**ANTI-CORRUPTION ACADEMY OF NIGERIA**

INDEPENDENT CORRUPT PRACTICES AND OTHER RELATED OFFENCES COMMISSION

**REmarks BY the PROVOST, ACAN**

**at policy dialogue on entrenching Transparency in public service recruitment in nigeria**

**Scope, and Objectives of the Policy Dialogue**

**Protocol**

**Introduction/Context of the Policy Dialogue**

You are all welcome to this National Anti-Corruption Policy Dialogue on Entrenching Transparency in Public Service Recruitment in Nigeria. The ACAN Policy Dialogues are designed to focus on topical issues of national importance which require improvement in terms of anticorruption policy-making or policy-implementation. The Dialogues are organised in the context of broader institutional goals such as those prescribed by the National Anti-Corruption Strategy (NACS), 2017.

Today’s Dialogue seeks to further the sub-objective of the NACS which is to “institute more transparent, merit-based recruitment processes”. Although this objective of the NACS relates particularly to Anti-Corruption and Law Enforcement agencies, its importance resonates throughout the Public Service. The Dialogue also furthers the goal of NACS to engender “Improved Socio-Cultural and Political Environment for Transparency, Accountability and Integrity”.

Recruitment into the public service is a matter of interest to all Nigerians particularly young Nigerians who make up a significant percentage of the country’s population. Despite the various rules and legislation relating to public service recruitment, there is considerable dissatisfaction with the apparent lack of transparency in public service recruitment. The whole idea of transparency in public service recruitment is to make the processes and outcome of recruitment into the public service deliberately open to the public. This brings up the scope of this Dialogue.

**Scope of the Dialogue**

The subject of recruitment can be viewed from diverse theoretical and practical perspectives or angles. It is therefore necessary for us to clarify that this Dialogue is expected to focus on the ideas, practical steps, and recommendations to establish or engrain transparency in the public service recruitment.

Although the scope of the Dialogue is limited to the entrenchment of transparency, it is expected that the views and contributions will cover the broad spectrum of academia, Civil Society, organised labour, public service and the private sector.

**Objectives**

1. In relation to public service recruitment, we hope the presentations, responses and suggestions of participants at this Policy Dialogue will form the bedrock of institutionalised responses that will:
   1. Identify the drivers for lack of transparency
   2. Share experiences of success stories within the public service
   3. Recommend interior mechanisms within agencies for increasing the extent of internal transparency
   4. Recommend general system-wide approaches for ensuring external transparency
   5. Recommend approaches for balancing the conflicting needs of transparency and selectivity in specialised cases

**Conclusion**

Once again, we thank you for creating time to participate in this National Policy Dialogue.

I wish us successful deliberations.

**Professor Olatunde Babwale**

**Provost, ACAN**