

Ability to Comply with the Companies and Allied Matter Act. Needs Assessment Analysis

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Introduction

Regulatory compliance has a major impact on the legitimacy, transparency, and accountability of the nonprofit sector. While there is now a review of the legal framework guiding the operations of organisations within the civil society sector, we need to understand if the sector, can comply and how they are responding through an assessment of their readiness and resources.

The survey provides insights into the trends occurring within the sector to help policymakers and nonprofit actors consider how they might best respond. As conversations on the review of CAMA unfolds, with changing rules and demands on organisations, it is increasingly clear we need to know what is happening with the sectors ability to comply and areas where its capacity needs to be strengthened.

The survey was completed between 30th May and 23rd September. This generated responses from 258 organisations across 4 regions (North Central, South West, North West and South East) of the country.

The qualitative responses to the survey offer insights into the perspective of those working and volunteering the sector on skills needed, challenges faced with regards to regulatory and competencies that can hinder compliance. We are keen on working with policymakers, trustees and nonprofit actors on how we can make the best use of the survey findings in improving regulatory compliance.

If you want to get involved or find out more please email us at nnngo@nnngo.org

Survey Headlines

Respondents

258 Organisations
30 States
4 Regions

Average Number of Staff

7

Average Number of Volunteers

53

Knowledge/Skills

54.6% reported having appropriate and sufficient knowledge/skill to comply with CAMA

62.1% indicated background knowledge on CAMA is not at a sufficient level within their organisation

49.6% reported organizational staff have relevant skills to meet regulatory requirements in CAMA.

47.5% reported not having staff with sufficient capacity in financial management

Resources/Leadership

66.7% reported not having all resources to implement CAMA

67.8% indicated having organization a leadership that is technically grounded in non-profit management

Training

48.5% reported not have a training programme to improve staff skills at various levels

46.1% indicated they have not trained their staff on regulatory compliance

Motivation

84.6%

have appropriate motivation to comply

Turnover

43.4%

reported experiencing turnover of competent staff in the last 12 months

Organisational Process

56.2%

indicated they have relevant organizational processes in place to facilitate compliance.

71.7%

reported their organizational set-up (staffing, cross organizational linkage, knowledge) sharing is conducive to implement CAMA.

65.2%

indicated staff members are not familiar with relevant regulatory compliance

Policies

74.8%

indicated having a human resource policy in place.

60.5%

reported not having a fraud policy.

72.9%

reported having a financial management policy

Board

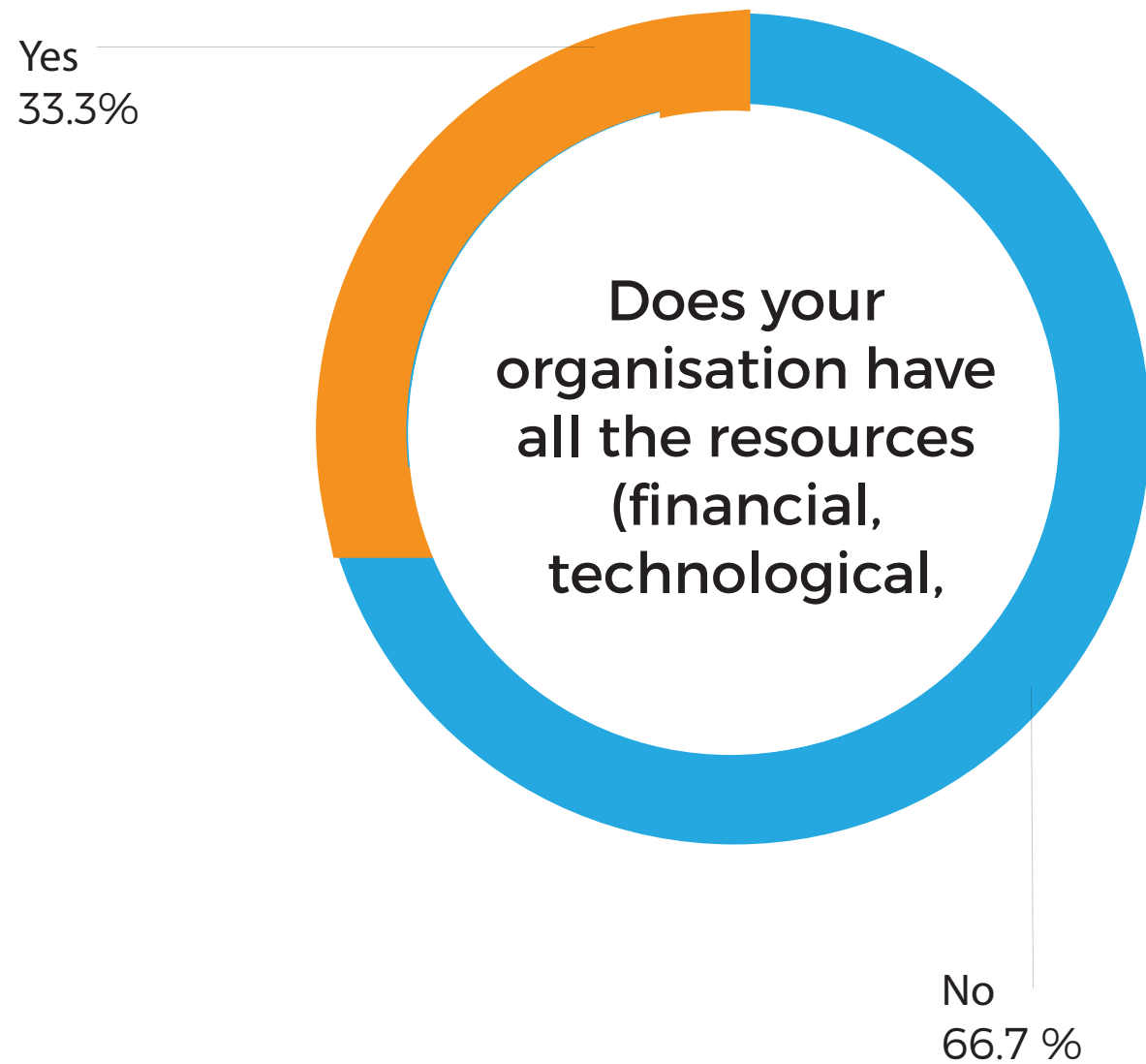
92.6% indicated having a board

52.7% reported not having a board that “understands its roles and responsibilities under CAMA”.

