

# The Nepotism and Favouritism in Politics of South Asia

Thapa, Santa Bahadur<sup>1</sup>

<sup>1</sup> Department of Political Science, Tri-Chandra Multiple Campus, Kathmandu, Nepal

Correspondence: Thapa, Santa Bahadur, Department of Political Science, Tri-Chandra Multiple Campus, Kathmandu, Nepal.

doi:10.56397/SSSH.2023.10.01

## Abstract

This article explores the concept of nepotism, a political technique with limited conceptual clarity. It highlights its significant impact on society, affecting individual effectiveness and performance. The growing prevalence of nepotism in politics substantially threatens social and economic development. Historically, history, political analysis, sociology, and psychology have been prominent areas of study on sociocultural processes. The paper focuses on these organisational patterns' underlying factors, consequences, and potential remedies. The article argues that prevailing social and economic conditions contribute to the proliferation of favouritism and the rapid growth of nepotism. Formal institutions often lack trust and interpersonal credibility, leading to corruption in governmental systems. Moreover, nepotism can improve the welfare of informal institutions. The article supports the notion that nepotism often leads to the placement of relatives in higher positions, diminishing the overall effectiveness of the public.

**Keywords:** corruption, democracy, favouritism, interest, nepotism, political parties

## 1. Introduction

In politics, favouritism and nepotism can erode or compromise the principles of purity and honesty. Illustrative instances include individual immorality or ideological inclinations and cultural subversion inside the public service, encompassing entities such as law enforcement or a combination of both. Fraud, bribery, and embezzlement are illicit activities that include deceptive practices, personal gain via illegal payments, and misuse of public or corporate finances, respectively. The factors above impede the nation's progress and contribute to conflicts due to dissatisfaction, social exclusion, and inertia induced by apathy, criminal activities, and acts of violence. Nepotism and Favouritism are two manifestations of minor corruption that exhibit self-perpetuating tendencies, proliferating in proportion to the number of individuals implicated (Mulla, 2022). A considerable number of individuals have been adversely affected by criminal activities. Public corruption has a discernible and individualised effect on each member of society. Nepotism and corrupt practices driven by favouritism have significantly hindered economic growth. Introducing ethnic and religious attitudes and irrationality into financial planning is a consequence of deviating from the intended route of development plans. According to Tytko et al. (2020), the prevalence of corruption poses a significant obstacle to national consolidation, leading to a decline in respect and loyalty towards the present governing body.

The primary purpose of this essay is to provide an analytical perspective on the adverse effects of favouritism and nepotism in the realm of politics. The countries of South Asia, including Nepal, India, Pakistan, Bangladesh, Sri Lanka, and others, are now grappling with the issue of nepotism and favouritism and its impact on their political systems. Corruption has escalated to unprecedented levels due to the pervasive practice of nepotism and favouritism. The countries in South Asia have seen recurrent political instability, leading to a state of crisis for democracy in the region. Hence, the present essay analyses the ramifications of nepotism within the political landscapes of Nepal, India, and Pakistan. The presence of nepotism and prejudice among the governing class

fosters an environment conducive to the proliferation of corruption inside the country. This situation presents a difficulty in which those who are worthy of chances are being denied access, posing a potential danger to the long-term sustainability of democracy. If nepotism and favouritism reach their pinnacle, the general public would likely perceive a growing discontent, perhaps leading to a revolt, ultimately resulting in the demise of the nation's political landscape and democratic framework.

## 2. Literature Review

According to Hasa (2022), nepotism and favouritism raise several economic concerns. The primary drawback of nepotism is its tendency to deprive worthy individuals of opportunities. In contrast, priority is given to the best applicants for a job, even when other candidates possess more experience, education, and professionalism within the market.

Favouring relatives lacking the requisite qualifications is often recognised as traditional nepotism, negatively affecting the business and the broader economy. The occurrence of nepotism may be attributed to the presence of specific individuals and institutions that contribute to its prevalence, resulting in a detrimental phenomenon characterised by corruption. The absence of a diplomatic presence, inadequate state and municipal property management, and suboptimal performance are evident shortcomings.

According to Arasli and Tumer (2008), corruption poses a significant danger to democratic institutions, as well as to human rights and fundamental freedoms. Conversely, it serves as an impediment and detriment to economic expansion by exacerbating domestic and international poverty. Due to its evolving nature and intricate relationship with social and political dynamics, corruption is a complex phenomenon that poses challenges in terms of its precise definition. Although anti-corruption agencies are called upon to aid in preventing corruption and other detrimental occurrences, it is often assumed that they encounter significant public scepticism and lack of support. Based on the empirical evidence gathered from the field, it can be inferred that corruption and its many expressions are seeing a notable increase, thereby leading to specific outcomes.

