Resource Competence and Committee Effectiveness: Case Study of Selected Committees in the Senate and House of Representatives, 2015-2019

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DECLARATION

I hereby declare that the information contained in this project has been written by me and is an authentic documentation of my research work, which has not been presented or accepted for publication in journals or magazines. All materials used for the purpose of this study have been adequately referenced and acknowledged.

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CERTIFICATION

This is to certify that this project work has been read and accepted as having satisfied the conditions for the award of Masters in Legislative Studies/University of Benin.

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PG Coordinator

APPROVAL

This is to certify that this project titled "**Resource Competence and Committee Effectiveness: Case Study of Selected Committees in the Senate and House of Representatives, 2015-2019**" has been read and approved by the undersigned, as meeting the regulations governing the award of degree of Masters in Legislative Studies (MLS), of the School of Postgraduates Studies, National Institute for Legislative Studies/University of Benin and is accepted for its contribution to knowledge and literary appreciation.

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PROJECT SUPERVISOR   **DATE**

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INTERNAL EXAMINER   **DATE**

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EXTERNAL EXAMINER   **DATE**

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PROJECT COORDINATOR   **DATE**

DEDICATION

I dedicate this project to God Almighty, for wisdom, knowledge and understanding. He has been the source of my strength throughout this programme. I also dedicate this dissertation to my family, for their unwavering love, support, and belief in me that made this study possible.

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ABSTRACT

While studies on legislative resource competence agree that a positive relationship exists between resource competence and legislative effectiveness, that is, that legislatures are more effective when adequately resourced; only limited studies have in reality examined the relationship between resource competence and committee effectiveness. Hence, this study was designed to investigate the effects of resource competence on legislative effectiveness. The study objectives were to examine the resource competence of the National Assembly, explore whether resource competence of the National Assembly affect legislative effectiveness, and examine the resource capacity challenges encountered by the National Assembly and its committees.

The study was essentially a qualitative study. It utilized the case study approach involving three selected committees. The study employed data from interviews with 14 selected purposively consisting of legislators, Committee staff; staff of relevant government ministries; and staff of civil society organizations.

The study found that there has been a significant improvement in the facilities and infrastructural bases of the NASS, particularly in the areas of physical infrastructures (e.g. office accommodation, library facilities, especially its collections/holdings); the quantity and quality of staff of the National Assembly in terms of trainings and qualifications of legislators and NASS staff. In addition, the study found that legislative activities of the National Assembly and its committees yielded positive output and outcome which directly contributed to law making and good governance. Lastly, the study observed that the National Assembly and its committees were challenged by several factors such as high turnover rate, inadequate resources for committee activities, etc.

The recommendation of the study were; that the National Assembly committees should be provided with adequate institutional, technical, human and financial resources to enable committees perform optimally. Second, that competent legislative aides should be hired and more trainings for aides and staff; and lastly, legislators should cultivate the will to perform their functions without expecting personal and undue reward or gains.

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CHAPTER ONE

INTRODUCTION

1.1   Background to the Study

Legislative resource competence is important for Committee effectiveness. Resource competence simply refers to the capacity of staff, adequacy of financial, technical and infrastructural resources for an organization to be effective. It refers to the adequacy of a resource or input to effectively perform the role for which it is appropriated within a production or service delivery system (Kamoche, 1996). Therefore, legislative resource competence measures the adequacy of the financial, human, information/research and infrastructural resources being process of legislation used in the legislative process (Hamalai, 2016). On the other hand, limited infrastructural resources and poor human capital development for legislators will affect their productivity and service delivery especial with regard to public policy. Legislative capacity (e.g. amount of time in session, the size of the professional staff, and the adequacy of facilities and technology) is essential for legislative effectiveness (Rosenthal, 1999). Others such as the Africa All Parliamentary Party Group (AAPPG) (2008) have argue that the effectiveness, efficiency and visibility of a legislature are largely contingent of its capacity, measured in terms of the human, physical and financial resources available to it. Therefore, parliamentary performance assessment has the dual responsibility of assessing the adequacy of resources given to parliament and the impact of the utilization of such resources.

It is important to note that a parliament working with inadequate resources may not meet its performance target in terms of output and outcomes relative to performance benchmarks established by Inter-Parliamentary Union (IPU) in 2007. Importantly, the availability of resources in a legislature or its committees does not automatically translate to good performance because the problem of inadequate resource competence may result from

available resources not being judiciously applied, underutilized, or abused (The Africa All Parliamentary Party Group, 2008). Essentially, much depends on the direction of the application of the resources, either positively or otherwise, which can also be a function of many other variables, including the determination and commitment of the managers of the resources (Mills, Platts and Bourne, 2003).

This research examines the relationship between resource competence and legislative effectiveness. This study assesses legislative effectiveness of Nigeria's National Assembly with particular reference to output of selected Committees in the Senate and House of Representatives. The aim is to determine if resource competence affects legislative effectiveness.

1.2 Statement of Problem

In the last two decades, legislative oversight studies have gained renewed interest. This is evident by the number of studies on oversight (Fashagba, 2009; Stapenhurst, Jacob and Olaore, 2016). Several studies have been done to assess legislative effectiveness in the National Assembly (Hamalai, 2014). The literature on the legislature highlights that adequate resources together with competence and capability is necessary for effective legislative performance and productivity (Hamalai, 2014; Stapenhurst, Jacob and Olaore, 2016; Hamalai, Dan-Azumi and Omotola, 2016). However, few studies (for example, Hamalai, have assessed the relationship between resource competence and legislature's Committee effectiveness. Moreover, there are limited studies on how to adequately measure legislative performance and productivity as a function of the resources at its disposal. (Hamalai, Dan-Azumi and Omotola, 2016). Hence, this study will examine the resource competence of the National Assembly, specifically, it will investigate whether resource competence of the National Assembly affect legislative effectiveness. The study will contribute to the debate on the nexus between relative effectiveness and resource competence.

1.3 Objectives of the Study

1. Investigate whether resource competence of the National Assembly affect legislative effectiveness

2. Examine the resource competence of the National Assembly

3. Investigate the resource capacity challenges encountered by the National Assembly and its Committees.

1.4 Research Questions

The following research questions are designed to guide the study:

1. What is the relationship between resource competence and legislative effectiveness?

2. What is the resource competence of the National Assembly?

3. What are the resource capacity challenges encountered by the National Assembly?

1.5   Significance of the Study

This research is significant for several reasons: first, it will provide information on the institutional capacity requirement of Committees of the National Assembly. Second, it will contribute to the raging debate between the public and the legislature over the cost of legislative governance (Dogara, 2016). Third, the result of this study will also be beneficial to legislators and administrators of National Assembly in helping them to consolidate on their effort of law making and provide enabling working environment necessary to encourage legislative performance. Fourth, the findings and recommendations of this study will add to the depth of literatures with regards to resource competence and legislative effectiveness in the National Assembly. Therefore, it is hoped that this work would be a useful reference material for scholars and researchers in Legislative Studies and other related fields of study.

1.6   Scope of the Study

The study will focus on a total of three committees in the National Assembly. These include Senate Committee on Poverty Alleviation and Social Welfare; House Committee Anti-corruption, and House Committee on Basic Education and Services. In addition, the scope of the research is to assess the selected committees' effectiveness in the 8th National Assembly. The 8th Assembly was chosen because committees were comparatively effective than other legislative years (National Institute for Legislative and Democratic Studies, 2019; Odewale, 2019). Moreover, the 8th National Assembly was chosen for convenient reasons as there are available data for the study.

1.7   Limitation of the Study

This study has several limitations. However, attempts were made to fulfil the desired goals by overcoming the limitations. First, time was not enough for the study because of the combination of official assignments, academic work and family pressure. However, the annual leave taken was able to help manage the time constraints issue effectively and efficiently. Second, reaching out to relevant participants for interviews was a huge set back because of the unwillingness of some of the respondents to participant in the study because these respondents felt that the study was for a different purpose other than academic. However, this limitation was overcome easily by the researcher; the researcher is a staff of the National Assembly. Moreover, a letter of introduction from his supervisor was helpful and the use of secondary data generated by Committee Clerks related to legislative resource competence and sessional reports by the selected Committees helped to provide some useful data, which could not been obtained from the respondents.

1.8   Organization of the Study

This research work consists of five (5) chapters. Chapter one is made up of background of the study, statement of research problem, research questions, objectives of the study,

scope/limitation of the study, significance of the study and organisation of the study. Chapter Two focuses on literature review and theoretical framework that guided the study. The objective of this chapter is to identify the existing gaps in the literature on Committee resource competence and Committee effectiveness. Chapter Three on the other hand, discusses research methods which include research design, population of the study, sampling techniques, and sample size. It also explains the procedure for sample collection and techniques for data analysis. Chapter Four focuses on data presentation, data analysis and discussion of findings. The last chapter which is Chapter Five, contains the summary, conclusion, recommendations and references. The appendices have the copies of the structured interview and interviewee's questions.

1.9   Definition of Terms

1.9.1   Legislature

Norton (1990) defines the legislature as 'constitutionally designated institutions for giving assent to binding measures of public policy, that assent being given on behalf of a political community that extends beyond the government elite responsible for formulating those measures.' The Legislature may be defined as a group of people vested with power to make, alter and repeal existing laws (Norton, 1990). The legislature is the representative of the people and therefore acts as their agent. In a democratic setting, it is about people exercising power through their elected representatives.

1.9.2 Committees

Committees are small groups or sub-divisions of Legislators assigned on temporary or permanent basis during the life – span of a parliament to examine maters more closely than could be done in the plenary.

