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Road traffic administration and management in the third world mega-city: Lagos, Nigeria

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Abstract

Observation from the literature shows that a city can only be as big as its transportation facilities can enable its people go about their businesses, move and distribute their goods and services. In spite of these positive aspects of urban transportation system on one side of the coin, the other side of the coin reflects its negative impact that relate to traffic management and administration and road safety. The daily movement of people and freights within and outside the mega-city of LAGOS is becoming more difficult and complex. This is reflected in the increasing bumper-to-bumper traffic being experienced in the mega-city of Lagos during 6.30 am – 11.30am morning peak hours and (3.00pm – 7.30 pm) evening peak hours. It now seems that traffic congestions are becoming forcefully acceptable excuses for workers being late to work in Lagos metropolis. One approach at solving this problem adopted by the Lagos State Government is traffic management through the establishment of the Lagos State Traffic Management Authority (LASTMA). Traffic management could be regarded as a systematic and sustained effort on directing and controlling all traffics on our roads to make them free from negative effects of the transport system. The aim of this research work was to assess the impact of the Lagos State Traffic Management Authority (LASTMA) with particular reference on the efforts to reduce road traffic problems. Both secondary and primary data sources that were collected in 2008 were used in the study. Policy implications of the findings are discussed in the paper.

Keywords: Road traffic administration and management, Third world city, Lagos, Nigeria

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1. Introduction

The daily movement of people and freights within and outside the mega-city of LAGOS is becoming more difficult and complex. This is reflected in the increasing bumper-to-bumper traffic being experienced in the mega-city of Lagos during 6.30 am – 11.30am morning peak hours and (3.00pm – 7.30 pm) evening peak hours. It now seems that traffic congestions are becoming forcefully acceptable excuses for workers being late to work in Lagos metropolis. The poor traffic situation in Lagos mega-city arises as a result of the various land-use activities such as commercial, industrial, educational, administrative, public and semi public, recreational land-use patterns and circulation/transportation land use and its resultant activities. Also, the poor geographical location of the city, coupled with inadequate and inefficient transport activities, the erratic behaviour of drivers and sudden surge in the car ownership have combined to complicate Lagos traffic problems. Thus, traffic cannot flow efficiently and the overall result is the clogging of the Lagos metropolitan roads. Other factors enumerated in the literature as the factor responsible for traffic congestion in Lagos mega-city and in Nigerian cities in general are: inadequate parking spaces, erratic public transport, over-reliance on road and indiscipline among the motorists (Adedimila 1981; Adenle 1981; Oyefesobi 1981; Orioke 1981; Tarfa 1981; Okpala 1981; Ogunsanya 2002; Oyesiku 2002; Vandu-Chikolo etal 2004; Oni 2005).

One approach at solving this problem adopted by the Lagos State Government is traffic management through the establishment of the Lagos State Traffic Management Authority (LASTMA). Traffic management could be regarded as a systematic and sustained effort on directing and controlling all traffics on our roads to make them free from negative effects of the transport system.

The aim of this study was to examine the activities and operations of the Lagos State Traffic Management Authority (LASTMA) with particular reference on the efforts to reduce road traffic problems. The specific objectives of this study are: to trace the historical background of LASTMA; to examine the role and functions of LASTMA; to evaluate the constraints and challenges of LASTMA in the implementation and execution of its various road traffic programmes; to assess the public perception on the impact of LASTMA in curbing traffic chaos in the mega-city of Lagos; and to examine the causes of road traffic congestion in Lagos mega-city.

The study area - Lagos mega-city - is located on the south-western coast of Nigeria along the Bight of Benin between latitudes 6^o and 7^o North of the equator and between longitudes 3^o and 4^o East of the Greenwich. Lagos mega-city was bounded to the south by the Atlantic Ocean, to the north by the boundary of Lagos state with Ogun state, to the west by the Ologe Lagoon and to the east by a boundary line north from Ogombo village, across Lagos lagoon and inclusive of Ikorodu. The central core (city of Lagos) covers an important and the most vibrant land space of Lagos state. Lagos MEGA – CITY comprises of: Lagos – island, Lagos – Mainland, Mushin, Oshodi – Isolo, Agege, Alimosho, Ojo, Amuwo – Odofin, Ajeromi – Ifelodun, Apapa, Surulere, Ifako – Ijaiye, Koshofe, Shomolu, Eti – Osa and Ikeja local councils.

