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DETERMINANTS OF WORK-PLACE CHOICES AND THEIR IMPLICATIONS IN KANO METROPOLIS

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ABSTRACT

The research is focused on the workplace patterns in Kano metropolis showing the various workplaces with an explanation for the reasons of the choices of workplaces and therefore examining the implications of workplace locations. The stratified and random sampling was used as the sampling method in this research; the sampling frame consists of the eight local government areas within Kano metropolis. A sample size of 30% was used for the metropolitan local government areas and 20% was used for the districts, villages, wards and households respectively. The questionnaire was administered and interview schedule was the research instrument (literate and non literate) in this research and it is divided into four parts: the socio-demographic characteristics, workplace locations, workplace patterns and the implications of the patterns. A total of 409 questionnaires were administered to the sampled population. The data was presented in tables and analyzed through the use of descriptive statistics. From the findings, choices of work places is influenced by working experience, history, interest, mobility, peace, salary, proximity, accessibility, availability, career, choice, economy, security, service, social amenity, training and unity. Choices of workplace are mainly influenced by proximity, job security and the salary/wage paid. It is recommended that security of jobs and better salaries for the population will enable them to work in any location within Kano state with minimal preferences.

1.0 INTRODUCTION

The Urban land space may be chaotic in nature but spatial order lies beneath its infinitely varied surface (Cervero, 2002; Adedibu, 2008 and Liman 2011), gradually such order is now beginning to be understood in detail, but it is clear that there are recurrent pattern in urban habits that are producing repetitive modes of Land occupation (opt.cit.). Consequently, leading to the development of activities patterns such as commercial, residential, industrial etc.

Literature on urban structure and function indicates that the work places of the Labour forces are spatially separated from their residences, partly because of the differentiated pattern of urban Land uses; there is also some evidence of appreciable variation in the degree of work – residence separated among different component groups of the labour force (Sanni and Akinyemi, 2009 and Dahl, 2010).

In addition, there are good reasons for separation of work – place and residence; this is because commercial and industrial uses are associated with more traffic, population congestion, smoke, vibrations, odors, unattractive appearance which is conflicting with goals for residential amenity.

Moreover, many people welcome the psychological value of separation between work and home, especially where job satisfaction is low, there is value in being able to leave and forget about work for few hours (Okewole, 2002 and Sanni 2009).

The nature of socio-cultural patterns and their inter relationship with processes of urban residential pattern have received attention of urban researchers. Phe & Walkey (2000) carried out research on housing quality and other trade-offs; Croft (2003) identified the rating of existing facilities as residents' preference for residential locations. Kauko, (2006), (2009) researched on spaciousness and functionality as the determinant factor of residential location. Calvero and Ducan (2002); Handy (1996); Kan (2007) researched on residential mobility and social networks; Schwanen and Mokhtarian (2003); Sermons and Seredich (2001) and Srinivasan and Ferraira (2001) carried out researches on individual travel patterns and residential locations preferences.

Basolo, (2005); Bruch & Mare, (2006) and Cheng, (2008) researched mostly on the effects of neighbourhood condition on residential locates and Coulson (2009) analysed the impact of labour markets on housing tenure. Researches on racial composition are those of Okewole, (1998); Weinberg, (2001) and Charles, (2005).

Efforts have been made in this direction in third world cities and Nigeria in specific as in the work of Mabogunje (1968); Ayeni (1979); Okpala (1981); Arimah (1997); Okewole (1998); Oduwaye (2008); Aluko (2008); Ayenigba (2009); and Sanni and Akinyemi (2009).

Studies on residential land use in Nigeria are those of Onakerhoraye (1984); Okowole (1997); Omirin (1998); Adindu and Ogbonna (1998); Adedibu, Opeloyeru and Ibraheem (1998); Egunjobi (1999) & Olayiwola (2000). These Studies show that urban areas are enormous political, social and economic

significance to the larger region in which they are located. This is because these cities are centers of innovation, growth and development which in turn attract large number of people from the surrounding areas giving rise to accommodation and employment needs.

