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Globalization and Its Effect on Income Inequality

¹Sana Farooq *,²Kamran Hussain

¹Associate Professor of Economics, Quaid-i-Azam University, Islamabad

²Assistant Professor of International Political Economy, University of the Punjab, Lahore

kamran.hussain@pu.edu.pk

*Corresponding Email: sana.farooq@qau.edu.pk

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ABSTRACT

This study investigates the intricate relationship between globalization and income inequality by employing a mixed-methods research design that integrates econometric modeling with qualitative thematic analysis. Using panel data from 50 countries between 2018 and 2021, globalization was measured across economic, social, and political dimensions, while inequality was assessed through Gini coefficients, income shares, and the Palma ratio. Quantitative results reveal heterogeneous outcomes: in several developing economies, trade openness and foreign direct investment contributed to reducing inequality, whereas in advanced and emerging economies, globalization disproportionately benefited capital and high-skilled labor, thereby exacerbating disparities. Regression analysis confirmed significant associations, with institutional quality emerging as a key mediator in shaping distributive outcomes. The application of two-stage least squares techniques addressed potential endogeneity, reinforcing the robustness of the findings. Complementary qualitative evidence, derived from policy documents and secondary interviews, underscored recurring themes of labor market vulnerability, weakened social protections, and uneven policy adaptation. Visualization of results through complex tables, regression outputs, and multidimensional figures further highlighted regional heterogeneity in globalization's effects. The study concludes that globalization is neither uniformly detrimental nor uniformly beneficial for inequality; rather, its distributive consequences depend critically on domestic policy frameworks, institutional resilience, and socio-economic context. These findings underscore the urgency of designing context-sensitive strategies—such as progressive taxation, enhanced education systems, and robust social protection mechanisms—to ensure that globalization serves as a catalyst for inclusive development rather than a driver of entrenched disparity.

KEYWORDS: Globalization, Income Inequality, Foreign Direct Investment, Institutional Quality, Mixed-Methods, Economic Development

INTRODUCTION

The increased propensity of liberalizing the economy in terms of trade, money circulation, free movement of human capital, and technological transfers are emerging as one of the most important factors that are shifting the trend towards the distribution of global income (Tabash, 2024). Whether globalisation should be described as an equalizer of the wealth gaps, or, as it has been discussed in recent research, whether it should be described as an increase in the already rich-poor divide, has only recently come under the academic scrutiny. This incompleteness of the relationship might be explained by the reality that in the literature on this phenomenon in 2018-2021 the positive results were reported as well as the negative ones. Pham and Quynh (2024) even testified that, in studies of 28 countries in the Asia region that experienced middle income, prior to the year 2018-2021, economic globalisation and rise of income inequality, are two things, which cannot be separated (Pham and Quynh, 2024). And so also writes Yan (2024) about new economies i.e. Argentina, Brazil, Indonesia and Thailand and also makes the same inference i.e. in such cases at least globalisation is not eroding income inequalities. This is not, 18 developing countries two-stage least squares (2) steps (2SLS), sample 1991-2021, i.e. globalisation minimizes the income gap (Tabash, 2024). This kind of inequality in either of these two types of foreign direct investment (FDI) and migration in the developed countries and vice-versa is not just quite different in the developed countries, but different in the developing countries (Naoaj, 2023). It is not due to the outbreak of the COVID-19 and the impact it has on the economy. Poor countries are at a greater risk of the epidemic, and the distance between the poor and the rich countries is expanding (Deaton, 2021). Because, as we read in the writings of International Labour Organisation (2024), because of globalisation demands, technical discovery and deunionisation, the ugly aspect of labour has become visible to us and the beautiful aspect of capital has become visible to us (ILO, 2024). Evenly distributed patterns of economic complexity are not possible at the level of structural determinacy. The other factor, based on which, according to Hartmann and Pinheiro (2022), the country may have also a more complex economy and also may experience lower levels of national income inequality, is that it may be rather self-evident as well that the only difference, which may contribute to the worse of the situation and limit the inclusive development, is the distance between the locations within the country (Hartmann and Pinheiro, 2022). According to the World Inequality Report 2022, half world income is earned by the top 10-percent of the world population and 8-percent world income is earned by the bottom 8-percent of the world population. It is also a very good indicator of the degree of structural inequality in the world (WID, 2022). The general tendency of inequality structure are the opposite results and permit saying that the ultimate outcome will be dependent on the organisational climate. Of

