
Staff Housing Needs of Nigerian University: A Case of Obafemi Awolowo Univeristy, Ile-Ife.

G.M. Akinsanya & A.O Adewusi
Department of Estate Management,
Federal University of Technology Akure,
Nigeria
gmakinsanya@gmail.com

ABSTRACT

Globally, housing is recognized as one of the basic necessities of life and a pre-requisite for human survival. Similarly, adequate provision of staff housing in a university has been found to have notable impacts on the university system. The paper examines the housing stock in the Obafemi Awolowo University staff quarters in Nigeria and identified the various house types and their accommodation details. It also examines the demand for accommodation units and the actual number of applicants accommodated within five years in the staff quarters. Archival record, questionnaires and interview were used for data gathering. Questionnaires were purposively administered to the Secretary to the Housing and Allocation Unit, and the Estate Officer of the Division of Works and Maintenance of the Obafemi Awolowo University. Data were analysed using descriptive statistics.

Findings revealed that the university was replete with wide range of house types and there were 732 houses in the university staff quarters. Although, there were no additional housing units provided over decades, there was an annual increase in the number of applications for housing primarily due to security challenges and benefit of amenities on campus. The average annual demand for accommodation from 2011 to 2014 was 492 at the senior staff quarters (SSQ) and 136 at the junior staff quarters (JSQ). However, within the same period the average available accommodation in both the SSQ and the JSQ were approximately 23 and 2 units respectively. The paper concludes that staff housing in Obafemi Awolowo University was quantitatively and grossly inadequate.

Keywords: accommodation demand; housing; staff quarters; university.

1.0 INTRODUCTION

Provision of adequate accommodation for the citizens has been a permanent challenge in virtually all the countries of the world because population is never static. Housing challenge is multifaceted. It could be in form of quantitative or qualitative needs. Issues and challenges of accommodating the ever increasing population of the world has brought housing problem under different topical headings among academics and practitioners. These relate to urban, rural, public and student housings, and also housing schemes and policy. This is because of the crucial role that housing plays in the overall well-being of man and his productivity.

Existing studies on housing situation in Nigeria especially in the urban areas have revealed shortage in housing stock expressed in both qualitative and quantitative terms (Abiodun, 1983; Onibokun 1985; Aribigbola, 2000; Mabogunje, 2002; Alufohai, 2013). This was as a result of rapid urbanization and poor economic growth (Okoye, 1990). It has been noted that the existing housing stocks are inadequate to cater for the increasing population of our urban centres Jiboye (2011). Alufohai, (2013) also revealed that Nigeria needs about 17.5 million units of housing to close the existing gap between the demand and supply of residential dwellings in Nigeria. Meanwhile, high rate of population growth, inflated real estate values, deplorable urban services and infrastructures, and a lack of implementation of planning have

been found to complicate the housing problem (Olotuah, 2000; Oladunjoye, 2005). One of the consequences of high rate of population growth has been high number of students' enrolment in our tertiary institution. To cater for the increasing students' admission in our universities additional academic and non-academic staff is inevitable. This also has resulted in over-use of the existing housing stock without a commensurate provision of the same vis-a-vis the students' admission and staff employment. Although, both federal and state governments have made several housing policies and attempted at providing housing for the populace, adequate accommodation still remains a mirage. There is no doubt the magnitude of quantitative housing needs of Nigerians is enormous considering the rapid increase in her population. However, the attention of academic and professionals in the recent time have been on the challenges of housing inadequacy in our urban centres without a bit of concern for staff housing most especially in higher institutions of learning. Staff housing is very essential for smooth and efficient running of any university because of the crucial role the academics and principal officers played in university administration. For instance, beside the fact that academic works are best done in a serene and peaceful environment, some research conducted by academics are experimental which involve measurement and recordings at intervals which may span some weeks or months. Similarly, housing principal officers of university like chief security officer, Director of fire service, medical and Para-medical officers among others who may need to attend to emergencies in a university community that inhabit thousands of students will be indispensable. Again, cases of kidnapping and murder of academic staff outside university environment are reported. Therefore, university staff members are supposed to be housed within or around university environment with adequate infrastructural facilities and security. It is against the foregoing that this paper seeks to examine the demand for staff accommodation and housing deficit in Obafemi Awolowo University staff quarters.

