

A Comparative Study of the Engagement of Migrant and Indigenous Artisans on the Construction Sites in Lagos Metropolis and Benin City, Nigeria

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Abstract: It is gradually becoming a norm to find some construction trades in project sites in Nigeria being dominated by migrant artisans from other West African countries, despite the high unemployment rate in Nigeria. The magnitude and spread of these migrants in Nigerian cities deserves research attention in the effort to understand the demographic settings that encourage their influx, and the reasons why contractors often employ them. This research carried out comparative study of the factors responsible for the engagement of migrant artisans in Lagos Metropolis and Benin City, South-West and South-South Nigeria respectively. Based on data from 40 randomly selected construction sites, 20 from each of the cities; it was found that indigenous artisans were dominant on construction sites in the study area with migrant artisans constituting 19.93% in Lagos and 15.67% in Benin City. Contractors in Lagos Metropolis engage the services of migrant artisans more frequently than those in Benin City. The study further revealed that migrant artisans are mainly engaged for tiling, P.O.P. installation and plastering works in Lagos and Benin City. The migrant artisans' ability to work for longer hours (MS= 4.03), achieve better quality of workmanship (MS= 3.94) and reduction in cost (MS= 3.92) were the most important factors accounting for their engagement in Lagos. In Benin City, better quality of workmanship (MS= 4.30), reduction in cost (MS= 4.10) and migrant artisans' ability to work for longer hours (MS= 3.82) were the most highly rated factors. Collaboration for trade test certification between the Federal Ministry of Labour and Productivity and Polytechnics in Nigeria was recommended as a means of achieving adequate training of Nigerian artisans in order to check the increasing engagement of nationals of other countries in construction trades in Nigeria.

Key words: Migrant artisans, indigenous artisans, construction sites, South-West, South-South.

1.0 Introduction

In May 1979, member states of the Economic Community of West African States (ECOWAS) adopted a protocol on the Free Movement of Persons, Residence and Establishment. The Protocol entailed that citizens of member states would be allowed visa-free entry, the right of residency, and the right of establishment in other member states (United Nations Economic Commission for Africa, 2018). In line with this protocol, Nigeria has implemented the 90-day visa-free entry and the ECOWAS travel certificate policy that exempts the holder from intra-regional visa requirements (Adepoju, Boulton and Levin, 2010). Adepoju, Boulton and Levin, (2010) further reported that some migrants enter other member state's territory irregularly, thereby making it extremely difficult to account for all the migrants in each member state. The broad economic impact of this policy on the Community's states, and particularly, on their construction industries has not been adequately studied. Earlier studies thought that the construction industry majorly provides jobs for the citizens of a country (Uwakeh, 2009; Ojo & Adeyinka, 2011). Research attention has not been seriously paid to the emerging competitions, especially among construction artisans from different West African states. Currently, it is known that on many construction sites, a good number of the artisans employed are migrant West African nationals (Togolese, Beninese, Ghanaian, etc) (Chukwuji, 2012; Afolabi, Emeghe, Oyeyipo and Ojelabi, 2016). Constant (2014) asserted that rather than take native-workers jobs, immigrants often fill job vacancies in foreign countries. This raises the question as to whether, given Nigeria's unemployment rate,

there ought to be vacancies for artisans that cannot be filled by Nigerians. It is unclear whether employment of migrant artisans in construction sites is a country-wide phenomenon, or whether the construction industry in some Nigerian cities has a preference for the migrant artisans.

Considering the population of Nigeria when compared to other countries in the continent, especially in the West African sub region, nationals of other countries should not out-number Nigerians in any construction trade in construction sites within Nigeria (Afolabi *et al.*, 2016). Nigeria citizens were around 166.2 million people in 2012 (NBS, 2012). In 2016, the country was estimated to have over 178.5 million people, although United Nations' (UN) projections placed the population as high as 186 million (UN, 2016). Benin Republic was estimated in 2015 to have a population of 10.88 million and 11.46 million in 2017 (UN, 2016). This implies that for every 1 Beninese there are 17 Nigerians (the population of Nigeria is 17 times that of Benin Republic). Similarly, the population of Togo is estimated to be 7.69 million as at 2017 (UN, 2016). This means that for every 1 Togolese there are 24 Nigerians (the population of Nigeria is 24 times that of Togo). Ordinarily, the huge difference in population between Nigeria and other West African countries should be a major advantage for her citizens to get employment especially in the construction industry contrary to the observable trend where migrant West African countries skilled construction artisans are predominant on construction site in Nigeria (Olanipekun and Segbenu, 2017).

