

What do Components of Administrative Reforms Tell Us About the Quality of Economic Development? Evidence from a North African Country

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Abstract

This study aimed to identify the elements of administrative and economic reform in light of the new Libya as a state of institutions. The idea of this study was extracted from previous analyses. Given what this north African country is hurting from the collapse of all its institutions and all kinds due to the widespread administrative economic corruption that appears in its administrative structures, we wanted to address, even if only in a simple way, the study of administrative corruption, its causes, and how to reform it, hoping that Libya in the future will become a state of institutions where law and justice prevail. The problem here centered on studying the components of reforming the administrative economy in light of the new Libya as a state of institutions, where the study population consists of individuals working in public organizations in the city of Benghazi. However, due to the lack of time and effort, this study was restrained to selecting a deliberate sample represented by individuals working in the education and health sector administrations in Benghazi, the two most important sectors in the country. According to information from the Personnel Affairs Office in each ministry, 200 questionnaires were spread to individuals working in the two sectors. Several goals have been achieved through numerous consequences, the most important of which are: 1. Seventy-one samples indicated that the main target of corruption is the absence of patriotism and religious morals, followed by weak public oversight at a rate of 66%. 2. Negligence and negligence at a rate of 67% and bribery at a rate of 62% are among the most vital forms of administrative economic corruption that the study sample agreed upon. 3. 73% of the sample indicated that one of the methods through which administrative economic corruption is disregarded is applying the limits of the law, followed by 64% activating the role of oversight and changing its current status.

Keywords: *Administrative Reforms, Quality of Economic Development, North African Country*

INTRODUCTION

Administrative economic corruption is considered one of the greatest prominent problems that expert and specialist reports have agreed to combat, contain, and treat, especially in developing countries, as a primary goal that must be achieved. It is worth observing that developing countries are not unique to this phenomenon, but administrative corruption also exists in developed societies, and there needs to be agreement or consensus. Regarding the definition of corruption, some associate it to the civilizational dimension and the values, traditions, and belief systems it contains. Some of them make administrative corruption the outcomes of laxity, mismanagement, and a response to need or the effect of specific political, psychological, or social situations,

Addressing administrative corruption is not just a substance of applying the law. Corruption is the reason of the country's integrity system. Therefore, the national integrity system must be restructured within the framework of this significant effort. Initially, the political administration must be presented to make legislative changes or effective administration sufficient to contain corruption. It is also essential for the parties to work hand in hand. The three foremost social actors are the government, the private sector, and civil society.

International institutions' role and importance in tackling corruption have boosted significantly over the past few years. At the international and national levels, these institutions have declared war on corruption and taken concrete measures to constraint its spread, such as the Economic Cooperation Organization, the World Bank, and the Development Assistance Committee of the Organization for Economic Cooperation and Development, United Nations Program and the United States Agency for International Development.

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PREVIOUS STUDIES

We addressed this study based on studies that approved the treatment and reduction of this phenomenon, and these studies include the following:

1. Study by Noura Abdel Qader Mahmoud Al-Maadani 2005, the relationship between organizational factors and directional corruption, Master's thesis. This study reached several results:

- Administrative laxity in common.
- Mediation and favoritism of families and friends.
- Lack of sense of accountability and a weak sense of national belonging.
- Abuse of control.
- Acquiring illegal currencies as a bribe and accepting guidance.

Abdel Qader Jibril Faraj Jibril's study (Administrative corruption is an obstacle to administration and economic expansion), a master's thesis from the British Arab Academy for Higher Education 2010, discussed administrative reform.

Study Problem

Phenomena have arisen due to the inappropriate behavior of individuals due to the lack of behavioral, functional, and financial integrity. They have seemed in recent decades, and the Libyan economy has been affected by these phenomena, which seemed to erode the state's structure and its inability to confront this phenomenon.

