

INFLUENCE OF SEXUAL CAPITAL ON THE LABOUR MARKET: A QUALITATIVE REVIEW

DOI: <https://doi.org/10.69778/3106-7603/2025/1/a3>

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Abstract

This qualitative review explores the influence of sexual capital on individuals' opportunities and outcomes in the labour market. Drawing on existing literature, the study examines how attractiveness, body aesthetics, grooming, sexuality, and gendered expectations shape workplace perceptions, hiring decisions, career advancement, and earning potential. The review highlights the subtle yet pervasive ways sexual capital operates as a form of social currency, influencing employers' evaluations and employees' social mobility. It also considers how cultural norms, power dynamics, and occupational contexts mediate who benefits or is disadvantaged by sexual capital. The findings underscore the need for greater awareness of implicit biases and call for more inclusive labour practices to ensure fairness and equity.

Keywords: *Sexual Capital, Labour Market, Qualitative Review*

INTRODUCTION

Sexual capital can be described as a more specific aspect of erotic capital. Erotic capital can be explained as the quality and quantity of attributes owned by a person which can evoke erotic responses in another person (Montemurro & Hughes, 2024). This concept was first mentioned in the works of Martin and George (2006) where it described the sexual behaviours of humans, however, it gained popularity after Katherine Hakim published her work in 2010. Hakim believed erotic capital to be a feminine asset. It was described as 7 dimensional construct which comprises of beauty, social attractiveness, sexual attractiveness, liveliness, social presentation, sexuality and fertility (Hakim, 2010; Wojtaszczyk & Syper-Jedrzejak, 2025).

Erotic capital possesses the ability to improve an individual's market appeal and is identified as a major asset not only in romantic and marriage markets but also in labour markets. Impostor syndrome has been documented among Nigerian undergraduates, with more than half experiencing frequent to intense of feeling inadequate and further subjecting themselves to sexual labour to cover for their inadequacies (Akinwale et al 2023, Israel et al 2025).

Aspects of sexual capital can be identified in the dimensions of erotic capital. Sexual capital is understood to be crucial consequence of the connection between economic, cultural and social capitals which can said to rank individuals in positions of sexual hierarchy (Wojnicka *et al.*, 2024). The existence of sexual capital relies on the

existence of the sexual field as sexual capital refers to the resources that provide a status within the field. The constitution of a sexual field relies on the relations between desirable and empowered actors in the sexual field. The rules of the “sexual game” in the sexual field are set by some players who have the power to use them to their advantage whilst other players simply follow the rules of the game (Farrer, 2022). The accumulation and distribution of sexual capital amongst certain social groups and individuals is due to the inequalities associated with sexuality and intimacy (Kaplan & Illouz, 2022). This means that all persons do not have equal access to sex, relationships and love which means that there will be competition in the sexual field.

In order to attain sexual capital, individuals may invest their money, time and energy in enhancing aspects of their identity that are concerned with sex and sexuality (Kaplan & Illouz, 2022). This may include engaging in body and self-care activities such as skincare, researching color psychology, opting for plastic surgeries or consuming sex advice and training content. Sexual capital operates through a performance pleasure apparatus which encourages new experiences and self-reinvention in creative ways (Laurent-Monaghan, 2022). Investments on sexual capital are most often made at earlier ages as the value of time spent in training are typically lower in younger ages and assets may be enhanced by the amount of assets which have already been acquired (Ben Porath, 1967; Heckman, 2000).

According to Kaplan & Illouz (2022), Sexual capital can be divided into four

historical forms which can explain the sexual economy during that era. These forms are divided into sexual capital by default, sexual capital as a surplus value, embodied sexual capital and neoliberal sexual capital. Sexual capital by default explains chastity-related status and how it contributed to the moral and social value of women during the 18th century. This century was characterized by patriarchal Christian norms and women’s chastity were tied to their subordinate economic position (Hanson, 2022). Sexual intimacy during this time was considered good when it engaged in for reproduction and bad when it was commercial. Sexual capital as a surplus value of the body occurred due to the gradual expansion of secular modernism. This form of sexual capital focused mainly on prostitution. The embodied sexual capital involves sexual know-how and attractiveness as means of being sexually desirable. Sexual desirability was supported by financial capital and cultural taste of middle class as middle class men and women are considered more sexually endowed and have a competitive advantage in relationship markets.

