# Dr. Keonhi Son

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## Academic Positions

**Mannheim Centre for European Social Research (MZES)** Since May 2024
*Research Fellow, Department of Social Inequality*

**University of Bielefeld** May 2026–Sept. 2026
*Interim Professor, Department of Sociology*

**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; citizenship; global care crisis

## Publications

### 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 Alvariño)

"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."

**Special Issue in Preparation**

"Analyzing Policy Responses to Crises in Historical Perspective" (co-edited with Daniel Béland and Herbert Obinger)

## 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 (GDParL).* ***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 — 2027–2031
- Principal Investigator, €1,495,465

**SFB 1342 "Global Dynamics of Social Policy"**: Work-Family Policies: Socio-Economic Outcomes and Policy Learning — 2026–2029
- Co-Principal Investigator with Prof. Sonja Blum, €581,280

**Research Grant for Field Work** — 2020
- Funded by SFB 1342 "Global Dynamics of Social Policy", €7,500

## 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**

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| 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**

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| 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**

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|---|---|
| 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**

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| "Preparation: Family Matters," *Die Zeit* | Jan. 2024 |

## Conferences

**Organized Sessions**

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| "Family Policies and Welfare States: Shifts in a World in Flux" (with Sonja Blum and Agnes Blome), accepted, Session at German Political Science Organisation Convention, Leipzig | 2027 |
| "The Policies and Politics of Care and Work–Family Relations in the World" (with Juliana Martínez Franzoni), accepted, Session at RC 19, The ISA World Congress of Sociology, South Korea | 2027 |
| "The Political Economy of the Welfare State across Time and Space" (with Emanuele Ferragina, Guillem Verd Llabrés, Maxime Borg, and Frederico Filleti), Session at ESPAnet, Lisbon School of Economics and Management, Lisbon | 2026 |

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| "The Historical Political Economy of the Welfare State" (with Emanuele Ferragina and Guillem Verd Llabrés), Session at ESPAnet, University of Milan, Milan | 2025 |

**Conference Participation**

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| ESPAnet (*European Network for Social Policy Analysis*) | 2024, 2025, 2026 |
| ECPG (*European Conference on Politics and Gender*) | 2024 |
| APSA (*Annual Meeting of the American Political Science Association*) | 2023 |
| LP&R (*International Network on Leave Policies & Research Annual Seminar*) | 2022, 2023 |
| WFRN (*Work and Family Researchers Network Conference*) | 2022 |
| MPRS (*Max Planck Research Schools Doctoral Conference*) | 2021 |
| DSA (*Development Studies Association*) | 2018 |

## Membership

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|---|---|
| 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)

## Referees

**Reimut Zohlnhöfer**
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**Daniel Béland**
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