



Preventive and Repressive Measures Combating Administrative Corruption in Local Groups

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Abstract:

Maintaining the stability and organization of society depends on the extent to which its various types of institutions and activities meet the needs of community members. This process begins with satisfying the local community so that peace and tranquility prevail in the overall community. The most important institutions that ensure that the needs of members of the local community are met are the local groups (state/municipality) that undertake projects that undertake the tasks of satisfying the various needs and desires of individuals for various social services. Local groups are considered the link between society and the state. Therefore, the effective and proficient performance of these institutions' tasks is the concern of the state and many studies, especially with the spread of the phenomenon of administrative corruption.

Achieving effectiveness at work requires attention to the worker's behavior, which must be consistent with the rules, requirements and duties of the job. Working individuals - in their interaction with the organizational rules of local groups - may resort to using various possible tricks and games, adopting deviant behavior and transgressions, and thinking about achieving their own interests at the expense of public interests. The end result is the wasting of the rights and interests of individuals (citizens or institutions) dealing with local groups, and thus the loss of trust in them, which increases the gap of mistrust and lack of credibility between the citizen and state institutions. For this reason, the state, with its various agencies, has created mechanisms and devices to combat the phenomenon of administrative corruption, until she regains her position in society and gains the trust of her citizens. Accordingly, this study answers the following question: What preventive and repressive measures has the state taken to combat administrative corruption in local communities? What is the sociological analysis of the phenomenon of administrative corruption?

Keywords: administrative corruption, local groups, corruption prevention law.

1. Introduction:

The Algerian state - with its adoption of the new strategic project "White Algeria" - attaches great importance to its various types and activities, especially local groups (states, municipalities, and affiliated departments), as they are the mirror that reflects the state's intentions to change for the better, reform society, and realize the hopes and aspirations of the citizen (whether individuals or institutions). Satisfying the latter has become difficult due to the disappointment he/she receives from local groups.

The negligence or failure of local groups to take care of the needs of individuals is tantamount to an abuse of the entire system of governance. For this reason, several studies have emerged in this field that examine the organizational process in administration and some behavioral deviations from some employees in the public administrative corps, hence bypassing the organizational values and culture of the organization as well as the legal rules. This is what causes it to deviate from its assigned roles through the emergence of some deviant behaviors such as favoritism, bribery, nepotism, and neglect. This is what has come to be called administrative corruption.

To restore the state's prestige inside and outside the country, rebuilding the bridge of trust between it and its citizens in society, and to address and reduce a pathological phenomenon that is increasingly widespread in public administrations, namely administrative corruption, the country has sought to introduce legal legislation. This could only be done through producing the Corruption Prevention and Combating Law to block the way for violators, preventing them from abusing power and influence, and giving priority to considerations of favoritism over legal requirements and public interest provisions.

Therefore, we here examine the following problem: What preventive and repressive measures has the state taken to combat administrative corruption in local communities? The following are sub-questions from this central one: Are the preventive and repressive measures taken by the state sufficient to combat administrative corruption in local communities? What is the sociological analysis of the phenomenon of administrative corruption?

Objective of the Study: Among the most important objectives to be achieved are:

- Identifying the most important preventive and repressive measures stipulated in the Prevention and Combating of Corruption Law and the extent of its ability to control employee behavior and reduce the phenomenon of administrative corruption.
- A sociological analysis of the phenomenon of administrative corruption and revealing other mechanisms accompanying the Corruption Prevention Law to reduce the phenomenon of administrative corruption.

2. Research methodology:

This study is based on the descriptive analysis method, where the researcher does not only focus on describing the phenomenon of administrative corruption that appears in the form of social facts, but rather analyzes it sociologically. "The methodology of the study describes the fact of the phenomenon as it happens in reality, qualitatively or quantitatively. The qualitative expression describes the phenomenon and explains its characteristics, while the quantitative expression gives it a numerical description of the amount or size of this phenomenon and the degree of its connection with other phenomena" (1) As the study explores the descriptive aspect the manifestations of administrative corruption widespread in the management of local communities, diagnosing them and shedding light on its various aspects and consequences. The analytical aspect requires us to interpret it using the concepts of the sociological theory, trying to uncover its causes by referring to the social, economic, political, cultural and legal structure of the Algerian society. It also aims to examining and analyzing the organizational and

administrative procedures as well as the national laws related to the issue of combating corruption, especially Law No. 06-01 regarding preventing and combating corruption issued in Algeria in 2006.

