



**THE ANTI-CORRUPTION ACADEMY OF NIGERIA  
INDEPENDENT CORRUPT PRACTICES AND OTHER RELATED  
OFFENCES COMMISSION**

**BROCHURE**

**2016**

# **SCHEDULE OF TRAINING PROGRAMMES FOR 2016**

# **A: Prevention/Ethics and Integrity Training Programmes**

## COURSE CODE: 2016 - 001

<b>FRAUD DETECTION, PREVENTION AND SANCTIONS IN PUBLIC AND PRIVATE ORGANISATIONS</b>	
<b>DATE</b>	9 – 11 May 2016
<b>DURATION</b>	3 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	To build the capacity of participants to understand the concept of fraud, its operational framework and the legal provisions for acts of fraud; identify fraud risks and how to mitigate them in their workplace; appreciate the impact on individuals, organizations and the economy at large.
<b>EXPECTED OUTCOMES</b>	The concept of fraud, its dimensions and recent methods of perpetration understood; how to effectively conduct investigation into suspected or actual cases of fraud in organizations explored; how to mitigate fraud and create a culture of honesty, transparency and integrity appreciated; how to develop integrity plans and code of ethics comprehended.
<b>CONTENTS</b>	The concept of fraud; definition; types of fraud; Components of fraud; Fraud triangle; Fraud tracking; Legal Framework for preventing and proscribing punishment for fraud; Unveiling fraud; The Need for developing a Code of Ethics; Overview of the Corrupt Practices and Other Related Offences Act 2000.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through formal lectures in PowerPoint presentations; Experience Sharing, Questions and Answers Session; Focused Group Discussions, Case Studies and Role Plays.
<b>TARGET PARTICIPANTS</b>	Officials of ICPC, EFCC, CCB, CCT, NSCDC, FRSC, NDLEA, NAPITIP, NEITI, NCS, NPS, NIS, FFS, CBN, SEC, NDIC, FIRS, AGF, AuGF, NAFDAC and other law enforcement agencies.
<b>COURSE FEE</b>	₦75,000.00 (excluding accommodation)
<b>ACCOMMODATION</b>	ACAN Suites and Hotels in Keffi environs

## COURSE CODE: 2016 - 002

<b>IMPLEMENTING ETHICS AND FRAUD/CORRUPTION PREVENTION STRATEGIES IN PUBLIC AND PRIVATE ORGANISATIONS</b>	
<b>DATE</b>	17 - 18 May 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	Bolton White Hotel, Area 11 Garki, Abuja
<b>OBJECTIVES</b>	To build the capacity of participants to appreciate the concept of fraud, its operational framework and the legal provisions for acts of fraud; identify fraud risks and how to detect and prevent them in public and private organisations.
<b>EXPECTED OUTCOMES</b>	Participants acquainted with the provisions of the Corrupt Practices and Other Related Offences Act 2000; equipped with in-depth knowledge of the emerging sources and dynamics of fraud and corrupt practices and the strategies for controlling them; roles and responsibilities of Government, Regulatory and Law Enforcement authorities in preventing Fraud and Corrupt Practices appreciated; equipped with skills/techniques to sustain ethical culture and reduce corruption, and relate with modern prevention techniques to effectively combat fraud and corruption.
<b>CONTENTS</b>	Overview of corruption as an economic vice: issues and challenges; the Corrupt Practices and Other Related Offences Act 2000; emerging international initiatives in detecting, preventing and managing fraud and corruption; preparing for the next generation of fraudsters: mitigating threats posed by m-payment and e-money; upholding ethics and integrity in the banking profession: a means of restoring confidence in the financial institutions; designing and implementing effective internal systems and procedures for controlling fraud; code of conduct and due Process as tools for preventing fraud.
<b>TARGET PARTICIPANTS</b>	Executives and Managers of Deposit Money Banks, Discount Houses, Micro/Primary Mortgage and other Financial Institutions, Insurance Companies, Federal/State MDAs and Parastatals, Auditors, Inspectors, Academia, Economic and Investment Analysts, Oil and Gas Industries, manufacturing Industries, Financial Systems Regulatory Agencies, etc.
<b>COURSE FEE</b>	₦100,000.00
<b>NOTE</b>	This programme is being organised in collaboration with the Chartered Institute of Bankers of Nigeria (CIBN)

## COURSE CODE: 2016 - 003

<b>ACHIEVING ZERO TOLERANCE FOR CORRUPTION IN PUBLIC PROCUREMENT PROCESSES</b>	
<b>DATE</b>	11 – 12 July 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	To build the capacity of all officers involved in the procurement process, particularly procurement officers, to identify and tackle corruption prone elements in the procurement process and empower them with requisite skills and capacity to design anti-corruption processes/procedures in their workplace as well subscribe to the whistle-blower programme.
<b>EXPECTED OUTCOMES</b>	Participants exposed to the best procurement practices and procedures, and the provisions of the Public Procurement Act 2007 as well as the Corrupt Practices and Other Related Offences Act 2000; sensitised on the need for entrenching integrity in the procurement process of public agencies while achieving value for money; encouraged to promote zero tolerance for corruption in procurement.
<b>CONTENTS</b>	Best practices in public procurement process; typologies of corruption and corrupt practices in procurement, their prevention and consequences; conflict of interest; Public Procurement Act, 2007; Fiscal Responsibility Act, 2007; Corrupt Practices and Other Related Offences Act, 2000; Promoting zero tolerance for corruption in the workplace.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, questions and answers session, and case studies would help internalize and apply the knowledge gained.
<b>TARGET PARTICIPANTS</b>	Officers involved in the procurement process in MDAs, including anti-corruption officers and stores officers.
<b>COURSE FEE</b>	<del>₦</del> 40,000.00
<b>ACCOMMODATION</b>	ACAN Suites and Hotels in Keffi environs

## COURSE CODE: 2016 - 004

<b>ANTI-CORRUPTION AND ETHICS TRAINING FOR THE AVIATION SECTOR</b>	
<b>DATE</b>	14 – 15 July 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	To build the capacity of participants to appreciate the import of projecting the image of Nigeria positively to potential international visitors and investors; check opportunities for corruption, corrupt practices and unethical issues and promote high ethical standards in airport operations
<b>EXPECTED OUTCOMES</b>	Opportunities for corruption and corrupt practices in the processes and procedures at the international airports reviewed and plugged; ethical concerns raised, ethical values discussed and the development of a code of ethics that cuts across all airport workers initiated; Increased synergy among airports' stakeholders in unveiling and checking unwholesome activities; participants exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000 and procedures for reporting corruption.
<b>CONTENTS</b>	The theoretical concepts of ethics, integrity and transparency; ethical issues in the aviation sector; ethical values needed at the airports; best practices in the aviation sector; code of ethics for aviation workers; case studies; the Corrupt Practices and Other Related Offences Act, 2000 and relevant legal framework
<b>METHODOLOGY</b>	Paper presentations on PowerPoint with a lead discussant and other presenters; experience sharing; Questions and Answers Session; Focused Group Discussions and Case Studies
<b>TARGET PARTICIPANTS</b>	Airport workers and stakeholders in the nation's airports including staff of FMA, FAAN, NCAA, NAMA, NCAT, AIB, NIMET, NPF, NCS, NIS, SSS, NDLEA, aviation handlers, airport security officers and care hire service providers
<b>COURSE FEE</b>	₦40,000.00
<b>ACCOMMODATION</b>	ACAN Suites and Hotels in Keffi environs

