INFRASTRUCTURE FOR TOURISM AND HOSPITALITY: A TOOL FOR EMPLOYMENT CREATION IN LAGOS STATE

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Abstract
The strategic nature of Lagos as the commercial nerve center of Nigeria, demand that quality hotels, tourism and leisure facilities are provided for the comfort of tourists. The tourism and hospitality sector in Nigeria exhibits high level of potentials in creating jobs and employment, however the industry is faced with the critical challenge of infrastructure that will enable the industry attain the level at which the industry will be attractive enough to generate employment. The study noted that electricity generation and road infrastructure is essential for the development of the sector and the on-going power sector privatization in the country should be fully implemented, while massive investment on road construction in Lagos State will also facilitate the development of the sector. The study concludes that investment in infrastructure will not only impact on the tourism and hospitality sector but will compliment other allied sector in generation of employment and job creation in Lagos State.

Keywords: Road infrastructure, electricity, tourism, hospitality, employment

Introduction
Nigeria with its growing population of over 170 million is bedeviled with infrastructure and employment problems. According to a publication on Invest in Nigeria (2014), to expand infrastructure for an estimated population of 200 million people by year 2020, the nation will require an investment of $650 billion. Developing country like Nigeria whose economy is largely dependent on oil and the income generated from this global business has not significantly impacted on the life of an average Nigerian. Eja et al (2011) noted that several countries are beginning to see tourism and hospitality as a strategy that may be adopted by countries in attracting foreign direct investment (UNWTO). Tourism 2020 vision, forecast that international arrivals are expected to reach nearly 1.6 billion by year 2020 (UNWTO; 2011). How will Nigeria create the necessary infrastructure to support the sector that will attract these tourists to the country thereby creating employment remain the thrust of this paper.

It is when unemployment becomes an issue of concern that strategies to create job emerge particularly in an economy with an exponential growth like Lagos. When people are capable and desire to work, but unable to find suitable employment is classified as unemployment Fajana (2000). It is sad to note that unemployment is a global issue prevalent in developing countries, with attendant, psychological, economic, social and economic consequences Emeh et al (2012).

According to the present administration in Nigeria, President Good luck Ebele Jonathan through its Director General of the National Tourism Development Corporation (NTDC), Sally Mbanefo, reported at a recent conference in Lagos that the country’s tourism potential would be harnessed to improve the economy. Sally further expatiated that investing in the sector will create employment opportunities for the people and also boost the county’s capacity in revenue generation especially in foreign exchange. The world trend accounting for international tourism rebounded
strongly for international tourism with an estimation of international tourists arrivals up to 6.6% over 2009 to 940 million. And tourism exports trend globally accounts for as much as 30% of the world exports of commercial services and 6% of overall exports of ....and services (UNWTO, 2011). As an export category, the tourism industry ranks fourth after, automotive, chemicals and fuels. It is for many developing countries like Nigeria are of the main services for foreign exchange income, creating employment and opportunities for development and help in the reduction of poverty.

With the enormous potential of tourism and increase in tourists arrivals of international tourists to Africa how much of this opportunities is Nigeria likely to harnessed in spite of her weak infrastructures that is needed to support the sector and generate employment are the issue for this study. This situation align with a report published by Vanguard Newspaper (2012) “Of the 13,000 applications received by the Dangote Group for the Graduate Executive Truck Driver, there were six Ph.D, 704 Masters and over 8,460 Bachelor degree holders.” This is the situation Nigerian employment seekers have found themselves and tapping tourism opportunities could be one of the major positive directions for a rapidly growing economy of Lagos. Tourism has played prominent role in employment generation of developed countries and well documented in the literature, these are in terms of increased economic activities, job creation and foreign exchange earnings Valle and Yobesia (2009). The development of depends largely depends on infrastructure to achieve the desired economic growth. According to Ogunbiyi (2014) “the prosperity of a nation depends on the state of its infrastructures”. This situation has continued to hamper job creation to the extent that recently in Lagos a demonstration was carries out by unemployed Nigerians. However the focus of this paper is not to proffer solution to the Association of unemployed graduates against unemployment, but to provide infrastructure for tourism and hospitality as pathway to employment creation in Lagos State.

