for those who have a lower education level and/or come from a family in a lower socioeconomic class, erotic capital plays a larger role in determining their occupations. These findings indicate the possibility that erotic capital may be a substitute investment for individuals who face a high cost of obtaining human capital, or who do not have access to the networks that supply social capital. An interesting field of future research would be to investigate to what degree individuals engage in substitution between erotic capital and other productivity enhancing investments.

More future research could be proceeded if the following concerns are covered. First, the measurement of shape – BMI deviation could be adjusted and shows different effects by separating between underweight individuals and overweight individuals. It is probable that being overweight will have a larger effect on occupational selection than being underweight. Second, the data used in this paper does not provide the gender of the interviewers, which may influence the interviewers' evaluations about respondents' physical attractiveness (*beauty*, *personality* and *grooming*). Controlling the interviewers' gender might change the estimates. Third, it is worthy exploring the marginal effects of erotic capital by separating the whole sample in terms of parents' background (parents' education or occupation types) and compare how the marginal effects of erotic capital differ among different family background.

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Figure 1: Occupational Distributions by Gender
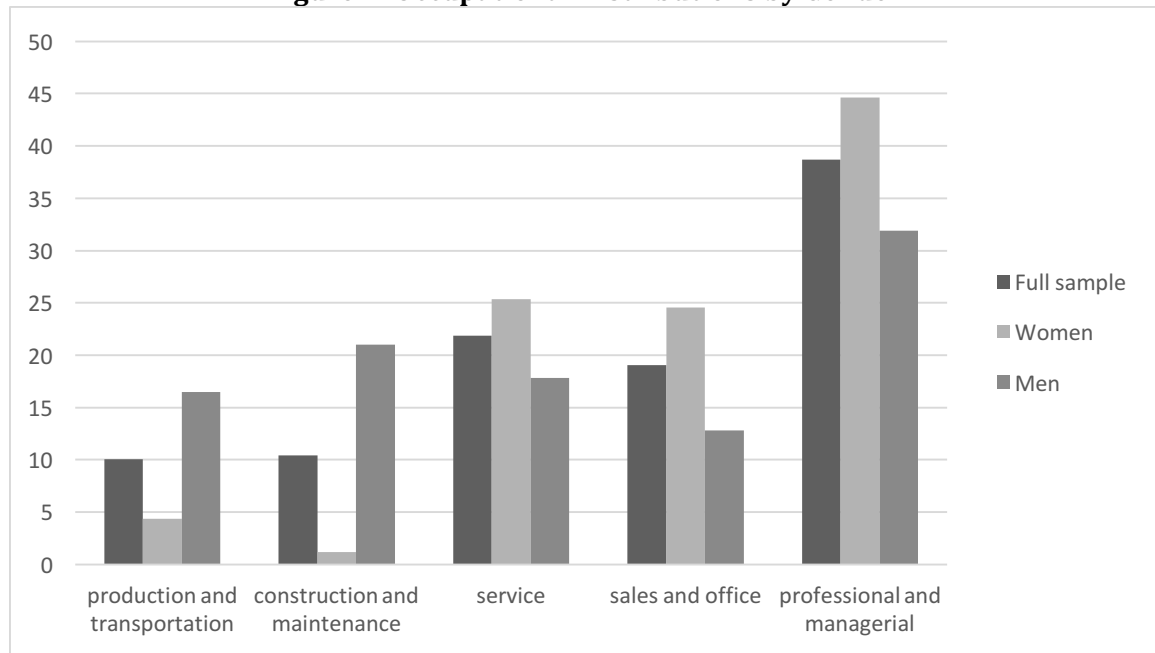
Source: National Longitudinal Study of Adolescent Health (Add Health), Wave IV

Table 1: Descriptive Statistics

	Full sample (N=4,607)			Women (N=2,454)	Men (N=2,153)	
	Mean (SD)	Min.	Max.	Mean (SD)	Mean (SD)	Diff. (M-W)
Erotic Capital						
Beauty	0.526 (0.007)	0	1	0.583 (0.010)	0.461 (0.011)	-0.122***
Personality	0.523 (0.007)	0	1	0.584 (0.010)	0.453 (0.011)	-0.131***
Grooming	0.494 (0.007)	0	1	0.550 (0.010)	0.431 (0.011)	-0.119***
BMI Deviation	3.251 (0.048)	0.005	34.628	3.258 (0.065)	3.243 (0.070)	-0.015
Liveliness	5.616 (0.037)	0	12	5.176 (0.048)	6.117 (0.055)	0.941***
Sexuality	0.393 (0.007)	0	1	0.381 (0.010)	0.407 (0.011)	0.026*
Erotic capital index	0.000 (0.007)	-1.061	4.960	0.022 (0.010)	-0.025 (0.011)	-0.046***
Control Variables						
Female	0.533 (0.007)	0	1	-	-	
Residence: rural	0.294 (0.007)	0	1	0.295 (0.009)	0.293 (0.010)	
Residence: suburban	0.383 (0.007)	0	1	0.372 (0.010)	0.395 (0.011)	
Residence: urban	0.323 (0.007)	0	1	0.332 (0.010)	0.312 (0.010)	
Age	28.401 (0.027)	24	33	28.285 (0.036)	28.534 (0.039)	
Currently married	0.378 (0.007)	0	1	0.414 (0.010)	0.338 (0.010)	
Education	14.384 (0.035)	8	22	14.674 (0.048)	14.053 (0.051)	
Father or mother college	0.508 (0.007)	0	1	0.501 (0.010)	0.516 (0.011)	
Father or mother professional	0.199 (0.006)	0	1	0.204 (0.008)	0.193 (0.009)	
Father or mother white collar	0.407 (0.007)	0	1	0.383 (0.010)	0.434 (0.011)	
Father and mother blue collar	0.394 (0.007)	0	1	0.412 (0.010)	0.373 (0.010)	

– Note: Numbers in parenthesis are standard errors. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table 2: Partial Effects of Six Factors of Erotic Capital on the Occupational Selection for the Whole Sample (Odds Ratios), N=4,607

	Professional & managerial	Sales & office	Service	Construction & maintenance	R square	BIC
Beauty	1.338** (0.0408)	1.127 (0.3881)	1.302* (0.0623)	1.109 (0.4271)	0.4208	11711.249
Personality	1.024 (0.8598)	0.857 (0.2642)	0.917 (0.5179)	0.962 (0.7859)	0.4201	11715.862
Grooming	1.214 (0.1867)	1.149 (0.3411)	1.080 (0.6058)	0.998 (0.9896)	0.4201	11716.334
BMI deviation	1.004 (0.8438)	1.024 (0.2508)	1.026 (0.1931)	0.998 (0.5257)	0.4204	11713.842
Liveliness	1.034 (0.1652)	0.992 (0.7606)	1.029 (0.2947)	1.041 (0.1724)	0.4206	11712.720
Sexuality	0.655*** (0.0011)	0.652*** (0.0011)	0.784** (0.0415)	0.899 (0.4350)	0.4215	11706.186

