

**THE EFFECT OF FACIAL
DISFIGUREMENT ON EARNING
CAPACITY:
A GUIDE FOR VOCATIONAL
EXPERTS**

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**STEREOTYPES ARE A GREAT
TIME SAVER**

Abstract

There have been many studies in the psychological and economic journals regarding the correlation between physical appearance and earnings. Many papers focus on facial attractiveness and earnings. The results are generally conclusive: facial attractiveness and earnings are positively related. If this is the case then it stands to reason that an injury that results in a facial disfigurement, especially in a child, will result in lower life-time earnings. A review of the literature suggests that a reduction in life time earnings in the order of four to fifteen percent depending upon the degree of disfigurement. The reduction may, of course, be greater in cases of severe disfigurement.

FRIEZE, I.H., OLSON, J.E., & RUSSELL, J.
**"ATTRACTIVENESS AND INCOME FOR MEN AND WOMEN IN
MANAGEMENT"**

JOURNAL OF APPLIED PSYCHOLOGY, 1991 PP. 1039-1957

1. MALES AND FEMALES IN MANAGEMENT OCCUPATIONS WERE RATED ON A FIVE POINT SCALE FROM THEIR PICTURES UPON ENROLLMENT IN THEIR MBA PROGRAM
2. ATTRACTIVE MEN HAD HIGHER STARTING SALARIES AND CONTINUED TO MAKE MORE THAN UNATTRACTIVE MALES.
3. ATTRACTIVE FEMALES DID NOT HAVE HIGHER STARTING SALARIES BUT MADE MORE IN LATER YEARS.
4. MALES MADE AN ADDITIONAL; \$2,600 ANNUALLY FOR EACH UNIT OF ATTRACTIVENESS (1983 DOLLARS).

FRIEZE, I.H., OLSON, J.E., & RUSSELL, J.

Continued

5. FEMALES MADE \$2,150 MORE FOR EACH UNIT OF ATTRACTIVENESS.
6. THE DOLLAR FIGURES ARE APPROXIMATELY FOUR TO FIVE PERCENT OF MANAGERIAL SALARIES IN 1983.
7. THIS MEANS A TWO UNIT INCREASE IN ATTRACTIVENESS YIELDS AN EIGHT TO TEN PERCENT INCREASE IN EARNINGS.

HAMERMESH, D.S. & BIDDLE, J.E.

"BEAUTY AND THE LABOR MARKET",

THE AMERICAN ECONOMIC REVIEW, 1994 PP. 1174-1194.

1. THREE DATA SETS: QUALITY OF EMPLOYMENT SURVEY (U.S. 1977, 1515 WORKERS, QUALITY OF AMERICAN LIFE SURVEY (U.S., 1971, 2,164 RESPONDENTS, CANADIAN QUALITY OF LIFE STUDY (CANADA, 1981, 3,415 OBSERVATIONS
2. INTERVIEWEES REQUESTED EMPLOYMENT AND DEMOGRAPHIC DATA AND RATED RESPONDENTS' APPEARANCE ON A FIVE POINT SCALE (SHOCKENLY HAMSONE TO HOMELY) REDUCED TO A THREE POINT SCALE BECAUSE OF LOW NUMBERS IN CATAGORIES 1 AND 5.

HAMERMESH, D.S. & BIDDLE, J.E.

Continued

3. BELOW AVERAGE ATTRACTIVE MEN IN THE QES SAMPLE RECEIVED A 16.2 REDUCTION IN EARNINGS. ABOVE AVERAGE HAD A ONE PERCENT INCREASE IMPLYING A MOVE FROM THE HIGH CATEGORY TO THE LOW WOULD DECREASE EARNINGS BY 17.2%.
4. FEMALES WOULD MOVE FROM A 3.5% PREMIUM TO A 10.7% REDUCTION, A SWING OF 14.2%.
5. FOR ALL THREE SURVEYS THE AVERAGE PREMIUM FOR ATTRACTIVENESS RANGED FROM ONE TO 13% AND THE PENALTY FOR UNATTRACTIVENESS RANGED FROM ONE TO 15%.

DICKEY-BRYANT, L. LAUTENSCHLAGER, G.L. & MENDOZA,
J.L.

"FACIAL ATTRACTIVENESS AND ITS RELATION TO OCCUPATIONAL SUCCESS",
JOURNAL OF APPLIED PSYCHOLOGY, 1986 PP. 16-19

1. ATTRACTIVENESS OF 75 MALES AND FEMALES RATED ON A FIVE POINT SCALE. PICTURES FROM THEIR MILITARY ACADEMY YEARBOOK WERE RATED BY INDEPENDENT PANEL.
2. FOR THOSE REMAINING IN MILITARY (15 YEARS) THERE WAS A POSITIVE CORRELATION BETWEEN ATTRACTIVENESS AND ACADEMIC SUCCESS IN THE ACADEMY.
3. FOR THOSE THAT LEFT THE MILITARY THERE WAS NO CORRELATION.

