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ACADEMIC BACKGROUND

Ph.D. Princeton University, Sept 2012
B.Sc. (Magna cum Laude) Duke University, 2006

CURRENT AFFILIATIONS

Assistant Professor of Economics, NYUAD (Jan 2017-)
Institute for the Study of Labor (IZA) Research Affiliate (Jan 2017-)
Economic Research Forum (ERF) Research Affiliate (August 2016-)
Short-term Consultant for the World Bank (July 2017-)

WORK EXPERIENCE

Academic Experience

Assistant Professor of Economics, New York University Abu Dhabi (Jan 2017-)
Visiting Scholar at INSEAD at Innovation and Policy Initiative (Dec 2016- Aug 2018)
Assistant Professor of Economics, Zayed University (August 2013 – Dec 2016)

Courses Taught

Graduate: Intermediate Microeconomics; Managerial Economics; Statistics
Undergraduate: Principles of Microeconomics; Principles of Macroeconomics; Intermediate Macroeconomics; Statistics

Academic Journal Publications:

Adnan, W. From Close Integration to Near Elimination: the Economic Consequences of Isolation. (Revise and Resubmit)

Using the West Bank as a reference point, I find that the unemployment rate in Gaza increased by 11 percentage points after the Blockade was imposed. Furthermore, there was a short-term decline in wages by 16-18% in the service sector and approximately 22% in the non-service sectors. The findings also demonstrate the presence of substantive compositional changes, stemming from disproportionate inflows of workers previously employed in Israel, the domestic non-service and domestic informal sectors into the unemployment pool. The paper contributes to the academic and policy discussions centered on the economic costs of restricting labor flows and trade, the costs of imposing economic sanctions and the role of conflict and labor mobility in shaping wage trends, the unemployment rate and the changes in the informal economy.

Adnan, W., Arin K., Eruygur, A., and Spagnolo, N. What Have Minorities Got to do With It? The Employment Effects of Fiscal Policy Shocks (Revise and Resubmit)

We show that fiscal policy shocks have an uneven effect on the employment outcomes of racial/ethnic subgroups. In fact, due to labor market segmentation along race, ethnicity and gender, tax hikes (cuts) barely affect the employment outcomes of Blacks while substantially decreasing (increasing) the employment rate for Hispanic Whites. Segmentation results in differential responses to tax shocks because for example, Blacks have relatively high rates of public sector employment, a sector that does not respond to changes in the tax structure, while Hispanic Whites, are more likely to be employed in Construction, a relatively volatile industry.

Naseem, J., & Adnan, W. (2019). Being a second-generation Muslim woman in the French labour market: Understanding the dynamics of (visibility of) religion and gender in labour market access, outcomes and experiences. *Research in Social Stratification and Mobility*, 61, 79-93.

We use a mixed-methods approach to examine the role of ethnicity, religion and its visibility on the labor market outcomes of second-generation French women. Studying higher-order immigrants is of immense value to researchers because they allow one to control for the host environment while varying other potential determinants of labor market outcomes. Unadjusted salaries were especially low for visibly religious Muslim and non-Catholic Christian women, while adjusted salaries of all groups are similar. Differences between adjusted and unadjusted salaries suggest that pre-market conditions of visibly religious Muslims in the French context – including but not limited to lower educational attainment or residential segregation–play a vital role in shaping outcomes once in employment.

Adnan, W., & Miaari, S. H. (2018). Voting Patterns and the Gender Wage Gap. *Journal of Economic Behavior & Organization*, 146, 222-247.

This paper studies the effect of voting patterns on the gender pay gap by exploiting the nature of Israel's political system, which allows for an unusually large number of political parties, due to the low electoral threshold required for a party to secure seats in the Israeli parliament. Parties are categorized by the extent in which their platforms have publicly specified policy proposals that promote the advancement of women in the labor market. We find strong evidence that municipalities with a high share of the population voting for Jewish or Arab nationalist (leftist) parties have a relatively higher (lower) gender gap. We document a significant wage gap at the high end of the wage distribution (glass ceiling) in all municipalities.

Adnan, W. (2015). "Who gets to cross the border? The impact of mobility restrictions on labor flows in the West Bank". *Labour Economics*, 34, 86-99.

I find that increases in border closures deter out-migration, reduce wages and increase unemployment in the West Bank such that a 50 day increase in the number of border closures per quarter costs the economy approximately USD 1.7 million per day in the subsequent quarter. This paper speaks to a number of concerns in academic and policy circles, such as the role of stringent migration policies including quotas, point-based systems, visa requirements and increased border patrols. Moreover, in the West Bank and other developing nations, remittances are a critical income source, and thus, there

is a state of urgency for researchers and policy makers to understand the gains and losses associated with restricting labor to both the sending and receiving countries in order to make appropriate policy recommendations concerning immigration policy.

Adnan, W. (2014). "Examining Industry Wage Differentials in the Palestinian Territories" *Review of Middle East Economics and Finance* 10(2):123-150.

