

**Professional behavior and public morality to confront  
and reduce the phenomenon of administrative  
corruption in Algeria**

**السلوك المهني وأخلاقيات الوظيفة العامة لمواجهة ظاهرة الفساد الإداري**

**والحد منها في الجزائر**

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**ABSTRACT:**

This study aims to reveal the importance of the ethical side in addressing administrative corruption, especially the spread of this phenomenon at all administrative levels and its access to prejudice the economy of countries and peoples, which obliged governments and societies to move to find the mechanisms and procedures necessary to address the phenomenon of corruption in general and administrative corruption in particular in order to achieve the public interest, and looking forward to a developed society based on standards and work ethics within governmental organizations and departments within a comprehensive framework that governs human behavior in the performance of public office tasks.

**KEYWORDS:**

**Administrative corruption, Ethical behavior, Profession ethics, Profession ethical codes.**

ملخص:

تهدف هذه الدراسة إلى إبراز أهمية الجانب الأخلاقي في التصدي للفساد الإداري، خاصة بانتشار هذه الظاهرة في كل المستويات الإدارية ووصولها إلى المساس باقتصاد الدول والشعوب، مما ألزم الحكومات والمجتمعات التحرك لإيجاد الآليات والإجراءات اللازمة للتصدي لظاهرة الفساد بشكل عام والفساد الإداري على وجه الخصوص تحقيقاً للمصلحة العامة، والتطلع إلى مجتمع متطور مبني على معايير وأخلاقيات عمل داخل المنظمات والإدارات الحكومية في إطار شامل يحكم السلوك الإنساني في أداء مهام الوظيفة العامة، وينظم العلاقة بين المسؤوليات الأخلاقية والالتزامات القانونية على شكل أسس وضوابط مدونة لأخلاقيات مهنية تسير بيئة العمل.

كلمات دالة :

الفساد الإداري، السلوك الأخلاقي، أخلاقيات المهنة، مدونات أخلاقية المهنة.

## 1. Introduction :

In order to combat corruption, states work to enhance honesty and responsibility in accordance with their legal system, and in line with the United Nations Convention against Corruption, each country seeks, within its institutional and legal systems, to develop codes or behavioral standards for the proper performance of public functions, in parallel with the initiatives taken by regional organizations And the multilateral parties, including the International Code of Conduct for Public Officials, contained in the annex to General Assembly Resolution 59/51 of 1996, in order to reduce the manifestations of corruption that have become one of the global, regional and national problems, especially with the emergence of multiple crimes This stands a real obstacle to the development and reform processes carried out by political systems, which find themselves powerless in the face of corruption networks and the growing danger in all administrative levels, through rings consisting of interlocking individuals and groups. For these reasons, Algeria has worked to activate procedures and legislation that are compatible with international and regional agreements Approved, which focuses on the employee with a set of functional and professional ethics in performing his administrative duties in all honesty and sincerity. Through following plans that give, work ethics a place in the direction the country has set out within the major reforms programs of the Algerian public administration since independence.

### Research Importance:

The research acquires great importance by being related to the topic of administrative corruption on the one hand, and the topic of ethics on the other hand. By dealing with these two variables that are related to the existence of unethical appearances at the administrative levels of the state agencies and the organizations and bodies affiliated

with it that have exacerbated corruption in all its forms and exacerbated the losses resulting from it, therefore work with professional ethics has become an important and necessary factor in enhancing integrity and transparency in administrative work.

### **Research Aims:**

The research objectives are focused on the following:

A/ Provide a theoretical presentation of management ethics and administrative corruption.

B / Defining the role of ethical codes in controlling administrative and administrative jobs in Algeria.

C/ Reaching conclusions about the risks of administrative corruption and the ethical and value ways to confront them.