2. Methodology

In order to achieve the above stated objectives, two types of data were used: primary and secondary data. For the primary data, five sets of questionnaires were administered. The first set of the questionnaire was

used to elicit information from LASTMA staff on the operational activities and challenges facing LASTMA in the Mega – City of Lagos. The second set of the questionnaire was used to collect information from the commercial vehicle drivers as regards Lagos driving experience and their perception about LASTMA activities on Lagos roads. The third set of the questionnaire was used to collect information from the private vehicle drivers as relate to their driving experiences in the Mega – City of Lagos and their assessment about LASTMA activities. The fourth set of the questionnaire was used to collect information from motorcycle riders regarding their experience, challenges, and their perception about LASTMA activities in the mega – City of Lagos. Finally, the fifth set of the questionnaire was used to collect information from commuters regarding their experiences and the challenges facing them as regards mobility in the mega – city of Lagos. Each of the questionnaires comprises of 60 copies and was administered on different selected groups of people, totaling 300 copies of the questionnaires administered. Non probability sampling technique was used to select respondents across the Lagos mega- city.

Secondary data was obtained from libraries, LASMA publications and other publications like transport journals, auto-magazines, daily newspapers etc.

3. Lagos state traffic management authority (LASTMA)

3.1. The establishment of Lagos state traffic management authority (LASTMA)

LASTMA – Lagos State Traffic Management Authority was established for road Traffic administration and management through the gazette volume 33 No. 5 of 22nd June, 2000. The Lagos State Traffic Management Authority is a parastatal under the Ministry of Public Transportation (MOT) Lagos State, charged with the road traffic matters with a system of operations that make it responsive to the demands of traffic and to ease traffic congestion, to reduce travel delay, improve access to commerce and industry, redirect traffic, to improve the environment, to protect and enhance safety of all road users and to enhance sustainable transport system in the mega-city of Lagos State. Since the creation of LASTMA, traffic control and administration in the mega-city of Lagos have improved drastically.

3.2. Functions of Lagos state traffic management authority {LASTMA}

Lagos State Traffic Management Authority is an autonomous body charged with the administration, control and management of road traffic matters with a system of operations that is responsive to the demand of traffic order in to:

- Improve condition and appearance of roads
- Improve conditions for exposed road users
- Protect and enhance safety of all road users
- Re-direct traffic for better environment
- Improve access to commerce and industry
- Ease traffic congestion and reduce travel delays etc

- Traffic safety and accident management
- Vehicle inspection and certification
- Traffic control and enforcement
- Public education and enlightenment
- Road research and statistics
- Driver training and certification

3.3. The organizational structure of the Lagos state traffic management authority – LASTMA

LASTMA – as an agency is headed by a chief executive officer (CEO). The agency chief executive office consists of the public relation officers, the personal assistant, a clerk, secretary, drivers, dispatcher, messengers etc. The departments under the LASTMA agency are listed below:

- *Administration and finance:* Records of staff, general administration of the agency and finance of the agency.
- *Account department:* This department handles influx and outflow of cash and cheques for the Agency.
- *Education and training department:* This coordinates the in-house training of staff and motorists as specified by the LASTMA rules and regulation.
- *Logistics and transport department:* This department is charged with the procurement of auto-spares parts and maintenance of the agency's vehicles and allocation of vehicles to all the departments and zones if requested.
- *Planning, research and statistics department:* This department collects, collates, analyses, and interprets data. It also conducts research on the activities of the agency and results thus obtained are used for planning the agency's operational activities.
- *Store units:* The store is loaded with varieties of materials meant for use by men and officers of the LASTMA agency.