THE STUDY LOOKED AT ACADEMIC SUCCESS NOT INCOME. HOWEVER, IT IS WELL KNOWN THAT INCOME IS RELATED TO ACADEMIC SUCCESS.

M. FRENCH

"PHYSICAL APPEARANCE AND EARNINGS: FURTHER EVIDENCE",
APPLIED ECONOMICS, 2002, 34, PP. 569-572

1. USED THREE CATEGORIES OF APPEARANCE: BELOW AVERAGE, AVERAGE, ABOVE AVERAGE
2. 1,692 PARTICIPANTS SELF-RATED THEIR APPEARANCE INTO ONE OF THE THREE CATEGORIES
3. SOCIO-DEMOGRAPHIC DATA INCLUDED: EDUCATION, GENDER, MARITAL STATUS, RACE, AND OCCUPATION
4. FOR FEMALES THE DIFFERENCE IN INCOME BETWEEN THE BELOW AND ABOVE AVERAGE GROUPS WAS APPROXIMATELY 5.5%. FOR MALES THERE WAS A SIMILAR DISPARITY BUT IT WAS NOT STATISTICALLY SIGNIFICANT

ROSZELL, P. KENNEDY, D. & GRABB, E.

"PHYSICAL ATTRACTIVENESS AND INCOME ATTAINMENT AMONG
CANADIANS",

JOURNAL OF PSYCHOLOGY 123(6)

1. ATTRACTIVENESS RATED ON A FIVE POINT SCALE
(STRIKINGLY HAMSOME TO HOMELY)
2. DEPENDENDT VARIABLE: INCOME
3. INDEPENDENT VARIABLES: EDUCATION, GENDER,
SOCIO-ECONOMIC STATUS.

RESULTS: INCOME INCREASES BY \$1,988 (IN 1981
DOLLARS) FOR EACH UNIT INCREASE IN
ATTRACTIVENESS, GREATER IMPACT FOR MEN THAN
FOR WOMEN

JUDGE, T. HURST, C. & SIMON, L.

"DOES IT PAY TO BE SMART, ATTRACTIVE, OR CONFIDENT (OR ALL THREE)?

RELATIONSHIPS AMONG GENERAL MENTAL ABILITY, PHYSICAL

ATTRACTIVENESS, CORE SELF-EVALUATIONS, AND INCOME

JOURNAL OF APPLIED PSYCHOLOGY 94:3 2009

1. DATA FROM THE HARVARD STUDY OF HEALTH AND LIFE QUALITY.
2. PARTICIPANTS ASKED TO ANSWER QUESTIONS DESIGNED TO REVEAL THEIR SELF-ESTEEM AS WELL AS THEIR EDUCATION AND INCOME.
3. FRONT AND PROFILE PICTURES WERE ALSO TAKEN AND AN INDEPENDENT PANEL RATED ATTRACTIVENESS ON A SEVEN POINT SCALE

JUDGE, T. HURST, C. &

SIMON, L. continued

4. RESULTS SHOWED THAT PHYSICAL ATTRACTIVENESS SIGNIFICANTLY AFFECTED INCOME, EDUCATIONAL ATTAINMENT, AND SELF-ESTEEM.
5. THEY ALSO FOUND THAT INTELLIGENCE, EDUCATION AND SELF-ESTEEM AFFECTD INCOME.
6. ATTRACTIVENESS AFFECTS INCOME THROUGH SEVERAL CHANNELS INCLUDING EDUCATION AND SELF-ESTEEM.