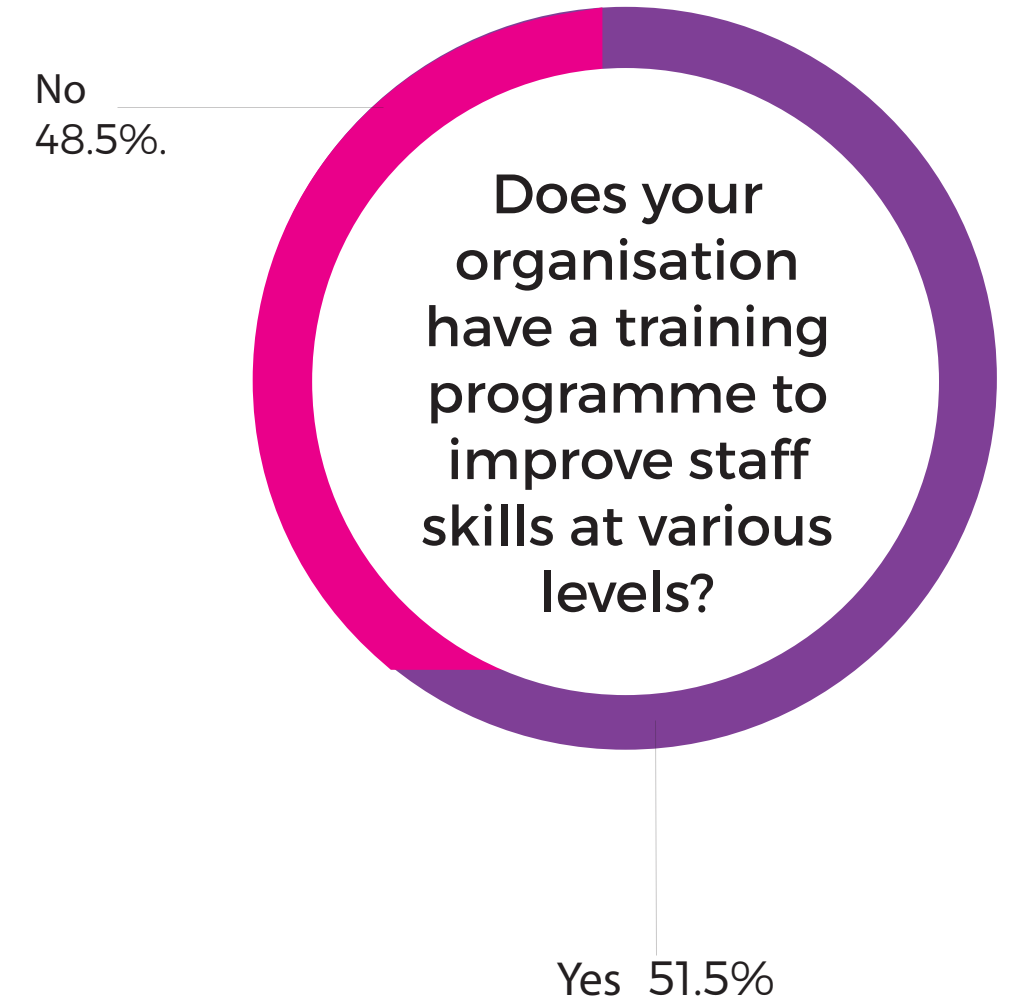
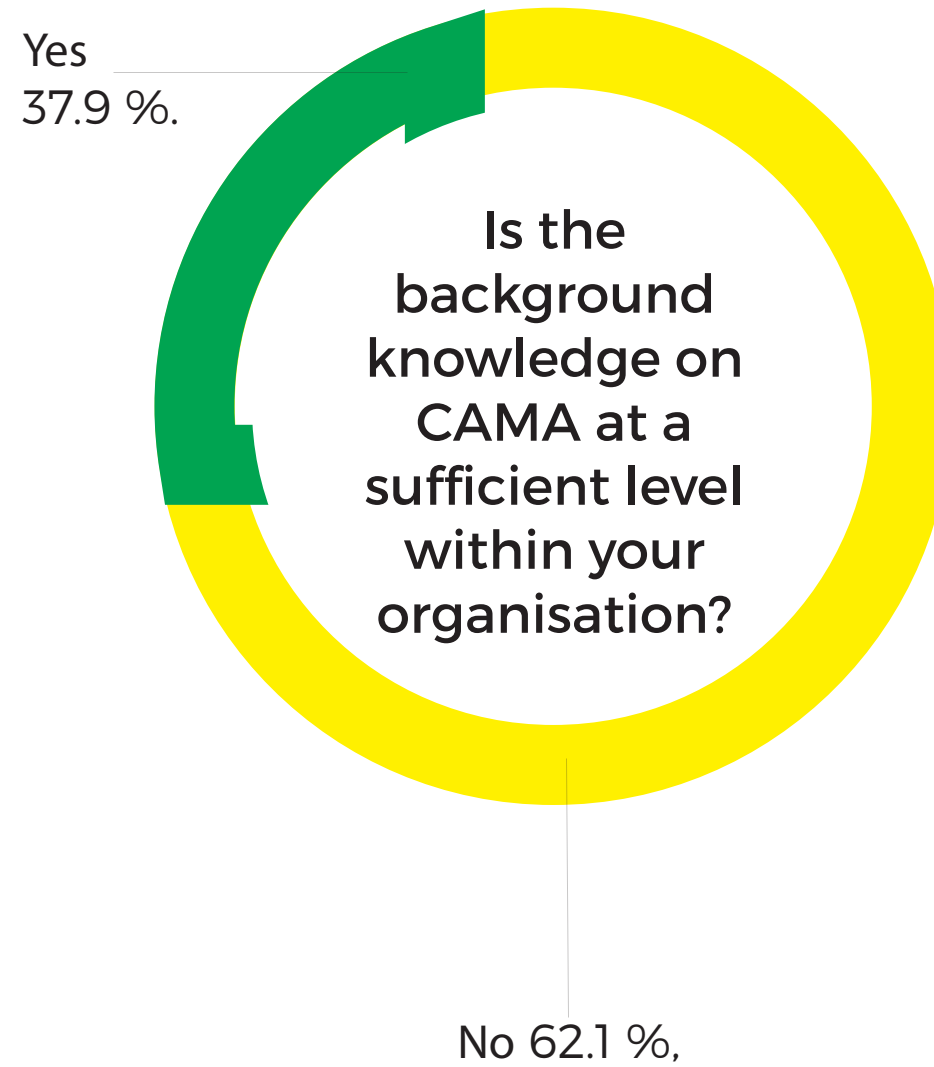
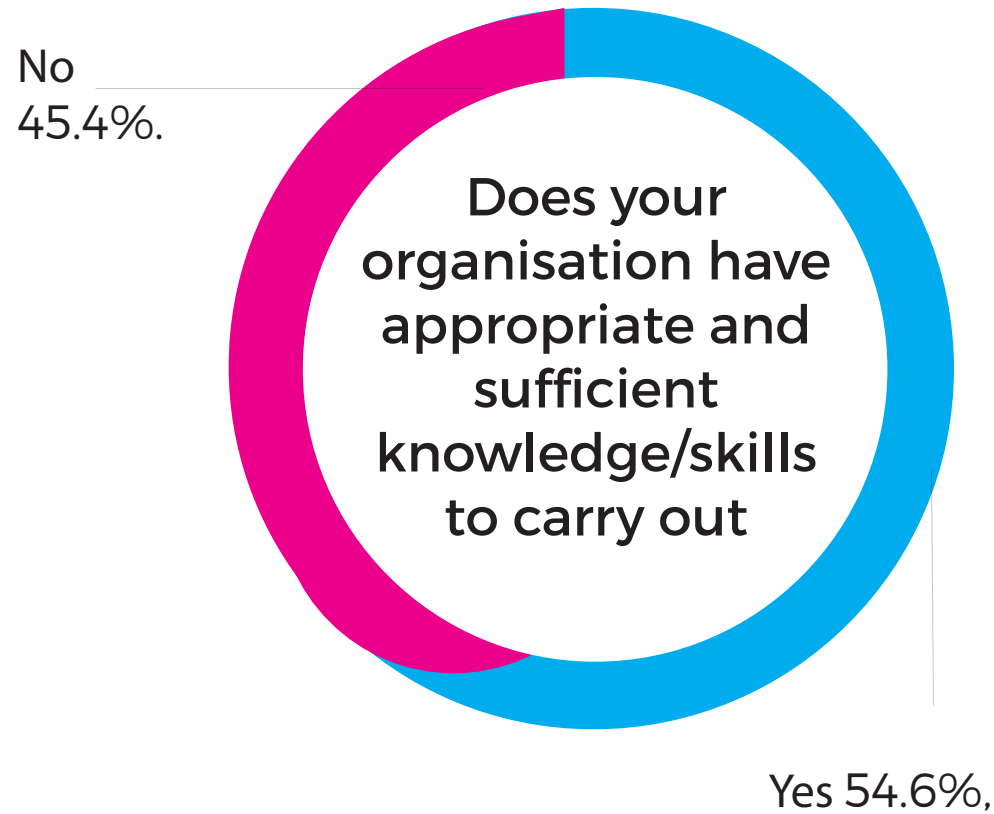
52.3% reported not having a board policy that governs activities and ways of working

28.9% reported their board not meeting at all.

Resources/Leadership



Knowledge/Skills





What are the gaps in knowledge, skills or attitudes that may hinder your organisation's implementation of CAMA? :



