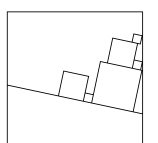
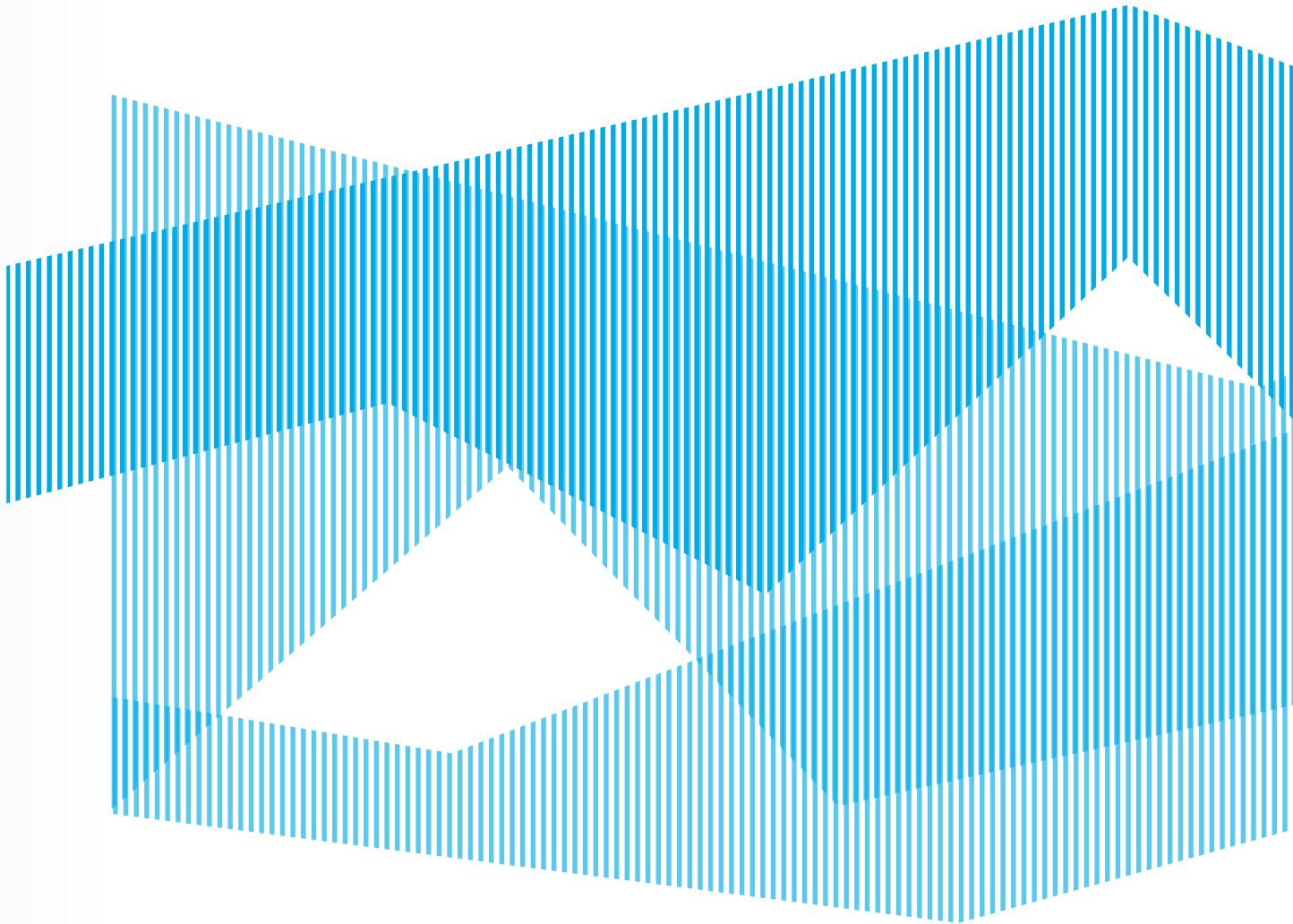


Progress Report of the Cluster of Excellence “The Politics of Inequality”

Reporting Period

2021





May 2022

Marius R. Busemeyer, Speaker of the Cluster
Claudia Diehl and Nils B. Weidmann, Co-Speakers
of the Cluster

Report of the Executive Board

In 2021, the Cluster has continued to grow and thrive, involving by now more than 100 researchers. In these pages and images, we would like to give you a glimpse into our activities in research, institution-building, outreach and transfer. Naturally, the COVID-19 pandemic has not left us untouched during the past year, both in terms of research and organization. But with these challenges also came opportunities; and despite all difficulties, our network has expanded and our research community has grown. For instance, we were able to host and wel-

come many international guests and fellows. Digital formats have allowed us to open up our events and increase our reach. In 2022, it is our core aim to (re-)connect: to further strengthen and expand exchanges within our own community, as well as to enhance the connections between the Cluster community and outside academic and public audiences. Naturally, the In_equality Conference in April has been central to these goals.

Below you may find short overviews of various fields of activity:

- Introduction and Overview
- Development of the Research Program
- Scientific Talks, Workshops and Conferences
- Implications of the Coronavirus Pandemic
- Knowledge Transfer, Outreach, and Networking
- Institution Building
- Outlook

The Politics of Inequality: A Project

Our ongoing project is to put Konstanz "on the map" for inequality researchers worldwide.

How far have we come along in 2021 as a hub of inequality research? These numbers may give you an idea.

7 

disciplines integrated

2,000+ 

Twitter followers acquired



27

projects & research groups implemented

16



nationalities brought on board

91 

peer-reviewed journal articles published

14 

colloquia & 16 trainings and workshop held

44 

percent share of women realized

16 

fellows welcomed (PhD, postdoc & senior)



125

persons connected



4

professorships with Cluster links installed at University of Konstanz

Cluster professorships created & filled

2

Development of the Research Program

Project Funding

In this section, we provide details on the development of our main pillars in the research program: project funding, (postdoctoral) research groups and individual fellowships. We also highlight examples of concrete research output in terms of data collection efforts and publications.

Funding for projects in the Cluster is distributed in a competitive process, involving internal and external peer review. In the previous report, we discussed how the process of project selection has been improved and refined over the course of the first years of the Cluster's existence. In 2021, the third call for projects proposals took place, applying the same procedure as in the year before.

Based on short written proposals, submitters were invited to present their project ideas at a selection workshop in March 2021. A selection committee including Board and Plenum members as well as four external reviewers was convened (see Table 1 for the composition). It formulated recommendations on which project proposals to fund. The selection committee decided on the basis of the following criteria:

- Excellence of the submitted proposal as well as its relevance to the Cluster's research agenda,
- Providing complementary perspectives to existing work at the Cluster, rather than reinforcing well-covered areas (not least in light of the discussion with the Scientific Advisory Board at the last meeting),
- A balanced representation of appli-

cants from different stages in their academic careers,

- The involvement of an interdisciplinary team of at least two PIs. The previous requirement that project proposals need to have at least two PIs from Konstanz was relaxed as applicants were allowed to involve external cooperation partners to increase the prospects for young researchers and new arrivals.

The Board (Erweiterter Vorstand) as the decision-making body followed the committee's recommendations in full. Funding decisions were communicated in an open and transparent manner, and feedback was given on the content of the proposal.

The process resulted in the incorporation of six proposals as new Cluster projects, largely complementing existing research foci at the Cluster and thereby strengthening its overall research program (see Table 2 for an overview).

For example, the project "Perceptions of Political Charisma in Low-Status Speakers" coordinated by Tamara Rathcke (Linguistics) strengthens our research on the link between inequality and political communication. The project "Inequality in Street-Level Bureaucracy: Linguistic Analysis of Public Service Encounters" run by Steffen Eckhard (Public Administration) and Annette Hautli-Janisz (Linguistics) involves a collaboration between the two disciplines by studying the effects of particular language use in bureaucracies on citizens' perceptions of being treated fairly. Another example is the

TABLE 1: CLUSTER PROJECT CALL 2021: PROJECTS SELECTED FOR CLUSTER SUPPORT

Project Lead	Project Title
Viola Asri	Agents of Social Change? The Intangible Benefits of Female Social Entrepreneurs
Luna Bellani	Inequality Barometer: A Repeated Representative Opinion Survey on Inequality and Social Mobility
Steffen Eckhard, Annette Hautli-Janisz	Inequality in Street-Level Bureaucracy: Linguistic Analysis of Public Service Encounters
Tamara Rathcke	Perceptions of Political Charisma in Low-Status Speakers
Susanne Strauß	COVID-19 Policies for Gender Equality (CoPE)
Christina Zuber	Administrative Inequality in Handling Requests for German Citizenship (AdmInCit, an Additional Module for the AdmIn Project)

project "Agents of Social Change: Female Empowerment in India" coordinated by Viola Asri (Economics), which strengthens our portfolio of work on the Global South by facilitating an intervention study and field experiments on Indian female entrepreneurs as role models for social and economic development in their communities.

The 2021 call for projects also provided long-term funding for the "Inequality Barometer" project headed by Luna Bellani (Economics). This project is an important central component of the Cluster, in that it is intended to increase public visibility for inequality research, most importantly the perception area. A cross-cutting project, the Inequality Barometer provides Cluster researchers with a platform to experiment with and test innovative ideas for survey questions and experiments. The funding provided will allow for two further survey waves planned in 2022 and 2024 until the end of the Cluster's first funding period.

Another cross-cutting project, a survey program to investigate the implications of COVID-19 for inequality, was swiftly

implemented at the outset of the coronavirus pandemic and is discussed below.

Despite these successes, we will not stop building our agenda just yet. A fourth call for project proposals was published in December 2021. Since we aim to fund projects with a duration of at least three years, this will most likely be the last substantial call, resulting in projects commencing their work in fall 2022. With the discussions at the last meeting of the Scientific Advisory Board (SAB) and following the SAB's advice, this last project call is more strategic and does not closely follow the prior bottom-up approach. At the Cluster Retreat on 06-08 October 2021, the Board identified a number of areas where additional projects would be helpful. Therefore, in our recent call we asked specifically for proposals to cover these areas, namely, projects engaged in the research area "Participation", and projects that adopt an internationally comparative dimension. We also invited proposals on inequalities in two empirical domains which we are planning to expand in the second funding phase of the Cluster: inequalities in health and inequalities in environmental resources.

