

# Dr. Keonhi Son

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Research interests: Comparative politics; historical political economy & gender; work-family challenges

## ACADEMIC POSITIONS

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| <b>Mannheim Centre for European Social Research (MZES)</b><br><i>Research Fellow</i> <ul style="list-style-type: none"><li>• Research Fellow in the Department of European Societies and Their Integration</li><li>• Mentor: Prof. Bernhard Ebbinghaus</li></ul>                                      | Mannheim, Germany<br><i>since May 2024</i>      |
| <b>University of Bremen</b><br><i>Research Fellow</i> <ul style="list-style-type: none"><li>• Research Fellow in the Collaborative Research Centre (CRC) 1342 project '<a href="#">Global Dynamics of Social Policy</a>'</li><li>• Director: Prof. Herbert Obinger, PI: Prof. Sonja Drobnič</li></ul> | Bremen, Germany<br><i>May 2018 – April 2024</i> |

## EDUCATION

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| <b>The Bremen International Graduate School of Social Sciences (BIGSSS)</b><br><i>Ph.D. in Political Science (with distinction)</i> <ul style="list-style-type: none"><li>• Advisors: Prof. Sonja Drobnič, Prof. Rianne Mahon, Prof. Peter Mayer</li></ul> | Bremen, Germany<br><i>May 2018 – Nov 2021</i>     |
| <b>University of Heidelberg</b><br><i>Master of Arts in Political Science</i> <ul style="list-style-type: none"><li>• Advisor: Prof. Reimut Zohlnhöfer</li></ul>   | Heidelberg, Germany<br><i>Oct 2015 – Feb 2018</i> |
| <b>Korea University</b><br><i>Bachelor of Arts in English Language and Literature</i>  | Seoul, Korea<br><i>Mar 2009 – Feb 2014</i>        |

## RESEARCH VISITS

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| <b>Sciences Po Paris, The Centre for Research on Social Inequalities (CRIS)</b><br><i>Host: Prof. Emanuele Ferragina</i> | Paris, France<br><i>Nov. 2024 – Mar. 2025</i>    |
| <b>Max Planck Institute for the Study of Societies</b><br><i>Host: Prof. Lucio Bacaro</i>                                | Cologne, Germany<br><i>Oct. 2023 – Dec. 2023</i> |

## PEER-REVIEWED PUBLICATIONS

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- Son, Keonhi** (2025). 'Gender Cleavage and Political Parties in 19 Welfare States, 1900–1975'. *Journal of European Public Policy*, 32(11), 2663–2688. [[Published version](#)]
- Son, Keonhi** (2025). 'Discrepancy of Social Insurance between Laws and Practices: Implementation Challenges of Maternity Leave in 73 Low- and Middle-Income Countries'. *Global Social Policy, OnlineFirst*. [[Published version](#)]
- Debus, Marc, Son, Keonhi, and Wagner, Sarah** (2025). 'Partisan Politics, Economic Hardship, and Full-Time Day Care for Children in German Cities'. *Local Government Studies, OnlineFirst*. [[Published version](#)]
- Son, Keonhi** (2024). 'The Origin of Social Policy for Women Workers: The Emergence of Paid Maternity Leave in Western Countries'. *Comparative Political Studies*, 57(1), 69–100. [[Published version](#)]
- Son, Keonhi** (2024). 'Ship of Theseus: From ILO Standards to Outcome of Maternity Protection Policy'. *Journal of Social Policy*, 53(1), 189–217. [[Published version](#)]
- Son, Keonhi** (2023). 'Do International Treaties Only Have an Impact on Ratifying States?: The Influence of the ILO Maternity Protection Conventions in 160 States, 1883 until 2018'. *International Labour Review*, 162(2), 245–269. [[Published version](#)]

**Son, Keonhi and Böger, Tobias** (2021). ‘The Inclusiveness of Maternity Leave Rights over 120 Years and across Five Continents’. *Social Inclusion*, 9(2), 275–287. [[Published version](#)]

**Son, Keonhi and Zohnhöfer, Reimut** (2019). ‘Measuring Privatization: Comparing Five Indicators of the Disposition of State-Owned Enterprises in Advanced Democracies’. *Journal of Comparative Policy Analysis: Research and Practice*, 21(4), 402–422. [[Published version](#)]

- The Annual JCPA Best Article Award, Journal of Comparative Policy Analysis, International Comparative Policy Analysis Forum

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## BOOK CHAPTERS

**Son, Keonhi, Tran, Ahn, and Drobníč, Sonja** (forthcoming). ‘Kinship, Family and Community Networks’. In *The Oxford Handbook of Social Policies in the Global South*, edited by A. Barrientos, M. Carnes, H. J. Kwon, H. Obinger, L. Patel, and C. Schmitt, Oxford: Oxford University Press.

