

"Fighting Corruption through Collective Action in Today's Competitive Marketplaces"

I remember back in my childhood once my dad came in the evening sad and disappointed. I was deeply upset seeing my dad so unhappy; I came up to him to know the reason of his sadness. Yeah, he wasn't right to tell me the truth as he knew I wouldn't understand him. But as I was a stubborn kid I insisted him on telling it. Guess what was the reason? No ideas? I even couldn't think of it at those times as I was too young to feel the weight of this problem. Yeah, exactly...that was well developed, solid and deeply rooted system of corruption. My dad fell victim of money extortion in return of getting permission for going abroad. As he was and still is loyal to the principles of justice and honor he didn't let himself be the part of corruption development. At those days I've found it too absurd to be sad for; but after I recently faced with the same problem I could feel my dad's concerns. As I study international relations I get concerned about this problem and fell deep in thoughts to find the ways of solutions of corruption problem. For this, I've searched for the statistics of corruption development in the world and realized that the corruption problem is not the burden of poor and developing countries but rich and developed countries as well. Why am I setting a stress on this? I'll give a short answer. *Corruption is not a problem of poor countries; this is a global problem, no matter how developed the country is.* To support my words I'll give some statistics on it, based on Transparency International researches of the Corruption Perceptions Index of 2003. Great Britain, Germany, USA, France, Japan and Italy had 8.6, 8.1, 7.8, 7.0, 6.7, and 3.0 Corruption Perceptions Index in 2003 respectively. This shows the existence of corruption in huge percentage. That was the list of developed countries isn't it? Moreover, based on statistics I came to the point that nowadays there are no possibilities to exterminate corruption, because even the less corrupted countries as Sweden and Finland at least have a little percentage of corruption. Well, it means, *the issue is not abolishing corruption immediately but reducing it step by step with using a wise policy.*

It's believed that the problem of corruption in companies can be solved by raising wages. Yeah, of course that will help to reduce corruption, but this is not the best and the

most effective way of solution, this is only the part of it, because a great deal of money attracts much greater deal of it! Well-stuffed wallet asks more money to fill it even more. That's why, I suggest for raising wages to add a wise anti-corruption policy as well. So what does my suggestion consist of?

Firstly, I advise to impose "*anti-corruption taxes*" for all workers of company. What does "*anti-corruption taxes*" mean? So, we know that some workers in the company graft, but we don't know who exactly, and no one wants to make it open. Hence, if no one is willing to disclose it, then, let all workers answer for those who graft, even if they are not engaged in corruption. I called it "*collective punishment*". I think collective punishment will lead those who are not engaged in corruption to pressure those who are engaged, because they have to pay taxes for the abusing law that they even don't abuse. Coming from the psychology of people we may conclude that a human being is very selfish to think of others, if anti-corruption policy doesn't touch every one that "every one" won't even think of it. In order to make all people to feel this on their own backs, it's necessary to adopt "*collective punishment*" policy. When everyone knows what it's like to suffer from corruption they will begin making any kinds of efforts toward resolving corruption problem. Here, I also want to add the importance of this policy by stressing on the necessity of turning an anti-corruption policy into ideology. *Anti-corruption policy must be a nation will, not only the government's one.*

Secondly, as a company is subdivided into different kinds of specialized departments, the administration should create a competition sense on the way of solution the problem among them. It means the head of department controls the work of employers in order to prevent development of corruption. After this, every month the chief of the department must submit to the company's president the monitory of his employers' activity and their financial conditions as a month ends. After every department has made a monitoring, the one authorized and responsible agent of the president (here I mean establishing a little agency inside of the company that will be monitoring anti-corruption policy and will check every worker) must inspect it over again and make a rating list of the less corrupted department and declare it. The less corrupted department should be awarded by "no taxes month" and with premium. With every next month anti-corruption policy must be more and more organized and even crucial if it's needed. **Because no crucial measures-no results!** Moreover, I also suggest opening an "individual paper" on every employer of the company that tells everything about this employer's activity. This will be the functions of agency that I've told about above. In the way if

administration has a strong power it will be able to regulate this process. When this policy is strengthened, those who used to graft won't be able to do it again, and the only way to earn more money will be the winning in anti-corruption policy program among departments competition. Of course this may look like not effective or unworkable, but I underline it again, the strong administrative will is the only way of realization this policy and reducing of corruption.

