

**UNIVERZITA KARLOVA**  
**FAKULTA SOCIÁLNÍCH VĚD**

**roční hodnocení plnění individuálního studijního plánu  
studenta doktorského studijního programu**

**za akademický rok 2020/2021**

**ID plánu 17498**

**Student**

Jméno	Mgr. Ing. Kseniya Bortnikova
E-mail	55500489@fsv.cuni.cz
Fakulta	Fakulta sociálních věd
Studijní program	Economics and Finance (P0311D050002)
Standardní délka studia (počet let)	4
Forma studia	prezenční
Datum zahájení doktorského studia	23.09.2019

**Garant studijního programu  
a předseda oborové rady**

Jméno **prof. Ing. Evžen Kočenda, M.A., Ph.D., DSc.**

**Školitel**

Jméno **doc. PhDr. Tomáš Havránek, Ph.D.**  
E-mail **tomas.havranek@ies-prague.org**  
Katedra / ústav **Institút ekonomických studií (23-IES)**

**Disertační práce**

**Název práce**

The economics of beauty effect

**Postup v přípravě disertační práce**

Since the first study of the beauty effect by Hamermesh and Biddle (1994), numerous research publications have found that good-looking workers earn 5 to 20 percent more than their less good-looking colleagues. Most recent studies, however, suggest that beauty premium is often context-dependent (Deryugina, 2014; Hernandez-Julian, 2017; Kanazawa, 2018). Heterogeneity in the results of different empirical papers remains one of the major issues in determining the role of physical attractiveness in economics. Moreover, research on the beauty effect faces several challenges. First, there is no agreement on the source of labor outcome differentials between attractive and less attractive individuals. Possible explanations of why the beauty premium might exist in the labor market are employer discrimination, differences in productivity, and occupational sorting. Second, it is hard to define individual's beauty precisely. Although it has been shown that there is an agreement on beauty standards within a culture at a point in time (Hamermesh and Biddle, 1994), many studies use small numbers of evaluators or photos of varying quality to generate attractiveness measures, which can lead to biases.

The dissertation aims to investigate the role of beauty in the labor market in order to provide a further empirical analysis of the beauty premium phenomenon. Particular emphasis is placed on the application of modern meta-regression methods (namely, model averaging techniques and alternative methods of testing for publication bias) and machine learning techniques.

The dissertation will consist of three essays. The first essay will be based on my diploma thesis entitled "Beauty and Productivity: a Meta-Analysis". I will extend the conducted quantitative survey by using the additional method for identification publication bias (proposed by Andrew and Kasy (2019)), coding extra variables and performing supplementary analysis of the recent data. The second essay will focus on the effect of physical attractiveness for the specific occupation. Using data from a homogenous group of workers will allow to distinguish productivity-enhancing channel of beauty from other sources. To mitigate potential bias in beauty ratings, I would like to use a machine learning approach. Face recognition will be accomplished by using the pre-trained Convolutional Neural Network proposed by Wen (2016), and attractiveness prediction will be achieved by transfer learning. The third essay will be aimed at examining the issue of gender differentials of beauty effect and its role for the gender wage gap.

Selective list of references:

Andrews, I. & M. Kasy (2019): "Identification of and Correction for Publication Bias." American Economic Review (forthcoming).  
Deryugina, T. and Shurchkov, O. (2015). Now you see it, now you don't: The vanishing beauty premium. Journal of Economic Behavior and Organization, 116, pp.331-345.

Hamermesh, D. and Biddle, J. (1994). Beauty and the Labor Market. American Economic Review, vol 84, Dec. 1994, pp 1174-1194.

Harper, B. (2000). Beauty, Stature and the Labour Market: A British Cohort Study. Oxford Bulletin of Economics and Statistics, 62(s1), pp.771-800.

Hernandez-Julian, R. & C. Peters (2017): "Student appearance and academic performance." Journal of Human Capital 11(2): pp. 247-262.

Mobius, M. and Rosenblat, T., Why Beauty Matters. American Economic Review, 2006.

Paphawasit and Fidrmuc (2017): "Beautiful Minds: The Impact of Beauty on Research Productivity in Economics." Working Paper.

