

**INVESTIGATION OF PERFORMANCE OF
PARLIAMENTARY STAFF SUPPORT SERVICES TO
THE NATIONAL ASSEMBLY, ABUJA**

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CERTIFICATION

This dissertation titled “*Investigation of Performance of Parliamentary Staff Support Services to the National Assembly*” presented by Iwo Nnenna Nduka (**PG/NLS/1714042**) has met the partial requirements for the award of the degree of Masters in Parliamentary Administration (MPD) of the National Institute for Legislative and Democratic Studies/University of Benin, Edo State.

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DECLARATION

I hereby declare that this dissertation is a product of my research efforts, undertaken under the supervision of Prof Victor Ekhaton. It is an original work and no part of it has ever been presented for the award of any degree anywhere. All sources of information have been duly acknowledged through the references.

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APPROVAL PAGE

This is to certify that this dissertation “*Investigation of Performance of Parliamentary Staff Support Services to the National Assembly*” has been read and approved as having met the partial requirements for the award of the degree of Masters in Parliamentary Administration of the University of Benin/National Institute for Legislative and Democratic Studies is approved for contribution to knowledge.

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DEDICATION

This dissertation is dedicated to Almighty God for His grace that has never waned in my life, to my colleagues whose support and backing I received when I began to pursue a legislative career as an officer in the National Assembly, and all those who are in pursuit of academic excellence.

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LIST OF ABBREVIATIONS

APU – African Parliamentary Union

AUP – Austrian Parliament

CPA – Commonwealth Parliamentary Association

CSOs – Civil Society Organizations

HeP – Hellenic Parliament

ICT – Information Communication Technology

IPOs – International Parliamentary Organizations

IPU – Inter-Parliamentary Union

IRI – International Republican Institute

MP – Member of Parliament

NABRO – National Assembly Budget Research Office

NARS – National Assembly Republic of Serbia

NASSCOM - National Assembly Service Commission

NILDS – National Institute for Legislative and Democratic Studies

OECD – Organization for Economic Co-operation and Development

PaRS – Parliamentary Research Services

UNDP - United Nations Development Programme

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ABSTRACT

The study investigated the performance of the support services by parliamentary administrators. It identified the roles of parliamentary staff support in the National Assembly; examined the extent of the performance of parliamentary staff support services in the National Assembly as well as the factors militating against the performance of parliamentary staff support services. The study adopted the mixed research design using the questionnaire as the instrument for data collection. The proportionate stratified sampling technique was used to select the respondents that provided primary data, while secondary data was taken from published materials. The qualitative method was employed in the analysis of data.

Findings showed that there is a consensus on the importance of parliamentary staff support services in the National Assembly. Hence, the services of Senior Legislative Aides, Legal Aides, Principal Secretaries to Legislators, Committee Clerks, and Administrative Staff were noted for the effectiveness of the National Assembly. However, the study noted the challenges militating against the effectiveness of parliamentary staff support services in the National Assembly to include; inadequate training (48.8%), lack of cooperation with International Parliamentary Organizations (6.0%), inadequate resources (44.8%), lack of information and communication (4.4%), among others.

The study concluded that the performance of parliamentary staff support services in the National Assembly is crucial for it to perform its traditional roles satisfactorily, as well as required for facilitating the lawmaking process.

CHAPTER ONE

INTRODUCTION

1.1. Background of the Study

“Parliaments perform a vital role in any system of representative democracy, but they play an especially important role in emerging democracies – not only in improving the quality of governance by ensuring transparency and accountability, but also in shaping the public’s expectations and attitudes to democracy” (Organization for Economic Co-operation and Development, OECD, 2014: 112). Therefore, the OECD observed that “parliaments are the single most important institution in overseeing government activities, scrutinizing legislation and representing the public’s concerns to those in power”. The legislature (interchangeably referred to as Parliament or National Assembly) forms important parts of most governments; in the separation of power, they are often contrasted with the executive and judicial branches of government. They are charged with law-making, law enforcement, and adjudication function. As such, the legislature is said to be the first organ of government.

According to the United Nations Development Programme, UNDP (2012), “Parliament is a complex institution. It functions at different levels and many actors influence what it does. Members of parliament, the Speaker and leadership, political parties and groups, Secretaries General, clerks and administration all play a part in shaping its work”. To this end, the parliamentary staff support services provide administrative and support services to members of the legislature or parliament. They see to the smooth functioning of the members of the legislature such services include; accounting services, security services, catering and welfare services, information and communication technology support services, etc.

For the Legislature to perform its functions effectively, there is the need for well-functioning parliamentary staff support assisting, benchmarks in other jurisdictions, as well as technical knowledge to inform deliberations made in the Chamber. The crucial role of information support systems was highlighted by the Speaker of Parliament during the World e-Parliament Conference in 2009.

In as much as it is the paramount and uttermost obligation of parliamentary staff support services to aid in the amicable functioning of the legislative members, these support services however often slack in their responsibilities therefore hence the need for a thorough investigation into the performance of these staff services and how their actions affect the performance of parliament or legislative members. The parliamentary support staff is also tasked with aiding the Member of Parliament in the preparatory and planning work associated with legislative activities, compiling background material and handling communications and correspondence as well as performing secretarial and clerical work. The areas of emphasis in their job description are determined according to the needs of Members of Parliament (MPs).

Therefore, with the enactment of the National Assembly Service Commission Act 2014 primarily for the management of the administrative component of the National Assembly, it is important to state that the importance of such support staff cannot be overemphasized. It is established today that the parliamentary administration plays a role of ever-growing importance in the legislative process and the improvement of the quality of parliamentary work.

Hence, this study seeks to identify the roles of parliamentary administrators, examine the extent to which they perform those roles, and the overall importance of such roles on the legislative effectiveness of the National Assembly.

1.2. Statement of the Research Problem

According to the New Zealand Parliament (2016), parliamentary service provides administrative and support services to members of parliament. Some parliamentary services identified include: support staff in their offices, assistance with travel arrangements, policy advice, accounting services, research information services, information, and communications technology support, etc. on account of the place of parliamentary service, New Zealand parliament concluded that roles in its administrative setup vary, but every role contributes in some way to its strategic objectives.

Based on the foregoing, parliamentary staff support services not only aid in the smooth running of the National Assembly but also help make the work of the legislature easier and effective, such services Ojogwu and Wakawa (2011), posited that they aid members individually and collectively by facilitating the law-making process. Specifically, Ojogwu and Wakawa identified legislative aides and special aides on a consultancy basis as some parliamentary support staff.

However, the Inter-Parliamentary Union, IPU (2008) argued that some challenges of parliamentary administration include: training, rationalization of the management of resources, communication and information, development of legislative research, and the institution of strategic of Interparliamentary Co-operation and of reinforcing relations with International Parliamentary Organizations (IPOs). The implication of the challenges of parliamentary administration as posited by the IPU is that the output of the legislature becomes impaired since, by design, such support service providers are nuanced in legislative activities.

In essence, the rationalization of the management of resources requires parliament, ditto parliamentary administration to adopt rules of good governance in its management to optimize the

performance and costs of its activities. In the same vein, training has been observed to be an essential engine for growth and the evolution of knowledge and professional skills among parliamentary staff for the improvement of the quality of their services.

Furthermore, the development of legislative research is pertinent in the view of the need for parliament to examine the direction, foundations, and opportunities provided by texts submitted to it, and to contribute effectively to their improvement. Similarly, the communication and information challenge of parliamentary administration is in light of the need to conduct its activities transparently.

Finally, an institutional strategy of Interparliamentary co-operation and of reinforcing relations with International Parliamentary Organizations (IPOs) is a major factor in the face of the great need for exchanges and co-operation between administrations for improved parliamentary staff support service.

Therefore, in the face of the aforementioned factors militating against parliamentary administration, this study is designed to investigate the performance of the support services by parliamentary administrators, and the necessary steps needed to curb the challenges mitigating the effectiveness of parliamentary support staff services. It is in light of this, the study tends to address the following research questions:

- a) What roles do parliamentary support staff play in the National Assembly?
- b) To what extent do parliamentary support staff perform their tasks in the National Assembly?
- c) What are the factors militating against the performance of parliamentary support staff services?
- d) What strategies would mitigate the challenges confronting the performance of parliamentary staff support services in the National Assembly?

1.3. Objectives of the Study

The main objective of this study is to investigate the performance of parliamentary staff support services in the National Assembly. The specific objectives are:

- a) Examine the roles of parliamentary staff support in the National Assembly;
- b) Determine the extent of the performance of parliamentary staff support services in the National Assembly; and
- c) Analyze the factors militating against the performance of parliamentary staff support services.

1.4. Research Propositions

The propositions of this study are that:

- i. The effectiveness of parliamentary staff support services is not required for the efficiency of the National Assembly.
- ii. No factors are militating against the effectiveness of parliamentary staff support services in the National Assembly.
- iii. There are no strategies that would enhance the performance of parliamentary staff support services for the overall effectiveness of the National Assembly.

1.5. Significance of the Study

On the practical significance of the study since it seeks to investigate the performance of parliamentary staff support services in legislatures, the first beneficiary would be the National Assembly in general as it will help reposition its governance structure for effectiveness.

This work will also be of benefit to the Inter-Parliamentary Union (IPU), Commonwealth Parliamentary Association (CPA) the ACP – EU Joint Assembly, (APU), African Parliamentary Union, (APU), Civil Society Organizations (CSOs), etc. in adopting measures that would serve

the National Parliaments for the establishment of a general standard of parliamentary administration.

This study will also contribute to the existing literature on the legislature and its governance structure, serve as a springboard for further studies on the legislature and its corporate administration, finally, the study will serve as a resource for consultation by students, scholars, policymakers, development partners among others.

1.6. Scope and Limitations of the Study

This study focuses on assessing the performance of parliamentary staff support services in legislatures. It is also limited to the staff of the National Assembly excluding staff of its other arms like the National Assembly Budget and Research Office (NABRO), the National Institute for Legislative and Democratic Studies (NILDS), and the National Assembly Service Commission (NASSCOM). This is because while it may be argued that staff members within the precinct of the National Assembly are not sufficient to carry out its mandate, it is also safe to state that its structure is designed to carry out its lawmaking obligations.

1.7. Definition of Terms

Parliamentary Staff Support: a large number of people who provide support services in the parliament.

Parliament: an assembly of elected representatives.

Parliamentary Administration: refers to the broad range of services aimed at aiding elected representatives individually and collectively, to facilitate the lawmaking process.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

This chapter discusses the views of scholars on concepts that would be raised in the course of this study. It is therefore divided into three major sections, namely: conceptual review, empirical review, and theoretical framework.

2.1. Conceptual Review

2.1.1. Concept of Legislature:

The legislature (interchangeably referred to as parliament or national assembly) of a country is potentially one of the most powerful of all government branches in a democracy. The legislature epitomizes and embodies the very idea of democracy; a strong parliament is indicative of a healthy democratic governance system (Fish, 2006). According to Mezey (1985), it is normally tasked to perform three core functions:

- (a) Representing the electorate;
- (b) Legislation or lawmaking, including the passage of the national budget as law; and
- (c) Oversight of the executive branch of government.