Oluwale, Jegede and Olamide (2013) claimed that low patronage had driven

Nigerian construction artisans to Okada and Keke NAPEP driving for survival. However, migrant artisans are being patronized, and sustained as a result in Nigeria. Deeper studies are necessary to develop potent models that explain the apparent employment of the migrants at the expense of the native workers.

Many studies have referred to Lagos as the economic hub of Nigeria. Lagos was the capital city of Nigeria between January, 1914 and December, 1991 when the Nigerian capital was relocated to Abuja. Irrespective of this, Lagos, as a mega city, continues to dominate other parts of the country in terms of commerce and industry. National Bureau of Statistics (2014) reported that production is mainly localized around Lagos and its environs. Budgit (2017) reported that Lagos State generated internal revenue of N302.42bn in 2016, which is 3.54 times higher than that of River State which came second on the internally generated revenue table. Edo state made N23.04bn in the same period. Given its proximity and accessibility (even by road) to other countries in the sub-region, Lagos serves as a major gateway into Nigeria for West African migrants. The economy of Lagos differs in size from those of most other cities in Nigeria. Despite this, disparities between the construction industry in Lagos and other cities in Nigeria are hardly studied. Obviously, there are differences in the demography of construction activities in different cities in Nigeria in terms of volume, value, complexity, quality and labour compositions, which merits research attention. This study helps to fill this gap in research by comparing the engagement of West African migrant artisans to indigenous workers

in construction sites in Lagos and Benin City.

2.0 Literature Review

Freedom of Labour movement is guaranteed by international laws and conventions, even though this freedom is to be exercised within the laws of the host country. Several studies in the recent years have examined the construction labour migration from one nation to the other with diverse conclusions (International organization for Migration, 2012; United Nations, 2013; Barslund, Busse and Schwarzwälder, 2015; Ihua-Maduenyi; 2015). The use of migrant artisans on construction sites is not unique to Nigeria, but it is a global issue. The recent economic problem resulted in the total population of the European Union increasing by 3.7 million with migrant workers (15-60 years) making approximately half of the increase (Afolabi *et al.*, 2016). According to Ezzeddine (2011) the main cause of labour migration is high unemployment in the migrant home country compared to the host country. However, the experience in Nigeria in the recent years has negated this assertion. While unemployment rates are 7.1% and 1.0% in Togo and Benin republic respectively, Nigeria, where migrant construction artisans are very visible has 14.2% unemployment rate (NBS, 2016). Another reason advanced for international labour migration as opined by Barslund, Busse and Schwarzwälder (2015) is wage difference between the migrant home country and the host country. Other reasons adduced for labour migration from one country to another are global economic inequality, political unrest and turmoil in the neighbouring countries, and high levels of unemployment and low income rates

in the country of origin, personal debts, financial needs of families and seeking better living standards (Toksöz, Erdoğan and Kaşka, 2012). Afolabi *et al.* (2016) examined professionals' engagement for migrant craftsmen in Lagos State. The study found that the shortage of indigenous artisans in NCI led to the use of migrant craftsmen in Lagos State. Preference of migrant artisans to indigenous construction workers is attributable to poor workmanship and incompetency on the part of indigenous artisans which often lead to defective work (Abiola, 2004). The socio-economic effect of preference of foreign migrant artisans was reiterated by Afolabi *et al.* (2016). The study opined that the engagement of migrant craftsmen in NCI would result in the under-utilization of indigenous craftsmen in the industry and consequently unemployment for local artisans and may as well lead to increased social vices among the unemployed youths. Olanipekun and Segbenu (2017) posited that previous experience, various productive skills and techniques acquired by migrants through their activities at home place them at an advantage over their indigenous contemporaries. Aznar *et al.* (2017), however, examined factors affecting contractor's bidding success for international infrastructure projects in Australia. The study found that having a competitive advantage and a local partner, and also not competing against a local company were the most important factors; as they significantly increase the chances of success. However, four other factors; having relevant expertise, resource availability, a previous relationship with the client, and a previous relationship with consortium members, are 'essential' to be able to compete; as the absence of

any of these four factors results in bid failure.

