

KEONHI SON

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RESEARCH INTERESTS

Comparative Welfare Research; Historical Political Economy; Work-Family Challenges; Family Policy;
Gender and Social Inequalities

CURRENT EMPLOYMENT

University of Mannheim

Mannheim Centre for European Social Research (MZES)
Research Fellow (equivalent to Habilitation position)

Since May 2024

PREVIOUS EMPLOYMENT

University of Bremen

SFB 1342 “Global Dynamics of Social Policy”
Research Fellow

May 2018 - Apr. 2024

EDUCATION

The Bremen International Graduate School of Social Sciences (BIGSSS)

Department of Political Science
Ph.D. Candidate (with distinction)
Advisors: Sonja Drobnič, Rianne Mahon, Peter Mayer

May 2018 - Nov. 2021

University of Heidelberg

Master of Arts in Political Science
Advisor: Reimut Zohlnhöfer

Oct. 2015 - Feb. 2018

Korea University

Bachelor of Arts in English Language and Literature

Mar. 2009 - Feb. 2014

RESEARCH VISITS

Sciences Po Paris

The Centre for Research on Social Inequalities (CRIS)
Host: Emanuele Ferragina

Nov. 2024 - Mar. 2025

Max Planck Institute for the Study of Societies

Department of Political Economy
Host: Lucio Bacaro

Oct. 2023 - Dec. 2023

PUBLICATIONS – PEER REVIEWED

Articles:

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*, Online First. <https://doi.org/10.1177/14680181251324061>.

Debus, Marc, Keonhi Son and Sarah Wagner. 2025. "Partisan Politics, Economic Hardship, and Full-Time Day Care for Children in German Cities". *Local Government Studies*, Online First. <https://doi.org/10.1080/03003930.2025.2465956>.

Son, Keonhi. 2024. "Gender Cleavage and Political Parties in 19 Welfare States, 1900-1975." *Journal of European Public Policy*. Online First. <https://doi.org/10.1080/13501763.2024.2439562>.

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. <https://doi.org/10.1177/00104140231169024>.

Son, Keonhi. 2024. "Ship of Theseus: From ILO Standards to Outcome of Maternity Protection Policy." *Journal of Social Policy* 53 (1): 189–217. <http://doi.org/10.1017/S0047279422000010>.

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. <http://doi.org/10.1111/ilr.12371>.

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. <http://doi.org/10.17645/si.v9i2.3785>.

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. <http://doi.org/10.1080/13876988.2019.1580007>.

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

Book chapters:

Son, Keonhi, Ahn Tran, and Sonja Drobnič. 2025. "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 Keonhi Son. 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. Kosłowski, 310–323. Cheltenham: Edward Elgar Publishing.

Böger, Tobias, Keonhi Son, and Simone Tonelli. 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.

WORK IN PROGRESS

“Hidden Work-Family Challenges in the Global South” (with Aysegül Kayaoglu) *Invited for Contribution to World Development (Development Review)*

“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*

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

PUBLICATIONS – NON-PEER REVIEWED

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?” In *Parenting Leave Policy Data Gaps: A Comparative Critical Analysis*, edited by I. Dobrotić and A. A. Arnalds, 32–61. COST Action Parental Leave Policies and Social Sustainability (Sustainability@Leave). <https://doi.org/10.31235/osf.io/8g25k>.

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. <https://www.leavenetwork.org/annual-review-reports>.

DATABASES

Historical Database on Maternity Leave (HDML)

- Coverage: 160 states from 1883 until 2018
- Programs: (un)paid maternity leave, social assistance benefits for mothers with newborns
- Main variables: leave benefit (in replacement rate), (un)paid leave length (in weeks), legal coverage (e.g., employment sectors), eligibility criteria (e.g., contribution period), and financing of benefit (e.g., social insurance or employer-liability)
- Codebook: Son, Keonhi, Tobias Böger, Simone Tonelli, Petra Buhr, Sonja Drobnič, and Johannes Huinink. 2020. *Codebook of Historical Database on Maternity Leave (HDML)*. CRC Technical Paper Series, Bremen. <http://doi.org/10.26092/elib/2110>.

