

**THE EFFECT OF NILD'S CAPACITY BUILDING ACTIVITIES ON THE
LEGISLATIVE STAFF OF THE NATIONAL ASSEMBLY (2015-2021)**

BY

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**BEING A DISSERTATION SUBMITTED TO THE NATIONAL INSTITUTE FOR
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APPROVAL PAGE

This is to certify that this dissertation report titled “The Impact Of NILD’s Capacity Building Activities On The Legislative Staff Of The National Assembly has been approved for the award of Masters in Legislative Studies (MLS)

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I declare that this dissertation work is entirely my original work which has been written by me to

the best of my knowledge, it has not been previously presented in any form in the application for Masters degree in Legislative Studies.

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DEDICATION

TO

ALMIGHTY GOD

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May the good lord bless you all in Jesus name Amen.

ABSTRACT

This study examined the effect of the National Institute for Legislative and Democratic Studies capacity building activities on the Legislative Staff of the National Assembly. The study was motivated by the observation that most Legislative staff lack the capacity to carry out legislative duties on behalf of their principal (Legislators) due to the lack of required skills, due to the above, most Legislators are forced to hire the services of consultants in most cases for legislative assistance. Again, only few Legislators would conduct research to enrich debates on bills, and most Legislators would not have the benefit of good briefs from their aides. The need to ascertain whether NILDS made the desired impact or not to the Nigerian Legislature, to what extent NILDS has contributed to the capacity building of the Legislative staff of the National Assembly, and offered ways to address identified challenges.

The study deployed the historical descriptive design and the purposive sampling technique. The population made up of the Legislative staff of the National Assembly, Legislative aides, the Legislators and NILDS staff with a sample size of 32, 10 of each of the population except for NILDS with 2 making a total of 32.

The study revealed that NILDS is important in the sustenance of Nigerian's Democracy through its capacity building activities to the legislature, however, poor funding, lack of manpower and conducive working space among others are challenges militating against the performance of the Institute. These challenges if solved would improve the performance of NILDS

The study recommended the provision of more funds by the government, increase its manpower, and speed up the movement of the Institute to its permanent site at airport road Abuja. Finally, NASS should make provision for more funds to NILDS for the capacity building of the legislative staff to enable more number of legislative staff / Aides participate in NILDS capacity building programs.

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CHAPTER ONE

INTRODUCTION

1.1 Background of the study:

The Legislature being one of the three tiers of Government is empowered by section 4 of the 1999 constitution as amended, to make laws for the peace, order and good governance of Nigeria and any part thereof. To effectively and efficiently carry out this constitutional task however, the national assembly comprising the Legislators and its support staff made up of the Bureaucrats and Legislative Aids require the right skills set.

For cumulative period of over 27 years starting from January 15 1966, Nigeria suffered an intermittent military interruption of governance until May 29, 1999 when power finally shifted from the military regime to the a democratically elected government . Throughout the period of military rule, the institution which appeared to have borne the brunt of abrogation of constitutional order is the legislature. There was a fusion of the role of the executive and the legislature which resulted in the weakening of the legislative arm of government . (Alabi, 2009) .

The legislative staff of the National Assembly which comprises the legislative aides and the career civil servants are expected to play the role of support staff to the legislators as obtainable in other legislatures of the world , but in the Nigerian National legislature this most times seems to be lacking due to the lack of right skill set to carry out this functions among others by these legislative staff.

Again due to the high rate of turnover amongst the legislative aides of the the National Assembly the trainings and impact of of NILDS on legislative aides are mostly not felt as most of these legislative aides appointment are temporal, they can only stay as long as their employers (the legislators) who recommended their appointment stays, or as long as such aides services is needed by the legislator, hence the question as to whether more emphasis should be placed in the capacity

building of the permanent staff (bureaucrats) of the National Assembly in order to retain the acquired capacity for a long period of time than invest resources repeatedly on the legislative aides whose appointment is temporal is further raised.

Furthermore, the level of education of most of these legislative staff is another factor to consider in order to ascertain if they have what it takes to assimilate the capacity programmes organized by NILDS and put same to use. A situation where some legislative aide holds no academic qualification of or not higher than WAEC certificate leaves the legislators with no option than to seek the services of consultants outside the National Assembly to assist draft brief of argument and bills for them haven employed five to six legislative aides, one is then tempted to ask if these employees actually have the capacity to carry out their functions as legislative staff of the National Assembly.

Recognizing the capacity deficit of the National Assembly due to the aforementioned, efforts have been made by the government with assistance from Development partners to provide support for capacity building to young legislatures to enable them improve their institutional capacities and carry out their constitutional functions effectively. (Bowers-Krishnan, 2013; Rotberg & Salahub, 2013). These capacity building touches on the primary roles of the legislature which has to do with Representation, Law-making and Oversight.

The National Institute for legislative and Democratic Studies (NILDS) which succeeded the Policy Analysis and Research Project (PARP) was established in 2011 to fill this gap in the Nigerian legislature by providing capacity support to the national assembly , these includes the legislators, the permanent staff and legislative aides. The importance of a legislative support institution was readily clear from the onset given the underdeveloped nature of the Nigerian legislature at the return to democratic governance in the year 1999. It took twelve years before this institution materialized.

It is therefore on these premise that this study seeks to assess the effect of the National Institute for Legislative and Democratic studies (NILDS) on the capacity building of the legislative staff of the National Assembly.

1.2 Statement of problem

The National Assembly as empowered by the constitution is to make laws for peace, order and good governance of the federation. To help achieve this mandate are two categories of staff;

1. the Legislative Aides and
2. the Permanent Staff of NASS.

Legislative staff with technical capacity in different areas is expected to assist in preparing briefs for discussion on bills, boost the capacity of the legislators to engage with motions and other tasks of the legislature, as not all legislators have the time/skill to carry out these functions all by themselves. This is the practice in well established parliaments. But where legislative staff do not have high-level training / capacity and/or hired on the basis of political patronage on a temporal basis rather than expertise or permanent basis, the implication are of four-folds:

- Some legislators would not have the benefit of good briefs from their aides on issues to be debated in the chambers or committees; and
- Only few legislators would conduct research on issues to enrich debates on bills at second reading stage.
- Legislators would be forced to hire consultants to assist them do the job of the legislative staff.
- There would repetition of capacity trainings by NILDS due to the high rate of turnover on the side of the legislative aides staff, which will results to more resources being used and stress on the Institute.

The question of capacity of legislative staff therefore has been one area of great concern. According to Tom Attai (2014) public perception indicates that the Nigerian National Assembly lack capacity for effective and efficient legislative functions.

National Institute for Legislative and Democratic Studies is to ensure that the capacity of the National Assembly is strengthened in order to discharge its constitutional responsibilities and legislative procedures efficiently and effectively. It is important therefore, to examine the extent to which the National Assembly is receiving the required capacity building and putting same into practice. This study seeks to find out the impact of NILDS in capacity building of legislative staff of the National Assembly.

1.3 Research questions

1. What are the various training programmes by NILDS aimed at improving the capacity of legislative staff.
2. Does the NILDS capacity building programme affect the output of the legislative staff.
3. What challenges militates against NILDS effort towards building the capacity of the legislative staff of the National Assembly.
4. How can the challenges be resolved or mitigated.