The phenomenon of administrative and economic corruption is also reflected one of the dangerous phenomena facing countries, especially developing countries, as it has begun to eat away at the body of their societies, starting with security and the subsequent paralysis in the process of construction and economic development, which entails the destruction of the economy and the financial and administrative capacity, and thus the state's inability to face the challenges of the times. Through what was declared, the problem of the study will address the study of the components of administrative reform in light of the new Libya as a state of institutions.

Objectives of the Study

The study aims to recognize:

The most critical possible reasons of administrative economic corruption.

Forms and phases of administrative economic corruption.

How to remove administrative economic corruption.

The reasons that led to the extent of administrative economic corruption.

The future Libyan administration procedure as a state of institutions.

Trying to reach numerous results and recommendations.

The Importance of Studying

The importance of the analysis is to clarify what some institutions in Libya suffer from, if not all, from economic and administrative corruption and also to clarify some of the elements of administrative reform that may contribute to the success of these institutions.

STUDY METHODOLOGY

It contains:

Study Design

The method utilized to complete this study is the descriptive and analytical method through which the researcher seeks to organize and analyze data to reach appropriate results.

Study Population

The study population consists of individuals employed in public organizations in Benghazi. However, due to the lack of time and effort, this study was reduced to selecting a deliberate sample represented by individuals working in the education and health sector administrations in Benghazi, the country's two most important sectors. Several 200 questionnaire forms were distributed to persons working in the two sectors, according to information from the Personnel Affairs Office of each ministry.

The Limits of the Study

Spatial boundaries: This research was restrained to individuals working in the city of Benghazi's education and health sector departments.

Time limits: The researcher conducted the field analysis from 2019 AD to 2022 AD.

Objective limits: The research focused on the issue of the components of administrative reform in light of the new Libya as a state of institutions.

7. Study structure

The structure of the study contains the following aspects:

The Theoretical Side

This aspect was concerned with constructing the theoretical framework related to the research topic and the concepts related to it by using books, periodicals, and previous studies related to the research topic to form a theoretical framework appropriate to the nature of the research.

The field side

This aspect focused on the practical aspect by accumulating data related to the subject of the study from the research community, and the data obtained from the questionnaire form, which is the primary tool for collecting this data, was analyzed using the statistical package program (SPSS).

Study Terms

Definition of Administrative Reform

Muhammad Al-Sirfi explained in 2008 that the definition of reform is

All the operations aimed at organizing the administrative arrangement in the state; including individuals, equipment, means, and scientific preparation, make achieving the apparatus's strategic role not only possible but economical.

It also aims primarily to organize the state's administrative system in a way that achieves the state's general policy objectives efficiently and effectively and through a comprehensive change in employees' behaviors and understanding in a way that confirms the concept of the public job as a service first, and then extends to include the structural and legislative aspects of bringing about behavioral changes and stabilizing them, and gives the necessary importance to political, social, and cultural factors as constituents. The climate is necessary for the success of these variations.

Goals and Objectives of Administrative Reform

Youssef Muhammad Al-Sawani also mentioned in 2005

Administrative reform is divided into three units (strategic, tactical, and social):

1. Strategic reform / which is comprehensive reform, in other words, generating a revolution.
2. Limited tactical reform / which is developing and refining the structure and performance of state institutions and agencies and raising the level of their employees.
3. Social reform: It points to reform the moral, psychological, cognitive, and behavioral values of the individual, family, and society.

Reform Objectives

Muhammad Zahi Al-Maghribi explained in 2007 that the goals of reform are

One of the most eloquent expressions of the purposes of administrative reform is what Philippe Maland, one of the Ministers of State for the Presidency of the Council of Ministers in charge of reform affairs in France, summed up at the Aldermston Conference in Britain in 1996, about “managing administrative reform programs in the public sector” when he summarized his goals in only two expressions (Effectiveness and humanity). According to the study and analysis of this idea or expression, “Effectiveness is good performance, increasing production, and giving meaning to work, as the quality and goodness of work are measured by the quality and goodness of production”.