Another unit, the postdoctoral research group headed by Thomas Kurer (Political Science) on "The Politics of Labor Market Inequality and Occupational Mobility" started its work in the spring of 2021. The project investigates the effects of large-scale labor market transformations on individual perceptions of occupational mobility. A specific focus is on the vulnerable groups of young labor market entrants and manufacturing workers in the automotive industry. The project's cornerstone is an original longitudinal survey in Germany and the United Kingdom. Instead of aiming at population-wide inference, the project tracks two specific electoral constituencies that are particularly exposed to transforming labor markets: a cohort of labor market entrants and a group of manufacturing workers in the hard-pressed automotive industry.

Moreover, we have set up a so-called Small Grants Fund. The fund is an offer to Cluster researchers who want to set up research designs at a smaller scale. Small grants projects may grow into full-blown Cluster projects. One such small grants project resulted from a collaboration with our colleagues of the other Cluster of Excellence at the University of Konstanz, the "Centre for the Advanced Study of Collective Behaviour" (CAS-CB): Co-Speaker Claudia Diehl has started a joint project initiative with CASCB PIs Britta Renner and Harald Schupp (both Psychology) to investigate perceptions of inequality in income, wealth, and health, and how these perceptions influence behavior such as investment in one's human capital (education, skills, or own health). Health is one of our prospective growth areas to strengthen our Cluster for the second funding period.

TABLE 2: LIST OF ONGOING CLUSTER PROJECTS

Title	Funding Period	Principal Investigators	Research Areas		
			● Participation	● Perceptions	● Policies
The Politics of Persisting Inequality: Evidence from the US South	01.10.2019 – 30.09.2022	Luna Bellani Anselm Hager Stephan Maurer	●		●
Inequality Barometer: A Repeated Representative Opinion Survey on Inequality and Social Mobility	01.10.2019 – 31.05.2025	Luna Bellani Marius R. Busemeyer Guido Schwerdt		●	●
Political Elites and Inequality: Information, Heuristics and Policy	01.10.2019 – 31.08.2023	Christian Breunig Friedrich Breyer Guido Schwerdt Wolfgang Gaissmaier	●	●	●
Framing Inequalities	01.10.2019 – 30.09.2023	Miriam Butt Regine Eckardt Katharina Holzinger		●	
“Ethnic Policies” – Remedy for Between-Group Inequalities?	01.10.2019 – 31.03.2023	Katharina Holzinger Tanja Kupisch			●
Integration at Work	01.10.2019 – 30.09.2024	Florian Kunze Claudia Diehl Sebastian Koos Stephan Schumann			●
From Bad to Worse: Financial Crises, Polarization, and Inequality	01.10.2019 – 30.09.2023	Gerald Schneider Almuth Scholl	●		●
Improving Equity in Education through Youth Mentoring: An Evaluation of a Randomized Educational Intervention in Colombia	01.10.2019 – 31.12.2024	Urs Fischbacher Guido Schwerdt			●
Sub-Project: Improving State Capacity to target extreme Poverty: An Evaluation of a randomized intervention in Bangladesh	01.02.2019 – 01.12.2021	Urs Fischbacher Sebastian Fehrer Viola Asri			●
Preferences for Redistribution Across EU Member States: Perceptions, Self-Interest, and Identities	01.10.2019 – 30.06.2022	Peter Selb Dirk Leuffen Thomas Hinz		●	
Perceptions of Gender and Seniority Wage Inequality and Individual Behavioural Reactions in the Organizational Context	01.10.2019 – 31.12.2023	Thomas Hinz Susanne Strauß Nick Zubanov		●	

Mobilizing Inequalities: From Grievances to Conflict	01.10.2019 – 30.09.2023	Miriam Butt Karsten Donnay Nils B. Weidmann Christina Zuber	●		
Digitalization, Automation and the Future of Work in Post-Industrial Welfare States	01.10.2019 – 30.09.2024	Marius R. Busemeyer Sebastian Findeisen Sebastian Koos Florian Kunze Stephan Maurer	●	●	●
Selection into Leadership and Perceptions of Inequality: The Case of Consistency	01.09.2020 – 30.08.2023	Adrian Chadi Urs Fischbacher Katrin Schmelz Irenaeus Wolf		●	
Inequality in Street-level Bureaucracy: Linguistic Analysis of Public Service Encounters	01.06.2020 – 31.05.2024	Steffen Eckhard Annette Hautli-Janisz	●		●
Administrative Inequality: The Case of Foreign Nationals in Germany (AdmIn)	01.10.2020 – 30.09.2024	Christian Breunig Gerald Schneider Daniel Thym Christina Zuber			●
Perceptions of Inequality in a Socialist Dictatorship: Evidence from the German Democratic Republic	01.10.2020 – 30.06.2024	Eda Keremoglu Nils B. Weidmann		●	
Students' Perceptions of Inequality and Fairness and their Impact on Educational and Political Outcomes (PerFair)	01.10.2019 – 30.09.2025	Marius R. Busemeyer Claudia Diehl Axinja Hachfeld Thomas Hinz Theo Marinis	●	●	●
COVID-19 Policies for Gender Quality	01.09.2021 – 31.08.2024	Susanne Strauß Mara Yerkes Ariane Bertogg Tiziana Nazio	●	●	●
COVID-19 and Inequality – Survey Program	01.03.2020 – 31.12.2024	Claudia Diehl Marius R. Busemeyer	●	●	●
Perceptions of Political Charisma in Low-Status Speakers	01.09.2021 – 31.08.2024	Tamara Rathcke Diego Frassinelli Stephan Streuber		●	
The Politics of Labor Market Inequality and Occupational Mobility	01.03.2021 – 31.12.2025	Thomas Kurer		●	●
Administrative Inequality in Handling Requests for German Citizenship	01.10.2021 – 30.09.2025	Christina Zuber Christian Breunig Gerald Schneider Daniel Thym			●
Agents of Social Change? The Intangible Benefits of Female Social Entrepreneurs	01.05.2021 – 30.04.2024	Viola Asri Ankush Asri Anke Hoeffler	●	●	

Individual Funding (Fellowships)

In addition to project funding, the Cluster offers individual funding in the form of fellowships. Doctoral independent fellowships provide funding for (up to) four years. For postdocs, fellowships run for two years. In previous cohorts, we had awarded funding for one-year postdoc fellowships, but these shorter fellowships were inadequate in allowing young researchers to develop their research agenda. Internal postdoc fellows were also invited to apply for two advanced postdoc fellowships (for two years) in order to provide more time for individual research projects.

The establishment of the Graduate School of the Social and Behavioural Sciences (GSBS) has boosted the number of applications for doctoral fellowships and doctoral researcher positions in the Cluster projects from 84 applications in 2020 to 235 in 2021. These figures document the growing visibility and attractiveness of the Cluster as an international hub for inequality research.

Complementing our calls intended for early career researchers, the call for External Senior Fellowships (ESF) has also attracted from inequality researchers around the world. Experience has shown that applying researchers rather prefer shorter stays (two to three months) over longer stays, and – not surprisingly – often prefer to visit Konstanz in the summer months. Due to the pandemic, several senior fellows had to cancel or move their planned stay from 2021 to 2022 (see Table 6 below for an overview of realized and planned research

stays of senior fellows and guests in 2021/2022). Nevertheless we welcomed numerous guests visiting us in 2021. For instance, Nils-Christian Bormann, Professor of International Political Science at Witten-Herdecke University, took up a three-month senior fellowship in the summer of 2021. He investigated how government coalitions in Indian states affect economic inequality between ethnic groups.

Mans Hulden of the University of Colorado Boulder chose to join us in the fall of 2021, leaving in December. He is a computational linguist and focuses on working with minority languages or languages with limited available digital resources.

Aina Gallego is an Associate Professor of Political Science at the University of Barcelona and a Research Associate at Institut de Barcelona d'Estudis Internacionals. In her work in the areas of political behavior and political economy, she is interested in the political consequences of automation and digitalization on political behavior. She joined us for a first research stay in September and October 2021 and will be returning during the summer months of 2022.

The ESF program has been very successful in establishing and solidifying collaborations between Cluster members and fellows. For instance, Mara Yerkes (ESF in 2022) is associated with the newly established project "COVID-19 Policies for Gender Equality" coordinated by Susanne Strauss (Sociology).

Moreover, we may confidently state that Konstanz is a very attractive place to be for inequality researchers: on the one hand, senior fellows such as Simon Weschle of Syracuse University prolonged their stay once their fellowship had run out to make the most of opportunities found here. On the other hand, guest researchers such as Fabian Pfeffer (University of Michigan), Pia Schillig (University of Bozen) and Ulrich Glassmann (Europa University Flensburg) brought their own funding to join us at the Cluster for research and collaboration.

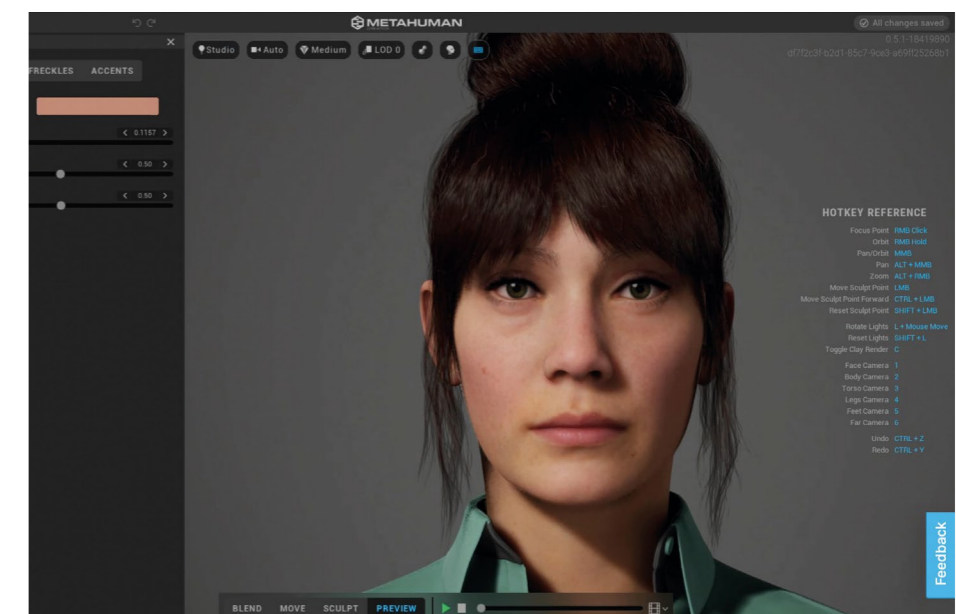


Field team of the "Female Empowerment in India" project

Active fieldwork in the "Improving State Capacity in Bangladesh" project



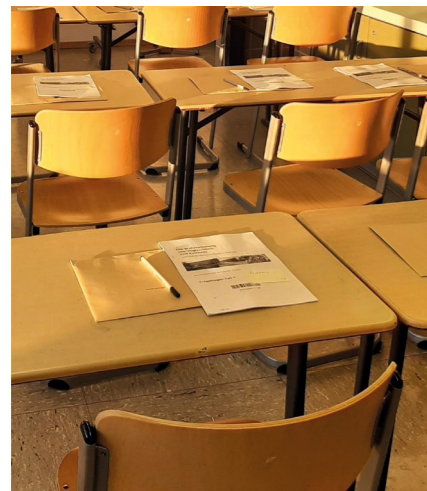
The Cluster's Managing Office



"Perceptions of Political Charisma" may depend on skin color among many other things—so in their survey experiments, the project uses avatars with adjustable skin tones