People residing and working in Kano City occupy, organize and utilize land space basically for socio – economic reasons. This leads to production of goods and services, in turn resulting in different social processes. These social processes are responsible for differences in uses of intra-urban land space. .Moreover, organization and utilization of city space is an indication of economic relationship existing within the city and among the dwellers. This is the basis of social processes in the city. These social processes are defined in space and have spatial pattern (Liman, 2011:2). In Kano metropolis, urbanization was facilitated by the establishment of manufacturing industries through the expansion of trade and commerce. These industries used better inventions and innovations of production of goods and services and took over manual production which produces well in large quantities based on the principles of centralization, concentration, maximization, specialization, standardization and synchronization of production processes (Liman 2008:1). Thus, people were drawn from all locations as labour pool both skilled and unskilled, ensuring an influx of people leading to further urbanization (opt.cit).

The impact of industrialization, trade and commerce on the growth of Kano's population was clear and its impact on economic and national development was paramount (Okewole, 2002, Cheng, 2008 and Ibrahim, 2008).

Thus, modern industrialization in Kano has meant specialization of functions as well as area. In essence these meant the separation of place of work from the residence due to spatial differentiation of land uses into residential, industrial, commercial etc

In Kano metropolis, this accommodation and employment needs have given rise to residential and industrial land use demand which have led to patterns of movement from residences to workplaces.

2.0 THE STUDY AREA

The metropolis is located on Lat. 12°25'-12°40'N and Long. 8°35'- 8°45'E. The Metropolis occupies an area of about 499km².It is made up of about Eight (8) local government areas which include Dala, Fagge, Gwaie, Ungogo, Kumbotso Municipal, Nassarawa and Tarauni (NPC, 2006). The population of the state is about 9,383,682 people and the population of the eight (8)

metropolitan local government areas is 2,828,861 people (NPC, 2006) The predominant people are Hausa/Fulani with other tribes from other parts of the country like the Yoruba, Igbo, Kanuri, Babur, Nupe, Igala, Idoma, Calabar, etc. There are also people from other Philippines, etc. African countries like Malians, Niger, Chadians, Arabs etc, and those from other parts of the world like the Chinese, Lebanese, Indians, Figure