**Drobníč, Sonja, and Son, Keonhi** (2025). ‘The Legacy of the Common Past: Family Policy in Yugoslavia and the Successor States: The Case of Family Policy’. In *The Generosity of Social Policies in Socialist and Post-socialist States*, edited by A. Heinrich, M. E. Kaminska, H. Pleines, T. ten Brink, Berlin: Springer Nature.

**Son, Keonhi** (2022). ‘Colonialism and Paid Maternity Leave Policies in Sub-Saharan Africa’. In *Research Handbook on Leave Policy: Parenting and Social Inequalities in a Global Perspective*, edited by I. Dobrotić, S. Blum and A. Koslowski, 310–323. Cheltenham: Edward Elgar Publishing.

**Böger, Tobias, Son, Keonhi, and Tonelli, Simone** (2022). ‘Origins of Family Policy: Prerequisites or Diffusion’. In *Networks and Geographies of Global Social Policy Diffusion*, edited by M. Windzio, I. Mossig, F. Besche-Truthe and H. Seitzer, 169–193. Cham: Palgrave Macmillan.

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## OTHER PUBLICATIONS

**Dobrotić, Ivana, Son, Keonhi, Engeman, Cassandra, Valentova, Marie, and Aksoy, Tolga** (2023). ‘Comparative Leave Policy Databases: Which Leave Policy Design Elements Are Monitored Through Comparative Leave Policy Indicators?’. In *Parenting Leave Policy Data Gaps: A Comparative Critical Analysis*, edited by I. Dobrotić and A. A. Arnalds, COST Action Parental Leave Policies and Social Sustainability (Sustainability@Leave). [[Link](#)]

**Schober, Pia, Blum, Sonja, Reimer, Thordis, Son, Keonhi, and Stertz, Anna M.** (2023). ‘Germany Country Note’. In *International Review of Leave Policies and Research 2023*, edited by S. Blum, I. Dobrotić, G. Kaufman, A. Koslowski, and P. Moss. [[Link](#)]

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## WORK IN PROGRESS

‘Hidden Work–Family Challenges in the Global South’ (with Ayşegül Kayaoglu), Revise and Resubmit at *World Development* [[Protocol](#)]

‘When Parties Matter for Gender Politics: Political Parties and Welfare Policies for Women in Western Countries, 1900–1975’ – In preparation.

‘The Structure of Parliamentary Discourse About Women in the Weimar Republic, 1919–1932’ (with Benjamin Rohr) – In preparation.

‘The Transition from Male Breadwinner to Dual-Carer Model in Advanced Capitalism’ (with Emanuele Ferragina) – In preparation.

‘Fighting Against the Past: Catholic Heritage and Childcare Provision in German Municipalities’ (with Marc Debus) – In preparation.

‘Women or Foreigner as a Labor Reserve? The Nexus Between Immigration Policies and Gender Policies in Advanced Capitalist Economies’ – In preparation.

## DATA

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**Tran, Anh, Tonelli, Simone, Gurin, Martin, Böger, Tobias, Son, Keonhi, Kayaoglu, Aysegül, and Drobnič, Sonja** (2025). *Global Dataset of Child Benefits (GDCB)*. [[Codebook](#)]

**Son, Keonhi** (2023). *Replication Data for: The Origin of Social Policy for Women Workers: The Emergence of Paid Maternity Leave in Western Countries*. [[Harvard Dataverse](#)]

**Son, Keonhi, Böger, Tobias, Tonelli, Simone, Buhr, Petra, Drobnič, Sonja, and Huinink, Johannes** (2020). *Historical Database on Maternity Leave (HDML)*. [[Codebook](#)]