- 1) The protracted period of transformation that occurred throughout several social domains.
- 2) Need for more anticipation of prospects and inadequate allocation of human resources.
- 3) The present discourse will focus on the social and political dimensions of the enduring economic crisis that has persisted since the 1990s.
- 4) One of the external variables that might impact significant international groups, especially those based in Europe, is a need for more support.

Therefore, the incentive for corruption among officials or business people is unique and much more substantial.

a) Insufficient legislation exists to address the current societal needs adequately. b) Legislative measures hinder the fair administration of justice. c) The field of professional ethics exhibits deficiencies in its application and adherence. d) Certain companies need to demonstrate more professionalism in managing human resources.

According to Diker et al. (2009), nations face many political and economic challenges. The region of Eastern Europe has a multitude of contrasts and tensions. Nevertheless, there exists a pervasive presence of corruption over the whole territory. Corruption is a significant challenge in many EU member states in the southeastern region of Europe. The nations in question are: Despite its membership in the European Union, Greece has distinct visa-related challenges compared to Bulgaria and Romania. On the contrary, Kosovo, Albania, Bosnia Herzegovina, Macedonia, Montenegro, and Serbia are plagued by corruption issues.

Daneshpour (2016) posits that the field of social welfare has direct advantages as a result of a decrease in transaction costs associated with corruption. Conversely, empirical evidence has shown that corruption has a deleterious impact on those of lower socioeconomic status, further exacerbating social inequity by perpetuating the impoverishment of the already disadvantaged population. Corruption is widely regarded as having the most detrimental long-term consequences among the many societal ills. There are instances when the organisation finds itself at a critical juncture. Now, Serbia is faced with either obstructing the trajectory established by the former administration or embarking on a transformative path towards a productive society that fosters the adoption of new ideals.

## 3. Research Methodology

Since this research adopts a systematic literature review approach, it is essential to solicit perspectives from other sources to validate its concepts. A comprehensive elucidation of several inquiry topics will be provided at the outset. The literature review in this study draws upon sources such as academic research articles, conference proceedings, and other secondary data. A diverse range of databases has been used to identify pertinent material.

The Web of Science and Emerald Insight were the search engines most often used. Specialised search phrases that might be used to locate more legitimate and pertinent materials include favouritism, nepotism, and

corruption. Consequently, a substantial body of literature has been unearthed.

Subsequently, the Author used selective criteria to refine the search results by using pertinent sources, including published scholarly articles, case studies, book chapters, conference papers, and similar academic materials. Some literary sources were used as references to fulfil the need to offer precise definitions. To get the most up-to-date and relevant information about favouritism and nepotism, obtaining data that was not restricted by time constraints was crucial.

#### **4. Result and Discussion**

Nepotism is a form of preferential treatment where a public official uses their position or power to confer benefits on an individual. At the same time, favouritism refers to the inequitable endorsement of a single individual or group, particularly by a personality in a position of authority. Both nepotism and favouritism have significant consequences on public institutions, the primary entities people engage with at the local, state, and national levels of government.

The politicisation of public agencies has led to the rise of nepotism, which can result in recruiting relatives who lack adequate credentials or merit. This has led to enduring repercussions, as professionalism and nepotism have impeded the formation of a proficient administrative body, the allocation of state portfolios, and the construction of suitable governing bodies, impeding the expansion of the public sector and diminishing the organisation's efficacy.

Nepotism and favouritism are two manifestations of conflict of interest that erode public confidence and diminish the efficacy and efficiency of public service provision in Pakistan and India. In Pakistan, individuals related to influential figures often ascend to comparable positions of authority, resulting in personal gains superseding the collective welfare of the country within the realm of politics. In India, nepotism manifests not just inside familial networks but also along the lines of caste, perpetuating long-standing disparities and contributing to the erosion of the welfare system.

Nepotism and favouritism have been prevalent among political parties in Nepal, resulting in a sense of disillusionment, discontent, and resentment towards the governing authorities. In the 2017 general election, Sher Bahadur Deuba, the President of Nepal Congress (NC), and his wife Arju Rana ran as direct candidates. Meanwhile, Balkrishna Khand secured the top position in the proportional representation category. In 2022, the Nepali Congress party allocated candidates in a manner that marginalised long-standing party leaders, resulting in discontent among party members.