The situation portrays the prevailing unemployment situation in Lagos which indicates reflection of general unemployment situation in Nigeria.
Lagos population explosion-exerting pressure on infrastructures

Lagos is the commercial nerve center of Nigeria with an estimated population of over 18 million people and is the typical entry point for most visitors to Nigeria. Lagos as the commercial hub of the country has continue to witness infrastructure pressure including public transportation Opeifa (2013).
Aworemi et al (2011) argues that Lagos is the mostly affected city in terms of unplanned growth that has significantly heightened unemployment in the state and decay of infrastructures. In 1800 population of Lagos was 6,000, and rose to 18,000 in 1850, while in 1901 (41,847), 1950 (230,256), 1952 (267,407) and in 1990 population of Lagos was 3,063,594 and 5,685,781 in 1993. FOS, Nigeria (1800-1991) Due to the level of economic activities in Lagos, there has been a rural-urban migration that has impeded on the existing infrastructure. It is sad to note that most roads in Lagos are still impassable to where most of the natural and man-made attractions are situated. Unfortunately, only the international brand hotels that are situated on major highways enjoy some level of attention on road accessibility and relative maintenance of infrastructure to their locations. Majority of small and medium hotels, restaurants and eateries (QSR) are witnessing poor road accessibility and poor power supply which is increasing the cost of doing business in Lagos.
The abundant natural resources in Lagos can only be harnessed if the infrastructure for development are available to create employment for tourism and hospitality which will not only be beneficial to Lagos but to neighboring states in the country.

The focus of this study is to examine issue of road infrastructure and power generation as sesame twins that have hindered the development of tourism and hospitality which has the potential to unlock employment generation for the Lagos economy. This project therefore provided an important opportunity to advance the understanding of how the trend in visitors’ inflow into the country could be converted into employment generation opportunities through provision of infrastructures for the hospitality and tourism sector in Lagos. There is a large volume of published studies describing the role of hospitality and tourism and her potential for employment generation; this is perhaps a singular study examining road transport and power generation on hospitality and tourism in Lagos State.

**Demand for tourism and hospitality facilities in Lagos**

Historically the opening of Lagos Airport hotel in 1942 herald the emergence of modern hotel in Nigeria, followed by the Bristol hotel, Federal Palace hotel in 1956, Eko Holiday inn 1976, Festac 77 Hotel in 1977, Sheraton Hotel in 1985, Sofitel Moore House in 1999, Protea, Southersun. Between 1942 and 1980 the international standard hotels were built by government, until the advent of Sheraton corporation in 1985, which is managed by Ikeja Hotel Plc. a private concern, this was the beginning of a more committed private sector in the development of tourism and hospitality industry in Lagos. The return to democratic rule in 1999 and the concern of the Obasanjo led administration for tourism development as one of its priority showed a significant influx of visitors to the country through the country major international airport to Lagos this trend is supported by the data gathered from Federal aviation authority of Nigeria between showing an exponential increase from 1,000,000 in 2003 to over 7,000,000 in 2012. The security situation in the country couple with the safety level of the various domestic airline and recent plane crash have affected the movement of domestic and international visitors in Lagos domestic and international airport.
In a study conducted by the Lagos State Government as at 2010 the registered numbers of hotels and motels were 591 and increased to 866 in 2011, while restaurants and eateries figures stood at 614 in 2010 and 720 in 2011, Lagos Bureau of Statistics (2012). This is a clear indication that there is a huge employment generation opportunity from the hospitality and tourism sector provided the required road infrastructures and electricity are available to support the sector. This market potential is supported by a recent study conducted by W Hospitality Research Group (2013) noting that between 2014 and 2017 additional twenty two hotels will be entering the Lagos Hospitality Market indicating a total of 4,174 rooms. However the study reflected that in 2013, 24 major branded and unbranded hotel exists in Lagos of a total number of 24, having 3, 896 rooms. In the opinion of this paper the research conducted by W Hospitality Research Group covers hotels that are easily accessible through passable infrastructures that are majorly in the urban area of Lagos neglecting the individually owned hotels which are more in numbers and are likely to create more employment opportunities.
### Figure 6: Lagos future hotel market