1.9.3 Legislative Committee effectiveness

This is the degree to which an organisation achieves the target set for it. However, legislative Committees' effectiveness is the extent to which Committees achieve their objectives. While there are several ways of measuring legislative Committees' effectiveness, this study relies on determining effectiveness using input, output and outcome of legislative Committee activities.

1.9.4 Resource Competence

Legislative resource competence therefore measures the adequacy of the financial, human, information/research and infrastructural resources used in the legislative process (Hamalai, 2016). For Rosenthal (1999), legislative capacity e.g. amount of time in session, the size of the professional staff, and the adequacy of facilities and technology is essential for legislative effectiveness.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

This chapter reviews the relevant literature to the study on the legislature, resource competence, as well as legislative committee effectiveness. The chapter also discusses the theoretical framework chosen for the study. The chapter commences with a discussion on the legislature.

2.1   Legislature

Legislatures are important components of national governance systems. Legislatures are the 'constitutionally designated institutions for giving assent to binding measures of public policy, that assent being given on behalf of a political community that extends beyond the government elite responsible for formulating those measures' (Norton, 1990). Legislatures perform three key functions: law making, oversight and representation. When legislators perform these functions effectively, they contribute to the elements of effective governance: state capability, accountability and responsiveness (Johnson, 2005).

However, the legislative functions are constitutionally assigned functions and are carried out with the help of the committee system (Hamalai, 2014). Committees are made up of a group of legislators designated to perform a particular task assigned to them (Ibid. 2014). Committees are a small group of legislators assigned, on either provisional or permanent basis, to examine matter more closely than could the full chamber (Hamalai, 2014). Committees examine bills and the operations of the executive, gather information, review budgets, investigate some matters of public concern. Therefore, committees do not only add quality to discussions, debates and declarations in chamber; they allow legislators to develop expertise and cultivate their individual interests (National Democratic Institute for International Affairs (NDI), 1996).

To assess whether legislative resource competence contributes to legislative effectiveness, the study will focus on a total of four committees in the National Assembly. These include Senate Committee on Poverty Alleviation and Social Welfare, House Committees on Public Petitions, House Committee on Anti-corruption, and House Committee on Basic Education and Services. In addition, the committee is restricted to assessing the selected Committee's effectiveness in the 8th National Assembly because in the 8th National Assembly committees were comparatively more effective than in other legislative years (National Institute for Legislative and Democratic Studies, 2019; Odewale, 2019). Moreover, the 8th National Assembly was chosen for convenient reasons as there are available data for the study.

2.2 Legislative Resource Competence

Legislative resource competence may be defined as the measure of the adequacy of the financial, human, information/research and infrastructural resources used in the legislative process (Hamalai, 2016). For Rosenthal (1999), legislative capacity e.g. amount of time in session, the size of the professional staff, and the adequacy of facilities and technology is essential for legislative effectiveness. AAPPG (2008) also reports that the overall effectiveness, efficiency and visibility of a legislature in the performance of its functions are largely contingent of its capacity, measured in terms of the human, physical and financial resources available to it. Importantly therefore, parliamentary performance assessment has the dual responsibility of assessing the adequacy of resources given to parliament and the impact of the utilization of such resources. Expectedly, a parliament working with insufficient resources may fall short of desired output and outcomes relative to performance benchmarks established by Inter-parliamentary Union (IPU) 2007. Egwu and Dan-Azumi (2016) further note that the capacity of Legislators' for effective legislation and oversight depends on several factors. These factors includes "the number and educational qualifications of the legislators, cognate

experiences, exposure to induction/orientation courses and other training programmes, the number and quality of support staff, facilities available and other resources) (ibid., p.44). This suggest that limited infrastructural resources and poor human capital development for Legislators will affect their productivity and service delivery especial in regards to public policy.

For any legislature to live up to its responsibilities, it must be adequately resourced. Resources in this context encompass a variety of inputs, both tangible and intangible which, depending on their nature, including types, quantity and quality, could interact to enhance or undermine legislative performance and productivity (Hamalai, 2016). The import of this is that depending on certain intervening variables such as their effective coordination, resources can be an indication of the strengths or weakness of an organization. This point assumes broader significance when we realize that having resources is not the same thing as using them; in fact using them is not the same as using them judiciously (see Mills, Platts and Bourne, 2003). Nevertheless, the starting point has to be having the resources in the required measure before any other consideration about effective and efficient utilization.

2.2.1 Human Resources Competence

Human resource capacity is part of the resource capacity available to organisations. However, the term is also used to refer to the skills, energies, talents, abilities and knowledge that are employed for achieving an organization's goals. Hamalai (2014, p. 59) notes that human resources "ensures that the necessary financial and material resources are deployed efficiently to achieve the organization's goals". In reference to the National Assembly, the human resources are the Legislators (Senators and House of Representatives Members), legislative aides and parliamentary management staff responsible for the administration, finance and technical departments, among others (Hamalai, 2016; Egwu and Dan-Azumi, 2016). The Human resources capacity of the National Assembly is discussed in detail below.

As per constitutional provision, the Nigerian National Assembly has a total of 109 Senators and 360 House of Representatives Members. Legislators are assisted by support staff such as legislative aides and permanent staff for legislative effectiveness. According to Hamalai, Dan-Azumi and Omotola (2016), "Legislative aides complement the abilities of Legislators. Among other things, they help access information for their principals. This demands they have ancillary skills set". The number of legislative aides that Legislators have in the National Assembly is determined by the National Assembly Service Commission. Each law maker 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) (Hamalai, 2014).The competence of Staff is an important capacity for legislative effectiveness. Legislators perform the critical and technical functions such as law making, oversight and representation, which require intellectual activities. Although, there has been a debate by some Nigerians whether educational attainment of Legislators is necessarily an incentive for legislative performance.

The quality of education that Legislators have is crucial for legislative effectiveness (United Nations Office on Drugs, 2019). It enhances the quality of debates on the floor as it enables law makers' to make quality contributions to debates (Egwu and Dan-Azumi, 2016, p. 44; Hamalai, Dan-Azumi and Omotola, 2016). For example, a law maker that is uneducated can hardly articulate facts of social importance. The ability of Legislators to effectively perform their responsibilities is directly related to their educational attainment and access to information. However, education encompasses the knowledge individuals embody and thus empowers Legislators to function qualitatively. This means that education "provides Legislators with the capacity for communication, dialogue, collaboration and consensus building" (Hamalai, Dan-Azumi and Omotola, 2016, p. 9). Section 59 (1C) of the 1999 Constitution stipulates at least School Certificate level or its equivalent as the minimum

educational standard for Legislators to be elected. UNECA (2005, p. 202) notes that the minimum educational standard for elected MPs in Kenya is that they are able to read and write in English and Kiswahili; whereas in Lesotho it is the ability to read and write in Sesotho or English. In this study, the educational qualification of staff of the National Assembly was taken as the yardstick for the quality of staff available to the legislature and Committees.

2.2.2 Infrastructural Resource Competence

Legislatures require infrastructural capacity to perform their legislative functions effectively. Infrastructural resources may be divided into Information and Communication Technology (ICT) infrastructure and physical infrastructure. Whereas physical infrastructure refers to the physical infrastructure support in the form of office space, equipment, vehicles, etc.; Information and Communication Technology Infrastructure refers to the use of infrastructure such as internet and computers for legislative functions (Leston-Bandeira, 2007; Oni, Ono and Ibietan, 2016).

With respects to motor vehicle, Hamalai (2014) reports that they perform a major form of logistic support for the implementation of the programmes and activities of the Legislators and the bureaucracy that provides administrative and technical support. Motor vehicles are particularly important in performing oversight functions, particularly site visits to Ministries, Departments, and Agencies to monitor project implementation by the executive. She suggests that the National Assembly "appears well-resourced on the issue of motor vehicles" (p.77). Moreover, all MPs are provided with vehicles in the National Assembly. Similarly, the departments in the National Assembly bureaucracy also have utility vehicles for their operations.

Legislators and legislative bodies need information to be able to perform their legislative, deliberative and oversight functions (Stapenhurst, Jacobs and Olaore, 2016). Such

information on various aspects of law-making and national development can be stored in published or unpublished forms, electronic and other forms. The usefulness of a modern library to Legislators lies in its provision of adequate ready access through key information resources to equip Legislators in the discharge of their legislative functions.

The history of the National Assembly Library can be traced to the colonial period. However, the library is presently housed at the National Assembly Complex at the Three-Arms Zone, Abuja, with six (6) major units, namely, Law, Reference, Readers Services, Serial, Information Technology (IT), and other specialized services. Legislative library and information services provide reference and research services to Committees, members, and staff of the National Assembly, and the legislative information to the public. The Library enables lawmakers to collect information from primary and secondary sources of information to enhance their research work hence enabling them to quote, paraphrase and summarise accurately and to also cite sources properly (Joel-ikokoh, 2009).

2.2.3 Institutional Competence

The capacity of an institution has several dimensions: human, infrastructural and financial resources. Importantly, the size of the parliament in terms of the number of Members influences capacity by affecting the need for human, infrastructural and financial resources. However, institutional capacity refers to the powers of the legislature to perform its functions (National Institute for Legislative Studies, 2015). These powers are granted by the Constitution because the National Assembly is a creation of the Constitution. The 1999 Constitution of Nigeria is a presidential Constitution, which provides for a bi-cameral legislature. While some of the powers of the National Assembly are expressly stated in the Constitution, others are implied powers and assumed powers (Hamalai, 2014). The institutional powers of the National Assembly includes: Law Making Powers of the Legislature (Section 4)7); Power over Public

Funds (Sections 80-83, 120-123); power to Ratify Treaties; the power to alter the Constitution (Sections 8 & 9); Power over the creation of New States; the power to Oversight the Executive (Section 143 & 188); The power to regulate its own procedure (Section 60 & 101); Removal of President from the Office; Confirmation of Appointment of Judicial Officers; Confirmation of Appointment and Removal of Auditor-General; Resignation of the President and the Vice-President; Appointment and Removal of Chairmen and Members of Executive Bodies. These are the institutional legislative tools and mechanisms legislatures deploy to discharge their responsibilities.

