

Hoyeon Lee

EDUCATION

New School for Social Research, New York, United States
Ph.D. Candidate, Public and Urban Policy, Expected June 2027
M.Phil., Public and Urban Policy, 2025

Yonsei University, Seoul, Korea
M.A., Public Administration, Aug. 2018

Lee Kuan Yew School of Public Policy, National University of Singapore
Exchange Research Fellow, Aug. 2017
(Funded by the Ministry of Education and the National Research Foundation of Korea.)

Yonsei University - Seoul, Korea
B.A., Public Administration, Feb. 2015

RESEARCH INTERESTS

Inequality; Labor Market Stratification; Labor Market Institutions; Technology and Work; Migration and Labor Markets

DISSERTATION

Title: Rethinking Labor Market Inequality in South Korea: Automation, Institutions, and Stratification

Committee: Sakiko Fukuda-Parr (Chair), Will Milberg, Ying Chen

Description: Examines how automation reshapes labor market inequality by reallocating economic risks across stratified employment relations. Using longitudinal panel data (KLIPS) and qualitative interviews, the dissertation demonstrates that institutionalized employment structures mediate technological change and reorganize inequality beyond wage dispersion.

PUBLICATIONS

Lee, Hoyeon, and Jae-jin Yang. 2017. "Who Are Outsiders in the South Korean Labor Market?" *Korean Policy Studies Review* (한국정책학회보), 26(2), 65-104.

Yang, Jae-jin, **Hoyeon Lee** and Jung-ju Lee. 2016. "Life Satisfaction and Inequality of Opportunity for Happiness among the Elderly in Korea." *Social Science Review* (사회과학연구), 47(2).

Lee, Hoyeon. 2019. "Persistence and Change in Local Government Welfare Policy: Evidence from School Meal Programs in South Korea." *Policy Research* (정책연구), 3(1): 1-31.

JOB MARKET PAPER

Lee, Hoyeon. "From Polarization to Dualization: How Labor Market Stratification Filters Automation Shocks in Korea." Dissertation chapter. Full draft available.

Selected Presentation:

- *Society for the Advancement of Socio-Economics (SASE) 2026 Conference*, France, July 2026.
- *World Inequality Conference*, Paris School of Economics, Paris, France, June 2026.
- *Labor and Employment Relations Association (LERA) 78th Annual Meeting*, Minneapolis, MN, May 2026.

WORKING PAPERS

Lee, Hoyeon. "Programming Apps, Programming Workers: Algorithmic Control and the Institutionalization of Autonomy." RC21 presentation, Fieldwork funded by Starr Student Fellowship, WINIR presentation

Lee, Hoyeon. "Institutional Void, Moral Economy, and Consented Endurance: How Educated Young Korean Women Migrant Workers Accept Exploitation." ASE grant, Invited book chapter forthcoming (Routledge); journal manuscript in preparation.

BOOK CHAPTERS

Lee, Hoyeon. Forthcoming. "**Institutional Void, Moral Economy, and Consented Endurance: How Educated Young Korean Women Migrant Workers Accept Exploitation.**" In John B. Davis (ed.), *Stratification Economics in the Global Economy*. Routledge. (Invited chapter)

Lee, Hoyeon, and Jae-Jin Yang. "**Chapter 5: Quality of Labor Market and Quality of Life in South Korea.**" In MJ Moon (ed.), *Government Quality and Quality of Life*. Seoul: Moonwoosa, 2018.

OTHER PUBLICATIONS

Cho, Yoosun, Hoyeon Lee, and Yena Lee. **The Effect of Technological Changes on the Youth Labor Market in South Korea**, Seoul: Youth Hub, *Seoul Metropolitan Government*, 2020.

Lee, Hoyeon. 2018. "**Collaborative Governance and the Reduction of Welfare Blind Spots: Evidence from Local Social Security Councils in South Korea.**" Master's Thesis, Yonsei University.

AWARDS, GRANTS, AND FELLOWSHIPS

Winner, LERA/AILR Best Paper Competition, Labor and Employment Relations Association (LERA), 2026
"The Paradox of Apparent Inequality Mitigation under Rapid Automation: Labor Market Stratification and Institutional Adjustment in South Korea."

William R. Waters Research Grant, Association for Social Economics (ASE), 2026

Awarded annually to a single promising scholar for original research in social economics. Supports qualitative interviews with migrant workers in New York and New Jersey to examine labor market institutions and migrant labor stratification. (\$5,000)

Starr Student Award, India China Institute, 2026

Competitive fellowship supporting independent field research. Funds fieldwork in Kerala, India, including interviews with platform workers to examine algorithmic labor control and institutional dimensions of platform work. (\$3,500)

WINIR Young Scholar, World Interdisciplinary Network for Institutional Research (WINIR), 2026

Selected to present at the Young Scholars Pre-Conference Workshop on Governing Emerging Technologies: Navigating Public-Private Boundaries, Rome, Italy. Travel stipend awarded.