In 2022, many contenders for political leadership positions were found to have familial ties to prominent individuals, such as the spouses and brothers of existing leaders. In recent historical events, it is evident that all leaders of political parties have been implicated, despite contentions from opposing factions on the presence of nepotism. Baburam Bhattarai, the current leader of the Janata Samajbadi Party and former prime minister, has faced allegations about the practice of nepotism via the preferential appointment of his family to elevated posts. Ram Chandra Poudel had a role in facilitating the appointment of Yubaraj Bhusal, his relative by marriage, as the Chief Executive Officer of the National Reconstruction Authority during the tenure of Sher Bahadur Deuba as the Prime Minister of Nepal. Pratibha Rana, the mother-in-law of Deuba, has been designated as the ambassador of Nepal to Japan. Oli, the current leader of Nepal, is using this particular approach to mollify the opposition leader. However, it is widely acknowledged that Oli has just adhered to a long-standing tradition deeply embedded within Nepal's political milieu.

##### *4.1 The General Concept of Nepotism*

Nepotism refers to a distinct kind of preferential treatment when a public official leverages their position or influence to bestow employment opportunities, favours, or other benefits onto those who are either friends or relatives. Favouritism refers to the inequitable endorsement of a single individual or collective, particularly by a figure of authority. The scenario above exemplifies a conflict of interest when the personal interests of a public official take precedence over their duty to execute their responsibilities impartially. (Sampath, 2020)

Each public system is expected to include a self-monitoring control mechanism consisting of a varied cohort of persons recruited without consideration of their ethnic, religious, or tribal background operating at the local, state, and national tiers. The presence of dishonest authorities becomes more challenging to detect. Public institutions serve as the primary interface between people and the various levels of government, namely local, state, and national. Federal, state, and municipal governments may get many benefits more excellent when they establish greater proximity to the people. There is a notable rise in the opportunity to effectively address and cater to the demands and requirements of the local population. According to Aslam (2019), there has been a notable improvement in the capacity to adjust and provide public services that are transparent, responsive, and focused on fostering economic development.

#### 4.2 The General Concept of Favouritism

Experts in political economy and development economics have extensively studied political favouritism. *Political favouritism* may be broadly defined as a strategic decision-making process used by political actors, accompanied by various policy tools, to influence other political, social, or economic players. As conceptualised by Chudinov (2003), favouritism excerpt below to the partial and inequitable endorsement of political puppets at the expense of the collective welfare. The name originates from the Latin word “favour,” denoting the concept of “mercy.” The excerpt below presents a formal definition of favouritism outlined in the Brockhouse and Efron lexicon. Favouritism seems prevalent in both public and private spheres, as seen by the enthusiastic support and preferential treatment given to pets (often referred to as “favourites”), sometimes appointed to high-ranking posts despite their lack of requisite qualifications or experience for such roles. According to Safina (2023), those who are considered favourites in the workplace have gained the confidence of their superiors. This sense of being selected by their bosses significantly influences their career progression.

It is said that nepotism is the least imaginative form of corruption. The worst misuse of power is to favour kith and kin by giving them the best positions even though they are not worth it (Mahar, 2020). The ideas of nepotism and cronyism, such as the provision of career opportunities to family or friends based on the premise of longstanding academic connections, exhibit a tight association. The term “nepotism” originates from the Latin word “Nepos, nepotism,” which translates to “grandson, nephew.” Nepotism, sometimes called cronyism, is a phenomenon characterised by official favouritism towards those who are related to or affiliated with those in positions of power or influence, particularly among conservative political circles.

#### 4.3 Nepotism Policy

The phenomenon of nepotism often arises in politics, as those closely related to influential political figures ascend to positions of authority while lacking the requisite credentials. The practice of political nepotism impacts the preferential treatment granted to political associates inside governmental institutions. The first effects were mainly attributed to the politicisation of public agencies, as stated by the Institute for Development Policy. The current trend is the appointment of political leaders to the governing boards of public institutions (HR Simple, 2018).

The phenomenon of political nepotism is well ingrained in the societal mindset, particularly at the provincial and regional levels. However, it is now seen as less detrimental than nepotism within familial contexts. This phenomenon also influences the political thinking of the general population. According to Heathfield (2020), declaring independence initiated a process of politicisation inside public bodies. Nepotism, sometimes referred to as favouritism rooted in familial connections, often facilitates the employment of relatives lacking adequate credentials or merit. Both the institution and society will endure the long-term repercussions.

