



ADMINISTRATIVE REFORM IN THE ALGERIAN ADMINISTRATIVE SYSTEM

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Send Article Date: 08-05-2025

Date of acceptance of the article: 30-08-2025

Abstract:

Public administration is considered a science, art and profession, and is characterized by a number of subjective characteristics, namely, it is a human, inevitable, purposeful and environmental management, that is, it interacts and is affected by the factors, conditions and atmosphere of its political, economic, social, cultural, scientific and technological environment, and public administration in this sense, nature and characteristics. it must be determined and advanced by the administrative revolution whenever its causes, objectives and conditions are available or the strategy of public institutions organization by the theory of administrative reform in its original scientific concept in order to adapt and develop for effectiveness and rationality in performance.

key words: Public administration, administrative reform, change, calendar, rationality, the administrative revolution.

Introduction:

Public administration is a specialized branch within the broader field of management, focusing on the organization, funding, and governance of institutions, as well as the recruitment, motivation, and management of individuals within them. However, it also plays a crucial role in the political sphere, as government administration is closely linked to political parties and their agendas, contributing to public policy development. As an executive function of the state, public administration operates under the authority of the government within the power structure. Its primary responsibility is to implement public policies, programs, national plans, laws, and regulatory frameworks,

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ensuring the smooth functioning of institutions, agencies, and administrative units. This, in turn, serves the public interest by addressing the material and moral needs of citizens while maintaining stability in key areas such as security, public health, education, and safety through administrative oversight.

The objectives of public administration are shaped by legal and regulatory frameworks, which define its functions based on two core aims. First, it ensures the efficient and rational functioning of public institutions and services to meet societal needs, deliver essential goods, and provide critical public services. Second, it seeks to maintain public order by employing administrative control mechanisms, including regulatory measures and enforcement actions, to safeguard security, public health, peace, and ethical conduct. The scope of public administration may expand or contract depending on the political, ideological, economic, and legal context of the state.

Public administration is both a science and an art, as well as a profession. It has distinct characteristics, including being an essential and goal-driven aspect of human governance. Additionally, it is shaped by and responsive to its surrounding environment, adapting to political, economic, social, cultural, scientific, and technological influences.

To remain effective, public administration must continuously evolve and improve through administrative reform and development initiatives. This can be achieved through management strategies designed to enhance organizational efficiency or by implementing administrative reform based on sound scientific principles. The goal is to ensure adaptability, renewal, and progress, ultimately enhancing performance and operational effectiveness.

This study explores administrative reform theory as a scientific approach to purposeful change, renewal, development, and evaluation in public administration. It specifically examines the following research questions:



1. What is the theory of administrative reform within the broader scientific framework of public administration?
2. How is this theory applied within the Algerian administrative system?

To address these questions, the study is divided into two main sections: the first section provides a conceptual framework for administrative reform, while the second focuses on its application within Algeria's administrative system.

SECTION I: Conceptual Framework for Administrative reform:

To outline the framework of concepts related to administrative reform as an analytical administrative system, we will explore the reasons, objectives, conditions, and key areas of administrative reform within institutions, facilities, bodies, units, and working methods of the administrative system in the state. In the first section, we will define administrative reform, and in the second section, we will examine the conditions and areas of its application

First Requirement: the concept of for Administrative reform:

To define administrative reform, we address defining the meaning of administrative reform, its characteristics, methods and objectives of its implementation.

Paragraph1: The meaning of Administrative reform:

A set of measures taken by administrative institutions in order to provide the best public service to citizens who benefit from the public service and to reach the optimal administrative decision for the public administration and the individual.

Many public administration scholars have made numerous attempts to define administrative reform as both a factor and a method of change and development aimed at improving capacity, efficiency, and effectiveness in administrative performance. The purpose of administrative reform is to properly implement

political, economic, and social policies, programs, and plans, ultimately achieving the objectives of the public interest.

Administrative reform is defined as the duty of public administration to develop public work through evaluation, follow-up, and control, utilizing scientific methods to enhance work methodologies and improve the administrative system. Coercive or externally driven administrative reform indicates a fundamental flaw in the overall administrative system, which it cannot detect or address on its own without external intervention. Additionally, administrative reform is regarded as a continuous and ongoing issue in government policies and programs, as well as a public demand aimed at eliminating deficiencies and errors in public administration to ensure the effective and efficient achievement of public goals. Furthermore, it is defined as a purposeful effort to develop and renew administrative capacity by building, enhancing, and evolving structures, systems, and skills to meet both current and anticipated needs in response to economic, social, and cultural developments."(yassir aloudwane, 2013, p789).

