

**Cirriculum Vitae** (updated on 12.12.2025)

**Kurowska, Anna**

[a.kurowska@uw.edu.pl](mailto:a.kurowska@uw.edu.pl)

Department of Policy Research Methodology  
Faculty of Political Science and International Studies  
University of Warsaw  
Nowy Świat 67, room 109, 00-927 Warszawa



ORCID: <https://orcid.org/0000-0002-3578-4517>

• **Education & academic titles**

2018 Habilitation in political science - University of Warsaw  
2010 PhD (5 year doctoral program in political science) - University of Warsaw  
2007 MA (5 year program in economics) - Warsaw School of Economics  
2004 MA (5 year program in political sciences) - University of Warsaw  
2000 6 months academic exchange at University Libré de Bruxelles (Belgium)

• **Employment**

Since 2020 - University (Associate) Professor (University of Warsaw)  
2011-2019 - Assistant Professor (University of Warsaw)  
2010 - PostDoc (University of Warsaw)  
2007-2011 - Senior Researcher in Civic Development Forum

• **Responsibilities at the University of Warsaw**

Since 2025 - Chair of the Department of Policy Research Methodology  
Since 2020 - Deputy Chair of the Interdisciplinary Centre for Labour Market and Family Dynamics (LabFam)  
Since 2018 - Member of the Political Science & Administration Discipline Council  
2019 - 2024 Member of the Faculty Council  
2018 - 2024 Member of the Antimobbing Commission at the University of Warsaw

• **Responsibilities in other academic organizations and networks**

Since 2020 - Board Member of the European Network for Social Policy Analysis  
Since 2015 - Full Member of the International Network on Leave Policies and Research  
2019-2024 - Member of the Demographic Committee at the Polish Academy of Sciences

• **Leadership in research grants:**

Since 12.2020 PI in the international project: *Short and long-term effects of the COVID-19 outbreak policy responses on partners' division of paid and unpaid work and their labour market outcomes* (FAMILYDEMIC).  
Funding agency: National Science Centre, Poland, grant number: 2020/37/B/HS5/02703

Since 07.2020 PI in a project with international cooperation *Fathers' freedom of choice (not) to use parental leave* (CHOICE). Funding agency: National Science Centre, Poland, grant number:  
2019/35/B/HS5/02267

2018-2023: PI in a bilateral Polish-German project: *State and company-level work-family reconciliation policies and maternal employment. An analysis from a capability approach perspective* (funding: German Research Foundation/National Science Centre – grant number 2016/23/G/HS4/01664) in cooperation with Prof. Kerstin Pull and dr Jasmin Joecks (University of Tübingen) and Lukas Fervers (University of Cologne).

2015-2018 : PI in project *Work-family reconciliation in Poland from a capability approach perspective* (RECAP)  
Funding agency: National Science Centre, Poland, grant number: 2014/13/D/HS4/03645

2011-2015: PI in an international project: IPLF - *Joint influence of family and labour market policies on labour market participation and fertility decisions of men and women* (Foundation for Polish Science, Pomost) in cooperation with dr Katharina Wrohlich (DIW Berlin) & Michał Myck (CenEA)

**• Participation in other international research grants:**

2022-2025 Coordinator of the qualitative part of research in the Polish team in *rEUsilience – Risk, Resources and Inequalities: Increasing Resilience in European Families*, (funding: EU HORIZON Europe)

2015-2018: Coordinator of the quantitative part of research in the Polish team in TransSOL - Transnational Solidarity in Times of Crisis (funding: EU HORIZON 2020)

2013-2016: Coordinator of the quantitative part of research in the Polish team in *LIVEWHAT - LIVING WITH HARD TIMES How Citizens React to Economic Crises and Their Social and Political Consequences* (funding: EU 7th Framework Programme)

**• Editorship and reviewing activities**

Since 2015 Associate Editor in *Scientific Data*, Nature (Web of Science, Scopus)

2021-2023 Associate Editor in *European Societies* (Web of Science, Scopus)

2016-2021 International Advisor in *Social Policy & Society* (Web of Science, Scopus)

2015-2020 Deputy Editor in Chief in *Social Policy Issues/Problemy Polityki Społecznej* (Scopus)

Since 2020 Member of the Programme Committee at *Studia Demograficzne*

Expert of the National Science Centre in Poland in evaluations for OPUS, PRELUDIUM and SONATA calls

Expert of the European Commission in evaluations for MSCA Individual Fellowships and Horizon Europe calls

Reviewing for numerous academic journals including: *Journal of Social Policy*, *Social Indicators Research*, *Community, Work and Family*, *Social Forces*, *Social Policy & Administration*, *Policy Studies*, *European Societies*, *Social Politics*, *Journal of Family Studies*.