Wen, Y., Zhang, K., Li, Z., and Qiao, Y. (2016). A discriminative feature learning approach for deep face recognition. In Leibe, B., Matas, J., Sebe, N., and Welling, M., editors, Computer Vision – ECCV 2016, pages 499–515, Cham. Springer International Publishing.

The form and scope of the dissertation:

The dissertation will have between 150 and 200 standard pages.

Time schedule of progress on the dissertation:

1st year of study:

Work on the first dissertation article with an expected title "Beauty and Productivity: a Meta-Analysis".

2nd year of study:

Data collecting and work on the second dissertation article with an expected title "Beauty and Productivity: One Specific Occupation Study".

3rd year of study:

Completion of the dissertation with the third article.

4th year of study:

Finishing, Pre-defense, and Defense of the dissertation.

**Roční komentář k postupu v přípravě disertační práce****Státní doktorská zkouška a obhajoba disertační práce**

Typ	Název, podrobnosti	Splněno dle SIS	Komentář ročního hodnocení
Obhajoba disertační práce	Obhajoba disertační práce	---	---
Státní doktorská zkouška	Státní doktorská zkouška	---	---

**Průběh studia**

Scheduled date of the state doctoral examination: November 2021  
 Scheduled date of the pre-defense: November 2022  
 Scheduled date of the defense of the dissertation: May 2023

**Povinnosti - studijní plán**

Typ	Kód	Název, podrobnosti	Ak. rok	Plnění dle studenta	Splněno dle SIS	Komentář ročního hodnocení	Rok vložení
Předmět	JED511	Teaching Assistantship (Full) A	2019/2020	splnil 2019/2020	21.05.2020 12:05	TA in JEM013 (Game Theory).	2019/2020
Předmět	JED414	Quantitative Methods in Macroeconomics and Finance I	2019/2020	splnil 2019/2020	05.02.2020 12:02	Course requirements fulfilled.	2019/2020
Předmět	JED415	Quantitative Methods in Macroeconomics and Finance II	2019/2020	splnil 2019/2020	22.05.2020 12:05	Course requirements fulfilled.	2019/2020
Předmět	JED511	Teaching Assistantship (Full) A	2020/2021	splnil	03.02.2021 12:02	TA in JEB110 (Econometrics II).	2019/2020
Předmět	JED511	Teaching Assistantship (Full) A	2020/2021	splnil	26.05.2021 12:05	TA in JEM013 (Game Theory).	2019/2020
Předmět	JED414	Quantitative Methods in Macroeconomics and Finance I	2020/2021	splnil	01.02.2021 12:02	I fulfilled the course requirements.	2019/2020
Předmět	JED415	Quantitative Methods in Macroeconomics and Finance II	2020/2021	splnil	18.06.2021 12:06	I fulfilled the course requirements.	2019/2020
Předmět	JED511	Teaching Assistantship (Full) A	2021/2022	---	---	---	2019/2020
Předmět	JED511	Teaching Assistantship (Full) A	2021/2022	---	---	---	2019/2020
Předmět	JED414	Quantitative Methods in Macroeconomics and Finance I	2021/2022	---	---	---	2019/2020
Předmět	JED415	Quantitative Methods in Macroeconomics and Finance II	2021/2022	---	---	---	2019/2020
Předmět	JED511	Teaching Assistantship (Full) A	2022/2023	---	---	---	2019/2020
Předmět	JED511	Teaching Assistantship (Full) A	2022/2023	---	---	---	2019/2020
Předmět	JED414	Quantitative Methods in Macroeconomics and Finance I	2022/2023	---	---	---	2019/2020
Předmět	JED415	Quantitative Methods in Macroeconomics and Finance II	2022/2023	---	---	---	2019/2020