Various methods were used in diverse positions throughout public and state institutions across all significant areas of the nation. The influence of family and political issues was also seen. Miner (2018) asserts that the politicisation of the entire administration in Kosovo is contributing to the worsening of the nation’s economic crisis and eroding its overall economic, political, and social stability. Additional alternatives include potential career opportunities inside employment agencies, public companies, and public media organisations, and familial connections within ministries and other prominent sectors of the nation. Additionally, there is the possibility of securing employment as ministry management personnel. The European civil administration reform and building standards fundamentally contradict this assertion. Throughout history, political parties in positions of power have always been responsible for formulating and implementing policies. The event is oriented on the needs and preferences of the customer. The adverse effects of unsuitable employment harm the country and the global community. Consequently, there needs to be more specified occupational prerequisites. Nevertheless, the allocation of those without the requisite credentials to unfavourable jobs is affected by tribal, clan or group-based employment practices.

The presence of professionalism and nepotism as determining factors has hindered the development of professional administration, state portfolios, and suitable authorities, impeding the expansion of the public sector and the organisation’s progress.

#### 4.4 Impact of Nepotism

However, the adverse consequences of corruption and the improper use of power due to favouritism and nepotism have considerably impaired the government’s ability to discharge its responsibilities to the populace successfully and have harmed its overall operational efficacy.

The governing political elite prioritises their interests above the interests of the broader political community. The phenomenon in question is often referred to as nepotism. Nepotism is prevalent throughout many levels of society, including developed and developing nations. Empirical evidence suggests that corruption tends to be more prevalent in economically disadvantaged countries than in their developed counterparts (Valamis, 2022).

Nepotism is a pervasive issue with worldwide implications, affecting countries throughout the development spectrum. Both market-based and centrally planned economies have encountered several challenges throughout history and continue to face them in the present. From a legal perspective, corruption may be classified into two distinct categories: active crime and passive corruption. It is widely acknowledged that nepotism, regardless of its extent, presents a significant risk to all citizens of democratic societies, especially those residing in developing countries. Efforts were made to effectively manage and address instances of corruption when they sporadically arose. During its first stages, addressing corruption was relatively straightforward due to its identifiable nature and the ease with which preventive measures could be implemented.

Nevertheless, it is well-recognised that nepotism has a detrimental impact on the overall functioning of systems and social governance. The parameters of nepotism exhibit a comparable level of elusiveness to human avarice. The efficacy of human justice is compromised when the proliferation of desire ensues. Nepotism refers to the practice whereby public officials favour their relatives in matters of political prominence in violation of professional ethical standards and legal regulations (Malik, 2018).

### **5. Corruption Arising out of Nepotism and Favouritism**

Based on the research findings, it is evident that individuals do not endorse the notion of tolerating corrupt practices since the pursuit of honesty incurs significant expenses inside an evil nation. Simultaneously, researchers were investigating the underlying factors contributing to corruption throughout many regions globally. When sin is widely accepted in society, individuals are more likely to engage in corrupt behaviour to avoid any disadvantages arising from adhering to their moral convictions. Individuals and public leaders often exhibit behaviours contrary to their self-interest, sometimes without apparent justification. Consequently, the acquisition of riches is not seen as necessary. They are using unethical incentives to influence. Establish incentives to get access via legally forbidden methods laced in public workers. Practices of incentives to gain access via legally banned methods undermine the accountability and legitimacy of the democratic system. The societal phenomenon of praising public workers who engage in corrupt practices and acquire illegitimate money while simultaneously criticising honest public officials as dishonest or uninformed is a significant concern (Gjinovc, 2017).

Favouritism and nepotism are two instances of corrupt conduct that can undermine the state's effective functioning and impede public officials' ability actions have the potential to erode the confidence of the general public and hinder the overall efficacy and efficiency of public service provision at various administrative levels, including local, state, and national. Favouritism refers to the inequitable endorsement of a single individual or collective entity, particularly by a figure of authority. The scenario above exemplifies a conflict of interest when public officials' claims supersede their duty to execute their responsibilities impartially (Ogbuti, 2022).

The prevalence of nepotism and favouritism in the political landscape has significantly contributed to the South Asian region. The existence of nepotism and favouritism has contributed to an escalation in corrupt practices, leading to potential shifts in power dynamics and occasional transformations within the political system. The political transformations seen in Nepal in 2003 and the intermittent instances of military control observed in Pakistanis change are illustrative instances of this phenomenon. Corruption is an outstanding example of the primary tool used by those seeking to undermine the integrity of the democratic system. The presence of nepotism and favouritism inside the Indian Congress in India also had a significant role in its diminished popularity.