**• Publications from the last 10 years only**

***Peer-reviewed journal articles (in English only):***

**Kurowska A.**, Kasperska A (2025) Work from home and shifting perceptions of career prospects among employees with children: the role of work- and family-related contexts. *Personnel Review*, online first, <https://doi.org/10.1108/PR-04-2024-0395>

Fuller, S., Cai, M., Petts, R., Doucet, A., **Kurowska, A.**, Lero, D., & Reimer, T. (2025). Unpredictable Work Schedules and Gender Divisions of Domestic Labor. *Work and Occupations*, online first. <https://doi.org/10.1177/07308884251390866>

Ivanova, D., & Kurowska, A. (2025). European childcare regimes beyond the 'average family' model: A fuzzy clustering analysis. *Journal of European Social Policy*, online first, <https://doi.org/10.1177/09589287251386678>

Kurowska, A. (2025). From formal rights to real opportunities: a meta framework for understanding (non-) uptake of social entitlements. *Community, Work & Family*, online first, <https://doi.org/10.1080/13668803.2025.2580354>

Kurowska, A., Kasperska, A., & Kaufman, G. (2025). When Working From Home Fails to Support Work–Life Balance: The Role of Childcare- and Work-Related Demands. *Journal of Family Issues*, online first, <https://doi.org/10.1177/0192513X251356260>

Kurowska, A., Cukrowska-Torzewska, E., Kasegn, T.D. & Rokicki, B., (2025) Life and Work-life Balance Satisfaction Among Parents Working From Home: the Role of Work-time and Childcare Demands. *Applied Research Quality Life* 20, 1315–1338 (2025). <https://doi.org/10.1007/s11482-025-10467-5> link

Joecks, J., Kurowska, A., Pull, K., & Schober, P. (2024). Multidimensional gender ideologies: How do they relate to work-family arrangements of mothers with dependent children in Poland and western Germany? *International Journal of Comparative Sociology*, <https://doi.org/10.1177/00207152241293463> link

Matysiak, A., Kurowska, A., & Pavelea, A. M. (2024). His unemployment, her response, and the moderating role of welfare policies in European countries. Results from a preregistered study. *Plos One*, 19(8), e0306964. <https://doi.org/10.1371/journal.pone.0306964>

Heydari Barardehi, I., Kurowska, A. (2024) Were Parents Synchronizing Their Home-Based Working Arrangements During the COVID-19 Pandemic?. *Social Indicators Research* 173, 569–588 (2024). <https://doi.org/10.1007/s11205-024-03360-5>

Osiewalska, B., Matysiak, A. & Kurowska, A. (2024) Home-based work and childbearing, *Population Studies*, 78(3), 525–545. <https://doi.org/10.1080/00324728.2023.2287510>

Allen, T., Beham, B., Ollier-Malaterre, A., Baierl, A., Alexandrova, M., Beauregard, A., Carvalho, V. S., Chambel, M. J., Cho, E., Coden da Silva, B., Dawkins, S., Escribano, P., Gudeta, K. H., Huang, T., Jaga, A., Kost, D., Kurowska, A., Leon, E., Lewis, S., . . . Waismel-Manor, R. (2024). Boundary management preferences from a gender and cross-cultural perspective. *Journal of Vocational Behavior*, 148, 103943. <https://doi.org/10.1016/j.jvb.2023.103943> link

Kurowska, A., Matysiak, A. & Osiewalska, B. (2023) Working from Home During Covid-19 Pandemic and Changes to Fertility Intentions Among Parents. *European Journal of Population* 39(32) <https://doi.org/10.1007/s10680-023-09678-z>

Kurowska, A., Barardehi, I.H., Fuller, S. , Petts, R. J., Kaufman, G., Doucet, A., Engeman, C., Reimer, T., Guetto, R., Matysiak, A., Kasegn, T. D., Vignoli, D., Duvander, A. Z. & Gatenio Gabel, S. (2023) Familydemic Cross Country and Gender Dataset on work and family outcomes during COVID-19 pandemic. *Scientific Data*,10(2) <https://doi.org/10.1038/s41597-022-01880-8>

