LINOS-1:
Legitimation of Inequality
Over the Life-Span

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Legitimation of Inequality Over the Life-Span

Peter Valet, Meike May, Carsten Sauer, Stefan Liebig

1 Introduction

Modern societies are more or less unequal societies. Research, however, indicates that people do not perceive inequalities as unjust per se. As it is assumed that inequalities persist if they are evaluated as just it is crucial to investigate which inequalities are perceived as just and which inequalities are perceived as unjust. Subjective perceptions of inequalities in terms of (in)justice are determined by the information available in respective social contexts (e.g., work organizations, households, or social networks), they depend on specific contextual frames (e.g., economic or social exchange), and they are always relational to a salient comparison standard. These evaluations, hence, provide indications as to whether certain inequalities are perceived as legitimate or not. Moreover, (in)justice perceptions are known to elicit individual reactions such as effort withdrawal (Hegtvedt, 2006), absenteeism (Alexander & Ruderman, 1987), or even a deterioration of an individual’s health status (Schunck, Sauer, & Valet, 2013), therefore triggering certain structural outcomes.

As (in)justice perceptions are indicators legitimate inequalities and are also accountable for individual and structural consequences, this project addresses the conditions under which inequalities are perceived as problems of justice, and how embedment in different social contexts influence attitudes towards justice across the life-span (Liebig, 2011). The project, hence, investigates perceptions and evaluations of inequalities that are framed by structural contexts such as work organizations, households, and social networks. As structural contexts are assumed to influence (in)justice perceptions, the project also addresses the question of whether these perceptions are stable over the life course or are subject to change as people experience changes in their social contexts.

In order to investigate these questions, it is necessary to have rich individual and longitudinal data coupled with information on the different contexts in which individuals are embedded. Therefore, the survey “Legitimation of Inequality Over the Life-Span” (LINOS-1) was
conducted by Project A6 “The Legitimation of Inequalities—Structural Conditions of Justice Attitudes over the Life-Span” which is part of the Collaborative Research Center (SFB 882) “From Heterogeneities to Inequalities” funded by the German Research Foundation (DFG) at Bielefeld University. LINOS-1 is a German employee survey and was conducted in Winter 2012/13. As it is assumed that justice attitudes change slowly, LINOS-1 is designed as a prospective panel study of three waves in which people will be surveyed every four years to cover a span of eight years. In the first wave, 4,731 respondents were sampled from the social security records of the German Federal Employment Agency (Bundesagentur für Arbeit). The questionnaire provides a wide array of information on individual characteristics and attitudes, as well as on the employment situation, social networks, and information about the partner and social background. Moreover, the respondents answered either a factorial survey on fair earnings or a factorial survey on fair job offers. Furthermore, due to the sampling design, it is possible to link employees’ individual information with official information, provided by the Institute for Employment Research (IAB) on their employment histories and their workplaces.

The following sections give an overview of the theoretical background of the survey (Section 2), the design of the survey (Section 3), research potential of the data (Section 4), and data access (Section 5).

2 Theoretical Background

The Collaborative Research Center “From Heterogeneities to Inequalities” (SFB 882) investigates in several projects how heterogeneities—such as gender, ethnicities, lifestyles, proficiencies, or social contexts—lead to social inequalities. The central goal of the research center is to identify inequalities generating mechanisms (Diewald & Faist, 2011). The key research interest of the Project A6 is not only the mechanisms that produce different kinds of inequalities but also the question of whether these mechanisms are perceived as legitimate or not (i.e., how they are evaluated in terms of justice).¹ The project, hence, complements the investigation of the mechanisms that produce inequality by looking at subjective evaluations, thus addressing the mechanisms of attitude formation.

