

Employment

- Jul 2022 – Present: **Assistant Professor (Lecturer) in Social Policy**, Department of Social & Policy Sciences, [University of Bath](#) (with 1 x maternity leave).
- Aug 2019 – Jul 2022: [University of Oxford](#) (with 1 x maternity leave).
 - **Postdoctoral Research Officer**, Oxford Martin Programme on Inequality & Prosperity, Social Policy & Intervention/Institute for New Economic Thinking.
 - **Principal Investigator**, ‘Welfare State Interventions and Occupational Gender Segregation: Paradise or Paradox?’
 - **Non-Stipendiary Research Fellow** in Sociology, Nuffield College.
- Apr 2018 – Aug 2019: [University of Southampton](#)
 - **ESRC Postdoctoral Fellow** (Oct 2018 – Aug 2019), Department of Social Statistics and Demography. PI on the ESRC-funded project, ‘Social Policies to Support Women’s Employment and Achieve Gender-Friendly Workplaces’.
 - **Research Fellow** (Apr 2018 - Sep 2018).
- Oct 2017 - Mar 2018: **Researcher**, [Ministry of Housing, Communities and Local Government](#)

Education

- PhD [University of Southampton](#), 2013-17
Thesis: *The ‘Active’ Welfare State: Towards a Gender-Friendly Approach*
Supervisors: Professors Traute Meyer and Ann Berrington
Examiners: Professors Martin Seeleib-Kaiser and Karen M. Anderson
Funding: Economic and Social Research Council 1+3 Studentship
- MSc (Distinction) [Social Policy and Social Research](#), [University of Southampton](#), 2012-13
- BSc (First Class Hons) [Politics](#), [University of Southampton](#), 2009-12.

Peer-Reviewed Publications

Kowalewska, H. (2025) [Economic, Normative, and Moral Reasoning in Employer Attitudes to Maternity Leave](#). *Social Policy and Society*, 1-14.

Weeks, A.C., **Kowalewska, H.** and Ruppanner, L. (2025) [Take a Load Off? Not for Mothers: Gender, Cognitive Labor, and the Limits of Time and Money](#). *Socius*.

Kowalewska, H. and Vitali, A. (2024) [The Female-Breadwinner Wellbeing ‘Penalty’: Differences by Men’s \(Un\)Employment and Country](#). *European Sociological Review*, 40, 2, 293-308.

Kowalewska, H. (2023) [Gendered Employment Patterns: Women’s Labour Market Outcomes across 24 Countries](#). *Journal of European Social Policy*, 33, 2, 151–168.

Kowalewska, H. (2021) [Bringing Women on Board? Family Policies, Quotas and Gender Diversity in Top Jobs](#). *Work, Employment & Society*, 35, 4, 735–752.

Kowalewska, H. and Vitali, A. (2021) [Breadwinning or on the Breadline? Female Breadwinners’ Economic Characteristics across 20 Welfare States](#). *Journal of European Social Policy*, 31, 2, 125-142.

Kowalewska, H. (2020) [Bringing Women on Board: The Social Policy Implications of Gender Diversity in Top Jobs](#). Journal of Social Policy, 49, 4, 744–762.

Kowalewska, H. (2017) [Beyond the ‘Train-First’/‘Work-First’ Dichotomy: How Welfare States](#). Journal of European Social Policy, 27, 1, 3-24.

Kowalewska, H. (2015) [Diminishing Returns: Lone Mothers’ Work Incentives and Incomes under the Coalition](#). Social Policy and Society, 14, 4, 569-591.

Grants, Prizes, and Awards

2024-26: **British Academy/Leverhulme Small Research Grant**, [grant no. SRG24\240203](#).

2026: Outstanding Contribution Award, University of Bath.

2025: [Runner Up: European Sociological Review Best Article of the Year Prize](#).

2025: Nominee for the [Moss Kanter International Award for Research Excellence in Work and Family](#).

2024-25: **Returning Parents Support Fund**, awarded by the University of Bath.

2019-23: **ESRC New Investigator Grant**, grant no. ES/S016058/1.

2018-19: **ESRC Postdoctoral Fellowship**, grant no. ES/S010793/1.

2018: Nominated for the **Doctoral College Research Award** by the University of Southampton for ‘exceptional contribution to research group, disciplinary, Faculty and University research strategy/environment’.

2017: **Doctoral Researcher Prize** Essay. Awarded by The European Network for Social Policy Analysis and the *Journal of European Social Policy* for ‘exciting, innovative and scholarly’ work.

2012-16: **ESRC 1+3 Studentship Award**.

Reports, Working Papers, and Policy Briefs

Vitali, A. and **Kowalewska, H.** (2023) [The Female Breadwinner Well-being ‘Penalty’](#). Sociological Insights for Development Policy, 8, 3, 1-2.

