Institutional Racism in Turkish Politics

Assistant Professor Doctor Soner AKIN[1*]

[1] *Political Science and Public Administration Department, Hatay Mustafa Kemal University, Hatay, Turkey*

[*]Corresponding author: sakin@mku.edu.tr
[+]Speaker: sakin77@gmail.com
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***Abstract** –*According to the political economy theory and neoclassicists, institutional discrimination is one of the obstacles that we face in politics in modern countries. It is generally systematic and malicious. In doing so, patronage relationships come into play. Economic and political institutions as well as social institutions are responsible for this. This problem develops both in terms of promotion and recruitment and obtaining competencies. Informal social groups are the main responsible. Active racism can be said to be a dangerous social pathology. Discrimination on giving job opportunities and career facilities will be dealt with a specific attention, in this respect. Institutional racism in Turkey has been the subject of research for this study. A social research will be carried out by considering the injustice, the direction of crime, the problems of employment and the racist attitudes and reflections in many areas.

Keywords – Separatist Movements, Political Racism, Injustice, Racism in Praxis, Institutional Racism

I. INTRODUCTION

In defining the concept of discrimination, it is important to note the similarities and differences between the concept of equality and the concept of equality in which this concept is closely related. These two concepts are generally accepted as positive and negative views of the same principle. The concept of equality has gained different meanings according to time and space like many concepts. For example, in the past, the slaves have a low level of intelligence from free people and it is not possible for them to live on their own, that different sexual orientations are heresies or diseases, that white people are superior to blacks, and men are superior to women; even human nature was accepted. Nowadays, the existence of different reactions to these issues is not seen as legitimate in almost any condition.

II. METHOD OF THE STUDY

It is important to look at the institutional history and etymology of discrimination. Therefore, this study presents a comparative analysis. In this way, the political economic theory is also discussed and the countries are discussing.

A. Looking at the Theoretical Background for Institutional Racism

The fact that the mechanism of operation of an institution is structured in such a way that it cannot eliminate internal racism even if it is against racism is the biggest of the problems. Intentional reproduction of racism by institutions. Implicit is the accepted racism. Scientific racism, one of the forms of institutional racism, is the confirmation of belief in racism, racial humiliation or racial supremacy using so-called scientific techniques and hypotheses. According to the United Nations Convention on the Elimination of All Forms of Racial Discrimination, the superiority of racial segregation is scientifically wrong; be condemned morally; it is socially unjust and dangerous; in theory or practice, there is no justification for racial discrimination. Describing institutional racism as a new term focused on politics is a more specific activity. The publication of the Macpherson report in 1999 following a series of errors in the police response to the murder of a young boy, Stephen Lawrence, in the United Kingdom, was a turning point in organizing a detailed definition of institutional racism. The definition was useful in describing institutional racism both in terms of the London Metropolitan Police and more generally in a brief and concise way. The collective shortage of providing an appropriate and professional service to people due to the colour, culture or ethnic origin of an institution is an appropriate definition. Institutional racism; It can be seen or identified in the processes, attitudes and behaviours that lead to discrimination through unintentional prejudice, ignorance, thoughtlessness and racial stereotypes that are against the ethnic minorities [1]

B. Etymological Perspective on Institutional Exclusion

The concept of institutional racism, after a long break, reappeared in the political discourse in the late 1990s and mid-1990s, but remained a controversial concept criticized by a large number of voters. As a result, this racism is dominated by public institutions, private companies, public and private universities, and the actions of conformists and newcomers. Another challenge in reducing institutionalized racism is the absence of a single, truly identifiable agent. When racism is established into the institution, it emerges as the collective action of the population [2]

Institutional racism also known as systemic racism is a form of racism expressed in the practice of social and political

institutions. Institutional racism is also exposed to racism by individuals or informal social groups that are governed by norms of behaviour that support racist thought and fascist active racism. Among other factors, wealth, income, criminal justice, employment, housing, health services, political power and education are also reflected in inequalities.