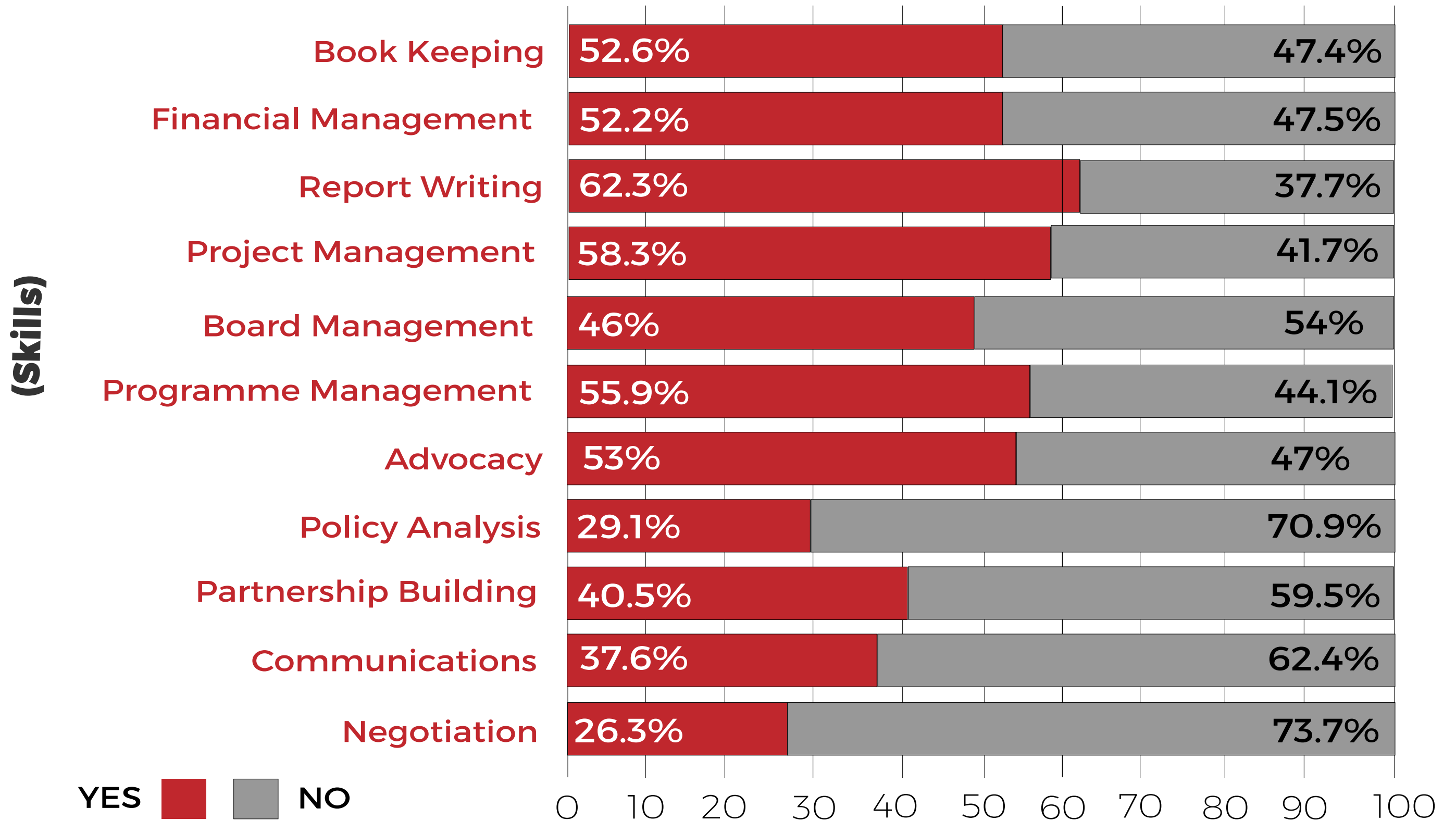
Financial and human capacity, Lack of manpower, Capacity building, Limited knowledge on CAMA, Organizational processes, Inadequate knowledge and skills, Training materials, Functional management and board, Financial and infrastructural gap, Financial implication, Lots of gaps, need more work, Lack of a management team, Human, Financial and Capital support, Technical support, Adequate Training, Lack of project development personnel, Lack of financial management, There is good knowledge about CAMA, Training of staff on CAMA, Lack of adequate back up from the government and funders, Only the initiator is enabled to carry out functions, Strategic plan design and design of annual work plans, Revenue source and Physical space, Lack of capacity to employ adequate staff, Cost of overhead, Requirement to change board every two years require that the board provide BVN, Legal and management gap, Internet and computer software to file annual reports, Processing application with the CAC, External influence, Communications, Proposal writing skills, Resource mobilization, Advocacy skills, Business development skills, conflict management skills and financial management skills, Attitude to work is poor e.g. Punctuality is a problem in my organisation, Competence in relevant field, CAMA document not available, Policy making skills, Lack of staff funding, Board members having the right to terminate the appointment of the Executive director, We are new members of the NNNGO, we still need more information, Performance appraisal mechanism, Equipment and ICT skills, Succession plans, Training of trustees, Inter personal relations where the board is run by the husband and wife, Documentation and report writing, Carefree attitude of some board members, Delay in project execution, ED has good knowledge but staff are not stable.



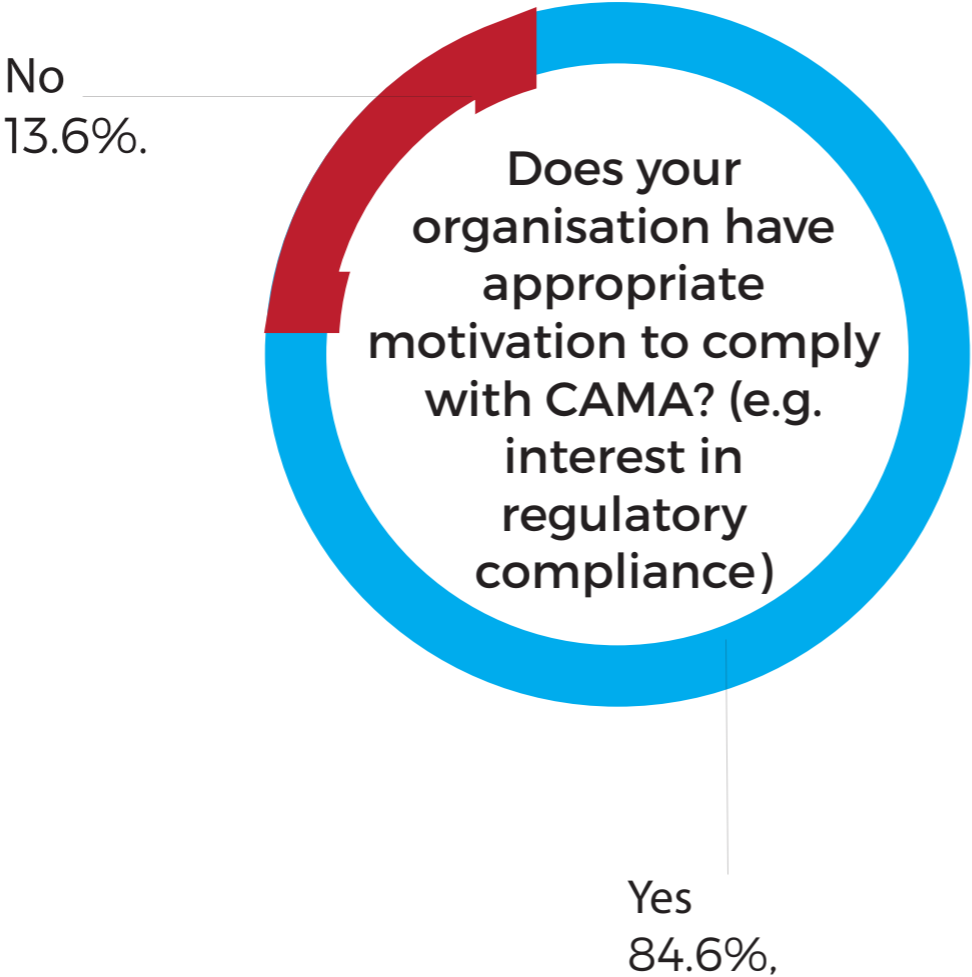
What skills are needed by your organization to implement the Part F of CAMA? :

- 
- More capacity building trainings
 - Training/enlightenment on CAMA and how to implement it.
 - Financial support
 - Staffing and salary
 - Technical skills
 - Financial management skills
 - We need documents that explains more about new sanctions.
 - Competent staff
 - Legality structure
 - Finance manager/financial management software/internet/Computer hardware
 - Indepth study and understanding of the Part F of CAMA
 - Sharing financial management framework and toolkits.
 - Adequate training on the requirement and implementation of the CAMA
 - Financial management and reporting skills
 - Leadership skills
 - Communication
 - Interpersonal and Technology skills.
- 