Field team of the project "Improving State Capacity in Bangladesh"



The "Perceptions of Inequality in a Socialist Dictatorship" project spends much time at the German Federal Archives



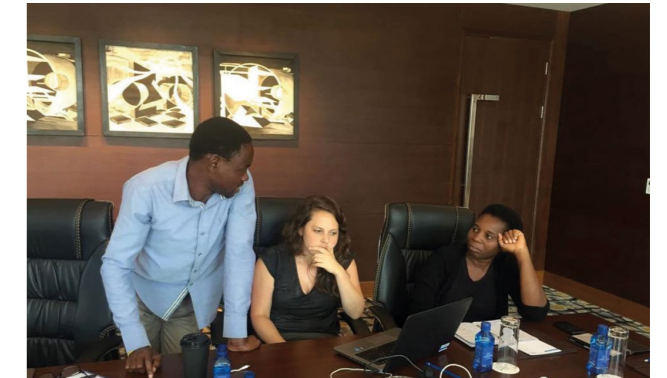
Collecting data on "Students' Perceptions of Inequality and Fairness" in secondary schools

Sebastian Koos studies social movements such as "Fridays for Future"



"Female Empowerment in India" starts with educating girls in rural regions

Postdoctoral Fellow Prisca Jöst-Brenneis translating questionnaires for Kenyan target groups with the help of local co-workers



"Perceptions of Political Charisma": the same avatar as on the page before, adjusted for darker skin tone



TABLE 3: RESEARCH STAYS OF EXTERNAL SENIOR FELLOWS IN 2021 AND 2022**Michael Becher
(03.05.30.07.2022)**

Assistant Professor in Political Science, IE School of Global and Public Affairs, Madrid

**Nils-Christian Bormann
(15.05.–15.08.2021)**

Professor for International Political Studies, University of Witten/Herdecke

**Christina Felfe de Ormeño
(15.03.–15.07.2022)**

Professor of Economics, University of Würzburg

**Aina Gallego
(first stay 01.09.–31.10.2021,
second stay 14.06.–14.08.2022)**

Associate Professor of Political Science, University of Barcelona

**Mans Hulden
(15.08.–15.12.2021)**

Associate Professor in Linguistics, University of Colorado, Boulder

**Stanislav Markus
(postponed to 2022,
01.05.–31.08.2022)**

Associate Professor, International Business – Darla Moore School of Business, University of South Carolina

**Irene Menéndez González
(03.05.–30.07.2022)**

Assistant Professor in International Political Economy, IE School of Global and Public Affairs, Madrid

**Merlin Schaeffer
(11.04.–22.07.2022)**

Associate Professor of Sociology, University of Copenhagen

**Thomas Soehl
(first stay 07.11.–04.12.2021,
second stay 01.05.–31.05.2022)**

Assistant Professor, Sociology Department, McGill University, Montreal

**Frederick Solt
(postponed to 2022, 01.06.–
31.07.2022)**

Associate Professor, Department of Political Science, University of Iowa

**Simon Weschle
(05.06.–07.08.2021)**

Assistant Professor, Department of Political Science, Syracuse University

**Mara Yerkes
(28.03.–28.05.2022)**

Professor of Interdisciplinary Social Science, Department of Interdisciplinary Social Science, Utrecht University

**Kathrin Zippel
(postponed to 2022, 01.06., t.b.a.)**

Professor of Sociology, Northeastern University, Boston

Cluster Professorships

The long-term measure of establishing new professorships is at the core of the Excellence Strategy: It is one of the fundamental ways in which our Cluster of Excellence can impact the university's structure and mark our research agenda as a focal point of the university's overarching strategy. It is also a difficult and lengthy undertaking, which makes it all the more satisfying that we were able to fill two Cluster professorships in 2021.

Gabriele Spilker took up her position as W3 Professor of International Politics – Global Inequality in October 2021. Her research focuses on three aspects: the consequences of climate change for individuals in developing countries, the determinants of public support or opposition towards international trade and migration, and the consequences of different design options of international cooperation efforts. Research questions addressed by Gabriele Spilker include: Can climate change trigger migration, increase existing inequalities, and potentially trigger violent conflict? How do individual stances on trade agreements correspond to an individual's benefitting or losing out? Could countries in the Global South rely on strict environmental clauses in trade agreements to successfully counteract the potential negative effects of economic liberalization on the environment?

Sebastian Koos moved from the Department of Politics and Public Administration to the Department of History and Sociology, accepting the Cluster professorship (W1 with tenure track) on

Data Collection Efforts and Surveys

Sociology with a focus on Social Movements. Taking a sociological perspective on protest and social movements, the professorship aims at a better understanding of the origins of different types of protest and the conditions under which they arise. Two perspectives will complement each other, in that a large and a very small scale of investigation are chosen, with a comparative look at different countries on the one hand, and at the individual level on the other. A specific focus will be on social movements engaged with climate change. Matters of solidarity and social cohesion are coupled with an issue that is at the core of the Cluster's agenda, namely the question: how do inequalities translate into protest?

Both Cluster professorships are crucial for the long-term success of the Cluster, contributing to the sustainability of inequality research at the University of Konstanz. Both researchers are in the process of building up their respective research groups. Moreover, they have teamed up to develop a joint project on the association between economic and environmental inequalities and how these contribute to mobilization. The topic of environmental inequalities will be an important expansion of our current research portfolio in the second funding phase of the Cluster.

As the detailed progress reports from the projects (see part II) show, many projects are currently in an intense phase of data collection. To provide only a few examples of the ambitiousness and innovativeness of these efforts, we first would like to highlight the project "Integration at Work" coordinated by Florian Kunze (Organizational Studies). This project tracks the integration of young migrants into the German apprenticeship training system. In order to collect data, the project team programmed an app that apprentices use to document their progress and emotional state. In order to get access, the project undertook major efforts to contact firms, collaborating with large employer associations in Germany in order to improve access. In spite of additional pandemic-related hurdles, the project is well underway.

A further example is the project "Political Elites and Inequality: Information, Heuristics and Policy" coordinated by Christian Breunig (Political Science). This project studies elites' perceptions of voter demands, unveiling potential biases in responsiveness to citizens' concerns. In 2021, the project undertook a major effort in data collection, conducting several hundred face-to-face meetings (in Zoom) with legislators from German state parliaments.

Furthermore, the project "Perceptions of Gender and Seniority Wage Inequality and Individual Behavioral Reactions in the Organizational Context" coordinated by Susanne Strauss (Sociology) collected data from thousands of respondents on perceptions of wage

inequality. This data was linked to data on the firm context by cooperating with the Institut für Arbeitsmarkt- und Berufsforschung (Institute for Employment Research; IAB).

Yet another approach in data collection is used by the project "Perceptions of Inequality in a Socialist Dictatorship". The project aims to code references to inequality in petitions submitted to the administration of the German Democratic Republic. To this end, the project digitizes letters from many archives in the Former GDR, in order to extract the text later. Coders are sent to these archives, and several measures had to be developed to preserve confidentiality and security of the digital documents.

These are just a few examples of ongoing data collection efforts. All research projects at the Cluster collect original and novel data in order to address their research questions. The Methods and Data Hub in the Cluster Managing Office headed by Thomas Wöhler provides crucial advice and guidance for project teams, from advising on how to approach and select survey companies via supporting tender processes to coordinating own data collection efforts, e.g. in the context of the Corona survey (see below). As part of these activities, we have established a dedicated data repository for Cluster-produced data in the Data Archive of the GESIS Leibniz Institute for the Social Sciences, Mannheim.

Featured Publications

In spite of the fact that many projects are still in the data collection phase, Cluster researchers have produced a wealth of high-quality and visible publications in the leading journals of the involved disciplines. Table 4 provides some examples of high-impact publications, which we also document regularly in our *In_equality* magazine (see below). We further promote the visibility of our signature publications by providing additional funds for open-access publication in case the already generous funding of the university for open access publication does not suffice.

TABLE 4: FEATURED PUBLICATIONS IN 2021

Abou-Chadi, Tarik, und Thomas Kurer. 2021. "Economic Risk within the Household and Voting for the Radical Right". *World Politics* 73 (3): 482–511. <https://doi.org/10.1017/S0043887121000046>.

Abreu, Liliana, Anke Koebach, Oscar Díaz, Samuel Carleial, Anke Hoeffler, Wolfgang Stojetz, Hanna Freudenreich, Patricia Justino, und Tilman Brück. 2021. "Life With Corona: Increased Gender Differences in Aggression and Depression Symptoms Due to the COVID-19 Pandemic Burden in Germany". *Frontiers in Psychology* 12. <https://www.frontiersin.org/article/10.3389/fpsyg.2021.689396>.

Bailer, Stefanie, Christian Breunig, Nathalie Giger, und Andreas M. Wüst. 2021. "The Diminishing Value of Representing the Disadvantaged:

Between Group Representation and Individual Career Paths". *British Journal of Political Science*, Februar, 1–18. <https://doi.org/10.1017/S0007123420000642>.

Bertogg, Ariane, Susanne Strauß, und Leen Vandecasteele. 2021. "Linked lives, linked retirement? : Relative income differences within couples and gendered retirement decisions in Europe". *Advances in Life Course Research* 47. <https://doi.org/10.1016/j.alcr.2020.100380>.

Bormann, Nils-Christian, Yannick I. Pengl, Lars-Erik Cederman, und Nils B. Weidmann. 2021. "Globalization, Institutions, and Ethnic Inequality". *International Organization*. <https://doi.org/10.1017/S0020818321000096>.

