AGE DISCRIMINATION PAPER DATABASE

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Codebook

Variable Name: Description

a_id: Identifier for each agency

agency_name: The name of the agency

year: Year (2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019)

yr: Year dummy variables

yr1: 2010

yr2: 2011

yr3: 2012

yr4: 2013

yr5: 2014

yr6: 2015

yr7: 2016

yr8: 2017

yr9: 2018

yr10: 2019

orgjustice_sem: Factor score for "Organizational Justice" estimated by sem command.

Higher values indicate greater organizational justice within agencies.

1) Distributive justice climate

(a) "Promotions in my work unit are based on merit"

(b) "Awards in my work unit depend on how well employees perform their jobs"

(c) "Pay raises depend on how well employees perform their jobs"

2) Procedural justice climate

(a) “My performance appraisal is a fair reflection of my performance” (i.e., accuracy)

(b) “I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal” (i.e., correctability)

(c) “Arbitrary action, personal favoritism, and coercion for partisan political purposes are not tolerated” (i.e., bias suppression)

(d) “Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/ applicant, obstructing a person’s right to compete for employment, knowingly violating veterans’ preference requirements) are not tolerated” (i.e., representativeness).

4) Interpersonal justice climate

(a) “My supervisor/team leader listens to what I have to say”

(b) “My supervisor/team leader treats me with respect.”

Source: *Federal Employee Viewpoint Survey (FEVS) 2010-2019*

nonprof40over_tr_lb: Lower bound for *the ratio of older non-professionals (40 or older) to total employees (full time + non-full time)* within the agency in a given year.

Source: *OPM Fedscope database, 2010-2019 September*

prof_nonprof_ratiolb_40over: Lower bound for *the ratio of older professionals (40 or older) older non-professionals (40 or older) (full time + non-full time)* within the agency in a given year.

Source: *OPM Fedscope database, 2010-2019 September*

ratio_fsup_msup: The *ratio of female to male supervisors (full time + non-full time)* within the agency in a given year.

Source: *OPM Fedscope database, 2010-2019 September*

ratio_minsup_nonmsup: The *ratio of minority to non-minority supervisors (full time + non-full time)* within the agency in a given year.

Source*: OPM Fedscope database, 2010-2019 September*

ratio_55over_totallb: Lower bound for *the ratio of older employees (55 or older) to total workforce (full time + non-full time)* within the agency in a given year.

Source: *OPM Fedscope database, 2010-2019 September*

ratio_40over_suplb: Lower bound for *the ratio of older supervisors (40 or older) to total supervisors (full time + non-full time)* within the agency in a given year.

Source: *OPM Fedscope database, 2010-2019 September*

ratio_40over_nonsuplb: Lower bound for *the ratio of older non-supervisory status employees (subordinates) (40 or older) to total non-supervisory status employees (subordinates) (full time + non-full time)* within the agency in a given year.

Source: *OPM Fedscope database, 2010-2019 September*

politicization_lb: Lower bound for the pollicization measure. Politicization refers to the proportion of political appointees among supervisors within the agency in a given year. Politicization measure is originated by Lewis (2008), and subsequently applied to other research.

= (Total Number of Presidential Appointment needing Senate confirmation + Non-Career SES + Schedule C) / Supervisory Personnel

Source*: OPM Fedscope database 2010-2019 September & Dahlstrom, Fazekas, Lewis Dataset*

age_discrimination: age_discrimination: The *total number of age-based complaint cases* within the agency in a given year.

Source: *Each Agency's No FEAR report*

NOTE: The variable that are collected from each agency's NO FEAR report is based on the most recent available NO FEAR report.

lntwf: The natural log of *total number of employees (full time + non-full time)* within the agency in a given year.

Source: *OPM Fedscope database, 2010-2019 September*

ratio40suplb_nonsuplb = ratio_40over_suplb / ratio_40over_nonsuplb

Source: *OPM Fedscope database, 2010-2019 September*

ratiofemsup_sup: The *ratio of female supervisors to total supervisors (full time + non-full time)* within the agency in a given year.

Source*: OPM Fedscope database, 2010-2019 September*

ratiominsup_sup: ratiominsup_sup: The *ratio of minority supervisors to total supervisors (full time + non-full time)* within the agency in a given year.

Source*: OPM Fedscope database, 2010-2019 September*