¹ Also see (Liebig, 2011) and the website of the A6 Project: https://sfb882.uni-bielefeld.de/de/projects/a6.
The central assumption of the project is that people evaluate inequalities and consider them as either just or unjust. Justice perceptions are, hence, considered indicators of whether certain kinds of inequalities are considered as legitimate or not. Moreover, it is assumed that people particularly rely on justice if it helps them to achieve their fundamental goals and to solve problems that arise in cooperative relations. As a result, attitudes on justice are not regarded as either rigidly stable orientations across the life-span or as short-lived opinions that are adjusted continuously to fit situational interests. Instead, they are regarded as being shaped by the opportunities for learning and making comparisons in different phases of the life course and different social contexts. The key aspect is assumed to be changes in the social context—particularly households, social networks, or workplaces in which individuals are embedded across the life-span. This is because especially social contexts offer and constrain opportunities to make social comparisons and engage in social learning.

The two questions the project primarily addresses are therefore: (a) what are the conditions under which inequalities are perceived as problems of justice? And (b) how does embedment in different social contexts influence attitudes towards justice across the life-span?

In order to investigate these research questions, it is necessary to have rich individual data coupled with information on the different contexts in which individuals are embedded. Furthermore, in order to investigate changes in attitudes across the life-span, individuals have to be surveyed over a longer period of time.

3 Survey Design

3.1 Sampling
LINOS-1 is the first of three intended waves of a survey conceptualized as a longitudinal panel. German employees are the target population. Respondents were sampled from official social security records of the German Federal Employment Agency (Bundesagentur für Arbeit). As all employees who work on at least a marginal basis have to contribute to the social security system, this data covers all German employees who are employed full-time, part-time or marginally. Due to the prospective life-course focus of the project, a disproportional oversampling of young employees (<30 years) and of employees with low tenure (≤12 months) was implemented. The consideration of three age ranges and two tenure ranges led to a total of six different strata. Survey design weights are available to correct for
the sampling design (see Section 3.4). The study was designed as a multi-mode study with self-assisted interviews and computer-assisted personal interviews (CAPIs). The idea of the multi-mode setting was to investigate hints of prior research that the presence of an interviewer affects the expression of justice attitudes (Liebig, May, Sauer, Schneider, & Valet, 2014). In the self-assisted interview mode, respondents could choose whether they wanted to answer the questions as paper and pencil interviews (PAPIs) or as web interviews (CAWI). The sampling strategy was twofold. For the self-assisted interviews, a stratified random sampling\(^2\) was drawn from all employees in Germany who had a valid social security record as of December 31, 2011. Sampled respondents were then contacted either by phone (if a telephone number was available) or via an invitation letter. Respondents in this mode were able to decide whether they wanted to provide their answers in PAPI or CAWI mode. For the CAPI sample, a two-step sampling procedure was conducted. First, 60 regions in Germany were randomly selected.\(^3\) Second, within these regions, employees were randomly sampled along the stratification variables age and tenure. Due to the prospective panel design of the study, the goal in the first wave was to interview 4,500 respondents from which 1,000 were to be realized as CAPI and 3,500 as PAPI or CAWI. As response rates are generally low in Germany, 36,000 addresses were drawn as the gross sample. Table 1 shows the number of addresses delivered and the number of interviews that were to be realized for each strata and mode. In the CAPI mode, an additional spare sample was drawn from which 1,986 were used to achieve the intended 1,000 interviews.

\(^2\) Strata: age group (<30; 30-45; > 45-59) and tenure (≤12 month; >12 months).

\(^3\) The regions were defined as employment agency districts (Arbeitsagenturbezirke). There are currently 178 districts in Germany. Thus, the CAPI data covers about a third of all districts.
Table 1: Gross Sample and Strata