Busemeyer, Marius R. 2021. "Financing the welfare state in times of extreme crisis : public support for health care spending during the Covid-19 pandemic in Germany". *Journal of European Public Policy*. <https://doi.org/10.1080/13501763.2021.1977375>.

Busemeyer, Marius R., und Alexander H. J. Sahn. 2021. "Social Investment, Redistribution or Basic Income? Exploring the Association Between Automation Risk and Welfare State Attitudes in Europe". *Journal of Social Policy*, Juli, 1–20. <https://doi.org/10.1017/S0047279421000519>.

Colas, Mark, Sebastian Findeisen, und Dominik Sachs. 2021. "Optimal Need-Based Financial Aid". *Journal of Political Economy* 129 (2): 492–533. <https://doi.org/10.1086/711952>.

Dauth, Wolfgang, Sebastian Findeisen, Jens Suedekum, und Nicole Woessner. 2021. "The Adjustment of Labor Markets to Robots". *Journal of the European Economic Association*. <https://doi.org/10.1093/jeea/jvab012>.

Diehl, Claudia, Elisabeth Liebau, und Peter Mühlau. 2021. "How Often Have You Felt Disadvantaged? Explaining Perceived Discrimination". *KZfSS Kölner Zeitschrift Für Soziologie Und Sozialpsychologie* 73 (1): 1–24. <https://doi.org/10.1007/s11577-021-00738-y>.

Diehl, Claudia, und Felix Wolter. 2021. "Attitudes about containment measures during the 2020/2021 coronavirus pandemic : self-interest, or broader political orientations?" *Research & Politics* 8 (3). <https://doi.org/10.1177/20531680211035319>.

Eckhard, Steffen. 2021. "Bridging the citizen gap : Bureaucratic representation and knowledge linkage in (international) public administration". *Governance* 34 (2): 295–314. <https://doi.org/10.1111/gove.12494>.

Gallego, Aina, und Thomas Kurer. 2022. "Automation, Digitalization, and Artificial Intelligence in the Workplace : Implications for Political Behavior". *Annual Review of Political Science*. <https://doi.org/10.1146/annurev-polisci-051120-104535>.

Gerdiken, Elena, Max Reinwald, und Florian Kunze. 2021. "Outcomes of Technostress at Work: A Meta-Analysis". *Academy of Management Proceedings* 2021 (1): 11807. <https://doi.org/10.5465/AMBPP.2021.11807abstract>.

Hecht, Katharina. 2021. "It's the value that we bring' : performance pay and top income earners' perceptions of inequality". *Socio-Economic Review*. <https://doi.org/10.1093/ser/mwab044>.

Howe, Philip J., Edina Szöcsik, und Christina I. Zuber. 2021. "Nationalism, Class, and Status: How Nationalists Use Policy Offers and Group Appeals to Attract a New Electorate". *Comparative Political Studies*, August, 00104140211036033. <https://doi.org/10.1177/00104140211036033>.

Keremoğlu, Eda, Sebastian Hellmeier, und Nils B. Weidmann. 2022. "Thin-Skinned Leaders: Regime Legitimation, Protest Issues, and Repression in Autocracies". *Political Science Research and Methods* 10 (1): 136–52. <https://doi.org/10.1017/psrm.2021.19>.

Khashabi, Pooyan, Tobias Kretschmer, Nick Zubanov, Matthias Heinz, und Guido Friebel. 2021. "Market Competition and the Effectiveness of Performance Pay". *Organization Science* 32 (2): 334–51. <https://doi.org/10.1287/orsc.2020.1392>.

Koos, Sebastian. 2021. "Moralising Markets, Marketizing Morality : The Fair Trade Movement, Product Labeling and the Emergence of Ethical Consumerism in Europe". *Journal of Nonprofit & Public Sector Marketing*. <https://doi.org/10.1080/10495142.2020.1865235>.

Kupisch, Tanja, Nadine Kolb, Yulia Rodina, und Olga Urek. 2021. "Foreign Accent in Pre- and Primary School Heritage Bilinguals". *Languages* 6 (2): 96. <https://doi.org/10.3390/languages6020096>.

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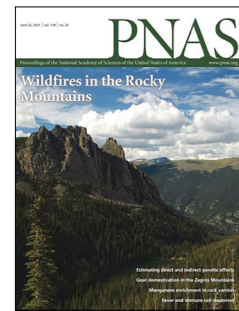
Bailer, Breunig, Giger, and Wüst 2021



Busemeyer 2021; Carstensen and Röper 2021



Busemeyer and Sahn 2021



Schmelz and Bowles 2021



Schmelz 2021



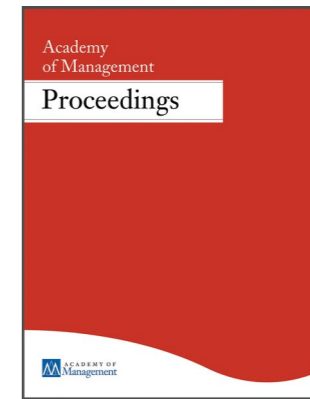
Howe, Szócsik, and Zuber 2021



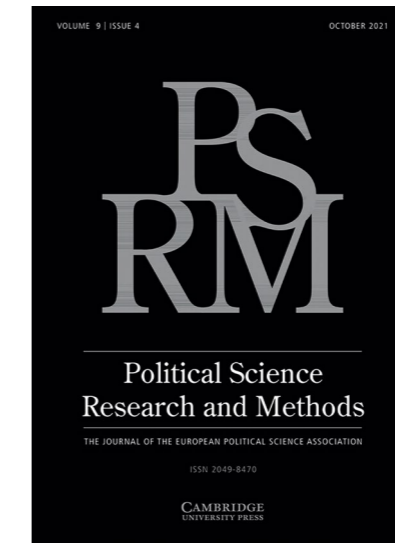
Eckhard 2021



Abou-Chadi and Kurer



Gerdiken, Reinwald, and Kunze 2021



Keremoğlu, Hellmeier, and Weidmann 2022



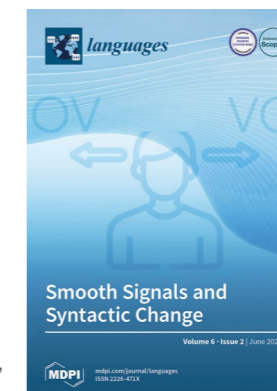
Hecht 2021



Diehl and Wolter 2021



Munzert, Selb, Gohdes, Stoetzer, and Lowe 2021



Kupisch, Kolb, Rodina, and Urek 2021



Kulic, Dotti Sani, Strauß, and Bellani 2021



Hänni, Giger, and Breunig 2021



Bertogg, Nazio, and Strauß 2021

Scientific Talks, Workshops and Conferences

In_equality Conference 2022

Our largest scientific event so far, the In_equality Conference 2022, has taken place on 06-08 April 2022. The conference has been held in fully hybrid format, with speakers and an audience present on-site, and a large online audience following all talks via livestream. This massive undertaking has benefits from structural adaptations in the Managing Office, with Anne Zunftmeister-Mertke joining as a leading conference manager in October 2021. Her long-term expertise from planning and coordinating events in the Berlin art and culture scene has turned out to be extremely valuable.

The Steering Committee for the conference – made up of Friedrich Breyer, Marius R. Busemeyer, Claudia Diehl, Anselm Fliethmann and Tanja Kupisch, representing the disciplines present in the Cluster – published the Call for Papers in September 2021. The overwhelming response of 600 submissions from 30 countries showcases the strong interest in the Cluster’s research topics and its visibility (see table 5). It also meant we were in the enviable position of picking just the top ten percent of submissions for the program.



This program was launched with a grand opening on the evening of 06 April 2022, with Leibniz Prize recipient Steffen Mau (Humboldt University Berlin) giving a public lecture followed by a panel discussion and festive reception. For the conference proper on 07 and 08 April, the program featured three keynote speeches (by Catherine de Vries, Bocconi University Milan, Stefanie Stantcheva, Harvard University, and Jason Stanley, Yale University), 18 panels ranging from gender, ethnic, wealth, and educational inequality, via questions concerning the welfare state, debt and austerity, to a large section on how inequalities are perceived, misperceived, framed and talked about. In addition to the scientific panels, we also hosted two invited panels in collaboration with external partners, the “Perceptions of Inequalities and Justice in Europe” (PIJE) project at SOEP-DIW and the Robert Bosch Foundation. All in all, our aims for the In_equality Conference 2022—namely, to put Konstanz firmly 'on the map' in inequality research—have been realized to a very large degree.

FIGURE: DISTRIBUTION OF SUBMISSIONS FOR THE IN_EQUALITY CONFERENCE 2022 BY DISCIPLINE

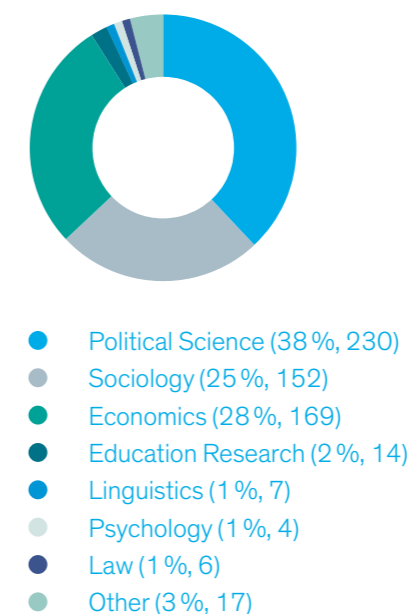


TABLE 5: IN_EQUALITY CONFERENCE 2022 RESPONSE TO CALL FOR PAPERS

Number of Applications		Nationalities			
National submissions	International submissions	Germany	Europe	USA & Canada	Other
187	412	187	230	35	147

In_equality Colloquium

The In_equality Colloquium, our Cluster's main research colloquium, serves as a forum and meeting point for Cluster researchers. Visiting senior and post-doc fellows have the opportunity to present their work, complemented with a selection of external speakers. Due to the pandemic, we changed the previous in-person format to a fully online or hybrid format, depending on the pandemic situation at any given moment. Moving to the digital format has allowed us to spread the word about our talk series via a broad range of mailing lists and our cooperation partners. This has given a significant boost to the number of participants attending the talks. We had almost 100 attendants for a number of talks, and usually the number is between 50 and 60 participants. This is why we have decided to keep the format in hybrid mode once the pandemic will end. Currently, 380 individuals from outside the Cluster (of which almost 75 percent come from outside of the University of Konstanz, too) have subscribed to our events newsletters in order to receive invitations for the In_equality Colloquium and other events. Further visibility is generated by regularly covering our talks via our Twitter feed with its more than 2,000 followers.

