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Corruption in Public Offices: A Way to Reduce Corrupt Practices

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Abstract

Corruption is a social evil and is worst in the backward countries. The economic instability and political fights are leading the public office holders to corruption. In Iraq, the public offices are involved in corruption with a nexus to the corrupt political leaders. The factors for corruption in Iraq are increasing due to political instability and economic crisis. The purpose of this study is to understand to what extent corrupt practices are conducted in the public offices in Iraq. This study concludes that the corruption in Iraq is supported by corrupt political parties, the unfair judicial system, and the nexus of corrupt political leaders and police departments. This study demonstrates that with the help of effective measurement, the corruption in Iraq can be controlled if the government is working effectively. This study addressed a detailed gap in the literature and contributes significant theoretical and practical implications for reducing the corrupt practices in the public offices in Iraq. The future directions for research are also provided by this study to explore the new factors to eliminate the foundations of corrupt practices in the public offices of Iraq.

Introduction

Corruption is one of the fundamental problems in the current era (Cao, 2020; Jespersen, 2020). It is critical to understand that the backward countries are the hub of corruption because if these countries lack transparency and bad governance the corrupt people are involved in corrupt practices (Hoang, 2018; Zhang et al., 2019). In developed and advanced countries, with the help of effective governance, the Governor is controlling corruption (Nguyen, 2022). However, in backward countries, corruption has become a social evil not by the politicians only, but by the public office holders as well (Khan et al., 2020; Zhao et al., 2020). The corrupt bureaucracy in Iraq is also involved in corruption that is damage the economic structure of the society (Drebee & Abdul-Razak, 2020; Hoang, 2018; Jespersen, 2020; Khan et al., 2020). It is a reality that Iraq the judicial system has failed on a larger scale to stop corruption conducts (S. M. Abdullah, 2019a; Hoang, 2018; Jespersen, 2020). This failure of the judiciary is damaging to society because corruption in public offices is directly targeting the community (Alabdullah et al., 2014; Asaad & Marane, 2020; Cao, 2020). The government in Iraq is failed to establish the court of law system according to the requirement of the country to stop corruption (Al-Maksousi, 2020; Asaad & Marane, 2020; Zuhaira & Ye-Zhuang, 2017).

Corruption on a larger scale is limiting the people to get their work efficiently and effectively from the public office holders (Abd Alzahrh & Al-Ameedee, 2021; Al-ajwad & Carr, 2016). The social evil of corruption is increasing over the past two decades in Iraq. According to different surveys by United Nation, corruption in any country is responsible for inflation, and economic crisis because the shift of assets from one country to another illegally are not good for people (Al-Frijawy et al., 2018; Aljaf et al., 2017; Younus & Jassoom, 2020).

Corruption is to get an advantage from illegal resources (Jameel, 2017; Yasn & Ameer Khalaf, 2021). In a different context, corruption has different definitions, but the ultimate purpose of corruption is to get benefits from illegal activities that are prohibited by the law (Ateiah, 2020; Isyaku et al., 2016). According to a United Nations report on corruption, every year billions of dollars are transferred from backward countries to advanced countries in corruption (Jarwana et al., 2020; M Rasheed et al., 2012). Similarly, corruption has no boundaries, but the people involved in corrupt activities are getting benefits for their office or their authority (Abdulwahhab et al., 2021; Alani, 2022; Cao, 2020; Zhang et al., 2019). In the public offices in Iraq, most of the officers are corrupt because they believe that there is no check and balance on their activities (Abdulwahhab et al., 2021; Saleh et al., 2020). As a result of it, the ratio of corruption in public offices is increasing over time and the people are looted by the bureaucracy and the officers.

However, in comparison to backward countries like Iraq, the corrupt practices in advanced countries like America and Canada are very few (Shyaa, 2022). It is due to the reason that in advanced and developed countries the governance system is strong (Abbas & Ahmed, 2020; S. M. Abdullah, 2019b; Bekheet, 2020). At the same time, in developed countries, the judicial system has a fair trial system in which corrupt people are taken for their misconduct (Ashour, 2018; Carter, 2007; Jasim, 2010). The law and enforcement agencies in advanced countries are working to reduce the rate of corruption in public offices and political offices (Hussein et al., 2019; Mahmoud, 2019). The countries that are focusing to reduce the rate of corruption, these countries are introducing new legislation related to corrupt practices for punishing corrupt people (Al-Shammari & Al Rasheed, 2016; Cao, 2020; Drebee & Abdul-Razak, 2020; Remo & Wahed, 2019). The corruption index from 2012 to 2022 is presented in Figure 1.