**Povinnosti - ostatní**

Typ	Kód	Název, podrobnosti	Ak. rok	Plnění dle studenta	Splněno dle SIS	Komentář ročního hodnocení
Jiné	---	Grant activities Application to the Grant Agency of the UK competition with an expected topic "Economics of Beauty: further evidence". In case my project will not be accepted for financing, I will submit new application in subsequent years of study.	2019/2020	splnil 2019/2020	---	I applied to the GAUK competition with the topic "Beauty and Productivity in Academic Publishing". I had received two positive replies of the three from the opponents; my project was not accepted for financing. I will consider all comments and recommendations of the opponents and I will submit a new application in subsequent years of study.
Jiné	---	Teaching assistantships Teaching SS 2019/2020: (1 TA slot - seminars) Teaching SS 2019/2020: (1 TA slot - seminars)	2019/2020	splnil 2019/2020	---	Teaching Assistantship in JEM013 (Game Theory).
Jiné	---	BT and MT refereeing I will serve as an opponent of Bachelor's and Master's theses.	2019/2020	splnil 2019/2020	---	So far this semester I didn't get any thesis for opponency.
Jiné	---	Methodological seminar for PhD students In the 1st year of study, I will attend a methodological seminar for teaching.	2019/2020	splnil 2019/2020	---	Methodological seminar on teaching attendance fulfilled.

Typ	Kód	Název, podrobnosti	Ak. rok	Plnění dle studenta	Splněno dle SIS	Komentář ročního hodnocení
Jiné	---	Study documents Till May 31 of this academic year, I delivered my "Annual assessment of fulfilling the ISP" + "Supplement", in which I further specify the intended course of my doctoral studies over the next academic year. In case of termination/my study interruption, I will fill in the required documents ("Annual assessment of fulfilling the ISP" + "Supplement" for the next academic year) within a month from the end of my study interruption period.	2019/2020	splnil 2019/2020	---	I will submit my study documents until May 31.
Jiné	---	Defenses I will attend at least 50% of dissertation defenses held at the IES FSV UK.	2019/2020	splnil 2019/2020	---	Defenses and pre-defenses held at the IES FSV UK attendance of at least 50% fulfilled.
Publikace	---	Beauty, Gender and Labor Outcomes (IES WP submission) Submission to the IES WP series with an expected title "Beauty, Gender and Labor Outcomes".	2021/2022	---	---	---
Publikace	---	Beauty, Gender and Labor Outcomes (Scopus submission) Submission to a foreign journal listed in the Scopus database with an expected title "Beauty, Gender and Labor Outcomes".	2021/2022	---	---	---
*Stáž	---	<i>Six-month stay at a foreign university under GEMCLIME project</i>	2020/2021	---	---	<i>Owing to the current pandemic situation, my six-month stay at a foreign university during the 2nd year of study is postponed.</i>
Konference	---	By the end of the 4th year of study, I will actively participate in at least two international scientific conferences.	2022/2023	---	---	---
Jiné	---	Grant activities Resubmitted application to the Grant Agency of the UK competition with the topic "Beauty and Productivity in Academic Publishing".	2020/2021	splnil	---	I applied to the GAUK competition with the revised project on the topic "Beauty and Productivity in Academic Publishing". I had received broadly positive comments from the opponents, though some opponents noticed that the data issue( namely, heterogeneous quality of input images when classifying beauty) might be the biggest concern for the entire success of the project. My project was not accepted for financing. I will consider all the comments and recommendations of the opponents to improve the quality of my current research on this topic.
Jiné	---	Teaching assistantships Teaching WS 2020/2021: (1 TA slot - seminars) Teaching SS 2020/2021: JEM013 Game Theory(1 TA slot - seminars)	2020/2021	splnil	---	Teaching Assistantship in JEB110 - Econometrics II in WS 2020/21(Full TA slot). Teaching Assistantship in JEM013- Game Theory in SS 2020/21(Full TA slot).
Jiné	---	Study documents Till May 31 2020/2021 academic year, I will deliver my "Annual assessment of fulfilling the ISP" + "Supplement", in which I further specify the intended course of my doctoral studies over the next academic year.	2020/2021	splnil	---	I will submit my study documents until May 31.
Jiné	---	BT and MT refereeing I will serve as an opponent of Bachelor's and Master's theses.	2020/2021	splnil	---	I'm serving as an opponent of Bachelor's thesis of Petr Čala etitled "Do money rewards motivate people? A meta-analysis".
Jiné	---	Defenses I will attend at least 50% of dissertation defenses held at the IES FSV UK.	2020/2021	splnil	---	I've attended 12 from 20 dissertation defenses held at the IES FSV UK in the academic year 2020/2021.
Publikace	---	Beauty and Productivity: a Meta-Analysis (IES WP publication) Publication in the IES WP based on my diploma thesis, with an expected title "Beauty and Productivity: a Meta-Analysis". This WP will be the joint work with my diploma thesis supervisor Tomas Havranek.	2020/2021	splnil	---	I published my paper "Beauty and Productivity: a Meta-Analysis" in the IES WP (IES WP no. 18/2020).
Konference	---	International Conference on Demands of Labour Services in Labor Economics (ICDLSLE) - Berlin, Germany Submission of a contribution "Beauty and Productivity: a Meta-Analysis" to the International Conference on Demands of Labour Services in Labor Economics (ICDLSLE) - Berlin, Germany, Jul 23, 2020	2021/2022	---	---	Because the paper «Beauty and Productivity: A Meta-Analysis» has not yet been published, I will not participate in the ICDLSLE conference in Berlin in July 2021. The conference activity then will be postponed until publishing. At best, I'm planning to submit a contribution of "Beauty and Productivity: a Meta-Analysis" to the same International Conference on Demands of Labour Services in Labor Economics in Berlin in June 2022.