2.2.4 Financial Resources Competence

Financial resource of a legislature is the monetary capacity that a legislature has at its disposal to perform its legislative functions. Nijzink, Mozaffar & Azevedo (2006) conceptualise institutional capacity as having two dimensions: the relative powers and level of autonomy of the legislature and the infrastructural, financial and human resources available to the institution. In terms of institutional resource capacity, Nijzink, Mozaffar & Azevedo (2006) note that this is in general, low amongst African legislatures when compared to western standards of very well resourced legislatures like the American Congress or the German Bundestag. This is especially true because of the differences in the level of state resources available for parliaments.

For National Assembly to perform these functions, adequate financial resources, in the form of recurrent and capital budgets, are required for the Assembly to be able to discharge its responsibilities effectively in line with public expectations (Hamalai, 2014). The National Assembly recurrent activities include salaries and allowances of staff and Legislators, administrative costs, Committee activities such as oversight, public hearings etc., and printing of official reports, communications, constituency offices, legislative aides, consultants,

security and general maintenance of facilities (Egwu and Dan-Azumi, 2016). However, the capital budget of the National Assembly covers such items as construction, equipment, vehicles, furniture, and Information Technology (IT) infrastructure, among others.

Importantly, the availability of resources in a legislature or its Committees may not or does not automatically translate to good performance. This is because the problem of inadequate resource competence may result from available resources not being judiciously applied, underutilized, or abused. For legislatures and their Committees the performance of the legislature or Committee is the consequence of the resources available to it.

2.3 Legislative Committees Effectiveness

One of the challenges not addressed in the literature on resource competence remains that of how to measure legislative output in much more accurate and specific terms. The use of executive-legislative relationship in defining legislative performance shifted the focus of research to qualitative assessment of the capacity of the legislature away from developing some quantitative indicators of legislative output (Barkan, 2010). The focus on qualitative assessment has resulted in a situation where the discipline lacks objective performance measurement tools or parameters for comparing legislatures. The result is a lack of agreement among scholars on how to evaluate the performance of the legislature in terms of legislative capacity.

The research uses Committee output and outcome as measures of Committee effectiveness. Importantly, Committees can be assessed from several standpoints: Input, Output, Outcome and Impact. However, this research will only assess the output and outcome of the selected Committees; it does not assess the impact of the selected legislative Committee because impact evaluation research are very burdensome and may not be completed within the timeframe required for this academic assignment. Hence, the study relied on the following

input mechanisms to measure of the effectiveness of legislative Committee system: meetings/deliberations, hearings, tours, workshops, oversight functions, interactive sessions, public petitions, engagements with the appropriation, the quality of support staff and the resources available to the Committees, etc.

While the output measures the number of time the Committee performs a particular functions, such as the number of Committee meetings, interactive sessions, bills referred, motions referred, public/investigation hearing held, petitions received, oversight visits, screening/confirmation and study tours embarked, legislative outcome measures the short time effect of legislative Committee activities. For example, the outcome of going on oversight visit. Outcome could either be the expeditious passage of bills referred to the Committees, effective and efficient implementation of projects as a result of the oversight visits to MDAs under the Committees' jurisdiction, engagement of all stakeholders, assisting in increasing the funding for MDAs. The justification for using the above deliverables in this study is that it would help in measuring the effectiveness of legislative Committee system in the National Assembly.

2.4 Factors that affect legislative Committee effectiveness

The effectiveness of a parliamentary Committee depends on a number of factors and they include a clear mandate, clear roles and responsibilities of the Committee, the size of the Committee. If a Committee is too large or too small, it renders it ineffective; large Committees become unwieldy and small numbers limit the quality of ideas needed for effective role. (Ogle, 2004), cites the French National Assembly as an example of a parliament with large Committees i.e., 72 to 144 members making it comparatively ineffective among European Parliamentary.

The skills of the chairperson of the Committee in managing the activities and meetings of the Committee: This can have a great impact on the Committee output. The chairperson

plays a key role in the effectiveness of the Committee who must have qualities that can enhance effectiveness. Again, according to Ogle (2004), the following qualities of an effective Committee leader are: competence; flexibility and adoptability; firmness and decisiveness; honesty and dependability; openness; fairness; tolerance; patience; humility and stamina. The Committee Chairperson plays a key role in the effectiveness of the Committee because he /she is usually responsible for convening and managing the Committee. He/she does so by presiding over Committee meetings, deals with disorder among members or by the public, signs Committee reports and request the appearance of witnesses, maintains open communication channels with all Committee members, and so on.

The quality of support staff and the resources available to the Committee: when well-resourced with the requisite skilled personnel, with access to relevant and accurate analysis information, and with adequate logistical support, Committees can perform very well.

Consensus Building: effective consensus building techniques and a non- partisan approach to Committee work therefore becomes critical in promoting Committees' effectiveness.

It is important to note that legislative Committees in presidential system of government are more powerful than legislative Committees in parliamentary system of government. The relative weakness of the legislative Committees in parliamentary system of government is mainly due to the fusion of executive and legislative powers under the system Ogle (2004).

The power of a Parliamentary Committee can vary from period to period. In the 1950s and 1960s for example, according to Owens and Loomis (2006), the real power in the US House of Representatives did not rest with the chamber as a whole or with the majority party but Standing Committees and their chairpersons.

The rules and procedures that govern the operations of parliamentary Committees are often similar to those used for the entire house. However, Committees often have the advantage

of setting up some rules and regulations that improve debate and increase the opportunity for deliberative activities.

The number, the size and the composition of parliamentary Committees vary from country to country. In the Nigerian Senate the membership of Committees is between 9 and 13 members as enshrined in the Senate Standing Orders (2015) (as amended). While the House of Representatives it is between 25 and 45. The size of the entire parliament often has little bearing in the number of Committees that will be set up.

The size of parliamentary Committees also varies greatly. For instance, the British House of Common is a 646 member-parliament and has parliamentary Committees with varying membership sizes. The Public Accounts Committee is made up of 16 members, while the Finance and Service Committee has only eleven members. In addition, the 16th electoral term of the German Bundestag has 614 members of parliament and its Budget Committee is made up of 41 members. In Ghana's parliament this strictly follows a formula based on the proportion of majority and minority representation in the House, is the formula is delayed at the beginning of every parliament. This is used in determining the proportion of party representation and the composition of Committees. This is what obtains in the Nigerian parliament of 109 Senate-Members and 360 House of Representatives –Members.

2.5 Theoretical Framework

Theory is a system of concepts and principles designed to enhance the understanding of a collection of events, facts, and phenomena (Sheila, 2001). A theory can help us to understand by providing a system of explanations, a framework, a way of looking at things so that we may know not only that something is in a certain way but also why it is that way, either in the sense of giving reasons for it or in the sense of revealing its causes, that is, what gives rise to it (Omotola, 2007). Situating a study within a theoretical framework thus bridges the

range of facts that are to be investigated. In what follows, the institutional theory and the information models of the legislature are reviewed. Institutional theory is then selected as the theoretical framework for the study. Aspects of informational model of the legislature theory is appropriated where necessary.

2.5.1 Institutional theory

Institutional approach has been the most favoured approach to the study of legislature (Linz, 1994; Fish, 2001; Hammond & Butler, 2003; Lijphart, 2004). Hammond & Butler (2003) notes that one of the assumptions is that features of a country's institutional framework account for observed political, economic and social outcomes in the country. Institutions shape the strategies of actors, affect the probability distribution of certain political outcomes, and a country's political structure, and therefore, shape policy outcomes (Lijphart, 2004; Cheibub 2007). While admitting the importance of institutional design as a predictor of legislature-executive relations, it is imperative to note that other informal or para-constitutional behavioral factors equally shape the nature of legislative effectiveness observable in a political system. Steinmo & Tolbert (1998) and Hammond & Butler (2003) argue that although institutional designs affect government capabilities, several other non-institutional factors sometimes mediate the impact of institutions.

2.5.2 Informational Models of the Legislature

The informational theory of legislative organization emerged from the rational choice institutionalization. However, the informational theory challenges the accepted belief that committees exist to assist distribution and members' re-election needs. The informational theory departs from two assumptions of the functioning of legislature. First, the inevitability that policies are selected in the pressure of substantial uncertainty about their consequences

upon implementation (Civilian and Krehbiel, 1990 P.533). Second, policies cannot be enacted without the consent of the majority of the legislature's members. From the informational perspective, members working in committees provides a collective benefit.

The informational theory proposes that the legislative bodies establish committees to provide law makers with specialised expertise required to make informed judgment in a complex world. The basic goal then is to use their expertise or professional background to formulate policies that resolve national problems.

This research will adopt institutional theory because together they will enable the researcher to interpret the result of the findings. This is because the study recognises that institutional capacity of a legislature particularly the constitutional powers contribute to legislative effectiveness. Aspects of the informational theory is also helpful in interpreting the result of the study because informational theory proposes that the legislative bodies establish Committees to provide law makers with specialized expertise required to make informed judgment in a complex world. The basic goal then is to use their expertise or professional backgrounds to formulate policies that resolve national problems.

