

Dr. Keonhi Son

MZES

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Academic Positions

University of Bielefeld

Since May 2026

Interim Professor, Department of Sociology

Mannheim Centre for European Social Research (MZES)

Since May 2024

Research Fellow, Department of Social Inequality

Sciences Po Paris

Nov. 2024–Mar. 2025

Visiting Scholar, Centre for Research on Social Inequalities (CRIS)

Max Planck Institute for the Study of Societies

Oct. 2023–Dec. 2023

Visiting Scholar, Department of Political Economy

University of Bremen

May 2018–Apr. 2024

Research Fellow, SFB 1342 “Global Dynamics of Social Policy”

Education

Bremen International Graduate School of Social Sciences

May 2018–Nov. 2021

Ph.D. in Political Science, with distinction

- Supervisors: Prof. Sonja Drobnič, Prof. Rianne Mahon, and Prof. Peter Mayer

University of Heidelberg

Oct. 2015–Feb. 2018

M.A. in Political Science

Korea University

Mar. 2009–Feb. 2014

B.A. in English Language and Literature

Fields of Interest

Comparative welfare research; political representation; historical political economy; gender studies; global care crisis

Peer-Reviewed Publications

Son, Keonhi, and Ayşegül Kayaoğlu. 2026. "Hidden Work-Family Challenges in Low- and Middle-Income Countries: A Systematic Review of Causes, Consequences, and Policy Responses." *World Development* 202: 107349.

Debus, Marc, Keonhi Son, and Sarah Wagner. 2026. "Partisan Politics, Economic Hardship, and Full-Time Day Care for Children in German Cities." *Local Government Studies* 52(4): 643–664.

Son, Keonhi. 2025. "Gender Cleavage and Political Parties in 19 Welfare States, 1900–1975." *Journal of European Public Policy* 32(11): 2663–2688.

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* 25(2): 254–272.

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.

Son, Keonhi. 2024. "Ship of Theseus: From ILO Standards to Outcome of Maternity Protection Policy." *Journal of Social Policy* 53(1): 189–217.

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.

Son, Keonhi, and Tobias Böger. 2021. "The Inclusiveness of Maternity Leave Rights over 120 Years and across Five Continents." *Social Inclusion* 9(2): 275–287.

Son, Keonhi, and Reimut Zohlnhöfer. 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.

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

Book Chapters

Son, Keonhi, Anh Tran, and Sonja Drobnič. 2026. "Kinship, Family, and Community Networks." pp. 259–274 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 Keonhi Son. 2025. "The Welfare State in Yugoslavia and Its Successor States: The Case of Family Policy." pp. 93–118 in *The Generosity of Social Policies in Socialist and Post-Socialist States*, edited by A. Heinrich, M. E. Kaminska, H. Pleines, and T. ten Brink. Cham: Palgrave Macmillan.

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

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

Other Publications

Dobrotić, Ivana, Keonhi Son, Cassandra Engeman, Marie Valentova, and Tolga Aksoy. 2023. “Comparative Leave Policy Databases: Which Leave Policy Design Elements Are Monitored Through Comparative Leave Policy Indicators?” pp. 32–49 in ***Parenting Leave Policy Data Gaps: A Comparative Critical Analysis***, edited by I. Dobrotić and Á. A. Arnalds. COST Action Parental Leave Policies and Social Sustainability (Sustainability@Leave).

Schober, Pia, Sonja Blum, Thordis Reimer, Keonhi Son, and Anna M. Stertz. 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.

Manuscripts in Progress

“The Class Asymmetry of Motherhood-Driven Informalisation in Low-Income Labour Markets: Evidence from Sub-Saharan Africa” (with Ayşegül Kayaoğlu)

“When Parties Matter for Gender Politics: Political Parties and Welfare Policies for Women in Western Countries, 1900–1975.”

“Babies, Women, and States: Far-Right Parties and Gender Policy in the Early Twentieth and Twenty-First Centuries” (with Manuel Alvarino)

“The Structure of Parliamentary Discourse About Women in the Weimar Republic, 1919–1932” (with Benjamin Rohr)

“The Transition from Male Breadwinner to Dual-Carer Model in Advanced Capitalism” (with Emanuele Ferragina)

“Women or Foreigner as a Labor Reserve? The Nexus Between Immigration Policies and Gender Policies in Advanced Capitalist Economies.”

Data

Martin Gurín, Keonhi Son, Ayşegül Kayaoğlu, Tobias Böger, Anh Tran, and Sonja Drobnič. 2026. *Codebook of the Global Dataset on Paternity Leave (GDPatL)*. **SFB 1342 Technical Paper Series**, No. 23. Bremen: SFB 1342.