I find that industry wage differentials are large and persistent throughout the entire decade (2000-2010) in the West Bank and Gaza, and the industry wage structure is preserved and consistent with studies conducted on other countries. The paper contributes to the literature because identifying industry wage differentials, their causes, as well as the differences that arise between the public and private sector is crucial because it has policy implications towards mitigating wage inequality and unemployment.

Working Papers/Submitted (4)

Adnan, W. Culture or Context? Revisiting the Role of Culture on Economic Outcomes.

Due to the prominence of European immigrants prior to the Immigration Act of 1965, previous studies on the effect of cultural norms on female labor supply have primarily focused on US descendants of European immigrants. Today, the composition of higher order immigrants is increasingly diverse in terms of racial and ethnic ancestry, allowing me to examine the role of race and ethnicity. I also improve on the methodology used in previous studies by incorporating local factors in the US and social capital proxies. Thus far, I find that non-Hispanic Whites are the most consistent group for which cultural proxies have a persistent effect on female labor force participation rates and hours worked. For non-Hispanic Whites, local conditions and social capital measures are weak predictors of labor supply, although they are robust and persistent for Blacks.

Wifag Adnan, Kerim P. Arin, Juan A. Lacomba, Francisco Lagos: Hierarchy of social categories: an experimental approach

This experimental article reproduces a market of social categories in which participants can choose or discard an anonymous partner to be matched with based on their social group membership: gender, ethnicity and religion. This research allows us to analyze both hierarchy of social categories when selecting a peer and whether this rank is context dependent or not. We find that gender is revealed as the most prominent one in several economic contexts. However, religion also plays a significant role when statistical beliefs about groups become relevant regarding own payoffs.

Wifag Adnan, and Haggay Etkes. What's in a Kickback Payment? Extortion, Informality and Price Discrimination in Israel's Black Market for Work Permits

Millions of low-skilled, migrant workers face exploitative recruitment practices, such as being made to pay for residence visas, work permits and other recruitment-related costs. Such fees, referred to by some as kickback payments can reach exorbitantly high levels and impede the economic development of labor-exporting countries. Yet, due to data constraints, we have a limited understanding of the forces that influence kickback payments. This paper is the first to investigate the determinants of work permit prices in Israel's black market. We are aided by Israeli government reforms implemented during our period of study, which led to a rise in the number of permit holders. Using novel data

that allows us to observe permit prices and a wide range of workers' demographic and employment characteristics, we provide strong evidence for price discrimination. This supports the predictions of a basic dual economy model where the market power of sellers in the permit market is instrumental for such a market's existence. Moreover, we show that permit prices respond strongly to changes in the average local wage rates in the period prior to the reform, but not thereafter. Second, we show that, after the reform, individual wages play a more prominent role in predicting permit prices. Third, we find strong evidence of an increase in both first and third-degree price discrimination by permit brokers after the reform. Last, we estimate that the annual revenue generated by the black market increased from 678 million NIS in 2018 to 1.18 billion NIS in 2019.

Works in Progress (5)

Adnan, W. The Ordinary Side of Conflict

This paper quantifies welfare losses based on a job search model, where workers in Gaza initially search for jobs locally and abroad (in Israel), but are restricted to search only in the local market after the conflict ensued. In the absence of changes in the bargaining power parameter, the model estimates a welfare loss of approximately 50% between the pre-conflict period and the post-Blockade period. When the model allows for decreases in the bargaining power parameter of workers over time, changes in welfare estimates predicted by the model are in close range of the 27% decline in GNI per capita experienced by Gaza between 2000 and 2008. The paper contributes to the job search and matching literature by introducing conflict in such models and developing a new empirical strategy to identify the parameters of the model before and after both conflicts.

Adnan, W. and Sami Miaari. Does Conflict Shape Gender Norms?

Does conflict exacerbate traditional gender roles or lead to their dismissal? There are three types of conflict-related measures used in the period 1995-2017 to uncover the impact of conflict on female labor supply in the Palestinian context. The first measure accounts for how the conflict alters the demographic balance so there are fewer men, e.g. number of fatalities and prisoners. The second measure considers how the conflict alters the opportunity costs of working such as mobility restrictions (e.g. units of physical barriers and separation wall in km, commute time). The third measure incorporates income effects by using the percentage of land taken up by Israeli settlements, where unskilled Palestinians earn a premium.

Adnan, W. and Haggay Etkes. Own Your Labor: Evaluating a Work Permit Reform in Israel

This paper uses pre and post reform data to evaluate a work permit reform, that allows workers to switch or add employers without the employers' knowledge. The reform will likely favor migrant workers, but also stimulate local demand, benefit domestic workers and households in the West Bank, and eventually lead to more optimism regarding the state of the conflict.