## AWARDS & GRANTS

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### **She as Citizen: Female Parliamentarians and the Emergence of Social Citizenship**

*Submitted for an ERC Starting Grant, € 1.49 million*

*Fall 2025*

### **Work-family Policies: Socio-Economic Outcomes and Policy Learning**

*as part of the CRC 1342 Project, Co-Principal Investigator with Prof. Sonja Blum, €581,280*

*2026-2029*

### **Research Grant for Field Work**

*CRC 1342 “Global Dynamics of Social Policy”, €7,500*

*2020*

### **The Annual JCPA Best Article Award**

*Journal of Comparative Policy Analysis (with Reimut Zohlnhöfer)*

*2019*

## TEACHING

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### **University of Mannheim**

Gender Perspective in Comparative Welfare Research and Its Empirical Implications (MA level)

*Fall 2025/26*

Historical Political Economy of Gender (BA level)

*Spring 2025*

Gender in the Welfare State (BA level)

*Fall 2024/25*

### **University of Bremen**

Women in the Welfare State (MA level)

*Summer 2023*

Women, Work, and Family in the Global South (MA +BA level)

*Winter 2022/23*

Global Development of Family Policies (MA +BA level)

*Winter 2022/23*

Family Policy Around the World (BA level)

*Summer 2020*

## METHOD TRAINING

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Follow the User?! Data Donation Studies for Collecting Digital Trace Data (COMPTEXT)

Quantitative Text Analysis and Machine Learning using R (ECPR Methods School)

Applied Regression Analysis: Estimation, Diagnostics, and Modelling (ECPR Methods School)

Text Analysis Course with Quanteda (University of Bremen)

Event History Analysis (University of Bremen)

Interviewing (University of Bremen)

## SERVICES TO THE PROFESSION

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Reviewer: *Comparative Political Studies, Social Forces, Community, Work Family, Journal of European Social Policy, Social Policy and Administration, Policy Sciences, Journal of International and Comparative Social Policy*

- Equal Opportunity Committee Officer, University of Mannheim, since Fall 2025
- Equal Opportunity Committee Officer, University of Bremen, 2022-2024
- Organizer of "Global Trends in Family Policy: Driving Forces and Inhibiting Factors" Workshop, University of Bremen, 2021

## INVITED TALKS & INTERVIEWS

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### Invited Talks

Historical Origins of Work-Family Policies in Advanced Capitalist Countries, University of Bielefeld	<i>Oct. 2025</i>
Hidden' Work-Family Challenges in the Global South, Sciences Po Paris	<i>Sep. 2025</i>
The Origins of Women's Labor and Social Rights in Advanced Capitalist States, University of Heidelberg	<i>Nov. 2024</i>
The Origin of Social Policy for Women Workers, WeLabor, KU Leuven	<i>Mar. 2024</i>
Are We Disadvantaged for Being "International" or Being "Female", University of Bremen	<i>May 2023</i>
Social Stratification, Welfare, and Social Policy, Swedish Institute for Social Research (SOFI)	<i>Jan. 2023</i>

### Public Outreach

Preparation: Family Matter, <a href="#">Die Zeit</a>	<i>Jan. 2024</i>
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## CONFERENCES

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ESPAnet ( <i>European Network for Social Policy Analysis</i> ): 2024, 2025
ECPG ( <i>European Conference on Politics and Gender</i> ): 2024
APSA ( <i>Annual Meeting of the American Political Science Association</i> ): 2023
LP&R ( <i>International Network on Leave Policies Research Annual Seminar</i> ): 2022, 2023
WFRN ( <i>Work and Family Researchers Network Conference</i> ): 2022
MPRS ( <i>Max Planck Research Schools Doctoral Conference on the Social and Political Constitution of the Economy</i> ): 2021
DSA ( <i>Development Studies Association</i> ): 2018

## MEMBERSHIP

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American Political Science Association: 2024
The Empirical Study of Gender Research Network: since 2023
International Network on Leave Policies Research: since 2020

## SKILLS

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<b>Programming:</b> R, Stata, L <sup>A</sup> T <sub>E</sub> X, Microsoft Office
<b>Languages:</b> Korean (Native), German (C1), English (C1)