- Status: consolidated and prepared to be public in 2025

Historical Database on Paternity and Parental Leave (HDPPL)

- Coverage: 120 non-European countries from 1952 until 2018
- Programs: (un)paid parental and paternity leave
- Main variables: leave benefit (in replacement rate), (un)paid leave length (in weeks), the length of (un)paid leave for father, legal coverage (e.g., employment sectors), eligibility criteria (e.g., contribution period), and financing of benefit (e.g., social insurance or employer-liability)
- Status: consolidated and prepared to be public in 2025

TEACHING EXPERIENCE

MA level:

Women in the Welfare State
University of Bremen, MA Seminar, Summer term 2023

MA+BA level:

Women, Work, and Family in the Global South
University of Bremen, MA/BA Seminar, Winter term 2022/23

Global Development of Family Policies
University of Bremen, MA/BA Seminar, Winter term 2022/23

BA level:

Historical Political Economy of Gender
University of Mannheim, BA Seminar, Spring term 2025

Gender in the Welfare State
University of Mannheim, BA Seminar, Autumn term 2024/25

Family Policy Around the World
University of Bremen, BA Seminar, Summer term 2020

GRANTS AND AWARDS

Preparation for the Research Project “The Political Origins of Women’s Labor and Social Rights in Advanced Capitalist Countries” *to be submitted in Autumn 2025*

Preparation for the Research Project “Work-family Policies: Socio-Economic Outcomes and Policy Learning” (Principal Investigator, with Sonja Blum) as a part of the third phase of the Collaborative Research Centre (CRC 1342) “Global Dynamics of Social Policy” *to be submitted in April 2025*

Research Grant for Field Work (€ 7,500), CRC 1342 “Global Dynamics of Social Policy”, 2020

The Annual JCPA Best Article Award (with Reimut Zohlnhöfer), Journal of Comparative Policy Analysis, International Comparative Policy Analysis Forum, 2019

METHOD TRAINING

Quantitative Text Analysis and Machine Learning using R, ECPR Methods School, 2025

Lecturer: Zachary Greene

Applied Regression Analysis: Estimation, Diagnostics, and Modelling, ECPR Methods School, 2024

Lecturer: Alexandru Moise

Text Analysis Course with Quanteda, University of Bremen, 2020

Lecturers: Kenneth Benoit and Stefan Müller

Event History Analysis, University of Bremen, 2018

Lecturer: Sonja Drobnič

Interviewing, University of Bremen, 2018

Lecturer: Kerstin Martens

SERVICES

Workshop and Conference Organization:

“Global Trends in Family Policy: Driving Forces and Inhibiting Factors” Workshop, University of Bremen, May 2021

Committee:

Equal Opportunity Committee Officer, University of Bremen, 2022-2024

INVITED TALKS

University of Heidelberg, Department of Political Science, Nov. 2024

WeLaR Project, KU Leuven, Mar. 2024

University of Bremen, Study, Work, Life Week, May 2023

University of Stockholm, Swedish Institute for Social Research (SOFI), Jan. 2023

CONFERENCE

European Network for Social Policy Analysis (ESPAnet), 2024

European Conference on Politics and Gender (ECPG), 2024

Annual Meeting of the American Political Science Association (APSA), 2023

International Network on Leave Policies & Research Annual Seminar, 2022, 2023

Work and Family Researchers Network Conference, 2022

Max Planck Research Schools Doctoral Conference on the Social and Political Constitution of the Economy, 2021

International Conference on Policy Diffusion and Development Cooperation, 2021

Development Studies Association, 2018

REVIEWER FOR

Comparative Political Studies, Community, Work & Family, Journal of European Social Policy, Social Policy and Administration, Policy Sciences

MEMBERSHIP

American Political Science Association, 2023

The Empirical Study of Gender Research Network (EGEN), since 2023

International Network on Leave Policies & Research, since 2020

SCIENTIFIC SOFTWARE

R (experienced), Stata (experienced)

LANGUAGE SKILLS

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