Additional functions are normally subsumed under those three. According to O'Brien (2005), for a parliament to fulfil the above functions effectively, it must first of all be elected freely and fairly through periodic elections and thus be representative of the full range of constituencies in society. The electoral institution confers legitimacy onto parliament which, in turn, is a precondition for playing its democratic role of representing the people. Second, for lawmaking to be effective the legislators need to have the requisite skills for scrutinizing bills emanating from the executive and to some extent have its capability to draft bills. To do so, MPs need knowledge

and insights into an array of societal issues and policy fields and be able to deliberate on them. The national budget is arguably the most important law passed by parliament because it distributes state resources to priority areas of development. Third, well-functioning parliament must have the requisite powers and be equipped with adequate means to restrain and hold the executive to account. In performing these functions, parliament can contribute effectively to guaranteeing the people's rights and liberties, securing civil peace, and ensuring harmonious and sustainable development. It is against this backdrop that this study reviewed relevant views and opinions of scholars as it relates to the performance of parliamentary staff support services to the legislature.

The legislature is referred to as parliament in Britain, national assembly in Nigeria, congress in the United States (Abonyi, 2006). The legislature occupies a key position in the democratic process of government, to articulate the collective will of the people through representative government (Okoosi-Simbine, 2010). Awotokun (1998) states that legislature is an arm of government made up of elected representatives or constituted assembly people whose duty is to make laws, control the activities of the executive and safeguard people's interest. Anyaegbunam (2000) defined the legislature as the role of making, revising, amending, and repealing laws for the well-being of its citizenry it represents. Lafenwa (2009) defines legislature as people chosen by election to represent the constituent units and control government. Okoosi-Simbine (2010) asserts that legislature is law-making, and policy influencing body in the democratic political system. The law makers can be described in the site of sovereignty, the expression on the will of the people. This is derived from the people and should be exercise according to the will of the people they represent. Bogdanor (1991) affirms that legislature is derived from a claim that its members are representative of the political community, and decisions are collectively made according to complex procedures. The state of the legislature has been identified as the strongest

predictors on the survival of every democratic development (Okoosi-Simbine, 2010). The centrality of the legislature is captured by Awotokun (1998) when he asserts that legislature is the pivot of modern democratic systems. Edosa & Azelama (1995) states that legislatures vary in design, structure, organization, operational procedures, and selection process as well as sizes, tenure of office, and nature of meetings.

In a bicameral type of arrangement two legislative chambers exist in a country; one chamber seems to dominate the other. Nwabueze and Mueller (1985) noted that when they viewed that there exist some forms of the dominance of one chamber to the other in some legislation, the term of office, size of the constituencies represented. However, the intricate rules adopted usually harmonize the legislative function of the two chambers (upper and lower chamber). Edosa and Azelama (1995) assert that bicameral legislative is common in federal states that stem from the imperative of one house to protect the interests of minority groups in such states. Nigeria operates in a federally bicameral arrangement on the dictates of the 1954 Lyttleton Constitution. The House of Senate (Upper House) and House of Representatives (Lower House) jointly called the National Assembly of Nigeria. The two chambers act as a check on other arms of government; such checks are minimal because the major policy demand debate is on party affiliations rather than national interest (Edosa & Azelama, 1995). This arrangement enhances the passage of the law and allows the division of labour between the two houses (Okoosi-Simbine, 2010). Besides, the bicameral legislature provides an opportunity for wider representation of various interest groups in a country from one democracy to the other. Nwabuzor and Muller (1985) note that such factors as the presiding officer, the order of business, the legislative process, legislative committee, intra-party disciplined manner of debate consideration account differences among countries. Nwabuzor and Muller (1985) assert that countries that operate short-term tenure for legislature do so because the

representatives reflect on the betterment of public preference concerning government policy. The long-term tenure ensures the stability of national interests which has no changing public opinion.

2.1.2. Concept of Institutional Structure and Capacities

The initial institutional set-up was largely determined by the constitutional provisions at independence, often modeled on that of the former colonial powers, sometimes indeed replicas. However, with the passage of time and the transition from authoritarian to democratic rule, parliamentary reform and institution-building assumed greater significance. Initially, however, such matters received little donor attention, because they were regarded as domestic rather than international concerns. Only gradually, with the new emphasis in the 1990s on good governance and democratization, did support for parliamentary reform and institutional development move slowly up on the agenda. This was linked, of course, to constitutional reform. Heywood (2007).

It became important to delineate the relationship between the executive and the legislature, and other forms of horizontal accountability; to define unequivocally the authority of parliament to pass legislation and approve budgets; to specify organizational aspects such as the committee structure, the office of the speaker, party groups, and the role of the opposition. Similarly, the representational function was highlighted. In all these aspects laying down procedures for handling them was considered part of the institution-building endeavor, to preclude arbitrariness Fish (2006). Institution-building means achieving predictability in the processing of bills and other policy matters through the iterative application of rules and procedures that are known and routinely adhered to. Institutionalization means narrowing the scope for individual whims.

Pelizzo and Stapenhurst (2004) noted that the purpose of direct parliamentary support is relatively straightforward: to enhance the capacity, legitimacy, and efficiency of the core functions of parliaments, to enable them to fulfill their constitutional and political role better. Among the

capacities of parliaments, which may be strengthened by external support, Pelizzo and Stapenhurst listed the following:

I. Legislative Capacity

This is a core parliamentary function. Buttressing this capacity involves legal competence building, including the drafting of bills; transfer of know-how; training in the application of parliamentary procedures the strengthening of key parliamentary committees on selected policy and legislation issues – for instance implementing peace agreements, gender-sensitive legislation, reproductive health (HIV and AIDS), poverty reduction, resource management, budgeting, anti-corruption, and other pertinent policy issues. (Hudson and Wren 2007:4).

II. Representational Capacity

Manow (2007) posited that this is also a core parliamentary function that involves education, training workshops, conferences, and seminars for ordinary parliamentary members and leaders (speakers, presiding officers, committee chairs, and party whips), in particular for opposition MPs. Edosa and Azelama (1995) argued that to enhance the representational capacities of MPs their communication skills need to be improved to articulate the views and demands not only of their constituents but also of other interest groups in civil society (women, youth, minorities) and to channel them into a national political arena such as the legislature. Imparting communicative skills through the mass media is likewise a must.

III. Oversight Capacity

This is the third core function of parliaments. To strengthen this capacity, Members of Parliament (MPs) need training in the processes of lawmaking, not least in highly complex budgetary matters. The communicative skills which are important in enhancing the representational capacities are equally critical in communicating with Civil Society Organizations (CSOs) as allies in the scrutiny

of executive action, for example in public hearings. CSOs can be valuable sources of information that MPs can use in their exercising the oversight function. Being able to communicate with civil society is therefore of great importance.

IV. Administrative Capacity

This is not a function of parliaments but rather a capacity that is needed to fulfill the core functions. Manow (2007) mentioned that without such administrative support services, parliamentarians will be severely constrained in the discharge of their duties. These services include secretarial support, information technology, libraries, and document handling, and short-term assistance to meet emergency administrative expenses. Administrative capacity projects have traditionally received the greatest percentage of donor funds.

2.1.3. Skills and Performance of Parliamentarians

Lafenwa (2009) believes that in addition to the enhancement of the general functions and capacities of parliaments, some direct parliamentary support projects are focused on the parliamentarians themselves and specific categories of parliamentarians. This emphasis stems from the idea that the caliber of MPs and their general level of skills in parliamentary work need to be enhanced, and that certain groups need particular attention and support. It should be recalled that institutions are made up of individuals, in this case, elected MPs. The capacities, skills, and performance of individual parliamentarians therefore bear decisively on the functioning of parliaments as institutions. Although the institutional framework in terms of infrastructure and procedures is a necessary precondition for a workable parliament, it does not help much if the caliber of the MPs is below par. Unfortunately, a fair proportion of elected MPs in the developing world have limited formal education, some may even be only semi-literate.

Typically, projects in this category engage in knowledge and skill transfer through training, seminars, conferences, partnership programmes, parliamentary exchange programmes, networking, and study visits. Furthermore, the trainers are either peers (parliamentary networks, international and regional parliaments, national (donor country) parliaments and parliamentarians) or experts (IGO and INGO professionals, and thematic experts).

Donors, and whoever run training programmes on their behalf, have designed training modules covering a wide range of issues: the rights and responsibilities of MPs; constitutional and legal knowledge; proficiency in process and procedure; budgeting; committee work; policy issues; international co-operation; networking; time management; computer skills; voter outreach; language and communication training, etc. The potential issues are unlimited.

The training of parliamentarians, however, is a Sisyphean task. Not only will the implementation of training programmes constantly generate new needs for knowledge and greater proficiency, but once one batch of MPs has been trained, a large proportion of them will lose the next election and be replaced by novices. The turnover rate of parliamentarians often reaches 30–50 percent, sometimes even more. Thus, the training efforts will have to start all over again.

Apart from the need for general skill enhancement, certain groups of parliamentarians may have specific needs to assert their interests. Many parliaments now have women's caucuses. While the female and male MPs alike may need training in gender issues, the former usually take the initiative to organise gender sensitisation sessions. Their purpose is partly to counter gender discrimination, sexist practices, and attitudes in male colleagues in committees and elsewhere and to ensure fair female representation in the committee system. More broadly, gender sensitisation will help to bring gender thinking into the legislative process. Another special parliamentary group that deserves greater attention is persons with disabilities. They face obstacles in their

parliamentary work that other MPs can easily negotiate past. It is in order, therefore, that persons with disabilities in parliament receive special training regarding their rights and how to exercise them.

The performance of parliamentarians is greatly influenced by the assistance they receive from the permanent staff of the institution, i.e. the clerk's office, the library, and research staff.

2.1.4. External Support and Donor Policies

There has always been some circulation of ideas and principles from one country (and continent) to another regarding parliamentary development. Parliaments and other state institutions have partly been designed and supported by former colonial powers in the process of de-colonisation and latterly buttressed by the international community in the process of democratisation after the demise of the Soviet system in Eastern and Central Europe, in Central Asia and other parts of the world affected by Cold War rivalry. Similarly, parliaments in states emerging from violent conflict have been supported by external actors/donors.

Donor assistance to parliaments gained momentum in the early 1990s. Today, the international community, both through NGOs and government organisations (including developed country parliaments and donor agencies) at bilateral and multilateral levels run programmes intended to support parliamentary institutions in the developing world. Strengthening parliaments has become a regular feature of the programmes of some organisations such as the UNDP, the European Commission, the USAID, DFID, and others (IPU 2003:4). Donor assistance to parliaments is seen as an important element in achieving development aid effectiveness in general. It is generally assumed that recipient countries can and should develop their oversight capacity and accountability mechanisms, including those exercised by parliaments. The changing aid architecture with the devolution of project execution to recipients attests to that, perhaps best

exemplified by the increasing use of budget support as an aid modality in line with the principles of harmonisation, ownership, and alignment stemming from the Paris Declaration on Aid Effectiveness. It is assumed that ownership of national development strategies is reinforced if parliaments and citizens are genuinely engaged and involved in the planning and use of aid flows.