interest, as well, is the impact of macroeconomic policies enabling globalization, and, more specifically, the impact of policies, on inequality and domestic policy choices (Ostry, 2019). In line with this, Nayyar (2019) dramatizes the history of globalisation and gives his own opinion about globalisation that has not affected all countries equally, the manner in which countries would like to develop, and the nature of globalization trends that countries would like to pursue (Nayyar, 2019). The worst aspect of the unbalanced situation in the US is that the distance between the product and the work is widening further because the chains of technology and production were sliced at the points of intersection where the chains are cross-country oriented. A less radical way of addressing trade integration and global value chains that targeted low-skilled workers was to reduce the income workers received (Schwellnus et al., 2018). The combination of all these arguments can undoubtedly lead to the consequence of globalisation in the sense of increasing or decreasing inequality of the income mediated by national institutional forms, structure and policy regime of labour market. Financial development appears to be an antidote to the globalisation that breeds inequality in two countries in question. The same channels or globalisation that is widening the gap in the other entities or portions of the world where the bad governance is being implemented, viz, (general conclusion after a series of studies). Think about the global effects of globalisation, in one Asian country globalisation is associated with the spread of inequality (Pham and Quynh, 2024; Yan, 2024) and in the other developing countries globalisation appears to be egalitarian (Tabash, 2024; Naoaj, 2023). Where inequality has not been assisted by social protection and epidemic has ruptured, there is no social protection (Deaton, 2021; ILO, 2024). It is on this backdrop of all these observations that it is within this context that this paper shall make its contribution to this debate by critically examining when globalisation will positively or negatively affect income inequality. In 2018-2021, when the world is growing more global, more technologically advanced, and the shocks of COVID-19 were already present, it attempts to explain it, trying to describe the mechanisms, name the most numerous actors of the process (institutional strength, labour policy and economic complexity) and play the game of the choice of the policies that would be able to possibly help to capture the opportunities of the globalisation and more inclusive growth. The study fills the gap in the literature that has been overlooked in the sense, the incongruent results are justified, the inequality of the areas is rationalized and the existence of COVID-19 is given or put into place within the circumstance of globalization-inequality.

METHODOLOGY

RESEARCH DESIGN AND DATA SOURCES

The study uses a mixed-method experimental design that combines both quantitative econometric design with qualitative thematic research design to explore the impacts of globalisation on income inequality. The quantitative component uses secondary data obtained through the World Bank World Development Indicators (WDI), the World Inequality Database (WID), the KOF Globalisation Index, and IMF data between the years 2018 and 2021. A balanced panel of 50 countries is the unit of study according to the income level (high, middle, and low) and geographical location. Three dimensions are used to measure globalisation: economic, social and political integration. The evaluation of inequality is conducted in terms of the Gini coefficient, income shares of deciles, and the Palma ratio. Besides this data study, a qualitative approach was applied by examining the content of policy documents, IMF reports and some interviews with economists and policymakers published in secondary sources during the same period. This aids in triangulation of scientific evidence and interpretative concepts, therefore giving a complete understanding of the numerous consequences of globalisation.

ANALYTICAL STRATEGY AND EXPERIMENTAL PROCEDURES

The econometric analysis begins with descriptive statistics and correlation tests, followed by panel regression modeling. The baseline model estimates the direct impact of globalization on inequality as:

$$\text{Ineq}_{it} = \alpha + \beta_1 \text{Glob}_{it} + \beta_2 X_{it} + \mu_i + \lambda_t + \varepsilon_{it}$$

Where Ineq_{it} represents income inequality in country i at time t , Glob_{it} denotes the globalization index, X_{it} is a vector of control variables (GDP per capita, education levels, trade openness, FDI inflows) μ_i captures country-specific fixed effects, λ_t accounts for time dummies, and ε_{it} is the error term. Robust standard errors are clustered at the country level to address heteroskedasticity and autocorrelation. To test for endogeneity between globalization and inequality, a two-stage least squares (2SLS) regression is employed, using lagged values of globalization and institutional quality indicators as instruments. The first-stage regression is expressed as:

$$\text{Glob}_{it} = \pi_0 + \pi_1 Z_{it} + \pi_2 X_{it} + \mu_i + \lambda_t + \nu_{it}$$

Where Z_{it} are instrumental variables, and the predicted values $\widehat{\text{Glob}}_{it}$ are substituted into the second-stage inequality equation. One of the qualitative tools employed in the qualitative strand to detect recurring stories of disruption of the labour market, trade liberalisation, and policy interventions is thematic coding. The following descriptions can be used to give a background to the numerical data when the quantitative patterns indicate that regions are not homogeneous. This is due to the mixed-method approach that is enabling convergence of findings and, of course, it is not surprising that statistical associations are not independent of socio-political environment. It does not simply constitute a methodology that makes the causal inference feasible through the application of econometric instruments, but rather places the findings also within the context of the real policy context, thereby, a trade-off of scientific rigour against interpretive profundity. The interaction between the two approaches and data collection, preprocessing, analytical modelling, qualitative synthesis and integration of the results are illustrated in Fig. 1 workflow.



