

## Gender Inequality in Advanced Asia: A Cross-Country Analysis of Institutions and Economic Consequences

Advanced Asian Economies - Japan, Republic of Korea, Singapore, Hong Kong and Taiwan, - implemented a model of catch-up development in the second half of the twentieth century, the success of which led to the economic “miracle”. In the 21st century these economies occupy confident positions on the world arena, leading global markets of goods, services, capital, highly qualified labor, knowledge, etc. Rapid economic modernization has led to the emergence of a unique institutional system based on a combination of traditional and modern institutions. The preservation of traditional institutions is facilitated not only by the rapid nature of modernization (Norton D., 1991), but also by belonging to the Confucian area. Confucianism deeply intertwines the institutional systems of Advanced Asia and serves as the pillars of domestic policy, social norms and morals. The patriarchal family is the main unit of society, which is aimed at the socio-economic policy of the state, which thus cements the gender specificity of the distribution of responsibilities between spouses (Stepanova, 2014, Rebrey 2019).

In general, the development of gender studies and, as a consequence, gender awareness, as well as the level of gender inequality as a whole, vary in the studied economies, which makes them an excellent platform for conducting gender studies, namely testing the methodology for measuring gender inequality in developed economies. The author’s methodology is based on a neo-institutional approach, within which I introduce the concept of axial institutions - these are institutions that play a fundamental role in the formation and maintenance of moral and ethical standards and public views, as well as individual value systems and worldviews. Axial institutions include the institution of the family, education, the production of knowledge, the most influential and conservative institutions that are resistant to external influences. To achieve effectiveness, gender policy must be aimed at three axial institutions at the same time, otherwise their common desire for conservatism will resist external influences, which often leads to the opposite results: instead of improving the position of women, ineffective gender policies lead to a doubling of the burden: unpaid paid work is added to domestic work and parenting. The double burden of a woman leads to low productivity in the case of low-paying jobs and to the glass ceiling in the case of high-paying jobs. Ineffective gender policies also lead to female and child poverty, and can also undermine the foundations of marriage, making it too disadvantageous for women. On a macroeconomic scale, gender inequality leads to a decrease in economic growth, a decrease in the quality and diversity of the workforce, etc.

A cross-country comparison of gender inequality in the axial institutions of developed Asian economies and economic consequences is carried out according to the following indicators:

- Family Institute (hours spent on household chores/childcare, ratio of fathers, who take paternity leave, responsibility allocation survey, etc.
- Institute of Education Gender gap in scores, gender gap in enjoyment of learning, university enrollment and graduation gender gap
- Institute of Knowledge Production ratio of female researchers and scientists (in general, in different fields, wage gap, etc.)

As a result of the study, the author comes to the following conclusions:

1. The low fertility characteristic of all developed economies in Asia is a consequence of gender discrimination and the double burden. This problem has already become a national threat, as it led to a natural population decline. However, effective gender policies that help empower women can resume population growth and solve the problem of nation self-preservation.

2. The simultaneous development of axial institutions is the key to an effective gender policy, since any imbalances only contribute to the deterioration of the position of women in view of the fixed gender roles. In particular, the development of feminism without balanced state support in Taiwan, on the one hand, contributed to the improvement of the status of women, in particular, the development of female entrepreneurship, but on the other hand, business became an “additional” burden beyond women's domestic responsibilities.

3. The institution of the family remains deeply patriarchal, it translates the traditional division of responsibilities, that is, men are practically not involved in the household and raising children. The preservation of the patriarchal model is facilitated by tax benefit systems and social benefits. The influence of the patriarchal family model on gender inequality in the labor market and other institutions is confirmed.

4. The institutes of education and higher education (knowledge production) in developed Asia propagate patriarchal Confucian values, and therefore their influence on gender inequality is, firstly, enormous, secondly, difficult to measure, and thirdly, extremely stable.