Source: W Hospitality Group Research 2013

#### Unemployment situation in Lagos

The unemployment situation in Lagos is so alarming that it is attracting global attention which is largely due to unplanned population increase that constitutes infrastructural challenge. Okafor (2005) argue that poor maintenance culture on existing infrastructure, inflated and biased award of contracts are serious issue for management and planning of infrastructure in Nigeria. The population of Lagos in 1911 was 73,766, 1921-(99,690), 1931-(128,108), and 1952-(272,000) this grew to 5,725,116 in 1991 from a total Nigerian population of 88,992,218, National Bureau of Statistics, Nigeria. This population growth has overstretched the infrastructural facilities and more jobs are not generated to cope with the increasing population. According to Lagos State Government the population growth rate is 6% per annum as the National Population Census figure put Lagos population at 9,113,605 in 2006 and 10,668,139 in 2011 this attest to the United Nation projections that by 2025 the population is estimated at 25 million.
Challenge of power-electricity in Lagos State

The Lagos State house of assembly on 5th July 1980 established the Lagos State Electricity Board (LSEB) gazette No 53 Vol.13 to generate, transmit and distribute electricity to areas not covered by the National grid within the state (2012). Among the thirty six states in Nigeria, Lagos commercial potential and its declaration as the second most populous city in Africa behind Cairo(---)is no doubt not only a concern for Africa but the global community as a megacity. The need to cope with road infrastructure demand and epileptic supply of power will no doubt affect survival of existing business and potential investors. This situation led to the state pioneering Independent Power Project in Nigeria breaking the monopoly of Power Holding Company of Nigeria (PHCN) formerly National electric Power Authority (NEPA). The success story recorded so far by the state government from Enron Power Project an Egyptian firm having 94.74% that commenced in 1999 to supply 230 megawatts with 5.26% investment by LASG in Elsewedy Electric Nigeria to manufacture transformer since 2010 has not impact meaningfully on several business in Lagos State. A host of other projects to generate power such as Island Power Project Expansion (IPP2) which commenced in 2011, Alausa Power Project, Peninsula Integrated Power Project, Ikeja GRA Power Project, Industrial Estate Electrification Initiatives (Isolo, Matori, Ikorodu and Imota agro Industrial Estate are in the power plan of the Lagos State. At the 7th Lagos State Economic Summit, tagged: EHINGBETI 2014, with “Power the Lagos Economy; Real Opportunities and Endless Possibilities” at its theme, held in Lagos extensively describe power supply as the major challenge to economic development, Senator Ibikunle Amosun, Ogun State Governor lamented that without power, there can never be any form of economic boost, and the accolade of the Nigerian economy as the largest in Africa does not translate into job creation.
Road infrastructure situation
The society remain stagnant where infrastructure are non-existent, provision of infrastructure is key for sustenance of life in a burgeoning population of Lagos and a criteria for a much desired private sector investments Adebusoye and Kadiri (2012). Road infrastructure could be a disincentive to both foreign and local investors in an urban city like Lagos Otegbulu, (2011). It is sad to note that in Lagos majority of the road are impassable, ridden with potholes causing several traffic congestion, travel delays, vehicle damage and most times cause accident. In a report on the analysis of government budgets and citizens perceptions in connections with road infrastructure in Lagos State (2012) road infrastructure top the priority of LSG agenda ranking power/water supply and employment as 7th on the list. Evidence suggests that a total of 5000km road exits in Lagos, while 675km are federal roads with state and rural road estimated at 4,325km. Several effort has been made by the Lagos State Government in increasing capital expenditure on infrastructure as reflected in the budget shown in figure 5 below, from 50,000,000,000 in 2010 to almost 80,000,000,000 in 2012.

Figure 8: LASG capital expenditure growth for works and infrastructures
Source: As Amended from LASG Budget Trend 2010-2012

Much of the huge investment demonstrated by Lagos State Government in her budget does not permeate into some many areas, should it be an issue of corruption? As a statement issued by Segun Adesanya Chairman Akoka community development Association (ACDA) in the Punch Newspaper lamented on the deplorable condition of the roads, drainage channels, provision of street lights and purchase of transformer for electricity generation will cost the association 28million naira.