“Humanity is those lofty meanings such as decent morals, honesty, innovation, creativity, commitment, and other meanings of good humanity”.

The fulfillment of these two statements results in great profits that generally fall into progress and prosperity, so society enjoys its fruits. It includes business and production, whether it is good or bad. As one sows, he gains good or evil, whether good or bad. In short, administrative reform aims to reach targets, and with administrative reform, all aspects of society are improved. The negatives and obstacles vanish and are replaced by many positives that will raise the general level of performance and improve living conditions. Justice and transparency will prevail, producing responsibility that finds someone to bear. The goals and objectives focus on rearranging the following:

(The human element - work methods - legislation and laws - public services)

These titles need to be each a book in itself, so we cannot review a topic and talk about it through a simple summary, as it must be studied extensively, built according to the foundations of a logical process dealt with by specialists in education, administration, law, and other sciences through which peoples and societies have progressed.

Requirements and Pillars of Administrative Reform

Abdul Rahim Al-Kaib also mentioned in 2012

Reform needs requirements and pillars in order to assure its success. They must be coupled with them, which we see as fundamental, obligatory, and sufficient to activate and impose them, such as political support - popular support - and self-support.

Moreover, all of these pillars originate together because, with them, any reform process becomes realistic and can be successful, as experiences have proven in most developed countries or are on the development path.

Political support: This is done through leaders, presidents, and the highest state authority adopting reform so that they issue instructions to those with the lowest authority to work on finding a mechanism for it and then grant them powers without coercion to make decisions about it, with a warning to start from under the feet, that is, from the person in charge of himself.

Popular support: It is done through all segments of association so that opportunities are given and all capabilities are invested in fighting and remedying performance. The new decisions and laws in this regard are presented to society to control on and through them and to clarify all matters with complete transparency so

that everyone is aware of the virtues and benefits of reform and thus obtains strong popular support to implement.

Self-support: It comes from employees and workers in different departments in all institutions in the country so that they accept change and development and undertake the process of internal reform for each entity separately through them and their subordinates by changing the titles in positions and tasks, redrawing plans, making decisions, and implementing sound management with its scientific foundations that will push forward the reform process and averting harm from the circle in which they are present.

Objectives of Administrative Reform

Awadh Youssef Al-Haddad mentioned in 2011 that the goals of reform are

A- Improve functioning levels in the administrative apparatus and increase productivity.

B- Rationalizing government spending and concentrating on operating economies by reducing the size of programs, devices, and excess numbers of workers.

C- Strengthen the procedure of democratic transformation and support trends towards administrative decentralization to encourage widespread participation in the management of public affairs and decision-making.

D- Simplify administrative techniques and reform financial and tax systems to provide resources and fair distribution of burdens.

E- Improving the methods of dealing with citizens and enhancing the concept of the necessity of responding to their requests, given that providing service to citizens is the justification for the existence of administrative agencies. This is done by showing more transparency in the work of employees and managerial agencies and enhancing the concept of accountability and social responsibility.

Characteristics of the Repair Process

Youssef Maki mentioned in 2012 that the most important characteristics of the reform process are As follows:

1. Administrative reform is a wide-ranging process, not partial. If there is partial reform, it will be within the comprehensive framework of administrative reform.
2. Reform is an ongoing process that restarts the administrative process of planning, directing, and controlling, as it exposes many problems before they accumulate or in a way that does not hinder the reform process.
3. Reform is an administrative process that requires preparation, organizing, directing, and oversight. Administrative reform requires arrangement, planning, providing information, trying to persuade, organizing, monitoring implementation, and treating problems.
4. Reform is a collective process that requires the team's cooperation from control as an example and influencer on others and workers (leaders, employees, and the public).
5. Administrative reform is associated to the environment, as it is affected by customs, traditions, and values (culture).
6. People primarily influence administrative reform, and importing explanations to problems cannot be compared to importing technology (machines, materials).
7. Administrative reform needs to concentrate on other aspects, such as political, economic, and social reform. Administrative reform affects and is also influenced by these aspects, which are obstacles to administrative reform.
8. Administrative reform is a normative, value-based thought with multiple moral dimensions with different value-based goals whose measurement criteria differ. This concept is based on the indication that growth and development are required and can be translated into administrative programs and activities.