2.0 STATEMENT OF PROBLEM

There is a growing concern over the pressure of students and staff population on the existing facilities and infrastructure provided for our universities over decades ago. As Nigeria population increases at alarming rate, so also, the number of students admitted into our tertiary institutions increases. In fact, it has been observed that there is an increase in demand for modern on-campus housing in today's higher learning environment due to increase in students population every year (Najib and Yusuf, 2009; Khozaei et al, 2001). Similarly, Sharma (2012) has revealed an estimated figure of about 160% increase in tertiary education globally. This situation has necessitated an increase in employment of both academic and non-academic staff without a corresponding increase in offices, lecture theatres, equipment, hostel, and staff accommodation. While attention of scholars have been drawn to students' housing in our tertiary institutions less consideration has been given to staff housing. For instance, Susilawati (2001) observed that modern students housing facilities are essential to cater for students housing need. Similarly, Centre for Global Education (2002) has noted that the provision of adequate accommodation facilities for tertiary students continues to remain a challenge for governments.

In the same vein, Oluwunmi *et al.* (2012) has affirmed that adequate provision of staff quarter accommodation buildings in a university have notable advantage such as : punctuality to classes as against having to come from outside the university campus, which most times, is prone to traffic congestion fostering perpetual lateness to work. Contrarily, The Chairman, Academic Staff Union of Universities, Niger Delta University branch, Dr. Tuboukiye Sese, lamented that due to absence of staff quarters, academic and non-academic workers alike operate from Yenagoa, the state capital, a journey of close to one hour (Deji-Folutile and

Oketola, 2014). This of course can affect the effectiveness of the staff members in the delivery of duties.

Brailsford and Dunlavey (2006) reported the activities of the University of California, Santa Cruz administrative plan for faculty and staff housing on the university campus. Located in one of the nation's least affordable housing markets, the university was challenged in its ability to recruit and retain outstanding faculty and staff required to achieve its institutional goal and objectives (Brailsford and Dunlavey, 2006). Similarly, the survey conducted in 2013 by Anderson and Strickler, LLC on behalf of the University of Maryland (UM) on faculty/staff housing markets found amongst other things that though employment opportunities at UM attracted employees to the university, housing factors had a negative impact on recruitment of those from outside the area. However, in 2015, University of Maryland, College Park purchased about an acre of land to build faculty and staff housing as part of its Greater College Park plan (The Daily Record, 2015). This underscores the importance of staff housing in achieving university goals.

In Obafemi Awolowo University, though, hostel accommodation still remains inadequate; several attempts have been made to cater for the housing needs of the students in the university. For instance, the construction of Alumni hall, ETF hall and the students' village (a build-operate-and transfer housing scheme) were measures in the past two decades to alleviate accommodation shortage among students. Although, staff housing is very essential for smooth and efficient running of higher institution of learning in a developing country like Nigeria, there is little or no research efforts on university staff housing in Nigeria. Against the foregoing, the paper examines staff housing stock of Obafemi Awolowo University with a view to establishing staff housing quantitative adequacy in a Nigerian university. The specific objectives are to: determine the housing stock in Obafemi Awolowo university staff quarters; identify available house types and their accommodation details; determined the house type that are mostly demanded, and examine the demand and supply of accommodation units within the last five years.

3.0 LITERATURE REVIEW

Generally speaking, there is a dearth of literature on university staff housing need both in quantitative and qualitative terms. Nevertheless, campus housing facilities operate as an integral component of university which contributes to achieving its overall mission (Hassanain, 2007). Also, Hassanain (2008) opined that well planned out housing facilities promotes desirable educational outcomes and help to achieve the broader objectives such as social cohesion and responsible citizenship. Existing literature on housing in tertiary institutions centres on student housing. Yet, staff housing is very essential because of the role of housing to the overall well-being and productivity of staff members. While literature on urban housing problems in Nigeria include but not limited to Abiodun, (1983, 1985), Onibokun, 1985; Mabogunje, 2003, Olayiwola, Adeleye, and Ogunshakin (2005), Olotuah and Babadoye, (2009), Jiboye A.S. (2011) and Alufohai (2013), a few literatures that exist on staff housing deal with staff satisfactions with housing facilities. For instance, Oluwunmi et al (2012) analysed user's satisfaction with residential facilities in Nigerian private universities using Covenant University as a case study. The study findings revealed that the inhabitants of the university staff quarters were majorly satisfied with the services of five out of the eight principal university facilities maintained by the Physical Planning and Development (PPD) unit. Oluwunmi *et al.* (2012) further affirmed that adequate provision of staff quarter accommodation buildings in a university have notable advantage such as: punctuality to classes as against having to come from outside the university campus, which most times, is prone to traffic congestion fostering perpetual lateness to work.