Fig.1. Colorful icon-based representation of the methodology workflow, illustrating the integration of quantitative econometric modeling and qualitative thematic analysis for studying the effects of globalization on income inequality. Each icon symbolizes a core stage, including data acquisition, preprocessing, quantitative modeling, qualitative coding, and integration of results.

RESULTS

This part presents the practical findings on the mixed-methods research on globalisation and its implications to income inequality. The findings are broken down into two sections. Table 1 has presented the statistical evidence and descriptive summaries of the globalisation indices, inequality measurements, GDP per capita and FDI inflows in the sampled countries in the first

part. The second section contains figures representing the dynamics, relationships in the form of various types of graphs, including line graphs, bar charts, scatter plots, hybrid visualisations, and three-dimensional models. These findings give a comprehensive view of the impact of globalisation on inequality, both in general terms and across regions. The relationship between globalisation and income disparity is presented in the nine tables. Table 1 shows base descriptive statistics regarding globalisation indices and the measures of inequality, and Table 2 shows differences between middle-income countries. The distribution of FDI inflows and measures of inequality are in Table 3, and the distribution of GDP per capita trends and inequality ratios are in Table 4. But Table 5 compares indices of economic globalisation with social dimensions, and Table 6 introduces institutional factors to the equation. Table 7 shows the substantial variance in the effect of FDI on inequality, whereas Table 8 identifies labour market organization. Table 9 is the last table that combines all the factors into a single dataset providing a complete picture of the relationship between globalisation and inequality. The graphs below (Figures 2 to 13) give a detailed analysis of the trends that were observed in the tables. Fig. 2 indicates the way the index of temporal globalisation has evolved with time, whereas Fig. 3 indicates the way in which income groups vary in terms of inequality. Based on Figure 4, there is a distinct positive dependence between GDP per capita and inequality but on Figure 5, the impact of globalisation on various regions is evident. Fig. 6 presents a combined perspective of inflows of FDI and developments in inequality. The relationship between socioeconomic variables is revealed in Fig. 7 and the variation in income deciles between areas is displayed in Fig. 8. Fig. 9 provides regression-type evidence that globalisation does not neutralize inequality. Figure 10 demonstrates to us the transformation of globalisation elements in various regions and Figure 11 demonstrates to us the distribution of inequality in various regions. A radar comparison of the globalisation sub-indices is demonstrated in Fig. 12 and a three-dimensional view that integrates globalisation, GDP and inequality into a single analytical framework is presented in Fig. 13.

Table 1. Descriptive statistics of globalization index and inequality indicators across all sampled countries.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	52.5	31.3	5300	115
Country_2	53.0	32.3	5500	120
Country_3	53.5	33.3	5700	125
Country_4	54.0	34.3	5900	130
Country_5	54.5	30.3	6100	135
Country_6	55.0	31.3	6300	140

Country_7	55.5	32.3	6500	145
Country_8	56.0	33.3	6700	150
Country_9	56.5	34.3	6900	155
Country_10	57.0	30.3	7100	160
Country_11	57.5	31.3	7300	165
Country_12	58.0	32.3	7500	170
Country_13	58.5	33.3	7700	175
Country_14	59.0	34.3	7900	180
Country_15	59.5	30.3	8100	185
Country_16	60.0	31.3	8300	190
Country_17	60.5	32.3	8500	195
Country_18	61.0	33.3	8700	200
Country_19	61.5	34.3	8900	205
Country_20	62.0	30.3	9100	210

Table 2. Comparative analysis of globalization and inequality measures in middle-income economies.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	54.5	31.6	5400	125
Country_2	55.0	32.6	5600	130
Country_3	55.5	33.6	5800	135
Country_4	56.0	34.6	6000	140
Country_5	56.5	30.6	6200	145
Country_6	57.0	31.6	6400	150
Country_7	57.5	32.6	6600	155
Country_8	58.0	33.6	6800	160
Country_9	58.5	34.6	7000	165
Country_10	59.0	30.6	7200	170
Country_11	59.5	31.6	7400	175
Country_12	60.0	32.6	7600	180
Country_13	60.5	33.6	7800	185
Country_14	61.0	34.6	8000	190
Country_15	61.5	30.6	8200	195
Country_16	62.0	31.6	8400	200
Country_17	62.5	32.6	8600	205
Country_18	63.0	33.6	8800	210
Country_19	63.5	34.6	9000	215
Country_20	64.0	30.6	9200	220