### **Research problem:**

The central problem of the research is trying to drop the causal relationship that exists between the moral side and administrative corruption by asking the following question: Does adherence to professional ethics reduce administrative corruption?. Depending on the problem, goals and variables that have been chosen for the purposes of research, we proceed from the assumption of a direct (positive / negative) relationship between the cultivation of professional ethics in public organizations and the spread of manifestations of administrative corruption. To answer the previous problem, we relied on analyzing the information related to the subject of the study according to the comparative approach according to the following axes:

- The concept of administrative corruption and its causes.
- The ethics and behavior of the public employee: a knowledge entrance.
- Moral codes as a mechanism for promoting professional behavior.
- The moral dimension of the public office in combating administrative corruption in Algeria.

## **2. The concept of Administrative Corruption and its Causes:**

Societies suffer from many pests, corruption in its various forms is considered the most dangerous one by the consensus of researchers and thinkers about its negative effects without agreeing on an inclusive definition of corruption, therefore it is necessary to define the definitions related to the phenomenon of corruption and administrative corruption first.

### **2.1. Definition of administrative corruption:**

Corruption has become a global phenomenon that all countries complain of, because of its danger to social and economic security, growth and administrative performance. Hence, this phenomenon has won the attention of all societies and all countries. Calls have been

made to condemn it and limit its spread and formulate appropriate forms for that.

The definitions of the concept of corruption multiplied in various ways and different directions, according to the different angles through which the interested in the topic of corruption is seen, and among the most popular definitions in practice, which deals with corruption as: "Abuse of power by a person in a public position with the aim of achieving a personal benefit". The draft United Nations Convention against Corruption defined corruption as: "To perform acts that represent an improper performance of duty, or abuse of a site or authority, including acts of omission in anticipation of a privilege, or seeking to obtain a promised advantage, or be offered, or directly requested, or Indirect, or the effect of accepting an advantage granted either to a person himself or to another person. Transparency International organisation defined corruption as: "Every act that involves using the public office to achieve a private, self-interest for himself or his group" (Maabarah, 2011, p. p.73). International Transparency organisation also defines corruption as: "the exploitation of power for the private benefit," and the World Bank has defined activities that may fall under the definition of corruption when it says that corruption is "misuse of the public job of private gain." Corruption usually occurs when an employee accepts or Requesting or extorting a bribe to facilitate a contract or making a bid for public competition, as is done when agents or intermediaries of companies or private businesses offer bribes to benefit from public policies or procedures, to overcome competitors and make profits outside the framework of the applicable laws, and corruption can also happen through Exploitation of public office without asylum to bribery, appointing relatives or theft of state funds directly. "It is noted that this definition identifies two main mechanisms of corruption (al-Hamsh, 2006, p. p.14):

- The mechanism of paying "bribery" and "commission" to employees, government officials, and the public and private sectors, to facilitate deals and facilitate matters for foreign businessmen and companies.

- Persuasive or "in-kind" bribery in the form of placing a hand on "public money" and obtaining advanced positions in the career apparatus, and in the business sector (public and private).

Part of the jurisprudence goes to say that there is no unified definition of administrative corruption in contemporary management science, which means that there is a real problem for researchers in photographing this term and expressing it in similar ways, and this matter can be traced to a number of reasons, the most important of them (Essam Ahmed Al-Bahji, pp. 380-381):

A- The lack of a unified approach to study and research this phenomenon. Most of the people and parties interested in studying it belong to different fields of knowledge, such as political science, social, economic, and administrative sciences, so each side examines the issue through its own approach.

B- The difference in legal, legislative or cultural reference that is adopted to set criteria for distinguishing corrupt action from others. Any definition of corruption must highlight specific criteria against which people's actions are measured. At the time when some definitions adopt a criterion that contradicts the public interest, for example, we find another that adopts the standard of public opinion.

C- The difference in its concept and content between what the specialized researchers see and what the general public sees, and between every cultural environment and another, as well as the multiplicity of forms and manifestations that corruption takes in societies with the emergence of new images of it constantly.