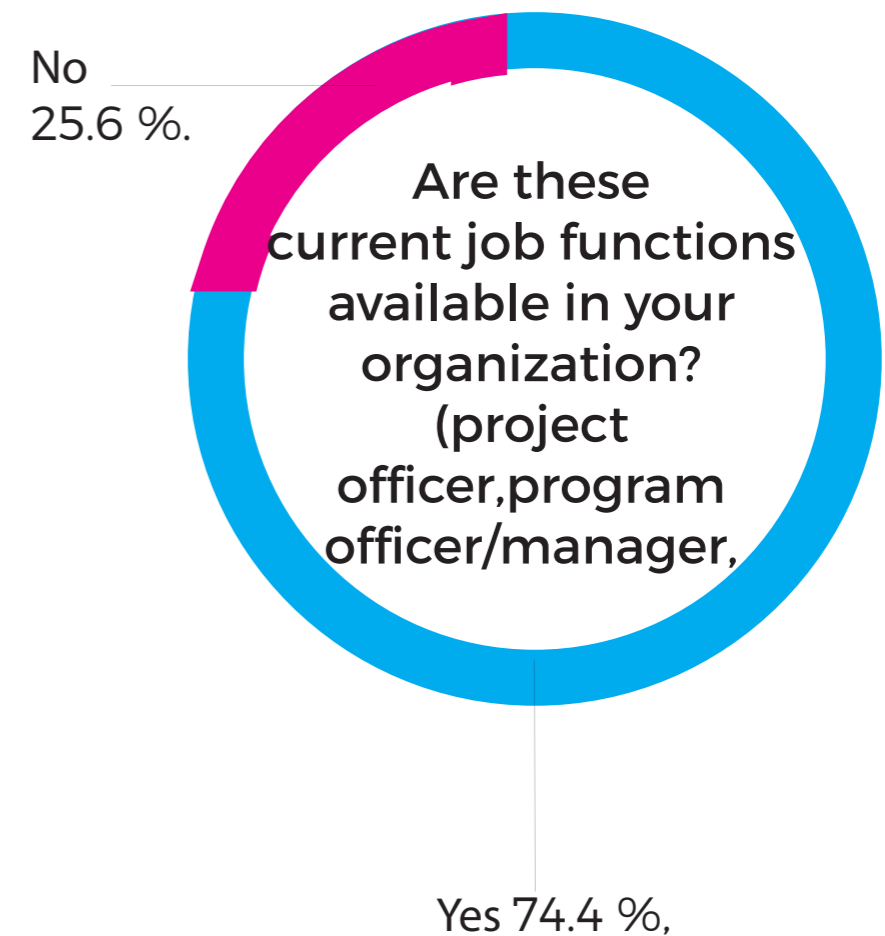
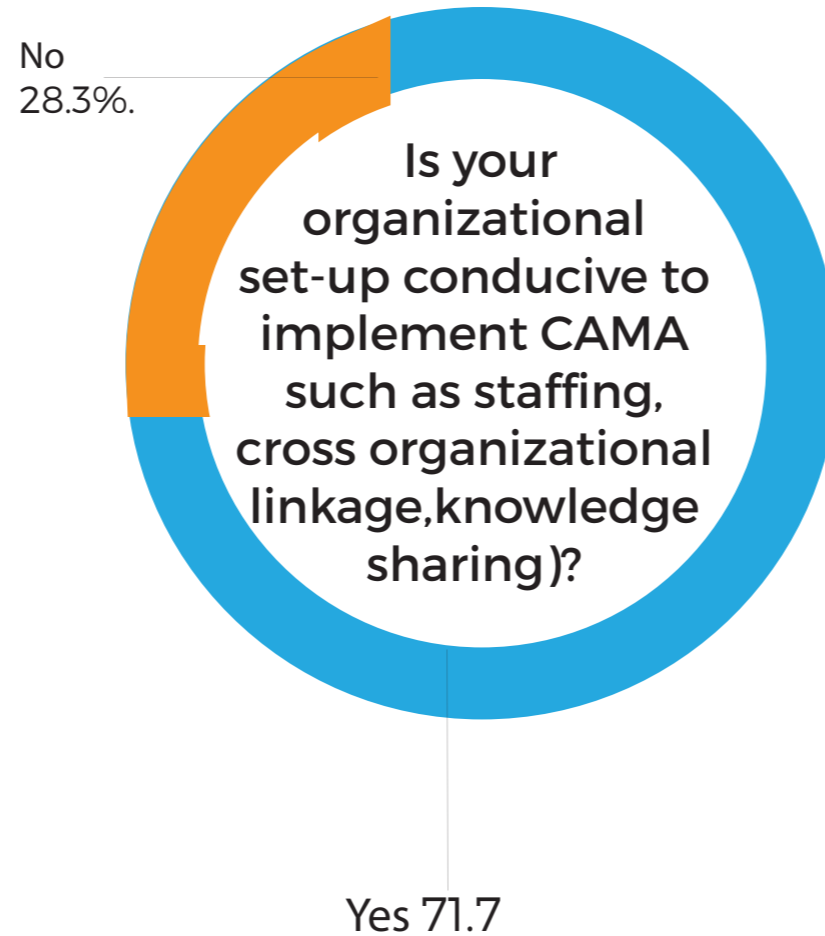
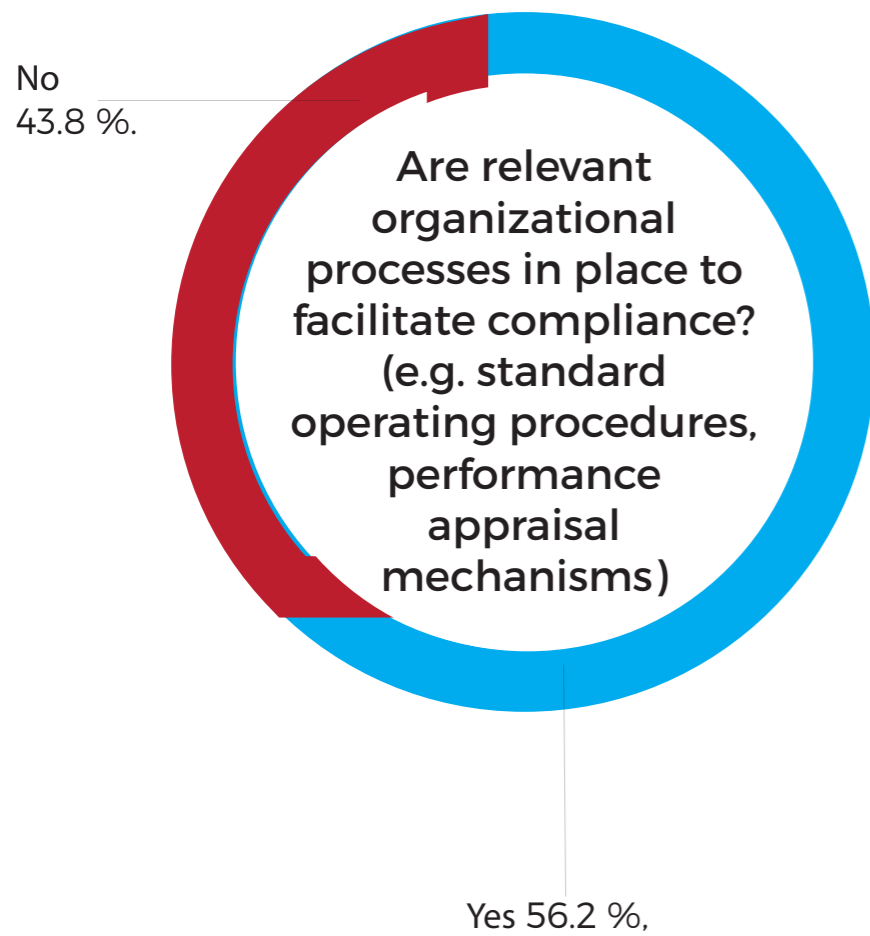
Is there an adequate number of staff with sufficient capacity in these skills?



