

Hyunji Kwon

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EDUCATION

Ph.D. January 2008.
Cornell University, School of Industrial and Labor Relations, NY., US.
Major: Collective Bargaining, Labor Law, and Labor History.
Minors: Human Resource Studies; International and Comparative Labor.
Dissertation Title: The Search for Flexibility: The Evolution of Internal Labor Markets and Non-Standard Work in Korean Banking
Dissertation Committee: Harry Katz (Chair), Rosemary Batt, Sarosh Kuruvilla

M.A. February 1995.
Hallym University, Sociology, Chooncheon, Korea
Concentration: Sociology of Work, Organizational Sociology.

B.A. February 1993.
Ewha Women's University, Sociology, Seoul, Korea

EXPERIENCE

Professional (Academic) Experience

2015.3 –current	Associate Professor, Dept. of Sociology, College of Social Sciences, Seoul National University
2009.1 – 2015.2.	<i>Lecturer</i> , Department of Management, King's College London, London
2007.1 – 2008.12	<i>Research Fellow</i> . Korea Labor Institute.
1995.1 – 1999.12	<i>Researcher and Senior Researcher</i> . Research Center for the Federation of Korean Trade Unions.
2001 – 2006	Research Assistant & Teaching Assistant, Cornell University
1994	Research Assistant, Korea Labor Institute
2020.1– current	Member of Editorial Board, Korean Journal of Labor Studies

2018.6. – current	Member of Editorial Board, Development & Sociology (2019~Journal of Asian Sociology)
2018.8 –2019.12	Member of Editorial Board, Korean Journal of Sociology
2014 – current	Member of Editorial Board, Korean Journal of Industrial Relations
2013	Member of Editorial Board, Korean journal of human resource management
2018.6 – current	Member of Korean Industrial Relations Association Council
2017 – current	Member of Korean Sociological Association Council
2016 – current	Member of Korean Association of Labor Studies Council
2017 – 2018.7	Academic Steering committee, ILERA 2018 Conference
2014	Steering committee, International Labour Process Conference
2019 – Current	International Collaborator CRIMT-SSHRC Partnership Project on Institutional Research Experimentation for Better (or Worse) Work, Canada
2016 – 2018	International Research Collaborator of the <i>Globalizing Actors in Multinational Companies</i> project supported by the Economic and Social Research Council, UK

GRANTS and FELLOWSHIPS

2019.3~2020.8

Research Grant, LG Yonam Foundation

2019.1.~2020.12

Research Grant, The Future of Work: Freelancers in ICT, Principal Investigator, Korea Labor
Institute [Principal Investigator]

2017.6~2020.5

Research Grant, “What Roles do Globalizing Actors Play?” (NRF-2017S1A2A2041743),
Principal Investigator, National Research Foundation, Korea

2017.9~2020.8

Research Grant, “Dream Capital of Youth in transition and their divergence” (NRF-
2017S1A3A2066155), Co-Investigator, Social Science Korea Division, National Research
Foundation, Korea

2017.6~2019.5

Research Grant, “Institutional Conditions for Social Entrepreneurship in the Youth Labor
Market”, Principal Investigator, The SK Happiness Foundation, Korea

2017.6~2019.5

Research Grant, “Youth’s Labor and Social Movement in East Asia”, Principiip Investigator,
Posco Cheongam Foundation, Korea

2017.3~2017.12

Research Grant, Digital Economy and Employment Relations, Principal Investigator, Korea Labor Institute

2015

New Fellow Research Grant, Seoul National University

2010

Research Grant, “Socio-economic Change and Gender Inequality in East Asia: A Comparative Study of Korea, Japan, and Taiwan.” Co-investigator, Korea Research Foundation

2008

Research Grant, Co-investigator, “Workplace Innovation in Korea” Ministry of Labor, Korea

2000.8–2002.6

Olin Scholarship, The Graduate School of Cornell University.

1993–1994

Graduate School Fellowship, Hallym University

Publications

Journal Articles

“Categorical Matching as an Organizational Condition for Gender Inequality in the Korean Labor Market” *Sociological Perspective* 63(1): 29~49. 2020. With Y. Kim & H. Kwon

“Long Work Hours and Economic Activity Aspirations of Managerial Married Women” *Korea Journal of Industrial Relations* 29(4). 2019 with J. Moon [in Korean]

“When do Popular Music Artist Anticipate Continuous Art Activities?: The Effect of Social Capital on Stable Artistic” *Prospects Quarterly Journal of Labor Policy* 19(3): 61-92. 2019. With J. Yang and S. Kim [in Korean]

“Women Labor Market Structure reflected in Labor Mobility of Women who entered Labor Market during the Economic Crisis” *Korean Women’s Studies* 35(1): 1-37. 2019. With E. Kim and S. Lee [in Korean]

“What Makes Them Dream on? The Influence of Social and Psychological Assets on Young Musicians’ Decision to Stay in the Profession”. *Development and Society* 47(3):371-400. 2018. with S. Kim & J. Yang