There are a lot of studies conducted in the area of corruption to determine the factors behind corruption in Iraq (Drebee & Abdul-Razak, 2020; I. S. Mahmood, 2020). Similarly, the focus of these studies was to understand how corruption is increasing and what are the consequences of corruption. The studies in the same area are also conducted to determine the factors that are leading the corrupt politicians for corruption (Al-Frijawy et al., 2018). However, the area of research related to the corruption in public

offices in Iraq is neglected by the earliest studies. In this way, this study has the purpose to determine the factors of corruption in public offices in Iraq.

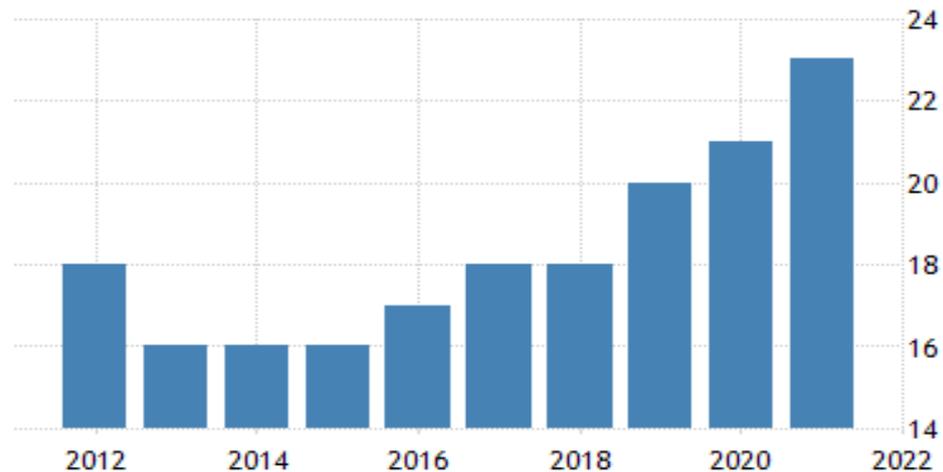


Figure 1. Corruption Index in Iraq
Source: Transparency International

The purpose of this study is to address the gap in the literature and contribute to the knowledge by providing information related to the factors of corruption for public office holders in Iraq. This contribution of the study would provide appropriate information for policy development to stop the corruption in public office in Iraq. On the other hand, the stakeholders in Iraq can take advantage of this study to determine the factors for corruption in public offices, at they can develop a strategy to reduce the rate of corruption that is increasing over the past two decades.

Score changes 2012 - 2021

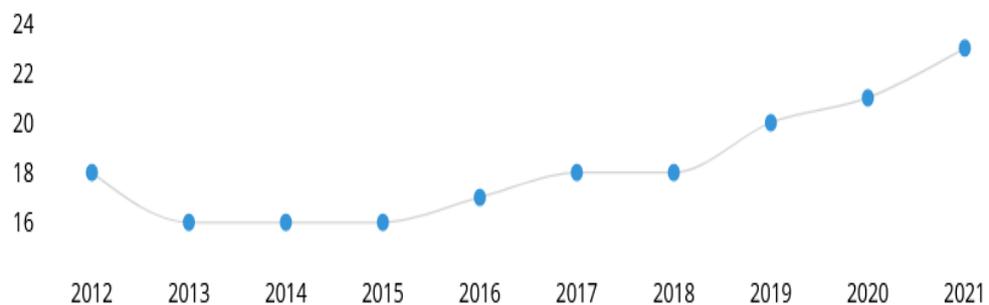


Figure 2. Corruption Increasing in Iraq (2012-2021)
Source: Iraq Business News

As a result of it, the public office holders would have a sense of transparency and accountability, as they would go for the craft activities. The ratio of increase in corruption from 2012 to 2021 is presented in [Figure 2](#).

This study is significant because no earlier study was conducted to understand the factors of corruption in the public offices in Iraq. In this way, this study has significant theoretical and practical applications for improving the functional activities in the public offices in Iraq without corruption. This study has to highlight the factors that are important to consider for the elimination of corruption in the public offices in Iraq. Significantly, the results of this study are taken with the help of different surveys that are conducted on the corruption reports in Iraq. Therefore, this study provides a realistic approach to dealing with the corrupt practices in the public offices in Iraq. Importantly, this study highlights that a strong judicial system with fair trials can remove corrupt people from public offices. In this way, it is necessary for the government of Iraq to focus more on the law & enforcement agencies and the strong judicial system. Moreover, this study provides the relationship between different factors that are imported to reduce the rate of corruption in the public offices in Iraq. The future directions are also provided by this study to consider for future studies to contribute to the knowledge by providing realistic and important information to reduce corruption and support the economy and stability in Iraq.

