

**KUN LEE**

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**ACADEMIC POSITIONS**

Research Associate, LIS Cross-National Data Center & Luxembourg Institute of Socio-Economic Research (LISER), Luxembourg	2024-Present
Research Affiliate, Department of Social Policy and Intervention (DSPI), University of Oxford, UK	2025-Present
Visiting Researcher, Institute for Social Development and Policy Research, Seoul National University, Republic of Korea	August 2025

**EDUCATION**

<b>DPhil</b> Social Policy, University of Oxford, UK	2020-2024
<b>MSc</b> Comparative Social Policy ( <i>Distinction</i> ), University of Oxford, UK	2018-2019
<b>BA</b> Social Welfare & Economics ( <i>Summa Cum Laude</i> ), Seoul National University, Republic of Korea	2012-2018

*Visiting Research & Exchange*

Stone Center for Inequality Dynamics, University of Michigan, Ann Arbor, MI, USA (4 months, Host: Fabian Pfeffer)	2024
Finnish Centre for Pensions, Helsinki, Finland (1 month, Host: Kati Kuitto)	2023
Humboldt University of Berlin Germany (3 months, Host: Anette Fasang)	2023
University of Mannheim, Germany (4 months, Host: Bernhard Ebbinghaus)	2022
University College London, UK (Arts & Sciences, International Exchange)	2016-2017

**PUBLICATIONS***Peer-Reviewed Journal Articles* (\* Corresponding author)

Oh, J., Son, S. & **Lee, K.\*** (2025). 'Exclusion from a 'mandatory' pension scheme: Late-stage dropouts from the National Pension System in South Korea', *Journal of the Economics of Ageing*, 100578.

Kim, K. & **Lee, K.** (2025). 'Intra-couple allocation of paid and unpaid work, allocation perceptions, and life satisfaction in South Korea: An analysis based on the 'equitable specialization' framework', *Korean Journal of Social Welfare*, 77(2), 213-237 [in Korean]

**Lee, K.** (2024). 'Varying Effects of Public Pensions: Pension Spending and Old-age Employment under Different Pension Regimes.' *Journal of European Social Policy*, 34(1).

- JESP/ESPAnet Doctoral Researcher Prize 2023 (Best Paper)
- SASE 2023 Early Career Workshop Award

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**Lee, K.** (2022). ‘Old-age Poverty in a Pension Latecomer: The Impact of Basic Pension Expansions in South Korea’, *Social Policy & Administration*, 56(7), 1022-1040.

**Lee, K. & Zaidi, A.** (2020). ‘How policy configurations matter: a critical look into pro-natal policy in South Korea based on a gender and family framework’, *International Journal of Sociology & Social Policy*, 40(7/8), 589-606.

### *Book Chapters*

Kuitto, K. & **Lee, K.** (2025). ‘How to make extending working lives in ageing welfare states socially sustainable’, in M. Vaalavuo, K. Nelson & K. Kuitto (eds.), *Social Sustainability in Ageing Welfare States*, Cheltenham, UK: Edward Elgar.

Ebbinghaus, B. & **Lee, K.** (2023). ‘From early retirement to later exit from work: shifting towards active ageing’, in D. Clegg & N. Durazzi (eds.), *Handbook of Labour Market Policy in Advanced Democracies*, Cheltenham, UK: Edward Elgar.

### *Selected Working Papers*

Old and new welfare states retaining older workers in the face of crisis: The case of COVID-19 in Europe (single author; Revise & Resubmit, *Socio-Economic Review*).

Converging or unequal retirement patterns? Late working lives, retirement trajectories, and pension income in Germany over three decades of cohorts (with Bernhard Ebbinghaus: Revise & Resubmit, *Social Forces*)

Context matters: The role of family policies shaping fertility and women’s labor force participation across policy regimes (with Eunho Cha & Stacie Tao; *under review*)

Pension systems and wealth inequality in old age: Revisiting the Paradox of Redistribution (with Javier Olivera & Philippe Van Kerm)

Technological change, workers’ anxiety, and pension savings behavior (with Ludivine Martin & Thuc-Uyen Nguyen-Thi)

A fragile social contract: The politics of an unpopular welfare reform in South Korea (with Dong-kyun Im)

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### **AWARDS, GRANTS & FELLOWSHIPS**

KFAS-Salzburg Global Fellowship	2024
SustAgeable Consortium Project Grant, Helsinki, Finland	2023
Horowitz Foundation for Social Policy Doctoral Dissertation Grant	2023
JESP/ESPAnet Doctoral Researcher Prize (Best Paper)	2023
SASE Early Career Workshop Award	2023
German Academic Exchange Service (DAAD) Short-term Research Grant	2022
ICPSR Summar Program Scholarship for Public Administration, Public Policy, and Public Affairs, University of Michigan, Ann Arbor, MI, USA	2022
Centenary Scholarship, DSPI, University of Oxford, UK	2020