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
<th>19-29 years</th>
<th>30-44 years</th>
<th>45-59 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure</td>
<td>&lt;=12 Mon.</td>
<td>&gt;12 Mon.</td>
<td>&lt;=12 Mon.</td>
<td>&gt;12 Mon.</td>
</tr>
<tr>
<td>Strata</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Addresses, First delivery</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CAPI</td>
<td>36,000</td>
<td>12,000</td>
<td>4,000</td>
<td>6,000</td>
</tr>
<tr>
<td>PAPI/CAWI</td>
<td>7,999</td>
<td>2,667</td>
<td>889</td>
<td>1,333</td>
</tr>
<tr>
<td>Additional delivery</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CAPI</td>
<td>28,000</td>
<td>9,333</td>
<td>3,111</td>
<td>4,667</td>
</tr>
<tr>
<td>Targeted number of interviews</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CAPI</td>
<td>8,002</td>
<td>2,667</td>
<td>889</td>
<td>1,334</td>
</tr>
<tr>
<td>PAPI/CAWI</td>
<td>4,500</td>
<td>1,500</td>
<td>500</td>
<td>750</td>
</tr>
<tr>
<td></td>
<td>1,000</td>
<td>333</td>
<td>111</td>
<td>167</td>
</tr>
<tr>
<td></td>
<td>3,500</td>
<td>1,167</td>
<td>389</td>
<td>583</td>
</tr>
</tbody>
</table>

3.2 Data collection and processing

Before data collection started, the staff of the survey institute tried to find as many telephone numbers to the sampled addresses as possible. If respondents were assigned to the PAPI/CAWI mode and a telephone number was available, telephone interviewers of the survey institute called the respondents in order to assess whether they wanted to participate via the PAPI or CAWI mode. If respondents could not be reached by phone after three attempts, the PAPI questionnaire and a personalized CAWI code were sent to the given address. In order to increase response rates, reminders were sent to respondents after about four weeks of waiting and a second reminder was sent about three months after the initial contact.

52 interviewers worked in the CAPI field. They were supported by 10 telephone interviewers from the survey institute. All interviewers participated in a training session that took place in several locations across Germany. These training sessions took about four hours and encompassed an introduction of the research project and the questionnaire, directions on the modes of recruitment of the respondents and the conduction of the interview, and on how interviewers had to communicate and report to the survey institute. Interviewers also had to sign a statement of confidentiality and receive a field manual. Researchers of the A6 project accompanied most of these training sessions. Interviewers conducted 21.5 interviews on average with a maximum of 66.

Data collection started on October 10, 2012 and ended on April 16, 2013. Figure 1 shows the completion of interviews in relation to the intended sample sizes.
In PAPI mode, returned questionnaire answers were manually coded by the staff of the survey institute. In CAWI mode, the data was gathered with the help of a browser entry mask programmed by the survey institute that resembled the PAPI questionnaire. In CAPI mode, interviewers gathered the data using the survey software VOXCO. Afterwards, data of all modes were combined into a single data-set.

### 3.3 Number of cases and response rates

Table 2 shows the targeted number of interviews and the number of interviews that were actually conducted for each strata and mode. In total, there are 4,731 completed interviews of which 1,010 were queried in the presence of an interviewer (CAPI) and 3,721 surveyed as self-interviews (PAPI=2,459; CAWI=1,262).
The response rate was 13.8 percent\(^4\) (see Table 3) for the CAPI sample and 12.7 for the PAPI/CAWI sample (see Table 4).

### Table 2: Number of Interviews Intended to Realize and Number of Realized Interviews

<table>
<thead>
<tr>
<th>Age</th>
<th>Total</th>
<th>19-29 years</th>
<th>30-44 years</th>
<th>45-59 years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tenure</td>
<td></td>
<td>≤12 Mon.</td>
<td>&gt; 12 Mon.</td>
<td>≤12 Mon.</td>
</tr>
<tr>
<td>Strata</td>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Targeted number of interviews</td>
<td>4,500</td>
<td>1,500</td>
<td>500</td>
<td>750</td>
</tr>
<tr>
<td>CAPI</td>
<td>1,000</td>
<td>333</td>
<td>111</td>
<td>167</td>
</tr>
<tr>
<td>PAPI/CAWI</td>
<td>3,500</td>
<td>1,167</td>
<td>389</td>
<td>583</td>
</tr>
<tr>
<td>Interviews realized</td>
<td>4,578</td>
<td>1,452</td>
<td>462</td>
<td>668</td>
</tr>
<tr>
<td>CAPI</td>
<td>1,010</td>
<td>370</td>
<td>88</td>
<td>191</td>
</tr>
<tr>
<td>PAPI/CAWI</td>
<td>3,568</td>
<td>1,082</td>
<td>374</td>
<td>477</td>
</tr>
<tr>
<td>Special Sample</td>
<td>153</td>
<td>38</td>
<td>19</td>
<td>22</td>
</tr>
<tr>
<td>PAPI</td>
<td>136</td>
<td>31</td>
<td>17</td>
<td>19</td>
</tr>
<tr>
<td>CAWI</td>
<td>17</td>
<td>7</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