#### *5.1 Nepotism and Favouritism in India*

In the Indian context, where upper caste influence has been extensively documented across all domains, nepotism operates in tandem with caste dynamics, expanding its impact beyond family connections. India is primarily acknowledged as being among the most unequal nations worldwide. It is mainly attributed to the significant historical gaps that have persisted through time and the declining existence of a comprehensive social system. The financial assets possessed by the wealthiest 1% of the population exceed the collective wealth of the least affluent 70% by almost a factor of four. Therefore, it is reasonable to argue that those worried about nepotism would likely focus their attention on it as an expression of a more extensive problem, namely the widespread existence of inequality. Given the current conditions, it becomes apparent that nepotism is more likely to flourish within a society structure typified by elevated levels of inequality. This phenomenon arises from the hypothetical scenario of a society typified by comprehensive socioeconomic equality when each individual's reserves of nepotism would exceed those of all others. Therefore, it is crucial to participate in political mobilisation to tackle the problem of nepotism within the framework of socioeconomic inequality. The most effective approaches for addressing this inequality encompass redistributive policies, such as implementing an inheritance tax, social justice initiatives like affirmative action, guaranteeing universal access to public health and education, and additional measures to promote social justice, such as affirmative action. However, there needs to be a more scholarly analysis of nepotism (Hannah, 2020).

The preference is in differentiating between those who are considered “outsiders” and those who are considered “insiders.” In this context, the criticism primarily targets insiders rather than focusing on the dichotomy between privileged individuals and those who are not honoured. The objective is to stimulate the perceived outsider’s inclination to transition into the new “insider” position and replace the current “insider” without undermining the fundamental insider-outsider structure.

### *5.2 Nepotism and Favouritism in Pakistan*

It is crucial to acknowledge that within the Islamic Republic of Pakistan, despite its official acknowledgement and devotion to Islamic governance, there is a notable disparity in the equitable exercise of rights among its inhabitants. Despite the explicit prohibition of nepotism within Islamic teachings, examples of individuals falling to this practice have been seen within the setting of Pakistan since its independence. Individuals with close associations with prominent persons often acquire comparable positions of authority and impact. Furthermore, it might be said that politics mainly emphasises people’s interests rather than the country’s collective welfare. Based on extant historical documentation about Pakistan, it becomes evident that Sikander Mirza, the governor-general at that specific epoch, had a position characterised by substantial influence and authority. From 1955 to 1958, the individual in question used his authoritative power to dismiss five prime ministers, publicly displaying disdain for their work. The first subject of his attention was Mohammad Ali Bogra. Following this, Chaudhry Muhammad Ali assumed the position above. Hussain Shaheed Suharwardi and Ibrahim Ismail Chandigarh were subsequently appointed one year later. After a brief tenure, another individual was dismissed after two months, resulting in Malik Feroz Noon assuming the role of Pakistan’s prime minister. The occurrence engendered feelings of shame and humiliation inside the democratic structure of the nation. The Pakistan People’s Party (PPP) and other contemporary political parties exemplify the concept of nepotism. The manifestation of nepotism is readily observable within current political institutions, as shown by the Pakistan People’s Party (PPP).

Contrary to its colloquial designation, the political party, often known as “PEOPLE”, is mainly shaped by the Bhutto family. As stated by Mahar (2020), Bilawal Bhutto Zardari, the current leader of the political party, is the progeny of Asif Ali Zardari, the former President, and Benazir Bhutto, the former Prime Minister. Moreover, Muhatarma Benazir Bhutto was the offspring of Zulfiqar Ali Bhutto, the previous Prime Minister of Pakistan. The Pakistan Muslim League-Nawaz (PML-N) is an additional political party in Pakistan, helmed by the Nawaz family.

### *5.3 Nepotism and Favouritism in Nepal*

Nepotism and favouritism have long been prevalent in the realm of Nepali politics. During the Panchayat period, favouritism and nepotism were evident, and these practices persisted in contemporary times. During the period of active monarchy in Nepal, those who had familial ties to the king or those who showed unwavering loyalty to the king were only granted the privilege to occupy prominent posts within the state. Despite the implementation of democratic governance, there was a lack of alteration in this particular circumstance. The only distinction is that the King family was dominant in governing and high-ranking posts during the pre-democratic era. After the establishment of democracy, political leaders assumed a position of dominance. Following the foundation of a democratic system, a trend emerged whereby competition began to exhibit a preference for nepotism and favouritism after the formation of the government led by the NC. Prime Minister Girija Prasad Koirala preferred to prioritise his family and allies in allocating. For example, Singh wanted to nominate his nephew, Durgeshman Singh. Singh said his willingness to set his nephew, Durgeshman Singh, for the position of vice-chairman of the National Planning Commission. He preferred to prioritise selected Ram Sharan Mahat, who had his favour.