Motivation

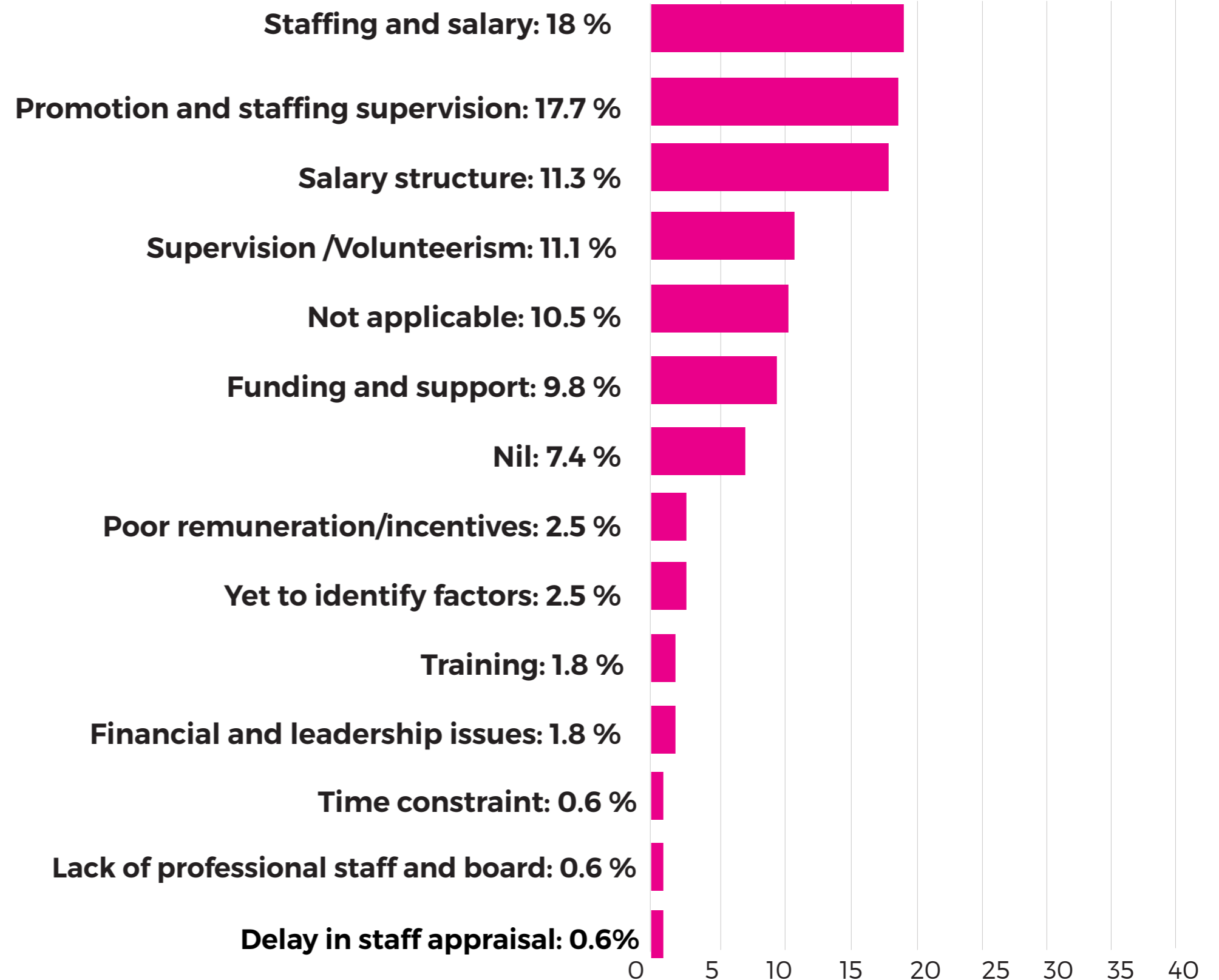
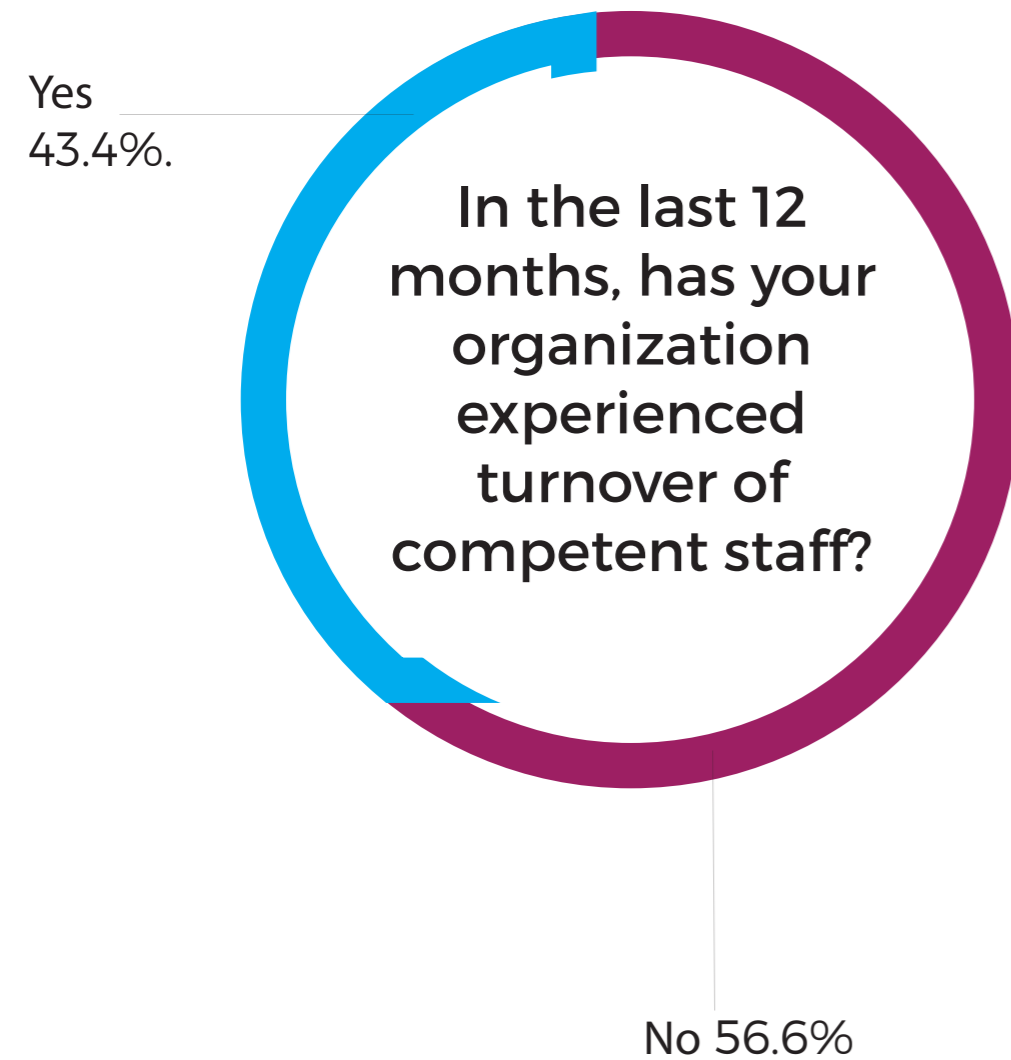