3.4. Operational structure of LASTMA

The management and implementation of LASTMA policies, programmes and operations are carried out through the following structures:

ZONE 1 – OLOWU: Zone 1 Olowu was located at Lagos Island and it covers Apongbon, Falomo, Marina, Bonny-Camp, Third Mainland Bridge, Osborne Road, Queen's road, Adeniji-Adele, Idumota, Broad Street, etc.

Staff strength - 150

ZONE 2 – ALAUSA: This zone was located at Alausa car park, at the state secretariat Ikeja. This zone covers – Obafemi Awolowo road, Aromire road, Allen junction, Opebi road, Oregun road, Ikeja round-about etc.

Staff strength - 120

ZONE 3 – IPONRI: This zone was situated at Iponri-Costain and it covers the following choke point : Yaba bus stop, Ojuelegba interchange, Western Avenue, Lawanson-Itire road, Stadium junction, Costain interchange, Oyingbo, Iddo, Ijora causeway, Adekunle, Muritala Muhammed way, Sabo bus stop, Herbert Macaulay road, Jibowu junction, Harvey road, Barracks, Onipanu, Fadeyi, Akoka road, Unilag junction etc

Staff strength - 130

ZONE 4 – OSHODI: This zone was located very close to LASTMA Headquarters, infact, they both shared boundary at Oshodi. This zone covers – Iyana-Oworo, Car wash bus stop, Anthony-Oke, Oshodi-Oke, Gbagada, Charity Bus-stop, Toyota bus stop, Aswani market road, Iyana – Isolo. Apakun, Mafoluku junction, Muritala Mohammed International Airport road etc.

Staff strength - 145

ZONE 5 – MILE 2: This zone was located at mile 2 – Lagos state ferry service premises, and it covers – Mile 2 interchange, Amuwo-Odofin, Maza maza, Festac first and second gates, Agboju junction, Abule Ado junction, Orile-Iganmu, Coker, Alaba – Suru bus stop, Amukoko, Oluti, Agric junction, Trade fair junction, Barracks, Volkswagen junction, Iyana-iba junction, LASU junction, Okokomaiko e.t.c

Staff strength - 170

ZONE 6 – AGEGE: This zone was situated at Pen cinema, Agege.

Staff strength - 125

ZONE 7 – EJIGBO: This zone was located at Ejigbo area of Isolo-Ikotun axis. It covers : Isolo road, Pako junction, Okota, Jakande housing estate, Iyana Ejigbo, Daleko market junction, Ikotun road, Egbe road, Ijegun road, Igando road, Idimu road,

Staff strength - 220

ZONE 8 – IKORODU: This zone was located at Ikorodu town and it covers : Mile 12, Owode Onirin, Ikorodu round about, Ayangbunrin road, Igbogbo beach road, Sagamu road, Epe road, Agric bus stop, Wharf road, Benson junction, Owutu road, Haruna bus stop, Ragolis junction etc.

Staff strength - 188

ZONE 9 – Victoria Island: This zone was located on the Victoria Island and it covers: Ozumba Mbadiwe road, Law school junction, Oceanic bank junction, Civic centre junction, Mobil junction, Bishop Aboyade Cole road, etc.

Staff strength - 128

ZONE 10 – PWD IKEJA: This zone is located at PWD, opposite Nigerian Airforce Barracks, Ikeja. It covers: Oshodi –Isale, Agege Motor road, Bolade junction, Sogunle junction, Ladipo bus stop, Airport junction, Abeokuta expressway, Mangoro junction, Cement bus stop, Dopemu junction, Akowonjo road, Iyana Ipaja junction etc.

Staff strength - 168

ZONE 11 – ANTHONY: This zone was located at Anthony, along Ikorodu road and it covers – Mende, Odo-Iya'laro, Ojota bus stop, Alapere, Ketu bus stop etc.