## COURSE CODE: 2016 - 005

<b>ANTI-CORRUPTION, ETHICS AND INTEGRITY TRAINING IN LOCAL GOVERNMENT ADMINISTRATION</b>	
<b>DATES</b>	South-South: <b>July 18-19 &amp; 20-21</b> ; South East: <b>July 25-26 &amp; 27-28</b> South West: <b>Sept. 26-27 &amp; 28-29</b> ; North Central: <b>Oct 10-11 &amp; 12-13</b> North West: <b>Oct. 17-18 &amp; 19-20</b> ; North East: <b>Oct. 24-25 &amp; 26-27</b>
<b>DURATION</b>	4 days per zone (2 days for each category of participants)
<b>VENUE</b>	South South - <b>Uyo</b> ; South East - <b>Enugu</b> ; South West - <b>Ibadan</b> North Central - <b>Keffi</b> ; North West - <b>Kaduna</b> ; North East - <b>Bauchi</b>
<b>OBJECTIVES</b>	To build the capacity of participants to understand the concept of corruption and its methods of perpetration at local government levels; address all ethical and integrity concerns in Local Government administration; empower participants to design codes of ethics to guide their conduct; and establish virile internal control mechanisms against corruption.
<b>EXPECTED OUTCOMES</b>	Opportunities for corruption and corrupt practices in local government administration reviewed and plugged; Ethical issues discussed and the development of codes of ethics initiated; Increased synergy among workers in unveiling and checking corrupt practices; Best practices and procedures in local government administration imbibed; the provisions of the Corrupt Practices and Other Related Offences Act, 2000 and other relevant legal framework appreciated.
<b>CONTENTS</b>	Corrupt Practices in Local Government Administration: Types, Nature, Causes and Effects; Best Accounting and Auditing Practices; Procurement Processes; Local Government Administration Law and Practice; Developing Codes of Ethics for Corruption Prevention; Overview of the Corrupt Practices and Other Related Offences Act, 2000.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, questions and answers session and case studies would help internalize and apply the knowledge gained.
<b>TARGET PARTICIPANTS</b>	<b>First Category</b> - Local Government Chairmen/Caretakers and Secretaries in the 36 states and FCT. <b>Second Category</b> - Directors of Personnel Management, Treasurers and Revenue Officers, etc. in the 36 states and FCT.
<b>COURSE FEE</b>	₦60,000.00



## COURSE CODE: 2016 – 006

<b>ACHIEVING PROJECT AND PROCUREMENT OBJECTIVES WITH INTEGRITY</b>	
<b>DATE</b>	30 – 31 August 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi/Host Agency
<b>OBJECTIVES</b>	To expose participants to best practice in projects and procurement management; equip them with requisite skills for procurement of goods and services; uncover the principles and processes of project management; address the skills and competencies gaps among procurement practitioners and project execution team members and thus help in delivering projects with integrity; and acquaint participants with the provisions of the Public Procurement Act 2007, Corrupt Practices and Other Related Offences Act 2000 and other relevant integrity laws.
<b>EXPECTED OUTCOMES</b>	The strategies and technical exposure to the vulnerabilities in procurement process provided; Competencies and skills to effectively achieve procurement of goods and services, and manage projects developed; A core of professionals who deliver their functions with integrity evolved; an appropriate execution framework to make project implementation seamless developed and possibly adopted.
<b>CONTENTS</b>	Principles and Practices of Public Procurement; Overview of the Public Procurement Act 2007 and other relevant integrity laws; Initiating and Planning Projects/ Procurement of goods and services; Understanding Corruption Risks in Public Procurement Processes; Managing Projects Risks; Managing Project Quality and Schedule; Managing Communication and Stakeholder; Entrenching Integrity in Procurement Process.
<b>METHODOLOGY</b>	Professionals in the field will lead discussions and set the tone for deliberations. Participants will share learning through focused group discussions, case studies and work-group exercises.
<b>TARGET PARTICIPANTS</b>	The programme is targeted at heads of units and officers in charge of procurement, project and physical planning, works and maintenance, project monitoring and compliance, in MDAs, higher institutions and other agencies of government.
<b>COURSE FEE</b>	₦50,000.00
<b>ACCOMMODATION</b>	ACAN Suites and Hotels in Keffi environs

## COURSE CODE: 2016 - 007

<b>ACHIEVING ZERO TOLERANCE FOR CORRUPTION IN THE WORKPLACE: A PROGRAMME FOR MDAs</b>	
<b>DATE</b>	12 – 13 October 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	To build the capacity of Senior Public Servants to appreciate the pivotal role they play in the fight against corruption; empower them to champion this cause; encourage them to support anti-corruption efforts, particularly ACTUs and set the tone from the top in promoting zero-tolerance for corruption in their workplace.
<b>EXPECTED OUTCOMES</b>	Corruption prone areas in MDAs and their methods of perpetration exposed; establishment of ACTUs (where non-existent) and their activities supported; participants exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000, the procedures for reporting corruption and how to set the tone for zero tolerance for corruption in their workplace.
<b>CONTENTS</b>	<ul style="list-style-type: none"> <li>• Corruption: Forms, Types, Nature, Cost, Causes and Effects;</li> <li>• Corruption and Corrupt Practices in the Workplace;</li> <li>• Conflict of Interests</li> <li>• Entrenching Integrity in the Workplace/Promoting Zero Tolerance for Corruption in the Workplace</li> <li>• Role of ACTUs/ACTU Circulars and Standing Orders;</li> <li>• Overview of National Integrity Laws: ICPC Act, 2000, EFCC Law, CCB &amp; CCT, PPA, FRA, FOI, etc.</li> </ul>
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, Questions and Answers Session; Focused Group Discussions and Case Studies would help internalize and apply the knowledge gained.
<b>TARGET PARTICIPANTS</b>	Management Staff of Ministries, Departments and Agencies of Government.
<b>COURSE FEE</b>	₦50,000.00

