**INCOME INEQUALITY WITHIN THE CANADIAN SOCIETY**

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# **Executive Summary**

Human Capital is one of the prime time factors that drive Canada's income inequality, addressed by many economists. To better understand the changing dynamics of the Canadian Economy and how income inequality has been prevailing and adversely damaging the country's corporate culture, thus hindering Canada's economic prosperity in the long run. In a collective approach to bring to our readers an insight that is backed by articulated references, facts and calculative research, the key focus here is to illustrate how Human Capital - The idea of one's knowledge, skills and education can change the income parity that has long caused a massive drain to the Economy by creating a gap between the rich and the poor.

While Canada is a diverse country, there is a lot of stereotypical mentality and silo-mindset within its society, which has evolved and changed over time. The focus has moved from sheer discrimination of remuneration policy to the setting between ale and female towards ethnicity. A large portion of Canadian pollution that runs the labour market is driven by the immigrants from Chinese, Indian, Persian, Philipinos, Turkish, Middle Eastern. The farming sector, for instance, has overseen prime growth in Canada after the heavy influx of immigrants coming from India. At the same time, pharmaceutical companies around the outskirts of Ontario are all owned by Chinese owners. This reflects how the job market is getting saturated to a specific community. This is typecasting the communities in literal boxes of the categorized workforce.

**Description of Team Research Project**

## **Team Members**

As a team, we have curated intense research about the changing dynamics of the Canadian economy. The key focus here is to bring the reader a strong understanding of how the Canadian economy has changed over the years. While the strong adherence still has been perceived regarding the maximization of shareholder wealth, the shift has strongly created an immense need for corporate social responsibility that is tiding the lines of corporate citizens and the foundation of a sustainable corporate environment in Canada.

**The delegation of the task, included the segregation of different research protocols.**NOTE:: The source of the articles can be attached in the last section of the table, and all members are advised to please attach the comments about the articles and have a little insight so that when others are reviewing, it will be much less hassle

**Why did you pick this topic and capital?**

Income inequality has been one of the prime topics of concern for a large portion of the Canadian society, a country that a diverse working-class group of society heavily drives; it is tough to imagine but not surprising how the Canadian society still discriminate against the individual on the income level with regards to their background, gender, ethnicity. Keeping that in mind, this research paper will aid as a solid pathway to educate the ignorant about how the Canadian economy is still under a constant flow of change and requires a heavy demand for change concerning income equality for individuals running the economy of the country, be it male or female, from different ethnicities. As JFK, the 35th president of the United States of America said it during his inaugural speech. “Life is never easy; there is work to be done, Obligations to be met - Obligations to the truth, justice and liberty.”

The capital that we have considered for this research report is, Human Capital. This will act as a solid backbone to our core research topic of income inequality, where we will address how income inequality prevails within the Canadian economy. Concerning the changing Human capital diversity, the different people from different walks of life and cultures bring to the healthy Canadian corporate workplace setting through their enriched experience, calculative approach, and welcoming attitude. “The moment you bring emotional intelligence and integrate it with human capital, half the problems are solved.”

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## **Research Process**

### The research that we undertook for this assignment, was formulated through series of methods:

#### **Research Area:** For this report, we have curated our research towards Canadian society's social aspects. The area of research for the same has been focused on the corporate culture. The reason for choosing the corporate workplace setting is to understand the dynamics of different pools of workplace settings and draw out standard inferences which will lay the foundation of the bottom-line conclusion, thus fostering a robust discussion.

#### **Key Aim:** This report's key focus is to understand and assess the various factors that influence the income inequality matrix in Canadian corporate culture.

#### **Developing Hypothesis:** Special emphasis is made to understand the psychology and sociological stigmas built within the Canadian working-class mindset concerning income parity. This helps to build the groundwork for the broad spectrum of analytical reports that we will collectively work upon.

#### **Research method:** The research for the core content has been done through primary research, such as an interview with Bank Officials (Devika Malik - Interviewee), secondary research through - Database journals, websites, reports and articles posted in media print ads and literary reviewed journals from the University Press media websites.

#### **Data Analysis:** Some of the tools used for this assignment are → Annotations + drawing inferences, Direct quotation models and a generic understanding of social norms and matching them to the changing beliefs. A robust analysis was carried out between the different nations and Canada through Hofstede Analysis.

### **Emphasize your skills as a researcher → Some of the key skills as a researcher are:**

| **Serial Number** | **Members** | **Key Traits** |
| --- | --- | --- |
|  | Parth Sharma | **Team leading:** Delegation of the task through proper understanding of who can do what best.  **Time Management:** Allocating sufficient time for proper research work and getting that head start has always been my forte, and using that to get a project get going. |
|  | Hannah Evin | **Project Management:** Aligning the need to the actual actions, simply by ensuring everyone is on track, helps a lot.  **Data Management:** By handling robust data and working in a team to manage and pile while interpreting the data through different aspects, creating a solid workflow operation. |
|  | Khushi Arora | **Beyond Research:** Understanding and making strong inferences from a given data to create a valuable and reliable data summary that acts as a robust outline.  **Free from prejudice:** Brought in a very new outlook to the research paper by bringing new concepts to learning outcome, trying to help others through a broad idea and opening up to the group with how the mentality of corporate culture has changed through her ardent customer service experience and how corporate perception and general human mindset tends to bog down rationalized judgement. |

**NOTE:** Please be advised that, the members have equally contributed and the above mentioned skills are simple, set of personality trait based skills which have been addressed in the above able to give the assessor a general understanding of sme soft skills pertaining to members of the group.