Typ	Kód	Název, podrobnosti	Ak. rok	Plnění dle studenta	Splněno dle SIS	Komentář ročního hodnocení
Publikace	---	Beauty and Productivity: a Meta-Analysis (Scopus Submission)	2021/2022	---	---	At the end of the WS, my colleagues and I started preparing the WP entitled «Beauty and productivity: Meta-Analysis» for publication. The delay in submission of the paper is mainly due to the limitations on time. After final revisions, we will submit the paper to the impacted journal.
Jiné	---	Teaching assistantships Teaching WS 2021/2022: (1 TA slot - seminars) Teaching SS 2020/2021: (1 TA slot - seminars)	2021/2022	---	---	---
Jiné	---	Grant activities Application to the Grant Agency of the UK competition with a new application.	2021/2022	---	---	---
Jiné	---	BT and MT refereeing I will serve as an opponent of Bachelor's and Master's theses.	2021/2022	---	---	---
Jiné	---	Defenses I will attend at least 50% of dissertation defenses held at the IES FSV UK.	2021/2022	---	---	---
Publikace	---	Beauty and Productivity: One Specific Occupation Study (IES WP submission) Submission to the IES WP series with an expected title "Beauty and Productivity: One Specific Occupation Study".	2021/2022	---	---	The title of my research and WP was changed to "Beauty and Productivity in Academic Publishing". I'm creating the original dataset that requires searching for occupational-specific information about academics and their publications and downloading a large number of representative pictures of scholars (at the moment, I collected most of the necessary information about 1005 academics who published their papers in 4 impacted journals in 2017). By the end of August 2021, I'm planning to send the paper «Beauty and Productivity in Academic Publishing» to IES WP and further to the impacted journal.
Publikace	---	Beauty and Productivity: One Specific Occupation Study (Scopus submission) Submission to a foreign journal listed in the Scopus database with an expected title "Beauty and Productivity: One Specific Occupation Study".	2021/2022	---	---	The title of my research and WP was changed to "Beauty and Productivity in Academic Publishing". By the end of August 2021, I'm planning to send the paper «Beauty and Productivity in Academic Publishing» to IES WP and further to the impacted journal.
Jiné	---	Study documents Till May 31 2021/2022 academic year, I will deliver my "Annual assessment of fulfilling the ISP" + "Supplement", in which I further specify the intended course of my doctoral studies over the next academic year.	2021/2022	---	---	---