3.1 HOUSING NEED IN NIGERIA

One major challenge militating against sustainable housing and urban development in most developing countries is that of spontaneous and uncontrolled urbanization (Jiboye, 2011). Urbanization according to Jiboye (2011) has created severe housing problems, resulting in overcrowding, inadequate dwellings, deplorable urban environment, degrading public infrastructure, and to an extreme, “outright homelessness” in most city centres. The studies like (Abiodun, 1983; Onibokun, 1985; Mabogunje, 2003 and Alufohai, 2013) that focus on housing situation in urban centres in Nigeria have revealed acute housing problems expressed in both qualitative and quantitative terms. It has also been observed that the existing housing stocks in Nigeria and Lagos in particular, is grossly inadequate for the population. For instance, Alufohai (2013) has noted that Nigeria will need an estimated 17.5 million units of housing to close the existing gap between the demand and supply of residential dwellings. Notwithstanding, housing adequacy enhances individual’s health, welfare and productivity, and consequently the wealth of the nation (Olotuah and Babadoye, 2009). Okupe, (2002) has expressed that the proportion of the Nigerian population living in urban centres has increased phenomenally over the years with only 7% of Nigerians lived in urban centres in the 1930s, and 10% in 1950, by 1970, 1980 and 1990, 20%, 27% and 35% lived in the cities respectively. Over 40% of Nigerians now live in urban centres of varying sizes (Olotuah and Babadoye, 2009).

The crucial role that housing plays in man’s life cannot be over-emphasized. This is because the housing sub-sector of most countries accounts for a high proportion of the national wealth, which dominates the substantial part of households’ expenditure (Adedeji and Olotuah, 2012). In spite of the importance of housing, inadequate housing supply is evident and prevalent in most developing countries like Nigeria and third world countries (Alagbe, 2013), and staff housing is not an exclusion to this problem.

3.2 Public Housing Delivery in Nigeria

An attempt is made here to review briefly the government intervention in housing delivery with reference to staff housing. Government intervention in housing provision predated Nigeria independence when the colonial masters built for themselves the Government Reservation Areas (GRA). The post-independence period saw the development and extension of the GRAs and the introduction of special public housing programmes exclusively for the needs of the new national elites in the higher hierarchy of the state apparatus Olayiwola et al (2005)

In 1962, a National Development plan was introduced into the budgeting system of the country instead of the fiscal and sectoral plans, which were previously used. From the first National Development Plan period (1962-68), it was the intention or policy of the government that low, medium and high-income people should benefit from public housing and programmes of governments (Olayiwola et al, 2005) The first National Development Plan (1962-68) accorded low priority to housing with focus on accommodating government staff in the regional capitals and Lagos, but a low proportion achievement was recorded (Ademiluyi, 2010).

The second National Development Plan spanned between 1970- 19774. It was targeted at provision of 60,000 housing units as against 24,000 housing units targeted in the first development plan because government accepted housing as part of its social and political responsibilities. It emphasizes housing provision for all social groups whether displaced or not from the competitive housing market (Olayiwola et al, 2005; Ademiluyi, 2010)

According to Adeniyi (1974) the following objectives were to achieve the aim of the housing policy as announced by the Gowon Military administration during second development plan

period: (a) Immediate construction of housing units by the Federal Military and State Military Governments for rent at affordable prices (b) Increase in the construction of houses for government workers (c) Development and expansion of loans for private housing (4) Increase in investment in local production of cement and other necessary building materials. Increase in the importation of cement to supplement the needs created in the housing construction sectors.

Objective 2 of the second national housing development indicated that government workers were one of the targeted public members to be catered for though the category of workers was not stipulated it was not unlikely to be senior government officials in the ministries. Although the actual achievement of the second National Development Plan in relation to housing was rather low there was a marginal improvement at the end of the period. The plan was only successful in providing (a) Ninety Staff Quarters of various sizes in Lagos area (b) Four Blocks of flats as transit residence for official of the Ministry of external affairs (c) The establishment of the Federal Housing Authority in 1973 charged with the provision of low cost housing across the country and (d) The reduction of the interest rate of the Nigerian Building Society from 8¹/₂ to 6¹/₂% (Olayiwola et al, 2005);

In the third National Development Plan Period, the following achievements were recorded (a) The promulgation of the Rent Control edict and the subsequent establishment of the rent control panel charged with the fixing of minimum rent payable on different types of houses (b) In 1975, the anti- Inflationary task force was established to examine the causes, and consequences of inflation as it pertains to housing (c) The promulgation of the land use decree to allow for ease of implementing the public housing programme (d) The promulgation of the Rent Control edict and the subsequent establishment of the rent control panel charged with the fixing of minimum rent payable on different types of houses (e) In 1975, the anti- Inflationary task force was established to examine the causes, and consequences of inflation as it pertains to housing (f) The promulgation of the land use decree to allow for ease of implementing the public housing programme.