The fourth and most recent form of sexual capital is the neoliberal sexual capital which has been identified to enhance the employability of individuals who engage in them. It is useful for understanding the influence of sexual capital on labour markets.

Sexual Capital and Labour Market

The labour market refers to transactions that are related to the ability to do work. These transactions are contractually exchanged through formal or informal means. These transactions vary based on

dimensions such as the development of countries and gender (Carmody, 2020). It involves institution-dependent processes involved in hiring and negotiation of conditions related to work and pay. The opportunities are not only limited to pay but encompass other aspects such as the work type, working conditions, risk factors amongst others (El-Ganainy *et al.*, 2021). Human resources are allocated and reallocated in order to maintain a balance between the supply and demand of labour (Muciula *et al.*, 2021). Production of labour occurs in the family and through social reproduction functions of the state. This is contrary to the conventional economic theory which views labour as a commodity that is produced and sold in the market. Labour was then described as a “pseudo-commodity” as its production is dependent on non-market relations. The perception of labour as a commodity was attacked by Karl Marx who established that it was not the labour but the worker that was center to labour market. It is the worker who sells the labour power. This labour power is a crucial factor in production and wage determination, therefore impacting the functioning, vitality and viability of a country’s economy (Wang *et al.*, 2023).

Sexual capital is characterized by four dimensions out of the 7-dimensional construct of erotic capital. These dimensions include beauty, social attractiveness, sexual attractiveness and sexuality. The assessment of attractiveness is crucial during the recruitment and employment process (Wojtaszczyk *et al.*, 2025). Previously, management scientists and researchers such as Hearn *et al.*, (1989) and Pringle

(1989) had marginalized the concept of assessing attractiveness and addressed it as being discriminatory. This discrimination was due to the false correlation between physical attractiveness and performance, that is, less attractive candidates are considered less competent. The concept of sexual attractiveness was however viewed as valuable on the labour market by Hakim (2010, 2011). Physical appearance has also been identified to have significant impact of the earning of an individual. Individuals who are considered unattractive experience income penalty which mostly stems from their employer’s discrimination. Research by Wong and Penner (2016) identified that individuals who are considered attractive earn 20% more than those who are not considered attractive. This concept is known as the attractiveness advantage or beauty premium (Nault *et al.*, 2020). These advantages have led to the formation of stereotypes such as the female fatale (Sheppard & Johnson, 2019). The female fatale stereotype assumes attractive and successful women to be dangerous. Discrepancies can also be identified in the attractiveness advantage as research has shown that attractiveness may be an advantage for men who want to attain managerial positions and a disadvantage for women who aim for the sane (Heilman & Saruwatari, 1979; Paustani-Underdahl & Walker, 2016).

The link between sexual capital and labour market can be explained through the fourth form of sexual capital by Kaplan & Illouz (2022) which is the Neoliberal sexual capital. Neoliberal sexual capital focuses on marketability and employability of an individual. This

idea of sexual capital is linked to the criteria for employability and the process of economization (Laurent-Monaghan, 2022). It penetrates into the core of an individual requiring such that they can no longer be separate or bracketed from one's employable being (Laurent-Monaghan, 2022). Their entire being becomes the sexual capital. Individuals who possess sexual capital are often assumed to be able capitalize on sexual capital to get other forms of capital such as social, economic and cultural capital (Montemurro & Hughes, 2024). Sexual capital is also expected to pay off in terms of enhanced productivity which would lead to higher remuneration rates by employers and customers if self-employed.

Statement of Problem

Capital is no longer limited to the class theory definition by Karl Marx (1867) which relates it to economic conditions, money and material possessions but now spans across economic, social, cultural, symbolic as well as sexual capital (Pishghadam *et al.*, 2023).

Sexual capital has been acknowledged as a factor that influences social interactions and markets, however, its effects on the labour market and recruitment processes has been understudied. Although it is a non-economic and subjective attribute, sexual capital has informally been identified to affect aspects of labour market such as wages, compensation and benefits, career progression and promotion, recruitment processes, job roles and work place dynamics. Inadequate acknowledgment of the role that sexual capital plays on crucial labour market decisions contributes to

the reinforcement of the gender and social stereotypes associated with sexual capital as well as inequitable and unethical practices.