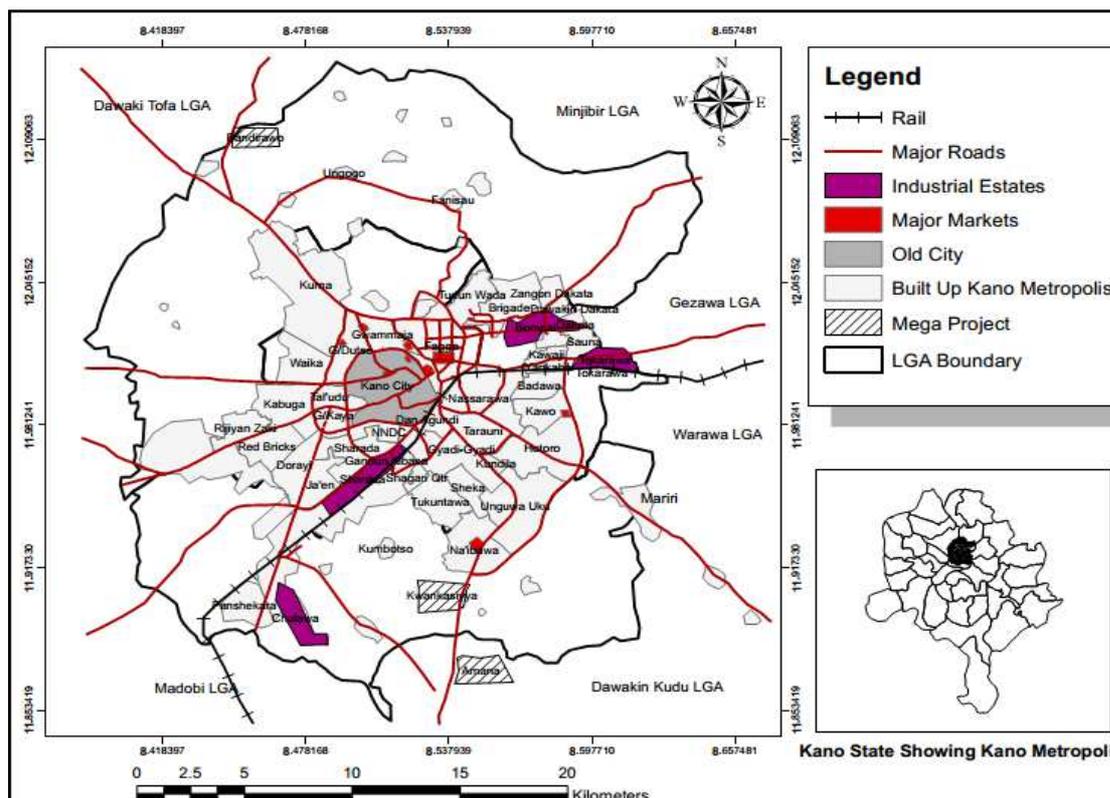


Fig1: Map of Kano State showing Metropolitan Local Governments

3.0 MATERIALS AND METHODS

The questionnaire is the primary research instrument, it is an open ended questionnaire, it was administered to the respondents at their residences because of the ease of administration at residences than work-places due to formal settings and procedures at work places. Interviews were also carried out on respondents that are not literate in English language, questions on the questionnaires were translated into Hausa language for the respondents and their responses were recorded accordingly. Reconnaissance survey was carried out to ascertain the areal extent of the study area.

Un-scheduled visits was paid to obtain information and familiarity with the district, village and ward heads under their domains. Observations during reconnaissance survey of the streets and wards in the study area were also carried out for ease and accessibility in questionnaires administration. The Statistical Package for Social Sciences (SPSS) software package was used as the computer software for the data analysis. The data were analyzed using descriptive statistics and results were presented in tables graphs. The socio-demographic characteristics of the workers include the respondent's' sex, age, State of origin, tribe, Occupation and marital status.

Residential data includes house number, street name, ward, village, districts, local government areas, State and duration of stay

at residence. Choices of residence include all the reason why the respondent chooses to live in the area.

Tab 1: Population and sample

	Villages	Wards	Number Of Households	Sample
Kano Municipal	Fuskar Kudu	Dogarai	98	20
		Tudun Wuzurci	453	92
		Gidan Sarki	207	42
		Soron Dinki	335	67
		Wudilawa	127	25
Nassarawa	Gwagwarwa	Gawuna	360	73
		Tsamiya	250	50
	Tudun – Wada	Tudun Wada A	255	40
Total			2085	409

Source: Field work (2014)

3.1 Population and Sample

The research employs the survey approach and the individual respondent is the unit of analysis.

The sampling frame consist of the population of eight (8) metropolitan local government areas of Kano which were stratified into districts, villages, wards and household heads. A Thirty percent(30%) was used in the sampling of the local government areas and twenty percent (20%) was used in the sampling of districts, villages, wards and households.

3.2 Socio-Economic Characteristics

The socio-economic characteristics include age, sex, occupation and state of origin of the respondents

3.2.1 Age Distribution

The age distribution of the workers is stratified into youths, younger adults, older adults and the aged. In Kano municipal, those with the highest percent are the younger adults with over 40 percent (40.2%) and the old age has the lowest percent of 4.5, while in Nassarawa local government area the youth has the highest percent of 64.4 and the lowest percentage of old (0.6)

This signifies that youths and younger adults are the major part of the workforce in the metropolis with over half of the total sampled population while the aged are not actively participating in the workforce with less than five percent of the total sample.

Tab 2: Age Distribution

Age (Years)	Local Government Area	
	Kano Municipal Council (N =246) %	Nassarawa (N=163) %
Youth (20-34)	22.4	64.4
Younger Adults (35-44)	40.2	21.5
Older Adults (45-64)	32.9	13.5
Old(Aged) (65 above)	4.5	0.6
Total	100	100

Source: Field work (2014)

3.2.2 Sex

The male have over 80% of workers from the sampled population (81.7%) indicating the dominance of the male in the workforce of Kano metropolis and the female population have below 20% which shows the non-dominance of the female in the workforce of the metropolis.

3.2.3 Occupation

The occupations of the workers are classified into civil servants, private sector, security agents and the traditional rulers. The civil servants include all those working as civilians for the Local, State and Federal governments. The private employees are those that are employed by the private sector ie in industries,

business centers, private schools etc or are self-employed for example tailors, welders, mechanics etc. The security agents are those employed as securities by the government either Local, State or federal government i.e. Hisbah, Prisons, Police and Security service etc.