Nevertheless, at the publication of the National Development Plan in 1980, only 26, 950 housing units, representing 23.3% of the intended housing for the third National Development Plan Period was achieved.

Not much was achieve in the fourth National Development Plan either. The available data shows that 26,334 one-bedroom units and 3,449 three bedrooms units had virtually been completed. The same survey shows that 3,924 and 443 units of the two categories respectively were in progress. Despite the several attempts of the government to provide housing for the citizens Ademiluyi (2010) noted that there still exists a gap between housing supply and demand in Nigeria.

STAFF HOUSING

Student housing has been seen as an essential component of institution of learning in all cultures and climates and it has for long been thought of as a vital component of university campuses, though, staff housing is not an exemption. Most universities of the world provide quarters for the staff though it may not be adequate to accommodate all staff members. In some universities staff quarters are predominantly meant for new staff, faculty and visiting scholars and sometimes for just a temporary period while some others permanent accommodation is provided for their staff without discrimination but subject to vacancy. Oluwunmi *et al.* (2012) have affirmed that adequate provision of staff quarter accommodation buildings in a university have notable advantage such as: punctuality to classes as against having to come from outside the university campus, which most times, is prone to traffic congestion fostering perpetual lateness to work. However, campus housing

facilities operate as an integral component of university which contributes to achieving its overall mission (Hassanain, 2007)

In Nigeria, one of the foremost indigenous universities is University of Nigeria NNsuka. The university has about 630 housing units in its staff quarters. There are 265 housing units located on the Northern part of the University Campus and 365 housing units on the Southern part (www.unn.edu.ng). The percentage ratio of the staff members who are accommodated and those who applied but were not accommodated was not investigated.

Also, Hassanain (2008) opined that well planned out housing facilities promotes desirable educational outcomes and help to achieve the broader objectives such as social cohesion and responsible citizenship. Oluwunmi et al (2012) has revealed that the inhabitants of covenant university staff quarters were majorly satisfied with the services of five out of the eight principal university facilities maintained by the Physical Planning and Development (PPD) unit. The study also noted that Covenant University (a private university) in a bid to cater for more of its staff accommodation established and partially completed a new estate in January 2010. The new residential estate consists of;

- i. Twenty-Six Number Detach Houses: These houses (26 in number) were built with the exact specification of houses in the Professor's Village (ie. four bedroom detached houses each having steward quarters comprising two bedrooms, a kitchen and convenience. The duplex has the following spaces: Family lounge, main lounge, guest toilet, kitchen, dinning area, visitor's room, master bedroom and two other bedrooms (all rooms en-suite).
- ii. Blocks of Two Bedroom Flats: These consist of thirty-two (32) flats in four blocks of eight flats. The appurtenances of each flat include: Living room, dinning area, kitchen, visitor's toilet inclusive of an en-suite two bedroom.
- iii. Blocks of Three Bedroom Flats: These comprise forty-eight (48) flats in twelve blocks, each having four flats with the following spatial provisions: a living room, three bedrooms, (en-suite master bedroom), dinning section, visitor's toilet, kitchen and store.

It thus means that an additional one hundred and six (106) accommodation units were added to the existing stock of houses in Covenant university staff quarters. While private universities are endeavouring to increase staff accommodation in Nigeria, the federal and state government universities are indifferent. According to Oluwunmi et al (2012) observed that peace and tranquility is derivable from a campus environment where adequate housing is being provided and faculty from various parts of the country would be attracted because of infrastructural provision such as security, internet connectivity, functional public utility e.g. constant power supply and portable water. However, the Chairman, Academic Staff Union of Universities, Niger Delta University branch, Dr. Tuboukiye Sese, lamented the absence of staff quarters which make academic and non-academic workers to operate from Yenagoa, the state capital, a journey of close to one hour to the school (Deji-Folutile and Oketola, 2014)

PROVIDING SUSTAINABLE AND AFFORDABLE HOUSING IN UNIVERSITY STAFF QUARTERS

Sustainable housing could be described as the housing that put into consideration the long-term environmental, social, cultural and economic balance of the housing stock and its occupants. Sustainable housing has to do with economic development of all income groups and institutions. Sustainable housing should be affordable and the planning and building process should be harnessed to empower communities and build people skills and capacities (UN-Habitat, 2012). One major problem of housing is finance. The land and property may be available but not affordable. Most of government developed properties are not always affordable for the low income earners and the urban poor. However, affordability is relative.