On the contrary, Ganeshman Singh, the supreme head of the National Congress, has preferred to prioritise his kin. Furthermore, Koirala decided to put his nephew, Mahesh Acharya, as Finance Minister. Moreover, it is worth noting that former Prime Minister Girija Prasad Koirala found himself embroiled in several political and non-political controversies due to the actions of his daughter, Sujata (Bhattarai, 2014). In 1994, the Koirala administration was compelled to announce a mid-term election after its inability to get a vote of confidence, which was attributed to the presence of nepotism and favouritism shown by the two leaders.

The establishment of the republic in the nation has not eradicated the deep-seated issues of nepotism and favouritism that originated throughout the periods of Rana rule, panchayat, and monarchy. Numerous individuals get to positions of authority by relying on the support and assistance of the general populace. However, they often succumb to nepotism and favouritism once in power, ensnaring those who first supported them (Kendrabindu, 2020). The inclination above shown by the leadership cohort has engendered disillusionment, profound discontent, and resentment among the general populace against those in positions of authority. Establishing the Council of Ministers or selecting leaders within other governmental entities, such as departments, agencies, institutes, commissions, or councils, has been widely criticised for exhibiting nepotism and favouritism. Various authorities might be nominated, and instances of nepotism and favouritism can be seen

within political parties. Identifying individuals holding key roles among Nepal's political parties reveals a discernible pattern. In addition to providing financial support to immediate family members such as spouses, siblings, children, and in-laws, several individuals have also extended monetary assistance to their romantic partners from national resources.

Nepotism and favouritism have become pervasive not just in the realm of governmental appointments but also inside political parties. The diligent workers who have dedicated a significant amount of time to the party do not have aspirations to run as candidates for the party in either general or local elections. However, it should be noted that individuals occupying high-ranking positions within the party also engaged in nominating their family members as candidates for the election. The workers expressed discontent when nepotism became prominent in the allocation of candidates, resulting in the marginalisation of long-standing party leaders who had made significant contributions. In the 2017 election, Sher Bahadur Deuba, the Nepali Congress (NC) president, and his wife, Arju Rana, were omitted as direct candidates. Balkrishna Khand was positioned as the primary candidate on the proportional side, while his wife, Manju Khand, was listed on the proportional side for women. Furthermore, Bimalendra Nidhi, a prominent figure in Congress, opted to run as a direct candidate while including his senior mother-in-law, Deepshikha Sharma, on the women's list for proportional representation. Samdhi and the nephew of Mahesh Acharya were granted balanced and direct candidatures for the state legislature in Morang.

The perpetuation of nepotism and favouritism inside the Nepali Congress did not cease at that point. In the context of the general election held in 2022, Sher Bahadur Deuba participated as a direct candidate, while his spouse, Arju Rana, contested as a proportional candidate. Similarly, Balkrishna Khand ran as a natural candidate for the House of Representatives, with his wife, Manju Khand, participating as a balanced candidate. In a similar vein, individuals such as Sujata Koirala, who is the daughter of Girija Prasad Koirala, as well as Shekhar Koirala and Sashank Koirala from the renowned Koirala family, were put forth as candidates.

Nepotism and favouritism are pervasive phenomena seen not just inside the Nepali Congress party but also throughout other political parties in Nepal. Nepotism and favouritism persist even inside the Communist Party of Nepal. In the 2017 general election, Jhalnath Khanal, the head of the Communist Party of Nepal (CPN), and his brother Bhim Acharya participated as candidates. Bamdev Gautam, the Vice President of the Unified Marxist-Leninist (UML) party, ran as a direct candidate, whilst his wife Tulsha Thapa ran as a proportional candidate. Shankar Pokharel served as a candidate for the state legislature, while his wife, Sujita Shakya, ran as a candidate for the symmetrical side. Surendra Pandey, a standing committee member, participated in the election as a direct candidate, but his brother Rajendra Pandey contested as a candidate for the state legislature. Nepotism and favouritism were prevalent even inside the CPN-UML. During the 2022 general election, many candidates were found to be the spouses and brothers of prominent political figures. The Communist Party of Nepal (CPN) Maoists practised several candidates from a single household, with the number of candidates reaching up to four. The candidates in question included Pushpa Kamal Dahal, the Chairman of the Maoist party, his daughter-in-law Bina Magar, son-in-law Jeevan Acharya, and brother Narayan Dahal (Kendrabindu, 2017).