The response rate was 13.8 percent\(^4\) (see Table 3) for the CAPI sample and 12.7 for the PAPI/CAWI sample (see Table 4).

### Table 3: Response Rate CAPI Mode

<table>
<thead>
<tr>
<th>Number of Addresses</th>
<th>CAPI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interview (Category 1)</td>
<td>9,986</td>
</tr>
<tr>
<td>I=Completed Interviews</td>
<td>1,010</td>
</tr>
<tr>
<td>Eligible, non-interview (Category 2)</td>
<td>2,529</td>
</tr>
<tr>
<td>R=Known-respondent refusal</td>
<td>52</td>
</tr>
<tr>
<td>NC=Non-contact</td>
<td>33</td>
</tr>
<tr>
<td>NC=Respondent unavailable during field period</td>
<td>107</td>
</tr>
<tr>
<td>O=Respondent language problem</td>
<td>4,896</td>
</tr>
<tr>
<td>Unknown eligibility, non-interview (Category 3)</td>
<td>0.733</td>
</tr>
<tr>
<td>UH=Unknown housing unit/unknown address</td>
<td>0.138</td>
</tr>
<tr>
<td>Not eligible (Category 4)</td>
<td>513</td>
</tr>
<tr>
<td>Non-working/disconnected</td>
<td>830</td>
</tr>
<tr>
<td>Person not HH resident</td>
<td>16</td>
</tr>
<tr>
<td>Quota filled</td>
<td>4</td>
</tr>
<tr>
<td>e=estimated share of unknown cases that would be eligible</td>
<td>0.733</td>
</tr>
<tr>
<td>Response Rate</td>
<td>0.138</td>
</tr>
</tbody>
</table>

\(^4\) The 153 cases of the special sample were not included in the calculation of the response rates.
Table 4: Response Rate PAPI/CAWI

<table>
<thead>
<tr>
<th></th>
<th>PAPI / CAWI</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Number of Addresses</strong></td>
<td>28,001</td>
</tr>
<tr>
<td><strong>Interview (Category 1)</strong></td>
<td></td>
</tr>
<tr>
<td>I=Completed Interviews</td>
<td>3,568</td>
</tr>
<tr>
<td><strong>Eligible, non-interview (Category 2)</strong></td>
<td></td>
</tr>
<tr>
<td>R=Known-respondent refusal</td>
<td>2,573</td>
</tr>
<tr>
<td>R=PAPI: Implicit refusal</td>
<td>32</td>
</tr>
<tr>
<td>R=Break off/ Implicit refusal</td>
<td>380</td>
</tr>
<tr>
<td>NC=Completed questionnaire, but not returned during field period (mail and internet)</td>
<td>1</td>
</tr>
<tr>
<td>O=Respondent language problem</td>
<td>111</td>
</tr>
<tr>
<td><strong>Unknown eligibility, non-interview (Category 3)</strong></td>
<td></td>
</tr>
<tr>
<td>UH=Not attempted or worked/not mailed/No invitation sent (internet surveys)</td>
<td>5</td>
</tr>
<tr>
<td>UH=Nothing returned (mail surveys)</td>
<td>21,331</td>
</tr>
<tr>
<td>e=estimated share of unknown cases that would be eligible</td>
<td>1,000</td>
</tr>
<tr>
<td><strong>Response Rate</strong></td>
<td></td>
</tr>
<tr>
<td>(I/(I+(R+NC+O)+e*UH))</td>
<td>0.127</td>
</tr>
</tbody>
</table>

As the gross sample of the study was available and included various measures (sex, age, and reasons for refusal), it was possible to investigate selective non-response patterns. The results of these selectivity analyses, however, revealed no idiosyncratic non-response patterns and, thus, led us to the conclusion that the sample represents the target population quite well.