Travel Grant, International Association for Feminist Economics (IAFFE), 2026 (\$1,250)

Best Article Award in Labor and Welfare Studies, Institute for Welfare State Research (IWSR), 2018

Brain Korea 21 Plus Scholarship, National Research Foundation of Korea, 2015-2018

Competitive national research fellowship awarded to graduate researchers for participation in government research programs.

NSPE PHD Scholarship, The New School, 2019-2021.

Isador Lubin Scholarship, The New School, 2019-2021.

Excellence Award (YUPA), Yonsei University 2017

Awarded for outstanding academic achievement in the graduate program in Public Administration.

CONFERENCE PRESENTATIONS

“Programming Apps, Programming Workers: Algorithmic Control and the Institutionalization of Autonomy.” *RC21 Conference on Sociology of Urban and Regional Development, International Sociological Association (ISA)*, Session #18: Urban Subjectivities in Platform Labour: Class, Precarity, and Everyday Experiences of the Digital City, Vienna, Austria, July 2026.

“Programming Apps, Programming Workers: Algorithmic Control and the Institutionalization of Autonomy.” *Young Scholars Pre-Conference Workshop, World Interdisciplinary Network for Institutional Research (WINIR)*, Rome, Italy. (Selected participant; competitive selection; travel stipend awarded)

“Institutional Void, Moral Economy, and Consented Endurance: How Highly Educated Women Migrant Workers Come to Accept Exploitation.” *International Association for Feminist Economics (IAFFE)* 34th Annual Conference, Cali, Colombia, July 2026.

“The Role of Confirmation Bias in Interpreting Political Graphs.”, *The National Numeracy Network 2025 Annual Meeting*, Nov. 2025

Discussant, Feminist Economics Seminar Series – “Towards a Gender-Inclusive Social Policy State: The Feminist Case for a Basic Income in the U.S.” *International Association for Feminist Economics (IAFFE)*, Oct. 2025.

“The effect of Technological Changes on the Youth Labor.”, *The 2020 Annual Conference of Youth Hub and Seoul Metropolitan Government*, Nov. 2020.

“Who is the Precariat in Korea?”, *The Conference of the Korean Association of Governance Studies*, Feb. 2017.

RESEARCH EXPERIENCE

Principal Investigator, “*Technology and Youth Employment*,” *Youth Hub*, supported by *Seoul Metropolitan Government*, 2020. Designed and conducted independent quantitative research on technological change and youth employment. Led data analysis, policy evaluation, and report preparation for government-funded research project.

Research Fellow (Working Group Member), *AI and Its Social Impacts Research Project*, *Korea Information Society Development Institute (KISDI)*, 2026–Present

Responsible for the labor and social protection pillar, developing cross-national institutional indicators and datasets on labor market adjustment, social protection, and inequality in the context of AI-driven transformation.

Research Fellow, *Washington Center for Equitable Growth Job Quality Project*, Advisor: David Howell, 2019–2022. Conducted *cross-national statistical analysis using CPS and international household survey data*. Constructed harmonized microdata files and contributed to empirical research on job quality and earnings inequality across multiple project papers.

Research Collaborator, *Graphical Literacy and Misinformation Project*, Advisor: Debasmita Basu, 2023–Present. Research design, *IRB protocols*, and interview and survey instrument development. Literature review, data collection, and qualitative analysis.

Platform Cooperativism Research Fellow, *Platform Cooperativism Consortium*, Advisor: Trebor Scholz, 2021–2022

Research Fellow, *Institute for Welfare State Research*, Yonsei University, Advisor: Jae-Jin Yang, 2015-2018. Conducted empirical and policy-oriented research on labor markets, welfare systems, and inequality across multiple government- and foundation-funded projects. Contributed to quantitative analysis, institutional evaluation, and policy assessment supporting national and local government agencies.

- Ministry of Health and Welfare (Korea) and OECD collaboration: Estimated local government welfare expenditures and analyzed regional variation in welfare fiscal capacity.
 - National Research Foundation of Korea: Examined structural transformation of the Korean welfare state and social risk inequality.
 - Suwon City Government: Conducted institutional evaluation and performance assessment of municipal research and administrative systems.
 - Hankook Ilbo: Evaluated local government welfare systems and institutional performance across regions.
 - Korea Foundation: Investigated inequality in happiness and life satisfaction among population groups using quantitative survey data.
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SCHOLARLY EDITORIAL AND MANUSCRIPT CONTRIBUTIONS

Scholz, R. Trebor. *Own This!: How Platform Cooperatives Help Workers Build a Democratic Internet*. Verso, 2023.

- Contributed to manuscript development for an award-winning scholarly book on platform labor and worker cooperatives.
- Conducted comprehensive citation verification and page-level source validation across all chapters; performed systematic fact-checking of empirical claims and historical references; provided editorial feedback contributing to the manuscript's scholarly rigor and evidentiary accuracy.