Administrative reform has also been defined as "efforts aimed at bringing about fundamental changes in public systems, either through broad organizational reforms or, at the very least, through procedural changes." and controls that seek to improve one or more of these systems(Hecene Abcher, 2007, p808). "

Based on the above, the meaning of administrative reform can be defined as "a process of change, development, renewal and administrative modernization planned in order to consolidate and strengthen the administrative system in the State in whole or in part with all the capabilities, scientific, technical, professional and structural skills, so as to achieve the objectives, processes and functions of the administrative system. to achieve the objectives of political and economic policies, reforms and programs efficiently and effectively."(yassir aloudwane, 2013, p807).



Through this definition and previous definitions of administrative reform, extract the intrinsic characteristics of the process of administrative reform.

- **The characteristics of Administrative reform:**

The most important characteristics of administrative reform include:

Management reform is a normative and value-driven concept that aims to bring about change, development, modernization, and innovation to improve management performance.

Administrative reform is in itself a political, economic and social development process(Donald Fuctel, 2003, p 23).

- 1- Administrative reform is an external, supranational, political, socio-economic administrative process that is decided, organized and managed by the authorities and the top political-administrative leadership in the hierarchy of state power.

Administrative reform is a process of renewal, development and external evaluation in proportion to the nature of both the administrative revolution and the strategy of developing the organization as mechanisms and methods of change and renewal

Paragraph 2: Reasons and objectives of Administrative reform:

Administrative reform in general administrative scientific theory causes and objectives we address as follows:

A. reasons for Administrative reform:

The main reasons for administrative reform are:

- 1- The widespread global shift toward democracy necessitates political and administrative reforms to reshape the state's administrative system into a democratic framework that is inclusive of civil society and citizens, functioning in decentralized and democratic ways.
- 2- The financial, economic and social crises in the world have led governments in different countries to undertake economic,

social and administrative reforms and policies that have necessitated administrative reforms in order to make public administration able to achieve the goals of economic and social reforms efficiently and effectively.

- 3- The inability of the public administration to consistently embody and achieve the political, economic and social goals set for it in a manner that provokes public discontent and public dissatisfaction among political, economic and social institutions and authorities and citizens.
- 4- The increasing phenomenon of systemic administrative, political, economic and bureaucratic corruption in a way that threatens the economic resources, social stability and the system in the state, which requires the leadership and the constitutional and political authorities to undertake the administrative reforms necessary to create public life and public administration in society and the state.
- 5- The emergence and spread of the phenomenon of comprehensive political, economic, social, information, administrative and legal globalization, with its positive and negative effects on weak and developing countries, which requires political, economic, social and administrative reforms in order to adapt and integrate into global globalization.

This is one of the most important reasons for the phenomenon of the spread of administrative reforms in the countries of the contemporary world, including the Algerian state.

- **Objectives of Administrative reform:**

The applications of management reform theory aim to achieve the following objectives:

- 1- the search for greater effectiveness, rationality and efficiency in administrative performance in order to achieve and embody political, economic, social, administrative and security goals for the benefit of society and the citizen.
- 2- rationalizing the role of human resources in administrative work by decision-making in the process of administrative control



and the Division for its implementation applying the principles, objectives, controls and areas of the human resources strategy in the areas of public employment laws and labor law in the State.

3. To achieve more participatory administrative democracy through the implementation of the policy of administrative decentralization and the participation of citizens and civil society organizations in the processes of public policy-making and administrative

4- Establishing public function and enhancing the relationship between the administration and citizens under all circumstances and conditions.

5- to achieve more coordination between the other organizations of the administrative system in the central and decentralized state.

6- Adapting the institutions, facilities, bodies, and units of the state's administrative system to the evolving political, economic, social, administrative, security, scientific, and technological changes. These are the key objectives of applying administrative reform theory within the state's administrative system.

Second requirement: Conditions and areas of administrative reform:

In order to apply the theory of administrative reform in public administration, a set of political and scientific conditions must be met, which we address as follows:

Paragraph1 : The conditions for the implementation of administrative reform:

Among the most important conditions for the application of management reform theory are the following:

1- there must be a full, sound and clear political, social, economic and administrative strategy or vision.

2- there must be rational political and administrative leaders in the state.

3- adopting the principles, methodologies and scientific methods in the application of the theory of administrative reform.

4- ensuring the achievement of administrative and popular participatory democracy with the participation of civil servants, citizens and civil society organizations in the process of implementing reform.