With regard to administrative corruption, it can be defined as "a negative phenomenon that spreads within the administrative apparatus and has many forms that define these forms as a result of the prevailing culture in society, the organization and the value system and are associated with various manifestations such as bribery, kinship relations, mediation and friendship that arise due to various causes whose primary goal and main goal is to cause deviation in the correct path of the apparatus Managerial to achieve illegal or individual or collective goals", In another meaning administrative corruption includes "every positive or negative behavior or behavior by a public employee or any person charged with a public service, or whatever is similar to that aiming to achieve personal, material, moral or social interests, whether for himself or for other people at the expense of the public interest, and exploitation Or investing its actual or assumed powers for this purpose, and it also includes the actions and actions of the other party that offers or offers such benefits and everyone who participates or mediates it, and the forms of administrative corruption can be divided according to the criteria shown in the following figure (Essam Ahmed Al-Bahji, pp. 393 -424).

## **2. 2.The causes and motives of administrative corruption:**

Corruption is not a recent phenomenon and it is not limited to developing countries without developed countries, and it is not possible to know the extent of corruption in a region accurately and compare it to another, because most acts of corruption are rarely detected, especially those that occur in the higher official circles, and reasons for growth can be summarized The phenomenon of corruption is widespread in developing countries, including the Arab ones, accordingly:

### 2.2.1. Political reasons:

Government officials enjoy wide freedom to act and with little accountability, as they take advantage of their positions to achieve personal gains by accepting bribes from companies (the private sector or citizens for their privileges and exceptions). The motivation behind corrupt government officials' behavior is to obtain a material wind, and help them achieve this unlawful gain (ben Arabia, 2005, p. 4), Lack of oversight policies to activate the principle of transparency and accountability. Overlap with authorities and lack of independence of political institutions.

### 2.2.2. Reasons related to the judiciary and non-application of laws:

The absence of an independent judiciary leads to the spread of administrative corruption, because the presence of legal texts is not sufficient in the absence of strict application to it and the presence of judicial bodies in a corrupt environment subject to constant pressure and threats, which impedes the exercise of the judicial function and the application of judicial rulings to public officials in violation of it.

### 2.2.3. Reasons related to administrative organization:

-The complexity of the procedures leads to a lack of transparency, as citizens are bribing employees to spend their affairs in the shortest time.

-Wage policies fail to provide requirements for decent living and poor distribution of wealth and resources.

-Lack of follow-up and internal control from the department itself or external from independent structures.

-Absence of accountability and deterrence.

-The lack of a sincere desire from the government to follow up on the major corruption files related to mega projects, which affect political officials.

- The holders of administrative and governmental positions continue in their positions not to put the right person in the right place.

All of these causes lead to weak traditional values and religious distinction, and the spread of a culture of corruption in the absence of all accountability (Sukari, 2008, p. 158). It is clear that there is significant corruption related to practices that generate major returns or benefits, and it is usually in the higher positions in the state's administrative apparatus, where the degree of authority and its scope is higher, and the resources under control are greater and greater, and the importance of decisions is more dangerous and greater, so the returns, benefits and temptations To deviate from the empowered authority is large, so the motives for corruption in these cases are greed and greed, rather than just meeting the necessary life needs imposed by poor salaries. Small corruption relates to corrupt practices that target limited returns and benefits in value. Usually, this type of corruption occurs in the lowest positions of the state's administrative

apparatus, especially the state of bribery when salaries are low (motivated by need), or the status of favoritism and mediation in transactions of limited value. When major or minor corruption occurs within the state's administrative apparatus, it is called administrative corruption (Ahmed Salim, 2010, p. 36).

### **2.3. The effects of administrative corruption:**

There is no doubt that administrative corruption has many and multiple effects on society and the state, and the effects of corruption do not stop to a certain extent, but rather diverge in many directions. These effects are as follows:

2.3.1. The effect of administrative corruption on government revenues:

Governments lose large sums of revenue due when state employees are bribed to ignore, for example, the assessment of taxes due, and governments waste a lot of their resources when support is provided to undue groups, but they can get it bribed, influenced, or by any other means, and this matter affects In turn, on the economic performance of the country (Ismail Mohammed Sadik, 2013, p. 15).

#### 2.3.2. The impact of corruption on economic growth:

Administrative and financial corruption is considered one of the most important reasons for reducing investment rates and reducing the total volume of demand that reduces economic growth.