Organisational Proceses

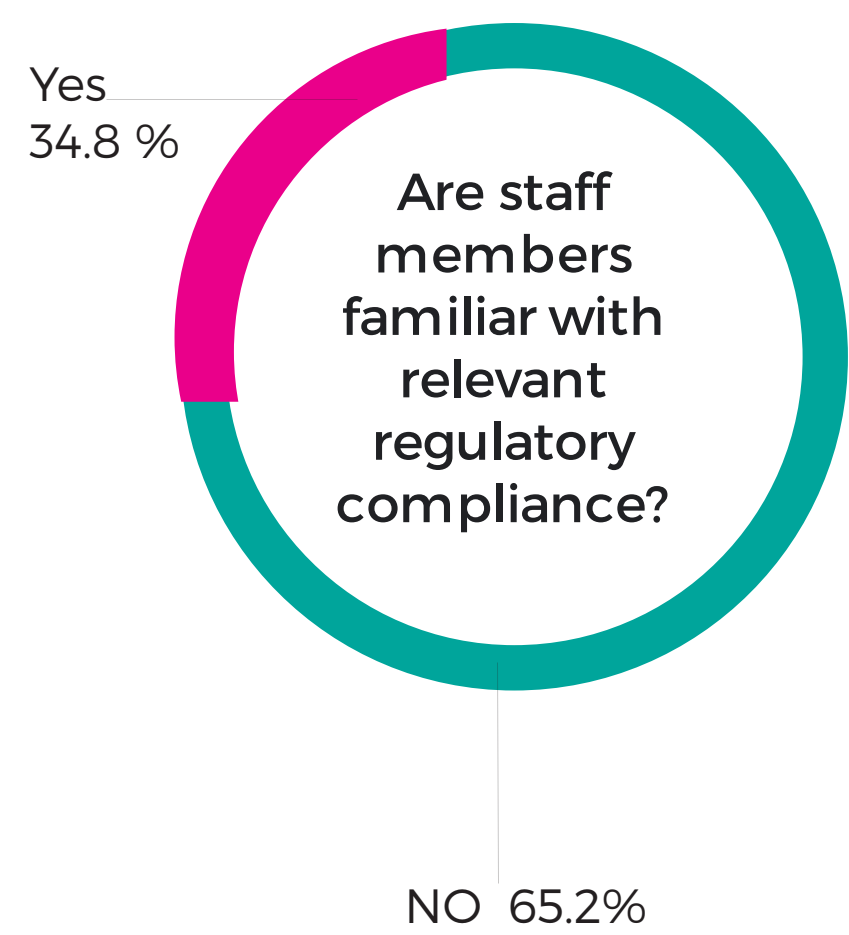
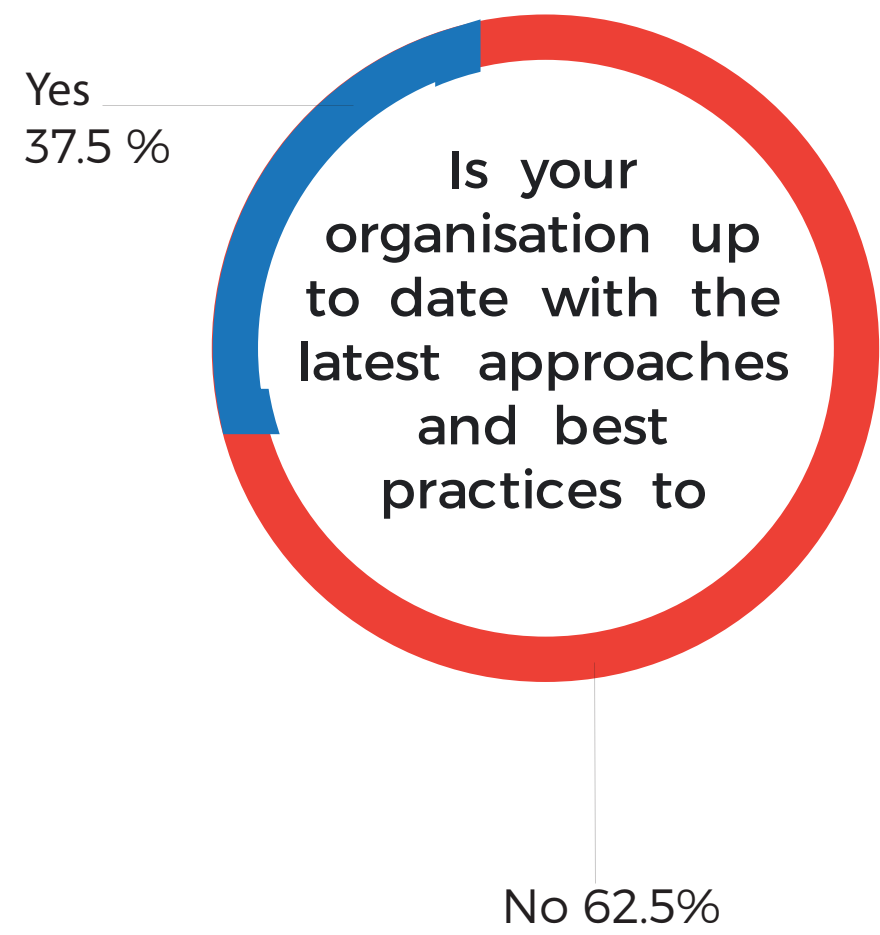
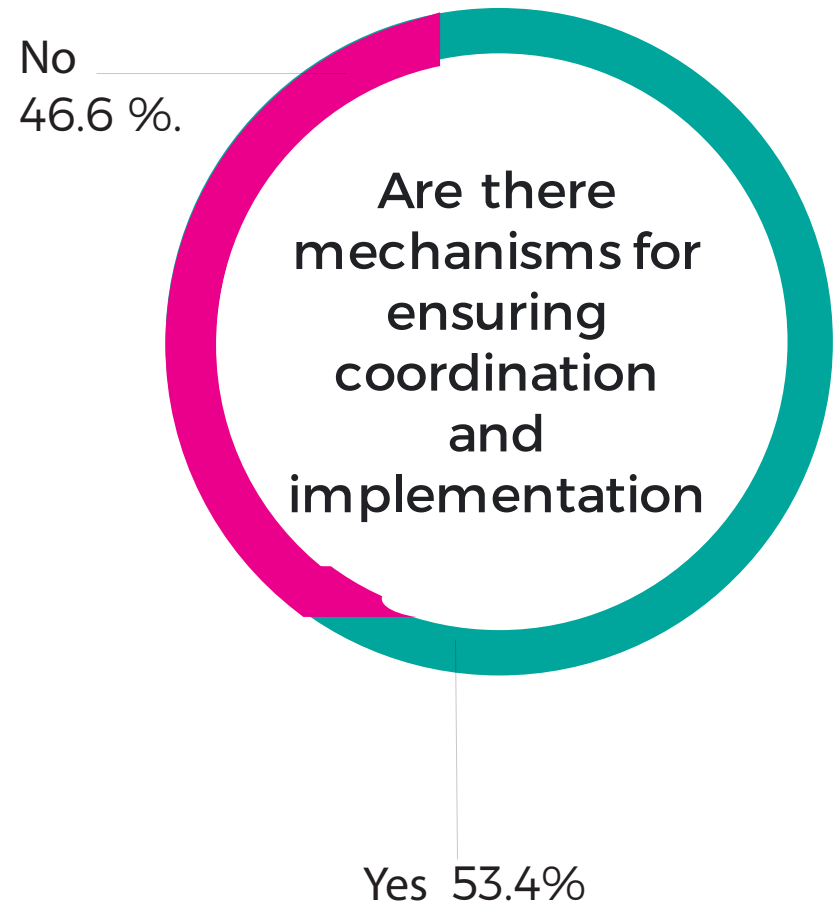


Turnover

What factors contributed to the turnover (e.g. salary turnover, promotion, staffing, supervision etc.) : 162 responses in all



Regulatory Compliance



Yes
49.6 %



No 50.4 %

Yes
38.8 %



No 61.2 %

Over the past years, what challenges/problem, if any did your organization face with regards to regulatory compliance with CAMA? (e.g. filing annual returns, preparing financial statement etc.)

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- Preparing financial statement
- Filing of annual returns and annual report
- Not operating due to inadequate funding.
- Lack of awareness
- Lack of funds to carry out projects and events.
- Finance and lack of commitment
- Lack of comprehensive annual report
- Dealing with too many regulatory agencies
- Documentation processes
- Auditor's charges are on the high side.
- Lack of manpower consistency
- Governance and right structure

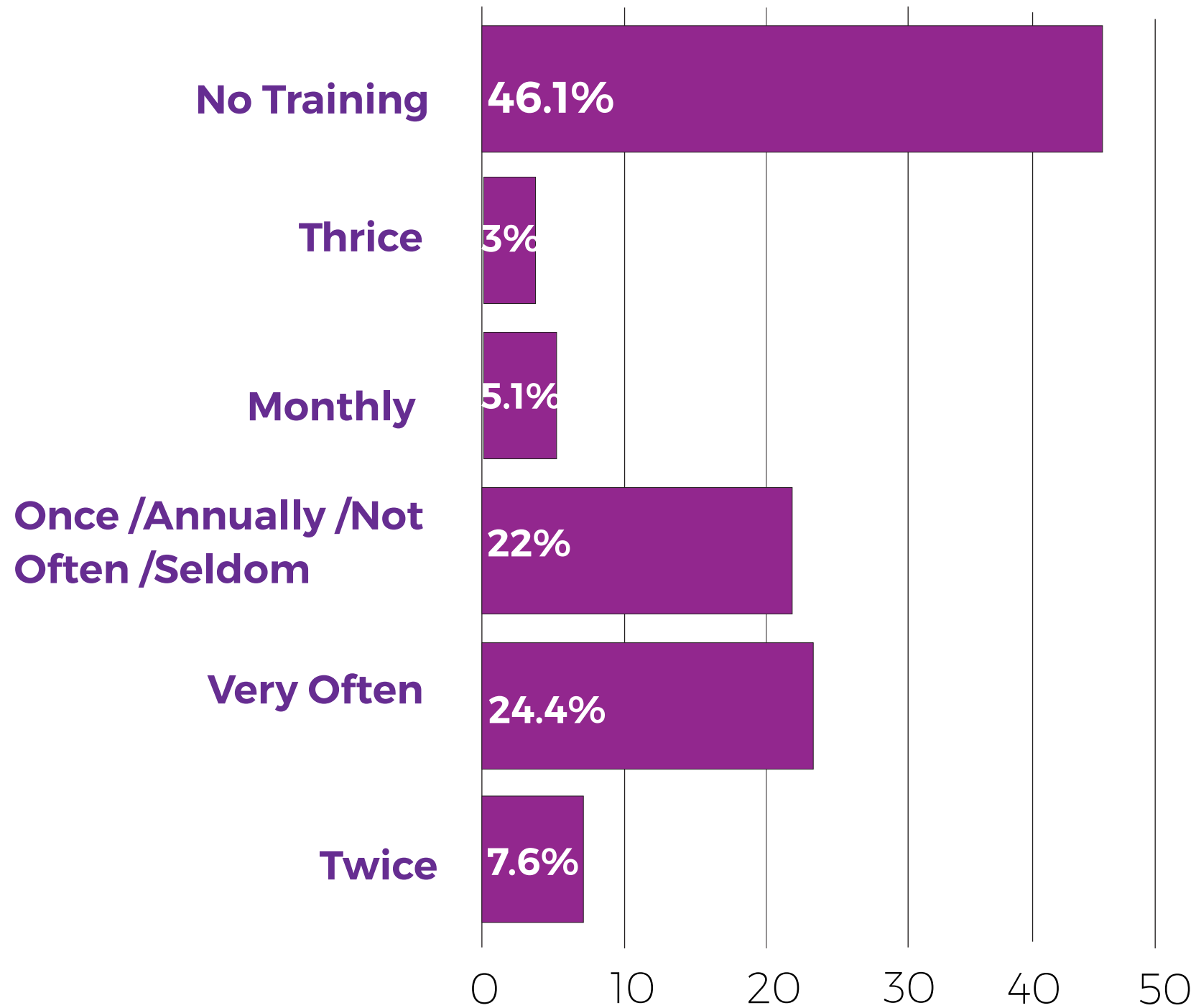
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What are the gaps in skills and competencies that can hinder the achievement of compliance to CAMA?