From the research findings the civil servants have the highest percent in Kano municipal local government area with nearly 90 percent (89.4%) while the lowest percent are the security agents with below two percent (1.6%) respectively. The privately employed workers have the highest percent of more than half i.e. 54.6% and there are no traditional rulers in the sample (0%) of Nassarawa local government area.

Tab 3: Occupation

Occupation	Local Government Area	
	Kano Municipal Council (N=246) %	Nassarawa (N=163) %
Civil Servant	89.4	42.3
Private Sector	4.9	54.6
Security	1.6	3.1
Traditional ruler	4.1	0
Total	100	100

Source: Field work (2014)

3.2.4 State of origin and Tribal affiliation

The state of origin of the sampled population in this research are people from Adamawa, Bauchi, Bayelsa, Benue, Edo, Gombe, Imo, Jigawa, Kaduna, Kano, Katsina, Kogi, Kwara, Ondo, Osun, Oyo, Sokoto and Zamfara respectively. Majority of the residents in the study area are indigenes of Kano state. The other state indigenes reside mainly in Nassarawa local government area and constitute only 12.9%.

The tribes sampled in this research include Ebira, Edo, Fulani, Gwari, Hausa Fulani, Hausa, Igbo, Idoma, Igala, Kilba, Katab, Sayawa, Tangale, Tiv, Tukko and Yoruba. The Hausa tribe is the predominate tribe in the sample with almost a hundred percent i.e 98.8% and 58.9% in Kano municipal and Nassarawa local government areas respectively, the other tribes sum up the remaining percentage. It implies that the city is inhabited mostly by the Hausa tribe.

Table 4: Tribal Affiliation of the Respondents

Tribe	Local Government Area	
	Kano Municipal Council (N=246) %	Nassarawa (N=143) %
Ebira	0	1.8
Edo	0	1.2
Gwari	0	0.6
Hausa/Fulani	100	82.8
Ibie	0	0.6
Ibo	0	0.6
Idoma	0	1.2
Igala	0	3.7
Katab	0	0.6
Kilba	0	0.6
Sayawa	0	0.6
Tangale	0	0.6
Tiv	0	0.6
Tukonki	0	0.6
Yoruba	0	3.7
Total	100	100

Source: Field work (2014)

4.0 RESULTS AND DISCUSSIONS

4.1 The Categories of Workers

The categories of the workers are classified into civil servants, private sector, security agents and the traditional rulers. The civil servants include all those working as civilians for the Local, State and Federal governments. The private employees are those that are employed by the private sector ie in industries, business centers, private schools etc or are self-employed for example tailors, welders, mechanics etc. The security agents are those employed as securities by the government

either Local, State or federal government i.e Hisbah, Prisons, Police and Security service etc.

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Table 5: Categories of workers.

Occupation	Local Government Area	
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Civil Servant	89.4	42.3
Private Sector	4.9	54.6
Security	1.6	3.1
Traditional ruler	4.1	0
Total	100	100

Source: Field work (2014)

The districts of work place are greater for metropolitan’s local government areas than for the Non metropolitan’s local government areas. The metropolitan local government areas have more than 90 percent of the sampled workers working within the metropolis (91.5%) while the Non metropolitan local

government areas have only 8.5% percent, this can be attributed to non-metropolitan local government areas having high transportation cost and far commuting distances to their various workplaces unlike the metropolitan areas,

Table 6:Work-Place Locations

Districts of Workplaces	LOCAL GOVERNMENT AREAS	
	Kano Municipal council (N=246) %	Nassarawa(N=163) %
Metropolitan local government areas	91.1	92.1
Non Metropolitan local government areas and others	8.9	7.9
Total	100	100

Source: Field work (2014)

From the research, choices of work places are influenced by workers peaceful environment, amount of salary paid, job security and service to humanity. Other reasons influencing their choices includes ease of accessibility to their work places, availability of jobs, their chosen career, economic considerations, to gain experience, their history or inheritance mostly for traditional title holders, interests, job location, opportunity, mobility, proximity to

their residences, safety, training, unity and power availability especially for those who use electricity as source of power for their jobs. In Kano municipal council, over one quarter of the respondents prefer to work in places where there is job security (32.6%) but in Nassarawa local government area people choose to work in places that is accessible and close to their residence (26.2%).