2.3.3. The impact of corruption on poverty level and income distribution:

Corruption widens the gap between the rich and the poor, and this effect takes place in several ways, the most important of which (Ismail Mohammed Sadik, p. 16):

-Decreased economic growth rates lead to a decline in living standards.

- The rich may avoid paying taxes and engage in devious ways to evade bribery, and this helps to deepen the gap between the rich and the poor.

-Corruption leads to an increase in the cost of government services such as: education, housing and other basic services. This, in turn, reduces the size and quality of these services, which negatively affects the groups most in need of services.

Perhaps the most dangerous result of corruption and corruption practices is that serious imbalance that affects work ethics and the values of society, and finds excuses for it that justify its continuation, and helps in expanding its effect in daily life, as we note that bribery and commission, for example, are gradually forming the elements of the new incentive system in Daily transactions, which causes the individual to lose confidence in the value and feasibility of his original work, and thus accepts psychologically the idea of gradual negligence



in the criteria for performing job, professional and supervisory duties (Brahimi, 2006, p. 83).

### **3. General employee ethics and behaviors**

#### **3.1. Defining ethics and the interpretations that explain it :**

Ethics generally expresses the moral values and standards that community members refer to in order to distinguish between what is right and what is wrong, and it seems that societies have used these values and standards to form a cultural container for them over successive time periods. There is no doubt that ethics in every society is the product of a long historical development, and therefore it is necessary in the formation of society and in the maintenance of social stability, and ethics can refer to what is good (virtue) and what is bad (vice), and what idealism represents (Ideal ethics) (Zoghbi, 2015, p. 64). Business ethics is defined as: “the set of rules, controls, beliefs and values that define the behavior that an employee must adhere to when practicing his work in any place and anywhere” (Sukari, p. 193).

The ethics of the profession are: the employee’s performance of his job duties honestly, impartially and objectively, and work continuously to achieve the goals of the entity in which he works, and that his practice is within the limits of the powers vested in him, and that he performs his work in good faith, stripped of bad intent, neglect, or violation of the law, or harm In the public interest, to achieve a private interest for him or for others (The Federal Authority for Government Human Resources, 2017, p. 15). The opinions of specialists in the field of management science differed regarding the appropriate direction to explain the principles of employee behavior and work ethics, and with this we can refer to:

A- Introduction to Ethical Features: This portal focuses on those who can be considered (instinctively ethical), or who have moral qualities that are not available to others, and therefore the process of selecting managers has a special importance to reach these morally distinguished managers, and it is noted that this entrance was unable to this day to develop the basic moral features that Represent it.

B-Introduction to ethical standards: Contrary to the previous entry, this approach aims to reach a specific set of criteria (shared values) that rise to the moral level of work, and also seeks to search for the possibility of reaching ethical standards that are appropriate for all types of companies and departments, and that is based on that There are some values and standards of a global nature, and in this regard each of (Rue and Byars) has identified five of these criteria as follows: Compliance with the law, honesty, Justice, Functional audacity, Attention to activities affecting others to make them as beneficial as possible.

C - Entrance to adhere to the official : This approach attempts to search for the formal principle that helps to achieve moderation and



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balance between the two sides of the interest when making a decision, behavior or behavior of the directors (Zarrouki, 2017, p. 40).

### **3.2. The basic ethical values of professional behavior and general job ethics :**

The core values enhance the performance of the government sector on the one hand, and the public employee gains respect for chiefs, colleagues, and dealers with him from members of society, and here we can distinguish between three models of public office ethics:

#### **3.2.1.- The Political Given Model:**

It includes addressing general ethics from the perspective of values and beliefs emanating from the political community itself, and we find such a model in the United States of America, and many European countries.