Staff strength - 155

3.5. Operational techniques of LASTMA staff

LASTMA staff adopts several operational techniques in actualizing their statutory functions. These ranges from public enlightenment, field patrol (operations), traffic patrol, vehicle apprehension, lawless driver arrest, and prosecution, researches, towing of break down or accident vehicles etc. Members of the public were enlightened and educated on the importance of good traffic culture and discipline. These are done through motor park rallies or on the highways, use of flyers, hand bills, posters, radio jingles, televisions, newspapers, symposia, public lectures, training programmes or when drivers are apprehended for violating traffic laws, in this case, they are seated down and enlightened before they were allowed to pay their fines.

Table 1 shows LASMA traffic offence fine and penalty tickets.

Table 1. LASTMA traffic offence fine and penalty tickets

S/N	Contravention	Code	Fine (N)
1	Driving with fake drivers license	LCG - 01	5,000
2	Driving without driver's license	LCG - 02	2,000
3	Driving of any vehicle by person under 18 years	LCG - 03	2,000
4	Learning driving without learner's permit	LCG - 04	2,000
5	Learning driving on major road / highway	LCG - 05	2,000
6	Driving unlicensed vehicle	LCG - 06	2,500
7	Driving with expired vehicle license	LCG - 07	2,500
8	Driving fake licensed vehicle	LCG - 08	5,000
9	Driving fake number plate vehicle	LCG - 09	4,000
10	Driving a vehicle with defective number plate	LCG - 10	2,000
11	Driving private vehicle without a valid M.O.T. Test certificate	LCG - 11	5,000
12	Driving Unregistered staff bus	LCG - 12	2,000
13	Driving a company vehicle without M.O.T. test certificate	LCG - 13	5,000

Offences on commercial vehicles

S/N	Contravention	Code	Fine (N)
14	Driving a commercial vehicle without Valid hackney permit / stage carriage	LCC - 01	5,000
15	Not painting a commercial vehicle to approved colour	LCC - 02	5,000
16	Driving a commercial vehicle without valid certificate of road worthiness	LCC - 03	5,000
17	Non-display of Hackney permit	LCC - 04	5,000
18	Kabukabu permit	LCC - 05	2,000
19	Route violation by commercial vehicle driver	LCC - 06	2,000
20	Invalid car hire permit	LCC - 07	5,000
21	Non-display of route number	LCC - 08	2,000
22	Disobeying traffic officer or traffic signs	TSM - 01	2,000
23	Disobeying traffic lights	TSM - 02	5,000
24	Driving motor vehicle without head lamps	VDF - 01	1,000
25	Driving private vehicles without functional head lamps	VDF - 02	3,000
26	Driving commercial vehicles without functional head lamp	VDF - 03	5,000
27	Driving company vehicle without functional head lamps	VDF - 04	5,000
28	Driving trailers, tankers without functional head lamp	VDF - 05	5,000

Penalties on alcoholic and drugs

S/N	Contravention	Code	Fine (N)
29	Driving under the influence of alcoholic and drugs	ALD - 01	2,000
30	Smoking while driving	ALD - 02	1,000

Penalties on motor cycles

S/N	Contravention	Code	Fine (N)
31	Driving motor cycle without crash Helmet	MCL - 01	1,000
32	Smoking while Riding motor cycle	MCL - 02	2,000

Miscellaneous traffic fines

S/N	Contravention	Code	Fine (N)
33	Assault on traffic officer	MTF - 01	25,000
34	Driving in a direction prohibited by road traffic laws	MTF - 02	2,000
35	Illegal U-turn	MTF - 03	2,000
36	Wrongful over taking of other vehicles	MTF - 04	2,000
37	Overloading of commercial vehicle or trailer	MTF - 05	2,000
38	Break down of vehicle	MTF - 06	2,000
39	Picking of passengers at illegal places	MTF - 07	20,000