Adnan, W. and Robert Allen. Measuring Wage Inequality across the World

Today, most of our measures of wage inequality suffer from a number of shortcomings: 1.) the measure is not comparable across countries, 2.) the range of occupations under

examination is usually limited to the ISCO classification, which requires national statistics offices to collect data on labor market activities and make them available, 3.) when international comparisons are made, wages across countries are converted to \$US using the PPP exchange rate, which may be problematic. By using a unique dataset (World Bank ICP data) that provides salaries for occupations across a range of countries, we aim to address all of the above-mentioned issues. First, we will adhere to the occupation classification of the ICP rather than the ISCO. Second, we will not use national indices or PPP exchange rates to compute the real wage. Instead, the real wage is computed by adjusting the reported salaries using the number of subsistence baskets a worker can purchase with her salary. Subsistence baskets are estimated using recent research on the new poverty line.

Selected Policy Papers and Research Reports (Consulting/Advising)

2019. Illicit trade in work permits for Palestinian Workers in Israel: Current Conditions and Approved Reform. Submitted to the Bank of Israel (Forthcoming in September).

2017. Determinants of Reservation Wages in the Saudi Labor Market. Submitted to the World Bank.

2016. Formulating Policies to Enforce Recruitment Reform among Low-Skilled Workers in the UAE. Submitted to the MoHRE (aka MOL).

2016. Adnan, Wifag. Wage Policies in the Public and Private Sector and the Consequences for Emiratization. Submitted to the MoHRE aka MOL.

2016. Adnan, Al-Shamsi and Fadhel. Identifying the Determinants of Female Labor Force Participation and the Gender Wage Gap in the UAE. Submitted to the Ministry of Human Resources and Emiratization aka MOL.

Current Research/Grants/Awards

2021. Adnan, W. Own Your Labor: Examining the Impact of a Labor Reform on Wages in Israel; from Research Enhancement Fund (\$241,000)

2021. Adnan, W. The Impact of COVID-19 on Palestinian Migrant Workers in Israel; from DevLab (\$12000).

2017. Adnan, W. and H. Etkes. IACMENA Seed Grant. Own Your Labor: Examining the Impact of a Labor Reform on Wages in Israel

2014-2017: Adnan, W., Berkay Ozcan and Gina Poncini. London School of Economics Collaboration with Arab Universities, Co-Principal Investigator: “Female Labor Force Participation and Female Entrepreneurship in the UAE” (Current/Pending).

2007-12: President’s Award at Princeton University

Policy Presentations and Local Engagement

2019—2nd Abu Dhabi Doing Business Forum (4th Industrial Revolution Panel)

2017—UAE Economic Outlook Forum (Innovation in the UAE)

2016—National Productivity Forum (Labor Productivity in the UAE)

2015—Dubai Economic Council and Ministry of Human Resources Emiratization Meetings

2014—Dubai Plan 2021 (Openness and Integration Panel)

Academic Conference Presentations

INSEAD Women at Work Conference (2020)—Culture or Context? Revisiting the Role of Culture on Economic Outcomes

IACMENA Conference (2017) --"Own Your Labor": Examining the Impact of a Labor Reform on Wages in Israel

Adnan, W. (2016). Intergroup Inequality in Israel. American Economic Association, San Francisco, CA. (January 5th, 2016)

Adnan, W. (2015). Can the U-Shaped Hypothesis Explain Trends in Female Labor Force Participation using Micro-level Data? Evidence from the Palestinian Citizens of Israel. Western Economic Association International 90th Annual Conference, Honolulu, Hawaii.

Adnan, W. (2014). Who Get to Cross the Border? The Impact of Mobility Restrictions on Labor Flows in the West Bank. 26th European Association of Labour Economists, Ljubljana, Slovenia.

Adnan, W. (2014). *The Impact of Mobility Restrictions and Social Welfare: the Case of the Gaza Blockade*. The Society of Labor Economists, Washington D.C., District of Columbia.

Adnan, W. (2014). *Who Gets to the Cross Border and Why?* 9th IZA/World Bank Conference on Employment and Development, Lima, Peru.

Adnan, W. (2013). *Explaining Industry Wage Differentials in the Palestinian Territories*. 5th Annual Research Symposium in Business and Economics, Sharjah, United Arab Emirates.

SERVICE:

Assurance of Learning - Institutional Service:

2020- : Member of Economics Search Committee (NYUAD)

2019- : Divisional Contact for Concerns Related to Academic Integrity (NYUAD)

2018-2019: Curriculum Development for Masters in Economics (NYUAD)

2017-2019: Capstone Research Advisor for Economics Majors (NYUAD)

2016-2017: Statistics Task force for New Design of Statistics Syllabus (NYUAD)

2015-2016: Member of Dean Search Committee (Zayed University)

2014-2015: Consultant for Dubai Plan 2021 for the Session: Openness and Integration

2014-2015: Needs Analysis for Economics Major

2014-2015: Course Coordinator for Introduction to Microeconomics

2013-2014: Designed Labor Economics and Development Economics Syllabi

2013-2015: Academic Advising for 18 students

2013-2016: Member in Teaching Committee and Research & Excellence Committee