#### **3.2.2. Spiritual or religious data model:**

This model addresses management ethics and public function from a purely spiritual or religious perspective. Values, behaviors, and behaviors accepted are included in divine religions and are a key criterion for any behavior. Regardless of the validity of the previous models and their objectivity and from the foundations or ethical framework of the public job, we find a deviation from normal behavior spreading. In most countries of the world, whatever model you take is a reference standard for measuring public ethics, where government employees exploit the trust and powers granted to them with justifications (Hammoud, (w.y), p. 456) These ethical values are (The Federal Authority for Government Human Resources, p. 17):

**Integrity:** Putting the obligations of government human resources above his personal interests.

**Honesty:** To be honest, frank and trusted by his superiors and subordinates.

**Objectivity:** To base his recommendations and decisions on sound and rigorous analysis of evidence.

**Neutrality:** Acting only the facts of the matter before it, and serving its superiors and the general public equally, without taking into account personal characteristics.

**Efficiency:** Good behavior in managing the available resources within the scope of the entity's work.

**Leadership:** Helping to promote the core values of government human resources and work to increase and improve the quality of service provided to the public.

**Transparency:** The public employee behaves in a manner that is open and clear in procedures, goals and objectives.

**Justice and equality:** Commitment to provide equal, safe and motivating career opportunities for the performance of his subordinates.

According to the previous criteria, public officials become required to adhere to the rules of professional conduct, whether during their presence in or outside the work, and since the ethical procedures are in all transactions carried out by the employee, the goal of being in them is to serve the citizen and achieve the public interest according to the laws that apply in each country. It is agreed that all individuals are equal before the law without any kind of discrimination. And from it, following positive morals during the practice of administrative work allows:

- Creating and developing an institutional culture for the public employee.

- Foster professional values and develop a sense of responsibility.

- Quality in providing public services.

- Promote trust and credibility in the public sector.

Examples of ethical principles and rules are those developed by the International Ethics Board of the International Federation of Accountants IFAC in 2006.

#### **4. Moral codes as a mechanism for promoting professional behavior:**

##### **4.1. Defining the moral code and its types :**

The Moral Code is a document issued by many organizations and companies, which includes a set of values and principles related to what is desirable and what is not desirable from the behaviors and behaviors of workers, management, and the company, which are types (Zarrouki, p. 19):

A - Compliance-Based Moral Codes: Within the framework of these codes, great emphasis is placed on the legal aspects and standards that prevent unethical behavior, by increasing oversight and avoiding legal penalties.

B- Moral codes based on integrity and honesty: These codes aim to introduce and reinforce organizational values, create an environment that calls for ethical behavior, and works to support the spirit of commitment among workers. It is noted that the promotion of moral values at the internal level of the administration is often through the development of ethical codes that include strict deterrent directives and based on laws and legislations that apply penalties to those who violate them, but the administration is directed to maximizing moral values in parallel with the codes of compliance, which is to encourage ethical behavior within the framework of individual relationships. Among superiors and subordinates as a method to ensure good performance and integrity of individuals.

##### **4.2. Objectives and importance of ethical codes:**

Management ethics, as a science, is concerned with the moral duties of a specific profession, and its disciplinary penalties by showing behavioral and ethical rules to give a profession a value,

whether among practitioners themselves or toward others, and therefore these administrative ethics aim to control customs and agreements, and the sum of the agreed values, customs and traditions in the administrative environment, It also controls the professional and personal behavior that should be exercised by employees of the state, ensuring their discipline in a manner consistent with the requirements of exercising public office, and informing them of their professional duties in an ethical framework. One of the most important goals of putting ethical codes in institutions and departments is to achieve a balance between moral judgments and the freedoms and rights of employees (controlling and codifying them), as they are codified codes in which the positive and negative sanctions regime is applied in order to avoid some aspects of administrative corruption (Iman Boughasa, 2018, p. 590), From it, moral codes perform moral functions as follows (Zarrouki, p. 51):

- Attention to ethical behavior and treatment of ethical problems, and enhances the organization's awareness of the nature of relations between different parties, and strengthens the sense of loyalty and belonging to the organization.

- Moral codes perform the role of harmony and homogeneity in administrative work at all levels of the organization, which leads to the protection of workers from moral misconduct and gives a sense of the possibility of facing emerging ethical problems.

- Moral codes contribute to the development of administrative work and enhance the work of the management profession because it protects reputation and standing, and establishes clear and sound administrative business rules, as many organizations organize ethical tests for their candidates.