Literature Review

Corruption in Iraq

Corruption is one of the fundamental problems that are damaging the respect of any society to a greater extent ([S. Abdullah & Gray, 2022](#); [Otenyo & Besmel, 2017](#)). It is critical to understand that corrupt practices are not in the favor of any society because the people who are conducting these practices are working illegally ([Ali Obaid Alfattla & Hadi Anayza, 2012](#); [Yassin & Hussein, 2021](#)). All over the world, the stories of options are published in well-known newspapers and journals, but this ghost is out of control, particularly in backward countries ([Adnan & Khalaf, 2012](#); [Jeong & Weiner, 2011](#); [Salman & Hidan, 2019](#)). In public offices, corrupt practices are at their peak because the people who are involved in such activities are sharing the benefits of corruption. In Iraq, corruption is normal because this practice has increased by 54% in the last 5 years ([Ahmed & Saleh, 2022](#); [Fadel & Al Shukri, 2020](#); [Khalaf & Mousa, 2022](#)). The statistics show that this is out of control problem because legal regulations can tackle corrupt practices. It is critical to consider that to stop corruption in any society, the stakeholders of the society are largely needed to improve their practices and put an eye on it ([Al-Shukri & A AL, 2013](#); [Al Suwaidi, 2021](#); [Ghaffoori, 2021](#); [Mohamed, 2022](#)).

According to a survey, the corruption in the police department is increased by 44% in the last 10 years in Bagdad (Alhadethy, 2015; Kamal, 2017; Mikail et al., 2017). It is the reason that the police department is directly involved in public relations, and due to this interaction, the corrupt people get money proud public in corruption (Al-Ghanimi, 2021; Alabdullah et al., 2014; Carter, 2007; Remo & Wahed, 2019). Similarly, in the land record management department, corruption has increased by 77 % in the last 5 years (S. M. Abdullah, 2019a; Alabdullah et al., 2014; Drebee & Abdul-Razak, 2020). These statistics show that corruption is drawable in the society of Iraq because the community is not working against it on a larger level (M Rasheed et al., 2012; M. A. Mahmood et al., 2017). At the same time, the political parties are also involved in corrupt practices because the politicians are utilizing their public officers for their benefit (Alhadethy, 2015). These politicians are using their authority for their benefit, and they are using their powers (Allawi & Mohammed, 2013). There is a need for a strong judicial system to end the corrupt practices in Iraq.

The Government of Iraq needs to focus on the model of China and Korea to end the corrupt practices (Allawi & Mohammed, 2013; Hussein et al., 2019; M. A. Mahmood et al., 2017). However, in advanced and developed countries like Australia, Germany, and Denmark, the statistics show that corrupt practices are decreased in the last 5 years due to a strong judicial system and public office accountability (Ali Obaid Alfattla & Hadi Anayza, 2012; Otenyo & Besmel, 2017). Similarly, the corruption in the military department is also noted in Iraq, as the static shows that 41% of corruption is increased in the presence of the military in public offices (Anayza & Alfattla, 2012; Drebee & Abdul-Razak, 2020). The stakeholders of Iraq are not willing to at the corrupt practices because they are beneficiary of it (Drebee & Abdul-Razak, 2020; M Rasheed et al., 2012). However, the communities living in Iraq are facing different challenges because corruption is responsible for price hikes and different other problems (Mahmoud, 2019; Shyaa, 2022).

In addition to it, the anti-corruption department working in Iraq is badly failed to protect the public officers from corruption and get control over it (Mohamed, 2022; Remo & Wahed, 2019). The officers that are involved in corrupt practices in public offices have a political influence and when the case of their corruption is open, they use their political resources to end the process of accountability (Shyaa, 2022; Thabit, 2020). In this regard, the nexus between corrupt politicians and corrupt officers is damaging the public of a structure in Iraq with corruption (Mahmoud, 2019). Political corruption is increasing over time, and the assets of politicians are shifting towards the advanced countries where the families of the politician are enjoying luxuries (Ahmed & Saleh, 2022; Mikail et al., 2017). These corrupt practices can damage the whole public office structure in the long term (Alani, 2022; Mohamed, 2022; Shyaa, 2022). The

responsibility of the people living in Iraq is to stand against the corrupt practices in public offices and avoid supporting corrupt politicians (S. Abdullah & Gray, 2022; Ahmed & Saleh, 2022; Khalaf & Mousa, 2022).

