

Dr. Keonhi Son

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

ACADEMIC POSITIONS

Mannheim Centre for European Social Research (MZES) <i>Research Fellow</i>	Mannheim, Germany <i>since May 2024</i>
<ul style="list-style-type: none">• Research Fellow in the Department of European Societies and Their Integration• Mentor: Prof. Bernhard Ebbinghaus	

University of Bremen <i>Research Fellow</i>	Bremen, Germany <i>May 2018 – April 2024</i>
<ul style="list-style-type: none">• Research Fellow in the Collaborative Research Centre (CRC) 1342 project 'Global Dynamics of Social Policy'• Director: Prof. Herbert Obinger, PI: Prof. Sonja Drobnič	

EDUCATION

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

RESEARCH VISITS

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

PEER-REVIEWED PUBLICATIONS

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 Zohlnhöfer, 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

BOOK CHAPTERS

Son, Keonhi, Tran, Ahn, and Drobnič, 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.

Drobnič, 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.

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]

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

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

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

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

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

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

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, <i>Die Zeit</i>	<i>Jan. 2024</i>
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CONFERENCES

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

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

SKILLS

Programming: R, Stata, L ^A T _E X, Microsoft Office
Languages: Korean (Native), German (C1), English (C1)