Beham, B., Ollier-Malaterre, A., Allen, T. D., Baierl, A., Alexandrova, M., Artiawati, Beauregard, T. A., Carvalho, V. S., Chambel, M. J., Cho, E., Coden da Silva, B., Dawkins, S., Escribano, P. I., Gudeta, K. H., Huang, T.-p., Jaga, A., Kost, D., Kurowska, A., Leon, E., . . . Waismel-Manor, R. (2023). Humane

orientation, work–family conflict, and positive spillover across cultures. *Journal of Applied Psychology*, online first, <https://doi.org/10.1037/apl0001093> link

Fervers, L. & **Kurowska, A.** (2022) A. Local cultural context as a moderator of the impact of childcare on maternal employment: Evidence from a natural experiment. *Journal of European Social Policy*, online first, doi:10.1177/09589287221080395

**Kurowska, A.** (2021) The Contextualized Inclusiveness of Parental Leave Benefits, *Social Inclusion*, 9(2): 262-274, DOI: <https://doi.org/10.17645/si.v9i2.3846>

Joecks, J., **Kurowska, A.**, Pull, K. (2021) Is the push by female employees for family-friendly practices context-dependent? Comparative evidence from Sweden, Poland and Germany, *Journal of Business Research*, 126: 153-161, <https://doi.org/10.1016/j.jbusres.2020.11.061>.

**Kurowska, A.** (2020) Gendered Effects of Home-Based Work on Parents' Capability to Balance Work with Non-work. Two Countries with Different Models of Division of Labour Compared, *Social Indicators Research*, 151(2):405–425, DOI: 10.1007/s11205-018-2034-9 (OPEN ACCESS).

**Kurowska, A.** (2019). Experienced and anticipated changes in household economic situation and childless women's short-term intentions to become mothers, *European Societies*, 21(2): 237-255, DOI: 10.1080/14616696.2019.1583357.

**Kurowska, A.**, O. Eisele & J.Kiess (2019). Welfare Attitudes and Expressions of Transnational Solidarity, *American Behavioral Scientist*, 63(4):492-505, DOI: 10.1177/0002764218823843.

Theiss, M. & **Kurowska, A.** (2018) Being denied and granted social welfare and the propensity to protest, *Acta Politica*, 54: 458–478, DOI: 10.1057/s41269-018-0084-2

**Kurowska A.** (2018) (De)familialization and (De)genderization - Competing or Complementary Perspectives in Comparative Policy Analysis?, *Social Policy & Administration*, 52(1): 29-49, DOI:10.1111/spol.12272.

Javornik, J. & **Kurowska, A.** (2017). Work and Care Opportunities under Different Parental Leave Systems: Gender and Class Inequalities in Northern Europe, *Social Policy & Administration*, 51(4): 617-637, DOI: 10.1111/spol.12316.

**Kurowska A.**, Myck M., Wrohlich K., (2017), Making work pay: increasing labour supply of secondary earners in low income families with children, *Contemporary Economics*, vol 11, no 2: 161-170, DOI: 10.5709/ce.1897-9254.234.

**Kurowska, A.** (2017), The impact of an unconditional parental benefit on employment of mothers: A comparative study of Estonia and Lithuania, *International Journal of Sociology and Social Policy*, 37 (1-2): 33-50, DOI: [doi.org/10.1108/IJSSP-08-2015-0085](https://doi.org/10.1108/IJSSP-08-2015-0085).

Theiss, M., **Kurowska, A.** & Petelczyc, J. (2016), Whose Rights, Which Duties? Political Claims in the Sphere of Labor Policy in the Times of Crisis: The Social Citizenship Perspective, *Politics & Policy*, 44 (3): 473-498 DOI: 10.1111/polp.12164.

### ***Co-authorship and co-editorship of books:***

Yerkes, M.A., Javornik, J. & **Kurowska, A.** (eds) (2019), Social Policy and the Capability Approach. Concepts, Measurement and Application, United Kingdom: Policy Press, University of Bristol.

Theiss, M., **Kurowska, A.**, Petelczyc, J., & Lewenstein, B. (2017). Obywatel na zielonej wyspie. Polityka społeczna i obywatelstwo społeczne w Polsce w dobie europejskiego kryzysu ekonomicznego. Warszawa: Wydawnictwo IFiS PAN.

**Kurowska, A.**, Pielński, B., Szarfenberg, R. & Wójtewicz, A. (2016) *Perspektywa gender w polityce społecznej*. Wydawnictwo Naukowe Uniwersytetu Mikołaja Kopernika, Toruń, 212 pages.