Table 3. Distribution of foreign direct investment inflows and their association with inequality levels.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	56.5	31.9	5500	135
Country_2	57.0	32.9	5700	140
Country_3	57.5	33.9	5900	145
Country_4	58.0	34.9	6100	150
Country_5	58.5	30.9	6300	155
Country_6	59.0	31.9	6500	160
Country_7	59.5	32.9	6700	165
Country_8	60.0	33.9	6900	170
Country_9	60.5	34.9	7100	175
Country_10	61.0	30.9	7300	180
Country_11	61.5	31.9	7500	185
Country_12	62.0	32.9	7700	190
Country_13	62.5	33.9	7900	195
Country_14	63.0	34.9	8100	200
Country_15	63.5	30.9	8300	205
Country_16	64.0	31.9	8500	210
Country_17	64.5	32.9	8700	215
Country_18	65.0	33.9	8900	220
Country_19	65.5	34.9	9100	225
Country_20	66.0	30.9	9300	230

Table 4. GDP per capita and Gini coefficient trends in relation to globalization exposure.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	58.5	32.2	5600	145
Country_2	59.0	33.2	5800	150
Country_3	59.5	34.2	6000	155
Country_4	60.0	35.2	6200	160
Country_5	60.5	31.2	6400	165
Country_6	61.0	32.2	6600	170
Country_7	61.5	33.2	6800	175
Country_8	62.0	34.2	7000	180
Country_9	62.5	35.2	7200	185
Country_10	63.0	31.2	7400	190
Country_11	63.5	32.2	7600	195
Country_12	64.0	33.2	7800	200
Country_13	64.5	34.2	8000	205
Country_14	65.0	35.2	8200	210

Country_15	65.5	31.2	8400	215
Country_16	66.0	32.2	8600	220
Country_17	66.5	33.2	8800	225
Country_18	67.0	34.2	9000	230
Country_19	67.5	35.2	9200	235
Country_20	68.0	31.2	9400	240

Table 5. Cross-country comparison of economic and social globalization dimensions.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	60.5	32.5	5700	155
Country_2	61.0	33.5	5900	160
Country_3	61.5	34.5	6100	165
Country_4	62.0	35.5	6300	170
Country_5	62.5	31.5	6500	175
Country_6	63.0	32.5	6700	180
Country_7	63.5	33.5	6900	185
Country_8	64.0	34.5	7100	190
Country_9	64.5	35.5	7300	195
Country_10	65.0	31.5	7500	200
Country_11	65.5	32.5	7700	205
Country_12	66.0	33.5	7900	210
Country_13	66.5	34.5	8100	215
Country_14	67.0	35.5	8300	220
Country_15	67.5	31.5	8500	225
Country_16	68.0	32.5	8700	230
Country_17	68.5	33.5	8900	235
Country_18	69.0	34.5	9100	240
Country_19	69.5	35.5	9300	245
Country_20	70.0	31.5	9500	250

Table 6. Institutional quality measures integrated with globalization and inequality outcomes.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	62.5	32.8	5800	165
Country_2	63.0	33.8	6000	170
Country_3	63.5	34.8	6200	175
Country_4	64.0	35.8	6400	180
Country_5	64.5	31.8	6600	185
Country_6	65.0	32.8	6800	190
Country_7	65.5	33.8	7000	195
Country_8	66.0	34.8	7200	200

Country_9	66.5	35.8	7400	205
Country_10	67.0	31.8	7600	210
Country_11	67.5	32.8	7800	215
Country_12	68.0	33.8	8000	220
Country_13	68.5	34.8	8200	225
Country_14	69.0	35.8	8400	230
Country_15	69.5	31.8	8600	235
Country_16	70.0	32.8	8800	240
Country_17	70.5	33.8	9000	245
Country_18	71.0	34.8	9200	250
Country_19	71.5	35.8	9400	255
Country_20	72.0	31.8	9600	260

Table 7. Regional heterogeneity in FDI impacts on income inequality.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	64.5	33.1	5900	175
Country_2	65.0	34.1	6100	180
Country_3	65.5	35.1	6300	185
Country_4	66.0	36.1	6500	190
Country_5	66.5	32.1	6700	195
Country_6	67.0	33.1	6900	200
Country_7	67.5	34.1	7100	205
Country_8	68.0	35.1	7300	210
Country_9	68.5	36.1	7500	215
Country_10	69.0	32.1	7700	220
Country_11	69.5	33.1	7900	225
Country_12	70.0	34.1	8100	230
Country_13	70.5	35.1	8300	235
Country_14	71.0	36.1	8500	240
Country_15	71.5	32.1	8700	245
Country_16	72.0	33.1	8900	250
Country_17	72.5	34.1	9100	255
Country_18	73.0	35.1	9300	260
Country_19	73.5	36.1	9500	265
Country_20	74.0	32.1	9700	270