Research Tools and Techniques:

In order to achieve the desired objectives of this study, the researcher decided to approach the study field using observational method. "The researcher observes the subjects to research without participating in their activities and arousing their interest. Hence, communication with group members is direct, unconscious of the fact that they are under observation. Observation is one of the best tools for studying the effects of administrative corruption because it provides the researcher with the opportunity to identify the individual's actual behavior in its natural, spontaneous form as it is in reality" (2) We made several visits to the research site and observed the behavior of the employees and the behavior of those who frequented the municipality, talking to them about the topic in public discussions without making them feel that they were under observation.

Inspection:

Once the research topic is determined, the research community in which the field study is conducted is determined in return, and as long as the study topic relates to "the phenomenon of administrative corruption in local communities." Therefore, the research community is represented by local communities. The term local communities appeared for the first time in Algeria under Article 54 of the Law of September 20, 1947, which stipulates that local communities in Algeria are municipalities and states, as a result of the changes that occurred on the Algerian administrative map." (3) After independence, New local communities were established. The municipality established communities pursuant to Order 67-24 issued on January 28, 1967, and the state established communities pursuant to Order 69-38 1967 issued on May 23, 1969. Local groups became responsible for the management of their facilities and properties. Local groups are characterized by a set of characteristics, most importantly including administrative and financial independence. (4)

Due to the sensitivity of the issue, we decided to choose the municipality that facilitates access to it using our network of personal relationships in order to observe the facts and obtain the necessary information. We chose the municipality of Hassania and Bathia, which is affiliated with the state of Ain Defla, where we recorded, in September 2023 several cases or manifestations of administrative corruption, presented through building an observation network.

3. Discussion of the results:

3.1. The Algerian legislator's criminal policy confronting the phenomenon of corruption (Anti-Corruption Law)

The legislator has attached great importance to combating administrative corruption in its criminal policy, by criminalizing most of its forms and manifestations that pose a major threat to the functioning and work of public administration, in accordance with Law No. 06-01, including the Law for Preventing and Combating Corruption that was amended and supplemented. An entire chapter was devoted to the substantive provisions (criminalization) to combat administrative corruption. The legislator also supported a mechanism to combat this phenomenon with procedural and repressive provisions, carefully stating the measures for judicial follow-up of criminalized acts of administrative corruption at both the national level and international levels through cooperation mechanisms and asset recovery. The legislator also formulated a very advanced punitive policy to reduce administrative corruption and deter its perpetrators.

3.1.1 Preventive measures to confront the phenomenon of corruption:

Preventive policy is an integral part of the criminal policy that intervenes before the crime occurs. It consists of measures and procedures stipulated by the Algerian legislator in the Law of Preventing and Combating Corruption. It is clear to us from the term itself that the priority in confronting this phenomenon is to prevent it. If the prevention mechanisms

and methods do not work, we subsequently resort to repressive methods.

We find that the Algerian legislator has set preventive measures to confront the phenomenon of corruption in the public and private sectors. For example, in the public sector, the public official is obligated to declare his property, as stipulated via Article 4 of Law 06-01. In addition, objective standards for employment were established, and this is confirmed by Article 3 of the same law. These preventive measures regarding employment contribute to enhancing job security by trying to prevent some forms of administrative corruption.

As for preventive measures for the private sector, we find in Article 13 that measures are taken to prevent the private sector from being involved in corruption, such as enhancing cooperation between agencies that uncover corruption in the private sector. Standards and procedures for the purpose of preserving the integrity of this sector are set and transparency is enhanced. Moreover, accounting standards are provided in Article 14 of the same law along with the participation of civil society in the prevention of corruption in Article 15.