## COURSE CODE: 2016 – 008

<b>PROMOTING TRANSPARENCY AND INTEGRITY IN PENSION FUND ADMINISTRATION</b>	
<b>DATE</b>	18 – 19 October 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	<p>The objectives of this programme include, amongst others, to:</p> <ul style="list-style-type: none"><li>• Build the capacity of stakeholders to appreciate and promote integrity and transparency in pension administration;</li><li>• X-ray loopholes for corruption and corrupt practices in the pension administration system and proffer solutions;</li><li>• Examine integrity standards and Code of Ethics guiding Pension Fund Administrators, Pension Fund Custodians and other stakeholders in the sector;</li><li>• Create awareness of the provisions of the Corrupt Practices and Other Related Offences Act 2000 and of other national integrity laws; and</li><li>• Empower stakeholders to report corrupt practices in the sector.</li></ul>
<b>EXPECTED OUTCOMES</b>	<ul style="list-style-type: none"><li>• Corruption prone areas in pension fund administration processes understood;</li><li>• Capacity of stakeholders to tackle corruption in pension administration built;</li><li>• Culture of integrity in the pension administration system created;</li><li>• Public confidence in the integrity of pension fund administration enhanced;</li><li>• Participants acquainted with the Code of Ethics guiding Pension Funds Administrators and consequences of violation;</li><li>• Provisions of the Corrupt Practices and Other Related Offences Act 2000 and procedures for reporting corruption disseminated.</li></ul>
<b>CONTENTS</b>	<ul style="list-style-type: none"><li>• Challenges of Pension Fund Management in Nigeria;</li><li>• Corruption Red Flags in Contributory Pension Fund Administration;</li><li>• Administrative Challenges of Contributory Pension Fund Management;</li></ul>

	<ul style="list-style-type: none"> <li>• The Pension Reform Act 2014 (as amended) and the future of Pension Administration in Nigeria;</li> <li>• Problems and Prospects of Contributory Pension Scheme;</li> <li>• Role of Stakeholders in Entrenching Integrity in Pension Administration;</li> <li>• Overview of the Corrupt Practices and Other Related Offences Act 2000.</li> </ul>
<b>METHODOLOGY</b>	The programme would comprise sessions of paper presentations by economic and financial professionals in the pensions sector, as well as group discussions and interactive sessions.
<b>TARGET PARTICIPANTS</b>	National Pension Commission; Central Bank of Nigeria; Pension Transition Arrangement Directorate; Office of the Head of Civil Service of the Federation; Office of the Heads of Civil Service of States; National Insurance Commission; Securities and Exchange Commission; Pension Fund Administrators; Pension Fund Custodians; Insurance Companies; Pension Desk Officers in Federal and State MDAs and private organisations; Heads/Directors of Finance and Accounts of MDAs; Heads of Human Resources or their equivalents.
<b>COURSE FEE</b>	N50,000
<b>ACCOMMODATION</b>	Residence not required.

## COURSE CODE: 2016 – 009

<b>ENTRENCHING INTEGRITY, ACCOUNTABILITY AND TRANSPARENCY IN THE WORKPLACE: A PROGRAMME FOR MDAs</b>	
<b>DATE</b>	25 – 26 October 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi/Host Agency
<b>OBJECTIVES</b>	The training aims at building the capacity of participants to respond to possible corrupt practices in their workplace. In particular, it will help promote a culture of integrity, transparency and accountability in the business of government in MDAs. Participants will also appreciate the impact of corruption in the workplace, the pertinent role they play in the fight against corruption in their workplace
<b>EXPECTED OUTCOMES</b>	Corruption-prone areas in public service and their methods of perpetration exposed; Transparency and accountability culture appreciated and imbibed by participants; The framework for building a sustainable culture of integrity, transparency and accountability outlined and comprehended; Participants exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000 and procedures for reporting corruption and get involved in anti-corruption efforts in their workplace; Ultimately, promoting public confidence in the activities and integrity of government MDAs.
<b>CONTENTS</b>	<ul style="list-style-type: none"> <li>• Corruption: Forms, Types, Nature, Cost, Causes and Effects</li> <li>• Corruption Red Flags in the Workplace</li> <li>• Corruption Prevention Strategies</li> <li>• Conflict of Interests</li> <li>• Integrity Pillars: Transparency, Probity and Accountability</li> <li>• Building a Sustainable Culture of Transparency and Accountability in the Workplace</li> <li>• Overview of the Corrupt Practices and Other Related Offences Act, 2000</li> </ul>
<b>METHODOLOGY</b>	<p>This is a customized programme. Intending participating organisations may wish to get their staff trained at the Academy or other desired location.</p> <p>The theoretical framework will be imparted through PowerPoint presentations while experience sharing; Brain Teasers; Questions and Answers Session; Focused Group Discussions and Case Studies would help internalize and apply the knowledge gained</p>
<b>TARGET PARTICIPANTS</b>	Staff of MDAs at Federal and State levels
<b>COURSE FEE</b>	To be determined in conjunction with participating organisations

## COURSE CODE: 2016 - 010

<b>ACHIEVING ZERO TOLERANCE FOR CORRUPTION IN THE WORKPLACE: THE ROLE OF CHIEF EXECUTIVES</b>	
<b>DATE</b>	To be decided
<b>DURATION</b>	3 sessions of 1 day each
<b>VENUE</b>	ICPC Headquarters, Abuja
<b>OBJECTIVES</b>	To build the capacity of Chief Executives to appreciate the pivotal role they play in the fight against corruption; empower them to champion this cause; encourage them to support anti-corruption efforts, particularly ACTUs and set the tone from the top in promoting zero-tolerance for corruption in their workplace.
<b>EXPECTED OUTCOMES</b>	Corruption prone areas in MDAs and their methods of perpetration exposed; establishment of ACTUs (where non-existent) and their activities supported; Chief Executives exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000, the procedures for reporting corruption and how to set the tone for zero tolerance for corruption in their workplace.
<b>CONTENTS</b>	<ul style="list-style-type: none"> <li>• Corruption in the Workplace: Forms, Types, Nature, Cost, Causes and Effects</li> <li>• Conflict of Interests</li> <li>• Entrenching Integrity in the Workplace</li> <li>• Role of ACTUs</li> <li>• Overview of National Integrity Laws: ICPC Act, 2000, EFCC Law, CCB &amp; CCT, PPA, FRA, FOI, etc.</li> </ul>
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, Questions and Answers Session; Focused Group Discussions and Case Studies would help internalize and apply the knowledge gained.
<b>TARGET PARTICIPANTS</b>	All Chief Executive Officers, including Federal Permanent Secretaries, Executive Secretaries, Directors-General, Managing Directors, Chairmen of Commissions, Chief Registrars, Chief Medical Directors, etc.
<b>COURSE FEE</b>	NA