Olanipekun and Segbenu (2017) found that construction sites in Ondo State are majorly dominated by indigenous artisans. Even though, there were a number of migrant artisans used on specific trade such as tiling and laying of interlocking block. The study concluded that the dexterity of craftsmanship, increasing client satisfaction, ability to obey instruction, need for increased quality and availability of tools to carry out the jobs were the most dominant factors responsible for the preference of migrant artisans over their Nigerian counterparts. The study further found that preference for migrant artisans over local craftsmen is responsible for the increased unemployment rate within the study area. Missing information in literature regarding migrant artisans in Nigeria relates to their spread. Some studies assure erroneously, that what is applicable in Lagos, is representative of the entire country, whereas, as discussed earlier, Lagos, to a large extent does not typify Nigeria economically. This study was, therefore, necessitated by the need to compare the engagement of migrant workers in Lagos and another Nigerian city so as to establish the peculiarity or otherwise of Lagos in the employment of migrant artisans.

3.0 Methodology

The study examined the factors responsible for preference of migrant artisans to their indigenous counterparts on construction sites in Lagos Metropolis and Benin City of Nigeria. Random sampling technique was used to select forty building construction sites in Lagos Metropolis and Benin City (20 in each City). The selected sites were all at either site clearance or

construction of foundation levels when they were identified as case studies for this article. The estimated completion time for each of the projects ranged between nine months and fourteen months. The Clerk of works and the contractor's representative on each site were briefed of the research and the need to keep proper and accurate records of the composition of each trade's workforce, the number of days of work for each trade, and the nationalities of the workers. When the completion period of each project lapsed, the questionnaire designed for gathering data for this survey was administered on the contractor's representative on each site. It should be noted that of the forty selected sites only thirty-seven (92.5%) completed, questionnaires administered on them three months after the estimated completion time. The choice of Lagos Metropolis and Benin City was informed by the fact that Lagos has higher income than Benin, has an international airport, shares a border with other West African states, and has a more boisterous construction industry. These qualities are lacking in Benin.

The selection of the two cities in different regions (South- West and South- South) of the country is also to allow for a regional comparison of results.

The partly open ended questionnaire used for data collection was divided into three sections. The first section dealt with the background information of the respondents to ascertain their suitability to supply the information required of them. The second section was structured in the form of tables for collecting data on the number of migrant workers, their nationalities and trades. In the third section of the questionnaire, the

respondents were asked to indicate on a Likert scale of 1(rarely) to 5(very frequent) the frequency of their companies' employment of migrant workers in the different trades. This response helped to validate the data on migrant workers supplied by each respondent. Data for the study were analysed by descriptive statistics using SPSS software.

4.0 Characteristics of Respondents of the Study

Table 1 shows the characteristics of the sampled respondents to the questionnaire. Architects and builders constituted the highest number of respondents with 27% each while quantity surveyors and Civil/ structural engineers have 24.3% and 21.6% respectively. The result shows that the mix of professionals that work as contractor's representative on site cuts across all disciplines in the built environment, and the choice depends on each contracting firm. All the respondents work for contracting organisations; this is expected because the data required can only be gotten from professionals that must always be on site and representatives of consultancy firms are not expected to be on site at every time. Most of the respondents (62.2%) were engaged right from the inception of the project to the end, while only 5.4 percent worked for less than three months on the selected projects. Close to one-third (35.1%) of the respondents hold postgraduate diploma as their highest academic qualification followed by those with bachelor degrees in the various disciplines. All the respondents were professional members of their various professional associations. While 56.8 percent were associate members, 2.7 percent were fellows of their

professional associations. This background shows that the respondents were suitably qualified to supply the data required of them as they have the requisite academic and professional experiences to provide reliable information for the study.

Table 1: Summary of characteristics of questionnaire respondents

Category	Classification	Frequency	Percentage
Profession of respondent	Quantity Surveyor	9	24.3
	Architect	10	27.0
	Civil/structural Engineer	8	21.6
	Builder	10	27.0
	Total	37	100.0
	Type of organisation	Contracting organisation	37
From inception		23	62.2
Length of time of working on the project	Less than 3months	2	5.4
	More than 3 months	12	32.4
	Total	37	100.0
Highest academic qualification	HND	6	16.2
	PGD	13	35.1
	Bachelor	11	29.7
	Masters	6	16.2
	Others	1	2.7
	Total	37	100.0
Membership of professional body	NIQS	9	24.3
	NIA	10	27.0
	NIA	8	21.6
	NIOB	10	27.0
	Total	37	100.0
Membership type	Technician	1	2.7
	Graduate	6	16.2
	Probationer	8	21.6
	Associate	21	56.8
	Fellow	1	2.7
Total	37	100.0	