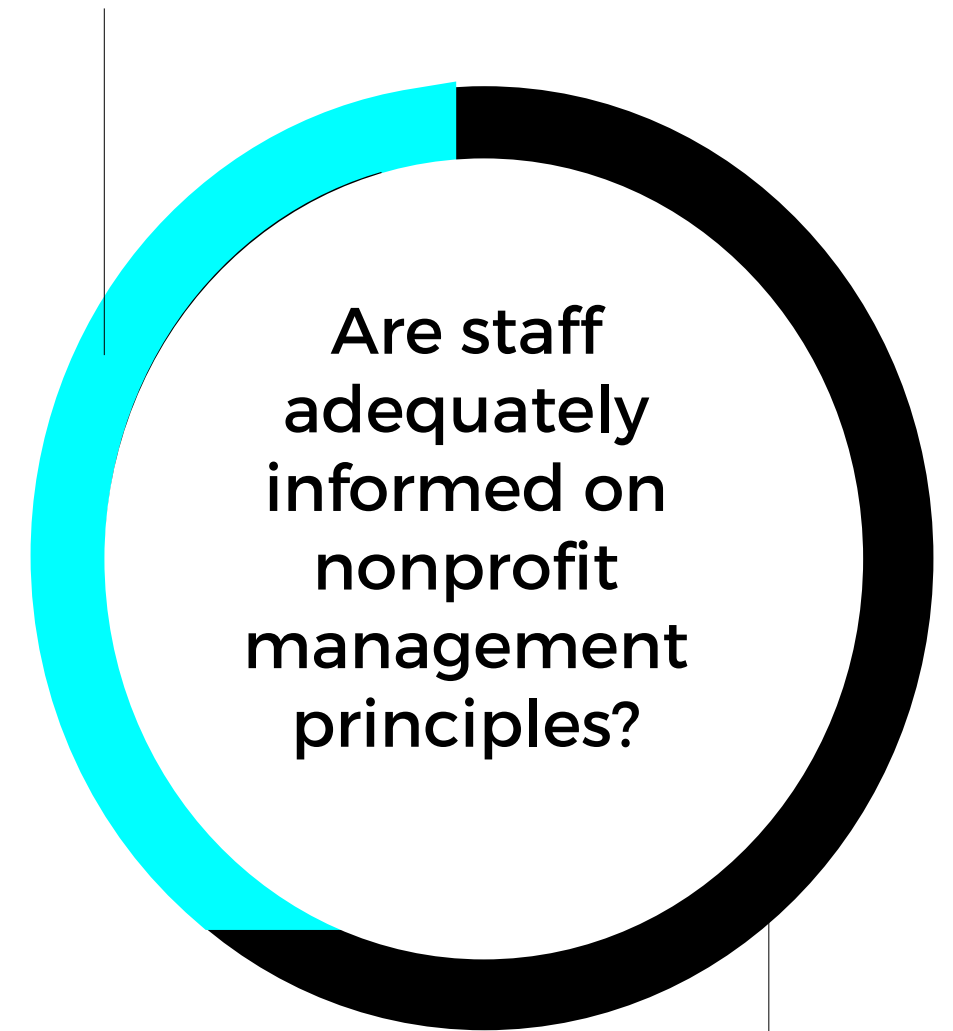
- Funding issues
- Capacity building
- Limited human capacity with the technical skills
- Knowledge of the CAMA
- Inadequate resources
- Lack of adequate knowledge/information
- No training of new staff and volunteers
- Absence of proper technical knowledge and training
- Training
- Lack of adequate information
- Necessary expertise/NPO skills
- Lack of fund to hire expert
- Human resources management for accountability
- Gaps in knowledge of the regulatory framework/requirements and lack of skills in preparing financial statements.
- No qualified staff to keep appropriate financial records.
- Reporting , Advocacy skills and book keeping
- Filing annual returns.
- Board/trustee awareness of CAMA

Training

How often over the last 12 months have staff members been trained on regulatory compliance?