S/N	Contravention	Code	Fine (N)
40	Bullion van driving in a direction prohibited by road traffic law	MTF - 08	50,000
41	Willful obstruction or an abandoned vehicle on highway	MTF - 09	5,000
42	Causing obstruction if broken down	MTF - 10	2,000
43	Storage charges on impounded Vehicles, cars, jeeps etc per day		500
44	Storage charges on impounded motor cycles and 3-wheelers per day		200

45	Towing commercial vehicles excluding trailers and tankers		1,000
46	Towing trailer or tanker (empty)		10,000
47	Towing of trailers and tankers (loaded)		20,000
48	Towing of tippers or lorries		5,000
49	Towing of luxury buses		10,000
50	Storage charges for all other impounded vehicles		1,000

Source: LASTMA headquarters, lagos state, Nigeria

3.6. Operational problems and challenges encountered by LASTMA officers and men in the mega-city of Lagos

There are no sufficient road networks at the moment to carry the heavy traffic in Lagos mega-city. "Traffic congestion" is caused mainly because people, most especially Lagos motorists are either uncooperative with the traffic law or regrettably ignorant of driving regulations. There are many problems confronting LASTMA officers and men in the course of performing their daily duty. These include:

- Lack of cooperation by the public in obeying simple traffic rules and regulations.
- Lack of manpower to ensure steady shift at duty points,
- Lack of discipline by motorists
- Reckless driving by motorists
- Thugism and hooliganism by some motorists
- Inadequate driving experience and training by the motorists
- Bad road infrastructural facilities
- Epileptic power supply as it affect regular functioning of traffic light
- Poor road condition
- Flooding on the road space
- Contempt for rule of law by some unpatriotic people / motorists
- Delay in the payment of staff salary
- Delay in the promotion exercise for LASTMA STAFF
- Insufficient hazard allowance
- Defective and inadequate insurance policy
- Lack of training and retaining programme for LASTMA STAFF
- Inadequate operational facilities/ equipment

- Attacks by thugs, hoodlums, touts, violent motorists on LASTMA Staff

4. Perception of commercial and private motor drivers and motor cycles {OKADA} riders of the activities of LASMA

4.1. Public enlightenment on LASTMA

Table 2 shows that 60% of the public transport operator respondents agreed that there was adequate public enlightenment programme on LASTMA, while 40% disagreed that there was no adequate public enlightenment programme on LASTMA.

Table 2. Public enlightenment on LASTMA

Public enlightenment on LASTMA	Commercial Drivers		Private Drivers		Okada Riders		Total	
	NO	%	NO	%	NO	%	NO	%
YES	36	60	34	56.7	38	63.3	108	60
NO	24	40	26	43.3	22	36.7	72	40

Source: field survey April, 2008

4.2. Is LASTMA up to the task

Table 3 shows that 74.4% of the public transport operator respondents agreed that LASTMA is up to the task of traffic management in Lagos metropolis, while 25.6% disagreed that LASTMA is not capable of handling traffic management in the metropolitan city of Lagos.

Table 3. Is LASTMA up to the task?

Is LASTMA up to the task	Commercial Drivers		Private Drivers		Okada Riders		Total	
	NO	%	NO	%	NO	%	NO	%
YES	43	71.7	53	88.3	38	63.3	134	74.4
NO	17	28.3	7	11.7	22	36.7	46	25.6

Source: Field survey April, 2008

4.3. Satisfaction about LASTMA performance

Table 4 shows that 60% of the public transport operator respondents expressed satisfaction over LASTMA performance, while 40% of the respondents expressed dissatisfaction with LASTMA performance.

TABLE 4. Satisfaction about LASTMA performance

Satisfaction with LASTMA	Commercial Drivers		Private Drivers		Okada Riders		Total	
	NO	%	NO	%	NO	%	NO	%
YES	36	60	47	78.3	25	41.7	108	60
NO	24	40	13	21.7	35	58.3	72	40

Source: Field survey April, 2008

4.4. Rating of LASTMA performance

Table 5 shows that 19.584% of the public transport operator respondents rated LASTMA Excellent (above 70%), 32.5% of the respondents rated LASTMA Good (60 – 69%), 32.083% of the respondents rated LASTMA Average (50 – 59%), 13.75% of the respondents rated LASTMA not satisfactory (40 – 49%), while 2.083% of the respondents rated LASTMA Very Poor (below 39%).