5.0 Results

Table 2 shows the frequencies of engagement of the migrant artisans in Benin City and Lagos based on the respondents’ opinion. In Benin City, 5.9% never employ the services of the migrant artisans, 52.9% rarely engage them, 35.3% occasionally employ the

services of migrant artisans and only 5.9% often engaged them on their construction sites. In Lagos, however, 25% rarely engaged the services of migrant artisans, 50% employed their services occasionally and the remaining 25% engaged their services often.

Table 2: Frequency of engagement of migrant artisans in Benin City and Lagos

Category	Benin City		Lagos	
	Frequency	Percent	Frequency	Percent
Never	1	5.9	0	0
Rarely	9	52.9	5	25.0
Occasionally	6	35.3	10	50.0
Often	1	5.9	5	25.0
Total	17	100.0	20	100.0

Table 3: Frequency of engagement of migrant artisans according to construction trades in Benin City and Lagos based on respondents' perception

Construction Trade	Lagos		Benin City	
	Mean Score	Rank	Mean Score	Rank
Tiling	4.00	1	3.47	1
P.O.P Installation	4.00	1	3.41	2
Plastering	3.30	2	2.94	3
Painting	2.65	3	2.53	4
Block laying	1.90	4	1.94	5
Iron bending	1.75	5	1.94	6
Carpentry	1.75	5	1.59	7
Plumbing	1.65	6	1.53	8
Electric work	1.50	7	1.47	9
Roofing	1.50	7	1.59	7

Table 3 shows the frequency of engagement of migrant artisans according to construction trades based on the respondents' perceptions. In Lagos, migrant artisans are mostly engaged on tiling work and P.O.P installation with a mean score of 4.00 each and ranked 1st, plastering work was ranked 2nd with mean score of 3.30, painting work 3rd with score of 2.65. However, carpentry work (MS=1.75), plumbing work (MS=1.65) and electric work/roofing work (MS=1.50) were ranked 5th, 6th and 7th respectively. In Benin City, tiling work was ranked 1st with a mean score of 3.47, followed by

P.O.P installation (MS=3.41) ranked 2nd and plastering work ranked 3rd with a mean score of 2.94. Carpentry/roofing work ranked 7th (MS=1.59), plumbing installation ranked 8th (MS=1.53) and electrical work ranked 9th (MS=1.47) was the least trade where migrant artisans were used.

Table 4 shows the engagement of migrant artisans on construction sites in the study area based on statistics of workers on the selected projects. The results show that in Lagos, migrant artisans are majorly engaged on tiling work, P.O.P installation and plastering with 55.75%, 54.60% and 36.95% respectively. This implies that of the

total artisans that work on the studied projects in Lagos, 55.75%, 54.60% and 36.95% were migrant artisans that worked on tiling, P.O.P installation and plastering respectively. Also, the results further confirm that migrant artisans were not frequently engage for block laying (1.95%), carpentry (0.63%) and electric works (0.52%) in Lagos. However, in Benin City, the results indicated that 37.84% of artisans engaged to work on tiling work were migrant artisans, 32.48% migrant artisans were engaged on P. O.P. installation and 29.21% were engaged on plastering.

Table 5 shows the prevalent rate by nationality of migrant artisans in Benin City and Lagos based on the respondents' experience. Migrant artisans from the Republic of Benin (Beninese) were the most prevalent nationalities on construction sites in Benin City with 35.3%, followed by Togolese with 29.4%. Ghanaian and other nationalities constitute 11.8% and 23.5% respectively. In Lagos, Togolese were the most prevalent migrant artisans with 40.0%. This is closely followed by Beninese with 35.0%. Ghanaian and other nationalities constitute 15.0% and 10.0 % respectively.