1.4 Objectives of study

1. To find out various capacity programmes by NILDS aimed at improving the capacity of legislative staff of NASS.
2. To examine the effect of NILDS capacity programmes on the output of legislative staff of National Assembly.
3. To identify challenges militating against NILDS efforts in building the capacity of the legislative staff of NASS.

4. Suggest strategies to mitigate the challenges.

1.5 Significance of study

The study seeks to ascertain to what extent the National Institute for Legislative and Democratic Studies with the statutory responsibility to provide support to the National Assembly has carried out its obligations thus far.

Again, the study will help improve research work on the activities of NILDS as a capacity building agency to the National Assembly thereby adding to the Knowledge on the workings of the Nigerian legislature.

1.6 Scope of the study:

The scope of this work is on the legislative staff of the National Assembly (Senate and House of Representatives) from the year 2015 to 2021. Efforts will be made to x-ray the capacity supports of NILDS to the legislative staff between the year mentioned.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

This chapter reviews related literature as well as presents the framework for the conceptualization of the study. The review which would be done thematically, presents in most instances, the variables portrayed in the study either individually or collectively. Afterwards, the structural functionalist theory was chosen as the framework for the study.

2.1 Conceptual review of literature

Capacity building, is synonymous to the term capacity development and can be defined as:

1. The process of strengthening an organization to improve its performance and impact” (Connolly & Lukas, 2002, emphasis in original).
2. “Planned development of (or increase in) knowledge, output rate, management, skills, and other capabilities of an organization through acquisition, incentives, technology and/or training” ("Capacity Building," 2015,).
3. “Capacity building as the ability of nonprofit organizations to fulfill their mission in an effective manner” (DeVita & Fleming, 2001,).
4. The United Nations Development Programme (2007) understanding of capacity building is “the process through which individuals, organizations and societies obtain, strengthen and maintain capabilities to set and achieve their own development objective over time”
5. The term capacity building is commonly used to explain the process of improving the ability of officers in an organization. The United Nations Environmental Programme (UNEP) states that the capacity building has various meaning. It [capacity building] can mean building abilities, relationships and values that will enable organizations, groups and individuals to improve their performance and achieve their development objectives. It can also mean initiating and

sustaining a process of individual and organizational change and can equally refer to change within a state, civil society or the private sector, as well as a change in processes that enhance cooperation between different groups of society (UNEP 2005;).

Capacity building helps develop the abilities and performance of individuals or organizations in order to improve their communities and achieve sustainable development.

The term capacity building or capacity development as a means of people-centered development appeared in the 1980's as an aggregate from other 23 development approaches, i.e. human resource development (HRD) or institutional development (Lusthaus et al., 1999). For Morgan (1998,) it was an “umbrella” of differing concepts which included technical assistance, organizational development, In most of these definitions, and many others like them, the emphasis is on performance, and many others with no defining logic of their relationship. Since the late 1990's to the present many international development practitioners intuitively believe that capacity building is the way to do development (Lusthaus et al., 1999). The United Nations Development Programme (2013) has taken the position that capacity development is “the way it does business to fit the changing world” To be successful experience has shown that capacity building depends on improving the knowledge and competences of individuals with its effect of transforming the organizations they operate in (de Crombrugghe, 2010). The ability to learn and be adaptable to situations and changing circumstances is perhaps the most important aspect of capacity building for both the individual, the humanitarian organization (Horton, 1998),

2.2 Theoretical review of literature

The primary goal of capacity building in the international development arena is to foster sustainable development. The success or effectiveness of capacity building is difficult to monitor because “it is a soft target ... to quantify” (UNEP, 2006). The World Bank (Chin, 2008) supports and finances annually about \$720 million in client capacity building projects to help reduce poverty in developing countries. The aspirations of these capacity building initiatives are three fold: build skills among individuals in performing development tasks, improve the organizations they are employed by in meeting their stated development mission, and strengthen the society they are playing a part in. While it found that most financed training lead to improved individual learning, the World Bank’s goal to build capacity at the organizational level to improve overall agency performance or capacity improvement was effective about half the time. Their assessment about capacity building training is “Individual learning results are poor predictors of enhanced workplace performance” (Chin, 2008,). The Word Bank thinks that where capacity building learning has failed to change workplace operations and have an impact on development as a whole fall under three folds:

- a) individual understanding how to practically apply capacity building principles to the workplace,
- b) The organization not providing resources or encouragement for implementation of capacity building principles, or
- c) Insufficient targeting of capacity learning to institutional needs. Therefore, two questions that need to be addressed in the transference of learning of capacity building principles “How can the individual learning process in capacity building be improved to build strong and effective institutional capacity?” and “How can an organization incorporate capacity building learned by an individual as its own?” There are a number of methods to build capacity, which

includes: short-term training seminars or workshops, networking, formal education, and capacity building projects (UNEP, 2006). Whatever method(s) are used capacity building is a long term commitment that takes time to accomplish, “time measured in years” (Wing, 2004,). In its study, *Using Training to Build Capacity for Development* (Chin, 2008), the World Bank determined the importance of the training process. For them “good training design is important for success along the entire length of the training results chain” (Chin, 2008,). The first of the design factors was to have good pedagogy. This encompassed professionally designed curriculum tailored to meet training needs, and the use of various didactic teaching methods which were applicable to meet training goals. Secondly, support for the transference of learning to the workplace. This involved in class action-learning and practical exercises to smooth the process of implementation of capacity building lessons learned to the workplace. Coupled with this was the idea of follow-up support for further on-the-job training. The third design factor was targeting of training to meet organizational needs. This factor comprised of carrying out a capacity diagnosis of the organization, a training needs assessment, and planned selection of who should be trained to best meet organizational goals. The World Bank has a division that organizes and delivers capacity training programs. This division is the World Bank Institute (WBI). Annually WBI presents about 700 programs in capacity building that involves around 80,000 participants. In 2007 WBI conducted a survey for its evaluation of the training programs. The survey performed face-to-face and telephone interviews with 548 randomly selected persons from six countries who were involved in the training programs from 2004-2006. The participants were asked about the importance of training processes and background factors to training success. They were asked to agree or disagree statements to determine their perception of course attributes. From this the evaluation team was able to determine the predictive course attributes to formulate what they call “drivers of

program success” The evaluation found that stronger the predictive power of course attributes the higher of importance in the opinion of the participants was the driver overall. From this study it was shown that for capacity building programs to be effective the course(s) needs be pedagogically strong and well organized. The course work should meet the practical side of capacity building development needs of the participants. Also, the organizations the participants are employed by need to be encouraging and supportive of the capacity building activities that were learned, and implement lessons learned by the individual to their organization. Through educational capacity building programs to the individual, organizations can build their own capacity from within, which in the long run builds the capacity of the society they are trying to serve and develop.

2.3 Empirical review of literature

Of the three arms of government in Nigeria, namely, the Executive, Legislature and Judiciary, it is the Legislature that is vested with the power of law-making. Although the legislature performs three key functions, namely, law-making, representation and oversight, it assumes its primary importance as a law-making body. Section 4(2) of the 1999 Constitution of the Federal Republic of Nigeria provides that the “National Assembly shall have power to make laws for the peace, order and good government of the Federation or any part thereof with respect to any matter included in the Exclusive list set out in Part 1 of the Second Schedule to this Constitution” (the constitution, 1999). Nigeria operates the bicameral system of legislature made up the Senate and the House of Representatives. The Senate is made of 109 members, 3 senators representing each state of the federation and a senator for the Federal Capital Territory, while the House of Representatives on the other hand is made up 360 members. Both houses are empowered to make legislations for the good of the Nigerian State.

Kente (2021) submits that the legislature is the second arm of government, whose membership is usually chosen through elections. It is that part of the government put in place to perform legislative functions. The legislature is given different nomenclatures in different countries. In Nigeria, for instance, it is known as the National Assembly, in Britain, it is called the Parliament; while in the United States of America it is referred to as Congress. The composition of the legislature varies from country to country. Some have unicameral system- which means a single house of legislature; while some have a bicameral legislature (two houses). They have fixed tenure and are charged with the responsibility of making laws as well as changing, and repealing existing ones. The Legislature in Nigeria and USA comprises the Senate and the House of Representatives; but in Britain, one house is called the House of Commons, while the other is called the House of Lords. In Nigeria, the House of Representatives is called the Lower House, while the Senate is called the Upper House. The United States of America, Britain and Nigeria all have what is termed bicameral legislature. The case of United States of America and Nigeria is similar in that they both have the Senate and the House of Representatives, while Britain differ with one house named the House of Commons and the other the House of Lords. Nigeria has 36 states and each of these states has its own legislature which is called House of Assembly. Here, the legislature is unicameral as opposed to what obtains in the Federal legislature which is bicameral in nature. The state legislatures are elected by the people of the state themselves.

Parliaments are important component of National Governance system whose functions includes lawmaking, oversight, representation and public participation (Hudson, 2007).

For Robertson (2002) all over the world, from the British parliament through the congress of the United States of America and to the German Bundestag and Bundestat, the Russian Duma and the National Assembly in Nigeria, the Legislature is the main engine of democracy.

In a parliamentary democratic system, the representative of the people need objective, factual and timely information with a view to making informed decision and ensuring executive accountability to the legislature (Rugambwa, 2010)

Indeed, the effectiveness, efficiency and visibility of a legislature in the performance of it's function are largely contingent on it's capacity development, measured in terms of the human, physical and financial resources available to it (AAPPG, 2008:30) from the above assertion one can rightly say that the ability for the legislature to effectively carry out its constitutional obligation depends hugely on the capacity development it has.

The relative independence of the legislature from the executive is a key consideration in the analysis of the capacity of the legislature in democracies. This arise from the fact that legislatures are expected to be institutionally separate and co-equal branches that share governmental powers with the executive branch; the essence of the relative independence of the legislature being to counter balance executive power (Wehner, 2006; NDI, 2008; Lees 1997; Pelizzo and Stapenhurst, 2012). The legislature therefore must insist on participating in policy initiation and refuse to be rubber-stamp to executive proposals (NILDS, 2015: 10)

There are over 190 countries of the world with one form of a legislature or the other playing those traditional legislative roles, with many still at rudimentary stage of development (Stapenhurst, 2004; Laver, 2006). For countries like Nigeria which fall into the later category, their legislature can only make measurable developmental impact impact in their traditional legislative role if they strong and capable enough to hold the executive accountable (Bower-Krishnan, 2013, Rotberg & Salahub, 2013)

Following the Above Observations, the need for a capacity development institute led to the contemplation of the creation of a Policy Analysis and Research Unit (PARU) within the National Assembly in 2001 which was later changed to establishment of Policy Analysis and Research

Project (PARP) in 2004 which metamorphosed into the National Institute for Legislative Studies (NILS) in 2011 and Subsequently amended to NILDS in 2017. All these were efforts to build the capacity of the Nigerian legislature which had born the brunt of colonial / military rule. Recognizing the need to strengthen legislative governance capacity, efforts have been made especially by developing partners to provide support for capacity-building to enable them improve on their institutional capacities (Bower-Krishnan, 2013; Rotberg & Salahub, 2013).

A number of development agencies have mounted numerous programmes to support legislatures in Africa. Each of these agencies focuses on one or more legislative strengthening mechanisms with the primary aim of achieving broad objectives. These objectives are building capacity of legislators through post-election activities; supporting the capacity development of legislative committees with deliberate focus on very important developmental issues; promoting capacity of the legislature to exercise their power of appropriation process and undertaking effective post-appropriation oversight of budget. (Richard & Omoregie 2019)

These agencies includes; United Nations Development Programem (UNDP), European Commission (EC) and other multilateral organizations such as World Bank Institute (WBI). Some national governments have also donated to the effort through organizations specially established for such causes. These include the United States Agency for International Development (USAID), United Kingdom's Department for International Development (DFID), Norwegian Agency for Development (NORAD), Swedish International Development Cooperation Agency (SIDA), Canadian International Development Agency (CIDA), French Ministry of Foreign Affairs (MFA) Australian Agency for International Development (AusAid), Swiss Agency for Development and Cooperation (SDC).

Some national parliaments are also involved in as project implementers. They include the Congress of the United States through the House Democracy Partnership (HDP), (McMahon, 2017)

African Capacity Building Foundation(ACBF) Zibabwe-based, played a major role in the formation of PARP which eventually metamorphosed into NILDS (Samuel Egwu & J. Omotala, 2019)

For many years, scant attention was paid to legislative governance as a strong institutional driver in Africa's developmental strategies, as has been focused on executive leadership (Datta & Jones, 2011, Weingast,2008) Fortunately, in the last few years there has been a paradigm shift with the result that many development partners have designed programmes geared towards strengthening legislative capacity of many African countries including Nigeria (Lippman & Emmert, 1997; Power, 2011)

History of national institute for legislative and democratic studies

The National Institute for Legislative and Democratic Studies was established through the National Institute for Legislative Studies Act, 2011. On January 26th, 2018, President Muhmmadu Buhari signed the NILS (amendment) Act 2017, thereby expanding the scope to in cluded other issues of election observation, democracy and governance in general, hence its being renamed as National Institute for Legislative and Democratic Studies (NILDS). It is significant to note that NILDS succeeded the Policy Analysis and Research Project (PARP), a capacity building initiative of the Nigerian National Assembly (NASS).

PARP emerged as an intervention capacity building institution of NASS in 2003 against the backdrop of the serious political and economic challenges facing Nigeria, coupled with daunting capacity constraints of a nascent Nigerian National Assembly. The overall goal of the project was

to strengthen the capacity of the National Assembly of Nigeria to enable it effectively discharge its constitutional duties of legislation, representation and oversight over the executive. Various assessments showed that PARP was tremendously successful in building legislative capacity and making notable impact.

However, the demand for legislative support services at both national and the sub-national levels has increased significantly. To remedy this, the institute was established in 2011 with a clear vision and enlarged scope of addressing the capacity and key needs of the Nigerian national and state legislatures so as to gradually evolve a culture that would sustain Nigeria's democracy in the long-run. Besides, the Institute is intended as a sub-regional and regional centre of excellence that would support the sustenance of dynamic and effective legislature and democratic culture.

Since inception, the Institute has operated a coordinated and systemic framework, relying on a four year (4) Strategic Plan (SP). The first Strategic plan covered the period between 2012 and 2015. The strategic objectives centred mainly on capacity building programmes for the National Assembly, the ECOWAS parliament, and National parliaments in the sub-region. To achieve this, the Institute operated four (4) annual work plans (2012, 2013, 2014 and 2015). The second strategic plan (2016-2019) was built on the first plan and had the theme *Deepening Legislative Development and Democratic Governance*. It expanded on the goals of 2012-2015 by including all key objectives identified in the establishment Act of the Institute. The strategic plan was developed on the successes and lessons learnt from previous plans. Through a scientific approach that included a situational analysis and impact assessment of its activities, the Institute identified strategic outcome-oriented goals and formulated strategic objectives for the period 2015 to 2020. The latest strategic plan of the Institute is for (2020-2024) which takes into consideration the expanded mandate of the Institute, the new leadership and the institute's global aspirations to be a

leading capacity building institution. Also the plan envisages the relocation of the Institute to its ultra-modern permanent site (NILDS Strategic Plan 2020-2024).

Vision and objectives of the institute

To be the regional hub and top-tier research and training institution that promotes and supports the development of dynamic, effective and accountable legislatures and democratic institutions. (NILDS Strategic Plan 2020-2024).

The objectives of the institute as stipulated in the passed bill were as follows:

- a) To act as a world-class Multi-disciplinary institution capable of providing training, capacity building, research, , policy analysis and extension for the legislature at the Federal, State and Local government levels.
- b) To promote best practices in legislative activities in Nigeria and countries in the sub-region.
- c) To strengthen democratic process, structures and institutions.
- d) To promote and disseminate among legislative Assemblies in Nigeria the practice of science based methodologies of law making.
- e) To promote and protect constitutional due process in legislative practices.
- f) To meet a long-felt need to provide the legislators and officials with institutionalized opportunities for problem-oriented studies and systematic training in the various disciplines of legislative institutions, processes and procedures.
- g) To improve capacity of legislators to sustain and consolidate democratic governance through deliberation and policy formulation.
- h) Improve the technical capacity of legislative staff, committee secretaries and political aids to process appropriation bills and policy oversight of the executive.

- i) To assist the National Assembly and State Assemblies in their efforts to conceive and draft bills.
- j) To design, analyze and evaluate development policies in Nigeria, especially dealing with macro-economic, socio-political and cultural issues, as may be necessary from time to time.
- k) To conduct short-term training modules for members of the national and state assemblies and their staff.
- l) To establish and / or consolidate a database on the relevant development policy issues for utilization in deliberations on bills and drafting of legislation.
- m) To stock and improve the quality of relevant information , for members of the National and State Assemblies and the general public through the dissemination of research output and the organization of consultative fora for the public sector, as well as representative of the private sector and the civil society.
- n) To monitor and evaluate the implementation of annual budgets and reports to the relevant assemblies.
- o) To prepare such reports and information, as may be required by Special/Standing Committees in the course of their work.
- p) To support networking arrangements involving parliaments and policy analysis units in the sub-region in order to share experiences (Jake D. Dan Azumi 2019)

Mission

To support and strengthen the legislature and other democratic institutions and actors in Nigeria and beyond, to make informed decision and effectively discharge their statutory responsibilities through focused research, training, sharing of best practices and the provision of professional support services.

Core value

1. Excellence
2. Professionalism
3. Empathy
4. Hard work
5. Effectiveness
6. Integrity
7. Commitment
8. Innovativeness
9. Discipline
10. Loyalty

Structure of national institute for legislative and democratic studies

The National Institute for Legislative and Democratic Studies has the governing council as the highest governance organ of the Institute.

Within the framework of the National Assembly, the governing council was composed of the following members;

- President of the Senate or Representative (Chairman) or to nominate the Deputy President of the Senate.
- Speaker of the House of Representatives or representative (Alternate Chairman) or to nominate the Deputy Speaker
- Six serving Senators (one from each geopolitical zone)
- Six serving members of the House of Representatives (one from each geopolitical zone)
- Chairman National Assembly Service Commission

- Clerk to the National Assembly
- Director General of the Institute as Member / Secretary.

The main functions of the governing council include:

1. Setting broad policy,
2. Providing support for the research, policy analysis, legislative support and training programmes.
3. Approving strategic plans, annual work programmes and budgets.

Making appointments and providing financial and policy oversight.

The management committee comprise of:

1. The Director General
2. Directors from all the nine Departments; Legislative Support Services, Economic and Social Research, Training and International Cooperation, Administration and Human Resources, Finance and Accounts, Library, Office of the DG and Legal Adviser to the Institute. (NILDS Strategic Plan 2020-2024).

Capacity building of nilds to national assembly staff

The National Assembly has significant research resources and capabilities, in addition to its library resources, the National Assembly has two research agencies to further provide it with specialized information on both specific issues and general policy matters the National Institute for Legislative and Democratic Studies (NILDS) established in 2011 and the National Assembly Budget and Research Office (NABRO), established in 2012 (Hamalai, Dan –Azumi and Omotala ,2015)

The National Institute for legislative and Democratic Studies has well trained professional staff in both research and support services, complemented by partner institutions.

The Institute's performance in its core operations has been exceptional as evidenced in its outputs in the following: issue/ data /sector briefs; policy analyses; bill analyses, bill tracking , bill scrutiny and bills drafting. Others include drafting motions, production of occasional papers, briefs of argument/ lead debates drafted; Research reports submitted; and other research related activities (including speeches) implemented. Trainings through workshops, Conferences and short courses on relevant thematic areas for legislators and parliamentary staff. (Jake D. Dan Azumi 2019) The various categories of trainings undertaken by the Institute include National courses which are organized within Nigeria and target legislators and staff in the National Assembly.

Over the years the Institute's training programmes has been diverse but all focused on building competencies of legislators, legislative staff and aides in core areas of their duties.

The institute has also extended its capacity building programmes beyond the National legislators / legislative staff as observed by (Jake D. Dan Azumi 2019) “ the Institute's national building programmes take various forms that include workshops, seminars, lecture series and roundtable discussions for legislators and legislative; tailored short-term programmes for members and staff of the National Assembly; open programmes advertised and paid for by general participants including officials from state and local assemblies.

2.4 Gap in knowledge

This study reveals the important role of the National Institute for Legislative and Democratic Studies to our young legislature in consolidating on democratic governance in Nigeria via her capacity training activities to the legislative staff of the National Assembly. This work have also been able to add to knowledge/improve on other research works that has previously been done on NILDS and her capacity building activities to the legislature.

2.5 Theoretical framework

The theoretical framework of choice is “Structural functionalism” which explains how units in a system interact with each other following interrelated ways.

It argues for instance;

If system “S” is to be maintained adequately under condition of “C” the requisite functions must be performed. When this function is performed the “S” is being maintained adequately. These functions have to be performed by existing structures.

Relating this to this study, if the National Assembly which is a unit of the system must be maintained then the National institute for legislative and Democratic studies (NILDS) as a support agency to the National Assembly must continually function effectively, else this would lead to “Dysfunctionalism “ which is the total collapse of the system.

The relevance of this theory to the study is that it tells how various Institutions of society ought to work in synergy in order to maintain the smooth running of the system, because where a particular Institution fails to carry out its function, it could lead to the collapse of the system. National Institute for Legislative and Democratic Studies in this instance must perform her capacity building responsibility to the Nigerian Legislature for the smooth running of the Legislature and strengthening of our democracy else our hard built democratic governance collapses.

CHAPTER THREE

RESEARCH METHODOLOGY

A research design is the main strategy or plan adopted as a guideline for the collection of data for a study. The design of the study defines the study type and can also be referred to as a scheme of work in order to proffer solutions to the identified problems.

3.1 Research design

The research design for this dissertation is the descriptive and historical research design. This is because this type of design enables us to collect and verify evidence from history in order to realize facts that will aid in proving or disapproving a hypothesis.

3.2 Nature and sources of data

Due to the descriptive nature of this work , the sources of are primary and secondary sources of data, such as key informant interviews, newspapers and NILDS publications that relates to this work.

3.3 Research instrument

The research instrument for this study is the qualitative instrument, which will comprise key informant interviews, given the descriptive nature of this work.

3.4 Method of data analysis

The method of data analysis for this dissertation is the qualitative descriptive method. This involves the summary of information gathered from the field in order to provide answers to the research questions asked. These information or data obtained from secondary sources of data will aid in providing solutions to the research questions of this study. Efforts is made to present the activities of the NILDS in providing capacity building to the National Assembly staff.

3.5 Population of the study

The target populations of the study are members of the National Assembly, National Institute for Legislative and Democratic Studies (NILDS), staff of the National Assembly. Explaining, the choice of the opinions of the staff of NILDS is because of their seasoned opinion as experts on the subject matter as well as their place as organizers of the training being investigated, those of Lawmakers is as result of the fact that they are beneficiaries of such training, staff of the National Assembly since they take part in the training designed to impact the legislative process.

The population is made of 10 honorable members, 10 legislative aides, 10 legislative staff (bureaucrats) and 10 NILDS management staff making a total of 40.

3.6 Sampling technique

The study adopted the purposive sampling technique. Purposive sampling is a non probability sampling procedure that connotes the selection of participants/respondents based on certain criteria. It is a technique that does guarantee the inclusion of all the members of the sampled populations. This is more so, considering the nature of the study, the diverse characters of the target population, as well as, the quality of information desired.

3.7 Sample size

The sample size is a fraction, a representative, or a sub-group of the population of a study. It can also be seen as a manageable section of a population that has similar characteristics. The sample is the elements making up the actual sample that is studied and a generalization made on the population. Because of the nature of the research instrument (that is, Key Informant Interview [KII]) adopted for the study, the choice of respondents was purposive. Therefore, ten participants were chosen from each of the population and two from NILDS giving a total of 32 respondents that interviews were conducted on.

3.8 Limitation to the study

The study was limited by inability of the researcher to interface with some of the legislators who form part of the sample to be interviewed mostly due to their busy schedule.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION

This chapter presented, analyzed and discussed the data collected. The data collected is carefully presented and analyzed using qualitative descriptive method. This involves the summary of information gathered from the field in order to provide answers to the research questions asked. Each interview conducted is analyzed in accordance with the research question it relates to and based on the responses.

4.1 NilDS trainings aimed at improving the capacity of legislative staff of nass.

Through its training programs NILDS enhances capacities of legislators and staff to become more effective in carrying out their mandate of law making, oversight and representation. The various categories of trainings /services undertaken by NILDS includes:

1. National courses
2. Tailored programs
3. International training programs for legislators and legislative staff
4. Training of Federal Legislative staff
5. Training of Federal Legislators
6. Committee clerks/official reporters
7. State Legislators

Information on numbers of trainings embarked upon by NILDS in the year under review (2015-2021) as obtained from the M&E report. The trainings are made up of national and international trainings tabulated to show direct number of beneficiaries. The secondary data were supplemented with the primary data.

Table 1. Summary of training implementation for legislative staff (2015)

S/NO	Year	Number of Trainings for FLS	Participants
1	2015	35	1683
		Number of Trainings for Legislative Aides	Participants
			71
2	2016	Number of Trainings for FLS	Participants
		38	1360
		Number of Trainings for Legislative Aides	Participants
		5	108
3	2017	Number of Trainings for FLS	Participants
		48	1825
		Number of Trainings for Legislative Aides	Participants
		5	132
4	2018	Number of Trainings for FLS	Participants
			1798

		35	
		Number of Trainings for Legislative Aides	Participants
		6	164
5	2019	Number of Trainings for FLS	Participants
		24	1231
		Number of Trainings for Legislative Aides	Participants
		3	262
6	2020	Number of Trainings for FLS	Participants
		11	390
		Number of Trainings for Legislative Aides	Participants
		3	390
7	2021	Number of Trainings for FLS	Participants
		42	1382
		Number of Trainings for Legislative Aides	Participants

		4	920
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Summary of training Implementation for Legislative staff and Aides (2015)

Source: National Institute for Legislative and Democratic Studies, 2015

Table 1 reveals that in 2015, a total number of 35 trainings was organized by NILDS for the legislative staff with 1683 participants, some were national and some foreign while 3 trainings were organized by NILDS for Legislative aides with 71 participants.

Table 2. Summary of training Implementation for Legislative Staff and Aides (2016)

Source: National Institute for Legislative and Democratic Studies, 2016

Table 2 reveals that in 2016, the number of trainings organized by NILDS for legislative staff increased to 38 with 1360 participants while 5 trainings were organized for legislative aides with 108 participants. This includes National, foreign training and workshops.

Table 3. Summary of training Implementation for Legislative Staff and Legislative Aides (2017)

Source: National Institute for Legislative and Democratic Studies, 2017

The table reveals that in 2017, the trainings for legislative staff increased to 48 with an increased number of participants of 1825, while the training for aides remained at 5 with 132 participants which shows improvement too.

Table 4. Summary of training Implementation for Legislative Staff and Legislative Aides (2018)

Source: National Institute for Legislative and Democratic Studies, 2018

2018 as seen in table 4 shows there was a decline in the number of trainings for legislative staff when compared to 2017. The training for legislative staff in 2018 was 35 with 1798 participants while the number of trainings for legislative aides increased to 6 with 164 participants.

Table 5. Summary of training Implementation for Legislative Staff and Legislative Aides (2019)

Source: National Institute for Legislative and Democratic Studies, M&E: 2019

In table 5, the number of trainings for legislative staff also dropped to 24, with 1231 participants , also that of legislative aides was three with 262 as the total number of participants.

Table 6. Summary of training Implementation for Legislative Staff and Legislative Aides (2020)

Source: National Institute for Legislative and Democratic Studies, M&E: 2020

In the year 2020 as revealed in table 6, the training for legislative staff was 11 with a total number of 390 participants while that of the legislative aides was 3 with an increased number of participants as against the previous year participant which was 262.

Table 7. Summary of training Implementation for Legislative Staff and Legislative Aides (2021)

Source: National Institute for Legislative and Democratic Studies, M&E: 2021

In the year 2021, 42 number of training was put up for legislative staff by NILDS with 1,382 participants while the number of trainings for legislative aides increased to 4 with an improved number of 920 as participants.

A total number of 32 sample was put up for the (KII) using the purposive sampling technique.

Federal legislative Staff	Federal legislative Aides	LEGISLATORS	NILDS
10	10	10	2

Interview was conducted for the fraction of the population to get the quantitative data in order to ascertain the authenticity of the secondary data as presented.

To provide answer to the first objective which is to find out the various capacity programs by NILDS in improving the capacity of the legislative staff, data in table 1-7 indicates that various capacity trainings have been organized by the National Institute for Legislative and Democratic Studies, and to affirm these 65% percent of the legislative staff interviewed agreed that NILDS has held various forms of capacity building programs for them in the year under review, while the remaining 35% denied of receiving any form of capacity building program from the institute between the year under review.

Of the 65%, an assistant Director and a clerk of a committee who agreed that he has benefitted in three of NILDS capacity trainings in Kaduna and Abuja, one of such trainings according to him has to do with the sustainable development goals which was organized for committee clerks. He maintained these trainings as received were impactful as could be seen in the quality of annual reports of the committee, written minutes and all. Onyebo:2022

An assistant director, legislative Aid department who was interviewed said;

“I have received capacity training once but long time ago from NILDS on documentation and report writing which was very useful. NILDS gives more attention to the top management staff and the trainings are too selective”

Another legislative staff of lower cadre and a secretary of human resource department interviewed said;

“ Am aware of NILDS capacity trainings but for now and in the period under review am yet to participate, I feel only top management staff are mostly nominated for these capacity trainings. I joined NASS in 2005 ”

For Mr Amos, an assistant director, legislative aides department ;

“ I have received training from NILDS but that was long time ago , the training was useful as of then. NILDS must embark on continues training of the Bureaucrats of NASS to improve performance. NILDS must always come up with their training programs at the commencement of the year, and the module of trainings should be made known so that staff will know what to expect each year because the mode of selection currently is not known. Amos : 2022.

For another interviewee who chose to maintain anonymity , he opined that shes yet to receive any form of capacity training from NILDS so far and between the period under review , she maintained that these trainings are in most cases focused on committee clerks and top management cadre.

An assistant clerk committee interviewed , who is currently running a post graduate program at NILDS stated that in most cases committee clerks and their assistants are trained by NILDS the number of participants needs to be reviewed to accommodate more staff. She opined there should be training for all staff of the Natioanl Assembly irrespective of cadre as it will improve performance. Lanre : 2022.

These sample who affirmed of various NILDS capacity trainings also agreed that the trainings received are relevant to their line of duty and has improved their performance output while carrying out their duties and can be affirmed by their superiors, also maintaining more professional trainings is key.

Some other legislative staff who are yet to benefit from NILDS capacity training are of the opinion that the number of people trained in most cases are infinitesimal compared to the number of

legislative staff which is about five thousand plus, therefore NILDS is encouraged to improve on the figures.

On the other hand, the sampled legislative aides interviewed, 70% agreed they are aware of these NILDS capacity trainings targeted at improving the performance of the legislative aides and have directly benefitted from these trainings, while the remaining 30% agreed that such trainings are in existence but are yet to benefit from it. These aides who have benefitted are of the opinion that such trainings should be maintained by the Institute as it has helped them in carrying out their duties effectively and improved their performance. On the other hand those who said they are yet to receive any capacity training from NILDS opined that the Institute must improve on the number of people who participate from these trainings to accommodate more people. NILDS must keep proper data to be able to track those who had been trained to avoid a situation where certain staff attend multiple times of same training when some other staff are yet to benefit once.

An SLA who was interviewed opined;

“I have been trained on the beginner & advance stage levels of the duties of a legislative aide, where we were taught on the process of writing motions, bills and briefs for our principals and going forward I have applied this in the course of doing my job and has been very useful , but NILDS must increase the number of people called for trainings” Sinclair:2022

This buttresses the point and supports the secondary data that there have been various capacity building programs organized by NILDS aimed at improving the capacity of the legislative staff of the National Assembly but improvement to capture more staff is needed.

More affirmation to ascertain various capacity programs by NILDS was given by senior special assistant to the senate president interviewed as he opined;

In my line of duty I have been trained by NILDS on the various stages of the duties of an aide, and I have the capacity to carry out my duties as SSA on international matters, but I will recommend

NILDS capacity trainings to be structured in such a way that these trainings are done at the beginning of each assembly so that the aides will be equipped with all the necessary skills before resuming duty” Balewa: 2022

For Uju, a secretary to one of the honorable members;

“I have been a beneficiary of the capacity trainings organized by NILDS and I was trained in emotional management and it has helped me in my relationship with my boss as a secretary and also on how to attend to my boss visitors and it has improved my performance and the result shows on the positive perception of constituents about my principal” Uju: 2022

An interview granted by Mr Idris, an SLA to one of the distinguished senators went thus:

“I did international law and diplomacy, and have my masters from the National Institute for Legislative and Democratic Studies. I do administrative and legislative duties such as preparation of bills, motion, interface with MDAs on behalf of my boss. I have heard of people who are trained by NILDS to improve capacity. NILDS should go ahead to institute certifications for legislative aides because in my opinion the SLA position has been peopled by people that do not possess the requisite experience and technical qualifications and I have seen that over the years people have developed very good knowledge of the legislative practice and procedure but unfortunately most of the recruitment are being done half-hazardly, so if NILDS can go ahead and certify some people as SLAs that have gone through some written exam and interviews in NILDS and gotten some certificates then it will be desirable because from there legislators that are coming can easily pick from that pool. Now what we have is Tom Dick and Harry and its impacting on the quality of legislative output” Idris : 2022.

Another SLA Mr Victor was interviewed on the level of trainings he has received from NILDS between the year under review, he affirmed that NILDS has carried out various capacity trainings for legislative staff which he benefitted from the **workshop on the duties of a legislative aide.**

Again he affirmed the training helped build his capacity on bill drafting, motions, speeches and some committee activities. According to the interviewee, evaluation measures have not been fully utilized by NILDS in accessing the trained personnel in relation to their activities in NASS therefore template should be provided for evaluation. Akande: 2022.

For Abubakar , an interviewee;

“NILDS have the beginner, intermediate and advanced stage in legislative aides capacity trainings and I have been privileged to participate in all. I draft bills, motions and carry out other administrative functions for my boss. In my view NILDS should be empowered more to improve on their job” Sinclair: 2022.