**Contribution to the Capitals Coalition**

For this paper, we chose to focus on human Capital from the Capitals Coalition. Our paper topic discusses income inequality within Canada. Several factors can contribute to income inequality, and these factors are education, gender, religion, race, age, and even sexual identity.

Human Capital is based on knowledge, habits, or skills that a person or population possesses, which is viewed according to their value to a specific country or population. Income inequality relates to human Capital because human Capital affects economic growth. It also affects the income of an individual or population. Human Capital can also help an economy grow by expanding the skills and abilities of a population. However, it can also contribute to income inequality within a country. On the next page, we will identify the various initiatives that can help maintain a sustainable Canadian economy.

According to Prof. Christopher Sarlo, an economics professor at Nipissing University, the biggest problem arising from income inequality is the whole concept of uneven wealth distribution. It has been noted that the wealth gap between poor and rich is one of the prime time factors that hinder the healthy growth of the country.

**Current/Potential Initiatives Contributing to a Sustainable Canadian Economy**

As income inequality is a predominant issue, initiatives have been started that have been contributing to maintaining and creating a more sustainable Canadian economy. Here listed are some current initiatives that were set in place to help mitigate income inequality in Canada, also there are some potential initiatives that can be executed to help ensure a more sustainable economy.

**By Provinces**

In terms of initiatives by provinces, the federal government has policies set in place. For example, in 2002, there was a Refugee protection act set in place. This changed immigrant selection, and these changes set in place also increased entry earnings. This also may have been associated with the fall of the low-income rates throughout all the provinces. By adding more educational attainment, changing various source regions, and setting various policies contributed to declining low-income rates. It made up one-third of the rates among the recent immigrants in the 2000’s. If the Capital Coalition invests more into programs that help immigrants find jobs that are suitable for their skillset and needs, it will also help contribute to a more sustainable economy. (Picot,2015)

**Public**

A public potential initiative that would contribute to a sustainable economy would be the changes returns to human Capital. By having higher returns involves incentives to workers, which will increase productivity. A great example of this would be education. It is proven that school quality and the differences in early education play a factor in income-inequality. (Beach,2016)

This is why it is vital for people of all backgrounds to be able to have access to education. By more people having access to education, it will help contribute to a more sustainable Canadian economy. The canadian government can do this by investing more into education. Investing into programs such as Aboriginal Head Start, or programs that offer early childhood education, can increase economic mobility within Canada. (Beach,2016)

As previously mentioned, gender plays a big factor in regard to income inequality in Canada. For example, gender differences in education, marital status, and even body size in women have played a role in the income gap between women and men. There was a study done by the Canadian Review of Sociology at the University of Lethbridge, and it assessed the effects of body size in regard to income inequality. What it found was that bigger women on average earned less than thinner women. It also found that bigger men earned more than their thinner peers, however, bigger women earned less than their thinner counterparts. (Perks,2012,p.18)

What can be done from a governmental standpoint to assess problems like these, would be to fight gender inequality in Canada. The government can also invest more into initiatives that help fight gender inequality such as organizations like the Canadian Women’s Foundation. By decreasing the gender inequality rates in Canada, it will also improve income equality rates. (Perks,2012,p.18)

**Private**

A private initiative regarding income inequality would be to invest more into programs that help build assets for families that are struggling and are impacted by low incomes. The government could invest into programs that automatically enroll workers into retirement plans. They could also invest more into indegenous training programs, and workers benefits.

There was a study done on Aboriginal earnings in Canada, and it examined the factors that contribute to income inequalities with aborginal people, and the factors were education played a major role. The lesser factors were skill, gender, and employment. By investing more into indigenous training programs, it will give indegnous people more opportunities to grow and expand on their skills, which will ultimately help mitigate income inequality. (Haan, Chuatico, Cornetet, 2020, p, 25)

**Larger**

Race is another factor that contributes to income inequality in Canada, for example racial residential segregation is a big issue in regard to income inequality. There was a study done by Anne-Marie Livingstone where black families and socio-eonocmic inequality in Canada were assessed. It stated that by setting policies to reduce the ratio between women and men in regard to immigration will help eliminate the income imbalances between black men and women, help low income households meet their basic needs, and help ensure more immigrants find jobs. Ultimately, by getting rid of residential segregation by income and enforcing more policies and initiatives around this issue will boost the economic mobility in Canada, making it more sustainable for all. (Livingston, 2015,p.19)

**Smaller**

A smaller initiative would be Canada's worker benefit, which is a support poverty reduction initiative. This initiative is a refundable tax benefit that helps low income individuals and families that are struggling to meet their needs.