Korea Foundation for Advanced Studies (KFAS) Doctoral Fellowship	2020
Republic of Korea Government Scholarship for Study Overseas	2018

### SEMINARS & INVITED TALKS

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- ‘The Luxembourg Income and Wealth Study: Introduction and Applications to Comparative Inequality Research’, Special Lecture at the Annual Symposium of the *Korean Inequality Research Network*, 16 July 2025
- ‘Technological change, workers’ anxiety, and pension savings behavior’, *East Asian Political Economy Workshop*, King’s College London, 26 June 2025
- ‘Pension systems and wealth inequality in old age: Revisiting the Paradox of Redistribution’, *Herman Deleeck Centre for Social Policy*, University of Antwerp, 15 May 2025
- ‘Convergence or continued stratification? Late working lives and retirement trajectories in Germany’, *Sequence Analysis Association Webinar Series*, 17 October 2024
- ‘Panel Data Analysis’, *DSPI Methods Meetup*, University of Oxford, 18 October 2023
- ‘Introduction to the South Korean Pension System: History, Current State and Challenges’, *ETK Research Seminar*, Finnish Centre for Pensions, Helsinki, 4 October 2023
- ‘The Impact of Basic Pension Expansions on Older People’s Income and Poverty in South Korea’, *BSA Social Statistics Group Brown Bag* (online), 30 September 2021

### CONFERENCE PRESENTATIONS

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| ISI Wealth Conference, Munich, Germany, October 9-11 (scheduled)         | 2025 |
| Research on East Asian Demography & Inequality, Seoul, Korea, July 18-19 |      |
| Social Policy Association Annual Conference, York, UK, July 2-4          |      |
| Netspar International Pension Workshop, Leiden, Netherlands, June 18-20  |      |
| PAA Annual Meeting, Washington DC, USA, April 11-13                      |      |
| ISA-RC28 Spring Meeting, Milan, Italy, March 25-27                       |      |
| Comparative Economic Inequality Conference, Luxembourg, February 27-28   |      |
| Annual ESPAnet Conference, Tampere, Finland, August 28-30                | 2024 |
| EASP-FISS Joint Annual Conference, Kyoto, Japan, June 13-14              |      |
| PAA Annual Meeting, Columbus, OH, USA, April 17-20 (poster)              |      |
| Annual ESPAnet Conference, Warsaw, Poland, September 7-9                 | 2023 |
| ISA-RC28 Summer Meeting, Ann Arbor, MI, USA, August 17-20 (poster)       |      |
| SASE Annual Conference, Rio de Janeiro, Brazil, July 20-22               |      |
| Social Policy Association Annual Conference, Nottingham, UK, July 5-7    |      |
| ISA-RC28 Spring Meeting, Paris, France, May 24-26                        |      |
| ESPAnet PhD Workshop, Berlin, Germany, March 16-17                       |      |
| ESA-RN26 Mid-term Conference, Berlin, Germany, October 7-8               | 2022 |
| Annual ESPAnet Conference, Vienna, Austria, September 14-16              |      |
| FISS Annual Conference, Sigtuna, Sweden, June 6-7                        |      |

Annual ESPAnet Conference, online, September 1-3	2021
BSA Work, Employment & Society Conference, online, August 25-27	
EASP-FISS Joint Annual Conference, online, July 2-4	
EASP Annual Conference, Taipei, Taiwan, July 2-3	2019

## TEACHING

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<i>LIS Summer Workshop, Esch-sur-Alzette, Luxembourg</i>	
(Macro-) Panel Data Analysis using LIS data – <i>Instructor</i>	Summer 2025
<i>University of Oxford, Oxford, UK</i>	
Social Policy (Undergraduate) – <i>Seminar Leader</i>	Fall 2023; 2021-2022
Quantitative Analysis (Postgraduate) – <i>Teaching Assistant</i>	Fall 2023
Training for Advanced Teaching & Learning, Higher Education Academy (UK Professional Standards Framework)	Winter/Spring 2022
<i>University of Mannheim, Mannheim, Germany</i>	
Reform Dynamics in European Welfare States (Undergraduate) – <i>Co-Instructor</i> (with Bernhard Ebbinghaus)	Spring 2023
‘Analyzing Panel Data in Comparative Research’ – <i>Guest Lecturer</i> for Comparative Research Methods (Graduate)	Fall 2022