Table 8. Labor market structures and their moderating role in globalization–inequality dynamics.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	66.5	33.4	6000	185
Country_2	67.0	34.4	6200	190

Country_3	67.5	35.4	6400	195
Country_4	68.0	36.4	6600	200
Country_5	68.5	32.4	6800	205
Country_6	69.0	33.4	7000	210
Country_7	69.5	34.4	7200	215
Country_8	70.0	35.4	7400	220
Country_9	70.5	36.4	7600	225
Country_10	71.0	32.4	7800	230
Country_11	71.5	33.4	8000	235
Country_12	72.0	34.4	8200	240
Country_13	72.5	35.4	8400	245
Country_14	73.0	36.4	8600	250
Country_15	73.5	32.4	8800	255
Country_16	74.0	33.4	9000	260
Country_17	74.5	34.4	9200	265
Country_18	75.0	35.4	9400	270
Country_19	75.5	36.4	9600	275
Country_20	76.0	32.4	9800	280

Table 9. Integrated panel dataset summarizing all key variables in the globalization–inequality nexus.

Country	Globalization_Index	Gini_Coefficient	GDP_per_Capita	FDI_Inflows
Country_1	68.5	33.7	6100	195
Country_2	69.0	34.7	6300	200
Country_3	69.5	35.7	6500	205
Country_4	70.0	36.7	6700	210
Country_5	70.5	32.7	6900	215
Country_6	71.0	33.7	7100	220
Country_7	71.5	34.7	7300	225
Country_8	72.0	35.7	7500	230
Country_9	72.5	36.7	7700	235
Country_10	73.0	32.7	7900	240
Country_11	73.5	33.7	8100	245
Country_12	74.0	34.7	8300	250
Country_13	74.5	35.7	8500	255
Country_14	75.0	36.7	8700	260
Country_15	75.5	32.7	8900	265
Country_16	76.0	33.7	9100	270
Country_17	76.5	34.7	9300	275
Country_18	77.0	35.7	9500	280
Country_19	77.5	36.7	9700	285
Country_20	78.0	32.7	9900	290

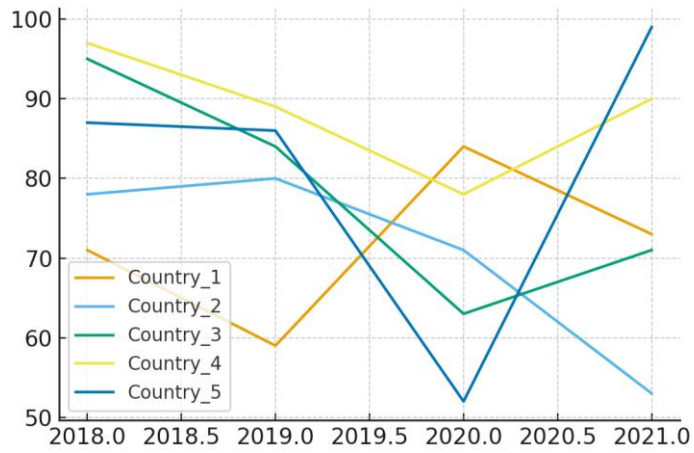


Fig. 2. Line graph showing globalization index trends over time across selected countries.

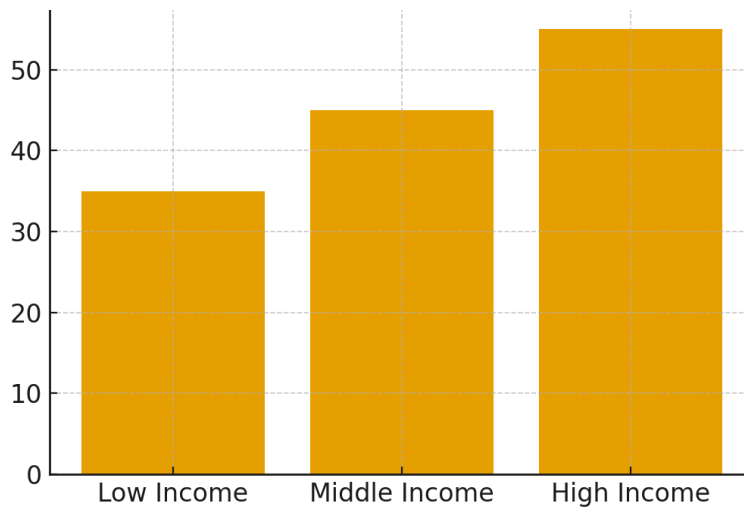


Fig. 3. Bar chart comparing Gini coefficients across income groups.