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level. Control variables are omitted here. The results for full regression are shown in the appendix.
Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table 3: Combined Effects of Erotic Capital on the Occupational Selection for the Whole Sample (Odds Ratios), N=4,607

	Professional & managerial	Sales & office	Service	Construction & maintenance
Beauty	1.449** (0.0177)	1.308 (0.1076)	1.599*** (0.0027)	1.195 (0.2138)
Personality	0.798 (0.1575)	0.699** (0.0383)	0.712** (0.0314)	0.879 (0.4417)
Grooming	1.122 (0.4373)	1.185 (0.2648)	1.015 (0.9197)	0.960 (0.8239)
BMI deviation	1.011 (0.6154)	1.026 (0.2022)	1.034 (0.0785)	0.991 (0.6263)
Liveliness	1.037 (0.1333)	0.998 (0.9406)	1.033 (0.2308)	1.041 (0.1754)
Sexuality	0.643*** (0.0009)	0.649*** (0.0015)	0.769** (0.0343)	0.879 (0.3554)
R square = 0.4261, BIC = 11840.822				
Erotic capital index	1.098 (0.4959)	0.846 (0.2125)	1.023 (0.8746)	1.101 (0.5347)
R square = 0.4208, BIC = 11711.103				

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level. Control variables are omitted here. The results for full regression are shown in appendix.
Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table 4: Partial Effects of Six Factors of Erotic Capital on the Occupational Selection for Women (Odds Ratios), N=2,454

	Professional & managerial	Sales & office	Service	Construction & maintenance	R square	BIC
Beauty	1.972*** (0.0040)	1.730** (0.0214)	1.957*** (0.0047)	2.153* (0.0639)	0.2824	5696.143
Personality	1.239 (0.2888)	1.071 (0.7383)	1.025 (0.8998)	1.746 (0.1714)	0.2801	5702.907
Grooming	1.810** (0.0265)	1.623* (0.0722)	1.627* (0.0561)	1.211 (0.6975)	0.2813	5699.429
BMI deviation	0.973 (0.4385)	0.978 (0.4960)	0.984 (0.6409)	0.934 (0.3364)	0.2791	5706.002
Liveliness	1.065 (0.1816)	1.017 (0.7184)	1.053 (0.3278)	1.191* (0.0888)	0.2810	5700.415
Sexuality	1.198 (0.5094)	1.072 (0.7980)	1.295 (0.3252)	1.303 (0.5834)	0.2794	5705.042

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level. Control variables are omitted here. The results for full regression are shown in appendix.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table 5: Partial Effects of Six Factors of Erotic Capital on the Occupational Selection for Men (Odds Ratios), N=2,153

	Professional & managerial	Sales & office	Service	Construction & maintenance	R square	BIC
Beauty	1.167 (0.1430)	0.873 (0.8730)	1.096 (0.8291)	0.964 (0.3608)	0.3377	6214.584
Personality	0.940 (0.6945)	0.711* (0.0791)	0.959 (0.7984)	0.893 (0.4677)	0.3379	6214.138
Grooming	1.023 (0.8921)	1.035 (0.8486)	0.884 (0.4958)	0.903 (0.5556)	0.3368	6217.397
BMI deviation	1.013 (0.6398)	1.056** (0.0457)	1.050** (0.0314)	1.002 (0.9358)	0.3395	6209.193
Liveliness	1.024 (0.4408)	0.990 (0.7763)	1.026 (0.4644)	1.029 (0.3985)	0.3371	6216.627
Sexuality	0.490*** (0.0001)	0.542*** (0.0009)	0.673** (0.0342)	0.792 (0.1479)	0.3432	6197.861

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level. Control variables are omitted here. The results for full regression are shown in appendix.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table 6: Combined Effects of Erotic Capital on the Occupational Selection for Women (Odds Ratios), N=2,454

	Professional & managerial	Sales & office	Service	Construction & maintenance
Beauty	1.823**	1.750*	2.190***	1.927
	(0.0339)	(0.0550)	(0.0061)	(0.2485)
Personality	0.769	0.698	0.602**	1.275
	(0.3044)	(0.1758)	(0.0405)	(0.6347)
Grooming	1.487	1.411	1.357	0.757
	(0.1952)	(0.2580)	(0.3047)	(0.6478)
BMI deviation	0.999	0.998	1.011	0.954
	(0.9680)	(0.9544)	(0.7357)	(0.5010)
Liveliness	1.062	1.015	1.052	1.192
	(0.2001)	(0.7375)	(0.3342)	(0.1028)
Sexuality	1.134	1.016	1.213	1.236
	(0.6415)	(0.9539)	(0.4499)	(0.6703)
R square = 0.2894, BIC = 5830.969				
Erotic capital index	2.015***	1.495*	1.739**	2.496***
	(0.0019)	(0.0928)	(0.0233)	(0.0038)
R square = 0.2834, BIC = 5693.020				

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level. Control variables are omitted here. The results for full regression are shown in appendix.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table 7: Combined Effects of Erotic Capital on the Occupational Selection for Men (Odds Ratios), N=2,153

	Professional & managerial	Sales & office	Service	Construction & maintenance
Beauty	1.338	1.076	1.292	1.059
	(0.1125)	(0.7438)	(0.2217)	(0.6997)
Personality	0.792	0.631*	0.883	0.879
	(0.2364)	(0.0516)	(0.5286)	(0.4635)
Grooming	0.979	1.213	0.846	0.921
	(0.9032)	(0.3389)	(0.3708)	(0.6617)
BMI deviation	1.014	1.052*	1.050**	1.000
	(0.6242)	(0.0572)	(0.0270)	(0.9929)
Liveliness	1.031	1.005	1.033	1.032
	(0.3249)	(0.8887)	(0.3675)	(0.3495)
Sexuality	0.484***	0.546***	0.670**	0.781
	(0.0001)	(0.0015)	(0.0354)	(0.1307)
R square = 0.3512, BIC = 6326.758				
Erotic capital index	0.848	0.645***	0.876	0.934
	(0.2863)	(0.0094)	(0.4659)	(0.6890)
R square = 0.3386, BIC = 6212.052				