This paper aims to fill this research gap by performing series of semi-structured interview sessions with employees in order to understand their experiences and strategic uses of sexual capital to gain entrance and respect in the labour market.

Research Questions

1. How will sexual capital attributes such as beauty, sexual attractiveness and sexuality affect professional success within the labour market?
2. How will the importance of these attributes vary between male and female candidates within the labour market?
3. How will wages, compensation and benefits be affected by presence or absence of sexual capital attributes in the labour market?

THEORETICAL FRAMEWORK

Bourdieu's Theory of Capital

Bourdieu (1986) categorized capital into four forms which are economic, social, cultural and symbolic capital. He believed that the social position of an individual grants them access to the different forms of capital. The social, economic and cultural resources that are expedient to an individual determines as well as is determined by their position in social stratification and structures (Mudd *et al.*, 2023). The ownership of these capitals influences patterns of

social behaviors as these resources can be used to achieve a certain lifestyle. Individual socialization experience affects acquisition and accumulation of this capital and heterogeneity in the outcome of socialization creates differences in the social field (Xu & Jiang, 2020). The social field is one of the two key elements of Bourdieusian theory of practice. The other element in this framework is known as the habitus. Bourdieu described the social field as a hierarchical social space that operates on its own rules and power relations. This social space is occupied by actors who can be dominant or subordinate based on the volume and structure of capital that they have access to (Gilleard, 2020). These actors use structuring mechanisms created by the habitus to relate with the social world. The habitus refers to an internalized cognitive structure that functions consciously or unconsciously and creates disposition on what should and shouldn't be done (Ihlen, 2018).

Bourdieu defined economic capital as material resources that can be easily and directly converted to money. Economic resources are often measured in personal/family income and assets (Xu & Jiang, 2020). This form of capital is constructed by the elements of production which include land, factories, jobs, inherited incomes and possessions. Bourdieu believed that through a conceptual break with the economies of practice of artificially isolating an economical economy from a cultural one, it is possible for all forms of capital can be converted to economic capital (Tittenburn, 2018). Economic capital can be quantified without ambiguity and serves as the basis for

other forms of capital. Cultural capital is said to exist in 3 states which are objectified, institutionalized and embodied. The objectified state involves access to cultural goods like books and art. These objects often have significant symbolic and cultural meaning and can be used to gain insight on the cultural standing of the owner (Ramsey, 2024). This state does not just involve the ownership and accessibility of these cultural goods but the ability to understand and have knowledge of the significance of these goods. The institutionalized state refers to the aspect covering academics and profess degrees and titles. This state involves formal recognition from an institution that validates their acquisition and ownership of the asset. The asset in the institutionalized state can be directly transferred into economic capital. The embodied state covers knowledge, values and skills. This allows for individuals to be able to maintain their social standing as a result of their understanding of cultural expectations (Mudd *et al.*, 2023). The value of cultural capital is said to only exist in certain situations and cannot be replaced by economic or social capital (Bourdieu, 1993).

Social capital refers to the size and quality of the network of connections that an individual has (Bourdieu, 1986; Bourdieu & Wacquant, 1982). Bourdieu (1986) defined social capital as an “aggregate of the actual or potential resources which are linked to the possession of a durable network of more or less institutionalized relationships of mutual acquaintance and recognition”. He also explained that capital should be limited to an economic form and the

perception of social exchange should not be limited to self-interest as capital and profit have many forms (Claridge, 2024). The roots of Bourdieu's theory of social capital is grounded in theories of social reproduction and symbolic power. This theory addresses social capital as an individual property derived from social position and status. It is attached to class and other stratification from through which an individual gains access to resources and benefits.

Bourdieu based symbolic capital on the links to power and fabrics of society. This form of capital is not explicitly stated to be one of the primary forms of capital but its influence on the value and recognition of other forms has led to its identification as a form of capital. He argued that the other forms of capital can be recognized and function as symbolic capital (Bourdieu, 1991). Bourdieu and Wacquant (1992) understood that other forms of capital can be recognized as social capital when they are grasped through categories of perception that recognize its specific logic. Symbolic capital is described as a form of denied capital as it is largely subjective unlike other forms of capital (Ihlen, 2018).

The concept of sexual capital is built upon Bourdieu's theory of capital. Sexual capital can be identified as a form of embodied cultural capital which can be converted in order to gain access to other forms of capital. The value of sexual capital is also determined by the field in which it is used. This correlates with Bourdieu's concept of field.