However, moving into politically charged fields such as parliamentary support has been slow on the part of the donor community. Conventionally, aid has been conceived as apolitical and largely a technical matter (Unsworth, 2009):

The implicit assumption is still that the obstacles to better governance and development performance are primarily financial, technical and managerial, and that progress can be made through more appropriate policies, capacity building, strengthening demand from civil society and dialogue or conditionality to change the behaviour of key individuals (Unsworth, 2009: 886).

This apolitical conception thus lingers as evidenced by the still modest support for parliaments and the associated field of political party support. The end of the Cold War marked the beginning of the donors embracing political approaches and elements in their strategies when good governance was put forcefully on the agenda. Acknowledging, after decades of meager results, that the main stumbling blocks to effective aid delivery are political has led to the acceptance – however reluctant – of political considerations in aid programmes and negotiations. Even so, throughout most of the 1990s governance was interpreted rather restrictively to mean economic governance or sound management of the economies of recipient countries, thus retaining a considerably technical imprint. Some donors gradually started to apply political economy analysis to the countries with which they cooperate.

But there is still some way to go before donors fully accept that “politics is not an optional extra or something that gets in the way of development. It is central to the whole endeavour (Unsworth 2009: 891).” Including parliamentary support as an integral element in donors’ aid strategies is one step in the right direction.

2.1.5. Administration and Services of Parliamentary Support Staff in the National Assembly

Ojogwu and Wakawa (2011, p. 1) noted that “the structure, organization, facilities, and services about a law-making institution are those elements that must be in place to enable it to achieve its objectives – principal among which is the making of law or legislating.” However, Ojogwu and Wakawa suggested that the structure, which is of physical form, is critical for the other elements they identified as relevant for the achievement of its objectives.

According to Ojogwu and Wakawa (2011), in the legislature, political functionaries – which are in most cases subject to term limits – work alongside legislative officers, which provide services required by the functionaries. They identified the functionaries at the National Assembly as;

- a) Political functionaries (legislators): elected representatives.
- b) Legislative and administrative functionaries: provides the services necessary for the smooth functioning of the National Assembly.

Administratively, the National Assembly is organized into specialized departments which provide various services for the realization of the objectives of lawmaking. Ojogwu and Wakawa lists the following as departments in the National Assembly: “Personnel Management, Finance and Accounts, Procurement; Planning and Legislative Budget; Information and Publication, Library; Research and Computer Services; Medical Services; Estate and Works.” Others include those under the direct supervision of the Clerk to the National Assembly: National Secretariat of Nigerian Legislatures, Information and Communication Technology (ICT), Pensions, Internal Audit and Sergeant-At-Arms.

Subsequently, the services provided within the administrative setup of the National Assembly by its permanent staff are supervised by the Clerk to the National Assembly. As the chief administrative officer of the National Assembly, the Clerk to the National the presiding officers on administrative and legislative matters. The Clerk is often assisted by the Deputy Clerk to the National Assembly to whom specific tasks are delegated. Also, the various Houses of the National Assembly have Clerks that administer them as heads of departments as shown in the diagram below;

ORGANISATIONAL CHART OF THE NATIONAL ASSEMBLY

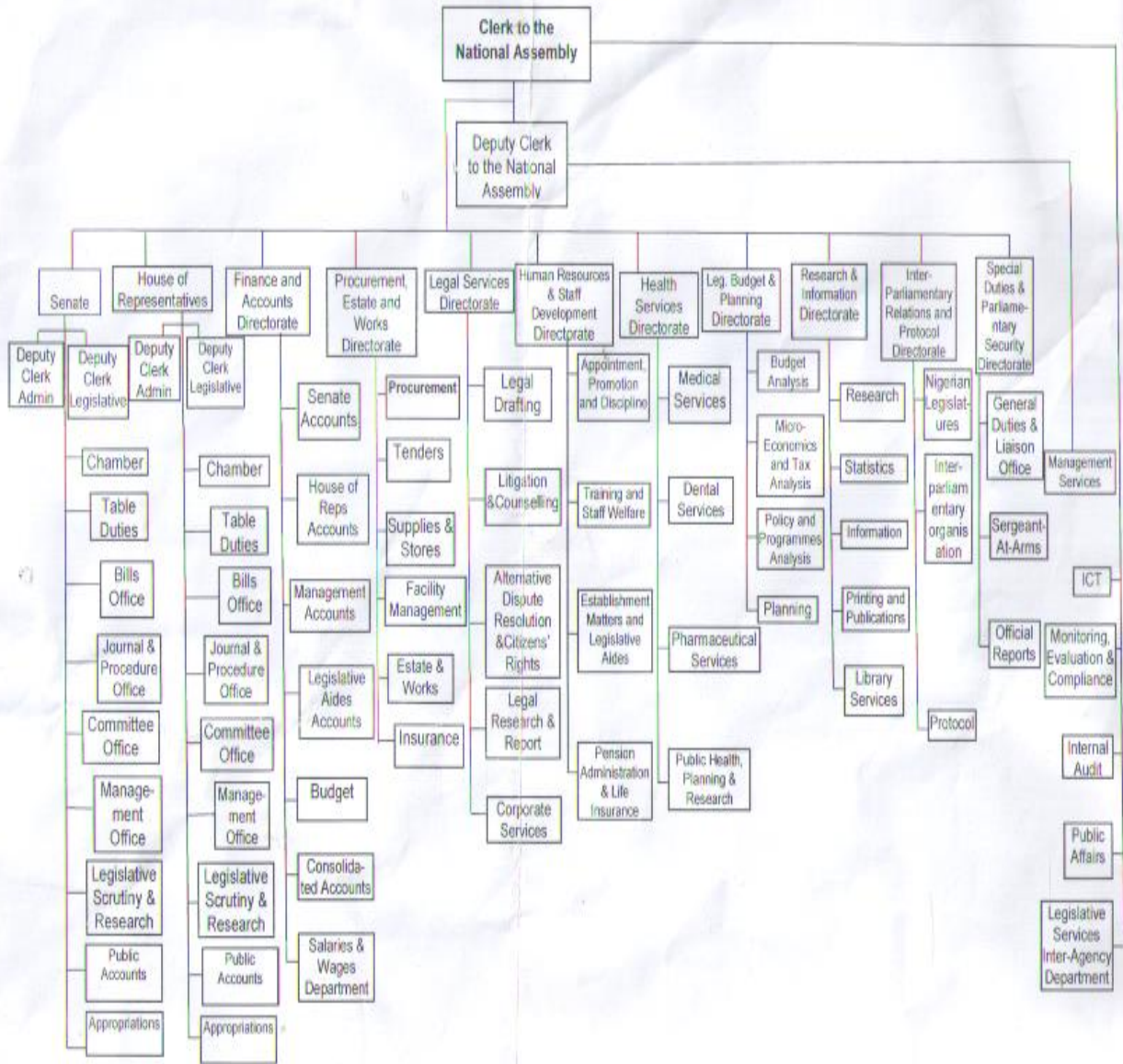


Figure 2.1: Organizational Chart of the National Assembly (Office of the Clerk to the National Assembly, 2019).

The diagram above, shows the hierarchical nature of the administrative structure of the National Assembly.

Finally, for the effective administration of the National Assembly, Ojogwu and Wakawa (2011) opined that there exist a cadre of non-permanent staff comprising of; legislative aides and special aides on consultancy basis. While the legislative aides attend to elected members but are paid by the National Assembly, consultants are offered hired by committees for its effectiveness.

2.1.6. Challenges of Parliamentary Administration

Like many issues in Nigeria, Parliamentary administration is bedeviled with a number of challenges in the National Assembly. The Inter-Parliamentary Union, IPU (2008) listed the following as challenges of parliamentary administration;

I. “The Rationalization of the Management of Resources”

It is obvious that society today has become more aware of the requirement for efficiency and transparency in parliamentary work. This new reality requires Parliament and consequently the parliamentary administration to adopt the rules of the good governance in its management so as to optimise the performance and costs of its activities. For this purpose, the parliamentary administration must introduce as much in its organisation as in its operation approaches and methods of modern management which are more concerned with rigour, effectiveness and professionalism

II. “Training”

An essential engine for growth and for the evolution of knowledge and professional skills among parliamentary staff, training remains an incontrovertible element for the assimilation and adaptation of these staff to modern working practices and techniques, thus guaranteeing the means necessary for the permanent improvement of their professional performance and thereby of the quality of their services.

This shows that training is at once a challenge for the parliamentary administration and the place where its interest meets that of its staff.

As a consequence, training must constitute for Parliament a permanent strategic activity needing to be brought into effect through the institution of programmes to evaluate and reinforce the professional competences and capabilities of its staff.

III. “The Development of Legislative Research”

In effect, albeit that the right to initiate legislation is, in all of the Parliaments of the world, recognized as belonging to parliamentarians, the Government remains the real source of legislative proposals, and, as a result, has significant resources and skills at its disposal in conceiving, analyzing and drafting laws.

Nevertheless, this situation must not affect the will and need of Parliament to examine pertinently the direction and foundations of and opportunities provided by texts submitted to it, and to contribute effectively to their improvement.

These objectives, which constitute a permanent challenge for Parliament require it to pay particular attention to legislative research, which remains one of the means of providing parliamentarians with trustworthy and relevant information, studies and expertise, allowing them to understand and to figure out problem areas, to evaluate their impact, and thereby to ensure the constant improvement in the quality of their legislative and parliamentary work.

IV. “Communication and Information”

The process of democratization underway in the world has brought about greater freedom of expression, greater freedom of the press and greater transparency in the activities as much of public bodies as of Parliament.

Moreover, society sees its real participation in the management of public affairs becoming increasingly important. Its demands in this regard have been increasing for information about Parliament, especially about how it carries out its legislative competence and its role as a check on the activities of government, as well as about the quality of its legislative and parliamentary work. Furthermore, the political representation within parliaments is becoming increasingly selective and of higher quality, which makes parliamentary debates more dynamic and relevant, all the more so as they are mostly carried by and repeated in the media. Also, informing and communicating with society seems to be a social need. This constitutes a genuine challenge for parliament as an emanation of the people and symbol of democracy.

With this in mind, through its institutional role and constitutional attributes, parliament must work unstintingly towards the development of information and communication and towards the promotion of social and political values within society.

V. “The Institution of Strategy of Interparliamentary Co-operation and of Reinforcing Relations with International Parliamentary Organizations”

This activity is of a kind to allow, as is obvious, capacity building by the administrations of parliamentary institutions, especially African ones, in order to realize their common objective, which is to say the permanent improvement of their methods of organization and operation and the quality of their performance in the service of parliamentarians.

It is therefore convenient with this in mind to encourage and increase the number of meetings, exchanges and co-operation between the administrations of African parliaments, on the one hand, and those of the administrations of the parliaments of the rest of the world on the other.