In 2021, we had a great mix of presenters from Political Science, Sociology, Economics and Linguistics. We hosted renowned external speakers as guests, like Markus Gangl (Goethe University Frankfurt) or Christian Dustmann (University College London), but we also provided a platform for our own Early Career Researchers and Fellows. Apart from the In_equality Colloquium, we regularly collaborate with colleagues in the affiliated departments, in part jointly hosting distinguished guest speakers in both departmental and Cluster talk series. Due to the increasing number of visiting fellows and guests, the space to give talks for internal researchers to present their work in the Cluster colloquium is increasingly limited. Hence, also in response to demands from the Cluster community, we are establishing a new format of "research days" where Cluster researchers can present their work in progress to the Cluster community. For early career researchers (ECRs), this opportunity already exists in the form of a Brown Bag Seminar that is jointly hosted and organized with ECRs from the Department of Politics and Public Administration.

TABLE 6: IN_EQUALITY COLLOQUIUM 2021

Date	Speaker	Talks
12 January 2021	Kattalina Berriochoa <i>University of Konstanz</i>	"Subsidizing Farms and Food: Examining Self-Interest and Redistributive Preferences through the 2014 US Farm Bill"
26 January 2021	Katharina Hecht <i>University of Konstanz</i>	"The Class Area Gap. Geographic and Social Mobility into Britain's 'Elite' Occupations"
18 May 2021	Markus Gangl <i>Goethe University Frankfurt</i>	"Is Rising Inequality a Threat to Democracy? Some Analytical and Empirical Observations Towards a Middle-Range Theory of Democratic Trust"
25 May 2021	Armin Schäfer <i>University of Münster</i>	"When Representation Fails. Unequal Responsiveness and the Populist Revolt"
8 June 2021	Christian Dustmann <i>University College London</i>	"Labor Markets and Inequality"
15 June 2021	Richard Trau Müller <i>University of Mannheim</i>	"Is Free Speech in Danger on University Campus?"
22 June 2021	Nils-Christian Bormann <i>University of Witten-Herdecke</i>	"Political and Economic Group Inequalities in India"
29 June 2021	Johannes Karremans <i>European University Institute</i>	"Responsiveness and Responsibility in the Eurozone Between 2008 and 2020: A Comparative Study of Budget Speeches"
6 July 2021	Benita Combet <i>University of Zurich</i>	"Gender Segregation in Fields of Study. Analysing the Role of 'Gender-Essentialist Preferences' With a Choice Experiment"
13 July 2021	Simon Weschle <i>Syracuse University</i>	"Moonlighting Legislators"
20 July 2021	Kathrin Zippel <i>Northeastern University</i>	"What Do We Say When We Talk about 'Women in Science'? Framing Problems and Policy Solutions in Germany, the EU and US"
26 October 2021	Aina Gallego <i>University of Barcelona</i>	"Workplace Automation and Digitalization: Implications for Political Behavior"
9 November 2021	Mans Hulden <i>University of Colorado Boulder</i>	"Language Technology and Language Vitality among Minority Languages in Europe"
23 November 2021	Thomas Soehl <i>McGill University</i>	"The Effect of Refugee Sponsorship on Labor Market Integration: Evidence from Syrian Refugees in Canada"



Marius R. Busemeyer opening the 2021 Retreat

On 28 October 2021, we held a career roundtable on grant proposal writing



Intercultural Networking Lunch on 18 November 2021



A day at the Cluster Café

Taking a break at the Retreat 2021



Cluster PIs at the Retreat 2021



Marius R. Busemeyer presenting the Cluster's core concepts at the Young Researchers Welcoming Event 2021

Implications of the Coronavirus Pandemic

(Still) Working under Constraints

In line with the prevailing regulations of the University of Konstanz and depending on the changing pandemic situation, working conditions at the Cluster varied significantly over the course of the year 2021. When infection numbers receded over the summer, many researchers returned to the Cluster building. We were also able to welcome a number of international visiting researchers. Later in the year, we had to move back to digital meetings and remote work. The Managing Office provided critical support to Cluster researchers working from home, enabling Cluster members to take research trips abroad, work on campus where desired, or effectively work from home using equipment and support tools purchased for this purpose. The resulting workload was compounded by time-consuming challenges posed by reduced opportunities for personal exchange and communication. But overall, the ongoing pandemic situation has served to bring about many small, creative ways in which a more fluid workplace situation and direct communication between mobile and in-office colleagues has been realized. These lessons will continue to serve the Managing Office, and the Cluster as a whole, well in post-pandemic times. This is especially true with regard to the efforts undertaken at the University of Konstanz to implement a new air travel policy (see below).

The pandemic also had continued implications for the individual research projects. The progress reports include a detailed section on how the projects have reacted to these challenges. To name just a few examples, the intervention study in the project “Improving Equity in Education through Youth Mentoring” (coordinating PI: Guido Schwerdt (Economics)) and the field work in the project on the Sami in Northern Sweden (“Ethnic Policies: Remedy for Between-Group Inequality”, coordinating PI: Tanja Kupisch (Linguistics)) had to be moved by at least one year. Data collections efforts in Germany were also significantly delayed, in particular when surveys were aimed at young people such as in the above-mentioned project “Integration at Work” on apprentices. The project “Students’ Perceptions of Inequality and Fairness (PerFair)” (coordinating PI: Claudia Diehl (Sociology)) had to move its planned survey in German secondary schools by one year from the fall of 2021 to 2022. Fortunately, the project team was able to run a pilot survey in the fall of 2021, before the next wave of the Coronavirus pandemic hit schools again. Admittedly (and luckily), other projects that relied on online surveys of the general population could move ahead without significant delays.

Seizing Opportunities

In spite of the ongoing constraints, the Cluster community also seized the pandemic as an opportunity for innovative and relevant social science research. An ad-hoc working group on the implications of COVID-19 for inequality developed a survey program to measure and analyze public perceptions and attitudes on this topic. The survey program encompasses a wide range of topics, e.g. public support for (or opposition against) lockdown measures, European solidarity, political trust, the vaccination campaign, health care policies and related issues. The program also included a set of questions on the implications of the pandemic for gender relations, which has inspired the above-mentioned project “COVID-19 Policies for Gender Equality”, which continues to research this topic. In the year 2021, the ad-hoc working group launched a third survey wave of the “COVID-19 and Inequality” survey, which provided crucial additional insights into the political dynamic of the crisis.

All in all, our ad-hoc research into the Corona pandemic has been extremely

successful as a research project, both in terms of public visibility of the Cluster as well as research output. Table 7 is an overview of the academic papers that have already been published with data from the Cluster’s COVID-19 survey, several more are in the pipeline. This overview shows that Cluster researchers have managed to publish papers in the highest-ranked outlets of different disciplines. Regarding public visibility, Cluster researchers were repeatedly interviewed on the topic for major national and international newspapers and TV outlets. For instance, Cluster Co-Speaker Claudia Diehl was repeatedly interviewed on national television and quoted in many a news article regarding her work on solidarity and social cohesion during the pandemic. Likewise, Sebastian Koos was interviewed as an expert on the “Querdenken” movement of radical opponents to many pandemic-related policies, while Florian Kunze was on the air to answer questions about remote work, a topic for which he had found the pandemic to be a unique research opportunity.



Behavioral economist and psychologist Katrin Schmelz received an enormous amount of attention for her research into vaccination willingness (conducted jointly with Advisory Board member Samuel Bowles), and was interviewed by most major TV stations and newspapers in Germany.

Public visibility was furthermore generated by publishing a dedicated series of policy papers on the topic in collaboration with our think-tank partner “Das Progressive Zentrum”, Berlin (more in the next section).

Besides the centrally organized COVID-19 survey, further research activities were carried out by individual researchers and research teams. Sebastian Koos for example conducted studies of the protest movement against the Corona policies of the government and published the results with Ariane Bertogg. Florian Kunze’s research group is conducting an ongoing panel study with financial support from the Cluster project “Digitalization, Automation and the Future of Work” on changes in the workplace situation and employees’ attitudes on this issue, intermittently publishing results with Sophia Zimmermann and Kilian Hampel.

TABLE 7: ACADEMIC PAPERS RESULTING FROM THE CORONA SURVEY

Bertogg, A., Kulic, N., Strauss, S. (2021). Protected through Part-time Employment? Labor Market Status, Domestic Responsibilities, and the Life Satisfaction of German Women during the COVID-19 Pandemic. <i>Social Politics</i> .	Kulic, N., Dotti Sani, G., Strauss, S., Bellani, L. (2020). Economic Disturbances in the COVID-19 Crisis and their Gendered Impact on Unpaid Activities in Germany and Italy: European Societies.
Bertogg, A., Koos, S. (2021). Social inequality and local solidarity in times of crises. The Covid-19 Pandemic and the emergence of informal helping arrangements in Germany. <i>Research in Social Stratification and Mobility</i> , 74: 1-15.	Munzert, S. Selb, P. (2020). Can we directly survey adherence to non-pharmaceutical interventions? Evidence from a list experiment conducted in Germany during the early Corona pandemic. <i>Survey Research Methods</i> , 14(2).
Busemeyer, M. R. (2021). Financing the welfare state in times of extreme crisis: Public support for health care spending during the Covid-19 pandemic in Germany. <i>Journal of European Public Policy</i> , 1-20.	Schmelz, K. (2021). Enforcement may crowd out voluntary support for Covid-19 policies, especially where trust in government is weak and in a liberal society. <i>Proceedings of the National Academy of Sciences of the United States of America (PNAS)</i> , 118(1).
Busemeyer, M. R. (2022). The welfare state in really hard times: Political trust and satisfaction with the German health care system during the Corona pandemic. Accepted at the <i>Journal of European Social Policy</i> .	Schmelz, K., Bowles, S. (2021). Overcoming COVID-19 vaccination resistance when alternative policies affect the dynamics of conformism, social norms and crowding-out. <i>Proceedings of the National Academy of Sciences of the United States of America (PNAS)</i> , 118(25).
Diehl, C., Wolter, F. (2021). Attitudes about Containment Measures During the 2020/2021 Coronavirus Pandemic: Self-Interest, Or Broader Political Orientations? <i>Research & Politics</i> , 8 (3): 1–9.	Schmelz, K. & Bowles, S. (2021) Opposition to voluntary and enforced COVID-19 vaccination as a dynamic process: Evidence and policy implications of changing beliefs. Accepted at PNAS.