### ***Chapters in books:***

Kurowska A., (2022) Grasping the character of parenting leaves in space and time, w: I. Dobrotic, S. Blum, and A. Kosłowski (eds) *Research Handbook on Leave Policy. Parenting and Social Inequalities in a Global Perspective*, Wydawnictwo: Edward Elgar, strony: 40-53.

Coauthorship of three chapters in: Yerkes, M.A., Javornik, J. & Kurowska, A. (eds) (2019), *Social Policy and the Capability Approach. Concepts, Measurement and Application*, United Kingdom: Policy Press, University of Bristol.

Ch1: Rethinking Social Policy from a Capability Perspective

Ch5: Comparative social policy analysis of parental leave policies through the lenses of capability approach

Ch8: From Capability Approach to Capability-based Social Policy

**Kurowska, A.** (2019). Poland: leave policy and the process and goals of a major reform. In P. Moss, A.-Z. Duvander, & A. Kosłowski (Eds.), *Parental Leave and Beyond Recent International Developments, Current Issues and Future Directions* (pp. 39–56). United Kingdom: Policy Press, University of Bristol.

**Kurowska, A.**, & Theiss, M. (2018). Solidarity Practices in Poland and Their Social Capital Foundations. In C. Lahusen & M. Grasso (Eds.), *Solidarity in Europe. Citizens' Responses in Times of Crisis* (pp. 103–126). Palgrave Macmillan (Springer Nature).

Theiss, M., & **Kurowska, A.** (2018). Unfinished Transformation or Neoliberal Economy? Exploring the Legitimization Divide in Poland. In M. Giugni & M. Grasso (Eds.), *Citizens and the crisis. Experiences, Perceptions, and Responses to the Great Recession in Europe* (pp. 83–112). Palgrave Macmillan (Springer Nature).

**Kurowska, A.** (2018). Przestrzenne zróżnicowanie i dynamika upowszechnienia wychowania przedszkolnego w Polsce. Rola czynników strukturalnych, gospodarczych i politycznych, w: M. Theiss (red), *Lokalne Obywatelstwo Społeczne w Polityce Społecznej. Przykład wychowania przedszkolnego*, Wydawnictwo: Scholar, pages 141–164.

**Kurowska, A.** (2018). Zastosowanie metod ilościowych w artykułach publikowanych w najważniejszych międzynarodowych czasopismach z dziedziny polityki społecznej i polityki publicznej, w: B. Szatur-Jaworska (red), *Polityki publiczne. Wybrane zagadnienia teoretyczne i metodologiczne*, Warszawa: Wydawnictwa Uniwersytetu Warszawskiego, pages 203–224.

**Kurowska, A.** (2016) Capability Approach, w: B. Szatur-Jaworska i B. Rysz-Kowalczyk (red.), *W kręgu pojęć i zagadnień współczesnej polityki społecznej*, Warszawa: Wydawnictwa Uniwersytetu Warszawskiego, pages 277–280.

**Kurowska, A.** (2016) Wskaźniki społeczne, w: B. Szatur-Jaworska oraz B. Rysz-Kowalczyk (red.), *W*

• **Examples of policy reports/documents (in English only) from the last 2 years only**

Annual reports on parental-leave policy in Poland prepared for the International Network on Leave Policies & Research. These reports constitute the most important international source of comparative analyses of parental-leave systems worldwide, covering 52 countries and used by researchers across the globe. Below is an example of the most recent report:

Kurowska, A. and Godlewska-Bujok, B. (2025). “Poland.” In Dobroćić, I., Blum, S., Kaufman, G., Kosłowski, A., Moss, P. and Valentova, M. (eds.), *International Review of Leave Policies and Research*. Available at: <https://www.leavenetwork.org/annual-review-reports/>

Expert report on the impact of fathers’ take-up of parental leave on fertility for the United Nations Population Fund (2024).

Development of strategic directions for EU demographic policy focused on supporting women’s economic activity (with Anna Matysiak) for the Wilfried Martens Centre for European Studies (2024). <https://www.martenscentre.eu/wp-content/uploads/2024/04/Demography.pdf>

Expert opinion delivered as part of a panel on links between fathers’ involvement in care and fertility during the conference organised by COFACE Europe, the Share the Care Foundation, and the Social Insurance Institution titled “Equal at Home – Equal at Work: How to Effectively Support Parents in Reconciling Work and Family Life” (21 May 2025).