5. Perception of commuters about the activities of LASTMA

5.1. Is LASTMA equal to the task

Table 6 shows that 44 (73.3%) of the commuter respondents declared that LASTMA is up to the task of traffic management in the mega-city of Lagos, while 16 (26.7%) of the commuter respondents disagreed that LASTMA is not efficient enough to manage the chaotic traffic activities in Lagos metropolis.

5.2. Public enlightenment programme about LASTMA

Table 7 reveals that 61.7% of the commuter respondents said that there was adequate public enlightenment programme about LASTMA, while 38.3% of the commuter respondents disagreed that there was no adequate public enlightenment programme about LASTMA in Lagos city.

Table 5. Public rating of LASTMA performance

Performance	Commercial Drivers		Private Drivers		Okada Riders		Commuters		Total	
	NO	%	NO	%		NO	%	NO	%	%
Excellent (Above 70%)	7	11.7	21	35	11	18.3	8	13.3	47	19.584
Good (60 – 69%)	23	38.3	19	31.7	24	40	12	20	78	32.5
Average (50 – 59%)	18	30	17	28.3	14	23.3	28	46.7	77	32.083
Not Satisfactory (40 – 49%)	12	20	3	5	8	13.3	10	16.7	33	13.75
Very Poor (Below 39%)	-	-	-	-	3	5	2	3.3	5	2.083

Source: Field survey April, 2008

Table 6. Is LASTMA equal to the task

Is LASTMA equal to the tasks	Frequency	%
Yes	44	73.3
No	16	26.7
Total	60	100

Source: Field survey April, 2008

Table 7. Was there adequate public enlightenment programme about LASTMA

Enlightenments	Frequency	%
Yes	37	61.7
No	23	38.3
Total	60	100

Source: Field survey April, 2008

5.3. Satisfaction with LASTMA performance

Table 8 shows that 36.7% of the commuter respondents were satisfied with LASTMA performance while 63.3% of the commuter respondents were dissatisfied with LASTMA performance in the mega-city of Lagos.

Table 8. Satisfaction with LASTMA performance

Satisfaction	Frequency	%
Yes	22	36.7
No	38	63.3
Total	60	100

Source: Field survey April, 2008

5.4. Assessment on LASTMA performance

Table 9 reveals that 13.3% of the commuter respondents rated LASTMA activities as EXCELLENT (above 70%), 20% of the commuter respondents rated LASTMA activities GOOD within the bracket of (60 – 69%), 46.7% rated LASTMA activities AVERAGE within the bracket of (50 – 59%), 16.7% of the commuter respondents rated LASTMA activities NOT SATISFACTORY within the bracket of (40 – 49%), while 3.3. % of the commuter respondents rated LASTMA activities VERY POOR (below 40%).

Table 9. Assessment on LASTMA performance

Performance	Frequency	%
Excellent (above 70%)	8	13.3
Good (60 – 69%)	12	20
Average (50 – 59%)	28	46.7
Not satisfactory (40 – 49%)	10	16.7
Very poor (below 40%)	2	3.3
Total	60	100

Source: Field survey April, 2008

6. Perception of LASTMA Staff about their activities

6.1. Capability of LASTMA staff in Lagos traffic management

Table 10 shows that 86.7% of the respondents agreed that LASTMA staff were capable of handling the chaotic Lagos traffic; while 13.3% of the respondents disagreed that LASTMA staff alone cannot perfectly handle Lagos traffic.