TEACHING EXPERIENCE

Teaching Fellow (Instructor of Record), *Quantitative Reasoning I & II*, *The New School*, 2022–2026 (*nine semesters*)

- Sole instructor; designed full curriculum integrating math, statistics, and social issues; consistently strong student evaluations.
- Developed QR-II curriculum integrating regression modeling, data visualization, and applied analysis using R.

Graduate Teaching Assistant, *Economics in International Affairs*, *The New School*, 2021-2023

Assisted lecture and seminar delivery for graduate students.

PROFESSIONAL EXPERIENCE

Policy Advisor to **Labor Committee Member**, *National Assembly of Korea (Democratic Labor Party)*, 2010-2012

- **Served as one of two labor policy advisors to the only labor-affiliated member of the National Assembly**, providing direct policy support on labor legislation, disputes, and institutional enforcement.
- Conducted extensive **field investigations across 50+ labor dispute sites nationwide**, engaging directly with workers, unions, employers, and government officials to assess labor conditions and institutional compliance.
- Produced high-volume written policy briefs, legislative memos, and analytical reports daily, and **regularly delivered in-person briefings to party leadership and senior legislators** to support legislative deliberations and labor policy decision-making.
- Participated in dispute resolution processes involving mediation, regulatory engagement, and parliamentary intervention.
- Represented the Democratic Labor Party in formal negotiations and policy meetings for **minimum wage policies** with national labor federations (KCTU, FKTU), civil society organizations, and institutional stakeholders.
- Designed and conducted **an international survey and qualitative interviews (U.S., Canada, Australia, U.K.) examining labor conditions and institutional protections of Korean youth working abroad**; findings contributed to National Assembly policy oversight and review.
- Received official commendations during National Assembly inspections (2010, 2011) for outstanding policy support.

Sergeant, Republic of Korea Army, Capital Defense Command, 2012-2014

- Selected as Best Recruit and Best Squad Leader based on top performance in formal military training and leadership evaluation programs.
- Received official commendations from the Division Commander (Major General) and the Capital Defense Command Commander (Lieutenant General), recognizing outstanding leadership, discipline, and performance.

SERVICE AND LEADERSHIP

Labor Union Representative, *SENS-UAW*, *The New School*, 2021–2023

Represented academic workers in collective bargaining and institutional negotiations. Organized language tutors, conducted structured interviews and internal investigations, and contributed to securing institutional recognition and compensation for unpaid training and waiting time.

Executive Director (Elected), *General Students' Association*, *Yonsei University*, 2009–2010

Served as campaign director for a successful university-wide election and subsequently as Executive Director of the General Students' Association. Directed executive operations, organizational strategy, and campus-wide governance and institutional reform initiatives.

Founder and Chair, *Student Association for Transparency in University Fund Operations*, 2008–2009

Founded and led a university-wide transparency initiative challenging institutional financial opacity. Coordinated organizational strategy and legal efforts that resulted in a landmark court ruling requiring the disclosure of university fund management records (*Seoul Administrative Court, Case No. 2008Guhap26593*). Established a legal precedent for financial transparency in private higher education, leading to the public release of previously undisclosed fund operations through the university newspaper

Head Coordinator, Rural Community Outreach Program, Yonsei University, 2007–2008

Led and managed a university-wide outreach program mobilizing over 1,000 student volunteers. Oversaw budget management, logistics, and institutional coordination, and spent extended periods in the field supervising program implementation and organizational operations in underserved rural communities.

President (Elected), College Students' Association, Yonsei University, 2007–2008

Elected to represent the College of Social Science. Led college-level governance, budget oversight, and student policy coordination.

President (Elected), Department Students' Association, 2006–2007

Elected to represent the Department of Public Administration. Organized departmental governance, student representation, and academic coordination.

Volunteer Teacher, Catholic-run Community Study Room, Yeongdeungpo-gu, Seoul, South Korea, 2005–2006

Provided after-school instruction, mentorship, and supervision for children ranging from preschool age to high school seniors in a nun-led urban community education program serving industrial and low-income families. Volunteered regularly (1–2 evenings per week), providing sustained academic support and care in a makeshift study space within an industrial factory building serving youth from surrounding working-class neighborhoods.

ADDITIONAL SKILLS

Statistical and Visualization software: **Stata, R, SPSS, Tableau**

Certification: Nationally certificated career counseling qualification (South Korea)

ADDITIONAL TRAINING

ICPSR Summer Program in Quantitative Methods of Social Research, University of Michigan, 2022

Partially funded by the Department of Public and Urban Policy, New School for Social Research.

Completed advanced coursework in quantitative methods, including:

- *Panel Data and Longitudinal Analysis, Time Series Analysis II: Advanced Topics, Regression Analysis II: Linear Models*