Another initiative that could be implemented to help with income inequality in Canada would be increasing the incomes of the poorer and decreasing the revenues of the richest.Which helps supplement the workers that are making a low income. By increasing the minimum wage it will help struggling families, and will help lower the poverty rates. Also by increasing minimum wage, it will mean that people will have more money to spend, which will also be good for the economy. Increasing minimum wage could also lead to reducing race and gender based income. The government can start off my investing more into these initiatives, or start up new initiatives or projects. (Beach, 2016)

**Interpretation of Team Research Results**

## **Major Trends**

When identifying major trends, there can be quite a few that occurred when looking over the 25 articles. These will be organized through four catalysts:

* **Population change (eg. Baby Boomers, Gen Z)**

There has also been some trends in population trends in regard to income inequality in Canada. For example, as more immigrants come into Canada, there have been more cases of income inequality. Not only that, but immigrants also are experiencing employment barriers in Canada. This article done by the Canadian Ethnic Studies Journal further explains how immigrants are constantly faced with income inequalities. (Livingstone & Weinfeld, 2015,p.19)

* **Financial crises (2008, pandemic, etc.)**

COVID-19 has impacted economic racism drastically, for example, it has highlighted Canada’s enduring racial imbalances. Black families have not only been experiencing unequal treatment for decades to now experience even more inequalities in regard to income. Black individuals and families will have a harder time bouncing back from the pandemic, due to the increased systematic economic racism. (Kemp-Benedic, 2013)

* **Political changes:**

In terms of political changes in regard to income inequality, it can be noted that there were some trends. For example, the various changes in regard to immigration policies, and income inequalities. (Livingstone & Weinfeld, 2015)

* **Legislation:**

Policies and practices were set in place regarding immigrant selection in the 2000s, these changes tended to increase entry earnings. For example, in the early 2000’s there was a new law passed by the federal government which was the Refugee protection Act. This act was executed to change the immigrant selection process, which ultimately helped increase entry earnings. It was concluded that this change in the immigrant selection helped with the fall of the low-income rates in Canada. (Picot,2015)

## **Major Themes**

**· Aim for one page in length**

**· show and tell your reader any major terms/concepts/ideas that you found in the 25 articles, think buzzwords**

**o A major movement, like BLM or Earth Day**

**o Recycling as a new business to make money, as opposed to a public good**

**o Truth & Reconciliation – Indigenous**

**o**

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# **Concluding Remarks from Team Members**

The idea that we can formulate something for a better future drove the three of us together over the common goal. Be it the initial process of finding the core topic, selection of resources etc. The entire journey was great fun. We thoroughly enjoyed the process, which allowed us to learn new skill sets, manage our time, learn new things about Canada. Our perception has undergone a drastic pace of change, from the general approach of perceiving Canada as a wholesome country that is rich in resources, yes indeed it is. Still, there also lies the dark hues of corruption, income inequality, and corporate politics.

1. Drawing inferences from the significant recessionary period in America, 2008 was the prime time reason the wealth gap between the different sections of the society ruined the North American corporate culture. The aftermaths of which were visible in neighbouring nations such as Canada. Canada has been an ally to the USA since the '80s. Come with no sunrise how the country has been badly suffered due to the negligence of the economist who completely put the trust in the American economy.
2. Human capital is such an essential but powerful tool. One's simple experiences can go a long way to creating a better future for the Canadian economy. According to the article published in the "The economic Journal" by author W. Henry Chiu. Chiu stated, "We show that greater income equality implies higher human capital accumulation and economic performance in an overlapping-generations model with heterogeneity in income and talent." This puts up the point that human capital has a solid link to income inequality. Higher-income during the initial part of the career sets the foundation of the person's overall human capital value.

Canada is a diverse country, which gives it the leverage to have global recognition in the international market. When we talk about "Diversity," we also talk about the rich human capital backed by practical experience, enriched knowledge and personalized learning and skills. Canada is a developed nation that is rich in resources.

A country-driven idea of better tomorrow needs a strong driving force of navigation that encompasses positivity, a brighter future, and economic growth. The capital coalition needs to adhere to the sheer understanding of how human capital is the backbone of the modern competitive 21st century. Various countries are trying to specialize in different product segments and sectors, thus fostering an outstanding share in the global supply of goods and services as responsible citizens of the country and the future's face. The end of a nation lies in the hands of the future countrymen.

Gen Z Canadians creating a sustainable community and corporate culture is vital to create a welcoming, impactful, and proactive corporate culture where people from all walks of life have access to fair remuneration and mutual benefits.