Table 10. Capability of LASTMA staff in Lagos traffic management

Capability of LASTMA	Frequency	%
Yes	52	86.7
No	8	13.3
Total	60	100

Source: field survey April, 2008

6.2. Safety measures by LASTMA

Table 11 reveals that all the respondents agreed that safety measures initiated by LASTMA include: public lectures, public enlightenment, advertisement and jingles.

Table 11. Safety measures by LASTMA

Safety measures	Frequency	%
Public lectures	60	100
Public enlightenment	60	100
Advertisement / jingles	60	100
All of the above	60	100
Total	60	100

Source: Field survey April, 2008

6.3. Problems and challenges facing LASTMA

Table 12 shows that 18.3% of the respondents said that negligence was one of the challenges facing LASTMA, 13.3% of the respondents said poor vehicle maintenance was another challenge facing LASTMA, 33.3% of the respondents said that reckless driving on the part of the motorists was another challenge hindering LASTMA activities, 8.3% of the respondents said that alcoholism was another challenge creating problem to LASTMA activities, while 16.7% of the respondents claimed that brutal attack on LASTMA staff was part of the problems and challenges facing LSTMA.

Table 12. problems and challenges facing LASTMA

Problems and challenges	Frequency	%
Negligence	11	18.3
Bad roads	8	13.3
Poor vehicles	6	10
Reckless driving	20	33.3
Alcoholism	5	8.3
Brutal attack	10	16.7
Total	60	100

Source: Field survey April, 2008

6.4. solution to traffic problems in Lagos mega-city

Table 13 shows that all the respondents said that 100% of the respondents agreed that provision of good roads network, provision of road signs and symbols, provision of adequate public enlightenment programmes, and attaching mobile policemen to LASTMA for efficiency and successful performance would be part of the solution.

6.5. LASTMA staff satisfaction with their job

Table 14 reveals that 58.3% of the respondents said that they derived satisfaction from their job, while 41.7% of the respondents complained that they are not satisfied with their job.

Table 13. Solution to traffic problems in Lagos mega-city

Possible solutions to challenges facing LASTMA	Frequency	%
Attacking mobile police men to LASTMA	60	100
Provision of Good road network	60	100
Provision of road signs and symbols	60	100
Provision of adequate public enlightenment programmes	60	100

Source: Field survey April, 2008

Table 14. LASTMA staff satisfaction with their job

Satisfaction with traffic job	Frequency	%
Yes	35	58.3
No	25	41.7
Total	60	100

Source: Field survey April, 2008

6.6. Satisfaction with the salary scale

Table 15 shows that 30% of the respondents were satisfied with the salary scale, while 70% indicate dissatisfaction with the salary scale.

Table 15. Satisfaction with the salary scale

Salary scale	Frequency	%
YES	18	30
NO	42	70
TOTAL	60	100

Source: Field survey April, 2008

6.7. Training and retraining programme for LASTMA staff

Table 16 reveals that 36.7% of the respondents said that they always attend training programmes for better performance and efficiency, while 63.3% of the respondents said they were denied of such on the job training programme(s).

Table 16: Training and retraining programme for LASTMA staff

Training programmes	Frequency	%
Yes	22	36.7
No	38	63.3
Total	60	100

Source: Field survey April, 2008

6.8. Promotion of LASTMA staff

Table 17 shows that 91.7% of the respondents agreed that they were always been promoted as at when due, while 8.3% of the respondents cried foul that they serve long on a rank without consideration for promotion of any sort.

Table 17. Promotion of LASTMA staff

Promotion of staff	Frequency	%
YES	55	91.7
NO	5	8.3
TOTAL	60	100

Source: Field survey April, 2008

6.9. Motivation for better performance of LASTMA staff

Table 18 reveals that all the respondents said that for Staff to be motivated there should be prompt payment of salary, increase in salary, provision of free health services, provision of pompous hazard allowance for better performance.