### 3.4 Survey weights

Due to the stratified sampling design (see Section 3.1), younger employees and employees with low tenure are oversampled in our data. As the gross sample and a data-set on the distribution of age and gender of all German employees were available, weights could be generated to correct for the stratified sampling and possible non-response bias (e.g., Gabler & Ganninger, 2010). Two weights are available: The design weight corrects for the oversampling of young employees with little tenure. The sample weight is adjusted to the proportion of employees in Germany in regard to age, sex and. The weighted data are representative for employees and industry sectors in Germany.

### 3.5 Data linkage

Due to the sampling on official social security records, it is possible to link our data to data of the German Federal Employment Agency. This data contains information on the individual employment history of the past ten years and on aggregated information about the organization the respondent is working for. As it is mandatory for respondents to agree to any proceedings related to their personal data, within the questionnaire, respondents were asked whether they agreed to link their survey data to the official registration data of the Federal
Employment Agency. 2,938 respondents agreed to having their data linked to the official records, meaning that linked-employer-employee data (LEE) are available for those respondents.

Information on the organizations stems from the Establishment History Panel (Betriebs-Historik-Panel, BHP). The BHP contains information about the branch of industry and the location of the establishment. Furthermore, numbers of employees liable to social security, as well as marginal and part-time employees, both in total and broken down by gender, age, occupational status, qualification and nationality are available. Quartiles of ages and wages are also given, both for full-time employees only as well as for all employees, composed of aggregated cross sectional datasets based on the individual social security records, which can be combined to form a panel (Gruhl, Schmucker, & Seth, 2012).

Individual employment histories stem from the Integrated Employment Biographies (IEB) data. The IEB consists of all individuals in Germany who are subject to social security contributions, who receive benefits according the German Social Code II (SGB II), or are officially registered as job seekers at the German Federal Employment Agency. Data provides information on each employment status on a daily basis and encompasses information from earlier reports, offering the chance to retrace information about work experience, social mobility, or income development (Oberschachtsiek, Scioch, Seysen, & Heining, 2009).

4 Content and research potential

4.1 Content

In order to address the key research questions of the A6 Project (see Section 2), the study queries different justice attitudes as well as a wide array of information on employees’ personal characteristics and information on crucial contexts like their work organization situation, their social network, and their parents and partner.
The questionnaire contains 113 questions that are presented in nine modules. Several questions and instruments are taken from other national and international surveys while others have been newly developed. The content of the questionnaire will be presented by subject.

**Justice measures**

A newly developed scale on order-related justice attitudes measures justice attitudes as preferences about just allocations in the society. This scale measures the preference of four justice principles: equality, equity, need, and merit or desert. Furthermore, they are measured by a second instrument on justice ideologies that includes four dimensions: egalitarianism, individualism, ascriptivism, and fatalism (Wegener & Liebig, 1993). Justice attitudes about fair distributions of salaries and bonuses in organizations are measured by a newly developed question. It comprises effort and performance as equity criteria, caring for relatives as need criterion, and organizational hierarchy and seniority as desert criteria.

Procedural justice at the workplace is measured by two questions: interactional justice of the supervisor (Colquitt, 2001; Maier, Streicher, Jonas, & Wochée, 2007) and procedural justice regarding several decision processes in work organizations about wage determinations, promotions, dismissals, allocation of work tasks, and vacation allowances.