The most ruthless side of state racism is to create danger scenarios defined by others and to commit mass killings by the hands of the state on behalf of these scenarios. Then, to exploit the 'foreign' for the sake of prosperity, to use the migrants as refugees as political trumps, to increase the control of society in domestic politics through immigrants and xenophobia. It unfortunately keeps to be in continuing in size.

Another type of institutional racism is environmental racism in etymology. The disproportionate overthrow of high risks, particularly in the health and environment, on minorities in a society. External shifting in dirty production technologies to regions where minorities live is a threat in this sense. The most debated issue is the concept of social justice as a solution. Social justice is the name given to the organization of social relations between the society and the society as a member of the society. It was first described by John A. Ryan, who used the minimum wage concept for the first time [3]

C. Turkish History for Intuitionalism and Related Racism

Institutional racism is a pathology in Turkish bureaucracy that acts in contradiction with the principles of social morality such as favouring, keeping unfairly, giving help, doing something, nurturing, striving for the giving of something that is not right for him. The concept of Nepotism comes from the Latin word *nepot.* In English, it is expressed in different studies that niece. Considering the private sector and public sector in Turkey, there occurred a condition commonly encountered. Nepotism is one of the major problems encountered in public organizations and business organizations. The Turkish Language Association considers this concept as ide friend or relative favouritism. Indeed, the concept of nepotism is now considered to be the recruitment of relatives and relatives in the same business. Today, the neoliberal trend increases this pathology [4]

Nepotism also contributes to state racism. Especially in countries with more powerful structures such as presidential system, the danger of nepotism is increased. Turkey has made changes in the system of government these risks in the future. At the same time, these distinctions can also damage organizational relations. It is stated that these discrimination will lead to dissatisfaction by other people if they raise people to a promoter or a privileged position. The concept of Nepotism is based on the efforts of the pre-Renaissance Pope to find work in the upper echelons of their nephews without considering their qualifications and level of education. As a result of these efforts, the effectiveness of the churches became open to debate and it was stated that they had a negative impact on the Pope non-nephews. Although the concept of Nepotism is used as nepotism in Turkish, it is less than nepotism. The term refers to patronage in favour of favourable, favourable nepotism, patronage for political and religious nepotism and favouritism to power and favouritism for voters. With the 17th century in the Ottoman period, nepotism became an important problem. Nepotism in family companies; is one of the most important problems experienced. Nepotism has often been a subject of debate in family businesses. Nepotism is the favour of favouring individuals in the family as well as granting privileges to people with blood in the recruitment and promotion of family members. In the recruitment of these people, it is inevitable to have problems in the companies where nepotism exists because the factors such as education, skill and ability are not taken into consideration [5]

This management style enables the determination and implementation of appropriate policies both for today and for the future in Turkish companies. In the 1950s, thanks to the credit facilities and incentives provided during the years when a liberal economic policy was implemented, it enabled companies to establish their assets even today. The most important feature of the family companies established in this period is that they are self-owned and middle-aged families who use loans when necessary. In the years after 1980, when the growth and competition became prominent, family companies went on to become public or multi-partner companies in order to ensure their continuity. In family companies that prepare and implement the family constitution, many problems frequently encountered in practice can be solved without any conflict [6].

D. Cases on Earth for Separatism in Professional Life

It can be related to the employment policy in companies with a family constitution, to identify a family mission and vision, to share the company's partnership rates, dividend distribution rates, to represent the company outside, to use the company's name, to invest in different areas or to take credit. The basic principles that can manage the relations between the members of the family in a healthy way and the possible conflict issues that may arise in the future are the rules that are determined from the beginning. The existence of such a written text, including the involvement of the second generation in the family businesses, the involvement of the second generation, the participation of grooms and brides in the decision process, the interventions of spouses and similar issues, will prevent conflicts between the company and the family members.[7]