This activity is to be equally directed towards inter-parliamentary organizations and international organisations, such as the IPU and the UNDP.

2.2. Empirical Review

Scholars have continued to conduct series of research on parliamentary administration with the objective of arriving at viable recommendations to reposition parliamentary support services for effectiveness and efficiency. Fitsilis and Koutsogiannis (2017) conducted a study on *Strengthening the Capacity of Parliaments through Development of Parliamentary Research Services* using the applied research methodology. The study was aimed at a comparative examination between the research services of the parliaments of Greece, Austria and Serbia. The study established among other things that Parliamentary Research Services (PaRS) have the potential to provide internal and external clients with independent, well-researched, timely, structured, and concentrated knowledge products, thus counterbalancing partisan information flows or even governmental superiority in analysis and dissemination of information. They averred

further that, PaRS are not disinterested subcomponents of the institutional function of parliaments, but active contributors to the independence of the digital parliament. Therefore, Fitsilis and Koutsogiannis concluded that an analysis of the 3 PaRS confirmed that scientific competence does not have necessarily to relate to an internal rigid administrative structure. On the contrary, more mature parliamentary institutions, such as the Austrian Parliament (AUP), can afford even to drastically reform PaRS without compromising their ability to innovate and evolve. Also advancements in technology seem to gradually affect PaRS, e.g. the introduction of a state-of-the-art DMS system in the research group of National Assembly Republic of Serbia (NARS), and the planning of an advanced web repository in the Hellenic Parliament (HeP) scientific service.

The World Bank, WB (2007) conducted a research on *The Role of MPs and Parliamentary Staff* which employed the qualitative research approach. The study showed that in several Commonwealth countries, the officials of parliament form a separate parliamentary service, distinct from the civil, or public, service and thus allowed a greater degree of independence in their work, with the post of Clerk constitutionally protected for this same reason. WB noted however, that in other countries, even the Clerk is drawn from the public service and may be returned to another appointment in that service after his or her term of office is completed. Going further, the World Bank, WB (2007) concluded that all legislatures will usually have the following heads of department within them: the Clerk/Secretary General, the Sergeant at Arms, the Librarian and the Head of Hansard (the official report), with suitable arrangements for administration and finance, catering and other responsibilities as may be necessary. It noted also that all parliamentary staff are expected to be politically impartial in carrying out their functions and, must be willing and able to advise any Member on procedures that that Member could take to achieve a specific purpose. Summarily, the World Bank noted that the range of services provided by parliamentary

staff, or demanded of them by Members will grow in the future and part of the responsibility of the Clerk/Secretary General is to anticipate these and advise the Speaker and the relevant House committees on methods of meeting the challenge.

To Hudson and Wren (2007) in their study *Parliamentary Strengthening in Developing Countries* aimed at helping DFID to make informed decisions about how it can best contribute to strengthening parliaments in developing countries, and in which they used the desk research methodology, noted that governance is key to development. Thus, Hudson et al observed that in seeking to improve governance in developing countries, donors have tended to work primarily with the executive, or with civil society organizations (CSOs). However, they argued was beginning to change as donors, including DFID, increasingly recognize that parliaments – and other agents of political society – can have an important role to play in delivering governance which is effective both in reducing poverty and building democracy.

Going further, Hudson and Wren (2007) posited that parliaments are an important component of national governance systems that contributes to the elements of effective governance: state capability, accountability and responsiveness. But it noted that in practice, parliaments in many developing countries especially Africa, are ineffective. Hence, the African Governance Report for 2005 reveals that: “in terms of enacting laws, debating national issues, checking the activities of the government and in general promoting the welfare of the people, these duties and obligations are rarely performed with efficiency and effectiveness in many African parliaments” (UNECA, Hudson & Wren, 2007, p. 4). Hudson et al attributes this poor parliamentary performance to the following: lack of knowledge and skills to do their jobs effectively, concern of retaining seat than holding the executive to account, lack of institutional capacity and resources, insufficient finance, etc. Hudson et al also concludes that political systems,

including electoral rules, constitutions and the nature of political parties may not facilitate strong parliaments and donors' aid relationships with developing countries – conducted on an executive basis – can also serve to marginalize parliaments. Therefore, they recommended that to strengthen parliaments in developing countries, these various reasons for poor parliamentary performance must be taken into account.

The Swiss Agency for Development and Cooperation, SDC (2016) in *Supporting Parliamentary Development* designed firstly, to raise awareness among actors within the SDC and among partner organizations about the opportunities, but also the challenges of greater involvement in parliamentary support, and secondly, to position the SDC's current engagement in this area, which also used the Focus Group Discussion (FGD) within the SDC network on democratization, decentralization and local governance (DDLGN), including the network's face to face meeting in Pemba/Mozambique in 2015 and a presentation and debate at the regional governance network in the Western Balkans in 2015. SDC notes that parliaments are an essential element of a country's governance architecture, helping to render it effective, transparent, accountable and participative. Therefore, it argued that democracy support through international cooperation entails transfer of know-how aimed at raising the capacity of actors in a democracy, including parliaments, to fulfil their roles and obligations, while fully enjoying their rights. Therefore, the SDC observed that development is closely linked to institutional capacity, the willingness to react to citizens' needs and to decide on policies accordingly. Going further, it quipped that inter-institutional cooperation and coordination constitutes a characteristic element of democratic development, as well as the inclusion of citizens in decision-making processes. In this vein, the SDC posited that parliaments can play a central role, it however, questioned why a relatively small percentage of international democracy assistance is channeled towards this

parliamentary development. In this vein, SDC concludes that democracy support needs to find balanced ways of addressing the entire spectrum of actors in a democracy.

In addition, Couderc (1998) in his survey research titled *The Administrative and Financial Autonomy of Parliamentary Assemblies* designed to measure the extent of parliamentary autonomy observed that the autonomy of parliamentary assemblies is a question which one might describe as "cross-disciplinary" since it touches on all aspects of the organization and functioning of parliaments. Couderc averred further that autonomy is not therefore an "empty shell" but a concrete reality which expresses in some way and to various degrees depending on the country, the shared specificity of the parliamentary phenomenon throughout the world. In this vein, Couderc pointed out that the principle of the autonomy of Parliament is formally recognized in constitutional texts. This, he argues that the recognition of the issue of autonomy is found either in the Constitution itself one or more articles of which expressly sanction this autonomy (the principle of the separation of powers formally set out either in the text of the constitution or in a text having constitutional value, or as found among the general principles of law) or in the actual organization of the three powers as described in the Constitution. According to him, it is this separation of powers, in particular in relation to the Executive, which is the basis for the autonomy of Assemblies. However, the principle of autonomy is expressed differently in those assemblies which are not governed by a written constitution but by conventions and in which the principle of separation of powers has a particular meaning.

Furthermore, Couderc opined that in bicameral systems, autonomy must be peculiar to each assembly, even if these two distinct autonomies have the same constitutional basis. This distinction merely reflects the respective roles of the two chambers, different and complementary, in the functioning of each country's institutions. The fact that Parliament is an integral part of the

state explains why in the majority of cases assemblies do not enjoy a legal personality to the extent that the State possesses such a personality. Succinctly, Couderc revealed that the effective exercise of their prerogatives demonstrates the degree of autonomy for assemblies and which reveals whether they possess the attributes of a legal personality in their totality, in part or not at all.

On her part, Anu (2008) using analytical methodology, thus, deploying the three models of parliamentary administration being – organic, commission, and corporate, in her study titled *Parliamentary Administration: Why does it Matter?* Concluded that an examination of parliamentary administration is premised on the adequacy of resources for the legislature. She argued that the availability of resources, how it is organized, managed and controlled depicts parliamentary administration. In this vein, she described the administrative capacity of various parliaments using Robinson and Mico's typology of parliaments.

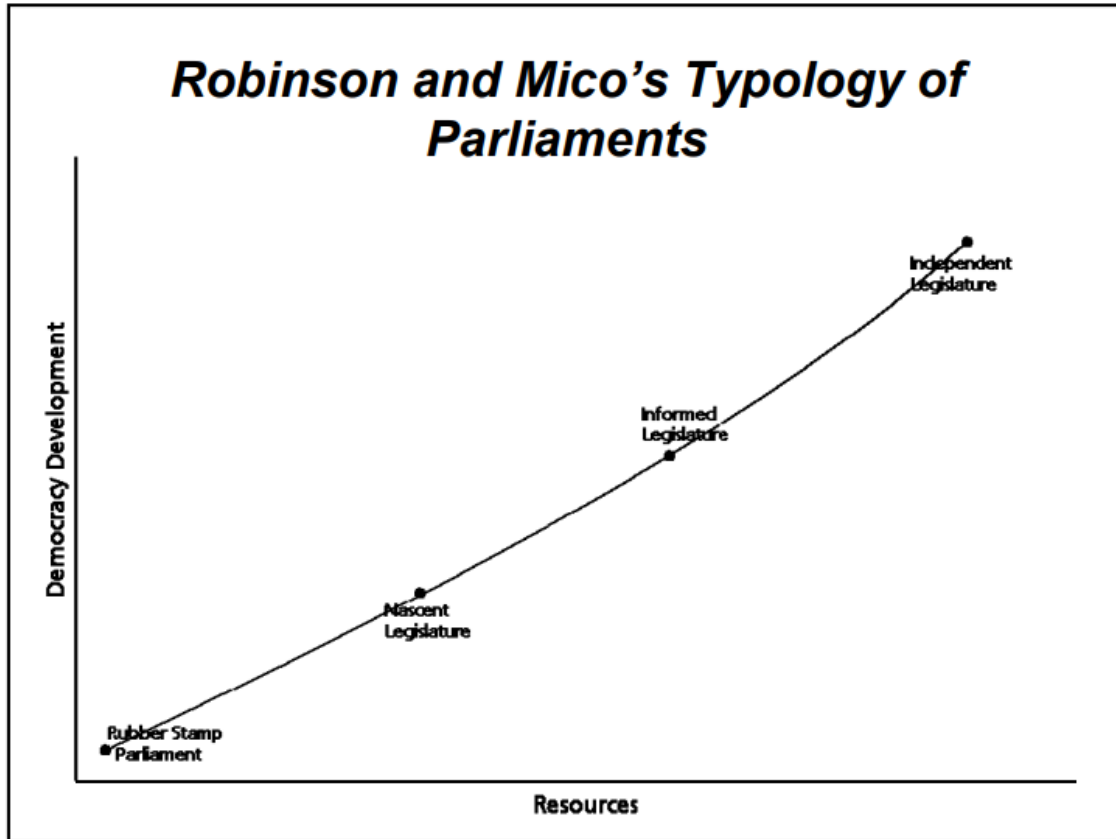


Figure 2.2: Robinson and Mico's Typology of Parliaments (Anu, 2008: 3)

According to Anu, rubber stamp legislatures do not have sufficient machinery or resources for independent scrutiny of the executive; nascent legislatures have a minimum/developing level of staff and resources; informed legislatures have quality specialist staff, electronic access and data, as well as committees, library and research service with a capacity for analysis and generating alternative approaches; and independent legislatures have budgetary autonomy, specialist expertise on staff and committees, in the library and the research service, capable of producing long range projections and interdisciplinary analyses, and optimum electronic facilities. Therefore, Anu concluded that an independent democratic parliament is more likely to result from adequate resourcing and efficient parliamentary administration, effective parliamentary administration will be characterized by a machinery which gives MPs - the

stakeholders - decision making power about the priorities to be set for the use of those resources, and parliamentary officials must be constrained by the political and parliamentary system of which they are a part. Hence, as key advisers to Presiding Officers, they have a professional responsibility to be familiar with the options for developing parliamentary administration and their implications.