3.1.2 Repressive measures to confront the phenomenon of corruption:

The Law of Preventing and Combating Corruption, in terms of criminalization, punishment and investigation methods, is moving towards expanding the scope of corruption crimes, in reference to the development taking place at the level of economic and financial activities and the intertwining of relations among countries and international organizations and mechanisms. It touches on the crime of bribery of public officials in Article 25 thereof, in which the Algerian legislator takes the side that distinguishes between the crime of the briber and the bribed, as well as the crime of treachery, which is punishable from two to ten years and a fine of 200,000 DZD to 1,000,000 DZD. It also refers to special investigative methods in Article 56, such as collecting evidence, electronic surveillance, and hacking. The dominant feature of corruption crimes is that they lack the presence of the victim as a natural person, as is found in many other crimes such as theft, murder, rape...etc. Rather, corruption crimes often occur against a legal person, which sometimes weakens the individual incentive to prosecute, due to the absence of direct personal harm resulting from the crime. As a result, the entire burden is placed on watch and investigation bodies, prompting the legislator to create the Commission for Preventing and Combating Corruption, stipulated in Article 17 and specifying its tasks in Article 20. (5)

3.2 Behaviors of administrative corruption and their place in the Algerian legislator:

The manifestations of administrative corruption are multiple; they take many forms, most common in public offices, especially in local groups: bribery, nepotism, and influence peddling.

3.2.1 Bribery:

It is the employee's trafficking in the functions of the job he is authorized to carry out, with the perpetrator requesting, accepting, or obtaining a gift, promise, or any other benefit to perform or abstain from performing an act of the job. (6) Bribery is a crime related to trafficking in public office work that requires the presence of two persons:

Bribee: a public official who receives or seeks a special benefit for himself or for others.

Briber: the interested party who offers or promises a benefit or accepts the employee's request in exchange for performing an act of the job or abstaining from it or breaching one of its duties. (7)

Punishment for the crime of bribery:

Bribery of public officials: Article 25 of Law No. 06-01 of Muharram 21, 1427 corresponding to February 20, 2006, on preventing and combating corruption, amended and supplemented, stipulates: The penalty shall be imprisonment from two (2) to ten (10) years and a fine of 200,000 DZD up to 1,000,000 DZD. This law applies to the following cases:

- Anyonewho promises, offers or grants an undeserved advantage to a public official, directly or indirectly; whether it is for the benefit of the employee himself or for the benefit of another person or entity in order to perform an act or refrain from performing an act of his duties.
- Every public official whorequests or accepts, directly or indirectly, an undue advantage, whether for himself or for the benefit of another person, or other entity, for performing an act or refraining from performing an act of his duties.(8).

3.2.2 Favoritism or Nepotism:

It is considered one of the most dangerous manifestations of corruption and the most difficult to treat, as it results from exploiting a government position for personal gain for the benefit of the individual and his cronies withno right. The administrative employee resorts to mediation in the case of assignment, transfer, promotion, bonus, or to please his boss at work. Some workers use it as a form of exchange of interests. This phenomenon is widespread in developing societies, where it is widespread in the customs of some of these societies to the extent that it becomes a right for those who seek it, and whoever fails to fulfill it is deprived of chivalry. There are those who confuse it with intercession or pre-emption, which is an aid to goodness and helping others to meet their needs in a way that is not harmful for anyone and does not violate anyone's rights. (9)

Favoritism or nepotism means favoring a person or party at the expense of another person or party in providing a certain benefit that should have gone to whoever is more deserving of it. One of the most prominent examples of this is assigning prestigious jobs to the children of well-known figures or to people with specific affiliations. This is the most dangerous type of corruption because it is invisible, intangible, and not easy to prove with evidence.

Parties involved in the crime of nepotism:

- **The person to whomitisrecommended:**He isconsidered a selfish, flattering person whose only concern is obtaining a private benefit or interest regardless of the consequencesresultingfromthat.
- **The recommendingperson (the source of the recommendation and the intermediary):**This person is administratively corrupt, selfish in nature, and is primarily dominated by individual interest. Because he has issued a recommendation to someone, he is looking for his own interests through that person who will offer him the bribe as a gift and as gratitude and a response for the favor.
- The person who owns the establishment (the manager):**He is primarily to blame in the matter more than anyone else, as he accepts the recommendation and passes it on in order to satisfy all parties in the relationship (10).