Table 18. Motivation for better performance of LASTMA staff

Motivation	Frequency	%
Prompt payment of salary	60	100
Increase in salary	60	100
Provision of free health services	60	100
Good insurance packages	60	100
Provision of adequate hazard Allowance	60	100

Source: Field survey April, 2008

7. Recommendations

The road network in Lagos should be expanded with construction of new roads. The road conditions should be improved upon by all tiers of governments to avoid unnecessary slow movement of vehicles. When constructing roads and other associated facilities, the sociological and psychological aspects of the communities should be considered. Everything does not depends on engineering, the social aspects also matter in the location of, for instance, foot bridges, bus lay-byes, bus shelters, bus terminuses, bus garages, bus parks etc.

There is the need to adopt a comprehensive approach to traffic management in the maga-city of Lagos. Hitherto, there has been a lot of reliance on enforcement at the expense of other aspects of traffic management strategies observed in the literature termed the 6E'S. The six E's are: education, enlightenment, engineering, enforcement, environment, and evaluation. Education involves getting the people informed about new schemes. Enlightenment means providing further details as implementation continues to further

re-orientate the populace, while environment as to do with improvement of the environmental conditions. Such as getting the roads cleared of hawkers and other forms of traffic obstruction, so as to promote free flow of traffic, designs, construction and rectification of observed defects on roads and vehicles under engineering aspect.

There is the need for good traffic control devices. Pavement markings and road signs are traffic control devices placed along, beside, or above a highway, roadway, pathway or other route by the concerned authorities to guide, warn and, or regulate the flow of traffic including motor vehicles, bicycles, Pedestrians and other travelers so as to promote highway safety and efficiency and to enhance the orderly movement of all road users. These include carriageway markings, beacons, road studs, bollards, channelization devices, traffic lights, traffic signs and symbols etc. Road markings should be deployed frequently so as to be visible to road users. Law enforcement agents should be deployed to enforce compliance to the traffic signs and their regulation. Traffic signs and symbol should be spread alongside the entire road network in the mega-city of Lagos and at a visible distance to the road users. LASTMA officials and traffic mayors should be deployed to enforce compliance to the traffic signs and their regulations, so as to boost and promote efficient and reliable traffic management scheme.

Adequate pedestrian and parking facilities should be provided in the mega-city of Lagos. The non-segregation of fast and slow moving traffic is problematic to traffic flow and pedestrian safety. There is dearth of pedestrian facilities in the mega-city of Lagos. With over 51 pedestrian bridges in the mega-city of Lagos, the existing facilities are not enough and the road markings have been covered by dirt or washed-off, most existing sidewalks are also in a state of disrepair. In order to provide adequate access to public transport facilities and to ensure pedestrian safety, there is need to rehabilitate the zebra crossings and sidewalks and build additional foot bridges as well as bus-stops and terminals where necessary. That is, more pedestrian facilities should be provided in the Lagos metropolis, at such places as: schools, hospitals, markets, offices, etc to facilitate safe pedestrianization. For adequate and smooth flow of traffic, provision of adequate parking facilities and its use is very essential. This measure will reduce traffic congestion; reduce the aesthetic deterioration of the environment and to reduce accident in the mega-city of Lagos.

In addition, there should be an effective co-ordination of efforts by different tiers of governments and agencies involved in traffic management in the mega-city of Lagos such as LASTMA and others. LASTMA and others involved in traffic management should be committed and dedicated to duty and they should shun corrupt practices. The planners, traffic managers, as well as public officials should all show a lot of commitment and not make lip service to the issue at stake. LASTMA should be well equipped so as to be able to effectively face the challenges at hands and ahead. Logistics equipments such as operational vehicles, bikes, communication gadgets and other operational facilities to ensure free flow of traffic should be provided for them. They should be capable of removing all sorts of obstructions from the roads.

LASTMA staff working condition needs to be improved, especially staff welfare in order to encourage all members of staff of the agency and boost their morale considering the dangers involve in the performance of traffic management. LASTMA staffs are prone to attacks by hoodlums, area boys, public miscreants and

security men. The staff welfare can be improved in numerous ways which include giving them medical allowance, hazard allowance, inconvenience allowance, etc.

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