**Appendix A Team Research Results – 25 Articles Synthesized**

| **Peer-Reviewed Paper**  **(APA 7th edition)** | **Synopsis**  **(1-2 full sentences)** | **Key Findings**  **(bulleted list)** | **Limitations of the paper** | **Name and URL for the initiative/organization described in article**  **(if applicable)** |
| --- | --- | --- | --- | --- |
| **Charles M. Beach. (2016). Changing income inequality: A distributional paradigm for Canada. The Canadian Journal of Economics / Revue Canadienne d’Economique, 49(4), 1229–1292.** | **Discusses the major changes in income inequality in Canada over the years. It goes over the market changes and examines the evidence of changing economic mobility.** | **The Major changes in family and individual incomes are being driven essentially by changes in labour markets** | **It may be useful to draw out implications of the above findings for possible policy responses for Canada. Since the empirical contributions of the paper are largely reduced-form in nature, one has to be tentative in suggesting policy implications** | **Canadian Journal of Economics https://onlinelibrary.wiley.com/journal/15405982** |
| **Perks, T. (2012). Physical capital and the embodied nature of income inequality: gender differences in the effect of body size on workers’ incomes in Canada. Canadian Review of Sociology, 49(1), 1.** | **Examines the gap in the income of men and women in Canada. It also goes over the differences in the effects of body size on Canadian workers incomes.** | **Bigger women, on average, earned significantly lower incomes than thin- ner women.** | **While the present analysis does show statistically significant BMI effects after controls for both women and men,**  **the percentage contribution of BMI to the variance in the income of women and men was modest, suggesting that income is not greatly “structured” by processes associated with body size.** | **Canadian Sociological Association https://www.csa-scs.ca** |
| **Picot, W. G., & Hou, F. (2015). Immigration, low income and income inequality in Canada : what’s new in the 2000s? Statistics Canada.** | **Analyzes the low-income trends in Canada and the trends in immigrant low income rates. It also discusses the trends in family income inequality in Canada.** | **Policies and practices were set in place regarding immigrant selection in the 2000s, these changes tended to increase entry earnings.** | **Research presented in this paper is a review of the extensive international literature along with the few canadian papers that address this issue suggests that this effect is likely small.** | **Statistics Canada https://www.statcan.gc.ca/eng/start** |
| **Scrimger, P. J. (2020). Unions, Industrial Relations and Market Income Inequality in Canada’s Provinces. Relations Industrielles / Industrial Relations, 75(2). https://doi-org.ezproxy.capilanou.ca/10.7202/1070351ar** | **Focuses and examines income inequality due to race in Canada. It looks at the association between income inequality and the welfare of black families with children.** | **union density and strike activity have declined in the provinces.** | **Finally, while this study’s results indicate that unions have retained some capacity to reduce inequality over the last few decades, the lack of overwhelming evidence concerning this phenomenon suggests that it may only be a matter of time before unions’ distributive effect dissipates** | **Industrial Relations https://eds-a-ebscohost-com.ezproxy.capilanou.ca/eds/command/detail?vid=29&sid=9375d5d5-490d-49f4-8a40-7096d1a3c23e%40sdc-v-sessmgr02&bdata=JnNpdGU9ZWRzLWxpdmUmc2NvcGU9c2l0ZQ%3d%3d#jid=RID&db=bth** |
| **LIVINGSTONE, A.-M., & WEINFELD, M. (2015). Black Families and Socio-economic Inequality in Canada. Canadian Ethnic Studies, 47(3), 1–23. https://doi-org.ezproxy.capilanou.ca/10.1353/ces.2015.0026** | **Looks for the regional income inequalities in Canada from 1981-2016. It looks a the evolution of these inequalities, and what can be done from the federal government standpoint.** | **Finds that low- income rates have been steadily rising for immigrants since the 1970s** | **Another issue worth exploring is the within-group variability between black families, taking into account factors like education, generation status, birthplace, immigration history.** | **Canadian Ethnic Studies Association https://cesa-scee.ca/english-landing/** |
| **Breau, S., Burkhart, N., Shin, M., Marchand, Y., & Sauer, J. (2020). Is it time to start worrying more about growing regional inequalities in Canada? Canadian Geographer, 64(4), 542–550. https://doi-org.ezproxy.capilanou.ca/10.1111/cag.12634** | **Examines the gender wage gap amongst Indigenous populations. This paper also identifies some of the factors that drives the differences in income between men and women, amongst Indigenous peoples.** | **Novel geo‐visualization technique, which is a tool that is used to track the evolution of regional inequalities in Canada.** | **Given the growing spatial polarization we have described, perhaps it is time to start looking at new kinds of place‐based or place‐sensitive development policies which combine both efficiency and equity notions.** | **The Canadian Geographer https://onlinelibrary.wiley.com/journal/15410064** |