Reasons for Corruption in Iraq

In every country, there are multiple reasons for corruption in public offices. In the same way, in Iraq, corruption is at its peak in public offices (Abd Alzahrh & Al-Ameedee, 2021; Abdulwahhab et al., 2021; Al-Ghanimi, 2021; Yassn & Ameer Khalaf, 2021). There are different reasons for corruption in Iraq that are reported in different surveys. To begin with, the lack of a law-and-order situation in Iraq is one of the fundamental problems that are creating an environment for corruption (Abd Alzahrh & Al-Ameedee, 2021; Al-Bayati, 2021; Al Suwaidi, 2021; Ali, 2021). The officers in public offices believe that there is no law-and-order situation and they would not face any kind of consequences of corruption (Al-Bayati, 2021; Al Suwaidi, 2021; Ghaffoori, 2021; Yassin & Hussein, 2021). This absence of a law-and-order situation is increasing the rate of corruption every year in the public offices of Iraq (Al-Maksousi, 2020; Asaad & Marane, 2020; Drebee & Abdul-Razak, 2020). Similarly, political instability is another problem that is leading public office holders to corruption (Ateiah, 2020; Younus & Jassoom, 2020). It is critical to understand that for the improvement of any country's law and order situation, there is an important need for political stability (Jarwana et al., 2020; Saleh et al., 2020).

However, in the case of Iraq, political instability is absent and for this reason, the public office holders are getting the benefit of corruption because they have nexus with law-and-order agencies (Fadel & Al Shukri, 2020; Shehaib, 2020; Thabit, 2020). This political instability is worse in the case of Iraq due to the war at the presence of ISIS. It must be understood that with the help of political stability, the countries like China and Denmark are controlling corruption (S. M. Abdullah, 2019a, 2019b). Thirdly, low wages are considered one of the fundamental problems behind the corruption in the public offices and private sector as well (Mahmoud, 2019). It is critical to understand that the low wages are leading the people to get money from unfair resources that are not acceptable by the ethical standard of society (Hussein et al., 2019; Remo & Wahed, 2019). Due to inflation and other problems related to money, the public office holders are involved in corruption by utilizing the corrupt money for their luxury living standards (S. M. Abdullah, 2019b; Salman & Hidan, 2019). At the same time, transparency is a way to stop corruption in public offices (Al-Frijawy et al., 2018; Younus & Jassoom, 2020).

However, in the case of Iraq, transparency is missing, and it is leading to different fundamental problems including corruption (Ashour, 2018). To stop the corrupt practices in any country, the government needs to have transparency in the public office operations because with the help of

transparency corruption can be stopped and reduced (Al-Frijawy et al., 2018; Moosajee, 2018). In the public offices of Iraq, the statistics show that the level of transparency is only 11 %. As a result of it, corrupt practices are common in the functions of the public offices that are improving the standard of living for the corrupt officers (Al-Frijawy et al., 2018; Ashour, 2018; M. A. Mahmood et al., 2017). Unfortunately, the bureaucracy in Iraq is involved in corrupt practices because of political instability and the absence of check and balance in the functional areas of the public offices (M. A. Mahmood et al., 2017; Zuhaira & Ye-Zhuang, 2017). The corrupt bureaucracy can damage the whole structure of the public offices because it is directly responsible to lead the department for the betterment of the country by providing facilities to the people (Aljaf et al., 2017; Jameel, 2017). The elite bureaucracy and politicians are in nexus to loot the people in public offices for their benefit. According to a survey, 47% of the bureaucracy in Iraq is, directly and indirectly, involved in corrupt practices (Jameel, 2017; Kamal, 2017).

This ratio of bureaucracy involved in corrupt practices is not good for any society. In this regard, the lack of a law-and-order situation is one of the fundamental problems that are leading the bureaucracy to corrupt practices (Burhan, 2017; Mikail et al., 2017; Otenyo & Besmel, 2017). The anti-corruption department in Iraq is failed to control the corruption in public offices on a larger scale (Burhan, 2017; Shehaib, 2020). The reasons for corruption in Iraq are presented in Table 1.