Table 4: Frequency of engagement of migrant artisans based on site data

S/n	Construction Trade	Total number of Artisans	Lagos		Total number of Artisans	Benin City	
			Number of Migrant Artisans	% of Migrant Artisans		Number of Migrant Artisans	% of Migrant Artisans
1	Tiling	502	280	55.76	370	140	37.84
2	P.O.P installer	663	362	54.60	391	127	32.48
3	Plastering	741	274	36.95	493	144	29.21
4	Painting	340	72	21.18	188	15	7.98
5	Iron bending	156	15	9.62	78	6	7.69
6	Plumbing	322	24	7.45	92	8	8.70
7	Roofing	235	7	2.67	177	0	0
8	Block laying	820	16	1.95	460	6	1.30
9	Carpentry	953	6	0.63	342	0	0
10	Electric work	582	3	0.52	252	0	0
	Total	5314	1059	19.93	2843	446	15.67

Table 5: Prevalent nationalities of migrant artisans in Benin City and Lagos

Nationality	Benin City		Lagos	
	Frequency	Percent	Frequency	Percent
Togolese	5	29.4	8	40.0
Beninese	6	35.3	7	35.0
Ghanaian	2	11.8	3	15.0
Others	4	23.5	2	10.0
Total	17	100.0	20	100.0

Table 6 shows the analysis of factors responsible for preference of migrant artisans on construction sites to their

indigenous counterpart. The results for Lagos show that the migrant artisans' ability to work for longer hours was

ranked 1st (MS= 4.03), better quality of workmanship was ranked 2nd (MS= 3.94) and reduction in cost was ranked 3rd (MS= 3.92). The three least important factors were: prompt obedience to instructions ranked 11th (MS=3.08), availability of adequate tools to execute the work ranked 12th (MS=2.68) and shortage of indigenous artisans ranked 13th (MS=2.62). In Benin City, Better quality of workmanship was rated (MIS =4.30), reduction in cost (MIS=4.10) and ability to work for longer hours were rated 1st,

2nd and 3rd respectively as the most important factors responsible for preference of migrant artisans to their indigenous counterparts in the study area. While Availability of adequate tools to execute the work (MIS= 3.00), adequate mobilization to site, prompt obedience to instructions (MIS=2.86 each) and shortage of indigenous artisans (MIS=2.45) were rated 10th, 11th and 12th respectively as the least factors responsible for preference of migrant artisans to their indigenous counterparts.

Table 6: Factors responsible for preference of migrant artisans on construction sites in the selected cities

Factors	Lagos		Benin City	
	Mean	Ran	Mean Score	Rank
Ability to work for longer hours	4.03	1	3.82	3
Better quality of workmanship	3.94	2	4.30	1
Reduction in cost	3.92	3	4.10	2
Punctuality to site	3.81	4	3.74	4
Superior adherence to health and safetv rules	3.73	5	3.65	5
Superior work ethics	3.73	5	3.56	7
Superior understanding of construction works	3.35	6	3.65	5
Ability to vield to correction	3.32	7	3.62	6
Superior eves for details	3.24	8	3.60	8
Adequate mobilization to site	3.22	9	2.86	11
Greater commitment to timely completion	3.19	10	3.24	9
Prompt obedience to instructions	3.08	11	2.86	11
Availability of adequate tools to execute the work	2.68	12	3.00	10
Shortage of indigenous artisans	2.62	13	2.45	12

6.0 Discussion of Findings

The results of the survey indicate that more constructing organisations in Lagos Metropolis often engage the services of migrant artisans compared to Benin City. Lagos being the entry point for most immigrants to Nigeria aided this finding. In addition, many immigrants will prefer to stay in a city from where they can easily exit the country. This is in addition to the fact that Lagos is the commercial nerve centre of the country where the migrant artisans can easily secure employment. The use of migrant artisans in the study

area tends to be common to finishing. Construction professionals in the study area prefer to use migrant artisans mostly on tiling work, P.O.P installation and plastering. This result was similar in both cities, and the two methods of perception survey and site data used gave the same results. This implies that construction professionals in the study area use migrant artisans on finishing to enhance the final output of their construction work. Perhaps, because of their superior workmanship compared to the indigenous counterparts, and also, to recover the lost project time as the

migrant artisans work for longer hours. In the same vein, the use of migrant artisans is less common on block laying, plumbing and electric work respectively. Even though, there is a minor difference in the results obtained through perception survey and site data obtained in the ranking, the study aligns more with the results of the site data because it is more objective. Olanipekun and Segbenu's (2017) finding that professionals in Ondo State engaged migrant artisan mostly on tiling and laying of interlock block aligns with the results of this study.