It is apparent at this stage that road infrastructure is not only affecting hospitality and tourism in generation of employment but also affecting the quality of life of the citizen.
Methodology
The study used both primary and secondary data with target population of 240 respondents from Lagos State. Respondents were picked randomly in Ikorodu, Alimosho, Epe and Badagary. Constituents of the target population are job seekers in the hospitality and tourism profession, graduating students from Lagos state polytechnic and students of some selected catering schools in Badagary and Epe local government areas. This was to ensure adequate representation of data and its viability as the sample size; this was based on random sampling. The information gathered through secondary source was anchored on materials consulted such as books, journals, newspapers, periodicals, seminars and conference papers and internet sources. Data generated from the questionnaire presented were analyzed through frequency and simple percentage method.

Table 1: Causes of unemployment in Lagos

<table>
<thead>
<tr>
<th>Variable</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poverty</td>
<td>25</td>
<td>12.82</td>
</tr>
<tr>
<td>Unemployable Skills</td>
<td>11</td>
<td>5.64</td>
</tr>
<tr>
<td>Population Growth</td>
<td>20</td>
<td>10.3</td>
</tr>
<tr>
<td>Corruption</td>
<td>30</td>
<td>15.38</td>
</tr>
<tr>
<td>Poor Road Infrastructure Facility</td>
<td>35</td>
<td>17.94</td>
</tr>
<tr>
<td>Electricity-Power Generation</td>
<td>40</td>
<td>20.51</td>
</tr>
<tr>
<td>Rural Migration to Lagos</td>
<td>19</td>
<td>9.74</td>
</tr>
<tr>
<td>Curriculum Mis-Match</td>
<td>15</td>
<td>7.69</td>
</tr>
</tbody>
</table>

Source: Authors Field work (2014)

Findings and discussions
The population upsurge in Lagos does not have a corresponding development in road infrastructure and power generation which is evident in the level of power generation in the state. From the survey, power generation ranks as the highest 20.51% followed by poor road infrastructure facility at 17.94 that has constituted a menace to hospitality and tourism as a pathway to employment generation in Lagos State. However corruption, at 15.38 %, came third in the response which corroborates the evidence that suggests corruption in all facets of the Nigerian society from the Local government to state level is worrisome in repositioning her economy. Poverty 12.82, population growth at 10.3, rural urban migration 9.74, Curriculum Mis-Match 7.69, Unemployable Skills 5.64

**Conclusion**

The study set out to examine the infrastructure for hospitality and tourism as a pathway to employment creation in Lagos State. A total of 16.4% of the respondents agreed that unemployment has a psychological effect on the unemployed individual, while 28.2% rated road infrastructure as one of the key issues as pathway to employment creation in Lagos State. Data gathered from the respondents also revealed that 32.3% agreed that electricity is fundamental in unlocking employment generation for the hospitality and tourism sector in Lagos State. Additional results noted that 11.28% agreed that lack of employable skills has not guarantee them employment access into the hospitality and tourism sector, while 11.8% opined that government need to support investments in the sector through supportive regulatory framework.

The second objective of this paper is to examine if unemployment really persists in Lagos State and whether it also has the potential to unlock employment generation, 174 respondents, out of 195, representing (89.2%) of the total responses in the administered questionnaires. Additionally a total of 155 respondents (79.48%) averred that tourism and hospitality has the potential to unlock employment for Lagos State.

**Conclusion**

Development of infrastructures is crucial for the tourism and hospitality sector in Nigeria to harness potentials to create jobs and employment, unfortunately the industry is faced with the bad roads, poor electricity supply therefore that investment in infrastructure will not only impact on the tourism and hospitality sector but will compliment other allied sectors to generate foreign exchange for the Nation at large.

**Recommendation**

The study recommends that significant investment in infrastructures is very essential through deliberate policy by government and such investment should be devoid of corruption. The significant investment will generate employment during construction stage and the project commencement stage this obviously will gradually continue to solve the unemployment challenge in Nigeria.

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