What is affordable to one might not be affordable to other. Affordability refers to the supply and availability of housing that is both within the financial reach of households and matches their aspirations (Nigeria Vision 20:2020). Affordable housing is concerned with securing some given standards of housing or different standards at a price or rent which does not impose an unreasonable burden on the household incomes (Maclennan & Williams, 1990 cited in Alagbe 2013).

Therefore, the concept of affordability is subjective. Any quality homes with modern specifications, secure communities with adequate services and infrastructures inclusive may be affordable to the high-income group but not to the low-income group. However, it is the low-income group that needs urgent intervention in housing provision (just like it has been done in South Africa and China) if we want to avoid our cities from being turned into slums (Alagbe, 2013). Although, university staff cannot be adjudged to be low income earners especially the senior staff, but provision of modern houses has been found to be capital intensive perhaps the reason while most universities are not thinking of providing staff quarters where it does not exist or adding to the existing stock where available. However, sustainable housing is all about using improved locally made material to produce a conducive and affordable accommodation.

Housing is all about a satisfactory and conducive shelter. In the recent times, educated and medium income earners are often found using mould earth/clay in constructing their personal houses in some cities in Nigeria. This is because the material for bricks is readily available, cheap and believed to be heat resistance. Alagbe (2013) has demonstrated indigenous strategies towards affordable low-income housing delivery via Compressed Earth Building Technology and Container Homes. Traditionally, the mud housing has provided accommodation to Nigerians through ages till the present time. Thousands of rural houses were built with mud (Earth Building) but does not gain acceptability among most urban dwellers for wrong conception though few are changing attitude. Alagbe (2013) noticed that the Compressed Earth Building Technology has brought great improvement to the common mud house building in the form of Compressed Stabilized Laterite Bricks (CSLBs) which was invented as a product of scientific research. The author established the following as benefits of CSLBs:

- i. They are durable;
- ii. Availability of the needed soil for CSLBs in large quantities in Nigeria;
- iii. The CSLBs are cheap, affordable and easy to use (particularly the interlocking bricks);
- iv. Fire and bullet resistant;
- v. High thermal capacity, low thermal conductivity and porosity;
- vi. Moderation of extreme outdoor temperatures and maintain a satisfactory internal thermal comfort.

There is no doubt that using Compressed Stabilized Laterite Bricks (CSLBs) for construction of houses in the staff quarters would reduce production cost greatly, but also could have strong appealing to some member of the staff. Since there are plank houses in the Obafemi Awolowo University staff quarters, container home which is now gaining popularity with various design could be a panacea to housing deficit in a relatively secured environment like university staff quarters.

METHODOLOGY

The data for the study was primarily collected from Housing and Allocation Units, and Estate Department of the Division of Works and Maintenance, Obafemi Awolowo University, Ile-Ife. Questionnaire and interview were used in gathering the information needed for this paper. The questionnaire was structured to address the objectives of the study. The Secretary

to the Housing and Allocation Unit and Estate officer of the Division of Works and Maintenance were interviewed. The secretary to the Housing is in charge of housing allocation to the university staff. However, allocation is done in conjunction with the University Housing Allocation Committee headed by a chairman, usually a professor. He keeps the record of all applications and revalidation for accommodation and issues allocation letters to tenants. The estate Officer on the other hand is in charge of checking in and out of tenants including inspection and taking inventory of the accommodations. Basically, the study determined the available stock of accommodation in the university staff quarters and examined the demand for accommodation vis-à-vis supply of same within five years (i.e. 2010 to 2014) with a view to establishing housing deficit in the university staff quarters. Data collected was analysed using descriptive statistics.