• **Examples of conference presentations in the last 5 years**

**European Conference on Politics & Gender:**

ECPG 2024 — “European Conference on Politics and Gender” — 8–10.07.2024 — Ghent, Belgium  
Presentation title: Formal rights vs real opportunities: Father’s experiences of (non)take-up of parental leaves in Poland.

**International Population Conference:**

30th International Population Conference (IPC 2025) — 13-18.07.2025 — Brisbane, Australia  
Oral presentation: Unlocking Fertility: What Prevents Young Adults in Poland from Having (More) Children? Evidence from a Factorial Survey Experiment.

**Population of America Annual Meetings:**

PAA 2024 — “Annual Meeting of the Population Association of America” — 17–20.04.2024 — Columbus, US  
Presentation title: Postretirement Caregiving and Long-Term Care Across Europe.

PAA 2023 — “Annual Meeting of the Population Association of America” — 11–14.04.2023 — New Orleans, US

Presentation title: Diverse Disruptions to Employment of Parents With Young Children Across Six Countries During the COVID-19 Pandemic oraz Dual-Earner Parents’ Synchronized Exits and Entries to Home-Based Work During the COVID-19 Pandemic: A Recurrent Event Analysis.

PAA 2022 — “Annual Meeting of the Population Association of America” — 6–9.04.2022 — Atlanta,

US

Presentation title: Are women who work from home more likely to have children?

### **European Population Conference:**

European Population Conference 2024 — “European Population Conference 2024” — 12–15.06.2024 — Edinburgh, Scotland, United Kingdom

Presentation title: Do Less Gendered Unpaid Work Arrangements during the Covid-19 Pandemic Lead to Higher Satisfaction from the Division of Childcare and Housework among Parents?

### **European Network for Social Policy Analysis Annual Conferences:**

ESPAnet 2025 — “The Welfare State in the 21st Century. On the Edge of a New Era or Back to Basics?” — 27–29.08.2025 — Milan, Italy

Presentation title: From Policy Transfer to Cultural Shift? Japanese Fathers and the “Nordic Turn” in Parental Leave.

ESPAnet 2024 — “Public values of the welfare state to manage sustainable welfare and wellbeing” — 28–30.08.2024 — Tampere, Finland

Presentation title: Formal rights vs real opportunities: Father’s experiences of (non)take-up of parental leaves in Poland.

### **International Sociological Association Congress of Sociology:**

ISA World Congress of Sociology 2023 — “XX ISA World Congress of Sociology” — 25.06–01.07.2023 — Melbourne, Australia

Presentation title: Working from Home and Perception of Change in Work-Life Balance Among Parents with Dependent Children in Six Countries during the Covid-19 Pandemic.

### **International Community, Work & Family Conferences:**

ICWF 2025 — “10th International Community, Work & Family Conference” — 25–28.03.2025 — Bielefeld, Germany

Presentation title: Towards involved fatherhood? Shifting Polish fathers’ attitudes to parental leave amidst legislative changes to their leave entitlements.

ICWF 2023 — “9th International Community, Work & Family Conference” — 15–17.06.2025 — Rio de Janeiro, Brasil

Presentation title: Parental leave (non) take-up by fathers in Poland

### **Work & Family Researchers Network Conferences:**

WFRN 2024 – “Big Questions in Work-Family” – 19-22.06.2024 Quebec, Canada

Presentation title: Working From Home During the COVID-19 Pandemic and the Perception of Change In Career Prospects Among Parents.

WFRN 2022 — “Work-Family Justice: Practices, Partnerships & Possibilities” — 23–25.06.2022 — New York City, US

Presentation title: Local Cultural Context as a Moderator of the Impact of Childcare on Maternal Employment. Evidence from a Natural Experiment.

### **European Consortium for Sociological Research Annual Conferences:**

ECSR 2025 – “Demography and social inequality” – 3-5.09.2025 – Cologne, Germany

Presentation title: Barriers to childbearing in a low fertility setting. Evidence from a factorial survey experiment

ECSR 2024 – “Addressing Inequalities in incomplete revolutions” – 12-14.09.2024 Barcelona, Spain  
Presentation title: More equal, more satisfied? Division of childcare and housework among parents.

ECSR 2022 — “Social inequalities and cohesion” — 6–8.07.2022 — Amsterdam, Netherlands  
Presentation title: The role of home-based work for return to employment after birth.