Table 1. Reasons for Corruption

No	Reasons for Corruption	Percentage
1	Political Leaders	15%
2	Unfair Judicial System	17%
3	Law & Enforcement	20%
4	Government	13%
5	Public Office Holders	15%
6	No Transparency	10%
7	Bad Governance	10%

Outcomes of Corruption in Public Offices in Iraq

The corruption in Iraq is leading to different fundamental problems that are directly damaging the life of the common people (Al-ajwad & Carr, 2016; Isyaku et al., 2016). To begin with, corruption is related to the economic instability that is not good for the people living in Iraq. It is due to the reason that the people of Iraq are already living in the world and their economy is also damaged (Al-Shammari & Al Rasheed, 2016; Isyaku et al., 2016). The addition of corruption in the public departments would lead to damage to the economy of Iraq (Alhadethy, 2015). Similarly, the economy of the developed countries is based on transparency which has shut the window for corruption (Alabdullah et al., 2014; Khather & Abdul-

Aziz, 2014). Secondly, corrupt practices are dangerous because with the help of corrupt practices, the infrastructure developed for the public can cause damage. It is the responsibility of the public office holder to avoid corrupt practices for the larger benefit of the community (Al-Shukri & A AL, 2013; Allawi & Mohammed, 2013). In infrastructure development, low-quality material and low-quality measures are taken, and as a result of it, the low-quality infrastructure is dangerous for a large amount of people (Adnan & Khalaf, 2012; M Rasheed et al., 2012).

Therefore, corruption in the land department is not acceptable and it must be avoided by public office holders. Thirdly, corrupt practices in any country are a big challenge for ethical consideration and corporate social responsibility (CSR). It is the reason that the goals of sustainability and sustainable development are designed to provide a better environment to communities all over the world (Ali Obaid Alfattla & Hadi Anayza, 2012; Anayza & Alfattla, 2012). However, with corrupt practices, the public office holders are not adopting the ethical values to obtain the goals of CSR that are for the benefit of society (Al-Shukri & A AL, 2013; M Rasheed et al., 2012). Similarly, when the goals of CSR would not obtain that transparency in the country would be declined (Al-Shukri & A AL, 2013; Jeong & Weiner, 2011). According to the surveys, corruption has increased inflation in Iraq because, with the help of corruption, the assets of corrupt politicians and public office holders are shifted to advanced and developed countries (Jasim, 2010). On the other hand, corruption is also leading the communities to political instability because with the help of corruption, corrupt politicians are utilizing their absolute power for their benefit (Abd Alzahrh & Al-Ameedee, 2021; Al-Shukri & A AL, 2013; Alvarez, 2008). The resistance against this absolute power leads the nation to political instability that is not favoring for the economic development and stability of a country (Asaad & Marane, 2020; Carter, 2007; Jeong & Weiner, 2011).

In addition to it, in the police department, corruption has increased and it has damaged the law-and-order system to a greater extent with the help of corrupt police officers (Al-Frijawy et al., 2018; Alabdullah et al., 2014; Drebee & Abdul-Razak, 2020). It is the reason that the corrupt police officers are getting money for their benefits, and they are not considering the law-and-order situations equal for everyone (Younus & Jassoom, 2020). In addition to it, according to the reports of the United Nations, the corruption in Iraq is increasing and the public office holders are responsible for this corruption because they are not stopping it (Younus & Jassoom, 2020). The training of bureaucracy to provide benefit to the country can decrease the level of corruption as this model is widely adopted in Australia to stop corrupt practices (Abdulwahhab et al., 2021; Jarwana et al., 2020). Significantly, the Government of Iraq is needed to adopt the model of transparency to avoid corrupt practices from the public official leaving the country is the best way for economic growth and political stability (S. M. Abdullah, 2019a; Carter, 2007). The

transparent model of America and the United Kingdom is important to consider for the backward countries where corruption is increasing over time ([Rahbarqazi & Mahmoudoghli, 2020](#)). The significant implications of these models of transparency to stop corruption can reduce the corrupt practices in backward countries as well. In this way, corruption can be decreased, and economic growth and prosperity can be achieved.