Obafemi Awolowo University is a Federal University located in the ancient city of Ile-Ife, Osun State, Nigeria. It was founded in 1961 and classes commenced in 1962. The university has a land mass of 13000 acres (53km²) and the built up area (campus) is 5,000 acres. The staff quarter is located within university and it occupies an expanse of land with efficient road networks in a serene environment. It covers eighteen (18) out of twenty-four (24) roads that are within the built up area of university. At present, the university has about 35,000 students, 13 Faculties and two colleges (i.e. the Postgraduate College and the College of Health Sciences).

4.0 DATA ANALYSIS AND PRESENTATION

Findings from the housing department revealed that there are 732 housing units in university staff quarters out of which 84 reside at the junior staff quarters while there are 648 houses within the staff quarters. Out of the 648 houses in the senior staff quarters 552 are for the university staff while the remaining 96 houses are meant for specific purposes. For instance, the chalets are 20 in number and were built for visiting scholars. However, there was a slight difference in the housing stock has provided by the Estate Department. The total number of housing units was given at 728. While 86 of these units reside in junior staff quarters 642 are located in the senior staff quarters. It was also discovered that out of about 730 housing units in the university staff quarters, about 5 are uninhabitable while some of them are under repairs at present. This shows that the university has maintenance culture. Table 1 below shows the number of house types and accommodation units provided in the staff quarters.

Table 1. Showing Number of house type and accommodation provided

House Type	Number of Houses	Number of accommodation
Senior staff quarters		
1) A1	41	41
2) A2		
3) A2 Split	*	*
4) B1/2 (B type)	50	50
5) Block of flat	10	60
6) C Split	*	*
7) Chalets	20	20
8) D Type	30	30
9) E1 Modified	39	39
10) E2 Type	63	63
11) F Type	*	*
12) FA Type	25	25

13) FB Type	6	6
14) G Type	48	48
15) Glass House	1	2
16) H Type	43	43
17) J1Type	7	7
18) J2 Type	*	*
19) K Type	15	15
20) L/LC Type	131	131
21) LG Type	1	6
22) Plank House	2	2
23) Twin Flat	36	71
24) others:	2	4
Total	620	663

Junior Staff Quarters

1) JSQ1 (A1)	11	20
2) JSQ2 (A2)	29	58
3) JSQ3	*	*
Total	40	78

Source: Author's field survey 2015. * Means data unavailable.

The table revealed that there are 10 blocks of flats in the senior staff quarters which produce 60 accommodation units and 36 twin flats produced 71 accommodation units. Similarly, in the junior staff quarters, the 11 houses of A1 type and 29 houses of A2 types provide 20 and 58 accommodation units respectively.

There are other types of houses in the senior staff quarters which were purposely built. An example is Development House (DV House) which was built for site workers during construction of the staff quarters' houses but now converted to staff accommodation. It provides only one accommodation.

4.2 House type and accommodation details

The university is replete with wide range of accommodation types for its staff. It has about 25 house types in the senior staff quarters and 3 types in the junior staff quarters. Table 2 below shows the house types in Obafemi Awolowo University and their accommodation details.

Table 2 Showing House type and accommodation details

House Type	No. of Bed rooms	Study rooms	No. of Bath	No. of Toilets	Storey or Bungalows	Gara ge/ Car Park	Boys Quarters	Cour t yard	Poin ts
1) A1	5	1	4	4	Storey	Gar	Yes	Nil	36
2) A2	4	1	3	3	Storey	Gar	Yes	Nil	36
3) A2 Split	4	1	3	3	Storey	Gar	Yes	Yes	36
4) B Type	3	1	3	2	Bungalo w	Gar	Yes	Yes	30
5) Block of flat	2	Nil	1	1	Storey	Gar	Yes	Nil	15
6) C Split	2	1	2	2	Bungalo	Gar	Yes	Yes	24