**B: Programmes for Anti-Corruption and Transparency Monitoring Units (ACTUs)**

## COURSE CODE: 2016 - 011

<b>WHISTLE BLOWING AND THE ANTI-CORRUPTION CRUSADE</b>	
<b>DATE</b>	22 – 23 June 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	To build the capacity of participants to understand, appreciate and promote whistle blowing and champion this cause in their workplace.
<b>EXPECTED OUTCOMES</b>	Participants exposed to the concept, forms, expectations of whistle blowing and the position of the law in the anti-corruption crusade; empowered to promote whistle blowing in their workplace with ACTU members championing the cause.
<b>CONTENTS</b>	Global Perspective on the concept of whistle blowing; Whistle Blower Protection in Nigeria; Whistle blowing, the challenges and Administration of Criminal Justice System in Nigeria; The imperatives of whistle blowing in the war against corruption; and the provisions of Corrupt Practices and Other Related Offences Act 2000 and other anti-corruption laws.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, questions and answers session, focused group discussions, and case studies would assist to apply the knowledge gained.
<b>TARGET PARTICIPANTS</b>	ACTU Chairmen, Secretaries and others members.
<b>COURSE FEE</b>	<del>₦</del> 40,000.00
<b>ACCOMMODATION</b>	ACAN Suites and Hotels in Keffi environs



## COURSE CODE: 2016 - 012

<b>ENTRENCHING ETHICS AND COMPLIANCE IN THE WORKPLACE: THE ROLE OF ACTUs</b>	
<b>DATE</b>	7 - 9 September 2016
<b>DURATION</b>	3 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	To build the capacity of participants to identify and check opportunities for corruption, corrupt practices and unethical issues in the workplace; set and promote high ethical standards; design codes of ethics to guide the conduct of staff; and establish virile internal control mechanisms against corruption.
<b>EXPECTED OUTCOMES</b>	Opportunities for corruption and corrupt practices in the workplace reviewed and plugged; Ethical issues discussed and the development of codes of ethics initiated; Increased synergy amongst staff in unveiling and checking corrupt practices; high ethical standards set and imbibed; the provisions of the Corrupt Practices and Other Related Offences Act 2000 and other legal framework appreciated.
<b>CONTENTS</b>	The Theoretical Concepts of Ethics, Integrity and Transparency; ethical Issues in the workplace; setting the tone for and enforcing compliance to high ethical standards; Best Practices in behavioural ethics; developing codes of ethics/conduct; Overview of ICPC ethics and compliance scorecard; institutional integrity management; case studies; the Corrupt Practices and Other Related Offences Act, 2000 and relevant legal framework.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, questions and answers session, and case studies would help internalize and apply the knowledge gained.
<b>TARGET PARTICIPANTS</b>	ACTU Chairmen, Secretaries and other members.
<b>COURSE FEE</b>	<del>₦</del> 40,000.00
<b>ACCOMMODATION</b>	ACAN Suites and Hotels in Keffi environs

# **C: Programmes for Federal and State Legislature**

## COURSE CODE: 2016 – 013

<b>ACHIEVING ZERO TOLERANCE FOR CORRUPTION IN THE PROCUREMENT PROCESS OF THE LEGISLATURE</b>	
<b>DATE</b>	20 – 21 June 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	ICPC Headquarters, Abuja
<b>OBJECTIVES</b>	To build the capacity of participants to appreciate the concept and import of zero tolerance, and promote zero tolerance for corruption in the procurement process of the legislative arm of government.
<b>EXPECTED OUTCOMES</b>	The integrity of the procurement process in the legislature evaluated; participants equipped with anti-corruption strategies and given technical exposure to the vulnerabilities to corruption in the procurement process; Best practices and procedures in procurement identified; sanctions for infractions on procurement process and procedures enumerated; participants equipped to promote zero tolerance for corruption in their workplace.
<b>CONTENTS</b>	Best practices in public procurement process and procedures; Corruption and corrupt practices in procurement and their consequences; the concept of zero tolerance for corruption; Conflict of interest; Approval thresholds; Public Procurement Act, 2007; Fiscal Responsibility Act, 2007; Corrupt Practices and Other Related Offences Act, 2000.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, participatory approach, focused group discussions, and case studies would help internalize and apply knowledge gained.
<b>TARGET PARTICIPANTS</b>	Clerks, Deputy Clerks and Procurement Officers in Federal and State Legislatures.
<b>COURSE FEE</b>	<del>₦</del> 50,000.00
<b>ACCOMMODATION</b>	NA

## COURSE CODE: 2016 – 014

<b>LEADING WITH INTEGRITY TO ACHIEVE A CORRUPTION-FREE LEGISLATURE</b>	
<b>DATE</b>	26 – 27 September 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	TO BE DECIDED
<b>OBJECTIVES</b>	This leadership training programme is aimed at building a core of leaders in the legislature to drive the anti-corruption agenda in this arm of government. It is designed to develop participants' understanding of key issues in corruption and anti-corruption work; expose them to the import of imbibing and exhibiting cultures of integrity and allied virtues; build the capacity of participants to provide leadership driven by vision and results; as well as develop competencies for management of resources and change.
<b>EXPECTED OUTCOMES</b>	At the end of the training, it is expected that participants should: <ul style="list-style-type: none"> <li>• Be equipped with cutting-edge strategic leadership skill;</li> <li>• Be exposed to the need to imbibe and practice integrity;</li> <li>• Appreciate and understand Nigerian national integrity laws;</li> <li>• Develop basic competencies in key areas of anti-corruption work, including prevention, detection and investigation skills;</li> <li>• Appreciate contemporary strategies for managing organizational Integrity and Corruption challenges;</li> <li>• Be able to set the required leadership tone from the top and provide mentorship for personnel under their leadership.</li> </ul>
<b>CONTENTS</b>	Anti-Corruption Leadership Skills and Styles; Overview of Nigerian Anti-Corruption Laws; Leadership Role and Functions; Integrity, Transparency, Probity and Accountability; Resource Management; Fund Management; Strategic Planning; Team Building and Effective Delegation; Team Building and Communication; Results-Driven Orientation and Value System; Skills of staff Coaching and Mentoring; Building Inter-Agency Synergy, Appreciating Nigerian Anti-Corruption Drive; Fraud Detection and Prevention Skills; amongst others.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, participatory approach, focused group discussions, and case studies would help internalize and apply knowledge gained.
<b>TARGET PARTICIPANTS</b>	Speakers, Deputy Speakers, Majority Leaders, Minority Leaders and Chief Whips in the States Legislature.
<b>COURSE FEE</b>	TO BE DECIDED
<b>ACCOMMODATION</b>	NA

