

Elisabeth Kals
Jürgen Maes *Editors*

Justice and Conflicts

Theoretical and Empirical
Contributions

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Preface

Justice can be conceived as a norm, a value, a virtue, a standard of evaluation of almost any aspect of life and living together, and as a human motive affecting thoughts, emotions, and actions. There is hardly any subject that cannot be regarded in respect of justice. Not astonishingly, there are many scientific disciplines that are concerned with questions of justice, such as philosophy, jurisprudence, psychology, sociology, theology, and many others. Prevalently, they approach their questions with quite diverse perspectives. They analyze justice theoretically or normatively (e.g. by analyzing and determining criteria of just solutions) or empirically (e.g. by assessing and analyzing preconditions and consequences of justice-related cognitions and emotions). Diverging views on justice in groups and individuals represent a core element of social conflicts. The current book focuses upon theoretical and empirical research on justice and discusses various social conflicts in the light of their practical implications.

The book traces back to the Eichstätt symposium “The potential of justice research for conflict resolution and the understanding of societal problems”, which aimed at bringing together different methodological and disciplinary views of justice research. Nevertheless, the emphasis of the symposium was on empirical perspectives and their application. Distinguished scholars from various disciplines, from Europe, Australia, New Zealand, Asia, and the United States, came together to discuss mainly the following questions:

1. What is the impact of justice judgments on individual perceptions and constructions of conflict situations, and to what extent does justice determine human action as an independent motive?
2. How can the origin and the development of social conflicts be understood from the perspective of experienced justice or injustice?
3. How can social conflicts be alleviated or solved on the basis of perceived justice?

This book completes and enriches the Eichstätt talks. Therefore, two features are specific for it: First, it is an interdisciplinary book, integrating the research

traditions of many disciplines that are involved with justice issues. Although the psychological contributions build the majority, many other disciplines are represented, like philosophy, economics, educational sciences, sociology, theology, and journalism. Second, all contributions aim at a final practical perspective to make the research fruitful for the concrete resolution of problems within society. This is also the case for the more theoretical chapters of the current book.

Altogether, the edition embraces seven parts:

1. Introduction
2. Justice motive(s)
3. Interpersonal justice
4. Organizational justice
5. Ecological justice
6. Social conflicts on a macro-level
7. Protective factors to strengthen and foster sustainable justice

Introduction

Three chapters introduce into the subject of the book. Leo Montada reflects justice as a normative construct and specifies the impact of empirical justice research in eight theses that have implications for the contents of all following chapters and that cover the internal logic of the book: The first thesis refers to the justice motive as an anthropological universal, the last thesis touches upon the practical implication of justice as a peace-building construct.

Kjell Törnblom and Ali Kazemi offer a new framework for the conceptualization of justice conflicts. They differentiate different types of conceptual distributive and social distributive justice conflicts and a mixture of both. Their chapter has an almost monographic character and offers a frame for the following chapters, dealing with justice conflicts.

Susan Opatow introduces the reader to the concept of moral exclusion that describes the narrowing of the scope of justice. This concept is illustrated by a historical retrospect to the Third Reich, where Jews and other groups were devaluated as “life unworthy of life”, thus being excluded from the scope of justice. The Jewish Museum Berlin is used as the context for this justice research.

Justice Motive(s)

In the chapters of the second part, justice motives are described and analyzed. How are justice motives developed, and what role do they play to explain human decision-making and behavior? Is justice a distinguishable motive or can it be unmasked as egoistic interests that are, for example, only hidden by rhetoric justice

arguments? What justice motives can be differentiated, and what role do they play in organizational and transactional decision-making?

Claudia Dalbert distinguishes between an implicit and a self-attributed justice motive that are part of the Dissociation Model of the Justice Motive. The implicit justice motive is based upon an intuitive level and gets salient by justice-relevant cues. The self-attributed justice motive, however, is part of the more conscious self-concept and is triggered by social cues. Empirical research on the model underpins the differentiation of both justice motives.

Jürgen Maes, Christian Tarnai, and Julia Schuster look back on the history of just-world research and distinguish two phases which either highlighted rather negatively valuated effects of Belief in a Just World (BJW; namely derogating and excluding victims) or rather positively valuated functions of BJW for the believer's daily functioning. Since both aspects may conflict, they plead for analyzing the complex interplay and considering the effects of BJW for self and others simultaneously.