Paragraph 2 :the implementation of administrative reform:

Administrative reform is often applied in a partial and sectoral manner within the administrative system due to the inherent nature and characteristics of management reform theory. As a result, it may focus on the following areas:

- 1- Training and rehabilitation of human resources in the public administration and reform of the public service law and labor law.
- 2- reform of the local public administration, i.e. local bodies or groups in the state.
- 3- reforming the legal system of public funds and public works.
4. Reform of the Public Penal Code.
- 5- reform of the wage system in the public service.

These are some of the areas of implementation of administrative reform

Having explained the facts and information regarding the concept of management reform theory as a scientific framework for the applications of administrative reform, we will now apply it to the study of administrative reform implementations within the Algerian administrative system in a scientific and analytical manner.

SECTIONII : Applications of the theory of administrative reform in the Algerian administrative system.

For over a century, the French colonial administration subjected Algerians to severe brutality, including torture, murder, and the systematic violation of their rights and freedoms. In response, the newly independent Algerian state embarked on a sweeping national revolution across political, social, economic, military, security, and administrative sectors. A key focus of this transformation was the establishment of a national administrative



system rooted in the principles of social, economic, political, and administrative democracy, as well as social justice, genuine equality, and the protection of civil, economic, and political human rights.

Once the foundational principles, objectives, and key components of the Algerian national administrative system were firmly established within the framework of the emerging popular republican national democratic system, the country initiated comprehensive reforms and development across various sectors. Guided by the leadership of revolutionaries and the will of the people, as outlined in the charters and constitutions of the People's Democratic Republic of Algeria, the Algerian administrative system implemented the theory of administrative reform in its scientific, technical, and professional dimensions.

- To apply the theory of administrative reform in the Algerian administrative system, we will first examine the reasons and objectives behind the implementation of administrative reform in the Algerian administrative system. In the second part, we will explore the areas where the theory of administrative reform is applied within the Algerian administrative system.

First requirement : Reasons and objectives of Administrative reform Applications in the Algerian Administrative System:

The state has implemented the theory of administrative reform, tailored to the factors of Algeria's national cultural, social, economic, political, and practical environment. This has been done within the framework of political, civil, and social participation, through dialogue and extensive consultations with political parties, civil society organizations, as well as national figures, specialists, intellectuals, and reformists.

Among the general reasons and objectives of the most important administrative reforms instituted by the Algerian State are the following:

Paragraph1 : Modernization of management

First Adapting the institutions, facilities, bodies, and administrative units of the state to the demands of transformations, policies, programs, plans, and comprehensive national political, economic, and social reforms is essential. This ensures that the administrative system responds structurally, organizationally, and functionally to these changes, ultimately achieving the effectiveness and rationality of both the administrative system and its functions within the state.

Second: Responding to and engaging with all scientific, technological, and technical advancements, while mastering and utilizing them in the administrative work of the state, is essential. This is required by the need to modernize, rationalize, and enhance the effectiveness of public administration in contemporary Algeria.

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Paragraph 2 : Promoting the principle of democracy

First: Ensuring the realization of participatory popular democracy in the leadership and management of Algerian public administration institutions and bodies, particularly at the local level, involves applying the principles, methods, and procedures of accountable and responsible democratic practices.

Second: Creating public administration and preventing it from bureaucratic risks and corruption by applying the principles of transparency, rational and conscious control and the principle of responsibility and accountability.

Third: To ensure the establishment of positive relations between the state and citizens in general, and between the administration and citizens in particular, based on scientific, political, cultural, and social foundations. This involves



providing all necessary guarantees to foster understanding and satisfaction among citizens regarding the performance and administrative achievements of the state across all administrative, economic, and social sectors.

These are the primary reasons and objectives behind the administrative reforms that have been implemented, such as the reform of the new administrative division, which included upgrading municipalities to states (58 states) and others to mandatory states.

The second requirement: Areas of application of the theory of administrative reform in the Algerian administrative system

This section will identify and describe the key administrative reforms implemented by the contemporary Algerian state, focusing on partial applications that align with the nature and characteristics of the theory of administrative reform.

Paragraph 1 : Focus on central reform

Among the most important of these administrative reforms are the following:

First: The sum of the administrative reforms contained in all the texts and organizational decrees since independence today related to the central public administration in Algeria and its executive, technical and advisory branches and units, especially the government and the structures, organs and technical and advisory units affiliated to it.

Second: The reforms of local bodies and communities as the basic political, social, economic and administrative basis of the Algerian state, being the framework within which participatory popular democracy is practiced, and these reforms were carried out under the Algerian state charters of 1964, 1976 and 1986, and its constitutions of 1963 and 1976, 1989, 1996, 2016 and 2020, under the Municipal Charter and the Law of 1967, the Law of 1990 and the Law of 2011, which were

implemented within the framework of the policy of reforms announced on April 15, 2011, in order to deepen the democratic practice of pluralism and participation at the local level, rationalization and development of local administrative work in order to meet the aspirations and needs of citizens and participate in local development(Amar Awabdy, 2002, P 63).

