



Nepotism as One of the Biggest Manifestations of Corruption in the World and Georgian Politics

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Received 18-06-2022	Abstract: Corruption is one of the most pressing and problematic issues in world politics. Such a topical political category includes the consideration of different terminological interpretations. There are many definitions of political corruption, but there is no consensus on which actions are corrupt and which are not. We encounter political corruption in government, commercial structures, public organizations, etc. Corruption includes bribery, embezzlement, theft, extortion, abuse of discretion, favoritism and nepotism, use or creation of conflicts of interest, unlawful political donations, and so on. Corruption is a Latin word meaning "corrumpere" and means to spoil. Corruption is mostly found to indicate various illegal actions. And yet, although there is no universal and uniform definition of what corruption means, according to the most common definition, the concept of corruption refers to the use of public power or status by an individual for personal gain and benefit.	Keywords: Corruption, nepotism, public service, employment, officials
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INTRODUCTION

In this article, I would like to talk and focus on nepotism, which has a very big impact on the political system as a whole, which ultimately leads to the suffering of a large part of the population and the state. Nepotism refers to giving special privileges to friends and relatives, regardless of their merits. The word nepotism is derived from the Latin word "nepo" and means niece / nephew or grandchild. Nepotism is giving preference to relatives, friends, close friends when appointing to public services or positions, regardless of the assessment of job satisfaction opportunities. Nowadays, the broadest definition of the term nepotism is the appointment of a relative to a certain type of position, even if he or she does not have sufficient qualifications.

Nepotism is found in medieval ecclesiastical experience, when Catholic popes and bishops, who had made a vow of immorality and had no children of their own, appointed nieces / nephews to special positions that usually passed only from father to son. It was the nieces / nephews who were the illegitimate children of the popes, and therefore, according to some old definitions, "nieces / nephews" was defined in the dictionary as the illegitimate children of the clergy. Such expressions of nepotism were banned in 1692 by Pope Innocent XII. Exceptionally, only qualified relatives were appointed to leading positions. Nepotism is especially prevalent in politics when relatives and loved ones are appointed to positions, even in case of insufficient qualifications. It is also considered nepotism to employ a person in the public service who is not sufficiently qualified and he / she meets only in

this or that organization due to acquaintance and / or kinship, especially in the public sector. In private organizations, it may be assumed that the owner of this particular company determines at his or her own discretion who should be employed and therefore has a more or less subjective right. While the functioning of public services and the remuneration of employees depend directly on the taxes paid by the society, nepotism is presented as a particularly big problem. As a rule, it is inadmissible to make decisions based on subjective views, it is very important to observe and take into account the standards and skills that should characterize a person working in public service when selecting public servants or promoting them to the hierarchical ladder. The 2012 parliamentary elections were followed by significant changes in the public sector. Among them, the mass dismissals of public servants in local self-governments and their voluntary resignation, reorganizations announced in the public service, competitions and certifications have become the subject of current public debate in the direction of nepotism. Due to the urgency, a public opinion poll was conducted in accordance with the attitudes of Georgian citizens regarding nepotism and corruption in the public service.

The survey found that only 5% of respondents justify fully (1%) or partially (4%) hiring their relatives, friends or party members in the public sector without open competition. 19% consider similar employment in the private sector to be fully (4%) or partially (15%) justified. For 68% of respondents, employment of relatives, friends or party members in the public sector by officials is partially (20%) or completely (48%)

unjustified, while in the private sector 34% of respondents (17% and 27%, respectively). Whether the problem of nepotism is prevalent in Georgia, the survey surveyed respondents and whether in the last two years they had heard of cases where vacancies in the public service were unfair and friends, relatives or party members were favored. 15% of respondents said they had heard of such cases often, 29% said they rarely. Transparency International Georgia launched an initiative to criminalize nepotism in March 2015. According to the above-mentioned survey, 65% of respondents think that hiring friends, relatives or party members in public service in violation of competition rules should be punished, only 20% disagree with this opinion. Khatri and Tsang (Khatri and Tsang, 2003) argue that there are two ways of manifesting nepotism in an organization: horizontally and vertically. Horizontal nepotism is a relationship between employees employed at about one level of the hierarchy when they are linked by a relative or close relationship and identified between colleagues and friends. At this time, they help each other to be promoted in the public service, instead expecting benefits in the future, which is further reflected in the career advancement of the contributors themselves. Vertical nepotism is manifested between the management and the subordinate. In this case, the low-level employee expresses loyalty and devotion to the supervisor, instead enjoying inviolability within the organization.

An interesting assumption is made by Hernandez (Hernandez), who divides nepotism effectively and ineffectively. If the organizational activity continues in the usual rhythm and properly, we can assume that nepotism has worked effectively, but at certain times, when there is a conflict of interest, legal or organizational complications for the employment and / or promotion of a particular person, it is possible to assume that According to Mulder (Mulder 2008), nepotism has changed over the last decade. He classifies this issue and divides it into classical and modern nepotism. Classic nepotism is the employment of a relative by a ruling party, regardless of whether they have the necessary skills, competence or experience. According to Bellow (Bellow 2003), the ruling ideology of the organization under modern nepotism is based on nepotism. In the context of modern nepotism, leaders try to select qualified cadres from their own relatives or loved ones. Examining the property declarations of state political or non-political officials, we encounter specific cases

involving their family members, who are often employed in the same agencies or related administrative bodies and / or its sub-departments. Most of these cases have been reported to local self-government bodies, although similar facts can be found in the central government as well. Noteworthy are some prominent trends:

- It is quite common for local government officials to employ family members in the public service or to appoint them to senior positions. Employment of family members in municipal LEPs and NNLEs is also common;
- There are also cases when family members of officials work in the same agency, which is inconsistent with the Law on Conflict of Interest and Corruption in Public Institutions, unless a public servant is appointed through a competition;
- After receiving the mandate of MP, employment of family members in the public service was revealed in the Parliament of Georgia. Almost every MP who is a member of the parliamentary majority, his family member is a public servant. Given the circumstances listed, the public has no expectations of employment in the public service. Given that nepotism is flourishing not only in Georgia but all over the world, the population deeply believes that nepotism will be one of the important factors in decision making.

According to a survey conducted in February-March 2019, 59% of respondents indicate that abuse of office by public officials is common. And among them, 91% believe that officials use their position to employ family members, relatives, loved ones. 68.8% believe that a relative of one of the ministers will be employed more in the state structure than a candidate distinguished by professional skills and knowledge. Regarding the nepotism and conflict of interest, the situation in state LEPLs and NGOs is particularly worrying, which is explained by the following reasons: Principles of Laws. Neither is the obligation to select managers and employees through competition. It should be noted that, contrary to the best international practice, the current legislation in our country does not use clear and clear requirements for the establishment of LEPLs and NPOs. Therefore, most of the family members of public service employees work in LEPLs and A (A) IPs.

CONCLUSION

I do not want to ignore the family members, relatives, close friends of officials who are appointed to public positions and / or positions through a competition, but they have

enough knowledge, experience, qualifications and skills needed for a public servant and they should not be "oppressed" because That are relatives of high-ranking officials. The interests of the country and the people will be protected only when each person is selected objectively, taking into account all the above criteria, and their salaries, paid by citizens, will be paid in fair labor and not to nepotistic officials, who are often often entertained and wasted time.

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