Corrupt Practices and Criminal Justice System in Iraq

It is critical to understand that the judicial system in Iraq is badly failed to protect the public officers from corruption ([Jasim, 2010](#)). Indeed, the corrupt practices are at their peak in the public offices of Iraq, but due to the lack of transparency, these corrupt practices are increasing over time ([Drebee & Abdul-Razak, 2020](#)). Not only, the corrupt officers are involved in the corruption in Iraq, but on a larger scale, the politicians are involved in this bad game. As a result of it, the judicial system in Iraq is not so strong to work against corrupt politicians due to their influence in different public office departments of the government ([Asaad & Marane, 2020](#); [Drebee & Abdul-Razak, 2020](#)). The responsibility of the judicial system is to protect the rights of the people by stopping corruption in public offices ([Ateiah, 2020](#); [Niyaz et al., 2015](#)). On the one hand, the judiciary is not provided with effective regulation and laws by the parliament in Iraq to work against the corrupt people. Since most politicians are corrupt and they are always trying to ignore the legislation against corrupt practices and corrupt people ([Alani, 2022](#); [Drebee & Abdul-Razak, 2020](#); [Hussein et al., 2019](#); [Shehaib, 2020](#)). On the other hand, the police department is not working properly to provide the proper relief to the people related to the corrupt practices of the corrupt politicians and public office holders.

According to a survey, only 7% of reports are registered and actions are taken against the corrupt politicians in 2021 in Iraq because the nexus of police with the corrupt politician is not providing the opportunity to people to go against the corruption ([S. M. Abdullah, 2019a](#); [Alabdullah et al., 2014](#); [Drebee & Abdul-Razak, 2020](#)). Also, the failure of the judicial system and fair trial can damage the foundation of any society ([Asaad & Marane, 2020](#)). In the same way, the corruption in Iraq is increasing because the people are not provided with the opportunity to get proper benefits from the police department and judicial system ([Al-Maksousi, 2020](#); [M. A. Mahmood et al., 2017](#)). This political instability is disturbing the judicial system as well because in Iraq the judicial system is highly influenced by the political stakeholders of the country ([Aljaf et al., 2017](#); [Zuhaira & Ye-Zhuang, 2017](#)). The corrupt politicians in the government are influencing the judicial system and fair trial against the corrupt public office holders to protect them and get a share in the corruption

(Alabdullah et al., 2014; Bekheet, 2020; Drebee & Abdul-Razak, 2020; Thabit, 2020).

As a result of it, the community in Iraq is suffering from different problems because they are not getting effective resources to eliminate the corruption, and their voice is not noted by the judicial system. The judiciary in every country is directly responsible to protect the rights of the people, but in the case of Iraq, the judiciary badly failed to reduce corruption for the benefit of the people in the society (S. M. Abdullah, 2019a; Drebee & Abdul-Razak, 2020; Recan & ALqaseer, 2017; Thabit, 2020). It is due to the reason that in the war zone territory, the jurisdictions of the judicial system are already challenged, and no one is going to consider it a free and fair judicial system. At the same time, the judiciary in Iraq not only failed to protect the public offices from corruption but the judiciary also failed to consider the ethical values in a fair trial (S. M. Abdullah, 2019a; Alvarez, 2008; Otenyo & Besmel, 2017). In opposite to it, the judicial system in America and the United Kingdom is fair and is working against corrupt practices effectively (S. M. Abdullah, 2019a; Carter, 2007; Jeong & Weiner, 2011). The special courts for the cases of corruption are established in Australia and America to look into the matters of corruption in public offices. Therefore, the government of any backward country is needed to adopt the model of the best working judiciary from the western countries that are top in the judicial system in the world high ranking (Alvarez, 2008; Isyaku et al., 2016; Otenyo & Besmel, 2017). In this way, the evil of corruption can be eliminated from society and relief can be provided to the people. The reported corruption cases in Iraq are presented in Table 2.

Table 2. Reported Corruption Cases (2021)

No	Reported Corruption Case in 2021
January	7,922
February	10,383
March	11,239
April	14,949
May	14,432
June	16,932
July	18,934
August	23,394
September	27,032
October	31,303
November	10,303
December	23,025

Research Methodology of the Study

In this study, secondary data were considered for the data analysis and the rationale of the study. In this regard, the data were taken from newspapers, research surveys, economic indicators, corruption indicators, and the reports of the United Nations on corruption. The earlier studies on the same area of research have utilized secondary data to conclude (Abd Alzahrh & Al-Ameedee, 2021; Al-Ghanimi, 2021; Yassn & Ameer Khalaf, 2021). Therefore, this study is also conducted on the secondary data carefully analyzed with the help of experts to determine the factors related to the corruption in the public offices in Iraq. Moreover, the important surveys are also considered related to the corrupt practices of public office holders as secondary data to develop the rationale of the study. The important journals and news articles are also considered secondary data sources for this study because these journals have significant information related to the corrupt practices in Iraq.