Justice evaluations of allocations are measured by several questions. First, respondents evaluate the justice of their personal gross and net earnings, social security contributions, taxes, and welfare benefits. Second, respondents have to estimate actual earnings of a chairman of a large corporation and actual earnings of an unskilled worker followed by a question on the amount of earnings the respondent would consider as just for them. Third, in a vignette module on just earnings, respondents evaluate the earnings of ten fictitious persons who differ in specific attributes (income, age, sex, occupation, tenure, performance, and occupational unemployment rate).

A second vignette module was newly designed to investigate fair job characteristics. In this module, respondents have to rate whether they consider a fictitious job offer with certain

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5 The field-report and codebook in German language (Sauer & Valet, 2014) provides comprehensive descriptions of all modules, the sources and frequency tables of all questions, and additional materials. The codebook in English language (Sauer, Valet, & Meyer, 2014) provides frequency tables of all variables and a translation of the questionnaire.
contractual features (dimensions: working hours, fixed-term or permanent contract, work load, and gross earnings) for a fictitious employee with certain characteristics (dimensions: sex, age, education, and occupation) as fair and whether the employee should accept the offer.

Finally, respondents were asked how important justice is for them in different areas of their lives: in partnership and family, in friendships, at the workplace, and in society (newly developed instrument).

**Social contexts**

As social contexts are regarded as crucial for learning and for comparison processes, the questionnaire is comprised of many questions about the different social contexts respondents are embedded in. A wide array of information is queried on the current workplace (work team integration, work team composition, collegiality, supervisors, salary negotiations, contractual features, time pressure, job requirements), on the social network (name generator of three people not belonging to the household with whom the respondent spends most time outside of work), on the household (compositions of household, household income), on the partner (education, occupation, earnings), and on the parents (education, occupation). Furthermore, the Effort-Reward-Imbalance module (ERI, Siegrist, 1996) contains statements about the effort one makes at the workplace, the reward one receives (e.g., recognition by colleagues or supervisor), and several workplace attributes (e.g., time pressure, job requirements).

**Social comparison**

Social comparison processes play a vital role in explaining justice evaluations of allocation outcome. Hence, we measured (1) the tendency of people to compare themselves to others, (2) the importance of specific social groups (colleagues, partner, and friends) for social comparisons, and (3) the evaluation of one’s own earnings in comparison with the earnings of these social groups.

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6 Due to time constraints, the sample was split for the vignette modules. Respondents were either assigned to answer the vignettes on fair earnings or on fair job offers.
**Consequences of justice perceptions**

In the empirical justice literature, many scholars appraise the consequences of fairness regarding attitudinal, psychological, behavioural, and health related effects (e.g., Greenberg & Colquitt, 2005). We therefore measure several possible consequences and reactions towards justice perceptions, among others: cooperativeness, internal withdrawal (Lauck, 2005), life satisfaction, and health issues.

**Socio demography and social background**

The questionnaire contains all relevant questions about the standard demography, income (net and gross income, benefits, contributions to the social insurance system), and the social background (education, occupation, nationality of parents). Furthermore, based on the information given by the respondents, we provide international standard variables such as ISCO, EGP, SIOPS, and CASMIN.

**Attitudinal questions**

Several other attitudinal questions besides those of justice attitudes were asked in the survey. We developed a new instrument to measure respondents’ social production functions (SPF, Lindenberg, 1996; Ormel, Lindenberg, Steverink, & Verbrugge, 1999). This instrument first assesses the importance of eight SPF dimensions to the respondent and then measures the respondents’ satisfaction with these dimensions. Moreover, questions address people’s trust in specific persons, public institutions and organizations, their religious affiliation and religiosity, and their attitude towards surveys in general (Stocké, 2002).

**4.2 Research potential**

LINOS-1 is the first dataset on justice attitudes that provides a wide array of information about relevant social contexts to investigate justice evaluations and the formation of justice attitudes. According to the theoretical framework, two mechanisms are crucial for justice evaluations and the development of justice attitudes: social comparison processes and learning mechanisms. Both mechanisms are assumed to be highly dependent on context.

