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Academic Appointments

2026- present Assistant Professor, School of Labor and Employment Relations and Department of Economics,
University of Illinois Urbana-Champaign

Education

2026 **University of California, Berkeley, Ph.D. Economics**
Advisors: Christopher Walters, Supreet Kaur
Dissertation: Essays on Labor Economics in the Middle East

2018 **University of Georgia, B.A. Economics and B.A. Arabic, Summa Cum Laude**

Working Papers

Job Amenities, Adverse Selection, and Women's Labor Supply in Jordan

In many settings, women face logistical barriers to working, such as transportation and childcare. Firms could bridge these gaps by offering job amenities like firm-provided transportation, yet these amenities remain rare in developing countries. This paper asks whether adverse selection can help explain why. When workers' willingness to pay (WTP) for job amenities is negatively correlated with unobserved productivity, offering amenities instead of higher wages can disproportionately attract less productive workers. This dynamic may lead firms to avoid providing amenities even when WTP exceeds cost. This issue is particularly relevant in Jordan, where female employment is low and logistical barriers to work are significant. Working with a Jordanian research firm that exclusively hires female survey enumerators, I combine administrative firm records on worker productivity with a survey eliciting individual level WTP for job amenities such as childcare, transportation, and preferred pay schemes. For all amenities except childcare, the least productive workers have the highest willingness to pay. This negative correlation is particularly large for transportation, and cannot be fully explained by income, location, commuting costs, or any other observable. To assess the empirical magnitude of this adverse selection, I estimate a monopsony model that allows job amenities to increase labor supply and attract workers with different unobserved productivities. Estimates of the model demonstrate that mandating firm-provided transportation while allowing wages to adjust downward would increase employment, due to workers' large WTP for the amenity, but would lower average worker productivity via negative selection. The net effect is a reduction in firm profit, which may explain why the firm does not offer transportation. However, allowing workers to sort between a contract offering a higher wage without transportation and one offering a lower wage with transportation could simultaneously raise profit, employment, and worker welfare.

Economic and Social Impacts of Entering the Labor Market During a Recession: Evidence from Egypt

Relatively little is known about the effects of entering the labor market during a recession for young people in developing countries. Using novel, newly digitized historical unemployment rates from Egypt stretching back to 1968, I estimate the long run labor and marriage market effects of entering the labor market during a period of high unemployment. I find effects which reflect the same kind of economic scarring found in high income countries, but which manifest differently in this setting due to the differences in the job ladder. Men experience reductions in employment for 2 years after entry, but the long run effect on employment is positive. This increase is mostly driven by an increase in self-employment without any employees, often a form of disguised unemployment. Male recession entrants are also less likely to ever have a formal wage work job, an effect which is strongest for college graduates. In terms of family formation, both men and women turning 18 during a recession experience delays in entering marriage. However, there is some suggestive evidence that this benefits women: female recession entrants are more likely to complete secondary education and experience increased decision-making in their marriages.

Housing Subsidies for Refugees: Experimental Evidence on Life Outcomes and Social Integration in Jordan

(with Abdulrazzak Tamim, Emma C. Smith, Edward Miguel, Samuel Leone, Sandra V. Rozo, and Sarah Stillman)

Refugees require assistance for basic needs like housing but local host communities may feel excluded from that assistance, potentially affecting community relations. This study experimentally evaluates the effect of a housing assistance program for Syrian refugees in Jordan on both the recipients and their neighbors. The program offered full rental subsidies and landlord incentives for housing improvements, but saw only moderate uptake, in part due to landlord reluctance. The program improved short-run housing quality and lowered housing expenditures, but did not yield sustained economic benefits, partly due to redistribution of aid. The program unexpectedly led to a deterioration in child socio-emotional well-being, and also strained

relations between Jordanian neighbors and refugees. In all, housing subsidies had limited measurable benefits for refugee well-being while worsening social cohesion, highlighting the possible need for alternative forms of aid.

Works in Progress

Rationing through Intermittency: Evidence from Water Use in Jordan
(with Abdulrazzak Tamim and Lucy Hackett)

Job Market Information and Refugee Return: Experimental Evidence from Jordan
(with Emma Smith)

Publications

“Can Experiential Games and Improved Risk Coverage Raise Demand for Index Insurance? Evidence from Kenya” (with Sarah Janzen, Nicholas Magnan, Conner Mullally, Karl Hughes, Judith Odoul, and Soye Shin) *American Journal of Agricultural Economics*. 2021

“The Syrian Refugee Life Study: First Glance” (with Edward Miguel, Sandra Rozo, Sarah Stillman, Emma Smith, and Abdulrazzak Tamim) *Oxford Review of Economic Policy*. 2022.

Research Grants

Job Amenities, Adverse Selection, and Women's Labor Supply in Jordan: CECA Development Economics Challenge Grant (three awards), Weiss Fund Piloting Grant, International Growth Centre Small Grant, Berkeley Economists for Equity Small Grant
Total funding raised: More than \$60,000

Rationing through Intermittency: Evidence from Water Use in Jordan: Weiss Fund Piloting Grant, International Growth Centre Small Grant
Total funding raised: More than \$40,000

Presentations

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| 2026 | IMF MENA Research Conference, University of Illinois, University of New Mexico, PacDev |
| 2025 | Empirical Microeconomics Workshop, NEUDC, PacDev, UC Berkeley Development Lunch, UC Berkeley Labor Lunch, IRLE |
| 2024 | UC Berkeley Development Lunch, UC Berkeley Labor Lunch |

Fellowships and Awards

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| 2026 | Most Outstanding Graduate Student Paper, IMF MENA Research Conference |
| 2020 | National Science Foundation Graduate Research Fellowship |
| 2018 | Most Outstanding Student, Terry College of Business, University of Georgia Honors Program |
| 2018 | Outstanding Achievement in Economics, University of Georgia |
| 2018 | Hollingsworth Award, University of Georgia |
| 2018 | Phi Beta Kappa |
| 2014-18 | Foundation Fellowship, University of Georgia |

Teaching Experience

University of California, Berkeley, Graduate Student Instructor
Intermediate Microeconomics

Employment

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| 2020-2023 | Research Assistant, Department of Economics, University of California, Berkeley
Edward Miguel |
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2018-2020 Senior Research Specialist, Department of Economics, Princeton University
Leah Boustan, Alex Mas, David Lee, and Will Dobbie

Other Professional Experience

2016 Research Intern, Critical Threats Project, Washington, DC

2016 Arabian Peninsula Affairs Intern, U.S. Department of State, Washington, DC

Other Information

Languages English (native), Modern Standard Arabic (intermediate), Levantine Arabic (intermediate)

Citizenship United States