## COURSE CODE: 2016 – 015

ACHIEVING INTEGRITY IN LEGISLATIVE SERVICES SUPPORT MANAGEMENT	
DATE	28 – 29 September 2016
DURATION	2 days
VENUE	ICPC Headquarters, Abuja
OBJECTIVES	To build the capacity of participants to appreciate the import of proper record management and improve their record management skills; expose participants to corrupt practices associated with poor record keeping; build their capacity to relate to corruption-related issues in records management; promote a culture of integrity, transparency and accountability in record management; expose participants to the provisions of the Corrupt Practices and Other related Offences Act 2000, the procedure for reporting corruption and the penalties for infractions of the provisions of the Act.
EXPECTED OUTCOMES	Participants equipped with best practices and procedures in Record Management; Increased integrity and transparency in record management in the various State Houses of Assembly; Participants equipped with anti-corruption strategies and given technical exposure to the vulnerabilities of corruption in the record management process; exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000; A declaration of commitment for a robust action against corruption by participants
CONTENTS	Typologies of Corruption and Corrupt Practices in the State Houses of Assembly; Effective Record Management as a veritable tool for transparency and accountability in legislative duties; Sustaining a culture of proper record management in the State Houses of Assembly; Conflict of interest in the workplace; Overview of the Corrupt Practices and Other Related Offences Act 2000
METHODOLOGY	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, participatory approach, focused group discussions, and case studies would help internalize and apply knowledge gained.
TARGET PARTICIPANTS	Clerks, Deputy Clerks and Committee Secretaries in the Houses of Assembly
COURSE FEE	₦50,000.00
ACCOMMODATION	NA

# **D: Enforcement Programmes**

## COURSE CODE: 2016 - 016

<b>CONTEMPORARY TECHNIQUES IN FRAUD INVESTIGATION</b>	
<b>DATE</b>	3 – 4 May 2016
<b>DURATION</b>	2 days
<b>VENUE</b>	ICPC Headquarters, Abuja
<b>OBJECTIVES</b>	To build the capacity of intelligence officers and investigation practitioners to relate to emerging trends in fraud investigation and equip them with contemporary techniques to effectively combat fraud and related crimes.
<b>EXPECTED OUTCOMES</b>	The concept of fraud, its dimensions and recent methods of perpetration understood; contemporary skills for effectively conducting investigation into suspected or actual cases of fraud in organizations explored; how to mitigate fraud and create a culture of honesty, transparency and integrity appreciated.
<b>CONTENTS</b>	The concept of fraud; types of fraud; components of fraud; fraud triangle; fraud tracking; legal framework for preventing and proscribing punishment for fraud; unveiling fraud; emerging trends employed by fraudsters; techniques for fraud detection; overview of the Corrupt Practices and Other Related Offences Act 2000; etc.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through PowerPoint presentations while experience sharing, brain teasers; questions and answers session; focused group discussions and case studies would help internalize and apply the knowledge gained.
<b>TARGET PARTICIPANTS</b>	Investigators, intelligence officers and security personnel.
<b>COURSE FEE</b>	₦30,000.00
<b>ACCOMMODATION</b>	Nil

## COURSE CODE: 2016 – 001A

<b>FRAUD DETECTION, PREVENTION AND SANCTIONS IN PUBLIC AND PRIVATE ORGANISATIONS</b>	
<b>DATE</b>	9 – 11 May 2016
<b>DURATION</b>	3 days
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	To build the capacity of participants to understand the concept of fraud, its operational framework and the legal provisions for acts of fraud; identify fraud risks and how to mitigate them in their workplace; appreciate the impact on individuals, organizations and the economy at large.
<b>EXPECTED OUTCOMES</b>	The concept of fraud, its dimensions and recent methods of perpetration understood; how to effectively conduct investigation into suspected or actual cases of fraud in organizations explored; how to mitigate fraud and create a culture of honesty, transparency and integrity appreciated; how to develop integrity plans and code of ethics comprehended.
<b>CONTENTS</b>	The Concept of fraud; definition; types of fraud; Components of fraud; fraud triangle; fraud tracking; Legal Framework for preventing and proscribing punishment for fraud; Unveiling fraud; The Need for developing a Code of Ethics; Overview of the Corrupt Practices and Other Related Offences Act 2000.
<b>METHODOLOGY</b>	The theoretical framework will be imparted through formal lectures in PowerPoint presentations while experience sharing, Questions and Answers Session; Focused Group Discussions, Case Studies and role plays would help internalize and apply the knowledge gained.
<b>TARGET PARTICIPANTS</b>	Officials of ICPC, EFCC, CCB, CCT, NSCDC, FRSC, NDLEA, NAPTIP, NEITI, NCS, NPS, NIS, FFS, CBN, SEC, NDIC, FIRS, AGF, AuGF, NAFDAC and other law enforcement agencies.
<b>COURSE FEE</b>	₦75,000.00 (excluding accommodation)
<b>ACCOMMODATION</b>	ACAN Suites and Hotels in Keffi environs



# **E: Anti-Corruption Leadership Programmes**

## COURSE CODE: 2016 - 017

<b>A ROUNDTABLE ON THE MEDIA AND THE WAR AGAINST CORRUPTION</b>	
<b>DATE</b>	To be determined
<b>DURATION</b>	2 days (1 day for each category of participants)
<b>VENUE</b>	Lagos
<b>OBJECTIVES</b>	To entrench good governance in Nigeria by promoting probity and accountability in reporting corruption related issues; train media practitioners in the art of reporting corruption and corruption-related issues; examine and overcome obstacles to ethical reporting, impediments to objective assessment of issues as well as challenges to fair and thorough investigative journalism in relation to corruption; encourage participants to appreciate and imbibe best practices and infuse same into the code of conduct for media managers and practitioners.
<b>EXPECTED OUTCOMES</b>	Increased synergy between the media and anti-corruption agencies; improved access to information by the citizenry; empowered media that carries out its watchdog role more efficiently and effectively; entrenched culture of accountability and transparency in governance; balanced and fair reporting of corruption and related matters; enhanced and sustained investigative journalism; participants exposed to the provisions of the Corrupt Practices and Other Related Offences Act 2000 and procedures for reporting corruption.
<b>CONTENTS</b>	The Impact of Corruption on Fair and Independent Reporting in a Democratic Government; Ethical Journalism; Investigative Reporting; Legal Framework; Best Practices in Investigative Journalism for Media Men; the Impact of Brown Envelopes on Corruption Reporting; Reporting Corruption in a Culturally Diverse Society; An Overview of the Corrupt Practices and Other Related Offences Act 2000.
<b>METHODOLOGY</b>	Paper presentations on PowerPoint with a lead speaker/discussant and other presenters; experience sharing; questions/answers session; case studies.
<b>TARGET PARTICIPANTS</b>	Day 1: Managing Directors/Editors-in-Chief of Media Outfits Day 2: Editors and News Editors of Media Organisations
<b>COURSE FEE</b>	NA