This theory may provoke lots of questions and arguments. U may claim that this theory won't work, especially in European countries, because they don't have hierarchy like has Japan. And here, I must repeat the necessity of turning an anti-corruption policy into the ideology of whole nation. The nation must believe in this ideology. For this, there should be done some works with society. What are those works? Ok. Let me explain it.

Firstly, in order to reduce corruption, society's consciousness should be changed in the way to accept corruption as a bad and slowing down process of the development of country. Society should be able to realize the importance of anti-corruption policy. As people take their first life impressions on their early years, anti-corruption consciousness must be formed from the school years. I suggest adopting the subject on anti-corruption policy and making pupils realize its importance. Well-educated on this issue new generation will be a new hope on the way of reducing corruption. They will be ready to resist corruption in the future.

Secondly, if you know there's a show on TV that shows judicial inquiry for the public scrutiny in order to educate them to their rights. Lots of crimes are the results of not knowing the law and the weight punishment. It's pity to say, but people don't know their rights and responsibilities. In this case, works the same rule. Society should be educated and informed of their rights. Moreover, these kinds of TV programs will demonstrate the law cases. Open and transparent law cases will educate people and form anti-corruption consciousness. What's the main idea of it? It's about creating a TV show about the cases when were used corruption. Every even little detail that will be opened during the judicial inquiry will be a drop into the knowledge of rights to the society's consciousness. In the cases if they meet people who graft money from them in the future they will be ready to find the right way.

Thirdly, there should be done some works with students and workers on building an anti-corruption society. I underline it again; anti-corruption policy must be like an ideology of the whole nation on the way to build a better world. I advise to adopt a new

subject on “*the way of solution*” or adopt some master courses for the short time –express courses. Only this will lead the government to the successful results. I call it “*an ethic anti-corruption education*”. Here, I need to stress on the importance of the presenting this issue among students and workers. The quality of presenting anti-corruption policy must be on the high level. It must be presented as the most necessary national interest for the present time that must be realized, but not as measures of compulsion.

This is what about a building a new society’s consciousness. I think this is the most important part. I can also add the importance of using mass media toward the reducing corruption. The only thing that uses the whole world is TV. TV fans begin from the age when a child is born to the right death of a person. So TV follows people all the time, or people follow TV...no matter. As the society lives in the world of mass media; they used to be influenced by it. I could feel it on my own practice. As I am a big fan of watching movies, I get impacted by some movies that were well-done psychologically. Well-created mass media anti-corruption policy can also be a good step on the way of solution. This will be a wave that will show a right way to go to. And, now, I’d like to tell about the solution of corruption coming from the reasons of this problem.

As I’ve made a research about corruption, I’ve realized that one of the reasons of “corruption birth” is *bureaucracy*. Lots of office workers get used to take money for their work that they should do for free, as it’s their duty. There are vertical and horizontal types of corruption in bureaucracy. Both are problems for the government. I think the paper work should be limited, that will lead to the reducing bureaucracy. Here I mean the necessity to refer to a great number of office workers in order to have a sign on paper to go abroad or something like this. For this it’s better to modernize this process.

Additionally, in this case I suggest making an anti-corruption service. Yeah, of course you may think this won’t work. But I don’t mean some kind of organization that works only officially on papers. I mean creating that type of organization that can be reckoned to the number of ministries. Well-organized and governmentally supported by crucial punishment for engaging in corruption the ministry will be effective. One of the functions of this ministry must be corruption inquiry. The work of ministry should be like a job of a spy inside of the country in order to define who makes corruption develop. This ministry must be controlled by government. The punishment for corruption must be crucial and the cases of punishment must be publicly demonstrated. No NGOs, no any kind of international organizations, no international services can be a help for the government

to solve corruption problem inside of a country. This is an inner problem of government and must be solved by strong anti-corruption policy that must be supported by the side of a nation. Moreover, one of the functions of Ministry of anti-corruption policy must be controlling the anti-corruption programs in other regions of the country. What does this mean? I advise to appoint one leader in one administrative region or state to do work on abolishing corruption. For example, if a country has 12 administrative divisions there should be 12 appointees to the positions of so-called "corruption fighters". There should be an annual meeting of the representatives of all regions or states or some other administrative divisions. The meeting must be concerned on making monitory of the whole year anti-corruption policy's results and offer some new suggestions. Every head of administrative division must be responsible for the realization of anti-corruption policy in his state or region. The same rule of "collective punishment and award" can be used here as well. If in the case with the company there were used month corruption taxes, here should be used a year corruption taxes for the region or state. It means if one state gets the high percentage of "*no corruption results*" it must be free of taxes. And others must pay taxes for the high level of corruption. The one state that wins in this competition will not be paying taxes for the whole year.