Results of the Study

The findings of this study demonstrate that corruption is increased in 2021. The reason for corruption is bad governance and economic stability. The results reveals that in January 7,922, February 10,383, March 11,239, April 14,949, May 14,432, June 16,932, July 18,934, August 23,394, September 27,032, October 31,303, November 10,303 and in December 23,025 cases are reported in corruption. However, the success rate against the corruption case is low. According to Table 3, January 15%, February 21%, March 11%, April 23%, May 14%, June 16%, July 11%, August 9%, September 25%, October 26%, November 21%, and December 16% cases are successfully solved in corruption that is a very little number.

Table 3. Reported Corruption Cases Success Rate

No	Reported Corruption Case in 2021	Success Rate
January	7,922	15%
February	10,383	21%
March	11,239	11%
April	14,949	23%
May	14,432	14%
June	16,932	16%
July	18,934	11%
August	23,394	9%
September	27,032	25%
October	31,303	26%
November	10,303	21%
December	23,025	16%

Further, the findings of this study disclose that there are three factors to eliminate corruption in Iraq (See Table 4). To begin with, the success rate

of governance in solving corruption-related cases is 10%. Secondly, the success rate of transparency in solving the corruption-related case is 18%. Thirdly, the success rate of the judicial system in solving a corruption-related case is 11%.

Table 4. Factors to Eliminate Corruption

No	Factors to Eliminate Corruption	Percentage
1	Governance	10%
2	Transparency	18%
3	Judicial System	11%

Discussion

To begin with, this study highlights that the corrupt practices of the corrupt public office holders must be exposed as a threat to further corruption for the public office holders of another department. It is critical to consider because when the threat of humility would be there for corrupt people, as a result of it, the ratio of corruption would decrease ([Abdulwahhab et al., 2021](#); [Al Suwaidi, 2021](#); [Yassn & Ameer Khalaf, 2021](#)). After all, the public office holders would have an open threat of exposure for their conduct. This is the right approach adopted in Japan to eliminate corruption in the public departments ([S. M. Abdullah, 2019a](#); [Alabdullah et al., 2014](#); [Drebee & Abdul-Razak, 2020](#)). Similarly, in European countries, the threat of exposure to misconduct in public offices leads public office holders to stay away from corruption ([Abd Alzahrh & Al-Ameedee, 2021](#); [Jarwana et al., 2020](#)). Secondly, this study highlights that the transparency of powers and authority must be established in public offices because with the help of transparency the right approach can be developed to work in the best way. In similarity, in Australia, transparency is considered one of the fundamental factors to eliminate corruption in the public and private sectors ([Alani, 2022](#); [Younus & Jassoom, 2020](#)).

When the transparency would be to use the powers of the public office, this would help to not go against the ethical consideration for corruption ([Mohamed, 2022](#)). The public office holders in Iraq must be provided with the ethical guidelines to follow, and not go again the morality of the corrupt practices ([Otenyo & Besmel, 2017](#)). In this way, the improvement in the public office holder's behavior would develop and they would not go into corruption. Moreover, a strong judicial system can be a way to improve the practices of public office holders when they have a sense of fair trial ([S. M. Abdullah, 2019a](#); [Khather & Abdul-Aziz, 2014](#)). It is critical to consider that with the help of a strong judicial system the corruption in China is decreased ([S. M. Abdullah, 2019a](#); [Carter, 2007](#)). The responsibility of the

government and other stakeholders in Iraq is to go for the legislation to improve the system of a fair trial in the country (Remo & Wahed, 2019). As a result of it, with an effective fair trial, a sense of accountability would be developed in the mind of public office holders, and they would avoid corrupt practices. These findings of this study are critical to consider for the improvement of public office holders' responsibilities and working against corruption. Importantly, the anti-corruption department in collaboration with the judiciary and police department can work effectively to eliminate the social evil of corruption from public office in Iraq (S. M. Abdullah, 2019b; Jameel, 2017).

This study also has discussed different models of corruption control in different countries that are critical to consider in underdeveloped countries to control the corruption in public offices. The findings of this study demonstrate that there is less improvement in the corruption control criteria in Iraq. Therefore, the responsibility of the stakeholders is to develop effective strategies and implement them in the best way for controlling corruption. Significantly, with the help of strategic management and strategic planning for production control, the higher authorities in public offices can reduce the factors for corruption. Importantly, more focus should be on the ethical development of the employees at the time of recruitment, because ethical considerations are critical for the best working to achieve the goal of sustainability (Al-Maksousi, 2020; Asaad & Marane, 2020; Ateiah, 2020; Drebee & Abdul-Razak, 2020; Jarwana et al., 2020; Saleh et al., 2020; Younus & Jassoom, 2020). This study also demonstrates that the literature related to the social evil of corruption must be provided to the public office holders to improve their values and modified their cognitive thinking positively related to corruption. By and large, these measures can improve the public office departments' conduct in Iraq.