Finally, Pillay and Paruk (2017) in their study on *Capacity Building needs for Administrative and Support Personnel in the Legislative Sector* which employed the desk research methodology, and designed primarily to research the Human Resource Development needs of administrative and support staff in Parliament and the nine provincial Legislatures, alluded that the key skills deficits were in the areas of: Legal skills for Committee support; financial management skills; and Research support for Parliamentary Committees. Hence, the training priorities were identified as: Internal Auditing especially with a view to ensuring a better understanding of the work of the Auditor-General; Management and Leadership Skills; Legal skills – including research skills, and legal content advice; Basic Understanding of the Public Financial Management Act (PFMA) and the Municipal Finance Management Act (MFMA). Therefore, they suggested that certificate courses (3 months), especially on-line courses, were needed to address the skills challenges in the legislature. Also, Pillay and Paruk recommended that strategies to measure the efficiency and effectiveness of current investment in training of legislature personnel should be put in place, as well as, the identification of appropriate short-courses and degree programmes to address the range of skills deficits identified amongst support personnel in Parliament and the provincial legislatures.

Therefore, it is instructive to state that, to the best of my knowledge, none of the studies reviewed above investigated the performance of parliamentary staff support services, even though they acknowledged its existence. Hence, the significant contribution of this present study to

knowledge is that it interrogates the performance of parliamentary staff support services. In order to achieve this, this study identified the various category of parliamentary administrators in the National Assembly and sampled their opinion on the effectiveness of their respective roles.

2.3. Theoretical Framework

Grant and Osanloo (as cited in Adom, Hussein & Agyem, 2018) reckoned that theoretical framework is a 'blueprint' or guide for a research. To Adom, Hussein and Agyem a theoretical framework is a framework based on an existing theory in a field of enquiry that is related and/or reflects the hypothesis of a study. It serves as blueprint upon which a research enquiry is built.

Maxwell (2004) as well as Simon and Goes (2011) averred that theoretical framework deepens the essence of the study. Akintoye (2015) argued that for scholars in the field and readers, the proper selection and presence of a theoretical framework convinces them that the study is not based on the personal instincts of the researcher but rather is firmly rooted in an established theory selected via credible study.

Therefore, this study adopted the structural functionalism theory.

Structural Functionalism Theory

According to Herbert Spencer and Robert Merton (1820- 1903),

Congress have and use every means of acquainting itself with the acts and dispositions of the administrative agents of the government, the country must be helpless in learning of how it is being served; and unless Congress both scrutinize these things and sift them by every form of discussion, the country must remain in embarrassing, crippling ignorance of the very affairs which is most important it should understand and direct.

Various theories abound that could be adopted as framework upon which the literature could be built, these theories ranges from Structural Functionalism theory, System theory and

theory of checks and balances. All three theories will be discussed subsequently but for the purpose of this study I will adopt the theory of structural functionalism.

According to Gabriel Almond (1956), Structural Functionalism is a heuristic device that explains what political structures perform in the political system. By Political System, these are the systems of interactions to be found in all independent societies which perform the functions of integration and adaptation by means of employment, of threat, more or less legitimate compulsion.

Gabriel Almond (1956), devised the functions of Political System into two to include Political and Governmental. The governmental to him include rule-making and rule application and adjudication. Similarly, Herbert Spencer views Structural Functionalism by using biological analogy. To him, he was concerned with the structures of the society and how each part contributes to the functioning of the whole. There exists greater interdependence of parts of the same system. To achieve functional harmony of the structures, the parts must function independently and interdependently for the survival of the entire system.

In an attempt to develop a more dynamic analysis of social system, the American sociologist Talcott Parsons introduced a structural functional approach that employs the concept of functions as a link between relatively stable structural categories. In his writings “The Social System”, he emphasized that for social System to operate effectively, the Systems must be able to accommodate conflicts and resolving them so as to achieve societal harmony. Four functional exigencies for him are necessary for Social System to survive which include: goal attainment which is the function of the political Sub-system, adaptation which is the function of economic sub-system, Integration which is the function of cultural sub-system and tension management which is the function of the religious Sub-system.

These exigencies demands, institutions performing specialized functions as necessary for the society to survive and endure overtime. He contends that equilibrium is necessary in every society to eliminate conflict. And that the roles of individual members are clearly defined for equilibrium to be obtained under a perfectly integrated system.

Structuralism means a system of analysis that analyses large-scale systems by examining the relations and functions of the smallest constituent elements of such system. While Functionalism is a general social theory, that stresses the mutual interdependence among the institutions and customs of a particular society. It explains how social order is achieved by the functions that institutions perform.

Applying this theory to the analysis of the present study, it must be noted that the phenomenon of legislative oversight has Structural and Functional origin. To be sure, as a political and constitutional reality, legislative oversight is a function, a necessary outcome of the western practices of democratic existence. Much of the reality of legislative oversight obtains within the ambience of the western world or democracies. In short, the basis of legislative oversight is better understood within the context of Structural Functionalism which is necessarily and inevitably informed by the objective condition of Nigerian economic base.

A holistic conception of political and social phenomena, Structural Functionalism gives an insight into the interconnectedness and functional relationship that exists between the legislature and the executive arm of government. In this respect, the phenomenon of legislative oversight is related to the social and economic systems, as well as pattern of political relations and practice which are attendant in the social or political system.

From the foregoing's, it is evident that structural functionalism theory offers incisive and rather pragmatic explanations of the problem of our study. It is in the light of this, that this theory is considered most appropriate for the purpose. The Structural Functionalism Theory of analysis has been severely criticized. Marx and Freud criticized that the theory emphasizes structure deep over surface phenomenon. Both of whom were concerned with underlying causes un-conceived motivation, and transpersonal forces, shifting attention away from individual human consciousness and choice. As a result of their view, Structural Functionalism is regarded as “anti-humanistic” (Leitch 1988: 304).

It is my submission that structural functionalism approach provides the best approach towards objective and rewarding analyses of the subject matter, hence, its adoption in this study.

2.4. The Gap in Knowledge

Three categories of literature were reviewed in this study according to the sections contained in this chapter. Thus, literature reviewed were based on the key concepts raised in the study as well as empirical data of related studies. Furthermore, literature on the structural functional approach were reviewed. Pointedly, literature on the empirical review which, seemingly portray the trajectory of this study are worthy of note. While the studies by Fitsilis and Koutsogiannis (2017), Pillay and Paruk (2017), Swiss Agency for Development and Cooperation, SDC (2016) as well as Hudson and Wren (2007) focused on the capacity need of parliaments, those by World Bank, WB (2007), Couderc (1998), and Anu (2008) was based on parliamentary administration. Given the foregoing which constitutes a gap in knowledge, the present study investigated the performance of parliamentary staff support services in the National Assembly.

CHAPTER THREE

METHODOLOGY

This section discussed the procedure adopted by the researcher in conducting this study. It described how data and information were obtained to answer the research questions raised. Popoola (2011) identifies the following as major components of a research methodology – research design, the population of the study, sampling procedure, sample size, research instrument(s), validity and reliability of research instrument and method of data analysis. The methodology is central to the acceptability of the research results.

3.1. Research Design

Research design is a blueprint for conducting a study with maximum control over factors that may interfere with the validity of the findings (Burns & Grove, 2003). This study adopts the mixed research design, i.e., quantitative and qualitative research designs using the questionnaire and key informant interview methods respectively. The choice of research design is deliberate because the study employed the use of questionnaires as a source for primary data.

3.2. Sources of Data

This study accommodates both primary and secondary sources of data.

Primary data

Primary data were sourced through the use of interviews of opinion leaders and lawmakers, and the administration of questionnaires to the staff of the National Assembly in the manner highlighted above.

Secondary data

Secondary data were sourced from books, journal articles, newspapers, magazines, etc. and other relevant materials from the internet.

3.3. Study Location

The study location is the National Assembly, Three - Arm Zone, Abuja. The National Assembly is a bicameral legislature established under Section 4 of the Constitution of the Federal Republic of Nigeria, CFRN (1999, as amended). It consists of a Senate with 109 members and a 360-member House of Representatives. The body, modeled after the Congress of the United States, guarantees equal representation with 3 Senators to every 36 states irrespective of size plus 1 Senator representing the FCT, Abuja, and proportional representation of the population in the House of Representatives.

The choice of this location is premised on the need to effectively evaluate the performance of the National Assembly staff support services, which will invariably suffice for State Houses of Assemblies that are unicameral and also, have relatively small support staff strength.

3.4. The population of the Study

Population refers to “the total set of individuals of interest to a researcher” (Gravetter and Forzano, 2009). A population is a group of people from which a sample can be selected to conduct research (Varden Bergh and Katz, 1999). Similarly, Akinade and Owolabi (2009) define it as “the total set of observations from which a sample can be drawn”. While Avwokeni (2006) defines the population as a “set of all participants that qualify for a study”. It represents all conceivable elements, subjects, or observations relating to a particular area of interest to the researcher

(Adeniyi, Oyekanmi & Tijani, 2011). Therefore, a population is the total collection of elements from which inference is drawn.

Based on the foregoing, the population for this study is parliamentary support staff in the National Assembly. The tabular representation of the various category of staffing in the National Assembly are presented below:

Table 3.1: Population of the Study

S/N	Category of Staff	Total Population
1	Permanent staff	2, 900
2	Casual Staff	370
3	Legislative aides	2, 345
4	Total	5, 615

Source: Department of Statistics, National Assembly (2019)

Table 3.1 broadly shows a summary of the category of parliamentary support staff in the National Assembly. Column 1 represents the serial numbering of the table. Column 2 represents the category of staff being; permanent staff, casual staff, and legislative aides. It is important to note that the permanent staff is those employees whose employment is permanently and have confirmation of employment letters to that effect, the casual staff is those who were just newly recruited without confirmation of employment letters, and legislative aides, are employees whose employment term is directly linked to the term of legislators. Ojogwu and Wakawa (2011) concluded that legislative aides are not recruited by the National Assembly but are paid by it. They argued that legislative aides are nominated by various legislators.

Finally, column 3 presents the total of each of the subunits within the National Assembly. On this note, the total population of the study will be 5, 615. However, the sample size will be determined using Taro Yamane's formula.