“What has changed - and remained the same: College graduates’ work history in post-crisis Korea”, *Economy and Society*, 118. 139-181. 2018. with S. Lee and Y. Kim [in Korean]

“Gender Inequality in the Careers of Women Lawyers”, *Korean Journal of Women Studies*, 34:2. 71-116. 2018. with H. Kwon [in Korean]

“Seniority Based Pay System and the Relational basis of Workplace Inequality”, *Korean Journal of Labor Studies*, 23:2, 1-45. 2017. with S. Ham [in Korean]

- “Care Penalty: Devaluation and Marketization of Care”, *Korean Journal of Labor Studies*, 23:3, 131-176. 2017. with S. Ham [in Korean]
- “Divergence in Women’s Employment in Korea and Japan: What Shapes the Different Patterns around Childbirth?”, *Development and Society*, 45:3, 467-502. 2016. with J. Nishimura
- “Union Effects on Workplace Accidents: A Longitudinal Analysis on the Korean Manufacturing Sector”, *Korean Journal of Industrial Relations*, 27:2, 85-110, 2016. with W. Kim [in Korean]
- “Categorical Inequality in University Janitorial Contract Service Work Organizations : Its Durability and Changeability”, *Korean Journal of Industrial Relations*, 27:2, 111-139, 2016. with H. Kwon and Y-M. Kim [in Korean]
- “Durable gender inequality in the growing low-wage service economy”, *Economy and Society* 107. 44-78. 2015. with Y.-M. Kim and H. Kwon [in Korean]
- “Changing Industrial Relations and Labor Market Inequality in Post-Crisis Korea”, *Development and Society* 44:3, 465-494. 2015.
- “Solidarity politics between regular and non-regular workers unions: A case study of Hyundai Motors” with B. Lee and S. Hong *Korean Journal of Sociology*. Vol. 48 No. 4. 2014. [in Korean]
- “It’s all in the mix: Determinants and consequences of workforce blending in call centers” (with D. van Jaarsveld) *Human Relations*. Vol. 66. No. 8. 2013
- “The Patterns of economic participation of married women in advanced East Asian economies: A comparison between Korea and Taiwan” (with Jung, E., Y. Kim) *Journal of Korean Women's Studies*, 28: 1. 2012 [in Korean]
- “Employer Strategies and Wages in New Service Activities: A Comparison of Coordinated and Liberal Market Economies.” *British Journal of Industrial Relations*. Vol . 48. No. 2. 2010. with R. Batt and H.Nohara
- “The Effects of Institutional and Organizational Characteristics on Numerical Flexibility: Evidence from Call Centers in Liberal Market Economies.” *Industrial and Labor Relations Review* Vol. 62. No. 4. 2009. with D. van Jaarsveld and A. Frost
- “Strategic interdependence and Coordinated Collective Bargaining in the Korean Banking Industry.” (with S. Lim, Y. Park, and S. Lee) *Korean Journal of Industrial Relations* Vol. 19 . No. 2. 2009. [in Korean]
- “State Dependence of Contingent Work and Its Role in Explaining the Gender Difference in Contingent Work,” (with W. Kim) *The Women’s Studies*, 2008. Vol. 74. No. 1. 2008 [in Korean]
- “The Diverging Convergence in ICTdriven Employment Relations: A Comparative Case Study of Korean Call Centers.” (B. Lee and H. Kang). *Korean Journal of Industrial Relations* Vol. 18. No. 2. 2007. [in Korean]
- “Trade Union Growth and Decline in Asia.” *British Journal of Industrial Relations*. Vol. 40. No.3. 2002. with S. Kuruvilla, , S. Das, and S. Kwon
- “The Structure of Product Markets and Large Firms' Wage Policy.” (with J. Yee, and H. Song) *Korean Journal of Sociology*. Vol. 29. Korean Sociological Association. 1995. [in Korean]

Under Review

“Tackle the Crunch Mode: The Rise of an Enterprise Union in Korea’s Game Industry.”
Submitted to *Employee Relations*. With S. Jung, Revised&Resubmitted.

Book chapters, Policy Reports and etc.

The Future of Work: Freelancers in ICT, Forthcoming, Korea Labor Institute [Co-authored, in Korean]

“Future Workplaces in the era of Homomachina,” in Han et al. *Homomachina: The Future of Human-Robot Relationship*. Forthcoming. [in Korean]

“Labor Trends”, in Lee et al. *Korean Social Trends, each year from 2015 to 2019*, Statistics Research Institute at Statistics Korea [in Korean]

The Future of Work, Policy Report to the Ministry of Employment and Labor, 2018. [Co-authored, in Korean]

Korea’s Labor 4.0 Policy Report to the Ministry of Employment and Labor 2018. [Co-authored, in Korean]

“Gender Inequality and Social Conflict in youth”, in Kang et al. *Social Conflict and Inequality*, Seoul: Purungil, W. Kang et al. 2018. [Co-authored, in Korean]

“Search for New Policy Direction to Protect Precarious Workers” in *Labor market polarization and the Creation of Decent Jobs*, a Report to the Economy, Social and Labor Council. 2018.[in Korean]