Conclusion

In a nutshell, this study was conducted with the purpose to understand the factors for the corruption of public office holders in Iraq. The data for this study was collected from the already existing resources to develop the rationale of the study. The findings of this study provide information related to the factors that are contributing as a ground for the corruption of public office holders. This study highlighted that the corruption in Iraq is increasing over the last decade. However, this study also demonstrates the lack of transparency and accountability as the factor for corruption of the public office holders in Iraq. In comparison to it, this study provides related information on the developed countries that are best in the corruption indicator. It is due to the reason that by controlling the corruption effectively with the help of all the stakeholders in Iraq, the government of Iraq can work for the political stability and economic prosperity of the country. This study also provides significant theoretical

as well as practical implications critical for the improvement of practices in the public office holders without corruption. The findings of this study are critical to consider for future studies to understand the relationship of factors that are contributing to the malpractices and misconduct of the public office holders in Iraq. Also, this study provides significant future directions for the coming research in the area of corruption related to the public office holders in Iraq to contribute to the literature in the best way.

Implementations

Academic Implications

The significant theoretical implications of the study are important for policy development to reduce the rate of corruption in Iraq. At first, this critical contributes to the literature by providing detailed information related to the corruption in public office in Iraq. It is critical to understand that for the development of the economy and stability, the factor of corruption must be removed from the public offices because the public offices are established for the betterment of the community. In this regard, the unfairness and misuse of authority must be stopped by the public office holders. At the same time, this study emphasizes that for the improvement of public office holders and to make these offices corruption free, a fair judicial system must be introduced at transparency should be analyzed in the working of public departments. Secondly, this study also points out that for the better working of the public department, a system of checks and balances must be introduced for transparency and corruption control. In this way, with the help of appropriate control of transparency in the public office departments, the increasing trends of corruption can be reduced. This study highlights that the government of Iraq should focus on the model of America and Canada to back Iraq as a corruption-free country. Importantly, the public office holders must be provided with ethical education, and the awareness related to the bad outcomes of corruption must be spread in society to control the corruption. Moreover, this study points out that with the help of effective management, the government can control corruption in public departments.

Practical Implications

To eliminate the corruption from the public offices in Iraq, this study provides significant application for the government and the stakeholders of the society to consider controlling the corruption. This study highlight that the anti-corruption department must be established according to the model of America and Canada to stop the corruption and corrupt activities in public offices by monitoring. At the same time, this study highlights that to stop corruption in the public office departments, the recruitment of public officeholders must be transparent. It is due to the reason that when transparent recruitment would be conducted for the public office holders,

the public office holders would conduct their activities in the best way without any corruption. At the same time, a strong and developed hierarchy should be established in the public office departments, and the purpose of this hierarchy is to control corruption by analyzing the conduct of the juniors transparently.

Similarly, the government of Iraq needs to find solutions for political stability, because with the help of political stability control over corruption can be achieved. Moreover, the government in Iraq is dead to focus on the modern legislation related to the modern crimes of corruption. In addition to it, with the help of transparency and the legislation for control over corruption, the government of Iraq can achieve success to eliminate the factors that are provided an opportunity to public office holders for corruption. A fair judicial system is a basic requirement to eliminate any evil in society, and for corruption control in public offices, the government of Iraq is also required to establish new courts for only the cases related to corruption. According to the findings of this study, with the help of above these initiatives, the government of Iraq can control the increase in corruption and reduce the factors of corruption in public offices.

Future Directions

This study aimed to determine the factors of corruption in public offices in Iraq. Further, the purpose of this study is to address the gap in the literature and contribute to the knowledge by providing information related to the factors of corruption for public office holders in Iraq. Therefore, future studies need to focus on the role of a fair trial as a critical factor in the elimination of corruption in public offices in Iraq. Also, future studies need to focus on the role of corporate social responsibility as a critical factor in the elimination of corruption in public offices in Iraq. Further, future studies need to focus on the role of sustainable development goals as a critical factor in the elimination of corruption in public offices in Iraq.

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