Justice evaluations of one’s own income depend on one’s ability to compare own efforts and benefits with the efforts and benefits of others. The compositions of the workplace, the social network, and the household all provide possibilities and constraints for comparison processes.
and, therefore, for detecting and evaluating earnings inequalities. Moreover, the possibility to link LINOS-1 with register data of the BA on the work organization offers exceptional research potential regarding the composition of the work organization and the personal work history.

In order to analyze the formation of justice attitudes by learning mechanisms, we focus on people’s encounters with justice principles as solutions for allocation conflicts in various contexts. Justice principles are social norms that prescribe specific behavioural rules and allocation principles for different social relationships. Equality is the legitimate allocation rule if applied to groups of people who are equal and maintain long-term relationships (e.g., peers or friendship networks). Equity is the appropriate justice principle in short-term relationships like the relationship between sellers and buyers in a market environment. In families and other affective relationships formed by shared identity, the need principle is perceived as just. Finally, in hierarchical relationships (e.g., in organizations) people claim benefits based on their position in the hierarchy. Allocation conflicts arise when people disagree about the character of the social relationship at hand. Especially in the workplace, such conflicts can occur because several justice principles can be applied to work relations.

Furthermore, by measuring procedural and interactional justice, we are able to investigate the fairness of allocation processes and the extent to which it affects justice and other related attitudes. Therefore, the dataset provides several measurements of justice attitudes on the one hand and offers a lot of information about the contexts that helps to understand what kind of experiences people have with distributional, procedural, and interactional justice on the other.

Besides the assessment of various social contexts, the dataset makes information for other research questions available. For instance, several questions contain information about possible consequences of fairness perceptions as attitudinal, behavioural, and health related issues.

5 Data Access

Data will be available to the scientific community free of charge. For reasons of data protection, a data distribution arrangement in consultation with the Research Data Center of the Collaborative Research Center (SFB 882 FDZ) must be signed.
A scientific use file (SUF) of the first wave of the data is in preparation. The factually anonymized SUF will include almost all of the employee information from the survey. Provision of some additional information on the employers is also being considered. Data will be available in Stata, SPSS and CSV formats. Furthermore, provision of access to the full data by means of an on-site controlled research environment at Bielefeld University is being considered. Please contact the SFB 882 FDZ for current versions and terms of access.

6 References


Additional Information on Data

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The survey “Expectations Towards Economy and Society” was conducted in the Project A6 “The Legitimation of Inequalities – Structural Conditions of Justice Attitudes over the Life-span” which is part of the Collaborative Research Center (SFB 882) “From Heterogeneities to Inequalities”, approved by the German Research Foundation (DFG). The Project A6 investigates (a) the conditions under which inequalities are perceived as problems of justice and (b) how embedment in different social contexts influences the formation of attitudes to justice across the life course.

We assume that individuals evaluate inequalities in terms of whether they consider them as just and that they hold particular attitudes toward justice because, and as long as, these help them to attain their fundamental goals and to solve the problems that arise through cooperation with other people (cooperative relations). As a result, attitudes on justice are not viewed either as rigidly stable orientations across the life span or as “Sunday best beliefs” i.e. short-lived opinions that are adjusted continuously to fit situational interests. Instead, they are regarded as being shaped by the opportunities for learning and making comparisons in different phases of the life course and different social contexts.

The goal of the project is to use longitudinal survey data to explain why individuals have particular notions of justice. The key aspect is taken to be changes in the social context—particularly households, social networks, or workplaces—in which individuals are embedded across their life course. This is because social contexts offer opportunities to make social comparisons and engage in social learning, processes that are decisive in the formation of particular attitudes to justice. Integrating life course and individual development will make it possible to distinguish psychological mechanisms from the path dependence of institutionalized life courses in the genesis of social inequalities and to analyze their interaction. The project will test this empirically by setting up a special longitudinal panel in which the same individuals will be interviewed three times over an 11-year period.
Previously published SFB 882 Technical Reports:


