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An Investigation into the use and Construction Professionals` Preference for Migrant Craftsmen in Construction Project Delivery in Ondo State

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ABSTRACT: *The paper investigated the extent of participation of migrant craftsmen in construction projects delivery in Ondo State; identified the countries of origin and the aspect of construction trades where they are involved, factors influencing the choice of migrant craftsmen by construction manager, as well as factors militating against the use of local craftsmen and the effect of using migrant craftsmen in the study area. A social survey strategy was adopted and questionnaire was used as an instrument to gather relevant data from practicing construction professionals in Ondo State. The data were compiled and analyzed using SPSS 17.0. The result shows that migrant craftsmen from three major countries in West Africa namely Togo, Benin and Ghana were used on construction sites and they were commonly employed in the trades of tilling and interlocking. The dexterity of indigenous craftsmen (MS=4.20) was the major factor influencing the use of migrant craftsmen in these trades; cutting corners and rushing work while performing their responsibility, not keen on improving their training, alcoholism and drug abuse were ranked by the respondents as major factors militating against the use of local craftsmen. The result also indicates that the use and preference for Migrant craftsmen would increase unemployment rate for local craftsmen. The study concluded that migrant craftsmen were not predominantly used in construction projects delivery in Ondo State.*
Keywords: *Migrant craftsmen, Construction industry, Indigenous Craftsmen, Participation, Ondo State.*

I. INTRODUCTION

A successful construction project delivery has many important components; among the major contributors are the craftsmen. Craftsmen occupy a sensitive position in construction industry. The vital role played by the craftsmen in Nigerian construction industry cannot be over-emphasized. They are a significant unit of human resources needed on any given construction project delivery [Kazaz and Ulubeyli, 2007]. This is because unlike in developed economies such as the UK, USA and Germany where operations on construction sites are highly mechanized, construction activities and operations in Nigeria are low tech and labour intensive [Bilau, Ajagbe, Kigbu and Sholanke, 2015]. Thus, their craftsmanship is needed for such operations and activities [Ayegba and Agbo, 2014]. Chukwuji [2012] noted that historically, since the erection of the first house and bridge on earth, craftsmen have been the life wire of construction work and provision of houses and infrastructure for human habitation, transportation and other economic uses. Hickson and Ellis [2014] noted that they are important element in construction projects delivery because they significantly determine the outcome of construction projects. Medugu, Majid, Bustani, Bala, Abdullahi and Mbamali [2011], Rafeel [2012] and Bilau, *et al.*, [2015], pointed out that craftsmen in the construction industry play a very crucial role to the survival and growth of the industry as they are mostly engaged in the practical realization of construction projects. Again, Medugu, *et al.*, [2011] noted that where qualified skilled craftsmen are involved, it tends to eliminate the concern of poor quality, low productivity, late project completion which often result to conflicts, cost and time overruns. Afolabi, Emeghe, Oyeyipo and Ojelabi [2016] argued that the place of craftsmanship in the construction industry is central; this is because a large percentage of quality on the construction project hinges on the skill of the craftsmen and artisans. According to Bustani [2011], the quality and availability of skilled workforce is an important factor towards the effectiveness of the construction sector. From the foregoing, the importance of skilled craftsmen in the industry cannot be under-rated as they have the potential of eliminating inefficiencies arising from poorly constructed projects [Bilau, *et al.*, 2015]

In a country of over 160 million inhabitants, one would have expected a surfeit of trained skilled workforce [Afolabi, *et al.*, 2016], this notwithstanding, recent studies and reports have shown that in the last one decade indigenous craftsmen have recorded a low level of participation and have often been sidelined in certain

construction activities. On the increase now is the indescribable surge for the use of migrant craftsmen for construction projects delivery and construction projects deemed incomplete only until a migrant craftsman has done the crafts work in it [Chukwuji, 2012; Afolabi *et al.,* 2016]. Ihua-Maduenyi [2015] reported that over 500,000 Chinese artisans are currently engaged in various African countries, Nigeria inclusive. Afolabi *et al.* [2016] have shown that professionals in the Nigerian Construction Industry preferred migrant craftsmen to indigenous craftsmen. Regrettably, challenges such as technical skill shortages, quality of job done and skill mismatches of indigenous craftsmen were reported as some of the factors encouraging the use of migrant craftsmen in Nigerian construction industry [Bilau *et al.,* 2015].

Though the use of migrant workers in Nigeria is not a unique phenomenon but a global issue, however, the use of migrant craftsmen in Nigerian Construction Industry is of special concern because of the following reasons. National Bureau of Statistics [2013] reported that every year additional 2.8% of the nation's population jostles for employment in the already saturated employment market. More so, the national unemployment rate increased to 23.9 percent in 2011 with youth unemployment towering over 50 percent put at 20.3 million. According to Afolabi *et al.* [2016] with the idea that migrant workers have come to take over their jobs, craftsmen in Nigeria now wander about jobless or go into the 'okada' or 'Napep' transportation business. Oluwale, Jegede and Olamade [2013] painted a precarious scenario for the Nigerian craftsmen. They revealed that over 75 percent of commercial motorcyclists in Lagos State were formerly craftsmen. After all, construction industry is expected and supposed to be the employer of these people. The same informal sector is becoming flooded with migrant workers, leaving more Nigerian youth unemployed which can be a major threat. Donald and Stephen [2010] pointed out how this sector has helped reduce the effect of unemployment on the nation. So if this trend is not checked or reversed, solving the issues of unemployment in the country would remain a mirage for long period of time [Afolabi *et al.,* 2016]. Such trends may also have negative economic and social implications on the society not only directly through robbery, kidnapping and killing but also indirectly through heightened social tension. Therefore, understanding why construction professionals preferred migrant craftsmen to indigenous craftsmen and improving the present situation is very significant to reducing the unemployment crisis rocking the country.

Though previous studies have established construction professionals preference for migrant craftsmen in Nigerian construction industry, however, the current researchers argue that the situation may not be true across the whole country because the factors that predispose this situation vary enormously from state to state, depending particularly on whether a particular state shares boundary with neighbouring nations or otherwise. On this note, states like Abuja and Lagos may experience influx of migrant craftsmen due to their economic vibrancy but may not be so for many other states of the federation, especially the interstates. In the light of the foregoing, the study thus focused on the extent of participation of migrant craftsmen in construction project delivery in Ondo State, identified the aspect of construction trades where they are involved and countries of origin, examined the factors influencing the use of migrant craftsmen as well as factors responsible for low level of participation of indigenous craftsmen. In addition, the study assessed the effects of using migrant craftsmen in the study area.

II. LITERATURE REVIEW

Various reasons for labour movement across the world have been established and documented in literature. One of the main arguments for labour migration is the wage difference between the migrant home country and the host country. For example, Barslund, Busse and Schwarzwälder [2015] reported that wage differences between migrant home countries and the host countries seem to be a much more powerful driver of labour mobility rates in the European Union countries. Though the robustness of this determiner is not undeniable, however, a study carried out by the United Nations [2013] concludes that migrations provoked by wage differences are low. On the other hand, Ezzeddine [2011] pointed out that high level of unemployment in the migrant home country in comparison to the host country constitutes incentive for labour to migrate to another country. Toksöz, Erdoğdu and Kaşka [2012] gave five reasons why people migrate from home country to host country. They are (i) political unrest and turmoil in the neighbouring countries (ii) relationships based on power and self-interest can equally led people to migrate alongside trade and finance (iii) due to global economic inequality, labour supply and demand is not determined only within national borders but also beyond them (iv) when the need for skilled labour arises, governments of nations are also encouraging regular migration of skilled labour and (v) high levels of unemployment and low income rates in the country of origin, personal debts, financial needs of families and seeking better life standards. For example, the recent political and economic crisis in middle east resulted in the total population of the European Union rise by 3.7 million with migrant workers (15-60 years) making approximately half of the increase **[**International organization for Migration, 2012**]**. Afolabi *et al.* [2016] revealed that the shortage of indigenous Craftsmen in Nigeria construction industry led to the use of migrant craftsmen in Lagos State. Abiola [2004] believe that this problem

is mostly attributed to poor level of workmanship which normally results to rework of defective or unsatisfactory work done by incompetent skilled craftsmen.The economic and social problems created by the presence of large groups of strangers in the host area have also been reported in the literature. Ezzeddine [2011] pointed out that the effects of using migrant craftsmen in Nigeria construction industry are likely to be adverse, both economically and socially. Afolabi *et al.* [2016] revealed that the preference for Migrant craftsmen in Nigerian construction industry would result in the under-utilization of indigenous craftsmen in the industry and consequently unemployment for local craftsmen and may as well leads to increased social vices among the unemployed youths. World Bank survey in 2011 revealed that half the numbers of youths that were delinquent and those that joined insurgent groups were mainly driven by unemployment in certain parts of the nation. Ihua-Maduenyi [2015] estimated that over nine billion naira is been lost in Nigeria annually to Chinese foreign artisans. The International Organization for Migration [2012] noted that the migrants in the European Union have increased rate of unemployment reaching 9.6 percent in 2010.

Though studies on labour migration frequently emphasized the economic and social problems created by the presence of large groups of strangers in the host area, migration is not a zero sum game. Available evidence does show that Immigrants play a significant role in the most dynamic sectors of the host economy and the movement of economically productive individuals into an area has several economic effects on both the home and host countries. According to Miracle and Berry [1970] previous experience, various productive skills and techniques acquired by migrants through their activities at home enabled them to offer more than just additions to the supply of skilled labour but may as well transfer technical knowledge, new technology and skill gain to the host country. Similarly, while employed in the host area, they may develop new wants and learn new skills which can help to transform their home economies when they return. They further argued that some migrants are likely to add to the host economy supply of entrepreneurial talent and may perceive and exploit opportunities for increased production more readily than some people indigenous to the host area. They may choose to invest their savings in the host area if returns are higher there than at home, thus increasing aggregate investment in the host economy. In a joint report issued by International Labour Organisation (ILO), Organisation for Economic Co-operation and Development (OECD) and World Bank Group (WBG) [2015] international migration has both direct and indirect effects on host countries economic growth. The report stressed that given the age structure of inflows, migration tends to expand the workforce thereby contributing to aggregate GDP growth. Besides, migrants arrive with skills and abilities, and so supplement the stock of human capital of the host country. In addition, the experience of the migrant labour in the host economy can lead to the spread of new techniques in several ways. Evidence from the United States suggests that skilled immigrants contribute to boosting research and innovation, as well as technological progress [ILO, OECD and WBG, 2015].On the other hand, return migrants have the potential to make a positive contribution to the economic development in their countries of origin. A study by Abella [2013] suggested that there were positive gains not only in earnings but also in education and health for those who moved internally and more so for those able to move internationally, even if there remain some concerns about negative effects on migrants' families left behind, especially on the children. The study noted that migration played an important role in family survival strategies. Money migrants send home financed the education of children, enabled better health care, and improved housing as well as shielded migrants' families against all kinds of "shocks". McCormick and Wahba [2001], Ammassari [2004], Black and Castaldo [2009] and Gubert and Nordman [2011] asserted that migration could increase the likelihood of a return migrant becoming an entrepreneur due to accumulation of savings and human capital, while abroad. In addition, Head and Ries [1998] and Plaza and Ratha [2011] pointed out that migrants could play a role in facilitating trade and investment flows between origin and destination countries and, as consumers representing large communities, they could create new demands for goods and services and raises the domestic skill level by increasing the interest in upgrading skills, which could benefit the domestic labour market. However, Abella [2013] pointed out that emigration may reduce the human capital stock (brain drain) in migrants' home country, thus adversely affecting productivity. Brain drain in the home country as a result of migration may have important consequences for the sustainable development of origin countries. Barslund *et al.* [2015] pointed out that the long-term economic effects of mobility are uncertain, but potential negative effects are more likely to show up in origin countries than in host countries**.** According to Katseli *et al.* [2006], the departure of skilled labour represents (i) a loss of public investment in education, as well as in potential tax revenues (ii) could affect innovation and technological progress, and, in turn, productivity and growth.(iii) Certain professions could be more affected by migration, e.g. health care and education, due to global demand, which could lead to a failure in delivery of key social services in countries of origin (v) migration could raise the domestic skill level by increasing the interest in upgrading skills, which could benefit the domestic labour market (vi) The supplying economy loses not only the migrants who settle in the host economy but also any of their dependents who join them and (vi) probably a loss of physical capital since emigrants are likely to make the bulk of their investments close at hand i.e., in the host economy. Lowell and Findlay [2002] noted that this impact depends on the size and level of development, the sectors and occupations involved, and the nature of migration (temporary, permanent or circular).

III. METHODOLOGY

The study investigated into the extent of participation of migrant craftsmen in construction projects delivery in Ondo State. A social survey research strategy was adopted for this study and questionnaire was used to gather relevant data from members of Ondo State built environment professionals. In particular Architect, Builders, Quantity Surveyors and Engineers since they actively involved in managing construction projects sites. The questionnaire was used to elicit the opinion of construction professionals on factors influencing and militating against the use local craftsmen as well as the effects of using migrant craftsmen in the study area. The participants were asked to rank and score the listed factors on scale 1 to 5 where 1-least important and 5-highest important factor. A section of the questionnaire also contained participants' demographic information. The respondents were drawn from major cities and towns in the three senatorial districts of Ondo State. Specifically, Akure, Ondo, Owo and Okiti-pupa were chosen because large volume of construction activities in the state takes place in these areas. This study identified twelve construction trades in the study area as in the previous studies [Afolabi *et al.*, 2016]. For the purpose of this study, proportional random sampling technique was used in selecting sample from each of these major towns because of different concentration of construction projects and professionals. Therefore, 50% respondents were selected from Akure, 25% and 15% of respondents respectively were chosen from Ondo and Owo town and 10% of respondents selected from Okiti-pupa. From the one hundred and fifteen construction sites visited, in all, a total of 57 respondents responded to the questionnaire representing a 50% response rate. The analysis of data collected was done using SPSS 17.0. Percentages and mean score item were used to indicate the relative position of each factor.

IV. DATA ANALYSIS, RESULTS AND DISCUSSION

4.1 *Background Information*

Table 1 shows the summary of background information of the respondents. From this table, Engineers had the highest participation in the study with 22 (38.6%) respondents, while Architects, Builders and Quantity Surveying had 15 (26.3%), 13 (22.8%) and 7 [12.3%) respondents respectively. The academic qualification of the selected construction professionals showed that 6 (10.5%) respondents hold HND certificate and 4 (6.5%) of the respondents are holders of PGD certificate. In addition, 25 (43.5%), 19 (37.7%) and 3 (4.3%) of the respondents are holders of B.Sc/B.Tech, M.Sc and Ph.D respectively. The Professional qualifications of the respondents showed that 15 (26.3%) of the respondents are affiliated with the Nigerian Institute of Architecturewhile13 (22.8) of the respondents were members of the Nigerian Institute of Building. In addition, 7 (12.3%) and 22 (38.6%) were members of Nigerian Institute of Quantity Surveyors and Nigerian Society of Engineers. Table 1 also revealed that most of the respondents 44 (77.2%) had between 1- 10 years working experience on the job while 13 (22. 8%) of the respondents had above 10 years working experience.

Table I: Background Information of Respondents

Background Information	Frequency	Percent (%)	Cumulative Percent
Profession of Respondents			
Architect	15	26.3	26.3
Builder	13	22.8	49.1
Quantity Surveyor	7	12.3	61.4
Engineer	22	38.6	100
Academic Qualification			
HND	6	10.5	10.5
PGD	4	6.5	18.3
BSc/B.Tech	25	43.5	61.8
MSc	19	37.7	95.7
PhD	3	4.3	100.0
Professional Qualification			
NIA	15	26.3	26.1
NIOB	13	22.8	47.8
NIQS	7	12.3	60.9
NSE	22	38.6	100
Working Experience in Construction Industry			
1-5	19	33.3	32.6
6-10	25	43.9	76.1
11-15	7	12.3	89.1
Above 26	6	10.5	100.0

4.2 Migrant Craftsmen in Use on Construction Sites in Ondo State

Table 2 shows the countries of origin of migrant craftsmen in use on construction sites in Ondo State. From Table 1 it was observed that apart from Nigerian craftsmen, migrant craftsmen from major three (3)

countries in West Africa namely Benin, Ghana and Togo are used by construction professionals for crafts work in Ondo State. This trend may be due to the fact that these countries share common border with south west than other parts of the country. Ihua-Maduenyi [2015] had earlier reported that a large percentage of migrants from these countries come through the South-West, in particular Lagos and Ogun States. When asked for various reasons for movement from their home countries, one of the main arguments for migration is the high level of unemployment in their home country in comparison to the host country constitutes was a powerful driver of their mobility. Other reasons mentioned are wage difference between the migrant home country and the host country, low income rates in the country of origin, personal debts, financial needs of families and seeking better life standards. These reasons are in line with earlier submission in the literature review. For example, Barslund, Busse and Schwarzwälder [2015] reported that wage differences between migrant home countries and the host countries seem to be a much more powerful driver of labour mobility rates in the European Union countries. On the other hand, Ezzeddine [2011] pointed out that high level of unemployment in the migrant home country in comparison to the host country constitutes incentive for labour to migrate to another country. Toksöz, Erdoğdu and Kaşka [2012] noted that high levels of unemployment and low income rates in the country of origin, personal debts, financial needs of families and seeking better life standards. However, the reasons are in contrast with the previous finding of Afolabi *et al.* [2016] that the shortage of indigenous Craftsmen in Nigeria construction industry led to the use of migrant craftsmen in Lagos State.

Table 2 also reveals the level of participation of migrant craftsmen from these three nationalities on twelve major construction trades in Ondo State. For Carpentry trade, the results of the study indicated that only Nigerians are commonly used in this trade. Tiling trade had four (4) nationalities identified in the study area with Togolese craftsmen leading participation with 30 (52.6%). This was followed by Nigerian craftsmen (38.6%), Beninese (5.35%) and Ghanaian craftsmen (3.5%). In Plastering/Screeding, Block Laying, Painting and Welding trades, three (3) nationalities (Nigerian, Togolese and Beninese) were indicated for each trade with Nigerian craftsmen participation ranked first in all the trades with participation levels at 84.2%, 75.4%, 80.7% and 78.5% respectively. In Interlocking Blocks trade, construction professionals indicated four (4) nationalities (Togolese, Nigerian, Beninese and Ghanaian) with Togolese craftsmen leading participation with 29 (50.9%). This was followed by Nigerian craftsmen 13 (22.8%), Beninese (15.8%) and Ghanaian craftsmen (10.5%). Electrical Installation trade had three nationals (Nigerian, Beninese and Ghanaian) with Nigerian craftsmen participation level at 66.7% followed by Beninese (17.5%) and Ghanaian craftsmen (15.8%). Four national (Nigerian, Togolese, Beninese and Ghanaian) were indicated by construction professionals for Concreting and Roofing trades in the study area. For concreting trade Nigerian craftsmen led the pack with participation level at 64.9% followed by Togolese craftsmen (15.8%), Beninese (10.5%) and Ghanaian (8.8%). As indicated in Table 2 roofing trade was dominated by Nigerian craftsmen with participation level at 56.1%.

Table II Migrant Craftsmen in Use on Construction Sites and their Nationalities

Trade	Nationality	Frequency	Percent (%)	Cumulative Percent
Carpentry	Nigerian	57	100	100
	Togolese	0	0	0
	Beninese	0	0	0
	Ghanaian	0	0	0
Tiling works	Togolese	30	52.6	52.6
	Nigerian	22	38.6	91.2
	Beninese	3	5.3	96.5
	Ghanaian	2	3.5	100
Plastering/Screeding works	Nigerian	48	84.2	84.2
	Togolese	7	12.3	96.5
	Beninese	2	3.5	100
Block laying works	Nigerian	43	75.4	75.4
	Togolese	7	12.3	87.7
	Beninese	7	12.3	100
Painting	Nigerian	46	80.7	80.7
	Togolese	7	12.3	93.0
	Beninese	4	7.0	100
Welding works	Nigerian	43	78.5	75.5
	Togolese	8	14.0	89.5
	Beninese	6	10.5	100
Laying interlocking blocks	Togolese	29	50.9	50.9
	Nigerian	13	22.8	73.7
	Beninese	9	15.8	89.5
	Ghanaian	6	10.5	100
Electrical works	Nigerian	38	66.7	66.7
	Beninese	10	17.5	84.2
	Ghanaian	9	15.8	100.0

Concreting works	Nigerian	37	64.9	64.9
	Togolese	9	15.8	80.7
	Beninese	6	10.5	91.2
	Ghanaian	5	8.8	100
Roofers	Nigerian	32	56.1	56.1
	Ghanaian	13	22.8	78.9
	Togolese	10	17.5	96.5
	Beninese	2	3.5	100

4.3 Comparison between Nigerian Craftsmen and Migrant Craftsmen

Fig. 1 compared the relative usage pattern of Nigerian craftsmen with migrant craftsmen from other nationalities based on the twelve construction trades employed in this study. Apart from two construction trades, Tiling and Laying of interlocking blocks, which were dominated by migrant craftsmen, this figure reveals other construction trades were mostly done by Nigerian craftsmen. These include Carpentry, Plastering/Screeding, block laying, painting, welding, electrical works, concreting and roofing trades. Apart from two construction trades, Tiling and Laying of interlocking blocks, which were dominated by migrant craftsmen, this figure reveals that Nigerian craftsmen were predominantly used in other ten (10) construction trades which are Plastering/Screeding, block laying, painting, welding, electrical works, concreting and roofing trades. This trend may be due to two reasons. First, the presence of strong trades unions in the interstates may prevent the large presence of large number of migrant craftsmen. Second reason may be that the presence of low construction activities in the state as compared to Lagos, Abuja and PortHacourt. The results of this study however contradict the previous findings [Oluwale *et al.*, 2013; Oseghale *et al.*, 2015; Afolabi *et al.*, 2016] that the shortage of craftsmen among bricklayers, carpenters, plumbers and painters leading to a surge to fill such vacant craftsmanship spaces on the construction sites with migrant craftsmen.

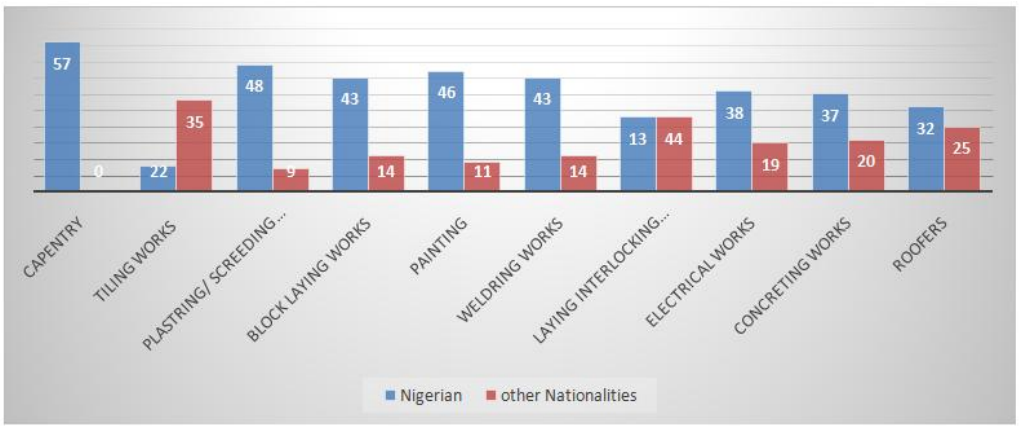

Figure 1: Usage Pattern of Nigerian Craftsmen and Migrant Craftsmen on Twelve Construction Trades in Ondo State

4.4 Factors influencing the Choice of Migrant Craftsmen in Ondo State

Central to this study is the identification of factors influencing the choice of migrant craftsmen in the study area. A question asked the construction professionals was to identify the factors they believe were responsible for their action. The results of the factors influencing the choice of migrant craftsmen are presented in Table 3. As indicated in Table 3 dexterity of craftsmanship was ranked first (MS = 4.2). This was followed by increasing client satisfaction (MS=3.74) and ability to obey instructions (MS=3.65). The need for increased quality (MS=3.54) and availability of tools to carry out the work (MS=3.53) were ranked fourth and fifth respectively. Flexibility at work (MS=3.50), ability to listen to correction (MS=3.41), punctuality to site (MS=3.33), speed of carrying out crafts work (MS=3.28) and complexity of construction works (MS=3.22) were ranked in that order. Absence of disputes on works as a factor was ranked least on the table. Interestingly and contrary to the results of previous study [Afolabi *et al.*, 2016], shortage of skilled local craftsmen and large pool of migrant workers in the industry were ranked fourteenth (14^{th}) and fifteenth with mean scores of 3.00 and 2.96 respectively. This shows that the presence of large pool of migrant workers in the industry or otherwise has little effect against the choice of migrant craftsmen in Ondo state, Nigeria. Cambridge dictionary define dexterity as the ability to perform a difficult action quickly and skilfully with the hands, or the ability to think quickly and effectively. This is calling us back to how skilful our local craftsmen are. The prerequisite to the rising construction industry is the need for skilled craftsmen. Odusami and Ene [2011] noted that the Nigerian construction industry is filled with unskilled, inefficient and dissatisfied workers which have reduced the stock

of competent skilled construction workers. Bamisile [2004] observed that there are no more serious formal vocational centres in Nigeria. Hussein [1992] identified three avenues of training for the skilled labour as the school avenue such as vocational training college, the workshop avenue and the field avenue. Olatunji *et al.* [2000] further identified the types of training as induction training, on-the-job training, refresher training, skill upgrading, practical demonstration and further education (in-service training). Oseghale *et al.* [2015] reported the need for adequate training of the craftsmen. Therefore, due to this dexterity of craftsmanship, the country may continually experience the influx of migrant and foreign artisans to satisfy the construction crafts' demand. It is evident that the training and retraining programmes in neighbouring countries through vocational and technical institutions have largely recorded successes that ensure skilled labour.

Table III: Factors Influencing the Choice of Migrant Craftsmen

Factors	Mean	Ranking
Dexterity of craftsmanship	4.20	1
Increasing client satisfaction	3.74	2
Ability to obey instructions	3.65	3
Need for increased quality	3.54	4
Availability of tools to carry out the job	3.53	5
Flexibility at work	3.50	6
Ability to listen to correction	3.41	7
Punctuality to work site	3.33	8
Speed of carrying out crafts work	3.28	9
Complexity of building works	3.22	10
Adequate mobilization to site	3.17	11
Low price quotation for building works	3.09	12
Quick understanding of works to be done	3.00	13
Shortage of skilled local craftsmen	3.00	14
Large pool of migrant workers in the industry	2.96	15
Policies of construction firms/contractor	2.80	16
Discipline	2.78	17
Absence of disputes on works	2.74	18

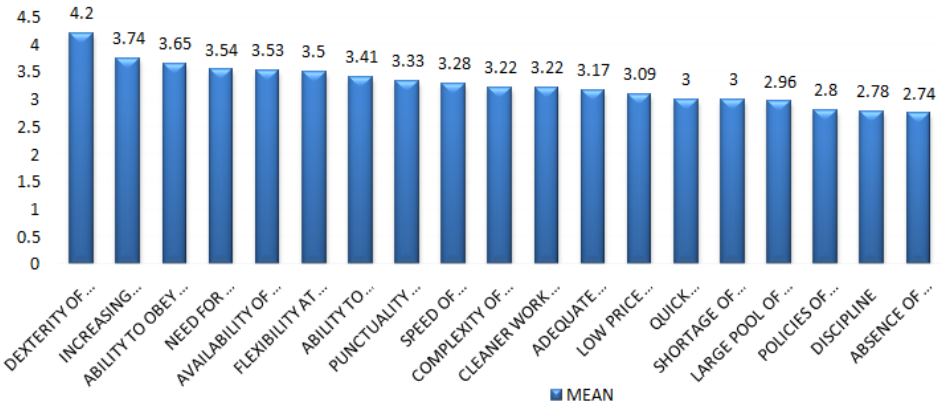

Figure 2: Factors influencing the choice of Migrant Craftsmen

4.5. Factors Militating Against the Use of Local Craftsmen in Ondo State

Through a literature review the study established and presented seventeen (17) factors militating against the use of local craftsmen in some construction trades in the study. The results of factors militating against the use of local craftsmen on some construction trades in the study area are presented in Table 4. The study identified cutting corners on construction (MS=3.83), inability to improve training (MS=3.76) and rush work by the local craftsmen (MS=3.52) as the most important first three factors militating against the use of local craftsmen in the study area. Table 4 also revealed that alcoholism and drug abuse (MS=3.48), excessive complain and excuses (MS=3.39), charging exorbitant prices (3.26), lateness to work (MS=3.24) and inability to listen to corrections and poor obedience to instructions (MS=3.15) were ranked in that order were among the factors militating against the use of local craftsmen in some trades in the study area. In addition, lack of patience on work (MS=3.07), untidy tools and work area (MS=3.02) and pilfering of materials (MS=2.98) ranked in that order were also identified as factors militating against the use of local craftsmen in some trades in the study area. Lawal and Tunji-Olayeni [2011] explained that craftsmen's desires to meet necessary needs are mainly concerned about increasing how much is earned. This can be related to reasons some local craftsmen that still remained on the job are willing to cut corners due to the low wage regime in order to make ends meet.

Table IV: Factors militating against the use of local craftsmen

Factors	Mean Score (MS)	Ranking
Cutting corners	3.83	1
Inability to improve training	3.76	2
Rush work by the local craftsmen	3.52	3
Alcoholism and drug abuse	3.48	4
Excessive complain and excuses	3.39	5
Charging exorbitant prices	3.26	6
Lateness to work	3.24	7
Inability to listen to corrections	3.15	8
Poor obedience to instructions	3.15	9
Lack of patience on work	3.07	10
Untidy tools and work area	3.02	11
Pilfering of materials	2.98	12
Slowness at carrying out their duties	2.98	13
Lack of integrity	2.91	14
Lack of tools	2.87	15
High price quotation for building works	2.59	16
Large pool of migrant workers in the industry	2.17	17

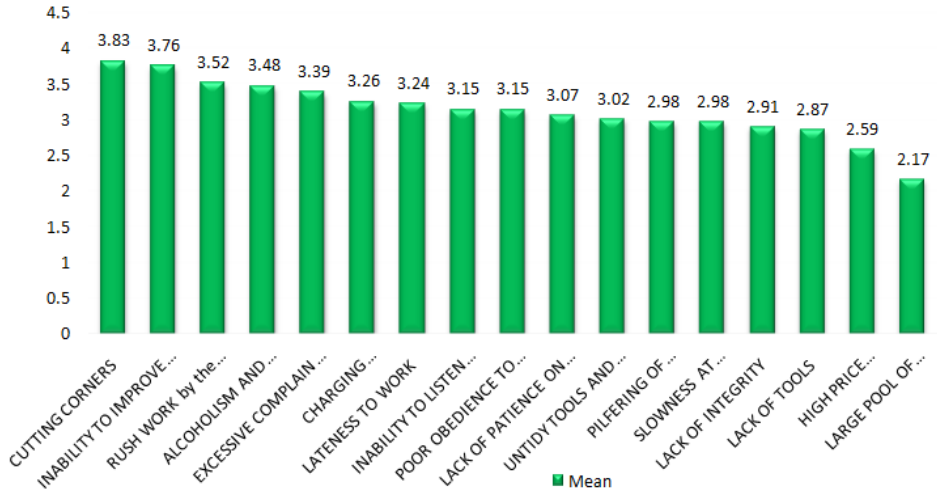

Figure 3: Factors influencing the choice of Migrant Craftsmen

4.6 Effects of Using Migrant Craftsmen in Ondo State

Studies on labour migration frequently emphasized the economic and social problems created by the presence of large groups of strangers in the host countries; however, available evidence in the literature does show that migration is not a zero sum game. Immigrants play a significant role in the most dynamic sectors of the host economy and the movement of economically productive individuals into an area has several economic effects on both the home and host countries. This prompted the present researchers to investigate the impacts of continuous use of migrant craftsmen on construction sites in Ondo State. Table 5 illustrates the economic and social impacts of continuous using migrant craftsmen on construction sites in Ondo State. It can be inferred from the table that the first impact of continuously using migrant craftsmen is the unemployment of local craftsmen (MS=4.11) making it the most critical negative effect of using migrant workers in the Nigerian construction industry. Next in the ranking of impact was the introduction of new techniques to craftsmanship in the study area (MS= 4.00), this was followed by increase in quality of crafts work (MS= 3.63). Increasing customer satisfaction and cost savings on crafts work were ranked fourth (MS= 3.59) and fifth (MS=3.57) respectively. Lack of cooperation between local and migrant craftsmen (MS=3.54), economic growth (MS=3.52), effective use of construction materials (MS=3.48) and increased dispute between management and craftsmen (MS=3.43) in that order were also identified as economic and social impacts for the continuous use of migrant craftsmen in the study area. While improved communication between management and craftsmen with mean score of 2.65 was ranked least. Though unemployment of the native workers, lack of cooperation between local and migrant craftsmen and increased dispute between management and craftsmen were some of the social problems mentioned in this study, however a cursory look and critical analysis of Table 5 shows that migration in the study area is not a zero sum up game after all. From Table 5, it can be observed that migration also plays some positive roles in the state such the introduction of new techniques to craftsmanship, increased in quality of craft work, increased customer satisfaction, economic growth, quick delivery of crafts work and adequate supply

of workers for crafts work just to mention a few. The result of this study is similar to the findings of previous studies which indicate that the movements of economically productive individuals may help to induce changes in economic activities other than those in which they are directly employed [Afolabi *et al.*, 2016]. More so, migrants may bring new productive techniques acquired in their home countries to the host economy as well as transfer technical knowledge, new technology and skill gain to the host country [Miracle and Berry, 1970; ILO, OECD and WBG, 2015].

Table V: Effects of Using Migrant Craftsmen Construction Sites in Ondo State

Effects of Migrant Craftsmen Use in Ondo State	Mean Score (MS)	Ranking
Unemployment of local craftsmen	4.11	1.
Introduction of new techniques to craftsmanship	4.00	2.
Increase in quality of crafts work	3.63	3.
Increased customer satisfaction	3.59	4.
Cost saving on crafts work	3.57	5.
Lack of cooperation between local and migrant craftsmen	3.54	6.
Economic growth	3.52	7.
Effective use of construction materials	3.48	8.
Increased dispute between management and Craftsmen	3.43	9.
Quick delivery of crafts work	3.24	10.
Cleanliness of work site	3.20	11.
Adequate supply of workers for crafts work	3.11	12.
Increased profit for contractor/construction firm	3.00	13.
Increase in number of housing output	2.67	14.
Improved communication between management and craftsmen	2.65	15.

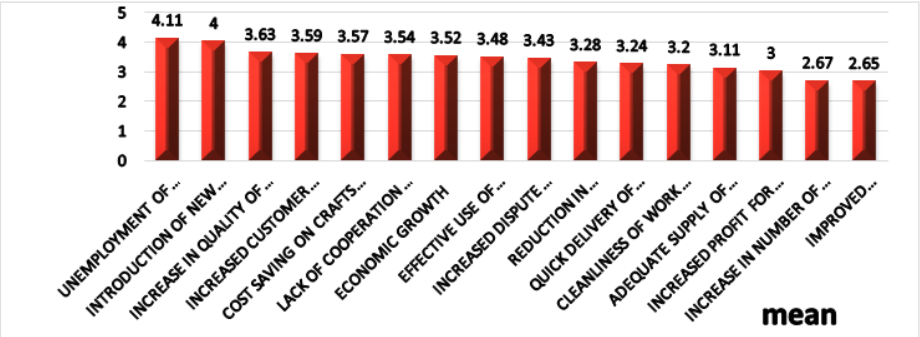

Figure 14: Effects of using Migrant Craftsmen in the Construction Industry

V. CONCLUSIONS

The research work investigated the level of participation and construction professionals' preference for migrant craftsmen for project delivery in Ondo State. The construction trades considered in this study were carpentry, tiling, plastering/screeding, block laying, painting, welding, laying of interlocking blocks, electrical, concreting and roofing. The findings indicated that migrant craftsmen are used in Ondo State but most of the constructions trades are dominated by local craftsmen. However, it was observed that in Ondo State, migrant craftsmen were mainly used in the areas of tilling and laying of interlocking blocks. The study established that 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 major factors influencing the use of migrant craftsmen. The study also identified cutting corners, inability to improve training, rush work by the local craftsmen, alcoholism and drug abuse as major factors militating against the use of local craftsmen. Furthermore, it was also revealed from the study that preference for migrant craftsmen over local craftsmen will increase the unemployment rate in the study area.

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