| **Haan, M., Chuatico, G., & Cornetet, J. (2020). Aboriginal Earnings in Canada: The Importance of Gender, Education, and Industry. Canadian Ethnic Studies Journal, 52(2), 1.** | **This paper looks at the recent changes in inequality across regions in Canada.** | **Education and the employment industry are major indicators of socioeconomic status, as are the interactions between income and gender.** | **First, there are issues of directionality with some predictors in the analysis, especially regarding sense of belonging to Canada.Second, the productivity factors may also have the same issue, as those with higher income would arguably be more inclined to pursue higher education and work in higher-paying occupations over time.** | **Canadian Ethnic Studies Association https://cesa-scee.ca/english-landing/** |
| **Breau, S. (2015). Rising inequality in Canada: A regional perspective. Applied Geography, 61, 58–69. https://doi-org.ezproxy.capilanou.ca/10.1016/j.apgeog.2014.11.010** | **This paper looks at the various causes and consequences of regional income inequality In Canada. It observes 284 regions in a 5-year time frame. It looks at the various levels of economic development and labour market conditions.** | **Multi-level analysis is conducted to examine the structure of regions within provinces.** | **First, there are issues of directionality with some predictors in the analysis, especially regarding sense of belonging to Canada.Second, the productivity factors may also have the same issue, as those with higher income would arguably be more inclined to pursue higher education and work in higher-paying occupations over time.** | **Elsevier B.V., 2015. https://www.journals.elsevier.com/applied-geography** |
| **Marchand, Y., Dubé, J., & Breau, S. (2020). Exploring the Causes and Consequences of Regional Income Inequality in Canada. Economic Geography, 96(2), 83–107. https://doi-org.ezproxy.capilanou.ca/10.1080/00130095.2020.1715793** | **Inequality in education and immigration status in Canada is investigated** | **regions with high concentrations of manufacturing activities typically have lower levels of inequality** | **This research is conducted on the basis of the data that has been derived from the years 1991 to 1997. Even though, the authors insist that the numbers are roughly the same but it can still provide the users an inaccurate result.** | **Economic Geography https://academic.oup.com/joeg** |
| **Balseven, H , Tugcu, C . (2017). Analyzing the Effects of Fiscal Policy On Income Distribution: A Comparison Between Developed and Developing Countries . International Journal of Economics and Financial Issues , 7 (2) , 377-383 . Retrieved from https://dergipark.org.tr/tr/pub/ijefi/issue/32035/354501?publisher=http-www-cag-edu-tr-ilhan-ozturk** | **The study examines the effect of fiscal policy on income distribution in developed and developing countries. The study analyzes the explanatory power of tax and transfers on income inequality in 17 developing and 30 developed countries in between 1990 and 2014 by using linear panel data estimation techniques** | **Bootstrapping methods are used to gain statistical inference** | **The research was based on the data that was conducted in the years before 2000.** | **Applied Economic Letters https://eds-a-ebscohost-com.ezproxy.capilanou.ca/eds/command/detail?vid=24&sid=9375d5d5-490d-49f4-8a40-7096d1a3c23e%40sdc-v-sessmgr02&bdata=JnNpdGU9ZWRzLWxpdmUmc2NvcGU9c2l0ZQ%3d%3d#jid=AEL&db=bth** |
| Liu, B., Wei, Y., & Simon, C. (2017). Social Capital, Race, and Income Inequality in the United States. Sustainability, 9(2), 248. MDPI AG. Retrieved from http://dx.doi.org/10.3390/su9020248 | **This paper examines whether social capital plays a positive role in mitigating income inequality at the state level, with an emphasis on racial diversity and its relation to church attendance. The empirical findings demonstrate that social capital, whether measured by Robert Putnam’s state-level social capital index (SCI), or a new measure that improves SCI’s original measurement, fails to improve income equality.** | **tax revenues decrease income inequalities in developing countries, however, social benefits decrease income inequality in developed countries.** | **Even though the research did not specify that income inequality could be a result of some “bad” social capital, it is possible that income inequality is a side effect of social capital.** | **Journal of Economic and Financial Issues https://doaj.org/article/01ca29409b284d41b771ee7e48eb407d** |
| Zheng, W., Lou, Y., & Chen, Y. (2019). On the Unsustainable Macroeconomy with Increasing Inequality of Firms Induced by Excessive Liquidity. Sustainability, 11(11), 3075. MDPI AG. Retrieved from http://dx.doi.org/10.3390/su11113075 | **This research studies how excessive liquidity can trigger catastrophic economic crises in a stylized macroeconomic agent-based model (ABM). Previous studies showed the relevance of the income distribution to the economic crises, whereas we find, in a well-studied macroeconomic ABM endowed with diverse economic performance of firms, while providing moderate liquidity serves as an effective tool to stabilize the economy, excessive liquidity may cause abnormal dispersion of firm’s wealth and the subsequent severe endogenous crises.** | **Social capital turned out to be either an enabler of income inequality** | **The limitations are twofold.First, for the purpose of feasibility, many other fundamental elements have not been considered in the model, such as the interest rate, the capital investment of firms, the import and export of products.** | **Sustainability https://doaj.org/article/021d7cf4204a447a8d5855a0ae5eb773** |