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level. Control variables are omitted here. The results for full regression are shown in appendix.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table 8: Marginal Effects of Occupational Selection at the Means, for Women (N = 2,454)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Partial effect				
Beauty	0.059***	0.028**	0.020***	0.161*
Grooming	0.049**	0.025*	0.014*	0.042
Combined effect				
Erotic capital index	0.023***	0.009*	0.007**	0.082***

Note: The marginal effects are calculated for a married, 28-year-old individual who lives in rural area and holds a high school degree, and whose parents do not have college degree and are both blue collars. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Table 9: Marginal Effects of Occupational Selection at the Means, for Men (N = 2,153)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Partial effect				
BMI deviation	0.011	0.044**	0.033**	0.001
Sexuality	-0.173***	-0.151***	-0.086**	-0.024
Combined effect				
Erotic capital index	-0.020	-0.053***	-0.014	-0.004

Note: The marginal effects are calculated for a married, 28-year-old individual who lives in rural area and holds a high school degree, and whose parents do not have college degree and are both blue collars. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

APPENDIX

Table A1a: Partial Effect of Beauty on the Occupational Selection for the Whole Sample (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Beauty	1.338**	1.127	1.302*	1.109
	(0.0408)	(0.3881)	(0.0623)	(0.4271)
Control variables				
Gender: female	5.415***	7.827***	5.610***	0.193***
	(0.0001)	(0.0001)	(0.0001)	(0.0001)
Residence: urban	1.238	1.257	1.010	0.525**
	(0.2657)	(0.2100)	(0.9551)	(0.0010)
Residence: suburban	1.523**	1.449**	1.409**	0.767
	(0.0224)	(0.0481)	(0.0347)	(0.1548)
Age	2.792	2.528	1.046 (0.9591)	3.145
	(0.2523)	(0.3749)		(0.2962)
Age square	0.981	0.982	0.998 (0.9043)	0.979
	(0.2220)	(0.3226)		(0.2772)
Currently married	1.254	1.127	0.817 (0.1526)	1.409**
	(0.1177)	(0.3907)		(0.0227)
Education	2.004***	1.314***	1.174***	0.944*
	(0.0001)	(0.0001)	(0.0001)	(0.0956)
Father or mother college	1.508***	1.565***	1.160	1.186
	(0.0011)	(0.0010)	(0.2590)	(0.2601)
Father or mother professional	1.266	1.372	1.296	1.082
	(0.2227)	(0.1046)	(0.2009)	(0.7115)
Father or mother white collar	1.440***	1.524***	1.226 (0.1319)	0.867
	(0.0126)	(0.0111)		(0.4121)
R square		0.4208		
BIC		11711.249		
Observations		4607		

Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A1b: Partial Effect of Beauty on the Occupational Selection for Women (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Beauty	1.972***	1.730**	1.957***	2.153*
	(0.0040)	(0.0214)	(0.0047)	(0.0639)
Control variables				
Residence: urban	0.909	1.005	0.782	0.201***
	(0.7635)	(0.9857)	(0.3668)	(0.0035)
Residence: suburban	1.285	1.276	1.183	0.439
	(0.4672)	(0.4640)	(0.6002)	(0.1844)
Age	2.859	3.915	1.028	0.140
	(0.5124)	(0.4313)	(0.9868)	(0.5494)
Age square	0.981	0.975	0.998	1.038
	(0.4848)	(0.3999)	(0.9580)	(0.5144)
Currently married	2.120***	2.043***	1.362	0.607
	(0.0047)	(0.0079)	(0.2420)	(0.3709)
Education	1.831***	1.115*	1.046	0.875
	(0.0001)	(0.0582)	(0.4014)	(0.3874)
Father or mother college	2.259***	2.440***	1.876**	4.159***
	(0.0032)	(0.0013)	(0.0237)	(0.0040)
Father or mother professional	1.063	1.241	1.061	1.372
	(0.8614)	(0.5313)	(0.8760)	(0.5689)
Father or mother white collar	1.141	1.213	0.938	0.875
	(0.5749)	(0.4138)	(0.7787)	(0.7865)
R square	0.2824			
BIC	5696.143			
Observations	2454			

− Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A1c: Partial Effect of Beauty on the Occupational Selection for Men
(Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Beauty	1.167	0.873	1.096	0.964
	(0.1430)	(0.8730)	(0.8291)	(0.3608)
Control variables				
Residence: urban	1.488*	1.296	1.135	0.597***
	(0.0806)	(0.3046)	(0.5407)	(0.0144)
Residence: suburban	1.649***	1.430	1.546***	0.827
	(0.0144)	(0.1140)	(0.0173)	(0.2699)
Age	2.633	0.905	1.086	3.362
	(0.3855)	(0.9473)	(0.9438)	(0.3169)
Age square	0.982	1.000	0.998	0.978
	(0.3581)	(0.9889)	(0.9189)	(0.2972)
Currently married	0.983	0.723	0.656***	1.305*
	(0.9266)	(0.1021)	(0.0102)	(0.0947)
Education	2.038***	1.534***	1.228***	0.975
	(0.0001)	(0.0001)	(0.0001)	(0.4573)
Father or mother college	1.380**	1.378*	0.959	1.007
	(0.0404)	(0.0890)	(0.8045)	(0.9675)
Father or mother professional	1.378	1.332	1.500*	1.094
	(0.1822)	(0.2750)	(0.0950)	(0.6993)
Father or mother white collar	1.568***	1.701***	1.425**	0.908
	(0.0073)	(0.0137)	(0.0300)	(0.5838)
R square	0.3377			
BIC	6214.584			
Observations	2153			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A2a: Partial Effect of Personality on the Occupational Selection for the Whole Sample (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Personality	1.024	0.857	0.917	0.962
	(0.8598)	(0.2642)	(0.5179)	(0.7859)
Control variables				
Gender: female	5.572***	8.088***	5.838***	0.196***
	(0.0001)	(0.0001)	(0.0001)	(0.0001)
Residence: urban	1.247	1.263	1.016	0.526***
	(0.2467)	(0.1973)	(0.9237)	(0.0011)
Residence: suburban	1.554***	1.470**	1.440**	0.775
	(0.0157)	(0.0357)	(0.0241)	(0.1700)
Age	2.680	2.332	0.980	3.092
	(0.2699)	(0.4135)	(0.9815)	(0.3047)
Age square	0.982	0.983	0.999	0.980
	(0.2385)	(0.3583)	(0.9645)	(0.2856)
Currently married	1.272*	1.144	0.834	1.420***
	(0.0897)	(0.3268)	(0.1937)	(0.0187)
Education	2.017***	1.323***	1.183***	0.947
	(0.0001)	(0.0001)	(0.0001)	(0.1197)
Father or mother college	1.519***	1.581***	1.171	1.191
	(0.0009)	(0.0008)	(0.2326)	(0.2521)
Father or mother professional	1.264	1.374	1.297	1.080
	(0.2310)	(0.1056)	(0.2027)	(0.7179)
Father or mother white collar	1.444***	1.528***	1.231	0.868
	(0.0124)	(0.0108)	(0.1259)	(0.4153)
R square	0.4201			
BIC	11715.862			
Observations	4607			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A2b: Partial Effect of Personality on the Occupational Selection for Women (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Personality	1.239	1.071	1.025	1.746
	(0.2888)	(0.7383)	(0.8998)	(0.1714)
Control variables				
Residence: urban	0.921	1.017	0.793	0.201***
	(0.7933)	(0.9561)	(0.3921)	(0.0036)
Residence: suburban	1.341	1.325	1.241	0.451
	(0.3895)	(0.3889)	(0.4976)	(0.1923)
Age	3.196	4.131	1.085	0.151
	(0.4619)	(0.4061)	(0.9606)	(0.5642)
Age square	0.979	0.974	0.997	1.036
	(0.4323)	(0.3734)	(0.9280)	(0.5315)
Currently married	2.198***	2.118***	1.427	0.623
	(0.0026)	(0.0047)	(0.1706)	(0.3922)
Education	1.837***	1.120**	1.053	0.872
	(0.0001)	(0.0484)	(0.3331)	(0.3835)
Father or mother college	2.274***	2.459***	1.897**	4.091***
	(0.0028)	(0.0011)	(0.0202)	(0.0050)
Father or mother professional	1.064	1.248	1.071	1.382
	(0.8609)	(0.5209)	(0.8575)	(0.5587)
Father or mother white collar	1.160	1.239	0.962	0.884
	(0.5257)	(0.3679)	(0.8644)	(0.8038)
R square	0.2801			
BIC	5702.907			
Observations	2454			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A2c: Partial Effect of Personality on the Occupational Selection for Men (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Personality	0.940	0.711*	0.959	0.893
	(0.6945)	(0.0791)	(0.7984)	(0.4677)
Control variables				
Residence: urban	1.496*	1.296	1.138	0.596**
	(0.0755)	(0.3049)	(0.5306)	(0.0141)
Residence: suburban	1.672***	1.438	1.558**	0.828
	(0.0090)	(0.1073)	(0.0147)	(0.2751)
Age	2.423	0.831	1.039	3.263
	(0.4229)	(0.9024)	(0.9738)	(0.3312)
Age square	0.984	1.001	0.999	0.979
	(0.3943)	(0.9673)	(0.9494)	(0.3107)
Currently married	0.995	0.738	0.661**	1.312*
	(0.9796)	(0.1218)	(0.0117)	(0.0858)
Education	2.053***	1.544***	1.233***	0.979
	(0.0001)	(0.0001)	(0.0001)	(0.5338)
Father or mother college	1.395**	1.407*	0.963	1.014
	(0.0364)	(0.0725)	(0.8270)	(0.9318)
Father or mother professional	1.382	1.331	1.500*	1.092
	(0.1818)	(0.2787)	(0.0964)	(0.7030)
Father or mother white collar	1.569***	1.678**	1.425**	0.904
	(0.0076)	(0.0165)	(0.0308)	(0.5665)
R square	0.3379			
BIC	6214.138			
Observations	2153			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A3a: Partial Effect of Grooming on the Occupational Selection for the Whole Sample (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Grooming	1.214	1.149	1.080	0.998
	(0.1867)	(0.3411)	(0.6058)	(0.9896)
Control variables				
Gender: female	5.473***	7.815***	5.722***	0.195***
	(0.0001)	(0.0001)	(0.0001)	(0.0001)
Residence: urban	1.241	1.256	1.012	0.527***
	(0.2585)	(0.2115)	(0.9436)	(0.0010)
Residence: suburban	1.543**	1.452**	1.428**	0.774
	(0.0176)	(0.0443)	(0.0280)	(0.1699)
Age	2.713	2.481	1.013	3.114
	(0.2653)	(0.3842)	(0.9880)	(0.2988)
Age square	0.981	0.982	0.999	0.980
	(0.2352)	(0.3321)	(0.9344)	(0.2799)
Currently married	1.261	1.125	0.827	1.417**
	(0.1071)	(0.3988)	(0.1744)	(0.0205)
Education	2.006***	1.312***	1.177***	0.946
	(0.0001)	(0.0001)	(0.0001)	(0.1197)
Father or mother college	1.502***	1.557***	1.159	1.189
	(0.0014)	(0.0013)	(0.2655)	(0.2547)
Father or mother professional	1.258	1.364	1.295	1.080
	(0.2352)	(0.1119)	(0.2031)	(0.7170)
Father or mother white collar	1.440**	1.525**	1.232	0.868
	(0.0124)	(0.0109)	(0.1237)	(0.4159)
R square	0.4201			
BIC	11716.334			
Observations	4607			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A3b: Partial Effect of Grooming on the Occupational Selection for Women (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Grooming	1.810**	1.623*	1.627*	1.211
	(0.0265)	(0.0722)	(0.0561)	(0.6975)
Control variables				
Residence: urban	0.916	1.010	0.787	0.204***
	(0.7821)	(0.9724)	(0.3799)	(0.0039)
Residence: suburban	1.343	1.320	1.235	0.465
	(0.3863)	(0.3960)	(0.5086)	(0.2092)
Age	3.182	4.195	1.115	0.160
	(0.4658)	(0.4042)	(0.9481)	(0.5764)
Age square	0.979	0.974	0.997	1.035
	(0.4400)	(0.3744)	(0.9186)	(0.5427)
Currently married	2.156***	2.077***	1.395	0.636
	(0.0033)	(0.0060)	(0.1993)	(0.4042)
Education	1.827***	1.112*	1.044	0.882
	(0.0001)	(0.0619)	(0.4143)	(0.4190)
Father or mother college	2.287***	2.473***	1.905**	4.280***
	(0.0027)	(0.0010)	(0.0192)	(0.0035)
Father or mother professional	1.019	1.197	1.025	1.331
	(0.9584)	(0.6031)	(0.9478)	(0.6069)
Father or mother white collar	1.122	1.199	0.929	0.872
	(0.6191)	(0.4411)	(0.7452)	(0.7824)
R square	0.2813			
BIC	5699.429			