- The Crime of Nepotism:

It is the acceptance by a public official of a request or recommendation based on a violation of the law, delivered by others to the person in need in violation of the performance of his job duties, which leads to taking a right or fulfilling an invalidity and the waste of public money. Favoritism and nepotism are two sides of the same coin, as favoritism is favoring relatives and friends because of their kinship, not as a matter of their competence. Nepotism is certainly based on violating the law and involves taking away a right owed to others. It also involves an attack on public money, which everyone has a duty to protect from any attack. Itis an implementation of the principle of exchanging interests and benefits between the person requesting nepotism and the person intervening or inciting the employee to commit it. (11)

The most dangerous issue in the crime of nepotism is that it has become part of the culture of society and has become a custom or social inheritance passing down through

generations, and people deal with it as if it were a normal or necessary matter. There is no doubt that most citizens complain about intermediary, and they resort to it because they were forced to do so. It has become part of the culture of society, and it has been entrenched in people's minds that one would not be able to do anything without mediation that facilitates the completion of their transactions. There is no doubt that the negligence of some employees in performing the job tasks assigned to them has helped spread this phenomenon.

Nepotism has many negative consequences for members of society and for society in general, which leads to obstructing the desired economic, political and social development, in addition to inflicting injustice on many weak people who have no support. Taking away their rights and giving them to others who do not deserve them also leads to a loss of citizens' confidence. In state institutions. Implementing the notion of electronic government is one of the solutions to reduce the spread of nepotism crimes, so that transactions are completed electronically and not via employees (12). Hence, it was necessary to stipulate the criminalization of nepotism, so came the Anti-Corruption Commission Law No. 06-01 of 2006 stating explicitly for the first time that intermediary is criminalized and dealt with as one of the crimes of corruption as long as it invalidates a right.

3.2.3 Influence Peddling:

Influence Peddling is an exploitation of influence, an expression composed of two words. Exploitation, linguistically, means taking the yield, that is, taking the benefit of a thing, and this indicates benefiting from a specific thing while keeping the origin of that thing. (13) As for influence, it means the effective order, that is, the obeyed in all its commands. From what was mentioned, the expression of exploiting influence then becomes taking the profit or benefit of a passing or effective matter, and this is what makes influence close to the things whose benefit can be obtained by exploiting it.(14) So, exploiting influence means - linguistically - what influence can generate from the benefit if it is used (15).

Punishment for the Crime of Influence Peddling:

Pursuant to Article 32 of Law 06-01, shall be punished by imprisonment for a term of two (2) to ten (10) years and a fine from 200,000 DZD to 1,000,000 DZD(16), as the law enforcement to the following cases:

- Anyonewho promises a public official or otherpersonanyundeserved advantage or offers him or grants it to him indirectly in order to incite thatpublic official or person to exploit his actual or supposed influence with the aim of obtaining from an administration or public authority, an undue advantage for the original instigator of theact or for anyotherperson.
- Everypublic official or anyotherpersonwhodirectly or indirectlysolicits or acceptsany undue advantage for himself or for anotherperson to abusehisreal or supposed influence with the aim of obtaining from an administration or a public authority anunduebenefits.

3.3 Observation Network Data Analysis:

Type of observation	Timing of observation	Place of observation	Frequency of observation	Observation Parties
Recruitment Competition Procedures	September 13, 2023 at 11:00a.m.	Human Resources Management Office at the Municipality	Once	Candidates for a recruitment competition with the President of the People's Municipal Assembly and the Head of the Human Resources Management Office
Announcement of the housing distribution list	It has no specific time limit (According to the announcement of the list of housing distribution)	Department Headquarters Square Town Hall Square	Multiple times	A state of anger and riot from citizens towards the head of the department
Procedures for announcing the consultation on a development project	It has no specific time limit (According to the announcement of the consultation)	Office of New Procurements and Works in the Municipality	Multiple times	Candidates for the tender for project completion

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The first case: an announcement of the recruitment competition for the position of senior technician in the municipality of Hassania.

A recruitment competition for the position of a senior technician in the municipality of Hassania was announced by the Human Resources Management Office, calling for candidates to pass the competition. We met with some employees under pre-employment contracts working in the Human Resources Department, where permission was given to change the nature of the recruitment competition. Recruitment for a senior technical position is supposed to be made on the basis of certification, that is, a study of files, and priority in hiring is given to those with professional experience. However, to our surprise, the head of the Municipal People's Council, with the collusion of the Human Resources Department official, changed employment based on the competition. This is due to the presence of a relative and acquaintance of a municipal official who is a candidate for this position, and to facilitate his obtaining the job. The nature of recruitment was changed because he does not have any document proving seniority and experience in a senior technical position. In other words, he cannot be recruited on the basis of certification (study of files), but rather on the basis of the competition. This official can reach an understanding with the examination center to ensure the result of the competition in favor of his acquaintances by changing the marks and points of the candidates. In the end, the candidate with connections and acquaintances of a municipal official succeeded.