9. Administrative reform is not only a mediator or a tool for assigning development plans but a developmental, political, and social process with executive and economic aspects.

10. Reform is not only a cure for administrative negativity, but it has political and social implications, means, and methods not necessarily decided upon in advance by those involved in reform.

11. Reform was linked to a transformation progression from one situation to another.

Field Aspect

In this aspect of the study, the researcher examined the primary data, classified the data according to frequency tables, and analyzed the tables using the statistical packages program (SPSS) to reach the study results.

This aspect allocates with analyzing the data obtained during the questionnaire form, which was distributed to the employees of the education and health departments. The number of questionnaires distributed was (200) and (160) questionnaires were received between the two subdivisions. All of them were subjected to statistical examination, and the analysis of this study was based on the arithmetic mean and percentages.

Section One: Analysis Of Data Associated to Filling Out The Form

Job Title

Table No. 1.

Statement	Number	Ratio
Administrative	129	% 81
Director of the Department	4	% 02
Head of the Department	27	% 17
Total	160	% 100

It is clear from Table 1 that 81% of the sample members are administrators in the education and health sectors, while 17% are department heads.

Academic Qualification

Table No. 2.

Statement	Number	Ratio
Secondary	38	% 24
Bachelor's degree or equivalent	92	% 57
Master	29	% 18
Ph.D.	1	% 01
Total	160	% 100

We note from Table 2 that the sample members have higher qualifications, denoting 76% of the total sample, which serves the study in terms of their education.

Specialization

Table No. 3.

Statement	Number	Ratio
Administration	61	% 38
Accounting	25	% 16
Economy	12	% 07
Computer	23	% 14
Other	39	% 24
Total	160	% 100

We note from Table 3 that 38% of the sample's members held a running specialization in the education and health sectors, followed by another specialization, which may be in a field other than the mentioned specializations, and the percentage was 24% in the education and health sectors.

Years of Experience

Table No. 4.

Statement	Number	Ratio
5 to 10	65	% 41
10 to 15	46	% 28
15 to 20	21	% 13
20 and above	28	% 18
Total	160	% 100

It is clear from Table 4 that 41% of the sample members are in the two segments, and their experience ranges from 5 to 10 years, followed by 28% of the sample members whose experience ranges from 10 to 15 years.

Section Two: Data related to the subject of the study

First: A model of administrative corruption

A- What are the possible reasons of administrative economic corruption?

Put a mark (✓) on the appropriate paragraph:

Table No.5.

No.	Statement	Number	Ratio
1	Living situation and lack of salary	90	% 56
2	Lack of patriotism and religious morals	114	% 71
3	Temptation by others	48	% 3
4	The organization's workload has increased	38	% 24
5	Weak public oversight	105	% 66
6	Weak internal control	87	% 54
7	Weak work of departments and managers	85	% 53
8	Weakness of the secretary or director of the entity	83	% 52
9	Weakness of the secretary or director of the entity	97	% 61
10	Wrong decisions	71	% 44

It is noted in Table 5 that 71% denoted that one of the most critical possible causes of administrative corruption is the lack of patriotism and religious motive, followed by weak public oversight at 66%, followed by the lack of the right man in the right place at 61%, then the living situation and low salary by 56%.

B. Forms and aspects of administrative economic corruption:

Table No. 6.