CHAPTER THREE

RESEARCH METHODOLOGY

This chapter discusses the methodology adopted for the study. It goes a long way to cover the study's research design, population of the study, sampling technique, sample size, sources of data (primary and secondary), instruments used for data collection, as well as the method of data analysis and presentation that was used for the study.

3.1   Research Design

The research study adopts qualitative research design because it is considered most suitable for this research purpose based on the research questions raised. Qualitative research approach; as opposed to quantitative data, which is numerical, and heavily reliant on statistical methods; gathers non-numerical data. Qualitative research design seeks to understand a given research problem or topic from the perspective of the local population involved (Corbin and Strauss, 2008). It is especially effective in obtaining culturally specific information about values, opinions, behaviour and social contexts of particular population. Qualitative research aims at understanding the respondents' point of view and perspectives of subjects before making an intellectual judgment or conclusions based on respondents' view. The qualitative research method investigates the why and how of decision-making, not just what, where, when or who (Obeka, 2010).

3.2   Population of the Study

The target population for this study constituted committees of the National Assembly. There were 70 Senate and 97 House Committees in the 8th National Assembly. The study selected the following committees for the study: Senate Committee on Poverty Alleviation and Social Welfare, House Committee on Anti-corruption, and House Committee on Basic

Education and Services. Importantly, more House Committees were selected for the study because of the comparatively higher number of House Committees than Senate Committees in the 8th National Assembly. These particular committees were selected for the study because of the importance of the issues the committees dealt with in the period under review, i.e., poverty, education, and corruption as well as because of the availability of data.

3.3   Sample and Sampling Technique

A sample is the unit of the total population, which is studied in order to represent the population as a whole. Sample is used due to the large number of the population which may prove very hard to study as a whole (Ekwonye, 2005). On the other hand, a sampling technique is the logical means or method through which a researcher arrives at a required sample size. There are numerous sampling techniques to adopt by a researcher such as simple random sampling, purposive sampling, cluster sampling, stratified sampling, accidental sampling, convenient sampling etc.

Purposive sampling technique was considered most suitable in selecting the samples for this study. Purposive sampling technique is the deliberate choice of an informant due to the qualities of information the informant possesses. It is a non-random technique that does not need underlying theories or a set of number of informants. Simply put, a researcher decides what needs to be known and sets out to find people who can and are willing to provide the information by virtue of their knowledge or experience. Therefore, respondents for the interviews were purposively selected because of the nature of the study.

3.4   Sample Size

In-depth Interviews were conducted with 14 interviewees chosen purposively, listed in the Table 3.1. In qualitative in-depth, interviews informants were chosen purposively, i.e., as they were able to provide useful data. For a Master degree study, the researcher selected 14

respondents for convenience sake so that the data from the interview can be conveniently managed.

Table 3.1 Distribution of Respondents for Interview

Target Population/	Number
Senate Committee Chairman/Vice (Poverty Alleviation and Social Welfare	2
House Committee Chairmen/Deputy (Anti-Corruption; and Basic Education and Services)	3
Senate Committee Clerk/Assistant (Poverty Alleviation And Social Welfare)	2
House Committee Clerks (Anti-Corruption, Basic Education and Services)	2
Staff of Ministries of Education, and Humanitarian Affairs, Disaster Management and Social Development	3
Staff of PLAC and CISLAC	2
Total	14

3.5   Sources of Data

The data employed for this study were collected from both primary and secondary sources. The primary data were sourced from both semi-structured in-depth interview designed. The secondary data were sourced from books, journals, articles, newspapers, magazines, etc., and other relevant materials from the internet.

3.6   Instrument of Data Collection

Data collection involves the collection of information and important details from respondents who make up the sample in order to effectively carry out the research. Data collection for the involved activities such as observing, taking notes, interviewing, focus group discussion etc. as a result, qualitative research adopts participant observation, in-depth

interview, focus group discussion, fieldtrips etc. as a means of collecting data. Each method is particularly suited for obtaining a specific type of data.

Hence, the primary data for this study were collected with the aid of interview schedule. This is because the semi-structured interviews is the most suitable research approach for gathering data that will address the research questions and purpose. The construction of the interview questions is in such a way that it covers the research questions raised. Similarly, the questions on the interview guide were open-ended which required elaboration of respondents' knowledge and perspective on the research problem.

3.7   Data Analysis and Presentation

The data collected was analysed using the following procedure. The interviews were transcribed, coded and themes were generated from the data from similar responses. In other words, responses to each question were categorized, discussed, summarized and classified.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS AND DISCUSSION

This chapter covers the presentation, analysis and discussion of the data collected in the field. It interprets the results collected from interviews and literature reviews in the course of this research. Analysed data from the in-depth interview administered to key informants (Legislators, Clerks, Staff of Ministries, and CSOs) would provide information for the objectives of the study. The purpose of this analysis is to determine the validity of the issues raised in the preceding chapter and research objectives and questions stated in chapter one.

4.1 Research Objectives

4.1.1 Objective One: Assessment of the resource competence of legislative Committees in the National Assembly

Legislative resource competence therefore measures the adequacy of the financial, human, information/research and infrastructural resources used in the legislative process (Hamalai, 2016). The Africa All Parliamentary Party Group (AAPPG) (2008) also reports that the overall effectiveness, efficiency and visibility of a legislature in the performance of its functions are largely contingent of its capacity, measured in terms of the human, physical and financial resources available to it. Importantly therefore, parliamentary performance assessment has the dual responsibility of assessing the adequacy of resources given to parliament and the impact of the utilization of such resources. Expectedly, a parliament working with insufficient resources may fall short of desired output and outcomes relative to performance benchmarks established by Inter-parliamentary Union (IPU) 2007. Egwu and Dan-Azumi (2016) further note that the capacity of Legislators' for effective legislation and oversight depends on several factors. These factors includes "the number and educational qualifications of the Legislators, cognate experiences, exposure to induction/orientation

courses and other training programmes, the number and quality of support staff, facilities available and other resources) (ibid., p.44).

Human resources is made up of both the quality and the quantity of staff available to National Assembly. In this study, the number of staff available to National Assembly and to Committee is used as a measure of staff availability.

Quantity of Staff

National Assembly staff provide basic support services such as management of finances and expenditure, Chamber Services, Official Report Services, Legal Services, Information, Medical, Maintenance, Printing and Library and Research Services. Table 4.1 shows that in the 8th National Assembly (as at January 2019), there were a total of 5, 630 persons in the National Assembly consisting of 469 legislators, 2, 344 legislative aides, and 2, 817 permanent staff. This revealed that there were more staff in the National Assembly in the 7th Assembly than they were in the 8th Assembly. This is partly because NASS conducted a staff audit and some ghost workers were laid off in the 8th Assembly.

Table 4.1: Human Resource availability in the National Assembly, 2011-2019

Legislative Assembly	Legislator	Legislative Aide	Permanent Staff	Total
7th	469	2708	3281	6, 458
8th	469	2344	2817	5, 630

Source: Personnel Management Department, National Assembly, Abuja, 2019

Table 4.2 reveal that of the 2, 817 permanent staff, there are 11 staff on Consolidated, 54 Directors, 141 Deputy Directors, 178 Assistant Directors, 1889 senior staff and 549 junior staff. The National Assembly Management is staffed by a strong team of experts and officers totalling 2, 817 (as at January 2019). Eleven of them, including, DCNA, Clerk Senate and Clerk House, are Permanent Secretaries equivalent while the Clerk to National Assembly is the Head of Service of the National Assembly. In the 7th National Assembly, there were a total of 6, 458 staff consisting of 469 legislators, 2, 708 legislative aides, and 3, 281 permanent staff. More so, analysis of interviews with legislators and committee clerks revealed that the National Assembly is well resourced in human resources. As reported by a committee clerk: *"NASS has adequate human resources. There are 469 legislators and at least a clerk for the 70 Senate Committees and 97 House Committees, respectively as well as many staff who perform several other functions. This is far more than you find in other African countries"* (Interviews, October 15, 2019). These data from interviews and Personnel Management Department are consistent with Hamalai (2014) in suggesting that the National Assembly is well resourced in the number of Legislators, legislative aides and permanent staff.

Table 4.2: Distribution of Permanent Staff of National Assembly by Categories as at January 2019

Category of Officer	No. of Staff	%
Consolidated (CON)	11	0.28
Directors	54	1.91
Deputy Directors	141	5.00
Assistant Directors	178	6.31
Senior	1887	66.98
Junior	549	19.48
Total	**2, 817**	**100.00**

Source*: Personnel Management Department, National Assembly, Abuja, 2019*

Staff Resource Competence

To perform its functions effectively, legislatures require intellectual capacity, which is partly a function of the level of education attained by legislators and their staff. The quality of education that legislators have is crucial for legislative effectiveness: It enhances the quality of debates on the floor as it enables law makers to contribute to debates (Egwu and Dan-Azumi, 2016, p. 44). Importantly, Section 5 of the 1999 Constitution prescribes School Certificate level or its equivalent as the minimum educational standard for Legislators to be elected.