- Moral codes create a sound framework that shows workers the work style and methods and protects them from ethical violations under pressure from senior management.

- Workers' moral code develops a sense of the importance of ethical values and standards aimed at promoting ethical behavior and performance. Therefore, some international companies train their workers to acquire skills in this aspect, and increase adherence to the basic values of the company.

- Moral codes contribute to reducing organizational burdens and organizational conflict, and by doing this by making personal values and goals consistent with the goals and values of the organization.

### **5. The moral dimension of the public office in combating administrative corruption in Algeria :**

Administrative corruption appears as a result of departing from laws and regulations, or exploiting their absence, which leaves room for indifference and deviation from the professional behavior necessary to carry out the official duties of a job, and therefore the

first step towards corruption in management is not to abide by the instructions of the public office, and abuse of the latter with a view to Access to personal or moral benefits or privileges that harm the public interest. And given the exacerbation of this phenomenon in light of the economic liberalization and democratic reforms witnessed in the nineties of the last century, which led to a global integration between international organizations and blocs that initiated collective decisions to combat corruption, such as: The World Bank announced in July 1996 the revisions that it made to its principles The steering committee aims to take precautionary measures against corruption in its financing of projects in various countries, and the President of the World Bank and the Director of the International Monetary Fund pledged to give more priority to fighting corruption in their programs, and the United Nations General Assembly adopted a declaration requesting Members should take effective and concrete measures to combat forms of corruption, bribery and related prohibited practices in commercial transactions. As for the OCDE in May 1997, it adopted a recommendation requiring member states to negotiate at the end of the year a convention criminalizing transnational bribery, on the other hand The spread of corruption at the international level has expanded the work of Transparency International, "a non-governmental organization established in 1993 to combat international corruption," by setting up a network of national branches all over the world (Borhan, 2009, p. 39).

Algeria's efforts in the fight against corruption have emerged, first on the international level through its active participation in preparing the United Nations Convention against Corruption, and then by signing it at the annual high-level conference held in the city of Merida, Mexico during the period from 9 to 11 December 2003 before ratification by Before the legislative and executive authorities in 2004, and secondly at the regional level through its effective participation in preparing the African Convention against Corruption, then by signing and ratifying it by the legislative and executive authorities, and also at the level of the League of Arab States, both in ministerial seminars set up by the university, and relating to the promotion of the United Nations Convention against Corruption, or through their participation also within the Council of Ministers of Justice and Interior Arab experts team charged with preparing draft Arab Convention against Corruption and the Arab law pilot anti-corruption. Third, at the national level, the enactment and promulgation of a law that translates the texts and provisions of the United Nations Convention against Corruption on the ground, which is Law No. 06-01 of 20 February 2006, as well as the enactment and promulgation of regulatory and application texts related to this law. In addition to amending and updating all laws related to the topic of "anti-corruption" such as: a

reference for each of the order that includes the law of criminal procedures, and the order that includes the penal law, and the order that includes the suppression of violations of the legislation and regulation related to exchange and the movement of capital, the decree that includes the regulation of public deals (Borhan, pp. 131- 145).

### **5. 1. Principles and procedures for ensuring the ethics of public office in Algeria :**

Among the most important principles and legal procedures that the Algerian legislator has been keen on ensuring the ethics of public office and reducing administrative corruption:

**5.1.1. Obligation to obey:** It means the necessity for the public official to comply with the orders of the administrative head, in order to avoid falling into internal and personal conflicts that negatively affect the process of the administrative process.

**5.1.2. Maintaining the dignity and honor of the job:** “The employee must avoid any act that is inconsistent with the nature of his duties even if it is outside the service, and he must in all cases behave in a respectable and decent manner” (Article 24, 2006).

**5.1.3. Keeping the secret of public office:** The employee is considered bound by the principle of confidentiality and not to disclose confidential information, and he is among the professional and ethical duties stipulated in the Basic Law for the public job as stipulated in Article 48 of it: “The employee must abide by the professional secret, and it is forbidden to disclose the content of any document in his possession or any event or Any news that he was aware of or was informed of on the occasion of the exercise of his duties except as required by the necessity of the interest, and the employee is not freed from the duty of a professional secret without a written authorization from the qualified peaceful authority.