Given the financial disadvantages of nepotism, the person who is recruited by the blood of the company and has low skill and ability can cause the company to become bankrupt or liquidate if the company cannot manage the crisis well in times of financial crisis, and at the same time it has no efficiency. The fact that the company receives a higher wage than the other employees and utilizes the economic factors of the company as it wishes, will cause financial hardship for the company and cause financial damage to the business from a different angle. The continuity of the companies, which ignore the performance and working potential of the privileged employee in the company with the blood ties, and which do not have a remuneration policy, unfortunately cannot be much, but appears to be a destructive factor [8]

Thomas Kuehn, Hans Medick and David Sabean, a family with practical interests combined with cultural logic, stated that in the practical experience of family life the emotional and material situation cannot be separated and these two issues are formed together. In this context, if we look at the differences between family businesses and capitalist enterprises, we can say that there is a clear line between capital and labour in capitalist enterprises, and in family businesses these lines are shaped according to interests [9].

The managers of the family should act sensibly not with the professional thinking and emotions of the family members and distinguish between private life and working life with definite

lines. All family members on nepotism are informed about this issue and they should be informed about their objectionable aspects. Nepotism must provide the necessary institutionalization for the elimination of the problem. [10]

Public institutions are primarily under the control of governments governing the state. The government and its members need to be in the control of the bureaucrats, who are at the head of the public institutions, to carry out their service activities quickly and effectively. Therefore, when the history of the states is considered, every government that has come to power has brought to the key points and other public institutions the people they see, they will do everything they say and even if they leave the government they will do what they say. Although nepotism is perceived as a negative concept, it is claimed that there are also parts that are considered to be beneficial. However, these allegations are generally considered to be positive when viewed from a company perspective, not from an employee perspective [11].

III. RESULTS

Crises in Turkey in the past has led to an increase in institutional racism. Family companies and public institutions recognize that they need to use certain types of management and professionalize them to solve these problems. Therefore, in this study, it is important that nepotism exposes and compares the situation in private enterprises and public institutions. When the State and other public institutions that have a large volume of employment in the private sector compared to the organization in Turkey, it is suggested that more intensive application of nepotism in organizations in the public sector [12]

Although the rules of merit are well established in the current laws, it is clear that there are serious problems in practice. Administrative changes are made directly from the so-called pro-militants, and civil servants are often much higher than necessary. However, many public institutions also complain about the lack of staff. The reason for this is the monitoring of different wage policies in different institutions. Merit problem in Turkey shows itself more during recruitment. Because employees are employed with examinations based on general culture, not their expertise and abilities. Turkey experiencing problems are not problems that can only be overcome with little bureaucratic merit-based policy and politics. There should also be a neutral government.

Life span of the family company established in Turkey in general is actually up to the life of the founder of the family company. For this reason, only a few generations can pass through the founder. This situation is a significant problem both for the companies and the national economy. Turkey is rooted in family companies can be considered under 4.kuşag management. For many reasons such as insufficient education of future generations, finding problems in the family and making wrong plans, the life of the family companies does not last much longer. According to experts, the most important reason for not transferring the family companies to the second generation is the lack of future plans for those to be transferred to the second generation. It is inevitable that the development of family companies will be ensured with the right planning of the future and the implementation of this plan without change.

Institutional merit problem in Turkey also shows itself more during recruitment. Because employees are employed with examinations based on general culture, not their expertise and abilities. Turkey experiencing problems are not problems that

can only be overcome with little bureaucratic merit-based policy and politics. There should also be a neutral government. The ideological roots of the Turkish patrimonial state have been studied. The concept of public patronage that provides the development of Europe should be emphasized. In the literature, the concept of *depatronization*, the theory of the realm, the new power equation based on knowledge are the original aspects of the study.

In the Middle Ages Europe, the basis of the boss-clique relationship is land ownership. On behalf of the feudals, the tenants who process the land are given money, seeds, or goods as loans by the boss as aid by the boss; in return, free labour of members of the members of the clanent family would be used. Protecting this structure in the modern world has become bullying.