## COURSE CODE: 2016 - 018

<b>ANTI-CORRUPTION LEADERSHIP ACADEMY</b>	
<b>DATE</b>	June, August and November 2016
<b>DURATION</b>	1 Week
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	To build a core of leaders to drive the anti-corruption agenda in the public and private sectors of the country. It is also designed to develop participants' understanding of key issues in corruption and anti-corruption work; build the capacity of participants to provide leadership driven by vision and results; develop competencies for management of resources and change; as well as build participants' skills in networking and partnership, programme planning and execution, and problem solving.
<b>EXPECTED OUTCOMES</b>	<ul style="list-style-type: none"><li>• Participants equipped with cutting-edge strategic leadership skills expected to assist in improving their job performance;</li><li>• Appreciate and understand Nigerian national integrity laws and their application to public and private sector organisations;</li><li>• Participants acquire basic competencies in key areas of anti-corruption work, including corruption prevention, detection and investigation;</li><li>• Participants appreciate contemporary strategies of managing organizational Integrity and Corruption challenges;</li><li>• Participants develop competencies to appreciate and manage critical relationships associated with leading and managing anti-corruption work;</li><li>• Participants prepared to provide effective leadership, become change agents and manage the necessary change in their workplace;</li><li>• Participants able to set the required leadership tone from the top and provide mentorship for personnel under their leadership</li></ul>
<b>CONTENTS</b>	<ul style="list-style-type: none"><li>• Anti-Corruption Leadership Skills and Styles;</li><li>• Overview of Nigerian Anti-Corruption Laws;</li><li>• Leadership Role and Functions;</li><li>• Mechanisms for Managing Change;</li><li>• Resource and Fund Management;</li><li>• Strategic Planning;</li><li>• Communication, Team Building and Effective Delegation;</li><li>• Results-Driven Orientation and Value System;</li><li>• Staff Coaching and Mentoring;</li><li>• Performance Appraisal skills</li><li>• Building Inter-Agency Synergy</li><li>• Appreciating Nigeria's Anti-Corruption Drive.</li></ul>

<b>METHODOLOGY</b>	Content delivery will feature a combination of teaching sessions, guest lectures, experience sharing and focus group discussions, simulation sessions, and study tours of anti-corruption organisations and cognate agencies.
<b>TARGET PARTICIPANTS</b>	Senior managers of public and private sector organisations at Management level and not below the rank of Assistant Director or equivalent.
<b>COURSE FEE</b>	<del>₦</del> 250,000.00 (inclusive of all costs including accommodation and feeding but not transportation)
<b>ACCOMMODATION</b>	This is a fully residential programme. Accommodation will be provided at the Academy's Guest House

## COURSE CODE: 2016 - 019

<b>SENIOR EXECUTIVE COURSE IN ORGANISATIONAL INTEGRITY MANAGEMENT</b>	
<b>DATE</b>	June, August and November 2016
<b>DURATION</b>	One week
<b>VENUE</b>	To be determined
<b>OBJECTIVES</b>	To raise leaders to drive the anti-corruption agenda in various segments of the society. It is expected to build the capacity of participants to provide leadership in managing institutional integrity in their various organisations in the public and private sectors. It aims to provide participants with requisite skills and knowledge for building institutional integrity profile and enhance their capacity to enthrone integrity, accountability and transparency in the workplace while safeguarding the organisation against corruption and internal fraud
<b>EXPECTED OUTCOMES</b>	Participants would be able to appreciate and understand Nigerian national integrity laws and their application to organisations in the public and private sectors; set the Ethical Tone for their organisations; design and Implement an Organisational Framework for Integrity Management; formulate an organisational Ethical Policy; design and periodically review an organisational Integrity Action Plan; support Ethical Decision-making in their organisations; promote a culture of Openness in their organisations; manage incentives (rewards and punishments) for ethical compliance/violations including ability to monitor complaints, investigate and enforce ethical values in the organisation.
<b>CONTENTS</b>	Overview of the machinery of government of business and the processes of conducting government business; overview of official communication tools; effective communication for service delivery; communication channels; requirements for effective communication.
<b>METHODOLOGY</b>	Content delivery will feature a combination of teaching sessions, guest lectures, experience sharing and focus group discussions, simulation sessions, and study tours of anti-corruption organisations and cognate agencies.
<b>TARGET PARTICIPANTS</b>	Decision-makers and potential leaders at Management level in public and private sector organisations not below the rank of Assistant Directors or equivalent.
<b>COURSE FEE</b>	N250,000 (covering of all costs including accommodation throughout the duration of the programme).
<b>ACCOMMODATION</b>	This is a fully residential programme. Accommodation will be provided at the Academy's Guest House

## COURSE CODE: 2016 – 020

<b>ANTI-CORRUPTION INSTITUTE (FOUNDATION, INTERMEDIATE AND ADVANCED)</b>	
<b>DATE</b>	2016
<b>DURATION</b>	2 Weeks
<b>VENUE</b>	Anti-Corruption Academy of Nigeria, Keffi
<b>OBJECTIVES</b>	The Anti-Corruption Institute provides public servants and public officers an understanding of key issues in corruption and anti-corruption work; build their capacity to relate to these issues as they transit from lower to higher cadres in the service; develop a core of public servants and public officers that have competencies for leadership positions and management of resources and change; as well as build a new generation of anti-corruption advocates who will take the public service to the desired level
<b>EXPECTED OUTCOMES</b>	The public servants’/officers’ understanding and appreciation of of corruption and related issued built; a culture integrity built in the public servants and public officers; Nigerian national integrity laws and their application to the public service appreciated and understood; competencies in key areas of anti-corruption work, including corruption prevention, detection and investigation developed; contemporary strategies of managing organizational Integrity and Corruption challenges appreciated; the critical relationships associated with managing and leading anti-corruption work and the competencies required to manage them appreciated; participants better prepared to provide effective leadership, become change agents and manage the necessary change in their workplace; participants empowered to set the required leadership tone from the top as they move up the public service ladder and provide mentorship for personnel under their leadership.
<b>CONTENTS</b>	Corruption: definition, causes, impact, effect and cost; corruption related offences; Sources and nature of anti-corruption laws and policies; Nigerian anti-corruption and integrity laws; Previous attempts/laws to curb corruption; Tools and Strategies for preventing, and exposing corruption; Investigating and combating corruption; administrative measures for controlling corruption; Developing financial transparency and accountability measures to fight financial fraud and corruption in the workplace; The roles and obligations of stakeholders in the fight against corruption; relationship between anti-corruption and control of other crimes; Measuring the cost of corruption; Integrity in the workplace: Developing anti-corruption Integrity Plan; Building and sustaining a culture of integrity in the workplace; Practical ways of implementing best practice and sustaining financial governance in the workplace; mechanisms for developing and executing internal fraud control strategies.
<b>METHODOLOGY</b>	Instructional materials for all levels of the programme would be made available on a dual platform:

	<p>a) E-Learning: Participants are required to download course materials from the ACAN website, study on their own, submit assignments on-line, have specific period for engaging with facilitators (where necessary) and write their exams on-line (either at their own discretion or specified periods at the e-learning platforms in the Academy’s digital classrooms);</p> <p>b) Traditional Classroom: For participants who prefer traditional mode of teaching, various sessions of teaching would be made available in a year during which registered participants would receive lectures in classroom setting and take exams at the end of the week. Each session will last for a week.</p>
<b>TARGET PARTICIPANTS</b>	<p>Public servants and public officials on the following Grade Levels or their equivalent</p> <p>GL 08 – 10: Foundation</p> <p>GL 12 – 14: Intermediate</p> <p>GL 15 – 17: Advanced</p>
<b>COURSE FEE</b>	To be determined
<b>ACCOMMODATION</b>	Accommodation at the Academy’s Guest House is available on first-come first-served basis for those who desire to enrol for the traditional classroom mode of instruction.