| Owusu, K., Kulesz, M., & Merico, A. (2019). Extraction Behaviour and Income Inequalities Resulting from a Common Pool Resource Exploitation. Sustainability, 11(2), 536. MDPI AG. Retrieved from http://dx.doi.org/10.3390/su11020536 | **Using an experimental approach, we investigate income distribution among heterogeneous subjects exploiting a Common Pool Resource (CPR). The CPR experiments are conducted in continuous time and under different treatments, including combinations of communication and monitoring. While many studies have focused on how real-life income inequality affects cooperation and resource use among groups, here we examine the relationship between individuals’ cooperative traits, harvest inequalities, and institutional arrangements. We found that: (1) When combined with monitoring, communication decreases harvest inequality—that is, harvest is more equally distributed among individuals in all treatments; and (2) the cooperative trait of individuals significantly predicts harvest inequality.** | **excessive liquidity could endanger the system and trigger more intense crises with enhanced rate of bankruptcy and unemployment by enlarging the gap between firm’s financial s inequality is affected by the individuals’ cooperative traitstatus** | **We found that, regardless of the institutional arrangement (i.e., whether monitoring and/or communication is allowed or not), non-cooperators harvest more than cooperators.** | **Sustainability https://doaj.org/article/136ac6e2735a47939696b4d21e24d8f1** |
| **Liu, B., Wei, Y., & Simon, C. (2017). Social Capital, Race, and Income Inequality in the United States. Sustainability, 9(2), 248. MDPI AG. Retrieved from http://dx.doi.org/10.3390/su9020248** | **To realize economic and social sustainability, it is necessary to avoid economic injustice and therefore too unequal a distribution of income and wealth. In this paper we investigate the extent to which oligopolies contribute to an unequal income distribution, and the consequences of enforcing more market competition. For this purpose, an overlapping generation growth model is developed with imperfect competition to derive the influence of market concentration on economic growth and the distribution of income.** | **OLG model is conducted with growth and imperfect competition, which is compared with a usual OLG model using endogenous or exogenous growth.** | **The oligopoly model conducted in this research is different from the oligopoly method conducted in literature, which majorly affects the outcomes of the research.** | **Sustainability https://doaj.org/article/136ac6e2735a47939696b4d21e24d8f1** |
| **Liu, B., Wei, Y., & Simon, C. (2017). Social Capital, Race, and Income Inequality in the United States. Sustainability, 9(2), 248. MDPI AG. Retrieved from http://dx.doi.org/10.3390/su9020248** | **Instrumental arguments linking inequality to environmental sustainability often suppose a negative relationship between inequality and social cohesion. While social cohesion is difficult to measure, there are measures of a narrower concept, social trust, and empirical studies have shown that social trust is negatively related to inequality. In this paper we test whether at least part of the observed relationship may be explained by income level, rather than income distribution.** | **income inequality is negatively associated to social trust** | **The results support the contention that income inequality is negatively related to social trust. Moreover, the relationship cannot be explained solely by differences in income, although rising incomes do contribute to higher levels of social trust.** | **Sustainability https://doaj.org/article/25f61e86e2a04878aa1968275f1aa548** |
| **Owusu, K., Kulesz, M., & Merico, A. (2019). Extraction Behaviour and Income Inequalities Resulting from a Common Pool Resource Exploitation. Sustainability, 11(2), 536. MDPI AG. Retrieved from http://dx.doi.org/10.3390/su11020536** | **The corporate sustainability literature postulates that companies are social entities that constantly interact with the society in which they are located. Although this idea is generally accepted, one persistent research gap in this field relates to testing this connection through quantitative empirical studies. In this study, we shed light on the bidirectional relationship between income inequality and organizational equilibrium (i.e., balance in the employment relationship).** | **income equality and organizational equilibrium both influence each other** | **The study is cross-sectional in nature and, therefore, cannot determine that income inequality is a cause of mortality.** | **Sustainability https://doaj.org/article/28e323937b844e77a854a5a0d08f16a6** |
| **Poverty Hub. (n.d.). Retrieved March 20, 2021, from https://www.homelesshub.ca/povertyhub/income-employment/income-inequality** | **Addresses how some strategies for economic growth do not benefit low-income populations and how it can increase income inequality.** | **alleviating absolute poverty depends on the rate of sustained economic growth. This is how the benefits are distributed in the society.** | **The prospect for alleviating absolute poverty therefore depends on the rate of sustained economic growth and how its benefits are distributed in the society.** | **Sustainability https://doaj.org/article/36c6466c94ca4563aa66e45ea814dcca** |