Aesthetic Labour Theory

The aesthetic labour theory was developed by Chris Warhust and Dennis Nickson in 2001. They contended that

employability during the industrial transformation of the UK was not limited to cognitive and technical skills, however, it also encompassed the aesthetic skills portrayed by the front line workers (Wan, 2023). This theory is rooted in emotional labour and is defined as the supply of embodied capacities and attributes possessed by workers at the point of entry into employment (Warhust & Nickson, 2001). Employees are expected to look, hold themselves, speak and dress in a particular way that is deemed crucial for getting and keeping their jobs (Pettinger, 2008). These capacities and attributes are further developed and commodified into competencies or skills that are focused towards aesthetic production of a particular style of service... Organizations put effort into the screening and managing of workers based on their physical appearance and physical attributes (Mears, 2014; Waters, 2025). In this theory, it is believed through the right physical attributes, it is easier and more possible to meet consumer expectations and enhance consumer experiences (Warhust & Nickson, 2020).

Aesthetic labour involves an attempt of organizations to control the corporality of worker's bodies in order to shape their interaction with customers and lead to preferred performance. Controlling elements in aesthetic labour include; dress code, grooming, body language, height and weight measurements amongst others. More specifically, managers may seek to control hairstyles and length of clothing items, hair color, jewelry and shoe designs, the way employees shave and wear makeup, as well as, the weight and size of their bust,

hip and thighs. These elements are means by which organizations can manage workers in order to meet a particular aesthetic (Nickson, 2022). For example, the appearance of air hostesses and flight attendants is often controlled to fit company standards and consumer expectations.

Aesthetic labour is linked to appearance based discrimination and this is useful in understanding the reasons why discrimination based on sociodemographic characteristics such as gender, race, religion and ethnicity persists despite legal attempts towards inclusivity. This concept draws from an impoverished account of a worker and their work where certain elements of the labour process are privileged over others. Aesthetics required for preferential employment are often those of the white, male, traditional middle class and this shows the hierarchy of privilege within and between professions (Grugulis *et al.*, 2004 Ruzyski *et al.*, 2022). The nature of aesthetic labour is described as gendered as gender plays a significant role in this cultural and social market process. The aesthetic labouring body is required to engage in the use of commodity forms and socio technical skills of body work. These requirements are always gender and aim towards the achievement of a gendered outcome (Pettinger, 2008).

Aesthetic Labour is crucial in explaining appearance as a core aspect of employability. A handful of professions are beginning to manage and commercialize the body of employers as an aspect of the work process. This leads to economic discrimination and a work environment that is devoid of individualism and diversity.

EMPIRICAL REVIEW

Sexual capital has been identified as a concept that draws heavily from the concept of erotic capital. Studies by Belaygue (2012) on the erotic capital and labour market earnings using an index of erotic capital that contained the six characteristics which are beauty, sexual attractiveness, social skills, social representation, liveliness and sexuality to evaluate its impact on annual earnings of women in Miami. This study used data from Wave IV of the National Longitudinal Study of Adolescent Health and found that there was a statistically significant erotic capital premium for young women. This meant that women with higher levels of erotic capital earned annually 2.4% more on average than women who had lower levels.

Zhang (2017) studied the gender differences in the effect of erotic capital on occupational selection between 1994 to 2009. This study made use of Wave I and Wave IV of the National Longitudinal Study of Adolescent Health. 53% of individuals in the sample were women while 47% were men. Results of this study found significant differences in the effect of erotic capital on men and women. Dimensions such as beauty and grooming were shown to have a partial significant influence on women's occupational selection.

Study by Wojtaszczyk & Syper-Jędrzejak (2025a) focused on evaluating the role of erotic capital in the assessment of employment and private life using 471 participants which comprised of 344 women and 127 men. An online survey (computer assisted web interview computer assisted web

interview technique) was shared to the participants and results found that erotic capital was not a construct useful in human resources management decisions. However, the study also found that the dimensions of erotic capital that were most significant to work and personal life include social attractiveness and liveliness.

Wojtaszczyk & Syper-Jedrzejak (2025b) performed another study on the role of erotic capital in recruitment. There were 632 participants in this study, 75.5% of whom were women. Erotic capital was defined using 5 dimensions which were beauty, social attractiveness, sexual attractiveness, liveliness and presentation. The study found that although underestimated, erotic capital has an influence on the decision of the recruiter. It affects the emotions of the recruiter which may influence the evaluation and recommendation of the candidate.