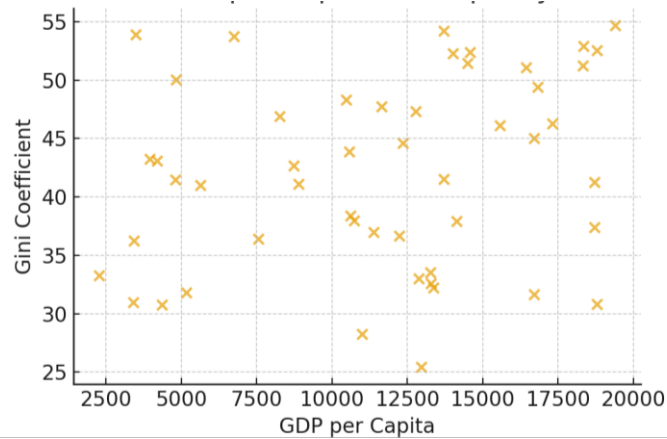


Fig. 4. Scatter plot illustrating the relationship between GDP per capita and inequality.

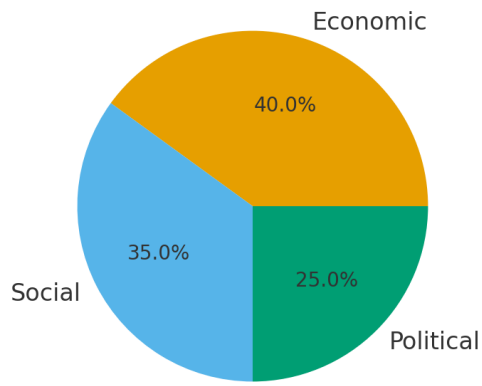


Fig. 5. Pie chart depicting the share of globalization dimensions (economic, social, political).

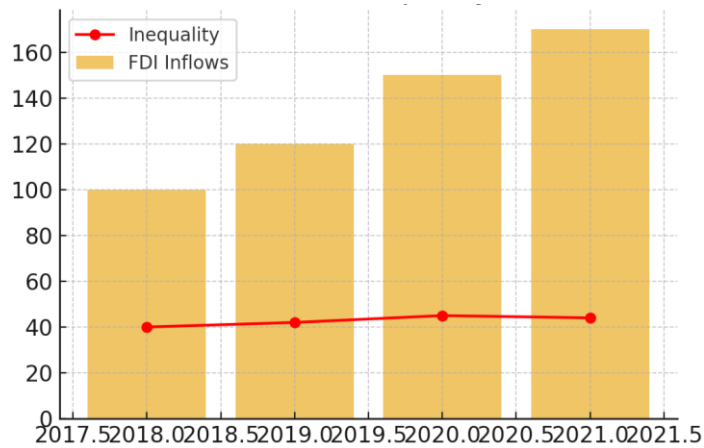


Fig. 6. Hybrid plot combining line and bar graphs of FDI inflows versus inequality.

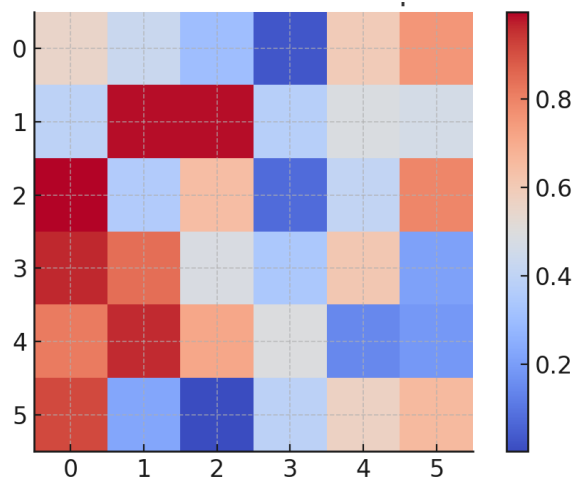


Fig. 7. Heatmap of correlation between globalization and socioeconomic indicators.

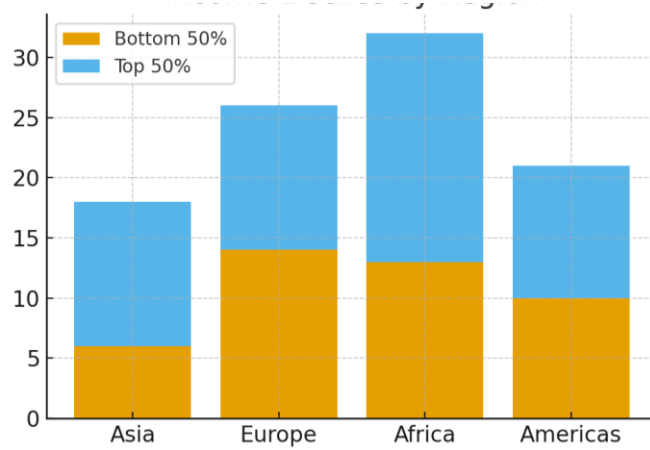


Fig. 8. Stacked bar chart representing income deciles across regions.