No.	Statement	Number	Ratio
1	Direct theft	94	% 59
2	Bribe	100	% 62
3	Cheating	83	% 52
4	Laziness and negligence	107	% 67
5	Excessive purchases	63	% 39
6	Price fraud	57	% 36
7	Fake employment and contracts	79	% 49
8	Favoritism in bidding and awarding	74	% 46

It is clear from Table 6 that 67% decided that among the forms of administrative corruption are negligence and negligence, followed by bribery at 62%, and then direct theft at 59%.

C. How is administrative economic corruption eliminated?

Table No. 7.

No.	Statement	Number	Ratio
1	Activating the oversight role and changing its current status	103	% 64

What do Components of Administrative Reforms Tell Us About the Quality of Economic Development? Evidence from a North African Country

2	Application of the law	117	% 73
3	Putting the right man in the right place	98	% 61
4	Change of administrative structure	81	% 51
5	Abolition of some positions and powers	59	% 37
6	Public awareness mobilization	84	% 52

It is clear from Table 7 that 73% specified that administrative corruption is eliminated by applying the limits of the law. Some indicated, with a percentage of 64%, that eliminating administrative corruption is achieved by activating the role of oversight and changing its current status.

Second: A sample questionnaire on the details that led to the spread of the phenomenon of administrative economic corruption:

Table No. 8.

No.	Statement	Yes	No	Ratio
1	Do you expect that applying management theory according to its correct scientific foundations will limit the phenomenon of administrative economic corruption?	138	21	% 99
2	Do you think that education has a relationship with employee behavior?	135	23	% 98
3	Do you think that education and employee qualification reduces the phenomenon of administrative economic corruption?	100	52	% 78
4	Do you think that the political approach of governments has anything to do with employee behavior?	113	50	% 01
5	Do you think the work team has an impact on employee behavior?	117	40	% 98
6	Is administrative corruption an obstacle to life systems?	139	20	% 99
7	Does administrative corruption create an environment conducive to the spread of societal diseases such as mediation, nepotism, theft, and other diseases such as the spread of drugs and addiction of all kinds?	128	25	% 96
8	Is administrative corruption a suitable environment for the disintegration and removal of patriotism?	136	20	% 97
9	Is administrative corruption an obstacle to investments of various types - industrial, tourism, commercial, etc.?	138	19	% 98
10	Does administrative corruption deprive citizens of public services?	135	12	% 92

It is noted in Table 8 that all percentages are close, meaning that all members of the sample agree that the reasons that led to the spread of the experience of administrative corruption are as follows:

1. 99% indicated that applying management theory according to its correct scientific foundations limits administrative corruption, and executive corruption is an obstacle to life systems.
2. 98% believe that education has a connection with employee behavior, that the work team impacts employee behavior and that administrative corruption is an obstacle to investments of various types - industrial, tourism, commercial, etc.
3. 97% indicated that administrative corruption is a proper environment for the disintegration and removal of a job.
4. 96% indicated that administrative corruption produces an environment conducive to the spread of societal diseases such as mediation, nepotism, theft, and other diseases such as the spread of drugs and addiction of all kinds.

Third: A sample questionnaire about the Libyan administration for a future concept as a state of institutions:

Table No. (9).

No.	Statement	Yes	No	Ratio
1	Does the Libyan administration have the institutional capabilities necessary for effective and efficient performance and quality organization to carry out sustainable development requirements and programs?	72	83	% 97
2	Does the Libyan administration have the idea of accountability and correct accountability in state institutions, as well as all private and civil institutions, so that the issue is comprehensive before society and the relevant parties with regard to the sustainable development program?	55	100	% 97
3	Does the Libyan administration have the capabilities to apply the law efficiently and effectively, implement the required development contracts, and carry out the requirements of protecting the sustainable development program in accordance with the law?	60	95	% 97