Migrant artisans from Benin Republic (Beninese) were the most prevalent nationalities in Benin City followed by the Togolese. On the other hand, the Togolese were more prevalent on construction sites in Lagos followed by the Beninese. The result shows that the Beninese and the Togolese are the most commonly engaged migrant artisans in the study area. Apparently, there is a tendency for the migrants from each country to want to cluster in the same area as their kinsmen which are accountable for the concentration of the different nationalities in different parts of the study area.

Furthermore, migrant artisans' ability to work for longer hours compared to their local counterparts was ranked as the most important factor influencing the preference of migrant artisans in Lagos. This result could be as a result of the fact that on many instances, migrant artisans reside on the site where they are engaged, and many of them could start work as early as 7am and close for each day by 6pm, unlike their indigenous counterparts who will start work at 8am and close by 4pm. It is essential to note that majority of migrant artisan do not usually migrate with their families

which makes it easier for them to reside on site for the period of their engagement. The extra 3hours daily output by the migrant artisans place them at an advantage over their native peers. Contractors often use this extra productivity to achieve earlier completion time especially as this is often achieved at a reduce cost. This result is at variance with Olanipekun and Segbenu (2017) who found that dexterity of craftsmanship was the most important factor responsible for the preference of migrant craft men to their indigenous counterparts in Ondo State, but similar to the result from Benin City where better quality of workmanship was rated as the most important factor responsible for preference of migrant artisans to indigenous counterparts.

Better quality of workmanship was ranked the second most important factor responsible for preference of migrant artisans to their local counterparts (in Lagos) and first in Benin City. The consensus on better workmanship by the migrant artisans cannot be isolated from the fact that many indigenous artisans are not trade tested to guarantee their competency. The lack of trade test certification in the country was as a result of dearth of vocational centres for such an exercise (Afolabi *et al.*, 2016; Olanipekun and Segbenu, 2017). Reduction in cost was also rated (2nd in Benin City and 3rd in Lagos) as a very important factor responsible for the preference of migrant artisans to their local counterparts. The result is attributable to the fact that the migrants do not give as much consideration to personal expenses such as transportation and accommodation as do their indigenous counterparts since majority of such migrant artisans reside on sites where they are engaged.

Shortage of indigenous artisans was rated (in Lagos and Benin City) to be the least important factor that is responsible for the preference of migrant artisans to their Nigerian colleagues. This result implies that even though there is a pool of unemployed local artisans, construction professionals still prefer to engage migrant artisans in specific trades (tiling, P.O.P installation and plastering) on their sites. This can be attributed to the advantages of the engagement of the migrants identified earlier which the employer derives from engaging their services. This result is different from the findings of Afolabi et al., (2016) that shortage of indigenous craft men was responsible for the preference of migrant artisans over their local contemporaries.

7.0 Conclusion and Recommendations

The study examined factors responsible for the preference of migrant artisans over their indigenous contemporaries in Lagos Metropolis and Benin City. Construction companies in Lagos frequently engage the services of migrant artisans more frequently compared to Benin City. The prevalent rate of migrant artisans in Lagos is 19.93% and 15.67% in Benin City. Indigenous construction artisans are dominant on construction sites in the two cities, but the contractors prefer to engage migrant artisans majorly on finishing (tiling, P.O.P installation and plastering). Artisans from Togo (Togolese) are the most common in Lagos while the Beninese are more in Benin City. Migrant artisans' ability to work for longer hours, produce better quality workmanship and reduce cost of

labour were the most important factors accounting for their engagement instead of their indigenous counterparts.

In other to address the inadequacy of workmanship by the Nigerian artisans, efforts at training Nigerian artisans on the finishing trades in the construction industry should be pursued deliberately by government and other stakeholders. The various agents of government in charge of vocational training and trade testing should be revived. Moribund vocational centres should be resuscitated and new ones created for this purpose. In addition, there should be an active collaboration for trade testing certification between the Ministry of Labour and Productivity and Polytechnics in Nigeria especially for training qualified POP artisans, plasterers and tilers. Finally, construction companies can help by ensuring that their artisans are trade tested. By requesting the possession of trade test certification from would-be artisans, they will be incentivized to pursue proper training in their trades which will ultimately improve the level of their workmanship.

Contracting organisations should consider providing safe and adequate accommodation on site for their artisans, with a view to making them to work for longer hours and charge lesser hire rates. Besides, deriving the immediate benefit of higher productivity, the contractor will discourage the giving away of jobs to nationals of other countries, thereby increasing the GDP and employment rate of Nigerian.

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