There are three basic elements in which the social relations are established in Turkey: honour, religion and state. Turkish *hakan* and sultans act as the father of the nation on the political stage. It is the duty of the people to feed the people with the image of big father role mostly beared in political power. Turks, as the owner and master of the world to carry the foreign nations, to treat with compassion and justice, considered a requirement of political cultures. Following the acceptance of Islam, the Turks combined their high moral values with the no-nonsense sides of Islam. As a result, they established large foundations and charities. Yusuf Has Hacip's *Kutadgu Bilig* is an important source that enables us to recognize the understanding of authority of the Turks, the philosophy of management and the political mind of the Turkish state. In order to understand the patrimonial state structure and patronage logic of Turks, it is necessary to understand the symbolic personalities in *Kutadgu Bilig*. Describing what Turks should first do to Islam, *Kutadgu Bilig* says that gentlemen can solve problems with understanding and reason, but they need to do their work with knowledge, because it is possible to manage people with knowledge, but it is possible that the mind will not work without knowledge.[14]

Turkey via the institutionalization of regular activities of an organization, which is to become a clear and safe and institutionalization in this direction in recent years has created a fashion in business world. When the studies are related to institutionalization in Turkey, as a major indicator of the institutionalization of the company; development of organizational culture, professionalization of management, training standard training activities, organization of the organization in the human, a systematic organizational structure, conducting activities in the light of a certain plan and policies, standardization of work and processes, and the formation of an internal audit system are encountered. Existing collective culture and social structure in Turkey is based on the other qualifications for institutionalization. Institutionalization is the concept of commitment to one's own culture and one's commitment to one's own. Institutionalization is a mentality born of necessity means possible understanding in Turkey. It is easy for understanding that institutionalization is necessary to cope with the transition to free-market practices in Turkey, introduced for Turkey in a political stage with Turgut Özal period [15].

IV. DISCUSSION

In this period, domestic and foreign competition policy became more prominent with the guidance of the state. The

economic policies of Turgut Özal and the transition from a closed economy to an open economy have shocked the organizations here. Namely originating in Turkey businesses in the competitive environment has stumbled. It has been difficult to respond to the competitiveness of the leading countries and enterprises and it has been understood that they need to be as good as they are to be able to respond to the competition and not to have natural selection. At this point, our country's enterprises and organizations have tried to imitate the leading countries and enterprises and to do what they do. Together with the transition to the open economy, this difference between Turkish enterprises and foreign enterprises was tried to be closed and a competitive advantage was provided. In this direction, managers from abroad and Turkish enterprises supported. In this direction, the importance of institutionalization has emerged.[16]

It is seen that a surprise like institutionalization has entered the business life and the lives of organizations in the 1990s. Institutionalization has taken its place in the world as "good governance" or "corporate governance". Europe, US and Japan, along with the period on institutionalization of "corporate governance" met this concept in the 1980s under the name began to be mentioned also together with Turkey in the 1990s. Institutionalization should not be perceived as an individual or corporate culture, but as a society culture. For this reason, institutionalization should be tried not in the units of the organizations but in all areas of society. Society and culture are the basis for the behaviour of organizations and individuals. The country's view of institutionalization will cause other organizations and individuals in that country to become institutionalized mentally and physically. Developing countries, in Turkey, which is regarded as nepotism and corruption practices and corruption often seen accordingly. Due to the cultural structure of Turkish society, it is very difficult to terminate these practices. In Turkish society, nepotism attracts less response than other crimes and is not even considered as a crime. This phenomenon, referred to as nepotism, Turkey, as an absolute truth emerges. There is no need for an interest to express economic value for favouritism. It is enough to be a citizen, to be a relative or to be a voter [17]

The most common form of favouritism relatives in Turkey is seen as favouritism. In the public sector, while the merit system is essential, in most cases, assignments can be made depending on kinship relations, regardless of knowledge, skills and capabilities. Relative to a public official, the relatives are not only a citizen, but can also claim a privileged transaction based on their relationship. In other words, kinship ties can be used as a means of influence, and the public servant can do a different operation to his relatives with his loyalty to these loyalties.