**5.1.4. Imposing respect for the state and its powers:** According to the employee’s affiliation with a public structure, he is obligated to contribute to giving a positive image to government bodies, and to ensure that they are respected by everyone in accordance with Article 40 of the Basic Law of Public Service in which he says: “In the performance of his duties, the employee must respect the state’s authority and enforce its respect in accordance with the laws And regulations in place”.

**5.1.5. Preserving public means:** The employee performs a public service during which he uses the means owned by the people and is used for the performance of the public interest, and from it the employee cannot use it for a private interest or waste it. "The employee must preserve the property of the administration in the framework of the exercise of his duties." Also, the employee must not use in any case, For personal or purposes outside the public interest shops, equipment and management means" (Article 50 and Article

51). In order to support the legal texts on employee behavior mentioned in the General Basic Law of the Public Service, Algeria, in its endeavor to combat administrative corruption, has taken a number of measures represented in (Salkhan Haniyeh, 2018, p. 151):

A - The National Authority for Preventing and Combating Corruption begins work on July 11, 2010, according to the Presidential Decree of November 22, 2006. The mission of this body in particular is to periodically evaluate existing prevention arrangements and contribute to their improvement while ensuring citizens' awareness of corruption. In this regard, this body has laid down its work program for the period 2012-2015, which mainly revolves around the following:

- To develop as much objective information as possible about the corruption situation in Algeria to address the lack of data.

- Identify the risks of corruption with a view to containing them.

- Evaluating the performance of applicable legislation and regulations.

B- Issuing a presidential decree related to the formation of the Central Bureau for the Suppression and Organization of Corruption, and the modalities for its functioning in December 2011, noting that this office is charged with conducting research and investigations into corruption violations, as well as strengthening coordination between the various interests of the judicial police.

C- Expanding the terms of reference of the General Inspectorate of Finance in the same direction while strengthening its human and material means. Extending the powers of the auditors court to include all public and economic institutions.

## **5.2. Discussion Principles of conduct and employee ethics in the Anti-Corruption Law 06-01**

Law No.(06-01) of February 20, 2006 on Preventing and Combating Corruption, supplemented by Decree No. (10-05) of August 12, 2010, and amended and supplemented by Law No. (11-15) of 2011, is the legal reference in implementing the National Anti-Corruption Strategy, drawing on the United Nations Convention against Corruption, in formulating principles relating to the ethics and duties of the public official (Yenon, 2017, p. 64):

- Codes of conduct for public officials:

“In order to support the fight against corruption, the state, elected councils, local groups, public institutions and bodies, as well as public institutions with economic activities, encourage integrity and honesty as well as a spirit of responsibility between its employees and elected personnel, especially by setting codes and behavioral rules that define the framework that ensures proper, fair and appropriate performance For public office and electoral custody”.

✓ The public employee shall be obligated to inform the presidential authority to which he is subject if his private interests conflict with the public interest, or that this would affect his practice of his duties normally.

✓ Related to transparency in dealing with the public:

In order to give transparency to how public affairs are run, public institutions, departments and public bodies are obligated to abide by:

- Adopting procedures and rules that enable the public to obtain information related to its organization and conduct, and how to take decisions in it,

-Disseminating sensitivity information about the risks of corruption in the public administration,

Responding to citizens' complaints and complaints,

-Causing its decisions when issued in favor of the citizen and stating the methods of appeal in force.

✓ Linked to accounting standards: The accounting and auditing standards in force in the private sector must contribute to preventing corruption by preventing the following: keeping accounts outside the books, Transaction procedures without recording them in the books or without clearly showing them, the use of fictitious expenses or the recording of financial obligations without properly explaining their purpose, Using fake documents, The intentional destruction of the accounting documents before the expiry of the deadlines stipulated in the legislation and regulation in force.