3.5. Sampling Technique and Sample Size

The sampling technique means the process of selecting individuals or elements for a study. The sampling technique that was used is a proportionate stratified sampling technique. Simply put, in proportionate stratified sampling, the number of elements allocated to the various strata is proportional to the representation of the strata in the target population. Therefore, proportionate stratified sampling will be used to select the respondents needed for this study because it presented an aggregated view of parliamentary support staff.

On the other hand, the sample size can be seen as a manageable section of a population that has similar characteristics. The sample is the elements making up the sample that is studied and a generalization made on the population. However, the Department of Statistics, National Assembly (2019) alluded that the staff strength of the National Assembly is 5, 615. On this note, the sample size will be determined using Taro Yamane's formula as given below:

$$n = \frac{N}{(1+Ne^2)}$$

Where: n = corrected sample size

N = 5, 615 (Department of Statistics, National Assembly, 2019).

e = Margin of Error (MoE) = 0.05

$$n = \frac{5615}{1+5615(0.05^2)}$$

$$= \frac{5615}{1+5615 (0.0025)}$$

$$= \frac{5615}{1+14.0375}$$

$$= \frac{5615}{15.0375}$$

$$= 373.3998 \approx 374.$$

Hence, based on proportionality, the following sample sizes will be drawn from each stratum

$$\text{Permanent staff} = 374 \times \frac{2900}{5615}$$

$$= 374 \times 0.5165$$

$$= 193$$

$$\text{Casual staff} = 374 \times \frac{370}{5615}$$

$$= 374 \times 0.0659$$

$$= 25$$

$$\text{Legislative aides} = 374 \times \frac{2345}{5615}$$

$$= 374 \times 0.4176$$

$$= 156$$

Therefore, the sample size for the study was 374.

3.6. Survey Instrument

The research instrument used is a structured interview and questionnaires. The choice of these instruments is deliberate because the study desires key informants. The interview was conducted on experts (opinion leaders) and lawmakers, while the questionnaires are for parliamentary support staff in the National Assembly.

3.7. Administration of Questionnaire

Questionnaires were administered on the respondents using the proportionate stratified sampling technique. The justification for using this technique is because of the peculiar nature of the respondents being investigated. In essence, this study desires an aggregated view of the population. The categories of personnel of the National Assembly are graded, thus, depicting their year of service as well as the nature of their employment.

3.8. Method of Data Analysis

The primary data collected were analyzed, reframed, and edited where necessary, to get rid of errors and ensure consistency. Responses to each question were categorized, discussed, summarized, and classified. These processes aided in discarding unwanted responses and as well as reducing the stress of tabulation. A qualitative method was used for the analysis of data. Interviews that were gathered through recordings and notes were interpreted and coded in textual form. Finally, the data was presented in tables, charts, and graphs for easy comprehension.

CHAPTER FOUR

DATA PRESENTATION, ANALYSIS, AND DISCUSSION

This chapter covers the presentation, analysis, and discussion of the data that were collected in the field. Three Hundred and Seventy-Four (374) questionnaires were administered to respondents but only Three Hundred and Nineteen (319) were returned filled. The questionnaires were administered to staff of the National Assembly as outlined in Section 3.5. Table 4.1 shows a summary of the distribution of research instruments.

Table 4.1: Summary of Administered Questionnaire

S/N	Questionnaire	Returned	Not Returned	% Returned	% Not Returned
1	Permanent Staff	164	29	85.0	15.0
2	Casual Staff	23	2	92.0	8.0
3	Legislative Aides	132	24	84.6	15.4

Source: Fieldwork, January, 2020.

Finally, the presentation, analysis and discussion of data was done according to the objectives of the study outlined in chapter one.

4.1. Social demography

Sex

The Table below shows the sex distribution of the population.

Table 4.2: Sex

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MALE	162	50.8	50.8	50.8
	FEMALE	157	49.2	49.2	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

From the Table above, the population is made up of one hundred and sixty-two (162), 50.8% males and one hundred and fifty-seven (157), 49.2% females. The high number of male respondents unequitable distribution of socio-economic opportunities between the girl and boy child in Nigeria.

Age

Age distribution of a population is a vital component of the social demography of a study. Thus, the age bracket of the study population is shown in the Table below.

Table 4.3: Age Distribution

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-28	70	21.9	21.9	21.9
	29-39	170	53.3	53.3	75.2
	40-50	50	15.7	15.7	90.9
	51 AND ABOVE	29	9.1	9.1	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

From the Table above, the frequencies for the age brackets 18-28, 29-39, 40-50 and, 51 and above are represented by 70, 170, 50 and 29 respectively. The high frequency of age bracket 29-39 shows the youthful outlook of the target population.

Education

As a part of the social demography of the study area, Table 4.4 presents respondent's level of education.

Table 4.4: Level of Education

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	FSLC	3	.9	.9	.9
	SSCE	26	8.2	8.2	9.1
	OND/HND	62	19.4	19.4	28.5
	BSc/BEng/BEd/BA	126	39.5	39.5	68.0
	POSTGRADUATE	102	32.0	32.0	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

The Table above shows that 3 (0.9%) of the respondents are bearers of FSLC certificates, 26 (8.2%) are holders of SSCE certificates, 62 (19.4%) are OND/HND Certificate holders, 126 (39.5%) are holders of various Bachelor's degrees, while 102 (32.0%) have postgraduate degrees. The literate composition of the study area may be due to the educational demand of working within the precinct of the National Assembly.

Professional Designation

To this study, the professional designation of respondents is a *sine qua non*, especially in view of the sampling procedure adopted in Chapter Three. Table 4.5 presents the professional designation of respondents.

Table 4.5: Professional Designation

Variables	Frequency	Percent	Valid Percent	Cumulative Percent
Valid LEGISLATIVE AIDE	132	41.4	41.4	41.4
PERMANENT STAFF	164	51.4	51.4	92.8
CASUAL STAFF	23	7.2	7.2	100.0
Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

Table 4.5 shows that 132, 164 and 27 respondents are legislative aides, permanent staff and casual staff respectively. The high frequency of permanent staff underscores the principle proportionality which the sampling procedure represents.

4.2. Research Findings

This section provided findings based on the objectives stated in Chapter One.

4.2.1. To identify the Roles of Parliamentary Staff Support in the National Assembly

The study revealed that 305 respondents agreed that parliamentary staff support have roles to play in the National Assembly, while 14 respondents were undecided on whether/not parliamentary staff support truly does have a role in the National Assembly. Their responses are shown below.

Table 4.6: Do Parliamentary Staff Support Play a Part in the Assembly?

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	305	95.6	95.6	95.6
	CAN'T SAY	14	4.4	4.4	100.0
Total		319	100.0	100.0	

Source: Fieldwork, January, 2020.

However, literature reviewed showed that Ojogwu and Wakawa (2011) noted the functionaries at the National Assembly to include; political (elected) functionaries, legislative and administrative functionaries. In this vein, this study concludes that functionaries being studied – parliamentary staff support, are the legislative and administrative functionaries identified by Ojogwu and Wakawa. Therefore, 122 (38.2%) respondents noted that the roles of parliamentary support staff are highly effective, 95 (29.8%), stated that the roles were ‘effective’, 62 (19.4%) of respondents argued that parliamentary staff support are ‘moderately effective’, 14 (4.4%) respondents argued that parliamentary staff support are fairly effective at the National Assembly, and 26 (8.2%) respondents posited that the roles of parliamentary staff support are ‘poorly effective’ in the National Assembly. Their responses are represented in Table 4.7.

Table 4.7: Effectiveness of the Roles of Parliamentary Support Staff

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	POORLY EFFECTIVE	26	8.2	8.2	8.2
	FAIRLY EFFECTIVE	14	4.4	4.4	12.5
	MODERATELY EFFECTIVE	62	19.4	19.4	32.0
	EFFECTIVE	95	29.8	29.8	61.8
	HIGHLY EFFECTIVE	122	38.2	38.2	100.0
Total		319	100.0	100.0	

Source: Fieldwork, January, 2020.

4.2.2. The Extent of the Performance of Parliamentary Staff Support Services in the National Assembly

According to responses, 287 (90.0%) respondents argued that the services of parliamentary staff support are necessary for the effectiveness of the National Assembly, 14 (4.4%) responses were to the effect that the services of parliamentary staff support is not necessary for the effectiveness of the National Assembly, and 18 (5.7%) respondents were undecided on whether or not such services are necessary for the effectiveness of the National Assembly. These responses are presented below.

Table 4.8: Are Parliamentary Staff Support Necessary for the Effectiveness of the Assembly

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	287	90.0	90.0	90.0
	NO	14	4.4	4.4	94.4
	CAN'T SAY	18	5.7	5.7	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

Accordingly, Pelizzo and Stapenhurst (2004) listed the various capacities of parliaments that requires support for its strengthening to include; legislative capacity, representational capacity, oversight capacity, and administrative capacity. In this vein, this study noted that 52, 39, 126, and 102 respondents were very dissatisfied, ok, satisfied and very satisfied respectively, with the support service rendered by Senior Legislative Aides. Table 4.9 has the responses.

Table 4.9: Senior Legislative Aides

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	VERY DISSATISFACTORY	52	16.3	16.3	16.3
	OK	39	12.2	12.2	28.5
	SATISFACTORY	126	39.5	39.5	68.0
	VERY SATISFACTORY	102	32.0	32.0	100.0
Total		319	100.0	100.0	

Source: Fieldwork, January, 2020.

Similarly, 12.9% of respondents stated that the services of legal aides were very dissatisfactory, 0.9% noted their services are dissatisfactory, 15.0% respondents argued their parliamentary support was ‘ok’, 43.9% of respondents opined the services of legal aides were satisfactory, and 27.3% responses suggested that the services legal aides were highly satisfactory. It is however, important to state that the services of legal aides resonates within the legislative institution. Table 4.10 presents the responses on the satisfactoriness of the services of legal aides.

Table 4.10: Legal Aides

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	VERY DISSATISFACTORY	41	12.9	12.9	12.9
	DISSATISFACTORY	3	.9	.9	13.8
	OK	48	15.0	15.0	28.8
	SATISFACTORY	140	43.9	43.9	72.7
	VERY SATISFACTORY	87	27.3	27.3	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

Going further, 52, 36, 143, and 88 respondents, noted that the services of principal secretaries to legislators were very dissatisfactory, ok, satisfactory and very satisfactory respectively. Relatively, a vast majority of respondents agrees that the services of principal secretaries are popular. Table 4.11 presents the responses on respondents’ satisfaction with the services of principal secretaries to legislators.

Table 4.11: Principal Secretaries to Legislators

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	VERY DISSATISFACTORY	52	16.3	16.3	16.3
	OK	36	11.3	11.3	27.6
	SATISFACTORY	143	44.8	44.8	72.4
	VERY SATISFACTORY	88	27.6	27.6	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

Furthermore, Table 4.12 shows that the services of committee clerks were deemed to be satisfactory by 83.7% of respondents. This could be due to the cardinal role of committee clerks assisting the committee chairperson and committee members in their work. Responses depicting the importance of the services of committee clerks are shown below:

Table 4.12: Committee Clerks

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	VERY DISSATISFACTORY	52	16.3	16.3	16.3
	OK	36	11.3	11.3	27.6
	SATISFACTORY	225	70.5	70.5	98.1
	VERY SATISFACTORY	6	1.9	1.9	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

Finally, 41 respondents noted that the performance of administrative staff are ‘very dissatisfactory’, 44 others opined their performance is ‘ok’, 196 were satisfied with the

performance of administrative staff, while 38 were ‘very satisfied’ with the parliamentary staff support service of administrative staff. The Table below presents their responses.