For the support of this I also suggest to create some kind of service like an *ombudsman*. If ombudsman solves the problems of citizens on different issues; the function of anti-corruption ombudsman will be concerned about only corruption solving problems. All the people who meet corruption in their life can refer to "ombudsman whose job will be to help to people who fell as a victim of extortion and corruption from aside. They may make complains about the workers who are engaged in corruption and bring an action against them. Those who are suspected in corruption will be called to answer for it. What's the main point of it? To fight with corruption there must be set strict control and punishment for corruption. The law must be respected and obeyed. Politically strong and supported government with a wise policy and zeal will be the winner.

Of course you may think this kind of anti-corruption policy requires a lot of money. But in comparison of the results of corruption that takes money from government treasury and turns them to the pockets of some people to make them rich, this is justified. Moreover the way of solution might be a bit difficult and unimaginable, but just remember so called OPEN policy Korean practice on it. Could you think before that internet based way of solution of this problem will work? This was also unimaginable for the world as well as for Koreans themselves. It required a lot of money to modernize society and

technology; took a lot of time and oops...it worked. No one expected. What's the reason? A strong political will of the government could stand the government to the right way.

After getting engaged in the issue of corruption, I've realized the importance of necessity of solving this problem. And I decided to dedicate some part of my life in solving this. As I am a volunteer of UNDP youth network in Uzbekistan I've made a suggestion to youth network to make a plan on solution corruption issue. As I've noticed above the importance of building anti-corruption consciousness of society, I've made a plan of teaching pupils at schools to the key points of current problem to make them understand the corruption problems, its reasons and ways of solutions. They are our new generation in the future and they will be those who will build our new world. As they become older they will be more proficient in this field than us.

This project is under the discussions now. But as I'm willing to be the part of a global anti-corruption policy, I'm trying to promote this idea to the heads of UNDP in Uzbekistan. I'm sure the idea will be supported. Because it's linked with the government's flourishing. It's close to be real and be in work. Moreover, I've asked the dean to let me organize student conference on anti-corruption policy at the university. He supported my idea and gave his permission; in the soon future this conference will be held. This is what I was writing about above –creating new generation anti-corruption consciousness. I hope this conference will find solutions and help to our government and to the whole world to create anti-corruption policy.

In summary I wanted to repeat the main keys of my anti-corruption policy:

1. Anti-corruption policy must be as an ideology of the whole nation that can be linked as a nation interest. Only this can facilitate government's work.
2. To form an anti-corruption consciousness and ethnic education
 - a. New generation is our future, that's why pupils and students must be educated in the way to be ready to resist corruption in the future
 - b. To strengthen the role of mass media in building a new consciousness
 - c. To create a TV show that will be about solving corruption problems that people have to face in their work and life
3. To set a so-called "collective punishment and awards" policy

- a. Practice it in small companies and firms in order to abolish corruption inside of little societies
- b. Practice it throughout the whole country, with the way of dividing the country into divisions and appointing the corruption fighters with definite responsibilities
- c. To punish collectively and award them in the same collective way
4. To establish ombudsman to protect rights of people at corruption cases
5. To establish Ministry of anti-corruption policy
 - a. To set an annual meeting of all representatives of administrative divisions in order to discuss the results of anti-corruption policy and suggest new solutions
6. To impose corruption taxes
 - a. In order to move the society from their places and make them take part in the policy of solving corruption; every citizen should pay anti-corruption taxes; no matter if they are engaged in corruption or not.

The policy of anti-corruption needs a lot of time; it's not the issue of one or two years. There can't be immediate results as well as 100% of effectiveness of some definite recipient. I even can add that sometimes it's necessary to make lots of steps in order to get effectiveness. Success can't come from the first made step. Walt Disney could realize his idea of creating Disney Land only after the 300th banker gave him money, because he was rejected for 299 times by bankers before he got one of the richest men in the world. For this I wanted to write the words of one famous person who said: *"It doesn't matter how many times you fail. It doesn't matter how many times you almost get it right. No one is going to know or care about your failures, and neither should you. All you have to do is learn from them and those around you because...All that matters in business is that you get it right once. Then everyone can tell how lucky you are"*. So...it means ..practice, practice and one more practice.

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