Knowledge Transfer, Outreach, and Networking

Outreach Publications

TABLE 8: POLICY PAPERS PUBLISHED IN 2021

David Dohmen, Katrin Schmelz (2021): Data Protection During the COVID-19 Crisis: Focusing in on Autonomy and Trust.	Claudia Diehl, Nevena Kulić, Susanne Strauß, Thomas Wöhler, Felix Wolter (2021): Trust. Vaccination. Radicalization. Dissatisfaction. Where the Coronavirus Crisis makes Society More Unequal.
Luna Bellani, Nona Bledow, Marius R. Busemeyer, Guido Schwerdt (2021): When Everyone Thinks They’re Middle-Class: (Mis-)Perceptions of Inequality and Why They Matter for Social Policy.	Marius R. Busemeyer, Tobias Tober (2021): Social Compensation, Retraining, Shorter Working Hours? Citizen’s Social Policy Priorities for the Age of Automation.
Ariane Bertogg, Marius R. Busemeyer,	

Given the high social relevance of our chosen field, we are strongly committed to knowledge transfer from academia to the public. To this end, we have implemented the publication of the Policy Paper Series (see Table 8). This publication series aims to provide the public with practice-oriented information and policy makers with recommendations for action on current topics of the public debate that are directly related to inequality research. A Policy Paper presents relevant, evidence-based theses for a target group consisting of policy makers, journalists, actors from business and civil society, and the wider public interested in the respective topic.

We publish our Policy Papers in collaboration with the Berlin-based think tank “Das Progressive Zentrum” (DPZ), which ensures consultation with communication experts and wide dissemination in exchange for financial support. The publication of each Policy Paper is accompanied by a media campaign and selective outreach activities to potentially interested journalists (also

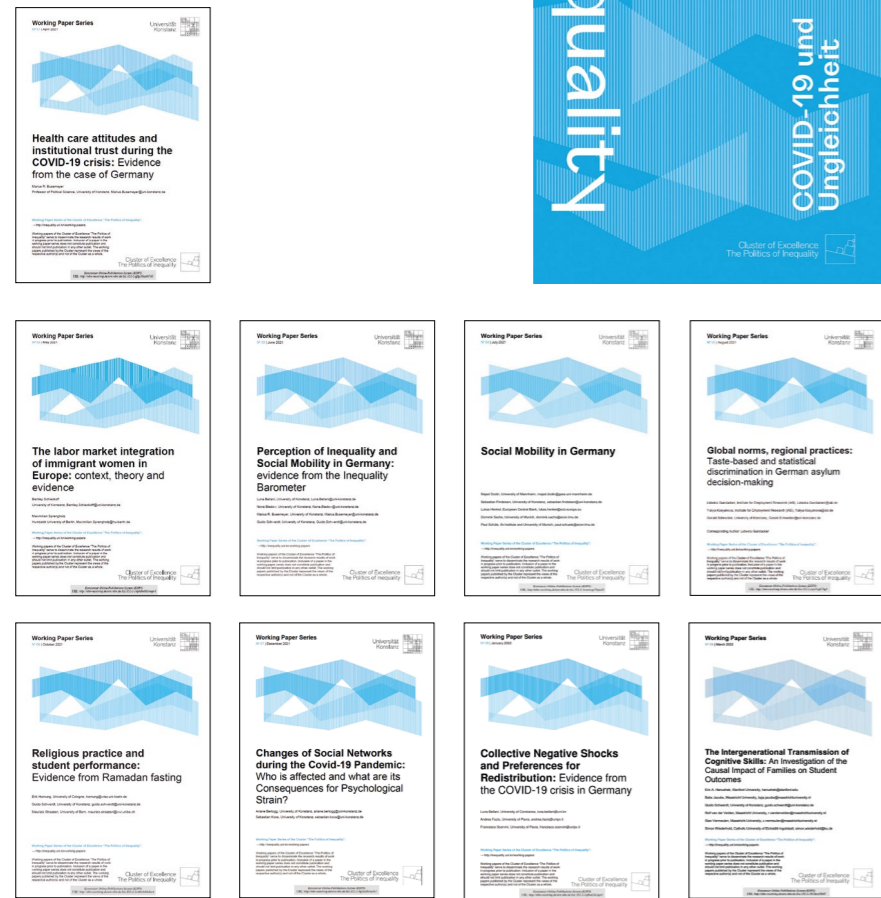
facilitated by our Journalist-in-Residence program, see below). As a consequence, a significant number of our Policy Papers have been well received in the national and international media.

Starting out in 2020 with a mini-series dedicated to the analysis of data generated by the Cluster’s COVID-19 survey data, we have widened the thematic scope in 2021. A recent call for proposals among the Cluster community resulted in numerous submissions, ensuring a broad coverage of inequality research topics in upcoming entries in the Policy Papers series in 2022.

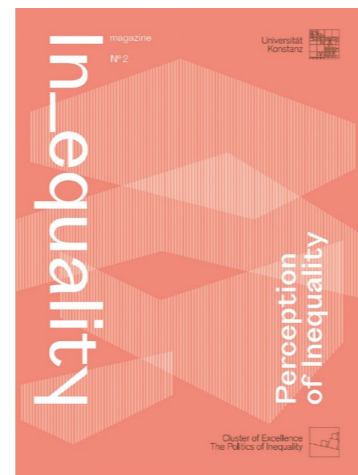
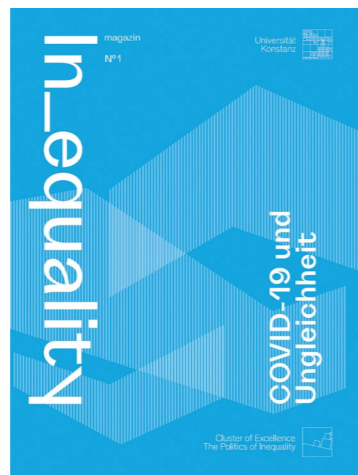
Many publicly funded research centers utilize their annual reports as an opportunity to give a glimpse into their research activities. But such reports are often dry affairs and of little use to a wider public. Convinced that our agenda obligates us to go the extra mile, we brought to life the *In_equality* magazine in 2021, freely available for download or via subscription here: → inequality.uni.kn/magazine.



In_equality magazine issues 01 and 02 published in 2021



Working Paper Series 9 issues in total



Excerpt from the In_equality magazine issue 2



Excerpt from the In_equality magazine issue 1

Excerpt from the In_equality magazine issue 2



Policy Papers 4 issues published in 2021



The In_equality magazine aims to present the topics and research of the Cluster to a broad target group of academics, journalists, representatives from politics and civil society, as well as an interested lay audience. As a pillar of external presentation and a means of knowledge transfer, the magazine is a 'flagship' for the Cluster. It is intended to function as an identity-forming format in order to provide internal and external partners with insights into our research activities and results, current activities and news. Content is communicated with a high entertainment value, vividly and comprehensibly across different target groups. The magazine's visuals

– designed by editorial design experts yella park (Aachen) – brings across the fundamental idea of inequality coupled with accessibility. In the long term, the In_equality magazine will thus contribute to increased public awareness and prominence of the Cluster.

The magazine represents a major effort and commitment to knowledge transfer and outreach. It is published bi-annually in both German and English. Issue 01 "Covid-19 and Inequality" was published in early May 2021, issue 02 "Perception of Inequality" in October. Issue 03 "Global Perspectives on Inequality" will be ready in time for the In_equality Con-

ference in early April. Each issue includes short, accessible articles on our research projects, interviews with Cluster researchers and visiting fellows as well as invited commentaries and viewpoints from outside contributors. The magazine also gives regular updates on the research output (by highlighting signature publications), talks, events, and further activities. The magazine is widely distributed both in print and digital formats. Numbers for the latter may illustrate our reach so far: the list of subscribers has recently reached the 750 mark, and the first two issues have been downloaded a combined total of close to 3,000 times.

Individual Knowledge Transfer

Complementing these outreach activities, we have continued our Journalist-in-Residence (JiR) program through 2021. In this program, professional journalists undertake an inequality-related project of their own choosing during a stay at the Cluster of two to three months. In the fall of 2021, freelance journalist and author Caspar Dohmen conducted a series of in-depth interviews with Cluster researchers for an upcoming book on globalization, global supply chains and inequality. At the same time, our second JiR Kia Vahland, an editor and staff writer of *Süddeutsche Zeitung*, pursued a similar project on social exclusion and solidarity. Both also offered consulting for public outreach and together held a workshop on knowledge transfer for the Cluster community.

The Cluster researchers themselves are also heavily engaged in knowledge transfer. Numerous Cluster members were newly called to serve in distinguished advisory boards, advising such important political bodies as the Ministerium für Kultus, Jugend und Sport (state ministry of education and cultural affairs, youth and sports) Baden-Württemberg, the Landtag (state parliament) of Bavaria, the Kultusministerkonferenz (standing conference of ministers of education), the Federal Ministry of Finance, and French President Emmanuel Macron.

Outreach Events

Besides academic events, the Cluster has been active in participating, contributing to and organizing events for public audiences to facilitate the transfer of research findings to a broader audience. One such event was the presentation of the “Inequality Barometer” at a dedicated panel of the (digital) Progressive Governance Summit (09-11 June 2021) hosted by a collaboration partner, the think-tank “Das Progressive Zentrum” in Berlin. At this event, Marius Busemeyer presented the main findings from the first wave of the barometer and discussed the political and social implications with a distinguished panel of policy-makers involving Anneliese Dodds (Chair of the Labour Party, UK) and Ardalan Shekarabi (Swedish Minister for Social Security). The Summit was attended by a large mixed audience of policy-makers, researchers and the interested public.

In July, protests against measures to contain the pandemic spread. Organized by the Centre for Cultural Inquiry, a public panel of Konstanz researchers was convened to discuss questions of social cohesion and whether inequality played a role in the formation of the anti-government and pandemic-skeptical “Querdenken” movement. The event took place online on 21 July 2021; the panel was chaired by Cluster PI Sebastian Koos (now Cluster Professor of Sociology with a Focus on Social Movements), whose research covers many aspects of the evening’s topics, and included Cluster Co-Speaker Claudia Diehl.

