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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

#### **Scholarly Work:**

#### **Publications/Revisions**

Adnan, W., Arin, K. P., Charness, G., Lacomba, J. A., & Lagos, F. (2022). Which social categories matter to people: An experiment. *Journal of Economic Behavior & Organization*, 193, 125-145.

*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.*

Adnan, W. From Close Integration to Near Elimination: the Economic Consequences of Isolation. *Journal of Development Studies* (Forthcoming)

*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. P., Corakci, A., & Spagnolo, N. (2022). On the heterogeneous effects of tax policy on labor market outcomes. *Southern Economic Journal*, 88(3), 991-1036.

*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**

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

*Schemes for the sale of work permits to immigrants from poor countries have attracted increasing attention. Current proposals are ongoing to design a permit market that is efficient and equitable for both buyers and sellers and which considers the effects on third parties. Our study exploits a unique opportunity to investigate the pricing strategies and welfare consequences of an existing work permit market for Palestinians residing in the West Bank. We are aided by the fact that during our period of interest, the Israeli government implemented a series of reforms to reduce and potentially eliminate underground employment, which led to an increase in the demand for work permits. We estimate that the share of permit holders who were payers increased by 12 percentage*

points (from 42% to 54%), permit prices rose by 14%, and black-market revenue increased from 678 million NIS (Adnan and Etkes, 2019) to 1.2 billion NIS. At the same time, worker surplus (take-home pay) was reduced substantially from 94% to 68% of the total wage bill. We find that through their market power, permit brokers devise a pricing strategy that exploits information on market forces and the institutional setting, in such a way as to capture consumer/worker surplus, either by limiting quantity and increasing barriers to entry (before the reform) through regressive pricing strategies or by adopting a more inclusive policy where there is progressive pricing strategy (after the reform) that is closely aligned with perfect price discrimination tactics.

## **Works-in-Progress**

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

*Does conflict exacerbate traditional gender roles or lead to their dismissal? In this paper, we use three types of conflict-related measures used in the period 1995-2017 to uncover the impact of conflict on the gender gap in wages and hours worked 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. Thus far, we find that the second and third measure of conflict led to the decline of real wages and the rise of unemployment. At the same, these types of conflict induced a substantial reduction in gender gaps in economic outcomes, increasing the contribution of women to society and decreasing overall wage inequality.*

Adnan, W. and Haggay Etkes. Are COVID-19 related policies undermined by underground employment? Evidence from Palestinian Employment in Israel

We study the interplay between the degree of formal employment (formal, semi-formal, and undocumented workers) and COVID-19 restrictions and policies during 2019-21. First, we show that legal workers (formal and semi-formal) with work-permits were more adversely affected by the first COVID-19-lockdown (2020/Q2) than undocumented workers without work permits. Permit holders experienced a sharper decline in workdays, work hours, wages and their absentee rates increased in comparison to underground workers, who were not obligated (at least in practice) to adhere to official regulations related to movement restrictions. Underground employment (i.e. employment without a work permit) became even more accessible for workers during the second half of 2020, when in an effort to reducing movement and contagion in the region, new Israeli regulations obliged employers to provide registered Palestinian cross-border commuters with housing accommodations and health insurance so that workers can stay overnight in Israel. The cost of adhering to these regulations was substantial, abruptly raising total labor costs particularly for firms with a disproportionate share of Palestinian workers. Consequently, in our second finding, we document an expansion of underground employment in absolute and relative terms (relative to legal employment) in all industries during the second half of 2020. We also document heterogeneous effects by industry affiliation and degree of formality. We show that formal workers in the construction industry not only experienced the largest drop in labor market outcomes throughout 2020, but their recovery was the slowest. Finally, we show that despite the fact that wages, work hours and job security declined with the degree of formality, vaccination rates of Palestinian workers in Israel increased with the degree of formality.

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 two-stage reform involving the acquisition of work permits for Palestinian cross-border commuters employed in Israel. In the first stage, the reform allows workers to search for, switch or add employers for up to 60 days after the end of their contract without requiring permission from the employer. In the second stage, there is an online platform that matches employers and employees based on skill and sector demand. We find that the first stage was not favorable for Palestinian cross-border commuters, where a majority of workers experienced stagnant wages, less mobility, and higher permit working in Israel by increasing their bargaining power, but also stimulates local demand, thereby benefiting domestic workers and households in the West Bank. Eventually, the policy leads 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—2<sup>nd</sup> Abu Dhabi Doing Business Forum (4<sup>th</sup> 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