There is a gap in literature which identifies the influence of sexual capital on labour market, hence, the importance of this study.

METHOD

Research Setting

This research was carried out at the department of psychology, University of Lagos.

Sampling and Participants

The sampling method adopted was convenience sampling. This involves the use of participants that were available at the moment when the focus group discussion took place. The study sample consisted of 5 participants between the ages of 20 to 24. Participants' year of study included 3 in 400 level and 2 in 300 level who are in the workforce.

Regarding religion, 2 participants identified as Christian, 1 participant was Muslim and 2 were agnostic.

Research Design

The research involved the use of interviews and focus group discussions.

Research Instruments

The research instruments used were stationary and a voice recorder. The stationary was used by the researcher to pen down points from participants while the voice recorder was used to record their voices which was analyzed for discussion.

Procedure

The researcher approached the participants in their classrooms and gathered them together for a focus group discussion in a classroom. Participants were briefed about the researcher and gave their consent to participating before the discussion began. The students were met on the 24th and 25th of July, 2025 in the Faculty of Social Science, University of Lagos. The discussion happened at room 101 and room 201 of the faculty and voice recordings were taken after participants had consented to it. Participants were already seated in their classes when the researcher approached them to request their participation in the research. Some participants agreed to the research immediately while some gave a time frame for when they will be ready to engage in the research process.

RESULTS

Research Question 1

How will sexual capital attributes such as beauty, social attractiveness, sexual

attractiveness and sexuality affect employability and professional success within the labour market?

This questions aims to examine how sexual capital affects the ability to individuals to gain jobs and become successful in organizations in which they work.

“It does oh. Every time you want to get a job, you have to dress in a particular manner. Not only professional dressing but also to look appealing to the employer. I work as a market researcher in a hotel so I know that dressing matters a lot. One time, a customer complained that the staff looked shabby and left. Ever since then, the manager has been so keen on our looks. Nobody is allowed to look unkempt or dress inappropriately. You can get a query based on your look. It is that serious.” (*Participant 1, Age 23, Gender Female, Market Researcher*)

“I believe so because you know that colorism thing and beauty market thing where people who society deems prettier get more privileges? Yes that thing affects jobs as well” (*Participant 2, Age 21, Gender Female, Real estate salesperson*)

“You should look good but it’s not like it affects it because smart people will get jobs at the end of the day, even if they look ugly. It’s not like I’m calling anyone ugly because beauty is subjective but no one is saying someone won’t get hired because they are not beautiful. Imagine a first class graduate now, won’t they hire him even if he is ugly or something” (*Participant 3, Age 21, Gender Female, UI/UX designer*)

“Beauty affects everything so just be presentable” (*Participant 4, Age 24, Gender Male, Quantity Surveyor Intern*)

“I think when beauty and sexual attractiveness gets you employability and promotion, it always stabs you in the back. Maybe your oga will be trying to sleep with you or wants to make you his girlfriend. If you reject him, you will lose your job so it is not the safest option because will you now be sleeping with him just because of your job? But if you do, you will most likely get promotions and better benefits so that’s how it affects employees.” (*Participant 5, Age 20, Gender Female, Content Creator*)

Research Question 2

How will the importance of these attributes vary between male and female candidates within the labour market?

This question aims to identify the gender disparity in the important of attributes of sexual capital in the labour market.

“I think it applies for men as well. In my office, men are also expected to look and dress appropriately. Their hair must be properly combed and they must look neat just as women must have neat hair. There is no difference or variation. It is the same thing for both genders.” (*Participant 1, Age 23, Gender Female, Market Researcher*)

“Due to the way the beauty market and maintenance is marketed and pushed towards women, it is impossible to say that it is the same for both genders. Women will have to appeal to sexual capital more immensely than men will. Men may just have to comb their hair and go out but for women, they will even

expect makeup and a particular hairstyle and all that. Like now, men can carry their natural hair but in some places women carrying their natural hair to work is deemed unprofessional. So men have it easier when compared to women.” (*Participant 2, Age 21, Gender Female, Real estate salesperson*)