Vitali, A. and **Kowalewska, H.** (2020) [Female-Breadwinner Families on the Breadline](#). Population Europe Policy Insights.

Kowalewska, H. and Vitali, A. (2019) [Work/Family Arrangements across the OECD: Incorporating the Female-Breadwinner Model](#). Luxembourg Income Study Working Paper Series No. 769. Luxembourg: LIS.

Kowalewska, H. (2018) [Ethnicity and Social Housing Allocation in England: An Exploratory Analysis of CORE](#). Report for the Ministry of Housing, Communities & Local Government.

Media

2026: Interviewed for: [Man Wants To Move Straight From Mom’s House Into GF’s Without Learning A Single Chore, Gets A Reality Check](#). Bored Panda, 28 January.

2026: Author of: [Maternity Leave as ‘Right’ or ‘Risk’? How Employers Justify Support or Resistance](#). The Social Policy Blog, 23 January.

2026: Interviewed for: [What’s ‘Women’s Christmas?’ A unique Irish tradition that honours women after the holidays on January 6](#). Scoop Upworthy, 6 January.

2025: Co-author of: [Earning more doesn't lighten mothers' mental loads – they do more regardless](#). The Conversation, 5 November.

2025: Interviewed for: [The Last Show with David Cooper](#), radio show/podcast, 23 September.

2025: Interviewed for: [UK managers are biased against pregnant applicants - Stylist Magazine](#), 17 September. [People Management](#) also covered the story.

2025: Interviewed for: [Why money and power affect male self-esteem - BBC Future](#), 20 May.

2025: Interviewed for: Hogenboom, M. (2025) [Breadwinners: and other power imbalances that influence your life](#), Edinburgh: Canongate.

2025: Interviewed for: [Social Policy Courses](#). Prospects, 31 January.

2023: Interviewed for: [Closing accounting's gender pay gap](#). Institute of Financial Accountants, 6 July.

2023: Author of: [Couples in which the woman is the only earner report lower life satisfaction – new research](#). The Conversation, 4 July.

2023: Interviewed for: [Unemployed men prefer their partner to be out of work, study finds](#). The Independent, 26 June. [New York Post](#) also covered this story.

2023: Interviewed for: [Less than 30 per cent of staff earning over £63k-a-year at Russell Group unis are women](#). The Tab, 24 February.

2023: Author of: [Gender pay gap is bigger for some women than others – here's how to work it out](#). The Conversation, 22 February.

2021: Author of: [How Do We Get More Women on Company Boards?](#) Teaching resource and activity sheet for schools, Key stages 3, 4, and 5 in gender studies, citizenship, and sociology.

2021: Interviewed for: [Family Policies, Quotas, and Gender Diversity with Dr Helen Kowalewska](#). Video Abstract Series, 25 May.

2020: Author of: [20th November is Equal Pay Day](#). Institute for New Economic Thinking, 20 November.

2019: Author of: [Bringing Women on Board\(s\) to Create 'Women-Friendly' Workplaces](#), The Social Policy Blog, 16 December.

2019: Author of: [My Southampton Research Journey: From Undergrad to Postdoc](#). 4 September.

2019: Interviewed for: [Brexit: Caroline Lucas criticised over all-female cabinet plan](#). BBC News, 12 August.

2019: Interviewed for: [UK households where women are sole earner significantly poorer than in US and western Europe](#). The Independent, 1 May.

Invited Talks and Outreach

2024-25: Designed and delivered a talk to Year 12 Sociology students across four UK schools.

2025: Guest on [The Sociology Staffroom](#) podcast, 2 April.

2025: Presentation to the [Centre for Social Inequality Studies Sociology Seminar Series](#), 18 February, University of Trento, Italy.

2023: Panel member on [Author Meets Readers](#) event for Prof. Claudia Goldin's book *Career & Family: Women's Century-Long Journey Toward Equity*, Work and Family Research Network, 20 January.

2022: Presenter at the Women's Total Labour Workshop, 30 September, University of Oxford, UK.

2018: Discussant for the Final-Year Conference for PhD students (Economic and Social Research Council/South Coast Doctoral Training Partnership), 7 December, University of Southampton, UK.

Recent Presentations

Forthcoming: Work and Family Researchers Network Conference. 17-20 June, Concordia University, Canada.

2025: Annual British Society for Population Studies Conference. 2-4 September, Swansea University, UK.

2025: Presenter at Bath Workshop on Gender, Parenthood & Academic Careers. 27 March, Uni. of Bath.

2024: Annual British Society for Population Studies Conference. 9-11 September, University of Bath, UK.

2023: Annual British Society for Population Studies Conference. 11-13 September, Keele University, UK.

2023: European Sociological Association Research Network 14 (Gender, Welfare State, and Labour Market) Mid-term meeting. 4-6 September, University of West of England, UK.