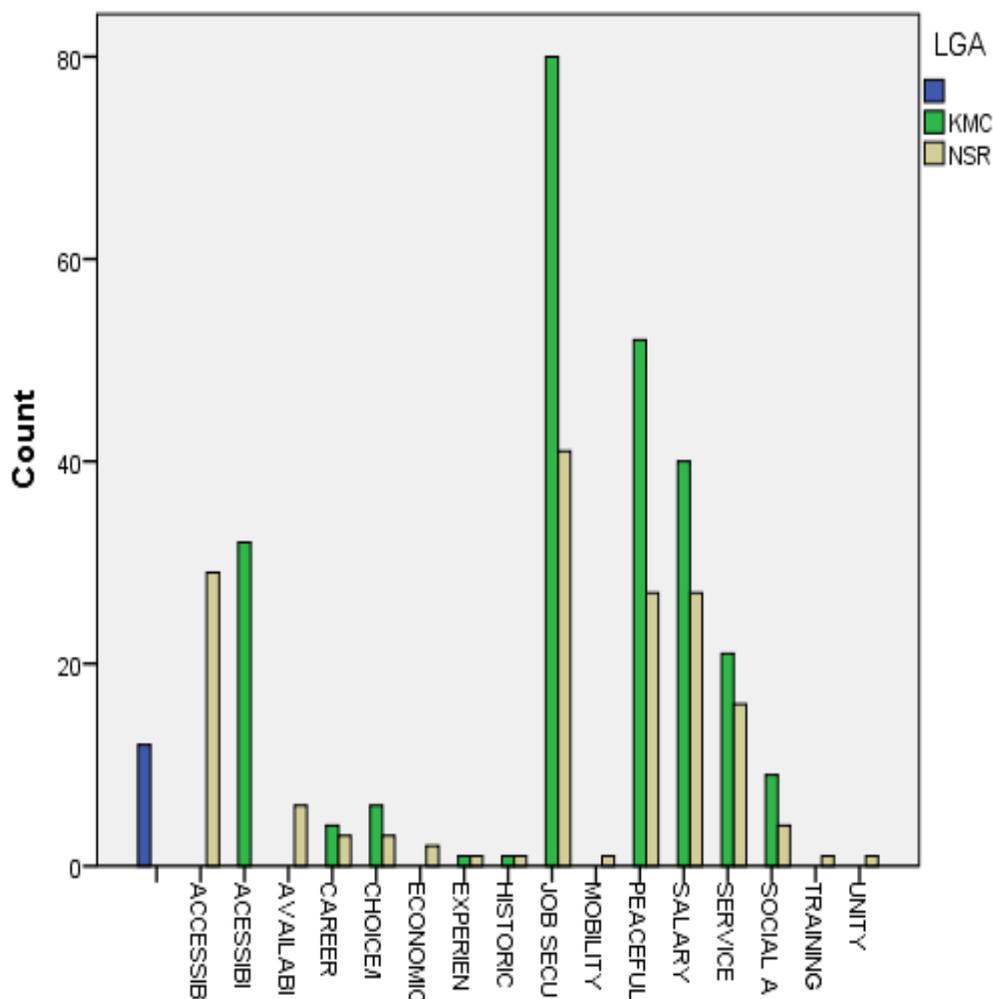


Fig 2 : Bar graph showing workplace choices in metropolitan Kano

The resultant implications are concentration of the working population close to residences due to proximity choices which have resulted in pressure on housing, health facilities and traffic during workers rush hours to their respective workplaces.

Job security in government agencies have resulted in the high demand for employment in government parastatals exceeding their carrying capacity and resulting in youth unemployment.

5.1 Conclusion

Conclusively, choices of work places are influenced by working experience, history, interest, mobility, peace, salary, proximity, accessibility, availability, career, choice, economy, job security, service, social amenity, training and unity. Most choices of workplace are influenced by proximity, job security and the salary/wage paid. Lastly, adequate security of jobs and better salaries for the population

will enable them to work in any location within Kano state.

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