Data on educational qualification of legislators of the 7th and 8th National Assembly accessed by the researcher on November 15, 2019 from the Personnel Department of National Assembly is presented in Table 4.3. As shown in Table 4.3, in the 7th National Assembly, while 98.1% of the Senators in the 7th Assembly have at least School Certificate qualifications, 96.4% of the House of Representatives Members in the 7th Assembly have at least School Certificate level. This reveals that as per the Constitutional requirement, all 469 Legislators of the National met the minimum requirement. However, the Table shows that there were 8 Senators and 21 House of Representatives Members with PhD. This shows that while about 13.1% of the lawmakers have the highest academic intellectual capacity for their legislative responsibilities, about 63.5% of lawmakers have Master's Degree, about 82.3% possess Bachelor's degree, and about 4.9% of lawmakers possess School Certificate. This shows that Legislators of the 7th National Assembly have the educational competence for legislative effectiveness.

Similarly, the Table 4.3 reveals that while in the 8th Senate, about 97.25% have at least secondary school certificate qualifications, about 91.7% of legislators in the 8th House of Representatives have at least Secondary School Certificate qualification. The legislators of the 8th National Assembly, like those of the 7th National Assembly met the minimum constitutional requirement to be elected as law makers.

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Table 4.3 Distribution of Legislators in the 7th National Assembly by Educational Qualifications

Educational Qualifications	7th Senate		7th House of Representatives		8th Senate		8th House of Representatives	
	No. of Senators	% over Total	No. of Hon. Members	% over Total	No of Senators	% over Total	No. of Hon. Members	% over Total
Ph.D.	8	7.3	21	5.8	10	9.17	14	3.8
Masters	35	32.1	113	31.4	22	20.18	83	23.05
PGD	4	3.7	17	4.7	-	-	24	6.6
Degree	50	45.9	131	36.4	58	53.2	142	39.4
HND	5	4.6	26	7.2	-	-	24	6.6
ND/NCE	5	4.6	41	11.4	16	14.67	43	11.9
O/Level	2	1.8	11	3.1	3	2.75	30	8.3
Total	**109**	**100.0**	**360**	**100.0**	**109**	**100.00**	**360**	**100**

The Table al that there were ten Senators and 14 House of Representatives Members with PhD in the 8th National Assembly. This shows that while about 12.97 % of the lawmakers have the highest academic intellectual capacity for their legislative responsibilities, about 43.2 of lawmakers have Master's Degree, and 11.05% of lawmakers possess School Certificate. This shows that Legislators of the 8th National Assembly have the educational competence for legislative effectiveness.

As suggested by the literature reviewed for the study, a law maker that is uneducated can hardly articulate facts of social importance. The ability of legislators to effectively perform their responsibilities is directly related to their educational attainment and access to information. However, education encompasses the knowledge individuals embody and thus empowers legislators to function qualitatively (United Nations Office on Drugs, 2019). This means that education "provides legislators with the capacity for communication, dialogue, collaboration and consensus building" (Hamalai, Dan-Azumi and Omotola, 2016, p. 9).

To perform their legislative functions effectively, Legislators require support staff that have the required educational qualifications for research and other intellectual work. Table 4.4 shows that two (0.08%) of legislative aides have PhD, 136 (5.8%) have Master's degree, 1,012 (75.2%) have Bachelor's degrees, 129 (5.5%) have Secondary Certificate, and 290 (12.3%) have educational qualification lower than Secondary School Certificate.

Table 4.4: Distribution of Legislative Aides in the 8th Assembly as at February 2019 in the Senate and House by Educational Qualifications

Educational Qualifications	Senate		House		Total
	No. of Legislative Aides	% over Total	No. of Legislative Aides	% over Total	
Ph.D.	1	0.18	1	0.05	2
Master's degree	27	4.95	109	6.05	136
PGD	5	0.91	54	3.00	59
Degree	240	44.03	772	42.91	1,012
HND	89	16.33	212	11.78	301
ND/NCE	50	9.17	159	8.83	209
Diploma	33	6.05	163	9.06	196
Grade II	3	0.55	7	0.38	10
WAEC/Equivalent	35	6.42	94	5.22	129
Others*	62	11.37	228	12.67	290
Total	545	100.00	1, 799	100.00	2, 344

Source: Source, National Assembly Service Commission (NASC), 2019

b. **Infrastructural Resource Competence**

Legislatures require infrastructural capacity to perform their legislative functions effectively. Infrastructural resources may be divided into Information and Communication Technology (ICT) infrastructure and physical infrastructure. Whereas physical infrastructure refers to the infrastructure support in the form of office space, equipment, vehicles, etc.; Information and Communication Technology infrastructure refers to the use of infrastructure such as internet and computers for legislative functions. Available data indicate that the National Assembly has adequate office accommodation for Legislators, legislative aides, management staff and Committee meeting rooms. Hamalai (2014), notes that "since 2009,

there has been significant improvements in the accommodation of National Assembly Legislators, such that Senators are now accommodated in one building: The New Senate Building while the Honourable Members of the House are accommodated in the House of Representatives building". Table 4.5 shows that Senators and Honourable Members have offices allocated to them and Table 4.6 shows that the National Assembly has 12 Public Hearing Rooms and 92 Committee Rooms/Meeting Rooms. Moreover, all Committees of the National Assembly are provided one desktop computer system, one printer, and one photocopier. Field observation revealed that the Committee rooms in the House of Representatives have motorised /wall presentation systems and associated projection system (26 LCD projector systems). National Assembly Departments are also provided with computer systems and accessories for their operations. Senior management staff are also provided with laptops computers and iPad (Hamalai, 2014).

Table 4.5: Distribution of Offices for Hon. Members and Senators in the National Assembly New Building in the 8th National Assembly by Floors

Floor	No. of Offices Allocated to Hon. Members	% of Total	No. of Offices Allocated to Senators	% of Total
Ground Floor	66	18.33	16	14.81
1st Floor	72	20.00	23	21.29
2nd Floor	66	18.33	25	23.14
3rd Floor	89	24.72	23	21.29
4th Floor	67	18.61	21	19.44
Total	**360**	**100.00**	**109**	**100.00**

Source: Personnel Management Department, 2019; Sergeant-At-Arms, National Assembly, 2019

Table 4.6: Committees' Meeting Rooms in the National Assembly

Location	Public Hearing Rooms	Committee Rooms/Meeting Rooms
New Wing (Senate)	2	21
White House (Senate)	4	21
White House (House of Reps.)	4	24
New Wing (House of Reps.)	2	26
Total	12	92

Source: *Estate and Works, 2019*

Currently, the National Assembly has the following infrastructure and facilities: Adequate office accommodations such as well-constructed and acoustically appropriate deliberating Chambers; eight hearing rooms in the White House and six in the new Senate and House Wings; about 92 well equipped Committee Rooms in the two Houses at the White House and the New Wings; well-equipped specially built offices for the Presiding Officers: The President of the Senate and the Speaker of the House of Representatives as well as their Deputies; and well-equipped offices for Principal officers of the two Chambers and all other Legislators of the National Assembly as each legislator has an office suite. Other office infrastructure and facilities available in the National Assembly and its Committees include; Library with up-to-date reference and research materials; a Printing Department with modem machinery; suitable restaurants for Legislators and staff; and vehicles. In addition to these, Legislators are provided with personal laptops and a desktop computer, shredder, printer and photocopier for their office, etc.

Hamalai (2014) reports that motor vehicles perform a major form of logistic support for the implementation of the programmes and activities of the Legislators and the bureaucracy

that provides administrative and technical support. Motor vehicles are particularly important in performing oversight functions, particularly site visits to Ministries, Departments, and Agencies to monitor project implementation by the executive. She suggests that the National Assembly "appears well-resourced on the issue of motor vehicles" (p.77). Moreover, all Legislators are provided with vehicles in the National Assembly. Similarly, the departments in the National Assembly bureaucracy also have utility vehicles in aid of their operations.

Legislators and legislative bodies need information to be able to perform their legislative, deliberative and oversight functions. Such information on various aspects of law-making and national development can be stored in published or unpublished forms, electronic and other forms. The library is useful in providing adequate ready access through key information resources to equip Legislators in the discharge of their legislative functions. Altogether, as at 2014, the National Assembly library has 30 serials titles and a collection of about 12,316 volumes including books, journals, monographs, records of debates, and general reference works. Between 2001 and 2014, the library acquired 920 books and received 430 books as donations (Hamalai, 2014). The computer has computerized its operations with internet network.

(C) Institutional Competence

Institutional competence refers to the ability of an institution to set and achieve its set goals and objectives through knowledge, skills and experience. Institutional capacity on the other hand, refers to the power, expertise or procedures the Legislative possess (National Institute for Legislative Studies, 2015). These powers are granted by the Constitution because the Constitution is a creation of the Constitution. The 1999 Constitution of Nigeria is a presidential Constitution which provides for a bi-cameral legislature. While some of the powers of the National Assembly are expressly stated in the Constitution, others are implied powers

and assumed powers (Hamalai, 2014). The National Assembly has adequate institutional capacity to perform its functions, as the Table below reveals. These institutional powers that are derived from the Constitution include: Law Making Powers of the Legislature (Section 4)7); Power over Public Funds (Sections 80-83, 120-123); power to Ratify Treaties; the power to alter the Constitution (Sections 8 & 9); Power over the creation of New States; the power to Oversight the Executive (Section 143 & 188); The power to regulate its own procedure (Section 60 & 101); Removal of President from the Office; Confirmation of Appointment of Judicial Officers; Confirmation of Appointment and Removal of Auditor-General; Resignation of the President and the Vice-President; Appointment and Removal of Chairmen and Members of Executive Bodies.

From the foregoing discussion, one can suggest that the National Assembly has the institutional powers derived from the Constitution and the Standing Orders to perform its legislative activities. In fact, the National Assembly has the power to regulate its proceedings including Committee proceedings. Table 4.7 presents the Legislative tools and mechanisms which the National Assembly deploys to perform their functions.