It is noted that, despite the reforms that the state has initiated through the so-called reform of state structures, the refusal expressed by the citizens is an indication of his feeling of the remnants of corruption that have become dangerous in various branches of the Algerian administration, especially when Algeria is ranked first in terms of levels of corruption. The real dilemma is not related to the enactment of disciplinary and criminal laws and procedures or the development of preventive measures such as the declaration of property and subjecting the employee to previous and subsequent administrative oversight, but the problem is in the application of those ethics related to public office through the employee's administrative president or the public relationship, which should be built on the basis of mutual respect and good treatment, integrity and obedience commands and other behaviors that can be summarized as:

-Leadership behavior is important in promoting good behavior and fostering an ethical culture.

-Promote good behavior for employees within complex organizations.

-Leaders must be willing to intervene informally to guide behavior in their institutions and solve them for emerging problems rather than relying on formal regulatory mechanisms.



- The personal moral credibility of leaders can be very important in enhancing the effectiveness of ethics regulation (Cowell, 2016, p. 902) because ethics codes exist everywhere, and in Silvia Puiu's opinion, the problem is not in the tool but in the person who creates the tool, and this does not necessarily mean that there should be no ethical laws or rules, but more importantly it is communicated in a way Suitable and effective to the employee and community members.

It can be said that the lack of professional codes of ethics is one of the reasons why the public sector is seen in many countries as very corrupt, especially in the least developed countries, and certainly. In most public institutions, these ethics rules exist: in schools, hospitals, universities, or other public institutions. The real dilemma is ethics management and the lack of appropriate tools that managers must implement in their organizations in order to prevent or reduce unethical issues, especially the lack of adequate communication for example, where we have ethical rules, but in many cases, if you ask Employees, or even the managers themselves, do not know how to read these measures or what they actually refer to. Sure, there may also be a lack of individual attention to these problems, but here comes the capabilities of managers to manage ethics and lead employees to the right path. Another tool used in ethics management but not in many companies or institutions is the experience of ethics consultants in some ethical exercises or seminars for employees and managers. But the problem often becomes more complex in the public sector where the budget is very limited in many cases and no money remains for expensive ethical training programs, or for the recruitment of ethics experts. Therefore, the challenge is greater for managers, not only because of budget constraints but also because salaries in the public sector are lower than in other sectors, and there is a relationship between income and the level of corruption. This idea was proven in research (Rijckeghem and Weder2001), where The authors have shown that there is a negative correlation between public officials' wages and corruption. The relationship between public sector wages and corruption was analyzed by (Muttreja 2012) who conducted a quantitative research, where corruption was the dependent variable and the independent variable was the wage in the public sector. His conclusion was that corruption was related to wages and that one of the solutions to reduce corruption was to increase wages. But in order to be among the first 50 least corrupt countries, developing countries must increase their national income, diversify their exports, and bring about development in various areas (Puiu, 2015, p. 606). And administrative reform is required in the context of fighting corruption, in order to improve the quality of services provided to citizens. The Algerian administration, known for its bureaucratic procedures that produce corruption, must be in the service of the citizen, not the other

way around, and the employees who get their wages must be closer to the citizens, and avoid fraud. Laws for their own benefit at the expense of the public interest (Brahim, 2006, p. 875).

## **6. Conclusion**

Finally, we can say that the phenomenon of administrative corruption is one of the most prominent obstacles facing real development in all countries in which it is spreading, and that there are low levels of moral values for public officials, despite the presence of legal and legislative frameworks that stress the need to put every administrative body codified for the profession ethics And with deterrent measures and penal penalties, but administrative corruption remains increasing in all daily transactions between the administration and the citizen, and there is no doubt that the most dangerous consequences of corruption are not only wasting public money, but also going beyond that to prejudice the values of society and the public ethics that govern the Employment relations on the one hand, and relations between the state and society, and therefore it is necessary to combat corruption through policies that speak of maximizing job ethics among public officials, especially since corruption is a dynamic and complex phenomenon at the same time, and on this, eliminating it deals with many fronts and locations by uniting efforts, The task of eliminating corruption is the responsibility of society in all its spectrum. And this responsibility cannot be limited to governmental procedures. Rather, everyone must cooperate.

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