Nepotism and favouritism have long been prevalent in the realm of Nepali politics. The individuals occupying positions of authority tend to endorse nepotism, whilst those not in positions of power reject it. However, it is worth noting that even those who express opposition against nepotism and favouritism with relatives provide practice with political chances in Nepali politics after assuming auty. In light of assertions made by opposition leaders on the presence of nepotism, it is evident from recent historical events that all political parties are implicated in this phenomenon (Presspati, 2022). Baburam Bhattarai, the current head of the Janata Samajbadi Party and former prime minister, has faced allegations of nepotism in appointing his family to elevated posts. Bhattarai publicly expresses his opposition to the prevalence of nepotism within the administration and political party structures. In conjunction with creating political appointments, prominent persons often provide substantial sums of money through financial assistance to their associates. For instance, it has been reported that Prakash Dahal was supplied with a significant monetary sum by Bhattarai to support his Everest journey. Following a considerable amount of criticism, Dahal decided to decline the funding.

During the tenure of NC President Sher Bahadur Deuba as Prime Minister, Ram Chandra Poudel played a role in facilitating the appointment of Yubaraj Bhusal, his relative by marriage, as the Chief Executive Officer of the National Reconstruction Authority. Like Koirala's strategy before assuming the post of NRA head, Bhusal has lately retained his position as the head of the Nepal Managerial Staff School. During his incumbency, Pratibha Rana, who happens to be Deuba's mother-in-law, was designated Nepal's ambassador to Japan. Despite the recall of most diplomats nominated by the Deuba government, the Oli administration has not yet replaced her. According to the party officials, Oli uses this technique to mollify the opposition leader. Nevertheless, there is a consensus among scholars that Oli has adhered to a long-standing tradition profoundly rooted in Nepal's political culture. Nepal's political structure has changed a lot in the last 30 years, but nepotism has not changed, making it

hard for these changes to happen (Sharma, 2020).

## 6. Conclusion

The scholarly community has shown a rising interest in the multifaceted nature of nepotism, leading to a subsequent rise in studies on this topic. Our research substantially contributes to the issue of nepotism and its associated disciplines. There currently needs to be a more comprehensive scholarly investigation in this particular domain that integrates bibliometric and network methodologies. As a result, this research presents a unique analytical viewpoint on the subject matter. In summary, a community needs to cultivate an environment that promotes equitable remuneration for individuals based on their respective skill sets. The erosion of individuals' desire to exert significant effort in their jobs may be seen in communities characterised by favouritism and nepotism. This phenomenon arises from the awareness that such communities lack a protective framework and equitable distribution of possibilities. The adherence to professionalism in one's professional endeavours is of utmost importance for those occupying elevated positions. Such individuals need to exercise classes with establishing a wealthy Nepal nor serving as a deterrent against misconduct within a particular discipline, reducing the prevalence of favouritism within the community. When nepotism and favouritism prevail, individuals with the necessary qualifications, integrity, and competence are unjustly denied access to chances. Undoubtedly, this prevailing pattern will neither contribute to a wealthy Nepal nor facilitate the equitable distribution of cases among those with the requisite skills and abilities.

## Declaration

There is no conflict of interest.