7) Chalets*	1	Nil	1	1	w Bungalo	CP	Nil	Nil	15
8) D Type	3	1	2	2	w Storey	Gar	Yes	Nil	30
9) DV House	1	Nil	1	1	w Bungalo	CP	Yes	Yes	15
10) E1 Modified	3	1	3	3	w Bungalo	CP	Yes	Yes	32
11) E2 Type	2	1	1	1	w Bungalo	CP	Yes	Nil	22
12) F Type	2	Nil	1	1	w Bungalo	Gar	Yes	Nil	16
13) FA Type	2	Nil	1	1	w Bungalo	Gar	Yes	Nil	16
14) FB Type	2	1	1	1	w Bungalo	Gar	Yes	Yes	22
15) G Type	3	1	2	2	w Bungalo	Gar	Yes	Nil	30
16) Glass House	2	Nil	2	2	w Bungalo	CP	Yes	Nil	18
17) H Type	3	1	2	2	w Bungalo	Gar	Yes	Nil	32
18) J1Type	3	1	2	2	w Bungalo	CP	Yes	Nil	30
19) J2 Type	2	1	1	1	w Bungalo	CP	Yes	Nil	18
20) K Type	3	1	2	3	w Bungalo	CP	Yes	Yes	35
21) L/LC Type	3	1	2	2	w Bungalo	Gar	Yes	Nil	26
22) LG Type	2	1	2	2	w Bungalo	CP	Yes	Nil	24
23) Plank House	2	Nil	1	1	w Bungalo	CP	Yes	Nil	16
24) Twin Flat	3	1	2	2	w Bungalo	CP	Nil	Yes	15
25) JSQ1	3	Nil	-	1	w Bungalo	Nil	Nil	Yes	DA
26) JSQ2	2	Nil	-	1	w Bungalo	Nil	Nil	Yes	DA
27) JSQ3	1	Nil	1	1	w Bungalo	Nil	Nil	Yes	DA

Source: Author's field survey 2015. **Note:** *Chalets are no longer available for applicants
Table 2 revealed that majority of the houses in the university staff quarters are bungalows with either garage or car-park. Similarly, only chalets, twin flat and junior staff quarters houses had no boys' quarters while the rest houses have.

4.3 Accommodation Types and Demand in the Staff Quarters

As it was said earlier the university staff quarters is replete with various house types with different accommodation details. This allows the university staff to choose accommodation

type that best suits them. However, accommodation choice is not automatic. There a minimum points acceptable for each accommodation type. For instance, the minimum point for block of flats and twin flats at the senior staff quarters is 15.

Table 3 showing Demands for Accommodation Types

House Demand/Year	Type	Senior staff quarters						Ave range	Ran k
		2010	2011	2012	2013	2014			
1) A1	*	15	17	19	19	17.5	13 th		
2) A2	*								
3) A2 Split	*								
4) B1/2	*	17	**	15	19	17.0	14 th		
5) Block of flat	*	51	57	69	82	64.8	2 nd		
6) C Split	*	18	19	17	18	18.0	12 th		
7) Chalets	*	**	**	**	**		-		
8) D Type	*	7	8	8	9	8.0	15 th		
9) E1 Modified	*	54	55	65	64	59.5	3 rd		
10) E2 Type	*								
11) F Type	*	27	25	34	38	31.0	7 th		
12) FA Type	*	40	39	37	44	40.0	6 th		
13) FB Type	*								
14) G Type	*	14	19	21	23	19.3	11 th		
15) Glass House	*	-	-	-	-	-	-		
16) H Type	*	22	25	22	14	20.8	9 th		
17) J1Type	*	19	18	19	22	19.5	13 th		
18) J2 Type	*								
19) K Type	*	1	3	2	3	3.0	15 th		
20) L/LC Type	*	54	51	56	56	54.3	4 th		
21) LG Type	*	**	**	**	**	-	-		
22) Plank House	*	**	**	**	**	-	-		
23) Twin Flat	*	55	73	96	108	83.0	1 st		
24) No specific type	*	32	35	47	50	41.0	5 th		
Total	No. of	426	444	527	569				

Junior staff quarters

1) JSQ1	*					
2) JSQ2	*	110	120	145	169	136
3) JSQ3	*					

* means data unavailable, ** means no demand for the house type in that particular year.

Table 3 above shows the demand for various accommodation types. The average demand for each house type from 2010 to 2014, as shown in Table 3 reveals that Twin Flat (83), Blocks of Flat (64.8), E1 and 2 Type (59.5), L Type (54.3) and F Type (40) were mostly demanded by the staff populace. Interview revealed that staff on CONTISS 11 and above; and CONUASS 4 and above usually demand for “L” type while newly employed staff usually

apply for Twin flat and Block of flat due to the low required minimum points. At the junior staff quarters, staff member usually apply for any available accommodation (JSQ1, JSQ2 and JSQ3) perhaps because of the limited house types in the vicinity. The figures given under the junior staff quarters above represent the demand for the three accommodation types.