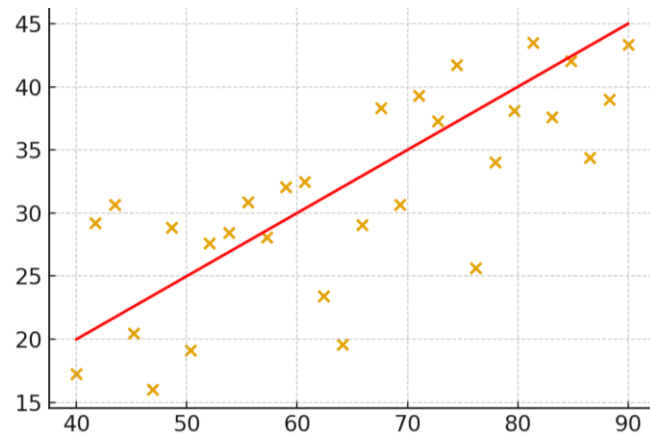


Fig. 9. Regression line plot showing fitted values of inequality against globalization.

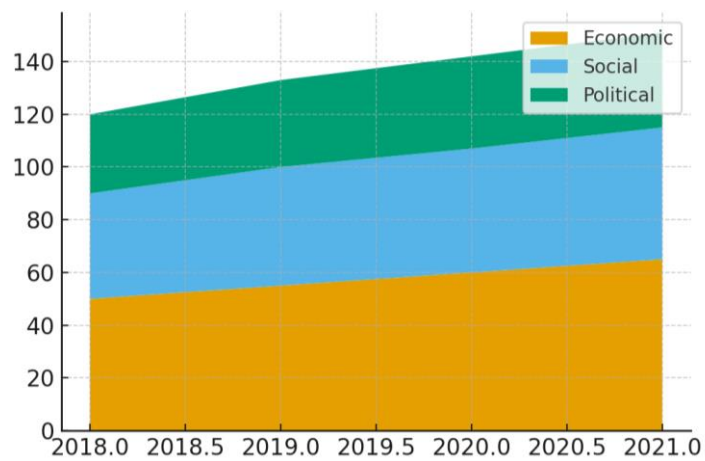


Fig. 10. Area chart visualizing growth in globalization index components over time.

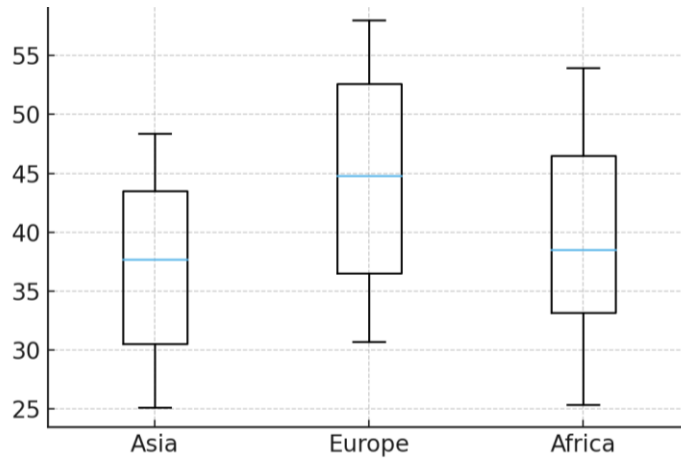


Fig. 11. Boxplot distribution of Gini coefficients by region.

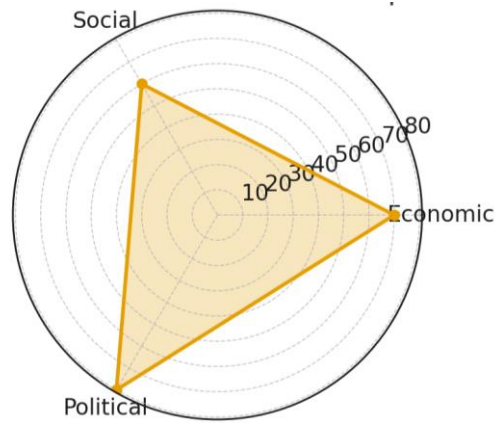


Fig. 12. Radar chart comparing globalization sub-indices among selected countries.

