

## 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 Seelieb-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.