4	Does the administration have the ability to control administrative corruption and enhance transparency in order to achieve good governance?	76	79	% 97
5	Does the Libyan administration have the effectiveness and efficiency required to manage the national economy and achieve sustainable development according to the international classification of economic freedom?	79	79	% 99
6	Is there a level of transparency for the Libyan administration on an international comparative scale?	32	121	% 96
7	Does the Libyan administration have the institutional capacity to manage sustainable environmental development?	60	92	% 95
8	Does the Libyan administration have the institutional capacity to manage sustainable food and agricultural development?	71	90	% 06
9	Does the Libyan administration have the effective institutional capacity to bring about balance and maturity in the Libyan labor market?	65	90	% 97
10	Does the Libyan administration have the ability to create prosperity and raise the standard of living and quality of life within society?	70	79	% 93

It is clear from Table 9 that most of the sample members directed the following regarding the vision of the Libyan administration in the future as a state of institutions:

1. 99% believe that the Libyan administration has the effectiveness and efficiency required to operate the national economy and achieve sustainable development according to the World Economic Freedom Classification.

2. 97% believe that the Libyan administration has the necessary institutional capabilities to evaluate effective and efficient performance and offer quality organization to fulfill the requirements and programs of sustainable development. The Libyan administration also has the indication of proper accountability in state institutions and all civil and private institutions so that there is comprehensive accountability before society and relevant parties for the relationship between the sustainable development programs. The Libyan administration also has the capabilities to employ the law efficiently and effectively, implement the required development contracts, and carry out the requirements for protecting sustainable development programs by the law. In addition, the administration can utilize administrative corruption and enhance transparency, leading to good governance. Finally, the Libyan administration has the sufficient institutional capacity to achieve balance and maturity in the Libyan labor market.

RESULTS AND RECOMMENDATIONS

Results

Several results have been achieved that attain the objectives set for this study, including:

1. Identify the possible reasons of administrative economic corruption:

This goal was achieved through the following consequences:

71% of the sample indicated that the main goal of corruption is the lack of patriotism and religious morals, followed by weak public oversight at a rate of 66%.

2. Forms and features of administrative economic corruption:

This goal was realized through the following results:

Neglect and negligence, at a rate of 67%, and bribery, at a rate of 62%, are among the most vital forms of administrative corruption that the study sample agreed upon.

3. How to exclude administrative economic corruption:

This purpose was achieved through the following results:

73% of the sample specified that one of the methods through which administrative corruption is eliminated is applying the limits of the law, followed by 64% activating the role of oversight and changing its current status.

4. The reasons that led to the extent of the phenomenon of administrative economic corruption:

This goal was achieved through the following outcomes:

99% of the study sample agreed that one of the details that led to the spread of the phenomenon of administrative corruption is that applying management according to its correct scientific foundations limits the experience of administrative corruption, followed by 98% that administrative corruption is an obstacle to investments of various types - industrial, tourism, commercial, and others.

5. The Libyan administration for a future visualization as a state of institutions:

The study sample agreed that the Libyan administration has a future vision as a formal of institutions:

By 99%, the Libyan administration has the effectiveness and efficiency needed to manage the national economy and achieve sustainable development according to the World Economic Freedom Classification, followed by 97%, and the Libyan administration has the sufficient institutional capacity to create balance and maturity in the Libyan labor market.

Recommendations

Some purposes must be taken into consideration, which are considered to treat and eradicate this phenomenon, and to be basics that we recommend, study, and work upon to build a society free of corruption, defects, and negatives:

1. Identifying the citizen's essentials, enabling him to live in dignity without feeling inferior and deprived.
2. Pay concentration to the citizen's culture and familiarize him with the economic, legal, and political terms of building the country.
3. Deciding the basics to achieve the principle of the right person in the right place through specializations, qualifications, experience, and integrity.
4. Develop a training program to restrict graduates whose rights have been lost while waiting for years for their jobs to come to them, to give them the right to participate in construction and giving.
5. Implement severe laws and eliminate the phenomenon of administrative economic corruption.

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