“I also think that it’s equal for everyone because yes men have less work but like for the things they have to do to look good, they must do it. But these things are extras in my opinion because companies looking to make money will just hire the best hand even if they don’t look the best.” (*Participant 3, Age 21, Gender Female, UI/UX designer*)

“Women definitely have it worse because men aren’t really restricted by those things.” *Participant 4, Age 24, Gender Male, Quantity Surveyor Intern*)

“It affects female employees more than men because they female bosses, they don’t do all these things. It’s the men that are most often harassing women and wanting them to look beautiful for promotions and employment. But women in charge, just get the work done. They don’t care like that.” (*Participant 5, Age 20, Gender Female, Content Creator*)

Research Question 3

How will wages, compensation and benefits be affected by presence or absence of sexual capital attributes in the labour market?

This question aims to understand the effect of sexual capital on wages, compensations and benefits of employees.

“You can be fired if you don’t look presentable. If you stop being hygienic and taking care of your appearance then you can get fired because nobody wants an employee that doesn’t look good. The customers will also complain. They will not like the person that is providing service to them. They won’t tip you or the organization. These little things affect the overall company profit. In fact, the customers may end up not coming back to the company.” (*Participant 1, Age 23, Gender Female, Market Researcher*)

“Employees may not receive benefits if they do not fit the company’s aesthetic. If they are looking for someone to represent the company on a brand or international trip, they will most likely opt for the person has a much appealing physical appearance. If the physical appearance gets too bad, then they may query the person. Most times, people who handle the front desk like receptionists and those who interact directly with customers must have an appropriate physical appearance. If not, they will not be well compensated for their jobs” (*Participant 2, Age 21, Gender Female, Real estate salesperson*)

“It doesn’t affect wages, compensations and benefits. I don’t believe that.” (*Participant 3, Age 21, Gender Female, UI/UX designer*)

“It will affect the compensation and benefits. I don’t know about wages because salary remains your monthly stipend but other benefits that could come like wellness programs like gym membership may be handed out to those who they believe are more in tune with those aspects of wellness. They won’t be

allocated to individuals they think don't gym. They may not even give these individuals maintenance days off. People with better physical appearance may also be paid more in order to retain them in the organization." *Participant 4, Age 24, Gender Male, Quantity Surveyor Intern*)

"The benefits that sexual capital earns them is merely the willingness to be used by their bosses. The increase in wages and benefits given are only done in order to get something in exchange from the employees like maybe sexual gratification or something of that sort. It's not because their appearance is good enough to get it without anything in exchange." (*Participant 5, Age 20, Gender Female, Content Creator*)

DISCUSSION

This paper explored views and opinions on the influence of sexual capital on labour market. For the first research question, most of the study participants understood that sexual capital attributes affects employability and professional success within the labour market. This is in agreement with studies by Wojtaszczyk & Syper-Jedrzejak (2025b) which found that erotic capital influences the recruitment process as it affects the emotions of the recruiter. In contrast to this opinion was participant 3's opinion which aligned with Wojtaszczyk & Syper-Jedrzejak (2025a) explaining that erotic capital had no significant influence on human resources management decisions such as recruitment and professional success in the workplace.

The second research question addressed gender disparity in the importance of these attributes in the workplace. 60% of

the participants agreed that attributes of sexual capital are not as important for men as they are for women in the workplace. This is in accordance to studies by Zhang (2017) who found that erotic capital affects the occupational selection of women more than it affects their male counterparts.

The third research question focused on the influence of sexual capital on wages, compensation and benefits. Participants addressed ways in which sexual capital can affect benefits (both financial and non-financial) of employees in the workplace. These ways include termination of employment, restriction from representing the organization in external spaces, absence of wellness benefits and disparity in pay due to absence of sexual capital.

LIMITATIONS

This study is limited due to its small and specific sample. The sample size hinders the ability to generalize findings of the study. Self-reporting bias can also lead to a misrepresentation of the experiences of participants in this study.

CONCLUSION

This study is crucial in understanding the emotional impact and biases that occur due to the presence (or absence) of sexual capital. These emotions and biases affects the evaluation of employees and candidates for employment. Sexual capital is also said to be useful in keeping up the brand identity and meeting consumer expectations. Acknowledging the effect of sexual capital on labour evaluation can lead employees to focus immensely on their physical appearance and social appearance. However, an over focus on

sexual capital can affect diversity and inclusivity in the workplace.

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