## References

- Arasli, H., & Tumer, M., (2008). Nepotism, favouritism and cronyism: a study of their effects on job stress and job satisfaction in the banking industry of North Cyprus. *Social Behavior and Personality: An International Journal*, 36(9), 1237–1251. <https://link.gale.com/apps/doc/A192852764/AONE?u=googlescholar&sid=AONE&xid=b76ccbc0>.
- Aslam, Md. A., (2019). Nepotism: Giving Undue Patronage to One's Own Relations. [Legalserviceindia.com. https://www.legalserviceindia.com/legal/article-3139-nepotism-giving-undue-patronage-to-one-s-own-relations.html](https://www.legalserviceindia.com/legal/article-3139-nepotism-giving-undue-patronage-to-one-s-own-relations.html).
- Bhattarai, Devendra, (2014). The kinship equation in politics. <https://ekantipur.com/ampnews/2014-04-30/388422.html>.
- Gjinovc, (2017). The impact of nepotism and corruption on the economy. [https://www.econstor.eu/bitstream/10419/178926/1/ees\\_16\\_3\\_06.pdf](https://www.econstor.eu/bitstream/10419/178926/1/ees_16_3_06.pdf).
- Hannah, I., (2020). *Nepotism in India*. Morung Express. <https://morungexpress.com/nepotism-in-india>.
- Hasa, (2022, December 6). What is the Difference Between Nepotism and Favouritism? [Pediaa.com. https://pediaa.com/what-is-the-difference-between-nepotism-and-favouritism/](https://pediaa.com/what-is-the-difference-between-nepotism-and-favouritism/)
- Heathfield, S. M., (2020). Why You Need a Nepotism Policy and a Sample Nepotism Policy. [LiveAbout. https://www.liveabout.com/why-you-need-this-nepotism-policy-and-a-sample-4798759](https://www.liveabout.com/why-you-need-this-nepotism-policy-and-a-sample-4798759).
- HR Simple, (2018). Nepotism: favoring relatives and friends in the work... [Hrsimple.com, hrsimple. https://www.hrsimple.com/blog/nepotism](https://www.hrsimple.com/blog/nepotism).
- Kendrabindu, (2020). Nepotism and favouritism: Who gave the appointment to the family, in-laws and family? <https://kendrabindu.com/others/169043-1612474249.html>.
- Kendrabindu, (2017). Four candidates from Prachanda's family, the same for other leaders. <https://kendrabindu.com/politics/15916-1612474601.html>.
- Mahar, M., (2020, April 19). Historical Development of Favoritism and Nepotism in Pakistan – OpEd. [Eurasia Review. https://www.eurasiareview.com/19042020-historical-development-of-favoritism-and-nepotism-in-pakistan-oped/](https://www.eurasiareview.com/19042020-historical-development-of-favoritism-and-nepotism-in-pakistan-oped/)
- Miner, K., (2018). Conflicting Employment Relationships (Nepotism and Consensual Romantic Relationships) — Policies & Procedures @ University of Rochester. [Policies & Procedures. https://www.rochester.edu/policies/policy/nepotism/](https://www.rochester.edu/policies/policy/nepotism/)
- Mulla, M. S. A., (2022). Nepotism and Corruption: A Descriptive and Analytical Study in the Reality of Kuwaiti Society. In [www.intechopen.com](https://www.intechopen.com). IntechOpen. <https://www.intechopen.com/online-first/83729>.



- Nadler, J., & Schulman, M., (2015). Favouritism, Cronyism, and Nepotism. @SantaClaraUniv. <https://www.scu.edu/government-ethics/resources/what-is-government-ethics/favoritism-cronyism-and-nepotism/>
- Ogbuti, Dr. G., (2022). Nepotism and Favouritism: A Super-Hero to Fraud & Corruption – (Nigerian Experience). [www.linkedin.com](http://www.linkedin.com).  
[https://www.linkedin.com/pulse/nepotism-favouritism-super-hero-fraud-corruption-fcib-cfe?trk=pulse-article\\_more-articles\\_related-content-card](https://www.linkedin.com/pulse/nepotism-favouritism-super-hero-fraud-corruption-fcib-cfe?trk=pulse-article_more-articles_related-content-card).
- Presspati, (2022). Nepotism dominates political appointments: Who got what opportunities? <https://presspati.com/?p=41215>
- Safina, D., (2023). Favouritism and Nepotism in an Organization. [Sciencedirect.com](https://www.sciencedirect.com/science/article/pii/S2212567115004165/pdf?md5=96e90219303a1596009810287d9dfb98&pid=1-s2.0-S2212567115004165-main.pdf).  
<https://www.sciencedirect.com/science/article/pii/S2212567115004165/pdf?md5=96e90219303a1596009810287d9dfb98&pid=1-s2.0-S2212567115004165-main.pdf>.
- Sampath, G., (2020, July 14). The politics of nepotism. *The Hindu*.  
<https://www.thehindu.com/opinion/op-ed/the-politics-of-nepotism/article32072772.ece>.
- Sharma, B., (2020). Nepotism continues to flourish under the Oli government — *The Record*. [www.recordnepal.com](http://www.recordnepal.com).  
<https://www.recordnepal.com/nepotism-continues-to-flourish-under-the-oli-government>.
- Sroka, W., (2020). Nepotism and favouritism: How harmful are these phenomena? [www.academia.edu](http://www.academia.edu).  
[https://www.academia.edu/85069540/Nepotism\\_and\\_favouritism\\_how\\_harmful\\_are\\_these\\_phenomena?f\\_r\\_i=724](https://www.academia.edu/85069540/Nepotism_and_favouritism_how_harmful_are_these_phenomena?f_r_i=724).
- Tytko, A., Smokovych, M., Dorokhina, Y., Chernenzenko, O., & Stremenovskyi, S., (2020). Nepotism, favouritism and cronyism as a source of conflict of interest: corruption or not? *Revista Amazonia Investiga*, 9(29), 163–169. <https://doi.org/10.34069/ai/2020.29.05.19>.
- Valamis, (2022, April 14). Nepotism in the Workplace: What is it? Is it Illegal? Examples [2022]. [Valamis](http://www.valamis.com).  
<https://www.valamis.com/hub/nepotism-in-the-workplace>.

### Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>).