Nadine Thomas, Anna Baumert, and Manfred Schmitt analyze justice sensitivity as a risk and protective factor in social conflicts. They depict the construct of justice sensitivity as a stable disposition to perceive and react to injustice. The construct is differentiated into victim, observer, beneficiary, and perpetrator sensitivity; each of them has distinguishable functions, correlates, and even action tendencies.

Jan-Willem van Prooijen offers another perspective on justice motives by analyzing suspiciousness of injustice in the context of conspiracy theories. He shows that conspiracy beliefs are functional in various perspectives when people are confronted with events that threaten the social order. The application of procedural justice principles can help to reduce conspiracy beliefs.

Part three to six of the book deal with justice from a micro- to a macro-level in various social contexts: interpersonal justice, organizational justice, ecological justice, and finally social conflicts on a macro-level.

Interpersonal Justice

The level of interpersonal justice is entered by Hans-Werner Bierhoff and Elke Rohmann. They analyze justice in performance situations and present the Expectation States Theory as a frame from which the reward expectation hypothesis derives. Based upon this theory, an estimation of the relative impact of equity and equality for a given reward allocation is formulated. The hypothesis is validated by empirical data obtained in a scenario study and offers new understandings of the perceived justice in performance situations.

Gerold Mikula deals with perceived justice in the division of family labor between women and men. He analyzes the various connections between the division of family labor and its perceived justice, workloads, the relationship satisfaction, and well-being. It is shown that the division of family labor is mediated, to

a large degree, by its perceived justice. Variables and processes that contribute to this justice perception can be derived, like the frequency and the outcome of comparing the amount of family labor performed by each spouse.

Mario Gollwitzer, Livia Keller, and Judith Braun discuss laypersons' punitive attitudes and their preferences for different sanctions that have strong justice implications. The authors show that the punitive attitudes and preferences are shaped by variables of the concrete social context, like the offender's social category, the group-level status, or the normative implication of the offence. Examples for the effectiveness of the social context variables are given.

Bernhard Streicher, Dieter Frey, and Silvia Osswald also deal with the general process of forming fairness judgments. They analyze when and how people search for information to judge the fairness of authorities, e.g. after fair and unfair events. Accuracy and defense motives are central to account for significant differences and at the same time influence conflict resolutions.

Organizational Justice

Two chapters deal with justice in organizations from varying perspectives. Adrian F. Furnham and Evelyn M. Siegel open up the topic by focusing upon perceived injustice in organizations. The perception of injustices might lead to dissatisfaction and even to Counter Work Behaviors (CWB). Contrary, model behavior of supervisors and perceived fair treatment promote Organizational Citizenship Behaviors (OCB). The motives of both behavioral categories, of CWBs and OCBs, are analyzed, leading to practical implications for the prevention of CWBs.

Elisabeth Kals and Patrick Jiranek offer insights into the mega-construct of "Organizational Justice". On a theoretical level, organizational justice provides prescriptive norms based upon justice as a fundamental and independent human motive. On an empirical level, organizational justice judgments are powerful predictors of various work-related outcomes, leading to the view of justice as a maxim for aligning behavioral decisions in organizations.

Ecological Justice

Four chapters contribute to the ecological justice perspective. Markus M. Müller presents a justice framework for the solution of environmental conflicts. Environmental conflicts are reconstructed as justice conflicts, from which strategies to resolve the conflicts can be derived. It is assumed that behavior in ecological conflicts is driven by feelings of (in)justice that differ in dependence of individual scopes of justice and other variables, such as cognitive values or emotional valuations.

Janine Bentz-Hözl and Manfred Brocker enter the political level of human-induced climate change and its various injustices: Industrialized countries are the primary causes of climate change, but the costs have also to be borne by developing countries. It is concluded that the distribution of trading with carbon certificates must be readjusted and that measures are necessary for an international distribution of costs. Further restructuring of intergovernmental relations and the international system seem, therefore, to be indispensable.

Heidi Ittner and Cornelia Ohl focus this international level of climate change by integrating justice psychology and economics. Their conceptual paper focuses upon game theory that interprets the interaction of nations as a public goods game. Whereas game theory focuses on structural conditions, justice psychology emphasizes the justice motives that foster cooperative behavior within international negotiations. With this interdisciplinary approach insights for the support of international environmental cooperation are gained.

Geoffrey J. Syme also refers to climate change and potential social conflicts, due to the demand for natural resources, like access to water. He shows that the application of environmental ethics and considerations of the social justice can assist in resolving potential conflict. The impact of lay ethics, including equity, distributive, procedural, and interactive justice, is represented and discussed using water resources management and climate change as important examples.