## RESEARCH METHODS TRAINING

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Advanced Difference-in-Difference by Clément de Chaisemartin, LISER Workshop	2025
Field Experiments: Design, Analysis, and Interpretation by Donald Green, INSTATS	2024
Multilevel Modelling, Centre for Multilevel Modelling, University of Bristol, UK	2023
ICPSR Summer Program, University of Michigan, Ann Arbor, MI, USA (Courses: Machine Learning, Bayesian Modelling, Advanced Modelling for Social Sciences)	2022
Causal Inference I, II: Mixtape Sessions by Scott Cunningham	2022
Methods of Causal Inference by Richard Breen, Nuffield College, Oxford, UK	2022
Sequence Analysis in the Social Sciences, GESIS Training, Mannheim, Germany	2021
Panel Data Analysis for Comparative Research, Essex Summer School, UK	2021
Longitudinal Data Analysis Workshop, University College London, UK	2020
Panel Data Analysis, KOSSDA Workshop, Seoul National University, Korea	2020

## SERVICE TO THE PROFESSION

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Journal Referee: Ageing & Society, Asian Social Work & Policy Review, International Journal of Sociology & Social Policy, Journal of the Economics of Ageing, Poverty & Public Policy, Social Policy & Administration, Socius

Core Member, Pensions Policy Research Group, Social Policy Association UK, 2023-Present

Organizing Committee, 5th (LIS)<sup>2</sup>ER Workshop: “Fighting poverty: measurement and policy

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challenges”, 11-13 December 2024

Organizing Committee, Symposium for Early Researchers in Social Policy & Intervention, Nuffield College, Oxford, 27 May 2022

Co-chair, Young Scholar Session: Labour market and social policy responses to the pandemic, The COVID-19 Public Health and Social Measures (PHSMs) Conference, 6 October 2021

### ENGAGEMENT ACTIVITIES

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2<sup>nd</sup> KFAS-Salzburg Global Leadership Initiative: Technology, Growth & Inequality, 2024-25

Contributions to Oxford Supertracker: A global database for COVID-19 policy trackers

Organizing Committee, Oxford-Korea Forum, Wolfson College, Oxford, 12 November 2021

‘Myths and Truths of the South Korean National Pension’, *Oxford Korean Academic Society* Public Lecture Series, 1 December 2023

‘Changes in European Countries’, in Sang-jin Han (ed.), *An International Comparative Study on Citizen Participatory Governance Model and Health and Welfare Policies in the COVID-19 Era*, Policy Report for the Ministry of Health and Welfare, Republic of Korea

‘Europe’s Policy Responses to the Labour Market Crisis during the Pandemic’, *Oxford Korean Academic Society* Public Lecture Series, 21 October 2021

Treasurer, Oxford Korean Academic Society, University of Oxford, 2020-21

### RESEARCH & WORK EXPERIENCE

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Research Assistant, University of Oxford, UK	2021
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Research Assistant, Seoul National University, Korea	2021
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Research Assistant, King’s College London, UK	2020
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Administrative Assistant, Seoul National University, Korea	2019-2020
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IARU Global Intern, Oxford Institute of Population Ageing, Oxford, UK	2019
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Social Work Trainee, Hanwoori Rehabilitation Center, Seoul, Korea	2018
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Military Service, National Assembly Police Officer, Seoul, Korea	2014-2015
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### OTHER SKILLS

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Languages: English (fluent), Korean (native)

Statistical Software: R, Stata

**REFERENCES**

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**Bernhard Ebbinghaus**

Professor & Chair of Macrosociology  
University of Mannheim  
[ebbinghaus@uni-mannheim.de](mailto:ebbinghaus@uni-mannheim.de)  
Relationship: PhD Supervisor

**Marek Naczyk**

Associate Professor in Comparative Social  
Policy  
University of Oxford  
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Relationship: PhD Supervisor

**Philippe Van Kerm**

Professor in Social Inequality and Social  
Policy Analysis  
University of Luxembourg  
[philippe.vankerm@uni.lu](mailto:philippe.vankerm@uni.lu)  
Relationship: Postdoc Supervisor

**Kenneth Nelson**

Barnett Professor of Social Policy  
University of Oxford  
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Relationship: PhD Examiner

**Mary Daly**

Professor of Sociology and Social Policy  
University of Oxford  
[mary.daly@spi.ox.ac.uk](mailto:mary.daly@spi.ox.ac.uk)  
Relationship: PhD Faculty Mentor

**Alessio Fusco**

Senior Research Scientist  
Luxembourg Institute of Socio-Economic  
Research  
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Relationship: Postdoc Supervisor