Table 4.13: Administrative Staff

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	VERY DISSATISFACTORY	41	12.9	12.9	12.9
	OK	44	13.8	13.8	26.6
	SATISFACTORY	196	61.4	61.4	88.1
	VERY SATISFACTORY	38	11.9	11.9	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

In view of the above, therefore, it is pertinent to state that the listed functions fall within the purview of legislative and administrative functionaries in the National Assembly as argued by Ojogwu and Wakawa (2011), and conforms in part to the position of Fitsilis and Koutsogiannis (2017) on the parliamentary staff support services provided by Parliamentary Research Services (PaRS). It also agrees with the position of World Bank, WB (2007) which proved that in several Commonwealth countries, the officials of parliament form a separate parliamentary service, distinct from the civil, or public, service and thus allowed a greater degree of independence in their work, with the post of Clerk constitutionally protected for this same reason.

4.2.3. To Identify the Factors Militating against the Performance of Parliamentary Staff Support Services

According to respondents, the strength of parliamentary staff support is in the order of 13.5%, 41.7%, 40.1% and 4.7% for weak, ok, strong and very strong respectively. This is shown in the Table below:

Table 4.14: Strength of Parliamentary Staff Support in the National Assembly

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WEAK	43	13.5	13.5	13.5
	OK	133	41.7	41.7	55.2
	STRONG	128	40.1	40.1	95.3
	VERY STRONG	15	4.7	4.7	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

However, 81.5% respondents noted that there are challenges confronting parliamentary staff support in the National, 9.4% others argued otherwise, while 9.1% more, were undecided on whether there are challenges militating against the performance of parliamentary staff support services in the National Assembly. These positions are shown below:

Table 4.15: Challenges Hindering the Performance of Parliamentary Staff Support

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	YES	260	81.5	81.5	81.5
	NO	30	9.4	9.4	90.9
	CAN'T SAY	29	9.1	9.1	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

On the specific challenges factors militating against the performance of parliamentary staff support services, respondents listed the following

Table 4.16: Factors Militating against the Performance of Parliamentary Staff Support

Variables		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	INADEQUATE TRAINING	143	44.8	44.8	44.8
	LACK OF INFORMATION AND COMMUNICATION	14	4.4	4.4	49.2
	INADEQUATE RESOURCES	143	44.8	44.8	94.0
	LACK OF COOPERATION WITH IPOs	19	6.0	6.0	100.0
	Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

The position of majority of respondents, stating there are challenges confronting the performance of parliamentary staff support, conforms to that of Inter-Parliamentary Union, IPU (2008) which equally, observed training, inadequate and inaccurate information, etc., as challenges

confronting parliamentary administration. Going further respondents listed (shown in the chart) as challenges militating against the effectiveness of parliamentary staff support services in the National Assembly.

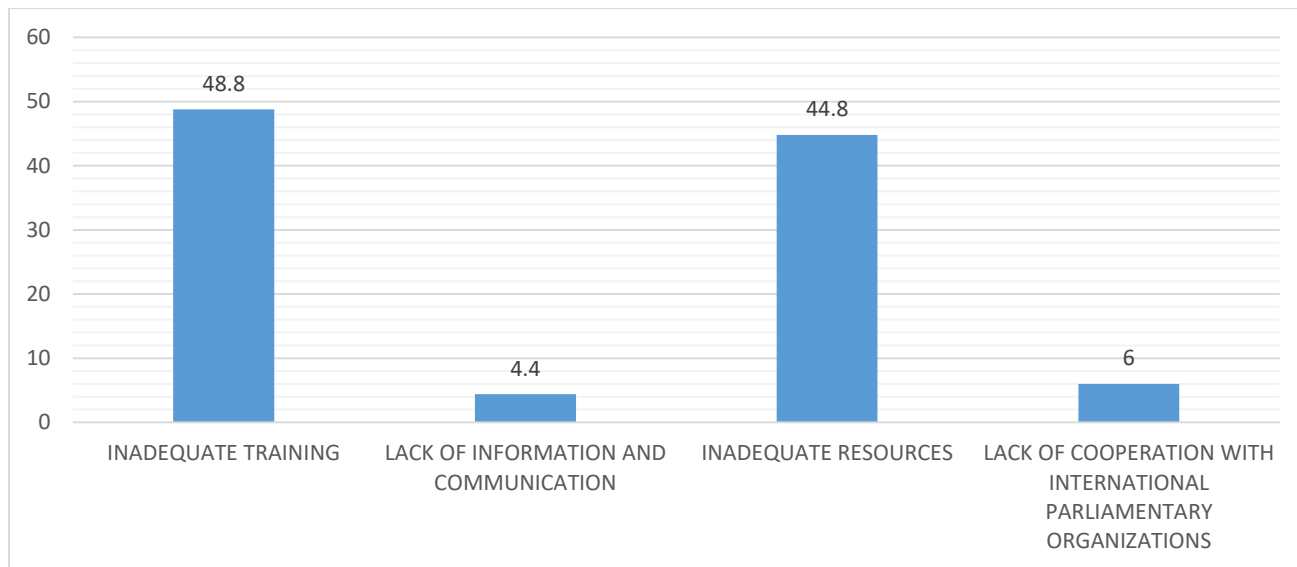


Figure 4.1: Challenges Hindering the Performance of Parliamentary Staff Support Services (Fieldwork, January, 2020)

In view of the majority challenges being – inadequate training and resources, listed above, Pillay and Paruk (2017) in their study of the Human Resource Development needs of administrative and support staff in Parliament alluded that the key skills deficits were in the areas of: Legal skills for Committee support; financial management skills; and Research support for Parliamentary Committees. Similarly, Anu (2008) in her grading parliaments using Robinson and Mico’s typology of parliaments, concluded that parliamentary administration is premised on the adequacy of resources.

Against the challenges noted above, majority of respondents listed provision of resources (50.2%) and training and retraining of support staff (37.0%) as strategies that would

mitigate the challenges that is confronting parliamentary staff support services in the National Assembly. Other solutions stated by respondents are: improved cooperation with International Parliamentary Organizations (6.6%) and the availability of information and ensuring its free flow (6.3%). These responses, are shown in Table 4.17.

Table 4.17: Strategies to mitigate the Challenges confronting the Performance of Parliamentary Staff Support

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid IMPROVED COOPERATION WITH IPOs	21	6.6	6.6	6.6
AVAILABILITY OF INFORMATION AND ENSURING ITS FREE FLOW	20	6.3	6.3	12.9
PROVISION OF RESOURCES	160	50.2	50.2	63.0
TRAINING AND RETRAINING OF SUPPORT STAFF	118	37.0	37.0	100.0
Total	319	100.0	100.0	

Source: Fieldwork, January, 2020.

Graphically, the chart below presents above positions.

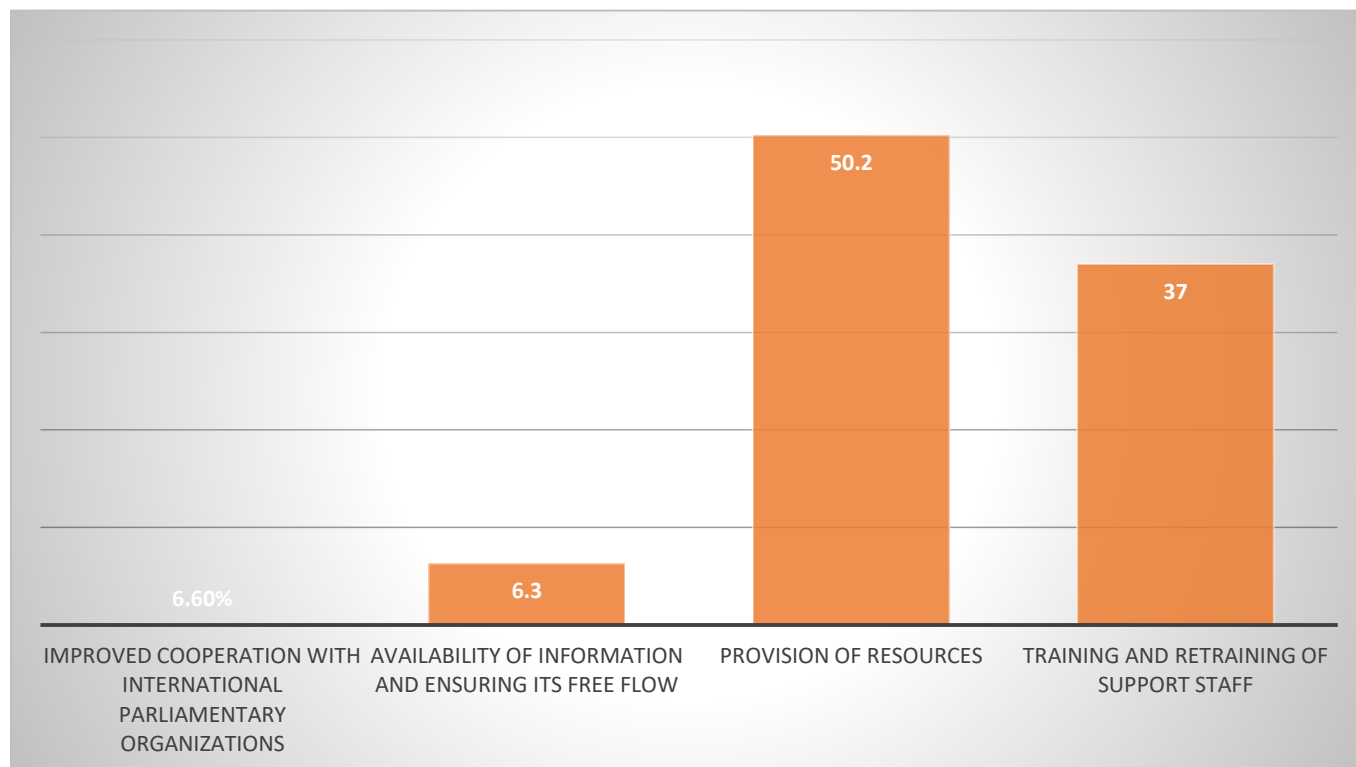


Figure 4.2: Strategies to mitigate the Challenges confronting the Performance of Parliamentary Staff Support (Fieldwork, January, 2020).

The majority responses being – provision of resources and training of staff, featured most prominently in the respective studies of Anu (2008) and Pillay and Paruk (2017). While Anu noted that an independent democratic parliament results from adequate resourcing and efficient parliamentary administration, Pillay and Paruk on their part identified training as the priority in advancing *Capacity Building needs for Administrative and Support Personnel in the Legislative Sector*.