Mr Titus:

“I have received orientation training from NILDS, I was trained on bill drafting, motions, and duties of a legislative aide, despite am a press secretary, I have the capacity to write motions, bills and all. NILDS need to work with the leadership of the National Assembly so that there can be some percentage of constituency allowance set aside to partner with NILDS in building the capacity of the legislative aides, the aides are the engine room of the legislator because the legislative output is mostly dependent on the quality of the legislative aides” Titus:2022.

“I have been trained by NILDS and was also trained in 2021 where the DG of NILDS stated that more of such trainings will be organized to build capacity of legislative aides. So far I have done the two stages of training for aides which includes the beginner and intermediate stage and it has been useful in the discharge of my official duty. I have the capacity to write bills, motions and briefs.

From the data obtained, in the year under review, NILDS was able to engage 2,047 legislative aides and 9,669 permanent staff participants ,with a total of 29 trainings for federal legislative

aides and a total of 233 for federal legislative staff. This can be said to be a fair number although more needs to be done in improving on the number of training and also the number of participants. The above views and more indicates that NILDS during the period under review has conducted various forms of capacity programs to improve the capacity of the legislative staff of the National Assembly, it also goes to support the secondary data of numbers of trainings that has been carried out by NILDS between the period under review even though there other persons who feel the number of trainings and participants has to be increased to accommodate more legislative staff and aides.

4.2 Effect of Nilds capacity programmes on the output of legislative staff of national assembly.

In order to ascertain the effect of NILDS capacity building activities on the output of legislative staff of NASS we will assess the performance of the 7th and 8th National Assembly using the number of bill introduced and passed side by side. This is because this will go to expose if there was an improvement due to the capacity trainings by NILDS to the legislative staff who work directly with the members to prepare these bills.

(Performance assessment of the 7th and 8th Assembly)

Table 1. shows the number of bills introduced and passed by the 7th House of Representative.

S/No	Number of bills introduced by the 7 th House of Representative	Number of bills passed
1	755	123
2	Number of bills introduced 7 th Senate	Number of bills passed
	591	123

S/No	Number of bills introduced by the 8 th House of Representative	Number of bills passed
1	1,588	319
2	Number of bills introduced 8 th Senate	
	2166	515

Table 1. shows the number of bills introduced and passed by the 7th House of Representative and the 7th Senate while table 2 shows the number of bills introduced and passed by the 8th House of Representative and 8th Senate .

Source: status of bills, petitions and other legislative measures for the 7th Assembly and CISLAC: 2019.

The 8th senate commenced its work amidst political tension which arose from the manner which its leadership emerged, contrary to the expectations of the All Progressives Congress, APC hierarchy and by extension the presidency. Despite that the 8th senate performed very high when compared with performance of the 7th Assembly, therefore has received favorable rating. It introduced more bills more than the previous national legislature, notwithstanding that a significant number of the bills was not passed into law.

In the context of the primary functions of the National Assembly which are lawmaking, representation and oversight of the executive, the availability of adequate capacity and systemic capacity building cannot be overemphasized. Human capacity building will enable the Assembly to develop and increase its human resource capabilities through the inculcation of relevant, general and technical knowledge, skills and effectiveness to realize set goals efficiently. Institution building, on the other hand, equipment and management system, established practices, laws and customs of organizations. Institutional capacity complements the human factor and both are mutually reinforcing.

The performance of the primary and other functions of NASS partly depends on the availability of resources ; physical resources, human resources, financial resources etc. the three types of resources are very significant, financial resources provides access to physical resources and development of human resources. The effectiveness of parliaments depends on funding of running costs, and personnel cost, the quality and number of administrative and expert parliamentary personnel.

At the commencement of the democratic dispensation in 1999, the resource base of the National Assembly for legislation, particularly human resources and infrastructure, was very poor. But over time, very notable improvements have been achieved with respect to the quality and quantity of human resources and physical infrastructure and facilities. However, against the backdrop of subsisting challenges, there are still areas for institutional capacity strengthening.

Two categories of staff provide support to the work of legislators in the National Assembly. They are : Legislative aides and permanent staff made up of management and other categories of staff. These are the administrative functionaries who provide the services required to enable the legislators (political functionaries) perform their jobs as legislators.

The legislative aides are personal aides to legislators and are non-permanent staff. They are expected to assist the legislators in diverse ways, particularly in carrying out research and assisting in discharging legislators constituency responsibilities. Each legislator in the National Assembly is expected to have five legislative aides made up of one senior legislative aide (SLA) one legislative aide (LA), one legislative assistant (LAS), one personal assistant (PA) and one secretary (SEC)

The permanent staff cadre, with the Clerk of the National Assembly as the head provides different kinds of support services to facilitate the legislator's work. These staff are found in thirteen departments ranging from the CAN's Office to procurement and supply Department. As of 2015, there was a total of 3,281 permanent staff in NASS which has now grown above 5,000.

Haven established the above background on roles / importance of the legislative aides, in analyzing the impact of NILDS capacity building activities on the legislative staff of the National Assembly using the qualitative and quantitative data presented we can say that NILDS has been carrying out its mandate as could be seen in the tremendous improvement made by the 8th senate in in the area of legislative output and the various affirmation by the sample interviewed among whom are SLA, LA, SEC etc who exposed that they are well equipped to carry out their legislative function such as writing of bills, motions and briefs on behalf of their principal ,

The impact of the capacity trainings by NILDS on these legislative staff can be seen in the performance assessment assessment between the 7th and 8th assembly as presented. It could be seen that between the period under review (2015-2021) the 8th Assembly despite the opposition it received from the executive, performed far better than the 7th Assembly both in the number of bills introduced and the number of bills passed and also resolutions. This could be tied to the performance of the legislative staff who are the engine room.

The National Institute for Legislative and Democratic Studies (NILDS) was established to serve as a capacity building agency to the National Assembly. From the above data as presented it could be observed that the Institute has carried out this mandate in building and impacting on the capacity of the legislative staff of the National assembly despite the various challenges confronting the agency.

4.3 Challenges militating against Nilds efforts in capacity building of legislative staff of nass

From the secondary/primary data obtained, it is acknowledged that there are challenges facing NILDS in carrying out its capacity training programs for the legislative staff of NASS. These challenges are majorly:

1. Inadequate funding,
2. Inadequate manpower
3. unconducive office space.

Inadequate funding:

Mr Steve (2022) alluded that extra budgetary provisions should be made for NILDS to train legislative aides. This aligns with the position expressed by Ani (2022) when he averred that “NILDS has a problem of funding”

The perennial decline in budgetary provisions has necessitated the institute to:

- a. improve its networking/collaboration with development partners and other government institutions.
- b. Explore possibilities of collaborating with national foundation/endowment funds.
- c. Improve internally generated revenue (IGR) by developing programs that are self financing. Strategic plan (2020-2024)

Inadequate manpower:

Inadequate number of staff of certain categories in relation to the institutes mandate poses a major threat. Strategic plan (2020-2024) owing to the high turnover of staff, retention strategies have to be in place to mitigate this through recruitment and orientation for new staff. Also improved welfare and other incentives is key.