The State was reformed by the State Charter and the Law of 1969 and 1990 and the new Law of 2012, which implemented the principle of the policy of political reforms announced on April 15, 2011, with the aim of deepening the practice of democratic pluralism and participation. promote and protect the rights and freedoms of man and citizen and rationalize public action in general and local action in particular in order to achieve and achieve the goals and practice of national and local development in the process of achieving the achievements and gains of social justice in all social and economic fields for the benefit of society and the citizen.

Paragraph 2 : Limits of administrative reform

First The reforms of the public service in Algeria, which were established and implemented through the 1966 reform by Order No. 66-133, dated June 2, 1966, outlining the General Basic Law on Employment for the Public Service, followed by the 1978 reform under the General Organization of the Workers Act. Additionally, the 1985 reform under Decree No. 85-59 of March 23, 1985, introduced the Model Organic Law for workers in Public Administrative institutions. Finally, the new reform of 2006, contained in Order No. 06-03 of July 15, 2006, introduced the General Organization Act for the Public Service, further supplemented by Law No. 22-22 of December 18, 2022.

The successive reforms of the public service in Algeria were aimed at codifying the principles and foundations of the human resources strategy in scientific theory in order to modernize and rationalize this vital function in the effective realization of the various functions of the state.



These frequent reforms have also been aimed at achieving and codifying the principles and principles of the public service, the rights and duties of public servants, the system of discipline and legal responsibility in full transparency and the principles of equality and justice.

Second: The reforms of the system of public transactions that were carried out under several legal and regulatory texts, the most important of which was the reform carried out by order No. 67-90 of June 17, 1967, containing the Law of Public transactions and Presidential Decree No. 10-236 of October 07, 2010, containing the amended and supplemented by several presidential decrees until the issuance of the law on public transactions law No. 23-12 of 20 September 2023 establishing the general rules on public transactions.

All reforms of public transactions aim to codify all principles, methods and procedures for the conclusion of administrative contracts and define the rights and duties of contractors with the public administration under legitimacy, transparency and effective control in order to protect public funds from the risks of corruption and protect and guarantee the rights of contractors with the competent administrative authorities in the State.

These are the most significant examples of the applications of the theory of administrative reform in the Algerian administrative system, presented here briefly as practical examples. This follows the discussion of the general reasons and objectives behind the application of the theory of administrative reform within the Algerian administrative system.

Conclusion:

This brief and focused study attempted to address the theory of management reform in scientific theory as an analytical scientific system for the quantities of change, renewal and development of the foundations of the administrative system in the state in a rational scientific manner. The conceptual

framework of this theory was addressed in terms of defining its meaning, specifying its characteristics, causes, objectives, conditions and fields of application. The study also tried to identify the applications of the theory of administrative reform in Algeria's administrative system through its various stages of development by indicating the general causes and objectives of the various administrative reforms and their areas of application. One of the conclusions that can be drawn in the light of this study of the topic of management reform theory: First, the theory of administrative reform as a theory and scientific methodology is imperative for any responsible, rational and fruitful administrative reform.. Second: The theory of management reform as a scientific theory and a specialized and integrated analytical system consisting of several elements and coordinated and integrated components are the causes, objectives, conditions and areas. Third: The independent and contemporary Algerian State has applied and applied the theory of administrative reform in its inherent scientific and administrative concept in many areas and components of the national administrative system and is trying to control its application within the limits of political, economic, social, administrative and national security factors and factors and conditions of the national cultural, cultural and administrative environment and scientific and technological developments in the world. Some suggestions can be drawn from this study: - To pay more attention to the technique of building a clear and comprehensive national vision for the application of the theory of administrative reform in Algeria, and to work tirelessly to qualify rational managerial leaders in all the institutions, facilities, bodies and organizations of the administrative system of the Algerian State. - To control the knowledge and application of the management development strategy as a forward-looking preventive strategy that safeguards the administrative foundations of the system from all imbalances, deficiencies and reasons for undertaking reforms. This strategy is also characterized by comprehensiveness, depth and continuity in the



planning, organization and conduct of the public administration in a rational and effective manner.

Existing the reviewer :

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-Constitution of the People's Democratic Republic of Algeria of 1976 issued by Order No. 97/76 historian On November 22, 1976, J R No. 16 dated November 24, 1976, as amended and supplemented.

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-Law No. 01/16 of March 6, 2016, Official Gazette No. 14 of March 7, 2016 Including the constitutional amendment.

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