\* označené povinnosti byly v roce hodnocení vymazány ze studijního plánu

### Další komentáře ročního hodnocení

Typ	Komentář ročního hodnocení
Roční hodnocení	---

## Výsledné hodnocení plnění plánu

Typ	Komentáře a hodnocení	
Shrnutí studenta	In the academic year 2020/2021 I fulfilled the following study obligations: - in both semesters I actively participated doctoral seminars JED414 and JED415. Early in May, I presented my current research entitled «Beauty and Productivity in Academic Publishing», and I was a discussant for the paper of Olesia Zeynalova entitled «Skilled and Unskilled Labor Are Less Substitutable than Commonly Thought». - in both semesters I served as a teaching assistant for JEB110- Econometrics II (Full TA slot) and JEM013- Game Theory (Full TA slot). - in the WS I applied to the GAUK competition with the revised project on the topic "Beauty and Productivity in Academic Publishing". I had received broadly positive comments from the opponents, though my project was not accepted for financing. - at the moment I'm finalizing the opponent's report of BT by Petr Čala entitled "Do money rewards motivate people? A meta-analysis". I will submit my report by May, 27. - I attended 12 from 20 Ph.D. defenses in both semesters. - I keep working on my research entitled «Beauty and Productivity in economic Publishing". I'm building the original dataset that requires searching for occupational-specific information about academics and their publications and downloading a large number of representative pictures of scholars. At the moment, I collected most of the necessary information about 1005 academics who published their papers in 4 impacted journals in 2017. - by the end of August 2021, I'm planning to send the paper «Beauty and Productivity in Academic Publishing» to IES WP and further to the impacted journal. - at the end of the WS, my supervisor and I started preparing the WP entitled «Beauty and productivity: Meta-Analysis» for publication. After final revisions, we will submit the paper to the impacted journal.	-
Návrh školitele	Kseniya Bortnikova is active and works in accordance with her ISP. At the moment she is a bit stuck with her second paper because of labor-intensive data collection, but I am confident she will finish a draft by the end of August. I believe next year I will be able to suggest the "A" grade.	<b>B</b>
Rozhodnutí oborové rady	Approved by CDS. The stipend is not cut.	<b>B</b>

Ve smyslu č. 10 odst. 8 Studijního a zkušebního řádu Univerzity Karlovy student nesplnil některé povinnosti podle individuálního studijního plánu.

Oborová rada navrhuje POKRAČOVÁNÍ studia.

### Školitel/ka

doc. PhDr. Tomáš Havránek, Ph.D.

24.05.2021

Schváleno oborovou radou doktorského studijního programu (oboru) dne: 05.10.2021

### Předseda oborové rady

prof. Ing. Evžen Kočenda, M.A., Ph.D., DSc.

07.10.2021

### Student/ka

Mgr. Ing. Kseniya Bortnikova

21.05.2021

### Garant studijního programu

prof. Ing. Evžen Kočenda, M.A., Ph.D., DSc.

07.10.2021

**UNIVERZITA KARLOVA**  
**FAKULTA SOCIÁLNÍCH VĚD**

**Dodatek č. 2 ID plánu 17498**  
**za akademický rok 2020/2021**

k individuálnímu studijnímu plánu schválenému oborovou radou dne: 05.10.2021

Jméno studenta/ky doktorského studijního programu: Mgr. Ing. Kseniya Bortnikova

Narozen/a: 26.5.1989, Ufa

Typ	Změny individuálního studijního plánu (nová studijní povinnost, zrušená studijní povinnost, změna termínu splnění studijní povinnosti)	původní plánovaný termín*	nový termín splnění*
Publikace		2020/2021	2021/2022
Publikace	Submission to the IES WP series with an expected title "Beauty and Productivity: One Specific Occupation Study ".	2020/2021	2021/2022
Publikace	Submission to a foreign journal listed in the Scopus database with an expected title "Beauty and Productivity: One Specific Occupation Study ".	2020/2021	2021/2022
Stáž		2020/2021	zrušeno
Konference	Submission of a contribution "Beauty and Productivity: a Meta-Analysis" to the International Conference on Demands of Labour Services in Labor Economics (ICDLSLE) - Berlin, Germany, Jul 23, 2020	2020/2021	2021/2022
Jiné	Teaching assistantships	---	2021/2022
Jiné	Grant activities	---	2021/2022
Jiné	BT and MT refereeing	---	2021/2022
Jiné	Defenses	---	2021/2022
Jiné	Study documents	---	2021/2022

**Školitel/ka**

doc. PhDr. Tomáš Havránek, Ph.D.

24.05.2021

Schváleno oborovou radou doktorského studijního programu (oboru) dne: 05.10.2021

**Předseda oborové rady**

07.10.2021

**Student/ka**

Mgr. Ing. Kseniya Bortnikova

21.05.2021

**Garant studijního programu**

07.10.2021

\* Vysvětlující poznámka:

- v případě nové studijní povinnosti bude kolonka "původní plánovaný termín" proškrtnuta a datum plánovaného splnění zapsán do kolonky "nový termín splnění"
- v případě zrušení studijní povinnosti bude v kolonce "původní plánovaný termín" zapsáno datum původně uvedené v ISP a do kolonky "nový termín splnění" zapsáno "nový termín splnění"