# **F. Schedule of Internal Staff Training Programmes**



## **SCHEDULE OF INTERNAL STAFF TRAINING PROGRAMMES**

### **GENERAL CAPACITY BUILDING COURSES**

- GCB 01: About ICPC
- GCB 02: Understanding the ICPC Strategic Action Plan
- GCB 03: Conduct of Government Business and Administrative Communication Skills
- GCB 04: Workplace Integrity
- GCB 05: Corruption and Corrupt Practices at the Workplace
- GCB 06: Delegation and Mentoring Skills
- GCB 07: Succession Planning and Career Development
- GCB 08: Making Impactful Presentation Using PowerPoint
- GCB 09: Pre-Confirmation and Promotion Review Exercise

### **PERFORMANCE IMPROVEMENT COURSES**

- PIC 01: Investigating and Interviewing: Skills/Techniques for Enhanced Performance
- PIC 02: Managing Difficult Situations and Officers at the Workplace
- PIC 03: Performance Appraisal and Improvement Course
- PIC 04: Enhancing the Performance of Staff in the Investigator and Anti-Corruption Assistant Cadres (Secretaries and Clerks)
- PIC 05: Improving Performance of Anti-Corruption Assistants (Technicians & Drivers)
- PIC 06: Improving Registry Administration in the Public Service
- PIC 07: Improving Health Care Service Delivery at the Workplace
- PIC 08: News/Features Writing Techniques as a Tool for Building Corporate Image
- PIC 09: Effective Procurement and Stores Management
- PIC 10: Data Management and Security

# **ANTI-CORRUPTION LEADERSHIP ACADEMY**

## **Introduction**

Leadership capacity is crucial to the success of any organisation and/or enterprise. The ability of the leader to understand the vision and mission of the organisation s/he is leading is important if the organisation is to successfully impact the society with its mission. These observations are applicable to all organisations including those tasked with promoting and enforcing integrity in the society. Leadership capacity and disposition are key to an organisation's operational effectiveness. Leaders are an organisation's principal motivators and provide focus, direction and inspiration.

Leaders and senior managers of public and private sector organisations, including Government Ministries, Departments and Agencies, MDAs, and Anti-Corruption Agencies, ACAs, are crucial to the successful prosecution of the national war against corruption and the quest to enthrone integrity values into national transactions. Given that competence is ingrained in a matrix of personal values or right attitude, knowledge and skills, such officers not only need to have appropriate personal values that promote integrity, transparency and accountability but also need the professional knowledge and requisite skills including leadership skills to lead their organisations in the right direction.

While many of the current leaders and managers of MDAs and ACAs have the passion for the work, they lack the professional knowledge required to successfully tackle the scourge of corruption. Thus, they require appreciation of the appropriate leadership skills required for them to build their personnel and organisations into anti-corruption agents. Many leaders tasked with leading anti-corruption initiatives and agencies have short lifespan in office being quick victims of political shenanigans and of inability to manage critical relationships.

## **The Programme**

The Anti-Corruption Leadership Academy is a specialised leadership training programme aimed at building a core of leaders to drive the anti-corruption agenda in the public and private sectors of the country. It is designed to develop participants' understanding of key issues in corruption and anti-corruption work; build the capacity of participants to provide leadership driven by vision and results; develop competencies for management of resources and change; as well as build participants' skills in networking and partnership, programme planning and execution, and problem solving.

## **Expected Outcomes**

Upon successful completion of the programme, participants would:

- (a) Be equipped with cutting-edge strategic leadership skills expected to assist in improving their job performance;
- (b) Appreciate and understand Nigerian national integrity laws and their application to organisations in the public and private sectors;
- (c) Have developed basic competencies in key areas of anti-corruption work, including corruption prevention, detection and investigation skills developed;
- (d) Appreciate contemporary strategies of managing organizational Integrity and Corruption challenges;
- (e) Appreciate the critical relationships associated with leading and managing anti-corruption work and the competencies required to manage them;
- (f) Be better prepared to provide effective leadership, become change agents and manage the necessary change in their workplace;

(g) Be able to set the required leadership tone from the top and provide mentorship for personnel under their leadership.

### **Contents**

Anti-Corruption Leadership Skills and Styles; Overview of Nigerian Anti-Corruption Laws; Leadership Role and Functions; Mechanisms for Managing Change; Resource Management; Fund Management; Strategic Planning; Team Building and Effective Delegation; Team Building and Communication; Results-Driven Orientation and Value System; Skills of staff Coaching and Mentoring; Performance Appraisal skills, Building Inter-Agency Synergy, Appreciating Nigerian Anti-Corruption Drive; Fraud Detection and Prevention Skills; Transparency and Accountability, among others.

### **Methodology**

Content delivery will feature a combination of teaching sessions, guest lectures, experience sharing and focus group discussions, simulation sessions, and study tours of anti-corruption organisations and cognate agencies.

### **Target Participants/Requirements**

The programme is aimed at building the capacity of leaders and senior managers of public and private sector organisations to lead the war against corruption. Participation is therefore restricted to Management level staff of public and private sector organisations not below the rank of Assistant Directors or equivalent.

### **Dates**

The programme will run in three diets in 2016 on dates to be announced in June, August and November.

### **Duration**

One week

### **Venue**

To be confirmed.

### **Accommodation**

The programme is fully residential and accommodation would be provided on site. Participants are expected to be in residence throughout the programme.

### **Course Fee**

N250,000 which is inclusive of all costs including accommodation throughout the duration of the programme.

### **Registration**

To register, please complete the attached Registration Form. You may also register online at [www.acan.gov.ng](http://www.acan.gov.ng). Space is limited and participation is only guaranteed upon full payment of course fee.

### **Enquiries**

For enquiries, please send email to: [academy@icpc.gov.ng](mailto:academy@icpc.gov.ng) or [acan.icpc@outlook.com](mailto:acan.icpc@outlook.com). Alternatively, please call 08033554816 (Abdul) or send SMS to 08037117057.