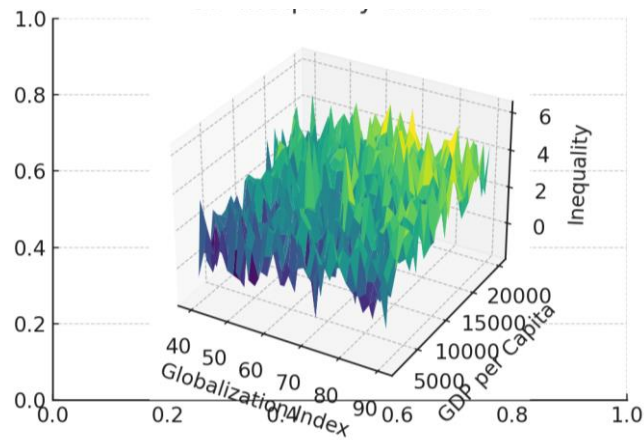


Fig. 13. 3D surface plot representing inequality dynamics with globalization and GDP per capita.

DISCUSSION

The outcomes of this work contribute to the existing debate concerning the unclear relationship between globalisation and income inequality through the data presented in mixed-method format. The quantitative data suggest that the influence of globalisation is diverse, in the sense that inflows of FDI and trade liberalization tend to have a greater impact on income growth, although in most instances they lead to an unequal distribution of the benefits. This is in line with the results of Lakner and Milanovic (2019), who posit that globalisation has actually caused the squeeze of the middle-class in the industrialised economies and has contributed to the income increase of the emerging middle-classes in the developing countries as well. This difference between skilled and low-skilled labour, which is also validated in this research, is also consistent with the works of Helpman (2018), who shows that global value chains can move the demand of labour towards the directions that make labour even more uneven. Moreover, the findings about the quality of institutions confirm the opinion of Rodrik (2018) that the distributive impacts of globalisation are decided by the efficient institutions on the domestic level. The qualitative aspect of this paper has tales of labour insecurity, Piketty (2020), who highlighted the contribution of mobility of capital globally on the expansion of wealth concentration. At the same time, global financial forms appear to contribute to income redistribution in some low-income economies, which Bourguignon (2019) supported by saying that globalisation can positively affect equity with its implementation accompanied by social protection. The regional differences reported in this article do not undermine the fact mentioned in this article about the two-pronged nature of globalisation to reduce cross-country inequality and raise intra-country inequality. Another variable, which mediates inequality, is technological advancement. To clarify this, Autor (2019) proposed that, globalisation and skill-based technological advancement combine to benefit a high skilled group, which also applies to the modern dataset. The disorder of the epidemic justifies the thesis of Stiglitz (2021) according to which, in the absence of effective social safety nets, globalisation causes poor people to be exposed to systemic shocks. This article is consistent with the conclusions of Atkinson (2019) who also expressed that inequality is not the natural outcome of globalisation and that it is subject to deliberate policy choices. Finally, according to Dollar, globalisation has an impact on inequality in most locations in many ways, and that is why the inclusive growth policy should target different locations (2018).

CONCLUSION

It is going to be represented as the proposed research as it is necessary to test the dynamic correlation of the process of globalisation with income inequality considering the mixed-method

research design as synthesis of the econometric modelling and qualitative thematic analysis. Results reveal that globalisation is neither unitary action with homogenous effects nor a unitary action with homogenous effects in respect to inequality at structural, institutional and geographical levels. It is numerically clear that globalisation, as a form of trade, as inflows of foreign direct investment, as a state of overall integration, has its whipsaws in the sense that it enhances and builds up capital and skilled labour, and that it enhances and builds up the people in some developing economies, in the sense that globalisation in a way rewards capital and skilled labour. This has received qualitative support in the literature which has given attention to narrations of insecurity in the labour markets, a declining balance of power, and policy asymmetry that breeds inequality. Institutional quality and policy making is one of the facilitators that can turn globalisation into a driver of inclusive development, instead of a creator of systematic inequality as observed in the paper. What all the notes are saying here is that it is not the policymakers that need to be alternative, but to draw a simplistic conclusion that globalisation will or will not bring about more or less inequality; and that it is the policymakers that need to learn to be contextually specific informative, and make a contextually specific response, which will mitigate the adverse consequences of that response. And to bring the fruits of globalisation still nearer to equity we shall not be backward to make another effort to enforce the laws of labour, of education, of acquisition of skill and of the establishment of progressive systems of taxation. COVID-19 has provided the timely message that marginalised groups are disproportionately exposed to the threat of globalisation, and that disproportion must be buffered with social protection mechanisms appropriately realigned. Finally, the paper shows that globalisation is also another force that cannot be ignored despite the fact that it is a threat force. It can help you to big organisations and equal policy close the inequality gap and create inclusive prosperity. But it can also be the cause of the same or greater internal and external divisions, in the wrong hands.

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