Although the law is clear in the recruitment process and despite the articles stipulated in the Anti-Corruption Law, especially Article 3 of Law 06-01 on Preventing and Combating Corruption, which stipulates that recruitment should be based on objective criteria. However, we noticed a violation of the law and abuse of influence by the head of the Municipal People's Assembly and the human resources official in changing the nature of

recruitment without objective justification and without taking into account entitlement to the position, in addition to the use of favoritism or mediation where the right of others to the position was taken away. This obviously indicates the absence of functional control by higher authorities regarding the performance of officials and employees of their duties in local communities.

The second case: An announcement of the list of beneficiaries of housing for the municipality of Bathiya, affiliated to the Bathah district.

I was passing in front of the headquarters of the Bathah District, where we found a large crowding, and when we asked the reason for this crowding, it was said that the list of beneficiaries of housing had been announced. However, the majority of the citizens living there did not obtain housing, and this caused a great uproar and discontent on the part of the citizens and their demand to see the head of the department. The latter agreed to meet the citizens and listen to their concerns. Although the list of those benefiting from housing for the municipality of Al-Bathiya was announced at the district level, the head of the district was responding to the angry citizens that they had been excluded by their mayor. A woman was let out by the department's security after meeting with the department's head. She was in a miserable, hysterical state and claimed that she did not get housing because she did not pay the money as a bribe. Here the head of the department called the security official to close the office and stop receiving citizens. I called a colleague working in the municipality of Bathia, which is affiliated with the Bathahiya district, and told him what happened in front of the district headquarters, trying to understand more of the course of events. He told me that most of the beneficiaries of housing are people whose relatives are employees of the department. This uproar and protest in front of the department headquarters will reveal the person who takes bribes from citizens and deceives them claiming that he will provide them with housing. After this event, the list of housing beneficiaries was completely canceled because there had been tampering with it.

The cancellation of the list of beneficiaries of housing for the Municipality of Bathiya, affiliated with the Bathiya District, is nothing but conclusive evidence of the use of devious illegal methods by local groups, such as the use of favourism or nepotism. The names of relatives and acquaintances of the employees in the department of the Bathiya District and municipality were included, and the names of those deserving or those with the right to housing were withdrawn from the announced list, regardless of the presence of some employees who exploited citizens by requesting bribes in exchange for false promises that would guarantee them access to housing.

Third case: An announcement of a consultation to complete a project at the municipal level.

The New Trades and Works Office in the municipality of Hassaniya announced the existence of a development project that requires consultation by experts. The authority in charge of the announcement summoned the contractors to approach the authority in order to review the book of terms for the process, starting from the first day of the announcement and for a period of 08 days. I took this opportunity to approach the contractors interested in this project to find out their impression of the strict enforcement of the laws to obtain this project and how the Procurement Office dealt with them. However, the contractors who were prohibited from reviewing the book of terms were not limited to residents of the municipality of Hassania, but there were contractors who came from outside the state of Ain Defla, such as the contractors from Algiers. It was observed that the delay of the employees in the office in attending the deals until 10:30 a.m., without paying attention to the value and importance of the competition of the dealers coming from the various municipalities of the state, near and far in particular.

Whenever an official from that office comes, he asks those present if his co-workers have come. And if he does not find them, he leaves and so on until 10:00 a.m. In addition, the employees left the same office at 10:30 to go to the café without estimating the feelings of the contractors, who remained sitting for hours waiting for the person in charge to come

and look at the terms' booklet. One of the employees said that the booklet of terms is with the head of the Municipal People's Council, and he is the one who presents it to the customers. When he was asked about his office, they were told that he has an important meeting at the state level. One of the employees also said that the customers or contractors must return another day and that they should contact in advance to come and receive the terms booklet. All of this will result in wasting half of the announcement period, estimated at 8 days. The manner of questions that the contractors received from the employee about their states and capabilities, and that the project to be completed requires high experience and has great difficulties in completion.... Most of the contractors present understood that employees in the procurement office were trying to incapacitate them and keep them indirectly away from the project participation in the consultation. This ambiguity and lack of transparency led most candidates to doubt and despair about the consultation and its results, which would never be in their favor, but rather in the interests of one of their acquaintances. Hence, they left.