Observations	2454			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A3c: Partial Effect of Grooming on the Occupational Selection for Men
(Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Grooming	1.023	1.035	0.884	0.903
	(0.8921)	(0.8486)	(0.4958)	(0.5556)
Control variables				
Residence: urban	1.496*	1.287	1.145	0.599**
	(0.0768)	(0.3197)	(0.5113)	(0.0153)
Residence: suburban	1.666***	1.415***	1.568**	0.830
	(0.0096)	(0.1257)	(0.0136)	(0.2835)
Age	2.478	0.944	1.048	3.352
	(0.4129)	(0.9695)	(0.9679)	(0.3180)
Age square	0.983	0.999	0.999	0.978
	(0.3850)	(0.9658)	(0.9434)	(0.2980)
Currently married	0.990	0.714*	0.664**	1.309*
	(0.9572)	(0.0928)	(0.0126)	(0.0924)
Education	2.046***	1.527***	1.236***	0.978
	(0.0001)	(0.0001)	(0.0001)	(0.5269)
Father or mother college	1.386**	1.371	0.969	1.014
	(0.0400)	(0.1017)	(0.8515)	(0.9316)
Father or mother professional	1.380	1.325	1.501*	1.093
	(0.1825)	(0.2827)	(0.0963)	(0.7028)
Father or mother white collar	1.573***	1.699**	1.428**	0.908
	(0.0071)	(0.0139)	(0.0285)	(0.5828)
R square	0.3368			
BIC	6217.397			
Observations	2153			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A4a: Partial Effect of Shape on the Occupational Selection for the Whole Sample (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
BMI deviation	1.004	1.024	1.026	0.988
	(0.8438)	(0.2508)	(0.1931)	(0.5257)
Control variables				
Gender: female	5.561***	7.918***	5.755***	0.195***
	(0.0001)	(0.0001)	(0.0001)	(0.0001)
Residence: urban	1.249	1.265	1.019	0.525***
	(0.2437)	(0.1961)	(0.9093)	(0.0011)
Residence: suburban	1.558**	1.476**	1.452**	0.769
	(0.0162)	(0.0381)	(0.0240)	(0.1632)
Age	2.712	2.589	1.073	3.032
	(0.2665)	(0.3644)	(0.9359)	(0.3111)
Age square	0.981	0.982	0.998	0.980
	(0.2351)	(0.3131)	(0.8805)	(0.2916)
Currently married	1.277*	1.143	0.838	1.419**
	(0.0864)	(0.3351)	(0.2076)	(0.0206)
Education	2.015***	1.320***	1.182***	0.946
	(0.0001)	(0.0001)	(0.0001)	(0.1075)
Father or mother college	1.519***	1.571***	1.167	1.183
	(0.0007)	(0.0008)	(0.2378)	(0.2686)
Father or mother professional	1.267	1.374	1.301	1.084
	(0.2263)	(0.1045)	(0.1965)	(0.7047)
Father or mother white collar	1.445**	1.536***	1.239	0.868
	(0.0120)	(0.0098)	(0.1143)	(0.4164)
R square	0.4204			
BIC	11713.842			
Observations	4607			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A4b: Partial Effect of Shape on the Occupational Selection for Women (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
BMI deviation	0.973	0.978	0.984	0.934
	(0.4385)	(0.4960)	(0.6409)	(0.3364)
Control variables				
Residence: urban	0.917	1.014	0.791	0.203***
	(0.7830)	(0.9640)	(0.3882)	(0.0042)
Residence: suburban	1.335*	1.316	1.233*	0.455
	(0.4046)	(0.4081)	(0.5195)	(0.1978)
Age	2.856	3.893	1.044	0.121
	(0.5096)	(0.4306)	(0.9796)	(0.5312)
Age square	0.981	0.975	0.998	1.040
	(0.4809)	(0.3985)	(0.9489)	(0.4975)
Currently married	2.186***	2.094***	1.412	0.608
	(0.0031)	(0.0055)	(0.1917)	(0.3711)
Education	1.837***	1.119*	1.051	0.875
	(0.0001)	(0.0550)	(0.3560)	(0.3877)
Father or mother college	2.293***	2.473***	1.904**	4.297***
	(0.0026)	(0.0011)	(0.0195)	(0.0037)
Father or mother professional	1.060	1.236	1.061	1.318
	(0.8701)	(0.5430)	(0.8763)	(0.6213)
Father or mother white collar	1.154	1.228	0.954	0.864
	(0.5442)	(0.3931)	(0.8408)	(0.7722)
R square	0.2791			
BIC	5706.002			
Observations	2454			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A4c: Partial Effect of Shape on the Occupational Selection for Men
(Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
BMI deviation	1.013	1.056**	1.050**	1.002
	(0.6398)	(0.0457)	(0.0314)	(0.9358)
Control variables				
Residence: urban	1.508*	1.300	1.150	0.597**
	(0.0693)	(0.2960)	(0.5013)	(0.0144)
Residence: suburban	1.684***	1.454	1.596**	0.826
	(0.0081)	(0.1012)	(0.0116)	(0.2691)
Age	2.541	1.117	1.200	3.417
	(0.3975)	(0.9415)	(0.8766)	(0.3106)
Age square	0.983	0.996	0.996	0.978
	(0.3691)	(0.8758)	(0.8517)	(0.2909)
Currently married	0.995	0.722	0.622**	1.305*
	(0.9774)	(0.1003)	(0.0121)	(0.0967)
Education	2.045***	1.531***	1.232***	0.974
	(0.0001)	(0.0001)	(0.0001)	(0.4414)
Father or mother college	1.394**	1.385*	0.969	1.005
	(0.0328)	(0.0849)	(0.8509)	(0.9737)
Father or mother professional	1.376	1.327	1.494*	1.094
	(0.1854)	(0.2844)	(0.0998)	(0.6987)
Father or mother white collar	1.572***	1.709**	1.433**	0.907
	(0.0074)	(0.0132)	(0.0279)	(0.5814)
R square	0.3395			
BIC	6209.193			
Observations	2153			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A5a: Partial Effect of Liveliness on the Occupational Selection for the Whole Sample (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Liveliness	1.034	0.992	1.029	1.041
	(0.1652)	(0.7606)	(0.2947)	(0.1724)
Control variables				
Gender: female	5.773***	7.883***	5.947***	0.203**
	(0.0001)	(0.0001)	(0.0001)	(0.0001)
Residence: urban	1.234	1.263	1.006	0.519***
	(0.2730)	(0.1974)	(0.9710)	(0.0009)
Residence: suburban	1.534**	1.460**	1.422**	0.759
	(0.0200)	(0.0410)	(0.0306)	(0.1396)
Age	2.562	2.492	0.985	2.953
	(0.2906)	(0.3828)	(0.9861)	(0.3243)
Age square	0.983	0.982	0.999	0.981
	(0.2622)	(0.3295)	(0.9676)	(0.3103)
Currently married	1.274*	1.136	0.830	1.416**
	(0.0893)	(0.3576)	(0.1826)	(0.0205)
Education	2.016***	1.318***	1.180***	0.947
	(0.0001)	(0.0001)	(0.0001)	(0.1133)
Father or mother college	1.510***	1.569***	1.160	1.180
	(0.0009)	(0.0009)	(0.2610)	(0.2712)
Father or mother professional	1.264	1.378	1.293	1.077
	(0.2309)	(0.1019)	(0.2078)	(0.7296)
Father or mother white collar	1.439**	1.537***	1.227	0.866
	(0.0130)	(0.0095)	(0.1321)	(0.4114)
R square	0.4206			
BIC	11712.720			
Observations	4607			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A5b: Partial Effect of Liveliness on the Occupational Selection for Women (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Liveliness	1.065	1.017	1.053	1.191*
	(0.1816)	(0.7184)	(0.3278)	(0.0888)
Control variables				
Residence: urban	0.904	1.013	0.781	0.193***
	(0.7477)	(0.9664)	(0.3594)	(0.0027)
Residence: suburban	1.345	1.331	1.243	0.465
	(0.3862)	(0.3810)	(0.4962)	(0.2110)
Age	2.912	4.222	1.081	0.137
	(0.5002)	(0.3984)	(0.9627)	(0.5471)
Age square	0.981	0.974	0.998	1.039
	(0.4783)	(0.3677)	(0.9380)	(0.5029)
Currently married	2.213***	2.123***	1.423	0.641
	(0.0022)	(0.0043)	(0.1740)	(0.4180)
Education	1.843***	1.122**	1.053	0.883
	(0.0001)	(0.0466)	(0.3369)	(0.4238)
Father or mother college	2.273***	2.459***	1.888**	4.076***
	(0.0030)	(0.0011)	(0.0221)	(0.0042)
Father or mother professional	1.055	1.247	1.057	1.315
	(0.8786)	(0.5230)	(0.8840)	(0.6271)
Father or mother white collar	1.137	1.230	0.940	0.854
	(0.5882)	(0.3850)	(0.7867)	(0.7521)
R square	0.2810			
BIC	5700.415			
Observations	2454			

− Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A5c: Partial Effect of Liveliness on the Occupational Selection for Men
(Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Liveliness	1.024	0.990	1.026	1.029
	(0.4408)	(0.7763)	(0.4644)	(0.3985)
Control variables				
Residence: urban	1.485*	1.292	1.129	0.591**
	(0.0811)	(0.3128)	(0.5598)	(0.0125)
Residence: suburban	1.646**	1.427	1.534**	0.812
	(0.0121)	(0.1229)	(0.0213)	(0.2269)
Age	2.410	0.948	1.026	3.251
	(0.4243)	(0.9718)	(0.9825)	(0.3326)
Age square	0.984	0.999	0.999	0.979
	(0.3986)	(0.9616)	(0.9636)	(0.3162)
Currently married	0.992	0.718*	0.659**	1.303*
	(0.9658)	(0.0973)	(0.0112)	(0.0977)
Education	2.047***	1.529***	1.231***	0.975
	(0.0001)	(0.0001)	(0.0001)	(0.4564)
Father or mother college	1.382**	1.378*	0.956	1.002
	(0.0386)	(0.0889)	(0.7909)	(0.9919)
Father or mother professional	1.383	1.327	1.500*	1.090
	(0.1809)	(0.2809)	(0.0965)	(0.7098)
Father or mother white collar	1.574***	1.696**	1.428**	0.907
	(0.0068)	(0.0142)	(0.0287)	(0.5798)
R square	0.3371			
BIC	6216.627			
Observations	2153			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A6a: Partial Effect of Sexuality on the Occupational Selection for the Whole Sample (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Sexuality	0.655***	0.652***	0.784**	0.899
	(0.0011)	(0.0011)	(0.0415)	(0.4350)
Control variables				
Gender: female	5.672***	8.065***	5.816***	0.196***
	(0.0001)	(0.0001)	(0.0001)	(0.0001)
Residence: urban	1.265	1.282	1.023	0.528***
	(0.2190)	(0.1761)	(0.8931)	(0.0011)
Residence: suburban	1.541**	1.451**	1.425**	0.773
	(0.0189)	(0.0459)	(0.0297)	(0.1680)
Age	3.031	2.863	1.132	3.386
	(0.2127)	(0.3113)	(0.8859)	(0.2613)
Age square	0.980	0.981	0.997	0.978
	(0.2049)	(0.2854)	(0.8567)	(0.2490)
Currently married	1.260	1.121	0.824	1.414**
	(0.1054)	(0.4081)	(0.1693)	(0.0218)
Education	1.987***	1.299***	1.170***	0.943*
	(0.0001)	(0.0001)	(0.0001)	(0.0997)
Father or mother college	1.494***	1.545***	1.155	1.185
	(0.0013)	(0.0013)	(0.2720)	(0.2589)
Father or mother professional	1.267	1.372	1.299	1.083
	(0.2250)	(0.1063)	(0.1995)	(0.7071)
Father or mother white collar	1.438**	1.522**	1.226	0.868
	(0.0130)	(0.0110)	(0.1310)	(0.4165)
R square	0.4215			
BIC	11706.186			
Observations	4607			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A6b: Partial Effect of Sexuality on the Occupational Selection for Women (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Sexuality	1.198	1.072	1.295	1.303
	(0.5094)	(0.7980)	(0.3252)	(0.5834)
Control variables				
Residence: urban	0.912	1.012	0.781	0.202***
	(0.7716)	(0.9681)	(0.3701)	(0.0044)
Residence: suburban	1.341	1.323	1.232	0.462
	(0.3929)	(0.3939)	(0.5165)	(0.2090)
Age	2.740	3.799	0.957	0.131
	(0.5270)	(0.4355)	(0.9790)	(0.5286)
Age square	0.981	0.975	0.999	1.038
	(0.4866)	(0.3977)	(0.9742)	(0.5023)
Currently married	2.227***	2.124***	1.430	0.641
	(0.0021)	(0.0042)	(0.1675)	(0.4194)
Education	1.855***	1.124**	1.062	0.890
	(0.0001)	(0.0469)	(0.2682)	(0.4572)
Father or mother college	2.307***	2.477***	1.923***	4.273***
	(0.0026)	(0.0011)	(0.0185)	(0.0037)
Father or mother professional	1.071	1.246	1.067	1.369
	(0.8469)	(0.5269)	(0.8645)	(0.5760)
Father or mother white collar	1.164	1.241	0.956	0.893
	(0.5180)	(0.3665)	(0.8465)	(0.8220)
R square		0.2794		
BIC		5705.042		
Observations		2454		