# NATIONAL ANTI-CORRUPTION CONFERENCE

6 – 8 December 2016

## CALL FOR PAPERS

### THEME: CULTURES OF CORRUPTION

#### Background

In May 1999, Nigeria witnessed a historic transition from military dictatorship to civilian democratic governance. The era of military rule was marked by a rapid economic decline, ethno-religious tensions and rise of financial and economic crimes, including corruption among state officials and private sector operatives which reached unprecedented levels. To tackle these problems, successive civilian governments since May 1999 have conceived and implemented several anti-corruption measures or policies, majority of which have revolved around a legal-institutional approach, such as the enactment of new legislations and creation of specialized Anti-Corruption Agencies (ACAs) including the Independent Corrupt Practices Commission(ICPC) and the Economic and Financial Crimes Commission (EFCC).

With the coming to power in May 2015 of President Muhammadu Buhari, who made the fight against corruption the moral centrepiece of his campaign, this legal-institutional approach to fighting corruption has been intensified. This is seen, for instance, in the revitalization of the hitherto dormant ACAs and more aggressive application of existing anti-corruption laws, even as moves are being made to introduce new ones (the Money Laundering Bill before the National Assembly, for example). However, despite heightened optimism, there is little evidence that the intensified campaign is having the desired results.

One major explanation for Nigeria's dismal performance in the area of anti-corruption has been its narrow conception of corruption as a problem arising mainly, if not solely, from inadequate or weak formal institutions which, it is believed, can easily be corrected once there is sufficient political will to enforce anti-corruption laws. The role of other relevant variables such as cultural values and value orientations, social practices, political system, or even the economy has largely been ignored. This is despite the fact that several studies have shown that these variables, especially cultural values and practices are closely associated with levels of corruption or successful anti-corruption drives. Several studies have posited a nexus between pre-colonial cultural practices and political corruption among various dominant ethnic groups in the country (M.G. Smith, 1964, 1979; Peter Ekeh, 1975; Steven Pierce, 2016). Others have examined a vast socio-cultural complex housed under the rubric of a so-called 'culture of corruption' in Africa, particularly Nigeria, with some approaching this as dominant across all levels of state and society, while others, particularly within popular culture, insisting that it is dominant and most debilitating within "official cultures" – described by Fela Anikulapo-Kuti as "Authority Stealing." Corruption has also been approached from the perspective of kinship ties and obligations which place enormous obligations on individuals in positions to divert official resources to advance the cause of members of their social groups (Smith, 2007).

Yet, Nigerian traditional cultures are also believed to contain elements that could serve as effective tools for dealing with corruption. In Nigeria, virtually every community has one traditional mechanism or the other such as “culture of shaming” for dealing with crimes, including stealing and betrayal of public trust while promoting transparency, integrity and accountability. Within those traditional milieus, such criminal behaviours will normally attract immediate and appropriate social sanctions, which may include payment of a heavy fine, modes of civic interdiction like restriction from participating in important communal activities, isolation of the convicted person’s family, boycott by other members of the community, or even complete banishment from the community. These mechanisms are usually underpinned by several norms and values which exalt personal sacrifice, sincerity, nationalism, hard work, accountability and transparency. However, these ‘indigenous cultural anti-corruption practices’ have so far failed to find their way into the official domain. Instead, a relatively moral cultural domain has co-existed with a corrupt official public space (Ekeh, 1975).

So far, anti-corruption policymaking has largely ignored considerations of cultural values, and practices as well as popular culture in developing official responses and legislations. The question therefore is how does the nation engage with its cultural values in developing policies that address corruption and corrupt practices? And are there benefits to be derived in anti-corruption policymaking by the appropriation of relevant cultural values into the process?

The conference is expected to interrogate the intersections between culture and corruption and how policy-making can capture cultural values and perceptions in practices seen to be reinforcing and even deepening corrupt practices, or, on the other hand, supporting anti-corruption values.

### **Objectives of the Conference**

The general aim of this conference is to examine the different ways in which culture has interacted or can interact with corruption in Nigeria, either as an enabler of corruption or as a potential tool for combating it. Specifically, the conference seeks to:

- i. expose the limits of the legal-institutional policy approach to fighting corruption by successive governments in Nigeria;
- ii. shed light on the cultural dimensions of corruption in Nigeria;
- iii. interrogate the various theoretical perspectives and practical approaches to fighting corruption derived from Nigeria’s indigenous cultures; and
- iv. suggest effective ways in which a culture-centred approach can be appropriated or incorporated into existing anti-corruption policies and strategies in Nigeria.

### **THEME: Cultures of Corruption**

#### **SUB-THEMES**

1. African/indigenous concepts and understanding of corruption
2. Cultural theories of corruption and contemporary anti-corruption policies
3. Traditional Political systems and corruption
4. Colonialism and corruption
5. Religion and corruption
6. Capitalism, Individualism and corruption
7. Modernity, Foreign Religions and corruption
8. Gender and Corruption
9. Counter-Cultures and corruption
10. Popular culture and corruption

11. Socialization, cultural revival and corruption
12. Globalization and corruption

### **Submission of Proposals/Abstracts**

Prospective participants are to indicate their interest by submitting an abstract of not more than 300 words on any of the themes noted above and related issues. Interested scholars may also propose panels on themes that address the focus of the conference with a view to informing policymaking in anti-corruption matters. Abstracts and Proposals for Panels should be sent by email to [acan.icpc@outlook.com](mailto:acan.icpc@outlook.com) and [academy@icpc.gov.ng](mailto:academy@icpc.gov.ng) by 29 July 2016. Authors of accepted papers would be informed by 19 August and full papers are due by 11 November 2016.

### **Target Participants**

Academics (including postgraduate students) in all fields related to corruption and anti-corruption studies, policymakers and practitioners including members of Anti-Corruption Agencies, members of anti-corruption committees of the National Assembly, Legal Practitioners, civil society organisations, media practitioners, etc.

### **Conference Fee**

Full-time Postgraduate Students registered in Nigerian institutions: N5000

Others (Nigeria): N15,000

Overseas Participants: Students - \$25; Others: \$75

Note: Conference fee covers only participation, conference materials, access to business sessions, refreshments and lunch. It does not cover accommodation or transportation. The organisers are discussing with the management of nearby hotels for special discounted rates for participants at the conference. List of recommended hotels would be provided to interested participants.

### **Sponsorship**

While ACAN is seeking financial support to facilitate the participation of scholars who may not be able to attend due to funding limitation, there is no guarantee of success. Thus, interested participants are expected to raise their own funds.

### **Enquiries**

For enquiries and/or further information, please send email to: [acan.icpc@outlook.com](mailto:acan.icpc@outlook.com) and [academy@icpc.gov.ng](mailto:academy@icpc.gov.ng).

### **Signed**

Provost, Anti-Corruption Academy of Nigeria