Another example is our participation at the Berlin Science Week 2021, where we collaborated with our colleagues from the Berlin Cluster of Excellence “Contestations of the Liberal Script (SCRIPTS)” for a panel on “How (not) to increase Vaccination Willingness” on 08 November 2021. The panel discussion was hosted by SCRIPTS and the Humboldt Lab of Humboldt-University Berlin and included Cluster behavioral economist and psychologist Katrin Schmelz, whose work on compliance with state rules, especially with regard to pandemic-related health measures and vaccination, has had much scholarly and media success in 2021.

Last but not least, we jointly organized a large-scale public event with the “Volkshochschule” (vhs), a non-profit organization promoting adult education and further training all over Germany, on 13 January 2022. The event took place online and featured distinguished guest speaker Prof. Jutta Allmendinger Ph.D., President of the WZB Berlin Social Science Center and well-known expert on educational inequality. Following her keynote, a panel including Cluster Speaker Marius R. Busemeyer, Ute Seifried (mayor of the town of Singen and) and Elke Großkreutz (director of a Konstanz-based comprehensive secondary school) discussed the topic of educational inequality, both from a research-oriented as well as more practical perspective. The event was live-streamed on YouTube and via Zoom and attracted an audience of about 400 persons from all over Germany and neighboring countries.

Building Networks

Throughout 2021, we have been busy establishing connections within the Cluster, the wider University, and researchers from all over the world. Due to the pandemic, our researchers could not travel and mainly worked from home. This made it very important to strengthen the “intra-Cluster” exchange. We developed several formats to support this. For example, among the Early Career Researchers, we established a “buddy program” to connect new doctoral students and post-docs with Early Career Researchers who are already settled in Konstanz. While the researchers also connected among themselves through reading groups and shared writing sessions, the Methods and Data Hub initiated thematic groups for researchers to share their expertise and questions on highly specific topics like Panel Data Analysis or Python Programming. Most Cluster projects of course also include cooperation partners from abroad. These individual collaborations range from the University of Toronto, the ETH in Zürich and the London School of Economics to The Inclusion Economics India Centre.

The Colloquium, the external doctoral courses and the Fellowships bring researchers to Konstanz and into contact with our own researchers. A good example is the stay of Fabian Pfeffer at the Cluster which resulted in several individual research projects. Here, the SOEP remote access also proves its worth, as it attracts guest researchers on a regular basis. As a new tool for building networks, we established a program to support international research stays of doctoral researchers (outgoing and incoming). Researchers are especially encouraged to conduct a research stay at one of the partner institutions of the Cluster or at institutions collaborating with their respective Cluster project.

The Politics of Inequality: A Community of Researchers



Cluster Principal Investigators Project Team





On 28 June 2021, the Federal Minister of Education and Research Anja Karliczek visited the University of Konstanz and was introduced to the Inequality Cluster.



Retreat 2021 in Marbach



Claudia Diehl congratulating Sebastian Koos on taking up his Junior Professorship in Sociology – Social Movements at the Cluster in October 2021.



Cluster building

In May 2021, Christina Zuber was the first woman to complete her tenure track, taking up a full professorship in German Politics at the University of Konstanz.



The Cluster's researchers at the Retreat 2021



The Cluster's PIs at the Retreat 2021



Gabriele Spilker took up her Cluster professorship in International Politics – Global Inequality in October 2021.

Institution Building

Organization and Governance

The Board as the Cluster's central decision-making body ended its first office period in the spring of 2021. In line with the Cluster policy of rotating membership, about half of the former members of the previous Board did not stand again for election, so that the new composition of the Board involves a number of new researchers (see Table 9). Plenary meetings were held in spring and fall 2021, involving all PIs plus once a year all affiliated researchers of the Cluster (i.e. more than 100 persons). At these meetings, the Cluster Executive Board, the Managing Director and the Representative of Early Career Researchers presented ongoing developments at the Cluster for further discussion.

Another important date for all Cluster members was the retreat we held on 06-08 October 2021. This annual event is intended to give the Cluster project teams an opportunity to present their agenda, the progress they have made and the challenges they are still facing. The program also included debates on cross-cutting issues; in 2021, we spoke about equal opportunity and diversity at the Cluster, and we discussed how our current project makeup relates to our research agenda as a whole.

In principle, the aim is to bring the whole Cluster community together for this event. Due to space limitations and available venues during the pandemic—which was once again looking more menacing at the time—the Cluster Retreat 2021 took place as two events at once: PIs and project team presenters gathered at Marbach (about 40 minutes by car from Kon-

stanz), while most researchers came together at the Cluster building. Even though this one-time solution of a dual event at two locations was naturally somewhat problematic, constant live exchange via video conference, and a framing program including a social event, some exercise during breaks, and an offer-and-see activities board, ensured a lively meeting in a very positive atmosphere.

The Cluster's early career researchers (ECRs) have developed into a confident, well-connected group. They hold their own retreats to discuss ECR matters; in 2021, this took place on 09 July (fully online due to pandemic-related restrictions), and included workshops focusing on work in the projects, on improving networking, negotiation techniques, and working from home.

Regarding the integration of the Cluster into the university's structures, the Cluster continues to maintain close relationships with the affiliated departments, the university administration and the university leadership. In February 2021, Katharina Holzinger—former Board member and still a PI of our Cluster—was instated as the new Rector of the University. Following her ascendance to this esteemed office, we as the Executive Board have continued to meet regularly with the university's leadership to discuss topics of general and strategic importance. The rectorate is also represented in our regular Board Meetings by Christine Peter, CIO and Vice Rector for Sustainability, Information and Communication Technology.

The Managing Office

The Cluster's Managing Office (MO) provides a solid backbone of Cluster operations. It constantly supports all projects in administration and budgeting, assists in personnel matters and outreach, organizes Cluster events, and manages the Cluster building and facilities. In 2021 the Managing Director managed a central budget of almost 800.000 Euro to enable the best conditions for pursuing the tasks of the Cluster. Among these, we now also count a range of funding and support programs for researchers at diverse career levels, which have been newly installed in 2021. For example, the Early Career Researchers Support Fund supplements project funding to support field research, conference travels and summer school participation. Early Career Researchers can also apply for Bridge Fellowships to cover short periods in between projects. The Flexible Fund steps in in cases of financial hardship, for example for family-related or health reasons. Finally, the Small Grants fund was discussed above.

Furthermore, the array of software tools on offer at the MO and in Cluster projects has been considerably expanded in 2021 – some to ease collaborative work under pandemic conditions, others to speed along data collection and analysis. The MO also supports open access publishing for the Cluster's researchers to give research results wider dissemination.

In 2021, the MO has further diversified its tasks by hiring an event manager to professionally handle the In_equality Conference upcoming in April 2022, as well as a range of other Cluster events in the time to follow. There has also been some turnover in 2021, with the MO's assistant to the Managing Director (Christina Draheim) and IT expert (Isabelle Wolf) both going on parental leave, but for both positions, replacements could be quickly found in Iris Hespeler and Daniel Schröder.

TABLE 9: COMPOSITION OF THE CLUSTER BOARD 2022

Luna Bellani

Research Group Leader

Marius R. Busemeyer (Chair)

Professor of Polity Science

Miriam Butt

Professor of Theoretical & Computational Linguistics

Claudia Diehl

Professor of Microsociology

Anselm Fliethmann

PhD Candidate

Anke Hoeffler

Professor of Development Research

Dirk Leuffen

Professor of Political Science & International Politics

Guido Schwerdt

Professor of Public Economics

Susanne Strauß

Professor of Sociology with a Focus on Gender Studies

Nils B. Weidmann

Professor of Political Science

Christina Zuber

Professor of German Politics and Public Administration

Permanent Guests

Christine Peter

Professor of Computational and Theoretical Chemistry
Vice Rector for Sustainability, Information and Communication Technology

Jessica Haase

Managing Director



Development of Personnel and Finances

In 2021, the Cluster community grew to 123 persons, with a share of 45 percent women across all status groups. The number of Principal Investigators (PIs) has further increased to currently 42 by adding new researchers: Viola Asri, Thomas Kurer, Tamara Rathcke, and Gabriele Spilker. For the overall composition of the Cluster, see table 10.

In 2021, we spent a total of approximately 4.12 million Euros of Cluster funds. The lion's share of 54 percent (2.22 million Euros) went into the Cluster projects, including costs for workshops and the Small Grants funding line for smaller projects. 518,000 Euros were spent on our Fellowship programs, while 445,000 Euros went into building

up the two new Cluster professorships of Gabriele Spilker and Sebastian Koos, and into the Cluster's research groups. About 18 percent of the overall budget was reserved for centrally governed spending, including early career support, workshops, events and retreats, outreach activities, various funding programs, as well as running the Managing Office and the Methods and Data Hub. Equal opportunities as a field of particular importance is seen to by an equal opportunities officer at the Managing Office, with a dedicated budget of one percent in 2021. The Cluster reached its financial target by spending approximately 96 percent of its funds budgeted for the year 2021.

Doctoral Training and the Graduate School

The new Graduate School of the Social and Behavioural Sciences (GSBS), which was established by the University of Konstanz in conjunction with its two Clusters of Excellence, started operating during the summer term 2021. Our Cluster is responsible for the interdisciplinary specialization on Inequality, one of three interdisciplinary specializations offered at the GSBS. The Cluster is highly involved in the GSBS: of the currently 43 doctoral students of the GSBS, almost half (19) are financed by our Cluster.

The Inequality specialization provides our doctoral researchers with cross-disciplinary training in inequality studies linked to the Cluster's research domains (Education and Information; Income and Wealth; Rights and Privileges), envisioned future domains (environmental and health inequality), as well as methods and theory. Doctoral courses are taught by our Principal Investigators and internationally renowned guest researchers. Many doctoral courses are directly related to the Cluster's research projects and are thus very close to current research.

It is important to note here that the Cluster's research directly impacts teaching at the University of Konstanz in general: Not only are many courses that are also open to Master's students among those resulting from Cluster projects, and taught by Cluster PIs. Moreover, the Sociology Department is setting up a new Master's program in inequality research. Likewise, the Department of Politics and Public Administration will soon offer a new specialization in inequality research in their Master's program.