Unconducive office space

For a better output, the institute needs a more conducive working space. As cited in NILDS strategic plan: (2020-2024) “the need to complete and move to the permanent site is of no less

importance because of the necessity for a conducive office environment for researchers and a befitting classroom facilities for students. Moreover, this problem is an inhibition on the expansion of our training programs”

4.4 Findings

The usefulness of research is on its findings. In order to build on the young Nigerian democracy the National Institute for Legislative and Democratic Studies was established to build capacity of the legislature to enhance effectiveness in the discharge of its constitutional mandate. After analyzing the implementation work plan of NILDS for the year under review, as well as the opinions of the respondents ,the study came up with the following findings;

The National Institute for Legislative and Democratic Studies (NILDS) has been able to organize series of training program for the legislative staff of NASS IN order to build their capacity.

Response gotten from respondents showed that the National Institute for Legislative and Democratic Studies has made a significant progress in providing the needed capacity building network for effective service delivery by the National Assembly. The Institute has both professional and technical experts capable of providing capacity building for the legislature which has improved the quality of legislation made but there is need to improve on the number of participants both for aides and permanent staff.

Although from data gotten, poor funding ,inadequate man power and little work space are key factors affecting the successful operation of the Institute, and must be looked into.

CHAPTER FIVE

SUMMARY, RECOMMENDATION AND CONCLUSION

This chapter summarizes the study, makes recommendations and draws conclusion from the study.

5.1 Summary of finding

The study is structured in five chapters; each chapter discussed a particular aspect of the work.

The study examines the effect of the National Institute for Legislative and Democratic Studies capacity building activities on the Legislative Staff of the National Assembly. The study is motivated by the need to determine whether NILDS is or not to the Nigerian Legislature. It examines to what extent NILDS has contributed to the capacity building of the Legislative staff of the National Assembly, and offers ways to address identified challenges.

The study deployed the historical descriptive research design and the purposive sampling technique. Interviews were conducted on the sample comprising of the legislative staff, the legislative aides, the legislators and NILDS staff to get the primary data for the study.

The study reveals that NILDS is important in the sustenance of Nigerian's Democracy through its capacity building activities to the legislature and other legislative assistance it gives to the legislature.

From the findings, NILDS has been able to organize series of training programs for the legislative staff of NASS in order to build their capacity. However, poor funding, lack of adequate manpower and conducive working space among others are factors militating against the performance of the Institute.

The study recommends that NASS should make provision for more funds for the capacity building of the legislative staff to enable more number of legislative staff participate in NILDS capacity building programs. Each staff should have a specific number of capacity building trainings to attend annually.

Lastly ,the provision of more funds by the government to NILDS, increase NILDS manpower, and speed up the movement of the Institute to its permanent site at airport road Abuja.

5.2 Recommendation

The role of National Institute for Legislative and Democratic Studies in providing capacity building for Nigerian Legislature in one that needs to be strengthened, particularly as it paves way for the growth and development of democracy, good governance and nation building.

The Legislature according to Arowolo (2010), is a central Institution of representative democracy and therefore is the key to the system of democracy and balance of power that characterize democracy . this realization makes it imperative for the Legislature to be strengthened so as to carry out its primary functions adequately.

Following the field work for this work, the data gathered shows that although the National Institute for Legislative and Democratic Studies have been able to significantly impact on the capacity of the legislature through its programs, trainings and workshops,it is still facing some challenges in the discharge of its duty. These challenge range from lack of adequate fund, manpower , and good office space.

The following recommendations are germane towards reinforcing the National Institute for Legislative and Democratic Studies so as to effectively play its role which is to build the capacity of the legislature.

More research staff should be engaged into the service of the institute , into the various departments and cadre of the institute, also the capacity of the staff should be improved through periodic trainings for better performance

More funds should be made available by the leadership of the National Assembly and Management of NASS to send legislative staff/aides on periodic trainings at NILDS. Every

legislative staff/ aide should be made to attend a specific number of training program annually as the current trainings are not enough.

More funding should be made available to the Institute for its operations, this will go a long way to aid the institution to accommodate more participants in its capacity building programs and also help complete its permanent site which has a better serene environment for learning, workshops and seminars.

5.3 Conclusion

The need for building capacity of the legislature is one that has to be encouraged, therefore the role of National Institute for Legislative and Democratic Studies in building the capacity of the Legislature cannot be overemphasized. The study therefore concludes that ;

The National Institute for legislative and Democratic Studies is a key institution in the consolidation of Nigerian emerging democracy despite challenges confronting it, urgent steps must be taken by the appropriate authorities to address the problems confronting the agency in order to operate effectively in its full capacity and also contribute it own quota of consolidating democratic rule in Nigeria.

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INTERVIEW QUESTIONS

My name is Nwafor Onyekachi Agbo, a research /masters's student of UIBEN /NILDS graduate programme. To help me complete my research work on the Impact of NILDS capacity training activities on the legislative staff of the National Assembly 2015-2021 I will need to conduct a 10 minutes interview with you. Your response will be treated with strict confidence and will be used only for the purpose of this research.

LEGISLATIVE STAFF (BUREAUCRATS)

1. What is your highest academic qualification?
2. What is your area of discipline?
3. Is your present job schedule in consonant with your qualification ?
4. How long have you worked in NASS
5. What does your schedule entail as a legislative staff
6. What kind of capacity training do you think is relevant for your job?
7. Do you know about NILDS?
8. Have you received any capacity trainings from NILDS so far?
9. Can you remember any of these trainings received from NILDS if any?
10. Do you feel the capacity trainings organized by NILDS for legislative staff are related to their line of duty?
11. Which of the NILDS trainings has benefited you the more in doing your job?
12. Have you made use of the skills acquired during NILDS training?
13. Do you feel more of such trainings are needed by the legislative staff?
14. Recommendations

LEGISLATIVE AIDES

1. What is your highest academic qualification
2. What is your area of discipline ?
3. How long have you worked at NASS
4. What does your schedule entail as a legislative aide
5. Is your present schedule in consonant with your qualification ?

6. Do you think acquiring relevant academic / professional qualification would enhance your performance?
7. Do you know about NILDS?
8. Have you received any capacity trainings from NILDS so far?
9. If yes do you feel the capacity trainings organized by NILDS for legislative aides are related to their line of duty?
10. Which of the NILDS trainings has benefited you the more in doing your job?
11. Have you made use of the skills acquired during NILDS training?
12. Do you feel more of such trainings are needed by the legislative staff?
13. Recommendations

LEGISLATORS

1. How many legislative aides are attached to your office?
2. Are their level of education enough to assimilate capacity trainings when provided?
3. Do you feel the qualifications of these legislative aides are equal to perform their job role?
4. Have there been capacity trainings by NILDS to improve the performance of the legislative aides?
5. How will you rate the performance output of these legislative aides as a result of the capacity training by NILDS?
6. Is there need for more of these capacity trainings to be organized for legislative aides?
7. How do you rate the performance of NILDS in capacitating the legislative staff?
8. Recommendations

NILDS MANAGEMENT STAFF.

1. Would you say that NILDS has served it's mandate of capacitating the National Assembly?
2. What are the challenges faced by NILDS in building the capacity of the National Assembly?
3. How can these challenges be resolved or mitigated?