4.4 Demand and Supply Accommodation in the Staff Quarters.

Demand for accommodation in Obafemi Awolowo University staff quarters is very high compared with the number of units available per year. As revealed in Table 4 below, a total of 1,966 applications were received for the period under study while annual average was approximately 492. Out of 426 staff members that applied for accommodation in the senior staff quarters in 2011 only 13 members were accommodated representing 3.1% of the applicants for that year. The number of applicants increased to 444 in 2012 but only 50(11.3%) secured accommodation. In 2013 only 10 housing units were available for 527 applicants. It thus means that less than 2% of applicants got accommodation. Despite the dichotomy between demand and supply in the previous year applications rose to 569 in the year 2014 while 17 applicants secured accommodation. At the junior staff quarters, the situation is similar. The annual total number of applications received was 544. Demand for accommodation was on the increased during the period under study while supply is grossly inadequate. Between 2011 and 2014 only 6 applicants were accommodated though average demand for accommodation was 136 applications. It was surprising to note that there was persistent increase in demand for housing in the university staff quarters despite the fact that the housing stock is fixed. Shortage in housing units is unconnected with the fact that the last additional housing unit to the existing stock was in 1998 at the senior staff quarters there has been an increase in staff employment. In addition, accommodations are given to staff on almost permanent basis. That is, to retirement age. It thus means that availability of accommodation is subject to vacancy, and vacancy is a function of number of staff members that retire or withdraw service from the university.

Table 4 Showing Demand and Supply of Accommodation in the University Staff Quarters

Year	Demand	Senior staff quarters		
		Supply	Housing deficit	Supply as a % of Demand
1) 2011	426	13	413	3.05
2) 2012	444	50	394	11.26
3) 2013	527	10	517	1.89
4) 2014	569	17	552	2.98
Average	491.5	22.5	469	
Year	Junior staff quarters			
1) 2011	110	-	110	-
2) 2012	120	4	116	3.33
3) 2013	145	-	145	-
4) 2014	169	2	167	1.18
Average	136	1.5	130	

Source: Author's field survey 2015

However, high demand for accommodation in the university staff quarters was attributed to some factors. For instance, proximity to workplace, security of life and property, and comparatively, regular electricity supply were noted as the major causes of high demand for accommodation in the staff quarters.

SUMMARY OF FINDINGS

There are 732 houses at the Obafemi Awolowo University staff quarters and most of the houses were habitable and a state of repair. Also, there were about 28 house types in the university staff quarters. The average demand for each house type in the senior staff quarters revealed that Twin flat (83%), Block of flat (64.8%), E1 and E2 type (59.5%), L-Type (54.3%) and F-Type (40) were mostly demanded by the university staff.

The demand for housing unit in both the senior and junior staff quarters were very high while accommodation units were grossly inadequate to cater for the yearly increasing demand for shelter in the university the staff quarters. While the last house constructed in both the senior and junior staff quarters were in 1999 and 1975 respectively, there is no known housing scheme put in place to cater for the yearly increasing demand for accommodation in the staff quarters.

Lastly, proximity to workplace, security of life and property and comparatively better power supply were noted as the major causes of high demand for accommodation in the staff quarters.

RECOMMENDATION

The paper recommends thus;

- i. The university should embark on mass low cost housing scheme within the university community.
- ii. House types that are mostly demanded be given priority, especially the twin flat and the block of flat, most importantly, the block of flats because its provides more accommodation units within a limited land area.
- iii. For mass production of houses in the staff quarters Public-Private partnership in form of Build-Operate and Transfer could be an option. Alternatively, member of staff who could afford to build should be given the priviledge to “Build-Use and Transfer” to the university after retirement.
- iv. Lastly, sustainable housing scheme, using locally made material would be best alternative for mass production of affordable housing units in the staff quarters. Shelter is all about conducive accommodation and locally made building materials could aid low cost housing, and a well designed and built natural environment. For instance, earth building technology has produced Compressed Stabilised Laterite Bricks (CSLBs) for affordable and sustainable housing. Similarly, container homes are becoming popular in some countries of the world. This could aid low cost and durable housing in a relatively secured environment of the university staff quarters.

CONCLUSION

As population increases, the number of students’ enrolment in our tertiary institution increases and consequently, an increase in the number of staff being employed. However, the accommodation units for staff member have remained static over the years in Obafemi Awolowo University. This has led to a wide margin between the number of applicants and those that actually got accommodation yearly. The paper concludes that the demand for housing units in both the senior and junior staff quarters were very high. While the challenges of insecurity of life and property, epileptic power supply amongst others have necessitated the staff members seeking accommodation within the university staff quarters, the available

houses were grossly inadequate to cater for the yearly demand for shelter in the university community.

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