TABLE 10: COMPOSITION OF THE CLUSTER (AS OF DECEMBER 2021)

	Total	Female	Shares
Principal Investigators	44	16	36 %
Pre-Docs and Doctoral Students	31	13	42 %
Postdocs and Senior Researchers	26	14	54 %
External Senior Fellows	11	4	36 %
Managing Office and Research Support	11	7	64 %
Journalists-in-Residence	2	1	50 %
Cluster Community Total	125	55	44 %

Methods and Data Hub

The Cluster also fosters interdisciplinarity in teaching by offering courses that are co-taught by PIs from different disciplines. Additionally, the Cluster's Methods and Data Hub organizes tailored methods courses for inequality research. The doctoral program is completed by an interdisciplinary doctoral colloquium in which doctoral students present their own research and receive valuable feedback from several Cluster PIs and their peers.

In addition to the doctoral training provided within the GSBS, each semester the Cluster offers a specific training program consisting of info events, workshops, and interdisciplinary roundtable discussions related to methods of inequality research and career development. Doctoral researchers are also encouraged to make use of the training and coaching program offered by the University's Academic Staff Development unit to further their academic careers.

The Methods and Data Hub (MAD Hub; formerly Methods Hub) strives to provide Cluster members with access to a repository of expertise, to cultivate innovative research designs, and to generate an environment for collective learning about methodology. Cluster researchers contact the MAD Hub when they need advice or resources for handling data in their research projects. The MAD Hub works closely with the methods labs at the University, such as the Survey Lab (which assists with surveys) and the Lakelab, an infrastructure for conducting behavioral experiments. Through this network and our own resources, the MAD Hub can quickly step in with support or coordination. This allowed us, for example, to set up the survey program on the impact of the COVID-19 pandemic on inequality.

Questions of data protection and research ethics are handled centrally at the MAD Hub, which works together with the university's Legal Office, Ethics Commission, and Research Support to establish a workflow and best-practice examples to assist Cluster researchers in these tasks. Data protection and research ethics are also a regular part of the training program that the MAD Hub has established at the Cluster.

The MAD Hub furthermore provides a Secure Data Room for handling sensitive data. Currently it is used to provide access to data of the Socio-Economic Panel (SOEP) with regional identifiers and to handle the anonymization of research data of one Cluster project.

Research data generated in Cluster projects are stored in the data repository of the Leibniz Institute for the Social Sciences (GESIS). The resulting data archive guarantees accessibility to other researchers and reliable storage for at least the next 20 years. Access to the data will not only be available via the GESIS website but also on the Cluster website. This infrastructure is accompanied by the new Research Data Policy of the Cluster. We strive to make research at the Cluster as transparent as possible by sharing our data and procedures with other researchers.

The Politics of Inequality: Fostering Inequality Research

This is an overview of the various programs, funding lines and other measures taken at the Cluster to promote inequality research at the University of Konstanz in all its facets.

In the digital version, hyperlinks lead to more detailed information on individual items.

Qualification

ACADEMIC QUALIFICATION

- Graduate School of the Social and Behavioural Sciences (GSBS) ●
- Inequality Specialization within the Doctoral Program of the GSBS ●
- Courses by the Cluster's Methods Hub ●●●●

TRAININGS & MENTORING

- Methods Hub Working Groups ●●●●
- Methods Hub: Consulting on Research Data Management, Data Collection, Research Ethics and Methods ●●●●
- Cluster Trainings, Roundtables and Info Events ●●●●
- Retreat for Early Career Researchers ●●
- Science Communication and Media Training ●●●●
- Research Support: Guidance for Grant Proposal Writing ●●●●
- Academic Staff Development: Trainings and Coaching ●●●●
- Equal Opportunity Office: Mentoring Programs ●●
- Career Service: Courses and Consulting ●

INFORMATION

- Predocs
 - Postdocs
 - Junior Professors/ Research Group Leaders
 - Professors
- YSF: Young Scholar Fund
AFF: Committee on Research

Funds & Grants

INDIVIDUAL FUNDS & GRANTS

- Doctoral Fellowships: Independent positions and positions in Cluster projects ●
- Postdoctoral Fellowships: Independent positions and positions in Cluster projects ●
- External Senior Fellowship ●●
- Internal Senior Fellowship ●●
- Journalist-in-Residence Fellowship
- Bridge Fellowships (Cluster & YSF) ●●
- Dissertation completion grants by the Committee on Research (AFF) ●
- Hardship Fund ●●●●

RESEARCH FUNDS & GRANTS

- Cluster Projects (large-scale) ●●●
- Small Grants Funding ●●●
- Co-Funding for Research Stays (Outgoing/Incoming Doctoral Researchers) ●
- Flexible Fund ●●●●
- Workshop Funding ●●●
- Early Career Researchers Support Fund ●●
- Project Funding (AFF) ●●●●
- Project Funding (YSF) ●●
- Doctoral Fund by the University of Konstanz ●

Further Supporting Structures

RESEARCH & WORKING ENVIRONMENT

- Cluster Workspace & Video Conference System
- Method Hub:
 - GESIS Data Repository
 - Secure Data Room
 - SOEP Remote Access
 - Access to Labs and Centers
- Communication, Information, Media Centre (KIM)
- Welcome Centre for International Researchers & Outgoing Center for Konstanz Researchers

PUBLISHING

- Policy Paper Series
- Working Paper Series
- Open Access Publishing

CHILD CARE

- KidsBox (mobile nursery and toybox for children)
- Consulting by the Equal Opportunity Office
- Child Care Center Knirps & Co

Equal Opportunity, Diversity & Family Support in 2021

Equal Opportunity, Diversity, and Family Support are a special focus at our Cluster. PI Susanne Strauß (Sociology) as the Cluster's appointed Equal Opportunities Officer represents this important topic in the Board. The cooperation with our partners at the Centre for the Advanced Study of Collective Behaviour, Zukunftskolleg (Zuko), the university's Equal Opportunity Office (EOO), and the International Office (IO) enabled us to offer and implement at least 18 different activities to bring these topics closer to our members and give them different participation options. We offered thematic movies and mental health events and inputs, initiated a pronouns campaign implemented by the EOO, and created tailored workshops to promote a positive research environment and discussion culture in the Cluster community. For our ECRs we also set up a tailor-made funding opportunity—our Early Career Researchers Support Fund.

During Diversity Week, Cluster Co-Speaker Claudia Diehl gave a lecture about "Ethnic discrimination, social inequality and the current debate about racism", supporting the EOO and bringing an inequality-focused perspective to the event series. The first-ever Intercultural Networking Lunch for ECRs of the Cluster was organized in cooperation with the IO in a very positive atmosphere—we hope this event can also take place in the years to come. Well-established measures such as reserved kindergarten places, childcare for events, and travel grants for researchers travelling with children have of course been continued.

Air Travel Policy

The University of Konstanz aims to reduce work-related air travel and thus contribute to the reduction of greenhouse gases. For this purpose, a reduction of greenhouse gas emissions compared to the situation before the COVID-19 pandemic (2017-2019) is planned, initially on a voluntary basis within the framework of the university's Air Travel Policy (ATP). The goal is to reduce air travel by at least one-third in the first year after pandemic-related travel restrictions are lifted, compared to the annual average for the 2017-2019 comparison period.

Our Cluster, coordinating with the PIs and early career researchers, aims to implement this ATP promptly. For example, short trips to international conferences are to be replaced by fewer and longer stays, and the use of video conferencing equipment will be further expanded. For the latter, our Cluster is well prepared due to the many innovations during the "corona years", which have strengthened the networks, the culture and the available infrastructure towards smooth collaboration and exchange at a distance.

Outlook

We are looking forward to welcoming many international visitors in Konstanz and at the Cluster in particular. Following our large conference, we are looking forward to hosting a significant number of external senior fellows at the Cluster over the spring and summer. The fourth project call will add a number of new projects to our roster, and nicely complement our ongoing research agenda. A new cohort of doctoral researchers and postdoc researchers will join the Cluster community in the fall; the Cluster professorships will make significant and visible impacts on our research program and inequality research more broadly.

The year 2022 is also the year when we will reach the mid-way point of our first funding cycle. So during the coming time, our planning for the writing of the extension proposal for the second funding period will become more concrete. This process will command much energy in the years 2023 and 2024—but we may also look forward to a period of highly creative work for our Cluster community!



IMPRINT

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p. 13 Viola Asri (top/left middle), Ines Janas (right middle), Tamara Rathcke (bottom)

p. 14 Viola Asri (top), Nadja Wehl (middle), Patrick Zwerschke (bottom)

p. 15 Alohomora Foundation (top), Sebastian Koos (left middle), Prisca Jöst-Brenneis (right middle), Tamara Rathcke (bottom)

p. 26 Ines Janas (left top/left bottom), Sophia Timmermann (right top), University of Konstanz (right bottom)

p. 27 University of Konstanz (top/bottom), Ines Janas (middle)

p. 36 [Ines Janas](#) (Adrian Chadi, Anette Hautli-Janisz, Anika Lloyd-Smith, Anke Hoeffler, Ankush Asri, Ann-Sophie Lauterbach, Anna Apostolidou, Anselm Fliethmann, Ariane Bertogg, Axinja Hachfeld, Benjamin Korman, Christian Breunig, Claudia Diehl, Dirk Leuffen, Duangkamol Srismith, Eda Keremoglu, Fabian Bergmann, Florian Kunze, Frederik Gremler, Gabriele Spilker, Gerald Schneider, Guido Schwerdt, Ingrid Espinoza, Irenaeus Wolff, Jonas Bornemann, Katja Pomianowicz, Katrin Schmelz, Lea Haiges, Lisa Mende, Luna Bellani, Maj-Britt Sterba, Marius Busenmeyer, Mark Kapteina, Matteo Piolatte, Miriam Butt, Moath Hussein, Nadja Wehl, Nanna Lauritz-Schönhage, Nick Zubanov, Nils B. Weidmann, Ole Brüggemann, Oliver Schlenker, Patrick Zwerschke, Peter Selb, Qi Yu, Rusen Yasar, Sebastian Koos, Stephan Schuhmann, Sven-Patrick Schmid, Tim Hermann, Urs Fischbacher, Viola Asri, Wassiliki Siskou);

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[private](#) (Mara Yerkes, Susanne Garritzmann, Viktoria Jansesberger, Tobias Tober, Tanja Kubisch, Viktoria Jansesberger, Laurin Friedrich, Steffen Eckhard, Theodoros Marinis, Thomas Hinz, Judith Vári, Tamara Rathcke, Diego Frassinelli)

p. 38 University of Konstanz (top), Claudia Diehl (left middle), Ines Janas (right middle/bottom)

p. 39 Ines Janas (top), Milica Milosavljevic (right middle), University of Konstanz (left middle), Gabriele Spieker (bottom)