Social Conflicts on a Macro-Level

The following chapters refer to various social conflicts on a macro-level. Nils Goldschmidt and Alexander Lenger present a cultural theory of economics and discuss the theory in the light of its impact for linking justice and the principles of market economy. The described fundamental tensions between justice and economic efficiency systems are traced back to cultural conditions. Consequently, the cultural perspective might help to overcome the tensions and to replace the existing concept of a homogeneous *homo oeconomicus* by a heterogeneous *homo culturalis*.

John T. Jost, Ido Liviatan, Jozanneke van der Toorn, Alison Ledgerwood, Anesu Mandisodza, and Brian A. Nosek also touch upon the system level. They present the system justification theory and review research for its evidence. According to the theory, people aim to defend their current social systems, which might also include ideological defensiveness, as the justification serves, for example, their social and psychological needs. The theory and its specific findings can help to explain why people resist to social change or support it. These explanations are also applied to social conflict situations.

A broad view on societal systems is also taken by Klaus-Dieter Altmepfen, Klaus Arnold, and Tanja Kössler by analyzing the principles of fairness in professional journalism that are discussed within the concepts of “media ethics”, “objectivity”, or “professionalism”. Fairness touches upon different levels and entities, like the sources of information, the audience, or the actors. Consequently, in some

situations fair journalism implies that specific unfairnesses are taken into account, for example, when corruption is disclosed.

Ronald Fischer proposes a new model of political inter-group violence and conflict escalation which encompasses five components: Against the background of a difficult life situation, individual perceptions of social injustice tied to social identities are used to frame conflicts, develop and justify focused political agendas and actions. Additionally, the role of catalyzing and intervening factors in the emergence and maintenance of violent political conflict is considered, in particular the interplay between leadership and national audiences and international sponsors.

Protective Factors to Strengthen and Foster Sustainable Justice

The book closes with views on protective factors for sustainable justice. Forgiveness, moral courage, effective conflict resolution, and the acceptance of human rights are the key constructs of these chapters.

Mathias Allemand and Marianne Steiner refer to concepts of forgiveness in close interpersonal relationships and transfer them to a lifespan development perspective. Based upon a thorough overview, situation-specific forgiveness is conceptualized as a process of change, which explicitly includes a process of change across lifespan. The process is influenced by dispositional forgiveness that is understood as a trait. Based on the results, clinical and non-clinical forgiveness interventions are reviewed and further supplemented.

Tanja Gerlach, Dmitrij Agroskin, and Jaap J.A. Denissen analyze the processes of forgiveness in close interpersonal relationships: How do individuals in close relations manage to overcome feelings of hurt and judgments of injustices? Forgiveness is interpreted as a process of negotiated morality where the partner's behavior indicates a return to relationship rules. From these analyses, intervention strategies for achieving forgiveness processes can be derived.

Silvia Osswald, Dieter Frey, and Bernhard Streicher refer to moral courage as another key construct of justice. Moral courage aims to enforce norms without considering one's own burdens and social costs. It is accompanied by anger and indignation and can be distinguished from related constructs, such as helping behavior, heroism, or social control. An integrative model of promoting and inhibiting moral courage is presented, which offers intervention approaches to promote moral courage.

Finally, Carolyn Hafer's chapter deals with the psychology of deservingness and acceptance of human rights as one of the broadest perspectives taken within justice discourse. In line with the Belief in a Just World, people have a strong motive to believe that they get what is deserved and that deservingness principles generally work. However, these beliefs endanger the acceptance of universal human rights. But deservingness can also help to reduce resistance towards universal human rights, corresponding practical implications are unfolded.

All chapters are structured in a similar way in order to enhance the readability of the book: They are introduced by a short abstract, followed by an introduction into the specific research topics of the chapters. They close with an outlook on practical perspectives or concrete implications of the findings and thoughts discussed.

The edition of volumes like this is always the result of the cooperation of many people. Therefore, we want to express our gratitude to at least some of these people: The authors sacrificed time and effort to make this volume possible at all. Jonas Bodensohn, our native speaker, took care of the language over a longer period of time. Julian Süß tirelessly proof-read and edited the work together with Mathias Schieweck, Anja Brunner, and Carolin Straub. Evelyn Siegel always helped us, whenever it was necessary. The publisher Springer supported us in many ways and gave us the opportunity to get the innovative work published. Finally we want to thank Leo Montada, one of the founders of empirical justice research. Without his mentoring and the socialization through the tradition in Trier, neither the justice symposium nor this edition would have been possible. Thank you!

Ingolstadt/Munich

Elisabeth Kals and Jürgen Maes

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