The lack of discipline of the employees in the New Procurement and Works Office, the procrastination and wasting of the time required to consider the book of terms for the contractors present regardless of the ill-treatment and failure to facilitate or complicate matters are nothing but indicators. They indicate manipulation and escape from the fact that the consultation on a new development project was given to one of their acquaintances and their relatives instead of granting it to those with competence and eligibility in the name of the law. Such behaviors and conduct refer to a major organizational defect and a terrible spread of corruption at the level of this institution, whether among employees or officials.

4 Sociological analyses of the phenomenon of administrative corruption:

Local groups constitute an institution of the state. They represent a living social system, with different needs such as continuity, existence, and adaptation to the environment in order to reach the maximum degree of effectiveness and harmony to achieve its established goals. The most important of these goals is meeting the requirements, aspirations and concerns of the residents of the local community and seeking to develop it. This can only be achieved through good conduct of work by instilling confidence and reassurance in the hearts of employees and those responsible for performing tasks in local communities with perfection, thus increasing the productivity of work in quantity and quality. This contributes to the satisfaction of the local community towards this institution and encourages it to flourish and develop, with the active participation of the citizen in proposing possible solutions and issuing his opinions on the issues raised at the local level of the community. This process will not succeed unless local groups adopt a strategy of openness to the outside world, getting closer to the citizens and residents neighboring this institution, i.e., all the residents of the municipalities and departments of the state. They must listen to their concerns with all ears and find immediate solutions with the participation of all parties and actors before they become complicated.

The effectiveness of local groups depends on the effectiveness of the performance of its members. This performance must be accompanied by real-time monitoring of individuals while performing their duties according to Merton's functional theory. Monitoring means to increase the focus on the necessity of relying on the behavior of individuals (i.e. the behavior of employees). This behavior is known, and its pre-determined patterns are adhered to, according to what is stipulated in the internal regulations of the institution, each in his specialty and under his responsibility. Therefore, it is possible to predict deviant behavior outside the legal regulatory framework of the job and hold individuals accountable and assist them. Merton believes that the efficiency of bureaucratic administration appears in maturity or rationality, when control is based on technical knowledge, objective standards, and the impersonal nature of member relationships (17). In other words, formal rules and procedures become common and

normal among individuals. The process of acquiring those rules and procedures takes place as the normal basis for the individual's behavior, and the use of personal relationships among members of the institution, i.e., among the officials holding positions, is reduced. This is what we found in the field study: a complete absence of real-time control over the performance of tasks by employees or officials in local groups, which led to the use of personal relationships in the form of nepotism, abuse of influence, and requesting bribes.

The emergence of deviant behavior or so-called administrative corruption in local communities primarily derives from its social organization that did not meet the goals and desires of employees. This is what characterizes this organization in terms of its shortcomings and lack of social justice, forming negative tendencies, the most important of which is their feeling of deprivation, which in turn leads to a decreased sense of loyalty, belonging, and belief in the legitimacy of the social organization, rules, laws, and social controls (18). Consequently, a lack of respect for and recognition of the work rules and regulations in local groups prompts them to adopt devious behavior and methods to achieve their personal goals. These behaviors include requesting bribes, using favoritism, nepotism, or peddling influence to achieve their personal goals and interests at the expense of the public interest.

This trend is confirmed by the theory of non-normativity set by Durkheim and Merton, is a theory that sees the occurrence of waves of sudden and rapid social change leading to a state of disintegration, insecurity, and social disorder, which negatively affects the means of social control, including: opinion, social standards, values, law, etc. These procedures become unable to control the behavior of the individual and achieve his goals and ambitions, through legitimate means and means, either due to financial or physical inability, or due to the hurries to achieve those ambitions. This results in their lack of respect for the laws and customs prevailing in society and motivates them to adopt values and ideas that push them to be free from social controls and restrictions, with the aim of achieving ambitions that are usually illegal. This, in turn, motivates them to commit abnormal behavior and regulatory violations, such as: bribery, nepotism, abuse of influence, etc. This theory also confirms that material goals or ambitions (i.e. the search for money accumulation and quick profit) play a prominent role in explaining behavioral imbalances and deviations from the standards of the institution, local groups in particular and society in general.