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A6c: Partial Effect of Sexuality on the Occupational Selection for Men (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Sexuality	0.490***	0.542***	0.673**	0.792
	(0.0001)	(0.0009)	(0.0342)	(0.1479)
Control variables				
Residence: urban	1.526*	1.310	1.148	0.599**
	(0.0648)	(0.2875)	(0.5010)	(0.0148)
Residence: suburban	1.621**	1.385	1.536**	0.818
	(0.0147)	(0.1566)	(0.0187)	(0.2484)
Age	2.855	1.142	1.291	3.885
	(0.3368)	(0.9286)	(0.8230)	(0.2551)
Age square	0.982	0.997	0.996	0.976
	(0.3466)	(0.8984)	(0.8287)	(0.2468)
Currently married	0.962	0.697*	0.648***	1.290
	(0.8301)	(0.0703)	(0.0089)	(0.1128)
Education	2.003***	1.500***	1.216***	0.967
	(0.0001)	(0.0001)	(0.0001)	(0.3446)
Father or mother college	1.355*	1.345	0.948	1.002
	(0.0515)	(0.1181)	(0.7502)	(0.9909)
Father or mother professional	1.370	1.329	1.510*	1.096
	(0.1894)	(0.2766)	(0.0904)	(0.6889)
Father or mother white collar	1.538***	1.675**	1.417**	0.903
	(0.0098)	(0.0163)	(0.0340)	(0.5636)
R square	0.3432			
BIC	6197.861			
Observations	2153			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A7a: Partial Effect of Six Factors of Erotic Capital on the Occupational Selection for the Whole Sample
(Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Beauty	1.449**	1.308	1.599***	1.195
	(0.0177)	(0.1076)	(0.0027)	(0.2138)
Personality	0.798	0.699**	0.712**	0.879
	(0.1575)	(0.0383)	(0.0314)	(0.4417)
Grooming	1.122	1.185	1.015	0.960
	(0.4373)	(0.2648)	(0.9197)	(0.8239)
BMI deviation	1.011	1.026	1.034*	0.991
	(0.6154)	(0.2022)	(0.0785)	(0.6263)
Liveliness	1.037	0.998	1.033	1.041
	(0.1333)	(0.9406)	(0.2308)	(0.1754)
Sexuality	0.643***	0.649***	0.769**	0.879
	(0.0009)	(0.0015)	(0.0343)	(0.3554)
Control variables				
Gender: female	5.740***	8.013***	5.932***	0.205***
	(0.0001)	(0.0001)	(0.0001)	(0.0001)
Residence: urban	1.239	1.272	1.006	0.519***
	(0.2708)	(0.1936)	(0.9742)	(0.0009)
Residence: suburban	1.499**	1.449*	1.402**	0.751
	(0.0317)	(0.0555)	(0.0424)	(0.1315)
Age	3.120	3.021	1.174	3.102
	(0.2140)	(0.2958)	(0.8546)	(0.3061)
Age square	0.980	0.980	0.997	0.980
	(0.2101)	(0.2704)	(0.8326)	(0.2991)
Currently married	1.245	1.131	0.827	1.417**
	(0.1255)	(0.3732)	(0.1756)	(0.0195)
Education	1.981***	1.301***	1.172***	0.946
	(0.0001)	(0.0001)	(0.0001)	(0.1259)
Father or mother college	1.491***	1.563***	1.163	1.181
	(0.0019)	(0.0012)	(0.2679)	(0.2709)
Father or mother professional	1.248	1.375	1.302	1.085
	(0.2517)	(0.1014)	(0.1945)	(0.7002)
Father or mother white collar	1.412**	1.516**	1.215	0.862
	(0.0190)	(0.0121)	(0.1530)	(0.3962)
R square	0.4261			
BIC	11840.822			
Observations	4607			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A7b: Partial Effect of Six Factors of Erotic Capital on the Occupational Selection for Women (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Beauty	1.823**	1.750*	2.190***	1.927
	(0.0339)	(0.0550)	(0.0061)	(0.2485)
Personality	0.769	0.698	0.602**	1.275
	(0.3044)	(0.1758)	(0.0405)	(0.6347)
Grooming	1.487	1.411	1.357	0.757
	(0.1952)	(0.2580)	(0.3047)	(0.6478)
BMI deviation	0.999	0.998	1.011	0.954
	(0.9680)	(0.9544)	(0.7357)	(0.5010)
Liveliness	1.062	1.015	1.052	1.192
	(0.2001)	(0.7375)	(0.3342)	(0.1028)
Sexuality	1.134	1.016	1.213	1.236
	(0.6415)	(0.9539)	(0.4499)	(0.6703)
Control variables				
Residence: urban	0.886	0.997	0.761	0.180***
	(0.7091)	(0.9930)	(0.3270)	(0.0021)
Residence: suburban	1.300	1.296	1.198	0.431
	(0.4537)	(0.4409)	(0.5785)	(0.1798)
Age	2.602	3.661	0.852	0.092
	(0.5641)	(0.4663)	(0.9269)	(0.4827)
Age square	0.982	0.976	1.002	1.046
	(0.5402)	(0.4380)	(0.9542)	(0.4463)
Currently married	2.091***	2.026***	1.364	0.580
	(0.0057)	(0.0091)	(0.2446)	(0.3380)
Education	1.841***	1.118*	1.059	0.878
	(0.0001)	(0.0618)	(0.3063)	(0.4007)
Father or mother college	2.292***	2.480***	1.917**	4.135***
	(0.0034)	(0.0013)	(0.0227)	(0.0055)
Father or mother professional	1.004	1.198	1.026	1.252
	(0.9908)	(0.6049)	(0.9458)	(0.6897)
Father or mother white collar	1.081	1.181	0.905	0.782
	(0.7416)	(0.4885)	(0.6653)	(0.6341)
R square	0.2894			
BIC	5830.969			
Observations	2454			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A7c: Partial Effect of Six Factors of Erotic Capital on the Occupational Selection for Men (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Beauty	1.338	1.076	1.292	1.059
	(0.1125)	(0.7438)	(0.2217)	(0.6997)
Personality	0.792	0.631*	0.883	0.879
	(0.2364)	(0.0516)	(0.5286)	(0.4635)
Grooming	0.979	1.213	0.846	0.921
	(0.9032)	(0.3389)	(0.3708)	(0.6617)
BMI deviation	1.014	1.052*	1.050**	1.000
	(0.6242)	(0.0572)	(0.0270)	(0.9929)
Liveliness	1.031	1.005	1.033	1.032
	(0.3249)	(0.8887)	(0.3675)	(0.3495)
Sexuality	0.484***	0.546***	0.670**	0.781
	(0.0001)	(0.0015)	(0.0354)	(0.1307)
Control variables				
Residence: urban	1.508*	1.306	1.145	0.594**
	(0.0777)	(0.2984)	(0.5225)	(0.0145)
Residence: suburban	1.595**	1.421	1.543**	0.808
	(0.0226)	(0.1392)	(0.0245)	(0.2285)
Age	2.899	1.197	1.421	3.561
	(0.3350)	(0.9060)	(0.7612)	(0.2966)
Age square	0.982	0.996	0.994	0.978
	(0.3470)	(0.8757)	(0.7699)	(0.2922)
Currently married	0.964	0.720*	0.653***	1.305*
	(0.8427)	(0.0979)	(0.0098)	(0.0933)
Education	2.004***	1.512***	1.223***	0.974
	(0.0001)	(0.0001)	(0.0001)	(0.4716)
Father or mother college	1.367*	1.381*	0.966	1.008
	(0.0536)	(0.0929)	(0.8433)	(0.9608)
Father or mother professional	1.351	1.326	1.500*	1.097
	(0.2062)	(0.2826)	(0.0973)	(0.6903)
Father or mother white collar	1.519**	1.658**	1.412**	0.900
	(0.0126)	(0.0197)	(0.0360)	(0.5481)
R square	0.3512			
BIC	6326.758			
Observations	2153			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A8a: Combined Effect of Erotic Capital on the Occupational Selection for the Whole Sample (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Erotic capital index	1.098	0.846	1.023	1.101
	(0.4959)	(0.2125)	(0.8746)	(0.5347)
Control variables				
Gender: female	5.562***	8.009***	5.766***	0.194***
	(0.0001)	(0.0001)	(0.0001)	(0.0001)
Residence: urban	1.243	1.272	1.015	0.524***
	(0.2564)	(0.1830)	(0.9316)	(0.0010)
Residence: suburban	1.544**	1.478**	1.433**	0.766
	(0.0185)	(0.0363)	(0.0273)	(0.1529)
Age	2.669	2.455	1.005	3.130
	(0.2716)	(0.3866)	(0.9954)	(0.2976)
Age square	0.982	0.983	0.999	0.979
	(0.2393)	(0.3346)	(0.9410)	(0.2779)
Currently married	1.269*	1.148	0.829	1.412**
	(0.0960)	(0.3191)	(0.1790)	(0.0217)
Education	2.016***	1.319***	1.179***	0.944*
	(0.0001)	(0.0001)	(0.0001)	(0.0952)
Father or mother college	1.513***	1.576***	1.165	1.183
	(0.0010)	(0.0008)	(0.2465)	(0.2680)
Father or mother professional	1.263	1.384*	1.295	1.078
	(0.2316)	(0.0972)	(0.2038)	(0.7220)
Father or mother white collar	1.442**	1.540***	1.230	0.868
	(0.0122)	(0.0092)	(0.1254)	(0.4195)
R square	0.4208			
BIC	11711.103			
Observations	4607			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A8b: Combined Effect of Erotic Capital on the Occupational Selection for Women (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Erotic capital index	2.015***	1.495*	1.739**	2.496***
	(0.0019)	(0.0928)	(0.0233)	(0.0038)
Control variables				
Residence: urban	0.883	0.987	0.763	0.193***
	(0.6926)	(0.9645)	(0.3205)	(0.0028)
Residence: suburban	1.288	1.287	1.194	0.438
	(0.4617)	(0.4432)	(0.5800)	(0.1776)
Age	2.793	3.848	1.006	0.116
	(0.5200)	(0.4343)	(0.9972)	(0.5092)
Age square	0.981	0.975	0.999	1.041
	(0.4852)	(0.3990)	(0.9614)	(0.4790)
Currently married	2.109***	2.058***	1.367	0.597
	(0.0045)	(0.0068)	(0.2322)	(0.3521)
Education	1.840***	1.119**	1.050	0.875
	(0.0001)	(0.0494)	(0.3571)	(0.4001)
Father or mother college	2.264***	2.449***	1.884**	4.116***
	(0.0030)	(0.0012)	(0.0222)	(0.0040)
Father or mother professional	1.028	1.222	1.036	1.328
	(0.9382)	(0.5619)	(0.9253)	(0.6108)
Father or mother white collar	1.101	1.194	0.914	0.841
	(0.6804)	(0.4570)	(0.6954)	(0.7267)
R square	0.2834			
BIC	5693.020			
Observations	2454			

– Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV

Table A8c: Combined Effect of Erotic Capital on the Occupational Selection for Men (Odds Ratios)

	Professional & managerial	Sales & office	Service	Construction & maintenance
Erotic capital				
Erotic capital index	0.848	0.645***	0.876	0.934
	(0.2863)	(0.0094)	(0.4659)	(0.6890)
Control variables				
Residence: urban	1.511*	1.324	1.146	0.598**
	(0.0714)	(0.2711)	(0.5069)	(0.0147)
Residence: suburban	1.696***	1.477*	1.577**	0.831
	(0.0084)	(0.0890)	(0.0133)	(0.2820)
Age	2.448	0.903	1.055	3.412
	(0.4170)	(0.9457)	(0.9637)	(0.3099)
Age square	0.984	1.000	0.998	0.978
	(0.3903)	(0.9934)	(0.9414)	(0.2909)
Currently married	0.999	0.734	0.662**	1.305*
	(0.9971)	(0.1202)	(0.0118)	(0.0947)
Education	2.056***	1.544***	1.235***	0.976
	(0.0001)	(0.0001)	(0.0001)	(0.4781)
Father or mother college	1.401**	1.407*	0.968	1.011
	(0.0332)	(0.0728)	(0.8478)	(0.9491)
Father or mother professional	1.387	1.342	1.502*	1.092
	(0.1785)	(0.2696)	(0.0963)	(0.7050)
Father or mother white collar	1.567***	1.687**	1.423**	0.905
	(0.0074)	(0.0152)	(0.0307)	(0.5721)
R square	0.3386			
BIC	6212.052			
Observations	2153			

- Note: Numbers in parenthesis are p-values. *** significant at the 1% level, ** significant at the 5% level and * significant at the 10% level.

Source: the National Longitudinal Study of Adolescent Health (Add Health), Wave I and IV