Table 4.7: Legislative Tools and Mechanisms of the National Assembly

Oversight tools		Nigeria
Questions	Written	Yes
	Oral	Yes
Interpellations		Yes
Hearings	Committee	Yes
	Plenary	Yes
Investigative hearing		Yes
Specialized Committees		Yes
Censorship of Ministers		Yes
Executive appointees		Yes
Impeachment		Yes
Public petition		Yes
Budget oversight/Engagement with appropriation bill		Yes
Oversight visit to MDAs/projects inspections		Yes
Ombudsman (Public Complaints Commission		Yes
Auditor general		Yes
Anti-corruption agencies		Yes

Source: Hamalai (2014)

(D) Financial Resources Competence

In view of the constitutional responsibilities of the National Assembly financial resource competence is needed for law making and oversight; many of which are performed by its Committees. For National Assembly to perform these functions, adequate financial resources, in the form of recurrent and capital budgets, are required for the Assembly to be able to discharge its responsibilities effectively in line with public expectations (Hamalai, 2014).

Table 4.8 : Structure of National Assembly Budget, 2009 – 2019

Year	Total	Capital	Recurrent	% of Recurrent Budget in Total National Assembly Budget
2009	106,642,333,760	5,250,000,000	101,392,333,760	95.08
2010	154,205,234,695	16,190,000,000	138,015,234,695	89.50
2011	150,000,000,000	11,789,930,000	117,460,070,001	78.31
2012	150,000,000,000	19,746,970,000	125,892,139,991	83.93
2013	150,000,000,000	16,619,424,284	132,850,797,952	88.57
2014	150,000,000,000	16,179,424,284	133,321,820,460	88.88
2015	120,000,000,000	14,600,000,000	105,400,000,000	87.83
2016	115,000,000,000	9,600,000,000	105,400,000,000	91.65
2017	125,000,000,000	14, 940, 196, 063	109,666, 407, 768	87.73
2018	139,500,000,000	-	-	-
2019	125,000,000,000	-	-	-

Source: *Various Appropriation Act of the Federal Republic of Nigeria, 2009-2019*

Table 4.8 provides an indication of the financial resources planned for the National Assembly's use from 2009 to 2019. The National Assembly Budget in 2019 is N125 billion. This figure is a reduction of National Assembly budget which was N150 billion in the life of the 7th Assembly. However, not the entire approved budgets were released (cash backed). The National Assembly recurrent activities include salaries and allowances of Staff and Legislators, administrative costs, Committee activities such as oversight, public hearings etc., and printing of official reports, communications, constituency offices, legislative aides, consultants, security and general maintenance of facilities (Egwu and Dan-Azumi, 2016). The capital budget of the National Assembly covers such items as construction, equipment, vehicles, furniture, and Information Technology (IT) infrastructure, among others.

Furthermore, Table 4.9 presents a breakdown of the 2018 National Assembly Budget. From the analysis, one can suggest that the National Assembly has adequate financial resources at its disposal for its legislative activities. What needs to be done is to ensure that these are allocated judiciously.

Table 4.9: Breakdown of the 2018 National Assembly Budget

Senate Budget	N35,582,085,699
House of Representatives Budget	N57,425,137,793
Legislative Aides Budget	N10,202,095,928
National Assembly Management Office Budget	N15,389,235,912
National Assembly Commission Budget	N2, 736,081,266
National Institute for Legislative and Democratic Institute Budget	N4,373,813,596
National Assembly Budget under the Service-Wide Vote of the Legislature (Budget)	N1,145,143,254
Total Budget of the National Assembly	N139,500,000,000

Source: Senate Appropriation Committee, 2019

4.1.2 Objective Two: Resource competence of the National Assembly affect legislative effectiveness

To investigate whether resource competence of the National Assembly translates to legislative effectiveness, this study reviews the activities of the Senate Committee on Poverty Alleviation and Social Welfare, House Committee on Anti-Corruption, and House Committee on Basic Education and Services. The study will review the outputs such as the number of meetings held and oversight activities undertaken and outcomes such as the direct results of the activities conducted by the Committees, i.e. the effect that the Committees' activities in terms of improving the order, security and good governance in Nigeria.

a. **Senate Committee on Poverty Alleviation and Social Welfare**

The major objective of the Senate Committee on Poverty Alleviation and Social Welfare is to promote social welfare and alleviation of the abject poverty among Nigerians. The Committee jurisdiction includes poverty alleviation, social welfare and related issues. MDAs and offices under the Committee include the Senior Special Assistant to the President on Social Investments situated in the Office of the Vice President of the Federal Republic of Nigeria and the National Poverty Eradication Programmes (NAPEP), which has seized to exist as at January, 2017.

From the Committee's mandate, it promotes harmonious social investments, social welfare and alleviation of poverty through the Social Investments Programmes which include job creation, Home Grown School Feeding, Conditional and Unconditional Cash Transfer, Enterprise Empowerment Programme, and Science, Technology, Engineering and Mathematics (STEM) Bursary Programme. Table 4.10 presents the oversight activities of the Senate Committee on Poverty Alleviation and Social Welfare (2015-2019

Table 4.10: Oversight Activities of the Senate Committee on Poverty Alleviation and Social Welfare (2015-2019)

Oversight Mechanisms	Legislative Year			
	2015-2016	2016-2017	2017-2018	2018- 2019
Meetings	2	1	1	1
Oversight Visits	3	1	1	1
Public Hearings	0	1	1	0
Investigative Hearings	0	2	0	0
Motion/Bill referrals	2	2	0	0
Other referrals	1	1	0	0
Screening of government nominees	0	0	0	0
Interactive sessions with MDAs	3	3	2	4
Questions	0	0	0	0
Public Petitions	0	0	0	0

Source: Committee Sessional Reports, 2015/2016-2018/2019 legislative years

Bill Referrals

The Committee deliberated on the three Bills referred to it. These Bills include:

i. A Bill for an Act to Ensure Full Integration of Persons with Disabilities into the Society (Establishment, Etc.) Bill 2015 (Sb. 022) and to Establish a Commission for their Education, Healthcare, Economic, Social and Civil Rights *(jointly referred to the Committee as well as the Committee on Sports and Youth Development)*.

ii. The National Poverty Eradication Commission (Establishment. Etc.) Bill, 2016 (SB. 023) *(referred to the Joint Committee on Poverty Alleviation and Social Welfare, National Planning and Economic Affairs)*.

iii. Constituencies Sustainable Development Fund (Establishment, Etc.) Bill, 2016 (SB. 103).

The Committee considered these bills and tabled its report before the Senate, after public hearing. Two Bills (1st & 2nd) had been passed by the Senate. While the 3rd Bill, though the Committee conducted public hearing work and report laid it's before the Senate in plenary session, the Bill was considered but was referred back to the Committee for further action. However, as at the end of the 8th Assembly, the Committee did not report back on the Bill.

Oversight Visits

The Committee was unable to carry out any oversight visits on the two organizations under its jurisdiction because NAPEP was scrapped before the directive was given to Senate Committees to embark on oversight visits. Also, the Committee could not equally undertake oversight visits on the National Social Investment Office because the Programme has no office accommodation of its own and has been operating within the office of the Vice President in State House.

b. House of Representatives Committee on Basic Education and Services

Analysis of the sessional reports from 2015-2019 of the Committee on Basic Education and Services revealed a range of activities undertaken from 2015-2019. The result is presented in Table 4.11.

Table 4.11: Oversight Activities of the House Committee on Education & Services (2015-2019)

Oversight Mechanisms	Legislative Year			
	2015-2016	2016-2017	2017-2018	2018-March 2019
Meetings	2	1	7	10
Oversight Visits	2	26	3	2
Public Hearings	3	7	1	1
Investigative Hearings	0	1	3	1
Bill referrals	2	8	2	2
Other referrals (Motions)	4	10	11	5
Interactive sessions with MDAs	5	11	10	12
Public Petitions	0	0	0	0

Source: Committee Sessional Reports, 2015-2019 legislative years

The Table shows that of the 14 bills referred to the Committee, three were not considered by the Committee. The Bill seeking to amend certain sections of the compulsory, free Universal Basic Education Act (HBs 994, 995 and 1312), the Bill for an Act to authorize the issue from the statutory revenue fund of the National Business and Technical Examination Board Statutory Appropriation Bill 2016 already was addressed in the 2016 Appropriation Act. While, the Committee held a total of 12 Public Hearings on the Bills it received under listed:

Table 4.12: Bills Referred to the House Committee on Basic Education & Services and Legislative Action Taken

	Bill	Legislative Action
1	A Bill for an Act to provide for the inclusion of vocational training in the syllabuses of Secondary Schools, to provide for Development, Skills Acquisition and Self-Employment of Youths in Nigeria and for Other Matters Connected Therewith (HB. 156)	Public Hearing conducted, Report laid but not considered by the House
2	A Bill for an Act to amend the Examination Malpractices Act, Cap. E15, laws of the Federation of Nigeria 2004 for other related matters (HBs. 346 and 373)	Public Hearing conducted and Report Concluded but not laid
3	A Bill for an Act to make Agricultural Science a core and compulsory subject in Secondary Schools in Nigeria and for other related matters (HB.881)	Public Hearing conducted and Report laid but not considered by the House
4	A Bill for an Act to amend the National Examinations Council (NECO) Act CAP N37, laws of the Federation of Nigeria, 2004 to establish a Steering Committee to be vested with the responsibility of centralizing the management of the senior school certificate examinations (SSCE), the Unified Tertiary Matriculation Examinations (UTME) and the National Business and Technical Examination (NABTE) under a single ICT platform to reduce the costs of taking the examinations and for other related matters (HB.851)	Public Hearing conducted and Report laid but not considered by the House
5	A Bill for an Act to amend the Nigeria Education Research and Development Council Act, CAP 105, Laws of the Federation of Nigeria 204 and for related matters (HB.1123)	Public Hearing conducted and Report laid but not considered by the House