4.3. Discussion of Findings

This section would discuss findings based on the set research propositions in Section 1.4.

4.3.1. The effectiveness of Parliamentary Staff Support Services is not required for the Efficiency of the National Assembly

Field data as well as literature revealed that parliamentary staff support services have roles to play in the National Assembly. On this note, 287 respondents noted ‘yes’ when asked if parliamentary staff support have roles to play in the National Assembly. Similarly, Ojogwu and Wakawa (2011) designated parliamentary staff support as legislative and administrative functionaries of the National Assembly. Pin pointedly, study showed that only 52 respondents were dissatisfied with the services of Senior Legislative Aides, 275 respondents expressed various degree of satisfaction with the services of Legal Aides, 52 others were dissatisfied each with the services of principal secretaries to legislators and committee clerks, while 41 respondents expressed dissatisfaction with administrative staff. The support for parliamentary staff support services by respondents was reechoed separately in the studies conducted by Pillay and Paruk (2017) and the World Bank, WB (2007).

In relationship to the Tables on the performance of the respective parliamentary staff support services as identified by Ojogwu and Wakawa responses are outlined as follows: Senior Legislative Aides; 52 respondents noted that the effectiveness of their services were dissatisfactory, 39 stated it was ‘ok’, 126 others opined it was ‘satisfactory, while 102 observed that it was ‘very satisfactory’. In the same vein, 41, 3, 48, 140 and 87 respondents stated that the performance of Legal Aides were, ‘very dissatisfactory, ‘dissatisfactory’, ‘ok’, ‘satisfactory’ and ‘very satisfactory’ respective. Going further, 16.3%, 11.3%, 44.8%, 27.6%

of respondents suggested that the services of Principal Secretaries to Legislators were ‘very dissatisfactory’, ‘ok’, ‘satisfactory’ and ‘very satisfactory’ separately.

Continuing, responses showed that 52 respondents opined that the services of committee clerks were ‘very dissatisfactory’, 36 others stated it was ‘ok’, 225 more noted their services were ‘satisfactory’, while 6 suggested their performance were ‘very satisfactory’. Finally, 41, 44, 196, 38 respondents reasoned that the performance of the Administrative Staff was in the order of ‘very dissatisfactory’, ‘ok’, ‘satisfactory’, and ‘very satisfactory’.

4.3.2. No Factors are militating against the Effectiveness of Parliamentary Staff Support Services in the National Assembly

Against the postulation above, field data and literature revealed otherwise. On this note, there is a consensus that challenges are confronting the effectiveness of parliamentary staff support services in the National Assembly. Because of this, 260 respondents agreed that challenges are militating against the effectiveness of parliamentary staff support in the National Assembly. A breakdown of this number showed that 143 respondents noted inadequate training, 43 others observed lack of information and communication, and 143 stated that inadequate resources are a major challenge of parliamentary staff support, while 19 more posited it was due to lack of cooperation with International Parliamentary Organizations (IPOs). Succinctly, the challenges are inadequate training, inadequate resources, among others. Scholarly views of Pillay and Paruk (2017) on key skills deficits and, Anu (2008) on the adequacy of resources, for parliamentary administration, are worthy of mention. A thematic presentation of these challenges is outlined below:

Inadequate Training

Training helps to prepare parliamentary staff for their responsibilities. Most often, the method most frequently used has been to allow new staff to immerse themselves in their new positions and learn by doing or by observing others carry out their functions. However, the World Bank, WB (2007) notes that while it is true that the application of a new skill is an important consideration to learning, it is not always true that senior officials have the time to work with new staff to provide an ordered avenue of training. Furthermore, the evolution of parliamentary practice alongside political theory has created a situation in which staff needs to develop the ability to analyze situations relating to the role of parliament and to conceptualize possibilities for carrying out parliamentary functions. Impliedly, the dynamic nature of the National Assembly has made inadequate training a hindrance to the performance of parliamentary staff support.

Lack of Information and Communication

World Bank, WB (2005) noted that access to quality and timely information is also important for Parliamentarians. This it argued, is particularly important to opposition Parliamentarians. Given the changing role of Parliament in many countries, and trends whereby the locus of power is shifting more towards the executive, access to information is becoming more and more relevant to Parliamentarians from governing parties as well. The need for reliable and accurate information cannot be overemphasized as Parliaments need it for an effective legislative process. Similarly, the art of communication is one, which is required of parliaments for the seamless conduct of its affairs.

Inadequate Resources

Strengthening parliaments is an important element of work to foster capable, accountable, and responsive governance in developing countries. Parliamentary strengthening is of course not the only way of improving governance and accountability, but effective parliaments are a key component of democratic governance. By exercising their powers to legislate and to oversee the activities of the executive, and by representing citizens, parliaments can enhance state capability, accountability, and responsiveness. In practice, in many developing countries, parliaments are ineffective.

Lack of Cooperation with International Parliamentary Organizations

Cooperation with IPOs allows for the capacity exchange between parliamentary institutions, which would help ensure the efficiency of the legislative process. Conversely, a lack of such strategic cooperation culminates into a shortfall of capacity especially, in terms of modern parliamentary practices.

4.3.3. There are no Strategies that would enhance the Performance of Parliamentary Staff Support Services for the Overall Effectiveness of the National Assembly

Contrary to the above postulation, findings in the study revealed that the majority of respondents listed the provision of resources and training and retraining of support staff as strategies that would enhance the effectiveness of parliamentary staff support services in the National Assembly. Similarly, Anu (2008) advocated adequacy of resources to ensure a truly independent parliament, while Pillay and Paruk (2017) identified training as a strategy that would enhance the capacity of parliamentary administrators. Specifically, 160 and 118 respondents noted the provision of resources and training and retraining of staff respectively

as major strategies to mitigate the challenges confronting the performance of parliamentary staff support services. At this juncture, it is pertinent to note that these strategies correspond to the leading factors militating against the effectiveness of parliamentary staff support in the National Assembly as listed by respondents. However, other strategies suggested by respondents are the availability of information and ensuring its free flow (6.3%), and improved cooperation with International Parliamentary Organizations (IPOs) (6.6%).

CHAPTER FIVE

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

This chapter covered the summary, conclusion, and recommendations of the study.

5.1. Summary

This study investigated the performance of the support services by parliamentary administrators, and the steps needed to curb the challenges mitigating the effectiveness of parliamentary support staff services in the National Assembly. Therefore, the study viewed a parliament as an assembly of elected representatives, while parliamentary administration referred to the broad range of services aimed at aiding elected representatives individually and collectively, to facilitate the lawmaking process. Hence, parliamentary staff support was defined as the large number of people who provide support services in the parliament.

The objectives of the study were to: identify the roles of parliamentary staff support in the National Assembly, examine the extent of the performance of parliamentary staff support services in the National Assembly, identify the factors militating against the performance of parliamentary staff support services, and suggest possible strategies to mitigate the challenges confronting the performance of parliamentary staff support services in the National Assembly. Similarly, the study postulated that: the effectiveness of parliamentary staff support services is not required for the efficiency of the National Assembly, no factors are militating against the effectiveness of parliamentary staff support services in the National Assembly, there are no strategies that would enhance the performance of parliamentary staff support services for the overall effectiveness of the National Assembly.

Based on the above, the study adopted the mixed research design, employing the proportionate stratified sampling technique. Data was collected with the use of questionnaires. Proportionate stratified sampling technique was used to select the informants that provided the primary data, while the secondary data were taken from published materials. Therefore, quantitative and qualitative methods were used for data analysis.

Findings showed that there is a consensus on the importance of parliamentary staff support services in the National Assembly. Hence, parliamentary staff support was noted as legislative and administration functionaries by Ojogwu and Wakawa. In this vein, the services of Senior Legislative Aides, Legal Aides, Principal Secretaries to Legislators, Committee Clerks, and Administrative Staff were noted for the effectiveness of the National Assembly. However, like most issues in Nigeria, parliamentary staff support are not without challenges. Therefore, the study noted the challenges militating against the effectiveness of parliamentary staff support services in the National Assembly to include; inadequate training, lack of cooperation with International Parliamentary Organizations, inadequate resources, lack of information, and communication, among others.

Given the above challenges, the study suggested provision of resources, training and retraining of members and staff of the National Assembly, improved cooperation with International Parliamentary Organizations, availability of information and ensuring its free flow, etc., as strategies that would mitigate the challenges confronting the effectiveness of parliamentary staff support services in the National Assembly.

5.2. Conclusion

Parliamentary administration is at the core of this investigation. Though similar studies were focused on components of parliamentary staff support such as; Information Communication Technology (ICT), capacity building, adequate resourcing, etc., the focus of this study was to examine the performance of parliamentary staff support services for the efficiency of the National Assembly. Therefore, the effectiveness of parliamentary staff support within the precinct of the National Assembly informed the analytical scope for this study, notwithstanding, the services rendered by other organs of the National Assembly such as the National Assembly Budget and Research Office (NABRO), the National Institute for Legislative and Democratic Studies (NILDS), etc.

Given the above, the performance of parliamentary staff support services in the National Assembly is crucial for the legislature to perform its traditional roles satisfactorily – that is being functional, accountable, informed, independent as well as representative. More so, as such support services are required for facilitating the lawmaking process. Therefore, for an efficient legislature, ditto National Assembly, parliamentary staff support cannot be discountenanced.

Conclusively, the recommendations outlined in this study must be implemented, to ensure the effectiveness of parliamentary staff support services in the National Assembly. Efforts should, therefore, be made to improve the relationship of the bureaucracy of the National Assembly with those of International Parliamentary Organizations, as well as make provision for adequate resources.

5.3. Recommendations

This study which investigated the performance of parliamentary staff support services to the National Assembly notes the importance of administrative functionaries within the precinct of the legislature to its effectiveness. Hence, it recommends that adequate resources should be provided. In this vein, the study argues that truly independent parliaments emerge from adequate resourcing. This helps in no small measure to ensure the smooth conduct of legislative affairs. It is, therefore, to provide adequate human and capital resources to enhance the effectiveness of parliamentary staff support.

Similarly, the study observed that training and retraining of members and staff of the National Assembly is a necessity to ensure the effectiveness of the legislative process. It is a fact that most often, law-makers as well as parliamentary staff support of the National Assembly, display such an embarrassing level of ignorance of the nuance of the legislative process. It is therefore recommended that a regime of continuous professional development should be put in place using capacity building institutions such as NILDS, NABRO, etc.

Finally, the information should be made readily available and easily accessible. Information informs the conduct of legislative business world over. Therefore, its availability and quality should be encouraged. On this note, it should never be seen that there is an attempt to withhold vital information as this may hamper the effectiveness of parliamentary staff support, thereby, mitigating the efficiency of the National Assembly.

5.4. Contribution to Knowledge

This study contributes to knowledge in that, it appraised the performance of individual parliamentary administrators, thereby, identifying their competencies as well as the challenges militating against their effectiveness.

5.5. Suggestion for Further Research

Resource management and parliamentary staff support services in the National Assembly: Issues and prospect.

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