Keonhi Son, Ayşegül Kayaoğlu, Martin Gurín, Tobias Böger, Anh Tran, and Sonja Drobnič. 2026. *Codebook of the Global Dataset on Parental Leave (GDPaL)*. **SFB 1342 Technical Paper Series**, No. 21. Bremen: SFB 1342.

Keonhi Son, Ayşegül Kayaoğlu, Tobias Böger, Anh Tran, Martin Gurín, and Sonja Drobnič. 2025. *Codebook of the Historical Database on Maternity Leave (HDML)*. 2nd updated and extended edition. **SFB 1342 Technical Paper Series**, No. 20. Bremen: SFB 1342.

Anh Tran, Simone Tonelli, Martin Gurín, Tobias Böger, Keonhi Son, Ayşegül Kayaoğlu, and Sonja Drobnič. 2025. *Codebook of the Global Dataset of Child Benefits (GDCB)*. 2nd updated and extended edition. **SFB 1342 Technical Paper Series**, No. 19. Bremen: SFB 1342.

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

Third-Party Funding

ERC Starting Grant: She as Citizen: Female Parliamentarians and the Emergence of Social Citizenship • Principal Investigator, €1,495,465	2027–2031
SFB 1342 “Global Dynamics of Social Policy”: Work-Family Policies: Socio-Economic Outcomes and Policy Learning • Co-Principal Investigator with Prof. Sonja Blum, €581,280	2026–2029
Research Grant for Field Work • Funded by SFB 1342 “Global Dynamics of Social Policy”, €7,500	2020

Teaching

University of Bielefeld

Research Class: Economy, Politics and Society, Ph.D. level	Summer 2026
Care, Capitalism, and Crisis: Political Economy of Social Reproduction, M.A. level	Summer 2026
Gender Perspective in Comparative Welfare Research, M.A. level	Summer 2026
Women, Work, and Family in the World, B.A. level	Summer 2026
Welfare States, Kinship, and Community: Global Approaches to Supporting Families, B.A. level	Summer 2026

University of Mannheim

Gender Perspective in Comparative Welfare Research and Its Empirical Implications, M.A. level	Fall 2025/26
Historical Political Economy of Gender, B.A. level	Spring 2025
Gender in the Welfare State, B.A. level	Fall 2024/25

University of Bremen

Women in the Welfare State, M.A. level	Summer 2023
Women, Work, and Family in the Global South, M.A. and B.A. levels	Winter 2022/23
Global Development of Family Policies, M.A. and B.A. levels	Winter 2022/23
Family Policy Around the World, B.A. 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)

Service 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*

- Organizer, “Networking in Academia: Strategies for Building Professional Networks Amid Structural Challenge,” University of Mannheim, September 2026
- Equal Opportunity Committee Officer, University of Mannheim, since Fall 2025
- Search Committee for MZES Fellowships, University of Mannheim, October 2025
- Equal Opportunity Committee Officer, University of Bremen, 2022–2024
- Organizer, “Global Trends in Family Policy: Driving Forces and Inhibiting Factors,” University of Bremen, 2021

Invited Talks & Interviews

Invited Talks

The Class Asymmetry of Motherhood-Driven Informalisation in Low-Income Labour Markets: Evidence from Sub-Saharan Africa, WZB	Nov. 2026
Babies, Women, and States: Far-Right Parties and Gender Policy, Roskilde University	Oct. 2026
Historical Origins of Work-Family Policies in Advanced Capitalist Countries, University of Bielefeld	Oct. 2025
Hidden Work-Family Challenges in the Global South, Sciences Po Paris	Sep. 2025
The Origins of Women’s Labor and Social Rights in Advanced Capitalist States, University of Heidelberg	Nov. 2024
The Origin of Social Policy for Women Workers, WeLabor, KU Leuven	Mar. 2024
Are We Disadvantaged for Being “International” or Being “Female”?, University of Bremen	May 2023
Social Stratification, Welfare, and Social Policy, Swedish Institute for Social Research (SOFI)	Jan. 2023

Public Outreach

“Preparation: Family Matters,” <i>Die Zeit</i>	Jan. 2024
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Conferences

ESPAnet (<i>European Network for Social Policy Analysis</i>)	2024, 2025, 2026
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</i>)	2021
DSA (<i>Development Studies Association</i>)	2018

Membership

German Political Science Association	Since 2026
ISA RC 19 on Poverty, Social Welfare and Social Policy	Since 2026
The Empirical Study of Gender Research Network	Since 2023
International Network on Leave Policies & Research	Since 2020
American Political Science Association	2023

Skills

Programming: R, Stata, $\LaTeX$, Microsoft Office

Teaching: Baden-Württemberg. certificate for university didactic (ongoing)

Languages: Korean (native), German (C1), English (C1)