| **Kemp-Benedict, E. (2013). Inequality and Trust: Testing a Mediating Relationship for Environmental Sustainability. Sustainability, 5(2), 779–788. MDPI AG. Retrieved from http://dx.doi.org/10.3390/su5020779** | **This article discusses the various differences in regard to income inequality in Canada. It also goes over the measurement of income inequality and how changes in the definition of income can have a major impact on the end results.** | **How COVID-19 has impacted economic racism drastically.** | **The results support the contention that income inequality is negatively related to social trust. Moreover, the relationship cannot be explained solely by differences in income, although rising incomes do contribute to higher levels of social trust.** | **Sustainability https://doaj.org/article/564a7cb6714e4c568c9713bf60320553** |
| **Roca-Puig, V. (2020). The Symbiotic Bond of Income Equality and Organizational Equilibrium. Sustainability, 12(21), 9267. MDPI AG. Retrieved from http://dx.doi.org/10.3390/su12219267** | **This article addresses economic racism in response to the pandemic, it also goes over basic income and Canadas tax loopholes.** | **Over the past 20 years, income inequality has increased in Canada.** | **The authors identify three areas of sustainability, but majorly focus on only areas. which makes the results a little less accurate, since the sustainability framework analysis is not complete.** | **International journal of Economic and Financial Issues https://doaj.org/article/6547d9ca4dd44949a4e005e3fe28c098** |
| **Edeme, R , Ogbeide, E , Innocent, A , Ugwu, S . (2017). Examınation of the Dynamic Relationship Between Poverty and Inequality: Evidence from Nigeria Micro Data . International Journal of Economics and Financial Issues , 7 (2) , 518-523 . Retrieved from https://dergipark.org.tr/tr/pub/ijefi/issue/32035/354522?publisher=http-www-cag-edu-tr-ilhan-ozturk** | **This article addresses how income inequality affects the economic well-being of an individual or country.** | **It is found that low income trends are distributed over 5 groups and they are, : unattached persons aged 45 to 64, Aboriginal persons. recent immigrants, people with work disabilities, and single parents.** | **Even though, great measures have been provided in the reserach but they can only take place if government makes income inequality a priority and private sectors agree to the terms.** | **Fraser Institute https://www.fraserinstitute.org/article/income-inequality-in-canada** |
| **Income inequality in Canada: Op-ed. (2019, May 17). Retrieved March 20, 2021, from https://www.fraserinstitute.org/article/income-inequality-in-canada** | **This document looks over income inequality in Canada. How income inequality is affecting households, the low income rates in Canada, and the overall changes regarding income inequality in Canada.** | **How indigenous children experience the most poverty rates in Canada.** | **Income inequality is not the best measure of how the living standards of Canadians changes.** | **The Conference Board of Canada https://www.conferenceboard.ca/hcp/hot-topics/canInequality.aspx** |
| **February 11, 2. 6., October 22, 2. 1., October 21, 2. 8., June 18, 2. 1., January 14, 2. 1., March 03, 2. 1., . . . June 18, 2. 1. (2020, June 18). Income Inequality. Retrieved March 20, 2021, from https://www.broadbentinstitute.ca/income\_inequality** | **This article offers reports and studies regarding income inequality in Canada. It talks about the growing gao and how it takes an in depth look at income inequality.** | **alleviating absolute poverty depends on the rate of sustained economic growth. This is how the benefits are distributed in the society.** | **The research was more based on the study of Ebola pandemic, which happened years ago. And also, the research results were less variable because it was conducted in the first 200 days of the pandemic.** | **Analytical Studies Branch Research Paper Series https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2005240-eng.pdf** |
| **(n.d.). Retrieved March 20, 2021, from https://www.conferenceboard.ca/hcp/hot-topics/canInequality.aspx** | **Addresses how some strategies for economic growth do not benefit low-income populations and how it can increase income inequality.** | **Canadian provinces and metropolitan areas had a lower income inequality and lower mortality rate than the US.** | **The research was more based on the study of Ebola pandemic, which happened years ago. And also, the research results were less variable because it was conducted in the first 200 days of the pandemic.** | **CCPA https://www.policyalternatives.ca/projects/growing-gap** |
| **Picot, G., & Myles, J. (2005, February). Income Inequality and Low Income in Canada: An International Perspective. Retrieved March 20, 2021, from https://www150.statcan.gc.ca/n1/pub/11f0019m/11f0019m2005240-eng.pdf** | **This study examines the psychological effects of income inequality and how it affects a country and an individual as a whole.** | **alleviating absolute poverty depends on the rate of sustained economic growth. This is how the benefits are distributed in the society.** | **Recent work on this topic**  **suggests that there is definitely not a one-to-one correspondence between the incomes of parents**  **and their children.** | **Poverty Hub https://www.homelesshub.ca/povertyhub/income-employment/income-inequality** |
| **Growing Gap. (n.d.). Retrieved March 20, 2021, from https://www.policyalternatives.ca/projects/growing-gap** | **This study examines the psychological effects of income inequality and how it affects a country and an individual as a whole.** | **Canadian provinces and metropolitan areas had a lower income inequality and lower mortality rate than the US.** | **The only limitation in this study, is it totally dependent of government enforcement of laws.** | **Health Reports https://www-proquest-com.ezproxy.capilanou.ca/docview/207473278?accountid=36786** |