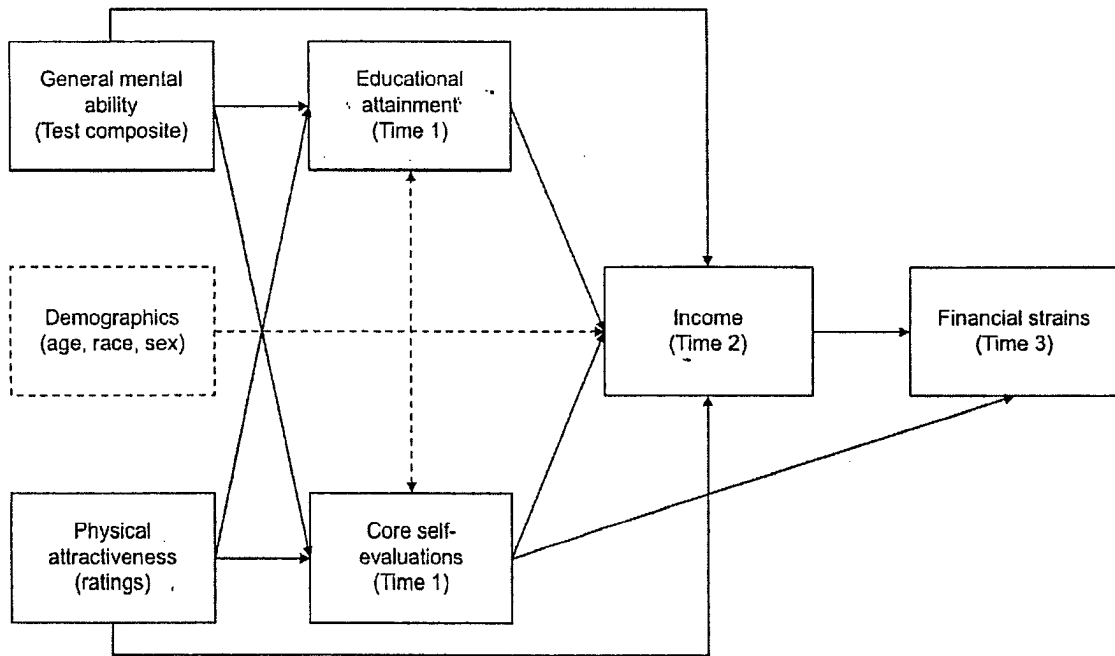


Figure 1. Hypothesized model.

SMART, ATTRACTIVE, OR CONFIDENT

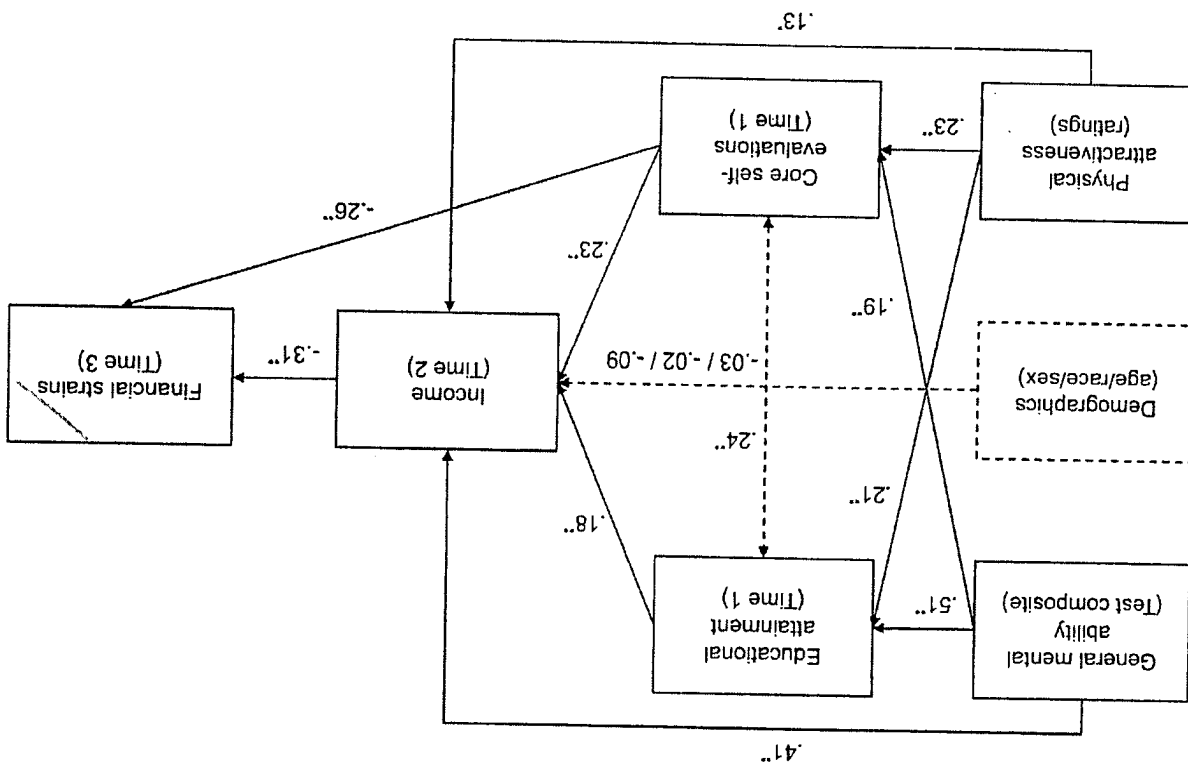


Figure 2. LISREL results for hypothesized model. * $p < .05$. ** $p < .01$.

Lisrel

- **LISREL, is an acronym for linear structural relations. It is a statistical software program used in structural equation modeling. It was developed in the 1970's by Karl Joreskog and Dag Sorbom. The latest version in 2012 is LISREL 8.8**

BOOKS OF INTEREST

1. *BEAUTY PAYS: WHY ATTRACTIVE PEOPLE ARE MORE SUCCESSFUL.*

DANIEL HAMERMESH, PRINCETON UNIVERSITY PRESS

2. *THE BEAUTY BIAS: THE INJUSTICE OF APPEARANCE IN LIFE AND LAW*

DEBORAH RHODE, OXFORD UNIVERSITY PRESS

3. *HONEY MONEY: THE POWER OF EROTIC CAPITAL*

CATHERINE HAKIM, ALLEN LANE