Amending and reforming the social organization of institutions, including local groups, to keep pace with sudden and rapid changes in society in a way that makes the requirements and needs of employees compatible with the conditions of social life is only a precautionary and preventive measure to avoid the employee falling into inappropriate behavior, contrary to Sharia, law, and moral social custom. This is regardless of the activation of one of the basic social processes of work, which is control, with the aim of inspecting and ensuring that work is performed in a legitimate manner, and predicting negative and abnormal performance and correcting it before it becomes too late.

5. Results:

- Preventive and repressive measures taken by the state to combat administrative corruption in local groups are insufficient to control employee behavior and make it organizational behavior.
- Weakness of oversight bodies within and outside local groups.
- Weakness of social organization of local groups and their inability to adapt and keep pace with rapid and sudden changes in society, and meet employee requirements.
- Lack of awareness among individuals or employees and embracing negative, unethical values (the use of nepotism, influence, and bribery) as natural social standards that are transmitted from one generation to another in the form of a socio-cultural inheritance of the society.

- The lack of openness of local groups to the outside world as it is a complex and closed system that has led to the marginalization of civil society and citizens.

6. Suggestions:

- Introducing harsh penalties and strictly applying them to those who commit corruption in its various forms, as a deterrent against other lurkers.
- Activating oversight and accountability bodies, and intensifying surprise field visits, which are considered one of the most effective means in combating administrative corruption.
- The absence of work rules, written procedures, and codes of conduct for employees in the public sector, and the poor formulation of laws and by-laws regulating work, as a result of the ambiguity, conflict, or multiplicity of some of their articles and the complexity of their procedures.
- Involving and activating civil society institutions in combating corruption, especially at the local level.
- Focusing on the moral aspect and activating the roles of socialization institutions to spread religious and spiritual values and virtuous morals linked to the integrity of individuals.
- Choosing municipal employees - especially officials - on the basis of competence is one of the most effective and efficient means of combating administrative corruption.
- Compatible living and raising the levels of wages and incomes for employees, and increasing financial and moral incentives in line with changes in the socio-economic and political conditions of society.

7. Conclusion

Administrative corruption is nothing but a pathological phenomenon that affects a complex urban society, which is becoming more complicated day after day, especially after the fourth industrial revolution, i.e., the digital technical development, which has led to the acceleration of social changes and the weakness of customary social control means. This constitutes fertile ground for the growth of corruption. Corruption means defrauding economic, social, political and cultural interests by achieving personal benefits and giving priority to kinship relations over public interests, as long as it affects public institutions more than private ones.

The state takes all preventive and punitive measures to combat the phenomenon of administrative corruption, especially among local groups. However, this is insufficient to advance society and gradually get rid of the cause of corruption, by reconsidering or modifying the social organization prevailing in state institutions and making it more responsive to rapid changes in society, such as achieving social justice among employees in the institution. The employee or the administrative official often feels that his rights are being violated, and that the financial return or wage he gets from performing his job is much less than the duties he performs or that it is much less than the returns he gets compared to another employee. Therefore, many employees themselves seek to achieve balance through administrative corruption (asking for bribes, for example, and this is what we found in the second case of the field study). Moreover, the material destitution and economic problems (high cost of living and high prices) facing the public official in the reality of his daily life, force him to contravene and violate the social, moral and religious values that he possesses. However, committing such unethical behaviors depends on the employee's personality, upbringing, and how he interacts with the situation within the administrative organization of the institution. For the poor socialization of the employee or the corruption of the administrative official, his morals, and social values in general, are the causes of committing such shameful acts, in addition to administrative officials' mistaken

appointment of such employees or placing them in positions of responsibility and decision-making.

The reasons for the spread of the phenomenon of administrative corruption are countless. Some reasons are related to the individual or employee, and others are related to society, especially the social organization prevailing in institutions. Sociological theorists have confirmed that society is what incites the individual to perform abnormal behaviors due to the compelling and changing conditions in which he lives. Solutions are derived from society by taking a synthesis of all the socio-cultural, social, economic and political actions to bring about profound adjustments and reforms to the way it is organized, provoking it to respond to the requirements of the individual (the employee) and society alike.

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