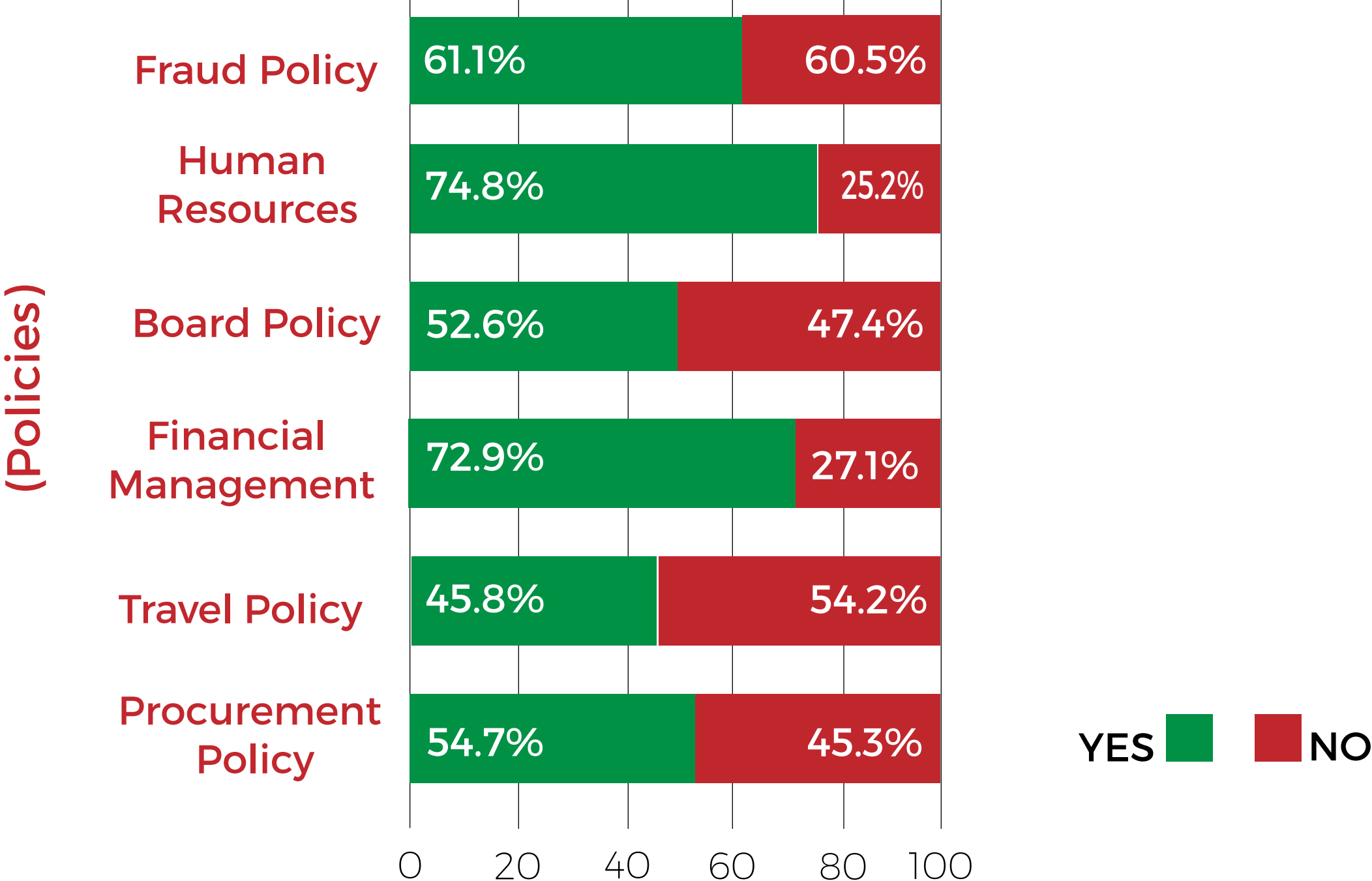
NO
45.3%



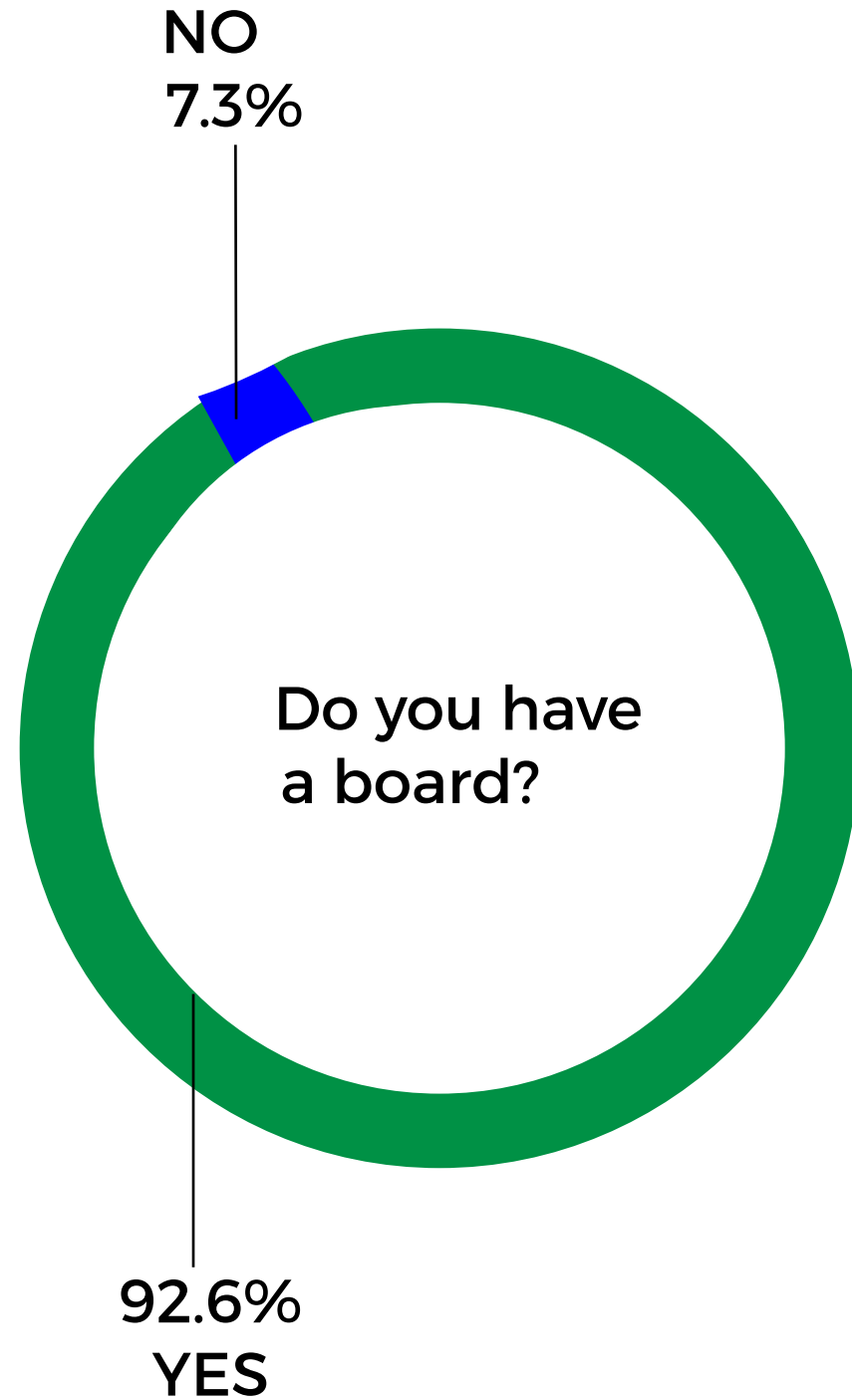
54.7%
YES

Policies

Does your organization have these policies that can aid compliance

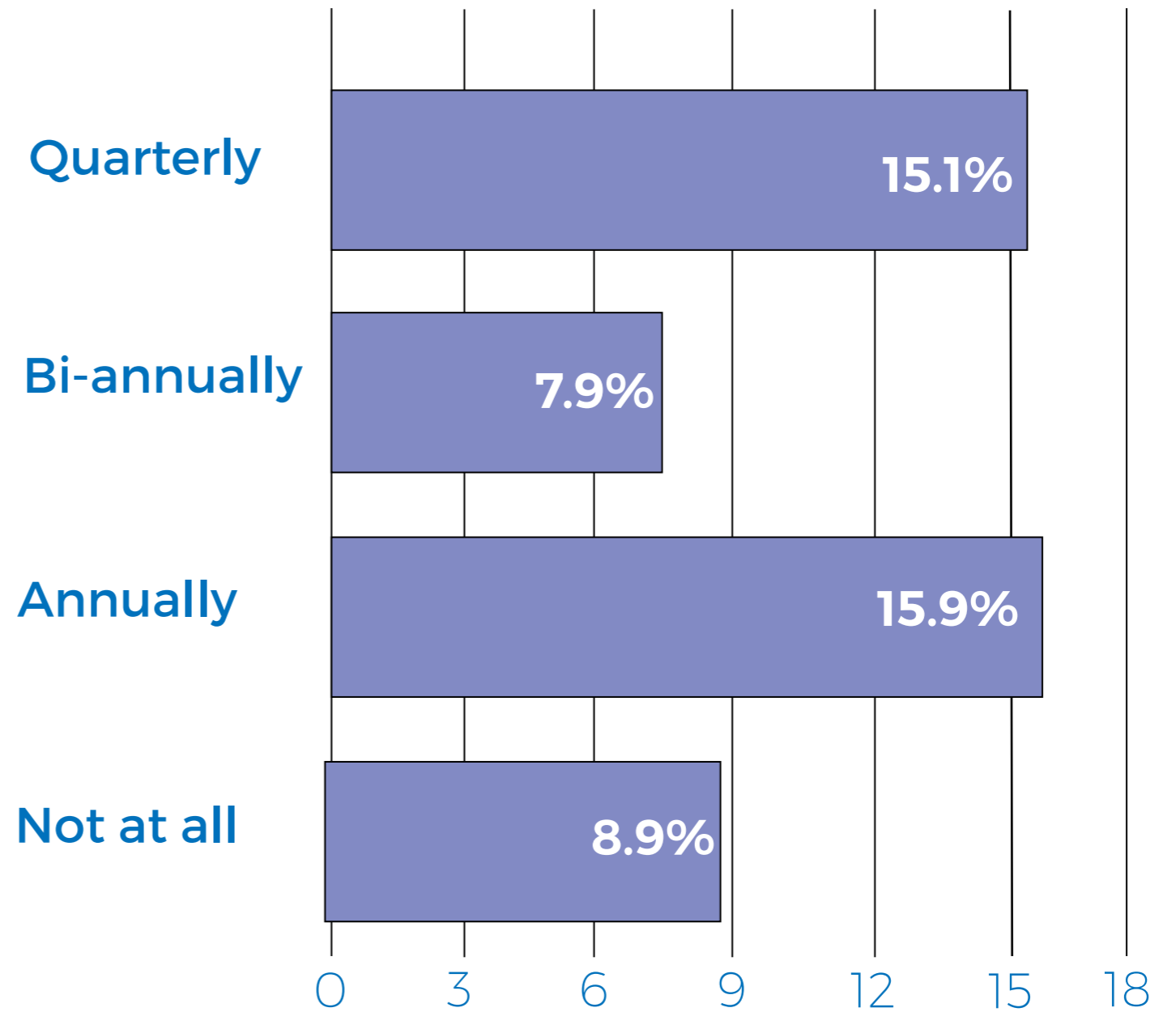


Board





How often does your board meet?



NEXT STEPS

- ① We aim to conduct another survey in 2022.
- ② As we implement the capacity building component of our work, we will ask some of the questions again in 2022.
- ③ In the mean time we will use findings from this survey in our engagement with the sector and regulators.
- ④ We will communicate the results internally and externally and as a Network, we will reflect the results in our work planning and capacity development plans.

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About NNNGO

The Nigeria Network of NGOs (NNNGO) is the first generic membership body for civil society organisations in Nigeria that facilitates effective advocacy on issues of poverty and other developmental issues. Established in 1992, NNNGO represents over 2800 organizations ranging from small groups working at the local level, to larger networks working at the national level.

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