6	A Bill for an Act to amend the Teachers Registration Council of Nigeria Act. CAP, T5, Law of the Federation of Nigeria 2004 to provide for the change of name of the Council from Teachers Registration Council of Nigeria, Regulating and enforcing Compliance in both Public and Private Schools with the Minimum Standard requirement for Teachers among other things and for other related matters (HBs. 994 & 995)	Public Hearing conducted and Report laid but not considered by the House
7	A Bill for an Act to Mandate schools to provide for adequate special education needs to students with learning disabilities and for other related matters (HB.315)	Public Hearing conducted and Report laid but not considered by the House
8	A Bill for an Act to amend the National Library Act, CAP. N56 Laws of the Federation of Nigeria, 2014 to rename the National Library as Chinua Achebe National Library and prescribe stiffer penalties for breach of its provisions A Bill for an Act to amend the National Library Act, CAP N56, Laws of the Federation of Nigeria, 2004 to specify the tenure of office of the Director and Review Penalties upwards, and A Bill for an Act to amend the National Library Act, CAP N56, Laws of the Federation of Nigeria, 2004, to compel the Board of the National Library to Establish a National E-Library in order to bridge the deficiency gap in teaching and research in the Nigerian education sector and other related matters (HBs 142, 609 & 304)	Public Hearing conducted and Report laid but not considered by the House
9	A Bill for an Act to Establish a Scholarship Board for the purpose of planning, implementing and overseeing a federal scholarship scheme and for other related matters (HB. 561)	Public Hearing conducted and Report laid but not considered by the House
10	A Bill for an Act to amend the West African Examination Council Act to provide strict penalties for contraveners of the Act and other related matters (HB. 1263)	Public Hearing conducted and Report

		Concluded but not laid
11	A Bill for an Act to provide for Compulsory Teaching of Security and Intelligence Studies in the Syllabus of Secondary Schools in Nigeria and for other Related matters connected therewith (HB. 123)	Public Hearing conducted and Report Concluded but not laid
12	A Bill for an Act to make provision for retirement age of the teachers in Nigeria; and for related matters (HB1554)	Laid and Passed

Source: Sessional Reports of Committees, 2015 - 2019 legislative years

c. House of Representatives Committee on Anti-corruption

There were no sessional reports available for this Committee. However, data for the study was derived from interviews with the Committee Clerk and staff of the House Committee on Anti-corruption.

Table 4.13: Oversight Activities of the House Committee on Anti-Corruption (2015-2019)

Oversight Mechanisms	Legislative Year			
	2015-2016	2016-2017	2017-2018	2018-March 2019
Meetings	5	3	4	3
Oversight Visits	0	1	1	0
Public Hearings	0	0	1	0
Investigative Hearings				0
Bill/Motions referrals	2	5	1	0
Interactive sessions with MDAs	2	1	1	0
Public Petitions	0	0	0	0

Source: Sessional Reports of Committees, 2015 - 2019 legislative years

A total of three (3) Bills were referred to the Committee as indicated above:

i. A Bill for An Act to Amend the Independent Corrupt Practices and Other Related Offences Act, No.5 of 2000 to modify the definition of Bank and Money Instrument, Review the Composition of the Commission and Harmonize the Tenure of the Office of the Members; And For Other Matters Connected Therewith (H.232).

The Committee requested for funding to process the Bill without success. However, on 4/05/2016, the Committee was discharged of the Bill which was considered by the Committee of the Whole on 26/05/2016 and was Passed on 1/06/2016

ii. A Bill for An Act to amend The Code of Conduct Bureau and Tribunal Act, CAP. C15, Laws of the Federation of Nigeria, 2004, To, Among Others, Provide For the Board, Condition of Assumption of Jurisdiction, Etc., and for Other Matters Connected Therewith (HB.135).

The Committee requested for funding but was discharged of the Bill on 4/05/2016. It was considered by the Committee of the Whole on 31/05/2016 and Passed on 7/06/2016.

iii. A Bill for an Act to Amend the Independent Corrupt Practices and Other Related Offences ACT, CAP 131, Laws of the Federation of Nigeria, 2004 to Enhance and Strengthen the Commission's efficiency, provide for Forfeiture to be made to the Original Sources of the Crimes and for Other Related Matters (HB.819)

The Committee held a Public Hearing on the Bill on 16/11/2017 and despite the preliminary report of the Secretariat being ready, the Bill had not been reported out by the Committee.

In addition to Bills, six (6) Motions were referred to the Committee including:

I. A Motion on the Need to Investigate the N9.2 Billion Contract for Clean Stove for Rural Women Scheme under the Last Administration (HR.25/2017).

The Committee could not proceed with further legislative actions due to lack of funding.

II.   A Motion on the Need for Verification of Movable Assets from Contracts Awarded by Government Ministries, Departments and Agencies (MDAs) (HR. 29/2017)

III.   A Motion for a Call to Investigate the Abandonment of Port Harcourt International Airport (HR.99/2017). This is a Joint Referral to the Committees on Aviation, Public Accounts and Anti-Corruption. No legislative action was taken on it.

A Motion on the need to investigate the Failure of the Bureau of Public Procurement to Enforce its Powers (HR.183/2017)

This was a Joint Referral to the Committees on Public Procurement and Anti-Corruption and as at the end of the 8th Assembly, no action had been taken on it.

IV.   A Motion on the Need to Investigate the Illegal Withdrawal of the Sum of N10 Billion from the Insured Persons Fund of the National Health Insurance Scheme (NHIS) (HR. 98/03/2018).

This was also a Joint Referral to the Committees on Healthcare Services, Finance and Anti-Corruption. The Committees met and agreed to request for documents from the stakeholders. However, as at the end of the Assembly, no further legislative action was taken. The Committee explained this on absence of funding.

Direct Outcome of Legislative activities of Selected Committees

Because of limited data from interviews and sessional report of the selected committees, the research reports direct outcome of NASS oversight activities together. In this section, the research reports the direct outcome of legislative activities. First, committees ensured that the budget of MDAs under them were implemented and where they were not implemented representatives were summoned to the National Assembly and required to provide explanations.

Moreover, the oversight activities of the Committees discussed above had a number of outcomes that had direct bearing on the mandate of the National Assembly to make law for the peace, order and good governance of the country. Some of these outcomes are discussed below. One of the major outcome of the activities of some of the Committees was increasing the accountability in legislative processes through improved access and public participation through the activities of the Senate Committee on Appropriation. In this respect, the 8th Assembly introduced a joint public hearing on the Appropriation Bill to ensure more citizen-participation in the legislative processes. This allowed the participation of major stakeholders such as Members of the National Assembly, Ministers and top of officials Ministries, Department and Agencies of the Federal Government, the Budget Office of the Federation, Office of the Accountant General of the Federation, National Institute for Legislative and Democratic Studies (NILDS), National Assembly Budget and Research Office (NABRO), Civil Society Groups, Pressure Groups, etc. The Hearing created an interface between the National Assembly and different sectors of the society as well as the public as a whole. It also enabled the National Assembly to obtain informed sectoral inputs from stakeholders.

Other outcome of the activities of 8th Assembly Committees included:

I.   Avoidance of eminent shutdown of the country in 2015 occasioned by accumulated fuel subsidy debts.

II. Reduction of budget deficit in 2016 with the cutting down of the budgetary provision by the President.

III. Infrastructural development in the transportation sector (air, rail and water) - work on the abandoned Warri-Aladja rail line resumed and the Baro Inland Water-ways successfully took off. Also, accumulated pension debts were also settled in 2017 budget.

IV. Revitalisation of the Nigeria Primary Healthcare Sector.

V. Strengthening of security agencies to combat emerging security challenges in the country.

On other occasions, the various Committees discovered cases of corruption or failure of MDAs to follow due process. For instance, the Senate Committee on Women Affairs found that the level of budget implementation of both the Ministry and that of Women Centre (for 2017 and 2018) was poor and there was no adequate explanation for poor utilization of the released funds. Furthermore, the Committee discovered that funds utilisation at both levels was discretionary and expenditures were not tied to line items as required by law. Likewise, the Committee noted that the internally generated revenue (IGR) of the Centre was being utilized for items already captured in the Centre's Overhead budget.

However, in some instances, through Oversight, the Committees found that some government programmes significantly contributed in alleviating poverty among Nigerian youths and improving social welfare. This is particularly the case with the Social Investment Programmes. The performance of the Social Investment Programmes so far and to a large extent is appreciable and commendable.

4.1.3 Objective Three: Resource capacity challenges encountered by Committees of the National Assembly

The data to address this objective was derived from interview, sessional reports and the literature reviewed. The resource capacity challenges of Legislatures and their Committees are discussed below. For any legislature to live up to its responsibilities, it must be adequately resourced. Resources in this context encompass a variety of inputs, both tangible and intangible which, depending on their nature, including types, quantity and quality, could interact to enhance or undermine legislative performance and productivity (Hamalai, 2016). The import

of this is that depending on certain intervening variables such as their effective coordination, resources can be an indication of the strengths or weakness of an organization. This point assumes broader significance when we realize that having resources is not the same thing as using them; in fact using them is not the same as using them judiciously (see Mills, Platts and Bourne, 2003). But the starting point basically has to be having the resources in the required measure before any other consideration about effective and efficient utilization.