# **Appendix B Research Protocol**

## **Databases Used**

**1. Canadian Business and Current Affairs** [**https://about.proquest.com/libraries/academic/databases/cbca.html**](https://about.proquest.com/libraries/academic/databases/cbca.html)

**2. Google Scholar** [**https://scholar.google.com/**](https://scholar.google.com/)

**3. CapU Library Database -** [**https://library.capilanou.ca/**](https://library.capilanou.ca/)

**4. Directory of Open Access Journal -** [**https://scolary.com/tools/directory-of-open-access-journals?tool=Directory\_Of\_Open\_Access\_Journals&gclid=Cj0KCQjwutaCBhDfARIsAJHWnHsycQE\_2LaOGBMVdDcPq3QXDL480jUoJpJ4v0xVhLIR8AKcLeb14PwaAsCREALw\_wcB**](https://scolary.com/tools/directory-of-open-access-journals?tool=Directory_Of_Open_Access_Journals&gclid=Cj0KCQjwutaCBhDfARIsAJHWnHsycQE_2LaOGBMVdDcPq3QXDL480jUoJpJ4v0xVhLIR8AKcLeb14PwaAsCREALw_wcB)

**5. Financial Times 50 journals -** [**https://www.ft.com/content/3405a512-5cbb-11e1-8f1f-00144feabdc0**](https://www.ft.com/content/3405a512-5cbb-11e1-8f1f-00144feabdc0)

## 

## **Search Strategies Used**

1. First, we decided what we were going to write and research about. We all came to the mutual decision that we would examine Income Inequality In Canada. Then we decided where we were going to search for these articles and what databases we would use.
2. Next up, we identified the number of keywords that would help us in our research process.
3. We then brainstormed the various topics that we would include in our paper, which also helped us determine which keywords to use. Brainstorming our main discussion points gave us a better idea of which keywords worked well. We also looked at various synonyms to see what other sources would pop up.
4. As a team, we all came up with a time-frame for when to have our articles and journals allocated.

**Keyword searching:**

A keyword search identifies and searches for words that match up in a particular database or record. Keyword search is a good technique for if you don't know what type of heading you will use for a paper.

**Citation chaining:**

For this strategy, it looks and searches for articles or journals that are back or forward in time, and looks for materials that are cited. It will help you look for sources that link up to that initial source. One resource will link you to another resource, which creates a chain of relevant data.

**Systematic literature review techniques:**

## 

## **Key Search Terms and Phrases Used**

1. Income Inequality In Canada
2. Income inequality
3. Income inequality In Canada
   1. Gender
   2. Education
   3. Immigration
4. Income Inequality Gender

# **Appendix C Work Plan**

| Serial No. | Member | Article Type | Task Delegation |
| --- | --- | --- | --- |
|  | Parth Sharma | Financial Times list of Top 50 Journals | Key Introduction |
|  | Khushi Arora | Directory of Open Access Journals | Proof Reading + Report Body |
| 03. | Hannah Evin | Canadian-focus or content articles | Body |

**Postmortem Part #1 (so modified from your initial version)**

**· Report on what you did when:**

| **Serial Number** | **Date** | **Start Time** | **Work Done** |
| --- | --- | --- | --- |
|  | 15th of March | 11:30 AM | Market Research → Core topic understanding + Drafting outline for individual understanding. |
|  | 16th of March | 4:30 PM | Parth - Formulated a virtual meeting with Devika Malik, to carry out a robust interview regarding her views about Income Inequality in the retail banking industry. |
|  | 16th of March | 11:30 PM | **Outline Review →** Quick outline review to touch base and come up with initiative to use. |
|  | 17th of March | 2:00 PM | **Selection of initiatives. →** Selection of which initiatives we want to consider, finding potential resources and matching them to the human capital aspect. |
|  | 17th of March | 4:00 PM | **Individual Report Writing:** Started formulating ideas and wrote down the content from scratch about the topic, formulating an executive summary. Ideas and key notes. |
|  | 18th of March | 10:00 AM | **Troubleshooting the Comments :** Solving doubts, discussing what can be improvised and done better. |
|  | 19th of March | 10:00 PM | **Final Call:** End minute editing and formatting and proper overview of the assignment with regards to what can be removed, decluttering the content if needed. |
|  | 20th of March | 10:00 AM | **There we are:** Finally the FINAL DRAFT is ready and all good to go. Carefully reviewing the details, making sure the content aligns and is well factored in with regards to the marking rubix cube. |

**· Gantt chart instead of your Scrum because you’re telling the reader what you did and when**

**· Reflections on anything that went especially well and did not go well at all**

**· Finally, address a job interviewer’s question “What would you do differently next time?”**

As a consultant to the Talent Acquisition Manager, for a firm, in our view we will addresses the hiring questions such as:

1. *What are your views with regards to our firm’s remuneration policy ?* → Employers need to understand that they can’t find an ideal candidate simply on the principle of right education + experience, the candidate also has some expectations, and perception of the company, which is clearly shaped by the way they are treated.
2. Instance based questions pertaining to payscale must be duly discussed, this opens up the room for candidates to know how to approach the HR in time of need.

# **Appendix D Meeting Minutes**

**Postmortem Part #2**

**· Record of your group meetings. Or, if you worked alone, what you did went**

**· It expands upon the details in the Gantt chart**

**· Have a record of at least 3 meetings, which can include in-class working time**

| Serial Number    01.    02.    03. | Date    9th of March 2021    15th of March 2021    18th of March 2021 | Time    8 PM - 9: 30 PM    7 PM - 8 PM    7 PM - 8 PM |
| --- | --- | --- |