What happened to those on leave after Paternity Leave Report to the Hakbong Award, Seoul National University, the School of Law. 2018. [co-investigator, in Korean]

Digitalization and Changing Employment Relations: Concepts and Realities. Korea Labor Institute. 2017. [Principal Investigator, in Korean]

Seniority Wage systems and Policy Responses, Report to the Economy, Social and Labor Council. 2016.[co-investigator, in Korean]

“Changes in the labor regimes and workers’ consciousness in Contemporary Korea”, in *The changes in Korean Society: Findings from social surveys 1965-2015*, D. Chang (ed.) 2015. Seoul: Hanul Books.[in Korean]

“Cross-border Hybridization of Employment Practices: the internationalization of a Korea based manufacturer in China”, in D’Costa, A. (ed.) *After Development Dynamics*, Oxford University Press, 2015. with Cho. S.

"Coordinated Divergences: Changes in collective bargaining systems and their labor market implications in Korea" (S. Lim) in Hauptmeier, M. & M. Vidal, *The Comparative Political Economy of Work and Employment Relations*. Palgrave. 2014

“Long working hours and work-life conflict: Evidence from Associate Lawyers in Korea” in K. Bae (ed.) *Working time arrangements and work life balance*, Korea Labor Institute.

2014. [in Korean]
- “Unpaid overtime work and its effect on turnover in Korean banking for Korea Labor Institute & Korean Financial Workers' Union.” *Labor Review*. March 2012. [in Korean]
- “Working time insecurity: Long hours of work and unpaid overtime in the Korean banking industry” in K. Bae et al., *Long hours of work in Korea*, Korea Labor Institute. 2011. [in Korean]
- A Korean country report for the European Commission’s project on socially responsible restructuring: Comparative overview analysis of the ways in which the restructuring phenomenon is dealt with worldwide. 2011. European Commission
- Workplace Innovation in Korea and State Policy*. (K. Bae and Y. Noh). Korea Labor Institute 2009. [in Korean]
- Freelancers’ Employment Relations in the IT and Film industries*. (with J. Hwang, Y. Kim, J. Nam and J. Park). Korea Labor Institute. 2009. [in Korean]
- Changes in Employment Relations in Financial Services*. Korea Labor Institute. 2008. [in Korean]
- “Non regular work in Korea: A comparison between Automobile and banking industry.” (with B. Lee) in Burgess, J and J. Connell (eds.) *Globalisation and work in Asia*. 2007.
- “Service Management and Employment Systems in U.S. and Indian Call Centers.” (with R. Batt and V. Doellgast) in S. Collins and L. Brainard, eds., *Brookings Trade Forum 2005: Offshoring White-collar Work – The Issues and Implications*. Washington, D.C.: The Brookings Institution. 2005. [reprinted in Mohan Thite and Bob Russell, *The Next Available Operator: Managing Human Resources in Indian Business Process Outsourcing Industry*. Sage Publications 2009.
- “Social Partners’ Choices of the Fixed-Term Employment After Nonstandard Work Legislation.” (with E. Park). *Labor Review*. October 2007. Korea Labor Institute [in Korean]
- “Development of Sectoral Collective Bargaining and Employer Association in the Hospital and Banking industry”. (with S. Eun). *Labor Review*. June, 2007. Korea Labor Institute. [in Korean]
- “2007 Collective Bargaining in the Banking Industry”. *Labor Review* April, 2007. Korea Labor Institute [in Korean]
- “Diverging Use of Nonstandard Work Arrangements in Korean Banking.” *Labor Review*. March, 2007. Korea Labor Institute [in Korean]
- Call Centers in Korea*. (B. Lee and H. Kang). Korea Labor Institute. 2006. [in Korean]
- “The Growth of Nonstandard Employment, Changing Labor Market Structure and Industrial Relations.” with H.W. Kwon. in Lee, C. et al. (eds.), *Changing Industrial Relations of the Large Firm Sector in Korea*, Korea Labor Institute. 2005.
- Indian Call Center Industry Report: Strategy, HR Practices, and Performance. National Benchmarking Report. (with R. Batt, V. Doellgast, M. Nopany, and P. Nopany. 2005.
- The US Call Center Industry: National Benchmarking Report, Strategy, HR Practices, and

- Performance. (with R. Batt and V. Doellgast) 2005.
- Building a Tripartite System for Advanced Labor Market Policies.* (H. Lee and K. Um). The Federation of Korean Trade Unions (FKTU) Research Center and Freidrich Ebert Foundation (FES). [in Korean]
- Determinants of Declining Union Density in the OECD Countries.* The FKTU Research Center. 1998. [in Korean]
- Organizational Characteristics and the Governance Structure of Labor Unions in Korea.* The FKTU Research Center. 1997. [in Korean]
- The Korean Trade Unions in the 1990s: The Roles of Trade Unions and Industrial Democracy.* (with J. Yee) The FKTU Research Center. 1996. [in Korean]
- The Effects of Technological Changes on Women workers and the Union Movement in the Korean Banking Industry.* with S. Cho and S. Choi. 1996. The FKTU Research Center. [in Korean]