Data from the sessional reports and interview revealed that Committees in the National Assembly are confronted with a number of challenges in the performance of their duties. These relate to essential working facilities such as administrative techniques/ human resource problems, computer, internet facilities, telephone/fax logistics, office accommodation, transport logistics, modern library and materials, among others. These factors no doubt tend to militate against Committees' capacity to implement their oversight functions. As it is, the effective functioning of Committees' in a democratic setting remains an arduous task; it requires considerable efforts and resources to achieve significant improvement. The lack of adequate infrastructure hampers the effectiveness of the legislative process.

Secondly, legislative Committees are understaffed and this puts undue pressure on Committee clerks which is usually very high, both from members of their Committees and the public. As a consequence, some members expect Committee clerks to undertake errands, follow-up files and engage in other sundry activities, which are supposed to be handled by junior staff. Besides, the necessary technical and research supports to Committees tend to be inadequate. In addition to this, some staff despite having the educational qualification, don't have the administrative and professional capacity to function effectively.

Third, there is lack of office accommodation for most of the Committee staff. Field data from interviews reviewed that many Committee clerks and their support staff do not have conducive offices. Consequently, a number of them performed their routine activities in

crowded Committee rooms where sometimes, they were chased out whenever the rooms were needed for Committee meetings. This situation makes it difficult for proper organisation of secretarial work, while security of vital documents can hardly be guaranteed (Dunmoye, Njoku, and Alubo, 2007). Even then, sometimes there are problems with Committee rooms in relation to the number of weekly meetings organised by Committees. The situation thus arises whereby Committee clerks are often found to be shifting meetings from one location to the other as a result of clashes of meetings. This obviously used to frustrate members' participation in meetings and disorganise Committee staff in their efforts to perform meaningful and productive work. In addition, the library is facing the challenge of inadequate office and reading spaces.

The fourth challenge is institutional in nature. It relates to the many standing Committees created during the 8th Assembly: 70 in the Senate and 97 in the House of Representatives. Perhaps, the greatest problem arising from the large number of Committees is jurisdictional conflicts and members belonging to too many Committees. The existence of many Committees has not in any way reduced the large size of the membership of Committees.

CHAPTER FIVE

SUMMARY OF STUDY, CONCLUSION AND RECOMMENDATIONS

This chapter covers the summary, conclusion and recommendations of the study. It deals with the summary, followed by the conclusion and ends with the recommendation of the study. The recommendations are made based on the findings of the study discussed in chapter four.

5.1 Summary

The study was designed to investigate whether the resource competence of legislative Committees in the National Assembly affect legislative effectiveness. The research employed the qualitative research design and data was collected using in-depth interviews, sessional reports of the selected Committees and review of literature. More, data was analysed using thematic content analysis.

The study shows that there has been a significant improvement in the facilities and infrastructural bases of the National Assembly. The improvement is noticeable in the areas of physical infrastructures such as office accommodation for Legislators, legislative aides and support staff, library facilities, especially its collections/holdings. There has also been a remarkable improvement in terms of human resource facilities, measured in terms of the quantity and quality of personnel in the National Assembly, including the qualifications and training programmes for Legislators, legislative aides and support staff.

There has also been significant upgrade in the level of Information and Communications Technology (ICT) facilities so much so that no key personnel in the system that does not have access to a computer/laptop that is internet enabled, with access to online facilities that can facilitate ease of legislative activities. Though some challenges still abound in this respect, notably the shortage of office accommodation for legislative support staff, as well as lack of adequate Information and Communications Technology (ICT) knowledge on the aspect of

some categories of staff, there is no denying the fact that improvement in the level of facilities noted above has contributed in no small measure, to the remarkable improvement in legislative performance over the years. It is, therefore, incumbent upon the managers of the system to sustain, through maintenance culture, the current level of infrastructures at the National Assembly; and also embark on possible measures to remedy observable lapses.

In investigating the activities of the Senate Committee on Poverty Alleviation and Social Welfare, House Committee on Anti-Corruption and House Committee on Basic Education and Services, the study paid attention to the Committee outputs (such as the number of meetings held and oversight activities undertaken) and outcomes (such as the direct results of the activities conducted by the Committees, i.e. the effect that the Committees' activities in terms of improving order, security and good governance in Nigeria). The study discovered legislative activities of the National Assembly and its Committees yielded a number of output and outcome which had direct contribution to law making and good governance, However, the study noted that the National Assembly and its Committees are challenged by several factors such as high turnover rate, inadequate resources for Committee activities, etc.

5.2 Recommendations

For the National Assembly to performance optimally, the study recommends the following:

- First, for Committees to perform more effectively, there is need to provide it with institutional, technical, human and financial resources adequately. This will enable Committees to perform optimally. Particularly, more funds need to be provided for Committee for their activities. Related to the above, competent legislative aides and staff need to be hired. Moreover, more training is required for aides and staff.

- Legislators need to cultivate the will to perform their functions without expecting personal and undue reward or gains.

- Committees and staff should be trained and retrained on their jobs so that they can perform effectively.

- There is need for the other arms of government to support and cooperate with committees by providing requisite information/documents and honouring invitations at all times

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APPENDICES

APPENDIX 1: LETTER OF INTRODUCTION

National Institute for Legislative

Studies (NILS)/UNIBEN

Maitama, Abuja.

23rd December, 2019.

Dear Sir/Madam,

<u>INTRODUCTORY LETTER</u>

I am a Masters Student of the above Institute/University, with Reg. No: PG/NILS/1714029, currently undertaking a research on ''Resource Competence and Committee Effectiveness, where the Activities of some Selected Committees in the Senate and House of Representatives covering 2015-2019, are to serve as my case study.

In the light of the above, I will highly appreciate if you could answer the following questions to the best of your knowledge. I assure you that any information provided will be treated as confidential and will be used only for the purpose of this research.

Thanks.

Yours faithfully,

Abubakar Sale Muri

Reg. No: PG/NILS/1714029

APPENDIX 2: INTERVIEW SCHEDULE

LEGISLATORS/CLERKS

Resources Competence

- What committee of the National Assembly do you belong to?

- What is the membership composition of the committee?

- Are members of the committee qualified to perform their duties?

- Are there adequate staff in NASS in terms of quality/quantity to enable it perform its legislative functions effectively?

- Does your staff receive regular training on legislative functions?

- Do you think that the Legislators/Committee Clerks/Staff have the requisite qualification/experience to perform their Legislative/Committee work more efficiently and effectively:

- Do you think that NASS has adequate human resources to perform its function. Please explain

- Does your committee have adequate financial resources to perform its function? Please explain

- How many oversight tools does your committee deploy?

- Does NASS have adequate infrastructural resources to facilitate its legislative functions? Please explain

Legislative committee effectiveness

- Do you think that NASS is competent to perform its functions?

- What are the resource capacity challenges that NASS faces?

- What do you think are the outcome of your committee legislative activities?

- Is your committee effective in performing its law making function?

- Is your committee effective in performing its oversight function?

CSO/MDAS

Resources Competence

- What MDA/CSO do you belong to?

- Are members of the committee qualified to perform their duties?

- Are there adequate staff in NASS in terms of quality/quantity to enable it perform its legislative functions effectively?

- Do you think that NASS has adequate human resources to perform its function? Please explain

- Does your committee have adequate financial resources to perform its function? Please explain

- How many oversight tools does your committee deploy?

- Does NASS have adequate infrastructural resources to facilitate it legislative functions? Please explain

Legislative committee effectiveness

- Do you think that NASS is competent to perform its functions?

- What are the resource capacity challenges that NASS faces?

- What do you think are the outcome of your committee legislative activities?

- Is your committee effective in performing its law making function?

- Is your committee effective in performing its oversight function?

- Suggest Ways that the above Challenges can be Surmounted:

APPENDIX 3: LIST OF INTERVIEWEES, DATE AND PLACE WHERE INTERVIEWS WERE CONDUCTED

Target Population/	Place of interview	Date of interviews
Chairman/Vice-Senate Committee Poverty Alleviation and Social Welfare	Maitama, Abuja	October 15, 2019

Member- Senate Committee Poverty Alleviation and Social Welfare	Senators Offices, National Assembly Complex	October 17, 2019
Chairman-House Committee on Anti-Corruption	Hon. Members' Offices, National Assembly Complex	November, 5, 2019
Chairman-House Committee on Basic Education and Services	Hon. Members' Offices, National Assembly Complex	November 5, 2019
Member-House Committee on Basic Education and Services	Hon. Members' Offices, National Assembly Complex	December 5, 2019
Assistant Senate Committee Clerk (Poverty Alleviation And Social Welfare)	National Assembly Complex	October 7, 2019
Senate Committee Clerk (Poverty Alleviation And Social Welfare)	National Assembly Complex	October 7, 2019
House Committee Clerk (Anti-Corruption, and Basic Education and Services)	National Assembly Complex	October 7, 2019
Assistant House Committee Clerk (Anti-Corruption,	National Assembly Complex	November 6, 2019
House Committee Clerk- Basic Education and Services)	National Assembly Complex	November 6, 2019
Staff of Ministries of Education,	Garki, Abuja	November 7, 2019
Staff of Humanitarian Affairs, Disaster Management and Social Development	Maitama, Abuja	December 5, 2019
Staff of PLAC	Abuja	October 7, 2019
Staff of CISLAC	Abuja	December 5, 2019