2022: Annual Social Policy Association Conference. 6-8 July, Swansea University, UK.

2022: Social Inequality Research Group, 16 May, University of Oxford, UK.

2021: European Sociological Association Annual Meeting. 31 August-3 September, Virtual.

2021: American Sociological Association Annual Meeting. 6-10 August, Virtual.

2021: Department of Social Policy and Intervention Colloquium, University of Oxford. 18 February, Virtual.

2020: Family Policy Research Group, University of Oxford, 2 December, Virtual.

2019: Annual European Sociological Association Conference. 20-23 August, Manchester University, UK.

2019: Annual Social Policy Association Conference. 8-10 July, Durham University, UK.

2019: Annual British Sociological Association Conference. 24-26 April, Glasgow Caledonian University.

2019: Nordic Welfare Research Conference. 14-15 March, University of Helsinki, Finland.

PhD Supervision

2025 – Present: PhD supervisor, Alanoud Alsawai, *Enhancing Social Well-Being to Improve Employees' Quality of Life in Abu Dhabi: Exploring Links to Subjective Well-Being*.

2022 – Present: Lead PhD supervisor, Dana El Kahlout, *The Intergenerational Transmission of Parenting Styles in Qatar*.

2025: PhD supervisor, Giovanni Minchio, Visiting Doctoral Researcher from University of Trento, *Gender Inequalities in Paid and Unpaid Work and Fertility*.

Other Supervision

2025 – Present: Academic Advisor for BSc Sociology & Social Policy first-year students, University of Bath.

2022 – Present: Supervisor for BSc Sociology & Social Policy final-year dissertation students and third-year industry placement students, University of Bath.

2022-24: Supervisor for the MSc in Public Policy, the MRes Global Political Economy, and undergraduate placement students, University of Bath.

2021-22: Supervisor and thesis panel member for MSc Comparative Social Policy, University of Oxford.

Teaching

2025: Lecturer and Unit Convenor for The Sociology of Intimacy and Relationships, second/third-year module for various BSc degrees, University of Bath.

2022-24: Lecturer for Family Matters: The Sociology of the Family and Social Policy, second/third-year module for various BSc degrees, University of Bath.

2019: Lecturer for Population Processes in the Developed World, second-year module for BSc degrees in Geography and Population Studies, University of Southampton. Designed and delivered four lectures and one seminar on gender, fertility, and employment.

2019: Lecturer for Human Rights, Wellbeing and Politics, first-year module for various BSc degrees in Sociology, Social Policy, and Criminology, University of Southampton. Designed and delivered three lectures on new social risks, gender, and welfare states.

2019: Teaching Assistant for the Project/Dissertation module, University of Southampton. Marked and gave feedback on two final-year undergraduate dissertations in Population and Geography.

2018: Teaching Assistant for Research Communication Skills, module for various MSc degrees in social sciences, University of Southampton. Marked and gave feedback on student essays.

2017: Teaching Assistant for Introduction to Quantitative Methods, first-year module for various BSc degrees in social sciences, University of Southampton. Delivered computer workshops and tutorials.

2016-17: Guest Lecturer for Comparing Welfare States, third-year module for BSc Sociology and Social Policy, University of Southampton. Designed and delivered a lecture on gender and the welfare state.

2014-15: Demonstrator for Social Problems and Social Policy, first-year module for various BSc degrees in Sociology, Social Policy, and Criminology, University of Southampton. Designed and delivered seminars and gave feedback on presentations, essays, and exam scripts.

Service and Administration

December 2024 – Present: Associate Editor for the [Journal of Family Studies](#).

September 2024 – Present: Placement Coordinator for the professional placement year of the Social Policy, Social Sciences, Sociology, Criminology, and International Development with Economics BScs, University of Bath.

April 2025: Fellow of the Higher Education Academy (FHEA).

March 2022 – Present: Peer reviewer for various large grants funded by the Economic and Social Research Council.

August 2021 – June 2022: Member of the Assessment Panel for the John Fell Fund Small Award, University of Oxford.

January 2021 – June 2022: Language Editor/Editorial Assistant for the [European Journal of Social Security](#).

October 2020 - October 2021: Early Career Researcher Representative on the Executive Committee in the Department of Social Policy and Intervention and Social Sciences Divisional Research Staff Forum, University of Oxford.

March 2019: Co-organised 'The Cumberland Policy Challenge', a one-day workshop that challenged post-graduate students to design a research-informed intervention to solve a specific policy challenge.

2015 - Present: Reviewer for Demography, European Sociological Review, Journal of European Social Policy, Journal of Social Policy, Journal of Population Ageing, European Journal of Population, PLOS ONE, and Population Studies.

December 2016: Co-organised 'Lone Parents in the UK Today' conference, London.

September 2012 - September 2013: Postgraduate representative on the staff/student liaison committee.