Especially the representatives of the ruling political party in Turkey has created significant pressure on public institutions. Therefore, the pressures and demands of these groups negatively affect the efficient functioning of the institutions. Because these demands lead to political nepotism by prioritizing personal interests or group interests rather than the interests of the institution. Thus, a political atmosphere is formed in the institution where the manager functions as a result of politicization and he tries to realize political goals rather than the goals of the executive organization. As a result, political relations, interests and institutional favouritism can be kept superior to qualification. These practices both deviate public institutions from their real goals and undermine the confidence of citizens in the state.

Today's existing practices in Turkey showed favouritism in early Ottoman period. During the reign of Murad III, women were bribery in the Ottoman Empire. The impact of these practices and the degeneration brought by the collapse of the Ottoman Empire is very high [18]

In the case of a non-merit-based system and favouritism practices, public and private sector organizations and enterprises in the country and country will suffer damage. In addition to being harmed, this kind of practices and corruption should be acted as a society to end and each individual should change his / her mind and no one should resort to favouritism. The merit system should be seen as the only way out and it should be worked on in order to fit and operate this system.

V. CONCLUSION

The political power allocates the economic power that they control under the control of the electoral district in order to increase their votes. Service nepotism is a kind of favouritism, which can be clearly seen before and after the election. The main factor that allows the political power to spend as it wishes in this favouritism is the existence of the expenditure item, the so-called implicit appropriation. This expenditure item can be spent as it is desired and it is not possible to question the details of the expenditures made. According to the election results, the political party that won the race and came to power tends to allocate more funds to the regions where it gets the most votes. In particular, the president and members of the government is a type of political degeneration which is very common in allocating funds for further investment in their constituency. This kind of corruption and public resources are not taken into consideration in the distribution of public resources, and the services are mostly taken to the electoral districts of political authorities.

Sexual nepotism is an application that involves the sexual intercourse of the superiors or favouring people with whom they have an emotional connection such as love and romance. Especially in recent years, there has been an increase in sexual nepotism with women having more say in business life. There are a limited number of studies on this concept, which is present in business life and is new in the summer. But it attracts researchers. The concept of nepotism and nepotism are expressed as a concept that harms the organizations and the employees. One of the simplest ways to understand this negativity is to examine the policies of organizations [19].

When we observe that no organization, business, institution or organization works to increase nepotism activities, it is seen that organizations have carried out studies on prevention of nepotism. When you look at the negative effects of nepotism, it is generally possible to express the negative consequences related to motivation, trust, loyalty, satisfaction and loyalty on an individual basis, while the institutionalization on the basis of organization becomes difficult with nepotism. It is possible to characterize patronage as a political disease. Patronage is a strategic business that aims to provide mass support. In Nepotism and cronyism, emotional reasons are one step ahead, whereas in patronage, strategic and political goals stand out [20].

The national economy of a country consists of the market economy, which consists of the activities of the producers and consumers, and the public economy formed by the state that has a regulatory role on these activities. Classical economists

have argued that the market can balance with its internal dynamics and therefore the intervention of the state is not necessary. Patronage relations show itself in the process of urbanization. In underdeveloped countries where migration from rural to urban areas is experienced, resources are primarily directed to industrialization due to insufficient capital accumulation, and resources allocated to control, infrastructure and services remain small. In this case, the urbanization process has caused the emergence of local community problems such as squatters. Politicization trend in the bureaucratic structure in Turkey, the replacement of political favouritism and senior managers at each change of government leads to negativity in the state's political structure. Turkey's social structure of the family, relatives and fellow countrymen relation to the bureaucratic process of preparing the ground for transporting said that the practice of favouritism.

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